

## **Future Staff Positions at BMWED National Division**

In recognition of the fact that many of the current National Division officers and staff will reach retirement age in the next 10 years, the National Division Officers have unanimously passed a resolution to address the future personnel needs of the National Division. The resolution authorizes the National Division to develop a transitional plan to educate and train a pool of interested BMWED members for consideration in the filling of future staff vacancies within the National Division.

It is anticipated that such future vacancies will occur at the National Division headquarters in Southfield, MI; BMWED's Third Division (arbitration) office in Chicago, IL; the Brotherhood's Washington, DC office, or wherever such offices may be located in the future.

In order to establish a talent pool to replace outgoing personnel with minimal operational disruptions, the National Division invites members interested in being considered for future staff positions within the BMWED to submit an expression of interest and resume to the president at the address below. Members submitting an expression of interest will be considered as acknowledging that an appointment to fill a future staff position vacancy will likely require a relocation of residence.

In general, all staff positions within the BMWED require strong writing and communications skills, demonstrated organizational abilities, and basic computer literacy. As representatives of the BMWED, staff members must also possess the ability to interact within all levels of the BMWED and with our sister unions; be able to represent the BMWED before various agencies of the government; and have a thorough understanding of the maintenance of way craft and the railroad industry.

Any member desiring to be considered for future BMWED staff positions and associated training should send a detailed resume including:

- Any Brotherhood offices or positions held, including organizational or administrative experience;
- A representative sample of writing ability;
- Level of computer literacy;
- Education and training;
- A description of any experience in the areas of claims and grievance handling, disciplinary hearings, contract negotiations, research, finance, legislative matters, safety and/or regulatory matters, newsletters/publications, and arbitration.

In the coming years, future staff position vacancies are anticipated for Southfield, MI, Chicago, IL and Washington, DC. Please indicate if you would not want to be considered for a staff vacancy in one or more of these locations. In addition, if you have a particular preference, please indicate the type of union staff work you are most interested in, i.e., legislative, safety, research, communications, arbitration, etc.

Expressions of interest and resumes should be mailed to:

BMWED Staff Positions  
c/o Freddie N. Simpson, President  
Brotherhood of Maintenance of Way Employees Division  
20300 Civic Center Drive, Suite 320  
Southfield, MI 48076