

BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN

NATIONAL DIVISION

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DENNIS R. PIERCE

National President

All Active Members of General Committees in National Handling
For Wages, Work Rules, or Health and Welfare

Re: Tentative Agreement

Dear Brothers and Sisters,

Enclosed please find a synopsis of the Tentative National Agreement (TA) negotiated between BLET and the National Carriers' Conference Committee (NCCC), which is being provided to all members eligible to vote on the TA pursuant to Section 41(a) – General Committee Rules BLET Bylaws. Also included in this mailing are a ballot and voting instructions that will allow all eligible members to cast their vote and return their ballot via telephone or online to the National Secretary-Treasurer for tabulation.

The TA provides general wage increases roughly double what the cost of living will increase during the contract term. In addition to the wage increase applied on January 1, 2015, increases totaling 9.5% — compounded to 9.84% — will be implemented over an 18-month period and the 2016 and 2017 GWIs will be fully retroactive. A locomotive engineer who earned \$100,000 in 2014 will gain over \$18,000 in new income from these GWIs. Also, we have preserved all health care benefits and improved some, while freezing your monthly contribution at \$228.89 until after the next National Agreement is in place; the railroads will pay, on average, 90% of all plan costs to preserve our “Platinum Plan” coverage, although some out-of-pocket medical costs will rise slightly. Moreover, the TA includes no harmful work rules changes that would have you working more for less.

The alternative to ratification is to place our dispute in the hands of the federal government for resolution. The NCCC has made it clear that it will not bargain further, and will retreat to the onerous demands — smaller GWIs, no back pay, radical changes to our health plan and gutting several major work rules — it made in June. Given the current climate in Washington, including the likelihood that Congress would attach anti-labor amendments to legislation settling the dispute, we do not see this as a viable course because of the likelihood of an unacceptable outcome. This Tentative Agreement maximizes the value available in this round of bargaining and represents the best possible outcome for you and your family. It has the unanimous support of the Advisory Board and the participating General Chairmen, who strongly recommend that you vote “Yes” when you cast your ballot. Kindly read all the materials that you receive and can access online at TrueBallot's website so that you may make an informed decision, and please be sure to vote.

Fraternally yours,

National President