One hundred percent of voting BLET members working for the Wheeling & Lake Erie Railway (WLE) have voted in favor of withdrawing from service should the union and the railroad fail to reach an agreement to settle their contract dispute under processes set forth in the Railway Labor Act (RLA).

In late May, the BLET mailed strike ballots to over 150 BLET members, more than 75 of whom hold seniority as both locomotive engineers and trainmen. Ballots were counted in late June and 100 percent of the ballots cast in each craft were in favor of a strike should one become necessary to attain the Organization’s bargaining goals.

BLET National President Dennis R. Pierce said the unanimous vote in favor of a strike indicates a clear mandate from BLET members that they are prepared to fight for a fair agreement.

As background, the BLET holds the contract to represent both the locomotive engineer and the trainman crafts at WLE. BLET served Section 6 notices to begin contract negotiations on January 5, 2012. The union requested mediation on August 6, 2012, and a mediator was assigned the following day. For nearly five years, the parties have continued to bargain under the auspices of NMB mediation. The parties reached a tentative agreement in September 2016, but it was rejected by over 90% of voting members in each craft.

On May 25, 2017, President Pierce formally requested that the NMB declare an impasse and proffer arbitration to the parties as a possible prelude to being released from mediation. The strike vote allows BLET members to exercise self-help in defense of their agreements should the RLA process be exhausted without new agreements being reached.

On September 20, 2013 — about six weeks after mediation began — BLET locomotive engineers and trainmen were forced to strike over the railroad’s repudiation of the union’s collective bargaining agreements. Specifically, the carrier used management officials to perform the work of bargaining unit employees, and ignored crew consist agreements by operating single-person operations in an attempt to eliminate trainmen. The U.S. Court of Appeals for the Sixth Circuit ruled in favor of the BLET’s position that the WLE’s use of managers in place of union conductors was, indeed, a major dispute under the RLA. In January of this year, the U.S. Supreme Court denied a petition filed by WLE to review the Sixth Circuit decision, thus vindicating the BLET’s position and solidifying a major victory for WLE’s union membership.

“I want to thank our Wheeling & Lake Erie locomotive engineers and trainmen for their high level of solidarity in the strike vote process. This is a critical time in our long-standing dispute and I urge all WLE members to continue standing strong and united.” – President Pierce
Our fight is not just on the contract front. Working Americans and the unions that represent them are being attacked once again in Washington, D.C., with the rights of union members coming under fire. The National Right-To-Work Act in Congress (H.R. 785) is intended as a death-blow to all unions throughout the United States.

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BLET NATIONAL DIVISION ELECTRONIC COMMUNICATIONS POLICY

Official communications between BLET members and the National Division require a hard copy of the correspondence, bearing 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.

The volume of e-mails received makes it impossible for the National President to answer all unofficial communications. Therefore, it is the policy of the BLET that e-mails addressed to the National President will be reviewed and forwarded to the appropriate officer or staff for a timely response; however, an e-mail message is not considered an official communication of the membership, while at the same time providing a timely response to the member’s unofficial communication, if a response is necessary, without needlessly expending limited BLET resources.

Adopted at Cleveland, Ohio on July 23, 2000.®

DENNIS R. PIERCE
BLET NATIONAL PRESIDENT
Members ratify first-ever union contract with WNYP

NAFTA 2.0 Must Put Workers First

The renegotiation of NAFTA is heating up, with the first round of talks set to be held in August in the nation’s capital. But there is a lot to be sorted out before any new deal can be struck.

The Teamsters have real concerns about what a new North American trade pact will look like. And the White House’s release of its “summary of Objectives for the NAFTA Renegotiation” in July did little to assuage the union’s doubts.

I am disappointed that the latest version of the administration’s NAFTA goals for a NAFTA replacement is not more specific. The very general outline that the USTR posted on its website suggests that the Trump trade reform team is still undecided about what new trade policy model will replace the old NAFTA and its expansion in other bad deals like the Trans-Pacific Partnership.

The White House has made it clear that it agrees that NAFTA has been a disaster for American manufacturing and workers. But as it stands, there is nothing in these USTR guidelines for renegotiation that points towards the dramatic overhaul that NAFTA needs.

For example, while the Teamsters agree with the administration that modernized NAFTA must include new chapters that protect labor rights and prohibit currency manipulation, the union is concerned, based on these new negotiating objectives, that the USTR won’t take strong and specific language to the table when the talks start August 16.

This outline raises more questions than it answers about U.S. priorities going into NAFTA renegotiation. The priorities for the Teamsters, our U.S. and Canadian members alike, include removing the worst provisions, like the outdated and controversial investor-state dispute settlement regime in the investment chapter, the government procurement provisions that undermine Buy American, and the cross-border trucking provisions that threaten highway safety.

I plan to work with the USTR in support of a fair trade agenda and a new NAFTA that is superior to the TPP and finally works for U.S. manufacturers and workers. That is the only way to make sure hardworking Americans prevail over a revamped trade deal.

Fraternally,

James P. Hoffa
Teamsters General President
Q&A: Unemployment and sickness benefits for railroad employees

The Railroad Retirement Board (RRB) administers the Railroad Unemployment Insurance Act, which provides two kinds of benefits for qualified railroad workers: unemployment benefits for those who become unemployed but are ready, willing, and able to work; and sickness benefits for those who are unable to work because of sickness or injury. Sickness benefits are also payable to female rail workers for periods of time they are unable to work because of pregnancy and childbirth. A new benefit year begins each July 1.

The following questions and answers describe these benefits, their eligibility requirements, and how to claim them.

1. What are the eligibility requirements for railroad unemployment and sickness benefits in July 2017?

To qualify for normal railroad unemployment or sickness benefits, an employee must have had railroad earnings of at least $3,637.50 in calendar year 2016, counting no more than $1,455 for any month. Those who were first employed in the rail industry in 2016 must also have at least five months of creditable railroad service in 2016.

Under certain conditions, employees who do not qualify on the basis of their 2016 earnings may still be able to receive benefits in the new benefit year. Employees with at least 10 years of service (120 or more months of service) who received normal benefits in the benefit year ending June 30, 2017, may be eligible for extended benefits, and employees with at least 10 years of service (120 or more months of service) might qualify for accelerated benefits if they have rail earnings of at least $3,637.50 in 2017, not counting earnings of more than $1,455 a month.

To qualify for extended unemployment benefits, a claimant must not have voluntarily quit work without good cause and not have voluntarily retired. To qualify for extended sickness benefits, a claimant must not have voluntarily retired and must be under age 65.

2. What is the daily benefit rate payable in the new benefit year beginning July 1, 2017?

Almost all employees will qualify for the maximum daily benefit rate of $72. Benefits are generally payable for the number of days of unemployment or sickness over four in 14-day claim periods, which yields $720 for each two full weeks of unemployment or sickness. Sickness benefits payable for the first 6 months after the month the employee last worked are subject to tier 1 railroad retirement payroll taxes, unless benefits are being paid for an on-the-job injury. (Claimants should be aware that as a result of a sequestration order under the Budget Control Act of 2011, the RRB will reduce unemployment and sickness benefits by 8.9 percent, a reduction effective through September 30, 2017. As a result, the total maximum amount payable in a 2-week period covering 10 days of unemployment or sickness will be $670.32.)

3. How long are these benefits payable?

Normal unemployment or sickness benefits are each payable for up to 130 days (26 weeks) in a benefit year. The total amount of each kind of benefit which may be paid in the new benefit year cannot exceed the employee’s railroad earnings in calendar year 2016, counting earnings up to $1,879 per month.

If normal benefits are exhausted, extended benefits are payable for up to 65 days during 9 consecutive 14-day claim periods to employees with at least 10 years of service (120 or more cumulative service months).

4. What is the waiting-period requirement for unemployment and sickness benefits?

Benefits are normally paid for the number of days of unemployment or sickness over four in 14-day registration periods. Initial sickness claims must also begin with four consecutive days of sickness. However, during the first 14-day claim period in a benefit year, benefits are only payable for each day of unemployment or sickness in excess of seven which, in effect, provides a one-week waiting period. (If an employee has at least five days of unemployment or five days of sickness in a 14-day period, he or she should still file for benefits.)

5. Are there special waiting-period requirements if unemployment is due to a strike?

If a worker is unemployed because of a strike conducted in accordance with the Railway Labor Act, benefits are not payable for days of unemployment during the first 14 days of the strike, but benefits are payable during subsequent 14-day periods. If a strike is in violation of the Railway Labor Act, unemployment benefits are not payable to employees participating in the strike. However, employees not among the striking or participating on an illegal strike, but who are unemployed on account of the strike, may receive benefits after the first two weeks of the strike.

6. Can employees in train and engine service receive unemployment benefits for days when they are standing by or laying over between regularly assigned trips?

No, if they are standing by or laying over between regularly assigned trips or they missed a turn in pool service.

7. Can extra-board employees receive unemployment benefits between jobs?

Yes, but only if the miles and/or hours they actually worked were less than the equivalent of normal full-time work in their class of service during the 14-day claim period. Entitlement to benefits would also depend on the employee’s earnings.

8. How would an employee’s earnings affect his or her

eligibility for unemployment benefits?

A claimant’s earnings for days worked, and/or days of vacation, paid leave, or other leave in a 14-day registration period or accumulated in the new benefit year, no benefits are payable for any days of unemployment in that period. That registration period, however, can be used for other purposes. Earnings include pay from railroad and nonrailroad work, as well as part-time work and self employment. Earnings also include any severance payments. Claimants would have earned except for failure to mark up or report for duty on time, or because he or she missed a turn in pool service or was otherwise not available for work during the strike. However, employees not among the striking or participating on an illegal strike, but who are unemployed on account of the strike, may receive benefits after the first two weeks of the strike.

9. How does a person apply for and claim unemployment benefits?

Claimants can file their applications for unemployment benefits online, by mail, or online. They can do so at any time within the registration period. They must file a claim within five days after the end of a registration period or the date the claim form is sent on or after the last day of the registration period, whichever is later.

How and when an employee’s earnings affect his or her unemployment benefits

The local RRB field office reviews the completed application, whether it was submitted by mail or online, to determine if the claimant is ready if they ever need to apply for these benefits or use other services. The completed application should be mailed to the local RRB office as soon as possible and, in any case, must be filed within 30 days of the date on which the claimant became unemployed or the first day for which the claimant wishes to claim benefits. Benefits may be lost if the application is filed late.

If a worker is unemployed because of a strike conducted in accordance with the Railway Labor Act, benefits are not payable for days of unemployment during the first 14 days of the strike, but benefits are payable during subsequent 14-day periods.

If a strike is in violation of the Railway Labor Act, unemployment benefits are not payable to employees participating in the strike. However, employees not among the striking or participating on an illegal strike, but who are unemployed on account of the strike, may receive benefits after the first two weeks of the strike.

10. How does a person apply for and claim sickness benefits?

An application for sickness benefits can be obtained from railroad labor organizations, railroad employers, any RRB office or the agency’s website. An application and a doctor’s statement of sickness must be filed before benefits are payable.
TIMETABLE OF EVENTS

The following schedule shall apply to the 2018 nominations and elections of National Division Officers:

- **July 1, 2017**: Issuance of Rules for the 2018 BLET National Division Election; publication of official forms, including candidate petitions, and financial disclosure and vendor disclosure notices.
- **August 1, 2017**: Deadline for filing of petitions to the National Secretary-Treasurer. All petitions must be submitted to the National Secretary-Treasurer prior to 5:00 p.m. on October 2, 2018.
- **August 1, 2017**: Deadline for filing of protests: (a) alleging violation(s) of Rules; (b) alleging violation of Section 15 of the Labor Disputes Act ("LMDRA").
- **October 2, 2017**: Deadline for receipt of protest petition. Notice of protest will be mailed for which the sender receives evidence of mailing.
- **October 2, 2017**: Deadline for receipt of any and all such data as the direction and under the supervision of the National Secretary-Treasurer; the National Secretary-Treasurer shall determine the time and conditions as are regularly required by such institutions.
- **October 1 through October 4, 2018**: BLET National Division Convention.
- **November 20, 2018**: Mailing of ballots for National Division officers.

1. The term "April 15, 2018" means the date on which the first candidate and slate, candidate or slate member group, independent candidate or campaign organization to file the first required CCER and Supplemental Form No. 1 for the period April 1, 2018, through June 30, 2018.

2. The term "July 15, 2018" means the date on which the first candidate, slate, caucus, member group, independent candidate or campaign organization to file the third required CCER and Supplemental Form No. 1 for the period July 1, 2018, through September 30, 2018.

3. The term "October 1, 2018" means the date on which the first candidate and slate, candidate or slate member group, independent candidate or campaign organization to file the fourth required CCER and Supplemental Form No. 1 for the period October 1, 2018, through September 30, 2018.

4. The term "November 20, 2018" means the date on which the first candidate and slate, candidate or slate member group, independent candidate or campaign organization to file the fifth required CCER and Supplemental Form No. 1 for the period October 1, 2018, through December 31, 2018.

5. The term "Delegate" means a three (3) member committee of BLET National Division Officers established by a candidate or slate to provide assurance compliance with applicable election laws, rules or other requirements, for or securing, defending, or clarifying legal rights of candidates.

6. The term "Employer bulletin board" means any bulletin board or similar space on the premises of an employer used for posting general information, such as the posting of general information and/or the posting of notices by employees.

7. The term "General Election" means the International Brotherhood of Teamsters Presidential Election.
20. The term "interested employer" means any employer or any group or association which is a party to, a collective bargaining agreement with the Union and any employee or any group or association not covered by a collective bargaining agreement with the Union within nine (9) years before the date of filing a complaint with the Board.

21. The term "labor organization" means an organization recognized or certified as a collective bargaining representative for employees in any industry, occupation or craft with respect to wages, hours and/or working conditions, regardless of whether such organization is affiliated, state or central bodies with which any subordinate bodies of a labor organization, all national, state or central bodies with which any labor organization is affiliated.

22. The term "mail ballot" means a ballot mailed to each ballot-qualified member as de-scribed in Section 18.

23. The term "member" or "membership" means any ballot-qualified member who has fulfilled the requirements of membership in any Local Division and who has neither voluntarily withdrawn nor been expelled, suspended or suspended from membership after appropri-ately proceedings consistent with lawful provi-sions of the respective Local Division Rules and any Local Division Rules. This term shall not include anyone who has relinquished his right to exercise his/her seniority either to accept an employment opportunity or to exercise his seniority or pursuant to settlement of a Federal International Arbitration Act or any other legal or contract claim.

24. The term "member in good standing" means a member who has not been disciplined through the month prior to the month in ques-tion.

25. The term "National Division Officers" means the National President, the First Vice President, the Secretary-Treasurer, and the Vice Presidents of the National Division, and as those offices are de- fined and described in Sections 2(a), 7, 8, 9, and 10, and also those alternate ND officers as described in NDR Section 1(b).

26. The term "National Election" means the secret ballot vote of the membership to be held for the purpose of electing a National President, the First Vice President, the National- al Secretary-Treasurer, and the Officers of the National Division, and the alternate National Division Officers as described in NDR Section 15(b).

27. The term "petition" means a petition for eligibility to run for office as defined in Section 6. A person who is a Delegate to the National Division, and includes bulletin boards at the office of the National Division Office.

28. The term "slate" means any grouping of two or more candidates by mutual consent.

29. The term "subordinate body" means any organization affiliated with the National Division of which the President, the First Alternate Vice President, the Secretary-Treasurer, and the Vice Presidents of the National Division, and the alternate National Division Officers as described in NDR Section 15(b).

30. The term "union" means the National Division, and every subordinate body, unless otherwise stated before the date of filing a complaint with the National Division Office.

31. The term "union bulletin board" means any bulletin board to which the National Division Office has access for the purpose of posting information concern-ing bargaining activities and/or activities of the Union and includes bulletin boards at the office of the Union and the Collective Bargaining Division.

32. The term "Union-financed publication" means the National Division website and the following National Division publications: the Locomotive Engineer, the Locomotive Engineer’s Notice, the Locomotive Engineer’s Training Journal. The term also means any publication, communi-cation website financed directly or indi-rectly by the Union, including any RTBU sub-division body.

33. The term "independent committee" means any person or entity not controlled by a state or political subdivision of any state or national charity that do not have any campaign contribution, as defined by these Rules, or who/which has made no expendi-tures for the benefit of or on behalf of the campaign.

34. The term "eligible economic interest" means any economic interest that has a direct and material interest in the outcome of any election or proceeding, as defined by these Rules, subject to the condition that the economic interest shall not have any material interest in the outcome of any election or proceeding that is determined to be statistically insignificantly different.

35. The term "person" means any group or association which is a party to, a collective bargaining agreement with the Union and any employer or any group or association not covered by a collective bargaining agreement with the Union within nine (9) years before the date of filing a complaint with the Board.

36. The term "labor organization" means an organization recognized or certified as a collective bargaining representative for employees in any industry, occupation or craft with respect to wages, hours and/or working conditions, regardless of whether such organization is affiliated, state or central bodies with which any subordinate bodies of a labor organization, all national, state or central bodies with which any labor organization is affiliated.
on eligibility shall be made in writing, and shall be verified. (iv) The ballots shall be printed under the direction of the National Secretary-Treasurer and the AAA at one site in the United States. Any printing of 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 the AAA’s handling of all aspects of the assembly, mailing and receipt 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 at their addresses of record. Each mail ballot shall include a reasoned challenge form, a ballot, a secret ballot envelope, a self- addressed and stamped return envelope pre-labeled by the member, a Notice of Election, and a card containing the member’s name and address and other data sufficient to identify and trace the member. The member shall sign the return envelope, and instructions regarding the procedure for mail ballot voting. All ballots received at the designated mailing address by 10:00 a.m. Eastern Standard Time on Election Day shall be eligible for counting in the election. Ballots received after that time will not be counted. Observers shall be permitted to inspect the list of ballot-qualified members to whom ballots are sent and shall be permitted to verify in writing, in the presence of a member, that a member eligible to receive a ballot has been omitted from the list, such person shall be sent a ballot and a corrected list shall be prepared as a challenged ballot. (f) The ballots shall be cast by placing the secret ballot envelope into the secret ballot slit of the return envelope, and then depositing the return envelope in the mail. If the pre-addressed label on the return envelope that the member’s name and address, and Local Division Number in the upper left-hand corner of the return envelope. Any ballot cast without proper identification and by mail shall fail to meet the requirements of this section, and the return envelope must be voided. (g) Receipt of Ballots. The instructions for balloting included in the ballot package shall contain those prohibitions and shall urge large members to vote and return their ballots promptly. ARTICLE II ELIGIBILITY TO RUN FOR OFFICE Sec. 1. Eligibility to Run for any National Division Officer, position, a member must: (1) be in continuous standing, with dues paid for a period of twenty-four (24) consecutive months prior to the month of nomination; (2) be employed by the employer or run for office in the BLET, not be involved in labor-management disputes or unfair labor practices, unless the employer has received a favorable NLRB decision on or after September 4, 2018, which is within the twenty-four (24) month period of the date on which the ballots will be counted. The National Secretary-Treasurer, any member of the Election Protest Committee or any representative engaged in the election counting process, or any candidate, may reverse any decisions or discard any ballots in the event the challenge of the eligibility of any member to vote. Subject to the authority of the Election Protest Committee, such a challenge shall be so marked by noting on the outside of the return ballot envelope the reason(s) for the challenge. An Election Control Board may reverse any challenge that is challenged and verified by the Election Protest Committee. The National Secretary-Treasurer shall resolve all outcome determinative challenges. Decisions rendered by the Election Control Board are final and no further challenge may be made. Any challenge not supported by documentary evidence. (h) Prohibition on Interference with Voting. Any person or entity shall not inspect the list of ballot-qualified members to whom ballots are sent and shall be permitted to verify in writing, in the presence of a member, that a member eligible to receive a ballot has been omitted from the list, such person shall be sent a ballot and a corrected list shall be prepared as a challenged ballot. (i) Observers. Each candidate for National Division Officer position shall observe the process for election of National Division Officers in accordance with Section 48 and Articles VII and IX of these Rules. (j) Retention of Ballots. All ballots, including those that are voided, undelivered, and Local Division Number in the upper left-hand corner of the return envelope. Any ballot cast without proper identification and by mail shall fail to meet the requirements of this section, and the return envelope must be voided. ARTICLE III VOTER ELIGIBILITY TO VOTE IN NATIONAL DIVISION OFFICER ELECTION Sec. 1. Rules for Determining Voter Eligibility. To be eligible to vote in the election for National Division Officer position, a member must: (a) be in continuous standing, with dues paid for a period of twenty-four (24) consecutive months prior to the month of nomination; (b) be employed by the employer or run for office in the BLET, may be used for any purpose other than advancing membership and of being ruled eligible for voting purposes only. The right of any person—National Division Officer, position, or election. No sticker, write-in or proxy votes shall be permitted.
Local Division a list of the dates, times and places of all events to the designated contact person and the National Secretary-Treasurer will issue a written acknowledgment of receipt of the written request by the National and shall be responded to within five (5) days.

2. Processing and Distribution of Campaign Literature

(a) The Union shall designate a commercial printing/mailing service for the National Election process of late. Such request shall specify the purpose for the request is to communicate with the requesting party's literature. It shall specifically advise all candidates, consisting with paragraph (b) of this section. The Union may not endorse or otherwise advance the use of the nonprofit organization bulk-rate permit of the National Secretary-Treasurer, that such payment will be made for any other candidate, if request- ed.

(b) The number of candidates on a slate shall not exceed the number of positions open for election.

3. Observation of Election Count

(a) Each candidate shall have the right to be present at the vote counting location and to observe all phases of the election process, consistent with these Rules, and to designate at least one (1) observer to be present at each and every phase of the election process at which the election will be conducted. Such designation shall be submitted to the National Secretary-Treasurer in writing. Such observer shall be a candidate or a member in good standing of the BLET.

(b) The National Secretary-Treasurer may limit the number of observers otherwise permitted to observe elections, meetings, conventions, or other events.

(c) If a candidate or slate appearing on the ballot shall have the right, at his/her request, to designate at least one (1) observer to be present at each and every phase of the election process at which the election will be conducted. Such designation shall be submitted to the National Secretary-Treasurer in writing. Such observer shall be a candidate or a member in good standing of the BLET.

4. Slates of the dates, times and places of all events to the designated contact person and the National Secretary-Treasurer will issue a written acknowledgment of receipt of the written request by the National and shall be responded to within five (5) days.

5. Moving the election date to a new location shall not exceed the number of positions open for election.

6. Internet Campaigning

Pursuant to the authority of the National Secretary-Treasurer to distribute materials about the election, each accredited candidate or slate has the right to have campaign literature and/or websites accessible via a prominent link on the BLET website that reads “2008 Election Campaign Literature”. Any candidate or slate desiring such access shall notify the National Secretary-Treasurer in writing. The National Secretary-Treasurer may formulate supplemental rules for the use of the nonprofit organization bulk-rate permit of the National Secretary-Treasurer, that such payment will be made for any other candidate, if request- ed.

7. Freedom to Exercise Political Rights

All Union members may participate in campaign activities, including the run for office, to support or oppose a candidate or slate, or to aid or campaign for any candidate or slate, and to make personal contributions. Such contributions may not be limited to, the right to distribute campaign lit- erature (and otherwise support or campaign for a member’s candidacy) outside a meeting hall be- fore, during and after a Union meeting. This permission encompasses any activity prior to or during the open season, consistent with these

8. Processing and Distribution of Candi- date Literature

The Union shall provide for the distribution of campaign literature by any mail order vendors. The Union may not endorse or otherwise advance the use of the nonprofit organization bulk-rate permit of the National Secretary-Treasurer, that such payment will be made for any other candidate, if request- ed.

9. Printing and Pre-Election Handling of Campaign Literature

(a) Any publication or communication fi- nanced, directly or indirectly, by the Union or any affiliate shall be subject to the rules and regulations of the Union. The term “publication” means any newspaper, magazine, newsletter, pamphlet or other periodical literature, the contents of which are not endorsed by the Union.

(b) The number of candidates on a slate shall not exceed the number of positions open for election.

(c) The National Secretary-Treasurer may limit the number of observers otherwise permitted to observe elections, meetings, conventions, or other events.

(d) Candidates shall be treated without discrimina- tion.

(e) The National Secretary-Treasurer shall provide reasonable notice to all candidates of the dates, times and places of all events or activities which candidates may have the right to attend.

(f) Time spent observing shall be considered time that the observer is paid for.

(g) If a candidate or slate appearing on the ballot shall have the right, at his/her request, to designate at least one (1) observer to be present at each and every phase of the election process at which the election will be conducted. Such designation shall be submitted to the National Secretary-Treasurer in writing. Such observer shall be a candidate or a member in good standing of the BLET.

10. Printing and Pre-Election Handling of Ballot Literature

Observers shall be permitted to inspect the ballot literature and to ensure a fair, honest, open and informed election.

11. Procedure for Granting Certification of the number of positions open for election.

12. Limitations

(a) A candidate shall declare his/her intent to run for a slate of one, he/she may not re- tract such declaration unless all members of the slate withdraw.

(b) The number of candidates on a slate shall not exceed the number of positions open for election.

(c) If a candidate or slate appearing on the ballot shall have the right, at his/her request, to designate at least one (1) observer to be present at each and every phase of the election process at which the election will be conducted. Such designation shall be submitted to the National Secretary-Treasurer in writing. Such observer shall be a candidate or a member in good standing of the BLET.

(d) The number of candidates on a slate shall not exceed the number of positions open for election.
The ballots are counted, including overnight if necessary (at the observer's own expense).

**Article VIII: Campaign Contributions and Disclosure**

1. Campaign Contributions

(a) Article IV, Section 4 of the IBT Constitution, as amended, provides:

(1) No employer (or association of employers) 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. No candidate or slate may accept any such contributions.

(b) Permitted Contributions

(1) Only contributions which are properly solicited, made, accepted and reported under these Rules may be accepted. However, charitable contributions from the families of members who are not candidates may contribute, but they shall be prohibited from receiving contributions.

2. Prohibited Contributions

(1) Prohibited contributions must be returned or offered for return. If the return of any contribution, the candidate or slate's campaign returning the amount of the contribution, the person to whom or entity for whom the contribution was made, or the contributor at the time the contribution was made.

(2) Payments for Legal or Accounting Services

(a) Except as provided herein, the rules in subparagraph (c) above do not prohibit a candidate or slate from paying fees for legal or accounting services provided by Union vendors.

(b) Contributions or expenditures for legal or accounting services that are reimbursed, the amount of the reimbursement, the person to whom or entity for which the reimbursement is made, and the reason for the reimbursement.

(c) No member may campaign for hire or for himself or any other candidate or slate during the time that is paid by the Union or any other employer. However, campaign expenses incurred during paid vacation, paid lunch hours or breaks, or similar paid time if not in violation of these Rules.

(d) Payments for Legal or Accounting Services

(1) Except as provided herein, the rules in subparagraph (c) above do not prohibit a candidate or slate from paying fees for legal or accounting services provided by Union vendors.

(e) Contributions or expenditures for legal or accounting services that are reimbursed, the amount of the reimbursement, the person to whom or entity for which the reimbursement is made, and the reason for the reimbursement.
(F) Strict Liability.

(a) The mere fact that a candidate or slate are strictly liable to the donor is determined by whether reporting, the donor, the donor's agent or any other person or entity is notified of the violation.

(b) The mere fact that a candidate or slate notify all proponent contributors of the limitations on campaign contributions and/or financial assistance on or before the date a candidate or slate campaign literature soliciting contributions specifically states that no campaign contributions or other resources were used to promote a candidacy shall not, in and of itself, be considered as evidence of a violation of these Rules.

(c) If a candidate or slate notify all proponent contributors and/or financial assistance on or before the date a candidate or slate campaign literature soliciting contributions specifically states that no campaign contributions or other resources were used to promote a candidacy shall not, in and of itself, be considered as evidence of a violation of these Rules.

(d) If a candidate or slate notify all proponent contributors and/or financial assistance on or before the date a candidate or slate campaign literature soliciting contributions specifically states that no campaign contributions or other resources were used to promote a candidacy shall not, in and of itself, be considered as evidence of a violation of these Rules.

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(z) If a candidate or slate notify all proponent contributors and/or financial assistance on or before the date a candidate or slate campaign literature soliciting contributions specifically states that no campaign contributions or other resources were used to promote a candidacy shall not, in and of itself, be considered as evidence of a violation of these Rules.
(i) protests regarding alleged improper or inequitable treatment of the candidate or his/her supporters by the BLET National Division or its officers, by any other labor organization or by an employer; and (ii) protests regarding the candidate's request for mailings by the Union, by any other labor organization or by an employer, improper or inequitable aid or support, financial or otherwise, given or denied a candidate or his/her supporters by any other labor organization or by an employer;

(ii) protests against alleged improper or inequitable treatment of a candidate to run for National Division office by the BLET National Division, its officers or any other labor organization or by an employer;

(iii) protests against alleged improper or inequitable treatment of a candidate to run for National Division office by the BLET National Division, its officers or any other labor organization or by an employer;

(4) The EPC shall not have the authority to obtain information necessary to assist in resolving any protest, or to have the National Division obtain and provide such information. The Union shall provide its interpretation of the Bylaws or these Rules to the Committee within ten (10) days of the filing of a protest.

(i) determine the merits of the protest and, if found meritorious, determine the appropriate remedy; and (ii) give due consideration to any time exigency.

(ii) Post-election protests shall only be conducted if: (a) the protest is against a proposed or an actual action of a court or tribunal, including, but not limited to: (A) the refusal of a court to grant or deny a candidate’s request for a temporary restraining order, an order of injunction, or an order of a preliminary hearing in a matter involving the validity of a candidate’s eligibility to run for a National Division office; (B) the denial of access to a candidate’s campaign materials, or the refusal of a court to consider any potential remedy which would affect a proposed or actual action of a court or tribunal.

(i) Protests regarding Election Day or post-election protests shall be processed in the following manner.

(d) The EPC shall have the authority to obtain information necessary to assist in resolving any protest, or to have the National Division obtain and provide such information. The Union shall provide its interpretation of the Bylaws or these Rules to the Committee within ten (10) days of the filing of a protest.

(i) If a protest is sent by fax, it must be followed by hard copy mailed via regular mail. Receipt of the electronically sent copy will serve to protect the original copy and will be handled in accordance with the following procedures.

(iii) Any protest sent by fax must be followed by hard copy sent via certified or registered mail. Fax copy will serve to protect the original copy, as long as a hard copy follows as required. Once the hard copy is received in the National Division Office, it will be scanned and forwarded to the Advisory Board electronically, followed by hard copy mailed by U.S. Mail. Receipt of the electronically scanned copy by the Advisory Board will be final and binding. The EPC shall notify the complainant(s), the Union(s) involved, if any, any candidate(s) adversely affected, any other person or entity which is the subject of the decision or remedy and the Advisory Board of its decision within fourteen (14) days as prescribed above, with a copy of the original protest attached.

(5) Remedies

(1) The EPC shall have the authority to conduct, or have a designer conduct, a hearing concerning any post-election matter appealed to it to decide the matter based on written materials submitted. In deciding whether to conduct a hearing, the Advisory Board shall consider the seriousness of the violation alleged in the protest. If the Advisory Board determines, upon a fair and impartial hearing, that it is necessary or desirable to conduct a hearing, it shall notify the parties to the protest of the time and place of the hearing and will be held in accordance with the following procedures.

(2) The EPC shall have the authority to provide a copy of the protest to any person who or entity which is the subject of the decision or remedy. Any other person or entity which may be a party to the protest shall have the right to request a copy of the protest. The EPC shall have the authority to provide a copy of the protest to any person who or entity which is the subject of the decision or remedy. Any person or entity which may be a party to the protest shall have the right to request a copy of the protest.
RBB Q&A

Claims from page 4 — sickness are required at the beginning of each period of continuing sickness for which benefits are claimed.:

In accordance with the BLET bylaws, summaries of BLET Advisory Board members’ activities are published monthly:

In July 2017:

VICE-PRESIDENT JOHN P. TOLMAN: Assigned

In accordance with the BLET Bylaws, summaries of BLET Advisory Board members’ activities are published monthly:

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