

UTU prods Union Pacific to hire more rail workers

FT. WORTH, Tex. – Union Pacific’s Centennial Yard south of Vickery Boulevard is a major classification yard, according to the *Ft. Worth Star-Telegram*.

Union Pacific (UP) officials said last month they plan to hire train-crew employees in the Fort Worth area as part of a companywide expansion of the work force that will add up to 3,000 new employees by the end of 2004.

The UP announcement to accelerate hiring of train crews follows extensive and intensive negotiations with the UTU with regard to crew shortages, brutal work schedules and fatigue. General Secretary and Treasurer Dan Johnson led two recent negotiating sessions with UP officers, while International President Byron A. Boyd Jr. held another negotiating session with UP’s vice president for labor relations, John Marchant.

“We don’t have exact figures, but Fort Worth is one of the places where we will add crews,” UP spokesman Mark Davis said from company headquarters in Omaha, Neb. UP already employs about 3,000 employees in the Fort Worth area, mostly at its Centennial Yard west of downtown, as well as train crews based in Tarrant County.

UP Chairman Dick Davidson said in an interview with *Bloomberg News* that the railroad plans to hire about 1,000 new train crew employees this year and a total of between 2,000 and 3,000 by the end of next year.

The railroad, with about 46,000 employees, serves the western half of the United States from Chicago and Texas to the West Coast. Union Pacific became Texas’

largest carrier through mergers with Missouri Pacific in 1982 and Southern Pacific in 1997.

In 1997, UP’s \$5-billion merger with Southern Pacific Railway went awry when extensive congestion within its system resulted in charges and extra costs of \$455 million for the year. Much of the problem centered in Texas.

Since upgrading its track and trains, expanding its work force and reorganizing its rail operations into three regions in 1998, UP has posted earnings of \$783 million in 1999, \$842 million in 2000, \$966 million in 2001 and \$783 million in 2002. For the first six months of 2003, UP earned \$717 million, versus \$526 million in the first half of 2002.

UP is a major hauler of coal and other energy and natural resource products from Wyoming, Colorado and Utah, as well as grain from the Midwest and lumber from the Pacific Northwest. The railroad is also a major hauler of automobiles for General Motors, including the plant at Arlington.

Davidson told *Bloomberg* that Union Pacific has a “graying workforce” and is losing employees through attrition. The employees to be hired, Davis said, would be switchmen and brakemen who would be assigned to train crews. They later could be eligible for training to become locomotive engineers.

Davis said most of the employees would be new hires, but added that occasionally employees in other areas switch to over-the-road crew work.

Inside this issue of the UTU News:



UTU officers lobby Congress for safer buses. See page 1.



UTU member writes book about commuting experiences. See page 2.



UTUIA Volunteer of the Year runner-ups. See page 6.



UTU has all your holiday gift-giving items. See page 11.



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THE VOICE OF TRANSPORTATION LABOR

"Being at the front of the pack has risks, but the UTU keeps its eyes focused on the future through a leadership role that consistently delivers positive results. Our members can take that to the bank."

— International President Byron A. Boyd Jr.

News & Notes

FRA urges more reflectors

WASHINGTON, D.C. — A proposed rule to enhance safety by establishing specific requirements for the placement of reflective material on freight railcars was announced Nov. 6 by the Federal Railroad Administration. "The large size of rail freight cars can cover a motorist's entire field of view, making them difficult to detect," said an FRA press release. "Limited visibility at night, dusk, dawn, and during adverse weather conditions also can make it difficult for motorists to see dark-colored rail cars. FRA research indicates safety may be improved by placing reflective material on the train itself, since it can aid drivers in better judging a train's distance and relative state of motion," the agency said. "About one quarter of all highway-rail crossing collisions involve a motor vehicle striking a train."

WinStabs 2004 available

The 2004 version of WinStabs, the easy-to-understand and use computer application utilized by local treasurers to record dues payments, note deductions and for other tasks, is now available. Local treasurers who are currently using WinStabs, or treasurers who would like to begin using the software, should log on to the UTU website (www.utu.org) and click on the "Secretary/Treasurer News and Tools" link, or call the International at (216) 228-9400, extension 254, to request a version be sent on compact disk.

Unclaimed benefits online

The United Transportation Union Insurance Association maintains lists of persons who have not claimed benefits and/or endowments held with the association. (These lists are published periodically in the *UTU News*.) These lists are now available for instant access on the UTUIA website: www.utuia.org.

2004 regional meetings

CLEVELAND — 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 Hotel, Des Moines, Iowa

Members ratify improved health & welfare plan

CLEVELAND, Ohio — United Transportation Union members employed by freight railroads have ratified a new health-care insurance plan, locking in improved benefits at lower costs than any other rail union has achieved.

The agreement, affecting almost 43,000 UTU members employed by most of the nation's major freight railroads, plus numerous short lines, was ratified by almost 60 percent of those who voted. Votes were counted and reported by the American Arbitration Association, which conducted the entire voting process.

The new agreement was ratified by each of the UTU's six autonomous crafts — brakemen, conductors, engineers, firemen, yardmen and yardmasters — which is required under the UTU Constitution.

"The majority of our members understand the health-care crisis in the United States today and responded by controlling their own destiny," said UTU International President Byron A. Boyd Jr. "This agreement is better than any other rail organization has achieved and better than anything else out there — bar none."

"We owe a debt of gratitude to our negotiating team of Assistant President Paul Thompson, General Secretary and Treasurer Dan Johnson, Vice Presidents Jim Cumby, Rick Marceau and Arty Martin, and General Chairperson Terry Reed for their creative approach and use of interest-based bargaining to produce this superior agreement," Boyd said.

Boyd also praised the dozens of local, general committee and international officers "who worked so diligently to explain this agreement to members." The pact was overwhelmingly supported by UTU general chairpersons.

Unlike other rail organizations, the UTU agreement doesn't permanently give up future wage increases to keep health care, it doesn't require members to make retroactive payments to the carriers, and it doesn't give up the entire value of future COLAs.

This was the second major national rail agreement ratified by the UTU membership in the past 15 months. A wage and rules agreement was

"This agreement better than anything else out there"

Continued on page 10

UTU works to aid bus drivers

WASHINGTON, D.C. — UTU National Legislative Director James Brunkenhoefer and UTU Bus Department Vice President Roy Arnold, along with two bus department general chairpersons, have been busy on Capitol Hill seeking a legislative solution to a consequence of a 1999 law that could adversely affect bus operators.

The law instructed the U.S. Department of Transportation to impose new regulations tightening federal oversight of commercial drivers. One impact of these regulations would permit, in certain instances, the disqualification of a driver holding a commercial driver's license should that driver be cited for infractions while operating a non-commercial, private vehicle.

Although the rule does not become effective nationwide until 2005, UTU has taken proactive

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UTU conference promotes unity

ELMWOOD PARK, Ill. — With the goal of promoting unity, strength and effectiveness, the members of UTU Local 1433 in Elmwood Park, Ill., last month hosted their first tri-state railroad conference, an educational and social gathering that promises to become a recurring event.

"We brought people together from Wisconsin, Illinois and Indiana for an event that was a success in every sense of the word," said Alan Schoo, president of the Canadian Pacific local, which represents workers on the Soo Line/Milwaukee Road.

"Close to 75 members attended, representing the Canadian National, the Elgin, Joliet & Eastern, Metra, Norfolk Southern, the Belt Railway of Chicago, the Iowa Interstate and Union Pacific," Schoo said.

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Around the UTU

News from around the U.S. and Canada

Local 240, Los Angeles, Calif.

The members of this Union Pacific local were saddened by the loss of past local chairperson **Jim Seavers**, who gave his time and energy to serve San Joaquin trainmen, said Secretary & Treasurer **Fred Comeau**. "Our sincere condolences to Jim's wife, **Dora**, and their family," Comeau said.

Local 343, Hamilton, Ont.

This CN Rail local is progressing grievances regarding yardmaster (traffic coordinator) tier payments for the terminal, with Local Chairperson **Mike Czum** and Vice General Chairperson **Jim Robbins** pushing for a resolution.

Local 352, W. Springfield, Mass.

Members are mourning the sudden death of 32-year CSX conductor and past local vice president **Thomas D. Hosmer**, 53, who passed away last month. Besides his wife of 31 years, Linda, and his children, Hosmer leaves behind a number of siblings, including **Jeff Hosmer**, who serves the local as chairperson, legislative representative and delegate, said State Legislative Director **George Casey**. The family has requested that donations in his memory be made to the Shriners Hospital for Children, 516 Carew St., Springfield, MA 01104-23296.

Local 590, Portage, Wis.

Members of this Soo Line/Milwaukee Road local recently completed the autumn clean-up of a stretch of the Veterans Memorial Highway, a detail they tackle twice a year. The pavement they've "adopted" commemorates the 84th Division "Railsplitters," said Local Chairperson **James Nelson**. Among those joining Nelson on the detail were **Tim Welsh**, Secretary & Treasurer **Gary Halverson**, **John Brunt** and **Robert Clemmons**.

Local 800, Jersey City, N.J.

Members are mourning the loss of CSX police officer **Israel White**, who was assigned to the North Jersey area. According to State Legislative Director **Dan O'Connell**, Brother White began his career in 1972 with the Erie Lackawanna Railroad Police Department and worked for Conrail in the same capacity prior to going to work for CSX.

Local 1252, Fresno, Calif.

Members and friends wishing to contribute to a memorial fund to benefit the wife and three children of BNSF conductor **Todd Mohler**, who died in a switching accident in September, can now do so by sending donations to The Todd Mohler Family Relief Fund, c/o Santa Fe Federal Credit Union, Ste. 101, 2006 N. Fine Ave., Fresno, CA 93727. "Brother Mohler and his everlasting kindness will never be forgotten," said member **Tom Wilson**.

Local 1292, Proctor, Minn.

Plans have been set for the local's annual Christmas party, to be held Dec. 9 at the Proctor Moose Lodge, said Local Chairperson **James A. Baker**, who noted the doors will open at 3 p.m. For more information, contact Brother Baker at (218) 722-6706 or e-mail can be sent to him at JIMYB231@aol.com.



Ed Gabrels (left) and Michael Holinka of Local 577 in Northlake, Ill., collaborated on a collection of stories that revolve around the commuter rail experience.

Long layover creates career opportunities

A split shift on a commuter rail or bus route means a long day with a long lunch, and with a bit of luck, maybe a nap. Or it can spell the opportunity for a second career.

For Union Pacific conductor **Michael Holinka** of Local 577 in Northlake, Ill., who works on the former Chicago & North Western (now part of Metra), a regular nine-hour layover resulted in a college education, a communications-and-website-designing business and a new book.

"When you work commuter operations, you meet a lot of people and see a lot of things," said Holinka. "About seven years ago, I began writing down some of the more interesting stories I came across, with the intent of compiling a book."

The book, co-authored with friend, veteran commuter and tenured professor **Ed Gabrels**, is entitled, *That's What I Call Commuting*, and Holinka said a second volume is already in the works.

Brother Holinka began his rail career in 1973 after serving in the Marine Corps. He spent two years on the road, and since then has been in commuter service. "In 1990, I decided I would go to classes during my layover and get a degree in communications from the University of Illinois at Chicago," he said.

"While in school, I served an internship at a communications firm," Holinka said. "When the company folded, I bought their equipment and began servicing their old clients. Today, we run 84 websites. I do all the services and contracts, and my wife does the technical work."

While these gears were turning, Holinka befriended co-author **Gabrels**, a regular C&NW commuter. "We're involved in all kinds of projects," Holinka said.

Holinka's book, published by Ingram Press, is now available in hardcover at Barnes & Noble and Walden Books, as well as in e-book form at Amazon.com, or by calling (800) 839-8640 from the U.S. or (812) 339-6000 from outside the country.

"Most of the stories are mine, but some came from other conductors," Holinka said. "Others can submit stories for the second volume through my website, where you can also read a sample from the first book." Holinka's website can be viewed at <http://thatswhaticallcommuting.com>.

Local 1375, Philadelphia, Pa.

The members of this Norfolk Southern local invite all active and retired members and their guests, as well as coworkers from all crafts, to join them at their 10th annual holiday celebration on Dec. 13, said Local Chairperson **Eric Feld**. The event, which begins at 7:30 p.m., will be held at the Gladwyne VFW Post, thanks to the support of Designated Legal Counsel **Marvin Barish** and **Coffey & Kay**. Participants are instructed to take I-76 west to Gladwyne, turn right under the bridge, and left at the end of the road just before the tracks.

Local 1594, Upper Darby, Pa.

Congratulations go to members of this Southeast Pennsylvania Transportation Authority (SEPTA) bus local recently recognized for 10 years or more of safe driving, said General Chairperson **Ron Koran**. **Tom Bisignani** and **Bill Novak** were lauded for 34 years of safe driving, and **Kevin Baldwin** for 31 years. Meanwhile, **Pat Greene**, **Fred Majors** and **Anthony Smith** organized a family picnic for the local at the end of August, where those over 40 years old faced off in a softball game against the under 40s, who won by a single run.

Local 1760, Detroit, Mich.

Active and retired members of this CSXT local, as well as coworkers from all crafts, are invited to the group's annual Christmas party, set for Tue., Dec. 16, at 8 p.m. at the Disabled American Veterans' (DAV) hall, 6117 Chase Road in Dearborn. A variety of food and beverages will be provided. No reservations are required. The event is sponsored by the Designated Legal Counsel firm of **Harrington, Thompson, Acker & Harrington Ltd.** For more information call Secretary & Treasurer **Jerry D'Ortenzio** at (734) 522-1043.

Local 1778, N. Vancouver, B.C.

Members are reminded that the website shared by BC Rail employees in this local and in **Local 1923** (Prince George, B.C.) carries the latest on the attempts to sell BC Rail, as well as a link to a petition expressing opposition to the move, according to Local 1778's Secretary & Treasurer **David Moorhouse**. The website can be viewed at www.utubc.com.

UTU News delayed

This issue of the *UTU News* was delayed so we could provide the results of the vote on the new national health-care agreement for more than 40,000 UTU freight railroad employees as reported on page 1. An additional delay was caused because, near presstime, employees of our union printer went out on strike. This issue was printed by another union printer and *UTU News* will not return to its regular printer until its striking employees obtain and ratify an equitable settlement.

State Watch *News from UTU State Legislative Boards*

Illinois

When Gov. Rod Blagojevich held an “economic summit” in Chicago last month to lay out his blueprint for economic development and job growth, UTU State Legislative Director **Joe Szabo** was among the speakers chosen to discuss the state’s need to expand rail capacity.

Blagojevich used the event – attended by hundreds of business leaders – to announce his plan to divide the state into 10 regions, each with its own blueprint for development and job growth.

“I thought the thing was very successful, and I certainly thought all of the participants came away pretty enthused,” Szabo said.

North Carolina

Members of the North Carolina Legislative Board last month attended the annual Vance Aycock Democratic fundraiser in Asheville, N.C., where they had the opportunity to meet with many candidates and officials from the state’s Democratic Party.

The UTU sponsored a table at the dinner on Saturday night, where the union was represented by State Legislative Director **Dickie Westbrook**, Assistant Legislative Director **Glenn Lamm** and Local 782 Legislative Representa-



North Carolina State Legislative Director **Dickie Westbrook** and Local 782 Legislative Representative **Ron Ingerick**, third and fourth from left, respectively, greet North Carolina Gov. **Mike Easley** (D), far left, and U.S. Sen. **Joseph Biden** (D-Del.), outside the Grove Park Inn Resort in Asheville, N.C.

Indiana



The members of UTU Locals 1186 and 1383, both at Gary, Ind., welcomed Cong. **Pete Visclosky** (D), second from left, to their joint local meeting last month. Indiana State Legislative Director **James E. Carrico Sr.** thanked Visclosky for his support and commitment to the members of the UTU, and also thanked the law firm of **Harrington, Thompson, Acker and Harrington, Ltd.**, for its assistance to UTU members over the years. Also pictured, from left, are **Carrico**, Local 1186 Legislative Representative **Jack Holland**, and GO-329 General Chairperson and Local 1383 Delegate **Cory Mayberry**.

tive **Ron Ingerick**.

The guest speaker for the event was U.S. Senator **Joseph Biden** (D-Del.), a long-time friend of the UTU. North Carolina Governor **Mike Easley** was also in attendance.

Missouri

State Legislative Director **W. Larry Foster** reported that he was in attendance at the meetings of UTU Local 1823 at St. Louis and UTU Local 330 at Poplar Bluff in September, along with **Patty Smith** of the Federal Railroad Administration.

Smith discussed a variety of issues and answered members’ questions regarding a survey that was recently sent to employees of the Union Pacific Railroad.

Foster said that both meetings were well attended and that UTU members were grateful to have **Smith** address their concerns.

Foster thanked President **Craig Matthews**, Secretary/Treasurer **Tom Fitzgerald**, Local Chairperson **Mike Shelton** and Vice Local

Chairperson **Stan Adams**, all of Local 1823, and President **Jerry Hays**, Secretary/Treasurer **Kenneth Barriner** and Local Chairperson **Dale Alexander** of Local 330 for their hard work.

Minnesota

UTU members from around Minneapolis offered more than moral support to the striking clerical employees at the University of Minnesota last month, providing hot coffee, soft drinks, fresh fruit and snacks to those manning picket lines on the East Bank campus.

Since the clerical workers represented by the American Federation of State, County and Municipal Employees Local 3800 started their strike, UTU Local 650 Chairperson **Dave Riehle**, Local 650 member **Charles Banks** and other volunteers have been driving around in their “solidarity wagon” each morning, stopping at virtually every cluster of pickets to provide reinforcements.

“Every strike I’ve seen, it always makes a huge impact when people from the outside get involved,” said **Riehle**. “It makes ’em feel like there’s an army behind them, that they’re not alone.”



UTU members attended a Sept. 30 rally on the University of Minnesota (Minneapolis) campus in support of the school’s clerical workers, members of the American Federation of State, County and Municipal Employees, who were nearing a strike over wages and health insurance benefits. Pictured, from left, are Legislative Director **John Smullen**; Local 1614 Delegate **Jeff Ruha**; Local 650 member **Bob Marquardt**; Local 650 Vice Chairperson **Ray Cleland**; Local 650 member **Randy Raskin**; Local 650 Chairperson **Dave Riehle**, and Local 650 Vice Chairperson **Ryan Johnson**.

Bus Department

By **Roy Arnold**, vice president–director

With time all things are possible

Otto von Bismarck, former chancellor of Germany, said, “Politics is the art of the possible.” I strongly believe this to be true and there is, indeed, evidence proving it.

Consider the following: The Associated Press recently reported that “security changes coming to interstate buses include a clear plastic shield to separate the driver from passengers, as well as buttons that connect to 911 and to officials managing the bus fleet around the country.”

Shortly after I began my tenure as general chairperson of my local in Texas, I began to advocate for bus safety, especially safety shields and communication devices. It was not uncommon for buses to breakdown in the middle of nowhere, and on occasion we would confront a derelict or confused passenger wielding a dangerous object. Our company’s answer was that we should attempt to flag a passing car and get the occupants to contact the police or a nearby service station for help. Now, how safe is that?

Since 9/11, homeland security has impacted our industry tremendously and we are finally seeing changes. But those changes did not fall from the sky. It was in 1995 that I first sought assistance on this issue from UTU’s National Legislative Director **James Brunkenhoefer**, who responded by presenting our safety concerns to Congress.

Yes, it took time. And, sadly, perhaps it took 9/11. But the fact is that our cry for safer buses has been realized – and had we not had an agenda before Congress, we might not have gained the results we have. UTU deserves much of the credit for making this possible because UTU leads all other unions when it comes to influencing Congress. For sure, our UTU continues on the move and united for a safer America!



Yardmasters

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

Don Carver leaves big shoes to fill

Our UTU and the industry owe my predecessor, **Don Carver**, a world of thanks for 41 years of faithful railroad service, including 29 as a loyal union officer serving his fellow employees. **Don** said goodbye to his UTU family Sept. 30. Here is a snapshot of his career:

- Hired out on L&N as switchman, April 1962.
- Joined Brotherhood of Railroad Trainmen, May 1962.
- Extra-board yardmaster, 1967.
- Elected local chairperson, Railroad Yardmasters of America (RYA), 1974.
- Elected RYA general chairperson, L&N system, 1976.
- Elected RYA national vice president, 1977.
- Joined national negotiating team, 1978.
- Began fulltime as RYA officer, 1982.
- Elected RYA assistant president, 1983.
- Elected UTU assistant to president/Yardmasters, 1987.
- Elevated to vice president, 2003.

Don was an indefatigable road warrior. When the carriers raised the qualifying days worked to seven for carrier-paid insurance, **Don** went to bat for our part-time officers. With assistance from the negotiating committee, **Don** ensured all our part-time officers working on the railroad at least one day per month retained carrier-paid insurance benefits.

As I attempt to fill some mighty big shoes, I thank each of the Yardmaster Department general chairpersons and delegates who supported me and **Doyle Turner** at the convention. We look forward to meeting, on your behalf, every challenge facing our industry and members of this great United Transportation Union.



Byron A. Boyd Jr., International President

Paul C. Thompson, Assistant President

Dan Johnson, General Secretary and Treasurer

James M. Brunkenhoefer, Nat. Legislative Dir.

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Caring about others is core of unionism

At the core of the union movement is the noble act of caring about and for one another.

Some may make large dollar contributions to various causes, but there cannot be a greater act of caring than contributing one's scarce time to the benefit of other human beings.

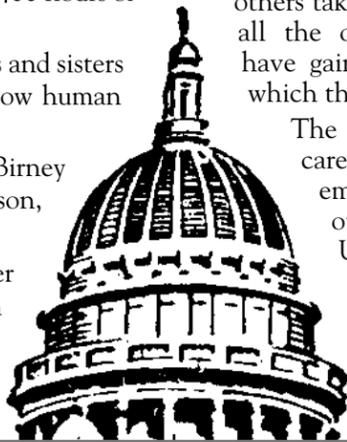
In this issue's centerfold, we celebrate some of our brothers and sisters who, despite their own very busy lives, consistently find time to reach out as good neighbors and good citizens to bring rays of sunshine into the lives of others.

At our Philadelphia regional meeting, we recognized the gracious acts of Brother Kenneth Fouts, who was chosen UTUIA volunteer of the year for his contributions of time (see September 2003 issue of *UTU News*). Incredibly, Brother Fouts over the past 12 years has contributed more than 7,400 hours of volunteer service to others.

Pictured in this issue's centerfold are eight other UTU brothers and sisters who also exhibit an extraordinary degree of caring for their fellow human beings.

Read about the heart-driven efforts and dedication of Birney Newlon, Doile King, Mildred Barwick, Paul Freel, Richard Johnson, Wilson Hayes, Gary Dunne and William Neary.

These are exceptional individuals who, along with Brother Fouts, bring high honor upon our United Transportation Union and upon themselves and their families. They are deserving of their well-earned recognition.



WASHINGTON WATCH

By James M. Brunkenhoefer

UTU works with lawmakers, not yells at them

When it comes to railroad safety, Congress gave regulatory jurisdiction to the Federal Railroad Administration (FRA), which means that in most cases, localities and states have no authority in this area. Almost every attempt by localities and states to regulate rail safety has been struck down by federal courts.



This is why the UTU works in a productive and positive manner with the FRA, with the goal of improving workplace safety. We have seen what happened to the other organization that chose instead to confront the FRA on the issue of remote control operations.

It acted as if strong rhetoric through a bullhorn on the sidewalk, and attempts to gain local ordinances opposing remote control, would produce positive results. Those efforts may score political points with their members, but the practical effect of those efforts is as dead as Elvis the moment local prohibitions are approved.

Remote control is here to stay. It has been used for almost a quarter century in Europe and New Zealand and for a decade in Canada. For sure, the UTU did not ask for remote control and did not want it – not in Canada and not in the U.S. But we knew from experience what happens to those who fight technology.

Positive approach delivers

By Byron A. Boyd Jr.
International President

Talk is cheap. Results, however, are hard to come by, and when one compares the cheap talk of others with the results UTU members achieve, the difference is unmistakable.

While others complain and embrace negativism, the UTU uses a positive approach to deliver economic benefits.

Start with the wage increases in our national rail agreement, which exceed those of every other organization. Post-'85 employees gained parity as the UTU took the initiative to eliminate the two-tier wage system. Not a single work rule was given up. Rates for dead-heading were boosted dramatically.

We put to rest forever carrier attempts to increase the basic day to at least 160 miles. Arbitraries are rolled into the new trip rates, providing predictable paychecks and an end to grievances over how arbitraries are paid. The trip rates provide pay parity without diminishing the earnings capability of pre-'85 employees.

That UTU national wage agreement includes unique labor protection for our members. We now own the new technology. Had the others taken a positive approach, all the operating crafts would have gained similar protection, which the UTU offered them.

The new national health-care agreement for rail employees beats every other plan out there. UTU spadework and use of interest-based bargaining delivered a plan that the other organization now



Boyd

seeks to copy.

The unique bipartisan and positive approach of the UTU gives us unprecedented access to the House and Senate and regulatory agencies.

While others were on the sidewalk with bullhorns, we sat down with FRA officials to gain from them a written warning to railroads that future employee intimidation and harassment would be referred to a U.S. attorney for prosecution. The UTU obtained a congressionally ordered FRA study into remote control safety. The UTU led the fight for emergency Amtrak funding to avoid service and route cutbacks.

Railroaders represented by all organizations now retire with improved benefits because of Railroad Retirement reform achieved through UTU leadership. Again, we were confronted with opposition from others within rail labor.

We will continue our fight for an equitable solution to the problem of fatigue that does not restrict the ability of rail employees to maintain a satisfactory standard of living.

The UTU consistently has sought to protect all crafts through good and bad times. It has been the UTU and only the UTU that was required to provide that protection in the face of new technology, carrier greed, unfriendly governments, and even predatory unions who sought to gain at the expense of others. An accurate glance back shows it was the UTU that saved jobs in every operating craft, led the fight for safety legislation and consistently gave its members a vote on controlling their future.

Being at the front of the pack has risks, but the UTU will keep its eyes focused on the future through a leadership role that consistently delivers positive results. Our members can take that to the bank.

Labor unions work for everyone

The following commentary by Paul F. Clark appeared in the Los Angeles Times on Oct. 23, 2003. Paul F. Clark is a professor in the department of labor studies and industrial relations at Penn State University.

Many people today believe that the labor movement has outlived its usefulness – that it had a valuable role to play in the first half of the 20th century but is now irrelevant, an anachronism.

My colleagues at the business school, for instance, describe unions as “dinosaurs” and as support of that idea note that their influence and power are waning.

It’s true that the proportion of the national workforce represented by unions has fallen steadily over the last 25 years. And as the economy struggles and health costs continue to skyrocket, employers – even many of those earning healthy profits – do hold the upper hand in contract negotiations and are demanding wage freezes, cuts in benefits and other concessions from workers.

But those critics forecasting the demise of the labor movement are indulging in wishful thinking. Their arguments are the same ones that were in vogue in the 1920s, just prior to a half-century in which the union movement won unprecedented gains for its members and helped shape the nation’s economic and political landscape.

The fact is, unions continue to play a critical role in our society – and one that extends well beyond the 16 million people who pay dues.

Today, for instance, two major strikes are underway in the Los Angeles area, involving public transit workers and supermarket workers. Both strikes reflect the ongoing struggle over health-care benefits for workers, and both are having a significant effect on life in the city.

Unions exist to serve as a countervailing force against employers – whether those employers are government agencies, corporations or not-for-profits. Unions participate through the collective bargaining process in decisions regarding compensation and benefits, working conditions and job security. Almost always, the result is higher pay and better benefits, safer working conditions and greater job security for their members, just as it has been throughout the history of the labor movement.

But union victories are also victories for those workers not covered by a union contract. This is because nonunion employers often match what’s been

won by unionized employers in the same industry.

Economists call this phenomenon the “union threat effect” because employers offer these improvements in order to lower the chances that their workers will organize.

The union threat effect expands the influence of unions well beyond the 14.6 percent of the workforce represented by unions nationally (in California, 18.9 percent of the workforce is unionized). And evidence suggests that not only are the wages and salaries of nonunion workers often higher than they would be without the presence of unions in their communities, but many of the benefits they take for granted were introduced into workplaces only because of the efforts of unions.

Paid vacations, health insurance, pensions and sick leave did not become commonplace in American workplaces because of employer generosity but because unions fought hard for them, and won.

The same is true for laws protecting employees. When proposed, most employers vigorously fought the eight-hour day, the Social Security system, overtime and minimum wage laws, workers’ compensation statutes, occupational safety and health protection and bans on child labor. It was the labor movement that pushed these proposals through and that today

fights employer-led efforts to weaken or undo them.

More recently, the job of watchdog has fallen, in part, to the labor movement.

For example, American Airlines executives tried to pay themselves huge bonuses and create a pension plan for top management that would be protected even in the event of bankruptcy, while at the same time claiming poverty and asking employees to take significant pay cuts. The scheme was exposed by the pilots union.

It is true that the labor movement is now on the defensive. Unions historically lose bargaining power when the economy is slumping and unemployment is high. And their influence in the political arena is diminishing under the current administration.

The labor movement will survive, but its current struggles should be of concern to everyone – employees, managers and investors – who believe that unbridled corporate power is a dangerous thing and that checks and balances and accountability are desirable in a democratic society.

Paid vacations, health insurance, pensions and sick leave did not become commonplace in American workplaces because of employer generosity but because unions fought hard for them, and won.

Order “Labor of Love for the Cure” cookbook

The UTU cookbook to raise funds for breast cancer research, *Labor of Love for the Cure*, is now complete and orders are being accepted.

The book is a compilation of recipes and helpful household hints submitted by UTU members and others, collected by volunteers at the UTU international office. Proceeds from the sale of the book will be donated to the Case Comprehensive Cancer Center of the University Hospitals of Cleveland and Case Western Reserve University for breast cancer research.

“The *Labor of Love for the Cure* cookbook will be available for distribution beginning in December 2003,” said UTU Assistant President Paul C. Thompson. “I would like to take this time to thank everyone who made this project possible and thank you in advance for purchasing this cookbook. Together, we can help fund the research necessary to eradicate this dreaded disease.”

Thompson’s wife Roberta was diagnosed with breast cancer last year. Following surgery at the

Cleveland Clinic, she received successful follow-up treatment at the Case Comprehensive Cancer Center.

Also last year, Betts Miller, the wife of UTU General Counsel Clint Miller, passed away after a long-fought battle with the disease. Marcyle Hotzel, the wife of former Local 94 Secretary/Treasurer and Legislative Representative David Hotzel, also died from breast cancer. The book is dedicated to their memory and to others in the UTU family who have suffered as a result of the disease.

To order a cookbook and to help raise funds for breast cancer research, please complete the order form at left. Be sure to include your name, complete mailing address and telephone number. On the order form, please indicate the number of books you wish to purchase. The cost of each book is \$25.00, which includes shipping and handling. Write the total amount of your enclosed check in the appropriate space.

Checks and money orders, along with your order form, should be mailed to: UTU Cookbook, Attn: Cheryl Sneed, 14600 Detroit Ave., Cleveland, OH 44107-4250.

Remember that the proceeds from the sale of this book will be donated to breast cancer research.

Thank you for your assistance with this project and happy holidays!

Labor of Love for the Cure Cookbook

Make checks payable to **UTU Cookbook**. Cost of the cookbook is \$25.00, which includes shipping and handling for each book ordered. Please indicate the number of books desired and the total cost of your order.

_____	x	\$25.00	=	\$
Quantity		Cost per book		Total amount enclosed

Full Name _____

Address _____ City _____ State _____ ZIP _____

Telephone Number with Area Code _____

Complete and mail to: UTU Cookbook, Attn: Cheryl Sneed, 14600 Detroit Ave., Cleveland, OH 44107-4250

Many persons worthy of being named UTUIA Volunteer of the Year



But only one is selected. Here are other individuals who deserve recognition and praise.



Birney S. Newlon

Newlon grew up in Hannibal, Mo., and enlisted in the Navy at age 17, serving in the South Pacific. He began working for the Chicago Burlington & Quincy Railroad in 1951 and worked until 1961, when he was injured. He is a member of Local 219 at Hannibal, Mo.

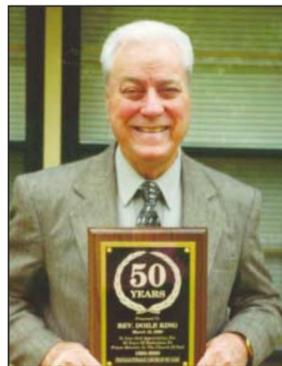
He has been a member of American Legion Post 55 in Hannibal since 1952. He served as post commander for five years and was instrumental in helping to sell the old post home and construct a new 16,000-sq.-ft. facility. He currently serves as post service officer and membership chairman.

From 1989 to 2001, Newlon helped recruit 753 new members to the post. He has won numerous awards for his work with the post and in 1998 was sixth in the nation in recruitment.

Newlon also belongs to several other organizations where he has served with distinction, including the Veterans of Foreign Wars Post 11241, where he served as commander.

He is active with the Good Sam Travel Club; the Travelers Protective Association (where he serves as state director); and the Retired Railroaders Club, where he serves as president.

He was named Douglas Community Center male volunteer of the year in 2002 and currently provides rides to the hospital for dialysis patients.



Rev. Doile King

King is a former Southern Railway switchman and yard conductor. He retired in 1984. He is a member of Local 511 at Atlanta, Ga.

His volunteer service with prisoners began in 1950 at the Atlanta Stockade. He then moved to the Stone Mountain State Prison for 12 years.

Since 1981, King has been a regular volunteer at the Gwinnett County Jail, now the Gwinnett County Detention Center.

In 1987, he began his prison ministry at the Atlanta Federal Penitentiary; he meets with prisoners the second Monday of each month.

For the last eight years, with the help of local churches, King and others have furnished all the Bibles, in English and Spanish, to the Atlanta Federal Penitentiary.

In 1986, King was appointed to the National Prison Commission, on which he still serves.

For the last six years, King has also regularly visited the Country Garden Nursing Home in Norcross, Ga. He also visits all seven major hospitals in the Atlanta area to preach.

King also invented the "tomahawk mailbox flag," which he sells as a fundraiser for his church.



Mildred Barwick

Mildred "Granny" Barwick, 79, is the wife of Edward Barwick, a member of Local 1106 at Rocky Mount, N.C.

Each Monday, Barwick visits nursing homes with the Salvation Army, where she sings, then helps with a devotion and visitation.

Every Wednesday, she helps cook dinner for 30 senior citizens, then carries the leftovers to shut-ins.

Barwick also runs a card ministry, sending greeting cards to shut-ins and handicapped children, always tucking in the card a starched one-dollar bill.

Barwick also visits shut-ins weekly, usually carrying her famous homemade vegetable soup and a slice of pie or cake.

Barwick also is caregiver to her invalid sister, Laura, who lives 65 miles away. "Granny" stays with her sister two or three days at a time to help.

She also belongs to the local Veterans of Foreign Wars lodge, and serves on the Nash County Community Advisory Board, which consists of visiting nursing homes in the area, listening to complaints, observing conditions and making suggestions.

Barwick also holds bake sales and yard sales to raise money to support children's homes in Mexico.



Paul R. Freel

Paul Freel is a member of Local 1477 at Dearborn, Mich., having retired from active service in 1996.

After retiring, Freel moved to Tennessee and soon thereafter joined the Campbell County Honor Guard, a group of local veterans who help with military funerals and anything else dealing with veterans.

As part of the guard, Freel helps provide an eight-man firing squad and seven-man flag squad at military funerals. Freel volunteers at more than 120 funerals a year, paying for his own uniform and transportation.

The group also provides programs for school children on American flags and military history.

Freel also volunteered to help construct the local Disabled American Veterans' headquarters, building a deck and ramp for the handicapped. In thanks, the local made him an honorary member.

To continue his service to the DAV, he drives veterans to and from appointments at the local Veterans' Administration hospital (146 miles away) and doctors' offices.

Freel also belongs to the Campbell County Monument Committee, which is working to raise funds to build a building that would house doctors' offices and labs so veterans would not have to go so far for treatment.

Freel also is a member of the United States Support Command, a volunteer group that is trained for crisis or disaster situations.



Richard Johnson

Richard Johnson is a retired member of Local 1074 at Freeport, Pa., having started with the Pennsylvania Railroad in 1947 and retiring as a conductor in 1992.

His volunteerism started at age 17 when he volunteered to join the Marine Corps in 1942. He served in the Pacific and Guadalcanal and received two bronze star medals.

He was active in his UTUIA local and today he still helps railroad families by providing widows and family members with information on the Railroad Retirement Board, veteran affairs and Social Security.

In the winter, Johnson goes to Mexico City to serve as Santa Claus for the U.S. Embassy. He also volunteers for the American Legion and the St. Patrick Catholic Church in Mexico.

Johnson was made an honorary member of the Marine Security Guard Detachment in Mexico City for his service.

Johnson also served as post commander for his local American Legion and was active in both veteran and community affairs, including serving on the state committee that promoted the construction of a veterans' hospital in Pittsburgh, Pa.

He also was an active participant in the city's midget football programs.

Johnson also has been a blood donor for five decades and has given more than 100 pints of blood.

Johnson also volunteers at the polls on Election Day.



Wilson Hayes

J. Wilson Hayes is a retired member of Local 1011 at Hamlet, N.C. He has been a rail union member for more than 40 years. He served the members of his local as local chairperson; in fact, his father, J.W. Hayes, served the union as general chairperson for the Brotherhood of Railroad Trainmen for the Seaboard Coastline Railroad and later became a UTUIA vice president.

Every Sunday, both morning and evening, Hayes plays bass guitar with the choir at his church. He also plays for Wednesday evening services.

Twice a month, Hayes takes his musical talent on the road: he plays at a local prison as part of a prison gospel ministry.

He also plays for two hours every Monday morning for seniors at the Brithaven Rest Home in Hamlet, and two hours every Tuesday night at the Hermitage Rest Home.

He has been playing for appreciative seniors since 1990. In 1999, however, he was the victim of a stroke, which resulted in paralysis on his left side and the loss of the use of his left hand.

Still, he plays the bass guitar with one hand, hammer style, using a method he taught himself in physical rehabilitation.

Hayes also helps a blind musician friend with his running; both volunteer their time and musical talents to help upcoming gospel singer Vickie Daniel.



Gary Dunne

Gary Dunne is a retired conductor of the Grand Trunk Railway and a member of Local 1075 at Trenton, Mich.

To say Dunne has a green thumb and a big heart are both understatement.

Every year, Dunne spends countless hours in his one-acre garden planting, nurturing and harvesting crops of tomatoes, onions, squash, green beans, sweet potatoes, eggplants, zucchini, cucumbers, strawberries, watermelons, muskmelons and more.

And, what does he do with the bulk of his bounty? For the last 11 years he has donated it to senior citizens, most living on fixed incomes, living in nearby senior-housing developments.

Dunne spends more than \$1,500 a year in seeds and plants and puts in five to six hours a day tending his garden during the growing season.

Last year, he donated more than 50 bushels of tomatoes from his 365 plants, and also hosted a "tomato day" for area seniors, giving them the opportunity to come to his house for a cookout and chance to pick vegetables from his garden.

"That was really nice," Dunne said in a newspaper article written about him. "They all came out and we had a really good time. Most of (the seniors), they appreciate it because they don't have the money for it."

"(The work) is worth it when I go and they all come down to see what I brought," Dunne said.



William Neary

William Neary serves as president of Local 256 at Saratoga Springs, N.Y., which represents employees on the former Delaware & Hudson Railroad (D&H).

Neary has been actively involved in numerous charitable causes and events, including coaching soccer for the Police Boys' Club; serving as a sighted guide at functions and sporting events for the New York Institute for the Blind, and working on scholarship drives for the New York Maritime College.

Most significant, however, Neary serves as project coordinator, fundraiser, liaison and locomotive engineer for the D&H's Toys for Tots project.

Four years ago, Neary brought together officers of the U.S. Marine Corps' Toys for Tots program and the carrier with the idea of distributing toys via rail to needy communities in rural New York. The response was overwhelming.

Last year, more than 10,000 toys were distributed by the Toys for Tots train.

Neary also solicited the donation of cookies and brownies for every child, and got together with local fraternal organizations along the route so the children would have somewhere to go to open their presents.

Neary also solicited almost \$20,000 in donations to provide the children with hats, scarves, mittens and other items.



UTU for Life



RRB assists with Medicare program

By V.M. "Butch" Speakman Jr.

While the Centers for Medicare & Medicaid Services is the agency in charge of the Medicare program, the Railroad Retirement Board (RRB) enrolls persons in the program, collects their premiums and gives general Medicare information.

Persons age 65 or older who receive or are eligible to receive Railroad Retirement benefits are eligible for Medicare Part A (hospital insurance) without paying a monthly premium. Part A helps pay for hospital and skilled nursing facility care, some home health care and hospice care.



V.M. Speakman

Before age 65, persons are eligible for Part A if they have been entitled to monthly Railroad Retirement benefits for a prescribed period of time, generally 24 months, and they meet the Social Security Act disability requirements. (Special rules apply for disabled individuals diagnosed with Amyotrophic Lateral Sclerosis.)

Persons who have permanent kidney failure and receive maintenance dialysis or have had a kidney transplant and receive or are eligible to receive monthly Railroad Retirement benefits are eligible for Part A at any age. (The Social Security Administration has jurisdiction of Medicare in these cases.)

Anyone eligible for Part A can also enroll in Medicare Part B (medical insurance) during an enrollment period by paying a monthly premium. (The basic monthly premium in 2003 is \$58.70.) Part B helps pay for doctors, outpatient hospital care and other medical services.

For more information about Medicare eligibility, including eligibility for family members, contact the nearest office of the Railroad Retirement Board. Most board offices are open to the public from 9 a.m. to 3:30 p.m., Monday through Friday, except on federal holidays.

Persons may find the address and phone number of the board office serving their area by calling the automated toll-free RRB Help Line at (800) 808-0772. They may also find this information from the board's website at www.rrb.gov.

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

RRB, Social Security COLAs, Medicare Part B to rise in '04

Most Railroad Retirement annuities and Social Security benefits are scheduled to increase in January 2004 based on the rise in the Consumer Price Index (CPI) during the 12 months preceding October 2003, while the premium paid for Medicare Part B coverage will rise.

Railroad Retirement Tier I benefits, like Social Security benefits, will increase by 2.1 percent, which is the percentage of the CPI rise. Tier II benefits will increase by 0.7 percent, which is 32.5 percent of the CPI rise, the U.S. Railroad Retirement Board (RRB) said.

Vested dual benefit payments and supplemental annuities also paid by the RRB are not adjusted for the CPI rise, the RRB said.

For those covered by Medicare, the basic Part B premium increases 13.5 percent, rising from \$58.70 to \$66.60 in 2004, the Department of Health and Human Services (HHS) said. Part B covers physician services, outpatient hospital services, durable medical equipment and some home health-care expenses.

The deductible for Medicare Part A, which includes coverage of inpatient hospital stays, will rise by \$36, to \$876 in 2004, HHS said.

In January 2004, the average regular Railroad Retirement employee annuity will increase \$26 a month to \$1,616 and the average of combined benefits for an employee and spouse will increase \$36 a month to \$2,289. For those aged widow(er)s eligible for an increase, the average annuity will increase \$16 a month to \$848.

Widow(er)s whose annuities are paid under the Railroad Retirement and Survivors' Improvement Act of 2001 are not receiving annual cost-of-living adjustments until their annuity amount is exceeded by the amount that would have been paid under prior law, counting all interim cost-of-living increases otherwise payable. About 32 percent of the widow(er)s on the RRB's rolls are being paid under the 2001 law.

In January 2004, the average regular Social Security employee annuity will rise \$19 a month from \$903 to \$922, and the average of combined benefits for an employee and spouse will increase \$31 a month to \$1,523, the Social Security Administration (SSA) said. For those aged wid-

ow(er)s eligible for an increase, the average annuity will increase \$18 a month to \$888. The maximum monthly Social Security benefit for disabled workers will increase from \$844 to \$862.

If an annuitant receiving retirement or survivor benefits from the RRB also receives a Social Security or other government benefit, such as a public service pension or another Railroad Retirement annuity, the increased Tier I benefit is reduced by the increased government benefit. However, Tier II cost-of-living increases are not reduced by increases in other government benefits.

Annuitants subject to earnings restrictions can earn more in 2004 without having their benefits reduced, as a result of increases in earnings limits indexed to average national wage increases. Earnings restrictions apply to those who have not attained full Social Security retirement age, which ranges from age 65 for those born before 1938 to age 67 for those born in 1960 or later.

For those under full retirement age throughout 2004, the exempt earnings amount rises to \$11,640 from \$11,520 in 2003. For beneficiaries born in 1939 and attaining full retirement age in 2004 (age 65 and four months), the exempt earnings amount, for the months before the month full retirement age is attained, rises to \$31,080 in 2004 from \$30,720 in 2003.

For those under full retirement age, the earnings deduction is \$1 in benefits for every \$2 of earnings over the exempt amount. For those attaining full retirement age in 2004, the deduction is \$1 for every \$3 of earnings over the exempt amount in the months before the month full retirement age is attained.

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

Retired employees and spouses, regardless of age, who work for their last pre-retirement non-railroad employer are also subject to an additional earnings deduction, in their Tier II and supplemental benefits, of \$1 for every \$2 in earnings up to a maximum reduction of 50 percent.

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
R	Hirschman, Clara J.	Biglerville, Pa.	439	Blair, James N.	Tyler, Texas	1074	Kubicky, William	Pittsburgh, Pa.
2	Delaplane, George W.	Twelve Mile, Ind.	446	Fleming, Kirk W.	Cheyenne, Wyo.	1202	Garrett, Gene J.	Huntertown, Ind.
18	Hanson, Marco	Alamogordo, N.M.	446	Robertson, Ralph R.	Cheyenne, Wyo.	1348	Blanchard, Ralph G.	Tigard, Ore.
27	McCoy, Samuel E.	Lecanto, Fla.	453	Anderson, Charles A.	Boise, Idaho	1361	Wronski, George	Maspeth, N.Y.
60	Melhorn, Donald E.	S. Amboy, N.J.	486	Boespflug, Robert J.	Glendive, Mont.	1370	Eckert, John V.	Trenton, N.J.
202	Pool, Grover C.	Odenton, Md.	533	Marcum, Lavern E.	Olathe, Kan.	1421	Romero, Ralph R.	Surprise, Ariz.
202	Walker, Ned W.	Pueblo, Col.	565	Cromeans, Marshall E.	Centralia, Ill.	1502	Wynns, William C.	Wildwood, Fla.
240	Seevers, James M.	Pleasanton, Kan.	586	Hastings, Arthur W.	Shelby, Ohio	1517	Davis, Russell L.	Cincinnati, Ohio
284	Thompson, Robert I.	Lorain, Ohio	643	Gladbach, Vernon E.	Marceline, Mo.	1522	Eaton, James W.	Hyattsville, Md.
300	Drey, Jack	Reading, Pa.	663	Andrews, Phillip W.	Brownville Jct., Maine	1928	Thomas Sr., Donald F.	Norwalk, Ohio
305	Diaz, Joseph A.	Falls City, Neb.	744	Mundell, Loren S.	Frankfort, Ind.	1525	Church, Robert L.	Carterville, Ill.
367	Porter, Elvin E.	Omaha, Neb.	945	Waner, Paul A.	Swink, Col.	1565	Richardson, Harold E.	Apple Valley, Calif.
419	Polniak, Theodore B.	Bellmar, N.J.	982	Church, Maurice	Lakeland, Fla.	1760	Deboard Jr., Leland F.	Hernando, Fla.
						1780	Buehrer, Henry T.	Olathe, Kan.
						1881	Sheffer, James M.	Baltimore, Md.
						1892	Doerge, J.F.	New Caney, Texas



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 11/03

TPEL HONOR ROLL

Individuals who have begun contributing to TPEL or increased their donations to \$100 or more, per year, during the previous month

Name	Local	City	Name	Local	City
PLATINUM CLUB (\$1,200 OR MORE PER YEAR)					
Lewis, James M.	490	Princeton, Ind.	Orley, Keith P.	582	Stevens Pt., Wis.
Lujan, Robert L.	1607	Los Angeles, Calif.	Daniel, Carl W.	586	Willard, Ohio
DOUBLE DIAMOND CLUB (\$600 OR MORE PER YEAR)					
Garvin, Thomas D.	2	Toledo, Ohio	Means, Andrew L.	586	Willard, Ohio
Biggs, Dale M.	240	Los Angeles, Calif.	Crampton, Roy A.	631	Brunswick, Md.
Ricci Jr., Victor J.	556	Tacoma, Wash.	Wilt, Jeffrey A.	631	Brunswick, Md.
Allen, Rex G.	1348	Centralia, Wash.	Baker, John G.	656	N. Little Rock, Ark.
Isaacs, Thomas E.	1565	W. Hollywood, Calif.	Barrick, Brian J.	656	N. Little Rock, Ark.
*Bennett, J.C.	1629	Phoenix, Ariz.	Eubanks, Justin Lee	656	N. Little Rock, Ark.
Burris, Richard K.	1977	Seattle, Wash.	Nobles, Tony E.	783	Spencer, N.C.
DIAMOND PLUS CLUB (\$400 OR MORE PER YEAR)					
Svedburg, Michael R.	556	Tacoma, Wash.	Staberg, Kevin J.	793	Columbia, S.C.
DOLLAR-A-DAY CLUB (\$365 OR MORE PER YEAR)					
Peters, Corey Allen	2	Toledo, Ohio	Castro, Daniel J.	811	San Bernardino, Calif.
Armiijo, Manuel C.	49	Pueblo, Colo.	Freund, Timothy C.	811	San Bernardino, Calif.
Barlish, Victor J.	49	Pueblo, Colo.	Todhunter, Jonathan	867	Des Moines, Iowa
Streby, Phillip J.	168	Chicago, Ill.	Gunn, Jonathan	904	Evansville, Ind.
Carmona, Frank S.	240	Los Angeles, Calif.	Hazelwood, Ian A.	904	Evansville, Ind.
Tellez III, Manuel	240	Los Angeles, Calif.	La Hanis, William J.	904	Evansville, Ind.
Furman, Joseph A.	312	Madison, Wis.	Stewart, Heath Lane	904	Evansville, Ind.
Harrison, Russell A.	556	Tacoma, Wash.	Evans, Arthur M.	941	Columbus, Ga.
Hice, Steven E.	556	Tacoma, Wash.	*Tucker, K. E.	1011	Hamler, N.C.
Rodriguez, Ron P.	556	Tacoma, Wash.	Stallings, Mark A.	1016	Enid, Okla.
DIAMOND CLUB (\$300 OR MORE PER YEAR)					
Vasquez, Ralph A.	61	Philadelphia, Pa.	Jones, Cedric J.	1138	Miami, Fla.
Hotaling, David P.	212	Albany, N.Y.	*Hoskins, Thomas D.	1366	Salt Lake City, Utah
Mitchener, Rick L.	298	Garrett, Ind.	Lasky, Paul R.	1374	New Castle, Pa.
Reel, Michael A.	298	Garrett, Ind.	Cichanowicz, M.D.	1382	Milwaukee, Wis.
Jones, Irvin D.	535	Macon, Ga.	Esposito, Thomas	1413	Jersey City, N.J.
Marsico, Benjamin C.	783	Spencer, N.C.	Andrus, Ronnie D.	1501	Baton Rouge, La.
Riley, Eric	811	San Bernardino, Calif.	Barnes, Byron Lamar	1501	Baton Rouge, La.
Hall, Brian C.	904	Evansville, Ind.	Crousillac Jr., Hugh	1501	Baton Rouge, La.
*West, Ernest C.	974	Nashville, Tenn.	Del Rey, Antonio	1501	Baton Rouge, La.
Mungin Jr., Archie I.	1031	Savannah, Ga.	Jenkins, Gilbert	1501	Baton Rouge, La.
Plunkett, Kevin	1370	New York, N.Y.	Linton, Owen B.	1501	Baton Rouge, La.
*Steiger, Gerald L.	1503	Marysville, Kans.	McRae, Shawn A.	1501	Baton Rouge, La.
GOLD CLUB (\$100 OR MORE PER YEAR)					
*Gordon Jr., Arthur V.	48	Norfolk, Va.	Patterson Jr., R.W.	1501	Baton Rouge, La.
Bedekovic, Andrew J.	60	Newark, N.J.	Reed, Jeremy L.	1501	Baton Rouge, La.
Dix, Kevin Thomas	60	Newark, N.J.	Richard, Harold	1501	Baton Rouge, La.
Smollin, Keith J.	60	Newark, N.J.	Wallace, Timothy C.	1501	Baton Rouge, La.
Williams, Freddie M.	61	Philadelphia, Pa.	Young, Brian E.	1501	Baton Rouge, La.
Smith, Carl K.	202	Denver, Colo.	*Balas, Frank J.	1529	Walbridge, Ohio
Eckhart, Wayne	234	Bloomington, Ill.	Lisk, Joseph G.	1529	Walbridge, Ohio
Donahue, John B.	292	E. Syracuse, N.Y.	Koran, Ronald	1594	Upper Darby, Pa.
Decoursey, Kevin S.	298	Garrett, Ind.	Pyles, Eddy L.	1601	Appalachia, Va.
Modesitt, Jamie C.	298	Garrett, Ind.	White, Aaron M.	1674	Los Angeles, Calif.
*Morlan, Frank J.	298	Garrett, Ind.	Davis, Drake K.	1687	Belen, N.M.
Traveler, A.	298	Garrett, Ind.	Dixon, Jedediah C.	1687	Belen, N.M.
Fox, John N.	311	La Crosse, Wis.	Finch, Chad D.	1687	Belen, N.M.
Hauser, Rick G.	311	La Crosse, Wis.	Vigil, Julio A.	1687	Belen, N.M.
Helmbrecht, James B.	490	Princeton, Ind.	Bradford, Thomas C.	1694	Barstow, Calif.
*Liniger, Dean E.	490	Princeton, Ind.	Ussery, Timothy R.	1790	Fitzgerald, Ga.
Lutz, Jeffrey L.	490	Princeton, Ind.	Montgomery, Joan Aux	583	Sterling, Colo.
Goodwin, Gary N.	556	Tacoma, Wash.	Walter, Edythe	793	Minerva, Ohio
Hansen, William K.	556	Tacoma, Wash.	UTU Auxiliary Lodge	800	Tucson, Ariz.
Ostrander, Steven V.	556	Tacoma, Wash.	UTU Auxiliary Lodge	915	Chattanooga, Tenn.

* = Retired Member



Officers attend drug, alcohol seminar

The U.S. Department of Transportation (DOT) and the Federal Railroad Administration (FRA) recently sponsored a seminar on alcohol and drug regulations in Colorado Springs, Colo. There were 36 participants in the seminar, including 15 UTU officers. Those officers are (first row, L to R) David Martin (local chairperson, Local 257, Morrill, Neb.); Lamar Allen (FRA drug and alcohol program manager); Charles Skidmore (assistant state director, Colorado); James Swart (U.S. DOT office of secretary); George Ellis (FRA consultant/instructor); Rich Draskovich (UP vice general chairperson); (second row, L to R) David Miracle (assistant state director, Kentucky); Robert Alba (local chairperson, Local 322, Milwaukee); John Emery (local chairperson, Local 329, Boone, Iowa); Kathy Schnakenberg (FRA instructor); John Lesniewski (CSX vice general chairperson); Pat McFall (FRA inspector, Omaha, Neb.); John Babler (UP general chairperson); (third row, L to R) Mike Reedy (UP vice general chairperson); James Stem (alternate national legislative director); Jerry Kalbfell (local chairperson, Local 528, Chicago, Ill.); Jay Seegmiller (assistant state director, Utah); Mark Cook (NS vice general chairperson); Rick Johnson (state legislative director, Colorado), Connie English (state legislative director, Texas).

H&W pact

Continued from page 1

ratified in August 2002. These are the only two national rail agreements ratified by the membership in the 34-year history of the UTU.

Here are the vote totals by craft as reported by the American Arbitration Association:

CRAFT	TOTAL	FOR	AGAINST
Engineers	39	22	17
Firemen/hostlers*	1,267	726	541
Conductors	5,921	3,665	2,256
Brakemen	838	485	353
Yardmen	2,570	1,415	1,155
Yardmasters	336	179	157
Total	10,971	6,492	4,479

*Consistent with the voting requirements of the UTU Constitution that a UTU member working as an engineer under a BLE agreement would vote as a fireman on any agreement involving firemen, those members voting as engineers on properties where the UTU does not hold the agreement jurisdiction are included with the firemen craft vote.

Here are the percentages for and against as reported by the American Arbitration Association:

CRAFT	FOR	AGAINST
Engineers	56%	44%
Firemen/hostlers	57%	43%
Conductors	62%	38%
Brakemen	58%	42%
Yardmen	55%	45%
Yardmasters	53%	47%
Total	59%	41%



	Basic HealthCare Benefit Basic PPO (Eff. 1/1/04)		Comprehensive Health Care Benefit		Managed Medical Care Program	
	In-Network	Out-of-Network	MMCP Unavailable	MMCP Available	In-Network	Out-of-Network
Medical / MHPA						
Annual Deductible						
Individual		\$300.00	\$100.00	\$100.00	N/A	\$200.00
Family		\$900.00	\$300.00	\$300.00	N/A	\$600.00
Office Visits, ER, Urgent Care			85%	75%	\$15.00/Office Visit	75%
Coinsurance	70%	70%	85%	75%	100%	75%
Annual out-of-pocket max	70%	70%				
Individual		\$2,500.00	\$1,500.00	\$1,500.00	N/A	\$1,500.00
Family		\$5,000.00	\$3,000.00	\$3,000.00	N/A	\$3,000.00
Prescription Drugs			CHCB and MMCP Drug Benefits			
Retail			In-Network	Out-of-Network		
Generic	70%*	50%	\$5.00 Generic	75%		
Brand on formulary	65%*	50%	\$10.00 Brand	75%		
off formulary	60%*	50%	(No formulary)	(No formulary)		
Mail Order						
Generic	70%*		\$10.00 Generic			
Brand on formulary	65%*		\$15.00 Brand			
off formulary	60%*		(No formulary)			
Monthly Contributions						
Eff. Nov. 2003 - June 2004		\$0.00	\$119.61			\$119.61
Eff. July 2004		\$0.00	\$100.00			\$100.00

NOTE: Deductibles do not apply toward annual out-of-pocket max.
*Basic Preferred Provider Organization (PPO) prescription drug benefit has an in-network annual out-of-pocket maximum of \$2,000 per individual and \$4,000 per family.

Bus drivers

Continued from page 1

steps to correct this potential problem now.

Bonnie Morr, general chairperson on Santa Cruz (Calif.) Transit, and Richard Deiser, general chairperson on New Jersey Transit, have been working with Brunkenhoefer and Arnold to accumulate the necessary factual information to convince lawmakers that legislative changes are required.

In late September and early October, the four met with lawmakers and congressional staff with responsibility for transportation-related legislation. One especially productive meeting was with Jim Oberstar (D-Minn.), the ranking Democrat on the House Transportation and Infrastructure Committee, who pledged to work on UTU's behalf to craft an acceptable solution.

Oberstar said he may try to include the solution as part of next year's highway spending authorization bill.



Cong. Jim Oberstar (left) of Minnesota, the ranking Democrat on the House Transportation and Infrastructure Committee, meets to resolve a potential legislative problem for bus operators with Bonnie Morr, general chairperson on Santa Cruz (Calif.) Transit, and Richard Deiser (right), general chairperson on NJ Transit. (Photo courtesy of Drew Neidig.)

Conference

Continued from page 1

"The idea for the conference was to create an opportunity for the average member to discuss the issues that affect rail employees," Schoo said. "In that regard, it worked out just as planned, and maybe even better than expected. I really wasn't ready for the enthusiasm the participants showed!"

Speakers at the event included Alternate Vice President - Yardmasters Doyle Turner, who talked about health and welfare provisions; Canadian Pacific General Chairperson Dennis Baker (GO-261), who explained arbitration procedures; Secretary-Treasurer Don Loesch (L-1433), who addressed the discipline issue; Illinois Assistant State Legislative Director John Burner, who spoke about legislative concerns, and Legislative Representative Les Grzybek (L-1433), who led a discussion about medical situations affecting rail employees.

Schoo said an interactive period allowing for questions and answers and general discussion followed each speaker.

"The conference created an opportunity for the average member to discuss the issues that

affect rail employees," Schoo said. "I think we learned how we can become more effective at our jobs and in our union, and that the experience will strengthen us and facilitate communications between locals in the region. And I think we discovered that we're not alone in dealing with the situations and behaviors we face on the job."

Schoo noted the conference was a grassroots phenomenon. "I'm very proud of the people in my local, who handled all the planning and paid all the costs of this event," he said.

"We couldn't have done without the efforts of Larry Lehman, Rich Peterkin and Stu Wallenberg from Local 1433, who worked along with my brother Gary and Metra employee Carl Gurnicz from Local 281 (Milwaukee, Wis.) to put the room together, serve the food and handle the raffle," Schoo said. "And Drew Neidig, a BLE member, spent the day with us, helping out, taking pictures and serving as an example of cross-craft cooperation."

Schoo said he hoped the conference would mark the beginning of greater regional awareness. "It was informative, especially for younger members, everyone was polite and courteous, there was no alcohol and nothing extravagant. No company-bashing, nothing negative - just great dialogue. It was simply a way for those of us



Among those who made the conference hosted by Local 1433 a success were (standing, from left) Local Chairperson Bill Ranallo, Assistant Local Chairperson Stu Wallenberg, Legislative Representative Les Grzybek, Secretary-Treasurer Don Loesch, Larry Lehman, Gary Schoo, General Chairperson Dennis Baker (GO-261) and (seated, from left) Rich Peterkin and Local President Al Schoo.

working around the nation's railroad hubs, in today's political climate, to find common ground and unite."

To learn about future conferences, contact Brother Schoo at (815) 222-6159 or send e-mail to schoofly@tbcnet.com.

Think UTU for your holiday shopping needs

It is not too early to start thinking about holiday gifts for the UTU members in your family.

The UTU offers its members a wide variety of UTU-logoed items such as jackets, polo shirts, sweatshirts, baseball caps, a variety of watches, men's and women's rings, craft caps, belt buckles, pocket knives, tote bags, briefcases, pen sets, playing cards, brass lanterns, sew-on patches and other items.

All items are union or American made. All prices include shipping and taxes. All UTU-logo items are available for viewing on the UTU website at www.utu.org.

Wearing apparel and other items

Jacket choices include: the **Durango Jacket**, a black duck-cloth coat with lining; the **Stadium Jacket**, in navy and white with a zip-off hood; the **Herringbone Jacket**, a lightweight jacket featuring a nice tan herringbone design; the **Fleece Jacket**, in a rich navy-blue fleece with a zippered front, and the **Weekender Jacket**, in either a spring or fall weight.

The UTU's selection of shirts includes the popular polo-style shirts in your choice of white or blue with pocket; the "Spencer" polo-style shirts in light green and tan, and the "Fairview," which is a gray microweave pullover windshirt perfect for golf or other activities.

New is a polo-style shirt for ladies, called the "Raleigh," in a royal blue with a fashionable design on the collar and sleeves.



Herringbone Jacket

A zippered-front hooded sweatshirt and crew-neck sweatshirt also are available, both featuring the UTU logo.

A variety of caps are available from the UTU, including baseball-style caps embroidered with either "UTU and Proud" or "UTU Retired and Proud;" a baseball-style cap embroidered "Bus Operations;" and corduroy baseball caps in black or navy blue.

Also great for gift-giving are the UTU Craft Caps. A variety of different crafts are offered, each with the UTU logo. Please contact the UTU Supply Department at the address below for a list of available crafts.

The UTU also offers embroidered stocking caps and nice-looking tan visors.

New this year are UTU stadium blankets, in royal blue with a white embroidered logo. The cost is only \$17.

Also available are soft-sided briefcases with pockets; a solid-brass belt buckle; pocket knives; a brass lantern available with blue, clear, red or yellow glass globes; a three-foot by five-foot UTU flag; a royal-blue canvas barrel bag; an oversized tote bag; a money clip with nail file and knife; a pen and pencil set, and a selection of sew-on patches.

An apparel and novelty item price list and order form also are available on the UTU website or by writing the UTU Supply Dept., 14600 Detroit Ave., Cleveland, OH 44107.

Watches, rings

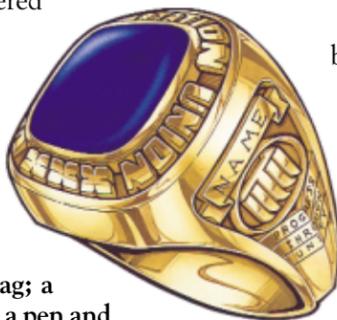
In a time-honored tradition, the significant moments that come but once in a lifetime now can be marked forever with a fine timepiece or ring custom-designed especially for UTU members.



Fleece jacket



Durango Jacket



American Time Watches are union made in Rochester, N.Y., by members of the International Association of Machinists Local 1868.

The union's new logo is reproduced with the finest color detail on three different American Time watches: 1. An 18-kt. gold plated case with black dial and gold imprint; 2. A silver tone, nickel plated case with blue dial and silver imprint, or, 3. A chrome plated clipper with white dial and red and blue imprint.

All dials have unique gothic numbers as hour markers to make reading the time easier.

The gold or silver wristwatches are available for \$75 each. The clipper watch is also \$75.

The union's standard oval logo also has been elegantly captured with proof-coin brilliance in a 14-kt. gold-filled medallion dial wristwatch, or as a gold-plated, two-tone, acid-etched dial pocket watch. The medallion watches are \$100 each, while the pocketwatches are \$82.50 each.

All wristwatches are available in both men's and ladies' styles and can be fitted with a U.S.-made Speidel expansion band (as shown) or U.S.-made black leather strap. The clipper and pocket watch come complete as shown.

Crafted with union quality and durability, American Time builds each wristwatch using a Swiss quartz precision movement, mar-resistant mineral crystal and a case that is water resistant to three atmospheres. Reliability is guaranteed, with a two-year limited warranty against material defect and workmanship.

These watches are perfect for any holiday or recognition occasion, and come shipped in a presentation-quality gift box. Shipping/handling/insurance is \$6.95 each. (Canadian customers add \$10 to shipping costs.)

All sales are in U.S. dollars and must be indicated on check or credit card (Canadian customers). New York State tax (8.25%) applies to all residents.

Purchasers can also add a personal touch: engraving a message on the case back will make this gift a one-of-a-kind treasure, sure to become a family keepsake. Price is \$10 for up to three lines of engraving, 15 characters per line.

Order your watch today by calling (800) 272-5120, or send a check, made payable to American Time, to American Time Mfg. Ltd., Attn: UTU watch, 1600 N. Clinton Ave., Rochester, NY 14621.

UTU members proud of their union affiliation can order a beautiful UTU ring that grandly displays the union's logo and highlights the union's creed, "Progress Through Unity." The ring features the wearer's smooth-top or facet-cut birthstone circled with the words "United Transportation Union."

The 10-kt. gold ring is available in both a man's and woman's style for \$475 from the Shamrock Company. For more information, call the Shamrock Company toll free at (800) 255-9703, Ext. 177.



Gold, silver or clipper-style American Time watches, above, or medallion-style watches, below, are union made.



This month's winning photo:

This month's winning photograph was taken by **Paul Auld**, a Union Pacific conductor and member of Local 473 at La Grande, Ore. Auld's photo is of a UP consist waiting for a signal at Camp, Ore., a siding in the Blue Mountains between La Grande and Hinkle, Ore.

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.

UTU News
www.utu.org / www.utuia.org

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