

BMWED

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

JOURNAL

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November/December, 2013



BMWED Conducts Local Lodge Officer Training

Ten Year Plan – Transition in Leadership

Local Lodge officers from across the country turned out for a two-day training seminar in San Francisco, California. The BMWED sponsored classes were held on November 12 and 13, 2013, and focused on the responsibilities of the President, Local Chairman, and Secretary-Treasurer.

The training courses are a continuation of the BMWED "Ten Year Plan" designed to educate and prepare the next generation of union leadership. "Transition to the Future" has been the Brotherhood's motto for a number of years and embodies the BMWED's dedication to preparing for a transition in leadership, now and over the next few years.

More than 60 Local Lodge officers attended one of three classes designed to focus on their specific responsibilities. A number of new officers attended the seminar as well as many incumbent Local Lodge officers who had not had an opportunity to attend training.

One of the classes offered was

the recently added Local Lodge President training class. This class was developed to give the Local Lodge President an opportunity to better understand his/her responsibilities under the BMWED Bylaws and Constitution. The class consist of instructions that include; duties and responsibilities as Local Lodge President, the BMWED structure, a brief summary of the BMWED history, conducting effective union meetings, and Robert's Rules of Order.

The other classes that have been in place and successful for a number of years are the Local Lodge Chairman, and Secretary-Treasurer training classes. Each focus on the specific duties of those offices.

While the first full day is focused on specific officer training, the second day is designed to furnish the officers with general information they can take back and share with the local membership. The agenda included presentations by a number of speakers on a variety of issues important to the



BMWED National Division Secretary-Treasurer Perry Geller addresses the Local Lodge officers during the second day of training.

BMWED membership. The subjects offered by the presenters included whistleblower protection, and the history of the Railway Labor Act. A number of other speakers offered presentations on a variety of subjects.

"We saw a real need to enhance our training for Local Lodge

Officers some years ago as it became evident that we were in a transition in leadership roles," said BMWED President Freddie Simpson. "We have conducted dozens of these classes, as well as our more advanced two-week courses, and the results have been very positive."

Officer Training, Continued on Page 2

Allied Federation Holds Annual Board Meeting

The Allied Federation held the annual Executive Board Meeting in Boston, Massachusetts on October 8 and 9, 2013. The 19 members of the Executive Committee were in attendance and ready to represent

their districts on behalf of the Allied Federation membership.

The annual meeting allows the General Chairman and the other system officers the opportunity to report to the board members their

efforts on behalf of the Allied Federation members during the preceding fiscal year. The Executive Committee also uses the opportunity to review the financial records of the Federation and participate in the course the Federation will take over the next year.

Having completed several mergers over the past few years, the Allied Federation's 17 fulltime system officers now represent more than 8,000 members employed by several of the major freight railroads, Amtrak, and numerous short line railroads. The annual Executive Board meeting also offers the Board and full-time system officers an opportunity to

review the success of those mergers.

"It is always a welcome opportunity to meet with our Board and share ideas on how to best represent our members," said General Chairman Dennis Albers. "We have a great group and the meetings allow us a process whereby every representative has a chance to air their thoughts on how best to move forward."

During the meetings a number of speakers offered presentations on a variety of subjects intended to update the Executive Board on current issues affecting the membership. Among the speakers were,

Board Meeting, Continued on Page 2



Executive Board Meeting attendees



C. Clark Ballew Appointed Assistant to the President



Clark Ballew was appointed to the position of Assistant to the President effective July 1, 2013. He is assigned to the BMWED headquarters in Novi, Michigan, where he will maintain his office.

Brother Ballew will transition into the position of Director of Communications upon the pending retirement of the current Director. His responsibilities as Director of Communications will include the production of the BMWED's official trade publication, the *BMWED Journal*, including reporting, writing, editing and layout. Other responsibilities include the production and distribution of news

releases and other public relations communications; developing contacts and maintaining relationships with the media; as well as oversight, maintenance and development of the BMWED website.

Brother Ballew is a second generation railroader and began his railroad career in the Maintenance of Way department as a Track Repairman in July, 2008. His first assignment was at Fulton Yard in Richmond, Virginia. He quickly gained seniority as a Track Inspector, Equipment Operator and Bridge Mechanic. His last position was as a Blue Hat Switch Maintainer in Richmond, Virginia's Acca Yard on the former RF&P.

Both Clark and his father Timothy L. Ballew, are members of the Allied Federation's Richmond, Virginia Local Lodge 153. Clark's father, Tim, hired onto the former C&O Railroad Track Department in 1970, at Newport News, and continues to work for CSX as a Welder in Williamsburg, Virginia.

Prior to his career as a railroader, brother Ballew attended Longwood University in Farmville, Virginia, attaining a Bachelor

Degree in Political Science. Not long after graduation he went to work for the *Star-Exponent* daily newspaper in Culpeper, Virginia as a reporter assigned to cover the city government and police beat. He left the *Culpeper Star* and moved to the *Powhatan Today* weekly newspaper in Powhatan, Virginia as the managing editor, overseeing the news department.

"I'm proud to work for the Brotherhood and am grateful every day for the chance to go to bat for all my railroading brothers, sisters and friends," offered Brother Ballew. "This is the job I wanted when I first started my railroad career because I believe in unionized labor. You can't find any more hard-working, friendly people than railroaders, and I want to continue fighting on their behalf. I know

first-hand how difficult railroad work can often be, so I strive to work hard so that my railroad brothers and sisters continue to have a well-paying, reliable and safe job."

Brother Ballew will wed his fiancé Carrie Rossman this coming March. They have purchased a house in Royal Oak, Michigan where they will make their home.

BMWED President Freddie Simpson offered, "We are glad to have brother Clark on board. I am confident he will make an excellent addition to our staff, and his background in the newspaper business makes him well-suited for the position."

The BMWED extends its congratulations to brother Ballew and wish him the best of luck in his new position!

Officer Training, Continued from Page 1

BMWED Secretary-Treasurer Geller offered, "As I travel around our Brotherhood I see more and more young faces in leadership roles within our Union. Most of those faces have been the recipient of the training the BMWED has been providing through our training courses. It brings us pride that our investment in the younger generation is paying off."

The San Francisco educational was the fourth seminar conducted this year specifically designed for all three Local Lodge officers.



BMWED Western Region Vice President David Tanner makes a point during the President class introductions.

Board Meeting, Continued from Page 1

President Freddie Simpson, Secretary-Treasurer Perry Geller, Vice President Randy Cook, and Vice President Roger Sanchez. Topics included a range of issues intended to arm the Executive Board members with information to take back and share with the membership.

President Simpson offered, "It's like coming home any time I get to meet with the Allied Federation. It gives me an opportunity to see a lot of old friends from my days as a system officer with the Federation.

It is also gratifying to know that the Federation is in the hands of such capable and caring leaders."

The meeting was the last official meeting for Gregory "Butch" Harless who retired after decades of service as the Executive Committee Chairman (see article page 8).

The Executive Board meets each year in the month of October to review the finances and progress of the Federation.



Executive Committee, system officers, and guests hear from speakers

BMWED Division JOURNAL CONTENTS

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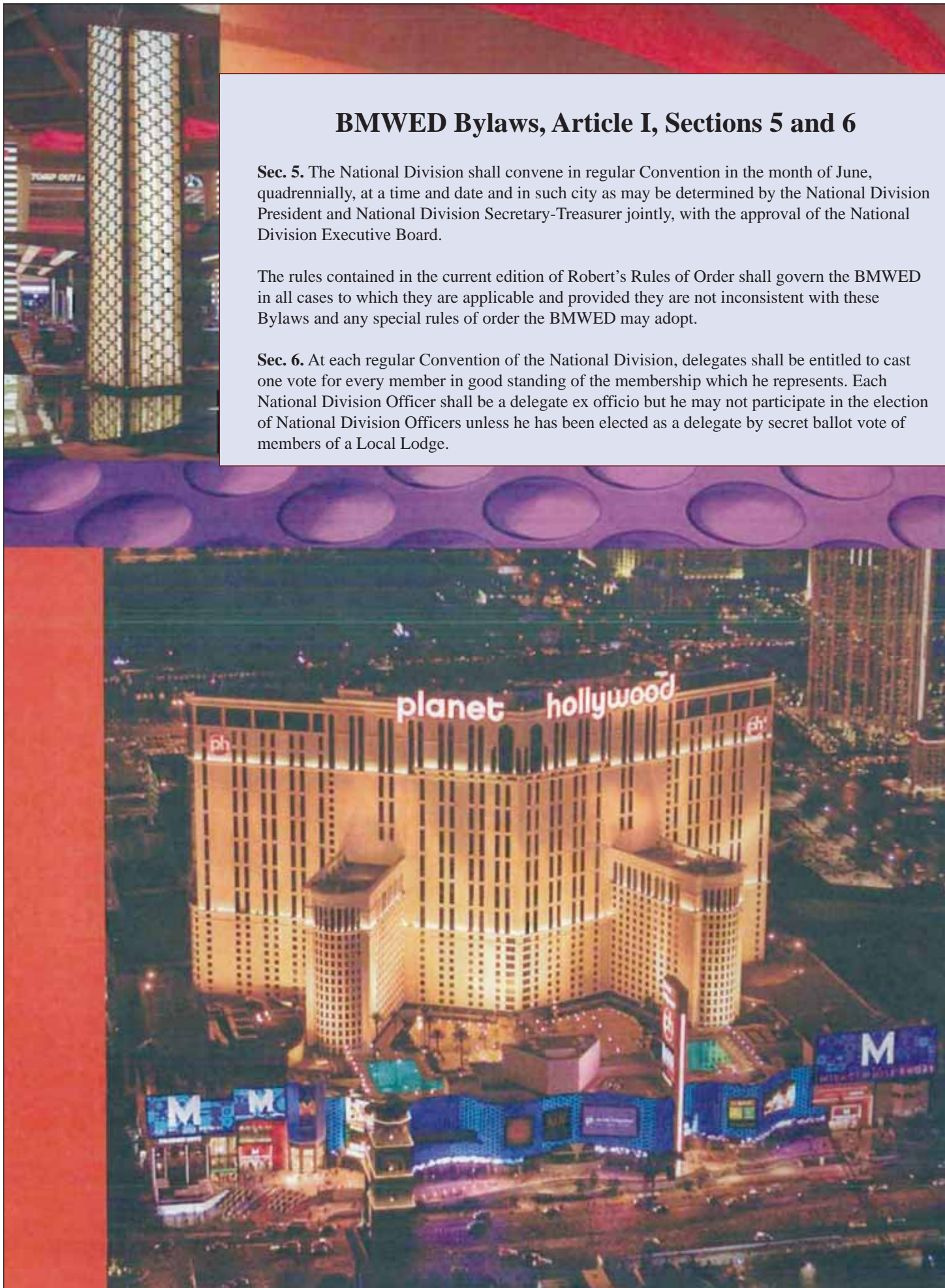
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BMWED Bylaws, Article I, Sections 5 and 6

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 unless he has been elected as a delegate by secret ballot vote of members of a Local Lodge.

IMPORTANT ANNOUNCEMENT REGARDING HEALTH BENEFITS FOR SURVIVING SPOUSES OF MEMBERS FATALLY INJURED ON-THE-JOB

The Trustees of the BMW Health and Welfare Plan for Occupationally Disabled Members are very pleased to announce the availability of health benefits for surviving spouses of fatally injured members effective January 1, 2014.

Due to the ongoing favorable financial experience of the Trust Fund, and in view of the pressing need for this coverage, medical benefits under the Plan are being expanded to cover surviving spouses and children of members of participating Federations who suffer fatal injuries while on duty. Participating Federations include: the Allied Federation (limited to those groups who participate in the Plan), the Southern System Division, and members of the former Nickel Plate-Wheeling & Lake Erie Federation.

To be eligible, the fatal injury must occur on or after January 1, 2013 and must be certified by the Federal Railroad Administration as having occurred while on duty. Additionally, the deceased member must have had at least 12 months of compensated service in employment under the jurisdiction of the BMWED within the two years immediately preceding the accident.

Under current rules, this coverage is provided free of charge.

We will be reaching out to the surviving spouses of members who have suffered fatal on-the-job injuries since January 1st of this year to apprise them of the availability of this coverage. If you are aware of a surviving spouse who might qualify for this benefit, please pass this information along. You can contact the administration office of the Plan for full details regarding this program at: 1(800) 831-4914.



BMWED - 127 Years of Progress and Still...

ON TRACK
2014 Las Vegas

Third Regular Convention of the Brotherhood of Maintenance of Way Employees Division Announced

The Third Regular Convention of the Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters will be held June 23 - 25, 2014, at the Planet Hollywood Resort and Casino in Las Vegas, Nevada. More information will be provided as the Convention dates approach.



Full RSAC Reaches 50th Meeting Milestone

Negotiated Rulemaking Committee Enters 18th Year

On October 31, 2013, the full Rail Safety Advisory Committee (RSAC) met for the 50th time since its inception in 1996. The RSAC is a Federal Advisory Committee that develops railroad safety regulations through a consensus-based negotiated rulemaking process. The RSAC was established in 1996 to provide advice and recommendations to FRA on railroad regulations and rail safety matters.

The RSAC is composed of 60 voting representatives from 39 member organizations, representing various rail industry perspectives including rail labor, railroad management, railroad suppliers, shippers, contractors, and government. In addition, there are non-voting advisory representatives from the agencies with railroad safety regulatory responsibility in Canada and Mexico, the National Transportation Safety Board, and the Federal Transit Administration. The diversity of the Committee is intended to ensure the requisite range of views and expertise necessary to discharge its responsibilities.

The full RSAC meets 2-4 times per year in order to receive FRA updates on regulatory and safety matters and to adopt rulemaking tasks that are then assigned to RSAC Working Groups for discussion and

deliberation. BMWED's two voting members on the full RSAC are President Freddie Simpson and Director of Safety Rick Inclima.

There have been numerous regulatory rulemakings which have been promulgated into law through the RSAC process. BMWED has participated in hundreds of RSAC Working Group meetings over the past 17 years which have resulted in dozens of new or improved safety regulations. It is at the Working Group level where the hard work of negotiated rulemaking actually takes place. When a Working Group reaches full consensus on regulatory recommendations, those recommendations are put before the full RSAC for a vote. If approved by a majority of the full RSAC, those recommendations are then forwarded to the FRA Administrator for formal rulemaking. Where full consensus cannot be reached, FRA can use its rulemaking authority to promulgate regulations in the absence of RSAC recommendations.

President Simpson said, "The BMWED invests a great deal of time and resources in the RSAC process and has participated in scores of Working Groups and hundreds of meetings. Director of Safety Rick Inclima has been a very effective spokesman and advocate for BMWED

both at the full RSAC and on the various Working Groups. These efforts have resulted in the promulgation of regulations that are beneficial to the safety of our members and the traveling public. Additionally, numerous regulatory schemes that would be detrimental to BMWED members have been avoided through the BMWED's substantial efforts." Director of Safety Rick Inclima added, "The process of negotiated rulemaking is difficult and progress is sometimes painfully slow; however, we have a seat at the table and a voice in these proceedings. We must continue our efforts to move the railroads and FRA to improve safety, and I look forward to working in solidarity with our sister rail unions to assure the voices of rail employees are heard in the regulatory rulemaking process."

In addition to the 50 full RSAC meetings, below is a partial list of RSAC Working Groups and Task Forces that BMWED has participated in since 1996:

Power Brake 49 CFR Part 232; Blue Signal Protection 49 CFR Part 218; Accident/Incident Reporting 49 CFR Part 225; Operating Rules and Practices/Human Factors 49 CFR Parts 217 & 218; Roadway Worker Protection 49 CFR Part 214(C); Bridge



Rick Inclima, Director of Safety

Worker Safety 49 CFR Part 214(B); Positive Train Control 49 CFR Part 236; Track Vehicle Interaction 49 CFR Parts 213 and 238; Roadway Maintenance Machines 49 CFR Part 214 (D); Continuous Welded Rail 49 CFR Part 213; Track Safety Standards 49 CFR Part 213; Gage Restraint Measurement System 49 CFR Part 213; Railroad Communications 49 CFR Part 220; Locomotive Working Conditions 49 CFR Part 229; Locomotive Crash Worthiness 49 CFR Part 229; Locomotive Safety Standards 49 CFR Part 229; Locomotive Engineer Certification 49 CFR Part 240; Railroad Bridge Safety Standards Parts 214 and 237; Concrete Tie Safety Standards 49 CFR Part 213; Rail Integrity 49 CFR Part 213; Remedial Action Table 49 CFR, Part 213; Drug and Alcohol Testing, 49 CFR Part 219; Freight Car Safety Standards, 49 CFR Part 215; Reflectorization of Freight Rolling Stock, 49 CFR Part 224; Safety and Health Requirements for Camp Car, 49 CFR Part 228; Critical Incident; Dark Territory; Medical Standards; Training Standards; Electronic Device Distraction; Fatigue Management; System Safety Plans; Risk Reduction Programs; Accident Review Task Force; Concrete Ties Task Force; Continuous Welded Rail Accident Review Task Force; Data and Implementation Task Force; Electronic Distraction Task Force; Dark Territory Technology Task Force; Dark Territory Track Integrity Task Force; Gage Restraint Measurement System Task Force; Group 3 Conformity Task Force; Infrastructure & Environment Task Force; Initial Instructional Briefing Task Force; Passenger RR Task Force; PTC Risk Evaluation Task Force; Rail Integrity Task Force; Risk Assessment Task Force; Track Vehicle Interaction Task Force.

For further information about the RSAC and for details on prior RSAC activities and pending tasks, visit the FRA RSAC website at <http://rsac.fra.dot.gov/>.

Officers and Staff Attend Computer Training

System Federation and National Division Officers and staff attended advanced computer training October 22 - 23, 2013, in Novi, Michigan.

More than 20 officers and staff personnel gathered at the new BMWED headquarter training facility in Novi in an effort to improve their computer skills. The program was designed to help officers and staff maintain the skills necessary to perform in a constantly changing computerized environment.

The program included training in Microsoft Office Word and Excel. One focus of the 16 hour program was to make the participants more comfortable by maneuvering through documents by using shortcuts. All BMWED representatives and staff regularly work with computerized records and programs and the class should help them work through their records, files, and documents more smoothly and productively.

"We are always looking for ways to provide educational opportunities for our officers, members, and staff that might improve services to all of our members," said National Division Secretary-Treasurer Perry Geller. "The officers and staff that attended should be commended for taking the time and energy to improve their skills."

The computer training was provided through a partnership between the National Division and the System Federations.



ROLL OF HONOR

10year
MERIT AWARD

Charles B Alcoser	ICGF	0694	2003
Christopher B Amburgey	AF-SE	0139	2003
Phillip A Arington	AT&SFF	2416	2003
Jon S Armstrong	AF-SE	0563	2003
David A Baker	SOU	2838	2003
Adam W Ball	AT&SFF	2413	2003
Nathaniel A Beard	AF-SE	0547	2003
Paul R Black	AT&SFF	2421	2003
Nathan W Brinkley	ASF	0558	2003
Randall M Brooks	AF-SE	0665	2003
Terry A Brown	AF-SE	0665	2003
Kevin Brown	AF-SE	0676	2003
Randy L Brown	USD	0941	2003
Steven T Burch	AF-SE	0702	2003
James V Burleson	ASF	0558	2003
Kornell A Caracane	CRSF	0881	2003
Martin M Cardenas	ICGF	1539	2003
Justin Carney	CRSF	0895	2003
Christopher Cary	AF-SE	2167	2003
Aaron E Casbohm	CRSF	0482	2003
Louis W Choffin	CRSF	0176	2003
Corey L Christopher	AF-SW	1176	2003
James M Coker	AF-SE	0992	2003
Gary A Cook	AF-SE	1028	2003
Henry A Cordova	USD	1516	2003
Geoffrey H Cyrus	AF-SE	0130	2003
William D Davis	AT&SFF	2419	2003
Adam F Deel	SOU	0034	2003
Mark E Dickinson	AT&SFF	2407	2003
Nathan D Dollins	ICGF	0122	2003
Danny R Ellis	AF-SE	0563	2003
Mark K Emelio	SOU	0660	2003
Jeremy F Feist	BURL	1498	2003
Ronald D Fenstermacher	AT&SFF	2415	2003
Leo M Fisk	N E	1551	2003
Jeffrey C Foster	AF-SE	0670	2003
Don C Galbreath	AF-SE	0563	2003
Herbert R Galloway	ICGF	1165	2003
Kenneth E Goins Jr	ASF	0551	2003
Cody W Greenfield	AT&SFF	0493	2003
Timothy M Grow	N E	1632	2003
Richard A Hagan	AF-SE	2426	2003
Dewon R Hart	SOU	0660	2003
Jose J Herrera Jr	AF-SW	1563	2003
Jason S Hess	AF-SE	1376	2003
Glen B Hetz Jr	AF-SE	1556	2003
Donald E Hines	AF-SE	0225	2003
Harold A Holt	SOU	0567	2003
Anthony R Huerta	AT&SFF	2418	2003
Jerry D Hurt	CRSFNP	1664	2003
Jerome B Johnson	AT&SFF	0493	2003
Steven A Jones	USD	1196	2003
Fredrick Jones	AF-SW	1048	2003
Jeffery T Kennedy	AF-SE	0562	2003
Scott D Kerling	USD	1879	2003
Jeff S Kincanon	AT&SFF	0526	2003
Matthew C Kjos	BURL	0509	2003
Erik B Knill	CRSF	0176	2003
Linda M Kreps	CRSF	0166	2003
Verlan La Fleur Jr	AF-SE	0916	2003
Christopher J Landry	AF-SW	1715	2003
Kent P Langley	AF-SW	1048	2003
Jason D Lawson	AF-SE	1643	2003
Troy A Leffew	CRSFNP	1363	2003
Richard C Leizear	AF-SE	0547	2003
James D Lewis	AF-SE	2606	2003
John Liendro Jr	AT&SFF	2421	2003
Edward D Lockridge	AT&SFF	2417	2003
Lawrence M Lucero	AT&SFF	2414	2003
Johnathan C Lynch	AF-SE	0667	2003
David W Marcum	SOU	0537	2003
Keith A Maynard	AF-SE	1038	2003
William D Mc Coy	AF-SE	643	2003
Brian J Mc Mann	CRSF	0109	2003
William D Mims	AF-SE	2426	2003
Nathan A Molnaird	AF-SW	0564	2003
Joshua C Moore	AF-SE	0682	2003

Willie F Moore	AF-SE	0665	2003
Gerold W Morgan	AT&SFF	2418	2003
Decoursey Morris	AF-SE	1745	2003
William E Morton	AT&SFF	2408	2003
Brian S Nations	BURNOR	0159	2003
Donald E Nelson	BURL	1552	2003
Timothy K Nelson	AF-SE	0112	2003
Curtis C Nickelson	AT&SFF	2406	2003
Mark A Norby	BURL	0099	2003
Dennis L Patterson	AF-SE	0409	2003
Jacob L Pears	B&LE	1115	2003
Noe O Pena	USD	1862	2003
David A Perkins Jr	ASF	0551	2003
Laurence J Phillips	AF-SE	0409	2003
Gregory M Pittman	AF-SE	0547	2003
Steven A Pollard	CRSF	1900	2003
Ronald M Powell	BURL	0099	2003
Alan D Rapp	CRSF	0704	2003
Shane T Richard	AF-SW	1176	2003
Michael L Richardson	BURL	2621	2003
Larry W Roberts	SOU	0567	2003
Michael T Roberts	AF-SE	0624	2003
James L Roll	CRSF	0895	2003
Alexander Ruvalcaba	AT&SFF	2419	2003
Christopher P Ryan	CRSF	0160	2003
Justin W Sapp	AF-SE	0667	2003
Jeffrey C Saylor	AF-SE	2606	2003
Jamie D Smith	CRSF	1934	2003
Elvin L Smothers	BURL	0509	2003
Lucas J Spatafore	AF-SE	0130	2003
Terry St Dennis	N E	1323	2003
Frank E Stephenson	BURNOR	0309	2003
Mike J Strickler	AF-SE	2705	2003
Joseph E Sutcliffe	BURL	1533	2003
Roy H Tankersley	AF-SE	0667	2003
Anthony Thompson	AF-SE	2624	2003
Brookie Thornton	AF-SE	2162	2003
Timothy J Ver Bunker	BURL	0099	2003
Jacob D Wagner	CRSF	0109	2003
Lance M Waite	CRSF	0704	2003
Larry B Weathersby	AF-SW	1012	2003
Cameron L Webb	AT&SFF	2413	2003
Robert E Werner	AF-SE	1556	2003
Steven D Weston	CRSF	0166	2003
Dustin M Wroten	ICGF	1539	2003
Larry L Wyble	AT&SFF	2413	2003

20year
MERIT AWARD

Johnny Adison	USD	1020	1993
Jason R Allen	AF-SW	1540	1993
Thomas P Alley	AF-SE	0153	1993
Patrick D Anderson	BURNOR	0364	1993
Duane D Anderson	USD	1216	1993
Daniel E Ballman	USD	1133	1993
Ronnie W Bean	CRSF	1980	1993
Arthur Begay	USD	1020	1993
Herbert Y Begay	USD	1020	1993
Bob T Begay Jr	USD	1020	1993
Dean C Benally	USD	1020	1993
Stanley Benally	AT&SFF	2400	1993
Brian K Blakeman	BURL	1074	1993
Dale C Boggs	CRSFNP	2307	1993
Michael W Bronson	BURNOR	0309	1993
Jeffrey S Brown	AF-SE	0153	1993
Harold J Brown	USD	1381	1993
Patrick J Carroll	N E	0228	1993
Robert W Chamblee	ICGF	0616	1993
Rodney G Chard	USD	1216	1993
Stanley Chee	USD	1020	1993
Chris A Cooley	BURNOR	0104	1993
Rosalio Covarrubias	PENN	3086	1993
Robert L Cox	USD	1133	1993
Daniel J Cuhel	BURL	0509	1993
Derek J Dahms	USD	1381	1993
Joshua Danis	N E	0228	1993
Freddie M Del Pozo	BURNOR	0159	1993
Jones J Delgai	USD	1020	1993

Jeffrey P Dryden	AF-SW	0564	1993
Robert J Dudley	CRSD	2910	1993
Christopher E Fasula	CRSF	2820	1993
Bill E Fedorchik	USD	0899	1993
Virgil M Frank	USD	0325	1993
Edward D Frerich	AF-SW	1338	1993
Joshua C Fulton	BURNOR	0389	1993
Neil G Garrett	N E	0228	1993
Frank Green Jr	USD	1020	1993
Daron J Hamilton	USD	0874	1993
Van E Helm	USD	0918	1993
Timothy J Herman	PENN	0935	1993
Michael C Hernandez	BURNOR	0389	1993
Eric L Hopken	USD	1133	1993
Charles Hosteen Jr	USD	1020	1993
James R Houston	BURNOR	0159	1993
Pedro Jinnity	USD	1020	1993
Jack A Junnikkala	BURNOR	0309	1993
Darren H Kapsimalis	CRSF	2820	1993
Timothy R Kelley	USD	1381	1993
Dennis S Mann	AT&SFF	0493	1993
Virgil H Manyows	USD	1020	1993
Robert A Matthes	USD	0899	1993
W A Mayfield Jr	SOU	0536	1993
Steven J Mc Cormick	N E	0228	1993
James E Meadows	BURNOR	1326	1993
Richard A Mueller	BURNOR	0364	1993
Freddy Napoleon Jr	USD	1020	1993
Quyen D Nguyen	PENN	3086	1993
David M Novak	USD	0239	1993
Bobby L Owen	USD	0473	1993
Jose L Paz	USD	1381	1993
Douglas J Peters	AF-SW	2286	1993
Robert J Pierson	USD	0899	1993
Guillermo E Ponce	ICGF	0469	1993
Clarence A Powell	USD	0473	1993
James A Quintaine	BURNOR	0159	1993
Jose L Ramirez	ICGF	0469	1993
Clifford M Rees	AT&SFF	2600	1993
Ted H Romo	AT&SFF	2418	1993
Robert D Sarman	USD	0874	1993
John A Scaltrito	N E	0228	1993
Larry W Schneider	AF-SW	1353	1993
Charles L Scott Jr	BURL	1074	1993
Edison Six	USD	1020	1993
Michael W Sutphin	BURL	1074	1993
Andrew J Tahy	USD	1020	1993
N Jeff Thomason	AT&SFF	0745	1993
Alexander Tom	USD	1020	1993
Ted Tom Jr	USD	1020	1993
Eric W Tso	USD	1020	1993
Israel L Turquoise	USD	1020	1993
Steven G Ulrich	BURNOR	0104	1993
Andrew W Vaughn Jr	PENN	3041	1993
Alex C Vigil	USD	0686	1993
Robert C Weber	BURNOR	0309	1993
Keith W Welker	AT&SFF	0745	1993
Gary E Wilson	USD	0369	1993
Kevin E Winn	BURNOR	0159	1993
Emerson Yazzie	AT&SFF	2417	1993
Michael A Zupan	BURNOR	0303	1993

30year
MERIT AWARD

Jesus G Armendariz	USD	1862	1983
Kevin W Baylor	PENN	3041	1983
Johnnie Begay	AT&SFF	2417	1983
Donald J Bogen III	CRSD	2905	1983
Eric E Bryant	AF-SW	1099	1983
Harvey G Camm Jr	SOU	0523	1983
Preston R Charlton	PENN	3068	1983
Clifton G Cook Jr	PENN	3005	1983
Timothy J Fedroff	PENN	3082	1983
Ron P Frascell	PENN	3014	1983
Gerald R Gibson	SOU	1618	1983
Brian N Gregg	PENN	3011	1983
Steve T Iles	AT&SFF	2418	1983
Michael D James	AF-SW	1021	1983
Juan Longhair	USD	0508	1983
Fidel B Lopez	USD	0107	1983
John B Mann	SOU	2838	1983
Michael A Massina	CRSD	2910	1983
David J Mc Daid	PENN	3039	1983
Michael T Miller	PENN	3089	1983

Donald A Morgan	SOU	0804	1983
L J Pointer	AT&SFF	2417	1983
Paul Ragan	AF-SW	0522	1983
Don L Shockley	USD	0369	1983
Charles Whyte	PENN	3068	1983
Myles J Winslow	CRSD	2907	1983

40year
MERIT AWARD

Roger L Abbott	USD	1148	1973
Jerry D Adamski	USD	1054	1973
David A Anderson	USD	1216	1973
Juan P Arreola Sr	ICGF	0694	1973
Mike D Baker	BURL	1351	1973
John J Beier	BURNOR	1280	1973
David R Biegler	AT&SFF	2402	1973
Jan V Bracy	AT&SFF	2417	1973
Scott V Burns	USD	1246	1973
Carlos Castro	AF-SW	2762	1973
James D Caudill	CRSF	0891	1973
Charles H Christian	BURL	2643	1973
Harry E Church	BURL	0509	1973
Gary N Criner	AT&SFF	2408	1973
Mark D Deeder	ASF	1599	1973
Nelson L Deprey	N E	0633	1973
Francisco A Diaz	BURL	1302	1973
Terry L Doane	BURL	1108	1973
Douglas G Dommer	WCSD	2927	1973
Willie L Eason	AF-SW	1012	1973
Bruce E Eidenshink	USD	0519	1973
Martin Eldridge	USD	0508	1973
John Erwin	AF-SW	0376	1973
Ersil G Everett	AF-SE	0702	1973
James R Fletcher	N E	0633	1973
Richard W Ford	AT&SFF	2404	1973
James F Frank	BURL	1832	1973
Dennis D Frank	AT&SFF	2405	1973
Donald E Furrow	BURL	0798	1973
Nicholas Fusco	CRSF	2780	1973
Jorge R Garcia	USD	1196	1973
Teddy Gene	AT&SFF	2417	1973
J L Gilbert	AT&SFF	2409	1973
Mark A Gillen	AT&SFF	0493	1973
Jose Gonzales	ICGF	0694	1973
Albert L Grady	CRSF	0076	1973
Daniel M Gullage	CRSF	0160	1973
Paul Hale	CRSFNP	1664	1973
Paul J Hayduk	CRSF	1350	1973
Marvin B Heimer	SOU	0034	1973
Gary Heiser	ASF	0226	1973
Larry D Heitman	USD	1034	1973
Timothy D Held	USD	0473	1973
Darryl R Hendricks	BURL	0099	1973
Armando Hermosillo	BURL	1302	1973
Steve R Howe	BURL	1888	1973
Jerry Ibarra	AT&SFF	2414	1973
Paul R Iverson	DM&IR	1710	1973
Thomas R Jonasen	BURNOR	0320	1973
Wayne C Jones	BURL	1316	1973
William L Jones	AT&SFF	2033	1973
Daniel A Jopek	CRSF	0427	1973
William F Keane	CRSD	2907	1973
John D King	BURL	1965	1973
Terry M Kirm	AT&SFF	0745	1973
Mike R Krantz	BURL	1108	1973
John A Landers	AF-SW	1254	1973
James Lee	BURNOR	0303	1973
Ronald E Leeling	BURL	1142	1973
Douglas L Linner	BURL	1214	1973
Roderick D Long	AT&SFF	0493	1973
Kenneth B Lorenz	CRSF	0507	1973
Mark A Magnett	USD	1216	1973
Keith Margeta	PENN	3047	1973
Richard Martinez	USD	0473	1973
Harold B Martinez	USD	1516	1973
John W Mc Clair	ICGF	2834	1973
Dana L Mc Crery	AF-SE	0698	1973
Stephen M Mc Donald	BURL	1351	1973
William P Michuta	BURL	1965	1973
Gary L Moore	WCSD	2926	1973
John E Mumm	USD	0216	1973
Bruce W Nelson	BURNOR	0249	1973
Thomas S Patrick	CRSFNP	2307	1973



ELECTIONS RESULTS: WORKERS WIN

BMWED Legislative Issues— 113th Congress



Director of Government Affairs
Charlie Hogue

After the ballots had been cast and the votes had been counted, the November 2013 election has proven itself productive for both labor and transportation. Across the country Union backed candidates celebrated victories over their adversaries. Union backed ballot measures also ended in favor of workers. The race for Governor of Virginia ended with transportation supporter, (D) Terry McAuliffe, victorious over (R) Ken Cuccinelli. These victories are important

because they are positioned to support workers and their families.

Democratic candidate Terry McAuliffe won a very close victory over Republican opponent Ken Cuccinelli. McAuliffe was endorsed by transportation advocates after being an early and continued supporter of the transportation bill that passed in February. McAuliffe backed the state's \$1.4 billion a year infrastructure law. He supports the Silver Line extension to Dulles Airport, wants to build a light rail connecting Virginia Beach and Norfolk, and plans to add two lanes to a highway running along the state's southern border. Cuccinelli has opposed all these plans. This increase in transportation infrastructure construction will not only benefit commuters in the surrounding area but should serve as a fruitful job creator.

In Toledo, Ohio, councilman D. Michael Collins defeated incumbent mayor Mike Bell, riding on Bell's anti-union policies. In Boston, former labor leader Martin Walsh was endorsed by national and local labor groups and is now the mayor-elect. In New York City, Bill De Blasio has become the first Democratic mayor after two decades of Republican reign. De Blasio is heavily supported by unions and has proclaimed a vision for the city, emphasizing its growing economic inequality and promising a new redistribution of the city's wealth. Currently there are 300,000 municipal union members working on expired contracts in New York. The majority of these workers have gone 3 years or more without a raise. Addressing these long neglected union contracts will be a strenuous first test for the De Blasio administration.

In both New Jersey and Washington State, citizens voted to raise the minimum wage. The city of SeaTac, Washington will raise the minimum wage to \$15.00 an hour for hospitality and transportation workers in and near Seattle-Tacoma International Airport. The current minimum wage in Washington is \$9.19. The raise will aim to boost the local economy and drive consumer spending by putting money in the pockets of low-wage workers.

In recent years unions have found themselves struggling for influence in a climate full of ongoing opposition. National and state leaders have enacted right-to-work (for less) laws, and ran on anti-union platforms. All around the United States the labor movement has been under immense pressure. The victories in November are a positive change for labor and unions that are dedicated to protecting the rights of workers and their families. For this reason we must continue to advocate for candidates that support the labor movement and spear head this positive momentum into the future.

William A. "Bill" Hildenbrand Set to Retire

BMWED Executive Assistant to the President Bill Hildenbrand will retire Dec. 31, 2013, culminating a 38-year railroad career, 29 of those with the Brotherhood.

Brother Hildenbrand started on the Penn Central Railroad in February 1975 and held the positions of Trackman and Track Foreman until starting as Pennsylvania Federation District Chairman in 1978.

In 1984, BMWED President Ole Berge appointed Brother Hildenbrand to staff assistant. In 1990, he was named to his most recent position as Executive Assistant to the President. Brother Hildenbrand was appointed as the Administrator of the Cooperating Railway Labor Organizations in 1992, introducing managed care to the railroad membership. He remained a member of the CRLO Health and Welfare Sub-committee until his retirement.

"I have been very lucky to have forged many lasting relationships over the years, and to have worked with so many talented and dedicated people within and connected to the BMWED," Brother Hildenbrand said. "I want to thank and wish them all the very best."

Brother Hildenbrand also



wished to thank his wife, Karen, for her patience when work often required him to travel.

"Brother Hildenbrand worked his way up in the Brotherhood beginning in the trenches. His tireless efforts representing BMWED's interests all these years will be greatly missed. My best goes out to Bill and his wife Karen for a long healthy retirement," said BMWED Secretary-Treasurer Perry Geller.

"Bill has played a key role for the BMWED for his entire career," said BMWED President Freddie Simpson. "His knowledge and experience on a range of issues has been invaluable to our Union. He will be missed by many. I extend congratulations on behalf of all of our Brotherhood and wish him a long and happy retirement."

LOCAL LODGES

Please notify the BMWED National Division of the passing of any retired BMWED member.

Call (248) 662-2660
extension 636.

Centenarians

"Happy Birthday" wishes to the following BMWED Retirees who recently celebrated their 100th birthday:

Fidel E. Padilla

A Mountainair, New Mexico resident, Brother Padilla celebrated his 100th birthday on September 18, 2013. Prior to his retirement in September, 1975 he worked for the Atchison, Topeka & Santa Fe Railway Company as a Trackman.

Herbert Wagner

A Granbury, Texas resident, Brother Wagner celebrated his 100th birthday on October 22, 2013. Prior to his retirement in October, 1975 he worked for the Chicago Rock Island and Pacific Railroad Company as a Track Foreman.

The BMWED extends its sincere best wishes. Happy Birthday!





RETIREMENT CHANGES DURING 09/01/2013 TO 10/31/2013

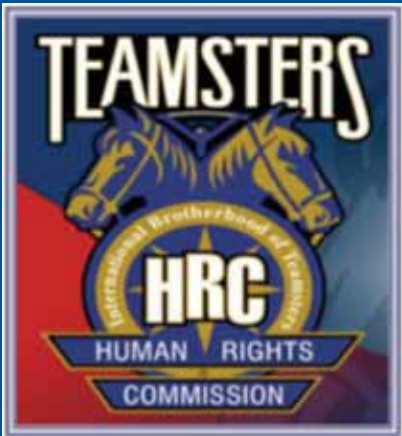
*** October 2012 ***					Ronnie D Lykins	AF	1376	CSXT	07/31/2013	*** September 2013 ***				
Mc Kinley Collins Jr	SOU	0808	NS	10/01/2012	James E Nutter	AF	0130	CSXT	07/31/2013	Robert S Mostek	USD	0473	UP	09/01/2013
Ronald V Slack	BURL	1965	SOO	10/10/2012	Don B Pewitt	AF	0670	CSXT	07/31/2013	Mark S Hay	CRSF	1056	NS	09/03/2013
*** January 2013 ***					*** August 2013 ***					Jimmy R Martinez	USD	0686	UP	09/03/2013
Howard Callahan III	PENN	3005	NRPC	01/09/2013	Charles D Sargent	AF	1643	CSXT	08/01/2013	Joseph T Goracke	BURL	1316	BNSF	09/04/2013
*** February 2013 ***					Michael S Halpin	BURL	1320	BNSF	08/01/2013	Abraham G Mendoza	BURL	0798	BNSF	09/04/2013
Francisco R Guerra	PENN	3014	NRPC	02/02/2013	James C Hart	BURL	1074	BNSF	08/01/2013	David Duval	BURNOR	0249	BNSF	09/04/2013
Anthony A Tripi	CRSF	0866	CSXT	02/28/2013	Roger A Brown	BURNOR	0706	BNSF	08/01/2013	Richard A Del Prince	CRSF	0866	CSXT	09/04/2013
*** March 2013 ***					Jay R Whitver	BURNOR	0104	BNSF	08/01/2013	Kevin J Gaulin	CRSF	0612	CSXT	09/04/2013
Terry F Downs	PENN	3012	NRPC	03/03/2013	Michael Key	CRSF	1900	CSXT	08/01/2013	Walt Mihuka	CRSF	0881	CSXT	09/04/2013
Timothy A Burns	PENN	3011	NRPC	03/05/2013	Juan P Arreola Sr	ICGF	0694	IC	08/01/2013	Garry Savage	SOU	1618	NS	09/04/2013
Michael L Damiano	PENN	3012	NRPC	03/13/2013	Allen J Kuenning	USD	0899	UP	08/01/2013	Joseph M Weicheck	CRSF	1657	NS	09/06/2013
Benjamin R Garcia	USD	1002	UP	03/30/2013	Rodric A Simson	USD	0875	UP	08/01/2013	Hilario R Montemayor	USD	2853	UP	09/08/2013
*** May 2013 ***					Robert L Pettit Jr	BURL	1105	BNSF	08/02/2013	David Guptill	BURNOR	0158	MRL	09/20/2013
Martin R Hamby	PENN	3011	NRPC	05/02/2013	Michael P Hixenbaugh	CRSF	2779	CSXT	08/02/2013	William R Keller	SOU	0525	NS	09/20/2013
Robert W Crim	AF	0044	UP	05/31/2013	Dwain L Jerantowski	CRSF	1259	NS	08/02/2013	Alfonzo R Marez	BURL	0961	BNSF	09/27/2013
Jay B Van Nortwick	AF	0688	UP	05/31/2013	Eugene L Newman	CRSF	0505	CSXT	08/02/2013	William E Bobby	BURNOR	0908	BNSF	09/27/2013
*** June 2013 ***					Randy A Bledsoe	CRSF	1396	NS	08/03/2013	Wayne A Mc Donald	SOU	0660	NS	09/27/2013
John B Clark	USD	0875	UP	06/01/2013	Stephen A Hoard	BURL	0014	BNSF	08/08/2013	Gerald D Groskinsky	USD	2853	UP	09/27/2013
Joe N Vardian	WCSD	2926	WCL	06/02/2013	Michael G Jones	USD	1402	UP	08/08/2013	Jerry K Ripplinger	BURNOR	1763	BNSF	09/28/2013
Lonnie J Vodenichar	CRSF	2775	CSXT	06/11/2013	John C Lau	BURL	0509	BNSF	08/13/2013	Ronald C Cox	AF	2163	CSXT	09/30/2013
Donald E Scott	CRSF	1234	CSXT	06/27/2013	Miguel Vazquez	AF	0460	CSXT	08/22/2013	Javier Frausto	AF	0409	CSXT	09/30/2013
Ernie W Lee	CRSF	1984	CSXT	06/28/2013	Charles J Wozny	USD	0473	UP	08/23/2013	Robert L Graves	AF	0993	CSXT	09/30/2013
Daniel E Goodwin	CRSF	0201	MBCR	06/30/2013	Clair C Kramer	BURL	1214	BNSF	08/24/2013	Douglas S Brown	BURNOR	1426	BNSF	09/30/2013
*** July 2013 ***					Lonnie G Lane	SOU	0567	NS	08/26/2013	John P Hadley III	CRSD	2907	NJT	09/30/2013
Michael F Petesch	AF	0688	UP	07/01/2013	Joseph M Vossen	USD	1879	UP	08/29/2013	J D Owens	SOU	0567	NS	09/30/2013
Ronald M Koch	BURL	1214	BNSF	07/01/2013	Mark D Almond	ASF	0572	NS	08/30/2013	*** October 2013 ***				
Dennis K Bolton	CRSF	1629	NS	07/01/2013	Robert D Gerner	BURNOR	0144	BNSF	08/30/2013	Gary B Wolke	ASF	1599	NS	10/01/2013
Rick V White	USD	0381	UP	07/01/2013	Michael A Mc Kibben	BURNOR	0272	MRL	08/30/2013	Andrew Kujava	CRSD	2908	NJT	10/01/2013
J C Jones	SOU	0567	NS	07/05/2013	Valentin L Hernandez	USD	0941	UP	08/30/2013	Tillman Rose	CRSD	2910	SPTA	10/01/2013
Richard L Semrow	WCSD	2931	WCL	07/13/2013	Ray O Catterton	AF	1349	CSXT	08/31/2013	James S Thoman	CRSF	0866	CSXT	10/01/2013
David R Johnson	SOU	0804	NS	07/27/2013	Newton W Dawson	AF	2912	CSXT	08/31/2013	Frank M Gudman	PENN	0935	NS	10/01/2013
William E Patterson	SOU	0585	NS	07/27/2013	Gregory A Harless	AF	0112	CSXT	08/31/2013	Dennis V Phillips	SOU	0619	NS	10/01/2013
Ersil G Everett	AF	0702	CSXT	07/31/2013	David J Palmer	AF	1349	CSXT	08/31/2013	Steven V Powers	USD	1046	BMWWE	10/01/2013
					James R Tyner	AF	0702	CSXT	08/31/2013	Robert J Downey	CRSF	0866	CSXT	10/02/2013
					Terance V Filbin	BURL	1214	BNSF	08/31/2013	John M Holler	CRSF	1900	CSXT	10/02/2013
					D E Zuege	BURL	1351	BNSF	08/31/2013	Clifton L Shamburger	SOU	0585	NS	10/11/2013
					Thomas S Patrick	CRSF	2307	NS	08/31/2013	Randolph Wynn	AF	2067	CSXT	10/14/2013
					Neil K Berg	USD	0278	UP	08/31/2013	Glenn J Walsworth	CRSF	0887	CSXT	10/23/2013

Roll of Honor, Continued from Page 5

Vincent S Pella	BURL	1316	1973	Roy D Welchel	AT&SFF	1251	1973
Gregg G Perrenoud	USD	0874	1973	William E West	AT&SFF	2415	1973
Jeffrey D Pettijohn	USD	0342	1973	Donald E Willing	BURL	2621	1973
Terry L Ploughe	CRSFNP	1362	1973	Henry W Wise Jr	PENN	0935	1974
Lewis R Prather	USD	1381	1973	James R Wren	AT&SFF	2409	1973
Michael A Proctor	USD	2430	1973	<div>50yearMERIT AWARD</div>			
David J Rajner	AF-SE	2624	1973	George A Knoop	ICGF	1393	1963
Michael O Rand	USD	0239	1973	Harold D Norris	USD	1097	1963
Tommy Rathbone	SOU	0525	1973	Floyd W Ryhal	CRSF	1234	1963
Louis W Ribble	AF-SE	0698	1973	<div>60yearMERIT AWARD</div>			
Mickey L Richard	AF-SW	1252	1973	John F Isais Sr	BURL	1906	1953
Raymond R Robinson	AF-SE	1377	1973	James A Johnson	CRSF	0176	1953
Tiofilo M Roybal	AT&SFF	2416	1973	Jose Urbina	BURNOR	0144	1953
James V Ryan	BURNOR	0144	1973	<div>You can now visit the BMWED on Facebook at Brotherhood of Maintenance of Way Employees, and follow us on Twitter at BMWEDIBT.</div>			
Joseph E Sapp	AF-SE	2163	1973				
Anthony N Scavo	USD	0342	1973				
William T Schmidt	BURL	0928	1973				
Richard C Schuett	USD	0410	1973				
Ronald J Scott	USD	1381	1973				
Raymond M Seabrook	AF-SE	2167	1973				
Victor Sereda	BURL	1533	1973				
Angel L Serrano	CRSD	2905	1973				
Gary J Severs	ICGF	0017	1973				
Brent K Sharp	BURL	0331	1973				
James C Sheppard II	AT&SFF	2402	1973				
K A Sherman	BURL	1108	1973				
Charles L Simpson Jr	AT&SFF	2409	1973				
William J Smith	BURL	1108	1973				
C D Speegle	SOU	0585	1973				
Jeffrey D Stafford	USD	0239	1973				
Stuart A Stariha	BURNOR	0320	1973				
Merrill Steel	AF-SW	1176	1973				
Randall J Sullivan	USD	0325	1973				
Michael L Sutton	CRSFNP	1362	1973				
Troy Sweeney	AF-SE	0818	1973				
Andrew N Thomas	SOU	0567	1973				
William R Thomas	AT&SFF	2405	1973				
Joseph J Trisko	USD	0239	1973				
Danny E Trujillo	AT&SFF	2415	1973				
Terry S Van Sickle	CRSF	2779	1973				
Gonzalo Vasquez	AF-SW	1563	1973				
Efrain R Velez	CRSF	2775	1973				
Gary R Vossen	BURNOR	1055	1973				
Donald L Warner	CRSF	0076	1973				

Learn more about the Teamsters Human Rights Commission, and how you can participate.

Contact BMWED Vice President Roger Sanchez at (281) 354-4812, or, by email at lodge1507@aol.com.



QR Codes

A QR code (Quick Response Code) is a two-dimensional code that can be scanned with a mobile phone to gain access to specific information via the mobile web.



Scan me to Visit the BMWED website!



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To access the information, you will need to download one of several free QR Code reader apps on your smart-phone. When you see a QR Code, focus your camera on the image and the application will recognize the code and automatically open up the link to display the web content.





As the author of this article about the retirement of my old friend Butch Harless, and as the Associate Editor of the *BMWED Journal*, I take the privilege of adding a note.

One cannot mention Butch Harless without mentioning another retiree from the Allied Executive Board, Curtis L. Martin who retired late last year. Butch and Curtis – to me, the name Curtis is just an extension of the name Butch, or vice-versa. As a former General Chairman, I almost never just said the name Butch, it was usually Butch and Curtis. And, I believe all of the General Chairmen and federation officers who have served with the two would say the same. To count on advice from one is to expect it from both. And, their advice was sought regularly.

Butch Harless served as Chairman and Curtis served as the Vice Chairman of the Allied Executive Board for many years. They both live in West Virginia and both have spent their entire railroad careers as Track Inspectors. Any time a union committee was needed they both served on the committee, and both served as Trustees together on the BMWED Health and Welfare Plan for Occupationally Disabled Members. In other words, they were a team and one that benefited every one of the members they served.

So, it should be no surprise now that it is impossible to write about one and not at least mention the other.

Happy retirement Butch and Curtis!

Retiree Earnings Limits to Rise in 2014

Railroad retirement annuitants subject to earnings restrictions can earn more in 2014 without having their benefits reduced as a result of increases in earnings limits indexed to average national wage increases.

Like social security benefits, some railroad retirement benefit payments are subject to deductions if an annuitant's earnings exceed certain exempt amounts. These earnings restrictions apply to those who have not attained full social security retirement age. For employee and spouse annuitants, full retirement age ranges from age 65 for those born before 1938 to age 67 for those born in 1960 or later. For survivor annuitants, full retirement age ranges from age 65 for those born before 1940 to age 67 for those born in 1962 or later.

For those under full retirement age throughout 2014, the exempt earnings amount rises to \$15,480 from \$15,120 in 2013. For beneficiaries attaining full retirement age in 2014, the exempt earnings amount, for the months before the month full retirement age is attained, rises to \$41,400 in 2014 from \$40,080 in 2013.

For those under full retirement age, the earnings deduction is \$1 in benefits for every \$2 of earnings over the exempt amount. For those attaining full retirement age in 2014, the deduction is \$1 for every \$3 of earnings over the exempt amount in the months before the month full retirement age is attained.

When applicable, these earnings deductions are assessed on the tier I and vested dual benefit portions of railroad retirement employee and spouse annuities, and the tier I, tier II, and vested dual benefit portions of survivor benefits.

All earnings received for services rendered, plus any net earnings from self-employment, are considered when assessing deductions for earnings. Interest, dividends, certain rental income, or income from stocks, bonds, or other investments are not considered earnings for this purpose.

Retired employees and spouses, regardless of age, who work for their last pre-retirement non-railroad employer are also subject to an additional earnings deduction, in their tier II and supplemental benefits, of \$1 for every \$2 in earnings up to a maximum reduction of 50 percent. This earnings restriction does not change from year to year and does not allow for an exempt amount.

A spouse benefit is subject to reduction not only for the spouse's earnings, but also for the earnings of the employee, regardless of whether the earnings are from service for the last pre-retirement non-railroad employer or other post-retirement employment.

Special work restrictions continue to be applicable to disability annuitants in 2014. The monthly disability earnings limit increases to \$840 in 2014 from \$810 in 2013.

Regardless of age and/or earnings, no railroad retirement annuity is payable for any month in which an annuitant (retired employee, spouse or survivor) works for a railroad employer or railroad union.

Gregory A. "Butch" Harless Retires

Allied Federation Executive Board Chairman Butch Harless retired from his position with CSX Railroad and the BMWED effective August 31, 2013. Brother Harless' career spanned more than 43 years, much of his time spent serving the BMWED.

Brother Harless began his railroad career May 13, 1970 on the former C&O Railroad, West Virginia Coal Subdivision. He began work as a Track Repairman and was soon promoted to Equipment Operator and then Track Inspector.

His stint as Track Inspector began in 1974 and lasted until his retirement. His nearly 40 years of experience inspecting track structures on the Huntington Division made him one of the most knowledgeable, and well respected Track Inspectors on the CSX system, both by management, and his peers.

Active in union matters from the day he was hired, he began assuming a leadership role in his 400 member strong Local Lodge when he was elected President in 1977. In 1996 he moved to the Secretary-Treasurer position and held that spot until his retirement. As a retired member he remains active in his Local Lodge.

In 1985 brother Harless was first elected to the Executive Board for the former C&O System Federation. In 1989 when the former C&O System Federation merged with the B&O System Federation and formed the CSX Federation, he became the Chairman of the Executive Board. He has remained in that position through countless mergers and has served during the tenures of six different General Chairmen.

Brother Harless offered, "I come from a union family and have always been proud to be union. I have seen a lot of improvements over the past 43 years that were brought about through union efforts. During those years I have had the pleasure of serving, and working beside the hard working men and

women of the BMWED and it doesn't get any better than that, and I wouldn't change a thing.

Brother Harless has served on every major committee established by the Federation, and has served an integral role in almost all of the mergers that have served to form the current Allied Federation. He also served on the committee that established the BMWED Health and Welfare Plan for Occupationally Disabled Members, and continues to serve as a Trustee for the Plan.

"Butch has served the BMWED, and particularly the Allied Federation, with honesty and dignity, and deserves our utmost gratitude for his years of service to our Union," said President Freddie Simpson. "On behalf of myself, and all of those who have benefited by his service, I wish him a long and happy retirement."

Brother Jeffrey Joines was elected at the previous meeting to brother Harless' former position and will serve as the Allied Federation's Executive Board Chairman for the remainder of brother Harless' term. Brother Joines currently also serves as President of Local Lodge 670 in Nashville, TN, and is the BMWED Tennessee State Legislative Director.



Butch Harless pictured with the last four General Chairmen he served with (left to right) Vice President-at-Large Randy Cook, President Freddie Simpson, Executive Board Chairman Butch Harless, AF General Chairman Dennis Albers and Director of Communication and Education Randall Brassell.



Brothers Hart, Schappaugh and Evanski Promoted Within Arbitration Office

The BMWED is pleased to announce three new appointments to the Chicago Arbitration Department that went into effect this past October.

Director of Arbitration **Gary Hart** has worked in the BMWED Arbitration Department in Chicago for approximately 11 years, first as a staff assistant and later as the Brotherhood's member of the National Railroad Adjustment Board Third Division.

Brother Hart began his railroad career in 1975 on the old Chicago & North Western, holding positions of Trackman, Machine Operator, Truck Driver, Assistant Track Foreman, Track Foreman and Track Inspector. He also served stints as President and Local Chairman out of Lodge 1847 and on the C&NW System Federation Joint Protective Board.

While working for the C&NW, Brother Hart attended the University of Iowa part-time, eventually earning a Bachelor of Arts in Economics. He is a native of Corydon, Iowa and now lives in Center Junction, Iowa with his wife of 30 years, Derith.

Brother Hart cites his work as local chairman following Union Pacific's takeover of the C&NW as some of his most rewarding, specifically helping to persuade the UP into implementing a



Kevin Evanski

track permit system in place of informational lineups, reducing the likelihood of roadway workers being struck by trains. He is also proud to have helped work on the CSX contracting fight in an effort to preserve a great amount of work for BMWED membership.

"It is especially rewarding any time I have a hand in getting a member back to work after an unjust dismissal," Brother Hart added.

Chicago Office Director **Mark Schappaugh** began his career in the Arbitration Department on Jan. 2, 1985, following three and a half years as a laborer and small machine operator on the Chicago and Illinois Midland Railroad.

A 1981 graduate of Eastern Illinois University with a degree in Personnel Management, Brother Schappaugh's duties have included reviewing cases and preparing written submissions and oral arguments at the National Railroad Adjustment Board (NRAB), Public Law Boards (PLB), and Special Boards of Adjustment (SBA). He also regularly performs research and assists System Officers with claim and grievance handling and has recently been involved in various educational training programs aimed at enhancing claim and grievance handling and preparation for discipline investigations.

Born and raised in Havana, Ill., Brother Schappaugh now lives in Petersburg, Ill. He enjoys photography, wood carving and keeping up with his high school and college-aged kids.

Kevin Evanski has been promoted to represent the BMWED at the Third Division of the National Railroad Adjustment Board.

Brother Evanski started with the BMWED in March 2008 in the Chicago Arbitration Office as a staff assistant. Before coming to the Brother-



Mark Schappaugh



Gary Hart

hood fulltime, he worked on the Delaware & Hudson Railway Company for 10 years as a Trackman, Machine Operator, and Foreman. Brother Evanski also served as Local Chairman of Lodge 1551 of the Northeastern System Federation for two years.

Brother Evanski holds a two-year Associate's Degree from Penn State University and will finish a four-year Bachelor's Degree in Liberal Arts from DePaul University this winter.

"It is hard to narrow down specifically what I like most about my job," Brother Evanski said. "I just generally like the aspect of representing the guys and helping them in every way I can."

Brother Kevin is a great addition to the Third Division, President Freddie Simpson said. "He has demonstrated a keen grasp of the arbitration process and exhibited a passion and work ethic that will benefit all of us going forward. We are excited to have Kevin in this new role."

"We are pleased to be able to promote Brothers Gary, Mark and Kevin who all bring years of valuable expertise to their new leadership positions in the Arbitration Department," President Freddie Simpson said. "They are three smart and dedicated Union brothers who have proven themselves worthy of leading a pivotal division of our Brotherhood. The Chicago office is in hard-working and capable hands."

A Reminder on Holiday Rules

If you are a furloughed employee of a railroad covered by the U.S. National Agreement with at least 60 days of seniority or 60 calendar days of continuous service preceding a covered holiday, and if you had compensation paid by the carrier credited to 11 or more of the 30 calendar days immediately preceding the holiday, you may be entitled to pay for that holiday even though you are furloughed.

For detailed information contact your General Chairperson.

The complete list of holidays are:

- New Year's Day • President's Day • Good Friday • Memorial Day • Fourth of July • Labor Day • Thanksgiving Day
- Day after Thanksgiving • Christmas Eve (the day before Christmas is observed) • Christmas Day
- New Year's Eve (the day before New Year's Day is observed)



October 24, 2013

Dedication:

The FAMES Committee dedicates its efforts to all roadway workers who have lost their lives in the performance of duty and to the families, loved ones, and coworkers they have left behind.

Fatal Striking Accidents with Roadway Maintenance Machines Present

Mission Statement:

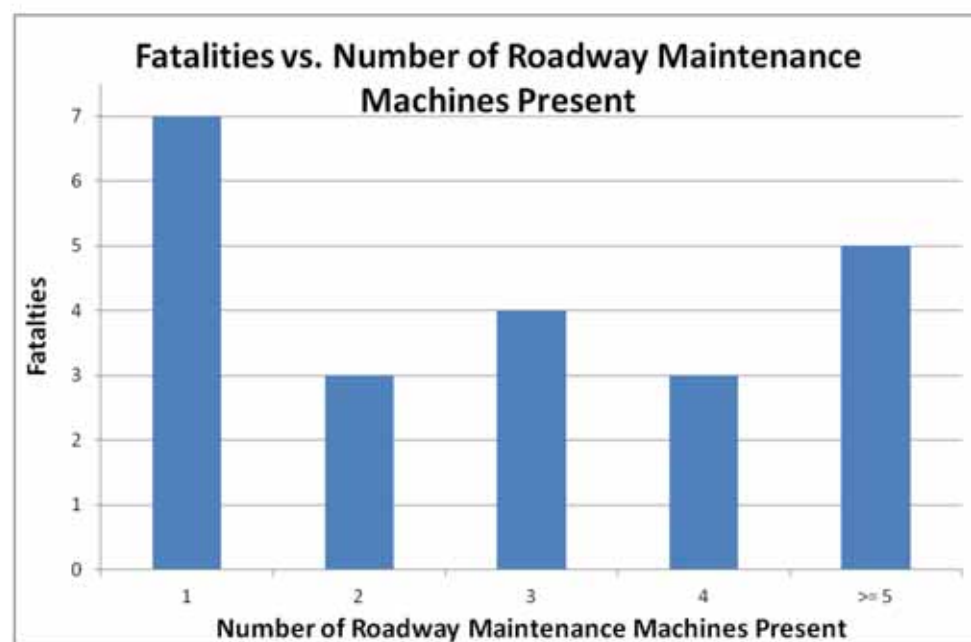
The Mission of the Fatality Analysis of Maintenance-of-way Employees and Signalmen (FAMES) Committee is to analyze all fatalities and selected related incidents in order to make recommendations to reduce the risk of future occurrences and eliminate fatalities to roadway workers.

Fatal Striking Accidents with Roadway Maintenance Machines Present

Following the implementation of the Roadway Worker Protection (RWP) Rule in 1997, there have been a total of 42 fatal RWP accidents, in which 44 roadway workers have perished, as of January 1, 2012. The FAMES Committee was able to obtain data to analyze 39 fatal RWP accidents, which accounted for 41 of the 44 fatalities. The FAMES Committee analysis is based on the available data.

For purposes of this report, "RMMs Present" means one or more Roadway Maintenance Machines (RMMs) were working within the fatally injured employee's work group at the time of the accident.

At least one RMM was present in 22 of the 41 roadway worker fatalities reviewed. The chart below indicates the number of fatalities where RMMs were present and how many RMMs were present in each of the 22 fatalities.



Continued on Page 11

BMWED Called to Testify at NTSB Public Hearing

Track Safety and Roadway Worker Protection Central to Investigation

On November 6-7, 2013, BMWED Director of Safety Rick Inclima was called to testify regarding track safety and roadway worker protection in two days of investigative hearings before the National Transportation Safety Board (NTSB). Also participating in the public hearing on behalf of BMWED was Vice General Chairman Renato Rufo of the Northeastern System Federation.

The public hearing was called by NTSB to gather additional information regarding the investigation of two Metro North Railroad accidents that occurred in May 2013. The first accident under investigation, which occurred on May 17, 2013, resulted in a derailment and collision of two Metro North Commuter trains in Bridgeport, CT. As a result of that collision, 73 passengers, two engineers and a conductor were injured. The second accident, which occurred 11 days later, resulted in the death of a Metro North track foreman who was struck and killed by a Metro North commuter train in West Haven, CT on May 28, 2013.

BMWED was granted party status by NTSB in both investigations due to the Brotherhood's expertise in the areas of track safety and roadway worker protection. Brothers Inclima and Rufo participated in both the on-scene accident investigations and the public hearings related to

these two accidents.

On November 6th, Brother Inclima testified at the hearing on the history and adequacy of the Federal Track Safety Standards (49 CFR 213), track inspection and maintenance procedures, and the specific track conditions that are believed to have caused the derailment and subsequent collision of trains 1548 and 1581. Brother Inclima explained the FRA rulemaking process to the Board and provided testimony regarding track conditions that can cause joint bar failure in welded rail joints. BMWED's testimony also provided the Board with a detailed overview of visual track inspection requirements, the appropriate use and limitations of supplemental automated track inspection technology, and the challenges and pressures faced by track inspectors. To supplement its oral testimony regarding track inspections, BMWED submitted a copy of the Brotherhood's 2011 "Track Inspection Survey Study" to the Board as an exhibit to the hearing.

Brother Inclima fielded questions under oath from the Chairman and members of the NTSB, FRA, Metro North, NTSB's Technical Panel, and other parties during the proceedings. Vice General Chairman Renato Rufo, acting as BMWED's co-representative, asked numerous questions of the witnesses related to track

safety, track inspection, and joint bar failure. In addition to BMWED, witnesses called to testify on November 6th included representatives of Metro North Railroad, FRA, New Jersey Transit, and the Transportation Technology Center Incorporated (TTCI).

On the second day of the hearing, November 7th, Brother Inclima was called to testify on Roadway Worker Protection and the chain of events leading up to the May 17, 2013, striking fatality of a Metro North track foreman. Brother Inclima overviewed the history and purpose of the Roadway Worker Regulations and the ongoing efforts of the Fatality Analysis of Maintenance-of-Way Employees and Signalmen (FAMES) Committee to improve roadway worker safety. Inclima then provided testimony which confirmed that the fatally injured track foreman followed all FRA regulations and Metro North rules related to the establishment of his on-track protection. The testimony and relative facts presented confirmed that the track foreman had obtained an Exclusive Track Occupancy (ETO) authority from the dispatch center and held the required on-track safety briefing in accordance with the FRA and Metro North rules. The NTSB investigation in this tragic accident is focused on

NTSB, Continued on Page 11



The following table shows the location of fatally injured employees and whether the fatally injured employees were struck by a RMM or train.

Type of Strike	Location of Employee		
		Fatalities on Ground	Fatalities on Equipment
			Total
Struck by RMM		7	0
Struck by Train		12*	3
		* 10 fatalities occurred on an adjacent track	15

Tampers and/or ballast regulators were present in 8 of the 22 employee fatalities. All 8 fatalities involved employees on the ground:

- 6 were struck and killed by a train passing on an adjacent track;
- 2 were struck and killed by a ballast regulator on the occupied track.

NTSB, From Page 10

probable human error that occurred in the dispatch center involving a dispatcher trainee and the inadvertent routing of a commuter train into the limit of the foreman's out of service track.

As a result of the November 7, 2013 fatality, NTSB issued urgent recommendations to Metro North and FRA for the use of Supplemental Shunting Devices (SSD) as a safety redundancy to protect roadway workers within the limits of their authority on signalized territory. Brother Inclima testified as to how the use of such SSD's can provide redundant protection and prevent human error at the dispatching center by not allowing a stop signal to be inadvertently cleared while the shunting device is in place. Brother Rufo reinforced that the use of SSD's is required to be used on his railroad (Amtrak) and several others and asked questions related to Metro North's timeline for implementation of the NTSB recommendations on SSDs.

Also addressed during the hearing were the subjects of safety culture and the crashworthiness of rail cars involved in the May 17 collision. At the end of the two days of hearing, NTSB Chairman Deborah Hersman thanked BMWED and the other parties for participating in the hearing. Then, addressing the victims of these tragic accidents Chairman Hersman said “We know that nothing can replace your loved one,” referring to the accident that took the life of the track foreman. “And our thoughts are with those who suffered injuries in the Bridgeport accident. Our goal is that throughout our investigation and our findings and recommendations we can prevent similar tragedies.”

The BMWED Department of Safety is preparing its final submission to the Board on these two accidents. The Brotherhood's submissions will include proposed finding, proposed probable cause, and proposed recommendations intended to enhance track safety and roadway worker protection. NTSB has opened the public docket in these investigations which can be viewed at www.nts.gov.

- Even a single RMM adds a level of complexity to the work environment and can cause distraction.
- Surfacing equipment was present in more fatal accidents than any other type of RMM.
- RMMs may obscure sight lines and affect a worker's ability to visually detect approaching trains and equipment.
- Noise generated by RMMs may reduce the ability to hear approaching trains and equipment.
- RMM stopping distance is increased when rails are slick (e.g., wet, icy, oily/greasy).

- During the on-track safety briefing, identify if RMMs will be present and take actions to manage any additional risks associated with their presence.
- Assess any risk associated with movements on adjacent tracks.
- Before fouling the adjacent track, RMMs must have proper protection on the adjacent track.
- An adjacent track must never be used as a platform from which to observe work or walk around work/equipment, unless an appropriate form of on-track safety is in effect on the adjacent track.
- Maintain a safe distance between RMMs when traveling or working.
- Mount and dismount RMMs on the field side, not on a live track side, when possible.
- Identify and discuss environmental conditions (e.g., wet, icy, oily/greasy rails) affecting the stopping distance of RMMs.
- RMM operators must clearly communicate signals for slowing, stopping, and changing direction.
- Establish clear communication and maintain proper clearance between RMM operators and workers on the ground. **Communicating change in direction is imperative.**

The FAMES Committee consists of safety representatives from a cross section of rail labor, railroad management, and federal regulators. FAMES is a continuous improvement process that relies on the candid sharing of available data and the views of its participants. To enable the process, FAMES explicitly refrains from making any findings regarding whether any past or present practice or protocol satisfies any legal duty or standard of care.

The views, opinions, and recommendations contained in this report are those of the FAMES Committee and do not necessarily represent the views, opinions, or recommendations of any specific railroad, labor organization, or governmental agency.



**Northeastern System Federation Vice
General Chairman Benato Rufo**



BMWED Director of Safety Rick Inclima during testimony (far right).





House Lawmakers Increasingly Realize Fast Track is a Fraud



James P. Hoffa, General President, International Brotherhood of Teamsters

The Teamsters for years have been an outspoken critic of fast-track trade authorization which allows lousy proposed trade agreements to scoot through

Congress on just a quick up-or-down vote. And in November, we were joined by 185 House lawmakers who feel the same way.

A bipartisan collection of congressmen rolled out separate letters in recent days that demonstrate a groundswell of opposition to the fast-track agenda being pushed in Washington. The process would limit debate on the Trans-Pacific Partnership (TPP) and other possible trade agreements and keep the public in the dark about how such deals will affect American jobs, labor rights, food safety and other important issues.

In all, there are now 194 House members on record as opposing fast-track and likely more to come. Their reasons for being against it are not all the same, but are valid nonetheless. For the 151 Democrats who signed a letter co-authored by Reps. Rosa DeLauro (D-Conn.) and George Miller (D-Calif.), the inability to alter language that would

result in the loss of thousands of Americans jobs and the importation of unsafe food and other products fuel their opposition.

They told President Obama that fast-track is "simply not appropriate for 21st Century agreements and must be replaced. The United States cannot afford another trade agreement that replicates the mistakes of the past. We can and must do better."

Fast-track is an attack on democracy. Americans have been kept out of the loop on how the TPP will affect their everyday lives. The last thing we need is for politicians to fast-track a Pacific trade deal through Congress that allows them to build in secret provisions that help their campaign contributors, but hurt working-and middle-class families.

These letters are proof that there are some in Congress who want to do the right thing. They realize their constituents will suffer if unfair trade deals like the TPP are pushed through without a fair vetting.

Railroad Retirement Benefits to Increase in 2014

Most railroad retirement annuities, like social security benefits, are scheduled to increase in January 2014 on the basis of the rise in the Consumer Price Index (CPI) from the third quarter of 2012 to the corresponding period of the current year.

Cost-of-living increases are calculated in both the tier I and tier II benefits included in a railroad retirement annuity. Tier I benefits, like social security benefits, will increase by 1.5 percent, which is the percentage of the CPI rise. Tier II benefits will increase by 0.5 percent, which is 32.5 percent of the CPI rise. The vested dual benefit payments and supplemental annuities also paid by the Railroad Retirement Board (RRB) are not adjusted for the CPI rise.

In January 2014, the average regular railroad retirement employee annuity will increase \$29 a month to \$2,459 and the average of combined benefits for an employee and spouse will increase \$41 a month to \$3,540. For those aged widow(er)s eligible for an increase, the average annuity will increase \$17 a month to \$1,279. However, widow(er)s whose annuities are being paid under the Railroad Retirement and Survivors' Improvement Act of 2001 will not receive annual cost-of-living adjustments until their annuity amount is exceeded by the amount that would have been paid under prior law, counting all interim cost-of-living increases otherwise payable. Almost 37 percent of the widow(er)s on the RRB's rolls are being paid under the 2001 law.

If a railroad retirement or survivor annuitant also receives a social security or other government benefit, such as a public service pension, the increased tier I benefit is reduced by the increased government benefit. However, tier II cost-of-living increases are not reduced by increases in other government benefits. If a widow(er) whose annuity is being paid under the 2001 law is also entitled to an increased government benefit, her or his railroad retirement survivor annuity may decrease.

However, the total amount of the combined railroad retirement widow(er)s annuity and other government benefits will not be less than the total payable before the cost-of-living increase and before any increase in Medicare premium deductions.

In late December the RRB will mail notices to all annuitants providing a breakdown of the annuity rates payable to them in January 2014.

A Vice President Speaks



**David D. Joynt
Northwest Region
Vice President**

Recently, I've been flipping through past editions of the BMWED Journal. Our Brotherhood's history goes back over 125 years, and it is incredibly insightful to read from passages of

Journal's past. What started as just a casual curiosity, aimlessly flipping through pages of stories originally printed in the 1940s, 50s and 60s, ultimately lead me to a revelation. The more I read, I realized that very little has changed in our ongoing drive to maintain the viability of working-class men and women through bargaining and organization. It has long been a battle to keep the greedy paws of Big Business from unfairly tipping the scales of prosperity in their favor on the back of the working man.

Today, corporate propagandists like Fox News and Rush Limbaugh, along with greed monsters like the Koch Brothers and Karl Rove, attempt to fool the public into believing labor unions are boogeymen. It would seem like a tall task to paint the everyday, lunch pail-toting, blue-collar worker

as the cause of any problem, but, as we all know too well by now, corporate money has a way of dominating the national conversation. Some things never change.

Take for instance a story that ran in the January 1950 issue of the BMWED Journal titled "Here, at Last, Is a Poll That Out-Gallops Gallup!" In it we learn of a national poll conducted by a New York agency called The Psychological Corporation on the heels of a question presented by then President Harry S. Truman. The president had recently asked the citizenry, "Who do you think are the most selfish interests today: the businessmen, the labor union, the farmers, the government officials, or any other group?" Truman had recently won re-election by trumpeting a populist platform that advocated government policies that promoted the interests of all. In a Minneapolis stump speech the year before, Truman summed up his vision, stating that it was "the Federal Government's obligation, under the Constitution, to promote the general welfare of all our people – and not just a privileged few."

In an America that had just been rescued from the despair of the Great Depression by the immensely popular New Deal policies of President Franklin D. Roosevelt, Truman had a seemingly favorable atmosphere in which to govern as a

progressive, pro-labor, president. However, the banking and corporate lobby were still out in full force, attempting to undermine the President's policies by fear mongering and skewing numbers, just as they do still today. This is how the story in the 1950 Journal reported it:

"According to (the poll's) findings, labor unions were named the most selfish interests today, by 42 percent, government officials by 19 percent, businessmen by 17 percent and farmers by 4 percent." The story then poses some skepticism.

"In our Grand Lodge headquarters we have 100 employees and our survey reveals that not one received correspondence from the Psychological Corporation pertaining to this vital question. We do not hesitate to make known that we have been unable to locate one individual who had an opportunity to engage in the poll by this New York agency. From all indications it would not be unreasonable to assume that the opinion, as registered through this corporation, is the voice of Wall Street or New York's Fifth Avenue. Judging by the aroma of the report, it reeks of the water front or the Bowery. In any event, it is as authentic as the Gallup Poll last November which failed to predict the true opinion of the public."

You might be familiar with that aforementioned Gallup Poll. It, along with the Chicago Tribune,

VP Speaks, Continued on Page 15



Medicare Part B Premiums Remain the Same in 2014

The standard Medicare Part B monthly premium will be \$104.90 in 2014, the same amount as in 2013.

Some beneficiaries will continue to pay higher premiums based on their modified adjusted gross income, but these amounts are also remaining the same as in 2013. The monthly premiums that include income-related adjustments for 2014 will be \$146.90, \$209.80, \$272.70, or \$335.70, depending on the extent to which an individual beneficiary's modified adjusted gross income exceeds \$85,000 (or \$170,000 for a married couple). The highest premium rate applies to beneficiaries whose incomes exceed \$214,000 (or \$428,000 for a married couple). The Centers for Medicare & Medicaid Services estimates that less than 5 percent of Medicare beneficiaries pay the larger income-adjusted premiums.

Beneficiaries in Medicare Part D prescription drug coverage plans pay premiums that vary from plan to plan. Beginning in 2011, the Affordable Care Act required Part D beneficiaries whose modified adjusted gross income exceeds the same income thresholds that apply to Part B premiums to also pay a monthly adjustment amount. In 2014, the adjustment amount ranges from \$12.10 to \$69.30.

The Railroad Retirement Board (RRB) withholds Part B premiums from benefit payments it processes. The agency can also withhold Part C and D premiums from benefit payments if an individual submits a request to his or her Part C or D insurance plan. The RRB collects Part D income-related adjustment amounts, but must bill the enrollee as the agency is currently unable to withhold these amounts from benefit payments.

The Social Security Administration (SSA) is responsible for all income-related monthly adjustment amount determinations. To make the determinations, SSA uses the most recent tax return information available from the IRS. For 2014, in most cases that will be the beneficiary's 2012 tax return information. If that information is not available, SSA will use information from the 2011 tax return.

Those railroad retirement and social security Medicare beneficiaries affected by the 2014 Part B and

The Health FSA Benefit for Railroad Members — Enroll Now for 2014

What is a Health Flexible Spending Account (FSA)?

A health flexible spending account (FSA) is a benefit plan available to eligible Railroad members that lets you save money by putting pre-tax money aside in a special account to help pay for certain medical costs and other health services. View the *Health FSA Summary Plan Description* and a list of FSA-eligible expenses on yourtracktohealth.com > **Benefits** > **Health Flexible Spending Account**.

How it works

When you enroll in a health FSA, a specific amount of money, based on what you decide to contribute annually during Open Enrollment, is withdrawn from your paycheck and placed in your account. This money is withdrawn before taxes are calculated. You can decide to contribute as little as \$10 per month (\$120 annually) or as much as \$208.33 per month (\$2,500 annually).

Your potential annual tax savings

Use the online FSA calculator to see the potential tax savings you and your family could experience with a health FSA.

Access the calculator on yourtracktohealth.com > **Benefits** > **Health Flexible Spending Account** > **Forms & Tools**.

FSA Savings Calculator: Step 2 of 3

Please enter the information you want to use when you sign up for benefits.

Annual Gross Income:	\$100,000
Filing Status:	Married Filing jointly
Number of Dependents:	Two or more
Estimated Annual Healthcare Expenses:	\$400
Pre-tax contributions (e.g. 401K):	\$0

[Back](#) [Calculate Savings](#)

See Grace's savings example below:

Grace and her family enroll in a health FSA and decide to contribute \$2,000 annually (\$166.67 per month). Based on Grace's annual tax obligations, she and her family could save more than \$900 in taxes a year by enrolling in and contributing \$2,000 annually to a health FSA.

GRACE PAYS	GRACE'S ESTIMATED TAX SAVINGS*
28% in federal income tax	\$560
5% in state income tax	\$100
6.2% in Railroad Retirement Tier 1 Tax	\$124
4.4% in Railroad Retirement Tier 2 Tax	\$88
1.45% in Federal Medicare Tax	\$29
Total tax savings for the year	\$901

*For educational purposes only. Dollar amounts and savings will differ depending on income, state tax rules, city tax rules and other factors. Please consult a tax, legal or financial advisor about your own personal situation.



Insurance coverage provided by or through UnitedHealthcare Insurance Company or its affiliates. Administrative services provided by United HealthCare Services, Inc. or their affiliates. ©2013 United HealthCare Services, Inc. (CCS 13-232)

Enroll in your 2014 Health FSA benefit during Open Enrollment

Note: You must enroll in your FSA every year — FSA enrollment is NOT automatic each year.

1. Go to www.yourtracktohealth.com.
2. Click "Login" in the upper-right corner.
 - If you **have already registered**, enter your username and password.
 - If you **have not yet registered**, select "New User?" at the bottom of the screen to complete your registration.
3. Once logged in, look to the upper-left corner of the screen, select the option to "ENROLL NOW FOR 2014."

From here, you will be able to review your personal benefit information and enroll in your health FSA. **Note: Open enrollment ends at midnight on Saturday, November 2, 2013.**

For more information, call the FSA Customer Care Center at **1-888-298-9754**.



When you enroll in the health FSA for 2014, you will be able to use a special debit card to easily pay for eligible FSA expenses. It's connected to your flexible spending account so there is no need to write checks or submit claim forms. Look for more information in the future that explains how your debit card may help you manage your out-of-pocket expenses.

Learn More

Watch a short video about the benefits of a health FSA on yourtracktohealth.com by going to *Quick Links* on the home page and selecting the *Video Library*.

Snap a picture of the code using the QR Reader on your smartphone to launch the video.



D income-related premiums will receive a notice from SSA by December 2013. The notice will include an explanation of the circumstances where a beneficiary may request a new determination. Persons who have questions or would like to request a new determination should contact SSA after receiving their notice.

Additional information about Medicare coverage, including specific benefits and deductibles, can be found at www.medicare.gov.





Freddie N. Simpson

PRESIDENT'S PERSPECTIVE

Who are the real job creators?

How many times have you heard the phrase “job creators?” Over and over, the consistent drip of redundancy fills the airwaves of television and radio. “We mustn’t overtax the job creators,” says Glenn Beck. “The job

creators are the key to our economy,” barks Rush Limbaugh. “Barack Obama wants to drown job creators in taxes,” shouts Mitt Romney. The takeaway from this monotonous droning — if you can bear to listen long enough — is that if taxes go up on the wealthy, job creation for the middle class goes down. On its face, that simple sentiment seems logical, but is it really true?

Who signs your paycheck? Warren Buffet? Michael Ward? Wick Moorman? Certainly, it’s someone far richer than you. Well, conventional wisdom would dictate they’re the job creators, right? After all, you’re employed on their railroad, maintaining and building track, and every broken rail replaced and busted frog point welded solid is another project keeping you working. Another day, another dollar.

But why are the trains moving in the first place? A robust and booming economy is only possible when there’s a large and viable consumer group willing — and most importantly, able — to spend money. If no one is capable of buying what companies are manufacturing and transporting, then there’s no need for companies to employ anyone to build products and move them. Increasingly, paltry wages — driven low by anti-worker “right-to-work” laws and greed-driven job outsourcing to criminally low-wage countries, are crippling the American public’s spending power. Put in simple terms, a fair and healthy economy works in a loop. It should be reciprocal.

The BMWED consistently strives to ensure that every rail-roader in our Brotherhood makes a fair wage. The railroads are profitable when they move trains on

track that you professionally maintain. Mindful of that fact, we negotiate with the railroads on your behalf so that our membership gets a piece of the profit pie. Trains only move when they’re carrying products that are in demand and that demand comes from the purchase power of a working and equitably-compensated public. Without customers, the railroads make no money. The customers who fuel the American economy — that keep car companies manufacturing, home contractors building, restaurant kitchens cooking, and freight trains rolling — are us, America’s middle class. Without spending money in our pockets, no one works, and businesses fail. My friends, as long as we have some spendable money in our pockets, we are the “job creators.”

But, guess what? Our current fiscal structure is threatening to crush the middle class into smithereens — despite us workers being the real economic engine of the country. Corporate profits and unemployment are simultaneously at 50-year highs. Movie star Ronald Reagan’s trickle-down economics are evidently not prone to gravity. The richest one percent of this country have seen their share of the income triple since 1980, probably because the rich enjoy a 15 to 20 percent tax rate on capital gains, dividends and carried interest. Meanwhile, the top marginal rate on middle class Americans is 39 percent. So, when a politician like Mitt Romney or Chris Christie proclaims they won’t raise taxes, they’re not talking to us railroaders, or even your neighbor working at the Ford plant across town. They’re talking to the guys meeting in the top floor boardroom of the corpo-

rate office, counting their millions and billions.

Corporate profits are high, the Dow is strong (and, it should be noted, the top 10 percent of the country own 80 percent of the stocks), yet wages remain low. Businesses are cutting their costs by decimating employee wages and benefits, placing heavier workloads on the ones that remain, and substituting computers and software for actual people. In turn, they take their profits and hand the cash to their shareholders (you know, the wealthiest 10 percent of Americans) — essentially buying back their stock and boosting share prices. After all, why should they reinvest in the company to expand and hire when most Americans don’t have the money to buy?

If you think we can trump the wealthiest ten percent among us simply by our strength in numbers, I’d concede that you’re right. But, we better hurry up and make our voices heard. Congress doesn’t hear much from our 90 percent, because the 10 percent with the money make up nearly all of the campaign donations and fund all the so-called “independent” ads you see on TV during election years (which are every year, these days).

In America’s South, this government-aided corporate greed is an especially terrible epidemic, and the rot from it is sadly spreading rapidly throughout the remainder of the country. Corporate honchos have long been relocating their plants, warehouses, and the accompanying employees to Southern anti-Union, business tax haven states. The politicians and newspapers will tout the jobs they bring to Tennessee, Alabama, and the rest of Dixie, but conveniently

fail to mention how pathetically poor they pay, or that without corporate taxes, how the schools and other public infrastructure will flounder.

But now that decay has spread to traditionally strong Union labor states. In the last year, Michigan, home to Detroit Motor City and the United Auto Workers, has gone to a “right-to-work (for less)” state, thanks to a Republican governor and state legislature. Rest assured that wages, benefits, and middle class stability will bottom out, while the rich get richer.

This November, Kentucky senators Mitch McConnell and Rand Paul (who is going to run for president, by the way), attempted to attach a national “right-to-work” amendment to the Employment Non-Discrimination Act passed by the United States Senate. They knew the ENDA legislation had the full support of Democrats in the Senate, so they attempted to sabotage it by tacking on a Union-busting law. Thankfully, they failed.

It should be concerning for all BMWED members that a person running for president of the United States will blatantly draft legislation to eliminate worker’s negotiating leverage with the company. McConnell and Paul did not do so secretly. They wore their American labor hate on their sleeve, on a suit that’s probably made in a sweat-shop overseas. Any Unionized worker who votes for McConnell or Paul is cutting their own throat.

Not only are we the true “job creators,” but we can be the “policy makers” too if we replace the bums in our government with men and women who will listen to us first.





Right wing conservatives and Tea Party types are continuing to push right-to-work on behalf of their corporate handlers, and that disease is continuing to spread. States that have already fallen to right-to-work are reducing paychecks, stealing healthcare and retirement benefits, and allowing an increase in work-place fatalities. President Simpson wrote about those dangers in his column back in 2011 and the warnings he issued then are even more important today. The following is a reissue of that article:

PRESIDENT'S PERSPECTIVE

Freddie N. Simpson
BMWED Journal – January/February 2011

What would America look like if every state in the union were to act like the South Carolina state government? Now, I don't mean to pick on South Carolinians - but, give it some serious thought. Would workers prosper if every state had a government that openly and proudly worked to diminish the rights of its citizens in order to enrich the pockets of a few. I'll come back to this but first, let me get to the point.

During our last election cycle workers were mad about a variety of things, but mostly about the economy and unemployment - justifiably so. They either sat at home and didn't vote, or just voted to throw the bums out. Needless to say, the Democrats suffered because the Republicans were successful in blaming their failed policies on the Democrats, and Republicans won seats, not just in national elections, but in state government everywhere. OK - I'm trying to get to the point.

Twenty-two states already have onerous anti-worker, right-to-work laws on their books. For those who don't already know, right-to-work laws are statutes enforced mostly in the southern or western U.S. and are allowed under provisions of the Taft-Hartley Act. Right-to-work laws prohibit agreements between labor unions and employers making membership or payment of union dues or fees a condition of employment, either before or after hiring. In other words, right-to-work laws create a free ride for those who want the benefits of union membership and collective bargaining but don't want to pay their share in union dues. Right-to-work states are really right-to-work for less states. The law is simply designed to weaken unions which translates into lowered wages, and puts worker's safety and health at risk.

Statistics illustrate the fact that workplace fatalities are higher in right-to-work states. According to the Federal Bureau of Labor Statistics, the rate of workplace deaths is 51% higher in right-to-work states, where unions can't speak up on behalf of workers.

Since the mid-term elections, as many as twelve more states are considering this legislation. With Republicans in control of so many State Houses, right-to-work could become the law of the land, decimating union workers' rights and driving down wages and benefits for all workers - which brings me back to South Carolina.

South Carolina, the epitome of a right-to-work state, recently elected Sarah Palin-backed, Republican Governor, Nikki Haley to follow on the heels of their outgoing love-sick, Republican Governor Mark Sanford. One of Governor Haley's first acts was to appoint union-busting lawyer, Catherine Templeton to run the state's Department of Labor, Licensing and Regulation. According to Haley, Templeton is qualified for the position because she is the only woman in the country to have fought the largest organizing push by the United Auto Workers. This is probably important to Haley because she expects Templeton to fight union organizing of the new Boeing facility in North Charleston, SC. Haley has been quoted as saying, "We're going to fight the unions, and I need a partner to help me do it and she's the right person to help me do it." Apparently, in South Carolina the Department of Labor is really the Department of Big Business.

Consider the fact that only 4.5% of South Carolina's workers belong to a union. This may help explain the fact that, according to a study by the Economic Policy Institute, workers in right-to-work states make on average 6.5% less in real wages, and when comparing median hourly wage rates, they earn nearly 12% less.

In October, 2010, a U.S. Department of Labor audit blasted South Carolina's workplace safety programs for downplaying serious safety problems and assessing weak fines on violating companies. The average penalty assessment in South Carolina for serious violations was \$281.00. **Yes, that's right, \$281.00.**

Even after all the goodies South Carolina has given to big business the unemployment rate is still at 10.6%.

This is the record Nikki Haley and the South Carolina state government are proud of, and the Republicans want to spread to states that have higher wage rates and better safety records for their workers. And, why is it better in non-right-to-work states? - higher union density. All of the studies support that fact.

Currently most BMWED members work under union shop agreements that are not impacted by right-to-work legislation. That doesn't mean this is not a very important issue to the BMWED. This type of legislation not only affects a number of our own members, but also thousands of our Teamster brothers and sisters.

There are viable threats of passage of right-to-work laws in Indiana, Maine, Missouri, New Hampshire and Wisconsin, with a number of other states also threatening. We can't let this disease spread any further. Organized labor is working hard to make sure these bills are defeated but the membership should be vigilant and support efforts to suppress any attempt by your State Legislators to pass this legislation. Many of our members already work in right-to-work states and can help by lobbying their State Representatives to repeal existing right-to-work laws.

VP Speaks, Continued from Page 12

dubiously predicted Thomas Dewey would defeat Truman in his reelection bid.

If you don't believe that labor unions like our own BMWED have played a lead role in keeping prosperity available to the average American worker over the course of our history, one only needs to look at columns written by our brothers 63 years ago.

In an editorial entitled "Twenty-Million-Dollar Lie" that ran in the November 1950 edition of the *Journal*, the topic of nationalized health care is addressed, a more apropos subject I cannot think of at this time. Reading this editorial is almost eerie, as many of the scare tactics used today on Fox News and the like are proven to be retreads of an earlier time.

The editorial concerns the

American Medical Association, a medical industry group still in existence today, that, in 1950, spent \$20 million to oppose a national health insurance plan, something that was beginning to tantalize some legislators in the halls of Congress.

"The medical societies have been content to grow bloated with power while ignoring the fundamental problem of how best to give all Americans decent medical attention at a cost they can pay. Now that a system of government-supervised health insurance has been proposed, these groups see their stranglehold on the medical profession threatened, and they screech, 'Socialism.'"

Sound familiar? All that's missing are ridiculous claims Harry S. Truman was born in Libya and

the "S" stands for Sheik.

As a unionized work-force, we in the BMWED face a challenge going forward, but as you can see, this is nothing new. The fortune barons will always spend millions of dollars in efforts to keep us at arm's length, because greed knows no limit. They will lie and cheat and spread false information to paint union workers in a horrible light. Fox News does this on a daily basis.

History is a fascinating subject, because so much can be learned and then forgotten. Reading back issues of the journal reaffirmed my spirit and resolve. My brothers and sisters, we must remember where we came from, how hard we've fought to get here, and how much harder we will have to fight in order to survive.





SECRETARY-TREASURER'S REPORT

As we head into the hustle and bustle of the holiday season, we should pause and give thanks for all of our blessings. Each of us can find things to be thankful for: Our health, our family, our loved ones, our friends,

our jobs, etc. Of course, we all have people close to us who do not have their health, are estranged from their families, lost their jobs, or have passed away. As we look forward to the holidays let's remember those who are less fortunate, those who are sick, those who have been taken from us, and those who remain unemployed. Then, look around and see how you have been blessed and give thanks!

Another year has come and gone and we look to 2014 with both optimism and trepidation. We are fortunate that we work in a highly unionized industry that provides our families with excellent collectively-bargained wages, health care, and retirement; but the looming threat of right-to-work (for less) legislation endangers every union member's standard of living. We are fortunate that we are employed in an industry that cannot be moved overseas; however, our jobs are still tied to the overall health of the economy. The quality of our individual and collective future is undeniably tied to our nation's economic prosperity and the effectiveness of our unions. The question is, "How can we take ownership of that future and make it our own?"

There are 3 things each of us can do to help make the future brighter for ourselves and our families:

First, we must be politically active and support politicians who understand the struggles faced by working families and the benefits that unions bring to the economy. Unions are the backbone of the American middle class, provide incomes that stimulate economic activity, provide employer-based healthcare, and provide retirement security. All the benefits derived from unionization are things that the government does not need to provide. The reality is that strong and effective unions are a large part of the solution to our nation's economic ills. Therefore, we must support politicians who support unions and oppose those who seek

to destroy unions. Secondly, union members must lend their active and vocal support to their union and its collective bargaining efforts. That means that we must stand behind our union leadership during contract negotiations, fight right-to-work (for less) legislation at every turn, vote intelligently, and become advocates for unionization and organizing. Strong unions are the foundation of a strong economy, and a strong economy is the foundation of our own individual prosperity. Thirdly, buy American. One of the most important things we can do as union members to create jobs and strengthen our economy is to

buy American. Unfair trade agreements and corporate greed have led to an unprecedented offshoring of American jobs over the past 30 years. For each 100 factory jobs that have been shipped overseas, hundreds of other jobs that supported the factory also have folded. Suppliers, fabricators, truck drivers, restaurants, barbershops, electricians, plumbers, landscapers, tax preparers, stores, etc. are all severely affected by offshoring and many of these businesses and jobs do not survive. We can help fix this problem by buying American made products. It is estimated that if each American increased their purchases of American made products by just 5

percent, we would create over 1 million new American jobs! So, when you go out this holiday season to purchase gifts for family and friends, buy American. When you need to replace your aging car or truck, buy American. When you replace your appliances or purchase household goods, buy American. American workers creating American jobs; how great is that! There are solutions to our problems if we choose to act. As we look forward to 2014 with optimism and resolve, I encourage you to act. As we close out 2013, I wish you and your family a joyful holiday season and a healthy, safe, and prosperous New Year.

DEATH BENEFIT DEPARTMENT

REPORT OF DEATH BENEFIT CLAIMS PAID DURING SEPTEMBER AND OCTOBER, 2013

NAME	CITY/STATE	LODGE/SYSTEM/RR	D.O.D.
VERNON T. ANDERSON	THE DALLES, OR	0369 USD/LIFE	09/07/13
WILLIAM L. BAKER	REPUBLIC, MO	1353 AF/LIFE	08/25/13
WALTER S. CARAWAY	WINSLOW, AZ	2417 ATSFF/LIFE1	0/03/13
HAROLD W. COLBIRD, SR.	COLUMBUS, OH	0566 ASF/LIFE	07/31/13
HENRY T. FERRELL	CALDWELL, TX	1338 AF/LIFE	09/02/13
JOHNNIE JOHNSON, JR.	CHARLOTTE CH, VA	0572 ASF/LIFE	08/30/13
PARNICK W. JONES	ETOWAH, TN	0056 AF/LIFE	08/03/13
SADATOSHI KAJIWARA	KALISPELL, MT	1092 BURNOR/LIFE	05/17/13
GEORGE MONTEZ	CHEYENNE, WY	0686 USD/LIFE	08/24/13
CLAUDE G. RYALS	HATTISBURG, MS	0652 ICGF/LIFE	08/06/13
EMILIO P. VALDEZ	PUEBLO, CO	1517 USD/LIFE	09/13/13

PAID SEPTEMBER 1, 2013 TO OCTOBER 31, 2013	\$ 5,500.00
AMOUNT PREVIOUSLY PAID	\$45,451,307.75
TOTAL AMOUNT PAID TO DATE	\$45,456,807.75
NUMBER OF CLAIMS PAID - 14	

REPORT OF DEATH NOTICES RECEIVED DURING SEPTEMBER AND OCTOBER, 2013

DENNIS W. BELL	DOUGLAS, WY	1108	BURL/BNSF	08/22/13
JERRY N. GROHS	HURLEY, SD	0908	BURNOR/BNSF	07/21/13
FRANK L. HORSFALL	CARPENTER, IA	0278	USD/UP	10/04/13
MICHAEL D. JOHNSON	ANTIOCH, TN	0670	AF/CSXT	09/29/13
BRIAN J. LUECKE	ELIZABETH, IN	0302	SOU/NS	08/14/13
DAVID B. STANTON	DALLAS, TX	1108	BURL/BNSF	09/06/13
RICHARD C. THOMAS	EL DORADO, KS	2405	ATSFF/BNSF	08/01/13
ANTHONY J. TURNER	EMPORIA, KS	2405	ATSFF/BNSF	10/01/13
JUAN VILLA	EMPORIA, KS	2405	ATSFF/BNSF	06/14/13
DENNIS J. WILLIAMS	CANTON, MI	2725	ASF/NS	09/07/13



Reprinted from United HealthCare's Newsletter

Holiday Cheer: Drink Responsibly

By Arleen Fitzgerald, L.I.C.S.W.

Do you plan to ring in the holidays with a cup of cheer? When you enjoy the festivities this year, be sure you do so with an eye toward responsible drinking. These three tips can help:

1. Practice moderation. Moderate drinking generally means no more than one drink a day for women and no more than two for men.

Some people should drink less — or not at all (see tip No. 3). One drink is about:

- 12 ounces of beer, ale or wine cooler
- 8 or 9 ounces of malt liquor
- 5 ounces of wine
- 1.5 ounces of 80-proof distilled spirits or 1 ounce of 100-proof distilled spirits

Be especially careful with mixed drinks, such as homemade punch. It can be hard to tell how much alcohol you're getting.

2. Never — ever — drink and drive. Even if you don't feel buzzed, your skills behind the wheel may be impaired. So, make sure you have a designated driver before going out. Or, find another safe way home, such as by taxi or public transportation.

If you're hosting the party, look after your guests. Recruit nondrinkers to help get others home safely. Have phone numbers for local cab companies or shuttles handy. And, serve plenty of nonalcoholic beverages, too.

3. Know when to skip it. You should avoid alcohol altogether if you:

- Are younger than 21
- Plan to drive
- Are or may be pregnant — or are trying to become pregnant
- Take medications that can interact with alcohol
- Have a health problem that could be affected by alcohol
- Are especially sensitive to alcohol's effects
- Have trouble controlling your drinking or are recovering from alcoholism

When it's a problem

Do you have questions about alcohol use and your health? Or, is drinking in moderation difficult for you? If so, be sure to talk with your doctor for answers — and help.

Happy, healthy holidays

Discover more tips for a healthy holiday at myuhc.com. Click "Health & Wellness." Type "holiday" into the search box.

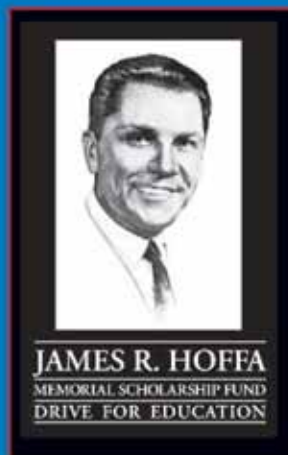
Sign up for BMWED News Alerts and get the latest news sent directly to your email account. To sign up visit the BMWED webpage at www.bmwe.org, or send your name and email address to dyack@bmwe.org, along with a request to be added to the BMWED News Alert list.

TurboTax Discount For Teamsters



intuit.
TurboTax ✓

Teamster households now have access to a leading brand of tax preparation software, TurboTax, at a discount of up to \$20 off the price of Federal products. A portion of the price paid for the TurboTax product will be donated to the James R. Hoffa Scholarship Fund.



TurboTax products feature:

- A step-by-step interview with easy-to-understand questions;
- Forms automatically filled out using your answers; and
- 100 percent accurate calculations guarantee

Keep more of your hard-earned money this tax season. You can access Teamster TurboTax website at <http://turbotax.intuit.com/affiliate/teamster>

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A QR code (Quick Response Code) is a two-dimensional code that can be scanned with a mobile phone to gain access to specific information via the mobile web.



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Around the Brotherhood

Allied Federation Local Lodge 409 Annual Picnic

Allied Federation Local Lodge 409 members held their annual Lodge picnic August 24, 2013 at Lan-Oak Park in Lansing, Illinois. During the festivities General Chairman Dennis Albers presented commemorative plaques to recent retirees Benjamin Villalobos and Frank Aleman.



Local Lodge 409 members and retirees

BMWED Delegation Attends IBT Hispanic Caucus Event

Members of the BMWED Diversity Committee attended the 4th Annual Gala Banquet held by the Florida Chapter of the IBT Hispanic Caucus. The event was held in Tampa, Florida on October 12, 2013.



Front row left to right: Roger Sanchez, Ramiro Ramirez, John Mozinski, (second row left to right) Tim McCall, Marcus Hood and Tim Hoffman.

Allied Federation Local Lodge 670 Convenes Regular Quarterly Meeting

Allied Federation Local Lodge 670 members held their regular quarterly meeting November 14, 2013 in Nashville, Tennessee. Both Allied Vice Chairman Andrew Shelton and Russell Farmer were on hand during the meeting to discuss current issues with the members.



Lodge 670 members and retirees.

Allied Federation Local Lodge 2163 Convenes Regular Quarterly Meeting - Honors Retirees

Allied Federation Local Lodge 2163 members held their regular quarterly meeting in Waycross, Georgia on October 18, 2013. Allied Federation Vice Chairman Russell Farmer was on hand to present the retirees with commemorative plaques. Those retirees honored were; Mike Harper - 39 years, Graham Duke - 36 years, Craig Cox - 37 years, and Tommy Lee - 41 years of service and membership in the BMWED.



Left to right: Mike Harper, Graham Duke, Craig Cox and Tommy Lee.

Burlington System Division Local Lodge 1489 Convenes Regular Quarterly Meeting

Burlington System Division Local Lodge 1489 members held their regular Quarterly meeting on June 27, 2013 in Marquette, Michigan. Lodge 1489 members work for the Lake Superior & Ishpeming Railroad.

Both General Chairwoman Staci Moody-Gilbert and Vice General Chairman/Secretary-Treasurer Terry Barrette were on hand to share information and field questions from the members.

Correction: This section of the Around the Brotherhood appeared in the September/October issue of the *BMWED Journal* with the wrong Lodge number.



Continued on Page 20





Around the Brotherhood,

Continued from Page 19

Burlington System Division Local Lodge 1074 Convenes Regular Quarterly Meeting

Burlington System Division Local Lodge 1074 held their regular quarterly meeting in Sheridan, Wyoming on September 7, 2013. Vice General Chairman Roy Miller was on hand to discuss subjects of interest with the local membership.



Lodge 1074 members gather for a photo.

Burlington System Division Local Lodge 2852 Convenes Regular Quarterly Meeting

Burlington System Division Local Lodge 2852 held their regular Quarterly meeting in Gillette, Wyoming on October 8, 2013. Vice General Chairman Roy Miller was on hand to discuss subjects of interest with the local membership.



Lodge 2852 members gather for a photo.

Union Plus Scholarships

Online application now available!

"For me it is not a matter of if I can make change, but when I will make change. The union spirit has been an amazing inspiration to me."

Holly LaCount

Apply Online Now!



Holly LaCount

of Eureka, CA. Daughter of a NALC Branch 348 member. Holly is a three-time Union Plus scholarship recipient.

Over 2,300 students in union families have received money for college through the Union Plus Scholarship. **The online application is now available!** You can complete the application in stages and save your answers before you submit.

Who can apply:

Current and retired participating union members, their spouses and their children.

What kind of school is eligible:

The scholarship is open to students who attend or plan to attend a U.S. college, university, community college, or a technical/trade school. Students attending undergraduate or graduate schools are eligible.

Scholarship amounts:

Recipients will receive \$500 to \$4,000.

Deadline to apply:

January 31, 12pm (noon), Eastern Time

Scholarship recipients announced:

May 31

Details and online application available at:

UnionPlus.org/Scholarships

To receive mobile text alerts about education-related deadlines and information, **text STUDENT to 22555.**

Msg&Data Rates May Apply. Reply STOP to opt-out. Reply HELP or contact info@unionplus.org for help. Expect no more than 2msgs/mo.



UnionPlus.org/Scholarships

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FLY-SCHOL-L0413

Change of Address Request

Please remember to notify your System Office or the National Division of any change of address or telephone number. It is vital that this information be kept current. Railroad employers do not always provide this information to the BMWED.



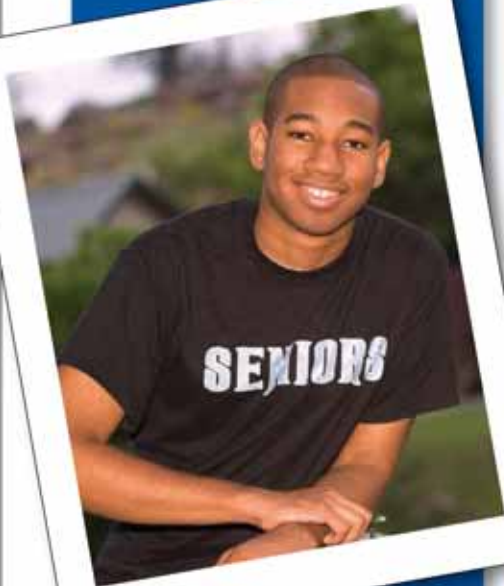
Are you or your children planning for college?

Don't let high education costs hold you back.
Several Union Plus programs can help you save:

Stephen Spriggs is considering a future as a lawyer, and possibly an elected official to help develop good laws to protect workers and their right to bargain collectively.

"When a group of people band together in support of similar interests, great things occur."

Steven Spriggs



Steven Spriggs

of Lawton, OK. Son of a NFFE-IAM Local FI-273 member. Steven is a 2009 Union Plus Scholarship recipient.

- **Do you have kids in high school who are preparing for college?**

Your union membership entitles you to a **family discount 15% to 60% for college test prep from The Princeton Review** – guaranteed to improve your score on the SAT, ACT, MCAT, LSAT, GRE or GMAT.

- **Have children attending college?**

Be sure to apply for the **Union Plus Scholarship**. Scholarship awards of \$500 to \$4000, to students attending a U.S. college, university, trade or technical school. Undergraduate and graduate students are eligible.

- **Are YOU interested in completing your bachelors or taking union skills classes?**

Think you don't have the time or money to go to class? All degrees from the **National Labor College (www.NLC.edu)** offer an **online format so you can manage your course load and learning pace**. Tuition is highly discounted for union members and Union Plus NLC scholarships are available.

Check out the details of all these Union Plus Education Services at **UnionPlus.org/Education**

To receive mobile text alerts about education-related deadlines and information, **text STUDENT to 22555**.

Msg&Data Rates May Apply. Reply STOP to opt-out. Reply HELP or contact info@unionplus.org for help. Expect no more than 2msgs/mo.



UnionPlus.org/Education

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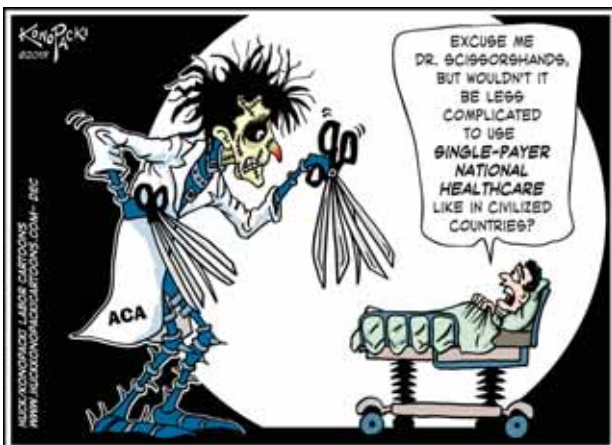
From your Apple device, open the App Store, single click the Search button that is in the bottom, right corner. At the top of the screen, type "rss" in the search field and click Search. Scroll down the results until you get to XFeed RSS Reader and click it. You will be presented with more info on the application. Single click the Free button so it changes to say Install. Single click the Install button so the app is added to your phone. Once finished, click the icon to start the app. Single click the Plus button at the bottom of the screen and type <http://www.bmw.org/rss.xml> in the feed URL box. Single click Search so the feed can be found.

Android Setup Instructions

Open the Market. Single click the Search button in the upper, right hand corner. At the top of the screen, type rss in the search field and click Search. Scroll down until you get to "gReader (Google Reader / RSS)" and click it. Single click the Download button. Single click the "Accept & download" button. Once downloaded click the "Open" button. Select your Google account and click "Allow." Single click the + in the upper right-hand corner and type <http://www.bmw.org/rss.xml> in the feed URL box. Select Search. Once the feed is found click the + sign to add the feed.



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Editor (Name and complete mailing address)

Freddie N. Simpson, President and Editor, BMWED-IBT 41475 Gardenbrook Road, Novi, MI 48375

Managing Editor (Name and complete mailing address)

E. Randall Brassell, Associate Editor, BMWED-IBT 41475 Gardenbrook Road, Novi, MI 48375

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E. Randall Brassell, Associate Editor
Date
10/1/2013

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).





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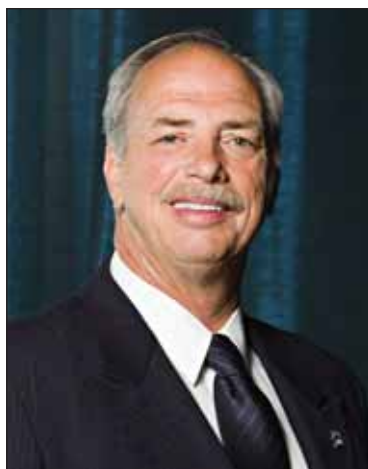
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**Wishing You and Your Family
A Happy Holiday Season**





FINANCIAL ASSISTANCE AVAILABLE FOR FAMILIES OF DECEASED RAILWAY EMPLOYEES

The John Edgar Thomson Foundation, established in 1882 and endowed by the will of Mr. Thomson, third President of the Pennsylvania Railroad, offers limited financial assistance to daughters of a deceased parent. The parent, regardless of gender, must have been in the employ of any railroad in the United States at the time of death, although the cause need not be work related. Also, the employee must have been considered actively employed by the railroad even though on disability or sick leave at the time of death. Whatever grant is awarded usually serves to benefit all members of the family. Eligibility is dependent upon the daughter and the surviving parent remaining unmarried and meeting certain other criteria.

The monthly allowance made under the grant may cover the period from infancy to age 18; under certain circumstances to age 24, to assist grantees who are pursuing higher educational goals. The Foundation also offers special health care benefits.

The funding of the work of the Foundation is completely independent of any railroad. It neither solicits nor receives funds from the public. Further information and applications may be obtained by writing to:

Sheila Cohen, Director
The John Edgar Thomson Foundation
201 South Eighteenth Street, Suite 318
Philadelphia, Pennsylvania 19103
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