

THE LOCOMOTIVE ENGINEER NEWSLETTER • DECEMBER 2000

What's Inside

Volume 14 • Number 12



Page 2

- DC Feedback: Know your rights and set the record straight if management blames you for a derailment or collision.

Page 3

- Canadian Spotlight: CN retirees to receive pension improvements.
- En Français: Les retraites du CN Rail recevront des améliorations au régime de retraite en plus de l'indexation des prestations de base.

Pages 4-5

- Locomotive Engineer rates of pay, effective January 1, 2001.

Page 6

- New STB rules to govern rail mergers fail to address cramdown.

Page 7

- BLE Senior Report: Railroad Retirement and Unemployment Insurance tax adjustments for 2001.
- Railroad Retirement Board establishes three main goals in development of Strategic Plan.
- "AccessRRB" offers new online services.

Page 8

- BLE Calendar, Advisory Board activity reports.

BLE petitions FRA for remote control rulemaking

The Brotherhood of Locomotive Engineers filed a petition for rulemaking with the Federal Railroad Administration on November 17, which seeks to safely regulate the operation of remote control locomotives.

"There should be no use of remote control locomotives without FRA regulations establishing the safest requirements possible, which the BLE believes should govern equipment specifications, inspection, repair, training and operating practices in the use of such devices," BLE International President Edward Dubroski said.

The BLE's petition outlines what it believes are the necessary elements of a regulation, and seeks to maintain a human-centered focus in any and all new technology operations, including remote control.

The petition for rulemaking was triggered, in part, by data indicating an unacceptable safety risk in the steel industry, which is where the technology is predominantly used in the United States.

The timing of BLE initiative stems from an ongoing aggressive campaign by

the manufacturers of remote control locomotive equipment, who are enticing U.S. rail carriers to buy into the technology. Some carriers have already taken early steps to invest in remote control, which BLE views as a dangerous move without federal regulations in place to govern its use.

In addition, BLE is concerned that some carriers may use information gathered in the ongoing Switching Operations Fatality Analysis (SOFA) field observations to generate a negative human factors database, in an attempt to justify the use of remote control locomotives in switching operations.

"The use of remote control locomotives must be regulated in an affirmative fashion and not regulated by exemption," said BLE President Dubroski, again pointing out that there are no current FRA regulations on the books to ensure employee safety in remote control operations.

The FRA held a first of its kind Technical Conference on Remote Control Locomotives on July 19. Since then, it has not addressed the situation to the satis-

faction of the BLE, thus prompting the union to formally request a rulemaking process.

Working jointly at the July 19 hearing, representatives from the BLE, two other rail unions and the United Steel Workers of America raised numerous concerns over the use of remote control. Among the issues were the ergonomic risk factors associated with a locomotive controller carried around the waist while also performing dangerous work on railroad equipment. There are known physical problems caused by static loads on the body.

Safety concerns increase when a locomotive controller that is safety-critical in train movement is the object being carried. Concern also was expressed over exposure to the emission of electromagnetic fields (EMFs) from the transmitter.

Using documented evidence from the rail and steel industries, the unions were able to rebut the sparse and highly selective presentation made by proponents of remote control technology at the Technical Conference. •

Trainmen sue UTU, UP so they can be represented by BLE

Five veteran trainmen from the former C&NW railroad are suing the United Transportation Union (UTU) and the Union Pacific Railroad (UP) in a Chicago federal court so they can be represented by the Brotherhood of Locomotive Engineers (BLE).

The lawsuit, filed in the United States District Court for the Northern District of Illinois in Chicago, asks that an order be issued so these five BLE members, who all once belonged to the UTU, can be represented by the BLE in disciplinary actions and other disputes with the railroad.

"We believe these veteran trainmen, who left the UTU to join the BLE, should be able to be represented by the BLE and we support their cause," said BLE International President Ed Dubroski. "It is very clear

that the UTU and UP have thrown out more than a decade of past practice and have colluded to deny representation to trainmen who want the BLE in their corner. This is illegal and cannot stand. They cannot punish these men, or any other trainmen, who want strong BLE representation."

The lawsuit asks the federal court to:

- Declare the right of the five BLE members to have the BLE represent them in handling claims and grievances and forbid UP from interfering with the members' choice of representative.

- Issue a preliminary and permanent injunction ordering UP to permit the BLE to process claims or grievances on the behalf of the five trainmen and any other trainmen on the C&NW property.

- Declare that the changed practice and interpretation of UP-UTU Agreements covering trainmen on the C&NW Property violates the Railway Labor Act.

In total, more than 100 trainmen belonging to the BLE, who work on the former C&NW property now owned by UP, could be directly affected by this case. According to the lawsuit, the five plaintiffs — who range in seniority from 6 to 33 years — claim that trainmen can be represented by the BLE in certain matters related to their employment with the carrier under provisions of the Railway Labor Act.

For many years before the UTU's attempt to use the National Mediation Board (NMB) to force the BLE to merge with

U.S. Labor Dept. upholds BLE claim that UTU misused Job Benefit Fund

In a major setback for the United Transportation Union (UTU), the U.S. Department of Labor agreed with the Brotherhood of Locomotive Engineers (BLE) in ruling that the UTU had misused millions of dollars in its Job Benefit Fund/Income Security Program (JBF/ISP).

In short, the Department of Labor said the JBF/ISP is covered by Title 1 of ERISA and that the UTU improperly used nearly \$11 million to fund union operations. UTU may poten-

See Job Benefit Fund, Page 8

See Trainmen, Page 8



LEGISLATIVE UPDATE

DC Feedback: Know your rights!

How to set the record straight if management blames you for an accident

Do you have a question about federal laws, Federal Railroad Administration rules that impact your job, or about pending legislation governing our industry? Send it to:

D.C. Feedback, Brotherhood of Locomotive Engineers
10 G. Street N.E., Suite 480
Washington, DC 20002

Or you can fax your questions to (202) 347-5237; or via e-mail to: blede@aol.com.

If the BLE's National Legislative Office does not have the answer on hand (such as a federal interpretation), they'll get back to you as soon as possible. Select questions and answers will be published regularly in the pages of the *Locomotive Engineer Newsletter*.

This month's installment deals with employees' rights to present their side of the story when management blames them for causing derailments, etc...

You have asked: What is an employee human factors accident? What rights do employees have when management blames them for railroad accidents?

The Federal Railroad Administration (FRA) defines in 49 CFR §225.5 "employee human factor" as: "any of the accident cause codes listed under 'Train Operation — Human Factors' in the current 'FRA Guide for Preparing Accident/Incident Reports,' except for those train accident cause codes pertaining to non-railroad workers. For purposes of this definition 'employee' includes the classifications of Worker on Duty — Employee, Employee not on Duty, Worker on Duty — Contractor, and Worker on Duty — Volunteer." In the "FRA Guide for Preparing Accident/Incident Reports" there are 104 separate categories listed under "Train Operation — Human Factors." These fall under broad general headings including:

- Brakes, Use of
- Employee Physical Condition
- Flagging, Fixed, Hand and Radio Signals
- General Switching Rules
- Main Track Authority
- Train Handling/Train Make-Up
- Speed
- Switches, Use of
- Cab Signals
- Miscellaneous

All of these broad headings contain descriptions of an employee human error, which is almost always a failure to act appropriately under the operating rules according to railroad management, who use it to explain the cause of an accident. Each of the 104 human factor descriptions is assigned a number that begins with the prefix "H." For example: under the heading "Speed," code number "H604 — Train outside yard limits under clear block, excessive speed," could be used in reporting an accident by entering that code number on form F 6180.54, in field number 38 (Primary Cause Code). There is an additional field (number 39) that permits the railroad to identify a "Contributory

Cause Code." The "Narrative Description" section of F 6180.54 provides an option to elaborate on the complexities of an accident, or, if no specific code fits the cause the number, may be used by classifying the cause as "H999 — Other train operation/human factors." Supplemental information is then required in the Narrative Description to explain the cause(s).

According to Chapter 8, of the Federal Railroad Administration's "Guide for Preparing Accident/Incidents:" If, in reporting a rail equipment accident/incident on form — FRA F 6180.54 (nearly all major accidents would be reported using this form) a railroad cites **employee human factor** as the primary cause or a contributing cause

"This provision was made to provide employees an opportunity to tell their side of the story."

of the accident; then the railroad that cited such employee human factor must complete form FRA — F 6180.81, which is entitled, "Employee Human Factor Attachment." The Employee Human Factor Attachment is to be attached to the Rail Equipment Accident/Incident Report to which it pertains. This procedure alerts FRA to the railroad's determination that an accident was caused by an employee human factor.

It also creates a requirement to notify the employee that his or her acts, omissions, or physical condition have been determined as the cause of the accident. This notification, and the subsequent filing of FRA form — F 6180.78 — "Employee Statement Supplementing Railroad Accident Report," provides an opportunity for the employee to counter those charges.

This requirement is found in an amendment to the original *Accident Reporting Act*. In 49 USC, Chapter 209 — Accidents and Incidents, § 20901, wherein it states:

"(a) General Requirements. — Not later than 30 days after the end of each month, a railroad carrier shall file a report with the Secretary of Transportation on all accidents and incidents resulting in injury or death to an individual or damage to equipment or a roadbed arising from the carrier's operations during the month. The report shall be under oath and shall state the nature, cause, and circumstances of each reported accident or incident. **If a railroad carrier assigns human error as a cause, the report shall include, at the option of each employee whose error is alleged, a statement by the employee explaining any factors the employee alleges contributed to the accident or incident.**"

This provision was made to provide employees an opportunity to "tell their

side of the story" and assist the Federal Railroad Administration (FRA) in its effort to determine what actually caused an accident. It stems from the fact that most accident/incident reports are prepared exclusively by the railroads and the employee, who has the most information regarding the circumstances of the accident, may provide highly significant information to improve safety.

We have learned that accidents are seldom, if ever, the result of a single cause. Dr. James Reason, Professor of Psychology at the University of Manchester, England, a noted expert on human error, states in his book, *Human Error*, (1990):

"In considering the human contribution to systems disasters, it is important to distinguish two kinds of error: *active errors*, whose effects are felt almost immediately, and *latent errors*, whose adverse consequences may lie dormant within the system for a long time, only becoming evident when they combine with other factors to breach the system's defences (see Rasmussen & Pedersen, 1984). In general, active errors are associated with the performance of the 'front-line' operators of a complex system: pilots, air traffic controllers, ships' officers, control room crews and the like. Latent errors, on the other hand, are most likely to be spawned by those whose activities are removed in both time and space from the direct control interface: designers, high-level decision makers, construction workers, managers and maintenance personnel."

Dr. Reason continues to explain that recent accidents (such as Three Mile Island, Bhopal, Chernobyl, and the Challenger explosion) have, "made it increasingly apparent that latent errors pose the greatest threat to the safety of a complex system." In *Human Error*, page 173, he continues by saying:

"In the past, reliability analyses and accident investigations have focused primarily upon active operator errors and equipment failures. While operators can, and frequently do, make errors in their attempts to recover from an out-of-tolerance system state, many of the root causes of the emergency were usually present within the system long before these active errors were committed.

"Rather than being the main instigators of an accident, operators tend to be the inheritors of system defects created by poor design, incorrect installation, faulty maintenance and bad management decisions. Their part is usually that of adding the final garnish to a lethal brew whose ingredients have already been long in the cooking."

Similar latent errors have been identified by the National Transportation Safety Board (NTSB) in the rail and transit industry. Most notably, the February 1, 1996, runaway at Cajon Pass on the Burlington Northern Santa Fe,

and the January 6, 1996, failure of a computerized braking system on the Washington D.C. Metro, which took the life of the train's operator.

Knowing that many accidents in the railroad workplace are not always the exclusive result of an "active error" — but may be caused by "latent errors" — is little comfort to railroad employees who always shoulder the blame. It is, in part, a problem with the existing system of reporting accidents/incidents. The FRA form F 6180.54, assumes there is a single "Primary Cause" of an accident and perhaps one "Contributory Cause." The modern, scientific literature on accidents does not support such single causes of accidents, however. That is why it is so important to include an employee's assessment.

A classic example, that we as engineers can all relate to, could involve an accident from overspeed, in CTC territory, at a slow track condition, where the engineer has had the first opportunity to use the locomotive and train's braking system. FRA Form 6180.54 may show human error code, "H604 — Train outside yard limits under clear block, excessive speed," as the Primary Cause Code of the accident. The reality may be that the engineer may have had a locomotive consist with only the lead locomotive's dynamic brake operating and all trailing unit dynamic brakes inoperative. Most of you have been in a similar situation — you have no means to monitor the effectiveness of the trailing locomotive's dynamic braking, and possibly no reports of any dynamic brake failures; the result is to be unable to control train speed as you would otherwise predict. Compounding the problem may be the absence of advance warning signs for the slow track condition, incomplete or erroneous train consist information, unfavorable weather conditions, fatigue, and the list goes on. These could be classified as "Contributory Causes" and even "latent errors" within the system. Unfortunately these are seldom reported on F 6180.54. As discussed above, Form F6180.78, Part II, "Employee Statement Supplementing Railroad Accident Report" gives you the opportunity to include this type of information.

The requirements for filing are found in 49 CFR part 225, 225.12. Generally, they provide that:

- Employee Statements Supplementing Railroad Accident Reports are voluntary, not mandatory.

- The nonsubmission of a Supplement does not imply that the employee admits or endorses the railroad's conclusions as to cause or any other allegations.

- Although a Supplement is completely optional and not required, if an employee wishes to submit a Supplement and assure that, after receipt, it will be properly placed by FRA in a file with the railroad's Rail Equipment Accident/Incident Report and that it will be required to be reviewed by the railroad that issued the Notice, the Supple-

CN retirees to receive pension improvements

Canadian Director Gilles Hallé announced on November 16 that CN's Board of Directors has accepted the BLE Pension Committee's recommendation to improve pension payments for the majority of its 47,000 Canadian pensioners.

This amendment to the pension plan will distribute \$141 million in value to pensioners in direct lifetime monthly pension increases,* and supplements the distribution of \$20 million in increases — over and above basic pension indexing — that took effect in 1999.

Individual increases, effective January 2001, will be based on the number of years that eligible pensioners have been retired, and their pensionable service at the time of retirement. The table shows these increases on a monthly basis.

The latest improvements were unanimously recommended by CN's Pension Committee, made up of representatives from six unions (BLE, BMW, CAW, CN Police Association, IBEW, UTU) as well as from CN's pensioner association, non-unionized employees and management.

The Pension Committee, which replaced CN's Pension Board, was formed last year following the last round of national negotiations. Its role includes recommending pension improvements using available funds in the Escalation and Improvement Accounts.

CN's pension committee is unique in Canada in having the authority to recommend improvements in unionized employees' pension benefits during the life of collective agreements, without having to wait for collective bargaining.

For CN retirees entitled to the basic indexing as of January 2001

Years since retirement (as of 12/31/00)	Years of pensionable service at retirement				
	Less than 5	5-10	10-20	20-30	30+
5 - 10	\$15.00	\$22.50	\$30.00	\$37.50	\$45.00
10 - 20	\$22.50	\$30.00	\$37.50	\$45.00	\$52.50
20 - 30	\$30.00	\$37.50	\$45.00	\$52.50	\$60.00
Over 30	\$37.50	\$45.00	\$52.50	\$60.00	\$67.50

* — Monthly pension increases

The Committee also recommended amendments to the plan rules dealing with employees who sustain on-the-job fatal injuries, and the buyback associated with maternity, parental and off duty injury for time periods not previously allowed under old rules. CN's

Board of Directors had approved these recommendations, as well, some time ago.

Improvements for the active members will be announced in near future according to Canadian Director Gilles Hallé. •

Les retraites du CN Rail recevront des améliorations au régime de retraite en plus de l'indexation des prestations de base

Le Directeur canadien Gilles Hallé a le plaisir d'annoncer que le Conseil d'administration du CN a accepté la recommandation du Comité de retraite visant à améliorer les prestations de retraite de la majorité de ses 47 000 bénéficiaires de rente canadiens.

À la suite de cette modification au régime, 141 millions de dollars seront redistribués aux bénéficiaires de rente sous forme d'augmentations directes de rente viagère mensuelle*, qui

viennent s'ajouter aux 20 millions de dollars distribués sous forme d'augmentations — en plus de l'indexation des prestations de base — qui sont entrées en vigueur en 1999.

Les augmentations individuelles qui entreront en vigueur en janvier 2001 seront en fonction du nombre d'années écoulées depuis la retraite des retraités admissibles et de leur service validable au moment de leur retraite. Le tableau joint à cette note

indique les montants mensuels correspondant à ces augmentations.

Ces améliorations ont été recommandées à l'unanimité par le Comité de retraite du CN, qui est constitué de représentants de six syndicats (FIL, FPEV, TCA, FIOE et l'Association des policiers du CN, TUT), ainsi que l'association des retraités du CN, du personnel non syndiqué et de la direction.

Le Comité de retraite, qui a remplacé l'ancien comité, a été constitué l'an dernier au terme de la dernière ronde de négociations nationales. Il a pour rôle de faire des recommandations en matière d'amélioration des prestations de retraite grâce au recours aux fonds disponibles dans les comptes d'indexation et d'amélioration.

Le Comité de retraite du CN est la seule entité du genre au Canada à avoir le pouvoir de recommander des

améliorations aux prestations de retraite du personnel syndiqué en cours de période d'application d'une convention collective sans avoir à attendre les négociations suivantes.

Le Comité a également fait des recommandations relatives aux règles du Régime portant sur les membres du personnel qui subissent des blessures mortelles au travail, ainsi que sur le rachat d'années de service lié à un congé de maternité, un congé parental ou une blessure subie à l'extérieur du lieu de travail pour des périodes non autorisées en vertu des anciennes règles. Le Conseil d'administration du CN a également approuvé ces recommandations il y a quelques temps.

Les améliorations pour les membres actifs seront annoncées prochainement selon le Directeur canadien Gilles Hallé. •

Pour les retraités ayant droit à l'indexation de base en janvier 2001

Années écoulées depuis la retraite (au 31/12/00)	Années de service validable au moment de la retraite				
	Less than 5	5-10	10-20	20-30	30+
5 - 10	\$15.00	\$22.50	\$30.00	\$37.50	\$45.00
10 - 20	\$22.50	\$30.00	\$37.50	\$45.00	\$52.50
20 - 30	\$30.00	\$37.50	\$45.00	\$52.50	\$60.00
Over 30	\$37.50	\$45.00	\$52.50	\$60.00	\$67.50

* — Augmentation des prestations de retraite

DC Feedback

Continued from Page 2

ment must be made on part II of Form FRA F 6180.78 (entitled "Notice to Railroad Employee Involved in Rail Equipment Accident/Incident Attributed to Employee Human Factor; Employee Statement Supplementing Railroad Accident Report"), following the instructions printed on the form. These instructions require that, within 35 days of the date that the Notice was hand delivered or sent by first class mail to the employee (except for good cause shown), the original of the Supplement be filed with FRA and a copy be hand delivered or sent by first class mail to the railroad that issued the Notice. The railroad will have to reassess its conclusions as to the cause of the

accident and other circumstances and file corrected reports with FRA concerning the accident when appropriate.

• Information that the employee wishes to withhold from the railroad must not be included in this Supplement. **If an employee wishes to provide confidential information to FRA, the employee should not use the Supplement form (part II of Form FRA F 6180.78), but rather provide such confidential information by other means, such as a letter to the employee's collective bargaining representative, or to the Federal Railroad Administration, Office of Safety Assurance and Compliance, RRS-11, 400 Seventh Street, S.W., Washington, D.C. 20590.** The letter should include the name of the railroad making the allegations, the date and place of the

accident, and the rail equipment accident/incident number.

• If an employee chooses to submit a Supplement to FRA, all of the employee's assertions in the Supplement must be true and correct to the best of the employee's knowledge and belief.

The use of FRA F 6180.78, gives railroad employees an opportunity to solve many of the underlying problems we face in the complex railroad environment. Our self-managed role has required us to assume a tremendous amount of responsibility without a corresponding authority to change the unsafe conditions we encounter.

If we cannot change those conditions directly, it is possible to complete the record so that others may know when change is needed. •



Happy Holidays

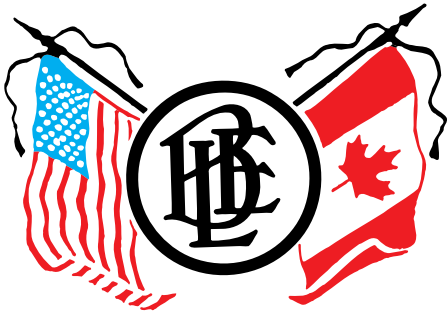
from the

BLE

International Division



BLE NEWS



Editor's Note

The Rate Tables effective January 1, 2001, reflect a cost-of-living increase of 12 cents per hour or \$0.96 per basic day. 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. •

TABLE I - LOCOMOTIVE ENGINEERS - PASSENGER SERVICE

Effective January 1, 2001		STANDARD RATES OF PAY			
WEIGHT ON DRIVERS (Pounds)		Mileage			Hourly
		Daily	Regular	Under Art. VIII	Straight Time
less than 80,000	80,000	\$140.13	\$1.0598	\$1.1088	\$17.5163
80,000 and less than 100,000	100,000	\$140.13	\$1.0598	\$1.1088	\$17.5163
100,000 and less than 140,000	140,000	\$140.22	\$1.0607	\$1.1097	\$17.5275
140,000 and less than 170,000	170,000	\$140.30	\$1.0615	\$1.1105	\$17.5375
170,000 and less than 200,000	200,000	\$140.39	\$1.0624	\$1.1114	\$17.5488
200,000 and less than 250,000	250,000	\$140.48	\$1.0633	\$1.1123	\$17.5600
250,000 and less than 300,000	300,000	\$140.56	\$1.0641	\$1.1131	\$17.5700
300,000 and less than 350,000	350,000	\$140.65	\$1.0650	\$1.1140	\$17.5813
350,000 and less than 400,000	400,000	\$140.73	\$1.0658	\$1.1148	\$17.5913
400,000 and less than 450,000	450,000	\$140.82	\$1.0667	\$1.1157	\$17.6025
450,000 and less than 500,000	500,000	\$140.91	\$1.0676	\$1.1166	\$17.6138
500,000 and less than 550,000	550,000	\$140.99	\$1.0684	\$1.1174	\$17.6238
550,000 and less than 600,000	600,000	\$141.08	\$1.0693	\$1.1183	\$17.6350
600,000 and less than 650,000	650,000	\$141.16	\$1.0701	\$1.1191	\$17.6450
650,000 and less than 700,000	700,000	\$141.25	\$1.0710	\$1.1200	\$17.6563
700,000 and less than 750,000	750,000	\$141.33	\$1.0718	\$1.1208	\$17.6663
750,000 and less than 800,000	800,000	\$141.42	\$1.0727	\$1.1217	\$17.6775
800,000 and less than 850,000	850,000	\$141.50	\$1.0735	\$1.1225	\$17.6875
850,000 and less than 900,000	900,000	\$141.59	\$1.0744	\$1.1234	\$17.6988
900,000 and less than 950,000	950,000	\$141.67	\$1.0752	\$1.1242	\$17.7088
950,000 and less than 1,000,000	1,000,000	\$141.76	\$1.0761	\$1.1251	\$17.7200
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		\$140.39 \$141.65	\$1.0624	\$1.1519	

TABLE II - LOCOMOTIVE ENGINEERS THROUGH FREIGHT SERVICE - WITH A FIREMAN (HELPER)

Effective January 1, 2001		STANDARD RATES OF PAY			
WEIGHT ON DRIVERS (Pounds)		Daily	Mileage		Hourly
			Regular	Under Art. VIII	Straight Time
					Over-time
less than 140,000	140,000	\$150.81	\$1.1357	\$1.1573	\$18.8513
140,000 and less than 200,000	200,000	\$151.24	\$1.1400	\$1.1616	\$18.9050
200,000 and less than 250,000	250,000	\$151.41	\$1.1417	\$1.1633	\$18.9263
250,000 and less than 300,000	300,000	\$151.56	\$1.1432	\$1.1648	\$18.9450
300,000 and less than 350,000	350,000	\$151.71	\$1.1447	\$1.1663	\$18.9638
350,000 and less than 400,000	400,000	\$151.92	\$1.1468	\$1.1684	\$18.9900
400,000 and less than 450,000	450,000	\$152.13	\$1.1489	\$1.1705	\$19.0163
450,000 and less than 500,000	500,000	\$152.34	\$1.1510	\$1.1726	\$19.0425
500,000 and less than 550,000	550,000	\$152.55	\$1.1531	\$1.1747	\$19.0688
550,000 and less than 600,000	600,000	\$152.73	\$1.1549	\$1.1765	\$19.0913
600,000 and less than 650,000	650,000	\$152.91	\$1.1567	\$1.1783	\$19.1138
650,000 and less than 700,000	700,000	\$153.09	\$1.1585	\$1.1801	\$19.1363
700,000 and less than 750,000	750,000	\$153.27	\$1.1603	\$1.1819	\$19.1588
750,000 and less than 800,000	800,000	\$153.45	\$1.1621	\$1.1837	\$19.1813
800,000 and less than 850,000	850,000	\$153.63	\$1.1639	\$1.1855	\$19.2038
850,000 and less than 900,000	900,000	\$153.81	\$1.1657	\$1.1873	\$19.2263
900,000 and less than 950,000	950,000	\$153.99	\$1.1675	\$1.1891	\$19.2488
950,000 and less than 1,000,000	1,000,000	\$154.17	\$1.1693	\$1.1909	\$19.2713
1,000,000 and less than 1,050,000	1,050,000	\$154.35	\$1.1711	\$1.1927	\$19.2938
1,050,000 and less than 1,100,000	1,100,000	\$154.53	\$1.1729	\$1.1945	\$19.3163
1,100,000 and less than 1,150,000	1,150,000	\$154.71	\$1.1747	\$1.1963	\$19.3388
1,150,000 and less than 1,200,000	1,200,000	\$154.89	\$1.1765	\$1.1981	\$19.3613
1,200,000 and less than 1,250,000	1,250,000	\$155.07	\$1.1783	\$1.1999	\$19.3838
1,250,000 and less than 1,300,000	1,300,000	\$155.25	\$1.1801	\$1.2017	\$19.4063
1,300,000 and less than 1,350,000	1,350,000	\$155.43	\$1.1819	\$1.2035	\$19.4288
1,350,000 and less than 1,400,000	1,400,000	\$155.61	\$1.1837	\$1.2053	\$19.4513
1,400,000 and less than 1,450,000	1,450,000	\$155.79	\$1.1855	\$1.2071	\$19.4738
1,450,000 and less than 1,500,000	1,500,000	\$155.97	\$1.1873	\$1.2089	\$19.4963
1,500,000 and less than 1,550,000	1,550,000	\$156.15	\$1.1891	\$1.2107	\$19.5188
1,550,000 and less than 1,600,000	1,600,000	\$156.33	\$1.1909	\$1.2125	\$19.5413
1,600,000 and less than 1,650,000	1,650,000	\$156.51	\$1.1927	\$1.2143	\$19.5638
1,650,000 and less than 1,700,000	1,700,000	\$156.69	\$1.1945	\$1.2161	\$19.5863
1,700,000 and less than 1,750,000	1,750,000	\$156.87	\$1.1963	\$1.2179	\$19.6088
1,750,000 and less than 1,800,000	1,800,000	\$157.05	\$1.1981	\$1.2197	\$19.6313
1,800,000 and less than 1,850,000	1,850,000	\$157.23	\$1.1999	\$1.2215	\$19.6538
1,850,000 and less than 1,900,000	1,900,000	\$157.41	\$1.2017	\$1.2233	\$19.6763
1,900,000 and less than 1,950,000	1,950,000	\$157.59	\$1.2035	\$1.2251	\$19.6988
1,950,000 and less than 2,000,000	2,000,000	\$157.77	\$1.2053	\$1.2269	\$19.7213
2,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof add:		\$.18	\$.18	\$.18	

TABLE III - LOCOMOTIVE ENGINEERS THROUGH FREIGHT SERVICE - WITHOUT A FIREMAN (HELPER) - \$4.00

Effective January 1, 2001		STANDARD RATES OF PAY				
WEIGHT ON DRIVERS (Pounds)		Daily	Mileage		Hourly	
			Regular	Under Art. VIII	Straight Time	
					Over-time	
less than 140,000	140,000	\$154.81	\$1.1757	\$1.2723	\$19.3513	
140,000 and less than 200,000	200,000	\$155.24	\$1.1800	\$1.2766	\$19.4050	
200,000 and less than 250,000	250,000	\$155.41	\$1.1817	\$1.2783	\$19.4263	
250,000 and less than 300,000	300,000	\$155.56	\$1.1832	\$1.2798	\$19.4450	
300,000 and less than 350,000	350,000	\$155.71	\$1.1847	\$1.2813	\$19.4638	
350,000 and less than 400,000	400,000	\$155.92	\$1.1868	\$1.2834	\$19.4900	
400,000 and less than 450,000	450,000	\$156.13	\$1.1889	\$1.2855	\$19.5163	
450,000 and less than 500,000	500,000	\$156.34	\$1.1910	\$1.2876	\$19.5425	
500,000 and less than 550,000	550,000	\$156.55	\$1.1931	\$1.2897	\$19.5688	
550,000 and less than 600,000	600,000	\$156.73	\$1.1949	\$1.2915	\$19.5913	
600,000 and less than 650,000	650,000	\$156.91	\$1.1967	\$1.2933	\$19.6138	
650,000 and less than 700,000	700,000	\$157.09	\$1.1985	\$1.2951	\$19.6363	
700,000 and less than 750,000	750,000	\$157.27	\$1.2003	\$1.2969	\$19.6588	
750,000 and less than 800,000	800,000	\$157.45	\$1.2021	\$1.2987	\$19.6813	
800,000 and less than 850,000	850,000	\$157.63	\$1.2039	\$1.3005	\$19.7038	
850,000 and less than 900,000	900,000	\$157.81	\$1.2057	\$1.3023	\$19.7263	
900,000 and less than 950,000	950,000	\$157.99	\$1.2075	\$1.3041	\$19.7488	
950,000 and less than 1,000,000	1,000,000	\$158.17	\$1.2093	\$1.3059	\$19.7713	
1,000,000 and less than 1,050,000	1,050,000	\$158.35	\$1.2111	\$1.3077	\$19.7938	
1,050,000 and less than 1,100,000	1,100,000	\$158.53	\$1.2129	\$1.3095	\$19.8163	
1,100,000 and less than 1,150,000	1,150,000	\$158.71	\$1.2147	\$1.3113	\$19.8388	
1,150,000 and less than 1,200,000	1,200,000	\$158.89	\$1.2165	\$1.3131	\$19.8613	
1,200,000 and less than 1,250,000	1,250,000	\$159.07	\$1.2183	\$1.3149	\$19.8838	
1,250,000 and less than 1,300,000	1,300,000	\$159.25	\$1.2201	\$1.3167	\$19.9063	
1,300,000 and less than 1,350,000	1,350,000	\$159.43	\$1.2219	\$1.3185	\$19.9288	
1,350,000 and less than 1,400,000	1,400,000	\$159.61	\$1.2237	\$1.3203	\$19.9513	
1,400,000 and less than 1,450,000	1,450,000	\$159.79	\$1.2255	\$1.3221	\$19.9738	
1,450,000 and less than 1,500,000	1,500,000	\$159.97	\$1.2273	\$1.3239	\$19.9963	
1,500,000 and less than 1,550,000	1,550,000	\$160.15	\$1.2291	\$1.3257	\$20.0188	
1,550,000 and less than 1,600,000	1,600,000	\$160.33	\$1.2309	\$1.3275	\$20.0413	
1,600,000 and less than 1,650,000	1,650,000	\$160.51	\$1.2327	\$1.3293	\$20.0638	
1,650,000 and less than 1,700,000	1,700,000	\$160.69	\$1.2345	\$1.3311	\$20.0863	
1,700,000 and less than 1,750,000	1,750,000	\$160.87	\$1.2363	\$1.3329	\$20.1088	
1,750,000 and less than 1,800,000	1,800,000	\$161.05	\$1.2381	\$1.3347	\$20.1313	
1,800,000 and less than 1,850,000	1,850,000	\$161.23	\$1.2399	\$1.3365	\$20.1538	
1,850,000 and less than 1,900,000	1,900,000	\$161.41	\$1.2417	\$1.3383	\$20.1763	
1,900,000 and less than 1,950,000	1,950,000	\$161.59	\$1.2435	\$1.3401	\$20.1988	
1,950,000 and less than 2,000,000	2,000,000	\$161.77	\$1.2453	\$1.3419	\$20.2213	
2,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof add:		\$.18	\$.18	\$.18		

TABLE IV - LOCOMOTIVE ENGINEERS THROUGH FREIGHT SERVICE - WITHOUT A FIREMAN (HELPER) - \$6.00

Effective January 1, 2001		STANDARD RATES OF PAY				
WEIGHT ON DRIVERS (Pounds)		Daily	Mileage		Hourly	
			Regular	Under Art. VIII	Straight Time	
					Over-time	
less than 140,000	140,000	\$156.81	\$1.1837	\$1.2923	\$19.6013	
140,000 and less than 200,000	200,000	\$157.24	\$1.1897	\$1.2966	\$19.6550	
200,000 and less than 250,000	250,000	\$157.41	\$1.1912	\$1.2983	\$19.6763	
250,000 and less than 300,000	300,000	\$157.56	\$1.1927	\$1.2998	\$19.6950	
300,000 and less than 350,000	350,000	\$157.71	\$1.1948	\$1.3013	\$19.7138	
350,000 and less than 400,000	400,000	\$157.92	\$1.1969	\$1.3034	\$19.7400	
400,000 and less than 450,000	450,000	\$158.13	\$1.1990	\$1.3055	\$19.7663	
450,000 and less than 500,000	500,000	\$158.34	\$1.2011	\$1.3076	\$19.7925	
500,000 and less than 550,000	550,000	\$158.55	\$1.2029	\$1.3097	\$19.8188	
550,000 and less than 600,000	600,000	\$158.73	\$1.2047	\$1.3115	\$19.8413	
600,000 and less than 650,000	650,000	\$158.91	\$1.2065	\$1.3133	\$19.8638	
650,000 and less than 700,000	700,000	\$159.09	\$1.2083	\$1.3151	\$19.8863	
700,000 and less than 750,000	750,000	\$159.27	\$1.2101	\$1.3169	\$19.9088	
750,000 and less than 800,000	800,000	\$159.45	\$1.2119	\$1.3187	\$19.9313	
800,000 and less than 850,000	850,000	\$159.63				

TABLE V - LOCOMOTIVE ENGINEERS
LOCAL AND WAY FREIGHT SERVICE - WITH A FIREMAN (HELPER)

Effective January 1, 2001		STANDARD RATES OF PAY					
		WEIGHT ON DRIVERS (Pounds)	Daily	Mileage		Hourly	
				Regular	Under Art. VIII	Straight Time	Over-time
less than 140,000	\$151.37	\$1.1413	\$1.2379	\$18.9213	\$28.3819		
140,000 and less than 200,000	\$151.80	\$1.1456	\$1.2422	\$18.9750	\$28.4625		
200,000 and less than 250,000	\$151.97	\$1.1473	\$1.2439	\$18.9963	\$28.4944		
250,000 and less than 300,000	\$152.12	\$1.1488	\$1.2454	\$19.0150	\$28.5225		
300,000 and less than 350,000	\$152.25	\$1.1503	\$1.2469	\$19.0313	\$28.5469		
350,000 and less than 400,000	\$152.48	\$1.1524	\$1.2490	\$19.0600	\$28.5900		
400,000 and less than 450,000	\$152.69	\$1.1545	\$1.2511	\$19.0863	\$28.6294		
450,000 and less than 500,000	\$152.90	\$1.1566	\$1.2532	\$19.1125	\$28.6688		
500,000 and less than 550,000	\$153.11	\$1.1587	\$1.2553	\$19.1388	\$28.7081		
550,000 and less than 600,000	\$153.29	\$1.1605	\$1.2571	\$19.1613	\$28.7419		
600,000 and less than 650,000	\$153.47	\$1.1623	\$1.2589	\$19.1838	\$28.7756		
650,000 and less than 700,000	\$153.65	\$1.1641	\$1.2607	\$19.2063	\$28.8094		
700,000 and less than 750,000	\$153.83	\$1.1659	\$1.2625	\$19.2288	\$28.8431		
750,000 and less than 800,000	\$154.01	\$1.1677	\$1.2643	\$19.2513	\$28.8769		
800,000 and less than 850,000	\$154.19	\$1.1695	\$1.2661	\$19.2738	\$28.9106		
850,000 and less than 900,000	\$154.37	\$1.1713	\$1.2679	\$19.2963	\$28.9444		
900,000 and less than 950,000	\$154.55	\$1.1731	\$1.2697	\$19.3188	\$28.9781		
950,000 and less than 1,000,000	\$154.73	\$1.1749	\$1.2715	\$19.3413	\$29.0119		
1,000,000 and less than 1,050,000	\$154.91	\$1.1767	\$1.2733	\$19.3638	\$29.0456		
1,050,000 and less than 1,100,000	\$155.09	\$1.1785	\$1.2751	\$19.3863	\$29.0794		
1,100,000 and less than 1,150,000	\$155.27	\$1.1803	\$1.2769	\$19.4088	\$29.1131		
1,150,000 and less than 1,200,000	\$155.45	\$1.1821	\$1.2787	\$19.4313	\$29.1469		
1,200,000 and less than 1,250,000	\$155.63	\$1.1839	\$1.2805	\$19.4538	\$29.1806		
1,250,000 and less than 1,300,000	\$155.81	\$1.1857	\$1.2823	\$19.4763	\$29.2144		
1,300,000 and less than 1,350,000	\$155.99	\$1.1875	\$1.2841	\$19.4988	\$29.2481		
1,350,000 and less than 1,400,000	\$156.17	\$1.1893	\$1.2859	\$19.5213	\$29.2819		
1,400,000 and less than 1,450,000	\$156.35	\$1.1911	\$1.2877	\$19.5438	\$29.3156		
1,450,000 and less than 1,500,000	\$156.53	\$1.1929	\$1.2895	\$19.5663	\$29.3494		
1,500,000 and less than 1,550,000	\$156.71	\$1.1947	\$1.2913	\$19.5888	\$29.3831		
1,550,000 and less than 1,600,000	\$156.89	\$1.1965	\$1.2931	\$19.6113	\$29.4169		
1,600,000 and less than 1,650,000	\$157.07	\$1.1983	\$1.2949	\$19.6338	\$29.4506		
1,650,000 and less than 1,700,000	\$157.25	\$1.2001	\$1.2967	\$19.6563	\$29.4844		
1,700,000 and less than 1,750,000	\$157.43	\$1.2019	\$1.2985	\$19.6788	\$29.5181		
1,750,000 and less than 1,800,000	\$157.61	\$1.2037	\$1.3003	\$19.7013	\$29.5519		
1,800,000 and less than 1,850,000	\$157.79	\$1.2055	\$1.3021	\$19.7238	\$29.5856		
1,850,000 and less than 1,900,000	\$157.97	\$1.2073	\$1.3039	\$19.7463	\$29.6194		
1,900,000 and less than 1,950,000	\$158.15	\$1.2091	\$1.3057	\$19.7688	\$29.6531		
1,950,000 and less than 2,000,000	\$158.33	\$1.2109	\$1.3075	\$19.7913	\$29.6869		
2,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof add: Daily Earnings Minimum	\$.18 \$151.32	\$.18	\$.18				

TABLE VI - LOCOMOTIVE ENGINEERS
LOCAL AND WAY FREIGHT SERVICE - WITHOUT A FIREMAN (HELPER)- \$4.00

Effective January 1, 2001		STANDARD RATES OF PAY					
		WEIGHT ON DRIVERS (Pounds)	Daily	Mileage		Hourly	
				Regular	Under Art. VIII	Straight Time	Over-time
less than 140,000	\$155.37	\$1.1813	\$1.2779	\$19.4213	\$29.1319		
140,000 and less than 200,000	\$155.80	\$1.1856	\$1.2822	\$19.4750	\$29.2125		
200,000 and less than 250,000	\$155.97	\$1.1873	\$1.2839	\$19.4963	\$29.2444		
250,000 and less than 300,000	\$156.12	\$1.1888	\$1.2854	\$19.5150	\$29.2725		
300,000 and less than 350,000	\$156.27	\$1.1903	\$1.2869	\$19.5338	\$29.3006		
350,000 and less than 400,000	\$156.48	\$1.1924	\$1.2890	\$19.5600	\$29.3400		
400,000 and less than 450,000	\$156.69	\$1.1945	\$1.2911	\$19.5863	\$29.3794		
450,000 and less than 500,000	\$156.90	\$1.1966	\$1.2932	\$19.6125	\$29.4188		
500,000 and less than 550,000	\$157.11	\$1.1987	\$1.2953	\$19.6388	\$29.4581		
550,000 and less than 600,000	\$157.29	\$1.2005	\$1.2971	\$19.6613	\$29.4919		
600,000 and less than 650,000	\$157.47	\$1.2023	\$1.2989	\$19.6838	\$29.5256		
650,000 and less than 700,000	\$157.65	\$1.2041	\$1.3007	\$19.7063	\$29.5594		
700,000 and less than 750,000	\$157.83	\$1.2059	\$1.3025	\$19.7288	\$29.5931		
750,000 and less than 800,000	\$158.01	\$1.2077	\$1.3043	\$19.7513	\$29.6269		
800,000 and less than 850,000	\$158.19	\$1.2095	\$1.3061	\$19.7738	\$29.6606		
850,000 and less than 900,000	\$158.37	\$1.2113	\$1.3079	\$19.7963	\$29.6944		
900,000 and less than 950,000	\$158.55	\$1.2131	\$1.3097	\$19.8188	\$29.7281		
950,000 and less than 1,000,000	\$158.73	\$1.2149	\$1.3115	\$19.8413	\$29.7619		
1,000,000 and less than 1,050,000	\$158.91	\$1.2167	\$1.3133	\$19.8638	\$29.7956		
1,050,000 and less than 1,100,000	\$159.09	\$1.2185	\$1.3151	\$19.8863	\$29.8294		
1,100,000 and less than 1,150,000	\$159.27	\$1.2203	\$1.3169	\$19.9088	\$29.8631		
1,150,000 and less than 1,200,000	\$159.45	\$1.2221	\$1.3187	\$19.9313	\$29.8969		
1,200,000 and less than 1,250,000	\$159.63	\$1.2239	\$1.3205	\$19.9538	\$29.9306		
1,250,000 and less than 1,300,000	\$159.81	\$1.2257	\$1.3223	\$19.9763	\$29.9644		
1,300,000 and less than 1,350,000	\$159.99	\$1.2275	\$1.3241	\$19.9988	\$29.9981		
1,350,000 and less than 1,400,000	\$160.17	\$1.2293	\$1.3259	\$20.0213	\$30.0319		
1,400,000 and less than 1,450,000	\$160.35	\$1.2311	\$1.3277	\$20.0438	\$30.0656		
1,450,000 and less than 1,500,000	\$160.53	\$1.2329	\$1.3295	\$20.0663	\$30.0994		
1,500,000 and less than 1,550,000	\$160.71	\$1.2347	\$1.3313	\$20.0888	\$30.1331		
1,550,000 and less than 1,600,000	\$160.89	\$1.2365	\$1.3331	\$20.1113	\$30.1669		
1,600,000 and less than 1,650,000	\$161.07	\$1.2383	\$1.3349	\$20.1338	\$30.2006		
1,650,000 and less than 1,700,000	\$161.25	\$1.2401	\$1.3367	\$20.1563	\$30.2344		
1,700,000 and less than 1,750,000	\$161.43	\$1.2419	\$1.3385	\$20.1788	\$30.2681		
1,750,000 and less than 1,800,000	\$161.61	\$1.2437	\$1.3403	\$20.2013	\$30.3019		
1,800,000 and less than 1,850,000	\$161.79	\$1.2455	\$1.3421	\$20.2238	\$30.3356		
1,850,000 and less than 1,900,000	\$161.97	\$1.2473	\$1.3439	\$20.2463	\$30.3694		
1,900,000 and less than 1,950,000	\$162.15	\$1.2491	\$1.3457	\$20.2688	\$30.4031		
1,950,000 and less than 2,000,000	\$162.33	\$1.2509	\$1.3475	\$20.2913	\$30.4369		
2,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof add: Daily Earnings Minimum	\$.18 \$156.32	\$.18	\$.18				

TABLE VII - LOCOMOTIVE ENGINEERS
LOCAL AND WAY FREIGHT SERVICE - WITHOUT A FIREMAN (HELPER)- \$6.00

Effective January 1, 2001		STANDARD RATES OF PAY					
		WEIGHT ON DRIVERS (Pounds)	Daily	Mileage		Hourly	
				Regular	Under Art. VIII	Straight Time	Over-time
less than 140,000	\$157.37	\$1.2013	\$1.2979	\$19.6713	\$29.5069		
140,000 and less than 200,000	\$157.80	\$1.2056	\$1.3022	\$19.7250	\$29.5875		
200,000 and less than 250,000	\$157.97	\$1.2073	\$1.3039	\$19.7463	\$29.6194		
250,000 and less than 300,000	\$158.12	\$1.2088	\$1.3054	\$19.7650	\$29.6475		
300,000 and less than 350,000	\$158.27	\$1.2103	\$1.3069	\$19.7838	\$29.6756		
350,000 and less than 400,000	\$158.48	\$1.2124	\$1.3090	\$19.8100	\$29.7150		
400,000 and less than 450,000	\$158.69	\$1.2145	\$1.3111	\$19.8363	\$29.7544		
450,000 and less than 500,000	\$158.90	\$1.2166	\$1.3132	\$19.8625	\$29.7938		
500,000 and less than 550,000	\$159.11	\$1.2187	\$1.3153	\$19.8888	\$29.8331		
550,000 and less than 600,000	\$159.29	\$1.2205	\$1.3171	\$19.9113	\$29.8669		
600,000 and less than 650,000	\$159.47	\$1.2223	\$1.3189	\$19.9338	\$29.9006		
650,000 and less than 700,000	\$159.65	\$1.2241	\$1.3207	\$19.9563	\$29.9344		
700,000 and less than 750,000	\$159.83	\$1.2259	\$1.3225	\$19.9788	\$29.9681		
750,000 and less than 800,000	\$160.01	\$1.2277	\$1.3243	\$20.0013	\$30.0019		
800,000 and less than 850,000	\$160.19	\$1.2295	\$1.3261	\$20.0238	\$30.0356		
850,000 and less than 900,000	\$160.37	\$1.2313	\$1.3279	\$20.0463	\$30.0694		
900,000 and less than 950,000	\$160.55	\$1.2331	\$1.3297	\$20.0688	\$30.1031		
950,000 and less than 1,000,000	\$160.73	\$1.2349	\$1.3315	\$20.0913	\$30.1369		
1,000,000 and less than 1,050,000	\$160.91	\$1.2367	\$1.3333	\$20.1138	\$30.1706		
1,050,000 and less than 1,100,000	\$161.09	\$1.2385	\$1.3351	\$20.1363	\$30.2044		
1,100,000 and less than 1,150,000	\$161.27	\$1.2403	\$1.3369	\$20.1588	\$30.2381		
1,150,000 and less than 1,200,000	\$161.45	\$1.2421	\$1.3387	\$20.1813	\$30.2719		
1,200,000 and less than 1,250,000	\$161.63	\$1.2439	\$1.3405	\$20.2038	\$30.3056		
1,250,000 and less than 1,300,000	\$161.81	\$1.2457	\$1.3423	\$20.2263	\$30.3394		
1,300,000 and less than 1,350,000	\$161.99	\$1.2475	\$1.3441	\$20.2488	\$30.3731		
1,350,000 and less than 1,400,000	\$162.17	\$1.2493	\$1.3459	\$20.2713	\$30.4069		
1,400,000 and less than 1,450,000	\$162.35	\$1.2511	\$1.3477	\$20.2938	\$30.4406		
1,450,000 and less than 1,500,000	\$162.53	\$1.2529	\$1.3495	\$20.3163	\$30.4744		
1,500,000 and less than 1,550,000	\$162.71	\$1.2547	\$1.3513	\$20.3388	\$30.5081		
1,550,000 and less than 1,600,000	\$162.89	\$1.2565	\$1.3531	\$20.3613	\$30.5419		
1,600,000 and less than 1,650,000	\$163.07	\$1.2583	\$1.3549	\$20.3838	\$30.5756		
1,650,000 and less than 1,700,000	\$163.25	\$1.2601	\$1.3567	\$20.4063	\$30.6094		
1,700,000 and less than 1,750,000	\$163.43	\$1.2619	\$1.3585	\$20.4288	\$30.6431		
1,750,000 and less than 1,800,000	\$163.61	\$1.2637	\$1.3603	\$20.4513	\$30.6769		
1,800,000 and less than 1,850,000	\$163.79	\$1.2655	\$1.3621	\$20.4738	\$30.7106		
1,850,000 and less than 1,900,000	\$163.97	\$1.2673	\$1.3639	\$20.4963	\$30.7444		
1,900,000 and less than 1,950,000	\$164.15	\$1.2691	\$1.3657	\$20.5188	\$30.7781		
1,950,000 and less than 2,000,000	\$164.33	\$1.2709	\$1.3675	\$20.5413	\$30.8119		
2,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof add: Daily Earnings Minimum	\$.18 \$158.32	\$.18	\$.18				

TABLE VIII - LOCOMOTIVE ENGINEERS
YARD SERVICE 5 DAY - WITH A FIREMAN

Effective January 1, 2001		STANDARD RATES OF PAY			
		WEIGHT ON DRIVERS (Pounds)	Daily	Hourly	
				Straight Time	Overtime
less than 500,000	\$160.86	\$20.11	\$30.1613		
500,000 and less than 550,000	\$161.11	\$20.14	\$30.2081		
550,000 and less than 600,000	\$161.27	\$20.16	\$30.2381		
600,000 and less than 650,000	\$161.43	\$20.18	\$30.2681		
650,000 and less than 700,000	\$161.59	\$20.20	\$30.2981		
700,000 and less than 750,000	\$161.75	\$20.22	\$30.3281		
750,000 and less than 800,000	\$161.91	\$20.24	\$30.3581		
800,000 and less than 850,000	\$162.07	\$20.26	\$30.3881		
850,000 and less than 900,000	\$162.23	\$20.28	\$30.4181		
900,000 and less than 950,000	\$162.39	\$20.30	\$30.4481		
950,000 and less than 1,000,000	\$162.55	\$20.32	\$30.4781		
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 January 1, 2001		STANDARD RATES OF PAY			
		WEIGHT ON DRIVERS (Pounds)	Daily	Hourly	
				Straight Time	Overtime
less than 500,000	\$164.86	\$20.61	\$30.9113		
500,000 and less than 550,000	\$165.11	\$20.64	\$30.9581		

BLE NEWS

TABLE X - LOCOMOTIVE ENGINEERS
YARD SERVICE 5 DAY - WITHOUT A FIREMAN - \$6.00

Effective January 1, 2001	WEIGHT ON DRIVERS (Pounds)	Hourly	
		Daily	Overtime
	less than 500,000	\$166.86	\$31.2863
	500,000 and less than 550,000	\$167.11	\$31.3331
	550,000 and less than 600,000	\$167.33	\$31.3744
	600,000 and less than 650,000	\$167.54	\$31.4138
	650,000 and less than 700,000	\$167.76	\$31.4550
	700,000 and less than 750,000	\$167.98	\$31.4963
	750,000 and less than 800,000	\$168.19	\$31.5356
	800,000 and less than 850,000	\$168.41	\$31.5769
	850,000 and less than 900,000	\$168.62	\$31.6163
	900,000 and less than 950,000	\$168.84	\$31.6575
	950,000 and less than 1,000,000	\$169.06	\$31.6988
	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 January 1, 2001	WEIGHT ON DRIVERS (Pounds)	Daily	Hourly	
			Straight Time	Overtime
	less than 550,000	\$149.76	\$18.72	\$28.0800
	500,000 and less than 550,000	\$149.97	\$18.75	\$28.1194
	550,000 and less than 600,000	\$150.15	\$18.77	\$28.1531
	600,000 and less than 650,000	\$150.33	\$18.79	\$28.1869
	650,000 and less than 700,000	\$150.51	\$18.81	\$28.2206
	700,000 and less than 750,000	\$150.69	\$18.84	\$28.2544
	750,000 and less than 800,000	\$150.87	\$18.86	\$28.2881
	800,000 and less than 850,000	\$151.05	\$18.88	\$28.3219
	850,000 and less than 900,000	\$151.23	\$18.90	\$28.3556
	900,000 and less than 950,000	\$151.41	\$18.93	\$28.3894
	950,000 and less than 1,000,000	\$151.59	\$18.95	\$28.4231
	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 January 1, 2001	WEIGHT ON DRIVERS (Pounds)	Daily	Hourly	
			Straight Time	Overtime
	less than 500,000	\$153.76	\$19.22	\$28.8300
	500,000 and less than 550,000	\$153.97	\$19.25	\$28.8694
	550,000 and less than 600,000	\$154.15	\$19.27	\$28.9031
	600,000 and less than 650,000	\$154.33	\$19.29	\$28.9369
	650,000 and less than 700,000	\$154.51	\$19.31	\$28.9706
	700,000 and less than 750,000	\$154.69	\$19.34	\$29.0044
	750,000 and less than 800,000	\$154.87	\$19.36	\$29.0381
	800,000 and less than 850,000	\$155.05	\$19.38	\$29.0719
	850,000 and less than 900,000	\$155.23	\$19.40	\$29.1056
	900,000 and less than 950,000	\$155.41	\$19.43	\$29.1394
	950,000 and less than 1,000,000	\$155.59	\$19.45	\$29.1731
	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 January 1, 2001	WEIGHT ON DRIVERS (Pounds)	Daily	Hourly	
			Straight Time	Overtime
	less than 500,000	\$155.76	\$19.47	\$29.2050
	500,000 and less than 550,000	\$155.97	\$19.50	\$29.2444
	550,000 and less than 600,000	\$156.15	\$19.52	\$29.2781
	600,000 and less than 650,000	\$156.33	\$19.54	\$29.3119
	650,000 and less than 700,000	\$156.51	\$19.56	\$29.3456
	700,000 and less than 750,000	\$156.69	\$19.59	\$29.3794
	750,000 and less than 800,000	\$156.87	\$19.61	\$29.4131
	800,000 and less than 850,000	\$157.05	\$19.63	\$29.4469
	850,000 and less than 900,000	\$157.23	\$19.65	\$29.4806
	900,000 and less than 950,000	\$157.41	\$19.68	\$29.5144
	950,000 and less than 1,000,000	\$157.59	\$19.70	\$29.5481
	For each additional 50,000 pounds over 1,000,000 or fraction thereof add:	\$0.18		

New STB rules to govern rail mergers fail to address 'cramdown'

In comments submitted to the Surface Transportation Board (STB), the Rail Labor Division of the Transportation Trades Department, AFL-CIO, (TTD) declared that the Board's proposed new rules to govern rail mergers "will do nothing to reduce labor-management conflict over cramdown."

The rail unions took particular issue with new language in the proposed rule whereby the STB would only be required to provide "adequate" protection for rail employees affected by a merger. The comments pointed out that such language is, in fact, at odds with the Board's governing statute, which provides that a rule cannot be adopted that will result in protective conditions

that do not provide a "fair arrangement for employees."

"The railroads make a take it or leave it offer knowing that they can get whatever they want through arbitration or from the STB," said Rail Labor Division Chair Edward Dubroski, International President of the Brotherhood of Locomotive Engineers. "As our comments point out, the STB's latest proposal does nothing more than pat rail employees on the head and send them back to the bargaining table where nothing has changed and where all the cards are stacked in favor of rail management."

Underscoring the almost 20-year tilt against employees during merger

proceedings, the comments noted that the STB has never ruled that an arbitrator went too far in allowing a collective bargaining agreement to be broken. And the ICC and STB have overturned arbitrators who refused to rule in favor of rail management.

While the rail unions agreed with the Board that it would be best if rail labor and management could negotiate a resolution to this problem, they stressed that under current STB precedent, the process is skewed heavily towards management and leaves the rail carriers with no incentive to negotiate.

"For two decades now, thousands of rail workers have seen their hard-

earned collective bargaining rights destroyed because the STB and its predecessor agency, the Interstate Commerce Commission, gave railroad management free reign to abrogate contracts and trample on the rights of workers in the name of merger mania," TTD President Sonny Hall said. "We had hoped the new STB rule would put an end to the cramdown policy; however, as presently drafted, the STB's proposal uses some good sounding words but does little to reverse course and protect the collective bargaining agreements of railroad employees. We are hopeful that the STB in the final rule exercises its authority to end this perverse policy." •

RRB Strategic Plan

Continued from Page 7

- Ensure effective and efficient management of information technology resources.

3. How did the RRB develop this Strategic Plan?

This plan continues a cooperative and intensive effort on the part of the RRB's management and staff and reflects input from its customers and other stakeholders.

The RRB's primary stakeholders are, of course, the employees and employers of the rail industry. Because it is a Federal agency, stakeholders also include the White House, Members of Congress, and the Office of Management and Budget. Other Federal agencies also have a stake in the RRB's success, in particular the Social Security Administration with whom the RRB closely coordinates many programs.

Last, but not least, are the RRB's own employees and their representatives, whose talent and dedication are crucial to the success of this strategic plan.

4. What steps does the RRB take to ensure achievement of the Strategic Plan's goals?

In order to ensure achievement of strategic goals, the Government Performance and Results Act provides that each agency also develop an annual performance plan, which is submitted along with the agency's budget request for a fiscal year. The annual performance plans lay out specific goals and objectives, along with performance indicators and specific measurable targets. After the fiscal year, each agency must also report on how well it met the plan's goals.

The RRB's first annual performance plan was released to the Office of Management and Budget and the Congress along with its Fiscal Year 1999 budget submission. The RRB submitted its first annual performance report, as required by the Government Performance and Results Act, in February 2000, five

months after the close of fiscal year 1999. This report compared actual performance to goals and the results were encouraging. The RRB met or exceeded planned performance levels for 44 out of 54 reportable indicators. Of the remaining 10, it came very close to the planned levels for many of them. For example, the RRB planned to achieve 99.70% payment accuracy for initial railroad retirement payments, and achieved a payment accuracy rate of 99.68%. When compared to Fiscal Year 1998 results, the Fiscal Year 1999 performance was equal to, or better, in nearly every category.

The RRB is proud of its strategic plan and expects that the plan will guide the agency as it continues its long and distinguished tradition of excellence in service to its customers. The RRB has a proven track record of carrying out its plans and achieving results. The RRB believes that this strategic plan, along with the annual performance plans and sufficient budget resources, will help the agency to achieve the results its customers need and deserve. •

Railroad Retirement and Unemployment Insurance tax adjustments for 2001

While regular railroad retirement payroll tax rates are not changed for the year 2001, the amounts of compensation subject to these Federal payroll taxes on covered rail employers and employees are scheduled to increase in January 2001 as a result of indexing to average national wage increases.

The railroad retirement tier I tax rate of 7.65 percent for employers and employees, which is the same as the social security tax and for withholding and reporting purposes is divided into 6.20 percent for retirement and 1.45 percent for Medicare hospital insurance, remains the same. However, the maximum amount of an employee's earnings subject to the 6.20 percent rate will increase to \$80,400 in 2001 from \$76,200 in 2000. There is no maximum on earnings subject to the 1.45 percent Medicare rate; all of an employee's compensation is

subject to the Medicare tax.

The maximum amount of earnings subject to the railroad retirement tier II tax of 4.90 percent on employees, and, under current law, 16.10 percent on employers, will increase to \$59,700 from \$56,700.

In 2000, the regular railroad retirement tax on an employee earning \$76,200 was \$8,607.60 and the employer's regular railroad retirement tax on such an employee was \$14,958. In 2001, the railroad retirement tax on an employee earning \$80,400 will be \$9,075.90 compared to \$6,150.60 under social security, and the employer's tax will be \$15,762.30.

The rate of the supplemental railroad retirement annuity tax paid solely by rail employers is determined quarterly by the Railroad Retirement Board. The rate for all four quarters of 2000 has been 26 cents per work-

hour; the rate for the first quarter of 2001 under current law will be announced later in 2000.

Employers, but not employees, also pay railroad unemployment insurance taxes, which are experience-rated by employer. The basic tax rates range from a minimum of 0.65% to a maximum of 12% on monthly earnings up to \$1,050 in 2001, up from \$1,005 in 2000. However, the Railroad Unemployment Insurance Act also provides for a surcharge in the event the Railroad Unemployment Insurance Account balance falls below an indexed threshold amount. Since the accrual balance of the Railroad Unemployment Insurance Account was \$103 million on June 30, 2000, which was less than the indexed threshold of \$112 million, a surcharge of 1.5% will be added to the basic tax rates in 2001, but not so as to increase the

maximum 12% rate.

Consequently, in 2001, the unemployment insurance tax rates on railroad employers will range from 2.15 percent (the minimum basic rate of 0.65 percent plus the 1.5 percent surcharge) to a maximum of 12 percent on monthly compensation up to \$1,050.

The 1.5 percent surcharge will not apply to new employers in 2001, and new employers will initially pay a tax rate of 2.59%, which represents the average rate paid by all employers in the period 1997-1999.

For 76% of covered employers, the unemployment insurance rate assessed will be 2.15% in 2001, which is \$22.58 per month for each employee with earnings of \$1,050 or more per month, and 9 percent will be assessed a rate of 12%, which is \$126 per month for each employee with earnings of \$1,050 or more per month. •

'AccessRRB' offers online services

Railroad retirement beneficiaries and rail employees can now access a number of new Internet services through the U.S. Railroad Retirement Board's website. The services available include requests for:

- Statements of individual railroad service and compensation history;
- Replacement Medicare cards;
- Duplicate benefit information statements for income tax purposes; and
- Annuity rate verification letters.

Individuals accessing the RRB's website for these services will be asked to complete and submit an on-line form. The agency is utilizing the most secure encryption technology available to ensure all information it receives through the Internet remains confidential and safe from unauthorized access. Upon receipt, the RRB will process the item requested and mail the material to the individual's address of record. As an additional security feature, if an address provided on the electronic form does not match the address in the agency's computer systems, the item will be forwarded to the RRB's nearest field office which will contact the individual to ensure delivery to the correct address.

While these same services are available through the RRB's toll-free automated Help Line at (800) 808-0772, or through any of the agency's 53 field offices nationwide, this marks the first time the agency has made such transactions available through the Internet. AccessRRB, a new section on the RRB's website, outlines plans for additional services and provides a description of the security features that will be employed. Also included is an Internet Customer Survey to allow visitors to provide feedback on the types of services they would like to see the RRB offer over the Internet.

how it intends to use information technology resources to make fundamental improvements in the way it achieves its mission.

• Develop a sound and integrated information technology architecture that will foster its long-term efforts to improve mission performance while operating with fewer resources.

• Design and implement information technology initiatives that fundamentally improve efficiency and effectiveness in achieving the agency's mission.

Retirement Board sets three top goals in strategic plan

The Government Performance and Results Act requires Federal agencies to submit strategic plans to Congress and the Office of Management and Budget. The strategic plan must outline the agency's mission and its general goals and objectives for a six-year period, as well as define how it will meet those goals and objectives. The law also requires that these strategic plans be updated every three years. The Railroad Retirement Board (RRB) submitted its "Strategic Plan" for the years 2000-2005 to the Congress and the Office of Management and Budget in September 2000. The previous Strategic Plan for the years 1997-2002 was submitted in September 1997.

The following questions and answers provide information on the RRB's Strategic Plan for the years 2000-2005 under the Government Performance and Results Act.

1. What are the purposes of the Government Performance and Results Act?

In summary, the purposes of this Act are to improve the confidence of the American people in the Federal Government by holding agencies accountable for achieving program results; improve Federal program effectiveness and public accountability by focusing on results, service quality and customer satisfaction; enable Congress to more accurately evaluate an agency's performance by providing more objective information on the objectives and costs of Federal programs; and improve the internal management of the Federal Government.

To achieve these purposes, the Act requires that agencies set program

goals and prepare plans for meeting those goals. The Act provides a framework whereby an agency's performance will be measured against the goals it has set and also requires each agency to publicly report on the progress it has made.

2. What are the goals and objectives of the RRB's Strategic Plan?

The RRB has three strategic goals; and for each goal several strategic objectives have been established to enable the agency to focus on achieving that goal.

The first strategic goal is to provide excellent customer service.

To satisfy our customers' expectation for quality service, both in terms of service delivery options and levels and manner of performance, the RRB has established the following six strategic objectives that focus on the specifics of achieving this goal.

- Pay benefits accurately.
- Pay benefits timely.
- Provide relevant, timely and accurate information which is easy to understand.
- Provide a range of choices in service delivery methods.
- Ensure an efficient and effective reporting system for railroad employers.
- Deliver service at the point-of-contact ("one and done"). Through reductions in both the amount of work passed from one employee to another and in the layers of review involved in a transaction, customers should be able to complete most business with the

RRB in a single contact.

The second strategic goal is to safeguard the RRB's trust funds through prudent stewardship.

Committed to fulfilling its fiduciary responsibilities to the rail community,

the RRB has established the following seven objectives that direct its focus on this goal.

- Ensure the integrity of benefit programs through comprehensive and integrated monitoring and prevention programs.
- Ensure efficient operations through effective management control and quality assurance programs.
- Ensure that trust fund assets are projected, collected, recorded, and invested appropriately through an effective and efficient trust fund management program.
- Align resources using a performance approach based on contribution to mission.
- Use outside sources and partnerships, when appropriate, to accomplish the agency's mission.
- Ensure that the RRB consistently pays the lowest price for products and services commensurate with quality, service, delivery and reliability.
- Use, build and maintain a professional, productive, innovative and diverse workforce.

The third strategic goal is to use technology and automation to foster fundamental changes that improve the way the RRB does business.

The RRB established the following three strategic objectives that focus on



BLE NEWS

Five trainmen sue UTU, UP so they can be represented by BLE

Trainmen

Continued from Page 1

it, the UP allowed the BLE to represent trainmen on the former C&NW property, as it did on all the other UP components. However, some time after the UTU's plot was rejected unanimously by a special NMB panel, and trainmen began to join the BLE in droves, the UP stopped the past practice of letting BLE officers represent these BLE trainmen.

Specifically, the five plaintiffs — T. V. Ryan, Robert J. Katcher, Gary P. Strack, Julius D. Mann, and W.K. McKenzie — say that on or about June 23, UP “unilaterally announced a major, substantive change” and advised the BLE that it would no longer be allowed to handle claims or grievances for trainmen and that only the UTU could do so.

Until that time, the G.C.A. BLE-

C&NW had filed hundreds of claims and grievances on behalf of trainmen it represented, going back to at least May 1989, taking more than a dozen of them to final and binding arbitration before the National Railroad Adjustment Board.

“Why is it that after all of the UTU's attempts to manipulate the NMB to force an unfair and illegal merger vote on the Union Pacific Railroad,” said Dubroski, “the railroad does an about-face and suddenly throws out years of precedent, and brazenly and suspiciously supports the UTU? Everyone knows the answer. Everyone knows about the real relationship between top UTU leaders and UP management. Everyone knows why the UP only wants one union.”

Four of the five plaintiffs are pre-85 train service employees.

No trial date has been set. •

Department of Labor rules UTU misused \$11 million from Job Benefit Fund

Job Benefit Fund

Continued from Page 1

tially be liable to JBF/ISP premium payers for repayment from the union's General Fund to the JBF/ISP Fund.

The significance of this Labor Department ruling is that it completely vindicated the BLE's position that merger with the UTU was financially risky because of these questionable transactions.

Citing the potential violation of unemployment insurance law, the BLE warned the UTU and then ended all unification talks in May of 1999. However, the UTU ignored the BLE's concern, claiming it had legally used the JBF/ISP and that the BLE had fabricated the story to derail unification.

“We have been proven right once again,” said BLE International President Edward Dubroski. “And once again, Charlie Little and the UTU have been proven wrong. We did the right thing and protected our members from an \$11 million liability. No merger with any union is worth that price.”

The Department of Labor ruled that the UTU International misused approximately \$11 million in JBF/ISP funds. It borrowed approximately \$10 million from the JBF to pay off two infamous legal judgments — the Blankenbaker and Wilhelm cases. In addition, the UTU raided the JBF of more than \$600,000 to purchase and outfit its political tour bus, “Membership 1.”

So far, the UTU has not reported this major setback to its membership. During the summer, UTU International President Charles L. Little still claimed that the BLE had made up the story

about JBF/ISP just to scuttle unification.

Confident the Labor Department would side with it over the BLE on the JBF/ISP issue, the UTU asked it to determine which union's position was correct. After the Labor Department ruled against it in late October, Little sent a memo to UTU officers saying he intends “to litigate this issue against the DOL.”

Little has now suffered two major government setbacks in cases he promised UTU members he would win. In addition to losing his case at the DOL over the JBF/ISP issue, he also lost last March when a special labor panel appointed by the National Mediation Board stopped the UTU from forcing an unfair representation election on the Union Pacific Railroad and eliminating the crafts of locomotive engineer, conductor and brakeman. In both cases, Little has said he is appealing. •

DECEMBER 2000 CALENDAR & EVENTS

MAY 30-JUNE 2, 2001... 61st Annual International Western Convention, Denver.
Come to Denver for the “Mile High” convention where a room rate of \$105 per night has been secured at the Hyatt-Regency Tech Center, good for three days before and after the convention. To receive this discount rate, hotel reservations must be made by May 6, 2001, at (800) 233-1234. Reduced airline fares via United Airlines are available through Travel Organizers by calling (800) 283-2754. There will be a golf tournament, tour of the Denver mint, Ocean Journey, Denver botanical gardens, and a barbecue at the Colorado Railroad Museum. Questions should be directed to IWC Chairman Skip Colyer by phone (970) 225-9716, by fax (970) 223-5794, or by e-mail <BofLE2001@aol.com>.

JUNE 24-28, 2001... 74th Southeastern Meeting Association in Pine Mountain, Ga.
Chairman W.J. Spriggs Jr. and members of BLE Division 779 (Manchester, Ga.) are hosting this year's convention at Callaway Gardens resort. Members interested in attending can contact Brother Spriggs at (706) 989-0064.

AUGUST 20-24, 2001... Eastern Union Meeting Association in Atlantic City, N.J.
At the Tropicana Hotel & Casino in Atlantic City, N.J. Conference registration begins at 3 p.m. on Monday, August 20, and hotel check-out is Friday, August 24. A room rate of \$105 per night has been secured throughout the conference, as well as a one-time valet parking fee of \$2. Room reservations can be made by calling (800) 247-8767. Those calling must state they are attending the “Eastern Union Meeting Association of the Brotherhood of Locomotive Engineers.” Further details to come when available. Please direct questions to EUMA Arrangements Chairman Sonny Kertes at (732) 458-7642 or <sonny912@aol.com>.

SEPTEMBER 24-28, 2001... BLE Seventh Quinquennial International Convention
At the Fountainbleau Hotel in Miami, Fla. More details to come when available.

Advisory Board November Activity

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

International President Edward Dubroski—International Office: General supervision of BLE activities; Met American Train Dispatchers' Executive Committee; Met w/ Jolene Molitoris, FRA; Mtg. w/ Designated legal counsel; Mtg. at ID concerning remote control issue w/ VPSJ.A. Cassidy Jr. and R.K. Radek and General Chairmen V.C. Jackson, BRC, R.R. Pasquarella, IHB, and J.C. Ormes, EJ&E, and w/ BLE staff; Mtg. w/ Leroy D. Jones, VP & NLR, U.S.; Advisory Board mtg.; Publications Committee; Mtg. in Montreal w/ J.L. McCoy, First VP, G. Hallé, Canadian Director & VP; Division 239, Knoxville, Tenn.; Speech at AFL-CIO health & welfare rally, Cleveland. **First Vice-President & Alternate President James L. McCoy**—UP hospital assoc. mtg.; FVP duties, contacted GCs, SLBCs, telephone calls, correspondence, etc.; FECLA designated attorneys mtg.; SACP mtgs., Advisory Board mtg.; Omaha; Safety Issues, Houston, San Antonio; Travel to Montreal, contract negotiations. **General Secretary-Treasurer Russ Bennett**—International Office: Supervision of BLE Financial depts.; Records Dept.; BLE Job Bank; Publications Cmte.; DLC meeting; Advisory Board mtg. **Vice-President Paul T. Sorrow**—Mtg. w/ Grand Trunk management to correct engineer seniority rosters; Mtg. w/ GC Karakian and negotiating committee to discuss pressing issues on the GTW; Visited w/ Divisions 607, 257, 447, 4, 385, 537, 106 and 239; Assisted w/ CSX single agreement negot.; Hearings as Board member, SBA 1063 and PLB, NS; Advisory Board mtg.; Mtgs. in Memphis, Tenn., at request of CSX-Western GCA and Local Chairmen having jurisdiction; Reviewed various SBA and PLB decisions and finalized awards on CSX and NS; Preliminary work on Arbitration Board for NS-Eastern; In-depth review of files for upcoming Wage/Rules negotiations; Assisted GTW, NS and CSX general committees w/ various issues; General office duties. **Vice-President Joseph A. Cassidy Jr.**—Mtg. w/ Amtrak General Chairman Kenny; General office duties, paperwork; Springfield Terminal Rwy. business; Equity dispute, Amtrak & S/T; Mtg. w/ General Chairman Ormes; Special mtg., re: remote controlled locomotives; Elgin Joliet & Eastern; Advisory Board mtg.; Duluth Missabe & Iron Range Rwy.; Representing engineer at disciplinary hearing; Mtg. w/ General Chairman Delano; Mtg. w/ Division 163 members; DM&R contract negotiations. **Vice-President & U.S. Nat'l Legislative Representative Leroy D. Jones**—Washington office; High Speed Rail Assoc. gov't. relations mtg.; Ride Acela test train from Washington to Providence; Election Night 2000 functions; Mtg. w/ Mounir Dadr Sheta, President, General Trade Union of Land Transport, Cairo, Egypt, and Salah Suliman, Interpreter and Member of Int'l. Relations; Labor event; AFL-CIO political directors conf. call; AFL-CIO legislative mtg.; Acela reception; Meet 'n Greet Cong. Elect Carson (D-OK) and Ross (D-AR); AFL-CIO conf. call, affiliates monitoring state legislation committee; Advisory Board mtg. **Vice-President William C. Walpert**—ID Office; BLE Education & Training Dept.; Internal Organizing, Mobilizing & Strategic Planning Dept.; BLE Safety Task Force; SEPTA organizing, Philadelphia; New York Dock negotiations on terminal consolidation, KCS, Kansas City, Mo.; KCS organizing and mobilization; Engineer training planning; Shortline organizing; KCS mobilization mtg., Shreveport, LA; Advisory Board mtg.; On-property negotiations, KCS, Kansas City, Mo. **Vice-President Edward W. Rodzicz**—General office duties; Canadian National Railway, Eastern Lines, Halifax, N.S.; Norfolk Southern eastern region, Imperial; Mtg. w/ VP Walpert and Septa General Comm., Philadelphia; Mtgs. w/ VGC W.A. Thompson; SBA 894 Award 1666; Mtg. w/ General Chairman Bruno, general committee officers and Special Rep Imler, Phila.; SEPTA town hall mtg., Phila.; SEPTA mobilization network, Phila.; Advisory Board mtg., Cleveland; NMB representation election, SEPTA, Phila. **Vice-President Don M. Hahs**—BNSF system including MRL, UP South & West, SP East & South, SSW, DLGW, Tacoma Belt, Pac Harbor Belt; General office duties; BNSF seniority arbitration, Kansas City & other consolidated points; Portland Zone 2 & 3 negotiations, Spokane, Wash.; Ft. Madison Div. of Work negotiation, UP South Spring, TX, Local Chairman, Kansas City, Mo.; UP Houston safety mtg.; UP San Antonio safety mtg.; Div. 197 & 307 joint mtg.; BNSF former SLSF PLB 5444 neutral Davis Vaughn; Advisory Board mtg.; Trinidad, Colo. yard arbitration, neutral Robert O'Brine. **Vice-President Richard K. Radek**—International Office; BLE Decertification Helpline services; Director of Arbitration Dept; National Railroad Adjustment Board (NRAB); METRA general assistance, re: Engineer decertifications, crewing issues, Chicago; IHB negotiation assistance; BRC General Assistance, operations/remote demonstration, Chicago; METRA, Div. 815 mtg.; Various NRAB arbitration, Sacramento; Remote Control mtg., BRC/IHB/EJE, Cleveland; WC negotiations, Rosemont, Ill.; Advisory Board mtg.; NRAB/negotiations, WC/Variou; FRA Part 240.409 proceedings this month: EQAL 98-29, 97-05, 98-84, 99-37, 98-115, 98-125, 98-122, 98-29. **Vice-President Dale McPherson**—I&M Rail Link; CP Rail/SOO, UP East Lines; Indiana Railroad Co.; M&NA; LP&N, Longview Sw. Co. TRRA-St. Louis; Pacific Harbor Line; General office duties; IRR contract mtgs., GC C.L. Roy; Advisory Board mtg.; Vacation. **Vice-President & Canadian Director Gilles Hallé**—Ottawa Office; Mtg. w/ E.G. Abbot, re: CRLA; International Railway Safety Conf.; Mtg. w/ CN Rail; Mtg. w/ CIRB, re: VIA Rail; CN Pension Board mtg.; CN-EFAP Senior Advisory Cmte. mtg.; Advisory Board mtg.; CN negotiations and N.A.R.; CN national negotiations. **Vice-President & National Legislative Representative-Canada T. George Hucker**—Ottawa Office; Canadian National Legislative Board; Local disability case management cmte. mtg.; CPR CTA review; BLE/LTD trustee mtg.; CPR expressway mtg.; Weekend conference, Montreal; CPR/BLE Montreal commuter rail negotiations; CN disability case management mtg.; Work/Rest task force mtg., Washington DC; NARAP mtg.; FTA-APRA mtg.



THE LOCOMOTIVE ENGINEER NEWSLETTER
Brotherhood of Locomotive Engineers
Since 1863, a Tradition of Forward Thinking

SECOND CLASS POSTAGE PAID AT CLEVELAND, OH
and additional mailing offices

BLE Publications Committee:
Edward Dubroski, International President
James L. McCoy, First Vice-President & Alternate President
Russell W. Bennett, General Secretary-Treasurer
Leroy D. Jones, Vice-President & U.S. National Legislative Representative
John Bentley Jr., Editor
Contact us: www.ble.org • (216) 241-2630
Thomas A. Pontolillo, Director of Communications
Kathleen Policy, Associate Editor



COPYRIGHT 2000, ALL RIGHTS RESERVED
VOLUME 14 • NUMBER 12 • DECEMBER 2000

THE LOCOMOTIVE ENGINEER NEWSLETTER (ISSN No. 0898-8625)
is published monthly by the Brotherhood of Locomotive Engineers,
1370 Ontario Street, Cleveland, OH 44113-1702.
Periodicals postage paid at Cleveland, OH and additional mailing offices.

POSTMASTER: Send address changes to
BROTHERHOOD OF LOCOMOTIVE ENGINEERS
Records Department, 1370 Ontario Street, Mezzanine
Cleveland, OH 44113-1702.

