

THE LOCOMOTIVE ENGINEER NEWSLETTER • SEPTEMBER 2000

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Retirement bill passes House

BLE agrees to support Senate bill after removal of fuel tax provision

The Brotherhood of Locomotive Engineers (BLE) has agreed to support legislation designed to reform the Railroad Retirement system by improving benefits and reducing industry contributions. The move came on September 8, one day after the U.S. House of Representatives passed the bill — H.R. 4844 — by a 391-25 margin.

Prior to coming to the House floor for a vote, a provision that would have repealed a 4.3 cent diesel fuel tax, which the BLE strongly opposes, was

stripped from the bill. The Senate is expected to act swiftly on the measure.

The decision to support the bill was announced Friday, during the national wage/rules negotiations between the BLE's National Wage Committee and the National Carriers' Conference Committee (NCCC) in Washington, D.C. It resulted from the NCCC's offer to extend early retiree health benefit improvements immediately to the BLE and its members, while talks continue on the full range of matters

covered in the parties' Section 6 notices.

BLE International President Edward Dubroski, in commenting on the announcement, said that supporting the bill was a necessary and prudent measure at this time.

"The margin of the House vote sent a very clear message about the strength and depth of Congressional support for this measure," stated Dubroski. "Because the health insurance improvements contained in the package are collectively bargained, rather

than legislated, we found ourselves in a position whereby those improvements could be jeopardized for locomotive engineers who plan to retire prior to age 61 in the new year. That risk was unacceptable."

Dubroski also said that the focus of the battle will now shift to the bargaining table.

"The carriers may soon have over 400 million fewer reasons not to provide BLE members with a fair contract, and we are going to continue to pay close attention to health benefits for early retirees." •

BLE, FRA join forces to beat the heat

BLE International President Edward Dubroski and FRA Administrator Jolene Molitoris rode in the cab of a locomotive through the Arizona desert in an effort to draw attention to the need for improved locomotive cab working conditions.

They specifically chose the Arizona desert to focus on the need for air conditioning. The temperature in Arizona that day was a "cool" 97 degrees, producing a temperature above 100 degrees in non-air conditioned cabs.

FRA research has documented temperatures as high as 131 degrees in non-air conditioned cabs, and BLE members have struggled with this problem for decades.

"There is no other transportation industry subjecting its employees to such conditions," Administrator Molitoris said at the BLE's International Western Con-

vention in Jackson Hole, Wyo. "It is time, and way overtime, for such practice to stop in the railroad industry."

Many locomotive cabs provide the perfect breeding ground for heat exhaustion. Early symptoms of heat exhaustion include dizziness and fatigue, which obviously are dangerous when operating a locomotive. Later symptoms are even more problematic, with the major ones being poor decision making, vision problems and irrational behavior. These health risks, along with the threat to safety that they pose, explain why getting air conditioning systems installed in locomotive cabs is a top BLE priority.

In addition, BLE members are frequently forced to open the windows of locomotive cabs in an effort to beat the heat, leaving them vulnerable to potential injury from vandals and rock throwers.

Jon Hurst, Local Chairman of BLE Division 28 in Tucson was locomotive engineer for the trip. Bob Conway of UTU Local 807 was the conductor. Also in the cab was UP's Senior Manager of Operating Practices Mike Faulkner.

President Dubroski thanked Division 28 President Paul Currier, Division 28 Secretary Treasurer Jim Booth, Arizona State Legislative Board Chairman Rob Svob, and GIA Auxiliary 28 President Kathy Hurst for their assistance in making the trip a success.

"The carriers have been resistant to our attempts to reach a consensus on the issue of air conditioning in locomotive cabs," President Dubroski said. "It is our hope that these cooperative efforts with Administrator Molitoris and the Federal Railroad Administration will bring relief to our members." •

Steelworkers document injury, death by remote control

Harrowing testimony about workers' deaths related to the operation of remote control locomotives in the steel industry, delivered by United Steelworkers of America Safety & Health Specialist Frank Grimes, is now available on the BLE website.

Grimes, a 46-year veteran of the steel industry, delivered his testimony at the recent

FRA Technical Conference on remote control locomotives. This type of operation has been used in steel mills for 20 years.

Since 1980, there have been 41 fatalities involving railroads in steel mills. Of the 41 workers killed, 30 were operating employees such as engineers, con-



ductors or switchmen. And of those 30 fatalities, 13 involved a remote controlled locomotive.

"(A)ny piece of equipment, like the remote control devices, will malfunction at some point and no matter how reliable they are, they will fail," Grimes warned. "So when you are consider-

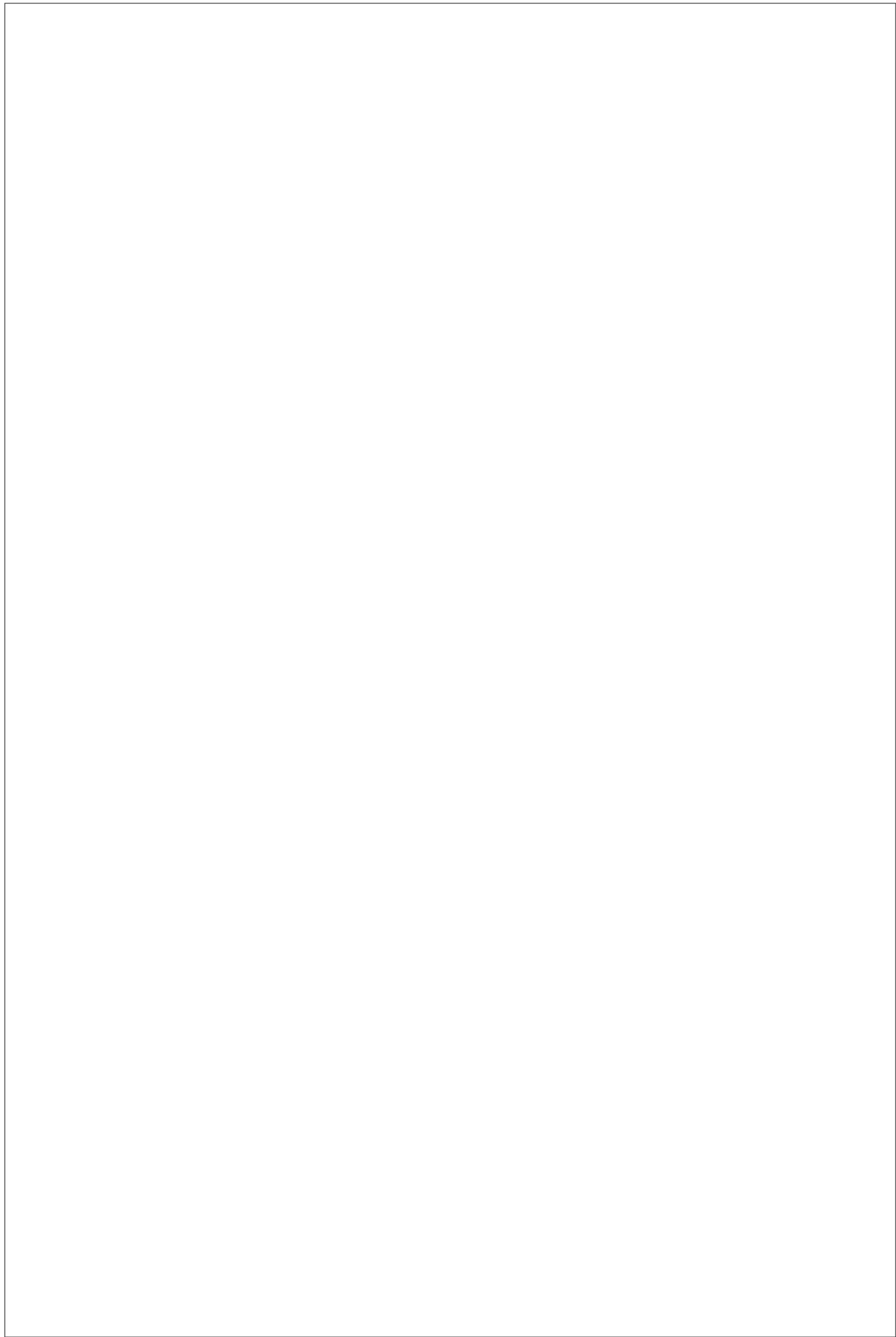
ing the use of remote control devices... you must consider the added danger you are putting on the engineers when you take them out of the cab. You must consider the added (danger of being hit) by a moving locomotive... There is less visibility on the ground than in the cab. (T)he additional responsibilities of switching cars and running the loco-

motive (is) enormous."

Grimes, the USWA's Safety & Health Specialist for the past 30 years, provided details of the gruesome deaths that 13 steelworkers suffered while working with remote control locomotives. A transcript of his testimony is available on the BLE website at:

<http://www.ble.org/pr/newsletter/0800newsletter/rtotech.pdf> •

CONGRESSIONAL ENDORSEMENTS



INDUSTRY NEWS



Burlington Northern Santa Fe earned \$249 million in the second quarter of 2000, down from earnings of \$257 million in the 1999 second quarter. The nation's second-largest railroad had revenue of \$2.24 billion, 2 percent higher than the \$2.19 billion in the 1999 quarter.

For the first six months of 2000, BNSF earned an adjusted \$492 million, or \$1.14 a share, down slightly from \$493 million, or \$1.04 a share on more shares, in the comparable period last year.

Revenue increased 2 percent to \$4.47 billion from \$4.37 billion, while operating expenses of \$3.44 billion also were 2 percent higher than the \$3.37 billion of 1999. For the first half, the operating ratio improved slightly to 76.9 percent, compared with 77.1 percent a year earlier. •



Second-quarter earnings for **CSX Corp.** fell 43 percent as the owner of the third-largest U.S. railroad had higher costs from the division of Conrail.

Net income slid to \$55 million. However, the results beat the estimates of several Wall Street financial analysts.

CSX has struggled with delays and congestion after it divided Conrail routes with Norfolk Southern Corp. in June of 1999. Service began to improve in May following the ouster of its top three rail executives.

The latest results include revenue from Conrail for three months, compared with one month last year. In last year's second quarter, a gain of \$17 million for the sale of resort property led to net income of \$114 million. For the first half of 2000, net income fell to \$84 million. The gain of \$17 million from the sale made first-half 1999 net income \$140 million. •



Union Pacific posted its eighth consecutive quarter of earnings improvement since 1997 as earnings increased 26 percent to \$244 million. This compares with income of \$194 million in the 1999 second quarter.

Operating income, excluding Overnite Transportation, reached \$526 million, a 23 percent increase over 1999. The ratio of operating expenses to revenue in the second quarter, a benchmark of railroad performance, improved to 80.5 percent, 2.5 points better than the 83 percent of the 1999 second quarter, despite a 50 percent, or \$90 million, increase in fuel prices over the year-earlier period. The operating ratio was the best since the 1996 acquisition of SP.

For the first six months of the year, UP earned \$429 million and had operating income of \$994 million, compared with earnings of \$323 million and operating income of \$803 million in the same 1999 period. The railroad's operating ratio improved 2.7 points in the first half to 81.7 percent from 84.4 percent. •



Wisconsin Central Transportation's \$7.8 million net income for the second quarter slightly exceeded analysts' estimates and was approximately equal to the second quarter of 1999. The Company's North American operating income for second quarter 2000 was \$24.2 million compared to \$25.1 million in the year-ago quarter.

Second quarter 2000 North American operating revenues of \$93.0 million set a quarterly record, up more than 2 percent from 1999 revenues of \$90.8 million. The operating ratio (operating expenses as a percentage of operating revenues) was 73.9 percent versus 72.3 percent for the 1999 quarter. •



Canadian National reported net income of \$230 million for the second quarter of 2000, an 18 per cent rise over year-earlier net income of \$195 million.

CN's industry-leading operating ratio — the percentage of revenue required to operate and maintain the railroad — improved by 1.3 points in the quarter to a record 68.6 per cent.

CN's operating ratio for the six-month period improved by 2.9 points to 70.4 per cent. Revenue for the first six months of 2000 grew by five per cent to \$2,705 million, with carloads rising by six per cent to 1,891 thousand. •



CANADIAN PACIFIC RAILWAY

Canadian Pacific reported record second quarter operating income of \$204 million, 29 percent higher than the operating income in the 1999 second quarter. Net income increased \$22 million, or

30 percent, to \$96 million.

Revenue increased \$76 million, or 9 percent, to \$904 million in the quarter, while operating expenses increased \$29 million, or 4 percent, to \$700 million. As a result, the ratio of operating expenses to income, a key bottom line indicator, improved to 77.4 percent, a 3.6 point decrease from a year earlier.

CP business in the U.S. Northeast continues to improve, particularly with Norfolk Southern since the break-up of Conrail between NS and CSX in 1999. The D&H unit has haulage agreements with NS that give the U.S. carrier access to New England and eastern Canada. •



NORFOLK SOUTHERN

Norfolk Southern's earnings rose 51 percent in the second quarter, the

first time the company posted an increase in net income since it and CSX took over Conrail a year ago. The railroad earned \$116 million in the three months ended June 30, beating the expectations of Wall Street analysts. It had net income of \$77 million in the same quarter a year earlier. Railway operating revenues for the quarter were \$1.58 billion, up 32 percent from \$1.19 billion a year earlier. Railway operating expenses for the quarter grew 31 percent, from \$996 million to \$1.3 billion.

The quarter was the fourth full quarter in which NS operated its portion of Conrail lines. NS and CSX carved up Conrail's northeastern freight routes in a \$10.3 billion takeover in June 1999. Since then, NS's earnings declined 87 percent in the third quarter of 1999, 81 percent in the fourth quarter and 88 percent in the first quarter of 2000. •

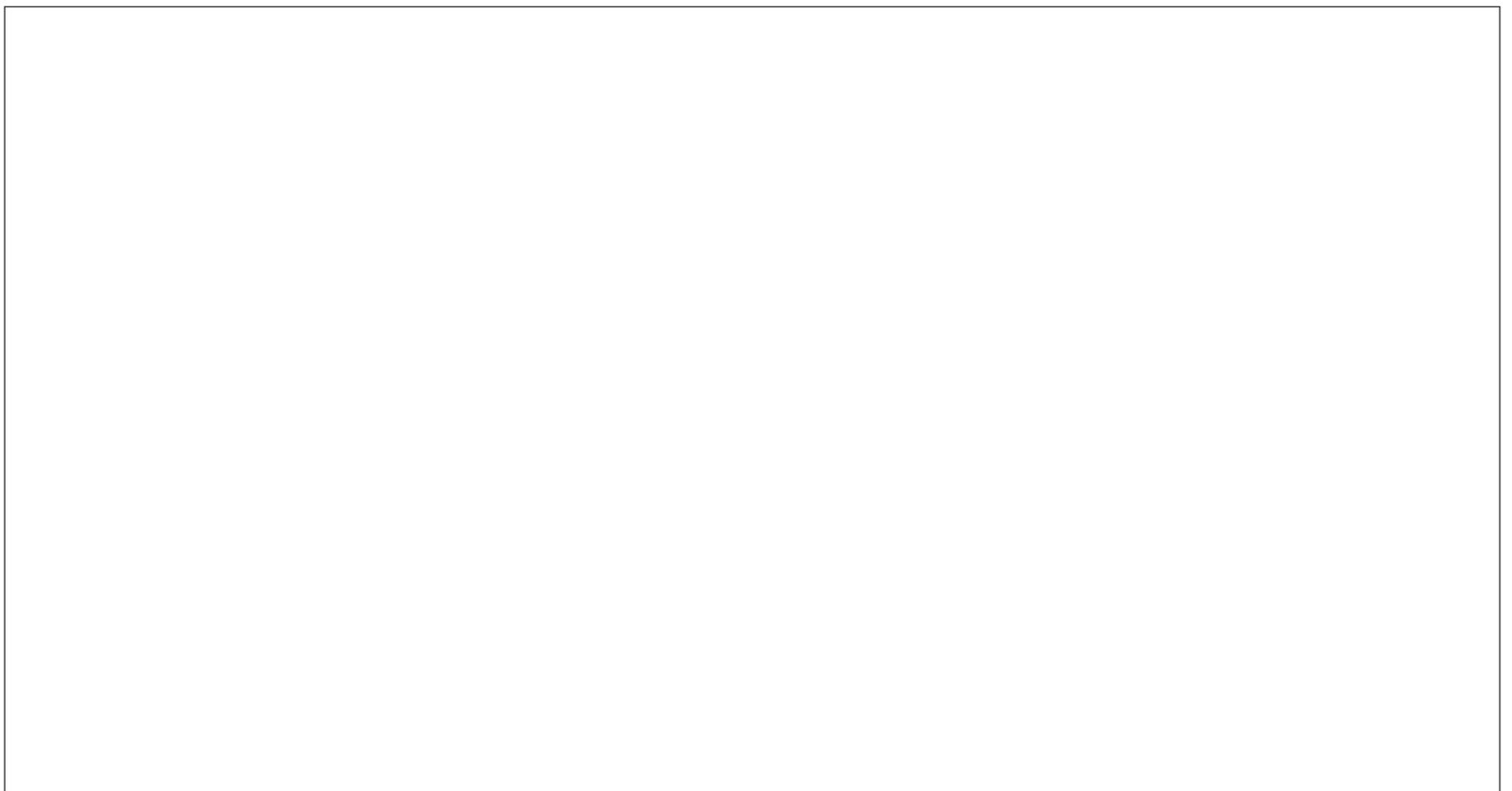
Kansas City Southern Industries reported second quarter 2000 income of \$8.8 million compared to \$5.2 million in second quarter 1999; a diluted earnings per share improvement of 67 percent.

KCSI's consolidated second quarter 2000 revenues and operating expenses declined \$4.3 million and \$3 million, respectively, resulting in this decline in operating income.

For the six months ended June 30, 2000, income from continuing operations increased 50 percent to \$19.2 million from \$12.8 million for the six months ended June 30, 1999. •

Endorsements

Continued from Page 3



BLE SENIOR REPORT

Annual financial report: RRB fund is strong

The Railroad Retirement Board is required by law to submit annual financial reports and triennial actuarial valuations to Congress on the financial condition of the railroad retirement system, as well as annual financial reports on the railroad unemployment insurance system. These reports must also include recommendations for any financing changes which may be advisable in order to ensure the solvency of the systems. In June, the Board submitted its 21st Actuarial Valuation of the railroad retirement system's assets and liabilities and its financial report on the rail unemployment insurance system.

The following questions and answers summarize the findings of these reports.

1. How much money is in the Railroad Retirement Board trust funds?

By the end of Fiscal Year 1999, the net position of the railroad retirement trust funds was almost \$18 billion, while the railroad unemployment insurance account balance was almost \$110 million.

2. What was the overall finding of the 21st triennial actuarial valuation of the railroad retirement system's assets and liabilities?

The 21st triennial actuarial valuation was generally favorable and reflected an improvement over the last triennial valuation and the two most recent annual financial reports, which it attributed primarily to favorable economic and employment experience. The 21st valuation concluded that, barring a sudden, unanticipated, large drop in railroad employment, no cash-flow problems arise during the next 35 years. However, like previous railroad retirement financial reports, the valuation also indicated that the long-term stability of the system, under its current financing structure, is still dependent on future railroad employment levels.

Over the years, the main source of income to the railroad retirement system has been a payroll tax on railroad employment. The amount of income that the tax produces is directly dependent on the number of railroad employees covered under the system. Therefore, under current law, actual levels of railroad employment over the coming years will largely deter-

mine whether any financing changes are necessary to ensure the system's solvency.

3. What methods were used in forecasting the financial condition of the railroad retirement system?

The 2000 valuation projected the various components of income and outgo of the railroad retirement system under three employment assumptions, utilizing different patterns of change in the railroad work force for the 75 calendar years 1999-2073. The projections of these components were combined and the investment income calculated to produce the projected balances in the railroad retirement accounts at the end of each projection year.

Projecting income and outgo under the three different assumptions, the report indicated actuarial surpluses under the optimistic and moderate assumptions with no cash-flow problems during the 75-year period. An actuarial deficiency was indicated only under the pessimistic assumption; and, even under that assumption, no cash-flow problem arises until the year 2035.

The 20th valuation, released in 1997, also indicated an actuarial deficiency under a pessimistic assumption, but with a cash-flow problem arising in the year 2021.

4. Did the 21st valuation of the railroad retirement system recommend any railroad retirement payroll tax rate changes?

The report did not recommend any change in the rate of tax imposed by current law on employers and employees.

The absence of projected cash-flow problems for at least 35 years under each employment assumption indicated that an immediate increase in tax rates is not required. However, because of future financing problems occurring under the pessimistic employment assumption, a decrease in tax rates was not recommended.

5. What were the findings of the 2000 report on the financial condition of the railroad unemployment insurance system?

The Board's 2000 railroad unemployment insurance financial report was also favorable, indicating that even as maximum benefit rates increase 50 percent (from \$46 to \$69) from 1999 to 2010, the unemployment insurance account remains solvent, even under the Board's most pessimistic employment assumption.

Unemployment levels are the single most significant factor affecting the financial status of the railroad unemployment insurance system. However, the system's experience rating provisions, which adjust tax rates for changing benefit levels, and its surcharge trigger for maintaining a minimum balance help to ensure financial stability in the advent of adverse economic conditions.

6. What methods were used to evaluate the financial condition of the railroad unemployment insurance system?

The economic and employment assumptions used in the unemployment insurance report corresponded to those used in the report on the retirement system. Projections were made for various components of income and outgo under each of three employment assumptions, but for the period 2000-2010, rather than a 75-year period.

7. What did the report indicate regarding tax rates during the projection period?

Under the experience rating provisions, each employer's tax rate is determined by the Railroad Retirement Board on the basis of benefit payments made to the railroad's employees.

The report predicted that, even under the most pessimistic assumption, the average employer tax rate remains well below the maximum throughout the projection period; but a periodic resumption of the surcharge required to maintain a minimum account balance was also predicted.

8. Did the 2000 report on the railroad unemployment insurance system recommend any financing changes to the system?

No financing changes were recommended at this time by the report. •

Calculating dual payment of benefits under Railroad Retirement

The payment of a railroad retirement annuity can be affected by entitlement to social security benefits, as well as certain other government benefits. Such dual entitlement, if not reported to the Railroad Retirement Board, can result in benefit overpayments which have to be repaid, sometimes with interest and penalties. The following questions and answers describe how dual benefit payments are adjusted by the Railroad Retirement Board for annuitants eligible for social security benefits and/or other government benefit payments.

1. How are dual benefits paid to persons entitled to both railroad retirement & social security benefits?

Since 1975, if a railroad retirement annuitant is also awarded a social security benefit, the Social Security Administration determines the amount due, but a combined monthly dual benefit payment should, in most cases, be issued by the Railroad Retirement Board after the railroad retirement annuity has been reduced for the social security benefit.

2. Why is a railroad retirement annuity reduced when a social security benefit is also payable?

The Tier I portion of a railroad retirement annuity is based on both railroad retirement and nonrailroad social security credits acquired by an employee and reflects what social security would pay if railroad work were covered by social security. Tier I benefits

are, therefore, reduced by the amount of any actual social security benefit paid on the basis of nonrailroad employment, in order to prevent a duplication of benefits based on the same earnings.

The Tier I dual benefit reduction also applies to the annuity of an employee qualified for social security benefits on the earnings record of another person, such as a spouse. And, the Tier I portion of a spouse or survivor annuity is reduced for any social security entitlement, even if the social security benefit is based on the spouse's or survivor's own earnings. The reductions follow principles of social security law which, in effect, limit payment to the higher of any two or more benefits payable to an individual at one time. However, the Tier II portion of a railroad retirement annuity is based on railroad service and earnings alone, is computed under a separate formula, and is not reduced for entitlement to a social security benefit.

3. Are there any exceptions to the railroad retirement annuity reduction for social security benefits?

No. However, if an employee qualified for dual benefits before 1975 and meets certain vesting requirements, he or she can receive an additional annuity amount which offsets, in part, the dual benefit reduction. This additional amount, reflecting the dual benefits payable prior to 1975, is called a vested dual benefit payment. Legislation enacted in 1974 coordinated dual railroad

retirement and social security benefit payments to eliminate certain duplications; but this legislation also included a "grandfather" provision to preserve the pre-1975 dual benefits of persons meeting certain vesting requirements by including vested dual benefit payments in their annuities.

Awards of these vested dual benefit amounts are now limited only to vested railroad employees with dual coverage on their own earnings. Spouses and widow(er)s retiring since 1981 no longer qualify. Of some 12,000 employee annuities awarded in Fiscal Year 1999, less than 600 contained vested dual benefit payments.

4. Are there any funding limitations on the payment of vested dual benefits?

Vested dual benefit payments are funded by annual appropriations from general U.S. Treasury revenues, rather than the railroad retirement payroll taxes and other revenues that finance 98% of the railroad retirement system's benefit payments. Payment of these vested dual benefits is dependent on the time and amount of such appropriations. If the appropriation in a fiscal year is for less than the estimated total vested dual benefit payments, individual payments must be reduced by proration. Vested dual benefits are not increased by cost-of-living adjustments.

5. Can Federal, State, or local government pensions also require dual benefit reductions in a railroad

retirement annuity?

Tier I benefits for employees first eligible for a railroad retirement annuity and a Federal, State or local government pension after 1985 may be reduced for receipt of a public pension based, in part or in whole, on employment not covered by social security or railroad retirement after 1956. This also applies to certain other payments not covered by social security, such as payments from a non-profit organization or from a foreign government or a foreign employer. However, it does not include military service pensions, payments by the Department of Veterans Affairs, or certain benefits payable by a foreign government as a result of a totalization agreement between that government and the United States.

This public service pension reduction is effected by adjusting certain weighting factors in the social security and Tier I benefit formulas. These factors increase benefits for workers with low lifetime social security and/or railroad retirement earnings. The weighting factors were not, however, intended to increase benefits for those whose major employment was not covered by social security or railroad retirement.

6. How does the public service pension apply to spouse or widow(er)'s benefits?

The Tier I portion of a spouse's or widow(er)'s annuity may also be reduced for receipt of any Federal, State

Improvements continue on BLE website

As part of a continuing effort to enhance rail labor's premier website, the Brotherhood of Locomotive Engineers has established a Members' Discussion Area to make its website a primary communications tool for all members.

The new Discussion Area, which is in a bulletin board format, will serve as an improved communications network over the current e-mail discussion list. It will allow members, in spite of the geographical distances separating them, to communicate almost instantaneously.

A particular advantage of the Members' Discussion Area is that it provides

an alternative way of conducting ongoing discussions about a specific subject. For example, BLE Webmaster Walt Schmidt reports that in the past few weeks, there have been hundreds of Members' List e-mail messages concerning the upcoming Presidential election.

"Creating threads in the Members' Discussion Area will make for shorter messages, and will enable those members who are not interested in a specific topic to ignore it altogether, without having to delete dozens of e-mail messages every day," Schmidt said.

This area is accessible to all BLE members who are registered to use the

members-only section of the web site; this includes all members who already subscribe to the Members' List e-mail service.

A number of forums have been established in the new Members' Discussion Area which cover most items of interest carried over from the Members' List e-mail service. In addition, all registered members are able to create sub-topics within each forum.

Access to this service is restricted to BLE members only. Members who are not registered but wish to take advantage of this new service can sign up for a password here:

<http://www.ble.org/services.asp>



The discussion area can be accessed at:
<http://www.ble.org/members/discuss>

Union members eligible for discounted computer systems

BLE members in the market for a new computer can take advantage of a discount program through the AFL-CIO's Internet community, known as "Workingfamilies.com."

Thanks to the AFL-CIO Workingfamilies.com/IBM Discount Computer Offer, members of AFL-CIO affiliated unions can now equip their homes with powerful U.S.-assembled IBM Aptiva personal computers (with Intel Celeron processors) at special union member prices, which are as low as \$763. A monitor, fast modem, speakers, software to get up and run-

ning right away, and one-year of unlimited Internet access from Workingfamilies.com are included.

Only members of AFL-CIO affiliated unions are eligible for this cost-saving benefit.

Two computer models are available at a union member discount by calling the IBM Workingfamilies.com toll-free number: (877) 426-5621.

Because the models are customized for Workingfamilies.com, no modifications are available. New models will be introduced with the same com-

petitive pricing as the industry changes. Other computer products sold by IBM, including printers, scanners, software and ThinkPad notebook computers also are available to union members belonging to AFL-CIO affiliates at a 5 percent discount. Financing is available.

Go to the following page for details:

<http://workingfamilies.ibelong.com/shopping>

Once there, proceed to the "worker friendly marketplace."

Senior Report

Continued from Page 4

or local pension separately payable to the spouse or widow(er) based on her or his own earnings. The reduction generally does not apply if the employment on which the public pension is based was covered by social security on the last day of public employment. (A special rule applies to Federal employees who switch from the Civil Service Retirement System to the Federal Employees Retirement System.) For spouses and widow(er)s subject to the government pension reduction, the Tier I reduction is equal to two-thirds of the amount of the government pension.

The public service pension reduction in railroad retirement spouse and widow(er) benefits was effected by 1977 social security legislation which also applied to the Tier I portion of railroad retirement spouse and widow(er) annuities. Since a social security spouse or widow(er) benefit is reduced if the beneficiary is also entitled to a social security benefit based on her or his own earnings, it was considered equitable that a social security spouse or widow(er) benefit also be reduced for a public-service pension based on the beneficiary's own nonsocial security earnings.

7. What dual benefit restrictions apply when both a husband and wife are rail employees entitled to railroad retirement annuities?

If both the husband and wife are qualified railroad employees and either has some railroad service before 1975, both can receive separate railroad retirement employee and spouse annuities, without a full dual benefit reduction under the phase-out provisions of the 1974 Railroad Retirement Act. However, if both the husband and wife started railroad employment after 1974, only the railroad retirement employee annuity or the spouse annuity, whichever he or she chooses, is payable.

If a widow(er) is qualified for a railroad retirement employee annuity as well as a widow(er)'s annuity, a special guaranty applies in some cases. If both the widow(er) and the deceased employee started railroad employment after 1974, the survivor annuity payable to the widow(er) is reduced by the amount of the employee annuity.

If either the deceased employee or the widow(er) had some railroad service before 1975 but had not completed 120 months of service before 1975, the employee annuity and the Tier II portion of the widow(er)'s annuity would be payable to the widow(er). The Tier I portion of the widow(er)'s annuity would be payable only to the extent that it exceeds the Tier I portion of the employee annuity.

If either the deceased employee or the widow(er) completed 120 months of railroad service before 1975, the widow or dependent widower may receive both an employee annuity and a survivor annuity, without a full dual benefit reduction.

8. Can workers' compensation or public disability benefits affect railroad retirement benefits?

If an employee is receiving a disability annuity, Tier I benefits for the employee and spouse may, under certain circumstances, be reduced for receipt of workers' compensation or public disability benefits.

9. How can an annuitant find out if receipt of any dual benefits might affect his or her railroad retirement annuity?

If an annuitant becomes entitled to any of the previously discussed dual benefit payments, or if there is any question as to whether a dual benefit payment requires a reduction in an annuity, a Board field office should be contacted. In any situation, the best rule is, "When in doubt-report."

For the phone number or address of the nearest Board field office, annuitants should call the automated toll-free RRB Help-Line at (800) 808-0772 or by checking the Board's Web site at www.rrb.gov. •

2000 BLE Fees Objector Policy

1. Employee Rights

a. Any employee covered by a union or agency shop agreement in the United States has the legal right to be or remain a nonmember of the Union. Nonmembers have the legal right: (1) to object to paying for Union activities not related to collective bargaining, contract administration and grievance adjustment, and to obtain a reduction in fees for such activities; (2) to be given sufficient information to intelligently decide whether to object; and (3) to be apprised of internal Union procedures for filing objections. Employees who choose to object have the right to be apprised of the percentage of the reduction, the basis for the calculation, and the right to challenge these figures.

b. To the extent permitted by law, nonmembers may not participate in Union elections as a voter or as a candidate; attend Union meetings; serve as delegates to the Convention, or participate in the selection of such delegates; or participate in the process by which collective bargaining agreements are ratified.

2. Publication of Policy

The fee objector policy shall be published annually in the BLE's newsletter in the month preceding the objection notice period and mailed annually to each objector. It shall also be provided to each new employee when s/he first becomes subject to a union shop agreement.

3. Making Objection Known

Objecting nonmembers shall provide notice of objection by notifying the International General Secretary-Treasurer of the objection by first-class mail postmarked during the month of November preceding the calendar year to which s/he objects, or within thirty (30) days after s/he first begins paying fees and receives notice of these procedures, except for 1996 only objectors to 1997 fees shall state their objection by January 31, 1997.

The objection shall contain the objector's current home address. Nonmembers wishing to continue their objection from year to year must renew their objection each year as specified in this paragraph.

Objections may only be made by individual employees. No petition objections will be honored.

4. Major Categories of Chargeable Expenses

All objectors shall pay their fair share of expenses germane to collective bargaining including:

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 employees in the craft or class (or bargaining unit) or employer representatives regarding working conditions, benefits and contract rights;

c. Convention expenses and other union internal governance and management expenses;

d. Social activities and union business meeting expenses;

e. Publication expenses to the extent coverage is related to chargeable activities;

f. Expenses of litigation related to collective bargaining, contract administration and internal governance;

g. Expenses for legislative and administrative agency activities to effectuate collective bargaining agreements;

h. All expenses for the education and training of officers and staff intended to prepare the participants to better perform chargeable activities;

i. All costs of strikes and other lawful economic actions.

5. Determination of Chargeable Share

The BLE shall retain a certified public accountant to perform an independent audit of the records of the International Division. The BLE shall also retain an independent referee for the purpose of determining the percentage of expenditures that fall within the categories specified in Section 4. The amount of the expenditures that fall within Section 4 shall be the basis for calculating the reduced fees that must be paid by the objector. The independent referee shall also give an opinion concerning the adequacy of the escrow amounts maintained pursuant to Sec-

tion 10, and later will verify the existence and the amounts of money in any escrow account.

6. Report of Chargeable Share and Basis of Its Calculation

The independent referee shall report the determination no later than May 31. This report shall include an analysis of the major categories of union expenses that are chargeable and non-chargeable. A copy of the independent referee's report shall be sent to all nonmembers whose timely objections have not been revoked.

7. Challenge Procedure

Each person entitled to receive the referee's report may challenge the validity of the calculations made by the independent referee by filing an appeal with the International General Secretary-Treasurer. Such appeal must be made by sending a letter to the International General Secretary-Treasurer post-marked no later than June 30.

8. Arbitration of Challenges

a. After the close of the appeals period, the International General Secretary-Treasurer shall provide a list of appellants to the American Arbitration Association (AAA). All appeals shall be consolidated. The AAA shall appoint an arbitrator pursuant to its Rules for Impartial Determination of Union Fees. The AAA shall inform the International.

b. The arbitration shall commence by August 1 or as soon thereafter as the AAA can schedule the arbitration. The arbitrator shall have control over all procedural matters affecting the arbitration in order to fulfill the need for an informed and expeditious arbitration.

c. Each party to the arbitration shall bear their own costs. The appellants 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 BLE.

d. 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 appellants. If appellants do not purchase a copy of the transcript, a copy shall be available for inspection at the International during normal business hours.

e. Appellants may, at their expense, be represented by counsel or other representative of choice. Appellants need not

appear at the hearing and shall be permitted to file written statements with the arbitrator instead of appearing. Such statement shall be filed no later than fifteen (15) days after the transcript becomes available, but in no case more than thirty (30) days after the hearing closes.

f. Fourteen (14) days prior to the start of the first hearing, appellants shall be provided with a list of all exhibits intended to be introduced at the hearing and a list of all witnesses intended to be called, except for exhibits and witnesses that may be introduced for rebuttal. On written request from an appellant, copies of exhibits (or in the case of voluminous exhibits, summaries thereof) shall be provided to them. Additionally, copies of exhibits shall be available for inspection and copying at the hearing.

g. The International shall have the burden of establishing that the reduced fees set forth in the referee's report are lawful.

h. If the arbitrator shall determine that more than one day of hearings is necessary, hearings shall be scheduled to continue from day to day until completed. The parties to the appeal shall have the right to file a brief within fifteen (15) days after the transcript of the hearing is available, but in no case more than thirty (30) days after the hearing closes. The arbitrator shall issue a decision within forty-five (45) days after the submission of post-hearing briefs or within such other reasonable period as is consistent with the rules established by the AAA.

i. The arbitrator shall give full consideration to the legal requirements limiting the amounts that objectors may be charged, and shall set forth in the decision the legal and arithmetic basis for such decision.

9. Payment of Reduced Fees

Objectors shall pay reduced monthly fees based on the most recent report of the independent referee pending determination of the objection year's chargeable ratio.

10. Escrow of Disputed Funds

An amount equal to 25 percent of the reduced monthly fees, or such other greater amount as the independent referee may recommend, shall be placed in an interest-bearing escrow account pending final determination of the chargeable share. Escrowed funds shall be disbursed to objectors and the Union upon issuance of the arbitrator's decision or fifteen (15) days after the conclusion of the appeal period if there are no challenges to the independent referee's determination. •

CANADIAN SPOTLIGHT

BLE-RCTC reach tentative pact with CPR

On August 4, the Brotherhood of Locomotive Engineers / Rail Canada Traffic Controllers concluded a Memorandum of Settlement with Canadian Pacific Railway, subject to ratification.

This settlement concludes a bargaining round which began in October of 1999 and continues in effect for three years until Dec. 31, 2002.

It provides wage increases of 2% in each of the three years and benefit plan enhancements in the areas of life insurance, dental, extended health and vision care and weekly indemnity sickness.

Four RTC desks were upgraded one rate level amounting to approximately \$1.00 per hour increase for each and the interlocking RTC's at 12th Street Tower (Calgary) and Rugby (Winnipeg) received a \$.75 per hour increase in addition to the general wage increase.

The major component of the settlement is in the area of pension plan improvements with no additional contributions from the employees. Changes in work rules which were necessary to both sides were also negotiated between the parties.

The Brotherhood's bargaining committee consisted of Vice-President and Canadian Director Gilles Hallé, Rail Canada Traffic Controller General Chairman Jim Ruddick, National Advisor/Special Representative Darrell Arnold and Local Chairmen Danny MacIver (Division 954, Quebec) and Kari Essery (Division 954, Calgary).

"We would like to extend a special thanks to Federal Mediator, Mr. Tom Hodges, for his assistance in providing the two parties his expertise in order to reach this settlement," Brother Hallé said. •

FIL/CCFC conclut une entente sujette à ratification avec CP

Le 4 août 2000, la Fraternité des ingénieurs de locomotives / Contrôleurs de la circulation ferroviaire du Canada ont conclu un protocole d'entente avec le Canadien Pacifique sujet à la ratification.

Ce protocole conclut une ronde de négociations qui a débuté en octobre 1999 et sera en vigueur pour trois ans, soit jusqu'au 31 décembre 2002.

Ce protocole donne des augmentations salariales de 2% pour chacune des trois années et des améliorations au régime de prévoyance au niveau de l'assurance-vie, soins dentaires, assurance-maladie complémentaire et soins de la vue et indemnités

hebdomadaires de maladie.

Quatre pupitres de CCF ont été surclassés d'un niveau soit d'une augmentation d'approximativement 1 \$ de l'heure pour chacun et les CCF chargés d'enclenchements au 12th Street Tower (Calgary) et Rugby (Winnipeg) ont reçu une augmentation de 0,75\$ de l'heure en plus de l'augmentation salariale de base.

La composante majeure de l'entente est dans l'amélioration du régime de pension avec aucune contribution additionnelle par les employés. Les changements aux clauses normatives, qui étaient

nécessaires des deux côtés, ont aussi été négociés entre les parties.

Le comité négociateur de la Fraternité était composé du Vice-président et directeur canadien Gilles Hallé, du Président général Jim Ruddick, du Conseiller national/représentant spécial Darrell Arnold et des Présidents locaux Danny MacIver et Kari Essery.

Nous aimerions remercier spécialement le Médiateur fédéral, Monsieur Tom Hodges, pour son aide en fournissant son expertise aux deux parties afin d'en arriver à cette entente.

Jouer au golf pour une bonne cause

Qui est Michel Sarrazin?

Michel Sarrazin est né en France, à Nuits-sous-Beaume en Bourgogne, le 5 septembre 1659. Venu une première fois à Québec en 1685. À titre de chirurgien de la marine, il revient s'y établir définitivement en 1697.

En mai 1700, il pratiqua à l'Hôtel-Dieu de Québec l'ablation d'une tumeur mammaire cancéreuse chez une religieuse. Cette chirurgie constitua alors la première mastectomie au Canada et probablement en Amérique du Nord. La patiente survécut 39 ans après son opération. Michel Sarrazin est décédé le 6 septembre 1734 à l'Hôtel-Dieu de Québec. Il fut inhumé dans le cimetière des Pauvres de l'Hôtel-Dieu.

Qu'est-ce que la Maison Sarrazin?

L'ouverture officielle de la Maison Michel Sarrazin a eu lieu en avril 1985. Elle a déjà offert des services à plus de 6270 patients en phase terminale de cancer dont 3790 y ont résidé.

La Maison Michel Sarrazin est un centre hospitalier privé de quinze lits de courte durée, spécialisé dans les soins aux mourants. En plus des services gratuits, offerts aux malades et à leur famille, la Maison Michel Sarrazin

est affiliée à l'Université Laval comme centre de formation et de recherche en soins palliatifs.

Les objectifs de la Maison Michel Sarrazin sont les suivants:

- améliorer la qualité de vie du malade en apaisant ses souffrances par une médication adéquate;
- accompagner la personne dans son cheminement vers la mort en lui offrant un support moral, affectif et spirituel, si elle le désire;
- procurer le soutien nécessaire aux proches du mourant et les aider à s'impliquer selon leurs possibilités dans les soins du malade.

Cette année, la Levée de fonds s'est élevée à plus de 20 000,00\$. Nous sommes heureux de souligner qu'un des nombreux volontaires est notre Confrère J. Roberge, ingénieur de locomotives et membre retraité de la Division 558. Malheureusement, plusieurs membres de la FIL ainsi que des membres de leur famille ont déjà fait appel aux services de la Maison Michel Sarrazin.

Biographie sur la Lieutenant-Gouverneure de la province de Québec Lise Thibault

Née à Saint-Roch-de-l'Achigan le 2



Assise dans la voiturette de golf, la Lieutenant-Gouverneure du Québec Lise Thibault, qui, avec plusieurs dirigeants de la FIL, a participé à un tournoi de golf au profit de la Maison Michel Sarrazin, un hôpital privé pour le traitement des victimes du cancer. Debout, de gauche à droite, sont B. Brunet, J.L. Shields, Gilles Hallé et T.G. Hucker.

Seated in the golf cart is Quebec Lieutenant-Governor Lise Thibault, who, along with several BLE officials, took part in a charity golf tournament for the Maison Michel Sarrazin, a private hospital for treatment of cancer victims. Standing, from left, is B. Brunet, J.L. Shields, Gilles Hallé and T.G. Hucker.

avril 1939, elle a été assermentée 27th Lieutenant-gouverneure du Québec, le 30 janvier 1997. Elle est aussi la première femme à détenir ce poste. En vertu de sa commission royale lui conférant des pouvoirs constitutionnels équivalents à ceux d'un chef d'État, la Lieutenant-gouverneure donne une

suite légale à la politique déterminée par le gouvernement.

La volonté et la détermination de la Maison Michel Sarrazin vont de pair avec celles de Mme Thibault qui, même si elle se déplace en fauteuil roulant, trouve le moyen de pratiquer le golf et le ski avec des véhicules adaptés. •

BLE officials meet with Quebec Lieutenant Governor at charity event

Several Canadian BLE officers took part in a charity golf tournament to raise money for the Maison Michel Sarrazine, a hospital that offers care to terminally ill cancer patients.

The tournament raised over \$20,000. One of the many volunteers for the event was Brother J. Roberge, locomotive engineer and retired member of Division 558 (Charney, Quebec). Several BLE members and members of their family have used the services of the Maison Michel Sarrazin.

Among those participating were BLE Canadian Director Gilles Hallé, National Legislative Chairman-Canada George Hucker, Local Chairman of BLE

Division 258 (Montreal) B. Brunet, and Counsel J. Shields.

Lieutenant-Governor of the Province of Quebec, Lise Thibault, was at the tournament and she took time to meet with the BLE representatives.

The official opening of the Maison Michel Sarrazin was in April 1985. It already offered services to more than 6,270 patients in terminal phase of cancer, of them 3,790 used the residence.

More than the free services offered to the patients and their family, the Maison Michel Sarrazin is affiliated to the Université Laval as a training centre and research in palliative care.

The objectives of the Maison Michel

Sarrazin are as follows:

- to improve the quality of life to the patient by soothing their sufferings with an adequate medication;
- to accompany the person in their progression towards death by offering them moral, affective and spiritual support, if so desired; and
- to give the necessary support to the family of the dying patient and help them to get involved in the patient's care depending on their abilities.

Born in Saint-Roch-de-l'Achigan, April 2, 1939, Madame Thibault was sworn in as 27th Lieutenant Governor of Québec, January 30, 1997. She is also the first woman to hold this position.

By virtue of her royal commission, she possesses all of the constitutional powers of a head of state and gives legal sanction to the policies adopted by the government.

The will and determination of the Maison Sarrazin go hand in hand with those of Mme. Thibault who, even if she uses a wheel chair, finds the way to golf and ski with adapted vehicles.

Michel Sarrazin was a surgeon in the French navy who moved to Quebec in 1697. In May 1700, he removed a cancerous tumour from the breast of a nun at Hôtel-Dieu of Quebec. It was the first mastectomy in Canada and probably in all of North America. •

Honoring members past and present

A special Labor Day message from International President Edward Dubroski

According to Samuel Gompers, founder and longtime president of the American Federation of Labor:

"Labor Day differs in every essential from the other holidays of the year in any country. All other holidays are in a more or less degree connected with conflicts and battles of man's prowess over man, of strife and discord for greed and power, of glories achieved by one nation over another. Labor Day... is devoted to no man, living or dead, to no sect, race, or nation."

Labor Day, the first Monday in September, is dedicated to the social

and economic achievements of American workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity and well-being of our country.

Labor Day is dedicated to a movement of people without whom this nation would be a very different place. Labor has been at the forefront of social change throughout the past century and a half. Many facets of American life that we regard as undeniable rights were fought for by our brothers and sisters who came before us. Things like unemployment

insurance, worker compensation, and the eight-hour work day are the result of the hard work — and even bloodshed — of the past.

The BLE is proud of its role in this fight. We know that without organization there is no strength. The strength of the labor movement comes from the rank-and-file members. This is the most important thing to remember on Labor Day.

When our organization was founded 137 years ago, members had to meet in secrecy because they feared retaliation by railroad bosses. They were involved in a great

struggle, not only for the rights of railroaders, but for the rights of all workers. As North America's oldest labor organization, we have been on the front lines of many major struggles. On Labor Day, we commemorate those struggles of the past and the fights that are still going on.

As the International President of the BLE, I urge all members to take time this Labor Day to honor those members of our organization who have fought in the great battles of the past, those who continue to fight today, and those who will keep fighting for generations to come. •

State Legislative Board chairmen hold annual meeting

The National Association of State Legislative Board Chairmen held its annual meeting in Niagara Falls, Ontario, from July 23-26. Thirty state chairmen and five provincial legislative board chairmen attended the meeting, along with International President Edward Dubroski, First Vice-President Jim McCoy, General Secretary-Treasurer Russ Bennett, Vice-President & U.S. National Legislative Representative Leroy Jones, and National Legislative Representative-Canada George Hucker. The featured guest speaker was Jack Wells, Deputy Administrator of the Federal Railroad Administration.

Raymond Holmes, Chairman of the Texas State Legislative Board, is Chairman of the NASLBC.

"At the present time we have 36 states with either full or part time legislative chairmen," Brother Holmes said. "We meet annually to discuss common issues, state initiatives, to hear reports from our International officers, to lay the framework for future legislation and to decide what legislation should be handled on the national level. The input of our Canadian Brothers allows us to share ideas and discuss common interests."

Standing on staircase, front row, from left: Leroy Jones, Vice-President & U.S.

National Legislative Representative; Jim McCoy, First Vice-President & Alternate President; Raymond Holmes, SLBC-TX and Chairman NASLBC; Edward Dubroski, International President; and Russell Bennett, BLE General Secretary-Treasurer.

Second row: James Brittain, SLBC-TN; Edward Way, SLBC-IL; Jack Wells, Deputy Administrator, Federal Railroad Administration; Betty Child, BLE National Legislative Office, Executive Assistant; and Tommy Mayne, SLBC-KY.

Third row: Jim Chappelle, SLBC-NJ; Keith Luebke-SLBC-WI; and Bob Harvey, BLE National Legislative Office, Regulatory Research Coordinator.

Fourth row: Terry Briggs, First VC-TX; Raymond Taylor, SLBC-GA; Tom Perkovich, SLBC-MN; and Jeff Ramage, SLBC-ID.

Fifth row: James Ussery, Second VC-TX; Wayne Wiederspiel, PLBC-British Columbia; and J.T. Norris, SLBC-VA & Vice Chairman NASLBC.

Sixth row: John Collins, SLBC-NY; George Newman, SLBC-MA; and Don Anderson, PLBC-Alberta.

Seventh row: Tom Armstrong, PLBC-Saskatchewan; Brian Gallagher, LR-NY; Darrell Blake, SLBC-WV; Brent Boggs, BLE National Legislative Office, Political Affairs Coordinator; and Mike Muscha, SLBC-ND.

Standing on floor, front row, from left: John Giblin, SLBC-IA; and Bruce Yates, SLBC-NM.

Second row: Bill Verdeyen, SLBC-IN; Tim Young, SLBC-AR; Keith McCarthy, SLBC-WY; Randy Meek, SLBC-NE; Jim Keele, SLBC-KS; and Ken Kertesz, SLBC-PA.

Third row: Robert Svob, SLBC-AZ; Darrell Grywachski, PLBC-Manitoba; Tim Smith, SLBC-CA; Michael O'Brien, SLBC-LA; and Rob McCaffrey, PLB First Vice-Alberta.

Fourth row: Doug Horstman, SLBC-OR; Darrell Azarcon, First VC-CA; Paul Enenbach, First VC-WI; and Perry Renfro, SLBC-OK & Sec.-Treas. NASLBC

Fifth row: Bill O'Brien, SLBC-OH; Mike Wheten, PLBC-Ontario; and Craig Gilchrist, SLBC-MT.



Corrections

This Brother was mis-identified in the July 2000 issue of the Locomotive Engineer Newsletter. He is L.R. "Randy" Saunders of BLE Division 129 in Nashville, Tenn.



Due to a printer's error, the caption information for this photo was missing from the July 2000 issue of the Newsletter. The individuals pictured here are, from left: John Rupp (partially obscured), Local Chairman of

Division 74 (Harrisburg-Enola, Pa.); Buddy White, Division 696 (Atlanta); Sue White; Jackie Mears, Division 267 (Asheville, N.C.); Brenda Mears; Melanie Cogburn and R.S. Cogburn, Division 85 (Columbia, S.C.).

BLE NEWS

BLE 2000 election special: Congressional endorsements

In this issue of the *Locomotive Engineer Newsletter*, we have published a list of endorsed candidates for the upcoming November elections.

While we do not tell our members who to vote for (and who not to vote for), we do offer suggestions based on voting records and support of BLE-friendly legislation.

Also, members are advised to



See Page 2

watch their mailboxes for the Locomotive Engineers Journal. In the upcoming Fall 2000 issue, we will publish the voting records of all current members of Congress who are running for re-election.

We feel it is important to provide our members with this information so they can make informed decisions at the ballot box. •

International trade unionists exchange ideas with BLE leaders



A delegation of seven trade unionists from Russia visited the BLE's International Division in Cleveland on August 28 to learn about collective bargaining, union organizing and grievance procedures. The BLE provided its guests with insights into the Railway Labor Act and its impact on collective bargaining and labor-management relations, differing pay scales, job training and the bidding process for jobs, and dispute resolution under the collective bargaining grievance procedures. The delegates were: Ms. Nadhezda Grigor'evna Rakshenko; Ms. Tatyana Anatolyevna Novaya; Mr. Andrei Konstantinovich Fadeev; Mr. Sergey Eduardovich Dubko; Mr. Aleksey Ivanovich Chevtayev; and Mr. Pavel Vasilyevich Sobolev.

Pictured fourth from the left above is Sergey Dubko a representative of the Russian Trade Union of Railroad Engineers. He is chairman of the Sasovo Branch of the union, and was nominated by his national union to take part in this high-level study program because he has been very successful in representing his members and blocking management's efforts to break the union. The Russian Railway Ministry closed the Sasovo Branch in a move to destroy his political base and to disperse his membership, but because of his skillful negotiating ability and considerable political skills, he was able to force a reversal of the decision.

He is pictured above with BLE General Secretary-Treasurer Russ Bennett (fifth from left) and BLE Executive Staff Member Mo Morrow (third from right). The visit was arranged through the U.S. State Department and the AFL-CIO affiliated American Center for International Labor Solidarity.

SEPTEMBER 2000 CALENDAR & EVENTS

OCTOBER 20... Railroad Retirement Board Informational Conference in Pittsburgh

The U.S. Railroad Retirement Board will conduct a free informational conference in Pittsburgh, Pa. On-site registration begins at 8 a.m. with sessions starting promptly at 8:30 a.m. All sessions end at 12:30 p.m. To be held at the Holiday Inn-Greentree, 401 Holiday Drive.

MAY 30-JUNE 2, 2001... 61st Annual International Western Convention in Denver, Colo.

Come to Denver for the "Mile High" convention where a room rate of \$105 per night has been secured at the Hyatt-Regency Tech Center, good for three days before and after the convention. To receive this discount rate, hotel reservations must be made by May 6, 2000, at (800) 233-1234. Reduced airline fares via United Airlines are available through Travel Organizers by calling (800) 283-2754. There will be a golf tournament, tour of the Denver mint, Ocean Journey, Denver botanical gardens, and a barbeque at the Colorado Railroad Museum. Questions should be directed to IWC Chairman Skip Colyer by phone (970) 225-9716, by fax (970) 223-5794, or by e-mail <BofLE2001@aol.com>.

JUNE 24-28, 2001... 74th Southeastern Meeting Association in Pine Mountain, Ga.

Chairman W.J. Spriggs Jr. and members of BLE Division 779 (Manchester, Ga.) are hosting this year's convention at Callaway Gardens resort. Members interested in attending can contact Brother Spriggs at (706) 989-0064.

AUGUST 20-24, 2001... Eastern Union Meeting Association in Atlantic City, N.J.

At the Tropicana Hotel & Casino in Atlantic City, N.J. Conference registration begins at 3 p.m. on Monday, August 20, and hotel check-out is Friday, August 24. A room rate of \$105 per night has been secured throughout the conference, as well as a one-time valet parking fee of \$2. Further details to come when available. Please direct questions to EUMA Arrangements Chairman Sonny Kertesz at (732) 458-7642 or <sonny912@aol.com>.

Advisory Board August Activity

By action of the delegates at the Fifth Quinquennial Convention, summaries of BLE Advisory Board members' activities are published monthly:

International President Edward Dubroski—International Office: General supervision of BLE activities; Publications committee; Mtg. w/ VPs Walpert & Rodziewicz; Special Repts Miller & Tolman; Mtg. w/ S.M. Lewis, Local Chairman, Div. 218, E. Graham, Div. 22, J.A. Saunders, Div. 307; Mtg. w/ Ben Saunders, Chairman-Designated Legal Counsel; Mtg. w/ GC J.C. Nee, Union Railroad Co. (of Pittsburgh); Attended Democratic National Convention; Met w/ Senator John Kerry (D-MA), BMW President M.A. Fleming, TWU President Sonny Hall; Mtg. w/ FRA Administrator Jolene Molitoris; Mtg. w/ VP D.M. Hahs, G.C. Rightnowar, former G.C. D.E. Thompson, local chairman M.O. Coats, Division 609, et al; Kansas Legislative Board mtgs.; Mtg. w/ Division 28 officers; Ride non-AC locomotive w/ FRA Administrator Molitoris.

First Vice-President & Alternate President James L. McCoy—International Office. Assisted president supervising BLE activities; FVP duties, contacted GCs, SLBCs, telephone calls, correspondence, etc.; Funeral/wake of Mary Mitchell; Democratic National Convention, Los Angeles; El Paso division mtg.

General Secretary-Treasurer Russ Bennett—International Office: Supervision of BLE Financial depts.; Records Dept.; BLE Job Bank; Publications Cmte.; Democratic National Convention, Los Angeles.

Vice-President Paul T. Sorrow—General office duties; National wage/rules mtg.; Attended joint Division mtg., 498 and 598; Single agreement negotiations; Special Board of Adjustment 1063; NS Public Law Board; Assisted GTW committees in reviewing seniority rosters; Assisted CSX Western lines GCoFA in resolving Main Stem II dispute and in negotiating settlement of ID Service dispute; Assisted CSX/NS and GTW committees in handling various issues.

Vice-President Joseph A. Cassidy Jr.—General office duties; Mtgs. w/ President & First Vice-President; Prepare Amtrak-Springfield Terminal seniority dispute; Mtg. w/ General Counsel at I.D.; Mtg. w/ General Chairman Twombly; Prepare for PLB 6145; Mtg. at Public Law Board; Study; Mtg. w/ General Chairman Kenny; Mtg. to discuss SBA 928; Paperwork; Metropolitan Transportation Authority; Mtg. w/ General Chairman Delano; Mtg. w/ Duluth Missabe & Iron Range; Mtg. w/ members of Iron Range Division-DM&R.

Vice-President & U.S. Nat'l Legislative Representative Leroy D. Jones—Washington D.C. Office; Mtg. w/ members of the New Mexico State Legislature: President Pro-Tem Manny Aragon, Speaker of the House Raymond Sanchez, Majority Leader Ben Lujan; AFL-CIO State President Gilliland; Jason Sandel, Director, New Mexico DLCC; Diane Denish, State Chairman, Democratic Party; AFL-CIO political directors mtgs.; DSCC mtg.; Dinner with President Clinton on August 9; Democratic National Convention, Los Angeles; DCC; Mtg. w/ PA state house leaders; Mtg. w/ Cong. Andres (D-NJ), Kennedy (D-RI), Cong. Joe Hoeffel (D-PA); BLE breakfast w/ Senator Kerry (D-MA); Tenn. AFL-CIO President Jim Neeley; Mtg. w/ Governor Carnahan, Candidate, U.S. Senate, Mo.; Mtg. w/ Jon Corzine, Democratic candidate, U.S. Senate, New Jersey; Cong. Menendez (D-NJ); Rode head-end of BNSF locomotive in Calif. and New Mexico; Mtg. w/ FRA/AAR, re: locomotive cab temperature; Mtg. w/ Cong. Clement (D-TN), S. Enders, VP-BNSF; Kansas State Legislative Board mtg.; Mtg. w/ Cong. Dennis Moore (D-KS).

Vice-President William C. Walpert—ID Office; BLE Education & Training Dept.; Internal Organizing, Mobilizing & Strategic Planning Dept.; BLE Safety Task Force; Mtg. w/ BLE training representatives for UP; Div. 573 mtg., Greenville, TX; NTSB training session, Washington D.C.

Vice-President Edward W. Rodziewicz—General office duties; Assignments under the direction of President Dubroski-FVP-McCoy; NS Eastern Region, VGC W. Thompson, Imperial; Mtg. w/ BLE Training Division 218, Laredo, TX; SBA1116-CSX Northern Lines seniority district, Philadelphia; Allegheny Ludlum Section 6 notices; Mtg. w/ FVP McCoy, GC Lee Pruitt and Division 22, El Paso.

Vice-President Don M. Hahs—BNSF system including MRL, UP South & West, SP East & South, SSW, DLGW, Tacoma Belt, Pac Harbor Belt; General office duties; National wage/rule, Washington; Assist in closing SP East office in Houston; UP/St.L. PLB 6170 w/ G.C. Gore, Omaha; Portland Zone 2 & 3 negotiations, UP/SP merger, Reno, UP West.

Vice-President Richard K. Radek—International Office; BLE Decertification Helpline services; Director of Arbitration Dept; National Railroad Adjustment Board (NRAB); METRA general assistance, Chicago; WC general assistance, Rosemont/Madison; BRC/IHB general assistance, Chicago; Claims conf. assistance/V.R.; Screening dockets; Remote control conf.; Contract negotiations; FRA Part 240.409 proceedings EQAL 98-101, 97-74.

Vice-President Dale McPherson—I&M Rail Link; CP Rail/SOO, UP East Lines; TRRA-St. Louis; Indiana Railroad Co.; M&NA; LP&N Longview; General office duties; Mtgs. w/ C.L. Roy-IRR contract negotiations; Mtgs., UP spec. project, G.C. M.A. Young.

Vice-President & Canadian Director Gilles Hallé—Ottawa Office; Mtgs. w/ CN Rail; CPR/RCTC negotiations; Mtg. w/ R. Dixon, CN Rail; Annual vacation; Mtg. w/ M. Simpson & D. Arnold; Mtg. w/ VIA Rail; CN Pension Board mtg.; Division officers mtg. in Belleville, ON; Mtg. w/ R. Dixon & J. Torchia, re: National Contract; Mtg. w/ Bannon Woods, J. Shields & VIA lawyers; Mtg. w/ Brad Wood & GC; Travel & mtg. w/ CN Rail in Quebec City.

Vice-President & National Legislative Representative-Canada T. George Hucker—Ottawa Office; Canadian National Legislative Board; Mtg. w/ BMW, re: Int. Railway Safety Conference; Mtg. w/ Transport Canada/VIA Rail/CNR, re: TIBS; Field Ops. Master S&H Cmte. Mtg.; Mtg. w/ R. Rastrick & Mtg. w/ J. Clark, PC Party; Work Rest Task Force-AAR mtg.; BLE/CPR national life/LTD mtgs.; CPR, re: Emp. equity implementation & mtgs., re: Int. Railway Safety Conference w/ BMW & East Japanese Railway Union; FRA remote control hearing; State Legislative Board Chairmen's mtgs.; Mtg. w/ J. Wells, FRA Deputy Admin.; NARAP mtg.; Mtg. w/ Transport Canada CN/CP/VIA mtg. re: Rule 104.

BLE Job Bank

CSX Transportation

CSX Transportation needs certified locomotive engineers. The seven locations with jobs available are:

- Atlanta, Ga. • Montgomery, Ala.
- Fitzgerald, Ga. • Mobile, Ala.
- Manchester, Ga. • Pensacola, Fla.
- Willard/Garrett, Ohio

For details, contact CSX Transportation at: 500 Water St., Jacksonville, FL 32202; or call their Job Hotline at: (800) 521-1658 or (904) 381-4001. •



THE LOCOMOTIVE ENGINEER NEWSLETTER

Brotherhood of Locomotive Engineers
Since 1863, a Tradition of Forward Thinking

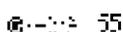
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