

Subject: Class 1 Railroads possible abuse of Reciprocal Switching.
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Chairman Oberman and esteemed Board Members,

I have been watching intently to the STB Hearing on April 26th and 27th. While I'm sure you have heard an incredible amount of information, statistics and opinions, I would like point out a very serious concern I have.

First, please let me tell you a little about myself. My name is Edward Henry. I am a 51 year old TE&Y employee with over 18 years as a Conductor with Union Pacific Railroad. In addition to my responsibilities as a Train Service Employee, I am also a Local Chairman with the SMART-TD organization and have served my members proudly for almost 12 years.

While I would love to give you my own personal experience and opinion of everything from Pay discrepancies, attendance, service disruptions and quality of life, I feel the need to focus on and point out a serious concern that I and my members have in regard to **Reciprocal Switching**.

My understanding of Reciprocal Switching is where multiple railroads, within reasonable range of a shipper, could be allowed to service any customer facility. While I understand and agree with the intended purpose, I feel a very serious oversight is being made. I believe Reciprocal Switching would actually play into the Class 1 Railroads business model of doing less for more profits. By opening the door for any railroad to service any facility, we undermine existing Collectively Bargained Agreements that safeguard jobs. More importantly it provides the Class 1 Railroads the ability to scrap these agreements, without negotiation, and "scab" out the less profitable work and focus exclusively on the most profitable movement of trains from Starting point to End point. I believe the Class 1 railroads would immediately allow shortline railroads to assume the vast majority of their day to day work in Servicing industries and train building in yards. In direct response to the shortlines taking over these responsibilities, the Class 1 railroads would immediately slash staffing levels, cut off certain crafts all together and vastly reduce some of their greatest expenses....people. Employees without enough seniority to retain the few remaining positions would be forced to find new work, most likely filling newly created, lower paid, positions within the shortlines. The Shortline Railroads traditionally pay less, have fewer benefits that tend to cost more. I have always believed that in order to understand where we are going, we have to understand where we have come from. If we know our History, we can make the best choices for our future. Class 1 Railroads have a history of leasing or selling off their less profitable branch lines and yards. In my area, at least 4 branch lines and 5 yards have been lost to shortline railroads. The loss of these resources were made at the expense of valuable middle class jobs, for the purpose of greater profit. The Class 1 Railroad retained the profits in the movement of these cars on their mainline....but cut their financial liability in relation to switching and industry pull/spot. The Class 1 Railroads own the mainlines and all profits that come with movement of cars on

those mainlines. The implementation of Reciprocal Switching would allow the Class 1 Railroads to cut all their lowest profit operations and focus exclusively on Mainline movements only.

I applaud how you have taken the Class 1 Railroad executives to task on their massive staffing cuts since 2018. But, if the Class 1 railroads use Reciprocal Switching, as I think they could and would, The 18%-20% cuts in staffing would only be a drop in the bucket.

I beg you to take this into consideration, when deciding if Reciprocal Switching is viable option. I believe, like many of the shippers have stated, that there are other options that would financially penalize the Carriers for their failures in service. Please help us to safeguard our livelihood, while taking the necessary steps to force the Railroads to uphold their responsibilities to shippers and the greater public.

I greatly appreciate your time and attention to this concern. We look to all of you to help right the ship. As a former Marine, proud of my nautical roots, I hope you can bring us all Fair Winds and Following Seas.

With Greatest Respect,

Edward Henry

Husband, Father, Grandfather, Marine, Trainman and Local Chairman.