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UTU News

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The Official Publication of the United Transportation Union



News & Notes

CN to negotiate on vests

CN North America has agreed to negotiate with the UTU a requirement that U.S. operating crews wear special reflective safety vests while on duty. UTU earlier told CN that its required safety vest contributed to unsafe conditions.

General Chairpersons Warner Biedenharn (GO-433) and Dave Hiatt (GO-377) said the reflective vests Grand Trunk Western Railway and the Illinois Central were requiring be worn by operating employees are defective.

On Grand Trunk, brakemen found that while riding on the sides of cars, portions of the vest fly upward, restricting vision.

On the IC, where temperatures on the south end of the railroad frequently hit 100 degrees with 90 percent humidity, the vests, with no perforations, act like a steam bath, trapping heat and perspiration inside. "We had engineers and conductors feeling dizzy and not able to think clearly because of their elevated body-heat levels," Biedenharn said.

"In fact, according to experts, heat is the number-one cause of weather-related deaths."

With assistance from Assistant President Rick Marceau, International Vice Presidents David Hakey and Mike Futhy and the UTU Law Department, Hiatt and Biedenharn took the problem directly to CN's chief labor negotiator and CN's law department.

CN now has agreed to negotiate a solution to the problems with the UTU.

R&S members okay deal

ROCHESTER, N.Y. – UTU members employed by the Rochester & Southern Railroad (R&S) in five different crafts have overwhelmingly approved a new five-year contract, General Chairperson Dave M. Murphy said.

Crafts voting on the pact included conductors and engineers, maintenance-of-way employees, signalmen and clerical workers.

The pact represents the first new contract on the property in three years. Effective from Jan. 1, 2003, through Dec. 31, 2007, the contract includes full retroactivity.

Murphy cited UTU International Vice President Tony Iannone and National Mediation Board (NMB) Mediator Dick Hanusz as being "instrumental in getting this put to bed once and for all."

2005 regional meetings

The dates and locations for the 2005 UTU/UTUIA regional meetings have been set.

- Anchorage, Alaska, June 13-15
- Orlando, Fla., July 18-20

Watch the *UTU News* and UTU website (www.utu.org) for details.

UTU takes the lead in training new hires

CHICAGO – Local UTU people training new hires locally is what's happening at Union Pacific's Chicago Service Unit.

This innovative peer-training effort, which lasts a minimum of 14 weeks, is instilling more confidence in the trainees to do the jobs they are eventually assigned, and creating greater trust among veteran conductors and brakemen of the rookies' abilities.

The training program is designed, controlled and implemented entirely by UTU members working at UP's Chicago Service Unit. The UTU trainers are known as "super conductors," having been chosen by their peers to perform the training based upon their demonstrated skills, ability to communicate and enthusiasm. The training previously was performed by an outside contractor.

More than 100 new hires have successfully completed the UTU training program, which began in March; at least that many more will be trained by UTU super conductors by year-end.

"Training new hires over the territory they will actually work, and being trained by the

most skilled of the crews with which they will work, is something that should be expanded on the UP and adopted by every other railroad," said UTU International President Paul Thompson, who toured the training facility at UP's Proviso Yard in July with other UTU international officers.

How does local training by UTU super conductors differ from that of an outside contractor?

•UTU trainers work with the new hires at night, on weekends and in all weather conditions when outside contractors are not available.

•Super conductors instruct the new hires on unique local conditions.

•New hires are assigned to actual runs with a super conductor.

•Super conductors remain available to mentor new hires after training is completed.

•If problems develop on the job, a new hire is brought back for remedial training.

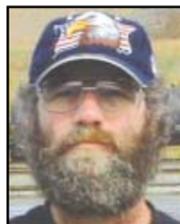
Communication between the new hire and

UTU "super conductors" train new hires on Union Pacific

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Alaska Railroad says, 'Safety first'

Even in the 21st Century, something about Alaska brings out the pioneering spirit. For employees of the Alaska Railroad, the new frontier is safety, and helping push the boundaries is conductor Lynn J. Reitz, a member of Local 1626 in Anchorage.



Reitz

"When I came here in 1982, we were still operating on train orders through 'dark' territory," Reitz said. "But there's been a lot of positive changes in the last three years, and we've taken a 1940s railroad to the cutting edge."

The changes go beyond the evolution of technology and include a revolution in the

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The Teamsters? 'No, thanks.'

Douglas Ritchey, a conductor on NJ Transit and member of Local 60 in Newark, N.J., knows first-hand the difference between the UTU and the Teamsters.

And, knowing what he knows, he knows he does not want to be represented by the Teamsters.

Ritchey, who has worked for NJ Transit for three years, formerly was a truck loader for Pepsi-Cola and member of Teamsters Local 125 in New Jersey.

"There's a lot of differences between being represented by the UTU and by the Teamsters," he said.

"First, with the Teamsters, I never saw a labor contract, and I asked repeatedly to be given one.

"Second, we never had any help by interna-

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Around the UTU

News from around the U.S. and Canada

Local 84, Los Angeles, Calif.

Retired North County Transit District conductor **Lawson L. Chadwick**, who founded the Southern California Chapter of *UTU for Life*, served as a delegate with the California delegation to the Democratic National Convention in July and participated in the Native American Caucus. To contact Brother Chadwick about his *UTU for Life* chapter, call (760) 945-5365, write to 5059 Nighthawk Way, Oceanside, CA 92056, or send e-mail to LLCHAD@cox.net.

Locals 194 & 1620, Elkhart, Ind.

These two Norfolk Southern locals recently presented a UTU PAC contribution in the amount of \$1,000 to Democrat **Joe Donnelly**, a congressional candidate from Indiana's 2nd district, at a rally they hosted for the candidate, said Legislative Representatives **Steven R. Filbert** (L-1620) and **Bob Holbrook** (L-194).

Local 281, Milwaukee, Wis.

Members are mourning the death of Amtrak conductor **Darrell David Tischmak**, who passed away at age 48 on July 9 following a heart attack, said Local Chairperson **Mike Doyle**. Brother Tischmak, who was off on a rail-related injury when stricken, had been working as vice local chairperson in St. Cloud, Minn. He leaves behind a wife and three daughters.

Local 471, Eugene, Ore.

Members of this Union Pacific local are mourning the death of conductor **Jim Claiborne**, 59, who succumbed to a heart attack at his home on July 19, said Local Chairperson **Greg Boam**. Brother Claiborne, who had planned to retire in December, leaves behind a wife, two daughters and two grandsons.

Local 586, Willard, Ohio

This CSXT local now has a website with a variety of useful information, resources and links, said Secretary-Treasurer **Mike Kelly**. View the site at www.utu586st.org.

Local 1137, Fargo, N.D.

Members of this local employed by the Red River Valley & Western were grappling with ways to address the need for regularly assigned days off as this issue reached deadline, said North Dakota State Legislative Director **John Risch**. Local Chairperson **Mike Olson** and Vice General Chairperson **John Filter** planned to meet with Risch to discuss the next round of negotiations.

Local 1177, Willmar, Minn.

Past Local Chairperson (switchmen) **P. J. "Pat" Connors** was set to undergo a kidney transplant on Sept. 2 as this issue reached deadline. Brother Connors's son, **Ben Connors**, is donating a kidney to his father, said Legislative Representative **Bob Pearson**, and both will be unable to work for about six weeks. Donations to help with expenses can be sent to: Connors Fund, c/o Robert J. Pearson, UTU Local 1177, P.O. Box 575, Willmar, MN 56201.

Local 1190, Ludlow, Ky.

Members of this Norfolk Southern local are proud of Vice Local Chairperson and Assistant Legislative Representative **Sgt. Jeff Hammons** who, along with fellow soldiers of



Doug Gordon puts the finishing touches on the newsletter he edits for Local 771 in Needles, Calif.

Newsletter editor seeks similar type

BNSF conductor **Doug Gordon** seeks someone familiar with rail operations, company policies and union agreements to chase rumors, motivate union officers to communicate in writing and on deadline, set type, sell and design ads and manage distribution and accounting details. Those seeking pay need not apply.

Brother Gordon, a member of Local 771 in Needles, Calif., does all of the above and more each month as editor of the local's newsletter, *The Bake Head News*.

Planning to retire at the end of the year and seeking a successor, Gordon believes most locals can benefit from having a newsletter. "It's not as hard as it sounds," said Gordon, "In fact, it's very rewarding and enlightening."

Gordon began working on his local's newsletter nearly seven years ago, assisting **Glenn A. Williams**. When Williams retired a short time later, Gordon took over. Meanwhile, Williams hosts a website at www.bakehead.com, where copies of the newsletter can be downloaded in PDF format.

Gordon said he has no writing or journalism training and learned on the job. "As far as tools are concerned, I do the newsletter in Microsoft Word, print out a copy, and take it to Office Max for duplication."

Gordon, who began his career on the Santa Fe as a brakeman in 1965, said there are a lot of reasons for a newsletter. "We have about 300 members, but they're so spread out, we're usually lucky to have a quorum at meetings. So we air important issues through the newsletter. We address rumors and misinformation and we fight apathy. Perhaps the information will save a life, prevent an injury, keep people out of trouble or keep people working."

Considering his efforts a labor of love, Gordon cited personal reasons for taking on the job. "I see it as a way to give back to the union and the occupation that have been good to me. It can help younger people who came into the industry after me. It results in a better-informed membership, and you end up with a better organization."

To learn more about producing a newsletter, contact Gordon at P.O. Box 901, Needles, CA 92363, or send e-mail to drgordon@citlink.net.

the Army's 478th Engineer Battalion, was recently awarded the Presidential Unit Citation for service in Iraq, said Secretary-Treasurer **Thomas Hein**. The citation is the highest award an Army unit can receive. The unit faced 33 days of combat, advanced 800 kilometers into Iraq and crossed four major rivers to destroy nine Iraqi divisions. The award, rare for such units, was pre-

sented to the group by Brigadier General James L. Bauerle, Hein said.

Local 1594, Upper Darby, Pa.

This SEPTA local has created a fund to assist fellow members whose homes and property were destroyed by storms and flooding, said General Chairperson **Ron Koran** and Treasurer **Brian Caldwell**. Contributions can be sent to: UTU 1594 Flood Victims' Account, PSTC Employees Federal Credit Union, 1402 Bywood Ave., Upper Darby, PA 19082. In June, the local raised \$1,100 in the American Cancer Society Bike-A-Thon. Participants included **Herb Pembleton**, **Lennie Jenkins**, **Jay Wilbank**, **Anne Jordan**, **Bruce Wertz**, **Stan Bernatowicz** and his daughter, **Lindsay**, and her friend, **Jonathan**, and **Ron Koran** and his son, **Steven**. Helping the cause was UTUIA Field Supervisor **Tom Anziano** of Local 1373 (CSXT, Philadelphia), who collected \$100 from his local to contribute to the event. Also, **Kevin Baldwin** collected two large containers (10-15 lbs.) of soda pull-tabs to benefit the Ronald McDonald House. Meanwhile, rail rodeo participants never previously credited were **James Sams** and **Fred Washington**.

Local 1741, San Francisco, Calif.

Bus operators from this local working for First Student, Inc., the San Mateo School District and Laidlaw Transit will be participating in the Million Worker March, set to take place in Washington, D.C., on Oct. 17. For information, contact **Shane Hoff** at (510) 748-9196. Meanwhile, a UTU theme will likely be evident when Local President **Ange Beloy** marries **James Wesley Jr.**, a former member of the local, on Nov. 12, 2005. Beloy's mother and Wesley's brother are active members of the local.

Local 1973, Chicago, Ill.

Members are mourning the death of Metra yardmaster **Elbert "Al" Coleman**, who passed away at age 62 in July just before he had planned to retire, said fellow Metra employee and Illinois State Representative **Eddie Washington** of Local 1258 in Elgin, Ill. "He was a brother who knew how to be a true friend, a father, a leader, a teacher, a warrior and a general," said Washington, "who understood the importance of standing up for the little guy." A Navy veteran, Brother Coleman began his career as a switchman on the Milwaukee Road.

Aux. Lodge 419, Hammond, Ind.

Joyce Ann Lewis recently became a UTU PAC Dollar-A-Day member when she contributed a check in the amount of \$265. Lewis, married to Legislative Representative **Harry C. Lewis Jr.** of Local 597 in Des Plaines, Ill., earlier donated \$100 to the cause, and hoped her action would serve as an example for all auxiliary members.

Aux. Lodge 711, New Castle, Pa.

About 100 attended the annual picnic held July 18 in Pearson Park, where food, games and prizes for the kids helped chase the rainy weather away, according to Pennsylvania State Legislative Director **Don Dunlevy**. Among the prizes were six new bicycles, said Lodge President **Anita Rayner**.



UTU PAC ROLL OF HONOR

Here is a list showing the average UTU PAC contribution per member per month for 2003, based on contributions received from active, dues-paying members (no members on E-49 status are included). State averages are total contributions divided by total active members in the state.

Alabama	998	Waycross	.55		
598	Mobile	.37	1031 Savannah	.95	
622	Birmingham	4.27	1033 Atlanta	1.49	
762	Montgomery	.64	1245 Atlanta	2.45	
772	Sheffield	.35	1261 Atlanta	2.49	
847	Birmingham	.55	1263 Valdosta	1.71	
1053	Selma	.85	1598 Manchester	.84	
1291	Birmingham	1.65	1790 Fitzgerald	.97	
1887	Fairfield	.85	1910 Macon	1.93	
1972	Birmingham	.33	1971 Atlanta	.54	
State average		1.00	State average		1.34

Alaska	1626	Anchorage	.76
State average		.74	

Arizona	113	Winslow	2.10
807	Tucson	5.33	
1081	Glendale	6.93	
1629	Phoenix	4.46	
1800	Tucson	3.92	
State average		3.86	

Arkansas	221	N. Little Rock	1.44
462	Pine Bluff	1.13	
507	Van Buren	1.94	
656	N. Little Rock	2.19	
733	DeQueen	1.48	
950	West Memphis	5.26	
State average		2.00	

California	23	Santa Cruz	1.74
31	San Jose	5.72	
32	Glendale	.64	
84	Los Angeles	2.93	
98	San Luis Obispo	1.99	
100	Oakland	.82	
239	Oakland	2.22	
240	Los Angeles	6.33	
492	Sacramento	1.29	
694	Dunsmuir	1.53	
771	Needles	2.96	
811	San Bernardino	3.03	
835	Bakersfield	2.75	
1200	Portola	.76	
1201	Stockton	2.66	
1241	Richmond	2.16	
1252	Fresno	1.76	
1422	Los Angeles	2.08	
1496	Riverside	.00	
1544	Maywood	3.41	
1563	El Monte	1.35	
1564	Los Angeles	1.73	
1565	West Hollywood	1.74	
1570	Roseville	4.10	
1581	Bakersfield	3.00	
1584	Lancaster	.17	
1607	Los Angeles	1.72	
1608	Chatsworth	2.68	
1674	Los Angeles	1.05	
1694	Barstow	1.82	
1730	Richmond	.45	
1732	San Jose	1.69	
1741	San Francisco	.14	
1770	Los Angeles	3.14	
1785	Santa Monica	1.26	
1801	Martinez	3.41	
1813	West Colton	2.00	
1846	West Colton	1.78	
1915	Tracy	2.37	
State average		1.94	

Colorado	49	Pueblo	3.40
201	Trinidad	2.26	
202	Denver	2.77	
204	Pueblo	2.75	
500	Grand Junction	3.36	
945	La Junta	9.56	
1136	Sterling	3.08	
State average		3.17	

Connecticut	277	Hartford	.00
328	New Haven	.00	
1361	New Haven	.74	
1672	New London	.00	
State average		.23	

Delaware	1378	Wilmington	1.99
State average		1.98	

District of Columbia	1522	Washington	1.94
1933	Washington	6.12	
State average		4.91	

Florida	30	Jacksonville	.82
903	Jacksonville	.60	
1035	Lakeland	.94	
1138	Miami	.54	
1221	Tampa	.71	
1312	Pensacola	.65	
1502	Wildwood	.37	
1900	Miami	.09	
State average		.63	

Georgia	511	Atlanta	1.64
535	Macon	1.06	
674	Augusta	1.31	
941	Columbus	1.54	

998	Waycross	.55
1031	Savannah	.95
1033	Atlanta	1.49
1245	Atlanta	2.45
1261	Atlanta	2.49
1263	Valdosta	1.71
1598	Manchester	.84
1790	Fitzgerald	.97
1910	Macon	1.93
1971	Atlanta	.54
State average		1.34

Idaho	78	Pocatello	12.24
265	Pocatello	3.27	
1058	Nampa	.98	
State average		4.54	

Illinois	168	Chicago	3.39
171	Aurora	3.07	
195	Galesburg	3.03	
196	Beardstown	1.66	
198	Peoria	1.74	
234	Bloomington	3.57	
258	Rock Island	2.71	
432	Champaign	3.84	
445	Niota	2.91	
453	Clinton	3.18	
469	Madison	1.41	
528	Chicago	1.31	
565	Centralia	5.37	
577	Northlake	2.18	
597	Des Plaines	5.39	
620	Chicago	1.41	
653	Blue Island	3.27	
740	Joliet	5.10	
768	Decatur	1.43	
979	Salem	1.00	
1003	Kankakee	3.66	
1083	Villa Grove	1.08	
1258	Elgin	3.15	
1290	Chicago	4.80	
1299	Chicago	1.41	
1358	Danville	1.05	
1402	Dupo	1.52	
1421	Franklin Park	17.24	
1423	Galesburg	1.15	
1433	Elmwood Park	3.70	
1494	Chicago	.72	
1525	Carbondale	2.35	
1534	Chicago	1.39	
1538	Chicago	2.82	
1597	Chicago	1.36	
1883	Riverdale	2.95	
1895	Chicago	1.58	
1929	East St. Louis	1.15	
1973	Chicago	.68	
State average		2.29	

Indiana	6	Indianapolis	1.08
194	Elkhart	1.54	
206	Peru	1.09	
298	Garrett	3.12	
333	North Vernon	1.77	
383	New Albany	.39	
490	Princeton	9.38	
744	Frankfort	.87	
904	Evansville	1.60	
1186	Gary	1.44	
1202	Fort Wayne	.89	
1381	Hammond	1.59	
1383	Gary	.56	
1399	Terre Haute	3.31	
1518	Indianapolis	.69	
1526	Michigan City	1.10	
1548	Indianapolis	.62	
1620	Elkhart	3.89	
1663	Indianapolis	.44	
State average		1.79	

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194	Elkhart	1.54	
206	Peru	1.09	
298	Garrett	3.12	
333	North Vernon	1.77	
383	New Albany	.39	
490	Princeton	9.38	
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1186	Gary	1.44	
1202	Fort Wayne	.89	
1381	Hammond	1.59	
1383	Gary	.56	
1399	Terre Haute	3.31	
1518	Indianapolis	.69	
1526	Michigan City	1.10	
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1620	Elkhart	3.89	
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1381	Hammond	1.59	
1383	Gary	.56	
1399	Terre Haute	3.31	
1518	Indianapolis	.69	
1526	Michigan City	1.10	
1548	Indianapolis	.62	
1620	Elkhart	3.89	
1663	Indianapolis	.44	
State average		1.79	

Iowa	17	Marshalltown	9.65
199	Creston	8.00	
228	Cedar Rapids	3.19	
306	Eagle Grove	4.01	
316	Clinton	2.41	
329	Boone	3.93	
418	Sioux City	2.56	
493	Waterloo	3.12	
646	Council Bluffs	4.61	
867	Des Moines	3.67	
State average		3.95	

Kansas	44	Phillipsburg	.15
94	Kansas City	3.09	
412	Kansas City	1.82	
464	Arkansas City	4.45	
477	Newton	1.98	
495	Salina	2.37	
506	Herington	1.37	
527	Coffeyville	1.18	
533	Osawatomie	3.65	
707	Marysville	5.13	
763	Pittsburg	.33	
774	Atchison	.87	
794	Wellington	2.42	
1126	Pratt	.82	
1227	Wichita	1.08	
1409	Kansas City	1.91	
1503	Marysville	5.15	
1532	Kansas City	3.12	
State average		2.40	

Kansas	44	Phillipsburg	.15
94	Kansas City	3.09	
412	Kansas City	1.82	
464	Arkansas City	4.45	
477	Newton	1.98	
495	Salina	2.37	
506	Herington	1.37	
527	Coffeyville	1.18	
533	Osawatomie	3.65	
707	Marysville	5.13	
763	Pittsburg	.33	
774	Atchison	.87	
794	Wellington	2.42	
1126	Pratt	.82	
1227	Wichita	1.08	
1409	Kansas City	1.91	
1503	Marysville	5.15	
1532	Kansas City	3.12	
State average		2.40	

TOP 10 UTU PAC LOCALS

Local	City	Amount	Legislative Rep.
1421	Franklin Park, Ill.	17.24	Cicuto, Daniel A.
1129	Raleigh, N.C.	13.51	Lamm, Glenn A.
1293	Altoona, Wis.	12.88	Staves, Kenneth M.
1468	Walla Walla, Wash.	12.36	McKillip, Larry D.
78	Pocatello, Idaho	12.24	Millward, George J.
166	Salt Lake City, Utah	10.55	Seegmiller, F. Jay
508	Smithville, Tex.	9.75	Saunders, Kamron
17	Marshalltown, Iowa	9.65	Backoff, William D.
945	LaJunta, Col.	9.56	Engelbrecht, Patrick
490	Princeton, Ind.	9.38	Utley, Randy D.

Kentucky	376	Louisville	1.33
573	Danville	1.28	
630	Ashland	.92	
785	Paducah	.73	
1190	Ludlow	1.29	
1310	Loyall	.53	
1315	Covington	1.85	
1316	Ravenna	2.48	
1328	Louisville	.38	
1377	Russell	2.41	
1389	Russell	.32	
1567	Corbin	1.41	
1963	Louisville	.19	
State average		1.10	

Louisiana	659	Leesville	1.01
781	Shreveport	6.09	
976	Shreveport	1.24	
1066	New Orleans	.61	
1337	New Orleans	1.75	
1458	DeQuincy	3.38	
1501	Baton Rouge	3.77	
1545	Monroe	2.32	
1678	Minden	1.25	
1836	New Orleans	5.26	
1947	Lake Charles	1.34	
State average		2.74	

Maine	663	Bangor	.01
856	Houlton	.57	
1400	South Portland	.94	
State average		.46	

Maryland	430	Cumberland	.80
454	Baltimore	1.30	
600	Cumberland	1.63	
610	Baltimore	1.69	
631	Brunswick	1.09	
1470	Edmonston	3.72	
1591	Baltimore	.85	
1881	Baltimore	.90	
1949	Baltimore	.62	
State average		1.53	

Massachusetts	254	Fitchburg	.40
262	Boston	2.24	
352	West Springfield	.22	
587	Greenfield	.31	
679	Attleboro	.02	
898	Boston	.83	
1462	Boston	2.86	
1473	Boston	.73	
State average			

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UTU is the leader when it comes to safety

Once again the UTU has taken the lead in making the workplace safer.

The evidence is found in two significant recent events: The UTU's initiative on Union Pacific in Chicago, where UTU "super conductors" replaced outside contractors to train new hires; and on the Alaska Railroad, where a UTU safety coordinator bridges the communications gap between management and train crews. (These stories can be found on page 1.)

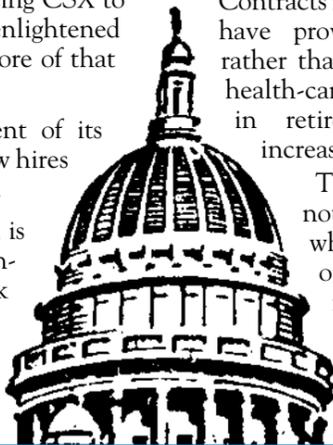
On the Alaska Railroad, the UTU safety coordinator identifies high-risk operations and ensures new hires are properly trained and mentored. It is an outgrowth of a UTU initiative begun on CSX five years ago.

In fact, even earlier, the UTU was instrumental in convincing CSX to reconsider a failed policy of harsh discipline in favor of an enlightened approach that employees don't intentionally screw up. The core of that program is peer counseling and mentoring.

On Union Pacific, an enlightened general superintendent of its Chicago Service Unit recognized that local people training new hires locally makes more sense than bringing in outside contractors.

The super conductor training program at UP's Proviso Yard is proving its worth through improved morale and new hire retention rates, and, especially, in fewer accidents and injuries. Look for it to be expanded on UP and elsewhere.

Making "progress through unity" more than a slogan is what these new UTU safety initiatives are all about.



WASHINGTON WATCH

By James M. Brunkenhoefer

Look at the record: Kerry is a friend of labor

Many decades ago, a Democratic candidate for president named Al Smith said we should look at the record. America didn't, and Herbert Hoover was elected. You know the rest of that story.

I suggest we all follow Al Smith's advice when we go to the polls in November. It is never UTU's intention to tell you how to vote. But it is our hope you will consider your union's opinions in shaping your own.



Brunkenhoefer

The records of UTU-endorsed candidates demonstrate they will work to protect the jobs and quality of life of working families.

Consider that when a Democrat was in the White House, virtually every week somebody representing you was at a White House meeting or on the phone with an administration official. Your problems were on the president's agenda to discuss with his cabinet, senior staff and members of Congress.

This has not been the case with the Bush administration. Could this be why health-care costs have risen, why more Americans have no health-care insurance, why jobs have been exported, why new jobs pay a fraction of jobs lost and have fewer benefits, and why collective bargaining rights continue to be eroded?

Could this be why the problem with fatigue is not being

Best, worst of times

By Paul C. Thompson
International president

Perhaps you remember reading Charles Dickens' book, *Tale of Two Cities*, which began, "It was the best of times; it was the worst of times."

With 43 million American families lacking health-care insurance, tens of thousands of formerly good-paying jobs exported overseas and replaced by lower-paying service jobs, and a Bush administration that views organized labor as an enemy, these certainly are among the worst of times.

For corporate officers and other wealthy individuals, who are paid bonuses for cutting jobs, wages and health-care insurance and transferring jobs overseas, these are among the best of times.

For organized labor, these times have been a struggle. Unions representing commercial airline workers are especially challenged by aviation bankruptcies and threatened bankruptcies that have meant wage and pension givebacks.

By contrast, UTU members employed by railroads and bus operators have been fortunate. Contracts negotiated by the UTU have provided wage increases rather than givebacks, improved health-care insurance, solid gains in retirement benefits and increased job security.

The improvements may not be all we wanted, but when compared to what other organizations – including the Teamsters – have obtained, the results of UTU bargaining put this



Thompson

organization at the very top of organized labor in terms of bargaining success.

The Bureau of Labor Statistics reports that inflation-adjusted hourly wages for production workers have been falling. That certainly is not the case for rail and bus employees represented by the UTU.

And even during the eight years of the Clinton administration, when inflation-adjusted wages for production workers showed solid gains, most UTU members saw their compensation improve even more.

The core of our negotiating strategy has been interest-based bargaining, whereby each side enters negotiations attempting to address the other party's needs and concerns. This strategy has worked well at the national level and for rail and bus general committees that utilize the interest-based bargaining approach.

As we formulate Section 6 notices in preparation for renewed national bargaining later this year with most of the major railroads over wages, benefits and work rules, we will again follow an interest-based bargaining approach whose success is best seen when we compare our wages, benefits and working conditions with those paid in other industries and by non-union employers.

Our goal, of course, remains the same as it has since the founding days of labor unions: More, now.

As for those born on third base with a pocket stuffed with cash, and who think they hit a triple; well, we will take care of that matter on Election Day in November.

solved by this administration or the Republican controlled Congress?

The record of the Bush administration is one of being unfriendly to working families. Jobs are fewer, health-care insurance is tougher to find, health-care insurance where available is becoming unaffordable, big corporations are canceling pension and health-care benefits for retirees, and the image of America around the world is not positive.

Meanwhile, the record of John Kerry and John Edwards is one of support for working families, support for bus and rail transportation, an understanding of the economic problems facing the average American and a determination to improve the image of America by partnering with other peaceful nations.

Candidates for the U.S. House and Senate and other offices endorsed by the UTU – candidates from both major parties – also possess positive records.

No matter how you intend to vote Nov. 2, you can't vote unless you are registered. You can register yourself, your family and even your friends by using the "Register to Vote" link on the UTU website at www.utu.org.

Something else to consider is whether you should apply for an absentee ballot. Transportation industry workers who may be away from home on Election Day definitely should apply.

Above all else, plan to cast an informed vote on Election Day!

State Watch *News from UTU State Legislative Boards*

Candidates endorsed by the UTU

COLORADO

State Director **Rick Johnson** urges members in the Centennial State to support the following candidates:

Senate: Ken Salazar (D)
House of Representatives:
 1st Dist. Diana DeGette (D)*
 2nd Dist. Mark Udall (D)*
 3rd Dist. John Salazar (D)
 4th Dist. Stan Matsunaka (D)
 6th Dist. Joanna Conti (D)
 7th Dist. Dave Thomas (D)

MAINE

New England Legislative Director **George Casey** urges members in the Pine Tree State to support the following candidates:

House of Representatives:
 1st Dist. Tom Allen (D)*
 2nd Dist. Michael Michaud (D)*

MASSACHUSETTS

New England Legislative Director **George Casey** urges members in the Bay State to support the following candidates:

House of Representatives:
 1st Dist. John Olver (D)*
 2nd Dist. Richard Neal (D)*
 3rd Dist. James McGovern (D)*
 4th Dist. Barney Frank (D)*
 5th Dist. Martin Meehan (D)*
 6th Dist. John Tierney (D)*
 7th Dist. Edward Markey (D)*
 8th Dist. Michael Capauno (D)*
 9th Dist. Stephen Lynch (D)*
 10th Dist. William Delahunt (D)*

NEW HAMPSHIRE

New England Legislative Director **George Casey** urges members in the Granite State to support the following candidates:

Senate: Doris Haddock (D)
House of Representatives:
 1st Dist. Justin Nadeau (D)
 2nd Dist. Paul Hodes (D)

NEW YORK

State Director **Sam Nasca** is urging members in the Empire State to vote for the following candidates:

House of Representatives:
 3rd Dist. Peter T. King (R)*
 4th Dist. Carolyn McCarthy (I)
 7th Dist. Joseph Crowley (D)*
 11th Dist. Major R. Owens (D)*
 15th Dist. Charles B. Rangel (D)*
 17th Dist. Eliot Engel (D)*
 24th Dist. Sherwood Boehlert (R)*
 27th Dist. Brian Higgins (D)
 29th Dist. John R. Kuhl (R)

OREGON

State Director **Delmer Hanson** urges members in the Beaver State to support the following candidates:

Senate: Ron Wyden (D)*
House of Representatives:
 1st Dist. David Wu (D)*
 2nd Dist. Greg Walden (R)*
 3rd Dist. Earl Blumenauer (D)*
 4th Dist. Peter A. DeFazio (D)*
 5th Dist. Darlene Hooley (D)*

RHODE ISLAND

New England Legislative Director **George Casey** urges members in the Ocean State to support the following candidates:

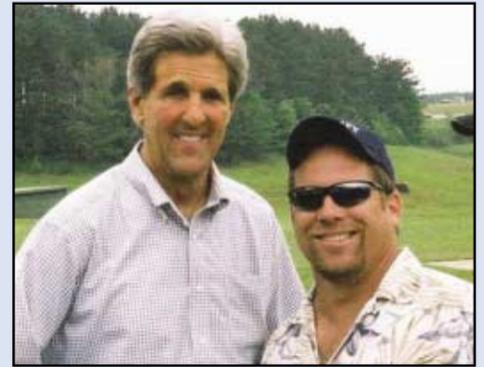
House of Representatives:
 1st Dist. Patrick Kennedy (D)*
 2nd Dist. James Langevin (D)*

VERMONT

New England Legislative Director **George Casey** urges members in the Green Mountain State to support the following candidates:

Governor: Peter Clavelle (D)
Lt. Governor: Jan Backus (D)
Senate: Patrick Leahy (D)
House of Representatives:
 1st Dist. Bernard Sanders (I)

Wisconsin



UTU Local 311 (LaCrosse, Wis.) Legislative Representative **Rick Hauser** recently attended an afternoon of trapshooting with Democratic Presidential candidate **John Kerry**. Hauser, a conductor on the Burlington Northern Santa Fe, was the only representative of rail labor to attend the event, hosted by Cong. **Ron Kind** (D-Wis.) "I asked Kerry about the middle class in America," Hauser said, "and he gave a 20-minute talk on helping workers and their families."

Wisconsin

How many UTU locals can claim that virtually every member contributes at least \$10 per month to UTU PAC? UTU Local 1293 at Altoona, Wis., can proudly make that claim.

In July 2004, there were only three members, out of 46, who did not contribute at least \$10 per month to the union's political action fund.

"Those members were working out west, and we will talk with them about the importance of UTU PAC when they get back," promised Legislative Director **Ken Staves**.

The local represents conductors and engineers working for the Union Pacific in the Altoona, Superior and Spooner, Wis., areas.

"Local Chairperson **Mark Mueller**, Secretary/Treasurer **Bob Drabek** and I explained to the members how things get done (in the legislature) and they came through, they all got on board," Staves said. "We also got good help from State Legislative Director Tom Dwyer."

Bus Department

By Roy Arnold, vice president-director

We are pulling on the boxing gloves

These were the words from International President Paul Thompson during a stirring speech at the Boston Regional Meeting: "The UTU is proud and will never sit back and allow other labor unions to raid our properties and steal our members without fear of consequences." Our UTU has a record of solid accomplishment on behalf of our bus members while the Teamsters have done nothing to earn respect.

Our recent regional meetings were quite successful. We had the most bus attendance for the workshop in Reno than ever before. Thanks so much for helping make these meetings so successful.

The members of Local 1670 in Laredo, Tex., have ratified a new contract with First Transit. Special recognition goes out to Chairpersons Rosa Soto (drivers) and Robert Robles and Martin Ferdin (maintenance) for their help.

Local 1670's three-year contract includes wage increases, insurance improvements, time off for union representatives, quicker job promotions for mechanics and other gains. These were hard-fought negotiations but the perseverance of local members was instrumental in this positive outcome. I am very pleased the way the members got involved and rolled up their sleeves and faced the company head on.

In the wake of the successful ratification vote, a representation vote will be conducted Sept. 22 for operators employed by First Transit at Spartanburg, S.C.

The Bus Department also will start training bus locals on the East Coast before Thanksgiving.

Additionally, I am always actively looking for bus properties to organize, so if you know of bus employees who could benefit from UTU representation, please let me know.



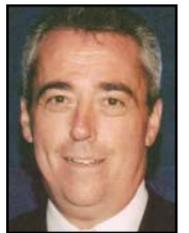
Yardmasters

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

You should always expect a train

With school back in session and carpooling in full swing, please review these rail-safety tips and share them with your neighbors and your child's school bus operator:

- Always stop, look and listen at a highway-rail grade crossing, even if it has lights, bells and gates.
- Just because you see no train coming in one direction doesn't mean one couldn't be bearing down from the opposite direction; and if one train passes in one direction, check to see if another is approaching from the opposite direction.
- Just because you don't see a locomotive doesn't mean the freight or passenger cars you see aren't approaching. Some trains are pushed or don't have conventional locomotives.
- When approaching a grade crossing, turn off, or turn down, distracting radios; and ask occupants to be quiet until you are safely beyond the crossing. Opening a car window helps you to hear an approaching train.
- Never attempt to drive under a gate as it is closing, or around a closed gate. But if the gate begins to close while you're underneath, keep moving ahead until you clear the crossing.
- If your vehicle stalls on the tracks, get out quickly and hustle all other occupants out and away from the vehicle and tracks.
- Remember that freight trains do not travel on a predictable schedule and that passenger train schedules change. Always expect a train at every highway-rail grade crossing.
- Walking or playing on train tracks is dangerous and unlawful. Use designated crossings.
- If there are rails on the railroad ties, assume the track is in use, even if there are weeds or the track looks "rusty."



UTU makes the difference in protecting your job

UTU is proud of its leadership role in negotiating

The best way to avoid bad agreements is to negotiate good ones.

National agreements negotiated by the UTU have consistently improved wages, benefits and working conditions, and preserved one of the best health-care insurance plans available.



Perhaps this is why the Brotherhood of Locomotive Engineers (BLE) habitually says, "me, too," after the UTU reaches agreements with the carriers.

It is instructive that in the one bargaining round where the BLE did take the lead, negotiations broke down, and the Van Wart Study Commission was established during the term of President Reagan (whom the BLE endorsed for president).

The Van Wart Study Commission's horrendous recommendations included raising the basic day to 160 miles (from its then 100 miles); eliminating all arbitrators and special allowances; permitting carriers to establish extra boards at all points and use extra crews in lieu of pool or assigned crews; allowing road crews to do unlimited switching; using straight-time employees at will, ahead of those who would qualify for overtime; and permanently capping new-hire pay at 70 percent of the then-existing rate. The Van Wart Study Commission also recommended that "the carriers be permitted to institute operations changes without prior negotiations, so that rates and service standards may be established immediately."

It took the UTU almost 20 years to undo the recommendations of the Van Wart Study Commission. The contract our members overwhelmingly ratified in 2002 did just that. Not surprisingly, the BLE said, "me, too!"

By obtaining trip rates, the UTU forever put to rest carrier attempts to increase the basic day; rolled monies attributable to national pay elements into trip rates so carriers no longer could sharp-shoot them; and brought post-'85 employees to wage parity with respect to those national pay elements.

The UTU is proud of its leadership role in negotiating some of the best agreements out there.

The history of the UTU is a history of protecting crafts. The history of the BLE is attacking and selling out other crafts.

Consider the facts:

The 1962 Presidential Railroad Commission recommended the fireman be eliminated – and Congress passed such a law.

After the two-year expiration of the law, a UTU predecessor, the Brotherhood of Locomotive Firemen and Enginemen (BLF&E), gained a new protective agreement for firemen.

While the BLF&E was fighting to preserve the fireman craft, the BLE, on April 1, 1966, told its members to cross BLF&E picket lines. "Go back to your jobs and ignore picket lines," is what BLE said, as reported by United Press International.

BLE attacks fireman craft

Incredibly, the BLE then signed an agreement in 1964 for engineers to work without firemen in exchange for \$1.50 more per day per engineer.

In the face of this treacherous attempt by the BLE to sell out firemen, the UTU negotiated a national fireman manning agreement retaining the fireman as a viable craft.

The UTU also negotiated crew-consist agreements preserving trainmen crafts, and jobs.



Still, the BLE attempted to sell out conductors and brakemen. As reported by the *Daily Labor Report* on Oct. 16, 1985, the BLE proposed its "Lake Erie Plan" to reduce train-crew size to just two engineers represented by the BLE.

In exchange for helping carriers eliminate conductors and brakemen, BLE-represented engineers were to receive up to a 75 percent increase in pay. BLE President John Sytsma predicted technology would permit engineer-only operations.

It was only because of UTU crew-consist agreements that the BLE's Lake Erie Plan could not be put into effect.

That explains the current BLE strategy to merge all operating crafts into the Teamsters. Then the BLE could eliminate crew-consist agreements, allowing engineers to become the sole operating employees on all freight trains.

It is essential to understand that only existing moratoriums of the on-property crew-consist agreements held by the UTU provide protection for all trainmen against elimination of the conductor's position on every assignment.

There has been more BLE aggression against trainmen. As reported by *The Journal of Commerce* on Aug. 23, 1994, the BLE "authorized its members to cross UTU picket lines and return to work" during a UTU strike against Soo Line Railroad.

That newspaper described BLE's scab action as "unprecedented." A shocked Transportation Communications Union President Robert Scardelletti told TCU members to display "solidarity" with the UTU.



BLE sells out passenger conductor

On VIA Rail in Canada, the BLE promised to protect conductors if they joined the BLE. Then the BLE agreed to operate VIA Rail passenger trains with engineers only. In a story in its own April 1997 newsletter, headlined, "VIA Rail chops conductors," the BLE reported, "The role of conductors will be merged with locomotive engineers, moving the ultimate responsibility for the safe operation of trains into the cab."

What did the BLE tell the conductors it had sold out after falsely promising to protect their jobs? BLE told them, "There can be no reasonable expectation on the part of UTU members that they would obtain all that had been promised."

Which was the first union to sign a remote control agreement with a U.S. railroad? It was the BLE in an agreement negotiated March 12, 2001, by current BLE&T President Don Hahs when he was a BLE vice president.

That agreement on Montana Rail Link eliminated train service employees on remote control operations, replacing them with two engineers.

By contrast, the UTU has always attempted to include engineers in the remote control agreements it negotiated.

In Canada, the BLE walked away from the table when the UTU sought a joint protective agreement with Canadian National on remote control. In the U.S., the other organization declined a merger, which would have shared remote control jobs with engineers.

Protecting crafts is what the UTU is about

•The UTU is the only labor union that has united various operating crafts while protecting craft autonomy. Every agreement must be ratified by every historical craft affected by that agreement. Smaller crafts have an equal vote as larger crafts.

•Craft autonomy has been fully protected under the UTU Constitution since 1969.

•The UTU pioneered craft protection among train and engine service employees who move in and out of various craft assignments – from engineer to conductor to brakeman.

•The UTU pioneered an agreement allowing qualified ground-service employees, working under UTU contracts, to transfer into engine service, retaining their ground-service seniority. Every operating employee – be it engineer or train service employee – owes their job to the efforts of the UTU.

•Crew-consist and remote control agreements protect our members from total elimination via the adverse effects of new technology.

•The UTU took the lead in coordinating Railroad Retirement reform, which reinstated full retirement benefits at age 60 for those with at least 30 years of service. The other organization initially declined to participate in this effort and then said, "me, too."

•The UTU took the lead in amending the early-retirement medical plan by reducing to age 60 the minimum age for eligibility.

•The UTU is the leader in allowing its rail members to choose from multiple medical benefit plans and medical benefit providers. The other organization is now saying, "me, too."



The truth about the Teamsters

•The Teamsters have lost half a million truck-driver members in recent years and haven't organized a major trucking company since 1980.

•Where the Teamsters hold contracts for truck drivers, those over-the-road drivers earn less than railroad operating employees and have fewer benefits.

•The Teamsters' Central States Pension Plan is on life-support, with truck-driver retirement benefits having been slashed.

•By contrast, the Railroad Retirement Trust fund has been growing and benefits were liberalized, including reinstatement of the full-benefits early retirement option at age 60. In fact, there is speculation the reason the Teamsters want a merger with rail unions is eventually to make a grab for funds from the solvent Railroad Retirement system. If the Teamsters control rail labor, then rail labor would have no independent voice in Washington to protect Railroad Retirement.

•When Teamsters President Jim Hoffa took office, he said his number-one objective was to organize Overnite Trucking. Only 687 of 13,000 Overnite employees walked a Teamsters picket line demanding union recognition.

•The Teamsters abandoned their attempt to organize Overnite, admitting failure of the ill-conceived strike they called.

•The Teamsters promised to block entry into the U.S. of Mexican trucks and drivers. The Bush administration and Supreme Court splashed more egg on Hoffa's face.

•Unable to organize truckers, the Teamsters turned to airlines for a short-lived honeymoon. More than 11,000 Northwest Airlines flight attendants and 3,000 Southwest Airlines mechanics recently disaffiliated, complaining their crafts had no voice within the truck-driver dominated union.

•Virtually the entire ruling body of the Teamsters is made up of truck drivers.

•The Teamsters' contract with trucking companies limits how much freight can move by rail in trailers and containers. The Teamsters Union always was, and always will be, a foe of the railroads and railroad job security.



UTU for Life

Colorado, Idaho chapters meet

Interest in forming local chapters of the *UTU for Life* organization continues to grow, with a new chapter meeting for the first time last month in Colorado, and a chapter in Idaho renewing its regular programs of interest.

Retired member **Art Kent** last month hosted the first meeting of a new chapter in Grand Junction, Colo., where he lives and holds membership in Local 500. Those attending enjoyed complimentary coffee and doughnuts, renewed friendships and a presentation followed by a question-and-answer session conducted by Local 500's Secretary and UTUIA Representative **Dan McElley**.

For information about this newest chapter, call Kent at (970) 434-5806, or write to him at P.O. Box 341, Clifton, CO 81520.

Meanwhile, a chapter created in Pocatello, Idaho, last year by retired Union Pacific conductor **Francis J. "Mac" McCarty** of Local 265 in Pocatello has experienced a revival of its regular programs, said Mc-



"Mac" McCarty

Carty. Last month, members enjoyed a complimentary brunch courtesy of State Legislative Director **George Millward**. Guest speakers included UTU International Vice President **Arty Martin** and U.S. congressional candidate and former Idaho state senator **Lin Whitworth**, a retired UTU member. Also on hand was a UnitedHealthcare representative, who led a question-and-answer session.

For information about the Pocatello chapter of *UTU for Life*, call Brother McCarty at (208) 637-0310 or write to him at 630 Redman St., Pocatello, ID 83202.

To find out how easy it is to set up a chapter in your area, contact *UTU for Life* National Coordinator **Jim Shelley** by writing to him at 21 E. Johnson Dr., Sequim, WA 98382, or call him at (253) 691-6576.



Spouse benefits provided by Railroad Retirement Act

By V.M. "Butch" Speakman Jr.

The Railroad Retirement Act, like the Social Security Act, provides annuities for spouses and, in some cases, divorced spouses of retired railroad employees. The age requirements for a spouse annuity depend upon the employee's age, date of retirement and years of railroad service.



V.M. Speakman

If a retired employee with 30 years of service is age 60, the employee's spouse is also eligible for an annuity the first full month the spouse is age 60. Certain early retirement reductions are applied if the employee first became eligible for a 60/30 annuity July 1, 1984, or later and retired at ages 60 or 61 before 2002. If the employee was awarded a disability annuity, has attained age 60 and has 30 years of service, the spouse can receive an unreduced annuity the first full month she or he is age 60, regardless of whether the employee annuity began before or after 2002 as long as the spouse's annuity beginning date is after 2001.

If a retired employee with less than 30 years of service is age 62, the employee's spouse is also eligible for an annuity the first full month the spouse is age 62. Early retirement reductions are applied to the spouse annuity if the spouse retires prior to full retirement age. Full retirement age for a spouse is gradually rising from age 65 to age 67, just as for an employee, depending on the year of birth. Reduced benefits are still payable at age 62.

The spouse of an employee receiving an age and service annuity (or the spouse of a disability annuitant who is otherwise eligible for an age and service annuity) is eligible for a spouse annuity at any age if caring for the employee's unmarried child, and the child is under age 18 or became disabled before age 22. Some other general eligibility requirements do apply.

An annuity may also be payable to the

divorced wife or husband of a retired employee if their marriage lasted for at least 10 years, both have attained age 62 for a full month and the divorced spouse is not currently married.

For more information, contact the nearest office of the Railroad Retirement Board. Find the address and phone number of the nearest office by calling the automated toll-free RRB Help-Line at (800) 808-0772, or visit the board's website at www.rrb.gov.

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

Benefit estimate available on web

The U.S. Railroad Retirement Board's website now offers railroad employees a retirement planner that provides retirement annuity estimates.

To help assure privacy, a password must be established with the board to use the service. To establish a password, visit www.rrb.gov/mainline/.

The same webpage also allows those without a password to request a service and compensation history, a replacement Medicare card, proof of monthly annuity rate or a duplicate tax statement. With a password, the service and compensation history can be viewed online.

Retiree marks 100th birthday

Best wishes for continued life in good health recently went out from the U.S. Railroad Retirement Board (RRB) to a retired UTU member who marked his 100th birthday last month.

Gust DeBaeker of Local 322 in Milwaukee, Wis., a conductor who retired from the Chicago, Milwaukee, St. Paul & Pacific Railroad in August 1969, became a centenarian on Aug. 2, 2004, the RRB said.

THE FINAL CALL

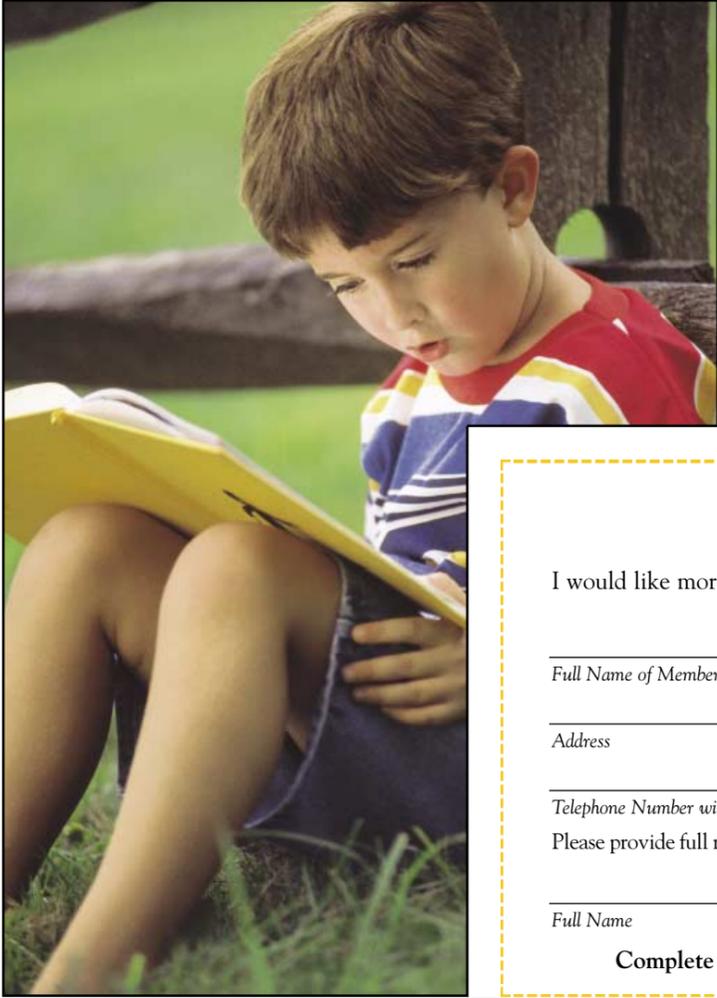
Following are the names of recently deceased retirees who maintained annual membership in the *UTU For Life* program (formerly known as the *UTU Retiree Program*), according to reports received at UTU International Headquarters. These brothers and sisters will be missed by their many friends and by fellow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

Local	Name	City/State	Local	Name	City/State	Local	Name	City/State
18	Grimes, Robert A.	El Paso, Texas	535	Nicholson, Paul M.	Winston-Salem, N.C.	1233	Sorenson, Hartley	Vermillion, Alta.
195	Field, Gale R.	Elmwood, Ill.	584	Black, Harold R.	Seminary, Miss.	1258	Hutton, Richard A.	Chippewa Falls, Wis.
206	Disbro, Leroy A.	Peru, Ind.	586	Boetcher, Kenneth P.	Toledo, Ohio	1292	Menz, Richard W.	Duluth, Minn.
233	Scott, Dean R.	Mobridge, S.D.	586	Imhoff, Kenmore R.	Sebring, Fla.	1313	Knight, Lee D.	Amarillo, Texas
243	Bright, John L.	Denison, Texas	586	Maurer, Clarence V.	Elyria, Ohio	1348	Pomerinke, Harold A.	Longview, Wash.
243	Hunt, C.B.	Fort Worth, Texas	594	Hughes, Raye E.	Crystal Springs, Miss.	1381	Lewman, Ralph L.	Eureka, Ill.
265	Noble, Jacques E.	Pocatello, Idaho	602	Heckman, Chester E.	Howard, Pa.	1393	Boyd, Raymond A.	Batavia, N.Y.
298	Bloom, Robert L.	Garrett, Ind.	634	Duquette, Joseph A.L.	Lac Megantic, P.Q.	1422	Kinder, Michael M.	Diamond Bar, Calif.
298	Newcomer, Robert V.	Van Wert, Ohio	816	Martz, Harry A.	Camp Hill, Pa.	1423	Hughes, Lloyd G.	Galesburg, Ill.
298	Stinemetz, Harry W.	Logansport, Ind.	816	Shadle, Eugene S.	W. Fairview, Pa.	1491	Zembriski, John G.	Glen Spey, N.Y.
312	Seaman, William R.	Adams, Wis.	832	Magstad, L.E.	Bovey, Minn.	1522	Thies, John F.	College Park, Md.
324	Hiles, J.W.	Shoreline, Wash.	835	Billington, Carl M.	Bakersfield, Calif.	1526	Hill, Garrett A.	Crawfordsville, Ind.
352	Wiley, R.S.	Reynoldsburg, Ohio	838	McGuire, Joseph J.	Upper Darby, Pa.	1529	Sybert, Delbert A.	Genoa, Ohio
414	Clement, Jean Paul	Laval, P.Q.	847	Williams, Ledford	Pell City, Ala.	1544	Cannon, Samuel B.	Moreno Valley, Calif.
446	Hite Sr., Charles W.	Omaha, Neb.	847	Wright, Tunnel	Pinson, Ala.	1558	Gubich, Ronald C.	Butler, N.J.
462	Lybrand, Joe E.	Hot Springs, Ark.	933	Scruggs, Kenneth N.	Boonville, Mo.	1558	Mandeville, DeWitte	Whiting, N.J.
473	Martin, Robert E.	Salem, Ore.	942	Kiker, Billy C.	Florence, S.C.	1564	Horn, Clifford	Los Angeles, Calif.
489	Frost, Jack Lewis	San Antonio, Texas	942	Windham, John W.	Surfside Beach, S.C.	1564	Standberry, Harry	Inglewood, Calif.
525	Benson, Charles E.	E. Grand Forks, Minn.	980	Siegel, Raymond O.	Grand Blanc, Mich.	1732	Cook, Fred E.	Fresno, Calif.
			997	Whisler, Clarence L.	Shiremanstown, Pa.	1948	Michel Jr., Joseph E.	Grove City, Pa.
			1074	Giles, James W.	Traverse City, Mich.	1973	Coleman, Elbert	Berkeley, Ill.
			1233	Hilsabeck, Kenneth W.	Ryley, Alta.	1973	Totos, Bernard B.	Chicago, Ill.

NOTE: Erroneously included in this listing recently was Charles Young of Local 1299, who resides in Homewood, Ill.

Don't put off until tomorrow...

How many times have you thought, "I really should check into some life insurance for my son or daughter (or grandson or granddaughter)," and the next thing you know, a year or more has gone by and you have not found the time to do so?



It's never too early to start thinking about life insurance for children and grandchildren. Permanent life insurance provides **living benefits** and is a wonderful way to leave a legacy 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. Premiums can be paid in one payment or over the lifetime of the insured, or for any period in between.

Return the coupon below or call (800) 558-8842 toll-free for personal service.

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 9/04



UTU PAC HONOR ROLL

Individuals who have begun contributing to UTU PAC or increased their donations to \$100 or more, per year, during the previous three months

Name	Local	City	Name	Local	City	Name	Local	City	Name	Local	City
PLATINUM CLUB (\$1,200 OR MORE EACH YEAR)			Cellini, Charles J.	60	Newark, N.J.	Marsh Jr., Earl M.	454	Baltimore, Md.	*Rushing, Wilford C.	1053	Selma, Ala.
Cox Jr., James L.	305	Lincoln, Neb.	Randall, Albert Z.	166	Salt Lake City, Utah	Randall Sr., Preston W.	454	Baltimore, Md.	Mosser, Chad E.	1059	Minot, N.D.
Babler, John W.	597	Des Plaines, Ill.	Henry, Donald R.	168	Chicago, Ill.	Rassa, Joseph D.	454	Baltimore, Md.	Pederson, Craig	1059	Minot, N.D.
Johnson, Gary C.	630	Ashland, Ky.	Menier, Shirley J.	168	Chicago, Ill.	Roberts, Leonard W.	454	Baltimore, Md.	Pegors, Russell A.	1059	Minot, N.D.
Letbetter, Tom R.	1886	Houston, Tex.	Morrow, Robert W.	168	Chicago, Ill.	Tobash, Richard E.	454	Baltimore, Md.	Robertson, Tracy Alan	1059	Minot, N.D.
Cumby, James R.	1962	Toledo, Ohio	Pearson, Elton L.	168	Chicago, Ill.	*Glover, Harvey R.	486	Glendive, Mont.	Welsch, Mark	1059	Minot, N.D.
Wilner, Frank N.		Cleveland, Ohio	Pryor, David	168	Chicago, Ill.	Hart, Victor W.	490	Princeton, Ind.	Chacon Jr., Thomas R.	1081	Glendale, Ariz.
DOUBLE DIAMOND CLUB (\$600 OR MORE EACH YEAR)			Reyes, Miguel A.	168	Chicago, Ill.	Tidwell, Paul M.	508	Smithville, Tex.	Clem, Thomas J.	1081	Glendale, Ariz.
Jensen, Craig M.	168	Chicago, Ill.	Siska, Michael J.	168	Chicago, Ill.	Singh, Desragh D.	528	Chicago, Ill.	*Montgomery, Robert W.	1136	Sterling, Colo.
Wilson, Gregory R.	265	Pocatello, Idaho	Tyler, Joan	168	Chicago, Ill.	White Jr., Joseph W.	528	Chicago, Ill.	Finger, John Yates	1239	Raleigh, N.C.
Mitchell, Josiah	324	Seattle, Wash.	Ward, David A.	168	Chicago, Ill.	*Williams, Charles E.	535	Macon, Ga.	Alcoser, Charles S.	1299	Chicago, Ill.
Tatum, Larry C.	1033	Atlanta, Ga.	Christian, Tracey J.	196	Beardstown, Ill.	Billups, Swanson L.	577	Northlake, Ill.	Cataldo, Phillip	1299	Chicago, Ill.
DIAMOND PLUS CLUB (\$400 OR MORE EACH YEAR)			Badgley, Bryan L.	200	North Platte, Neb.	Gay, Terrell	577	Northlake, Ill.	Gulley, William	1299	Chicago, Ill.
Teshima, Melvin K.	265	Pocatello, Idaho	Booker, Joshua	200	North Platte, Neb.	Grimaldi Jr., Joseph A.	577	Northlake, Ill.	Hardlannert, William J.	1299	Chicago, Ill.
Alba, Robert J.	322	Milwaukee, Wis.	Brown, Todd A.	200	North Platte, Neb.	Johnson, Sterling L.	577	Northlake, Ill.	Holmberg, Craig S.	1299	Chicago, Ill.
Walsh, Michael J.	1402	Dupo, Ill.	Courtney, James E.	200	North Platte, Neb.	Rembert, Reginald B.	577	Northlake, Ill.	Kelly, Charles	1299	Chicago, Ill.
Archuleta, Diana A.	1857	Green River, Wyo.	Einspahr, Jamie D.	200	North Platte, Neb.	Smith, Reginald S.	577	Northlake, Ill.	Oliviel, Raphael W.	1299	Chicago, Ill.
Blake, Stanley L.	1857	Green River, Wyo.	Gartrell, Brett	200	North Platte, Neb.	Taylor, Anthony C.	577	Northlake, Ill.	Pompea, Jeffery D.	1299	Chicago, Ill.
DOLLAR-A-DAY CLUB (\$365 OR MORE EACH YEAR)			Gracey, Marty L.	200	North Platte, Neb.	Vulcain, Mario	577	Northlake, Ill.	Prange, John R.	1299	Chicago, Ill.
Redden, Jesse W.	166	Salt Lake City, Utah	Greeley, Joshua T.	200	North Platte, Neb.	Waltemath, Fred A.	577	Northlake, Ill.	Ross II, John F.	1299	Chicago, Ill.
Gennetta, Ronald S.	204	Pueblo, Colo.	Horn, John G.	200	North Platte, Neb.	Hulley, James K.	605	Grafton, W.Va.	Schultz, Robert A.	1299	Chicago, Ill.
Barbre, Brad J.	265	Pocatello, Idaho	Johnson, Ronald E.	200	North Platte, Neb.	Campbell, John L.	610	Baltimore, Md.	Stevens, Richard	1299	Chicago, Ill.
McCarthy, Jerry T.	265	Pocatello, Idaho	Jordan, Geoffrey R.	200	North Platte, Neb.	Hovatter, William D.	610	Baltimore, Md.	Tromp, Michael P.	1299	Chicago, Ill.
Everson, Cory J.	311	La Crosse, Wis.	Mlady, Sheri A.	200	North Platte, Neb.	Flora, David	631	Brunswick, Md.	Tsatsos, Dean N.	1299	Chicago, Ill.
Fox, John N.	311	La Crosse, Wis.	Nelson, Gary T.	200	North Platte, Neb.	Keever, Roger W.	643	Kahoka, Mo.	Winebrenner, Dennis	1299	Chicago, Ill.
Hauser, Rick G.	311	La Crosse, Wis.	Novak, Erick M.	200	North Platte, Neb.	Warhurst, Michael D.	772	Sheffield, Ala.	Fairchilds, William G.	1334	Hattiesburg, Miss.
Gillies, Frank D.	322	Milwaukee, Wis.	Peters, Sandi Jo	200	North Platte, Neb.	*Hodges, Homer R.	818	Ft. Worth, Tex.	Marshall Jr., Robert L.	1334	Hattiesburg, Miss.
Lund, Eugene C.	583	Fond du Lac, Wis.	Rutherford, Brandon	200	North Platte, Neb.	Member Raffle Proceeds	854	Portsmouth, Va.	Porter, Jason L.	1334	Hattiesburg, Miss.
Macareo, Anthony J.	583	Fond du Lac, Wis.	Vaughn, Eric D.	200	North Platte, Neb.	Smith, Roger L.	866	Rawlins, Wyo.	Furvis, Shannon R.	1334	Hattiesburg, Miss.
Moore, Stephen W.	773	Galveston, Tex.	Roybal, Richard	201	Trinidad, Colo.	*Shaughnessy, Thomas	891	Whitefish, Mont.	Thomas, Ronald K.	1334	Hattiesburg, Miss.
Waverek, Thomas A.	891	Whitefish, Mont.	Weaver, Jerry R.	201	Trinidad, Colo.	*Wagner, Roger F.	891	Whitefish, Mont.	*Hoskins, Thomas D.	1366	Salt Lake City, Utah
Kooper, John W.	951	Sheridan, Wyo.	Zyph, Darren M.	202	Denver, Colo.	Ulrich, John B.	904	Evansville, Ind.	Smith, Jason R.	1381	Hammond, Ind.
Gantt, Calvin D.	1033	Atlanta, Ga.	Johnson, Jeff J.	265	Pocatello, Idaho	Barry, Dean	934	Alliance, Neb.	Schicantek, Dale J.	1382	Milwaukee, Wis.
Rhines, Richard	1042	Oklahoma City, Okla.	Johnson, William C.	265	Pocatello, Idaho	Best, Joseph L.	934	Alliance, Neb.	Werline, Linda L.	1518	Indianapolis, Ind.
Schmitz, Gregory E.	1503	Marysville, Kans.	*Tracey, Jesse H.	298	Garrett, Ind.	Danielson, Casey	934	Alliance, Neb.	Eaton, Brian	1532	Kansas City, Kans.
Hagerman, Andrew M.	1532	Kansas City, Kans.	Adams, Ga.	311	La Crosse, Wis.	Fonseca, Paul B.	934	Alliance, Neb.	Flanagan, Raymond L.	1532	Kansas City, Kan.
DIAMOND CLUB (\$300 OR MORE EACH YEAR)			Thompson, Timothy J.	311	La Crosse, Wis.	Grimes, Jacqueline Ann	934	Alliance, Neb.	Heins, Bruce W.	1532	Kansas City, Kan.
Patterson, Ray A.	166	Salt Lake City, Utah	Bethel, James E.	322	Milwaukee, Wis.	Jankovits, James L.	934	Alliance, Neb.	Heins, Daniel L.	1532	Kansas City, Kan.
Boardman, William E.	256	Watervliet, N.Y.	Allred, Kevin H.	324	Seattle, Wash.	Jurgens, Aaron D.	934	Alliance, Neb.	Horsley, Brian P.	1532	Kansas City, Kan.
Aukerman, Timothy	305	Lincoln, Neb.	Lopez, Stephen E.	331	Temple, Tex.	Kleist, Michelle	934	Alliance, Neb.	Schroeder, Robert W.	1532	Kansas City, Kan.
Matteson Jr., Glynn	495	Salina, Kan.	Neloms Jr., Andrew L.	331	Temple, Tex.	Muhr, Brian W.	934	Alliance, Neb.	Romano, Neil A.	1548	Indianapolis, Ind.
Shepard, Kent D.	544	Havre, Mont.	Chambers, Gregory M.	338	Chattanooga, Tenn.	Pitt, Michael R.	934	Alliance, Neb.	Cayer, Joseph E.	1629	Phoenix, Ariz.
Roeder, Dennis R.	707	Marysville, Kan.	Hart, Richard J.	375	Edgemont, S.D.	Postell, Ryan A.	934	Alliance, Neb.	Gortcinsky, Ryan E.	1629	Phoenix, Ariz.
Jenson, Steven K.	1059	Minot, N.D.	Llewellyn, Jeremiah T.	427	McComb, Miss.	Rodriguez, Jose R.	934	Alliance, Neb.	*Davis, Darrell W.	1770	Los Angeles, Calif.
Thompson, Rick L.	1059	Minot, N.D.	Crippin, Grady Block	432	Champaign-Urbana, Ill.	Schedewitz, Roger	934	Alliance, Neb.	*Pyritz, William D.	1800	Tucson, Ariz.
Girkin, James Martel	1081	Glendale, Ariz.	Flessner, Rodney E.	432	Champaign-Urbana, Ill.	Sogn, Jason R.	934	Alliance, Neb.	Partridge, Joshua E.	1840	Glasgow, Mont.
Hynes, Gregory K.	1081	Glendale, Ariz.	Grant Sr., Kevin L.	432	Champaign-Urbana, Ill.	Sulzbach, Don J.	934	Alliance, Neb.	Sullivan Jr., Leonard M.	1881	Baltimore, Md.
White, Herbert Lee	1584	Lancaster, Calif.	Kavajerz, Craig	432	Champaign-Urbana, Ill.	Teeters, Charles L.	934	Alliance, Neb.	Hymel, Blain M.	1886	Houston, Tex.
Domman, Brion T.	1857	Green River, Wyo.	Patterson, Michael T.	432	Champaign-Urbana, Ill.	Williamson, Robert J.	934	Alliance, Neb.	Jamison, Jimmy R.	1886	Houston, Tex.
GOLD CLUB (\$100 OR MORE EACH YEAR)			Persons, Chanc E.	432	Champaign-Urbana, Ill.	Bond, Gordon W.	947	Chaffee, Mo.	Gittins, Donald W.	1949	Baltimore, Md.
			Peterson, Jason P.	432	Champaign-Urbana, Ill.	Cull, Brandon A.	951	Sheridan, Wyo.	Hazelwood, Glenn W.	1963	Louisville, Ky.
			Williams, Dave L.	432	Champaign-Urbana, Ill.	Harnish, William N.	951	Sheridan, Wyo.	UTU Aux. Lodge	318	Birmingham, Ala.
			Corasaniti, Joseph M.	454	Baltimore, Md.	Serna Jr., Juan J.	951	Sheridan, Wyo.	UTU Auxiliary Lodge	593	Florence, S.C.
			Griffiths, Shawn M.	454	Baltimore, Md.	Tellez, Chris G.	951	Sheridan, Wyo.			
						Bierkamp, John C.	1033	Atlanta, Ga.			

* = Retired member

UTU trainers

Continued from page 1

trainer improves when both know they will be depending upon each other to work safely. This is confirmed by UP managers.

"You can't properly teach the job without having actually done the job at the location where it will be performed," Thompson said. "For 150 years, trainmen have best trained new trainmen through apprenticeships like this."

UP Chicago Service Unit Supt. David Barnes acknowledged the UTU training program is producing new trainmen who make fewer errors, are involved in fewer mishaps, exhibit greater productivity and are better prepared to begin their jobs. Turnover among new hires trained by UTU super conductors is about 35 percent, versus more than 50 percent where outside contractors are performing the training, Barnes said.

The classroom, designed by UTU super conductors Ron Parsons (Local 528), Bill Jepson (Local 528) and Kevin Hilko (Local 577) consists of 30 training stations where new hires are taught to throw switches; operate hand brakes; couple cars; repair knuckles; build switch lists; read track bulletins; identify signal aspects and indications; give hand signals; prepare wheel reports; understand brake systems, air compres-



Viewing a training aid in a classroom set up by UTU members are, from left, Jerry Kalbfell (local chairperson, L-528, Chicago); John Marchant (vice president, labor relations, Union Pacific); Dave Wells (member, L-528); Albert Bertolani (local chairperson, L-577, Northlake, Ill.); David Barnes (general superintendent, UP Chicago Service Unit); William D. Jepson (member, L-528); Ronald Parsons (legislative representative, L-528), and Kevin Hilko (member, L-577).

sors and remote control belt packs; perform required safety checks; handle hazmat cars; and learn the workings of flat yards, hump yards and shoves to connecting railroads. Students also view photographs of local industry sidings to learn geographic details and layout problems.

"The foundation of our training is that repetition builds familiarization," said Local 528 Chairperson Jerry Kalbfell, who was instrumental in selling the program to local UP management. "The training program is 100 percent



Observing that the International president hasn't forgotten to use a three-point stance when throwing a switch are, from left to right, International Vice President John Babler; UP General Chairperson Mike Reedy, and Local 577 Chairperson Albert Bertolani, Northlake, Ill.

ours," said Local 528 Legislative Representative Ron Parsons, one of the super conductors who is credited with putting the training program together from the ground up. "The carrier gives us the bodies and the UTU does everything else," Parsons said.

Alaska Railroad

Continued from page 1

thinking behind the operations. "The railroad wants safety before production," said Reitz. "That's a cultural change!"

The Alaska Railroad employs approximately 150-200 people in train and engine service, known locally as transportation employees. All are represented by the UTU.

Thanks to the efforts of General Chairperson Wes Rogers and Local President Gerald D. Valinske of Local 1626, who worked closely with the railroad's operation officer, Vice President and Chief Operating Officer Matt Glynn, those employees have been empowered to "take ownership" of safety.

Since about the second week of June, Reitz has borne the title of safety coordinator for transportation. "I am the liaison between management and the union people dealing with safety concerns," he said. "Basically, my job is to identify high-risk areas for potential injuries so we don't have that problem. I also mentor the younger individuals who have less time in their craft as newly promoted conductors."

About two years ago, Reitz said, a similar position was created for maintenance-of-way

employees, with the idea that it's more important to correct the problems that lead to unsafe operations than it is to lay blame on individuals or groups. And whether the problems are because of equipment or work practices, the Alaska Railroad says that employees will feel more comfortable talking about the issue with one of their peers, Reitz said.

Reitz is quick to point out that what he does merely augments the efforts of the UTU's existing transportation safety committee. "But its work only gets handled about once a month, at meetings," he said.

Reitz is just as quick to point out that he's not the first UTU member to hold such a position. "Jerry Gibson, a CSXT employee and member of Local 313 in Grand Rapids, Mich., has been doing this full-time for the last five years. He's been a big help."

According to Gibson, who also serves Local 313 as legislative representative, it all comes down to the number-one rule: "Get home safely to your family."

"We consider it peer intervention," Gibson said. "If a company officer says, 'Work safe,' he's just doing his job. But safety means a lot more to us on the front line. When an accident happens, everybody pays somehow. The company pays financially. But we pay with our health or our lives."

Gibson gives a lot of credit to International Vice President Roy G. Boling. "Thanks to his help in creating this position, in the first two years, we made the largest improvement the railroad had seen in a long, long time. We just have the attitude that we're all in this together."

For Reitz, who began his rail career in a Union Pacific yard in 1978 in North Platte, Neb., the job is more than a nine-to-five pursuit. "This is a 24-hour rotation," he said. "I'm handed missions in the morning, and I may have to go back in the evening to slay that particular dragon. If there are lights in the yard that aren't right, or switches that are defective, I chase them down."

Because he's based out of Anchorage, Reitz sometimes has a lot of chasing to do. "The railroad has about 500 miles of track. We have terminals in Seward, Whittier and Fairbanks, and with so many employees over such a large area, I have to keep my eyes and ears open."

Undaunted by the challenges and stamina required, Reitz tends to live up to his nickname. "They call me 'The Animal.' I'm a very vocal person concerning issues on this railroad, and I don't back down. That's probably why I'm in this position, and probably why this approach is being so well received. My fellow employees know they can come to me and they can talk to me. Because I do care."

Teamsters

Continued from page 1

tional Teamsters officers at our location. They told us the only time you see international Teamster guys was before an election.

"As a UTU member, every time I have called the International or Vice President Tony Iannone or Special Representative Ed Carney or New Jersey State Legislative Director Dan O'Connell, I have gotten nothing but information and friendship. They have addressed my concerns and answered my questions.

"The UTU treats you like a family member rather than someone paying dues."

"I am not a truck driver or a truck loader. I don't want a truck-driver union representing

me. A trucker union is going to lobby for roads and highways, not railroads. A railroader in the Teamsters would be in the minority, and we would not have a voice at the international level.

"If I were a trucker, I would want the Teamsters representing me. But, as a railroader, I want the UTU representing me."

Ritchie, along with Brothers Bryant Adams and Stephen Rebovich, has been traveling across the Hoboken and Newark Divisions of NJ Transit to educate the younger members about the UTU, the Teamsters, and these important differences.

"I have only been with NJ Transit three years, but of the 1,100 guys on the roster, 300 are under me, so there are a lot of younger guys now. They ask me, 'What is wrong with the Teamsters?' and I tell them.

"The newer guys do not understand the industry. They have not been around long enough to understand. I think it's up to the older guys to explain how things work, and what the UTU, and not the Teamsters, can do for them in the long run.

"I also tell them they need to get involved in politics. If they have 30 years of work ahead of them, I explain how you need to be active on the local and national level because our jobs are so dependent on federal and state funding.

"Also, we need to lobby for passenger rail funding, mass transit funding and the security of the Railroad Retirement system. The Teamsters don't care about those issues at all.

"You have to be involved, politically involved. That's the key. Our jobs depend on it," Ritchie said.

UTU policy concerning fees objectors

1. Any person covered by a UTU union shop or an agency shop agreement in the United States who elects to be a non-member has the legal right to object to political and ideological expenditures not related to collective bargaining, contract administration, or other activities germane to collective bargaining. Each non-member who objects shall pay the reduced fees.

To the extent permitted by law, a non-member cannot participate in Union elections as a voter or as a candidate; attend Union meetings; serve as delegate to the Convention, or participate in the selection of such delegates; or participate in the process by which collective bargaining agreements are ratified.

2. The objecting non-members shall provide notice of objection by notifying the International General Secretary/Treasurer of the objection by first-class mail postmarked during the month of September each year or within thirty (30) days after he/she first begins paying fees and receives notice of these procedures. The objection shall contain the objector's current home address. Once a non-member objects, the objection shall stand until revoked. Objections may only be made by individual employees. No petition objections will be honored.

3. The following categories of expenditures are chargeable:

- All expenses concerning the negotiation of agreements, practices and working conditions;
- All expenses concerning the administration of agreements, practices and working conditions, including grievance handling, all activities related to arbitration, and discussion with employees in the craft or class (or bargaining unit) or employer representatives regarding working conditions, benefits and contract rights;
- Convention expenses and other union internal governance and management expenses;
- Social activities and union business meeting expenses;
- Publication expenses to the extent coverage is related to chargeable activities;
- Litigation expenses related to contract administration, collective bargaining rights, and internal governance;
- Expenses for legislative and administrative agency activities to effectuate collective bargaining agreements;
- All expenses for the education and training of officers and staff intended to prepare the participants to better perform chargeable activities;
- All strike fund expenditures and other costs of economic action, e.g., demonstrations, general strike activity, informational picketing, etc., that benefit members of the bargaining unit or craft represented by UTU;

4. The International shall retain a certified public accountant to perform an independent audit of the records of the International and subordinate units maintained by the International General Secretary/Treasurer. The International shall also retain a neutral referee for the purpose of determining the percentage of expenditures that fall within the categories specified in Section 3. The amount of the expenditures that fall within Section 3 shall be the basis for calculating the reduced fees that must be paid by the objector. The neutral referee shall also give an opinion concerning the adequacy of the escrow amounts maintained pursuant to Section 17, and later will verify the existence and the amounts of money in any escrow accounts.

5. The neutral referee shall complete the report no later than July 31. This report shall include an analysis of the major categories of union expenses that are chargeable and non-chargeable.

6. Each person entitled to receive the referee's report may challenge the validity of the calculations made by the neutral referee by filing an appeal with the International General Secretary/Treasurer. Such appeal must be made by sending a letter to the International General Secretary/Treasurer

Percentage of chargeable fees determined by neutral review for calendar year 2003

International	84.4*
General committees of adjustment¹, including locals under jurisdiction	
GO 001 Burlington Northern Santa Fe	100.0*
GO 049 CSX-B&O	98.9*
GO 769 Conrail	99.8*
GO 953 Union Pacific-Eastern	98.5*
State legislative boards²	
LO 018 Iowa	87.7*
LO 030 Nebraska	71.3*
LO 035 New York	87.2*
LO 038 Ohio	95.5*

¹ Unreviewed GOs will have the historical average of chargeable percentages of GOs audited of 99.6 applied to any new objectors.

² Unreviewed SLBs will have a 0% chargeable percentage applied to new objectors.

* Estimate. Final ratio forthcoming.

postmarked no later than thirty (30) days after issuance of the independent referee's report.

7. After the close of the appeals period, the International General Secretary/Treasurer shall provide a list of appellants to the American Arbitration Association (AAA). All appeals shall be consolidated. The AAA shall appoint an arbitrator from a special panel maintained by the AAA for the purpose of these arbitrations. The AAA shall inform the International General Secretary/Treasurer and the appellant(s) of the arbitrator selected.

8. The arbitration shall commence by October 1 or as soon thereafter as the AAA can schedule the arbitration. The arbitrator shall have control over all procedural matters affecting the arbitration in order to fulfill the need for an informed and expeditious arbitration.

9. Each party to the arbitration shall bear their own costs. The appellants shall have the option of paying a pro-rata portion of the arbitrator's fees and expenses. The balance of such fees and expenses shall be paid by UTU.

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

11. Appellants may, at their expense, be represented by counsel or other representative of choice. Appellants need not appear at the hearing and shall be permitted to file written statements with the arbitrator instead of appearing. Such statement shall be filed no later than fifteen (15) days after the transcript becomes available, but in no case more than thirty (30) days after the hearing closes.

12. Fourteen (14) days prior to the start of the first hearing, appellants shall be provided with a list of all exhibits intended to be introduced at the hearing and a list of all witnesses intended to be called, except for exhibits and witnesses that may be introduced for rebuttal. On written request from an appellant, copies of exhibits (or in the case of voluminous exhibits, summaries thereof) shall be provided to them. Additionally, copies of exhibits shall be available for inspection and copying at the hearing.

13. The International shall have the burden of establishing that the reduced fees set forth in the neutral referee's report are lawful.

14. If the arbitrator shall determine that more than one day of hearings is necessary, hearings shall be scheduled to continue from day to day until completed. The parties to the appeal shall have the right to file a brief within fifteen (15) days after the transcript of the hearing is available, but in no case more than thirty (30) days after the hearing closes. The arbitrator shall issue a decision within forty-five (45) days after the submission of post-hearing briefs or within such other reasonable period as is consistent with the rules established by the AAA.

15. The arbitrator shall give full consideration to the legal requirements limiting the amounts that objectors may be charged, and shall set forth in the decision the legal and arithmetic basis for such decision.

16. If an objector receiving an advance reduction wishes to continue objection, he/she shall continue to pay the reduced fees that he/she is currently paying until the neutral referee issues the report. As soon as possible after the issuance of the neutral referee's report, he/she shall pay the amount of the reduced fees calculated by the neutral referee. Persons objecting for the first time shall be sent a copy of the report prepared by the neutral referee for the previous year and shall pay the reduced fees as soon as possible.

17. Each month thereafter for all objectors, an amount shall be put in an interest-bearing escrow account equal to 25% of the reduced monthly fees, or such other greater amount as the neutral referee may recommend. All objectors from the previous year shall be paid the amount of non-chargeable money that is in the escrow account as determined by the neutral referee's report as soon as practicable after its issuance. The appropriate unit of UTU shall not, however, take its portion of the monies in the escrow account until fifteen (15) days after the conclusion of the period within which an objector may appeal the report of the neutral referee, or upon the issuance of the decision of the arbitrator, whichever is later.

18. When the decision of the arbitrator is announced the monies remaining in the escrow account shall be distributed in accordance with the decision.

CSX, NS target crossing, trespasser fatalities

CSX and Norfolk Southern are taking separate new approaches in an effort to reduce the number of trespasser and highway-rail grade-crossing accidents, injuries and fatalities.

In the U.S. today there are more than 252,000 rail-highway grade crossings and some 170,000 miles of track. Annually, car-train crashes and incidents of trespassers hit by trains account for more than 800 tragic fatalities.

Train crew members often survive collisions with motor vehicles, but they do not avoid the psychological trauma of fatalities following motor vehicle-train crashes and trespassers being hit by a train. Such tragedies haunt them unmercifully the remainder of their lives.

CSX has been focusing on its most heavily traveled and accident-prone corridors by erecting billboards and providing radio stations with public service announcements warning of dangers at highway-rail grade crossings. Currently, the messages are targeted at citizens along CSX

routes linking Nashville with Chattanooga, Toledo with Cincinnati, and Gulfport with Pascagoula.

The CSX messages are blunt. For example, one billboard message proclaims: "Two words: Closed casket." Another advises, "If you're thinking about beating a train, don't. Tie goes to the train." The radio announcements are equally chilling.

CSX, at the request of UTU International President Paul Thompson, names the United Transportation Union as a co-sponsor with CSX of the billboard and radio messages (with all costs being paid by CSX).

Norfolk Southern, meanwhile, has developed a digital camera system to capture critical moments leading up to incidents along its rights-of-way. The systems record the speed, time, date and critical sounds essential to the investigation of highway-rail grade crossing and trespasser incidents.

The intent, NS said, is to demonstrate to public safety officials exactly what the train crew sees in the moments leading up to highway-rail grade crossing and trespasser incidents.

The camera is located in the upper left-hand corner of the engineer's window and an external microphone is placed underneath the locomotive cab to record horn, bell and air applications. The UTU demanded that no microphones be installed inside the cab and NS agreed.

As an increasing number of lawsuits against railroads also name train-crew members as individual defendants, the NS camera/microphone recording system is intended to provide what NS calls "irrefutable evidence" that neither train crews nor the railroad are at fault in these incidents.

The technology also is expected to assist the Federal Highway Administration in designing improved highway-rail grade crossings.

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 of the Erie Lackawanna Veterans in Dundee Yard in Passaic, N.J., was taken during the group's spring barbecue by retired member Joe Sampson of Local 60 in Newark, N.J. The group includes retired members of Local 60, Local 800 in Jersey City, N.J., and Local 1491 in Port Jervis, N.Y., and the event was organized by Freddie Spratt (Local 60) and Jim Wilson (Local 800). For information about upcoming events, call (973) 743-5300 or send e-mail to JWNYGL@aol.com.



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UTU protects train, engine crew members on DM&E

SIOUX FALLS, S.D. – United Transportation Union contracts protecting its members are sacred and must be observed by railroads, the United States District Court for the Southern District of South Dakota ruled last month.

The court ordered Dakota, Minnesota & Eastern Railroad (DM&E) to cease using managers to operate its trains and honor its crew consist agreement with the UTU, which mandates that DM&E trains are to be operated solely by qualified conductors and engineers and not by qualified managers.

The case was argued successfully before the federal court by UTU Associate General Counsel Dan Elliott.

When the DM&E in June began using managers to operate some of its trains in violation of its agreement with the UTU, DM&E General Chairperson Phil Craig notified the UTU Law Department. When DM&E President Kevin Schieffer refused to comply with the UTU agreements, the UTU brought its lawsuit in federal court.

Schieffer bragged to the Associated Press that on the Iowa, Chicago & Eastern (IC&E), a DM&E sister railroad where train and engine service employees are represented by the Brotherhood of Locomotive Engineers & Trainmen, managers regularly operate trains to the exclusion of BLE&T-represented employees who lose

the work. "BLE&T made it clear they had no objections," Schieffer said.

Unlike the BLE&T, the UTU did object and took its objections to the court, which found in the UTU's favor.

The facts of the case were straightforward. Prior to June 2004, the DM&E operated three business cars used to promote its operations and entertain customers and lawmakers. Those business-car trains historically were operated by UTU-represented crews.

When Schieffer sought in June to save money by using managers to operate the trains – as Schieffer had been doing on the IC&E – the UTU's Craig told Schieffer such operations would violate the DM&E's crew consist agreement with the UTU.

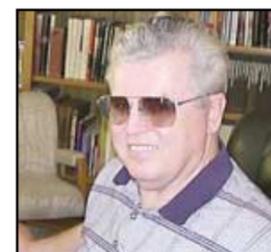
Schieffer ignored the protest and proceeded to lease the business cars and a locomotive to DM&E subsidiary Cedar American Rail Holdings, which began operating the promotional trains in late June using management crews even though UTU-represented train crews were available.

The court noted that because the BLE&T has not objected to a similar practice on the IC&E, Schieffer could continue using management crews on that railroad to the exclusion of BLE&T-represented employees.

**The UTU objected
to managers running
trains; not the BLE&T**



Inside this issue of the UTU News:



Doug Gordon keeps the members of Local 771 informed. See page 2.



How does your local compare in UTU PAC donations? See page 3.



Presidential candidate John Kerry greets UTU officer. See page 5.



Retired UP conductor "Mac" McCarty assists retirees. See page 8.