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# Locomotive

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## Dynamic Leadership

Pierce elected new BLET First Vice President;  
General Chairman Gil Gore promoted to VP

**T**he Advisory Board of the Brotherhood of Locomotive Engineers and Trainmen on December 17 elected Vice President Dennis R. Pierce to the position of First Vice President & Alternate President, the second-highest office in the union.

Additionally, Gil Gore became the newest BLET Vice President as he was elevated from the First Alternate Vice President's position to fill Pierce's vacancy on the Advisory Board. Vice President Gore previously served as General Chairman of the Union Pacific-Southern Region General Committee of Adjustment.

Pierce was promoted to the office of National Vice President on April 8, 2008. He was elected to the office of First Alternate National Vice President in June of 2006 at the BLET's First Quadrennial Convention in Las Vegas.

"I would like to thank the Advisory Board for their vote of confidence and support," First Vice President Pierce said. "I will dedicate myself to this new assignment to the best of my ability and will do my utmost to meet the expectations of the Advisory Board and the membership."

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See Advisory Board group photo **pg 3**



**Advisory Board promotions:** Dennis R. Pierce (left) and Gil Gore were promoted on Dec. 17, 2009

“Brothers Pierce and Gore are extremely bright and dedicated union officers who will make our Advisory Board one of the most dynamic in recent memory.”

— BLET National President Paul Sorrow

## BLET members ratify five-year contract with BNSF

**B**y nearly a 3-to-1 majority, members of the Brotherhood of Locomotive Engineers and Trainmen on December 17 ratified a new five-year collective bargaining agreement with the BNSF Railway.

More than 3,500 engineers cast ballots on the contract, with 75 percent voting in favor.

The agreement took effect January 1, 2010 and runs through December 31, 2014. The tentative contract settles wage and work rule matters, but health and welfare issues will be addressed in upcoming industry-wide negotiations.

The agreement totals general wage increases of 11 percent over the life of the contract. Engineers will also receive an increased 401(k) contribution from BNSF, and engineers with 25 or more years of service will receive an addition week of vacation for a total of six weeks.

"I am very proud of the high level of participation by the BNSF engineers," said National Vice President Steve Speagle,



who helped negotiate the contract. "More than 50 percent returned ballots. And the high percentage of those who voted in favor showed that the engineers recognize the value of the agreement in this economic climate. It also shows that they appreciate the hard work and dedication of their General Chairmen."

BLET National President Paul Sorrow thanked Vice President Speagle along with BNSF General Chairmen Rick Gibbons (former STL-SF), Austin Morrison (former C&S/CRI&P/FWD), Pat Williams (former AT-SF) and Matt Wilson (BNSF-MRL) for their hard work in negotiating the agreement.

"Our BNSF membership has shown the kind of forward thinking that has made the Brotherhood the leading rail labor organization for nearly 150 years," National President Sorrow said. "The agreement provides locomotive engineers with the wage increases they deserve without any give backs or concessions." @@



**Inward-facing cameras unnecessary, wasteful**

**T**he Brotherhood of Locomotive Engineers and Trainmen (BLET) charged that the installation of inward-facing cameras inside locomotive cabs as recommended by the National Transportation Safety Board (NTSB) is unnecessary and wasteful.

The NTSB's recommendations were issued following a meeting of the Board on January 21 in Washington, D.C., regarding the fatal 2008 Metrolink commuter train accident in Chatsworth, Calif., in which 25 people were killed and more than a hundred others were injured.

The BLET pointed out that as Positive Train Control (PTC) technology is installed over

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### New Year's Resolutions

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## BLET PRESIDENT'S MESSAGE

## NEW YEAR'S RESOLUTIONS

I hope that you had a joyous Holiday Season and that you are looking forward to this New Year. I truly believe that we have the ability to make 2010 a great year for the BLET and for every Member we represent. However, to accomplish this objective it is imperative that we set goals for the year, adopt a plan to achieve those goals, and commit ourselves at all levels of the Organization to follow that plan without deviation, except as changed circumstances demand. Commitment is the pathway to realizing our goals.

As we reflect back on 2009 there are numerous achievements we can point to with pride. We won a great victory in defending our National Vacation and National Personal Leave Day Agreements from being eroded when exercising FMLA rights. We also ratified new agreements on CSX, BNSF, Union Railroad and several other short lines. And we won a number of representation elections on railroads including IC&E, Austin & Western, and Ohio Central. In addition, we sent out surveys and solicited input at every Regional meeting to prepare for National Bargaining. So, all in all, we accomplished some important goals and positioned our Organization to approach this round of national bargaining armed with a strong membership perspective.

However, not everything worked out exactly as we had planned. While implementation of the Rail Safety Improvement Act means significant safety gains for BLET members and other railroad workers, the new hours of service provisions are a real disappointment. Nevertheless, we are working at every level of the Organization to mitigate negative impacts through favorable interpretations, waivers and, if needed, amendments to the law.

While membership participation in activities such as ratification votes and surveys is higher than average participation rates in the society at large, there remains significant room for improvement. I say this not as a criticism but as encouragement, because greater participation provides clearer direction for your leadership and increases our leverage in dealing with the carriers.

I believe there is room for improvement at every level within our organization. It is a good time to set Resolutions for improvement in the New Year and to commit ourselves to these resolutions.

First, we should all commit to support the Organization at every level, acknowledging that if we don't support ourselves no one else will. Next, we all need to become even more actively involved in the BLET; for example, each member should commit to attend at least one more Division meeting than last year.

Third, we should provide positive in-

**"We will convey to railroad management that it is not business as usual, because this union means business!"**

put and maintain a positive, forward-thinking attitude. There is certainly enough negativity to go around and a positive attitude during difficult and negative times is a key to success. Tough and positive thinking people will always endure tough and negative times. In this same vein let us commit in this New Year to cast all our votes, and return all our ballots and surveys so that we maintain the proper direction and assurance that the BLET speaks with a single, stronger and more effective voice.

The National Division is service oriented, and we will continue in our quest to seek out new ways to improve the service we provide to our membership in the New Year. We also will foster greater membership involvement that focuses on teamwork and team building through revitalization of internal mobilization.

We don't have a magic wand, but we do have a mighty powerful tool when we apply our strength through unity and hard work in pursuit of our vision. As we approach our 150th Anniversary, my vision for this great Brotherhood is to make the BLET of tomorrow better in every way than it is today.

Our primary goal for 2010 is to move forward through a struggling economy, and establish ourselves as the leader within the Rail Industry and within the Union community. Our immediate focus is to seek and secure improvements in wages, working conditions and benefits for our membership. We will also strive to develop new and innovative ways to enhance the quality of life for our members without reducing their earning capabilities. While none of these things will be easy, they are within the realm of accomplish-

ment. We will convey to railroad management that it is not business as usual, because this Union means business!

As we approach the upcoming round of bargaining I also want you to know that the BLET will place huge emphasis on maintaining no less than a two man crew on all operations, one of whom will be a certified Locomotive Engineer. Where Yard RCO operations currently exist, we will continue to seek ways to right the wrongs of the past and we will not stand idly by and allow the cancer of the unsafe application of technology to spread.

So Brothers and Sisters we have a full agenda and we are totally focused on the needs of our membership as well as the needs of our Organization. If it is good for the membership, it is good for the Organization as the two are inseparable. Let us all commit to doing what it takes to get the job done and to get it done right. Happy New Year!

PAUL SORROW

## Sorrow meets with General President Hoffa

Following his elevation to the office of National President, Paul Sorrow held several high-level meetings at Teamster headquarters in Washington, D.C., including this visit with Teamsters General President James P. Hoffa (right). National President Sorrow also participated in meetings with the Rail Conference and the Cooperating Railway Labor Organizations (CRLO) while in the nation's Capitol. **Photo:** International Brotherhood of Teamsters



## Sorrow elected President of Teamsters Rail Conference

BLET National President Paul Sorrow was elected by acclamation to serve as President of the Teamsters Rail Conference at meetings in Florida on December 6.

Leaders of the Rail Conference also conducted other business, including discussion of the Rail Safety Improvement Act of 2008 and the upcoming national contract negotiations.

The Teamsters Rail Conference is comprised of the two rail unions who belong to the International Brotherhood of Teamsters — the BLET and the Brotherhood of Maintenance of Way Employees Division (BMWED). Together, the two unions represent more than 70,000 locomotive engineers, trainmen and maintenance of way workers who build and repair tracks, switches, and related rail infrastructure on freight, passenger

and commuter rail lines across the United States.

"Working together in solidarity with the Teamsters and the BMWED will strengthen our Brotherhood and provide immediate and long term benefits to our membership," President Sorrow said. "On behalf of the BLET, I look forward to renewed ties of friendship and strength with our Brothers and Sisters in the Rail Conference." @@





## 2010 BLET ADVISORY BOARD



**Seated:** National President Paul T. Sorrow. **Standing, from left:** Vice President Merle Geiger Jr.; Vice President Steve Speagle; Vice President Willard Knight; National Secretary-Treasurer Bill Walpert; Vice President Mike Twombly; Vice President Gil Gore; First Vice President Dennis Pierce; Vice President & National Legislative Representative John Tolman; Vice President Lee Pruitt; and Vice President & Arbitration Director Marcus Ruef.

### ADVISORY BOARD ELECTIONS

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Pierce, 51, is a member of BLET Division 687 (Sioux City, Iowa) and is a BNSF locomotive engineer. He has been a BLET member since April 1, 1981. He was elected to serve his Division as Local Chairman in 1991 and four years later was elected to the office of full-time Vice General Chairman of the BNSF/MRL General Committee of Adjustment. He held that office from 1995 until elevating to the office of General Chairman in 2001.

As General Chairman from 2001-2008, Pierce presided over the BLET's largest General Committee of Adjustment — the BNSF/MRL General Committee represents 3,500 members from 44 separate BLET divisions.

As National Vice President, Pierce was assigned to assist the CSX Transportation General Committees of Adjustment. The membership at CSX overwhelmingly ratified a new System Agreement during his tenure at CSX.

As First Vice President, Pierce will serve on the Executive Committee with National President Paul Sorrow and Na-

tional Secretary-Treasurer Bill Walpert.

"I look forward to serving on the Executive Committee with Brother Sorrow and Brother Walpert, and I hope to complement their strong leadership," Pierce said.

To fill the vacancy on the Advisory Board created by Pierce's promotion, Brother Gil L. Gore was elevated to the office of National Vice President.

Gore, 60, joined BLET Division 193 (Gretna, La.), on February 1, 1974, and is a Union Pacific locomotive engineer. The past 30 years of his life have been devoted to serving the Brotherhood and its members.

Vice President Gore served Division 193 as Local Chairman for 20 years from 1980 to 2000. He was elected Vice General Chairman of the Union Pacific-Southern Region GCofA in 1986, an office held until 1998. In 2000, he was elected to the General Chairman's position on the UP-SR GCofA.

Gore was elected Fourth Alternate National Vice President at the BLET's First Quadrennial Convention in June of 2006. He has also served as Chairman of the Bylaws Committee at the 2001 and 2006 BLET national conventions.

"It is an honor and privilege to serve the membership of the BLET as Vice President," Brother Gore said. "I look forward to working with President Sorrow and the members of the Advisory Board for the betterment of our Brotherhood."

President Sorrow congratulated Brother Pierce and Brother Gore on their promotions and challenged them to work even harder for the membership in their new positions.

"I am extremely optimistic about the future of the Brotherhood because of the leadership provided by our new Advi-

sory Board," President Sorrow said. "I welcome Brother Gore to the Advisory Board with open arms, and I know he and Brother Pierce will do an excellent job of representing the membership."

"Brothers Pierce and Gore are extremely bright and dedicated union officers who will make our Advisory Board one of the most dynamic in recent memory. There are many challenges that lie ahead, but I look forward to working with the new Advisory Board to advance the Brotherhood and meet those challenges head-on. Our future is indeed bright." @@

## Electronic Communications Policy

The policy currently in effect is that official communications between BLET members and the National Division require a hard copy of the correspondence — with a signature — being received by the National President — to be considered an "official communication."

This is to provide that the actual question(s) are addressed, and ensures that when official interpretations are made they have reference to a specific request and can be used in future correspondence.

Due to the volume of e-mails it would

be impossible for the President to answer all unofficial communications. Therefore, it is the policy of the BLET National Division Office that e-mails addressed to the National President will be reviewed and forwarded to the appropriate officer or staff for a timely response. In other words, an email message is not considered an official communication.

This will allow the President to be aware of the opinions and suggestions of the membership, while at the same time providing a timely response to the member, if a response is necessary. @@

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2010

## Calendar & Events

**March 21-26, 2010**

**The Rail Workers Hazardous Materials Training Program** will conduct a hazardous materials transportation/chemical emergency response training program at the National Labor College, Silver Spring, Md. For registration details, call Henry Jajuga, (301) 439-2440, or email: hjajuga@nlc.edu.

**May 2-7, 2010**

**The Rail Workers Hazardous Materials Training Program** will conduct a hazardous materials transportation/chemical emergency response training program at the National Labor College, Silver Spring, Md.

**June 13-18, 2010**

**83rd Annual Southeastern Meeting Association, Cincinnati, Ohio**

Hosted by Jerry Sturdivant and the members of BLET Division 110, the 2010 SMA will be held at the Hilton Cincinnati Netherland Plaza (35 West Fifth St., Cincinnati, OH 45202. Phone: (513) 421-9100. Rate: \$139). For details, contact Brother Sturdivant by email: jpsturdivant@gmail.com.

**July 13-17, 2010**

**70th Annual International Western Convention, Bismarck-Mandan, N.D.** Co-Chairs Mike Muscha and Ron Huff and the members of BLET Division 671 and Division 746 host the 2010 IWC at the Radisson Hotel Bismarck (605 E. Broadway Ave., Bismarck, N.D. 58501. Phone: (701) 255-6000. Rate: \$89). For details, contact Brother Muscha by email: locoeng671@mlgc.com.

**August 8-12, 2010**

**72nd Annual Eastern Union Meeting Association, Pittsburgh, Pa.** Hosted by Tom and Sue Caruso, Division 335, the 2010 EUMA will take place at the Sheraton Station Square Hotel in Pittsburgh, Pa. (300 West Station Square Dr., Pittsburgh, PA 15219-2000. Phone: (412) 261-2000. Rate: \$155). For details, contact the Carusos at: EUMA2010@verizon.net.

**September 12-16, 2010**

**75th Annual Southwestern Convention Meeting, San Antonio, Texas.** Hosted by Russell Elley, Local Chairman of Division 197, the 2010 SWCM will take place at the Hyatt Regency San Antonio, on the River Walk at Paseo del Alamo (123 Losoya St., San Antonio, Texas, 78205. Phone: (210) 227-1234. Rate: \$139). For details, contact Brother Elley by email: relley@gvec.net.

**October 4-7, 2010**

**BLET National Division Convention, Reno, Nevada** The BLET's Second Quadrennial National Convention will be held at the Grand Sierra Resort and Casino in Reno. More details to come.



With a little bit of snow still on the ground, Ohio Central CBT-17 heads back home through the woods on the NS Buckeye Line near Columbus, Ohio. Photo: Geoff Brozny

# BLET chalks up two short line organizing victories

The Organizing Department of the Brotherhood of Locomotive Engineers and Trainmen ended 2009 on a positive note, scoring two shortline organizing victories in seven days. The BLET is proud to welcome aboard workers from the Ohio Central Railroad/Columbus & Ohio Rail Road Co. and the Austin Western Railroad.

The National Mediation Board certified the Ohio Central Railroad/Columbus & Ohio Rail Road Co. election results on December 10 and certified the Austin Western results on December 17.

Together the organizing victories bring 64 new train and engine service into the ranks of BLET — 47 from the Ohio Central and 17 from the Austin Western.

BLET National President Paul Sorrow welcomed the new workers to the House of Labor and said the organization is anxious to begin negotiations on the first union contract at Ohio Central.

"The best way to thank these individuals for joining the BLET is to get to work right away and begin negotiations on a collective bargaining agreement that will give them the benefits of a strong union contract," President Sorrow said.

He also thanked Tommy Miller, the BLET's Director of Organizing, for successfully orchestrating the organizing drive.

"Once again, Tommy Miller has struck

## ABOUT THE OHIO CENTRAL

Headquartered in Coshocton, Ohio, the Ohio Central Railroad/Columbus & Ohio Railroad Co. is a subsidiary of Genesee & Wyoming, Inc. (GWI).

It is among a group of nine short lines known as the Ohio Central Railroad System acquired by GWI on October 1, 2008. The Ohio Central system is comprised of nine short lines that operate over a combined 400 miles of track.

As a whole, the short lines of the Ohio Central system move about 140,000 carloads annually and service four solid waste landfills, multiple coal mines, a coal-fired power plant and steel producers, among others.

GWI owns and operates short line and regional freight railroads in the United States, Canada, Australia and the Netherlands. Operations currently include 62 railroads organized in nine regions, with more than 6,000 miles of owned and leased track and approximately 3,000 additional miles under track access arrangements. GWI provides rail service at 16 ports in North America and Europe and performs contract coal loading and railcar switching for industrial customers.

## ABOUT THE AUSTIN WESTERN

The Austin Western Railroad (AWRR) operates 155 miles of track from Llano, Texas,

to Giddings, Texas, with a 6.4 mile branch extending from Fairland to Marble Falls, Texas.

The line dates back to 1871 when the Houston and Texas Central Railroad built the Giddings to Austin line. The AWRR interchanges with the UP at McNeil and Elgin. Nearly 49,000 carloads move annually, shipping commodities such as aggregates, crushed limestone, calcium bicarbonate, lumber, beer, chemicals, plastics and paper.

Beginning in 2009 the City of Austin, TX will begin commuter rail operations on the freight line. Once commuter rail commences freight service will operate primarily at night during non-commuter operations. ©©

gold," he said. "In an almost unprecedented display of solidarity, the Austin Western workers voted 100 percent in favor of joining the Brotherhood, which is a sign of the good job Brother Miller performed on that property."

Brother Miller thanked the Ohio Central and Austin Western workers for joining the BLET.

"They are a great group of guys who knew they wanted to be a part of Organized Labor," Miller said. ©©





# BLET members ratify contract with Union Railroad

**I**n December, members of the Brotherhood of Locomotive Engineers and Trainmen ratified a new five-year collective bargaining agreement with the Union Railroad.

The agreement gives members 9.5 percent general wage increases over the life of the deal, which covers about 30 members.

In addition to the upcoming wage increases, members also earned 6.5 percent retroactive pay. While members did not pay retroactive health and welfare

cost sharing expenses, management did not pay Harris COLAs during the negotiating process.

BLET Vice President Mike Twombly helped negotiate the agreement. He said the retroactive payments were unusually high because the negotiating process was quite unique — it took nine years to complete.

"It was a very difficult negotiating process with many difficult issues to resolve," Vice President Twombly said. "Many different officers were involved over the years and I am thankful for their

efforts in moving the process along."

Vice President Twombly said he worked on the agreement over the past two years. However, he credited the local negotiating team for their stellar commitment to the membership through the marathon negotiating process.

The wage team included: John Ciarella, Sam Wagner, Sam Bilak and Barry Driscoll.

"They did a great job," Vice President Twombly said. "They wouldn't take 'no' for an answer and were as tough as bulldogs."

A unique aspect of the contract is the money members earn for overtime. Instead of time-and-a-half or double-time, which is standard in many contracts, the Union Railroad members earn 2.25 percent pay for overtime.

The Union Railroad feeds the steel mills in the Pittsburgh region and is comprised of about 20 miles of mainline track. The railroad interchanges with CSX and Norfolk southern, and services coke works, two steel mills along the Monongahela River. The BLET members deliver coal, coke, steel, and iron ore pellets. ©©

## BLET, rail unions halt SEPTA attack on FELA

**T**he Brotherhood of Locomotive Engineers and Trainmen has forced SEPTA to stop misleading its Regional Rail Division workers that the Federal Employers' Liability Act (FELA) does not apply to them.

In January of 2009, SEPTA posted notices throughout the property instructing its commuter rail workers who were injured on the job to seek remedy under the Pennsylvania Workers' Compensation Act instead of the FELA.

The carrier will now be posting a correction that "Any rail employee who suffers a work-related injury may elect to instead file a Federal Employers' Liability Act claim in either state or federal court."

SEPTA had to retreat after the BLET and several other Rail Labor unions joined forces to challenge SEPTA's position.

The revised notice that SEPTA has agreed to post confirms that its commuter rail workers may pursue a claim under the FELA, and summarizes some of the medical treatment rights included in the Rail Safety Improvement Act of 2008. In addition, the new SEPTA notice acknowledges that no one will be disciplined for not following the original notice to submit to the Workers' Compensation system.

In addition to BLET, the other unions involved in the dispute include: the International Brotherhood of Electrical Workers; Sheet Metal Workers International Association; United Transportation Union; International Association of Machinists; Transportation Communications International Union; and the Transportation Workers Union.

The unions had filed suit in the United States District Court for the Eastern District of Pennsylvania, alleging that SEPTA's action violated (1) the FELA, (2) a section of the Rail Safety Improvement Act that prohibits interference in a treatment plan developed by a worker and his/her treating physician, and (3) the Railway Labor Act.

However, the unions and SEPTA reached an out-of-court settlement in mid-December.

National President Paul Sorrow was pleased with the outcome. "I want to congratulate General Chairman Rich Dixon and our SEPTA Brothers and Sisters for taking on this fight," Sorrow said. "I also want to express my appreciation to our counsel, Mike Wolly and Margo Pave, who did another outstanding job." ©©



## NEW SECRETARY-TREASURERS COMPLETE TRAINING

Newly-elected BLET Secretary-Treasurers attended a workshop in Cleveland in mid-December.

Presented by the BLET Education & Training Department, the workshop was geared toward new Secretary-Treasurers who were elected by acclamation during the Division Triennial Elections.

**Front row, from left:** Kevin Smith, Division 251; Bob Broka, BLET Director of Records; Ken Kroeger, Coordinator, BLET Education & Training Department; Bill Walpert, National Secretary-Treasurer; Paul Sorrow, National President; Peter Pelke II, Division 96; Walt Schmidt, BLET Director of Online Services; and James Cleary, Division 3. **Second row, from left:** Shawn Slade, Division 214; Richard Hooker, Division 315; Ernest Landeros, Division 398; Ted Usher, Division 172; Matthew Collins, Division 232; and Stan Reed, Division 106. **Third row, from left:** Dan Douglas, Division 682; Mike Sproule, Division 446; Kevin Cottrell, Division 25; and Paul Arias, Division 65. **Fourth row, from left:** Marc Samuelson, Division 226; J.J. Spivey, Division 648; David Bunting, Division 456; and Chad Tyk, Division 263. **Fifth row, from left:** Rick Coger, Division 457; Brian Mills, Division 273; Roy Walker, Division 42; and Richard Varga, Division 607. **Sixth row, from left:** Tom Zavadsky, Division 404; Elaine Reese, BLET Director of Tax Compliance; and Ron Shawcroft, Division 29.

## INWARD-FACING CAMERAS

CONTINUED FROM PAGE 1

the next few years, there will be no advantage whatsoever for either audio or video recording of in-cab activities because the fail-safe nature of PTC technology will prevent collisions of the type that served as the basis for the NTSB recommendation.

Additionally, current FRA regulations and railroad operating procedures already provide for extensive recording of locomotive and signal data, and radio conversations are routinely recorded. Indeed, locomotive operation is monitored in such detail by today's event recorders that inward-facing video cameras will provide no additional information of use in accident investigations.

The BLET also took the position that the NTSB placed too much significance on the locomotive engineer's use of a cellular phone prior to the collision.

Indeed, former NTSB Chairman Jim Hall recently said the use of a cell phone by the Metrolink engineer did not violate any law or regulations at the time of the Chatsworth accident, and the issue has now been voluntarily addressed by the FRA. FRA Emergency Order 26, issued in 2008, outlaws in-cab use of cellular phones and other hand-held electronic devices by train crews except in strictly defined circumstances.

Hall said that Metrolink's failure to embrace safety technology such as PTC was more of a contributing factor to the Chatsworth crash than the engineer's use of a cellular phone.

Hall also said the failure of Metrolink to install PTC technology years ago — specifically, after NTSB recommended that Metrolink install it following a 2002 Metrolink accident in Placentia, Calif., — was "irresponsible" and was a "major factor in the Chatsworth collision."

"The tragedy in Chatsworth was one of California's worst disasters in the modern era of railroading, and our hearts and prayers go out to those who lost family members, friends and neighbors in the accident," BLET National President Paul Sorrow said. "But the fact of the matter is that positive train control, if implemented at the time, would not have prevented this tragedy."

"The speedy installation of Positive Train Control technology should be the focus here, not invasive, inward-facing video cameras inside of locomotive cabs," Sorrow added. "Safety is the most important responsibility of all locomotive engineers, and while our organization fully supports technology that makes the work place safer for our members and the traveling public, we oppose any measure that needlessly invades their privacy and without providing substantive safety improvements." ©©



# FRA report finds variable work schedules cause greater fatigue

**“T&E workers with variable start time jobs mark off sick at twice the rate of their counterparts in fixed start time jobs”**

A study released in early December by the Federal Railroad Administration confirms that train and engine service employees working on variably scheduled assignments report greater fatigue than those working fixed schedules.

The report, conducted by Foster Miller with the assistance of BLET and United Transportation Union members, was based on data collected in a study of 809 members (with 265 responses). Titled “Work Schedules and Sleep Patterns of Railroad Train and Engine Service Workers,” the report provides quantified and verified statistical evidence of the levels of fatigue in train and engine service workers.

In addition to confirming the supposition that workers with variable schedules experience greater fatigue, the report makes the following findings:

» T&E workers with variable start time jobs mark off sick at twice the rate of their counterparts in fixed start time jobs (6.3 days vs. 3.2 days annually), yet both groups give similar ratings to their overall health. Foster Miller speculated that explanations exist for the more frequent use of sick days, including the possibility that T&E workers mark off sick to recover from fatigue because they lack guaranteed rest days.

» The rate of diagnosed cases of sleep apnea among T&E workers is higher than that of U.S. working adult males, perhaps as a result of industry education and wellness programs. Yet, 25 percent of the study participants reported receiving no fatigue education. The Foster Miller report concluded that opportunity exists for the industry to expand its education efforts on this important subject.

» The number of hours worked did not differ significantly between the two groups of T&E workers. However, T&E workers with jobs that do not have a fixed starting time reported that five of their top eight sources of stress related to their work schedules and sleep loss. In other words, the lack of guaranteed rest days for two-thirds of this group and the high level of variability in their work start times undoubtedly account for work schedules being a major source of work-related stress. Foster Miller speculated that the provisions of the Rail Safety Improvement Act of 2008 (RSIA) requiring longer undisturbed rest and guaranteed rest days under certain circumstances may improve this situation.

» Overall, T&E workers get more total sleep on workdays than U.S. adults,

but it is not quality sleep. Foster Miller noted that sleep length does not necessarily predict lack of fatigue. Frequently, T&E workers with variable start time jobs have multiple sleep periods in a day due to their erratic work schedule, and often catch sleep at an away-from-home location. Foster Miller noted that this compromises the quality of their sleep and provides little restorative value, as reflected in their sleep quality ratings.

» The Foster Miller report concluded that T&E workers spend less than 10 percent of their work time at a compromised level of alertness and effectiveness. However, since the number of labor hours for T&E workers in the industry as a whole is substantial, the exposure to less than acceptable effectiveness levels poses a risk that justifies attention to the fatigue issue among T&E employees in the rail industry.

The Foster Miller report recommended further study of the issue, especially with the passage of the Rail Safety Improvement Act, which is intended to ease the fatigue problem for T&E workers. ☺

A COPY OF THE FULL REPORT IS ON THE BLET WEBSITE AT: [www.ble-t.org/pr/pdf/ord0922.pdf](http://www.ble-t.org/pr/pdf/ord0922.pdf)

## BLET marks fifth anniversary of tragic rail crash in Graniteville, S.C.

January 10, 2010, marked the fifth anniversary of the tragic accident in Graniteville, S.C., which took the lives of Brotherhood of Locomotive Engineers and Trainmen (BLET) member Chris Seeling and eight others.

Seeling, a 28-year-old locomotive engineer, died after inhaling toxic chlorine gas fumes from the crash. The 2005 collision and chlorine leak injured another 554 people, 75 of whom were hospitalized. Seeling was relatively uninjured in the crash, but was overcome by toxic fumes, which caused his death.

If this preventable accident had occurred in the middle of the day, instead of the middle of the night, the number of casualties most likely would have been significantly higher. Monetary damages and costs are well over \$300 million, and vital public services were interrupted for days in the aftermath of the accident.

“Our thoughts are with the families whose loved ones perished as a result of this horrific accident,” said Jim Hoffa, Teamsters General President. “The best way to honor Brother Seeling and the others who died is to prevent another tragedy. Despite assurances from the rail corporations about the safety of their systems, our members still encounter substandard safety throughout the country. It’s not a question of if another accident will occur, it is a question of when.”

The crash, which was the result of a misaligned, un-signaled switch, was the catalyst behind several major safety initiatives that were passed in 2008 as part

of the Rail Safety Improvement Act (RSIA) of 2008, among them is the mandated implementation of Positive Train Control (PTC) on lines carrying toxic by inhalation materials and the mandating of switch position detectors. Prior to the passage of the legislation, 40 percent of approximately 170,000 railroad mainline route miles were considered “dark territory” with no signaling systems or switch position detectors, including the line where this tragic accident occurred.

Rules strengthening tank cars which carry toxic by inhalation (TIH) materials have also been promulgated. While the tank cars in the Graniteville crash were up to the new standards, many in service at the same time were not. Prior to the rule, about 60 percent of the nation’s 60,000 pressure tank cars were built using ductile steel—brittle, untreated metal—which was the standard before 1989. These cars are permitted to remain in service for 50 years after their manufacture, so prior to the implementation of this rule they would have been in use until 2038.

“Implementation of PTC and the installation of switch position detectors in dark territory were some of the key improvements of the RSIA,” said Paul Sorrow, National President of the BLET which represented Seeling. “While these improvements are finally beginning to be made thanks in large part to the work of the Teamsters Rail Conference, Brother Seeling’s family and countless BLET and Brotherhood of Maintenance of Way Employees Division (BMWED) members, we

must never forget this accident and its tragic consequences.

“The railroads have balked at the costs of implementing these technologies, but we can never forget the human cost to not implementing them. To the big railroads, it’s a matter of dollars and cents. To rail workers it’s a matter of life and death,” said Sorrow.

The BLET and the BMWED are divisions of the Teamsters Rail Conference, representing more than 70,000 locomotive engineers, trainmen and maintenance of way workers who build and repair tracks, switches, and related rail infrastructure on freight, passenger and commuter rail lines across the United States. ☺



The late Brother Chris Seeling

### Safety Task Force Hotline

**(800)306-5414**

Report major accidents when they happen





# Advisory Board revises Code of Compliance for DLC program

**T**he Advisory Board of the Brotherhood of Locomotive Engineers and Trainmen has revised its Code of Compliance, Protocol for Designation and Rules of Conduct regarding the Designated Legal Counsel program.

The new regulations govern the interaction of its officers, members and employees with Designated Legal Counsel, and alters the way firms obtain designated status. The regulations also establish creation of a standing of Advisory Board members to monitor the DLC program.

The revised Code of Compliance Protocol for Designation and Rules of Conduct were drafted by a committee appointed by the Advisory Board which had as its objective to review the and recommend changes to the existing protocol for Designated Legal Counsel. The Advisory Board committee was comprised of National Secretary-Treasurer Bill Walpert

who acted as chairman; Vice President Steve Speagle; and Vice President & Arbitration Director Marcus Ruef.

"Our members have placed a tremendous amount of trust in us as their leaders," the BLET Advisory Board wrote in adopting the new regulations. "They expect every officer and employee at every level of the Union to ensure that their behavior is instilled with ethical practices so that every action taken on behalf of the Union is one to be proud of."

The BLET Advisory Board adopted the new regulations on December 17, 2009. They will apply to all officers at the National Division level, all General Committees of Adjustment, all State Legislative Boards, all Divisions, and all employees.

The new regulations explicitly prohibit any BLET officer or employee at any level of the organization from soliciting or accepting any gift, payment, money, loan, promise, or agreement, or anything

of tangible or intangible value, from any employer, Designated Legal Counsel, or attorney seeking designated status.

The new regulations also prohibit Legal Counsel from offering the same. DLC firms must also submit an annual report confirming that they are continuing to abide by the Rules of Conduct.

In addition, the regulations shift oversight of the Designated Legal Counsel program away from the National President and to the Advisory Board.

BLET National President Paul Sorrow hailed passage of the stricter Code of Compliance, Protocol for Designation and Rules of Conduct.

"The Designated Legal Counsel program is an integral part of protecting the rights of our members who work under the Federal Employers' Liability Act," President Sorrow said. "The new rules ensure the firms who have achieved designated status, or those attempting to gain design-

ated status, abide by a code of ethics that promotes the spirit of our Brotherhood.

"That same code of ethics also governs our officers and employees, giving our members the peace of mind that those working on their behalf are operating in good faith."

A standing committee of Advisory Board members has been appointed under the new Code of Compliance to investigate complaints that arise under the DLC program. The standing committee consists of: Vice President Steve Speagle; Vice President & National Legislative Representative John Tolman; and Vice President & Arbitration Director Marcus Ruef. @@

**THE DOCUMENTS WERE MAILED TO ALL BLET OFFICERS IN MID-JANUARY, AND ARE AVAILABLE ON THE BLET WEBSITE FOR DOWNLOAD:**  
[www.ble-t.org/pr/pdf/Codeofcompliance.pdf](http://www.ble-t.org/pr/pdf/Codeofcompliance.pdf)

## Code of Compliance

**For BLET Officers and Employees Concerning Relationships With Employers and Designated Legal Counsel**

(as revised and adopted by the BLET Advisory Board December 17, 2009)

**A**s expressed in our Bylaws, "it is the vision of the Brotherhood of Locomotive Engineers and Trainmen to be at the forefront of the labor movement as the result of grassroots involvement, expanding membership, and a cohesiveness among the engineer and trainman crafts and with other unions." We are committed to "be a democratic organization with deeply held values and ideals that advance the working conditions, wages, benefits, job security, and quality of life for its present and future members and their families." Our members have placed a tremendous amount of trust in us as their leaders. They expect every officer and employee at every level of the Union to ensure that their behavior is instilled with ethical practices so that every action taken on behalf of the Union is one the members will be proud of. They recognize, as do we, that the Union will be a more effective representative, and will succeed in expanding its representation, only if we honor the fiduciary principles that go hand-in-hand with the responsibilities of union leadership.

Therefore, the Advisory Board has revisited and revised the Code of Compliance which addresses the relationship between BLET officers and employees, at every level of the Union, and employers of our members

and designated legal counsel who represent them in matters involving personal injuries incurred while working on the railroads. This is that Code:

**1.** Every officer and employee of the Brotherhood of Locomotive Engineers and Trainmen National Division, General Committees of Adjustment, State Legislative Boards and Local Divisions shall comply with the following requirements that apply to the relationships between BLET and its Designated Legal Counsel:

(a) Read and remain familiar with the Rules of Conduct of BLET Designated Legal Counsel ("DLC");

(b) Abide by such rules insofar as they are applicable to BLET Officers and employees at all levels of the Union; and

(c) Refrain from any action that causes or may cause any DLC, or anyone associated with them, to violate the Rules of Conduct.

**2.** No officer or employee of BLET at any level may solicit or accept any gift, payment, money, loan, promise or agreement therefor, or anything of tangible or intangible value (including services and reimbursement of expenses) from any employer, DLC, or attorney seek-

ing designation as a DLC who:

(a) Is attempting to promote the officer's or employee's candidacy for office;

(b) Is attempting to influence any election on any issue within the organization requiring a vote; and/or

(c) Has interests that may be substantially affected by the performance of an officer's or employee's official duties.

This prohibition does not extend (a) to payments where the employer is a carrier and the payment is for services rendered as an employee of the carrier or reimbursement for expenses incurred in connection with services rendered as an employee of the carrier, and (b) if the item is a gift of minimal value, such as plaques and greeting cards.

**3.** Unless the frequency would appear to be improper, an officer or employee may accept food, refreshments and materials provided at a conference or widely attended gathering or certain other events which an officer or employee attends in his official capacity.

Every BLET officer and employee will be provided with a copy of this Code and will be expected to comply with it in every respect.

**BY DIRECTION OF THE ADVISORY BOARD.**

## BLET scores victory before Supreme Court

**Upholds membership's right to arbitration hearing on the merits**

**I**n a 9-0 decision issued on December 8, the United States Supreme Court affirmed an important right for BLET members and all railroad workers: the right to have their contract disputes heard on the merits by an arbitrator.

At issue were five cases involving BLET members working for the Union Pacific Railroad (UPRR), who were disciplined or dismissed in 2002 and 2003. After the on-property appeals process was exhausted the cases were listed for arbitration before the First Division of the National Railroad Adjustment Board (NRAB) pursuant to the Railway Labor Act (RLA).

In 2004, one of the carrier members on the First Division objected that the General Committee did not include evi-

dence of the final on-property conferences in the cases. The railroad never raised this objection in its submission to the Division. Even though the General Committee submitted proof of conferencing at the Referee's suggestion, he dismissed all five cases claiming a lack of jurisdiction to hear them.

The General Committee unsuccessfully sought to have the dismissals vacated by the United States District Court for the Northern District of Illinois, Eastern Division. However, the United States Court of Appeals for the Seventh Circuit reversed the district court and vacated all five dismissals on the ground that the BLET members had been denied due process. The UPRR then appealed to the Supreme Court, which heard arguments in

the case in early October.

In addition to the parties, amicus curiae briefs were filed with the Supreme Court by the BLET National Division, by the AFL-CIO, and jointly by the National Railway Labor Conference, the Association of American Railroads, and the Airline Industrial Relations Conference.

Speaking for a unanimous Court, Justice Ruth Bader Ginsburg wrote that the majority of the First Division panel that voted to dismiss the cases "misconceived" a NRAB claim-processing rule as a jurisdictional requirement and, in so doing, violated the RLA commandment that it conform or confine itself to matters within the scope of its jurisdiction. The Court also noted that if "the NRAB lacks authority to define the jurisdiction of its

panels ... surely the panels themselves lack that authority."

National President Paul Sorrow had high praise for those who worked to make this ruling possible. "First and foremost I want to congratulate the five BLET members for toughing it out during this long struggle, as well as General Chairman Charlie Rightnowar and the entire UP Central Region GCA for devoting their full resources to this fight.

"The National Division was pleased to be able to provide support before the Supreme Court, and I am most grateful that our Brothers and Sisters in the AFL-CIO did the same," Sorrow added.

The five arbitration cases will now be heard on the merits by the First Division. @@



## LAST RUNS

### “General” Westmoreland retires after nearly 40 years

During his first day on the job for the Norfolk & Western, Brother R.D. Westmoreland was christened with a new nickname. Now — nearly 40 years later — Brother Westmoreland has retired but the nickname “General” has stuck with him.

“I told my brakeman my name was Westmoreland, and he called me ‘General,’” said Brother Westmoreland, who hired out as a fireman on the N&W in Norfolk, Va., on April 17, 1970. “General became my name until this day.”

“General” Westmoreland retired from the Norfolk Southern on October 2, 2009. His Last Run was as a yard engineer at the Norfolk Terminal between Portlock and Norfolk, Va.

He earned promotion to Locomotive Engineer on May 7, 1971, and finally “wised up” and joined the Brotherhood on January 22, 1993.

“I’ve been a proud member of the BLET for 17 years,” he said. “It was the best union decision of my career.”

Throughout his long and colorful railroad career, “General” Westmoreland has won several company safety slogan competitions. One of his winning safety slogans is: “Safety is the cure for the common accident.”

He also gave a speech as part of the Norfolk Southern Safety Caravan, and was interviewed in Roanoke, Va., for an annual NS safety banquet video.

“He loves the railroad and cares a



**Last Run for “General” Westmoreland:** Brother R.D. Westmoreland retired as a proud member of BLET Division 456 (Norfolk, Va.) on October 2, 2009. He was well-known as the creator of catchy slogans for safety campaigns.

lot about safety,” said his wife of 41 years, Kathleen, who is affectionately known as Kitty. The couple has one son, Raymond Dale Jr.

While never formally achieving the rank of General, Westmoreland did spend time in the military. He spent three years and seven months in the Navy, primarily at Oceana Air Station in Virginia Beach, Va.

During his retirement, “General” Westmoreland plans to spend time doing odds and ends around the house and

catching up on fishing. He will also continue his faithful service at church, where he works as a deacon, usher, and as a member of the finance committee.

“Being a railroad engineer is every little boy’s dream,” he said. “This dream lasted 39 and a half years for me. I absolutely loved my job.”

Old friends and coworkers may contact “General” Westmoreland by writing: 224 Haledon Rd., Chesapeake, VA 23320. @@



### Division 11’s “Big Ed” Cheetham retires after 35 years

Brother Eddie Cheetham, Locomotive Engineer and member of BLET Division 11 (New York, N.Y.), successfully completed his last run on July 24, 2009.

Known as “Big Ed,” Cheetham’s Last Run was as the locomotive engineer of Amtrak trains #171 and #2126 between New York’s Penn Station and Washington, D.C., and back. His retirement brought to a conclusion a long and distinguished railroad career that spanned 35 years.

Big Ed hired out in 1974 and joined BLET Division 373 on August 1, 1980.

He later transferred membership to Division 11 on April 1, 1987.

Big Ed served as an Engineer Instructor during the final years of his rail career, passing his knowledge and experience on to many of Amtrak’s younger engineers.

“On behalf of BLET Division 11, we wish you a great retirement,” said Michael Lyons of Division 11, who helped arrange the send-off for Big Ed’s Last Run.

Old friends and coworkers may write to Brother Cheetham at: 213 Wert Ave., #A, Hamilton, N.J. 08610-4522. @@



**Several officers from Amtrak’s Northeast Division-West** were on hand to wish a safe Last Run and happy retirement to BLET Division 11 member Eddie “Big Ed” Cheetham on July 24, 2009. From left: William M. Craven Jr., Road Foreman of Engines; Big Ed; Pete Stevens, Assistant Superintendent of Road Operations; and George L. Perez, Road Foreman of Engines. Photo: Michael Lyons, Division 11

### Hunt retires after 40-year career on MoPac, UP

Brother Rickie A. Hunt, BLET Division 48 (St. Louis, Mo.), completed his Last Run on August 29, 2009.

On his Last Run trip, he worked as a Locomotive Engineer in transfer service most of the time, between 12th Street and Lesperance St. His retirement became effective the next day.

His first railroad position as a fireman for the Missouri Pacific Railroad in St. Louis in 1969. He earned promotion to Locomotive Engineer in 1973 and joined



the Brotherhood on April 1, 1975. He has held continuous membership in the organization ever since.

His father, Carl Hunt, was an engineer too. He worked first on the Missouri Pacific, then the Union Pacific for over

30 years. He retired in 1988 when he was 60 years old.

Brother Hunt and his wife, Constance, have been married since 1966. They have two children, Ron Hunt and Angela Messina, and four grandchildren.

He was in the Army from 1966-1968, and served in the Corp of Engineers as a bridge builder. He served in Viet Nam and served out the remainder of his time in Fort Carson, Colo.

“It seems that he was destined to be an engineer, one way or another,” Con-

stance said.

His personal interests include hunting, fishing skeet shooting, and construction. “He has even recently discovered that computers can be fun,” Constance said.

He plans to spend a lot of time hunting, traveling, visiting the children, and finally spending some holidays with the family.

Old friends and coworkers may write to Brother Hunt at: 215 LaSalle, Collinsville, Illinois 62234. @@





## Former State Legislative Board Chairman Dale Jeremiah retires

After 474 months working for the railroad, Brother Dale Jeremiah retired on Christmas Eve, 2009.

Brother Jeremiah started his career on the Burlington Northern railroad in the clerical department in 1970, hiring out in the Seattle suburb of Auburn, Wash. In 1979 he entered the engineer's training program. In the early 1980s he was cut back firing, which he said he considered to an opportunity to learn from Brothers who hired out in the early 1940s.

From 1987 to 1998, Jeremiah served as the Brotherhood's Washington State Legislative Board Chairman.

"We had some challenging issues over those years" states Jeremiah, "from a proposal for the state to purchase the former Northern Pacific mainline over the Cascade mountains to a state passenger crew size law."

Several times during those years he worked on International Division committees concerning engineer certification regulations.

"When I joined the BLE in 1979, John Sysma was President. Since then, it seems like there's a revolving door to the President's office. Hopefully, we can have a two or three term President in the future. And hopefully, the UTU will merge into our BLE&T."

The past four years, Jeremiah has been working a switch engine. Retired, he hopes to improve his golf game (he lost a dollar to retired BLET Vice President Joe Cassidy) and continue accordion lessons. @@



**Dale Jeremiah:** Retires after a long career of service to the Brotherhood.

## FRA publishes final rule on Positive Train Control

The Federal Railroad Administration published its final rule regarding Positive Train Control systems in the Federal Register dated January 15, 2010. The implementation of Positive Train Control was mandated by the Rail Safety Improvement Act of 2008 (RSIA08).

RSIA08 mandated that freight, intercity passenger and commuter rail routes have operable PTC in place no later than December 31, 2015. Railroads must submit their final PTC plans to the FRA by April 16, 2010. The law mandates PTC on track carrying passenger trains and freight trains that contain highly toxic cargo.

"The implementation of positive train control was one of the best aspects of the Rail Safety Improvement Act passed last year," BLET National President Paul Sorrow said. "The clear mandate made the railroads move forward on an important safety technology they had been ignoring

for years. Positive Train Control will help save many lives."

The technology is intended to help avert train-to-train collisions and/or derailments caused by excessive speed, accidents caused by human error or misaligned switches, and to protect roadway workers from harm. The control systems would tie in a mix of onboard devices, track signaling and distant traffic dispatch technology to prevent trains from colliding.

According to the FRA, the final rule is the result of over a decade of work by FRA, BLET and other stakeholders, carried out in partnership through the Railroad Safety Advisory Committee (RSAC). The National Transportation Safety Board placed positive train control on its Most Wanted List of safety improvements in 1990. The BLET, in addition to other rail labor organizations, have worked with the FRA on this rule.

"Safety is our highest priority, and we

believe the installation of this equipment will make our nation's railroads safer," said Secretary of Transportation Ray LaHood said in a press release.

The railroads have concerns over the costs of the system. However, the FRA cost benefit analyses clearly show a benefit to its implementation. The FRA estimates it will cost the railroads a total of about \$5.5 billion to install PTC on 69,000 miles of track, including components placed onboard 30,000 rail vehicles. In addition, railroads will spend about \$820 million annually to maintain and refurbish the systems. The recently passed FY 2010 Budget allocates \$50 million for positive train control technology. @@

**A COPY OF THE FINAL RULE IS AVAILABLE FOR DOWNLOAD FROM THE BLET WEBSITE:**

[www.ble-t.org/pr/pdf/PTCfinalrule0110.pdf](http://www.ble-t.org/pr/pdf/PTCfinalrule0110.pdf)

## WE'RE ALL IN FOR OUR MEMBERS



When the chips are down, the **BR&CF** is your best bet. For over nine decades the **Brotherhood's Relief & Compensation Fund** has provided the security of job income

protection at an affordable cost to U.S. and Canadian railroaders. We have survived the test of time by working hard to serve your job income protection needs.

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Dues Received – \$50,709,877

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# 2010 >> Scholarship Directory

Each year, the BLET National Division compiles a list of scholarship opportunities available to the children of BLET members. Numerous financial aid opportunities are published here in the 2010 BLET Scholarship Directory.

The scholarship opportunities vary widely. The following comprehensive list provides members with contact information for each scholarship opportunity. The BLET National Division does not maintain its own scholarship program, so parties are advised to contact the individual scholarship providers listed below for additional information.

Those aware of additional scholarship opportunities not included in this Directory are urged to contact the BLET Public Relations Department at: Bentley@ble-t.org.

(BLET EDITOR'S NOTE: ELIGIBILITY FOR REGIONAL MEETING SCHOLARSHIPS IS DETERMINED BY THE LOCATION OF THE BLET DIVISION A MEMBER BELONGS TO. FOR EXAMPLE, IF AN APPLICANT LIVES IN KENTUCKY BUT THE BLET MEMBER BELONGS TO A DIVISION IN OHIO, THEN THE APPLICANT IS ELIGIBLE TO APPLY FOR AN EASTERN UNION MEETING ASSOCIATION SCHOLARSHIP.)

## THE 2010 BLET SCHOLARSHIP DIRECTORY IS AS FOLLOWS:

### JAMES R. HOFFA MEMORIAL SCHOLARSHIP FUND

**THE JAMES R. HOFFA** Memorial Scholarship Fund awards scholarships annually to outstanding high school seniors, and 100 scholarships will be awarded during the upcoming 2010-2011 school year.

Applicants compete in one of the five geographic regions where the Teamster parent/grandparent's Local Union is located. The Teamsters will award 31 scholarships that total \$10,000 each (\$2,500 a year over four years) and an additional 69 awards that are one-time grants of \$1,000 each.

This year's program is open to high school seniors graduating in 2010, who plan to attend a four-year college in the fall of 2010. The applicant should:

- » Rank in the top 15 percent of their high school class;
- » Have, or expect to have, excellent SAT or ACT scores; and
- » demonstrate financial need.

The applicant must be a son, daughter or grandchild of a Teamster member who has been in good standing during the 12 consecutive months preceding the application deadline of March 31, 2010.

Due to the highly competitive nature of the program and the large number of applicants, students should visit the Teamster website carefully consider the criteria before submitting an application.

Applications are available from all IBT and GCC Local Unions, the BLET National Division website and BMWED System Federations.

Applications must be received by the Scholarship Fund by March 31, 2010.

**FOR MORE DETAILS, PLEASE CONTACT:**  
**JAMES R. HOFFA MEMORIAL SCHOLARSHIP FUND**  
IBT HEADQUARTERS  
25 LOUISIANA AVENUE, N.W.  
WASHINGTON, DC 20001  
(202) 624-8735  
**EMAIL: SCHOLARSHIP@TEAMSTER.ORG**

**TEAMSTERS ONLINE SCHOLARSHIP INFO:**  
[WWW.TEAMSTER.ORG/CONTENT/SCHOLARSHIPS](http://WWW.TEAMSTER.ORG/CONTENT/SCHOLARSHIPS)

### BLET AUXILIARY AND INTERNATIONAL WESTERN CONVENTION (IWC) SCHOLARSHIPS

**THE BLET AUXILIARY** and International Western Convention (IWC) offers \$1,000 scholarships annually to help the children of BLET and Auxiliary members realize their goals in life.

This year we have two additional scholarships to award to children of members of both the Auxiliary and BLET, the Leona A. Louis Memorial Scholarship and the John O. and Brenda Casteel Scholarship.

There are two very strict guidelines that must be met in order to be eligible for Auxiliary scholarships. First, the applicant must be a son or daughter of both an Auxiliary and BLET member (living or deceased), with each being a member for two years. Second, the applicant must be enrolled or accepted for enrollment in an accredited university or college.

In addition to its own scholarship program, the Auxiliary is administering three scholarships for the International Western Convention (IWC) for calendar year 2010.

This joint scholarship program is for children of members participating in the IWC and covers Divisions, Auxiliaries and Members-at-Large in the following states: Arizona, California, Colorado, Idaho, Minnesota, Montana, Nevada, New Mexico, North Dakota, Oregon, South Dakota, Utah, Washington, Wisconsin, and Wyoming.

Auxiliary membership is not a requirement to apply for the two separate IWC scholarships. If applicants are not awarded one of these scholarships and a parent is not a member of the Auxiliary, then they are not considered eligible for any Auxiliary scholarships.

If the applicant is a graduate student or returning to school as a sophomore, junior or senior, he or she must have a 3.0 grade point average or better to be considered. The applicant must also be accepted to an accredited school. The deadline for all Auxiliary administered scholarships is April 1, 2010. Late applications will not be considered.

Auxiliary application forms are online at: [www.bletauxiliary.net](http://www.bletauxiliary.net), or you can link from the BLET Website under "Departments." In addition to the application, the Auxiliary website provides scholarship applicants with more detailed instructions on the application process.

Please remember that the applicant's parents must be a member of the BLET and Auxiliary in order to apply for one of our scholarships. If your parent belongs to the Southeastern Meeting Association (SMA), Eastern Union Meeting (EUMA) or the Southwestern Convention Meeting (SWCM) and they are not a member of the BLET Auxiliary, you are not eligible to apply for any BLET Auxiliary scholarships. However, Auxiliary membership is not a requirement to apply for the three separate IWC scholarships detailed above.

Mail completed forms to: Anita J.

Caruso, National Secretary, 3341 S. 112th Street, Omaha, NE 68144-4709. For details or clarification of eligibility, email Sister Caruso at: [Bunziegia@cox.net](mailto:Bunziegia@cox.net).

### BROTHERHOOD'S RELIEF AND COMPENSATION FUND

**THE BROTHERHOOD'S RELIEF** and Compensation Fund is pleased to provide opportunities for the sons and daughters of BR&CF members to participate in the Luther G. Smith Scholarship Program.

Children, including adopted and stepchildren, of BR&CF members who are in "Good and Regular Standing." Applicants must be 27 years of age or younger. Applicants may be current high school students who have applied for admission as full-time students in accredited post-secondary schools or may be attending or enrolled as full-time students in accredited post-secondary schools.

International President J.M. Robb advises that 20 scholarships of \$1,000 each are awarded every year.

BR&CF members with questions may contact Nita Saultz at (800) 233-7080. Members may obtain an application form by calling or writing to 2150 Linglestown Road, Harrisburg, PA 17110 or emailing [brcf@brcf.org](mailto:brcf@brcf.org). The deadline for receipt of applications is March 1, 2010.

### EASTERN UNION MEETING ASSOCIATION (EUMA)

**THE EASTERN UNION** Meeting Association awards several scholarship each year, ranging in value from \$1,000 to \$2,000, including memorial scholarships honoring the memories and accomplishments of Brothers Robert F. Donoghue, Robert W. Godwin and Robert Pentland. The scholarships are awarded based on academic excellence and financial need. Only children of BLET members (living or deceased) belonging to divisions participating in the EUMA are eligible to apply. Division must be square on the books for the child to qualify. States represented in EUMA are Connecticut, Delaware, Illinois, Indiana, Maine, Maryland, Massachusetts, Michigan, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, Vermont, Washington D.C., and West Virginia.

The 2010 EUMA deadline is July 10, 2010.

**SEND COMPLETED APPLICATIONS TO:**  
**JIM LOUIS, EUMA VICE CHAIRMAN**  
257 FORBES AVE.  
TONAWANDA, NY 14150  
**APPLICATIONS ARE AVAILABLE ON THE BLET WEBSITE:**  
[WWW.BLE-T.ORG/PR/PDF/EUMASCH.PDF](http://WWW.BLE-T.ORG/PR/PDF/EUMASCH.PDF)

### SOUTHWESTERN CONVENTION MEETING (SWCM)

**THE SOUTHWESTERN CONVENTION** Meeting (SWCM) awards approximately two dozen scholarships annually based on academic achievement and financial need.

Applicants must be the child of an active, retired or deceased BLET member whose division belongs to the Southwestern Convention Meeting. Applicants

must be accepted for admission to an accredited college, university or institution of higher learning. Only divisions belonging to the SWCM are eligible.

SWCM application forms can be filled out on your computer screen with the interactive PDF form available on the BLET website. Deadline is August 1, 2010. The 2010 convention begins on September 12. Divisions must have paid their annual SWCM convention dues for applicants from their Division to be eligible.

**TO DOWNLOAD INTERACTIVE PDF APPLICATION FORM GO TO:**

[WWW.BLE-T.ORG/PDF/SWCMAPP.PDF](http://WWW.BLE-T.ORG/PDF/SWCMAPP.PDF)

**FOR APPLICATION INSTRUCTIONS GO TO:** [WWW.BLE-T.ORG/PR/SWCMSCS.ASP](http://WWW.BLE-T.ORG/PR/SWCMSCS.ASP)

### SOUTHEASTERN MEETING ASSOCIATION (SMA)

**THE SOUTHEASTERN MEETING** Association (SMA) Scholarship Committee awards the Geiger-Brendle Scholarships each year to the children of active or retired BLET members whose divisions participate in the SMA.

Please check with your division secretary-treasurer to ensure that your division participates. In general, the SMA includes divisions located in states east of the Mississippi River, and south of the Ohio River and the Mason-Dixon Line. Also, Divisions must be current with their SMA dues in order for the applicant to be eligible.

The SMA scholarship application deadline varies from year to year, and winners are usually selected and announced at the SMA's annual business meeting held during the convention. This year's SMA will be June 13-18. Please see your division officers for an application or for more details. Deadline this year is June 9, 2010. Applications are also on the BLET website at: [www.ble-t.org/pr/pdf/sma2010scholars.pdf](http://www.ble-t.org/pr/pdf/sma2010scholars.pdf)

### OUR BROTHERS KEEPER FOUNDATION (OBKF)

**THANKS TO THE** generosity of hundreds of Locomotive Engineers and Trainmen, a new scholarship opportunity is available to family members of seriously injured railroad workers from the Our Brothers Keeper Foundation (OBKF).

OBKF is planning to award four \$1,000 scholarships in 2010 to family members of seriously injured railroad workers. One winner will be awarded a scholarship from each of the four geographic regions represented by the BLET regional meetings — Eastern Union Meeting Association, Southeastern Meeting Association, International Western Convention, and Southwestern Convention Meeting.

OBKF is a 501(c)(3) non profit organization that provides consultation, referral and financial assistance to aid employees of the railroad industry and their families in times of hardship arising from accidents and injuries that occur within the scope of the worker's railroad employment.

In 2006, the last year for which complete statistics are available, Class I railroads reported almost 300 Category I & II casualties. These are on-the-job deaths or injuries so serious that they frequently result in permanent disabilities to railroad workers. These workers and their families are often left without the re-





sources needed to cover everyday living expenses, much less provide tuition for family members who need, or would like, to further their education. OBKF is hoping to assist these families realize the goal of achieving higher education.

In terms of basic eligibility requirements, applicants must:

» Be a spouse, daughter or son of a seriously injured railroad worker;

» Complete all sections of the application form and mail it to the designated address, no less than thirty (30) days prior to starting date for the BLET Regional Meeting territory in which the injured worker is employed; and

» Provide all supporting documents required by the application form, including proof of enrollment in an accredited college, technical, or trade school.

Additional information is provided on the application form, which is available on the BLET's web site.

The deadline for each scholarship is 30 days prior to the start of the BLET regional meetings:

» Southeastern Meeting Association (SMA) begins June 13, and the OBKF deadline is May 13;

» International Western Convention (IWC) begins July 13, and the OBKF deadline is June 13;

» Eastern Union Meeting Association (EUMA) begins August 8, and the OBKF deadline is July 8; and

» Southwestern Convention Meeting (SWCM) begins September 12, and the OBKF deadline is August 12.

Since the majority of the support for OBKF's outreach efforts currently comes from engineers and train service employees, family members of these crafts will be given preference. All scholarship applications will be carefully reviewed. Scholarship awards are to be based on need and fulfillment of applicant requirements.

**A COPY OF THE OBKF APPLICATION FORM IS AVAILABLE HERE:**

[WWW.BLET-ORG/PR/PDF/OBKFSCOLARSHIP2008.PDF](http://WWW.BLET-ORG/PR/PDF/OBKFSCOLARSHIP2008.PDF)

## CALIFORNIA STATE LEGISLATIVE BOARD

**THE BLET'S CALIFORNIA** State Legislative Board offers at least one scholarship each year to a graduating senior who will attend college, trade or vocational school in the coming year.

The applicant's parent or guardian must be a BLET member in good standing and in a Division represented by the California State Legislative Board.

Last year, the Board awarded two \$1,000 scholarships.

**APPLICATIONS AND DEADLINE INFORMATION ARE AVAILABLE ON THE BOARD'S WEBSITE:**

[WWW.CALSLB.NET](http://WWW.CALSLB.NET)

**ALL APPLICATIONS SHOULD BE MAILED TO THE CSLB HOME**

**OFFICE ADDRESS: CALIFORNIA STATE LEGISLATIVE BOARD, BLET/IBT  
610 AUBURN RAVINE RD.,  
SUITE C AUBURN, CA 95603**

## BLET DIVISION 269

**BLET DIVISION 269** (Jamaica, Long Island, N.Y.) offers two \$500 scholarships to the children of BLET members who are already enrolled in college. Participation is limited to members of Division 269 only.

Winners are picked at random at the division's Christmas party. For details, watch your Division 269 newsletter or contact Division President Scott Decker at (516) 932-7130. ☺

## OBITUARIES

### Former Va. Legislative Chairman Charlie Cunningham, 1930-2009

**B**rother Charlie Cunningham, former Chairman of the BLET Virginia State Legislative Board, passed away on November 4 after a valiant struggle with a terminal illness. He was 79 years old.

Cunningham first joined BLET Division 456 in Norfolk, Va., on April 25, 1960. He served the members of that Division for many years, and was elected numerous times to serve as Chairman of the Virginia State Legislative Board. He held continuous membership in the Brotherhood for 32 years upon his retirement on March 3, 1992.

After retirement, he worked as an investigator for the law firm of Wilson, Hajek, Shapiro, Cooper & Lewis. He was a mem-

ber of St. Paul's Catholic Church and Knights of Columbus 418. He was a U.S. Air Force veteran. Brother Cunningham was born on April 4, 1930.

Survivors include his daughter, Rebecca Heroux and husband Dustin and their children, Kaytlynn and Kelly Heroux; three step-children, Ricky L. Turner, Sheryl T. Bryan, Brian Turner; seven step-grandchildren; sister, Mae Cunningham Wakefield; niece, Mary Ann Viola; and his former wife, Jacqueline Skipwith Cunningham.

Several hundred people attended the November 10 funeral, including the following: Marcus Ruef, BLET National Vice President; Tim Craver, Virginia State Legislative Board Chairman; T. C.

Emory, Retired Local Chairman, Div. 456; Danny Shifflett, Legislative Representative, Div. 217; Dianne Shifflett, BLET Auxiliary; Kevin Peek, General Chairman, NS - Eastern Lines; J. T. Norris, Retired Va. SLBC; and Bob Mounie, Retired Va. SLB Secretary-Treasurer.

"Charlie Cunningham was a hard-working and dedicated union Brother for a long, long time," said BLET National President Paul Sorrow. "He served the members of Virginia well throughout his career, and he will be sorely missed by all who knew him. I extend deepest sympathies to his family."

The family asks that memorial donations may be made to the American Heart Association. ☺

## BROTHERHOOD OBITUARIES

### From September 1, 2009 through January 31, 2010

5 — A. O. Anderson

13 — R. B. Franke

23 — F. M. Keane

23 — R. H. Thompson Jr.

32 — J. A. Szychlinski

50 — R. Ruck

74 — H. L. Ash

74 — D. O. Hume

78 — P. L. McClintock Jr.

81 — M. P. Edmondson

95 — C. L. Wells

96 — B. R. Swonguer

96 — G. J. Zalesny

103 — T. D. Harding

122 — L. D. Swanson

124 — N. L. Perkins

144 — J. R. Kyles

146 — R. A. Kinsky

153 — H. L. Pepple

155 — C. E. Parkhurst

156 — W. J. Craig

156 — J. D. McFarland Jr.

156 — J. D. Moss

171 — M. T. Dillon

182 — W. A. Crittendon

182 — R. D. Martin

182 — B. L. Smith

182 — D. E. Whiting

183 — L. R. Hallstrom

186 — G. H. Turner

187 — L. Cellers Jr.

187 — D. R. Kopplin

193 — W. G. Taylor

219 — B. A. Holland

231 — J. E. Hoffman

232 — W. J. Williams

262 — S. K. Ragen

269 — R. Gaissert

269 — J. A. Lamb

286 — J. F. Verburg

289 — H. L. Hill

301 — T. S. Farnham Jr.

302 — J. A. Ryan

391 — P. B. Qualls

394 — J. J. Garrett

415 — M. P. Carlson

430 — B. L. Salley

435 — J. C. McCoy

435 — L. E. Alexander

435 — J. L. Ormsby

444 — R. L. Nunning

456 — C. H. Cunningham

457 — J. F. Minniear

475 — E. H. Garrett Jr.

475 — C. E. Schubert

475 — W. A. Werchan

489 — B. McNabb

491 — D. B. Chapman

504 — G. J. Jurasek

508 — G. N. Dunning

517 — J. L. Kramolisch

518 — D. D. Hausle

542 — F. E. La Fleur

597 — E. Pickerel

621 — L. R. Craycraft

622 — V. E. Nolda

624 — T. W. Odell

632 — R. C. Starkey

642 — J. J. Cox

642 — R. L. Troutfetter

671 — S. J. Wawers

683 — M. J. Crisp

706 — R. M. Fish

706 — J. A. Hopper

706 — R. G. Lindsey

706 — D. C. Santee

752 — T. F. Meehan

776 — W. P. Headlee

781 — S. J. Butler

782 — R. F. Greene

829 — P. R. Lee

863 — T. J. Beard

940 — R. Hancock Jr.

## SUMMARY ANNUAL REPORT for Brotherhood of Locomotive Engineers and Trainmen Disability and Welfare Benefit Trust Fund

This is a summary of the annual report for the Brotherhood of Locomotive Engineers and Trainmen Disability and Welfare Benefit Trust Fund, 30-0262584/501, for 01/01/2008 through 12/31/2008. The annual report has been filed with the Employee Benefits Security Administration as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The plan has a contract with Metropolitan Life Insurance Company to pay certain claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2008 were \$7,356,181.

The value of plan assets, after subtracting liabilities of the plan, was \$3,596,649 as of 12/31/2008, compared to \$4,220,308 as of 01/01/2008. During the plan year the plan experienced a decrease in its net assets of (\$623,659). This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had income of \$6,823,794, including employer contributions of \$7,474,920, a loss of (\$177,058) from the sale of assets and a loss from investments of (\$474,068). Plan expenses were \$7,447,453. These expenses included \$161,902 in administrative ex-

penses and \$7,285,551 in benefits paid to participants and beneficiaries.

### Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Transactions in excess of 5% of plan assets; and
5. Insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Brotherhood of Locomotive Engineers and Trainmen, who is Plan Administrator, at 1370 Ontario Street, Standard Building Mezzanine, Cleveland, OH, 44113-1702, (216) 241-2630.

The charge to cover copying costs will be \$2.75 for the full annual report, or \$0.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, if any, or a statement of income and expenses of the plan and accompanying notes, if any, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes, if any, will be included as part of that report. The charge to cover copying costs given above does not include a charge for copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 1370 Ontario Street, Standard Building Mezzanine, Cleveland, OH, 44113-1702 and at the U.S. Department of Labor in Washington DC, or obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Washington DC 20210. ☺





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**Brotherhood Of Locomotive Engineers And Trainmen**  
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International Brotherhood Of Teamsters

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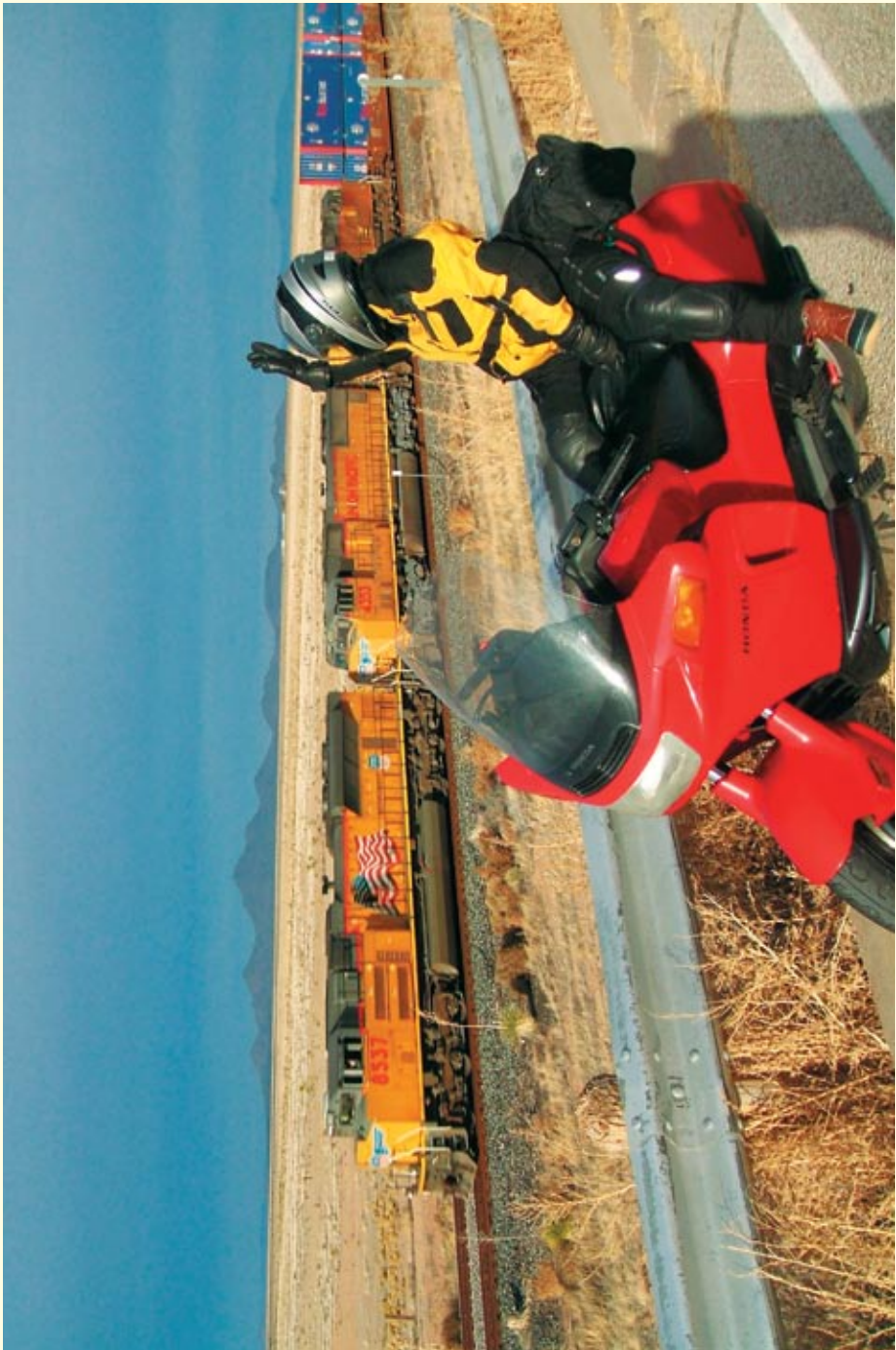
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**JANUARY/FEBRUARY 2010 PHOTO OF THE MONTH**



Riding his motorcycle along Interstate 10, photographer Dave Aldrich stopped to snap this image of UP engine #8537 headed west near Lordsburg, N.M., at approximately 4 p.m. on December 21, 2009. He contacted the BLET National Division in hopes of sharing it with the engineer of the train. If you are behind the throttle in this picture, please email John Bentley of the BLET National Division: Bentley@ble-t.org. **Photo:** copyright Dave Aldrich

**A friendly wave.**

**A** message from  
Teamsters General President  
James P. Hoffa

## Financial System Reform

**It's a sad fact of life** when today in the United States a small group of irresponsible investors can wipe out tens of thousands of jobs before the business day is over.

That's what nearly happened to 30,000 Teamsters who work at the country's largest trucking company, YRC Worldwide (YRCW). Because they owned credit default swaps – what I call a weapon of mass job destruction – investors had an interest in forcing YRCW into bankruptcy. And bankruptcy would have certainly meant liquidation.

Credit default swaps are basically wagers that a company won't be able to repay its debts. This egregious practice allows investors to make MORE money if a company goes belly up instead of surviving.

It makes no sense to give our financial system special treatment and at the same time to allow them to sell financial products that destroy jobs.

This is what nearly happened at YRCW, which has been in financial trouble. YRCW is the parent company of YRC, which is made up of Yellow and Roadway. Holland, Reddaway and New Penn are also part of YRCW.

To stay afloat, YRCW needed to exchange its bonds for stock. That's when financial service companies created and sold the credit default swaps on YRCW's bonds.

What that meant was the investors who



bought the credit default swaps could have made a bigger profit if YRCW went bankrupt. The investors held on to their bonds.

By exposing this shameful behavior, the Teamsters pushed the bondholders to take part in the exchange of bonds for stock. In the end, enough of the investors participated to keep the company alive.

This is why we need stricter regulations of reckless banks. And thankfully President Obama is fighting hard to change the rules that allow banks to act contrary to the interests of their customers.

The Senate is looking at ways to prevent such egregious practices by financial institutions. One thing they could do is to subject derivative products, like credit default swaps, to comprehensive oversight.

How can we create new jobs in America if we don't get rid of practices that let irresponsible banks destroy them?

*James P. Hoffa*

**James P. Hoffa**

TEAMSTERS GENERAL PRESIDENT

(The editorial originally appeared in  
*The Huffington Post* on January 27, 2010)

## Advisory Board December 2009 Activity

**In accordance with the BLET Bylaws, summaries of BLET Advisory Board members' activities are published monthly:**

**National President Paul T. Sorrow** — National Division office; General supervision of BLET activities; General office duties; Various correspondence and telephone communications; Supervision of office administration; General supervision of Special Representatives; Advisory Board mtg.; Mtg. with UP General Chairmen; Secretary-Treasurer workshop, Cleveland; National Division holiday party.

**First Vice-President Dennis R. Pierce** — Assigned to all CSX General Committees — Eastern Lines, Western Lines, Northern Lines, Conrail (SAA/CSX-Northern District) CN/IC, CN/WC, CN/EL&E Gary Railroad, Indiana Railroad, and Alabama State Docks; Special Projects, BNSF GCofAs; General office duties; Conrail (SSA/CSX-Northern District) General Committee/CSX negotiations, Jacksonville, Fla.; Public Law Board 7154 hearing, Chicago; Advisory Board mtg., Cleveland.

**National Secretary-Treasurer William C. Walpert** — General supervision of accounting dept., records dept., online services dept., IT Dept., tax compliance dept.; public relations dept.; Education & Training Dept.; Internal Organizing, Mobilizing & Strategic Planning Dept.; Safety Task Force; Meetings with vendors and financial institutions; Standard Building operations oversight; Examination of possible site for 2014 convention, Orlando, FL; Legislative Representative Workshop, Washington, DC; Examination of possible site for 2014 convention, San Francisco; Secretary-Treasurer Workshop, Cleveland; Advisory Board meeting, Cleveland.

**Vice-President Merle W. Geiger Jr.** — Assigned to: Kansas City Southern; Texas Mexican Railway; MidSouth Rail; SouthRail; Gateway Western; CP Rail System/US; Utah Railway; Indiana Harbor Belt; Belt Railway of Chicago; Great Western Railway; and Panhandle Northern Railway; Mtg. w/ GC Clark, GC Koonce, GC Parker and KCS, Fort Worth, Texas; KCS Division 573 Christmas dinner, Rockwall, Texas; Advisory Board mtg., Cleveland; National Division office Christmas party, Cleveland; Advisory Board conference call; Vacation; Holidays.

**Vice-President Stephen D. Speagle**—Assigned to Burlington Northern Santa Fe, Montana Rail Link, Pacific Harbor Line, Missouri & Northern Arkansas (M&NA), National Wage/Rule Committee; General office duties; Advisory Board mtg., Cleveland; Vacation; Holidays; Sign BNSF agreement, Fort Worth, Texas; Advisory Board conference call.

**Vice-President E.L. "Lee" Pruitt** — Assisted general chairman & members of: UP-Western Lines; UP-Western Region; UP-Central Region; UP-Southern Region; UP-

Tacoma Belt; UP-Eastern District; Office duties and paper work, filing, correspondence, etc.; First Division arbitration, UP-WL GCA, assisting GC Hannah, Chicago; Work/Rest negotiations, UP-WR GCA, assisting GC Dayton, Portland, Ore. Las Vegas switching limits, UP-WR GCA, assisting GC Dayton, Las Vegas; UP on-property negotiations, all UP GCAs, Cleveland; Advisory Board mtg., Cleveland; Holidays.

**Vice-President & National Legislative Representative John P. Tolman** — Assigned to BLET Washington, DC office; BLET Security Officer; General Office Duties, telephone, correspondence; Coordinate content of NIO website; Hosted a reception with all Rail Labor, Regulatory Agencies and Railroad, Washington, D.C.; Presented at the Railroad Regulatory, Labor and Infrastructure Conference, Washington, D.C.; Hosted Legislative Representative Training Class, Washington, D.C.; Attended Medical Standards Working Group and System Safety Task Group mtgs., Washington, D.C.; BNSF mtg., Cleveland; Advisory Board mtg., Cleveland; Breakfast and dinner receptions with various US Representatives, Washington, D.C.

**Vice-President Marcus J. Ruef** — Labor member-NRAB, Vice Chairman, First Division; Director of Arbitration Dept; Assigned to Amtrak; PATH; Southeastern Pennsylvania Transportation Authority (SEPTA); Long Island Railroad (LIRR); New Jersey Transit (NJTT); Metra; NRAB arbitration, deadlock lists 306 and 307, Chicago; Mtg. w/ Metra Asst. GM Noland and Metral LC and GC, Chicago; Various telephone calls, paper work, correspondence and study; Advisory Board mtg., Cleveland; National Division Christmas luncheon, Cleveland; SBA 1146, BRC, Holidays; NS/W&LE LERB petition assistance; Research 1977 RTA protection agreement questions, Metra.

**Vice-President Mike Twombly** — Assigned to Delaware & Hudson; Springfield Terminal; St. Lawrence & Atlantic; Montreal, Maine & Atlantic; Union Railroad; Birmingham Southern; Huron & Eastern; Duluth, Missabe & Iron Range; DM&IR Two Harbors; South Buffalo Rwy; Iowa, Chicago & Eastern; Indiana & Ohio; Indiana and Southern; Louisville & Indiana; Meridian Southern; Talleyrand Terminal RR; DMIR contract mtgs., Minneapolis, Minn.; BLET retirement gathering, Fitchburg, Mass.; ICE/DME negotiations, CP Rail, Sioux Falls, S.D.; South Buffalo negotiations, Buffalo, N.Y.; Advisory Board mtg., Cleveland; NY Dock and Mendocino Coast labor protection discussions with H.A. Ross, Cleveland; National Division Christmas luncheon, Cleveland; Springfield Terminal contract negotiations, Billerica, Mass.; Holidays.

**Vice-President Willard E. Knight** — Assigned to: All Norfolk Southern General Committees; Wheeling & Lake Erie; New York, Susquehanna & Western; New England Central; Connecticut Southern; Western New York & Pennsylvania; SBA 1063, Boston, Mass.; Mtgs. w/ NS Eastern Region General Chairman and NL Labor Relations, re: Flow back, claims mtg., and discipline conference, Norfolk, Va.; Mtg. w/ UP General Chairman concerning on-property negotiations, Cleveland; Advisory Board mtgs., Cleveland; National Division Christmas luncheon, Cleveland; General office duties.