Rail Conference Resolution on Rail Mergers and Industry Consolidation

WHEREAS, the Brotherhood of Locomotive Engineers and Trainmen (BLET) and the Brotherhood of Maintenance of Way Employes Division (BMWED), affiliates of the Teamsters Rail Conference, represent the employees who build, maintain, inspect, and operate the nation's rail system; and

WHEREAS, proposed rail mergers, acquisitions, and consolidations have direct and significant impacts on the safety, staffing, and operational integrity of the national rail network; and

WHEREAS, both recent and historical consolidations have resulted in reduced employment levels, increased workloads, degraded service, and heightened safety risks due to insufficient staffing and the loss of institutional knowledge; and

WHEREAS, federal regulators, including the Surface Transportation Board, are charged with approving such transactions in the public interest, which necessarily includes the safety, reliability, and sustainability of the rail workforce; and

WHEREAS, no rail system can function safely or efficiently without a sufficient number of properly trained and experienced employees across all crafts;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters Rail Conference, jointly represented by BMWED and BLET, affirms that any proposed rail merger, acquisition, or consolidation must be evaluated based on its direct and measurable impact on the workforce responsible for operating and maintaining the rail system; and

BE IT FURTHER RESOLVED, that the Teamsters Rail Conference will oppose any transaction that results in workforce reductions, increased fatigue, expanded territories without corresponding staffing, or erosion of collectively bargained rights; and

BE IT FURTHER RESOLVED, that the Teamsters Rail Conference will advocate before all regulatory bodies that approval of any rail transaction be conditioned upon enforceable labor protections, including the preservation of existing agreements, no less than New York Dock-level protective arrangements, and binding commitments to maintain or increase staffing levels sufficient to support safe operations; and

BE IT FURTHER RESOLVED, that the Teamsters Rail Conference will coordinate joint advocacy, testimony, and evidence in all merger proceedings to ensure that the perspective of operating and maintenance employees is fully represented; and

BE IT FINALLY RESOLVED, that the International Brotherhood of Teamsters shall support the Rail Conference in opposing any consolidation that prioritizes financial engineering over the safety, reliability, and human infrastructure of the rail system.

Rail Conference Resolution on Technology and Workforce Protection

WHEREAS, the Brotherhood of Locomotive Engineers and Trainmen (BLET) and the Brotherhood of Maintenance of Way Employes Division (BMWED), affiliates of the Teamsters Rail Conference, represent employees whose judgment, training, and experience are essential to the safe operation and maintenance of the rail network; and

WHEREAS, rail carriers are increasingly implementing automated and data-driven technologies, including automated track inspection systems, onboard monitoring systems, remote diagnostic tools, remotely controlled locomotives, and zero-to-zero autonomous trains; and

WHEREAS, such technologies, when properly applied, may support the workforce by enhancing detection capabilities, improving operational awareness, and strengthening overall system safety; and

WHEREAS, carriers have sought to use these technologies as a basis to reduce staffing levels, eliminate positions, and remove critical layers of human inspection and oversight; and

WHEREAS, no automated system can fully replicate the judgment, situational awareness, and accountability of trained railroad employees, particularly in safety-critical functions;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters Rail Conference affirms that technology in the rail industry must be deployed to assist and enhance the workforce, and not to replace it; and

BE IT FURTHER RESOLVED, that the Teamsters Rail Conference will oppose any effort by rail carriers to use technological implementation as justification for reducing staffing levels, eliminating crafts, or weakening collectively bargained protections; and

BE IT FURTHER RESOLVED, that the Teamsters Rail Conference will advocate for regulatory and contractual requirements ensuring that all safety-critical functions, including track inspection, train operation, and infrastructure maintenance, retain a mandatory human component; and

BE IT FURTHER RESOLVED, that the Teamsters Rail Conference will pursue policies requiring workforce retention, training, and upskilling whenever new technologies are introduced, ensuring that employees share in the benefits of technological advancement; and

BE IT FINALLY RESOLVED, that the International Brotherhood of Teamsters shall support the Rail Conference in advancing a rail industry model where technology strengthens safety and operational capacity without displacing the skilled employees who make the system function.