

BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN

INTERNATIONAL BROTHERHOOD OF TEAMSTERS — RAIL CONFERENCE DIVISION



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Statement Regarding The SMART-TD Tentative Agreement

Brothers and Sisters,

Happy Labor Day!

This Organization was created 161 years ago and is the oldest Labor Union in the Western Hemisphere. On this day, we would be remiss if we didn't recognize our forefathers that founded this Organization to improve safety on the railroad, negotiate a living wage, and protect seniority. Their sacrifice led to what this great Organization has become today.

As you are aware, SMART-TD initialed a tentative agreement (TA) with Norfolk Southern last Friday. This TA is a "pattern" agreement negotiated on another railroad that was then adopted by the other Class 1's and presented to the various labor Organizations. SMART-TD adopted the pattern TA without any discussion or negotiations. As a result, SMART-TD has splintered and only 2 of the 3 general committees on NS have initialed the agreement. One could only assume what has caused this fracture in the organization. Organizations are doomed when the leadership lacks commitment and is not effective enough to speak with one voice.

The pattern agreement includes a 17.5% general wage increase (GWI) over 5 years. The TA also opens the door to a tiered health and welfare package. Something the Carriers have strived to achieve for years. The agreement does have some health and welfare enhancements that are of value to somewhat offset the tiered system. SMART-TD is, in effect, working in concert with NS through this pattern agreement to undermine the current status quo health and welfare menu. Our hope is that *their* membership will see through the veil of SMART-TD's acquiescence to Norfolk Southern and patently reject the TA. SMART-TD's leadership has failed in its fiduciary responsibility to its members in its partnership with Norfolk Southern.

The BLET will not agree to a pattern agreement, negotiated on another railroad, that does not address the issues affecting our members ON THIS RAILROAD!

It is important for you to know that Norfolk Southern has reached a TA with 9 of the 12 craft organizations based upon this pattern agreement. In effect, the other organizations have “boxed” this organization into a corner as it relates to the TA on the table. Transportation employees are faced with challenges that do not affect the non-operating crafts and this pattern agreement does not address those differences.

We will continue to negotiate with NS in good faith. We met with NS last Thursday in Atlanta and discussed the issues that are important to our members that must be addressed before we present a tentative agreement to the membership. Economic security, inexpensive comprehensive health and welfare benefits, lifestyle enhancement elements, and improved safety are our goals for a tentative agreement.

On this Labor Day, it is our greatest honor to serve you! You can rest assured that the three of us have YOUR best interests front of mind and will not agree to a pattern agreement that does not serve your best interests.

Fraternally,



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