

B M W E JOURNAL

THE BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES

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PROPOSED MERGER FAILS TO RATIFY

The proposed merger between the Brotherhood of Maintenance of Way Employes and the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (Boilermakers) failed to ratify by a margin of 9,782 to 11,619.

In fulfillment of a resolution adopted unanimously by the elected delegates to the 2002 BMW Convention, 39,533 merger ballots were mailed to BMW members in the U.S. and Canada on October 9, 2002. On November 14, the 21,468 returned ballots were counted, and the proposed merger was defeated by 1,837 votes. 54% of the ballots mailed were returned by the membership and counted in this referendum vote. A full 46% of the membership failed to return their ballots or make their voices heard. As a result, although less than 30% of the entire BMW membership voted against the proposed merger, it was defeated.

"The membership has spoken, and all the members and officers of BMW will abide by their decision," BMW President Mac Fleming said. "Our members considered this proposal and it was defeated. Regardless of the vote outcome, our great union must, and will, continue to forge ahead in a positive and unified manner in order to meet the challenges of the future, collectively and in a meaningful way." President Fleming also thanked the hundreds

of volunteer rank and file merger supporters who dedicated their time and effort to inform and educate the members about the proposed merger. Fleming stated, "Our volunteer trainers exemplified all that is right with Organized Labor: honesty, integrity, dedication and perseverance. They deserve our utmost respect and thanks for their efforts on behalf of the membership."

costs and rising dues continue to affect every member of BMW. And, our challenges are compounded even more due to our inability to effectively organize and grow. While no merger can be expected to eliminate these challenges, merging with another like-minded union would position us to confront these challenges more effectively and efficiently.

put their commitments to the BMW in writing and enter into a proposed merger agreement with the BMW. President Fleming stated, "I wish to thank our Brothers and Sisters from the Boilermakers for their efforts, and the respect they have shown BMW, throughout the negotiation and ratification process. I also wish to thank the BMW Merger Committee for putting the interests of the membership ahead of everything else. They did an excellent job in negotiating a proposed merger agreement that sets the benchmark for any merger we may entertain in the future."

The proposed merger agreement between BMW and IBB is not the first rail union merger that failed to ratify. In the past year, a proposed merger between the UTU and BLE failed to ratify. Also a proposed merger between BRS and the Sheet Metal Workers failed to ratify. While it is apparent that rail union mergers make sense, Rail Labor has not yet been successful in consolidating its power through mergers. However, as long as we continue our struggle for a better tomorrow, there is hope.

In the earliest days of the BMW, with little to show for his efforts and an uncertain future ahead, Brother John T. Wilson, the founder and first president of the BMW was asked about the future of the Brotherhood. Brother Wilson replied, "Having

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Merger Ballot Results: November 14, 2002

On October 9, 2002, 39,533 ballots were sent to BMW members to vote on a merger with the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers. On November 14, 2002, the 21,468 votes which were returned were counted (54% of those sent). The merger proposal was defeated with 9,782 members voting in favor (45.5%) and 11,619 members voting against (54.1%). 58 ballots were voided and 9 received were blank.

The challenges faced by BMW led the past 2 conventions to adopt resolutions seeking a merger or affiliation with one or more unions. Although this merger was defeated, the challenges we face and our resolve to address them remain. The challenges of contracting out, rising health care cost-sharing, depressed wages, extended territories, diminished legislative and collective bargaining clout, increasing

Since 1998, at the direction of the membership, the BMW had entered into formal merger discussions with a least 6 different unions. A substantial amount of time and effort were put forth to research each potential merger partner in an attempt to find a compatible, mutually beneficial match and negotiate an acceptable agreement. In the end, the Boilermakers were the only one of the 6 unions to step up and

BMW SCORES BIG WITH FEB. 7

Indiana Harbor Belt Employees Reap Benefits

As reported earlier this year in the May/June JOURNAL the BMW struck the Indiana Harbor Belt Railroad Company ("IHB") on Tuesday, May 14, 2002. The Strike began when talks broke-off following canceled meetings and 2½ years of fruitless negotiations. Three days later, on Friday, May 17, following intense bargaining, the parties reached an agreement that benefits both.

While we noted one of the highlights of the tentative agreement included "Feb 7" job protection, it is particularly noteworthy that the BMW is the only craft that has been able to secure Feb 7 protection on the IHB property. "Most of the remaining crafts are still waiting the results of the national bargaining results which very likely will not include the benefit of Feb 7 protection" said CRSF General Chairman

Perry Geller. The question here, and on other properties across the nation, with regard to job protection is why "Feb 7" is so important to those that have such protections.

Simply stated, Feb 7 provides income and benefit guarantees to any employee with ten or more years' employment relationship with their employer. These "protected employees" are divided into two groups, "full time" protected and "seasonal" protected. The major difference is "full time" protected employees are guaranteed a job or straight time pay for each regularly scheduled workday in every work year until their retirements. "Seasonal" employees receive the same number of work days, or pay in lieu thereof, as they earned in 2001. "People may think that income and job security is not a big issue on a short line railroad like

the IHB," said General Chairman Geller. "They're wrong. The IHB conducts seasonal furloughs each year. Now, every employee with ten or more years' service knows that he or she is guaranteed a level of income and benefits that cannot be

reduced so long as the employee exercises seniority to the fullest." As General Chairman Geller observed, "this type of job security is exactly what union membership and collective bargaining can provide to rail workers."



Daughter of BMW Member to Pursue Academic Goals Through Union Plus Scholarship Assistance

Washington, D.C. — Stephanie Williams, daughter of long-time BMW member Charles Williams, Jr., Local 3006, has been selected to receive a Union Plus scholarship award. Williams will receive a \$1,000 award.

Williams is amount 101 students, representing 32 AFL-CIO unions, who have been selected to receive \$150,000 in scholarships from the Union Plus Scholarship program this year. The programs top \$4,000 award went to eight students, while 80 students attending four-year institutions received awards ranging from \$500 to \$3,000. Thirteen students attending community colleges and trade schools will receive scholarships ranging from \$500 to \$1,000.

The Union Plus Scholarship program is an example of the labor movement's commitment to higher education. Since 1992, Union Privilege, through the Union Plus Scholarship program, has helped fulfill the educational dreams of students representing more than 13 million working families across the nation. The Union Plus scholarships are presented annually to union members or members of

their families who want to begin or continue their secondary education.

Stephanie Williams is an accomplished, award-winning scholar, who has earned a cumulative 3.6 grade point average. She is attending West Virginia University in Morgantown, Virginia and majoring in pre-pharmacy this year. Williams is a National Honor Roll student and has maintained a rigorous schedule of College English and advanced placement mathematics and science courses. She is also recognized as a leader of her graduating class, including serving as senior class president and in student council. Stephanie's goal is to be a health practitioner.

"From the first day of biology class, I knew that I was destined for a career in medicine. I was fascinated and challenged by the lab experiences like dissecting a worm," she says. But all was not easy in her chosen field she explains. "My only problem was that I could not imagine myself giving someone a shot or cutting another person. After doing research on the programs available in medicine, I

decided that pharmacy was the field for me."

Still, she says her greatest lessons have occurred in her own home. "Growing up, I learned a great deal about the importance of unions. Sitting around the dinner table, my father, who has been a member of the Brotherhood of Maintenance of Way Employees for more than 20 years would try to explain how important the union has been to railroad workers. Before unions came about, working conditions were horrendous. The railroads did not care about providing a safe work environment for their employees; the only thing that mattered was making a profit. However, this profit came at the expense of many railroad workers' lives."

Williams explains that the perseverance of the workers, and their willingness to unite has been inspirational in her life. "I appreciate the importance of hard work and perseverance to accomplish the educational goals I have set for myself. Without a doubt unions changed everything for the railroad workers. Rules and regulations were established to protect the worker's rights. The fact that railroads have continued to be a very profitable business tells us that it is possible for a company to protect its employees and be a money making business at the same time."

A Challenging Process — The students selected for awards represent a wide sampling of demographics, union affiliations, goals and accomplishments. Representatives from the American Association of Community Colleges, the American Association of State Colleges and Universities, the National Association of Independent Colleges and Universities, and the United Negro College Fund judged the applications.

According to the judges, the caliber of students this year made the selection process very challenging. The students are from diverse backgrounds, and as a whole, they received top SAT scores, were well-rounded in their studies and extracurricular activities, and they understood the value of working families and union membership.

How the Scholarship Program Works — In addition to demonstrated academic ability, applicants submitted essays of no more than 500 words describing their career goals, detailing their relationship with the labor movement, and explaining why they are deserving of a union scholarship.

The program is open to members, their spouses and dependent children, of unions that are participating in any Union Plus program. Individuals must be accepted into an accredited college or university, community college or recognized technical or trade school at the time the award is issued. Members do not have to purchase any Union Plus program product or participate in any Union Plus program to apply.

The Program is funded and administered by Union Privilege



and Household Credit Services, the provider of the union-endorsed Union Plus Credit Card.

2003 Applications — Applications for the 2003 awards were made available in September 2002. To download the application from the Union Privilege web site, go to www.unionplus.org. Or send a postcard with your name, return address, telephone number and international union affiliation to: Union Plus Scholarship Program, P. O. Box 34800, Washington, D.C. 20043-4800.

The application deadline is January 31, 2003. Recipient's names for the 2003 program will be announced May 31, 2003. However, due to the high volume of applications only winners will receive notification.

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Centenarians

Belated happy birthday wishes to four BMW brothers who recently celebrated their 100th birthday.

John Lupino

A Hurley, Wisconsin resident, celebrated his 100th birthday on June 15, 2002. Mr. Lupino was last employed by the Chicago North Western as a section laborer.

Pedro Munoz

A El Paso, Texas resident, celebrated his 100th birthday on June 29, 2002. Mr. Munoz was last employed by the Southern Pacific as a laborer.

Bert A. Eager

A Wyoming, Michigan resident, celebrated his 100th birthday on July 4, 2002. Mr. Eager was last employed by the Chesapeake & Ohio Railroad as a section laborer.

Isabel Beliz

A Golden, Colorado resident, celebrated his 100th birthday on July 8, 2002. Mr. Beliz was last employed by the Denver & Rio Grande Railroad as a track laborer.

Remarks by John J. Sweeney, President

AFL-CIO Post-election Press Briefing November 6, 2002

As most of you know, America's unions have committed ourselves to create a strong voice for working families in politics, and to build a new tradition of people-powered politics. We have worked increasingly aggressively to put forward working family issues in the national debate, to provide information to union members about the issues and where candidates stand on the issues, and to involve union members in legislation and politics around the issues that are central to their lives. In these elections, the AFL-CIO and its affiliates were active in 25 governors races, 16 Senate races, 47 congressional races and dozens of state legislative races.

I was out traveling during the last two months in many of those places myself, and I can tell you that union members were energized and focused on working family pocket-book issues—economic issues, health care, corporate accountability and more - and I think my experience parallels what we learned in our election night survey of union members.

This year, because VNS was unable to provide exit polling, we are not able to say what percentage union household members made up of voters overall. But in state after state, we tracked record highs in union member turnout for an off-year election.

Because we did ask Hart Research to conduct an election night survey among union members, we can give you the results of union member voting, and Geoff Garin and Guy Molyneux, President and Vice President of Hart Research, will share the results of that survey in just a few minutes.

Let me make just a few points. Union members told us they voted overwhelmingly for Democratic candidates for the House and the Senate, as they have in the past two election cycles. And I should note that we run an issues-driven program and look at where officials and candidates stand on the issues without regard to party label. We support pro-work-

ing family Republicans wherever we can.

The second point is that our survey confirms what we all know: voters in general — and working people in particular - are deeply dissatisfied with the economy. The reality of the economy is clear to working people and they made it their priority issue on Tuesday. Working people did the right thing by fighting hard to be heard over the corporate interests that laid off workers and cut back on pensions this year while dumping millions into politics. The economy and jobs and health care are the two biggest voting issues for union members.

But in our survey, union members said they do not think either party has a plan to strengthen the economy - and that is a particularly strong indictment of the Democrats.

In the face of obscene levels of spending by corporate special interests, and to counter the influence of a President who gained support from the tragedy of September 11th who beat the war drums and raised \$200 million in this election cycle—\$145 million of it this year in multiple visits to 40 states - the Democrats needed to be crystal clear about what they stand for, and to present an alternative vision to the country that creates excitement among disenfranchised voters and inspires hope. They weren't able to do that. To be fair, many Democrats tried mightily. But they were no match for the President. There's a clear message coming out of this for Democrats: they have to have a strong economic message for 2004.

I should add one more point that isn't being made enough, I think - and that's a point about the role geography played in this election. Nine out of 10 of the closest Senate races this year were in states carried by George Bush in 2000, and two thirds of competitive House races were in districts carried by Bush. And of course those states and districts also do not have large numbers of union members. So we faced uphill odds in electing pro-working family candidates that we failed to overcome.

In September of this year, big

business had already spent 12 times as much as working people in these campaigns. Yet even in an election season marked by this unprecedented corporate spending and unprecedented presidential campaigning, working families still kept margins razor-thin in race after race, and made important gains in key states and proved that they are engaged and concerned about politics.

Before I hand off to Geoff Garin, let me say just a few words about the work our unions have cut out for us, going forward.

We're going to have the White House, the House and the Senate in hands hostile to working families. This is a very dangerous time. If they try to drive a corporate agenda, we'll fight them every step of the way. If they stand with working

families, we'll support them.

We have a strong program and we're going to make it even stronger.

We're going to put even greater resources into increasing the ranks of union members. In too many of the determinative states, unions do not represent a high percentage of voters. We must and we will change that.

And we're going to lead an economic, working families agenda. We're going to drive a program of legislation and politics that's rooted in what matters most to working people. Good jobs. Health care. Retirement security. We're not going to wait for either party. We're going to drive an agenda and insist that the officials who are elected to represent America's working families follow.

Labor Party Mourns Loss of National Organizer Tony Mazzocchi - 1926 - 2002

Tony Mazzocchi, National Organizer of the Labor Party, died on October 5. Surrounded by family and friends, he succumbed to pancreatic cancer at his home in Washington, D.C.

The Labor Party celebrates his life and mourns his passing.

Tony's lifelong conviction was

that the objective of our struggle is to set the terms of national political debate around an agenda that expresses the concerns of America's workers. This conviction culminated in his decision in 1991 to concentrate all his energies on propagating the message of independent working

class politics to workers throughout the country. Drawing on his broad and vast experiences in the labor movement, he was the catalyst for the creation of the Labor Party in 1996. His leadership combined both acute, far-reaching vision and a deep understanding of the practicalities of building a coherent, independent working class political movement.



Amtrak's prospects uncertain with GOP gains in Congress

With voters giving Republicans a slim majority in the U.S. Senate, the prospects for Amtrak funding, and its future, remain as uncertain as ever.

This fall the Democratic-controlled Senate approved spending \$1.2 billion on Amtrak in the fiscal year that began October 1. The Republican-controlled House supported a bill that would give the railroad just \$762 million.

The two chambers have yet to work out a compromise spending bill, but Amtrak based its 2003 budget on the assumption that it would receive the full \$1.2 billion it requested. Observers say Amtrak is likely to receive the \$1.2 billion despite GOP control of the Senate.

Other than some ardent Amtrak critics, no one wants a repeat of the

Amtrak shutdown crisis that played out this summer, said Ross Capon, executive director of the National Association of Railroad Passengers.

The Senate has traditionally been more friendly to Amtrak than the House has, and the GOP will hold just a slim majority.

"I would be surprised if it goes below what they have in the continuing resolution," Capon said of Amtrak funding for fiscal 2003. "But I guess the two key issues are whether (Amtrak President David) Gunn got here in time and whether enough of the people that count are convinced that the trains are needed, no matter how well managed they are."

Since taking over in May, Gunn has increased the railroad's credibility on Capitol Hill and appears to

have gained the trust of Amtrak critic Sen. John McCain, the Arizona Republican who likely will reclaim the chairmanship of the Commerce Committee, which handles key Amtrak issues.

Frank Wilner, a spokesman for the United Transportation Union and an observer of the Washington political scene for years, said Amtrak will survive but that it may face a tougher road.

"The environment will be more chilly," Wilner said. "The hoops Amtrak will have to jump through for its money will be smaller and higher. And we may see similar cost-cutting demands imposed as condition of funding, as Congress has imposed on airlines seeking federal loans."

The longer-term effect of Republican control of the White

House and Congress is not clear. Amtrak issues are not even on the stove - much less the back burner - and both parties have tended to neglect the national passenger railroad.

Nonetheless, GOP control of Congress may give the Bush administration more leverage when it comes to tying Amtrak funding to railroad reforms. The administration earlier this year proposed shifting subsidy costs to the states and privatizing some Amtrak routes, as well as linking future funding to significant changes in the way the railroad is run.

Amtrak had no comment on the shift of power in Congress.

(The preceding news article appeared on Trains.com's newswire on November 7, 2002, as reported by Bill Stephens)



Mac A. Fleming

PRESIDENT'S PERSPECTIVE

The votes have been counted. The membership has spoken. The proposed merger with the International Brotherhood of Boilermakers has failed to ratify by vote of 9,782 to 11,619. While those who supported this merger are disappointed with the outcome, it must be accepted. The disappointment of merger supporters stems only from opportunities lost, not for themselves or any individual, but for the membership and the future of BMW. Opportunities to deliver membership

services in areas such as health and welfare, organizing, pensions, contract negotiation, apprenticeship, scholarships, and dues stabilization. Also lost, at least in the near term, is the opportunity to unite additional rail labor unions under a single umbrella.

What I as President find most disappointing, however, is that only 54% of the BMW membership took the time to exercise their right to vote in this important election. This means that nearly half of our eligible members, a full 46% or 18,065 members, failed to cast their ballots in one of the most important votes in BMW history. It also means that 29.5% of the BMW membership who voted against the merger sealed its outcome. As we have learned time and time again, only those who vote get counted. That is the democratic process. To all those who voted, I thank you. Every member who voted is entitled to celebrate or commiserate, depending on which side of the vote you were on. Every member who chose not to vote was entitled to remain silent, but they cannot complain about the result for they chose not to exercise their democratic right as trade unionists.

The mandate to find a suitable merger partner did not originate at the Grand Lodge or at the System Division/Federation level. The mandate to seek a merger with another union came directly from the BMW membership through their duly elected delegates to the 1998 and 2002 Grand Lodge Conventions. In a good-faith effort to fulfill this membership mandate, BMW engaged in merger discussions with at least six different unions over the past four years including BLE, BRS, TWU, IAM, IBB, and the Steelworkers. In the end, the Boilermakers were the only viable merger partner willing to negotiate a merger agreement on terms acceptable to BMW. Only the Boilermakers were willing to put commitments to BMW in writing. And only the Boilermakers were willing to enter into an agreement that the BMW Merger Committee, the Grand Lodge Officers, and our convention delegates deemed worthy of a referendum ballot by BMW members. I wish to thank our Boilermaker Brothers and Sisters for their honesty, integrity, and respect throughout the process. Through these difficult and laborious negotiations, the Boilermakers proved themselves to be righteous and honorable unionists, people that all of us can proudly and unabashedly call Brother and Sister.

This is not the first rail union merger that has failed to ratify in recent years. Proposed mergers between BLE and UTU, BRS and SMWIA, and now BMW and IBB have all failed to ratify in the past two years. Why these attempted mergers among rail unions have failed is not clear. Perhaps rail union members have too much pride in their craft to embrace a merger with another union. Perhaps it is elected leadership within Rail Labor who are not ready to embrace change. Perhaps the right combination of merger partners has not yet emerged. Perhaps it is a combination of all of the above, or none of the above.

Why the merger agreement between BMW and IBB failed to ratify will be a matter of conjecture and speculation for many years to come. Whatever the reason or reasons for its failure, we must put the merger referendum behind us and move forward to the best of our ability and within our financial means.

History will be the judge as to whether or not BMW made a wise choice in rejecting this merger, just as history would have been the final arbiter had the vote gone the other way. None of us, regardless of our individual positions on the merger, can yet make that judgment. Only time, and history, will tell.

One thing that can be said right away, however, is how very proud I am of every member and every officer who worked tirelessly to educate and inform the members about the factual terms of the merger agreement. Those who supported the merger did so because of their deep-felt belief that this merger was in the best interest of the membership. Any suggestion to the contrary is patently false and an insult to all those Brothers and Sisters who dedicated untold hours to fulfill the conventions' mandate. It has been my distinct honor and privilege to be associated with so many dedicated and selfless unionists, and I wish to thank them for their efforts, honesty, and integrity throughout the merger process. Regardless of the outcome, they can hold their heads up high as trade unionists whose first and foremost concern was, and remains, the good and welfare of BMW members and their families.

For merger supporters, the failure to ratify is naturally viewed as a setback to BMW and its membership. This Brotherhood has had many setbacks during its 115 year history, and I have no doubt that we will persevere and continue to move this union forward. We are bound by our fraternal calling to unite against the forces aligned against us. This merger was never about its supporters or detractors, but rather, it was about the membership of BMW and the future of our craft. Rather than look back, we must look forward; for the die has been cast. We must now put any political divisions behind us, and together, both merger proponents and opponents, work to fulfill the expectations of those who have elected us to serve. That's what our forefathers did throughout our sometimes tumultuous 115 year history, and that's what we must do now as well.

We can put the internal strife of the merger into an historical perspective. At the turn of the 20th Century, during some of the darkest days of our fledgling union and during a period of great internal conflict, our founding father and first president, Brother John T. Wilson wrote: "If Maintenance of Way Employees wish to have their burdens made lighter and their lives made brighter — if they wish to have their many grievances properly adjusted — the remedy lies within themselves. Whining will not help them. Prayers and petitions will be alike in vain. The only source of relief is organization. The only remedy is united, persistent action. Such action can only be had where the men engaged in it are possessed of three sterling traits of character, to wit: *courage, fidelity, and fortitude...*"

In the coming months and years ahead, we will call upon our officers and members to set the future course of our great union. For in the words of Brother Wilson, "the remedy lies within ourselves." I have every confidence that our officers and members are up to the challenge and possess the three necessary traits identified by Brother Wilson: *courage* to undertake, *fidelity* to continue, and *fortitude* to endure. Together, united in persistent action, we shall overcome and ultimately prevail.

Republican Party Gains In Mid-term Elections

In the Congressional mid-term elections, the Republican Party won a majority in the U.S. Senate and added to their majority in the U.S. House of Representatives. By picking up a handful of House and Senate seats, President Bush and the Republican Party managed to accomplish a feat matched only once in the past 100 years—to add to its power-base in Congress during a sitting president's first mid-term election.

For working people and organized labor, the control of the White House, the House of Representatives, and the Senate by one party — the Republican Party—

poses new and serious challenges to an already challenged workforce. An immediate and critical concern for BMW and Rail Labor is the survival of Amtrak and nationwide inter-city passenger rail service. The "privatizers" have their champions in Congress and in the White House, and the loss of key Congressional seats and Committee Chairs will surely embolden those who wish to profit off the blood, sweat, and sacrifice of Amtrak employees who already build and operate the railroad on a shoestring budget. We will also face new challenges in the Administration's appointments to the National Mediation Board, the

Surface Transportation Board, the Department of Transportation and the Department of Labor. We face a sustained push by the Republican majority to enact an agenda of new tax cuts that will overwhelmingly favor the rich, market-based health care reforms that will benefit HMO's and the pharmaceutical industry, renewed attacks on the Federal Employers Liability Act (FELA) and labor protection, and the appointment of conservative judges that will affect our society and our freedoms well beyond the next election cycle.

Legislatively, we must work with Republicans, and Democrats, and Independents to further the goals of

our membership. Politically, we must find ways to reward our friends, and punish our enemies. Together, Rail Labor as well as all of organized labor, must collectively continue to push Labor's agenda in the face of an opposing agenda. The challenges confronting BMW and all of Rail Labor are formidable. Former UAW President Walter Reuther once said, "There's a direct relationship between the ballot box and the bread box, and what the union fights for and wins at the bargaining table can be taken away in the legislative halls." BMW members understand this fact all too

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SECRETARY - TREASURER'S REPORT

Many benefits the BMW continues to offer come from our participation in the Union Privilege – Union Plus programs. We are happy to announce yet another new program, which may be helpful to anyone



Freddie N. Simpson

seeking to obtain new credit or improve upon his or her existing credit rating.

When you apply for credit, your credit score helps lenders decide how likely it is that they will be paid on time. The most widely used credit bureau scores are developed by Fair, Isaac and Company. These are known as FICO scores. With a higher score you'll be able to qualify for better interest rates, higher credit limits, and more types of credit than you would with a low score. And now union members can obtain their credit score at a 15 percent discount.

There are no tricks or quick fixes to getting a good credit score, but you can raise your score over time by demonstrating that you consistently manage your credit responsibly. Here are 12 tips that can help you raise your score:

1. Pay your bills on time. Proving that you can pay your bills on time is the best thing you can do to improve your score. And it's never too late to start. Even if you've had serious delinquencies in the past, these will count less over time.

2. Keep credit cards balances low. High outstanding debt can pull down your score. The lower the debt-to-income ratio is, the better the rating.

3. Check your credit report for accuracy. There may be inaccurate information on your credit report that can be easily cleared up. Always contact the original creditor and all three credit bureaus whenever you correct an error, so that the inaccurate information will not reappear later. Requesting a copy of your credit report will not affect your score provided you order it directly from the credit reporting agency or an authorized organization.

4. Pay off debt rather than moving

it around. Consolidating your credit card debt on one card or spreading it over multiple cards will not improve your score in the long run. The most effective way to improve your score is by simply paying down the amount you owe.

5. If you have credit cards - manage them responsibly. In general, having credit cards and installment loans that you pay on time will raise your score.

6. Do not open multiple accounts quickly, especially if you have a short credit history. This can look risky because you are taking on a lot of possible debt. New accounts will also lower the average age of your existing accounts - something that your FICO score also considers.

7. Do not close an account to remove it from your record. A closed account will still show up on your credit report, and may be considered by the score. In fact, closing accounts can sometimes hurt your score unless you also pay down your debt at the same time.

8. Shop for a loan within a focused period of time. FICO scores distinguish between a search for a single loan and a search for many new credit lines, based in part on the length of time over which recent requests for credit occur.

9. Do not open new credit card accounts you do not need or use. This approach could backfire and actually lower your score.

10. Contact your creditors or see a legitimate credit counselor if you're having financial difficulties. This won't improve your score immediately, but the sooner you begin managing your credit well and making timely payments, the sooner your score will get better.

11. Paying minimum payments will increase lender profits and extend payoff periods.

12. Unsolicited credit cards and credit card offers actually appear on your credit report as an "inquiry." Before you receive the offer at home, the solicitor has already requested your credit history from the three major reporting agencies, thus adding to your search for credit and lowering your score.

These tips will not create a dramatic overnight jump in your credit score - developing a solid credit history takes time. A good first step is to order your FICO score. When you get your score, you will also get an explanation of your score, ways you can improve it, and a full credit report from Equifax one of the three major U.S. credit reporting agencies.

Please remember, this article is intended to give members of our proud union a tool to improve their standard of living and receive useful benefits for their dues dollar. With

BMW JOB OPENINGS

The Brotherhood is seeking applicants to fill openings in the following positions:

All System Division/Federation and Local Lodge Officers are requested to encourage qualified members, including women and minorities, to apply.

STAFF ASSISTANT - PRESIDENT'S DEPARTMENT

The main duty of the staff assistant's job involves assisting in the daily administrative operations within the President's Department, drafting and composing correspondence, approving expenditures, reviewing and responding to mail, handling phone communications and any other administrative duties assigned by the President.

The ideal applicant must have strong written and verbal communication skills, demonstrated organizational ability, basic computer literacy, and the ability to work with a variety of software. Experience in computer word processing (i.e. WordPerfect and Word) will be considered a plus.

The Staff Assistant will work under the supervision of the Administrative Assistant to the President in the Southfield, Michigan Office.

Any member desiring to be considered for the position should send a detailed resume including:

- any BMW offices and positions held, including organization or administrative experience,
- sample of writing ability,
- level of computer literacy,
- education and training,
- experience in office administration.

Interested applicants for this position should mail their resumes to:

Job Opening: Staff Assistant
c/o The President's Department
Brotherhood of Maintenance of Way Employees
26555 Evergreen Road
Suite 200
Southfield, MI 48076-4225

ASSISTANT TO PRESIDENT - WASHINGTON OFFICE

The main duty of the Assistant to President involves assisting in the preparation of submissions and argument of same to various arbitration panels pertaining to disputes over employee protective arrangements imposed either by agreement or by applicable law. The Assistant to President also will provide advice and counsel to the various General Chairmen and Vice Presidents regarding employee protective matters and will provide support and assist in the negotiation of implementing agreements required under protective conditions or agreements. Additionally, the Assistant to President may negotiate with various carrier officials regarding the adjustment of pending claims under protective conditions or agreements.

The ideal applicant must have strong written and verbal communication skills, demonstrated organization ability and basic computer literacy. Experience in drafting and enforcing collective bargaining agreements will be considered a plus.

The Assistant to President will work with the Director of Strategic Coordination and Research in the Washington office as directed by the President.

Any member desiring to be considered for the position should send a detailed resume including:

- any BMW offices and position held, including organization or administrative experience
- sample of writing ability
- level of computer literacy (WordPerfect competency a plus)
- education and training
- experience in claim and grievance handling, drafting agreements and arbitration with a special emphasis in employee protective matters.

Interested applicants for this position should mail their resumes to:

Job Opening: Assistant to President
c/o The President's Department
Brotherhood of Maintenance of Way Employees
26555 Evergreen Road
Suite 200
Southfield, MI 48076-4225

this in mind I caution each of you to use credit and debt wisely. Aggressive management of your personal income will ensure that you receive maximum benefit from it. Banks and lending institutions provide a great service, however, they are in business to make a profit. I strongly urge you to create debt only when no other viable option is available.

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union member-only price of \$11, a 15 percent discount off the \$12.95 cost to the general public, go to www.unionplus.org and click on "Your Credit Score" under the Money & Credit tab.

The credit bureaus offer a toll-free number that enable you to "opt-out" of having pre-approved credit offers sent to you for two years. Call 1-888-5-OPTOUT (567-8688) for more information.

YOUR GRAND LODGE OFFICERS

**MAC A. FLEMING
PRESIDENT**



Beginning his fifth tour of duty as a Grand Lodge Officer, first as Grand Lodge Secretary-Treasurer (1986-1990), Mac A. Fleming continues at the helm for his fourth consecutive term as Grand Lodge President. Prior to his tenure as a Grand Lodge Officer which began in 1986, Fleming served as General Chairman of the Atchison, Topeka & Santa Fe System Federation for six years, topping off eight years of service in other capacities on the system.

Fleming also served as Local Chairman of Local Lodge 2414 from 1969 to 1972. He still holds seniority as a trackman on the former Santa Fe Railroad.

A native of Walnut Grove, MS., Fleming attended the Harvard Trade Union Program in 1979.

**FREDDIE N. SIMPSON
SECRETARY-TREASURER**



Prior to being elected as Grand Lodge Secretary-Treasurer in July of this year, Freddie N. Simpson served as General Chairman of the Allied Eastern Federation. He began his railroad career on April 3, 1974 hiring out on the Louisville & Nashville Railroad where he gained seniority as a track repairman, machine operator, assistant foreman and foreman in the track department. He also worked on the traveling rail, tie and surfacing gangs as well as his home section gang.

Before being elected as General Chairman of the AEF, Simpson also served numerous elected positions beginning as Local Chairman for Lodge 671 and continuing on as a joint protective board member, vice chairman and General Chairman of the former Dixie Federation. Simpson also served in elected capacities as General Chairman of

the Southeast System Federation, Secretary-Treasurer and First Vice Chairman representing the AEF.

A native of Richmond, Kentucky, Simpson attended Eastern Kentucky University and is a graduate of the Harvard University Trade Union Program.

**J. R. (RANDY) COOK
VICE PRESIDENT -
SOUTHEAST REGION**



J. R. (Randy) Cook continues his tenure as Vice President, Southeast Region following reelection at the 44th Grand Lodge Convention. Serving the BMW in numerous capacities for over 25 years, Cook, who is presently the senior full-time union officer in the Southeast Region, served as local chairman, secretary-treasurer, vice chairman and General Chairman of the Allied Eastern Federation.

Beginning his railroad career in 1971, Cook has now more than thirty (30) years in the rail industry holding seniority as a trackman, assistant track inspector and foreman.

Presently residing in Michigan, Cook also served as Assistant General Chairman on the former C&O System Federation and is a graduate of the Harvard Trade Union Program.

**KENNETH M. DEPTUCK
VICE PRESIDENT -
CANADA**



First hiring out on the Canadian Pacific Railroad in September 1979, Kenneth M. Deptuck held numerous positions on the railroad including trackman, machine operator and welder.

Prior to his election as Vice President, Canada in 1992, Deptuck served the BMW in numerous elected positions spanning the decade from 1981 through 1991. During this

period he served as Local Chairman for Lodge 304, Joint Protective Board Member, General Chairman of the Prairie Region on the Canadian System Federation, Member of the Central Committee of Canada, and as a Non-Op Union Pension Representative on C.P. Rail Pension Committee.

Following his re-election at the recent 44th Grand Lodge Convention in July, 2002, Ken Deptuck continues his tenure as Vice President, Canada, having served in that position now for a decade.

**LEON R. FENHAUS
VICE PRESIDENT -
NORTHWEST REGION**



Beginning his railroad service as a Trackman in 1972 with the Chicago & North Western Transportation Company Leon R. Fenhaus soon established seniority as an assistant foreman, track foreman, and track supervisor. From June 1972 through April 1983 Fenhaus served Local Lodge 960 in the capacity of Secretary-Treasurer and President, System Federation Joint Protective Board Member, Executive Committee Member and South Dakota State Legislative Representative (Director). Subsequently elected as a full-time representative, he served from April 1983 through September 1988 as Vice Chairman of the C&NW System Federation and concurrently as South Dakota State Legislative Representative. Then, in 1988 he was elected as General Chairman of the C&NW System Federation, the post he held until September of this year when he became Vice President of the Northwest Region following his election at the 44th Grand Lodge Convention last July.

Fenhaus also served as Chairman of the Northwest Regional Association, Chairman of the C&NW General Chairman's Association and has maintained a long standing involvement in the SAC-P process on the Union Pacific Railroad, including being Chairman of the committee handling fatigue issues in the non-operating crafts. He is also a member of the South Dakota Democratic Party and serves his community as Board Member on various local municipalities.

**RONALD F. LIBERTY
VICE PRESIDENT -
CANADA**

Having served as Western System Federation General Chairman since 1995, Ronald F. Liberty came on board as a Grand Lodge Officer following his election to Vice President,



Canada at the 44th Grand Lodge Convention held in July 2002.

Beginning his railroad employment on the Ontario Northland Railway in 1969, Liberty held positions as a laborer, bridgeman, oiler helper, truck driver, painter and painter foreman. A member of Lodge 2697, he was elected and served as Local Chairman in 1974, Joint Protective Board Member in 1976, Executive Board Member in 1979 and General Chairman-Secretary-Treasurer of the Western System Federation in 1983 prior to becoming System Federation General Chairman.

**E. R. (RICHARD) SPEARS
VICE PRESIDENT -
SOUTHWEST REGION**



Beginning as a Trackman on the former Frisco Railroad (currently the Burlington Northern Santa Fe Railroad) in May 1966, Richard Spears later worked as a machine operator and foreman. Since 1971 Spears has been elected as Assistant General Chairman with the Frisco Federation, appointed as Vice General Chairman-Secretary-Treasurer, elected as Vice General Chairman-Secretary-Treasurer and then elected as General Chairman of the Frisco System Federation serving in that position from 1979 until 2001 when he was elected as Grand Lodge Vice President of the Southwestern Region.

Having been reelected as Vice President at the 44th Grand Lodge Convention last July, Spears continues his tenure has a Grand Lodge Officer which he began in 1986 when elected as an Executive Board Member serving the Southwestern Region.

With over three decades of experience as an elected Brotherhood Officer, he has also served as a member, Secretary-Treasurer, Vice Chairman and Chairman of the Southwestern Regional Association

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THE OFFICIAL DIRECTORY TO GRAND LODGE & SYSTEM OFFICERS AS OF NOV/DEC. 2002

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President

Freddie N. SIMPSON

Secretary-Treasurer

O. M. BERGE

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Seaboard Coast Line Railroad
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Baltimore & Ohio Chicago Terminal
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Rock Island and Pacific Railroad Company
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Delaware & Hudson Railway Company
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Sierra Railroad Company
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**RICK B. WEHRLI
VICE PRESIDENT -
WESTERN REGION**



Beginning his railroad employment on the Union Pacific Railroad in July 1973, Rick B. Wehrli worked numerous positions including sectionman, extra gang laborer, truck operator, machine operator and welder helper. A member of Lodge 941 (formerly Lodge 216) Wehrli began serving as a representative in 1979 as lodge president and local chairman. In 1980 he was appointed as a Union Pacific System Division System Representative, elected Assistant General Chairman in 1984 and then elected as General Chairman of the Union Pacific System Division in 1986 with concurrent service on the Grand Lodge Executive Board from 1990 through 1998 when he was first elected as Vice President of the Western Region.

Having been re-elected to another term as Vice President last July, Wehrli, who resides in Parker, Colorado, has served as an employee member or chairperson on no less than eleven Public Law Boards, two Special Boards of Adjustment, numerous BMW Association and Strategic Planning Committees, as well as serving in an advisory capacity for the BMW Association of System and Federation Officers on the Union Pacific Railroad.

**HENRY W. WISE, JR.
VICE PRESIDENT -
NORTHEAST REGION**



Beginning his third term as Vice President of the Northeast Region, Henry W. Wise, Jr., started his railroad employment in May 1974 on the Lehigh Valley Railroad, continuing on through Conrail and the Norfolk Southern, working positions as a trackman, welder helper and welder, crane operator and truck driver.

A member of Lodge 935 Wise served in an elected capacity as Vice Chairman of the Pennsylvania

Federation for ten years beginning in 1984 until first being elected as Vice President of the Northeast Region in 1994. During his time as a full-time union representative he has completed numerous educational/training programs at the George Meany Center for Labor Studies.

**PERRY K. GELLER, SR.
EXECUTIVE BOARD -
NORTHEAST REGION**



Hired February 1976 on the Penn Central Railroad (NYC Lines) Perry K. Geller, Sr., worked the Yard and Production Gangs as a trackman, machine operator, truck driver and track foreman. Geller, first elected Local Chairman for Lodge 1657 in Cleveland, Ohio in 1977, now begins serving his eighth union position as Grand Lodge Executive Board Chairman to which he was elected during the 44th Grand Lodge Convention in July of this year.

Previously, Geller served as a full-time system officer on the Conrail System Federation beginning in 1980 and has also held elected positions as Assistant General Chairman, Vice General Chairman, Assistant Legislative Director for Ohio, First Vice General Chairman and two consecutive terms as CRSF General Chairman from 1994 to 2002.

Since 1987, he has completed a number of programs at the George Meany Center for Labor Studies including courses involving Negotiations, Arbitration, Principals of Leadership, Railway Labor Act, Organizing and Advanced Leadership and Communication Skills.

**BILL R. PALMER
EXECUTIVE BOARD -
SOUTHWEST REGION**



Hired by the Missouri Pacific Railroad (MOPAC) in 1980, Bill Palmer began his railroad experience as a trackman and subsequently established seniority as a truck driver, assistant foreman and foreman.

Beginning his union work in 1986 when appointed as an interim 2nd Vice Chairman on the Missouri Pacific System Federation, Palmer continued for two more full terms at that post following elections in 1988 and 1992. In 1994 he became General Chairman and was elected and re-elected to that position in 1996 and 2000 respectively. Palmer was first elected as a Grand Lodge Officer, as a member of the Executive Board in 1996 with re-election to the Board in 1998 and again in 2002 during the Convention last July.

A graduate of Peru State College in Nebraska, earning a Bachelor of Science degree, Palmer has also completed numerous labor education programs at the George Meany Center for Labor Studies.

**GARY L. COX
EXECUTIVE BOARD -
SOUTHEAST REGION**



First employed by the Southern Railway Company on February 9, 1981, Gary L. Cox held positions as an apprentice, helper, and mechanic in the Bridge & Building Department

Being elected to the Grand Lodge Executive Board at the recent convention in July of this year, Cox has served the union in many capacities including Secretary-Treasurer and Local Chairman of Local of 585, appointment as full-time Vice General Chairman of the Southern System Division in 1989, and subsequently elected as General Chairman of the Southern System Division in 1992, the position which he presently holds while beginning his first term as a Grand Lodge Officer.

**STEVEN T. CRAWFORD
EXECUTIVE BOARD -
CANADA**



Steven T. Crawford was first employed by the railroad in 1980 when he was hired by CN Rail in Canada.

Crawford has since served the

BMW in numerous positions including President and Local Chairman for Local Lodge 202, Joint Protective Board Member on the Western System Federation (WSF), Co-Chairman for the Safety and Health Committee, and CN Pension Board Alternate Member. He was elected to and continues as a full time Federation General Chairman for the WSF while concurrently serving as a Grand Lodge Officer on the Executive Board, a position to which he was elected during the recent Convention last July.

**DAVID D. JOYNT
EXECUTIVE BOARD -
NORTHWEST REGION**



Hiring out on the Burlington Northern May 20, 1974, David D. Joynt worked as a trackman, machine operator, foreman and track inspector. Aspiring to a Union Representative job, Joynt served as Local Chairman for Lodge 1214 from 1984 to 1986. He was elected Vice General Chairman-Secretary-Treasurer of the Burlington System Division in 1986 through 1988, Vice General Chairman for the next six years until 1994 and then elected to his current position as General Chairman. He also served as Secretary-Treasurer of the Northwest Region from 1998 until October 2002.

**DAVID D. TANNER
EXECUTIVE BOARD -
WESTERN REGION**



Beginning his railroad employment on the Union Pacific Railroad in 1971, David D. Tanner held positions as sectionman, relief foreman, extra gang foreman, track inspector and section foreman. Also, during his employment on the Union Pacific, Tanner worked numerous machine operator positions on a temporary relief basis.

First elected to the position of
See OFFICERS Page 11



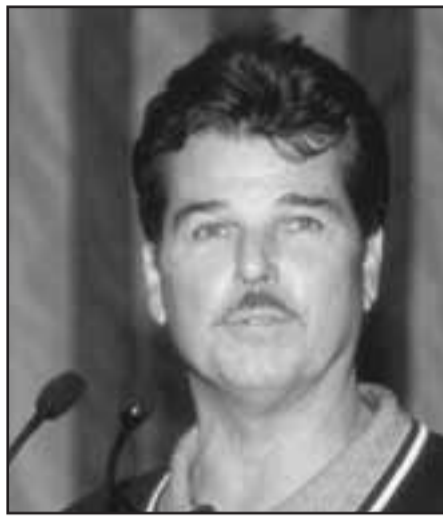


Podium Personalities at the 44th Regular Gr





and Lodge Convention in Las Vegas, Nevada



Railroad Retirement Benefit Increases

Most railroad retirement annuities, like social security benefits, are scheduled to increase in January 2003 on the basis of the rise in the Consumer Price Index (CPI) during the 12 months preceding October 2002.

Cost-of-living increases are calculated in both the tier I and tier II benefits included in a railroad retirement annuity. Tier I benefits, like social security benefits, will increase by 1.4 percent, which is the percentage of the CPI rise. Tier II benefits will increase by 0.5 percent, which is 32.5 percent of the CPI rise. The vested dual benefit payments and supplemental annuities paid by the Railroad

Retirement Board are not adjusted for the CPI rise.

Widow(er)s' annuities being paid under the Railroad Retirement and Survivors' Improvement Act of 2001 (almost 30 percent of the widow(er)s on the Board's rolls) will not increase for the CPI rise. Such widow(er)s do not receive annual cost-of-living adjustments until their new law annuity amount is exceeded by the amount the widow(er) would have been paid under prior law counting all interim cost-of-living increases otherwise payable.

In January 2003, the average regular railroad retirement employee annuity will increase \$17 a month to \$1,548 and the average of

combined benefits for an employee and spouse will increase \$23 a month to \$2,200. For aged widow(er)s whose annuities are not computed under the new law, the average annuity will increase \$10 a month to \$820.

If a railroad retirement or survivor annuitant also receives a social security benefit, the increased tier I benefit is reduced by the increased social security benefit, but tier II cost-of-living increases are not reduced by social security increases. If a widow(er) whose annuity is being paid under the new law is also entitled to increased social security benefits, her or his annuity will actually decrease, but the total

amount of combined railroad retirement and social security benefits will not be less than the total payable before the cost-of-living increase and before increased Medicare premium deductions.

For those beneficiaries covered by Medicare, the basic Part B premium generally deducted from monthly benefits increases from \$54 to \$58.70 in 2003.

In late December the Railroad Retirement Board will issue notices to all annuitants providing a breakdown of the annuity rates payable to them in January 2003. Widow(er)s whose annuities are not increased will be advised accordingly by letter in early November 2002.

YEAR 2003 HAZMAT TRAINING PROGRAMS

The BMW Department of Education and Safety, in cooperation with the George Meany Center for Labor Studies, is pleased to announce the scheduling of four 32-hour Hazmat Training Programs to be held during 2003 at the George Meany Center in Silver Spring, MD. The programs are scheduled as follows:

April 27-May 1, 2003 (Silver Spring, MD)
June 1-5, 2003 (Silver Spring, MD)
June 8-12, 2003 (Silver Spring, MD)
July 20-24, 2003 (Silver Spring, MD)

This training, eligible for three academic credits from the National Labor College, will address both the criteria for OSHA First Responder Operations Level (1910.120) and the requirements of the Department of Transportation (DOT) Hazardous Materials Regulations. Training will include advanced classroom instruction and intensive hands-on drills, including a simulated hazmat response in full safety gear.

Participants selected to attend will be provided with transportation, room and board. In addition, participants who are unable to receive

regular pay through the railroad to attend training will be eligible to receive a daily stipend of \$107.00 per day for the four days of training (total 4-day stipend equals \$428.00).

Members interested in applying for any one of these programs can register on line at <http://www.hazmatgmc.org>. Applications can also be downloaded from the "programs" section of BMW's web-site at www.bmwe.org. Applications will also be available through your General Chairman's office or by calling the Grand Lodge Department of Safety at 202-638-2135,

ext. 12. When filling out the application, please identify the program date(s) in your order of preference. All interested members are encouraged to apply and each applicant will be given equal consideration in the selection process.

Members selected to attend will be notified directly by phone, letter and/or e-mail approximately 6 weeks prior to the start of each session. Each successful applicant will be responsible for arranging time off duty to attend. Due to the large number of anticipated applicants, only those members selected will be notified.

AWARENESS LEVEL HAZMAT TRAINING AVAILABLE ON-LINE

The Rail Workers' Hazardous Materials Training Program has developed a web-based, on-line Hazmat First Responder Awareness program for railroad workers under a supplemental grant received from the National Institute of Environmental Health Sciences. The Rail Workers' Hazmat program is a cooperative effort between the George Meany Center-National Labor College (GMC-NLC) and seven rail unions including BMW.

The on-line course has been designed to address rail worker training under both the Occupational Safety and Health Administration (OSHA) and the Department of Transportation (DOT) at the Awareness and Familiarization levels. Modeled after the Railworkers' classroom-based Hazmat Awareness and Familiarization training, the on-line course is intended to provide greater access to effective hazmat training for rail workers who are unable to participate in the unions' on-site classroom training courses, or who are otherwise not receiving adequate hazmat training from the railroads.

Topics covered in the on-line course include: an introduction to hazardous materials and the role of the first responder; the role of federal regulatory agencies; DOT's Hazardous Materials Regulations; recognition and identification of hazardous materials in transportation, chemical properties; an introduction to toxicology; and union strategies. The course provides access and instructions for on-line safety and health resources such

as the NIOSH Pocket Guide to Chemical Hazards, DOT Emergency Response Guidebook, New Jersey Hazardous Substances Fact Sheets, and Material Safety Data Sheets (MSDS). The on-line program also includes a "bulletin board" and a "chat-room" where participants can ask questions and interact with other trainees and on-line peer facilitators. BMW peer instructors B.J. Griego (AT&SF Federation) and Henry Jajuga (Pacific Federation), in cooperation with the BMW Department of Safety and Education, are currently participating as on-line peer facilitators for the web-based program.

The length of time it takes to complete the on-line training program depends upon the individual participant's level of computer and navigation skills, the amount of time spent exploring external links, and individual computer system and server capacities. The program modules are designed to be completed in sequential order and each module builds upon the previous module. Participants are encouraged to complete the course at their own individual pace over an active enrollment period of approximately 60 days. The extended 60 day active enrollment period was established in recognition of the unpredictable work/rest schedules endured by most rail workers. The course may be completed in one sitting, or in multiple sittings, during the 60 day active enrollment period. The course is accessible 24 hours a day, seven days a week.

As a rail worker, you have the

potential for exposure to hazardous materials in the event of a derailment, a spill, or a release in a yard or along the right-of-way. As such, you may be the first to witness or discover an unintended release of hazardous materials in transportation and may find it necessary to initiate the emergency response sequence by notifying the proper authorities of the release while taking evasive action to protect your crew. This course is designed to increase your knowledge about the dangers of chemical exposure, enhance your ability to recognize and identify hazardous materials, and explain the important role, responsibilities, and limitations of the First Responder individual.

President Fleming praised the development of the on-line course, stating, "The more access our members have to this kind of training and information, the better prepared they will be to protect themselves and their fellow workers. The on-line program gives mem-

bers an opportunity to learn in the comfort of their own homes, without the watchful eye of the carrier looking over their shoulder. The Railworkers' Hazmat Training Program continues to fill the training void by providing much needed information and instruction to rail workers in the areas of hazardous materials and safety. I strongly encourage every member to take advantage of these union-developed rail worker safety programs."

Each session of the online course is scheduled to begin on the following dates:

January 2, 2003, March 1, 2002, May 1, 2003, July 1, 2003.

To register for the online course, go to <http://www.hazmatgmc.org> or contact the Railworkers Hazardous Materials Training Program via e-mail at crodders@georgemeany.org or by phone at 301-439-2440.

Registration can also be accessed through the "programs" section of the BMW web-site at www.bmwe.org.

Lost Dues Receipts Voided

The following Official Dues Receipts have been lost:

D1007281 through D1007330 and J-0022100 - were lost in the vicinity of Mesa, Arizona

H0313705 through H0313725 - were lost in the vicinity of Hamer, South Carolina

J-0184926 through J-0184950 - were lost in the vicinity of Ridgeville, South Carolina

These receipts are hereby declared "VOID" and all members are cautioned not to accept any as receipts. If you should learn of any person trying to sell or use these receipts, please furnish the name and address of this person to the Grand Lodge Secretary-Treasurer's Department.

ROLL OF HONOR

50 year MERIT AWARDS

NAME	SYSTEM	LODGE NUMBER	MEMBER SINCE
J. T. Arrington	BURNOR	0104	1950
Ralph W. Benson	SEAB	2655	1945
T. C. Casey	SEAB	2655	1942
Dale M. Curry	AEF	0074	1947
Joe Guggino	SEAB	2655	1937
J. K. Hawkins	SEAB	2655	1944
Willie Hornes	SEAB	2655	1937
Coley Lott	SEAB	2655	1949
Robert E. Lowry	PENN	3017	1946
T. R. Messer	SEAB	2655	1948

35 year MERIT AWARDS

NAME	SYSTEM	LODGE NUMBER	MEMBER SINCE
Roger Brown	NPW&LE	1362	1964
Walter C. Butler	SEAB	2655	1966
T. C. Casey	SEAB	2655	1942
Robert E. Eskins	NPW&LE	2307	1966
Joseph Gary	SEAB	2655	1965
William Holmes	SEAB	2655	1966
Leavy Thomas III	SEAB	2655	1966
Elven E. Walker	SEAB	2655	1966

20 year MERIT AWARDS

NAME	SYSTEM	LODGE NUMBER	MEMBER SINCE
Edward C. Bedford	ASF	0888	1980
Gary Bradish	ASF	0888	1979
Rudolph Bridges	ASF	0888	1981
S. M. Carroll	ASF	0888	1978
William G. Christen	NPW&LE	1997	1980
Keith E. Clevenger	NPW&LE	1363	1981
James E. Cole	NPW&LE	1664	1982
James J. Coulter	UN PAC	0473	1976
Donald A. Crist	NPW&LE	2307	1980
Daniel L. Dreslinski	NPW&LE	2307	1980
Leslie A. Floyd	NPW&LE	1664	1979
Douglas R. Fraley	NPW&LE	1362	1981
Christoph D. Garstka	NPW&LE	1363	1981
Ralph C. Gillam	NPW&LE	1362	1981
Richard A. Helsel	ASF	0888	1981
Cheslie D. Higgenbotham	ASF	0888	1974
Russell W. Jacobi	UN PAC	0473	1971
Kevin D. Jarnagin	NPW&LE	1362	1981
Randy D. Koors	NPW&LE	1362	1981
Ronald L. Koors	NPW&LE	1362	1981
Bernard O. Liocano	NPW&LE	1997	1980
Jerry D. Malone	NPW&LE	1362	1981
Carlton C. Mayne	NPW&LE	1664	1981
Timothy Mc Call	SP ATL	1100	1980
Daniel J. Mc Lean	NPW&LE	1664	1978
Henry J. Miller	NPW&LE	1679	1979
Martin H. Minix	NPW&LE	1363	1981
Harold A. Pease	NPW&LE	1362	1981
Jon K. Petty	NPW&LE	1362	1981
P. J. Rowe	NPW&LE	1664	1989
Larry L. Setzler	NPW&LE	1664	1986
James P. Sliva	UN PAC	0473	1971
Timothy L. Smith	NPW&LE	1363	1981
Vaughn Stiles	UN PAC	0473	1967
William M. Thompson	NPW&LE	1363	1981
John J. Vance	NPW&LE	1362	1980
Joe Vance III	NPW&LE	1362	1981
Ronald L. Vickery	NPW&LE	1664	1980
Walter R. Vogel Sr	ASF	0888	1982
Timothy R. Welsh	NPW&LE	1997	1981
Charles J. Wozny	UN PAC	0473	1975
Bruce E. Wright	NPW&LE	1362	1981
Paul S. Young	NPW&LE	1362	1980

Union Plus Scholarship Applications are Available

Deadline for submitting completed applications is January 31, 2003

Washington, DC—Applications for the 2003 Union Plus Scholarship program are now available. To download an application go to www.union-plus.org or send a postcard with your name, return address, telephone number and international union affiliation to: Union Plus Scholarship Education Foundation, c/o Union Privilege, P.O. Box 34800, Washington, DC 20043-4800.

The application deadline is

January 31, 2003. Recipient's names for the 2003 program will be announced May 31, 2003. However, due to the high volume of applications only winners will be notified.

Since 1992, the Union Plus Scholarship program has provided more than \$1.6 million to help fulfill the educational dreams of students representing more than 13 million working families across the nation. The Union Plus Scholarship awards are presented

annually to union members or members of their families who want to begin or continue their secondary education. This year, 101 students, representing 32 AFL-CIO unions, were selected to receive \$150,000 in scholarships. The Union Plus Scholarship program is provided through the Union Plus Education Foundation.

For more information about this and other Union Plus programs, visit www.unionplus.org.

AMTRAK APPROPRIATIONS FOR FY 2003 (\$ 2808)

On February 4, 2002, President Bush released his budget which included \$521 million for FY 2003, the same amount enacted for FY 2002. With Amtrak \$4 billion in debt, clearly the amount is insufficient. Amtrak estimated at least a \$1.2 billion appropriation would be required to continue its operation into FY 2003.

When David Gunn assumed the presidency of Amtrak, he determined that Amtrak had serious financial problems, and instituted a personnel reduction of 1,000 employees. Following that action he then announced a complete shutdown of service unless some funding/loan guarantee became available in July 2002.

In order to address the impending shutdown, the Secretary of Transportation and Amtrak reached an agreement on a \$100 million loan under the Railroad Rehabilitation and Improvement Program, with an understanding for Congress to provide the rest of the required funding for the fiscal year ending September 30, 2002. Congress approved a no-strings attached \$205 million grant to Amtrak in an emergency supplemental appropriations bill, H.R. 4775 on July 18, 2002. This left Amtrak some breathing room but only until October 1, 2002 – the beginning of FY 2003.

On July 25, 2002, the Senate Appropriations Committee approved a \$64.6 billion fiscal 2003 transportation bill (S. 2808). The measure included \$1.2 billion for Amtrak in FY 2003. However, on September 27, 2002 the Republican-dominated House Appropriations Committee voted \$762 million for Amtrak, some \$500

million less than the \$1.2 billion that the carrier needs to keep operating in the coming fiscal year. Rep. Martin Sabo (D-MN) attempted to amend the bill. However, in a committee vote of 35 - 25, the Republican majority overrode efforts of Democrats to provide Amtrak with the money it needs to survive.

Without an appropriations bill prior to adjournment, Amtrak and other transportation programs are currently being funded by a series of temporary "continuing resolutions" at fiscal 2002 levels. The latest FY 2003 con-

tinuing resolution will keep Amtrak in full operation through January 11, 2003.

Given the change in Senate leadership, and Senator John McCain's (R-AZ) restoration to the Chair at the Senate Committee on Commerce Science and Transportation, legislation aimed at restructuring Amtrak is likely to be on the agenda when the 108th Congress convenes. It's noteworthy here that BMW supports long term funding for Amtrak beginning with \$1.2 billion in FY 2003.

YOUR GRAND LODGE OFFICERS

Continued from Page 7

Grievance Committee Chairman for Lodge 918 in 1975, he held that position until September 1983 when he was elected as a full-time officer on the Union Pacific System Division. His tenure as a union representative includes being elected to positions as Union Pacific System Division Executive Board, Assistant Chairman/Secretary-Treasurer and First Vice Chairman prior to 1998

when he became General Chairman of the Union Pacific System Division, the post that he presently serves along with his newly elected position as Grand Lodge Executive Board Member from the Western Region.

Serving the BMW for more than 25 years, David D. Tanner has also been an elected delegate for, or participated in, every Grand Lodge Convention since 1978.

PROPOSED MERGER FAILS TO RATIFY

Continued from Page 1

passed some of the most dangerous breakers in our infancy; having passed an army of complainers and fault-finders from within and without; having struggled through the most trying financial crisis our nation has ever witnessed; having emerged from the demoralizing effects of rival organizations and withstood the crucial test of the winnowing of our membership, what, then, may we not accomplish in the future?"

From this historical perspective, we can appreciate the gains made by BMW since those early days. We can remain hopeful and optimistic about our future. The one thing that remains certain, however,

is that neither BMW nor Rail Labor can stand still and simply hope for better days. BMW cannot just wish for a better future, but rather, we must have the will and the wherewithal to make a better future for ourselves. President Fleming said, "We owe it to our members to keep struggling and keep fighting to improve our union for the betterment of our membership. We owe it to our members to look beyond the familiar and consider all of our options without any preconceived notions. We owe it to our members to continue our quest to build a stronger and more powerful union. And that's exactly what we intend to do."

Republican Party Gains In Mid-term Elections

Continued from Page 4

well, as they are still struggling against the harsh affects of Congressional intervention and anti-labor legislation.


Yes, we have our work cut out for us. And no it will not be easy. But nothing worth fighting for is ever easy. President Franklin Delano Roosevelt once said, "The test of our progress is not whether we add

more to the abundance of those who have too much, it is whether we provide enough for those who have too little." It shall remain the goal of the BMW, and indeed the reason for its very existence, to meet the test of progress by providing more for all of our members through the legislative process and at the bargaining table.

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For U.S. Members: A Reminder on Holiday Rules

If you are a furloughed employee of an America railroad company with at least 60 days of seniority or 60 calendar days of continuous service preceding a holiday covered by our U.S. National Holiday Agreement, 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.

The complete list of holidays is:

- New Year's Day
- Washington's Birthday
- Good Friday
- Memorial Day
- Fourth of July
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve (the day before Christmas is observed)
- Christmas Day
- New Year's Eve (the day before New Year's Eve is observed)

For Christmas Cards, Think Union Label

Look for the union label when you buy Christmas-New Year holiday cards. In retail stores, look for "Plus Mark" (part of American Greetings) brand cards. They are printed by members of Teamsters Local 89 in Louisville, Kentucky and members of UNITE cut, fold and box the cards.

In addition, there are at least three sources for cards with Allied Printing Trades Council labels that are available by mail order:

Brown & Bigelow of St. Paul. Contact Clifford E. Neal, account executive, Barnesville, MD at 301-972-8555 or 800-447-5576 or via fax at 301-349-5032.

Homestead Cards, Inc. of Salem, Oregon. Contact by phone at 800-826-5690 or on the Internet at <http://members.aol.com/unioncard>

Consolidated Printing Co. of Chicago. Contact Marilyn Jones or Kathy Anderson by phone 773-205-2700 or mail at Consolidated Printing Co., 4042 North Nashville, Chicago, IL 60634.



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