

THE **BMWED** Journal

BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES DIVISION
of the International Brotherhood of Teamsters



BMWED Bylaw proposals

Candidates for Office
BMWED National Division

NMB CALLS FOR CONTINUED MEDIATION; BMWED/SMART-MD SEEKS RELEASE AMID IMPASSE

At time of this publication, the National Mediation Board (NMB) has denied the BMWED/SMART-MD Coalition's request for a proffer of arbitration. On Friday, April 8, 2022, the NMB notified the BMWED/SMART-MD Coalition and the NCCC that the parties remain in mediation while the NMB continues to consider the proffer for arbitration request.

"There is essentially zero chance that further mediation between the railroads and the BMWED/SMART-MD Coalition will be productive," BMWED President Freddie N. Simpson said. "We believe the only avenue to a voluntary agreement with the railroads is through a Presidential Emergency Board. It has been nearly three years since Maintenance of Way railroad workers have had a wage increase. They cannot go another day without an increase to their wages and improvements to their away from home expenses. We need a fair, equitable agreement immediately and the railroads have no intention of reaching one at the table. The only viable option at this point is to release us and establish a PEB."

Seeing that the National Carriers Conference Committee's refuses to bargain in good faith, and that the carriers fundamentally fail to accept the very idea that they need to share the bounty of their surging profits with their employees who

do the work that generates those profits, the BMWED/SMART-Mechanical bargaining coalition continues its request to be released from mediation sessions.

It is our view that negotiations with the Class I freight railroads are at impasse and that further mediation is not likely to result in agreement. In June of last year, the unions made a comprehensive settlement proposal, to which the NCCC never responded with a comprehensive proposal of its own. In fact, the NCCC has not even made a wage proposal to BMWED and SMART-MD, despite surging inflation and the lack of a pay increase for railroad employees for over two years.

There is essentially zero chance that further mediation between the railroads and the BMWED/SMART-MD Coalition will be productive. We believe the only avenue to a voluntary agreement with the railroads is through a Presidential Emergency Board. It has been nearly three years since Maintenance of Way railroad workers have had a wage increase.



The carriers have made proposals to change the National Health and Welfare plan, however. Naturally for them, those changes would constitute employee concessions, even though the Unions have made concessions on health and welfare benefits, or had them forced on us in the prior three rounds of bargaining. These proposed concessions are non-starters for the Unions. They would be much more significant than those of prior rounds and would substantially diminish any increase in compensation.

“Between 2004 and 2020, which is the period covering the last three bargaining cycles, profits for the Class I railroads have increased by 536 percent,” BMWED President Freddie N. Simpson said. “Rail productivity is up 28 percent since 2004. Profit per employee has increased by 736 percent. The stock prices during the 16-year time period for the three publicly traded Class I railroads have increased 1046 percent!”

“In that same time period, after adjustment for inflation, wages for railroad employees have increased only 14 percent,” President Simpson added. “This cannot go on any longer. Cost of living is up. Railroad profitability continues to rise. In order to ensure that their corporate boards gorge on increased profitability, bonuses, stock incentives and the like, year after year after year, the railroads continue to seek cuts to labor, to diminish the pay and benefits of their work force to keep their investors fat.”

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Therefore, the BMWED and SMART-MD bargaining coalition requested that the National Mediation Board determine that its “efforts to bring about an amicable settlement” of the current dispute between the two Unions and the NCCC have been “unsuccessful” within the meaning of Section 5 First of the Railway Labor Act and that the NMB proffer arbitration of the parties’ dispute under Section 5 First, thereby releasing the parties from mediation. Once the NMB proffers arbitration and either or both parties decline arbitration, it starts a 30 day “cooling-off period” where the parties must refrain from engaging in the exercise of self-help. The President can appoint a PEB before the end of that 30-day cooling off period.

RECOGNIZING 10-YEAR SECRETARY-TREASURERS

Congratulations to those members who have served their Local Lodges as 10-year Secretary-Treasurers this quarter. It is often a thankless job, but one that is immensely important and we salute you all who serve in that capacity.

NAME	LODGE	# YEARS
Frederic Jeffers Jr	0160	10
Scott Kocher	0532	10
Ricky Coleman	0585	10
Shaun Rose	0627	10
Joseph Kimball	0874	10
Jesse Dewe	0895	10
Joseph Stroud	0916	10
Casey Peterson	0918	10
Kieran Harrington	0987	10
Nathan Howell	1037	10
Bobby Griffis	1099	10
Douglas Finlinson	1227	10
Ryan Wood	1426	10
James Wilson	1509	10
Joshua Shreve	1516	10
Robert Specht	1547	10
Jason Graham	1650	10
Joshua Maurer	3004	10
Jeffrey Embick	3084	10

IMPORTANT NOTE: This is in reference to Report Form's LM-3 or LM-4, which are required to be filed with the U.S. Department of Labor, containing financial information about your local lodge for the fiscal year ended March 31, 2022. Form LM-3 is required to be filed by local lodges that had \$10,000.00 or more in total annual receipts for the fiscal year. Form LM-4 is required to be filed by local lodges that had less than \$10,000.00 in total annual receipts for the fiscal year. All LM forms must be filed and signed electronically with the Department of Labor's Office of Labor Management Standards using the OLMS Electronic Forms System (EFS).

No matter which LM report your lodge is required to file, National Division can complete the report for you as long as we have a full fiscal year of quarterly audit reports, whether they were completed by you or a National Division Auditor. The audits must cover the period April 1, 2021 to March 31, 2022. Simply contact National Auditors Joe Corley at (586) 942-0547 or Eric Rose at (734) 731-6055 and request that we complete your lodge LM Report. If you would rather complete your own lodge LM Report, please provide National Division with a copy or contact Joe or Eric for assistance.

The Lodge President and Secretary-Treasurer are the officers who are required to electronically sign the LM Report. National Division can assist you with this process as well. Electronic signatures are obtained by applying for an EFS User ID and Password on the OLMS website at www.olms.dol.gov. If you previously applied for a User ID and Password, you do not need to apply again. The User ID and Password you previously received remains in effect as long as you are a lodge officer. If your lodge officer title has changed, simply log into your EFS account and edit your account information.

For those Lodge President's and Secretary-Treasurers who have taken office since April 1, 2021, go to dol.gov/olms – Filing and Forms and click on "File Labor Union, Employer and Consultant Reports (EFS)". This where you can register and edit. Do not obtain a Union PIN as National Division will apply for it on your behalf. If the Lodge President is unavailable to sign the report, the lodge Vice-President, Local Chairman or another lodge officer must obtain an EFS User ID & Password in order to sign. An explanation would also need to be entered in Item 19 stating the reason the Lodge President did not sign the report (ie., President position is currently vacant etc.). Once both electronic signatures have been applied to the report, it must be submitted for processing by hitting the "Submit" button on page one. If the LM report is accepted, a confirmation number will be provided for your records. You may also want to print out a hard copy of the LM for your records.

If you have any questions, contact one of the National Division Auditors listed above.

BMWED DIVISION

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**MEET THE 2022 CANDIDATES
FOR BMWED NATIONAL
DIVISION OFFICE**

Candidates in the following pages are listed alphabetically and by office for consideration.

**CANDIDATES
FOR OFFICE
BMWED NATIONAL DIVISION**

Candidates on the following pages are presented in their own words, first by prospective office and then alphabetically.

Tony Cardwell – President



Brothers and Sisters, I am proudly running for BWED National Division President on the Membership First Slate. I have held multiple positions in my tenure, first in Lodge 1054, and currently serve as General Chairman of the Unified System Division.

National Division has broken relationships with the BMWED members. It has failed to achieve the things our members need and demand. It is time to listen to our membership, repair our relationships with the other crafts, bring back our work, and invoke the unused power of the 1.3 million Teamsters. Our membership is ready for change and the Membership First Slate will deliver.

As USD General Chairman, our System has aimed high for our members. We have successfully fought and won important battles for our members including claims against flagging and bringing back work that was contracted out. We increased per diem on some properties, built solidarity with other General Chairpersons, and participated in numerous property visits. We included membership in bargaining at local levels, restored members' vote on agreements, and frequently picketed Carriers. As General Chairman, I led USD's successful fight against vaccine mandates, negotiated solutions for bad work schedules, successfully won and settled millions of dollars in claims, and returned numerous wrongfully terminated members to service.

This is our fight! This is the fight our slate will take to the Carrier's for good Contracts. We must stop relying on bureaucrats to fix our problems and go take what we deserve.

Bruce Glover – President



I am excited to announce my candidacy for President of the BMWED.

After serious thought about where our Union is at today, with deep consideration for the current National Bargaining Round and with strong encouragement from many within our Union, I would be

honored to serve as your President for all Members. I want to put my shoulder into helping us through this round of bargaining and I want to help our young, smart, energetic officers prepare for our future. Together we can do this.

With 40 plus years of Union experience I have something to offer. I have testified at PEB hearings. I have testified at Federal agency hearings. I have bargained at many NMB mediation sessions reaching successful agreements. I have chaired multi-craft bargaining coalitions and repeatedly reached successful agreements. I have negotiated many agreements, top-to-bottom, wages, healthcare, work rules, complete! I have been there for our Members and their families, trying to make it better, using my learned skill and experience, and we will do it again! I do not want to see us start all over with inexperienced officers in this current bargaining round. Help me use my experience to improve conditions for BMWED Members. With a team of quality hardworking young officers, together we will open lines of communication, strengthen our internal solidarity and Member confidence.

Your convention vote is secret. Vote for a proven candidate with a solid record. I ask for your support. Thank you.

Dale Bogart – Secretary-Treasurer



My name is Dale Bogart and I am seeking the office of National Division Secretary-Treasurer as part of the Membership First Slate. I began my railroad career in 1999 on the D&H Railway. Since 2002 I have held many roles in this Brotherhood at the Local, System and National

Level. From 2006-2012 I served as Secretary-Treasurer of the NE System Federation and since 2012 I have served as General Chairperson. In 2018 I was elected to the National Division Executive Board. Recently I was elected to 1st Vice Chairperson of the newly formed American Rail System Federation.

I am seeking the Secretary-Treasurer's position because exercising fiscal responsibility with dues' dollars is priority number one to restore the faith of our membership. During my tenure as a Secretary-Treasurer and General Chairperson of the NESF, we have exercised rigorous fiscal discipline while providing exceptional representation. This includes achieving millions of dollars in paid claims, dozens of employees returned to service, collective bargaining that resulted in significant protections for BMWED work. I have welcomed the use of technology and always strived to communicate with and be transparent with the NESF Membership.

The Membership First Slate is committed to staying within defined budgets that focus resources on the issues that matter to the membership. Following this path is paramount to ensuring our success, regaining the confidence of the membership, and leaving the Brotherhood in a better place than we found it. I look forward to this journey and humbly ask for your support.

John Mozinski Jr. – Secretary-Treasurer



My name is John Mozinski Jr. I am honored, humbled, and excited to be announcing my candidacy for the position of National Division Secretary-Treasurer.

I am the best candidate for the position and will work to restore the membership's confidence that our dues

dollars are being used correctly and put to good use. On our System, we believe in communication and transparency, which I want to bring to the National Division, especially from the Secretary-Treasurer Department. Some changes I would like to establish right away are quarterly reports to all (481) Local Lodge Secretary-Treasurers, quick access to meeting cards, review of expenses of National Division Officers, and perform detailed audits on Division/Federations.

On our System, we have made changes to improve communication, engagement, and transparency. Right now, many members feel National Division operates behind a curtain, and I want to open that up so members are informed. There is distrust with National, and that needs to be changed. By showing members what is happening and providing information, I believe we can achieve this.

My goal is to reach out to every single Local Lodge in the Brotherhood and try communicating directly with the Locals. I may not be everyone's cup of tea, but please approach me or reach out if you have questions about me. I will work extremely hard and tirelessly to bring some integrity and trust back to National Division. Facebook: John Mozinski Jr. Email: john.mozinski@gmail.com Phone: 701-741-4316

Jed Dodd - Vice President (At Large)



I am the most experienced and qualified candidate for this position with my decades of experience defending the members of the Union. I have won arbitrations and bargained contracts that have seen significant victories in away from home expenses, good job security agreements

and against contractors.

Now is the time to secure a good National agreement with sick days, paid parental leave, wage increases above inflation, 100% payment for away from home expenses, and protect us against job loss from surging technology and the aggressive use of contractors. With a consistent ability to improve conditions during complex negotiations, I have the experience and skill to serve this membership in the next term. Of course, no one person can secure these victories and as always it will take a united effort of officers and members to continue to defend and advance our Union. Now is not the time to hand over leadership of the Union to a slate composed of grifters at worse and novices at best.

My decades of experience in arbitration, negotiations, political lobbying, direct action, and membership mobilization is backed by my dedicated study during my early time working on the railroad when I also studied to receive degrees from Rutgers and Cornell in industrial relations specializing in labor law, arbitration, labor history and working-class theory. Please reject slate voting and vote for the best person for the job -- free of both scandals or corruption.

Jeffery Fry – Vice President (At-Large)



Brothers and Sisters,
It is a great honor and a privilege to announce my candidacy for BMWED National Division Vice President At-Large as part of the Membership First Slate. I was hired in 1998 with BNSF Railway, and have had the distinct honor to gain the knowledge and experience of almost every level of this Union.

I was elected as AT&SFF Asst-General Chairman in 2012, re-elected in 2013, then, Secretary-Treasurer in 2015. I was elected as General Chairman in 2017 and re-elected in 2021. I am proud to say, the AT&SFF Federation is one of the strongest and most financially sound Systems in the BMWED, that willingly lowered membership dues for 2022. I have also held the positions of National Division E-board, West Region since 2017 and I was recently elected to Secretary-Treasurer of my local, Lodge 2600.

I will bring experience, knowledge, and dedication to protecting our Union and the rights of all BMWED members. It has always been clear to me, it is about the members, not my opinions or my personal goals.

I have a proven track record and have worked diligently for the members while holding myself to the highest levels of integrity and accountability. The transition we've heard about for years needs to be completed, the future is now, this union needs to begin representing the viewpoints of the Membership of today.

I Humbly, ask for your support as I seek the position of National Division Vice President At-Large.

Fraternally Yours,

Sean Gerie – Vice President (Northeast)



My name is Sean Gerie and I humbly ask for your support as I seek re-election to the office of Vice President-Northeast Region. I come from a strong Union background and I have always been proud to be a member of this great Brotherhood.

I started my career as a trackman when I was twenty-years old and was elected to Local Lodge President at the age of twenty-five. Through the years, I have been elected to Assistant State Legislative Director, Local Lodge Legislative representative, Vice Chairman, General Chairman, and National Division Vice President.

Having held these positions, I bring extensive experience in negotiating fair contracts, successfully arbitrating claims and discipline cases, fighting railroad injustices, and promoting important working-class issues. I am deeply familiar with how a union must operate under the Railway Labor Act and other labor laws.

In addition to experience, BMWED Sisters and Brothers work hard and they deserve quality representation from elected leaders that are dedicated, competent, and exhibit a willingness to work together as a team in order to advance their cause and address the issues that impact them. That's what you get from me.

Working on behalf of the members is an honor and it should be treated that way. By asking for your vote, I pledge that I will give you just that in return. Please support me and the other candidates on the Membership First Slate so that you can get the kind of representation that you deserve.

Staci Moody-Gilbert Vice President (Northwest)



I am Staci Moody-Gilbert, and I am honored to be your candidate for Vice President of our Union's Northwest Region as a member of the Membership First slate.

We must take our Union in a new and energized direction. Together, we will fight for better contracts, work with our sister unions to build unity among all railroaders and restore focus on empowering all our members in our fight!

Raised in a union family, I joined the BMWED twenty-nine years ago when I hired on the Burlington Northern railroad as a track laborer. As a sister in our Union, I serve as Secretary-Treasurer for my local Lodge 1214, the Northwest Region Association, and as Secretary of the National Division Executive Board. I took on my first representational role as Vice General Chairwoman of our Burlington System Division. Now in my third term as General Chairwoman, I have negotiated contracts for several different freight and commuter railroads, honed my skills in advocating for our members working on both large and small railroads, and fight daily to preserve our rights as union members, improve our wages and working conditions, and raise the quality of life we earn for ourselves and our families. As your Vice President, I will continue to serve the hard-working men and women of this Union first and foremost.

I respectfully and humbly request your support as we work side by side to strengthen our Union and unleash our potential with a new style of leadership, putting our Membership First!

Galen Owen – Vice President (West)



Brothers & Sisters, my name is Galen Owen, I am a candidate for West Region Vice President of the BMWED as part of the Membership First Slate. I am a 22-year BMWED member of Lodge 1097 in Trenton, MO where I have served as both President and Local Chairman.

I currently serve as 1st Vice Chairman Secretary-Treasurer of the Unified System Division where I have served this great membership for the past 12 years as a System Officer where we have achieved significant improvements for the membership. I seek the office of West Region Vice President to bring new and innovative ideas to the BMWED National Division, and to bring an open line of communication between the National Division, the Systems, the Local Lodges and most of all the membership.

I as a fellow member of the BMWED will engage the members to strengthen this union. I will work to restore a union where every member is proud to be a part; a union where strength, solidarity and perseverance will lead to real change that matters to the membership.

The Membership First Slate is ready to involve the membership to rebuild the BMWED and to return the BMWED to the forefront of rail labor. We will work to unite with the other rail unions to assure all rail labor gets the treatment, respect, and well being they deserve. I ask that you join me and the Membership First Slate in the Regeneration of the BMWED.

Reese N. Saulter III Vice President (South)

I'm Reese N. Saulter III and I humbly announce my candidacy for BMWED Vice President-South Region. I pride myself on being the guy who can get your issues resolved by working directly with you and



fighting for you in the most challenging moments. I have expressed frustration with the current dysfunction within our union. So, instead of sitting on the sideline I seek your support to become the next Vice President-South Region. I am the right choice for Vice President and my background, education, and desire to fight for ALL members will be my foundation in achieving the change, dignity, and unity this Brotherhood needs. I will continue to listen to the needs of the membership and use my experience to meet their expectations. Currently I serve as a Vice Chairman of the Allied Federation handling members issues on a daily basis. I have served as Secretary/Treasurer of my local lodge for over 10 years, I was a leader on the tracks, and I have worked as an internal organizer. One of my main goals is that our members be informed and educated about the issues that directly impact our lives. Currently, there is a disconnect between the membership and National Division officers that must be fixed to ensure a healthy union. The Membership First Slate has committed to redesigning the role of Vice Presidents to include meeting the members where they are and creating a culture of inclusion and fostering unity. I will proudly fill those duties.

Cory Aaron – Executive Board (West) Michael Babb – Executive Board (South)



Brothers and Sisters: I am seeking your support for the National Division Executive board - West Region. I am President of Local Lodge 0745, an Executive Board member for my Federation (the ATSFF) and a Member of BMWED Rank & File United. I have worked for BNSF for 15 years and work as a Section Gang Foreman in St. Louis, MO.

I believe our BMWED can win good contracts if we embrace the following:

- The Rank & File must be involved at every level of our union – BMWED power comes from the members. Members must have a say in the running of their Union, including a DIRECT say in who the officers are and how they spend our dues money.
- The Rank & File needs to be better ORGANIZED. I would aim to invest more into organizing so we can empower the membership while developing relationships across crafts, railroads, and even borders.
- Member EDUCATION must be fully resourced and accessible to all Members. This would include a high-quality video library that members can refer to for continuing education.

Our Membership is in crisis. Our numbers are dwindling, and our conditions are worsening. To make improvements, we must embrace new ideas and strategies, putting the Members at the center of our struggle. With Solidarity and Member empowerment, we will win!



I am seeking office for BMWED National Division Executive Board South Region. Currently, I am President of Local Lodge 2838, member of the Rank and File United Caucus, and currently filling the position of National Division Executive Board South Region.

My career spanning over ten years with NS has been throughout DPG and section gangs holding multiple positions. I am currently an electric welder at Sheffield, Alabama.

It is in my strong beliefs that Rank and File should hold positions on the National Division Executive Board. It is time for the voices directly working in the tracks to be heard and involved at National Division level to help steer our union in the best direction and solely for interest of the members.

As a Rank and File member who is serving on the National Division Executive Board, I have gained insight and understand the expectations of this important role. I am confident I can fulfill the position and that I will bring the best interest of the Rank and File members to the table of National Division when elected.

Support me if you want someone representing you with NO political ties, Integrity, Pure intentions, and who will always keep my brothers and sisters interest at heart. I respectfully ask for your support as I seek office.

Without embedding the rank and file from the tracks, UNION POWER is just a Conspiracy!

Thomas Blackwell Executive Board (West)



My name is Thomas Blackwell and I'm proud to announce I am running for the position of West Region Executive Board Member. It would be a great honor to serve the BMWED membership in this capacity.

I began my career with BNSF in March 2005 when I was hired as a trackman/

truck driver. A few months later I was promoted to track welder. I worked as a mobile and headquartered welder until being elected as a full-time System Officer in June 2013.

I have held various positions in Lodge 2411 and currently hold the Secretary-Treasurer position. I was on the AT&SFF Executive Board from 2011 to 2013. There I learned the internal workings of our Organization and the importance of ensuring the System dues were being used for the best interest and betterment of our members. In June 2013 I was elected to Assistant General Chairman, a position I currently hold today.

I believe an Executive Board Member must be a person of integrity. They must be an individual who is able to stand up and fight for the rights of the membership, even in the midst of adversity. An Executive Board member must be a person who is willing to look ahead and plan for the future in an ever-changing industry. It must be an individual who puts the membership first!

I am that individual and I will work tirelessly with the other members of the Cardwell/Bogart Slate to ensure the Membership comes FIRST!

Joe Letizia Executive Board (Northwest)



"My name is Joe Letizia and I'm excited to announce that I am running for the position of Northwest Region Executive Board member on the Cardwell/Bogart slate. I would be honored to earn the membership's trust with this important position within our Brotherhood.

I began my railroad career in 1998 with the Wisconsin Central Railroad. I worked for 8 years on mobile gangs as well as section gangs. I understand the issues that are facing our membership and commit to tirelessly work to remedy the injustices that plague our work lives today.

Together with the other candidates of the Cardwell/Bogart slate I will bring transparency, trust, communication, modernization and work to build a confident, powerful, member driven union. It is vital that we work in unison as one, both within BMWED and with other crafts as well if we are to advance our membership's needs in bargaining.

For too long, this Brotherhood has been internally divided, pulling in separate directions instead of listening to one another, communicating and compromising in order to ensure that all members have a say in the direction of this union. We will not agree on all items every time, but we can and must stand as a solitary body that will demand the respect that our membership deserves.

I believe that I have the experience and will to move this Brotherhood forward. Undoubtedly, there is much work to be done, and we have many battles to fight, but together we can and will succeed."

Keon Liberato-Mercedes Executive Board (Northeast)



Brothers and Sisters: My name is Keon Liberato-Mercedes (Keon Liberato). I am seeking your support for the National Division Executive board - Northeast Region. I am President of Local Lodge 3012 of the United Passenger Rail Federation and a Member of BMWED Rank & File United. I have

just under 8 years of service on AMTRAK railroad.

The BMWED-IBT, like many unions across the country, has been under attack from railroad carriers, anti-labor courts and politicians. New technologies, contractors, and unsafe carrier policies like precision-scheduled railroading have reduced our membership and contributed greatly to the supply chain problems in our country. At every turn, the carriers impose harsher policies that disrupt family life, and fight against even the smallest contract improvements.

Only aggressive struggle can stop the slaughter. I believe the BMWED can win strong contracts and more power over our lives. To do this we must recognize that the union is only as powerful as its rank & file members. We need ACTIVE and INVOLVED MEMBERS at all levels of our union.

We need to dedicate our resources to member TRAINING and EDUCATION to support a member-controlled union. Finally, if the BMWED is going to survive the corporate attacks by the railroads and corporate politicians, we must build cross-crafty UNITY within the Teamsters rail conference and beyond. With rail worker unity and aggressive struggle we can beat the bosses and win good contracts, worker control of the job, safety and respect. Now is the time for Unity & Power.

Tom Modica Executive Board (At-Large)



I am running for National Division Executive Board Member At Large. I am the Secretary-Treasurer of Local Lodge 1532 and have served in several positions in the BMWED. I work for NS in Chicago as an Equipment Repairman. Since my first day as a member over 10 years ago, it's been an uphill battle to get union member essentials

like, complete contract copies in print, claim and arbitration information, transparency and accountability at all levels is lacking. I'm tired of it and you're tired of it and I'm running to improve this union for all members not just a select few. If you want a rubber stamp in control of your dues money, I'm not your guy. If you want someone that will seriously look at the finances under a microscope, set policy's that empower the membership, and help charter a path to winning strong contracts vote for me.

As a Repairman I've been solving railroad problems for over 10 years and I'm ready for the challenge to fix and improve this Union. I'm running to give control back to the Rank and File. I support the bylaw amendment for Rank-and-File members to have the right to be on all bargaining committees, they're our contracts and we should be there when they are negotiated. I'm a running on the BMWED Power Slate and our platform can be found at www.bmwepower.com

Support us and be a part of the change coming to this union.

George Loveland Executive Board (At-Large)



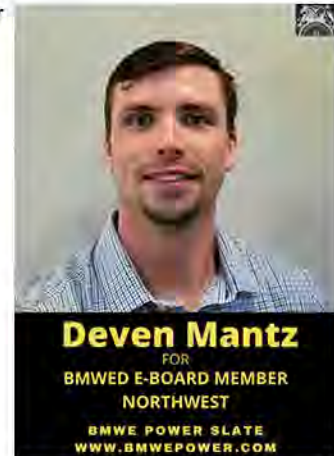
Brothers and Sisters, my name is George Loveland and I have been a BMWED Member for 28 years. I started my RR career on April 11, 1994, on the former Burlington Northern Railroad. Between April 11, 1994, until August 1, 2012 I did every job imaginable except for B&B. In

2012 I was elected to the Vice General Chairman position for the Eastern District within the Burlington System Division and have been re-elected twice more to that position. I believe we can and must change the current structure in our great Union and that is why I am running for the position of Executive Board Member At-Large as a proud part of the Membership First slate.

I intend to advocate for the Membership and ensure that National Division is spending our money appropriately. We need to make sure our National Division is working within its budget, that our Executive Board approves, and that it is not wasting our hard-earned dues money! That is why I am proud to be part of the Membership First slate!

I know we have had some troubled times recently and that is why I am running for Executive Board Member At-Large. We need a change and the only path to change is if we put our Membership First! Please join me in advancing this great Union and voting for a better future, better contracts, and fiscal responsibility.

Deven Mantz Executive Board (Northwest)



Brothers and Sisters, I ask for your support for Northwest Executive Board Member. I have joined the Rank-and-File Power slate because I believe in its program for change to give the members its union back (www.bmwe-power.com):

- Direct Elections – One member one vote
- Officer Accountability to the Members
- More money for BMWED Lodges
- Member participation on negotiating committees

I started on BNSF Railway in Minot, ND as a section man on June 27, 2011. I was told to show up to the union meeting - so I did.

The more involved I got, the more I learned the great power that we hold as union railroaders. In my time as a lodge officer and North Dakota Legislative Director I have helped organize my local to a great place where it stands today.

While we're well organized in Minot, we're clearly losing to BNSF and the other Class 1s across the map. Many of our members are now working two jobs and some are looking at food stamps to get by. I work for Warren Buffett, one of the richest men in the world, but I report to a mouse infested tool house every morning.

The time for change has come. The Executive board is the backstop within our union. It's time for broad thinking and BOLD action. The BMWED has great power to affect change, but only if it gets outside its silo and builds solidarity with other unions and groups. Please join us.

Solidarity Forever!

Patrick Quigley – Executive Board (South)



My name is Patrick Quigley and I am proud to be part of the Membership First slate. I began my career in 2007 when I was hired on as a trackman for CSX Railroad in Cincinnati, Ohio. It didn't take long for me to see the advantages we have as BMWED members and I wanted to do my part within

the Brotherhood. I began my Union career as the President of Local 2619. From there, I was elected as a District Chairman within the Allied Federation. In February of 2014, I began my current position as Vice Chairman within the Allied Federation where my duties consist of fighting for our membership on a daily basis with disciplinary issues as well as claims and grievance issues.

The railroads are constantly changing their strategies and tactics when it comes to violating our memberships' rights under collective bargaining agreements. It is time that the BMWED leadership change by creating new bargaining and other strategies that put the railroads back on their heels. I would be honored, if given the opportunity, to work with like-minded people who are willing to battle the carriers head on and think outside of the box to improve the lives of our membership. I am running for National Division Executive Board member in the South Region to become part of the solution that the National Division of the BMWED needs now! I ask for your support in June.

Brian Rumler Executive Board (At-Large)



My name is Brian Rumler. I have been in the Railroad industry since 1997. I have a long family history of working in the railroad industry and have worked for 3 different railroads myself due to furloughs early in my career. I was elected to my local lodge Secretary Treasurer position in 2006 and

have held other positions in the local lodge. I was elected as a Vice Chairman to the Unified System Division in 2011 and have been re-elected to remain in office since.

I am proud and honored to be running on the Membership First Slate for the position of Executive Board Member At-Large. I have a reputation of being frugal with Membership dues dollars and have a desire to carry that forward when weighing in on National Division expenditures. I feel that it is imperative that dues dollars are spent for the betterment of the membership and will work tirelessly to ensure that takes place.

I would appreciate your support in the June 2022 election of this position.

Anthony Sessa Executive Board (At-Large)



I am announcing my candidacy for Executive Board (At Large).

I began my railroad career in 1998 as a Trackman on Amtrak's New York Division. I was elected to my first BMWED position a year and a half later and went on to serve Lodge 3082 as Local

Chairman, Vice-President, and President.

During my time as a Lodge Officer, I moved initiatives that grew our Lodge's general fund 10 times the original amount.

In 2016, I left Amtrak to be a part of the BMWED Commutation Action Team (CAT).

I took over as General Chairperson for the Pennsylvania Federation in 2018, where I was able to reduce spending and maximize our working capital. Together with our federation's executive board we made prudent decisions and investments that have nearly tripled our value.

I was recently elected the General Chairman of the newly formed United Passenger Rail Federation, where I expect to bring the same vibrancy and fiscal responsibility for the benefit of our members. In the past six months, I have been part of two record-breaking claim settlements while securing one of the largest raises for our Amtrak members in BMWED history. These victories didn't come without a fight and as a National Division executive board member, I'll continue to fight for the members and give our audits and budgets their deserved scrutiny. For me it's all about the members and their rights and protections. Casual attention to how our dues are spent is not an option. Thank you and in Solidarity.

Sheldon Swain Executive Board (Northeast)



My name is Sheldon Swain and I am running for the Northeast Region Executive Board position on the Cardwell/Bogart slate. I began my railroad career at Norfolk Southern in 2008. I have since worked various positions traveling as well as at fixed headquarters in both the Track and B&B sub-departments before becoming a full time Vice Chairperson, a position I currently hold.

The Executive Board is an imperative role in our Brotherhood to ensure that there are checks and balances regarding the expenditures of our National Division. I am confident that myself and the other candidates on the Cardwell/Bogart slate will provide a solid foundation for our membership to build into the future. Communication, transparency, and focus are critical components to assist our sisters and brothers in protecting our work, preserving our Agreements, and securing the best working conditions for our membership.

Our industry has changed drastically in recent years. So, too, have the battles that we are forced to fight. I believe the Cardwell/Bogart slate has a new, modern, "think outside the box" approach which looks at all angles and aspects of the challenges faced by our members. We will adapt to the changes surrounding our industry and we will forge a new path forward.

I ask you to support my candidacy and the Cardwell/Bogart slate to enhance solidarity, power and success for our Brotherhood both now and well into the future.

Thank you.

Zac White – Executive Board (At-Large)



I am first and foremost a Christian and family man. I run a small farm in Missouri along with my Wife and two children. I'm a strong Union Member and Lodge (0212) President out of St. Louis. I have worked with Union Pacific since 2004, working many different jobs from Trackman to Foreman. I have traveled a big part of our country chasing tie

gangs and at home on section gangs.

A labor union is an organization formed by Workers in a particular trade, industry, or company for the purpose of improving pay, benefits, and working conditions. I believe our leaders have forgotten the Worker part of the Labor Unions. They have become complacent and don't know what our Rank and File Members desire. Being on the road, I have the privilege of talking to hundreds of members. I believe they are ready for change and see they deserve to be treated in a different way. We are in a new era and the old ways aren't working anymore. We need new, innovative ideas.

I believe education is going to be one way to improve our disconnect. I also think we need to improve on our technology and bring our union into the twenty-first century. Our members and world are internet and phone based now. We need to find our way into those standards. I believe we need to invest in an app where our members can easily navigate and find all information needed to answer any questions.

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**VIEW YOUR 2022
BYLAW PROPOSALS**

The following
pages are listed in order for
consideration.

BMWED BYLAW PROPOSALS

Communications in the following pages are provided by The BMWED for consideration and communication purposes.

PROPOSAL NO. 1
ANNUAL NATIONAL DIVISION BUDGET PREPARATION, APPROVAL AND DEADLINES
SUBMITTED BY LOCAL LODGE 1551

ADD ARTICLE III, SECTION 18 TO READ:

Sec. 18. The National Division President will prepare an annual budget and present it to the National Division Executive Board each year. The proposed budget will show expected spending for each department coming under the jurisdiction of the National Division for the entire upcoming fiscal year.

While the proposed budget shall contain enough detail about the proposed spending of each department for reference, the Department Heads in charge of spending shall have the authority to deploy their departmental budget as they deem necessary to carry out the work of the Brotherhood. The limitation is that they shall not exceed the overall approved amount for that department without the express approval of the President or Secretary Treasurer and consent of a majority of the National Division Executive Board members.

If the budget is balanced in that projected spending is equal to projected income from dues and investments (not to include income from the sale of assets) it shall require a majority of E-Board members to reject the budget. If the budget exceeds projected income from dues and investments (not to include income from the sale of assets), it shall require a majority of Executive Board Members to approve the budget and each General Chairperson will be notified in accordance with Article V Section 3 of these Bylaws. If at any step the National Division President provides an annual budget that covers all basic operational costs and projects spending a total amount equal to 90% or less of projected income from dues and investments (not to include income from the sale of assets) the budget proposal shall be deemed as approved without need for consent.

Annually, the National Division President will provide a written budget proposal to the National Division Executive Board no later than January 31 of each year. The National Division Executive Board shall approve/reject the proposed budget by February 7, 2022. If the proposed budget is rejected, the National Division President shall propose a modified budget to the E-Board by February 14, 2022. The National Division Executive Board shall approve/reject the proposed budget by February 21, 2022. If the National Division President's budget is rejected a second time, the National Division President's proposed budget shall be submitted to all National Division Officers and General Chairperson's for approval by February 28. Each National Division Officer and General Chairperson shall have a single unweighted vote. In the event of a tie, the National Division President's budget shall be approved. In the event of a third rejection of the National Division President's budget, he shall provide a modified budget amount that includes covering basic operational costs that is a total amount equal to 90% or less of projected income from dues and investments (not to include income from the sale of assets).

Special requests for funding or purchases outside of approved budget will be submitted to the National Division President or Secretary Treasurer depending on the department making such request. If the National Division President or Secretary Treasurer approve of the request, either one will then submit the request for approval by a majority of the National Division Executive Board.

PROPOSAL NO. 2
NO DUES MONEY FOR ALCOHOLIC BEVERAGES
SUBMITTED BY NICOLAS PFEIFFER, LODGE 0427 LOCAL CHAIRMAN

ADD ARTICLE XV, SECTION 1(a) TO READ:

Sec. 1(a). No money from any BMWED Union treasury including but not limited to National, System or Local Lodge treasury, shall be used to pay for alcoholic beverages or to reimburse officers and members for the purchase of alcoholic beverages.

PROPOSAL NO. 3
SALARY INCREASES FOR NDO'S AND PERSONNEL AMENDED TO INCLUDE HOLIDAYS
SUBMITTED BY LOCAL LODGE 0665

CHANGE ARTICLE VII, SECTION 1, (LAST PARAGRAPH) TO READ:

Sec. 1. Each elective National Division Officer's salary and each National Division Appointee's salary shall be adjusted periodically so as to reflect all general wage increases including cost of living adjustments **and holidays** as provided for under National Agreements applicable to the membership of the BMWED. All such increases shall be applied in the same manner and on the same dates as provided for under subsequent National Agreements.

PROPOSAL NO. 4
VICE-PRESIDENTS TO PROVIDE BI-WEEKLY SUMMARY TO RESPECTIVE OFFICERS
SUBMITTED BY JOE LETIZIA, WCSO GENERAL CHAIRMAN

ADD ARTICLE IV, SECTION 3, NEW 3rd PARAGRAPH TO READ:

Sec. 3. New 3rd Paragraph: **Each Vice President will provide all system officers in their respective region a bi-weekly summary of his/her travel, activities and/or duties performed during the previous two (2) weeks. This summary will be provided via e-mail to the respective system officers within the Vice President's respective region. The Vice President at-large will provide all system officers from all regions a bi-weekly summary of his/her travel, activities and/or duties performed during the previous two (2) weeks via e-mail.**

PROPOSAL NO. 5

AUTHORITY OF NATIONAL PRESIDENT TO ENTER INTO ANY SYSTEM AGREEMENT
SUBMITTED BY JOE LETIZIA, WCSO GENERAL CHAIRMAN

CHANGE ARTICLE III, SECTION 16, (2nd PARAGRAPH) TO READ:

Sec. 16, 2nd Paragraph. ~~The National Division President shall not have the power to enter into any system agreement without the written consent of the affected General Chairmen (Chairman). If the National Division President is not able to receive the written consent of all affected General Chairmen, he shall have the right to submit such agreement directly to the affected rank and file.~~ **The National Division President shall not enter into any agreement either national or otherwise resulting from a Section 6 notice without the approval of the majority of those members in good standing participating by a ratification vote.** Such ratification vote shall be by mail ballot referendum to all members in good standing covered by such agreement. Such vote will be conducted by an impartial ballot counting company. If the agreement is ratified, the National Division President shall be empowered to enter into the agreement.

PROPOSAL NO. 6
DIRECT MEMBERSHIP ELECTION OF NATIONAL DIVISION OFFICERS
SUBMITTED BY ANTHONY SESSA, PENNSYLVANIA FEDERATION GENERAL CHAIRPERSON

ADD ARTICLE I, SECTION 4(a) TO READ:

Sec. 4(a) Notwithstanding any other provision in these bylaws, effective with the term of office to begin on September 1, 2026 and all successive general elections, all national division officers will be elected by rank and file vote in a mail ballot referendum. Electronic voting will also be permitted. The following provisions will be used to govern this election:

1. The election will be conducted by the American Arbitration Association. This includes the printing of ballots, mailing of ballots and counting of ballots. It shall take a plurality of votes cast to be declared the winner of any position.
2. Nominations will occur in January of the election year. Where there is only one candidate when the nominating period is over, that candidate will be declared the winner and there is no need to send out ballots for that position. Positions for ballot position will be decided by pulling names from a hat.
3. Ballots will be mailed to all eligible members on May 1 of the election year and received up until May 25 at 5 PM EST of the election year. They will be counted at 10 AM EST on the next business day following May 25 of the election year.
4. Winning candidates will be brought to the National Division Convention during the election year and installed at the Convention for a term of office to begin September 1 of the election year. The term of office shall be four years.
5. The National Division President shall recommend a nominating procedure and a procedure for candidate access to the mailing lists, email lists and BMWED social media on October 1 of the year preceding the election for approval by the National Division officers. Should the National Division officers fail to approve of the recommendations the issue will be promptly submitted to arbitration so a decision is reached by November 15 in the year preceding the election.
6. On December 1 in the year preceding the election all members in good standing will be mailed a notice of the election which will include but not be limited to the positions open for election, qualifications for office, nominating procedure, candidate access to the mailing lists, email lists and BMWED social media, and the timetable for the elections.

PROPOSAL NO. 7

ESTABLISH A NATIONAL DIVISION EDUCATION FUND
SUBMITTED BY ANTHONY SESSA, PENNSYLVANIA FEDERATION GENERAL CHAIRPERSON

ADD ARTICLE XXI, SECTION 1 TO READ:

Sec. 1. Effective September 1, 2022 the National Division will maintain in a separate account an educational fund. Each month the sum of \$2.00 (two dollars) per member per month shall be set aside into a separate fund for the purposes of defraying lost time and expenses for members of the BMWED who attend educational programs sponsored by the National Division. Members who attend the educational program will be reimbursed for \$250 each day of attendance provided they arrive on time and do not leave early and provided that they attend all of the scheduled days of training for that session. Members will fill out an appropriate expense sheet for this reimbursement. Full time officers who attend these educational programs will not receive the \$250 dollars and will not receive expenses paid from the educational fund.

The President or his designee will design an education program of beginner, intermediate and advanced content for members of the BMWED to attend. Members attending these programs will have been selected by the General Chairpersons or the President who have jurisdiction in the geographic location where the program will be held. The program will be designed to be held in small groups and every effort will be made to evenly distribute the locations of the program by geography and membership density to ensure there is equal access to them.

The President may select outside help in helping to teach these programs and their fees, if any, will be paid out of the General Fund and not the Education Fund. The education program will include, but not be limited to, instruction to provide members with the skills to interpret and defend the collective bargaining agreement, understand the laws and regulations affecting railroad workers and collective bargaining, regulatory enforcement rules and procedures, organizing effective lodge meetings and grievance committees, organizing members around issues facing the union externally and internally on the job, techniques for lobbying politicians around issues facing the union, use of direct action and other activities to enforce better conditions outside of the traditional grievance procedure, organizing effective strike committees, understanding history and current labor issues, and relevant economic and political theory necessary to understand to successfully advance the interests of the union.

Training aides and materials to support the education program may be paid for out of the Education Fund.

PROPOSAL NO. 8
DUES ADJUSTMENT TO DEPEND ON A PAY RAISE IN THE NATIONAL CONTRACT
SUBMITTED BY BURLINGTON SYSTEM DIVISION

CHANGE ARTICLE XV, SECTION 3 (1ST PARAGRAPH) TO READ:

Sec. 3 Each member shall be required to pay all BMWED dues and assessments. National Division dues shall be adjusted each January to reflect one and three tenths (1.3) of the average straight time hourly rate of pay for each of the three rate classifications listed in Paragraph 3.8 of the Merger Agreement. **This adjustment will not take effect unless members protected under a nationally negotiated agreement received a pay raise in the previous year. That pay raise could be either a direct result of the national contract or a pay raise “effective” for the previous year from a previously negotiated national contract.** The average straight time hourly rate of pay for standard contracts will be based on the information reflected in the annual statement published by the National Railway Labor Conference which shall be used as an equivalent formula. In the event that the National Railway Labor Conference ceases to publish the annual statement or alters it materially, and for non-standard and non-rail contracts listed in Paragraph 3.8 of the Merger Agreement, an alternative equivalent formula shall be adopted so as to accurately reflect increases in rates of pay provided for under Agreements during the appropriate measurement period. Said amounts shall be rounded to the nearest 25 cents, which additional sum shall be taken into consideration when calculating any dues increase for the following year. Provided, however, that notwithstanding a rail carrier’s classification as Class II or III, where the average weighted straight time hourly rate on such property falls within the range of hourly rates of standard contracts. National Division dues shall be that applicable to members working under standard contracts.

PROPOSAL NO. 9

NOTIFICATION OF MISSING DUES PAYMENT WITHIN ONE MONTH OF MISSING PAYMENT
SUBMITTED BY MATT LARSON, SECRETARY-TREASURER OF LOCAL LODGE 1643

ADD ARTICLE V, SECTION 19, TO READ:

Sec. 19. A member who is missing a dues payment shall be notified no later than one month following the missed dues payment.

PROPOSAL NO. 10
NOTIFICATION OF MISSING DUES PAYMENT
SUBMITTED BY ANDREW QUISENBERRY, SECRETARY-TREASURER, LOCAL LODGE 0818

ADD ARTICLE V, SECTION 19, TO READ:

Sec. 19. When an employee is off for sickness, surgery, union business, etc. and dues are not taken out of a member's payroll check, a letter should be sent to the member and Lodge Secretary/Treasurer to notify them they are missing a dues payment. In addition to a letter, a text should be sent with the same information. The member and Secretary/Treasurer should be notified in a reasonable amount of time; this is to avoid a lapse in dues payments resulting in a member not being in good standing, taking away their ability to hold office at any level.

PROPOSAL NO. 11

CHANGE THE NUMBER OF VICE-PRESIDENTS AND EXECUTIVE BOARD MEMBERS
SUBMITTED BY BRUCE GLOVER, NORTHWEST REGION VICE PRESIDENT

CHANGE ARTICLE I, SECTION 3 TO READ:

Sec 3. The Officers of the National Division shall consist of a President, **three (3)** ~~five (5)~~ Vice-Presidents, a Secretary-Treasurer, and **five (5)** ~~six (6)~~ members of the Executive Board. The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

Between Conventions of the National Division all administrative, executive and judicial power and authority of the Division shall be vested in National Division Officers as provided in these Bylaws, except for matters referable to the IBT pursuant to the terms of the Merger Agreement.

PROPOSAL NO. 12
VICE-PRESIDENT NOMINATIONS BY REGION
SUBMITTED BY BRUCE GLOVER, NORTHWEST REGION VICE PRESIDENT

CHANGE ARTICLE I, SECTION 4, (1ST PARAGRAPH) TO READ:

Sec 4., (1ST Paragrph). The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. ~~Four (4) Vice Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated by delegates from his respective region. One (1) Vice President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as "at large."~~ **One (1) Vice President shall be from a System Division or Federation in either the West or Northwest Region and shall be nominated by delegates from either of those respective Regions. One (1) Vice President shall be from a System Division or Federation in either the Northeast or South Region and shall be nominated by delegates from either of those respective Regions. One (1) Vice President shall be from any System Division or Federation and may be nominated by any delegate, regardless of region and may be referred to as "at large."** National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 13
EXECUTIVE BOARD NOMINATIONS BY REGION
SUBMITTED BY BRUCE GLOVER, NORTHWEST REGION VICE PRESIDENT

CHANGE ARTICLE I, SECTION 4, (1ST PARAGRAPH) TO READ:

Sec 4., (1ST Paragrpah). The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. ~~Four (4) Vice-Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated by delegates from his respective region. One (1) Vice-President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as "at large."~~ **four (4) members of the Executive Board shall be from a System Division or Federation in his respective region (one Executive Board Member from each of of the four Regions) and shall be nominated by delegates from his respective Region. One (1) member of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. The member of the Executive Board so nominated may be referred to as "at large"**. National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 14
VICE-PRESIDENT NOMINATIONS BY REGION
SUBMITTED BY BRUCE GLOVER, NORTHWEST REGION VICE PRESIDENT

CHANGE ARTICLE IV, SECTION 3, TO READ:

Sec 3. The Vice Presidents will be assigned to the following duties, namely:

~~Four (4) shall be nominated from one of each of four (4) regions comprising the Northeast, the Northwest, the South and the West and one shall be nominated at-large.~~ **One (1) shall be nominated from a System Division or Federation in either the West or Northwest region, one (1) shall be nominated from a System Division or Federation in either the Northeast or South region and one (1) shall be nominated at-large.** The National Division Vice Presidents shall devote their entire time to the up building of the BMWED and to do such work as decided upon by the National Division Officers at their annual meetings. They will work under the direct instructions of the National Division President. They shall visit and instruct Local Lodges, assist the General Chairmen in their committees and boards and shall have authority to examine and audit the records and books of any Local Lodge and shall institute civil and criminal action to protect the interests of the BMWED when so directed by the National Division President. Each National Division Vice President shall prepare a written report on his activities and responsibilities to each Regular Convention.

PROPOSAL NO. 15
NATIONAL DIVISION PRESIDENT
SUBMITTED BY THE UNIFIED SYSTEM DIVISION

CHANGE ARTICLE III, SECTION 2, TO READ:

Sec 2. He shall decide all questions pertaining to the interpretation or meaning of any clause or Section of these Bylaws as well as all controversies which may be appealed from System Divisions, Federations or Local Lodges and shall promptly forward his decision in writing to the System Division, Federation or Local Lodge from which the appeal is taken. Appeals from the decisions of the President may be appealed by either party to the National Division Appeal Board, which shall consist of all National Division Officers. Such appeals shall be filed with the National Division Secretary-Treasurer within sixty (60) days after receipt of the President's decision. The Secretary-Treasurer shall refer the appeal to the National Division Appeal Board, except for those members who may be directly involved in the case under consideration. The National Division Appeal Board will report their **written** decision to the National Division President and the appellant. Further appeal of the decision of the Appeal Board shall be **to the National Association within sixty (60) days after receipt of the written decision of the National Division Appeals Board. Appeals to the National Association must be in writing and include the entire record of the controversy to the National Division Secretary-Treasurer who shall ensure that a copy of the appeal is supplied to all the General Chairpersons. The Secretary-Treasurer will also ensure that the appeal is put on the agenda of the next National Association meeting. The status quo will remain until the appeal is decided by the National Association. Further appeals will be** handled in accordance with the applicable provisions of the IBT Constitution, subject to the terms of the Merger Agreement

PROPOSAL NO. 16
NATIONAL DIVISION PRESIDENT APPOINTMENTS
SUBMITTED BY THE UNIFIED SYSTEM DIVISION

CHANGE ARTICLE III, SECTION 4, TO READ:

Sec 4. All appointments for positions coming under the President's supervision, and their salaries must be approved in advance by the National Division Executive Board, except for temporary appointments of less than sixty (60) days.

All consultants hired by the President, and their fees and/or salaries, must be approved by the National Division Executive Board prior to any services being rendered, except in cases of emergency **where a quorum of National Division E-Board members is unavailable by any means of communication.**

Any vote on appointments or the hiring of consultants shall be by roll call and the minutes thereof shall be sent to all System Officers.

PROPOSAL NO. 17
NATIONAL DIVISION PRESIDENT AUTHORITY REGARDING SUSPENSIONS
SUBMITTED BY THE UNIFIED SYSTEM DIVISION

CHANGE ARTICLE III, SECTION 7, TO READ:

Sec 7. He, **with the consent of a majority of National Division Officers and General Chairpersons,** may summarily suspend from office ~~and shall discontinue the salary of~~ any National Division Officer who, in ~~his~~ **their** judgement, is guilty of such misconduct in office as to warrant such removal for cause; provided that any such National Division Officer so disciplined shall have the right, upon demand in writing, **to be immediately served charges to be handled in accordance with Article VIII of these Bylaws.** ~~to an immediate hearing before the National Division Appeal Board, whose decision shall be final unless reversed on further appeal under the applicable provisions of the IBT Constitution. If the decision of the National Division Appeal Board is in favor of the accused, he shall be returned immediately to his former position and be paid for all time lost and personal expenses. If the final decision is in favor of the accused his record shall be cleared of such charges.~~ **The suspended National Division Officer shall remain under pay until the completion of the initial trial.**

PROPOSAL NO. 18
CHANGE THE NUMBER OF EXECUTIVE BOARD MEMBERS
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 3 TO READ:

Sec 3. The Officers of the National Division shall consist of a President, five (5) Vice-Presidents, a Secretary-Treasurer, and **five (5)** ~~six (6)~~ members of the Executive Board. The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

Between Conventions of the National Division all administrative, executive and judicial power and authority of the Division shall be vested in National Division Officers as provided in these Bylaws, except for matters referable to the IBT pursuant to the terms of the Merger Agreement.

PROPOSAL NO. 19
CHANGE THE NUMBER OF VICE PRESIDENTS
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 3 TO READ:

Sec 3. The Officers of the National Division shall consist of a President, **three (3)** ~~five (5)~~ Vice-Presidents, a Secretary-Treasurer, and six (6) members of the Executive Board. The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

Between Conventions of the National Division all administrative, executive and judicial power and authority of the Division shall be vested in National Division Officers as provided in these Bylaws, except for matters referable to the IBT pursuant to the terms of the Merger Agreement.

PROPOSAL NO. 20
VICE PRESIDENT LANGUAGE AND REGION CLEAN UP
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 4, (1ST PARAGRAPH) TO READ:

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. ~~Four (4)~~ **One (1) Vice-President shall be from a System Division or Federation in either the West or Northwest Region and shall be nominated by delegates from either of those respective Regions. One (1) Vice-President shall be from a System Division or Federation in either the Northeast or South Region and shall be nominated by delegates from either of those respective Regions. One (1) Vice-President shall be from any System Division or Federation and may be nominated by any delegate, regardless of region and may be referred to as "at large".** and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated by delegates from his respective region. ~~One (1) Vice-President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as "at-large."~~ National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 21
EXECUTIVE BOARD LANGUAGE AND REGION CLEAN UP
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 4, 1st PARAGRAPH TO READ:

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. Four (4) Vice-Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region **(one Executive Board Member from each of the four Regions)** and shall be nominated by delegates from his respective region. One (1) Vice-President and ~~two~~ **(2) One (1) members** of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. **The member of the Executive Board so nominated may be referred to as “at large”. The “at large” position must be a member that is not a full time officer.** ~~Those officers so nominated at election may be referred to as “at-large.”~~ National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 22
REGION VOTES ON VP AND E-BOARD
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 4, 1st PARAGRAPH TO READ

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. Four (4) Vice-Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated **and elected** by delegates from his respective region. One (1) Vice-President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as “at-large.” National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 23
ALLOW ACCESS TO INFORMATION FOR CANDIDATES THAT RUN
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 4, 3rd PARAGRAPH TO READ

Sec 4. Every bona fide candidate for National Division office shall have certain rights with respect to the distribution of campaign literature and freedom from discrimination. The National Division will comply with all reasonable requests of all such candidates to distribute, by mail or otherwise, at the candidate's expense, campaign literature in aid of his candidacy to all members in good standing of the BMWED. Whenever the National Division or its incumbent Officers authorize distribution to members, by mail or otherwise, of campaign literature on behalf of any bona fide candidate for office or on behalf of the National Division itself with reference to elections, similar distribution shall be made by the National Division and its Officers for any other bona fide candidate if so requested by such candidate, and equal treatment will be accorded as to the expense of such distribution to be borne by such candidate. Every bona fide candidate shall have the right, upon request, once within ~~thirty (30)~~ **one hundred twenty (120)** days prior to National Division elections in which he is a candidate, to inspect the list containing the names, **email, cell phone, or other contact information** and last known addresses of all members of the BMWED who are subject to Union Shop Agreements requiring membership in the BMWED as a condition of their employment; lists shall be maintained by the Secretary Treasurer at the Headquarters of the BMWED. **However, lists can also be provided remotely by an electronic platform that allows for share screen. National Division will provide a list of each Local Lodge officers contact information including but not limited to cell phone, email, address etc. across the BMWED when requested by a bona fide candidate for National Division office. The list can be requested electronically or through mail whichever the candidate prefers. National Division will provide each candidate when requested by a bona fide candidate for National Division office a list of the current delegates to the National Division Convention and a final copy of the list before the Convention. The list can be requested electronically or through mail whichever the candidate prefers.** Every bona fide candidate for National Division office may supply the National Division with a picture and a brief campaign announcement of 250 words or less to be published in the BMWED Journal. All information shall be published **twice, once before and once** in the same Journal edition as the last proposed Bylaws changes prior to the National Division Convention. The National Division shall also provide adequate safeguards to ensure that its elections are fair and impartial, and any candidate has the right to request and designate an observer at the polls and the counting of ballots.

PROPOSAL NO. 24
INCREASE NUMBER OF DELEGATES FOR A SPECIAL CONVENTION
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 11 TO READ

Sec 11. At least ~~one~~ **two** hundred fifty (~~150~~) **(250)** delegates entitled to a seat on the floor of the house shall form a quorum of the National Division.

PROPOSAL NO. 25

AUTHORITY OF NATIONAL PRESIDENT TO ENTER INTO ANY SYSTEM AGREEMENT
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE III, SECTION 16, 2nd PARAGRAPH TO READ:

Sec. 16, 2nd Paragraph. The National Division President shall not have the power to enter into a National Agreement without a majority vote by the General Membership or send to binding arbitration. The National Division President shall not have the power to enter into any system agreement without the written consent of the affected General Chairmen (Chairman). If the National Division President is not able to receive the written consent of all affected General Chairmen, he shall have the right to submit such agreement directly to the affected rank and file. Such ratification vote shall be by mail ballot referendum to all members in good standing covered by such agreement. Such vote will be conducted by an impartial ballot counting company. If the agreement is ratified, the National Division President shall be empowered to enter into the agreement.

PROPOSAL NO. 26
ADDITIONAL ACCESS AND INFORMATION TO THE MEMBERSHIP
SUBMITTED BY BURNOR SYSTEM FEDERATION

ADD ARTICLE III, SECTION 18, TO READ:

Sec. 18. He shall furnish a written report or newsletter monthly detailing activities of himself, disputes, resolutions, claims or grievances of the Brotherhood handled in Chicago, and any other valuable information to share of the activities of the Brotherhood. This can either be sent by letter or email to each member of the BMWED.

PROPOSAL NO. 27
CHANGES TO NATIONAL DIVISION VICE PRESIDENTS
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE IV, SECTIONS 1, 2 & 3 TO READ:

Sec 1. The duties of each National Division Vice President are to assist the National Division President in the discharge of his duties under his general direction, subject to the provisions hereinafter made in this Article.

Sec 2. Excluding the Vice-President at-large, the office of each Vice President shall be located in the region from which he is elected and as near as practicable in the general locality in which the Vice President resides. The National Division President may assign a Vice President to perform work in another region on a temporary basis. The Vice-President at-large may locate his office at or near his point of residence, or may, with the President's approval, locate his office at headquarters.

Sec 3. The Vice Presidents will be assigned to the following duties, namely:

One (1) ~~Four (4)~~ shall be nominated from a System Division or Federation in either the West or Northwest region, one (1) shall be nominated from a System Division or Federation in either the Northeast or South region and one (1) shall be nominated at-large. ~~one of each of four (4) regions comprising the Northeast, the Northwest, the South and the West and one shall be nominated at-large.~~ The National Division Vice Presidents shall devote their entire time to the up building of the BMWED and to do such work as decided upon by the National Division Officers at their annual meetings. They will work under the direct instructions of the National Division President. They shall visit and instruct Local Lodges, assist the General Chairmen in their committees and boards and shall have authority to examine and audit the records and books of any Local Lodge and shall institute civil and criminal action to protect the interests of the BMWED when so directed by the National Division President. Each National Division Vice President shall prepare a written report on his activities and responsibilities to each Regular Convention.

PROPOSAL NO. 28
ADDITIONAL ACCESS AND INFORMATION TO THE MEMBERSHIP
SUBMITTED BY BURNOR SYSTEM FEDERATION

ADD ARTICLE V, SECTION 19 TO READ:

Sec 19. He shall furnish an itemized statement covering receipts and disbursements once each quarter by letter or email to each Local Lodge Secretary-Treasurer.

PROPOSAL NO. 29
REMOVE AUTOMATIC DUES INCREASE
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE XV, SECTION 3, 1ST PARAGRAPH TO READ:

Sec 3. Each member shall be required to pay all BMWED dues and assessments. ~~National Division dues shall be adjusted each January to reflect one and three tenths (1.3) of the average straight time hourly rate of pay for each of the three rate classifications listed in Paragraph 3.8 of the Merger Agreement. The average straight time hourly rate of pay for standard contracts will be based on the information reflected in the annual statement published by the National Railway Labor Conference which shall be used as an equivalent formula. In the event that the National Railway Labor Conference ceases to publish the annual statement or alters it materially, and for nonstandard and non-rail contracts listed in Paragraph 3.8 of the Merger Agreement, an alternative equivalent formula shall be adopted so as to accurately reflect increases in rates of pay provided for under Agreements during the appropriate measurement period. Said amounts shall be rounded to the nearest 25 cents, which additional sum shall be taken into consideration when calculating any dues increase for the following year. Provided, however, that notwithstanding a rail carrier's classification as Class II or III, where the average weighted straight time hourly rate on such property falls within the range of hourly rates of standard contracts. National Division dues shall be that applicable to members working under standard contracts.~~

PROPOSAL NO. 30
RANK AND FILE ON EXECUTIVE BOARD
SUBMITTED BY LOCAL LODGE 1326

ADD ARTICLE I, SECTION 4, NEW 6th PARAGRAPH TO READ:

Sec 4. Each region shall have a minimum of one (1) Executive Board member who is a rank-and-file member in good standing. For this purpose, "rank and file member" shall be a non-full time union representative.

PROPOSAL NO. 31
INCREASE NUMBER OF EXECUTIVE BOARD MEMBERS
SUBMITTED BY LOCAL LODGE 1326

CHANGE ARTICLE I, SECTION 3, & SECTION 4, 1st PARAGRAPH TO READ:

Sec. 3 The Officers of the National Division shall consist of a President, five (5) Vice-Presidents, a Secretary-Treasurer, and ~~six (6)~~ **eight (8)** members of the Executive Board. The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

Between Conventions of the National Division all administrative, executive and judicial power and authority of the Division shall be vested in National Division Officers as provided in these Bylaws, except for matters referable to the IBT pursuant to the terms of the Merger Agreement

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. Four (4) Vice-Presidents and ~~four (4)~~ members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated by delegates from his respective region. One (1) Vice-President ~~and two (2) members of the Executive Board~~ shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as "at-large." National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 32
VOTING ON LEADERSHIP WITHIN REGION
SUBMITTED BY LOCAL LODGE 1326

CHANGE ARTICLE I, SECTION 4, 1st PARAGRAPH TO READ:

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. Four (4) Vice-Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated **and elected** by delegates from his respective region. One (1) Vice-President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as “at-large.” National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 33
NATIONAL ELECTIONS BY RANK AND FILE VOTE
SUBMITTED BY LOCAL LODGE 1326

ADD ARTICLE I, SECTION 4(a), TO READ:

Sec. 4(a). Notwithstanding any other provision in these bylaws, effective with the term of office to begin on January 1, 2023 and all successive general elections, all National Division Officers will be elected by rank and file vote in a mail ballot referendum and electronic voting. The following provisions will be used to govern this election.

1. **All elections shall be conducted by a 3rd party. This includes the printing of ballots, mailing of ballots and counting of ballots. It shall take a 50% = 1 of votes cast to be declared the winner of any position.**
2. **Nominations will occur at the National Division Convention, starting in June 2022, and each quadrennial Convention thereafter. Where there is only one candidate when the nominating period is over, that candidate will be declared the winner and there is no need to send out ballots for that position. Candidates shall be positioned on the ballot by random drawing.**
3. **If there are three (3) or more nominations for any National Division Officer position, the delegates at the National Convention will vote, by secret ballot and weighted votes. The top two (2) candidates with the greatest number of votes shall be declared the winners. The rank-and-file voting procedure shall then be used.**
4. **Ballots will be mailed to all eligible members within the first week of September of the election year and received up until October 15th at 5 PM CST of the election year. The ballots shall be counted and declared no later than November 1st of the election year.**
5. **Winning candidates will be brought to the National Division Headquarters, where they will be installed officially as officers starting on January 1, 2023 and each quadrennial convention thereafter.**

PROPOSAL NO. 34
VICE PRESIDENT NOMINATIONS BY REGION
SUBMITTED BY LOCAL LODGE 1326

CHANGE ARTICLE IV, SECTION 3 TO READ:

Sec 3. The Vice Presidents will be assigned to the following duties, namely:

~~Four (4)~~ **Three (3)** shall be nominated from one of each of ~~four (4)~~ **three (3)** regions ~~comprising the Northeast, the Northwest, the South and the~~ **West, Central, and the East** ~~and one shall be nominated at-large.~~ The National Division Vice Presidents shall devote their entire time to the up building of the BMWED and to do such work as decided upon by the National Division Officers at their annual meetings. They will work under the direct instructions of the National Division President. They shall visit and instruct Local Lodges, assist the General Chairmen in their committees and boards and shall have authority to examine and audit the records and books of any Local Lodge and shall institute civil and criminal action to protect the interests of the BMWED when so directed by the National Division President. Each National Division Vice President shall prepare a written report on his activities and responsibilities to each Regular Convention.

PROPOSAL NO. 35
INCREASE NUMBER OF EXECUTIVE BOARD MEMBERS
SUBMITTED BY LOCAL LODGE 1326

CHANGE ARTICLE VI, SECTION 2 TO READ:

Sec 2. The quorum of the National Division Executive Board shall be ~~four (4)~~ **six (6)** members.

PROPOSAL NO. 36
REDUCTION IN NUMBER OF VICE PRESIDENTS
SUBMITTED BY LOCAL LODGE 1326

CHANGE ARTICLE I, SECTION 3, SECTION 4, 1ST PARAGRAPH & SECTION 7(b), 1ST
PARAGRAPH TO READ:

Sec. 3 The Officers of the National Division shall consist of a President, ~~five (5)~~ **three (3)** Vice-Presidents, a Secretary-Treasurer, and six (6) members of the Executive Board. The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

Between Conventions of the National Division all administrative, executive and judicial power and authority of the Division shall be vested in National Division Officers as provided in these Bylaws, except for matters referable to the IBT pursuant to the terms of the Merger Agreement

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. ~~Four (4)~~ **The** Vice-Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated by delegates from his respective region. ~~One (1) Vice-President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as "at-large."~~ National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

* * *

Sec. 7(b): ~~Excluding those positions elected from nominations made at-large, in~~ **In** the event of a vacancy in the office of Vice President or Executive Board member, those eligible to be elected to fill such vacancy must be from a System Division or Federation of the region where the vacancy occurs, and must be nominated by a System Division or Federation Officer from that region.

PROPOSAL NO. 37
ADDITION OF OFFICERS TO INTERPRET BYLAWS
SUBMITTED BY TOM MODICA, LOCAL LODGE 1532

CHANGE ARTICLE III, SECTION 2 TO READ:

Sec 2. He shall decide all questions pertaining to the interpretation or meaning of any clause or Section of these Bylaws as well as all controversies which may be appealed from System Divisions, Federations or Local Lodges and shall promptly forward his decision in writing to the System Division, Federation or Local Lodge from which the appeal is taken. Appeals from the decisions of the President may be appealed by either party to the National Division Appeal Board, which shall consist of all National Division Officers **and fourteen (14) randomly drawn Federation and Local Lodge Officers in good standing.** Such appeals shall be filed with the National Division Secretary-Treasurer within sixty (60) days after receipt of the President's decision. The Secretary-Treasurer shall refer the appeal to the National Division Appeal Board, except for those members who may be directly involved in the case under consideration. The National Division Appeal Board will report their decision to the National Division President and the appellant. Further appeal of the decision of the Appeal Board shall be handled in accordance with the applicable provisions of the IBT Constitution, subject to the terms of the Merger Agreement.

PROPOSAL NO. 38
MINUTES OF EXECUTIVE BOARD MEETINGS PROVIDED TO BMWED MEMBERS
SUBMITTED BY TOM MODICA, LOCAL LODGE 1532

CHANGE ARTICLE VI, SECTION 9 TO READ:

Sec 9. The duty of the National Division Executive Board Secretary shall be to keep minutes of all transactions of the National Division Executive Board.

The National Division Executive Board Secretary shall furnish each System Officer with these minutes within sixty (60) days of the conclusion of the National Division Executive Board's meeting. The minutes shall include the voting record and results of any and all questions acted on by the National Division Executive Board, excluding death benefit appeals. **Upon written request, the minutes will be provided to any member of the BMWED in good standing within 30 days.**

The National Division Executive Board Secretary may call on the National Division President for assistance in reproduction and distribution of such minutes.

In the event of a vacancy in the office, or in the absence or inability to act, of the Chairman of the National Division Executive Board, the Vice Chairman shall, for the time being, perform the functions and duties of the Chairman.

PROPOSAL NO. 39
OFFICER RECALL
SUBMITTED BY TOM MODICA, LOCAL LODGE 1532

ADD ARTICLE VIII, SECTION 2 TO READ:

Sec 2. (a) To recall any Officer of the National Division, a petition, setting forth the reasons and signed by fifteen percent (15%) of the total members in good standing who are eligible to vote for that office will be turned into the Secretary-Treasurer. If the officer is the President or Secretary-Treasurer the petition must also include signatures from a minimum of twenty five percent (25%) of the Local Lodges in good standing.

(b) A minimum of 100 recall proponents is required to initiate a recall petition drive. Petitioners for the recall of an officer must submit a notice of intention to the Secretary-Treasurer. The notice will include:

- 1. The name and title of the officer sought to be recalled.**
- 2. A statement, not exceeding 200 words in length, of the reasons for the proposed recall.**
- 3. The printed name, signature, and Local Lodge of the 100 recall proponents.**

(c) Upon receipt of that petition the Secretary-Treasurer will have fifteen (15) days to send a notice of elections to the rank-and-file members in good standing.

(d) Members wishing to run for office will have fifteen (15) days to send in nominations and seconds to the Secretary-Treasurer, via US Mail or email.

(e) After nominations are received the Secretary will authorize ballots using the American Arbitration Association to be sent to the members in good standing who are eligible and in the district of that office.

(f) The election will end on the 30th day after the ballots have been sent out and all returned ballots must have been received on or before the 30th day to be counted.

(g) A Member may not nominate or second themselves to run for office.

(h) No petition will be valid during an officer's first year of the current term.

(i) The officer against whom the petition is directed shall have the right to run for that office in this election.

(j) No more than one (1) officer will be on a petition.

(k) There shall be no more than one (1) recall election directed against one official, during one term of office.

PROPOSAL NO. 40
NEGOTIATION DOCUMENTS AVAILABLE UPON REQUEST
SUBMITTED BY TOM MODICA, LOCAL LODGE 1532

CHANGE ARTICLE XIX, SECTION 9 TO READ:

Sec 9. Negotiation and Adoption of System Division or Federation Collective Bargaining Agreements. The BMWED, acting through its duly selected and authorized Officers, committees, or representatives, has full and sole authority to represent all employees who are members of the BMWED in the negotiating, interpreting and applying of agreements covering wages, hours, and other conditions of employment, made and entered into under the provisions of the Railway Labor Act or the National Labor Relations Act; to represent such employees in all conferences, negotiations, or other proceedings with the management; to appear and represent all such employees before any tribunal authorized to consider or adjust claims arising out of the interpretation or application of such agreements, and to adjust, compromise and settle all such claims.

The duly authorized committee of the Joint Protective Board, acting in accordance with the System Division or Federation Constitution and/or Bylaws, shall have the power, with the approval of the National Division President or his designated representative, to enter into agreements with company officials with respect to wages and terms of employment of the men they represent. Said rules and agreements, may be tentatively initialed by the General Chairman or General Chairmen involved, pending approval by the National Division President or his designated representative. Upon approval, such agreement may be signed and shall be binding upon all members employed on the company or companies. As it relates to collective bargaining following a moratorium on issues involving wages, rules and benefits, Joint Protective Boards shall not begin negotiations with company officials until the schedule to be presented has been approved by the National Division President or his designated representative, and a fund collected to defray the expenses incurred by the Board during the pendency of negotiations. Such preparatory arrangements are not mandatory for other negotiations.

The National Division will, subject to its own discretionary limitations, bear the expense of all negotiations in the changing of rules and wage conditions after same have been referred to the National Mediation Board, Board of Arbitration or other lawfully constituted body by the System Division or Federation, and will pay for and provide such System Division or Federation with a copy of any written proceedings taken before any such body **and upon written request, will be provided to any member of the BMWED in good standing within thirty (30) days.** The National Division will not be required under the provisions of this paragraph to pay any part of the salary or expenses of any Officer of a System Division or Federation in the United States under the provisions of the Railway Labor Act, the National Labor Relations Act or subsequent acts.

Any System Division or Federation shall have the right to include in its Bylaws a provision which mandates the General Chairman and/or Joint Protective Boards to alter or amend the language of collective bargaining agreements and to submit any proposed agreements made by such General Chairman and/or Joint Protective Boards to affected rank and file for ratification or rejection.

PROPOSAL NO. 41
NATIONAL DIVISION EXECUTIVE BOARD PERMISSIONS
SUBMITTED BY KEVIN EVANSKI, LOCAL LODGE 1551

CHANGE ARTICLE VI, SECTION 5 TO READ:

Sec 5. Except as otherwise provided in these Bylaws, all administrative, executive and judicial power and authority of the BMWED shall be vested in the National Division President, Secretary-Treasurer, Vice Presidents and the Executive Board as heretofore provided in Article I, Section 3, who shall jointly determine the general policies to be adopted and enforced during the interim between National Division Conventions, including the adoption of such resolutions as may be necessary or advisable to effectuate provisions of these Bylaws, the enactments, resolutions or decisions of the National Division Convention, or the requirements of any applicable law. All such policies shall be executed by the National Division Officers who shall be accountable to the National Division Executive Board for any departure therefrom, due allowance being made for all circumstances in such events. **The National Division Executive Board, by majority vote shall have free access to all work related communications performed using BMWED paid for equipment or BMWED sponsored email addresses of all National Division Officers and their assistants. The National Division Executive Board, by majority vote will maintain the authority to investigate credible allegations of wrongdoing. At its discretion the National Division Executive Board, by majority vote is authorized to hire an independent firm to perform audits and investigations and the expenses shall be borne by the National Division.**

PROPOSAL NO. 42
GOVERNMENT OF LOCAL LODGES
SUBMITTED BY ANTHONY SESSA, GENERAL CHAIRMAN, PENNSYLVANIA FEDERATION

ARTICLE XVIII, SECTION 14, 1ST PARAGRAPH (STANDING TEXT):

Sec 14. Each Local Lodge in good standing shall be entitled to be represented at the National Division Convention by a delegate or alternate. ~~or a delegate ex officio as set forth in the second paragraph of this Section.~~ However, in the event a Local Lodge elects not to send its own member or delegate ex officio to the National Division Convention, two or more Local Lodges may elect to be represented by a delegate and/or alternate of another Local Lodge in the BMWED from their System Division Federation. No delegate may represent more than five hundred (500) members at the National Division Convention unless such members are all members of one Local Lodge. A delegate or alternate to the National Division Convention may represent as many Lodges as may elect him if the total membership so represented does not exceed five hundred (500) members.

Full time National Division, General Chairpersons or System Officers may not be delegates for any Local Lodge except when elected by their home Local Lodge to be a delegate.

PROPOSAL NO. 43

REPRESENTATION AND ELECTION OF DELEGATES TO SYSTEM JOINT PROTECTIVE BOARDS
SUBMITTED BY ANTHONY SESSA, GENERAL CHAIRMAN, PENNSYLVANIA FEDERATION

CHANGE ARTICLE XVIII, SECTION 15 TO READ:

Sec 15. Representation and Election of Delegates to System Division or Federation Joint Protective Boards. Representation of Local Lodges within a System Division or Federation at Joint Protective Board meetings and/or System Division or Federation Conventions shall be governed by the provisions of the Constitution and/or Bylaws of the respective System Division or Federation. All delegates shall be elected by secret ballot vote of the members of the Local Lodge as hereafter provided in Article XIX, Section 4. **Full time National Division, General Chairpersons or System Officers may not be delegates for any Local Lodge except when elected by their home Local Lodge to be a delegate. All delegates at System Division or Federation Conventions shall be entitled to cast one vote for every member in good standing of the membership which he represents on all questions of order, election of officers, amendments to reports or any other business before the meeting that requires voting.**

PROPOSAL NO. 44
REDUCTION IN NUMBER OF DELEGATES REPRESENTED AT NATIONAL CONVENTION IF
MORE THAN ONE LODGE
SUBMITTED BY COREY HAYES, AND OTHER LOCAL LODGE MEMBERS

CHANGE ARTICLE XVIII, SECTION 14, 1ST PARAGRAPH TO READ:

Sec 14. Each Local Lodge in good standing shall be entitled to be represented at the National Division Convention by a delegate or alternate, or a delegate ex officio as set forth in the second paragraph of this Section. However, in the event a Local Lodge elects not to send its own member or delegate ex officio to the National Division Convention, two or more Local Lodges may elect to be represented by a delegate and/or alternate of another Local Lodge in the BMWED from their System Division Federation. No delegate may represent more than ~~five hundred (500)~~ **one hundred-fifty (150)** members at the National Division Convention unless such members are all members of one Local Lodge. A delegate or alternate to the National Division Convention may represent as many Lodges as may elect him if the total membership so represented does not exceed ~~five hundred (500) members~~ **one hundred-fifty (150) members unless such members are all members of one local lodge.**

REPLACE PREAMBLE WITH DECLARATION OF PRINCIPLES
SUBMITTED BY COREY HAYES, AND OTHER LOCAL LODGE MEMBERS

CHANGE PREAMBLE TO DECLARATION OF PRINCIPLES TO READ:

Preamble: The objectives of the Brotherhood are:

1. ~~To exalt the character and increase the ability of its members.~~
2. ~~To ensure greater safety for our members and the traveling public and affect economy in the departments in which our members are employed by interchanging ideas and adopting the best methods of performing our duties.~~
3. ~~To benefit the general public by raising the standard of efficiency of our membership.~~
4. ~~To alleviate distress and suffering caused by sickness or disability among our members.~~
5. ~~To assist the families of deceased members.~~
6. ~~To inspire all members of the Brotherhood to live a sober, moral, and honest life.~~
7. ~~To encourage all members to faithfully and honestly perform their duties to the best of their ability for the Brotherhood and for their employers.~~
8. ~~To use all honorable means to secure the passage of laws beneficial to our membership, and to improve labor conditions generally.~~
9. ~~To stimulate the civic education of the members in their political rights; and to use the ballot intelligently to the end that the Government may not be perverted to the interest of the favored few, but that it may be a "Government of the people, by the people, and for the people" in the fullest sense.~~

Declaration of Principles

We, the men and women working under the jurisdiction of the BMWED in the railroad industry, in order to build and maintain a strong union organization and provide for the defense of our common interests, promote the general welfare of our members and their families, uphold the rights and dignity of our labor, have determined that we shall be guided by the following principles:

1. **An injury to one is an injury to all.**
2. **All rights and duties belong, without prejudice, to each member of this organization as long as the member complies with the by-laws.**
3. **To oppose and resist concessionary bargaining.**
4. **To use all possible safety measures in our work so as not to injure our brother or sister members; to reduce the hazards of our occupation to a minimum and to get the maximum benefits for those injured and to fight for improved benefits.**
5. **To educate our membership as to their role and responsibilities as union members.**

PROPOSAL NO. 46

RANK AND FILE TO BE INCLUDED IN NATIONAL NEGOTIATIONS
SUBMITTED BY COREY HAYES, AND OTHER LOCAL LODGE MEMBERS

ADD ARTICLE XIX, SECTION 9, NEW 5TH PARAGRAPH TO READ:

Sec. 9. New 5th Paragraph: All negotiating committees established and tasked with negotiating collective bargaining agreements between the National Division, System Division, or a Federation and employers shall include rank-and-file members who work under such agreement or, with respect to a first contract, who are members of the bargaining unit that will be covered by such agreement, and they shall have the right to fully participate as members of such committee.

PROPOSAL NO. 47
FREEZE SALARIES OF OFFICERS AND APPOINTEES
SUBMITTED BY JOHN MOZINSKI JR, BURNOR GENERAL CHAIRMAN

CHANGE ARTICLE VII, SECTION 1 TO READ:

Sec 1. For the faithful performance of his duties, each elective National Division Officer shall receive an annual salary as follows:

President: \$158,106.63

Secretary Treasurer: \$137,900.84

Vice President: \$121,268.62

*Note: Rate reflects adjustment adopted at 2nd Regular National Division Convention.

Each elective National Division Officer's salary and each National Division Appointee's salary shall be adjusted periodically so as to reflect all general wage increases including cost of living adjustments as provided for under National Agreements applicable to the membership of the BMWED. All such increases shall be applied in the same manner and on the same dates as provided for under subsequent National Agreements. **However, the rates will be frozen until the 2026 Convention for anyone making over \$100,000. For appointee positions to deviate from this will require a unanimous vote of President, Vice Presidents, Secretary-Treasurer, and Executive Board to increase.**

PROPOSAL NO. 48

NEW ARTICLE FOR A CONVENTION FUND FOR LOCAL LODGES
SUBMITTED BY JOHN MOZINSKI JR, BURNOR GENERAL CHAIRMAN

ADD ARTICLE XXI, TO READ:

Sec. 1. Effective September 1, 2022, the National Division will maintain in a separate account, a Convention fund for Local Lodges, to allow for locals that were unable to send a delegate to the 2022 National Convention. Each Convention Locals that have been unable to send a delegate previously will be eligible. National Division will set aside \$2,500 each month until the next Convention. Each Local Lodge will be entitled to an equal share that send a delegate at the next convention up to their expense.

PROPOSAL NO. 49
HANDLING OF VACANCIES IN OFFICE
SUBMITTED BY DALE BOGART, LOCAL LODGE 1632

CHANGE ARTICLE I, SECTION 7 TO READ:

Sec. 7(a) In the event a National Division Officer is temporarily unable to perform their duties for any reason becomes incapacitated, upon receipt of notice of such incapacitation, the President or Secretary Treasurer shall within ten (10) days thereafter, call a meeting (in-person or virtual) of all remaining National Division Officers and all General Chairpersons to determine if such office should be filled temporarily and, if so, they shall ~~appoint~~ elect a member from the region, if applicable, to fill the temporary position.

Any National Division or System Officer, from the appropriate region if applicable, may nominate a candidate to run for the temporary vacancy. Each National Division Officer will be entitled to cast one vote, and each General Chairperson or their duly authorized representative, will be entitled to cast the representative vote of the membership of the System Division or Federation they represent, for the membership paid up to the end of the previous quarter, as shown by the National Division record as of the date the vacancy occurred.

Any vacancy or vacancies resulting from such ~~temporary appointments~~, or election, if deemed necessary, shall be filled in the same manner.

7(b): In the event a National Division Officer is permanently unable to perform their duties (sick, retirement, removed, etc.) the President or Secretary-Treasurer shall call the remaining National Division Officers and all General Chairpersons together to elect a member, from the region if applicable, to fill the position permanently. ~~Excluding those positions elected from nominations made at large, in the event of a vacancy in the office of Vice President or Executive Board member, those eligible to be elected to fill such vacancy must be from a System Division or Federation of the region where the vacancy occurs, and must be nominated by a System Division or Federation Officer from that region.~~

Any National Division or System Officer, from the appropriate region if applicable, may nominate a candidate for the permanent vacancy. Each National Division Officer will be entitled to cast one vote, and each General ~~Chairman~~ Chairperson or his their duly authorized representative, will be entitled to cast the representative's vote of the membership of the System Division or Federation ~~he they represent~~ represents, for the membership paid up to the end of the previous quarter, as shown by the National Division record as of the date the vacancy occurred.

~~In the event of a vacancy in the office of Vice President or Executive Board member, those eligible to be elected to fill such vacancy, must be from a System Division or Federation of the region where the vacancy occurs, and must be nominated by a System Division or Federation Officer from that region.~~

The election can be held in person or virtually, but must be held not more than ~~sixty (60)~~ thirty (30) days from the date the permanent vacancy occurs, or the date it becomes known that a vacancy will

PROPOSAL NO. 50
PRESIDENT AND SECRETARY TREASURER ELECTED AT CONVENTION SHALL TAKE OVER
IMMEDIATE AUTHORITY
SUBMITTED BY REESE SAULTER, ALLIED FEDERATION VICE CHAIRMAN

CHANGE ARTICLE I, SECTION 4, 1st PARAGRAPH TO READ:

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. Four (4) Vice-Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated by delegates from his respective region. One (1) Vice-President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as “at-large.” National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

For the 5th BMWED Quadrennial Convention, the newly elected BMWED National Division President and Secretary-Treasurer shall take over all decision-making authority of those offices immediately at the conclusion of the convention. If the incumbent of either of these positions at the 5th Quadrennial Convention is not reelected, they will be allowed to fill out the remainder of their term in an honorary status only with all Presidential decision-making authority being vested in the newly elected President, and Secretary-Treasurer decision-making authority being vested in the newly elected Secretary-Treasurer.

PROPOSAL NO. 51

EVERY FEDERATION HAS A VOICE ON ALL THE COMMITTEES
SUBMITTED BY WILLIAM KOK, LOCAL LODGE 1251

CHANGE ARTICLE III, SECTIONS 14 & 15 TO READ:

~~Sec 14. He shall appoint members, two (2) from each region of the United States who shall serve as a National Division Convention Bylaws Committee; and five (5) members, at least one from each region who shall serve as a National Division Convention Resolutions Committee. The Resolutions Committee shall also act as the Credentials Committee.~~ **He shall appoint three (3) members to represent National Division on all committees for the National Division Convention. The remaining members to be composed of one (1) member from each attending Federation to the National Division Convention. These members shall be selected at random by each Federation from that Federations' duly elected delegates to the National Division Convention.**

These Committees shall be provided sufficient time and resources to meet, deliberate and provide a written Report to the Delegates at the National Division Convention. The time and place of Committee meetings shall be at the discretion of the National Division President. All appointments shall be made at least thirty (30) days prior to the convening of the Committees. **The Resolutions Committee shall also act as the Credentials Committee.**

All proposed changes in the Bylaws as presented by the Bylaws Committee Report shall be indicated in the Committee's Report by printing said changes in bold type or italicized print.

~~Sec. 15. The President shall also appoint the members of, designate the temporary Chairman, and convene the additional National Division Convention Committees hereafter designated,;~~ **The Committees for the National Division Convention shall be,** and **any** such other special committees and assistants as may be necessary to facilitate the work of the BMWED. ~~Each committee listed below shall contain at least one (1) member from each region:~~

Committee on National and State Legislative Matters
Committee on Rules
Committee on National Division Officers Reports
Committee on Jurisdiction
Committee on Salaries and Finances
Bylaws Committee
Committee on Ritual
Resolutions Committee

Note: The Committee on Legislative Matters shall ~~consist of six (6) members, at least one from each region~~ and **have** a Convener, who is the Assistant to the President/National Legislative Director on legislative matters.

PROPOSAL NO. 52
A VOICE AND OVERSIGHT IN NATIONAL DIVISION ELECTIONS AND FINANCES
SUBMITTED BY WILLIAM KOK, LOCAL LODGE 1251

CHANGE ARTICLE I, SECTION 3, 1ST PARAGRAPH TO READ:

Sec 3. The Officers of the National Division shall consist of a President, five (5) Vice-Presidents, a Secretary-Treasurer, and ~~six (6) members of the Executive Board.~~ **one (1) Executive Board member for each Federation under the Jurisdiction of the National Division, (each Executive Board Member will be elected by their own Federation JPB's at their respective conventions and their term will serve the duration between their Federation JPB conventions unless vacated by retirement, promotion, resignation or removed by their Federation JPB, this bylaw change would be effective January 1st, 2023 and supersedes any conflicting bylaws).** The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

PROPOSAL NO. 53
QUORUM RULES UPDATE
SUBMITTED BY WILLIAM KOK, LOCAL LODGE 1251

CHANGE ARTICLE VI, SECTION 2, TO READ:

Sec 2. The quorum of the National Division Executive Board shall be ~~four (4)~~ **fifty percent (50%) + 1 of the duly** elected members.

PROPOSAL NO. 54
NATIONAL DIVISION EXECUTIVE BOARD INVOLVEMENT IN LAWS AND REGULATIONS
FOR THE GOVERNMENT OF LOCAL LODGES
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE II, SECTION 2, TO READ:

Sec 2. The National Division shall adopt and prescribe laws and regulations for the government of Local Lodges and **with a majority vote from the National Division Executive Board**, shall have the power to amend or repeal the same; and it shall do all things necessary to promote the welfare of the BMWED.

PROPOSAL NO. 55
APPEAL PROCESS FOR SUSPENSION OF MEMBERS
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE III, SECTION 2 TO READ:

Sec 2. He shall decide all questions pertaining to the interpretation or meaning of any clause or Section of these Bylaws as well as all controversies which may be appealed from System Divisions, Federations or Local Lodges and shall promptly forward his decision in writing to the System Division, Federation or Local Lodge from which the appeal is taken. Appeals from the decisions of the President may be appealed by either party to the National Division Appeal Board, which shall consist of all ~~National Division Officers~~ **National Division Executive Board**. Such appeals shall be filed with the National Division Secretary-Treasurer within sixty (60) days after receipt of the President's decision. The Secretary-Treasurer shall refer the appeal to the National Division Appeal Board, except for those members who may be directly involved in the case under consideration. The National Division Appeal Board will report their decision to the National Division President and the appellant. Further appeal of the decision of the Appeal Board shall be handled in accordance with the applicable provisions of the IBT Constitution, subject to the terms of the Merger Agreement.

PROPOSAL NO. 56
NATIONAL DIVISION OFFICERS TO HAVE SAME PAID HOLIDAYS PER THE NATIONAL
AGREEMENT
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE VII, SECTION 1 TO READ:

Sec 1. For the faithful performance of his duties, each elective National Division Officer shall receive an annual salary as follows:

President: \$158,106.63*

Secretary Treasurer: \$137,900.84*

Vice President: \$121,268.62*

*Note: Rate reflects adjustment adopted at 2nd Regular National Division Convention.

Each elective National Division Officer's salary and each National Division Appointee's salary shall be adjusted periodically so as to reflect all general wage increases including cost of living adjustments as provided for under National Agreements applicable to the membership of the BMWED. All such increases shall be applied in the same manner and on the same dates as provided for under subsequent National Agreements. **Each elective National Division Officer will observe the same paid holiday's according to all National Agreements.**

PROPOSAL NO. 57
QUORUM RULES UPDATE
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE VI, SECTION 2, TO READ:

Sec 2. The quorum of the National Division Executive Board shall be ~~four (4)~~ **fifty percent (50%) + 1 of the duly** elected members.

PROPOSAL NO. 58

A VOICE AND OVERSIGHT IN NATIONAL DIVISION ELECTIONS AND FINANCES
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE I, SECTION 3, 1ST PARAGRAPH TO READ:

Sec 3. The Officers of the National Division shall consist of a President, five (5) Vice-Presidents, a Secretary-Treasurer, and ~~six (6) members of the~~ **one (1) Executive Board member for each Federation under the Jurisdiction of the National Division. Each Executive Board Member will be elected by their own System/Federation Joint Protective Board (JPB) at their respective conventions and their term will serve the duration between their System/Federation JPB conventions unless vacated by retirement, promotion, resignation or removed by their System/Federation JPB, this bylaw change would be effective January 1st, 2023 and supersedes any conflicting bylaws.** The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

EVERY FEDERATION HAS A VOICE ON ALL THE COMMITTEES
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE III, SECTIONS 14 & 15 TO READ:

Sec 14. He shall appoint **three (3)** members, ~~two (2)~~ from each region of the United States who shall serve as a National Division Convention Bylaws Committee; and ~~five (5)~~ members, at least one from each region who shall serve as a National Division Convention Resolutions Committee. ~~The Resolutions Committee shall also act as the Credentials Committee~~ **to represent National Division on all committees for the National Division Convention. The remaining members to be composed of one (1) member from each System/Federation to the National Division Convention Resolutions Committee. These members shall be selected at random by each Federation from that Federation's duly elected delegates to the National Division Convention.**

These Committees shall be provided sufficient time and resources to meet, deliberate and provide a written Report to the Delegates at the National Division Convention. The time and place of Committee meetings shall be at the discretion of the National Division President. All appointments shall be made at least thirty (30) days prior to the convening of the Committees. **The Resolutions Committee shall also act as the Credentials Committee.**

All proposed changes in the Bylaws as presented by the Bylaws Committee Report shall be indicated in the Committee's Report by printing said changes in bold type or italicized print.

Sec. 15. The President shall also ~~appoint the members of, designate the temporary Chairman, and convene the additional National Division Convention Committees hereafter designated, and such other special committees and assistants as may be necessary to facilitate the work of the BMWED. Each committee listed below shall contain at least one (1) member from each region:~~ **convene the additional National Division Committees hereafter designated. The Committees for the National Division Convention shall be, and any such other special committees and assistants as may be necessary to facilitate the work of the BMWED.**

- Committee on National and State Legislative Matters
- Committee on Rules
- Committee on National Division Officers Reports
- Committee on Jurisdiction
- Committee on Salaries and Finances
- Bylaws Committee**
- Committee on Ritual
- Resolutions Committee**

Note: The Committee on Legislative Matters shall ~~consist of six (6) members, at least one from each region~~ and **have** a Convener, who is the Assistant to the President/National Legislative Director on legislative matters.

PROPOSAL NO. 60
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE III, SECTION 12 TO READ:

Sec 12. Except in those years when the regular National Division Convention convenes, at such time, ~~and place,~~ **or an online conference platform, or both** as the National Division President directs, he shall annually convene the National Division Officers and System Officers, for the purpose of discussing the field work and outlining the work to be carried out by the National Division Vice Presidents, and also to be instructed in carrying out any policy which the National Division President, Secretary-Treasurer and the Executive Board may have prepared; provided further that the System Officers represented at such meetings shall be recognized in an advisory capacity.

PROPOSAL NO. 61
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE III, SECTION 16, 2nd PARAGRAPH TO READ:

Sec. 16, 2nd Paragraph. The National Division President shall not have the power to enter into any system agreement without the written consent of the affected General Chairmen (Chairman). If the National Division President is not able to receive the written consent of all affected General Chairmen, he shall have the right to submit such agreement directly to the affected rank and file. Such ratification vote shall be by mail ballot referendum to all members in good standing covered by such agreement **along with a website to allow affected members to vote electronically or by mail**. Such vote will be conducted by an impartial ballot counting company. If the agreement is ratified, the National Division President shall be empowered to enter into the agreement.

PROPOSAL NO. 62
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE V, SECTION 3, 3RD PARAGRAPH TO READ:

Sec. 3. Should a Local Lodge Secretary-Treasurer fail to submit the Local Lodge quarterly audit report within ninety (90) days after the end of the quarter, no money due the lodge will be released until receipt of the quarterly audit report. Should a Local Lodge not receive monies due them in any quarter as a result of failure to file a quarterly audit report, the National Division Secretary-Treasurer shall notify by letter **and email** the National Division President, the General Chairman, and the Local Lodge Officers.

PROPOSAL NO. 63
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE VI, SECTION 6 TO READ:

Sec. 6. The National Division Executive Board shall meet **in person, online, or a combination of both**, once in each year as provided in Article III, Section 12, said meeting to be held immediately after the adjournment of the annual meeting of National Division Officers, to transact all business pertaining to their office. Special meetings, **whether in person, online, or a combination of both**, may be called upon the written request of a majority of the members of the National Division Executive Board, such requests being forwarded to the Chairman of the National Division Executive Board by registered letter **or email with a read receipt**. Such petitions shall state the reason for calling a meeting and shall allow sufficient time for each member of the National Division Executive Board to receive ten (10) days notice of such meeting prior to the date. Copies of such notices shall be forwarded by the Secretary of the National Division Executive Board to all other National Division Officers.

PROPOSAL NO. 64
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE VI, SECTION 7 TO READ:

Sec. 7. The National Division President may call a meeting **in person, online, or a combination of both**, of the National Division Executive Board at any time, notice of said meeting to be given in accordance with the provisions of Section 6 of this Article.

PROPOSAL NO. 65
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE VI, SECTION 10 TO READ:

Sec. 10. It shall be the duty of the National Division Officers between National Division Conventions, by majority vote of its members, to authorize such special assessments upon all members as may be necessary to provide sufficient funds with which to administer the affairs of the BMWED properly. Such assessments shall be effective until the next regular National Division Convention. After such assessment has been ordered, the National Division Executive Board Secretary shall notify the National Division Secretary-Treasurer thereof, who, in turn, shall levy such assessments and notify all members of the BMWED by mail **and email**. Any member failing to pay lawful assessments after due notice will forfeit all rights in the BMWED. Such assessments may be paid by the members to the System Division or System Federation Secretary-Treasurers, Local Lodge Secretary-Treasurers, or to any authorized representative.

PROPOSAL NO. 66
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XVII, SECTION 5 TO READ:

Sec. 5. Notification of Expelled Membership. When a member is expelled by a Local Lodge, the Secretary-Treasurer of such Lodge shall at once notify the System Division or Federation Secretary-Treasurer and the National Division Secretary-Treasurer, giving the expelled member's name, membership number, address and cause of expulsion, and it shall be the duty of the National Division Secretary-Treasurer to notify all Local Lodges by circular letter **and email**, of such expulsion, giving name, address, membership number and cause of expulsion.

PROPOSAL NO. 67
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XII, SECTION 3 TO READ:

Sec. 3. Organization of State Boards. Each Local Lodge shall, at a regular or special meeting held between January 1 and June 30 in the year following a National Division Convention, elect by secret ballot a local Legislative Representative to serve as a member on the State Legislative Boards, and in addition they shall elect a Vice Legislative Representative who shall serve in the event the Legislative Representative is unable to carry out the prescribed duties. The Secretary-Treasurer of each Local Lodge shall report immediately to the National Division President the results of the elections, giving the name of the persons elected as Legislative Representative and Vice Legislative Representative together with any other personal data pertaining thereto. After June 30 in the year following a regular National Division Convention, the National Division President or his designee will direct the incumbent Director of the State Legislative Board to convene the members elect at some convenient location within the State, **or online conference with secret ballot capabilities, or a combination of both** for a Legislative Convention for the purpose of reviewing its work and achievements, and to elect Officers. An accurate record of the proceedings of the State Convention shall be forwarded to the National Division President, the BMWED National Legislative Director and the Director of the IBT Department of Government Affairs, within 30 days after the State Convention.

PROPOSAL NO. 68
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XVIII, SECTION 5 TO READ:

Sec. 5. Provisions Governing Local Lodge Assessments. Assessments may be levied by Local Lodges for special purposes upon a two thirds vote of members voting by secret ballot in accordance with the procedures governing increases in Local Lodge dues set forth in Article XV of these Bylaws, provided, however, that all members of the Local Lodge have been notified by mail **or email with read receipt** of such proposed assessment no less than thirty (30) days previous to the vote of its membership, provided, further, that such assessments shall become effective only after approval of the National Division President.

PROPOSAL NO. 69
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XII, SECTION 8, 7TH PARAGRAPH, TO READ:

Sec. 8. The Legislative Directors shall attend legislative meetings in their home state, **or online conference with secret ballot capabilities, or a combination of the two** as directed by the National Division President or his designee to keep informed on pertinent Legislation, and in every way possible advance the interests of the Union. The Legislative Director will work with the Local Lodges and other IBT Local Unions and Joint Councils and oversee the formation of a working COPE and Legislative Action Committee in each of the Electoral Districts in their state and to increase participation in IBT's DRIVE (Democratic, Republican, Independent Voter Education) fund in the United States.

PROPOSAL NO. 70
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XVIII, SECTION 6, PARAGRAPHS 1 & 2 TO READ:

Sec. 6. Membership Meetings. Regular and special meetings, **whether in person, online, or a combination of both** of a Local Lodge shall be held as determined by the membership of the respective Lodges.

Special meetings, **whether in person, online, or a combination of both**, may be called by the IBT General President, National Division President, the General Chairman, the President, or Secretary-Treasurer of the Local Lodge, or at the request of five (5) members in good standing, of which all members shall be given due notice by mail **or email with read receipt** which shall also specify the purpose of the meeting. Any other business than that for which such special meeting was called may be transacted at such meeting with the consent of the majority of the members present.

PROPOSAL NO. 71
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XVIII, SECTION 9, 5TH PARAGRAPH TO READ:

Sec. 9. All Officers of Local Lodges shall be nominated and elected as hereafter provided, subject to the terms of the Merger Agreement. In the United States, nominations and elections shall be held once every three (3) years commencing with the fall elections in 1960 at the first regular meeting of each Local Lodge in the last three (3) months of the year. At the option of the Local Lodge, nominations may be held either at the same meeting at which elections are held or at a meeting preceding the first regular meeting of the last three (3) months when elections are conducted, provided that all members in good standing of the Local Lodge have been given at least fifteen (15) days advance notice in writing at their last known home addresses of the date, time and place at which nominations shall be made and the date, time and place at which elections shall be held; and provided, further, that Local Lodges may at their option permit nominations to be made by mail **or email with read receipt** to the Secretary-Treasurer of the Lodge during the period following the notice and preceding the meeting at which the election is to be conducted. All Officers shall be elected from duly nominated candidates as aforesaid and no “write-in” candidates are permitted.

PROPOSAL NO. 72
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XIX, SECTION 7 TO READ:

Sec. 7. Meetings, whether in person, online, or a combination of both, of Joint Protective Boards and/or Conventions. Conventions of System Divisions or Federations and meetings of Joint Protective Boards shall be held as prescribed in the Constitutions and/or Bylaws of the respective System Divisions or Federations; provided, however, that the General Chairman may convene a Joint Protective Board at such other times ~~and places~~, whether in person, online, or a combination of both, and under such conditions as he may deem necessary; and provided, further, that the National Division President may convene any Joint Protective Board in case of emergency or at the request of a majority of the members of said Board upon request in writing signed by such members and stating their reasons therefore.

PROPOSAL NO. 73
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XVIII, SECTION 15 TO READ:

Sec. 15. Representation and Election of Delegates to System Division or Federation Joint Protective Boards. Representation of Local Lodges within a System Division or Federation at Joint Protective Board meetings, **whether in person, online, or a combination of both**, and/or System Division or Federation Conventions shall be governed by the provisions of the Constitution and/or Bylaws of the respective System Division or Federation. All delegates shall be elected by secret ballot vote of the members of the Local Lodge as hereafter provided in Article XIX, Section 4.

PROPOSAL NO. 74
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XIX, SECTION 4 TO READ:

Sec. 4. Representation and Election of Local Lodge Delegates to System Division or Federation Joint Protective Board Meetings and/or Conventions, **whether in person, online, or a combination of both.** The Joint Protective Boards of each System Division or Federation may decide and prescribe in their Constitutions and/or Bylaws in what manner the Local Lodges coming under their jurisdiction shall be represented on their respective boards, as provided in Section 2 of this Article, but each such Protective Board shall prescribe in its Constitution and/or Bylaws procedures governing the nomination and election by Local Lodges within its jurisdiction of delegates to the System Division or Federation Conventions and/or meetings, **whether in person, online or a combination of both,** of the Board. Such provisions shall be subject to the terms of the Merger Agreement and shall include the following requirements of existing law:

All delegates and alternates shall be elected by secret ballot vote of the members in good standing of the Local Lodge by which they are accredited.

ROLL OF HONOR

GREGORY J LEONARD AT&SFF 0204 .. 2011
 COREY S LEWEIN BURL 0099 .. 2011
 MORGAN LEWIS SOU 0546 .. 2011
 ADAM C LEWIS AT-SE 1049 .. 2011
 MICHAEL W LEWIS AT-SE 1155 .. 2011
 STEPHEN J LEWIS AT-SE 1643 .. 2011
 JOHNNIE B LEWIS JR. AT-SE 2914 .. 2011
 JAMES T LONG AT-SE 1643 .. 2011
 STEVEN LOPEZ AT&SFF 2418 .. 2011
 DANIEL P LOVE PENN 3063 .. 2011
 MICHAEL W LOVE AT-SE 0025 .. 2011
 KODY C LUTZ WCD 2931 .. 2011
 ERIC S MARTIN BURNOR 0295 .. 2011
 LAWRENCE E MARTINEZ USD 0686 .. 2011
 JASON MARTINEZ AT&SFF 2418 .. 2011
 KOREY V MASON ALLASF 0598 .. 2011
 ANTHONY S MASSIE AT-SE 0056 .. 2011
 ADRIAN MATA AT-SE 0409 .. 2011
 ISAAC D MATHIS USD 0968 .. 2011
 MATTHEW L MAURO AT-SE 1649 .. 2011
 ANTHONY MAXFIELD ALLASF 0571 .. 2011
 JOSHUA MAXFIELD ALLASF 0571 .. 2011
 JAMES E MAY AT-SE 0993 .. 2011
 DAVID M MC BRIDE AF-SW 1176 .. 2011
 SHERMAN MC CALL JR. AF-SE 0916 .. 2011
 CLAYTON E MC CLURE AF-SW 1254 .. 2011
 PAUL W MC CONNELL AT-SE 0885 .. 2011
 ANDREW M MC COY ALLASF 0301 .. 2011
 BEN MC COY ALLASF 0226 .. 2011
 SAMUEL A MC CROSKY SALL 1396 .. 2011
 JOHN B MC CUMBER ALLASF 1306 .. 2011
 CHRISTOPHER D MC DONALD AT-SE 1432 .. 2011
 STEPHEN MC GINN PENN 3011 .. 2011
 STEPHEN M MC KINLEY AT-SE 0025 .. 2011
 TYLER J MC LELLAN N E 0833 .. 2011
 MATTHEW M MC MASTER AT&SFF 2401 .. 2011
 GARY MC WILLIAMS AT&SFF 2405 .. 2011
 MICHAEL MEADOWS ALLASF 0599 .. 2011
 GARY L MEHRHOFF BURL 0420 .. 2011
 ANDREW J MEIER USD 1046 .. 2011
 MIKE A MELLOTT BURL 1888 .. 2011
 CRISTIAN MENDOZA SALL 0507 .. 2011
 MATTHEW MESZAROS PENN 3014 .. 2011
 MARIO MILANO PENN 3068 .. 2011
 ERIC T MILES USDIC 1069 .. 2011
 DAVID E MILLINDER BURL 2621 .. 2011
 CHRISTOPHER MILLS AT&SFF 2418 .. 2011
 MELTON L MITCHELL AF-SW 1193 .. 2011
 MICHAEL J MITCHELL SALL 1466 .. 2011
 CHAD M MITCHELL BURL 1533 .. 2011
 KEITH A MOHR AT&SFF 2417 .. 2011
 DANIEL MOLINA AF-SW 0115 .. 2011
 CASEY Y MONTOYA AT&SFF 0204 .. 2011
 JUSTIN D MOORE AT&SFF 1547 .. 2011
 RYAN MOORE ALLASF 1599 .. 2011
 EMANUEL W MOORE AT&SFF 2402 .. 2011
 BRIAN G MOORE AT-SE 2914 .. 2011
 HEATH W MORELAND AT-SE 1432 .. 2011
 THOMAS M MORRIS AT-SE 0582 .. 2011
 GREGORY MORRISON PENN 3006 .. 2011
 ADDISON MUELLER AT&SFF 2414 .. 2011
 JAMES MULHERN PENN 3012 .. 2011
 BEAU MULLINS USDIC 1067 .. 2011
 JASON M MYNATT BURL 0798 .. 2011
 JAMES M NACHE BURL 0798 .. 2011
 JOSEPH J NANTISTA USD 0941 .. 2011
 PHILLIP NAVARRO JR. AT&SFF 2414 .. 2011
 KEVIN S NEAL AT&SFF 0204 .. 2011
 BRIAN S NEELY AT-SE 0687 .. 2011
 MARVIN B NETTLES SALL 1657 .. 2011
 JONATHAN P NICHOLSON AT-SE 0061 .. 2011
 WILLIAM NIEVES PENN 3011 .. 2011
 ROBERT L NILES BURL 2643 .. 2011
 KEVIN L NORTON BURNOR 1426 .. 2011

CHRISTOPHER D NORWOOD AT&SFF 2418 .. 2011
 JASON NOURSE AT&SFF 2403 .. 2011
 STEPHEN M OBRENNANI PENN 3075 .. 2011
 EDWARD OLIVER AT&SFF 2418 .. 2011
 MICHAEL V OLSON BURNOR 0144 .. 2011
 BRUCE W ORTEGA BURL 2643 .. 2011
 TIMOTHY J OTTO BURL 1488 .. 2011
 JESSE C OUTLAW BURL 2621 .. 2011
 ANTHONY B OWEN USD 0922 .. 2011
 JASON PALM WCD 0472 .. 2011
 RYAN PAPANDEA PENN 3014 .. 2011
 THOMAS PARKER PENN 3014 .. 2011
 JOSHUA J PARKINS AT-SE 2705 .. 2011
 ETHAN T PATRICK SALL 1396 .. 2011
 BILLY J PATTON ALLASF 0224 .. 2011
 CODY A PAXTON PENN 3098 .. 2011
 CHRISTOPHER L PEARMAN AT&SFF 2402 .. 2011
 JARAD M PENCE BURL 1302 .. 2011
 JAMES PENSON AT&SFF 2411 .. 2011
 RALPH PERDOMO AT&SFF 2415 .. 2011
 JASON PERRY PENN 3068 .. 2011
 HARRISON PHIPPS JR. AT-SE 2914 .. 2011
 ERIC PITTMAN PENN 3068 .. 2011
 DANIEL J PLEASANT SALL 0507 .. 2011
 MARK W PLEZIA SALL 1657 .. 2011
 JONATHAN M PRIOR AT-SE 0698 .. 2011
 HUMBERTO C PULIDO USD 1002 .. 2011
 BRADLEY B QUANDT WCD 2928 .. 2011
 JOSE C RAMIREZ USD 0216 .. 2011
 RICHARD R REECE SOU 0525 .. 2011
 MARK RENWANZ PENN 3068 .. 2011
 HARVEY L REYNOLDS AT-SE 0075 .. 2011
 COLBY G RICE BURL 0798 .. 2011
 ROBERT S RICH JR SOU 0537 .. 2011
 SCOTT J RICHARD AT&SFF 2405 .. 2011
 TARYNE RICHARDSON AT&SFF 2416 .. 2011
 KERRY L RICHEL JR EJE 0358 .. 2011
 DALE F RICHER AT-SE 2388 .. 2011
 MARK D RICHWALSKI AT-SE 0466 .. 2011
 CHARLES G RICKARD AT&SFF 2402 .. 2011
 SHAWN M RICKERT USD 1133 .. 2011
 JASON M ROACH AT-SE 0818 .. 2011
 KENNETH ROBINSON AT-SE 2915 .. 2011
 VIDAL RODRIGUEZ PENN 3068 .. 2011
 EDWIN M RODRIGUEZ ALLASF 2725 .. 2011
 ADAM K ROHRER PENN 3011 .. 2011
 MICHAEL L ROMANO USD 0085 .. 2011
 JAMES M RONSKO PENN 3018 .. 2011
 ERIC A ROSEBROOK AT-SE 2705 .. 2011
 FRANK RYAN PENN 3014 .. 2011
 JONATHAN E SAJDYK SALL 0507 .. 2011
 VINCENT J SANCHEZ USD 0686 .. 2011
 MICHAEL SANDERS ALLASF 0594 .. 2011
 CAYLE A SANDERS BURL 0800 .. 2011
 MICHAEL SANDERS AT&SFF 2403 .. 2011
 JEFFREY T SARJENT ALLASF 2703 .. 2011
 MATTHEW L SCHAEFFER BURL 1533 .. 2011
 KEITH D SCHNEIDER AF-SW 0212 .. 2011
 THOMAS G SCHULTZ USD 0473 .. 2011
 NICHOLAS L SCOTT USD 0343 .. 2011
 DAVID A SCOTT USD 1196 .. 2011
 CHARLES E SCOTT II ALLASF 0594 .. 2011
 CHRISTOPHER SHARPE ALLASF 2725 .. 2011
 RANDALL D SHELBY ALL 0991 .. 2011
 MATTHEW P SHIVELY AT-SE 0466 .. 2011
 RENE J SILGERO AF-SW 1058 .. 2011
 SHAWN O SKAGGS SALL 1990 .. 2011
 COREY SLAVEN SOU 0567 .. 2011
 DAVID W SMITH AT-SE 0153 .. 2011
 SKYLAR W SMITH USD 1216 .. 2011
 BRIAN J SMITH PENN 3068 .. 2011
 DANIEL P SNYDER N E 1632 .. 2011
 PAUL C SOLINSKY WCD 2931 .. 2011
 WILLIAM A SOLOWIEJ N E 2957 .. 2011

MICHAEL C STAATS USD 0216 .. 2011
 JASON P STALLINGS USD 0968 .. 2011
 BRANDON J STANBROUGH USD 1862 .. 2011
 WILLIAM STANDLEY SOU 0567 .. 2011
 JERED A STARR USD 1133 .. 2011
 JUDSON L STINNETT AT-SE 0075 .. 2011
 SHAWN A STOFFREGEN AT-SE 1035 .. 2011
 JOSHUA S STONESTREET AT-SE 1028 .. 2011
 CALEB L STUERKE BURL 1351 .. 2011
 SAMUEL SWAIN AT&SFF 2405 .. 2011
 BRANDON C SWEENEY SALL 1657 .. 2011
 JUSTIN P TATRO BURL 0230 .. 2011
 TIMOTHY TAYLOR III AT&SFF 2412 .. 2011
 NICHOLAS R THOMAS AT-SE 0460 .. 2011
 KHODARIUS A THOMAS SOU 0804 .. 2011
 KENNETH R THOMAS AT-SE 0667 .. 2011
 BRANDON J THOMPSON AF-SW 2286 .. 2011
 JOHN T THOMPSON JR. ALLNP 1362 .. 2011
 JAMES R THOMSON AT-SE 2162 .. 2011
 JUSTIN D THURSTON SALL 0507 .. 2011
 SEAN TIDWELL PENN 3014 .. 2011
 CHANCE L TILLEY AT-SE 1155 .. 2011
 JAMES L TOLER BURNOR 1326 .. 2011
 MORRELL K TOWNSEN AT-SE 0409 .. 2011
 JASON C TRUITT AT-SE 0025 .. 2011
 JEREMY A TUCKER SOU 0537 .. 2011
 ROBERT M TUCKER BURL 2621 .. 2011
 MICHAEL B TULLEY N E 0633 .. 2011
 JIMMY D TURNER AT-SE 2163 .. 2011
 STEPHEN TYRRELL PENN 3068 .. 2011
 JORGE VALDEZ CASTILLO USD 0922 .. 2011
 GREGORY VALERIANO PENN 3014 .. 2011
 THEODORE N VAN KUIKEN AT-SE 0460 .. 2011
 JASON M VANDERHOEVEN SALL 1650 .. 2011
 VINCENT R VARGA ALLNP 2307 .. 2011
 TRAVIS J VAUGHN AT-SE 1643 .. 2011
 ALFONSO VEGA USD 0134 .. 2011
 JUAN A VILLANUEVA USD 0085 .. 2011
 PATRICK C VINCENT AF-SW 1176 .. 2011
 NICHOLAS K VISSER N E 1632 .. 2011
 JOSEPH K WADE BURL 1302 .. 2011
 ALEX WADEL AT&SFF 2406 .. 2011
 JEFFREY WALKER PENN 3014 .. 2011
 JOSHUA V WALKER SALL 0507 .. 2011
 CLARK E WALLACE BURL 0800 .. 2011
 DANIEL E WALLACE USD 1381 .. 2011
 RYAN D WALSH WCD 2927 .. 2011
 CHRISTOPHER W WALTERS BURL 0783 .. 2011
 MARCUS WALTON AT&SFF 2409 .. 2011
 TIMOTHY W WATSON SALL 0991 .. 2011
 DANNY WEBSTER ALLASF 0599 .. 2011
 JEREMY A WEBSTER WCD 2929 .. 2011
 KYLE E WEBSTER WCD 2929 .. 2011
 NATHAN P WEIGEL BURL 1552 .. 2011
 THOMAS O WEILER AT-SE 1649 .. 2011
 TIMOTHY S WENDLER BURL 2643 .. 2011
 MARK D WESCOTT AT-SE 0056 .. 2011
 JARRID A WHITE USD 0134 .. 2011
 BRANDON T WHITE SALL 0507 .. 2011
 MILES E WHITE USD 0899 .. 2011
 RIAN D WHITE PENN 3097 .. 2011
 ERIC L WHITEHEAD SOU 0567 .. 2011
 BRUCE A WHITMAN AT-SE 0618 .. 2011
 MICHAEL WHITNEY AF-SW 1058 .. 2011
 DUSTIN K WHITNEY AT-SE 2162 .. 2011
 JUSTICE WILLIAMS ALLASF 0594 .. 2011
 SHAWN A WILLIAMS USD 0343 .. 2011
 MARCUS S WILLIAMS EJE 0358 .. 2011
 WESLEY C WILLIAMS AF-SW 2762 .. 2011
 ROBERT WILLIAMSON JR. ALLASF 0594 .. 2011
 MATTHEW W WILSON BURL 1533 .. 2011
 JOSHUA WISNIEWSKY ALLASF 0594 .. 2011
 MARK A WITTENMYER AT-SE 2705 .. 2011
 TRAVIS J WOODFILL USD 0278 .. 2011

PRINCETON L WOODS BURL 1302 .. 2011
 MICHAEL O WOODWORTH WCD 2928 .. 2011
 MATTHEW WOODHACH PENN 3012 .. 2011
 DANIEL J WYATT USD 1133 .. 2011
 BEASON XIANG BURNOR 0144 .. 2011
 JEFFREY E YAMNITZ ALLASF 0224 .. 2011
 JASON D YEAGER PENN 3080 .. 2011
 RYAN D YOUNG ALLASF 0224 .. 2011
 SHAWN J YOUNG SALL 1037 .. 2011
 NAHUM ZAMIR PENN 3014 .. 2011
 JOSE E ZAMUDIO SALL 0507 .. 2011
 NOE A ZARATE BURL 0042 .. 2011



LAVELLE ADAMS AF-SW 1058 .. 2001
 ARMANDO AGUIRRE JR. AF-SW 0044 .. 2001
 RAYMOND A AUCK SR. AT&SFF 2418 .. 2001
 KEITH A BACKHAUS AT&SFF 2418 .. 2001
 VICTOR H BANUELOS AF-SW 1563 .. 2001
 LOUIS C BARNES JR. AF-SW 0212 .. 2001
 JOHN BASSI USD 0410 .. 2001
 RAYMOND L BATSON AF-SW 1011 .. 2001
 BYRON S BAXLEY AF-SW 2762 .. 2001
 SCOTTIE M BELCHER AF-SW 1099 .. 2001
 TIMOTHY A BERRY AF-SE 0112 .. 2001
 CHARLES E BLACKFUL EJE 0358 .. 2001
 RONNY L BOTELLO USD 1097 .. 2001
 GORDON M BOWE ALL 0482 .. 2001
 AUSTIN T BRITT AF-SW 0965 .. 2001
 SEAN E BROWN USD 0407 .. 2001
 SHANNON M BUKACZESKI ALL 0866 .. 2001
 JAMES C BYRD AF-SW 1252 .. 2001
 ROBERT A CAMPER USDIC 0654 .. 2001
 DAVID B CARLOS AT&SFF 2415 .. 2001
 SALOMON S CARRASCO USDIC 0469 .. 2001
 NABOR CASTILLO C&E 0063 .. 2001
 EUSEBIO J CHABERA AF-SW 1012 .. 2001
 JOE D CHERRY AF-SW 1252 .. 2001
 RUSSELL W CHILDRESS USD 1862 .. 2001
 GERALD R CLARK BURNOR 0236 .. 2001
 DEXTER J CLEAR USDIC 0654 .. 2001
 DERICK J COLLINS BURNOR 1763 .. 2001
 KENTON W COOK C&E 1003 .. 2001
 ISMAEL CORNEJO USDIC 0469 .. 2001
 MANUEL D CORNEJO USDIC 0469 .. 2001
 DONALD R DARNALL JR. BURNOR 0272 .. 2001
 DAVID A DASHER BURNOR 0236 .. 2001
 RAUL E DE LA CRUZ USDIC 0469 .. 2001
 DERRICK B DE PRIEST AF-SE 0547 .. 2001
 DUSTIN R DICKEY USD 1148 .. 2001
 DAVID A DOMASZEWICZ USD 0377 .. 2001
 JOHNATHON DRAKE USDIC 0122 .. 2001
 DERRECK E DREWS AF-SW 2432 .. 2001
 DARYL W ELMORE BURNOR 0295 .. 2001
 JAMES W FARRAR AF-SW 1353 .. 2001
 STEVE J FEHRING USD 0692 .. 2001
 JORGE FLORES AF-SW 1058 .. 2001
 FELICIANO M FLORES AF-SW 1012 .. 2001
 JUVENAL FLORES AF-SW 1011 .. 2001
 PEDRO G GALICIA USD 1227 .. 2001
 MARKANTHO L GIVAN AF-SW 0601 .. 2001
 MARTY R GOVERO AF-SW 0212 .. 2001
 THOMAS GREGURICH AF-SW 0644 .. 2001
 CEDRIC T GRIFFIN USD 0377 .. 2001
 JOE L GUERRA AF-SW 0644 .. 2001
 JOSE GUERRERO USDIC 0469 .. 2001

ROLL OF HONOR

MICHAEL GULLEY	C&EJ	1003	2001
HAMILTON B HAMMOND	ALLASF	0558	2001
JAMES L HARPER	AF-SE	2161	2001
RODNEY D HARRIS	USD	1216	2001
TIMOTHY E HARRIS	USDC	2834	2001
BOBBY G HARRIS JR	USDC	0017	2001
CLINT D HAVERON	USD	0968	2001
BRETT H HEMRY	BURNOR	0158	2001
KELVIN L HENDERSON	AF-SW	0927	2001
MICHAEL T HENLEY	USD	0377	2001
JUAN HERNANDEZ	AF-SW	0644	2001
STEVEN F HODGES	USD	0342	2001
JOHN E HOLDEN	AT&SFF	2407	2001
REED G HOLSINGER	BURNOR	1763	2001
VINCENT L HOPKINS	AF-SW	1025	2001
JOSE A JAUREGUI	USDC	0469	2001
RODERICK L JOHNSON	AF-SW	0601	2001
RICHARD T JOHNSON	AF-SE	1155	2001
MARK A JOHNSON	AT&SFF	2419	2001
RODNEY A JONES	USDC	2834	2001
RONNIE B JONES	AF-SE	0547	2001
GERARD S KABORE	PENN	3082	2001
KENNETH H KENT	AT&SFF	2033	2001
JARED M KIRKMAN	AF-SW	0450	2001
JAMES T KNIGHT	BURNOR	1763	2001
LARRY LACEY	AF-SW	2762	2001
KEITH D LAMOTTE	AF-SW	1048	2001
JOHN W LEROUX	AF-SW	0450	2001
HOMER M LEVIS	USD	0381	2001
GERALD W LONEY	USD	1847	2001
ROBERT C LUCERO	AT&SFF	2417	2001
JORDAN A MANZKE	USDC	0694	2001
SHANNON D MC CURLEY	AF-SE	1643	2001
BRADLEY METCALF	USD	0381	2001
EDWARD MILLS	C&EJ	1003	2001
NICHOLAS A MIRANDA	AT&SFF	2418	2001
PHILLIP R MONAHAN	BURNOR	1763	2001
RANDY E NELSON	EJ&E	0358	2001
GEORGE M OSWALD	AF-SW	1353	2001
CHRIS G PALUBICKI	USD	2853	2001
BRYAN C PICKLE	AF-SW	1540	2001
DOYLE S RAGSDALE	AF-SE	0992	2001
SALOMON RAMIREZ	USD	0377	2001
JAMES J RANDOLPH III	USD	0407	2001
WILLIAM F REAVES	AF-SE	1643	2001
JAMES A REH	USD	1152	2001
RENATO REYNOSO	AT&SFF	2418	2001
JAMES J RICHART	AT&SFF	2417	2001
COLE J ROBINSON	AT&SFF	2417	2001
ELOY ROBLES	AF-SW	1021	2001
STEPHEN R ROUSE	AF-SW	0996	2001
JOHN R SAWVELL JR	USD	1152	2001
RONNIE G SHAY	AF-SW	1058	2001
JOSEPH R SHEPPARD	USDC	1393	2001
ELMER B SHONGO JR	ALL	0866	2001
TIMOTHY J SIMS	AF-SW	2762	2001
BRIAN E SOUSA	N E	2957	2001
ALEX G SPAULDING	USD	1879	2001
DANNY J SPROUSE	AF-SW	0965	2001
DONALD W STEPHENS JR	AF-SW	1338	2001
ANTHONIE STOKES	C&EJ	0063	2001
JASON A STREET	AF-SW	0965	2001
CHARLES W STROTTELEMEYER	USD	0377	2001
JAMES W STUCKENSCHMIDT	USD	1879	2001
EVERETT W TONYAN III	USD	2853	2001
Patricio Torres	AT&SFF	2417	2001
BRIAN C TREEN	N E	2957	2001
JAMES W TURPIN	USDC	1069	2001
ALVIN D UNDERWOOD	AF-SE	1643	2001
ANTONIO F VARELA	C&EJ	0063	2001
MARK D VASSINDER	AF-SW	0644	2001
DAVID M WASHINGTON	USD	1227	2001
ANTHONY WATTS	USDC	0694	2001
MICHAEL E WEBSTER	C&EJ	1003	2001

PHILLIP WEED	AF-SW	0644	2001
MARK E WHITEHEAD	C&EJ	1003	2001
KELLY J WILLIAMS	AF-SW	0927	2001
MARIO E WILLIS	AF-SW	0564	2001
PATRICK L WOODARD	AF-SW	0927	2001
CLAUDE R WOODARD	AF-SW	1099	2001
SCOTT C YATES	AF-SE	0547	2001
RANDALL G YOUNG	BURL	0961	2001



GARY R ADAMS	BURNOR	0104	1991
IVAN R ALTO	USD	1879	1991
JACK BACKERT	PENN	3041	1991
VICTOR B BALLANCE	PENN	3089	1991
MICHAEL L BARBOAN	USD	1020	1991
KENNETH H BENNETT	AF-SW	2762	1991
KEITH L BIGELOW	N E	1323	1991
JONATHAN D BIGMAN	USD	1020	1991
JAMES S BIXBY	BURL	1108	1991
ARCHIE K BLANKENSHIP	ALLASF	0613	1991
TROY A BLUMHAGEN	BURL	1481	1991
M J BOARD	SOU	0523	1991
NEIL M BOKOSKIE	USD	0899	1991
CLEMENTINA BOTELLO	USD	1020	1991
CHARLES E BRADFORD	USD	1002	1991
JOHN W BRENNAN	PENN	3082	1991
GREG A BROWN	BURNOR	0104	1991
ROBERT M BURNETTE	PENN	3068	1991
WILLIE CASTILLO	USD	1020	1991
DARWIN D CLAUS	BURL	1552	1991
GARY COLLIE	ALLASF	1464	1991
MARSHALL D COPELAND	USD	0134	1991
ROBERT W DAILEY	AF-SE	1162	1991
STEVEN DANIEL	AF-SW	2921	1991
TIMMIE DEHIA	USD	1020	1991
ERNIE J DOMINGO	USD	1020	1991
LUIS J ESTRADA	USD	1152	1991
DUANE D FALLEY	AF-SW	1365	1991
CHARLES E FIELDS JR	USD	0377	1991
ALEXANDER FRANCO JR	AT&SFF	2419	1991
VINCENT GONZALEZ	PENN	3014	1991
JOSEPH GRECO	PENN	3089	1991
BRIAN L GREEN	C&EJ	1003	1991
STEVEN R HANENBERG	BURL	1481	1991
LORENZO HARDY	USD	1020	1991
THOMAS A HENDRICKS	AF-SW	0688	1991
JIMMY A HERNANDEZ	USD	0686	1991
JEFFREY J HICKS	USD	0899	1991
WALTER M HOERNING III	N E	1743	1991
PATRICK S HOLDER	PENN	3068	1991
CLYDE R HORN	ALLASF	1464	1991
OPHUS A HUTCHERSON III	ALLASF	0599	1991
EDUARDO H ISLAS	USD	1381	1991
DAVID JOHN	USD	1020	1991
STEVEN M KEIFER	USD	0899	1991
HAROLD S KENNEDY	PENN	3041	1991
KENT M LETTENMAIER	BURL	1552	1991
Melvin D Makinen	USD	0918	1991
VICTOR MANGIONE	AT&SFF	2419	1991
ELLIS MARTIN JR	AF-SW	0601	1991
GILSON MARTINEZ	USD	1020	1991
JEFFREY L MILLER	BURL	1965	1991
ERNEST NASWOOD	AF-SW	2921	1991
LAWRENCE PENA	USD	0686	1991
SEAN P PETERS	USD	1216	1991
KEVIN L PHILLIPS	ALLASF	1107	1991

RANDY W PHILLIPS	ALLASF	0551	1991
WILLIAM A RAPOSA	N E	0090	1991
KEVIN S ROBINS	USD	0674	1991
SCOTT A SAND	BURL	1490	1991
THOMAS J SAUKERSON	USD	0686	1991
BILLY B SHONE JR	USD	1020	1991
KENNETH SILK	BURL	0788	1991
MARTY P SMITH	USD	1020	1991
MICHAEL L STARKEY	USD	0473	1991
DANIEL K SUEMNICK	USD	1381	1991
DARIN R SVERSON	BURL	1552	1991
WILLIAM R TOTTEN	PENN	3014	1991
GLENN C WAGON	USD	1246	1991
DAVE WESLEY	USD	1020	1991
B A WILLIAMS	SOU	0585	1991
DOMINIC G WINFREY	AF-SW	2729	1991
RANDY C WOODS	AF-SW	0564	1991



BASIL K ACREE	AF-SW	2717	1981
Eddie L ANDREWS	AF-SE	2912	1981
STEVEN P BABCOCK	USD	1757	1981
CHARLES L BAISDEN	AF-SE	0130	1981
FRED E BARKER JR	AF-SE	0153	1981
ROBERT H BEASLEY	SOU	0523	1981
JACKSON S BEGAY	AF-SW	2921	1981
JAY B BONDURANT	USD	1020	1981
Ron W Boucher	N E	2436	1981
ALVIN H BOYD	AF-SE	0075	1981
TOMMY L BRAZIER	AT&SFF	2421	1981
GEORGE A BROUGHMAN	AF-SE	0075	1981
STEVEN M CANCHOLA	AF-SW	1365	1981
EDISON CHARLEY	AT&SFF	2417	1981
ALAN B CHURCH	AF-SE	1509	1981
GARY W CLEETON	ALLASF	0301	1981
JOSEPH D CLEVENGER	AF-SW	0345	1981
JEFFREY D COCHRAN	ALLASF	0599	1981
CHARLES L COPELAND	SOU	0804	1981
DAVID A DAILY	AF-SW	0564	1981
CHARLES J DAVIDSON	AF-SW	1193	1981
JERRY L DESTER	BURNOR	0735	1981
MARK A DOWDY	ALLASF	0599	1981
JOE DUNLAP	AT&SFF	1600	1981
MITCHELL S EARLL	AF-SW	0996	1981
CLIFFORD F FEATHERHAT	USD	1227	1981
STEVE G FERGUSON	AF-SE	1064	1981
ERNEST J FOOTE JR	ALLASF	0662	1981
MANUEL GONZALEZ	USD	0107	1981
DONALD E GREEN	AF-SE	0667	1981
BOBBY G GRIDER	ALLASF	0226	1981
MANUEL N GUERRERO	BURL	1302	1981
J E HAMPSMIRE	ALLASF	0226	1981
JINKS HARTSFIELD I	AF-SE	0667	1981
CARL L HAWKES JR	ALLASF	0598	1981
HAROLD L HECK	ALLASF	0599	1981
RICHARD A HELSEL	ALLASF	0287	1981
RONNIE J HICKLES	AF-SW	0345	1981
HENRY P JAJUGA	USD	0227	1981
CLEVELAND JAMMER JR	AF-SW	1011	1981
FRED JOE	USD	1020	1981
LARRY L JUDGE	AF-SW	2921	1981
TIMOTHY L KELLEY	USD	1246	1981
RANDY D KOORS	ALLNP	1362	1981
GREGORY S KREIE	AT&SFF	2417	1981
J L LEACH	SOU	0636	1981
VICTOR L LEVITT	ALLASF	0551	1981

STANLEY A MARSHALL	AF-SW	1193	1981
MICHAEL C MARTIN	ALLASF	0599	1981
JONATHAN J MEADOWS	AF-SE	0885	1981
ANTHONY P MONTOYA	USD	0686	1981
KEVIN J NIE	USDC	1393	1981
DAVID W NORWOOD	AF-SW	1193	1981
RICHARD A PETTIT	AF-SW	1099	1981
WILLIAM QUARTON	AF-SW	1353	1981
HENRY RAMONE	USD	0508	1981
TERRENCE W RATCLIFF	ALLASF	0551	1981
PHILIP A ROSE	SOU	0627	1981
JUAN SANTOS	USD	0473	1981
DAVID C SELTZER	AF-SE	0695	1981
JAMES D SLIVKA	USD	0377	1981
JOEY D SMITH	USD	1381	1981
C D SNELSON	SOU	0525	1981
GERARDO SOSA	AF-SW	2754	1981
HAROLD M STANTON JR	AF-SE	0562	1981
JOHN A TADY	USD	2430	1981
BRIAN K THOMAS	AF-SW	1365	1981
LORENZO TOLEDO	USD	0874	1981
DALE TSOSIE	USD	1020	1981
JOHN L ULRICH JR	AF-SE	0916	1981
TOMAS J VILLALOBOS JR	AF-SW	0366	1981
ALAN W WHITTINGTON	AF-SE	0695	1981
DAVIS E WOODFORD JR	ALLASF	0599	1981



TERRENCE J BRADSHAW	BURNOR	0104	1971
BRIAN J BRAGER	BURNOR	1426	1971
JAMES A BUDKE	AT&SFF	2405	1971
MICHAEL R COGGINS	BURNOR	1453	1971
WILLIAM F COURSEN	AT&SFF	2404	1971
CURTIS D DAVIS	AT&SFF	1251	1971
DAVID J DEAN	USD	0918	1971
JAY E ELLIS	USD	1216	1971
ROBERT J FISTLER	USD	1757	1971
DENNIS L FRANCKE	BURL	1320	1971
KENT J GARDNER	AT&SFF	2407	1971
BILL R HUFFMAN	BURNOR	0272	1971
WILLIAM H IRVINE	ALL	1657	1971
BILLY W JENNINGS	AF-SW	1176	1971
KENNETH W LYNCH	AF-SW	1099	1971
RUSSELL D PETTINATO	BURNOR	1092	1971
TIM P PETTY	USDC	0469	1971
LARRY W RAINER	USDC	0652	1971
CHARLES SKILLMAN	ALLASF	0224	1971
DAVID A TULL	BURL	0230	1971
WALTER R VAN WINKLE	SOU	0034	1971
ROGER H WHITFIELD	AF-SW	1025	1971
DONALD L WILLIS	USDC	1539	1971
NICHOLAS L YOCHUM	BURL	1105	1971



MARVIN BESE	USD	0922	1961
LEWIS E HARRINGTON	BURNOR	0104	1961
GEORGE E THOMPSON	BURL	1302	1961

RETIREMENT CHANGES DURING 09/01/2021 TO 11/30/2021

***** OCTOBER 2020 *****

STEVEN D CONNOLLY USD 2438 DMER
10/23/2020

***** NOVEMBER 2020 *****

DENNIS L HULL USD 2430 DMER
11/03/2020
JOHN A TADY USD 2430 DMER
11/03/2020

***** FEBRUARY 2021 *****

SHAWN B BAUGH AF 1353 UP
02/02/2021

***** MARCH 2021 *****

MARTY W WESSELS AF 0688 UP
03/01/2021
DOUGLAS R BLUM AF 1011 UP
03/02/2021
WARREN C SULLEN JR AF 1193 UP
03/31/2021

***** APRIL 2021 *****

OTTO W REAM III USD 2427 DMER
04/29/2021

***** MAY 2021 *****

H DAVID BENNETT AT&SFF 2433 BNSF
05/02/2021
RICK L BELL AT&SFF 2402 BNSF
05/08/2021
TAB B BROWN AF 0450 UP
05/09/2021
JAMES L LEWIS USD 1210 PAL
05/22/2021

***** JUNE 2021 *****

BENJAMIN W KENT USD 1393 IC
06/01/2021
RANDY S MILLER USD 1393 IC
06/01/2021
HAMMOND G RATLIFF ALL 1464 NS
06/02/2021
ALBERT GUILLEN AT&SFF 2415 BNSF
06/02/2021
LARRY YAZZIE AT&SFF 2417 BNSF
06/02/2021
KEVIN J NIE USD 1393 IC
06/02/2021
DANNY R ROLLINS AT&SFF 0361 BNSF
06/04/2021
GERALD S BRAND AT&SFF 0493 BNSF
06/13/2021
RONALD K ANDERSON II AT&SFF 2407 BNSF
06/16/2021
JUNIOR P OREJEL AT&SFF 2418 BNSF
06/16/2021

RANDY J LANG USD 2438 DMER
06/19/2021

DAVID A DAILY AF 0564 KCS
06/30/2021

R A WILLHOITE AT&SFF 2414 BNSF
06/30/2021

JEFFREY DUREN USD 0473 UP
06/30/2021

GERARDO F RAMIREZ USD 0407 TASI
06/30/2021

***** JULY 2021 *****

NATHAN L HILL AF 0965 UP
07/01/2021

ROGER O MEEKS AF 1058 UP
07/01/2021

HAL CHATWIN USD 1020 UP
07/01/2021

LEONARD W BELL AT&SFF 2411 BNSF
07/02/2021

DONALD L HORN SOU 0585 NS
07/02/2021

STEVE D HEFFREN USD 0122 UP
07/02/2021

MARK D CORKILL USD 2431 DMER
07/06/2021

KENNETH J LUENSMANN USD 2438 DMER
07/06/2021

TIMOTHY J ROBERTS AT&SFF 2417 BNSF
07/07/2021

MICHAEL L BARNES USD 0134 NRPC
07/09/2021

JOSEPH F TRUSCLAIR AF 1048 UP
07/15/2021

TIMOTHY J JONES AF 1058 UP
07/16/2021

BRIAN J YOUNG USD 2438 DMER
07/16/2021

LARRY O GREENFIELD AF 0212 UP
07/17/2021

BARRY A FALLS ALL 0551 NS
07/24/2021

PETER A MUNOZ JR AF 1058 UP
07/27/2021

TERRY TSOSIE AT&SFF 2400 BNSF
07/31/2021

STEPHEN A BOLOGANSKY JR N E 1551 NS
07/31/2021

***** AUGUST 2021 *****

FREDDIE M DEL POZO BURNOR 0159 BNSF
08/01/2021

JAMES M HERAL BURNOR 0908 BNSF
08/01/2021

DEAN H PACHUR BURNOR 1426 BNSF
08/01/2021

MILTON L BRICE USD 1171 KCS
08/01/2021

BARRY W OVERSON USD 1227 UP
08/01/2021

JOHN B STOUT USD 1067 KCS
08/01/2021

MARK F HILLYARD AF 0688 UP
08/02/2021

JONATHAN J MEADOWS AF 0885 CSXT
08/02/2021

ROGEL S LAGPACAN AT&SFF 2410 BNSF
08/02/2021

RICARDO P RODRIGUEZ BURNOR 0735 BNSF
08/02/2021

JESUS R GARCIA USD 1196 UP
08/02/2021

JACK L JACKSON BURL 1316 BNSF
08/03/2021

GREGORY K POWERS BURL 0798 BNSF
08/03/2021

MARTIN E SHIFFLETT ALL 0599 NS
08/04/2021

ROBERT L OSWALD AT&SFF 2405 BNSF
08/04/2021

VON E GOULDER AF 1011 UP
08/05/2021

ROGER J HAYES BURL 1965 SOO
08/06/2021

E MARK GUENTHER ALL 2307 NS
08/07/2021

RICHARD C JOHNSON ALL 0551 NS
08/07/2021

DAVID W LONG AT&SFF 2404 BNSF
08/07/2021

DARWIN W MIX BURNOR 1189 BNSF
08/10/2021

John S Wiederholt BURNOR 0272 BNSF
08/10/2021

TIMOTHY L KELLEY USD 1246 UP
08/12/2021

JOSEPH C NOEL BURNOR 0104 BNSF
08/13/2021

ALEJO MEDINA AF 1563 UP
08/17/2021

L F MUELLER JR AT&SFF 2414 BNSF
08/17/2021

Bruce E Schweiger BURNOR 0706 BNSF
08/20/2021

Walter G Booth Jr SOU 0804 NS
08/20/2021

ARDREY L LAWSON AF 0944 UP
08/24/2021

GREGORY E MONDRAGON AT&SFF
0204 BNSF 08/27/2021

RICHARD E ESTERBY BURNOR 0272
MRL 08/30/2021

*** CONTINUED ON FOLLOWING PAGE ***

RETIREMENT CHANGES DURING 09/01/2021 TO 11/30/2021 CONTINUED

KIMBERLY S RIVAS AF 1254 UP
08/31/2021
DAVID A SLOVAK AF 2286 UP
08/31/2021
JERRY R BLOHM BURNOR 0158 MRL
08/31/2021
JAY B BONDURANT USD 1020 UP
08/31/2021
JOHN B LOPEZ USD 0899 UP
08/31/2021
ROBERT TREVINO USD 0134 UP
08/31/2021

*** SEPTEMBER 2021 ***

MITCHELL G POTTORFF AF 1353 UP
09/01/2021
STEVE D PROFFITT ALL 0551 NS
09/01/2021
GARY MAC MILLAN AT&SFF 2419 BNSF
09/01/2021
J K METCALF AT&SFF 2402 BNSF
09/01/2021
KENNETH MILLER AT&SFF 2400 BNSF
09/01/2021
DUSTY G PARKS AT&SFF 1251 BNSF
09/01/2021
RANDY S ANDERSON BURL 1105 BMW
09/01/2021
STEWART W BAKER BURL 2643 SOO
09/01/2021
LARRY E EADS BURL 0800 BNSF
09/01/2021
KENT M LETTENMAIER BURL 1552 SOO
09/01/2021
JON M TAFELMEYER BURNOR 0016 BNSF
09/01/2021
JAMES W DODSON SOU 0536 NS
09/01/2021
R DARRIN COFFMAN AT&SFF 2033 BNSF
09/02/2021
KEVIN L HARRIS AT&SFF 2404 BNSF
09/02/2021
JOHN BROWN SOU 0302 NS
09/02/2021
KERRY L FITTERER BURNOR 0306 BNSF
09/03/2021
JENS SKOVBO BURL 1108 BNSF
09/04/2021
JAMES D SLIVKA USD 0377 UP
09/07/2021
WILLIAM S SNEED USD 1171 KCS
09/07/2021
MICHAEL D ROGGENBUCK BURL 0014 BNSF
09/08/2021
THOMAS D WATSON BURL 1965 SOO
09/09/2021

TIMOTHY J HOPSON BURL 2852 BNSF
09/10/2021
RICHARD A TAYLOR ALL 0301 NS
09/13/2021
HERBERT JOHN AT&SFF 2400 BNSF
09/15/2021
DONALD R ELLIOTT USD 1133 UP
09/15/2021
CALVIN KEE USD 0686 UP
09/15/2021
Jerry P Shober BURNOR 0706 BNSF
09/22/2021
DONALD J PHALLER BURNOR 0706 BNSF
09/23/2021
SCOTT C BLASER USD 0686 UP
09/25/2021
LARRY MANYBEADS USD 1020 UP
09/28/2021
DOUGLAS E FLETCHER AF 0112 CSXT
09/30/2021
JOSEPH J GONZALES USD 0899 UP
09/30/2021

*** OCTOBER 2021 ***

RANDALL J KUEHNLE AF 2425 H&E
10/01/2021
N THOMPSON AT&SFF 2417 BNSF
10/01/2021
DENNIS D REYNOLDS BURNOR 0908 BNSF
10/01/2021
STEPHEN M MOCHER PENN 3018 BMW
10/01/2021
ALLEN J DEGROOT WCSO 2928 WCL
10/01/2021
STEPHEN J POLIGNI ALL 2820 ST
10/02/2021
RENEE M KERR BURNOR 0104 BNSF
10/02/2021
Martin E Ubert BURNOR 0364 BNSF
10/02/2021
Cary D Cook BURNOR 0272 BNSF
10/03/2021
P E JOHNSON JR SOU 0585 NS
10/03/2021
DONALD E GREEN AF 0667 CSXT
10/04/2021
James D Bradford BURNOR 1092 BNSF
10/05/2021
KEVIN KIDD ALL 0551 NS
10/09/2021
PRESTON Y YAZZIE AT&SFF 2417 BNSF
10/13/2021
JERALD A VANCE BURNOR 0306 BNSF
10/14/2021
GERALD M GILLINS USD 0686 UP
10/15/2021

VERNON J BENALLY USD 0899 UP
10/29/2021
Larry E Goodrum AT&SFF 2413 BNSF
10/31/2021

*** NOVEMBER 2021 ***

ELBERT C MADRAY AF 2163 CSXT
11/01/2021
WILLIAM E EICHENFELS BURNOR 0158 MRL
11/01/2021
JOHN M TODD AF 0522 UP
11/09/2021



A Reminder of Holiday Events

If you are a furloughed employee of a railroad covered by the U.S. National Agreement with at least 60 days of seniority or 60 calendar days of continuous service preceding a covered holiday, and if you had compensation paid by the carrier credited to 11 or more of the 30 calendar days immediately preceding the holiday, you may be entitled to pay for that holiday even though you are furloughed.

AMERICAN RAIL SYSTEM FEDERATION FORMED TO COMPRISE ALL NORFOLK SOUTHERN BMWED MEMBERS

BROTHER JOHNNY LONG ELECTED GENERAL CHAIRPERSON

BMWED-IBT members on Norfolk Southern Railway officially united as the American Rail System Federation this past March, electing former Alliance Federation First Vice Chairman Johnny Long its first General Chairperson.

Brother Long will lead nearly 3,000 BMWED Norfolk Southern members from 68 lodges in a unified representation on the Norfolk, Va.-based freight carrier. The ARSF will be the largest freight federation comprised of members from one rail employer. It will afford all N.S. BMWED members solidarity in enforcing the contract and the ability to singularly focus their strategy to thwart N.S. management schemes.

“I am honored to be selected to serve the hard-working members of our Brotherhood on N.S.,” Brother Long said. “I will do everything I can to promote, protect and advance our cause on the job. I know I am surrounded and supported with the finest Brothers and Sisters of the newly-formed

ARSF and together we will achieve great things.”

The ARSF officers elected to four-year terms are:

- Johnny Long, General Chairperson.
- Dale Bogart, Vice Chairperson (Region 1).
- Corey Hayes, Vice Chairperson (Region 1).
- Patrick Barnes, Vice Chairperson (Region 1).
- Dustin Heiser, Vice Chairperson (Region 2).
- Justin Blankenship, Vice Chairperson (Region 2).
- David Beal, Vice Chairperson (Region 3).
- Sheldon Swain, Vice Chairperson (Region 3).
- Heath Vezza, Vice Chairperson (Region 3).
- Mike Ragard, Vice Chairperson (Region 3).
- Trapper Cory, Executive Committee (Region 1).
- Ricky Coleman, Executive Committee (Region 1).
- Tony Ingram, Executive Committee (Region 1).
- Tim Southerland, Executive Committee (Region 2).
- Ken Akers, Executive Committee (Region 2).
- James Manspile, Executive Committee (Region 2).
- Milo Hildebrandt, Executive Committee (Region 3).
- Andrew Bates, Executive Committee (Region 3).
- Nick Baker, Executive Committee (Region 3).



TENTATIVE AGREEMENT REACHED ON METRA

BMWED, ARASA, BRC, IAM, IBEW, NCFO, SMART-ME, SMART-TD and TCU formed a powerful coalition of nine unions and initialed a tentative settlement Nov. 16 with Metra. This follows a bitter three-year battle for a new agreement. Metra workers have not had a raise since 2018 because of Metra's union busting bargaining strategy.

Metra had insisted on a lessor deal for two years and refused to budge from that offer. The nine unions stuck together and were able to significantly improve on the package. Ultimately it

“

This victory was made possible by our members, who showed solidarity and discipline through a very tough three years without a raise...

TENTATIVE AGREEMENT REACHED ON



will be the members who will decide when the agreement is sent to them for approval or rejection. Ballots on the T.A. will go out in mid-December.

The agreement consists of 17 percent (not compounded) over 7 years with full retroactivity back to 2019. Health and Welfare benefits will remain in national handling but the current cost sharing is frozen at its current level. There is a small improvement in the bereavement leave rule and a new rule that will permit Metra to go to direct deposit of paychecks.

BMWED President Freddie Simpson said, “This victory was made possible by our members, who showed solidarity and discipline through a very tough three years without a raise. The solidarity of all crafts who stuck together despite Metra's repeated attempts to break our unity is commendable. This solidarity has shown us that by sticking together we can win.”

Letter to the Editor

Rick Inclima
(Retired)

Dear Brothers and Sisters of BMWED:

It is with a heavy heart that I write to inform you that our craft had lost a true friend and champion for MOW safety. Dean Hollingsworth, a former member of BMWE (CSX) and recently retired FRA Track Safety Specialist, passed away at age 69.

While you may not have known Dean personally, you will undoubtedly recognize his life's work. Partly because of his background and experience as a MOW employee and roadmaster, he was assigned by FRA to facilitate the labor/management negotiations that resulted in the Roadway Worker Protection and Roadway Maintenance Machine federal regulations.

Throughout his decades-long FRA career, Dean was a staunch advocate for MOW safety. As former Director of Safety for BMWED, I had the privilege of working with Dean and representing our craft before these FRA rulemaking committees. I often watched in awe as Dean skillfully shuttled between the labor and management caucuses, pushing the parties to find common ground on extremely difficult issues. He was a skilled and principled facilitator who genuinely cared about the men and women out on the tracks. He used every ounce of persuasion and every ounce of principled reason to push labor and management to agreement on key safety matters.

Dean Hollingsworth left his mark on our industry, and his substantial efforts have helped preserve the lives, limbs and health of countless BMWED members and other roadway workers. He was a man of integrity and compassion. I can think of no higher complement than to say "He never forgot where he came from." Dean was a true friend and his safety legacy will live on to benefit future members of BMWED.

Please keep Dean, his wife Lin, and the Hollingsworth family in your thoughts and prayers.

In unity,

Rick Inclima

Rick Inclima
Retired



UNITED PASSENGER RAIL FEDERATION FOUNDED TO REPRESENT ALL BMWED AMTRAK MEMBERS

ANTHONY SESSA ELECTED AS GENERAL CHAIRMAN OF THE NEW FEDERATION

The United Passenger Rail Federation is the newest federation within the BMWED-IBT, founded at an historic convention in Newark, N.J. Earlier in the year, Amtrak BMWED members voted 81 percent in favor of establishing the UPRF, which brings every Amtrak worker within our Brotherhood into a single system.

Before the founding convention, the roughly 2,400 members working for Amtrak were divided into four BMWED system-federations with different dues structures and different general chairpersons and officers, many having never worked for Amtrak or any other passenger railroad. That changes with the founding of the UPRF, with Amtrak members now officially united in one system, governed under the same bylaws, united to negotiate and enforce agreements with Amtrak, speaking with one voice to Amtrak management and not split into four.

Noted in an official resolution at the convention was the leadership and vision required from BMWED President Freddie N. Simpson in setting the path for Amtrak members to finally come together after four decades of splintered system representation, noting that it would have been easy to have left the broken and ineffectual structure in place upon his imminent retirement.

“For his vision to exercise this authority, President Simpson has been subject to malicious and slanderous personal attack,” the resolution, which

passed unanimously, reads. “Some of the regional leadership of the Union view the reorganization of the Federations in behalf of the rank and file of this Union to be a threat to their personal positions.”

“This is an historic moment in our history, one that finally brings all Amtrak members together as one, strengthens the voice of the rank and file, finally comports to the current rail industry and ends the ridiculousness of multiple general chairpersons on one property,” BMWED Vice President (and former Penn Fed General Chairman) Jed Dodd said. “Amtrak workers should pay for one General Chairperson and not four. Amtrak workers should speak with one voice to management and not four. Correcting this problem, which we did today by formation of the United Passenger Rail Federation, will improve the representation of Amtrak membership in the BMWED.”

Newly elected to four-year terms within the UPRF are:

*General Chairperson: Anthony Sessa
District 1 Vice Chairperson: Thomas Wohonka
District 2 Vice Chairperson: Gene Anirina Sr.
District 3 Vice Chairperson: Lydell Owens
District 4 Vice Chairperson: Gene Anirina Jr.
District 5 Vice Chairperson: Leonard Buchanan
District 6 Vice Chairperson: Renato Rufo*

Newly-formed Executive Board includes members:

*Kurt Caputo, District 1
Alisha Pekarski, District 2
Jim Karnes, District 3
John McAteer, District 4
Steve Stearn, District 5
David O'Connor, District 6
Chad Shorter, At-Large
Vernon Williams, At-Large*

DEATH BENEFIT DEPARTMENT

REPORT OF DEATH BENEFIT CLAIMS PAID DURING SEPTEMBER, OCTOBER, AND NOVEMBER 2021

<u>NAME</u>	<u>CITY/STATE</u>	<u>LODGE/SYSTEM/RR</u>	<u>D.O.D.</u>
ROBERT R. HANSEN	LA CYNE, KS	0159/BURNOR/LIFE	07/01/21
GLENN A. EARNEY	PEPIN, WI	0509/BURL/LIFE	09/08/21
JACK E. MACINTOSH	COLUMBUS, MT	1280/BURNOR/LIFE	03/02/97
CHARLES E. MILLER	CARISLE, PA	3089/PENN/LIFE	09/05/21
BLAS MEDINA JR.	CHEYENNE, WY	0686/USD/RET	11/02/21
RAYMOND LAMBERT	DELTA, OH	1037/ALL/LIFE	09/20/21
HAROLD G. WOOD	MILLER, MO	0355/ATSFF/BMWE	10/25/21

PAID SEPTEMBER 01, 2021 THROUGH NOVEMBER 30, 2021	\$3,500.00
AMOUNT PREVIOUSLY PAID	\$45,597,807.75
TOTAL AMOUNT PAID TO DATE	\$45,601,307.75
NUMBER OF CLAIMS PAID -7	

REPORT OF DEATH NOTICES RECEIVED DURING SEPTEMBER, OCTOBER, AND DECEMBER 2021

ROGER M. ACOCKS	MIDVALE, UT	1227/USD/UP
JOSEPH ALVES JR	FALL RIVER, MA	0228/NE/NRPC
RICHARD C. BEGAY	KAYENTA, AZ	1020/USD/UP
JOHN T. BERGERON	VILLE PLATTE, LA	1048/AF-SW/UP
WALTER G. BOOTH JR	COLUMBUS, GA	0804/SOU/NS
ROBERT A. BROBECK	JONESBOROUGH, TN	0586/SOU/NS
EDGAR M. CASE	FAIRVIEW, OK	2407/ATSFF/RET
RODNEY D. CROSS	HARRISBURG, NE	0899/USD/UP
CALVIN W. DAVIS	HOUSTON, TX	1058/AF-SW/UP
RICHARD R. CONTRERAS	LUBBOCK, TX	2412/ATSFF/BNSF
DON E. DE LOACH	IRON STATION, NC	0619/SOU/BMWE
MICHAEL J. DRIGGINS	PAPILLION, NE	0216/USD/UP
JAMES ENGBREGTSEN	FOSSTON, MN	1488/BURL/SOO
RALPH EVANCHAK	MCKEESPORT, PA	3008/PENN/RET
HASSAN D. FORD	GALESBURG, IL	0798/BURL/BNSF
JAMES P. GEE	SHELBY, OH	1900/ALL/CSX
MARVIN GILES	LINCOLNVILLE, KS	2405/ATSFF/RET
RUSSELL D. GOODSITE	BURLESON, TX	2409/ATSFF/BNSF
WILLIAM K. HAMISFAR	JACKSON, MI	1629/ALL/NS
ROBERT R. HANSEN	YAKIMA, WA	0159/BURNOR/BNSF
RANDY L. HARRIS	RICHLANDS, VA	0571/ALLASF/NS
L. W. HICKS	BARTOW, GA	0627/SOU/RET
ANTHELEY M. HOLLINS	PITTSBURG, TX	2409/ATSFF/BNSF
TERRY A. HOLMES	WILLARD, OH	1664/ALLNP/NS
DON L. HOOK	POLLOCK, LA	1176/AF-SW/UP
W. L. HOWLAND	SHERMAN, TX	1082/ATSFF/RET
JOSEPH M. JENSEN	FOLSOM, PA	2910/CRSD/SPTA
WILLIAM R. KELLY	SAINT LOAF, IA	2438/USD/DMER
GARY W. KIRSCHMAN	AKELEY, MN	0706/BURNOR/BNSF
WILLIAM E. LARUE	TROY, MI	3089/PENN/BMWE
ROBERT E. LININGER	EMPORIUM, PA	3084/PENN/NS
FILIPPO LUCIVERO	HOBOKEN, NJ	2905/CRSD/NJT
JACK E. MACINTOSH	COLUMBUS, MT	1280/BURNOR/RET
RONAN J. MAHER	TRACY, CA	0407/USD/TASI
MANUEL P. MARCIAL	VISALIA, CA	2419/ATSFF/RET
T. L. MATHIS	MACON, GA	0808/SOU/NS
BLAS MEDINA JR.	BURNS, WY	0686/USD/RET
JAMES E. MORRIS	THORNTON, WV	1064/AF-SE/CSX
GORDON D. OLIVER	STOCKPORT, IA	1832/BURL/BNSF
DELFORD OWENS	NOBLE, OK	0361/ATSFF/RET
BILL D. POLLOCK	SOUTH VIENNA, OH	1664/ALLNP/GTW
JOSEPH A. REIS	BISMARCK, ND	0249/BURNOR/BNSF
JORGE RODRIGUEZ	BRACKETTVILLE, TX	0044/AF-SW/UP
FOY ROGERS	BAXLEY, GA	0627/SOU/RET
LAZARO B. RUBIO	MADERA, CA	2419/ATSFF/RET
KEE SAM	ROCKPOINT, AZ	1020/USD/UP
JOHN SILVA	EAST HAVEN, CT	1718/NE/NRPC
MICHAEL J. SOUKUP	WILSON, KS	1216/USD/UP
CHRISTOPHER TIERNEY	E CAMBRIDGE, MA	0228/NE/NRPC
FRED P. URIOSTE	AMARILLO, TX	2413/ATSFF/BNSF
RAYMOND VALADEZ	DERBY, KS	2405/ATSFF/BNSF
JOHN R. WILLIAMS	MONTEREY, TN	2388/AF-SE/RET
HAROLD G. WOOD	MILLER, MO	0355/ATSFF/BMWE



BMWED METRA MEMBERS FORM CHICAGOLAND PASSENGER FEDERATION

BROTHER ROB SHANAHAN JR. ELECTED GENERAL CHAIRMAN

At long last, BMWED members on Metra commuter railroad in the Chicago area are united in one system-federation.

BMWED Metra delegates selected Brother Rob Shanahan Jr. as General Chairman for the newly formed Chicagoland Passenger Federation, ending the three-way split of Chicago's commuter railroad Brotherhood members and unifying them as a single bargaining unit.

Joining Brother Shanahan as elected today are:

Vice Chairman/Secretary-Treasurer:
Manuel "Champ" Zavala

Executive Board Member:
Guillermo Ponce

Executive Board Member:
Efrain Sainz

Executive Board Member:
Art Perez

Executive Board Member:
James Smith

Executive Board Member:
Adolfo Nieto-Bustamante

Retired Metra member and former Illinois Central & Gulf Coast Vice Chairman Tim Petty, a longtime proponent of uniting Metra BMWED members on one federation, was in attendance to celebrate the historic accomplishment.

"I'm proud and honored to be here today. It was a long struggle to get here; pretty messy in parts. But I never gave up on the union and it never gave up on me," retired Metra member and former Illinois Central & Gulf Coast Federal Vice Chairman Tim Petty said. "My thanks go out to Pres. Simpson and those who finally recognized that the rank-and-file should chart their own course and setup the process to get us under one, single bargaining unit. It made sense 40 years ago and it makes sense now."

Metra BMWED Members were formerly split three ways between the Unified System Division, Burlington System Division and the Alliance System Federation. Because of this, members on Metra often had different dues structures and different officers, creating unnecessary confusion. But with the founding convention, those days are finally over.

ONLINE STORE

The Store will be at the Fifth Regular Convention in Las Vegas, Nevada!

Great chance to update your own look or for your lodge



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CONVENTION CALL

Official Notice of National Division Convention June 13, 2022

Novi, Michigan
November 29, 2021

ALL LODGE SECRETARY-TREASURERS

Dear Brothers and Sisters:

The purpose of this letter is to advise you that, in accordance with Article I, Section 5 of the Brotherhood of Maintenance of Way Employees Division's Bylaws, the Fourth Regular National Division Convention of our Brotherhood will convene at Caesars Palace, Las Vegas, Nevada, at 9:00 a.m., Monday June 13, 2022, for the purpose of reviewing the work and accomplishments of the Brotherhood, to consider legislation for the benefit and advancement of the membership, to amend the National Division Bylaws, to elect officers and to act upon such other business as may properly come before the Convention.

REPRESENTATION

Your attention is directed to Article XVIII, Section 14, Paragraph 1, of the National Division Bylaws, which provides, in pertinent part, that:

"Each Local Lodge in good standing shall be entitled to be represented at the National Division Convention by a delegate or alternate, or a delegate ex officio as set forth in the second paragraph of this Section. However, in the event a Local Lodge elects not to send its own member or delegate ex officio to the National Division Convention, two or more Local Lodges may elect to be represented by a delegate and/or alternate of another Local Lodge in the BMWED from their System Division Federation. No delegate may represent more than five hundred (500) members at the National Division Convention unless such members are all members of one Local Lodge. A delegate or alternate to the National Division Convention may represent as many Lodges as may elect him if the total membership so represented does not exceed five hundred (500) members."

EX OFFICIO DELEGATES

Article XVIII, Section 14, Paragraph 2, of the National Division Bylaws governs the selection of ex officio delegates to the National Division Convention and provides as follows:

"All delegates and alternates to National Division Conventions must be elected by secret ballot vote of the members in good standing of the Local Lodge by which they are accredited to the

Convention; provided, however, that National Division Officers shall be delegates ex officio at all National Division Conventions as set forth in Article 1, Section 6, if they are not elected as a delegate by a Local Lodge; and provided, further, that if a General Chairman or elective full time System Division or Federation Officer is not elected as a delegate by a Local Lodge, such General Chairman or such System Division or Federation Officer when designated by the General Chairman will, by virtue of election to such office, be a delegate ex officio at all National Division Conventions (at no expense to the National Division) and accorded the same rights and privileges enjoyed by National Division Officers who are delegates ex officio as set forth in Article 1, Section 6. When National Division Officers or General Chairmen or full time System Division or Federation Officers are delegates ex officio at National Division Conventions, such Officers will be entitled to cast one vote in all matters before the National Division Convention except election of National Division Officers.”

ELIGIBILITY REQUIREMENTS FOR ELECTION AS DELEGATE AND ALTERNATE DELEGATE

Article XVIII, Section 14, Paragraph 3, of the National Division Bylaws sets forth the eligibility requirements to run for delegate and alternate to the National Division Convention:

“All National Division Convention delegates or alternates shall be members in good standing of a Local Lodge in good standing with the National Division, and shall meet the eligibility requirements as set forth in paragraph 4.9 of the Merger Agreement, and be a member in good standing to May 1 of the Convention year.”

Retired Local Lodge Secretary-Treasurers holding such office under the provisions of paragraph 4.11 of the Merger Agreement are **not** eligible to run for delegate or alternate delegate. Retired state Legislative Directors holding such office, and all other BMWED retirees (i.e., those not “actively employed at the craft” as required under Article II, Section 4(a)(1) of the IBT Constitution), are also not eligible to run for delegate or alternate delegate.

ELECTION OF DELEGATES AND ALTERNATE DELEGATES

Article XVIII, Section 14, Paragraphs 2, 4 and 5 of the National Division Bylaws, sets forth the procedures by which delegates and alternates to the National Division Convention are elected:

“All delegates and alternates to National Division Conventions must be elected by secret ballot vote of the members in good standing of the Local Lodge by which they are accredited to the Convention; provided however, that National Division Officers shall be delegates ex officio at all National Division Conventions as set forth in Article 1, Section 6, if they are not elected as a delegate by a Local Lodge; and provided, further, that if a General Chairman or elective full-time System Division or Federation Officer is not elected as a delegate by a Local Lodge, such General Chairman or such System Division or Federation Officer when designated by the General Chairman, will, by virtue of his election to such office, be a delegate ex officio at all National Division Conventions (at no expense to the National Division) and accorded the same rights and privileges enjoyed by National Division Officers who are delegates ex officio as set forth in Article 1, Section 6. When National Division Officers or General Chairmen or full time System Division or Federation Officers are delegates ex officio at National Division Conventions, such Officers will be entitled to cast one vote in all matters before the National Division Convention except election of National Division Officers.”

“Local Lodges shall elect delegates and alternates to the National Division Convention at a meeting held on or after January 1 of the year in which the Convention convenes. Provided, however, that Local Lodges that do not ordinarily meet between January 1 and May 1 may conduct such elections during the

second half of the year prior to the year in which the convention convenes. All members in good standing of the Local Lodge will be given at least fifteen (15) days advance notice in writing at their last known addresses of the date, time and place at which election shall be held. The National Division Secretary-Treasurer will be advised of the results of such elections in ample time for this information to be recorded at the National Division. All expenses of said delegates shall be paid by Local Lodge or Lodges represented.”

“The alternate will take the place of the delegate in case the delegate is unable to serve.”

ISSUANCE OF CREDENTIALS

Article XVIII, Section 14, Paragraph 6, of the National Division Bylaws describes the manner in which Credentials will be issued to delegates and alternates to the National Division Convention:

“Credentials shall be issued to the Secretary-Treasurers of Local Lodges prior to January 1 of the year of the National Division Convention. Credentials must be signed by an elected officer of that Local Lodge. In the event that there is not a Local Lodge Officer present, a System Division or Federation Officer may sign the credential. Original credentials shall be given to the duly elected delegates. Duplicate credentials shall be forwarded to the National Division Secretary-Treasurer’s office as soon as possible after the election of the delegates.”

DELEGATE VOTING STRENGTH

Article XVIII, Section 14, Paragraph 7, of the National Division Bylaws prescribes the method by which delegate voting strength will be determined:

“Representative votes for each delegate shall be determined in accordance with National Division records twenty (20) days prior to the opening of the Convention, and shall reflect all members in good standing as of May 1 of that year. No votes shall be added and no duplicate credentials shall be accepted after twenty (20) days prior to the opening of the Convention.

PROHIBITION AGAINST THE TRANSFER OF VOTES OR CREDENTIALS

You should be advised that the transfer of votes between delegates will **not** be permitted at the 2022 National Division Convention and that under Article XVIII, Section 14, Paragraph 1 of the National Division Bylaws, no delegate may represent more than five hundred (500) members unless the members are all members of one Local Lodge. Only members in good standing are counted in arriving at a Lodge’s voting strength.

Therefore, care should be exercised in those instances where a member is elected as a delegate representing more than one Local Lodge with combined membership in excess of five hundred (500). Any delegate present at the Convention who was elected as the delegate for more than one Local Lodge will be required to register as the delegate for all such Lodges and will **not** be permitted to transfer his/her credential to an alternate for such Local Lodge(s), even though the alternate is in attendance and the delegate may be carrying in excess of five hundred (500) votes.

ELIGIBILITY REQUIREMENTS TO VOTE IN LODGE ELECTIONS

Only members in good standing are entitled to vote in the election of a delegate or alternate to the National Division Convention. Retired Local Lodge Secretary-Treasurers holding such office and paying

full dues under the provisions of Paragraph 4.11 of the Merger Agreement are also entitled to nominate, second, and vote in the election for delegate and alternate to the National Division Convention.

Retired members who are paying full dues, retiree dues of \$16.00 per year, or National Division dues to protect their death benefit, are **not** eligible to vote in Lodge elections. Members who have secured a Withdrawal Card after leaving the service of the railroad, being promoted to an official and/or excepted position with the railroad or transferring to another craft, or who are considered an agency or objector fee payer, are not eligible to participate in the election of a delegate or alternate to the National Division Convention even if they are paying full dues.

FIFTEEN-DAY ADVANCE WRITTEN NOTICE REQUIRED

The National Division Bylaws requires that advance written notice by mail to the membership be given of the holding of a meeting for the purpose of nominating and electing delegates and alternates to the National Division Convention at least fifteen (15) days prior to the date of their nomination and election. In calculating the 15-day period, the day the cards are mailed is not counted, but the day of the meeting is counted.

The "Notice of Meeting Card" (Form F-86) must be mailed to all members who are eligible to participate in the election at their last known address. The posting of meeting notices on bulletin boards, tool sheds, etc., or their distribution to members of gangs at the work site, does not satisfy the notice requirements.

If you provide National Division or your System Office with sufficient advance notice of the date of your meeting, National Division will furnish you with address labels or Notice of Meeting Cards with pre-printed addresses. Prior to mailing, you should check the addresses against your current membership records to ensure that all members receive a notice of the meeting, since it may be necessary to hand-address cards for members for whom addresses were not furnished. Addresses for those members who are deceased or individuals who are no longer members of the Brotherhood should be discarded.

QUORUM REQUIRED TO ELECT DELEGATE AND ALTERNATE

Article XVIII, Section 6, Paragraph 3, of the National Division Bylaws provides that five (5) members in good standing constitute a quorum for the purpose of transacting Lodge business. Therefore, if there are not five (5) members in good standing present at your Lodge meeting which has been designated to elect a delegate and alternate to the National Division Convention, it will be necessary to reschedule the election due to the fact that a quorum was not present.

SECRET BALLOT ELECTION

Article XVIII, Section 14, Paragraph 2, of the National Division Bylaws, requires that all delegates and alternates **must** be elected by secret ballot. This is also a requirement of the Labor Management Reporting and Disclosure Act of 1959 and must be adhered to.

MAILING OF CREDENTIALS

Article XVIII, Section 14, Paragraph 6 of the National Division Bylaws requires Credentials to be issued and mailed from the National Division in sufficient time to be in the hands of Local Lodge's Secretary-Treasurers prior to January 1 of the year of the National Division Convention. Your respective Local Lodge's Credential is enclosed.

Early election by the Local Lodges of delegates and alternates is requested in order that the duplicate credentials are received by the National Division Secretary-Treasurer from the Lodge Secretary-Treasurers, twenty (20) days prior to Convention (May 25, 2022).

PROPOSALS TO AMEND THE CONSTITUTION

Article XX, Section 1, of the National Division Bylaws, provides that all proposals to alter or amend the National Division Bylaws which are printed in the BMWED *JOURNAL* thirty (30) days before the day the Convention begins, may be enacted by a majority vote of the delegates assembled at the National Division Convention. Therefore, to comply with this requirement, all proposed amendments to the National Division Bylaws that are to be published in the BMWED *JOURNAL* must reach the National Division not later than March 31, 2022. In the case of proposed amendments to the National Division Bylaws which are not published in the BMWED *JOURNAL*, the approval of three-fourths of the delegates is necessary for their adoption.

It is not necessary that resolutions other than those proposing to alter or amend the National Division Bylaws be printed in the BMWED *JOURNAL*. However, such resolutions should be submitted in advance so the Resolution Committee can consider them before the Convention convenes and submit a report to the Convention.

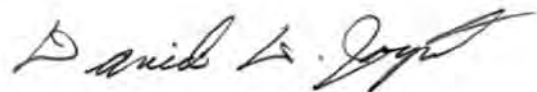
All proposals to amend the National Division Bylaws and all resolutions that are to be considered by the Resolutions Committee should be mailed to the National Division President.

Copies of this Convention Call were sent to all National Division and System Officers, National Division Appointees, State Legislative Directors and Local Lodge Presidents in the United States. Excerpts of this Convention Call will be published in the August/September/October 2021 issue of the BMWED *JOURNAL* and is intended to serve as official notice to all members of the Brotherhood.

Fraternally yours,



President



Secretary-Treasurer

cc: National Division and System Officers
National Division Appointees
State Legislative Directors
Local Lodge Presidents



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Brotherhood of Maintenance of Way Employes IBT



OBJECTION PROCEDURES FOR EXPENDITURES NOT GERMANE TO COLLECTIVE BARGAINING

Sec. 1. An individual residing in the United States who is represented by the Brotherhood, and who has elected to become an agency fee payer may become an objector to expenditures not related to collective bargaining, contract administration, or other chargeable expenditures. An agency fee payer, who elects to become an objector through these procedures, shall pay a fee calculated in accordance with Section 5 of this Policy.

Sec. 2. To become an objector, an employee represented by the Brotherhood, shall notify the National Division Secretary-Treasurer of his or her objection in a separate envelope by certified mail postmarked during the month of March each year. An employee who desires to object but is unable to make a timely objection because he or she is not subject to a Union Shop Agreement in March must make an objection within thirty (30) days after becoming subject to Union Shop obligations and receiving notice of these procedures. The objection shall be signed and shall contain the objector's current home address and the Subordinate Lodge number, if known. The objector shall keep the Brotherhood informed of any change in address. Objections may only be made by individual employes; no petition objections will be honored.

Sec. 3. The following categories are examples of chargeable expenditures to the extent permitted by law:

- 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 employes in the bargaining unit or employer representatives regarding working conditions, benefits and contract rights;*
- c. Convention expenses and other normal union internal governance and management expenses;*
- d. Social activities and union business meeting expenses;*
- e. Publication expenses to the extent coverage is related to chargeable activities;*
- f. Litigation expenses related to contract administration, collective bargaining rights and internal governance;*
- g. Expenses for legislative and administrative agency activities closely related to the negotiation of administration of contracts and working conditions;*
- h. All expenses for the education and training of members. Officers and staff intended to prepare the participants to better perform chargeable activities;*
- i. All strike fund expenditures and other costs of group cohesion and economic action, e.g., demonstrations, general strike activity, informational picketing and the like;*
- j. A proportional portion of all overhead and administrative expenses.*

Sec. 4. In the first quarter of each year, the Brotherhood shall publish these policies and procedures in the Journal to provide notice to employes represented by the Brotherhood of their right to object and the procedures for objecting. The Brotherhood shall also send a copy of these policies and procedures to each person who objected the previous year to inform the person of his or her right to renew the objection for the current year.

Sec. 5. The Brotherhood shall retain a neutral auditor to perform an independent audit of the records of the Brotherhood and to submit an annual report for the purpose of determining the percentage of expenditures that fall within the categories specified in Section 3. The amount of the expenditures during the previous fiscal year that fall within Section 3 shall be the basis for calculating the reduced dues or fees and assessments that must be paid by the objector for the current fiscal year.

Sec. 6. The neutral auditor shall complete the report for each fiscal year. This report shall include an analysis of the major categories of union expenses attributable to chargeable and non-chargeable activities. A copy of the neutral auditor's report shall be sent to each person who made an objection in the current previous year.

Sec. 7. Each person entitled to receive the audit report may challenge the legal and arithmetic bases of the calculations in the neutral auditor's report by filing an appeal with the National Division Secretary-Treasurer. Such appeal must be made by sending a signed letter to the Secretary-Treasurer postmarked no later than thirty (30) days after the date that the audit report was mailed.

Sec. 8. All appeals received by the union within the time limits specified above shall be determined by expeditious referral to an impartial arbitrator chosen through the rules of the American Arbitration Association (AAA) for the impartial determination of union fees. The Brotherhood shall notify the AAA that challenges to the calculation of its fees and assessments have been received from one or more persons and include the names and addresses of the persons who filed the appeals and who must be notified of the proceedings. Thereupon, in accordance with its rules, the AAA will appoint an arbitrator and notify the Brotherhood and the challenger. In addition, the following rules shall apply:

- a. All appeals shall be consolidated and heard as soon as the AAA can schedule the arbitration and shall be at a location selected by the AAA to be the most convenient for those involved in the proceeding.*
- b. Each party to the arbitration shall bear its, or their own, costs. The challengers shall have the option of paying a pro rata portion of the arbitrator's fees and expenses. The balance of such fees and expenses shall be paid by the Brotherhood.*
- c. Challengers may, at their expense, be represented by counsel or another representative of their choice. Challengers need not appear at the hearing and shall be permitted to file written statements with the arbitrator instead of appearing. Such statements shall be filed no later than the beginning of the hearing before the arbitrator. Post-hearing statements may be filed in accordance with the provisions of Section 8(g).*

d. Fourteen (14) days prior to the start of the arbitration, challengers shall be provided with copies of all exhibits or a list of all such exhibits intended to be introduced at the arbitration by the Brotherhood and a list of all witnesses the Brotherhood intends to call, except for exhibits and witnesses the Brotherhood may introduce for rebuttal. When a list of exhibits has been provided, any challenger shall have a right to receive copies of such exhibits by making a written request for them to the National Division Secretary-Treasurer. Additionally, copies of all exhibits shall be available for inspection and copying at the hearing.

e. A court reporter shall make a transcript of all proceedings before the arbitrator. This transcript shall be the official record of the proceedings and may be purchased by the challengers. If challengers do not purchase a copy of the transcript, a copy shall be available for inspection by challengers at the National Division during normal business hours.

f. The arbitrator shall have control over all procedural matters affecting the arbitration in order to fulfill the dual needs of an informed and expeditious arbitration. The arbitrator shall set forth in the decision the legal and arithmetic bases for the decision, giving full consideration to the legal requirements limiting the amount that objectors may be charged.

g. The parties to the arbitration shall have the right to file a post-hearing statement within fifteen (15) days after both parties have completed submission of their cases at the hearing. Such statements may not introduce new evidence or discuss evidence not introduced in the arbitration. The arbitrator shall issue a decision within forty-five (45) days after the final date for submission of post-hearing statements or within such other reasonable period as is consistent with the AAA rules and the requirements of law.

h. The decision of the arbitrator shall be final and binding on all findings of fact supported by substantial evidence on the record considered as a whole and on other findings legally permitted to be binding on all parties.

i. Upon receipt of the arbitrator's award, any adjustment in favor of the challenger will be made from the Union escrow account. Any adjustments in favor of the union shall be due and owing within thirty (30) days. An individual failing to pay any adjustments in full within the prescribed thirty-day period will be considered as being in non-compliance with provisions of the Union Shop Agreement.

Sec. 9. The National Division Officers will have the authority to amend this policy, as it deems appropriate.

Sec. 10. The provisions of this procedure shall be considered legally separable. Should any provision or portion be held contrary to law by a court of an arbitrator, the remaining provisions or portions thereof shall continue to be legally effective and binding.

Brotherhood of Maintenance of Way Employes Division
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THE **BMWED** Journal

BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES DIVISION
of the International Brotherhood of Teamsters

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