

# THE LOCOMOTIVE ENGINEER NEWSLETTER • JUNE 2003

## Contract talks move to mediation

Next round of national negotiations with NCCC scheduled for June 10-11 in D.C.

National contract negotiations under the facilitation of the National Mediation Board (NMB) will resume between the Brotherhood of Locomotive Engineers and the National Carriers' Conference Committee in Washington D.C. on June 10-11.

The NMB received the BLE's request for mediation and assigned it a case number, A-13252. The NMB also assigned mediators Les A. Parmelee and Sam Cognata to facilitate the negotiations.

A number of things could happen now that the parties are in mediation. An agreement could be reached, binding arbitration may be proffered by the NMB, the BLE may seek "self help," or management

may lockout employees if a settlement is not reached (strike or lockout may only happen after a 30-day "cooling down" period).

Another outcome could be the creation of a Presidential Emergency Board. If it appears likely the BLE would go on strike, then the NMB will notify the President of the United States. When the NMB notifies the President that a collective bargaining dispute threatens to deprive a significant portion of the country of essential transportation services, the President may appoint an Emergency Board.

A Presidential Emergency Board (PEB) temporarily prevents a work stoppage and provides rec-

ommendations on potential resolution of the dispute. PEB recommendations can be forced upon the parties by an act of Congress.

Of the two mediators assigned to the case, Sam Cognata has the most seniority. He has worked at the NMB since November of 1975.

Les A. Parmelee joined the NMB in May of 1999. He is currently a Senior Mediator responsible for supervision of assigned staff mediators and the administration of mediation and ADR cases. Immediately prior to joining the Board, he served as the President of American Train Dispatchers Department of the BLE. •

## Advisory Board to vote on Teamsters merger

The BLE's Advisory Board will meet in Cleveland on July 9-10 to review and vote on finalized documents relating to the proposed merger with the International Brotherhood of Teamsters.

The BLE's top elected officers will review the proposed IBT/BLE Merger Agreement, bylaws, and various other documents in accordance with Section 1(e) of the BLE Constitution & Bylaws.

These documents are the result of work completed by the Joint IBT/BLE Subcommittees — Constitution & Bylaws, Legislative, Finance and Canada.

A two-thirds majority of the Advisory Board must approve the documents before they can be distributed to the membership for a ratification vote.

Upon approval by the Advisory

Board, the documents will be mailed to all divisions, general chairmen, state and provincial legislative board chairmen and members of the Advisory Board, and will also be posted on the BLE website. This is known as the "mailing date," as defined by Section 1(e) of the BLE Constitution.

Ballots will be distributed to the general membership 90 days after the mailing date and ballots must be returned 45 days later, or 135 days after the mailing date.

On February 26, 2002, the Advisory Board voted unanimously to explore a merger or affiliation with the Teamsters in accordance with Section 1(e). Members of the Joint Subcommittees were announced on September 6, 2002, and they have been meeting on a regular basis ever since.

## Members ratify agreement on MBCR

Amtrak General Chairman Mark B. Kenny reported that members on the Massachusetts Bay Commuter Railroad (MBCR) have overwhelmingly ratified a new collective bargaining agreement.

Eighty-five percent of eligible voters returned ballots, and 82 percent of those were in favor of the agreement.

The new contract provides for wage increases that total more than 20 percent over five years and includes a

\$1,000 signing bonus, in addition to many other benefits for BLE members working on MBCR.

BLE President Don Hahs said, "General Chairman Kenny and Division 57 Local Chairman Mike O'Bryan did an excellent job in negotiating an agreement that was so overwhelmingly accepted by the membership. I commend him on his successful efforts."

See MBCA Contract, page 8

## District court denies Hours of Service case

Ruling could have negative impact on rail workers

On May 12, the U. S. Court of Appeals for the Ninth Circuit issued an opinion on the Hours of Service Act, which may have far-reaching effects on railroad crew members.

The court ruling in this California case dealt with the application of "respite" or releasing a crew from duty for an "interim" period. When a crew is put on "respite," the crewmembers must be off duty for a period of at least four hours, not exceeding eight hours. The time before "respite" and the time after "respite" count toward the total time on duty.

The ruling opens a door where, in the future, railroads may not allow crews to receive a minimum of four hours uninterrupted rest when placed on "respite" or "interim" rest, contrary to past practices.

The California Legislative Board of the United Transportation Union argued that if this interim period is interrupted by a duty call when the crew has not received an uninterrupted four hours off duty, then the entire time must count toward the hours of service, including the time before, during and after "respite" time.

The Federal Railroad Administration argued that a duty call does not interrupt an interim rest period of a minimum of four hours. The court agreed with the FRA in denying UTU's arguments. The Association of American Railroads (AAR) intervened in support of the FRA.

The controversy arose when the Union Pacific Railroad deadheaded a train crew from the East Los Angeles yard to Yuma, Ariz. The crew left East Los Angeles at 6 p.m. and arrived in Yuma at 11:15 p.m. The crew was released at 11:15 p.m. Yuma is the designated terminal, so a rest period there of four hours or more would count as "off-duty" time. Three hours later, at 2:15 a.m., one of the crew members received a call from the railroad telling him to report for duty at 3:45 a.m. He reported at 3:45 a.m. and operated a train to West Colton, Calif., which arrived at 9:45 a.m.

The Union complained to the FRA, contending that the 2:15 a.m. duty call interrupted after three hours what otherwise would have been a four-and-one-half hour rest period. The FRA ruled that the single duty call at 2:15 a.m. did not interrupt the rest period in such a manner as to cause it to fall below the four hours required for it to constitute time off duty. As a result, the crew member's on-duty time on either of the two days involved did not exceed 12 consecutive hours, and, therefore, did not violate the Hours of Service Act.

The case is No. 01-71941 (California State Legislative Board, UTU, v. Norman Y. Mineta, Secretary of Transportation, FRA, with the AAR as intervenor-respondent). It is available on the BLE website at:

<<http://www.ble.org/pr/pdf/01-71941.pdf>>. •



# RETIREMENT NEWS

## Unfavorable ruling from Retirement Board?

### Appeals procedure exists for persons dissatisfied with RRB decisions on claims

Persons claiming retirement, disability or survivor as well as unemployment or sickness benefits from the Railroad Retirement Board have the right to appeal unfavorable determinations on their claims. The following questions and answers describe the appeals process for persons whose claims under the Railroad Retirement Act or Railroad Unemployment Insurance Act are denied, or who are dissatisfied with decisions on their claims.



If dissatisfied with the reconsideration or waiver decision on a retirement, disability, survivor or unemployment-sickness claim, a person may appeal to the Railroad Retirement Board's Bureau of Hearings and Appeals, which is independent of those units responsible for reconsideration decisions. An appellant has 60 days from the date of the reconsideration or waiver decision notice to file this appeal. An oral hearing may be held under certain circumstances. This hearing may be in person or conducted by telephone.

If not satisfied with the Bureau of Hearings and Appeals' decision, an appellant may further appeal to the three-member Board. Sixty days from the date of the notice of the Bureau of Hearings and Appeals' decision are allowed for filing this appeal. The three-member Board will base its decision on the evidence before the hearings officer. The three-member Board ordinarily will not accept additional evidence or conduct a hearing.

#### 3. What are the criteria applied to requests for waivers of retirement, disability, or survivor benefit overpayments, and unemployment or sickness benefit overpayments?

A person's obligation to repay any erroneous benefit payments may be waived only if the following conditions are met:

- (1) The person was not at fault in causing the overpayment; and
- (2) recovery of the overpayment would cause financial hardship to the extent that he or she would not be able to meet ordinary and necessary living expenses, or recovery would be against equity or good conscience. "Against equity or good conscience" is defined in the regulations of the Board as meaning that the claimant has, by reliance

on the payments made to him or her, or on notice that payment would be made, relinquished a significant and valuable right or changed his or her position to his or her substantial detriment.

In cases involving unemployment or sickness benefits, there is an additional requirement that the overpayment must be more than 10 times the current maximum daily benefit rate.

Persons requesting waiver may be asked to complete a financial statement on a form provided by the Railroad Retirement Board.

#### 4. What happens if a person's appeal is not filed within the prescribed time limit?

Failure to request reconsideration or to file an appeal within the allocated time period will result in forfeiture of further appeal rights, unless there is good cause for the delay. Some examples of good cause include: serious illness; a death or serious illness in the appellant's immediate family; destruction of important or relevant records; failure to be notified of a decision; an unusual or unavoidable circumstance which demonstrated that the appellant could not have known of the need for timely filing or which prevented the appellant from filing in a timely manner; or the claimant thought that his or her representative had requested reconsideration or appeal. If good cause is not established, further appeal is forfeited, except that the appellant may contest the determination that the request for reconsideration or the appeal was not filed timely.

#### 5. Are there avenues of appeal beyond the Railroad Retirement Board?

Appellants not satisfied with the Board's final decision may then file a petition with the U.S. Court of Appeals to review the Board's decision. In cases involving retirement, disability or survivor claims, the petition for review must be filed within one year of the date

of the three-member Board's decision notice. In cases involving claims for unemployment or sickness benefits, the petition for review must be filed within 90 days of the Board's decision notice.

#### 6. Can employers contest the claims of their employees for unemployment and sickness benefits?

When an employer is a party to the claim for benefits, that employer may protest the payment of benefits, but such protests do not prevent the timely payment of benefits. However, an employee may be required to repay benefits if his or her employer's protest is ultimately successful.

#### 7. Where can a person obtain retirement, disability or survivor as well as unemployment or sickness benefit appeals forms and assistance in completing the forms?

Requests for reconsideration of an initial decision must be in writing, but do not have to be on any specific form. The appropriate form for waiver of recovery of a benefit overpayment is ordinarily enclosed with the overpayment notice.

The forms to appeal to the Bureau of Hearings and Appeals and the three-member Board are available from the Board's Bureau of Hearings and Appeals, 844 North Rush Street, Chicago, Illinois 60611-2092 or from the Board's Web site at [www.rrb.gov](http://www.rrb.gov).

The appropriate forms can also be obtained from any Railroad Retirement Board field office, as can assistance in filing a request for review at each of the administrative levels.

Persons can find the address and phone number of the Board office serving their area by calling the automated toll-free RRB Help-Line at (800) 808-0772 or by checking the Board's Web site. Most field offices are open to the public from 9:00 a.m. to 3:30 p.m., Monday through Friday, except on Federal holidays. •

## STRANGE BUT TRUE...

### NY subway chief uses tale of bathroom woe

Metropolitan Transportation Authority chief Peter Kalikow used a tale of bathroom woe to argue that rolling back a fare hike might provide immediate relief, but could cost more later.

Speaking at a breakfast meeting of the West Side Chamber of Commerce, Kalikow told business leaders that as a boy in Russia, his grandfather once found himself bundled up in a snowstorm with no bathroom in sight.

He decided to "just go," and "the urge was now gratified," but he faced discomfort later when his wet clothing froze, Kalikow said.

"We could pee in our pants now, roll the fare back and everyone will feel great ... but we're going to face it again

next year, guys," he said. *(The Associated Press contributed to this report.)* •

### Hungry ferret terrorizes passengers on UK train

A hungry ferret caused chaos on a commuter train in central England on May 18, leaping from passenger to passenger before ducking into the driver's cab and devouring his lunch.

"It ran up and down the train causing more than a little consternation — although it is hard to say if the ferret or the passengers were more frightened. It then got into the driver's cab and ate his lunch — a cheese sandwich I think," a company spokeswoman said.

*(Reuters contributed to this story.)* •

## Upcoming Railroad Retirement informational conferences

<p>The U.S. Railroad Retirement Board will offer free informational conferences for elected BLE officers during 2003. Registration for all conferences begins at 8 a.m. The program will begin promptly at 8:30 a.m. and end at 12:30 p.m.</p> <p><b>June 13 — Ashland, Neb.</b> Eugene T. Mahoney State Park, Nebraska Room 28500 W. Park Highway</p> <p><b>June 19 — Tinley Park, Ill.</b> Holiday Inn Select, 18501 South Harlem Ave.</p>	<p><b>September 12 — Fort Worth, Texas</b> Holiday Inn South, 100 East Alta Mesa Blvd.</p> <p><b>November 7 — New Orleans, La.</b> Holiday Inn Metairie 3400 I-10 &amp; Causeway Blvd.</p> <p><b>Friday, December 5 — Jacksonville, Fla.</b> Holiday Inn Baymeadows 9150 Baymeadows Road</p>
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# Local Chairmen complete workshop

More than 20 members of the Brotherhood of Locomotive Engineers completed the Local Chairman Workshop at the George Meany Center for Labor Studies in Silver Spring, Md.

The intensive week-long workshop is formally known as, "Intro to Union Administration (BLE), Class No. LBUA2919." The course is accredited for three credit hours by the Meany Center for those seeking to obtain a Bachelor of Arts Degree in Labor Studies from the George Meany Center-National Labor College.

Members who successfully complete the class are also eligible for a \$469 weekly stipend from the North American Railway Foundation. For more information on an upcoming class, contact Ken Kroeger, Special Rep. and Coordinator of the BLE Education & Training Department, at: (216) 272-0986 or e-mail: <Kroeger@ble.org>

The members pictured here successfully completed the Local Chairman workshop held February 2-7. Front row, from left: David Bowen, LC Div 332; Ken Kroeger, Special Rep. and Education and Training Coordinator; Pat Maher, LC, Div. 607; Dan Lemay, LC, Div. 658; Jason Hunter, Actg. LC, Div. 332; George Harris, VLC, Div. 263

Second row, from left: Tom Melvin, LC, Div. 54; Jim Kelton, LC, Div. 272; Stephen McCann, ST/LR, Div. 851; Bob Weisenberger, VLC, Div. 607; Pat Lynch, LC, Div. 446; Dan Schumacher, LC, Div. 142

Third row, from left: Tom Foran, Jr., LC, Div. 171; Roger Weith, LC, Div. 457; Ivan Cole, LC, Div. 381; Charles Lough, Jr., LC, Div. 131; Ron Bernash, LC, Div. 63; Rodney Noakes, LC, Div. 199; Bill Holinka, VLC, Div. 851

Fourth row, from left: Ron Spencer, LC, Div. 185; Brian Baginski, Member, Div. 157; Marcus Ruef, Assistant Director of Arbitration; Keith Stauber, ST / LR, Div. 163; Richard (Dick) DeLano, LC / GC, Div. 163; Don Spatz, Adjunct Faculty, George Meany Center for Labor Studies; Earl Karper, Sr., VLC, Div. 35. •



## EUMA announces new Robert T. Pentland Memorial Scholarship

The Eastern Union Meeting Association's (EUMA) Executive Committee recently announced the establishment of a new, \$2,000 scholarship in memory of Bob "Mr. EUMA" Pentland.

The Robert T. Pentland Memorial Scholarship will be awarded to the highest-ranked EUMA scholarship winner and is available to the children of active, retired, and deceased BLE members whose divisions participate in the EUMA.

Brother Bob passed away on September 13, 2002, in Mineral, Va.

He earned his nickname after decades of devoted service to the Eastern Union Meeting Association. "Mr. EUMA" served for more than 30 years as EUMA's Liaison officer, Vice Chairman and as its longest serving Chairman.

"This Scholarship is a small token of appreciation by EUMA for his many years of selfless dedicated service to EUMA and the BLE," said EUMA Secretary-Treasurer Gary J. Brink upon announcement of the new scholarship. "This honor is fitting to the man who strived so hard to make EUMA and its scholarship program the success that it is today."

The Pentland award joins The Robert F. Donoghue Memorial Scholarship, the R. Brooks Woodward Memorial Scholarship, and the EUMA

Continuing Education Scholarships as yet another award offered to outstanding scholars by the EUMA.

Brother Pentland is survived by his wife Ellen, mother Genevieve, daughters Jeanemarie Shields and Lisa Pentland, two grandchildren Maggie and Nicholas Shields. He is further survived by two brothers, three sisters and a son-in-law.

He was born in Port Jervis, NY in 1935. He served in the U.S. Army during the Korean Conflict.

He was an engineer on the Erie Railroad, Erie-Lackawanna Railroad and later Conrail.

Brother Bob served the BLE for more than 40 years at the division, state and regional levels. He served as the State Legislative Board Chairman for the District of Columbia.

The first annual Pentland Scholarship will be awarded at the EUMA's annual meeting this year.

"It is a fitting tribute that the first Robert T. Pentland Memorial Scholarship will be awarded at EUMA in Baltimore, with BLE Division 57 — Bob's division — as the host division," Brother Brink said.

EUMA scholarship applications are available on the BLE website and must be postmarked by June 15. The link is:

<http://www.ble.org/pr/pdf/eumasch.pdf>

## IN THE LINE OF DUTY Art P. McKay

BLE member Art P. McKay and conductor Ken LeQuesne were killed in the line of duty on May 14 as a railroad trestle collapsed under their Canadian National freight train. Two locomotives and six cars plunged into a ravine and caught fire.

Brother McKay, 51, was a member of BLE Division 843 in Prince George, B.C. He first joined the BLE on May 1, 1981.

Brother McKay was married and the father of a 25-year-old son and 23-year-old daughter. He was described as very athletic and community-minded.

His sister-in-law Nelda McInnis said McKay loved curling, golfing, and coached fastball.

"He was very kind, always thought of someone else. He donated a lot of his time to volunteering."

She said the family is overcome with grief.

The bridge was built in 1969. Officials said the investigation will be difficult because most of the bridge was consumed by the fire after the locomotives and train cars plunged off it. Officials also said there had been six derailments just west of McBride over the past three years.

The accident occurred around 12:20 p.m. on May 14 when two locomotives and the first six cars of an 86-car freight train derailed at the trestle near McBride. The locomotives and four of the cars fell into a ravine. The other two were at the edge of the ravine. All eight units caught on fire.

"I extend deepest sympathies to the family and friends of Brother McKay and Brother LeQuesne," said BLE International President Don Hahs.

Brother McKay was the second BLE member killed in the line of duty in the month of May. L.W. "Wayne" Edenfield was killed when a log truck pulled in front of his Amtrak locomotive near Hinesville, Ga., on May 6.

In both cases, President Hahs ordered the BLE flag atop the union's headquarters in downtown Cleveland, Ohio, to be flown at half-mast in memory of BLE members who have given their lives in the performance of their duties.

Brother McKay is the 33rd BLE member to die in the line of duty since January of 1996.

*(The Vancouver Sun contributed to this report.)*



# BLE NEWS

These rate tables, effective July 1, 2003, reflect a cost-of-living increase of 16 cents per hour or \$1.28 per basic day (\$0.0128 per mile). Not reflected in these tables is the fact that BLE members contribute 4 cents per hour or 32 cents per basic day toward Health and Welfare premiums. It also should be

noted that these figures are derived from the BLE National Agreement. The rates in effect on some properties differ slightly from the published rates, because of the effect of different system agreements. Your general chairman's office should have the rates in effect on your property.

WEIGHT ON DRIVERS (Pounds)	Mileage			Hourly
	Daily	Regular	Under Art. VIII	Straight Time
less than 80,000	\$143.97	\$1.0982	\$1.1070	\$17.9963
80,000 and less than 100,000	\$143.97	\$1.0982	\$1.1070	\$17.9963
100,000 and less than 140,000	\$144.06	\$1.0991	\$1.1079	\$18.0075
140,000 and less than 170,000	\$144.14	\$1.0999	\$1.1087	\$18.0175
170,000 and less than 200,000	\$144.23	\$1.1008	\$1.1096	\$18.0288
200,000 and less than 250,000	\$144.32	\$1.1017	\$1.1105	\$18.0400
250,000 and less than 300,000	\$144.40	\$1.1025	\$1.1113	\$18.0500
300,000 and less than 350,000	\$144.49	\$1.1034	\$1.1122	\$18.0613
350,000 and less than 400,000	\$144.57	\$1.1042	\$1.1130	\$18.0713
400,000 and less than 450,000	\$144.66	\$1.1051	\$1.1139	\$18.0825
450,000 and less than 500,000	\$144.75	\$1.1060	\$1.1148	\$18.0938
500,000 and less than 550,000	\$144.83	\$1.1068	\$1.1156	\$18.1038
550,000 and less than 600,000	\$144.92	\$1.1077	\$1.1165	\$18.1150
600,000 and less than 650,000	\$145.00	\$1.1085	\$1.1173	\$18.1250
650,000 and less than 700,000	\$145.09	\$1.1094	\$1.1182	\$18.1363
700,000 and less than 750,000	\$145.17	\$1.1102	\$1.1190	\$18.1463
750,000 and less than 800,000	\$145.26	\$1.1111	\$1.1199	\$18.1575
800,000 and less than 850,000	\$145.34	\$1.1119	\$1.1207	\$18.1675
850,000 and less than 900,000	\$145.43	\$1.1128	\$1.1216	\$18.1788
900,000 and less than 950,000	\$145.51	\$1.1136	\$1.1224	\$18.1888
950,000 and less than 1,000,000	\$145.60	\$1.1145	\$1.1233	\$18.2000
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof add:	\$.08 and \$.09 Alternately		\$.08 and \$.09 Alternately	
MOTOR AND ELECTRIC CARS In multiple or single unit Daily Earnings Minimum	\$144.23 \$145.29	\$1.0880	\$1.1775	

WEIGHT ON DRIVERS (Pounds)	Daily	Mileage		Hourly	
		Regular	Under Art. VIII	Straight Time	Over-Time
less than 140,000	\$154.65	\$1.1741	\$1.2707	\$19.3313	\$28.9969
140,000 and less than 200,000	\$155.08	\$1.1784	\$1.2750	\$19.3850	\$29.0775
200,000 and less than 250,000	\$155.25	\$1.1801	\$1.2767	\$19.4063	\$29.1094
250,000 and less than 300,000	\$155.40	\$1.1816	\$1.2782	\$19.4250	\$29.1375
300,000 and less than 350,000	\$155.55	\$1.1831	\$1.2797	\$19.4438	\$29.1656
350,000 and less than 400,000	\$155.76	\$1.1852	\$1.2818	\$19.4700	\$29.2050
400,000 and less than 450,000	\$155.97	\$1.1873	\$1.2839	\$19.4963	\$29.2444
450,000 and less than 500,000	\$156.18	\$1.1894	\$1.2860	\$19.5225	\$29.2838
500,000 and less than 550,000	\$156.39	\$1.1915	\$1.2881	\$19.5488	\$29.3231
550,000 and less than 600,000	\$156.57	\$1.1933	\$1.2899	\$19.5713	\$29.3569
600,000 and less than 650,000	\$156.75	\$1.1951	\$1.2917	\$19.5938	\$29.3906
650,000 and less than 700,000	\$156.93	\$1.1969	\$1.2935	\$19.6163	\$29.4244
700,000 and less than 750,000	\$157.11	\$1.1987	\$1.2953	\$19.6388	\$29.4581
750,000 and less than 800,000	\$157.29	\$1.2005	\$1.2971	\$19.6613	\$29.4919
800,000 and less than 850,000	\$157.47	\$1.2023	\$1.2989	\$19.6838	\$29.5256
850,000 and less than 900,000	\$157.65	\$1.2041	\$1.3007	\$19.7063	\$29.5594
900,000 and less than 950,000	\$157.83	\$1.2059	\$1.3025	\$19.7288	\$29.5931
950,000 and less than 1,000,000	\$158.01	\$1.2077	\$1.3043	\$19.7513	\$29.6269
1,000,000 and less than 1,050,000	\$158.19	\$1.2095	\$1.3061	\$19.7738	\$29.6606
1,050,000 and less than 1,100,000	\$158.37	\$1.2113	\$1.3079	\$19.7963	\$29.6944
1,100,000 and less than 1,150,000	\$158.55	\$1.2131	\$1.3097	\$19.8188	\$29.7281
1,150,000 and less than 1,200,000	\$158.73	\$1.2149	\$1.3115	\$19.8413	\$29.7619
1,200,000 and less than 1,250,000	\$158.91	\$1.2167	\$1.3133	\$19.8638	\$29.7956
1,250,000 and less than 1,300,000	\$159.09	\$1.2185	\$1.3151	\$19.8863	\$29.8294
1,300,000 and less than 1,350,000	\$159.27	\$1.2203	\$1.3169	\$19.9088	\$29.8631
1,350,000 and less than 1,400,000	\$159.45	\$1.2221	\$1.3187	\$19.9313	\$29.8969
1,400,000 and less than 1,450,000	\$159.63	\$1.2239	\$1.3205	\$19.9538	\$29.9306
1,450,000 and less than 1,500,000	\$159.81	\$1.2257	\$1.3223	\$19.9763	\$29.9644
1,500,000 and less than 1,550,000	\$159.99	\$1.2275	\$1.3241	\$19.9988	\$29.9981
1,550,000 and less than 1,600,000	\$160.17	\$1.2293	\$1.3259	\$20.0213	\$30.0319
1,600,000 and less than 1,650,000	\$160.35	\$1.2311	\$1.3277	\$20.0438	\$30.0656
1,650,000 and less than 1,700,000	\$160.53	\$1.2329	\$1.3295	\$20.0663	\$30.0994
1,700,000 and less than 1,750,000	\$160.71	\$1.2347	\$1.3313	\$20.0888	\$30.1331
1,750,000 and less than 1,800,000	\$160.89	\$1.2365	\$1.3331	\$20.1113	\$30.1669
1,800,000 and less than 1,850,000	\$161.07	\$1.2383	\$1.3349	\$20.1338	\$30.2006
1,850,000 and less than 1,900,000	\$161.25	\$1.2401	\$1.3367	\$20.1563	\$30.2344
1,900,000 and less than 1,950,000	\$161.43	\$1.2419	\$1.3385	\$20.1788	\$30.2681
1,950,000 and less than 2,000,000	\$161.61	\$1.2437	\$1.3403	\$20.2013	\$30.3019
2,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof add:	\$.18	\$.18	\$.18		

WEIGHT ON DRIVERS (Pounds)	Daily	Mileage			Hourly	
		Regular	Under Art. VIII	Straight Time	Over-Time	
less than 140,000	\$158.65	\$1.2141	\$1.3857	\$19.8313	\$29.7469	
140,000 and less than 200,000	\$159.08	\$1.2184	\$1.3900	\$19.8850	\$29.8275	
200,000 and less than 250,000	\$159.25	\$1.2201	\$1.3917	\$19.9063	\$29.8594	
250,000 and less than 300,000	\$159.40	\$1.2216	\$1.3932	\$19.9250	\$29.8875	
300,000 and less than 350,000	\$159.55	\$1.2231	\$1.3947	\$19.9438	\$29.9156	
350,000 and less than 400,000	\$159.76	\$1.2252	\$1.3968	\$19.9700	\$29.9550	
400,000 and less than 450,000	\$159.97	\$1.2273	\$1.3989	\$19.9963	\$29.9944	
450,000 and less than 500,000	\$160.18	\$1.2294	\$1.4010	\$20.0225	\$30.0338	
500,000 and less than 550,000	\$160.39	\$1.2315	\$1.4031	\$20.0488	\$30.0731	
550,000 and less than 600,000	\$160.57	\$1.2333	\$1.4049	\$20.0713	\$30.1069	
600,000 and less than 650,000	\$160.75	\$1.2351	\$1.4067	\$20.0938	\$30.1406	
650,000 and less than 700,000	\$160.93	\$1.2369	\$1.4085	\$20.1163	\$30.1744	
700,000 and less than 750,000	\$161.11	\$1.2387	\$1.4103	\$20.1388	\$30.2081	
750,000 and less than 800,000	\$161.29	\$1.2405	\$1.4121	\$20.1613	\$30.2419	
800,000 and less than 850,000	\$161.47	\$1.2423	\$1.4139	\$20.1838	\$30.2756	
850,000 and less than 900,000	\$161.65	\$1.2441	\$1.4157	\$20.2063	\$30.3094	
900,000 and less than 950,000	\$161.83	\$1.2459	\$1.4175	\$20.2288	\$30.3431	
950,000 and less than 1,000,000	\$162.01	\$1.2477	\$1.4193	\$20.2513	\$30.3769	
1,000,000 and less than 1,050,000	\$162.19	\$1.2495	\$1.4211	\$20.2738	\$30.4106	
1,050,000 and less than 1,100,000	\$162.37	\$1.2513	\$1.4229	\$20.2963	\$30.4444	
1,100,000 and less than 1,150,000	\$162.55	\$1.2531	\$1.4247	\$20.3188	\$30.4781	
1,150,000 and less than 1,200,000	\$162.73	\$1.2549	\$1.4265	\$20.3413	\$30.5119	
1,200,000 and less than 1,250,000	\$162.91	\$1.2567	\$1.4283	\$20.3638	\$30.5456	
1,250,000 and less than 1,300,000	\$163.09	\$1.2585	\$1.4301	\$20.3863	\$30.5794	
1,300,000 and less than 1,350,000	\$163.27	\$1.2603	\$1.4319	\$20.4088	\$30.6131	
1,350,000 and less than 1,400,000	\$163.45	\$1.2621	\$1.4337	\$20.4313	\$30.6469	
1,400,000 and less than 1,450,000	\$163.63	\$1.2639	\$1.4355	\$20.4538	\$30.6806	
1,450,000 and less than 1,500,000	\$163.81	\$1.2657	\$1.4373	\$20.4763	\$30.7144	
1,500,000 and less than 1,550,000	\$163.99	\$1.2675	\$1.4391	\$20.4988	\$30.7481	
1,550,000 and less than 1,600,000	\$164.17	\$1.2693	\$1.4409	\$20.5213	\$30.7819	
1,600,000 and less than 1,650,000	\$164.35	\$1.2711	\$1.4427	\$20.5438	\$30.8156	
1,650,000 and less than 1,700,000	\$164.53	\$1.2729	\$1.4445	\$20.5663	\$30.8494	
1,700,000 and less than 1,750,000	\$164.71	\$1.2747	\$1.4463	\$20.5888	\$30.8831	
1,750,000 and less than 1,800,000	\$164.89	\$1.2765	\$1.4481	\$20.6113	\$30.9169	
1,800,000 and less than 1,850,000	\$165.07	\$1.2783	\$1.4499	\$20.6338	\$30.9506	
1,850,000 and less than 1,900,000	\$165.25	\$1.2801	\$1.4517	\$20.6563	\$30.9844	
1,900,000 and less than 1,950,000	\$165.43	\$1.2819	\$1.4535	\$20.6788	\$31.0181	
1,950,000 and less than 2,000,000	\$165.61	\$1.2837	\$1.4553	\$20.7013	\$31.0519	
2,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof add:	\$.18	\$.18	\$.18			

WEIGHT ON DRIVERS (Pounds)	Daily	Mileage			Hourly	
		Regular	Under Art. VIII	Straight Time	Over-Time	
less than 140,000	\$160.65	\$1.2341	\$1.4057	\$20.0813	\$30.1219	
140,000 and less than 200,000	\$161.08	\$1.2401	\$1.4100	\$20.1350	\$30.2025	
200,000 and less than 250,000	\$161.25	\$1.2416	\$1.4117	\$20.1563	\$30.2344	
250,000 and less than 300,000	\$161.40	\$1.2431	\$1.4132	\$20.1750	\$30.2625	
300,000 and less than 350,000	\$161.55	\$1.2452	\$1.4147	\$20.1938	\$30.2906	
350,000 and less than 400,000	\$161.76	\$1.2473	\$1.4168	\$20.2200	\$30.3300	
400,000 and less than 450,000	\$161.97	\$1.2494	\$1.4189	\$20.2463	\$30.3694	
450,000 and less than 500,000	\$162.18	\$1.2515	\$1.4210	\$20.2725	\$30.4088	
500,000 and less than 550,000	\$162.39	\$1.2533	\$1.4231	\$20.2988	\$30.4481	
550,000 and less than 600,000	\$162.57	\$1.2551	\$1.4249	\$20.3213	\$30.4819	
600,000 and less than 650,000	\$162.75	\$1.2569	\$1.4267	\$20.3438	\$30.5156	
650,000 and less than 700,000	\$162.93	\$1.2587	\$1.4285	\$20.3663	\$30.5494	
700,000 and less than 750,000	\$163.11	\$1.2605	\$1.4303	\$20.3888	\$30.5831	
750,000 and less than 800,000	\$163.29	\$1.2623	\$1.4321	\$20.4113	\$30.6169	
800,000 and less than 850,000	\$163.47	\$1.2641	\$1.4339	\$20.4338	\$30.6506	
850,000 and less than 900,000	\$163.65	\$1.2659	\$1.4357	\$20.4563	\$30.6844	
900,000 and less than 950,000	\$163.83	\$1.2677	\$1.4375	\$20.4788	\$30.7181	
950,000 and less than 1,000,000	\$164.01	\$1.2695	\$1.4393	\$20.5013	\$30.7519	
1,000,000 and less than 1,050,000	\$164.19	\$1.2713	\$1.4411	\$20.5238	\$30.7856	
1,050,000 and less than 1,100,000	\$164.37	\$1.2731	\$1.4429	\$20.5463	\$30.8194	
1,100,000 and less than 1,150,000	\$164.55	\$1.2749	\$1.4447	\$20.5688	\$30.8531	
1,150,000 and less than 1,200,000	\$164.73	\$1.2767	\$1.4465	\$20.5913	\$30.8869	
1,200,000 and less than 1,250,000	\$164.91	\$1.2785	\$1.4483	\$20.6138	\$30.9206	
1,250,000 and less than 1,300,000	\$165.09	\$1.2803	\$1.4501	\$20.6363	\$30.9544	
1,300,000 and less than 1,350,000	\$165.27	\$1.2821	\$1.4519	\$20.6588	\$30.9881	
1,350,000 and less than 1,400,000	\$165.45	\$1.2839	\$1.4537	\$20.6813	\$31.0219	
1,400,000 and less than 1,450,000	\$165.63	\$1.2857	\$1.4555	\$20.7038	\$31.0556	
1,450,000 and less than 1,500,000	\$165.81	\$1.2873	\$1.4573	\$20.7263	\$31.0894	
1,500,000 and less than 1,550,000	\$165.99	\$1.2893	\$1.4591	\$20.7488	\$31.1231	
1,550,000 and less than 1,600,000	\$166.17	\$1.2911	\$1.4609	\$20.7713	\$31.1569	
1,600,000 and less than 1,650,000	\$166.35	\$1.2929	\$1.4627	\$20.7938	\$31.1906	
1,650,000 and less than 1,700,000	\$166.53	\$1.2947	\$1.4645	\$20.8163	\$31.2244	
1,700,000 and less than 1,750,000</						

**TABLE V — LOCOMOTIVE ENGINEERS**  
LOCAL AND WAY FREIGHT SERVICE — WITH A FIREMAN (HELPER)  
Effective July 1, 2003  
STANDARD RATES OF PAY

WEIGHT ON DRIVERS (Pounds)	Daily	Mileage		Hourly	
		Regular	Under Art. VIII	Straight Time	Over-Time
less than 140,000	\$155.21	\$1.1797	\$1.2763	\$19.4013	\$29.1019
140,000 and less than 200,000	\$155.64	\$1.1840	\$1.2806	\$19.4550	\$29.1825
200,000 and less than 250,000	\$155.81	\$1.1857	\$1.2823	\$19.4763	\$29.2144
250,000 and less than 300,000	\$155.96	\$1.1872	\$1.2838	\$19.4950	\$29.2425
300,000 and less than 350,000	\$156.09	\$1.1887	\$1.2853	\$19.5113	\$29.2669
350,000 and less than 400,000	\$156.32	\$1.1908	\$1.2874	\$19.5400	\$29.3100
400,000 and less than 450,000	\$156.53	\$1.1929	\$1.2895	\$19.5663	\$29.3494
450,000 and less than 500,000	\$156.74	\$1.1950	\$1.2916	\$19.5925	\$29.3888
500,000 and less than 550,000	\$156.95	\$1.1971	\$1.2937	\$19.6188	\$29.4281
550,000 and less than 600,000	\$157.13	\$1.1989	\$1.2955	\$19.6413	\$29.4619
600,000 and less than 650,000	\$157.31	\$1.2007	\$1.2973	\$19.6638	\$29.4956
650,000 and less than 700,000	\$157.49	\$1.2025	\$1.2991	\$19.6863	\$29.5294
700,000 and less than 750,000	\$157.67	\$1.2043	\$1.3009	\$19.7088	\$29.5631
750,000 and less than 800,000	\$157.85	\$1.2061	\$1.3027	\$19.7313	\$29.5969
800,000 and less than 850,000	\$158.03	\$1.2079	\$1.3045	\$19.7538	\$29.6306
850,000 and less than 900,000	\$158.21	\$1.2097	\$1.3063	\$19.7763	\$29.6644
900,000 and less than 950,000	\$158.39	\$1.2115	\$1.3081	\$19.7988	\$29.6981
950,000 and less than 1,000,000	\$158.57	\$1.2133	\$1.3099	\$19.8213	\$29.7319
1,000,000 and less than 1,050,000	\$158.75	\$1.2151	\$1.3117	\$19.8438	\$29.7656
1,050,000 and less than 1,100,000	\$158.93	\$1.2169	\$1.3135	\$19.8663	\$29.7994
1,100,000 and less than 1,150,000	\$159.11	\$1.2187	\$1.3153	\$19.8888	\$29.8331
1,150,000 and less than 1,200,000	\$159.29	\$1.2205	\$1.3171	\$19.9113	\$29.8669
1,200,000 and less than 1,250,000	\$159.47	\$1.2223	\$1.3189	\$19.9338	\$29.9006
1,250,000 and less than 1,300,000	\$159.65	\$1.2241	\$1.3207	\$19.9563	\$29.9344
1,300,000 and less than 1,350,000	\$159.83	\$1.2259	\$1.3225	\$19.9788	\$29.9681
1,350,000 and less than 1,400,000	\$160.01	\$1.2277	\$1.3243	\$20.0013	\$30.0019
1,400,000 and less than 1,450,000	\$160.19	\$1.2295	\$1.3261	\$20.0238	\$30.0356
1,450,000 and less than 1,500,000	\$160.37	\$1.2313	\$1.3279	\$20.0463	\$30.0694
1,500,000 and less than 1,550,000	\$160.55	\$1.2331	\$1.3297	\$20.0688	\$30.1031
1,550,000 and less than 1,600,000	\$160.73	\$1.2349	\$1.3315	\$20.0913	\$30.1369
1,600,000 and less than 1,650,000	\$160.91	\$1.2367	\$1.3333	\$20.1138	\$30.1706
1,650,000 and less than 1,700,000	\$161.09	\$1.2385	\$1.3351	\$20.1363	\$30.2044
1,700,000 and less than 1,750,000	\$161.27	\$1.2403	\$1.3369	\$20.1588	\$30.2381
1,750,000 and less than 1,800,000	\$161.45	\$1.2421	\$1.3387	\$20.1813	\$30.2719
1,800,000 and less than 1,850,000	\$161.63	\$1.2439	\$1.3405	\$20.2038	\$30.3056
1,850,000 and less than 1,900,000	\$161.81	\$1.2457	\$1.3423	\$20.2263	\$30.3394
1,900,000 and less than 1,950,000	\$161.99	\$1.2475	\$1.3441	\$20.2488	\$30.3731
1,950,000 and less than 2,000,000	\$162.17	\$1.2493	\$1.3459	\$20.2713	\$30.4069
2,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof add: Daily Earnings Minimum	\$.18 \$154.28	\$.18	\$.18		

**TABLE VI — LOCOMOTIVE ENGINEERS**  
LOCAL AND WAY FREIGHT SERVICE — WITHOUT A FIREMAN (HELPER)—\$4.00  
Effective July 1, 2003  
STANDARD RATES OF PAY

WEIGHT ON DRIVERS (Pounds)	Daily	Mileage		Hourly	
		Regular	Under Art. VIII	Straight Time	Over-Time
less than 140,000	\$159.21	\$1.2197	\$1.2285	\$19.9013	\$29.8519
140,000 and less than 200,000	\$159.64	\$1.2240	\$1.2328	\$19.9550	\$29.9325
200,000 and less than 250,000	\$159.81	\$1.2257	\$1.2345	\$19.9763	\$29.9644
250,000 and less than 300,000	\$159.96	\$1.2272	\$1.2360	\$19.9950	\$29.9925
300,000 and less than 350,000	\$160.11	\$1.2287	\$1.2375	\$20.0138	\$30.0206
350,000 and less than 400,000	\$160.32	\$1.2308	\$1.2396	\$20.0400	\$30.0600
400,000 and less than 450,000	\$160.53	\$1.2329	\$1.2417	\$20.0663	\$30.0994
450,000 and less than 500,000	\$160.74	\$1.2350	\$1.2438	\$20.0925	\$30.1388
500,000 and less than 550,000	\$160.95	\$1.2371	\$1.2459	\$20.1188	\$30.1781
550,000 and less than 600,000	\$161.13	\$1.2389	\$1.2477	\$20.1413	\$30.2119
600,000 and less than 650,000	\$161.31	\$1.2407	\$1.2495	\$20.1638	\$30.2456
650,000 and less than 700,000	\$161.49	\$1.2425	\$1.2513	\$20.1863	\$30.2794
700,000 and less than 750,000	\$161.67	\$1.2443	\$1.2531	\$20.2088	\$30.3131
750,000 and less than 800,000	\$161.85	\$1.2461	\$1.2549	\$20.2313	\$30.3469
800,000 and less than 850,000	\$162.03	\$1.2479	\$1.2567	\$20.2538	\$30.3806
850,000 and less than 900,000	\$162.21	\$1.2497	\$1.2585	\$20.2763	\$30.4144
900,000 and less than 950,000	\$162.39	\$1.2515	\$1.2603	\$20.2988	\$30.4481
950,000 and less than 1,000,000	\$162.57	\$1.2533	\$1.2621	\$20.3213	\$30.4819
1,000,000 and less than 1,050,000	\$162.75	\$1.2551	\$1.2639	\$20.3438	\$30.5156
1,050,000 and less than 1,100,000	\$162.93	\$1.2569	\$1.2657	\$20.3663	\$30.5494
1,100,000 and less than 1,150,000	\$163.11	\$1.2587	\$1.2675	\$20.3888	\$30.5831
1,150,000 and less than 1,200,000	\$163.29	\$1.2605	\$1.2693	\$20.4113	\$30.6169
1,200,000 and less than 1,250,000	\$163.47	\$1.2623	\$1.2711	\$20.4338	\$30.6506
1,250,000 and less than 1,300,000	\$163.65	\$1.2641	\$1.2729	\$20.4563	\$30.6844
1,300,000 and less than 1,350,000	\$163.83	\$1.2659	\$1.2747	\$20.4788	\$30.7181
1,350,000 and less than 1,400,000	\$164.01	\$1.2677	\$1.2765	\$20.5013	\$30.7519
1,400,000 and less than 1,450,000	\$164.19	\$1.2695	\$1.2783	\$20.5238	\$30.7856
1,450,000 and less than 1,500,000	\$164.37	\$1.2713	\$1.2801	\$20.5463	\$30.8194
1,500,000 and less than 1,550,000	\$164.55	\$1.2731	\$1.2819	\$20.5688	\$30.8531
1,550,000 and less than 1,600,000	\$164.73	\$1.2749	\$1.2837	\$20.5913	\$30.8869
1,600,000 and less than 1,650,000	\$164.91	\$1.2767	\$1.2855	\$20.6138	\$30.9206
1,650,000 and less than 1,700,000	\$165.09	\$1.2785	\$1.2873	\$20.6363	\$30.9544
1,700,000 and less than 1,750,000	\$165.27	\$1.2803	\$1.2891	\$20.6588	\$30.9881
1,750,000 and less than 1,800,000	\$165.45	\$1.2821	\$1.2909	\$20.6813	\$31.0219
1,800,000 and less than 1,850,000	\$165.63	\$1.2839	\$1.2927	\$20.7038	\$31.0556
1,850,000 and less than 1,900,000	\$165.81	\$1.2857	\$1.2945	\$20.7263	\$31.0894
1,900,000 and less than 1,950,000	\$165.99	\$1.2875	\$1.2963	\$20.7488	\$31.1231
1,950,000 and less than 2,000,000	\$166.17	\$1.2893	\$1.2981	\$20.7713	\$31.1569
2,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof add: Daily Earnings Minimum	\$.18 \$160.16	\$.18	\$.18		

**TABLE VII — LOCOMOTIVE ENGINEERS**  
LOCAL AND WAY FREIGHT SERVICE — WITHOUT A FIREMAN (HELPER)—\$6.00  
Effective July 1, 2003  
STANDARD RATES OF PAY

WEIGHT ON DRIVERS (Pounds)	Daily	Mileage		Hourly	
		Regular	Under Art. VIII	Straight Time	Over-Time
less than 140,000	\$162.49	\$1.2397	\$1.3363	\$20.3113	\$30.4669
140,000 and less than 200,000	\$161.64	\$1.2440	\$1.3406	\$20.2050	\$30.3075
200,000 and less than 250,000	\$161.81	\$1.2457	\$1.3423	\$20.2263	\$30.3394
250,000 and less than 300,000	\$161.96	\$1.2472	\$1.3438	\$20.2450	\$30.3675
300,000 and less than 350,000	\$162.11	\$1.2487	\$1.3453	\$20.2638	\$30.3956
350,000 and less than 400,000	\$162.32	\$1.2508	\$1.3474	\$20.2900	\$30.4350
400,000 and less than 450,000	\$162.53	\$1.2529	\$1.3495	\$20.3163	\$30.4744
450,000 and less than 500,000	\$162.74	\$1.2550	\$1.3516	\$20.3425	\$30.5138
500,000 and less than 550,000	\$162.95	\$1.2571	\$1.3537	\$20.3688	\$30.5531
550,000 and less than 600,000	\$163.13	\$1.2589	\$1.3555	\$20.3913	\$30.5869
600,000 and less than 650,000	\$163.31	\$1.2607	\$1.3573	\$20.4138	\$30.6206
650,000 and less than 700,000	\$163.49	\$1.2625	\$1.3591	\$20.4363	\$30.6544
700,000 and less than 750,000	\$163.67	\$1.2643	\$1.3609	\$20.4588	\$30.6881
750,000 and less than 800,000	\$163.85	\$1.2661	\$1.3627	\$20.4813	\$30.7219
800,000 and less than 850,000	\$164.03	\$1.2679	\$1.3645	\$20.5038	\$30.7556
850,000 and less than 900,000	\$164.21	\$1.2697	\$1.3663	\$20.5263	\$30.7894
900,000 and less than 950,000	\$164.39	\$1.2715	\$1.3681	\$20.5488	\$30.8231
950,000 and less than 1,000,000	\$164.57	\$1.2733	\$1.3699	\$20.5713	\$30.8569
1,000,000 and less than 1,050,000	\$164.75	\$1.2751	\$1.3717	\$20.5938	\$30.8906
1,050,000 and less than 1,100,000	\$164.93	\$1.2769	\$1.3735	\$20.6163	\$30.9244
1,100,000 and less than 1,150,000	\$165.11	\$1.2787	\$1.3753	\$20.6388	\$30.9581
1,150,000 and less than 1,200,000	\$165.29	\$1.2805	\$1.3771	\$20.6613	\$30.9919
1,200,000 and less than 1,250,000	\$165.47	\$1.2823	\$1.3789	\$20.6838	\$31.0256
1,250,000 and less than 1,300,000	\$165.65	\$1.2841	\$1.3807	\$20.7063	\$31.0594
1,300,000 and less than 1,350,000	\$165.83	\$1.2859	\$1.3825	\$20.7288	\$31.0931
1,350,000 and less than 1,400,000	\$166.01	\$1.2877	\$1.3843	\$20.7513	\$31.1269
1,400,000 and less than 1,450,000	\$166.19	\$1.2895	\$1.3861	\$20.7738	\$31.1606
1,450,000 and less than 1,500,000	\$166.37	\$1.2913	\$1.3879	\$20.7963	\$31.1944
1,500,000 and less than 1,550,000	\$166.55	\$1.2931	\$1.3897	\$20.8188	\$31.2281
1,550,000 and less than 1,600,000	\$166.73	\$1.2949	\$1.3915	\$20.8413	\$31.2619
1,600,000 and less than 1,650,000	\$166.91	\$1.2967	\$1.3933	\$20.8638	\$31.2956
1,650,000 and less than 1,700,000	\$167.09	\$1.2985	\$1.3951	\$20.8863	\$31.3294
1,700,000 and less than 1,750,000	\$167.27	\$1.3003	\$1.3969	\$20.9088	\$31.3631
1,750,000 and less than 1,800,000	\$167.45	\$1.3021	\$1.3987	\$20.9313	\$31.3969
1,800,000 and less than 1,850,000	\$167.63	\$1.3039	\$1.4005	\$20.9538	\$31.4306
1,850,000 and less than 1,900,000	\$167.81	\$1.3057	\$1.4023	\$20.9763	\$31.4644
1,900,000 and less than 1,950,000	\$167.99	\$1.3075	\$1.4041	\$20.9988	\$31.4981
1,950,000 and less than 2,000,000	\$168.17	\$1.3093	\$1.4059	\$21.0213	\$31.5319
2,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof add: Daily Earnings Minimum	\$.18 \$162.16	\$.18	\$.18		

**TABLE VIII — LOCOMOTIVE ENGINEERS**  
YARD SERVICE 5 DAY — WITH A FIREMAN  
Effective July 1, 2003

WEIGHT ON DRIVERS (Pounds)	Daily	Hourly	
		Straight Time	Overtime
less than 500,000	\$164.70	\$20.59	\$30.8813
500,000 and less than 550,000	\$164.95	\$20.62	\$30.9281
550,000 and less than 600,000	\$165.11	\$20.64	\$30.9581
600,000 and less than 650,000	\$165.27	\$20.66	\$30.9881
650,000 and less than 700,000	\$165.43	\$20.68	\$31.0181
700,000 and less than 750,000	\$165.59	\$20.70	\$31.0481
750,000 and less than 800,000	\$165.75	\$20.72	\$31.0781
800,000 and less than 850,000	\$165.91	\$20.74	\$31.1081
850,000 and less than 900,000	\$166.07	\$20.76	\$31.1381
900,000 and less than 950,000	\$166.23	\$20.78	\$31.1681
950,000 and less than 1,000,000	\$166.39	\$20.80	\$31.1981
For each additional 50,000 pounds over 1,000,000 or fraction thereof add:	\$0.16		

**TABLE IX — LOCOMOTIVE ENGINEERS**  
YARD SERVICE 5 DAY — WITHOUT A FIREMAN — \$4.00  
Effective July 1, 2003

WEIGHT ON DRIVERS (Pounds)	Daily	Hourly	
		Straight Time	Overtime
less than 500,000	\$168.70	\$21.09	\$31.6313
500,000 and less than 550,000	\$168.95	\$21.12	\$31.6781
550,000 and less than 600,000	\$169.17	\$21.15	\$31.7194
600,000 and less than 650,000	\$169.38	\$21.17	\$31.7588
650,000 and less than			



# BLE NEWS

**TABLE X — LOCOMOTIVE ENGINEERS**  
YARD SERVICE 5 DAY — WITHOUT A FIREMAN — \$6.00  
Effective July 1, 2003

WEIGHT ON DRIVERS (Pounds)	Daily	Hourly	
		Straight Time	Overtime
less than 500,000	\$170.70	\$21.34	\$32.0063
500,000 and less than 550,000	\$170.95	\$21.37	\$32.0531
550,000 and less than 600,000	\$171.17	\$21.40	\$32.0944
600,000 and less than 650,000	\$171.38	\$21.42	\$32.1338
650,000 and less than 700,000	\$171.60	\$21.45	\$32.1750
700,000 and less than 750,000	\$171.82	\$21.48	\$32.2163
750,000 and less than 800,000	\$172.03	\$21.50	\$32.2556
800,000 and less than 850,000	\$172.25	\$21.53	\$32.2969
850,000 and less than 900,000	\$172.46	\$21.56	\$32.3363
900,000 and less than 950,000	\$172.68	\$21.59	\$32.3775
950,000 and less than 1,000,000	\$172.90	\$21.61	\$32.4188
For each additional 50,000 pounds over 1,000,000 or fraction thereof add:	\$0.215		

**TABLE XI — LOCOMOTIVE ENGINEERS**  
YARD SERVICE 6-7 DAY — WITH A FIREMAN  
Effective July 1, 2003

WEIGHT ON DRIVERS (Pounds)	Daily	Hourly	
		Straight Time	Overtime
less than 550,000	\$153.60	\$19.20	\$28.8000
500,000 and less than 550,000	\$153.81	\$19.23	\$28.8394
550,000 and less than 600,000	\$153.99	\$19.25	\$28.8731
600,000 and less than 650,000	\$154.17	\$19.27	\$28.9069
650,000 and less than 700,000	\$154.35	\$19.29	\$28.9406
700,000 and less than 750,000	\$154.53	\$19.32	\$28.9744
750,000 and less than 800,000	\$154.71	\$19.34	\$29.0081
800,000 and less than 850,000	\$154.89	\$19.36	\$29.0419
850,000 and less than 900,000	\$155.07	\$19.38	\$29.0756
900,000 and less than 950,000	\$155.25	\$19.41	\$29.1094
950,000 and less than 1,000,000	\$155.43	\$19.43	\$29.1431
For each additional 50,000 pounds over 1,000,000 or fraction thereof add:	\$0.18		

**TABLE XII — LOCOMOTIVE ENGINEERS**  
YARD SERVICE 6-7 DAY — WITHOUT A FIREMAN — \$4.00  
Effective July 1, 2003

WEIGHT ON DRIVERS (Pounds)	Daily	Hourly	
		Straight Time	Overtime
less than 500,000	\$157.60	\$19.70	\$29.5500
500,000 and less than 550,000	\$157.81	\$19.73	\$29.5894
550,000 and less than 600,000	\$157.99	\$19.75	\$29.6231
600,000 and less than 650,000	\$158.17	\$19.77	\$29.6569
650,000 and less than 700,000	\$158.35	\$19.79	\$29.6906
700,000 and less than 750,000	\$158.53	\$19.82	\$29.7244
750,000 and less than 800,000	\$158.71	\$19.84	\$29.7581
800,000 and less than 850,000	\$158.89	\$19.86	\$29.7919
850,000 and less than 900,000	\$159.07	\$19.88	\$29.8256
900,000 and less than 950,000	\$159.25	\$19.91	\$29.8594
950,000 and less than 1,000,000	\$159.43	\$19.93	\$29.8931
For each additional 50,000 pounds over 1,000,000 or fraction thereof add:	\$ 0.18		

**TABLE XIII — LOCOMOTIVE ENGINEERS**  
YARD SERVICE 6-7 DAY — WITHOUT A FIREMAN — \$6.00  
Effective July 1, 2003

WEIGHT ON DRIVERS (Pounds)	Daily	Hourly	
		Straight Time	Overtime
less than 500,000	\$159.60	\$19.95	\$29.9250
500,000 and less than 550,000	\$159.81	\$19.98	\$29.9644
550,000 and less than 600,000	\$159.99	\$20.00	\$29.9981
600,000 and less than 650,000	\$160.17	\$20.02	\$30.0319
650,000 and less than 700,000	\$160.35	\$20.04	\$30.0656
700,000 and less than 750,000	\$160.53	\$20.07	\$30.0994
750,000 and less than 800,000	\$160.71	\$20.09	\$30.1331
800,000 and less than 850,000	\$160.89	\$20.11	\$30.1669
850,000 and less than 900,000	\$161.07	\$20.13	\$30.2006
900,000 and less than 950,000	\$161.25	\$20.16	\$30.2344
950,000 and less than 1,000,000	\$161.43	\$20.18	\$30.2681
For each additional 50,000 pounds over 1,000,000 or fraction thereof add:	\$0.18		

## NEWS BRIEFS

### CSX paid Snow \$68.9 million when he left

Treasury Secretary John W. Snow left CSX Corp. with \$68.9 million in deferred compensation and other pay, including a pension that some advisers to corporate boards said was unusually large.



The railroad gave Snow a \$33.2 million lump sum in lieu of future pension payments of about \$2.9 million a year, according to a report it filed with the Securities and Exchange Commission.

At that rate, Snow, 63, would have received more per year in retirement than the \$2.1 million of salary and bonus he was paid last year while he was still on the job.

"That doesn't happen very often," said Brian Foley in the *Washington Post*. Foley advises big corporations on executive pay matters. Snow's compensation at CSX "didn't seem to me to jibe with somebody who's a reformer."

In addition to the pension, Snow received \$8.1 million in cash in lieu of a \$25 million life insurance policy provided under his employment contract, \$8.7 million in deferred compensation and \$18.9 million in stock that he had accrued but not yet received.

Adam Hollingsworth, a CSX spokesman, told the *Washington Post*, "John Snow's pension and related benefits are consistent with executives of other Fortune 500 companies."

In computing Snow's pension, CSX credited him with 44 years of service at the railroad company, although he worked there for about 25 years.

CSX based Snow's pension on his average pay over the past five years, which the company said was \$4.4 million. According to a proxy report filed with the SEC, that average included 250,000 shares of restricted stock that Snow was granted in 1999.

*(The Washington Post contributed to this report.) •*

### Tellier got \$10 million in final year with CN

Paul Tellier pocketed almost \$10 million in 2002, his last year as president and chief executive officer of Canadian National Railway Co.



Tellier's \$9.8-million compensation package was disclosed in CN's management proxy circular.

Tellier stepped down as CEO of Montreal-based CN at the end of 2002 to become chief of air and rail transport company Bombardier Inc.

On top of his base salary of \$1.7 million at CN compared with \$1.4 million in 2001 Tellier received a bonus of \$629,730 and other payments. He also exercised \$7.4-million worth of stock options.

Tellier's bonus last year was slashed in half from the \$1.2-million he received in 2001. His total compensation in 2001 was \$9.6 million.

Chief operating officer Hunter Harrison, who replaced Mr. Tellier as president and CEO of CN, collected \$3.3 million last year, compared with \$5.9 million in 2001. *(The Globe and Mail contributed to this report.) •*

### UP shareholders to limit 'golden parachutes;' CEO gets \$16 million

Shareholders of Union Pacific Corp. voted in favor of subjecting the most generous executive severance packages to a shareholder vote.



The nonbinding resolution was approved 56 percent to 44 percent at the annual shareholders' meeting on April 17. The measure goes to the Union Pacific's board of directors, which can adopt or reject it.

The Union Pacific resolution urges the board to seek shareholder approval for any severance package that pays three or more times an executive's salary plus bonus.

UP Chairman & CEO Dick Davidson doubled his compensation to \$16 million as the company met or exceeded financial goals.

Davidson was paid \$1.2 million in salary and granted stock options worth \$14.8 million in 2002. *(The Associated Press contributed to this report.) •*

### NS chairman Goode given 55% pay hike



The chairman, chief executive officer and president of Norfolk Southern Corp. got a 55 percent raise in salary, bonuses and other cash compensation in 2002, a year that the railroad showed

significant improvement in earnings.

David R. Goode earned \$4.5 million last year, up from \$2.9 million in 2001, according to the proxy statement the company filed on March 17 with the U.S. Securities and Exchange Commission.

Goode's total compensation included a \$1.7 million payout from the railroad's long-term incentive plan, which is based on NS's financial performance over the past three years. His long-term incentive payments almost quadrupled from 2001.

Goode's annual salary also grew two percent to \$970,833 last year. His bonus award dropped almost eight percent to \$883,944. The bonus is based on the company's annual performance.

Other compensation for Goode included the company's contribution to his 401(k) account and the \$143,456 cost for his personal use of the company's airplane.

In addition to his cash compensation, the NS CEO received stock options with a present value of \$7.7 million.

*(The Virginian-Pilot contributed to this report.) •*

### BNSF's Rose salary, compensation \$5 million

In 2002, Chairman, President & CEO Matthew Rose raked in \$5,024,285 in total compensation including stock option grants from Burlington Northern Santa Fe. He has another \$124,292 in unexercised stock options from previous years. *(From www.paywatch.org.) •*





# 26th community takes action on remotes

## California's Contra Costa County resolution is 9th county, joining 17 cities

Contra Costa County, Calif., is the ninth county in the United States to pass a resolution regarding remote control locomotives.

To date, 26 communities (17 cities and nine counties) have passed resolutions calling for further investigation and improved safety of remote control operations.

The May 6 resolution urges the California Public Utilities Commission and the Federal Railroad Administration to adopt enforceable safety regulations for the use of remote control trains.

According to County Supervisor Mark DeSaulnier, safety was a priority in passage of the resolution. He said Contra Costa County is home to four of California's 13 oil refineries with a fifth near by.

"We must also remember that the

Concord Naval Weapons Station has been designated one of the two preferred U.S. ports of entry for spent nuclear fuel rods, an extremely hazardous material," DeSaulnier said.

He noted that spent nuclear fuel rods are shipped through the county by rail. In a news release, DeSaulnier expressed worry that the unregulated use of remote control trains could contribute to a major derailment in Contra Costa County.

DeSaulnier cited a remote control accident on the California Northern Railroad as another reason for passage of the Contra Costa resolution. An employee at the shortline lost his leg while operating a train by remote control in September of 2002.

DeSaulnier told critics that, "This resolution is not legally binding. But I hope it helps create public awareness

of the practice and as a result makes railroads more cautious in using remote controlled trains."

BLE California State Legislative Board Chairman Tim Smith made Supervisor DeSaulnier aware of the practice of operating trains by remote control in Contra Costa County.

"I would like to thank retired BLE Brother James Brennan, California State Legislative Board First Vice Chairman Darrel N. Azarcon, and Division 415 Legislative Representative Paul Turney for all of their assistance and support in this endeavor," Chairman Smith said.

In addition to Contra Costa County, eight other counties have passed similar remote control resolutions. They are: Douglas County, Wis.; West Baton Rouge Parish, La.; Point Coupee Parish, La.; Cuyahoga County, Ohio; Huron

County, Ohio; Erie County, Ohio; Whitley County, Ky.; and Unicoi County, Tenn.

Seventeen U.S. cities have adopted similar resolutions: Baton Rouge, La.; Detroit, Mich.; Shreveport, La.; Marysville, Mich.; Boston, Mass.; Cleveland, Ohio; Pine Bluff, Ark.; North Little Rock, Ark.; Beardstown, Ill.; Bakersfield, Calif.; Woodbridge, N.J.; Belen, N.M.; Maple Heights, Ohio; Alliance, Neb.; Evansville, Ind.; Dupon, Ill.; and Durand, Mich.

The Contra Costa County resolution is available on the BLE website at: <http://www.ble.org/pr/pdf/ContraCosta.pdf>

For a list of all cities and counties, and copies of their resolutions (where available), please visit the BLE website at: <http://www.ble.org/remotecomtrol/resolutions.asp> •

## President Hahs speaks at IBT conference on organizing

Teamsters General President James P. Hoffa kicked off the Union's first-ever conference devoted to recruiting new members and growing the union on May 12. The conference was titled "Changing to Grow: The Future of the Teamsters Union."

"The Teamsters must focus all of our energy on organizing," said General President Hoffa. "When we have a high percentage of workers in an industry — we get good contracts. The equation is simple — more members equals better contracts."

More than 1,400 union leaders and activists from the United States, Canada and Puerto Rico joined Hoffa, General Secretary-Treasurer Tom Keegel at the opening session.

Brotherhood of Locomotive Engineers (BLE) President Don Hahs, First Vice-President Ed Rodziewicz and General Secretary-Treasurer Bill Walpert attended, along with several IBT General Executive Board members.

President Hahs addressed the large crowd regarding the proposed merger between the BLE and IBT. The BLE and Teamsters are currently finalizing merger talks, with more than 35,000 BLE members expected to vote on the merger in the near future (see page 1 for details on the proposed merger).

The Teamsters, like all of American labor, continues to battle the downturn in the economy and a recent spate of corporate bankruptcies and plant closures due to unfair trade agreements.

(From the Teamsters.) •



## Texas Legislative Board reelects Briggs



Members of the BLE's Texas State Legislative Board at its 11th quadrennial convention in Austin on April 29-30, shortly after reelecting Terry Briggs to the office of Chairman. Those in attendance, pictured here, discussed strategy and a number of key legislative issues facing BLE members throughout the United States and, specifically, in Texas. Those in attendance are pictured here.

**Front row, from left:** David Belcher; Catarino Garcia, TSLB 1st Vice Chairman; James Ussery, TSLB Secretary-Treasurer; Terry Briggs, TSLB Chairman; Terry George; Randall Hardwick; Michael Bonn; Terry Willingham; and Eddie Pahl.

**Second Row:** Bill Baker; J.R. DuBois; Jackie Colbert; Raymond Holmes, VP & NLR; Jerry Clark; Paul Newton; Chuck May; Michael Davis; and John Finley.

**Third Row:** Jeff Cheney; George Shea; Rusty Hartley; Klint Kemper; Vern Stokes; Bruce Blalock; Larry Williams; and Mark Burgard.

**Fourth Row:** Dennis Brown; Gary Celum; Richard Myers; Gary Pedigo; Megan Mead; and Kraig Jackson.

**Back Row:** Rick Howell; Herb Yambra, TSLB Second Vice Chairman; Ray Poole; Carl Dowell; Larry Schneider; Danny Kidwell; Ken Perrin; Russell Elley; Juan Garza; Robert Cleveland; and Lawrence Kridler. (Present but not pictured are L.D. Johnson and W. J. Howard.)

Congratulations to Brother Terry Briggs who was reelected Chairman of the Texas State Legislative Board (TSLB).

The TSLB held its 11th quadrennial convention in Austin, Texas, April 29-30. Brother Briggs was elevated to the office of Chairman when former TSLB Chairman Raymond Holmes was elected to the office of Vice-President & U.S. National Legislative Representative in

September 2001. Brother Briggs had previously served as TSLB 1st vice chairman since 1994.

Other officers elected were:

- 1st vice chairman Catarino Garcia from Division 566 (Del Rio);
- 2nd vice chairman Herb Yambra from Division 194 (Houston); and
- Secretary-Treasurer James Ussery from Division 834 (Mineola).

General Secretary-Treasurer Bill Walpert and VP & NLR Holmes at-

tended the meeting and gave presentations. Also, Vice-President Merle Geiger attended the convention.

GIA International President Onita Wayland and her husband Tony, GIA 1st Vice President & National Legislative Rep. Becky Schneider, and GIA Texas State Legislative Representative Kathy Yambra were also there. Forty-two of the 44 BLE Divisions in Texas were represented at the meeting. •



# BLE NEWS

## PASSENGER NEWS

### NJ Transit to launch 'Train the Trainer'

BLE members on the New Jersey Transit are working with management to launch a "Train the Trainer" program, which should be implemented over the summer.

The program will ensure that the individuals who train apprentice engineers are properly trained themselves. The training will touch upon different "modules," such as ergonomics, fatigue management, reliable and functional safety programs, and anger management.

BLE General Chairman Bob Vallochi said it is a partnership with the carrier, but stressed that the program isn't necessarily management driven.

Vallochi says the progressive program is unique. Professionals from the National Transit Institute (NTI) at Rutgers University will assist in the training.

The pilot program is slated to begin in June and work toward full implementation over the summer. •

### LIRR holds annual golf tournament for charity

BLE Long Island Rail Road General Chairman Bob Evers reports that his members are preparing for the Ninth Annual Bobby McCann Memorial Golf Tournament on June 16.

The charity fundraiser is held each summer in the member of late BLE Division 269 member Bobby McCann, who died of skin cancer at the age of 41 in 1994. The event is well-attended and is held at the Middle Island Country Club.

Money raised is donated to Schneider Children's Hospital and the Skin Cancer Foundation, both in New York. Brother McCann received treatment at the hospital prior to his death

### MBCR Contract

Continued from Page 1

The agreement covers nearly 200 BLE members.

In late 2002, the Massachusetts Bay Commuter Railroad Company (MBCR) was awarded a \$1.07 billion, 5-year contract to operate and maintain the Massachusetts Bay Transportation Authority's (MBTA) commuter rail system, comprised of 13 rail lines covering 350 route miles. The previous operator was Amtrak. MBCR operations are scheduled to begin on July 1, 2003. The BLE negotiators were up against a deadline and needed to have the new agreement in place by July 1.

"This was a unique negotiating scenario with a new employer," General Chairman Kenney said. "I am pleased with the results, which came about through a great deal of effort and perseverance."

MBCR is a partnership among three leading transportation companies: Connex North America, Bombardier and Alternate Concepts, Inc. •

and became attached to several of the children who were receiving treatment at the facility. The money is used to provide children with televisions in their hospital rooms.

Evers said participants have donated more than \$50,000 to these organizations over the past nine years. He expects approximately 140 people to participate in this year's tournament. In addition to helping a good cause, Evers said the tournament also creates good will among the various railroad crafts that participate.

Those interested in playing or donating may contact the office of General Chairmen Evers by calling: (516) 932-7130. •

### Labor costs not to blame for Amtrak woes

Total labor costs at Amtrak, including wages and benefits, have remained constant over the past 21 years and have actually declined in real dollars, providing conclusive evidence that Amtrak's employees are not to blame for the railroad's financial troubles, according to an economic study.

"Just as the myth that Amtrak can exist without subsidy must end, so too must the myth that Amtrak workers make too much and sacrifice too little," said Edward Wytkind, Executive Director of the AFL-CIO Transportation Trades Department (TTD).

Wytkind released the report on behalf of the organization's rail unions in testimony on May 1 before the House Railroads Subcommittee.

The report, prepared by economist Thomas Roth of the Labor Bureau, Inc., shows that Amtrak employees earn 22 percent below the prevailing rates of their counterparts in the freight industry. In addition, the report found that as a percentage of total operating expenses, Amtrak's employment costs have not increased since 1984. The report notes that since 1980 Amtrak wage rates have fallen in real terms, increasing between 82.8 and 83.1 percent compared with the 103 percent increase in the Consumer Price Index.

For copies of the Roth study, visit [www.ttd.org](http://www.ttd.org). (From the TTD). •

## JUNE 2003 CALENDAR & EVENTS

**JUNE 15-20, 2003... 76th Annual Southeastern Meeting Association in Pigeon Forge, Tenn**  
Chairman W.M. "Bill" Overton and the members of BLE Division 239 (Knoxville, Tenn.) will host the 2003 SMA at the Grand Resort Hotel & Convention Center in Pigeon Forge, Tenn. (hotel website: [www.grandresorthotel.com](http://www.grandresorthotel.com)). Members can make reservations by calling: (800) 251-9752. Room rates are \$69.77 per night (plus tax). Registration is on June 15; the banquet is on June 19. For details, contact Brother Overton at: (865) 945-5027 or by e-mail, [wmo4719@hotmail.com](mailto:wmo4719@hotmail.com).

**JUNE 29-JULY 3, 2003... 65th Annual Eastern Union Meeting Association in Baltimore**  
Arrangements Chairman Fred Cox and the members of BLE Division 52 will host the 2003 EUMA at the Baltimore Hyatt Regency in the inner harbor area of Baltimore. Early bird reservations can be made by calling (410) 528-1234. For more details, contact Brother Cox at (717) 244-4855 or e-mail: [euma03@aol.com](mailto:euma03@aol.com).

**JULY 12-16, 2003... BLE International Association of State Legislative Board Chairman**  
The BLE's provincial and state legislative board chairmen will gather in Wilkes-Barre, Pa. for their annual conference. Meetings will take place at the Woodlands Inn and Resort, 1073 Highway 315, Wilkes-Barre, Pa. The telephone number for reservations is: (800) 762-2222.

**SEPTEMBER 28-OCTOBER 2, 2003... 68th Annual Southwestern Convention Meeting**  
General Chairman Rick Gibbons, BNSF-SLSF & M&NA, is Chairman of the 68th annual SWCM, which will be held in Branson, Mo. Members and their families will stay at the beautiful Chateau on the Lake Resort Hotel & Convention Center. Reservations can be made at a rate of \$114 per night by calling: (888) 333-5253. A hugely popular tourist destination, Branson offers abundant and unique entertaining and dining options for the entire family. Members planning to attend the SWCM are encouraged to visit Branson's website, <[www.branson.com](http://www.branson.com)>, to learn more about its diverse entertainment opportunities. More details and registration forms will follow.

## Advisory Board April Activity

*By action of the delegates at the Fifth Quinquennial Convention, summaries of BLE Advisory Board members' activities are published monthly:*

**International President Don M. Hahs**—International Office: General supervision of BLE activities; General office duties; Mtgs. w/ Teamsters, Cleveland; Western General Chairmen's Assoc. mtg., Las Vegas; Mtgs. w/ State Legislative Board Chairmen and Special Reps. Las Vegas; TTD mtg., Washington D.C.; Mtgs. w/ VPs Halle & Hucker, Canadian General Chairmen & Provincial Legislative Board Chairmen, Montreal; Work/rule mtgs. w/ NCCS; Conference call w/ UP General Chairman Mike Young & members of his committee.

**First Vice-President & Alternate President Edward W. Rodziewicz**—Assisted President in general operation of ID office; Various correspondence and telephone calls; VP assignments; Conrail/CSX/SAA mtg., Albany, N.Y.; Vacation; Western General Chairman/General Chairmen/SLB Chairmen mtgs., Las Vegas; Vice-Presidents Halle & Hucker and Canadian general and Provincial Chairmen mtgs.; Holiday; National wage & rule/NCCS mtg.

**General Secretary-Treasurer William C. Walpert**—General supervision of BLE financial, record dept., ID office; BLE Education & Training Dept.; Internal Organizing, Mobilizing & Strategic Planning Dept.; Safety Task Force; Meetings with vendors and financial institutions; Western General Chairmen's mtg., Las Vegas; Joint mtg. of General Chairmen & State Legislative Board Chairmen, Las Vegas; Texas State Legislative Board mtg.; General Secretary-Treasurers conference, Pittsburgh.

**Vice-President Paul T. Sorrow**—Attended division mtgs., Divisions 216, 92, 648, 498, 306, 447, 257 & 263; Jacksonville, Fla.-employee member SBA 1116 & SBA 894; CSX Conrail General Committee, Norfolk, Va.; Employee member SBA 1063, NS Northern Lines, Jacksonville, Fla.; Employee member, PLB 6468, CSX Western Lines; Assisted Grand Truck, CSX and NS-Northern Lines GCofAs with various issues; General office duties.

**Vice-President Richard K. Radek**—ID Office; BLE Decertification Helpline services; Director of Arbitration Dept; National Railroad Adjustment Board (NRAB); Illinois Central; Wisconsin Central; Indiana Harbor Belt; METRA; Belt Rwy. of Chicago; Paducah & Louisville; Chicago Central & Pacific; Elgin, Joliet & Eastern Rwy.; L/M mtg., CN/WC, Chicago; Remote control mtg., Washington D.C.; CN/WC mtgs., Chicago/Madison, Wis.; Western General Chairman's Assoc. mtgs., Las Vegas; PLB 6603 prep./pre-trial, EJ&E, Portage, Ind.; NARR prog. mtg.; Remote control conference call; FRA Part 240.409 dockets this month: EQAL 01-82, 02-04, 01-16, 98-84, 01-23, 01-26, 01-29, 01-27, 00-79, 01-69, 02-10, 00-84, 02-01, 00-41.

**Vice-President Dale McPherson**—CP Rail; Port. Term. RR; Longview Portland & Northern; Midwest Switching Co.; Indiana RR; Missouri & Northern Arkansas RR; Utah Railroad; UP Eastern Dist.; UP former CNW; BLE National Bargaining Cmte.; BLE/IBT Constitution & Bylaws Cmte.; PLBs 5604, 5681, 5721, 6040, 6281, 6589; UP work/rest projects; RSAC positive train control cmte.; Div. 671 & 160 mtgs. w/ GC Priestler, Enderlin, N.D.; Div. 762 mtg. w/ GC Priestler, Thief River Falls, Mn.; Div. 494 & 357 mtg. w/ GC Priestler; Mtgs. w/ Utah RR GC, Price, Utah; Mtgs. w/ GC R. Milano and Utah RR, Price, Utah; Mtg. w/ UP, re: Bill, Wyo., work/rest project, Omaha; Mtg. w/ UP, re: Seniority issues (UP former CNW); Western General Chairmen's Assoc. mtg., Las Vegas; BLE/NRLC contract mtgs., Washington D.C.; UP on-property contract mtgs., Kansas City, Mo.; General office duties.

**Vice-President & U.S. Nat'l Legislative Representative Raymond A. Holmes**—Washington D.C. office; General office duties; BLE/IBT merger mtgs., Cleveland; IBT headquarters, Washington D.C.; Reception: Cong. Sandlin (D-TX); Western General Chairmen's Association mtgs., Las Vegas; Joint GC-SLBC mtg., Las Vegas; Texas State Legislative Board mtgs.; Vacation.

**Vice-President Merle W. Geiger Jr.**—Assigned to: Kansas City Southern; Gateway Western; Midsouth Rail; Southrail; Texas-Mexican Rwy.; Springfield Terminal; Delaware & Hudson; Indiana & Ohio RR; Indiana Southern RR; New York, Susquehanna & Western; Mtg. w/ GC Koonce (MidSouth Rail) and KCS, Kansas City; Mtgs. w/ Indiana and Ohio RR & members of Divisions 281 and 282, Lancaster, Ohio and Cincinnati, Ohio; Western General Chairmen's Assoc. mtgs., Las Vegas; PLB 6560 session (Delaware and Hudson), Clifton Park, N.Y.; Division 244 mtgs. (Tex Tex), Corpus Christie and Laredo, Texas; Mtg. w/ GC Leyendecker and Tex Mex, Laredo; Texas State Legislative Board convention, Austin, Texas; Arbitration preparation, research, correspondence and other general office duties.

**Vice-President Stephen D. Speagle**—Div. 386 mtg.; Div. mtg., Birmingham, Ala.; General office duties; Western General Chairmen's Assoc. mtgs., Las Vegas; Remote control mtg., Mtg. w/ BNSF GCofA, Denver; ID mtg.; Finance mtg. for Wabash Hospital Assoc.

**Vice-President E.L. "Lee" Pruitt**—Assisted general chairmen and members of: UP-Western Lines; UP-Western Region; UP-Central Region; UP-Southern Region; UP-Tacoma Belt; General office duties, telephone paperwork, filing; WJPA negotiations, Cajon Pass helpers from UPRR to BNSF; UPWL-Hannah, Dallas-Fort Worth; Advisory Board mtg., Miami; Mtgs. w/ LC Divisions 277, 236 and PTRR division merge and RCO, UPWR-Donnigan, Portland, Ore.; Ebb & flow, reserve board & application bid mtgs., UPWL-Hannah, Phoenix, Ariz.; La. hub ID arbitration, UPWL-Hannah, Phoenix.

**Vice-President Paul L. Wingo Jr.**—Assisted NS Southern Lines & NS Eastern GCofAs; Iowa, Chicago & Eastern; Meridian Southern; BLE Security Officer; Mtg. w/ Meridian Southern; NS training facility; Special mtgs. of Divisions 165, 393, 200 and 266; General office duties; Western General Chairmen's Assoc. mtgs., Las Vegas.

**Vice-President & Canadian Director Gilles Hallé**—Ottawa Office; Canadian officers mtg. on Teamsters merger, Calgary; Employees and families program, Quebec; Rail Traffic Controllers, CP Rail, Montreal; International Office, sub-committee mtgs., Cleveland; CN pension, Montreal.

**Vice-President & National Legislative Representative-Canada T. George Hucker**—Ottawa Office; National Legislative Board-Canada; CCROU work/rest, Quebec City; Canadian BLE-Teamster discussions, Calgary; CPR RMP mtg., Ottawa; BMW mtg. w/ VP Ken Depluck, Ottawa; VIA FMP mtg., Montreal; Mtgs. Division 243, re: Beltpack, Thunder Bay; BLE advisory board mtg., Cleveland; NLB mtg., Calgary; Mtg. w/ CPR VP of Human Resources Andrew Shields; WESTAC, Calgary; Div. 843 health & safety, work/rest regulations; Prince George.



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