



BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN

*GENERAL COMMITTEE OF ADJUSTMENT –
Canadian National/Wisconsin Central Ltd - Fox Valley & Western Ltd*

1110 Gertrude Street Unit A
Kaukauna, WI 54130
PHONE: 920-462-4509
FAX: 920-462-4511
Email: jreynoldsblet@newbc.rr.com

April 6, 2012

BLET Local Chairmen

Dear Sirs and Brothers,

I have received many calls from members stating they were allegedly shorted on their profit based incentive plan (PBIP) that they were paid in accordance with Article 23, Section 9 of the Collective Bargaining Agreement.

PBIP is paid on unproductive as well as regular (only OT is excluded) time. Pay elements: regular, bereavement, jury duty, military pay, personal day, holiday, investigations, and other TPNW, vacation, vacation in lieu. Below are wage types for which the earnings are collected, with the exception of wage type 2865-Overtime- which is excluded when report is run.

Regular Payment

Regular	Bereavement
Jury Duty	Military Leave
Personal Day	General Holiday
Investigations	Other TPNW
Held Away	Called and Cancelled
Vacation	Pay in Lieu of Vacation
Runaround	Attend Court/Inquest
Health and Safety	Overtime 1.5
New Employee Training	Company Business
Yard Master Turnover	Reduced Crew GLT
Guarantee Amount	

Please see that your members receive a copy of this letter so they can recalculate last year's earnings with the formula above to produce the amount of monies they were shorted on their PBIP payout and submit their shortage in CATS. Any questions, please contact this office.

Sincerely,

A handwritten signature in black ink, appearing to read "John W. Reynolds". The signature is written in a cursive style with a large, prominent "J" and "R".

John W. Reynolds
General Chairman – CN/WC, BLET

Cc: Marcus Ruef, BLET-VP