

**VIEW YOUR 2022
BYLAW PROPOSALS**

The following
pages are listed in order for
consideration.

BMWED BYLAW PROPOSALS

Communications in the following pages are provided by The BMWED for consideration and communication purposes.

PROPOSAL NO. 1
ANNUAL NATIONAL DIVISION BUDGET PREPARATION, APPROVAL AND DEADLINES
SUBMITTED BY LOCAL LODGE 1551

ADD ARTICLE III, SECTION 18 TO READ:

Sec. 18. The National Division President will prepare an annual budget and present it to the National Division Executive Board each year. The proposed budget will show expected spending for each department coming under the jurisdiction of the National Division for the entire upcoming fiscal year.

While the proposed budget shall contain enough detail about the proposed spending of each department for reference, the Department Heads in charge of spending shall have the authority to deploy their departmental budget as they deem necessary to carry out the work of the Brotherhood. The limitation is that they shall not exceed the overall approved amount for that department without the express approval of the President or Secretary Treasurer and consent of a majority of the National Division Executive Board members.

If the budget is balanced in that projected spending is equal to projected income from dues and investments (not to include income from the sale of assets) it shall require a majority of E-Board members to reject the budget. If the budget exceeds projected income from dues and investments (not to include income from the sale of assets), it shall require a majority of Executive Board Members to approve the budget and each General Chairperson will be notified in accordance with Article V Section 3 of these Bylaws. If at any step the National Division President provides an annual budget that covers all basic operational costs and projects spending a total amount equal to 90% or less of projected income from dues and investments (not to include income from the sale of assets) the budget proposal shall be deemed as approved without need for consent.

Annually, the National Division President will provide a written budget proposal to the National Division Executive Board no later than January 31 of each year. The National Division Executive Board shall approve/reject the proposed budget by February 7, 2022. If the proposed budget is rejected, the National Division President shall propose a modified budget to the E-Board by February 14, 2022. The National Division Executive Board shall approve/reject the proposed budget by February 21, 2022. If the National Division President's budget is rejected a second time, the National Division President's proposed budget shall be submitted to all National Division Officers and General Chairperson's for approval by February 28. Each National Division Officer and General Chairperson shall have a single unweighted vote. In the event of a tie, the National Division President's budget shall be approved. In the event of a third rejection of the National Division President's budget, he shall provide a modified budget amount that includes covering basic operational costs that is a total amount equal to 90% or less of projected income from dues and investments (not to include income from the sale of assets).

Special requests for funding or purchases outside of approved budget will be submitted to the National Division President or Secretary Treasurer depending on the department making such request. If the National Division President or Secretary Treasurer approve of the request, either one will then submit the request for approval by a majority of the National Division Executive Board.

PROPOSAL NO. 2
NO DUES MONEY FOR ALCOHOLIC BEVERAGES
SUBMITTED BY NICOLAS PFEIFFER, LODGE 0427 LOCAL CHAIRMAN

ADD ARTICLE XV, SECTION 1(a) TO READ:

Sec. 1(a). No money from any BMWED Union treasury including but not limited to National, System or Local Lodge treasury, shall be used to pay for alcoholic beverages or to reimburse officers and members for the purchase of alcoholic beverages.

PROPOSAL NO. 3
SALARY INCREASES FOR NDO'S AND PERSONNEL AMENDED TO INCLUDE HOLIDAYS
SUBMITTED BY LOCAL LODGE 0665

CHANGE ARTICLE VII, SECTION 1, (LAST PARAGRAPH) TO READ:

Sec. 1. Each elective National Division Officer's salary and each National Division Appointee's salary shall be adjusted periodically so as to reflect all general wage increases including cost of living adjustments **and holidays** as provided for under National Agreements applicable to the membership of the BMWED. All such increases shall be applied in the same manner and on the same dates as provided for under subsequent National Agreements.

PROPOSAL NO. 4
VICE-PRESIDENTS TO PROVIDE BI-WEEKLY SUMMARY TO RESPECTIVE OFFICERS
SUBMITTED BY JOE LETIZIA, WCCSD GENERAL CHAIRMAN

ADD ARTICLE IV, SECTION 3, NEW 3rd PARAGRAPH TO READ:

Sec. 3. New 3rd Paragraph: Each Vice President will provide all system officers in their respective region a bi-weekly summary of his/her travel, activities and/or duties performed during the previous two (2) weeks. This summary will be provided via e-mail to the respective system officers within the Vice President's respective region. The Vice President at-large will provide all system officers from all regions a bi-weekly summary of his/her travel, activities and/or duties performed during the previous two (2) weeks via e-mail.

PROPOSAL NO. 5

AUTHORITY OF NATIONAL PRESIDENT TO ENTER INTO ANY SYSTEM AGREEMENT
SUBMITTED BY JOE LETIZIA, WCSO GENERAL CHAIRMAN

CHANGE ARTICLE III, SECTION 16, (2nd PARAGRAPH) TO READ:

Sec. 16, 2nd Paragraph. ~~The National Division President shall not have the power to enter into any system agreement without the written consent of the affected General Chairmen (Chairman). If the National Division President is not able to receive the written consent of all affected General Chairmen, he shall have the right to submit such agreement directly to the affected rank and file.~~ **The National Division President shall not enter into any agreement either national or otherwise resulting from a Section 6 notice without the approval of the majority of those members in good standing participating by a ratification vote.** Such ratification vote shall be by mail ballot referendum to all members in good standing covered by such agreement. Such vote will be conducted by an impartial ballot counting company. If the agreement is ratified, the National Division President shall be empowered to enter into the agreement.

PROPOSAL NO. 6
DIRECT MEMBERSHIP ELECTION OF NATIONAL DIVISION OFFICERS
SUBMITTED BY ANTHONY SESSA, PENNSYLVANIA FEDERATION GENERAL CHAIRPERSON

ADD ARTICLE I, SECTION 4(a) TO READ:

Sec. 4(a) Notwithstanding any other provision in these bylaws, effective with the term of office to begin on September 1, 2026 and all successive general elections, all national division officers will be elected by rank and file vote in a mail ballot referendum. Electronic voting will also be permitted. The following provisions will be used to govern this election:

1. The election will be conducted by the American Arbitration Association. This includes the printing of ballots, mailing of ballots and counting of ballots. It shall take a plurality of votes cast to be declared the winner of any position.
2. Nominations will occur in January of the election year. Where there is only one candidate when the nominating period is over, that candidate will be declared the winner and there is no need to send out ballots for that position. Positions for ballot position will be decided by pulling names from a hat.
3. Ballots will be mailed to all eligible members on May 1 of the election year and received up until May 25 at 5 PM EST of the election year. They will be counted at 10 AM EST on the next business day following May 25 of the election year.
4. Winning candidates will be brought to the National Division Convention during the election year and installed at the Convention for a term of office to begin September 1 of the election year. The term of office shall be four years.
5. The National Division President shall recommend a nominating procedure and a procedure for candidate access to the mailing lists, email lists and BMWED social media on October 1 of the year preceding the election for approval by the National Division officers. Should the National Division officers fail to approve of the recommendations the issue will be promptly submitted to arbitration so a decision is reached by November 15 in the year preceding the election.
6. On December 1 in the year preceding the election all members in good standing will be mailed a notice of the election which will include but not be limited to the positions open for election, qualifications for office, nominating procedure, candidate access to the mailing lists, email lists and BMWED social media, and the timetable for the elections.

PROPOSAL NO. 7

ESTABLISH A NATIONAL DIVISION EDUCATION FUND

SUBMITTED BY ANTHONY SESSA, PENNSYLVANIA FEDERATION GENERAL CHAIRPERSON

ADD ARTICLE XXI, SECTION 1 TO READ:

Sec. 1. Effective September 1, 2022 the National Division will maintain in a separate account an educational fund. Each month the sum of \$2.00 (two dollars) per member per month shall be set aside into a separate fund for the purposes of defraying lost time and expenses for members of the BMWED who attend educational programs sponsored by the National Division. Members who attend the educational program will be reimbursed for \$250 each day of attendance provided they arrive on time and do not leave early and provided that they attend all of the scheduled days of training for that session. Members will fill out an appropriate expense sheet for this reimbursement. Full time officers who attend these educational programs will not receive the \$250 dollars and will not receive expenses paid from the educational fund.

The President or his designee will design an education program of beginner, intermediate and advanced content for members of the BMWED to attend. Members attending these programs will have been selected by the General Chairpersons or the President who have jurisdiction in the geographic location where the program will be held. The program will be designed to be held in small groups and every effort will be made to evenly distribute the locations of the program by geography and membership density to ensure there is equal access to them.

The President may select outside help in helping to teach these programs and their fees, if any, will be paid out of the General Fund and not the Education Fund. The education program will include, but not be limited to, instruction to provide members with the skills to interpret and defend the collective bargaining agreement, understand the laws and regulations affecting railroad workers and collective bargaining, regulatory enforcement rules and procedures, organizing effective lodge meetings and grievance committees, organizing members around issues facing the union externally and internally on the job, techniques for lobbying politicians around issues facing the union, use of direct action and other activities to enforce better conditions outside of the traditional grievance procedure, organizing effective strike committees, understanding history and current labor issues, and relevant economic and political theory necessary to understand to successfully advance the interests of the union.

Training aides and materials to support the education program may be paid for out of the Education Fund.

PROPOSAL NO. 8
DUES ADJUSTMENT TO DEPEND ON A PAY RAISE IN THE NATIONAL CONTRACT
SUBMITTED BY BURLINGTON SYSTEM DIVISION

CHANGE ARTICLE XV, SECTION 3 (1ST PARAGRAPH) TO READ:

Sec. 3 Each member shall be required to pay all BMWED dues and assessments. National Division dues shall be adjusted each January to reflect one and three tenths (1.3) of the average straight time hourly rate of pay for each of the three rate classifications listed in Paragraph 3.8 of the Merger Agreement. **This adjustment will not take effect unless members protected under a nationally negotiated agreement received a pay raise in the previous year. That pay raise could be either a direct result of the national contract or a pay raise “effective” for the previous year from a previously negotiated national contract.** The average straight time hourly rate of pay for standard contracts will be based on the information reflected in the annual statement published by the National Railway Labor Conference which shall be used as an equivalent formula. In the event that the National Railway Labor Conference ceases to publish the annual statement or alters it materially, and for non-standard and non-rail contracts listed in Paragraph 3.8 of the Merger Agreement, an alternative equivalent formula shall be adopted so as to accurately reflect increases in rates of pay provided for under Agreements during the appropriate measurement period. Said amounts shall be rounded to the nearest 25 cents, which additional sum shall be taken into consideration when calculating any dues increase for the following year. Provided, however, that notwithstanding a rail carrier’s classification as Class II or III, where the average weighted straight time hourly rate on such property falls within the range of hourly rates of standard contracts. National Division dues shall be that applicable to members working under standard contracts.

PROPOSAL NO. 9

NOTIFICATION OF MISSING DUES PAYMENT WITHIN ONE MONTH OF MISSING PAYMENT
SUBMITTED BY MATT LARSON, SECRETARY-TREASURER OF LOCAL LODGE 1643

ADD ARTICLE V, SECTION 19, TO READ:

Sec. 19. A member who is missing a dues payment shall be notified no later than one month following the missed dues payment.

PROPOSAL NO. 10
NOTIFICATION OF MISSING DUES PAYMENT
SUBMITTED BY ANDREW QUISENBERRY, SECRETARY-TREASURER, LOCAL LODGE 0818

ADD ARTICLE V, SECTION 19, TO READ:

Sec. 19. When an employee is off for sickness, surgery, union business, etc. and dues are not taken out of a member's payroll check, a letter should be sent to the member and Lodge Secretary/Treasurer to notify them they are missing a dues payment. In addition to a letter, a text should be sent with the same information. The member and Secretary/Treasurer should be notified in a reasonable amount of time; this is to avoid a lapse in dues payments resulting in a member not being in good standing, taking away their ability to hold office at any level.

PROPOSAL NO. 11

CHANGE THE NUMBER OF VICE-PRESIDENTS AND EXECUTIVE BOARD MEMBERS
SUBMITTED BY BRUCE GLOVER, NORTHWEST REGION VICE PRESIDENT

CHANGE ARTICLE I, SECTION 3 TO READ:

Sec 3. The Officers of the National Division shall consist of a President, **three (3)** ~~five (5)~~ Vice-Presidents, a Secretary-Treasurer, and **five (5)** ~~six (6)~~ members of the Executive Board. The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

Between Conventions of the National Division all administrative, executive and judicial power and authority of the Division shall be vested in National Division Officers as provided in these Bylaws, except for matters referable to the IBT pursuant to the terms of the Merger Agreement.

PROPOSAL NO. 12
VICE-PRESIDENT NOMINATIONS BY REGION
SUBMITTED BY BRUCE GLOVER, NORTHWEST REGION VICE PRESIDENT

CHANGE ARTICLE I, SECTION 4, (1ST PARAGRAPH) TO READ:

Sec 4., (1ST Paragrph). The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. ~~Four (4) Vice Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated by delegates from his respective region. One (1) Vice President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as "at large."~~ **One (1) Vice President shall be from a System Division or Federation in either the West or Northwest Region and shall be nominated by delegates from either of those respective Regions. One (1) Vice President shall be from a System Division or Federation in either the Northeast or South Region and shall be nominated by delegates from either of those respective Regions. One (1) Vice President shall be from any System Division or Federation and may be nominated by any delegate, regardless of region and may be referred to as "at large."** National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 13
EXECUTIVE BOARD NOMINATIONS BY REGION
SUBMITTED BY BRUCE GLOVER, NORTHWEST REGION VICE PRESIDENT

CHANGE ARTICLE I, SECTION 4, (1ST PARAGRAPH) TO READ:

Sec 4., (1ST Paragrpah). The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. ~~Four (4) Vice-Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated by delegates from his respective region. One (1) Vice-President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as "at large."~~ **four (4) members of the Executive Board shall be from a System Division or Federation in his respective region (one Executive Board Member from each of of the four Regions) and shall be nominated by delegates from his respective Region. One (1) member of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. The member of the Executive Board so nominated may be referred to as "at large"**. National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 14
VICE-PRESIDENT NOMINATIONS BY REGION
SUBMITTED BY BRUCE GLOVER, NORTHWEST REGION VICE PRESIDENT

CHANGE ARTICLE IV, SECTION 3, TO READ:

Sec 3. The Vice Presidents will be assigned to the following duties, namely:

~~Four (4) shall be nominated from one of each of four (4) regions comprising the Northeast, the Northwest, the South and the West and one shall be nominated at-large.~~ **One (1) shall be nominated from a System Division or Federation in either the West or Northwest region, one (1) shall be nominated from a System Division or Federation in either the Northeast or South region and one (1) shall be nominated at-large.** The National Division Vice Presidents shall devote their entire time to the up building of the BMWED and to do such work as decided upon by the National Division Officers at their annual meetings. They will work under the direct instructions of the National Division President. They shall visit and instruct Local Lodges, assist the General Chairmen in their committees and boards and shall have authority to examine and audit the records and books of any Local Lodge and shall institute civil and criminal action to protect the interests of the BMWED when so directed by the National Division President. Each National Division Vice President shall prepare a written report on his activities and responsibilities to each Regular Convention.

PROPOSAL NO. 15
NATIONAL DIVISION PRESIDENT
SUBMITTED BY THE UNIFIED SYSTEM DIVISION

CHANGE ARTICLE III, SECTION 2, TO READ:

Sec 2. He shall decide all questions pertaining to the interpretation or meaning of any clause or Section of these Bylaws as well as all controversies which may be appealed from System Divisions, Federations or Local Lodges and shall promptly forward his decision in writing to the System Division, Federation or Local Lodge from which the appeal is taken. Appeals from the decisions of the President may be appealed by either party to the National Division Appeal Board, which shall consist of all National Division Officers. Such appeals shall be filed with the National Division Secretary-Treasurer within sixty (60) days after receipt of the President's decision. The Secretary-Treasurer shall refer the appeal to the National Division Appeal Board, except for those members who may be directly involved in the case under consideration. The National Division Appeal Board will report their **written** decision to the National Division President and the appellant. Further appeal of the decision of the Appeal Board shall be **to the National Association within sixty (60) days after receipt of the written decision of the National Division Appeals Board. Appeals to the National Association must be in writing and include the entire record of the controversy to the National Division Secretary-Treasurer who shall ensure that a copy of the appeal is supplied to all the General Chairpersons. The Secretary-Treasurer will also ensure that the appeal is put on the agenda of the next National Association meeting. The status quo will remain until the appeal is decided by the National Association. Further appeals will be** handled in accordance with the applicable provisions of the IBT Constitution, subject to the terms of the Merger Agreement

PROPOSAL NO. 16
NATIONAL DIVISION PRESIDENT APPOINTMENTS
SUBMITTED BY THE UNIFIED SYSTEM DIVISION

CHANGE ARTICLE III, SECTION 4, TO READ:

Sec 4. All appointments for positions coming under the President's supervision, and their salaries must be approved in advance by the National Division Executive Board, except for temporary appointments of less than sixty (60) days.

All consultants hired by the President, and their fees and/or salaries, must be approved by the National Division Executive Board prior to any services being rendered, except in cases of emergency **where a quorum of National Division E-Board members is unavailable by any means of communication.**

Any vote on appointments or the hiring of consultants shall be by roll call and the minutes thereof shall be sent to all System Officers.

PROPOSAL NO. 17
NATIONAL DIVISION PRESIDENT AUTHORITY REGARDING SUSPENSIONS
SUBMITTED BY THE UNIFIED SYSTEM DIVISION

CHANGE ARTICLE III, SECTION 7, TO READ:

Sec 7. He, **with the consent of a majority of National Division Officers and General Chairpersons,** may summarily suspend from office ~~and shall discontinue the salary of~~ any National Division Officer who, in ~~his~~ **their** judgement, is guilty of such misconduct in office as to warrant such removal for cause; provided that any such National Division Officer so disciplined shall have the right, upon demand in writing, **to be immediately served charges to be handled in accordance with Article VIII of these Bylaws.** ~~to an immediate hearing before the National Division Appeal Board, whose decision shall be final unless reversed on further appeal under the applicable provisions of the IBT Constitution. If the decision of the National Division Appeal Board is in favor of the accused, he shall be returned immediately to his former position and be paid for all time lost and personal expenses. If the final decision is in favor of the accused his record shall be cleared of such charges.~~ **The suspended National Division Officer shall remain under pay until the completion of the initial trial.**

PROPOSAL NO. 18
CHANGE THE NUMBER OF EXECUTIVE BOARD MEMBERS
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 3 TO READ:

Sec 3. The Officers of the National Division shall consist of a President, five (5) Vice-Presidents, a Secretary-Treasurer, and **five (5)** ~~six (6)~~ members of the Executive Board. The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

Between Conventions of the National Division all administrative, executive and judicial power and authority of the Division shall be vested in National Division Officers as provided in these Bylaws, except for matters referable to the IBT pursuant to the terms of the Merger Agreement.

PROPOSAL NO. 19
CHANGE THE NUMBER OF VICE PRESIDENTS
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 3 TO READ:

Sec 3. The Officers of the National Division shall consist of a President, **three (3)** ~~five (5)~~ Vice-Presidents, a Secretary-Treasurer, and six (6) members of the Executive Board. The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

Between Conventions of the National Division all administrative, executive and judicial power and authority of the Division shall be vested in National Division Officers as provided in these Bylaws, except for matters referable to the IBT pursuant to the terms of the Merger Agreement.

PROPOSAL NO. 20
VICE PRESIDENT LANGUAGE AND REGION CLEAN UP
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 4, (1ST PARAGRAPH) TO READ:

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. ~~Four (4)~~ **One (1) Vice-President shall be from a System Division or Federation in either the West or Northwest Region and shall be nominated by delegates from either of those respective Regions. One (1) Vice-President shall be from a System Division or Federation in either the Northeast or South Region and shall be nominated by delegates from either of those respective Regions. One (1) Vice-President shall be from any System Division or Federation and may be nominated by any delegate, regardless of region and may be referred to as "at large".** and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated by delegates from his respective region. ~~One (1) Vice-President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as "at-large."~~ National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 21
EXECUTIVE BOARD LANGUAGE AND REGION CLEAN UP
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 4, 1st PARAGRAPH TO READ:

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. Four (4) Vice-Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region (**one Executive Board Member from each of the four Regions**) and shall be nominated by delegates from his respective region. One (1) Vice-President and ~~two~~ **One (1) members** of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. **The member of the Executive Board so nominated may be referred to as “at large”. The “at large” position must be a member that is not a full time officer.** ~~Those officers so nominated at election may be referred to as “at-large.”~~ National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 22
REGION VOTES ON VP AND E-BOARD
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 4, 1st PARAGRAPH TO READ

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. Four (4) Vice-Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated **and elected** by delegates from his respective region. One (1) Vice-President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as “at-large.” National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 23
ALLOW ACCESS TO INFORMATION FOR CANDIDATES THAT RUN
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 4, 3rd PARAGRAPH TO READ

Sec 4. Every bona fide candidate for National Division office shall have certain rights with respect to the distribution of campaign literature and freedom from discrimination. The National Division will comply with all reasonable requests of all such candidates to distribute, by mail or otherwise, at the candidate's expense, campaign literature in aid of his candidacy to all members in good standing of the BMWED. Whenever the National Division or its incumbent Officers authorize distribution to members, by mail or otherwise, of campaign literature on behalf of any bona fide candidate for office or on behalf of the National Division itself with reference to elections, similar distribution shall be made by the National Division and its Officers for any other bona fide candidate if so requested by such candidate, and equal treatment will be accorded as to the expense of such distribution to be borne by such candidate. Every bona fide candidate shall have the right, upon request, once within ~~thirty (30)~~ **one hundred twenty (120)** days prior to National Division elections in which he is a candidate, to inspect the list containing the names, **email, cell phone, or other contact information** and last known addresses of all members of the BMWED who are subject to Union Shop Agreements requiring membership in the BMWED as a condition of their employment; lists shall be maintained by the Secretary Treasurer at the Headquarters of the BMWED. **However, lists can also be provided remotely by an electronic platform that allows for share screen. National Division will provide a list of each Local Lodge officers contact information including but not limited to cell phone, email, address etc. across the BMWED when requested by a bona fide candidate for National Division office. The list can be requested electronically or through mail whichever the candidate prefers. National Division will provide each candidate when requested by a bona fide candidate for National Division office a list of the current delegates to the National Division Convention and a final copy of the list before the Convention. The list can be requested electronically or through mail whichever the candidate prefers.** Every bona fide candidate for National Division office may supply the National Division with a picture and a brief campaign announcement of 250 words or less to be published in the BMWED Journal. All information shall be published **twice, once before and once** in the same Journal edition as the last proposed Bylaws changes prior to the National Division Convention. The National Division shall also provide adequate safeguards to ensure that its elections are fair and impartial, and any candidate has the right to request and designate an observer at the polls and the counting of ballots.

PROPOSAL NO. 24
INCREASE NUMBER OF DELEGATES FOR A SPECIAL CONVENTION
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE I, SECTION 11 TO READ

Sec 11. At least ~~one~~ **two** hundred fifty (~~150~~) **(250)** delegates entitled to a seat on the floor of the house shall form a quorum of the National Division.

PROPOSAL NO. 25

AUTHORITY OF NATIONAL PRESIDENT TO ENTER INTO ANY SYSTEM AGREEMENT
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE III, SECTION 16, 2nd PARAGRAPH TO READ:

Sec. 16, 2nd Paragraph. The National Division President shall not have the power to enter into a National Agreement without a majority vote by the General Membership or send to binding arbitration. The National Division President shall not have the power to enter into any system agreement without the written consent of the affected General Chairmen (Chairman). If the National Division President is not able to receive the written consent of all affected General Chairmen, he shall have the right to submit such agreement directly to the affected rank and file. Such ratification vote shall be by mail ballot referendum to all members in good standing covered by such agreement. Such vote will be conducted by an impartial ballot counting company. If the agreement is ratified, the National Division President shall be empowered to enter into the agreement.

PROPOSAL NO. 26
ADDITIONAL ACCESS AND INFORMATION TO THE MEMBERSHIP
SUBMITTED BY BURNOR SYSTEM FEDERATION

ADD ARTICLE III, SECTION 18, TO READ:

Sec. 18. He shall furnish a written report or newsletter monthly detailing activities of himself, disputes, resolutions, claims or grievances of the Brotherhood handled in Chicago, and any other valuable information to share of the activities of the Brotherhood. This can either be sent by letter or email to each member of the BMWED.

PROPOSAL NO. 27
CHANGES TO NATIONAL DIVISION VICE PRESIDENTS
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE IV, SECTIONS 1, 2 & 3 TO READ:

Sec 1. The duties of each National Division Vice President are to assist the National Division President in the discharge of his duties under his general direction, subject to the provisions hereinafter made in this Article.

Sec 2. Excluding the Vice-President at-large, the office of each Vice President shall be located in the region from which he is elected and as near as practicable in the general locality in which the Vice President resides. The National Division President may assign a Vice President to perform work in another region on a temporary basis. The Vice-President at-large may locate his office at or near his point of residence, or may, with the President's approval, locate his office at headquarters.

Sec 3. The Vice Presidents will be assigned to the following duties, namely:

One (1) ~~Four (4)~~ shall be nominated from a System Division or Federation in either the West or Northwest region, one (1) shall be nominated from a System Division or Federation in either the Northeast or South region and one (1) shall be nominated at-large. ~~one of each of four (4) regions comprising the Northeast, the Northwest, the South and the West and one shall be nominated at-large.~~ The National Division Vice Presidents shall devote their entire time to the up building of the BMWED and to do such work as decided upon by the National Division Officers at their annual meetings. They will work under the direct instructions of the National Division President. They shall visit and instruct Local Lodges, assist the General Chairmen in their committees and boards and shall have authority to examine and audit the records and books of any Local Lodge and shall institute civil and criminal action to protect the interests of the BMWED when so directed by the National Division President. Each National Division Vice President shall prepare a written report on his activities and responsibilities to each Regular Convention.

PROPOSAL NO. 28
ADDITIONAL ACCESS AND INFORMATION TO THE MEMBERSHIP
SUBMITTED BY BURNOR SYSTEM FEDERATION

ADD ARTICLE V, SECTION 19 TO READ:

Sec 19. He shall furnish an itemized statement covering receipts and disbursements once each quarter by letter or email to each Local Lodge Secretary-Treasurer.

PROPOSAL NO. 29
REMOVE AUTOMATIC DUES INCREASE
SUBMITTED BY BURNOR SYSTEM FEDERATION

CHANGE ARTICLE XV, SECTION 3, 1ST PARAGRAPH TO READ:

Sec 3. Each member shall be required to pay all BMWED dues and assessments. ~~National Division dues shall be adjusted each January to reflect one and three tenths (1.3) of the average straight time hourly rate of pay for each of the three rate classifications listed in Paragraph 3.8 of the Merger Agreement. The average straight time hourly rate of pay for standard contracts will be based on the information reflected in the annual statement published by the National Railway Labor Conference which shall be used as an equivalent formula. In the event that the National Railway Labor Conference ceases to publish the annual statement or alters it materially, and for nonstandard and non-rail contracts listed in Paragraph 3.8 of the Merger Agreement, an alternative equivalent formula shall be adopted so as to accurately reflect increases in rates of pay provided for under Agreements during the appropriate measurement period. Said amounts shall be rounded to the nearest 25 cents, which additional sum shall be taken into consideration when calculating any dues increase for the following year. Provided, however, that notwithstanding a rail carrier's classification as Class II or III, where the average weighted straight time hourly rate on such property falls within the range of hourly rates of standard contracts. National Division dues shall be that applicable to members working under standard contracts.~~

PROPOSAL NO. 30
RANK AND FILE ON EXECUTIVE BOARD
SUBMITTED BY LOCAL LODGE 1326

ADD ARTICLE I, SECTION 4, NEW 6th PARAGRAPH TO READ:

Sec 4. Each region shall have a minimum of one (1) Executive Board member who is a rank-and-file member in good standing. For this purpose, "rank and file member" shall be a non-full time union representative.

PROPOSAL NO. 31
INCREASE NUMBER OF EXECUTIVE BOARD MEMBERS
SUBMITTED BY LOCAL LODGE 1326

CHANGE ARTICLE I, SECTION 3, & SECTION 4, 1st PARAGRAPH TO READ:

Sec. 3 The Officers of the National Division shall consist of a President, five (5) Vice-Presidents, a Secretary-Treasurer, and ~~six (6)~~ **eight (8)** members of the Executive Board. The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

Between Conventions of the National Division all administrative, executive and judicial power and authority of the Division shall be vested in National Division Officers as provided in these Bylaws, except for matters referable to the IBT pursuant to the terms of the Merger Agreement

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. Four (4) Vice-Presidents and ~~four (4)~~ members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated by delegates from his respective region. One (1) Vice-President ~~and two (2) members of the Executive Board~~ shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as "at-large." National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 32
VOTING ON LEADERSHIP WITHIN REGION
SUBMITTED BY LOCAL LODGE 1326

CHANGE ARTICLE I, SECTION 4, 1st PARAGRAPH TO READ:

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. Four (4) Vice-Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated **and elected** by delegates from his respective region. One (1) Vice-President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as “at-large.” National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

PROPOSAL NO. 33
NATIONAL ELECTIONS BY RANK AND FILE VOTE
SUBMITTED BY LOCAL LODGE 1326

ADD ARTICLE I, SECTION 4(a), TO READ:

Sec. 4(a). Notwithstanding any other provision in these bylaws, effective with the term of office to begin on January 1, 2023 and all successive general elections, all National Division Officers will be elected by rank and file vote in a mail ballot referendum and electronic voting. The following provisions will be used to govern this election.

1. **All elections shall be conducted by a 3rd party. This includes the printing of ballots, mailing of ballots and counting of ballots. It shall take a 50% = 1 of votes cast to be declared the winner of any position.**
2. **Nominations will occur at the National Division Convention, starting in June 2022, and each quadrennial Convention thereafter. Where there is only one candidate when the nominating period is over, that candidate will be declared the winner and there is no need to send out ballots for that position. Candidates shall be positioned on the ballot by random drawing.**
3. **If there are three (3) or more nominations for any National Division Officer position, the delegates at the National Convention will vote, by secret ballot and weighted votes. The top two (2) candidates with the greatest number of votes shall be declared the winners. The rank-and-file voting procedure shall then be used.**
4. **Ballots will be mailed to all eligible members within the first week of September of the election year and received up until October 15th at 5 PM CST of the election year. The ballots shall be counted and declared no later than November 1st of the election year.**
5. **Winning candidates will be brought to the National Division Headquarters, where they will be installed officially as officers starting on January 1, 2023 and each quadrennial convention thereafter.**

PROPOSAL NO. 34
VICE PRESIDENT NOMINATIONS BY REGION
SUBMITTED BY LOCAL LODGE 1326

CHANGE ARTICLE IV, SECTION 3 TO READ:

Sec 3. The Vice Presidents will be assigned to the following duties, namely:

~~Four (4)~~ **Three (3)** shall be nominated from one of each of ~~four (4)~~ **three (3)** regions ~~comprising the Northeast, the Northwest, the South and the~~ **West, Central, and the East** ~~and one shall be nominated at-large.~~ The National Division Vice Presidents shall devote their entire time to the up building of the BMWED and to do such work as decided upon by the National Division Officers at their annual meetings. They will work under the direct instructions of the National Division President. They shall visit and instruct Local Lodges, assist the General Chairmen in their committees and boards and shall have authority to examine and audit the records and books of any Local Lodge and shall institute civil and criminal action to protect the interests of the BMWED when so directed by the National Division President. Each National Division Vice President shall prepare a written report on his activities and responsibilities to each Regular Convention.

PROPOSAL NO. 35
INCREASE NUMBER OF EXECUTIVE BOARD MEMBERS
SUBMITTED BY LOCAL LODGE 1326

CHANGE ARTICLE VI, SECTION 2 TO READ:

Sec 2. The quorum of the National Division Executive Board shall be ~~four (4)~~ **six (6)** members.

PROPOSAL NO. 36
REDUCTION IN NUMBER OF VICE PRESIDENTS
SUBMITTED BY LOCAL LODGE 1326

CHANGE ARTICLE I, SECTION 3, SECTION 4, 1ST PARAGRAPH & SECTION 7(b), 1ST
PARAGRAPH TO READ:

Sec. 3 The Officers of the National Division shall consist of a President, ~~five (5)~~ **three (3)** Vice-Presidents, a Secretary-Treasurer, and six (6) members of the Executive Board. The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

Between Conventions of the National Division all administrative, executive and judicial power and authority of the Division shall be vested in National Division Officers as provided in these Bylaws, except for matters referable to the IBT pursuant to the terms of the Merger Agreement

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. ~~Four (4)~~ **The** Vice-Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated by delegates from his respective region. ~~One (1) Vice-President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as "at-large."~~ National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

* * *

Sec. 7(b): ~~Excluding those positions elected from nominations made at-large, in~~ **In** the event of a vacancy in the office of Vice President or Executive Board member, those eligible to be elected to fill such vacancy must be from a System Division or Federation of the region where the vacancy occurs, and must be nominated by a System Division or Federation Officer from that region.

PROPOSAL NO. 37
ADDITION OF OFFICERS TO INTERPRET BYLAWS
SUBMITTED BY TOM MODICA, LOCAL LODGE 1532

CHANGE ARTICLE III, SECTION 2 TO READ:

Sec 2. He shall decide all questions pertaining to the interpretation or meaning of any clause or Section of these Bylaws as well as all controversies which may be appealed from System Divisions, Federations or Local Lodges and shall promptly forward his decision in writing to the System Division, Federation or Local Lodge from which the appeal is taken. Appeals from the decisions of the President may be appealed by either party to the National Division Appeal Board, which shall consist of all National Division Officers **and fourteen (14) randomly drawn Federation and Local Lodge Officers in good standing.** Such appeals shall be filed with the National Division Secretary-Treasurer within sixty (60) days after receipt of the President's decision. The Secretary-Treasurer shall refer the appeal to the National Division Appeal Board, except for those members who may be directly involved in the case under consideration. The National Division Appeal Board will report their decision to the National Division President and the appellant. Further appeal of the decision of the Appeal Board shall be handled in accordance with the applicable provisions of the IBT Constitution, subject to the terms of the Merger Agreement.

PROPOSAL NO. 38
MINUTES OF EXECUTIVE BOARD MEETINGS PROVIDED TO BMWED MEMBERS
SUBMITTED BY TOM MODICA, LOCAL LODGE 1532

CHANGE ARTICLE VI, SECTION 9 TO READ:

Sec 9. The duty of the National Division Executive Board Secretary shall be to keep minutes of all transactions of the National Division Executive Board.

The National Division Executive Board Secretary shall furnish each System Officer with these minutes within sixty (60) days of the conclusion of the National Division Executive Board's meeting. The minutes shall include the voting record and results of any and all questions acted on by the National Division Executive Board, excluding death benefit appeals. **Upon written request, the minutes will be provided to any member of the BMWED in good standing within 30 days.**

The National Division Executive Board Secretary may call on the National Division President for assistance in reproduction and distribution of such minutes.

In the event of a vacancy in the office, or in the absence or inability to act, of the Chairman of the National Division Executive Board, the Vice Chairman shall, for the time being, perform the functions and duties of the Chairman.

PROPOSAL NO. 39
OFFICER RECALL
SUBMITTED BY TOM MODICA, LOCAL LODGE 1532

ADD ARTICLE VIII, SECTION 2 TO READ:

Sec 2. (a) To recall any Officer of the National Division, a petition, setting forth the reasons and signed by fifteen percent (15%) of the total members in good standing who are eligible to vote for that office will be turned into the Secretary-Treasurer. If the officer is the President or Secretary-Treasurer the petition must also include signatures from a minimum of twenty five percent (25%) of the Local Lodges in good standing.

(b) A minimum of 100 recall proponents is required to initiate a recall petition drive. Petitioners for the recall of an officer must submit a notice of intention to the Secretary-Treasurer. The notice will include:

- 1. The name and title of the officer sought to be recalled.**
- 2. A statement, not exceeding 200 words in length, of the reasons for the proposed recall.**
- 3. The printed name, signature, and Local Lodge of the 100 recall proponents.**

(c) Upon receipt of that petition the Secretary-Treasurer will have fifteen (15) days to send a notice of elections to the rank-and-file members in good standing.

(d) Members wishing to run for office will have fifteen (15) days to send in nominations and seconds to the Secretary-Treasurer, via US Mail or email.

(e) After nominations are received the Secretary will authorize ballots using the American Arbitration Association to be sent to the members in good standing who are eligible and in the district of that office.

(f) The election will end on the 30th day after the ballots have been sent out and all returned ballots must have been received on or before the 30th day to be counted.

(g) A Member may not nominate or second themselves to run for office.

(h) No petition will be valid during an officer's first year of the current term.

(i) The officer against whom the petition is directed shall have the right to run for that office in this election.

(j) No more than one (1) officer will be on a petition.

(k) There shall be no more than one (1) recall election directed against one official, during one term of office.

PROPOSAL NO. 40
NEGOTIATION DOCUMENTS AVAILABLE UPON REQUEST
SUBMITTED BY TOM MODICA, LOCAL LODGE 1532

CHANGE ARTICLE XIX, SECTION 9 TO READ:

Sec 9. Negotiation and Adoption of System Division or Federation Collective Bargaining Agreements. The BMWED, acting through its duly selected and authorized Officers, committees, or representatives, has full and sole authority to represent all employees who are members of the BMWED in the negotiating, interpreting and applying of agreements covering wages, hours, and other conditions of employment, made and entered into under the provisions of the Railway Labor Act or the National Labor Relations Act; to represent such employees in all conferences, negotiations, or other proceedings with the management; to appear and represent all such employees before any tribunal authorized to consider or adjust claims arising out of the interpretation or application of such agreements, and to adjust, compromise and settle all such claims.

The duly authorized committee of the Joint Protective Board, acting in accordance with the System Division or Federation Constitution and/or Bylaws, shall have the power, with the approval of the National Division President or his designated representative, to enter into agreements with company officials with respect to wages and terms of employment of the men they represent. Said rules and agreements, may be tentatively initialed by the General Chairman or General Chairmen involved, pending approval by the National Division President or his designated representative. Upon approval, such agreement may be signed and shall be binding upon all members employed on the company or companies. As it relates to collective bargaining following a moratorium on issues involving wages, rules and benefits, Joint Protective Boards shall not begin negotiations with company officials until the schedule to be presented has been approved by the National Division President or his designated representative, and a fund collected to defray the expenses incurred by the Board during the pendency of negotiations. Such preparatory arrangements are not mandatory for other negotiations.

The National Division will, subject to its own discretionary limitations, bear the expense of all negotiations in the changing of rules and wage conditions after same have been referred to the National Mediation Board, Board of Arbitration or other lawfully constituted body by the System Division or Federation, and will pay for and provide such System Division or Federation with a copy of any written proceedings taken before any such body **and upon written request, will be provided to any member of the BMWED in good standing within thirty (30) days.** The National Division will not be required under the provisions of this paragraph to pay any part of the salary or expenses of any Officer of a System Division or Federation in the United States under the provisions of the Railway Labor Act, the National Labor Relations Act or subsequent acts.

Any System Division or Federation shall have the right to include in its Bylaws a provision which mandates the General Chairman and/or Joint Protective Boards to alter or amend the language of collective bargaining agreements and to submit any proposed agreements made by such General Chairman and/or Joint Protective Boards to affected rank and file for ratification or rejection.

PROPOSAL NO. 41
NATIONAL DIVISION EXECUTIVE BOARD PERMISSIONS
SUBMITTED BY KEVIN EVANSKI, LOCAL LODGE 1551

CHANGE ARTICLE VI, SECTION 5 TO READ:

Sec 5. Except as otherwise provided in these Bylaws, all administrative, executive and judicial power and authority of the BMWED shall be vested in the National Division President, Secretary-Treasurer, Vice Presidents and the Executive Board as heretofore provided in Article I, Section 3, who shall jointly determine the general policies to be adopted and enforced during the interim between National Division Conventions, including the adoption of such resolutions as may be necessary or advisable to effectuate provisions of these Bylaws, the enactments, resolutions or decisions of the National Division Convention, or the requirements of any applicable law. All such policies shall be executed by the National Division Officers who shall be accountable to the National Division Executive Board for any departure therefrom, due allowance being made for all circumstances in such events. **The National Division Executive Board, by majority vote shall have free access to all work related communications performed using BMWED paid for equipment or BMWED sponsored email addresses of all National Division Officers and their assistants. The National Division Executive Board, by majority vote will maintain the authority to investigate credible allegations of wrongdoing. At its discretion the National Division Executive Board, by majority vote is authorized to hire an independent firm to perform audits and investigations and the expenses shall be borne by the National Division.**

PROPOSAL NO. 42
GOVERNMENT OF LOCAL LODGES
SUBMITTED BY ANTHONY SESSA, GENERAL CHAIRMAN, PENNSYLVANIA FEDERATION

ARTICLE XVIII, SECTION 14, 1ST PARAGRAPH (STANDING TEXT):

Sec 14. Each Local Lodge in good standing shall be entitled to be represented at the National Division Convention by a delegate or alternate. ~~or a delegate ex officio as set forth in the second paragraph of this Section.~~ However, in the event a Local Lodge elects not to send its own member or delegate ex officio to the National Division Convention, two or more Local Lodges may elect to be represented by a delegate and/or alternate of another Local Lodge in the BMWED from their System Division Federation. No delegate may represent more than five hundred (500) members at the National Division Convention unless such members are all members of one Local Lodge. A delegate or alternate to the National Division Convention may represent as many Lodges as may elect him if the total membership so represented does not exceed five hundred (500) members.

Full time National Division, General Chairpersons or System Officers may not be delegates for any Local Lodge except when elected by their home Local Lodge to be a delegate.

PROPOSAL NO. 43

REPRESENTATION AND ELECTION OF DELEGATES TO SYSTEM JOINT PROTECTIVE BOARDS
SUBMITTED BY ANTHONY SESSA, GENERAL CHAIRMAN, PENNSYLVANIA FEDERATION

CHANGE ARTICLE XVIII, SECTION 15 TO READ:

Sec 15. Representation and Election of Delegates to System Division or Federation Joint Protective Boards. Representation of Local Lodges within a System Division or Federation at Joint Protective Board meetings and/or System Division or Federation Conventions shall be governed by the provisions of the Constitution and/or Bylaws of the respective System Division or Federation. All delegates shall be elected by secret ballot vote of the members of the Local Lodge as hereafter provided in Article XIX, Section 4. **Full time National Division, General Chairpersons or System Officers may not be delegates for any Local Lodge except when elected by their home Local Lodge to be a delegate. All delegates at System Division or Federation Conventions shall be entitled to cast one vote for every member in good standing of the membership which he represents on all questions of order, election of officers, amendments to reports or any other business before the meeting that requires voting.**

PROPOSAL NO. 44
REDUCTION IN NUMBER OF DELEGATES REPRESENTED AT NATIONAL CONVENTION IF
MORE THAN ONE LODGE
SUBMITTED BY COREY HAYES, AND OTHER LOCAL LODGE MEMBERS

CHANGE ARTICLE XVIII, SECTION 14, 1ST PARAGRAPH TO READ:

Sec 14. Each Local Lodge in good standing shall be entitled to be represented at the National Division Convention by a delegate or alternate, or a delegate ex officio as set forth in the second paragraph of this Section. However, in the event a Local Lodge elects not to send its own member or delegate ex officio to the National Division Convention, two or more Local Lodges may elect to be represented by a delegate and/or alternate of another Local Lodge in the BMWED from their System Division Federation. No delegate may represent more than ~~five hundred (500)~~ **one hundred-fifty (150)** members at the National Division Convention unless such members are all members of one Local Lodge. A delegate or alternate to the National Division Convention may represent as many Lodges as may elect him if the total membership so represented does not exceed ~~five hundred (500) members~~ **one hundred-fifty (150) members unless such members are all members of one local lodge.**

PREAMBLE

Declaration of Principles. Committee recommends: **ADOPTION**

(See Proposal No. 45)

2022 PROPOSAL NO. 45

REPLACE PREAMBLE WITH DECLARATION OF PRINCIPLES SUBMITTED BY COREY HAYES, AND OTHER LOCAL LODGE MEMBERS

CHANGE PREAMBLE TO DECLARATION OF PRINCIPLES TO READ:

~~The objectives of the Brotherhood are:~~

- ~~1. To exalt the character and increase the ability of its members.~~
- ~~2. To ensure greater safety for our members and the traveling public and affect economy in the departments in which our members are employed by interchanging ideas and adopting the best methods of performing our duties.~~
- ~~3. To benefit the general public by raising the standard of efficiency of our membership.~~
- ~~4. To alleviate distress and suffering caused by sickness or disability among our members.~~
- ~~5. To assist the families of deceased members.~~
- ~~6. To inspire all members of the Brotherhood to live a sober, moral, and honest life.~~
- ~~7. To encourage all members to faithfully and honestly perform their duties to the best of their ability for the Brotherhood and for their employers.~~
- ~~8. To use all honorable means to secure the passage of laws beneficial to our membership, and to improve labor conditions generally.~~
- ~~9. To stimulate the civic education of the members in their political rights; and to use the ballot intelligently to the end that the Government may not be perverted to the interest of the favored few, but that it may be a "Government of the people, by the people, and for the people" in the fullest sense.~~

Declaration of Principles

We, the men and women working under the jurisdiction of the BMWED in the railroad industry, in order to build and maintain a strong union organization and provide for the defense of our common interests, promote the general welfare of our members and their families, uphold the rights and dignity of our labor, have determined that we shall be guided by the following principles:

1. An injury to one is an injury to all.
2. All rights and duties belong, without prejudice, to each member of this organization as long as the member complies with the by-laws.
3. To oppose and resist concessionary bargaining.
4. To use all possible safety measures in our work so as not to injure our brother or sister members; to reduce the hazards of our occupation to a minimum and to get the maximum benefits for those injured and to fight for improved benefits.
5. To educate our membership as to their role and responsibilities as union members.
6. It is the moral obligation of all members to assist the Union when called upon.
7. Members are encouraged to attend their regular scheduled membership meetings, to vote in all elections, and read the official publications of the Union.
8. Any person desiring membership in this BMWED must agree to comply with the By-Laws and the Declaration of Principles of the Union (of which they shall be furnished a copy).
9. To assist other unions whenever possible in their resistance to attacks on their wages and working conditions and for the attainment of their demands and to honor legitimate picket lines.
10. To buy union made goods whenever possible and to boycott sanctioned labor-endorsed non-union made labor products.
11. To fight all violations of democracy whether they be racial, religious or political, to uphold the principle that all have an equal right to work, to security, and to leisure necessary to enjoy life. We reject racial or religious discrimination by anyone.

STATEMENT OF PROPOSAL'S EFFECT:

Clarify BMWED core principles.

PROPOSAL NO. 46

RANK AND FILE TO BE INCLUDED IN NATIONAL NEGOTIATIONS
SUBMITTED BY COREY HAYES, AND OTHER LOCAL LODGE MEMBERS

ADD ARTICLE XIX, SECTION 9, NEW 5TH PARAGRAPH TO READ:

Sec. 9. New 5th Paragraph: All negotiating committees established and tasked with negotiating collective bargaining agreements between the National Division, System Division, or a Federation and employers shall include rank-and-file members who work under such agreement or, with respect to a first contract, who are members of the bargaining unit that will be covered by such agreement, and they shall have the right to fully participate as members of such committee.

PROPOSAL NO. 47
FREEZE SALARIES OF OFFICERS AND APPOINTEES
SUBMITTED BY JOHN MOZINSKI JR, BURNOR GENERAL CHAIRMAN

CHANGE ARTICLE VII, SECTION 1 TO READ:

Sec 1. For the faithful performance of his duties, each elective National Division Officer shall receive an annual salary as follows:

President: \$158,106.63

Secretary Treasurer: \$137,900.84

Vice President: \$121,268.62

*Note: Rate reflects adjustment adopted at 2nd Regular National Division Convention.

Each elective National Division Officer's salary and each National Division Appointee's salary shall be adjusted periodically so as to reflect all general wage increases including cost of living adjustments as provided for under National Agreements applicable to the membership of the BMWED. All such increases shall be applied in the same manner and on the same dates as provided for under subsequent National Agreements. **However, the rates will be frozen until the 2026 Convention for anyone making over \$100,000. For appointee positions to deviate from this will require a unanimous vote of President, Vice Presidents, Secretary-Treasurer, and Executive Board to increase.**

PROPOSAL NO. 48

NEW ARTICLE FOR A CONVENTION FUND FOR LOCAL LODGES
SUBMITTED BY JOHN MOZINSKI JR, BURNOR GENERAL CHAIRMAN

ADD ARTICLE XXI, TO READ:

Sec. 1. Effective September 1, 2022, the National Division will maintain in a separate account, a Convention fund for Local Lodges, to allow for locals that were unable to send a delegate to the 2022 National Convention. Each Convention Locals that have been unable to send a delegate previously will be eligible. National Division will set aside \$2,500 each month until the next Convention. Each Local Lodge will be entitled to an equal share that send a delegate at the next convention up to their expense.

PROPOSAL NO. 49
HANDLING OF VACANCIES IN OFFICE
SUBMITTED BY DALE BOGART, LOCAL LODGE 1632

CHANGE ARTICLE I, SECTION 7 TO READ:

Sec. 7(a) In the event a National Division Officer is temporarily unable to perform their duties for any reason becomes incapacitated, upon receipt of notice of such incapacitation, the President or Secretary Treasurer shall within ten (10) days thereafter, call a meeting (in-person or virtual) of all remaining National Division Officers and all General Chairpersons to determine if such office should be filled temporarily and, if so, they shall ~~appoint~~ elect a member from the region, if applicable, to fill the temporary position.

Any National Division or System Officer, from the appropriate region if applicable, may nominate a candidate to run for the temporary vacancy. Each National Division Officer will be entitled to cast one vote, and each General Chairperson or their duly authorized representative, will be entitled to cast the representative vote of the membership of the System Division or Federation they represent, for the membership paid up to the end of the previous quarter, as shown by the National Division record as of the date the vacancy occurred.

Any vacancy or vacancies resulting from such ~~temporary appointments~~, or election, if deemed necessary, shall be filled in the same manner.

7(b): In the event a National Division Officer is permanently unable to perform their duties (sick, retirement, removed, etc.) the President or Secretary-Treasurer shall call the remaining National Division Officers and all General Chairpersons together to elect a member, from the region if applicable, to fill the position permanently. ~~Excluding those positions elected from nominations made at large, in the event of a vacancy in the office of Vice President or Executive Board member, those eligible to be elected to fill such vacancy must be from a System Division or Federation of the region where the vacancy occurs, and must be nominated by a System Division or Federation Officer from that region.~~

Any National Division or System Officer, from the appropriate region if applicable, may nominate a candidate for the permanent vacancy. Each National Division Officer will be entitled to cast one vote, and each General ~~Chairman~~ Chairperson or his their duly authorized representative, will be entitled to cast the representative's vote of the membership of the System Division or Federation ~~he they represent~~ represents, for the membership paid up to the end of the previous quarter, as shown by the National Division record as of the date the vacancy occurred.

~~In the event of a vacancy in the office of Vice President or Executive Board member, those eligible to be elected to fill such vacancy, must be from a System Division or Federation of the region where the vacancy occurs, and must be nominated by a System Division or Federation Officer from that region.~~

The election can be held in person or virtually, but must be held not more than ~~sixty (60)~~ thirty (30) days from the date the permanent vacancy occurs, or the date it becomes known that a vacancy will

PROPOSAL NO. 50
PRESIDENT AND SECRETARY TREASURER ELECTED AT CONVENTION SHALL TAKE OVER
IMMEDIATE AUTHORITY
SUBMITTED BY REESE SAULTER, ALLIED FEDERATION VICE CHAIRMAN

CHANGE ARTICLE I, SECTION 4, 1st PARAGRAPH TO READ:

Sec 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected. Four (4) Vice-Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated by delegates from his respective region. One (1) Vice-President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as “at-large.” National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for reelection. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1 following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

For the 5th BMWED Quadrennial Convention, the newly elected BMWED National Division President and Secretary-Treasurer shall take over all decision-making authority of those offices immediately at the conclusion of the convention. If the incumbent of either of these positions at the 5th Quadrennial Convention is not reelected, they will be allowed to fill out the remainder of their term in an honorary status only with all Presidential decision-making authority being vested in the newly elected President, and Secretary-Treasurer decision-making authority being vested in the newly elected Secretary-Treasurer.

PROPOSAL NO. 51
EVERY FEDERATION HAS A VOICE ON ALL THE COMMITTEES
SUBMITTED BY WILLIAM KOK, LOCAL LODGE 1251

CHANGE ARTICLE III, SECTIONS 14 & 15 TO READ:

~~Sec 14. He shall appoint members, two (2) from each region of the United States who shall serve as a National Division Convention Bylaws Committee; and five (5) members, at least one from each region who shall serve as a National Division Convention Resolutions Committee. The Resolutions Committee shall also act as the Credentials Committee.~~ **He shall appoint three (3) members to represent National Division on all committees for the National Division Convention. The remaining members to be composed of one (1) member from each attending Federation to the National Division Convention. These members shall be selected at random by each Federation from that Federations' duly elected delegates to the National Division Convention.**

These Committees shall be provided sufficient time and resources to meet, deliberate and provide a written Report to the Delegates at the National Division Convention. The time and place of Committee meetings shall be at the discretion of the National Division President. All appointments shall be made at least thirty (30) days prior to the convening of the Committees. **The Resolutions Committee shall also act as the Credentials Committee.**

All proposed changes in the Bylaws as presented by the Bylaws Committee Report shall be indicated in the Committee's Report by printing said changes in bold type or italicized print.

~~Sec. 15. The President shall also appoint the members of, designate the temporary Chairman, and convene the additional National Division Convention Committees hereafter designated;~~ **The Committees for the National Division Convention shall be,** and **any** such other special committees and assistants as may be necessary to facilitate the work of the BMWED. ~~Each committee listed below shall contain at least one (1) member from each region:~~

- Committee on National and State Legislative Matters
- Committee on Rules
- Committee on National Division Officers Reports
- Committee on Jurisdiction
- Committee on Salaries and Finances
- Bylaws Committee**
- Committee on Ritual
- Resolutions Committee**

Note: The Committee on Legislative Matters shall ~~consist of six (6) members, at least one from each region~~ and **have** a Convener, who is the Assistant to the President/National Legislative Director on legislative matters.

PROPOSAL NO. 52
A VOICE AND OVERSIGHT IN NATIONAL DIVISION ELECTIONS AND FINANCES
SUBMITTED BY WILLIAM KOK, LOCAL LODGE 1251

CHANGE ARTICLE I, SECTION 3, 1ST PARAGRAPH TO READ:

Sec 3. The Officers of the National Division shall consist of a President, five (5) Vice-Presidents, a Secretary-Treasurer, and ~~six (6) members of the Executive Board.~~ **one (1) Executive Board member for each Federation under the Jurisdiction of the National Division, (each Executive Board Member will be elected by their own Federation JPB's at their respective conventions and their term will serve the duration between their Federation JPB conventions unless vacated by retirement, promotion, resignation or removed by their Federation JPB, this bylaw change would be effective January 1st, 2023 and supersedes any conflicting bylaws).** The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

PROPOSAL NO. 53
QUORUM RULES UPDATE
SUBMITTED BY WILLIAM KOK, LOCAL LODGE 1251

CHANGE ARTICLE VI, SECTION 2, TO READ:

Sec 2. The quorum of the National Division Executive Board shall be ~~four (4)~~ **fifty percent (50%) + 1 of the duly** elected members.

PROPOSAL NO. 54
NATIONAL DIVISION EXECUTIVE BOARD INVOLVEMENT IN LAWS AND REGULATIONS
FOR THE GOVERNMENT OF LOCAL LODGES
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE II, SECTION 2, TO READ:

Sec 2. The National Division shall adopt and prescribe laws and regulations for the government of Local Lodges and **with a majority vote from the National Division Executive Board,** shall have the power to amend or repeal the same; and it shall do all things necessary to promote the welfare of the BMWED.

PROPOSAL NO. 55
APPEAL PROCESS FOR SUSPENSION OF MEMBERS
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE III, SECTION 2 TO READ:

Sec 2. He shall decide all questions pertaining to the interpretation or meaning of any clause or Section of these Bylaws as well as all controversies which may be appealed from System Divisions, Federations or Local Lodges and shall promptly forward his decision in writing to the System Division, Federation or Local Lodge from which the appeal is taken. Appeals from the decisions of the President may be appealed by either party to the National Division Appeal Board, which shall consist of all ~~National Division Officers~~ **National Division Executive Board**. Such appeals shall be filed with the National Division Secretary-Treasurer within sixty (60) days after receipt of the President's decision. The Secretary-Treasurer shall refer the appeal to the National Division Appeal Board, except for those members who may be directly involved in the case under consideration. The National Division Appeal Board will report their decision to the National Division President and the appellant. Further appeal of the decision of the Appeal Board shall be handled in accordance with the applicable provisions of the IBT Constitution, subject to the terms of the Merger Agreement.

PROPOSAL NO. 56
NATIONAL DIVISION OFFICERS TO HAVE SAME PAID HOLIDAYS PER THE NATIONAL
AGREEMENT
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE VII, SECTION 1 TO READ:

Sec 1. For the faithful performance of his duties, each elective National Division Officer shall receive an annual salary as follows:

President: \$158,106.63*

Secretary Treasurer: \$137,900.84*

Vice President: \$121,268.62*

*Note: Rate reflects adjustment adopted at 2nd Regular National Division Convention.

Each elective National Division Officer's salary and each National Division Appointee's salary shall be adjusted periodically so as to reflect all general wage increases including cost of living adjustments as provided for under National Agreements applicable to the membership of the BMWED. All such increases shall be applied in the same manner and on the same dates as provided for under subsequent National Agreements. **Each elective National Division Officer will observe the same paid holiday's according to all National Agreements.**

PROPOSAL NO. 57
QUORUM RULES UPDATE
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE VI, SECTION 2, TO READ:

Sec 2. The quorum of the National Division Executive Board shall be ~~four (4)~~ **fifty percent (50%) + 1 of the duly** elected members.

PROPOSAL NO. 58

A VOICE AND OVERSIGHT IN NATIONAL DIVISION ELECTIONS AND FINANCES
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE I, SECTION 3, 1ST PARAGRAPH TO READ:

Sec 3. The Officers of the National Division shall consist of a President, five (5) Vice-Presidents, a Secretary-Treasurer, and ~~six (6) members of the~~ **one (1) Executive Board member for each Federation under the Jurisdiction of the National Division. Each Executive Board Member will be elected by their own System/Federation Joint Protective Board (JPB) at their respective conventions and their term will serve the duration between their System/Federation JPB conventions unless vacated by retirement, promotion, resignation or removed by their System/Federation JPB, this bylaw change would be effective January 1st, 2023 and supersedes any conflicting bylaws.** The National Division President may appoint a Chaplain, Messenger, Sentinels and Sergeants at Arms at each Convention of the National Division.

EVERY FEDERATION HAS A VOICE ON ALL THE COMMITTEES
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE III, SECTIONS 14 & 15 TO READ:

Sec 14. He shall appoint **three (3)** members, ~~two (2)~~ from each region of the United States who shall serve as a National Division Convention Bylaws Committee; and ~~five (5)~~ members, at least one from each region who shall serve as a National Division Convention Resolutions Committee. ~~The Resolutions Committee shall also act as the Credentials Committee~~ **to represent National Division on all committees for the National Division Convention. The remaining members to be composed of one (1) member from each System/Federation to the National Division Convention Resolutions Committee. These members shall be selected at random by each Federation from that Federation's duly elected delegates to the National Division Convention.**

These Committees shall be provided sufficient time and resources to meet, deliberate and provide a written Report to the Delegates at the National Division Convention. The time and place of Committee meetings shall be at the discretion of the National Division President. All appointments shall be made at least thirty (30) days prior to the convening of the Committees. **The Resolutions Committee shall also act as the Credentials Committee.**

All proposed changes in the Bylaws as presented by the Bylaws Committee Report shall be indicated in the Committee's Report by printing said changes in bold type or italicized print.

Sec. 15. The President shall also ~~appoint the members of, designate the temporary Chairman, and convene the additional National Division Convention Committees hereafter designated, and such other special committees and assistants as may be necessary to facilitate the work of the BMWED. Each committee listed below shall contain at least one (1) member from each region:~~ **convene the additional National Division Committees hereafter designated. The Committees for the National Division Convention shall be, and any such other special committees and assistants as may be necessary to facilitate the work of the BMWED.**

- Committee on National and State Legislative Matters
- Committee on Rules
- Committee on National Division Officers Reports
- Committee on Jurisdiction
- Committee on Salaries and Finances
- Bylaws Committee**
- Committee on Ritual
- Resolutions Committee**

Note: The Committee on Legislative Matters shall ~~consist of six (6) members, at least one from each region~~ and **have** a Convener, who is the Assistant to the President/National Legislative Director on legislative matters.

PROPOSAL NO. 60
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE III, SECTION 12 TO READ:

Sec 12. Except in those years when the regular National Division Convention convenes, at such time, ~~and place,~~ **or an online conference platform, or both** as the National Division President directs, he shall annually convene the National Division Officers and System Officers, for the purpose of discussing the field work and outlining the work to be carried out by the National Division Vice Presidents, and also to be instructed in carrying out any policy which the National Division President, Secretary-Treasurer and the Executive Board may have prepared; provided further that the System Officers represented at such meetings shall be recognized in an advisory capacity.

PROPOSAL NO. 61
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE III, SECTION 16, 2nd PARAGRAPH TO READ:

Sec. 16, 2nd Paragraph. The National Division President shall not have the power to enter into any system agreement without the written consent of the affected General Chairmen (Chairman). If the National Division President is not able to receive the written consent of all affected General Chairmen, he shall have the right to submit such agreement directly to the affected rank and file. Such ratification vote shall be by mail ballot referendum to all members in good standing covered by such agreement **along with a website to allow affected members to vote electronically or by mail**. Such vote will be conducted by an impartial ballot counting company. If the agreement is ratified, the National Division President shall be empowered to enter into the agreement.

PROPOSAL NO. 62
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE V, SECTION 3, 3RD PARAGRAPH TO READ:

Sec. 3. Should a Local Lodge Secretary-Treasurer fail to submit the Local Lodge quarterly audit report within ninety (90) days after the end of the quarter, no money due the lodge will be released until receipt of the quarterly audit report. Should a Local Lodge not receive monies due them in any quarter as a result of failure to file a quarterly audit report, the National Division Secretary-Treasurer shall notify by letter **and email** the National Division President, the General Chairman, and the Local Lodge Officers.

PROPOSAL NO. 63
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE VI, SECTION 6 TO READ:

Sec. 6. The National Division Executive Board shall meet **in person, online, or a combination of both**, once in each year as provided in Article III, Section 12, said meeting to be held immediately after the adjournment of the annual meeting of National Division Officers, to transact all business pertaining to their office. Special meetings, **whether in person, online, or a combination of both**, may be called upon the written request of a majority of the members of the National Division Executive Board, such requests being forwarded to the Chairman of the National Division Executive Board by registered letter **or email with a read receipt**. Such petitions shall state the reason for calling a meeting and shall allow sufficient time for each member of the National Division Executive Board to receive ten (10) days notice of such meeting prior to the date. Copies of such notices shall be forwarded by the Secretary of the National Division Executive Board to all other National Division Officers.

PROPOSAL NO. 64
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE VI, SECTION 7 TO READ:

Sec. 7. The National Division President may call a meeting **in person, online, or a combination of both**, of the National Division Executive Board at any time, notice of said meeting to be given in accordance with the provisions of Section 6 of this Article.

PROPOSAL NO. 65
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE VI, SECTION 10 TO READ:

Sec. 10. It shall be the duty of the National Division Officers between National Division Conventions, by majority vote of its members, to authorize such special assessments upon all members as may be necessary to provide sufficient funds with which to administer the affairs of the BMWED properly. Such assessments shall be effective until the next regular National Division Convention. After such assessment has been ordered, the National Division Executive Board Secretary shall notify the National Division Secretary-Treasurer thereof, who, in turn, shall levy such assessments and notify all members of the BMWED by mail **and email**. Any member failing to pay lawful assessments after due notice will forfeit all rights in the BMWED. Such assessments may be paid by the members to the System Division or System Federation Secretary-Treasurers, Local Lodge Secretary-Treasurers, or to any authorized representative.

PROPOSAL NO. 66
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XVII, SECTION 5 TO READ:

Sec. 5. Notification of Expelled Membership. When a member is expelled by a Local Lodge, the Secretary-Treasurer of such Lodge shall at once notify the System Division or Federation Secretary-Treasurer and the National Division Secretary-Treasurer, giving the expelled member's name, membership number, address and cause of expulsion, and it shall be the duty of the National Division Secretary-Treasurer to notify all Local Lodges by circular letter **and email**, of such expulsion, giving name, address, membership number and cause of expulsion.

PROPOSAL NO. 67
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XII, SECTION 3 TO READ:

Sec. 3. Organization of State Boards. Each Local Lodge shall, at a regular or special meeting held between January 1 and June 30 in the year following a National Division Convention, elect by secret ballot a local Legislative Representative to serve as a member on the State Legislative Boards, and in addition they shall elect a Vice Legislative Representative who shall serve in the event the Legislative Representative is unable to carry out the prescribed duties. The Secretary-Treasurer of each Local Lodge shall report immediately to the National Division President the results of the elections, giving the name of the persons elected as Legislative Representative and Vice Legislative Representative together with any other personal data pertaining thereto. After June 30 in the year following a regular National Division Convention, the National Division President or his designee will direct the incumbent Director of the State Legislative Board to convene the members elect at some convenient location within the State, **or online conference with secret ballot capabilities, or a combination of both** for a Legislative Convention for the purpose of reviewing its work and achievements, and to elect Officers. An accurate record of the proceedings of the State Convention shall be forwarded to the National Division President, the BMWED National Legislative Director and the Director of the IBT Department of Government Affairs, within 30 days after the State Convention.

PROPOSAL NO. 68
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XVIII, SECTION 5 TO READ:

Sec. 5. Provisions Governing Local Lodge Assessments. Assessments may be levied by Local Lodges for special purposes upon a two thirds vote of members voting by secret ballot in accordance with the procedures governing increases in Local Lodge dues set forth in Article XV of these Bylaws, provided, however, that all members of the Local Lodge have been notified by mail **or email with read receipt** of such proposed assessment no less than thirty (30) days previous to the vote of its membership, provided, further, that such assessments shall become effective only after approval of the National Division President.

PROPOSAL NO. 69
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XII, SECTION 8, 7TH PARAGRAPH, TO READ:

Sec. 8. The Legislative Directors shall attend legislative meetings in their home state, **or online conference with secret ballot capabilities, or a combination of the two** as directed by the National Division President or his designee to keep informed on pertinent Legislation, and in every way possible advance the interests of the Union. The Legislative Director will work with the Local Lodges and other IBT Local Unions and Joint Councils and oversee the formation of a working COPE and Legislative Action Committee in each of the Electoral Districts in their state and to increase participation in IBT's DRIVE (Democratic, Republican, Independent Voter Education) fund in the United States.

PROPOSAL NO. 70
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XVIII, SECTION 6, PARAGRAPHS 1 & 2 TO READ:

Sec. 6. Membership Meetings. Regular and special meetings, **whether in person, online, or a combination of both** of a Local Lodge shall be held as determined by the membership of the respective Lodges.

Special meetings, **whether in person, online, or a combination of both**, may be called by the IBT General President, National Division President, the General Chairman, the President, or Secretary-Treasurer of the Local Lodge, or at the request of five (5) members in good standing, of which all members shall be given due notice by mail **or email with read receipt** which shall also specify the purpose of the meeting. Any other business than that for which such special meeting was called may be transacted at such meeting with the consent of the majority of the members present.

PROPOSAL NO. 71
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XVIII, SECTION 9, 5TH PARAGRAPH TO READ:

Sec. 9. All Officers of Local Lodges shall be nominated and elected as hereafter provided, subject to the terms of the Merger Agreement. In the United States, nominations and elections shall be held once every three (3) years commencing with the fall elections in 1960 at the first regular meeting of each Local Lodge in the last three (3) months of the year. At the option of the Local Lodge, nominations may be held either at the same meeting at which elections are held or at a meeting preceding the first regular meeting of the last three (3) months when elections are conducted, provided that all members in good standing of the Local Lodge have been given at least fifteen (15) days advance notice in writing at their last known home addresses of the date, time and place at which nominations shall be made and the date, time and place at which elections shall be held; and provided, further, that Local Lodges may at their option permit nominations to be made by mail **or email with read receipt** to the Secretary-Treasurer of the Lodge during the period following the notice and preceding the meeting at which the election is to be conducted. All Officers shall be elected from duly nominated candidates as aforesaid and no “write-in” candidates are permitted.

PROPOSAL NO. 72
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XIX, SECTION 7 TO READ:

Sec. 7. Meetings, whether in person, online, or a combination of both, of Joint Protective Boards and/or Conventions. Conventions of System Divisions or Federations and meetings of Joint Protective Boards shall be held as prescribed in the Constitutions and/or Bylaws of the respective System Divisions or Federations; provided, however, that the General Chairman may convene a Joint Protective Board at such other times ~~and places~~, whether in person, online, or a combination of both, and under such conditions as he may deem necessary; and provided, further, that the National Division President may convene any Joint Protective Board in case of emergency or at the request of a majority of the members of said Board upon request in writing signed by such members and stating their reasons therefore.

PROPOSAL NO. 73
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XVIII, SECTION 15 TO READ:

Sec. 15. Representation and Election of Delegates to System Division or Federation Joint Protective Boards. Representation of Local Lodges within a System Division or Federation at Joint Protective Board meetings, **whether in person, online, or a combination of both**, and/or System Division or Federation Conventions shall be governed by the provisions of the Constitution and/or Bylaws of the respective System Division or Federation. All delegates shall be elected by secret ballot vote of the members of the Local Lodge as hereafter provided in Article XIX, Section 4.

PROPOSAL NO. 74
MODERNIZE OUR UNION
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XIX, SECTION 4 TO READ:

Sec. 4. Representation and Election of Local Lodge Delegates to System Division or Federation Joint Protective Board Meetings and/or Conventions, **whether in person, online, or a combination of both.** The Joint Protective Boards of each System Division or Federation may decide and prescribe in their Constitutions and/or Bylaws in what manner the Local Lodges coming under their jurisdiction shall be represented on their respective boards, as provided in Section 2 of this Article, but each such Protective Board shall prescribe in its Constitution and/or Bylaws procedures governing the nomination and election by Local Lodges within its jurisdiction of delegates to the System Division or Federation Conventions and/or meetings, **whether in person, online or a combination of both,** of the Board. Such provisions shall be subject to the terms of the Merger Agreement and shall include the following requirements of existing law:

All delegates and alternates shall be elected by secret ballot vote of the members in good standing of the Local Lodge by which they are accredited.