Certain BLET members working for the nation’s four largest railroads will receive one day’s pay for each vacation and/or personal leave day they were forced to use instead of Family and Medical Leave Act (FMLA) leave. “We find that qualified grievants are entitled to receive a day’s pay at their then-normal rate for each day the vacation or personal leave day was taken without the employees’ consent,” the panel stated.

The panel ruled previously that the carriers’ policies regarding substitution of paid leave for FMLA leave in certain circumstances was “procedurally invalid.” The remedy brings to a conclusion a case that began more than five years ago when four Class I rail carriers instituted a practice that forced workers to use paid leave for FMLA leave in violation of the national vacation and/or national personal leave agreements.

At the hearing, the union position was that each employee who was forced to use paid leave for FMLA leave should receive a day’s pay for each day the vacation or personal leave agreement was violated. “Affected employees were denied their contractual right to determine when and how to use their vacation time and personal leave, and employees lost the ability to take time off for family and social events as they had planned,” the panel wrote in its June 1 decision. “This lost time cannot be recreated.”

In general terms, a basic day’s pay is considered traditional remedy in the railroad industry for violations of collective bargaining agreements where no remedy is specified. At the April 21 hearing, the unions successfully argued for application of this remedy to the carriers’ violation of the national agreements.

“The payment of a day’s pay is proper for the violation of the rule not as a penalty, but compensatory damages which will deter the Carrier from complete disregard of its obligation,” the panel determined.

The real heroes are the men and women of the BLET who never gave up the fight over all these years; the members who filed the claims; the Local Chairman who appealed the denials; and the General Chairman who progressed the cases.

— President Rodzwicz

Continued on page 4
The Unique Challenge of Occupational Diseases

The attempt by railroads to avoid their legal responsibilities to workers suffering from occupational diseases is seemingly endless. By virtue of the insidious onset of the diseases, the frequency of occurrence and the resulting disability, occupational illnesses pose the greatest long term health risk to railroad employees. Occupational illnesses encompass hearing loss, musculoskeletal conditions, neurological disorders, and various cancers due to unprotected exposures in the workplace.

These distinct health problems could have been prevented had the railroads implemented effective conservation and surveillance programs. Instead, under the guise of "medical programs," railroads have managed only to adopt superficial safety programs that serve to blame the workers for their injuries. Incredibly, driven to avoid claims rather than ensure worker health and safety, railroads now deny the existence of the very conditions they are supposed to prevent.

Noise induced hearing loss, the most insidious of all occupational diseases, railroads have known for decades of the causal relationship between occupational noise and disabling hearing loss, railroads have failed to measure the known risk probabilities for individuals, inform affected employees of their identified risks, competently measure field exposure levels, engineer possible solutions, attenuate noise at the sources, adopt work place rules to reduce daily exposures, consistently assess employee hearing, collect data on extent of worker injuries, and evaluate the effectiveness of protective devices.

Most importantly, railroads have failed to accurately inform employees of the nature, extent and likely cause of past or continuing losses. Instead, by the post-audometric notices, railroads have misled thousands of workers about their real in jury and its cause. For the sake of the members we represent, these failures in the name of claims avoidance must be overcome.

Railroads capitalize on these aspects to deny claims and blame workers. The challenge to us is to intervene and educate BLET members on their risks and the recognizable characteristics of occupational disease so that they can obtain appropriate medical care, reduce their exposures to further harmful exposures and obtain compensation under the FELA. They need to know that the company programs will not protect them from known consequences of dangers in the work place. History has demonstrated that railroads will not do better until we do better. The health benefits to members are enormous and life changing. Moral necessity requires that we succeed.

Speaking on behalf of the Brotherhood and all DLC, we ask your help in documenting the historical failures of the railroads to recognize the needs of workers suffering these occupational illnesses. The challenges facing our members have never been greater, exceeded only by the opportunity to do the right thing for members. It is our collective moral and legal imperative to seize that opportunity for the benefit of those we are privileged to represent. Your help in this effort will not be in vain. It will be received with gratitude.

Rick Gibbons and entire GCoF of A reflected by acclamation

Also reflected by acclamation were: 1st Vice Chairman Randy Dumey, Division 595 (Chaffee, Mo); 2nd Vice Chairman George Haskins, Division 672 (Memphis, Tenn.); 3rd Vice Chairman Jeff Thurman, Division 604 (Middletown, Ohio); and Secretary-Treasurer Tim Stepp, Division 507 (Monte, Mo). The delegates also created a new position – 4th Vice Chairman – which H.C. Rolan of Division 285 (Thayer, Mo) filled by acclamation.

Also reflected by acclamation were: Alternate Vice Keith Butera, Division 567 (Springfield, Mo), and Alternate Secretary-Treasurer Natalie Stepp, Division 507. Natalie is the daughter of Tim Stepp.

Brother Gibbons is a member of BLET Division 502 (Kansas City, Mo.) He is beginning his third term as General Chairman. He was first elected to the office of General Chairman in 2001 and then re-elected in 2005. Immediately prior to winning election in 2001, he served as Local Chairman of Division 502 and 1st Vice Chairman of the BNSF (STL) GCofA. Several BLET National Division officers attended the meeting and addressed the delegates, including: National President Ed Rodzwicz; National Secretary-Treasurer Bill Walpert; Vice President & National Legislative Representative John Tolman; and Vice President Steve Speagle, who is assigned to the BNSF properties.

Also, three visiting General Chairman attended the meetings: Matt O. Wilson, BNSF-NRI; Pat J. Williams, BNSF (former ATSF); and Mike D. Priester (CP Rail System/U.S.). The BNSF (former STL) General Committee of Adjustment represents nearly 800 locomotive engineers from 17 different divisions, including engineers and trainmen for the BNSF Railway and the Missouri & Northern Arkansas Railroad.
IC&E members complete Education & Training workshops

The BLET’s Education & Training Department recently conducted a series of workshops to benefit the members and officers of the Iowa, Chicago & Eastern (IC&E) Railroad. On April 2 and 3, Local Chairman participated in a two-day workshop that covered the structure of the BLET and the job responsibilities of the Local Chairman. Representing the BLET National Division at the workshop were Vice President Mike Twombly, Education & Training Coordinator Ken Kroeger and Special Representative Miller.

On April 16, a seminar was held for Secretary-Treasurers, who were trained in the online filing of monthly dues reports. Representing the BLET National Division at the workshop were Special Representative Tommy Miller, Special Representative Dave Ditzel, and Director of Online Services Walt Schmidt.

IC&E members reaffirmed their allegiance to the BLET on March 6 by voting overwhelmingly in favor of the BLET in a representation election.

They originally joined the Brotherhood in December 2002, and thanks to the BLET, obtained their first-ever union contract in January of 2005. These dedicated members showed their appreciation to the Brotherhood in the March 6 election, voting overwhelmingly to remain BLET members and easily rejecting a takeover attempt by another rail union.

These workshops are just an example of the valuable services the BLET Education & Training Department provides to the membership,” said National Secretary-Treasurer Bill Walpert, who is the Director of Education & Training. “Quality membership service is one of the many reasons why our IC&E Brothers and Sisters voted to remain in the BLET.

“Our new leaders at IC&E will now be able to better represent their members thanks to these workshops, which makes the Brotherhood stronger.”

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BLET, UTU file joint petition to prohibit one-person crews

Continued from page 1 — A serious hazard for a number of reasons,” the petition says. “Any person having safety concerns in mind should recognize that a single-person remote control assignment should never be allowed. It puts railroad workers at great risk of injury or death.

The FRA is told in the petition, “The need for such an emergency order, the one at Selkirk need to occur before the FRA reviews the safety aspects of one-person crews, it ‘has really done nothing affirmative to assure the safety of the employees in such operations.’

The petition says that while the FRA has reviewed the safety aspects of one-person crews, it ‘has really done nothing affirmative to assure the safety of the employees in such operations.’

The petition concludes.

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2009 Calendar & Events

July 29-August 1, 2009

Military Railway Service Reunion

Organizers are planning a large reunion of WRS veterans who served during WWII and Korea, which will be held at Ft. Eustis, Va., as part of the Army’s Transportation Corps week. Email Mark Matz for details: m-m-e@comcast.net.

August 9-14, 2009

99th Annual International Western Convention, Green Bay, Wisc.

Brother John Reynolds, Wisconsin Central General Chairman and member of BLET Division 209 (Green Bay, Wisc.), is Chairman of the 2009 SWCM in Green Bay, Wisc. It will be held at Radisson Hotel & Conference Center Green Bay (940 Airport Drive, Green Bay, WI 54313; Phone: 920-494-7300). The room rate will be $94 per night. To contact Brother Reynolds, call (229) 402-4509 or email: jreynolds@bletweb.com. Visit the IWC website at http://www.iwcg.org/

September 13-16, 2009

74th Annual Southwestern Convention Meeting, Kansas City, Mo.

Brother Mike Zenner, Secretary-Treasurer of BLET Division 120 (Kansas City, Kan.), is hosting the 2009 SWCM in Kansas City, Mo. It will be held at the Hyatt Regency Crown Center (2345 McGee St., Kansas City, MO 64108: Phone: (816) 421-1234). The room rate will be $139 per night. To contact Brother Zenner, call (816) 854-9103. For more details phone: 816-531-2200 or email: mzenk48@kc.rr.com. Visit the SWCM website at: www.bletswcm.org.

June 13-17, 2010

3rd Annual Southeastern Meeting Association, Cincinnati, Ohio.

Hosted by the members of BLET Division 110, the 2010 SMA will be held at the Hilton Cincinnati-Netherland Plaza. More details to come.

Railroad Retirement Board Informational Conferences

The Railroad Retirement Board holds free information conferences for railroad employees. Conference registration begins at 8 a.m., with the programs beginning promptly at 8:30 a.m. and ending at 12:30 p.m.

September 11, 2009

Roanoke, Va.

Quality Inn Roanoke Airport, 5626 Thelma Road.

September 18, 2009

Fort Worth, Texas

Radisson Hotel, 100 East Alta Mesa Blvd.

September 25, 2009

Decatur Conference Center (and Hotel), 4911 U.S. Highway 36 West.

September 29, 2009

Nashville, Tenn.

Hilton Garden Inn, Nashville Airport, 412 Royal Parkway.

October 2, 2009

Mason, Ohio

Super 8 Motel, 1-71 Exit 25, 3589 Kings Mills Road.

October 9, 2009

Grandville, Pa.

Holiday Inn Harrisburg-Hershey, 604 State Road.
In the present matter, the contractual violation involves a largely ignorable infringement upon employee’s rights wherein employees were denied the opportunity to take vacations and personal leave at the times of their own choosing because of the carriers’ violations. Those leave dates cannot be recovered,” the panel determined. “Employees were unable to take time off with their families as they had planned for occasions like recreation, family gatherings, social events and children’s school and athletic programs. Those events and opportunities have been lost and cannot be recaptured.” The panel wrote that the remedy is compensatory — not punitive. “What grievances lost was a contract right of significant value. Grievants suffered more than ‘mere inconvenience’ when they lost their contract right to choose when to take paid time off. Our purpose is to provide compensation for those losses, not to punish the carriers for having caused them.”

Final FMLA Remedy a Win for Rail Labor

The unions claimed that a monetary remedy was necessary in order to enforce the agreements. “No useful purpose would be served if we were to find that the Agreement was violated and no remedy was offered,” they argued.

The unions contended that, without the application of the traditional day’s pay remedy, the agreements at issue could not be effectively enforced. Without some monetary compensation for those employees deprived of their chosen leave times, there simply would be no reason for the carriers not to commit further violations similar to those found by the Board.

“Employees experienced an FMLA-qualifying event — serious illness of their own or a close relative, or birth or adoption of a child — and the carriers forced these employees to use up their later-scheduled vacation time in conjunction with the FMLA leave to which they were statutorily entitled. Employees could not choose a different time for vacation.” The carriers offered a number of out-of-industry awards in support of their contention that employees were not entitled to damages. But the unions responded that those awards offered little, if any, guidance in deciding the question before the Board.

“Labor relations in the railroad industry are unique in many respects,” the panel determined. “The out-of-industry awards cited by the carriers involved FMLA substitution policies and are not on point.” The carriers also argued that unpaid leave should be a remedy, but the panel shot that line of reasoning.

Noting that the dispute began in 2004 when the industry was riding high and having difficulty handling the workload with its existing workforce, the panel wrote: “Now there are layoffs; work is less available, and grievances need pay, not time off without pay. Employees were fully employed and often worked substantial amounts of overtime, making even unpaid periods of leave meaningful. But today, times are harder; and business has declined. Now many claimants are just barely employed, and a significant percentage of the workforce is furloughed. Unpaid leave now is a remedy with little value, even for work and furloughed claimants. For claimants who have retired, are on disability, or have been laid-off, unpaid leave is no remedy at all. The carriers should not be permitted to rely on a changed economic climate to avoid bearing the cost of their contract violations.” The panel wrote that the remedy is compensatory — not punitive.

Eleven Rail Labor unions were involved in the case. Mike Wolly and Margo Pave of Zwedling, Paul, Kahn, & Wolly, P.C., represented the interests of six of the 11 unions — Brotherhood of Locomotive Engineers and Trainmen, International Brotherhood of Electrical Workers, American Train Dispatchers Association, Brotherhood of Railroad Signalmen, National Conference of Firemen and Oilers, and the Sheet Metal Workers International Association.

BLET National President Ed Rodzwicz thanked Mike Wolly and Margo Pave for their efforts to bring about the victory, and noted the time claims filed by BLET members helped provide valuable evidence during the hearing that the carriers’ illegal tactics negatively impacted hundreds of families. “Once again Mike and Margo did a fantastic job vindicating the rights of BLET members,” Rodzwicz said. “But the real heroes are the men and women of the BLET who never gave up the fight over all these years: the members who filed the claims, the Local Chairmen who appealed the denials, and the General Chairmen who progressed the cases; their devotion to the cause personified this struggle for the panel and secured our victory.”

The best choice is obvious!

A. Invest in a BR&CF membership

Is financial protection against discipline a multiple choice decision?

Invest in a BR&CF membership. It offers more benefits and is the least expensive protection when disciplined for eligible occurrences.

Waste money purchasing an expensive policy from a company that offers much less.

Spend your money. Live payday to payday. Collect toys.

Do nothing. Gamble. Convince yourself procrastination is a good thing.

Electronic Communications Policy

Electronic Communications Policy

Electronic Communications Policy

The policy currently in effect is that official communications between BLET members and the National Division Office are to be secured in hard copy of the correspondence — with a signature — being received by the National President — to be considered an “official communication.”

This is to provide that the actual question(s) are addressed, and ensures that when official interpretations are made they have reference to a specific request and can be used in future correspondence.

Due to the volume of e-mails it would be impossible for the President to answer all unofficial communications. Therefore, it is the policy of the BLET National Division Office that e-mails addressed to the National President will be reviewed and forwarded to the appropriate officer or staff for a timely response. In other words, an email message is not considered an official communication.

This will allow the President to be aware of the opinions and suggestions of the membership, while at the same time providing a timely response to the member, if a response is necessary. 66
PREAMBLE
These Rules for the 2010 Brotherhood of Locomotive Engineers and Trainmen National Division Officers Election ("Rules") are promulgated by the Brotherhood of Locomotive Engineers and Trainmen ("BLET") Advisory Board pursuant to Section 49 of the National Division Rules of the Bylaws of the BLET, as revised at Las Vegas, Nevada, in June, 2010 (the "ND Rules"). Section 49 of the ND Rules provides, in relevant part, that "...the National Secretary-Treasurer may issue supplemental guidelines or advisories as necessary to guide the counting of ballots and other matters relating to these Rules. Any such supplemental guidelines or advisories shall be subject to approval by the Advisory Board." The Rules assemble in one document all rules, regulations and affecting the nomination and election of Officers of the National Division ("ND") of the BLET. The basis for the Rules are the Bylaws, the IBT Constitution, as amended in conformity with the Consent Order of March 14, 1989, the 2004 Merger Agreement and by and between the International Brotherhood of Locomotive Engineers and the International Brotherhood of Teamsters (the "IBT") (the "Merger Agreement"), the ND Rules, and relevant law affecting union elections.

These Rules are designed to provide for fair, honest, open and informed elections so as to permit the National Secretary-Treasurer and the American Arbitration Association (the "AAA") to apply the rules set forth in the National Division Bylaws, and these Rules for the conduct of National Division Officers Election. The AAA's authority to administer the electoral process and to certify the results of elections is limited to the election of National Division Officers. These Rules are not applicable to elections of BLET subordinate body officers.

TABLE OF EVENTS*
The following schedule shall apply to the 2010 nominations and elections of National Division Officers:July 1, 2009: Issuance of Rules for the 2010 BLET National Division Officers Election; publication of official forms, including candidate petitions and financial disclosure and vendor disclosure forms.
August 4, 2009: Beginning date for submission of petitions to establish accredited candidate status, to National Secretary-Treasurer. All petitions must be submitted to the National Secretary-Treasurer by this date preceding the nominations at the National Convention.
August 1, 2009: Deadline for filing of protests, as alleging violations of the corropting provisions of Labor-Management Reporting & Disclosure Act of 1959, as amended, where alleged violation occurred prior to July 1, 2009., or failing to comply with requirements of Labor-Management Reporting & Disclosure Act of 1959, as amended, where alleged violation occurred within first twenty-eight (28) days after issuance of Rules, or (b) otherwise challenging the Rules on grounds of evasion or invalidity.
January 15, 2010: Deadline for each candidate, slate, caucus, member group, independent committee or campaign organization to file the first required CCER and Supplemental Form No. 1 for the period from July 1, 2009 through December 31, 2009.
February 10, 2010: Deadline for each candidate, slate, caucus, group, independent committee or campaign organization to file the second required CCER and Supplemental Form No. 1 for the period January 1, 2010, through March 31, 2010.
July 15, 2010: Deadline for each candidate, slate, caucus, member group, independent committee or campaign organization to file the third required Report and Supplemental Form No. 1 for the period April 1, 2010, through June 30, 2010.
September 3, 2010: Deadline for receipt of candidate and slate declarations and written notices of intent to run for National Division office.
October 4-7, 2010: BLET National Division Convention.
October 15, 2010: Deadline for each candidate, slate, caucus, member group, independent committee or campaign organization to file the fourth required CCER and Supplemental Form No. 1 for the period July 1, 2010, through September 30, 2010.
November 15, 2010*: Mailing of ballots for National Division Officers election.
December 15, 2010*: Deadline for receipt of ballots to be counted and counting of ballots in the National Division Officers election.
December 20, 2010: Announcement of verified results of National Division Officers election.
January 15, 2011: Deadline for each candidate, slate, caucus, member group, independent committee or campaign organization to file the first required Campaign Contribution and Expenditure Report ("CCER") and Supplemental Form No. 1 for the period from July 1, 2009 through December 31, 2009. The first CCER must include all requested information retroactive to the first contribution or expenditure reported under Section 49 of the ND Rules for National Division Officers Election. Each succeeding CCER must include all requested information not included in prior CCERs.
January 15, 2011: Notice of date and place of holding of the Convention issued to all General Committees, Legislative Boards and Divisions as set forth in Section 50 of the National Division Rules.
April 15, 2011: Deadline for each candidate, slate, caucus, member group, independent committee or campaign organization to file the second required CCER and Supplemental Form No. 1 for the period January 1, 2010, through March 31, 2010.
April 30, 2011: Deadline for the election of a candidate or candidate group independent committee or campaign organization to file the third required CCER and Supplemental Form No. 1 for the period April 1, 2010, through June 30, 2010.
May 30, 2011: Deadline for each candidate, slate, caucus, member group, independent committee or campaign organization to file and X herein, as well as their successors and assigns, to file the third required Report and Supplemental Form No. 1 for the period July 1, 2010, through September 30, 2010.
July 15, 2011: Deadline for each candidate, slate, caucus, member group, independent committee or campaign organization to file the fourth required CCER and Supplemental Form No. 1 for the period July 1, 2010, through September 30, 2010.
July 30, 2011: Deadline for each candidate or candidate group independent committee or campaign organization to file the third required Report and Supplemental Form No. 1 for the period July 1, 2010, through September 30, 2010.
August 15, 2011: Deadline for filing of protests as alleging violations of the corropting provisions of Labor-Management Reporting & Disclosure Act of 1959, as amended, where alleged violation occurred during period covered by the third or fourth required CCER and Supplemental Form No. 1.
3. The term “Union bulletin board” means any bulletin board to which the National Divi-
sion, General Committee of Adjustment, or Lo-
cal Division has access for the purpose of posting infromation concerning the business and/or ac-

tivities of the Union and includes bulletin boards at the office of the Union as well as bulletin boards located on employer premises.

ARTICLE I
Role And Authority of National Secretary-Treasurer

2. Pursuant to Section 49 of the ND Bylaws and the Advisory Board’s resolution of May 29, 2009, the National Secretary-Treasurer has the author-
ty to conduct the selection of National Division of the ND Rules. The authority of the National Secretary-
Treasurer shall include the authority to supervise all phases of the National Division office elec-
tions. The National Secretary-Treasurer shall have the authority to conduct and conclude the election process. The Election Officer, if one is used, shall at all times perform his or her func-
tions under the direction and supervision of the National Secretary-Treasurer.

The National Secretary-Treasurer, his designees and representatives, including the Election Officer, if any, shall at all times discharge their duties and responsibilities faithfully and impartially.

ARTICLE II
Nomination And Election of National Division Officers

1. Nomination of Candidates for National Division Office

Candidates for National Division office shall be nominated by Delegates at the National Division Convention. Each BLET mem-
ber shall notify the National Secretary-Treasurer in writing of his or her intention to run for any office, which is October 4, 2010; therefore the deadline for

a. the eligibility of any announced candidate or slate who submitted petitions.

b. the eligibility of any candidate or slate who submitted petitions.

6. Appeals of Eligibility

7. Method of Voting and Date of National Division Election

Following completion of the nominations process at the National Convention, as provided in the National Division Rules and these Rules, the election of the National Division Officers shall be con-
ducted by mail ballot by AAA, and under the supervision of the National Secretary-Treasurer. Ballots shall be mailed on or about No-

tember 15, 2010 (the “Election Date”), or on other particular dates to be specified by the Na-
tional Secretary-Treasurer and communicated in writing to all accredited candidates and other interested parties. In no event shall the dead-
line for receipt of ballots be counted to be less than twenty-eight (28) days from the date of mailing of ballots.

8. Notice of National Division Office

The Notice of Election shall be prepared by the National Secretary-Treasurer. A ballot shall be mailed to the General President. The Not-

tice shall state the date by which ballots must be received in order to be counted, the National Di-

vision offices subject to the election, and the num-

ber of candidates to be elected to each office. The Notice shall provide a clear and complete expla-
nation of the requirements and procedures for voting. The Notice shall also state the requirements for ensuring that all candidates and their
dues arrearages and/or initiation fees must be paid to the Local Division in order for members to be eligible to vote. The Notice shall specify the meth-
ods for members who do not receive a ballot to obtain a ballot or a duplicate ballot.

The Notice of Election will contain the fol-

lowing statements concerning potential sanc-
tions:

“No person or entity shall limit or interfere with the right of each BLET ballot qualified mem-
er to vote, including any member who desires to be nomi-

nated for any office, the presiding officer will cast a

ballot to elect the candidate by acclamation, or

if the presiding officer determines at the close of

the election that a candidate or slate should be elected

by acclamation, the presiding officer shall cast a

ballot to elect the candidate by acclamation. Each

candidate for National Division office shall have the

right to inspect, but not copy, any other candidate’s

petitions at the National Division office.

The National Secretary-Treasurer shall take

the necessary action to verify the validity and accu-

racy of all signatures and to take such further or additional notice of election as may be deemed appropriate to fully inform all

Union members of the election.”
Ballot security shall be maintained throughout States.

Slate. The placement of candidate names on the individual candidates. Full and partial slates shall be added.

for no more than that number of candidates.

Ballot for Election of National Division Officers” which can be counted using this device.

ages returned by postal authorities as undeliverable. The person or entity printing the ballots shall verify and correct addresses and notify the AAA accordingly.

The person or entity who fails to notify the AAA shall maintain custody of the ballots prior to the election. Ballot security shall be maintained throughout the election process.

The National Secretary-Treasurer shall supervise the AAA handling of all aspects of the assembly and mailing of the mail ballot package. The mail ballot package shall be mailed from a single location in the United States to all ballot-qualified members. Each mail ballot package shall contain the Notice of Election, a ballot, a secret ballot envelope, a self-addressed and stamped return envelope pre-labeled by the AAA with the ballot qualified member’s name and address and other data sufficient to identify and determine the eligibility of any member whose dues are not paid for a period of twenty-four (24) consecutive months prior to the month in which ballots are counted; and

ballots remaining no longer may affect the outcome of the election for any office, such ballots shall be so marked by noting on the outside of the return ballot envelope the reason(s) for the challenge. (a) Each person who is a member in good standing and whose dues record does not reflect that his/her dues have been paid for him/her in the last remittance made by such member to the AAA for the month prior to the month in which ballots are counted; and

Eligibility Requirements:

Eligibility To Run

Any candidate for any National Division Officer position must have been a member in good standing for a period of twenty-four (24) consecutive months prior to the first of the month of nomination for said position with no interruptions in active membership due to suspensions, expulsions, revocation of membership, transfer or failure to pay dues or assessments;

(III) Be employed in an operating craft on surface, submersible, elevated lines, in steel plants or under other circumstances such as being employed in a service, for a period of twenty-four (24) consecutive months prior to the month of nomination; or

(II) Be in continuous good standing, with dues paid for a period of twenty-four (24) consecutive months prior to the first of the month of nomination for said position with no interruptions in active membership due to suspensions, expulsions, revocation of membership, transfer or failure to pay dues or assessments;

Ballot Counting

(a) Each member eligible to vote shall receive a ballot in the following manner:

2. The following rules shall govern candidate access to membership meetings:

(a) No person or entity may encourage, induce, or attempt to encourage, induce or have a person do anything to influence the manner in which any person casts a ballot or attempts to influence the manner in which any person qualifies, runs, votes, or attempts to vote.

Eligibility To Vote In National Division Officers Election

Rules for Determining Voter Eligibility

2. The views of the local club(s) shall be considered as meeting the requirement of working at the craft within the jurisdiction for the purpose of retaining active membership and of being ruled eligible for election to office.

Verification of Voter Eligibility

The National Secretary-Treasurer shall have the right to determine independently how to cast his/her vote, to mark his/her ballot in secret and the right to mark the ballot himself/herself. No person or entity may encourage or require a ballot to mark his/her ballot in the presence of another person or to receive any ballot from a person or entity for marking or mailing.

Any violation of this rule may result in disqualification of a candidate who benefits from the use of such a ballot.

The instructions for balloting included in ballot packages shall contain these prohibitions and shall urge members to vote and return their ballots promptly.

Ballot Security

Any ballot-qualified member who chooses not to receive a ballot shall notify the AAA, the eligibility to vote of each member who cast a ballot shall be verified. An Election Control Inspector, any AAA representative or employer, provided that such remittance was for him/her in the last remittance made by such member to the AAA for the month prior to the month in which remittance was made, provided that such remittance was received within ninety (90) days of the date on which the ballots are counted.

Ballots shall state the offices open for election and under the direct supervision and control of the National Secretary-Treasurer and the AAA at one site in the United States.

The person or entity printing the ballots shall certify the number printed. The AAA shall maintain custody of the ballots prior to the election. Ballot security shall be maintained throughout the election process.

The National Secretary-Treasurer shall supervise theAAA handling of all aspects of the assembly and mailing of the mail ballot package. The mail ballot package shall be mailed from a single location in the United States to all ballot-qualified members. Each mail ballot package shall contain the Notice of Election, a ballot, a secret ballot envelope, a self-addressed and stamped return envelope pre-labeled by the AAA with the ballot qualified member’s name and address and other data sufficient to identify and determine the eligibility of any member whose dues are not paid for a period of twenty-four (24) consecutive months prior to the month in which ballots are counted; and

ballots remaining no longer may affect the outcome of the election for any office, such ballots shall be so marked by noting on the outside of the return ballot envelope the reason(s) for the challenge. (a) Each person who is a member in good standing and whose dues record does not reflect that his/her dues have been paid for him/her in the last remittance made by such member to the AAA for the month prior to the month in which remittance was made, provided that such remittance was received within ninety (90) days of the date on which the ballots are counted.

Eligibility Requirements

Neither the National Division nor the Local Division may enforce any meeting attendance requirement or examination that allows for the purpose of retaining active membership and of being ruled eligible for election to office.

Review of Eligibility

It is strongly recommended that each candidate for any National Division Officer position request that the National Secretary-Treasurer verify his/her eligibility for the position in question sufficiently in advance of nomination so as to permit verification prior to the date of the election, as required by the Election Rules. The National Secretary-Treasurer in writing, and the National Secretary-Treasurer shall issue a report on eligibility, in writing, within ten (10) days of such request.

Article V

Compliance and Access

1. Use of Membership Lists

Each candidate shall have, at once, within thirty (30) days prior to the casting of ballots in any meeting at which he/she is a candidate, to inspect a list containing the last known names and addresses of all members of the Union who are to participate in such election. The right of the candidate to inspect a membership list but does include the right to compare it with a personal list of members. However, if the Union permits any candidate to copy the list, all candi- dates must be notified of this and provided the same opportunity. The Union shall not, in any way, discriminate in favor of or against any candi- date with respect to access or use of the membership list.

Membership Meetings

(a) The following rules shall govern candidate access to membership meetings:

(i) No person or entity may conduct a meeting of the General Committee of Adjustment or State Legislative Board to which he or she is a Delegate, or to a Local Division meeting to which he/she belongs as a member, or to a regional meeting associ-
The Union must be so advised in writing and provided the opportunity under Section 2 of this Article. If the subordinate body has, within the year prior to the date of issuance of these Rules, any paid advertising for any candidate(s) which it has permitted the opportunity to have his/her paid political advertising(s) placed in the publica-

tion at the same cost and under the same guidelines as is available to other candidates; this right must be granted to all candidates on a non-

discriminatory basis. Paid political advertising which is included in such a subordinate body’s publication shall be clearly identified as such.

6. Internet Campaigning

Pursuant to Section 13 of these Rules, any individual candidate or slate has the right to use the BLET website, the BLET website home page, the BLET website homepage, and any communication medium accessible on the BLET website. Any individual candidate or slate must be granted access to all other advertising, including stationery, duplication, time required to do the work and postage for mailing. The National Secretary-Treasurer may form guidelines or regulations for the processing of all requests for distribution of literature that will minimize any interference with day-to-day operations of the Union.

In complying with requests to mail literature, the Union shall use the current names and addresses of all relevant members, including stationery, duplication, time required to do the work and postage for mailing. The National Secretary-Treasurer may form guidelines or regulations for the processing of all requests for distribution of literature that will minimize any interference with day-to-day operations of the Union.

The Union shall exercise all reasonable efforts to ensure that each candidate’s campaign literature is processed and distributed in a complete and prompt manner. The Union may not censor, regulate, alter or inspect the contents of any candidate’s campaign literature. The Union may refuse to process or distribute any candidate’s literature on the grounds of content.

The Union shall arrange for mailing service to process and distribute candidate literature, and for such mailing service to receive the literature directly from the candidate. The mailing service shall not be discriminated against or against any candidate, however, to the extent practicable all requests will be handled on a “first-come-first-served” basis.

4. Union-Financed Publications

The Union shall be responsible for the publica-

tion, however, the General Committee of Adjunct, State Legislative Board, Local Division, or regional meeting association need not grant such candidate the opportunity to advance a candidacy, since the purpose of campaigning is not to solicit support for a member’s candidacy. However, if campaigning during such meeting is permitted, the General Committee of Adjunct, State Legislative Board, Local Division, or regional meeting association shall notify all candidates for the positions for which such campaigning will be permitted of the opportunity to speak at least five (5) days prior to the meeting and shall divide the time equally between all candidates. Mailing labels shall be prepared through the least expensive system available to the Union.

The Union shall arrange for mailing service to process and distribute candidate literature, and for such mailing service to receive the literature directly from the candidate. The mailing service shall not be discriminated against or against any candidate, however, to the extent practicable all requests will be handled on a “first-come-first-served” basis.

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Ballot prototype prior to printing and the printer’s
3.
These prohibitions extend beyond strictly monetary contributions made by a labor organization and include contributions and use of organization stationery, equipment, facilities and personnel.

No candidate, slate, or independent committee member or individual acting on behalf of a candidate, slate or independent committee, may solicit or accept financial support, or any other direct or indirect support of any kind, from any nonmember, except as permitted by subparagraphs (v) and (vi) below. No mem-

Observe shall not interfere with the AAA Union. Violation of this provision shall

No member may campaign for himself or for any other candidate or slate during that time is paid for by the Union or by any employer. However, campaigning incidental to work shall be permitted, except as permitted by subparagraphs (v) and (vi) below. Nonmem-

No member, candidate or slate may accept or use any such contribution where the contributor comes solely from the member or an individual, and not from a person or entity that is prohibited from making campaign contributions under these Rules, and provided further that the member has not reached the contribution limits set forth in these Rules.

(ix) Nothing in these Rules shall prohibit a candidate or slate from accepting contribu-
tions made by any member, provided that the contribution comes solely from the mem-

(ii) No employer may contribute, or shall be permitted to contribute, directly or indi-

(iv) No member, candidate or slate, or any other person or entity, may contribute, or shall be permitted to contribute, directly or indirectly, anything of value, where the purpose, object or foreseeable effect of the contribution is to influence, positively or negatively, the election of a candidate or slate, except as permitted by subparagraphs (v) and (vi) below. No candidate or slate, or any other person or entity shall be permitted to contribute, directly or indirectly, to promote the candidacy of any individual.

Union funds, facilities, equipment, stationery, personnel, etc., may not be used to assist in campaigns unless the Union is compensated at fair market value for such assistance, and unless all candidates and slates are provided with equal access to such assistance, are advised in advance, in writing, of the avail-

To promote the candidacy of any individual.

The use of the name, insignia or mark identifying the Unions in these Rules shall pro-

dismounts the political action committee or political party

No member may campaign for himself or for any other candidate or slate during that time.

in the Union, may contribute, or shall be permitted to contribute, directly or indirectly, to promote the candidacy of any individual.

Any contributions which are re-

(t) Only contributions which are properly solicited, made, accepted and reported under these Rules may be expended or used by candidates or slates for the 2010 National Division Officers Election. Contributions received by any candidate or slate from any individual or nonmember, that are not limited to any political action committee or political party, or from any direct or indirect support of any kind, from any nonmember, except as permitted by subparagraphs (v) and (vi) below, are not considered to be

(b) The provision above is hereby made a part of these Rules. However, the foregoing provision does not relieve candidates and contributors of any obligations or prohibitions under the Labor-

No candidate for election shall ac-

Note shall be given to all affected candidates

to the location where they are to be count-

in the possession of the candidates for whom they work and that the candidate or slate

5.

(b) Nothing in these Rules shall prohibit a candidate or slate from accepting contribu-
tions from a caucus, group of Union members, independent committee, or campaign organization of any kind or from any direct or indirect support of any kind, from any nonmember, except as permitted by subparagraphs (v) and (vi) below. No member, candidate or slate, or any other person or entity shall be

in terms of the number of members who vote, the

in terms of the number of members who vote, the

The statement must indicate whether or not a debt is settled, the date or the candidate’s or slate’s campaign,

No candidate, slate or independent committee member or individual acting on behalf of a candidate or slate or independent committee, may solicit or accept financial support, or any other direct or indirect support of any kind, from any nonmember, except as permitted by subparagraphs (v) and (vi) below. No mem-

No candidate or slate may accept or use any such contribution where the contributor comes solely from the member or an individual, and not from a person or entity that is prohibited from making campaign contributions under these Rules, and provided further that the member has not reached the contribution limits set forth in these Rules.

Another use of the Union’s name, insignia or other mark identifying the Union shall be used, directly or indirectly, to promote the candidacy of any individual.

(b) In no event shall any contributions exceed the sum of $5,000, in total, for use in the 2010 National Division Officers Election to pay for legal and accounting services performed in assuring compliance with applicable election laws, rules or other requirements or in securing, defending or clarifying the legal rights of candidates or slates. In the event that a can-

To promote the candidacy of any individual.

The Union does not include a member’s family, except for fellow employees and members of this

No member may campaign for himself or for any other candidate or slate during that time.

In no event shall any contributions exceed the sum of $5,000, in total, for use in the 2010 Nation-

Union members, independent committee, or campaign organization of any candidate or slate from making contributions, pro-

management of such funds or services or are contribu-

(b) Nothing in these Rules shall prohibit a candidate or slate from accepting contribu-
tions from a caucus, group of Union members, independent committee, or campaign organization of any kind or from any direct or indirect support of any kind, from any nonmember, except as permitted by subparagraphs (v) and (vi) below. No member, candidate or slate, or any other person or entity shall be

whether or not a debt is settled, the date or the candidate’s or slate’s campaign,

The use of the Union’s name, insignia or mark identifying the Union shall be used, directly or indirectly, to promote the candidacy of any individual.

(c) In no event shall any contributions exceed the sum of $5,000, in total, for use in the 2010 National Division Officers Election to pay for legal and accounting services performed in assuring compliance with applicable election laws, rules or other requirements or in securing, defending or clarifying the legal rights of candidates or slates. In the event that a can-

(b) In no event shall any contributions exceed the sum of $5,000, in total, for use in the 2010 Nation-

(c) No candidate, or member who is not a candidate, shall contribute more than $5,000, in total, for use in the 2010 National Division Officers Election to pay for legal and accounting services performed in assuring compliance with applicable elec-

(9) Nothing in these Rules shall prohibit the do-

nancial reporting. Observers shall be permitted to inspect the ballot prototype prior to printing and the printer’s certification of the number of ballots printed.

Ballots to the location where they are to be count-
ed. Notice shall be given to all affected candidates of the times of such mail ballot pick-ups.

Ballots are to be present at the vote counting location. Ob-

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What Must be Filed

The forms to be utilized by candidates, slates, independent committees, caucuses, member groups and campaign organizations will be available from the National Secretary-Treasurer. Use of these forms or exact replicas in size 1/8" by 11" inches is mandatory. The National Secretary-Treasurer may determine; and

ii) the schedule of filing per the National Secretary-Treasurer may determine; and

The National Secretary-Treasurer shall file a Report and Supplemental Form No. 1 for the period February 1, 2010, through March 31, 2010; and

On or before January 15, 2010, each such member, slate, caucus, group, independent committee or campaign organization shall file a Report and Supplemental Form No. 1 for the period January 1, 2010, through March 31, 2010;

No. 1 filed by any caucus, member group, independent committee or campaign organization shall be signed by that member. Each Report and Supplemental Form No. 1 shall be filed by each member, slate, caucus, group, independent committee or campaign organization or person who has received or solicited any contributions or has made expenditures in excess of $1,000, whether of money or of any other thing of value, where the purpose, object or foreseeable effect of any such contribution or expenditure is to influence the election of that member or slate as a National Division Officer, whether or not such member is as yet declared, accredited or nominated as a candidate; and

No. 1 filed by any caucus, member group, independent committee or campaign organization or person who has received or solicited any contributions in excess of $3,000, whether of money or of any other thing of value, or made expenditures in excess of $1,000, whether of money or of any other thing of value, where the purpose, object or foreseeable effect of any such contribution or expenditure is to influence the election of one of more National Division Officer candidates, whether or not such member is as yet declared, accredited or nominated as a candidate; and

The National Secretary-Treasurer may adjust the above schedule for filing campaign financing and expenditure reports if he/she deems it appropriate to do so.

Insofar as the foregoing sections of the LMRDA Section 609 (prohibition on union or employer assistance in campaign) and LMRDA Section 401 (prohibition on use of employer or union assistance in campaigning) may exclude from the Rules and Regulations, Union meetings, or employer assistance in campaigning through June 30, 2010;

(a) On or before January 15, 2010, each such member, slate, caucus, group, independent committee or campaign organization shall file a Report and Supplemental Form No. 1 for the period January 1, 2010, through March 31, 2010;

(b) On or before January 15, 2010, each such member, slate, caucus, group, independent committee or campaign organization shall file a Report and Supplemental Form No. 1 for the period January 1, 2010, through March 31, 2010;

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(e) On or before January 15, 2010, each such member, slate, caucus, group, independent committee or campaign organization shall file a Report and Supplemental Form No. 1 for the period January 1, 2010, through March 31, 2010;

(f) On or before January 15, 2010, each such member, slate, caucus, group, independent committee or campaign organization shall file a Report and Supplemental Form No. 1 for the period January 1, 2010, through March 31, 2010;

(g) The National Secretary-Treasurer may adjust the above schedule for filing campaign financing and expenditure reports if he/she deems it appropriate to do so.

(h) On or before January 15, 2010, each such member, slate, caucus, group, independent committee or campaign organization or person who has received or solicited any contributions in excess of $3,000, whether of money or of any other thing of value, or made expenditures in excess of $1,000, whether of money or of any other thing of value, where the purpose, object or foreseeable effect of any such contribution or expenditure is to influence the election of that member or slate as a National Division Officer, whether or not such member is as yet declared, accredited or nominated as a candidate; and

(i) Insofar as the foregoing sections of the LMRDA Section 609 (prohibition on union or employer assistance in campaign) and LMRDA Section 401 (prohibition on use of employer or union assistance in campaigning) may exclude from the Rules and Regulations, Union meetings, or employer assistance in campaigning through June 30, 2010;

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(k) On or before January 15, 2010, each such member, slate, caucus, group, independent committee or campaign organization shall file a Report and Supplemental Form No. 1 for the period January 1, 2010, through March 31, 2010;

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(s) On or before January 15, 2010, each such member, slate, caucus, group, independent committee or campaign organization shall file a Report and Supplemental Form No. 1 for the period January 1, 2010, through March 31, 2010;

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(u) On or before January 15, 2010, each such member, slate, caucus, group, independent committee or campaign organization shall file a Report and Supplemental Form No. 1 for the period January 1, 2010, through March 31, 2010;
1. Remedies

(a) If a person who or entity which is aggrieved of the determination of the protest may, within forty-eight (48) hours after receipt of the decision, appeal the decision to the Advisory Board. The appeal shall be made in writing and shall specify the basis for the appeal. The Advisory Board's decision shall be sent to the complainant(s), the Union(s) involved, any candidate(s) adversely affected, any person or entity which is the subject of the decision or remedy involved and/or her/his representative(s), the Election Protest Committee and the affiliates involved. The Advisory Board shall have the authority to consider the time limit prescribed above, with a copy of the original protest attached.

(b) The Advisory Board shall have the authority to conduct a hearing concerning any post-election matter appealed to it, to decide the matter appealed to it or to decide the matter presented to it. In deciding whether to conduct a hearing, the Advisory Board shall consider the seriousness of the violations alleged in the protest. If the Advisory Board decides to conduct a hearing concerning any post-election matter appealed to it, it shall commence and conclude the hearing without delay and in a manner that the Advisory Board determines most appropriate to elicit fully all relevant facts and information necessary to determine the appeal. The following individuals may participate in the hearing: the complainant(s) and/or her/his representative(s), any candidate(s) adversely affected, any person or entity which is the subject of the decision or remedy involved and/or her/his representative(s), the Election Protest Committee and the affiliates involved. The Advisory Board's decision shall be sent to the complainant(s), the Union(s) involved, any candidate(s) adversely affected, any person or entity which is the subject of the decision or remedy involved and/or her/his representative(s), the Election Protest Committee and the affiliates involved. The Advisory Board reserves the authority to promulgate such additional forms as may be necessary or desirable. Unless the form states on its face that it is used, the form serves only as a model. For mandatory forms, a duplicate or an exact replica shall be used. For model forms, either the form shall be used or any reasonably facsimile may be used. APPROVED AND ACCEPTED, by the Advisory Board of the Brotherhood of Locomotive Engineers, at its meeting of May 20, 2009.

William C. Walpert
National Secretary-Treasurer

The National Secretary-Treasurer shall pro- mulgate forms for use in connection with the 2010 National Division Officers Election. The National Secretary-Treasurer hereby reserves the authority to promulgate such additional forms as may be necessary or desirable. Unless the form states on its face that it is used, the form serves only as a model. For mandatory forms, a duplicate or an exact replica shall be used. For model forms, either the form shall be used or any reasonably facsimile may be used. APPROVED AND ACCEPTED, by the Ad- visory Board of the Brotherhood of Locomotive Engineers, at its meeting of May 20, 2009.

William C. Walpert
National Secretary-Treasurer

4. Remedies

(a) If a person who or entity which is aggrieved of the determination of the protest may, within forty-eight (48) hours after receipt of the decision, appeal the decision to the Advisory Board. The appeal shall be made in writing and shall specify the basis for the appeal. The Advisory Board's decision shall be sent to the complainant(s), the Union(s) involved, any candidate(s) adversely affected, any person or entity which is the subject of the decision or remedy involved and/or her/his representative(s), the Election Protest Committee and the affiliates involved. The Advisory Board reserves the authority to promulgate such additional forms as may be necessary or desirable. Unless the form states on its face that it is used, the form serves only as a model. For mandatory forms, a duplicate or an exact replica shall be used. For model forms, either the form shall be used or any reasonably facsimile may be used. APPROVED AND ACCEPTED, by the Ad- visory Board of the Brotherhood of Locomotive Engineers, at its meeting of May 20, 2009.

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Panama: Don’t Bank On It

If we’ve learned anything in the past 15 years, it should be that off-shoring jobs and deregulating financial
services are certain to weaken the U.S. economy. In light of those painful lessons, it’s hard to understand why the U.S. Trade
Representative would push a trade deal with Panama. The deal would not only encourage U.S. companies to move jobs to
Panama and elsewhere, but it would encourage banks to set up subsidiaries there to avoid regulation.

In the State Department’s own words, “Panama is an off-shore financial center that includes bank and various forms of shell companies that have been used by a wide range of criminal groups globally for money laundering.”

The proposed trade deal would do nothing to change Panama’s status as a haven for money launderers and tax cheats.

But the banks and the multinationals are using to get what they want – despite the failure of trade deals modeled
after NAFTA. Despite the public’s rejection of them, even despite President Obama’s pledge to crack down on tax havens. Why the banks and multinationals ultimately want is a global marketplace with rules to protect economic elites, but not the public interest. Ever since NAFTA, they’ve succeeded.

Senator Major Leader Dick Durbin put his finger on the reason why he said the other day, “The banks have
brought to believe in a time when we’re facing a banking crisis that many of the banks created – are still the most powerful lobby on Capitol Hill. And they frankly own the place.”

The deal would also give Panama-based subsidiaries of U.S. banks greater rights within the United States than the Constitution provides U.S. citizens. It would give Panama-based investors the same rights that NAFTA gives foreign investors – the rights to challenge state and federal laws. Companies like AIG want this trade deal so they can get the right to directly sue the U.S. government in foreign tribunals.

Deregulating financial services was a colossal mistake. It directly led to the housing bubble and an overleveraged economy. It directly led to the current economic crisis.

Approving NAFTA and the other trade deals modeled on it was another colossal mistake. Trade deals ever since NAFTA have caused millions of jobs to leave the country. They’ve depressed wages, shuttered factories, led to the loss of 300,000 family farms and brought about the trade imbalances that also contributed to the current economic crisis.

Fraternally,

James P. Hoffa
Teamsters General President

Panama

Maurice E. Sherriff a member of BLET Division 621 in Wymore, Neb., retired on June 3, 2009. He is pictured here in Lincoln, Neb., on the day he retired. His railroad career began on June 3, 1969, and he joined the BLET on August 1, 1973. “He was an outstanding engineer,” said Rich Duncan, Assistant Superintendent of the BNSF Railway’s Nebraska Division-Lincoln.

Advisory Board May Activity

In accordance with the BLET Bylaws, summaries of BLET AdvisoryBoardmembers’ activities are published monthly:


First Vice-President and Alternate President Paul T. Sorrow — Performed various duties in Office Administrator capacity. Various duties assigned for First Vice President. Corporation and various correspondence and communications, General supervision of Special Representatives, Teamsters Unity Conference, Las Vegas, Public Law Board, 7095 GTY General Committee of Adjustment. CJR Northern Lines OCSA, mgr., Hours of Service mtg., Washington, D.C. Attorney Board meeting, Cleveland.

National Secretary-Treasurer William C. Wolcott — General supervision of BLET financial, record offices, NO Office, BLET Education & Training Dept., Internal Oame, Mobilizing & Strategic Planning Dept., Safe Task Force meetings with various and financial markets and, Building operations and oversight, Unity Convention, Unity Conference, BLET Rail Conference mtg., Las Vegas, Mgr. with United Healthcare, Cleveland, Mgr. w/ BT, Washington, D.C., Mobile Railroad-Craft Scholarship Fund event, Kansas (BNSF-BLET) OCSA, mgr., Kansas OCSA, OCSA meeting, Advisory Board meeting, Cleveland.

Vice-President Marvin M. Goger Jr. — Assigned to: Kansas City Southern, Texas-Mexico Railroad, Midwest Rail, South rail, Gateway Western, CP Rail System, Utah, Indo, Harriman, BNSF Bell, Yard, Bell Railway of Chicago; Great Western Railroad and North Central Northern Railway, HB 2005 mtg., w/ OCSA, Kansas and KS, Kansas City, KS., Mgr. w/ OC Parker and KC, Kansas City, KS., OCSA Advisory Board conference call; Advisory Board meeting, Cleveland, Correspondence, research and general office duties.

Vice-President Stephen D. Spruille — Assigned to: Butte Region Northern Service, T&I; Harry Leonard Railroad Large, T&I and Northern Arizona; IN&MD, National Wage/Rail Conference, General office duties, Mgrs., w/ BNSF, Fort Worth, Texas, Claims conference w/ W. Wilson Conference, Fort Worth, Texas, Mgr. w/ OCSA and BNSF and UPmtgs., El Paso, Texas, Vacation, Mobilization event, Mgr. desoct, Rick Gibbons, General Secretary,OOCSA, meeting, Advisory Board meeting, Kansas City, KS, Mgr. w/ FC OCSA meeting, Advisory Board meeting. General office duties; various correspondence; various assistance to Denver;

Vice-President E.L. “Lee” Ferguson — Assisted: Chief service worker and members of BLET. Various duties assigned for First Vice President. Leadership Conference, 1997, BLET General Conference; OCSA meeting, Boss OCSA; Upper Midwest, BLET OCSA meeting, OCSA meeting, Kansas City, KS, Mgr. w/ BNSF, Fort Worth, Texas,Claims conference w/ W. Wilson, Conference, Fort Worth, Texas, Mgr. w/ BNSF; OCSA meeting, El Paso, Texas, Vacation, Mobilization event, Mgr. desoct, Rick Gibbons, General Secretary,OOCSA, meeting, Advisory Board meeting, Kansas City, KS, Mgr. w/ FC OCSA meeting, Advisory Board meeting. General office duties; various correspondence; various assistance to Denver.

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