



# BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN

*GENERAL COMMITTEE OF ADJUSTMENT –  
Canadian National/Wisconsin Central Ltd*

N6380 Church Road  
Brandon, WI 53919  
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March 28, 2023

All BLET Members

Re: IFCs and Cell Phone use

Brothers and Sisters,

Please see the attached charges and 30-day suspension (level 3) waiver currently against one of our Members. As suspected, the Carrier is cracking down hard on alleged cell phone use and allegedly attempting to cover an IFC. It is of utmost importance to immediately understand the Carrier is actively monitoring these cameras and is now taking harsh action for alleged violations.

We remain committed to representing all Members under charge but defending these situations will be very difficult for obvious reasons. Please protect yourselves, those around you, and your livelihoods by being vigilant in these situations.

Sincerely,

Eric A. Hau - BLET - CN/WC General Chairman



File #: CTHN-20230327-180359  
March 27th, 2023

**U.S. Operations**  
Jason LaCrosse  
Transportation Manager  
402 West Worden Avenue  
Ladysmith, WI 54848

**Notice Of Investigation**

**Certified Mail** [REDACTED]

Locomotive Engineer  
Pin # [REDACTED]

You are hereby notified to attend a formal investigation to be held as directed below:

**Date:** Monday, April 03, 2023  
**Time:** 1300 Hours CST  
**Location:** CN Depot, 1625 Depot Street, Stevens Point, WI 54481

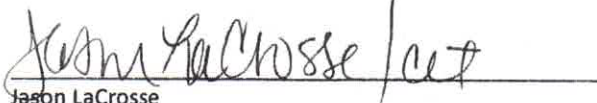
The investigation is being held to develop the facts and to determine your responsibility, if any, in connection with an incident that occurred at approximately 0040 hours, March 25, 2023 at or near MP, [REDACTED] when it was found that you allegedly altered railroad equipment by covering the inward facing camera and also, when it was found that you allegedly were using a personal electronic device (cell phone), while working your assignment [REDACTED] on-duty at 2215 hours on March 24, 2023, and whether you violated any Company rules, regulations and/or policies in connection with the incident.

You may, without expense to the Company, arrange for representation as provided under the applicable provisions of your Collective Bargaining Agreement, and to call witnesses to testify on your behalf.

A copy of your Personal Work Record may be reviewed at this investigation.

Arrange to hold yourself off work to avoid conflict with the U.S. Hours of Service Law.

You may waive your right to the formal investigation if you choose to do so. If you haven't already discussed a waiver with a manager, please contact the undersigned as soon as possible. If you choose to waive the formal investigation, you must confirm your election in writing no later than 48 hours prior to the scheduled start time of the investigation.

  
Jason LaCrosse  
Transportation Manager

**Witness(es):** Kaitlyn Leiser - Transportation Manager  
Adam Raykowski - Supervisor Locomotive Engineer

cc: Kyle James - Superintendent  
Craig Lancour - T-Superintendent Asst  
Douglas Mandalas - IC-Manager Sr Labour Relations  
BLET Union



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**Waiver of Investigation**

[Redacted]  
Locomotive Engineer  
Pin #: [Redacted]

CHARGES: when it was found that you allegedly altered railroad equipment by covering the inward facing camera and also, when it was found that you allegedly were using a personal electronic device (cell phone), while working your assignment [Redacted] on-duty at 2215 hours on March 24, 2023.

**Violation Level & Rules Associated:**  
Violation Type: Level 3  
USOR V - Altering Railroad Equipment  
USOR L - Communication and Electronic Devices

[Redacted] accept responsibility in connection with the above charges and do hereby waive my right to an investigation under Article 29 and I agree to accept the following discipline.

**30 Days - Record Suspension**  
**Record Date: March 25, 2023**

I agree that no appeal of the discipline assessed will be made by me or on my behalf.

Signing this Waiver is your notice the investigation scheduled for the charges above is cancelled.

\_\_\_\_\_  
Signature of Employee

\_\_\_\_\_  
Signature of Company Representative

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Union Representative