



Kent Psota
General Chairman
BNSF (CB&Q/GN/NP/SP&S)

Rob Cunningham
General Chairman
BNSF (ATSF)

Brotherhood of Locomotive Engineers and Trainmen

Bobby Brown
General Chairman
BNSF (C&S/CRI&P/FWD)

Jeff Thurman
General Chairman
BNSF (SLSF)

Member AFL-CIO
IBT Rail Conference

Matt Igoe
Vice President Transportation
BNSF Railway Company
2600 Lou Menk Drive
Fort Worth, TX 76131

December 6, 2019

Dear Mr. Igoe,

We are writing to address the issuance of the "holiday" letters recently sent to our members, advising that "BNSF is monitoring frequent or pattern use of holiday layoffs." Your letter further suggests that employees you have deemed to have taken off too many holidays are somehow not meeting the expectation of full-time employment. Also in your letter, you address 13 holidays but fail to identify them. As you are well aware, our collectively bargained agreement addresses 11 holidays and the pay associated with those recognized holidays. It has been and will continue to be our position that our members have a contractual right to be off on those days.

It is our belief that BNSF is only attempting to further restrict its employees from having time away from work by now including holidays separate from the already restrictive attendance policy. If there is a problem with attendance on holidays, we can assure you the BNSF has played a significant role in creating such a problem. Our members who work on holidays routinely get stuck at the away from home terminal for ridiculous amounts of time. Many times they find themselves at an away terminal where most everything is closed and it is hard to even find a hot meal. If BNSF would address its management shortcomings and abuse of its employees on holidays, perhaps more of them would be happy to go to work. However, front line supervisors, many of who are home with their families and loved ones, and those in Fort Worth, on an 8-hour shift, responsible for getting our TY&E represented crews moving sit idle and do nothing to alleviate their self-inflicted problems.

We disagree with BNSF's approach to squeezing more from the already overworked workforce. If there is an issue with employee availability on holidays, then we suggest BNSF come to the table and negotiate a meaningful incentive agreement addressing work on holidays similar to what other Class 1 Carrier's have done. We have been told for years that BNSF would not "incentivize" employees that may have worked anyhow. Once again, instead of applying a common-sense approach to address the lack of crews you claim are so desperately needed on these specific dates, once again, it all boils down to the "bottom line" where profits are placed ahead of people.


If it is the wish of BNSF to have a workforce that is further disengaged from the needs of the Carrier by use of these blanket letters, that is a decision that falls solely on BNSF leadership. We hear far too many verified instances of our members willing to help out only to get abused at the

AFHT or en route. It should not come as any surprise that the employees do not feel appreciated nor respected for their contributions, whether it occurs on a holiday or not.

In the current and ongoing climate that BNSF's leadership has created with the unprecedented number of changes over the last 4 years, which has done little other than alienate the workforce, this letter is another slap in the face to your employees who do work during the holidays and are doing their best to have both a work and home life.

We would be happy to discuss the holiday letter and perhaps negotiate a resolution to the perceived holiday issue. We must advise that we disagree with the Carrier's position that it can apply policy to holiday layoffs.

Sincerely,


BLET General Chairman


BLET General Chairman


BLET General Chairman


BLET General Chairman