



Brotherhood of Locomotive Engineers and Trainmen

A Division of the Rail Conference of the International Brotherhood of Teamsters

General Committee of Adjustment

16 Cypress Point Rd. Westampton, New Jersey 08060

Tel. (732) 713-5205

Email: jimbrownbletjit@gmail.com

VIA: ELECTRONIC MAIL

June 19, 2018

Re: Appendix 5 10.4% Differential

Dear Brothers and Sisters:

I am proud to announce the final resolution of the 10.4% penalty campaign. I first would like to congratulate all BLE&T members for their patience, support and participation in getting this done. I would also like to recognize our Local Chairmen for their hard work in processing some 2500 10.4% penalty claims. Without all your support, this would not have come to fruition.

I have attached four side letters which I will go over.

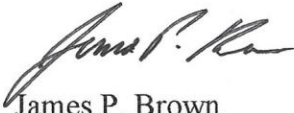
The first is the new arbitrary "Safety/Speed control seal money." This arbitrary will be retroactive back to July 2016. This is a new arbitrary that will be paid to all engineers. The payment will be 15 minutes at straight time per assignment. This arbitrary will be paid the same way and in addition to Certification pay. I have attached the side letter dated June 27, 2016 for your reference.

Second is the "10.4% penalty payments". All valid claims date stamped up until and including June 13, 2018, will be compensated two hours pay at the straight time rate of their claim date.

Third is "Appendix 5, 10.4% Differential". This will serve as an understanding to the interpretation of Appendix 5, 10.4% Differential. The parties agree that the calculation of the 10.4% differential shall be limited to Engineer and Conductor straight time wages, Engineer and Conductor certification allowances (20 minutes straight time each), and the newly created BLET 15 minutes straight time safety/speed control seal payments and the Conductors 15 minutes straight time report writing payments only. In the future, should the UTU (SMART-TD) negotiate with Carrier for additional or increased arbitrary or

allowance payments, or payments in lieu of those payments listed above, the BLET and Carrier will likewise confer to assure that the 10.4% differential is maintained. The 10.4% payments will be allowed on the same basis as the certification payments as outlined in Rule 56 (FRA Certification) the June 22, 2016 letter pertaining to FRA Certification payment. The easiest way for you to calculate what you are owed, is anytime you were paid certification money you were intitled to 15 minutes Safety/ seal money.

Very truly yours,



James P. Brown
General Chairman BLE&T/NJT

Cc: George Petrie General S/T
Dave Ziegler Vice G/C
Tom Haas L/C 171
Robert Davia L/C 272
Larry Brain L/C 373