



**KENNETH J. FLASHBERGER**  
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**WISCONSIN CENTRAL LTD.**  
(Former DWP, DM&IR and EJ&E)

February 28, 2025

Brothers & Sisters,

By now you have heard that our tentative agreement has been passed by the membership on our property. 61.25% of the members voted in favor of the agreement, while 38.75% voted against it. Out of the 553 ballots sent to eligible voters, 449 were cast, representing 81.2% voter turnout for the tentative agreement. This high percentage of participation is notable. Voting on an agreement is a democratic process, and it's important to see so many members exercising their right to vote. The General Committee of Adjustment (GCA) and I want to thank all of you who participated.

During the ratification process, we conducted four informational Zoom calls and attended five out of six local meetings in February. These sessions were well attended and featured productive discussions and insightful questions regarding the tentative agreement. We appreciate the participation of all members who joined these meetings and calls.

Throughout this process, I emphasized that I take full responsibility for the shortcomings of the first agreement that failed ratification last Spring. During that time, decisions were made based on much consultation, the figuring of numbers, and consideration of various factors. However, during last Spring's vote, the membership clearly indicated that some of those decisions were incorrect. We learned from those mistakes, regrouped, and aimed to improve. It is clear that this goal was achieved with the ratification of this agreement.

In closing, be assured that our work continues despite the agreement's ratification. The GCA and I will work diligently to enforce the new agreement using all available methods, including working with the Company, the creation of local agreements, as well as the claims and arbitration process to resolve any matters that cannot be settled on property.

Thank you again for participating.

In Solidarity,

A handwritten signature in black ink that reads "K.J. Flashberger".

Kenneth J. Flashberger  
General Chairperson, GO-987  
SMART Transportation Division