

UTU News

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The Official Publication of the United Transportation Union

THE VOICE OF TRANSPORTATION LABOR

“What we do to succeed at Local 283 is to apply the human touch.”

– Local 283 President Bill Brothers

News & Notes

Safety regulations online

As they say in Missouri, “show me.” The UTU has done just that with regard to railroad safety laws and regulations.

Go to the UTU home webpage at www.utu.org. Click on the link, “Transportation Safety.” You will then gain access to the most comprehensive encyclopedia of railroad safety laws and regulations available.

“Summaries of railroad safety laws” provides, by specific name, a general summary of the laws and regulations affecting railroad operations and operating employees.

Want to check the Federal Railroad Administration’s guidelines for use of remote control locomotives? Click on that link and read them.

If you have downloaded (at no cost) the 6.0 version of Acrobat Reader (a link is provided to do so), you have the option of searching for key words or converting the portable document file (.pdf) into a text file that can be saved in part or pasted into another document.

2004 regional meetings

Below are the dates and locations for the 2004 UTU/UTUIA regional meetings. Each meeting lasts a full three days, with the president’s banquet on the evening of the third day. Watch the *UTU News* and the UTU website for more complete details, including registration information.

**June 21-23: Reno Hilton,
Reno, Nev.**

**July 5-7: Boston Park Plaza Hotel,
Boston, Mass.**

**Aug. 23-25: Des Moines Marriott,
Des Moines, Iowa**

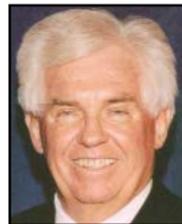
U.S. Rail Revenue Coal vs. Intermodal 1998-2003



Data are for BNSF, CSX, KCS, NS and UP.

Thompson assumes duties of International president

CLEVELAND – United Transportation Union Assistant President Paul C. Thompson has assumed the duties of the office of president of the UTU following the March 2 decision of the UTU International Executive Board to suspend from office President Byron A. Boyd Jr. The UTU Constitution provides for Thompson’s elevation.



Thompson



Johnson

The International Executive Board found Boyd guilty of violating the UTU Constitution and ordered he be “suspended” from office “without wages” and “for the duration of your current term.”

The board found Boyd guilty of violating the UTU Constitution with regard to hiring and directing of UTU employee Ralph Dennis, who pleaded guilty in federal court to charges of racketeering, fraud, bribery and embezzlement. Dennis awaits sentencing.

The board also ruled Boyd’s suspension “will automatically be revoked” and that Boyd

would be reinstated with all lost wages if he is found not guilty of federal criminal charges currently pending in Houston, Texas, or if the charges are dismissed. That trial is scheduled to begin March 22.

Separately, UTU General Secretary and Treasurer Dan Johnson was found by the International Executive Board “not guilty” of charges of violating the UTU Constitution and was specifically exonerated.

“At this difficult moment in our history, be assured I will dedicate all my energies to maintain this union as one of strongest.” - Paul C. Thompson

“It is with heavy heart that I assume the duties of president,” Thompson said. “Byron Boyd’s vision at the negotiating table gained for our members job security and an improved standard of living. This was accomplished in the face of Republican control of the House, Senate and White House, which has emboldened employers elsewhere to cut employment, wages and health care.

Continued on page 10

Trip rates give pay boost, parity

CLEVELAND, Ohio – The trip to achieve trip rates is proving worth the trip.

For sure, UTU members anticipated a positive result when they overwhelmingly ratified the national rail agreement in August 2002.



Martin

It promised to replace a complicated and confusing mileage-based pay system. Nobody would be worse off and all post-1985 employees would be much better off.

The UTU national agreement provides that on railroads negotiating as part of the National Carriers’ Conference Committee, trip rates must be in place everywhere by March 2005. That agreement affects some 46,000 UTU members.

Continued on page 10

Pilot pact hikes members’ rest

JACKSONVILLE, Fla. – A CSX general committee representing members on the former Seaboard Coast Line has negotiated a pilot agreement providing yard service employees – at locations to be determined by mutual agreement – with guaranteed rest periods.

UTU members employed by CSX at its Rocky Mount, N.C., yard already have voted to participate in the pilot project.

The pilot work/rest agreement revises existing yard service rules at pilot-project locations by creating three-day and four-day jobs. The application will reduce three-shift cycles to two-shift cycles and a maximum of four-day work weeks for some or all of the yard crews assigned. “The primary purpose of this understanding is to provide an alternative work cycle with extended rest days and to obtain and

Continued on page 10

Around the UTU

News from around the U.S. and Canada

Local 84, Los Angeles, Calif.

Retired North County Transit conductor **Lawson Chadwick** may be heading to Boston this July to serve as a delegate at the Democratic National Convention, depending on the outcome of the California primary, set for March 2. Chadwick chartered a *UTU For Life* chapter last year and welcomes other retired members into the fold. Call him at (760) 945-5365 or write to him at 5059 Nighthawk Way, Oceanside, CA 92056.

Local 168, Chicago, Ill.

Members of this Amtrak local, including President **Tim Harrigan**, Local Chairperson **Doug Silkowski**, Past Treasurer **Mike McKenna** and **Bob Harrington**, along with Past Local Chairperson **Roger Shuff** of **Local 194** (Elkhart, Ind.), have pooled efforts to cover the local's business while Secretary-Treasurer **L.T. Channing** recovers from brain surgery. Meanwhile, thanks to the efforts of **R.W. Morrow**, the local now has a website at www.utulocal168.org.

Local 292, E. Syracuse, N.Y.

Members of this CSXT local are setting up a fund to help **Bruce Daily**, who was sidelined by an accident that will keep him away from work for some time, said Local Chairperson **Tony Pascarella**. Contact Pascarella at (315) 699-2179. Meanwhile, best wishes are sent to conductors **Larry Haynam** and **Paul Stevens**, who recently retired.

Local 445, Niota, Ill.

BNSF employees in this local recently honored **Rex L. Pence** with a plaque marking the 20 years he has served as secretary. Members, who hope Pence will be there another 20 years, noted he also serves as secretary of General Committee of Adjustment GO-009 (Santa Fe Proper). Brother Pence's father, **Russ Pence**, also served as the local's secretary, said Local Chairperson **J. M. Edwards**.

Local 454, Baltimore, Md.

Members employed by the Canton Railroad recently passed a milestone, going seven years without a reportable injury, said General Chairperson **Paul E. Emert** (GO-898). Members include **Don Bornman**, **Bill Casper**, **Matt Class**, **Mike Frederick**, **Tom Mizell**, **Joe Novak**, **John Romesburg**, **Randy Stefanski**, **Tyler Stroh**, **Wayne Stroud** and **Ron Twitty**.

Local 492, Sacramento, Calif.

Local President **Barry Elkin** and Local 1570 (Roseville, Calif.) President **Jim Feickert** said the two Union Pacific locals are hosting their 27th annual retirement dinner on March 27. Those retiring include **Don Bassett**, **Dan Costa**, **Tom Costa**, **Wayne Cowen**, **Bill Doughty**, **George Doyle**, **David Drake**, **Bruce Freiler**, **Corky Gadberry**, **Leonard Hulsey**, **Ray Lopez**, **Elvis McCann**, **Mike McGuigan**, **Herb Nelson**, **Ed Nez**, **Jack Phillips**, **Bob Pettus**, **Rick Romero**, **Fred Switzer** and **Gary Warren**. For information, call Local 1570's Secretary-Treasurer **Ken Schaffer** at (916) 771-0385, or write to him at P.O. Box 1224, Roseville, CA 95678; or call Local 492's Secretary-Treasurer **Daryl Stinchfield** at (916) 624-7426.

It's all about UTU protecting its own

Sometimes we don't know what we've got until it's gone. Others are fortunate enough to find out what they've got just when they need it the most. Just ask **Deborah Brown** of Local 898 in Boston, Mass.

Brown recently was reinstated to train service by a public law board after the UTU stepped in to provide her defense.

Brown was fired by Amtrak following allegations by carrier officials that she failed to comply properly with instructions on obtaining lodging while away from home following a transfer of home terminal from Boston to Washington, D.C.

She was represented initially by Local 30 (Jacksonville, Fla.) Chairperson **Tommy Pope** and Local 1470 (Edmonston, Md.) Chairperson **David Brooks**. She was represented before the public law board by General Committee (GO-769) Secretary **Gary Galvin**.

"During the course of my railroad career, I had never encountered a situation serious enough to warrant representation," she wrote General Chairperson **Al Suozzo**. "I never realized how much work and dedication is required by our union representatives. As an individual, I really feel sad that it took an incident such as the one that I experienced for me to really see our UTU representatives for whom and what they really are.

"I consider myself fortunate to have been represented by Tommy Pope. He not only represented me, but he went the extra mile, above and beyond," Brown said. "He was always accessible, informative and professional. Due to unforeseen circumstances, my case was shifted outside of Mr. Pope's jurisdiction and was assigned to Dave Brooks. I have to say that these two men worked diligently on my behalf.

"Neither of these two individuals knew me personally, but I actually felt that they believed me," Brown said. "That meant more to me than you will ever know because at this point my character was in question.

"I just wanted you to know, Mr. Suozzo, that I am proud to be part of the UTU, and I commend all of the outstanding individuals who utilize their time and patience in order to represent our craft," Brown wrote.

Brown was restored to service with seniority and vacation rights unimpaired. Her return to service with Amtrak permitted her to flow over to the Massachusetts Bay Commuter Railroad pursuant to a UTU/MBCR agreement.



Deborah Brown

Local 773, Galveston, Texas

Members of the local, which includes employees of BNSF and the Texas City Terminal, offer best wishes to **Bobby Brack**, who recently retired after 30 years and six months on the Galveston seniority district, said Local Chairperson (BNSF) **Joey Stubbs**.

Local 1007, Syracuse, N.Y.

A fund is being set up by the members of this CSXT local to aid the family of **Robert Scofield**, who passed away at age 52 in January after battling leukemia for several years, said Local Chairperson **Milt Brill**. For information, contact Brill at the terminal superintendent's office at (315) 656-5700.

Local 1075, Trenton, Mich.

The city of Taylor, Mich., recently bestowed its Citizens Lifesaving Award on three Canadian National Railway (CN) employees, including conductors **Keith Shulaw** and **Larry Mann**, according to CN (GTW) General Chairperson **David E. Hiatt** (GO-377). The two, along with their engineer, found an 83-year-old Alzheimer's patient, who had been missing for more than two days, lying in a ditch beside the tracks last August. The three rendered aid until medical help arrived. Their efforts were cited by law enforcement personnel as critical in saving the senior's life.

Local 1252, Fresno, Calif.

Members of this BNSF local are mourning the loss of retired 40-year conductor **Joe C. Patton**, who passed away after a lengthy illness, said retired member **D.L. Heffernan**.

Local 1595, Hesperia, Calif.

Vice President and Director of the UTU Bus Department **Roy Arnold** recently swore in the officers for this new local representing more than 120 operators at a Laidlaw Transportation school bus property. Officers include President **Pam Stipes**, Vice President **Kimberly Zappia**, Secretary-Treasurer **Lyn Newman**, Trustees **Wanda Lechuga**, **Becky Spangler** and **Cherri Allen**, Local Chairperson and Delegate **Cesar Davila**, Alternate Delegate **Bill Niece**, Local Chairperson **Alva Smith**, Vice Local Chairperson **Paula Biancotti**, Legislative Representative **Alfred Romo** and Alternate Legislative Representative **Karina Salazar**.

Local 1697, Lubbock, Texas

A federal mediator has been involved in contract talks between Texas, New Mexico & Oklahoma Coaches and its bus employees in the local, said General Chairperson **Marvin White**, who noted the company seeks unacceptable wage and benefit reductions.

Local 1813, W. Colton, Calif.

Union Pacific switchmen in this local are holding their 26th annual two-man scramble golf tournament on April 29 at El Rancho Verde Royal Vista Golf Course, said Local Chairperson **Rick Renna**. The \$70 entry fee includes golf, a cart, prizes, a golf shirt and a buffet banquet, with fees due April 10. Contact Renna at (909) 946-8984 or write to him at 1916 Abbie Way, Upland, CA 91784.

Local 1963, Louisville, Ky.

Retired member **Joe Alenduff** is inviting retirees and their spouses to the annual picnic begun in 1991 by Indianapolis-based New York Central and Conrail retirees. This year's event, set for Sat., March 20, will be held from 11 a.m. to 3 p.m. in shelter #13 in Ft. DeSoto Park in St. Petersburg, Fla. Call Brother Alenduff at (727) 522-6808 or send him e-mail at joie.pat@verizon.net.

Monthly Digest

Highlights from the daily news digest on www.utu.org

Amtrak banking on Acela service

WASHINGTON, D.C. – Amtrak believes it has resolved reliability and mechanical problems with its Acela trains and is making a new push to attract more premium fares and build loyalty to its signature service, according to Reuters.

While it may never meet lofty expectations, the nation's first high-speed passenger train remains the railroad's window to the future and a lucrative selling point on its flagship line between Washington, D.C., and Boston.

Amtrak has never made money in its 33-year history and is relying on a federal subsidy of \$1.23 billion this year to remain viable. It is seeking \$1.8 billion for next year.

To lure and retain Acela customers who pay at least \$126 for a one-way ticket on the New York-to-Washington route, Amtrak launched a promotion last month to give preferred customers a free round-trip ticket for every two paying round trips they take on Acela or the slightly slower and less expensive Metroliner.

Trends away from air travel became more pronounced after the Sept. 11, 2001, aircraft attacks, and the train emerged as a strong option, especially Amtrak's hourly runs – both high-speed and regular fares – between Washington, D.C., and New York.

With ridership throughout the Amtrak system expected to set a record this year at 25 million, the railroad is confident Acela is ready to contribute more. Acela accounted for 22 percent of total revenue last year, or \$272 million.

Big Sky lands new contract

GREAT FALLS, Mont. – The U.S. Department of Transportation has awarded Montana's Essential Air Service routes to Big Sky Airlines for another two years.

Pilots for Big Sky Airlines are represented by the United Transportation Union. They are members of Local 15 at Billings, Mont.

"Big Sky's long history of service to Montana, together with its proposed

fair structure, code-sharing agreements, and connecting hub in Billings make it the ideal carrier to serve Montana's rural passengers," said U.S. Cong. Denny Rehberg (R-Mont.) in announcing the decision.

Big Sky's bid was supported by the mayors of all seven cities, Gov. Judy Martz and the governor's Essential Air Service task force.

The renewed contract will guarantee Big Sky more than \$5.7 million per year through February 2006, at no cost to local governments.

MTA curbs cell phone use

LOS ANGELES – Bus operators with the Metropolitan Transportation Authority will not be allowed to talk on cell phones while driving under a policy that took effect March 1.

Bus riders have complained about operators who miss stops or drive dangerously because they're chatting on the phone.

The MTA has long had rules prohibiting cell phone use by its operators.

But a new union contract that includes the policy will make it easier to enforce.

At least one collision last year involving a bus operator using a cell phone resulted in a lawsuit against the agency, which was settled out of court, the MTA said. No other bus collisions last year were found to have involved operators on phones.

The UTU, which represents the agency's 4,500 bus and rail operators, agreed the practice should be stopped. "The operators are going to have to learn they can't talk on a cell phone while operating a train or bus, unless there is an emergency," said UTU spokesperson Goldy Norton.

Lack of crews halts UP trains

PORTLAND, Ore. – A rash of early retirements has left Union Pacific railroad with too few locomotive engineers and conductors to keep pace with brisk business, disrupting rail traffic and commerce from

Washington to California, according to the *Oregonian*.

The worst problems have occurred

in the Willamette Valley, where Union Pacific freight trains have sat dead on the tracks for hours at a time while awaiting replacement crews. Railroad workers call them "dead trains," and they've slowed freight deliveries and caused headaches for passenger trains and motorists. The fallout:

The average wait time for a freight railcar at Union Pacific's main transfer yard in Hinkle jumped from 29 hours in January 2003 to more than 40 hours last month, according to the Association of American Railroads.

Amtrak, which pays to run passenger trains on Union Pacific's tracks, saw its on-time performance between Eugene and Vancouver, B.C., plunge from 74 percent in January 2003 to 51 percent last month. Twice since Jan. 24, Amtrak trains have become stuck in and around Portland for five hours behind a Union Pacific freight train.

Meanwhile, Amtrak officials say they are losing patience with the delay.

Some trains have sat tied down on a sidetrack for more than a day because the railroad couldn't find a replacement crew or had difficulties reaching the train, state officials said.

CSXT called most dangerous

JACKSONVILLE, Fla. – Statistics indicate CSX Transportation was the most dangerous of the nation's four biggest freight railroads for most of 2003, according to the *Florida Times-Union*.

The Jacksonville-based company led the pack with the highest rate of employee injuries per 200,000 hours

worked for the first 11 months of 2003, according to the most recent data available from the Federal Railroad Administration. And CSXT also had the most train derailments, collisions and other calamities through November. The railroad was third in both those categories in 2002.

The elevated figures, which CSXT said have no specific cause, bring an end to two years of falling train accident and employee injury statistics, which are key measures of a railroad's performance. Those rates rose through the latter half of the 1990s.

From January 2003 through November, the railroad had four fatalities, one more than during the same period in 2002. More common have been cuts, slips, sprains and falls.



Paul C. Thompson, International 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

We can make a difference

Working people don't have to look far to find troubling news. Forty million Americans don't have health care. Corporations are canceling retiree health-care plans.

Carrier officials are working overtime developing new technology to reduce employment. Harsh discipline policies often are imposed arbitrarily and with malice. Many carriers refuse to invest in employee safety.

Conservatives in Congress and in state legislatures flock to embrace anti-union laws. Amtrak remains in the crosshairs of congressional conservatives.

The railroads' principal competitors, truckers, are seeking approval to increase the length and weight of trucks, which would siphon freight and jobs from railroads.

We can fight back and we do fight back, but we need your involvement to fight successfully.

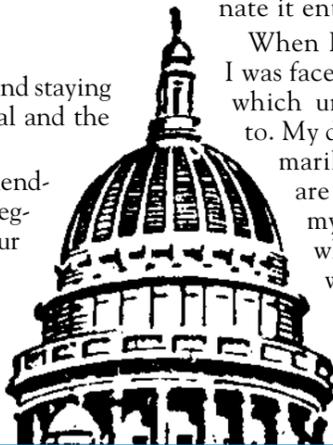
Here is what you can do:

- **Become more active in your local** by attending meetings and staying informed on workplace issues by reading websites of your local and the International;

- **Contribute to the UTU PAC**, which helps elect union-friendly lawmakers. The UTU PAC gives UTU state and national legislative directors improved access to lawmakers, increasing our ability to influence their actions;

- **Register to vote.** On Election Day, cast your ballot for UTU-recommended candidates pledged to work for you and your family.

Together, we can and will make a difference.



WASHINGTON WATCH

By James M. Brunkenhoefer

Majority rules while employees suffer

A memory from the past, like 12-channel black and white television, is a course we took in high school called civics, which explained the legislative process and how bills become laws.

But since a new majority took over in Congress after the 1994 elections, those civics lessons are as outdated as hula hoops. Procedures our founding fathers never intended are routinely used by the majority party to force through Congress very controversial legislation – much of it anti-union.



Here is how it works: Committee hearings are held to consider legislation, just like we were taught in civics class. However, members of the minority party sometimes are not invited or not told about these committee meetings.

If members of the minority party do appear, amendments they offer to the legislation are voted down by the majority.

When a bill gets to the House floor, the majority party again votes down any amendments offered by the minority party. There is a slight difference in the Senate because under its rules, there can be a filibuster by the minority party – but its current procedures also work to disenfranchise the minority party.

After a bill gains passage in both the House and Senate, a

Guest column

UTU is best choice to protect jobs

By Dennis D. Getz
 President, Local 486
 Glendive, Mont.

In recent months, I have seen many UTU members canceling their memberships and joining the other organization. Some of those I have talked to about their reasons for doing so have indicated they were lobbied hard by members of the other organization who criticized the UTU.

This message is directed primarily at train service employees who, at times, work as conductors or brakemen; although I believe those of you who feel secure in your status as engineers probably didn't suffer in the early 80's or have since forgotten how quickly traffic can disappear and economic conditions change.

I haven't forgotten what it was like to be a brakeman. I have been cut back to that service each of the past five years and feel lucky that the position still exists despite constant attempts by the carrier to eliminate it entirely.

When I became an engineer, I was faced with the decision of which union I should belong to. My decision was based primarily on what I believe are the biggest threats to my job security and which union I believe will fight hardest against those threats. I believe the biggest threat is the elimination of jobs and

the downsizing of train crews. It's been going on since the day I started in 1979. I haven't forgotten those times.

I believe the carriers are going to push until they have one person on a train. When they've accomplished that objective, they will then reduce that position to someone who only monitors functions on a computer-run locomotive. The one-person crew concept will not happen overnight.

When the carriers feel they can make their case on feasibility and when the politics are right and if the UTU has been reduced to a weak organization, then an offer will be made to the other organization of so many dollars more per trip to work engineer only.

How do you think that vote will go? And if you don't think the other organization will cross the inevitable UTU picket lines, ask your engineer who belongs to the other organization to put his spin on the Soo Line episode of about 10 years ago, or the BLE Lake Erie plan that would have sold out trainmen jobs or the BLE agreement to sell out firemen jobs for \$1.50 per day.

So, if you're planning on joining the other organization, check your seniority. If you figure all this will happen after you retire, how long do you believe the retirement age and benefits will remain as they are today when thousands of train service jobs are eliminated and the Railroad Retirement system is facing bankruptcy as a result?

conference committee is appointed to work out differences between the versions. Here again, members of the minority party – even though they were appointed to the conference committee – may not be told when meetings of the committee are conducted by the majority party, which is in control.

During the conference committee process, even more controversial legislation sometimes is included in the bill by the majority.

When a final version is rushed to the floors of the House and Senate for passage, it typically contains so-called "must pass" legislation, such as measures to keep government operating or combat troops supplied.

Thus, even members of the majority party offended by what is going on and who might have helped to block the offensive provisions, are reluctant to do so. Of course, the president, a member of the majority party, signs the bill into law.

As the UTU is one of the few unions with friends on both sides of the aisle, we do better than most in preventing Congress from doing unpleasant things to our members. But until the majority party becomes the minority party, or the leadership in the White House changes, working people remain at risk.

Need I now remind you how important it is to contribute to the UTU PAC – and to register to vote and to vote on Election Day?

State Watch *News from UTU State Legislative Boards*

Michigan

The Michigan Legislative Board recently held its 2004 reorganization meeting. **David H. Brickey**, a member of Local 1438 at Lincoln Park, was re-elected as state director and chairperson. (Brickey also serves as chairperson of the National Association of State Directors.) **Jerry L. Gibson**, a member of Local 313 at Grand Rapids, was elected as the new assistant state director and vice chairperson. **Gerald S. D'Ortenzio**, a member of Local 1760 in Detroit, was re-elected as the board's secretary.

Board members were honored to have Michigan Lt. Governor John D. Cherry speak to them regarding the future of the state. State Director Brickey presented Cherry with a UTU brass lantern to show appreciation for his friendship and support of transportation employees throughout his entire political career.

The offices of the board also have been moved. The new address is 230 N. Sycamore St., Suite C, Lansing, MI 48933-1034; telephone (517) 482-8200; fax (517) 482-0098; e-mail utumisld@sbcglobal.net.

Arizona



State Legislative Director **Scott T. Olson** recently met with Governor Janet Napolitano (in green) to urge her support for legislation that would ban larger and longer trucks in the state. Olson (to the governor's right) and others asked the governor to submit a letter to the Western Governors' Association in opposition to longer, heavier trucks. UTU was the only rail union to urge her support. "Bigger and longer trucks would not only take railroad jobs, but they would ruin Arizona highways and endanger our families with harder-to-control trucks," Olson said.

Missouri



Retiring State Legislative Board Chairperson Andy Kinne was recently honored for his years of service to the union. Attending the fete were Alternate Vice Chairperson Kenny Backes; Vice Chairperson Don Davis; Kinne; Assistant Director Curt Jones; State Director W. Larry Foster and Secretary Steve Loucks. "You have always been there for us, through good and bad, always a true and honest friend and gentleman. Andy, you will be sorely missed by the Missouri State Legislative Board and United Transportation Union," Foster said.

District of Columbia

The District of Columbia legislative board reorganization meeting was held last month.

The group discussed legislative initiatives, FRA protocols, handling of unsafe conditions, Railroad Retirement Board functions, the Federal Employers' Liability Act and other issues.

National Legislative Director James Brunkenhoefer also addressed the group, giving a stirring history of the organization and labor movement and reiterating the importance of UTU PAC.

Elected by acclamation were **Steve Fritter**, a member of Local 1933, chairperson and director; **Rodney Alexander**, a member of Local 1522, assistant director, and **Odis Bledsoe**, a member of Local 1933, as secretary.

Maryland

The Maryland State Legislative Board conducts a scholarship program to benefit members in the state and their children, according to State Director **Larry Kasecamp**.

The program provides four \$500 scholarships each year.

The board holds a golf tournament fundraiser each year; that is the only source of funding for the scholarships.

This year's fundraiser will be held at Forest Park golf course, located in Baltimore, Md. The date will be Fri., Sept. 10, 2004. The outing is open to anyone desiring to participate, either as a sponsor or player.

Scholarship applications are available on the board's website: www.utumd.org.

The program has been dedicated to the memory of passenger conductor **James E. Major Jr.**, who died tragically in the head-on collision of a MARC commuter train and an Amtrak passenger train in February 1996.

Virginia



At a recent Democratic Party fundraising event, UTU members were on hand to visit with Governor Mark Warner. "UTU PAC and the Virginia Legislative Board have been very active in Virginia politics and are asked for assistance in campaigns each election year," State Director **Richard Jeskey** said. "Because of our ever-present involvement in the political process, the governor was pleased to see UTU represented as we rallied behind labor-friendly candidates." Above, left to right, are UTU Ladies' Auxiliary National Legislative Director **Charlie Belden**, Warner and Jeskey.

Bus Department

By Roy Arnold, vice president-director

Look for qualities in your leaders



When we elect leaders, we should look for certain qualities.

Does the candidate have the interests of the local at heart? Is the candidate willing and able to stand up to the employer to defend our rights? Does the candidate respect the members? Is the candidate loyal, honest, dependable and a team player?

Oftentimes, we elect officers based upon their popularity rather than ability. Sometimes we elect officers who pursue their personal agenda rather than issues important to the membership. They have the "I" instead of the team in mind.

When we make a poor selection of officers, members complain because their problems and concerns are not handled properly.

Ineffective leaders often do not think they are to blame. Other problems develop when they are not receptive to working as a team with others at the local, general committee and International level. Unfortunately the more the members complain, the more turmoil the local encounters.

Look for the qualities mentioned above when selecting leaders. Even if they have little experience or training, this can be fixed – but a choice without heart is a choice without leadership. Remember YOU can make a difference by supporting and electing leaders willing to go the extra mile.

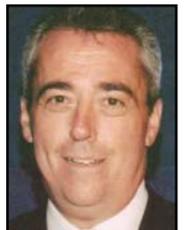
I have been busy working with several locals to negotiate contracts, participating in arbitrations and assisting Sister Bonnie Morr (Local 23), Brother James Williams (Local 1564) and Brother James Brunkenhoefer (national legislative director) to amend language in federal regulations for commercial driver licenses.

For more information, watch the bus section of the UTU website at www.utu.org. We will be improving the content of that section in coming weeks.

Yardmasters

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

Changes noted in retiree health plans



As we know, more than 40 million Americans have no health-care plan. Retirees are especially at risk. Even for those with health-care plans, the costs are doubling every four years.

Spiraling health-care costs required your Yardmaster Department to analyze our retiree supplemental plans with Trustmark Insurance. We have redesigned Plan III, the Medicare supplement, so as to hold down costs while maintaining benefits superior to most out there.

Our previous plan modification and premium increase was effective in 2000. Our new changes became effective in February 2004.

Here is a summary:

Plan I: A \$5 per month increase, to \$210, with no change to the plan. Dependent minor children now cost \$60 monthly. Prescription drugs are covered at 80% (local pharmacy and mail order).

Plan II: No change or price increase.

Plan III: Prescription drugs are capped at \$10,000 per participant. A \$250 annual family deductible for prescription drugs (local pharmacy and mail order). Co-pay for generic and brand names unchanged. A 30% co-pay for name brands eliminated. Mail order co-pay lowered to \$20 (generic); \$40 for brand-name for 90-day supply. New premium is \$150 monthly per participant for Plan III. Dependent minor children will increase to \$60 month.

Plan IV: Medicare supplement without a prescription drug plan. The new premium is \$120 per participant per month.

For more detailed information, visit www.utu.org and click on the "yardmasters" page, or call the Yardmasters Department office in Cleveland at (216) 228-9400.

BUILDING RELATIONSHIPS; BUILDING YOUR LOCAL

Burna Gix



Burna Gix is a former BLE member who was attracted to the UTU through the strength of information and programs provided by Local 283. She is now yard vice local chairperson who takes seriously her responsibilities to educate and communicate.

**EDUCATION +
INFORMATION +
PARTICIPATION =
BROTHERHOOD
AND SISTERHOOD**

Bill Brothers knows what it's like to lose members. His UTU Local 283 in Portland, Ore., lost 61 members – many to the other organization.

He could have said, "Whatever will be, will be" and gone on with life.

He could have sought a dues increase to make up for the lost revenue.

Brothers, the local's president, calls both of those strategies "losers."

Brothers did what champions do. He figured out how to get lost members back, along with some of the other organization's members. He also figured out how to attract new hires to the UTU – and keep them.

Indeed, what Bill Brothers did and does as president of Local 283 is a lesson to be read, marked and inwardly digested. It is a lesson in leadership.

First, Brothers exerted effort to ensure his members know what a union is and how the UTU leads the pack by being progressive and proactive. "A union is job insurance," Brothers said, explaining that competent union officers must be able to negotiate better agreements, interpret those contracts for the benefit of members, help with the filing of grievances and be skilled at defending members against carrier charges.

Communication is a 24/7 task for Brothers. "I call our new members every week," he said. "I follow up with personal letters. We have a newsletter that keeps them informed. We provide all our members with computer disks containing their agreements. New members receive a welcome packet chock-a-

block with information on the UTU.

"I'm always on the phone reminding all our members about meetings of the local and encouraging them to attend," Brothers said. "I ensure we have interesting speakers at union meetings to talk about workplace subjects of importance to the membership, such as the Federal Employers' Liability Act, safety, legislative issues and grievance handling."

Brothers also ensures his members have access to videos prepared by the International, such as an explanation of how the Railway Labor Act works and a history of railroads and collective bargaining.

Education, information and participation are the stuff of Bill Brothers' success. "A successful union officer should possess the will to educate and care about each member and every potential one," Brothers said.

Caring is a word of many meanings, but to Bill Brothers and Local 283, caring sometimes means "adopting a member" on hard times by delivering a turkey to the home. Caring also means "building involvement," Brothers said. "Sometimes I call members so often they get tired of hearing from me – but I keep calling."

Sometimes the calls are to offer an expenses-paid trip to a UTU regional meeting. But this is no junket. Those accepting the offer pledge to attend the educational sessions, take careful notes and report to the membership at future local meetings on what they learned.

"What we do to succeed at Local 283," Brothers said, "is to apply the human touch."



Bill Brothers, his hand extended, introduces new members to Local 283's safety and legislative representative, Mike Atkinson, seated in white shirt, at a special meeting for new members where they are taught about the Federal Employers' Liability Act (FELA), how to file grievances and the investigative process. Many of Local 283's new members never before belonged to a labor union, Brothers said.

Randy Russ



Randy Russ, hired by Union Pacific in 1997, says the UTU is the first union to which he has belonged. He has since become one of the most active members of Local 283 and was elected vice local chairperson.

"What we do to succeed at Local 283 is to apply the human touch."

- Local 283 President Bill Brothers



In the words of

Farris Grier

President, Local 489, San Antonio, Texas

"A well-informed membership assures a successful local. We post on workplace bulletin boards and our website information on agreements, minutes of local meetings and other issues affecting our members.

"At first, we didn't think our website would be effective. Now, most of our members get information about workplace issues from the website.

"The best defense against raiding by the other organization is to keep members informed, demonstrate UTU officers are best qualified to interpret agreements and respond quickly and accurately to members' questions and concerns."



UTU for Life



Rx drug discount card enrollment period set

By V.M. "Butch" Speakman Jr.

The Medicare Prescription Drug Benefit, Improvement and Modernization Act of 2003 establishes a voluntary prescription drug benefit. Those eligible for Medicare would pay a monthly premium in exchange for obtaining medications at lower prices.



V.M. Speakman

Although the prescription drug benefit does not start until 2006, beginning this May, Medicare beneficiaries – except those covered by Medicaid drug coverage – may enroll in a Medicare-approved prescription drug discount-card program. This transitional program to provide savings off the regular price of prescription drugs will start in June and continue until the Medicare prescription drug benefit takes effect Jan. 1, 2006.

In June 2004, Medicare will also provide a \$600 annual credit towards the purchase of prescription drugs for Medicare beneficiaries with low incomes (below \$12,124 for single individuals or \$16,363 for married individuals). To qualify for the credit, beneficiaries must not be receiving outpatient drug coverage from other sources. The credit will be reflected on the Medicare-approved drug discount cards of qualified beneficiaries.

The discount cards will be issued by private-sector discount card sponsors. Beneficiaries will be allowed to enroll in only one drug-card program at a time. Beneficiaries may change cards during an open enrollment period prior to 2005, or under special circumstances. Discount card sponsors may charge an enrollment fee of up to \$30 per year. Medicare will pay the enrollment fee for beneficiaries who qualify for the \$600 credit.

After selecting the discount-card program, beneficiaries will submit basic information about their Medicare and Medicaid status.

More information about the program is available at www.medicare.gov or by calling, (800) MEDICARE (800-633-4227).

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

RRB offers helpful information, answers questions about taxes

The following questions and answers refer to the statements issued by the Railroad Retirement Board (RRB) each January for federal income tax purposes. Retirees needing more information about these statements, or tax withholding from their benefits, should contact the nearest office of the RRB, call the toll-free RRB Help Line at (800) 808-0772, or check the RRB's website at www.rrb.gov. For further federal income tax information, beneficiaries should contact the Internal Revenue Service.

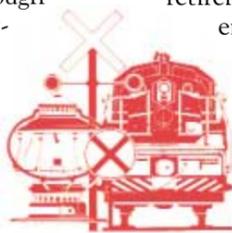
How are the annuities paid under the Railroad Retirement Act treated under the federal income tax laws?

In most cases, part of a Railroad Retirement annuity is treated like a Social Security benefit for income tax purposes, while other parts of the annuity are treated like private and public service pensions for tax purposes. Consequently, most annuitants are sent two tax statements from the RRB each January, even though they receive only a single annuity payment each month.

Which Railroad Retirement benefits are treated as Social Security benefits for federal income tax purposes?

The part of a Railroad Retirement annuity equivalent to a Social Security benefit based on comparable earnings is treated for federal income tax purposes the same way as a Social Security benefit. The amount of these benefits that may be subject to federal income tax, if any, depends on the beneficiary's income. If taxable pensions, wages, interest, dividends, and other taxable income, plus tax-exempt interest income, plus half of the amount of the Social Security equivalent benefit payments exceed:

- \$25,000 for an individual, \$32,000 for a married couple filing jointly, and zero for a married individual who files separately but lived with his or her spouse any part of the year, up to 50 percent of these Railroad Retirement benefit payments may be considered taxable income;
- \$34,000 for an individual, \$44,000 for a married couple filing jointly, and zero for a married individual who files separately but lived with his or her spouse any part of the year, up to 85 percent of these benefits may be taxable.



Which Railroad Retirement benefits are treated like private and public service pensions for federal income tax purposes?

Railroad Retirement annuity payments exceeding Social Security equivalent payments, plus any vested dual benefits and supplemental annuities, are all treated like private and public service pensions for federal income tax purposes. In some cases, primarily those in which early retirement benefits are payable to retired employees and spouses between ages 60 and 62, and some occupational disability benefits, the entire annuity may be treated like a private or public pension. This is because Social Security benefits based on age and service are not payable before age 62 and Social Security disability benefit entitlement requires total disability.

What if a person receives Social Security as well as Railroad Retirement benefits?

Railroad Retirement annuitants who also received Social Security benefits during the tax year receive a Form SSA-1099 (or Form SSA-1042S if they are nonresident aliens) from the Social Security Administration. They should add the net Social Security equivalent or special guaranty amount shown on Form RRB-1099 (or Form RRB-1042S) to the net Social Security income amount shown on Form SSA-1099 (or Form SSA-1042S) to get the correct total amount of these benefits. They should then enter this total on the Social Security Benefits Worksheet in the instructions for Form 1040 or 1040A to determine if part of their Social Security and Railroad Retirement Social Security equivalent benefits is taxable income.

Additional information can be found in IRS Publication 915, Social Security and Equivalent Railroad Retirement Benefits.

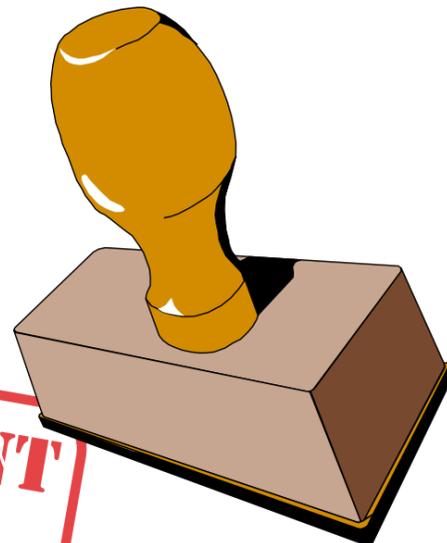
THE FINAL CALL

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
18	Tolliver, Joe A.	El Paso, Texas	421	Bartone, Henry J.	Osprey, Fla.	997	Reinard, Samuel H.	Mechanicsburg, Pa.
94	Jones, Joseph S.	Chanute, Kan.	432	Black Sr., Glen E.	Urbana, Ill.	1007	Kehoe, Leo A.	Watertown, N.Y.
94	Lowe, Loren E.	Afton, Okla.	446	McCaslin, George R.	Tomah, Wis.	1053	Reed, Wilbur A.	Jones, Ala.
68	Weyhe, John J.	Ft. Myers, Fla.	462	Blackmon, Bynum O.	Little Rock, Ark.	1126	McKown, Lee J.	Liberal, Kan.
171	Campbell, M.L.	Aurora, Ill.	496	Miller, Roy J.	Waverly, Ohio	1201	Wolf, Homer D.	Stockton, Calif.
200	Murphy, Donald D.	N. Platte, Neb.	507	Kluth, Frank C.	Springfield, Mo.	1221	Secret, John B.	Lithia, Fla.
259	Sample, Newton G.	St. Joseph, Mo.	587	Maddren, William	Queensbury, N.Y.	1328	Key Sr., Carl S.	Louisville, Ky.
262	Johnson, Wesley	Wollaston, Mass.	626	Olsson, Delbert L.	McCook, Neb.	1348	Ditty, Howard E.	Spring, Texas
298	Rethlake, John J.	Huntington, Ind.	631	Hanes, Gerald C.	Frederick, Md.	1374	Raseta, Nicholas	Hubbard, Ohio
300	Devaney, Thomas E.	Wilmington, Del.	645	Ryan, Richard A.	Homosassa, Fla.	1375	Horning, Nelson R.	St. Petersburg, Fla.
300	Yeastedt, William J.	Middleport, Pa.	655	Caldwell, Elmer J.	Abingdon, Va.	1376	Crawford, William R.	Alpharetta, Ga.
305	Hitz, George D.	Lincoln, Neb.	792	Jones, Paul C.	Galion, Ohio	1390	McGovern, Philip T.	Hamilton, N.J.
305	Schlattman, Dale A.	Lincoln, Neb.	800	Knachel, Donald E.	Wilbraham, Mass.	1502	Prevatt, George M.	Jacksonville, Fla.
322	Weber, Walter R.	Iron Mountain, Mich.	830	Swails, Nathan J.	Duncannon, Pa.	1597	Freeman, Larry E.	Decatur, Ga.
385	Hayden, Francis J.	Patterson, N.Y.	845	Kenbok, Richard D.	Kingston, Wash.	1823	Johnson, J.L.	Sunset Hills, Mo.
386	Traxler, George F.	Williamsburg, Pa.	847	Williams, William R.	Rockmart, Ga.	1840	Teskey, Edward R.	Williston, N.D.
			867	Laborde, Kenneth H.	Perry, Iowa	1883	Olson, James C.	North Judson, Ind.
			911	Swanson, Chester J.	Roseville, Minn.	1917	Cooper, John G.	Dayton, Ohio
			927	Cain, John H.	Mesa, Ariz.	1949	Houser, Edward D.	Tamaqua, Pa.
			949	Mathis, Bobby G.	Denison, Texas	1949	Shives, Donald L.	Hagerstown, Md.
			990	Peabody, R.A.	Winnipeg, Manitoba	1962	Matty, Leonard A.	Maumee, Ohio

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

03/04

UTU Canada in court over ballot question

OTTAWA – The United Transportation Union in Canada will seek judicial review of a Canadian Industrial Relations Board (CIRB) decision that changed both the form of balloting and the wording on a representation ballot just prior to the ballot being mailed in December to running trades employees of Canadian Pacific Railway (CP). “Running trades” is the term used in Canada to describe train- and engine-service employees.

When the UTU first applied to the CIRB for a winner-take-all representation election, the choice for CP employees was whether they wanted to be represented by the UTU or the Canadian Council of Railway Operating Unions (CCROU), which was comprised of the UTU and the Brotherhood of Locomotive Engineers (BLE).

But in a Dec. 2 decision, the CIRB ruled that there would be a two-part ballot. The first question was to be whether CP running trades employees wished to be represented by a bargaining agent other than the CCROU. The second question on that ballot asked, “If a majority of employees no longer wish to be represented by the CCROU, do you wish to be represented by the BLE or by the UTU?”

Then on Dec. 15, the CIRB issued yet another decision – this one amending the second ballot question by replacing the word “BLE” with “Teamsters’ Canada Rail Conference.”

Prior to the ballots being returned and counted, the UTU Canada filed an application for judicial review with the Canadian Federal Court of Appeal challenging the CIRB’s decisions with regard to the two-part ballot and wording of the second question on the ballot. The Teamsters also filed a judicial review of the application at approximately the same time as the UTU.

Separately, the UTU Canada has asked the CIRB to rule whether the Teamsters are the legal successor to the BLE in Canada.

In the meantime, the CIRB has not certified the results of the two-part ballot.



UTU Vice President and Bus Department Director Roy Arnold (left) with Local 1166 members (left to right) Alvy Hughes, Tony Sandle, Tom Hunt and Tony Allen.

Bus mechanics ratify “security and earnings”

CHARLOTTE, N.C. – UTU Local 1166, representing maintenance employees of Charlotte Area Transit System (CATS), ratified a new five-year agreement Feb. 21 by an almost two-to-one margin.

General Chairperson Craig Patch led the UTU negotiating team, assisted by Vice Chairperson Tony Allen and General Secretary Alvy Hughes.

The package provides a 16.3 percent pay boost, increased premium pay for holiday work, a one-year freeze against increases in employee contributions toward health care, an increase in life insurance and other benefit improvements including an early-retirement option.

“Holding on to what we had was no easy task,” Hughes said. “We were determined to give the members a contract with the best possible wage package and no givebacks – and we succeeded. The five-year deal gives us security and earnings.”

Allen called it “a fair agreement that addresses the needs of both sides. Charlotte is growing and so is CATS, and with the help of UTU Legislative Director Dickie Westbrook, we will be part of the growth. Additional bays and repair tracks for light rail at the new facility will also bring in more work.”

Thompson

Continued from page 1

"My first action upon taking the office," Thompson said, "was to reach out to former presidents Al Chesser and Tom DuBose. Each pledged his advice and support during this very difficult period. I shall be calling upon them frequently as we begin a healing process and continue our leadership role among other organizations."

"At this difficult moment in our history, be

assured I will dedicate all my energies to maintain this union as one of the strongest. We should not forget it was the UTU that led the successful fight to increase Railroad Retirement benefits, provide emergency funding for Amtrak and federal dollars for bus operator training," Thompson said.

"The UTU won job protection in the face of carrier implementation of new technology. The UTU-negotiated trip rates, which ended the two-tier wage system, put to bed forever carrier attempts to increase the basic day, and provided members with predictable pay checks

with fewer computational errors," Thompson said. "And the UTU negotiated some of the best bus operator and bus mechanic contracts out there."

General Secretary and Treasurer Dan Johnson said that Thompson, a locomotive engineer, "is among the UTU's strongest advocates for preserving craft autonomy. He has been a key and effective member of the national negotiating team and one always willing to assist other officers in preparing for difficult grievance and arbitration proceedings."

Trip rates

Continued from page 1

"On many properties, at least half of the pools and turns have been converted to trip rates and with very few problems," said UTU Vice President Arty Martin. "The key is effective general chairpersons."

Trip rates are to be negotiated by general chairpersons on a property-by-property basis – district by district. Pay elements previously denied to post-'85 employees are to be rolled into the new trip rates, meaning predictable paychecks and an end to grievances over how arbitrations are paid.

The trip rates provide pay parity for post-'85 employees without diminishing the earnings capability of pre-'85 employees. Trip rates also put to rest forever attempts by carriers to increase the basic day to at least 160 miles and ended the two-tier pay system for post-'85 employees.

"Because trip rates are being developed locally, there is flexibility to tailor trip rates to fit the special needs of every district," Martin said.

Burlington Northern Santa Fe General Chairperson Robert Kerley (GO-001) said his general committee has negotiated trip rates for some 60 percent of the pools and turns that previously were paid under the old system.

"The local BNSF trip rates we negotiated accurately reflect the actual earnings of pre-'85 employees in that pool, based upon a test period, with those wages adjusted for intervening pay increases," Kerley said. "All other pay elements remain intact and will be paid just as before. They include overtime, crew consist allowances and held-away-from-home terminal pay."

Each trip rate includes compensation for arbitrary payments – such as initial and/or final terminal delay or terminal switching – that were actually paid to pre-'85 employees in the

test period.

"As we go along, we expect to find glitches and we are at work solving them," Martin said.

"The biggest positive we are hearing from the field," Martin said, "is that when someone deadheads today, they are paid a trip rate as opposed to the much lower basic day (pre-'85 employee) or time consumed (post-'85 employee). For example, on a 245-mile deadhead, where the basic day for pre-'85 employees was about \$140 and time consumed about \$65 for the post-'85 employee, the trip rate could work out to be about \$300," Martin said.

On CSX, General Chairperson Terry Reed (GO-049) said, "We have negotiated most of our complicated trip rate agreements. Early on, CSX furnished daily earnings and arbitrations for every employee – by the day of the month and for every pool and turn. We took this information to the local chairpersons and haven't had the first argument with the carrier," Reed said. "There have been a lot fewer grievances over payroll problems."

Kerley said, "On BNSF, we don't have any major interpretive disputes. Where there have been operational changes affecting trip-rate elements such as initial terminal delay or yard congestion, we have an informal procedure where local chairpersons work with the carrier to make adjustments."

"I went to BNSF early and told them we wanted to be proactive and aggressive in implementing trip rates," Kerley said. "I asked them to meet with local chairpersons to review data before serving formal notices. This gave us an opportunity to discuss unique operations and that avoided potential disputes."

Kerley, Martin and Reed agreed: Avoid focusing on any single pay element, but look at overall compensation from trip rates. There are cases where some pay element that goes into the trip rate is lower, but when you look at overall compensation in context of today's operation, you quickly see that pre-'85 employees did not lose compensation and post-'85 employees achieved pay parity with regard to the pay elements incorporated in the trip rates.



Kerley

Robert Kerley

General Chairperson
BNSF

"Reviewing data early gave us the opportunity to discuss unique operations with the carrier that avoided potential disputes."



Reed

Terry Reed

General Chairperson
CSXT

"There have been a lot fewer grievances over payroll problems."

More rest

Continued from page 1

accumulate data on alternative work/rest cycles in yard service," said General Chairperson John Hancock (GO-851).

Existing five-day shift rules in conflict with this agreement will be temporarily suspended.



Hancock

Where five-day rules are not in conflict with the pilot agreement, they shall remain in effect. Employees working under the experimental rules will be considered full-time employees and retain all benefits and allowances.

Created will be four-day (Monday-Thursday) assignments, and three-day (Friday-Sunday) assignments. Two new cycles will be created in those assignments: Cycle A starting times will be

between 0600 hours and 0900 hours; and Cycle B starting times will be between 1800 hours and 2100 hours.

The four-day assignments will have Friday, Saturday and Sunday as guaranteed rest days. The three-day assignments will have Monday, Tuesday, Wednesday and Thursday as rest days.

The four-day assignments will be for ten-hour shifts, but may be extended with the additional hours paid at overtime rates. The three-day assignments will be for 12 hours with a pay guarantee of 40 hours.

All extra-board employees will be compensated in the current manner – that is, a basic day and overtime after eight hours. Additionally, at those locations where the pilot program is implemented, protection against furlough is guaranteed. After 60 days, either the carrier or UTU may cancel the pilot agreement.

"The goal and philosophy is to continue to improve the wages, rules and working conditions of the people we represent," Hancock

said. "Included within that structure is to make the quality of life 100 percent better. The great opportunity of this agreement allows certain groups of employees to have every weekend off while the other group will work every weekend but will have four days off every week. This is truly a life-changing event for our membership and a great opportunity to move our work rules and conditions into the 21st century."

Hancock applauded Local Chairpersons Ricky Stroud and John Whittaker at Rocky Mount "for having the vision and the ability to go forward with change. They have presented this project to their membership and the membership has responded by overwhelmingly agreeing to be a test location," Hancock said. He also singled out for praise Vice General Chairpersons Gerald Foster and Allen Glover. "They have the combined experience of 70 years of railroading and 50 years of union leadership – and they also are extraordinary visionaries," Hancock said.

Laidlaw returns to New York Stock Exchange

DALLAS, Texas – The parent of Dallas-based Greyhound Lines Inc. is going to the Big Board, according to the *Dallas Morning News*.

Employees of Laidlaw International Inc. – including a Greyhound bus operator and an emergency room doctor in its EmCare Inc. division – rang the opening bell last month at the New York Stock Exchange (NYSE) when the company began trading.

Laidlaw, based in Naperville, Ill., has traded over-the-counter since it emerged from bankruptcy protection last year.

Since January, its shares have been trading

around \$14. Laidlaw International stock is also traded on the Toronto Stock Exchange.

The company's predecessor, Laidlaw Inc., was traded on the NYSE until December 2000, when it failed to meet trading requirements.



Laidlaw, then based in Burlington, Ont., was saddled with nearly \$4 billion in debt and several struggling operations.

With a new board and management team,

the company stabilized its operations and paid creditors \$1.2 billion in cash and nearly all its common stock.

In addition to Greyhound and EmCare, Laidlaw International operates Laidlaw Education Services, North America's largest school bus operation, with \$1.5 billion in revenue; Laidlaw Transit Services, a \$283-million public bus company in Overland Park, Kan., and American Medical Response, a \$1-billion ambulance and medical transportation company.

Except for Greyhound, Laidlaw's businesses have rebounded; annual revenues are \$4.5 billion.

Clip and save

Clip and save

Managing personal risks

(This is the first in a series of articles explaining why we purchase insurance and annuities, and how these products can benefit UTU members and their families. You may wish to clip these articles each month and retain them as a reference for future use.)

Risk is an everyday part of life. We take risks when we travel, when we engage in occupational and recreational activities and even when we breathe.

There are several ways to reduce exposure to specific risks. The most obvious is simply to avoid them. For example, we can stop smoking. We can avoid the risk of personal injury by not engaging in hazardous activities.

Sometimes, however, avoiding risk is neither effective nor practical. Here, we can try to control risk by taking steps to minimize it. That's why we put smoke detectors and fire extinguishers in our homes.

Another method of managing risk is to retain it. To retain a risk means to assume all financial responsibility for that risk. But, when the risk is substantial, we may not have adequate funds to manage the risk by ourselves.

Lastly, we can transfer the risk. Insurance carriers provide for the financial well being of their policyholders through a concept known as risk sharing.

Under this concept, individuals who face the uncertainty of a particular economic loss (for example, loss of income because of disability) transfer the risk to the insurer for an affordable fee. If the risk is shared by large numbers of people who are subject to the same type of risk, the cost to each person is relatively small.

Insurance is therefore an important option to consider in managing financial risk.

Clip and save

Clip and save

UTUIA seeks 2004 Volunteer of the Year

The United Transportation Union Insurance Association is looking for a special person to honor as its **2004 Volunteer of the Year**.

Do you regularly volunteer at a hospital or nursing home? Do you lead a Boy Scout or Girl Scout troop or work with the handicapped? Are you involved in some other activity that benefits those in your community?

If so, we would like to know about it.



A panel of judges at the UTU International will review all submissions and select the 2004 Volunteer of the Year.

The individual selected as UTUIA Volunteer of the Year will receive a **\$1,000 U.S. Savings Bond** and a **plaque of appreciation** from UTUIA.

Additionally, he or she will be **honored at the 2004 UTU/UTUIA Regional Meeting** nearest his or her home (all expenses paid by UTUIA).

Also, 20 runners-up will be selected to receive certificates of appreciation for their volunteer efforts.

Deadline for submission of nominations is Monday, March 15, 2004.

The outstanding individual will be notified by registered mail, and certificates of apprecia-

tion will be forwarded to runners-up as soon as possible.

Decisions of UTUIA judges are final. Previous nominees may be nominated again; however, former Volunteers of the Year are ineligible to receive awards.

The Volunteer of the Year program is designed to accomplish many things, not the least of which is the opportunity for UTUIA to let its fraternal light shine.

It also provides an opportunity for UTUIA to recognize its volunteers for their outstanding contributions to others.

The nomination form should be mailed to: UTUIA Volunteer of the Year, Attn.: Sandra Kranick, UTU/UTUIA Fraternal Coordinator, 14600 Detroit Ave., Cleveland, OH 44107-4250.

Don't forget to include a separate sheet of paper describing your volunteer activities.

UNITED TRANSPORTATION UNION INSURANCE ASSOCIATION 2004 Volunteer of the Year Nomination Form

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Telephone number _____ Dates of volunteer activity _____

Total volunteer time (hours, minutes) Weekly Monthly \$ _____ Value of contribution (if applicable)

Please attach a separate sheet of paper describing volunteer activity. The more documentation you can provide, the better. 3/04

UNITED TRANSPORTATION UNION INSURANCE ASSOCIATION, 14600 DETROIT AVE., CLEVELAND, OH 44107-4250

This month's winning photo:

The UTU Public Relations Department awards UTU gear to the union member who submits the best photograph during the previous months.

The winning photo will be published in the *UTU News*. Exceptional photographs will be included on the UTU website.

The UTU would like to see photographs or digital photographs of work-related scenes, such as railroad, bus or mass transit operations, new equipment photos, scenic shots, activities of your local, or photos of your brothers and sisters keeping America rolling.

Printed photographs should be mailed to UTU News, 14600 Detroit Ave., Cleveland, OH 44107-4250.

High-resolution digital photographs should be in the JPEG format and e-mailed to "utunews@utu.org".

With each photograph, please include your name and UTU local number, the names of the persons in the photo (left to right), where the photo was taken, and all other pertinent information.

All photographs submitted become property of the UTU.

Remember to review your employer's policies regarding use of cameras on the property or during work hours.



This month's winning photograph was taken by **George Landrock**, a member of Local 117 at Vancouver, Wash. Landrock's photo is of Amtrak train #11 sitting at the King Street Station in Seattle, Wash., with the Seattle skyline in the background.



www.utu.org / www.utuia.org

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Senate approves measure killing Amtrak privatization

UTU members' telephone calls, e-mails pay off handsomely for Amtrak employees

WASHINGTON, D.C. – Once again, UTU telephone calls and e-mails, the UTU PAC and our UTU strategy of having friends on both sides of the congressional aisle have paid off handsomely for UTU members, their families and retirees.

The entire Senate has put its stamp of approval on legislation to kill Amtrak privatization efforts and has committed the Senate to support a \$2-billion annual appropriation for Amtrak with no structural changes for the national rail passenger carrier.

Although a similar bill has not been passed yet in the House, this Senate action does mean that even if the bill stalls, efforts by Senate conservatives to break up and destroy Amtrak through privatization and open access are dead for the remainder of 2004.

The UTU also was successful in its efforts to improve federal funding for rail transit and for small railroads that help remove freight from the highways and ensure it moves the majority of the way via major freight railroads.

In the same bill supporting the Amtrak \$2-billion appropriation, the Senate included authorization for

\$56.5 billion for transit over six years and a whopping \$700 million in federally backed loans for rail line relocations and small railroad upgrades.

The federally backed loans would be through bonds issued by a federally created Build America Corp.

The provisions are contained in S. 1072.

"This is further evidence that UTU grassroots activism does pay off," said UTU Vice President Tony Iannone. "This is an important victory for our transit and Amtrak employees and their families, but also for every UTU member.

"This is because if conservatives are successful in breaking up Amtrak, it will result in the most serious Railroad Retirement funding crisis ever.

"It is so very, very important for our members, their families and even their friends to make telephone calls and send e-mails to Congress on those very few occasions we ask them to do it.

"Here is all the proof you need that what we do as a union pays off for us," Iannone said.

Lawmakers also support a \$2-billion annual appropriation with no structural changes in the passenger carrier's operations.



Inside this issue of the UTU News:



Operator now knows the value of belonging to the UTU. See page 2.



UTU supports political candidates in Virginia. See page 5.



Farris Grier and others keep unionism, fraternalism alive. See page 7.



UTU-represented mechanics in Charlotte seal deal. See page 9.