



# Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters

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September 19, 2007

## BMWED MEMBERS WORKING FOR NORFOLK SOUTHERN

Dear Brothers and Sisters:

Recently you received a letter from Tim Drake, Norfolk Southern's Vice President of Engineering condemning the Union "propaganda" and "erroneous statements" against Camp Cars. He expressed how he was "responsible" for all of you and that he believed the use of Camp Cars is in your best interests. Such feelings are consistent with someone who described the workers in mobile gangs as "simple folks" who only want to return from the worksite each day, eat a meal in the commissary car, stretch their legs, maybe have a smoke and go to bed. If he knows so little about you, it is not surprising that he is such a big defender of Camp Cars.

Your Union's campaign against Camp Cars didn't start with someone having a brainstorm in an office. The campaign began when a majority of those members in Camp Cars said they wanted them gone on Norfolk Southern – just like they are gone on CSX, Union Pacific, Burlington Northern Santa Fe and Amtrak.

Apparently Mr. Drake and the rest of Norfolk Southern don't understand modern railroading practices. When CSXT and Norfolk Southern acquired Conrail, CSX refused to take any of Conrail's Camp Cars because it said it would save millions of dollars a year by eliminating them. Why didn't Norfolk Southern know this? They did, but they wanted you in Camp Cars not for your convenience, but for theirs. They want to keep you housed in an isolated location where local supervision can keep tabs on your every movement.

Do you really think Norfolk Southern supervision really believes Camp Cars are good things? If they did, wouldn't they also stay in the Camp Cars rather than stay in motel rooms like they do now? We think the definition of a hypocrite is one who tells you to act one way and then does the other. Mr. Drake and the others who tout the virtues of Camp Cars while sleeping in single occupancy rooms in motels are hypocrites plain and simple.

Mr. Drake wants to make a big deal out of Norfolk Southern's plan to refurbish its Camp Cars. A new coat of paint won't fix what is wrong with Camp Cars. A new coat of paint doesn't mean the Camp Cars won't be parked right next to the main line like they are now. When the Union

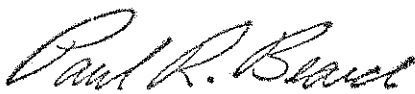
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asked if Norfolk Southern could guarantee that all Camp Cars would be at least half a mile from active tracks, the Company said it was impossible to do that. A new coat of paint also won't mean that water fit for human consumption is available for you to wash up, brush your teeth or prepare the meals in the commissary car. A new coat of paint won't provide real sewage hookups for the Camp Cars. A new coat of paint won't mean that you won't have grey water drainage fields near the campsite. A new coat of paint won't mean the food is better in the commissary car or that the cook is a certified food handler. A new coat of paint won't mean that lunches aren't delivered in the back of the material truck. A new coat of paint is simply that, a new coat of paint.

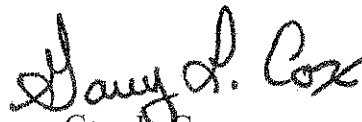
Somehow, Mr. Drake believes that the elimination of camp cars should be a collective bargaining issue. In other words, Mr. Drake believes that the Union should trade something of value to eliminate substandard lodging for its members. The elimination of camp cars is not a collective bargaining issue like overtime pay, bid and displacement rules or starting times; instead it is a human rights issue related to simple and common notions of decency and fair dealing. Quite simply, if Norfolk Southern wants you to travel away from home to do work for the benefit of Norfolk Southern, then the railroad should treat you with respect and dignity when it comes to providing meals and lodging for you. Camp cars and commissary cars do not meet that basic standard.

What your Union wants are for you to be treated with respect and fed and lodged like Norfolk Southern feeds and lodges all of its other employees: in restaurants and motels. Ask Mr. Drake why Norfolk Southern wants to treat the "best people in the industry" differently than they do every other employee?

Sincerely and fraternally,



Paul R. Beard  
General Chairman



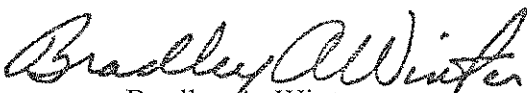
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