



Railroad Workers United

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The Rank & File in Action!

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RWU Resolution on Berkshire Hathaway and BNSF Leadership Failures

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Whereas Berkshire-Hathaway (B-H) is an American Corporation with Warren Buffett serving as CEO; while BNSF Railroad is a subsidiary of B-H with Katie Farmer serving as CEO, serving under the direction of Warren Buffett; and

Whereas, Ms. Farmer has stated in numerous interviews on video and in print how much she recognizes the contributions of the engineers and conductors working for the BNSF. how much the culture of the workplace means to her, how important the customers and employees are to BNSF, how important it is to have values (including accountability, integrity, holding others accountable and holding oneself accountable); and

Whereas Ms. Farmer is gaslighting her employees, government agencies, and the general public when making the statement that the new "Hi Viz" availability policy will give the employees more transparency, give those affected by this policy greater flexibility, and those workers will get used to it. She is also gaslighting people by blaming Covid for trains sitting still all over the system and takes no responsibility for running good workers off, running trains that are too long and heavy, and many other bad decisions that have resulted in customers not being served and supply chains being damaged; and

Whereas, Ms. Farmer has not only lied repeatedly to her shippers, employees, and the government agencies charged with overseeing BNSF, she has flagrantly broken the law by violating the Railroad Safety Improvement Act of 2008 and the Common Carrier Obligation of the Staggers Act of 1980.; and

Whereas, when asked about the questionable policies of BNSF management, Mr. Buffett has always referred to that very same management to answer any questions.

Whereas, the shippers and customers of have lost faith and confidence in Ms. Farmer and the management of BNSF; and

Whereas, due to short-staffing, harsh attendance policies, limited time off work, long hours, stonewalling in contract negotiations, threats to reduce train crew size, chronic fatigue, - all the result of blatant mismanagement - morale has sunk to its lowest point ever among the BNSF workforce;

Therefore, be it Resolved that RWU demand that B-H form a committee consisting of affected union employees, shippers, and B-H board members to investigate these questionable decisions and behavior of CEO Buffett and CEO Farmer, to determine if any wrongdoing or bad behavior has occurred. Also, the committee should look at business practices of management of BNSF to determine why the railroad is experiencing so many delays to their freight, why so many workers continue to resign, and why the morale of the workforce is so low; and

Be it further Resolved that the results of the investigation be made public and if the determination is made that the debacle at BNSF is the result of bad management decisions and dishonesty, then CEO Buffett and CEO Farmer be held accountable, just as any engineer or conductor would be for causing even a fraction of the problems and delays that are being experienced on the BNSF; and

Be it finally Resolved that this accountability include the imposition of severe penalties being levied against the two CEOs up to and including termination.

Adopted by the RWU Steering Committee 6/1/2022