

# THE **BMWED** Journal

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



**LEARNING LABS**

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**PRESIDENT'S PERSPECTIVE**

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**ATSFF re-elects General Chairman Tim Bunch**

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**Teamster General Pres. O'Brien delivers keynote at BMWED National Association meeting**

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**Secretary-Treasurer Report**

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**METRA "UNITED WE MOVE"**

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# BMWED AND RAIL LABOR UNITE ON CAPITOL HILL TO CHAMPION RAIL SAFETY

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On May 6–7 in Washington, D.C., BMWED Legislative Directors and staff, alongside Teamsters Rail Conference partner BLET and other fellow rail unions, met with a bipartisan assortment of lawmakers on Capitol Hill to advocate for rail labor as part of Rail Safety Day on the Hill.

Discussions focused on the Railway Safety Act, Railroad Retirement Board funding, Amtrak, and maintenance-of-way issues, including important regulatory matters.

It is imperative that railroad workers exercise their voice in policy and regulatory matters. Railroad management has deep pockets

to influence policy, regulatory and legislative decisions and they use their access. Those members who joined us this week in D.C. performed vital work in offering a dissenting viewpoint to the carriers and their cost-driven, “precision” model. We applaud the Brothers and Sisters who took on the responsibility and they did noble work on behalf of all railroaders this week.

BMWED members interested in legislative efforts should contact their State Legislative Directors or the National Legislative Department. It is an important role and we welcome all who wish to better the working lives of BMWED members and railroaders of all crafts. [VIDEO](#)



# LAKE STATE RAILWAY MAINTENANCE OF WAY EMPLOYEES VOTE TO JOIN BMWED-IBT



**M**aintenance of way employees on the Class II regional railroad Lake State Railway have joined the BMWED-IBT in a 14-7 representation vote.

Lake State Railway is headquartered in Saginaw, Michigan and operates 375 miles of track from Plymouth up to Gaylord and Alpena, Michigan.

“We welcome our newest Brothers on the Lake State and are honored that they put their collective trust in our Union to together make their railroad a better place to work,” BMWED Director of Organizing Thomas Kirby said. “It has been a joy to get to know these men, hard-working railroaders looking for a quality work life, and I am excited to welcome them into our Brotherhood. Great things are on the way for our newest Brothers on Lake State Railway.”

“We are excited to get to work for these new Brothers and welcome their insight and input as we begin our collective bargaining on the property,” BMWED President Tony Cardwell said.

We all welcome our newest Brothers to our Union and are excited to have you.

**Solidarity!**



**SAVE THE DATE**  
**June 22 - 24, 2026**  
*Sheraton Grand Chicago Riverwalk*  
*301 E North Water St, Chicago, IL 60611*



**WE LEAD THE WAY**



## **Sixth Regular Convention of the Brotherhood of Maintenance of Way Employees Division - IBT**

The Sixth Regular Convention of the Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters will be held June 22 - 24, 2026, at the Sheraton Grand Chicago Riverwalk in Chicago, IL. More information will be provided as the Convention dates approach.

### ***BMWED Bylaws, Article I, Sections 5 and 6***

**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 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.

**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 of National Division Officers.

# 2025 BMWED LEARNING LABS IN SWING



**On May 6–8**, BMWED members from the Northeast Region participated in the first BMWED Learning Lab of 2025. This three-day, hands-on training event is designed to give both new and experienced Lodge Officers the opportunity to develop and sharpen skills as officers to take back to their local lodges.

The training, developed and led by BMWED Director of Education Ash Anderson, was the first of four regionally scheduled Learning Labs taking place this year.

Some topics covered included bargaining under the Railway Labor Act, effective use of Robert's Rules of Order, best practices for running local lodge meetings, and strategic approaches to organizing around national campaigns, such as advocating the importance of Safe Human Visual Track Inspections and the facts about ATI technology.



# 2025 BMWED LEARNING LABS IN SWING CONTINUED

BMWED learning labs are a great facility for lodge officers to engage in open discussion, share strategies, and build on one another's experiences, strengthening our Brotherhood through shared ideas and solidarity.

Interested in attending an upcoming Learning Lab? Here's a list of what's upcoming:



**Northwest Region: Omaha, NE  
from July 9–11 (Wednesday through Friday).  
Eds. Note: This session is now full.**

**West Region: Salt Lake City, UT  
from September 16–18**

**South Region: Atlanta, GA  
from October 14–16.**

If interested, please contact your General Chairperson and CC Ash Anderson at [education@bmwe.org](mailto:education@bmwe.org). Please include "2025 Learning Lab Enrollment" in the subject line if you are interested in learning more or participating.



# TEAMSTER GENERAL PRES. O'BRIEN DELIVERS KEYNOTE AT BMWED NATIONAL ASSOCIATION MEETING

If America is in the dawn of its "Golden Age," then perhaps our Brotherhood is undertaking its "Boldened Age."



BMWED President Tony D. Cardwell

Union solidarity and strategic vision were on full display during the BMWED-IBT National Association meeting held April 9–10 in Austin, Texas, where recent victories were celebrated and plans devised to build on the revitalization our Union has witnessed in the last three years.

The event brought together Brotherhood of Maintenance of Way Employees Division officers and staff, system-federation leaders and rank-and-file members, Teamster leadership, and key voices in rail labor for a powerful two-day session focused on progress and planning for the future of our great Brotherhood.

Teamsters General President Sean M. O'Brien delivered a rousing keynote address, celebrating the resurgence of the Teamsters Rail Conference. "I'm proud of the direction and solidarity in the Rail Division," he said. "The sky is the limit in what we can achieve."

O'Brien emphasized the increasing clout the Teamsters now hold in Washington, D.C.,

“...while I’d like to say it was my charm that got it, it was not—it was the Teamsters brand.”

which has already translated into major wins. He highlighted how Teamster influence was crucial in securing White House exemptions to Railroad Retirement Board (RRB) cuts initially proposed by the Department of Government Efficiency (DOGE).

“We now have influence when we don’t agree with what’s been done. We have a seat at the table,” O’Brien said.

BMWED President Tony D. Cardwell echoed the sentiment, noting that the success was thanks to the power of the Teamsters name. “We got exemptions from the Trump administration on the RRB cuts and while I’d like to say it was my charm that got it, it was not—it was the Teamsters brand.”

Jeff Joines, BMWED Director of Government Affairs, introduced Alex Beckmann, newly appointed Legislative Director of the Teamsters Rail Conference. Joines praised Beckmann as “the hire that makes us the go-to people for lobbying in D.C.”

Beckmann laid out a bold and proactive legislative agenda, focused on building strong bipartisan relationships, especially with

## TEAMSTER GENERAL PRES. O'BRIEN CONTINUED...

Republican lawmakers currently controlling the White House and Congress. His goals include defending critical institutions like the RRB, Amtrak, and the National Mediation Board, and finding opportunities to push forward a pro-labor agenda.

On the safety front, BMWED Director of Safety Brother Morrison addressed concerns around Automated Track Inspections. He stressed the need for continued vigilance. "It is the most important issue in our industry right now," he said, urging inspectors to meticulously document their work to help the union resist efforts to undermine critical safety for the public.

The meeting also celebrated a major arbitration win against Union Pacific, where the Brotherhood successfully challenged the outsourcing of flagging duties to RailPros. President Cardwell hailed the victory as a vital step in protecting union work from encroachment. "We must build off this win," he said, "and continue to hold carriers accountable to their contractual obligations."

**"We have begun to turn the ship around financially. We're prepared for the upcoming battles with the fiduciary means necessary to fight the billion-dollar rail carriers."**



*Teamster General Pres. O'Brien*

On contract negotiations, Cardwell offered a hopeful outlook. While some carriers remain at the bargaining table, he noted that many members have already secured raises and benefit protections. "Most members now have a contract in place—they don't have to wait four or five years to get raises," he said, reaffirming the Brotherhood's commitment to securing fair agreements for all.

Finally, BMWED Secretary-Treasurer Dale Bogart reported that the union's financial standing is strong. "We have begun to turn the ship around financially," he stated. "We're prepared for the upcoming battles with the fiduciary means necessary to fight the billion-dollar rail carriers."

The meeting in Austin marked a clear step forward for BMWED-IBT, uniting leadership and members around a common goal: to strengthen our Brotherhood, protect hard-earned benefits, and position the Union for long-term success.



# AROUND THE Brotherhood



BMWED United Passenger Rail Federation Local Lodge 3082 held a union meeting in March, where BMWED Director of Safety Roy Morrison was invited to speak. He addressed the importance of safety when working on or near Roadway Maintenance Machines, discussed Autonomous Track Inspection, and fielded questions from members off the Amtrak property.

**Solidarity!**



# AROUND THE Brotherhood



On April 13th, the BMWED Burlington System Division Local Lodge #1320 held a union meeting in Lincoln, Neb., where members engaged in open dialogue with invited guests from the AFL-CIO. The meeting provided a valuable opportunity for discussion about the broader labor movement and exchange perspectives between the two unions.

**Union Strong!**



# AROUND THE Brotherhood



American Rail System Federation Local 0662 held a union meeting in June in Richmond, MO. Members talked about the newly ratified Norfolk Southern agreement and other important property-specific topics. ARSF Vice Chairman Dustin Heiser was on hand to answer questions and join the discussion.

BMWED Allied Federation Local Lodge #2425 held its June union meeting in Bay City, Michigan. The lodge is made up of members working on the Huron and Eastern Railway, a shortline railroad serving Michigan's Thumb and central regions. Lodge President Cory Wilkowski and Secretary-Treasurer Jason Limberger led a productive meeting and shared a BBQ lunch with Allied Federation Vice Chairman Jim Wilson and Ron Pogose, fostering solidarity and good conversation among the members and officers.

# AROUND THE Brotherhood





# ATSFF re-elects General Chairman Tim Bunch

## System Federation officers re-elected to four-year terms at fourth quadrennial convention in San Antonio

Delegates representing 32 local lodges at the BMWED Atchison, Topeka & Santa Fe Frisco System Federation re-elected Timothy K. Bunch General Chairman to another four-year term in leadership on June 17.

### Joining General Chairman Bunch in re-election were:

- *Vernon Van Ausdall, Vice General Chairman/Secretary-Treasurer*
- *Nicholas Haiston, Assistant General Chairman*
- *Thomas Blackwell, Assistant General Chairman*
- *Nicholas Oldham, Assistant General Chairman*
- *Everett Pitcock, Assistant General Chairman*

### Members of the Executive Board include:

- *William Kok*
- *Jake King*
- *Brad Buck*
- *Mike Essary*
- *Bobby Tindell*
- *Lance Lincoln*

"It is a real honor to represent the members of the ATSFF and is a responsibility I take with great pride and responsibility," Brother Bunch said. "I am humbled to have the support of the

membership and will continue to work hard to fight back against the railroads and carry out this role to the best of my ability."

BMWED National Division President Tony D. Cardwell congratulated General Chairman Bunch and the remaining System Federation officers. "This federation is doing an excellent job and has made great strides in the last few years under this leadership. I congratulate you all and I know the members of the ATSFF are in great hands."

President Cardwell also used his time at the convention to speak on several timely topics of importance currently ongoing, most notably the "safety crisis" of automated track inspection.

"The more we talk about this issue, the stronger we will be in preventing this absolute threat to our safety and the safety of everyone. This is a safety crisis," President Cardwell said. "Take action. Call your senators, call your congressmen, any party, any political persuasion."

President Cardwell will be in Washington, D.C. on Tuesday, June 24 to testify on this issue in front of the House Transportation and Infrastructure Committee in an important hearing in front of Congress.

Congrats to all those elected to system federation and executive board positions this week in San Antonio. Through your solidarity and determination, the ATSFF and our Brotherhood will prosper.



# President's PERSPECTIVE

## MAINTAINING HUMAN TRACK INSPECTIONS IN RAIL SAFETY – A MATTER OF UPMOST IMPORTANCE



Tony Cardwell,  
BMWED President

The Brotherhood of Maintenance of Way Employes Division (BMWED) is opposing what promises to be a concerning safety proposal by Class I railroads, represented by the Association of American Railroads (AAR), to reduce visual track inspections by 75 percent, from twice weekly to twice monthly. The railroads intend to rely primarily on Automated Track Inspection (ATI), more commonly known as Track Geometry Measurement Systems (TGMS), what we typically call “the geometry car.” This foolish proposal prioritizes cost reduction over safety, posing significant risks to rail operations and communities.

Under current Federal Railroad Administration (FRA) regulations, trained BMWED track inspectors conduct visual inspections twice weekly to identify track defects such as broken rails, rotten ties, washouts, and various right-of-way obstructions, amongst other defects. ATI, a technology in use since the 1970s, detects only six track geometry-related defects – such as alignment, elevation,

and gauge – representing just 26 percent of the defects we as humans can identify. Moreover, ATI flags existing defects but cannot proactively detect potential issues because technology lacks human intuition. The AAR is seeking an FRA safety waiver to implement this reduction in visual inspections, allowing up to 72 hours to address defects identified by ATI, compared to the immediate corrective action required for defects found by human inspectors. This delay increases the risk of derailments, particularly for trains carrying passengers or hazardous materials. While BMWED supports the use of ATI to enhance detection of specific geometry defects, it advocates for its integration alongside, not as a replacement for, existing visual inspection protocols.

The recent House T&I subcommittee hearing – in which I participated – highlighted a critical issue: the railroads claim that regulations prevent them from adopting new technology. This is misleading. No regulations prohibit the use of Automated Track Inspection (ATI) technology

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# President's PERSPECTIVE



**SAFETY AT RISK!**

**Railroads Push to Replace Visual Track Inspections With ATI**

**⚠️ Anyone who has ever walked a track knows technology does not see a problem until it is a problem:**

- It doesn't feel a soft tie.
- It doesn't sense issues that create an unsafe track condition.
- It doesn't recognize danger before it's measurable.
- It's never repaired broken rail.
- It's never rebuilt a structure under pressure.
- It's never responded to a derailment.

**MAKE NO MISTAKE:** if the FRA grants this waiver, they're inviting catastrophic derailments. Not accidents or mishaps, but failures rooted in corporate greed and regulatory negligence.

alongside existing visual inspections. As I emphasized at the hearing, integrating ATI with the FRA-mandated twice-weekly visual inspections conducted by trained track inspectors would enhance rail safety, not hinder it. The railroads' push to replace human inspectors with ATI, rather than using both, prioritizes cost-cutting over safety. Combining these approaches would leverage technology's strengths while maintaining the comprehensive defect detection only human inspectors can provide.

No matter the chosen profession, most everyone strives to be the best. The human condition includes ambition, achievement and a sense of purpose. Railroad track inspectors are certainly no different. Their dedication to the craft is a badge of honor and gives their work life its purpose. They are assets to the railroads – fountains of expertise and dedicated stewards of safety. Each and every day, they respond to the call, go over and above, to ensure that trains

stay on track and catastrophes are avoided.

Track inspection is more than just strict adherence to the specs. Automated robotics do not gain experience. Artificial intelligence is not conceptual. Technology does not possess intuition. And intuition saves lives. As track inspector Tyler Pavich thoughtfully spells out in this clip, the judgement of human experience and our intuition to discern problematic conditions before they escalate to measurable problems is a God-given talent that a soulless machine does not possess.

Our Brotherhood urges the FRA to oppose the AAR's proposed waiver, as it undermines safety and increases risks of derailments, injuries, and community harm. Public comments on the waiver are due to the FRA by July 9, 2025. Maintaining stringent safety regulations is essential to ensure the railroad industry prioritizes public and worker safety over cost-cutting measures.





## SETTING THE RECORD STRAIGHT ON AUTOMATED TRACK INSPECTION

The Class I railroads are misleading the public and regulators about ATI. They do not need waivers to use ATI equipment. Instead, they are seeking waivers to reduce the frequency of required human visual inspections. This is a safety issue because ATI fails to detect 74% of track defects, which only trained human inspectors can identify. Reducing human inspections will increase track defects, derailments, and reduce safety across the national rail system.

The Brotherhood of Maintenance of Way Employees Division (BMWED) supports the use of ATI — but only to supplement, not replace, human inspections. BMWED urges the FRA to require railroads to increase ATI frequency to detect more track geometry defects, while still maintaining current levels of visual inspections to catch other types of defects.

### ATI: NOT New Technology

Railroads claim FRA has blocked their use of ATI. That's false. FRA regulations do not prohibit ATI use. The real issue is that railroads want to reduce the required frequency of visual inspections, replacing them with ATI.

**ATI has existed since the 1970s, traditionally known as Track Geometry Measurement Systems (TGMS).** Railroads have long used this technology to supplement, not replace, human inspections. However, no current technology can identify all the defects required by FRA's Track Safety Standards (TSS) under 49 CFR 213 — only qualified human inspectors can.

### What Human Inspectors Examine (49 CFR 213.233):

- Roadbed (drainage, vegetation)
- Track Geometry (gauge, alignment, curves, elevation)
- Track Surface (deviations, roughness)
- Track Structure (ballast, ties, rails, joints, fasteners, switches)
- Crossings (automotive and railroad)
- Right-of-way issues (trespassers, vandalism)



**Human inspectors assess all of these during routine inspections and can also identify combinations of minor issues that together require corrective action.**

### What ATI is good at:

Detecting track geometry defects, such as gauge deviations — a major cause of derailments. These are measured more consistently and precisely by ATI than by manual methods.

## What ATI is ***NOT*** good at:

Detecting 74% of track defects identified under §213 — including issues with ballast, rail wear, joint gaps, tie plate conditions, and switch components. ATI does not detect trespassers, vandalism, vegetation hazards, or other real-time safety concerns.

## Human inspectors can immediately act and ensure the track is safe by:

- Placing “slow orders”
- Calling in maintenance crews
- Making on-the-spot repairs

**ATI systems send data to a central location, where it is later reviewed. A human inspector must still verify the defect on-site — potentially delaying repair for up to 72 hours. This delay introduces avoidable safety risks.**

## Proof Railroads Want to Cut Human Inspections:

In 2019 and 2020, Class I railroads received temporary FRA waivers allowing them to reduce visual inspections while running ATI. Those programs have since expired. Now, railroads are petitioning for wide spread permanent changes.

## Example Petitions:

- BNSF (2020): Requested relief from 49 CFR 213.233 to replace visual inspections with ATI.
- Norfolk Southern (2021): Asked to reduce manual inspections where ATI was used frequently.

***These petitions confirm that railroads are trying to eliminate human inspections, not simply add ATI.***

## Data on Derailments and Defects:

### ***FRA data (2014–2024) shows:***

- 43% of track-related derailments could have been detected by ATI leaving 57% that can only be caught by human inspection
- Cutting human inspections does increase these preventable derailments.

## FRA’s 2024 Proposed Rule on ATI:

In October 2024, FRA issued a Notice of Proposed Rulemaking (NPRM) requiring all Class I and II railroads and passenger systems to use ATI (TGMS) at specific frequencies. Critically, the rule maintains current human inspection requirements.

## FRA’s key points:

- TGMS is already widely used, and this rule would codify current practice (TGMS is the railroads’ term for ATI) Human inspections are still essential for detecting non-geometry defects
- The goal is to improve safety by combining ATI and visual inspections
- New rules would include standards for calibration, training, and timely defect remediation

## **BMWED strongly endorses the NPRM's balanced approach, which:**

- Increases ATI usage
- Maintains human inspections
- Enhances safety without sacrificing workforce roles or safety accountability
- Railroad Industry Opposition

## **The Association of American Railroads (AAR) and American Shortline and Regional Railroad Association (ASLRRA) oppose the rule. They object to:**

- Requiring both ATI and human inspections
- Fixing defects within short timeframes
- The rule's inspection frequency mandates

**Their position would allow railroads to run ATI while cutting back on visual inspections, putting public safety at risk.**

### **Conclusion:**

BMWED supports ATI when it enhances safety, but not at the cost of eliminating human inspectors. The facts are clear: ATI alone cannot protect the rail network. Only by combining new technology with skilled human inspections can railroads truly ensure track safety.

### **AAR Waiver Petition On Visual Track Inspections + BMWED Ask**

On Friday, May 9, 2025, AAR's waiver petition to reduce required human visual track inspections upwards of 75% was officially posted by the FRA under [FRA Docket Number FRA-2025-0059](#). This requested safety waiver directly threatens the integrity of our rail safety system by seeking to replace skilled human oversight with incomplete technology. If granted, the safety of railroad tracks would be gutted and there would be many more track defects and more train derailments traumatizing communities like East Palestine.

Given this existential threat to rail safety and to the BMWED union and the members we represent, we urgently need the support of lawmakers, community leaders, and every American who values a safe and reliable rail network to push back on AAR's request. We are asking that you contact the Federal Railroad Administration before the July 9, 2025 deadline and voice your opposition to this dangerous safety rollback. Public comments can be submitted at [www.regulations.gov](http://www.regulations.gov) using this link.

# **BMWED DIVISION - THE JOURNAL**

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**Tony Cardwell**, *President and Editor*

**Dale Bogart**, *Secretary-Treasurer*

**C. Clark Ballew**, *Associate Editor*

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**Send contact information changes to  
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**Table Showing Human Inspector Capabilities vs. Automated Track Inspection Machine**

Key: ✓ = Inspected for      X = NOT Inspected For

|                       | FRA Defects  | Human Visual | ATI |
|-----------------------|--|--------------|-----|
| <b>Sub Part B</b>     | <b>Roadbed</b>   |              |     |
|                       | 213.33 - Drainage                                      | ✓            | X   |
|                       | 213.37 - Vegetation                                    | ✓            | X   |
| <b>Sub Part C</b>     | <b>Track Geometry</b>                                  |              |     |
|                       | 213.53 - Gauge   | ✓            | ✓   |
|                       | 213.57 - Curves, Elevations, and speed limitations     | ✓            | ✓   |
|                       | 213.55 - Track alignment                               | ✓            | ✓   |
|                       | 213.59 - Elevation of curved track; runoff.            | ✓            | ✓   |
|                       | 213.63 - Track surface                                 | ✓            | ✓   |
|                       | 213.65 Combined track alinement and surface deviations | ✓            | ✓   |
| <b>Sub Part D</b>     | <b>Track Structure</b>                                 |              |     |
|                       | 213.103 - Ballast; general                             | ✓            | X   |
|                       | 213.109 - Crossties                                    | ✓            | X   |
|                       | 213.113 - Defective rails                              | ✓            | X   |
|                       | 213.115 - Rail end mismatch                            | ✓            | X   |
|                       | 213.121 - Rail joints                                  | ✓            | X   |
|                       | 213.122 - Torch cut rail                               | ✓            | X   |
|                       | 213.123 - Tie plates                                   | ✓            | X   |
|                       | 213.127 - Rail fastening systems.                      | ✓            | X   |
|                       | 213.133 - Turnouts and track crossings generally       | ✓            | X   |
|                       | 213.135 - Switches                                     | ✓            | X   |
|                       | 213.137 - Frogs  | ✓            | X   |
|                       | 213.139 - Spring rail frogs                            | ✓            | X   |
|                       | 213.141 - Self-guarded frogs                           | ✓            | X   |
|                       | 213.143 - Frog guard rails and guard faces; gage       | ✓            | X   |
| <b>Subpart E</b>      | <b>Track Appliances and Track-Related Devices</b>      |              |     |
|                       | 213.205 Derails  | ✓            | X   |
| <b>Non-Regulatory</b> |  |              |     |
|                       | Trespassers  | ✓            | X   |
|                       | Vandalism/ Terrorist activity                          | ✓            | X   |
|                       | Track Obstructions                                     | ✓            | X   |
|                       | Right of Way   | ✓            | X   |

*Table data consistent with industry raw data available in the federal register under ATI test raw data.*

# CHECK OUT THE NEW BMWED STORE



# VISIT US AT [myunionstore.com/bmwed](http://myunionstore.com/bmwed)

All products featured here are available to order in bulk for your local's members, rallies, meetings and events!



Patch 3"

**\$5**



American Spike T-shirt  
(front & back) design

**\$25**



Ball  
cap

**\$22**



Key  
chain

**\$5**



Softshell Jacket

**\$80**



Ball  
cap

**\$25**



Pocket  
watch

**\$145**



Blackbone of the railroad  
T-SHIRT (2 colors)

**\$25**



Beanie

**\$15**



Wrist  
watch

**\$135**



Teamster hoodie  
(front & back) design

**\$50**



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# METRA “UNITED WE MOVE”



*Pictured from left to right: Brandon Thomas, Manuel "Champ" Zavalla (UPRF Metra Vice Chairman), Will Lindsay, Ramiro Nunez, & Guillermo Poce*

BMWED Metra members recently lobbied lawmakers at the Illinois state capitol as part of a push to address the looming \$750 million budget shortfall threatening public transportation in the state. The Brotherhood of Maintenance of Way Employees Division (BMWED) and the Brotherhood of Locomotive Engineers and Trainmen (BLET) have joined a growing coalition of labor unions in support of the “United We Move” legislation. This bill

backed by State Senator Ram Villivalam and Assistant House Majority Leader Marcus C. Evans Jr aims to stabilize and modernize Illinois’ public transportation system, especially in the Chicagoland area, by enhancing integration between transit agencies (CTA, Metra, and Pace), expanding service access, and protecting thousands of unionized transit jobs.

# Secretary-Treasurer's **REPORT**



Dale Bogart

**In** connection with my duties and obligations as the National Division Secretary-Treasurer, the following is the official report of how the Brotherhood performed during the 2024 Fiscal Year that ended on March 31, 2025. In addition, this report will also include some forward-looking information on the current Fiscal Year Budget (ending March 31, 2026).

## Membership

As of March 31, 2025, active BMWED Membership (not including Official/Retention Fee Payers) was at 26,862. This number is down 321 members from the same time in 2024 (27,183) representing a 1.1 percent decline year over year. While it is never positive when we see a decline in membership, many of the Carriers with BMWED members engage in seasonal furloughs, affecting our membership volumes during the winter and early spring months. While there is an expectation these numbers will rebound and increase when the Carrier-initiated furloughs end and management recalls our members back to work, it is not without concern for what happens in Washington, D.C. on the Legislative and Regulatory Side, as that could play a significant role in determining BMWED Membership in the future. Proper and adequate funding of Amtrak for operations and capital projects remains a cornerstone of providing reliable rail transportation in the United States and continued employment opportunities for our members on Amtrak.



## Revenue, Refunds and Budget

In February 2024, the National Division Executive Board approved a Fiscal Year Budget for 2024 (that ended on March 31, 2025) of \$16,332,967.00. As of the close of the last Fiscal Year that ended March 31, 2025, BMWED had spent a total of \$15,534,634.00 of the approved 2024 Budget. I am proud and honored to report that the National Division finished the 2024 Fiscal Year strongly with a balanced budget resulting in a surplus just north of \$1.5 million. This surplus is representative of this administration's commitment to the reestablishment and maintenance of fiscal responsibility aimed to build the General Fund back up from poor 2022 market conditions and against almost regular annual deficit spending prior to 2022. I thank the National Division Officers and Staff for their continued assistance and vigilance ensuring we remain good stewards of the Members' money.

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While initially a \$1.5 million surplus may appear lucrative or perhaps even a National Division surplus, it should be remembered that when this administration took over, the General Fund was hemorrhaging money, in part due to losing significant market value coupled with the fact that the National Division was also using portions of the General Fund to pay funding shortages to support the now frozen BMWED Pension Plan. In addition, extra spending on other programs beyond their intended lifespan and budgets exacerbated the problem. The General Fund in September 2022 was just a little above \$26 million when this administration took office. While having a \$1.5 million surplus is great news, it is not the windfall amount it may appear or that would indicate the need to make any changes in terms of dues adjustments or collection. This is because in any given year, despite budgeting generously for our legal costs, we always have additional legal costs that arise unpredictably, whether it's in Organizing campaigns, Board Award Enforcement (such as recent *UP Awards that the Carrier was not honoring, requiring BMWED to file suit and win -- to the tune of \$54,126.00. UP is now required to pay back to BMWED those legal costs*), or a host of other contractual issues we end up in court with the Carriers over. I mention all of this because these are issues that have confronted us year over year, and now, in addition, the National Division must be equipped with the necessary resources available to be able to litigate any issue affecting our members, and Rail Labor as a whole. The \$1.5 million surplus certainly better prepares us for these unforeseen issues that could be on the horizon including those mentioned previously in this report (regulatory, Amtrak Funding/Staffing, etc.,) that will require significant resources should legal battles ensue.

As of March 31, 2025, the BMWED General Fund sits at almost \$29.5 million, representing an approximate \$3.5 million increase from 2022, due to market performance as well as

responsible fiscal awareness. The Pension Fund is at just about \$27.1 million, the Strike Fund is at \$14.9 million (which is just under \$15 million following a transfer of \$566,376.00 to the General Fund and market adjustments since the transfer of the overage that brought it just under the \$15 million threshold) and the combined value of the Health Fund Investments are just above \$4.1 million.

For the current Fiscal Year that began on April 1, 2025, the National Division Executive Board, on March 6, 2025, approved the National Division's budget of \$17,329,834 which represents a 6 percent increase from the previous Fiscal Year that ended March 31, 2025. Much of these additional costs in the current approved fiscal year budget are in connection with the salary increases for National Division Officers and Staff following the recent ratification of the National Agreement. Some other items contributing to the increased budget include but are not limited to adjusted per capita payments BMWED (as well as BLET) are contributing into the Teamsters Rail Conference to staff position for additional access in Washington, D.C., which is already paying dividends (REEF Act Passage, Reversal of Closure of up to 40 RRB Field Offices, etc.). Despite the increased budget, the National Division's budget for Fiscal Year Ending March 31, 2026 projects another balanced budget that further reflects a surplus of just under \$165,000.00.

Even with the increased budget and projected costs for this fiscal year, coupled with the fact that the National Division has been running balanced budgets, National Division will not be slashing programs or defunding our commitment and investments into our most valuable asset, the membership. Since 2023, the National Division has restored the Education Department and the In-Person Training Learning Labs in 2024 and again will host four (4) more of them in 2025, in addition

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to two (2) Advanced Officer Training. Year over year, over the past two years, BMWED has expanded the Education Programs and opportunities for our members to participate in. Since restoring the Education Programs early in the administration in 2022, BMWED National Division will have invested over this three (3) year period (through 2025) a total of nearly \$2 million in Education. It remains the commitment of this administration to continue to provide these opportunities for our members, as well as fight and secure strong contracts for them. In other words, money will be spent where needed and necessary, whether it is bargaining, organizing, education, assisting the legislative and safety departments on legislative and/or regulatory issues, or legal costs to fight off rogue Carrier policies and behavior, as well as maintaining adequate staffing in the BMWED's Mokena Arbitration Department. The National Division remains committed to not only maintaining these critical resources and tools but improving them. Our goal is to prioritize our spending and avoid overspending projected income to achieve these goals, which to date we have been able to accomplish.

## **BMWED Disaster Relief & BMWED Death Benefit**

During the Fiscal Year ending March 31, 2025, the BMWED provided a total of \$44,500.00 in Disaster Relief Benefits to seventy-seven (77) BMWED Member families. These relief efforts were provided in response to natural disasters all across the country, including damaging storms Hurricane Beryl in June 2024, Hurricane Helene and Hurricane Milton in September and October 2024, as well as relief to members in Kentucky and West Virginia following significant flooding that occurred there at the end of February 2025 after a swath of drenching storms flooded communities in both states. During this same period, the Brotherhood upcoming system conventions

scheduled also paid out \$4,000.00 in Death Benefits for eight (8) eligible BMWED Member families.

## **Other Matters of Interest in the Secretary-Treasurer's Department**

Recently, the National Division Information Technology Department (IT) was required to address an issue with the Brotherhood's email to text service, which is a significant tool in terms of communication with the membership. As the prevalence of spam and malicious activity being conducted over text messaging has increased, cellular carriers started aggressively applying their acceptable use policies to anyone using their systems that were not vetted. This resulted in some of our messages not being delivered, until it ramped up to all of our text messages not being delivered. To overcome this, the IT Department moved to a 3rd party provider to process and deliver our text messages as a pay service. In recognition of how vital this service has become, the National Division was not interested in scrapping the plan at the cost of not allowing the National Division, the Systems, and the Local Lodges to effectively communicate with the membership. The National Division is currently covering the costs of providing this service at no cost to the systems or local lodges.

Other items currently being managed include coordinating the collection of documents for the Annual National Division Executive Board audit that occurred on April 21-25, 2025. Updating wage/salary increases effective 7/1/2025 per ratification of the National Agreement under BMWED Bylaws, and continuously processing the influx of Educational ES-1 Salary Reports that have been received and will come from future Learning Labs and Advanced Officer Trainings later this year. Also, the completion of the fiscal year end and

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suspense report filings from dues postings. The department is also currently working on the National Division, and assisting with System and Lodges, annual LM Reports for Department of Labor compliance, providing financial projections for the upcoming system conventions scheduled in 2025, assisting with Lodge Secretary-Treasurer Training in the Learning Labs, and beginning preparations for the annual 990 Tax filings with the IRS later this year. These tasks as just a small sample of the day-to-day operations within the Secretary-Treasurer's Department. As we are a year from the National Division Convention in 2026, the necessary preparations within the Secretary-Treasurer's Department for the Convention are underway as well. Many of the services that the Systems, Local Lodges and Rank and File members rely on, or perhaps mistakenly consider as "automatic," would not be possible without the dedication and commitment from this team.

I am proud to conclude this report by stating that the financial state of this Brotherhood is robust. With our great membership behind their Union, we are building and securing the necessary resources to take on any challenge before us as the BMWED or on Rail Labor as a whole. We will not rest on our recent successes, nor keep any proverbial celebratory champagne open on any of our victories. We always have work to do. Any losses will be lessons to get back up to fight and win. That is what leaders do, and we will continue our efforts to provide our members with a Union they deserve and that remains the Leader in all of Rail Labor.

- Dale Bogart  
Secretary-Treasurer



**National Division Dues \$46.75**

**PER CAPITA TAX 8.8% - \$4.11**

Rail Conference 1.1% - \$0.53  
TTD / RLD 0.7% - \$0.34  
IBT 7.0% - \$3.24

**Remaining ND Dues 91.2% - \$42.64**

(Percentage breakdown below)

President's Dept. 60.8% - \$28.42

Secretary-Treasurer Dept. 16.9% - \$7.92

Overhead 13.5% - \$6.30

President 2.45% E-Board 0.43%  
VP's 9.57% Admin 3.97%  
Legal 2.84% Education 3.93%  
Legislative 5.10% Organizing 3.72%  
National Claims Adjustment 19.14%  
Negotiation & Research 1.92%  
\*\*National Negotiations 1.10%  
Amtrak Negotiations 0.17%  
Communications 2.88% Journal 0.03%  
Railway Safety 1.67%  
National Association 0.91% CRL0 0.30%  
Diversity Committee 0.38%  
Armed Services Council 0.16%  
Derailment Investigation 0.12%

S/T 2.08%  
Admin 2.80%  
Financial Serv. 2.68%  
Reporting Serv. 1.91%  
Membership Serv. 0.78%  
Data Processing 3.20%  
Field Auditors 2.17%  
Death Benefits 0.02%  
Mail Room 1.27%

**\*\*National Negotiation % only includes legal, consulting and salary & expenses associated with Rank & File - All ND Officers & Staff expenses are reflected in their home cost center.**

**System/Federation Dues Vary from \$29.00 - \$79.25**

Local Dues and Assessments vary widely. To determine your monthly Dues and Assessment obligation to your System and Local, please contact your Local S-T or your System/Federation S-T.

# RETIREMENT CHANGES DURING 3/12/2025 TO 6/22/2025

**\*\*\* March 2024 \*\*\***

RICHARD C BEAVERS ALL 1664 GTW  
3/31/2024

**\*\*\* September 2024 \*\*\***

RICHARD C BEAVERS ALL 1664 GTW  
3/31/2024

**\*\*\* November 2024 \*\*\***

ALFREDO HERNANDEZ USD 591 BRC  
11/30/2024

**\*\* December 2024 \*\***

TOM M VERLANIC BURNOR 272 BNSF  
12/31/2024  
M L TRAVIS USD 358 EJE  
12/31/2024

**\*\*\* January 2025 \*\*\***

JOSEPH A FICARA CRSD 2910 SPTA  
1/1/2025  
ANDRE M RIDLEY CRSD 2910 SPTA  
1/1/2025  
JEFFREY J KINLEY USD 2438 DMER  
1/9/2025

**\*\*\* February 2025 \*\*\***

WALTER W ESTERBY JR BURNOR 272 BNSF  
2/1/2025  
ROBERT J PARMENTER USD 1071 UP  
2/3/2025  
ROB D PINKAL BURL 1214 BNSF  
2/4/2025  
JOHN E GIBSON BURL 2852 BNSF  
2/13/2025  
JOEL H OLVERA USD 1096 UP  
2/14/2025  
ROBERT L STREET USD 17 IC  
2/14/2025  
TED R WITT USD 343 UP  
2/18/2025  
STEVEN L DILLARD ARSF 599 NS  
2/22/2025  
PERCY L MC GOWAN USD 407 UP  
2/24/2025  
KENNETH D RING USD 1002 UP  
2/25/2025  
H S QUEENSBERRY ARSF 523 NS  
2/26/2025  
FLOYD W WADE JR ARSF 598 NS  
2/28/2025

**\*\*\* March 2025 \*\*\***

GUMERCINDO CHAVEZ ALL 507 IHB  
3/1/2025  
FREDERIC L JEFFERS JR ALL 160 CSXT  
3/1/2025  
KENNETH G GOGGIA BURNOR 104 BNSF  
3/1/2025  
INDALECIO LOPEZ AF 2912 CONX  
3/2/2025  
N JEFF THOMASON AT&SFF 745 BNSF  
3/4/2025  
PATRICK J MULHOLLAND BURL 1533 BNSF  
3/4/2025  
WESLEY G ELLIS BURL 2621 BNSF  
3/7/2025  
MICHAEL D SCOTT BURL 2621 BNSF  
3/8/2025  
CARL H HOOD BURL 1533 BNSF  
3/13/2025  
DAVID W CHRISTIAN USD 463 GRY  
3/14/2025  
PAUL WRIGHT USD 1171 KCS  
3/15/2025  
DEAN C BENALLY USD 1020 UP  
3/17/2025  
TIMOTHY B SWILLEY BURNOR 104 BNSF  
3/21/2025

**\*\*\* April 2025 \*\*\***

KEVIN M BUNCH AT&SFF 518 BNSF  
4/1/2025  
JODY L HYSER BURNOR 908 BNSF  
4/1/2025  
DELFINO T GONZALES USD 941 UP  
4/1/2025  
CLIFTON E TENNALL AT&SFF 2404 BNSF  
4/2/2025  
TIMOTHY G ABRESCH BURL 509 BNSF  
4/2/2025  
MELVIN WILLIAMS BURL 2435 BNSF  
4/2/2025  
MICHAEL LAHNBERG BURNOR 908 BNSF  
4/8/2025  
RONALD D HARBACK JR BURL 1074 BNSF  
4/10/2025  
BRADLEY E MARTIN BURL 788 BNSF  
4/10/2025  
MARVIN DURAN AT&SFF 2415 BNSF  
4/11/2025  
JOHN M MC CANN II ALL 987 KEOL  
4/18/2025  
WILLIAM O HUDSON BURL 1108 BNSF  
4/28/2025

**\*\*\* May 2025 \*\*\***

LAMONT F ARMSTRONG USD 216 UP  
5/1/2025  
MICHAEL A KENNEDY UPRF 3012 NRPC  
5/2/2025  
LEONEL M BARRIOS USD 2853 UP  
5/5/2025  
JOSE L QUESADA CRSD 2905 NJT  
5/15/2025  
ROBERT R ROSE USD 2853 UP  
5/22/2025  
GEORGE V MACKLEY USD 899 UP  
5/27/2025  
DANIEL W LOWE BURL 2852 BNSF  
5/31/2025  
JAMES A MANZANARES BURL 1142 BNSF  
5/31/2025  
ALAN D RICKERT USD 1402 UP  
5/31/2025

**\*\*\* June 2025 \*\*\***

JEFF A NASH USD 407 UP  
6/3/2025  
JAMES A DAVIS ARSF 525 NS  
6/12/2025  
RONNIE R HUGHES ARSF 525 NS  
6/12/2025  
PATRICK E PALERMO BURL 928 SOO  
6/18/2025  
CHRIS T RENTZ BURL 1965 SOO  
6/18/2025  
JARRED K SCHMITT BURL 1498 SOO  
6/18/2025  
ANTOINETTE SHOOPMAN BURL 2643 SOO  
6/18/2025  
RICHARD A STRAUSS BURL 1965 SOO  
6/18/2025





# BMWED Supplemental Benefits Program

**Enrollment Time Is Here!**

- ✓ National Endorsement for the Disability plan for **BMWED**
- ✓ Dual option disability plan that allows you to choose your level of income protection

## SUPPLEMENTAL BENEFITS INCLUDE



### INCOME PROTECTION

**Railroad Disability**  
Base Plan  
Premiere Plan



### SUPPLEMENTAL PROTECTION

**Accident Plan**  
**Critical Illness**  
**Cancer Insurance**  
**Hospital Indemnity**



### LIFE INSURANCE

**Term Life**  
**Lifetime Benefit Term**  
w/ Long Term Care  
**Whole Life**

### VALUE ADDS:

**Will & Trust, Identity Theft, & More!**

## SUPPLEMENTAL PLANS INCLUDE

**Guaranteed-Issue**  
**NO HEALTH QUESTIONS**

**EXCLUSIVE BENEFITS**

**Most Plans**  
**PORTABLE**

**Cash Benefits**  
**PAID DIRECTLY TO YOU**

**PAYROLL DEDUCTED**  
Or other flexible payment options

**Coverage for Spouse &**  
**DEPENDENT CHILDREN**

## TO ENROLL & REVIEW YOUR COVERAGE OPTIONS:

**SELF-ENROLL**

Scan the QR CODE or visit the link below

**CALL (866)416-5457**

To speak with a Union Benefit Counselor



[www.ebsworksite.com/bmwed](http://www.ebsworksite.com/bmwed)

# 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

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### **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](http://www.bluntlaw.com)  
[dlb@bluntlaw.com](mailto:dlb@bluntlaw.com)  
[paulslocomb@yahoo.com](mailto: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](mailto:Brent@bcoonlaw.com)  
[www.bcoonlaw.com](http://www.bcoonlaw.com)

### **Casey Jones Law**

729 N. Washington Ave., Suite 600  
Minneapolis, MN 55401  
TELEPHONE: 612-293-5249  
[info@caseyjones.law](mailto:info@caseyjones.law)  
[nthompson@caseyjones.law](mailto:nthompson@caseyjones.law)  
[www.caseyjones.law](http://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](mailto:dan@cavanaghlawgroup.com)  
[upsdwns11@gmail.com](mailto: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](mailto:jferguson.raillaw@gmail.com)  
[www.chrischristylaw.com](http://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](mailto:cleach@hubbellfirm.com)  
[jdavis@hubbellfirm.com](mailto: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](mailto:Russ@Ingebritson.com)  
[www.ingebritson.com](http://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](http://www.jamesebert.com)  
[jebert@jamesebert.com](mailto: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](http://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](http://www.naumeslaw.com)  
[robert@naumeslaw.com](mailto:robert@naumeslaw.com)  
[christopher@naumeslaw.com](mailto: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](http://www.prattandtobin.com)  
[lawoffice@prattandtobin.com](mailto:lawoffice@prattandtobin.com)  
[btobin@prattandtobin.com](mailto: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](http://railroad-injuries.com)  
[jvucinovich@rvflegal.com](mailto: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](http://www.moodyrllaw.com)  
[will@moodyrllaw.com](mailto:will@moodyrllaw.com)



“  
...I am proud of  
Brothers Long  
and Suprenant for  
their hard work...”



In Arizona this June, state lawmakers passed and the governor signed Senate Bill 1074 which codifies “on-track equipment” into state highway crossing law.

Thanks to the work of BMWED state legislative directors Ronnie Long and Jayce Suprenant, our members operating on-track equipment or vehicles in the Grand Canyon state will now be protected legally at highway crossings.

Arizona House Representative Consuelo Hernandez, a Democrat, sponsored our bill on the House side and State Senator T.J. Shope, a Republican, in the Senate. Governor Katie Hobbs signed the bill into law this week.

“This is fabulous news and I am proud of Brothers Long and Suprenant for their hard work and steadfast dedication in seeing this legislation all the way across the finish line,” BMWED Director of Government Affairs Jeff Joines said. “Common sense, bipartisan legislation that benefits our members and the general public. Great work!”

# ROLL OF HONOR



|                         |        |      |      |
|-------------------------|--------|------|------|
| BOBBY A ABRIL           | USD    | 508  | 2015 |
| DENNE P ADAIR           | BURL   | 1351 | 2015 |
| BRANDON M ADAMEZ        | UPRF   | 3075 | 2015 |
| WESLEY C ADAMS          | AF-SE  | 1028 | 2015 |
| MATTHEW S ADKINS        | AF-SE  | 1038 | 2015 |
| AARON AGENT             | USDIC  | 1171 | 2015 |
| ULISES AGUIAR           | AT&SFF | 2418 | 2015 |
| LUIS AGUILAR            | USD    | 874  | 2015 |
| FRANCIS G AGUON         | BURNOR | 1763 | 2015 |
| RICHARD C ALDRIDGE      | AT&SFF | 1600 | 2015 |
| NICHOLAS A ALDRIDGE     | AF-SW  | 965  | 2015 |
| WESLEY R ALEXANDER      | AT&SFF | 2409 | 2015 |
| ROBERT J ALEXANDER      | AT&SFF | 2410 | 2015 |
| MATTHEW T ALEXANDER     | UPRF   | 3005 | 2015 |
| JESSE E ALLEN           | AT&SFF | 493  | 2015 |
| TERRY J ALLEN           | USD    | 1381 | 2015 |
| NATHAN L ALLISON        | AT&SFF | 518  | 2015 |
| JACOB L ALLISON         | AF-SW  | 1540 | 2015 |
| AARON D ALLSTUN         | USD    | 2854 | 2015 |
| KADE E ALTENBURG        | BURNOR | 16   | 2015 |
| JOHN A ANDERSON         | USD    | 239  | 2015 |
| JOSHUA J ANDERSON       | BURL   | 2852 | 2015 |
| JOHN E ANSLOVER         | USD    | 1216 | 2015 |
| TYLER B ASHER           | BURL   | 1214 | 2015 |
| PAUL J AUSTIN           | CRSD   | 2907 | 2015 |
| CRAIG M BAILEY          | USD    | 1381 | 2015 |
| JOSEPH H BANDS III      | UPRF   | 3005 | 2015 |
| RAXEL D BANEGAS         | CRSD   | 2905 | 2015 |
| HECTOR BARAJAS SR       | USD    | 508  | 2015 |
| CODY L BARCLAY          | AT&SFF | 1082 | 2015 |
| CLIFFORD B BARKER       | AF-SW  | 450  | 2015 |
| ROBERT B BARR           | AT&SFF | 2405 | 2015 |
| JAMES P BARRON          | AF-SW  | 2286 | 2015 |
| ROBERT E BARTLINSKI     | CRSD   | 2906 | 2015 |
| CHARLES M BASHALE       | BURNOR | 306  | 2015 |
| BRYAN A BASSETT         | BURNOR | 1453 | 2015 |
| JOSEPH L BATTA          | BURNOR | 158  | 2015 |
| JUSTIN P BAY            | AF-SW  | 2729 | 2015 |
| ZACHARY J BEACH         | USD    | 968  | 2015 |
| KEVIN T BEAULAUER       | BURNOR | 1426 | 2015 |
| DANNY W BEAVERS         | BURL   | 1105 | 2015 |
| AUSTON N BEAVERS        | ARFS   | 571  | 2015 |
| ALEXANDER L BECHMAN     | ALL    | 166  | 2015 |
| JASON R BEER            | BURNOR | 309  | 2015 |
| COREY E BEGAY           | AT&SFF | 2400 | 2015 |
| THOMAS D BENDER         | UPRF   | 3075 | 2015 |
| THOMAS D BENNETT III    | AT&SFF | 2421 | 2015 |
| JAMES E BENNETT II      | UPRF   | 3012 | 2015 |
| DANIEL B BENNETT JR     | USD    | 377  | 2015 |
| DANIEL R BERGESON       | USD    | 2853 | 2015 |
| MATTHEW J BESSEY        | ALL    | 166  | 2015 |
| BRADY J BISHOPP         | BURNOR | 1426 | 2015 |
| ANDREW M BLACK          | AF-SE  | 702  | 2015 |
| RAYMOND D BLACK         | UPRF   | 3075 | 2015 |
| DYLAN J BOGGS           | AF-SE  | 2624 | 2015 |
| NOAH I BOND             | AF-SE  | 583  | 2015 |
| SEAN M BONVICINO        | USDIC  | 122  | 2015 |
| BRANDON M BORGERT       | AF-SE  | 2624 | 2015 |
| FRANKLIN R BORJA        | BURNOR | 389  | 2015 |
| TRAVIS J BORRENPOHL     | BURL   | 1316 | 2015 |
| TAYLOR M BOSSE          | AF-SE  | 885  | 2015 |
| CHRISTOPHER D BOSTIC    | USD    | 941  | 2015 |
| ZACHARY A BOULDEN       | USD    | 757  | 2015 |
| JOSH W BOWEN            | BURNOR | 236  | 2015 |
| JOHNNY BOWEN            | AF-SE  | 1432 | 2015 |
| RYAN M BOWERS           | ALL    | 166  | 2015 |
| SHAUN M BORDORFER       | AF-SW  | 212  | 2015 |
| CHARLES J BOYKO         | BURNOR | 309  | 2015 |
| MICHAEL S BRACKEN       | USD    | 1227 | 2015 |
| ZACHARY E BRAY          | AT&SFF | 493  | 2015 |
| MICHAEL R BRILZ         | BURNOR | 272  | 2015 |
| JONATHAN E BRITAIN      | UPRF   | 3005 | 2015 |
| DANIEL B BRODIE         | USD    | 377  | 2015 |
| LENWOOD C BROUGHTON III | USD    | 508  | 2015 |
| RONALD M BROWN          | UPRF   | 3012 | 2015 |
| JOHN M BROWN            | USD    | 508  | 2015 |
| MARCUS A BROWNING       | AF-SE  | 409  | 2015 |
| JAMES L BRYARS          | AF-SE  | 702  | 2015 |
| JAMES W BUDNEY          | AF-SE  | 2624 | 2015 |
| JUAN BURGOS             | ALL    | 201  | 2015 |
| MARSHALL A BURT         | USD    | 918  | 2015 |
| RYAN M BUSWELL          | BURNOR | 272  | 2015 |
| MATTHEW P CALDERONE     | AF-SE  | 25   | 2015 |
| ANTONIO M CALEVRO JR    | AT&SFF | 2419 | 2015 |

|                          |        |      |      |
|--------------------------|--------|------|------|
| JEFFREY G CALMER         | USD    | 342  | 2015 |
| HECTOR D CAMARGO GARCIA  | AF-SW  | 2754 | 2015 |
| STATION W CAMPBELL       | AF-SW  | 2762 | 2015 |
| RANDY R CAMPBELL         | UPRF   | 3075 | 2015 |
| JERRY A CAMPBELL         | BURL   | 1074 | 2015 |
| GARRETT A CAMPBELL       | AF-SE  | 667  | 2015 |
| BRENDAN P CANNON         | CRSD   | 2905 | 2015 |
| STEVEN C CARLILE         | AF-SW  | 927  | 2015 |
| MICHAEL D CARLSON        | USD    | 1381 | 2015 |
| MATTHEW P CARNEY         | USD    | 874  | 2015 |
| MATTHEW J CAVANAUGH      | UPRF   | 3014 | 2015 |
| KENNETH G CAVASSO JR     | USD    | 1381 | 2015 |
| GARY W CESSNA JR         | BURNOR | 104  | 2015 |
| CLAY F CHAPMAN           | AF-SE  | 2624 | 2015 |
| JUSTIN K CHARKAWAY       | ARFS   | 3091 | 2015 |
| JOSHUA C CHILDERS        | AT&SFF | 2409 | 2015 |
| NIKKO CHIQUITO           | USD    | 1020 | 2015 |
| DANIEL C CIRILLO         | UPRF   | 3012 | 2015 |
| STEVEN W CLARK           | BURNOR | 306  | 2015 |
| KASEY E CLARK            | AF-SW  | 1365 | 2015 |
| JONATHAN C CLEVELAND     | USD    | 874  | 2015 |
| NATHAN A CLEVELAND       | USD    | 874  | 2015 |
| LOGAN J CODER            | USD    | 1216 | 2015 |
| AARON L COE              | AT&SFF | 2417 | 2015 |
| DERRICK A COLMAN         | BURL   | 14   | 2015 |
| JACOB G COMER            | USD    | 1381 | 2015 |
| NICCOLINI COORE          | ARFS   | 224  | 2015 |
| JACOB T CORBET           | USD    | 1381 | 2015 |
| JOSEPH G CORDERO         | USD    | 134  | 2015 |
| DANIEL M CORDOZA         | USD    | 914  | 2015 |
| ADAM P CORTS             | BURNOR | 272  | 2015 |
| ARTHUR J COSTELLO        | BURL   | 1105 | 2015 |
| JASON D COUNTS           | BURNOR | 1092 | 2015 |
| EDWIN E COY II           | AF-SE  | 1376 | 2015 |
| BRIAN K CRESS JR         | AF-SW  | 203  | 2015 |
| RANDALL B CROSBY         | AF-SE  | 2162 | 2015 |
| HOUSTON CROSSLEY         | USD    | 1402 | 2015 |
| REFUGIO M CRUZ           | USD    | 134  | 2015 |
| NOLAN R CUNNINGHAM       | USD    | 1402 | 2015 |
| JOSHUA A CURRY           | UPRF   | 3005 | 2015 |
| CHAD E DAILY             | BURL   | 344  | 2015 |
| RANDY R DALABA           | ALL    | 482  | 2015 |
| MATHEW P DALLOLIO        | USD    | 1381 | 2015 |
| JOHN T DANIEL            | AT&SFF | 2402 | 2015 |
| JOSEPH A DAUGHERTY       | AF-SW  | 927  | 2015 |
| MICHAEL A DAVID          | AT&SFF | 2418 | 2015 |
| RAYMOND B DAVID          | ARFS   | 599  | 2015 |
| JEFF T DAVIS             | AT&SFF | 2405 | 2015 |
| RUBEN R DE ALBA          | AT&SFF | 745  | 2015 |
| ANDREW T DE BOLT         | BURNOR | 735  | 2015 |
| TAD W DE LONG            | USD    | 2854 | 2015 |
| LEANDRO DE LUNA          | AF-SW  | 44   | 2015 |
| ROBERT J DE PROFIO       | ALL    | 201  | 2015 |
| JOSEPH DELESSIO          | UPRF   | 3068 | 2015 |
| JOSE A DELGADO           | USD    | 1054 | 2015 |
| DAVID DELGADO            | USDEJE | 358  | 2015 |
| BRANDON G DENHAM         | BURNOR | 104  | 2015 |
| PHILIP N DI GIANDOMA     | BURNOR | 272  | 2015 |
| JEFFERY W DICKERSON      | AT&SFF | 2403 | 2015 |
| GARY B DIETRICH          | CRSD   | 2906 | 2015 |
| JON B DINGUS             | USD    | 2854 | 2015 |
| ANTHONY D DIPAOLO        | UPRF   | 3014 | 2015 |
| KRISTIN R DOMINIQUE      | AT&SFF | 2411 | 2015 |
| THOMAS A DOOLEY          | CRSD   | 2910 | 2015 |
| DOUGLAS E DORMAN         | AF-SE  | 2162 | 2015 |
| JOSHUA A DORROUGH        | AF-SE  | 338  | 2015 |
| MANUEL I DUARTE          | AT&SFF | 2415 | 2015 |
| STEPHEN E DUDLEY         | UPRF   | 3075 | 2015 |
| SHARODD L DUKES          | AF-SW  | 1365 | 2015 |
| WESLEY C DULOCK          | AF-SW  | 2432 | 2015 |
| KEITH A DUNN             | AF-SW  | 2717 | 2015 |
| ETHAN G DURNELL          | AF-SW  | 2762 | 2015 |
| CRAIG DUVARDO            | USDIC  | 17   | 2015 |
| SHELDON S EDMUNDSON      | AF-SW  | 450  | 2015 |
| CORY T EDWARDS           | ARFS   | 2957 | 2015 |
| DOUGLAS D EICHORN        | UPRF   | 3005 | 2015 |
| DUSTIN T EISENBACHER     | USD    | 692  | 2015 |
| TYLER J ELKINS           | AF-SE  | 1376 | 2015 |
| DAVID A EMERSON          | BURNOR | 295  | 2015 |
| ADAM R ENGLE             | UPRF   | 3012 | 2015 |
| BYRON E ENNIS            | AT&SFF | 493  | 2015 |
| JAVIER A ESTRACA         | AF-SW  | 1021 | 2015 |
| ERIC T EVANS             | AF-SW  | 2432 | 2015 |
| ANTHONY D FABBRI         | ALL    | 3060 | 2015 |
| ANDREW P FAGER           | AF-SW  | 1175 | 2015 |
| CHRISTOPHER G FARNSWORTH | AF-SE  | 1649 | 2015 |
| SATURNO FERRIX RAMIREZ   | USD    | 508  | 2015 |
| ANTHONY J FELLO          | UPRF   | 3014 | 2015 |
| AUSTIN D FERRICK         | ALL    | 1650 | 2015 |
| TROY A FERRIS            | BURNOR | 297  | 2015 |
| CODY N FIDLER            | AF-SE  | 1376 | 2015 |
| JEAN-EDER FILS-AIME      | ALL    | 201  | 2015 |
| TY A FISHER              | BURL   | 1351 | 2015 |
| TODD FITZPATRICK         | ARFS   | 542  | 2015 |
| MICHAEL D FITZWATER      | AF-SW  | 450  | 2015 |
| DANIEL J FLAHERTY        | UPRF   | 3012 | 2015 |

|                         |        |      |      |
|-------------------------|--------|------|------|
| JEFFERY E FLICKINGER    | BURNOR | 706  | 2015 |
| DANIEL FLORES           | AF-SW  | 44   | 2015 |
| ALBERT C FLORES         | AF-SW  | 203  | 2015 |
| JONATHAN FLOYD          | ARFS   | 537  | 2015 |
| WARREN D FORBES         | BURL   | 1105 | 2015 |
| SEAN FORD               | UPRF   | 3089 | 2015 |
| DONALD J FORTUNE        | AF-SW  | 212  | 2015 |
| ERIC S FOSTER           | AF-SW  | 2286 | 2015 |
| KOTY L FRAISER          | BURL   | 800  | 2015 |
| THOMAS W FREES          | BURNOR | 104  | 2015 |
| JESSE C FREMSTAD        | USD    | 239  | 2015 |
| STEVEN W FRIEDEL        | BURL   | 788  | 2015 |
| JACK E FRITZ            | BURNOR | 16   | 2015 |
| JESUS FUENTES JR        | AF-SW  | 44   | 2015 |
| ZACHARY E FULLER        | ALL    | 1650 | 2015 |
| RAUL I GAITAN           | AF-SW  | 1021 | 2015 |
| BRADFORD C GALLATIN     | BURL   | 2852 | 2015 |
| TRAYVON D GAMAGE        | AT&SFF | 2418 | 2015 |
| GREGORY P GARCIA        | AT&SFF | 2416 | 2015 |
| JESSE O GARCIA          | USD    | 134  | 2015 |
| JACOB S GARDNER         | AT&SFF | 2404 | 2015 |
| KYLE A GARNER           | AT&SFF | 2417 | 2015 |
| SHAWN M GARNER          | AF-SE  | 676  | 2015 |
| ZACHARY L GARRANT       | UPRF   | 3005 | 2015 |
| COLBY S GAZAWAY         | USD    | 968  | 2015 |
| JOSHUA L GEHMAN         | AF-SE  | 737  | 2015 |
| GIULIO GENDUSO          | USD    | 508  | 2015 |
| ABRAHAM M GERENA        | AF-SW  | 1058 | 2015 |
| ANDREW C GIBSON         | AF-SE  | 1745 | 2015 |
| ERIC J GILL             | UPRF   | 3075 | 2015 |
| JEREMY D GILLILAND      | AF-SE  | 2624 | 2015 |
| JUSTIN L GILMAN         | USD    | 1381 | 2015 |
| JACOB A GILMORE         | AT&SFF | 2418 | 2015 |
| NICOLAS L GIFFERT       | USD    | 473  | 2015 |
| THOMAS M GLADYSH        | USD    | 508  | 2015 |
| JORGE S GONZALEZ        | AT&SFF | 2414 | 2015 |
| ESTEBAN GONZALEZ ANDRAD | E USD  | 1381 | 2015 |
| DILLON J GOODING        | BURL   | 800  | 2015 |
| CODY GOULD              | USDIC  | 17   | 2015 |
| JOHN R GRAFFORD         | BURL   | 788  | 2015 |
| XAVIER W GRANT          | USD    | 1097 | 2015 |
| JOSHUA M GREEN          | AF-SE  | 338  | 2015 |
| DAVID L GREEN           | USD    | 1381 | 2015 |
| MICHAEL E GREENE        | CRSD   | 2910 | 2015 |
| HECTOR R GRIJALVA       | USD    | 508  | 2015 |
| JOSE GUERRERO           | AF-SW  | 1563 | 2015 |
| JAY M GULLON            | BURNOR | 158  | 2015 |
| TYLER J GUMBUSKY        | USD    | 343  | 2015 |
| KYLE A GUNTER           | BURNOR | 309  | 2015 |
| MATTHEW A GUTHRIE       | USD    | 2853 | 2015 |
| EDWIN GUTIERREZ CASTRO  | USD    | 686  | 2015 |
| VICTOR P GUZMAN         | USD    | 508  | 2015 |
| JOHNATHAN L HAASE       | ALL    | 482  | 2015 |
| CALEB J HAFFNER         | BURL   | 798  | 2015 |
| SAMUEL W HAINES         | AT&SFF | 2418 | 2015 |
| ROBERT L HALL III       | AF-SW  | 927  | 2015 |
| TAREK S HAMED           | AT&SFF | 2409 | 2015 |
| ROBERT W HAMILTON JR    | UPRF   | 3075 | 2015 |
| GARRET W HANCOCK        | AT&SFF | 2416 | 2015 |
| RANDY D HANKS           | AF-SW  | 212  | 2015 |
| RYAN P HANRATTY         | ARFS   | 2307 | 2015 |
| CHARLES W HANSEN        | BURNOR | 706  | 2015 |
| ALLEN M HARBER          | AF-SE  | 2606 | 2015 |
| TRAVIS D HARDY          | BURNOR | 272  | 2015 |
| COREY D HARGROVE        | AT&SFF | 2410 | 2015 |
| MARSHALL C HARMS        | BURNOR | 1189 | 2015 |
| JEREMY J HARRINGTON     | USD    | 1152 | 2015 |
| BRANDON M HARRIS SR     | AF-SW  | 2286 | 2015 |
| ARON L HAVELKA          | AF-SW  | 601  | 2015 |
| CALEB M HAWKINS         | ALLNP  | 1664 | 2015 |
| ADAM L HAYDEN           | AF-SE  | 409  | 2015 |
| BRETT M HAYES           | AT&SFF | 2409 | 2015 |
| ETHAN J HAYS            | AF-SW  | 1175 | 2015 |
| HENRY W HEBL            | USD    | 1847 | 2015 |
| MACKENZIE K HEIMSOOTH   | AF-SW  | 1041 | 2015 |
| TRISTAN M HEISLER       | ALL    | 166  | 2015 |
| CASEY H HELMS           | AF-SW  | 212  | 2015 |
| HAYDEN M HEMINGWAY      | BURNOR | 1055 | 2015 |
| SHAWN P HENRY           | AT&SFF | 745  | 2015 |
| BOBBY L HENSON          | AF-SW  | 450  | 2015 |
| JAVIER HERNANDEZ II     | AF-SW  | 1563 | 2015 |
| KLAY J HEUSMAN          | BURL   | 1320 | 2015 |
| JEREMY R HICKS          | BURL   | 2621 | 2015 |
| TAYLOR A HILL           | BURNOR | 272  | 2015 |
| ALLEN G HILLIS          | AF-SE  | 2705 | 2015 |
| TIMOTHY A HILTY         | ALL    | 1650 | 2015 |
| JORDAN HINDCHLIFF       | AT&SFF | 2403 | 2015 |
| TYLER M HINDMAN         | UPRF   | 3005 | 2015 |
| JARETT HIX              | AT&SFF | 2412 | 2015 |
| HUNTER G HOFFMAN        | ARFS   | 3047 | 2015 |
| BRANDON L HOFMEISTER    | AF-SE  | 1432 | 2015 |
| THOMAS L HOGAN          | ARFS   | 599  | 2015 |
| JEREMAH J HOLLANDSWORTH | BURNOR | 295  | 2015 |
| DANIEL R HOMERNIK       | USD    | 425  | 2015 |
| JEFFREY A HOPKINS JR    | AF-SE  | 2425 | 2015 |
| STANLEY C HOUSE         | AT&SFF | 1600 | 2015 |

|                       |        |      |      |
|-----------------------|--------|------|------|
| JOSHUA L HOWARD       | AF-SE  | 225  | 2015 |
| TYLER C HOWE          | AT&SFF | 2409 | 2015 |
| MELVIN T HUBBARD JR   | UPRF   | 3075 | 2015 |
| JAMESON K HUFF        | AF-SE  | 1745 | 2015 |
| JOSHUA S HULEN        | BURNOR | 295  | 2015 |
| FOREST J HULTER       | BURNOR | 320  | 2015 |
| ROBERT M HUMPHREY JR  | USD    | 1381 | 2015 |
| JASON D HUNT          | USD    | 1216 | 2015 |
| CALEB A HUNTER        | AT&SFF | 518  | 2015 |
| DEVAN A HURLEY        | AT&SFF | 1600 | 2015 |
| BRADLEY G HUSTON      | USD    | 473  | 2015 |
| DYLAN J INDERRIEDEN   | AT&SFF | 2417 | 2015 |
| KENNETH B ISAAC       | AF-SE  | 225  | 2015 |
| JEREMY JACKSON        | AT&SFF | 2405 | 2015 |
| ROBERT E JACKSON      | AT&SFF | 1251 | 2015 |
| JARIN A JACOBS        | USD    | 899  | 2015 |
| ISIAH T JAMES         | USD    | 1020 | 2015 |
| RAYMOND JANICKI III   | UPRF   | 3028 | 2015 |
| ROBERT T JANKOWSKI JR | CRSD   | 29   |      |

# ROLL OF HONOR



|                             |             |      |      |
|-----------------------------|-------------|------|------|
| JOSE P MARQUEZ SR.....      | USD.....    | 1227 | 2015 |
| WILLIAM L MARSHALL.....     | ALL.....    | 910  | 2015 |
| DAVID L MARSHALL.....       | AF-SE.....  | 695  | 2015 |
| ISAAC J MARTIN.....         | AT&SFF..... | 2419 | 2015 |
| BRET A MARTIN.....          | USD.....    | 1381 | 2015 |
| DANIEL MATA JR.....         | AF-SW.....  | 115  | 2015 |
| ROLAND J MATTHEWS.....      | AF-SW.....  | 1058 | 2015 |
| CLIFTON W MATTHEWS JR.....  | UPRF.....   | 3012 | 2015 |
| BRANDON E MAY.....          | AF-SE.....  | 225  | 2015 |
| CLINTON P MAYER.....        | USD.....    | 1381 | 2015 |
| MICHAEL S MC CANN.....      | CRSD.....   | 2910 | 2015 |
| TRAVIS M MC CARTNEY.....    | BURNOR..... | 1763 | 2015 |
| JOSHUA J MC CORMICK.....    | AT&SFF..... | 2406 | 2015 |
| CURTIS W MC GEE.....        | AF-SW.....  | 450  | 2015 |
| JAMES C MC GEE.....         | ALL.....    | 1650 | 2015 |
| SAMUEL J MC GREEVY.....     | UPRF.....   | 3005 | 2015 |
| BRIAN P MC KALLIP.....      | ALL.....    | 891  | 2015 |
| BRYAN J MC MAHON.....       | CRSD.....   | 2906 | 2015 |
| JESSE J MEADOWS.....        | AF-SE.....  | 885  | 2015 |
| JONATHAN E MECHAM.....      | AT&SFF..... | 2416 | 2015 |
| LUIS M MENDOZA.....         | USD.....    | 1862 | 2015 |
| MOSE METCALF III.....       | AF-SW.....  | 2729 | 2015 |
| JOSEPH W MEYER.....         | USD.....    | 1402 | 2015 |
| ERIC MILES.....             | UPRF.....   | 3028 | 2015 |
| CURTIS A MILLER.....        | USD.....    | 1152 | 2015 |
| SHAE L MILLER.....          | BURNOR..... | 309  | 2015 |
| JASON C MILLS.....          | AF-SE.....  | 225  | 2015 |
| JONATHAN D MIZE.....        | AF-SE.....  | 1745 | 2015 |
| DANIEL R MONTIJO.....       | AT&SFF..... | 2417 | 2015 |
| CORY M MONZELOWSKY.....     | BURNOR..... | 306  | 2015 |
| JUSTIN B MOODY.....         | AF-SW.....  | 601  | 2015 |
| JUSTIN B MORCOM.....        | AF-SE.....  | 2624 | 2015 |
| RANDY D MOWEN.....          | BURL.....   | 783  | 2015 |
| CHRISTIAN L MULLIGAN.....   | AF-SE.....  | 993  | 2015 |
| STEPHEN MUNIS.....          | BURNOR..... | 272  | 2015 |
| KASEY J MUNNS.....          | USD.....    | 968  | 2015 |
| DAVID A MURPHY.....         | UPRF.....   | 3089 | 2015 |
| BRUCE L MYERS.....          | AF-SW.....  | 1058 | 2015 |
| PATRICK M MYERS.....        | BURNOR..... | 320  | 2015 |
| SAMUEL K NANCE II.....      | USDIC.....  | 1171 | 2015 |
| MATTHEW L NEACE.....        | AT&SFF..... | 493  | 2015 |
| JUAN C NEGRON.....          | UPRF.....   | 3005 | 2015 |
| CODY J NEIL.....            | AF-SW.....  | 366  | 2015 |
| AARON W NEWCOMB.....        | USD.....    | 1227 | 2015 |
| TAYLOR E NEWELL.....        | AT&SFF..... | 2404 | 2015 |
| THOMAS S NEWMAN.....        | AF-SW.....  | 450  | 2015 |
| CORY R NICHOLS.....         | AF-SE.....  | 112  | 2015 |
| TRAE A NICOL.....           | BURL.....   | 1533 | 2015 |
| TROY J NIELSON.....         | AF-SW.....  | 688  | 2015 |
| ZACHARY J NORTH.....        | AF-SE.....  | 409  | 2015 |
| JUSTIN P NOTTER.....        | BURL.....   | 1320 | 2015 |
| SETH A O STEEN.....         | AF-SE.....  | 624  | 2015 |
| TONY OLDENBURGER.....       | USDIC.....  | 1393 | 2015 |
| COLT J OLIVER.....          | USD.....    | 968  | 2015 |
| KYLE E OLSON.....           | USD.....    | 216  | 2015 |
| MICHAEL E OLSON.....        | AF-SW.....  | 2729 | 2015 |
| SHAWN M OPITZ.....          | BURNOR..... | 104  | 2015 |
| KENYON J OPP.....           | BURNOR..... | 306  | 2015 |
| RAFAEL ORTEGA.....          | AT&SFF..... | 2418 | 2015 |
| ISMAEL ORTIZ.....           | AF-SW.....  | 115  | 2015 |
| JACOB D OSWALD.....         | ALL.....    | 109  | 2015 |
| PATRICK R OSWALD.....       | AT&SFF..... | 2405 | 2015 |
| JOSHUA R OWENS.....         | AT&SFF..... | 493  | 2015 |
| JUSTIN A PACK.....          | AT&SFF..... | 2406 | 2015 |
| MICHAEL K PADILLA.....      | USD.....    | 914  | 2015 |
| DEWEY J PAGE.....           | BURL.....   | 1320 | 2015 |
| ANTHONY Q PALADENI III..... | BURNOR..... | 309  | 2015 |
| BRIAN L PAPALAS.....        | ARFS.....   | 2307 | 2015 |
| BRADY L PARRISH.....        | BURL.....   | 1316 | 2015 |
| ZACHARY S PARSONS.....      | BURNOR..... | 1763 | 2015 |
| TROY S PARSONS.....         | AT&SFF..... | 2410 | 2015 |
| LUCIO PATINO.....           | USD.....    | 1227 | 2015 |
| KYLE K PAUL.....            | USD.....    | 1054 | 2015 |
| WESLEY A PAULSON.....       | BURNOR..... | 320  | 2015 |
| KYLE W PAULUS.....          | AT&SFF..... | 2402 | 2015 |
| JERRY C PAVICH.....         | BURNOR..... | 295  | 2015 |
| ROBERT A PEDREIRO.....      | USD.....    | 1402 | 2015 |
| ANTHONY W PENA.....         | AF-SE.....  | 409  | 2015 |
| DAVID S PENNER.....         | BURNOR..... | 144  | 2015 |
| MARLIN PERKINS.....         | USD.....    | 2853 | 2015 |
| ADAM E PETERS.....          | BURNOR..... | 706  | 2015 |
| JUSTIN L PETERSEN.....      | BURL.....   | 1105 | 2015 |
| SOMNANG PHA.....            | USD.....    | 1097 | 2015 |
| DERRALL L PHILSON.....      | AF-SW.....  | 2729 | 2015 |
| ANTWAN B PHOMMACHACK.....   | USD.....    | 342  | 2015 |
| JACOB F PINO SR.....        | USD.....    | 941  | 2015 |
| JOHN F PINTO.....           | USD.....    | 686  | 2015 |
| RANDY A PLATT.....          | ALL.....    | 1650 | 2015 |
| DAVID T POPE.....           | AF-SE.....  | 1432 | 2015 |
| NORBERT J PORTER.....       | UPRF.....   | 3075 | 2015 |
| RYAN B PORTER.....          | AT&SFF..... | 745  | 2015 |
| ARMANDO PORTILLO.....       | AT&SFF..... | 2409 | 2015 |
| LUCAS PRESCIA.....          | AT&SFF..... | 204  | 2015 |
| AARON W PROFFITT.....       | USD.....    | 1381 | 2015 |
| JUSTIN M PROSSER.....       | AF-SE.....  | 25   | 2015 |
| NOE E PUGA.....             | AF-SW.....  | 1058 | 2015 |

|                             |             |      |      |
|-----------------------------|-------------|------|------|
| MICHAEL V PURVIS.....       | CRSD.....   | 2905 | 2015 |
| MATTHEW D RAMSEY.....       | AT&SFF..... | 493  | 2015 |
| COLBY J RASH.....           | BURL.....   | 2621 | 2015 |
| RONALD C REED.....          | BURNOR..... | 104  | 2015 |
| SHANE K REIMUND.....        | AF-SW.....  | 1353 | 2015 |
| T GREG RICHARDSON.....      | BURNOR..... | 272  | 2015 |
| DAMON J RIEDERER.....       | ALL.....    | 3097 | 2015 |
| MICHAEL T RIMPLEY.....      | USD.....    | 899  | 2015 |
| CARLOS RIVERA.....          | ALL.....    | 201  | 2015 |
| GEORGE K ROACH.....         | BURNOR..... | 389  | 2015 |
| BRYCE R ROBBINS.....        | AT&SFF..... | 2409 | 2015 |
| BRENT E ROBERTS.....        | AF-SW.....  | 450  | 2015 |
| PHILLIP M ROBERTS.....      | UPRF.....   | 3028 | 2015 |
| NATHAN A ROBERTSON.....     | ALL.....    | 109  | 2015 |
| AARON J ROBERTSON.....      | UPRF.....   | 3005 | 2015 |
| THEODORE R ROBERTSON.....   | ALLNP.....  | 1664 | 2015 |
| COLYN W ROBINSON.....       | USD.....    | 1381 | 2015 |
| BRIAN C ROBINSON.....       | CRSD.....   | 2910 | 2015 |
| KURT T RODHE.....           | ALL.....    | 1657 | 2015 |
| CHRISTOPHER J ROGUS.....    | AT&SFF..... | 2401 | 2015 |
| ANDREW J ROHLEDER.....      | USD.....    | 922  | 2015 |
| ADAM P ROMA.....            | AT&SFF..... | 2418 | 2015 |
| BRANDON P ROMAN.....        | USD.....    | 1862 | 2015 |
| NATHANIEL J ROSE.....       | BURNOR..... | 1763 | 2015 |
| BLAKE M ROTH.....           | AF-SW.....  | 1100 | 2015 |
| GEORGE C ROWAN.....         | BURNOR..... | 272  | 2015 |
| RAYNARD A ROWEN.....        | AF-SE.....  | 409  | 2015 |
| BRIAN K RUCKER.....         | AT&SFF..... | 2418 | 2015 |
| BRANDON D RUSCH.....        | AF-SW.....  | 366  | 2015 |
| RODNEY J RUSH.....          | AT&SFF..... | 2405 | 2015 |
| DANIEL C SALA.....          | ALL.....    | 1356 | 2015 |
| VINCENT M SANCHEZ.....      | AT&SFF..... | 2414 | 2015 |
| ROSENDO SANCHEZ.....        | USD.....    | 134  | 2015 |
| PAW R SANDBERG.....         | AF-SW.....  | 1041 | 2015 |
| PAUL R SANDOVAL JR.....     | USD.....    | 1020 | 2015 |
| BRIAN SANTISTEVAN.....      | AT&SFF..... | 204  | 2015 |
| BRANDAN SAUNDERS.....       | ARFS.....   | 599  | 2015 |
| TYSON D SCHAFFER.....       | USD.....    | 1402 | 2015 |
| GRANT L SCHERDER.....       | BURL.....   | 2621 | 2015 |
| SHAWN R SCHUPBACH.....      | AT&SFF..... | 2417 | 2015 |
| JONATHAN L SCOTT.....       | AF-SE.....  | 1038 | 2015 |
| JUSTIN B SEITZ.....         | AF-SW.....  | 688  | 2015 |
| KEON C SELLMAN.....         | UPRF.....   | 3028 | 2015 |
| CHRISTOPHER R SERAFINI..... | ALL.....    | 201  | 2015 |
| RYAN L SHAFFER.....         | AF-SE.....  | 1376 | 2015 |
| RONALD D SHEETS JR.....     | AF-SE.....  | 112  | 2015 |
| THOMAS L SHENK.....         | UPRF.....   | 3011 | 2015 |
| MICHAEL E SHEPHERD.....     | AF-SW.....  | 601  | 2015 |
| GEORGE H SHERER.....        | BURL.....   | 230  | 2015 |
| ZACHARY C SHERMAN.....      | BURL.....   | 1965 | 2015 |
| VLADISLAV SHPATS.....       | CSF.....    | 3063 | 2015 |
| ANTHONY M SIANI.....        | UPRF.....   | 3014 | 2015 |
| COREY J SIEFKEN.....        | USD.....    | 1757 | 2015 |
| MICHAEL J SIEGFORD.....     | USD.....    | 757  | 2015 |
| ANDREW T SIMMONS.....       | AF-SE.....  | 112  | 2015 |
| THOMAS H SIMRELL.....       | BURL.....   | 1105 | 2015 |
| DARRYL J SIMS JR.....       | AF-SW.....  | 1100 | 2015 |
| RICHARD H SIWIEC.....       | ARFS.....   | 3018 | 2015 |
| ANDREW J SIX.....           | AF-SE.....  | 698  | 2015 |
| BRYAN G SKILES.....         | UPRF.....   | 3014 | 2015 |
| JOSEPH SMITH.....           | ARFS.....   | 287  | 2015 |
| PATRICK G SMITH.....        | UPRF.....   | 3012 | 2015 |
| CHASE M SMITH.....          | USD.....    | 1227 | 2015 |
| ANDREW A SMITH.....         | AT&SFF..... | 2418 | 2015 |
| ROBERT S SMITHEY III.....   | AF-SW.....  | 965  | 2015 |
| KELLY A SMOCK.....          | USD.....    | 686  | 2015 |
| LEVI J SNELL.....           | USD.....    | 1133 | 2015 |
| WILLIAM E SOBCCZYNSKI.....  | UPRF.....   | 3075 | 2015 |
| WESTON L SOVA.....          | WCSD.....   | 2929 | 2015 |
| BRANDON S SPAKES.....       | AF-SW.....  | 601  | 2015 |
| BRETT T SPEELMAN.....       | USD.....    | 325  | 2015 |
| JONATHAN M SPENCER.....     | BURNOR..... | 309  | 2015 |
| JEREL T SPIKES.....         | AT&SFF..... | 2409 | 2015 |
| ETHAN M STEENBOCK.....      | AF-SW.....  | 688  | 2015 |
| DAVID T STEPNEY.....        | AF-SE.....  | 1857 | 2015 |
| ADAKAI STEVENS.....         | USD.....    | 1020 | 2015 |
| DERIK J STOCKER.....        | AF-SW.....  | 212  | 2015 |
| RUSSELL A STOFFEL.....      | AT&SFF..... | 745  | 2015 |
| BRADLEY H STRATTON.....     | AF-SE.....  | 2162 | 2015 |
| DUSTIN L STRONG.....        | AF-SE.....  | 1745 | 2015 |
| PAUL A STROUP.....          | BURL.....   | 1108 | 2015 |
| AZIZ SUMO.....              | BURNOR..... | 249  | 2015 |
| BRANDON J SUMRALL.....      | USDIC.....  | 615  | 2015 |
| BRIAN L SWIFT.....          | ALL.....    | 1650 | 2015 |
| ERICH R SZYMANSKI.....      | ALL.....    | 176  | 2015 |
| JULIAN J TAFOYA.....        | USD.....    | 686  | 2015 |
| JEFF D TANNAHILL.....       | BURNOR..... | 159  | 2015 |
| ADAM J TARNUTZER.....       | AT&SFF..... | 2413 | 2015 |
| ANDREW J TASSOS.....        | ALL.....    | 166  | 2015 |
| DUSTIN V TATRO.....         | BURNOR..... | 295  | 2015 |
| BENJAMIN J TEDFORD.....     | ALL.....    | 166  | 2015 |
| JOSHUA P TEETS.....         | ARFS.....   | 3006 | 2015 |
| CRAIG J THEDFORD.....       | CRSD.....   | 2906 | 2015 |
| WILLIAM C THOMAS.....       | BURNOR..... | 158  | 2015 |
| SELTON M THOMAS.....        | AF-SW.....  | 1176 | 2015 |
| JERRON D THOMAS.....        | AF-SW.....  | 450  | 2015 |

|                              |             |      |      |
|------------------------------|-------------|------|------|
| DAVID K THOMPSON.....        | AF-SE.....  | 409  | 2015 |
| KYLE T THOMSEN.....          | BURNOR..... | 735  | 2015 |
| JERRY L TIBBS.....           | AF-SW.....  | 450  | 2015 |
| CAMERON T TIELL.....         | AF-SE.....  | 2624 | 2015 |
| TIMOTHY A TIMPSON.....       | UPRF.....   | 3075 | 2015 |
| DOY N TODD.....              | AF-SW.....  | 2762 | 2015 |
| SETSUO M TONY.....           | BURL.....   | 800  | 2015 |
| FRANCISCO J TORRES.....      | USD.....    | 134  | 2015 |
| NATHAN M TORREZ.....         | BURL.....   | 14   | 2015 |
| JUAN J TRANCOSO-SALAS.....   | AT&SFF..... | 2409 | 2015 |
| JEFFREY J TRAVIS.....        | UPRF.....   | 3068 | 2015 |
| DERREK N TRAVIS.....         | USD.....    | 1847 | 2015 |
| ROSS P TREMBLER.....         | UPRF.....   | 3005 | 2015 |
| GREGORY B TRIPP.....         | BURL.....   | 2852 | 2015 |
| JOHN S TRUJILLO.....         | USD.....    | 941  | 2015 |
| ROBERT F TUBB.....           | AF-SW.....  | 450  | 2015 |
| JERRY L TURNER.....          | AF-SW.....  | 450  | 2015 |
| SHANNON R TURNER.....        | AF-SW.....  | 450  | 2005 |
| JORDAN T TURNER SR.....      | USD.....    | 342  | 2015 |
| DAVID D TWINING.....         | BURNOR..... | 309  | 2015 |
| BRYANT S TYLER.....          | ALL.....    | 201  | 2015 |
| ROBERT UPDIKE.....           | ARFS.....   | 599  | 2015 |
| JORDAN T URICH.....          | USD.....    | 1133 | 2015 |
| BRETT J VAN VACTER.....      | UPRF.....   | 3012 | 2015 |
| TYLER J VANDENBERGHE.....    | BURNOR..... | 320  | 2015 |
| KENNETH P VANHORN.....       | UPRF.....   | 3014 | 2015 |
| ROBERT K VEDDER.....         | ALL.....    | 891  | 2015 |
| BRETT A VEENSTRA.....        | USD.....    | 377  | 2015 |
| DANNY L VINES.....           | AT&SFF..... | 493  | 2015 |
| JASON L VOEGTS.....          | AT&SFF..... | 2404 | 2015 |
| SCOTT A VRATNY.....          | AF-SE.....  | 25   | 2015 |
| BRENT M WACKERLE.....        | AT&SFF..... | 2403 | 2015 |
| EVERETT W WADDLE.....        | BURNOR..... | 1763 | 2015 |
| RYAN R WAGNILD.....          | BURNOR..... | 295  | 2015 |
| DERRICK A WAITES.....        | AF-SE.....  | 698  | 2015 |
| SCOTT R WALKER.....          | BURNOR..... | 389  | 2015 |
| JEREMY L WALLACE.....        | AF-SE.....  | 667  | 2015 |
| PATRICK T WALSH JR.....      | CRSD.....   | 2906 | 2015 |
| TYLER R WALSTER.....         | BURNOR..... | 309  | 2015 |
| JULIAN S WALTERS.....        | AT&SFF..... | 2403 | 2015 |
| JOHN C WALTERS.....          | AT&SFF..... | 2600 | 2005 |
| KENNY L WARNOW.....          | AT&SFF..... | 2403 | 2015 |
| RODNEY WASHINGTON.....       | USDIC.....  | 1171 | 2015 |
| CHRISTOPHER J WATTERS.....   | USD.....    | 1196 | 2015 |
| THOMAS W WAYLETT.....        | BURNOR..... | 1326 | 2015 |
| JUSTIN E WEAVER.....         | AF-SW.....  | 450  | 2015 |
| GREGORY A WEDDLE.....        | ARFS.....   | 2307 | 2015 |
| RANDALL S WEEKLY.....        | USD.....    | 899  | 2015 |
| JOSHUA A WEISHAAR.....       | BURNOR..... | 295  | 2015 |
| TRAVIS L WELLS.....          | AT&SFF..... | 2439 | 2015 |
| JACOB M WELSH.....           | BURL.....   | 788  | 2015 |
| PATRICK L WEST.....          | USDIC.....  | 1165 | 2015 |
| JEFFREY C WESTMAN.....       | ARFS.....   | 887  | 2015 |
| ROSS T WESTON.....           | USD.....    | 410  | 2015 |
| BRANDON T WETZEL.....        | AF-SE.....  | 1432 | 2015 |
| JIMMY L WHARTON JR.....      | AT&SFF..... | 2404 | 2015 |
| RONALD V WHEATLEY.....       | AF-SW.....  | 1715 | 2015 |
| EDWARD L WHIPPLE.....        | ALL.....    | 166  | 2015 |
| TROY C WHITAKER.....         | USD.....    | 1227 | 2015 |
| MATTHEW T WHITE.....         | AF-SE.....  | 916  | 2015 |
| CHARLES A JOSEPH.....        | UPRF.....   | 2225 | 2015 |
| TRAVIS D WHITE.....          | BURNOR..... | 295  | 2015 |
| CHARLES D WHITEHEAD III..... | AF-SW.....  | 996  | 2015 |
| DEREK J WHITTENBURG.....     | BURNOR..... | 1092 | 2015 |
| JAMES R WIEGER.....          | AF-SE.....  | 466  | 2015 |
| ANDREW R WIERTZ.....         | UPRF.....   | 3014 | 2015 |
| ADAM E WILLARD.....          | BURL.....   | 783  | 2015 |
| KENDALL R WILLIAMS.....      | AF-SW.....  | 1058 | 2015 |
| DUSTIN R WILLIAMS.....       | AF-SE.....  | 498  | 2015 |
| TIMOTHY A WILSON.....        | UPRF.....   | 2225 | 2015 |
| BRANDON C WILSON.....        | BURNOR..... | 309  | 2015 |
| CHRISTOPHER J WILSON.....    | BURNOR..... | 159  | 2015 |
| ANDREW P WINDEN.....         | BURNOR..... | 159  | 2015 |
| THOMAS R WINGO.....          | BURL.....   | 1351 | 2015 |
| JEREMY N WITTE.....          | AT&SFF..... | 2405 | 2015 |
| AARON M WOOD.....            | AT&SFF..... | 2417 | 2015 |
| ADAM N WOODS.....            | AT&SFF..... | 493  | 2015 |
| CHARLES WOODSON.....         | AT&SFF..... | 2401 | 2015 |
| TERRANCE A WOODWORTH.....    | USD.....    | 1216 | 2015 |
| JAMES W WORTHINGTON.....     | AT&SFF..... | 2409 | 2015 |
| KAMEL K WOZNIAK III.....     | UPRF.....   | 3014 | 2015 |
| JOSEPH WRENZ.....            | UPRF.....   | 3012 | 2015 |
| CODY W WRIGHT.....           | AF-SW.....  | 345  | 2015 |
| CHRISTOPHER T WRIGHT.....    | AF-SW.....  | 1048 | 2015 |
| LEWIS J WRIGHT.....          | AF-SE.....  | 225  | 2015 |
| BRYAN J WYCKOFF.....         | USD.....    | 1381 | 2015 |
| DUSTIN A YEOMAN.....         | USD.....    | 1133 | 2015 |
| RYAN C YINGLING.....         | UPRF.....   | 3075 | 2015 |
| RICHARD S YOUNG.....         | AT&SFF..... | 2409 | 2015 |
| JASON YOUNG.....             | AT&SFF..... | 204  | 2015 |
| MICHAEL J YOUNG.....         | UPRF.....   | 2225 |      |

# ROLL OF HONOR

|                          |        |      |      |
|--------------------------|--------|------|------|
| ADARBERTO MARQUEZ        | UPRF   | 655  | 2010 |
| ANDREY MATIUKHIN         | UPRF   | 3014 | 2010 |
| WILLIAM MC KINNEY        | ARFS   | 537  | 2010 |
| MAX MESSER               | ARFS   | 525  | 2010 |
| JONATHAN L MYERS         | USDIC  | 1539 | 2010 |
| NATHAN A NEWTON          | ARFS   | 887  | 2010 |
| ADAM J NYGAARD           | BURL   | 1488 | 2010 |
| CHRISTOPHER C OWENS      | USDIC  | 1539 | 2010 |
| CARL R PATRICK           | ARFS   | 580  | 2010 |
| CARLOS A PEREIRA         | CRSD   | 2906 | 2010 |
| EDWIN PEREZ              | UPRF   | 3068 | 2010 |
| JEFFERY PESKIE           | WCSD   | 2926 | 2010 |
| RYAN S PITTS             | ARFS   | 1532 | 2010 |
| CHRISTOPHERA QUENZLER J. | R.ARSF | 3008 | 2010 |
| LUIS A RAMOS             | ALL    | 201  | 2010 |
| MARCOS ROBLES            | UPRF   | 3014 | 2010 |
| JERRY ROLAND             | ARFS   | 524  | 2010 |
| FRED RUGG JR.            | ARFS   | 3006 | 2010 |
| SCOTT RUSSELL            | UPRF   | 3005 | 2010 |
| PATRICK J RYAN           | UPRF   | 3014 | 2010 |
| JOHN C SACHAR            | ALL    | 866  | 2010 |
| JONATHAN S SALAZAR       | CRSD   | 2907 | 2010 |
| FRANKLYN A SANTANA       | CRSD   | 2905 | 2010 |
| SAMUEL D SANTOS          | ARFS   | 2440 | 2010 |
| ROBERTO A SANZONE        | CRSD   | 2906 | 2010 |
| JOSEPH R SCAVELLI        | ARFS   | 1532 | 2010 |
| MICHAEL L SCHRADER       | AF-SE  | 2161 | 2010 |
| ALEJANDRO SERRANO        | ALL    | 507  | 2010 |
| CHARLES SHELTON JR.      | ARFS   | 599  | 2010 |
| JASON R SHIMKUS          | AF-SE  | 818  | 2010 |
| STEVEN T SLAVIN          | ALL    | 987  | 2010 |
| KEIL A SLIWINSKI         | ARFS   | 2440 | 2010 |
| CHRISTOPHER S SMITH      | USDIC  | 1210 | 2010 |
| FRANK SNEAD              | UPRF   | 3068 | 2010 |
| JONATHAN SOURS           | ARFS   | 577  | 2010 |
| CHRIS STEELE             | AT&SFF | 1600 | 2010 |
| LEE M STEFFY             | ARFS   | 3008 | 2010 |
| BRANDEN STEWARD          | UPRF   | 3095 | 2010 |
| ZACKARY STOKES           | ARFS   | 537  | 2010 |
| NICHOLAS R STUMP         | ARFS   | 532  | 2010 |
| TANNER L SWINK           | AF-SE  | 2426 | 2010 |
| GLENN TALLMAN            | UPRF   | 3014 | 2010 |
| CRAIG M TAYLOR           | ARFS   | 568  | 2010 |
| JONATHAN R TISSUE        | ARFS   | 3006 | 2010 |
| JAMES TRULL              | ARFS   | 537  | 2010 |
| TOMAS VALERIO JR.        | CRSD   | 2905 | 2010 |
| KENNETH P WALLIS         | ALL    | 612  | 2010 |
| JEREMY V WALSH           | ARFS   | 2703 | 2010 |
| LANCE WEAVER             | UPRF   | 3014 | 2010 |
| BRADLEY S WEAVER         | ARFS   | 567  | 2010 |
| DENIS E WILDE JR.        | ARFS   | 2780 | 2010 |
| ALTON WILDERNESS         | BURL   | 1903 | 2010 |
| TREVOR L WILEY           | AF-SE  | 737  | 2010 |
| RICHARD R WOOLFOLK       | UPRF   | 3068 | 2010 |
| CARL J YOUNG JR.         | USD    | 1046 | 2010 |



|                      |        |      |      |
|----------------------|--------|------|------|
| JAMES B AMON         | AF-SE  | 153  | 2005 |
| STEPHAN ANDERSON     | AF-SW  | 1176 | 2005 |
| TRAVIS B ANDERSON    | BURL   | 798  | 2005 |
| AARON W ARNOLD       | BURL   | 1302 | 2005 |
| J N ARTHERTON        | AF-SW  | 1365 | 2005 |
| JEREMY K ASHBY       | AF-SW  | 564  | 2005 |
| ERICK G AVILA        | USD    | 134  | 2005 |
| JOHN E BABB          | USD    | 508  | 2005 |
| DAVID W BAILEY JR.   | USD    | 381  | 2005 |
| JOSHUA R BAKER       | AT&SFF | 2406 | 2005 |
| CAMILO BALDENEGRO    | USD    | 508  | 2005 |
| ROBERT V BARKER      | ARFS   | 3006 | 2005 |
| THOMAS E BARNES JR.  | ARFS   | 362  | 2005 |
| JAMES M BEACH        | ARFS   | 546  | 2005 |
| JAMES D BEASLEY      | AT&SFF | 2033 | 2005 |
| CHALANC N BENNETT SR | AF-SW  | 2432 | 2005 |
| BRIAN R BIBBS        | C&EI   | 63   | 2005 |
| JOSEPH L BILLS       | UPRF   | 2225 | 2005 |
| RUSSELL J BIRCH      | USDIC  | 2834 | 2005 |
| MATTHEW S BLACK      | ARFS   | 1464 | 2005 |
| ERIC J BLACKLEDGE    | AT&SFF | 493  | 2005 |
| THOMAS W BLACKWELL   | AT&SFF | 2411 | 2005 |
| CARL T BOHANNON      | ARFS   | 660  | 2005 |
| BRET A BONDEGARD     | USD    | 899  | 2005 |
| B J BOOTHE           | AF-SW  | 522  | 2005 |
| DENNIS A BORAK       | AF-SW  | 2762 | 2005 |
| TIMOTHY BOREK        | UPRF   | 3082 | 2005 |
| JASON K BOYD         | AF-SW  | 1025 | 2005 |

|                       |        |      |      |
|-----------------------|--------|------|------|
| MICHAEL W BRATTON     | AF-SW  | 450  | 2005 |
| KENNETH J BROWN       | AF-SW  | 1254 | 2005 |
| BRETT S BROWN         | ARFS   | 1743 | 2005 |
| BRIAN W BROWN         | USD    | 508  | 2005 |
| MICHAEL S BRUECKNER   | BURL   | 1108 | 2005 |
| RANDALL E BRUMFIELD   | USDIC  | 1539 | 2005 |
| JASON M BURBAGE       | USD    | 508  | 2005 |
| BENJAMIN E BURLISON   | AT&SFF | 1600 | 2005 |
| ABRAM BURR            | USD    | 508  | 2005 |
| ROBERT W BURWELL      | BURL   | 798  | 2005 |
| SCOTT A BUSHONG       | BURL   | 783  | 2005 |
| CODY C BUTLER         | USD    | 968  | 2005 |
| LARRY K CAGNET        | ARFS   | 287  | 2005 |
| BRIAN K CALDWELL      | ARFS   | 571  | 2005 |
| BRIAN CALKINS         | BURNOR | 272  | 2005 |
| PATRICK L CALLAWAY    | USD    | 134  | 2005 |
| JOEL A CALVILLO       | USD    | 941  | 2005 |
| ROBERT V CAMPBELL     | ARFS   | 636  | 2005 |
| ANDY S CANAS          | USD    | 899  | 2005 |
| VYRON K CARTER        | AF-SW  | 1048 | 2005 |
| WILLIAM L CHAFFIN     | ARFS   | 1464 | 2005 |
| R E CHANNEL           | AF-SW  | 927  | 2005 |
| DANIEL R CHEEK        | BURL   | 798  | 2005 |
| BOB CLARK             | AF-SW  | 1099 | 2005 |
| DERWIN W COCKERHAM    | AT&SFF | 2409 | 2005 |
| THOMAS D COLVIN       | USD    | 134  | 2005 |
| DANIEL R COLWELL      | BURL   | 798  | 2005 |
| TIMOTHY E COOK        | ARFS   | 2434 | 2005 |
| JAMES F CORRIGAN      | BURNOR | 1426 | 2005 |
| JONATHAN R COUTEE     | AF-SW  | 1176 | 2005 |
| MATHEW D COVARRUBIAS  | BURL   | 2435 | 2005 |
| ALLAN E DA COSTA      | USD    | 1096 | 2005 |
| ZACK N DANIEL         | AT&SFF | 361  | 2005 |
| TREVOR J DANIELS      | USD    | 1227 | 2005 |
| JAMES E DAVIS         | AT&SFF | 2405 | 2005 |
| SCOTT A DE CRAPIO     | USD    | 508  | 2005 |
| RYAN J DE JONG        | USD    | 1002 | 2005 |
| WILLIAM P DEWITT      | BURL   | 961  | 2005 |
| NELSON A DIAL         | C&EI   | 1003 | 2005 |
| JUSTIN D DIEHL        | AT&SFF | 2402 | 2005 |
| DARRIN W DILLINGER    | BURL   | 509  | 2005 |
| REID F DIRDEN         | AF-SW  | 1012 | 2005 |
| RICHARD D DOUCET JR   | AF-SW  | 1715 | 2005 |
| SHANE E DOUGLAS       | AT&SFF | 2402 | 2005 |
| JAY D DOYLE           | USD    | 1071 | 2005 |
| JEREMY J DREITZ       | AF-SW  | 1254 | 2005 |
| WAYLON DU BOIS        | BURNOR | 158  | 2005 |
| STEVEN B DUNCAN       | AT&SFF | 2600 | 2005 |
| BRANDON A DUPUY       | AF-SW  | 1176 | 2005 |
| EDWARD J DWYER        | BURNOR | 272  | 2005 |
| BRADLEY S EAKIN       | AT&SFF | 2600 | 2005 |
| DUSTIN L EASLEY       | AT&SFF | 2421 | 2005 |
| JOE H EDDINS, JR.     | AT&SFF | 2409 | 2005 |
| BRIAN K EDMONDS       | AF-SW  | 2432 | 2005 |
| MICHAEL P EKERS       | ARFS   | 1464 | 2005 |
| GARY B ELLIOTT        | AT&SFF | 1600 | 2005 |
| JOSEPH A ENDYKIEWICZ  | USD    | 508  | 2005 |
| JACOB P ENGALDO       | BURL   | 1302 | 2005 |
| MICHAEL E ENGBLEY     | C&EI   | 1003 | 2005 |
| MAXIMINO ESTRADA      | USD    | 700  | 2005 |
| CAMERON R ETHRIDGE    | AF-SW  | 1058 | 2005 |
| MICHAEL A EVANS       | ARFS   | 226  | 2005 |
| JASON A EVANS         | BURL   | 1302 | 2005 |
| ISAAC K FANCHER       | ARFS   | 567  | 2005 |
| RANDY R FEATHERLING   | C&EI   | 1003 | 2005 |
| RANDY E FELTY         | C&EI   | 1003 | 2005 |
| BRADLEY K FERRO       | ARFS   | 362  | 2005 |
| ANDREW G FIELD        | BURNOR | 1763 | 2005 |
| ALAN B FIELDS         | AT&SFF | 2439 | 2005 |
| JORGE FIGUEROA        | USD    | 508  | 2005 |
| DOUGLAS R FINLINSON   | USD    | 1227 | 2005 |
| D L FITCH             | C&EI   | 1003 | 2005 |
| MICHAEL R FITZWATER   | USD    | 1071 | 2005 |
| TIMOTHY W FLYNN       | BURL   | 783  | 2005 |
| CHRISTOPHER FRANKLIN  | USDIC  | 17   | 2005 |
| ROGER FRANKLUND       | BURNOR | 1092 | 2005 |
| TOBY D GAMMILL        | AF-SW  | 927  | 2005 |
| STEVE W GARGALL       | AF-SW  | 450  | 2005 |
| PERRY K GELLER JR     | ALL    | 1037 | 2005 |
| PAUL G GENNARO        | USDIC  | 1539 | 2005 |
| JOSHUA D GOLLOB       | USD    | 1148 | 2005 |
| ADRIAN M GONZALES     | AF-SW  | 1021 | 2005 |
| JUSTIN W GONZALEZ     | USD    | 508  | 2005 |
| MARIO GONZALEZ        | USD    | 1862 | 2005 |
| JOSEPH C GRAHAM       | ARFS   | 599  | 2005 |
| THOMAS G GRANT        | ARFS   | 567  | 2005 |
| ANTHONY W GROGAN      | AT&SFF | 2433 | 2005 |
| FELIPE A GUDINO       | USD    | 227  | 2005 |
| DIEGO GUTIERREZ       | BURL   | 14   | 2005 |
| GUY A HABY            | AF-SW  | 644  | 2005 |
| WILLIAM M HALEY       | ARFS   | 1259 | 2005 |
| CORDICE L HAMILTON JR | ARFS   | 524  | 2005 |
| Jim HARDY             | AF-SW  | 1715 | 2005 |
| JAMES L HARPER        | AF-SW  | 564  | 2005 |
| VINCE L HAWTHORNE     | AT&SFF | 1082 | 2005 |
| MICHAEL M HAYES       | USD    | 134  | 2005 |

|                       |        |      |      |
|-----------------------|--------|------|------|
| TERRY L HENDRIX       | AF-SW  | 203  | 2005 |
| ROBERT D HENSON       | BURNOR | 1763 | 2005 |
| BRADLEY J HERMAN      | BURL   | 1498 | 2005 |
| MARIO B HERNANDEZ     | AT&SFF | 2412 | 2005 |
| JORGE HERNANDEZ       | USD    | 508  | 2005 |
| JOSE G HIGH           | AF-SW  | 115  | 2005 |
| SECUNDINO P HINOJOSA  | AF-SW  | 644  | 2005 |
| DANE C HOBSON         | USD    | 899  | 2005 |
| JUSTIN R HODGE        | AF-SW  | 644  | 2005 |
| TERRILL L HODGE       | ARFS   | 529  | 2005 |
| JUSTIN J HOFFELD      | BURNOR | 16   | 2005 |
| MICHAEL S HOLLAND     | AT&SFF | 2417 | 2005 |
| LARRY C HOOLEY        | AT&SFF | 2413 | 2005 |
| JOSHUA P HOYT         | USD    | 686  | 2005 |
| DAVID B HUBBARD       | USDIC  | 17   | 2005 |
| KEVIN J HUME          | USD    | 1847 | 2005 |
| NARVELL HUNT          | USD    | 686  | 2005 |
| RYAN L INGRAM         | USD    | 968  | 2005 |
| LLOYD ISAAC           | AF-SW  | 1048 | 2005 |
| TIMOTHY E JACKSON     | USDIC  | 17   | 2005 |
| JOSHUA P JACOBSON     | BURL   | 1490 | 2005 |
| KEVIN H JANSSEN       | BURNOR | 1296 | 2005 |
| TRAVIS M JARES        | BURNOR | 706  | 2005 |
| CHRISTOPHER M JENSEN  | USD    | 899  | 2005 |
| RICHARD M JOHNS       | AT&SFF | 2403 | 2005 |
| ROBERT T JOHNS        | AT&SFF | 2403 | 2005 |
| JIMMIE L JOHNSON      | AT&SFF | 493  | 2005 |
| DANIEL J JOHNSON      | ARFS   | 1362 | 2005 |
| ALEX N JOHNSON        | USD    | 1227 | 2005 |
| DONALD L JONES        | BURL   | 509  | 2005 |
| SIRROMMIE L JONES     | AF-SW  | 2432 | 2005 |
| BLANE A JONES         | AT&SFF | 2413 | 2005 |
| JONATHAN C JONES      | AT&SFF | 2409 | 2005 |
| LEONARD O JOSEPH      | AF-SW  | 1058 | 2005 |
| MICHAEL R JURKIEWICZ  | ARFS   | 3018 | 2005 |
| LEANDER KEE           | AT&SFF | 2417 | 2005 |
| BENNY M KELLY JR      | AF-SW  | 450  | 2005 |
| DONALD R KENNEDY II   | ARFS   | 537  | 2005 |
| SETH G KESSLER        | BURL   | 798  | 2005 |
| PAUL B KEY            | AF-SW  | 1176 | 2005 |
| DANIEL R KINZER       | BURL   | 798  | 2005 |
| JAMES C KIRKPATRICK   | BURNOR | 1763 | 2005 |
| RALPH J KISSELBURG    | AF-SW  | 601  | 2005 |
| BENJAMIN M KLUKAS     | BURNOR | 144  | 2005 |
| ROBERT L KNIGHT       | AT&SFF | 2417 | 2005 |
| ANDREW S KNUPP        | ARFS   | 3061 | 2005 |
| CHRISTIAN J KOWALESKI | BURNOR | 1763 | 2005 |
| ROBERT J KUEHLER      | AF-SW  | 2921 | 2005 |
| JEREMY C LAMBERT      | ARFS   | 599  | 2005 |
| JOSEPH F LANGLEY      | AF-SW  | 2286 | 2005 |
| BRIAN W LANGLOSS      | BURL   | 1302 | 2005 |
| BRIAN T LAW           | BURNOR | 144  | 2005 |
| CRAIG P LAYMON        | ARFS   | 1632 | 2005 |
| RICHARD H LEFFERS     | USD    | 473  | 2005 |
| JAMES A LEINBERGER    | BURL   | 788  | 2005 |
| AVERY S LEWIS         | AF-SW  | 1058 | 2005 |
| BRADLEY T LINES JR    | ARFS   | 887  | 2005 |
| MARIO D LOCKETT       | AF-SW  | 212  | 2005 |
| CACHE R LOUNSBURY     | USD    | 968  | 2005 |
| MANUEL O LOZANO       | AT&SFF | 2416 | 2005 |
| DAVID J LUCAS         | BURNOR | 272  | 2005 |
| RICHARD D LYNCH       | AF-SW  | 2286 | 2005 |
| ROMON MACIAS          | AF-SW  | 1254 | 2005 |
| ZACHARY D MADER       | BURL   | 1108 | 2005 |
| SCOTT A MADISON       | BURL   | 1302 | 2005 |
| TONY R MAGNETT        | AF-SW  | 688  | 2005 |
| MICHAEL MAITLAND      | BURNOR | 295  | 2005 |
| JOE C MALDONADO       | USD    | 508  | 2005 |
| TIMOTHY W MANDRY      | AF-SW  | 450  | 2005 |
| DARIUS B MARCHANT     | ARFS   | 627  | 2005 |
| MARIO MARSHALL        | BURNOR | 295  | 2005 |
| ALDEN C MARTIN        | BURL   | 2852 | 2005 |
| GREGORY B MC CLENDON  | USDIC  | 1539 | 2005 |
| KEITH J MC CLURE      | AF-SW  | 522  | 2005 |
| CASEY MC CREA         | BURNOR | 272  | 2005 |
| JOSEPH R MC DERMOTT   | USD    | 216  | 2005 |
| EDWARD M MC DOUGALL   | USD    | 1054 | 2005 |
| SHAWN MC GILLIS       | BURNOR | 272  | 2005 |
| JERROD L MC KENZIE    | ARFS   | 34   | 2005 |
| ANDRES MEDRANO        | AF-SW  | 115  | 2005 |
| JOSE R MERGY          | USD    | 134  | 2005 |
| RICHARD D MICHALSKI   | BURNOR | 735  | 2005 |
| DARIUS S MIKEL        | AT&SFF | 2405 | 2005 |
| ANDREW MILLER         | AF-SW  | 450  | 2005 |
| BRADLEY A MILLER      | ARFS   | 2307 | 2005 |
| ADAM R MINARD         | AF-SW  | 1025 | 2005 |
| ANDREW D MINGUS       | ARFS   | 532  | 2005 |
| CHARLES D MITCHELL    | ARFS   | 567  | 2005 |
| BRIAN P MOODY         | USD    | 1847 | 2005 |
| TIMOTHY B MORRIS      | ARFS   | 551  | 2005 |
| DAREN W MORRIS        | AT&SFF | 2413 | 2005 |
| JOHN D MORRIS JR      | AF-SW  | 2762 | 2005 |
| CURTIS E MORRISON     | AT&SFF | 2413 | 2005 |
| MILTON R MOSLEY       | USD    | 1071 | 2005 |
| JAMES C MUDD          | BURL   | 788  | 2005 |
| JAMES S MULLINS       | ARFS   | 645  | 2005 |

|                   |        |      |      |
|-------------------|--------|------|------|
| C M MURRAY        | C&EI   | 1003 | 2005 |
| KEVIN A NADLER    | BURL   | 798  | 2005 |
| SHANE J NELSON    | USD    | 1402 | 2005 |
| CHRIS NELSON      | BURNOR | 272  | 2005 |
| JOHN C NELSON     | AT&SFF | 361  | 2005 |
| KENNETH W NILSEN  | USD    | 1046 | 2005 |
| TIM P O BRIEN     | AT&SFF | 2439 | 2005 |
| LOGAN J O NEIL    | BURNOR | 1092 | 2005 |
| CHAD M OHLHEISER  | USD    | 941  | 2005 |
| NATHAN G OLESON   | BURL   | 961  | 2005 |
| MICHAEL OLIVERSON | USD    | 1402 | 2005 |
| FELIPE ONSUREZ    | AT&SFF | 2412 | 2005 |
| STEVE C ORSEN     | USDEJE | 358  | 2005 |
| DANIEL L OSBORNE  | ARFS   | 567  | 2005 |
| JOSEPH PACHAK     | BURNOR | 249  | 2005 |
| JEFFERY C PADGETT | ARFS   | 673  | 2005 |
| DANIEL W PAINTER  | USDIC  | 2834 | 2005 |
| STEVE PANDO       | AT&SFF | 2409 | 2005 |
| EDMOND M PANEITZ  | AF-SW  | 996  | 2005 |
| ANTHONY L PANELLA | BURL   | 2435 | 2005 |
|                   |        |      |      |

# ROLL OF HONOR

|                           |        |      |      |
|---------------------------|--------|------|------|
| TOMMY J ULIBARRI.....     | AT&SFF | 2415 | 2005 |
| MIGUEL A URIBE.....       | USD    | 686  | 2005 |
| JOHN A VANDERLICK.....    | ARSF   | 3091 | 2005 |
| JAMES G VANDERSYS.....    | BURL   | 1320 | 2005 |
| WILLIAM J VARNEY.....     | ARSF   | 551  | 2005 |
| JESSE M VASQUEZ.....      | AF-SW  | 2717 | 2005 |
| WILFREDO VAZQUEZ.....     | ALL    | 201  | 2005 |
| AARON N VILLARREAL.....   | AT&SFF | 2409 | 2005 |
| PATRICK C VILLEGAS.....   | USD    | 1862 | 2005 |
| JAMES M WAHLEN.....       | BURL   | 1965 | 2005 |
| JOHN B WALKER.....        | ARSF   | 537  | 2005 |
| JACOB R WALKER.....       | ARSF   | 619  | 2005 |
| JOHN C WALTERS.....       | AT&SFF | 2600 | 2005 |
| MATTHEW D WARREN.....     | AF-SW  | 203  | 2005 |
| JASON A WARREN.....       | AT&SFF | 2413 | 2005 |
| CORNELL WASHINGTON.....   | USD    | 757  | 2005 |
| CHARLES R WATTS.....      | USDC   | 1539 | 2005 |
| STEVEN F WAWRYK JR.....   | BURL   | 2435 | 2005 |
| TREY J WELLENSTEIN.....   | BURNOR | 158  | 2005 |
| GERALD A WELLS.....       | ARSF   | 1632 | 2005 |
| HARPER W WHITE.....       | AF-SW  | 601  | 2005 |
| CHRISTOPHER W WHITE.....  | AT&SFF | 2600 | 2005 |
| KENNETH P WOOD.....       | AF-SW  | 1099 | 2005 |
| DANNY W WOOD.....         | USD    | 1148 | 2005 |
| ROBERT L WOODARD III..... | USD    | 508  | 2005 |
| JOHN D WOODYARD JR.....   | USD    | 1133 | 2005 |
| JERRED S WOOLARD.....     | AF-SW  | 450  | 2005 |
| RICHARD A WYATT JR.....   | AF-SW  | 345  | 2005 |
| ANTHONY C YBARRA.....     | AF-SW  | 2286 | 2005 |
| EDUARDO A ZAMUDIO.....    | AF-SW  | 1365 | 2005 |
| DUANE D ZOBROSKY.....     | BURL   | 798  | 2005 |



|                            |        |      |      |
|----------------------------|--------|------|------|
| ROBERT J AHLQUIST JR.....  | AF-SE  | 2915 | 2000 |
| DANIEL A BAKER.....        | AF-SE  | 992  | 2000 |
| JAMES R BETHEA.....        | AF-SE  | 562  | 2000 |
| CHARLES S BURRELL.....     | AF-SE  | 2912 | 2000 |
| EMERSON CADMAN.....        | USD    | 1020 | 2000 |
| WILLIAM CALDWELL.....      | AF-SW  | 1100 | 2000 |
| MICHAEL CROFT.....         | AF-SE  | 1857 | 2000 |
| JAMES M DAVIS.....         | USD    | 1097 | 2000 |
| Kevin R DAVIS.....         | AF-SW  | 688  | 2000 |
| MARK A DECKER.....         | USDC   | 694  | 2000 |
| JEREMY J DUGAN.....        | USD    | 381  | 2000 |
| LUTHER EVANS.....          | USD    | 508  | 2000 |
| SERGIO G FERNANDEZ.....    | USD    | 922  | 2000 |
| JASON L FOSTER.....        | AF-SE  | 992  | 2000 |
| CHRISTOPHER FRANCISCO..... | USD    | 1020 | 2000 |
| DAVID M FRANKLIN.....      | AF-SE  | 992  | 2000 |
| STEVEN D GATTIS.....       | AF-SE  | 992  | 2000 |
| SCOTT D GINDER.....        | USD    | 342  | 2000 |
| MICHAEL D GIFFERT.....     | USD    | 686  | 2000 |
| GEORGE D HAYNES III.....   | AF-SE  | 562  | 2000 |
| CHRISTOPHER D HOBSON.....  | USD    | 1862 | 2000 |
| WILLIAM H JEFFERS.....     | AF-SE  | 2163 | 2000 |
| RICHARD C JOHNSON.....     | AF-SE  | 130  | 2000 |
| MARVIN R JOHNSON.....      | AF-SE  | 992  | 2000 |
| JEREMY W JOINER.....       | AF-SE  | 992  | 2000 |
| MICHEL J KERWOOD.....      | USD    | 941  | 2000 |
| JAMES K LEWIS.....         | AF-SE  | 75   | 2000 |
| ENRIQUE A LOPEZ.....       | USD    | 1862 | 2000 |
| KELVIN B MINER.....        | UPRF   | 1934 | 2000 |
| MARTY Q MISEK.....         | USD    | 473  | 2000 |
| ANTHONY T MONTOYA.....     | USD    | 918  | 2000 |
| ROBERT W MOORE.....        | USD    | 1227 | 2000 |
| KYAL M MUELLER.....        | USDC   | 694  | 2000 |
| DARWIN D NARD.....         | AF-SW  | 564  | 2000 |
| BENJAMIN P OLIPHANT.....   | USDC   | 1165 | 2000 |
| GALEN E OWEN.....          | USD    | 1097 | 2000 |
| CYLE M PENROD.....         | AF-SE  | 466  | 2000 |
| JOHN C PETZ.....           | CSF    | 427  | 2000 |
| CEDRIC E PRICE.....        | AT&SFF | 2418 | 2000 |
| DANIEL M ROSALES.....      | USD    | 407  | 2000 |
| GEOFFREY A SASSER.....     | AF-SE  | 702  | 2000 |
| KENT E SCHULTZ.....        | USDC   | 17   | 2000 |
| ANTHONY L SMITH.....       | AF-SE  | 916  | 2000 |
| TOMMY L SPEER JR.....      | AF-SE  | 992  | 2000 |
| JEREMY L SPRATT.....       | USDC   | 1069 | 2000 |
| RICHARD T STACIWA.....     | USDEJE | 358  | 2000 |
| BARRY D TREAT.....         | USDC   | 17   | 2000 |
| STEVEN VALENTINE.....      | USDC   | 1165 | 2000 |
| BYRON D WALLACE.....       | AF-SE  | 562  | 2000 |
| CARL WEEMS JR.....         | AF-SW  | 1100 | 2000 |
| WILLIAM J WHITEHURST.....  | AF-SE  | 466  | 2000 |
| JASON T WOODBURY.....      | USDEJE | 358  | 2000 |
| ANTONIO ZAMANO.....        | UPRF   | 2443 | 2000 |



|                          |        |      |      |
|--------------------------|--------|------|------|
| PARK Z APODACA.....      | BURL   | 1142 | 1995 |
| THOMAS K ASHE.....       | ARSF   | 599  | 1995 |
| CORY W BARKER.....       | BURL   | 1108 | 1995 |
| CHRIS L BARTOW.....      | BURL   | 2852 | 1995 |
| ROYCE A BIEGLER.....     | BURL   | 2852 | 1995 |
| FREDRIC W BIGMAN.....    | AT&SFF | 2400 | 1995 |
| ALLAN A BROWN.....       | AT&SFF | 1600 | 1995 |
| DAVID A BURTON.....      | BURL   | 1351 | 1995 |
| PATRICK A CHRISTMAN..... | BURL   | 2852 | 1995 |
| DONALD E CLER.....       | BURL   | 1108 | 1995 |
| JONATHAN R COX.....      | BURNOR | 1426 | 1995 |
| W S CUNNINGHAM.....      | ARSF   | 580  | 1995 |
| LUIS M DAHL.....         | UPRF   | 3068 | 1995 |
| DANIEL DE LEON.....      | AT&SFF | 2419 | 1995 |
| JEFFREY M DEETH.....     | BURL   | 2852 | 1995 |
| N JAMES DEMOTT.....      | BURL   | 1142 | 1995 |
| MICHAEL R DUMONT.....    | ALL    | 201  | 1995 |
| DANIEL GAYTON.....       | AT&SFF | 2412 | 1995 |
| DAWN M GOODWELL.....     | ALL    | 176  | 1995 |
| TED E HAMPLE.....        | BURNOR | 295  | 1995 |
| MIKE R HIGHLAND.....     | WCSD   | 1710 | 1995 |
| DETROIA C IRBY III.....  | ALL    | 176  | 1995 |
| EDISON JONES.....        | AT&SFF | 2400 | 1995 |
| FALK KEMPH.....          | BURNOR | 295  | 1995 |
| DOUGLAS E KERNER.....    | BURL   | 1108 | 1995 |
| RANDALL E KISER.....     | ARSF   | 567  | 1995 |
| CHRISTIE L LEE.....      | BURL   | 961  | 1995 |
| DONAVAN LEE.....         | AT&SFF | 2400 | 1995 |
| FRANK H LOORI.....       | UPRF   | 3068 | 1995 |
| ANDREW LOPEZ.....        | USD    | 407  | 1995 |
| GEORGE LUPERENA JR.....  | ALL    | 176  | 1995 |
| GERALD D MAACK II.....   | BURNOR | 389  | 1995 |
| JOSHUA P MC ADOO.....    | BURNOR | 1426 | 1995 |
| ALPHONSE MC INTOSH.....  | UPRF   | 3089 | 1995 |
| BEN A MC NEIL.....       | BURNOR | 1763 | 1995 |
| CURTIS A MILLER.....     | ALL    | 176  | 1995 |
| THOMAS K MILLS.....      | BURL   | 1142 | 1995 |
| GARY L MINER.....        | ALL    | 166  | 1995 |
| CARL R MONTGOMERY.....   | BURL   | 2621 | 1995 |
| DAVID H NICKENS.....     | CRSD   | 2906 | 1995 |
| BERNARD E NOOT.....      | BURNOR | 1426 | 1995 |
| JEFFREY T POWELL.....    | ARSF   | 551  | 1995 |
| GENARO REYES.....        | ALL    | 507  | 1995 |
| KENNETH J RHEA.....      | AT&SFF | 361  | 1995 |
| BRADLEY N RITTEL JR..... | BURL   | 1142 | 1995 |
| RAYMOND ROBINSON.....    | AT&SFF | 2400 | 1995 |
| R C ROGERS.....          | AF-SE  | 56   | 1995 |
| FREDERICK C SAM.....     | USD    | 1020 | 1995 |
| MARTIN C SANDOVAL.....   | USD    | 508  | 1995 |
| VERNE H SCHOOER.....     | BURNOR | 389  | 1995 |
| PERCY L SHARKEY.....     | USDC   | 1165 | 1995 |
| MARK A SHIVELY.....      | ARSF   | 599  | 1995 |
| RICHARD L SLAGHTER.....  | USDC   | 652  | 1995 |
| DONELL SMITH.....        | USDC   | 637  | 1995 |
| WILLIAM M STOCKWELL..... | BURL   | 1142 | 1995 |
| MARK F STRECKER.....     | BURL   | 1214 | 1995 |
| JEFF G SUTTORP.....      | BURNOR | 272  | 1995 |
| LARRY W TANT.....        | ARSF   | 536  | 1995 |
| JAKE E TYNER.....        | BURL   | 1489 | 1995 |
| SHANE M WALLACE.....     | BURNOR | 309  | 1995 |
| RON W WARREN JR.....     | USDEJE | 463  | 1995 |
| JAMES D WHITE JR.....    | ARSF   | 568  | 1995 |



|                           |        |      |      |
|---------------------------|--------|------|------|
| JON B BAIN.....           | ARSF   | 645  | 1990 |
| BILL M BATTLES II.....    | BURNOR | 272  | 1990 |
| MARSHALL BEN.....         | USD    | 1020 | 1990 |
| DONALD W BENSON.....      | ARSF   | 585  | 1990 |
| ROBERT S BILDEAU.....     | UPRF   | 3082 | 1990 |
| JOSE CENTENO.....         | USD    | 779  | 1990 |
| HERIBERTO M CHAVEZ.....   | USD    | 1227 | 1990 |
| TIMOTHY COLLIER.....      | AF-SE  | 992  | 1990 |
| Jose A Diaz.....          | USD    | 779  | 1990 |
| MARVIN D EDWARDS.....     | ARSF   | 804  | 1990 |
| FRANCIS L FOWLER JR.....  | ARSF   | 599  | 1990 |
| DELFINO T GONZALES.....   | USD    | 941  | 1990 |
| TERRY R HASKIE.....       | AT&SFF | 2417 | 1990 |
| JASON R HILLS.....        | BURNOR | 272  | 1990 |
| RICHARD W HINNANT.....    | AF-SE  | 2163 | 1990 |
| MANUEL HUERTA.....        | AF-SW  | 1099 | 1990 |
| DAVID ISI.....            | USD    | 918  | 1990 |
| NICKY L JACKSON.....      | AF-SW  | 1099 | 1990 |
| RICARDO A JENNINGS.....   | BURL   | 1302 | 1990 |
| EDWARD A JENNINGS JR..... | AF-SW  | 1025 | 1990 |
| JERRY J JOHN.....         | USD    | 1020 | 1990 |
| TERRENCE E JONES.....     | UPRF   | 3012 | 1990 |
| RICHARDSON N KEE.....     | AT&SFF | 2417 | 1990 |
| JOSE A MAGANA.....        | USD    | 1227 | 1990 |
| A MAILBOY.....            | AT&SFF | 2400 | 1990 |
| FRANKIE MAILBOY.....      | AT&SFF | 2400 | 1990 |
| DAVID W MEADE.....        | ARSF   | 636  | 1990 |
| NELSON MORGAN.....        | USD    | 1020 | 1990 |
| DALE P OVERHOLT.....      | USD    | 779  | 1990 |
| TODD O PEGRAM.....        | ARSF   | 2838 | 1990 |
| ANTHONY L SERRANO.....    | USD    | 779  | 1990 |
| FRANCISCO V TRUJILLO..... | AF-SW  | 2286 | 1990 |
| RAFAEL C VILLEGAS.....    | BURNOR | 1763 | 1990 |
| THOMAS R WAYMIRE.....     | AT&SFF | 1547 | 1990 |
| EUGENE P WEIMER.....      | BURNOR | 706  | 1990 |
| ERIC E WITCRAFT.....      | BURL   | 1965 | 1990 |



|                       |       |      |      |
|-----------------------|-------|------|------|
| BILLIE L BUTLER.....  | AF-SW | 450  | 1985 |
| HENRY P COOK.....     | ARSF  | 301  | 1985 |
| DENNIS W GARMON.....  | ARSF  | 673  | 1985 |
| MARCUS F HOOD.....    | ARSF  | 627  | 1985 |
| RICHARD JUAREZ.....   | USD   | 922  | 1985 |
| SCOTT A LUMLEY.....   | AF-SW | 2762 | 1985 |
| BENNY C MOLINA.....   | AF-SW | 675  | 1985 |
| ROBERT L OLIVER.....  | AF-SW | 675  | 1985 |
| ANDREW TOLEDO JR..... | USD   | 1020 | 1985 |
| DON R YAZZIE SR.....  | USD   | 1020 | 1985 |



|                         |        |      |      |
|-------------------------|--------|------|------|
| TOM J BEGAY.....        | USD    | 508  | 1980 |
| DAVID R BUTLER.....     | UPRF   | 469  | 1980 |
| MICHAEL P CONWAY.....   | CRSD   | 2910 | 1980 |
| ANTONIO DE LEON.....    | AF-SW  | 1099 | 1980 |
| Paul GREGG JR.....      | AF-SE  | 2102 | 1980 |
| LARRY J HAYES.....      | BURL   | 800  | 1980 |
| CHARLES R KELLEY.....   | BURL   | 1108 | 1980 |
| CLAIR C KRAMER.....     | BURL   | 1214 | 1980 |
| WILLIAM J MATNEY.....   | AT&SFF | 2417 | 1980 |
| DANNY L MESFORD.....    | BURNOR | 1763 | 1980 |
| MELVIN L MIDDLETON..... | ARSF   | 3018 | 1980 |
| KEVIN NORTON.....       | ALL    | 987  | 1980 |
| D R PEEPLES.....        | ARSF   | 585  | 1980 |
| W E READY.....          | ARSF   | 660  | 1980 |
| LEO K RICKERTT.....     | USD    | 437  | 1980 |
| STEPHEN J SMITH.....    | BURL   | 1965 | 1980 |
| STEVEN H STEARN.....    | UPRF   | 3005 | 1980 |
| JOE O TORRES.....       | AF-SW  | 1021 | 1980 |
| JAMES E WARNER.....     | BURL   | 1320 | 1980 |



|                         |        |      |      |
|-------------------------|--------|------|------|
| ANDERSON.....           | WCSD   | 1710 | 1975 |
| EDDIE J BEASON.....     | ARSF   | 567  | 1975 |
| MODESTO M CANTU.....    | USD    | 1402 | 1975 |
| MALCOLM B DAVISON.....  | AF-SW  | 1365 | 1975 |
| LAWRENCE M ENZE JR..... | BURNOR | 908  | 1975 |
| LEWIS J GETTERT.....    | BURL   | 1142 | 1975 |
| W H MURRAY JR.....      | ARSF   | 3047 | 1975 |
| TED C RITTENHOUSE.....  | AF-SE  | 153  | 1975 |
| EVAN H STROMBERG.....   | ALL    | 1657 | 1975 |



|                          |        |      |      |
|--------------------------|--------|------|------|
| RAMON K DUNBAR.....      | USD    | 1148 | 1970 |
| MYRON L EIDE.....        | BURNOR | 1326 | 1970 |
| KENNETH G EIFERT.....    | AT&SFF | 745  | 1970 |
| FRANK L HELD.....        | BURNOR | 272  | 1970 |
| GARY P JOHNSON.....      | BURNOR | 1326 | 1970 |
| KEVIN R KOENIG.....      | BURNOR | 1296 | 1970 |
| EDGAR MAHON.....         | ARSF   | 613  | 1970 |
| JOHN E MAYHILL.....      | AT&SFF | 2415 | 1970 |
| WILLIAM H MC INVALE..... | AF-SE  | 702  | 1970 |
| JOHNNIE A MEYER.....     | USD    | 1216 | 1970 |
| JAMES P NEWMAN.....      | AT&SFF | 2404 | 1970 |
| MARVIN L NINMANN.....    | USD    | 410  | 1970 |
| RON A RANDOLPH.....      | USD    | 437  | 1970 |
| PERCY SLATTUM.....       | BURNOR | 1426 | 1970 |
| JOSEPH R SOLARES.....    | AF-SW  | 1100 | 1970 |




# BMWED

## Lodge Secretary-Treasurer Service Pins

The following Brothers have been awarded Secretary-Treasurer of their respective lodge.

| DATE       | NAME               | LODGE | # YEARS |
|------------|--------------------|-------|---------|
| 01/01/2025 | John Werr          | 358   | 20      |
| 01/01/2025 | Erik Olson         | 99    | 10      |
| 01/01/2025 | James Worley       | 139   | 10      |
| 01/01/2025 | Michael Schmidt    | 239   | 10      |
| 01/01/2025 | John Mozinski, Jr. | 249   | 10      |
| 01/01/2025 | Michael Goff       | 295   | 10      |
| 01/31/2025 | Dan Doddema        | 437   | 10      |
| 01/01/2025 | Dustin Wyant       | 499   | 10      |
| 01/01/2025 | James Ruppert      | 519   | 10      |
| 01/01/2025 | Randy McDonald     | 564   | 10      |
| 01/01/2025 | Craig Taylor       | 568   | 10      |
| 01/01/2025 | Ricky Wellman      | 613   | 10      |
| 01/01/2025 | Joseph Szadek, Jr. | 866   | 10      |
| 01/01/2025 | Jason Yarbrough    | 927   | 10      |
| 01/01/2025 | John Bowers        | 968   | 10      |
| 01/17/2025 | Kenneth Miller     | 1046  | 10      |
| 01/01/2025 | Matthew Meske      | 1054  | 10      |
| 01/01/2025 | Lee Cameron        | 1148  | 10      |
| 01/01/2025 | Craig Lee          | 1280  | 10      |
| 01/01/2025 | James Farrar       | 1353  | 10      |
| 01/01/2025 | Jeffery Green      | 1355  | 10      |
| 01/01/2025 | Matthew Bulman     | 2431  | 10      |
| 01/01/2025 | Gregory Jarvey     | 2926  | 10      |

| DATE       | NAME                 | LODGE | # YEARS |
|------------|----------------------|-------|---------|
| 01/01/2025 | Evan Murray          | 3098  | 10      |
| 02/21/2025 | Aaron Walden         | 662   | 10      |
| 02/21/2025 | Ignacio Murillo      | 591   | 10      |
| 03/13/2025 | Mark Wescott         | 56    | 10      |
| 03/13/2025 | Jacob Ford           | 1155  | 10      |
| 04/01/2025 | Diego Gutierrez      | 14    | 10      |
| 04/16/2025 | Robert Thornton, Jr. | 891   | 10      |
| 05/07/2025 | Joe Corley           | 25    | 10      |
| 06/01/2025 | Bryan Stenkamp       | 236   | 20      |
| 06/06/2025 | Jerod Niebrugge      | 1162  | 10      |



## THANK YOU FOR YOUR SERVICE!

BROTHER CORY "CJ" WESTENG


Cory "CJ" Westeng is a proud 25-year member of the BMWED, having hired on with Union Pacific Railroad in 2000. He took a break from his railroad career to serve in the United States Marine Corps.

Brother Westeng is a member of the Unified System Division, where he currently serves as Vice President of Local Lodge 0686. On the rails, he holds the position of Lowboy Operator.

He served 6.5 years in the USMC, spending the majority of his time stationed at Kaneohe Bay, Hawaii, a major Marine Corps installation that also houses Navy units and plays a strategic role in U.S. Pacific defense operations. His military service included a deployment to Afghanistan, which he recalls as the hottest place he's ever been, marked by a long and challenging seven-month tour.

Thank you for your military service, Brother Westeng!

BMWED ARMED FORCES COUNCIL



# Hayward Granier

1950 - 2025

Our Brotherhood is saddened to relay the news that former Illinois Central Gulf Federation General Chairman Hayward J. Granier, 75, has died.

Brother Granier passed away on May 29, 2025 in Mayfield, Ky., due to complications from cancer. He is survived by his loving wife, Anita, their two sons, Jude and Evan, and four grandchildren.

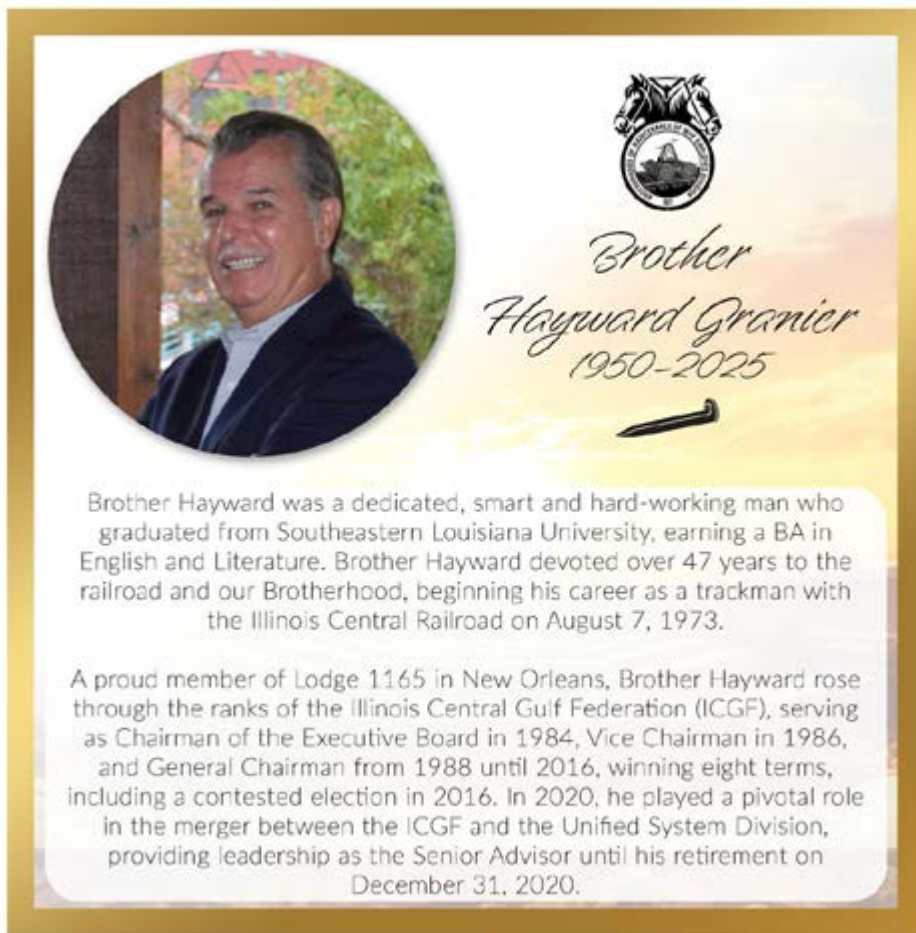
Brother Hayward was a dedicated, smart and hard-working man who graduated from Southeastern Louisiana University, earning a BA in English and Literature. Brother Hayward devoted over 47 years to the railroad and our Brotherhood, beginning his career as a trackman with the Illinois Central Railroad on August 7, 1973.

A proud member of Lodge 1165 in New Orleans, Brother Hayward rose through the ranks of the Illinois Central Gulf Federation (ICGF), serving as Chairman of the Executive Board in 1984, Vice Chairman in 1986, and General Chairman from 1988 until 2016, winning eight terms, including a contested election in 2016. In 2020, he played a pivotal role in the merger between the ICGF and the Unified System Division, providing leadership as the Senior Advisor until his retirement on December 31, 2020.

"Brother Hayward was not only a fellow Union representative but also one of the longest-serving BMWED representatives and the wisest representative I've known," BMWED President Tony D. Cardwell said. "He was a close friend and someone I always sought counsel from even after his retirement. I have many fond memories of Hayward and cherish the time I spent working with and alongside him. Our Union has lost one of the best."

Molly Collins, a colleague of 23 years, shared, "Hayward dedicated his life to fighting the good fight for the men of the Illinois Central Gulf Federation and put off retirement until he was 70 years old because he loved what he did. I remember him telling me over a year after he retired that he still woke up dreaming about the railroad. He was my boss, a friend, and confidant. The Union lost a good one for sure."

Brother Hayward Granier's legacy of service, leadership, and friendship will live on in the hearts of his family, friends, and our Union he served so faithfully. Our deepest and most sincere condolences go out to Anita, their two sons and four grandchildren and extended family and friends of Brother Hayward.



## 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.

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