

CIRCULAR LETTER NO. 12

November 3, 2006

TO ALL LOCAL CHAIRPERSONS:

Dear Sirs and Brothers:

As an ongoing process in the General Chairman's office, we send out Circular Letters as circumstances dictate in regard to issues that are of importance to all of our Membership. We are requesting that you read these documents at your Union Meetings for the Membership's benefit and also place them on bulletin boards for those Members who cannot attend the Union Meeting. Incorporated below are issues of importance for our Membership.

UTU National Negotiations :

The UTU met with representatives of the National Carriers Conference Committee on October 17, and 18, 2006. The only issue discussed was health and welfare. The attached letter from President Paul Thompson describes the futility of negotiating with an industry ruled by unbridled greed. Despite the offer of the UTU, which would have saved the carriers over \$50 million annually, the carriers demanded concessions worth over \$184 million, and which would have virtually eliminated health benefits.

Despite realizing record profits, the carriers are demanding huge concessions from the employees. Railroad employees are among the most productive and skilled workers; they have every right to share in the profits generated by their efforts.

Please read the attached letter carefully. When asked for support for legislation beneficial to our interests, please respond and involve the members of your locals in the response.

During these difficult contract negotiations it is vitally important that all employees perform their duties. Do not defer to another craft or management person those activities which are, by contract, the work of the operating crews.

Union Pacific Amends Attendance Policy:

Various service units have begun publishing the amended Attendance Policy, to be effective November 1, 2006. Additions include missed calls and failure to report. The carrier has also added a retention period of thirty-six (36) months for first and second offense violations of the policy. Please retain the attached document for your reference in future incidents involving attendance.

 **“Free” Hearing Tests:**

This office has learned that the Union Pacific medical department is soliciting employees to report for a complimentary hearing test, arranged and paid for by the Union Pacific. What the letter does not explain is that the employee will be asked to sign a release form, allowing the Union Pacific access to all medical records of the employee. Each employee may decide whether to avail themselves of the “free” hearing test, but all must be cautioned of the invasion of privacy implicit in the medical release form.

Trusting this information will aid you in keeping our Membership informed of issues confronting us and with best personal wishes, I remain

Fraternal ly yours,



Michael J. Reedy
General Chairman, G. C. A.

MJR: j g

cc: Paul Thompson, President - UTU
Rick Marceau, Assistant President - UTU
Dan Johnson, III - General Secretary/Treasurer - UTU
Joe Szabo, Director Illinois State Legislative Board - UTU
Pat Hendricks, Director Iowa State Legislative Board - UTU
Phil Qualy, Director Minnesota State Legislative Board - UTU
Ray Lineweber, Director Nebraska State Legislative Board - UTU
Tim Deneen, Director Wisconsin State Legislative Board - UTU