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These are my personal opinions and feelings. Nothing I state is meant to reflect on anyone in a derogatory manner.

I've worked for Bnsf for 25 years now. I've never been suspended. When I've made a mistake I've owned up to it, and took the alternative handling. I've never had low hours. Up until now I've never received discipline for availability. Over the decades I have volunteered my services for extra work. For handing over the Carlsbad subdivision to the south west railroad. Was called upon to help take back the Carlsbad subdivision. Was happy to help even though I didn't see my family much of that time. I gladly take engineer students, because I love to teach.

A handful of years ago my local chairman asked for my help. He wanted me to run for legislative representative, and I got voted in. I talk and write Congresspeople at state and national levels weekly. Make trips to Santa Fe and DC. I meet with the FRA. All to help my coworkers my brothers and sisters. When my friend a Road Forman of engines got sick and had to take leave I was asked to help fill in because I was considered an expert on the workings of the Carlsbad subdivision.

The reason I'm telling you all these things is to establish that I am not a part-time employee. I'm not, and never have been a slacker. I go to work. I go to work even when this company holds me off my turn at my away from home terminal for emergency work. Even when my vacation is starting I will do the extra work.

September 2001 my son Sammy passed away. Of course I laid off a lot at that time. The company noticed that I was laying off more than ever. I got a phone call from one of Bnsf's secretaries asking if everything was OK. I said what had happened. She said don't worry about work, or your layoffs. Then food was delivered for the next two weeks. Over the last year or so I've lost my grandma, my father, and my best friend, also an engineer. On November 20, 2021 I finally won my case with the veterans affairs for my combat related afflictions and other Persian gulf/desert storm problems I suffer from.

My family and I were very excited not only to be recognized by the VA but to now be able to get the help I need. So I took some days off to celebrate life with my family on the days they were off. Sometime in February I get a certified letter from this company. Saying I'm in violation of attendance guidelines. I'm to report to investigation unless I sign a waiver with a 10 day record suspension. I refuse to sign this. I was shocked, angry, and very disappointed in the company that doesn't care at all anymore. No calls to see why my pattern has changed so drastically, or to inquire why. Hey Charlie are you OK? No I wasn't! Allegedly in a 90 day rolling, November 2021 through January 20 2022, I took off one weekend day too many. I was allowed 6 days I took 7.

I was also allowed 16 weekdays but only took 8. That's right I gave this company 8 extra days I didn't have to. This company's own rule states "managers should never act in a rigid or wooden manner, and in every case should use common sense."

I was also awarded three good attendance letters for the year of 2021 including working memorial day, the day my vacation started, and Fourth of July in emergency service.

I went over 1 day in 25 years. I refuse to sign their ten-day record suspension with admission of guilt. I resist there "rigid and wooden" interpretation of the attendance policy.

I am currently suspended for 10 days without pay. On the old attendance policy that was canceled on February 2, 2022. I am not the only one. This happens all the time. Now we have a new policy called hi- viz. It is the most draconian anti-worker policy I've personally ever seen. Many of my members are afraid to use their names. I am not.

For the one day over in 25 years I had to take 2 days off for the investigation. I'm off on a 10 day suspension. It will take 1 day to mark up back to work at the end of my suspension. So the company was worried about my impact of 1 day over on the company and my fellow workers. They take me out of the workforce without pay for 13 days. What impact did the company put on the workforce for those 13 days. Where is the "common sense" from their own rule? If I were to take these 13 days at the hi- viz. point value it would equal 39 points. That's 9 days over having another suspension.

I personally believe the new policy is a punish only system. I've never seen the morale this low in 25 years. I believe people are subject to undue stress worrying about their points. Kids birthday or save points. Anniversaries or save points. My VA appointments or save points. You get 30 you can only use 29. Funeral or save points. Graduation or save points. I worry about keeping the points balance high in case of illness or emergency. I work in emergency service all the time for this company. What do I get for it? I get an auto generated postcard in the mail. For helping with their emergency. When I have an emergency in regards to my family I get points deducted.

Thank you for your time
Respectfully
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