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October 20, 2004

To All US General Committees (Rail)

Dear Sirs and Brothers:

Enclosed please find a "Letter of Intent" dated November 1, 2004 addressed to the undersigned from the National Railway Labor Conference. This "Letter of Intent" addresses "**Exclusive Representation**," "**Seniority Maintenance**" and "**Seniority Retention**." These provisions may only be implemented on those properties listed in Attachment A. These provisions can be placed into effect on portions of properties under your jurisdiction on November 1, 2004, subject to Local Chairperson ratification.

You will also find enclosed a complete history of each of these provisions, where they originated, and which Organization (BLET or UTU) was responsible for implementing these provisions. You will also find documentation that supports the history that is explained. **It is extremely important that you circulate the historical information to all your Local Chairpersons.** We have been advised that the BLET is going to receive these same provisions from the National Railway Labor Conference. The BLET has started an aggressive attack on UTU as a result of these provisions, attempting to place the blame on this Organization for creating all of the above. This is all addressed in the attached history.

Our "Letter of Intent" does not require anyone at this time to be forced to pay double dues. If such situation occurs, it will be at the hands of the BLET and not the UTU, as I will explain. What it will stop is this reduced and/or free dues the BLET is using to raid our train service members. All of the General Chairpersons representing employees on the properties listed in Attachment "A" should immediately start the process of implementing these provisions. It is suggested that you first start at locations where you are experiencing the most problems from the BLET. Local Chairperson(s) must ratify implementation of these provisions at those locations where they are to be put into effect. Once you have them in place at these locations, we encourage you to proceed on the rest of your property. Again, at each location that you put these provisions into effect, the Local Chairpersons must ratify implementation. **It is extremely important that you keep my office advised as to each location these provisions are placed into effect.**

We are working on a program to help each Committee police these provisions, and for this reason, we need each of you to cooperate in keeping us notified when and where these provisions are placed into effect. Each of you can start immediately in attempting to get these items ready to be implemented on portions of your property as close to November 1, 2004 as possible.

The "Letter of Intent" is self-explanatory; however, the following is a brief synopsis of each of the three (3) provisions:

"Exclusive Representation" means just that. Only UTU may represent employees working under the jurisdiction of a collective bargaining agreement of UTU.

"Seniority Maintenance" requires each employee in a train service class/craft (including locomotive engineer trainees) who does not hold membership in the UTU to pay a monthly seniority maintenance fee to UTU in order to accumulate train service seniority. Unlike the BLET's "Seniority Maintenance" Fee provisions, the only time an individual will be required to pay our "Seniority Maintenance Fee" is when they are actually working in a craft or class represented by the UTU.

"Seniority Retention" will not be activated until or unless the BLET implements a "Seniority Maintenance" Fee for locomotive engineers. UTU represents a large portion of engineers, and if the BLET chooses to implement a seniority maintenance fee on our engineers, then UTU's **"Seniority Retention"** provision will be implemented. This provision will require all engineers holding train service seniority to pay dues (or fees equivalent to dues) to UTU in order to retain their train service seniority. Practically, **this would then require individuals to pay dues to both the BLET and the UTU; however, this will only occur if the BLET implements a "Seniority Maintenance Fee" for locomotive engineers.** **THE BLET WILL BE THE ONLY ONE RESPONSIBLE FOR INDIVIDUALS BEING FORCED TO PAY DUES TO BOTH THE BLET AND UTU.**

There is no doubt that the BLET will implement similar provisions, so it is important that we attempt to implement our provisions as quickly as possible. If we don't have ours in place and we implement after the BLET, then they could contend that UTU and not BLET was responsible on your property for the payment of double dues. We do not want to see anyone having to pay double dues, and if that occurs, it will be at the hands of the BLET.

In closing, as I have mentioned in the history of these provisions, **If Mr. Hahs wants to stop the direction he has been taking the BLET, UTU will back off each of the above when we are furnished information in writing that BLET: (1) will stop the reduced and or free or cut-rate dues to UTU-represented employees and back this up with documents assuring this practice will be stopped on all local divisions; (2) terminate all "Seniority Maintenance Fees" for locomotive engineers; and, (3) will terminate any type of "Seniority Retention" provisions and "Exclusive Representation."** BLET's failure to completely address all of the above will result in continued implementation of all the items in the Letter of Intent as quickly as possible.

Thanking each of you in advance for your immediate attention to the "Letter of Intent", I remain

Fraternally yours,

A handwritten signature in black ink, appearing to read "Paul C. Thompson". The signature is fluid and cursive, with the first name "Paul" being the most prominent.

Paul C. Thompson
International President

Enclosures

cc: All International Officers
State Legislative Boards