



Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters

Tony D. Cardwell
President

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Secretary-Treasurer

October 12, 2023

RESOLUTION TO ESTABLISH BMWED NATIONAL HISPANIC CAUCUS

WHEREAS, Labor unions, community organizations, and social associations across the country have routinely created Hispanic Caucuses within their groups to create a network to promote cultural diversity and professional development of all their members, and,

WHEREAS, Hispanic Caucuses are groups with a long record of creating a supportive environment for the Latino/ Hispanic community, which contributes to the overall success of all types of organizations and their Members; and,

WHEREAS, several BMWED Union members have approached the BMWED National Division advocating for the creation of a BMWED Hispanic Caucus with numerous important goals such as: (1) inspiring individuals to improve and empower themselves and their families, thereby strengthening BMWED and our communities; (2) endorsing BMWED's interests of equality by promoting cultural awareness at the local, state and national levels thus creating and equitable society; (3) To foster awareness, understanding, and appreciation of the contributions of the Hispanic/Latino workers within the BMWED, and,

WHEREAS these same members advocate that forming this BMWED association will provide a platform to promote community service and conduct improvements and education programs in the communities of BMWED members,

Therefore, be it resolved, that the BMWED National Division hereby creates a BMWED National Division Hispanic Caucus with the following structure:

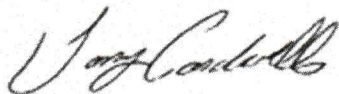
- (1) The BMWED Hispanic Caucus will have a President, Vice President, Secretary-Treasurer, and recording secretary and eight executive Board members (2 from each Region of the BMWED). The Executive Board shall have a chairperson, vice chairperson, and secretary.
- (2) Upon ratification of this resolution, the BMWED National Division President will appoint these Caucus Officers for an interim period of 4 months so that the Caucus may promote itself and have permanent elections of its officers 120 days from the date the National Division President Appoints these interim officers. Once the permanent officers are elected, the officers will serve a 4-year term.
- (3) The National Division will assist the officers in holding the first meeting of the Hispanic Caucus and any subsequent meetings. This first meeting will be by Video. The full

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- membership of the Caucus should meet once per year, with elections taking place every 4th year so that the officers are elected to four-year terms.
- (4) The interim Officers will provide a method for the nomination and election of officers 60 days before the first meeting, to be approved by the National Division President. The BMWED National Division will assist with nominations and elections, which do not have to occur at the meeting but can be done online.
 - (5) The Caucus will have two advisors to act as a liaison to the BMWED National Division. The Advisors shall consist of one National Division Officer and One officer at the System Level appointed by the BMWED President.
 - (6) During the 4-month interim period, the interim officers must make all efforts to promote and offer membership to all BMWED Members and Retirees. National Division will promote the Hispanic Caucus with a Social Media post and Email announcement.
 - (7) The interim Officers may create a set of policies and procedures by a majority vote of all 12 officers, but those policies and procedures may not be inconsistent with the National Division Bylaws, or interfere with System Division/Federation Bylaws. The policies and procedures must not conflict with this resolution and will be approved by the National Division President to ensure no conflicts.
 - (8) Before advertising open enrollment, the interim officers may establish an enrollment form and annual membership fee to help offset miscellaneous and other reasonable costs but not to exceed \$50 per year.
 - (9) All expenditures must be approved by a majority of the Executive Board with the President breaking any ties.
 - (10) Because this Caucus is under the BMWED umbrella, all normal handling of funds must apply. The accounts will be kept with the National Division who will make payments at the request of the Secretary-Treasurer after approval by the Executive Committee. The Secretary-Treasurer will forward all checks to the National Division for deposit into the Hispanic Caucus Account. The Secretary-Treasurer will be bonded with the assistance of the National Division.
 - (11) The Caucus does not have the authority to allow a member to be absent from work on the basis of union business. BMWED Bylaws and CBAs reserve this authority to the National Division President and General Chairpersons.
 - (12) The Caucus shall not endorse nor engage in political activity in any internal BMWED or IBT election.
 - (13) The BMWED National Hispanic Caucus must be self-sustaining and will not receive any funding from the National Division's General Fund.

Adopted October 12, 2023 by the BMWED National Division.



Tony Cardwell
President BMWED