

THE BMWED Journal

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



6TH REGULAR CONVENTION - Save the Date

**Brothers Take Action: BMWED Members
Protect Family From Attacker**

Secretary-Treasurer's Report



President's Perspective

Rejection of Merger

BMWED At the Tomb of the Unknown Soldier



BMWED APPLAUDS ILLINOIS LAWMAKERS FOR PASSING RAIL TRANSIT FUNDING LEGISLATION (SB2111)

In late October, lawmakers in Illinois reached an agreement to fund rail transit in the state, including METRA. This deal ensures that our members on the Chicagoland commuter rail will continue to provide the services that many rely on to commute and travel by train. This is great news for our Brothers and Sisters on Metra who work hard and diligently to provide this much-needed service many Chicagoans rely on.

Both the public and our members had much at stake if rail transit failed to secure appropriate funding levels, but thankfully that has now been avoided. Both Metra employees and the Chicagoland riders deserved the stability and reliability of mass transit and the BMWED applauds lawmakers for getting this funding crisis resolved.

"BMWED members maintain and inspect the rail tracks and bridges that keep Metra trains and the Chicagoland economy moving," BMWED President Tony D. Cardwell said. "The action by the Illinois Legislature and Governor Pritzker to address the looming public transportation fiscal cliff that threatened massive service cuts is good news not only for our BMWED members, but everyone who relies on Metra and public transit to get to where we need to go. BMWED would like to specifically thank Governor Pritzker, Speaker Welch, Senate President Harmon, Senator Villivalam, and Representative Delgado for their leadership on resolving this issue."

Pictured left to right: Orlando Rojas (SMART-TD); JJ Balonek (BLET, General Chairman on Metra); Brandon Stewart (BLET, First Vice Chair of the Illinois Legislative Board); and Will Lindsay (BMWED, UPRF, Building & Bridges Assistant Foreman at Metra). All are rail labor members engaged in the SB2111 legislative victory.

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.

SIMS BROTHERS RETIRE



On October 4th, 2025, Allied Federation Local Lodge 1100 hosted a retirement celebration for Brothers Harold and Darryl Sims. Harold and Darryl aren't just union brothers, they're in fact twin brothers, who together have dedicated a combined 80 years of service to the New Orleans Public Belt Railroad and our Brotherhood. Harold began his railroad career in late 1984, with Darryl joining him shortly after in 1985. Both are retiring at age 60, each with 40 years of service.

Pictured above with the brothers is Darryl Sims Jr., son of Darryl Sr., who is proudly following in his father's footsteps at NOPB in the maintenance of way department.

Our entire Brotherhood wishes Harold and Darryl a relaxed, happy, and well-earned retirement!



THANK YOU FOR YOUR SERVICE!

BROTHER JASON ZIMMERMANN

Jason A. Zimmermann is a ten-year BMWED member who began his railroad career with Amtrak and currently works for CSX-T. Brother Zimmermann is a member of Alliance System Federation Local Lodge #1466 and currently holds the positions of Foreman and Equipment Operator.

Before joining the railroad, Brother Zimmermann proudly served in the United States Marine Corps for over 20 years. He was stationed at Newburgh, N.Y. (serving in two different units), Miramar, Calif., and Quantico, Va., and deployed to Kuwait, Sicily, and Bahrain.

Brother Zimmermann enlisted as a C-130 jet engine mechanic before crossing over to work on F-18 jet engines. During his distinguished career, he had the opportunity to work on Blue Angels and the Presidential Helicopter Squadron.

Over two decades of service instilled in him a deep appreciation for the camaraderie, discipline, structure, and attitude that define the Marine Corps.

Thank you for your military service, Brother Zimmermann!

BMWED ARMED FORCES COUNCIL



BROTHERS TAKE ACTION: *BMWED MEMBERS PROTECT FAMILY FROM ATTACKER*



When the man walking along the platform of the North Elizabeth, N.J. train station passed them last Thursday, his demeanor was concerning.

"I got a weird vibe from him, for sure," Brother Bruce MacDonald said.

Bruce, an Amtrak trackman, and Brother Kyle O'Connell, a track inspector, kept moving along, intending to start their work that morning. But the man's behavior gave them pause.

Their gut instinct was unfortunately correct.

The two brothers, both members of BMWED United Passenger Rail Federation Local Lodge 3068, just began their work when they heard someone from behind yell in a panic. When they looked up from the track, they witnessed the crazed man, a young boy raised above his head. Then the unthinkable. The disturbed person slammed the youngster to the platform.

"Looking back, I see it in flashes," Brother Kyle said. "Your adrenaline is running and while I remember all of it, it's hard to recollect it."

A father and his three young children, two brothers and a sister, were attacked by the crazed vagrant. The details are hazy. Bruce and Kyle saw the unprovoked assault on the one boy, who they estimated was around age 6 or 7. They believe his brother was also victimized but that occurred prior to the scream, so they did not witness it. The sister, frightened, ran away into the station's parking lot.

Kyle says he was closest to the attacker. "I got in between him and the kids, trying to get him to turn around but he wouldn't."

Seeing no other recourse, Kyle and Bruce remedied the threat themselves.

"Let's just say he tripped and fell a few times," they said.

Together they were able to beat down the attacker while others at the station called police. Someone, they said, furnished shoelaces that they used to tie the man to a railing until officers could arrive. It was a chaotic scene.

Bruce located the older sister in the parking lot and comforted her until police arrived. They both agreed that the father of the children must have been overwhelmed with confusion and fear during the completely unprovoked attack.

"I really do think he was in shock," Kyle said.

The attacker was not a small man. "I'd say he was a fairly big guy, over 6 foot for sure," Kyle said. By all appearances, he looked to be homeless and certainly mentally unstable.

News accounts of the attack are nowhere to be found online, so we are left with little details. Kyle and Bruce say that the boys both suffered injuries, including reports of broken bones, but are doing better and expected to be OK physically. It was absolutely a startling and unprovoked attack and scary for all involved.

The attacker was arrested and booked into jail. The police and Amtrak officials credit our two BMWED Brothers for their bravery and ability to bring the incident to an end.

"I could not be prouder of Kyle and Bruce. They're modest about it all, but make no mistake, on that Thursday morning, they were heroes," BMWED UPRF General Chairman Anthony Sessa said. "They did not hesitate. Unexpectedly, they found themselves in a situation that required quick action and a hell of a lot of courage. They quite possibly saved that young man's life and for that they deserve all our respect."

The entirety of the BMWED-IBT sends our admiration and appreciation to Brothers Kyle O'Connell and Bruce MacDonald. You make us proud.

BMWED

Lodge Secretary-Treasurer Service Pins

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

DATE	NAME	LODGE	# YEARS
07/16/2025	Theodore VanKuiken	0460	10
09/19/2025	James Cox	1563	10
09/01/2025	Jason Kuss	0928	10
09/05/2025	Chris Greer	1540	10
11/01/2025	Robert Grotewiel	0301	10

DATE	NAME	LODGE	# YEARS
11/07/2025	Kevin Young	0696	10
11/14/2025	Robert Suprenant	0508	10
12/10/2025	Steven Nichol	2729	20
12/11/2025	Elbridge Glasgow	1025	10
12/12/2025	Kevin Register	0619	10



Brotherhood of Maintenance of Way Employees Division - IBT
6th Regular National Division Convention
June 22 - 24, 2026 | Chicago, IL

A webpage has been created to host important documents and information related to the 6th Regular BMWED National Division Convention.

Please visit the link below to access:

<https://www.bmwe.org/weleadtheway>

BMWED UNITED PASSENGER RAIL FEDERATION WOMEN'S CAUCUS

On November 21, 2025, the BMWED United Passenger Rail Federation's Women's Caucus spent the evening volunteering with the Chosen 300 Meal Program in Philadelphia, PA, helping distribute meals to individuals and families in need. The Women's Caucus also made a donation to support the organization's ongoing efforts.

Thank you to all the BMWED UPRF Sisters who came out to serve the community. Your compassion and solidarity make a real difference, especially during this time of year.

The UPRF Women's Caucus is already planning its next volunteer event in the NY/NJ area.





2026 JAMES R. HOFFA MEMORIAL SCHOLARSHIP FUND

APPLY NOW!

All seniors in high school who are the sons/daughters or financial dependents of Teamster (BMWED) members are encouraged to apply to the JRHMSF for a scholarship.



In 2025, 22 dependents of BMWED members were awarded JRHMSF Scholarships

Collectively receiving \$50,000 in scholarship funds!

APPLICATION DEADLINE: MARCH 2, 2026

The application process for scholarships from the James R. Hoffa Memorial Scholarship Fund is now open.

Direct Link to Apply: <https://aim.applyists.net/JRHMSF/>

Program Key: JRHMSF

The deadline for application completion is March 2, 2026. Academic scholarships ranging from \$1,000 to \$10,000 and Vocational/Training program scholarships ranging from \$500 to \$2,000 are available to High School seniors who are the sons/daughters/financial dependents of Teamster members (including members of the BLET, BMWED, TCRC, TCRC-BMW). In 2025, the Fund awarded \$1.2 million in scholarships to Teamster children across the U.S. and Canada. Twenty-two of those winners were dependents of BMWED members, collectively receiving \$50,000 in scholarship funds!

List of 2025 BMWED JRHMSF winners:

<https://www.bmwe.org/secondary.aspx?id=1058>

All BMWED union scholarships currently available can be located at:

<https://www.bmwe.org/scholarship>

PENDING UP-NS MERGER: BLET & BMWED UNITE TO SAY 'NO'

BLET, BMWED to oppose the proposed **Union Pacific-Norfolk Southern merger**

Together, the Brotherhood of Locomotive Engineers and Trainmen and the Brotherhood of Maintenance of Way Employees Division representing 53 percent of the unionized workforce at the Union Pacific Railroad and Norfolk Southern Corporation, announced their opposition to the \$85 billion plan to merge the carriers. The decision to actively oppose the proposed tie-up was not made hastily. The two unions which comprise the [Teamsters Rail Conference](#), conducted five months of investigation, held meetings across the nation to listen to union members employed at both railroads, and negotiated directly with Union Pacific's CEO Jim Vena.

The proposed merger will make railroads less competitive with other forms of transportation

In 1980 there were roughly 40 Class I railroads in the United States. In 2025 that has been reduced to six Class I railroads operating in most parts of the country as a duopoly. The "Supersized" transcontinental railroad, to be called Union Pacific, that would be created by the UP-NS merger, spanning 43 states and 50,000 miles of track, would be a de facto monopoly.

"This debt-ridden tie-up won't make rail more competitive with trucks as merger proponents claim," said BLET National President Mark Wallace, "We believe this transcontinental railroad will make shipping by rail less attractive as the merged carrier passes off rail lines that serve small towns, factories and farms to short line railroads while running miles-long slow-moving trains on the main line. For rail customers it will be a choice between 'Hell or the highway.'"

It's not just the unions that see it this way, 40



chemical company CEOs signed [a letter](#) saying the merger would limit freight transportation options. More than 60 trade associations and chambers of commerce [have voiced opposition](#) to the merger.

The proposed merger will likely expand the use of unsafe practices

UP and NS are expected to formally [file an application](#) to allow the merger to go forward on December 19. The Teamster-affiliated unions say that the safety record of Union Pacific, the dominant partner in this merger, more accurately termed "an acquisition," should be carefully examined by the [Surface Transportation Board](#) as it considers whether this acquisition should be approved.

Railroaders have learned from experience that merging two railroads together with differing cultures carries with it inherent safety risks. Last month, The Atlanta Journal-Constitution in a Sunday front-page article titled [Norfolk Southern got safer after Ohio crash. Unions warn of merger risk](#) showed that NS learned a costly lesson from

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the 2023 derailment in East Palestine, Ohio. UP continues to cut corners and oppose needed reforms. For example, NS has been experimenting with confidential close call reporting or C3RS, a program modeled after successful efforts to boost safety in commercial aviation. In contrast, Union Pacific has only offered lip service to C3RS. NS has undertaken what it calls “a safety transformation” while [UP undermined regulators’ efforts to assess safety.](#)

UP also has routinely been running [extremely long trains](#), some three miles in length, that have added to both safety and security risks. The western railroad also has become highly reliant on the controversial PSR model of railroading where railroads operate longer and fewer trains with fewer employees and minimal time in yards.

Protections for workers employed by the merged railroad are mostly hollow promises

Union Pacific wants the public to believe the merged railroad will value its workers and will protect their jobs. This is an empty promise. Union Pacific’s proposals presented to its unions give the company complete control over who is protected, who is left out, and when any commitments can be changed or taken away.

“We don’t believe anything Vena says about how workers would be treated in the Supersized Union Pacific,” said BMWED’s Cardwell. “The agreements reached with some other unions related to job protections post-merger have loopholes big enough to traverse freight trains through. We refuse to accept the same terms in return for our unions’ support for the merger.”

Vena has negotiated with a few other rail unions contract language for job security covering the length of their members’ careers, but the terms agreed-to say nothing about where or how far away a worker can be transferred, demoted or when and how they can be forced into another craft or even another railroad. The agreements provide no seniority protection and no relocation benefits.

In a critical omission, the job protections reached with other unions fail to address what happens when the merged railroad unloads a rail line through sale or lease — a common practice after a major acquisition. Under the terms agreed to by other unions, if the merged carrier sells a line, the jobs leave with it. If the merged railroad leases a line to another carrier or a short line, the jobs shift to that operator and the job protections will cease to exist.

The bottom line — the STB should reject this proposed merger

“We’ve been around the track before with railroad mergers,” said Wallace. “Mergers can be messy and the very act of merging two railroad cultures creates safety risks. UP can do better. BLET and BMWED were open-minded to the merger when first announced. We reached out to Jim Vena on day one. We have met with Vena and others on his team over the past five months. The UP CEO has failed to convince us that he has the best interests of customers, workers and the communities served by rail on his agenda. As a result, it’s now our job, with the full backing of the Teamsters union, to convince the STB that this merger should be rejected.”

###

The Brotherhood of Locomotive Engineers & Trainmen (BLET) represents 51,000 professional locomotive engineers and trainmen throughout the United States. It is the nation’s oldest labor union. The BLET is a member of the Rail Conference, International Brotherhood of Teamsters. More information can be found on the BLET website: <https://ble-t.org/>

The Brotherhood of Maintenance of Way Employes Division (BMWDE) is a national union representing the workers who build and maintain the tracks, bridges, buildings and other structures owned and operated by railroads across the United States. The BMWED is a member of the Rail Conference, International Brotherhood of Teamsters. More information can be found on the BMWED website: <https://www.bmwe.org/default.aspx>



AROUND THE Brotherhood



ALLIED FEDERATION LOCAL LODGE 2624

On Thursday, November 13th, BMWED Allied Federation Local Lodge 2624 held their union meeting in Toledo, Ohio. Local 2624 was joined by Director of Government Affairs Jeff Joines and Director of Safety Roy Morrison from the BMWED National Legislative Department, who updated the Brothers about key issues including H.R. 5475, the “No Tax on Overtime for All Workers Act,” and safety procedures around roadway maintenance machines. Vice Chairman Ron Pagose and Tad Hood, CSXT Operation RedBlock BMWED Representative, were also in attendance. Operation RedBlock is a union-driven, management-supported program that relies on peer support to help prevent on-duty alcohol or drug use. Strong turnout, important conversations. Great meeting, Brothers!

AROUND THE Brotherhood

USD LODGE 0134



BMWED Unified System Division Lodge 0134 celebrated the Christmas season with a Holiday Dinner on December 6, 2025, at Reunion Kitchen + Drink in Corona, Calif. Lodge 0134 members and their families enjoyed a festive evening filled with great food, camaraderie, and door prizes generously provided by Casey Jones Law and Brent Coon & Associates.

AROUND THE Brotherhood



UPRF LODGE 3068

BMWED United Passenger Rail Federation Lodge 3068 celebrating the season with good food, great company, and union solidarity at Bello's Pub & Grill in Newark, N.J.

ARSF LODGE 1362

AROUND THE Brotherhood

BMWED American Rail System Federation
Lodge 1362 celebrated the holiday season

with its lodge Christmas party on Saturday, December 6th, at Mulligan's in Muncie, Ind. Brothers Brandon Lewis, Josh Brunner, and Travis Elton organized the event, and with generous sponsorships from Casey Jones Law Firm and LECMPA, attendees enjoyed fun door prizes for both members and their spouses.



AROUND THE Brotherhood



ALLIED LODGE 0667

Allied Federation Lodge 0667 held their holiday party on December 13 in Kimball, Tenn. The Brothers were happy to welcome a familiar face back for her second year in a row, Lodge Vice President Connor Burnette's daughter, Georgia Burnette, joined in on the fun once again.

VA, KY, TN LODGES

AROUND THE Brotherhood

From Virginia to Kentucky to Tennessee, ARSF lodges came together to celebrate the season. On December 5th, members of Local 0571 gathered in Lebanon, VA, followed by a Local Lodge 0542 meeting on December 6th in Harrodsburg, KY. That same evening, Lodge 0645 hosted their Christmas Dinner in Chattanooga, TN. Great fellowship and holiday spirit all around, and even a couple special guests!



AROUND THE Brotherhood



ARSF BREAKFAST

On Saturday, December 6th, BMWED American Rail System Federation Lodges 1464, 2434, and 0580 came together in unity for a festive Christmas breakfast in Ashland, Ky.

USD LODGE 0239

AROUND THE Brotherhood

Unified System Division Lodge 0239 got into the Christmas spirit at the latest meeting.

Unified System Division Lodge 0239 came together in Eau Claire, WI, to celebrate their holiday party. USD General Chairman Brian Rumler attended the event, along with several visiting retirees, who are pictured gathered together at a table.

Solidarity Brothers and Sisters!





AROUND THE Brotherhood



USD LODGE 0377

Unified System Division Lodge 0377 came together in solidarity for their November lodge meeting in Chicago, IL. **Union Strong!**

UPRF CHICAGO

AROUND THE Brotherhood

Chicago-based United Passenger Rail Federation members from Amtrak and Metra enjoyed a holiday gathering full of family, solidarity, and good cheer.





President's PERSPECTIVE

Brothers and Sisters,

BMWED wants to recognize everyone who submitted photographs, documented defects, wrote reports, shared videos, and told the truth about what you see on the track every day. This is the reason our Brotherhood had the tools to confront the most aggressive railroad safety rollback proposal in decades. Your participation and work resulted in countless pieces of evidence being entered into the FRA record demonstrating that a reduction in track inspections will create a serious safety risk. You were honest, direct, and unfiltered about the dangers that automated systems cannot see, hear, or interpret. Your voices were heard because you refused to stay silent, and you carried the weight of this moment for the entire industry. That is what solidarity looks like.

On December 5, 2025, the Federal Railroad Administration issued a waiver that allows the railroads to move from twice weekly inspections to once weekly on selected subdivisions, but only within strict limits that exist for one reason: BMWED members forced those limits into place. The carriers came in expecting a broad, nationwide reduction in visual track inspections. Instead, they walked away with a narrow, heavily conditioned waiver that reflects exactly what our filings proved. Reducing visual inspections introduces real risks for rail workers, for families living near the tracks, and for the



Tony Cardwell,
BMWED President

national rail network. Because you documented the truth from the field, any reduction is now tightly controlled, temporary, and subject to immediate reversal the moment safety declines. This is not the victory the carriers wanted. It is a reminder that when our members stand together and speak with evidence and experience, we change outcomes that were supposed to be foregone conclusions.

We also need to correct a false narrative that the railroads and their well-funded AAR lobbyist machine continue to push. They claim the BMWED opposes TGMS, even though every filing and press release we have issued says exactly the opposite, and TGMS has been used on railroads since the 1970s. Their claim is political messaging, not fact. The truth is that the AAR knows as much about track safety as you can learn from a conference room PowerPoint in downtown Washington. Their lobbyists have never built or maintained track, yet they feel comfortable lecturing federal regulators at cocktail hours about what “real safety” should look like. If they cared about safety, they would listen to the men and women who



**BMWED-IBT PRESIDENT
TONY CARDWELL
STATEMENT ON AUTOMATED TRACK
INSPECTION (ATI) WAIVER DECISION**

“ WHEN THE AAR’s
NARRATIVE LEADS
TO ANOTHER
RAILROAD DISASTER,
**BMWED WILL
NOT BE SILENT.**

BMWED-IBT PRESIDENT



actually inspect and maintain the track. What the AAR is selling is not safety. It is a political product designed to justify weaker regulation and higher profits, and it falls apart the moment it touches ballast.

When the AAR’s narrative leads to another railroad disaster, BMWED will not be silent. We have been clear from the start: reducing visual inspections reduces safety and places the physical risk and emotional turmoil on the communities they are entrusted to serve. No railroad or lobbyist will be able to claim they were not warned, because they chose cost cutting over genuine safety. Automated systems cannot replace the full judgment of trained inspectors, and using them to justify fewer inspections endangers workers, the environment, and every community along the rail line.

Wherever this waiver is used, our members must stay vigilant. Every dangerous condition, every defect ATI misses, every environmental hazard, and every inconsistency between automated data and real track conditions must be documented. Your reports will be essential to exposing the consequences of the AAR’s push to weaken safety. We ask that you remain engaged as we monitor this waiver and hold the carriers accountable for every condition placed upon them. Together, we will ensure that rail safety never becomes a bargaining chip for corporate interests and that the truth from the field continues to shape the future of this industry.

Fraternally,

Tony D. Cardwell
BMWED President



APPLY NOW!

2026 UNION PLUS SCHOLARSHIP

2025 BMWED-IBT WINNERS



Charlie Michael Alan
(Kenneth Davis, BMWED)



Raigan Chevelle Flatten
(Casey Flatten, BMWED)



Kyra Lynn Jespersen
(Derrick Jespersen, BMWED)



Since 1991, the Union Plus Scholarship Program has awarded over \$5.9 million to students from union families. More than 4,000 families have benefited from Union Plus's ongoing commitment to supporting higher education.

BMWED members and family are eligible for the Union Plus Scholarship. Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall of 2026. **Students may re-apply each year.**

In 2025 BMWED had 3 winners totaling \$3,000 in scholarship funds.

Please visit the link below to apply and see additional details and eligibility.

<https://www.unionplus.org/benefits/education/union-plus-scholarships>

Application deadline: January 31, 2026.

BMWED DIVISION - THE JOURNAL

2025
Volume 9 • Number 18

Tony Cardwell, *President and Editor*

Dale Bogart, *Secretary-Treasurer*

C. Clark Ballew, *Associate Editor*

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

Send contact information changes to

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41475 Gardenbrook Road
Novi, Michigan 48375-1328

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



Patch 3"

\$5



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(front & back) design

\$25



Ball cap

\$22



Key chain

\$5

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\$80



Ball cap

\$25



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Blackbone of the railroad
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Teamster hoodie
(front & back) design

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IBT NATIONAL BLACK CAUCUS CONFERENCE



Pictured left to right - John Chanthaphan, Carmen Nunes, Staci Moody-Gilbert, Jesus Rea, Renne Perez, Jennifer Ross, Larry Katoney, Dexter Perez, Ron Ferrara. Not pictured: Julia Maddox and William Royston.

The BMWED Committee on Diversity attended the 4th Annual Teamsters National Black Caucus Educational Conference the week of August 15th. There were several keynote speakers, panels and workshops available to attendees covering an assortment of Union topics and strategy sessions.

The Committee met for their annual in-person meeting to discuss past and future events designed to further the interests of minorities in our Brotherhood. The committee also discussed plans to volunteer in community service activities with the goal of improving our neighborhoods, building relationships, and having a positive presence where we live.



Secretary-Treasurer's **REPORT**



Dale Bogart

REGULATORY RELIEF OR WORKER HARM?

The True 45-Year Impact of the Staggers Act

ARTICLE ON PAGES 27-30

For those that work in and follow the rail industry regularly, one would have to be living a proverbial “cave” to not have recently noticed how the Railroads and their Lobbying Arm, the Association of American Railroads (AAR) have been celebrating the 45th Anniversary of the passage of the Staggers Act of 1980 that provided regulatory relief to a struggling rail sector. Today, the industry lauds and credits this legislation as the beginning of a renaissance leading to the fortunes they have amassed and enjoy presently. Below is a generalized outline of how this legislation gutted the industry, permanently harmed Rail Workers and Families, and the effects that still linger today based on the Carriers’ aggressive and continued push for additional deregulation.

For context, I was actually only 5 years old when this legislation was enacted; however, in light of the recent “lovefest” posts from the industry, felt it necessary to research further, in an effort to provide the true reality through the lens of how this legislation affected Rail Labor



Employment and how the industry’s present push for additional regulatory relief will wreak havoc on Communities and Rail Labor Families. Aside from the Industry’s “Fairy-Tale” happy ending reference to Staggers, the “less told” and darker story from those that experienced it and worked through many of the results of that legislation needs to be told. The current Carrier’s, their predecessors, and their Lobby during the last 45 years have abused such legislation that was aimed only to provide them regulatory relief necessary to remain competitive; however, not at the costs of their workers, our members, or Rail Labor as a whole and their families that paid and continue paying the price today under the after effects of this legislation when the conditions that led to its passage in that

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by-gone era have long since passed and not the reality in the present rail industry.

Said another way, railroad workers are not celebrating this dark anniversary. That is because the more accurate story from this legislation that the Class 1s celebrate so vigorously is one of hardship, despair with real human and familial carnage. Following its passage, the last 45 years have been a period of mass consolidation within the industry that in part were aimed at abrogation of the terms of their Collective Agreements with their employees. One example of how this was carried out by the Class 1s was their engagement in a series of multiple facilitated “fire sales” of some of their existing rail lines at the time to smaller railroads or “holding company” operators of multiple short lines that employed fewer workers, paid less and had less beneficial work rules. Those sales were also accomplished without traditional employee protections stripping affected employees and their families of their dignity and financial security.

The number of Class I Railroads operating in the United States fell from 33 in 1980 to just 4 today (7 if CN, CPKC, and Amtrak Included), with the possibility of 3 Class 1 Freight Railroads if the pending UP acquisition of NS is approved by the Surface Transportation Board. Overall, it has been the Unionized Rail Worker (All Crafts) and their families that have “paid” the heavy price by way of a 74% reduction from the 458,000 rail jobs that existed in 1980 to the current level of approximately 117,600 as of August 2025. The industry credits the passage of this legislation leading to technological advances, elimination or sales of redundant overlap

routes, productivity, and efficiency gains as the basis for most of these reductions over that same period. While we cannot deny that some of those developments, in small part may have led to adjusting the size of the workforce downward. However, the leading cause of these reductions during this period was and remains the unchecked greed with almost non-existent anti-trust oversight that actually drove those losses.

In a recent October 14, 2025 post from AAR President Ian Jeffries, the industry seems adamant why it seeks and requires additional relief on the regulatory side (*despite lacking the actual data necessary for consideration given it has not shared this data in reference to their push for relief on Track Safety Inspections*). Mr. Jeffries refers to the Staggers Act as a “success story” and framework for an example of why new and additional regulatory relief is necessary to bring about a more competitive neutral or rail friendly market in the transportation sector (i.e., vs. Trucks). Specifically, President Jeffries, in reference to the Staggers Act, states:

“...As Congress turns to the next surface transportation bill by Sept. 30, 2026, we should aim for the same balance: clear rules that enable private investment, technology adoption, and supply-chain reliability. At a transportation forum in Washington this month, leaders from Congress and industry delivered a simple message: Modern, outcome-based, mode-neutral policy is essential if America wants continued safety and efficiency advancements and a more competitive, resilient freight network.”

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Mr. Jeffries' full article can be viewed here: [Common Sense, Common Ground—Even in a Shutdown](#)

The problem with this thinking is the obvious fact that the conditions that existed prior to Staggers' passage in 1980 are certainly not present in 2025, and it is not even close. Despite the self-portrayed and self-serving crisis identity the Carriers and their Lobby (AAR) decry, the U.S. Rail Industry in 2025 is doing fine, more than fine, and has been for some time. And, while it should be obvious that there should never be a price tag on safety, it seems that it is the aim of the Carriers' recent regulatory wish-list to relieve it of certain safety regulations that are in all reality, NOT creating operational or financial burdens to the detriment of their multi-billion-dollar balance sheets, dividend postings, or their gross executive compensation packages. The Carriers' collective aims for regulatory relief directed at safety regulations are not in the same category as the "operational" and regulatory rate sets and service obligations they decried pre-Staggers when the Railroads were on the brink of financial ruin. The relief sought by the industry now in 2025 (*i.e., Automated Track Inspection (ATI), Reducing the staffing and inspection time for rolling stock, Train Crew Reductions via automobile conductors not in the cab and/or longer train lengths*) are more driven by their greedy cult of Precision Scheduled Railroading, opposed to the real financial hardships they faced pre-Staggers. Contrary to what little substance Mr. Jeffries' included in his October 14, 2025 "Fluff-Piece," the Staggers Act should be a prime example as to why providing

“

... a regulatory approach recalibrated to recognize the reality of the industry as it is today is warranted. This recalibration is necessary to ensure that rail customers receive adequate and responsive service, and that the industry continues to provide good jobs for railroad workers...

additional relief now will only proliferate bad acting by an industry hell-bent to regulate itself, which has never ended well and should never be done. There should also be no doubt that providing the Carrier's such safety regulatory relief will put the communities in which they operate at risk. As well as those that the Carriers and the AAR have previously refused to identify as their greatest asset that in 2022 when they stated does not contribute to their profits (the Carriers' own words). It is the employees, the Carriers' greatest asset, that actually do the demanding work of ensuring the Carriers' operations are conducted safely and fluid at the ground

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level, and able to do so at a moment's notice in instances where unscheduled work is demanded due to unforeseen circumstances to maintain service. It is the employees' collective "blood, sweat and backs" that drives the revenue and profits which also and sadly allows for the gluttonous compensation packages for the C-Suite who have little to no applicable "hands dirty" actual experience. Which also stands to reason as to why they have little to no regard for the impacts of their short-sighted "for instant gratification" policy decisions and regulatory wish lists pose upon these key stakeholders.

Such is a clear observation given the Carriers' drive for regulatory relief on minimum safety requirements set forth by the FRA. The industry is suffering from selective amnesia as it must have already forgotten that it has been just about three (3) years since the East Palestine, Ohio disaster. After saying all of the right things following that tragic and preventable event - i.e., "...that they were going to do better....join C3RS... and, support a Rail Safety Bill...", you get the idea, they have doubled down against it. \$100 million in lobbying efforts between 2019 and 2023, and recent lobby efforts in 2024 and 2025 behind their regulatory relief wish list all but confirm this fact.

In 2020 when the Carriers displaying jubilation on the 40th anniversary of the Staggers Act, Labor Attorney and Brother Richard Edelman, referring to Staggers, stated "...Members of Congress, the STB and industry stakeholders should consider whether the current regulatory regime, that was developed when the railroads were in financial turmoil, and

well before agency approval of the big merger and control transactions, makes sense today."

Brother Edelman furthered explained his thoughts that a revisit or revision of Staggers is necessary in 2020 by stating "*... a regulatory approach recalibrated to recognize the reality of the industry as it is today is warranted. This recalibration is necessary to ensure that rail customers receive adequate and responsive service, and that the industry continues to provide good jobs for railroad workers...*"

In reference to Brother Edelman's 2020 comments, it is hard to disagree with the actual "common sense" applications Brother Edelman recommended then as they are needed now more than ever today in an industry that has repeatedly failed to demonstrate an ability or drive to put the safety and well-being of its employees and the communities they operate in above the insatiable desires of Wall Street and their Hedge Fund Robber Barons.

Special thanks to Brother Edelman for his perspective in the development of this article.

- Dale Bogart
Secretary-Treasurer



RETIREMENT CHANGES DURING 9/29/2025 TO 12/15/2025

***** February 2025 *****

GLEN C MORGAN ARSF 1362 NS
02/09/2025

***** June 2025 *****

STEPHEN J BAUER ALL 1806 GTW
06/27/2025

***** July 2025 *****

GEORGE F DITZHAZY ARSF 0427 CR
07/01/2025
DAVID BREEDING USD 1133 UP
07/01/2025
DONALD L DITSCH USD 1020 UP
07/01/2025
JULIO A GARCIA USD 0134 UP
07/31/2025

***** August 2025 *****

KARL V VIGIL AT&SFF 2413 BNSF
08/01/2025
GIBSON R IGNACIO USD 1020 UP
08/01/2025
STANLEY WELLS ARSF 0524 NS
08/20/2025

***** September 2025 *****

CARL W DANIELS BURNOR 1763 BNSF
09/02/2025
TERRY L HALL AF 1353 UP
09/03/2025
CHARLES E BREWATER, JR ARSF 3018 NS
09/03/2025
CHRIS L BARTOW BURL 2852 BNSF
09/03/2025
DARREN E BLAKLEY BURL 1533 BNSF
09/03/2025
SCOTT D MUSGRAVE BURL 1108 BNSF
09/03/2025
RUSSELL R MONTAMBO JR BURNOR 0104 BNSF
09/03/2025
PAUL J VAN DUSEN UPRF 3005 NRPC
09/04/2025
CHARLES J FLEECES USD 0899 UP
09/05/2025
BRETT K HENRY AT&SFF 1251 BNSF
09/06/2025
JOHN D MC CAMPBELL AT&SFF 2402 BNSF
09/06/2025
BRIAN A ALBRO BURNOR 0735 BNSF
09/11/2025
CHRISTOPHER D MILLS BURNOR 1763 BNSF
09/12/2025

MICHAEL H JOHNSON BURNOR 1453 BNSF
09/13/2025
MICHAEL R MOORE USD 0922 UP
09/15/2025
RUSSELL KEELEY AT&SFF 2418 BNSF
09/18/2025
PARK Z APODACA BURL 1142 BNSF
09/22/2025
MICHAEL G DEIDEL USD 0899 UP
09/22/2025
RICHARDSON N KEE AT&SFF 2417 BNSF
09/27/2025
JAMES D HAYDEN AF 1058 UP
09/30/2025
SHANE A BEACHLER USD 1216 UP
09/30/2025
NELSON MORGAN USD 1020 UP
09/30/2025

***** October 2025 *****

HECTOR E BENITEZ BURNOR 0389 BNSF
10/01/2025
DOUGLAS V POSTMA BURNOR 0735 BNSF
10/01/2025
WALTER J BRUTON USD 0407 TASI
10/01/2025
JEFF A BRYAN USD 0017 IC
10/01/2025
JAMES COTTERILL USD 0377 UP
10/01/2025
MARK D RISNER AT&SFF 2433 BNSF
10/02/2025
KEN W SCHNEIDER BURNOR 0104 BNSF
10/02/2025
JEFFREY L SCHWINDT URNOR 0306 BNSF
10/02/2025
DARWIN J DOUBEK USD 1393 IC
10/02/2025
GLENN M FLORES USD 0407 TASI
10/02/2025
EUGENE D BARBER ARSF 3018 NS
10/03/2025
ERNIE E JONES AT&SFF 2415 BNSF
10/03/2025
DAVID M O CONNOR UPRF 0228 NRPC
10/03/2025
JEFF W BARTON AT&SFF 2433 BNSF
10/04/2025
DONALD J PETRIE UPRF 2857 NRP
10/14/2025
JEFF C COX BURNOR 0735 BNSF
10/17/2025

BARRY L SANDERS AT&SFF 2402 BNSF
10/19/2025
ELTON E SAMBORSKY BURNOR 1734 BNSF
10/23/2025
DANA J EBERL USD 0216 UP
10/31/2025
ANTONIO A ESPINO USD 1002 UP
10/31/2025
MICHAEL A FOLDEN USD 0134 UP
10/31/2025
JOEL R HERNANDEZ USD 1246 UP
10/31/2025
REX A STAUFFER USD 0899 UP
10/31/2025

***** November 2025 *****

EDISON CHARLEY AT&SFF 2417 BNSF
11/01/2025
CHAD A ERICKSON BURNOR 0249 BNSF
11/01/2025
TODD M GITTER WUSD 2927 WCL
11/01/2025
TONY L DOOLEY AT&SFF 2405 BNSF
11/04/2025
JAMES C FUJET AT&SFF 2401 BNSF
11/04/2025
RALPH S BROOKS BURNOR 0104 BNSF
11/04/2025
DAVID J LUCAS BURNOR 0272 BNSF
11/06/2025
FRED J MOODRY BURNOR 0272 BNSF
11/06/2025
SCOT A WEBB USD 0325 UP
11/06/2025
THOMAS N HAYES UPRF 3041 NRPC
11/07/2025
VICTOR G MERCADO USD 0508 UP
11/13/2025
RALPH L GUFFEY JR AT&SFF 2402 BNSF
11/18/2025
MARIO A MONTOYA USD 0700 UP
11/21/2025
TORY L TALLENT BURNOR 1092 BNSF
11/29/2025
HECTOR L CARMETA UPRF 3068 NRPC
11/30/2025

***** December 2025 *****

JAMES M JONES AF 1099 UP
12/01/2025
CHARLES A NICHOLS USD 1393 IC
12/01/2025



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BMWED BSD Lodge 1320

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Apply today at: <https://teamster.org/scholarships/>

List of 2025 BMWED Teamsters Scholarship Fund winners:
<https://www.bmwe.org/secondary.aspx?id=1055>

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

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

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

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



BMWED DESIGNATED FELA LAW FIRMS

CONTINUED ON NEXT PAGE

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TOLL FREE: (800) 323-5538
FAX: 618-656-7849
www.bluntlaw.com
dlb@bluntlaw.com
paulslocomb@yahoo.com

Brent Coon & Associates

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

Casey Jones Law

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

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

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

BMWED DESIGNATED FELA LAW FIRMS CONTINUED...



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

Hubbell Law Firm

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

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

James A. Ebert, LLC

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

Jones, Granger Law Firm

P. O. Box 4340
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OFFICE: 713-668-0230
TOLL FREE: (800) 231-3359
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www.JonesGranger.com

Naumes Law Group LLC

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

Pratt & Tobin, P.C.

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

Rossi Vucinovich P.C.

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

The Moody Law Firm, Inc.

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

BMWED AT THE TOMB OF THE UNKNOWN SOLDIER

On Wednesday, September 4, members of the BMWED's Armed Forces Council gathered at Arlington National Cemetery to present a wreath at the Tomb of the Unknown Soldier.

The Tomb of the Unknown Soldier serves as a symbolic grave for all war dead whose remains have not been found or identified.

It is a sincere honor to represent the BMWED and all of Rail Labor at such a sacred memorial. It is not lost on us the tremendous gratitude we owe to all servicemembers, especially those who fought to secure our liberties and freedom and tragically did not return home.

This wreath is just a small measure of our incredible debt to those who paid the ultimate sacrifice.



BMWED AFC Members Who Participated in the Wreath Ceremony:

Darren Brown
(Army)

Timothy Southerland
(USMC)

Karl Snowden
(USMC)

Vice President
Staci Moody-Gilbert
(Navy)

Also in Attendance:

Director of Government Affairs
Jeff Joines
(Army)

Vice President
Reese Sautler

AJ Bastedo

You can learn more about the BMWED Armed Forces Council at: <https://www.bmwe.org/AFC> or contact Vice President Staci Moody-Gilbert at staci@bmwe.org.



Policy for Distributing Campaign Material at Candidates' Expense – Starting 75 Days before the First Day of the 2026 Convention.

The BMWED National Division maintains this policy, allowing bona fide candidates in National Division Officer Elections to request that the National Division distribute the candidates' campaign literature using the National Division's membership list, including its email list, at the candidates' expense. The National Division has delegated the task of distributing such campaign literature to the American Arbitration Association (AAA). In fulfilling this task, the BMWED National Division and its agent, AAA, assumes **no** responsibility for any of the contents of the candidates' campaign literature, including the literature's factual content. Likewise, the distribution of such campaign literature does **not** constitute any endorsement whatsoever, expressed or implied, by the BMWED National Division or its agent, AAA, of any candidate or slate of candidates for election to office in the BMWED National Division Officers Election.

The AAA will charge a rate of \$350.00 per distribution for each **CONVENTION DELEGATE** electronic mailing (mailing list of delegates provided to AAA by BMWED National Division and not exceeding 500 recipients) and must be paid before communication is sent. Email communication with the entire membership will need to be handled on a case-by-case basis, with fees agreed upon between the candidate and the AAA. Hard Copy distribution will be by agreement between the Candidate/Candidates and AAA, and must be paid before the communication is sent. All materials to be distributed must be in pdf file format.

All mailings and email communications must be received by AAA no less than one week before being distributed. Please note that all electronic Campaign literature will come from the same email address, AAAElections@adr.org, which may end up in a junk mail folder and each recipient will have the right to reject future communications. Neither BMWED National Division nor AAA will be liable in these cases. Moreover, you should be fully aware that not every member shares or updates their email address and contact information with the Brotherhood, and the BMWED National Division can only provide AAA with the most up-to-date information in our system, which will be used for these communications.

Once the campaign period begins, if you desire to distribute campaign literature in connection with the BMWED National Division Officers' election, please contact **Kenneth Egger** at the American Arbitration Association at eggerk@adr.org.

When contacting the AAA, explain that you are a candidate in the BMWED-IBT BMWED National Division Officer Elections and that you would like to disseminate campaign literature. The election campaign distribution will last for 75 days starting Wednesday, April 8, 2026. The last communications will go out on June 9, 2026, and thus must be received by the American Arbitration Association no later than June 2, 2026.

As a reminder, there is a prohibition against using union and employer funds (including cash, facilities, equipment, supplies, and time paid for by the union or employer) to support any person's candidacy in a union officer election. Additionally, nothing in this policy restricts any rights of members and candidates to review membership-related data as allowed by the National Division Bylaws.

NOTE: * The Maximum number of delegates allowed to vote in elections will not exceed 500 because fewer than 500 local lodges are active.

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NOTE: * The Maximum number of delegates allowed to vote in elections will not exceed 500 because fewer than 500 local lodges are active.

The BMWED-IBT is proud to announce a new Union College Benefit, providing BMWED members and their families with exclusive tuition discounts in a network of participating colleges and universities. This benefit would apply in addition to any institutional or federal grants and scholarship awards, helping further reduce out-of-pocket education costs.

The BMWED College Benefit includes a network of regionally accredited institutions offering deeply discounted certificate, associate, bachelor's, master's, and doctoral programs. Recognizing that many of our members balance demanding work schedules with family and community responsibilities, the program prioritizes accessibility by offering 100% online options across more than 250 programs.

To explore available programs and learn more about the tuition discounts, we encourage you to visit the BMWED College Benefit website at <http://www.ebsunioncollegebenefit.org/BMWED> to complete the request form, or access the program through our Member Benefits page at <http://www.bmwe.org/memberbenefits>.



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MICHAEL L ALLEN.....	USDIC	122	2015
FRANK E ALVAREZ.....	CRSD	2907	2015
RANDALL C ANDERSON.....	AF-SE	667	2015
ALEXANDER M ARCHIE.....	UPRF	3012	2015
JOSEPH E AURELIO.....	UPRF	3068	2015
FRANK BAILEY III.....	AF-SW	1193	2015
ANDREW S BARBER.....	AF-SE	2163	2015
COLTON S BARNHILL.....	AF-SE	2102	2015
LEE W BARRETT.....	WCSD	472	2015
BRANDON W BARRON.....	AF-SW	1048	2015
JAMIE L BASNETT.....	AF-SW	1041	2015
JEFFREY T BAYER.....	WCSD	2927	2015
AARON R BEASTON.....	AF-SE	695	2015
CHRISTOPHER D BECRAFT.....	UPRF	3068	2015
JESSE L BEGLY.....	AF-SE	818	2015
DEREK C BELL.....	UPRF	1934	2015
MAURICE D BLANCHARD III.....	ALL	633	2015
JOSHUA D BOOKER.....	AF-SE	702	2015
CHRISTOPHER M BOWMAN.....	UPRF	3089	2015
JESSE D BOYLES.....	ALL	1356	2015
JEFFREY A BRIGHAM.....	CRSD	2907	2015
MICHAEL E BRITTON.....	UPRF	3095	2015
LANCE C BROWN.....	AF-SW	450	2015
RASHARD BROWN.....	USDIC	637	2015
WILLIAM C BRUTGER.....	BURNOR	1296	2015
RALPH BURNLEY.....	UPRF	3014	2015
JUSTIN BUSHONG.....	AF-SE	498	2015
NATHAN L BUSSAN.....	USD	2430	2015
BRIAN C BUTLER.....	UPRF	3095	2015
FABIAN F CAMPBELL.....	CRSD	2905	2015
JASON R CANNADAY.....	USD	1097	2015
TREVOR F CARDUCCI.....	UPRF	3014	2015
CHRISTOPHER A CARMLEY.....	AF-SE	56	2015
RICARDO D CASTILLO.....	USD	508	2015
KENT K CHAMPAGNE.....	CRSD	2905	2015
JACOB F CHAPMAN.....	UPRF	3041	2015
ELLISON H CHARLEY.....	AT&SFF	2417	2015
GREGORY W CLARK.....	AF-SW	1058	2015
CARL J CLARK.....	AF-SE	2161	2015
RONNIE L CLUCK.....	AF-SW	965	2015
RONNIE C COLE.....	AF-SE	2912	2015
JUSTIN M COSENTINO.....	UPRF	3005	2015
JASON A CUE.....	AF-SE	1509	2015
JASON CUMMINGS.....	AT&SFF	2417	2015
RYAN M DALLASSANDRO.....	UPRF	3082	2015
MARC A DALES.....	UPRF	3068	2015
ANTHONY V DANIELS.....	AF-SE	2912	2015
DUSTIN DAVENPORT.....	ARFS	645	2015
RYAN T DAVIS.....	UPRF	3012	2015
HUEY P DAVIS.....	AF-SE	2163	2015
MICHAEL R DETTRA.....	UPRF	3012	2015
MICHAEL C DIXON.....	AF-SE	2163	2015
LA QUAN T DORSEY.....	CRSD	2906	2015
JAMES L DUCKWORTH.....	BURL	1351	2015
CODY Y DUFF.....	UPRF	3014	2015
TYSON R DUFF.....	USD	2427	2015
MATTHEW P EWERT.....	BURL	1662	2015
DANIEL R FARACE.....	UPRF	3028	2015
TYLER L FAWVER.....	ARFS	3091	2015
KENDALL K FIELDS.....	AF-SE	1993	2015
ALEX C FISCHER.....	AF-SE	1049	2015
LOUIS L FISHER.....	AF-SE	1376	2015
DEREK A FORD.....	USDIC	122	2015
JEREMY Y FORGEA.....	UPRF	1934	2015
PATRIC S FOX.....	ARFS	2780	2015
GREGORY A FRANKS.....	AF-SW	1011	2015
CHRISTOPHER D GIRARDI.....	ALL	1466	2015
DERRICK A GLENN.....	UPRF	3005	2015
SEFERINO G GONZALEZ JR.....	AF-SW	644	2015
CHESTER H GORDON SR.....	AF-SE	1028	2015
JOSHUA C GOUGIS.....	AF-SW	1100	2015
DAVID R GRACE.....	UPRF	3005	2015
SHAWN L GRAHAM.....	AF-SW	1058	2015
SEAN M GRAHAM.....	UPRF	3068	2015
SCOTT D GRAHAM.....	AT&SFF	2414	2015
DWAYNE GRAY.....	UPRF	3014	2015
JARMEN GREEN.....	AF-SE	2912	2015
KENNETH GREEN.....	UPRF	3075	2015
DAVID W GREEN.....	UPRF	3005	2015
JASON M GREENWOOD.....	UPRF	3005	2015
JERRY W GREGORY JR.....	ARFS	662	2015
CASEY P GRICE.....	AF-SE	2426	2015
JOSHUA C GROVER.....	AF-SE	2163	2015

BERNARD J GUIDO III.....	CRSD	2910	2015
ANTHONY O GUILLANTE.....	ARFS	3009	2015
SHANE A GUTHRIE.....	ARFS	1700	2015
GLENN HAGAMAN.....	ARFS	586	2015
PHILIP A HAMILTON.....	AF-SE	667	2015
MATTHEW B HANKS.....	AF-SW	212	2015
TREVER W HARDESTY.....	AF-SE	1064	2015
AVERY L HARRINGTON.....	AF-SE	2161	2015
JOSHUA R HART.....	ARFS	1700	2015
BRODY C HATCHER.....	USD	2427	2015
JEFFREY HEATON.....	ARFS	287	2015
DRAKE E HELM.....	ARFS	1362	2015
RICHARD A HENDERSON III.....	UPRF	3005	2015
ALFREDO J HERNANDEZ.....	USD	591	2015
GREGORY A HERNOND.....	BURNOR	249	2015
MARTIN D HILDENBRAND.....	BURNOR	16	2015
HUNTER L HOLLINGSWORTH.....	AF-SE	986	2015
VICTOR M HUAMAN.....	UPRF	3068	2015
JOHN D HUNTER.....	UPRF	3068	2015
BRANDON J HUTCHINSON.....	USDIC	1393	2015
EDWARD INGRAM.....	USDIC	637	2015
SAMUEL N JEREMIAH.....	UPRF	3012	2015
STEPHEN A JESATKO.....	UPRF	3041	2015
JOHN K JOE.....	UPRF	3012	2015
CHRISTOPHER K JOHNSON.....	AF-SE	2912	2015
ANTHONY KADUS.....	BURL	1488	2015
TYLER K KELLER.....	AF-SW	965	2015
MAVERICK KERNS.....	AF-SE	1064	2015
MORGAN T KIEDEISCH.....	ARFS	619	2015
KYLE KILLEBREW.....	USDIC	637	2015
DYLAN W KIRK.....	AF-SE	1857	2015
MICHAEL R KOLAR.....	USD	410	2015
JAMES W KONDERWICH.....	ALL	1356	2015
RICHARD KUCHARSKI.....	UPRF	3095	2015
CHARLES R LADNER.....	BURNOR	706	2015
KEVIN J LARKIN.....	UPRF	3068	2015
JAMES S LEE.....	AF-SE	2163	2015
WESTON W LEVY.....	AF-SW	644	2015
STEVEN LINANE.....	UPRF	3068	2015
MICHAEL LITTLETON.....	ARFS	619	2015
MATTHEW S LUWE.....	AF-SW	1100	2015
JONATHAN T MAE.....	CRSD	2905	2015
JONATHAN B MALLOY.....	UPRF	3014	2015
EDGAR MANDUJANO.....	BURL	42	2015
ZACHARY R MATCHETT.....	ALL	1657	2015
CHRISTOPHER R MATTERN.....	UPRF	3095	2015
RYAN MC COMMON.....	USDIC	654	2015
TEDDY E MC CRACKEN.....	UPRF	3005	2015
ROBERT J MC GUIRE.....	UPRF	3068	2015
GARRETT T MC MURRAY.....	AF-SE	1432	2015
MICHAEL A MERZ.....	CRSD	2905	2015
BRETT A MESSICK.....	UPRF	3095	2015
TYLER D MILLER.....	AF-SE	698	2015
MICHAEL G MITCHELL.....	UPRF	3014	2015
RICH N MOC.....	UPRF	3014	2015
JUAN J MORENO.....	USD	1096	2015
LONDON J MORMANN.....	USD	2438	2015
MAX H MORRISON.....	USDIC	122	2015
PAUL R MYERS.....	WCSD	1710	2015
NATHAN J NASH.....	BURL	928	2015
RICHARD D NORMAN.....	UPRF	3005	2015
IRA H ODOM.....	AF-SE	702	2015
MARK A OKON.....	USD	591	2015
DENNIS ONCHUCK.....	ARFS	529	2015
TIMOTHY D ORR.....	UPRF	3068	2015
PRESTON C PAYNE.....	AF-SE	1854	2015
JOHN J PEKAROVICH.....	UPRF	3068	2015
MATTHEW R PETERSON.....	USD	591	2015
ANTONIO PLASCENCIA JR.....	AT&SFF	204	2015
WILLIAM R POLICASTRO JR.....	CRSD	2906	2015
CHAD E POMIERNY.....	UPRF	3039	2015
CESAR H PORTILLO.....	AF-SW	44	2015
ROBERTO RESENDIZ.....	AF-SW	1058	2015
MICHAEL P REZNICK.....	UPRF	3068	2015
ERIC W RICHARDSON.....	AF-SW	450	2015
JERRY R ROGERS.....	AF-SE	112	2015
BLAKE D RONQUILLE.....	AF-SW	1048	2015
ROBERT S ROONEY.....	UPRF	3014	2015
LUIS ROSADO.....	UPRF	3095	2015
JERRID L ROSS.....	AF-SW	965	2015
TROY W ROTH.....	UPRF	3068	2015
CORY A ROTHACHER.....	ARFS	1396	2015
LEE T RUHOLL.....	AF-SE	1162	2015
MAURICE N RUSH.....	UPRF	3014	2015
JUAN R SALAZAR.....	AF-SE	2912	2015
RODRIGO E SALAZAR.....	AF-SE	2912	2015
JUAN C SALGUERO-MONROY.....	UPRF	3014	2015
ANTHONY T SALOKA.....	UPRF	3014	2015
TRAVIS L SANFORD.....	ALL	1356	2015
BRIAN M SASSIN.....	AF-SW	1338	2015
TROY S SCOTT.....	AF-SW	450	2015
BENNIE R SCOTT II.....	AF-SW	1058	2015
JUSTIN T SEGLER.....	BURNOR	1296	2015
JUAN SERRATO.....	AF-SE	2912	2015
TRAVIS D SEVERIN.....	BURNOR	908	2015
JUSTIN A SHEETS.....	BURL	928	2015

JERRY D SHRUM JR.....	AF-SE	667	2015
JASON SITZE.....	AF-SW	450	2015
LEE T SKINNER.....	UPRF	3095	2015
WESSON R SMITH.....	AF-SE	1028	2015
CODY A SMITH.....	AF-SE	2426	2015
CHRISTIAN SMITH.....	ARFS	627	2015
ANTHONY B SMITH.....	AF-SE	112	2015
BRYAN A SPIVA.....	UPRF	3014	2015
KENNETH C SPRINGER JR.....	AF-SE	695	2015
CODEE L STAMP.....	AF-SW	450	2015
IAN H STEWART.....	CRSD	2905	2015
ZACHARY M STOKER.....	AF-SE	153	2015
DILLON M STOLITCA.....	AF-SE	1049	2015
STEVEN SWAIN.....	UPRF	3068	2015
BENJAMIN L TAYLOR.....	ALL	895	2015
ADAM W THERRIEN.....	ALL	1356	2015
JUSTIN P THOMAS.....	AF-SE	562	2015
LEWIS A THOMPSON JR.....	AF-SW	1058	2015
STEVEN G THORNTON.....	UPRF	3005	2015
MICHAEL D TOBICASH.....	AF-SE	1376	2015
ADRIEL TOVAR.....	AF-SW	1058	2015
KERON H TRIM.....	UPRF	3068	2015
ANDREW L TRIPI-REPHOLZ.....	CRSD	2910	2015
CHRISTIAN T UVA.....	UPRF	3014	2015
ALVARO VAZQUEZ.....	USD	591	2015
KENNETH VILLANUEVA.....	UPRF	3014	2015
JESUS D VILLANUEVA.....	AF-SW	366	2015
RYAN M VOGEL.....	UPRF	3005	2015
STEVEN D VUKELICH.....	BURNOR	706	2015
KOLTON S WAGNER.....	AF-SW	965	2015
NATHAN A WALLIN.....	USD	2430	2015
MALCOLM A WATSON.....	UPRF	3014	2015
ERIC C WATSON.....	ARFS	287	2015
BRIAN WAUGH.....	ARFS	577	2015
JOHN C WEGER.....	AF-SW	1025	2015
JAMES D WHITE.....	AF-SE	670	2015
DARRYL E WHITE.....	UPRF	3068	2015
KENNETH W WICHMAN.....	AF-SE	2162	2015
JUSTIN A WILLIAMS.....	UPRF	3068	2015
JERRYK C WILLIAMS.....	AF-SW	1099	2015
STEVEN T WILSON.....	UPRF	3012	2015
NICHOLAS S WILSON.....	ARFS	1362	2015
RICHARD R WITHERS.....	UPRF	3005	2015
ADAM D WOOD.....	AF-SW	366	2015
ROGER P WOODRUFF JR.....	AF-SW	1365	2015
MARQUES WYNN.....	ARFS	627	2015
JOSHUA D YOST.....	ARFS	3091	2015
ZACHARIAH W YOST.....	ARFS	3091	2015
FERNANDO ZAVALA.....	USD	591	2015
MICHAEL J ZELUSKY.....	UPRF	3095	2015
MICHEAL ZIEGLER.....	BURL	1488	2015



MARIO J ALDAY.....	ARFS	546	2010
DERRICK L ALLEN.....	ARFS	524	2010
CHRISTOPHER H ALLEN.....	AF-SE	993	2010
ADAM C ALLEN.....	ARFS	537	2010
THOMAS H ANDERSON.....	AF-SW	1252	2010
KIRK D ANTHONY.....	ARFS	3098	2010
RONALD D ARMITAGE.....	AF-SW	1012	2010
JASON W ARMSTRONG.....	AF-SE	992	2010
JACOB D AVILA.....	AF-SW	1058	2010
TIMOTHY J BACON.....	ARFS	3018	2010
CHESTER W BAKER.....	AF-SE	1745	2010
NICHOLAS A BAKER.....	ARFS	3008	2010
CHADWICK A BARNES.....	ARFS	1362	2010
JASON H BARNETT.....	AF-SE	992	2010
SHANE D BARR.....	AF-SW	366	2010
TOBY S BEACH.....	ARFS	3084	2010
CHRISTOPHER J BEGIN.....	ALL	633	2010
WINSTON D BELL.....	AF-SW	2762	2010
JAMES T BENDER.....	AF-SW	366	2010
CHRIS F BISHOP.....	BURNOR	1092	2010
ROBERT J BOKAR.....	ARFS	3018	2010
WILFRED J BOUCHARD.....	AF-SE	547	2010
BLAKE A BOVENSCHEN.....	ALL	3060	2010
ROBERT D BOWEN.....	BURL	1888	2010
JOHNY D BOYCE.....	AF-SE	112	2010
BRANDON J BOYER.....	AF-SE	1028	2010
CODY Y BRANSON.....	BURL	788	2010
ERIC BROWN.....	ARFS	598	2010
TRAVIS BROWN.....	ARFS	599	2010
TOREY BRUCE.....	AT&SFF	2411	2010
LD C BRUNNER.....	AF-SW	1338	2010
SAMUEL L BUCK.....	AF-SE	818	2010

WILLIAM R BUNGART.....	AF-SW	1041	2010
WALTER F BURDA.....	ARFS	3002	2010
BRUCE A BURGER.....	ARFS	935	2010
THOMAS R BURGESS JR.....	ARFS	3006	2010
ASHLEY BUTTERWORTH.....	ARFS	585	2010
WALLACE H BYER.....	AF-SE	75	2010
SIDNEY M CAMDEN.....	AF-SE	75	2010
JOE CANTU JR.....	AF-SW	1021	2010
MICHAEL M CARNAHAN.....	AF-SW	345	2010
JAMES CARVER.....	AT&SFF	2403	2010
SERGIO CASTRO VAZQUEZ.....	AF-SW	44	2010
DEREK M CHAPMAN.....	ARFS	1599	2010
TYLER CHASE.....	UPRF	3086	2010
JASON M CHAVIS.....	AF-SE	2067	2010
JAMES I CHILDRESS.....	AF-SE	992	2010
ANDRE J CHRETIEN.....	AF-SW	1058	2010
MARK J CLARK.....	AF-SE	2162	2010
SHAUN W CLAY.....	UPRF	3005	2010
DANNY W CLEETON.....	ARFS	301	2010
DONOVAN E COKER.....	AF-SW	1176	2010
RYAN F COLLEY.....	ARFS	301	2010
JARROD E COLLINS.....	ARFS	2440	2010
DALTON D COOK.....	AF-SW	522	2010
CHARLIE F COOK.....	AF-SE	2167	2010
MARVIN J COPLEY.....	AF-SE	702	2010
JAMES A COUNTERMAN.....			

ROLL OF HONOR

LUIS C HERRERA.....	ALL.....	987.....	2010
JOHN E HETRICK.....	AF-SE.....	1432.....	2010
MERWIN P HOAGE.....	ALL.....	881.....	2010
KEVIN L HOLDER.....	AF-SE.....	1155.....	2010
SHANE C HOLLERMAN.....	AF-SE.....	563.....	2010
AARON S HOLLEY.....	AF-SE.....	112.....	2010
DAVID A HOLZBACH.....	AF-SE.....	562.....	2010
ROBERT J HONAKER.....	AF-SE.....	75.....	2010
KURT W HOPE.....	AF-SW.....	2762.....	2010
DANIEL B HOPE.....	AF-SW.....	2762.....	2010
LEROY HOWELL.....	AF-SE.....	702.....	2010
MICHAEL HUGGINS.....	ARSF.....	551.....	2010
ADONIS J HUDSON.....	AF-SW.....	1176.....	2010
JEREMY A HUSSELL.....	AF-SE.....	1038.....	2010
TERRON C IVORY.....	ARSF.....	1081.....	2010
JOHN C JAMES.....	ARSF.....	2703.....	2010
PHILLIP JAMES JR.....	AF-SW.....	2286.....	2010
JACOB R JENKINS.....	AF-SW.....	1338.....	2010
DARIUS R JERNIGAN.....	ALL.....	987.....	2010
JORDAN N JOHNS.....	ARSF.....	3004.....	2010
FLOYD D JOHNSON.....	AF-SW.....	1058.....	2010
CLAY JOHNSON.....	ARSF.....	598.....	2010
SAMUEL JOHNSON.....	USDIC.....	694.....	2010
GREGORY JOHNSON.....	ARSF.....	568.....	2010
DONALD L JOHNSON.....	AF-SE.....	2161.....	2010
JUSTIN E JONES.....	AF-SW.....	2729.....	2010
WILLIAM A JONES.....	AF-SW.....	1540.....	2010
RYAN F KACHMAR.....	AF-SE.....	695.....	2010
KEVIN P KANE.....	BURL.....	783.....	2010
BRYAN D KELLEY.....	AF-SE.....	466.....	2010
DARREN D KIEFFER.....	ARSF.....	3004.....	2010
DALLAS J KLEPPER.....	AF-SW.....	688.....	2010
DUSTIN S KNIGHT.....	ARSF.....	585.....	2010
BRANDON KOHLER.....	ARSF.....	2780.....	2010
NATHAN A KREITZER.....	AF-SE.....	1377.....	2010
TYLER B KYLE.....	AF-SE.....	992.....	2010
WAYNE L KYSER.....	AF-SE.....	460.....	2010
CARL G LANGE.....	AF-SE.....	153.....	2010
FABIAN W LASKOWSKI.....	AF-SW.....	644.....	2010
MICHAEL J LAWRENCE.....	ALL.....	881.....	2010
SCOTT M LAWS.....	AF-SE.....	562.....	2010
GARY O LEE.....	AT&SFF.....	2411.....	2010
JACOB L LEITER.....	ARSF.....	2440.....	2010
JESSE W LEISMEISTER.....	BURL.....	2852.....	2010
ERIK S LEWIS.....	AF-SW.....	1338.....	2010
DERICK LINTHICUM.....	ARSF.....	599.....	2010
LEE A LITTLE.....	ARSF.....	524.....	2010
MATTHEW S LOWE.....	ARSF.....	571.....	2010
DAVID J LOWE.....	AF-SE.....	993.....	2010
BRIAN L LUCAS.....	USDEJE.....	463.....	2010
JAVIER A MAGALLANES.....	AF-SW.....	1048.....	2010
NIKOLA MANOLOVIC.....	USDIC.....	694.....	2010
CLIFFORD M MARGESON.....	ARSF.....	887.....	2010
DANIEL J MAROCCO.....	ALL.....	891.....	2010
BRANDON MARSHALL.....	ARSF.....	599.....	2010
FRANCISCO H MARTINEZ.....	AF-SW.....	366.....	2010
DAVID MATTHEWS.....	BURL.....	1302.....	2010
CODY MAXFIELD.....	ARSF.....	571.....	2010
GAVIN A MC DERMID.....	ALL.....	3017.....	2010
STEPHEN G MC GAVOCK.....	AF-SW.....	1012.....	2010
JOHN D MC LAUGHLIN.....	UPRF.....	3014.....	2010
JACOB G MC MAHON.....	AF-SW.....	2762.....	2010
PHILLIP MC NEAL.....	AF-SE.....	1038.....	2010
EDWARD D METZGER.....	ARSF.....	2440.....	2010
TIMOTHY J MILLER.....	ARSF.....	1396.....	2010
WILLIAM J MILLER.....	AF-SE.....	1643.....	2010
BRIAN E MILLER.....	AF-SE.....	2425.....	2010
JAMES R MILLER.....	AF-SE.....	1643.....	2010
JASON J MILLER.....	AF-SE.....	1649.....	2010
TERRY W MILLER JR.....	ARSF.....	3098.....	2010
ROY C MINTON II.....	ARSF.....	571.....	2010
DARREL W MORGAN.....	AF-SW.....	1021.....	2010
TYLER E MORRISON.....	ARSF.....	571.....	2010
MICHAEL E MOYER.....	ARSF.....	936.....	2010
DAVID MUNCY.....	ARSF.....	586.....	2010
GEORGE W MUNN.....	AF-SE.....	153.....	2010
EVAN L MURRAY.....	ARSF.....	3098.....	2010
JUAN E NACIANCENO.....	AF-SW.....	1338.....	2010
JIM P NADEAU.....	AF-SE.....	2655.....	2010
STEVEN M NETTLES.....	AF-SE.....	2167.....	2010
JASON B NEWELL.....	ARSF.....	3006.....	2010
CHRISTOPHER A NUTT.....	ARSF.....	3018.....	2010
PATRICK T O'ROUGHLIN.....	ALL.....	201.....	2010
NATHAN Q O'LOUGHIN.....	AF-SW.....	564.....	2010
RONALD G OWENS.....	AF-SW.....	601.....	2010
BRIAN D PAINTE.....	ARSF.....	523.....	2010
DREW A PAKUSCH.....	ALL.....	704.....	2010
PETER S PALIANI.....	ALL.....	704.....	2010
JAMES M PASSMORE.....	AF-SE.....	2163.....	2010
DONALD PAYNE.....	ARSF.....	525.....	2010
CLINTON R PEARSON.....	AF-SW.....	1175.....	2010
NORMAN P PENNINGTON.....	AF-SE.....	112.....	2010
ISAIAS PEREZ.....	AF-SW.....	44.....	2010
MICHAEL PEREZ.....	AF-SW.....	644.....	2010
ORLANDO D PEYTON.....	AF-SW.....	1058.....	2010
MARK S PHILLIPS.....	AF-SW.....	1715.....	2010

FRED PIERCE.....	AF-SE.....	562.....	2010
DAVID W PISZKER.....	AF-SE.....	338.....	2010
TRAVIS PRATER.....	AF-SW.....	1338.....	2010
LONNIE M PRATER.....	AF-SE.....	1376.....	2010
JEFFREY T PRATT.....	ALL.....	201.....	2010
JEFFREY PRICE.....	ARSF.....	542.....	2010
MATTHEW E PUSKAR.....	ARSF.....	3008.....	2010
ERIC A PUTTROFF.....	AF-SW.....	688.....	2010
WILLIAM L QUALLS.....	AF-SW.....	644.....	2010
DONAVON P QUINN.....	ARSF.....	3098.....	2010
DERRICK L RANDLE.....	AF-SW.....	1012.....	2010
JOHN W RAPPLEYE.....	ARSF.....	887.....	2010
ERIC D RAY.....	AF-SW.....	927.....	2010
DUSTIN K REINHOLD.....	AF-SE.....	466.....	2010
MARK RENAUD.....	AF-SE.....	695.....	2010
DARON RICHARDSON.....	AF-SE.....	665.....	2010
CHRIS RICHARDSON.....	ALL.....	633.....	2010
MANUEL L RIOS-BELTRAN.....	AF-SW.....	1601.....	2010
DONALD G ROBILARD.....	ALL.....	891.....	2010
RON D ROSS.....	AF-SW.....	2717.....	2010
LORENZO ROSS.....	AF-SW.....	1058.....	2010
ROBERT M ROTH JR.....	ARSF.....	1396.....	2010
JAMES P ROWE JR.....	ALL.....	201.....	2010
ROGER L ROYER.....	AF-SW.....	1041.....	2010
BRANDON W SANDERS.....	AF-SE.....	1376.....	2010
BRADLEY W SANDERS.....	AF-SE.....	547.....	2010
JOSEPH V SCHEIBER.....	ARSF.....	1259.....	2010
TYSON SCHROEDER.....	ARSF.....	2307.....	2010
BRUCE SCHWINGER.....	CRSD.....	2910.....	2010
WILLIAM W SCOTT.....	ALL.....	3097.....	2010
JAMES L SCOTT JR.....	BURL.....	1533.....	2010
DENNIS M SEMLER.....	ALL.....	201.....	2010
ROBERT O SERGENT.....	AF-SE.....	2624.....	2010
CHRISTOPHER C SHAPIRO.....	AF-SE.....	547.....	2010
JASON V SHAW.....	USD.....	325.....	2010
WAYNE A SHEPARD.....	BURL.....	509.....	2010
TYLER J SHEPHERD.....	AF-SE.....	1377.....	2010
STEVE SHERMAN.....	AF-SE.....	2425.....	2010
PAUL U SIMMONS.....	AF-SW.....	1176.....	2010
JOSHUA L SINGLETON.....	ARSF.....	546.....	2010
JEREMY D SINGLETON.....	ARSF.....	546.....	2010
GRADY E SMITH II.....	AF-SE.....	2163.....	2010
RICHARD L STOUFFER III.....	ARSF.....	3094.....	2010
JOSHUA L STRICKLAND.....	AF-SE.....	2163.....	2010
CALVIN STUMP.....	ARSF.....	599.....	2010
CHRISTOPHER T SULLIVAN.....	AF-SE.....	153.....	2010
KYLE SUZEWITS.....	ARSF.....	226.....	2010
KYLE SWAN.....	AF-SW.....	366.....	2010
DANIEL K TANCER.....	AF-SE.....	1432.....	2010
EDWARD TARCHALA.....	USDIC.....	694.....	2010
MICHAEL L TAYLOR.....	AF-SW.....	1099.....	2010
JEFFREY B TEMPLTON.....	AF-SE.....	1509.....	2010
JUSTIN Z TERRY.....	AF-SE.....	498.....	2010
DENNIS TETI.....	UPRF.....	3012.....	2010
JEFFERY A THAXTON.....	AF-SE.....	112.....	2010
JAMES O THOMAS II.....	AF-SE.....	695.....	2010
RANDY L TONEY.....	AF-SE.....	112.....	2010
CURT R TORI.....	AF-SE.....	695.....	2010
ARNALDO TREVINO.....	AF-SW.....	44.....	2010
MATT R TROYER.....	AF-SE.....	1432.....	2010
MATTHEW D TURNEY.....	AF-SE.....	992.....	2010
DAVID L TURPIN JR.....	AF-SW.....	1021.....	2010
KEVIN M ULRICH.....	ARSF.....	3091.....	2010
WILLIAM N UNRUH.....	ARSF.....	2780.....	2010
DONALD A UVVARI.....	ARSF.....	935.....	2010
JESUS E VALDEZ.....	AF-SW.....	1563.....	2010
ADAM R VALENCIA.....	AF-SW.....	1254.....	2010
ANDREW T VALLETTA.....	ALL.....	891.....	2010
GEORGE VANBLARICOM.....	ARSF.....	551.....	2010
SAM VASQUEZ.....	UPRF.....	3012.....	2010
JASON A VEGA.....	AF-SW.....	1338.....	2010
MARCOS VEGA JR.....	AF-SW.....	1058.....	2010
MICHAEL A VENEZIALE.....	CRSD.....	2910.....	2010
CODY J VINCENT.....	ARSF.....	1632.....	2010
KELLYN WAGONER.....	ARSF.....	662.....	2010
JASON L WALKER.....	AF-SE.....	1643.....	2010
JEREMY E WARREN.....	AF-SW.....	1048.....	2010
PATRICK L WATERS.....	ARSF.....	627.....	2010
MATTHEW T WATTS.....	AF-SE.....	153.....	2010
JASON T WEAKLEY.....	AF-SE.....	153.....	2010
DALE A WEBBER.....	UPRF.....	2225.....	2010
JEFF A WEBER.....	AF-SE.....	1432.....	2010
PAUL W WELCH.....	AF-SE.....	698.....	2010
BYRON D WELKER.....	AF-SE.....	466.....	2010
JAMES M WENIGER.....	AF-SW.....	2286.....	2010
FREDERICK WHALING.....	UPRF.....	3005.....	2010
KEVIN D WHEELER.....	AF-SE.....	695.....	2010
WACEY J WILKE.....	AF-SW.....	1021.....	2010
LONDON D WILLBORN.....	AF-SW.....	2762.....	2010
TERRY G WILLIAMS.....	AF-SW.....	1176.....	2010
DAVID J WILLIAMS.....	CRSD.....	2905.....	2010
JAMES B WILLIAMS.....	AF-SW.....	1058.....	2010
MAJOR E WILLIAMS.....	USD.....	1216.....	2010
JOSEPH WILLIAMS.....	ARSF.....	567.....	2010
BRENT W WILLISON.....	AF-SE.....	1556.....	2010
BRADLEY C WILSON.....	AF-SW.....	212.....	2010

JOSEPH T WILSON.....	ARSF.....	3098.....	2010
KENNETH S WILSON.....	AF-SE.....	2163.....	2010
STEVEN D WILSON.....	AF-SW.....	1338.....	2010
WILLIAM T WILSON.....	AF-SE.....	2624.....	2010
PAUL T WILSON.....	ARSF.....	542.....	2010
ADAM E WILT.....	AF-SE.....	61.....	2010
BRANDON M WILTROUT.....	ARSF.....	3006.....	2010
LARON R WITCHER.....	ARSF.....	599.....	2010
STEVEN A WOOD.....	AF-SE.....	698.....	2010
ERIC R WOY.....	ARSF.....	3094.....	2010
MARK A WRIGHT.....	AF-SE.....	1432.....	2010
RANDY G WYATT.....	AF-SW.....	601.....	2010
BRIAN YAHL.....	AF-SE.....	1377.....	2010
JONAS YARBERRY.....	ARSF.....	673.....	2010
DENNIS C YELENIC JR.....	ARSF.....	2307.....	2010
MATTHEW W ZILLS.....	BURNOR.....	104.....	2010



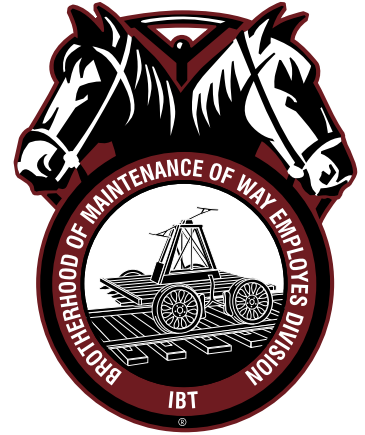
GAIL L ADAMS.....	USD.....	1381.....	2005
PARIS E ADKINS.....	AF-SE.....	112.....	2005
BRENT A ALDRIDGE.....	ARSF.....	1464.....	2005
TONY L ALEXANDER.....	ARSF.....	301.....	2005
FABIAN E AMARO.....	AT&SFF.....	2416.....	2005
STEPHEN P AMES.....	ALL.....	482.....	2005
FRANCISCO J ANAYA.....	USD.....	968.....	2005
CLAY F ANDREWS.....	ARSF.....	935.....	2005
MICHAEL J ARNOLD.....	AT&SFF.....	2413.....	2005
ALEX S AULTMAN.....	ARSF.....	619.....	2005
MICHAEL L AUSTIN.....	AT&SFF.....	2600.....	2005
MARK A BAILEY.....	ARSF.....	551.....	2005
DAVID A BALES.....	ALL.....	3097.....	2005
RHETT T BARKER.....	USD.....	968.....	2005
DERRIK J BARNES.....	BURL.....	344.....	2005
WILLIAM C BATE JR.....	USD.....	1381.....	2005
TERRY G BAXLEY.....	ARSF.....	808.....	2005
CLINTON J BERRY.....	AF-SE.....	1155.....	2005
DANNY D BISHOP.....	ARSF.....	1464.....	2005
BRYAN K BLACK.....	ARSF.....	1464.....	2005
JUSTIN M BLANKENSHIP.....	ARSF.....	1464.....	2005
JAMIE E BOLES.....	ARSF.....	645.....	2005
LARRY A BOTT.....	ARSF.....	536.....	2005
TERRY R BOWENS.....	ARSF.....	1464.....	2005
JOSEPH M BOWLES.....	ARSF.....	551.....	2005
TATE L BOWLES.....	USD.....	1402.....	2005
JUSTIN BRADFELD.....	AF-SE.....	665.....	2005
TRAVIS C BRANNUM.....	AT&SFF.....	2409.....	2005
GENE D BRANTLEY.....	AF-SE.....	702.....	2005
BILLY R BREWSTER.....	ARSF.....	571.....	2005
TYLER K BRIMMALL.....	USD.....	918.....	2005
DANNY J BROWN.....	AF-SW.....	601.....	2005
JAMES E BROWN.....	AT&SFF.....	2600.....	2005
KEVIN L BROWN.....	AT&SFF.....	2409.....	2005
CHRISTOPHER R BROWN.....	AF-SW.....	1193.....	2005
ANTHONY R BRUMBLEY.....	AF-SW.....	1365.....	2005
JEREMY S BRUNNER.....	USD.....	899.....	2005
GENE E BRYANT.....	ARSF.....	673.....	2005
EVAN J BYRD.....	AF-SE.....	1854.....	2005
JAMES T CAMPBELL.....	USD.....	757.....	2005
DIEGO J CARDENAS.....	USD.....	968.....	2005
JOSE L CARDENAS.....	USD.....	134.....	2005
LANCE A CARR.....	ARSF.....	662.....	2005
JAMES S CARRASCO.....	AF-SW.....	1099.....	2005
CODY L CARRIER.....	AT&SFF.....	2404.....	2005
ERIC S CASAD.....	ALL.....	3060.....	2005
BRYAN R CASE.....	AT&SFF.....	2412.....	2005
JEFFREY R CHACON.....	AT&SFF.....	2418.....	2005
JAMES CHAMBERLAIN.....	AT&SFF.....	2403.....	2005
ELLISON H CHARLEY.....	AT&SFF.....	2417.....	2005
DUSTIN S CHRISTENSEN.....	USD.....	1227.....	2005
JOHN C CHRISTIE.....	AT&SFF.....	2414.....	2005
CALE R CLEMENTS.....	AT&SFF.....	745.....	2005
DENNIS D CLOUGH.....	USD.....	343.....	2005
RUSSELL E COBB.....	AF-SE.....	499.....	2005
RYAN D COLSON.....	AT&SFF.....	2413.....	2005
FRANKIE S COMBS.....	AF-SW.....	927.....	2005
J L CONDITO.....	USD.....	1020.....	2005
CARL J COOK.....	BURNOR.....	104.....	2005
DONALD L COOK JR.....	AF-SE.....	624.....	2005
JEREMY J COOP.....	USD.....	325.....	2005
EARLOW M COSTINE.....	AF-SE.....	547.....	2005
GARY M CRAIN.....	ARSF.....	224.....	2005
MATTHEW D CRAWFORD.....	BURL.....	800.....	2005
CHAD W CRAWFORD.....	AT&SFF.....	361.....	2005
SIMS D CRAWFORD.....	ARSF.....	536.....	2005
DANIEL W CUNNINGHAM.....	AT&SFF.....		

ROLL OF HONOR

CHARLES P LA FLEUR	ALL	895	2005
BENJAMIN T LACROIX	USD	342	2005
ALLEN W LAWRENCE JR	ALL	633	2005
ALTON LEE	AT&SFF	2417	2005
ALAN B LEE	AF-SE	562	2005
STACY M LENERS	USD	1133	2005
JOSEPH L LESLIE	ARFS	3061	2005
WILLIAM A LEWIS	BURNOR	236	2005
DALE B LEWIS	AF-SE	547	2005
TRAVIS M LIBBY	ALL	32	2005
LANCE E LINCOLN	AT&SFF	2404	2005
FRANK F LION	AT&SFF	1082	2005
DWIGHT B LLOYD	USD	918	2005
CLIFFORD D LOGAN	AF-SE	885	2005
RICARDO O LORA	USD	134	2005
ERIC B LORENZEN	USD	1757	2005
TIMOTHY D LUCHINI	USD	227	2005
JONATHAN D LUSK	ARFS	551	2005
CHARLES J MADER	BURL	1108	2005
BLAKE M MARCH	USD	1402	2005
MARTIN E MAREK	ARFS	551	2005
ANTHONY MARIN	AT&SFF	2413	2005
KENNETH M MARLOW	USD	134	2005
CHARLES B MARSHALL	USD	216	2005
JESSE E MARTINEZ	AF-SW	115	2005
BRADY MAY	AT&SFF	2405	2005
JAMES MC BRYDE JR	AF-SE	1643	2005
THOMAS E MC COLL	AF-SE	563	2005
KEVIN O MC COY	ARFS	1464	2005
CODY B MC DONALD	AF-SW	1099	2005
SCOTT A MC GINNIS	AF-SW	1365	2005
GEOFFREY MC GUIRE	AF-SE	225	2005
DAVID F MC KENZIE	ALL	201	2005
JAMES MC KENZIE II	AF-SE	1038	2005
ROBERT A MC KINNEY	AF-SE	885	2005
ALLEN B MC MILLAN	AT&SFF	2412	2005
JACOB A MEDLIN	ARFS	673	2005
DANIEL MENA	USD	968	2005
C A MENCHACA	AF-SW	644	2005
DOUGLAS J MENTER	ALL	891	2005
MICHAEL W MILLER	USD	1227	2005
Edward C Miller Jr	BURNOR	295	2005
GRADY T MILTON JR	ALL	201	2005
SCOTT K MONAHAN	ALL	201	2005
CODY W MOORE	AT&SFF	2412	2005
MICHAEL T MORRIS	AT&SFF	1251	2005
ELIAS J MUKHAR	USD	968	2005
JAMINSON MULLINS	AF-SE	1745	2005
DONNY K MUNCY	ARFS	1464	2005
BILLY V MURPHY	AF-SW	1058	2005
AARON R MURRAY	USD	2853	2005
RONALD D MUSICK	ARFS	571	2005
JEFF A NASH	USD	407	2005
RONALD NESBIT JR	ARFS	1532	2005
JAMES W NEVINS	AT&SFF	2419	2005
JOHN M OLDHAM	AT&SFF	1082	2005
JONATHAN J OLSON	USD	519	2005
JUAN C ORDAZ	USD	134	2005
ARMANDO B PARGA	AF-SW	1175	2005
RYAN D PARKER	ALL	633	2005
ALFRED PARKES III	AF-SE	2914	2005
FRANK P PASQUALE	USD	1402	2005
CHAD C PASTURCZAK	USD	1847	2005
BRIAN W PATTERSON	AT&SFF	2405	2005
ALFREDO PEREA	USD	1227	2005
ROBERT E PERRY	AF-SW	1715	2005
ADAM S PETTREY	ARFS	551	2005
JEFFREY W PEW	AF-SW	2717	2005
ANDRE D PHELPS	AF-SW	1058	2005
JUSTIN C PHILLIPS	AF-SW	1193	2005
JUSTIN A PHILLIPS	ARFS	551	2005
ZANE A POWELL	USD	899	2005
JASON PRICE	AF-SE	562	2005
CHARLES C PRICE JR	ARFS	568	2005
MARK A QUINTON	AT&SFF	2409	2005
MICHAEL P RABALAIS	AF-SW	1176	2005
CHARLES L RAINSBARGER	AF-SW	996	2005
ADAM O RAMIREZ	AF-SW	2754	2005
JOE V RANDALL	AT&SFF	2410	2005
JUSTIN D REED	ARFS	991	2005
GLEN L REGISTER	AF-SW	2762	2005
JEFF W REPASS	USD	914	2005
JEREMY A REYNOLDS	USD	1216	2005
DOUGLAS W RHODES	AF-SE	1857	2005
JUSTIN C RICE	AF-SE	702	2005
MIGUEL A RIVAS	USD	508	2005
KEVIN L ROBERTSON	AF-SE	424	2005
JAIMIE M RODRIGUEZ	USD	1096	2005
JOHN R RONALD	AF-SE	1432	2005
SHAUN A ROSE	ARFS	627	2005
TEDDY P ROSE	AF-SE	916	2005
CALVIN L ROSS	USD	216	2005
KYLE A RUITER	USD	1148	2005
DAVID E SABBATH	AF-SW	1193	2005
DANNY C SACKETT	AT&SFF	2413	2005
JAMES G SAMONS	AF-SE	225	2005

SY SANDERS	ARFS	551	2005
SEAN P SANDOVAL	AT&SFF	361	2005
CLABI I SANTANA	USD	1246	2005
ANTHONY A SARPY	AF-SW	1176	2005
JAMES A SAYLER	AF-SE	1556	2005
MARK M SEITZINGER	USD	914	2005
GUILLERMO SERRANO JR	USD	134	2005
JAMIE A SHAIN	AT&SFF	1251	2005
DOUGLAS V SHARP	AF-SW	2286	2005
JASON L SHAWBACK	AF-SE	409	2005
JAMES R SHOWMAN	ARFS	3098	2005
JAMES J SIMPKINS	ARFS	613	2005
PHILLIP J SMITH	AF-SW	927	2005
DAVID C SMITH	ARFS	1362	2005
JASON J SMITH	USD	899	2005
KELVIN Q SMITH SR	AF-SE	153	2005
JOSIAH Q SNEDEKER	USDIC	2834	2005
THOMAS M SNIDER	AF-SE	61	2005
JOSHUA D SPEARS	AF-SE	2705	2005
WILLIE R SPEARS JR	ARFS	1464	2005
BRADLEY J STARN	USD	381	2005
TIMOTHY W STEWART	AF-SW	675	2005
DONALD R STITH	AF-SE	665	2005
DARYL G STONEHOCKER	AT&SFF	1251	2005
SHON L STRIPLING	ARFS	808	2005
JOSEPH H STROUD	AF-SE	916	2005
KEVIN STUBBS	AF-SW	1099	2005
THOMAS C SULLIVAN	ALL	612	2005
JOSHUA K TACKETT	AF-SE	225	2005
TAJ S THOMAS	ALL	987	2005
KIRK D THURGOOD	USD	1227	2005
LANCE R TILLERY	AF-SE	1038	2005
GORGE E TORRES	USD	1054	2005
JOHN M TROUT	AF-SE	1049	2005
BRIAN TSO	AT&SFF	2417	2005
ROBIN Z TUCKER	AT&SFF	2439	2005
JAMES T TUCKER	AF-SE	2163	2005
JAMES M TUTTLE	AF-SE	562	2005
LLOYD D UHLENKOTT	USD	1381	2005
JOSH D VINCENT	USD	216	2005
JUSTIN E WALTMAN	ALL	633	2005
TRENT S WARD	USD	1227	2005
WILLIAM L WARREN	ARFS	551	2005
DAVID WARREN	ARFS	536	2005
TYLER S WEAVER	USD	369	2005
DONNIE R WEBER	AF-SE	225	2005
CHARLIE C WEBSTER	BURL	2852	2005
ERIC C WEECH	AT&SFF	2417	2005
BRETT H WELTON	AT&SFF	745	2005
ROBERT J WENKE	ALL	482	2005
ANDRE D WHITLOCK	USD	377	2005
MICHAEL L WHITTEN	AT&SFF	2413	2005
ALFRED E WILBURN	ARFS	301	2005
ANTHONY WILLIAMS	USD	377	2005
RICHARD T WILLIAMS	AF-SE	563	2005
TODD J WILLMON	AT&SFF	2419	2005
WYATT W WILSON	USD	918	2005
ALAN L WIMMER	USD	968	2005
JOSHUA D WISELY	C&EI	1003	2005
MIKE A WOLLIN	C&EI	1003	2005
RICHARD A YATES	ARFS	580	2005
DOUG YEATS	CRSD	2905	2005
JAMES D YONTS	AF-SE	225	2005
FILIBERTO ZAMARRIPA	USD	1071	2005
AXEL ZAMORA	AT&SFF	2419	2005

JUAN M CORDOBA	USDEJE	358	2000
DEDRIC T DAVENPORT	AF-SW	1176	2000
BRADLY W DAVIS	AF-SE	667	2000
SHANE L DEL RIO	USD	85	2000
CHARLES A ENGLER	AF-SE	992	2000
DARRELL B ERBES	USDIC	2834	2000
JERRY L EZZELL JR	AF-SE	563	2000
TERRY A FIELDS	BURL	1903	2000
RICKY E FORD	AF-SW	1540	2000
JARRAD A FRAZIER	AF-SE	992	2000
ELDRIDGE J GLOVER	USD	377	2000
AARON S GOLDENSTEIN	USDIC	17	2000
TROY A GRACE	AF-SE	2163	2000
M D HALL	USDIC	694	2000
JEFFRY R HESTER	AF-SE	1155	2000
JAMES R HOLBROOK	ALLASF	558	2000
CHARLES Z HOLLIS	AF-SE	2912	2000
ADRIAN HUANTE	USD	85	2000
MYRON R HULL	USDIC	694	2000
VINCENT R JAMES SR	USD	508	2000
NEAL G JOHNSON	USDIC	2834	2000
DEVAN K KISSUN	AF-SE	1643	2000
DAVID B KNOTT	AF-SE	1155	2000
VIRGIL F LACY	USDIC	17	2000
MICHAEL S LADA	USD	381	2000
LESTER L LARKIN	USD	377	2000
CHRISTOPHER J LEE	AF-SE	547	2000
COREY N MADSEN	USD	1152	2000
TITUS U MC CABE	USD	1020	2000
BRETT A MC COY	AF-SE	1038	2000
SHAWN A MC SWEENEY	USD	922	2000
JOHN W MELLOTT	AF-SE	695	2000
CURTIS T MELTON	AF-SE	1993	2000
STEVEN MILLER	AF-SE	562	2000
MICHAEL T MILLER JR	USD	85	2000
RICKY A MIRACLE	AF-SE	2606	2000



**TECHNICAL DIFFICULTIES
PREVENTED THE FULL LIST
IN THIS ISSUE OF
*THE JOURNAL***

**WE WILL PROVIDE THE
CONTINUATION OF THE
MERIT LIST IN OUR NEXT
EDITION**

**THANK YOU FOR YOUR
PATIENCE AND WE
APOLOGIZE FOR ANY
INCONVENIENCE**

**YOUR YEARS OF SERVICE
IS APPRECIATED AND IS
RECOGNIZED**



MATT D AHLBERG	USDIC	17	2000
ARMANDO ALANIS	USD	85	2000
COREY M ARTER	USD	692	2000
TRACY E BALENGER	AF-SE	992	2000
DARRYL L BANKS	USD	377	2000
DEXTER J BATTLE	AF-SE	1643	2000
BRANDLEY S BECKER	USDIC	1069	2000
BARRY D BENSON	AF-SE	2912	2000
TIMOTHY R BOYD	ALLASF	558	2000
JONATHAN S BRANDON	AF-SE	153	2000
GREG A BROWN	USD	227	2000
CHAD D CANNISTRACI	AF-SW	675	2000
NOAH CAPPS JR	AF-SE	563	2000
HARVEY J CERVANTES	USD	85	2000
YAPPHET J CHAMBERS	AF-SW	1715	2000
TERRANCE L CHESEFSKE	AF-SE	1745	2000
SCOTT R CIZEK	USD	381	2000
CHRISTIAN A CLARK	ALL	201	2000



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OBJECTION PROCEDURES FOR EXPENDITURES NOT GERMANE TO COLLECTIVE BARGAINING

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

THE **BMWED** Journal

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

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

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