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The Official Publication of the United Transportation Union

UTU takes lead role in monitoring RCL safety

WASHINGTON, D.C. – The Federal Railroad Administration (FRA) has asked the United Transportation Union (UTU) to take a leadership role in helping the regulatory agency monitor the safety of remote control operations.

UTU has been pushing for increased FRA monitoring and made clear to the agency it has no objection to similar involvement by the Brotherhood of Locomotive Engineers (BLE).

“When employee safety is at stake, every set of experienced eyes is needed and welcome,” said UTU National Legislative Director James Brunkenhoefer. “We hope the other organization has learned an appropriate and valuable lesson from UTU efforts that working constructively with federal agencies delivers more for members than standing in the street shouting through bullhorns.”

The FRA has developed a one-page reporting form that can be used to inform the agency of suspected safety problems with remote control operations. The forms are being provided to UTU local officers and general chairpersons where remote control operations are in use.

Where problems are suspected, those witnessing the occurrence can use the form to give a complete description of the event. Completed forms are sent to FRA regional offices closest to the location of the event.

FRA issued recommended guidelines for remote control operations in 2001. “Since issuing those guidelines,

FRA has made a significant effort to ensure that its inspectors are well versed in the technical and operational issues related to the use of the various RCL devices,” said FRA Associate Administrator George Gavalla in a letter to UTU International President Byron A. Boyd Jr.

Boyd has met frequently with Gavalla and FRA Administrator Allan Rutter to discuss remote control safety. Boyd also requested that the Senate Commerce Committee instruct the FRA to perform an audit of the railroads’ use of remote control locomotives and the effect of further implementation of this technology.

In response to the Boyd request, Senate Commerce Committee Chairman John McCain (R-Ariz.) and South Carolina Sen. Fritz Hollings, the committee’s ranking Democrat, instructed Rutter to follow through on the UTU’s request. McCain and Hollings wrote Rutter that the committee understands that “train movements controlled remotely by operators (conductors) on the ground are generally safer because the operator has a better view of the area around the train movement than does an engineer in the cab of a locomotive.”

FRA was also instructed by the Commerce Committee – again at the UTU’s encouragement – to include in its audit “an assessment of the impact of RCLs on safety, including a comparison of the rate of accidents, injuries and fatalities involving RCLs with similar operations involving manned locomotives.”

Inside this issue of the UTU News:



The UTU’s TPEL is now “UTU PAC.” See page 1.



Retiree Gordon Phillips is busier now than when working. See page 2.



Montana State Director Marceau is honored for persistence. See page 3.



UTU salutes the men and women of the military. See pages 5, 6 & 7.

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 The logo for UTU News features the letters 'UTU' in a stylized font. The 'U' on the left is blue, the 'T' in the middle is red, and the 'U' on the right is blue. To the right of 'UTU' is the word 'News' in a large, bold, black serif font.

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THE VOICE OF TRANSPORTATION LABOR

“UTU must work for, and financially help, those lawmakers whom we feel are capable, knowledgeable and who recognize the problems that affect railroad, bus, transit and related employees. We do that through our contributions to UTU PAC.”

— David H. Brickey, Michigan legislative director and chairperson, UTU National Association of State Directors

News & Notes

Election ordered on CP

OTTAWA, Ont. — The Canada Industrial Relations Board has ordered a representation election commencing Dec. 17 and continuing through Jan. 30, 2004, for the 4,800 running trades employees on Canadian Pacific Railway's Canadian lines.

The UTU sought the representation election at the urging of Canadian BLE members opposed to a BLE/Teamsters merger.

Eligible to vote will be those employed on or before July 10, 2003, by CP Canadian lines (including subsidiary and leased properties) as locomotive engineer, conductor, baggage man, brakeman, car retarder operator, yardman, switch tender, yardmaster, assistant yardmaster and locomotive fireman (helper).

The ballot will pose two questions, both of which must be answered.

The first question will be: “Do you wish to choose a bargaining agent other than the Council of Canadian Railway Operating Unions (CCROU) to represent you?”

The CCROU, currently comprised of the BLE and the UTU, would be comprised of the BLE/Teamsters and the UTU if a BLE/Teamsters merger is consummated. A “yes” vote on this first question would mean the running trades employees oppose being represented by the Teamsters in bargaining with CP.

The second question will be: “If a majority of employees in the bargaining unit no longer wish to be represented by the Council of Canadian Railway Operating Unions, do you wish to be represented by the BLE or by the UTU?”

Choosing UTU will ensure bargaining with CP is conducted by a predominantly railroad union — the UTU — and not a truck drivers' union. “We don't need truck drivers telling us how to run railroads,” said UTU Vice President Guy Scarrow.

BLE members in Canada approached UTU last summer after the BLE announced it would seek a merger with the Teamsters.

Don Tennant passes away

WINNIPEG, Man. — Alternate Canadian National Legislative Director Donald Tennant passed away Nov. 10 following a long battle with cancer. The cause of death was complications from a stem cell transplant.

New D/IPP premiums

Page 10 of this issue contains an important notice of changes to the UTU Discipline/Income Protection Program (“D/IPP”). The notice should be read and retained for future reference.

UTU changes name of TPEL to “UTU PAC”

“UTU PAC” is the new name of the Transportation Political Education League (TPEL). The change became effective Dec. 1 by vote of the UTU Board of Directors.

UTU PAC is what gives your United Transportation Union traction in the U.S. Congress and in state legislatures.

UTU PAC opens doors for your UTU in the U.S. Congress

and in state legislatures. It influences votes that affect our jobs, our safety and our retirements. It allows us to match and exceed the lobbying power of the carriers. It keeps us from being steamrolled when the legislative choice is between employee well-being and corporate profits.

TPEL helped to make your UTU the most influential labor union where federal and state laws are made. The name UTU PAC is intended to make even more apparent to UTU-friendly lawmakers that it is UTU members who helped them to be elected or re-elected.

UTU PAC, like TPEL, is a political action

committee (PAC). PACs have been around since the 1940s for the purpose of raising and spending money to elect favored candidates to national, state and local office. Unions are prohibited by law from supporting candidates, but voluntary contributions by union members to a union-sponsored PAC are a lawful means of helping to elect candidates sympathetic to union objectives.

UTU PAC is the largest bus and rail PAC in America. UTU PAC contributes to qualified state and national candidates for political office — those whose views, matched by voting records, are beneficial to UTU members — regardless of party affiliation.

Railroad Retirement reform, preservation of FELA, congressional concern about fatigue and its link to safety, emergency Amtrak funding, increased commuter and transit spending, and bus safety initiatives all are linked to TPEL (now UTU PAC) contributions.

The strength of this union's political muscle is evident every time a crucial vote occurs in

Continued on page 10

UTU promotes rail-safety bill

WASHINGTON, D.C. — By unanimous consent, the Senate Nov. 25 passed a UTU-inspired Federal Railroad Safety Improvement Act (S. 1402).

“The bill's provisions have the effect of telling railroad management to stop taking employee lives for granted and pay greater attention to workplace safety, including fatigue,” said UTU International President Byron A. Boyd Jr.

The bill will move to the House of Representatives early next year where bi-partisan support makes it likely the measure will become law by spring.

“This is a substantial legislative victory given that rail labor has not been able to move safety items through the Senate or House for

Continued on page 10

Rail Retirement posts big gain

The National Railroad Retirement Investment Trust (NRRIT) posted a whopping 19.9 percent return on its investment for the most recent fiscal year of operation, ending Sept. 30.

The return is far beyond what the Railroad Retirement Trust Fund would have earned had the money — which pays annuities to retired railroad employees and their families — been invested in traditionally low-yielding U.S. Treasury bonds as was required before Congress passed the Railroad Retirement Survivors' and Improvement Act of 2001, known as Railroad Retirement reform.

The new law permits investments in stocks and corporate bonds, as part of a diversified investment portfolio, in the same manner as those of private-sector retirement plans. Were

Continued on page 10

Around the UTU

News from around the U.S. and Canada

Local 172, Darby, Pa.

The 105 Delco Transportation Company school bus operators driving for the William Penn School District and led by General Chairperson **Theresa Zeller** recently ratified a new contract, said International Vice President **Tony Iannone**. Negotiations reached a breakthrough with the aid of Bus Department Director and Vice President **Roy Arnold** and Alternate Vice President-Bus-East **Carolyn D. Scarsella**.

L-194 & 1620, Elkhart, Ind.

Members of these Norfolk Southern locals held a two-day informational meeting for new members in November 2003, said Local 194 Secretary & Treasurer **Dale J. Westfall**. Answering questions were UTUIA Director **Sam Hale**; Indiana State Legislative Director **J.E. Carrico Sr.**; Local 194's Past Chairperson **Roger Shuff** and **Pat Harrington** of Designated Legal Counsel **Harrington, Thompson, Acker & Harrington, Ltd.**, sponsor of the event. Meanwhile, Local 194's Christmas party in early December 2003 featured great food, music and company.

Local 492, Sacramento, Calif.

Members are mourning the loss of **Arnold Josef "Joe" Kouw**, who passed away Nov. 23, 2003, said Local Chairperson **Daryl M. Stinchfield** and **Bob Lloyd**. When he retired in 1985, Brother Kouw had served for 27 consecutive years as secretary/treasurer of the local and its predecessor, Brotherhood of Railroad Trainmen Lodge 340.

Local 597, Des Plaines, Ill.

Union Pacific engineer **Harry C. Lewis Jr.**, a member of the *UTU for Life* program and the local's legislative representative, recently went "double platinum" with a donation to the UTU Political Action Committee (UTU PAC, formerly TPEL) that brought his total contributions for 2003 to \$2,400, said Illinois State Legislative Director **Joe Szabo**.

Local 656, N. Little Rock

Members of this Union Pacific local now have a website specifically for those working the North Little Rock/Pine Bluff hub, said secretary/treasurer **David Lovelace**. Besides news, track charts and legislative information, the site includes a wide variety of links and a chat room, all maintained by webmaster and local member **Tom Cosner**. View the site at www.utulocal656.org.

Local 740, Joliet, Ill.

Members are mourning the loss of **Henry E. Kijewski Jr.**, who passed away Nov. 23, 2003, and had served as local president, delegate and legislative representative as well as general chairperson on the Elgin, Joliet & Eastern, said Local Chairperson **Thomas A. King**, who will fill the position of general chairperson until an election is held.

Local 924, Richmond, Va.

CSX conductor **Danny Joe Mundy Jr.**, on the way to work recently about 3 a.m., came across a car that had rolled over and come to a stop in a corn field. Two joyriding young teens, neither licensed to drive, had lost control and "ended up in bad shape," said Mundy, who called 911, covered the two

Retiree's volunteerism helps build community

Sun City, Ariz., is known as "The City of Volunteers," and retired member **Gordon Phillips** and his wife of 58 years, **Alice**, are doing what they can to ensure the city lives up to its well-earned reputation.

Brother Phillips, a member of Local 763 in Pittsburg, Kan., has lived in Sun City since retiring from 38 years of freight service on the Kansas City Southern (KCS) in 1979, but volunteerism was already in his blood.



Mrs. and Mrs. Phillips

"When my two sons were younger, their scoutmaster would be too busy with running his restaurant and a meat market and grocery store to take them and their friends on hikes," said Phillips. "So I would lay off work and volunteer to do that."

In April 1941, Phillips began his rail career at the KCS terminal in Pittsburg, Kan. As a brakeman, he joined the Brotherhood of Railroad Trainmen, and when promoted to freight conductor was the youngest on the system to hold that position.

He and his wife, who was employed as a school teacher, began visiting people in Sun City in 1967 and liked what they saw so much that they decided to make it their retirement destination.

"My wife volunteered to teach water aerobics, and has volunteered in the public library and the church library for 20 years," said Phillips. "She chides me by claiming she has more volunteer time than I have."

But Phillips is no slacker. Shortly after retiring, he volunteered for Joe Arpaio's Sun City Posse, a post he filled capably for 10 years. "You have to be willing to put in so much time a month on patrols, you have to learn CPR and first-aid techniques and have to be willing to be called out by the sheriff anytime and anyplace he needs you."

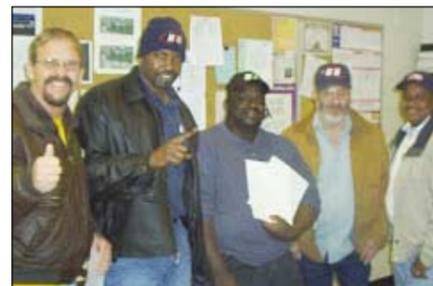
Meanwhile, his wife donated some items for resale, and he accompanied her to the main warehouse, where a food bank is headquartered. It wasn't long before Phillips found himself a regular volunteer in the operation, where he now spends about eight hours a week.

"On Mondays and Thursdays, I'm sacking onions, squeezing orange juice, preparing lunches for school children, delivering milk and canned goods and pastries or whatever gets donated," he said. "The salary's not so good, but the fringe benefits are great!"

with a blanket and waited for emergency personnel to arrive.

Local 1299, Chicago, Ill.

Members of this Illinois Central and Chicago Rail Link local are pitching in to help conductor **Gary Pierce** and his wife, **Heidi**, who will soon deliver the couple's first child, said Secretary **Timothy A. Gallaway**. Brother Pierce recently suffered a spinal cord injury on the job.



Vice President and Director of the UTU Bus Department **Roy Arnold** (left) signals thumbs-up upon learning maintenance employees working for the Charlotte (N.C.) Area Transportation System chose the UTU to represent them. With Arnold are (from left) **Alvy Hughes**, **Tony Sandle**, **Tom Hunt** and **Tony Allen**.

Split decision

CHARLOTTE, N.C. – Maintenance and bus operator employees of the Charlotte Area Transportation System (CATS) split their votes in representation elections. The maintenance employees chose the UTU over the Teamsters, while the bus operators voted in favor of the Teamsters.

Both votes, resulting from a Teamster raid, were supervised by the National Labor Relations Board. The maintenance employees will continue to be represented by UTU Local 1166.

Members are gathering funds, coupons, diapers and everything a young family might need. To donate to the cause, contact Gallaway at 1113 Cooper St., New Lenox, IL 60451.

Local 1375, Philadelphia, Pa.

The *UTU News* incorrectly reported the facts regarding the holiday celebration held by this Norfolk Southern local. As relayed in advance by Local Chairperson **Eric Feld**, the event was made possible by the support of Designated Legal Counsel **Coffey & Kay**.

Local 1595, Hesperia, Calif.

The 122 Laidlaw employees in this newly chartered local who work as school bus operators recently chose **Pam Stipes** to serve as their local president, said Director of Strategic Planning **John Nadalin**. An election to determine the rest of the local's leaders was pending as this issue reached deadline.

Local 1895, Chicago, Ill.

Local Chairperson **Rich Ross** and Secretary & Treasurer **Larry Grutzius**, both Norfolk Southern (NS) employees, recently spent time visiting NS properties in the Chicagoland area with UTU General Chairperson **Delbert Strunk** (GO-687), who met with members and addressed the issues they face, Grutzius said.

Local 1977, Seattle, Wash.

Retired BNSF yardmaster **Jim Sofie**, 70, a long-time member of the *UTU for Life* program, again this year extended an invitation to join him and the members of the Polar Bear Club in a brisk swim in Lake Wenatchee near Leavenworth, Wash., at 2 p.m. on Jan. 1, 2004. To learn more about the group, call Sofie at (509) 763-2197, or send e-mail to leavenworthpolarbears@yahoo.com.

State Watch *News from UTU State Legislative Boards*

Oregon

The Oregon State Legislative Board and other UTU members were successful in their efforts to save state funding for Amtrak's Oregon Cascade runs between Eugene and Portland, reported Legislative Director **Delmer Hanson**.

In addition to retaining funding of the operating expenses for the Oregon Cascade, the state also allotted \$15 million in promised infrastructure improvements to alleviate bottlenecks along Union Pacific trackage in Portland, Eugene, Millersburg and Harrisburg.

"The friends we have made in the legislature really paid off for our Amtrak members," said Hanson. "Gov. Ted Kulongoski and his transportation advisor, Pat Egan, were a huge help throughout the process, especially during the later part of the session."

Hanson thanked all UTU members who sent e-mail, wrote letters and made telephone calls to their legislators in an effort to save Amtrak jobs. He also gave a "big thanks" to all members

Iowa



Iowa State Legislative Director Pat Hendricks, left, and Bus Department General Chairperson Richard Deiser (Rockland Coaches), right, meet with U.S. Sen. Ted Kennedy (D-Mass.) at a fundraiser held at Union Station in Washington, D.C. Both UTU officers were in the nation's capital to lobby members of Congress on legislative issues. Hendricks was in the capital to muster Senate support for Amtrak funding while Deiser was there to meet with lawmakers concerning regulations tightening the federal oversight of commercial drivers.

Montana



UTU Montana Legislative Director Fran Marceau, center, is the Montana Trial Lawyers Association 2003 Citizen of the Year in recognition of "selflessness, integrity and remarkable character" in leading a successful lobbying effort to defeat a proposed state law to limit rail and mining employees from pursuing claims for wrongful injuries suffered because of railroad management negligence. Marceau was nominated by Helena, Mont., trial lawyer Eric Thueson, left, and UTU Designated Legal Counsel David Paoli, of Missoula. "When others were thinking compromise, which would have weakened employee rights, Fran held tough to hold railroads legally responsible," Paoli said. Marceau gave credit to UTU members who wrote letters, made phone calls and contributed to UTU PAC. He also praised Montana House member Bill Wilson, a member of UTU Local 730.

who contribute to UTU PAC, saying that without their voluntary contributions, the legislative board would not have been successful.

Texas

The legacy of former State Legislative Director **Jim Atchley** was preserved this fall when the Texas House of Representatives passed Resolution No. 197, paying tribute to his life and his work, according to current Legislative Director **Connie English**.

The resolution read, in part: "...during his time with the UTU, Mr. Atchley worked with Governors Dolph Briscoe, Mark White, Bill Clements, Ann Richards, and George Bush, helping to pass legislation that benefited UTU

members and their families and created better working conditions for rail and bus employees."

It also called Atchley "a positive influence in the lives of countless Texans, (who) leaves behind a legacy of good works that will not soon be forgotten."

In closing, the declaration reads that "when the Texas House of Representatives adjourns this day, it does so in memory of Jim Atchley."

Virginia

State Legislative Director **Richard Jeskey** and Local 1601 Legislative Representative **Eddy L. Pyles** earlier this year attended the annual fish fry of the United Mine Workers of America, where they had the opportunity to meet with many legislators and discuss issues of interest.

During the event, Pyles had occasion to thank Cong. Rick Boucher (D-Va.) for his outstanding voting record on UTU issues through his years of respectable service in the U.S. House of Representatives, Jeskey said.

Also contacted and thanked for their service to UTU were Lt. Gov. Tim Kaine and the numerous state representatives in attendance.



Local 1601 Legislative Representative Eddy Pyles, left, meets with Virginia Cong. Rick Boucher (D) at the United Mine Workers' of America annual fish fry, where he thanked the congressman for his "100 percent support" on issues of importance to UTU members.

Bus Department

By Roy Arnold, vice president-director

Members deserve training, education

It has been said that education is not a form of entertainment, but a means of empowering people to take control of their lives.

There is a genuine concern among members for more training and education. As I visit locals, I intend to respond to your concerns as we work together to build greater unity and strength among our bus department membership.

There is a yearning among many of our officers and LCA members to gain better skills and knowledge. It is important that each local have the opportunity to develop and use these skills once training has taken place. Please take inventory of your local in order that we may address training needs. Whether it be handling grievances and arbitrations, or contract negotiations, or dealing with management, or simply the roles of local officers or just everyday labor problems, we will address them all.

The role of locals includes managing everyday business affairs and recruiting new members. We have faith and trust in our local officers and we want them to have the necessary skills to lead the membership.

There is no question that each local has among its members a great deal of talent in numerous areas. Our members possess essential information that will help us succeed – information that can easily be shared with local leaders and among locals. Our members know the pitfalls, local history and other essential information.

That knowledge is empowerment. It brings the ability to perform at a higher level. For sure, it is shared knowledge that leads us to victory in furthering member goals.



Yardmasters

By J.R. (Jim) Cumby, vice president

Yardmasters Dept. celebrates 85 years

Most 85-year-olds are retired for two decades or more. But not your UTU Yardmasters Department, which at age 85 remains vibrant and focused on the future.

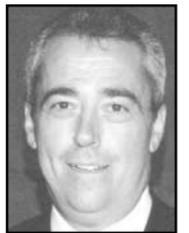
The Railroad Yardmasters of America was formed Dec. 2, 1918, and affiliated with the UTU in 1985, preserving its craft identity as the autonomous Yardmasters Department. The United Railway Supervisors Association, representing mechanical supervisors on the former Conrail, was merged into the Yardmasters Department in 2000.

The Yardmasters Department represents members in 13 yardmaster locals working under 43 contracts covering employees on major, regional and short line railroads, terminal companies, commuter lines and Amtrak.

In recommending UTU affiliation in 1985, RYA President A.T. Otto Jr. pointed to carrier mergers, saying, "The time has come for the rail labor movement to do the same – we must change with it, or be left at the post." Don Carver subsequently headed the Yardmasters Department until his retirement this year.

Continuing to demonstrate its ability to evolve and serve members, the Yardmasters Department recently proved the effectiveness of interest-based bargaining, which has delivered win-win contracts sooner, while building trust on both sides of the table that will help in future problem solving. The National Mediation Board recognized the UTU and its Yardmasters Department as rail-industry leaders in the use of interest-based bargaining.

As we enjoy this holiday season, let us also celebrate our 85th birthday by pledging to accomplish even more for our members over the next 85 years.



Byron A. Boyd Jr., International President
Paul C. Thompson, Assistant President
Dan Johnson, General Secretary and Treasurer
James M. Brunkenhoefer, Nat. Legislative Dir.

Contact the UTU:
via telephone at (216) 228-9400
via fax at (216) 228-5755
via e-mail at utunews@utu.org
www.utu.org

Duty, honor, country. We salute their sacrifice

So many for so long have sacrificed their lives that we might be secure in our homes and places of worship to celebrate this holiday season in so many varied ways.

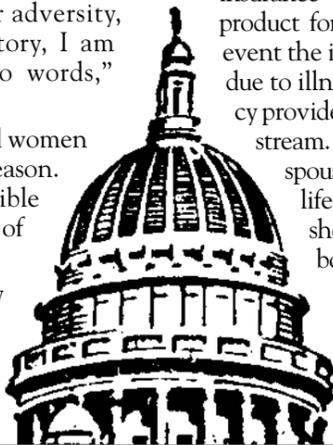
This year, as in the past, brave American men and women, possessed of a sense of obligation to protect and preserve liberty, are in uniform, with many in harm's way in distant lands.

General Douglas MacArthur referred to "duty, honor, country" to describe a soldier's reliability, courage, faith and hope. He spoke of a soldier's character, unbending pride, role as custodian of the nation's defense and, above all, bravery.

"When I think of the American soldier's patience under adversity, of their courage under fire, and of their modesty in victory, I am filled with an emotion of admiration I cannot put into words," MacArthur said.

Visit on pages 5, 6 and 7 the courageous faces of the men and women of the UTU family serving in our armed forces this holiday season. Each is an example of the successful patriotism and invincible determination that have made this nation a worldwide beacon of freedom, opportunity, hope, tolerance and justice.

Join with us in remembering each of them and their military brothers and sisters. Pray with us for their safe return. And offer with us heartfelt thanks for their unselfish commitment to duty, honor, country.



WASHINGTON WATCH

By James M. Brunkenhoefer

BLE's twisted logic targets you, your family

Neither this union nor any other wanted remote control (RCL). It couldn't be stopped – and now everyone wants it to operate safely. Rather than stand in the street protesting, your UTU has been working with Congress and the Federal Railroad Administration (FRA) to ensure RCL is examined scientifically to ensure its safety.

The other organization only protests. It says the only way to make RCL safe is to pay dues to that organization. Yet while they protest RCL is not safe, they sign agreements that conductors and engineers paying dues to them can safely operate RCL. Through their twisted logic, they say UTU members are unsafe when operating RCL, but when conductors and engineers pay dues to their organization, there is no problem operating RCL.

Where the other organization doesn't hold the RCL contract, it petitions local government to enact bans against RCL – or it demands congressmen write letters of protest to railroads challenging RCL safety. Railroad management reacts by hiding in the weeds to watch your every move for any and every mistake you make. Charge letters are sent, you become involved in an investigation, and it's "on the street" for a while. All the protests from the other organization are entirely about how YOU operate RCL because you belong to the UTU and not the BLE.

4

Financial security vital

By Dan Johnson
General Secretary/Treasurer

High on our list of New Year resolutions should be our family's financial security.

The foundation of a financial security plan is sufficient income to protect loved ones in the event of an untimely death, catastrophic illness or long-term disability.

Your United Transportation Union Insurance Association – dedicated trade unionists assisting dedicated trade unionists – was created with those concerns in mind. UTUIA offers top-quality insurance products at competitive rates for a wide variety of family situations.

Young families, for example, who require maximum insurance protection, might consider low-cost term insurance. UTUIA's Ultimate Term policy can be individually designed to provide protection for one year, 50 years or any term in between. Upon the insured's death, the proceeds may be used to pay off the home mortgage, fund the children's education or provide an income stream for surviving family members.

Disability or long-term illness insurance is another important product for young families. In the event the insured is unable to work due to illness or accident, the policy provides a lost-earnings income stream. For families where both spouses are employed, term life and disability insurance should be considered for both spouses.

As we advance into middle age, it is prudent to consider supplementing term

insurance with a permanent life insurance product, which provides a living benefit in addition to the death benefit. Other products for middle-age families from UTUIA include traditional and Roth IRAs or a flexible premium annuity to supplement Railroad Retirement and/or Social Security.

As we approach retirement age, long-term care insurance should be considered. It provides for extended-period assisted living where we no longer are able to perform daily functions because of loss of mobility or other impairments such as Alzheimer's disease.

In retirement there are unique financial considerations. We might consider leaving a legacy to our children and grandchildren to help ensure their educations or assist with the purchase of

their first homes. Or we may choose to provide children and grandchildren with paid-up life insurance of their own. UTUIA's Ultimate Par policy can be designed as a single-pay or limited-pay policy, with coverage extending the entire lifetime of the insured.

During this hectic holiday period, it makes sense to take a quiet moment to think about the financial security of our families. UTUIA representatives are available to answer your insurance questions. There is no obligation. Call the UTUIA Sales Department toll free at (800) 558-8842, or log on to the UTUIA webpage at www.utuia.org.

UTUIA, owned by its policyholders, is financially sound and price-competitive with the 25 largest North American insurance companies. UTUIA exists not for profit but to serve union families such as yours.



Johnson

**We never demanded
an investigation on any
property where the
BLE operates RCL.**

Because you belong to the UTU, you are being targeted. They want you and your family to suffer and continue to suffer until you join their organization. Their goal is representation rights for conductors on YOUR railroad. Then they will proclaim RCL is safe for all conductors.

Since the other organization rejected UTU's offer to join us at the bargaining table and rejected our guarantee of protection for engineers, they failed on their own to get an RCL agreement, failed to get FRA to ban RCL, failed to overturn FRA at the court house, failed to gain a right to strike over RCL, and failed at arbitration. All that was left was to push for investigations into YOUR work performance and make you and your families suffer.

In spite of their efforts, they have failed to make a single safety improvement. Their only achievement is the number of UTU members liberated from their jobs or who have joined the BLE.

We never demanded an investigation on any property where the BLE operates RCL. We don't want their members or families to suffer. Our hope is someday the other organization will recognize the harm it is causing by attacking you and your family in the name of gaining new members.

So long as they sign agreements to operate the same technology with their members, they are saying the only problem with RCL is YOU because YOU are unsafe – because YOU belong to the UTU.



THE UTU SALUTES THE MEN AND WOMEN OF THE U.S. ARMED FORCES



Pictured below and on the following two pages are UTU members, their children, grandchildren and other relatives who are serving in armed forces of the United States of

America. There is no greater honor than the defense of liberty; there is no greater sacrifice than giving one's life for his or her country. We stand and salute these brave individuals:



Buller, Joel
U.S. Army
Member, Local 305, Lincoln, Neb.



Duhaime, Douglas
U.S. Army
Member, Local 1694, Barstow, Calif.



Grulke, Andrew
U.S. Army
Member, Local 1000, Minneapolis, Minn.



Herbst, James
U.S. Army
Member, Local 830, Harrisburg, Pa.



Hopper, Daniel
U.S. Army
Member, Local 200, N. Platte, Neb.



Mahlandt, Adam
U.S. Army
Member, Local 469, Madison, Ill.



Mingrovich, Jason
U.S. Army Reserve
Member, Local 385, Croton-on-Hudson, N.Y.



Nichols, Jeffrey
U.S. Army
Member, Local 303, Springfield, Mo.



Ranschaert, John
U.S. Army
Member, Local 1973, Chicago, Ill.



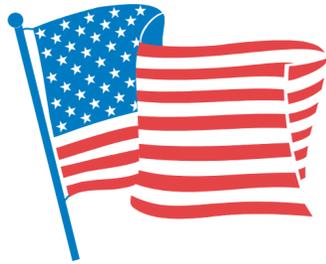
Rushmore, Jeremiah
U.S. Air Force Reserve
Member, Local 1883, Riverdale, Ill.



Stokes, Shawn
U.S. Army Reserve
Member, Local 469, Madison, Ill.



Ware, Steven
U.S. Army
Member, Local 656, N. Little Rock, Ark.



UTU Salutes the Men and Women of the United States Armed Forces



Allen, Sophia
U.S. Army
Daughter of Mr. and Mrs. R.A. Humphrey,
Local 1205,
Kingsville, Tex.



Alvarez, David
U.S. Army
Son of Robert M. Alvarez,
Local 1904, Houston, Tex.



Aragon, Philip
U.S. Navy
Son of Philip Aragon,
Local 1564, Los Angeles, Calif.



Austin Jr., Howard
U.S. Navy
Son of Howard Austin Sr.,
Local 1831,
Babylon, N.Y.



Barnes, Matthew
U.S. Army
Grandson of William Adams,
Local 1245,
Atlanta, Ga.



Battelline, John
U.S. Air Force
Son of John and Christie Battelline,
Local 225,
Bellevue, Ohio



Bennett, Brian
U.S. Air Force
Son of E.E. Bennett, Local
1948, Youngstown, Ohio



Bigelow, Ryan
U.S. Air Force
Son of Jeff Bigelow,
Local 866, Rawlins,
Wyo.



Blackburn, Charles
U.S. Coast Guard
Son of Charles and Barbara Blackburn,
UTU International employees



Booth II, R.M.
U.S. Marine Corps
Grandson of Richard and Nancy Wirt,
Local 655,
Bluefield, W. Va.



Borkenheim, Christopher
U.S. Navy
Son of R.H. Borkenheim,
Local 903,
Jacksonville, Fla.



Brenner, Michael
U.S. Navy
Son of Norbert and Mary Brenner,
Local 904, Evansville,
Ind.



Brown, Staci
U.S. Marine Corps
Daughter of William and Patricia Conn,
Local 1374,
New Castle, Pa.



Calabria, Carissa
U.S. Army
Niece of Dennis and Cheryl Amendola,
Local 29,
Babylon, N.Y.



Castro, Francisco
U.S. Navy
Son of Frank Castro,
Local 1800, Tucson,
Ariz.



Childers, Daniel
U.S. Marine Corps
Son of Donovan Childers,
Local 740, Joliet, Ill.



Coffey, Richard
U.S. Army
Son of Steve Coffey,
Local 1081, Glendale,
Ariz.



Combest, Norrelle
U.S. Army
Daughter of Frank Combest,
Local 653, Blue Island, Ill.



Cowan, Jason
U.S. Navy
Son of Jay and Susan Cowan,
Local 1280,
Casper, Wyo.



DiRoma, David
U.S. Air Force
Son-in-law of Robert Strasen,
Local 1399,
Terre Haute, Ind.



Dye, Aaron
U.S. Air Force
Son of Gary M. Dye,
Local 1840, Glasgow,
Mont.



Evans, Dana
U.S. Air Force
Son of Lory Evans,
Local 1138,
Miami, Fla.



Fahnholz, Eddie
U.S. Army
Son of Dale and Cindy Fahnholz,
Local 626,
McCook, Neb.



Fennell, Kevin
U.S. Marine Corps
Grandson of Robert and Betty Howard,
Local 903,
Jacksonville, Fla.



Fernandez, Eddie
U.S. Air Force
Son of Eddie Fernandez,
Local 866,
Rawlins, Wyo.



Friedl, James
U.S. Navy
Son of Duke Friedl,
Local 1886,
Houston, Tex.



Garrett, James
U.S. Army
Son of James Garrett,
Local 199,
Creston, Iowa



Goodman, Bruce
Arkansas National Guard
Son of Ronald Goodman,
Local 656, N. Little Rock,
Ark.

GOD BLESS AMERICA
While the storm clouds gather,
Far across the sea,
Let us swear allegiance to a land that's free.
Let us all be grateful for a land so fair
As we raise our voices in a solemn prayer:

God bless America,
Land that I love,
Stand beside her, and guide her,
Through the night with a light from above.

From the mountains, to the prairies,
To the oceans, white with foam,
God bless America
My home sweet home.



Haynes, Garry
U.S. Navy
Son of Arlette Haynes,
Local 1526, Michigan City,
Ind.



Holder, Joshua
U.S. Army
Grandson of Harold and Sallie Foster,
Local 446,
Cheyenne, Wyo.



Humphrey, Quinton
U.S. Army
Son of Mr. & Mrs. R.A. Humphrey,
Local 1205,
Kingsville, Tex.



Jackson, Aaron
U.S. Army
Son of Jim Jackson,
Local 1136, Sterling,
Colo.



Jolicoeur, James
U.S. Army
Son of Jim and Chris Grundy,
Local 807,
Tucson, Ariz.



Jordan, Travis
U.S. Army
Son of Elle Skyles,
Local 117,
Vancouver, Wash.



Koonce, Timuel
U.S. Marine Corps
Son of Randy Koonce,
Local 113,
Winslow, Ariz.



Kroll, Shaun
U.S. Air Force
Son of Arthur Kroll,
Local 1382,
Milwaukee, Wisc.



Lewis, Nicholas
U.S. Air Force
Son of Keith and Darci Lewis,
Local 1628,
Pittsburgh, Pa.



Marsh, Matthew
U.S. Marine Corps
Son of Ronald and Gail Marsh,
Local 1035, Lakeland, Fla.



Matthias, Matthew
U.S. Army
Son of Randall Matthias,
Local 340,
Conneltsville, Pa.



McAlpine, Robert
U.S. Army
Son of Robert McAlpine,
Local 1092,
Teague, Tex.



Moody, Tavia
U.S. Army
Granddaughter of Romaine and Janet Martell,
Local 663,
Bangor, Maine



Morgan, Melissa
U.S. Army Reserve
With father Charles Morgan,
Local 1221, Tampa, Fla.

MILITARY CODE OF CONDUCT
Article I
I am an American, fighting in the forces which guard my country and our way of life. I am prepared to give my life in their defense.

Article VI
I will never forget that I am an American, fighting for freedom, responsible for my actions, and dedicated to the principles which made my country free. I will trust in my God and in the United States of America.



Moseley, Ira
U.S. Army
Son of W.K. Moseley,
Local 185, Brookfield, Mo.



Neal, Ryan
U.S. Army
Son of Don and Judy Neal,
Local 513, Gainesville, Tex.



Left to right: Robert Steven Owens Jr.; Sonny Burleson Owens; James Aaron Owens.
All U.S. Army
Sons of Walter and Marsha Rice, Local 9, Slaton, Tex.



Patterson, Andrew
U.S. Army
Son of D.J. and Veronica Patterson,
Local 1043,
Sparks, Nev.



Potts, Derek
U.S. Air Force
Grandson of Allen Kline,
Local 1075,
Trenton, Mich.



Powell, John
U.S. Army
Son of Jack and Sheila Powell,
Local 807,
Tucson, Ariz.



Quigley, Bryan
U.S. Army
Grandson of John and Laura Quigley,
Local 982,
Rochester, N.Y.



Quinn, Thomas
U.S. Army
Son of Martin Quinn,
Local 645,
Babylon, N.Y.



Rackley, Scott
U.S. Army
Son of Walter Rackley,
Local 1011,
Hamlet, N.C.



Redifer II, Kenneth
U.S. Marine Corps
Son of Cecil and Deborah Redifer,
Local 533,
Osawatimic, Kan.



Reeves, Thomas
U.S. Air Force
Son-in-law of Robert Strasen,
Local 1399,
Terre Haute, Ind.



Sneed, Edgar
U.S. Army
Son of Mr. and Mrs. Edgar P. Sneed,
Local 243,
Springtown, Tex.



Tajchman, John
U.S. Army
Son of Dan and Marian Tajchman,
Local 756,
San Antonio, Tex.



Thompson, John
U.S. Navy
Son of John Thompson,
Local 785,
Paducah, Ky.



Ungers, Pamela and Mark
U.S. Marine Corps
Daughter and son-in-law of Peter Greene,
Local 1400,
S. Portland, Maine



Veach, Zachary
U.S. Navy
Son of Jerry Veach,
Local 306,
Eagle Grove, Iowa



Vineyard, Jared
U.S. Army
Son of Jeff and Liz Vineyard,
Local 768,
Decatur, Ill.



Wagner, Adam
U.S. Marine Corps
Grandson of Irvim Hebb,
Local 631,
Brunswick, Md.



Wagner, Shaun
U.S. Marine Corps
Son of Michael Wagner,
Local 583,
Fond du Lac, Wisc.



Waldron, Brian
New Jersey Air National Guard
Son of Michael Waldron,
Local 1948,
Youngstown, Ohio



Walker, Alex
U.S. Army
Grandson of James Jordan,
Local 1929,
East St. Louis, Ill.



Washington, Seneca
U.S. Marine Corps
Son of William and Jerry Washington,
Local 645,
Babylon, N.Y.



Webb, Robert Guy
U.S. Army
Son of Robert Webb,
Local 556,
Tacoma, Wash.



Welch, Benjamin
U.S. Army National Guard
Son of Richard Welch,
Local 17,
Marshfield, Iowa



White, Bobby and Michell
U.S. Army
Son and daughter-in-law of Bobby White,
Local 1917,
Cincinnati, Ohio



Wideman, Charles
U.S. Army
Son of Barry and Evelyn Wideman,
Local 656, N. Little Rock,
Ark.



Wideman, Nicholas
U.S. Air Force
Son of Barry and Evelyn Wideman,
Local 656, N. Little Rock,
Ark.



Wilkins, Lisa
U.S. Air Force
Daughter of Anthony and Wanda Casneros,
Local 257,
Chadron, Neb.

Medicare Rx benefit approved by Congress

WASHINGTON, D.C. – Congress has given final approval to a bill aimed at helping millions of older Americans buy prescription drugs and which promises to bring about the biggest changes in Medicare since its inception in 1965.

By a vote of 54 to 44, the Senate on Nov. 25, 2003, approved the Medicare Prescription Drug, Improvement and Modernization Act of 2003, giving President Bush a political victory on an issue that has historically worked to the advantage of Democrats.

The House passed the bill a few days earlier, near dawn on Nov. 23, by a vote of 220 to 215. The final votes in both chambers were much closer than when Congress created Medicare 38 years ago, according to a *New York Times* report.

Estimated to cost some \$400 bil-

lion over 10 years, the measure offers drug benefits to 40 million elderly and disabled people while giving insurance companies and private health plans a huge new role to play in the Medicare program.

The new prescription drug benefit, covering about 75 percent of drug costs up to \$2,250 a year, would begin in 2006. Meanwhile, beginning in 2004, Medicare beneficiaries will be able to buy Medicare-approved drug discount cards, which officials say could reduce pharmacy bills by 15 percent or more.

Under the measure, a Medicare beneficiary would be responsible for the first \$250 of drug costs, and insurance would then cover 75 percent of costs up to \$2,250 a year. Coverage would then stop until the beneficiary had spent \$3,600 out of pocket (for a total of \$5,100 in pre-

scription drugs). Medicare would pay 95 percent of the cost of each prescription beyond that.

The measure offers Medicare recipients a choice. A beneficiary could stay in traditional Medicare and get drug coverage by signing up for a stand-alone drug insurance policy, or the person could join a private plan covering drugs, along with doctors' services and hospital care.

While private plans have been leaving the Medicare market in recent years, the measure offers billions of dollars in new subsidies as an inducement for them to return.

Low-income seniors would receive additional assistance, enabling them to buy drugs for \$1 to \$5 a prescription. Premiums and deductibles for their drug coverage would be reduced or eliminated.

Also under the bill, for the first

time, Medicare beneficiaries with incomes of more than \$80,000 a year would have to pay higher premiums for the part of Medicare that covers doctors' care (Part A).

The bill would also increase Medicare payments to doctors and hospitals, speed the marketing of lower-cost generic drugs and offer tens of billions of dollars in subsidies to employers to encourage them to continue providing drug coverage to their retirees.

The measure also emphasizes preventive health care. Medicare would cover a comprehensive medical examination for new beneficiaries, so doctors would know their needs. The Medicare program would also cover screenings for heart disease and diabetes and would pay experts to coordinate care for seniors suffering from chronic illnesses.

RRB: Monthly survivor benefits may be payable

By V.M. "Butch" Speakman Jr.

Under the Railroad Retirement Act, monthly benefits may be payable to the surviving widow(er) or family members of a railroad employee. Lump-sum death benefits may also be payable to qualified survivors in some cases.

Eligibility for survivor benefits (with the exception of one type of lump-sum death benefit) depends upon whether or not a deceased employee was "insured" under the act. An employee is insured if he or she has at least 10 years of railroad service, or five years performed after 1995, and a "current connection" with the railroad industry at the time of retirement or death, whichever occurs first.

Widow(er)s' benefits are payable at age 60 or over, or at any age if the widow(er) is caring for the deceased employee's unmarried child under age 18 or a disabled child of any age

who became permanently disabled before age 22. If a widow(er) is permanently disabled and unable to work in any regular employment, benefits are payable at ages 50-59.

In most cases, the widow(er) must have been married to the employee for at least nine months prior to the employee's death, unless she or he was the natural parent of their child.

Survivor benefits are also payable to an unmarried child under age 18, and to an unmarried child age 18 in full-time attendance at an elementary or secondary school until the earlier of the first day of the third month after the student attains age 19 or the end of the school term in progress when the student attains age

19. An unmarried disabled child over age 18 may qualify if the child became totally and permanently disabled before age 22 and remains continuously disabled through the date of application. An unmarried dependent grandchild meeting any of these requirements may also qualify.

In addition, benefits may also be payable, under certain conditions, to a surviving divorced spouse, remarried widow(er) or surviving parent.

Two kinds of lump-sum death benefits may be payable to survivors. A lump-sum death benefit for burial expenses is payable to a widow(er) of an employee with an "insured" status if she or he was living with the employee at the time of death and no survivor is immediately eligible for a monthly benefit in the month of the employee's death.

If the employee had 10 years of railroad service prior to 1975 and is not

survived by a qualified widow(er), the lump-sum is payable to the funeral home or payer of burial expenses.

Another death benefit, the residual lump sum, does not require an "insured" status and is, in effect, a refund of the deceased employee's pre-1975 Railroad Retirement taxes plus an amount in lieu of interest, but is payable only if, or to the extent that, certain benefit payments have not equaled the employee's pre-1975 payroll taxes.

For more information, contact the Railroad Retirement Board. Persons can find the address and phone number of the nearest board office by calling the automated toll-free RRB Help Line at (800) 808-0772. They can also get this information from www.rrb.gov.

V.M. "Butch" Speakman Jr. serves as the labor member of the U.S. Railroad Retirement Board.



V.M. Speakman

THE FINAL CALL

Following are the names of recently deceased retirees who maintained annual membership in the UTU For Life program (formerly known as the UTU Retiree Program), according to reports received at UTU International Headquarters. These brothers and sisters will be missed by their many friends and by fellow UTU For Life members.

| Local | Name | City/State | Local | Name | City/State | Local | Name | City/State |
|-------|---------------------|---------------------|-------|--------------------------|-----------------------|-------|--------------------------|--------------------------|
| 1 | Gaines, Lewis E. | Brookville, Pa. | 477 | Schlesener, Eugene J. | Hope, Kan. | 1011 | Allen, Joe A. | Hamlet, N.C. |
| 5 | Caldarella, Leo C. | Orlando, Fla. | 492 | Kouw, Arnold J. | Sacramento, Calif. | 1042 | Thompson, James O. | Oklahoma City, Okla. |
| 194 | Barrick, Wilbur J. | Boardman, Ore. | 498 | Evanko, Alfred J. | Hazleton, Pa. | 1074 | College, Teles J. | Port Charlotte, Fla. |
| 195 | Becket, Frank | Mendota, Ill. | 498 | Faust, John F. | Delano, Pa. | 1074 | Pratt Jr., John S. | Hilton Head Island, S.C. |
| 225 | Kifer, Lloyd G. | Roaring Spring, Pa. | 513 | Maughan, Edwin I. | Brownwood, Texas | 1137 | Heldman, William R. | Staples, Minn. |
| 225 | Rask Jr., Theodore | Westlake, Ohio | 535 | Holloway, Forest P. | Macon, Ga. | 1168 | Dunn, Tom K. | Colorado Springs, Col. |
| 258 | Allum, Jack L. | Oregon, Ill. | 650 | Kemerling Jr., Daniel A. | Rapid City, S.D. | 1177 | Lorinser, David P. | Willmar, Minn. |
| 283 | Siwell, Robert K. | Portland, Ore. | 734 | Porter, Eugene F. | Battle Creek, Mich. | 1261 | Caldwell, James T. | Smyrna, Ga. |
| 298 | Jarrett, George R. | Lakeland, Fla. | 740 | Kijewski Jr., Henry E. | Wilmington, Ill. | 1293 | Talaska, Edward A. | Ironwood, Mich. |
| 298 | Snavely, Charles E. | Walworth, Wis. | 792 | Bachelder, Merle D. | Galion, Ohio | 1299 | Dutko, Bernard J. | Highland, Ind. |
| 306 | Johnson, Curtis J. | Sioux City, Iowa | 807 | Beeson, James R. | Lakeside, Ariz. | 1375 | Playford Jr., Richard W. | Erma, N.J. |
| 316 | Schiek Sr., John W. | Mason City, Iowa | 835 | Ripley, Russell M. | Phillipsburg, Mo. | 1390 | Widner, Leslie B. | Point Pleasant, N.J. |
| 324 | Dodge, Arthur J. | Tucson, Ariz. | 838 | Arnold, John E. | Trenton, N.J. | 1393 | Niespodzinski, Eugene | Cheektowaga, N.Y. |
| 333 | Terrell, Robert L. | Washington, Ind. | 838 | Christmas, V. J. | Moorestown, N.J. | 1458 | Tullier, John N. | New Orleans, La. |
| 386 | Maguire, Raymond T. | Pennsauken, N.J. | 872 | Julis, Edward | Omaha, Neb. | 1462 | Lazarovich, John M. | Norwood, Mass. |
| | | | 886 | Olivier, Thomas W. | Marquette, Mich. | 1518 | Baker, Bobby L. | Naples, Fla. |
| | | | 974 | Grubbs, Stanley B. | Hendersonville, Tenn. | 1529 | Szymanski, Edward E. | Toledo, Ohio |
| | | | 974 | Randolph Jr., Walter M. | Stevenson, Ala. | 1544 | Shepard, James O. | Homeland, Calif. |
| | | | 977 | Tingley, R. L. | Pasco, Wash. | 1874 | Tennant, Donald | Winnipeg, Man. |
| | | | 982 | Calnan, William J. | Le Roy, N.Y. | 1948 | Walthour, Wayne T. | Pitcairn, Pa. |

PARENTS...GRANDPARENTS...

This Christmas, Give A Gift That Will Last A Lifetime!

Have you ever stopped to think about what you could have done with the money you spent on Christmas gifts in the past? If you're like most parents and grandparents, you go overboard. But what usually happens to those gifts? Do they end up in the corner, rarely played with – or worse yet, broken? Why not give your little ones a lasting gift this Christmas?

"The best thing I gave each of them was a paid-up \$25,000 life insurance policy."

*Willis G. Croonquist
Local 1177, Willmar, Minn.*

Permanent life insurance is a wonderful way to provide a lifetime benefit for your youngsters. What better way to show them you care? Permanent life insurance is very inexpensive at young ages, and premium-paying choices are endless, since premiums can be paid in one easy payment or over just about any period of time you select. Give a gift that **keeps on giving** by returning the coupon on the right, or by calling toll-free, 1-800-558-8842, for assistance from your UTUIA representative.

Retired UTU member Willis G. Croonquist and his wife, Rita, pose for their annual Christmas photograph with their seven grandchildren. The Croonquists gave each of their grandchildren a gift that will last a lifetime: a paid-up, \$25,000 life insurance policy from the United Transportation Union Insurance Association.



Information, please



I would like more information on UTUIA's ULTIMATE PAR policy. **Please Print.**

Full name of member

Sex

Date of birth

Address

City

State

ZIP

Telephone number with area code

UTU local number

Please provide full name, sex, date of birth, and relationship of the child for whom the information is requested on the line below.

Full name

Sex

Date of birth

Relationship

Complete and mail to: UTUIA Sales Dept., 14600 Detroit Ave., Cleveland, OH 44107-4250

12/03

Sales of UTU cookbooks brisk, thanks to members

By Paul Thompson
Assistant President

A year ago I came up with the idea of publishing a cookbook dedicated to the many UTU families that have faced breast cancer. I desired that all of the proceeds go to breast cancer research so that future families would not have to face the heartbreaking events that this disease brings to our families.

That was my part in this endeavor and little did I realize the work that would be involved in such a project.

I have found that there truly are angels amongst us. They came in the form of dedicated helpers who worked their own jobs and then took on the responsibility of putting a 382-page cookbook together.

I personally witnessed the midnight hours of typing and deciphering handwritten recipes and the many hours of proofreading each page.

Please accept my deepest thanks on a job I know you will all recognize as very well done.

I thank Dee Ginther and Shirley Harper of Dee's staff and the Girl Scouts of America print shop for graciously printing the book with no labor costs.

Dee's good friend LuAnn Maxwell (manager of the University of Missouri Kansas City (UMKC) print shop and salesman Jim Draeger of UMKC furnished the cover and binding of the book.

You have all contributed your hearts and souls to helping defeat breast cancer. May we see the time

when our mothers, wives and daughters will no longer have to worry about this devastating disease.

I also do not want to overlook Dee's husband, Bob Ginther of UTU Local 1403, who picked up and delivered the books from the various print shops.

Hats off also to all of our recipe contributors.

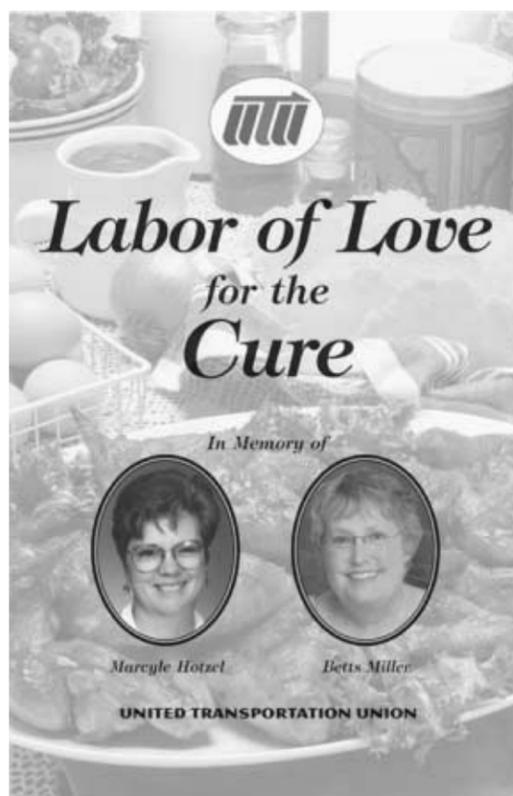
It is impossible to name all of our UTU staff who were involved in assisting in this endeavor. You can all be very proud of your efforts. No words can say enough to the many hours of work that Jo Fink, Joan Montgomery and Gloria McHenry put in to see my idea become a reality. My secretary, Cheryl Sneed, also has assisted and will be handling all of the purchases of the book.

Last but definitely not least, thanks to Rob Zanath in the UTU Public Relations Department who did a brilliant job on designing the cover and Joe Shvak and his staff in the Supply Department who will be responsible for filling the orders that are to be shipped.

May each of you and your families have the very best of holidays and a very prosperous 2004.

There are angels amongst us with a labor of love that will help conquer this disease.

The cost of each book is \$25, which includes shipping and handling. Checks or money orders should be mailed to: UTU Cookbook, Attn: Cheryl Sneed, 14600 Detroit Ave., Cleveland, OH 44107-4250.



TPEL now PAC

Continued from page 1

Congress or at the state level. Fifty cents of every UTU PAC contribution goes to elect state lawmakers friendly to the UTU; the other 50 cents goes to elect UTU-friendly members of the U.S. House and Senate.

"UTU PAC works for you and for your family every day Congress or a state legislature is in

session," said UTU National Legislative Director James Brunkenhoefer.

"Many lawmakers at the state level were not aware that TPEL was funded by UTU members," said David H. Brickey, who heads UTU's National Association of State Directors. "It is important for every member of Congress and every state legislator whom we support to know that the UTU is there when we are needed. That is why we changed the name from TPEL to

UTU PAC.

"UTU members, active and retired, need and deserve good government and sympathetic lawmakers," Brickey said.

"We in the UTU must work for, and financially help, those lawmakers whom we feel are capable, knowledgeable and who recognize the problems that affect railroad, bus, transit and related employees. We do that through our contributions to UTU PAC."

Rail Retirement

Continued from page 1

the 19.9 percent rate of return to be sustained, assets in the fund would double in fewer than four years.

NRRIT investment decisions are made by experienced and permanent professional investment advisers, who report to a seven-member joint labor/management board of directors. The board's chief investment officer is Enos T. Thoop Jr., formerly director of investments for the United Mine Workers of America.

UTU General Secretary & Treasurer Dan Johnson is an inaugural member of the NRRIT board of directors and will complete his two-year term Jan. 31, 2004.

Some \$24 billion in assets currently is held by the NRRIT – up from some \$19 billion at NRRIT's inception – with 65 percent allocated to indexed securities such as the S&P 500. Carrier and employee Railroad Retirement taxes are paid into the trust fund.

The trust has no powers or authority over the administration of the benefits under Railroad Retirement. Responsibility for administering the Railroad Retirement program, including eligibility determinations and the

calculation of beneficiary payments, remains with the federal Railroad Retirement Board. Benefits are paid from fund assets.

"The NRRIT has a single focus and that is to keep Railroad Retirement solvent for the benefit of hundreds of thousands of current and future railroad retirees and their families," Johnson said.

"It has been a unique privilege and pleasure to serve as a member of the NRRIT board of directors. I thank my fellow trustees, the entire staff and the board's advisers for their hard work, support and, especially, their successful investment decisions," Johnson said.

Rail-safety bill

Continued from page 1

many years," said UTU National Legislative Director James Brunkenhoefer.

"The other organization criticized this legislation and withheld its support, saying the bill did not go far enough," Brunkenhoefer said. "We will be the first to admit the bill is not perfect, but the other organization didn't gain a single amendment and didn't have a single senator agreeing with them.

"The UTU's political influence alone moved this bill through the Republican-controlled Senate in spite of management objections," Brunkenhoefer said. "The UTU engineered something of considerable value for

railroad employees and now the UTU will work to ensure House passage as we continue working on additional legislative safety goals such as increased whistle-blower protection and more definitive measures aimed at workplace fatigue."

Here is what the Federal Railroad Safety Improvement Act would accomplish:

- The Railroad Safety Advisory Committee (R-SAC) is instructed to determine what legislative or regulatory changes are appropriate to address fatigue management for railroad train and engine service employees. The R-SAC recommendations are to be transmitted to Congress for action.

- The Department of Transportation is to require railroads, on a periodic basis, to report on EVERY accident involving injury and

EVERY incident involving equipment or roadbed damage. If the carrier alleges human factor causes, the carrier is required to permit the accused employee, if he or she chooses, to provide a statement explaining any factors the employee believes contributed to the accident or incident.

- The secretary of transportation is ordered to complete, with required input from labor organizations, new rules affecting safety standards for positive train control.

"Once again, it's rhetoric versus results," Brunkenhoefer said. "The record is clear. Whether the issue is legislation or contracts, the UTU is the union of doers, while the other organization simply complains, brings nothing new to the table and produces nothing of value for train and engine service employees."

Changes in Discipline/Income Protection Program

No other program comes remotely close to matching the UTU's Discipline/Income Protection Program (D/IPP) in its duration-of-coverage period. For example, other programs pay for 180 days with less than 12 months of participation in the program. One program requires four years of participation in order to receive 365 days, while another requires five years of participation.

In order to maintain the best dura-

tion-of-coverage period (200 days with less than 12 months of continuous participation; 270 with 12 months or more but less than 24 months, and 365 after just 24 months in the program), and as a result of increased costs, D/IPP premiums, known as monthly assessments, will increase **from 30 cents to 36 cents per \$1 of daily benefits.**

This change will take effect beginning Feb. 1, 2004.

You may elect to change the benefit

level you have selected or cancel your coverage at any time by submitting the appropriate form to UTU. If you do not change your current D/IPP election, your current benefit level will remain in place and, if you pay monthly assessments by payroll deduction, the higher monthly assessments will automatically be deducted from your paycheck.

Below is the revised schedule of maximum benefits:

Schedule of maximum benefits

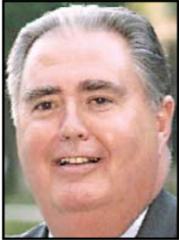
| Monthly Assessment | \$2.16 | \$3.60 | \$7.20 | \$10.80 | \$14.40 | \$18 | \$21.60 | \$25.20 | \$28.80 | \$32.40 | \$36 | \$39.60 | \$43.20 | \$46.80 | \$50.40 | \$54 | \$72 |
|---|-------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | \$6 Daily Benefit | \$10 Daily Benefit | \$20 Daily Benefit | \$30 Daily Benefit | \$40 Daily Benefit | \$50 Daily Benefit | \$60 Daily Benefit | \$70 Daily Benefit | \$80 Daily Benefit | \$90 Daily Benefit | \$100 Daily Benefit | \$110 Daily Benefit | \$120 Daily Benefit | \$130 Daily Benefit | \$140 Daily Benefit | \$150 Daily Benefit | \$200 Daily Benefit |
| Maximum Days for Suspension & Discharge | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable | Maximum Payable |
| 200 | 1200 | 2000 | 4000 | 6000 | 8000 | 10000 | 12000 | 14000 | 16000 | 18000 | 20000 | 22000 | 24000 | 26000 | 28000 | 30000 | 40000 |
| 270 | 1620 | 2700 | 5400 | 8100 | 10800 | 13500 | 16200 | 18900 | 21600 | 24300 | 27000 | 29700 | 32400 | 35100 | 37800 | 40500 | 54000 |
| 365 | 2190 | 3650 | 7300 | 10950 | 14600 | 18250 | 21900 | 25550 | 29200 | 32850 | 36500 | 40150 | 43800 | 47450 | 51100 | 54750 | 73000 |



UTUIA Scholarship: The Key to Success

**A message from UTU International
President Byron A. Boyd Jr.**

Education is the key to success. The key to an education can be a United Transportation Union Insurance Association scholarship. With college enrollment time upon us, we strongly urge all eligible persons to take a few minutes to fill out the UTUIA scholarship application form printed below and apply for a UTUIA scholarship. It will be one of the smartest things they ever do.



This is the 30th year UTUIA is making available 50 continuing \$500 scholarships for its members, and the sons, daughters and grandchildren of its members. We are very proud of our scholarship program, a pride that comes from helping thousands of college students over the years.

We realize the amount awarded, \$500 a year, doesn't meet the full cost of the recipient's education, but in this way we can help a larger number of students with educational costs. They may use the scholarship money for tuition, learning materials or other related expenses.

UTUIA scholarship winners will receive the full amount of the award each year for up to four years of undergraduate study as long as they maintain a satisfactory academic record.

With a UTUIA scholarship, we hope to give the recipient the opportunity for a full-time education instead of a part-time education, day school instead of night school, higher education instead of basic training.

We are proud also in knowing that UTUIA scholarship recipients are enrolled in some of the finest and most prestigious colleges and universities in the world. We also can point proudly to the many achievements of past scholarship winners who have contributed so much to our great nation.

UTUIA is proud and happy to provide these scholarships for they are an opportunity for achievement. The success of deserving students is our success and the benefits are boundless. The key to success is education, and the key to education is a UTUIA scholarship. Take a minute to apply for the chance of a lifetime.

As the saying goes: "If you think education is expensive, try ignorance."

Byron A. Boyd Jr.
International President

UTUIA SCHOLARSHIP APPLICATION FORM 2004/2005

(PLEASE TYPE OR PRINT)

STUDENT'S NAME _____ BIRTH DATE ____/____/____
(LAST) (FIRST) (M.I.) (M/D/Y)

MEMBER'S NAME _____ UTU Local #
(LAST) (FIRST) (M.I.) or
UTUIA Local Unit #

ADDRESS OF MEMBER _____

OCCUPATION _____

EMPLOYER _____

STUDENT'S RELATIONSHIP TO MEMBER _____

COLLEGE YEAR, 2004-2005 Freshman Sophomore Junior Senior

SIGNATURE OF STUDENT _____

SIGNATURE OF MEMBER _____
(Please include date of death if member is deceased; please leave address label attached to back of application)

Applications must be received **no later than March 31, 2004.**

Please submit **only one application per student.** Incomplete, photocopied or duplicate applications will not be accepted.

The application form printed on this page is the official UTUIA scholarship application form and is the only one you will receive. If you need another application form, request one from the address below. Please include your UTU local or UTUIA local unit number with your request.

Complete the form above, cut it out (leaving address label on reverse side, if possible), and mail to:

**UTUIA Scholarship Program
United Transportation Union Insurance Association
14600 Detroit Ave.
Cleveland, OH 44107-4250**



DISTRIBUTION

Fifty continuing \$500 scholarships are awarded each year upon verification of enrollment for the fall term. The scholarships are prorated according to the number of UTU and UTUIA insurance members in each of nine districts. Names of the 50 scholarship winners for the academic year 2004-2005 will be drawn at UTUIA headquarters in Cleveland after the March 31, 2004, deadline for submission of applications.

ELIGIBILITY

Requirements for a scholarship applicant are that he or she be at least a high school senior or equivalent; age 25 or under; be a UTU member or UTUIA-insured member, the child or grandchild of a UTU member or UTUIA-insured member, or the child of a deceased UTU member or UTUIA-insured member. (If member is deceased please include date of death). UTU members or UTUIA-insured members must be U.S. residents.

Applicants also must be accepted for admittance or already enrolled for at least 12 credit hours per quarter or semester at a recognized institution of higher learning (university, college or junior college, nursing or technical school offering college credit). Graduate schools are not included. Families of full-time International officers are not eligible.

AWARDS

Scholarships are awarded on the basis of chance, not grades. A UTUIA scholar, however, is expected to maintain a satisfactory academic record to keep the scholarship for the full four years.

ADMINISTRATION

The UTUIA Scholarship Committee decides whether individual scholarships should be continued or discontinued. Each successful applicant must provide annual proof of eligibility on or before a deadline set by the scholarship committee to qualify for a continuing award. The day-to-day management of the program is handled by the office of the UTUIA general secretary and treasurer.

INVEST IN THE CHANCE OF A LIFETIME

The UTUIA Scholarship Program is an open program. All eligible students, regardless of previous grades or future plans that don't happen to include college, are strongly urged to apply, to take five minutes to invest in the chance of a lifetime, the chance for a better future.

UTUIA SCHOLARSHIP DISTRICTS

| District | Scholarships |
|---|--------------|
| 1 Connecticut, Maine, Massachusetts, New Hampshire New York, Rhode Island, Vermont | 5 |
| 2 Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania | 5 |
| 3 Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia | 8 |
| 4 Indiana, Michigan, Ohio | 7 |
| 5 Illinois, Wisconsin | 4 |
| 6 Arkansas, Louisiana, Oklahoma, Texas | 5 |
| 7 Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota | 6 |
| 8 Arizona, California, Colorado, Nevada, New Mexico, Utah | 7 |
| 9 Alaska, Idaho, Montana, Oregon, Washington, Wyoming | 3 |

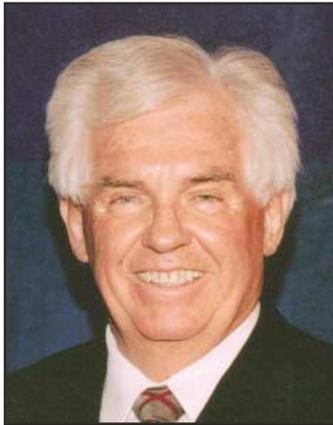


Best Wishes for a Happy Holiday Season



Byron A. Boyd Jr.

Byron A. Boyd Jr.
International President



Paul C. Thompson

Paul C. Thompson
Assistant President



Dan E. Johnson

Dan E. Johnson
General Secretary/Treasurer

On Behalf of the Officers and Employees
of the United Transportation Union,
We Wish You and Your Family the Most Joyous of Holiday Seasons.



www.utu.org / www.utuia.org

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