

THE SIGNALMAN'S JOURNAL

VOLUME 101 • 1ST QUARTER 2020

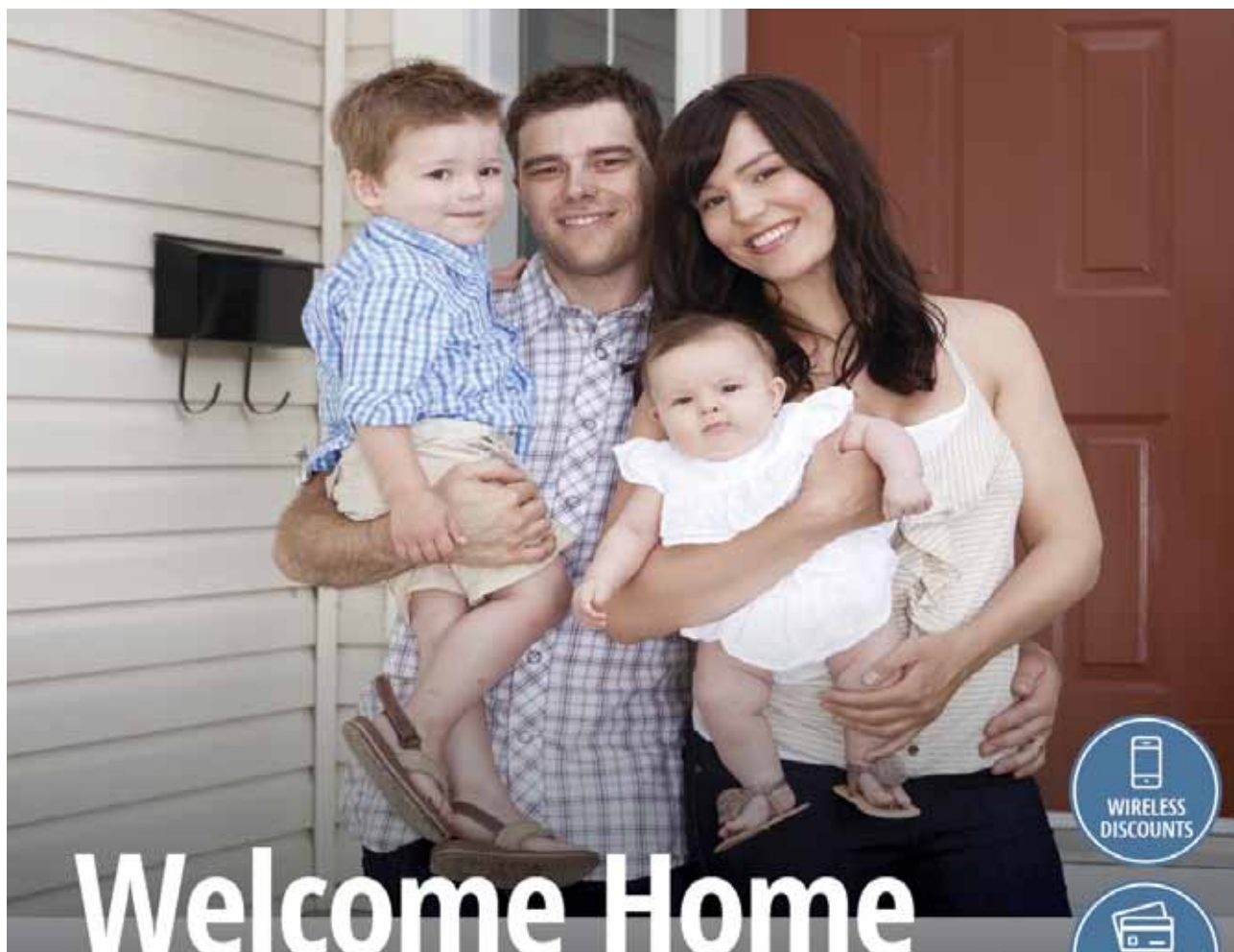


A Pivotal Year *for* **Our Craft**

President Jerry C. Boles — PAGE 2

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- BRS SECTION 6 NOTICE SERVED TO THE NCCC
- 2020 STANDARD MILEAGE RATE
- ALCOHOL AND DRUG TESTING



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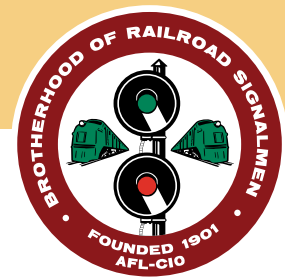


 **UNIONPLUS**

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COVER: Joe Bocook, Signal Maintainer and Member of
Local 136, changes a light bulb on a West Bound Signal at
CA 493.4, on the east end of Barboursville, West Virginia.

Photo submitted by Joe Bocook, Member of Local 136.



FROM THE PRESIDENT

— Jerry C. Boles, BRS President

A Pivotal Year *for* **Our Craft**

This will be a pivotal year for our craft. We are going to face many challenges with Positive Train Control (PTC) installation winding down and the Carriers adopting the operating style of Precision Schedule Railroading (PSR), both of which had a negative impact on our craft, causing numerous job cuts, furloughs, and BRS members stretched to their limit.

When PTC was mandated by Congress, the Carriers each negotiated with the BRS and agreed on terms to most effectively have PTC installed. BRS bargained with every Carrier individually; each Carrier had different needs, ranging from hiring many craft employees, using contractors, setting minimum force levels, or a combination thereof. During the buildup to the installation of PTC, Carriers hired numerous employees to meet the deadline. BRS members did an incredible job of getting PTC installed, and put the railroads in great shape to make the December 31, 2020, deadline.

BRS members are now facing furloughs and job-cuts as the railroads try to reduce to pre-PTC employment levels. This is not the first time our Organization has experienced furloughs or job-cuts. Some of the more senior Signalmen will remember when Centralized Train Control (CTC) was the mass undertaking by the railroads. We weathered that storm and with solidarity and communication, we will weather this one and make it through.

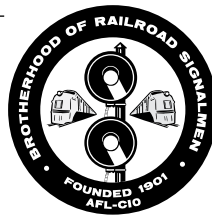
As a furloughed member there may be protections

under your Collective Bargaining Agreement; it is imperative that you contact your local BRS representative to see what benefits exist with your Carrier. For members covered under the National Agreement, you are subject to the Employment Security Agreement, commonly known as “Feb. 7” protection. This “Feb. 7” protection was signed by the BRS in 1965, along with BMWED and TCU, with the Carriers, to afford job stabilization and protections to our members. The driving force behind the Agreement was to address situations where a Carrier sought to change their operations, similar to today’s environment.

The “Feb. 7” Agreement provides definitions of who is a protected employee, with the main qualifier being an employee with ten or more years of employment relationship. Once established as a protected employee, the Agreement provides guidance on what the employee must do to remain protected and be afforded the compensation benefits provided for under the Agreement. Each Carrier should have and provide you with a benefits form that must be filled out in order to receive the benefits provided for under the “Feb. 7” Agreement. As with all things, it is critical that you maintain a paper trail and keep your records straight; when in doubt, communicate with your local representative.

Vigilance and professionalism are attributes we take pride in as Signalmen. These attributes are ever more critical in today’s environment with Carriers extending territories and responsibilities for our members. Signalmen are being pressed to get more tests, inspec-

*Vigilance and
professionalism
are attributes
we take pride in as Signalmen*



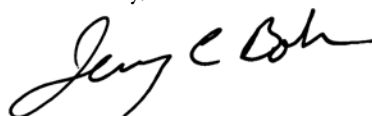
tions, and maintenance completed in their already tight schedule. The Carriers have prioritized operations and “efficiencies”, sometimes to the detriment of our members and the public. As Signalmen, it is our duty to continue to do a professional job to ensure safety over satisfaction of the Carriers’ PSR priorities. Our training and experience have armed us with the knowledge of the proper steps that must be taken to ensure each test is performed correctly and each task is completed in a safe manner.

It is imperative that we have our books at our side to follow each test procedure step-by-step and each safety rule written. We must have the courage to inform our supervisor that we do not have time to complete all the required test in the time allotted and when we need assistance. This, again, reaffirms the importance of keeping detailed documentation and maintaining good records of all repairs, tests, and tasks completed.

The full implementation of PTC will require immediate response time. Carriers will want a Signal Maintainer to promptly respond when a train is stopped because of PTC enforcement. Do not jeopardize your safety or well-being to get a train moving and do not let your lack of concentration and frustration lead you into a mistake.

In closing, the rail industry has changed dramatically in the past several years and will continue to change with PTC being implemented and the adoption of PSR by the Carriers. However, I know we will continue to provide the excellent service that the Nation’s railroads have come to expect from BRS Signalmen.

In Solidarity,



Jerry C. Boles — BRS President



BUY UNION

14.6 MILLION NUMBER OF U.S. UNION MEMBERS

Every time we buy union-made products and services we support good middle-class jobs. With more than 14 million union members in the U.S. our buying power can help support and sustain the middle-class.

WAGES

The median weekly earnings of union workers are 28% more than non-union workers

NON-UNION \$717

UNION \$917

Median Weekly Earnings

UNION WORKERS MAKE 28% MORE THAN NON-UNION WORKERS

LIVE UNION

PAID VACATION

Union workers get

28%

more days off paid vacation, on average than non-union workers.

Union workers are more like to have health and retirement

BENEFITS

than non-union counterparts.



LIVE BETTER



FROM THE SECRETARY-TREASURER

Mike Baldwin, BRS Secretary-Treasurer

LM & 990 Filing Deadlines & The Spouse Eligibility Audit

Labor Management Reporting

Locals Must File with the DOL by March 30, 2020

- Labor organizations with greater than \$250,000 in annual receipts must file Form LM-2. Labor organizations with total annual receipts of less than \$250,000 may file Form LM-3, and less than \$10,000 may file Form LM-4.
- The term “total annual receipts” means all financial receipts of the labor organization during its fiscal year, regardless of the source.
- LM Forms must be filed within 90 days after the end of your local’s fiscal year (12-month reporting period).
- LM Reports for the year 2000 and later may be viewed and downloaded from the OLMS website at unionreports.dol.gov.

- The labor organization officers required to sign LM Forms are personally responsible for its filing and accuracy. The officers required to file LM Forms are responsible for maintaining records.
- Records must be kept for the previous five fiscal years plus the current year.
- The only accepted method of completing the LM report is the Electronic Forms System. The first step is to register online at the DOL website at <https://www.dol.gov/olms/regs/compliance/efl/eflintro.htm>. After registering and logging in, the report is completed, signed, and submitted online.

Forms 990-N, 990-EZ, & 990

Locals Must File with the IRS by May 15, 2020

For Locals whose fiscal year ends December 31.

Tax-exempt organizations, non-exempt charitable trusts, and Section 527 political organizations, file Form 990 to provide the IRS with the information required by Section 6033 of the Internal Revenue Code. Labor Unions are 501(c)(5) Organizations.

Filing Requirements:

- Receipts under \$50,000 – file Form 990-N.
- Receipts over \$50,000 but less than \$200,000 and total assets less than \$500,000 – file Form 990-EZ.
- Receipts over \$200,000 or total assets over \$500,000 – file Form 990.

Failure-to-File Penalties:

The Failure-to-File Penalty is \$20 per day, not to exceed \$10,000 or 5% of gross receipts.

****Failure-to-file for three (3) consecutive years results in loss of tax-exempt status.****

National Health & Welfare Plan Spouse Eligibility Audit

The Railroad Employees National Health and Welfare Plan and The National Railway Carriers are conducting a spouse eligibility audit to ensure that only eligible spouses are covered by the Plan. As part of this audit, **you are required** to submit documentation verifying that you are still married to the spouse listed on the Plan's records. **You must submit proper documentation by March 31, 2020.**

The Plan defines an "eligible spouse" as the employee's spouse, including a same sex spouse. An eligible same sex spouse under the Plan requires that a marriage ceremony must have occurred in a state or foreign country that both recognizes same sex marriage and issues a certificate of marriage. Additionally, a common law marriage is eligible only if you live in a state that recognizes common law marriage and the proper documentation is submitted. A domestic partner and/or a civil union partner is not an eligible spouse under the Plan.

It is imperative that you respond to this request and either: (1) provide acceptable documentation that you are still married to the spouse listed on the Plan's records, or (2) confirm that you are no longer married to the spouse listed on the Plan's records. If you respond that you are no longer married to the spouse listed on the Plan's records, coverage for your former spouse will be terminated under the Plan, as well as the Railroad Employees National Dental Plan and the Railroad Employees National Vision Plan, effective as soon as administratively practicable. **If you do not respond or you provide inadequate documentation, coverage for your spouse (as identified in the Plan's records) will be terminated as soon as administratively practicable following the end of the audit period (March 31, 2020).** Additionally, if your spouse (or former spouse) is disenrolled from the Plan, any stepchildren associated with the marriage, if applicable, will also be disenrolled unless you submit satisfactory proof of legal adoption.

Please note that if you voluntarily come forward during this time period to request that an ineligible spouse and any stepchildren be removed from the Plan, you will not be penalized or required to pay back any claim charges.

Acceptable Documents to Verify Your Spouse's Eligibility

- The first page of your 2018 or 2019 IRS Form 1040 federal tax return (you may black out any income amounts listed) confirming you and your spouse are still married.
- A joint banking statement dated no earlier than July 1, 2019.
- Other satisfactory documentation dated no earlier than July 1, 2019. Please contact Railroad Enrollment Services at 1-800-753-2692 to confirm the document is acceptable.

The document should include your name, the name of your spouse, your mailing address, and the date. If mailing documentation, please send photocopies only; your materials will not be returned.

Method to Verify or Remove Your Spouse from the Plan

Option 1: Online — You can securely attest electronically via www.yourtracktohealth.com. On the home page in the upper right hand corner, click on the blue box stating "SPOUSE AUDIT — Click here to verify your spouse". To verify your spouse's eligibility, check the confirmation box and upload the appropriate documentation. To remove your spouse (and any stepchildren associated with the marriage, if applicable) from the Plan, click "delete" and select the appropriate reason. Please note that if you choose to attest electronically, you will be required to upload your documents prior to finishing your confirmation.

Option 2: By Mail — If you choose to reply by mail, please fill out the form that was mailed to you, sign and date, and mail proper documentation in the envelope provided. If you use an envelope other than the one provided, please use the following address: Railroad Enrollment Services, PO Box 30601, Salt Lake City, UT 84130-0601.

If you have any questions about this letter or need additional information, please call Railroad Enrollment Services at 1-800-753-2692. You may also call Secretary-Treasurer Baldwin's office at (540) 622-6527. ■

CONSTITUTION of the BROTHERHOOD OF RAILROAD SIGNALMEN



General Offices
Front Royal, Virginia
Effective October 1, 2018

Affiliated with
American Federation of Labor
Congress of Industrial Organizations

CHANGES AT GRAND LODGE

Per the Constitution of the Brotherhood of Railroad Signalmen, the General Chairmen and Grand Executive Council gathered on December 2, 2019, and elected **Tim Tarrant** as Vice President Headquarters to fill the vacancy created by the retirement of previous Vice President Headquarters, **Kelly Haley**. Brother Tarrant assumes the Vice President Headquarters position after serving as the Organization's Vice President East. Following his appointment as a Grand Lodge Representative in 2011, he was appointed Director of Research in April 2018, and was then elected to the office of Vice President East in October 2018.

Doug VanderJagt was elected to the position of Vice President East, filling the vacancy created by Brother Tarrant's election. Brother VanderJagt was serving as the Organization's Director of Research prior to his election to Vice President East. Following his appointment as a Grand Lodge Representative in January 2019, he was appointed Director of Research in February 2019, where he served until his election.

Kurt Mullins was appointed as Director of Research to fill the vacancy created by Brother VanderJagt's election. Brother Mullins was appointed as a Grand Lodge Representative in February 2019. ■

TIM TARRANT Elected Vice President Headquarters

Brother Tarrant began his railroad career in 1994 as a Signal Helper for Amtrak in Chicago, Illinois. His duties included working in Signal Gangs and assisting Signal Maintainers in their duties. In August of 1996, Brother Tarrant took employment at Metra in Chicago, Illinois, as an Assistant Signalman. He was promoted to the position of Signalmen in 1997, and held the positions of Foreman, Testman, Signal Maintainer, and Signalman. His duties included all phases of signal maintenance, troubleshooting, and construction. He was working as a Signal Maintainer at the time of his appointment.

Brother Tarrant was elected to the position of Local Chairman in 2003 serving two terms. He then ran for and was elected to Local President in 2008. Following his term as Local President, Brother Tarrant was elected to his third term as Local Chairman. Throughout his career with Local 183, Brother Tarrant was also elected to and served as Local Vice President, Local Trustee, Grievance Committee Member, and Convention Delegate. Brother Tarrant was also a member of the 1999 Section Six Committee with Metra, and chaired one of Metra's Labor-Management Committee's Inter-Management Groups. ■



TIM TARRANT
Vice President Headquarters

CHANGES AT GRAND LODGE

ELECTIONS

DOUG VANDERJAGT Elected Vice President East

Prior to Brother VanderJagt's election as Vice President East, he served as Director of Research and Grand Lodge Representative in 2019.

Brother VanderJagt began his tenure at CSXT in 2006 as a Yard Signal Maintainer in Grand Rapids, Michigan. He also worked as a Signaller on several Signal Construction Gangs, as well as held the position of Lead Signaller on a Directional Boring Gang before returning to Maintenance as a Signal Maintainer in 2013.

An active member of Local 123, Brother VanderJagt was elected Local Chairman

in 2008, and was later appointed to the position of Vice General Chairman for the Northeast General Committee. In 2012, he was elected to the position of Senior Vice General Chairman/Assistant General Chairman, which he held for two terms before being appointed to the position of General Chairman/General Secretary-Treasurer for the Northeast General Committee in July 2016. Brother VanderJagt served in this position until his appointment as a Grand Lodge Representative. ■



DOUG VANDERJAGT
Vice President East

KURT MULLINS Appointed Director of Research

Prior to his appointment as Director of Research, Brother Mullins held the position of Grand Lodge Representative.

Brother Mullins began his railroad career in 1994 as an Assistant Signaller on a Norfolk Southern Signal Construction Gang. Two months later he was awarded a Signal Maintainer's position in Continental, Ohio.

In 1995, Brother Mullins was elected President of Local 228 and in 1999, Brother Mullins was appointed Local Chairman. On September 9, 2005,

was elected General Chairman on the Norfolk Southern General Committee and served in that position until appointed as a Grand Lodge Representative.

A resident of Northwest Ohio most of his life, Brother Mullins was raised in a railroad union household, his father was a BMW employee. Brother Mullins graduated from Fostoria High School in Fostoria, Ohio, and served in the United States Navy. He completed Norfolk Southern Signal Training and BRS Local Chairmen's Training. ■



KURT MULLINS
Director of Research

Vice President Kelly Haley Retires

Kelly Haley, retired Brotherhood of Railroad Signalmen Vice President Headquarters, started his railroad career in 1977 when he went to work as a B&B Helper for the Atchison, Topeka and Santa Fe Railway. In late 1977, Kelly transferred to the Signal Department and worked on a railroad Signal Gang working across Texas, Oklahoma, New Mexico, and Kansas.

In 1979, Brother Haley was promoted to the position of Signalman and worked various positions, performing mostly signal construction, signal maintenance, and FRA-required signal tests and inspections. He went on to work for the Burlington Northern Santa Fe Railroad, and earned his Associate Certified Electronics Technician certificate from the International Society of Certified Electronics Technicians in 1999.

In 2001, Brother Haley was appointed and served as a Grand Lodge Representative at the BRS headquarters in Mount Prospect, Illinois, until moving to the current BRS Headquarters in Front Royal, Virginia in 2004.

Brother Haley served as Communications Director from 2003 to 2008, overseeing production of *The Signalman's Journal* and other print-related material; in 2008, he received an appointment as Director of Research.

During the 2010 Regular Convention, Brother Haley was elected to the position of Vice President NRAB and held that position until he was elected Vice President Headquarters in 2011, which he held until his retirement.

Brother Haley has also represented the BRS in numerous Railroad Safety Advisory Committee working groups, and was a participating member of the FAMES Committee (Fatality Analysis of Maintenance-of-Way Employees and Signalmen Committee) since it was established in 2009.

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



DID YOU KNOW?

TITLE 49: TRANSPORTATION

§236.5 DESIGN OF CONTROL CIRCUITS ON CLOSED CIRCUIT PRINCIPLE

All control circuits the functioning of which affects safety of train operation shall be designed on the closed circuit principle, except circuits for

roadway equipment of intermittent automatic train stop system. ■

STAMP OUT HUNGER FOOD DRIVE

LARGEST ONE DAY FOOD DRIVE



On Saturday, May 11, 2020, the National Association of Letter Carriers (NALC) will work to "Stamp Out

Hunger" during its annual national food drive. It's easy for you to make a difference. Simply place non-perishable, non-breakable food items near your mail box for your letter carrier to pick up on May 11.

Over the last 28 years, the NALC has conducted an annual nationwide food drive using the unparalleled postal networks, letter carriers collect non-perishable food donations as they deliver mail along their postal routes. This drive has successfully helped feed the hungry in cities and towns in all 50 states, the District of Columbia, Puerto Rico, the Virgin Islands, and Guam. Food banks literally circle the second Saturday in May on their calendars because they know NALC workers will be filling their shelves with much needed donations. All donations stay within the local area where they are donated; and, with the need for food assistance at an all-time high, union workers and their families are encouraged to support NALC in this effort to help others.

The Stamp Out Hunger Food Drive began with, and has continued to work toward,

a singular goal over the years, to help those in need in our own communities. This mammoth food drive takes more than a full year to plan and organize, it's one of the toughest days of the year, but it's also one of the most gratifying.

Remember, the people who need help are not unlike your own family, immediate or extended. They are working families, the elderly and children. They are the families of those actively serving in the military. They are single parents, grandparents raising grandchildren, parents dealing with a child's serious health condition, and families in which a parent has lost a job. These are folks doing everything 'right', often working more than one job, but still unable to make ends meet. ■

To learn more about how you can help, go to:
www.nalc.org



STAMP OUT HUNGER FOOD DRIVE MAY 11

BRS SECTION 6

Notice Served to the NCCC



The BRS served its Section 6 notice (contract proposal) to the National Carriers Conference Committee (NCCC) on December 13, 2019, for those carriers party to National Agreement bargaining. This is a requirement of the Railway Labor Act. By serving our Section 6 notice, we begin the process of negotiations with the railroads. Because it is still early in the process, I do not have a feel for how long these negotiations will take, but both sides appear to be hopeful that this round will not drag out for an extended period of time.

In preparation for these negotiations, the BRS sent a survey to all members working for railroads covered by the National Agreement. The response showed far less participation than I would have liked, with only 25 percent of those members represented in national handling returning the survey. The input from the responses serves as a guide for the Negotiating Committee during national negotiations.

The BRS negotiating team enters this round of negotiations ready to fight for a fair and equitable agreement for our brothers and sisters under national handling. Signalmen have historically used every available means to reach a successful contract settlement. We look forward to good faith bargaining and have joined with the SMART Transportation Division, Brotherhood of Locomotive Engineers and Trainmen/IBT, American Train Dispatchers Association, International Brotherhood of Boilermakers, International Association of Machinists, International Brotherhood of Electrical Workers, Transport Workers Union of America, Transportation Communication Union/IAM, and National Conference of Fireman and Oilers/SEIU, to form what is referred to as the "Coordinated Bargaining Coalition." This process will give each of the respective organizations the power of bargaining as a group that represents more than 105,000 workers and over 80 percent of Rail Labor.

The BRS is working hard to ensure the Coordinated Bargaining Coalition's approach in this round of bargaining will allow us to continue to work together in the future. One thing that the carriers have done well in past

negotiations is stick together during national bargaining. It is critical that Rail Labor use a similar approach. A united front diminishes the NCCC's ability to create a pattern.

Rail Labor has learned from the lessons of the past and stands united during this round of negotiations. We can be assured that the carriers will use the same divide-and-conquer strategy, attacking wages, health care, and work rules. It is my sincere belief that when Rail Labor stands united, we can be successful in negotiating a fair agree-

ment. The time has come for Rail Labor to take a vow of solidarity and send a clear message.

As this round of bargaining begins, an analysis of the railroad industry shows that the railroads continue to post record profits and have done so at the cost of our members through their "precision scheduled railroading" model. The railroads' cost cutting and operating ratio mentality will carry over in their plan to seek an agreement that benefits them rather than their employees. Their message is clear, you're not worth it.

The railroads are being run by Wall Street, and they report to their investors that they are making huge profits, and that it is only going to get better. After these reports, the railroads then come into negotiations and tell us that we have to make concessions to bring us into the "mainstream" with what other workers are paying for their benefits. Their rhetoric regarding cost-cutting that they need for industry survival fails to add up with the numbers they report.

We know our members' responsibilities and skills prove they deserve a substantially improved agreement, and despite what the carriers say during negotiations, they can afford to compensate the front-line workers that have brought them the success, profits, and bright future they tout to their investors.

To that end, the BRS is willing to do its part. We are ready to meet the carriers at the table and engage in good-faith negotiations to reach a settlement. Since our last agreement, BRS members have seen their territories

When Rail Labor is unified, we accomplish so much more.

and responsibilities expand while their manpower and free time decrease. They have been burdened with the responsibility to learn and maintain new technologies in order to maintain the level of safety that is expected and has become the norm in railroad signaling.

The BRS Negotiating Committee is ready to make gains in traditional areas such as wages, health care benefits, personal leave, and holidays. Additionally, we are ready to get recognition and compensation for the increased level of responsibility that BRS members have had to absorb. Signalmen are the highest-skilled workers in the rail industry, and it is time that we are compensated what we are worth. The Committee is also prepared to fight for the inclusion of sick days. It is a grave injustice that BRS members have to endure 12-hour days, seven days a week, be on 24-hour call, work away from home, work in some of the most hostile weather conditions, and yet receive zero sick days.

We will work hard to correct this injustice and expedite the negotiating process in order to reach a fair and equitable agreement. However, if the carriers fail to seize this opportunity and revert back to slow walking the process under the terms of the Railway Labor Act, then Signalmen are prepared to take their case for a fair and equitable settlement to any forum necessary.

Below is an outline of the process for negotiating under the Railway Labor Act, so that you will have an idea of how the process works and what must be accomplished under the Act to reach an agreement. There are many opportunities for the parties to reach an acceptable agreement, however, if that cannot be accomplished then the following steps will lead the process to a final conclusion:

- **STEP 1** — Notice is served under Section 6 of the Railway Labor Act by either party.
- **STEP 2** — Reply required within 10 days sets time/date of initial conference, which must be held within 30 days.
- **STEP 3** — Negotiations begin. No time limit.
- **STEP 4** — Agreement reached through negotiations, if not, go to Step 5.

- **STEP 5** — Within 10 days after conferences end, either party may request National Mediation Board (NMB) mediation, or NMB may proffer mediation.
- **STEP 6** — If mediation is not requested or proffered within 10 days; strike, lockout, or promulgation of new rules.
- **STEP 7** — Agreement reached through mediation, if not, go to Step 8. There is no time limit on mediation; the NMB has the discretion to hold the parties in mediation indefinitely.
- **STEP 8** — NMB's proffer of binding arbitration is offered by NMB or requested.
- **STEP 9** — Agreement reached through accepting binding arbitration. If not, go to Step 10.
- **STEP 10** — Self help strike, lockout — 30 days after NMB notifies both parties that proffer of arbitration was refused.
- **STEP 11** — NMB may notify President that it believes dispute will interrupt interstate commerce.
- **STEP 12** — President may appoint an emergency board if he/she agrees with Step 11.
- **STEP 13** — Presidential Emergency Board reports to President within 30 days.
- **STEP 14** — Agreement reached based on Emergency Board report, if not, go to Step 15.
- **STEP 15** — Indefinite strike or lockout permitted 30 days after report issued. Agreement may be reached.
- **STEP 16** — If no agreement, settlement can be legislated by Congress.

As we move forward with National Negotiations, updates on our progress will be posted through *The Signalman's Journal* and on the BRS website. Again, when Rail Labor is unified, we accomplish so much more. ■



NEARLY 50 YEARS AGO, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer and saved lives. But our work is not done. Each year, thousands of workers are killed and millions more suffer injury or illness because of their jobs.

After years of struggle, we won new rules to protect workers from deadly silica dust and beryllium, a stronger coal dust standard for miners and stronger anti-retaliation protections for workers who report job injuries.

These hard-won gains are being threatened. The Trump administration has carried out an all-out assault on regulations, targeting job safety rules on beryllium, mine examinations, injury reporting and child labor protections. The labor movement and allies have fought back and blocked some of these attacks. However, this assault has taken a toll—key protections have been

repealed or rolled back, and agency budgets and staff have been cut. The number of OSHA inspectors has never been lower. There has been no action on critical safety and health problems like workplace violence, silica in mining and exposure to toxic chemicals.

With the Democrats now in the majority in the House of Representatives, we have new opportunities to oppose these anti-worker attacks, hold the Trump administration accountable and push forward to win stronger worker protections.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job, and to renew the fight for safe jobs. This year we will come together to call for action on hazards that cause unnecessary injury, illness and death. We will stand united against the ongoing attacks on workers' rights and protections, and demand that elected officials put workers' well-being above corporate interests. We will fight for the right of every worker to a safe job until that promise is fulfilled.

OBSERVE WORKERS MEMORIAL DAY APRIL 28

SPRING Cleaning



From our friends at IUE-CWA; UFCW;
IBT; USW; IBB; CWUC-UFCW; IUOE;
GCC-IBT.

- » Ajax Laundry Detergent
- » Ajax Cleaning Powder
- » All Laundry Detergent
- » Arctic Bright Bleach
- » Blanco Bleach
- » Bowl Fresh Toilet Bowl Sanitizer
- » Clorox Bleach Tabs
- » Clorox
- » Clorox Disinfecting Wipes
- » Dynamo Laundry Detergent
- » Fab Laundry Detergent
- » Fiberguard Carpet Cleaners
- » Final Touch Fabric Softener
- » Fresh Start Laundry Detergent
- » HiLox Bleach
- » J.R. Watkins Laundry Detergent
- » J.R. Watkins Naturals
- » Lysol
- » Love My Carpet
- » Mini Safe Scour
- » Minwax
- » Mop & Glo
- » Mountain Pine
- » Palmolive Deterwashing Soap
- » Palmolive
- » Purex Laundry Products
- » Snuggle
- » Spic N' Span Clean Wipes
- » Soft Scrub
- » Sunlight
- » Tide Soap
- » Top Job Household Bleach
- » Wisk





Fatal Accidents Involving Boom/Crane Usage on Roadway Maintenance Machines

Fatal Accidents Involving Boom/Crane Usage on RMMs

The FAMES Committee reviewed available data¹ from 9 fatal railroad accidents occurring since 1997 in which a boom on an RMM was in use.

Roadway workers and machine operators can become engrossed in their tasks when assigned to work with or near boom-equipped RMMs² and various tasks often require ground workers to be in close proximity to the swing radius.

The available data indicates that noise, communication challenges, machine operator line of sight, and the presence of moving loads increase the complexity of the task. These factors warrant heightened safety awareness and hazard mitigation.

Findings:

- In fifty-six percent (56%) of the fatal accidents, lack of communication or improper communication was identified.
- In fifty-six percent (56%), insufficient training and/or lack of skill was identified.
- In forty-four percent (44%), insufficient management oversight or problems with supervision was identified.
- In forty-four percent (44%), the job briefing or on-track safety briefing was found to be insufficient or absent.
- In thirty-three percent (33%), the load shifted or there was an unexpected release of stored energy because the load was binding or hung up.

The FAMES Committee makes the following recommendations:

- The job briefing should:
 - Identify booms/cranes to be used and safeguard against any hazards or risks;
 - Define safe and proper clearances for nearby obstructions and equipment;
 - Establish how workers on the ground will maintain a safe distance from any equipment or load;
 - Identify and mitigate line-of-sight limitations or noise interference;
 - Identify nearby electrical lines and establish safe clearance distances;
 - Define communication procedures between the operator and ground personnel which should be distinctive, clear, understood, and acknowledged.

Clear Communication is imperative!

- A person designated to direct the operator with either verbal or non-verbal communication is needed whenever the following conditions exist:
 - The point of operation is not in full view of the operator;
 - The operator's view is otherwise obstructed;
 - Noise interferes with communication;
 - Either the operator or the ground workers determine that a person is needed to direct the operator for safety reasons.

¹ Overall, the Committee has analyzed 80 fatal roadway worker accidents which have occurred since 1997.

² For purposes of this report, "boom-equipped RMM" means a Roadway Maintenance Machine (RMM) equipped with a boom with a hoist, hook, bucket, clamping jaw, or knuckle used to lift or move or scoop heavy items, e.g.: boom truck, speed swing, backhoe, crane, grapple truck, etc.

- While the operator is moving the boom, no employee should be within the swing radius unless duties require; and then only with clear communication with the operator. Employees must **never** be under a suspended load.
- Tag line(s) should be used when it is necessary for ground employees to guide a load.
- Suspended loads should be kept as close to the ground as practicable.
- If a load binds or becomes hung up, stop all work to identify and correct the problem.
 - Anticipate the release of stored energy and never place yourself in a location where you could be struck, crushed, or pinned by a load or equipment.
- If working near adjacent track, determine if the moving or lifting operations have the potential to foul the adjacent track and take adequate precautions to eliminate the risk.
- RMM operators must have proper training and understand the equipment's load capacities, capabilities, and limitations.
- Ground workers should have proper training on working with and in close proximity to boom-equipped RMMs.
- The person designated to give signals to the operator should have proper training on the use of hand signals and have an understanding of equipment operation and limitations.
- Managers, supervisors, and foremen must ensure that their employees are trained and qualified for their assigned tasks and that proper procedures are followed. ■

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.

57.5

2020 STANDARD MILEAGE RATE

The Internal Revenue Service (IRS) has announced the mileage rate for 2020.

The 2020 standard mileage rate set by the IRS will be 57.5 cents per mile, effective January 1, 2020. The new rate compares to a rate of 58 cents per mile in 2019.

Please use this rate when calculating mileage reimbursement on expense reports for 2020.

While gasoline is a significant fac-

tor in the mileage figure, other items enter into the calculation of mileage rates, such as depreciation, insurance, and other fixed and variable costs.

The mileage rate is used to compute the deductible costs of operating an automobile for business use in lieu of tracking actual costs. This rate is also used as a benchmark by the federal government and many businesses to reimburse their employees for mileage. ■



Working After Retirement

Retirees, and those planning retirement, should be aware of the railroad retirement laws and rules governing benefit payments to annuitants who work after retirement.

The following questions and answers describe these railroad retirement work restrictions and earnings limitations on post-retirement employment, and how these rules can affect retirees engaging in self-employment.

Although the Railroad Retirement Board (RRB) participates in information exchanges with other Federal agencies to identify unreported work and earnings to protect the integrity of its programs, annuitants are obligated to report post-retirement work and earnings. It is important to note that if annuitants fail to report post-retirement work and earnings, the Board may assess overpayments and fines. In some circumstances, law enforcement may consider the annuitant to have committed fraud subject to criminal and civil penalties.

1. What are the basic railroad retirement work restrictions and earnings limitations that apply to post-retirement work?

Neither a regular railroad retirement annuity (whether based on age and service or on disability) nor a supplemental annuity is payable for any month in which a retired or disabled employee, regardless of age, works for an employer covered under the Railroad Retirement Act. This includes work for labor organizations. This is true even if the retired or disabled employee performed service for one day during the month, and includes local lodge compensation totaling \$25 or more for any calendar month. Regardless of the amount of salary, work by a local lodge or division secretary collecting insurance premiums is always considered railroad work and, therefore, no annuity is payable for any month in which such activity occurs.

No spouse annuity is payable in any month in which the employee's annuity is not payable, or for any month the spouse, regardless of age, works for an employer covered under the Railroad Retirement Act. A divorced spouse annuity is not payable for any month in which the divorced spouse, regardless of age, works for an employer covered under the Railroad Retirement Act. A divorced spouse can receive an annuity even if the employee has not retired, provided they have been divorced for at least 2 years, the employee and divorced spouse are at

least age 62, and the employee is fully insured under the Social Security Act using combined railroad and social security earnings. A survivor annuity is not payable for any month the survivor works for an employer covered under the Railroad Retirement Act, regardless of the survivor's age.

Also, like social security benefits, railroad retirement tier I benefits paid to employees, spouses and divorced spouses, and tier I and tier II benefits paid to survivors, are subject to deductions if an annuitant's earnings exceed certain exempt amounts. These earnings deductions do not apply to those who have attained full social security retirement age.

Full retirement age for employees and spouses is age 66 for those born from 1943 through 1954 and gradually increases to age 67 for those born in 1960 or later. Full retirement age for survivor annuitants ranges from age 66 for those born from 1945 through 1956 to age 67 for those born in 1962 or later.

Deductions for all annuitants, however, remain in effect for the months before the month of full retirement age during the calendar year of attainment. (The attainment of full retirement age does not mean an annuitant can return to work for an employer covered under the Railroad Retirement Act. As explained above, no annuity is payable for any month in which the annuitant works for a railroad employer, regardless of the annuitant's age).

Additional deductions are assessed for retired employees and spouses who work for their last pre-retirement non-railroad employer (see question 3). Also, special restrictions apply to disability annuitants (see questions 5 and 7).

2. What are the current exempt earnings amounts for those non-disability annuitants subject to earnings limitations?

For those under full retirement age throughout 2020, the exempt earnings amount rises to \$18,240 from \$17,640 in 2019. For beneficiaries attaining full retirement age in 2020, the exempt earnings amount rises to \$48,600 from \$46,920 in 2019 for the months before the month full retirement age is attained.

For those under full retirement age throughout the year, the earnings deduction is \$1 in benefits for every \$2 of earnings over the exempt amount. For those attaining full retirement age in 2020, the deduction is \$1 for every \$3 of earnings over the exempt amount in the months before the month full retirement age is attained.

Earnings received for services rendered, plus any net earnings from self-employment, are considered when assessing deductions for earnings. Interest, dividends, certain rental income or income from stocks, bonds, or other investments are not generally considered earnings for this purpose.

3. What are the additional deductions applied to the annuities of retired employees and spouses working for their last pre-retirement non-railroad employer?

Retired employees and spouses, regardless of age, who work for their last pre-retirement non-railroad 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. The deductions in the tier II benefits and supplemental annuities of individuals who work for pre-retirement non-railroad employers apply even if earnings do not exceed the tier I exempt earnings limits. Also, while tier I earnings deductions stop when an annuitant attains full retirement age, these tier II and supplemental annuity deductions continue to apply after the attainment of full retirement age. Work that begins on the same day as the annuity beginning date is not last pre-retirement non-railroad employment.

4. Can a retired employee's earnings also reduce a spouse's benefit?

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 non-railroad employer or other post-retirement employment. An annuity paid to a divorced spouse may continue despite the employee's work activity. However, the employee's non-railroad earnings over the annual earnings exempt amount may reduce a divorced spouse benefit.

5. How do post-retirement work activity and earnings affect disability annuities?

Any work performed by a disabled annuitant - whether for payment or not - may be considered an indication of recovery from disability and **must be reported promptly**. Failure to report such work activity timely could result in overpaid annuities, which must be repaid, as well as severe financial penalties.

In addition, a disability annuity is not payable for any month in 2020 in which the disabled employee annuitant earns more than \$990 (\$950 in 2019) in any employment or net self-employment, exclusive of disability-related work expenses. If a disabled employee annuitant's earnings in a year (after deduction of disability-related work expenses) exceed the annual limit, the annuity is not payable for the number of months derived by dividing the amount by which those earnings exceed the annual limit by the amount of the monthly limit. Any resulting fraction of a month equal to or greater than one-half (0.5) is rounded up, increasing the number of months in which the annuity is not payable by one. For example, a disabled employee annuitant earns \$15,900 in 2020, which is \$3,525 over the 2020 annual limit of \$12,375. Dividing \$3,525 by \$990 yields 3.56. As .56 is more than one-half, the annuitant would lose 4 months of benefits.

These disability work restrictions apply until the disabled employee annuitant attains full retirement age which, as stated earlier, ranges from age 66 to age 67, depending on the year of birth. These work restrictions apply even if the annuitant has 30 years of railroad service. Also, a disabled employee annuitant who works for his or her last pre-retirement non-railroad employer would be subject to the additional earnings deduction that applies in these cases.

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RAILROAD RETIREMENT QUESTIONS & ANSWERS

continued from page 17

6. A railroad retirement employee annuitant is thinking of becoming a self-employed contractor or consultant, and might be providing services for a railroad or last pre-retirement nonrailroad employer. How would this affect his or her railroad retirement annuity?

It depends on whether or not the RRB considers the annuitant to be truly engaging in self-employed contracting or consulting, or whether the agency considers him or her to be functioning as an employee, and if so, who the RRB considers to be the actual employer for railroad retirement purposes.

If a retiree is considered to be functioning as a self-employed contractor or consultant, his or her annuity is subject to tier I earnings deductions for net self-employment earnings.

However, if a retiree is considered to be functioning as an employee of a railroad or railroad labor organization, rather than as a self-employed contractor or consultant, the retiree's annuity would be subject to suspension. If the retiree is considered the employee of a non-railroad employer, the retiree's annuity would be subject to earnings deductions for non-railroad wages, and to additional deductions if he or she is considered to be working for a last pre-retirement non-railroad employer.

RRB determinations on contracting or consulting services take into account multiple factors which could be evaluated differently depending on the circumstances of the individual situation. Since no single rule covers every

case, anyone requiring a determination as to whether contractor or consultant service is valid self-employment should contact the RRB for a determination well in advance of making a commitment so as to be sure of the effect on benefit payments.

7. Do the special earnings restrictions listed in question 5 apply to disabled widow(er) and disabled child annuitants?

The earnings restrictions listed in question 5 do **not** apply to disabled widow(er)s **under age 60** or to disabled children. However, the annuity of an unmarried disabled widow(er) technically becomes an age annuity when the widow(er) attains age 60. Therefore, regular annual earnings restrictions (see question 2) apply beginning with the month the widow(er) attains age 60 and ending with the month before the month the widow(er) attains full retirement age.

All earnings in the year age 60 is attained are considered in determining excess earnings for that year. However, work deductions may apply only beginning with the month the widow(er) attains age 60.

Also, if a disabled widow(er) works before full retirement age, this may also raise a question about the possibility of that individual's recovery from disability, regardless of the amount of earnings. Therefore, any work activity must be reported promptly to avoid overpayments, which are recoverable by the RRB and may also include significant penalties. ■

DID YOU KNOW?

TITLE 49: TRANSPORTATION §236.329 BOLT LOCK

Bolt lock shall be so maintained that signal governing movements over switch or derail and displaying an aspect indicating stop cannot be oper-

ated to display a less restrictive aspect while derail is in derailing position, or when switch point is open one-half inch or more. ■

Alcohol and Drug Testing

MINIMUM RANDOM TESTING RATES FOR 2020 REMAIN UNCHANGED

The Federal Railroad Administration (FRA) announced the minimum random testing rates for railroad workers in the year 2020.

Using data from Management Information System annual reports, the FRA has determined that because the industry random drug testing positive rate was below 1.0 percent for the last two years, it has determined that the minimum annual random drug testing rate for the period January 1, 2020, through December 31, 2020, 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, 2020, through December 31, 2020.

On June 12, 2017, Maintenance-of-Way (MOW) employees became subject to FRA random drug and alcohol testing. For the 2020 calendar year, the FRA has set the initial minimum annual random testing rates for MOW employees at 50 percent for drugs and 25 percent for alcohol.

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% Covered Service	10% Covered Service
	50% Maintenance of Way*	25% Maintenance of Way*
Federal Transit Administration (FTA)	50%	10%
Pipeline and Hazardous Materials Safety Administration (PHMSA)	50%	N/A
United States Coast Guard (USCG)	50%	N/A

*Random testing for MOW employees began on 6-12-2017

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.

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

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. ■

WASHINGTON REPORT



ELECTION *Year* 2020



MIKE EFAW
*National
Legislative Director*

So many Americans seem to take for granted our freedom to vote. The right to vote is called suffrage. When the United States of America was a fledgling nation only white landowners had the right to vote. Slowly, after hard fought victories, states began to allow white male laborers to vote. Then in 1870, after years of labor and struggles, the 15th Amendment to the United States Constitution was ratified. The 15th Amendment granted African American men the right to vote. After more hard-fought battles over many decades, women won full or partial suffrage rights in many states. However, women had no guaranteed right to vote until the third decade of the twentieth century. The 19th Amendment to the U.S. Constitution, which guarantees all American women the right to vote, was ratified in 1920. It has only been 100 years that American women have had the freedom to vote. Even though

the 15th Amendment granted African American men the freedom to vote, they continued to deal with restrictions and suppressive tactics to get to the ballot box for over 90 years. Finally, in 1965 the Voting Rights Act was signed into law by President Lyndon B. Johnson. The Voting Rights Act of 1965 prohibits voter discrimination based on race, color, or membership in a language minority group. For all of the reasons mentioned, it is the opinion of many that the freedom to vote is an equally important right as our original Bill of Rights (Constitutional Amendments 1–10). We encourage all of our members to get to the polls on election day this year and let your voice be heard. Below are the various election days for 2020, which are subject to change. ■

April:	12th Democratic Primary Debate (Location TBD)
April 4:	Alaska, Hawaii, and Wyoming Democratic Primaries/Caucuses; Louisiana Primaries
April 7:	Wisconsin Primaries
April 28:	Connecticut, Delaware, Maryland, New York, Pennsylvania, and Rhode Island Primaries; Special Election in Maryland's 7th Congressional District
May 2:	Guam Caucus, Kansas Primary
May 5:	Indiana Primaries
May 12:	Nebraska and West Virginia Primaries; Special Elections in Wisconsin's 7th Congressional District and California's 25th Congressional District
May 19:	Kentucky and Oregon Primaries

June 2:	D.C., Montana, New Jersey, New Mexico, and South Dakota Primaries
June 6:	U.S. Virgin Islands Democratic Caucus
July 13–16:	Democratic National Convention in Milwaukee, Wisconsin
August 24–27:	Republican National Convention in Charlotte, North Carolina
September 29:	First Presidential Debate in Notre Dame, Indiana
October 7:	Vice Presidential Debate in Salt Lake City, Utah
October 15:	Second Presidential Debate in Ann Arbor, Michigan
October 22:	Third Presidential Debate in Nashville, Tennessee
November 3:	2020 General Election

In Memoriam

PHILLIP R. SINGLETARY • 1935–2019



Phillip R. Singletary passed away on November 9, 2019. Brother Singletary began his railroad career as a Signal Helper on the Chicago & Northwestern Railway in June 1953. Brother Singletary served Local 39 in the capacities of Recording-Financial Secretary and Local Chairman. Most notably, Brother Singletary served as General Chairman of the Union Pacific Railroad General Committee. In 1997, after 43 years of service with the Union Pacific Railroad, Brother Singletary retired as General Chairman at Clyman, Wisconsin. ■



Early Retirement Plan Increases Maximum

The lifetime maximum benefit for each individual covered under The Railroad Employees National Early Retirement Major Medical Benefit (ERMA) Plan (UnitedHealthcare's Policy GA-46000) is adjusted each year based on the medical cost component of the Consumer Price Index (CPI). As of January 1, 2020, this maximum will increase from \$166,400 to \$171,100.

At the end of 2001, Labor and Management agreed on various procedures to administer the annual changes in the amount of the lifetime maximum benefit under the

ERMA Plan. In conjunction with the formula established in 2001, the new lifetime maximum was calculated for 2020 by utilizing the October 2019 CPI data for Hospital and Related Services and Physician Services.

Additionally, for individuals who have reached the lifetime maximum, the incremental maximum available is applied to eligible expenses submitted for dates of service on or after the effective date of the new maximum. For 2020, this amount will be \$4,700.

This change will apply to all railroads and crafts participating in ERMA. ■

OBITUARIES

IVAN W. ANTILL—retired member of **LOCAL 109**. Brother Antill retired in 1996 after 45 years of service with the Pennsylvania Railroad, Penn Central Transportation Company, and Conrail. Brother Antill was a Signal Maintainer at Hudson, Ohio, at the time of his retirement.

WILLIAM P. BATH—retired member of **LOCAL 228**. Brother Bath retired in 1988 after 36 years of service with the New York, Chicago & St. Louis Railroad and Norfolk & Western Railway. Brother Bath was a Signal Maintainer at Muncie, Indiana, at the time of his retirement. Brother Bath served as Local President, Recording-Financial Secretary, and Local Chairman.

MURRAY G. BENSON—retired member of **LOCAL 35**. Brother Benson retired in 1986 after 42 years of service with Conrail. Brother Benson was a Signal Maintainer at Dunkirk, New York, at the time of his retirement.

GREG M. BERANEK—retired member of **LOCAL 20**. Brother Beranek retired in 2012 after 36 years of service with the Burlington Northern Railroad and BNSF Railway Company. Brother Beranek was a CTC Maintainer at East Dubuque, Illinois, at the time of his retirement.

RONALD "RON" E. BLOWERS—retired member of **LOCAL 21**. Brother Blowers retired in 2005 after 30 years of service with the Kansas City Terminal Railway and BNSF Railway Company. Brother Blowers was a Signalman at Kansas City, Missouri, at the time of his retirement. Brother Blowers is a U.S. Navy Veteran.

P.B. BRADFIELD—retired member of **LOCAL 31**. Brother Bradfield retired in 1984 after 34 years of service with the Western Maryland Railway. Brother Bradfield was a Signal Foreman at Hagerstown, Maryland, at the time of his retirement. Brother Bradfield served as Local Chairman and Vice General Chairman.

JERRY D. COMPSTON—retired member of **LOCAL 10**. Brother Compston retired in 1999 after 40 years of service with the Pennsylvania Railroad, Conrail, and CSX Transportation. Brother Compston was a Signal Inspector at Upper Sandusky, Ohio, at the time of his retirement.

LEO J. DOWD—retired member of **LOCAL 1**. Brother Dowd retired in 1983 after 42 years of service with the Lehigh Valley Railroad and Conrail. Brother Dowd was a Signal Testman at Pittston, Pennsylvania, at the time of his retirement. Brother Dowd served as Local President, Recording-Financial Secretary, and Local Chairman.

JOHN E. DRAKE—retired member of **LOCAL 19**. Brother Drake retired in 2008 after 27 years of service with the Southern Pacific and Union Pacific Railroads. Brother Drake was a Signal Maintainer at Paso Robles, California, at the time of his retirement.

GEORGE E. FUNARO—retired member of **LOCAL 5**. Brother Funaro retired in 2007 after 31 years of service with Amtrak. Brother Funaro was a Signal Maintainer at Clinton, Connecticut, at the time of his retirement. Brother Funaro served as Local Chairman. Brother Funaro is a U.S. Marine Veteran.

ROBERT L. GADDIS—retired member of **LOCAL 71**. Brother Gaddis retired in 2001 after 21 years of service with the Louisville & Nashville Railroad and CSX Transportation. Brother Gaddis was a Signal Foreman on the System, at the time of his retirement.

MARCUS W. GRINNELL—retired member of **LOCAL 77**. Brother Grinnell retired in 1984 after 23 years of service with the Norfolk & Western Railway. Brother Grinnell was a Signalman at Blackstone, Virginia, at the time of his retirement.

EDWARD H. GUSTAFSON—retired member of **LOCAL 154**. Brother Gustafson retired in 1995 after 38 years of service with the Northern Pacific and Burlington Northern Railroads. Brother Gustafson was a Signal Maintainer ABS at Little Falls, Minnesota, at the time of his retirement.

DAVID G. HALLERAN—retired member of **LOCAL 19**. Brother Halleran retired in 1986 after 39 years of service with the Long Island Rail Road, Atchison, Topeka & Santa Fe Railway, and Western Pacific and Southern Pacific Railroads. Brother Halleran was a Signalman at Burbank, California, at the time of his retirement. Brother Halleran served as Local Trustee.

B.R. HARRISON—retired member of **LOCAL 178**. Brother Harrison retired in 1997 after 31 years of service with the Louisville & Nashville Railroad and CSX Transportation. Brother Harrison was a Signal Foreman on the System, at the time of his retirement.

DONALD L. HAYWOOD—retired member of **LOCAL 77**. Brother Haywood retired in 2006 after 37 years of service with the Norfolk & Western and Norfolk Southern Railways. Brother Haywood was a Signal Testman at Lynchburg, Virginia, at the time of his retirement.

GARY A. HEILBRUN—retired member of **LOCAL 119**. Brother Heilbrun retired in 2013 after 37 years of service with the Burlington Northern Railroad and BNSF Railway Company. Brother Heilbrun was a Signal Inspector at Broken Bow, Nebraska, at the time of his retirement.

ROBERT A. HORD—retired member of **LOCAL 10**. Brother Hord retired in 1987 after 41 years of service with the Erie Railroad and Conrail. Brother Hord was a Signal Maintainer at Kenton, Ohio, at the time of his retirement.

CHARLES Y. JACKSON—retired member of **LOCAL 20**. Brother Jackson retired in 1985 after 37 years of service with the Long Island Rail Road and Burlington Northern Railroad. Brother Jackson was a Signal Inspector at Galesburg, Illinois, at the time of his retirement. Brother Jackson served as Local Chairman.

MELVIN J. KUKICH—retired member of **LOCAL 40**. Brother Kukich retired in 2001 after 41 years of service with the Pennsylvania Railroad, Penn Central Transportation Company, Conrail, and Norfolk Southern Railway. Brother Kukich was a Maintainer C&S at Latrobe, Pennsylvania, at the time of his retirement. Brother Kukich served as Recording-Financial Secretary.

JOE LARA—retired member of **LOCAL 206**. Brother Lara retired in 1993 after 28 years of service with the Houston Belt and Terminal Railway. Brother Lara was a Signal Inspector at Houston, Texas, at the time of his retirement.

G.A. LOMBARD—retired member of **LOCAL 206**. Brother Lombard retired in 2003 after 30 years of service with the Southern Pacific and Union Pacific Railroads. Brother Lombard was a Communications Tech at Laredo, Texas, at the time of his retirement.

JOHN E. MARROTTE—retired member of **LOCAL 222**. Brother Marrotte retired in 1990 after 39 years of service with the Boston & Maine Railroad. Brother Marrotte was a Signal Maintainer at White River Junction, Virginia, at the time of his retirement.

EDDY L. McDOWELL—retired member of **LOCAL 71**. Brother McDowell retired in 2016 after 40 years of service with CSX Transportation. Brother McDowell was a Signalman at Motel Line of Road, at the time of his retirement.

GENE D. MITCHELL—retired member of **LOCAL 155**. Brother Mitchell retired in 1992 after 44 years of service with the Union Pacific Railroad. Brother Mitchell was an Interlocking Repairman at Hinkle, Oregon, at the time of his retirement.

JAMES C. MITCHELL—retired member of **LOCAL 172**. Brother Mitchell retired in 2011 after 31 years of service with the Atchison, Topeka & Santa Fe Railway and BNSF Railway Company. Brother Mitchell was a Signal Inspector at Flagstaff, Arizona, at the time of his retirement. Brother Mitchell served as Local President.

TERRY L. MULLER—retired member of **LOCAL 121**. Brother Muller retired in 2002 after 23 years of service with the Fort Worth and Denver Railway, Burlington Northern Railroad, and BNSF Railway Company. Brother Muller was a Signalman at Fort Worth, Texas, at the time of his retirement.

TOM L. NELSON—retired member of **LOCAL 52**. Brother Nelson retired in 2003 after 39 years of service with the Pennsylvania Railroad, Penn Central Transportation Company, Conrail, and CSX Transportation. Brother Nelson was a Signal Inspector at Anderson, Indiana, at the time of his retirement. Brother Nelson served as Local Chairman.

THOMAS O. NEWBERRY—retired member of **LOCAL 97**. Brother Newberry retired in 2011 after 35 years of service with the Elgin, Joliet, and Eastern Railway and Illinois Central Railroad. Brother Newberry was a Signal Maintainer at Griffith, Indiana, at the time of his retirement. Brother Newberry served as Recording-Financial Secretary.

LAWRENCE J. PERUSKI—retired member of **LOCAL 123**. Brother Peruski retired in 1986 after 38 years of service with the Chesapeake & Ohio Railway. Brother Peruski was a Lead Signalman at Detroit, Michigan, at the time of his retirement.

JAMES A. PRINKEY—retired member of **LOCAL 237**. Brother Prinkey retired in 1993 after 32 years of service with the Wheeling & Lake Erie Railroad. Brother Prinkey was a Track Foreman at Pittsburgh, Pennsylvania, at the time of his retirement.

VERN J. REOPELLE—retired member of **LOCAL 154**. Brother Reopelle retired in 2002 after 34 years of service with the Great Northern Railroad and BNSF Railway Company. Brother Reopelle was a CTC Maintainer at Minot, North Dakota, at the time of his retirement. Brother Reopelle served as Local Trustee.

CARL F. SCHROEDER—retired member of **LOCAL 206**. Brother Schroeder retired in 1998 after 28 years of service with the Missouri Pacific and Union Pacific Railroads. Brother Schroeder was a Communications Technician at Laredo, Texas, at the time of his retirement.

JOHN F. STONER—retired member of **LOCAL 1**. Brother Stoner retired in 1999 after 42 years of service with the Pennsylvania Railroad, Penn Central Transportation Company, Conrail, and Norfolk Southern Railway. Brother Stoner was a Signal Inspector at Rutherford, Pennsylvania, at the time of his retirement. Brother Stoner served as Local Trustee.

GARY E. STOWERS—retired member of **LOCAL 136**. Brother Stowers retired in 2010 after 30 years of service with the Chesapeake & Ohio Railway and CSX Transportation. Brother Stowers was a Signal Maintainer at Danville, West Virginia, at the time of his retirement.

continued on page 25

Prevention of Repetitive Motion Injuries

One of the most common injuries is a repetitive motion injury



Individuals whose jobs require repetitive motion or people who exercise frequently are particularly at risk. The two most common types of repetitive injuries are tendinitis and bursitis. They are difficult to distinguish from each other when diagnosing as they can occur at the same time and have similar symptoms.

What is tendinitis and bursitis?

Tendinitis and bursitis are two of the most common examples of repetitive motion injuries. Their symptoms are very similar and usually difficult to differentiate:

- **Tendinitis** — Inflammation or irritation to the thick fibrous cord that connects muscle to the bone known as a tendon. Generally, the areas most affected by tendinitis are the tendons around your shoulders, wrists, elbows, knees, and heels.
- **Bursitis** — Inflammation of a small pouch or sac (bursa) whose purpose is to cushion against friction that can occur between the tendon and bone.

What can I do if I am already experiencing symptoms of one these repetitive motion injuries?

- **Pain in a limb, joint, or tendon**
 - Avoid placing stress on these areas for prolonged time periods. Stop and rest that particular tendon area as much as you can until the pain subsides.
 - Apply ice to the painful area for up to 20 minutes, a few times per day.
- **Tenderness and/or swelling**
 - If an area remains tender or swollen, apply a wrap or compressive bandage to the area until the swelling subsides.
 - If it is your knee that is affected, raise your leg above the level of your heart to help reduce the swelling.

What are some preventative measures I can take to lower my risk for developing these injuries?

Prevention of tendinitis and bursitis is pretty similar. Take the following measures to help reduce your risk of developing these types of injuries:

- **Take it easy** — Avoid activities that excessively stress your tendons.

- **Change it up** — If you are experiencing pain when you do any activity or exercise, try switching up your routine. Not stressing the same area over and over again will help alleviate the risk of persistent pain in one particular area.
- **Develop better technique** — You could be doing something incorrectly or with a flawed technique, creating pain and discomfort in your tendon or bursa. If it is happening because of an exercise routine, speak to a professional trainer who can instruct you on proper technique.
- **Make sure you stretch** — Stretching is a good idea, not only for exercising but in the work place as well. Stretching helps increase the range of motion in your joints and can lessen the effects of repetitive injury on tight tissues.
- **Practice proper workplace ergonomics** — Your work area may be contributing to your issues. If possible, have an assessment done on your workspace, including desk, chair, desktop, and keyboard. The proper workplace ergonomics may help keep your joints and tendons better protected.
- **Strengthen your muscles** — Include muscle strengthening into your exercise program, as stronger muscles can better handle the stress and load placed on them daily.

When should I seek medical attention?

Consider making an appointment to see your doctor if you experience any of the following:

- Pain associated with the movement of any extremity.
- Tenderness associated with a joint or tendon that does not go away.
- Persistent redness or increased warmth over any joint area.
- Sensitivity to pressure on a particular joint area.
- Pain is severe enough that you are unable to sleep or it wakes you from your sleep.
- Difficulty performing daily activities, such as brushing your teeth, typing on a keyboard, carrying groceries, or taking a shower. ■

OBITUARIES

continued from page 23

RICHARD J. SZPRYGADA—retired member of **LOCAL 225**. Brother Szprygada retired in 1989 after 45 years of service with the New York Central Railroad, Penn Central Transportation Company, and Conrail. Brother Szprygada was a Signal Maintainer at Buffalo, New York, at the time of his retirement. Brother Szprygada served as Local President, Recording-Financial Secretary, Local Chairman, and Assistant General Chairman.

GARY G. TESTER—retired member of **LOCAL 21**. Brother Tester retired in 2016 after 24 years of service with the BNSF Railway Company and Kansas City Terminal Railway. Brother Tester was a Signal Foreman at Kansas City, Missouri, at the time of his retirement. Brother Tester served as Local Trustee.

ARGLE B. TINGLER, JR.—retired member of **LOCAL 136**. Brother Tingler retired in 1994 after 20 years of service with the Chesapeake & Ohio Railway, Baltimore & Ohio Railroad, and CSX Transportation. Brother Tingler was a Signaller at Huntington, West Virginia, at the time of his retirement.

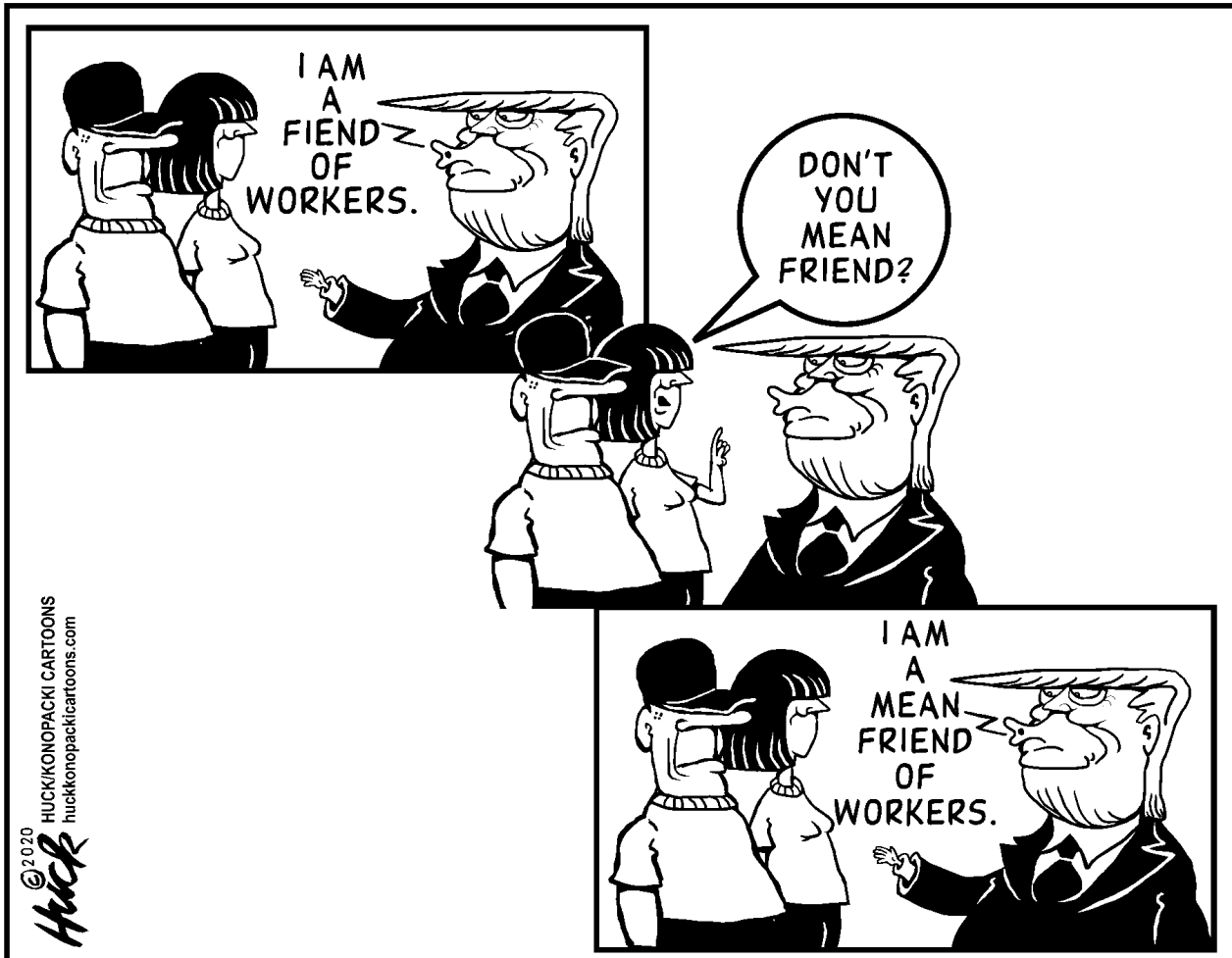
HAROLD J. WHITE—retired member of **LOCAL 18**. Brother White retired in 1993 after 43 years of service with the Penn Central Transportation Company, Conrail, and Amtrak. Brother White was a Signal Maintainer at Paoli, Pennsylvania, at the time of his retirement. Brother White is a U.S. Army Veteran.

JAMES A. WILSON—retired member of **LOCAL 126**. Brother Wilson retired in 2008 after 40 years of service with the Southern Pacific and Union Pacific Railroads. Brother Wilson was a Signal Maintainer at Benson, Arizona, at the time of his retirement.

EDITOR'S NOTE:

Please notify Grand Lodge of the passing of BRS members.

email: membership@brs.org



BRS DESIGNATED COUNSEL

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

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.

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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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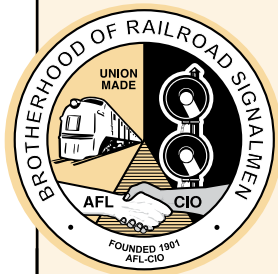
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Continuous Membership



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.

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	
JL Mattingly	71	EP Taylor	141	EJ Jones	123	RS Stryker	8
40 YEARS OF SERVICE		TL Cox	234	MR Flynn	129	DE Ellis	18
RF Westrate	14	30 YEARS OF SERVICE		PM Hannigan	129	RS Maciocha	18
WD Hancock	55	CC Huynh	5	SB Law	141	J Newman	18
AL Wolford	77	J Luu	5	BW Cushing	154	CP St John	18
VE King	99	TK Nguyen	5	KA Haugen	154	SA Tiberi	18
LL Kent	119	SW Taylor	16	RW Coonce	156	GD Magnison	20
SL Sodek	121	HA Wendell	16	R Ringwald	206	DL Benjamin	48
MA McComas	136	CM Kimball	19	JA Mercil	226	JW Barker	55
DR Shreffler	183	LK Johnson	24	R Cenkus, Jr.	228	SJ Cirone	56
RT Masters	198	ML DeLaRosa	94	MS Scott	228	CF Fehrenbach	56
RS Rankin	228	N Augustin	102	DS Greenwood	229	NM Haluza	56
35 YEARS OF SERVICE		JJ Costello	102	BD Steeno	239	AR Inganamorte	56
DL Marsee	16	E Gonzalez	102	25 YEARS OF SERVICE		AR Kissmer	56
TL Jordan	31	KJ Kovaleski	102	JF Barry	5	RA Sole	56
JH Smith	65	DJ Lenox, II	102	DJ Pereira	5	R Verspoor	56
TL Giltner	72	PJ Lynn	102	LJ Alworth	8	LR Faust	68
PR Smith	72	MM Cathey	110	CP Frederick	8	BA Wilkinson	68
JA Clubbs	77	DW Layne	110	RL Jepsen	8	MW Alford	72
CP Mitchell	110	RL Layne	110	MP Miller	8	MJ Erhart	87
MJ McCabe	120	JL Anderson	111	MW Paulsen	8	JT Montiel	92
AB Lieto	123	RJ Parker	111	MH Schaefer	8	JL McGonigal	93
EM Jessen	141	JM Malatesta	120	GA Smith	8	GL Balko	106
						JA McLeod	106



Continuous Service lapel pins are presented to members every five years, beginning with their 25th year of membership.

25 YEARS OF SERVICE

LI Troy, Jr. 106
HC Sherod 114
CD Allen 119
MD Anthony 119
TL Kavanagh 119
PN Byrd 121

25 YEARS OF SERVICE

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JM Hiller 123
JB Patterson 141
JC Rogoski, Jr. 141
JA Alvarez, Sr. 153
ST Wyrick 161



25 YEARS OF SERVICE


KL Barnes 179
G D'Amore 183
MS Musgrave 183
LF Gravitt 188
JW Hayes 206
J Rios 206



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Cap (black w/colorlight on brim)		18.00	
Cap (black w/BRS on brim)		14.00	
Cap (black)		11.00	
Cap (blue)		11.00	
Cap (gray)		11.00	
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Cap (brown diamond plate)		18.00	

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Golf Shirt (navy w/logo)								37.50	
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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.

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.

- 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.)

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

MEETING PHOTOS



Local 123 Meeting Lansing, Michigan



MEETING PHOTOS



BRS GRAND BOARD OF TRUSTEE CHAIRMAN MIKE OWENS' RETIREMENT



MEETING PHOTOS



Local 62 Meeting Putnam, Connecticut



PHOTO CONTEST

WINNERS FOR 1st Quarter 2020



Construction signal crew installs a new cantilever signal at CP Hadley, in Fort Wayne, Indiana, on the Lake Rail Road Division.

Pictured are JP DeVille on the tag line, while Jimmy Spears and Brian Jagiel bolt the cantilever together — both Signalmen are Members of Local 228.

Also pictured are Lead Signalman and Local 228 First Vice President John Treadway along with Local 228 Foreman Danny Kidd.

Photo submitted by Local Chairman Herb Denney of Local 228.

PHOTO CONTEST

WINNERS FOR 1st Quarter 2020

Local 84 Members working on the Hoboken New Jersey Terminal for the New Jersey Rail Transit Authority.

Photo submitted by Local 84 Member Matt Mascolo.



Signalmen Scott Rath and Dave Vollmer, both Members of Local 56, reinstall signal cables after two 124-year old bridges were replaced on the Long Island Rail Road in East Hampton, New York.

Photo submitted by Local 56 Member Robert Perrino.



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