



DAILY NEWS UPDATES  
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# Locomotive

## ENGINEERS & TRAINMEN NEWS

JULY/AUGUST  
2015

VOLUME 29, ISSUE 4

PUBLISHED BY THE BLET, A DIVISION OF THE RAIL CONFERENCE, INTERNATIONAL BROTHERHOOD OF TEAMSTERS

## PEB 248 RECOMMENDS TERMS TO SETTLE LABOR'S FOUR-YEAR CONTRACT DISPUTE WITH NJ TRANSIT

In mid-August, Presidential Emergency Board 248 issued its recommendations to settle the four-year contract dispute between New Jersey Transit and the Rail Labor Coalition of 14 unions representing 4,300 union workers, which includes members of the BLET.

The recommendations on the major issues of

wages and health insurance contributions fall much closer to the terms proposed by the Coalition than those proposed by New Jersey Transit, although the Board did backload its wage recommendations to accommodate the railroad's budgetary concerns.

The PEB found that the Coalition proposals were appropriately based on settlements in the commut-

er industry, while the company's unprecedented reliance on a state worker concessionary contract was not persuasive.

Labor coalition spokespersons said, "The Presidential Emergency Board, composed of three veteran, distinguished neutrals, has proposed terms that represent a reasonable compromise approach

to settlement. We sincerely hope that New Jersey Transit will now take this opportunity to bring this protracted dispute to an end."

A full copy of the press release issued by the New Jersey Transit Rail Labor Coalition is available at the National Division website: [www.ble-t.org/pr/pdf/NJT\\_PEB248\\_Report\\_press\\_release.pdf](http://www.ble-t.org/pr/pdf/NJT_PEB248_Report_press_release.pdf) ©

## RARE SUMMERTIME MEET

Heavy thunderstorms and flash flooding across the Midwest wreaked havoc for Amtrak's westbound California Zephyr. Here, Train No. 5 and Train No. 6 idle alongside each other for several hours at Denver's Union Station on June 28, 2015, creating an unusual meet between the Zephyrs. Photo: Chase Gunnoe



## President Pierce announces staff changes at National Division

On July 10, BLET National President Dennis R. Pierce announced a number of changes to the BLET National Division staff.

Megan C. Mead is the BLET's new Director of the Compliance Department effective July 7, 2015. She takes the position formerly held by Dr. Elaine Reese, who retired on July 6, 2015. Dr. Reese began working

for the Brotherhood in 1989. Mead is a member of BLET Division 197 (San Antonio, Texas). Sister Mead hired out as a brakeman with the Union Pacific Railroad in 1990 and earned promotion to locomotive engineer in July of 1993. She first joined the BLET on November 1, 1994 and has held continuous membership ever since. She was elected to serve her Division as Secretary-Treasurer,

and was serving as Secretary-Treasurer of the Union Pacific-Southern Region General Committee of Adjustment at the time National President Dennis R. Pierce appointed her to the position of Special Representative and BLET Short Term Disability Liaison, effective July 1, 2013. She was the first female Special Representative in the 152-year

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**BLET PRESIDENT'S MESSAGE BY DENNIS R. PIERCE**

# EDUCATION AND TRAINING MILESTONE

New technology helps steer our courses to you

In 2010, delegates attending the BLET's Second National Convention voted overwhelmingly to provide a dedicated funding stream for our Education and Training Department. Part of their intent was to increase the frequency and availability of the valuable training classes offered to the membership. As your National President, and speaking on behalf of the Advisory Board, I can tell you that improved education remains our goal, too. The more training we can provide, the better and stronger our Organization will be.

Over the past five years, we have done our best to achieve that goal. Many workshops are held throughout the year at various locations in an effort to reach as many members as possible. Countless members have benefitted from training classes at our Training Center in Cleveland, from the workshops we take on the road, and from sessions held at regional meetings.

However, it eventually became apparent that we needed to do more. The time constraints placed on BLET's officers, who are also hardworking locomotive engineers and trainmen, make it difficult for them to attend one of our workshops. In addition, the costs associated with training are often more than our small Local Divisions can afford. All of this lead us to conclude that if our officers could not attend one of our training sessions, then we needed to figure out a way to make our workshops more readily available to them. To that end, we are working now to have online training available for certain Local Division officers in the first quarter of 2016. It is critical that we give our officers the tools they need to be successful.



Members and officers attending the Education & Training Workshop in Cleveland (above) conduct real-time training with members of the Minnesota State Legislative Board (right) on August 31, 2015.

Technology is also the solution for more direct interaction with our officers in the field. Over the past five years, we have been developing and testing technology that would allow members to directly participate in our workshops via the Internet. I am proud to say that August 31, 2015, was a historic day for our Education and Training Department. For the very first time, utilizing state-of-the-art equipment in our new Training Center, our classroom instructors were able to conduct a "digital class" for delegates to the Minnesota State Legislative Board meeting while, at the same time, presenting the same Trustee-based curriculum to students



attending our Advanced Local Chairmen's class in Cleveland.

This real-time interaction with members several states away is a small step, but an important one. It helped move us one step closer to realizing the vision established by our 2010 delegates when they approved a dedicated funding stream for our Education and Training Department.

I am also proud of the work by Vice President Jim Louis, De-

partment Head of the Education and Training Department, and Special Representative Jason Wright, Director of the Education and Training Department as they implement new technologies to strengthen our training program.

Utilizing new technologies in an effort to better educate and train BLET members is what we had in mind when we built our new Training Center in Cleveland.

Our intent, and I think we have been successful in this regard, was to create a Training Center that was much more than a "bricks and mortar" facility. We invested heavily in the technological aspects of the Training Center, which helped us to launch our "digital class" on August 31. All of this technology will go with us when we move into our new National Division headquarters in 2016. The new classroom center will provide room to grow as we develop new and better ways to bring our workshops to you.

Finally, in late August, we announced our intentions to move ahead with the Albert M. Higley Co. to provide construction services related to the renovation of our new headquarters building in Independence, Ohio, to include our new Training Center. Our selection of the AM Higley Co. also gives us the opportunity to put our "Proud to be American, Proud to be Union" campaign to work. The AM Higley Co. has a 100 percent union workforce, and any subcontractors who work on our building will also be union members. I know all BLET members will take pride in our new headquarters, especially the fact that it was built with union carpenters, cement finishers, laborers and others. Our new National Division Headquarters will be a facility that our members can be proud of.

This is a new and exciting time in our Brotherhood's history. We continue to expand Education and Training while working toward moving into our new headquarters building. I hope you will join me for our ribbon-cutting ceremony, which is planned for the Spring of 2016.

**DENNIS R. PIERCE**  
BLET NATIONAL PRESIDENT

66 As your National President, and speaking on behalf of the Advisory Board, I can tell you that improved education remains our goal, too. The more training we can provide, the better and stronger our Organization will be. 99

## BLET NATIONAL DIVISION ELECTRONIC COMMUNICATIONS POLICY

Official communications between BLET members and the National Division require a hard copy of the correspondence, bearing 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.

The volume of e-mails received makes it impossible for the National President to answer all unofficial communications. Therefore, it is the policy of the BLET that e-mails addressed to the National President will be reviewed and forwarded to

the appropriate officer or staff for a timely response; however, an e-mail message is not considered an official communication.

Moreover, anonymous e-mails and e-mails that do not provide sufficient information concerning the sender to enable National Division staff to confirm the sender's membership status will not receive any reply or acknowledgement. This poli-

cy is intended to allow the National President to be aware of the opinions and suggestions of the membership, while at the same time providing a timely response to the member's unofficial communication, if a response is necessary, without needlessly expending limited BLET resources.

**ADOPTED AT CLEVELAND, OHIO ON JULY 22, 2010. ©©**





## GENERAL PRESIDENT'S MESSAGE BY JAMES P. HOFFA

# CEO PAY RULE WILL HELP CLOSE WAGE GAP

**T**hose in favor of corporate disclosure won a hard-fought victory at the Securities and Exchange Commission (SEC) recently when the agency finally decided to move ahead with a portion of the Dodd-Frank financial reform law that requires companies to report the pay gap between CEOs and rank-and-file workers.

It was a long time coming. Five years ago, Congress approved Dodd-Frank. The law was an attempt to reel in the excesses of big business and banking that led to the Great Recession. But corporate America has fought it tooth-and-nail, pushing back on any and every opportunity to implement the law's mandates.

One such provision was the CEO pay ratio rule. It required corporations for the first time to reveal how much more CEOs make

than their average employees. Despite some 280,000 comments filed at the SEC calling on the agency to act, however, regulators dragged their heels. But the Teamsters and other supporters never gave up. And now, the American people have won.

Under the new measure, companies will have to disclose median worker pay and compare it to CEO compensation. There is reason to believe the numbers will be shocking. According to an AFL-CIO study of CEO pay at S&P 500 companies, the average CEO earned 373 times more than the typical U.S. worker in 2014. In contrast, CEOs in 1980 made 42 times more than the average employee.

These out-of-control executive pay numbers are just another sign the current system is out-of-whack. The Roosevelt Institute,

of which I am a board member, recently released a report called "Rewriting the Rules of the American Economy" authored by its renowned chief economist Joseph Stiglitz. It detailed how the current economy is being sunk by a system that is only rewarding top earners.

According to the Economic Policy Institute, CEO pay grew 997 percent between 1978 and 2014. While the CEO pay ratio disclosure alone will not resolve income inequality in this country, it can help identify a huge source of the problem and inform how the U.S. wants to shape compensation in corporate America going forward.

Fraternally,

**JAMES P. HOFFA**  
TEAMSTERS GENERAL  
PRESIDENT



66 Under the new measure, companies will have to disclose median worker pay and compare it to CEO compensation. There is reason to believe the numbers will be shocking. 99

### ND STAFF CHANGES

CONTINUED FROM PAGE 1

history of the BLET. In her new role, Sister Mead is responsible for coordinating tax-related activities between the BLET, its subordinate bodies and the various government agencies.

David B. Ditzel, Special Representative, will assume the additional assignment of BLET Short Term Disability Liaison. He will handle the day-to-day administration of the BLET's Short Term Disability Trust Plan. A member of BLET Division 232 (Laurel, Mont.), Brother Ditzel has been an employee of the BLET National Division for many years, beginning in the mid-1980s, and then full-time in



Mead

1991. Brother Ditzel began his railroad career on Burlington Northern Railway in 1977. He was promoted to locomotive engineer in 1978 and joined BLET Division 195 in 1980. He has held several elected offices with the BLET, including Division Secretary-Treasurer, Legislative Representative and Chairman of the Montana State Legislative Board.

Matthew C. Kronyak is now Special Representative and Director of Mobilization - Eastern Region. President Pierce appointed Kronyak to a full-time Special Representative position effective November 1, 2014, and his duties as Director of Mobilization - Eastern Region, became effective July 7, 2015. Brother Kronyak hired out on Conrail as a trainman on February 23, 1993, and earned promotion to locomotive



From left: President Pierce, Dr. Elaine Reese and NST Bruno

engineer on May 26, 1995. He first joined the BLET on December 1, 1995, and has held continuous membership ever since. In addition to serving as Local Chairman of BLET Division 235 (Union City, N.J.) for 14 years, Brother Kronyak also served as Chairman of the New Jersey State Legislative Board and as Vice Chairman of the Conrail (SAA-CSX Northern District) General Committee of Adjustment. As Director of Mobilization - Eastern Region, Brother Kronyak is responsible for coordinating all BLET mobilization efforts east of the Mississippi River and will continue to handle other duties as assigned by the National President.

After more than three decades of service to the Brotherhood, Frank Dengler has left his position as Director of the Supply Department and File Manager.

Jeremy Broka is now Director of the Supply Department and Mail Manager. Broka has worked for the Brotherhood since April of 2001 as Manager of the Supply Department and Mail Manager. His Supply Department duties will include handling of office supplies and Brotherhood logo merchandise, under the direction of First Vice President E. Lee Pruitt. Broka's Mail duties will include serving as a liaison between the BLET and the U.S. Postal Service, handling daily mail and the various mailing permits (bulk mail and business reply, etc.) required for Brotherhood mailings. He will also work with UPS for express shipments via Next Day Air and Ground.

President Pierce also announced that James Grdina is the new Director of the File Department. Grdina worked for the BLET Building Association for three



From left: Frank Dengler and Jeremy Broka



Grdina

years (2011-2014) and then with Collier's Management (2014-2015) prior to his employment with the BLET. Grdina assumes the file management duties formerly assigned to Frank Dengler.

"Please join me in thanking Dr. Elaine Reese and Big Frank for their years of dedicated service to the Brotherhood," President Pierce said. "Our Organization lost many years of knowledge and experience following their departures. However, I have every confidence in Megan Mead, Dave Ditzel, Matt Kronyak, Jeremy Broka and James Grdina. I know they will rise to meet the challenges that lie ahead and will do an excellent job on behalf of our BLET Brothers and Sisters." ©



# Semenek reelected CP Rail System-U.S. General Chairman

**G**eneral Chairman Peter M. Semenek was reelected by acclamation at the CP Rail System-U.S. General Committee of Adjustment's quadrennial meeting in Las Vegas, June 8-9, 2015.

Brother Semenek is a member of BLET Division 790 (Chicago) and he joined the Brotherhood on March 10, 1995. This is his second full term of office, having won election at the GCA's quadrennial meeting in 2011. He began serving as General Chairman on January 1, 2010, following the elevation of former General Chairman Mike Priester to the BLET Advisory Board.

Also elected during the meeting were: 1st Vice General Chairman Chuck Vesely, Division 253 (Portage, Wisc.); 2nd Vice General Chairman Mark Johnson, Division 117 (Mason City, Iowa); 3rd Vice General Chairman Kyle Donze, Division 294 (Bensenville, Ill.); Secretary-Treasurer Paul Dinauer, Division 882 (Milwaukee, Wisc.); and Alternate Secretary-Treasurer Josh McLeary, Division 575 (Chicago, Ill.). Brothers Vesley, Dinauer and McLeary were all elected by acclamation. The delegates elected three Trustees, all by acclamation: Jim Olson, Division 160 (Harvey, N.D.); Paul Ripplinger, Division 671 (Enderlin, N.D.); and Gordon Kepka, Division 357 (Minneapolis, Minn.).

Representing the BLET National Di-



Officers, delegates and guests attending the quadrennial meeting of the CP Rail System-U.S. General Committee of Adjustment in Las Vegas, June 8-9, 2015.

vision at the meeting was: Stephen Bruno, National Secretary-Treasurer; John Tolman, Vice President and National Legislative Representative; Marcus Ruef, National Vice President; Mike Priester, National Vice President and former General Chairman of the CP Rail GCA; and Cole Davis, National Vice President.

"I congratulate Brother Semenek and all officers of the General Committee of Adjustment, and thank them for their service to our great Brotherhood," BLET

National President Dennis R. Pierce said. "Under Brother Semenek's determined leadership, I know they will do an excellent job protecting the rights of our membership in the face of Canadian Pacific's aggressive management style."

Also attending from the BLET National Division was: Matt Kronyak, Special Representative; Jason Wright, Special Representative and Coordinator of Education and Training; and Doug Davidson, Assistant Director of the

Arbitration Department. Brother Davidson and Brother Wright presided over a two-day Local Chairman workshop for all delegates in attendance.

The Committee represents: locomotive engineers on the Canadian Pacific-U.S. (former Soo Line) and Metra; locomotive engineers, conductors and trainees on the Indiana Southern Railroad; and locomotive engineers and train service employees on the former Dakota, Minnesota & Eastern Railroad. ©©

## Robert F. Hagan appointed Director of Political and Legislative Affairs for BLET

**R**obert F. Hagan of BLET Division 757 is the new Director of Political and Legislative Affairs for the Brotherhood of Locomotive Engineers and Trainmen. BLET National President Dennis R. Pierce, who appointed Hagan to the position, said the appointment will become effective July 13, 2015, and that Brother Hagan will be headquartered at the BLET's National Legislative Office in Washington, D.C.

Most recently a State Representative of Ohio District 58, Brother Hagan has 44 years of railroad experience and has been a member of BLET since 1997. He is a CSX locomotive engineer. In 1986, Hagan was first elected to a seat in the Ohio House of Representatives, representing the 53rd Ohio House district, centered in Youngstown, Ohio. Over the next 28 years, he has served in both the Ohio House of Representatives and the Ohio State Senate. He was one of 24 guest speakers at the BLET's 150th anniversary celebration on May 8, 2013, in Detroit — the city where the Brotherhood was founded on May 8, 1863. His wife, Michele Lepore-Hagan, was elected to fill his former seat as Representative of House District 58.

At the time of Brother Hagan's election in 1986, his father, Robert E. Hagan, was also serving in the House. Between 1986 and 1990, the Hagans were the first father and son to simultaneously hold seats in the Ohio House of Representatives.

Among other assignments, Brother Hagan will lobby for legislative issues



From left: Bob Hagan and President Pierce

and handle political education under the direction of National President Pierce and Vice President and National Legislative Representative John P. Tolman.

"With his wealth of knowledge, Brother Bob Hagan is a valuable addition to our National Legislative Office staff," President Pierce said. "All BLET members will benefit from his presence on Capitol Hill thanks in large part to his railroad experience of more than 40 years and his 28-plus years in the political arena. There are many important political and legislative issues facing our Brotherhood, and I have every confidence that Brother Bob Hagan will do an excellent job of educating legislators and representing the best interests of our members." ©©

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# BLET concludes 88th annual SMA in Georgia

**M**embers of the Brotherhood of Locomotive Engineers and Trainmen (BLET) and their families gathered at Lake Lanier Island in Buford, Ga., from June 14-19, 2015, for the 88th annual Southeastern Meeting Association (SMA).

SMA Arrangements Chairman Teresa L. Bryant, Local Chairman of Division 30, and Co-Chair Scott Frederick, Division 30, hosted the 2015 SMA.

Sister Bryant called the meeting to order during opening ceremonies on June 15. She introduced Lawana Poss, SMA Auxiliary Chairperson, who presided over the annual presentation of state flags by members of the Auxiliary, a tradition that dates back nearly 100 years. States flags presented in the ceremony included Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia and West Virginia. Sereena Hogan, National President of the BLET Auxiliary, carried the United States flag and later addressed the members and families in attendance. Sister Hogan also introduced Kathleen Bisbikis, the Auxiliary's National 2nd Vice President and National Legislative Representative, who addressed the body regarding the Auxiliary's various fundraising endeavors.

Sister Bryant then introduced Brother Mike Lambert, Local Chairman of BLET Division 110, who led the group in prayer. Brother Mike Poss, Secretary-Treasurer of the Georgia State Legislative



Board, led a memorial ceremony to honor BLET members killed in the line of duty. An empty chair was left at the front of the meeting hall to honor the Organization's departed Brothers and Sisters.

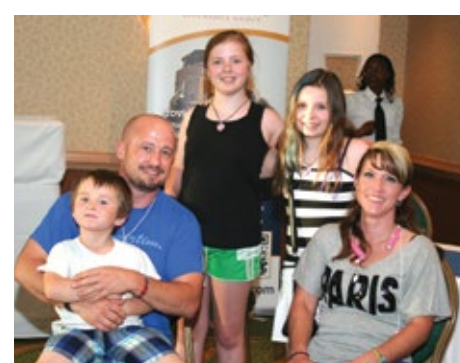
BLET National President Dennis R. Pierce introduced members of the BLET Advisory Board and National Division staff who were in attendance, and also acknowledged the presence of retired BLET National President Paul Sorrow. President Pierce spoke briefly about the nation's political climate, the upcoming presidential election, and the current round of national bargaining.

The afternoon session concluded with a closed meeting for BLET members and an open meeting for the

BLET Auxiliary. Members participated in various educational opportunities throughout the remainder of the week.

This was the final SMA. Delegates to the Third National Convention changed the BLET's regional meeting structure so that there will be two annual regional meetings sponsored by the National Division beginning next year. It is fitting that this final SMA was held in the Atlanta area, as the inaugural SMA was held in Atlanta on March 28-29, 1921.

The 88th annual SMA concluded with a dinner banquet the evening of June 18. As this was the final SMA, flags from the Auxiliary's flag ceremony were auctioned off as a fundraiser for the BLET Auxiliary. Several flags went for well over \$100. @@





# BLET concludes 77th annual EUMA in Boston

Approximately 200 members of the Brotherhood of Locomotive Engineers and Trainmen and their families convened in Boston from July 27-29, 2015, for the 77th annual and final Eastern Union Meeting Association (EUMA).

EUMA Chairman Mark Kenny opened the ceremonies on July 27 while Arrangements Chairman Kevin Moore welcomed all members, families and guests to Boston.

After presentation of the flags, the Boston Police Gaelic Column performed introductory music on the bagpipes to kick off the meeting. Sereena Hogan, National President of the BLET Auxiliary, presided over the traditional empty chair ceremony. An empty chair, as well as various tools of the engineers' craft, were left at the front of the meeting hall to honor the Organization's departed Brothers and Sisters.

BLET National President Dennis R. Pierce introduced members of the BLET Advisory Board and National Division Staff who were in attendance. President Pierce spoke briefly about the nation's political climate, the upcoming presidential election, and the current round of national bargaining.

Guest speakers included: International

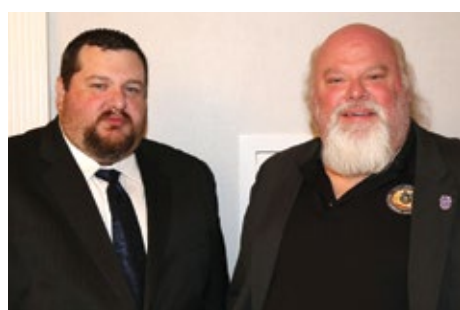
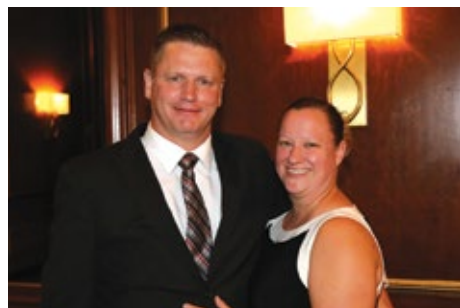


Brotherhood of Teamsters Vice President John Murphy, who is also Director of the Teamsters Rail Conference; Congressman Mike Capuano (D-MA); IBT International Vice President Sean O'Brien, who is also President of Teamsters Local 25; and Massachusetts AFL-CIO President Steven Tolman, brother of BLET Vice President & National Legislative Representative John Tolman.

Union business concluded following a closed meeting for BLET members and open meetings for the BLET Auxiliary on July 28. Members took advantage of numerous educational opportunities throughout the remainder of the week.

This was the final EUMA convention. Delegates to the Third National Convention changed the BLET's regional meeting structure so that there will be two annual regional meetings sponsored by the National Division beginning next year.

The 77th and final EUMA concluded with a dinner banquet the evening of July 29. A highlight of the banquet was a video presentation featuring photographic highlights of past EUMA meetings. The EUMA tribute video was created by Brother Dino Raptis, a retired member of BLET Division 12 (Fort Wayne, Ind.). ©





# 2016 FEES OBJECTOR POLICY

## 1. EMPLOYEES' RIGHTS

A. Any employee covered by a union or agency shop agreement in the United States has the legal right to be or remain a nonmember of the Union. Nonmembers have the legal right (1) to object to paying for Union activities not related to collective bargaining, contract administration and grievance adjustment, and to obtain a reduction in fees for such activities; (2) to be given sufficient information to intelligently decide whether to object; and (3) to be apprised of internal Union procedures for filing objections. Employees who choose to object have the right to be apprised of the percentage of the reduction, the basis for the calculation, and the right to challenge these figures.

B. To the extent permitted by law, nonmembers may not participate in Union elections as a voter or as a candidate; attend Union meetings; serve as delegates to the Convention, or participate in the selection of such delegates; or participate in the process by which collective bargaining agreements are ratified.

## 2. PUBLICATION OF POLICY

The fees objector policy shall be published annually in the BLET's newsletter in the month preceding the objection notice period and mailed annually to each objector. It shall also be provided to each new employee when s/he first becomes subject to a union shop agreement.

## 3. MAKING OBJECTION KNOWN

Objecting nonmembers must provide notice of objection by notifying the National SecretaryTreasurer of the objection in writing by firstclass mail postmarked during the month of November preceding the calendar year to which s/he objects, or within (30) days after s/he first begins paying fees and receiving notices of these procedures. The objection shall contain the objector's current home address. Each nonmember wishing to continue his/her objection from year to year must renew the objection each year as specified in this paragraph. Objections may only be made by individual employees. No petition objections will be honored.

## 4. MAJOR CATEGORIES OF CHARGEABLE EXPENSES

All objectors shall pay their fair share of expenses germane to collective bargaining including:

A. All expenses concerning the negotiation of

agreements, practices and working conditions;

B. All expenses concerning the administration of agreements, practices and working conditions, including grievance handling, all activities related to arbitration, and discussion with employees in the craft or class (or bargaining unit) or employer representatives regarding working conditions, benefits and contract rights;

C. Convention expenses and other union internal governance and management expenses;

D. Social activities and union business meeting expenses;

E. Publication expenses to the extent coverage relates to chargeable activities;

F. Expenses of litigation related to collective bargaining, contract administration and internal governance;

G. Expenses for legislative and administrative agency activities to effectuate collective bargaining agreements;

H. All expenses for the education and training of officers and staff intended to prepare the participants to better perform chargeable activities;

I. All costs of strikes and other lawful economic actions.

## 5. DETERMINATION OF CHARGEABLE SHARE

The BLET shall engage an outside auditor to perform an independent audit of the records of the National Division annually. Based on this audit, the BLET shall determine the percentage of expenditures that fall within the categories specified in Section 4. The amount of expenditures that fall within Section 4 shall be the basis for calculating the reduced fees that must be paid by the objector. The auditing firm conducting the annual audit of the BLET National Division shall give an opinion concerning the adequacy of the escrow amounts maintained pursuant to Section 10, and later will verify the existence and the audits of money in any escrow account.

## 6. REPORT OF CHARGEABLE SHARE AND BASIS OF ITS CALCULATION

The BLET shall report the determination no later than

September 30. This report shall include an analysis of the major categories of union expenses that are chargeable and nonchargeable. A copy of the report shall be sent to all nonmembers whose timely objections have not been revoked.

## 7. CHALLENGE PROCEDURE

Each person entitled to receive the BLET's report may challenge the validity of the calculations by filing an appeal with the National SecretaryTreasurer. Such appeal must be made by sending a letter to the National SecretaryTreasurer postmarked no later than October 31.

## 8. ARBITRATION OF CHALLENGES

A. After the close of appeals period, the National SecretaryTreasurer shall provide a list of appellants to the American Arbitration Association (AAA). All appeals shall be consolidated. The AAA shall appoint an arbitrator pursuant to its Rules for Impartial Determination of Union Fees. The AAA shall inform the National SecretaryTreasurer and the appellant(s) of the arbitrator selected.

B. The arbitration shall commence by December 1 or as soon thereafter as the AAA can schedule the arbitration. The arbitrator shall have control over all procedural matters affecting the arbitration in order to fulfill the need for an informed and expeditious arbitration.

C. Each party to the arbitration shall bear its own costs. The appellants shall have the option of paying a prorata portion of the arbitrator's fees and expenses. The balance of such fees and expenses shall be paid by the BLET.

D. A court reporter shall make a transcript of all proceedings before the arbitrator. This transcript shall be prepared within 15 days of the close of the hearing and shall be the official record of the proceedings which may be purchased by the appellants. If appellants do not purchase a copy of the transcript, a copy shall be available for inspection at the National Division during normal business hours.

E. Appellants may, at their expense, be represented by counsel or other representative of choice. Appellants need not appear at the hearing and shall be permitted to

file written statements with the arbitrator at the time of the hearing instead of appearing.

F. Fourteen (14) days prior to the start of the first hearing, appellants shall be provided with a list of all exhibits intended to be introduced at the hearing and a list of all witnesses intended to be called, except for exhibits and witnesses that may be introduced for rebuttal. On written request from an appellant, copies of exhibits (or in case of voluminous exhibits, summaries thereof) shall be provided to them. Additionally, copies of exhibits shall be available for inspection and copying at the hearing.

G. The National Division shall have the burden of establishing that the reduced fees set forth in the report are lawful.

H. If the arbitrator shall determine that more than one day of hearing is necessary, hearings shall be scheduled to continue from day to day until completed. The parties to the appeal shall have the right to file a brief within fifteen (15) days after the transcript of the hearing is available, but in no case no more than thirty (30) days after the hearing closes. The arbitrator shall issue a decision within fortyfive (45) days after the submission of posthearing briefs or within such other reasonable period as is consistent with the rules established by the AAA.

I. The arbitrator shall give full consideration to the legal requirements limiting the amounts that objectors may be charged, and shall set forth in the decision the legal and arithmetic basis for such decision.

## 9. PAYMENT OF REDUCED FEES

Objectors shall pay reduced monthly fees based on the most recent report pending determination of the objection year's chargeable ratio.

## 10. ESCROW OF DISPUTED FUNDS

All monthly fees paid by objectors shall be placed in an interestbearing escrow account pending final determination of the chargeable share. Escrowed funds shall be disbursed to objectors and the Union upon issuance of the arbitrator's decision or fifteen days after the conclusion of the appeal period if there are no challenges to the determination.

## BLET HIRES CONTRACTOR FOR NEW HQ

**B**LET National President Dennis R. Pierce announced on August 31 that the BLET has hired the Albert M. Higley Co. to perform the construction services related to the renovation of its new headquarters building in Independence, Ohio. The AM Higley Co. is a 90-year old, 100 percent union construction company headquartered in Cleveland.

"This is an exciting time in our Brotherhood's history," President Pierce said. "The selection of a construction company that will use only union labor to build out our new facility is a prime example of our 'Proud to be American, Proud to be Union' campaign at work."

The AM Higley Co. workforce is comprised of union members belonging to Cement Finishers Local 404, Carpenters Local Union 200, Laborers Local 310, Local 894 and Local 758. The AM Higley Co. will use only union subcontractors in addition to its own union workforce. The company has completed several high-profile projects in the Cleveland area, including the Eaton Corporation headquarters and a new training facility for the Cleveland Cavaliers.

In 2014, the BLET sold its headquarters building, the Standard Building. The new headquarters was purchased in early 2015.

"Our new headquarters will provide ample room for our National Division officers and staff in a more modern work environment, and we will also use the opportunity to continue and expand our state-of-the-art Education and Training Center," President Pierce said. "The Executive Committee's selection of The AM Higley Co. is the culmination of a complex bidding process that allowed area builders with union work forces to bid on the project. Although we are certain that all four of the companies that bid on the project would have provided BLET with a quality product, we are confident that our partnership with The AM Higley Co. will bring the project in on budget and on time, and will also provide our membership with a National Division Headquarters facility that they can be proud of."

The National Division expects to relocate to the new headquarters in the Spring of 2016. ©©



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## Locomotive Engineers And Trainmen News Brotherhood Of Locomotive Engineers And Trainmen

1370 Ontario Street, Mezzanine  
Cleveland, OH 44113-1702

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VOLUME 29 • NUMBER 4 • July/August 2015

### LOCOMOTIVE ENGINEERS & TRAINMEN NEWS (ISSN 0898-8625)

is published monthly by the Brotherhood of Locomotive Engineers & Trainmen,  
1370 Ontario Street, Cleveland, OH 44113-1702.  
Periodicals postage paid at Cleveland, OH.

USPS: 0002-244 ISSN: 0898-8625

### POSTMASTER: Send address changes to

Locomotive Engineers & Trainmen News — BLET Records Department,  
1370 Ontario Street, Mezzanine Cleveland, OH 44113-1702.

Periodicals Postage  
PAID  
at Cleveland, OH.

8/15

### Photo of the Month: July/August 2015



**SHORT LINE SERVICE:** Louisville & Indiana Railroad (L&I) train C122-25 passes southbound through Scottsburg, Ind., bound for Jeffersonville, Ind., on July 25, 2015. The BLET organized the L&I short line in 2004 and the membership there ratified their first union contract in 2005. **Photo:** Brother Alex L. Moss, a Louisville & Indiana engineer and member of Division 279 (Columbus, Ind.)



**Are you a photographer?** The National Division's Public Relations Department, which produces the News-letter each month, has received numerous inquiries lately from BLET members volunteering to contribute their

images to the "Photo of the Month" section of the News-letter. If you'd like to submit a photo for consideration, you may call Editor John Bentley at (216) 241-2630, ext. 248, or you can email: Bentley@ble-t.org.

Please note only high resolution images can be used. Members are also encouraged to review their employer's policies regarding the use of cameras and other electronic devices while on duty.

## Advisory Board April/May 2015 Activity

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

**NATIONAL PRESIDENT DENNIS R. PIERCE:** National Division Office, Cleveland; General supervision of BLET activities; General office duties; Correspondence and telephone communications; Supervision of Office Administration; General Supervision of Special Representatives; President, Teamsters Rail Conference; Policy Committee, Teamsters Rail Conference; National Association of State Legislative Board Chairmen's mtg., Tucson, AZ; Legislative Representative Class, Washington, D.C.; Texas State Legislative Board mtg., Austin, TX. Western General Chairmen's Association (WGCA) mtg., Las Vegas; Teamsters General Executive Board mtg., Las Vegas; IBT Unity Conference, Las Vegas; Conrail GCA mtg., Buffalo, NY; Full RSAC, Washington, D.C.; TTD mtg., Washington, D.C.; Amtrak regional GCA mtg., Washington, D.C.

**FIRST VICE PRESIDENT E.L. (LEE) PRUITT:** National Duties include but not limited to: Director, Passenger Dept.; Shortline Organizing Dept.; Trainmen's Dept.; National Publications Committee; National Legislative Board; Teamsters Rail Conference Policy Committee; PRAC; and National Negotiations; New York Dock negotiations, Phoenix, AZ; Legislative Representative class, Washington, D.C.; Texas State Legislative Board convention, Austin, TX; WGCA mtg., Las Vegas; IBT Unity Conference, Las Vegas; Wisconsin State Legislative Board mtg., Madison, Wisc.; Holiday; UPRR IFC mtg., Denver, CO.

**NATIONAL SECRETARY-TREASURER STEPHEN J. BRUNO:** General supervision of Accounting Dept., Record Dept., Online Services Dept., Tax Compliance Dept.; Safety Task Force; PAC and FEC reports and filings; Implementation and training for BLET membership database; Pension, STD, 457 plan Trustee; Division, General Committee and SLB monthly Trustee reports; Mtgs. with vendors and financial institutions; Publications Committee; Passenger Dept.; National Bargaining Committee; IBT Human Rights Commission; CRO mtgs., IBT Rail Conference Policy Committee mtg.; Vacation; Texas State Legislative Board mtg., Austin, TX; General Chairman class, Cleveland; WGCA mtgs., Las Vegas; IBT Unity Conference, Las Vegas; Conrail GCA quadrennial mtg., Buffalo, NY; Holiday; RSAC mtgs., Washington, D.C.

**VICE PRESIDENT & NATIONAL LEGISLATIVE REPRESENTATIVE JOHN P. TOLMAN:** Assigned to BLET Washington, DC office; General office duties, telephone and correspondence communications; Coordinate content of NLO website; Weekly PAC committee and legislative mtgs.; National Association of State Legislative Board Chairmen annual mtg., Tucson, AZ; Legislative Representative workshop, Washington, D.C.; Lobbied with a group of BLET Legislative Reps at meetings with over 150 Congressmen, re: PTC, two-person crews, FMLA, and inward facing cameras, Washington, D.C.; Texas State Legislative Board mtg., Austin, TX; Mtgs. w/ Senator Portman and Brown's offices, Washington, D.C.; Mtg. w/ Reps. Joyce, Fudge, Denham, Latta, Gibbs, Beatty, Jordan, Lynch, Turner, Wenstrup, Ryan and Boehner's offices, Washington, D.C.; WGCA mtg., Las Vegas; IBT Unity Conference, Las Vegas; RSAC mtg., Washington, D.C.; Mtgs. with Representatives Huffman, Dold, Valadao, Lipinski, Cook, Hanna, Davis, Gibson and Smith, Washington, D.C.; Various mtgs. and functions with Representatives and Senators.

**VICE PRESIDENT MARCUS J. RUEF:** Vice Chairman, National Railroad Adjustment Board (NRAB); National Mediation Board (NMB) Arb. Adv. Forum; Department Head, BLET Arbitration Department; Assigned to Illinois Central, Wisconsin Central, Indiana Harbor Belt, Belt Railway of Chicago, Metra, GRR and Illinois RR; NRAB admin, conference call; Holiday; Assist GC Reynolds w/ claim templates and rules case, WC, Chicago; Assist GC Cundari w/ PLB 7683 hearing, IHB, Chicago; Assist GC Semenek w/ discipline issues, Metra, Chicago; Mtg. w/ BLET Executive Committee, Cleveland; Vacation; General Chairman workshop, Cleveland; E&T Local Chairman workshop curriculum review; Assist GC Rhodes, UP-Central, vacation settlement arb. and grievance mediation, Chicago; Assist GC Cundari, IHB, Ill. RR negotiations; Assist GC Balonek, Metra, claims screening; Assist GC Craddock, IC, engineer certification issue; Assist GC Reynolds, WC, Chicago Terminal issues, discipline cases, equity issues; Attend National Academy of Arbitrators mtg., San Francisco; E&T Advanced Local Chairman workshop curriculum review.

**VICE PRESIDENT MIKE TWOMBLY** — Assigned to all Union Pacific GCAs (Eastern District, Northern Region (former C&NW), Western Lines (Pacific Harbor Lines), Western Region (Portland & Western), Central Region, Southern Region; On duty at home office; General office duties, telephone,

email, correspondence communications, etc.; UP-Southern Region New York Dock, Section 4, negotiations, Phoenix, AZ; Vacation; UP-Southern Region and UP-Western Region joint conference, Omaha, NE; Texas State Legislative Board 14th quadrennial convention, Austin, TX; UP-Eastern District claims conference and PLB 5604, Miami, FL; UP-Eastern District PLB 5604, Miami, FL; WGCA mtgs., Las Vegas; UP-Southern Region and UP-Western Region joint conference, Las Vegas; IBT Unity Conference, Las Vegas; UP General Chairmen inward facing camera mtg., Denver, CO; UP-Western Region PLB 7329 and PLB 7228, Chicago.

**VICE PRESIDENT GIL GORE:** Assigned to all CSX; Grand Trunk Western; Union Pacific-Southern Region GCA special assignment; Dispute Resolution Committee (DRC) issues, CSXT; General office duties, paperwork, correspondence, emails, telephone calls, etc.; Holiday; BLET conference calls; Mtgs. w/ Divisions 64, 344 and 462 w/ BNSF GC Holdcraft, Wichita, KS; PLB 7542 w/ BNSF GC Thurman, Fort Myers, FL; Local Chairman's Workshop w/ BNSF GC Thurman and GC Wilson, Fort Worth, TX;

**VICE PRESIDENT MICHAEL D. PRIESTER:** Assigned to all BNSF (former ATSF, former C&S, CRI&P, FWD, former STL-SF, BNSF/MRL), Panhandle Northern, Missouri & North Arkansas, Montana Rail Link, Great Western; Texas Pacific; General office duties, telephone, email, correspondence communications, etc.; Mtgs. w/ BNSF Labor Relations and GC Wilson, Fort Worth, Texas; Advisory Board mtgs., Miami; Meeting with Divisions 98, 621, 107 and 687 w/ GC Wilson, Lincoln, Neb.; Mtgs. w/ BNSF Labor Relations, Division 758 and GC Wilson, Portland, Ore.; PLB 7477 w/ GC Holdcraft, Chicago; Mtg. w/ Divisions 64, 344 and 462 w/ GC Holdcraft, BNSF, Wichita; PLB 7542 w/ GC Thurman, Ft. Myers; Local Chairman workshop w/ GC Wilson and GC Thurman, Fort Worth; WGCA mtgs., Las Vegas; IBT Unity Conference, Las Vegas; Vacation; Mtgs. w/ Divisions 195, 202 and 549 with GC Wilson, Minneapolis; Contract discussions/ Section 6 notices w/ GC Thurman, M&NA, Springfield.

**VICE PRESIDENT COLE W. DAVIS:** Assigned to: Kansas City Southern (MidSouth Rail, SouthRail, Gateway Western, Illinois & Midland), Texas Mexican Rwy.; CP Rail System/US (Indiana Southern, Iowa, Chicago & Eastern, Dakota, Minnesota & Eastern); Springfield Terminal (St. Lawrence & Atlantic, Delaware & Hudson), Cedar River, Louisville & Indiana, Huron & Eastern; General office duties, telephone, email, correspondence communications, etc.; Mid South and Illinois Midland issues, assisting GC Craddock; CP & DM&E issues, assisting GC Semenek; Springfield Terminal issues, assisting GC Moore; Section IV negotiations w/ CPR, assisting GC Semenek, Chicago; Huron & Eastern issues, assisting GC LaDrig; KCS issues, assisting GC Parker; Implementing agreement negotiations, assisting GC Moore, Albany, NY; Texas State Legislative Board mtg., Austin, TX; TexMex issues, assisting GC Rodriguez; WGCA mtgs., Las Vegas; IBT Unity Conference, Las Vegas; Louisville & Indiana issues, assisting GC Hogan; Indiana Southern contract negotiations, assisting GC Semenek; I&M negotiations, assisting GC Craddock, Springfield, Ill.; CPRR contract negotiations, assisting GC Semenek, Naperville, Ill.

**VICE PRESIDENT R.C. (RICK) GIBBONS:** Assigned to: All Norfolk Southern General Committees; Wheeling & Lake Erie; Chicago, Fort Wayne & Eastern; New York, Susquehanna & Western; New England Central; Connecticut Southern; Western New York & Pennsylvania; Indiana & Ohio; RSAC/RSIA Fatigue Management Group; General office duties, telephone, email, correspondence communications; On duty at home office; I&O Rwy. negotiations, assisting GC Cole, Columbus, OH; NYS&W mediation, assisting GC Martin, Washington, D.C.; IBT Unity Conference, Las Vegas; Holiday; NS/BLET 401(k), mtg. w/ all NS General Chairmen, Norfolk, VA; PLB 7574, assisting GC Wallace, Norfolk, VA.

**VICE PRESIDENT JAMES P. LOUIS:** Assigned Amtrak; Long Island Rail Road; New York & Atlantic; Metro North; New Jersey Transit; PATH; SEPTA; Metra; Union Railroad; National Division Department Head, Education & Training Dept.; National Division Department Head, Internal Organizing, Mobilizing & Strategic Planning Dept.; Union Track mtgs., Cleveland; Legislative Representative class, Washington, D.C.; LIRR issues, assisting GC Sexton; PATH issues, assisting GC Nunziato, Washington, D.C.; E&T issues; General Chairman class, Cleveland; NJ Transit mediation at NMB, assisting GC Decker, Washington, D.C.; NJT reports, assisting GC Decker; IBT Unity Conference, Las Vegas; Conrail GCA mtg. w GC Driscoll, Buffalo, NY; Amtrak GCA regional mtg., assisting GC Kenny, Washington, D.C.

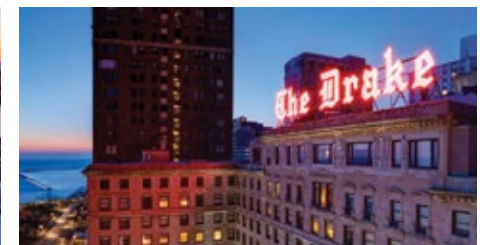
## SAVE THE DATE: 2016 BLET REGIONAL MEETINGS

**T**he BLET would like to announce the dates and locations of its 2016 regional meetings: Eastern Regional Meeting — July 11-14 at the Hilton Drake Hotel in Chicago, Illinois; and Western Regional Meeting — August 22-25 at the Hyatt Regency in Long Beach, California.

These events are the first meetings under the Brotherhood's new structure for two regional meetings per year, as approved by delegates attending the BLET's Third National Convention in October of 2014. Travel to the meeting and/or registration for each of the two meetings will be on Monday, with events scheduled through



and including a closing banquet on Thursday night. Per the BLET Bylaws, regional meetings are held "for the purposes of membership training, education and discussion of matters of importance to the membership." Additionally, the meetings are structured to include options



for fellowship with other members and their families, entertainment, fun and relaxation.

More specific details will be announced at a later date. All members are encouraged to attend one or both of these inaugural regional meetings in 2016. ©©