



BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN

STRIKE INSTRUCTIONS

JULY 7, 2022

RE: NATIONAL WAGE/RULES MOVEMENT STRIKE INSTRUCTIONS

To all BLET General Chairmen and Local Division Executive Boards
Impacted by National Wage Movement

Dear Brothers and Sisters:

As most of you know, efforts in direct negotiations and mediation have failed to bring about a satisfactory settlement of the dispute pending between the Brotherhood of Locomotive Engineers and Trainmen ("BLET") and the carriers represented by the National Railway Labor Conference/National Carriers' Conference Committee, strike authorization has been duly requested under the laws of the Brotherhood, and it is anticipated that said authority will be granted by the membership.

This circular is issued for the information and guidance of the officers, members, and other employees on railroads listed in Appendix 1, attached hereto; however, it is to be understood that not all railroads listed therein necessarily will be struck if authority is granted. Supplemental instructions will be issued on a timely basis identifying those railroads that will be the subject of a strike. General Chairmen on railroads not listed in Appendix 1 are being furnished a copy of these instructions as a matter of information only, and the instructions and responsibilities contained herein do not apply to them or to their subordinate divisions. Neither this circular nor the information contained herein is to be disseminated to any non-member, except as explicitly provided for in this document.

The instructions to members and officers contained in this circular are intended for use in preparation for a strike and to govern the conduct of a strike in the event the Brotherhood is forced by the railroads into setting a strike date. The exact time when the strike is to take place and the scope of any strike are not stated in this circular. That information will later be conveyed to the officers assigned to the railroads involved and to the general chairmen on those railroads. The officers and general chairmen will inform the local division officers and members of all divisions under their respective jurisdiction.

LOCAL DIVISION ADVANCE PLANNING AND COORDINATION

The Executive Board of each Local Divisions will meet at the earliest possible date for the purpose of organizing Strike Committees and other essential standing committees in order that the Strike Instructions may be implemented in an orderly manner at the time a strike is officially set. The advance meeting will also be for the purpose of planning for a meeting hall, telephone service at the hall, and other incidentals necessary for a peaceful withdrawal from the service of a carrier or carriers if we are forced to do so. **Divisions participating in the strike** will be provided with strike signs based on the number of active members in their division; requests for additional strike signs are to be made to Billy Joyce, in the BLET Public Relations Department, at (216) 241-2630, extension 251.

Those present at the initial planning meeting will elect officers (Chairman, Vice Chairman and Secretary) who will officiate at meetings of the members during a strike. The first order of business should be an election of those officers to serve for the duration of a strike. All expenses arising from strike activities on the local level under the supervision of a Strike Committee will be borne equally by the Division or Divisions involved, provided an itemized statement has been submitted to and approved by the Strike Committee.

MEETINGS

Immediately after the strike becomes effective, all members will assemble at the place previously arranged by the Strike Committee. No person will be permitted to be present in the meeting halls, other than those members who are on strike, except by permission of the assembly. This restriction does not apply to BLET trainmen members who are not on strike because their craft is represented by another labor organization.

The secretary will arrange a roll call (alphabetically). Roll will be called twice daily, morning and afternoon. The names of the non-members will be kept separate on the roll from the names of those who are members of the organization. All strikers will be required to answer the roll call and also to be in the halls, where halls are provided, during the day at all times unless excused by committee action or by the chairman of the meeting. Failure to report will result in the member being disqualified for strike benefits.

The secretary will keep a record of the proceedings from day to day.

PICKET LINES

Picket Lines should be established at all strategic points. It is most important that these picket lines be observed and respected at all times. It is contemplated that employees not engaged in service primarily affected by the strike will observe our picket lines. All members on strike will keep away from the company's property, except such members as are designated certain duties to be performed by the authority of the Strike Committee.

***ALL PICKETS MUST AVOID TRESPASSING ON COMPANY PROPERTY
WHILE ON PICKET DUTY!***

DUTIES OF MEMBERS

No engineers in road service involved in the strike will perform any service after the hour set to strike unless he or she has already begun a trip and has actually left the terminal. If the train has left the terminal the engineer will complete the trip and deliver the engine and train at the end of the run, or tie-up point, if tied up under the law, after which he or she will leave the property and perform no other service until the close of the strike. Engineers in other than road service will withdraw from the service at the appointed time in response to the strike call. These same instructions govern train service members on Tex-Mex where the BLET is the collective bargaining representative for train service employees. *Train service members on properties where the BLET is not the collective bargaining representative for train service employees must complete any tour of duty that began prior to the hour set to strike, regardless of the class of service in which they are engaged.*

Every member should understand that the laws of the Brotherhood govern the conduct of the strike and must be obeyed. Acts of violence of any nature will not be tolerated by the Brotherhood.

In the conduct of many strikes some irresponsible persons, not members of the Brotherhood, engage in acts of violence and disorderly conduct. Such actions are usually attributed to members of the Brotherhood, and great care should be taken by every member to avoid associating with such persons. All acts of violence and disorderly conduct should be reported to the BLET officer or officers in charge and appropriate action taken against those found guilty.

Some railroad officials may endeavor to coerce or mislead members by asserting that engineers at other points have not withdrawn from the service or that they have returned to work. Such information should be disregarded, and all strikers should communicate with their Officers and Strike Committee members for information regarding the facts and be governed accordingly. No member or non-member will return to work until they are officially instructed to do so by a duly authorized representative of the Brotherhood in charge of the strike.

It should be understood that with the ending of the strike all employees will, as a condition of the settlement, be returned to service without prejudice and with seniority unimpaired.

DUTIES OF LOCAL CHAIRMEN

The local chairmen will prosecute and be responsible for the strike on the territory over which they have jurisdiction, and report on the situation daily to their general chairmen.

When deemed advisable the local chairmen, with approval of the division involved, will select assistant chairmen to be located at outlying points, and said assistant chairmen will report to their respective local chairmen.

Clearly defined cases of disloyalty, indifference, or inefficiency on the part of any representative of the Brotherhood should be reported to the officer or officers in charge.

DUTIES OF GENERAL CHAIRMEN

The general chairman on each railroad involved in the strike will prosecute and be responsible for the conduct of the strike upon the railroad over which he has jurisdiction and will make reports to the National Division Officer, or Officers, assigned to supervise the strike on their railroad.

In the absence of specific instructions from the National President, or Officer in charge, the general chairman will select the points at which they will be located during the strike and they will immediately advise the National President, or Officers in charge, and each of their local chairmen, where they may be reached.

DUTIES OF MOBILIZATION NETWORK PERSONNEL

At the discretion of the general chairman, where applicable, the mobilization GCA coordinator may serve as his designee for purposes of communicating with the local chairmen under the jurisdiction of the GCA. It is recommended that the mobilization division contact be at least an *ex officio* member of the Strike Committee. Each division's mobilization team captains will report to and receive their assignments from the division's Strike Committee.

DUTIES OF NATIONAL DIVISION OFFICERS

In the event of a strike, the National Division Officers will be assigned as indicated in Appendix 1, attached hereto. The National Division Officers will have general supervision over all members who have withdrawn from service and will keep the National President advised of the exact situation on those railroads. These Officers will be available to assist General Chairmen on a 24-hour basis during a strike. The National Division Office in Independence, as well as our Washington office, will be open 24 hours a day for the duration of a strike to assist National Division Officers, General Chairmen and local strike committees.

GENERAL INFORMATION

In order that members may be authoritatively informed, this circular is being sent to the Executive Board (President, Vice President, Secretary-Treasurer, Local Chairman and Legislative Representative) of each BLET Local Division.

The instructions and general information contained in this circular are intended to apply to any or all railroads listed in Appendix 1, which may be actually involved in a strike. It is therefore suggested that those receiving this circular should thoroughly familiarize themselves with its contents and retain it for their guidance. This circular should be read or exhibited to all members and other employees subject to the contract held by the BLET.

If it is determined to make a strike effective on your railroad, information will be furnished in advance of the effective date of the strike to enable those in charge to complete the necessary arrangements.

Pursuant to Section 4.7.6 of the Merger Agreement between the International Brotherhood of Teamsters and the International Brotherhood of Locomotive Engineers, BLET members shall participate in the IBT Strike and Defense Fund to the same extent as any other member of the IBT. The implementation process for payment of strike benefits will be the subject of a separate circular addressed to the appropriate officers.

In the event of a strike date set, or if for proper and sufficient reasons a postponement of a date set for leaving the service becomes advisable, or necessary, the National President will notify the National Division Officers and General Chairmen by whatever means is deemed advisable.

These strike instructions should be retained until all concerned have been officially notified that this dispute has been brought to a final conclusion.

It is earnestly requested that all concerned cooperate to the fullest in order that these instructions may be fully and completely complied with and that any strike action will reflect the full welfare and credit of the Brotherhood, its members and their families.

Fraternally yours,



National President

encl.

cc: Advisory Board Members (w/ encl.)
Special Representatives (w/ encl.)
State Legislative Board Chairmen (w/ encl.)
General Chairmen not participating in the national movement (w/ encl.)

APPENDIX 1

ASSIGNMENT OF NATIONAL DIVISION OFFICERS BY RAILROAD

Railroad	Vice President
Belt Railway Company of Chicago	M. D. Twombly
BNSF Railway Company.....	M. D. Priester
Cedar River Railroad Company d.b.a. Canadian National.	M. J. Ruef
Consolidated Rail Corporation	J. A. Holdcraft
CSX Transportation	J. A. Holdcraft
Grand Trunk Western Railroad Company d.b.a. Canadian National	M. D. Twombly
Illinois Central Railroad Company and Chicago, Central & Pacific Railroad Company d.b.a. Canadian National.....	M. J. Ruef
Indiana Harbor Belt Railroad Company	M. J. Ruef
Kansas City Southern Railway Company.....	J. A. Holdcraft
Kansas City Southern Railway	
Louisiana and Arkansas Railway	
MidSouth Rail Corporation	
Gateway Western Railway	
SouthRail Corporation	
Texas Mexican Railway Company	
Longview Switching Company.....	M. L. Wallace
Norfolk Southern Company.....	R. C. Gibbons
Portland Terminal Railroad Company	M. L. Wallace
Soo Line Railroad Company d.b.a. Canadian Pacific	M. J. Ruef
Union Railroad Company	M. D. Twombly
Union Pacific Railroad Company	M. L. Wallace
Winston Salem Southbound Railway Company	G. D. Best
Wisconsin Central d.b.a. Canadian National	M. J. Ruef