



Dennis Pierce
General Chairman
BNSF(CB&Q/GN/NP/SP&S)-MRI

Pat Williams
General Chairman
BNSF (ATSF)-PHL

Austin Morrison
General Chairman
BNSF (C&S/CRI&P/FWD)

Rick Gibbons
General Chairman
BNSF (SLSF)-MNA

**Brotherhood of
Locomotive Engineers
and Trainmen**

IBT Rail Conference

April 17, 2006

320-210

Mr. Carl Ice, CEO
The BNSF Railway Company
2600 Lou Menk Drive
Fort Worth, Texas 76131

Re: Engineers Score Card

Dear Mr. Ice:

Following a meeting with all the BLET General Chairman on April 5, 2006, we discussed the Carrier's new program called the Engineers Score Card, a unanimous decision was reached that a letter addressing our concerns and worries should be written.

During the initial presentation of the program GC Gibbons and I were in attendance at the Carrier's offices in Ft. Worth when John Quilty presented his ideas of how the program would work. Both Rick and I had serious doubts and concerns as to the way this program would be accepted by the engineers on the property. We were quite adamant disagreeing as to the way the Carrier intended to gather information for this score card. Both Rick and I felt that the information gathering used to determine whether an engineer was considered a good engineer or bad engineer lacked credence. From the way it looked to us was that the only information that would be used would be when an engineer had a bad trip or one that did not meet the Carrier's standards. Any and all good trips that this same engineer made were not taken into consideration when deciding whether an engineer was good or bad. These concerns by Rick and I were made clear to John Quilty and there was never any semblance of agreeing to this new program. In fact we were just the opposite. Both of us were completely against the program in its entirety.

Following the initial meeting, GC Pierce and I met with John Quilty and members of his staff to discuss a number of different issues. John again made a presentation to GC Pierce and me about the Engineers Score Card. Both Dennis and I raised our concerns about the Carrier's wish to implement such a program. Many of our concerns were the same concerns that Rick and I raised at the initial presentation.

Nothing had changed from the initial presentation to the second presentation I witnessed with Dennis. The Carrier was still gathering information strictly from an engineer's bad trip. There was no mention of

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information being used from all the good trips that an engineer made. Therefore, all figures that the Carrier is using to decide whether an engineer is a good engineer or a bad engineer are clearly bogus to say the least. One of the greatest worries that are shared by all 4 BLET GC is the fact that the Carrier is going to take an engineer that is 99% when handling trains and use one bad trip to rate this same engineer as a 60% engineer. And once the Carrier has rated this engineer as a 60% engineer that is exactly what you will end up with. Once you take the pride out of a person you're pretty much left with an empty shell. We feel the same will be done to our members and engineers. Most of the engineers of the BNSF are dedicated, professional and conscientious employees. They do their level best to perform their jobs in a fashion that makes them feel good. Their expertise in handling a train is not for the benefit of the Carrier but for themselves. Even though the Carrier benefits from their desire to be the best it is for their own satisfaction.

Therefore, all the BLET GC are requesting that you issue the necessary instructions to cancel the Engineers Score Card Program in its entirety before it does more damage than it already has. Apparently we have local Carrier officers that are using this program to literally deflate engineers around the property. These same officers are telling our members that we have agreed to this program or worse yet that we are behind this program which is clearly not TRUE. We have been against this program since our initial viewing of the Engineers Score Card and have stated so.

Sincerely,


BLET General Chairman


BLET General Chairman


BLET General Chairman


BLET General Chairman

Cc: Mr. Dave Dealy, Vice President Operations
Mr. Chris Roberts, Vice President South
Mr. Steve Goodall, Vice President North
Mr. Mark Kotter, Vice President Southeast, Coal
Mr. John Quilty, AVP
All BLET GC
All BNSF BLET L/C