

J.T. Read, General Chairperson
R.E. Rowe, Associate General Chairperson
A.G. Rayner, Assistant General Chairperson



J.E. Lesniowski, Vice General Chairperson
J.L. Matear, Vice General Chairperson
S.C. Mavity, Secretary

united transportation union

JTR/kk

General Committee of Adjustment
CSX Baltimore & Ohio System — C, T & E
Buffalo & Pittsburgh RR — C, T & E

June 25, 2003
In reply refer to
File: 696.17

**ALL LOCAL CHAIRPERSONS
UNITED TRANSPORTATION UNION
BALTIMORE & OHIO SYSTEM - C-T&E**

Dear Sirs and Brothers:

We have published the entire text of CSX Absenteeism Policy in the July issue of the *B&OIB&P News*. However, the "News" will not reach our members until late July. Therefore, please post this letter for the benefit of all concerned.

Every corporation is free to establish policy applicable to their business and employees. We, as a Labor Organization, do not participate in policy making but do negotiate Agreement Rules governing rates of pay and working conditions. The UTU attempted to negotiate a rule dealing with time off, etc. however; the discussions did not result in any type of agreement or understanding. The Carriers' desires were those expressed in their "policy" and we could not embrace those ideas.

Notwithstanding our inability to agree, CSX has moved forward and intends to police their "policy" vigorously to the point of dismissing our Brothers and Sisters. Labor Relations has issued instructions to CIVIC and Field Officers to flag an employee on a regular five (5) day assignment for possible discipline if they are unavailable three or more unpaid days in a sixty (60) day period.

Our membership is smart enough to keep their job through protecting themselves in the mark-off area. We feel certain that CSX intends to address every sentence of their "policy" through discipline including dismissal. The glee that reverberates through the Carrier Officer ranks when our membership receives discipline can be stifled by our members simply conforming to the "policy".

It is extremely difficult to take a discipline case for absenteeism to a Neutral and a positive Award. Recently, Neutrals rely on the employee's record and applicable "policy" in making their decisions. Mitigating factors are normally not considered in today's environment; while that is a shame, it is true.

It is our earnest hope that through review of this information, and that published in the "News", will cause our members to keep their house in order and comply with the "policy" until it is overturned through a Board Award.

Fraternally yours,

A handwritten signature in black ink, appearing to read 'J.T. Read'. The signature is fluid and cursive, written over a horizontal line.

General Chairperson