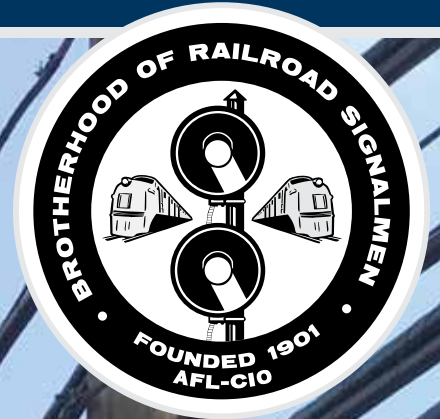


VOLUME 100 • 4TH QUARTER 2019

THE SIGNALMAN'S JOURNAL



Season's Greetings



2019 UAW Union Built Vehicle Guide



BUY USA • BUY UNION • BUY USA • BUY UNION • BUY USA • BUY UNION • BUY USA • BUY UNION

UAW CARS

Buick LaCrosse
Cadillac ATS
Cadillac CTS
Cadillac CT6
(excluding plug-in hybrid)
Chevrolet Bolt (electric)
Chevrolet Camaro
Chevrolet Corvette
Chevrolet Cruze*
Chevrolet Cruze (diesel)
Chevrolet Impala
Chevrolet Malibu
Chevrolet Sonic
Chevrolet Volt (electric)
Ford Mustang
Ford Taurus
Lincoln Continental

UAW TRUCKS

Chevrolet Colorado
Chevrolet Medium-Duty Navistar Silverado (crew cab)
Chevrolet Medium-Duty Navistar Silverado (regular cab)
Chevrolet Silverado**
Ford F Series
Ford F-650/750
Ford Ranger
Ford Super Duty Chassis Cab
GMC Canyon
GMC Sierra**
Ram 1500*

UAW SUVs/CUVS

Buick Enclave
Cadillac Escalade
Cadillac Escalade ESV
Cadillac Escalade Hybrid
Cadillac XT4
Cadillac XT5
Chevrolet Suburban
Chevrolet Tahoe
Chevrolet Tahoe (police)
Chevrolet Tahoe (special service)
Chevrolet Traverse
Dodge Durango
Ford Escape
Ford Expedition
Ford Explorer
GMC Acadia
GMC Yukon
GMC Yukon Hybrid
GMC Yukon XL
Jeep Cherokee
Jeep Grand Cherokee
Jeep Wrangler
Lincoln MKC
Lincoln Navigator

UAW VANS

Chevrolet Express
Chevrolet Express (cut-away)
Ford E-Series (cut-away)
Ford Transit
GMC Savana
GMC Savana (cut-away)

UNIFOR CARS

Cadillac XTS
Chevrolet Impala
Chevrolet Impala (police)
Chrysler 300
Dodge Challenger
Dodge Charger

UNIFOR SUVs/CUVS

Chevrolet Equinox*
Ford Edge
Ford Flex
Lincoln MKT
Lincoln Nautilus

UNIFOR TRUCKS

Chevrolet Silverado (double cab)
GMC Sierra (double cab)

UNIFOR VANS

Chrysler Pacifica
Dodge Grand Caravan

These vehicles are made in the United States or Canada by members of the UAW and Canada's Unifor union, formerly the Canadian Auto Workers (CAW). Because of the integration of vehicle production in both countries, all of the vehicles listed as made in Canada include significant UAW-made content and support the jobs of UAW members.

However, vehicles marked with a single asterisk (*) are also produced in Mexico. Vehicles marked with a double asterisk (**) are produced in Mexico and Canada. All Cruze hatchbacks and some sedans are produced in Mexico. The diesel version is manufactured in the United States by UAW members. The Chevrolet Equinox is manufactured in Canada by Unifor members and also in Mexico.

Beginning in mid-2019 all heavy-duty Chevrolet Silverados and GMC Sierras will be built in Flint, Michigan, only. In early 2019, the light-duty, regular cabs of both trucks will be produced in Mexico only.

When purchasing a vehicle marked with an asterisk, it's important to check the Vehicle Identification Number (VIN). A VIN beginning with "1" or "4" or "5" identifies a U.S.-made vehicle; a "2" identifies a Canadian-made vehicle; a "3" identifies a vehicle made in Mexico. Not all vehicles made in the United States or Canada are built by union-represented workers. Vehicles not listed here, even if produced in the United States or Canada, are not union made.



The SIGNALMAN'S JOURNAL

Official Publication of the
BROTHERHOOD OF RAILROAD SIGNALMEN
WWW.BRS.ORG

VOLUME 100 • 4TH QUARTER 2019



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The Signalman's Journal (ISSN-0037-5020) is published quarterly by the Brotherhood of Railroad Signalmen 917 Shenandoah Shores Road, Front Royal, VA 22630-6418.

Periodicals Postage Paid at
Front Royal, VA and additional offices.

POSTMASTER: Send address changes to:

The Signalman's Journal,
The Brotherhood of Railroad Signalmen,
917 Shenandoah Shores Road, Front Royal, VA 22630-6418.

Subscription Rates: \$10.00 per year, sold only in the United States and Canada. Single copy price is \$3.00.



Transit Workers Rally

Thousands of transit workers rallied at MTA headquarters in Lower Manhattan. Members of Transport Workers Union Local 100 filled Lower Broadway for three city blocks, from bus drivers and subway operators to station cleaners and track inspectors 7

Promoting Unionism

The BRS is currently providing training designed to promote solidarity and unionism, if your Local is interested in having a class please call Grand Lodge to schedule a training 11



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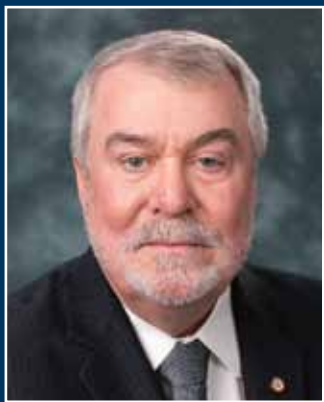
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COVER: Long Island Rail Road Communications Department on a beautiful day in Jamaica Queens, New York, installing a new aerial cable for the Jamaica Capacity Improvement Project.

Photo submitted by Matthew Rust, Local 56 member.

Season's



JERRY BOLES



MIKE BALDWIN



JOE MATTINGLY



KELLY HALEY



MIKE EFAV



DOUG VANDERJAGT



KURT MULLINS



QUINN NORMAN



GENE MOORE



JILLIAN LASKY



TERESA EMBREY



MICHAELA CLAYWELL



OLIVIA LAMBERT

Greetings



JIM FINNEGAN



TIM TARRANT



CORY CLAYPOOL



BRANDON ELVEY



CHRIS HAND



GUS DEMOTT



JOHN MCARTHUR



CHRIS NATALE



DONICA BOLES



CARA STARKEY



WHITNEY HAMRICK



CRYSTAL ROBINSON





FROM THE PRESIDENT

——— Jerry C. Boles, BRS President

TECHNOLOGY DRIVEN

Technology seems to be the buzz word on everyone's mind these days. In today's world, it seems everyone is looking for a way to make technology a bigger part of their lives; either by looking to make things easier or simply looking to upgrade. Technology can be helpful, and sometimes downright scary, but the truth of the matter is, it has always been and will always be a part of a Signalman's life and his work routine.

The railroad industry is certainly not immune from this trend, and it seems railroads and the Federal Railroad Administration (FRA)

are constantly reminding us, as well as other crafts, of this fact. The difference is, it appears these groups are looking at developments in technology incorrectly. Technology is and always has been a path of improvement and innovation, but sometimes it is used in nefarious ways. This is when we have a difference of opinion with our counterparts in the railroad industry. Often times, carriers and the FRA will look at technology as a means to cut labor cost; that viewpoint is dangerous. As all of you are, or should be, aware, the FRA, under direction of its Administrator and the Department of Transportation, have looked at recent developments in technology as an end-all-be-all solution to problems and concerns. This stance has, unfortunately, been adopted, and maybe even influenced by some of the railroads themselves. In a profit-first environment, they see this technology as a means to cut regulations and manpower, all in an effort to cut cost.

While we disagree with this methodology, we do not fear technology. We see technology for what it is and always has been, a tool. Used properly, technology can be a powerful ally in making safety advancements for work-

ers and the public. This is the message and attitude that should be at the forefront of the technology debate, not the idea that technology should be used to replace craft employees. While we have no issue with using technology to make the railroad safer and more efficient, we take exception to the idea that it should replace Signalmen; after all, we are the last line of defense between trains and the public.

Innovation has always been a part of the Signalman's toolbox, and we have always managed to work with technology to make the railroad industry a better place. Furthermore,

we have every intention of continuing that trend in the future. Simply put, Signalmen work with advancements in technology on a regular basis and we utilize it to learn and adapt to the needs of the railroad and our work.

There are many examples of technology and its impacts on Signalmen throughout our history and they all result with the same outcome; Signalmen evolve with technology and utilize it to provide for a safer and more efficient industry. Since the early days of signaling, we have found a way to make technology an ally and will continue to do so.

In the beginning, signaling was a very basic system, and was used to help prevent accidents and provide efficiency for railroads, but like anything else, it has advanced in the high-tech world we live in today. We have evolved from Flag Signaling, High Ball Signaling, and Semaphores, all the way up to the modern PTC Signal Systems we are installing, repairing and maintaining today. We have moved away from the "old ways" of mechanical interlocking and lever thrown systems to advanced highbred mechanical/electrical switches

The common denominator in all these advancements are Signalmen, who have always and will always continue to play a vital role in not only the signal and crossing systems across our nation but in the industry as a whole.

of today. Technology has led to vast improvements in Highway-Rail Grade Crossings, from the cross bucks and wig wags of old to the most advanced microprocessor-based motion detectors and predictors available. The common denominator in all these advancements are Signalmen, who have always and will always continue to play a vital role in not only the signal and crossing systems across our nation, but in the industry as a whole.

These examples, as you know, are just some changes in technology throughout the history of our craft and industry, and are just a small fraction of the duties Signalmen perform to help keep America safe. Sometimes this fact is forgotten or falls on deaf ears when the decision makers decide to make changes within the industry, but we must remain vigilant and continue to fight to protect what is critically important in this safety-first industry we all work in.

While we continue to make strides forward with technology, it is important for all of us to keep our eye on the ball and not forget that some of the things we do should not be measured in pennies saved and costs cut, but in lives saved and disasters averted. I do not need to explain to you that we commonly uncover critical safety issues while performing our routine periodic tests and inspections. Although, relaxing or eliminating regulations and cutting manpower may be trendy and save money in the short term, it is a drop in the bucket when compared to what is saved whenever we prevent an accident or discover a safety issue before it becomes a

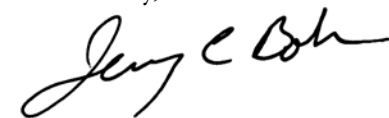
problem. These are just some of the reasons we do what we do, and it is our responsibility to stay vigilant, never cut corners, and continue to perform our jobs to the best of our abilities and to the letter of the law. I know as Signalmen that you always have and always will protect our duties and the public, despite the efforts of others, because I know that you care about what you do. This is the way of the Signaller, and we refuse to sit back and fear technology, we embrace it and look forward to adding it to our arsenal of tools as we shape a safer more efficient railroad for ourselves and the traveling public, alike.

As the holidays approach and we prepare for yet another new year, I want to take this time to be thankful for what technology has done for us as a craft. Not only for the advancements in signaling, changes in crossing technology, and equipment that has provided many new jobs and opportunities, but also for the advancements in safety. Every change we have made has led one of our own returning home safely and has provided piece of mind to the public as they cross a railroad track, ride a train, or watch freight roll safely through their community. We can take pride in knowing that it was Signalmen who made it possible.

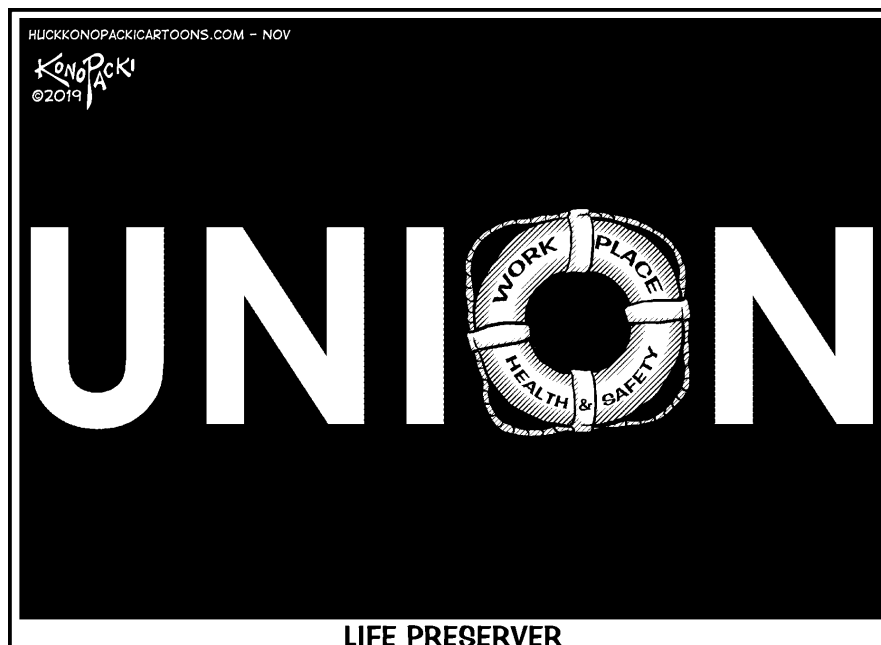
In closing, I want to thank all the Signalmen who have come before us and who represent us now. I want to thank your families and friends who often share the sacrifices you make to ensure the safety of the public and the railroads. Always know Grand Lodge is here to assist,

please reach out to us and we will help you whenever we can. I wish you all a Happy Holiday Season and look forward to working with you in 2020. Please remember, whatever issues confront us, if we work together, we can overcome anything. We will always be here to support you and your families, because, like you, we are Signalmen, and we are proud of what we do.

In Solidarity,



Jerry C. Boles
BRS President





FROM THE SECRETARY-TREASURER

Mike Baldwin, BRS Secretary-Treasurer

LOCAL OFFICER

Elections

Local Officer Elections

Officer elections are one of the most important functions of our Brotherhood. It is vital that our members exercise their voices for local representatives that will protect the Agreement on the property and ensure the local is functioning and effective. The Labor Management Reporting and Disclosure Act (LMRDA) and the BRS Constitution govern how local officer elections will be performed.

Below are important guidelines set forth in the LMRDA (Title IV) and the BRS Constitution (Article II, Sections 15–19). For the complete LMRDA, visit <https://www.dol.gov/olms/regs/statutes/lmrda-act.htm>

Labor Management Reporting and Disclosure Act

TITLE IV — ELECTIONS, Terms of Office; Election Procedures

Section (b): Every local labor organization shall elect its officers not less often than once every three years by secret ballot among the members in good standing.

Section (e): In any election required by this section which is to be held by secret ballot a reasonable opportunity shall be given for the nomination of candidates and every member in good standing shall be eligible to be a candidate and to hold office (subject to section 504 and to reasonable qualifications uniformly imposed) and shall have the right to vote for or otherwise support the candidate or candidates of his choice, without being subject to penalty, discipline, or improper interference or reprisal of any kind by such organization or any member thereof. Not less than fifteen days prior to the election notice thereof shall be mailed to each member at his last known home address. Each member in good standing shall be entitled to one vote...The votes cast by members of each local labor organization shall be counted, and the results published, separately. The election officials designated in the constitution and bylaws or the secretary, if no other

official is designated, shall preserve for one year the ballots and all other records pertaining to the election. The election shall be conducted in accordance with the constitution and bylaws of such organization insofar as they are not inconsistent with the provisions of this title.

BRS Constitution

Election of Local Officers

- All elections must be by secret ballot, except where a candidate for office is unopposed.
- Nominations for Local Lodge officers shall be made at any regular or special meeting of the Local. At least 30 days' written notice must be given each member by the Recording Secretary, advising him that the nomination for Local Lodge officers will take place at that meeting.
- Any member who cannot attend the meeting may nominate a candidate in writing, by mail, to the Recording Secretary of the Local Lodge.
- The Recording Secretary shall stipulate the last date for receipt of the nominations.
- Elections will take place at any regular or special meeting of the Local provided at least 30 days' written notice is mailed to each member at the last known address.
- WRITE-IN votes and voting by proxy shall not be permitted.
- The Local President shall appoint two Tellers to count the votes with the Local Recording Secretary, keeping tally and announcing the result to the members.
- When nominations for any particular office have been properly closed, additional nominations will not be accepted.
- A majority of the votes CAST shall be required for

TRANSIT WORKERS RALLY



On October 23, 2019, representatives from the Brotherhood of Railroad Signalmen attended the Transport Workers Union (TWU) Local 100 rally in New York City, New York. The BRS rallied along with thousands of transit workers from the Metropolitan Transportation Authority (MTA) in lower Manhattan. The contract issues our fellow union brothers and sisters are up against include overtime, work rules, and health costs. ■



election to any office.

- Where there are more than two candidates for the same office, and none receive a majority vote, a secret ballot will be promptly issued with the two candidates who received the highest number of votes.
- If a Local so desires, it may also utilize a certified electronic balloting process to conduct their elections. This electronic ballot must also be a secret ballot.

How to Count Ballots

- The member will mark his ballot, place it in the blank envelope, seal it, then place the sealed envelope inside the mailing envelope with his return address

and send it to the Recording Secretary.

- Upon the closing of the 30-day period, the two Tellers will check the mailing envelope return address to confirm the member voting is a member in good standing. He will then open the mailing envelope ONLY and place the blank envelope UNOPENED into a separate container to ensure a secret ballot.
- When all ballots have been processed and mixed up to ensure privacy, the blank envelopes may then be opened and counted by the two Tellers.
- The Recording Secretary will keep a tally, and report the results to the members. ■



BROTHERHOOD OF RAILROAD SIGNALMEN

Attends Annual NARR Conference



The annual National Academy of Railroad Referees (NARR) conference took place on September 26 and 27, 2019. In attendance for the BRS were Vice President Brandon Elvey, Vice President Cory Claypool, and Grand Lodge Representatives Kurt Mullins, Quinn Norman, and Chris Hand. The NARR conference covers a range of topics regarding arbitration under Section 3 of the Railway Labor Act (RLA). Section 3 is the portion of the RLA which provides the process to resolve disputes arising out of the interpretation and application of agreements. The panels, made up of arbitrators, experts, and advocates for the respective parties, at this year's conference, presented information and answered questions regarding topics covering PTSD and medical issues in the rail industry, litigation regarding awards, National Mediation Board updates, and how to treat different procedural arguments under provisions of collective bargaining agreements. During this year's conference, Vice President Claypool played a role in the mock on-property investigation. The NARR conference gives the BRS the opportunity to gain insights to the mindset and opinions of the arbitrators who sit as neutral members on our various boards of adjustment. While attending the conference, the BRS is also able to collaborate with fellow rail labor advocates and discuss ways to tackle common issues arising in arbitration.

Also on September 25, 2019, the BRS attended a Section 3 briefing conducted by the National Mediation Board (NMB). The NMB is the government agency established under the Railway Labor Act which provides mediation for agreement negotiations and provides the



arbitrators for our arbitration process under Section 3. The Section 3 briefing is provided by the NMB to update rail unions and carriers on the funding levels, caseloads, and its operations. Some information shared was for fiscal year (FY) 2020, the NMB will have a Section 3 budget of \$1.2 million, which allows for roughly 1,900 cases to be funded and heard. Unlike FY2019, when we had full year funding, the NMB will likely operate on a Continuing Resolution (CR) budget covering a few months each time unless Congress can pass a full-year spending bill for the NMB. The CR model makes it difficult to schedule the hearing of cases and could result in an inability to hear cases in the event of a government shutdown. The NMB closed 6,566 arbitration cases in FY2019 and has a current backlog of 3,701 open arbitration cases heading into FY2020. ■

ABOUT NARR — The aims and purposes of the National Association of Railroad Referees are to promote mutual exchange of ideas and information among its members concerning items of mutual interest; to communicate with the National Mediation Board and other appropriate agencies, groups and organizations to offer aid and assistance as is deemed appropriate in the promotion of railroad arbitration; to be available to the National Mediation Board and other appropriate agencies, groups and organizations to offer comments upon various suggestions and requests as they may solicit same; to obtain and distribute to the membership information and documentation of interest to the professional pursuits of the members; to engage in educational pursuits as may be appropriate; and to take other action to promote the interests of railroad arbitration as deemed appropriate by the Association to achieve the aims and purposes of the Association.

FROM THE OFFICE OF THE SECRETARY-TREASURER

General Referendum — Vote of the Membership

Dear Brothers and Sisters:

The referendums submitted by BNSF Local 129 proposed changes to the BRS Constitution. The first referendum sought to make changes to Article I, Sections 8 and 85.

The results of that referendum vote are as follows:

126	Locals Eligible
75	Ballots Received (59.52 % participation)
30	Yes Votes
44	No Votes
1	Spoiled Ballot

The second referendum sought to make changes to Article I, Sections 32, 33, 35, 67, and Appendix C.

The results of that referendum vote are as follows:

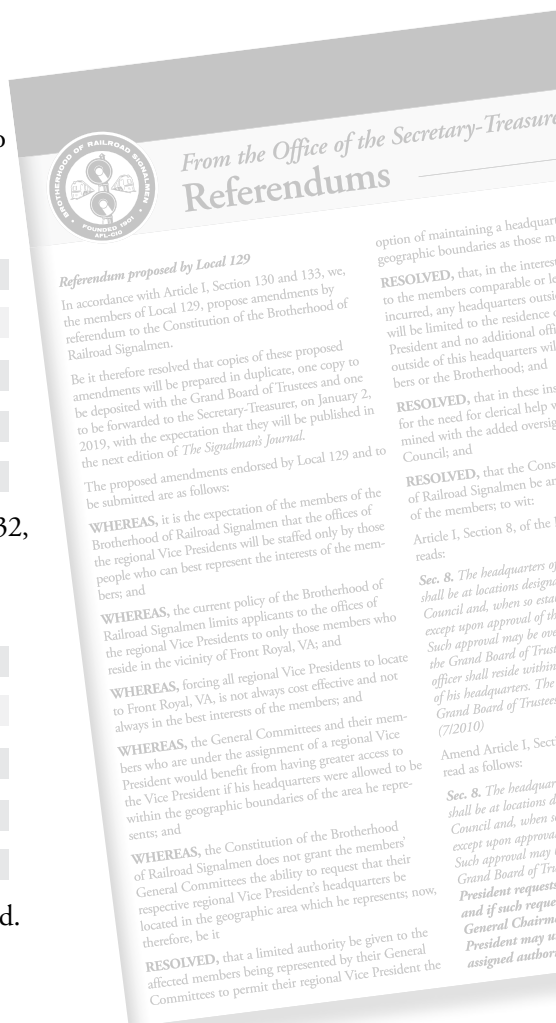
126	Locals Eligible
74	Ballots Received (58.73% participation)
34	Yes Votes
39	No Votes
1	Spoiled Ballot

Accordingly, the referendums submitted by BNSF Local 129 have failed.

Fraternally,



Mike Baldwin, Secretary-Treasurer



DID YOU KNOW?

TITLE 49: TRANSPORTATION

§236.360 INDICATION LOCKING

Indication locking shall be tested when placed in service and thereafter when modified, disar-

ranged, or at least once every two years, which-ever shall occur first. ■

CHAIRMAN OF THE GRAND BOARD OF TRUSTEES Mike Owens Retires



Mike Owens began his railroad career in 1979 on the Rock Island Line as a Signal Helper on a Brush Cutting Gang. In 1983, Brother Owens went to work for the Northeast Illinois Regional Commuter Railroad (Metra), and during his career in Signal worked as a Signal Helper, Signalman, Lead Signalman, Signal Maintainer, Signal Foreman and Signal Technician.

Brother Owens served the Union as a Local Chairman and Vice General Chairman on the Chicago and

Northwestern General Committee, and as General Chairman for the Chicago Metropolitan General Committee. In 1999, Brother Owens was elected to the Grand Board of Trustees, serving as Board Member, Board Secretary, and Board Chairman until his retirement in August of 2019.

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

GRAND BOARD OF TRUSTEES Chris Natale Elected

On August 20, 2019, the General Chairmen and Grand Executive Council elected Christopher E. Natale to fill Mike Owens' unexpired term as Grand Lodge Trustee. Brother Owens retired on August 8, 2019.

Brother Natale, General Chairman of the Long Island Rail Road (LIRR) General Committee, joined the BRS on February 1, 1988, when he was hired by the LIRR Signal Department.

During his time with LIRR, Brother Natale has been a member of Local 56 and has served as Local Chairman, Vice General Chairman, and General Chairman. Brother Natale was elected in 2003 as General Chairman of the LIRR General Committee and continues to serve in that capacity today.

Brother Natale has held positions as Secretary of LIRR Labor Council and the Board of Pensions. He has also successfully negotiated five collective bargaining agreements, organized the Long Island Bargaining Coalition and the National Transportation

Supervisors Association.

The Grand Board of Trustees has three members. After the recent election, the Grand Board of Trustees convened and elected Brother Gus Demott (Southeast General Committee) as Chairman, Brother John McArthur (Union Pacific General Committee) as Secretary, and Brother Chris Natale as Member. ■



LOCALS 56, 239, AND 241 HOLD TRAINING MEETINGS

Promoting Unionism



On October 3, 2019, Long Island Rail Road Locals 56 and 241 held a joint meeting promoting solidarity and union activism. This well attended meeting was held in Babylon, New York, and many members from both Locals made for a successful day for the Union Movement.

Also, on October 15 and 16, 2019, Wisconsin Central Local 239 held back to back meetings in Gurnee, Illinois, and Steven Point, Wisconsin. Similar to



the meeting in New York, Local 239 members were informed about the power of solidarity and what it means to be in a Union in today's railroad environment. In an additional show of unity, the Local President and Local Chairman of Local 183 (Chicago) also attended the Gurnee, Illinois, meeting.

The training provides a brief history of the labor movement and the incredible sacrifices workers made to get us where we are today. The training also examines the benefits of being in a Union in today's environment and takes a look at our union dues structure and how the funds are used. The training concludes with an explanation on what right-to-work (for less) really is, and why it's bad for workers.

The BRS is currently providing training designed to promote solidarity and unionism in today's anti-worker environment. If your Local is interested in having this training, contact Grand Lodge to schedule a class.

Solidarity is alive and well in New York, Illinois, and Wisconsin, as members made a strong showing at all meetings. ■



Transportation Unions Fight for Investments that Put Working People First

As a renewed wave of worker activism sweeps the country, the leaders of 33 transportation unions focused on ways to improve the lives of working families by creating and protecting middle-class transportation jobs, investing in infrastructure, and enhancing on-the-job safety during the Executive Committee meeting of the Transportation Trades Department, AFL-CIO (TTD).

The gathering, comes as teachers in Chicago march for smaller class sizes and greater resources, transit workers in Virginia protest unfair labor practices, workers across the transportation industry fight for more funding, improved safety, and fair contracts, and after 50,000 UAW members ratified a new contract, ending the longest automotive strike in 50 years.

"There is a reason people are taking to the streets and fighting for their rights at a rate we haven't seen in decades. Workers today are fed up with unsafe working conditions, an economy that favors the wealthy, and infrastructure that struggles to meet basic needs," said TTD president Larry I. Willis. *"By fighting for policies that keep our transportation system well-funded, safe, and a creator of good jobs, we can grow the middle class and help rebalance our economy in favor of working families."*

Transportation labor leaders called for robust investments in surface transportation, passenger rail, and our nation's seaports that put working people first. They vowed to uphold fair trade rules that govern the aviation industry, and mitigate fatigue among cargo pilots. Union leaders are also taking a strong stand against a dangerous, Wall-Street backed business model that threatens good jobs and safety in the freight rail industry.

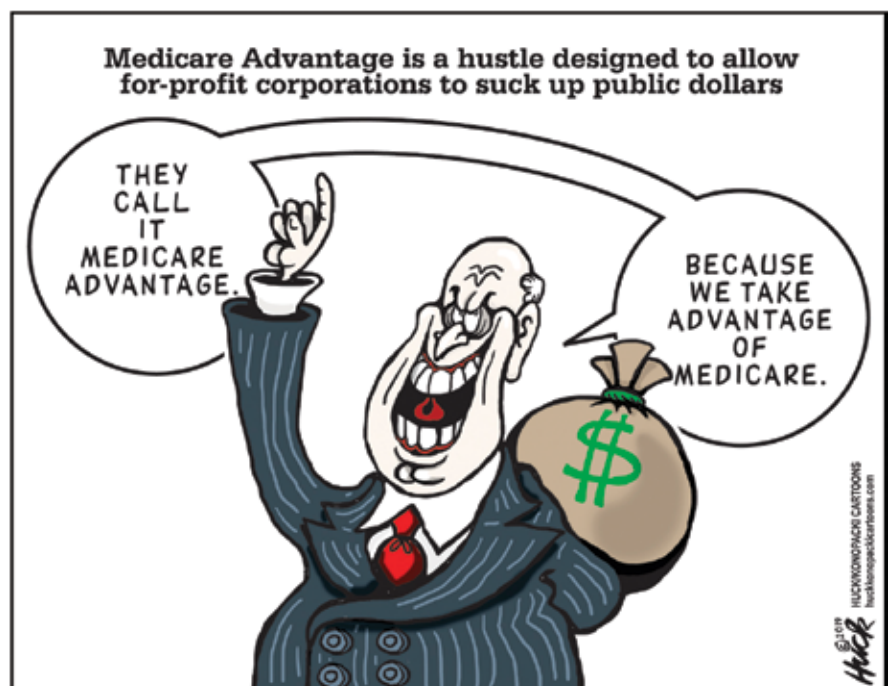
TTD's Executive Committee discussed these and other priorities with Rep. Brian Fitzpatrick (R-PA), a member of the House Transportation and Infrastructure

Committee, and Senator Sherrod Brown (D-OH).

"A safe, efficient transportation system is a source of pride, a hallmark of American freedom, and the fuel that drives our economy," Fitzpatrick said. *"I look forward to working with TTD and its 33 unions to find common-sense solutions to our most pressing transportation challenges."*

"Something is wrong when corporate profits go up and CEO pay soars, but wages for working people barely budge," Brown said. *"You can't say you're for workers individually if you aren't willing to stand with workers collectively. I am proud to stand with transportation labor as we fight together to put power back in the hands of working people."*

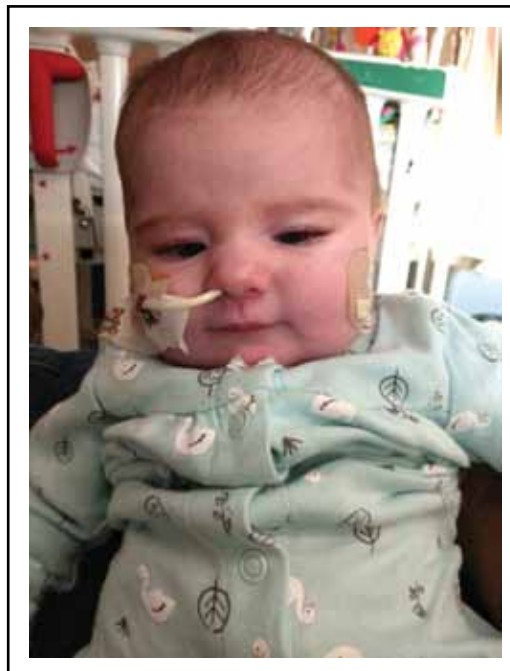
Transportation union leaders also discussed a new report that shows how the relatively affordable and convenient service found in the ride-hailing industry is based on a business model that exploits workers and undermines the goals of public transportation. The report finds that companies like Uber, Lyft, and Via artificially drive down prices by misclassifying their drivers as independent contractors, trapping them in low-wage, no benefit positions, avoiding regulation, and relying on massive subsidies from private capital. ■



Fundraiser

FOR THE PICKLESIMER FAMILY

Kynlee Rayne Picklesimer was born May 25, 2019, to J.E. "Eric" Picklesimer, a member of Local 208. Kynlee was born with a congenital heart disease (Hypoplastic Right Heart Syndrome), which means her right ventricle is totally collapsed and her pulmonary artery is capped off. She underwent surgery at three days old where a stint was placed in the right ventricle to allow blood flow to her lungs. On August 22, 2019, she had another surgery to open the stint. She is listed 1A for a heart transplant, which means she is on the top of the list to receive a donor heart when it becomes available. She has been in Vanderbilt Children's Hospital in Nashville since birth and will remain there until after the transplant. Eric is currently off work on FMLA as he and his wife rotate shifts at the hospital and home with their other child. ■



*A GoFundMe page has been setup
for anyone who would like to donate*

www.gofundme.com/f/support-for-the-picklesimer-family

DID YOU KNOW?

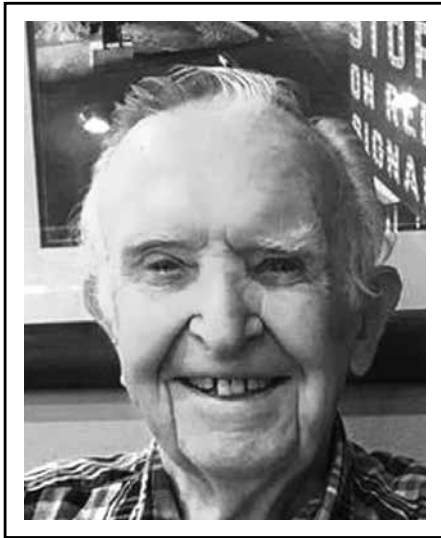
TITLE 49: TRANSPORTATION

§234.267 INSULATION RESISTANCE TESTS, WIRES IN TRUNKING AND CABLES

- (a) Insulation resistance tests shall be made when wires or cables are installed and at least once every ten years thereafter.
- (b) Insulation resistance tests shall be made between all conductors and ground, between conductors in each multiple conductor cable, and between conductors in trunking. Insulation resistance tests shall be performed when wires, cables, and insulation are dry.
- (c) Subject to paragraph (d) of this section, when insulation resistance of wire or cable is found to be less than 500,000 ohms, prompt action shall be taken to repair or replace the defective wire or cable. Until such defective wire or cable is replaced, insulation resistance tests shall be made annually.
- (d) A circuit with a conductor having an insulation resistance of less than 200,000 ohms shall not be used.
- (e) Required insulation resistance testing that does not conform to the required testing schedule of this section shall be completed in accordance with the following schedule:
 - (1) Not less than 50% by the end of calendar year 1996;
 - (2) Not less than a total of 75% by the end of calendar year 1997; and
 - (3) One hundred percent by the end of calendar year 1998. ■

In Memoriam

RICHARD R. VAN VACTER • 1933–2019



Richard R. Van Vacter passed away on August 16, 2019. Brother Van Vacter began his railroad career as a Signaller on the Atchison, Topeka & Santa Fe Railway in April 1956. Brother Van Vacter served Local 156 in the capacities of Grand Lodge Trustee and Local Chairman. Most notably, Brother Van Vacter served as

General Chairman of the Atchison, Topeka & Santa Fe Railway General Committee. In 1995 after 41 years of service with the Atchison, Topeka & Santa Fe Railway, Brother Van Vacter retired as a Signal Maintainer at Barstow, California. He pursued his career as the CEO of the Employee Benefits Association for Railroad Workers. ■



*We thank Brother Van Vacter for his many years
of dedicated service to our Organization.*

DID YOU KNOW?

TITLE 49: TRANSPORTATION §236.334 POINT DETECTOR

Point detector shall be maintained so that when switch mechanism is locked in normal or reverse position, contacts cannot be opened by manually applying force at the closed switch point. Point detector circuit controller shall be maintained so that the contacts will not assume the position cor-

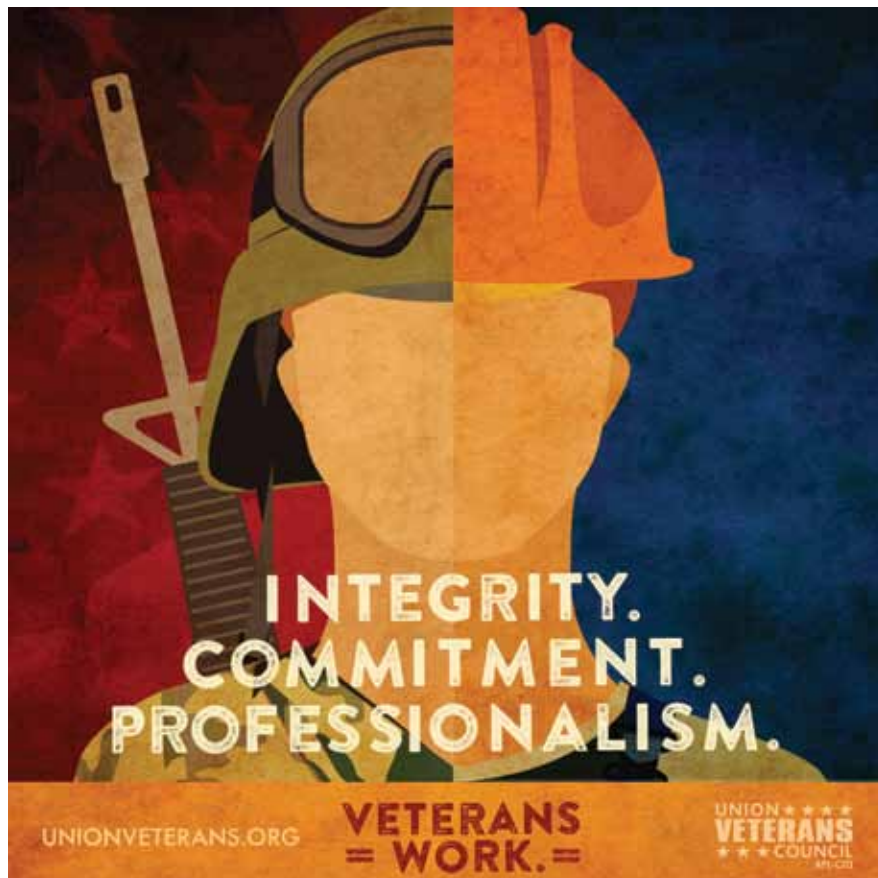
responding to switch point closure if the switch point is prevented by an obstruction, from closing to within one-fourth inch where latch-out device is not used, and to within three-eighths inch where latch-out device is used. ■



In 2008, the AFL-CIO Union Veterans Council (UVC) was established to bring together union leaders and union members who are veterans, to speak out and to hold government and elected officials accountable to the needs of military veterans by influencing public policy to improve the quality of life for U.S. veterans and their families.

The UVC advocates for Union veterans day-in and day-out, year-in and year-out, and not just prior to election cycles, but for the millions of union members who are veterans of military service.

The men and women who have served or are currently serving in the U.S. military deserve the best that this nation can provide. The BRS and other Organizations who have joined the AFL-CIO Union Veterans Council will work tirelessly to that end. Additional information concerning the UVC can be reviewed by a link on our website or at www.unionveterans.org. On the website Union veterans can register to receive e-mail alerts that will keep you informed about important issues and events, in addition to letting you know when your voice is needed to make a difference. ■



DID YOU SERVE

in a Branch of the Military?



If so, please send in your photo(s) so you may be included in an upcoming "special edition" of *The Signalman's Journal*. The issue will feature BRS members who are veterans, reservists, etc. in a special edition of the Journal featuring your photos and honoring your service to our country.

Name: _____

Local: _____

Branch of the military: _____

Please email your photos to tme@brs.org or mail prints to the address below.

Also, we would love to display your military unit patches at Grand Lodge. If you would like your unit to be included in this display, please send your patch to:

The Brotherhood of Railroad Signalmen

917 Shenandoah Shores Road
Front Royal, VA 22630

AUDITOR'S REPORT

ON FINANCES

As provided for in Article 1, Section 68, of the Constitution, the Chairman of the Grand Board of Trustees caused the examination and audit of Grand Lodge financial records for the fiscal year July 1, 2018, to June 30, 2019, by certified public accountants. The firm Haley & Associates, LLC was selected for the task.

GENERAL FUND

Summary Statement of Income, Expenses, and Capital

INCOME:

Per capita tax, initiation fees, dues, donations, refunds	\$ 6,420,481	
Sales of supplies, services, books, advertising, subscriptions	36,684	
Interest	<u>324,272</u>	
		\$ 6,781,437

EXPENSES:

Salaries, payroll taxes, insurance	\$ 4,175,778	
Travel expenses	808,921	
Office expenses	442,052	
Association per capita, dues, subscriptions	145,699	
Attorney fees, professional services	108,316	
Depreciation	137,127	
Building expenses	116,658	
Convention, meeting expenses	1,378,640	
Signalman's Journal	80,442	
Allocation to Contingent Fund	<u>79,864</u>	
		<u>7,473,497</u>

NET INCOME (LOSS)

		(692,060)
CAPITAL — June 30, 2018		<u>9,603,805</u>
CAPITAL — June 30, 2019		<u>\$ 8,911,745</u>

CONTINGENT FUND

Summary Statement of Income, Expenses, and Capital

INCOME:

General fund allocation	\$ <u>78,516</u>	
		\$ 78,516

EXPENSES:

Convention credit	\$ 118,890	
Bank charges	<u>197</u>	
		<u>119,087</u>

NET INCOME (LOSS)

		(40,571)
CAPITAL — June 30, 2018		<u>4,272,226</u>
CAPITAL — June 30, 2019		<u>\$ 4,231,655</u>

AUDITOR'S REPORT

ON FINANCES

The audit was completed and submitted to the Grand Board of Trustees on or before October 18, 2019. Copies were furnished to each Local Lodge and General Committee on or before October 18, 2019. In a written report, the auditors stated:

"In our opinion, the financial statements and supplementary information referred to above present fairly in all material respects, the financial position of the Brotherhood of Railroad Signalmen as of June 30, 2019 and 2018 and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America."

Balance Sheet

June 30, 2019

ASSETS

CURRENT ASSETS

	Combined	General Fund	Contingent Fund
Cash	\$ 1,265,946	\$ 1,235,133	\$ 30,813
Investments – market value	12,264,738	5,750,650	6,514,088
Accounts receivable	—	—	—
Prepaid expenses	145,232	145,232	—
TOTAL CURRENT ASSETS	<u>13,675,916</u>	<u>7,131,015</u>	<u>6,544,901</u>

FIXED ASSETS

Land, Front Royal, VA	81,663	81,663	—
Building, Front Royal, VA	1,821,114	1,821,114	—
Land Improvements	12,041	12,041	—
Office furniture & equipment	81,469	81,469	—
TOTAL FIXED ASSETS	<u>1,996,287</u>	<u>1,996,287</u>	<u>—</u>
TOTAL ASSETS	<u>\$ 15,672,203</u>	<u>\$ 9,127,302</u>	<u>\$ 6,544,901</u>

LIABILITIES

CURRENT LIABILITIES

Accounts Payable	\$ 969	\$ 969	\$ —
Accrued payroll taxes	(2,259)	(2,259)	—
TOTAL CURRENT LIABILITIES	<u>(1,290)</u>	<u>(1,290)</u>	<u>—</u>

CAPITAL

General Fund	\$ 8,911,744	\$ 8,911,744	\$ —
Contingent Fund	4,231,655	—	4,231,655
Change in fair market value of securities	2,530,094	216,848	2,313,246
TOTAL CAPITAL	<u>\$ 15,673,493</u>	<u>\$ 9,128,592</u>	<u>\$ 6,544,901</u>
TOTAL LIABILITIES AND CAPITAL	<u>\$ 15,672,203</u>	<u>\$ 9,127,302</u>	<u>\$ 6,544,901</u>

Objection Procedures for Expenditures Not Germane to Collective Bargaining

Advance Reduction — Section 1

Non-members required to pay agency fees as a condition of employment will have the right to object to expenditures on activities not germane to collective bargaining. Those persons filing objections, as required herein, will be entitled to receive an advance reduction of their fees. Although collective bargaining agreements requiring “membership” as a condition of employment are legal, it is the payment of all dues, fees, and assessments germane to collective bargaining and representation for collective bargaining (agency fees), not actual membership, which is required.

Notice of Objection — Section 2

(a) Non-member agency fee payers wishing to file an objection will do so annually by notifying the Secretary-Treasurer of his or her objection in writing, postmarked during the month of November. The notice of objection will contain the objector’s current home address, and he or she will be obligated to keep the Secretary-Treasurer informed of any change in address.

(b) Employees who resign from membership wishing to file an objection will do so as specified in Section 2(a) above, postmarked within 30 days from tendering their resignation.

(c) Newly hired employees will receive notice of these procedures. Those opting not to become members who wish to file an objection will do so as specified in Section 2(a) above, postmarked within 30 days of receiving such notice.

Chargeable & Non-Chargeable Expenditures — Section 3

Objectors will be charged for their fair share of the costs of representation and collective bargaining, including all expenditures which:

(1) are germane to collective bargaining activity, (2) are justified by the government’s vital policy interest in labor peace and avoiding free riders, and (3) do not significantly add to the burdening of free speech that is inherent in the allowance of an agency or union shop. Objectors will not be charged for expenditures failing to meet these criteria. The following are examples of these types of expenditures:

Chargeable Expenditures:

- (a) All funds expended on collective bargaining.
- (b) All funds expended on contract administration, grievance adjustment, and arbitration.
- (c) All funds expended on internal governance and administration.
- (d) Grand Lodge conventions and meetings,
- (e) Union business meetings,

- (f) Costs of benefits available to all bargaining unit employees,
- (g) Litigation expenses and attorneys’ fees incidental to negotiating and administering contracts and collective bargaining,
- (h) Economic action in support of collective bargaining,
- (i) Travel expenses for Union officers and employees attributable to collective bargaining, representation for collective bargaining and related activities,
- (j) Portions of salaries and fringe benefits of Union officers, business agents, and employees attributable to collective bargaining, representation and related activities,
- (k) Union publications to the extent that they report on representational activities.

Non-Chargeable Expenditures:

- (a) All funds expended on the election of candidates for public office, including contributions to any political party, political organization, or candidate for public office; expenditures on behalf of and facilities used for any political party, political organization, or candidate for public office,
- (b) All funds expended on efforts to recruit new members,
- (c) All funds expended on lobbying except for lobbying directly related to ratifying or implementing a collective bargaining agreement,
- (d) All dues to the AFL-CIO,
- (e) All contributions to charitable and educational groups,
- (f) A prorated portion of the cost of *The Signalman’s Journal* and other Union publications devoted to the coverage of subjects specified in the preceding subsections, or any other non-germane subjects,
- (g) voter registration drives,
- (h) costs related to any participation with non-labor organizations (e.g., community events).

In fiscal year 2018, 92.3% of expenditures were made for chargeable activities. This percentage was certified by independent auditors who are also certified public accountants.

Audit Report — Section 4

Grand Lodge will retain a certified public accountant to audit its allocation of expenditures into chargeable and non-chargeable categories during each July 1–June 30 fiscal year preceding any fiscal year during which an objector is required to pay an agency fee. A copy of said audit report and a description of chargeable and non-chargeable expenses will be mailed to all non-member agency fee payers on an annual basis in October. In addition, any non-member filing notice of objection under Section 2(b) and (c) will be mailed a copy of the documents listed above at the time of their objection.

Advance Reduction Calculation — Section 5

The percentage of non-chargeable expenditures will be calculated in accordance with the certified audit report. The amount of the advance reduction will be calculated by multiplying projected fee payments times the non-chargeable percentage. Non-members filing a notice of objection pursuant to Section 2(a) will receive an advance reduction in agency fees during the following calendar year. Non-members filing objections under Section 2(b) will receive an advance reduction in agency fees from the first day of the month following the month in which they tendered their resignation through December 31 of that year. Non-members filing objections under Section 2(c) will receive an advance reduction in agency fees for the period they begin paying such fees through December 31 of that year.

Challenge of Calculation — Section 6

Non-members filing a notice of objection pursuant to Section 2 may challenge the calculation of chargeable and non-chargeable expenditures by filing a written challenge with the Secretary-Treasurer postmarked no later than the November 30 following the October mailing of the audit report being challenged. Non-members filing timely objections under Section 2(b) or (c) may also challenge the calculation of chargeable and non-chargeable expenses by filing a written challenge with the Secretary-Treasurer postmarked no later than the deadline set forth in said sections for filing objections; and such challenges will be consolidated for arbitration with those filed under the first sentence of this section.

Selection of Arbitrator — Section 7

In the event a challenge is filed under Section 6, the Secretary-Treasurer will provide a list of challengers to the American Arbitration Association (AAA). All challenges will be consolidated. The AAA will appoint an arbitrator from a special panel maintained by the AAA for this purpose. The AAA will inform the Secretary-Treasurer and the challengers of the arbitrator selected.

Arbitration Procedures — Section 8

(a) The arbitration will be scheduled expeditiously. The AAA will develop rules that will govern these arbitrations, and, conscious of the need for an informed and expeditious decision, the arbitrator will have control over all procedural matters affecting the arbitration.

(b) Each party to the arbitration will bear their own costs. The challengers will have the option of paying a pro-rata portion of the costs of the arbitrator's fees and expenses. The Union will pay the balance of such fees and expenses.

(c) A court reporter will make a transcript of all proceedings before the arbitrator. This transcript will be the official record of the proceedings and may be purchased by the challengers. If an objector does not purchase a copy of the transcript, the Union will, upon request, make a copy available for inspection.

(d) A challenger may, at his or her expense, be represented by counsel or other representative of his or her choice. The challenger need not appear at the hearing and will be permitted to file written statements with the arbitrator in lieu of an appearance.

(e) Prior to the start of the hearing, the Union will provide challengers with a list of all exhibits it intends to introduce at the hearing and a list of all witnesses it intends to call, except for exhibits and witnesses it may introduce for rebuttal. Copies of exhibits will be made available upon request.

(f) The Union will have the burden of establishing that the reduced agency fee being charged is lawful.

(g) If the arbitrator determines that more than one day of hearings is necessary, he or she will, to the extent possible, schedule the hearings to continue from day to day until completed. The arbitrator will issue a decision within thirty (30) days after the submission of post-hearing briefs or within such other reasonable period as is consistent with the rules established by the AAA.

(h) The arbitrator will give full consideration to the legal requirements limiting the amounts that objectors may be charged and will set forth his or her analysis in the decision. The order and decision of the arbitrator will be final and binding on the Union.

Escrow Account — Section 9

The Union will establish an escrow account containing the portion of agency fees paid by non-members filing challenges pursuant to Section 6 which reasonably may be in dispute in arbitration. In the event the Union escrow is less than the entire amount of fees so paid, the amount of the escrow will be based on an independent audit, and the escrow figure will be independently verified. After the issuance of the arbitration award, the escrow fund will be distributed in accordance with the arbitrator's decision.

Administration by Secretary-Treasurer — Section 10

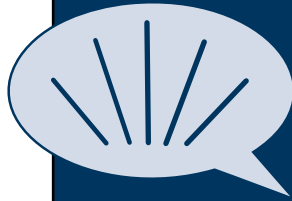
The Secretary-Treasurer will administer this policy in a manner that is completely fair to agency fee payers who wish to object. The Secretary-Treasurer has the authority to determine the amount of the reduced fee each year, to provide proper notice of this policy to agency fee payers, to waive procedural requirements when fairness requires, to informally resolve challenges to the Union's calculation, and to promulgate procedures for accommodating agency fee objections in accordance with applicable state or federal laws.

Amendments — Section 11

The Grand Executive Council will have authority to amend this policy as it deems appropriate.

Not Applicable in Canada — Section 12

This policy is not applicable to members working in Canada. ■



Let Your Voice Be Heard



The PRO Act and “Cadillac” Tax Repeal pass in the House and move to the Senate

We must stand up and urge Congress to pass, and the President to sign, the Protecting the Right to Organize (PRO) Act (H.R.2474 and S.1306) and the Middle Class Health Benefits Tax (Cadillac Tax) Repeal Act (H.R. 748 and S. 684) now. If this legislation is not passed, the gap between the rich and the rest of us will continue to widen, and it will become more difficult to correct the ever-growing trend of the rich getting richer and the poor getting poorer.

Concerning the PRO Act, the National Labor Relations Act (NLRA) was enacted in 1935. The protections provided by the NLRA are outdated and need to be overhauled to regain the ability for men and women in the workplace to organize and bargain for fair wages, benefits, and working conditions. This Administration’s National Labor Relations Board continues to reverse previous decisions and change long-standing rules that were put in place to give labor a fair opportunity to organize and bargain with industry. The PRO Act would begin to restore workers’ rights to organize and bargain collectively by streamlining the process for forming a union. This helps ensure that new unions are able to negotiate their first collective bargaining agreement and holds employers accountable when they violate workers’ rights.

Repealing the “Cadillac” tax is something labor can all agree upon. It has been one of the many demands for concession by the Carriers the last two rounds of bargaining. Repealing this tax only makes sense, we must push this valuable piece of legislation through both chambers and onto the desk of the President. H.R.748 passed the House in

a landslide bipartisan vote of 419-6. With your help, we can get a similar landslide bipartisan vote in the Senate and put it in front of the President to sign into law. At the end of this article, you will find a fact sheet and a flyer from the AFL-CIO with a toll-free number to call your Senator and ask them to support repealing the “Cadillac” tax.

Finally, on September 19, 2019, the Senate Committee on Appropriations marked-up S. 2520, the Transportation, Housing and Urban Development, and Related Agencies (THUD) Appropriations Act, 2020. The bill includes a reduction of \$457 million from fiscal year (FY) 2019–enacted levels for public transportation. It also includes a reduction of \$575 million in Capital Investment Grants from current year funding. If enacted, this Capital Improvement Grants funding level would be the lowest level since FY2014. We strongly encourage you to contact your Senator and urge them to fight for increased funding equal to the House version of the bill as negotiations continue on THUD Appropriations. ■



REPEAL

The “Cadillac” Tax on Workers’ Health Benefits

Senate Action Needed in 2019

- Senators should cosponsor S.684, the Middle Class Health Benefits Tax Repeal Act sponsored by Senators Martin Heinrich (O-NM) and Mike Rounds (R-SD), to build support for full repeal of the tax.

Cadillac Tax Accelerates Affordability Crisis for Working Families

- Surveys show that employers are acting now to hollow out health care benefits to avoid paying the tax — even though it will not be collected until 2022.
- The pressure to reduce benefits is fueling explosive growth in the out-of-pocket costs faced by workers with employment-based health coverage. Over the past decade, the annual deductible for family coverage has increased 212%, and worker’s spending on deductibles, coinsurance, and copayments has increase 58%, according to the Kaiser Family foundation.
- High out-of-pocket costs have created an affordability crisis in employment-based cov-

erage and working families are experiencing increased financial hardship and barriers to care.

- 51% of people with employment-based coverage reported that someone in their family skipped or delayed care because of cost, according to a May 2019 Kaiser Family Foundation/LA Times survey.
- 28% of individuals with employment-based coverage in 2018 were underinsured due to high out-of-pocket costs and deductibles, according to the Commonwealth Fund.
- In a large number of union contract negotiations, employers have insisted on provisions that place any costs incurred by the 40% tax squarely on the workers.
- The tax was designed to increase deductibles, copayments, and coinsurance to discourage the “overutilization” of health-care services. But the U.S. does not have excessive utilization of services according to researchers. It is time to repeal this wrong-headed policy.

A 40% TAX ON MANY UNION HEALTH CARE PLANS will go into effect soon and the Senate must act to prevent this financial hit for working people. Employers already are hollowing out healthcare benefits to avoid paying the so-called “Cadillac” tax, we must repeal it this year, not kick the can down the road.

This wrongheaded policy was designed to increase deductibles and co-pays for working people so we would use health care services less often. But in reality, more than half of workers with

employment-based coverage either have skipped or delayed care or have a family member who did. The last thing working people need is more expensive health care.

Call your senators and ask them to co-sponsor S. 684, the Middle Class Health Benefits Tax Repeal Act of 2019. This bipartisan measure would fully repeal the so-called “Cadillac” tax on good union health plans, not simply temporarily delay it. Together, we can protect the benefits we’ve fought so hard for.

CALL 1-855-626-6011

Ask Your Senators to Support Repealing the ‘Cadillac’ Tax on Health Care Plans



Railroad Retirement Annuities and Pensions from Work Not Covered by Railroad Retirement or Social Security

Employee annuities paid under the Railroad Retirement Act are subject to dual benefit reductions when social security benefits are also payable, and they may be subject to reduction when certain public, non-profit, or foreign pension payments are also due a retired employee.

The following questions and answers describe how railroad retirement annuities are affected when retired rail employees are also entitled to pensions from employers not covered by railroad retirement or social security.

When and how did the noncovered service pension reduction in employee annuities come about?

The noncovered service pension reduction in railroad retirement benefits was introduced by 1983 social security legislation which also applied to the tier I benefits of railroad retirement employee annuities. (Regular railroad retirement annuities are computed under a two-tier formula.)

Social security and railroad retirement tier I benefits replace a percentage of a worker's pre-retirement earnings. The formula used to compute benefits includes factors that ensure lower-paid workers get a higher return than highly-paid workers. For example, lower-paid workers could get a social security or tier I benefit that is about 55 percent of their pre-retirement earnings. The average replacement rate for highly-paid workers is about 25 percent. Before 1983, such benefits for people who worked in jobs not covered by railroad retirement or social security were computed as if they were long-term, low-wage workers. They received the advantage of the higher percentage benefits in addition to their other pension. The noncovered service pension reduction eliminated this advantage.

In general terms, which employees are affected by this reduction and what types of benefits would cause a reduction?

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 the tier I portion of their annuity 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 railroad retirement or social security, such as from a non-profit organization or from a foreign government or a foreign employer. 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.

How is a noncovered service pension reduction applied to the tier I benefit?

Unlike the dual benefit offset for social security entitlement applied by deducting the amount of the social security benefit from the annuitant's tier I railroad retirement benefit, an alternate factor is used to compute the tier I benefit of annuitants with noncovered service pensions.

A tier I benefit is calculated in the same way as a social security benefit. An employee's creditable earnings are adjusted to consider the changes in wage levels over a worker's lifetime. This procedure, called indexing, increases creditable earnings from past years to reflect average national wage levels at the time of the employee's retirement. The adjusted earnings are used to calculate the employee's "average indexed monthly earnings," and a benefit formula is then applied to determine the gross tier I amount.

An employee's average indexed monthly earnings are separated into three earnings levels. Each level is multiplied by a specified percentage. The first level is multiplied by 90 percent, the second by 32 percent, and the final level by 15 percent. The results are added to obtain the basic tier I benefit rate. For those first eligible in 2019, the gross tier I benefit is equal to: 90 percent of the first \$926 of average indexed monthly earnings, plus 32 percent of the amount of those earnings over \$926 up to \$5,583, plus 15 percent of those earnings in excess of \$5,583.

Beginning with 1986 — for employees subject to the noncovered service pension reduction — the 90 percent factor is reduced in increments of 5 percent, providing factors ranging from 85 percent for employees with 29 years of “substantial railroad retirement and/or social security earnings” to 40 percent for those with 20 years (or less) of substantial earnings. Substantial earnings amounts usually vary from year to year. In 2019, earnings of \$24,675 would be considered a year of substantial earnings. In 2009, the figure was \$19,800. In 1999, it was \$13,425, and, in 1989, it was \$8,925. It is important to understand that a year of substantial earnings is not the same as a year of service. (Railroad employees eligible for a noncovered service pension who have 30 or more years of substantial railroad retirement and/or social security earnings are generally exempt from the reduction).

For employees with relatively low noncovered service pensions, there is a guarantee that the amount of the tier I reduction cannot be more than 50 percent of the pension.

What is an example of how a noncovered service pension reduction affects an employee's annuity rate?

An employee born in 1957 is eligible for a noncovered service pension and has 20 years of service. His railroad retirement annuity begins with the first full month he is age 62 and his average indexed monthly earnings are \$1,800. The gross tier I amount, after reduction for the noncovered service pension, would be \$650, rather than the \$1,113 otherwise payable. A reduction for early retirement would also be applied to his annuity.

Are there exemptions from the noncovered service pension reduction?

As stated earlier, railroad employees eligible for a noncovered service pension who have 30 or more years of sub-

stantial railroad retirement and/or social security earnings are generally exempt from the reduction.

The noncovered service pension reduction also does not apply to Federal workers hired after December 31, 1983, and persons employed on December 31, 1983, by a non-profit organization that was exempt from social security and became mandatorily covered under social security on that date.

Are any reductions made in railroad retirement spouse or widow(er)s' benefits if a public service pension is also payable?

Yes. The tier I portion of a spouse or widow(er) annuity may also be reduced for receipt of certain Federal, State or local government pensions 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. 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. For spouses and widow(er)s subject to the public pension reduction, the tier I reduction is equal to 2/3 of the amount of the public pension.

Where can more specific information be obtained on how noncovered service pensions affect railroad retirement benefits?

More information is available by contacting an RRB field office. Field Office Locator at RRB.gov provides easy access to every field office webpage where the street address and other service information is posted, as well as the option to email an office directly using the feature labeled Send a Secure Message. The agency's toll-free number, 1-877-772-5772, is equipped with an automated menu offering a variety of service options, including being transferred to an office to speak with a representative, leaving a message, or finding the address of a local field office. The agency also maintains a TTY number, 312-751-4701, to accommodate those with hearing or speech impairments. Most RRB offices are open to the public on weekdays from 9:00 a.m. to 3:30 p.m., except on Wednesdays when offices are open from 9:00 a.m. to 12:00 p.m. RRB offices are closed on Federal holidays ■

BRS DESIGNATED COUNSEL

ON-THE-JOB INJURY | FELA | RAIL LABOR | INFO | LAW
RAILROAD SIGNALMEN | EMPLOYEE RIGHTS | CLAIM

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.

ALABAMA

W.C. Tucker, Jr.
Maples, Tucker & Jacobs, LLC
2001 Park Place North
Suite 1325
Birmingham, AL 35203
Tel. (205) 322-2333
www.mtandj.com

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Rabb & Rabb, PLLC
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Tucson, AZ 85728
Tel. (520) 888-6740
(800) 354-3352
www.1stinjurylaw.com

ARKANSAS

Chris Christy
Law Office of H. Chris Christy
201 W. Broadway Street
Suite G12
North Little Rock, AR 72114
Tel. (501) 454-3949

CALIFORNIA

Jay A. Kaplan
Kaplan Law Corporation
400 OcéanGate
Suite 1125
Long Beach, CA 90802
Tel. (562) 372-0506
(800) 552-7526
www.kaplanlawcorp.com

Anthony S. Petru
Hildebrand, McLeod & Nelson
Westlake Building
350 Frank H. Ogawa Plaza
4th Floor
Oakland, CA 94612
Tel. (510) 451-6732
(800) 689-7066
www.hmnlaw.com

COLORADO

Jeffrey Chod
Chod Law Office
P.O. Box 17727
Denver, CO 80212
Tel. (314) 541-5862
www.chodlawfirm.com

DISTRICT OF COLUMBIA

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

FLORIDA

Howard A. Spier
Rossman Baumberger
Reboso & Spier, PA
9155 S. Dadeland Boulevard
Suite 1200
Miami, FL 33156
Tel. (305) 373-0708
(800) 775-6511
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ILLINOIS

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Arlington Heights, IL 60005
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(800) 624-2121
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Berman, Sobin, Gross,
Feldman & Darby LLP
Heaver Plaza
1301 York Road
Suite 600
Lutherville, MD 21093
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(800) 248-3352
www.bsgfdllaw.com

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Robert T. Naumes
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(844) 826-8445
www.naumeslaw.com

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Randal W. LeNeave
Hunegs, LeNeave
& Kvas
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Wayzata, MN 55391
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(800) 328-4340
www.hklaw.com
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Omaha, NE 68104
Tel. (402) 341-2020

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Yaeger & Weiner, PLC
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Minneapolis, MN 55414
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Suite 266
Kansas City, MO 64108
Tel. (913) 484-3884

Drew C. Baebler
The Baebler Firm, LLC
60 Crestwood Executive Ctr.
St. Louis, MO 63126
Tel. (314) 270-9900
www.raillaw.com

NEBRASKA

See Minnesota

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
1350 Euclid Avenue
Suite 1550
Cleveland, OH 44115
Tel. (216) 781-1700
(800) 321-9199
www.shaperoroloff.com

PENNSYLVANIA

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Coffey, Kaye, Myers & Olley
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Suite 718
Bala Cynwyd, PA 19004
Tel. (610) 668-9800
(800) 334-2500
www.ckmo.com

Don P. Palermo
Palermo Law Offices
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Media, PA 19063
Tel. (215) 499-2957
www.palermolaw.org

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Tel. (713) 668-0230
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Salt Lake City, UT 84101
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www.moodyrllaw.com

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Rossi Vucinovich PC
1000 Second Avenue
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Seattle, WA 98104
(866) 357-RAIL (7245)
www.railroad-injuries.com

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: Jerry C. Boles, President, Brotherhood of Railroad Signalmen 917 Shenandoah Shores Road, Front Royal, VA 22630-6418

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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:

45 YEARS OF SERVICE		35 YEARS OF SERVICE		30 YEARS OF SERVICE		25 YEARS OF SERVICE	
GL Sandifer	72	E Figueroa	84	KC Lettow	102	SS Simon	33
		TL Snowden	157	ST Mui	102	WW Harman, Jr.	48
40 YEARS OF SERVICE		JP Dillon	225	JA Testa	102	JM Wons	53
JJ Jones, Jr.	16			EW Thomas	102	EL Freeman, Jr.	55
KE Banks	55	30 YEARS OF SERVICE		KL Redd	129	RM Kreuzer	56
RC East	72	AB Chandler	16	GE Kearns	156	JE Walton, Jr.	65
RK Massey, Jr.	72	DD Hogarth	16	AC Sabo	156	MR Goring	72
MJ Hymel, Jr.	99	RA Drake	20	CA Starks	156	KJ Labedz	81
LA Johnney	99	SF Sievers	25	KF LaCruce	161	TF Sandefur	94
KJ Prince	99	AL Tribioli	26	S Castellana	183	TB Baures	119
JS Ryan	99	RE McFarland, Jr.	33	MW Smith	208	JH Dexter	119
ME Wade	99	SK Ehmann	53	T Lee	234	MW Fortuna	119
KD Smith	155	JS Sondergeld	77	C Rawlings	234	SM Porter	161
LJ Huson	156	DO Bantilan	92	J Whitenack	234	LE Davis	176
FL Odell	161	A Cagle	102	25 YEARS OF SERVICE		C Alvarez	183
TL Stockman	161	JM Candia	102	CL Allen	16	TL Shatek	226
SD Pruitt	179	K Dolberry	102	TS Anderson	20	RW Schnoor	232
JD Masek	182	K Dupell	102	WB Cecil	20	ND Aubrey	234
		JK Heeser, Jr.	102	CV Tewart	20	RL Muss, II	234
		GA Kolifraith	102				

Tips to Help Keep Your Health on Track!



The use of mobile healthcare and wellness apps has significantly increased over the last several years and there appears to be no indication of a slowdown. With thousands of healthcare and wellness apps out in the market now, it is important to understand that there are notable differences between an app that monitors your wellness and one that monitors your health.

What are some of the differences between wellness apps and healthcare apps?

Some of the differences between a wellness app and a healthcare app are:

- **Wellness or fitness apps**
 - A wellness app is not used to diagnose, track, or treat a disease and would not usually result in any serious health consequence for the user.
 - Most wellness apps monitor behaviors, such as sleep, nutrition, activity, and fitness.
 - Wellness apps can also remind individuals to take their medications, track their children's vaccination schedule, and provide coaching support for programs, such as tobacco cessation and weight loss.
 - They are helpful to the user in achieving personal wellness objectives and healthier lifestyle changes.
- **Healthcare apps**
 - Health apps can significantly impact a patient's health because of the types of information it tracks.
 - Health apps are considered mobile software that can diagnose, track, and treat disease.
 - Health apps can track a patient's personal health data in real time.
 - Health apps can connect you to your doctor or other healthcare professional for treatment.

What types of information do healthcare apps provide?

In this day and age of technology, apps have impacted

many areas of our daily lives, including the medical field. Healthcare apps are basically hand-held computers that can provide clinicians with vital information, such as:

- **Image scans** — Intended for physicians to help them retrieve image scans so they can consult with other doctors. This app can also help lessen the delay of image distributions and is a way to share the images with other partner facilities, referring physicians, and patients.
- **Cardiac measurements** — Patients attach a mobile device to their smartphone which provides electrocardiogram capabilities. The device is pressed against the skin near the heart and can help identify irregular heart rhythms sooner.
- **Diabetes management** — Captures blood-glucose data from the patient and sends it in real time. This app can also help the patient manage their medication and treatment with a personalized health coach.
- **Diagnostic aids** — This type of app sends patient data from medical devices, patient monitors, as well as electronic medical records to clinicians. Clinicians would be able to view information, such as medications, images, lab results, and vital signs, in a single view.

What are some of the concerns of using a healthcare app?

With the dramatic rise in the usage of healthcare apps, there have been some concerns by the Federal Drug Administration (FDA) because these apps can seriously impact a patient's health. As a result, the FDA has made its presence known in this area. They currently monitor healthcare apps used for diagnosing very serious/critical conditions, regulating drug delivery, or any monitoring of serious health factors, such as blood oxygen levels. Their goal is to monitor and regulate all healthcare apps. While many healthcare apps help clinicians and patients interact and manage certain health conditions, always talk to your doctor about any concerns you may have. ■

OBITUARIES

FRANK N. ALBANEZE—retired member of **LOCAL 60**. Brother Albanese retired in 1998 after 34 years of service with the Port Authority Trans-Hudson Corporation. Brother Albanese was a Signal Shop Repairman at Jersey City, New Jersey, at the time of his retirement. Brother Albanese served as Chairman of the Trustees.

AUGUST W. "BILL" BORM—retired member of **LOCAL 8**. Brother Borm retired in 1997 after 35 years of service with the Union Pacific Railroad. Brother Borm was a Signal Foreman at Sidney, Nebraska, at the time of his retirement.

THOMAS J. BRYANT—retired member of **LOCAL 42**. Brother Bryant retired in 1994 after 46 years of service with the Indianapolis Union Railway Company and Conrail. Brother Bryant was a Signal Maintainer at Indianapolis, Indiana, at the time of his retirement. Brother Bryant served as Local President.

FREDDY L. CARVER—retired member of **LOCAL 21**. Brother Carver retired in 1993 after 42 years of service with the Kansas City Terminal Railway. Brother Carver was a Signal Foreman at Kansas City, Missouri, at the time of his retirement. Brother Carver served as Local President, Local Vice President, Sargent at Arms, and Local Trustee.

GERALD L. COOPER—retired member of **LOCAL 1**. Brother Cooper retired in 1996 after 27 years of service with the Pennsylvania Railroad and Conrail. Brother Cooper was a Signal Maintainer at Altoona, Pennsylvania, at the time of his retirement.

STANLEY A. COX—retired member of **LOCAL 137**. Brother Cox retired in 2012 after 35 years of service with the Louisville & Nashville Railroad and CSX Transportation. Brother Cox was a Signal Maintainer at Atmore, Alabama, at the time of his retirement. Brother Cox served as Local President, Recording-Financial Secretary, and Local Chairman.

LENFORD C. HATCHER—retired member of **LOCAL 89**. Brother Hatcher retired in 2010 after 29 years of service with the Chesapeake & Ohio Railway and CSX Transportation. Brother Hatcher was a Signal Maintainer at Lynchburg, Virginia, at the time of his retirement.

RONALD G. KELSHIMER—retired member of **LOCAL 33**. Brother Kelshimer retired in 2000 after 39 years of service with the BNSF Railway Company. Brother Kelshimer was a Signal Maintainer at Strong City, Kansas, at the time of his retirement.

GEORGE J. LEHNING—retired member of **LOCAL 102**. Brother Lehning retired in 2012 after 30 years of service with the Conrail and Amtrak. Brother Lehning was a BRS Safety Liaison on the New York Division, at the time of his retirement. Brother Lehning served as Local Chairman.

DALE J. MANDEIK—retired member of **LOCAL 226**. Brother Mandeik retired in 1997 after 42 years of service with the Soo Line and Canadian Pacific Railroads. Brother Mandeik was a Testman at Portage, Wisconsin, at the time of his retirement. Brother Mandeik served as Trustee.

AMILCAR MARTINEZ—retired member of **LOCAL 153**. Brother Martinez retired in 2017 after 6 years of service with Amtrak and TransitAmerica Services, Inc. Brother Martinez was a Signal Maintainer at San Mateo, California, at the time of his retirement.

EDWARD G. MELE—retired member of **LOCAL 213**. Brother Mele retired in 1990 after 38 years of service with the New York, New Haven, and Hartford and Penn Central Railroads, and Conrail. Brother Mele was a Signal Maintainer at West Springfield, Massachusetts, at the time of his retirement.

RONALD A. MORTER—retired member of **LOCAL 52**. Brother Morter retired in 1995 after 31 years of service with the Pennsylvania Railroad and Conrail. Brother Morter was a Signalman at Marion, Indiana, at the time of his retirement.

WILLIAM PACELT—retired member of **LOCAL 5**. Brother Pacelt retired in 1981 after 41 years of service with the New York, New Haven and Hartford and Penn Central Railroads, Conrail, and Amtrak. Brother Pacelt was a Signal Maintainer at Attleboro, Massachusetts, at the time of his retirement.

CORNELL A. PEZZINO—retired member of **LOCAL 10**. Brother Pezzino retired in 1988 after 39 years of service with the Pennsylvania Railroad and Conrail. Brother Pezzino was a Signal Maintainer at Walbridge, Ohio, at the time of his retirement.

JOSEPH N. PLICK—retired member of **LOCAL 76**. Brother Plick retired in 1998 after 30 years of service with the Penn Central Transportation Company and Metro-North Railroad. Brother Plick was an Assistant Signal Inspector at Tarrytown, New York, at the time of his retirement. Brother Plick served as Local President.

JEREMY S. PRYPUTNIEWICZ—active member of **LOCAL 86**. Brother Pryputniewicz had 8 years of service with CSX Transportation. Brother Pryputniewicz was a Construction Lead Signalman off the CSXT North, at the time of his passing.

LARRY D. REES—retired member of **LOCAL 20**. Brother Rees retired in 1998 after 36 years of service with the Chicago, Rock Island, and Pacific, Pennsylvania, and Burlington Northern Railroads. Brother Rees was a Signal Maintainer at Osceola, Iowa, at the time of his retirement.

OBITUARIES

THOMAS F. REPASS—retired member of **LOCAL 77**. Brother Repass retired in 1990 after 33 years of service with the Norfolk & Western Railway. Brother Repass was a Signal Foreman on a System Gang, at the time of his retirement.

ROCKIE R. SHELTON—retired member of **LOCAL 161**. Brother Shelton retired in 2009 after 42 years of service with the Atchison, Topeka & Santa Fe Railway and BNSF Railway Company. Brother Shelton was a Signal Maintainer at Plainview, Texas, at the time of his retirement. Brother Shelton served as Local President, Recording-Financial Secretary, and Local Trustee.

PERRY D. SMELSER—active member of **LOCAL 77**. Brother Smelser had 41 years of service with the Norfolk & Western Railway. Brother Smelser was a Signal Construction Foreman off the Eastern Region, at the time of his passing.

ROBERT B. SQUIRES—retired member of **LOCAL 14**. Brother Squires retired in 2002 after 37 years of service with the Grand Trunk Western Railroad and Canadian National Railway. Brother Squires was a Signal Foreman at Valparaiso, Indiana, at the time of his retirement.

PAUL H. STENDER—retired member of **LOCAL 143**. Brother Stender retired in 2007 after 38 years of service with the Baltimore & Ohio Railroad and CSX Transportation. Brother Stender was a Lead Signalman at Savannah, Georgia, at the time of his retirement.

ROBERT R. SULLINS—retired member of **LOCAL 98**. Brother Sullins retired in 1989 after 44 years of service with the Chicago, Rock Island and Pacific Railroad and Chicago and Northwestern Railway Company. Brother Sullins was a Lead Signalman at Des Moines, Iowa, at the time of his retirement. Brother Sullins served as a Local Vice President.

LEO D. THOMPSON—retired member of **LOCAL 20**. Brother Thompson retired in 2013 after 40 years of service with the Burlington Northern Railroad and BNSF Railway Company. Brother Thompson was a Signal Maintainer at Centralia, Illinois, at the time of his retirement.

VERN L. ULLERICK—retired member of **LOCAL 24**. Brother Ullerrick retired in 1988 after 38 years of service with the Denver and Rio Grande Western and Southern Pacific Railroads. Brother Ullerrick was a Signal Maintainer at Gypsum, Colorado, at the time of his retirement.

DAVID P. VENTRESS—active member of **LOCAL 121**. Brother Ventress had 40 years of service with the Southern Pacific Railroad and BNSF Railway Company. Brother Ventress was a Signal Inspector at Lafayette, Louisiana, at the time of his passing.

WESLEY D. WAKELY—retired member of **LOCAL 93**. Brother Wakely retired in 2000 after 27 years of service with the Lehigh Valley Railroad, Conrail, and Norfolk Southern Railway. Brother Wakely was a Signal Supervisor at Johnstown, Pennsylvania, at the time of his retirement. Brother Wakely served on the Grievance Committee.

CRAIG L. WEST—active member of **LOCAL 120**. Brother West had 22 years of service with the Amtrak and Keolis. Brother West was a Signal Maintainer, at the time of his passing.

EMIL F. WIEGLEND—retired member of **LOCAL 87**. Brother Wieglenda retired in 1994 after 38 years of service with the Northern Pacific and Burlington Northern Railroads. Brother Wieglenda was a CTC Maintainer at Wolf Point, Montana, at the time of his retirement.

BOBBY G. BOYETT • 1945–2019

Bobby G. Boyett passed away October 3, 2019. Brother Boyett began his career as an Assistant Signalman with the Texas and Pacific Railway in April 1967. Brother Boyett served Local 141 in the capacity of Local Chairman, as well as the Senior Vice General Chairman of the former Midwest-Gulf General Committee. Most notably, Brother Boyett testi-

fied before Presidential Emergency Board 211 during the Ronald Reagan Administration in 1986; his testimony led to Signalmen's work being recognized as skilled work. Brother Boyett retired in 2000 after 31 years of service with Union Pacific Railroad. Brother Boyett was a Signal Technician at Fort Worth, Texas, at the time of his retirement. ■



BOBBY G. BOYETT
1945–2019

We thank Brother Boyett for his long years of dedicated service to our Organization

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Must be a Union Sportsmen's Alliance or AFL-CIO affiliated union member to qualify.

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AFL-CIO NATIONAL BOYCOTTS



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- CALIFORNIA: Hyatt Regency Santa Clara, Hyatt Regency Sacramento, Hyatt Fisherman's Wharf San Francisco, Hilton Long Beach, Le Meridien San Diego, Hilton LAX—*This includes the Crowne Plaza Hotel LAX, Yokoso Sushi Bar, the Landing Restaurant, Century Taproom, and the Boulevard Market Cafe.*
- SEATTLE: Grand Hyatt Seattle and Hyatt at Olive 8 Seattle

OTHER

SUBMITTED BY Farm Labor Organizing Committee (FLOC)

- Reynolds American, Inc., Vuse e-cigarettes

FOOD

SUBMITTED BY United Steelworkers (USW)

- Palmero Pizza

SUBMITTED BY Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM)

- Mondelez International Snack Foods (those made in Mexico)

LEGAL

SUBMITTED BY American Federation of State, County & Municipal Employees

- Gleason, Dunn, Walsh & O'Shea
- McDonald, Lamond, Canzoneri and Hickernell

When some labor disputes with businesses cannot be resolved, the AFL-CIO supports its affiliates by endorsing their boycotts. A boycott is an act of solidarity by voluntarily abstaining from the purchase or use of a product or service.

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.)*

MEETING PHOTOS



General Chairmen's Meeting • • • • •

Williamsburg, Virginia



MEETING PHOTOS



TRAINING PHOTOS



Local Chairmen's Training

October 2019 — Front Royal, Virginia



Financial Secretary Training

September 2019 — Front Royal, Virginia



MEETING PHOTOS



Northeast General Chairmen's Meeting • • •

Dublin, Ohio



Local 77 Meeting

Princeton, West Virginia



MEETING PHOTOS



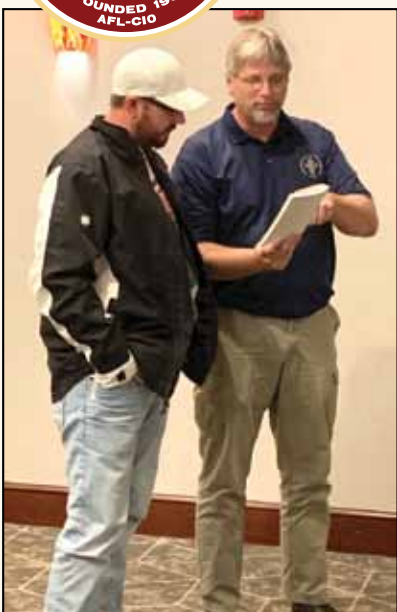
Local 161 Meeting

Amarillo, Texas



Local 94 Meeting

Lima, Ohio



MEETING PHOTOS



Local 188 Meeting

Spokane, Washington



PHOTO CONTEST

WINNERS FOR 2019

FIRST PLACE

Tacoma Mobile Signal Crew installing a new signal house; new cable, signal and switch; and updating slide fence circuits along the Columbia River, near Mt. Hood at the East Towal, Northwest Division, Fallbridge Subdivision. Pictured are Local 188 Members James Halbert, Brad Webb, Nick Aldridge, Steve Griffis, James Kyriss, Adam Minsker, John Carwile, Colby Holt, and Keith Dybdahl.

Photo submitted by Local Chairman and Member of Local 188 Johnny Velasco, Sr.



SECOND PLACE



BNSF Signal Gang constructing and erecting new cantilevers for the new Clare Road raised tracks on the Emporia Subdivision in Gardner, Kansas.

Pictured: Signalmen Matthew Copeland, Gabe Sallee, and Zach Rauer. All are members of Local 33.

Photo submitted by Signal Foreman Luke Smith of Local 33.

THIRD PLACE



Local 16 President, Rex Grant, replacing a light bulb on a crossing cantilever in Clinton, South Carolina.

Photo submitted by Gus Demott, Grand Lodge Trustee and Member of Local 16.



37TH ANNUAL 2020 PHOTO CONTEST

The Signalman's Journal will conduct its 37th Annual Photo Contest during 2020, accepting entries of signal-related photographs from Brotherhood members for publication in *The Signalman's Journal* and judging in the popular contest.

The Signalman's Journal 2020 Photo Contest prizes include:

First Place: Union-made BRS logo wristwatch and \$100 gift certificate to the Signalman's Store.

Second Place: Union-made black canvas coat with blanket lining and \$75 gift certificate to the Signalman's Store.

Third Place: \$50 gift certificate to the Signalman's Store.

The Signalman's Journal encourages members to submit photographs that feature signal equipment or Signalmen working at their craft. Photographs of Signalmen at work must depict proper safety equipment (for example: hard hats, eye protection, or other necessary safety gear) and other generally recognized safe work practices.

The contest rules for 2020 are as follows:

1. Photographs should be in color and no smaller than 3 inches by 5 inches in size. Digital pictures are accepted and encouraged, but the photo should be of very high resolution. Negatives or Polaroid photos will not be considered. There is no limit on the number of entries.

2. Photographs must include some element of signal work or signal equipment. This can include Signalmen working or signal equipment of any kind incorporated into a scene.
3. The final date for receipt of photographs for consideration in the 2020 contest will be October 1, 2020. Early entries are encouraged. All entries will be considered for publication in *The Signalman's Journal*.
4. All photographs submitted become the property of the BRS — which may edit, publish, distribute, and republish them in any form.
5. Photographs entered in the contest must be accompanied by the complete information specified on the entry form. Information must include the name, address, and telephone number of the photographer; the identification of any individuals in the photo (i.e., name, title, and local); photo location, and the name of the railroad involved including the division and/or subdivision.
6. Participants may include additional information on a separate sheet of paper. **Please DO NOT write on the back of photographs.** Be sure each entry is clearly identified when sending more than one entry.
7. This contest is open only to active and retired members of the Brotherhood of Railroad Signalmen.
8. Mail all entries to:

Editor – *The Signalman's Journal*
917 Shenandoah Shores Road
Front Royal, VA 22630-6418

Or email to: tme@brs.org

BROTHERHOOD OF RAILROAD SIGNALMEN — 2020 PHOTO CONTEST

NAME _____ LOCAL _____

MAILING ADDRESS _____

CITY _____ STATE _____ ZIP _____

EMAIL ADDRESS _____

PHONE (Daytime) _____ (Evening) _____

R.R. EMPLOYER _____ JOB TITLE _____

PHOTO LOCATION _____ R.R. DIVISION _____

PHOTO DESCRIPTION _____



FREE COLLEGE BENEFIT

Union members and their families can earn an Associate Degree with NO out-of-pocket cost.



FREE COLLEGE BENEFIT FOR YOU AND YOUR FAMILY

The Union Plus Free College Benefit offers working families an accessible, debt-free and convenient higher education opportunity. You, your spouse, children, financial dependents and grandchildren, can all take advantage of this exciting opportunity.



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Members and their families can earn an Associate Degree online, with no out-of-pocket costs. A last-dollar scholarship covers the difference between any Federal grants and your tuition, fees and e-books at Eastern Gateway Community College (EGCC).



EASTERN GATEWAY CREDITS ARE TRANSFERABLE

Eastern Gateway Community College is a public, non-profit school in the University System of Ohio and is regionally accredited by the Higher Learning Commission. Credits you earn can transfer to other schools, potentially saving you thousands of dollars.



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Free College is possible thanks to the early support and enthusiasm of AFSCME, who entered into a collaboration with Eastern Gateway Community College in 2016.