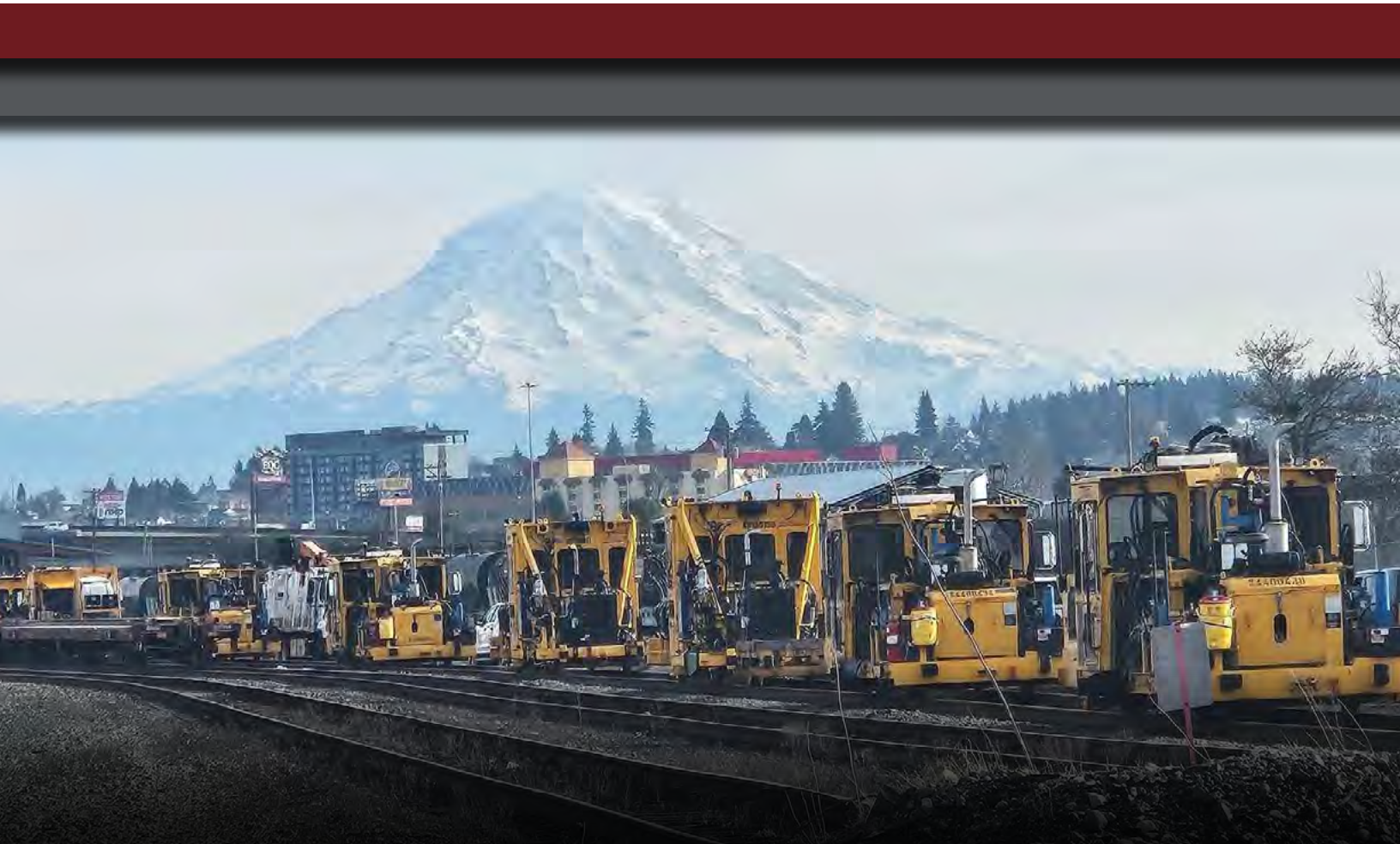


THE **BMWED** Journal

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



B&LE System Division Elects New Leadership

*Candidates for Office
BMWED National Division*

BMWED Bylaw Proposals



President's Perspective

Teamsters Joint Council 25 Lobby Day

Railroadin' - NEW SECTION!

TEAMSTERS RAIL CONFERENCE

EMPHASIZES PROTECTION OF POSITIONS IN MEETINGS WITH
WALL STREET INVESTORS REGARDING PROPOSED

UP-NS MERGER



On April 7, leaders of the Teamsters Rail Conference met in New York City with Wall Street analysts and investors who study the Class I railroad industry to discuss potential ramifications of the proposed Union Pacific-Norfolk Southern merger and the Teamsters Rail Conference's opposition to the merger.

National President Mark Wallace, First Vice President Gary Best, and National Division

staff represented BLET, while President Tony Cardwell, Secretary-Treasurer Dale Bogart, and their leadership team represented BMWED. The unions met with more than three dozen investors throughout the day, including a morning session organized by UBS, a multinational investment bank and financial services company, as well as separate meetings with representatives from Bank of America, Wells Fargo, Susquehanna Research Group, and Goldman Sachs.

TEAMSTERS RAIL CONFERENCE

EMPHASIZES PROTECTION OF POSITIONS IN MEETINGS WITH WALL STREET INVESTORS REGARDING PROPOSED UP-NS MERGER **CONTINUED...**

In a post-meeting report to clients, UBS noted that the two unions have outlined a clear set of concerns that Union Pacific must address in order to secure their support for the merger. The foremost priority is the preservation of positions—not individuals—as they existed on the date the merger was announced, ensuring that the total number of jobs cannot be reduced over time through attrition or restructuring.

UBS observed: “We note protecting positions is a stronger ask relative to the SMART (conductors) agreement with UNP, which provides job protection to employees working at the railroad at the time of the merger and allows positions to be reduced through attrition.”

Notably, that agreement is limited to protection from involuntary furloughs—a reactive standard that allows carriers to reduce the number of positions over time

through attrition, operational changes, or divestitures, so long as remaining employees are not immediately furloughed. By contrast, the Rail Conference’s position seeks structural protection of the jobs themselves, preventing the erosion of the workforce through indirect means. This approach is consistent with Union Pacific’s own characterization of the transaction as a growth-driven merger and reflects the reality that the railroad workforce is already at historically low levels following a decade of reductions under Precision Scheduled Railroading (PSR). In that context, a growth-based transaction cannot reasonably be premised on further workforce contraction, whether direct or indirect.

One other key issue is the continuation of job protections in the event of leases or sales of yards and lines to Class II and Class III carriers. Railroads have a well-established history of divesting such operations to reduce costs, often resulting in the elimination or displacement of existing positions. Union Pacific’s current job protection agreement with other unions does not extend safeguards in these circumstances.

In December 2025, the International Brotherhood of Teamsters published a joint statement with BLET and BMWED announcing their strong opposition to the merger. Also, the Teamsters Rail Conference has archived materials on its website relating to the merger, including letters from members of the U.S. House of Representatives and Senate urging the Surface Transportation Board (STB) to reject the merger if it doesn’t enhance competition in the rail industry. Earlier this year, the STB rejected the railroads’ initial merger application as incomplete.

“We note protecting positions is a stronger ask relative to the SMART (conductors) agreement with UNP, which provides job protection to employees working at the railroad at the time of the merger and allows positions to be reduced through attrition.”

STRONG AS STEEL

AT 101, BMWED BROTHER JOSE JUAREZ IS A TESTAMENT TO HARD WORK AND BIG DREAMS

Jose Juarez is an American success story a century in the making, a tale of a man who through dogged determination and disciplined adherence to hard work, carved out a life worthy of admiration.

Sitting in a recliner from his house in Westminster, Colorado, at the foot of the Rocky Mountains, “Joe” – as his railroad friends refer to him – donned a ball cap with the Union Pacific logo atop a head full of memories. The 101-year-old retired member of the BMWED’s Unified System Division’s Local Lodge 1133 still retains a sharp mind and quick wit for a man who first joined our Brotherhood in July 1953.

“My daughter and I laugh that I might just collect Railroad Retirement for longer than I worked,” said Brother Juarez with a smile. If anyone has earned it, that would be Joe, who emigrated from the Mexican city of Irapuato over 80 years ago to embark on a hope that a better life awaited on the other side of the border.

“I wasn’t a lazy guy,” Brother Juarez said. “I tried to show the boss I would work hard, I would work fast, because that is what they wanted. I

was trying to be the best.”

The journey to America was at times difficult but one ultimately successful thanks to steadfast effort and resilience. Brother Juarez was determined to make a better life in the United States and the railroad was the track to accomplishing that dream.

After initially finding some work in the produce fields picking crops for 25 cents an hour, a friend, Demetro Garcia, told Brother Juarez about the railroad and the opportunity to make a real living.

“I didn’t tell the railroad management the truth (about his illegal status) because they’d put the finger on me,” Brother Juarez said about his first job, which if memory served, was about \$3 an hour at the time.

“Some of the friends I met when I was working, they’d ask where I was from and I’d lie and say I was born in the U.S. but grew up in Mexico,” he said. “I didn’t want to tell the truth.”

Another friend working in the States as a plumber, Clemente Aguilar, asked Joe one day if he was an American citizen yet. “No,” he said, “but I wish I was.” Clemente helped his friend through the process, which involved traveling back to Mexico and visiting the embassy in Mexico City. While



STRONG AS STEEL

there, Brother Juarez met with his parents who handed him an envelope and instructed him not to open it. When he eventually did, it was a passport. “And from then on, everything was dandy,” Brother Juarez said with a chuckle.

Upon his arrival back to the U.S., Brother Juarez remembers the edict laid out to him from officials. “If we catch you just wandering around, we will send you back,” he recalls being told. “But if you’re working, you are legal.” Joe took those words to heart.

“My siblings and I, we see my dad as the American dream personified,” said Marcela Juarez Rivera, the youngest of Brother

Juarez’s seven children. “Through hard work and determination, he made a better life for himself and his family. He came to America with nothing, became a productive citizen and raised seven children, mostly on his own. We’re just so proud of him.”

Brother Juarez’s wife, Julia, died of breast cancer in 1978 at 41 years of age. With seven children to care for financially, Joe did what he always did and went to work.

“We stayed most weeks alone while dad went off for the week to work,” Marcela said. “I always remember his coveralls and hard hat. We were very thankful for his job on the railroad.”

Marcela said with her dad working out of town, the family “essentially raised ourselves.”

“We’d get ourselves off to school and kept



STRONG AS STEEL

“We saw his example of dedicated work and it truly made an impression on all of us

ourselves fed,” she said. “And when dad got home from the railroad on Friday, the house better be clean,” she laughed.

Perhaps the most shining testament to Brother Juarez’s success is that of his children. All seven eventually secured college degrees, including one who became a doctor and another a cancer research scientist. One of the sons had a long and distinguished military career. Marcela works as a regional sales manager for the United States Postal Service.

“We saw his example of dedicated work and it truly made an impression on all of us,” Marcela added.

Brother Juarez never learned to drive and worked most of his career as a trackman. He didn’t obtain a traditional education, but is fluent in both English and Spanish. He was content with the job he had, knowing full well how far he came to obtain it. “I never left because there

were more benefits on the railroad than any other place – and, well, I liked it,” he said.

Like any life-long railroader, Brother Juarez has stories. Like the time it was so cold working in Nebraska that the boys’ lunches froze so they decided to abandon the job and go to the bar to warm up. They got caught by the boss shooting pool, but nothing really came of it.

While telling stories, Brother Juarez spoke fondly of his friends on the track, most now deceased. He misses the kinship and brotherhood they developed over the years. And while his wife has been gone now for decades, he jokes that he is still a catch.

“Women still want to be with me,” he said with a Chessie cat smile. “This pension is pretty attractive to them.”

As recently as three or four years ago, Brother Juarez was still going to the local gym, swimming laps in the pool once or twice a week. “He’s always been so diligent,” his daughter said.

He is slowing down now, but at 101, retains a love of life. He has survived prostate cancer, Covid twice, had both knees replaced and his cataracts have left him mostly blind. But despite these ailments, Brother Juarez has persevered because that is what he has always done. It is his trademark.

By the end of the interview, there was just one thing left to do. Brother Juarez swapped out his ball cap. Out went the U.P., replaced with a brand new BMWED hat.

Brother Jose “Joe” Juarez would love to hear from his fellow BMWED Brothers and Sisters on the railroad.

Drop him a note in the mail at:

Jose Juarez
9917 King Street
Westminster, CO 80031





BLE-T President Mark Wallace and BMWED Secretary-Treasurer Dale Bogart were reelected to their respective titles at the helm of the Teamsters Rail Conference in March. BLE-T Secretary-Treasurer David Estes was elected TRC Vice President.

The Teamsters Rail Conference represents more than 70,000 rail employees in the United States who work as locomotive engineers, trainmen and maintenance of way workers on the five major freight railroads, Amtrak and numerous commuter rail systems and short lines. The Conference was formed in early 2004 after the merger of the Brotherhood of

Locomotive Engineers and added to in 2005 when the Brotherhood of Maintenance of Way Employees merged with the Teamsters.

In recent years, the TRC has been instrumental in lobbying for Rail Labor interests in Washington, D.C. and statehouses around the country. Issues consisting of the Union Pacific/Norfolk Southern merger, Automated Track Inspection regulatory matters and legislation,

Cross Border Train Crew concerns, train crew size, and the Rail Safety Bill are some examples of collaboration between the two Union members of the TRC and are buoyed by our collective strength.

INJURED ON THE RAILROAD? CALL A BMWED DESIGNATED FELA LAW FIRM DESIGNATED AND APPROVED FELA FIRMS ARE THE BEST IN THE BUSINESS

The Federal Employers Liability Act, also known as FELA, is a federal law enacted in 1908, that protects and compensates railroad workers – including BMWED members – that are injured on the job. FELA is essentially the form of Workers' Compensation within the railroad industry. If an injured railroad employee can establish that the railroad employer was at least partially negligent in causing the injury, whether it be through unsafe work conditions, a faulty piece of equipment or machinery, etc., the injured employee is entitled to compensation. FELA covers job-related injury, death, and occupational illness and disease.

All BMWED-designated law firms are approved to handle FELA cases for BMWED members and have an established record of successful litigation experience. Additionally, ALL BMWED designated law firms provide services on a contingency basis that is subject to a reduced fee structure, as approved by the BMWED National Division. Below is a list of law firms approved to handle cases for BMWED members under the FELA.

BMWED members are free to choose any firm they please. No officer, official or member of the BMWED will be paid a referral fee or any other payment in connection with a member's selection of a firm.



BMWED DESIGNATED FELA LAW FIRMS

CONTINUED ON NEXT PAGE

Blunt & Slocomb, Ltd

1115 Locust Street, 4th Floor
St. Louis, MO 63101
TELEPHONE: 618-656-7744
TOLL FREE: (800) 323-5538
FAX: 618-656-7849
www.bluntlaw.com
dlb@bluntlaw.com
paulslocomb@yahoo.com

Brent Coon & Associates

3801 E. Florida Ave., Suite 905
Denver, CO 80210-2500
TELEPHONE: 303-756-3243
TOLL FREE: (888) 756-3243
FAX: 303-756-3595
Brent@bcoonlaw.com
www.bcoonlaw.com

Casey Jones Law

729 N. Washington Ave., Suite 600
Minneapolis, MN 55401
TELEPHONE: 612-293-5249
info@caseyjones.law
nthompson@caseyjones.law
www.caseyjones.law

Cavanagh Law Group & Daniel J. Downes, P.C.

161 North Clark Street, Suite 2070
Chicago, IL 60601
OFFICE: 312-425-1900
CELL: 312-953-5839
FAX: 312-425-1904
dan@cavanaghlawgroup.com
upsdwns11@gmail.com

BMWED DESIGNATED FELA LAW FIRMS CONTINUED...



Christy & Ferguson

201 West Broadway, Suite G12
North Little Rock, AR 72114
OFFICE: 501-758-0278
CELL: 501-707-5257
FAX: 501-758-0480
jferguson.raillaw@gmail.com
www.chrischristylaw.com

Hubbell Law Firm

1100 Main Street, Suite 2323
Kansas City, MO 64105.
OFFICE: 816-221-5666
TOLL FREE: (800) 821-5257
FAX: 816-221-5259
cleach@hubbellfirm.com
jdavis@hubbellfirm.com

Ingebritson & Associates, PA

7141 Amundson Avenue
Edina, MN 55439
TELEPHONE: 612-340-8290
TOLL FREE: (800) 282-6393e
FAX: 612-342-2990
Russ@Ingebritson.com
www.ingebritson.com

James A. Ebert, LLC

1720 Mars Hill Road
Suite 120-118
Acworth, GA 30101
OFFICE: 404-872-7759
CELL: 770-842-4775
FAX: 404-872-9430
www.jamesebert.com
jebert@jamesebert.com

Jones, Granger Law Firm

P. O. Box 4340
Houston, TX 77210-4340
OFFICE: 713-668-0230
TOLL FREE: (800) 231-3359
FAX: 713-956-7139
www.JonesGranger.com

Naumes Law Group LLC

2 Granite Avenue, Suite 425
Milton, MA 02186
OFFICE: 617-227-8444
TOLL FREE: (844) 826-8445;
CELL: 617-699-4541
www.naumeslaw.com
robert@naumeslaw.com
christopher@naumeslaw.com

Pratt & Tobin, P.C.

150 S. Bellwood Drive
P.O. Box 179
East Alton, IL 62024
TELEPHONE: 618-259-8011
TOLL FREE: (800) 851-5562
FAX: 618-259-6793
www.prattandtobin.com
lawoffice@prattandtobin.com
btobin@prattandtobin.com

Rossi Vucinovich P.C.

1000 Second Avenue, Suite 1420
Seattle, WA 98104
TELEPHONE: 425-646-8003
TOLL FREE: (866) 357-7245
FAX: 425-646-8004
railroad-injuries.com
jvucinovich@rvflegal.com

The Moody Law Firm, Inc.

500 Crawford Street, Suite 200
P. O. Box 1138
Portsmouth, VA 23705
TELEPHONE: 757-393-4093
TOLL FREE: (800) 368-1033
FAX: 757-397-7257
www.moodyrllaw.com
will@moodyrllaw.com

MEET THE 2026 CANDIDATES
FOR BMWED NATIONAL
DIVISION OFFICE

Candidates in the following
pages are listed alphabetically
and by office for consideration.

CANDIDATES FOR OFFICE

BMWED NATIONAL DIVISION

Candidates on the following pages are presented in their own words, first
by prospective office and then alphabetically.

Tony Cardwell – President



Brothers and Sisters,

My name is Tony Cardwell, and I am asking for your support for my candidacy for President of the BMWED and the Membership First United Slate. I believe that the combined work of the National Division, Federations, and BMWED

Members has led to significant advancements for BMWED Members. In four years, we have seen the largest wage improvements, national agreements negotiated before they expired, the first sick leave agreements, and improved paid time off. Additionally, we organized several properties, improved relationship with the BLET and IBT, improved per diem allowance, and made several legislative improvements, among other advancements. There are many problems with the railroads, and we will need proven fighters to continue advancing our issues. This is why you should elect Tony Cardwell and the Membership First United Slate.

Dale Bogart – Secretary-Treasurer



My name is Dale Bogart, and I am seeking re-election to the office of the National Division Secretary-Treasurer as part of the Membership First United Slate. I began my railroad career in 1999 on the D&H Railway. Since 2002 I have held many roles in this Brotherhood at the Local, System, and currently, National Division.

Four years ago, this administration committed to restoring our collective strength to improve in delivering on-time agreements, restore fiscal responsibility and restore the full faith of the membership. That commitment has not wavered. As evidence, and specifically to the Brotherhood's finances, the current administration has delivered balanced budgets ending with a year end surplus in all 3 consecutive fiscal years (2023-2025) that this administration solely approved.

Such prudence has allowed for restorative reinvestment in the Education Program, improvements in the IT Department, resulting in improved efficiency in assisting Systems and Local Lodges in regulatory reporting and online balloting for the membership voting on agreements, among others. This has also provided the BMWED with the full ability to take on any challenge. Whether in the Carriers' Board Rooms, the Courtroom, Congressional Offices, or Statehouses across the country, no fight is too big, and it is a well-known fact in the rail industry that the BMWED should NOT be taken lightly!

Serving this Brotherhood is the greatest privilege and highest honor thanks to the membership. With your support, we will continue to fight and win for the toughest craft in Rail, BMWED Members. Happy 250th America!

Jeff Fry - Vice President (At Large)



My name is Jeffery Fry, and I am honored to announce my candidacy for reelection as BMWED National Division Vice President At Large on the Membership First United slate. It has been a humbling honor and privilege to serve our Brotherhood, and I stay committed to advancing the rights, protections, and qual-

ity of life of every BMWED member.

I began my railroad career in 1998 as a trackman and have since had the honor of serving our Union at nearly every level, including Local Lodge 2600 Chairman, Secretary-Treasurer, Legislative Director, AT&SFF Assistant General Chairman, Secretary-Treasurer, General Chairman, BMWED National Division Executive Board Member, and now Vice President At Large. Each role has strengthened my resolve to defend our Union and ensure every member's voice is heard.

Over the past four years, working together, we achieved meaningful progress. We ratified two national agreements, secured significant wage increases, improved benefits, and advanced policies that positively impact our members' daily lives. BMWED is stronger, more unified, and more influential across rail labor, helping spark long overdue national conversations on safety, fairness, and respect for railroad workers.

Serving as Vice President At Large has allowed me to work closely with national and system leadership and represent our members across the country. It continues to be one of the greatest honors of my career.

I respectfully ask for your support for my reelection and encourage you to support the Membership First United slate as we continue putting the membership first.

Fraternally yours, Jeffery Fry

Sean Gerie – Vice President (Northeast)



Hello Brothers & Sisters,

Thank you for the opportunity to introduce myself.

My name is Sean Gerie, and I am running for reelection as Vice President of the Northeastern Region as part of the Members First United Slate.

I started my career as a trackman in Philadelphia, Pennsylvania and I have been a proud member of this Brotherhood my entire adult life.

The years that I have spent working as an advocate for working class people have been very rewarding and I am very appreciative to be shown the trust and confidence from the membership. Although those years have certainly come with their fair share of challenges and frustrations, the fight is worth it in the end because our members deserve nothing less.

I am asking for your support because our work is far from over, every day is a new hurdle.

My years of experience have helped me hone the skills necessary to face those challenges, and I can assure you that I am just as passionate about working to advance the interests of the working class as I have ever been.

When I ask for your support, I am pledging to you my continued commitment to working with the other officers and staff at every level of the Brotherhood to improve the lives of BMWED members everywhere.

I look forward to meeting you and talking with you in Chicago in June. Thank you and stay safe!

In Unity,
Sean Gerie

John Mozinski Jr. – Vice President (Northwest)



My name is John Mozinski Jr., and I humbly announce my candidacy for Northwest Region Vice President of the BMWED-IBT as part of the Membership First United Slate.

I currently serve as the General Chairman of the BURNOR System Federa-

tion, where we fight every day to protect our agreements, defend our members' rights, ensure our voices are heard, and negotiate strong contracts for BURNOR members.

I am a proud 20-year BMWED member of Lodge 249 in Fargo, North Dakota, and a fifth-generation railroader, fourth-generation union member. I understand the faith, traditions, and values that built our union and continue to guide us today.

It has been an honor to be asked to join the Membership First United Slate. Over the past four years, this slate has worked tirelessly to advance the wants, needs, and concerns of our members. I am proud to stand with this team as we continue to strengthen our union, negotiate strong contracts, improve working conditions, protect our craft for future generations, and advance the interests of BMWED members every day.

I respectfully ask for your support and your vote for the Membership First United Slate. Thank you for taking the time to read this. If you have any questions, please feel free to reach out to me at 701-741-4316 or john.mozinski@gmail.com.

Galen Owen – Vice President (West)



Brothers & Sisters, my name is Galen Owen, I humbly announce my candidacy for West Region Vice President of the BMWED as part of the Membership First United Slate. A 26-year BMWED member of Lodge 1097 in Trenton, MO where I have served as both President and Local Chairman.

I am a proud member of the Unified System Division where I served this great membership for 12 years as a System Officer. I have served the membership of the BMWED for the last 4 years as the West Region Vice President and I seek to continue in that capacity. Over the last four years I and the rest of the National Division Officers have worked tirelessly to advance the wants, needs and desires of the BMWED Membership. While we have enjoyed many successful missions, the battles with the nation's railroads never seem to stop.

I believe we have restored BMWED to a union where strength, solidarity and perseverance will continue to lead to real change that matters to the membership. Over the last four years I have watched BMWED grow both internally and externally. Together we are making a difference.

The Membership First United Slate will continue to involve the membership and keep BMWED at the forefront of rail labor. We will work to assure rail labor gets the treatment, respect, and recognition they deserve. I ask for your support and that you join me and the Membership First United Slate in Leading the Way for BMWED and all rail labor.

Reese Saulter III – Vice President (South)

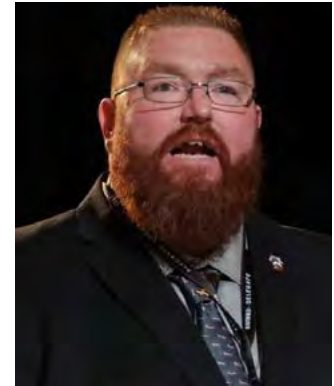


Hey Family! My name is Reese Napolen Saulter III. I am honored, humbled, and so excited to be announcing my candidacy for re-election to the position of BMWED Vice President South Region.

During my first term as BMWED VP South Region, I've worked closely with National and System officers to achieve major gains for Brotherhood members. From rallies that led to achieving paid sick leave and work rule changes to successful organizing campaigns that led to first-time agreements on newly organized properties.

I'm proud of the work I did on working to get a national agreement ratified for most railroaders before the contract expired. I helped bring suicide prevent to the forefront of this Brotherhood and actively used the training from our Accident Investigation Team during an NTSB investigation on one of our darker times during my first term. I'm not a politician, I'm a railroader that values my brothers and sisters on the ballast line and looks for ways to improve their quality of life in an environment that is always searching for a way to roll back the gains we have made over the years. I'm asking for your support to keep fighting and advocating for all members of this great union. The last four years I have worked to represent everyone with integrity and dedication and to improve your life on the railroad. I ask for your support and trust again at the 2026 Convention. It's an honor to run on the BMWED Membership First United Slate!

George Loveland – Executive Board (At-Large)



Brothers and Sisters, my name is George Loveland and I have been a BMWED Member for 32 years. I am currently the General Chairman of the Burlington System Division and National Division Executive Board Member At-Large.

Since being elected to Executive Board Member At-Large in 2022, myself along with the other Executive Board Members and National Division Officers have truly put us back to within our means. We are no longer spending money we do not have and revisited and adjusted spending to better serve the Membership as a whole.

When I ran for this position in 2022 that was my goal and that has been accomplished. I believe we have changed the current financial structure in our great Union and that is why I am running for re-election to the position of Executive Board Member At-Large as a proud part of the Membership First United Slate.

I will continue to advocate for the Membership and ensure that National Division is spending our money appropriately. We need to make sure our National Division is working within its budget, that our Executive Board approves, and that it is not wasting our hard-earned dues money! That is why I am proud to be part of the Membership First United Slate!

Please join me in advancing this great Union and voting for a better future and continued fiscal responsibility.

Thank you for your continued support.

Brian Rumler – Executive Board (At-Large)



My name is Brian Rumler. I have been in the Railroad industry since 1997. I also have a long family history of working in the railroad industry.

I began to get involved within the union very early in my Railroad career. I was elected to my local lodge Secretary-Treasurer position receiving my 20-year merit pin this past year.

I was elected as a Vice Chairman to the Unified System Division in 2010 and was elected as General Chairman of the Unified System Division in July 2022.

I am honored to be on the running on the Membership First United Slate for the position of Executive Board Member At-Large. I have been the Chairman of the National Division Executive Board for the past 4 years. In this period, we have conducted several calls among the Executive Board Officers with concerns in various funding ballots during my tenure as Chairman. I am proud that we were able to find common ground and work through our differences to both meet the expectations of the membership while weighing in on expenditures. I feel that it is imperative that dues dollars are spent for the betterment of the membership and will continue to work tirelessly to ensure that takes place.

I would appreciate your support in the June 2026 election for this position.

Thomas Blackwell – Executive Board (West)



My name is Thomas Blackwell, and I am honored to announce my candidacy for re-election as West Region Executive Board Member as part of the Membership First United slate. It has been a privilege to serve the BMWED membership, and I would be grateful for the opportunity to continue representing you for another four years.

I began my career with BNSF in March 2005 as a Trackman and Truck Driver. Shortly thereafter, I was promoted to Track Welder, where I worked in both mobile and headquartered roles. In June 2013, I was elected to serve as a full-time System Officer.

Throughout my career, I have remained actively involved in our Organization. I have held multiple roles within Lodge 2411 and currently serve as Secretary-Treasurer. From 2011 to 2013, I served on the AT&SFF Executive Board, where I gained valuable insight into the inner workings of our union and the responsibility of ensuring System dues are used in the best interest of our members. In June 2013, I was elected Assistant General Chairman, a position I continue to hold today.

In 2022, I was elected West Region Executive Board Member, where I have worked to represent the membership with fairness, accountability, and dedication.

I believe this position requires integrity, strength, and vision. I remain committed to standing up for our membership and ensuring we stay united and focused on what matters most—our members.

Patrick Quigley – Executive Board (South)



My name is Patrick Quigley and I am seeking your support to continue serving as your Southern Region Executive Board member. I began my career with CSX Railroad in 2007. In 2014, I became Vice Chairman in the Allied Federation, a role I continue to hold today.

In 2022, I was elected to the Executive Board for the Southern Region. I have approached this position with a clear focus on the organization's financial integrity, ensuring accountability, and exercising sound judgment in all board decisions. My priority has been to safeguard the resources of the Brotherhood and ensure they are managed responsibly for the benefit of the membership.

I am seeking your support to continue this work. I bring experience, consistency, and a commitment to making careful, informed decisions that strengthen our organization and protect its long-term stability.

Thank you for your consideration and your vote.

Anthony Sessa – Executive Board (Northeast)



My name is Anthony Sessa and I am running for Executive Board-Northeast.

I began my railroad career in 1998 as a Trackman on Amtrak's New York Division. I was elected to my first BMWED position a year and a half later and eventually served Lodge 3082 as

Local Chairman, Vice- President, and President.

During my time as a Lodge Officer, I moved initiatives that grew our Lodge's general fund 10 times the original amount.

In 2016, I left Amtrak to be a part of the BMWED Commutation Action Team (CAT).

I took over as General Chairperson for the Pennsylvania Federation in 2018, where I was able to reduce spending and maximize our working capital. Together with our federation's executive board we made prudent decisions and investments that have nearly tripled our value.

I was recently elected the General Chairman of the newly formed United Passenger Rail Federation, where I will bring the same vibrancy and fiscal responsibility for the benefit of our members. In the past six months, I have been part of two record-breaking claim settlements while securing one of the largest raises for our Amtrak members in BMWED history. These victories didn't come without a fight and as a National Division executive board member, I'll continue to fight for the members and give our audits and budgets their deserved scrutiny. For me it's all about the members and their rights and protections. Casual attention to how our dues are spent is not an option. Thank you and in Solidarity.

Joe Letizia – Executive Board (Northwest)



My name is Joe Letizia and I am running for reelection to the position of Northwest Region Executive Board member and would very much appreciate your support.

I started on the railroad with the Wisconsin Central in 1998. I worked various positions on mobile gangs

and have been in a union position of some sort since 2005. I am grateful and proud to represent the BMWED members.

Over the course of the last four years, the current Executive Board followed through with commitments that we made to convention delegates and members across the country, that we would work hard to provide resources to the membership through training, legislative action and activation of members to projects that require their expertise.

Together with the current National Division Officers the Executive Board has made the changes required to allow our resources to flow back to membership through meaningful education, preparation and action.

Many battles lie ahead that will demand our resources to push back against those who would try to pay cheaper wages, further degrade our insurance and stifle our existing work protections. This Brotherhood must continue to ensure that the professional work that our members do each day is still performed by our craft many years from now.

I am proud of the work that the Executive Board has done alongside the National Division Officers thus far, and I once again ask for your support in my candidacy for Northwest Region Executive Board member.

BMWED DIVISION THE JOURNAL

2026
Volume 10 • Number 19

Tony Cardwell, *President and Editor*

Dale Bogart, *Secretary-Treasurer*

C. Clark Ballew, *Associate Editor*

The BMWED Journal (ISSN 1049-3921/
USPS 067460) is digitally distributed by the
office located at
41475 Gardenbrook Road
Novi, MI 48375-1328

Send contact info changes to
BMWED
41475 Gardenbrook Road
Novi, Michigan 48735-132



VIEW YOUR 2026
BYLAW PROPOSALS

The following
pages are listed in order for
consideration.

BMWED BYLAW PROPOSALS

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

PROPOSAL NO. 1
STATE LEGISLATIVE APPOINTMENTS
SUBMITTED BY KEVIN EVANSKI ON BEHALF
OF THE BMWED LEGISLATIVE DEPT.

CHANGE ARTICLE XII TO READ:

Section 1. Purpose. To protect the interests and advance the quality of life of its membership and their families with respect to legislation, the National Division shall maintain State Legislative Boards which shall work cooperatively with the BMWED ~~National Legislative Director~~ **Director of State Government Affairs, Director of Government Affairs, and IBT Department of Governmental Affairs.**

Sec. 2. Carrying out the activities of the Legislative Department. To fulfill its purpose, a Legislative Board shall be organized in each state and in any state where only one Local Lodge is located that lodge shall be designated a Legislative Board, ~~and shall elect the appropriate list of Officers.~~ **Officers of State Legislative Boards shall be appointed as provided in Section 4 of this Article.**

Sec. 3. Organization of State Boards. Each Local Lodge shall, at a regular or special meeting held between January 1 and June 30 in the year following a National Division Convention, elect by secret ballot a local Legislative Representative to serve as a member on the State Legislative Boards, and in addition they shall elect a Vice Legislative Representative who shall serve in the event the Legislative Representative is unable to carry out the prescribed duties. The Secretary-Treasurer of each Local Lodge shall report immediately to the National Division President the results of the election, giving the name of the persons elected as Legislative Representative and Vice Legislative Representative together with any other personal data pertaining thereto. After June 30 in the year following a regular National Division Convention, the National Division President or **through** his designee **will appoint the Officers of the State Legislative Board from the pool of Local Lodge Legislative Representatives that were elected in that state as outlined in Section 4 of this Article.** ~~will direct the incumbent Director of the State Legislative Board to convene the members elect at some convenient location within the State for a Legislative Convention for the purpose of reviewing its work and achievements, and to elect Officers. An accurate record of the proceedings of the State Convention shall be forwarded to the National Division President, the BMWED National Legislative Director and the Director of the IBT Department of Government Affairs, within 30 days after the State Convention.~~

Sec. 4. Officers of State Legislative Boards. Each Board shall ~~elect~~ **have** a State Legislative Director and an Assistant State Legislative Director.

~~Effective January 1, 2006, any member in good standing of a Local Lodge, as provided in the Merger Agreement, falling under the jurisdiction of said State Legislative Board shall be~~

~~eligible to be nominated and elected to the position of State Legislative Director and Assistant State Director.~~

~~The election shall be by secret ballot with each Local Legislative Representative entitled to cast a vote. There shall be no voting by proxy in the election.~~

~~Local Lodge Legislative Representatives shall be given at least fifteen (15) days advance notice in writing at their last known home address of the time, date, and place at which elections will be held.~~

~~Incumbent Directors and Assistant Directors shall be representatives ex officio, unless elected as a Local Legislative representative, and shall be entitled to run for re election as an officer of their respective Boards, but shall not be entitled to cast a vote.~~

The State Legislative Director shall be appointed by the National Division President or through his designee from among the duly elected Local Lodge Legislative Representatives within the State.

The Assistant State Legislative Director shall likewise be appointed by the National Division President or through his designee from among the duly elected Local Lodge Legislative Representatives within the State.

To be eligible for appointment, an individual must:

- Be a duly elected Local Lodge Legislative Representative;**
- Meet the eligibility requirements set forth in the Merger Agreement;**
- Be a resident and registered and/or qualified voter of the State.**

The State Legislative Director and Assistant State Legislative Director can be removed by the National Division President for failure to effectively perform their duties as State Legislative Director or Assistant State Legislative Director.

Sec. 5. Term of Office. Members of State Legislative Boards shall serve a four year term of office beginning January 1 in the year following the ~~holding of their regular Legislative Convention~~ **year of appointment.**

Sec. 6. Eligibility Requirements. Any member who at the time of nomination for the position of Local Legislative Representative or Vice Legislative Representative, must be a resident and registered and/or qualified voter of the State from which elected to serve and meet the eligibility requirements set forth in the Merger Agreement. ~~These requirements shall also apply to the position of Legislative Director and Assistant Legislative Director at the time of nomination to the position.~~ **Eligibility requirements for appointment as State Legislative Director or Assistant State Legislative Director shall be governed by Section 4 of this Article.**

Sec. 7. Bylaws. The State Legislative Boards will be governed by these Bylaws as provided for herein.

Sec. 8. Duties. It shall be the duty of the Legislative Directors when authorized by the National Division President, or his designee, to carry out the program promoting legislation that will advance the wages, hours and working conditions and improve the quality of life for the membership and their families and to oppose legislation deemed detrimental.

The Legislative Directors will preside at all meetings of their respective State Legislative Board and cast the tie breaking vote.

The Legislative Directors shall comply with all applicable Lobbying Laws and cooperate with the IBT Government Affairs Department in the filing of reports required thereunder.

The Legislative Directors shall render appropriate bills for salary and expenses and a written report outlining their legislative activities to the National Division President **and or** his designee not later than the 1st and 15th days of each month.

Should any of the Legislative Directors for any reason be unable to attend to their duties, they shall at once notify the National Division President, who will instruct the Assistant Legislative Director of that State Legislative Board to serve as the Legislative Director until the incumbent Legislative Director is able to resume duties or until the end of the term, whichever the case may be. If for any reason the Assistant Legislative Director is unable to serve, the National Division President or his designee may appoint a Local Lodge Legislative Representative recommended by the Legislative Director to perform necessary duties of the Legislative Director until the Legislative Director and/or Assistant Legislative Director is able to resume duty.

~~For all elections held on or before December 31, 2005, eligibility and good standing to nominate, second, run for office and vote shall be governed by the provisions of the BMWED Constitution and Bylaws in effect immediately prior to the merger. For elections held on January 1, 2006 or after, eligibility and good standing to nominate, second, run for office and vote shall be governed by the provisions of the Merger Agreement.~~

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

The Legislative Directors, upon authorization of the National Division President or his designee, shall seek membership in various state labor and interest groups that share in the Union's goals.

The Legislative Directors, upon authorization of the National Division President, shall represent the Union before regulatory agencies for the purpose of disposing of questions that arise concerning safety, health and sanitary conditions that directly affect the membership.

Sec. 9. Vacancies. ~~Should the incumbent State Legislative Director be unable to serve for any reason, the Assistant State Legislative Director shall be notified by the National Division President or his designee to fill the temporary vacancy or the unexpired term. Should a vacancy occur in the office of the Assistant State Legislative Director, said vacancy shall be filled by appointment by the National Division President or his designee.~~ **In the event of a vacancy in the position of State Legislative Director or Assistant State Legislative Director, the National Division President shall appoint a successor consistent with Section 4 of this Article.** Should the Local Legislative Representative position in any Local Lodge become vacant, the Vice Local Legislative Representative shall fill the vacancy for the unexpired portion of the term and an election shall be held at the next regular Lodge meeting for the purpose of filling the position of Vice Local Legislative Representative for the unexpired portion of the four-year term of office. Such elections shall be subject to the terms of the Merger Agreement.

Sec. 10. Assignment. The National Division President shall appoint a ~~National~~ Legislative Directors from the BMWED to work cooperatively with the IBT Department of Government Affairs to carry out, direct and coordinate Legislative activities in the United States. Unless otherwise provided for in these Bylaws, no Legislative Director shall become active on legislative matters until authorization has been obtained from either the National Division President or his designee.

Sec. 11. Salary and Expenses. The salary and expenses of Officers of State Legislative Boards will be fixed by the **BMWED National Division.** ~~Director of the IBT Government Affairs Department in accordance with the IBT Constitution. The salary and expenses of Local Lodge Legislative Delegates attending State Legislative Conventions, as provided for in Section 3 of this Article, will be borne by the respective Local Lodges.~~

Sec. 12. Endorsing of Candidates for Public Office. Legislative Directors, after consulting the appropriate COPE committees, if in place, may submit to the National Division President, for approval, recommendations with respect to the endorsement of candidates for any public office. Prior to the COPE Committee or Legislative Director making any recommendation, they shall advise the Local Lodges in that electoral district of the proposed endorsement. Under no circumstances shall any member of the National Division issue or publicize endorsements of any kind utilizing the National Division's name in any form, for any candidate to any public office without the written approval of the National Division President.

Sec. 13. Legislation. State Legislative Directors shall not advocate or oppose legislation without the specific approval or authorization of the National Division President or his designee except where bills directly affecting the BMWED, or railroad labor, require immediate attention.

Sec. 14. Cooperating in Legislative Work. State Legislative Directors of the BMWED shall cooperate with Legislative Representatives of the Legislative Boards of other standard labor organizations in organizing and maintaining joint legislative boards or committees in the respective

States in order that our organization may be in a position to do its part in securing favorable legislation and in opposing unfavorable legislation concerning matters in which the BMWED and such other organizations have mutual interests. However, State Legislative Directors shall not incur or commit the BMWED to any joint expense without first securing the approval and authorization of the National Division President.

The Officers of the System Divisions or Federations and Local Lodges of the BMWED should fully cooperate in actively supporting such legislative programs as may be agreed upon by such Joint Legislative Boards or Committees; and, if possible, such Officers should furnish the Legislative Representative information requested by him or the National Division President for the purpose of carrying out the legislative program.

~~Sec. 15. Neither elections of officers nor any other business of a State Legislative Board shall be valid unless a quorum is present. A Legislative Convention quorum, at minimum, requires that at least one half of all Local Lodges eligible to be represented by a Local Legislative Representative must have such Representative or alternate in attendance.~~

~~If the positions of State Legislative Director or Assistant State Legislative Director are unfilled, due to a failure to conduct valid elections, the National Division President may appoint a member, otherwise eligible to hold such office, to serve the remainder of the then current term.~~

PROPOSAL NO. 2
SEC-TREAS. INVESTMENT RULES
SUBMITTED BY THE NATIONAL DIVISION SEC-TREAS.

CHANGE ARTICLE V, SECTION 5 TO READ:

Sec. 5. He shall deposit all monies and securities belonging to the BMWED in national banks or with reliable trust companies and securities firms to be selected by himself and the National Division President, jointly, and subject to the approval of the National Division Executive Board. The National Division Secretary-Treasurer will have the authority, with the approval of the National Division President and the Executive Board, to invest surplus funds of the BMWED in securities guaranteed by the full faith and credit of the United States Government, Federal agency issues, or in bonds and other fixed income securities of suitable investment grade quality that will enable the BMWED to secure an optimal return on investment without undue risk. These investments may include equities, but not to exceed ~~forty~~ sixty percent (~~40%~~) (60%) of the total National Division surplus funds.

With respect to bonds and other fixed income securities, any such investments shall ~~meet the rating qualifications of A or Higher~~ **be categorized Investment Grade by two of the three rating agencies (Fitch, Standard & Poor's, and/or Moody's).**

Such investments shall be consistent with the policies endorsed by the BMWED and the free trade union movement.

PROPOSAL NO. 3
MODERNIZE DEATH BENEFIT LANGUAGE
SUBMITTED BY THE NATIONAL DIVISION SEC-TREAS.

CHANGE ARTICLE VI, SECTION 9 TO READ:

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

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

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

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

PROPOSAL NO. 4
MODERNIZE DEATH BENEFIT LANGUAGE
SUBMITTED BY NATIONAL DIVISION SEC-TREAS.

CHANGE ARTICLE XIII TO READ:

~~BMWED Death Benefit Department~~

~~**Section 1.** Subject to the provisions of these Bylaws, the National Division shall maintain a Department known as the Death Benefit Department. The Department heretofore maintained and known as the Provident Department and the Superintendent of said Provident Department shall henceforth be known, respectively, as such Death Benefit Department and the Superintendent of such Death Benefit Department.~~

~~**Sec. 2.** The Secretary Treasurer of the National Division immediately upon his election as such Secretary Treasurer, and qualification, ex officio, shall be and become also the Superintendent of the Death Benefit Department and shall act as such Superintendent during his tenure in office as Secretary Treasurer and shall have custody of all property, funds, securities, papers, records, books and documents of every kind relating to or belonging to said Death Benefit Department.~~

~~**Sec. 3.** Upon due proof of the death of any member of the BMWED, who, at the time of such death shall be in good standing in said BMWED, and who shall be eligible to receive death benefits pursuant to Section 13 of this Article and whose participation in the benefits of the Death Benefit Department is not limited under Section 4 or debarred under Sections 6, 8 and/or 13 of this Article, the Superintendent of the Death Benefit Department shall, out of the funds or property coming into his custody or control as such Superintendent, pay the beneficiary of such member the sum of five hundred dollars (\$500.00) if such member has had a continuous membership since January 1, 1971.~~

~~**Sec. 4.** New or rejoined members who are eligible to receive death benefits pursuant to Section 13 of this Article but who had reached the age of fifty years at joining date or last rejoining date (whichever was latest) may participate in the benefits of the Death Benefit Department to the extent provided in this Section. Upon due proof of the death of any such member who at the time of such death shall be in good standing in the BMWED, and who is not debarred from participation in the BMWED, and who is not debarred from participation in the benefits of the Death Benefit Department under the provisions of Sections 6, 8 and/or 13 of this Article, the Superintendent of the Death Benefit Department shall, out of the funds or property coming into his custody or control as such Superintendent, pay the beneficiary of such member the sum of one hundred and fifty dollars (\$150.00) if such member has had a continuous membership since January 1, 1971.~~

~~Sec. 5. A copy of the death certificate or Coroner's Report must be furnished to the Superintendent to establish proof of the member's death. Said Superintendent may require further and other proof and data including satisfactory proof of the deceased member's date and year of birth where there shall exist a reasonable doubt as to his age. Such proof of death and other data will be furnished without cost to the BMWED.~~

~~Sec. 6. Any member eligible for death benefit rights pursuant to Section 13 of this Article who shall fail to pay all of his dues and properly levied assessments on or before the first day of the month for which such dues and assessments are due shall be deemed to be delinquent insofar as his status in the Death Benefit Department is concerned and to have forfeited all rights, interests and benefits of, in and to said Death Benefit Department, its funds and property, except that any such member may regain such rights if such member, prior to death and during the month for which such dues and/or assessments became payable, pays such dues and assessments in full; provided, however, that a retired member eligible for death benefit rights pursuant to Section 13 of this Article who shall fail to pay all of his dues on or before the first day of the first month (i.e., January, April, July or October) of the quarter of the calendar year for which such dues are due shall be deemed to be delinquent insofar as his status in the Death Benefit Department is concerned and to have forfeited all rights, interests and benefits of, in and to said Death Benefit Department, its funds and property, except that any such retired member may regain such rights if such retired member, prior to death and during the month on the first day of which such dues became payable, pays such dues in full. While such member is delinquent neither he, nor his beneficiary, widow, estate or Local Lodge, nor any other person who might otherwise be entitled to the death benefit as to such member, shall be entitled to any rights, interests or benefits of, in or to said Death Benefit Department, its funds or property. If such member remains delinquent during the entire month on the first day of which such dues became payable, he, his beneficiary, widow, estate and the aforesaid Local Lodge and persons shall permanently forfeit all rights, interests and benefits of, in and to said Death Benefit Department, its funds and property and become ineligible for death benefit rights unless such member shall have rejoined prior to January 1, 1963, and shall have become entitled to benefits computed from the date of said rejoining under Sections 3 or 4 and 13 of this Article.~~

~~Sec. 7. In the event a member is expelled from membership in the BMWED, or his System Division or Federation or Local Lodge disaffiliates with the BMWED, he, his beneficiary and aforesaid Local Lodge and persons, shall be deemed to have forfeited all rights, interests and benefits of, in and to said Death Benefit Department, its funds and property, and no payments to any person shall be made under this Article by reason of death of said member.~~

~~Sec. 8. Any member eligible for death benefit rights pursuant to Section 13 of this Article holding a Retiree Membership Card or an Unemployment Card may nevertheless continue his rights in said Death Benefit Department, subject to the provisions of this Article, without payment of other than National Division dues, as provided in Article XV, Section 3, provided, however, that if such member shall not resume full active membership in good standing in the BMWED within thirty (30) days after returning to the service of any company in a position under the jurisdiction of the BMWED, all of the rights, interests, benefits and privileges of said member, his beneficiary, and aforesaid Local Lodge and persons, in and to said Death Benefit Department, its~~

~~funds and property, shall immediately upon the expiration of said thirty (30) days cease and no payments to any person shall be made under this Article by reason of the death of said member.~~

~~**Sec. 9.** Each member of the BMWED eligible for death benefit rights pursuant to Section 13 of this Article (including retired members and unemployed members) may from time to time designate one or more persons and/or institutions to whom any benefits to which he may be or become entitled shall be paid, and the last valid designation in force at his death shall be given effect; provided, that a valid designation shall not be revoked except by burning, tearing, canceling or obliterating the same, with intention to revoke the same, by the member or by some person in his presence and by his direction or by a subsequent valid designation; but the death of any designated beneficiary prior to the death of the member shall automatically revoke the designation as to that beneficiary. Unless otherwise provided in the designation, the entire benefits payable thereunder shall be paid in equal shares to the beneficiaries who survive the member, if there is more than one such surviving beneficiary; otherwise entirely to the sole survivor thereof. A designation shall be valid only if made in writing upon a beneficiary form provided by the BMWED for such purpose and: (1) If the beneficiary or beneficiaries was filled in by the member himself and was signed by the member other than by mark, or, if not so filled in and signed, then (2) If said form shows the beneficiary or beneficiaries and bears the signature or signature mark of the member and the signatures of two other persons each of whom thereby attests that the designation of beneficiary or beneficiaries so shown is in accordance with the member's expressed wish and that they witnessed the member's signature or signature mark thereon.~~

~~No claim based upon any beneficiary designation shall be considered or allowed unless such designation is delivered to the Superintendent of the Death Benefit Department, supplemented by proof satisfactory to him that such designation was not revoked. Where a member dies leaving in force no valid beneficiary designation or where no designated beneficiary survives the member, any benefits which are payable shall be paid to the widow or widower of said member if one survives, otherwise to the estate of said member; provided, however, that in either of said cases, the Superintendent, upon due proof of the death of said member and of the amount and status of the expense of his funeral or burial, may, in his discretion, pay said benefit, or any part thereof, not to exceed the amount of said benefit or the amount of said expense, whichever be smaller, to the Local Lodge or person or persons, including representatives of the estate of said member, who have paid said funeral or burial expense, or, in cases where said expense has not yet been paid, jointly to said Local Lodge or person or persons who assumed financial responsibility for such expense and to the undertaker of the funeral home involved. Any balance remaining after any such payment shall be paid to the widow or widower or to the estate as the case may be. Where the amount payable after payment of the funeral or burial expense is One Hundred Dollars (\$100.00) or less, and where no widow or widower survives, the Superintendent may, in his discretion, make such payment to the legal representative of the deceased. No claim as to any death benefit shall be recognized unless made within two years after the death of the member. All questions which may arise as to the Death Benefit Department or death benefit matters shall be decided in accordance with these Bylaws and applicable State and/or Federal law. Where conflicting claims are made as to the benefit, the Superintendent may, in his discretion, enter into an agreement with the claimants whereby the claimants agree as to how the benefit shall be paid or agree to submit the matter to arbitration or judicial determination, in which event any payment made by the Superintendent in accordance with any such agreement shall be in full discharge of~~

~~all obligation of the BMWED, the Superintendent, and the Death Benefit Department; provided, however, that no such agreement, arbitration or judicial proceedings shall entail cost or obligation other than payment of the benefit on the part of the BMWED, the Superintendent or the Death Benefit Department.~~

~~**Sec. 10.** The Superintendent of the Death Benefit Department shall receive all claims against said Department and shall issue checks signed by himself as such Superintendent or by someone whom he has duly authorized to sign checks for him, and countersigned by the President of the National Division, or someone authorized by him to do so, covering all claims which he shall determine to be valid and payable. A Reviewing Committee, composed of the National Division President and of at least four (4) members of the Executive Board, shall meet at the call of the National Division President to review and determine the validity of any death benefit claims appealed or referred to it. The Superintendent of the Death Benefit Department shall not be a member of the Reviewing Committee. In all cases in which any claimant to a death benefit shall be dissatisfied with the disposition of the claim made by the Superintendent, such claimant shall appeal from the disposition made by the Superintendent to the Reviewing Committee, and, unless the Committee then fails to determine the validity of the claim during the ensuing four (4) months, the claimant shall secure the determination of the Committee as to the validity of the claim before instituting any action at law or in equity as to it. Appeals to the Committee shall be taken in writing, delivered to the Reviewing Committee at National Division Headquarters. The claimant and the Superintendent shall submit in writing all evidence and arguments they wish considered and shall furnish each other with copies of all material submitted. The Superintendent may also refer doubtful undetermined claims to the Committee for its decision as to their validity.~~

~~**Sec. 11.** The Superintendent of the Death Benefit Department shall have jurisdiction over all matters pertaining to the Death Benefit Department. No other Officer, representative, member, Local Lodge or Officer or representative thereof, nor any other person, shall, without express written authority to do so from said Superintendent first obtained, have any right, power or authority to act as agent or representative of said Department or of said Superintendent.~~

~~**Sec. 12.** The Superintendent of the Death Benefit Department shall, at the close of each fiscal year, prepare and submit to the Executive Board of the BMWED a detailed statement of all monies, funds and property received and all claims paid, as well as all charges against the Death Benefit Department. He shall prepare a statement in detail similar to the foregoing to be presented to the delegates at each National Division Convention and shall also cause the publication in the Official Journal of the names of those individuals for whom a death benefit was paid.~~

~~**Sec. 13.** Participation in the benefits of the Death Benefit Department is closed to members joining or rejoining the BMWED after December 31, 1962. Only those members of the BMWED whose joining date and whose last rejoining date, if any, prior to death pursuant to Article XV, Sections 5, 5(a) and 5(b) are each prior to January 1, 1963, shall be eligible to receive death benefits. Death benefits are payable solely to eligible members and are payable solely for, and solely in consideration of, continuous promptness in the payment of the required regular union dues and assessments which must be paid in any event for the maintenance of BMWED/BMWED membership. No extra fee or charge can be paid for them. Questions as to whether a death benefit is payable or the amount to be paid shall be determined solely by the deceased member's period~~

~~of continuous membership for death benefit purposes. Continuous membership of a member for death benefit purposes shall mean that period preceding the death of the member during which all of his dues and assessments were continuously and without interruption paid in advance or within the month in which due or in the case of retired members, in advance or within the first month of the quarter in which due. In computing said period of continuous membership of a member, no period prior to his joining date or to his last rejoining date pursuant to Article XV, Sections 5, 5(a) and 5(b), whichever of said dates is latest, shall be included; nor shall said period include any period after the date of death of said member, even though his dues may have been paid beyond the date of death.~~

~~**Sec. 14.** This Article shall govern all claims and payment thereof where the member's death occurs on or subsequent to said date. Where the death occurs prior to said date the claims and payment thereof shall be governed by the provisions of these Bylaws as in effect at the date of death.~~

~~**Sec. 15.** Any member of the BMWED eligible for death benefit rights pursuant to Section 13 of this Article entering the military service of the United States of America, shall have his death benefit standing maintained as of the date of entering military service; provided, however, that upon his returning to the BMWED represented service he will, within thirty five (35) days, re-affiliate himself with the BMWED by paying the current month's dues or, if totally disabled, securing a Retiree Membership Card; and further provided that while in military service neither the member, his beneficiary, nor his estate, will have any claim upon the Death Benefit Department of the BMWED.~~

~~A member in military service has all the rights and privileges in the BMWED, including any death benefit rights for which he is eligible, if he continues to pay his dues, as required by these Bylaws with respect to eligibility for and maintenance of said rights, while in such service, subject to the terms of the Merger Agreement.~~

ARTICLE XIII **Death Benefit**

Section 1. The National Division shall provide a death benefit for eligible members as set forth in this Article. The Secretary-Treasurer shall administer the death benefit program and shall have the authority to determine eligibility, documentation requirements, beneficiary status, and payment of benefits consistent with these Bylaws and applicable law. The decision of the Secretary-Treasurer shall be final and binding, subject only to review by the Executive Board.

Sec. 2. Only those members whose original joining date and last rejoining date, if any, occurred prior to January 1, 1963, and had continuous membership since January 1, 1971, and who have maintained good standing as defined by the Bylaws, shall be eligible for a death benefit. No new participants shall be added.

Sec. 3. The amount of the death benefit shall be \$500.00.

Sec. 4. A member must have been in good standing at the time of death, including timely payment of all required dues, in order for a benefit to be payable. Continuous membership for purposes of this Article shall mean uninterrupted payment of required dues in accordance with the Bylaws.

Sec. 5. The Secretary-Treasurer may require submission of a certified death certificate and any other documentation reasonably necessary to determine eligibility and proper payment. Claims must be submitted within two (2) years of the member's death, unless unusual circumstances exist.

Sec. 6. Payment shall be made to the validly designated beneficiary on file with the National Division. If no valid designation exists, payment shall be made to the surviving spouse, if any, otherwise to the member's estate. The Secretary-Treasurer may, in his or her discretion, authorize direct payment toward funeral or burial expenses.

Sec. 7. All death benefit payments shall be made from the general funds of the National Division. The Secretary-Treasurer shall report annually to the Executive Board on death benefit payments.

Sec. 8. The Death Benefit Department is hereby dissolved. All authority formerly vested in the Superintendent of the Death Benefit Department and any Reviewing Committee is vested in the Secretary-Treasurer as provided herein.

PROPOSAL NO. 5
MODERNIZE DEATH BENEFIT LANGUAGE
SUBMITTED BY NATIONAL DIVISION SEC-TREAS.

CHANGE ARTICLE XV, SECTION 5 TO READ:

Sec. 5. ~~Effective January 1, 1983, upon written request of a member, the Superintendent of the Death Benefit Department shall promptly notify any member in writing who upon retirement is ineligible for death benefits as a result of a late or missing dues payment. All dues and properly levied assessments must be paid in advance to an authorized representative on or before the first day of the month for which such dues and assessments are due; if they are not so paid a member eligible for death benefit rights shall be deemed to be delinquent insofar as his status in the Death Benefit Department is concerned and to have forfeited any and all rights, interests and benefits of, in and to said Death Benefit Department and its funds and property as provided in Article XIII of these Bylaws and particularly in Sections 3, 4, 6 and 13 thereof. Except as to his status in the Death Benefit Department as governed by Article XIII, a .~~ **A** member who is not otherwise delinquent and who pays his current dues and assessments in full within the current month will be considered in good standing and entitled to all benefits and privileges of the BMWED, subject to the terms of the Merger Agreement. A member refusing or failing to pay his unpaid back dues and assessments in full or refusing or failing to pay his current dues and assessments in full within the current month is not in good standing, is delinquent for all purposes and shall not be entitled to a seat in his lodge or to any of the benefits or privileges of a BMWED member; provided, however, that a retired member who is not otherwise delinquent and who pays his current dues and assessments in full within the first month (i.e., January, April, July or October) of any current quarter will be considered in good standing and entitled to all benefits and privileges of the BMWED, subject to the terms of the Merger Agreement. A retired member refusing or failing to pay his unpaid back dues and assessments in full or refusing or failing to pay his current dues and assessments in full within the first month of any current quarter is not in good standing, is delinquent for all purposes and shall not be entitled to a seat in his lodge or to any of the benefits or privileges of a BMWED member. Any member desiring to pay his dues in advance will be allowed to do so. Upon death of a member any dues paid in advance beyond the month or quarter in which death occurs shall be refunded.

- (a) A member coming under the provisions of a Union Shop Agreement who becomes delinquent for all purposes by reason of failure to pay his dues and assessments shall be considered in violation of said agreement; such violation

requires the filing of a citation notice, after which dues and assessment payments cannot be accepted.

An individual residing in the United States covered by a Union Shop Agreement must pay the initiation fee, dues and assessments (not including fines and penalties) required of all members of the union within the time limits provided for in the Union Shop Agreement. Such an individual may elect to meet the requirements of the Union Shop Agreement without joining the BMWED or if presently a member, by resigning such membership and continuing to pay a fee equivalent to periodic full (monthly) dues and assessments required for the acquisition or retention of membership in the BMWED. If a member chooses to resign his/her membership, he/she must notify the National Division Secretary-Treasurer in writing. Such individual shall be referred to as an agency fee payer and thereafter, considered a non member and deemed to have met the membership requirements of the Union Shop Agreement. Agency fee payers shall be equally eligible for all benefit programs available to members, including strike benefits, death benefits and the Journal. Non members shall not be eligible to run for or hold office, participate in the BMWED's governing activities, vote or be counted for purposes of tabulating votes.

A non member coming under the provisions of a Union Shop Agreement who fails to pay the initiation fee, dues and assessments necessary to become a member within the time required by the agreement shall be considered in violation of said agreement; such violation requires the filing of a citation notice, after which such initiation fee, dues and assessments cannot be accepted.

(b) A member not coming under the provisions of a Union Shop Agreement who becomes delinquent for all purposes for a period of less than six (6) months may, subject to the limitations of Article XIII, and particularly Sections 3, 4, 6, 8 and 13 thereof, rejoin as a member upon payment of all back and current dues and assessments; if six (6) or more months delinquent, he may rejoin upon payment of an initiation fee and the current month's dues.

PROPOSAL NO. 6
MODERNIZE DEATH BENEFIT LANGUAGE
SUBMITTED BY NATIONAL DIVISION SEC-TREAS.

CHANGE ARTICLE XVI, SECTION 2, 1ST PARAGRAPH, TO READ:

Sec. 2., 1st Paragraph. Any member who is fully paid up and in good standing shall be entitled to an Unemployment Card, without cost, when laid off through a reduction in forces, sickness or temporary disability, strikes or lockouts, or when serving in the Military Service of the United States. Any member now or hereafter holding an Unemployment Card shall be entitled to retain such card only while he holds seniority rights to a position under the jurisdiction of the BMWED. When he has lost such seniority rights, such Unemployment Card shall become void, and shall be forthwith surrendered and such member shall thereafter be subject to the provisions governing Withdrawal Cards and Retiree Membership Cards; provided, however, that if such member leaves the service of the employer, transfers to or becomes employed in a position not under the jurisdiction of the BMWED, or becomes employed in an official capacity, he will be required to pay full dues. Members to whom this provision applies must comply with its requirements; failing to do so, they shall forfeit any and all rights, interests, benefits and privileges in the BMWED, ~~and in and to said Death Benefit Department, its funds and property.~~

PROPOSAL NO. 7
MODERNIZE DEATH BENEFIT LANGUAGE
SUBMITTED BY NATIONAL DIVISION SEC-TREAS.

CHANGE ARTICLE XVII, SECTION 4 TO READ:

Sec. 4. Withdrawal Cards and Loss of Active Membership. Any member who is fully paid up and in good standing:

(a) Who leaves the service of the employer or transfers to or becomes employed in a position not under the jurisdiction of the BMWED, or who is employed in an official capacity, shall be entitled to apply for and receive a Withdrawal Card without cost; or if he so desires, may continue his membership by continuing to comply with all provisions of these Bylaws applicable to membership, including payment of full dues and assessments; provided, however, that such a member will not be eligible to participate in or take any part in transacting the business of the BMWED. Members holding Withdrawal Cards and returning to service in a position under the jurisdiction of the BMWED for a period of thirty (30) calendar days must, within thirty-five (35) calendar days from date of such re employment, present and surrender such Withdrawal Card to the Secretary-Treasurer of the Local Lodge within the jurisdiction of which he is employed, or to a direct representative of the National Division or System Division or Federation and pay dues for the month in which he returns to service.

The original Withdrawal Card, when available, shall be forwarded to the National Division Secretary-Treasurer with the remittance report listing the member's current monthly dues payment; except that on System Divisions or Federations qualified to receive remittances, the card shall be forwarded to the System Division or Federation Secretary-Treasurer for transmittal to the National Division Secretary-Treasurer.

(b) Who is retired or receiving an annuity may:

(i) Apply for and receive a Withdrawal Card without cost or

(ii) If he desires to continue as a member of the BMWED, apply for and receive a Retiree Membership Card. Contingent upon receiving such card and thereafter complying with all provisions of these Bylaws applicable to retired members, including payment of all National Division dues prescribed in Article XV for members holding Retiree Membership Cards, he shall have all of the rights of a retired member ~~including any rights in the Death Benefit Department for which he is eligible~~ pursuant to the provisions of Article XIII, subject to the terms of the Merger Agreement; or

(iii) If he desires to continue full membership in the BMWED, he may do so upon continuing to comply with all provisions of these Bylaws applicable to full membership including payment of full dues and assessments, subject to the terms of the Merger Agreement.

After December 31, 2005, members who upon retirement, or upon the receipt of an annuity, continue without interruption to pay full dues and assessments or who have received life memberships shall be entitled to attend Local Lodge meetings. Such members serving as BMWED Officers or representatives at the time of retirement, or at the time annuity is granted, may serve out the balance of the term for which elected, subject to the terms of the Merger Agreement. They shall not be eligible for election or re election or to participate in the transaction of BMWED business except to the extent herein provided and in the case of Local Lodge Secretary-Treasurers who shall be eligible for re election as Local Lodge Secretary-Treasurers, subject to the terms of the Merger Agreement.

(c) Withdrawal Cards and Retiree Membership Cards shall be obtained from the Secretary-Treasurer of the Local Lodge in which membership is held, or from a bonded System Representative of the BMWED on his System Division or Federation. The original card shall be given to the member and a duplicate thereof shall be forwarded within thirty-one (31) days with the authorized representative's current remittance report. A triplicate copy shall be forwarded to the System Office and a quadruplicate copy retained by the Local Lodge Secretary-Treasurer when issued by him; otherwise, it shall be retained by the bonded System Representative issuing the card for his permanent record. Members applying for either Withdrawal Cards or Retiree Membership Cards must, at time of such application, furnish their date of birth which shall appear on said Withdrawal and Retiree Membership Cards when issued.

My name is Kurtis Martin. I work for CSX Transportation and member of Allied Federation lodge 0460. I am writing to try and bring local lodge payment up to date with our current union dues. It currently sits and \$2 per member, per month. I would like to see the local lodge payment changed from a flat \$2 rate to a percentage of our union dues. If I calculated correctly, the amounts discussed above would have been roughly 4% of dues at the inception of the 1999 agreement between CSX and the BMWED. I would like to propose a bylaw change from \$2 to 4% of our dues. This would allow local lodges to send delegates to the national convention and local lodges to pay for more training for officers.

Thank you for your consideration in this matter.

Sincerely,

Kurtis Martin

PROPOSAL NO. 9
NO CONVENTION MONDAY FOLLOWING FATHER'S DAY
SUBMITTED BY GENE ANIRINA, SR., UPRF VICE CHPSN/ST

CHANGE ARTICLE I, SECTION 5 TO READ:

Sec. 5. The National Division shall convene in regular Convention in the month of June, quadrennially, at a time and date and in such city as may be determined by the National Division President and National Division Secretary-Treasurer jointly, with the approval of the National Division Executive Board. **The Convention may not convene on the Monday following Father's Day.**

The rules contained in the current edition of Robert's Rules of Order shall govern the BMWED in all cases to which they are applicable and provided they are not inconsistent with these Bylaws and any special rules of order the BMWED may adopt.

PROPOSAL NO. 10
MODERNIZE OUR UNION
SUBMITTED BY THE NATIONAL DIVISION SEC-TREAS.

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

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

PROPOSAL NO. 11
MODERNIZE OUR UNION
SUBMITTED BY THE NATIONAL DIVISION SEC-TREAS.

CHANGE ARTICLE VI, SECTION 10 TO READ:

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

PROPOSAL NO. 12
REVENUE, DUES AND ASSESSMENTS FOR MILITARY
SUBMITTED BY DARREN BROWN, AT&SFF LODGE 0204 SEC-TREAS.

CHANGE ARTICLE XV, SECTION 3 TO READ:

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

National Division dues for retired members shall be \$16.00 per member per year payable in the amount of \$4.00 per quarter.

Any member who wishes to maintain full good standing during periods of ~~unemployment~~ or sickness, **unemployment, sickness or military leave (subject to the terms of this section)**, may pay dues at the applicable Non-Working rate. The Non-Working rate shall equal the sum of the then current applicable IBT and Rail Conference per capita remittances, plus one dollar each to National Division, his System Division or Federation, and his Local Lodge. Dues timely paid at the Non-Working rate shall supersede any System Division or Federation or Local Lodge rate of dues and assessments set by action of their governing bodies. Members paying Non-Working dues will be counted in National Division's per capita remittances to the International Union.

Any member of the Brotherhood of Maintenance of Way Employes Division (BMWED) who is a member of the United States Armed Forces and is called to active duty, whether voluntarily or involuntarily lasting more than thirty (30) days but not more than twenty-four (24) consecutive months, and consistent with the IBT Constitution, shall be considered to be on Union approved leave of absence. During such leave, the member shall not be obligated to pay dues beginning with the month in which the member commences active duty, and the Secretary-Treasurer shall mark the member as exempt.

The member shall submit a copy of their military orders to their Local Lodge Secretary Treasurer or General Chairperson, who will transmit the information to the National Division Secretary-Treasurer for proper recording and waiver processing.

Upon the completion of such orders commencing leave, the member shall notify their Local Lodge Secretary Treasurer or General Chairperson, who will notify the National Division Secretary Treasurer of the member's release from active service within thirty (30) days. The member will be responsible for paying dues beginning with the month following the month of release.

During the up to twenty-four month period of active duty and waived dues, the member shall remain in full good standing, retain all rights and privileges of union membership, and be exempt from any penalties associated with non-payment of dues due to military service.

In the event the member remains in active service after twenty-four (24) months, the member must pay dues at the applicable non-working rate for the month following the expiration of the twenty-four (24) month period in order to remain in good standing so long as they are not drawing compensation from a Railroad Employer whereby the full working rate would be due.

This provision shall be applied in compliance with the Uniformed Services Employment and Reemployment Rights Act (USERRA) and any other applicable federal law.

The National Division President may temporarily waive these dues obligations on new-organized properties with the approval of the National Division Officers. Such waiver will not continue beyond the effective date of the first collective bargaining agreement.

Each January 1 any monies in the strike fund in excess of 15 million (absent any additional assessments) shall be transferred by the National Division Secretary Treasurer to the National Division General Fund. An itemized account of this transfer shall be provided to the National Division Executive Board with a copy to all System Officers

Subject to the provisions of Section 4 of this Article, Joint Protective Boards or System Division or Federation Conventions may establish System Division or Federation dues.

Local Lodge dues shall be uniform by System Divisions or Federations subject to the provisions of Section 4 of this Article. All Local Lodge Secretary Treasurers shall remain exempt from the payment of all dues until December 31, 2005 while holding that office. Except that any Local Lodge Secretary Treasurer who is delinquent for more than ninety (90) calendar days in the execution and filing of Local Lodge reports as required in accordance with Article XVIII, Section 13, will be responsible for the payment of full dues, fees and assessments retroactively for each month, beginning the month such report was due and continuing each month until such written report is finally compiled and received.

System Division or Federation dues and Local Lodge dues shall be paid to the System Division or Federation and to the Local Lodge having jurisdiction over the position to which a member is regularly assigned.

New and rejoining members shall be required to pay the full month's dues for the month in which they become members.

Newly merged or consolidated System Divisions or Federations may temporarily preserve their pre-merger or pre-consolidation dues structures, and those of their respective affiliated lodges, provided that they be gradually equalized in accordance with a plan approved by the National Division President and Executive Board.

System Divisions or Federations shall consider the odd cents collected in conjunction with the foregoing provisions as Local Lodge dues and such monies shall revert to the Local Lodge.

Newly merged or consolidated System Divisions or Federations may temporarily preserve their pre-merger or pre-consolidation dues structures, and those of their respective affiliated lodges, provided that they be gradually equalized in accordance with a plan approved by the National Division President and Executive Board.

PROPOSAL NO. 13
FLEXIBILITY OF WHEN TO HOLD NATIONAL DIVISION CONVENTIONS
SUBMITTED BY BMWED NATIONAL DIVISION PRESIDENT'S DEPARTMENT

CHANGE ARTICLE I, SECTION 5 TO READ:

Sec. 5. The National Division shall convene in regular Convention ~~in the month of June~~, quadrennially, during the period of May 1 through July 31, at a time and date and in such city as may be determined by the National Division President and National Division Secretary Treasurer jointly, with the approval of the National Division Executive Board. The Convention shall not be scheduled on, or in a manner that requires travel by delegates or committee members on Father's Day, Mother's Day nor during any week in which a recognized federal holiday occurs, or in a manner that requires travel by delegates or committee members on any recognized federal holiday. The scheduling of the Convention, including any required pre-Convention meetings, shall be arranged so as to avoid requiring travel on the above-referenced days. In selecting Convention dates, due consideration shall be given to minimizing conflicts with family obligations and reducing unnecessary travel burdens on delegates and committee members.

The rules contained in the current edition of Robert's Rules of Order shall govern the BMWED in all cases to which they are applicable and provided they are not inconsistent with these Bylaws and any special rules of order the BMWED may adopt.

PROPOSAL NO. 14
MODERNIZE UNEMPLOYMENT CARD REQUIREMENT
SUBMITTED BY NATIONAL DIVISION SEC-TREAS. DEPARTMENT

CHANGE ARTICLE XVI, SECTION 2 TO READ:

Sec. 2. Any member who is fully paid up and in good standing shall be entitled to ~~an Unemployment Card~~ **be placed in an unemployment status**, without cost, when laid off through a reduction in forces, sickness or temporary disability, strikes or lockouts, or when serving in the Military Service of the United States. Any member now or hereafter ~~holding an Unemployment Card~~ **in an unemployment status** shall be entitled to retain such ~~card~~ **status** only while he holds seniority rights to a position under the jurisdiction of the BMWED. When he has lost such seniority rights, such ~~Unemployment Card~~ **unemployment status** shall become void, and shall be forthwith ~~surrendered~~ **terminated** and such member shall thereafter be subject to the provisions governing Withdrawal Cards and Retiree Membership Cards; provided, however, that if such member leaves the service of the employer, transfers to or becomes employed in a position not under the jurisdiction of the BMWED, or becomes employed in an official capacity, he will be required to pay full dues. Members to whom this provision applies must comply with its requirements; failing to do so, they shall forfeit any and all rights, interests, benefits and privileges in the BMWED and in and to said Death Benefit Department, its funds and property.

~~Members who apply for an Unemployment Card must, do so within sixty (60) days from the last day of the month in which they were employed. At the time of such application, the member will furnish their date of birth, which shall appear on said Unemployment Card when issued. Such Unemployment Cards shall be obtained from the Secretary-Treasurer of the Local Lodge in which membership is held, or from a bonded System Representative of the BMWED on his System Division or Federation. The original Unemployment Card shall be given to the member and a duplicate thereof shall be forwarded within thirty one (31) days, with the authorized representative's current remittance report. A triplicate copy shall be forwarded to the System Office and a quadruplicate copy of such Unemployment Card shall be retained by the Local Lodge Secretary Treasurer when issued by him; otherwise, it shall be retained by the bonded System Representative issuing the card for his permanent record. When such member is re employed in a position under the jurisdiction of this BMWED for a period of thirty (30) calendar days, he must, within thirty five (35) calendar days from date of such re employment, present and surrender such Unemployment Card to the Secretary-Treasurer of the Local Lodge within the jurisdiction of which he is employed or to a direct representative of the National Division or System Division or Federation, and pay dues for the month in which he returns to service. The original Unemployment Card, when available, shall be forwarded to the National Division Secretary-Treasurer with the remittance report listing the member's current monthly dues payment. On System Divisions or Federations qualified to receive remittances, the card shall be forwarded to~~

~~the System Division or Federation Secretary Treasurer for transmittal to the National Division Secretary Treasurer.~~

A member ~~holding an Unemployment Card~~ **in an unemployment status** shall for one year from the date of its ~~issuance~~ **effective date** be considered a member in good standing and shall be entitled to all the rights, privileges, benefits and protection guaranteed by these Bylaws of the National Division except as provided in the Merger Agreement. After one year, such member shall be entitled to a seat in the Local Lodge while in session, but shall not be entitled to a voice or a vote. The provisions of this Section shall also apply to a member paying National Division dues only and holding a Retiree Membership Card, except those who have been granted a 50 year life membership in accordance with Section 4 of this Article, subject to the terms of the Merger Agreement.

PROPOSAL NO. 15
TERMS OF OFFICE AND ELECTION PROCEDURES
SUBMITTED BY DEVEN MANTZ ON BEHALF OF LOCAL LODGE 1326

CHANGE ARTICLE I, SECTIONS 4 & 6 TO READ:

~~Sec. 4. The National Division Officers shall be members of a BMWED lodge and shall be nominated and elected at the regular quadrennial Conventions of the National Division by a representative majority vote of the duly accredited delegates elected by secret ballot. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted. If there is only one nominee for an office, there shall be no ballot for that position, and the nominee will be declared elected.~~

The National Division Officers shall be members of a BMWED lodge and shall be elected by direct rank-and-file voting by members in good standing. The election shall be conducted by secret ballot administered by an independent, professional third-party election administrator, and shall be in accordance with Department of Labor regulations. Four (4) Vice Presidents and four (4) members of the Executive Board shall be from a System Division or Federation in his respective region and shall be nominated by delegates from his respective region. One (1) Vice-President and two (2) members of the Executive Board shall be from any System Division or Federation and may be nominated by any delegate, regardless of region. Those officers so nominated at election may be referred to as “at-large.” National Division Officers shall serve for a term of four (4) years unless removed by death, resignation or for cause, and shall be eligible for re election. They shall be installed during the session of the National Division Convention in which they are elected, their installation and term of office to be effective commencing September 1. **Terms of office shall commence January 1** following election except in the case of filling an unexpired term, when such Officer shall take charge of his office immediately upon being elected and he shall serve for the remainder of the term; provided, however, that the term of office of any temporary National Division Officer will expire immediately upon the election and installation of his successor. Any vacancy in such office, temporary or permanent in nature, shall be filled in accordance with the terms of these Bylaws.

Eligibility and good standing to nominate, second, run for office and vote shall be governed by the terms of the Merger Agreement.

Nominations of officers shall be made in open Convention by a delegate and seconded by another delegate. No candidate shall make or second his own nomination. Candidates must accept floor nomination no later than at the time made, either in person or in writing. To qualify for the ballot a candidate who has been nominated from the floor of the Convention must, thereafter, receive at least five (5%) percent of the votes cast by the delegates to the Convention. Such voting shall be conducted by secret ballot. In calculating the number of votes necessary for nomination for the ballot, any fraction shall be rounded to the next whole number. If more than two candidates for any officer position receive at least 5% of the votes cast by delegates then only the top two vote getters shall qualify for the ballot.

No member may accept floor nominations for more than one office. Should only one candidate be nominated for an officer position there shall be no necessity for any further election process with respect to such floor nominee(s), and such nominee(s) shall be declared duly elected. Each candidate nominated from the floor shall be entitled to an observer at each nomination balloting site. The secret balloting shall be conducted pursuant to duly adopted Election Rules. Candidates and their observers shall have the right to witness the ballot tabulation. The results of the secret ballot nominating elections shall be reported to the Chairman of the Convention, who shall announce the results to the delegates. Officers who have been declared elected shall be certified on the last day of the Convention but shall not assume their official duties until January 1.

No less than thirty days and no more than 90 days after the Convention, ballots shall be sent to members in good standing. Ballots must be returned and received by the election administrator no later than one hundred twenty (120) days following adjournment of the Convention. In no event shall the deadline for receipt of ballots be less than twenty-eight (28) days from the date ballots are mailed or distributed. In the event of a tie vote that determines election to any office, there shall be a rerun election between the tied candidates.

Every bona fide candidate for National Division office shall have certain rights with respect to the distribution of campaign literature and freedom from discrimination. The National Division will comply with all reasonable requests of all such candidates to distribute, by mail or otherwise, at the candidate's expense, campaign literature in aid of his candidacy to all members in good standing of the BMWED. Whenever the National Division or its incumbent Officers authorize distribution to members, by mail or otherwise, of campaign literature on behalf of any bona fide candidate for office or on behalf of the National Division itself with reference to elections, similar distribution shall be made by the National Division and its Officers for any other bona fide candidate if so requested by such candidate, and equal treatment will be accorded as to the expense of such distribution to be borne by such candidate. Every bona fide candidate shall have the right, upon request, once within thirty (30) days prior to National Division elections in which he is a candidate, to inspect the list containing the names and last known addresses of all members of the BMWED who are subject to Union Shop Agreements requiring membership in the BMWED as a condition of their employment; lists shall be maintained by the Secretary Treasurer at the Headquarters of the BMWED. Every bona fide candidate for National Division office may supply the National Division with a picture and a brief campaign announcement of 250 words or less to be published in the BMWED Journal. All information shall be published in the same Journal edition as the last proposed Bylaws changes prior to the National Division Convention. The National Division shall also provide adequate safeguards to ensure that its elections are fair and impartial, and any candidate has the right to request and designate an observer at the polls and the counting of ballots.

No funds received by the National Division through initiation fees, dues, assessments or similar levy shall be contributed or applied to promote the candidacy of any person in elections

of National Division Officers, nor shall any money of an employer of members of the BMWED be so contributed or applied. The BMWED may, however, expend its funds for notices, factual statements and other expenses necessary for the conduct of its elections so long as such activities do not involve promotion of candidates for office.

The National Division Secretary Treasurer shall preserve for one (1) year the credentials of all delegates and alternates and all ballots, minutes and other records of the Convention pertaining to the election of National Division Officers.

Sec. 6. At each regular Convention of the National Division, delegates shall be entitled to cast one vote for every member in good standing of the membership which he represents. Each National Division Officer shall be a delegate ex officio but he may not participate in the ~~election~~ **nomination** of National Division Officers unless he has been elected as a delegate by secret ballot vote of members of a Local Lodge.

PROPOSAL NO. 16
NATIONAL DIVISION EXECUTIVE BOARD
SUBMITTED BY DEVEN MANTZ ON BEHALF OF LOCAL LODGE 1326

CHANGE ARTICLE VI, SECTION 1 TO READ:

Sec. 1. ~~Immediately after the final adjournment of the National Division Convention,~~ Following the election of National Division Officers and no later than January 1st the National Division President shall call the newly elected National Division Executive Board together for the purpose of electing a Chairman, Vice Chairman and Secretary, to transact such other business as is provided by these Bylaws and special enactments of the National Division Convention, and other business that may properly come before the National Division Executive Board. They may meet in person, online, or a combination of both.

PROPOSAL NO. 17
DUTIES OF THE MEMBER
SUBMITTED BY DEVEN MANTZ ON BEHALF OF LOCAL LODGE 1326

CHANGE ARTICLE XVII, SECTION 6 TO READ:

Sec. 6. Duties of Members. Each member shall pay all required dues, as well as all assessments or fines properly levied, to a proper representative of the BMWED, and shall, after paying such dues, assessments or fines in full, receive an official dues receipt card.

It shall be the duty of every member to pay all dues and assessments promptly; to attend the meetings of his Local Lodge regularly unless prevented by sickness or other just cause; to comply with and assist in enforcing provisions of these Bylaws and other laws, rules and regulations of the BMWED; to see that these Bylaws are not violated; to recognize any member in good standing as a Brother and to never knowingly harm a fellow member; to never discriminate against a fellow worker on account of race, color, religion, sex, age, physical disability, sexual orientation, or national origin; to refrain from any conduct that would interfere with the Union's performance of its legal or contractual obligations; and at all times to bear true and faithful allegiance to the BMWED and his Local Union.

It shall be the duty of every member to act in good faith in support of the enforcement and integrity of all collective bargaining agreements and the rights of fellow members thereunder.

No member shall engage in conduct which intentionally undermines or interferes with the enforcement of any collective bargaining agreement or the representation of another member.

Prohibited conduct shall include:

(a) Knowingly providing false or misleading information in any investigation, hearing, or grievance proceeding where such conduct results in material harm to another member or the Organization;

(b) Acting in collusion or coordination with management for the purpose of circumventing or undermining collectively bargained rights or procedures;

(c) Interfering with or attempting to impair a member's right to representation or fair process under any collective bargaining agreement.

Nothing in this Section shall be construed to prohibit a member from complying with lawful workplace requirements or from providing truthful information; however, conduct undertaken in bad faith for the purpose of undermining the rights of members or the enforcement of agreements shall be subject to charges and discipline in accordance with these Bylaws.

Violations of this Section shall be subject to charges, trials, and appeals in accordance with the applicable provisions of these Bylaws and governing law.

PROPOSAL NO. 18
NOMINATIONS AND ELECTION OF OFFICERS
SUBMITTED BY JOE LETIZIA, LOCAL 2928 OF THE WCSO

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

Sec. 9., 5th Paragraph. All Officers of Local Lodges shall be nominated and elected as hereafter provided, subject to the terms of the Merger Agreement. In the United States, nominations and elections shall be held once every three (3) years commencing with the fall elections in 1960 at the first regular meeting of each Local Lodge in the last ~~three (3)~~ **six (6)** months of the year. At the option of the Local Lodge, nominations may be held either at the same meeting at which elections are held or at a meeting preceding the first regular meeting of the last ~~three (3)~~ **six (6)** months when elections are conducted, provided that all members in good standing of the Local Lodge have been given at least fifteen (15) days advance notice in writing at their last known home addresses of the date, time and place at which nominations shall be made and the date, time and place at which elections shall be held; and provided, further, that Local Lodges may at their option permit nominations to be made by mail or email with read receipt to the Secretary-Treasurer of the Lodge during the period following the notice and preceding the meeting at which the election is to be conducted. All Officers shall be elected from duly nominated candidates as aforesaid and no “write-in” candidates are permitted.



President's PERSPECTIVE

SECTION 3 ARBITRATION: A LEGISLATIVE PROCESS

“No Money shall be drawn from the Treasury, but in Consequence of Appropriations made by Law.”

– U.S. Constitution

As railroad workers, we fall under the jurisdiction of the Railway Labor Act (RLA) and as such, any disputes over collective bargaining agreements between us and the railroads that go unresolved between the parties are to be arbitrated and paid for by the federal government. Most of us are familiar with arbitration, perhaps we wrote a claim or grievance a handful of years ago and our system officers told us that it's waiting for funding, or perhaps we know someone who has been unjustly fired from the railroad and they were returned to work with full backpay by an arbitrator three or four years after they were dismissed. But in our daily lives, few of us understand how the legislative process impacts the arbitration process. The BMWED's Legislative Department is actively working on speeding up the rate at which cases are heard in front of arbitrators so we can get justice for our claims and grievances.

In 1934, the amendments to the RLA included the creation of the National Railroad Adjustment Board, a sort of “Supreme Court” that would be the final word on a claim



Tony Cardwell,
BMWED President

or grievance between labor and management. This Board was to operate under the National Mediation Board (NMB), and as such, a portion of its operating cost is funded through the NMB. In subsequent years, there have been additional special boards created to handle grievances, but all consist of a rail labor member, a rail management member, and an impartial arbitrator. The NMB only pays for the salary and expenses for the impartial arbitrators in these cases, and the cost of the labor and management members is footed by their respective organizations.

Everything a union can or cannot do rests upon a political decision. In the case of the NMB, how it receives funds to handle arbitration cases comes directly from legislation. Federal agencies such as the NMB receive their annual budgets through an Appropriations bill. At the end of this process, this bill is enacted into law which gives the NMB financial authority and tells the Treasury how much money to hand over to the NMB. Inside of this process is where we can advocate for increased funding for arbitrator salaries and

CONTINUED ON NEXT PAGE

expenses, and that is exactly what the BMWED Legislative Department is doing.

At the beginning of the appropriations process, agencies such as the NMB submit a Congressional Justification to Congress detailing what they anticipate for their annual budget in the upcoming fiscal year. Both the House and the Senate have Appropriations Committees which have subcommittees which focus on different agencies based upon jurisdiction. The NMB falls under the Subcommittee on Labor, Health and Human Services, Education, and Related Agencies. In the House, this subcommittee currently consists of ten (10) Republicans and seven (7) Democrats. On the Senate side, this subcommittee consists of nine (9) Republicans and eight (8) Democrats.

These subcommittees meet to discuss the agencies' Congressional Justifications, the President's annual budget submission, and whatever input they may have received from other interested parties. The Appropriations Committee schedules dates for a "mark-up" or draft of the appropriations bill. Although we can always advocate for Section 3 Arbitration funding, it is before this mark up when our advocacy can really make an impact as to where funding will be advocated. The subcommittee will often issue a report alongside their bill language to justify decisions they may have made in allocating funding. These reports provide congressional intent, and serve as a way where democratically elected officials in Congress have oversight as to how an agency may receive and allocate their funding.

Because each chamber works through the appropriations process separately, there can be differences between the bill that each chamber comes up with. For the House and Senate to pass a bill onto the President for signature or veto, they must have both

passed the same exact bill. If there are differences in appropriations bills, negotiations begin between the two chambers to settle any differences.

For some agencies, Congress provides a detailed breakdown of funding and budget allocation inside of the appropriations bill itself. Whereas for other agencies, such as the NMB in recent years, Congress simply provides the total funding that the NMB will receive and leaves it up to the agency itself as to how it spends and allocates its funds. The details of how the agency intends to spend their funds are included in their Congressional Justification which they submit at the beginning of the appropriations process. As far as Section 3 Arbitration goes, the amount that the agency intends to allocate towards "Arbitrator Salary and Expense" is the specific category that directly effects whether BMWED cases get heard in a timely manner.

Under the RLA, the NMB is obligated by law to handle disputes promptly and orderly. In fact, funding arbitrator salaries and expenses to handle these disputes is one of the core functions of the NMB. In the past decade, we have seen that portion of the NMB's budget shrink. This has caused an increase in backlogged arbitration cases at the NMB and an increase in wait times for cases to be heard.

The BMWED has taken our demands to Capitol Hill and will not cease our lobbying efforts until we see Congress keep its side of the bargain and adequately fund federal arbitration under Section 3. Further cuts to his portion of the NMB's budget are unacceptable to our members and all Unionized railroaders.



Tony D. Cardwell
BMWED President





Funding for Arbitration Under Section 3 of the Railway Labor Act **MUST BE INCREASED**

Overview

The Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters (BMWED-IBT) is a labor union that represents the men and women who build, maintain, and inspect our nation's vital rail infrastructure. As railroad workers, our members fall under the federal Railway Labor Act (RLA) and as such, any disputes over collective bargaining agreements between the workers and the railroads which cannot be resolved between the parties are to be arbitrated and paid for by the federal government. The National Mediation Board's funding includes the cost of these arbitration boards, and their annual budget directly affects whether disputes will be promptly resolved. The BMWED-IBT asks that you support increasing the amount of funding for these arbitration boards to fulfill the RLA's promise of prompt and orderly resolution of disputes.

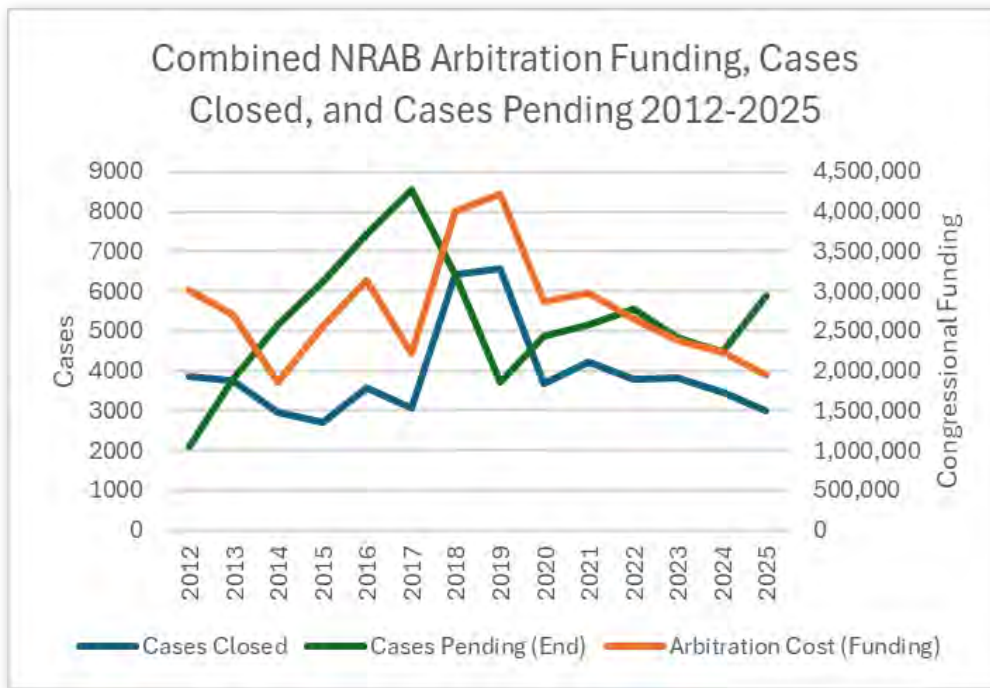
Background

In the 1934 Amendments to the RLA, railroad management and labor surrendered their respective rights to lock out or strike over "minor" disputes (grievances) in exchange for government funded arbitration of such disputes. There are different types of arbitration boards, but all consist of a rail labor member, a rail management member, and an impartial arbitrator. Under Section 3 of the RLA, the National Mediation Board (NMB) pays for the salary and travel expenses for the impartial arbitrators in these cases. The types of disputes that must be resolved include matters essential to the fair treatment of working men and women such as dismissals, discipline, job security, promotion, job assignments, and seniority. Some cases involve individual workers and others involve large groups of workers and millions of dollars in potential liability for management if the disputes are not resolved promptly.

Each Fiscal Year, the funding for Section 3 Arbitration Boards comes through the appropriations received by the NMB. In FY 2024 and 2025, the NMB requested \$1.2 million to cover arbitrator salaries and expenses. During that period, the caseload pending at the end of each year grew from 4,456 to 5,884 cases. For FY 2026 and FY 2027, the NMB requested \$900,000 to cover arbitrator salaries and expenses. This reduction in funding will cause a growing number of pending cases at the end of each year. In the industry, this is known as a backlog and means that workers are left frustrated and in limbo awaiting resolution to their disputes.

Analysis

The amount of funding the NMB’s Office of Arbitration received and the number of cases closed by Section 3 Arbitration Boards are directly related. But a decrease in funding has caused a growing number of cases to be backlogged. The chart below shows the relationship between the NMB’s Office of Arbitration costs (not just cost of arbitrator salaries and expenses but also Full-Time Employees in that office), cases settled by Section 3 Arbitration Boards between 2012 and 2025 (last report available is FY 2025), and cases pending at the end of each Fiscal Year:



Note that a decrease in funding causes an increase in backlogged cases. And vice versa, when funding is increased, as in 2018 and 2019, the backlogged cases decrease.

Unfunded Liability

Since at least 2014, the NMB has “administratively closed” cases that they consider unfunded liabilities - cases that are more

than two years old that haven’t been assigned to an arbitrator. The NMB reports these cases within their cases closed category of their Annual Reports, artificially inflating this number. This presents an incomplete and potentially misleading picture of the arbitration caseload. The NMB states that the parties are not prioritizing cases and removes them after two years. However, in practice, the parties are not declining to prioritize these cases, rather, they are compelled to make difficult prioritization decisions due to the limited arbitration funding resources. As a result, the parties must allocate scarce arbitration slots to the most urgent or time-sensitive matters, leaving other cases pending beyond the two-year threshold.

By removing such cases from its reported backlog, the NMB effectively attributes delay to the parties while disregarding the underlying constraint, namely, insufficient funding and capacity within the arbitration system itself. This approach risks understating the true scope of the backlog and obscures the need for additional resources to ensure timely dispute resolution under the RLA.

What the Case Backlog Means for the Country’s Rail Workers

Because these disputes include essential working conditions such as dismissals, discipline, job security, promotion, job assignments, and seniority, on any given day there are hundreds of rail workers across the country awaiting the necessary funding to have their cases heard before a Section 3 Arbitration Board. It is not uncommon for a worker who has been unjustly dismissed to wait three or more years to have their case heard, causing undue stress on the individual and their families. Additionally, since the Section 3 Arbitration Boards serve an essential function in the interpretation of collective bargaining agreements, cases sitting in the backlog can multiply the number of cases on a specific issue since they are unresolved. Workers are left confused over unresolved disputes regarding agreement language.

What Must be Done

To promote the public interest of uninterrupted transportation service, rail management and rail labor surrendered their respective rights to lock out and strike in exchange for government funding of Section 3 Arbitration Boards. As such, Congress must keep its side of the bargain by adequately funding these Boards and must do whatever is necessary to prevent further cuts to this portion of the NMB’s annual appropriations.

**Table I: Office of Arbitration Cost, Cases Closed, and Cases Pending
(FY 2012 – FY 2025)**

	Cases Closed	Arbitration Cost (Funding)	Cases Pending (End)
2025	2990	1,939,439	5884
2024	3477	2,232,398	4456
2023	3824	2,380,503	4819
2022	3803	2,650,187	5537
2021	4203	2,978,090	5146
2020	3692	2,866,847	4887
2019	6569	4,215,033	3698
2018	6422	4,000,229	6408
2017	3057	2,221,065	8546
2016	3562	3,144,844	7432
2015	2702	2,566,043	6247
2014	2946	1,862,429	5170
2013	3737	2,709,528	3803
2012	3869	3,017,944	2084

(Note: Numbers from the National Mediation Board’s Annual Reports)

AROUND THE Brotherhood

USW LOCKOUT



In April, BMWED stood in solidarity with the United Steelworkers (USW) in Crown Point, Ind. amid their lockout dispute with Northern Indiana Public Service Co. (NIPSCO)

The company's actions came as tensions continue over its increased use of outside contractors, a mandatory overtime acceptance rate, and proposed limits on work continuity during outages.

The USW has since reached an agreement with NIPSCO.

Union Strong!

CHICAGO AMTRAK

AROUND THE Brotherhood



BMWED United Passenger Rail Federation members assigned to Amtrak Chicago Terminal Division gangs holding it down in the Second City.

AROUND THE Brotherhood

TRENTON AMTRAK



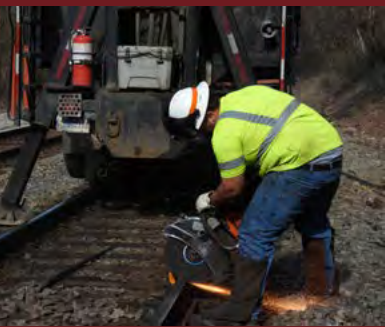
United Passenger Rail Federation Amtrak Brothers in Trenton, New Jersey taking a moment to laugh while doing the hard work that keeps the Northeast Corridor moving.

Railroadin's



Welcome to the newest section of
The Journal — Railroadin'!

Where steel rails, hard work, and brotherhood come together to tell the stories of the men and women who keep the railroad moving. From BMWED life on the tracks to the pride of the craft, Railroadin' shines a light on the people, the work, and the spirit that unite us all.



Pride, Precision, Brotherhood

When the Sperry truck comes on the territory, it's time to get to work. BMWED American Rail System Federation (Norfolk Southern) Fort Gay Section Gang and Eastern Region Tie Patch Gang change a Sperry plug in West Virginia. It's just another day on the railroad for the professionals of the BMWED!

TRACK OF ALL TRADES

BMWED B&B Gang Transforms Neglected Building into Modern Workspace.

The work of BMWED members is synonymous with maintaining the nation's rail infrastructure, repairing track, replacing ties, all the work that gets done in between the steel rails. But the skillset of the BMWED expands far beyond that, a fact demonstrated by a dedicated Union Pacific Building and Bridges (B&B) gang made up of members of the BMWED Unified System Division, who have taken on a project in Chicago, Illinois that turned an aging building into a fully furnished modern office space, equipped with its very own patio.

At the center of the project is BMWED Local Lodge 0377 President and B&B foreman Arnaldo "Nano" Orozco, who has led his crew, around ten fellow BMWED members working on a given day, in completely overhauling a long-neglected building owned by Union Pacific that sits right beside the right of way. The structure, once home to a landscaping company known as "Autumn Green," had sat mostly vacant for decades. By the time the crew began work, half the building was little more than a dirt floor used to store salt, while the other half functioned as basic storage for materials like welding kits and track components. What followed was not a simple cleanup, but a full-scale reconstruction.

Working primarily during the winter months, when outdoor work slows, Orozco and his crew spent two seasons transforming the building from the ground up. They began by pouring and finishing new concrete floors. From there, the crew framed the interior,



Arnaldo "Nano" Orozco

built out walls and ceilings, and handled drywall, insulation, and painting entirely in house. Electrical and plumbing work was completed in coordination with Union Pacific, but aside from that, the bulk of construction and refurbishment from was performed by BMWED members.

"We're basically a jack of all trades," Orozco said. "We do everything in the building, from the framing to the finishes that make it look good."

That included detailed interior work often associated with commercial contractors. The crew installed kitchens with cabinets and granite countertops, completed backsplashes and tile work, and built out multiple restrooms and locker areas, including showers required under the welding agreement. Even the office furniture reflects the crew's craftsmanship. Instead of ordering desks, they designed and built custom workstations using cabinetry and countertops. On the outside, the B&B crew installed a full-blown stamped and colored

TRACK OF ALL TRADES Continued...

concrete patio, designed to resemble stonework. “We just poured it two weeks ago and it’s like the talk of the railroad that we did it,” Orozco said of the quality of their work. “No one believes it’s concrete because it looks like pavers.”

Among other uses, the former timeworn landscaping building will now house office space for the signal department, including signal maintenance and signal construction, as well as the track department and the B&B

crew. Projects like this serve as a reminder that BMWED members bring a wide range of construction expertise to their work, skills that often go unseen outside the right-of-way. From pouring thousand-foot concrete railroad platforms to building out fully functional office spaces, their craftsmanship and skill play a critical role in supporting railroad operations in ways that extend far beyond the track.

“This has always been our scope of work,” Orozco said. “We’ve just got to show it.”



Confidential and compassionate care for the whole family

When it comes to your mental health, we're with you at every step. With the National Railroad Plans – Health & Welfare Benefits, you and your covered family members can take advantage of in-person care, telemedicine and digital resources for mental well-being in the way that is most comfortable and convenient for you.

Find the help you need, the way you need it.

In-person support

- Behavioral health doctors, therapists and counselors are available for members enrolled in **Aetna, Highmark Blue Cross Blue Shield** or **UnitedHealthcare** medical plans through **United Behavioral Health**.
- Not all providers are in-network. To confirm in-network status—especially for substance use treatment—call **1-866-850-6212** or visit **liveandworkwell.com** (access code: **Railroad**).

Telemedicine care options

- With **Teladoc Health®**, you can schedule an appointment with a licensed therapist from home. Register at **teladochealth.com/railroad** or call **1-800-Teladoc (835-2362)**.
- You can also connect with a **United Behavioral Health Advocate** to find a new in-network provider offering virtual visits. Call **1-866-850-6212** or visit **liveandworkwell.com** (access code: **Railroad**).

Self-guided and online resources

- **Live and Work Well** offers tools and resources to help manage stress, sleep, resilience and more. Access provider search, topics and tools at **liveandworkwell.com** (access code: **Railroad**).
- **The Calm Health app** provides self-guided exercises to support stress management, better sleep and coping skills. To get started, visit **liveandworkwell.com** (access code: **Railroad**).

Additional support

- **Substance use recovery support: 1-866-850-6212 | 24/7**
- **988 Suicide & Crisis Lifeline: Call or text 988 | 24/7**
- Autism spectrum disorder (ASD) support is also available at no additional cost. Connect with an **Autism Care Advocate** at **1-866-850-6212 | 8 a.m. – 8 p.m. ET | Mon. – Fri.**



More to explore

Access additional resources like provider search tools, self-care support and more at **liveandworkwell.com** (access code: **Railroad**).



Your privacy is important.

Your benefits administrators protect the privacy of your personal health information as required by law. Your personal information and use of this service will never be shared with your Railroad employer or Labor Union.



The 24/7 Nurses & Health Specialist service should not be used for emergency or urgent care needs. In an emergency, call 911 or go to the nearest emergency room. The information provided through this service is for your information only. It is provided as part of your health plan. Program nurses and other representatives cannot diagnose problems or suggest treatment. This program is not a substitute for your doctor's care. Please discuss with your doctor how the information provided may be right for you. Keep in mind that individual member results may vary. Your health information is kept confidential in accordance with the law. This is not an insurance program and may be discontinued at any time.

United Behavioral Health d/b/a Optum [U.S. Behavioral Health Plan, California d/b/a OptumHealth Behavioral Solutions of California] does not recommend or endorse any treatment or medications, specific or otherwise. The information provided is for educational purposes only and is not meant to provide medical advice or otherwise replace professional advice. Consult with your clinician, physician or mental health care provider for specific health care needs, treatment or medications. Certain treatments may not be included in your insurance benefits. Check your health plan regarding your coverage of services. If you are experiencing thoughts of suicide or if this is urgent and an emergency, call 988 or 1-800-SUICIDE (784-2433) or 1-800-273-TALK (8255).

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ROLL OF HONOR



ANTHONY ABRAM.....	UPRF	3095	2016
JERRY W AMES.....	USDIC	1067	2016
NAHEEM BAKER.....	UPRF	3012	2016
RICHARD T BRITT.....	CRSD	2910	2016
BENJAMIN G BROWN.....	UPRF	3011	2016
JONATHAN BROWN.....	AF-SW	1549	2016
ALLYSON L Busche.....	UPRF	3095	2016
TRENTON BYLER.....	ARSF	0662	2016
DAVID M CAMPBELL.....	ARSF	0935	2016
MICHAEL M CANTLIN.....	UPRF	3095	2016
SEAN M CAREY.....	UPRF	3082	2016
JUSTIN L CECIL.....	AF-SE	0725	2016
JOHN R CLANCY.....	UPRF	3039	2016
DAVID N CLAYCOMB.....	UPRF	3075	2016
HARRY M COLLIGAN.....	UPRF	3012	2016
ROBERT H CONNOLLY SR.....	AF-SE	1854	2016
GERALD J CONNORS.....	ALL	0987	2016
JUSTIN R CONTENTO.....	UPRF	1934	2016
RAFAEL O CUEVAS.....	UPRF	3095	2016
DUSTIN H CUPP.....	USDIC	1171	2016
MATTHEW P DALEY.....	UPRF	3012	2016
CRYSTAL D DAVIS.....	UPRF	3012	2016
CARMEN DELLA POLLA.....	UPRF	3012	2016
BILLY J DENNIS.....	UPRF	3089	2016
MARCIAL DIAZ.....	UPRF	3082	2016
JOSEPH F DONNELLY.....	UPRF	3039	2016
ALFRED J DORSEY.....	UPRF	3012	2016
JACOB R ESBENSHADE.....	UPRF	3011	2016
ANTHONY J FERREIRA.....	CRSD	2905	2016
CHARLES M FLEISHER.....	ARSF	3002	2016
RYAN J FOLEY.....	ALL	0201	2016
MICHAEL T FOSBENNER.....	UPRF	3012	2016
RONALD P FRANKLIN.....	UPRF	3012	2016
ROBERT G FRITZ.....	UPRF	3095	2016
DANIEL P GALLAGHER.....	UPRF	3012	2016
JAVORIS M GLENN.....	USDIC	0616	2016
MATTHEW M GRANEY.....	UPRF	3005	2016
WALTER GREENE III.....	UPRF	3095	2016
ZACHARY W HALL.....	UPRF	3012	2016
GLENN V HAMMER.....	USDIC	1393	2016
COREY J HAVENOR.....	ALL	0507	2016
DUSTIN HERPSTREITH.....	ARSF	1599	2016
NELSON HICKS.....	UPRF	3028	2016
JUSTIN B HOPKINS.....	UPRF	3005	2016
THOMAS M HOSE.....	UPRF	3082	2016
MICHAEL L HOWELL.....	UPRF	3095	2016
JOSEPH A HUEBER JR.....	UPRF	3012	2016
KENNETH A HUNTER SR.....	UPRF	3005	2016
PATRICK A HUTTON.....	UPRF	3005	2016
STEVEN L IACONO.....	UPRF	3095	2016
ERIC L IRONS.....	UPRF	3095	2016
QUENTIN L JACKSON.....	UPRF	3028	2016
JAW WAAD JONES.....	AT&SFF	2409	2016
JOSEPH A KEITH.....	UPRF	3005	2016
DANIEL R KIRKNER.....	UPRF	3095	2016
RAYMOND M LANDEROS.....	UPRF	3086	2016
STEVEN A LEWIS.....	UPRF	3012	2016
SHANE R LUOTO.....	UPRF	3005	2016
MICHAEL J MAGNOTTA.....	UPRF	3068	2016
JOSEPH G MARVILL.....	UPRF	3012	2016
ALEXANDER D MARZULLI.....	UPRF	3012	2016
SAMUEL MASON.....	ARSF	0537	2016
JOHN M MAZZETTI.....	UPRF	3012	2016
GINO M MC CABE.....	ALL	0201	2016

TRAVIS J MC CLELLAN.....	USDIC	2834	2016
PATRICK B MC DONALD.....	UPRF	3095	2016
HANIF A MC FADDEN.....	UPRF	3012	2016
VALERIE J MC HENRY.....	UPRF	3005	2016
PRESTON C MECKES.....	UPRF	3014	2016
DENNIS J MILLER.....	UPRF	3011	2016
SCOTT J MILLER.....	UPRF	3012	2016
CHARLES J MISCHKE Jr.....	UPRF	3005	2016
ZACHARIA J MOSER.....	ARSF	0935	2016
JESUS MUNOZ.....	ALL	0507	2016
THOMAS F MURRAY.....	UPRF	3082	2016
DAVID A MUZZLEMAN.....	UPRF	3095	2016
JARED W NELSON.....	BURL	0420	2016
TIMOTHY M NESMITH.....	USDIC	0652	2016
MALCOLM O NIXON.....	UPRF	3014	2016
ANDREW J NOON.....	UPRF	3005	2016
JAMES R OBORNE.....	UPRF	3095	2016
JUSTIN PARKS.....	BURL	0420	2016
SHAWN M PETROSKY.....	UPRF	3011	2016
PAUL H POPPE.....	UPRF	3014	2016
JAMES G POWELL.....	UPRF	3095	2016
JAMIE E RAMSEY.....	UPRF	3095	2016
THOMAS M RERES.....	UPRF	3082	2016
ANTHONY M ROBERTO.....	UPRF	3012	2016
JORGE E ROBINSON.....	UPRF	3012	2016
NICHOLAS A ROHR.....	USD	0899	2016
DONALD W ROSS JR.....	USDIC	0652	2016
JOSEPH S ROYAL.....	ALL	0987	2016
ROBERT H SAUNDERS.....	UPRF	3005	2016
THOMAS J SEEWALD.....	UPRF	3011	2016
LUIGI A SELLECCHIA.....	UPRF	3012	2016
CHRISTOPHER R SENSKE.....	UPRF	3012	2016
SEAN W SHATTENKIRK.....	UPRF	1934	2016
CHRISTOPHER J SHELLEY.....	UPRF	3005	2016
DANIEL C SMITH.....	UPRF	3012	2016
SIDNEY R SPARKS SR.....	AF-SW	0601	2016
MICHAEL C STALEY.....	UPRF	3095	2016
WYATT A STEFFISH.....	UPRF	3011	2016
JEFFREY R STOLTZFUS JR.....	UPRF	3011	2016
STEVEN STREB.....	UPRF	3095	2016
TERHRAN M STRONG.....	UPRF	3005	2016
VINCENT T SYBESMA.....	UPRF	3011	2016
SIDNEY W THOMAS IV.....	UPRF	3005	2016
NATHANIEL C TURNBULL.....	UPRF	3005	2016
LORENZO M TURNER.....	AF-SW	1058	2016
VINCE D VENEZIA.....	UPRF	3012	2016
EDUARDO VILCHIS.....	UPRF	3086	2016
THOMAS W WATSON.....	USD	2933	2016
RICKY L WOJCIECHOWICZ.....	UPRF	3039	2016
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CHRISTOPHER E WOLF.....	UPRF	3014	2016
JAMES M WOODWARD.....	UPRF	3095	2016
MICHAEL V YALE.....	UPRF	3005	2016
JOSEPH P ZAJAC JR.....	UPRF	3012	2016
DOMINIC ZEHNER.....	AT&SFF	2411	2016
STEPHEN C ZIELINSKI.....	UPRF	3095	2016



STEPHAN ADAME.....	AF-SW	1099	2011
CHAD J ADAMS.....	ALL	0109	2011
AHMAD A ADEWUSI.....	UPRF	3075	2011
LARRY A ALVIS.....	AF-SE	0153	2011
CHAD M AMAN.....	BURNOR	1763	2011
JAMES T ANDERSON.....	AF-SE	1857	2011
BRANDON C ANTHONY.....	AF-SE	0702	2011
RICKEY ARD JR.....	AF-SW	1048	2011

MATTHEW A ARETZ.....	ARSF	2003	2011
KARL ARNOLD.....	UPRF	3095	2011
JD J ARROYO.....	ARSF	1532	2011
BRYAN D BAKER.....	AF-SE	0885	2011
ADAM J BAKER.....	ARSF	0991	2011
RYAN BALDWIN.....	AF-SE	2425	2011
NORRIS A BARNES.....	ALL	1650	2011
RANDALL BASS.....	ARSF	0645	2011
JOHN D BATES.....	AF-SW	1041	2011
DOYLE C BATEY.....	BURL	2920	2011
GARY A BAXLEY.....	ARSF	0567	2011
STEPHEN BERG.....	AF-SW	1175	2011
ROBERT A BEYER.....	USD	0369	2011
PATRICK D BLEVINS.....	ARSF	0551	2011
GARY A BOATMAN.....	AF-SE	0696	2011
TROY W BORCHERT.....	AF-SE	0916	2011
TIM BOURN.....	AF-SW	1048	2011
JERRY J BOWMAN.....	AF-SE	1556	2011
JUSTIN D BOYD.....	AF-SW	0675	2011
DENNIS A BOYLES.....	BURL	1302	2011
JAKE BOYLES.....	AF-SW	0522	2011
RANDY H BRADY JR.....	AF-SE	1643	2011
CORY S BRADLEY.....	ARSF	0551	2011
BYRON BRIGNAC.....	AT&SFF	2421	2011
GARY W BROWER JR.....	ALL	3097	2011
LEO D BUK III.....	ALL	0176	2011
KORY H BURCH.....	ALL	0109	2011
JEFFREY D BURCHETTE.....	AF-SE	0563	2011
WILLIAM BURNETTE.....	ARSF	0546	2011
ROBERT E BURNS.....	ARSF	1362	2011
MASON P BUTLER.....	ALL	0704	2011
ANTHONY T BYRD.....	AT&SFF	2600	2011
SHANNON L CAGLE.....	AF-SE	0665	2011
CASEY L CALHOUN.....	AF-SE	0562	2011
BRIAN E CALL.....	AF-SW	2921	2011
JAMESON M CAMPLIN.....	AF-SE	0498	2011
JEFFREY L CARTER.....	USD	1196	2011
NICHOLAS E CHAPPELL.....	AF-SW	2717	2011
GEORGE A CHAVEZ.....	AT&SFF	2416	2011
MARIO A CHAVEZ.....	AF-SW	0366	2011
LARRY W CHESSER.....	AF-SW	2717	2011
JOHN C CHESSER.....	AF-SW	2717	2011
JUSTIN D CHILDERS.....	AF-SE	0225	2011
BENJAMIN L CHRISTENSEN.....	BURNOR	1763	2011
PATRICK M CHRIVIA.....	ALL	0176	2011
CAMERON A CIGALINA.....	AT&SFF	2600	2011
BRAD L CLARK JR.....	ALL	0707	2011
RICHARD L COLE.....	BURL	1906	2011
BRANDIN K COLLIER.....	AT&SFF	2417	2011
CASEY J COOMBS.....	USD	1227	2011
MICHAEL A CRAMER.....	AF-SE	1376	2011
BRADLEY CREASMAN.....	ARSF	0546	2011
BRIAN K CRUM.....	AF-SE	0225	2011
STACY D CURRY.....	UPRF	3005	2011
CARL W DANIELS.....	BURNOR	1763	2011
HUNTER P DAVIS.....	AF-SE	2655	2011
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BRET R DAVIDSON.....	ALL	1562	2011
NICHOLAS DE MOSS.....	AF-SW	1175	2011
CHRISTOPHER DEALE.....	UPRF	3095	2011
DAVID F DEERFIELD.....	AF-SE	1038	2011
BRADY C DEFRAIN.....	USD	1133	2011
ADAM J DEITHORN.....	AF-SE	0993	2011
ROBERT DEMMERLE.....	UPRF	3082	2011
JOSEPH DOLLY.....	UPRF	3075	2011
JOE DOMINGUEZ.....	AF-SW	0366	2011
LARRY W DONALDSON.....	AF-SW	1338	2011
CLENTER J DOUGLASS.....	UPRF	2444	2011
WILLIAM D DOWNEY II.....	ALL	3060	2011
BRYAN I DUBOULAY.....	AT&SFF	2412	2011
MATT B DUGAN.....	AF-SW	1025	2011
ROBERT C DURHAM.....	AF-SE	0547	2011
JOHNNY W EDMONDS.....	AF-SE	0667	2011
CHRISTOPHER L ELLISON.....	AF-SW	0212	2011

DEREK J ELLISON.....	AF-SW	2717	2011
JASON A FABER.....	AF-SE	0338	2011
BRIAN L FERGUSON.....	AF-SE	0563	2011
DAVID K FERRELL.....	AF-SW	0644	2011
ALEXANDER FIELDS.....	AF-SW	1099	2011
CARL L FISHER.....	ARSF	0991	2011
RANDALL H FORD.....	AF-SE	2388	2011
JAMES L FORTUNE.....	AF-SE	0338	2011
CHARLES C FOSTER.....	ARSF	0598	2011
WILLIAM F FREESE.....	ALL	0109	2011
CHAD L FURGASON.....	ALL	0166	2011
JEREMY D GABLE.....	AF-SE	0624	2011
THOMAS GALES.....	AF-SE	0562	2011
CHRISTOPHER D GARDNER.....	AF-SE	2163	2011
MICHAEL J GARLOCK.....	ALL	0707	2011
MATTHEW J GASIECKI.....	ALLNP	1664	2011
ANDRE GEORGE III.....	USDIC	0654	2011
MATTHEW D GLISTA.....	AF-SE	0916	2011
DUSTY L GRACE.....	AF-SE	2163	2011
BRIAN M GROSS.....	UPRF	2444	2011
JOHN B GUNDRY.....	BURNOR	1453	2011
KAMERON M GUNTER.....	BURNOR	0309	2011
JASON HALIKIAS.....	UPRF	3014	2011
TROY F HANLEY.....	ARSF	3084	2011
JOSEPH HARDEN.....	ARSF	3061	2011
CHRISTOPHER J HARDING.....	BURNOR	1426	2011
MARK A HARGROVE.....	BURNOR	1426	2011
WILLIAM H HARSTINE.....	ARSF	0645	2011
TIMOTHY D HARTLINE.....	AT&SFF	0518	2011
KYLE J HASHER.....	CRSD	2907	2011
RYLEY C HATCH.....	USD	0686	2011
RODNEY O HATTON.....	AF-SW	2729	2011
JOHN C HAZEY.....	ALL	0176	2011
MATTHEW T HEMRICK.....	AF-SE	1643	2011
MATTHEW D HICKS.....	AF-SE	1162	2011
JARED HILL.....	AT&SFF	2416	2011
LEVI D HIRT.....	ALL	0109	2011
JOSEPH HITE.....	ARSF	3009	2011
JAMIE L HOCHKINS.....	ALL	0109	2011
CARL HOFFMAN.....	AF-SW	0996	2011
MICHAEL J HOFFMANN.....	BURL	1498	2011
HEATH E HOLAPPA.....	ARSF	0546	2011
CHRISTOPHER J HOLLOWAY.....	AF-SW	0927	2011
DAVID HOSE.....	UPRF	3075	2011
RODNEY HUDSON.....	AF-SW	1176	2011
JOSEPH HUDSON.....	USDIC	1171	2011
THOMAS HUFFMAN.....	AT&SFF	2417	2011
JEFFRY R HURD.....	AF-SE	1857	2011
CHESTER D HYDE.....	USD	1054	2011
JASON M IMLER.....	ARSF	0991	2011
KEVIN P JACK.....	AT&SFF	2411	2011
GREGORY A JACOBS.....	ALL	0987	2011
JOHN H JACOBS, JR.....	ALL	0707	2011
KEVIN A JAMES.....	AF-SE	1162	2011
MATTHEW R JARVIS.....	ARSF	0645	2011
CHAD K JENSEN.....	USD	1402	2011
CRAIG JESUS.....	AT&SFF	2417	2011
CHRIS B JONES.....	AF-SW	2729	2011
ERIC V JONES.....	ALL	3060	2011
DEMETERIUS D JONES JR.....	AF-SW	1058	2011
JOSHUA E JORDAN.....	AF-SE	1643	2011
JEFFREY M JORDAN.....	AF-SW	2286	2011
PATRICK C JOYCE.....	ALL	0201	2011
JEFFREY P JOZSA.....	UPRF	2444	2011
NATHAN L JUDD.....	ARSF	0226	2011
JOEL JULIEN.....	CRSD	2907	2011
CHAD KEISER.....	AF-SW	0522	2011
MAXWELL KELLER.....	ARSF	0034	2011
ANDREW T KELLY.....	AF-SE	0562	2011
LOGAN L KEMP.....	BURNOR	0309	2011
CLINTON W KEYS.....	ARSF	0302	2011
ROBERT N KIES.....	USD	1054	2011
JEREMY D KING.....	ALL	0109	2011
JASON E KING.....	AF-SE	0698	2011

ROLL OF HONOR



MICHAEL E KIRK ARSF0524 ...2011
 SHAWN L KNOWLES AF-SE0992 ...2011
 DENNIS J KOURI USD0941 ...2011
 STEVEN P LACKEY AT&SFF2600 ...2011
 WILFREDO LARA USD0085 ...2011
 JACOB T LATHAN ARSF0537 ...2011
 CASEY S LAYMAN ALL0109 ...2011
 GLENN K LOBE AF-SW2762 ...2011
 ANTHONY F LOMAGNO UPRF3068 ...2011
 JOE S LONG USD1402 ...2011
 KEVIN S LOWE ARSF0645 ...2011
 BRIAN LOWE UPRF3082 ...2011
 LUIS MACIAS AF-SW1254 ...2011
 DARRELL W MACOMBER BURNOR1426 ...2011
 ETHAN E MAHAFFEY AF-SE0075 ...2011
 LONNIE L MANN BURNOR0389 ...2011
 JOHN W MARCUM ARSF1464 ...2011
 DANIEL L MARTIN AT&SFF2418 ...2011
 WILLIAM C MATHERLY ARSF0645 ...2011
 CHRISTOPHER M MATTHESS ALL0109 ...2011
 CLINT MATTHEWS USD1402 ...2011
 JUSTIN MATTHEWS ARSF0586 ...2011
 JAMES W MAXWELL AF-SE1643 ...2011
 PAUL R MC AMIS ARSF0567 ...2011
 JAMES E MC CABE ARSF0935 ...2011
 CARL R MC CONATHY JR USD1196 ...2011
 GEORGE N MC CUMBER AF-SE0409 ...2011
 CLIFTON L MC GINNIS ARSF1464 ...2011
 STEPHEN E MC GURN ALL0201 ...2011
 JOSEPH D MC NAMEE USD0874 ...2011
 BRENT T MCKINNON BURL1906 ...2011
 CHARLES MEADOR JR AT&SFF2409 ...2011
 JAMES D MESSICK AF-SE0667 ...2011
 MICHAEL J MIKOLAJCZYK ALL0166 ...2011
 LOGAN MILAVEC AF-SW2286 ...2011
 RONALD A MILLER AF-SE2425 ...2011
 KODEY S MILLER USD1402 ...2011
 GREGORY MILLER UPRF3028 ...2011
 GLENN E MILLER AF-SE0547 ...2011
 JOSEPH C MILLER AF-SE0225 ...2011
 JEREMY R MILLER AF-SE0112 ...2011
 JOHN C MILLER JR AF-SE0993 ...2011
 JESSIE D MILLS AT&SFF1600 ...2011
 DENNING C MILLS BURNOR0159 ...2011
 LARRY J MITCHELL ARSF0645 ...2011
 JOSEPH MONCLOVA AF-SW0044 ...2011
 DEAN MONK AF-SW0927 ...2011
 SCOTTIE W MORRISON AT&SFF1547 ...2011
 ANTHONY W MORROW ARSF0551 ...2011
 MARC D MORSE ALL0707 ...2011
 JODY A MULLINS AF-SE0885 ...2011
 LENUEL D NELSON AF-SE0112 ...2011
 SHAWN G NICHOLS ARSF0580 ...2011
 ENOCH NICHOLS ARSF3061 ...2011
 TERRY D OTZELBERGER UPRF3075 ...2011
 TROY S PARKER AF-SE0563 ...2011
 ANTHONY J PARMA ALL0201 ...2011
 JASON A PARSONS BURNOR1763 ...2011
 BASILIO PATINO AF-SW2921 ...2011
 DARRIUS J PATTERSON AF-SW1176 ...2011
 AUSTIN E PECK AF-SE1035 ...2011
 SAVON D PELT AF-SE1643 ...2011
 MATTHEW PERRY AT&SFF2417 ...2011
 JASON F PETERSEN ALL0910 ...2011
 RONALD PETTY AT&SFF2421 ...2011
 ADAM L PIKE ARSF0636 ...2011
 RANDALL J PITTS BURNOR0236 ...2011
 ANDRE L POOLE AF-SW0927 ...2011
 ROBERT L POTTER AF-SW1041 ...2011
 RICHARD PRATT AT&SFF2410 ...2011
 MICAH J RAFFO ALL1356 ...2011
 THOMAS M RALLS ALL0201 ...2011
 VICTOR M RAMIREZ UPRF0469 ...2011
 BOBBY RICHARDSON AF-SE1643 ...2011

MICHAEL P ROBERTS ARSF0586 ...2011
 MATTHEW ROBINSON UPRF3086 ...2011
 THOMAS R ROMERO AT&SFF2415 ...2011
 TRACY A ROWLAND BURNOR0389 ...2011
 WILLIAM E ROYAL JR AF-SE2945 ...2011
 ARTHUR N ROYSTER AF-SE1038 ...2011
 WILLIAM S RUNYON ARSF1464 ...2011
 CARROLL W RUSSELL AF-SE0993 ...2011
 RAUL SALAZAR AF-SW0044 ...2011
 PHILIP M SCHAEFER ALL0866 ...2011
 TOMMY A SCHMOYER ARSF3018 ...2011
 ZACHERY A SCHREIBER AF-SW0212 ...2011
 EDWARD B SCHWAAB UPRF3041 ...2011
 SEAN SCRIBNER UPRF3041 ...2011
 KENNETH D SEARSON BURNOR0104 ...2011
 DAVID C SETSER AF-SE0225 ...2011
 KERRY L SHADRICK ARSF0645 ...2011
 RYAN SHEPHERD AT&SFF2419 ...2011
 JEFFREY D SHULER AT&SFF0493 ...2011
 BRIAN R SHULTS ARSF1700 ...2011
 BRIAN M SLIVA BURNOR0389 ...2011
 EDWARD A SMITH AF-SE0624 ...2011
 JUSTIN P SMITH AF-SE0665 ...2011
 ROY E SNOW AF-SE1155 ...2011
 CHARLES W SPARKS AF-SE1038 ...2011
 MICHAEL J SPARR ALL0109 ...2011
 ROGER D SPICER AF-SE0676 ...2011
 JOHN F SPICKERMAN AF-SE0665 ...2011
 STEPHEN J STANGER USD1402 ...2011
 STEPHEN P STEVENS BURNOR0104 ...2011
 LOUIS R STEVENS AT&SFF1547 ...2011
 MARSHALL STEWART AF-SW1175 ...2011
 ROY A STRUNK JR ARSF0546 ...2011
 ANDREW D STURGILL ARSF0571 ...2011
 MARK E SWANDER ALL3060 ...2011
 KEVIN S SWOPE AF-SE0993 ...2011
 RICHARD D TALBOTT JR AF-SE0885 ...2011
 CHARLES TAYLOR AT&SFF2417 ...2011
 BARBARA A TEMPLETON BURNOR1426 ...2011
 KENDALL L THEOBALD AT&SFF2415 ...2011
 MAXWELL L THOMAS ARSF0546 ...2011
 GERALD W THOMAS ARSF0571 ...2011
 BRYAN L THOMPSON AF-SE1155 ...2011
 CHARLES E THOMPSON AF-SW0927 ...2011
 STEVE A THOMPSON AF-SE0225 ...2011
 ADAM J TILLIS USD1152 ...2011
 ZACHARY R TIMMS ARSF3018 ...2011
 KEVIN R TOWNSEND AF-SW1176 ...2011
 EVAN J TREUT UPRF3005 ...2011
 TODD M TRIMBLE AF-SE0225 ...2011
 JOSHUA A TROUP UPRF3011 ...2011
 JOSEPH D TROXELL BURNOR0389 ...2011
 JESSE D TRULL AF-SE2163 ...2011
 LARRY L VANGORDER AF-SE0916 ...2011
 KENNETH A VAUTHIER BURNOR0016 ...2011
 ARMANDO VELA BURNOR1453 ...2011
 BOBBY L VINSON AF-SE0562 ...2011
 JOSEPH R WAGNER ALL0109 ...2011
 MELVIN C WALLACE JR AF-SW0927 ...2011
 RYAN N WARE BURNOR0159 ...2011
 BRIAN N WASHBURN AF-SE0696 ...2011
 JASON WATSON AF-SW1099 ...2011
 CHRISTOPHER M WELCH ARSF0580 ...2011
 CHARLES R WELLMAN AF-SE1038 ...2011
 DARON A WEST AF-SE2163 ...2011
 WILLIAM E WHITBRED AF-SE0993 ...2011
 KOREY R WHITE AF-SE2163 ...2011
 ASA S WILDER ALL0881 ...2011
 RYNE A WILLIAMS AF-SE1643 ...2011
 JAMES E WOMACK ALL0166 ...2011
 ALEXANDER WRIGHT ARSF0580 ...2011
 HUGH S WRIGHT ARSF0645 ...2011
 LEVI J YOUNGS ALL1356 ...2011
 ALDO ZAVALA AF-SE0409 ...2011

CHRIS ADAMS II BURL1320 ...2006
 R ALDACO AF-SW0644 ...2006
 RICARDO ALDANA BURL1320 ...2006
 CURT ALFORD AF-SE0562 ...2006
 ROY M ALLEN AF-SW2762 ...2006
 ROBERT N ALTMAN AF-SE2102 ...2006
 SCOTT J AMATO BURL1105 ...2006
 EVAN W ANDERSON AF-SE0562 ...2006
 MATTHEW ANDERSON AF-SE0225 ...2006
 RYAN L ASHMORE AF-SW1540 ...2006
 DOUGLAS R ATKINS BURNOR0104 ...2006
 EDWARD J BADKER BURL0014 ...2006
 LOUDON D BAKER JR AF-SE1028 ...2006
 WILLIAM J BARRETT AF-SE1035 ...2006
 JEREMY BEEKS BURNOR1763 ...2006
 WESLEY P BELLINGER BURL0783 ...2006
 TERRY M BENHAM BURL1316 ...2006
 HECTOR E BENITEZ BURNOR0389 ...2006
 BENJAMIN J BESCH AF-SW1338 ...2006
 WILLIAM C BEVERLY AF-SE0562 ...2006
 ERIC A BINGHAM AF-SE0139 ...2006
 ROBERT L BLACKMON USDEJE0358 ...2006
 EDWARD E BLACKORBY BURL2621 ...2006
 BENJAMIN T BLANCHARD BURNOR0159 ...2006
 JOE C BOEHM BURNOR0306 ...2006
 TYRONE BONTON AF-SW1176 ...2006
 JON P BOYD AF-SE2163 ...2006
 NATHAN W BRANDT USD1227 ...2006
 TERRY BRIGGS AT&SFF2433 ...2006
 CHRISTOPHER M BRISBIN BURL1214 ...2006
 BRIAN A BRITT BURL1316 ...2006
 RUSSELL R BRITTELL ALL0891 ...2006
 WAYNE BROADWATER AF-SE1028 ...2006
 JERRY BROOKS II USDIC0654 ...2006
 CEDRIC A BROWN AF-SE2162 ...2006
 ROBERT L BROWN AT&SFF2600 ...2006
 HARRISON BROWNING ALL1562 ...2006
 LUCAS S BRUGMAN BURL1320 ...2006
 CHADWICK BRYANT ALLASF0558 ...2006
 BRITTON P BULLOCK AF-SW0564 ...2006
 DEREK W BURGESS ARSF2003 ...2006
 CHARLES R BURKE BURL1214 ...2006
 SCOTT BUSS BURL1316 ...2006
 TERRY CAGLE AT&SFF2600 ...2006
 DANIEL K CALDWELL BURNOR1763 ...2006
 ALFREDO CAMPOS AF-SE2705 ...2006
 STEVEN CARLTON AT&SFF0745 ...2006
 EARNEST A CARROLL AF-SE0563 ...2006
 JERRY L CARROLL AF-SE0562 ...2006
 DAVID L CARTER AF-SW2717 ...2006
 JASON L CARTER AF-SE0563 ...2006
 KEVIN M CASEY ARSF1700 ...2006
 MICHAEL CHAMBERS AF-SW1012 ...2006
 JAMES R CHAPMAN ALL0895 ...2006
 ADAM T CHINN AF-SE0112 ...2006
 NATHAN V CHRISTENSEN USD0968 ...2006
 ZAC A CHRISTIAN AT&SFF2409 ...2006
 MIKE D CHURCHILL BURL0783 ...2006
 MICHAEL P CLANCY ALL1042 ...2006
 SHAUN D CLEMONS AF-SE1155 ...2006
 PRESTON L COBB USDIC0017 ...2006
 RON COLBERT ARSF3004 ...2006
 WILLIAM B COLE BURL2852 ...2006
 BENJAMIN A COLLINS AF-SW1058 ...2006

GORDON C COLLINS II AT&SFF1600 ...2006
 AARON J COMBS AT&SFF0745 ...2006
 BENJAMIN S COOK USD0369 ...2006
 MICHAEL W CORMIER AF-SW1058 ...2006
 MICHAEL K COSSAIRT BURNOR0104 ...2006
 JUSTIN L COURSENE AT&SFF2404 ...2006
 JOSHUA K COURTNEY AF-SW1033 ...2006
 GILBERT CRUZ AF-SW0644 ...2006
 WADE A CULVER BURL1888 ...2006
 CHRIS H CUMMINGS AT&SFF2405 ...2006
 ANDY J CUNNINGHAM USDIC0017 ...2006
 SEAN E CWIK ALL0507 ...2006
 BRIAN A DANGELO ARSF3018 ...2006
 CHARLES DANIEL, JR. AF-SE0563 ...2006
 STEVEN M DAVID BURNOR0238 ...2006
 CHAD A DAVIDSON BURL1214 ...2006
 ERIC F DELANO BURL1320 ...2006
 ERNEST A DELUCA BURNOR0104 ...2006
 BRET G DENHAM BURNOR0104 ...2006
 TOM C DINNING BURNOR0104 ...2006
 MARIO A DOMINGUEZ USD1096 ...2006
 PATRICK J DONOVAN BURL1316 ...2006
 JOSHUA L DOWDING BURL1105 ...2006
 HARRY W DUNFEE UPRF3095 ...2006
 RICHARD J DUNLAP III AF-SW1254 ...2006
 ROBERT O DUNNAHO USD1862 ...2006
 CHRIS DUVAL BURL2852 ...2006
 ROBERTO E ELIZONDO AF-SW0644 ...2006
 JOHN L ELLIS AF-SW1058 ...2006
 GLYDE C ELMORE AT&SFF2403 ...2006
 JOSH G EPP BURL1320 ...2006
 JARROD L EPPERSON AF-SW0675 ...2006
 MICHAEL G ESPEY AT&SFF2418 ...2006
 MICHAEL H ESSARY AT&SFF2413 ...2006
 Oscar F ESTRADA AF-SW0366 ...2006
 BENNIE L FARRIS USDIC0657 ...2006
 DAVID B FENDER BURL2852 ...2006
 ADAM D FERGUSON BURL1108 ...2006
 NICANOR FERNANDEZ USD0407 ...2006
 JEFFREY T FIELDS BURNOR1092 ...2006
 ROSSCOE W FLOYD AF-SE0225 ...2006
 FRENCH J FLOYD AF-SE0562 ...2006
 TRAVIS T FOOR USD1054 ...2006
 JAMES G FORAN UPRF3095 ...2006
 AARON M FREIBERG WCSD2929 ...2006
 GUILLERMO J GARCIA AT&SFF2416 ...2006
 CHAD J GARDNER ALL0891 ...2006
 ANTHONY GARNER CRSD2907 ...2006
 LARRY GATES BURL2621 ...2006
 MICHAEL G GENTRY BURL1320 ...2006
 CHANLEY G GILBERT AF-SE0702 ...2006
 BRENT I GILBERT BURL0961 ...2006
 JOSHUA C GILES AT&SFF2413 ...2006
 ROBERT L GLANZ BURL1320 ...2006
 CHRIS A GLORIA BURL1320 ...2006
 BRENT M GOFF BURL1105 ...2006
 JAMES GONZALES AF-SW1254 ...2006
 SERGIO GONZALEZ USD1227 ...2006
 KENNETH F GOODIN AF-SE2162 ...2006
 JASON L GORSH USD1847 ...2006
 GREGORY C GREEN USDIC0654 ...2006
 GIFFORD R GUILLORY BURNOR0104 ...2006
 RAMON C GUTIERREZ BURL0961 ...2006
 JOHNATHON E HALL BURL1214 ...2006
 CURTIS D HALL ARSF2434 ...2006
 STANLEY E HAMMER BURL1105 ...2006
 MERLIN M HAMMOND BURL1320 ...2006
 JOSHUA M HAMNER ALL0891 ...2006
 SCOTT S HANKWITZ WCSD2927 ...2006
 JOSH D HANNA ALL1562 ...2006
 DONALD J HARDEN WCSD1710 ...2006
 JUSTIN S HARDESTY AT&SFF2415 ...2006
 MARKEE T HARRIS USDIC0637 ...2006
 RICHARD HARVEY BURNOR0104 ...2006

ROLL OF HONOR



BRIAN T HARWICK.....USD.....0918...2006
 MICHAEL P HAWKINSON.....BURNOR.....0297...2006
 VICTOR N HAYES.....USD.....0899...2006
 LEONARD HAYNES.....AF-SW.....1176...2006
 MORENO HECTOR.....UPRF.....3082...2006
 JOSEPH E HERMAN.....BURL.....1351...2006
 CHRISTOPHER J HERRMANN BURL.....1105...2006
 JAKE N HIBLER.....BURL.....0014...2006
 JACOB R HIGH.....BURNOR.....0104...2006
 RANDAL R HILL.....BURL.....1214...2006
 JEREMY HITCHCOCK.....BURL.....1108...2006
 JASON J HODGSON.....ALL.....0866...2006
 TAD L HOOD.....AF-SE.....2163...2006
 RICKY L HOPKINS.....ARSF.....0586...2006
 ROD A HORNBUCKLE.....BURL.....1351...2006
 GERALD HOSKIE.....AT&SFF.....2417...2006
 DAVID R HOTCHKISS.....BURNOR.....0104...2006
 RICK A HOWSDEN.....BURL.....1316...2006
 DONNIE HUTCHINSON.....AF-SE.....0025...2006
 NICHOLAS M ISAAC.....AF-SW.....1176...2006
 CHRISTOPHER M JACKSON USD.....1216...2006
 MICAH J JARREAU.....AF-SW.....1176...2006
 TOBIAS D JENKINS-ADAMS.....BURL.....0961...2006
 PETER C JENSEN.....WCSD.....2926...2006
 JOSEPH W JOHNSON.....AF-SE.....0562...2006
 GENE G JOHNSON.....BURNOR.....2825...2006
 SHAWN T JONES.....AF-SW.....1176...2006
 CHRISTOPHER L JONES.....AF-SW.....0564...2006
 JERROD S JONES.....AF-SW.....0522...2006
 JAMES A JONES.....USDIC.....1539...2006
 EDDIE O JONES.....AT&SFF.....2600...2006
 JASON A JOPEK.....ARSF.....0427...2006
 AUGUST C KEEGAN.....ARSF.....0532...2006
 JAMES M KEHOE.....AT&SFF.....2600...2006
 Chance C Kelly.....AT&SFF.....2417...2006
 PETE KENAGY.....BURL.....2852...2006
 ERIC A KEY.....BURL.....2621...2006
 BYRES L KILLINGSWORTH.....AF-SW.....0927...2006
 BART L KING.....AT&SFF.....0493...2006
 RICHARD A KLOPFER.....BURL.....0788...2006
 CHRISTOPHER A KOCHA.....WCSD.....2928...2006
 CHRISTOPHER R KOVALCHIK.....ARSF.....0427...2006
 HENRY B KUBENA III.....AF-SW.....1338...2006
 THOMAS W KUHNIS.....AF-SE.....2102...2006
 CASSIDY L KURTENBACH.....USDEJE.....0358...2006
 ARTHUR W LA FLEUR.....ALL.....0895...2006
 ALLYN D LANDERS.....BURL.....0961...2006
 SHELDON R LARRY.....AF-SE.....2655...2006
 KEVIN E LAWSON.....ARSF.....0567...2006
 ERIC R LEASE.....AF-SE.....1028...2006
 MICHAEL D LEE.....AF-SE.....2161...2006
 CECIL D LEMASTER.....ARSF.....1464...2006
 JACOB E LEVERETT.....ARSF.....0645...2006
 NATHANIEL LEWIS.....BURL.....1105...2006
 MATTHEW C LEWIS.....BURL.....0783...2006
 KEN J LEWIS.....AT&SFF.....2417...2006
 SCOTT A LINDEN.....BURL.....1108...2006
 WILLIAM A LISSNER.....BURNOR.....0309...2006
 BRIAN K LOCKLEAR.....AF-SE.....0562...2006
 GABRIEL S LOPEZ.....USDIC.....0694...2006
 CHRIS D LOVATO.....AT&SFF.....2413...2006
 DANIEL W LOWE.....BURL.....2852...2006
 CLEOTHA LOYD JR.....AF-SW.....1176...2006
 CRAIG LUSE.....BURNOR.....0016...2006
 PHILLIP J LYNN.....AF-SE.....0563...2006
 RYAN M MAC NEILL.....ARSF.....3063...2006
 TONY J MAGLIOACCHETTI.....BURL.....0783...2006
 RYAN D MALCOLM.....BURL.....1320...2006
 TARRICK S MANNING.....AF-SE.....0562...2006
 CHARLES R MARTIN.....AF-SW.....2762...2006
 BRADLEY E MARTIN.....BURL.....0788...2006
 JOEL MARTINEZ.....AT&SFF.....1082...2006
 SHERARD L MARTINO.....ARSF.....1618...2006
 ROBERT W MATHEWS.....ALL.....3097...2006

STEPHEN MATTHEWS.....AF-SE.....0563...2006
 EDWARD D MATTISON.....BURL.....1214...2006
 JAMES A MC CLAIN.....AT&SFF.....2439...2006
 C D MC DONALD.....AF-SW.....1549...2006
 KEVIN W MC DONALD.....AF-SE.....0992...2006
 ADAM C MC GEHEE.....AF-SW.....2729...2006
 CLINT L MC KENNA.....AT&SFF.....2418...2006
 CARL W MC PHAN JR.....USDIC.....0694...2006
 RYAN C MC SPAREN.....BURL.....1533...2006
 SETH L MECHLER.....BURNOR.....0389...2006
 ERIC E MEIER.....AT&SFF.....2403...2006
 TRAVIS J MEYER.....USD.....0899...2006
 RUSTY L MILLARD.....BURL.....1105...2006
 CHUCKEY L MINCY.....ARSF.....0804...2006
 JEREMY N MITCHELL.....USDIC.....0654...2006
 BRAD A MOHRMAN.....BURL.....0961...2006
 JAMES K MOORE.....AT&SFF.....1600...2006
 WILLIAM M MOORE.....AF-SE.....1155...2006
 WILLIAM V MOORE.....AF-SE.....0562...2006
 TROY W MORRIS.....BURL.....1214...2006
 DANIEL B MOSLEY.....ARSF.....0529...2006
 BRYSN D MULHERN.....BURL.....1108...2006
 DAVID J MUSCH.....AF-SE.....2705...2006
 GLENN E MYERS.....UPRF.....3011...2006
 CLAYTON R NIELSEN.....BURL.....1108...2006
 JOSHUA P NOLLMEYER.....BURNOR.....0104...2006
 DEVIN R OBERMILLER.....BURL.....1214...2006
 BRADLEY W OESTMANN.....BURL.....0230...2006
 ADAM L OVERTON.....BURL.....1320...2006
 RANDALL B OWEN.....AT&SFF.....1600...2006
 ERIC L OWENS.....AT&SFF.....0493...2006
 KELSEY J PALMER.....BURNOR.....0104...2006
 STEVE E PARSONS.....BURNOR.....1763...2006
 DARRELL D PATTIE.....AT&SFF.....2413...2006
 JOSHUA V PENCE.....BURL.....1888...2006
 MORGAN K PETERSEN.....BURL.....1105...2006
 ETHAN M PETERSON.....BURNOR.....0389...2006
 MACI PETROV.....USDIC.....0694...2006
 JARRETT A PETTIS.....AF-SE.....0698...2006
 NICOLAS I PFEIFFER.....ARSF.....0427...2006
 DAVID K PLUMMER.....USDIC.....2834...2006
 DONALD V PLUTT.....AT&SFF.....0204...2006
 JAMIE POELKER.....UPRF.....2225...2006
 DAVID T POPPAS.....BURL.....1320...2006
 MARTIN L PRECIADO.....AT&SFF.....2419...2006
 JAMES L PREMUS.....BURL.....0961...2006
 BRIAN L RAINWATER.....BURL.....1108...2006
 RUBEN RAMOS.....AF-SW.....0675...2006
 JOSEPH D RATTY.....BURNOR.....1092...2006
 JEFF C REASER.....BURNOR.....0389...2006
 RICHARD P REASON.....AF-SW.....1176...2006
 JAMES C REEVES.....CRSD.....2910...2006
 D B RENZ.....USD.....0216...2006
 CHRISTOPHER P RICE.....BURL.....0788...2006
 BRANDON L RISTAU.....BURL.....1105...2006
 GERARDO A ROCHA.....USD.....1862...2006
 DOUGLAS R ROETHEMEYER.....USDIC.....0017...2006
 RAYMUNDO G ROMERO.....AF-SW.....0644...2006
 BRENT G ROSE.....USDIC.....0017...2006
 MATTHEW C ROST.....AF-SW.....0996...2006
 KEITH E ROYER.....ALL.....0891...2006
 CHARLIE S ROZAS.....AF-SE.....0130...2006
 ROBERT C RUCKER.....ARSF.....0546...2006
 JOHN W RYAN.....BURL.....1214...2006
 JOE J SALAZAR.....BURL.....1351...2006
 ERVIN SALAZAR JR.....AT&SFF.....2417...2006
 IGNACIO S SANCHEZ.....BURL.....1105...2006
 BEN M SANDIFER.....USDIC.....1539...2006
 DAVID S SAPP.....AF-SE.....2914...2006
 LOUIS SAUCIER JR.....AF-SE.....0916...2006
 DANNY J SAYE.....AF-SE.....0153...2006
 RICHARD C SCHENK.....AF-SE.....2655...2006
 BRIAN P SCHOMMER.....BURL.....2852...2006
 WILLY A SCHULTZ.....BURL.....0961...2006

TRAVIS S SCHUMM.....BURL.....0014...2006
 JAMES E SCOTT.....AF-SW.....1058...2006
 BRET L SEASTROM.....AT&SFF.....2404...2006
 MARK R SHAFER.....BURL.....1214...2006
 RANDY L SHAW JR.....AF-SE.....0562...2006
 CLYDE M SHEARIN.....AF-SW.....0965...2006
 LUKAS W SHEPARD.....USDIC.....0017...2006
 CARL R SHINNICK.....BURNOR.....0236...2006
 LARRY E SINGLETON.....BURL.....1105...2006
 MATTHEW C SKILBRED.....BURL.....1142...2006
 KYLE R SLIVA.....BURNOR.....0389...2006
 RODNEY J SLONE.....ARSF.....0580...2006
 ROBERT G SMITH.....AF-SE.....0547...2006
 SCOTT E SMITH.....BURNOR.....0735...2006
 ROSS A SMITH.....AF-SW.....1058...2006
 MICHAELA SMITH.....ARSF.....3008...2006
 MICHAEL P SMITH.....AT&SFF.....2403...2006
 DARRIN L SMITH.....BURNOR.....2825...2006
 SCOTT L SMITH.....AT&SFF.....2402...2006
 ERIC T SMITH SR.....ARSF.....0224...2006
 ARCHIE W SOX JR.....AF-SE.....0562...2006
 LOGAN S STEELE.....AF-SW.....0450...2006
 AARON S STIDHAM.....ARSF.....0567...2006
 KIRK D SUMMERS.....BURL.....1320...2006
 RYAN N SWAN.....ARSF.....3018...2006
 SETH R SZYMANSKI.....BURNOR.....1092...2006
 ROBERT T TAGGETT.....ALL.....1562...2006
 CHRIS A TAYLOR.....ARSF.....0567...2006
 HOWARD J TAYLOR.....BURL.....1108...2006
 BRIAN P TAYLOR.....AT&SFF.....0204...2006
 JODIE L TEETER.....UPRF.....2225...2006
 DANIEL S TENTIS.....BURNOR.....0306...2006
 JACOB S THIessen.....BURNOR.....0104...2006
 ANTHONY THOMPSON.....AF-SE.....2102...2006
 JEFF A THORNBURG.....BURL.....1888...2006
 ROGER C TOLAND.....ARSF.....0580...2006
 STEVEN T TOWERY.....BURL.....1214...2006
 CHRISTOPHER TRESKO.....ALL.....0704...2006
 JAMES B TROSPER.....AF-SE.....0112...2006
 COREY W TUCKER.....AF-SE.....0698...2006
 MATT R TUCKER.....BURL.....1533...2006
 JAMIE J TWORKOWSKI.....BURNOR.....0159...2006
 ERIC J VANSCOY.....AF-SE.....0061...2006
 G N VAQUERA.....AF-SW.....2754...2006
 CLARENCE VINCENT.....ALL.....1466...2006
 RANDY L VONTZ.....BURL.....1214...2006
 WILLIAM C WADE JR.....ARSF.....1743...2006
 BRIC C WALL.....BURNOR.....1453...2006
 MELVIN E WALLACE.....AF-SW.....1058...2006
 CHARLES J WARE.....USD.....0508...2006
 JUSTIN M WARNICK.....ALL.....3097...2006
 CASSIE M WATTS.....USDIC.....1539...2006
 LARRY S WEBB.....AF-SE.....0698...2006
 JOHN G WERTZ JR.....AF-SE.....0698...2006
 JUSTIN L WHITE.....AF-SE.....2163...2006
 BRIAN E WHITIS.....AF-SE.....0498...2006
 SEAN C WILSON.....AF-SE.....1038...2006
 LARRY A WILSON.....AT&SFF.....2409...2006
 CHRISTOPHER L WITTSTRUCK.....BURL.....1320...2006
 THOMAS L WOLFORD.....BURL.....0798...2006
 WILLIAM M WOOLRIDGE.....ALL.....0891...2006
 MATTHEW J WYLAND.....ARSF.....0034...2006
 ANDREW J ZINK.....BURNOR.....0295...2006

PHILLIP W ADAMS.....AF-SE.....2606...2001
 BARRETT K ADAMS.....AF-SW.....1252...2001
 NATHANIEL E ALLEN.....USD.....1054...2001
 MARK J ANDERSON.....USDIC.....1393...2001
 JERRY M ANDERSON.....AF-SW.....1025...2001
 ROGER G ANDERSON.....BURNOR.....0272...2001
 LYNDON B ANDERSON.....AF-SE.....1857...2001
 JOSEPH L ARMJO.....AF-SW.....1338...2001
 BEN Q ARNOLD.....USDIC.....0652...2001
 DEMETRIS T BAINES.....AF-SW.....1048...2001
 DEL G BALL.....USD.....0508...2001
 JESSIE L BELL.....AF-SW.....0601...2001
 WARREN J BONE.....AF-SW.....1058...2001
 L M BOSQUEZ.....AF-SW.....0644...2001
 LHOUSSAINE A BOUGGARNE.....AF-SE.....2912...2001
 TOMMY L BOYD JR.....AF-SE.....2163...2001
 JASON R BRADFORD.....AF-SW.....1058...2001
 HOWARD D BRASWELL.....AF-SW.....1549...2001
 FLOYD N BRIDGES.....AF-SW.....2762...2001
 JEFFREY BROOKS.....AF-SE.....0725...2001
 MARVIN B BRYANT.....AF-SE.....0992...2001
 CHARLES R BRYANT.....AF-SW.....1011...2001
 BRIAN K BURKHAM.....AF-SW.....2286...2001
 KENNETH R BURNLEY.....AF-SW.....0601...2001
 HENRY W CAIN.....AF-SW.....0601...2001
 DERRICK D CALLIER.....AF-SE.....1643...2001
 CHARLES D CANNISTRACI JR.....AF-SW.....0675...2001
 MATTHEW CHARLEY.....USD.....1020...2001
 DALE E CONAWAY.....AF-SW.....0644...2001
 GERALD J EDWARDS.....AF-SW.....1011...2001
 JIMMY M EDWARDS.....AF-SW.....1549...2001
 JAMES P FARRIS.....AF-SW.....2762...2001
 STEVAN R FAUCETT.....AF-SW.....1041...2001
 DEDRICK D FINISTER.....AF-SW.....1058...2001
 CALVIN L FITTS.....AF-SE.....0563...2001
 JIMMIE FLORES.....AT&SFF.....2419...2001
 ANTONIO E FOLK.....AF-SE.....2426...2001
 JOSEPH F FRUSTACI JR.....USD.....0377...2001
 ANTHONY L GARDNER.....AF-SW.....0366...2001
 ERNEST GONZALEZ.....AF-SW.....0366...2001
 CHARLES B GRAHAM.....AF-SW.....1175...2001
 BOBBY J GRIFFIS.....AF-SW.....1099...2001
 SCOTT D HAASS.....AF-SW.....0644...2001
 DEWAYNE A HALEY.....USDIC.....0654...2001
 DAVID W HARGROVE.....AF-SE.....2167...2001
 DANA HAYDEN.....AF-SW.....2286...2001
 GRACE M HAZELWOOD.....USD.....1152...2001
 SCOTT A HENNRICH.....AF-SW.....0965...2001
 JOSE HERNANDEZ.....AF-SW.....0644...2001
 MICHAEL W HESTER.....AF-SE.....1643...2001
 KEVIN M HIGDON.....AF-SE.....2162...2001
 JEREMY P HILL.....AF-SE.....0992...2001
 SILVESTER S HILL.....AF-SE.....0665...2001
 ARMANDO G HINOJOSA.....AF-SW.....0044...2001
 JULIAN C HINOJOSA.....AF-SW.....1563...2001
 RAY A HOWARD.....AF-SE.....0025...2001
 COLBY J HULIN.....AF-SW.....1176...2001
 GLENN A HULSEY.....AF-SE.....0583...2001
 LENTON D JACKSON.....AF-SE.....0665...2001
 DEREK W JACKSON.....AF-SE.....2102...2001
 LUPE JALOMO.....AF-SW.....0675...2001
 RANDY D JOHNSON.....AF-SW.....0366...2001
 BILLY A JONES.....USD.....0134...2001
 ANTOINE D JONES.....AF-SW.....2762...2001

ROLL OF HONOR

SAMUEL L JORDAN	AF-SE	0153	2001
RANDY J KANNING JR	AF-SE	2426	2001
BRYANT D KIMBROUGH	AF-SW	0450	2001
LUKE A KOZAK	AF-SE	0409	2001
PATRICK D LANDRY	AF-SW	1176	2001
KENNETH P LARAMORE	AF-SE	1857	2001
CHAD J LEAHEW	AF-SW	1025	2001
J H LEWIS JR	AF-SW	1549	2001
ROSARIO B LUCIO	AF-SW	1252	2001
JUAN M MARES	AF-SW	0044	2001
RICHARD A MARTINEZ	AF-SW	0044	2001
DARRYL M MATHIS	AF-SE	2912	2001
CHRISTOPHER D MAYFIELD	AF-SW	1353	2001
SCOTT D MC LANE	AF-SW	2286	2001
HECTOR A MEJIA	AF-SW	0044	2001
JOHN E MOORE	USDIC	0654	2001
RANDY L MORRIS	AF-SW	0688	2001
JASON C MORTON	AF-SW	1193	2001
LEONARD J O QUAIN	AF-SW	1252	2001
BRIAN J O QUAIN	AF-SW	1252	2001
ARTHUR PALOMO	AF-SW	0644	2001
CHRISTOPHER L PIREES	AF-SE	2162	2001
JASON A POSEGATE	USD	0508	2001
ADOLPH PRICE	AF-SW	2762	2001
JAMES R REGISTER	AF-SE	2102	2001
LANCE A RODGERS	AF-SW	1353	2001
PAUL T RODRIGUEZ	AF-SW	0366	2001
JACOB R ROLLINS	USD	1020	2001
JUAN M ROMO	AT&SFF	2419	2001
BROCK L SIMMERMAN	AF-SW	2717	2001
JEROME A SMITH JR	AF-SW	0601	2001
ANTHONY E SOLOMON	AF-SE	0818	2001
JOSH W SPEAKE	AF-SE	0992	2001
JOSEPH M STEFFAN	AF-SW	0450	2001
KEVIN D TABLER	AF-SE	0153	2001
MARK E TATE	AF-SW	1549	2001
KEVIN M THOMPSON	USDIC	0657	2001
RODNEY G TOOLE	AF-SE	0563	2001
JEREMY L VAVERKA	USD	0381	2001
ROBERTO G VERDUGO	USD	0227	2001
ROBERT A WAWERSKI JR	AF-SE	0409	2001
WILLIAM W WEATHERFORD	AF-SW	1193	2001
TERRY L WILLIAMS	AF-SW	2286	2001
DAVID A WILLIAMS	C&EI	1003	2001
ADAM K WILLIAMS	AF-SW	2729	2001
ROGERS P WILLIAMS	AF-SW	0564	2001
ANTHONY F WINSETT	AF-SE	2655	2001
NOLAN S YATES	AF-SE	0992	2001
THEODORE R YORK	AF-SE	0624	2001



AARON C ARNETT	USD	1020	1996
GARY BEN	AF-SW	2921	1996
CHRIS B BOYD	AF-SW	2762	1996
JASON B BOYD	AF-SW	2762	1996
THOMAS BROWNING	AF-SW	1011	1996
JEFF A BRYAN	USDIC	0017	1996
JUAN M CERVANTES	AF-SW	0644	1996
PAULISON CHARLEY	AF-SW	2921	1996
DAVID C COCHRAN	USDIC	0017	1996
JAMES S DANIELS	ARFS	1464	1996
MARCUS D DAVIS	AF-SW	2762	1996
CHRISTOPHER T DAVIS	ARFS	0571	1996
MIRAN E ENGLISH	AF-SW	0522	1996
DERWIN S EVERETTE	AF-SW	0601	1996
MARK R GAGE	AF-SW	1175	1996

SAMUEL M GARRETT	ARFS	0598	1996
IAN V GIFFORD	USD	1246	1996
RAUL GONZALEZ	AF-SW	1563	1996
ERIC S GRIFFIN	ARFS	0226	1996
JEFFREY E HEIDEN	AT&SFF	2404	1996
DWAYNE E HEUERTZ	AT&SFF	2404	1996
SID A HOBBS	AT&SFF	2404	1996
CHARLES R HOGUE	USD	0799	1996
RICKEY L JACKSON	AF-SW	1176	1996
CHRISTOPHER J JORDAN	ARFS	1599	1996
RAYMOND M LANDRUM	ARFS	0226	1996
KELVIN L LAWSON	AF-SW	0944	1996
ELMER LEE	AF-SW	2921	1996
EDWARD L LENARD	USD	1054	1996
FERNANDO LICEA	USD	1002	1996
LARRY R MAYNARD	ARFS	1464	1996
DARREN J MC GEE	AF-SW	1099	1996
MICHAEL G MUSICK	ARFS	0571	1996
DANIEL W PRATT	AF-SW	0212	1996
RYAN J RIDDLE	AF-SE	2162	1996
KEVIN S RILEY	CRSD	2906	1996
ADAM S ROGERS	AF-SW	1193	1996
HECTOR J SANCHEZ	AF-SW	1021	1996
GABRIEL M SANDOVAL	AF-SW	2921	1996
BRYON L SEABAUGH	AF-SW	0965	1996
RAYMOND E SHAFER	AF-SW	1175	1996
PATRICK N STEWARD	AF-SW	1011	1996
WILLIAM R THOMAS	AF-SW	0601	1996
LARRY D WEBBER	AF-SW	0522	1996
DAVID R WHITING	USD	1246	1996
DAVID WILLIAMS	AF-SW	0601	1996
BRENT E YOUNGBERG	BURNOR	0236	1996
JOHN J ZAMORA JR	AF-SW	0366	1996



JAVIER A ARELLANO	USD	1152	1991
ROGER BEKAY	USD	1020	1991
GARY R BENNETT	USD	1020	1991
JEFFERSON BOB	USD	1020	1991
RONALD BROWN	UPRF	3012	1991
DON R CLAYTON	BURNOR	0295	1991
MICHAEL R GANDY	BURL	2621	1991
ROBERT GAWEL	BURL	2643	1990
ROBERT P HARPER	BURNOR	0295	1991
SCOTT A HOLLOPETER	UPRF	3082	1991
DONALD HOSKIE	USD	1020	1991
KODELL A JENKINS	USD	0134	1991
MICHAEL P KEARNEY	CRSD	2910	1991
DOUGLAS D SCHROLLER	USD	1133	1991
JORDAN B STEWART	USD	1020	1991
MICHAEL A STRECKER	BURNOR	0295	1991
VICTOR M TEJEDA	USD	0227	1991
DELAMAR L TRIPP	USD	1227	1991
DEMETRIUS O WHITE	USD	0377	1991



J LOPEZ	AT&SFF	2419	1986
ALFRED NELSON	USD	1020	1986
KEVIN S RILEY	CRSD	2906	1986
KEVIN M SELF	AT&SFF	2419	1986



MICHAEL Z ARGO	AF-SW	1058	1981
VERNON J BENALLY	USD	0899	1981
TROY D CAINE	AF-SW	1176	1981
R G CASANOVA	AF-SW	1338	1981
MICKEY L CURTIS	AF-SE	0725	1981
JEFFREY DUREN	USD	0473	1981
DOUGLAS R FRALEY	ARFS	1362	1981
BENNY W GORE	AT&SFF	2410	1981
CHARLIE HANDLEY	AF-SE	2945	1981
DONALD L HOLT	AT&SFF	2417	1981
RONALD W HOLT	AT&SFF	2417	1981
LEON E PARNELL	AT&SFF	2418	1981
LEROY A PINO	USD	0686	1981
DANNY K WELCH	AF-SE	0061	1981



IRA M BOURLAND	BURL	2852	1976
GARY O BROCKMAN	USD	1148	1976
LEONARD A BUCKLEY	AF-SE	0112	1976
RONNIE D CALDWELL	ARFS	0525	1976
GARY W DELLINGER	UPRF	3075	1976
ARTHUR EAGLIN	AF-SW	1176	1976
WILLIAM L EATON	ARFS	3098	1976
LARRY L FOSTER	AF-SW	0345	1976
GARY L HART	USD	1847	1976
MARK S HARTMAN	BURL	0798	1976
LLOYD H HULTBERG	BURL	1481	1976
KENTON K KNICELEY	AF-SE	0061	1976
LLOYD L KONKEL	USD	2853	1976
THOMAS P MAHER	ARFS	3061	1976
ISMAEL MARTINEZ	USD	0227	1976
WILLIAM J MARTINKO	ALL	1657	1976
HOWARD C MATHE	USD	0410	1976
DAVID S MC CREIGHT	USD	1517	1976
LESLIE J METZGER	BURNOR	0297	1976
MORRIS F MILLER	BURL	0509	1976
STEPHEN M MOCHER	ARFS	3018	1976
SAMUEL A MOORE	ARFS	0525	1976
ROBERT R OHLINGER	AF-SE	0499	1976
MATTHEW R RICHESON	USD	1847	1976
JESUS S ROSAS	USD	0922	1976
JAMES B ROSE	AF-SE	0061	1976

MARTIN W SAPP	ALL	1037	1976
MARK A SMITH	ARFS	0991	1976
JUAN A TIRADO JR	USD	1096	1976
MARK D TRAIL	AF-SE	0993	1976
SCOTT M TREUT	UPRF	3005	1976
DAVID O WELLS	USD	1054	1976
JAMES E WESTFALL	AT&SFF	2401	1976
CLARENCE A WILLIS	AF-SW	1058	1976
EDISON YAZZIE	AT&SFF	2400	1976



BYRON L BOE	BURNOR	0706	1971
RAYMOND J FITZWATER	AF-SE	1376	1971
SCOTT L HALLGREN	BURNOR	1280	1971
JAMES L HOSKINS	USD	0686	1971
SAMUEL H MATHEWS	ARFS	0525	1971
THOMAS M MC NARY	AF-SE	0885	1971
WILLIAM E PATTERSON	BURL	1302	1971
LEROY SCARBROUGH	USD	1196	1971
EDWARD F SIMS	ARFS	0546	1971
ROBERT B STEELE	ALL	3060	1971
HOMER WILLIAMS JR	AF-SW	1176	1971



CLARENCE R KNIGHT	USD	2854	1966
GLEN A MATHEWS	AF-SE	2655	1966
SAM R REVELS	AT&SFF	2418	1966



RETIREMENT CHANGES DURING 03/01/2026 TO 05/18/2026

***** JUNE 2025 *****

MARSHALL D RUSS ARSF0673NS
06/01/2025
WAYNE I BACONBURNOR1763BNSF
06/15/2025

***** JULY 2025 *****

MICHAEL J BEGAY ALL 0891 CSXT
07/06/2025

***** SEPTEMBER 2025 *****

NELSON Y KEE USD 1020 UP
09/23/2025

***** MARCH 2021 *****

TODD C HILL ARSF 0577 NS
10/10/2025

***** DECEMBER 2025 *****

JERRY W GELWICKS USD 2430 DMR
12/16/2025
OWEN J JOHNSON ARSF 0598 NS
12/18/2025
JAMES A DONATHAN ARSF 0580 NS
12/26/2025

***** JANUARY 2026 *****

MIGUEL J ANGUIANO USD 1227 UP
01/01/2026
EMERSON R BECENTI USD 1020 UP
01/01/2026
STERLING YOUNG USD 0134 UP
01/02/2026
JEFF S JOHNSON USD 1046 UP
01/05/2026
JACE J ROBERTS ALL 0881 CSXT
01/06/2026
MICHAEL OLIVERSON USD 1402 UP
01/11/2026
MICHAEL F KRESS USD 0377 UP
01/12/2026
BALDEMAR Z TINAJERO USD 1002 UP
01/26/2026

***** FEBRUARY 2026 *****

JAMES B SCOTT USD 1402 UP
02/02/2026
ALBERT W WADE ALL 0109 GTW
02/03/2026
LESLIE W DOWELL BURL 0961 BNSF
02/03/2026
TIMOTHY W FREEMAN BURL 2852 BNSF
02/03/2026
JAMES G SKRHAK AT&SFF 2410 BNSF
02/09/2026
MICHAEL S LINDSEY AT&SFF 1600 BNSF
02/11/2026
ANTHONY R HUERTAAT&SFF 2418 BNSF
02/15/2026
GARY D SCHULTZ BURNOR 0306 BNSF
02/16/2026
TIMOTHY R NILES BURNOR 0159 BNSF
02/17/2026
MATTHEW T SWANSON BURL 1302 BNSF
02/18/2026
ROBERT V FIGUEROAAT&SFF 2409 BNSF
02/21/2026
ANGEL L GONZALEZ UPFR 3014 NRPC
02/26/2026
MATTHEW YORK USD 1402 UP
02/26/2026

***** MARCH 2026 *****

ROBERT M ROTH JR ARSF 1396 NS
03/01/2026
RICKY J WELLMAN ARSF 0613 NS
03/01/2026
Dale H Ostman BURNOR 0706 BNSF
03/02/2026
CLAUDIS D GLASS AT&SFF 2419 BNSF
03/03/2026
JESSE E SMITH III AT&SFF 2419 BNSF
03/03/2026
RANDELL J DRAKE BURNOR 1734 BNSF
03/04/2026
JEFFERY D EVINS AF 2729 UP
03/10/2026
JEFFREY L JONES WCSO 2929 WCL
03/11/2026
TIMOTHY J WIMER BURNOR 0144 BNSF
03/12/2026
DAVE B DEUPREE BURNOR 0735 BNSF
03/13/2026
BRADLEY C STOLBAAT&SFF 2433 BNSF
03/14/2026

***** APRIL 2026 *****

KEVIN M SELF AT&SFF 2419 BNSF
04/01/2026
ROBERT P HARPER BURNOR 0295 BNSF
04/01/2026
KENNETH J BODDICKER JR USD 0067 CIC
04/01/2026
ED W LIPPOLD BURL 1316 BNSF
04/02/2026
JAMES D WHITE JR ARSF 0568 NS
04/03/2026
KEVIN W BAYLOR UPFR 3041 NRPC
04/06/2026
KEVIN E DAY BURNOR 1453 BNSF
04/11/2026
DAVID P HOULIHAN UPFR 0090 NRPC
04/17/2026
JERRY W PHELPS ARSF 0991 NS
04/30/2026



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.



JOINT COUNCIL 25 LOBBY DAY

On April 14, Teamsters Joint Council 25 hosted a Lobby Day in Springfield, Illinois. BMWED Director of State Legislative Affairs Alex Kruse joined Illinois State Legislative Director Corin Rodriguez and Assistant State Legislative Director Manuel “Champ” Zavala in standing shoulder to shoulder with fellow unions to advocate on important labor issues.

A key focus for Joint Council 25 was their opposition to driverless vehicle legislation. The Teamsters are pushing back against efforts by Google-owned Waymo and other out-of-

state billionaires to advance a bill that would allow the unproven autonomous vehicle technology onto Illinois roads.

Additionally, the BMWED representatives met directly with Illinois House District 4 Representative Lilian Jiménez to discuss key priorities at the top of the Brotherhood’s legislative agenda. The Illinois Railway Safety Act, SB3836 has been introduced in the Illinois Senate by State Senator Elgie R. Sims Jr. (D-17) and would require railroads to continue visually inspecting main line track at the current required frequency, much like the Secure Tracks Act does at the Federal



level. As the Teamsters' push back against Waymo, the BMWED is fighting the railroads' dangerous implementation of eliminating visual track inspections with automated track inspection tools.

The day included a press conference led by Local 727 Secretary-Treasurer John T. Coli Jr. Labor leaders from across the state were in attendance, including Cory Martin, BLET State Legislative Board Chairman;

Brandon Stewart, BLET Vice Chairman; Brian Shanahan, Rail Coordinator for IAM; Tim Drea, President of the Illinois AFL-CIO; Bob Guy, SMART-TD Illinois Legislative Director; and Keith D. Hill, President of ATU Local 241.



B M W E D

Welcomes

New Legislative Leadership Team

The Brotherhood of Maintenance of Way Employees Division is pleased to announce the appointment of three qualified and dedicated leaders to key legislative roles, two with our Union directly and another within the Teamsters Rail Conference.

With the upcoming retirement of current Director of Legislative Affairs Jeff Joines after the convention in June, President Tony D. Cardwell has selected Alex Kruse and R. Jayce Suprenant to fill legislative roles for the BMWED. These appointments strengthen our advocacy efforts at both the national and state levels, bringing together deep railroad experience, proven union leadership, and extensive legislative expertise to fight for our members' wages, benefits, working conditions, and safety.

Alex Beckmann, who started last year, is a recent addition to the Teamsters Rail Conference and works with both the BMWED and the Brotherhood of Locomotive Engineers and Trainmen in that capacity.



Alex Kruse has been appointed to the new position of BMWED Director of State Government Affairs. Born into a union family in Dubuque, Iowa, Kruse began his railroad career with Canadian Pacific in 2020 before moving to BNSF Railway in 2023. He has built broad experience across maintenance of way crafts and has been an active BMWED member, serving as Local Chairman of Lodge 2438 in Iowa and currently Lodge 509 in Wisconsin. He has contributed to the National Division Convention Bylaws Committee and the Burlington System Division's Bylaws Committee. In 2024, he was appointed Assistant State Legislative Director for Iowa before stepping into his new national role. Kruse holds a Bachelor's degree in English Literature and Philosophy from Loras College, where he re-founded the college's Labour Club. He also serves on his local city Transit Advisory Board.



R. Jayce Suprenant has been appointed BMWED Director of National Legislative Affairs. A longtime Union Pacific Railroad worker, Suprenant has held critical roles in bridge construction, crane and equipment operations, welding, foreman duties, and safety instruction. As a Safety Coach, he delivered MAPS and bridge rescue training, conducted post-incident analyses, and worked directly with management and union representatives on compliance and risk issues. His union leadership includes serving as Assistant State Legislative Director for BMWED in Arizona, where he played a key role in passing the first Teamster and BMWED-IBT bills in the state, and Secretary-Treasurer of Lodge 0508. He has also supported system-wide organizing campaigns and served as a Peer Trainer for the International Brotherhood of Teamsters, educating members across multiple rail crafts on hazardous materials, derailment response, and emergency procedures. Suprenant holds an Associate of Applied Science in Fire Science from Cochise College and has completed extensive union leadership and safety training.

Alex Beckmann has been named to Legislative Director with the Teamsters Rail Conference, bringing a wealth of high-level policy and congressional experience. Previously, he worked as a Legislative Representative for the AFL-CIO's Transportation Trades Department and held key staff roles for members of Congress, including Senior Policy Advisor on Transportation and Infrastructure for Congressman Jesus "Chuy" Garcia (IL-4), and Legislative Director for both Congressman Josh Gottheimer (NJ-5) and Congressman Daniel Lipinski. A graduate of Davidson College with a B.A. in Political Science and a minor in Economics, Beckmann's background makes him a powerful advocate for rail workers on Capitol Hill and across the transportation industry.

The appointments of these three Brothers reflect BMWED's commitment to building a stronger, more effective voice for maintenance of way workers in Washington, D.C., and in state capitals across the country.

Please join us in welcoming Alex Beckmann, Alex Kruse, and R. Jayce Suprenant to their new roles. We look forward to the advancements they will help deliver for all BMWED members and their families.

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B&LE System Division Elects New Leadership

The Bessemer and Lake Erie System Division held its quadrennial convention in April. Newly elected officers for the B&LE are:

Chris Marks, General Chairman

Brian Potts, Secretary-Treasurer

Robert Duffield, Vice Chairman

Additionally, Doug Engstrom, Drew VanHonk, and Seth Rendulic were all elected to the Joint Protective Board

The newly-elected officers are employees of the Bessemer and Lake Erie Railroad, a Class II carrier operating in northwestern Pennsylvania and northeastern Ohio.

Congratulations to the new officers of the B&LE System Division! Solidarity!

OBJECTION PROCEDURES FOR EXPENDITURES NOT GERMANE TO COLLECTIVE BARGAINING

represented by the Brotherhood, and who has elected to become an agency fee payer may become an objector to expenditures not related to collective bargaining, contract administration, or other chargeable expenditures. An agency fee payer, who elects to become an objector through these procedures, shall pay a fee calculated in accordance with Section 5 of this Policy.

Sec. 2. To become an objector, an employee represented by the Brotherhood, shall notify the National Division Secretary-Treasurer of his or her objection in a separate envelope by certified mail postmarked during the month of March each year. An employee who desires to object but is unable to make a timely objection because he or she is not subject to a Union Shop Agreement in March must make an objection within thirty (30) days after becoming subject to Union Shop obligations and receiving notice of these procedures. The objection shall be signed and shall contain the objector's current home address and the Subordinate Lodge number, if known. The objector shall keep the Brotherhood informed of any change in address. Objections may only be made by individual employes; no petition objections will be honored.

Sec. 3. The following categories are examples of chargeable expenditures to the extent permitted by law:

- a. All expenses concerning the negotiation of agreements, practices and working conditions;
- b. All expenses concerning the administration of agreements, practices and working conditions, including grievance handling, all activities related to arbitration, and discussion with employes in the bargaining unit or employer representatives regarding working conditions, benefits and contract rights;
- c. Convention expenses and other normal union internal governance and management expenses;
- d. Social activities and union business meeting expenses;
- e. Publication expenses to the extent coverage is related to chargeable activities;
- f. Litigation expenses related to contract administration, collective bargaining rights and internal governance;
- g. Expenses for legislative and administrative agency activities closely related to the negotiation of administration of contracts and working conditions;
- h. All expenses for the education and training of members, Officers and staff intended to prepare the participants to better perform chargeable activities;
- i. All strike fund expenditures and other costs of group cohesion and economic action, e.g., demonstrations, general strike activity, informational picketing and the like;
- j. A proportional portion of all overhead and administrative expenses.

Sec. 4. In the first quarter of each year, the Brotherhood shall publish these policies and procedures in the Journal to provide notice to employes represented by the Brotherhood of their right to object and the procedures for objecting. The Brotherhood shall also send a copy of these policies and procedures to each person who objected the previous year to inform the person of his or her right to renew the objection for the current year.

Sec. 5. The Brotherhood shall retain a neutral auditor to perform an independent audit of the records of the Brotherhood and to submit an annual report for the purpose of determining the percentage of expenditures that fall within the categories specified in Section 3. The amount of the expenditures during the previous fiscal year that fall within Section 3 shall be the basis for calculating the reduced dues or fees and assessments that must be paid by the objector for the current fiscal year.

Sec. 6. The neutral auditor shall complete the report for each fiscal year. This report shall include an analysis of the major categories of union expenses attributable to chargeable and non-chargeable activities. A copy of the neutral auditor's report shall be sent to each person who made an objection in the current previous year.

Sec. 7. Each person entitled to receive the audit report may challenge the legal and arithmetic bases of the calculations in the neutral auditor's report by filing an appeal with the National Division Secretary-Treasurer. Such appeal must be made by sending a signed letter to the Secretary-Treasurer postmarked no later than thirty (30) days after the date that the audit report was mailed.

Sec. 8. All appeals received by the union within the time limits specified above shall be determined by expeditious referral to an impartial arbitrator chosen through the rules of the American Arbitration Association (AAA) for the impartial determination of union fees. The Brotherhood shall notify the AAA that challenges to the calculation of its fees and assessments have been received from one or more persons and include the names and addresses of the persons who filed the appeals and who must be notified of the proceedings. Thereupon, in accordance with its rules, the AAA will appoint an arbitrator and notify the Brotherhood and the challenger. In addition, the following rules shall apply:

- a. All appeals shall be consolidated and heard as soon as the AAA can schedule the arbitration and shall be at a location selected by the AAA to be the most convenient for those involved in the proceeding.
- b. Each party to the arbitration shall bear its, or their own, costs. The challengers shall have the option of paying a pro rata portion of the arbitrator's fees and expenses. The balance of such fees and expenses shall be paid by the Brotherhood.
- c. Challengers may, at their expense, be represented by counsel or another representative of their choice. Challengers need not appear at the hearing and shall be permitted to file written statements with the arbitrator instead of appearing. Such statements shall be filed no later than the beginning of the hearing before the arbitrator. Post-hearing statements may be filed in accordance with the provisions of Section 8(g).

d. Fourteen (14) days prior to the start of the arbitration, challengers shall be provided with copies of all exhibits or a list of all such exhibits intended to be introduced at the arbitration by the Brotherhood and a list of all witnesses the Brotherhood intends to call, except for exhibits and witnesses the Brotherhood may introduce for rebuttal. When a list of exhibits has been provided, any challenger shall have a right to receive copies of such exhibits by making a written request for them to the National Division Secretary-Treasurer. Additionally, copies of all exhibits shall be available for inspection and copying at the hearing.

e. A court reporter shall make a transcript of all proceedings before the arbitrator. This transcript shall be the official record of the proceedings and may be purchased by the challengers. If challengers do not purchase a copy of the transcript, a copy shall be available for inspection by challengers at the National Division during normal business hours.

f. The arbitrator shall have control over all procedural matters affecting the arbitration in order to fulfill the dual needs of an informed and expeditious arbitration. The arbitrator shall set forth in the decision the legal and arithmetic bases for the decision, giving full consideration to the legal requirements limiting the amount that objectors may be charged.

g. The parties to the arbitration shall have the right to file a post-hearing statement within fifteen (15) days after both parties have completed submission of their cases at the hearing. Such statements may not introduce new evidence or discuss evidence not introduced in the arbitration. The arbitrator shall issue a decision within forty-five (45) days after the final date for submission of post-hearing statements or within such other reasonable period as is consistent with the AAA rules and the requirements of law.

h. The decision of the arbitrator shall be final and binding on all findings of fact supported by substantial evidence on the record considered as a whole and on other findings legally permitted to be binding on all parties.

i. Upon receipt of the arbitrator's award, any adjustment in favor of the challenger will be made from the Union escrow account. Any adjustments in favor of the union shall be due and owing within thirty (30) days. An individual failing to pay any adjustments in full within the prescribed thirty-day period will be considered as being in non-compliance with provisions of the Union Shop Agreement.

Sec. 9. The National Division Officers will have the authority to amend this policy, as it deems appropriate.

Sec. 10. The provisions of this procedure shall be considered legally separable. Should any provision or portion be held contrary to law by a court of an arbitrator, the remaining provisions or portions thereof shall continue to be legally effective and binding.

THE **BMWED** Journal

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

**Brotherhood of Maintenance of Way Employes Division
41475 Gardenbrook Road
Novi, MI 48375-1328**

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