

**Sent:** Friday, December 2, 2016  
**Subject:** National Negotiations/Mediation

Brothers and Sisters,

I was recently informed that National Negotiations scheduled for December 6th and 7th have been cancelled. There are a few reasons for this, not the least being the results of the elections. The BLE-T UTU coalition met a couple of weeks ago with the railroads and got absolutely nowhere. In discussions with TCU International President Bob Scardelletti and TCU International Vice President Joel Parker, we believe the railroads want to hold off a bit until they get a feel for what direction the Trump administration is headed in. Also, at this point it would be virtually impossible to get a release from the NMB, in fact we may not be successful in getting that until Trump appoints new members to the NMB, which we don't see happening until around the middle of the year. So at this point we are at a standstill. Our coalition will continue to discuss how to move forward and make some decisions on that in the near future.

As I have stated on numerous occasions before, our Health and Welfare benefits are the big sticking point, with the railroads wanting to shift more of the cost of the benefits to their employees, our members. With the profits the railroads are making, and with the wage increases they are offering, this is not something that we are willing to do at this point. The only bright spot in this situation is the current employee monthly cost share. The cost share is now \$228.89 and is locked in until we reach a new agreement. If our members had to pay 15% on the 2017 Health and Welfare rates, your monthly cost share would rise January 1, 2017 to \$261.50 per month, an increase of \$32.6. The 2017 payment rates that are used in the calculation of the monthly share are: health insurance - \$1657.42 per month, life insurance - \$12.30 per month, dental insurance - \$65.12 per month, and vision insurance – \$8.44 per month.

While we're not pleased with how negotiations are progressing, at this point our hands are tied. I will update you after our coalition meets to discuss how to move forward.

If you have any questions pertaining the foregoing, please don't hesitate to contact me. I hope you all enjoy your weekends.

Fraternally,

Bill Bohné, Jr.  
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