



# BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN

A Division of the Rail Conference of the  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

NS Northern Lines / W&LE  
General Committee of Adjustment

Robert H. Linsey – General Chairman  
Rodney K. Cutlip – 1<sup>st</sup> Vice General Chairman  
(314) 621-3093 – (314) 667-3403 FAX  
bob@blet-ns.com / rodney@blet-ns.com

June 4, 2013

Mr. Terry N. Evans  
Vice President Transportation  
Norfolk Southern Corporation  
Three Commercial Place  
Norfolk, VA 23510

Re: Cooperation / Teamwork / Reciprocation

Dear Mr. Evans:

The relates to concerns expressed by UTU General Chairperson Boswell in his letter to you of yesterday that resonate very deeply with many of the Engineers and Trainmen that our Committee represents in this same territory. While I am a firm advocate of dialogue and positive interaction at all levels of our industry and very much welcomed several initiatives in recent years such as the START Program, ADI training and other efforts intended to enhance management/employee interaction with a goal of a more positive workplace environment, much of that message is getting lost in the translation between your level and those that are moving trains. Yes, when asked by an officer about my impressions after our introduction to one of these programs recently I responded with two words – cynicism and skepticism – but promised to keep an open mind to the process.

As I have traveled the breadth of the Northern Region over the past several months, however, I find the scope of needed change to be very much lacking in many instances. Yes, a militaristic culture may well be a proven modus operandi in the Armed Forces but it does little to encourage the individual initiative and participation that can be so beneficial to our company when employees come to work with a sense of anticipation instead of dread or dull resignation.

While I have long encouraged our local representatives to engage in ongoing discourse with Norfolk Southern managers, without seeing sufficient evidence of progressive change we are very much inclined to question the value of our continued participation in such venues. Lest anyone question our sincerity in these regards, I ask that you look no further than the four on-property agreements that the BLET has reached with Norfolk Southern since 1996; outside of the traditional structure of National negotiations. My predecessors took considerable personal risk

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in advocating changes that required a high degree of personal trust in the direction Norfolk Southern management was taking this railroad.

Today, confidence is waning!

While to revisit Mr. Boswell's concerns or to lay out a whole new list of grievances would probably not be particularly useful in this forum, I can assure you that this list is long and encompasses every aspect of labor / management interaction. Nothing is more damaging to corporate credibility and efforts to garner employee respect than the repeated evidence of hypocrisy that permeates many aspects of our operation. Forever the optimist, I want to believe that continuing and expanded cooperation at all levels will produce more visibly positive results. Only by relating my own positive experiences as to my efforts to engage in positive, result-based communications, however, can I convince our Members and local representatives to remain engaged at their level.

Towards that end, I would be remiss if I didn't conclude with suggestions as to how to turn this ship around. I urge you to travel to the Northern Region in the near term to meet with those of us who serve as employee representatives in order to hear the sentiments of our Members that are being brought to us on a daily basis. We can do much to communicate a more positive vision if we can be convinced that you and your subordinates are equally receptive to this concept of partnership and will exhibit more open minded and less rigid attitudes. I will make myself available on short notice if need be.

Your consideration and response will be appreciated. With best regards, I remain,

Sincerely yours,



Robert H. Linsey  
General Chairman

Cc: W. E. Knight – National Vice President  
R.K. Cutlip – 1<sup>st</sup> Vice General Chairman  
D. L. Dehart – 2<sup>nd</sup> Vice General Chairman  
J. S. Elmore – Secretary-Treasurer  
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General Committee of Adjustment  
J. T. Boswell – General Chairperson, UTU  
S. R. Weaver – Vice President Labor Relations