

# BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN

## NATIONAL DIVISION

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## DENNIS R. PIERCE

National President

### VIA ELECTRONIC AND FIRST-CLASS MAIL

January 30, 2018

All Advisory Board Members  
All General Chairmen

Re: Circular Letter Nos. AB-2017-01; GC-2017-01

Dear Sirs and Brothers:


This is in reference to the Carriers' implementation of Inward Facing Cameras (IFCs), and the claims that have been filed and progressed by various GCAs in connection with the use of these devices to record in-cab activities. We understand that most of you have been waiting for an Award to be rendered in connection with this issue before deciding on how to proceed on your properties.

General Chairman Dick Crow, UP Northern Lines, recently arbitrated this issue before Arbitrator Edwin Benn, assisted by the National Division. All of the arguments that were considered potentially meritorious — from the Cab Standards provisions of the National Agreement to the reasonableness of the Carrier's exercise of its managerial discretion — were placed before Mr. Benn. Regrettably, he decided the issue in the Carrier's favor. Arbitrator Benn's Award, accompanied by the Organization's Dissent, is attached. We recommend you review this Award very carefully, compare its findings with your own claims, and then make a good faith determination of your situation based thereon.

While we were disappointed with the outcome, the Dissent highlights the discomfort Mr. Benn exhibited towards the potential for in-cab surveillance to be used as a harassment tool. We believe this Award and Dissent should be cited in cases where a carrier combs through in-cab video searching for a basis for bringing charge(s), as opposed to reviewing it to analyze an accident.

Brother Crow deserves all of our thanks for taking the laboring oar regarding this issue. Trusting you will find this helpful, and with warmest personal regards, I remain

Fraternally yours,



National President

**All Advisory Board Members**  
**All General Chairmen**

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**January 30, 2018**

encl.

cc: E. L. Pruitt, First Vice President (w/encl.)  
S. J. Bruno, National Secretary-Treasurer (w/encl.)  
M. S. Wolly, Esquire, General Counsel (w/encl.)