

**B****M****W****E**

# JOURNAL

Brotherhood of Maintenance of Way Employees

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## FEB. 7 SEASONAL EMPLOYEES TAKE NOTE! *Railroad Retirement Board Accord for Retroactive Service Credits*

A Seasonal Employee protected under the February 7, 1965 Job Stabilization Agreement, as amended, is guaranteed the same number of days of work opportunity in any given year as he earned in his measuring year. (That year is 1997 for the overwhelming majority of employees covered by the Feb 7<sup>th</sup> Agreement). The problem facing Seasonal Employees is that Special Board of Adjustment No. 1087 ruled that Seasonal Employees submit a single annual claim for protective payments if they do not work their guaranteed number of days in a calendar year. That form of claim creates a hardship on the employees who are compensated only once a year for lost work opportunity, but also causes their service credits for Railroad Retirement purposes to be deflated artificially. We raised this problem to the Railroad Retirement Board and its staff responded to our prob-

lem in a fair way. The Railroad Retirement Board agreed that a Seasonal Employee who submitted and was paid an annual seasonal guarantee claim will be ensured to be credited for no fewer service credit months than he obtained in 1997 (or any other measuring year, if applicable).

In the near future, the various Systems will be distributing a form, to all Seasonal Employees, for seeking retroactive monthly service credits. Included with the form will be instructions as shown in the sample letter with this article.

"Extending service credit adjustments to those seasonal employees protected by Feb.7 is yet another benefit to our members," declared President Fleming, "all of us at the BMWE extend our thanks and appreciation to the dedicated employees of the Railroad Retirement Board who worked with us to resolve this important issue."

To All Seasonally Protected Employees:

"As a "seasonal employee" protected under Article I, Section 2 of the February 7, 1965 Job Stabilization Agreement ("JSA"), as amended, you have the right to have seasonal guarantee payments made to you considered as payment "for time lost" under the Railroad Retirement Act of 1974, as amended. Representatives of the BMWE have discussed the administration of this issue with the Railroad Retirement Board ("RRB") and have reached an understanding with that agency that "seasonal" protected employees who receive a seasonal guarantee payment from their employer may petition for a correction to the Form BA-6, "Record of Service Months and Compensation" issued by the RRB. As you know, an employee's eligibility for a Disability Annuity or retirement at age 60 without a reduction in annuity is determined by the number of service months credit the employee has under the Railroad Retirement Act. Under the terms of the understanding we have with the RRB, a seasonal employee who presents a petition with proof of a seasonal guarantee payment will be credited with the same number of service months as the employee received in 1997, or any other applicable year used as the benchmark year for the seasonal guarantee.

The following example illustrates how this process works. "Joe Smith" (fictitious example) is a seasonal protected employee with a seasonal guarantee of 170 days. In 1997, "Joe" received compensation in 9 months while working those 170 days. Jump ahead to 2002. In 2002,

See **SEASONAL** Page 7

## Metra's B&B Workforce Training Gets Upgrade Northern Illinois University Business and Industry Services, Delivers

Metra's new Buildings & Bridges Skills Enhancement Training program began with a suggestion by a labor leader during a meeting of Metra's Workforce Education Task Group. This task group is made up of representatives from both labor and management.

In the past, the B&B workforce consisted of a variety of seniority and skill levels. The new training program's goal was to establish a baseline of carpentry and related building maintenance skills for the 97 current B&B employees, and 60 additional personnel that could

soon be hired in response to specific expansion and station upgrade projects.

Representatives from the BMWE have been fully involved throughout Metra's craft training design, development and delivery processes. This results in on-target, credible programs that effectively address employee and organizational needs.

Once the training baseline was established, accurate identification and assessment of the skill sets of the target audience was made so that the appropriate training materi-

als and methods could be organized for the program. With the approval and support of the union, 102 B&B employees participated in this process providing invaluable workforce insight as to training needs. For those that desired additional preparation for the course, the outside educational provider conducted a series of preparatory courses after-hours on a voluntary basis. This assured that everyone was at the same educational baseline to get the most out of the skill training sessions.

While the workforce assessment

was underway, training and labor officials reviewed and evaluated proposals from outside sources with training experience in the building crafts. Northern Illinois University Business and Industry Services (NIU-BIS) was chosen as the provider and assisted Metra in identifying grant-funding possibilities. As a result, this program was funded 50 percent last year through a state training grant.

To design the program, NIU-BIS trainers met with Metra field personnel to gather information on actual work projects and establish priority of needs. Early activities involved direct work-site observations of how B & B employees use their skills in the field. Specific work crews were identified for *ride-alongs*, and work-site observations. These observations were then presented (with curriculum recommendations) to Metra's Chief Engineering Officer Bill Tupper, BMWE General Chairmen Mark Wimmer and Hayward Granier, NIU-BIS's Brian Keefe and John Conrath and Metra's Director of Workforce Education John Wagner in April 2001. Classes began just four months later at Metra's Western Avenue Yard.

The two-phase program consists of a series of 80-hour courses that meet two days each week.

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# Ex-Railroad Workers File Asbestos Lawsuits

By Rhina Guidos, *The Salt Lake Tribune*

The (lawsuit) papers describe five men who faced the end of their lives with bodies ridden with cancer. They had difficulty breathing because of damaged lungs, some developed dementia, and others were in constant pain from damaged nervous systems. Now four survivors face a similar future.

Nine lawsuits filed recently in 3rd District Court (Salt Lake City) allege that Union Pacific Railroad Company is to blame. Attorneys for Union Pacific could not be reached for comment.

The lawsuits charge that the company knew about the health risks the men faced when they were exposed to toxic substances such as asbestos while working for Union Pacific. Some of the workers, like the late James A. Starbuck of Salt Lake County, worked for the railroad company as early as the mid-1930s. Others like Ogden's L. D. Curtis worked for the company from 1949 until 1988.

They were maintenance workers, pipe fitters and machinists who later became afflicted with lung cancer, asbestosis or mesothelioma. Asbestosis is a lung disease

caused by inhalation of asbestos dust. Mesothelioma is a cancer of the cells that cover the lungs. It is incurable and fatal.

The lawsuits say Union Pacific, a Utah corporation, is responsible for the workers' ill health. They don't specify how much money the plaintiffs are seeking.

A 2002 report from the non-profit Rand Institute for Civil Justice said 600,000 people in the United States had filed claims for compensation of asbestos-related injuries. By the end of 2000, the lawsuits had cost businesses more than \$54 billion nationwide.

**Editor's Note:** This reporting comes on the heels of the recent Journal article "Asbestos Case Ruling Sides With Workers" (March/April 2003 Journal). Questions related to any of the legal implications or matters expressed in either of these articles should be directed to BMW designated FELA legal counsel.

## Unions Good for Business: World Bank

OTTAWA—The Canadian Labour Congress (CLC) is applauding a new international report issued by the World Bank that states that unions are generally good for the economy, as long as their efforts are well organized.

"People join unions because it improves their standard of living and adds to their quality of life," says Ken Georgetti, President of the Canadian Labour Congress.

The report, entitled "**Unions and Collective Bargaining: Economic Effects in a Global Environment**" says that union members, and other workers covered by collective agreements in industrial as well as in developing countries, get significantly higher average wages than workers

who are not affiliated with a trade union. The wage markup can be larger in the United States (15 percent) than in most other industrial countries (5 to 10 percent). In developing and middle-income countries, the markup can be higher or lower. For example, it appears high in Ghana, Malaysia, Mexico, and South Africa but relatively low in the Republic of Korea (in 1988, before the expansion of unionism).

"Countries with highly coordinated collective bargaining tend to be associated with lower and less persistent unemployment, lower earnings inequality, and fewer and shorter strikes than uncoordinated ones," says the World Bank report. "By formalizing the labour relationship, workers, employers, and governments can use collective bargaining at the national level to provide insurance against shocks arising from international markets."

In businesses where labour relations are of a high quality—such as having few unresolved grievances and low strike activity—unions tend to increase productivity, the report claims.

The Washington-based World Bank, which reviewed more than 1,000 studies on the effects of collective bargaining for the report, says unions certainly improve the standard of living and working conditions for their members, who tend to earn higher wages, have less pay discrepancy between men and women, work fewer hours, receive more training, and have longer job tenure on average than their non-unionized counterparts. In Canada, the report says, unions can even reduce discrimination against aboriginal people.

"Better pay and working conditions, improved access to benefits like pensions and dental insurance,

opportunities to become better workers and better citizens - these are the advantages people have when they come together in solidarity," says CLC President Ken Georgetti.

The CLC is pleased that the report addresses concerns that growing international trade and liberalization of financial markets will drive down labour standards as countries compete globally for lower wages. "Trade agreements and companies that fail to adopt basic work rights can no longer hide behind claims that they are good for the economy," Georgetti says. "Without respect for the rights of working people, including the freedom to associate and bargain collectively, they just aren't good enough."

**B M W E**

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### Centenarians

Belated happy birthday wishes to two BMW members who recently celebrated their 100th birthday.



A Jersey City, New Jersey resident celebrated his 100th birthday on April 27, 2003. Mr. Giuttari was last employed by the Erie-Lackawanna Railroad as a machine operator.

#### Manuel M. Raigosa

A Bakersfield, California resident celebrated his 100th birthday on April 28, 2003. Mr. Raigosa was last employed by the Southern Pacific Railroad as a machine operator.



For more info: [www.aflcio.org/yourjobeconomy/rights/rightsatwork/reservists.cfm](http://www.aflcio.org/yourjobeconomy/rights/rightsatwork/reservists.cfm)

HICK

# Credit For Military Service Under The Railroad Retirement Act

Many railroad employees have at some time served in the Armed Forces of the United States. Under certain conditions, their military service may be credited as rail service under the Railroad Retirement Act.

The following questions and answers provide information on how military service may be credited towards railroad retirement benefits.

## 1. Under what conditions can military service be credited as railroad service?

The intent behind the crediting of military service under the Railroad Retirement Act is to prevent career railroad employees from losing retirement credits while performing active duty military service during a war or national emergency period. Therefore, to be creditable as railroad service under the Railroad Retirement Act, active duty service in the U.S. Armed Forces must be preceded by railroad service in the same or preceding calendar year. With the exceptions noted later, the employee must also have entered military service when the United States was at war or in a state of national emergency or have served in the Armed Forces involuntarily. Military service is involuntary when an employee is required by law, such as Selective Service System conscription, or troop call-up from a reserve unit, to leave railroad service to perform active duty military service.

Only active duty military service is creditable under the Railroad Retirement Act. A person is considered to have been on active duty while commissioned or enrolled in the active service of the Armed Forces of the United States (including the U.S. Coast Guard); or while ordered to Federal active duty from any reserve component of the uniformed Armed Forces.

## 2. What would be some examples of creditable service performed by a member of a reserve component, such as the Army Reserve?

Any military service a reservist was required to perform as a result of a call-up to active duty, such as during the current partial mobilization, would be creditable under the Railroad Retirement Act, so long as

the military service was preceded by railroad service in the same or preceding year.

Annual training duty as a member of a reserve component of a uniformed service is also considered active duty and may be creditable, provided the employee service requirement is met. The period of active duty for training also includes authorized travel time to and from any such training duty. However, weekend alone or evening reserve duty is not creditable.

Active duty in a State National Guard or State Air National Guard unit may be creditable only while the reservist was called to Federal active duty by the Congress or President of the United States. Emergency call-up of the National Guard by a governor for riot or flood control would not be creditable.

## 3. What are the dates of the war or national emergency periods?

The creditable periods that affect current retirements are:

- September 8, 1939, through June 14, 1948.
- December 16, 1950, through September 14, 1978.
- August 2, 1990, to date as yet undetermined.

If military service began during a war or national emergency period, any active duty service the employee was required to continue in beyond the end of the war or national emergency is creditable, except that voluntary service extending beyond September 14, 1978, is not creditable.

Railroad workers who voluntarily served in the Armed Forces between June 15, 1948, and December 15, 1950, when there was no declared national state of emergency, can be given railroad retirement credit for their military service if they:

- performed railroad service in the year they entered or the year before they entered military service, and;
- returned to rail service in the year their military service ended or in the following year, and;
- had no intervening nonrailroad employment.

## 4. How can military service be used to increase benefits paid by the Railroad Retirement Board?

Railroad retirement annuities are based on length of service and earnings. If military service is creditable as railroad service, a person will receive additional earnings credits for each month of creditable military service and railroad service credit for each active military service month not already credited by actual railroad service.

Creditable military service may be used in addition to regular railroad service to meet certain service requirements, such as the basic 10-year or 5-year service requirements for a regular annuity, the 20-year requirement for an occupational disability annuity before age 60, the 25-year requirement for a supplemental annuity, or the 30-year requirement for early retirement benefits.

## 5. Can United States Merchant Marine service be creditable for railroad retirement purposes?

No. Service with the Merchant Marine or civilian employment with the Department of Defense is not creditable, even if performed in wartime.

## 6. Are railroad retirement annuities based in part on military service credits reduced if other benefits, such as military service pensions or payments from the Department of Veterans Affairs, are also payable on the basis of the same military service?

No. While railroad retirement employee annuities are subject to reductions for dual entitlement to social security benefits and, under certain conditions, Federal, State, or local government pensions, as well as certain other payments, railroad retirement employee annuities are always exempt from reduction for military service pensions or payments by the Department of Veterans Affairs.

## 7. Are the unemployment and sickness benefits payable by the Railroad Retirement Board affected if an employee is also receiving a military service pension?

Yes. The unemployment and sickness benefits payable by the Board are affected if a claimant is also receiving a military service pension. However, payments made by the Department of Veterans

Affairs will not affect railroad unemployment or sickness benefits.

When a claimant is receiving a military service pension or benefits under any social insurance law for days in which he or she is entitled to benefits under the Railroad Unemployment Insurance Act, railroad unemployment or sickness benefits are payable only to the extent to which they exceed the other payments for those days. In many cases, the amount of a military service pension precludes the payment of unemployment or sickness benefits by the Board.

Examples of other such social insurance payments are civil service pensions, firefighters' and police pensions, and workers' compensation payments. Claimants should report all such payments promptly to avoid having to refund benefits later.

## 8. Can proof of military service be filed in advance of retirement?

Railroad employees are encouraged to file proofs of their military service well in advance of retirement. The information will be recorded and stored electronically until they actually retire. This will expedite the annuity application process and avoid any delays resulting from inadequate proofs.

If employees do not have an official record of their military service, their local Railroad Retirement Board office will explain how to get acceptable evidence. All evidence brought or mailed to a Board office will be handled carefully and returned promptly.

## 9. How can an employee get more information about the crediting of military service by the Railroad Retirement Board?

For more information, an employee should contact the nearest office of the Railroad Retirement Board. Most Board offices are open to the public from 9:00 a.m. to 3:30 p.m., Monday through Friday, except on Federal holidays.

Employees can find the address and phone number of the Board office serving their area by calling the automated toll-free RRB Help Line at 1-800-808-0772. They can also get this information from the Board's Web site at [www.rrb.gov](http://www.rrb.gov).

## FRA Campaign To Emphasize Roadway Worker Protection

The Federal Railroad Administration (FRA) has advised BMWV that they will be conducting a one-on-one campaign with BMWV members and other roadway workers regarding roadway worker safety. FRA's information/awareness campaign will run through June as part of its ongoing efforts to reduce and ultimately eliminate roadway worker fatalities. The FRA campaign will include one-on-one discussions with BMWV members in the field and will emphasize the importance of compliance with Roadway Worker Protection at all times when on or near the track.

While the number of roadway worker fatalities has been significantly reduced since promulgation

of the Roadway Worker Protection (RWP) regulations in 1997, 17 roadway workers have been struck and killed by trains or on-track equipment since 1997. Of these 17 fatalities, 5 occurred while the roadway workers were not directly engaged in work but were otherwise walking on the track when struck. Accordingly, FRA track and signal inspectors will place special emphasis on the need to protect when walking on or about the track.

President Fleming voiced his support for continued diligence by BMWV members in protecting against trains. "Even one fatality is one too many, and none of us will be satisfied until we reach our goal of zero. Every member is special, and every member

deserves to make it home in one piece," Fleming said. "Within the BMWV, we truly are our Brothers keepers. There is no higher calling than to assure that every Brother and Sister makes it home alive."

As part of its awareness campaign, FRA will be distributing and posting the following RWP Life Tips:

### Federal Railroad Administration Life Tips for Roadway Worker Protection

While the number of roadway worker fatalities continues to remain low since the implementation of the Roadway Worker Protection (RWP) regulations in 1997, 17

have perished. Of these, five occurred when employees were not directly engaged in work but walking in the track when struck by a train. The Federal Railroad Administration would like to offer you the following RWP Life Tips:

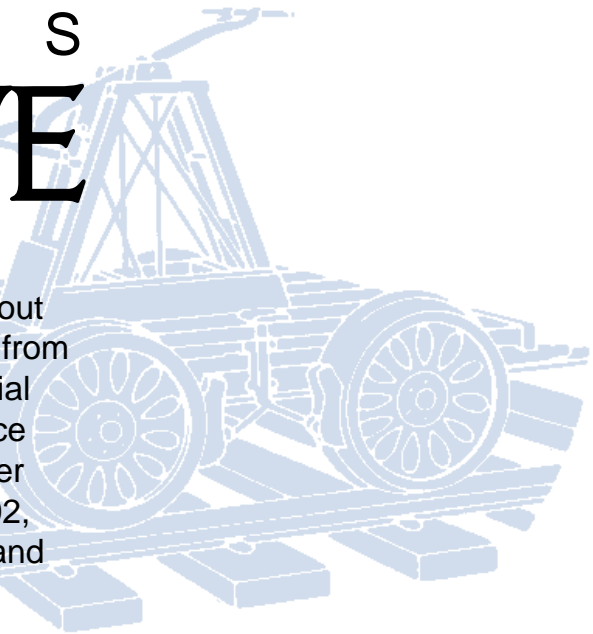
- Never foul a track unless necessary in the performance of duty. In other words, do not walk or stand in the gage of the track unless absolutely necessary.
- Before crossing a track, regardless of the status of that track, stop, look, and listen.
- Before fouling a track to conduct roadway work, establish on-track safety.
- Always be aware of track(s) adjacent to the track you are working on.



Mac A. Fleming

# PRESIDENT'S PERSPECTIVE

On April 28, 2003, union members from throughout the U.S. and Canada joined their counterparts from around the world in observance of Workers' Memorial Day to honor and remember the victims of workplace injury and death. Nearly 6,000 U.S. workers and over 850 Canadian workers were killed on the job in 2002, and over 50,000 more died of occupational illness and disease. Let us continue to honor their memory by



exercising our democratic rights in the workplace, in our unions, and in the legislature to fight for workplace safety.

Each May, we traditionally join with family, friends and co-workers to nationally observe Memorial Day to honor and remember the soldiers who have fought and died in all the wars. The United States recently proclaimed an end of hostilities in the war with Iraq, and for this we are thankful. Hundreds of our soldiers, our finest men and women, our sons and daughters, have lost their lives this past year in Afghanistan and Iraq. Let us continue to honor their memory and sacrifice by exercising our democratic rights as free people in the two great democracies of North America.

We are all extremely grateful that the military conflict has been declared over, and that many of our soldiers may soon be coming home to the families, lives, and jobs they left behind in service to our nation. These brave servicemen and women deserve our gratitude and a hero's welcome upon their return, regardless of our personal positions either for, or against the war.

Many of those returning will now lay down the arms of war, and pick up the tools of their trade. They will exchange their military uniforms for the uniforms of their civilian vocations as craftsmen, builders, skilled tradesmen, healthcare workers, technicians, laborers, and countless other occupations in workplaces and unions throughout our nation.

They return home in peacetime, but will face many battles in the days and years ahead. They will now rejoin their co-workers in the ongoing battle for workplace safety, democracy and industrial justice. They will rejoin their unions and society, and take their rightful place in workplaces throughout the nation. And, unbelievably, they will return to a workplace where 6,000 of their fellow Americans lost their lives last year in on the job accidents. 6,000 fatalities is unacceptably high even in war, but this slaughter on the "shop floor" is hardly even noticed by our lawmakers or the mainstream media, especially in the shadow of war.

Where is the moral outrage against this continuing slaughter? How ironic is it that a worker who survives the risks and hazards of the battlefield will return home only to face the risks and hazards of the shop floor? How ironic is it that a worker called up by the National Guard to fulfill the manpower needs of war, can be cast out of work in the downsizing of manpower in the workplace? How ironic is it that those who fought to uphold the ideals of democracy can lose their jobs for simply exercising their democratic right to join or form a union? And how very ironic is it that those who fought to liberate the citizens of foreign lands may soon lose their jobs to those very persons as U.S. corporations continue to accelerate the export of our homeland jobs to low-wage countries?

There is a different kind of war being waged in this country. It is a war against workers' rights and a war against unions. The right to strike has been stripped from us by our government and the courts. Our labor laws and workplace safety laws are being diluted and attacked from every corner. Our right to organize the unorganized is challenged and frustrated by weak laws and strong corporations with anti-union animus. Our jobs and our livelihoods are being contracted out to the lowest bidder in a continuing assault on our financial security and our families' future.

We, the BMW, and every other union of the AFL-CIO and CLC, must confront these unprovoked attacks against working men and women. The middle class that builds and sustains the great democracies of North America is in jeopardy of extinction. The unions that nurture and sustain the middle class are under attack. In order to turn the tide, we must commit ourselves to organizing new members and growing and unifying our unions. We must join together politically to elect lawmakers who understand the hopes, aspirations, and needs of working people. We must individually put aside the pettiness that divides us, and focus on the issues which unite us. We must continue to speak out against injustice in the workplace and in society, and we must never give up or compromise our trade union ideals.

Unions, through the active participation and involvement of their members, are one of the great pillars of our U.S. and Canadian democracies. Organized labor does not exist for existence sake, but rather it exists as an effective and enduring advocate for workers' rights, and a vocal champion for social equality and justice. Unions, with the support and involvement of their members, have helped shape our democracies and strengthen our institutions.

The late, great, Senator Hubert Humphrey once observed, "The strength of the trade unions has given the workers of this country spirit and dignity.... But let's not forget one big fact. Workers are not just interested in labor and wages—they're interested in peace, leisure, health, and education. They're not just workers; they're the people who make up this country."

Yes, we are the people who make up this country, defend it with our lives, and keep it strong. And we must use the collective voice and collective political clout of our unions to ensure our elected lawmakers understand this simple and undeniable truth. We, the people, demand equity and fairness in the workplace and in society. We expect nothing more, and will settle for nothing less. We are not just union workers, we are the citizens who defend our country, build its armaments, and make the economic engine of our two great nations run.

## Unions: Letter Proves GOP Motives

By Ethan Wallison, *Roll Call, Inc Staff*

Organized labor officials fighting efforts to force greater disclosure of union political activities have unearthed a decade-old memo from former Speaker Newt Gingrich (R-Ga.) that appears to support contentions that some Republicans have sought changes to the reporting rules in order to undercut labor's impact on the campaign trail.

The memo, which was sent by Gingrich to then-Labor Secretary Lynn Martin and Clayton Yeutter, who served at the time as the first President George Bush's domestic policy chief, recommended stiffer disclosure requirements for unions, noting, "It will weaken our opponents and encourage our allies."

The document, which was

marked as received at the Labor Department on Feb. 21, 1992, could hardly have fallen into labor's hands at a more propitious moment.

The unions are facing an urgent battle to derail Bush administration rulemaking on the disclosure issue — one that labor insists is politically motivated. The 1992 find is almost certain to add new rhetorical weight to the allegation on Capitol Hill, where labor is now waging the bulk of its fight.

"Back then, just as now, [the GOP has] denied that this is politically motivated. Well, this looks like a smoking gun to me," said Jonathan Hiatt, the AFL-CIO's general counsel. "This is as close to an admission that you could possibly find."

The memo was obtained by the AFL-CIO through the Freedom of Information Act.

Mike Mathis of the International Brotherhood of Teamsters said the document would provide new ammunition to labor activists battling the Labor Department in Congress. The most likely forum would be the Appropriations committees, where the unions have already succeeded once — albeit briefly — in getting language that would have blocked action on the matter. The fight on union disclosure is rooted in a 15-year-old Supreme Court decision that addressed how union political activities are financed. In *Communications Workers of America v. Beck*, the justices ruled that non-

union workers cannot be forced to pay for union political activities with which they disagree — even if they could still be compelled to pitch in for other organized labor activities, such as collective bargaining.

In the aftermath of the 1988 decision, GOP conservatives immediately began efforts to convert its spirit into law. Among other things, they sought rules that would require employers to post workplace notices informing workers of their rights under the Beck decision, and they sought changes to require fuller disclosure of expenditures in the form — called an LM-2 — that unions use to account for their spending in political campaigns.

The latter of those efforts culminated in the *Beck* decision. See **LETTER** Page 7



# SECRETARY - TREASURER'S REPORT

Taking charge of and maintaining your own financial destiny involves some basic steps beginning with your bank and arrangements made with them for keeping a lid on the potentially high cost of banking.

## Freddie N. Simpson

The key to nailing the right banking arrangement is knowing your own financial/banking needs and patterns. For example, once you understand your own checking behavior and your own preferences for what you expect from your bank, you're ready to look for a bank that can meet your needs.

Whether you shop around for a better deal or simply want to look closer at your own bank, you can probably accomplish quite a bit more by investing a half-hour on the Internet than you could by spending a week of lunch hours collecting brochures. Of course if you don't have access to the Internet, you could call and request information verbally or by mail. Either way, here's some pointers and tips you may find useful.

Look for and consider a no-frills account. Many banks now offer "all-electronic" accounts: unlimited checking and ATM use, so long as you direct-deposit your paycheck and use only the ATM for all deposits and withdrawals. If you have to visit a teller and have this kind of account, the bank hits you with a \$3 to \$8 charge for that month. Otherwise, you could pay nothing at all.

Look for a bank with free, automated telephone access where you can dial an 800 number and access your account balances, see if checks have cleared, etc. At the very least, this service may save you from accidentally falling into negative territory.

Although you have to "qualify," credit unions are worth checking out. They often have lower fees (or no fees), and almost always pay higher interest rates, than banks. But be sure to check their bank card services as credit unions generally have small ATM networks.

It may be worth considering online banking. Most banks now offer it, at little or no additional cost. With a few keystrokes you can find out what

checks have cleared and what your balance is. And if you drop into negative territory, you may have the ability to transfer funds in order to balance your account.

Writing a lot of checks to pay regular, recurring bills such as mortgage, rent, cars, utilities etc.? You should consider electronic bill paying. This service will save you the trouble and expense of buying stamps. It allows you to pay a lot of bills automatically, on time (saying goodbye to late-payment fees). Best of all, you will save a lot of time, too.

If you opt for online banking and electronic bill paying, it may be time to take the big plunge and take control of all your finances electronically. For this you'll need to buy some personal finance software and spend a few hours punching in the financial story of your life but the rewards are manifold, enabling you to handle a myriad of financial tasks during single (and often times shorter) sittings. Remember, living in perpetual financial chaos is not a virtue and handling all of your finances electronically keeps you well organized with minimal effort.

Many banks offer other services such as asset-management accounts that include checking and pay money market rates of interest on your balance. It's nice to get one statement a month showing your checking balance and activity, portfolio value, margin balance, etc. And if you have personal finance software, you can often download this information directly to your computer and into your program.

Obviously, the more business you can give to one bank, the more likely you'll get services free or at reduced rates. But remember, don't throw away dollars to save dimes. While some banks waive the fees on their checking, for example, in return for you transferring any credit card balances you have to them, they may have astronomical interest rates. As always remember the old saying, "may the buyer beware."

Finally, while you're thinking about all this, keep in mind that there is no substitute for reconciling your checkbook. Doing this frequently will help you determine balances and avoid the time and expense of having to deposit or transfer funds and pay overdraft fees or penalties. While you don't need to balance it perfectly all the time, you should always compare your numbers with the bank's numbers. Be sure to enter every ATM and debit withdrawal in your checkbook. So remember, keep watching for fees (and what triggers them) — and look for new ways to eliminate them. A new bank or and account revision at your existing bank may be just what's needed to cut the high costs of banking.

## Metra's B&B Workforce Training Gets Upgrade

(Continued from Page 1)



Phase 1 consisted of a short-term "hybrid" class to get the participants up and running quickly on *critical baseline* skills identified on field data, hi-rail tours, crew *ride-alongs*, and foremen and mechanic interviews. Topics include prints and fundamental measuring, use of tools, and applied carpentry.

How well class training applies to "real world" applications is measured in "Locker-Room Credibility" at Metra. During Phase 1, each group built 10' x 10' project buildings from scratch. (These buildings are actually used on the railroad property.) To facilitate class scheduling and allow for maximum participation throughout the year (including the winter months) two classes worked in tandem to construct a building large enough to hold two of the Multi-Skill Course project buildings.

Participants were excited about the program. John Pebler, Director, Engineering (Milwaukee District) stated, "I've noticed an improved confidence in employees. There is a remarkable willingness of employees to correct things (like a broken window) without waiting for instructions from a foreman."

Phase 2 is currently underway. Its long-term curricula consist of skills specific to typical Metra B&B assignments, including concrete, roadbed skills, and selected operating engineer, plumbing and HVAC topics.

This phase is flexible in order to enhance employee skill levels and meet specific railroad needs. For example, Phase 2 addresses a specific productivity issue — approxi-

mately 50 platforms must be built between 2003-2005. Some due to expanded service; some in conjunction with major station rehabilitation. NIU-BIS instructors studied the blue prints and the actual work done at the Medinah station to aid with class design and development.

After consulting with labor leaders and management, the B&B skills that relate to platform construction received the highest priority for immediate training. Current Phase 2 topics include:

- Roadway worker safety.
- Installing tactile strips on station platforms.
- Header pinning methods.
- Header gauge drawings.
- Excavating layout methods.
- Brick paver installation.
- Railseal installation methods.
- Crosswalk construction.

The platform class generally is conducted at Metra's Blue Island facility, but some sessions will be scheduled for the Northern sections of the system to accommodate employees based there.

Also reflecting the program's flexibility, new courseware has been developed and is being presented indoors. These new topics include Wooden Stairs Construction, Lockset and Closure, and Interior Finishing.

Mark Wimmer, BMW General Chairman, remarked, "This program is the best B&B skills program I've seen in the railroad industry. My folks have nothing but good things to say about it at the local meetings."

THE BATTLE WE NEED TO WIN...

# ECONOM



HICK

# ROLL OF HONOR

## 50 year MERIT AWARDS

NAME	LODGE SYSTEM	MEMBER NUMBER	SINCE
Carl F. Bauer	AEF	1300	1953
Conway Gaddy	PENN	3005	1952
Rudy B. Martinez	AT&SF	2419	1951
Jude F. Mayo	BURNOR	0158	1953
Frank Osco	PENN	3018	1952
Norman R. Seever	C&NW	0298	1953
Billy D. Sowell	ICGF	0657	1952

## 40 year MERIT AWARDS

NAME	LODGE SYSTEM	MEMBER NUMBER	SINCE
William F. Gulliford	MT&PLS	0779	1963

## 30 year MERIT AWARDS

(Continued from Mar/Apr '03)

NAME	LODGE SYSTEM	MEMBER NUMBER	SINCE
Ivan W. Determan	C&NW	1879	1971
Daryl Dirsch	C&NW	1034	1967
Billy J. Dormady	C&NW	0239	1969
Gary R. Dorn	C&NW	0239	1972
Michael E. Dorwart	BURL	0788	1971
Ramon K. Dunbar	C&NW	1148	1970
Charles T. Eastman	C&NW	1935	1967
L. P. Eddington	BURL	0788	1969
Charles L. Elmsberg	C&NW	0298	1972
Jose E. Esparza	C&NW	0591	1971
James E. Expose	ICGF	0652	1972
James L. Faught	BURL	0788	1969
Leon R. Fenhaus	C&NW	1071	1972
Robert J. Fistler	C&NW	1757	1971
Robert A. Fogelberg	C&NW	0298	1972
Salvador R. Garcia	C&NW	1046	1968
Ruben R. Garza	C&NW	1152	1971
D. R. Gauges	BURL	0788	1971
Duane L. Golla	C&NW	0410	1971
Antonio R. Gonzalez	C&NW	0591	1969
Alan J. Gordon	C&NW	0519	1970
Clarence R. Grunewald	C&NW	1034	1970
Douglas A. Hamel	C&NW	1046	1972
Bernard T. Hammes	C&NW	0239	1971
Leroy C. Hanson	C&NW	0239	1971
Mike D. Hanus	C&NW	1148	1971
William O. Harrington	C&NW	0381	1971
Leslie E. Hathorn	C&NW	1071	1968
Gary D. Hendricks	C&NW	1148	1971
Darrel L. Hesley	C&NW	1757	1972
James N. Hill	AEF	0008	1968
James O. Hilligoss	ICGF	2834	1967
Terry Hoffman	C&NW	0343	1971
G. A. Holder	BURL	0788	1969
John B. Holding	C&NW	1757	1967
William K. Hoxsey	BURL	0788	1972
Larry E. Hudson	C&NW	0437	1970
Loren L. Hughes	C&NW	1148	1966
Ronnie K. Huntley	C&NW	1788	1969
Virgil G. Jameson	C&NW	1125	1972
Harold W. Jay	C&NW	1879	1969
Darrell L. Jewson	C&NW	0425	1972
Lucio H. Jimenez	C&NW	0591	1970
Dean A. Johnson	C&NW	0239	1970
Harvey R. Johnson	C&NW	1152	1971
Randy E. Johnson	C&NW	1148	1969
Crest S. Jones	C&NW	0342	1970
Gary L. Jones	C&NW	1097	1968
William C. Jorde	C&NW	1879	1968
Donald D. Jurens	C&NW	1071	1972
Thomas M. Kaminski	ICGF	0694	1971
Thomas M. Kaminski	ICGF	0694	1971
Milton I. Karnick	C&NW	1879	1971
Marshall K. Kath	C&NW	0343	1971
Randall K. Keil	C&NW	0700	1971
Le Verne F. King	C&NW	0278	1967
Phillip E. King	C&NW	1935	1970
Ronald D. Kingery	C&NW	0342	1971
Clarence R. Knight	C&NW	2854	1966
Russell R. Knipfel	C&NW	1757	1970
Mark E. Knutson	C&NW	1097	1967
Charles R. La Rue	C&NW	0278	1968
Richard E. Langley	BURL	0788	1970
Luis B. Lazaro	C&NW	0377	1971
Duane A. Lee	C&NW	1788	1970

Thomas L. Legate	MO PAC	1353	1967
Steve Lehmann	C&NW	1034	1972
William F. Long Jr	C&NW	1097	1971
Manuel Lopez	C&NW	0591	1965
Marion D. Lucas	C&NW	1152	1972
Moises Magana	C&NW	0377	1969
Ben Martinez	C&NW	0591	1972
Robert A. Mary	C&NW	1757	1971
Dennis R. Matts	C&NW	1879	1972
James P. Mc Cormick	C&NW	1879	1970
John D. Mc Ginness	C&NW	1097	1972
Richard Mc Ilrath	C&NW	1148	1971
Richard W. Mc Millan	C&NW	1034	1968
Manuel C. Medina	C&NW	0377	1969
David Meyer	C&NW	1788	1969
David Meyer	C&NW	1788	1969
Larry E. Miller	ICGF	2834	1972
Larry Mohnson	C&NW	1071	1970
Rodney D. Mulder	C&NW	0342	1970
Robert P. Murphy	C&NW	1097	1971
Bernard Murray	C&NW	0239	1971
Norbert Neschki	C&NW	0425	1970
G. L. Neuroth	C&NW	0381	1970
William E. Neville Jr	C&NW	0239	1971
Larry L. Nicolay	C&NW	1071	1971
Gilberto R. Nieto	C&NW	1046	1970
Marvin L. Ninmann	C&NW	1125	1970
John R. Noe	C&NW	1097	1970
Harold D. Norris	C&NW	1097	1963
Gary F. Norway	C&NW	2854	1972
Jack G. Ogden	BURL	0788	1971
John E. Oglesby	C&NW	0343	1970
Larry Oline	C&NW	1935	1972
Louis J. Olson	C&NW	0519	1964
John D. Osberg	C&NW	0342	1970
Earl Parkman	ICGF	1171	1973
Larry Patterson	C&NW	0278	1970
Leonard A. Peterson	C&NW	2853	1972
Gary L. Phillips	C&NW	0519	1971
Ronald M. Pikelapp	C&NW	1071	1967
Ronny L. Pillars	C&NW	1152	1970
Richard E. Pond	C&NW	1935	1970
Rolman Rahn	C&NW	1125	1970
Thomas P. Raith	C&NW	0410	1972
Arthur Raithel	C&NW	1847	1970
Sal C. Ramirez	C&NW	0591	1967
Ronald A. Randolph	C&NW	0437	1970
Charles A. Reagan	C&NW	2854	1969
Ronald E. Reagan	C&NW	2854	1971
Kenneth J. Reed	C&NW	0343	1970
Dennis E. Reiley	C&NW	1152	1965
Donald L. Reitz	C&NW	0692	1968
Douglas D. Reynolds	C&NW	0381	1966
Horace Richard	SP ATL	1252	1971
James H. Rieke	C&NW	2853	1968
Jose L. Rivera	C&NW	1152	1972
Donald L. Rogers	C&NW	1152	1969
David C. Rusinack	C&NW	0278	1970
John W. Safley	C&NW	0381	1968
Randall D. Sanders	C&NW	1757	1972
Robert E. Sanders Jr	C&NW	1097	1968
Howard L. Saner	C&NW	1097	1966
John R. Sawwell	C&NW	0510	1971
Kurtis D. Saxton	C&NW	1097	1969
Donald G. Schieber	C&NW	1097	1971
Rodney T. Schwebach	C&NW	0519	1969
Richard E. Selvig	C&NW	0239	1972
Raymond D. Shaurette	C&NW	0239	1972
Rodger L. Sheldon	C&NW	1935	1972
Michael J. Smith	C&NW	1847	1972
Rickie B. Smith	C&NW	2853	1972
Vernon L. Smith	BURL	0788	1968
Barton E. Smoot	C&NW	0519	1969
Manuel Steele	ICGF	1171	1972
Dale L. Steen	C&NW	1935	1970
Ronald L. Stewart	C&NW	0437	1972
Paul Strehle	C&NW	0700	1972
Robert L. Streitmatter	C&NW	2854	1972
Glen C. Stroosma	C&NW	1125	1972
Martin M. Sukup	C&NW	1034	1972
Ralph Sullender	C&NW	1097	1969
Joseph S. Summerhill	C&NW	1046	1972
Bill G. Swain	BURL	0788	1972
Steve B. Thatcher	C&NW	0239	1970
Ronald J. Timmons	C&NW	1152	1968
Gary D. Trevorrow	C&NW	1034	1971
Danny W. Tuttle	C&NW	0278	1968
Pedro C. Valdivia	C&NW	0377	1969
Richard J. Vervoren	C&NW	0425	1968
David G. Voll	C&NW	0342	1971
Stanley W. Waldeier	C&NW	1097	1969
Leon Walton	C&NW	0510	1966
John Webster	C&NW	1788	1972
William K. Weitzel	C&NW	1152	1970
Donald E. Whitney	C&NW	1097	1968
Glen Wignall	C&NW	0342	1967
John H. Wonsmos	C&NW	1757	1971
Gerald A. Yezek	C&NW	1757	1967
Javier G. Zavala	C&NW	0410	1969
Raymund Zavala	C&NW	0591	1967
Robert J. Zmek	C&NW	0425	1970

## 30 year MERIT AWARDS

(30 Year Awards for May/June '03)

NAME	LODGE SYSTEM	MEMBER NUMBER	SINCE
D. A. Alonso	SP ATL	1058	1971
Ignacio Alvarez	C&NW	2853	1978
Acy Bluford Jr	SP ATL	1058	1971
Warren W. Bone	BURNOR	1426	1972
Ernest C. Borad	BURNOR	1426	1967
Brian J. Brager	BURNOR	1426	1971
Leslie H. Braun	BURNOR	1426	1972
Dan L. Buffan	BURNOR	0683	1969
K. A. Burley	SP ATL	1058	1972
Richard E. Bushinski	C&NW	1879	1975
August R. Caldwell	SP ATL	1058	1970

John W. Cannon	C&NW	1071	1979
Donald S. Carlsen	BURNOR	1426	1968
Ricardo S. Carpintero	C&NW	0377	1973
Lloyd C. Christensen	BURNOR	1426	1971
Neil E. Christman	BURNOR	0683	1971
F. H. Clark	SP ATL	1058	1968
Raymond L. Cummings	SP ATL	1507	1968
Ronald A. Cutts	C&NW	2853	1976
Ron B. Dergousoff	BURNOR	0683	1972
Gary L. Flatt	BURNOR	1426	1967
Oliver R. Galloway	SP ATL	1058	1968
Felipe Gusman	SP ATL	1058	1972
Rory G. Haner	C&NW	1788	1979
Harvey L. Hayes	SP ATL	1058	1971
James L. Hogan	AEF	1745	1970
Shelton D. Hope	SP ATL	1058	1972
Marvin D. Jackson	BURNOR	1426	1972
Willie Jackson	SP ATL	1058	1971
G. L. Johnson	SP ATL	1507	1970
Robert H. Johnson	SP ATL	1058	1966
John L. Kotzian	BURNOR	0683	1969
Ruben R. Lomeli	C&NW	0377	1980
Nick Mangialardi	BURNOR	1426	1971
Allen R. Martin	BURNOR	0683	1969
James E. Mccoy	SP ATL	1507	1971
Philip T. Medema	BURNOR	1426	1969
Henry G. Mosley	C&NW	0510	1973
C. E. Neal	SP ATL	1058	1971
Burton R. Olson	BURNOR	1426	1970
David Palmer	AEF	1745	1966
Joaquin Perez	C&NW	2853	1979
Robert E. Pierce	BURNOR	1426	1972
Dean G. Posey	BURNOR	1426	1970
Lee Price	BURNOR	1426	1970
Danial Rose	C&NW	0239	1969
Burel L. Sellars	BURNOR	0683	1970
Dell N. Silsbee	BURNOR	1426	1972
Dennis Simon	C&NW	1034	1973
Percy Slattum	BURNOR	1426	1970
Vaughn Stiles	UN PAC	0473	1967
James Stone	C&NW	1125	1977
Cleven Strickland	SP ATL	1507	1971
Donald L. Walsler	BURNOR	1426	1970
William L. Webster	BURNOR	1426	1971
Eddie F. Wyrick	SP ATL	1507	1971
Jim J. Youngquist	BURNOR	1426	1969
Joe D. Zamora	SP ATL	1058	1970

## 20 year MERIT AWARDS

(Continued from Mar/Apr '03)

NAME	LODGE SYSTEM	MEMBER NUMBER	SINCE
Manuel Acosta	C&NW	0377	1974
Calvin Adams Jr	C&NW	0377	1976
Armando L. Aguirre	C&NW	0377	1978
Alvin L. Alexander	C&NW	0377	1981
James Alexander	C&NW	0377	1980
Kenneth D. Anetsberger	C&NW	0377	1975
Felix O. Angeles	C&NW	0377	1979
Leonard Bailey	C&NW	0377	1981
Larry J. Bakeman	C&NW	0239	1977
Dudley P. Beach	C&NW	0298	1975
Neil K. Berg	C&NW	0278	1975
Darnell C. Bragg	C&NW	0377	1981
David G. Cable	C&NW	0298	1975
Steven J. Campbell	C&NW	0343	1977
Robert R. Cizek	C&NW	0377	1981
Donald Clark	C&NW	0239	1975
Scott Edwards	C&NW	0239	1975
Daniel E. Ekenstedt	C&NW	0343	1974
Gary D. Ellis	C&NW	0239	1978
Bruce R. Elmberg	C&NW	0298	1978
Ricky Engler	C&NW	0239	1975
Dale L. Erickson	C&NW	0298	1974
John A. Everett	C&NW	0278	1977
Jerald Fellenz	C&NW	0239	1978
Ronald D. Finstad	C&NW	0298	1975
Thomas Flatau	C&NW	0343	1978
Raymond E. Gordon	C&NW	0343	1976
James J. Hanus	C&NW	0239	1977
Bradley T. Helgeson	C&NW	0239	1974
F. L. Horsfall	C&NW	0278	1977
Rock A. Johnson	C&NW	0239	1978
Paul Q. Junger	C&NW	0298	1975
Gary L. Kaufman	C&NW	0239	1978
James A. Lemke	C&NW	0239	1976
Gregory L. Manor	C&NW	0239	1978
Richard A. Meier	C&NW	0239	1974
Jack W. Merritt	C&NW	0343	1974
Randall W. Meyer	C&NW	0343	1980
Steve E. Nogossek	C&NW	0343	1975
Jerry H. O. Flanagan	C&NW	0298	1976
David A. Ostrum	C&NW	0239	1980
Dale R. Paulson	C&NW	0343	1974
Peter M. Paulson	C&NW	0298	1975
Thomas F. Penzkover	C&NW	0298	1974
Arthur R. Peterson	C&NW	0343	1979
Richard H. Reese	C&NW	0239	1974
Roy Rendon	C&NW	0377	1978
Perry F. Richter	C&NW	0298	1974
Steven R. Rogers	C&NW	0239	1974
Richard W. Ross			



# BMW Legislative Issues – 108th Congress

## Amtrak Appropriations FY 2004

The FY 2004 appropriations process is underway, and President Bush's proposed fiscal 2004 budget for Amtrak calls for \$900 million, an amount that is as much as \$1.1 billion below what Amtrak President David Gunn said is needed to operate the system annually during the next five years.

At a hearing in the Senate Commerce, Science and Transportation Committee on Apr. 29, Deputy Transportation Secretary Michael P. Jackson said the administration is working on a proposal to divide the passenger rail system into several separate entities and shift a large amount of financial responsibility and decision-making power to the states. The plan is not in final legislative form.

Amtrak President David Gunn defended his request for \$1.8 billion in fiscal 2004 – the first year of his proposed five-year plan. The centerpiece of the plan is a strategy to replace or repair track, signals, bridges, maintenance facilities, cars and locomotives. The plan includes no proposals to add service unless certain financing conditions are met, and there are also no plans to reduce long-distance trains or borrow money. The proposal calls for federal funding levels to decline to \$1.5 billion by FY 2008.

Chairman John McCain (R AZ), said he would be writing his own proposal but wants to wait until the administration submits a reauthorization proposal before drafting his own. He emphasized his proposal would not look like the one proposed by Amtrak. Because McCain controls the Senate version of Amtrak's reauthorization bill, opposition from him and the White House poses a challenge for Gunn.

On Amtrak's side, Sen. Ernest Hollings (D SC) ranking Democrat on the Commerce committee, criti-

cized Administration officials for failing to adequately fund the railroad. Sen. Kay Bailey Hutchison (R TX) who heads the Commerce Surface Transportation Subcommittee, a longtime Amtrak backer, believes that Congress should either fund Amtrak or do away with it. She stated she would withdraw her support if the railroad and Congress did not appropriate more money.

Rep. Jack Quinn (R NY), Chairman of the T&I Railroads Subcommittee held an oversight hearing on Amtrak's current financial problems and future operational prospects on Apr. 30. On behalf of the organization's rail unions Ed Wytkind, Executive Director of the AFL-CIO Transportation Trades Department, released a report during testimony prepared by noted economist Thomas Roth of the Labor Bureau, Inc. The report shows that total labor costs at Amtrak, including wages and benefits, have remained constant over the past 21 years and have actually declined in real dollars. As the rail unions prepare for collective bargaining with Amtrak, the report provides conclusive evidence that Amtrak's employees are not to blame for the national rail carrier's financial troubles. For copies of the Roth study and TTD testimony visit the TTD web site at [www.ttd.org](http://www.ttd.org).

Other witnesses included Allan Rutter, the Administrator for the Federal Railroad Administration, Amtrak President Gunn, and representatives from the General Accounting Office, National Association of Rail Passengers and the North Carolina Department of Transportation on behalf of States for Passenger Rail.

### Legislative History:

The House passed its FY 2004 budget resolution (H Con Res 95) on Mar. 21. The House bill included

the Administration's request for Amtrak, \$900 million. Also on Mar. 21 during the Senate debate on the FY 2004 budget resolution Senators Byrd (D WV) and Lautenberg (D NJ) offered an amendment to increase funding for Amtrak from \$900 million to \$1.8 billion, the amount supported by BMW and rail labor. The amendment passed 51-49. Republican Senators Chafee, Snowe and Specter joined Senator Jeffords (I VT) and all but one Democrat to pass the amendment. The Senate adopted its budget resolution (S Con Res 23) with the \$1.8 billion for Amtrak on March 26. The conference report on the fiscal 2004 budget was passed by both the House and Senate on April 11 (H Con Res 95). The conference report recommended the President's request of \$900 million.

*Note: A budget resolution is not legislative in character as it is not presented to the President for approval. It is used to express facts, principles, opinions and purposes of the two Houses prior to the appropriation process.*

### Repeal of the 4.3 Cent Rail Fuel Surcharge

Senator Lott (R MS) introduced and passed an amendment to the Energy Tax Incentive Act of 2003 (S 597) calling for the repeal of the 4.3 cent fuel surcharge. Should the surcharge be repealed the financial benefit to rail carriers would be approximately \$180 million annually. Several legislative proposals were previously offered to divert revenues from the rail fuel tax to support other pressing needs of the rail industry and its employees. The repeal of the fuel surcharge will not ensure sufficient improvements to the infrastructure of the railroad industry. BMW continues its opposition to repeal of the 4.3 cent fuel surcharge.

A draft energy bill that passed the Senate Energy and Natural Resources Committee on Apr. 30 will be combined with S 597 before going to the Senate floor the week of May 5.

### National Transportation Safety Board Reauthorization Act of 2003

The Senate Commerce, Science and Transportation Committee approved without amendment a four-year reauthorization of the National Transportation Safety Board (S 579) on Mar. 13. The measure would authorize \$76.7 million for fiscal 2003, \$83.7 million for fiscal 2004, \$88 million for fiscal 2005, and \$92.7 million for fiscal 2006. The administration requested \$70 million for fiscal 2003 and \$71 million for fiscal 2004.

The House Transportation & Infrastructure Committee approved a four-year reauthorization of the NTSB by voice vote on Apr. 10. The measure (HR 1527) authorizes the same level of funding as the Senate bill.

### Differences in bills:

The House bill requires the Transportation Department to submit an annual report to Congress on the progress in implementing the board's safety recommendations. The Senate bill only requires a report each year on the board's activities and operations. The Senate version authorizes \$3 million for the board's emergency fund, a figure that is half the amount in the House bill. The Senate version authorizes fees to cover the costs of the board's safety training academy. The House version does not include similar language.

You may track these issues and more at our main website [www.bmwe.org](http://www.bmwe.org) (clicking on the BMW Legislative link) or go directly to [www.bmwewash.org](http://www.bmwewash.org) for a legislative update.



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