

THE **BMWED** Journal

BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES DIVISION
of the International Brotherhood of Teamsters



Affiliated System Federation and
Consolidated Rail Agree to Merger
New formation will be named the Alliance
System Federation

Scholarship Contest
Winners Announced
See who earned in 2019

Affiliated System Federation and Consolidated Rail System Federation Agree to Merger

New formation will be named the Alliance System Federation



Officers of the BMWED's Affiliated System Federation and Consolidated Rail System Federation agreed to merge the two systems July 25. Brother Jason Graham, who serves as CRSF General Chairman, was chosen by officers of both the former systems to lead the new Alliance System Federation at the meeting in Pigeon Forge, Tenn.

Brother Jack E. David, General Chairman of the Affiliated System, was elected as the Senior General Chairman and will serve in that capacity until his retirement, expected sometime later next year. The new federation officially begins on Jan. 1, 2020.

The move to merge the two systems will add greater membership numbers, strength and consolidation to the system. Members on the affected properties will retain their current vice general chairman, but will all now be included under the same umbrella.

The meeting to merge did not come without much deliberation and consideration. All full-time officers, along with joint protective board members

of the current Affiliated System Federation and Consolidated Rail System Federation, had lengthy discussions. During the meeting, both federations

“This merger has been long overdue and is a perfect fit that will benefit our members...”

- General Chairman David

met separately to address any concerns and to answer questions in regard with a merger. Later that day, after all questions were met and answered, both Federations came together and voted unanimously in favor of the merger. In addition, the group agreed to adopt new bylaws and agreed to name the new federation the Alliance System Federation.

"This merger has been long overdue and is a perfect fit that will benefit our members both presently and in the future," General Chairman David said.

Also in attendance at the meeting were President Freddie N. Simpson, Secretary-Treasurer David D. Joynt, Vice President Roger Sanchez (who oversaw the elections), Vice President Sean Gerie, and numerous other officers and guests. This merger will officially take place at the beginning of next year with the following elected as full time officers:

Officers:

Jack E. David - Senior General Chairman

Jason Graham - General Chairman

Johnny Long - First Vice Chairman

Jesse Dewe - Second Vice Chairman

Justin Blankenship - Vice Chairman/Secretary Treasurer

Vice Chairmen:

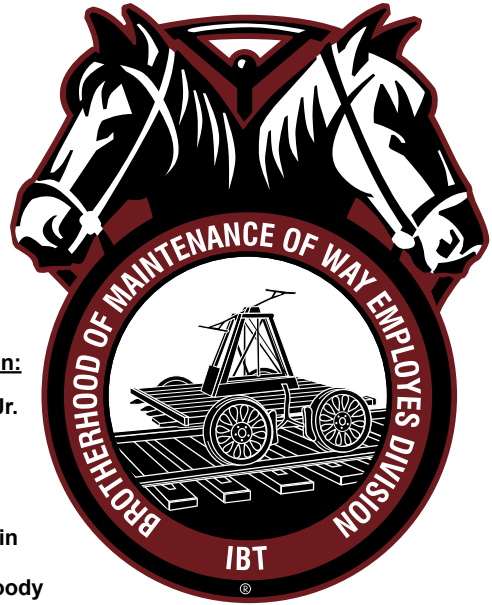
Perry Geller Jr.

Dave Beal

Dave Ostrum

Sheldon Swain

Byron Dunwoody





AROUND THE Brotherhood



NESF Local Lodge 228 Holds Meeting

Members of BMWED Northeastern System Federation Local Lodge 228 met earlier this summer to discuss important local issues on the property and strategize. NESF General Chairman Dale Bogart and Secretary-Treasurer Renato Rufo attended the meeting to lend their guiding wisdom and help.

ALLIED LODGE 667 HOSTS ANNUAL PICNIC

BMWED Allied Federation Local Lodge 667 held its annual picnic at South Cumberland Mountain State Park in Monteagle, Tenn in July. Members and their families were treated to fellowship, food and great weather. Local President Josh Brown and Sec-Treas. Kevin O'Neal planned and orchestrated the event, and Allied Fed Vice Chairman Andrew Shelton was in attendance to speak.



Allied Fed Brothers Ferguson and Wright Retire



Gerald Ferguson



Tommy Wright

BMWED Allied Federation Local 153 Brothers Gerald Ferguson and Tommy Wright retired this past July after long and distinguished railroad careers on CSX's Peninsula Subdivision in Virginia.

The two friends worked together for many years and are universally admired and beloved by their fellow Lodge 153 union brothers.

Congratulations to Tommy and Gerald and best wishes for a long and enjoyable retirement.

AROUND THE Brotherhood

BSD Local Lodge 509 Hosts Annual Summer Family Picnic



Members and their families of BMWED Burlington System Division Local Lodge 509 gathered once again this summer for its annual Family Picnic. The event is always a success and tons of fun. It is great to see not just the members of the lodge coming together in Brotherhood, but also their spouses, children and friends.



ASF Brothers Hensley and Simmons Retire

Happy retirement to BMWED Brothers Mike Hensley (42 years of service) and Greg Simmons (39 years), both hanging up their boots earlier this summer. Affiliated System Division Local Lodge 0558 honored the two longstanding brothers on July 13 at a lodge meeting. Congrats!



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Brotherhood of Maintenance
of Way Employees IBT

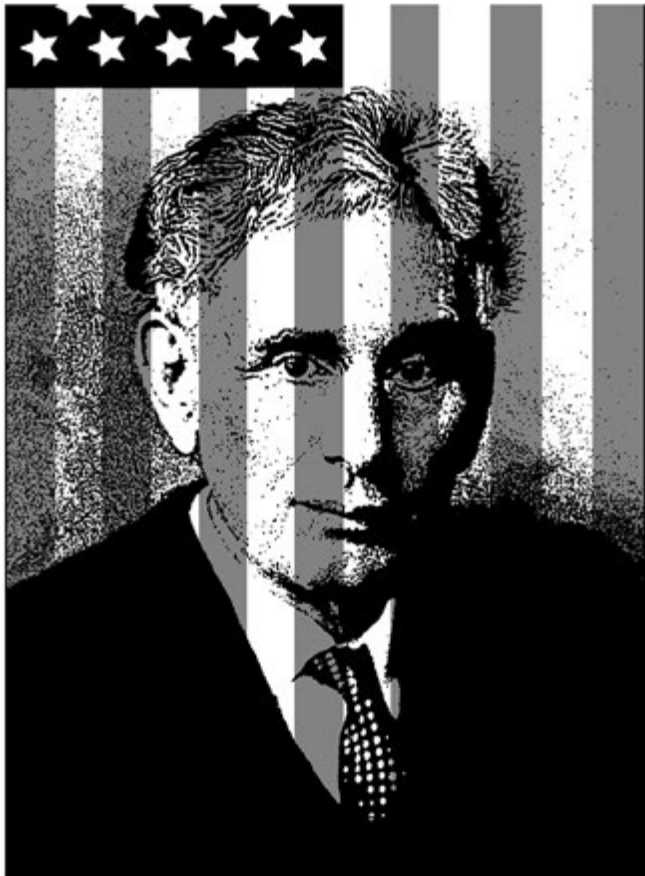
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JUST A REMINDER Change of Address Request

Please remember to notify your System Office or the National Division of any change of address or telephone number. It is vital that this information be kept current.

Railroad employers do not always provide this information to the BMWED.

Phone numbers can be found at BMWE.org.



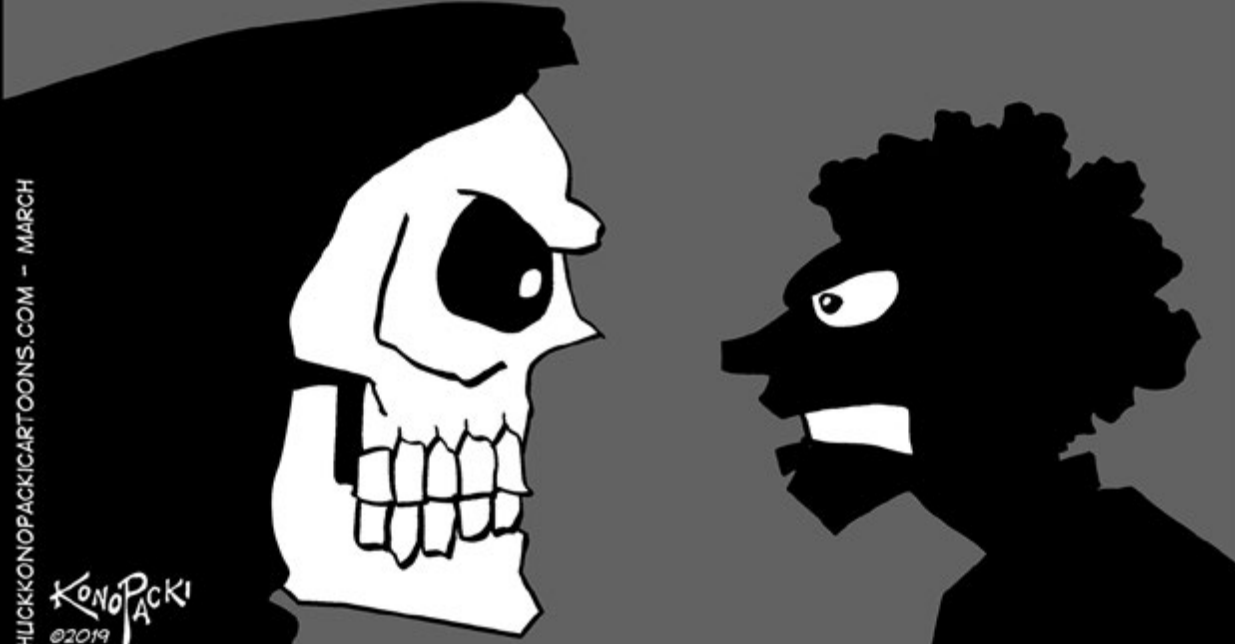
**“We must make our choice.
We may have democracy,
or we may have wealth
concentrated in the hands
of a few,
but we cannot have both.”**

**- Louis D. Brandeis
Associate Justice of
the U.S. Supreme Court
1916-1939**

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HUICKKONOPACKICARTOONS.COM - MARCH

**“There's only one way to put an end to the slaughter.
Just look your boss right in the eye, Tell him,
We just come to work here – We don't come to die,”
Harry Stamper**



HUICKKONOPACKICARTOONS.COM - MARCH

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BMWED Habitat for Humanity 2019

Brotherhood of Maintenance of Way Employees members gathered in Grand Island, Neb. this summer to help in the construction of a Habitat For Humanity home. The community service project has become an annual endeavor for the group, and every year the number of BMWED members grows.

The mission statement of Habitat for Humanity is "Seeking to put God's love into action, Habitat for Humanity brings people together to build homes, communities and hope."

Much respect and admiration for the group of Brothers and Sisters who joined in the community service project this year.



Thank
You



**Habitat
for Humanity**



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ppassons@americanmin.com

LOOK WHAT'S NEW

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Secretary-Treasurer's **REPORT**

David D. Joynt



THE FIGHT FOR RAIL SAFETY IS A COLLECTIVE EFFORT

You have likely heard about the Federal Railroad Administration's reversal of its 2014 two-person crew proposed mandate this summer. The FRA's about-face reignited the debate on train crew size, muddled the future of train transportation in this country and became the most prominent example of the railroads' desire to capitalize on a favorable corporate and political landscape.

Yet, crew size is just one recent example of the railroads' goal of placing profits above all else, including employee and public safety. Across virtually all American railroads, management has increasingly sought ways to milk more revenue, even if those profit streams involve deemphasizing or outright eliminating safety rules and regulations.

On top of crew limits, the FRA, under its new direction, has green-lighted testing of aerial drone track inspection and unmanned on-track inspection machines. It is not difficult to see the motive: drone and unmanned-machine inspection would require less manpower, less expense in wages and benefits, and greatly benefit the corporate bottom line. Rail honchos will also claim that this new inspection technology is more foolproof than the human eye, but those accuracy claims are unsubstantiated and frankly not as important to management as the financial windfall they represent.

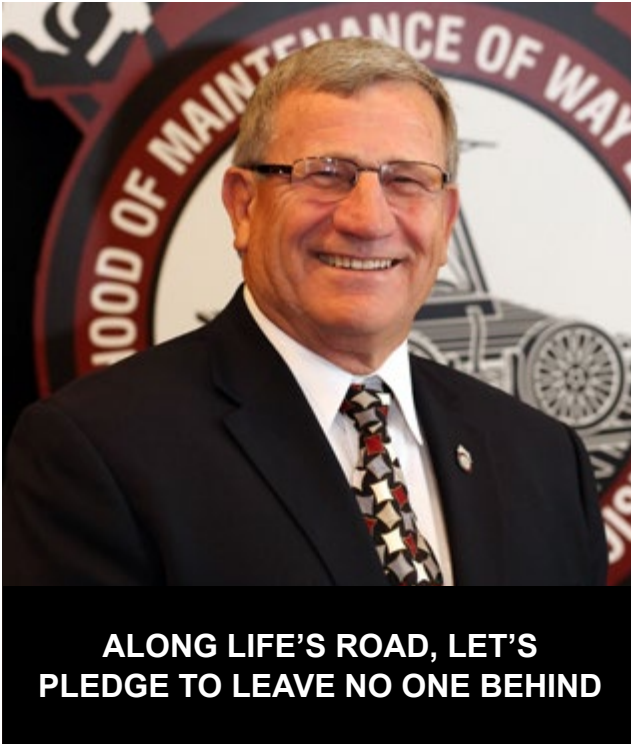
"Wall Street is setting the terms and pressuring (railroad) executives," House



Transportation Committee Chairman Rep. Peter DeFazio (D-Ore.) said at a hearing on the state of rail labor on June 20. "(The railroads) aren't concerned about safety. Their monthly or quarterly profits are what is watched by Wall Street. Only if there's an absolutely catastrophic accident that bankrupts a railroad will they care about it, but short of that, they don't give a damn."

At the most recent meeting of the Rail Safety Advisory Committee, FRA Administrator Ronald Batory stated that his instructions are to grant as many technology waivers as possible to the railroads in order to collect data and conclude the viability of new tech. This is a new directive and it has energized the railroads to pursue unmanned inspection technology in earnest.

CONTINUED ON PAGE 16



Freddie N. Simpson, BMWED President

There's a biblical tale from the Book of Luke that even those amongst us who aren't well-versed in the Christian Bible or – for that matter – particularly religious, likely know well. The parable of the Good Samaritan, in which a Samaritan traveling along a long and dangerous road to Jerusalem, stops to help a beaten and dying Jewish man that many others have already passed, is an important lesson in humility, kindness, putting aside differences, and responding to the needs of our fellow man.

It is not my intention to “preach” in this column. I simply feel that, in many ways, the lesson of the Good Samaritan is a societal guideline that we must occasionally revisit. It is a lynch-

President's PERSPECTIVE

pin, a foundation, in which we strive to build our world, our country, our communities, and yes, our unions. It is not dependent on religious faith, in nationality, or in heritage. It is a moral rooted in humanity. It is an illustration of being selfless and kind. It is representative of being our Brother's keeper, even when we share very little in common other than kinship of our fellow man.

The bedrock of our Brotherhood is the understanding and commitment to solidarity. We are all in this together. It is what I have always relied on to show me the way forward as President of the BMWED and it is the truest sense of what belonging to a Union is all about.

Currently, in this country, we are seeing an increasingly selfish and individualistic mindset rise to prominence. Success is calculated by how much wealth and power one can achieve, even if that so-called “success” is attained by lying, cheating and exploiting vulnerable people. It is antithetical to a caring and just society and it is a rot that must be eradicated. In the past, labor unions have been an effective remedy to this problem, and I'm hopeful that they can be so again.

We in the BMWED can be leaders in this crusade against greed, bigotry and selfishness. We can set an example by volunteering in our communities, supporting charitable organizations, and lending our time and efforts to those in need. We can support public policy that lifts us all up together, instead of legislation that tramples the least amongst us in an effort to further buoy those at the very top of the ladder.

“It is antithetical to a caring and just society and it is a rot that must be eradicated.”

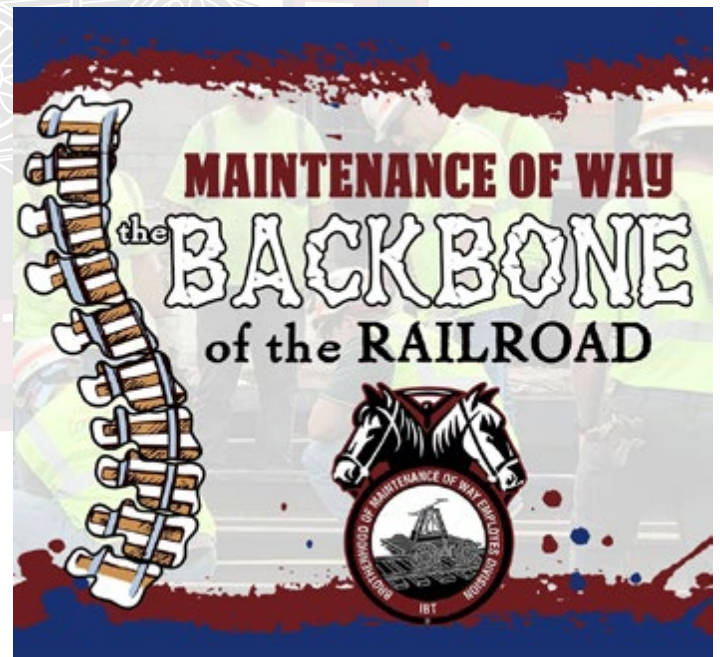
I don't need to tell you that a majority of Americans are falling behind. We cover that subject in every Journal. Myself, as well as the fellow officers of this Brotherhood, speak on it in all our lodge visits and BMWED educational conferences. It is the prevailing subject of the day in the United States – a problem that is worsening and one that we can rectify if we remember to love our neighbor and truly strive to put that selfless mindset first.

But, as the lesson of the Good Samaritan teaches us, it doesn't apply just to our Union, or to Rail Labor, or to solely the Teamsters or Organized Labor as a whole. This parable is applicable to all of us, men and women; white, black and brown; American or Mexican; worker or management. When one of us is struggling, it is imperative that we help. That we don't look the other

way. That we lend a hand and make the necessary and critical effort to care for everyone.

As we move forward in these trying times, I intend to steer this Brotherhood in the direction of helping the least among us. We will fight at the bargaining table to lift up not just our members, but workers everywhere. We will strive to help our most vulnerable friends by fighting for healthcare for all Americans, a fair and livable wage, and a society that values people, family, and prosperity for all.

- **Freddie N. Simpson,**
President





BMWED MEMBERS RATIFY 5-YEAR CONTRACT WITH PADUCAH & LOUISVILLE RAILWAY



Paducah, KY – July 15, 2019 – Members of the Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters recently ratified a new five-year collective bargaining agreement with the Paducah & Louisville Railway.

With more than 84 percent of the ballots returned, the agreement was ratified with 60 percent of the ballots voting in favor of the new agreement.

The agreement will become effective retroactively January 1, 2019 (with back pay) and extends through December 31, 2023. The ratified contract settles wage and work rule matters, including a freeze on health and welfare contributions, prescription co-pays and deductibles.

General wage increases total 13.75 percent over the life of the contract, with a \$500 signing bonus and a protected number of positions during the duration of the deal.

These levels of increases will keep BMWED employees' wages above the national average, with no increases towards health and welfare contributions. In this current economic climate, an agreement without health insurance concessions is important and was vital for BMWED members on the P&L.

“an agreement without health insurance concessions is important and was vital...”



DEATH BENEFIT DEPARTMENT

REPORT OF DEATH BENEFIT CLAIMS PAID DURING MARCH, APRIL, MAY AND JUNE 2019

<u>NAME</u>	<u>CITY/STATE</u>	<u>LODGE/SYSTEM/RR</u>	<u>D.O.D.</u>
LOUIS GRECO	LEWISTON, ID	0104 BURNOR/LIFE	01/03/19
CLINE WERT	PRINCETON CITY, WV	0075 AF/LIFE	01/27/19
DWAYNE P. PRUETT	TWIN FALLS, ID	1402 USD/LIFE	03/07/19
WILLIAM LEMBKE	CASS LAKE, MN	0706 BURNOR/LIFE	03/12/19
JOSE M. AGUILAR	HOLLISTER, CA	O407 USD/LIFE	03/12/19
JAMES H. FRASER	MEDWAY, ME	0633 NE/LIFE	03/28/19
DARYL LOWRY	DALLAS, OR	1054 USD/LIFE	03/30/19
DELBERT L. ALBIN	PLATTSMOUTH, NE	0216 USD/LIFE	04/27/19

PAID MARCH 1, 2019 TO JULY 1, 2019.....	\$4,000.00
AMOUNT PREVIOUSLY PAID	\$45,573,307.75
TOTAL AMOUNT PAID TO DATE.....	\$45,577,307.75
NUMBER OF CLAIMS PAID -8	

REPORT OF DEATH NOTICES RECEIVED DURING MARCH, APRIL, MAY AND JUNE 2019

SCOTT M. BARRIER	KALISPELL, MT	1092	BURNOR/BNSF	02/17/19
EDWARD A. BOERSMA	EAST CHICAGO, IN	2857	BURL/NIR	02/21/19
STEPHEN J. JORDAN	KENNEDALE, TX	2409	AT&SFF/BNSF	03/09/19
BRANDON K. GORRELL	VANCOUVER, WA	0757	USD/UP	04/01/19
ARCHIE L. LUX	ROBINSON, ND	4104	BURL/SOO	04/01/19
HERSHEL E. ROUNDS, JR.	CASSVILLE, MO	0216	USD/UP	05/03/19
TRISTAN D. STEWART	AMARILLO, TX	2413	AT&SFF/BNSF	05/05/19
ROGER E. LEE	WINSLOW, AZ	2417	AT&SFF/BNSF	05/12/19
DELBERT COVINGTON	WILMINGTON, DE	0695	AF-SE/CSXT	05/24/19
EDWARD G. RHEA	MEDFORD, OK	2405	AT&SFF/BNSF	05/25/19
ANTHONY Q. PALADENI	NAPAVINE, WA	0309	BURNOR/BNSF	05/26/19
JOHN P. BAILEY	HARRODSBURG, KY	0542	SOU/NS	05/27/19
WILLAM G. LEWIS	ORRICK, MO	4120	ASF/NS	06/09/19
FRANK URBAN	WAHOO, NE	1105	BURL/BNSF	06/16/19
CHARLES E. SLATER	PASCO, WA	0159	BURNOR/BNSF	06/17/19
GARY GONZALEZ	WESTON, MO	0344	BURL/BNSF	06/24/19
ROBERT J. TAYLOR	LAKEMOOR, IL	2853	USD/UP	06/26/19



Secretary-Treasurer Report

CONTINUED FROM ON PAGE 11

Recently, BNSF applied for suspension of frequency of track inspections due to their planned use of drones to inspect track. The BMWED sued, and the result (at least currently) is the railroad agreed to let BMWED members to continue inspecting while BNSF ran tests of the tech. These new unmanned machines check for essentially everything an inspector looks for, including but not limited to tie strength and density, track gauge, spiking pattern, creepers, track deficiencies and track geometry.

On top of using new, unmanned inspection technology, BN has also reneged on its "commitment" to "key routes." Key routes were determined by the railroad as the critical safety routes, mostly because they frequently carry crude oil tankers. A derailment on a key route would be far worse because of the HAZMAT freight, so the railroad – undoubtedly afraid of the bad press it would receive if it dumped another crude oil train – increased inspections on those routes.

However, under a new and less scrutinizing FRA, BN has decided to let the key route designations expire, presumably because the pressure is off from federal regulators and inspections slow down trains, which in turn slows down revenues.

As you can see, these current trends are all focused on profitability at the expense not just railroad jobs, but also of public safety. The railroads are taking advantage

of a government that is keen on deregulation and a corporate railroad landscape that is pushing the envelope on safety in the name of financial gain.

It will take a concerted and collective coordination between all or rail labor, elected officials, and the general public to push back. We can do this by continuing to bring scrutiny to these railroad policies (like precision scheduled railroading), banging the drum in the press against bad railroad management decisions, supporting and voting for politicians that support our effort to retain important railroad jobs through regulations and legislation, and the remain united in our approach. Together, we are our strongest.

**- David D. Joynt,
Secretary-Treasurer**



BMWED BNSF Members Meet

Members of two BMWED Burlington Northern System Federation local lodges and one tie gang held meetings over the summer, where they discussed local issues on the property and conducted union business.

Check out pictures on facing page to the right ▶

Lodge 320 Meeting



(from left to right) Michael Bradley, Christopher Luchka, Andrew Jukich, Joshua Halbert, Michael Kastern, Peter Houle, Chris Bachman, Christian Bucheger, Kent Anderson, Kelly Houle, Greg Skogen, Dennis Hansen, Dustin Pietsch, Robert Paul, Richard Hailey, Josh Merrier, Kevin Reiland.

Lodge 144 Meeting



(from left to right) Mat Scherbing, Ryan Wood, Chuck Enselein, Zane Sampson, David Penner, Matt Brisbois, Jason Sauvageau, Jim Duval, Wade Penner, Mike Sorman, David Carroll, Kyle Johnston, Kent Anderson, Mike Havelin, Jim Morse, Josh Kramer, Bob Fitzgerald, Bruce Glover, Paul Lehman, Jason Lanthier.

TP43 #1 Mini Tie Gang on BNSF



(from left to right) Chris Bachman, Mike Bradely, Alex Stepan, Brandon Little, Matt Black, Andy Jukich, Josh Halbert, Randy Walter, Jim Walter Nate Wilkin, Greg Skogen, Kyle Grimm, Chirs Luchka, Peter Houle, Kent Anderson, Kelly Houle, Kevin Reiland, Josh Klemz, Mike Kastern, Dustin Pietsch.

STOPPING ‘SCABBY THE RAT’ IS LATEST NLRB PLOY

The National Labor Relations Board (NLRB) is mulling a move that would curb unions’ freedom of expression on the picket line.

For nearly three decades, inflatable balloons like “Scabby the Rat” and “Corporate Fat Cat” have informed the public about construction companies and others who are hiring non-union labor or engaging in anti-union activity. But now the NLRB is considering a crackdown on their use and those of banners as well, saying they could scare away customer from “neutral” businesses.

“Their use is unlawful under the [National Labor Relations] Act and not protected under the First Amendment because they are being used specifically to menace, intimidate and coerce in aid of an unlawful purpose,” NLRB general counsel Peter Robb asserted in a brief filed last month.

Of course, this has never been an issue before. Previously the agency allowed unions to express themselves as they saw fit. But corporations don’t like it. And they are using their power to push for political decisions in their favor.

Mind you, all this has happened on the heels of several pro-worker regulations being rolled back in recent years. Rules pushed by the Obama administration, for instance, that would have raised the salary levels of workers eligible for overtime or tamped down on companies hiring outside firms to pressure workers not to organize have been scrapped.

Let’s call this what is really is – a continuation of a Republican effort to boost the corporate profits of big business at the expense of workers who are doing all they can to keep their heads above water. Fewer rules for companies, but more rules for those who want to hold them accountable.

Unions can and do push back against corporate power, but it is clear the NLRB is trying to make that harder to do. Halting unions’ use of some giant inflatable balloons, however, will not stop this movement. It has the support of the people and resolve of union leadership to push forward either way.





” Halting unions' use of some giant inflatable balloons will not stop this movement.

BMWED DIVISION THE JOURNAL

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President and Editor

David D. Joynt
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A Reminder of Holiday Events

If you are a furloughed employee of a railroad covered by the U.S. National Agreement with at least 60 days of seniority or 60 calendar days of continuous service preceding a covered holiday, and if you had compensation paid by the carrier credited to 11 or more of the 30 calendar days immediately preceding the holiday, you may be entitled to pay for that holiday even though you are furloughed.



EVENTS

See What's Coming Up For BMWED

- **Nov. 13-14:** Southern System Division Convention - Pigeon, TN
- **Jan. 15, 2020:** Deadline to complete BMWED scholarship applications is January 15, 2020 (applications available at bmwe.org)

AROUND THE BROTHERHOOD

Brother Jorge Flores and Other
Bicyclists Pedal from Houston
to Austin for 33rd Annual MS
150 Fundraiser



BMWED Local Lodge 1058 President Jorge Flores once again rode his bicycle 150 miles from Houston, to Austin, Texas as a part of the world's largest Multiple Sclerosis fundraiser.

The two-day trip from Houston to La Grange and then eventually to Austin has been an annual cycling fundraiser for 33 years. In that time, it has raised a staggering \$240 million to help find a cure for M.S.

Congratulations to Brother Flores for completing the journey and much admiration for his dedicated community service.

- 2019 Scholarship Winners -

Winners of the BMWED scholarship in their own words

See Pages 26 -28



Aaron Vazquez



Ashley Ortega



Zach Williams



Ryan Rockenbach

AROUND THE BROTHERHOOD

**BMWED VP Sanchez
Recognized for
Lifetime Achievement**



BMWED Vice President of the South Region Roger Sanchez was presented with a Lifetime Achievement Award recently at a “Weekend with the Teamsters” event in Milwaukee, Wisc. A 45-year member and officer in our Union, we congratulate Brother Roger for the well-deserved honor.

IBT

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- 2019 Scholarship Winners -

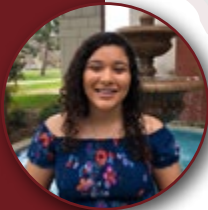
The Brotherhood of Maintenance of Way Employees Division of the IBT is pleased to announce the winners of this year's BMWED scholarships.

The scholarship awards were increased at last year's BMWED Convention to four, \$4,000 scholarships. This was done mostly to encourage and promote the education of more of our members and their dependents. Special considerations were also given to all applicants that pursued labor-related fields of study.

Applications for the BMWED scholarships tripled this past year. The competition for the awards was steep and a number of the applicants were difficult to separate. The BMWED is proud to recognize the four winners below, along with a few words from the accomplished students.



Aaron Vazquez - "I aspire to start up my own web design business. Like any business owner, I hope to make my brand recognizable so that people will seek out my services when they see my work. I will treat my employees with the respect that they will give me and strive to make the work environment enjoyable. I believe my parents play a big part in wanting to be successful in life because I see the benefits they receive by working hard and with integrity.



Ashley Ortega - *What are your career aspirations? Where do you see yourself going in your career? What do you hope to accomplish?*

"As a Biological Sciences major with an emphasis in Microbiology and Immunology, I plan on conducting medical research, applying the knowledge I am gaining throughout college. Although there are numerous careers that can involve conducting medical research, there is one path I desire to pursue. I hope to conduct research relating to diabetes and how the body is affected by this condition. I especially desire to shed insight into how to treat diabetes in a more efficient and cost-saving manner. Since treating the condition often means slowing its progression, I hope to find a way that will cure it. Realizing that some form of diabetes affects many families throughout the world, I believe that finding alternative, effective manners to treat it is crucial.

Further, I wish to be involved in the treatment of diabetes in my community. Coming from a community where many individuals have had an experience with some form of diabetes, I am inspired to labor for a cure. As a professional, I expect to work in a hospital or at a university conducting research. A setting such as this would allow my findings to be applied to a national and global audience. Knowing that science involves a lot of trial and error, I know that conducting research will be frustrating at times. Whether the hypotheses I will soon test are right or wrong, these findings will expand the public's knowledge of the human body. My failures will eliminate possibilities and my successes will create many more. As such, working at a hospital or university, my triumphs and my losses will be contributions to the field of science and to the discovery of alternative ways to treat diabetes."

If you become a business owner or a manager of people within a company, how do you plan to treat your employees?

“If I work in a situation where I oversee the work that is to be done, I would ensure that the workplace is an environment that fosters creativity, dedication, and communication between the employees. As a manager, I would demonstrate to the employees that they can inform me of their concerns and suggestions. If there is anything they need, I would encourage the workers to meet with me and discuss what may trouble them. I would set apart time throughout the day to speak to the employees and remain involved in their interests. Giving them an opportunity to express themselves can lead to a workplace where everyone looks forward to their day. I want to create an environment where every employee is valued and looks forward to completing their duties. I plan on developing a successful work environment, where everyone is encouraged to communicate their opinions and motivated to pursue the company objectives. With a content workforce, the organization can accomplish its goals.”

How does your parents' working careers influence what you envision for yours?

“Both of my parents have always worked in careers involving physical labor. Because of their careers, they are both resilient and tenacious. Like many who are involved in physical labor, my parents are admirable. For many years, they have been working in careers in scorching heat and piercing cold. They earn wages by working unusual hours, in atypical conditions, and by toiling over whatever project they need to complete. Despite it all, they are determined and they continue to work in these conditions without ever giving up. Throughout my life, I have noticed how physical labor can be detrimental to the individual's health. Careers like those of my parents exposes people to environmental conditions that affect their well-being. Changing weather, heavy lifting, and constant movement can lead to illness, aching muscles and joints, and injuries that may never heal. Essentially, physical work is exhausting and can seem disheartening. Witnessing the labor of my parents, I am motivated to attend college and seek a career involving medical research. I hope to apply the same dedication to my future career that my parents apply to their jobs. Just as they have always been driven to improve their economic situation, I wish to follow the American dream and seize the opportunities I am offered.”



Ryan Rockenbach - What are your career aspirations? Where do you see yourself going in your career? What do you hope to accomplish?

“As of now, I aspire to be a crime scene investigator. I really want to join a police force and be promoted to crime scene investigator so that I can document and test evidence left at crime scenes. I see myself working in the field for a few years before being promoted to a field supervisor. From there on, I can see myself joining a federal agency, returning to the bottom of ladder. Eventually, I hope to become a crime lab manager for a federal agency. In my career as a crime scene investigator and analyst, I hope to be able to decrease the backlog of evidence that currently exists, bringing closure to some of the victims of crimes. Because federal agencies require retirement at an age of around fifty-seven, I hope to be able to practice law in my later years. If I am lucky enough, I would like to be granted a

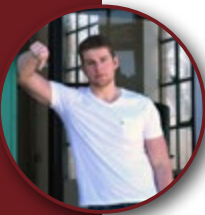
judgeship, allowing me to properly administer trials with adherence to the constitution and laws of our nation.”

If you become a business owner or a manager of people within a company, how do you plan to treat your employees?

“If I became a business owner or manager for a company, I would treat my employees with compassion and an open-door policy. I have had managers that have not understood what it was like to be in my shoes, responding with bitterness to my complaints. Compassion is the better alternative because it shows that you care and want to take steps to correct a wrong. I also believe that the best kind of managers are the ones that are willing to drop what they are doing to hear the complaints or problems that their workers have. At one point, the boss was probably in the same position as the worker, so they should take the time to hear concerns relating to their employees’ jobs. Employees also need to feel that they are free to walk into their supervisor’s office, which I would be sure to let them know that they could come talk to me at any time. When the boss is able to relate to their workers, better working relationships are formed, which are the key to success for a company.”

How does your parents’ working careers influence what you envision for yours?

“My parents’ careers have really influenced my career choice and aspirations because they have shown me that all things happen for a reason; that as long as you put in the work, you can get to where you want to be. Due to how hard they have worked to get where they are, I have set high expectation for myself, believing that I can get anywhere, usually managerial positions, as long as I work hard enough at it. Their careers have also shown me that it does not matter how much the paycheck is, that what matters is the satisfaction that you achieve out of work. This has led me to pursue careers which typically do not make glorious salaries, instead focusing on careers that make a difference and provide a sense of accomplishment.”



Zach Williams - What are your career aspirations? Where do you see yourself going in your career? What do you hope to accomplish?

“In one day becoming a computer hardware engineer, I hope to be part of a significant change to technology - one that will have the potential to better the lives of millions of people. It will be a challenging path throughout college, but I plan to persevere and overcome obstacles to earn a prestigious place in the workforce.”

If you become a business owner or a manager of people within a company, how do you plan to treat your employees?

If I one day become a business owner or manager within a company, I would treat my employees with utmost respect. My position would not be possible without them anyways, so constantly giving back to them and treating them as they deserve would be of great importance to me.”

How does your parents' working careers influence what you envision for yours?

“Growing up, I have seen firsthand how my parents work through all that they can, no matter what they're going through. This is a constant inspiration to me in that it will push me to strive to be my best in school and in my job when that day comes. My mother and father both have come from lower places and have overtime worked and overcome in order to provide for their family, and I couldn't be more inspired and appreciative of their influence over me.”



Mandatory Electronic Filing of DOL Report Forms LM-3 and LM-4 REMINDER

The U.S. Department of Labor has made Electronic Filing of Forms LM3 and LM-4, Labor Organization Annual Reports, MANDATORY beginning April 1, 2018. As of that date, the Department of Labor will no longer accept paper reports. All LM reports filed by local lodges will also need to be signed electronically by the Lodge Secretary-Treasurer and President. If one or both of those positions in the lodge are vacant, another lodge officer(s) will need to sign the report electronically. To sign a report electronically, you must first obtain a Username and Password on the Department of Labor website. The Username and Password that you obtain will not expire and will remain in effect as long as you are a lodge officer.

At this time, we are requesting that all Lodge Secretary / Treasurers and Presidents go to the Department of Labor website and obtain their Username and Password if they have not done so already. Go to www.olms.dol.gov. Click on “Electronic Forms System (EFS)” in the “OLMS Highlights” section and proceed to “Access the OLMS EFS”. Click on “Register for an EFS User ID and Password” and follow the instructions.

Do not obtain a Union Pin at this time. Be sure to keep your Usernames and Passwords in a safe place so that they are available when it is time to sign the LM report. If you wish to provide your Username and Password to National Division Headquarters, we will keep them on file in case they are lost or misplaced. A copy of the form shown below will be provided by regular mail to all lodge Secretary-Treasurers in early April.

Simply fill in the blanks and forward the form to National Division either by regular mail, fax: (248) 662-2659 or email: cwalker@bmwe.org. You can obtain a copy of this form by calling National Division Headquarters at (248) 662-2625 or cwalker@bmwe.org. If you should need any assistance in obtaining your Username and Password, please don't hesitate to contact National Division Auditor Joe Corley at (248) 662-2611 or Audit Clerk Candy Walker at (248) 662-2625.

	Lodge Secretary	Lodge President	Lodge #
Name			
Username			
Password			

RETIREMENT CHANGES DURING 03/01/2019 TO 06/30/2019

***** JUNE 2018 *****

FRED C EVANS CRSF 0887 NS
06/01/2018
WILLIAM A MARX JR CRSF 1356 CSXT
06/02/2018

***** JULY 2018 *****

WILFREDO C FIGUEROA CRSF 0482 CSXT
07/02/2018
JESSE A DEWE CRSF 0895 CSXT
07/14/2018

***** SEPTEMBER 2018 *****

GARY E BROOKS AF 0075 CSXT
09/28/2018

***** OCTOBER 2018 *****

PAUL A FULLER CRSF 0910 CSXT
10/01/2018
FRANK CAPPELLUTI CRSF 0305 CR
10/04/2018
THOMAS E PLECKER JR AF 0075 CSXT
10/31/2018

***** NOVEMBER 2018 *****

DOUGLAS L JOHNSTON CRSF 1997 NS
11/01/2018
HOLLAND EWING BURL 2857 NIR
11/02/2018
REX N CASS CRSF 1980 CSXT
11/03/2018

***** DECEMBER 2018 *****

RUFUS J HOGUE III SOU 0529 NS
12/03/2018
ANTHONY BAHE AF 2921 UP
12/21/2018
R B FITZGERALD AF 1058 UP
12/21/2018
KEMMY J BEVILL AF 1193 UP
12/31/2018
MICHAEL F DUTSON USD 1227 UP
12/31/2018
ROGER KEE USD 1020 UP
12/31/2018

***** JANUARY 2019 *****

LEONARD A BUCKLEY AF 0112 BMWED
01/04/2019
CHARLES R WAGES AF 0601 UP
01/11/2019
MARK A LUCKY AF 2286 UP
01/15/2019

***** FEBRUARY 2019 *****

JOSEPH BARNHART AF 0996 UP
02/01/2019
GLENN A JACKSON AF 1058 UP
02/01/2019

CARLOS J SEPULVEDA AF 2286 UP
02/01/2019
KENNETH A TRUSCLAIR AF 1176 UP
02/01/2019
LEWIS L HOPE BURNOR 0309 BNSF
02/01/2019
JAMES F RESCH BURNOR 0706 BNSF
02/01/2019
JOHN K MORRELL CRSF 0201 KEOL
02/01/2019
MICHAEL J BEARD SOU 0808 NS
02/01/2019
RANDY R FANSLER SOU 0586 NS
02/01/2019

ROY R PAULSMYER BURL 0788 BNSF
02/02/2019
TERRY L SCOTT BURL 1320 BNSF
02/02/2019
JACK L DE MARCE BURNOR 1055 BNSF
02/02/2019
JORGE L VELEZ BURL 2857 NIR
02/07/2019
JAMES M STUBSON BURNOR 0908 BNSF
02/08/2019
EDDIE E CURL BURL 0798 BNSF
02/15/2019
GODFREY W BROWN AF 2915 FEC
02/27/2019
TROY N JAMES JR AF 1549 UP
02/28/2019
PAT D O BRYAN AF 1035 CSXT
02/28/2019
DAVID A RANDOLPH USD 0216 UP
02/28/2019

***** MARCH 2019 *****

BILLY A BEASLEY ASF 0551 NS
03/01/2019
SHAWN M CARROLL ASF 0287 NS
03/01/2019
GARY W THOMPSON ASF 0568 NS
03/01/2019
ROBERT F GIBSON BURL 1490 SOO
03/01/2019
TIMOTHY S SHERMAN BURL 0099 SOO
03/01/2019
RICKEY L BAGWELL BURNOR 0104 BNSF
03/01/2019
TERRY J GOEHRING BURNOR 2825 BNSF
03/01/2019
S G LOMINACK SOU 0808 NS
03/01/2019
TERRY C SHEPARD USD 0757 UP
03/01/2019
LOWELL D DUSEK BURNOR 1326 BNSF
03/02/2019
BRIAN J ANDERSON BURNOR 0303 BNSF
03/03/2019
DAVID G PALU USD 0473 UP
03/03/2019
J D GAINER AF 1857 CSXT
03/04/2019
RICHARD M ROLLINGER BURNOR 0908 BNSF
03/05/2019

RANDY K BOLEN JR WCSO 1710 WCL
03/08/2019
GARY L DOCKTER BURNOR 1326 BNSF
03/09/2019
WILLIAM C FLOM USD 0216 UP
03/13/2019
MAURICE CARTER ASF 0599 NS
03/26/2019
RICKY L HARRISON USD 0410 UP
03/29/2019
JAY R FIECHTNER BURNOR 0306 BNSF
03/30/2019

***** APRIL 2019 *****

NICK A DEMONTE BURL 2857 NIR
04/01/2019
LEROY SANFORD BURNOR 0309 BNSF
04/01/2019
JOSEPH S DOSCH BURNOR 1326 BNSF
04/02/2019
VERNON E RIEMER JR BURNOR 1280 BNSF
04/02/2019
MICHAEL E NOVAK BURNOR 1326 BNSF
04/05/2019
JAMES F GANGE BURL 1481 SOO
04/12/2019
DAVID C ANDERSON BURNOR 0320 BNSF
04/17/2019
DAVID R HASKINS CRSF 0201 KEOL
04/22/2019
ROOSEVELT HOUSE ASF 0995 NS
04/30/2019

***** MAY 2019 *****

MARK J ALMGREN BURNOR 1296 BNSF
05/01/2019
VINCENT ENDRIK CRSD 2910 SPTA
05/01/2019
ANTHONY M REIL CRSD 2910 SPTA
05/01/2019
HERMAN R ENGLAND ASF 0551 NS
05/02/2019
THOMAS A DOSS SOU 0546 NS
05/02/2019
J L SPARKS SOU 0808 NS
05/02/2019
DANIEL A BOVAT N E 2436 NECR
05/03/2019
MARK A KEYASKO N E 1551 DH
05/03/2019
WILLIAM R COSTELLO CRSD 2910 SPTA
05/06/2019
RICHARD L JOHNSON ASF 0571 NS
05/09/2019
RICKEY W KERRIDGE WCSO 2926 WCL
05/10/2019
VICENTE L GUTIERREZ AT&SFF 2405 BNSF
05/11/2019
ARMANDO HERMOSILLO BURL 2435 BNSF
05/11/2019
DAVE N MULLANEY CRSF 0201 KEOL
05/13/2019
COREY M WILBANKS AT&SFF 1251 BNSF
05/15/2019

RETIREMENT CHANGES DURING 03/01/2019 TO 06/30/2019

***** MAY 2019 Continued*****

RANDALL G DESCHPPER BURNOR 1055 BNSF
05/15/2019
ERIC L JOHNSON BURL 0014 BNSF
05/16/2019
DAVID L TOLLERS BURNOR 0320 BNSF
05/16/2019
TERRY R MINES BURL 1074 BNSF
05/18/2019
HOWARD M DUGGER AT&SFF 0361 BNSF
05/23/2019
L E GREEN ASF 0568 NS
05/30/2019
BRET BARNES BURNOR 0295 MRL
05/31/2019
GARY W LAWYER N E 1368 NS
05/31/2019
RICHARD E BELMORE JR USD 1096
UP 05/31/2019
BRAD G FREDERKING USD 1216 UP
05/31/2019
DALE R RAGETH USD 1216 UP
05/31/2019

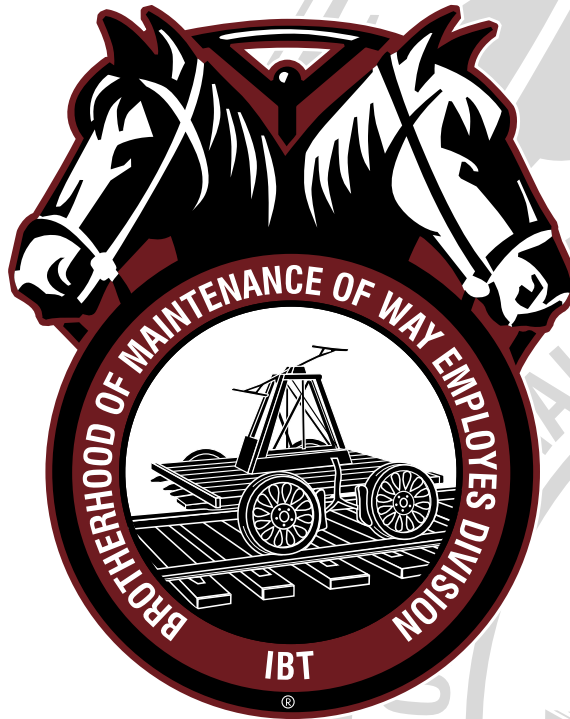
LAWRENCE L PURCELL AT&SFF 2418 BNSF
06/25/2019
BENNY L SKILES AT&SFF 2409 BNSF
06/25/2019
ARTHUR C THORN AT&SFF 0526 BNSF
06/25/2019

***** DECEMBER 2019*****

RICKY D MACKEY AF 1038 CSXT
12/03/2019

***** JUNE 2019*****

LARRY A C BERTRAND JR AF 1048 BNSF
06/01/2019
STEVE L SMITH USD 1133 UP
06/01/2019
MARTIN D COOK ASF 0598 NS
06/03/2019
JOHNNIE D BURROW AF 0601 UP
06/10/2019
FREDRICH SCHLICKBERND USD 0899 UP
06/10/2019
DANIEL A HILANDS PENN 3047 NS
06/11/2019
JOHN P GIGLIOTTI PENN 3008 NS
06/17/2019
LENNY KUBIAK PENN 3004 NS
06/19/2019
RICHARD A ESPINOZA USD 0686 UP
06/23/2019



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Teamsters Human Rights Commission

and how you can participate.

Contact BMWED

Vice President, Roger Sanchez

281-923-7960

or email:

lodge1507@aol.com

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