



Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters

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Questions and Answers About Employer System Federations

- Q1.** How can you do this (establish Single Employer System Federations)?
- A1.** Article XIX, Section 1 of the BMWED National Division Bylaws grants the BMWED President the authority to establish Single Employer System Federation(s). This bylaw provision has existed for decades.
- Q2.** Why are you doing this now?
- A2.** I have remained committed to building unity within the industry and within our own Union throughout my career. However, I have also attempted to do that without harming the lives of Members as well as their Union Representatives while working through processes that rationalize the representation structure of our Union. It is clear to me that the current system officers are neither situated in their careers nor have the will to carry out this restructuring. I am at the end of my career and am not running for Union office again, and Employer System Federations make sense for the Members. Therefore, I am doing this in accordance with Article XIX, Section 1 of the BMWED National Division Bylaws before I retire, to better situate BMWED Members in their representation for the future.
- Q3.** How will this impact National Negotiations by doing this now?
- A3.** This will not impact National Negotiations. We are currently in Mediation, and the timing and pace at which the parties meet is largely at the control of the National Mediation Board. There are currently no mediation sessions scheduled by the assigned Mediator, but the BMWED is committed to being available for bargaining accordingly.
- Q4.** How will this improve Union representation?
- A4.** BMWED Brothers and Sisters of the same railroad employer will be represented with a single united voice carried by a single General Chairperson at the bargaining table, rather than different General Chairpersons that have differing opinions and often-conflicting interpretations of your Agreement.
- Q5.** What will happen to my Local Lodge when new Single Employer System Federations are established?
- A5.** Nothing, other than your Local Lodge will be part of the new Single Employer System Federation.

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- Q6.** What will happen to the current Collective Bargaining Agreement I work under?
- A6.** Nothing. Your Agreement will not be changed unless and until changed in accordance with the processes proscribed under the Railway Labor Act.
- Q7.** What will happen to my established seniority with my current railroad employer?
- A7.** Nothing. Your seniority will not be changed.
- Q8.** What will happen to the current System Officer(s)?
- A8.** All Members, including current System Officer(s) that satisfy eligibility requirements are eligible to run for Union Office at the founding employer system convention on the railroad employer where they hold seniority.
- Q9.** What will happen if my Local Lodge does not elect a Delegate to attend the founding employer system convention?
- A9.** Your Local Lodge will not be represented at the Convention. **If your Local Lodge does not send a Delegate, it will not be involved in determining the structure and finances for the new Employer System Federation, including setting the monthly dues rate, electing Executive Board Members, electing System Officers and setting their annual salaries.**
- Q10.** My Local Lodge does not have enough money to send a Delegate; how can we still send a Delegate to attend the founding railroad employer system convention?
- A10.** If your Local Lodge does not have adequate funds available to cover the cost of sending a Delegate to the founding Railroad Employer System Convention, National Division will initially cover the expenditures that your Local Lodge cannot cover, and thereafter withhold such funds from the Local Lodge's quarterly dues refunds until the expenditures are recovered by National Division, as is consistent with National Division's current practice. If your Local Lodge does not have adequate funds available, please contact Steve Mocher, Government Reporting Services at (248) 662-2604, or sm@bmwe.org, for additional information and assistance.
- Q11.** My System Officer(s) told me not to schedule and/or to delay scheduling a special meeting to elect a Delegate to attend the founding Railroad Employer System Convention. Is the Local Lodge supposed to schedule a special meeting and elect a Delegate or not?
- A11.** The Local Lodge needs to timely schedule a special meeting and elect a Delegate. **Every BMWED Member in good standing has the right to engage in this election process without being subject to penalty, discipline, or improper interference or reprisal of any kind by any Member, including System Officers, of this Organization.** All Members and Local Lodge Officers should immediately report to the BMWED National Division President any instances of attempts to interfere with or prevent the exercise of your rights related to this election process, which could include any attempts to delay and/or prohibit you from scheduling the special meetings and electing a Delegate.