



THE SIGNALMAN'S JOURNAL

Volume 95 • Number 1

1st Quarter 2014



2014 BRS CONVENTION INFORMATION INSIDE — PAGE 4

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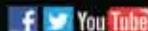


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DIRECTORY

NATIONAL HEADQUARTERS:

917 Shenandoah Shores Road
Front Royal, VA 22630-6418
(540) 622-6522 Fax: (540) 622-6532
signalman@brs.org

Dan Pickett, President
(ext. 525) • wdp@brs.org

Jerry Boles, Secretary-Treasurer
(ext. 527) • jcb@brs.org

Kelly Haley, Vice President Headquarters
(ext. 524) • kelly@brs.org

John Bragg, Vice President NRAB
(ext. 524) • jbragg@brs.org

Mike Baldwin, Director of Research
(ext. 531) • msb@brs.org

Jim Finnegan, Grand Lodge Representative
(ext. 568) • jmfinnegan@brs.org

Tim Tarrant, Grand Lodge Representative
(ext. 565) • tmt@brs.org

WASHINGTON OFFICE:

304 Pennsylvania Avenue, SE
Washington, D.C. 20003

Leonard Parker, National Legislative Director
(202) 543-9841 • lparker@brs.org

FIELD OFFICES:

Dennis Boston, Vice President
Commuter, Passenger, Transit/Political Director
6523 White Post Road, Centreville, VA 20121
(703) 830-6907 • dmb@brs.org

Floyd Mason, Vice President East
2511 Smith Harbour Drive, Denver, NC 28037
(704) 483-1655 • fmason@brs.org

Joe Mattingly, Vice President Midwest
400 Contessa Lane, Trenton, KY 42286
(270) 466-0405 • jlm@brs.org

Mark Ciurej, Vice President West
8634 Chrysler Avenue, Kansas City, MO 64138
(816) 513-6304 • mjc@brs.org

William L. Phillips, General Counsel
33 N. LaSalle Street, Suite 2100, Chicago, IL 60602
(312) 419-8170 • wlp@brs.org

BOARD OF TRUSTEES:

Mike Owens, Chairman
13022 County Line Road, Crown Point, IN 46307
(219) 988-2393

Gus Demott, Secretary
P.O. Box 888, Clinton, SC 29325
(864) 938-0353

Bill Duncan, Member
P.O. Box 99, Jumping Branch, WV 25969
(304) 466-9242

OFFICERS EMERITUS:

C.J. Chamberlain, President Emeritus
2901 Albert Drive, McHenry, IL 60050

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FEATURES:



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COVER: Signal Gang 5087 erecting a signal bridge for new refueling yard in Strauss, New Mexico, on the Union Pacific Railroad. Signal 5087 gang members present — H.C. Camacho, J.M. Soto, and E.R. Cedillos (in bucket), all three are members of Local 19. Also present — H.J. Gomez of Local 126; along with S.P. Reyes, A. Gamboa, and Nohe Galindo, who are members of Local 182. Photo submitted by Local 182 Member Nohe Galindo.



Arbitration of Cases Under the Railway Labor Act

“The establishment of and representation in the grievance procedure is one of the most critical services a union provides to its members. Grievance procedures help bring democracy and fairness to the workplace.” (P. F. Clark — Associate Professor, Labor Studies Penn State University)

Many times members will call the BRS headquarters and ask, “When will my case be heard?” The answer to this question has many variables that affect the timing of a case being heard at the Third Division, which hears cases related to signal, clerical, maintenance-of-way, and dispatcher crafts.

The Arbitration process actually begins at the local level when the Collective Bargaining agreement (CBA) is violated. The violation can be either through the claim process when, for instance, an employee has not been paid

according to his/her CBA or through the investigation process when an employee has been charged with violating a company rule or policy and the company holds an investigation to determine the facts related to the charges against the employee.

The beginning of this arbitration process at the local level is just as important as the end of the process when the case is heard by an arbitrator. A key to ensuring the member is properly represented begins with the training process that local chairmen are offered at BRS headquarters. The training curriculum has been designed and tested over time to ensure a local chairman can perform his/her duties related to the representation of BRS members at the local level to the best of their ability.

The grievance rules of many CBAs provide that claims not settled on the property may be resolved through arbitration. The three arbitration forums provided for in the Railway Labor Act (RLA) are the National Railroad Adjustment Board (NRAB), Special Boards of Adjustment (SBA), and Public Law Boards (PLB). The typical grievance timeline, based on the maximum time

allowed under most CBAs, is 900 days after the agreement was violated, or roughly 2.5 years, which can be longer depending on the case load at the NRAB.

The most common forum to handle cases is the NRAB. The RLA of 1926 was aimed at regulating labor relations in the railroad industry. However, there were problems with the RLA’s dispute resolution process. Because the RLA lacked provisions to force the arbitration of claims and grievances, a large number of unadjusted claims and grievances quickly accumulated. As a result, several amendments to the RLA were proposed, one of which was the creation of the NRAB.

Disputes can be submitted to the NRAB by either party. The NRAB consists of members equally divided between labor and management who request an arbitrator to help settle disputes in cases where labor and management cannot agree on a resolution. The NRAB hears and decides disputes involving railway employee grievances and questions concerning the application and interpretation of rules. The NRAB has four divisions and is headquartered in Chicago, Illinois. The First Division hears disputes involving train and yard service employees; the Second Division, shop crafts; the Third Division, signal, clerical, maintenance-of-way, and dispatcher crafts; and the Fourth Division, water transportation and miscellaneous classifications including present-day yardmasters and supervisors.

There are two alternatives to the NRAB: SBAs and PLBs. An ongoing problem with the NRAB has been a large backlog of unresolved cases that have clogged the resolution process dating back to the first railroad dispute resolution forums, because the industry has always generated a large number of grievances. Arbitration

Our Organization believes that the arbitration process is one of the most important aspects we deal with on a daily basis.

under the RLA is a process that evolved from over a century of adversarial railroad labor/management relations. The timely resolution of grievances is of grave concern for the BRS and its members. Because of this backlog problem, SBAs and PLBs were established to help relieve some of the case load.

Both SBAs and PLBs are established by mutual agreement between an individual railroad and a single labor organization. Disputes can be sent to the NRAB to be heard, but, for a number of reasons, the parties sometimes prefer to establish an SBA or PLB. Agreement by both parties is required not only to establish an SBA or PLB, but the disputes to be presented must also be assigned by mutual agreement. SBA and PLB neutrals come from the same pool of arbitrators used at the NRAB, and they are likewise compensated by the National Mediation Board (NMB) for their services.

There is also a mechanism in place for the enforcement of awards. Awards of the NRAB, SBAs, and PLBs are all enforceable in Federal District Court, but enforcement action must be taken within two years of the date of an award's issuance. Because awards are final and binding, the courts only provide limited judicial review. In general, a court will not reverse an arbitrator's decision unless it is proven that the arbitrator exceeded his/her jurisdic-

tion, did not draw his/her award from the essence of the CBA, or that the outcome was influenced by fraud or collusion. Recently, the courts have added another standard of review, and that is whether an award is contradictory to "public policy."

In addition to the time consumed by the RLA process itself, in recent years the process has also been delayed because of the lapses in funding for the federal budget, which is where the NMB receives the money needed to pay its arbitrators to hear cases that have been advanced to the Board. There have been instances over the past few months in which the BRS received notification from the NMB that it has instructed its arbitrators not to schedule any hearings until Congress passes some type of appropriations bill extending the federal budget.

Our Organization believes that the arbitration process is one of the most important aspects we deal with on a daily basis. Through the arbitration process, we have the mechanism to enforce the CBAs that our members work under every day. Without these CBAs and the ability to protect them through arbitration, the BRS and all of labor would not be able to provide our members with protections from discrimination, unwarranted discipline processes, being made to work without proper compensation, and the ability to have a quality

life, both at work and home.

As I stated earlier in response to the question of "When will my case be heard?" there are many variables to consider when answering. Was the grievance handled within the time limits on the property as outlined in the CBA? Was the case then forwarded to the BRS headquarters within the allotted time frame? Was the case submitted to the NRAB in a timely fashion? Did

continued on page 17



BRS 51st Regular Convention

LAS VEGAS, NEVADA

ACCOMMODATIONS

Bally's Hotel and Casino Las Vegas, Nevada

Rooms are \$99 plus tax, per room, per night.

- **PLEASE NOTE:** There is a maximum of four persons per room. Also, an additional adult charge of \$10 (per adult 18 and over) will be applied to parties containing more than two adults. Please be advised that the special group rate of \$99 plus tax is available until Monday, June 9, 2014, and any reservation request received after that time may be accepted on a space available basis at the prevailing hotel rates. Guests will need a credit card to make a reservation. Bally's accepts Visa, MasterCard, American Express, Discover, or Diners Club.

DINING

- **Bally's Steakhouse** — Classic steaks, chops and seafood.
- **Steakhouse Bar** — Appetizers and drinks.
- **Sidewalk Cafe** — Breakfast and lunch at this casual cafe.
- **The Tequila Bar and Grill** — Restaurant serving a "South of the Border" menu.
- **SEA Vegas: The Thai Experience**
- **Nosh** — Serves Bagel and Croissant Breakfast Sandwiches, and more.
- **Sbarro** — New York style stuffed pizza and italian dishes.
- **Java Coast** — Coffee, juices, fruit smoothies, etc.
- **Nathan's Famous** — Coney Island style hot dogs.
- **Sterling Brunch** — Opulent Las Vegas fine dining.

Additional dining opportunities are available by taking Le Boulevard walkway to the Paris Hotel conveniently located next door.



Las Vegas, Nevada — July 14–18, 2014

For more information visit:

www.brs.org

You may book your room by visiting:

<https://resweb.passkey.com/go/SBBRS4>

or call Bally's Reservation Center:

800-358-8777

MENTION GROUP CODE SBBRS4 FOR GROUP RATE

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ONLY ADULTS 18 AND OVER ARE REQUIRED TO BE REPORTED AS GUESTS. REGISTERING MORE THAN 2 ADULTS WILL RESULT IN A \$10 FEE FOR EACH ADDITIONAL GUEST

THINGS TO DO

If you're looking for fun things to do in Vegas, Bally's Las Vegas welcomes all guests with endless options.

Relax at the pool or take a behind-the-scenes tour of the award-winning Las Vegas showgirl production "Jubilee!". Escape the hustle-and-bustle with a trip to the spa, or be in the center of the action and enjoy drinks with live Las Vegas entertainment.

You will also find 20 unique stores in the Bally's Avenue Shoppes, which contain a large selection of souvenirs, jewelry, and clothing to fit the modern fashions. ■



Bill Duncan Elected to Grand Board of Trustees



On December 12, 2013, at Grand Lodge Headquarters, the General Chairmen and Grand Executive Council elected William 'Bill'

Duncan to fill Kim Poole's unexpired term as Grand Lodge Trustee. Brother Kim Poole retired on September 1, 2013.

Brother Duncan, General Chairman for the Northeast General Committee (NEGC), joined the BRS on July 31, 1978, when he was hired by the former Chesapeake and Ohio Railway (C&O) Signal Department. The former C&O is now a part of CSX Transportation, Inc.

During his time with CSXT, Brother Duncan has been a member of Local 89 and has served as Local Chairman and Recording-Financial Secretary. Brother Duncan was elected as General Secretary-Treasurer and General Chairman of the NEGC on August 15, 2003, and continues to serve in that capacity today.

"I would like to congratulate Bill on his election to Grand Lodge Trustee and I feel confident that Bill is up to the task," stated BRS President W. Dan Pickett. The Grand Board of Trustees has three members. After the recent election, the Grand Board of Trustees convened and elected Brother Mike Owens as Chairman, Brother Gus Demott as Secretary, and Brother Bill Duncan as Member.

The NEGC represents members of Locals 3, 14, 89, 123, 136, 148, 194, and 216 on the Belt Railway of Chicago, Indiana Harbor Belt Railroad Company, Grand Trunk Western Railroad Company (Canadian National), and the former Chesapeake and Ohio Railway properties of CSX Transportation, Inc. in the states of Virginia, West Virginia, Kentucky, Ohio, Michigan, Indiana, and Illinois.

Brother Duncan and his wife Kathi reside in Jumping Branch, West Virginia. ■

BIG NEWS FOR UNION MEMBERS



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Pickett Elected to TLC's Board of Directors

Dan Pickett, who has served as BRS President for more than 20 years recently agreed to serve on the Transportation Learning Center's Board of Directors and was ultimately elected to the position on December 6, 2013. Through Dan's leadership, the BRS was instrumental in supporting the formation of a Signals Training Consortium, which now is developing standardized/customizable training materials for signal maintainers.

The BRS has worked with the Center in the past, leading the charge to form a similar training consortium for all railroad crafts. The first attempt did not succeed,

The BRS has worked with the Center in the past, leading the charge to form a similar training consortium for all railroad crafts.

but led to a successful proposal to the Federal Transit Administration to provide financial support to the current Signals Training Consortium which is supported by nearly 20 transit and commuter rail properties plus Amtrak.

Dan Pickett and BRS Vice President Dennis Boston participated on the industry's Signals Training Standards Development Committee, which was a precursor to the current Signals Training Consortium. The Committee developed the training standards for signal maintainers and was approved and published by the American Public Transportation Association's standards committee. ■

Dependent Coverage for Legally Married Same-Sex Spouses

Effective January 1, 2014, The Railroad Employees National Health and Welfare Plan (GA-23000) Dental Plan (GP-12000), Vision Plan, and the Early Retirement Major Medical Benefit Plan (GA-46000) will provide dependent coverage for legally married same-sex spouses of eligible employees. Although the benefit is not required by law or under current Collective Bargaining Agreements, Rail Labor and Rail Management reached an Agreement to extend dependent coverage to eligible employee's legally married same-sex spouse. The Agreement reached is in light of recent changes allowing same-sex couples to access the same federal tax benefits provided to other married couples.

Employees will receive additional details concerning this coverage in the coming weeks.

The National Health and Welfare Plans cover approximately 400,000 lives at an annual cost of approximately \$2 billion. ■



Brother Kim Poole Retires



On September 1, 2013, Brother Kim Poole retired as Secretary of the Grand Board of Trustees.

Brother Poole began his career as a Signal Helper on the Norfolk and Western Railroad in Bellevue, Ohio. He went on to hold the positions of Signalman, Lead Signalman, and Signal Maintainer until leaving in 1990 and taking the position of Signal Maintainer in Norwalk, Ohio, for the Wheeling and Lake Erie Railroad (WLE) in May of 1990.

Active in the Union, Brother Poole assisted the BRS in organizing the Signal and Communication employees of Local 231, Maintenance of Way and Bridge and Building employees, and the Locomotive Mechanics on the WLE. During his 11 years of employment with the WLE, he held multiple positions including: Local President of Local 231 (Brother Poole was the first union officer of Local 231), Local Chairman, Recording-Financial Secretary, Vice General Chairman, and Assistant General Chairman — working closely with BRS President W. Dan Pickett, then General Chairman Walt Barrows, Vice President Floyd Mason and General Counsel Bill Phillips. Brother Poole held the position of General Chairman on the Soo Line from 2003 until his retirement due to an on-the-job injury.

After the passing of Brother Jim York in January 2007, Brother Poole was elected to the Grand Board of Trustees, holding this position until his retirement in September 2013.

“I have enjoyed my 33-year career as a Signalman and union representative. I am also thankful that I was given the opportunity to serve the members of the Brotherhood of Railroad Signalmen and to be part of this great organization.” Brother Poole stated.

Brother Poole and his wife Carol, currently reside in Golden Valley, Minnesota.

We wish Kim and his wife Carol a long and happy retirement with fond memories of his dedicated service to the Brotherhood. ■



IRS Announces 2014 Standard Mileage Rates

Effective January 1, 2014, the standard mileage rate set by the Internal Revenue Service will be 56 cents per mile. The new rate compares to a rate of 56.5 cents per mile in 2013. ■

OSHA[®] FactSheet

Whistleblower Protection for Railroad Workers

Individuals working for railroad carriers are protected from retaliation for reporting potential safety or security violations to their employers or to the government.

On August 3, 2007, the *Federal Railroad Safety Act* (FRSA), 49 U.S.C. §20109, was amended by *The Implementing Recommendations of the 9/11 Commission Act* (Public Law 110-53) to transfer authority for railroad carrier worker whistleblower protections to OSHA and to include new rights, remedies and procedures. On October 16, 2008, the *Rail Safety Improvement Act* (Public Law 110-432) again amended FRSA, to specifically prohibit discipline of employees for requesting medical treatment or for following medical treatment orders.

Covered Employees

Under FRSA, an employee of a railroad carrier or a contractor or subcontractor is protected from retaliation for reporting certain safety and security violations.

Protected Activity

If your employer is covered under FRSA, it may not discharge you or in any other manner retaliate against you because you provided information to, caused information to be provided to, or assisted in an investigation by a federal regulatory or law enforcement agency, a member or committee of Congress, or your company about an alleged violation of federal laws and regulations related to railroad safety and security, or about gross fraud, waste or abuse of funds intended for railroad safety or security. Your employer may not discharge or in any other manner retaliate against you because you filed, caused to be filed, participated in, or assisted in a proceeding under one of these laws or regulations. In addition, you are protected from retaliation for reporting hazardous safety or security conditions, reporting a work-related injury or illness, refusing to work under certain conditions, or refusing to authorize the use of any safety- or security-related equipment, track or structures. You may also be covered if you were perceived as having engaged in the activities described above.

In addition, you are also protected from retaliation (including being brought up on charges in a disciplinary proceeding) or threatened retaliation for

requesting medical or first-aid treatment, or for following orders or a treatment plan of a treating physician.

Adverse Actions

Your employer may be found to have violated FRSA if your protected activity was a contributing factor in its decision to take adverse action against you. Such actions may include:

- Firing or laying off
- Blacklisting
- Demoting
- Denying overtime or promotion
- Disciplining
- Denying benefits
- Failing to hire or rehire
- Intimidation
- Making threats
- Reassignment affecting promotion prospects
- Reducing pay or hours
- Disciplining an employee for requesting medical or first-aid treatment
- Disciplining an employee for following orders or a treatment plan of a treating physician
- Forcing an employee to work against medical advice

Deadline for Filing a Complaint

Complaints must be filed within 180 days after the alleged adverse action occurred.

How to File a Complaint

A worker, or his or her representative, who believes that he or she has been retaliated against in violation of this statute may file a complaint with OSHA. The complaint should be filed with the OSHA office responsible for enforcement activities in the geographic area where the worker lives or was employed, but may be filed with any OSHA officer or employee. For more information, call your nearest OSHA Regional Office:

- *Boston* (617) 565-9860
- *New York* (212) 337-2378
- *Philadelphia* (215) 861-4900
- *Atlanta* (404) 562-2300
- *Chicago* (312) 353-2220
- *Dallas* (972) 850-4145
- *Kansas City* (816) 283-8745
- *Denver* (720) 264-6550
- *San Francisco* (415) 625-2547
- *Seattle* (206) 553-5930

Addresses, fax numbers and other contact information for these offices can be found on the Whistleblower Protection Program's website, www.whistleblowers.gov, and in local directories. Complaints may be filed orally or in writing, by mail (we recommend certified mail), e-mail, fax, or hand-delivery during business hours. The date of postmark, delivery to a third party carrier, fax, e-mail, phone call, or hand-delivery is considered the date filed. If the worker or his or her representative is unable to file the complaint in English, OSHA will accept the complaint in any language.

Results of the Investigation

If the evidence supports your claim of retaliation and a settlement cannot be reached, OSHA will issue a preliminary order requiring the appropriate relief to make you whole. Ordered relief may include:

- Reinstatement with the same seniority and benefits.

- Payment of backpay with interest.
- Compensatory damages, including compensation for special damages, expert witness fees and reasonable attorney's fees.
- Punitive damages of up to \$250,000.

OSHA's findings and preliminary order become a final order of the Secretary of Labor, unless a party objects within 30 days.

Hearings and Review

After OSHA issues its findings and preliminary order, either party may request a hearing before an administrative law judge of the U.S. Department of Labor. A party may seek review of the administrative law judge's decision and order before the Department's Administrative Review Board. Under FRSA, if there is no final order issued by the Secretary of Labor within 210 days after the filing of the complaint, then you may be able to file a civil action in the appropriate U.S. district court.

To Get Further Information

For a copy of the statutes, the regulations and other whistleblower information, go to www.whistleblowers.gov. For information on the Office of Administrative Law Judges procedures, decisions and research materials, go to www.oalj.dol.gov and click on the link for "Whistleblower."

This is one in a series of informational fact sheets highlighting OSHA programs, policies or standards. It does not impose any new compliance requirements. For a comprehensive list of compliance requirements of OSHA standards or regulations, refer to Title 29 of the Code of Federal Regulations. This information will be made available to sensory impaired individuals upon request. The voice phone is (202) 693-1999; teletypewriter (TTY) number: (877) 889-5627.

For more complete information:



U.S. Department of Labor

www.osha.gov

(800) 321-OSHA

Fatal Accidents under Train Approach Warning

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

One form of On-Track Safety for Roadway Work Groups is “Train Approach Warning” (TAW) provided by Watchmen/Lookouts.

- TAW (often referred to as Watchman/Lookout) does not require trains to get authorization from the Roadway Worker in Charge (RWIC) to move on any track(s).
- When using TAW, a warning must be given in sufficient time to enable each Roadway Worker to occupy a previously arranged place of safety at least 15 seconds prior to a train passing the Roadway Worker’s location.
- Watchmen/Lookouts must be trained, qualified, and properly equipped to provide warning to Roadway Workers of approaching trains or on track equipment.

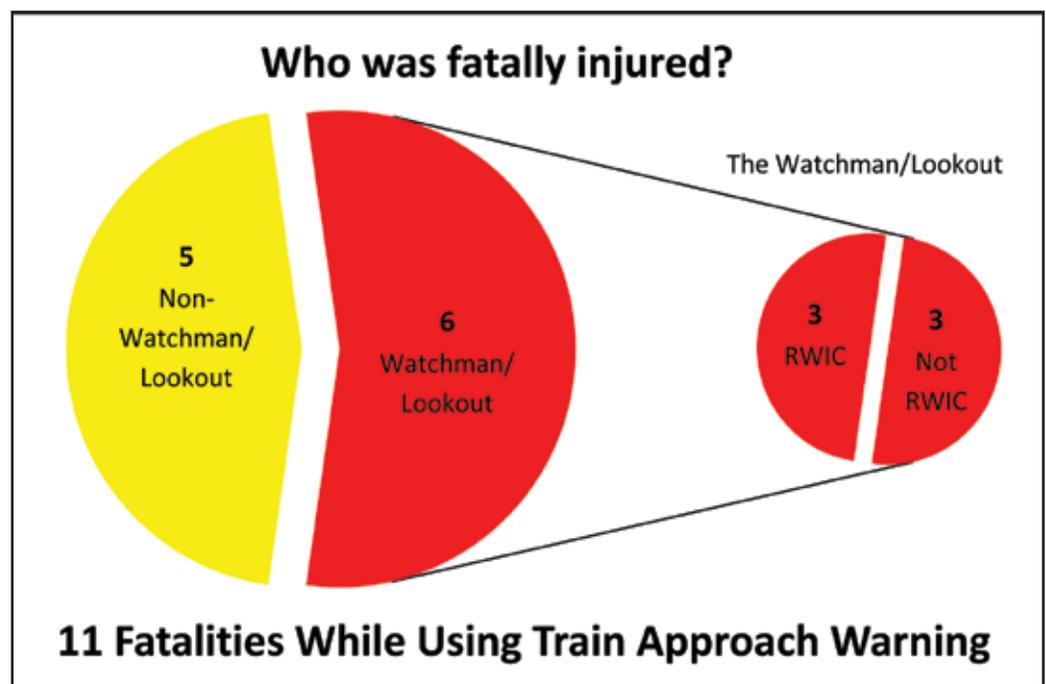
Of the 41 Roadway Worker fatalities analyzed by FAMES, 10

accidents resulting in 11 fatalities occurred where TAW was being used.

In 4 of the 10 fatal accidents, the Watchmen/Lookouts were not using prescribed warning devices, such as a whistle, air horn, white disk, red flag, lantern, or fusee. In one fatal accident under TAW, FAMES was unable to determine if the Watchman/Lookout was equipped with such devices. In the other five fatal accidents, the Watchmen/Lookouts were equipped with the prescribed warning devices.

Findings:

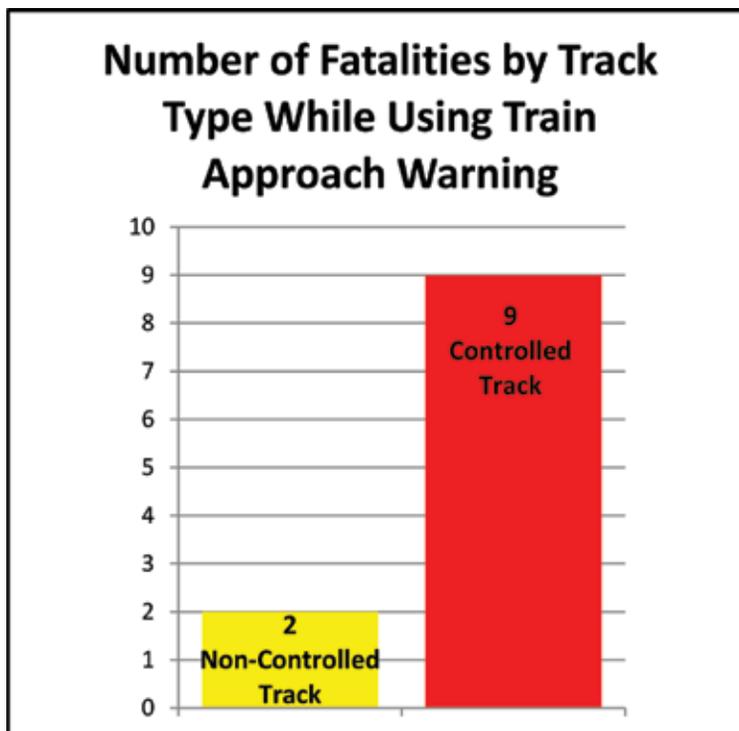
- **In 6 of the 10 fatal accidents, the Watchman/Lookout was the fatally injured employee.**
- 9 of the fatal accidents occurred on controlled track.
- In 3 of the fatal accidents, the Watchman/Lookout was performing other duties or not focused solely on the detection of approaching trains when the fatality occurred.



- In 1 accident, the fatally injured Roadway Worker was not in a position that allowed him to receive the TAW.
- In 4 of the fatal accidents, trains were running against the anticipated flow of traffic.
- In 2 of the fatal accidents, two trains passed in close succession and a Roadway Worker was struck by the second train.

Recommendations:

- **Watchmen/Lookouts must focus their sole attention to the detection of approaching trains and equipment.**
- Watchmen/Lookouts should position themselves outside the foul of any track whenever possible. Each Roadway Worker must maintain a position so he or she can receive a warning from a Watchman/Lookout at all times.
- Whenever environmental or working conditions change that could interfere with a Watchman/Lookout's ability to detect the approach of a train or provide appropriate warning, the Watchman/Lookout must immediately clear Roadway Workers from the tracks until proper protection can be established.
- Watchmen/Lookouts should take into consideration that passenger trains are generally quieter and faster than freight trains.
- **If the work requires oversight and supervision from an RWIC, the RWIC must not perform the duties of a Watchman/Lookout.**
- The RWIC must communicate precise instructions and expectations to Watchmen/Lookouts during the on-track safety briefings and ensure that Watchmen/Lookouts have a clear understanding of their responsibilities and duties.
- The RWIC should consider rotating Watchman/Lookout assignments periodically.
- During the on-track safety briefing, the RWIC must



identify the method that the Watchman/Lookout will use to indicate when it is safe for Roadway Workers to re-enter the foul of the track.

- Roadway Workers must not be in the foul of the track anytime they believe that TAW protection is insufficient or no longer appropriate. Roadway Workers have the right and responsibility to initiate a good faith challenge when necessary.

Never Anticipate the Direction or Track from Which the Next Train May Approach.

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

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



- Proposed Amendments to Representation Case Procedures
- Debt Ceiling Bill
- Emergency Unemployment Compensation Program

The National Labor Relations Board Proposes Amendments to Improve Representation Case Procedures

On February 5, 2014, the National Labor Relations Board announced that it is issuing proposed amendments to its rules and regulations governing representation-case procedures. In substance, the proposed amendments are identical to the representation procedure changes first proposed in June of 2011. A Notice of Proposed Rulemaking (NPRM) appeared in the Federal Register on February 6, 2014. The proposals are intended to enable the Board to more effectively administer the National Labor Relations Act. Specifically, the NPRM presents a number of changes to the Board's representation-case procedures aimed at modernizing processes, enhancing transparency, and eliminating unnecessary litigation and delay. Issuance of the proposed rule was approved by Board Chairman Mark Gaston Pearce and Members Kent Y. Hirozawa and Nancy Schiffer. Board Members Philip A. Miscimarra and Harry I. Johnson, III, dissented.

In announcing the proposals, Pearce said: *"The Board is unanimous in its support for effective representation case procedures. I am pleased that all Members share a commitment to constructive dialogue, and we all agree that important issues are involved in this proposed rulemaking. With a Senate-confirmed five-member Board, I feel it is important for the Board to fully consider public comment on these proposed amendments, along with the comments we previously received in 2011. These amendments would modernize the representation case process and fulfill the promise of the National Labor Relations Act."*

"I believe that the NPRM first proposed in June of 2011 continues to best frame the issues and raises the appropriate concerns for public comment," Pearce said. He stressed that the Board is reviewing the proposed changes with an open mind: *"No final decisions have been made. We will review all of the comments filed in response to the original proposals, so the public will not have to duplicate its prior efforts in order to have those earlier comments considered. Re-issuing the 2011 proposals is the most efficient and effective rule-making process at this time."*

"Unnecessary delay and inefficiencies hurt both employees and employers. These proposals are intended to improve the process for all parties, in all cases, whether non-union employees are seeking a union to represent them or unionized employees are seeking to decertify a union," Pearce said. *"We look forward to further exchanges of ideas to improve the processes in a way that will benefit workers, employers, and all of the American people."*

The reforms the Board will propose would:

- Allow for electronic filing and transmission of election petitions and other documents;
- Ensure that employees, employers, and unions receive and exchange timely information they need to understand and participate in the representation-case process;
- Streamline pre- and post-election procedures to facilitate agreement and eliminate unnecessary litigation;
- Include telephone numbers and email addresses in voter lists to enable parties to the election to be able to communicate with voters using modern technology; and
- Consolidate all election-related appeals to the Board into a single post-election appeals process.

The previous NPRM was published on June 22, 2011. After considering the input provided in response, the Board had announced on December 22, 2011, that it was going to implement a final rule adopting some of those proposed amendments and defer the remainder for further consideration. That final rule was invalidated by a District Court ruling that it had been adopted without a validly constituted quorum. The Board's appeal of that ruling was dismissed, pursuant to a joint stipulation, on December 9, 2013.

The public is invited to comment on the proposed changes. The deadline for comments is April 7, 2014. Reply comments to the initial comments may be filed by April 14, 2014. [Details on how to submit comments are set forth in the NPRM.](#) In addition, the Board will hold a public hearing during the week of April 7, at which members of the public may address the proposed

amendments and make other suggestions for improving the Board's representation-case procedures.

In a statement supporting these proposed changes, AFL-CIO President Richard Trumka said, *"We applaud the National Labor Relations Board for proposing these common-sense rules to reduce delay in the NLRB election process. Similar rules were adopted by the NLRB more than two years ago after an exhaustive public rulemaking process. The rules were needed then, and they are still needed now. When workers petition for an NLRB election, they should receive a timely opportunity to vote. But the current NLRB election process is riddled with delay and provides too many opportunities for employers to manipulate and drag out the process through costly and unnecessary litigation and deny workers a vote. These rules are an important step in the right direction and will help improve the election process."*

House Passes Clean Debt Ceiling Bill, Senate Rubber Stamps It

On February 11, 2014, the House of Representatives passed a bill raising the debt ceiling limit to allow the United States to pay its obligations through March of 2015. Speaker of the House John Boehner (R-OH) relied on votes of the Democrats to push the bill through. The final vote (221–201) came after several weeks of futile attempts to "sweeten the deal" for House Republicans by

attaching language that would expedite the construction of the Keystone XL pipeline, modify the Affordable Care Act, and reverse cuts to military pensions to name a few. When he realized that he could not garner the support he needed, Speaker Boehner decided a "clean" bill was the way to go and Minority Leader Nancy Pelosi (D-CA) delivered yes votes from all but two House Democrats. In her speech on the House Floor, Pelosi said, *"Mr. Speaker, the 14th amendment of our Constitution declares, and I quote: 'The validity of the public debt of the United States, authorized by law...shall not be questioned.' That has always been the standard upheld and advocated by House Democrats. In each of my conversations with Speaker Boehner, I have conveyed the unwavering support of the House Democratic Caucus for a clean bill to lift the debt ceiling. That means, no goodies for one side or the other. There's nothing you could add to it that would say, 'Okay, since it's something I like, then I don't mind if it isn't clean...even if you added something I cared about a great deal, that our Caucus cared about a great deal, that does not make it right. Because the full faith and credit should be unquestioned and it is not negotiable. I thank the Speaker for giving us this opportunity. This is really important – to bring legislation to the floor that is consistent with the intent of the Constitution and with the best interests of the American people.'"*

The next day on February 12, 2014, S. 540: Temporary Debt Limit Extension Act was considered in the Senate and Republican Leaders, Mitch McConnell (R-KY) and John Cornyn (R-TX) voted yes to give the Democrats the majority they needed and end the filibuster to send the bill through on a 55–43 vote. In 2011, the political "game of chicken" over raising the debt ceiling led to the first downgrade of the United States' credit rating in history. This time around all party leaders in Congress could see that political brinkmanship has no place when it comes to the United States paying bills it has already authorized the spending on.

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Reporting Events That Can Affect Railroad Retirement Benefits

Rights to benefits under the Railroad Retirement Act also carry responsibilities for reporting events that may affect the payment of these benefits to the employee or to members of the employee's family. If these events are not reported, benefit overpayments can occur that have to be repaid, sometimes with interest and penalties.

The following questions and answers describe how these events affect railroad retirement benefits and what should be done to prevent overpayments.

Events that can affect the payment of a railroad retirement annuity and result in overpayments if not promptly reported include:

- Entitlement to social security or certain other benefits, and changes in the amount of such benefit payments;
- Post-retirement work and earnings;
- The death of an annuitant;
- Changes in marital status;
- A child leaving the care of a spouse or widow(er);
- A student ceasing full-time attendance.

1 How can the award of social security benefits result in a railroad retirement annuity overpayment?

The tier I portion of a railroad retirement annuity is based on both the railroad retirement and social security credits acquired by an employee and figured under social security formulas. It approximates what social security would pay if railroad work were covered by social security. Tier I benefits are, therefore, reduced by the amount of any actual social security benefit paid on the basis of nonrailroad employment, in order to prevent a duplication of benefits based on the same earnings.

The tier I dual benefit reduction also applies to the annuity of an employee qualified for social security benefits on the earnings record of another person, such as a spouse. And, the tier I portion of a spouse or survivor annuity is reduced for any social security entitlement, even if the social security benefit is based on the spouse's

or survivor's own earnings. These reductions follow principles of social security law which limit payment to the higher of any two or more benefits payable to an individual at one time.

If a railroad retirement annuitant is also awarded a social security benefit, in most cases a combined monthly dual benefit payment will be issued by the Railroad Retirement Board (RRB). The Social Security Administration determines the amount of the social security benefit due, and the RRB determines the amount of the railroad retirement annuity due. (As stated above, the tier I portion of a railroad retirement annuity is reduced by the amount of the social security benefit due.)

A person should notify the RRB when he or she files for social security benefits. If the Social Security Administration begins paying benefits directly to a railroad retirement annuitant without the RRB's knowledge, a tier I overpayment will occur. This frequently happens when a railroad employee's spouse or widow(er) is awarded social security benefits not based on the employee's earnings.

Also, annuitants who are receiving their social security benefits directly from the Social Security Administration must notify the RRB if their social security benefits are subsequently increased for any reason other than annual cost-of-living increases, such as a recomputation to reflect post-retirement earnings. As such recomputations are usually retroactive, they can result in substantial tier I overpayments.

While social security benefit information is provided to the RRB as a result of routine information exchanges

between the RRB and the Social Security Administration, it will generally not be provided in time to avoid such a benefit overpayment.

2 What other types of benefit payments, besides social security benefits, require dual benefit reductions in a railroad retirement annuity?

For employees first eligible for a railroad retirement annuity and a Federal, State or local government pension after 1985, there may be a reduction in tier I for receipt of a public pension based, in part or in whole, on employment not covered by social security or railroad retirement after 1956. This may also apply to certain other payments not covered by social security, such as payments from a non-profit organization or from a foreign government or a foreign employer. However, it does not include military service pensions, payments by the Department of Veterans Affairs, or certain benefits payable by a foreign government as a result of a totalization agreement between that government and the United States.

The tier I portion of a spouse or widow(er)'s annuity may also be reduced for receipt of any Federal, State or local pension separately payable to the spouse or widow(er) based on her or his own earnings. The reduction generally does not apply if the employment on which the public pension is based was covered under the Social Security Act throughout the last 60 months of public employment. In addition, most military service pensions and payments from the Department of Veterans Affairs will not cause a reduction. Pensions paid by a foreign government or interstate instrumentality will also not cause a reduction.

If an employee is receiving a disability annuity, tier I benefits for the employee and spouse may, under certain circumstances, be reduced for receipt of workers' compensation or public disability benefits.

If annuitants become entitled to any of the above payments, they should promptly notify the RRB. If there is any question as to whether a payment requires a reduction in an annuity, an RRB field office should be contacted.

3 Can earnings cause railroad retirement overpayments?

Unreported post-retirement work and earnings in non-railroad employment (including self-employment) are a major cause of overpayments in railroad retirement annuities. Like social security benefits, railroad retirement tier I benefits and vested dual benefits paid to employees and spouses, plus tier I, tier II, and vested dual benefits paid to survivors, are subject to deductions if post-retirement earnings exceed certain exempt amounts, which increase annually.

These earnings deductions do not apply to those who have attained full social security retirement age. Full retirement age for employees and spouses ranges from age 65 for those born before 1938 to age 67 for those born in 1960 or later. Full retirement age for survivor annuitants ranges from age 65 for those born before 1940 to age 67 for those born in 1962 or later.

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

Prior to the calendar year in which full retirement age is attained, the earnings deduction is \$1 in benefits for every \$2 of earnings over the exempt amount. For those attaining full retirement age during a calendar year, the deduction is \$1 for every \$3 of earnings over the exempt amount in the months before the month full retirement age is attained.

Annuitants who work after retirement and expect that their earnings for a year will be more than the annual exempt amount must promptly notify the nearest RRB field office and furnish an estimate of their expected earnings. This way their annuities can be adjusted to take the

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FRA Issues Safety Advisory to Ensure Compliance with Speed Restrictions

The U.S. Department of Transportation's Federal Railroad Administration (FRA) issued an industry-wide Safety Advisory to help ensure railroads adhere to federal regulations regarding maximum authorized train speed limits. The advisory contains four recommendations to ensure railroads comply with speed restrictions through appropriate operating policies, procedures, and effective implementation.

"Safety is our highest priority, and the Metro-North crash illustrates how important it is for railroads to follow speed limits," said U.S. Transportation Secretary Anthony Foxx. *"This Safety Advisory, along with the other enforcement measures we've taken, will remind all employees of the need to follow speed limits and will help improve safety across all rail lines."*

The Safety Advisory provides guidance on four recommended measures the FRA expects railroads to take action on immediately. Among them are:

- Review the circumstances of the December 1, 2013, Spuyten Duyvil derailment with their operating employees.
- Provide instruction to employees during training classes and safety briefings on the importance of compliance with maximum authorized train speed limits and other speed restrictions.
- Evaluate results of operational data regarding speed testing.
- Reinforce the importance of communication between train crewmembers located in the controlling locomotive, particularly during safety-critical periods when multiple tasks are occurring and during extended periods of inactivity.

"Although the industry's overall safety record is good, the Metro-North accident is a stark reminder of the need to remain vigilant in ensuring compliance with operational speed limits," said Federal Railroad Administrator Joseph C. Szabo. *"Over the last decade, train accidents have declined by 43 percent nationally, a result of our rigorous safety regime, but we must always do better as we drive continuous safety improvement."*

Recently, the FRA issued Emergency Order 29 (EO 29) to Metro-North Commuter Railroad (MNCW) directing it to take specific, immediate steps to ensure its train crews do not exceed speed limits. EO 29 requires Metro-North to modify its existing signal system to ensure that operators obey speed limits, and to provide two qualified railroad employees to operate trains where major speed restrictions are in place until its signal system is modified. The FRA also issued a letter calling on Metro-North to launch a safety stand-down with all employees and to fully implement the confidential close-call reporting system, which has helped improve rail safety on other lines. Metro-North has written the FRA to outline its plans to comply with the directives, and the FRA will continue working directly with Metro-North staff as they implement the provisions.

The FRA had already increased its oversight and enforcement of Metro-North's rail lines following the May 2013 crash, including additional inspections of its lines and audits of Metro-North's operations and compliance with federal regulations. The FRA is also planning to conduct an extensive investigation of the carrier's safety compliance with all regulated railroad safety disciplines. ■

DID YOU KNOW?

Title 49: Transportation

§ 236.201 TRACK-CIRCUIT CONTROL OF SIGNALS

The control circuits for home signal aspects with indications more favorable than "proceed at restricted speed" shall be controlled automatically by track circuits extending through the entire block. ■

FROM THE PRESIDENT

continued from page 3

the Board docket the case in a timely manner? Does the Board have the available federal funding in order to schedule cases to be heard in a timely manner? Did the arbitrator present his/her award in a timely manner? And finally, did the railroad follow the arbitrator's ruling in a timely manner?

As you can see, there is a lot of work and time involved in handling a case from the very beginning to the end. I have complete faith in the process that the BRS follows in handling grievances at every level, from the Locals, to the General Committees, and here at BRS headquarters. I believe our arbitration department here at headquarters is second to none, whether it is logging in the cases and making sure they are docketed at the Board within the time limits, writing the submissions that build our final argument based on the records sent in from the field, or the act of arguing our cases against the railroads before the arbitrator.

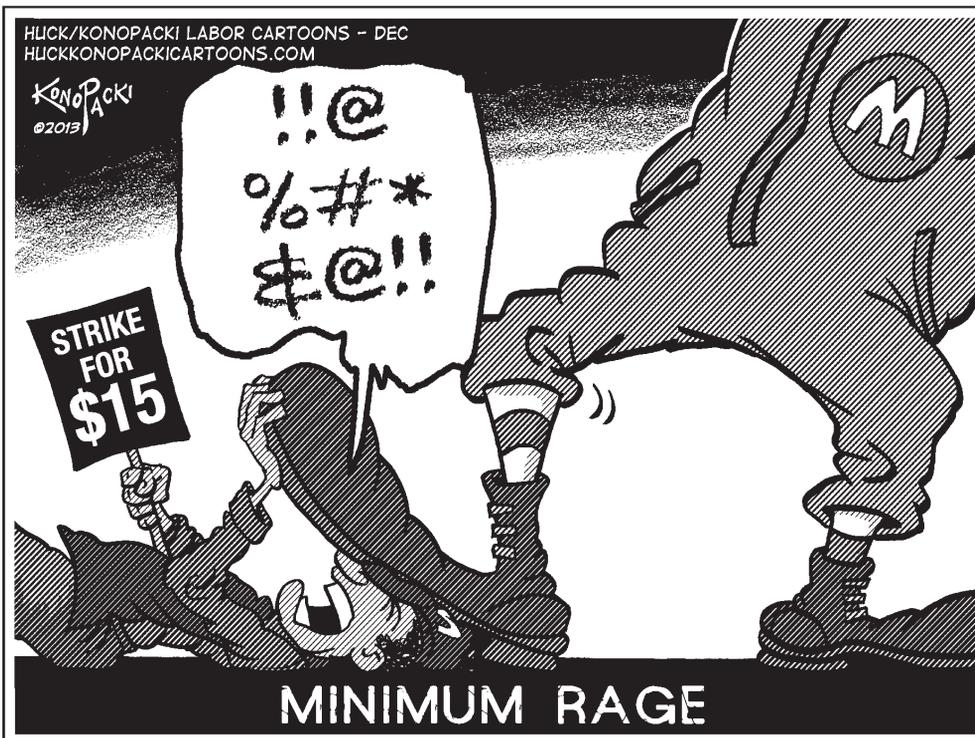
There are many aspects that I oversee and deal with as the President of the BRS, but I always keep close tabs on how things are going within our Arbitration Department because, as I stated before, this is how we as an organization protect the CBAs that have been fought for over the years.

We had a very good year with respect to Arbitration in 2013, and I look forward to having as good a year or even better in 2014.

In Solidarity,



W. Dan Pickett
BRS President



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BRS DESIGNATED COUNSEL



When Signalmen suffer a work-related injury or illness, BRS members or their families are encouraged to determine their rights and benefits under the Federal Employers' Liability Act before agreeing to any settlement with the railroad employer. The Brotherhood of Railroad Signalmen has designated the attorneys listed in this directory to serve as qualified counsel for BRS members in employee injury cases covered by FELA.

Attorneys are listed by state and are designated to serve BRS members living or working in the general region of their offices. Designation of FELA counsel is by authority of the BRS Executive Council only.

BRS members are encouraged to provide information regarding FELA cases, including criticism or commendations regarding the service of designated counsel, and information on injuries and settlements. This information, which will be used in the continuing evaluation of this program, should be sent to W. Dan Pickett, President, Brotherhood of Railroad Signalmen, 917 Shenandoah Shores Road, Front Royal, VA 22630-6418.

ALABAMA

W.C. Tucker, Jr.
Maples, Tucker & Jacobs, LLC
2001 Park Place North
Suite 501
Birmingham, AL 35203
Tel. (205) 322-2333
www.mtandj.com

ARIZONA

Lloyd L. Rabb, III
Rabb & Rabb, PLLC
1575 E. River Road
Tucson, AZ 85718
Tel. (520) 888-6740
800-354-3352
www.1stinjurylaw.com

CALIFORNIA

John D. Gilbert
Law Office of John D. Gilbert
2173 Salk Avenue
Suite 250
Carlsbad, CA 92008
(760) 579-7604
800-499-9904

Jay A. Kaplan
Kaplan Law Corporation
111 W. Ocean Blvd.
Long Beach, CA 90801
Tel. (562) 435-8300
800-552-7526
www.kaplanlawcorp.com

Anthony S. Petru
Hildebrand, McLeod & Nelson
Westlake Building
350 Frank H. Ogawa Plaza
4th Floor
Oakland, CA 94612-2006
Tel. (510) 451-6732
800-447-7500
www.hmnlaw.com

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John J. Rossi
Rossi Vucinovich PC
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Denver, CO 80210-2500
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800-325-4014
www.rcvpc.com
1000 Second Avenue
Suite 1610
Seattle, WA 98104
Tel. (425) 646-8004
866-357-RAIL (7245)

DISTRICT OF COLUMBIA

Larry Mann
Alper & Mann, PC
9205 Redwood Avenue
Bethesda, MD 20817
Tel. (202) 298-9191
800-747-6266

FLORIDA

Alva A. Hollon, Jr.
Sams & Hollon, PA
9424 Baymeadows Road
Suite 160
Jacksonville, FL 32256
Tel. (904) 737-1995
800-327-4552

Howard A. Spier
Rossman Baumberger Rebozo
Spier & Connolly, PA
Courthouse Tower
44 West Flagler Street
23rd Floor
Miami, FL 33130-1808
Tel. (305) 373-0708
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Daniel Petro
The Petro Law Firm
180 N. Wacker Drive
Suite 300
Chicago, IL 60606
Tel. (312) 332-9596
800-472-5729

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101 N. Wacker Drive
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Chicago, IL 60606
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Feldman & Darby LLP
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Suite 210
Towson, MD 21204
Tel. (410) 769-5400
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Thornton & Naumes, LLP
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Boston, MA 02110
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Arvin J. Pearlman
Arvin J. Pearlman &
Associates, PC
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Southfield, MI 48034
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& Kvas
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Center Drive
Suite 101
Wayzata, MN 55391
Tel. (612) 339-4511
800-328-4340
www.hlklaw.com

6035 Binney Street
Omaha, NE 68104
Tel. (402) 341-2020
800-342-3352

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Suite 202
Minneapolis, MN 55414
Tel. (612) 345-9797

MISSOURI

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Hubbell Law Firm, LLC
Union Station
30 West Pershing Road
Suite 350
Kansas City, MO
64108-2463
Tel. (816) 221-5666
800-821-5257
www.hubbelfirm.com

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Bauer & Baebler, PC
1716 South Broadway
St. Louis, MO 63104-4049
Tel. (314) 241-7700
800-682-4529
www.raillaw.com

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NEW YORK

Marc Wietzke
Flynn & Wietzke, PC
1205 Franklin Avenue
Garden City, NY 11530
Tel. (516) 877-1234
866-877-3352
www.felaattorney.com

OHIO

Andrew J. Thompson, Esq.
Shapero | Roloff Co., LPA
U.S. Bank Centre
1350 Euclid Avenue
Suite 1550
Cleveland, OH 44115
Tel. (216) 781-1700
800-321-9199
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Michael Y. Kleeman
Kleeman & DiGiovanni, PC
1819 John F. Kennedy Blvd.
Suite 350
Philadelphia, PA 19103
Tel. (215) 963-0187
800-221-5697
www.kleemanlawfirm.com

TEXAS

Sara Youngdahl
The Youngdahl Law Firm, PC
4203 Montrose Drive
Suite 280
Houston, TX 77006
Tel. (281) 996-0750
866-996-0750
www.youngdahl.com

TEXAS

Weldon Granger
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Suite 888
Houston, TX 77210
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Suite 400
Salt Lake City, UT 84101
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www.bjdlaw.com

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Willard J. Moody, Sr.
The Moody Law Firm, Inc.
500 Crawford Street
Suite 200
Portsmouth, VA 23704
Tel. (757) 393-4093
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www.moodyrrlaw.com

C. Richard Cranwell
Cranwell, Moore & Emick, PLC
111 W. Virginia Avenue
Vinton, VA 24179
Tel. (540) 904-1621
888-635-6304
www.cranwellmoorelaw.com

WASHINGTON

George A. Thornton
Thornton Mostul, PLLC
1000 Second Avenue
Suite 3200
Seattle, WA 98104
Tel. (206) 621-0600
800-525-3352
www.nwrrlaw.com

See Colorado

Alcohol and Drug Testing

Minimum Random Testing Rates for 2014 Remain Unchanged

The Federal Railroad Administration (FRA) announced the minimum random testing rates for railroad workers in the year 2014.

Using data from Management Information System annual reports, the FRA has determined that because the industry-wide random drug testing positive rate was below 1.0 percent for the last two years, the minimum annual random drug testing rate for the period

January 1, 2014, through December 31, 2014, will remain at 25 percent of covered railroad employees. In addition, because the industry-wide random alcohol testing violation rate has remained below 0.5 percent for the last two years, the Administrator has determined that the minimum random alcohol testing rate will remain at 10 percent of covered railroad employees for the period January 1, 2014, through December 31, 2014.

BRS members need to be aware that this notice sets the minimum random testing rates, and the railroads remain free under their own policies to conduct random testing at higher rates. The BRS reminds its members that many railroads have a zero-tolerance policy when it comes to reporting to work under the influence of drugs or alcohol. In many cases, a positive test result will result in being placed out of service. ■

DOT Agency	Random Drug Testing Rate	Random Alcohol Testing Rate
Federal Motor Carrier Safety Administration (FMCSA)	50%	10%
Federal Aviation Administration (FAA)	25%	10%
Federal Railroad Administration (FRA)	25%	10%
Federal Transit Administration (FTA)	25%	10%
Pipeline and Hazardous Materials Safety Administration (PHMSA)	25%	Not Applicable
United States Coast Guard (USCG)	25%	Not Applicable

NOTE: Employers (and C/TPAs) subject to more than one DOT Agency drug and alcohol testing rule may continue to combine covered employees into a single random selection pool. However, employers (and C/TPAs) doing so must test at or above the highest minimum annual random testing rates established by the DOT Agencies under whose jurisdiction they fall. For example, an employer having both FMCSA- and FRA-covered employees in one pool must test, as a minimum rate, 50% for drugs and 10% for alcohol. PHMSA and USCG regulated employees should not be placed in random alcohol testing pools. Contact the appropriate DOT Agency for additional clarification.

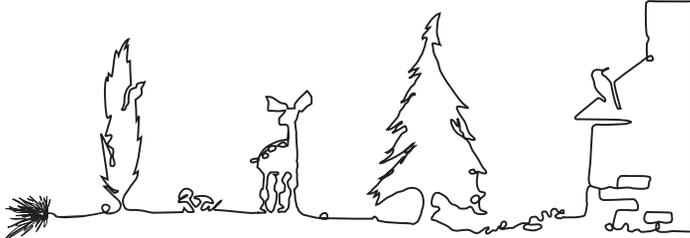
Please note that USCG covered employees may be combined with DOT covered employees in drug testing pools even though the USCG is part of the Department of Homeland Security.

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DID YOU KNOW?

Title 49: Transportation

§ 236.205 SIGNAL CONTROL CIRCUITS; REQUIREMENTS

The circuits shall be so installed that each signal governing train movements into a block will display its most restrictive aspect when any of the following conditions obtain within the block:

- a. Occupancy by a train, locomotive, or car,
- b. When points of a switch are not closed in proper position,
- c. When an independently operated fouling point derail equipped with switch circuit controller is not in derailing position,
- d. When a track relay is in de-energized position or a device which functions as a track relay is in its most restrictive state; or when signal control circuit is deenergized. ■

Importance of Good Nutrition — The Five Basic Food Groups

Tips to Help Keep Your Health On Track!



Good nutrition is an important component to maintaining your overall health. What can be difficult is sorting through the overload of information available to determine what food choices will help you not only to begin healthier eating habits but maintain them as well. This article, first in a series on good nutrition, is intended to provide a high-level summary of the five basic food groups. Future articles in this series will address each of the food groups separately (dairy will be the next article) to provide you with a basic understanding of the importance of each one in your daily diet. ⁽¹⁾

What are the five basic food groups?

The five basic food groups are dairy, proteins, fruits, vegetables, and grains. Each is briefly described below. ⁽¹⁾

Dairy Eat calcium-rich foods	Proteins Eat lean with proteins	Fruits Focus on fruits	Vegetables Vary your veggies	Grains Make half your grains whole
<p>Dairy consists of all fluid milk products and many foods that are made from milk.</p> <p>Milk, cheese, yogurt, lactose-free and lactose-reduced products, and soy beverages fall into this category.</p> <p>Foods not part of this group are those with little or no calcium, even if made from milk, such as butter, cream, sour cream and cream cheese.</p> <p>Try to have at least 3 cups of dairy products every day; for children aged 2 to 8, they should consume at least 2 cups.</p>	<p>Proteins exist as part of all cells, tissues, and organs in your body. They continually break down and are replaced.</p> <p>Proteins in the food you eat are digested into amino acids and used to replace the proteins in your body.</p> <p>Lean meats, poultry, seafood, beans, peas, eggs, processed soy products, unsalted nuts, and seeds represent this food group.</p> <p>Try to have at least 5 ½ oz. of protein each day and, if no allergies to seafood, 8 oz. per week.</p>	<p>Fruits are naturally low in fat, sodium, and calories and none contain cholesterol, making them very beneficial to your diet.</p> <p>Fruits contain many nutrients such as potassium, dietary fiber, vitamin C, and folic acid, and can be consumed fresh, frozen, canned, or dried.</p> <p>Some foods in this group are apples, apricots, bananas, oranges, strawberries, dates, grapes, and melons, as well as 100% fruit juices.</p> <p>Have at least 2 cups or 2 pieces of fruit daily for an overall well-balanced diet.</p>	<p>Vegetables provide nutrients important for the health of your body and help reduce the risk of chronic diseases.</p> <p>Vegetables contain most of the same nutrients as fruits and can also be eaten fresh, frozen, canned, or dried.</p> <p>Broccoli, collard greens, kale, spinach, squash, sweet potatoes, kidney and lima beans, and 100% vegetable juices are examples in this food group.</p> <p>Try to incorporate at least 2 cups of vegetables with a variety of dark green, red, and orange vegetables in your daily diet.</p>	<p>Grains are a good source of fiber and nutrients – either whole or refined. <i>Whole grains</i> have all parts of the grain seed still intact, while <i>refined grains</i> have been processed which means some of the important nutrients and fiber have been removed.</p> <p><i>Whole grains</i> are foods such as whole-wheat bread, whole-grain cereals, crackers, oatmeal, whole-grain pasta, wheat bran, and brown rice. <i>Refined grains</i> include anything white-based such as white bread, white flour, white rice, white pasta, flour tortillas, and most noodles.</p> <p>Try to eat at least 6 oz. of grains each day.</p>

⁽¹⁾ www.cdc.gov/nutrition

This is informational only; not a replacement for the medical advice of your physician.
Series 1: Importance of Good Nutrition – The Five Basic Food Groups

AFL-CIO NATIONAL BOYCOTTS



HOSPITALITY, TRANSPORTATION & TRAVEL

SUBMITTED BY UNITE HERE!

Please support the workers in these hotels by continuing to boycott the following properties:

- › **MASSACHUSETTS:** Hyatt Harborside Boston, Hyatt Regency Boston and Hyatt Regency Cambridge
- › **CALIFORNIA:** Hyatt Regency Santa Clara, the Hyatt Regency Sacramento and the Hyatt Fisherman's Wharf in San Francisco
- › **TEXAS:** Grand Hyatt San Antonio and Hyatt Regency San Antonio
- › **SEATTLE:** Grand Hyatt Seattle and Hyatt at Olive 8 Seattle
- › **INDIANA:** Hyatt Regency Indianapolis
- › **ANCHORAGE, AK,** Hilton; Sheraton
- › **ARLINGTON, VA,** Sheraton Crystal City
- › **IRVINE, CA,** Embassy Suites Irvine
- › **LONG BEACH, CA,** Hilton Long Beach;
- › **SACRAMENTO,** Arden West
- › **SAN DIEGO,** Le Meridien

SUBMITTED BY United Steelworkers (USW)

- › **PALERMO PIZZA**

ENTERTAINMENT & RECREATION

SUBMITTED BY Communications Workers of America

- › **ECHOSTAR DISHNETWORK** Satellite Television Service

SUBMITTED BY International Brotherhood of Electrical Workers (IBEW)

- › **SINCLAIR BROADCASTING** 55 stations in 33 U.S. Markets. Go to www.unionlabel.org and click "Boycotts" to find the stations in your area

LEGAL

SUBMITTED BY American Federation of State, County & Municipal Employees

- › **GLEASON, DUNN, WALSH & O'SHEA**
- › **HARDIN, LAZARUS AND LEWIS, LLC**
- › **MCDONALD, LAMOND, CANZONERI AND HICKERNELL**

OTHERS

SUBMITTED BY Bakery, Confectionery, Tobacco Workers & Grain Millers International Union

- › **R.J. REYNOLDS TOBACCO CO.** Camel (cigarettes, snus, orbs, strips and sticks), Pall Mall, Winston,

The global Hyatt boycott has ended. However, there are a number of local Hyatts with continuing labor disputes.

To avoid current or future strikes, boycotts, and other labor disputes at Hyatts or any other venues, use the UNITE HERE Union Hotel Guide at unionhotelguide.com or download their iPhone App, which lists which hotels to patronize or avoid.

To avoid the prospect of labor conflict during your stay at a hotel, insist on protective contractual language when you make a reservation or organize an event. Suggested model protection language can be found on UNITE HERE!'s website at <http://www.hotelworkersrising.org/media/modelprotectivelanguage.pdf>

Salem, Doral, Kool, Misty, Capri. Santa Fe Natural Tobacco Co. is a non-union sister company of RJR producing Santa Fe Natural American Spirit cigarettes

POLICY GUIDELINE FOR ENDORSEMENT OF AFFILIATES' BOYCOTTS

The AFL-CIO Executive Council has developed policy guidelines that regulate how the federation endorses boycotts undertaken by its affiliates. To get AFL-CIO sanction, boycotts should be directed at primary employers.

THE GUIDELINES INCLUDE THESE PROVISIONS:

- › All requests to the national AFL-CIO for endorsement must be made by a national or international union
- › Any affiliated union with a contract in force with the same primary employer will be contacted by the AFL-CIO to determine whether there is an objection to the federation's endorsement.
- › Affiliates will be asked to provide the AFL-CIO with background information on the dispute in a confidential information survey. Prior to endorsement of the boycott, the executive officers, or their designees, will meet with the national union's officers, or their designees, to discuss the union's strategic plan and timetable for the boycott, or other appropriate tactics, and to discuss the federation's role.
- › The national or international union initiating the boycott is primarily responsible for all boycott activities; the AFL-CIO will provide supplemental support.
- › Boycotts will be carried on the AFL-CIO national boycott list for a period of one year, and the endorsement will expire automatically at the end of that time. National and international unions may request one-year extensions of the listings for actions where an organizing or bargaining campaign is actively in place.

(These guidelines were adopted by the AFL-CIO Executive Council in April 2011.)

CONTINUOUS MEMBERSHIP



The Brotherhood of Railroad Signalmen, in recognition of BRS members' contributions to the Signalman's craft and their dedication to the principle of trade unionism, has established a Continuous Service program to honor longtime BRS members. Continuous Service lapel pins are presented to members every five years, beginning with their 25th year of membership.

The following is a list of the active members who recently received Continuous Service pins in recognition of their years as BRS Members:

40 YEARS OF SERVICE

JG Niehues	8
KB Steinlage	8
WC Regner	9
HB Peacock, Jr.	16
RL Scott	16
RD Wilson	26
RL Kalbaugh	31
DP Haring	53
CW Huebel	99
WR Vodden	108
MD Dake	129
JC Rogoski	141
DR Woodard	226

35 YEARS OF SERVICE

RG Behrens	8
PJ Belkot	16
SS Gardner	16
AS Bonilla	19
M Frias	19
MC Horta	24
DT Horn	26
TW Mayfield	31
SE Ward	33
DR Hepner, Jr.	48
RA Nagle	49
J Smith, Jr.	49
JM Segreto	57
MJ Santelli	62
JD Beamer	77
RE Knight, Jr.	77
LL Day	84
JM Lipari	84
KS Sullivan	93

35 YEARS OF SERVICE

RR Monk	99
JD Sampy, Sr.	99
CH Roberts	119
JB Roberts	129
GW Shultz, Jr.	129
J Brooks	158
CB Meadors	158
TE Angelos	188
RA Flick	188
MD Schouviller	188
RW Lytle	208
LT Seals	208
JW Kelley, Jr.	238

30 YEARS OF SERVICE

MS Leister	1
DW Offen	5
JM O'Connor	8
RP Cooper	10
GL Cathell, Jr.	31
DE Ford	72
D Cicala	84
GR Cooper	84
V Margagliotta	84
J Allen	102
MJ Kane	102
J Sentino	102
JW Bossle	106
HC Beachley, Jr.	114
JA Merriman	114
D Tomko	126
PJ McCoy	136
ND Henson	161

25 YEARS OF SERVICE

JF Heaphy, III	5
SV Sloan	8
EJ Barkoski, Jr.	16
RJ Bentley	16
AI Cain	16
LM Davidson	16
DL Poston	16
DE Gallagher	18
SM Mitros	18
G Oden	18
MR Chambers	31
MF Kremp	53
LD Summers	67
DM Crabtree	72
AL Hamilton, Jr.	77
WE Hoops	77
DP Lopez	77
MD Honaker	89
MW Moran	89
RW Brown	94

25 YEARS OF SERVICE

JG Terrazas	99
KR Grym	102
S Priester	102
AA Walker	102
FJ Gargano	106
C Gery	106
EP Henderson, Jr.	106
SE Heiser	119
W Adams, II	130
RL Gibson	136
DA Braun	154
JL Baker	178
KW Parks	178
GV Timmons	178
SD Teiberis	179
DL Brim	183
RC Charles	183
DR Germain	213
J Ortega, Jr.	229
JL Fischer	239

DID YOU KNOW?

Title 49: Transportation

§ 236.309 LOSS OF SHUNT PROTECTION; WHERE REQUIRED

(a) A loss of shunt of 5 seconds or less shall not permit an established route to be changed at an automatic interlocking.

(b) A loss of shunt of 5 seconds or less shall not permit the release of the route locking circuit of each power-operated switch hereafter installed. ■

BENEFITS DIRECTORY

INSURANCE | CLAIMS | GROUP POLICIES | INFO
HEALTH | RAILROAD RETIREMENT | PLANS
PHARMACY BENEFIT

UnitedHealthcare

National Plan — GA-23000
Managed Medical Care Programs (MMCP) &
Comprehensive Health Care Benefit (CHCB)
1-800-842-9905
www.myuhc.com

Retiree Claims — GA-46000
UnitedHealthcare
P.O. Box 30985
Salt Lake City, UT 84130-0985
1-800-842-5252

Retiree Supplemental — GA-23111
UnitedHealthcare
P.O. Box 30304
Salt Lake City, UT 84130-0404
1-800-842-5252

Aetna Healthcare

Aetna
3541 Winchester Road
Allentown, PA 18195
1-800-842-4044
www.aetna.com

Highmark Blue Cross Blue Shield

Highmark Blue Cross Blue Shield
Railroad Dedicated Unit
P.O. Box 890381
Camp Hill, PA 17089-0381
1-866-267-3320
www.bcbs.com

Life Insurance

MetLife
P.O. Box 6122
Utica, NY 13504-6122
1-800-310-7770
www.metlife.com

Vision Service Plan

EyeMed
Member Support
1-855-212-6003
www.eyemedvisioncare.com/railroad

Union Plus

Mortgage (Wells Fargo) • AT&T Discount
Credit Card • Scholarships and much more
www.unionplus.org

Mental Health and Substance Abuse Benefits

For treatment, claims or inquiries call:
United Behavioral Health
1-866-850-6212
www.liveandworkwell.com
Access code: Railroad

Supplemental Sickness Benefits Under Group Policy No. R-5000

Aetna
P.O. Box 189145
Plantation, FL 33318-9145
1-800-205-7651 • Fax: 954-452-4124
You may file online at: www.wkabsystem.com
Company identifier: RR

Dental Benefits under Group Policy No. GP-12000

Aetna
P.O. Box 14094
Lexington, KY 40512-4094
1-877-277-3368
www.aetna.com

Managed Pharmacy Benefit Express Scripts

Retail pharmacy network provides medication
for acute, short-term care.
Mail-order prescription service provides
medication for chronic, long-term care.
UnitedHealthcare Plans GA-23000 and
GA-46000
1-800-842-0070
www.medco.com

Railroad Retirement Board

1-877-772-5772 — Automated Help Line
www.rrb.gov

Railroad Info — Your Track to Health

www.yourtracktohealth.com
(Note: Information on this site does not
apply to Amtrak employees)

OBITUARIES

FREDDY J. ARMER—retired member of **LOCAL 17**. Brother Armer retired in 1976 after 13 years of service with Chicago, Rock Island and Pacific Railroad. Brother Armer was a Signal Maintainer at Irving, Texas, at the time of his retirement.

KEITH W. BARTO—retired member of **LOCAL 2**. Brother Barto retired in 1996 after 33 years of service with the Pennsylvania and Norfolk Southern Railroads. Brother Barto was a Signal Maintainer at Alliance, Ohio, at the time of his retirement. Brother Barto is a U.S. Air Force Veteran who served from 1958–1962. Brother Barto also served as the President of the National Association of Retired and Veteran Railway Employees No. 151 for 12 years.

ROBERT F. BERNARDI—active member of **LOCAL 40**. Brother Bernardi had 38 years of service with Norfolk Southern Railroad. Brother Bernardi was an Electronic Technician at Pitcairn, Pennsylvania, at the time of his passing. Brother Bernardi served as Recording-Financial Secretary.

CARMEN J. CAPONE—retired member of **LOCAL 58**. Brother Capone retired in 1989 after 42 years of service with Conrail. Brother Capone was a C&S Inspector at Millville, New Jersey, at the time of his retirement. Brother Capone served as United General Committee Trustee, Local Chairman, and Recording-Financial Secretary. Brother Capone also served as a New Jersey State Legislative Representative.

JOHN S. COOK—retired member of **LOCAL 237**. Brother Cook retired in 2011 after 38 years of service with Norfolk and Western Railway; Akron, Canton & Youngstown; Norfolk Southern Railroads; and Wheeling and Lake Erie Railway. Brother Cook was a Signal Maintainer at Akron, Ohio, at the time of his retirement.

ELMER E. FIGG—retired member of **LOCAL 41**. Brother Figg retired in 1983 after 35 years of service with Conrail. Brother Figg was a Signal Maintainer at Morocco, Indiana, at the time of his retirement.

FLOYD H. FRANCIS—retired member of **LOCAL 179**. Brother Francis retired in 1989 after 36 years of service with Southern Pacific Railroad. Brother Francis was a Lead Signalman at Sacramento, California, at the time of his retirement.

ALBERT J. GUNDY—retired member of **LOCAL 2**. Brother Gundy retired in 1983 after 37 years of service with the Pennsylvania and New York Central Railroads and Conrail. Brother Gundy was a Maintainer Test at Conway, Pennsylvania, at the time of his retirement. Brother Gundy served as Recording-Financial Secretary. Brother Gundy is a WWII Veteran, who served in both the U.S. Army and the Merchant Marines.

ROBERT R. HEFFNER—retired member of **LOCAL 1**. Brother Heffner retired in 1990 after 40 years of service with Conrail. Brother Heffner was a Signal Maintainer at Huntingdon, Pennsylvania, at the time of his retirement. Brother Heffner is a U.S. Army Veteran who served during the Korean War.

JOHN T. HOLLEN—retired member of **LOCAL 25**. Brother Hollen retired in 1997 after 33 years of service with CSX Transportation. Brother Hollen was a Signalman at Terre Haute, Indiana, at the time of his retirement.

HERBERT H. HOLMAN—retired member of **LOCAL 7**. Brother Holman retired in 1983 after 37 years of service with Conrail. Brother Holman was a Signal Maintainer at Middleboro, Massachusetts, at the time of his retirement.

JERRY W. JACOBS—retired member of **LOCAL 161**. Brother Jacobs retired in 1999 after 39 years of service with the Atchison, Topeka and Santa Fe Railway and BNSF Railway Company. Brother Jacobs was a Signal Maintainer at Melrose, New Mexico, at the time of his retirement. Brother Jacobs served as Local Chairman and Local Trustee.

GORDON W. JONES—retired member of **LOCAL 156**. Brother Jones retired in 1995 after 42 years of service with the Atchison, Topeka and Santa Fe Railway. Brother Jones was a Signal Maintainer at San Diego, California, at the time of his retirement.

ROBERT R. KEEFER—retired member of **LOCAL 2**. Brother Keefer retired in 1995 after 44 years of service with Conrail. Brother Keefer was a Signal Maintainer at Conway, Pennsylvania, at the time of his retirement.

WALTER R. KOTH—retired member of **LOCAL 154**. Brother Koth retired in 1999 after 23 years of service with the Burlington Northern Railroad and Atchison, Topeka and Santa Fe Railway. Brother Koth was a Signal Maintainer at Marshall, Minnesota, at the time of his retirement.

JAMES N. MARKESEINES—retired member of **LOCAL 120**. Brother Markeseines retired in 1990 after 47 years of service with the Boston and Maine and Springfield Terminal Railroads. Brother Markeseines was a Signalman at East Deerfield, Massachusetts, at the time of his retirement.

PAUL A. "BUD" MAYER—retired member of **LOCAL 20**. Brother Mayer retired in 1985 after 33 years of service with the Atchison, Topeka and Santa Fe Railway. Brother Mayer was a Signal Inspector at Fort Madison, Iowa, at the time of his retirement.

RALPH MILLER, JR.—retired member of **LOCAL 174**. Brother Miller retired in 2009 after 41 years of service with Union Pacific Railroad. Brother Miller was a Signal Inspector at St. Elmo, Illinois, at the time of his retirement. Brother Miller served as Local Chairman and Local President.

JERROLD H. NALL, JR.—retired member of **LOCAL 206**. Brother Nall retired in 1989 after 23 years of service with the Missouri Pacific and Union Pacific Railroads. Brother Nall was a Signal Maintainer at Houston, Texas, at the time of his retirement.

JOSEPH NUDGE—retired member of **LOCAL 106**. Brother Nudge retired in 1989 after 34 years of service with the Pennsylvania and Penn Central Railroads, Conrail, and Amtrak. Brother Nudge was a Maintainer Test at Lancaster, Pennsylvania, at the time of his retirement. Brother Nudge served as Local Trustee and on the Grievance Committee.

CARL R. "TINY" PADEN—retired member of **LOCAL 41**. Brother Paden retired in 1993 after 26 years of service with New York Central Railroad and Conrail. Brother Paden was a Signalman at Toledo, Ohio, at the time of his retirement.

SIGMUND P. PARKER—retired member of **LOCAL 80**. Brother Parker retired in 1997 after 28 years of service with Conrail. Brother Parker was an Electronics Specialist at Selkirk, New York, at the time of his retirement. Brother Parker served as Recording-Financial Secretary.

JESSE J. PETTY—retired member of **LOCAL 137**. Brother Petty retired in 2003 after 35 years of service with CSX Transportation. Brother Petty was a Signalman at Jacksonville, Florida, at the time of his retirement.

JAMES A. POIRRIER—retired member of **LOCAL 72**. Brother Poirrier retired in 1986 after 38 years of service with Missouri Pacific Railroad. Brother Poirrier was a Signal Maintainer at Chester, Illinois, at the time of his retirement. Brother Poirrier is a WWII Veteran.

RANDAL J. ROBERTS—active member of **LOCAL 39**. Brother Roberts had 36 years of service with the Chicago and North Western Transportation Company and Union Pacific Railroad. Brother Roberts was a Signal Maintainer at Clyman, Wisconsin, at the time of his passing. Brother Roberts served as Local Chairman, Local President, Financial Secretary, and Local Trustee.

HAROLD SAMS—retired member of **LOCAL 41**. Brother Sams retired in 1985 after 33 years of service with the Pennsylvania and Penn Central Railroads and Conrail. Brother Sams was a Signal Maintainer at Effingham, Illinois, at the time of his retirement. Brother Sams is a U.S. Army Air Corps Veteran who served during WWII.

SIDNEY J. SHINN—retired member of **LOCAL 33**. Brother Shinn retired in 2006 after 30 years of service with the Atchison, Topeka and Santa Fe Railway and BNSF Railway Company. Brother Shinn was a Signalman at Ponca City, Oklahoma, at the time of his retirement.

LEO R. SILVA—retired member of **LOCAL 173**. Brother Silva retired in 1983 after 37 years of service with the Atchison, Topeka and Santa Fe Railway. Brother Silva was a Signal Maintainer at Riverbank, California, at the time of his retirement. Brother Silva served as Vice General Chairman and Local Chairman. Brother Silva is also a U.S. Army Air Corps Veteran who served during WWII.

CRAIG S. SMITH—active member of **LOCAL 16**. Brother Smith had 7 years of service with CSX Transportation. Brother Smith was a Signalman at Savannah, Georgia, at the time of his passing. Brother Smith is also a U.S. Marine Corps Veteran.

CLINTON A. SWANGER—retired member of **LOCAL 104**. Brother Swanger retired in 1994 after 41 years of service with Southern Pacific Railroad. Brother Swanger was a Signal Maintainer at Niland, California, at the time of his retirement.

MICHAEL O. WEBER—retired member of **LOCAL 156**. Brother Weber retired in 2000 after 37 years of service with Burlington Northern Railroad and the BNSF Railway Company. Brother Weber was a Signal Inspector at San Bernardino, California, at the time of his retirement. Brother Weber served as Local Chairman.

ROBERT A. WERNER—retired member of **LOCAL 72**. Brother Werner retired in 1984 after 34 years of service with Missouri Pacific Railroad. Brother Werner was a Signal Foreman at Sedalia, Missouri, at the time of his retirement.

LYLE E. YOUNKER—retired member of **LOCAL 188**. Brother Younker retired in 1988 after 44 years of service with the Northern Pacific and Burlington Northern Railroads. Brother Younker was a CTC Maintainer at Spokane, Washington, at the time of his retirement. Brother Younker served as Vice General Chairman, General Committee Trustee, Local Chairman, and Local Trustee.

CORRECTION:

JAMES B. DIGMAN—retired member of **LOCAL 219**. Brother Digman retired in 1989 after 45 years of service with the Milwaukee Road Railroad. Brother Digman was a Signal Maintainer at Marquette, Iowa, at the time of his retirement. Brother Digman is a U.S. Army Air Force Veteran who served during WWII.

Editor's Note: Please notify Grand Lodge of the passing of retired BRS members. Email: membership@brs.org

DID YOU KNOW?

Title 49: Transportation

§ 236.310 SIGNAL GOVERNING APPROACH TO HOME SIGNAL

A signal shall be provided on main track to govern the approach with the current of traffic to any home signal except where the home signal is the first signal encountered when leaving yards or stations and authorized speed approaching such signal is not higher than slow speed. When authorized speed between home signals on route governed is 20 miles per hour or less, an inoperative signal displaying an aspect indicating "approach next signal prepared to stop" may be used to govern the approach to the home signal. ■

WELCOME TO GA-23111 PLAN F
**Coverage in Addition to Medicare for Railroad Employees, their Dependents,
 Parents and Parents-in-Law**

If you or your dependents are covered by Medicare and become confined in a hospital, Medicare Part A and Part B pay a large portion of your hospital and physician charges. However, you will still owe the hospital the Medicare Part A deductible. In addition, you will also be responsible for the Medicare Part B deductible and generally 20% of the amount Medicare approves as covered for physician charges. Depending on the nature of the medical/surgical treatment you receive, you or your dependents could be responsible for hundreds or even thousands of dollars. Through UnitedHealthcare, you can secure coverage for a substantial portion of these expenses by enrolling in **Group Policy GA-23111 Plan F** regardless of your current health status.

Take a Look at the Potential Savings

Services - Medicare Part A	Medicare Pays	You Pay without Plan F	Plan F Pays	You Pay with Plan F
Hospitalization First 60 days 61 st to 90 th day 91 st to 150 th day Once reserve days are used	All but deductible All but coinsurance All but coinsurance None	Deductible Coinsurance Coinsurance All costs	Deductible Coinsurance Coinsurance 100% of covered expenses for 365 days. None over 365 days.	None None None Only non-covered charges for 365 days. All costs after 365 days.
Skilled Nursing Facility Care First 20 days 21 st to 100 th day Beyond 100 days	100% All but coinsurance None	None Coinsurance All costs	None Coinsurance None	None None All costs
Blood -First three pints	None	All costs	100%	None
<i>Medicare Part A deductibles and coinsurance are set each year and may change. Plan F automatically changes to match Medicare.</i>				
Services - Medicare Part B	Medicare Pays	You Pay without Plan F	Plan F Pays	You Pay with Plan F
Part B Deductible	None	100%	100%	None
Charges after deductible <i>Note: The percentage Medicare pays for Mental Health Services may be less than 80% resulting in a higher coinsurance than 20%.</i>	80% of approved charges	20% of approved charges	20% of approved charges	None
Charges in excess of the approved charge by a physician or supplier who does not accept assignment.	None	Up to maximum amount allowed by Medicare or state law	Up to maximum amount allowed by Medicare or state law	None
Blood - First three pints	None	All costs	100%	None
Other Covered Services	Medicare Pays	Plan F Pays		
Emergency medical care in a foreign country	None	80% covered expenses for medical emergency that occurs during first 60 days of a trip, after a \$250 calendar year deductible, up to \$50,000 lifetime maximum.		
Preventative Medical Care	Baseline mammogram with annual follow-ups; annual pap smear or when determined by doctor that it is necessary	The reasonable charges for Pap smears, mammograms, colorectal cancer screenings and prostate cancer screenings, all of which do not count towards the \$500 calendar year limit that is available towards preventive services. For a complete list of all preventive services Plan F covers, refer to the Preventive Medical Care Expense Section in the GA-23111 Certificate of Coverage.		
At-home Recovery Care	None	Up to \$40 per visit, for up to 7 visits per week and up to \$1,600 per calendar year, for home assistance with activities of daily living. Visits must occur while receiving Medicare Home Health benefits or during an additional 8 weeks that follow the last approved Medicare visit.		

Who May Enroll?

Railroad Employees and Dependents

GA-23111 Plan F is available to Railroad employees and their dependents (spouse and/or students and incapacitated children eligible for Medicare) formerly covered under one of the following Railroad health plans:

- Health and Welfare Plan;
- NRC/UTU Plan;
- GA-107300;
- GA-46000;
- Any other health and welfare plan established pursuant to an agreement between one or more railroads and one or more labor organizations.

Parents and Parents-in-Law of Railroad Employees

In addition, when a Railroad employee first becomes covered under GA-23111 Plan F, they can also offer coverage under Plan F to their parents and/or their parents-in-law if they enroll during the four month period of when they become covered. GA-23111, Plan F is also available to any **actively working employee's** parents and/or parents-in-law who become eligible for Medicare.

When Should You Enroll?

When you or any individual dependent first become eligible for Medicare, you may enroll under GA-23111 Plan F during:

- A four month period which begins in the month immediately prior to your Medicare eligibility date, and extends for the next three months. For example, if your Medicare eligibility date is October 1, the four month enrollment period begins September 1 and ends December 31. If your spouse's Medicare eligibility date is March 1, her enrollment period begins February 1 and ends May 31.

If you do not enroll under GA-23111 Plan F when you first become eligible for Medicare, you may enroll during an Open Enrollment Period:

- Open Enrollment Periods are held in the months of November and December each **even** calendar year with coverage effective the following January 1. For example, the next Open Enrollment Period will occur in November and December 2014 and provide coverage effective January 1, 2015.

How Do You Enroll?

Simply pick up the phone and call us! We would love to hear from you!

- Call UnitedHealthcare at our toll-free number, 1-800-809-0453, and request a GA-23111 enrollment form and plan booklet for GA-23111 Plan F.
- You can also visit www.yourtracktohealth.com to access and print the GA-23111 enrollment form. Once there, click on [Enroll/Manage Your Coverage > Forms > Supplemental Insurance](#).
- If you would like to view the plan booklet online for GA-23111 Plan F, visit www.yourtracktohealth.com. Once there, click on [Summary Plan Description \(SPD\) Library](#) located in the green "Quick Links" box on the homepage. Under the heading **Health Care Benefits**, click on [Effective 6/1/2010](#) for Group Health Insurance Plans for Former Railroad Employees and their Dependents GA-23111.
- The enrollment form will provide you with the monthly premium amounts and the plan booklet contains detailed information on the benefits provided under Plan F.
- Our Customer Care Professionals will be happy to answer any additional questions you may have.

How Much Does it Cost?

Prices are subject to change annually on June 1 of any year.

- The current price is \$185.00 per individual per month.

The benefits under Plan F do not cover prescription drugs. To obtain prescription drug coverage, you can purchase a Medicare Part D plan separately. Do not delay if you want Medicare Part D coverage as you may pay a penalty on your premium if you do not sign up as soon as you are eligible, unless you qualify for an exception. UnitedHealthcare offers a Medicare Part D plan. Call their toll-free number at 1-888-556-7059 if you would like more information.

Plan F does not replace Medicare. All individuals enrolling in Plan F must also be enrolled in Original Medicare coverage (Medicare Parts A and B). Plan F does not coordinate with an HMO Plan (i.e., Plan F would not coordinate with the "Advantage Plan"). To obtain more information regarding Medicare, please visit www.medicare.gov.

Early Retirement Plan Increases Maximum

The lifetime maximum benefit for each individual covered under The Railroad Employees National Early Retirement Major Medical Benefit Plan (UnitedHealthcare's Policy GA-46000) is adjusted each year based on the medical cost component of the Consumer Price Index. As of January 1, 2014, this maximum will increase from \$136,200 to \$141,400. The \$5,200 in additional benefits pay-

able applies to expenses incurred on or after January 1, 2014.

An important consideration for individuals thinking about retirement is health coverage after retirement. The information below summarizes the eligibility requirements under the National Early Retirement Major Medical Benefit Plan.

Eligibility Rules

For Age Annuitants:

- You apply for a 60/30 annuity for which you are eligible:
 - on or after the date you reach age 60, or
 - anytime during the three months before your 60th birthday, provided you continue working into the month before the month in which you turn age 60.

On the day before you apply for your annuity, you must be covered (other than under COBRA) under The Railroad Employees National Health and Welfare Plan.

For Disability Annuitants:

- You have a current connection with the railroad industry.
- You have applied for a disability annuity to which you are entitled.
- You are covered under The Railroad Employees National Health and Welfare Plan (other than by COBRA) on the day before the latest of the following dates:
 - The date you reach age 60,
 - The date you became disabled, or
 - The date your railroad service equals 30 years.

If you retire and are eligible for GA-46000, you can also purchase supplemental coverage under GA-23111, Plan E. Generally, Plan E pays 70% of the expenses not paid under GA-46000 and has a lifetime maximum of \$500,000.

Enrollment Is Necessary

When you retire, your railroad will not report you to UnitedHealthcare as a retiree eligible for GA-46000. You must enroll yourself and your family with UnitedHealthcare. You can do this in two ways:

- You can purchase GA-23111, Plan E supplemental coverage. Your eligibility for GA-46000 will be verified when your enrollment for that coverage is processed. ID cards for both GA-46000 and GA-23111 will be sent to you. A booklet explaining the Plan E benefits and an Enrollment form can be obtained by calling UnitedHealthcare.
- You can complete and return the "Retiree and Dependent Information" form found in the center of the GA-46000 employee booklet. Your eligibility will be verified and a GA-46000 ID card will be sent to you. You can obtain a GA-46000 booklet from your employer or union representative. ■

If you have any questions
about your eligibility for
GA-46000
or the benefits provided
under the Plan,
Call UnitedHealthcare at
1-800-842-5252

Need to Upgrade Your Computer?

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Whether you're a student, parent, or retiree, you can save 10 to 30 percent on select Dell and HP laptops, desktops, printers, and more.

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For HP discounts call 1-866-433-2018 and use code number EP14472.

You can also visit UnionPlus.org/Computers. Discounted

prices are listed so you can see how much you can save with your union discount.

The Union Plus Dell program offers a best price guarantee to ensure you are getting the best deal. If you find a lower price on Dell's public website, call and get a better deal. You can even get 10 to 30 percent off the sale prices.

The Union Plus HP program let's you also take advantage of instant rebates, coupons, and HP Home & Home Office sales promotions that combine with your discount.

For the best possible deals and more information, visit UnionPlus.org/Computers. ■



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FOOD IN YOUR GROCERY CART.**

SEPARATE ← →



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photo or photos to:
tme@brs.org

If we use your
photo in the
Signalman's
Journal, you will
be automatically
entered in
the yearly
Photo Contest.

PRIZES AWARDED:

Three gift
certificates to the
Signalman's Store
valued at
\$50-\$100.

RRB Q&A — Reporting Events That Can Affect Railroad Retirement Benefits

continued from page 15

excess earnings into consideration and prevent an overpayment. Annuitants whose original estimate changes significantly during the year, either upwards or downwards, should also notify the RRB.

Retired employees and spouses, regardless of age, who work for their last pre-retirement nonrailroad employer are also subject to an earnings deduction in their tier II and railroad retirement supplemental annuity benefits, if applicable, of \$1 for every \$2 in earnings up to a maximum reduction of 50 percent. This earnings restriction does not change from year to year and does not allow for an exempt amount. Retired employees and spouses should therefore promptly notify the RRB if they return to employment for their last pre-retirement nonrailroad employer, or if the amount of their earnings from such employment changes.

A spouse benefit is subject to reductions not only for the spouse's earnings, but also for the earnings of the employee, regardless of whether the earnings are from service for the last pre-retirement nonrailroad employer or any other post-retirement employment. (An annuity paid to a divorced spouse may continue despite the employee's work activity.)

4 How do post-retirement earnings affect disability annuities?

Special restrictions limiting earnings to \$810 per month in 2013, exclusive of disability-related work expenses, apply to disabled railroad retirement employee annuitants. These special restrictions limit earnings to \$840 a month in 2014.

In addition, any work performed by a disabled annuitant may be considered an indication of an individual's recovery from disability, regardless of the amount of earnings. Therefore, any earnings by a disability annuitant must be reported promptly to avoid potential overpayments.

These disability work restrictions apply until the disabled employee annuitant attains full retirement age. This transition is effective no earlier than full retirement age even if the annuitant had 30 years of service. Also, a disabled employee annuitant who works for his or her last pre-retirement nonrailroad employer would be subject to the additional earnings deduction that applies in these cases.

4TH ANNUAL — MARSHALL W. JAEGER — MEMORIAL GOLF OUTING —

JULY 19, 2014 — 8 A.M. (18 HOLES WITH A CART)

Riverside Golf Course — 245 E. Columbia Avenue, Battle Creek, MI 49015
269-964-0291 • **COST: \$65** per person (Lunch Included — *Provided by the Texas Corral*)

PLEASE MAKE GOLF CHECKS OUT TO:

Donna Jaeger, 187 North 21st Street, Battle Creek, MI 49015

*All proceeds will benefit Head and Neck Cancer Research
at the University of Michigan Health System.*

Donations may be sent to the University of Michigan Head and Neck Surgery,
Taubman Center 1904, 1500 E. Medical Center Drive, SPC 5312, Ann Arbor, MI 48109-5312

Please make check out to Marshall W. Jaeger Head and Neck Cancer Research Fund.

5 What effect does railroad work have on an annuity?

No railroad retirement annuity is payable for any month in which an employee, spouse or survivor annuitant performs compensated service for a railroad or railroad union. This includes local lodge compensation for more than \$24.99 in a calendar month, and work by a local lodge or division secretary collecting insurance premiums, regardless of the amount of salary.

6 What should be done when a railroad retirement annuitant dies?

The RRB should be notified immediately upon the death of any retirement or survivor annuitant. Payment of a railroad retirement annuity stops upon an annuitant's death and the annuity is not payable for any day in the month of death. This is true regardless of how late in the month death occurs and there is no provision for prorating such a payment. Any payments received after the annuitant's death must be returned. The sooner the RRB is notified, the less chance there is of payments continuing and an overpayment accruing. The RRB would also determine whether any survivor benefits due are payable by the RRB or the Social Security Administration.

7 What are some other events that can affect payments to auxiliary beneficiaries, such as spouses and widow(er)s?

A spouse or divorced spouse must immediately notify the RRB if the railroad employee upon whose service the annuity is based dies. A spouse must notify the RRB if her or his marriage to the railroad employee ends in divorce or annulment and a widow(er) or divorced spouse must notify the RRB if she or he remarries.

Also, benefits paid to spouses, widow(er)s and surviving divorced spouses that are based on the beneficiary caring for the employee's unmarried child are normally terminated by the RRB when the child attains age 18 (age 16 for a surviving divorced spouse) or if a disabled child over age 18 (age 16 for a surviving divorced spouse) recovers from the disability. Therefore, the RRB must be notified

if the child leaves the beneficiary's care or marries.

Benefits are also payable to an unmarried child age 18 in full-time attendance at an elementary or secondary school or in approved home schooling until the student attains age 19 or the end of the school term in progress when the student attains age 19. (In most cases where a student attains age 19 during the school term, benefits are limited to the two months following the month age 19 is attained.) These benefits will be terminated earlier if the student marries, graduates, or ceases full-time attendance. Therefore, the RRB must be notified promptly to prevent an overpayment.

8 Can an annuitant contest a decision that he or she has been overpaid?

Annuitants who believe a decision regarding a benefit overpayment is incorrect may ask for reconsideration and/or waiver of the overpayment. If not satisfied with the result of the initial review, the annuitant may appeal to the RRB's Bureau of Hearings and Appeals. Further appeals can be carried to the three-member Board itself, and beyond the Board to Federal courts.

Annuitants are told about these appeal rights any time a decision is made regarding a benefit overpayment. ■

DID YOU KNOW?

Title 49: Transportation

§ 236.9 SELECTION OF CIRCUITS THROUGH INDICATING OR ANNUNCIATING INSTRUMENTS

Signal control and electric locking circuits shall not be selected through the contacts of instruments designed primarily for indicating or annunciating purposes in which an indicating element attached to the armature is arranged so that it can in itself cause improper operation of the armature. ■

SIGNALMAN'S STORE



TITLEIST VELOCITY GOLF BALLS with the BRS logo. Powered for distance — the explosive distance of the Titleist Velocity golf ball is the result of leading-edge design, proprietary technology and the unparalleled precision of a world-class manufacturing process. \$9.25 for a box of 3 or \$37.00 per dozen.

LAPEL PIN/TIE TACK has the BRS searchlight signal logo with outline and letters in gold. 5/8" in diameter. Makes an ideal hat pin!

DECALS have the BRS searchlight logo and are available in three diameter sizes. The 2" decals have a reflective image of the BRS searchlight signal and are the perfect size for hard hats. The 4" decals have a non-reflective image of the BRS searchlight signal and are the perfect size for windows and bumpers. The 3" inside window decals have a non-reflective image of the BRS searchlight signal and can be placed inside to resist the elements. These pressure-sensitive decals are long lasting and easy to apply.

BRS WATCHES have a gold BRS logo traced on the faces.

BASEBALL CAPS have the BRS colorlight emblem stitched on the front. Made of medium-weight cotton, they have an adjustable headband and come in different styles and colors.

SIGNAL GRAPHIC T-SHIRTS are made of quality 100% cotton.

GOLF SHIRTS made of a cotton/polyester blend; each has the BRS logo embroidered in red and green on either the shirt front or left sleeve. The white golf shirt has embroidered one-color BRS emblem on front. The gray (laser logo) golf shirt is made from 100% polyester with the BRS logo laser etched on chest.

GOLF SHIRTS with CONTRASTING PIPING These fashionable golf shirts feature 100% polyester fabric with contrasting armhole piping, three-button placket, tipped collar, and hemmed sleeves. Shirts available in navy, white, and red. The Navy Golf Shirt has the BRS searchlight signal logo embroidered in red and green on the front of the shirt. The White, and Red Golf Shirts feature the logo on the left sleeve only.

CANVAS COAT made of 100% cotton canvas and has the BRS colorlight logo embroidered in red and green. Available in black or brown.

WOOL/LEATHER BRS JACKETS have a heavyweight wool shell, a nylon lining, with leather sleeves and collar. Embroidered four-color BRS emblem. Available in black only.

WINDSHIRT made of a medium-weight polyester/cotton blend material, elastic wrist and waistbands. Embroidered two-tone blue BRS emblem. Available in blue only.

SWEATSHIRT (blue-hooded) is made of 80% cotton and 20% polyester. Features hood, full zip front, embroidered two-tone blue BRS emblem. **SWEATSHIRT** (black) Tackle twill, tri-tone quarter zip with white BRS lettering on front.

Make check or money order payable to:

Brotherhood of Railroad Signalmen

Mail payment and order to:

Brotherhood of Railroad Signalmen
917 Shenandoah Shores Road
Front Royal, VA 22630-6418

UNION-MADE



ORDER FORM

ITEM	QUANTITY	PRICE	TOTAL	
Lapel Pin/Tie Tack		4.75		
BRS Flag (3' x 5')		103.00		
BRS Flag (2'x3')		39.00		
Golf Balls (3)		9.25		
Golf Balls (12)		37.00		
Reflective Decals (2 inch)		.35		
Non-Reflective Decals (4 inch)		.45		
Inside Window Decals (3 inch)		.50		
Coffee Mug		8.50		
Set of 4 Coffee Mugs		31.50		
Pocket Watch		94.50		
Wrist Watch		115.50		
Mantle/Desk Clock		132.00		
8-Pocket Tool Pouch		52.00		
BASEBALL CAPS				
Pink		16.00		
Black w/colorlight on brim		18.00		
Black w/BRS lettering on brim		14.00		
White		11.00		
Black		11.00		
Blue		11.00		
Gray		11.00		
T-SHIRTS				
	S	M	L XL 2X 3X	
Signal Graphic				13.00
SWEATSHIRTS				
	S	M	L XL 2X 3X	
Blue (hooded)				37.00
Black (quarter zip)				42.00
GOLF SHIRTS				
	S	M	L XL 2X 3X	
Blue (Logo on sleeve)				37.00
Blue (Logo on front)				37.00
Gray (Laser Logo)				37.00
Beige (Logo on sleeve)				37.00
Beige (Logo on front)				37.00
Navy w/piping				35.00
White w/piping				35.00
Red w/piping				35.00
White				37.00
Wind Shirt				34.00
JACKETS				
	S	M	L XL 2X 3X	
Blue				63.00
COATS				
	S	M	L XL 2X 3X 4X	
Black Wool & Leather				175.00
Black Canvas				69.00
Brown Canvas				69.00
Available sizes in un-shaded boxes only			TOTAL	

NAME _____

CERTIFICATE NUMBER _____

STREET _____

CITY _____ STATE _____ ZIP _____

PHONE _____ EMAIL _____

ORDER ONLINE AT: www.brs.org

Quality UNION-MADE Items



THE Signalman's STORE
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Graphic T-Shirt



Black Sweatshirt



Windshirt



Brown Canvas Coat



Black Wool & Leather Coat



Blue Jacket



Black Canvas Coat



Hooded Sweatshirt



Blue Golf Shirt

BRS logo available on front or left sleeve



Beige Golf Shirt

BRS logo available on front or left sleeve



Gray Golf Shirt



Golf Shirts with Piping

Navy Golf Shirt — BRS logo on front only
 White Golf Shirt — BRS logo on left sleeve only
 Red Golf Shirt — BRS logo on left sleeve only



Black w/BRS lettering on brim
 Pink w/BRS lettering on brim
 Black w/colorlight on brim



Baseball caps have the BRS colorlight emblem stitched on the front. Made of medium-weight cotton, they have an adjustable headband and come in different styles and colors.



NEW

Baseball Caps

Golf Balls



Mantle Clock



Coffee Mugs are available individually or in a set of 4

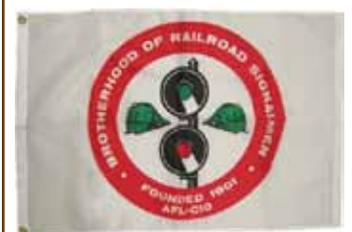
Coffee Mug



Pocket Watch



Wrist Watch



Flag

IMPORTANT SAFETY NOTICE



Red Wing Shoes Recalls 42 Styles of Steel Toe Safety Footwear

An issue in the steel toe cap could fail to protect the wearer's feet in an impact.

The footwear was sold between December 2012 and November 2013. There are 42 styles of Red Wing branded products that are covered under this notice. However, only certain sizes within each style are affected. Only those styles, sizes and widths with a manufacture date code between December 2012 and November 2013 are affected. See list of affected styles and sizes below.

The affected style number, size, width and manufacture date can be found on the product label on the inside of the boot.



- | | | | | | |
|--|---|--|--|---|---|
| 2206 6-inch Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 2211 8-inch Boot
Sizes: D 13,14,15,16
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 2223 6-inch Boot
Sizes: B 15 C 13
D 13,14,15,16 E 13
EE 11,11.5,12,13,14,15
H 11,11.5,12,13 | 2226 6-inch Boot
Sizes: B 15 C 13
D 13,14,15,16 E 13
EE 11,11.5,12,13,14,15
H 11,11.5,12,13 | 2230 11-inch Pull-On Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 2238 8-inch Boot
Sizes: B 15 D 13,14,15,16
E 13
EE 11,11.5,12,13,14,15
H 11,11.5,12,13 |
| 2249 10-inch Pull-On Boot
Sizes: B 15 D 13,14,15
EE 11,11.5,12,13,14,15
H 11,11.5,12,13 | 2254 11-inch Pull-On Boot
Sizes: D 13,14
EE 11,11.5,12,13 | 2270 11-inch Pull-On Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 2404 6-inch Boot
Sizes: D 13,14,15 E 13
EEE 11.5,12,13 | 2405 11-inch Pull-On Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 2406 6-inch Boot
Sizes: B 15 C 13
D 13,14,15,16 E 13
EE 11,11.5,12,13,14,15
H 11,11.5,12,13,14,15
22406 D 13 D 16
52406 EE 11
82406 B 16,17 E 17,18
EE 16,17,18 |
| 2408 8-inch Boot
Sizes: B 15 D 13,14,15,16 E 13
EE 11,11.5,12,13,14,15
H 11,11.5,12,13,14,15 | 2412 8-inch Boot
Sizes: D 13,14,15 E 13
EEE 11,11.5,12,13,14,15 | 2414 8-inch Boot
Sizes: D 13,14,15 E 13
EEE 11,11.5,12,13,14 | 2416 8-inch Boot
Sizes: D 13,14
EEE 11,11.5,12,13 | 2426 8-inch Boot
Sizes: D 13,14
EEE 11,11.5,12,13 | 2491 8-inch Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14 |
| 22408 D 14 H 13
52408 D 15 EE 12 H 11,11.5
82408 B 16,17 E 17,18
EE 16,17,18 | | | | | |
| 3505 11-inch Pull-On Boot
Sizes: D 13,14,15
EE 11,11.5,12,13
H 11,11.5,12,13 | 3507 6-inch Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 3508 8-inch Boot
Sizes: D 13,14,15,16
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 3526 6-inch Boot
Sizes: D 13,14
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 3528 8-inch Boot
Sizes: D 13,14
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 3568 8-inch Boot
Sizes: D 13,14
EE 11,11.5,12,13 |
| 4208 8-inch Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14 | 4210 11-inch Pull-On Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14 | 4273 8-inch Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 4406 6-inch Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 4414 8-inch Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 4425 6-inch Boot
Sizes: D 13,14,15 E 13
EEE 11,11.5,12,13,14 |
| 4433 6-inch Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 4435 8-inch Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 4436 11-inch Pull-On Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13 | 4437 6-inch Boot
Sizes: D 13,14
EE 11,11.5,12,13 | 4438 8-inch Boot
Sizes: D 13,14,15
EEE 11,11.5,12,13 | 4445 11-inch Pull-On Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13 |
| 4481 11-inch Pull-On Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13,14 | 4483 6-inch Boot
Sizes: D 13,15
EE 11,11.5,12,13,14,15
H 11,13,14 | 4484 8-inch Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12 | 4494 11-inch Pull-On Boot
Sizes: D 13,14,15
EE 11,11.5,12,13,14
H 11,11.5,12,13 | | |

Consumers should immediately discontinue wearing their Red Wing footwear and return them to the retailer where purchased for replacement.

Or call Red Wing Customer Service at 1-800-733-9464. Consumers can also visit redwingshoes.com for further details.

WASHINGTON REPORT

continued from page 13

The Emergency Unemployment Compensation Program Not Extended

Emergency Unemployment Compensation (EUC) is a federal program that provides additional weeks of unemployment benefits after “regular” state unemployment benefits have run out. Historically, Congress has extended the emergency unemployment benefits during every economic recession since the 1950s. The program pays a maximum of 43 weeks of additional unemployment benefits. Congress allowed emergency unemployment insurance to expire on December 28, 2013, leaving roughly 1.7 million Americans without crucial benefits needed to make ends meet.

Since then, the Senate has considered extending the benefits three times and failed on all counts, the last by

one vote. House Speaker John Boehner said he would consider a plan to extend the benefits if there was a proposal to pay for them and not add the cost to the deficit. The most recent vote on the bill included a cost off-set of “*pension smoothing*” but in the end was not enough to gain support. In a press release, dated February 10, 2014, Senate Majority Leader Harry Reid (D-NV) vowed to continue to try to extend the benefits stating, “*We only need one more Republican to step up and do the right thing. Democrats will not stop pushing to restore emergency unemployment insurance. And in the weeks to come we will vote again on this important issue. In the meantime, I hope my colleagues across the aisle will think long and hard about their unsustainable position on this issue – a position that hurts middle-class families.*” ■



www.LALabor411.org

WEEKLY UNION PRODUCT LIST:

15 PRODUCTS I BET YOU DIDN'T KNOW WERE UNION!

So many of the products you know and love are made by companies that support fair wages and a safe working environment. We bet you didn't know the following 15 products were union-made. This Labor Day, to celebrate workers and show your support for good union jobs in America, please buy at least one of the products listed below. Want to know more union products? Check out LA Labor 411's new and improved online directory, now featuring 3,000 products. Our search tool makes it easier than ever to find exactly what you're looking for!

1. Miller
2. Andre Champagne
3. Oscar Meyer hot dogs
4. Alberto VO5 hair products
5. Barqs Root Beer
6. Bisquick
7. Purina pet food
8. Butterfinger candy bars
9. Old Spice aftershave
10. Cheerios
11. Doritos
12. Palmolive dish soap
13. Snuggle fabric softener
14. Clorox Cleaning products
15. Betty Crocker cake mix



MEETING PHOTOS



General Chairmen's Meeting

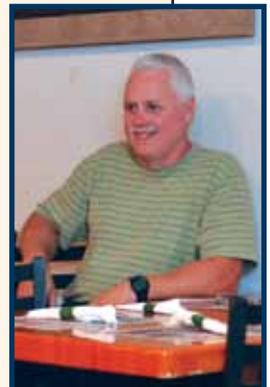
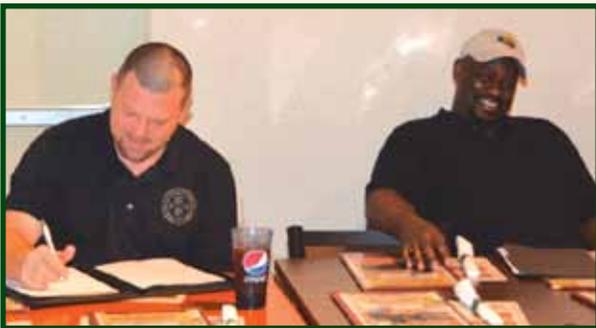
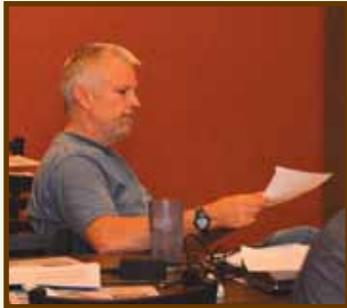
Dawson, PA



MEETING PHOTOS



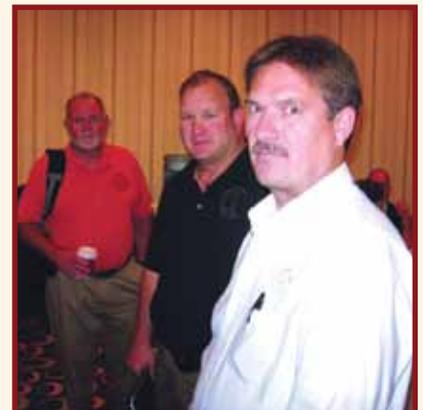
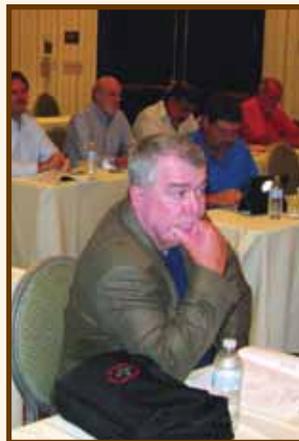
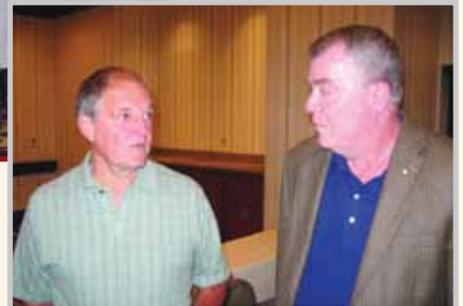
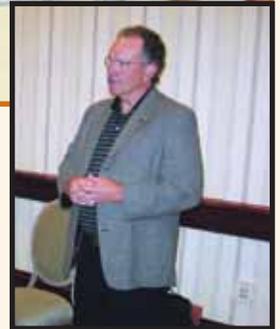
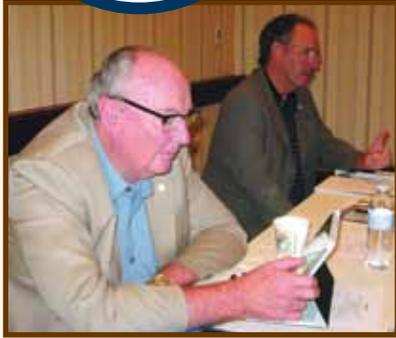
Local 138 Meeting Fredericksburg, VA



MEETING PHOTOS



Commuter, Passenger, Transit & Midwest Joint General Chairmen's Meeting Indianapolis, IN



BRS STRIKE POLICY INSTRUCTIONS

Observance of Picket Lines in a Legal Strike

Accordingly, on April 1, 1996, the Grand Executive Council adopted a policy with respect to the observance of picket lines in a legal strike. The policy is reproduced below for your guidance.

“It is the policy of the Brotherhood of Railroad Signalmen to support its members in declining to cross a picket line when another labor organization is on strike. When a strike exists, a member should decline to cross a picket line in order to work until pickets have been removed and the strike is over. The Brotherhood of Railroad Signalmen adheres to the principle that during a strike against a railroad, by a railroad labor organization, a union’s picket line extends across the railroad, one end to the other.”

When a strike exists, a member should decline to cross a picket line in order to work until pickets have been removed and the strike is over.

Members who are in doubt as to the existence of any legally authorized strike on their railroad should contact their Local or General Chairman, or BRS Grand Lodge.

It is further the policy of the Brotherhood of Railroad Signalmen that the right to decline work during a strike of another labor organization is guaranteed by the Constitution of the United States, the Railway Labor Act and the Railroad Safety Act. The Brotherhood of Railroad Signalmen will support its members in the free exercise of these rights.”

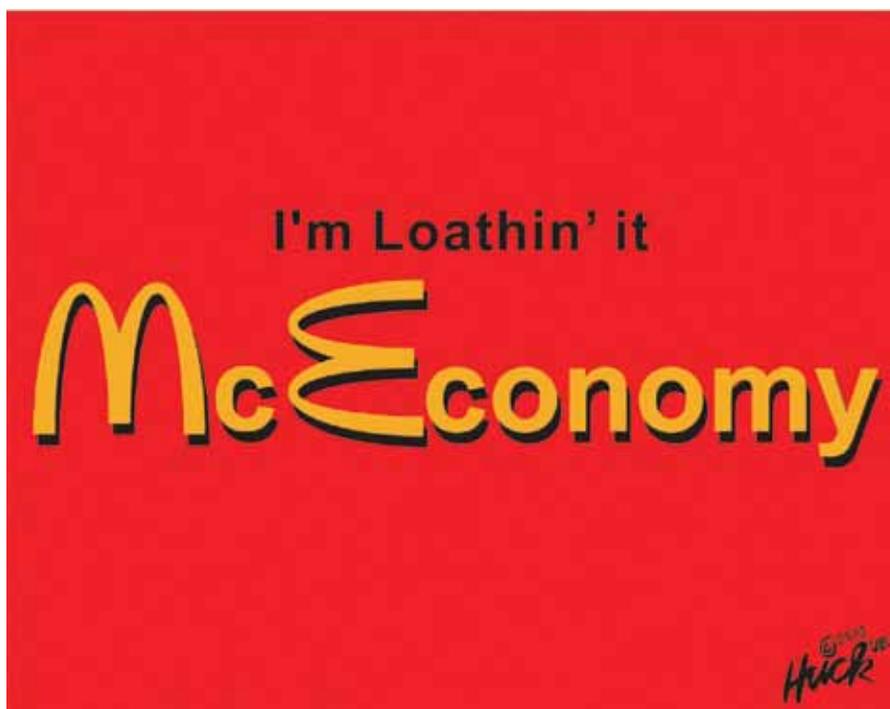
BRS members should be governed by the provisions of the above policy and the membership of each Local should be informed of the position of our Brotherhood in this respect. ■

DID YOU KNOW?

Title 49: Transportation

§ 236.8 OPERATING CHARACTERISTICS OF ELECTROMAGNETIC, ELECTRONIC, OR ELECTRICAL APPARATUS

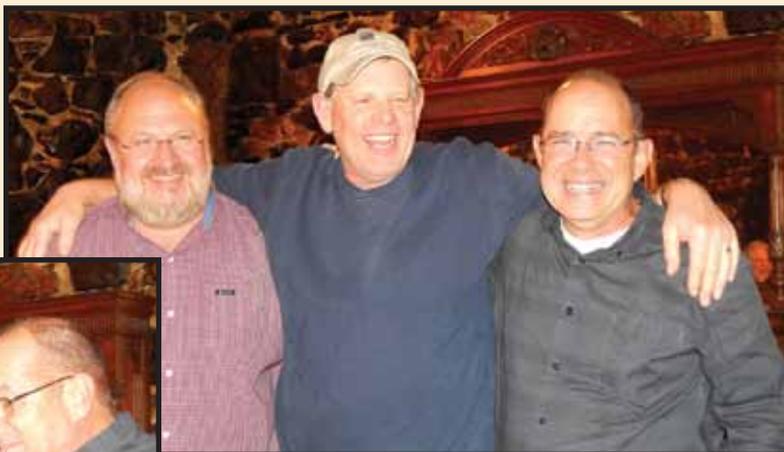
Signal apparatus, the functioning of which affects the safety of train operation, shall be maintained in accordance with the limits within which the device is designed to operate. ■



MEMBER PHOTOS

Local 16 Meeting and Retirement Party

Jim Newbery, member of Local 16, retired on September 27, 2013, after completing 37 years with CSX Transportation. Brother Newbery served as Local Chairman, Local Trustee, and General Committee Trustee. ■



LEFT TO RIGHT: Gus Demott General Chairman and Grand Lodge Trustee, Jim Newbery retired Local 16 member, TP Hudson Vice General Chairman. (Gus, Jim, and TP all began their railroad career in December 1976).



Coast Subdivision — Bradley, CA

FEBRUARY 6, 2014 — BRS Officers visit the Coast Subdivision T1 Track Tie Production Gangs on February 6, 2014, in Bradley, California. The Signal Department includes a two-man QSP Gang (Quality System Production Gang) completing work such as: replacing dragging equipment detector paddles, track wires, and tie gang support.



LEFT TO RIGHT: Brant Hanquist Union Pacific General Director of Labor Relations, Jim Glasser Union Pacific Senior Assistant General Chairman, Robert Mendoza Signal Supervisor.



LEFT TO RIGHT: Mark Ciurej BRS Vice President West, Dan Pickett BRS President, John McArthur Union Pacific General Chairman, Mark Scott Lead Signalman — QSP Gangs and member of Local 19.

PHOTO CONTEST

WINNERS FOR 1ST Quarter 2014



PICTURED FROM LEFT TO RIGHT: Assistant Signalman Blair Holland (Local 162), Assistant Signalman Bryan Sandifer (Local 107), Signalman Jeff Williams (Local 162), and Signalman Aaron Douglas (Local 107) running the Boom.

Photo submitted by Signal Foreman Chris Pullen of Local 162.



Signal Maintainer James "Jimmy" Hansen of Local 183, replaces a bell at 103rd Street Crossing on Metra's Rock Island Division, Beverly Branch.

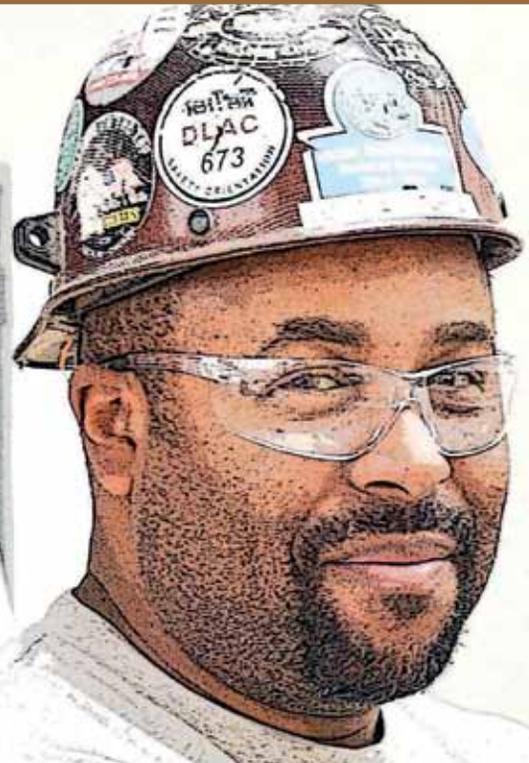
Photo submitted by Kevin Lavin Local Chairman and member of Local 183.



Signal Maintainer John Chloupek, member of Local 119 on the BNSF Railway, Lincoln Nebraska Terminal is making his quarterly inspection of VHLC Signal Routes.

Photo submitted by Rodney Turner, retired member of Local 119.

**SAFE
JOBS
SAVE
LIVES**



MAKE YOUR VOICE HEARD

AFL-CIO.WORKERS MEMORIAL DAY.APRIL 28

What You Can Do on Workers Memorial Day

- Organize a rally to demand good, safe jobs in your community.
- Hold a candlelight vigil, memorial service or moment of silence to remember those who have died on the job and to highlight job safety problems in your community and at your workplace.
- Conduct workshops to educate workers about job safety hazards and how to exercise job safety rights. Invite union members, nonunion workers and community allies to participate.
- Create a memorial at a workplace or in a community where workers have been killed on the job.
- Hold a public meeting with members of Congress in their home districts.
- Bring injured workers and family members who can talk firsthand about the need for strong safety and health protections and the freedom to join a union. Invite local religious leaders and other allies to participate.