# THE BAWED JOURNAL

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



Fight for Phil: BMWED United Against Railroad Intimidation

UPDATE YOUR EMERGENCY CONTACT INFO

Letter to the Editor c/o Union at Amazon

Conniving Carriers Are RLA Sore Losers

**IBT** 

## TEAMSTERS

#### TARGET TRILLION-DOLLAR COMPANY



The Teamsters picketed the \$2.3 TRILLION dollar company Amazon this past December. The retail giant doesn't want to recognize the Union. Must be tough times for Jeff Bezos, scrounging up pennies just to get by.

The company is stating that the picket line actions nationwide were "entirely" outsiders, not their employees, which they keep mercilessly under their thumb. But that is a lie. There are thousands of Amazon drivers and other employees on the picket line. And, yes, the BMWED joined wherever we could. But we aren't outsiders. We are Teamsters, too. Railroad Teamsters that move Amazon product on rail.

Recognize the Union, Amazon. You're a behemoth of retail globally. Have a soul. Treat your employees with respect and reward them in your revenue.

Thank you to all BMWED members who joined the picket lines across the country during the day of action. **Keep up the fight!** 



















#### Letter to the Editor

Phis is a letter from the Amazon Perry Road fulfillment center in 800 S Perry Road in Plainfield Indiana. It is submitted to chronicle the day we spent in support of Teamsters seeking recognition of the Union at Amazon, part of a national campaign/day of action.



The (3) guys in Black are BMWED - UPRF local 2444 left to right Chad Shorter, Jeremy Bartlett, Matt Peirson. Green vest is Business Agent Mike Arney from Local 135.

The group photo features members of Local 135, including individuals from both Indianapolis and Terre Haute, Indiana, which is over an hour away. They were all on 24-hour shifts with 8-hour rotations to ensure continuous coverage, despite temperatures hovering around 30 degrees.

It was evident that employees driving in were apprehensive, with many avoiding eye contact due to fear

This excitement stems from a shared understanding that this is the right thing to do.

of job loss. You could just tell they had been threatened and intimidated. However, those who did stop expressed their gratitude and appreciation for our efforts. The average passersby were very receptive, with everyone honking and yelling in support. Not a single semitruck drove by without sounding its horn. This excitement stems from a shared understanding that this is the right thing to do. We have all heard the stories of the adverse conditions these workers endure just to feed their families. While it may not compare to the Coal Mine Wars of the early 1920s or the atrocities before The Great Railroad Strike of 1877, it highlights how far we have come and how far we still have to go.

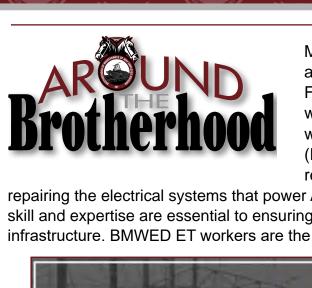
In 2024, 147 years since The Great Railroad Strike of 1877 in the United States, our brothers and sisters are still fighting for a decent living wage and the ability to take a restroom break. This is why we must always stand up for what is right and not turn a blind eye simply because it is easier or does not affect us personally. "No Justice, No Peace." I want to emphasize to all railroaders that this situation absolutely concerns us. The individuals we supported were incredibly grateful for our solidarity, especially after we had all completed a 10-hour shift ourselves. They expressed their heartfelt thanks and assured us that if we ever need support, they would be there to picket in front of our properties on our behalf. This exemplifies the importance of standing in solidarity with our brothers and sisters for the greater good.

The police were called on multiple occasions. The first instance was due to contained fires (for warmth), for which we were informed that a permit was required within city limits. The second call was based on an unfounded reason, but everything proceeded smoothly without any issues.

Chad Shorter

BMWED-IBT

Arbitration Department



More than 60 BMWED members attended the United Passenger Rail Federation Local Lodge 3082 meeting, which represents the dedicated workforce of Amtrak's Electric Traction (ET) department. ET members are responsible for maintaining and

repairing the electrical systems that power Amtrak's Northeast Corridor. Their skill and expertise are essential to ensuring the reliability and safety of Amtrak's infrastructure. BMWED ET workers are the foremost experts in the field!







Allied Federation Local 0667 held a union meeting in Manchester, Tenn. on December 27th. BMWED Director of Government Affairs Jeff Joines was in attendance, along with Allied Federation Vice Chairman Kevin O'Neil. A key focus of the meeting was the now ratified agreement between BMWED and CSX-T. Brother Conner Burnette wore two important hats, attending not only as Lodge Vice President but also a proud Dad, with his daughter Georgia joining as an esteemed guest.

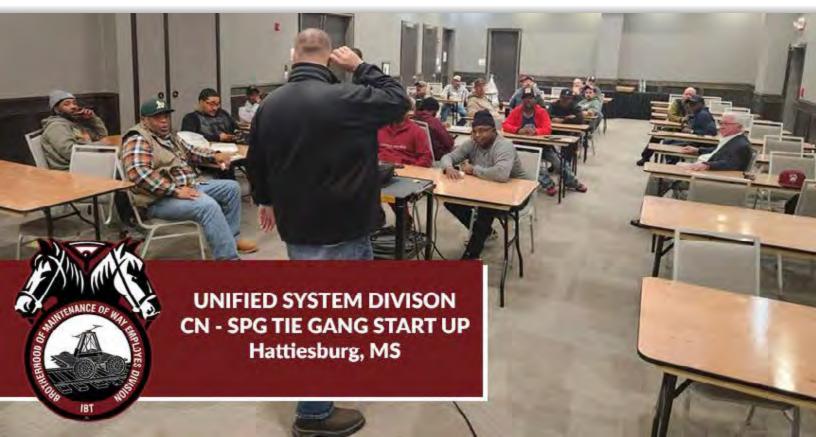




BMWED American Rail System Federation Local Lodge 1700 recently held a meeting, joined by ARSF Vice Chairman Dustin Heiser and BMWED Staff Member Perry Rapier Jr. During the session, members actively engaged with VC Heiser, discussing key topics such as vacation policies and strategies for improving written statements. Lodge 1700 is composed of BMWED members off the Terminal Railroad Association of St. Louis.



In January, Unified System Division officers met with several Canadian National Railway SPG tie gangs during their startup meetings. The officers provided members with updates on Union matters as they prepared to begin their tie replacement projects for the year.





# Fight for Phil: BMWED United Against Railroad Intimidation

Kera Morgan atching 18, the way she carried her through an agonizing court proceeding, a bitterly cold outdoor rally, lengthy and pointed newspaper and podcast interviews, was impressive.

It's hard to spend an entire day recounting turmoil, but in her case, it had to be done. So, she kept at it for hours, soldiering forward with her head held high, committed to honoring and bringing justice to her husband, Phil.

"They took my best friend." Kera said through tears to a Des Moines Register reporter. "He has grandbabies now," before choking on her words. Her husband, Phil Morgan, was harassed and tormented by his boss on Union Pacific railroad so relentlessly that it destroyed him. On Aug. 18, 2018, bearing the weight of that workplace stress, he took his own life.

On a frigid February Tuesday in Des Moines, the Iowa State Supreme Court heard oral arguments on the remedy afforded to suicide victims under the Federal Employers Liability Act or FELA, the law meant to protect railroaders injured on the job. Blackrobed justices listened intently to arguments from attorney Paul Slocomb, a BMWED designated FELA attorney from the St. Louis firm of Blunt Slocomb on behalf of Morgan, and a high-powered, hired gun partner from the Taft firm on behalf of Union Pacific.

Outside court, in temperatures that hovered

#### Fight for Phil | Justice for Phil

CONTINUED FROM PREVIOUS PAGE...

around zero degrees, railroaders, supporters, and family united to remember Brother Morgan and the injustice that led to his tragic death. In the years that have followed his suicide, railroaders on carriers large and small have seen a deterioration of mental health caused from relentless pressures placed upon them from managers driven by a top-down edict of "precision scheduled railroading" and its insatiable greed. Railroader suicide is up substantially since its implementation, and many recognize that the stress of decreased manpower and relentless demands are driving that spike.

Now before the court is the question of physical harm caused by employer negligence as prescribed by FELA. In 1994, the United States Supreme Court found in Consolidated Rail Corp. v. Gottshall that "railroaders who experience work-related psychological trauma in the absence of threat of imminent direct physical impact" are not entitled to relief from their employers.

But public opinion has changed since the 90s. We now know that bullying, intimidation and overt ridicule can lead to serious mental health problems. When a roadmaster's order places a BMWED member into harm's way, resulting in physical harm. FELA is

that member's remedy. In the case of Brother Phil, his suicide was the most severe physical injury. He is not coming back. The pressure unduly placed on him by his manager lead to his death. Union Pacific is negligent, and Brother Morgan's family deserves justice. It is time for courts to recognize that mental anguish brought on by egregious management leading to suicide should qualify as physical injury within the scope of FELA.

The Iowa State Supreme Court will issue its decision in the coming weeks. In the meantime, our Brotherhood will continue to sound the alarm. Too many railroaders are succumbing to this toxic work environment. Too many railroads are complicit in its pervasiveness.

"What we are concerned about is the railroads feeling increasingly emboldened to continue their despicable ways," BMWED President Tony Cardwell said. "It must stop."

Kera Morgan, her husband now gone for seven long years, fights to put an end to the culture that took his life. Through her strength, we all hope that our Brotherhood will never have to see another member fall victim to such a preventable tragedy.

An injury to one is an injury to all. The BMWED will never stop fighting for Phil.





# ONE BROTHER'S COURAGE

Within these pages of the BMWED Journal, you will see the tragic story of Brother Phil Morgan, who took his own life seven years ago after relentless, ruthless harassment from his boss on Union Pacific. It is an awfully sad reminder of what we too often face on the railroad from unsympathetic management who betray compassion due to the insistent demands of production.

You'll read about the lowa State Supreme Court case presented on behalf of Brother Morgan's widow and its implications on FELA law and potential remedies for suicide victims. It's an important decision and one we hope – though with recognition that it will be difficult – is persuasive enough to change the law to protect future victims of such harassment.

I encourage you to read the story if you have not, but I want to note one portion of the case that wasn't mentioned. I noted it in the gathering inside the Teamster hall in Des Moines following the court proceeding, but I believe it needs widespread attention due to its significance and importance.

You see, a big part in why we even had



a chance to litigate Brother Morgan's case stemmed from the courage of one of our Brothers who worked alongside him in the months prior to his suicide. This Brother was attuned to the harassment Phil faced at work from his welding supervisor.

For months, Phil's supervisor pressured him to take a job he didn't want. When he declined, the harassment escalated, and Phil began slowly withdrawing from family and friends. The toll on his mental health was devastating. Everyone around him noticed.

But one stood up. Brother Benton Warnke.

It takes courage to speak truth to power. Inside a depot with management staring down from the other side of the room, allegedly there under the pretense of improving morale and identifying paths to avoid future tragedy, Brother Warnke aimed blame at the source. He told the welding supervisor - what he felt he knew. What he felt everyone in the room already knew. Benton told him that his relentless attacks and

harassment led to Brother Phil's suicide.

Because of this bravery, Brother Warnke was targeted. Not long after calling out the supervisor, Benton was written up for a ticky-tack rule violation and suspended from service. He fought the charges under 20109 Whistleblower protection from the same FELA firm that eventually took up Brother Morgan's case. It was settled, but the fact still remains – Union Pacific pursued a flimsy, retaliatory charge because Benton had the temerity to speak his mind and call their manager out for harassment that led to suicide.

I thanked Brother Warnke for his courage in person but thought it was important to do so within the pages of this Journal. It is something we all should ponder as members of the Brotherhood. We must stand up for one another. Workplace bullying, harassment, and toxic job demands are more than just "tough work environments"—they can cost lives. Brother Phil was a U.S. Navy vet, a well-respected railroader and a friend to many. He was anything but weak. But what he faced on the job tragically broke his spirit.

We demand better from our employers. Suicide rates are rising within the rail industry. It is tough work, with strenuous hours and long stretches away from home. We all know how hard it can be on spouses and children. It can be hard on us too. The best workplaces are the ones where we feel the camaraderie within our Brotherhood. Most often that develops and bonds us within the ranks. We become friends and eventually Brothers and Sisters. And Brothers and Sisters look out for each other.

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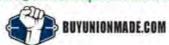




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# MAINTENANCE OF WAY EMPLOYEES ON IOWA NORTHERN RAILWAY VOTE TO JOIN BMWED-IBT



aintenance of way employees on the Class 3 lowa Northern Railway have joined the BMWED-IBT in a 16-0 representation vote.

Iowa Northern is headquartered in Waterloo, Iowa and operates 235 miles of track, with three Class 1 interchanges.

"We welcome our newest Brothers on the Iowa Northern and are enthusiastic to together make their railroad a better place to work," BMWED Director of Organizing Thomas Kirby said. "It has been great getting to know our newest brethren on this railroad, working with them to address their needs and I'm encouraged that great things are on the horizon."

The newest members are assigned to the Unified System Division of the BMWED.

"Such a resounding vote signifies the trust this new group of members has in our Brotherhood," BMWED USD General Chairman Brian Rumler said. "These members recognize that we are stronger together and the USD is proud to represent them."

We all welcome our newest Brothers to our Union and are excited to include you in our Union.

## Secretary-Treasurer's REPORT





**Dale Bogart** 

#### **CONNIVING CARRIERS ARE RLA Sore Losers**

In what is becoming an increasingly insulting display of sore losing, the BMWED is witnessing Carrier Management Teams across the industry engage in outright chicanery. The carriers are intentionally defying the intended language of the Railway Labor Act, specifically, Section 3 dealing with Minor Disputes.

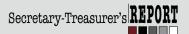
A Minor Dispute under the Railway Labor Act is defined as such that "...arise out of the interpretation or application of existing contractual rights. Courts have ruled that a dispute is minor if the employer's action complained of by a contract employee is "arguably justified" by the collective bargaining agreement. Minor disputes initially are dealt with through the carrier's internal dispute resolution procedures. If a minor dispute is not settled through initial discussions, it may be referred for binding arbitration by either party to a grievance adjustment board composed of union and management representatives..."

**Examples of such disputes include Claims** and Grievances with regard to the interpretation of rules and language within the agreement. This includes what the Union deems as improper disciplinary actions and/ or termination of our members. For the last century, Section 3 of the Railway Labor Act has commonly provided an avenue for the Union to seek justice for its membership. Through Section 3, the Brotherhood can handle Claims, Grievances and Appeals on behalf of our aggrieved members.



If a contract dispute issue is unresolved in on-property handling, it then requires the Union to file such case before the applicable arbitrational board for final adjustment (National Railroad Adjustment Board Third Division, Public Law Boards, or Special Boards of Adjustment). Depending on the process, this can take additional time (sometimes years) for final resolution. Many times, that delay is related to funding (via National Mediation Board, or Parties Pay).

While such cases rise and fall on their merits, or at least should, it is understood that both sides accept the outcome of the final binding decision. While one side or both may offer written concurrence, dissent, or respond to one party's response to the binding decision, the outcome of that decision remains binding and unchanged, and the disputed case is, for all intents and purposes, closed. Like it or not, both parties accept the decision, comply, and move on to "live to fight another day."



Lately however, rail management has become increasingly and disturbingly prone to run to the courts for relief when they've lost in federal arbitration. To protect the fractured egos of their Labor Relations and C-Suite Executives, they have decided to ignore the rules prescribed by the RLA. As a result, these management teams in some instances have outright rejected what they have deemed unfavorable rulings by way of not accepting such findings, willfully refusing to comply with the findings, or running to the court to have the award vacated. This deceit prolongs the suffering for the members and their families, who thought their eventual "day in court" was the arbitration hearing and the findings thereof. This additional suffering is a result of what is already a long process under the intended language of the Railway Labor Act for resolving disputes. The railroads are unreasonably delaying the justice won by BMWED members by forcing the Union to file lawsuits or countersuits to their motion to vacate the arbitration awards.

In other words, the process under the RLA is vital because it establishes the "rules of the game." Changing the rules in which we handle such disputes recklessly dismantles a system that has historically worked as designed to fairly render decisions between labor and management.

Recently, the BMWED has had to seek litigation against a number of Rail Carriers (they know who they are) over a host of disputes that include the carrier's refusal to recognize and comply with arbitration awards or attempts to get the courts to vacate what the Railroad deemed as unfavorable arbitration awards. This has happened on at least eight (8) occasions over the past two (2) years. The issues for adjustment before those arbitrations were common issues that dealt with properly compensating our members for Travel Expenses, Improper Disciplinary actions including terminations against our membership, and proper compensation for

compensation lost as a result of the improper termination of a member.

In response to these unscrupulous actions taken by these Carrier Management Teams, the BMWED has sued and countersued to ensure the awards are maintained and upheld. Additionally, we have also sought what we have deemed otherwise unnecessary legal fees incurred had the morally vacant empty executive "suits" lived by the RLA and the results of such findings. Recently, the BM-WED was awarded \$54,126.00 in Legal Fees due to costs we were unnecessarily incurred because of a Carrier challenging arbitration awards in court. The judge ruled that under Federal Law (RLA), to which both parties are governed, the railroad rightfully lost and was required to pay our legal fees.

Still, we have witnessed recently an increased frequency of Carriers' defiance and intentional noncompliance with Board Awards. This is an abhorrent and repugnant display of one side fighting the very Act that was intended to protect them from the interruption of commerce over disputes that they, or more specifically their management, are responsible for.

The Carriers for years have run to the courts to get a "minor dispute" designation over many issues when the Union has challenged such as a major dispute. When that has been successful for them, it has forced the Union and Employees to fight most of our "differences or disputes" under the Section 3 process. Now, when the Section 3 process produces findings not to their liking, the Carriers are shamelessly running back to courts to undo them. The Carriers cannot have it both ways and need to be called out for their hypocrisy.

#### - Dale Bogart Secretary-Treasurer

## RETIREMENT CHANGES DURING 12/16/2024 TO 3/11/2025

#### \*\*\* March 2024 \*\*\*

GARY A GRIGGS AT&SFF 493 BNSF 3/1/2024

#### \*\*\* May 2024 \*\*\*

JESUS M IBARRA FIERRO AF 564 KCS 5/1/2024

#### \*\*\* August 2024 \*\*\*

BRIAN N HALLOCK BURNOR 272 BNSF 8/20/2024

#### \*\* September 2024 \*\*\*

JOHN A EAST USD 1002 UP 9/24/2024

#### \*\*\* October 2024 \*\*\*

RONALD E BORDEAUX BURL 1320 BNSF 10/4/2024

DOMINIC R TRASATTI BURL 2435 BNSF 10/16/2024

GENARO AGUAYO BURL 961 BNSF 10/19/2024

RALPH W ANFINSON USD 1393 IC 10/31/2024

#### \*\*\* November 2024 \*\*\*

MHERBERT BEGAY USD 508 UP 11/4/2024

DAVID M NOVAK USD 239 UP 11/5/2024

AMERSON J WOODIE USD 134 UP 11/15/2024

MICHAEL C HANSON USD 757 UP 11/20/2024

JAIME HERNANDEZ USD 134 UP 11/22/2024

ERIC J GENOVESE BURL 2621 BNSF 11/27/2024

WILLIAM H PATRICK USD 616 KCS 11/27/2024

GEORGE A ROBINSON USD 616 KCS 11/27/2024

> FRED JIM USD 1020 UP 11/29/2024

#### \*\*\* December 2024 \*\*\*

ANTONIO SANCHEZ AT&SFF 2418 BNSF 12/1/2024

DONALD E BRYANT USD 1196 UP 12/1/2024

MICHAEL B BEAVER ARSF 1618 NS 12/2/2024 JAMES M WELLMAN USD 1216 UP 12/2/2024

DELFINO LUERAS AT&SFF 2415 BNSF 12/3/2024

JEFFREY LABERNATHY BURL 788 BNSF 12/3/2024

> TED M SMITH BURL 788 BNSF 12/3/2024

MICHAEL G SAVAGE CRSD 2910 SPTA 12/3/2024

G DAWKINS ARSF 619 NS 12/4/2024

LARRY A MC CLURE AT&SFF 2412 BNSF 12/9/2024

C ALLEN MATLOCK AT&SFF 1547 BNSF 12/10/2024

> ELIO R SALINAS USD 1227 UP 12/13/2024

JAMES D HODGES AT&SFF 2410 BNSF 12/14/2024

DANIEL P SABALA BURL 961 BNSF 12/14/2024

CARLOS G BARRON USD 686 UP 12/15/2024

JAMES D LINGBLOOM USD 899 UP 12/15/2024

JAMES C BLANKS AT&SFF 2033 BNSF 12/16/2024

DONALD E CALHOUN ARSF 546 NS 12/20/2024

ROY KEYAHANE AT&SFF 2400 BNSF 12/29/2024

KENT W MALZNER AF 1041 BMWE 12/31/2024

SCOTTY D NISWONGER AF 601 BMWE 12/31/2024

RICKY J RICHARD AF 1252 BMWE 12/31/2024

JAMES A LEINBERGER BURL 788 BNSF 12/31/2024

> STEPHEN B JIM USD 1020 UP 12/31/2024

ELGIN W WOODLEY USD 508 UP 12/31/2024

#### \*\*\* January 2025 \*\*\*

DANNY G MC QUEARY ARSF 636 NS 1/1/2025

DAVID D KNOTT BURL 2852 BNSF 1/1/2025

BRIAN S NATIONS BURNOR 1426 BNSF 1/1/2025 DAVID A COURAGE ALL 201 KEOL 1/2/2025

DAVID E ALLEN ARSF 804 NS 1/2/2025

TIMOTHY O MARSHALL ARSF 599 NS 1/2/2025

JEFFREY L SANFORD AT&SFF 2419 BNSF 1/3/2025

WYLEY G JAGER BURL 1888 BNSF 1/3/2025

JODY A LOZA BURL 1351 BNSF 1/3/2025

CALVIN S CHARLEY AT&SFF 2417 BNSF 1/4/2025

MARK A MC BAIN BURL 509 BNSF 1/4/2025

LUIS C OLIVAS USD 941 UP 1/4/2025

GREGORY S SEASWORD USD 1516 UP 1/5/2025

JOHNNY E DAVIS SR AF 695 CSXT 1/6/2025

JOHN C HERBAUGH BURNOR 297 BNSF 1/10/2025

LESLIE E GORDON USD 1071 UP 1/10/2025

DONALD W THEYE USD 1133 UP 1/16/2025

CURTIS L TORMASCHY BURNOR 306 BNSF 1/24/2025

> JEROME A HARRIS USD 652 IC 1/28/2025

JAMES C TRUJILLO USD 1517 UP 1/28/2025

JAMES SWANN II AT&SFF 2409 BNSF 1/31/2025

#### \*\*\* February 2025 \*\*\*

JIMMY LOPEZ AT&SFF 2419 BNSF 2/1/2025

WILLIAM A FLOOD AT&SFF 2417 BNSF 2/2/2025

DAVID W SHOOPMAN BURL 2643 SOO 2/3/2025

RICHARD L TOWNSEND AT&SFF 2405 BNSF 2/4/2025

JOHN W BRENNAN UPRF 3082 NRPC 2/5/2025

VERNON BROWN UPRF 3012 NRPC 2/5/2025

RONALD CARROZZINO JR UPRF 3082 NRPC 2/5/2025

# RETIREMENT CHANGES DURING 12/16/2024 TO 3/11/2025 continued...

#### \*\*\* February 2025 continued... \*\*\*

KEVIN R CROWN UPRF 3039 NRPC 2/5/2025

JOSEPH A DI LORENZO UPRF 228 NRPC 2/5/2025

SCOTT DUNNAGAN UPRF 3068 NRPC 2/5/2025

RALPH C EDGAR UPRF 3082 NRPC 2/5/2025

KENT JEFFREY UPRF 3068 NRPC 2/5/2025

NEAL F MC KENZIE UPRF 3028 NRPC 2/5/2025

GREGG J MILLER UPRF 3095 NRPC 2/5/2025

TIMOTHY B MILLER UPRF 3041 NRPC 2/5/2025

LUIS E PEREZ UPRF 3012 NRPC 2/5/2025

ANTHONY SANSONE UPRF 1934 NRPC 2/5/2025

PEDRO R SANTOS UPRF 3068 NRPC 2/5/2025

THOMAS P SHIPLEY UPRF 2444 NRPC

2/5/2025 PAUL SILIS UPRF 90 NRPC

2/5/2025 TIMOTHY W SMITH UPRF 3075 NRPC

2/5/2025

STANLEY E SWAIN UPRF 3095 NRPC 2/5/2025

WILLIAM R TOTTEN UPRF 3014 NRPC 2/5/2025

HUGH J WILLIAMS JR UPRF 3068 NRPC 2/5/2025

MICHAEL J SEVIER BURNOR 297 BNSF 2/10/2025

RON D HARRIS AT&SFF 493 BNSF 2/11/2025

TERRY L CROMWELL BURNOR 2825 BNSF 2/18/2025

KEVIN J HUME USD 1847 UP 2/28/2025

#### \*\*\* March 2025 \*\*\*

M D CARTER ARSF 2838 NS
3/1/2025
WALLACE S MITCHELL ARSF 529 NS
3/1/2025
C S DEHAVEN ARSF 551 NS
3/5/2025





Kevin Liles has been a member of the BMWED since 1994, proudly representing Burlington System Division Local Lodge 1533. Brother Liles currently holds the position of a Group 2 Machine Operator at BNSF Railway where he operates a backhoe.

Before his railroad career, Kevin served honorably in the U.S. Army, dedicating four years to active duty and four in the reserves. His military service took him around the world, spending two years in Darmstadt, Germany, two in Fort Gordon, Georgia, and was deployed in Desert Storm. These experiences instilled in Kevin a deep appreciation for travel, though his time in the sweltering Middle Eastern desert sparked a preference for cooler destinations.

Kevin's decision to enlist in the Army stemmed from a desire to broaden his horizons beyond his hometown. Ironically, this journey helped him better appreciate the charm of his roots.

Thank you for your military service, Brother Liles!



### **INJURED ON THE RAILROAD?**

# CALL A BMWED DESIGNATED FELA LAW FIRM DESIGNATED AND APPROVED FELA FIRMS ARE THE BEST IN THE BUSINESS

he Federal Employers Liability Act, also known as FELA, is a federal law enacted in 1908, that protects and compensates railroad workers – including BMWED members – that are injured on the job. FELA is essentially the form of Workers' Compensation within the railroad industry. If an injured railroad employee can establish that the railroad employer was at least partially negligent in causing the injury, whether it be through unsafe work conditions, a faulty piece of equipment or machinery, etc., the injured employee is entitled to compensation. FELA covers job-related injury, death, and occupational illness and disease.

All BMWED-designated law firms are approved to handle FELA cases for BMWED members and have an established record of successful litigation experience. Additionally, ALL BMWED designated law firms provide services on a contingency basis that is subject to a reduced fee structure, as approved by the BMWED National Division. Below is a list of law firms approved to handle cases for BMWED members under the FELA.

BMWED members are free to choose any firm they please. No officer, official or member of the BMWED will be paid a referral fee or any other payment in connection with a member's selection of a firm.



#### BMWED DESIGNATED FELA LAW FIRMS

**CONTINUED ON NEXT PAGE** 

#### Blunt & Slocomb, Ltd

1115 Locust Street, 4th Floor St. Louis, MO 63101 TELEPHONE: 618-656-7744 TOLL FREE: (800) 323-5538 FAX: 618-656-7849 www.bluntlaw.com dlb@bluntlaw.com paulslocomb@yahoo.com

#### **Brent Coon & Associates**

3801 E. Florida Ave., Suite 905 Denver, CO 80210-2500 TELEPHONE: 303-756-3243 TOLL FREE: (888) 756-3243 FAX: 303-756-3595 Brent@bcoonlaw.com www.bcoonlaw.com

#### Casey Jones Law

729 N. Washington Ave., Suite 600 Minneapolis, MN 55401 TELEPHONE: 612-293-5249 info@caseyjones.law nthompson@caseyjones.law www.caseyjones.law

#### Cavanagh Law Group & Daniel J. Downes, P.C.

161 North Clark Street, Suite 2070 Chicago, IL 60601 OFFICE: 312-425-1900 CELL: 312-953-5839 FAX: 312-425-1904 dan@cavanaghlawgroup.com upsdwns11@gmail.com

#### BMWED DESIGNATED FELA LAW FIRMS CONTINUED...



#### **Christy & Ferguson**

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North Little Rock, AR 72114
OFFICE: 501-758-0278
CELL: 501-707-5257
FAX: 501-758-0480
jferguson.raillaw@gmail.com
www.chrischristylaw.com

#### **Hubbell Law Firm**

1100 Main Street, Suite 2323 Kansas City, MO 64105. OFFICE: 816-221-5666 TOLL FREE: (800) 821-5257 FAX: 816-221-5259 cleach@hubbellfirm.com jdavis@hubbellfirm.com

#### Ingebritson & Associates, PA

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Russ@Ingebritson.com
www.ingebritson.com

#### James A. Ebert, LLC

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#### Jones, Granger Law Firm

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500 Crawford Street, Suite 200 P. O. Box 1138 Portsmouth, VA 23705 TELEPHONE: 757-393-4093 TOLL FREE: (800) 368-1033 FAX: 757-397-7257 www.moodyrrlaw.com will@moodyrrlaw.com

# NOW IS THE TIME TO UPDATE YOUR BMWED EMERGENCY CONTACT INFORMATION



Railroading is far from a routine profession. Despite our unwavering commitment to safety, every time we step onto the job, accidents can and do happen. When they occur, the aftermath is often disordered and stressful. That's why it's essential to have an emergency contact on file. In a crisis, quick access to a designated contact allows for timely communication someone who can provide medical information, assist in decisionmaking, and offer emotional support.

BMWED now offers the option to add an emergency contact to your membership profile. This ensures that, in the event of an emergency, BMWED representatives can quickly reach someone close to you to provide vital support and communication when it matters most.

#### Please visit:

https://www.bmwe.org/emergencycontact

To add an emergency contact to your profile.

We strongly encourage all members to do so.

#### ROLL OF HONOR



JEREMY C ABBOTT	AF-SE	916 2015
SEKOU A ABDOOL		
JONATHAN A ADAIR		
GLEN S ADAME		
SAMUEL AGUIRRE		
SEVERO ALARCON TREVOR D ANDERSON		
WILLIAM K ANDREWS JR		
URIEL A ARELLANO		
GILBERT B ARREDONDO JR		
DAVID N ASCHENBECK		
DANIEL ATILANO		
DONOVAN BACH	ARSF	566 2015
ANTHONY J BALCIUS		
KELLY R BARFIELD		
JARRED T BARNES		
BRANSTAN K BARNETT		
ZACKARIE E BARONAS ANDREW J BASTEDO		
TAVIN D BATTLE		
HECTOR G BENCOMO		
JOSE H BENITEZ		
CALEB R BENTLEY		
ANTHONY BERTRAND		
JASON BIVENS	ARSF	2434 2015
JOSEPH J BLACK		
ZACHARY E BLAKEMAN		
JUSTYN J BLOCHOWSKI		
BRADLEY BOLING		
JASON BOWMAN		
MARK BOYD		
DANIEL S BRAVO		
TYLER BREWER		
SCOTT M BREWER		
MARK E BRITTIN		
ANDREW D BROWN WILLIAM G BROWN IV	AF-SE	13/6 2015
BRIAN J BURNETT		
TIMOTHY D CAIN	AF-SE	2606 2015
LUKE J CAMP	ARSE	2307 2015
EDWARD J CAREY		
ANTHONY E CARLESIMO		
JAMIE R CARLYLE		
BRANDON T CARPENTER		
MATTHEW D CARTER	AF-SE	2163 2015
COLLIN J CARTER		
ROGELIO CASTRO JR		
RICHARD H CENTENO		
LEVI G CHANEY		
KENNETH CHAPMAN		
	USD	1862 2015
DEWEY P CHILDS	USD UPRF	1862 2015 3075 2015
DEWEY P CHILDSJAMES CHUPP	USD UPRF ARSF	1862 2015 3075 2015 34 2015
DEWEY P CHILDS JAMES CHUPP SARAH E CIULLA	USD UPRF ARSF ALL	18622015 30752015 342015 2012015
DEWEY P CHILDSJAMES CHUPPSARAH E CIULLASICHOLAS CLARK	USD	1862 2015 3075 2015 34 2015 201 2015 1081 2015
DEWEY P CHILDS JAMES CHUPP SARAH E CIULLA NICHOLAS CLARK MARK A CLARK JR	USD	1862 2015 3075 2015 34 2015 201 2015 1081 2015 216 2015
DEWEY P CHILDS	USD	1862 2015 3075 2015 34 2015 201 2015 1081 2015 216 2015 3098 2015
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DEWEY P CHILDS.  JAMES CHUPP.  SARAH E CIULLA.  NICHOLAS CLARK.  MARK A CLARK JR.  JOHN D CLATTERBUCK.  MERLE D COOMBS.  ALLAN M COOPER.  TROY S COOPER.	. USD	1862 2015 3075 2015 34 2015 201 2015 1081 2015 216 2015 2015 2015 2015 2015 2015 2015 2015 2015
DEWEY P CHILDS JAMES CHUPP SARAH E CIULLA NICHOLAS CLARK MARK A CLARK JR JOHN D CLATTERBUCK MERLE D COOMBS ALLAN M COOPER TROY S COOPER. DANIEL L COX	USD	1862 2015 3075 2015 34 2015 201 2015 1081 2015 216 2015 3098 2015 278 2015 1058 2015 203 2005 2162 2015
DEWEY P CHILDS	. USD	1862 2015 3075 2015 34 2015 201 2015 201 2015 216 2015 2015 2015 2015 2015 2015 2015 203 2015 203 2015 203 2015 2015
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DEWEY P CHILDS.  JAMES CHUPP.  SARAH E CIULLA  NICHOLAS CLARK.  MARK A CLARK JR.  JOHN D CLATTERBUCK.  MERLE D COOMBS.  ALLAN M COOPER.  TROY S COOPER.  DANIEL L COX.  ANTHONY W CRAIN.  EDWARD S CRESTONI III.  JEROD M CROMWELL	. USD	1862 2015 3075 2015 34 2015 2015 2015 2015 2015 2015 2015 2015 2015 2015 2015 2015 2016 2015 2016 2015 2016 2015 2016 2015 2016 2015 2016 2015 2016 2015 2016 2015 2015 2016 2015 2016 2015
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DEWEY P CHILDS.  JAMES CHUPP.  SARAH E CIULLA.  NICHOLAS CLARK.  MARK A CLARK JR.  JOHN D CLATTERBUCK.  MERLE D COOMBS.  ALLAN M COOPER.  TROY S COOPER.  DANIEL L COX.  ANTHONY W CRAIN.  JEROD M CROMWELL  ALEX DANIELS.  JACOB DANIELS.	. USD	1862 2015 3075 2015 2015 201 2015 201 2015
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DEWEY P CHILDS.  JAMES CHUPP  SARAH E CIULLA  NICHOLAS CLARK  MARK A CLARK JR.  JOHN D CLATTERBUCK  MERLE D COOMBS  ALLAN M COOPER  TROY S COOPER  DANIEL L COX.  ANTHONY W CRAIN  JEROD M CROWNELL  ALEX DANIELS  JACOB DANIELS  HUBERT C DANLEY  MELVIN J DANIS	. USD UPRF ARSF ARSF USD AF-SW AF-SW AF-SE USD AF-SE USD AF-SE AF-SE ARSF ARSF ARSF ARSF ARSF ARSF AF-SE	1862 2015 3075 2015
DEWEY P CHILDS. JAMES CHUPP. SARAH E CIULLA NICHOLAS CLARK. MARK A CLARK JR. JOHN D CLATTERBUCK. MERLE D COOMBS. ALLAN M COOPER. TROY S COOPER. DANIEL L COX. ANTHONY W CRAIN. JEROD M CROMWELL ALEX DANIELS. JACOB DANIELS. HUBERT C DANIEY. MELVIN J DAVIS. TIM N DEASON.	. USD USD USD ARSF USD AF-SW AF-SE USD ARSF USD AF-SE USD ARSF USD ARSF USD ARSF USD USD ARSF ARSF ARSF ARSF ARSF AF-SE USD USD USD USD USD USD ARSF ARSF ARSF AF-SE USD USD USD USD USD USD USD USD AF-SE USD USD USD USD USD USD AF-SE USD USD USD AF-SE USD USD USD AF-SE USD USD AF-SE USD USD AF-SE USD USD AF-SE USD USD	1862 2015 3075 2015 2015 201 2015 201 2015 201 2015 2016 2015 2016 2015 2015 2015 2015 2015 2015 2015 203 2015 2015 473 2015 473 2015 473 2015 473 2015 473 2015 473 2015 473 2015 613 2015 2015 613 2015 2015 667 2015
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DEWEY P CHILDS. JAMES CHUPP. SARAH E CIULLA NICHOLAS CLARK. MARK A CLARK JR. JOHN D CLATTERBUCK. MERLE D COOMBS. ALLAN M COOPER. TROY S COOPER. DANIEL L COX. ANTHONY W CRAIN. JEROD M CROMWELL ALEX DANIELS. JACOB DANIELS. HUBERT C DANLEY. MELVIN J DAVIS. TIM N DEASON. MATHEW R DENNY. JAMES F DERRY. GERALD L DOLLARD. ROSS P DOWNES. STEVEN M DRINSKI. NATHAN J DURST. JUSTIN H ELENBAUM. ANTHONY T EVANGELISTA. SHANNON E EVANS.	. USD AF-SE USD AF-SE USD AF-SW ARSF USD ARSF USD UPRF ALL USD UPRF BURL USD UPRF USD UPRF BURL USD UPRF	1862 2015
DEWEY P CHILDS.  JAMES CHUPP  SARAH E CIULLA  NICHOLAS CLARK  MARK A CLARK JR.  JOHN D CLATTERBUCK  MERLE D COOMBS  ALLAN M COOPER  TROY S COOPER  DANIEL L COX.  ANTHONY W CRAIN  EDWARD S CRESTONI III.  JEROD M CROMWELL  ALEX DANIELS  HUBERT C DANLES  HUBERT C DANLEY  MELVIN J DAVIS  TIM N DEASON  MATHEW R DENNY  JAMES F DERRY  GERALD L DOLLARD.  ROSS P DOWLES  STEVEN M DRINSKI  NATHAN J DURST  JUSTIN H ELENBAUM  ANTHONY T EVANGELISTA.  SHANNON E EVANS.	. USD USD USD USD USD USD ARSF USD AF-SW AF-SW AF-SE USD USD ARSF USD USD ARSF USD USD ARSF AF-SE USD ARSF AF-SE USD ARSF AF-SE USD ARSF AF-SE USD ARSF AF-SW ARSF AF-SW ARSF UPRF ALL ARSF UPRF ALL ARSF BURL USD UPRF BURL USD UPSD USD UPRF BURL USD UPSD USD USD UPRF BURL USD	1862 2015
DEWEY P CHILDS. JAMES CHUPP. SARAH E CIULLA. NICHOLAS CLARK. MARK A CLARK JR. JOHN D CLATTERBUCK. MERLE D COOMBS. ALLAN M COOPER. TROY'S COOPER. DANIEL L COX. ANTHONY W CRAIN. JEROD M CROMWELL ALEX DANIELS. JACOB DANIELS. JACOB DANIELS. HUBERT C DANLEY. MELVIN J DAVIS. TIM N DEASON. MATHEW R DENNY. JAMES F DERRY. GERALD L DOLLARD. ROSS P DOWNES. STEVEN M DRINSKI. NATHAN J DURST. JUSTIN H ELENBAUM. ANTHONY T EVANGELISTA. SHANNON E EVANS. CHRIS S FANT.	. USD USD USD ARSF USD ARSF USD AF-SW AF-SE USD ARSF USD USD ARSF USD ARSF USD ARSF USD ARSF AR-SE USD AF-SE ARSF ARSF ARSF ARSF ARSF ARSF USD AF-SE ARSF USD AF-SE ARSF USD ARSF USD USD ARSF USD USD ARSF USD USD ARSF USD USD USD ARSF USD USD ARSF USD USD ARSF USD	1862 2015 3075 2015
DEWEY P CHILDS. JAMES CHUPP. SARAH E CIULLA NICHOLAS CLARK. MARK A CLARK JR. JOHN D CLATTERBUCK. MERLE D COOMBS. ALLAN M COOPER. TROY S COOPER. DANIEL L COX. ANTHONY W CRAIN. JEROD M CROMWELL ALEX DANIELS. JACOB DANIELS. HUBERT C DANLEY. MELVIN J DAVIS. TIM N DEASON. MATHEW R DENNY. JAMES F DERRY. GERALD L DOLLARD. ROSS P DOWNES. STEVEN M DRINSKI. NATHAN J DURST. JUSTIN H ELENBAUM. ANTHONY T EVANGELISTA. SHANNON E EVANS. CHRIS S FANT. WILLIAM D FERGUSON. CHIES S FANT. WILLIAM D FERGUSON.	. USD	1862 2015 2016 2015 2016 2015 2016 2016 2016 2016
DEWEY P CHILDS. JAMES CHUPP SARAH E CIULLA NICHOLAS CLARK MARK A CLARK JR. JOHN D CLATTERBUCK MERLE D COOMBS. ALLAN M COOPER TROY S COOPER DANIEL L COX. ANTHONY W CRAIN EDWARD S CRESTONI III. JEROD M CROMWELL ALEX DANIELS JACOB DANIELS. HUBERT C DANLES. HUBERT C DANLEY MELVIN J DAVIS. TIM N DEASON MATHEW R DENNY. JAMES F DERRY. GERALD L DOLLARD. ROSS P DOWNES. STEVEN M DRINSKI. NATHAN J DURST JUSTIN H ELENBAUM ANTHONY T EVANGELISTA. SHANNON E EVANS. CHRIS S ANT. WILLIAM D FERGUSON. KYLE A FINCH.	. USD USD USD USD USD USD USD ARSF USD AF-SW AF-SW AF-SW AF-SE USD USD USD USD ARSF AF-SE USD USD USD ARSF AF-SE USD USD AF-SE USD USD AF-SE USD AF-SE USD AF-SE UPRF ALL ARSF ALL ARSF BURL USD UPRF USD UPRF ALL ARSF USD UPRF ALL USD UPRF ALL USD USD USD AF-SE AF-SE USD USD AF-SE AF-SE USD USD AF-SE AF-SE USD AF-SE USD AF-SE AF-SE USD USD AF-SE AF-SE USD USD	1862 2015
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ROGER T FOSTER	LISD	686 2015
DEREK FREDERIKSEN		
CHRISTOPHER FRIELING		
RYAN A FRIESNER GEORGE J FURNISH		
BENJAMIN GARDNER		
JESSE W GEORGE		
CODY A GIFFORD		
ROY L GILILLAND ANDREW J GOBLE		
MICAH A GOLDSTON		
LANCE R GORMAN	AF-SE	225 2015
PATRICK S GOULART	ALL	201 2015
ERIC L GRAY	AF-SE	1643 2015
MICHAEL GREEN		
DANIEL R GROSSHANS		
MATTHEW F GRUBB		
THOMAS F GUALTIERI JONATHAN T HAINES		
CHRIS J HALL		
SPENCER M HAMILTON	UPRF	3012 2015
COLE G HANENBERG		
ADAM D HARKNESS DEVIN A HARRIS		
KENNETH D HARVEY		
JOSEPH G HAYS	AF-SE	1745 2015
DENNIS W HELLMIG JR		
BILLY G HEMRIC VICTOR HERNANDEZ		
CODY G HERNDON		
TRAVIS C HETZ	AF-SE	1028 2015
PAUL D HILL		
ERIC G HIXSON		
JEREMY A HORN HARDEY		
JAYCE F HUMES	ALL	201 2015
RANDY D HUNT		
LANCE M HUSTONTAYLOR C HYLTON		
FREDERICK M JANSON		
ERIC T JOHNSON	USD	874 2015
GEORGE L JORDAN		
BRAD A JORDAN JEFFREY J JOYCE		
MATTHEW J JUSCZAK		
ROY S KAZE III	USD	325 2015
MICHAEL A KEENE	UPRF	3005 2015
RONALD E KEISTER JR	AF-SE	1556 2015
RONALD E KEISTER JR MATTHEW A KENDALL	AF-SE BURL	1556 2015 331 2015
RONALD E KEISTER JR MATTHEW A KENDALL JON D KENNEDY II KYLE T KIRBERGER	AF-SE BURL USD BURNOR	1556 2015 331 2015 407 2015 144 2015
RONALD E KEISTER JR MATTHEW A KENDALL JON D KENNEDY II KYLE T KIRBERGER TRENT L KLATT	AF-SE BURL USD BURNOR USD	1556 2015 331 2015 407 2015 144 2015 1879 2015
RONALD E KEISTER JR MATTHEW A KENDALL JON D KENNEDY II KYLE T KIRBERGER TRENT L KLATT MATTHEW A KLEINTOP	AF-SE BURL USD BURNOR USD USD	1556 2015 331 2015 407 2015 144 2015 1879 2015 3011 2015
RONALD E KEISTER JR MATTHEW A KENDALL JON D KENNEDY II KYLE T KIRBERGER TRENT L KLATT	AF-SE BURL USD BURNOR USD USD UPRF	1556 2015 331 2015 407 2015 144 2015 1879 2015 3011 2015 1532 2015
RONALD E KEISTER JR. MATTHEW A KENDALL. JON D KENNEDY II. KYLE T KIRBERGER. TRENT L KLATT. MATTHEW A KLEINTOP. RYAN A KLINGBERG. JOSHUA KOONCE. EDWARD T KOVACS.	AF-SE BURL USD USD USD UPRF ARSF UPRF	1556 2015 331 2015 407 2015 144 2015 1879 2015 3011 2015 1532 2015 537 2015 3068 2015
RONALD E KEISTER JR. MATTHEW A KENDALL. JON D KENNEDY II KYLE T KIRBERGER. TRENT L KLATT. MATTHEW A KLEINTOP. RYAN A KLINGBERG. JOSHUA KOONCE. EDWARD T KOVACS. JOSHUA T KRANIAK.	AF-SE	1556 2015 331 2015 407 2015 144 2015 1879 2015 3011 2015 1532 2015 537 2015 3068 2015 427 2015
RONALD E KEISTER JR. MATTHEWA KENDALL. JON D KENNEDY II. KYLE T KIRBERGER. TRENT L KLATT. MATTHEW A KLEINTOP. RYAN A KLINGBERG. JOSHUA KOONCE. EDWARD T KOVACS. JOSHUA T KRANIAK. JASON A KREKE.	AF-SE	1556 2015 331 2015 407 2015 144 2015 1879 2015 3011 2015 1532 2015 537 2015 3068 2015 427 2015 4162 2015
RONALD E KEISTER JR. MATTHEW A KENDALL. JON D KENNEDY II KYLE T KIRBERGER. TRENT L KLATT. MATTHEW A KLEINTOP. RYAN A KLINGBERG. JOSHUA KOONCE. EDWARD T KOVACS. JOSHUA T KRANIAK.	AF-SE	1556 2015 331 2015 407 2015 407 2015 144 2015 3011 2015 3013 2015 537 2015 3068 2015 427 2015 1162 2015 1965 2015
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RONALD E KEISTER JR. MATTHEW A KENDALL. JON D KENNEDY II. KYLE T KIRBERGER. TRENT L KLATT. MATTHEW A KLEINTOP. RYAN A KLINGBERG. JOSHUA KOONCE. DOWARD T KOVACS. JOSHUA T KRANIAK. JASON A KREKE JASON A KREKE JASON A KREKE JASON L KRUEGER. CHRIS D LANE DAVID LEAGUE. JEFFREY LEAR. CHRISTOPHER D LEE. PRESTON LEFEW. MILES E LEMLEY. BOE C LEYVA. BLAKE M LINDSTROM. KEVIN A LIPSCOMB. JERRITT E LOEB. PAUL J LORONO JR. RICARDO N LOWERY. EDUARDO LUCERO. EDDIE S LYLE. CODY L MAASS. JORDAN MALINOWSKI. GARY H MARCHAND CODY C MARK. BODHI L MARSH KYLE T MARTIN. TONY B MATHIS. JOSHUA E MAYNARD. PHILLIP K MC COY. BRANDON T MC CROY. MICHAEL C MC GUIRE JR. KENDAL H MC OMBER. GEORGE T MILLER BRIAN K MILLER BRIAN K MILLER BRIAN K MILLER BRIAN K MORRIES. LOGAN J MORRIS.	AF-SE BURL USD USD UPRF ARSF ARSF AF-SE BURL AF-SE AF-SE BURL USD USD USD UPRF CSF AF-SE BURL AF-SE ARSF ARSF ARSF ARSF ARSF ARSF ARSF ARSF	.1556 2015 331 2015 407 2015 414 2015 144 2015
RONALD E KEISTER JR. MATTHEWA KENDALL. JON D KENNEDY II. KYLE T KIRBERGER. TRENT L KLATT. MATTHEWA KLEINTOP. RYAN A KLINGBERG. JOSHUA KOONCE. EDWARD T KOVACS. JOSHUA T KRANIAK. JASON A KREKE JASON L KRUEGER. CHRIS D LANE. DAVID LEAGUE. JEFFREY LEAR. CHRISTOPHER D LEE. PRESTON LEFEW. MILES E LEMLEY BOG C LEYVA. BLAKE M LINDSTROM. KEVIN A LIPSCOMB. JERRITT E LOEB. PAUL J LORONO JR. RICARDO N LOWERY. EDUARDO LUCERO. EDUIE S LYLE. CODY L MAASS. JORDAN MALINOWSKI. GARY H MARCHAND. CODY C MARK. BODHI L MARSH. KYLE T MARTIN. TONY B MATHIS. JOSHUA E MAYNARD. PHILLIP K MC COY. MICHAEL C MC GUIRE JR. KENDAL H MC GOY. MICHAEL C MC GUIRE JR. KENDAL H MC GOY. MICHAEL C MC GUIRE JR. KENDAL H MC GOY. MICHAEL C MC GUIRE JR. KENDAL H MC GOY. MICHAEL C MC GUIRE JR. KENDAL H MC MOBER. GEORGE T MILLER. MARVIN C MOORE. JOSE M MORALES. LOGAN J MORRIS. MARO MURILLO JR. DENNIS J MURPHY.  MARILLO JR. DENNIS J MURPHY.	AF-SE BURL USD USD UPRF ARSF ARSF UPRF UPRF ARSF UPRF UPRF USD USD UPRF AF-SE URL AF-SE USD	.1556 2015 331 2015 407 2015 407 2015 2016
RONALD E KEISTER JR. MATTHEW A KENDALL. JON D KENNEDY II. KYLE T KIRBERGER. TRENT L KLATT. MATTHEW A KLEINTOP. RYAN A KLINGBERG. JOSHUA KOONCE. DOWARD T KOVACS. JOSHUA T KRANIAK. JASON A KREKE JASON A KREKE JASON A KREKE JASON L KRUEGER. CHRIS D LANE DAVID LEAGUE. JEFFREY LEAR. CHRISTOPHER D LEE. PRESTON LEFEW. MILES E LEMLEY. BOE C LEYVA. BLAKE M LINDSTROM. KEVIN A LIPSCOMB. JERRITT E LOEB. PAUL J LORONO JR. RICARDO N LOWERY. EDUARDO LUCERO. EDDIE S LYLE. CODY L MAASS. JORDAN MALINOWSKI. GARY H MARCHAND CODY C MARK. BODHI L MARSH KYLE T MARTIN. TONY B MATHIS. JOSHUA E MAYNARD. PHILLIP K MC COY. BRANDON T MC CROY. MICHAEL C MC GUIRE JR. KENDAL H MC OMBER. GEORGE T MILLER BRIAN K MILLER BRIAN K MILLER BRIAN K MILLER BRIAN K MORRIES. LOGAN J MORRIS.	AF-SE BURL USD	.1556 2015 331 2015 407 2015 414 2015 144 2015

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DALTON R ZIMMERMAN	.UPRF	.3014	.201
CHEYENNE J YOUNG	.AF-SE	.1355	201
DERRICK L YATES BRANDEN A YOUMANS			
JODY L WYBLE			
JACOB M WRIGHT	.ARSF	.2725	201
KENNETH S WORKMAN			
DAVID S WOLF MICHAEL G WOODS			
CHRIS C WILKERSON			
ADAM J WILHELM			
TANNER J WIEME PATRICK H WILBOURN			
JORDAN K WIDHOLM			
DAKOTA L WHITE	.ARSF	.571	201
DAVID WELLS	.ARSF	.636	201
TRAVIS P WEITE			
JOSHUA N WATERS BARRY D WEAVER II			
PAUL A WARREN	.UPRF	.3095	201
STEVEN VASQUEZ			
BLAKE A VAN COEVERN MARK VANNATTER			
ADAM E VACHA	.ARSF	.2307	201
JOHN W TURNER	.AF-SE	.2945	201
MC CLELLAN M TURNER			
BRIAN J TORRENS JAMES E TURNER	.UPRF	.3012	201
DUSTIN M THOMAS	.USD	.1381	201
TYLER M TEWS	.USD	.278	201
ADAM M SYLVESTERFAUSTO TAVERAS			
JEFFREY D SWEENEY			
MATTHEW C SULLIVAN	.BURL	.1552	201
JULIAN R SUAZO			
JOSHUA M STEVENS			
JARED E STEED	.USD	.1227	201
CARL H STEARNS III	.AF-SE	.547	201
NATHAN R STATTELMAN	.BURNOR	. 1055	. 201 . 201
DANIEL J SNYDERSTEVEN M STARK	.UPKF BURI	.3014	201. 201
CHAD J SNOW	.BURL	.99	201
RYAN T SMITH	.USD	.508	201
JERRY L SMITH			
CRAIG L SLONE			
CHRISTOPHER M SINGER	.AF-SE	.667	201
CHARLES J SIMS	.USD	.1402	201
JARED N SHARP NICHOLES J SIDERS			
MARC M SHANAHAN			
JOE V SERRANO JR	.USD	.899	201
ETHAN K SEARCY	.ARSF	.2703	201
COLLIN A SEAMANS			
TRISTAN SANDERS DANIEL C SCALES JR			
DILLON RUSSELL	.USDIC	.1210	201
TRAVIS A ROWLES	.UPRF	.3005	201
CORY ROSSRICHARD J ROWLAND			
JAVIER RODRIGUEZ			
RANDY ROBINSON	.ARSF	.525	201
CHRISTOPHER ROBERTSON			
JOSHUA B RITZ CODY ROBBINS			
JARED L RIGHTSELL	.USD	.968	201
ISSAC I REYES	.USD	.508	201
JONATHAN S REEDY JUSTIN J REEVES-CLARK			
DUSTIN C RAYMAN			
JEREMY A PRICE	.UPRF	.3014	201
CLINT V POST			
MICHAEL L PAYTON LUIS C PEREZ			
ANTHONY PATITUCCI	.UPRF	.3039	201
JOHN M PASCUAL	LIPRE	3082	201
CURTIS A PARKER ROBERT J PARMENTER			
PATRICK E PALERMO			
MANASSEH OTU	.UPRF	.3095	201
ADAM R OLSON	.BURL	.1490	201
CHRISTOPHER M OLAIZ	.USD	.508	. 201



-	USD	.591 2010
DAMIEN A BAILEY	ARSF	.598 2010
IRA P BAYS	ARSF	.2434 2010
JACOB C BELLAMYRASHID A BERNARD	USDIC	.1539 2010
RASHID A BERNARD	CRSD	.2910 2010
JEFF M BLACKSCOTT W BURKHART	ARSF	.1700 2010
STEPHEN F BURNS		
NIALL E BYRNE	CRSD	.2910 2010
JUSEPH A CARIOTI	CKSD	.2910 2010
ANTHONY P CHELOTTI	UPKF	.3095 2010
JOSEPH A CARIOTI ANTHONY P CHELOTTI WAYNE COLANTUONO FRANK A COLLIER	.UPKF	.3095 2010
PAUL A OREEK	PRF	.3089 2010
PAUL A CREEK	ARSF	.2838 2010
SIGEBERTOV DEL VALLE NICHOLAS J DI LORENZO RONDEL C DORSEY TIMOTHY EICHINGER	.AKSF	.660 2010
DONDEL C DODCEY	.UPKF	.226 2010
TIMOTHY FIGURES	UPRF	.3000 2010
JASON A FAULSTICK	UPRF	.3039 2010
JASON A FAULSTICK		.654 2010
JEFFREY L FLEISCHUT DOUGLAS E GAYMAN MARK GOEDECKE	PRF	.30112010
MARK COEDECKE	.AKSF	.3098 2010
DDVAN HALF		3005 2010
BRYAN HALE	AKSF	2010
JOHN W HAYES JOHN D HOLLINGSWORTH	UPKF	3095 2010
JOHN D HOLLINGSWORTH	PKF	3005 2010
ALLEN J HOLMES	ALL	2010
DUSTIN C HORST	UPKF	.30112010
BRYAN JOHNSON	UPRF	3095 2010
ALLEN J HOLMES DUSTIN C HORST BRYAN JOHNSON JAMES A JOURDAN III JAMES E KITNER	PRF	3005 2010
JAMES E KITNER	ARSF	3098 2010
ERIC L LAWSON	ARSF	580 2010
CRAIG O LUND	USD	2010
PHILIP C LYNN	PRF	2225 2010
STEPHEN L MANSELL BERNARD P MARASIAK RYAN J MATLAGE	ARSF	2838 2010
BERNARD P MARASIAK	UPRF	3095 2010
RYAN J MATLAGE	USDEJE	358 2010
STEPHEN C MAYNARD JEFFREY O MC ELWEE	UPRF	90 2010
JEFFREY O MC ELWEE	ARSF	662 2010
MARK A MC GEORGE	ARSF	.1396 2010
MARK A MC GEORGE PAUL J MC GRATH	ARSF USDEJE	1396 2010
MARK A MC GEORGE PAUL J MC GRATH	ARSF USDEJE	1396 2010
MARK A MC GEORGE PAUL J MC GRATH	ARSF USDEJE	1396 2010
MARK A MC GEORGE	ARSF	1396 2010 358 2010 228 2010 3095 2010 3011 2010
MARK A MC GEORGE	ARSF	1396 2010 358 2010 228 2010 3095 2010 3011 2010
MARK A MC GEORGE	ARSF	1396 2010 358 2010 228 2010 3095 2010 3011 2010
MARK A MC GEORGE	ARSF	1396 2010 358 2010 228 2010 3095 2010 3011 2010
MARK A MC GEORGE	ARSF	1396 2010 358 2010 228 2010 3095 2010 3011 2010
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONTEORISIO STEVEN A MOWBRAY SCOTT OLLER BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI	.ARSF	.1396 2010 .358 2010 .228 2010 .3095 2010 .3011 2010 .201 2010 .3095 2010 .3095 2010 .1718 2010 .1770 2010
MARK A MC GEORGE PAUL J MC GRATH. SHERMAN C MILLER. BRANDON R MILLER. NICHOLAS MONTEDRISIO. STEVEN A MOWBRAY. SCOTT OLLER. BRADLEY J PEDERSEN. MARK PELLEGRINO. JESSE J PETRI. WILLIAM E PLUT.	ARSF USDEJE UPRF UPRF ALL UPRF UPRF UPRF UPRF UPRF UPRF UPRF	.1396 2010 .358 2010 .228 2010 .3095 2010 .3011 2010 .201 2010 .3095 2010 .3095 2010 .1718 2010 .1700 2010
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONTEDRISIO STEVEN A MOWBRAY SCOTT OLLER BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY	ARSF USDEJE UPRF UPRF ALL UPRF UPRF UPRF UPRF UPRF ARSF ARSF	.1396 2010 .358 2010 .228 2010 .3095 2010 .3011 2010 .3095 2010 .3095 2010 .1718 2010 .1700 2010 .591 2010 .2441 2010
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONTEORISIO STEVENA MOWBRAY. SCOTT OLLER BRADLEY J PEDERSEN. MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY JOSEPH S PULVER	ARSF	.1396 2010 .358 2010 .228 2010 .3095 2010 .3011 2010 .3011 2010 .3095 2010 .3095 2010 .1718 2010 .1700 2010 .591 2010 .2441 2010 .1356 2010
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONTEDRISIO STEVEN A MOWBRAY SCOTT OLLER. BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI. WILLIAM E PLUT ROY S POSADNY JOSEPH S PULVER STEPHEN B REFSE	ARSF USDEJE UPRF UPRF ALL UPRF UPRF UPRF UPRF UPRF ARSF ARSF ARSF ARSF ARSF	.1396 2010 .358 2010 .228 2010 .3095 2010 .3011 2010 .201 2010 .3095 2010 .3095 2010 .3095 2010 .1718 2010 .1700 2010 .591 2010 .2441 2010 .1356 2010
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONTEORISIO STEVEN A MOWBRAY. SCOTT OLLER BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY JOSEPH S PULVER STEPHEN B REESE MICHAEL C POSSMAN.	ARSF USDEJE UPRF UPRF UPRF UPRF UPRF UPRF UPRF UPRF UPRF ARSF USD ARSF ALL ARSF	.1396 2010 .358 2010 .228 2010 .3095 2010 .3011 2010 .201 2010 .3095 2010 .3095 2010 .1718 2010 .1718 2010 .591 2010 .2441 2010 .1356 2010 .580 2010
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONTEORISIO STEVEN A MOWBRAY. SCOTT OLLER BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY JOSEPH S PULVER STEPHEN B REESE MICHAEL C POSSMAN.	ARSF USDEJE UPRF UPRF UPRF UPRF UPRF UPRF UPRF UPRF UPRF ARSF USD ARSF ALL ARSF	.1396 2010 .358 2010 .228 2010 .3095 2010 .3011 2010 .201 2010 .3095 2010 .3095 2010 .1718 2010 .1718 2010 .591 2010 .2441 2010 .1356 2010 .580 2010
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONTEDRISIO STEVEN A MOWBRAY SCOTT OLLER BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY JOSEPH S PULVER STEPHEN B REESE MICHAEL C ROSSMAN JAMES F RUDZINSKI JR JESSE E RUND	ARSF USDEJE UPRF UPRF ALL UPRF UPRF UPRF UPRF UPRF ARSF USD ARSF ALL ARSF ARSF ALL ARSF CRSD	.1396 2010 .358 2010 .228 2010 .3095 2010 .3095 2010 .3095 2010 .3095 2010 .3095 2010 .1718 2010 .591 2010 .591 2010 .580 2010 .3098 2010 .580 2010 .3098 2010 .3098 2010
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONTEDRISIO STEVEN A MOWBRAY SCOTT OLLER. BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY JOSEPH S PULVER. STEPHEN B REESE MICHAEL C ROSSMAN JAMES F RUDZINSKI JR JESSE E RUND BRADLEY A RUSH	ARSF USDEJE UPRF UPRF UPRF UPRF UPRF UPRF UPRF UPRF ARSF ARSF ALL ARSF ARSF ARSF USD	.1396 2010 258 2010 258 2010 2010 2010 3095 2010 3095 2010 3095 2010 3095 2010 3095 2010 2013 2010 2013 2013 2013 2013 2013 2013 2013 2013 2013 2013 2013 2013 2013 2013 2013 2013 2015 2013 2015
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONITEORISIO STEVEN A MOWBRAY. SCOTT OLLER BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY JOSEPH S PULVER STEPHEN B REESE MICHAEL C ROSSMAN JESSE E RUND BRADLEY A RUSH JOSHUA J SCHULTZ	ARSF. USDEJE. UPRF. UPRF. UPRF. ALL UPRF. UPRF. ARSF. ARSF. ARSF. ARSF. ARSF. ARSF. ARSF. ARSF. ARSF. UPRF. UPRF. UPRF. UPRF. UPRF. UPRF. USDD. UPRF. USDD. UPRF.	.1396 2010 20
MARK A MC GEORGE PAUL J MC GRATH. SHERMAN C MILLER. SHERMAN C MILLER. NICHOLAS MONTEDRISIO. STEVEN A MOWBRAY. SCOTT OLLER. BRADLEY J PEDERSEN. MARK PELLEGRINO JESSE J PETRI. WILLIAM E PLUT. ROY S POSADNY JOSEPH S PULVER. STEPHEN B REESE MICHAEL C ROSSMAN JAMES F RUDZINSKI JR. JESSE E RUND BRADLEY A RUSH. JOSHUA J SCHULTZ. NICHOLAS A SILVAS.	ARSF. USDEJE. UPRF. ARSF. USD. ARSF. ALL ARSF. ARSF. USD. ARSF. ARSF. USD. ARSF. ARSF. USD. ARSF. ARSF	.1396 2010 258 2010 258 2010 2010 2011 2010 2011 2010
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONTEDRISIO STEVEN A MOWBRAY SCOTT OLLER. BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY JOSEPH S PILVER. STEPHEN B REESE MICHAEL C ROSSMAN JAMES F RUDZINSKI JR JESSE E RUND BRADLEY A RUSH JOSHUA J SCHULTZ NICHOLAS A SILVAS	ARSF.  USDEJE.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  USD.  ARSF.  ARSF.  ARSF.  ARSF.  CRSD.  UPRF.  UPRF.  UPRF.  UPRF.  LUPRF.  L	.1396 2010 258 2010 258 2010 2012
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONTEDRISIO STEVEN A MOWBRAY SCOTT OLLER. BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY JOSEPH S PILVER. STEPHEN B REESE MICHAEL C ROSSMAN JAMES F RUDZINSKI JR JESSE E RUND BRADLEY A RUSH JOSHUA J SCHULTZ NICHOLAS A SILVAS	ARSF.  USDEJE.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  USD.  ARSF.  ARSF.  ARSF.  ARSF.  CRSD.  UPRF.  UPRF.  UPRF.  UPRF.  LUPRF.  L	.1396 2010 258 2010 258 2010 2012
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONTEDRISIO STEVEN A MOWBRAY SCOTT OLLER. BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY JOSEPH S PILVER STEPHEN B REESE MICHAEL C ROSSMAN JAMES F RUDZINSKI JR. JESSE E RUND. BRADLEY A RUSH JOSHUA J SCHULTZ NICHOLAS A SILVAS SCOTT SMITH JOHN E SPICER AL BERT A STANI FY	ARSF. USDEJE. UPRF. UPRF. UPRF. UPRF. UPRF. UPRF. UPRF. UPRF. UPRF. USD. ARSF. ALL ARSF. USD. ARSF. LUSD. ARSF. ARSF. USD. ARSF. ALL ARSF. USD. ARSF. ALL ARSF. ARSF. USD. ARSF. ALL ARSF. ARSF. ALL ARSF. ARSF. ALL ARSF. ARS	.1396 2010 258 2010 258 2010
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONTEDRISIO STEVEN A MOWBRAY SCOTT OLLER BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY JOSEPH S PULVER STEPHEN B REESE MICHAEL C ROSSMAN JAMES F RUDZINSKI JR JESSE E RUND BRADLEY A RUSH JOSHUA J SCHULTZ NICHOLAS A SILVAS SCOTT SMITH JOHN E SPICER ALBERT A STANLEY JONATHAN D STETSON.	ARSF.  USDEJE.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  USD.  ARSF.  ARSF.  ARSF.  ALL.  ARSF.  LUBD.  ARSF.  ALL  UPRF.  UPRF.  USD.  ARSF.  ALL  UPRF.  USD.  ARSF.  ALL  USDEJE.  ALL  USDEJE.	.1396 2010 258 2010 258 2010
MARK A MC GEORGE PAUL J MC GRATH. SHERMAN C MILLER. BRANDON R MILLER. NICHOLAS MONTEDRISIO. STEVEN A MOWBRAY. SCOTT OLLER. BRADLEY J PEDERSEN MARK PELLEGRINO. JESSE J PETRI. WILLIAM E PLUT. ROY S POSADNY. JOSEPH S PULVER. STEPHEN B REESE. MICHAEL C ROSSMAN. JAMES F RUDZINSKI JR. JESSE E RUND BRADLEY A RUSH. JOSHUA J SCHULTZ. NICHOLAS A SILVAS. SCOTT SMITH. JOHN E SPICER. ALBERT A STANLEY. JONATHAN D STETSON.	ARSF. USDEJE. UPRF. UPRF. UPRF. ALL. UPRF. UPRF. UPRF. UPRF. UPRF. ARSF. ARSF. ARSF. ALL. ARSF. ARSF. ALL. UPRF. ARSF. ALL. UPRF. ALL. UPRF. ALL. UPRF. ALL UPRF. ALL UPRF. ALL UPRF. ALL UPRF. ALL USDEJE. USDEJE. USDEJE.	.1396 2010 258 2010 258 2010 2010 2011 2010 2011 2010 2011 2010 2015 2010 2016 2010 2016 2010 2016 2010 2016 2010 2016 2010 2016 2010 2016 2010 2016 2010 2013 2010 3036 2010 358 2010 358 2010 358 2010 358 2010 358 2010 358 2010 358 2010 358 2010 358 2010 358 2010 358 2010 358 2010
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER SHERMAN C MILLER NICHOLAS MONTEDRISIO STEVEN A MOWBRAY SCOTT OLLER BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY JOSEPH S PULVER STEPHEN B REESE MICHAEL C ROSSMAN JAMES F RUDZINSKI JR JESSE E RUND. BRADLEY A RUSH JOSHUAJ SCHULTZ NICHOLAS A SILVAS SCOTT SMITH JOHN E SPICER ALBERT A STANLEY JONATHAN D STETSON BRADLEY A STROH JAMIE S STOMHALL JONATHAN D STETSON BRADLEY A STROH JAMIE S SUMRALL	ARSF. USDEJE. UPRF. USD. ARSF. ARSF. USD. ARSF. ALL ARSF. ARSF. UPRF. ARSF. UPRF. ARSF. UPRF. UPRF. UPRF. USDEJE. UPRF. ALL USDEJE. USDEJE. USDEJE. USDEJE. USDEJE.	.1396 2010 258 2010 2015 2010 2010 2011 2010 201
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER BRANDON R MILLER NICHOLAS MONTEDRISIO STEVEN A MOWBRAY SCOTT OLLER BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY JOSEPH S PULVER STEPHEN B REESE MICHAEL C ROSSMAN JAMES F RUDZINSKI JR JESSE E RUND BRADLEY A RUSH JOSHUA J SCHULTZ NICHOLAS A SILVAS SCOTT SMITH JOHN E SPICER ALBERT A STANLEY JONATHAN D STETSON BRADLEY A STROH JAMIES S UMRALL KEVIN G TRAVER	ARSF.  USDEJE.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  UPRF.  USDEJE.  UPRF.  USD.  ARSF.  ARSF.  ARSF.  CRSD.  UPRF.  USDEJE.  UPRF.  USDEJE.  ALL  USDEJE.	.1396 2010 258 2010 258 2010 2010 2011 2010 2011 2010 2015 2010 2015 2010 2015 2010 2016 2010 2016 2010
MARK A MC GEORGE PAUL J MC GRATH. SHERMAN C MILLER. NICHOLAS MONTEDRISIO. STEVEN A MOWBRAY. SCOTT OLLER. BRANDEN PJ PEDERSEN. MARK PELLEGRINO. JESSE J PETRI. WILLIAM E PLUT. ROY S POSADNY. JOSEPH S PULVER. STEPHEN B REESE MICHAEL C ROSSMAN. JAMES F RUDZINSKI JR. JESSE E RUND BRADLEY A RUSH. JOSHUAL J SCHULTZ. NICHOLAS A SILVAS. SCOTT SMITH. JOHN E SPICER ALBERT A STANLEY. JOHN E SPICER JAMIE S SUMRALL KEVIN G TARVER.	ARSF. USDEJE. UPRF. ARSF. USDEJE. ARSF. AR	.1396 2010 258 2010 258 2010 2011 2011 2010 2011 2010
MARK A MC GEORGE PAUL J MC GRATH SHERMAN C MILLER STEVEN A MOWBRAY SCOTT OLLER BRADLEY J PEDERSEN MARK PELLEGRINO JESSE J PETRI WILLIAM E PLUT ROY S POSADNY JOSEPH S PULVER STEPHEN B REESE MICHAEL C ROSSMAN JAMES F RUDZINSKI JR. JESSE E RUND. BRADLEY A RUSH JOSHUAJ SCHULTZ NICHOLAS A SILVAS SCOTT SMITH JOHN E SPICER ALBERT A STANLEY JONATHAN D STETSON BRADLEY A STROH JAMIE S SUMRALL KEVIN G TARVER ERIC L TAYLOR	ARSF. USDEJE. UPRF. UPRF. UPRF. UPRF. UPRF. UPRF. UPRF. UPRF. UPRF. USDEJE.	.1396 2010 258 2010 2010 2010 2010 2011 2010 2011 2010
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RYAN BENNETT	.ARSF	1259	. 2005
CHARLES W BERTANI			
ALLEN W BLACK			
RANDOLPH S BOMBERGER.			
CODY BOONE			
JARED L BRACKENBURY	.USD	1020	. 2005
DARRELL P BREEDEN	.AF-SW	2717	2005
CLARENCE H BROCKERT			
MATTHEW BRONNER JR			
GARY M BROWN			
JEWELL A BROWN JR DARYL L BRUNELLE			
SETH A BURCHETT			
ARTHUR L BUTTS			
ROBERT C BYNUM			
ANDREW G CAHUANA			
DON D CALDWELL			
JERRY L CASTILLO			
STEVEN CASTONGUAY			
J J CIELOHA			
JONATHAN R CLARK	.ALL	201	. 2005
RUSSELL L CLARK			
MICHEAL R CLEARY			
JAMES F CLEMONS			
MATTHEW P CLEVENGER			
TROY S COOPER			
AGUSTIN CORDOVA			
DANIEL C CORLEY	.USD	1196	. 2005
CASEY P COWART	.ARSF	627	. 2005
DEREK S CREASEY			
TIMOTHY J CROSSLAND			
ALVIN B CURRY			
ELTON G DELP JR			
BRAD S DENNIS			
BRIAN S DINGUS			
GEORGE F DITZHAZY			
STEPHEN T DONCYSON	.ARSF	2307	. 2005
TYSON V DOOLITTLE			
JERRY D DUNCAN			
PHILLIP C EGAN JR			
MICHAEL J EISENHOWER			
KENNETH S ELLIFRITT			
TROY L ELSEA JEFFREY P EMBICK			
NICHOLAS G ESKRIDGE			
CRAIG P FERRARA			
ERICA F FOSTER			
BRANSON E FOULKS			
BILLY J GOEWEY	USDIC		
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FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN	.USDEJE .AF-SW .AF-SW	358 2717 1338	2005 2005
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FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS D GRIGSBY CHAD A HANNER RAY HARRIS JR. DEMARIO L HART BRYAN K HEFNER HENRY J HIDALGO JR. BRYAN N J HIGGS SHANE D HILL WILLIAM HOLLOWAY. CHARLES R HOPKINS BRIAN J HIGGES MATHEW K HUSSEY WESLEY T HUSTED MICHAEL J JACKSON. DAVID E JAMES MIKE D JAMISON. JULIUS J JOHNSON JR CLIFTON L JONES ANDREW K JORDAN JD K BLLER THOMAS K LELLEY GENA S KLIMOV. KRAIC L KRAKOW.	USDEJE AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW ARSF AF-SW USD ARSF AF-SW USD ARSF AF-SW USD ARSF AF-SW USD ARSF AF-SW USD AT&SFF USD AT&SFF USD	358	2005 200
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FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN. CHRIS D GRIGSBY CHAD A HANNER. RAY HARRIS JR. DEMARIO L HART BRYAN K HEFFNER. HENRY J HIDALGO JR. BRYAN J HIGGS SHANE D HILL SHANE D HILL SHANE D HILL SHANE J HIDALGO JR. BRIAN J HUGHES MATHEW K HUSSEY WESLEY T HUSTED. MICHAEL J JACKSON. DAVID E JAMES MIKE D JAMISON. JULIUS J JOHNSON. DAVID L JOHNSON JR. CLIFTON L JONES ANDREW K JORDAN J D KELLER. THOMAS L KELLEY. GENA S KLIMOV. KETH R KOLKMAN. KRAIG L KRAKOW. JAMES E LAPLANT JR. ANTHONY R LARA	USDEJE	358	2005 200
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS D GRIGSBY CHAD A HANNER RAY HARRIS JR. DEMARIO L HART BRYAN K HEFFNER HENRY J HIDALGO JR. BRYAN J HIGGS SHANE D HILL WILLIAM HOLLOWAY. CHARLES R HOPKINS BRIAN J HUGHES MATHEW K HUSSEY WESLEYT HUSTED. MICHAEL J JACKSON. DAVID E JAMES MIKE D JAMISON. DAVID L JOHNSON JR. CLIFTON L JONES ANDREW K JORDAN J D KELLER THOMAS L KELLEY GENA S KLIMOV. KETIT R KOLKMAN. KRAIG L KRAKOW. JAMES E LAPLANT JR.	USDEJE AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW ARSF AF-SW USD ARSF AF-SW USD ARSF AF-SE USD AT&SFF USD AT&SFF USD AT&SFF USD ARSF	358	2005 200
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS D GRIGSBY CHAD A HANNER RAY HARRIS JR. DEMARIO L HART BRYAN K HEFTNER HENRY J HIDALGO JR. BRYAN N J HIGGS SHANE D HILL WILLIAM HOLLOWAY. CHARLES R HOPKINS. BRIAN J HIGGES MATHEW K HUSSEY WESLEY T HUSTED MICHAEL J JACKSON. DAVID E JAMES MIKE D JAMISON. JULIUS J JOHNSON JR CLIFTON L JONES ANDREW K JORDAN JD KELLER THOMAS K ELLEY. GENA S KLIMOV. KEITH R KOLKMAN. KRAIC L KRAKOW. JAMES E LAPLANT JR. ANTHONY R LARA ROBERT H LAYMAN.	USD_US_AF-SW	.358 1549 1338 1549 1338 1549 154	2005 200
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS D GRIGSBY CHAD A HANNER RAY HARRIS JR. DEMARIO L HART BRYAN K HEFFNER HENRY J HIDALGO JR. BRYAN J HIGGS SHANE D HILL WILLIAM HOLLOWAY. CHARLES R HOPKINS BRIAN J HUGHES MATHEW K HUSSEY WESLEY T HUSTED MICHAEL J JACKSON DAVID E JAMES MIKE D JAMISON DAVID E JAMES MIKE D JAMISON JULIUS J JOHNSON JR. CLIFTON L JONES ANDREW K JORDAN J D KELLER THOMAS L KELLEY GENA S KIMOV KETTH R KOLKMAN KRAIG L KRAKOW JAMES E LAPLANT JR. ANTHONY R LARA ROBERT H LAYMAN KENNETH B LEONARD	USDEJE AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW ARSF ARSF USD USD USD USD AF-SW USD USD AF-SW AF-SW USD AF-SW	358	2005 200
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN. CHRIS D GRIGSBY CHAD A HANNER. RAY HARRIS JR. DEMARIO L HART BRYAN K HEFFNER. HENRY J HIDDALGO JR. BRYAN J HIGGS SHANE D HILL WILLIAM HOLLOWAY. CHARLES R HOPKINS. BRIAN J HUGHES. MATHEW K HUSSEY WESLEY T HUSTED. MICHAEL J JACKSON. DAVID E JAMES MIKE D JAMISON. JULIUS J JOHNSON JR. CLIFTON L JONES. ANDREW K JORDAN. J D KELLER. THOMAS L KELLEY. GENA S KLIMOV. KETH R KOLKMAN. KRAIG L KRAKOW. JAMES E LAPLANT JR. ANTHONY R LARA ROBERT H LAYMAN. KENNETH B LEONARD.	USDEJE AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AR-SW AR-SW AR-SW ARSF ARSF UPD USD USD AF-SW WCSD USD AF-SW USD AF-SW USD AF-SW USD ARSF AF-SE USD AT&SFF USD AT&SFF USD ARSF AF-SE USD ARSF ARSF ARSF ARSF ARSF ARSF AF-SW USD USD USD USD USD ARSF ARSF AF-SW USD ARSF AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW	.358 1549 1338 1549 1549 1549 1549 1549 1549 1549 1520 1521 1521 1521 1521 1521 1521 1522 152	2005 200
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS O GRIGSBY CHAD A HANNER RAY HARRIS JR. DEMARIO L HART BRYAN K HEFTNER HENRY J HIDALGO JR. BRYAN J HIGGS SHANE O HILL WILLIAM HOLLOWAY CHARLES R HOPKINS BRIAN J HIGGS MATHEW K HUSSEY WESLEY T HUSTED MICHAEL J JACKSON JULIUS J JOHNSON JULIUS J JOHNSON JULIUS J JOHNSON JR CLIFTON L JONES ANDREW K JORDAN J D KELLER THOMAS K LIMOV KEITH R KOLKMAN KRAIG L KRAKOW JAMES E LAPLANT JR ANTHONY R LARA ROBERT H LAYMAN KENNETH B LEONARD	USDEJE AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW ARSF AF-SW USD ARSF AF-SW USD ARSF AF-SW USD AF-SW AF-SW USD AF-SW AF-SW AF-SW AF-SW ARSF AF-SW ARSF AF-SW	358	2005 200
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS O GRIGSBY CHAD A HANNER RAY HARRIS JR. DEMARIO L HART BRYAN K HEFTNER HENRY J HIDALGO JR. BRYAN J HIGGS SHANE O HILL WILLIAM HOLLOWAY CHARLES R HOPKINS BRIAN J HIGGS MATHEW K HUSSEY WESLEY T HUSTED MICHAEL J JACKSON JULIUS J JOHNSON JULIUS J JOHNSON JULIUS J JOHNSON JR CLIFTON L JONES ANDREW K JORDAN J D KELLER THOMAS K LIMOV KEITH R KOLKMAN KRAIG L KRAKOW JAMES E LAPLANT JR ANTHONY R LARA ROBERT H LAYMAN KENNETH B LEONARD	USDEJE AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW ARSF AF-SW USD ARSF AF-SW USD ARSF AF-SW USD AF-SW AF-SW USD AF-SW AF-SW AF-SW AF-SW ARSF AF-SW ARSF AF-SW	358	2005 200
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS D GRIGSBY CHAD A HANNER RAY HARRIS JR. DEMARIO L HART BRYAN K HEFFNER HENRY J HIDALGO JR. BRYAN J HIGGS SHANE D HILL WILLIAM HOLLOWAY. CHARLES R HOPKINS BRIAN J HIGHES MATHEW K HUSSEY WESLEY T HUSTED MICHAEL J JACKSON DAVID E JAMES MIKE D JAMISON DAVID E JAMES MIKE D JAMISON JULIUS J JOHNSON JR. CLIFTON L JONES ANDREW K JORDAN J D KELLER THOMAS L KELLEY GENA S K LIMOV KEITH R KOLKMAN KRAIG L KRAKOW JAMES E LAPLANT JR ANTHONY R LARA ROBERT H LAYMAN KENNETH B LEONARD TIMOTHY W LEWALLEN JERICHO L LINDEMAN KENNETH B LEONARD TIMOTHY W LEWALLEN JERICHO L LINDEMAN	USDEJE AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW ARSF ARSF ARSF UPRF USD USD USD USD USD USD AF-SW WCSD USD AF-SW USD AF-SW USD AF-SW USD ARSF AF-SE USD ATASFF AF-SE USD ATASFF AF-SE USD ATASFF AF-SE USD AF-SW USD ARSF AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SE ARSF AF-SW	.358 1549 1338 1549 154	2005 2005 2005 2005 2006 200
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS D GRIGSBY CHAD A HANNER RAY HARRIS JR. DEMARIO L HART BRYAN K HEFFNER HENRY J HIDALGO JR. BRYAN J HIGGS SHANE D HILL WILLIAM HOLLOWAY. CHARLES R HOPKINS BRIAN J HUGHES MATHEW K HUSSEY WESLEYT HUSTED. MICHAEL J JACKSON. DAVID E JAMES MIKE D JAMISON. JULIUS J JOHNSON. JULIUS J JOHNSON JR CLIFTON L JONES ANDREW K JORDAN J D KELLER THOMAS L KELLEY. GENAS K LIMOV. KEITH R KOLKMAN. KENTER K KARKOW JAMES E LAPLANT JR. ANTHONY R LARA ROBERT H LAYMAN. KENNETH B LEONARD. TIMOTHY W LEWALLEN. JERICHO L LINDEMAN. KENNETH B LEONARD. TIMOTHY W LEWALLEN. JERICHO L LINDEMAN. KENNETH B LEONARD. TIMOTHY W LEWALLEN. JOSE J LOPEZ. MICHAEL R LYNCH.	USD_USD_ARSF_USD_USD_USD_USD_USD_USD_USD_USD_USD_USD	.358	2005 2005 2005 2005 2008 200
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS D GRIGSBY CHAD A HANNER RAY HARRIS JR DEMARIO L HART BRYAN K HEFFNER HENRY J HIDALGO JR BRYAN J HIGGS SHANE D HILL WILLIAM HOLLOWAY CHARLES R HOPKINS BRIAN J HUGHES MATHEW K HUSSEY WESLEY T HUSTED MICHAEL J JACKSON DAVID E JAMES MIKE D JAMISON JULIUS J JOHNSON JULIUS J JOHNSON DAVID L JOHNSON JR CLIFTON L JONES ANDREW K JORDAN J D KELLER THOMAS L KELLEY GENA S KLIMOV KEITH R KOLKMAN KENATH B LEONARD THOMAS L KELLEY GENA S KLIMOV KEITH R KOLKMAN KENATH B LEONARD TIMOTHY W LEWALLEN JERICHO L LINDEMAN KENNETH B LEONARD TIMOTHY W LEWALLEN JERICHO L LINDEMAN ANTHONY R LARA ROBERT H LAYMAN KENNETH B LEONARD TIMOTHY W LEWALLEN JERICHO L LINDEMAN DAVID T LOCKE JOSE J LOPEZ JOSE J LOPEZ JOSE J LOPEZ JOSE J LOPEZ BRIAN W MAHAN MICHAEL E MANBECK	USDEJE AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW ARSF ARSF ARSF USD USD USD USD AF-SW WCSD USD USD AF-SW USD ARSF AF-SE USD ARSF AF-SE USD ARSF AF-SW USD ARSF AF-SW USD AF-SW USD AF-SW USD AF-SW AF-SW USD AF-SW AF-SW USD AF-SW AF-SW AF-SW USD AF-SW	.358 1549 1338 1549 154	2005 200
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS D GRIGSBY CHAD A HANNER RAY HARRIS JR. DEMARIO L HART BRYAN K HEFFNER HENRY J HIDALGO JR. BRYAN J HIGGS SHANE D HILL WILLIAM HOLLOWAY CHARLES R HOPKINS BRIAN J HUGHES MATHEW K HUSSEY WESLEY T HUSTED MICHAEL J JACKSON DAVID E JAMES MIKE D JAMISON JULIUS J JOHNSON JULIUS J JOHNSON JO	USD_USD_ARSF_USD_USD_USD_USD_USD_USD_USD_USD_USD_USD	.358	2008 2005 2005 2005 2008 200
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS D GRIGSBY CHAD A HANNER RAY HARRIS JR DEMARIO L HART BRYAN K HEFFNER HENRY J HIDALGO JR BRYAN J HIGGS SHANE D HILL WILLIAM HOLLOWAY CHARLES R HOPKINS BRIAN J HUGHES MATHEW K HUSSEY WESLEY T HUSTED MICHAEL J JACKSON DAVID E JAMES MIKE D JAMISON JULIUS J JOHNSON JULIUS J JOHNSON DAVID L JOHNSON JR CLIFTON L JONES ANDREW K JORDAN J D KELLER THOMAS L KELLEY GENA S KLIMOV KEITH R KOLKMAN KENATH B LEONARD THOMAS L KELLEY GENA S KLIMOV KEITH R KOLKMAN KENATH B LEONARD TIMOTHY W LEWALLEN JERICHO L LINDEMAN KENNETH B LEONARD TIMOTHY W LEWALLEN JERICHO L LINDEMAN ANTHONY R LARA ROBERT H LAYMAN KENNETH B LEONARD TIMOTHY W LEWALLEN JERICHO L LINDEMAN DAVID T LOCKE JOSE J LOPEZ JOSE J LOPEZ JOSE J LOPEZ JOSE J LOPEZ BRIAN W MAHAN MICHAEL E MANBECK	USD_USD_ARSF_USD_USD_USD_USD_USD_USD_USD_USD_USD_USD	.358	2008 2005 2005 2005 2008 200
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS D GRIGSBY CHAD A HANNER RAY HARRIS JR DEMARIO L HART BRYAN K HEFFNER HENRY J HIDALGO JR BRYAN J HIGGS SHANE D HILL WILLIAM HOLLOWAY CHARLES R HOPKINS BRIAN J HUGHES MATHEW K HUSSEY WESLEY T HUSTED MICHAEL J JACKSON DAVID E JAMES MIKE D JAMISON JULIUS J JOHNSON JULIUS J JOHNSON JULIUS J JOHNSON JOHNSON JR CLIFTON L JONES ANDREW K JORDAN J D KELLER THOMAS L KELLEY GENA S KLIMOV KEITH R KOLKMAN KENATH R KOLKMAN KENNETH B LEONARD TIMOTHY W LEWALLEN JERICHO L LINDEMAN KENNETH B LEONARD TIMOTHY W LEWALLEN JSERICHO LINDEMAN DAVID T LOCKE JOSE J LOPEZ JOSE J LOPEZ MICHAEL R LINCH BRIAN W MAHAN MICHAEL B LINCH BRIAN W MAHAN MICHAEL E LINCH BRIAN W MAHAN MICHAEL E LINCH BRIAN W MAHAN MICHAEL E MANBECK JOHN C MAPLES DOUGLAS H MARTIN RANDY M CONALD	USDEJE AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW ARSF ARSF ARSF USD USD USD USD AF-SW WCSD USD AF-SW USD AF-SW USD AF-SW USD AF-SW AF-SW USD AF-SW AF-SW USD ARSF AF-SE USD ARSF AF-SE USD ARSF AF-SE USD ARSF AF-SW USD AF-SW AF-SW AF-SW AF-SW AF-SW BURNOR AF-SW AF-SW BURNOR AF-SW	.358 1549 1338 1549 1338 1549 1559 155	. 2008.
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS D GRIGSBY CHAD A HANNER RAY HARRIS JR. DEMARIO L HART BRYAN K HEFFNER HENRY J HIDALGO JR. BRYAN J HIGGS SHANE D HILL WILLIAM HOLLOWAY CHARLES R HOPKINS BRIAN J HUGHES MATHEW K HUSSEY WESLEY T HUSTED MICHAEL J JACKSON DAVID E JAMES MIKE D JAMISON JULIUS J JOHNSON JULIUS J JOHNSON JR CLIFTON L JONES ANDREW K JONES ANDREW K JONES MATHOW K JONES ANDREW K JONES MATHON JONES	USD_USD_AF-SW_AF-SW_USD_AF-SW_USD_USD_USD_USD_USD_USD_USD_USD_USD_USD	.358	. 2008.
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS O GRIGSBY CHAD A HANNER RAY HARRIS JR. DEMARIO L HART BRYAN K HEFFNER HENRY J HIDALGO JR. BRYAN J HIGGS SHANE O HILL WILLIAM HOLLOWAY. CHARLES R HOPKINS BRIAN J HIGGES MATHEW K HUSSEY WESLEY T HUSTED. MICHAEL J JACKSON. DAVID E JAMES MIKE D JAMISON. JULIUS J JOHNSON. JULIUS J JOHNSON. JOHNSON JR CLIFTON L JONES ANDREW K JORDAN JD KELLER THOMAS L KELLEY. GENA S KLIMOV. KEITH R KOLKMAN. KENNET H B LEONARD. TIMOTHY W LEWALLEN JERICHON JR KRAIG L KRAKOW JAMES E LAPLANT JR. ANTHONY R LARA NOBERT H LAYMAN. KENNETH B LEONARD. TIMOTHY W LEWALLEN. JERICHO L LINDEMAN JOSE J LOPEZ. MICHAEL R LYNCH. JEFF D MAGNUSON BIRIAN W MAHAN. MICHAEL E MANBECK. JOHN C MAPLES. DOUGLAS H MARTIN. RANDY T MC DONALD RENNALD HARNIN. RENNALD R MARTIN. RANDY T MC DONALD RONALD HARNIN. REVNALDO A MENDEZ.	USDEJE AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AF-SW AR-SW AR-SW ARSF USD USD USD USD AF-SW WCSD USD AF-SW USD AF-SW USD AF-SW USD ARSF AF-SE USD ARSF AF-SE USD ARSF AF-SW USD ARSF AF-SW USD ARSF AF-SW USD ARSF AF-SW USD AF-SW USD AF-SW AF-S	.358 1349 1349 135	. 2008 . 2008
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS D GRIGSBY CHAD A HANNER RAY HARRIS JR. DEMARIO L HART BRYAN K HEFFNER HENRY J HIDALGO JR. BRYAN J HIGGS SHANE D HILL WILLIAM HOLLOWAY. CHARLES R HOPKINS BRIAN J HIGGES MATHEW K HUSSEY WESLEY T HUSTED. MICHAEL J JACKSON. DAVID E JAMES MIKE D JAMISON. DAVID E JAMES MIKE D JAMISON. JULIUS J JOHNSON. DAVID L JOHNSON JR. CLIFTON L JONES ANDREW K JORDAN JD KELLER THOMAS L KELLEY. GENA S KLIMOV. KEITH R KOLKMAN. KENTH B LEONARD. TIMOTHY LAWAN. KENNETH B LEONARD. TIMOTHY W LEWALLEN. JERICHO L LINDEMAN DAVID T LOCKE. JOSE J LOPEZ. MICHAEL TYNCH. JEFF D MAGNUSON BRIAN W MAHAN. MICHAEL LYNCH. JEFF D MAGNUSON BRIAN W MAHAN. MICHAEL LYNCH. JEFF D MAGNUSON BRIAN W MAHAN. MICHAELE HANDECK. JOHN G MAPLES. DOUGLAS H MARTIN. RANDY T MC DONALD RONALD L MEANS. REYNALD O A MENDEZ. HOWARD E MINTON JR.	USD_USD_AR-SW. AF-SW. AF-SW. AF-SW. AF-SW. AF-SW. AF-SW. AR-SW. AR-SW. AR-SW. USD. AR-SW. USD. USD. AR-SW. AF-SW. AF-SW. AF-SW. AF-SW. AF-SW. AF-SW. AF-SW. AF-SW. AR-SW.	.358	. 2008 . 2008
FABIAN GONZALEZ JOSEPH K GRAY PATRICK S GREEN CHRIS O GRIGSBY CHAD A HANNER RAY HARRIS JR. DEMARIO L HART BRYAN K HEFFNER HENRY J HIDALGO JR. BRYAN J HIGGS SHANE O HILL WILLIAM HOLLOWAY. CHARLES R HOPKINS BRIAN J HIGGES MATHEW K HUSSEY WESLEY T HUSTED. MICHAEL J JACKSON. DAVID E JAMES MIKE D JAMISON. JULIUS J JOHNSON. JULIUS J JOHNSON. JOHNSON JR CLIFTON L JONES ANDREW K JORDAN JD KELLER THOMAS L KELLEY. GENA S KLIMOV. KEITH R KOLKMAN. KENNET H B LEONARD. TIMOTHY W LEWALLEN JERICHON JR KRAIG L KRAKOW JAMES E LAPLANT JR. ANTHONY R LARA NOBERT H LAYMAN. KENNETH B LEONARD. TIMOTHY W LEWALLEN. JERICHO L LINDEMAN JOSE J LOPEZ. MICHAEL R LYNCH. JEFF D MAGNUSON BIRIAN W MAHAN. MICHAEL E MANBECK. JOHN C MAPLES. DOUGLAS H MARTIN. RANDY T MC DONALD RENNALD HARNIN. RENNALD R MARTIN. RANDY T MC DONALD RONALD HARNIN. REVNALDO A MENDEZ.	USD_USD_AR-SW. AF-SW. AF-SW. AF-SW. AF-SW. AF-SW. AF-SW. AR-SW. AR-SW. AR-SW. USD. AR-SW. USD. USD. AR-SW. AF-SW. AF-SW. AF-SW. AF-SW. AF-SW. AF-SW. AF-SW. AF-SW. AR-SW.	.358	. 2008 . 2008

DAVID L MITCHELL	ARSF	.551 2005
MIGUEL MONDRAGON	.UPRF	.2857 2005
MARIO A MONTOYA	.USD	.700 2005
NATHAN W MORRISON	.ARSF	.1396 2005
PEDRO P MUNOZ		
GREGORY R MURPHY		
KENNETH C MURRAY		
BRUCE G MURRAY		
GLYNN R NEEL		
COREY T NOEL		
JOSHUA D OFFUTT MARION E OLSON III		
SCOTT B PADGETT		
JUSTIN G PARMENTER		
BRANDON S PATTERSON		
JESSIE W PERKINS		
JEFFREY PERRY		
LEWIS L POLLARD JR		
JOEL PULIDO		
RONNIE E PURVIS II	ARSE	660 2005
JOSE L RAMIREZ JR		
PERRY A RAPIER		
JASON S RAYDER		
KEVIN M RIVELL		
JONATHAN D ROACH		
CARLOS ROCHASR		
KARL M RODMYRE		
LORENZO RODRIGUEZ		
GEORGE RODRIGUEZ III		
DUSTIN V ROGERS		
ERICH A ROTHAUSEN		
JAMES P RYAN		
CARLOS X SAMPSON		
JOEY W SANDLIN	.AT&SFF	.2033 2005
JAPHETH P SANDOVAL	.USD	.1020 2005
SHAWN T SANDUSKY	.ARSF	.636 2005
EDDIE R SEAL JR	.USD	.1402 2005
RICKY L SHARPE	.ARSF	.627 2005
KURT M SHELTON		
CHRISTOPHER SHELTON	.ARSF	.537 2005
KEVIN E SHEPPARD	.USD	.508 2005
JESSE J SHIELDS		
LARRY W SHOEMAKER		
EDDIE L SILAS		
SHANE J SLOAN		
MATTHEW P SMITH	.USD	
RYAN T SMITH		.599 2005
STEVEN N SOFONIA	.USD	.599 2005 .1227 2005
STEVEN N SOFONIA BRIAN K STANBROUGH	.USD	.599 2005 .1227 2005 .1862 2005
STEVEN N SOFONIA BRIAN K STANBROUGH MICHAEL A STEPHENS	.USD .USD .ARSF	.599 2005 .1227 2005 .1862 2005 .627 2005
STEVEN N SOFONIABRIAN K STANBROUGH MICHAEL A STEPHENS James E Stogsdill	.USD .USD .ARSF .USD	.599 2005 .1227 2005 .1862 2005 .627 2005 .1517 2005
STEVEN N SOFONIABRIAN K STANBROUGH	.USD	.599 2005 .1227 2005 .1862 2005 .627 2005 .1517 2005 .968 2005
STEVEN N SOFONIA	.USD	.599 2005 .1227 2005 .1862 2005 .627 2005 .1517 2005 .968 2005
STEVEN N SOFONIABRIAN K STANBROUGHMICHAEL A STEPHENSJames E StogsdillDERICK W TOBIASMARCO A VALENZUELARODNEY D WADDELL	.USD	.599 2005 .1227 2005 .1862 2005 .627 2005 .1517 2005 .968 2005 .473 2005
STEVEN N SOFONIA	.USD	.599 2005 .1227 2005 .1862 2005 .627 2005 .1517 2005 .968 2005 .473 2005 .580 2005
STEVEN N SOFONIA. BRIAN K STANBROUGH MICHAEL A STEPHENS. James E Stogsdill DERICK W TOBIAS. MARCO A VALENZUELA RODNEY D WADDELL JOHN K WALKER B C WALKER	.USD	.599 2005 .1227 2005 .1862 2005 .627 2005 .1517 2005 .968 2005 .473 2005 .580 2005 .1165 2005
STEVEN N SOFONIA. BRIAN K STANBROUGH. MICHAEL A STEPHENS. James E Stogsdill. DERICK W TOBIAS. MARCO A VALENZUELA. RODNEY D WADDELL. JOHN K WALKER. B C WALKER. MIKE D WALLS.	.USD	.599 2005 .1227 2005 .1862 2005 .627 2005 .1517 2005 .968 2005 .580 2005 .580 2005 .450 2005
STEVEN N SOFONIA	.USD	.599 2005 .1227 2005 .1862 2005 .627 2005 .1517 2005 .968 2005 .473 2005 .580 2005 .450 2005 .450 2005 .580 2005
STEVEN N SOFONIA. BRIAN K STANBROUGH MICHAEL A STEPHENS. James E Stogsdill DERICK W TOBIAS. MARCO A VALENZUELA. RODNEY D WADDELL JOHN K WALKER B C WALKER MIKE D WALLS. THOMAS L WARNER JR DEREK W WILLIAMS.	. USD	.599 2005 .1227 2005 .1862 2005 .627 2005 .1517 2005 .968 2005 .473 2005 .1165 2005 .450 2005 .580 2005 .580 2005 .580 2005
STEVEN N SOFONIA. BRIAN K STANBROUGH. MICHAEL A STEPHENS. James E Stogsdill. DERICK W TOBIAS. MARCO A VALENZUELA. RODNEY D WADDELL. JOHN K WALKER. B C WALKER. MIKE D WALLS. THOMAS L WARNER JR. DEREK W WILLIAMS. ROBERT D WILLIAMS.	. USD	.599 2005 .1227 2005 .1862 2005 .627 2005 .1517 2005 .968 2005 .473 2005 .1165 2005 .450 2005 .580 2005 .580 2005 .580 2005 .580 2005 .675 2005
STEVEN N SOFONIA. BRIAN K STANBROUGH MICHAELA STEPHENS James E Stogsdill DERICK W TOBIAS MARCO A VALENZUELA RODNEY D WADDELL JOHN K WALKER B C WALKER MIKE D WALLS THOMAS L WARNER JR DEREK W WILLIAMS ROBERT D WILLIAMS ROBERT D WILLIAMS	USD	.599 2005 .1227 2005 .1862 2005 .627 2005 .1517 2005 .968 2005 .580 2005 .450 2005 .450 2005 .2307 2005 .675 2005 .675 2005
STEVEN N SOFONIA. BRIAN K STANBROUGH MICHAEL A STEPHENS. James E Stogsdill DERICK W TOBIAS MARCO A VALENZUELA. RODNEY D WADDELL. JOHN K WALKER B C WALKER MIKE D WALLS THOMAS L WARNER JR DEREK W WILLIAMS ROBERT D WILLIAMS DEAN L WIRTZ TREVALE J WRIGHT	USD	.599 2005 .1227 2005 .1862 2005 .627 2005 .1517 2005 .473 2005 .580 2005 .580 2005 .580 2005 .580 2005 .675 2005 .675 2005 .675 2005 .1618 2005
STEVEN N SOFONIA. BRIAN K STANBROUGH. MICHAELA STEPHENS. James E Stogsdill. DERICK W TOBIAS. MARCO A VALENZUELA. RODNEY D WADDELL. JOHN K WALKER. B C WALKER. MIKE D WALLS. THOMAS L WARNER JR. DEREK W WILLIAMS. ROBERT D WILLIAMS. DEAN L WIRTZ. TREVALE J WRIGHT. RYAN J YORK.	USD	.599 2005 .1227 2005 .1862 2005 .627 2005 .1517 2005 .473 2005 .473 2005 .580 2005 .580 2005 .580 2005 .580 2005 .580 2005 .580 2005 .580 2005 .675 2005 .675 2005 .675 2005 .675 2005
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7	Merit Award	

JERID S ANDERSON	USD	1227 200
JOHN L BAGWELL	AF-SE	670 200
EDD C BARTLETT	USD	216 200
JOHN M BERGNER	USDEJE	358 200
RALPH T BOLIN	USD	874 200
K E BROWN	AF-SE	667 200
HAL J CARMICHAEL	BURL	1903 200
RICK A CARTER	AF-SE	1035 200
JOEL R CRANE	USD	686 200
HENRY H CURRINGTON	AF-SE	725 200
JARED E DAHLKE	USD	1227 200
TALMADGE J DIAL	AF-SW	1715 200
ROGELIO K EUSEBIO	USD	1227 200
CRAIG J FERRIER	AF-SW	564 200
SHANNON GAY	UPRF	3005 200
BILL J GLAZE	AF-SE	1509 200

CARLOS A GONZALEZ ARTE	AG	A USD 407
2000 RANDY G GOWER II	ADCE	4700 2000
PETER B HERRERA		
JOSHUA O LA FONTAINE		
TROY L LLOYD		
SALVADOR LOPEZ JR		
ULYSSES LYKES JR		
SAMUEL A MARQUEZ		
EDUARDO MARTINEZ JR		
CURT A MC CORD		
R S MC CURLEY		
DAVID J MC GRORY		
RUSSELL W MC MURTRY		
JEFFREY S MILLER		
PETER J MORRISSEY		
C R OWEN		
JEFFERY D OXFORD		
DONALD L PENN		
DAVID J RANUS		
JAY W READ		
Matt D Riddle		
B K ROBERTS		
CHAD A ROMBACH		
MICHAEL A ROMERO		
MARK A ROTH	USD	686 2000
JEFFERY B RUST		
GERARDO SALAZAR	USDIC	694 2000
ILDEFONZO SANCHEZ	USDIC	694 2000
GREG A SCHROEDER	USDIC	694 2000
ERIK SEPAUGH		
N P SIMERI	AF-SE	667 2000
ROBERT F SMITH	USDIC	652 2000
WILLIAM R THOMAS	AF-SE	670 2000
BRIAN P THOMPSON	AF-SE	409 2000
RHONDA J THOMPSON	USDEJE	358 2000
DOUGLAS E UHLIK	USD	700 2000
ROBERT M VIALPANDO		
CARL VINSON		
MICHAEL A WEATHERSBY	AF-SW	10112000



C V ASHLEY		
CHRISTOPHER L BURNHAM		
ROBERT J CAVES		
RAY E CLAYBORNE		
JEFFREY W COBURN		
JOHN R DAUGHERTY		
JOHN J ELLIOTT		
JAMES M ELROD		
DAVID W ENGLE		
JOHN R FERGUSON		
EDGAR M FERNANDEZ		
FRED A FINCH		
KENNETH W FORD		
TIMOTHY W FREEMAN		
JOSEPH A GRAHAM		
RYAN D GUSMAN		
MARK D GUSTAFSON		
ERIC J HATCH		
STEVEN D HILL		
TODD E HOLDINGHAUSEN		
DONALD D HOLMES		
SEAN P KILGORE		
ROBERT W LEE		
LARRY F LEWIS JR		
JOSEPH J LYNN		
C S MILES		
RUSSELL R MONTAMBO JR		
JESUS MONTANO		
LOUIS MURRAY		
WILLIAM S MYERS JR		
DALE F NICKERSON		
JEREMY G NUGENT		
ERIC OTTWELL		
SHAWN A OWENS		
BRUCE E PARKER		
STEPHEN PENA		
RONALD A POPP		
PHILLIP A RICHARDSON		
MARVIN N RINE		
MARK D RISNER		
JUAN RIVERA		
ANTHONY J ROBELLO		
BRIAN A RUSSELL		
JEFFREY L SANFORD	AT&SFF	2419 1995

ANTHONY M SAS	SSER	.AF-SW	1193 1995
MICHAEL D SCO	TT	.BURL	2621 1995
JOHN S SEXTON	١	.ARSF	1464 1995
FERNANDO R SI	LVA	.ALL	201 1995
CHARLES R SOV	VERS	.AT&SFF	.2439 1995
ROGER K STANI	DLEY	.BURNOR	.104 1995
TERRY D STEW	ART	.USDIC	.1539 1995
BRADLEY C STO	LBA	.AT&SFF	.2433 1995
BOWDY W STOV	VERS	.BURL	14 1995
MICHAEL E TAYL	OR JR	.AT&SFF	.2433 1995
GAYLE H TJADE	N	.BURL	1320 1995
CHRISTOPHER I	WIMMER	.ARSF	568 1995
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R A BALES	AF-SW	522 1990
TERRY L CARR	AF-SW	522 1990
DAVID A COURAGE	ALL	201 1990
TRACY E ESTES	AF-SW	1025 1990
BENJAMIN L HUTCHINSON	UPRF	3095 1990
TONY L LOWE	AF-SW	2432 1990
S T RECATTO III	ARSF	660 1990
ADAM C ROMBERG	AF-SW	522 1990
RENATO G RUFO	UPRF	228 1990
IAMES T SCHUSTER	UPRF	3082 1990
ANDREW L WETHERELL	UPRF	228 1990
SCOTT R WYSE	USD	2853 1990



RANDY L BONNARENS	AF-SW	996 1985
STEPHEN PENA	AF-SW	1021 1985
DENNIS P SANDIFER	AF-SW	564 1985
DONALD H SLOVAK	AF-SW	2286 1985
DAVID E SMITH	ARSF	529 1985
RONALD D SPEER	AF-SW	1193 1985



TRACY S ABBOTT	.AF-SE	885 1980
IORGE AGUIRRE	.USD	941 1980
K N BACON	.AT&SFF	.361 1980
GEORGE T BELL	.AF-SW	1715 1980
ROGELIO BERMEJO	.USD	1227 1980
DAVID BREEDING	.USD	11331980
DENNIS S BROOKS	.USD	.407 1980
MICHAEL W BROWN	.ARSF	567 1980
ALVIN BUCKHALTER	.AF-SE	2912 1980
ELAND J COTE	.AT&SFF	.2405 1980
HARRISON HOSTEEN	.USD	1020 1980
CASEY LARGO	.USD	1980
ED H LEESON	.ARSF	804 1980
RANK L MARQUEZ	.AT&SFF	.2415 1980
TIMOTHY MC CALL	.AF-SW	11001980
PIERSON P NEZ	.USD	.1020 1980
DENIS P O CONNELL	.ALL	201 1980
ROY L POWERS	.AF-SE	1857 1980
DAVID R ROCHON	.ALL	201 1980
TED RODRIGUEZ	.AT&SFF	.2413 1980
ASCENCION SANDOVAL	.AF-SW	1058 1980
IOE TSO	.AT&SFF	.2417 1980
OUIS WILLIAMS JR	.AT&SFF	.2400 1980
BOBBY J WOODY	.ARSF	525 1980
IONES YAZZIE	.AT&SFF	.2417 1980
ROY D YAZZIE	.AT&SFF	.2417 1980

#### ROLL OF HONOR



JOS	SH R BEHM	ALL	1042 1975
CH	ARLES E BENNETT	AF-SE	702 1975
GAI	RY L BURDICK	AT&SFF	361 1975
TEF	RRY CAMPBELL	AF-SE	139 1975
BRI	AN J DONNELLY	ALL	2779 1975
RE)	KFORD J HARMON	AT&SFF	1082 1975
MIC	HAEL E HENNING	BURNOR	144 1975
MIC	HAEL J KORMAN	ALL	891 1975
PAL	JL J MARZILLI JR	ALL	160 1975
CAF	RL NOMM	USD	2853 1975
MIC	HAEL E PRICE	AF-SE	992 1975
ALE	X SALING	AF-SE	2388 1975
CAI	MERON R SCHEMBER	USD	278 1975
VIC	TOR C SERAFINE SR	B&LE	11151965
ANI	DREW H SHELTON	AF-SE	670 1975
JAS	PER L SKEENS	ARSF	551 1975
LAN	MAR G SMITH	CRSD	2910 1975
KEI	TH A STOCKS	USDIC	1393 1975
JEF	RRY TULLY	AT&SFF	2417 1975
GAI	RY D WAKEFIELD	AT&SFF	1547 1975



KENNETH O BINGHAM	BURNOR	364 1970
TERRY CORDELL	BURL	1108 1970
TERRY L MAU	USD	11331970
JOHN R NOE	USD	1097 1970
TOMMY C PRITCHETT	USDIC	17 1970
DALE L STEEN	USD	1757 1970



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VICTOR C SERAFINE SR	B&LE	1115 1965	
RICHARD L TAYLOR	ARSF	301 1965	





#### TO TACKLE JOB STRESS

#### **Union First EAP Services**

- Free Helpline: Call 1-855-215-2023 for 24/7 support
- Confidential Counseling: Access professional help without affecting your job security
- Work-Life Resources: Free referral to trusted treatment specialists

#### **Know Your Rights**

- Job protection when seeking EAP services
- Confidentiality your employer won't be notified about your participation
- Accommodations, if needed

#### **Top-Rated Treatment Options**

- Evidence-based stress management programs
- Mental health counseling for depression, anxiety, and more
- Substance abuse treatment and recovery support

#### **Protecting Your Job While Getting Help**

- Use EAP services during non-work hours when possible
- Communicate with your union representative if you need accommodations



## FOLLOW THE BMWED ON SOCIAL MEDIA





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#### Brotherhood of Maintenance of Way Employes IBT

#### **OBJECTION PROCEDURES FOR EXPENDITURES NOT GERMANETO COLLECTIVE BARGAINING**

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 employs; 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 employs in the bargaining unit or employer representatives regarding working conditions, beautiful and contract richts. benefits and contract rights.
  - c. Convention expenses and other normal union internal governance and management expenses;
  - d. Social activities and union business meeting
  - 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;
  - 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 employs 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 PAAA 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 ilmiting 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 noncompliance 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.



of the International Brotherhood of Teamsters

Brotherhood of Maintenance of Way Employes Division 41475 Gardenbrook Road Novi, MI 48375-1328