



**Brotherhood of Locomotive Engineers & Trainmen**  
**A Division of the Rail Conference**  
**International Brotherhood of Teamsters**

**Gary Best**  
*General Chairman, CSXT-E Lines*  
**Patrick Driscoll**  
*General Chairman, CSXT-N District*

**Matt A. Thornton**  
*General Chairman, CSXT-W Lines*  
**W. P. Lyons**  
*General Chairman, CSXT-N Lines*

January 7, 2016

All BLET Local Chairmen,

In October of 2015, CSXT notified the BLET General Chairmen of their plans to transition from the BLET SENSE safety model to one in which there are no assurances that labor members would be involved with safety. CSXT stated that the transition would be effective on January 1, 2016. The new program proposed by the Carrier eliminated Safety Coordinators, monthly safety meetings, industry inspections, and all other activities currently being carried out by the SENSE coordinators, captains, and teams. As soon as we were informed of the decision, the BLET met with the Carrier on numerous occasions in an effort to reach an agreement that would, through minor modifications, retain the SENSE program that has been in place since 1997. At our last meeting in December, the BLET was informed that our proposal had been denied and that they were moving forward with their original plans.

On December 15, 2015 the BLET notified CSXT AVP Safety and Operations David Ingoldsby by letter (*enclosed*) that we would not be participating in the new CSXT-managed Safety Program. Again, there were no assurances that any members of this Organization would be part of the safety process. As an example, part of the new IDPAP policy is a "Safety Training Day" in which a member who has violated a rule has the opportunity to take a training day in lieu of or as part of their discipline. The Carrier maintained that the Division Manager had the sole oversight on who was selected to hold the class. Although they maintained that they "wanted" a member there from the craft, they could not guarantee that one would be permitted. As a result, many classes can be held with management trainers only. Many of these managers have no craft seniority and have never worked a day on the ballast in their careers. We asked ourselves, "What kind of commitment to safety is that?"

The BLET Safety SENSE program was established in 1997 due to an exorbitant amount of accidents and injuries. The proven success of the SENSE program has made CSXT one of the safest railroads in the country. By modifying the safety process we are left with no other alternative than to return to our pre-1997 internal safety programs. As such, we will begin by utilizing our Divisional and State Legislative representatives to progress unsafe condition reports to the appropriate regulatory agencies. Please continue to use the Safety Sense Forms to report unsafe conditions/practices to your Local Division Legislative representative until such time as a new form can be designed. These Brothers and Sisters will attempt to handle the unsafe conditions and practices with local management. If they are unable to resolve the issue, the report will be forwarded to the State Legislative Representative for further handling with the

appropriate regulatory department. Remember, this does not alleviate us from complying with operating rules which mandate we report unsafe conditions to your supervisor. Please complete the form and retain a copy for your legislative representative while providing one to your supervisor.

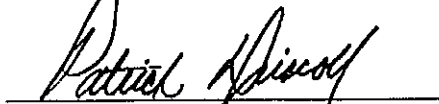
At this time, the BLET will continue to support the agreement that established Operation Redblock; a valuable program which has helped countless Brothers and Sisters. We will also continue our participation with the CSXT/BLET Locomotive Cab Committee as it is a requirement of the collective bargaining agreement. All other voluntary programs that we participated in are now indefinitely suspended. We ask you to continue your commitment to safety by supporting the BLET process. If an employee wishes to avail themselves to a safety day offered by the Carrier, they must be forewarned that they will be offered no support by the BLET. Again, we will continue to support the programs which have been mutually agreed upon or are a function of the applicable labor agreement.

If you have any additional questions, please feel free to contact your respective General Chairman or your Division Legislative representative.

In Unity,



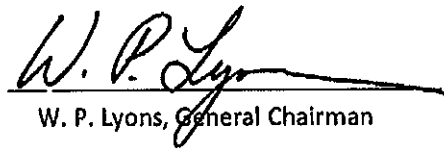
Gary Best General Chairman



Patrick Driscoll General Chairman



Matt A. Thornton General Chairman



W. P. Lyons, General Chairman

CC: Gil Gore, BLET VP



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December 15, 2015

Mr. David W. Ingoldsby  
AVP Safety and Operations Management CSXT  
6735 South Point Drive South  
CSX Bldg 2, 1<sup>st</sup> Floor  
Jacksonville, FL 32216-6177

Dear Mr. Ingoldsby:

This is a follow up to our discussions in Jacksonville, Florida on Monday, November 23, 2015 related to changes of CSXT's Safety Program. Additionally, this will serve as our response to your telephonic conversation with the Organization regarding our final proposal to the Carrier concerning SENSE in which you confirmed that CSXT is not willing to retain full-time safety coordinators.

It is unfortunate CSXT has chosen to abandon a working safety model (SENSE) that has served the Parties so well over the years. As we noted in our discussions, the undersigned General Chairmen believe CSXT has made a choice that will have unfortunate and disastrous consequences moving into the future. While we all remain dedicated to the safety of our members, CSXT's unilateral decision to change the safety process over our vehement objections and concerns leaves us little choice other than to resort to our own internal safety process. Our Divisions will report and document their ongoing problems/issues to local management and absent correction of the same in a timely manner, BLET will be forced to take those complaints to the appropriate regulatory agency for resolution. We have unfortunately gone from being partners in a successful safety process to individual entities headed down separate paths hoping to arrive at the same destination, a safe workplace.

Sincerely,

Gary Best General Chairman

Patrick Driscoll General Chairman

Matt A. Thornton General Chairman

W. P. Lyons, General Chairman

December 15, 2015

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CC: Gil Gore, BLET VP via email  
Sam Macedonio, AVP via email  
John Johnson, HDO via email  
Michael Warner, HDO via email



*Brotherhood of Locomotive Engineers and Trainmen*

**UNSAFE CONDICTION/PRACTICE REPORT**

Date: \_\_\_\_\_ Location of Unsafe Condition: \_\_\_\_\_

Time: \_\_\_\_\_ Nearest Mile Post: \_\_\_\_\_ Train/Job # \_\_\_\_\_

Employee \_\_\_\_\_ ID# \_\_\_\_\_ Occupation \_\_\_\_\_  
(Optional)

Unsafe Condition/Practice \_\_\_\_\_  
\_\_\_\_\_

Corrective Action Needed: \_\_\_\_\_

**Is immediate protection needed? If yes, what protection was provided?**

Reported to \_\_\_\_\_ Date \_\_\_\_\_ Time \_\_\_\_\_  
CSXT Manager



Received by \_\_\_\_\_ Date \_\_\_\_\_ Time \_\_\_\_\_  
BLET Team Captain



Received by \_\_\_\_\_ Date \_\_\_\_\_ Time \_\_\_\_\_  
BLET Division Contact

Reported to \_\_\_\_\_ Date \_\_\_\_\_ Time \_\_\_\_\_  
Designated CSXT Manager



Received by \_\_\_\_\_ Date \_\_\_\_\_ Time \_\_\_\_\_  
BLET Division SENSE Coordinator

Reported to \_\_\_\_\_ Date \_\_\_\_\_ Time \_\_\_\_\_



Designated CSXT Manager

Expected Correction Date: \_\_\_\_\_

Remarks: \_\_\_\_\_  
\_\_\_\_\_

Corrective Action Taken: \_\_\_\_\_  
\_\_\_\_\_

Corrected By Whom: \_\_\_\_\_ Date: \_\_\_\_\_



Copy to Division SENSE Coordinator: \_\_\_\_\_ Date: \_\_\_\_\_



