



THE SIGNALMAN'S JOURNAL

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1st Quarter 2010



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FEATURES:



Roadway Worker Protection SAVES LIVES..... 6
 As the railroads push for increased productivity, our safety and the safety of our fellow workers cannot be compromised. Full compliance with the RWP regulations is mandatory under Federal law and employees and employers can be held liable for violation of the RWP regulations.

AFL-CIO Union Veterans Council..... 8
 The UVC promotes access to good jobs, quality healthcare, and is an advocate for Union veterans. The BRS is proud to serve on the Governing Board of this council.

The Only Acceptable Number is Zero — Joseph C. Szabo 9
 National Train Day..... 10
 FRA Fills Key Rail Safety Position 12
 Workers Memorial Day — April 28 13
 Union Plus Donations for Haiti Earthquake Relief 13
 Alcohol and Drug Testing Rates..... 16
 Workplace Injury and Illness Data 17
 AFL-CIO — Do Not Buy List 17
 Distracted Driving a Factor in Railroad Crossing Crashes 18
 Extended Unemployment Insurance Benefits..... 19
 Did You Know? 19
 UnitedHealthCare — Retirement Made Easy!..... 20
 2010 Railroad Retirement and Unemployment Insurance Taxes..... 21
 AFL-CIO — Do Buy List..... 25
 Member Photos — Amanda Mason Graduates from Harvard..... 31
 Cesareo Alvarez, Jr., Accepted to Harvard 31
 Photo Highlights from Local 236 Meeting..... 32
 BRS 50th Regular Convention 32
 RRB to Mark 75th Anniversary this Year 33
 Photo Highlights from Local 77 Meeting 36
 Photo Highlights from Local 89 Meeting 36
 Photo Highlights from Local 94 Meeting 37
 Photo Highlights from Local 18 Meeting 38
 Photo Highlights from NCCC National Negotiations 39
 Golden Shoes Championship 39

DEPARTMENTS:

From the President..... 2
 From the Secretary-Treasurer 4
 Washington Report 14
 Railroad Retirement Questions & Answers 22
 Designated Legal Counsel 24
 Benefits Directory 27
 Obituaries 28
 Continuous Membership 30
 Signalman's Store..... 34
 Photo Contest Winners for First Quarter 2010 40



COVER: Cut Bank, Montana signal crew installing a new crossing in Kevin, Montana. **PICTURED:** Signalman Leonard Fugle, Foreman Ed Boschee, and Assistant Signalman Rich Dill, all members of Local 87. Photo submitted by Scott Marksbury — Signal Inspector Local 87, BNSF.





The Beatings Will Continue Until Moral Improves

I enjoyed a cartoon that someone in our office clipped out of a newspaper and placed in the kitchen at Grand Lodge. It showed a newlywed husband in the receiving line engaged in conversation with a person who appeared to be an older married gentleman. It read, "Forget everything you've ever heard about being innocent until proven guilty." I laughed.

However, that cartoon made me think about the railroad culture that we have endured for decades. I say "endured" because working for the railroad reminds me of the quip, "the beatings will continue until moral improves." The railroad culture has always been punitive, and this punitive culture is even harsher now than it was when I went to work some 40+ years ago. Punishment, which is often overly severe, is a primary facet of the railroad industry's safety program.

Over my many years as a union officer, I have attended numerous meetings with the carriers regarding rail safety. Almost without exception, at each one of those meetings, a railroad officer brings up the need to change the railroads' *safety culture*. Generally, these individuals are talking directly about employee safety culture, while simultaneously blaming the employee for not abiding by all of the safety rules.

Has anyone looked at the safety rulebooks lately? These books are measured in pounds instead of pages; and, generally, there are multiple volumes of rules and instructions that employees are required to be well-versed in. When I went to work, my rulebook could fit in my hip pocket with room left over for my nine-inch Klein® pliers. Today, rules and instruction books are kept in large multi-ring binders, and these books are hundreds of pages in length.

This does not even take into account the hundreds of pages of "General Orders" employees are responsible for "reviewing" daily before they go to work. I point out that the railroads are careful to make employees responsible to "review" these orders daily. This makes the employee responsible for knowing what is contained in the orders daily, without compelling the employee to waste a lot of time reading the orders every day. If something goes wrong, you can be certain there is a rule, instruction, or general order that will prove useful for the carrier at the investigation. The rules have turned into a shield for the carriers, not a way to promote rail safety.

I will admit that a safe work environment requires rules, but the answers we seek today, to provide a hazard-free

work environment, will not be found in pounds and pounds of paper.

Take the employee who dares to turn in an injury; these accidents almost always involve an alleged rule violation and subsequent investigation. If you suffer an accident and injury today, there is virtually always a "reenactment." The stated purpose of this so-called reenactment is to prevent similar events in the future. That is an outright lie; the true purpose is to place blame with the focus of placing that blame primarily on the injured employee. In the absence of employee fault, the carrier will seek to blame the injured employee's coworkers. Never does the company find fault with itself or railroad policy. This exercise is really about shielding the railroad from liability. The reenactment is never about the employee's well-being, correcting an unsafe work practice, or addressing an unsafe work environment.

The next order of business is the investigation. This is not a forum in which to expect fairness; innocent until proven guilty does not apply. The investigation is only a formality used by the carrier to document the event and to provide an avenue to justify the assessment of discipline, which ranges from lesser forms of punishment all the way to dismissal. From my experience, whatever the outcome, the punishment handed down to the employee is usually overly harsh for the alleged infraction.

The purpose of the reenactment and the investigation is two-fold. First, the railroad is determined to blame the employee, or at least a coworker, and absolve the railroad itself of any fault or mistake. Second, the alienation and punishment of an employee for reporting an accident and injury sends a clear message to all workers that the reporting of accidents and injuries is unacceptable.

Officially, the railroads tell you to report all accidents, but their actions tell an entirely different story. How many times have you heard, "all injuries are preventable, no injury is acceptable," or some variation thereof? Notice that this rhetoric eliminates the term "accident." The railroads have banned the term "accident" from the industry's

vocabulary because, by definition, “accident” acknowledges that something unexpected can occur. The term “injury” does not allow for the unexpected. While many accidents may be preventable, reducing injuries cannot be founded on simply reducing the number of injury reports.

Because the railroads’ safety performance is measured in injury ratios, there is tremendous pressure on managers and employees to keep injury numbers down. However, masking safety problems and hiding the hazardous realities may improve injury ratios, but it does so at the expense of a safer workplace.

The punitive safety culture negatively motivates employees to cover up minor and even more serious accidents, incidents, and injuries. Underreporting of accidents and incidents gives a false indication that the work environment is safer than the reality; as such, artificially-inflated safety statistics are an unreliable indicator of overall workplace safety. Additionally, the punitive culture perpetuates the worker code where “we must stick together because it is us (workers) against them (management).” In this unwritten code, if rail workers have a choice, they never report rule infractions or unsafe incidents for fear of discipline of themselves or their coworkers.

It does not have to be this way. The railroads can change this punitive culture. The railroads can make the environment safer if they choose, but the first step is for the railroads to admit that the old methods, of beating workers into submission, do little to improve safety. Because employees are fearful, the punitive nature of the railroads’ safety programs do, however, encourage employees to hide all infractions that do not require an immediate trip to seek medical attention. The carriers must also admit that exploiting employees by understaffing and establishing excessive work schedules effectively sanctions rule infractions and encourages workers to take shortcuts.

There is an alternative culture that has a proven record of accomplishment and is the opposite of the punitive culture that we all hate. It’s called “Just Culture,” and it’s been an integral part of the airlines safety culture for many years, and it works. “Just Culture” is a safety culture that fosters openness and encourages people to report safety concerns as a part of a continuous improvement process. An integral part of “Just Culture” is generally non-punitive; only egregious willful rule violations result in discipline. Employees are encouraged, and even rewarded, for reporting safety-related issues.

A “Just Culture” supports learning from unsafe acts, but it is also much more; it is a proactive (instead of reactive) approach to safety. A “Just Culture” refers to a way of

thinking that promotes safety by encouraging employee participation and allowing employees to become an integral part of promoting safety and changing processes for themselves and their coworkers. This program fosters both personal accountability and corporate self-regulation in safety matters in an atmosphere that embraces changes and suggestions that improve workplace safety. But to work, “Just Culture” requires commitment from management to recognize that human error is inevitable, and that it is necessary to develop processes and procedures that mitigate the human error element.

Incidents, close calls, and even injury accidents that occur under the “Just Culture” program are looked at as opportunities to find answers. The investigation is a tool that encourages honesty and openness with the primary goal of preventing future hazardous events. In a “Just Culture,” rule violations are identified not to place blame but to answer the question: “What is wrong with a process that puts an employee in a position to believe that ignoring a rule was necessary to get the job done?” The answer to that question is then addressed proactively as a cause or contributing factor.

We can never learn from mistakes if we hide the issues. There are many lessons to be learned if we can identify the problems, and from this knowledge, we can avoid more serious and even catastrophic events. In order to learn from mistakes, the industry must recognize that human error can never be eliminated, only moderated. While this does not fit well with the carriers’ “all injuries are preventable” rhetoric, to identify and correct the real safety issues, the industry must embrace a culture change that starts at the top, and this includes getting rid of the rhetoric, getting rid of the punitive (non-)safety culture, and getting down to the business of creating a safe work environment.

The alternative is to continue with the beatings, and do our best to hide mistakes so the beatings will be less severe. Sadly, this dysfunctional and punitive safety culture is working rather well for the carriers; it is just not working for the employees. In the last 20 months, six signalmen have died on the job from striking events, and many others injured, some reported and some not. I do not know how much longer we can afford to wait.

In Solidarity,



W. Dan Pickett
BRS International President



What Would it Take to Change?

We sometimes get a comment, email, or phone call from a member complaining about the political views expressed by BRS leadership in our commentaries. One member asked, “What would it take to change your politics?” While the question could be broadly interpreted, I assume the member wanted to know why we opposed the right-wing agenda and endorse the views on the Left.

I am sure this member is not alone, and others have wondered the same thing and just not asked. My question to those members is what politics would you have us adopt? The voice on the Right is represented by entertainers like Glenn Beck and Rush Limbaugh, along with political figures such as Senate minority leader Mitch McConnell and former vice presidential candidate Sarah Palin, with groups like the Tea Party becoming the new public voice of this group of thinkers.

The basic platform of many of these voices goes back to the days before the progressive movement of the early twentieth century, before progressive income taxes, before social programs, and before the modern labor movement. Those who decry America’s progressive movement, fail to tell the whole story. Those glory days were not so glorious for most Americans. These voices who are leading the call to take us back are not workers themselves who will face the devastating results of the changes they propose. Instead of Social Security and Medicare being the minimum for all retirees, they term them expensive entitlements that we cannot afford any longer. Instead of the defined benefit pension plans, they say workers need to depend on 401(k) plans that are provided at the whim of the employer and rely on the ups and downs of greed driven stock markets.

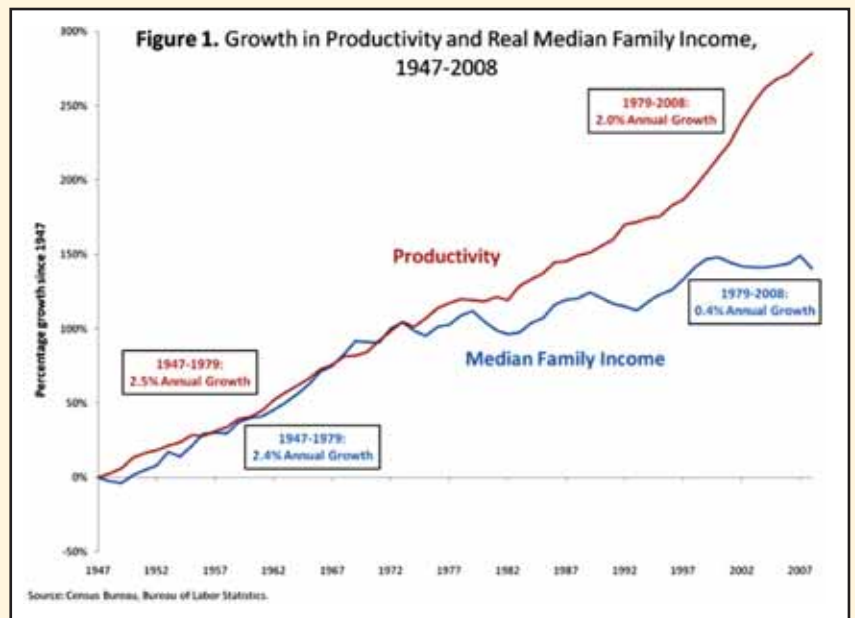
Social Security, Medicare, and the defined benefit pension were the great-

est contributors to raising America’s senior citizens out of poverty. The poverty rate for senior citizens in the U.S. decreased dramatically during the twentieth century. In the last fifty years the official poverty rate of those aged

65 and above fell from 35 percent to 10 percent. Do we want to go back to the days when more than a third of all seniors fell into poverty? Remember, Railroad Retirement is a pay as you go government program with many similarities to Social Security, and don’t believe for a minute they would not come after your “entitlement program.”

Those who blame unions and progressives want to move us back to the days of the “Gilded Age”, when the wealthy few lorded over the poor working class. They represent the problems workers face as being the fault of unions and union contracts. It was not their ideas

The modern progressive movement, labor unions, and social programs are the life blood of America’s middle-class.



that gave us a middle-class that is the envy of the world. The modern progressive movement, labor unions, and social programs are the life blood of America's middle-class. Even nonunion workers benefit from the gains of unions.

Listen to what one of those voices, Glenn Beck, says about labor unions, "Why don't we make things in American anymore? Because of the labor unions."
— 1/31/2010, Glenn Beck Show. The lie they tell is that organized labor is to blame for the demise of middle-class earnings. The opposite is true, as we move away from a progressive agenda and unions decline, middle-class wages don't keep pace with improved profits and productivity. The chart from the Annual Report of the White House Task Force on the Middle-Class shows that, since 1979, the growth of family income has become increasingly disconnected from the broader growth of output and productivity. While productivity has continued to grow, middle-class families are no longer getting their share of that growth. So who is benefiting from this if not the middle or lower-income families? The increase in income inequality suggests that much of it goes to the top one percent of households. In 2007, the most recent year of available data, over 23 percent of income was held by the top 1 percent, the highest level of income concentration since 1928.

So does that mean I agree with the White House or all Democrats on all issues? No. For example, the current plan by Senate Democrats and the President to tax health-care benefits is the wrong approach to our healthcare problems. While taxing healthcare plans is wrong, so is the Republican support for the current greed-driven market based system we currently have for delivering healthcare.

I am not in lock step with any one person or party,

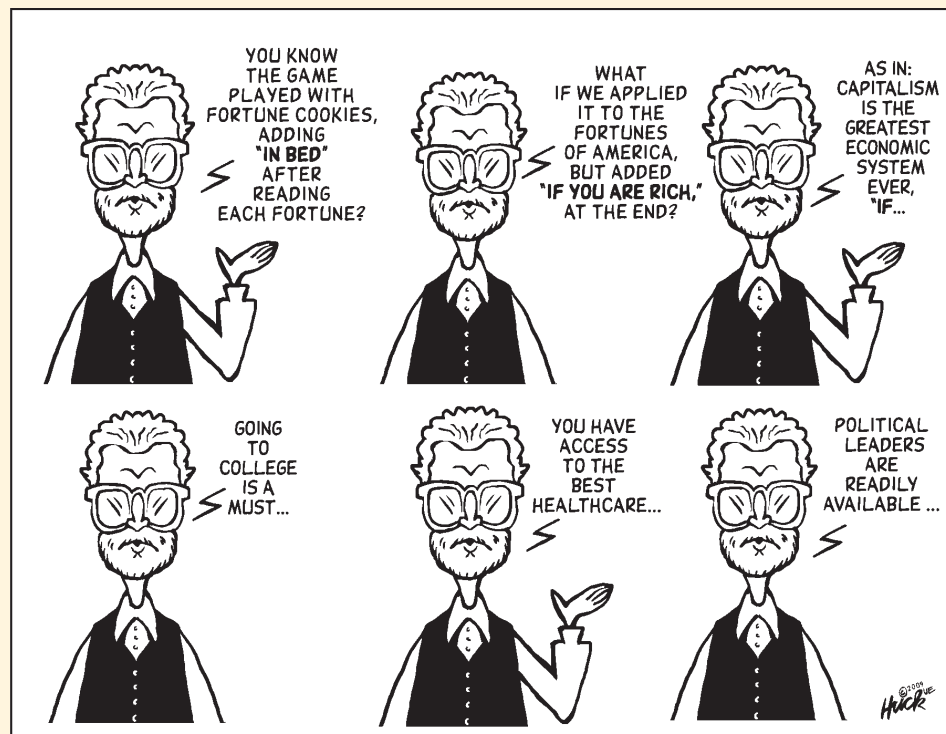
but I am in lock step with those elected officials who believe in social justice and support workers' issues. For workers, I think we can look at all the issues Americans face and agree on the core worker issues, while we differ on other issues. Social justice, worker rights, economic and retirement security for workers, and the right to a safe workplace are a few of the core issues I hope we can all agree on.

I will continue to look at political figures through those core issues. The test is not do we agree on all issues, the test for me is does the person or party move us toward those core issues or do they move us away from them.

Do you know what it would take to change my politics? It is simple, fight for our core issues and you have my support.

Fraternally yours,

Walt A. Barrows
BRS International Secretary-Treasurer



ROADWAY WORKER PROTECTION SAVES LIVES

The Roadway Worker Protection (RWP) regulation (Subpart C of 49 CFR part 214) has proven to be an effective instrument for reducing roadway worker fatalities. Since the regulation became effective in 1997, roadway worker fatalities have declined significantly. While the RWP regulation clearly has made positive impact, your constant awareness while working as a roadway worker is what ultimately makes this regulation a success. Even though the number of roadway worker fatalities has decreased, there are still too many that may have been prevented had another method of on-track safety been applied.

The sole purpose of the RWP regulation is to, “prevent accidents and casualties caused by moving railroad cars, locomotives, or roadway maintenance machines striking roadway workers or roadway maintenance machines.” (See 49 CFR 214.301(a)) This regulation exists solely to protect and preserve the lives of roadway workers. On-track safety is defined as “a state of freedom from the danger of being struck by a moving railroad train or other railroad equipment, provided by operating and safety rules that govern track occupancy by personnel, trains, and on-track equipment.” (See 49 CFR 214.7, Definitions) Unfortunately, this “state of freedom from the danger of being struck by a moving train or equipment” has been less than absolute. Although the RWP regulations have considerably reduced on-track fatalities, these fatalities continue to occur.

While there are several ways of obtaining on-track safety, the BRS strongly urges you to obtain exclusive track occupancy when performing your work. As you know, one of the more commonly used forms of protection is watchman/lookout protection. Watchmen/lookout protection is currently recognized as a legal method for providing on-track safety under the RWP regulations; the provisions for train approach warning provided by watchman/lookouts are found in §214.329 of the Federal RWP regulations. Under watchman/lookout protection, trains have the authority to move along the track; therefore, roadway worker groups operating under train approach warning do not “own” the track, and trains are not with-

held from entering work areas. As a result, watchman/lookout protection is not considered a form of “positive protection” because the train’s authority to enter or pass through a work area is not withheld by order of the train dispatcher or control operator. Although watchman/lookout protection and individual train detection (ITD) are recognized as legal methods for providing on-track safety under the RWP regulations, watchman/lookout protection and ITD do not establish “working limits.” ITD is defined as, “...a procedure by which a lone worker acquires on-track safety by seeing approaching trains and leaving the track before they arrive and which may be used only under circumstances strictly defined in this part.” Exclusive track occupancy (i.e. work limits) saves lives and should be utilized for the vast majority of work when you are on or about the track, whether it is minor inspection/correction work or large scale maintenance and repair. For this reason, the BRS encourages its members to always favor using established working limits (exclusive track occupancy) to protect themselves while the track is being occupied or fouled.

Compliance with the RWP regulations is mandatory under Federal law, and employees and employers can be held individually liable and subject to civil penalties for violation of the RWP regulations. Most importantly, full compliance is the means to achieve zero roadway worker fatalities and end the cycle of death and serious injury. During 2003–2004, there were no roadway worker fatalities for a period of almost 18 months; therefore, we know that zero fatalities is achievable. Productivity can never be allowed to take precedence over on-track safety! It is a known fact that the railroads are continually pushing for more production, often at the expense of safety. Shortages in manpower, tools, equipment, and track time are not the responsibility of roadway workers, and we cannot allow these factors to influence our level of on-track safety protection. Remember, full compliance saves lives.

In 2008, there were seven roadway worker fatalities nationwide; in 2009, there were five. To illustrate this point, the following is a brief summary of the five roadway worker fatalities, which occurred in 2009:

*Productivity
can never be
allowed to take
precedence over
on-track safety!*

- **January 9, 2009 (Metro-North):** A two-person signal gang was working at an interlocking, lubricating a switch while using watchman/lookout for on-track protection. One of the maintainers was struck and killed by a passenger train.
- **January 23, 2009 (BNSF):** A three-person BMWED gang was using power tools while spiking on a curve under watchman/lookout protection. A train traveling on the track they were spiking struck one of the members, resulting in a fatality.
- **September 23, 2009 (BNSF):** A signal maintainer was struck and killed by a train while working alone (lone worker) performing a test on a track circuit.
- **November 5, 2009 (SEPTA):** A BMWED track inspector was struck and killed by a commuter train while conducting a walking track inspection under watchman/lookout protection.
- **November 6, 2009 (UPRR):** A BMWED member was struck and killed under watchman/lookout protection during maintenance activities being performed on a switch component.

These statistics tell us that four of the five roadway worker fatalities which occurred during 2009, happened under watchman/lookout protection. The third RWP fatality occurred under ITD protection. What is readily apparent is that 100 percent of the 2009 fatalities happened in the absence of exclusive track occupancy. Additionally, of the 15 train strike fatalities that have occurred since 2007, an unbelievable 67 percent occurred under watchman/lookout protection or ITD.

Additionally, these statistics tell us that both watchman/lookout protection and ITD protection are inferior means of providing on-track safety, especially for the track being occupied and worked. These

statistics tell us that working limits should be established every time you are out on a live track, particularly on the main line. Working limits can be established on controlled tracks under the provisions of §214.321 Exclusive Track Occupancy, §214.323 Foul Time, or §214.325 Train Coordination. The BRS asks each and every member to insist on working limits to protect the track you are working on while performing your duties. As roadway workers, we all know that working limits provide “positive protection,” which is far superior to watchman/lookout protection and ITD, under which trains are not withheld by order of the dispatcher or control operator.

Each day you make important safety decisions when you are performing work that requires you to be on or about the tracks. However, of all the safety-critical decisions you make, nothing is more important than those you make relating to on-track safety protection. You cannot leave on-track safety up to the railroads. You must watch out for one another, and insist on full compliance with roadway worker protection every hour of every day, when you are out on the track. ■

HELP WANTED Grand Lodge Representative

The Brotherhood of Railroad Signalmen Grand Executive Council is accepting resumés for the purpose of appointing a new Grand Lodge Representative. Due to the pending retirement of two BRS officers, there is a possibility of two representative positions in the near future.

Title: Grand Lodge Representative.

Location: Grand Lodge Headquarters in Front Royal, Virginia.

Duties: International President W. Dan Pickett will assign duties, and duties may vary.

Qualifications: Only active BRS members are eligible for appointment to this position.

Computer skills (including experience with MS Office suite) are a plus.

Union activism is a fundamental quality.

The successful candidate will be detail oriented and have strong writing, communications, and organizational skills.

Currently, the role of this position is primarily involved in the preparation of submissions for grievance resolution and other labor/employee related functions.

Interested candidates should email their resumé to wdp@brs.org or mail it to the address below:



W. Dan Pickett
International President
Brotherhood of
Railroad Signalmen
917 Shenandoah
Shores Road
Front Royal, Va. 22630

Union Veterans Council — Proud to Serve

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 for the needs of military veterans by influencing public policy to improve the quality of life for U.S. veterans and their families.

In 2009, an organizational planning committee met to develop a constitution, by-laws, staff resources, and the governance structure, to make the Union Veterans Council a permanent organization of the AFL-CIO. The UVC will advocate for the 2.1 million or 14% of all union members who are veterans of military service, day-in and day-out, year-in and year-out, and not just prior to election cycles.

The first year of full operations from the AFL-CIO Union Veterans began in January 2010, and the BRS is proud to announce that it is serving our members on the Governing Board of this Council. The UVC work plan is as follows:

ACCESS TO GOOD JOBS

- ★ **Protect and expand veterans preference and educate union members about it.**
- ★ **Protect re-employment rights.**
- ★ **Protect and expand training programs.**
 - Helmets to Hardhats.
 - Troops to Teachers.
- ★ **Promote similar programs for other occupations, e.g.**
 - Medics to physician assistants.
 - Flight mechanics to airline machinists.
- ★ **Protect jobs at the Department of Veteran Affairs.**
 - Veterans should be hired to convert DVA disability records to a paperless operation.
 - 8 categories of DVA workers are prevented from using the grievance procedures.
 - Physician assistants should have a full-time representative in the DVA.
- ★ **Ensure that the new GI bill is fully funded and implemented.**
 - Ensure a smooth transaction from the Montgomery GI Bill.

- Work to get Federally registered apprenticeship programs covered under the new GI bill.

ACCESS TO QUALITY HEALTHCARE

- ★ **Fully fund the DVA healthcare program.**
- ★ **More support for treatment of new veterans with unique level of injuries and conditions compared to past wars.**
 - Traumatic brain injuries.
 - Post Traumatic Stress Disorder (PTSD).
- ★ **Pass advanced appropriations for DVA budgets.**
- ★ **Increase DVA facilities in under served areas.**

OTHER ACTIVITIES

- ★ **Support the Employee Free Choice Act. What is good for America is good for veterans.**
 - My signature was good enough for my government to take my pledge to serve my county. My signature should be good enough for my employer to honor my desire to join a union.
- ★ **Support the campaigns of labor friendly veterans to elected office and support their appointments to government agencies at all levels.**
- ★ **Encourage union veterans to take leadership roles in other veterans organizations, to help advance our concerns around jobs and health-care.**
- ★ **Take a leadership role in forming coalitions and alliances with other veteran groups around our issues.**

The men and women who have or are now serving in the U.S. military deserve the best that this nation can provide. The BRS and all the other organizations who have joined the AFL-CIO Union Veterans Council will work tirelessly to fulfill these goals. A link to the UVC site can be found on the BRS website or by visiting www.unionveterans.org. Registration at the UVC website allows you to receive important e-mail alerts keeping you informed about important issues and events, in addition to, letting you know when your voice is needed to make a difference. ■

The Only Acceptable Number is Zero

Joseph C. Szabo, Federal Railroad Administrator



Dear Colleague:

Preliminary data indicates that 2009 may have been the safest year on record by many measures. This accomplishment is the result of the diligent and sustained efforts of rail labor, rail management, and the Federal Railroad Administration (FRA). I thank you and commend you for your role in this accomplishment.

The news is not uniformly good, however. Last year, 16 railroad employees were killed on the job. This tragic toll is more than just a number; it represents human lives: a father not there to walk his daughter down the aisle, a mother not there for her son's first day of school, an employee nearing retirement who did not live to enjoy the fruits of his labor.

As the new year begins, I'm asking each of you to use your time and talents to help eliminate railroad employee fatalities. In this world of instant communication and technology and information "overload," we need to maintain complete situational awareness. Keep your mind clear of distractions—keep cell phones and other devices turned off—and focus on the task at hand. The railroad environment is totally unforgiving and the slightest lapse could be tragic.

We need to think about rules compliance and consider its impact on ensuring a safe return home after each tour of duty. We must break down the barriers that keep us from achieving rules compliance, like taking a shortcut or yielding to pressure from a supervisor to unsafely expedite a move. We must take the time to ensure each rule is complied with, and mentor fellow coworkers. Remind them that it is all about going home safely, and if you are pressured by a supervisor to expedite a move by turning your back on the rules, report it. FRA will work diligently to ensure that the focus on rules compliance is consistent within each carrier's organization.

Having spent 19 years on the ground myself, I—like you—understand the realities of railroading. My stomach still turns in knots each time I hear of an on-duty fatality. Let us each do everything we can to take care of ourselves and our coworkers. Zero fatalities is the only acceptable number, and it's a number we can all live with.

Sincerely,

A handwritten signature in black ink, appearing to read "Joseph C. Szabo". The signature is fluid and cursive, with a large initial "J" and "S".

Joseph C. Szabo
Administrator

NATIONAL TRAIN DAY

MAY 8, 2010 ♦ NATIONALTRAINDAY.COM

National Train Day celebrates America's love for trains with events across the country. This year marks the third annual celebration with large-scale, family-friendly events that provide opportunities to explore interactive, educational exhibits that bring to life the rich narrative of how trains have transformed America and will continue to do so in the future.

In addition to the four major market events, communities across the country are developing and hosting their own National Train Day celebrations. More than 140 local celebrations took place in 2009 and Amtrak expects even more in 2010.

Exhibits and Activities

As part of National Train Day, each major market event will feature live entertainment, interactive and educational exhibits, kid's entertainment, food demonstrations, model train displays, and tours of notable private cars, Amtrak equipment, freight, and commuter trains. This year's National Train Day events will offer the following exhibits:

- **Trains Move Our Economy Exhibit:** Discover how upgrades to Amtrak's infrastructure and expansion of high-speed corridors will create jobs and establish a greener, world-class rail transportation system.
- **Go-Green Express: Eco Exhibit:** Learn about how Amtrak is providing greener options for travel, including energy efficient locomotives, reducing its greenhouse gas emissions, and alternative fuel trials.
- **National Park Service Trails & Rails Exhibit:** National Park Service, Trails & Rails, Volunteers, and Rangers will be stationed throughout the event to meet with the public and highlight how trains have historically impacted the National Park Service and explain its current partnership with Amtrak.
- **Culinary Exhibit:** Explore the history of din-

ing on trains, view live-cooking demonstrations from Amtrak chefs, and sample meals offered in Amtrak's dining cars.

- **Train Equipment Displays:** At the newly expanded train displays, get up close and personal with Amtrak equipment to experience first-hand the modern amenities and accommodations offered by passenger rail. Then get an inside peek at how passengers traveled in generations past by touring a variety of historic train cars and privately-owned luxury coaches.
- **Model Train Displays:** Delight in the craft of model train displays and take a closer look at these miniature masterpieces.
- **Amtrak Brand Display — Enjoy the Journey:** Learn more about Amtrak's range of connectivity, routes, train technology, amenities, and onboard offerings.
- **AmtraKids Depot:** Enjoy magicians, face painters, arts and crafts, interactive games, and giveaways at the AmtraKids Depot.
- **Snapshot Photo Station:** Snap a photo in front of custom train-themed backdrops for a fun National Train Day keepsake.

Special Exhibits

Most major market events will also feature experiential exhibits that narrate each region's rich history with trains.

History of Baseball's Travel on Trains (*Philadelphia*)

In the early days of America's favorite pastime, trains helped baseball teams travel across the country to meet their rivals on the diamond. On National Train Day, Philadelphia's 30th Street Station will feature an exhibit showcasing memorabilia, photos, video, and audio depicting the memories of former players from a variety of leagues. A prominent sports personality will host a panel discussion with former players. Photos from the recent 'Amtrak Series' will also be displayed.

The Blues Journey and Connection to the Railroad (*Chicago*)

Train travel played an important role in the emergence of blues as a major American art form and the development and migration of the sound from the Mississippi Delta to the north. On National Train Day at Chicago's Union Station, Big Bill and Larry "Mud" Morganfield, the sons of celebrated blues musician Muddy Waters, will be joined by legendary Mississippi Delta blues player Bobby Rush to perform train-themed blues songs. This will be the last stop in a five-state tour aboard Amtrak, originating in Muddy Water's birthplace in Mississippi. The Chicago Blues Museum will also display a special blues exhibit at the station with a brief historical presentation by the museum's curator, Gregg Parker.

Railroad Bracero Exhibit (*Los Angeles*)

During World War II, thousands of Mexicans came to the U.S. to work legally under the "Railroad Braceros" program to build and maintain our nation's passenger railroad system. At National Train Day in Los Angeles' Union Station, an exhibit will honor the Hispanic contributions to the national railroad. Steve Velasquez, associate curator of the National Museum of American History, will host a presentation on the braceros and their role in railroad history.

History

National Train Day marks 141 years of connecting travelers coast to coast and commemorates the day the first transcontinental railroad was created. On May 10, 1869, in Promontory Summit, Utah, the "golden spike" was driven into the final tie that joined 1,776 miles of the Central Pacific and Union Pacific railways, transforming America by creating the nation's first transcontinental railroad. This act united the country and provided adventure for businessmen who saw fortunes to be made, created jobs for thousands of Americans, and sparked the creative imaginations of storytellers in songs, movies, and novels.

About Amtrak

As the nation's intercity passenger rail operator, Amtrak connects America in safer, greener, and healthier ways. Last fiscal year (FY 2009), the railroad carried 27.2 million passengers, making it the second-best year in the company's history. With 21,000 route miles in 46 states, the District of Columbia, and three Canadian provinces, Amtrak operates more than 300 trains each day — at speeds up to 150 mph — to more than 500 destinations. ■

THIRD ANNUAL NATIONAL **TRAIN DAY** *Celebration*

- ◆ **DATE:** May 8, 2010
- ◆ **TIME:** 11:00 a.m.—4:00 p.m.
- ◆ **LOCATIONS:** Washington, D.C., Philadelphia, Chicago, and Los Angeles
- ◆ **ADMISSION:** Free
- ◆ **WEBSITE:** www.NationalTrainDay.com





FRA Fills Key Rail Safety Position

A civil engineer with a doctorate in engineering mechanics, and an extensive railroad background, is the Federal Railroad Administration's (FRA) new Deputy Associate Administrator for Safety, Regulatory, and Legislative Affairs.

Following an extensive nationwide search, Dr. Magdy El-Sibaie was selected to fill the position. Grady Cothen, the previous holder of this post, announced his retirement in late 2009. Cothen will remain at the FRA through March 2010 to assist El-Sibaie in the transition.

This position is responsible for innovative safety initiatives including the Risk Reduction Program, Confidential Close Call Reporting, development and implementation of the safety regulatory strategy which includes leading the Rail Safety Advisory Committee (RSAC).

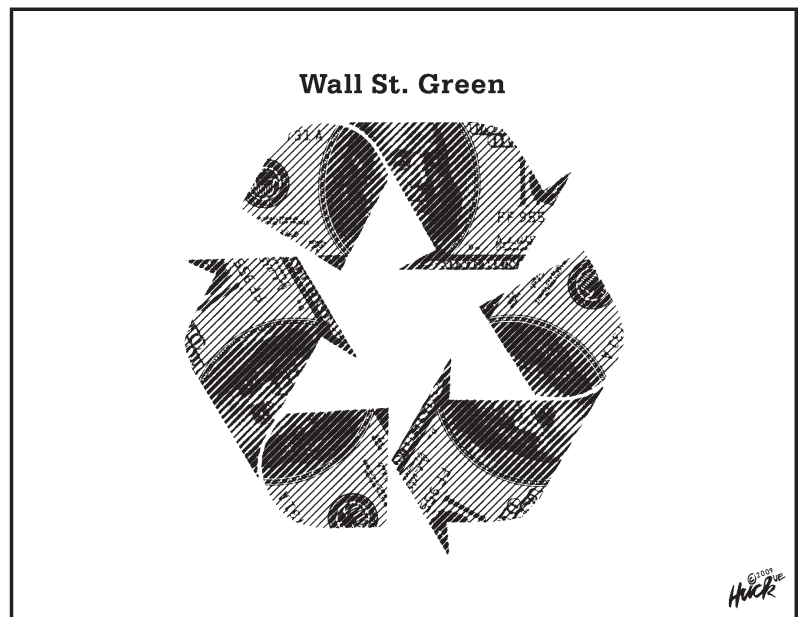
Most recently, El-Sibaie was the acting Associate Administrator for Hazardous Materials Safety at DOT's Pipeline and Hazardous Materials Safety Administration. Until October 2009, he was the FRA's Director of Research and Development, following a successful tenure as the agency's Chief of Track Research, where he managed the FRA's Track Inspection Technology Development Program that created improved systems for measuring track geometry at high speeds.

El-Sibaie earned a doctorate in engineering mechanics from the University of Delaware in 1986, and was recruited by the Association of American Railroads as a researcher at the industry's Chicago Technical Center, where he is credited with pioneering new methods of computer modeling to measure the dynamic behavior of track under varying loads, speeds, and conditions. For that work, the American Society of Mechanical Engineers honored him in 1980 with its Rail Transportation Award.

In 1989, he was reassigned by the AAR to its Transportation Test Center in Pueblo, Colorado, where he worked on vehicle/track interaction modeling and testing, in-train stability, and wheel-load dynamics. He returned to the Chicago Test Center in 1993 to lead the AAR's track assessment and test program.

El-Sibaie joined the FRA in 1995 as a senior program manager in the Office of Research and Development, chairing a government-industry working group that formulated the first set of safety standards for U.S. high-speed rail service. He also worked with rail suppliers and Amtrak to establish standards for Amtrak's high-speed Acela trains operating on the Northeast Corridor.

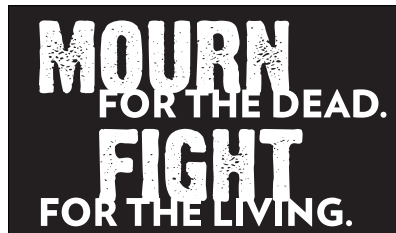
As Deputy Associate Administrator for Safety, Regulatory, and Legislative Affairs, El-Sibaie will lead FRA initiatives that develop and implement industry safety regulatory strategy. These efforts include leading the RSAC in studying emerging safety issues, including the incorporation of new technology into the rail environment, as well as risk reduction strategies and close call reporting. ■



Workers Memorial Day — April 28

Each April 28, since 1989, the unions of the AFL-CIO observe Workers Memorial Day as a day to remember those who have suffered or died on the job. As we remember those who have died in workplace catastrophes, suffered diseases because of exposure to toxic substances, or been injured because of dangerous conditions, we rededicate ourselves to the fight for safe workplaces. As such, the core theme for Workers Memorial Day has been “Mourn for the Dead, Fight for the Living.”

April 28 was chosen because it is the anniversary of when the Occupational Safety and Health Act went into effect and the day of similar remembrance in Canada that began in 1984. In Canada, the day is



called the National Day of Mourning and was officially recognized by the government in 1991. Every year, people in hundreds of communities and at work sites recognize workers who have been killed or injured on the job. Trade unionists around the world now mark April 28 as an International Day of Mourning.

Workers Memorial Day is observed in nearly one hundred countries.

April 28 has been recognized as International Commemoration Day for Dead and Injured Workers since 1996, when at the United Nations in New York, a Global Union delegation lit a commemoration candle to highlight the plight of workers who die, are injured, or become ill. ■



Donations for Haiti Earthquake Relief

\$100,000 Committed to AFL-CIO Solidarity Center

Maximize the power of your contribution by visiting UnionPlus.org/Haiti and Union Plus will automatically double your contribution to the Solidarity Center. That means your \$10 becomes \$20, your \$25 becomes \$50, and your \$100 becomes \$200.

Union Plus has committed \$100,000 through this dollar-for-dollar donation match to help Haitian earthquake relief efforts.

“Despite the millions of dollars raised already, the people of Haiti continue to need our help. That’s why we are committing \$100,000 to double the donations made by union members to the Solidarity Center,” Union Plus President Leslie Tolf said.

The Solidarity Center is providing immediate life-saving relief supplies including food, clean water, medical supplies, blankets, and tents to the Haitian people. Goods are currently being delivered to the Confederation of Haitian Workers training center,

which is providing shelter, food, and medical assistance to more than 200 people.

Donations can be made at UnionPlus.org/Haiti or by sending a check to: Solidarity Center Education Fund, Attn: Joan Welsh, 888 16th Street, N.W., Suite 400, Washington, DC, 20006.

Please designate “Earthquake Relief for Haitian Workers” in the memo line of the check. ■

Union Privilege, founded by the AFL-CIO in 1986, develops and manages the Union Plus benefits program, which provide more than 50 money-saving benefits and services to union members and their families. For more information, visit www.UnionPlus.org.

The AFL-CIO Solidarity Center is a non-profit AFL-CIO partner organization that supports programs and projects aimed at advancing worker rights and promoting broad-based, sustainable economic development. The center’s Education Fund works with union and community partners to respond quickly to natural disasters and aid displaced workers.



- **President Obama Delivers on American High-Speed Rail**
- **President Obama's 2011 Budget**
- **Trust Fund, Highway Bill**

President Obama Delivers on American High-Speed Rail

President Obama, in a historic move, continues funding for high-speed rail. International President W. Dan Pickett and the BRS have been working on this vision for over 10 years, but no Administration, until now, could see beyond the cement and clouds (Highway and Airlines). Finally, we have an Administration that realizes the future in America is rail. The words high-speed rail were used in Vice President Biden's first press conference with the Governors' Association, after being elected to the second highest position in the country. President Obama, in his first State of the Union address, a first in our modern history, with the President of the United States mentioning rail and focusing on getting Americans back to work, states, "It creates jobs immediately and it lays the foundation for a vibrant economy in the future." President Obama said that focusing on building twenty-first century infrastructure projects is an important element of the country's economic recovery.

High-speed rail projects in California, Florida, and Illinois are among the big winners of the \$8 billion in grants that were announced on January 28, 2010, by the White House. This project is the start of a national rail-building program that could rival the interstate highways, which began in the Eisenhower era. Thirteen passenger rail corridors in 31 states will receive grants, with the funding coming from the Economic Recovery Act enacted last year. In the United States, the projects in California and Florida are expected to reach maximum speeds of 150 mph or more, which is what most transportation experts consider high-speed rail.

Though the Administration bills the program as "high-speed rail", most U.S. projects will not reach the speeds seen in Europe and Asia. California's trains would by far be the fastest, exceeding the 200 mph achieved by some trains overseas. Some of the money will go

toward trains with top speeds of 110 mph, while other funds — such as the \$400 million allotted to Ohio to connect Cleveland, Columbus, Dayton, and Cincinnati — will be for trains traveling no faster than 79 mph.

Projects awarded the largest grants include:

- **California:** \$2.3 billion to begin work on an 800-mile-long, high-speed rail line tying Sacramento and the San Francisco Bay area to Los Angeles and San Diego;
- **Florida:** \$1.25 billion to build a rail line connecting Tampa on the west coast with Orlando in the middle of the state, eventually going south to Miami;
- **Illinois–Missouri:** \$1.1 billion to improve a rail line between Chicago, Illinois, and St. Louis, Missouri, so that trains can travel up to 110 mph;
- **Wisconsin:** \$810 million to upgrade and refurbish train stations and install safety equipment on the Madison-to-Milwaukee leg of a line that stretches from Minneapolis, Minnesota, to Chicago, Illinois;
- **Washington–Oregon:** \$590 million to

Draw a line connecting the institution to a corresponding scavenger.

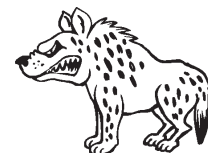
1. WALL ST.



2. BANKS



3. CREDIT CARD INDUSTRY



4. HEALTHCARE INDUSTRY



upgrade a rail line from Seattle, Washington, to Portland, Oregon; and

- **North Carolina:** \$520 million for projects that will increase top speeds to 90 mph on trains between Raleigh and Charlotte, and double the number of round trips.

President Obama's 2011 Budget

President Obama's proposed fiscal year 2011 budget would create a national infrastructure bank to fund major transportation projects and provide an additional \$1 billion for high-speed rail projects.

The infrastructure bank — called a National Infrastructure Innovation and Finance Fund — would be used to expand existing federal transportation investments by providing direct federal funding as well as seed money for large-scale capital project grants that “provide a significant economic benefit to the nation or a region.”

Last year, the President asked for \$1 billion annually for five years to fund rail projects. However, Congress upped the investment to \$2.5 billion for fiscal year 2010. That cash is on top of the \$8 billion that the President secured in last year's stimulus for his vision of a nationwide high-speed rail network. According to the budget, the Department of Transportation (DOT) would have the right to spend the additional \$1 billion on any passenger rail project, even if it is unable to reach the 110 mph speed necessary for a federal “high-speed” designation. The budget also states that the Federal Railroad Administration (FRA) may provide grants for intercity passenger rail capital projects unrelated to high-speed rail service.

President Obama is also asking for more than \$500 million to help state and local governments make more sustainable transportation investments as part of the Administration's much-hyped “livability” initiative. The cash will be used to encourage regional and community planning efforts that integrate transportation, housing, and land use.

Trust Fund, Highway Bill

The Administration remains committed to putting off rewriting the current multi-year bill that provides the bulk of federal funding for roads, bridges, and transit systems until March 2011.

“Careful consideration is needed to design a federal surface transportation program that leads to higher performing investments, increases people's transportation options, promotes a sustainable environment, and makes our economy more productive,” the budget states.

The current highway law was set to expire at the end of September 2009, but the Federal programs have been continued due to a series of stopgap extensions.

The largest holdup for lawmakers hoping to write the next bill is figuring out a way to pay for it. House Transportation and Infrastructure Chairman Jim Oberstar (D-MN) has done the most work on crafting a successor, but his six-year, \$500 billion proposal stops short of providing an alternative to the federal fuel taxes that currently fund the program.

Inflation and increases in fuel economy have left gas tax receipts unable to keep pace with federal spending. The Highway Trust Fund, the federal account that pays for most road and transit work, is expected to finish fiscal year 2010 more than \$1 billion short, and end fiscal year 2011 with roughly \$11.6 billion shortfall, according to Obama's budget request.

Brothers and Sisters of the BRS, it is no longer cement and clouds — the word rail is back, but we do have our work cut out for us. To preserve and obtain new rail union jobs we need your help. Our members must get involved with their state legislative bodies to make sure these new jobs are rail union jobs. We also need you to become active in your local AFL-CIO Central Labor Council. The recent successes in Florida can be attributed to our participation in the Florida Central Labor Council and the activities of our General Chairmen and Signalmen in the state of Florida. It will ultimately take the effort of all members of the BRS to win these new jobs. The Officers and Representatives of Grand Lodge are working with the FRA, Congress, state DOTs, and the AFL-CIO, as well as the freight railroads to assure these jobs continue to be good rail union jobs. We must be certain that these bills contain language protecting Signalmen and all union railroad workers. The individual states will try to manipulate the language and ignore our voice, so we need you involved in the process of protecting the issues important to us, our jobs. Please remember the only way we can help is if you update the BRS on the issues affecting you and your state. ■

Alcohol and Drug Testing

Minimum Random Testing Rates for 2010 Remain Unchanged

The Federal Railroad Administration (FRA) announced the minimum random testing rates for railroad workers in the year 2010.

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 (.046 in 2008 and .056 in 2007), the Federal Railroad Administrator has determined that the minimum annual random drug testing rate for the period January 1, 2010, through December 31, 2010, 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 (.015 in 2008 and .018 in 2007), 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, 2010, through December 31, 2010.

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.

2010 Random Testing Rates Notice

The following chart outlines the annual minimum drug and alcohol random testing rates established within DOT Agencies and the USCG for 2010. ■

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



NOTE: Employers (and C/TPAs¹) subject to more than one DOT Agency drug and alcohol testing rule may continue to combine covered employees into a single random selection pool. However, companies (and C/TPAs) doing so must test at or above the highest minimum annual random testing rates established by the DOT Agencies under whose jurisdiction they fall. For example, an employer having both FMCSA- and FRA-covered employees in one pool must test, as a minimum rate, 50% for drugs and 10% for alcohol. Contact the appropriate DOT Agency for additional clarification.

¹ Consortium/Third Party Administrator (C/TPA) is a service agent that provides or coordinates the provision of a variety of drug and alcohol testing services to employers. C/TPAs typically perform administrative tasks concerning the operation of the employers' drug and alcohol testing programs. This term includes, but is not limited to, groups of employers who join together to administer, as a single entity, the DOT drug and alcohol testing programs of its members. C/TPAs are not "employers" for purposes of Part 40.

Workplace Injury and Illness Data

The Government Accountability Office (GAO) report released in November 2009, confirms that employer policies and practices that discourage the reporting of workplace injuries and illnesses are widespread and undermining the safety and health of America's workers.

The results of a GAO survey of more than 1,000 occupational health practitioners are alarming — more than two-thirds reported that workers were afraid of discipline or termination for reporting injuries; 53% reported that they were pressured by company officials to downplay injuries; and more than one-third were asked by company officials to withhold necessary medical treatment to injured workers so the injury would not be recorded in the OSHA log.

These results are consistent with the results of a recent local union survey conducted by the AFL-CIO and national unions. More than half of local union leaders surveyed reported that there were safety incentive programs, injury discipline programs, absenteeism policies with demerits for injuries and/or post-injury

drug testing policies in their workplaces and that these policies discouraged the reporting of workplace injuries by workers.

Employer policies that discourage the reporting of injuries not only undermine the completeness and accuracy of workplace injury data and the Bureau of Labor Statistics surveys, more importantly they prevent injured workers from receiving needed medical care and prevent hazardous conditions that injure workers from being identified and corrected.

These destructive and discriminatory practices must be stopped. We applaud the National Emphasis Program on injury reporting and recording launched by the Obama Administration, the first time in two decades that OSHA has focused on employer injury record keeping practices. OSHA must use this initiative not only to evaluate the accuracy of employers' injury and illness logs, but to take strong enforcement action against employers who are thwarting the reporting and recording of injuries and illnesses. ■



AFL-CIO NATIONAL BOYCOTTS

ENTERTAINMENT & RECREATION

ECHOSTAR DISH NETWORK
Satellite Television Service

► *Communications Workers of America*

BLUEMAN PRODUCTIONS

► *International Alliance of Theatrical Stage Employes (IATSE)*

TRANSPORTATION & TRAVEL

PACIFIC BEACH HOTEL (HTH)
Luxury Hotel, Waikiki, Hawaii
► *International Longshore & Warehouse Union (ILWU)*

OTHERS

VINCENT BACH DIVISION
CONN-SELMER, INC.
Elkhart, Indiana
Musical Instruments: Trumpets, Trombones, Saxophones
► *United Automobile Workers (UAW)*

OTHERS

R.J. REYNOLDS TOBACCO CO.
Cigarettes: Best Value, Camel, Century, Doral, Eclipse, Magna, Monarch, More, Now, Salem, Sterling, Vantage, and Winston; plus all Moonlight Tobacco products
► *Bakery, Confectionery, Tobacco Workers & Grain Millers International Union*

Distracted Driving a Factor in Railroad Crossing Crashes

Operation Lifesaver, Inc. (OLI), the national, non-profit railroad safety education organization, says that federal statistics show that inattentive drivers contribute to approximately three percent of all vehicle-train crashes at highway-rail grade crossings; and that 20 percent of grade crossing collisions involve motor vehicles striking trains at a crossing.

“Distracted driving can lead to serious consequences at highway-rail grade crossings,” says OLI President Helen M. Sramek. “In addition to the tragic deaths and injuries caused by car-train collisions, these events are also costly for communities. Emergency responders and roadways can be tied up for hours, keeping responders from other community emergencies and drivers from their jobs and homes.”

A total of 2,397 highway-rail grade crossing collisions occurred in 2008, resulting in 286 deaths and more than 900 injuries.

Federal Railroad Administration statistics show that in 78 of these vehicle-train collisions, the cause was listed as ‘highway user inattentiveness,’ resulting in 14 deaths and 117 injuries. Through the first six months of 2009, there were 34 highway-rail grade crossing incidents caused by highway user inattentiveness, resulting in 6 deaths and 52 injuries.

Other FRA statistics show that in 488 of last year’s grade crossing collisions the vehicle ran into a train already present at the crossing. Of those crashes, more than 60 percent were at crossings equipped with either gates or flashing lights, while just over 33 percent occurred at crossings with either stop signs or crossbuck warning signs.

“Although these collisions may have other causes, text-messaging or other distractions may be contributing factors,” said Sramek. “In one incident reported by a major railroad, the motorist stopped on the track to answer the phone; another railroad notes that in more than 41 percent of the incidents where a vehicle hit a train, the vehicle did not stop.”

Sramek noted, “By reminding drivers to focus on the road, to be alert for grade crossing advance warnings signs and signals, and to always expect a train at every crossing, we can help save lives.” ■

About Operation Lifesaver — Operation Lifesaver, Inc. is a national, non-profit safety education group whose goal is to eliminate deaths and injuries at railroad crossings and along railroad rights of way. Operation Lifesaver has programs in all 50 states and the District of Columbia, with trained and certified presenters who give free safety talks to community groups, schools, school bus drivers, truck drivers and community organizations to raise awareness of the need for caution around railroad tracks and trains. For more information, including driving safety tips and to request a free safety presentation in your community, visit www.oli.org.



Extended Unemployment Insurance Benefits

More railroad workers will be eligible to receive extended unemployment insurance benefits under legislation signed by President Obama.

The legislation, known as the “Worker, Homeownership, and Business Assistance Act of 2009,” authorizes payment of extended unemployment benefits to rail workers with jobless claims during the period from July 1, 2008, to June 30, 2010.

Under the legislation, railroad workers with less than 10 years of service may be eligible for up to 65 days of extended benefits within 7 consecutive 2-week registration periods. Workers with 10 or more years of railroad service, who were previously eligible for up to 65 days in extended benefits, may now receive benefits for up to 130 days within 13 consecutive 2-week registration periods.

The Railroad Retirement Board (RRB) will notify eligible

individuals of their rights to extended benefits as they become eligible and also provide any applicable claim forms. Employees may file these claims securely online at www.rrb.gov or mail them to the RRB office serving their area.

This legislation also provides funding of \$175 million to pay these extended unemployment benefits under the Railroad Unemployment Insurance Act. The latest date that an extended benefit period may begin under the new provisions is December 31, 2010, although payments will stop if the \$175 million is exhausted at an earlier date.

Railroad workers can obtain more information about the additional extended unemployment benefits by checking the RRB’s Web site at www.rrb.gov or calling the agency’s toll-free telephone number at 1-877-772-5772. ■

Did You Know?

- The name “Amtrak” is the blending of the words “America” and “track.”
- The name “Amtrak” is used in documents with only the first letter capitalized.
- The railroad is also known as the National Railroad Passenger Corporation.
- During 2009 (Oct. 2008–Sept. 2009), Amtrak welcomed aboard more than 27.1 million passengers, the second largest annual total in Amtrak’s history.
- An average of more than 74,000 passengers ride more than 300 Amtrak trains per day.
- Amtrak operates a nationwide rail network, serving more than 500 destinations in 46 states and 3 Canadian provinces on 21,000 miles of routes, with more than 19,000 employees.
- The name Acela comes from a combination of the words acceleration and excellence. Acela Express is the company’s newest premium service.
- The Acela Express is the fastest train in North America, with a normal speed of 150 mph on a 35-mile portion of its route between Boston and New Haven. Otherwise, its top speed is generally 135 mph between Boston and Washington, D.C.
- The Auto Train, which travels between Lorton, Virginia, and Sanford, Florida, is the longest passenger train in the world, with two engines and 40-plus passenger rail cars and vehicle carriers.
- At 1,480 feet, the boarding platform at Amtrak’s Auto Train station in Lorton, Virginia, is longer than the Sears Tower is tall.
- The New York-Chicago Amtrak Cardinal is named for the state bird of each state of the train’s route from Virginia to Illinois.
- Since the beginning, even-numbered trains have traveled north and east. Odd-numbered trains travel south and west. Among the exceptions are Amtrak’s Pacific Surfliners, which use the opposite numbering system. ■

Welcome to Retirement Made Easy!



Retirement is a big step. You'll be asked to make many important decisions, including many about your benefits. To help, UnitedHealthcare is excited to introduce their **Retirement Made Easy Kit** for Railroad Employees.

As you plan for your retirement, understanding your medical coverage options after you retire can be overwhelming. UnitedHealthcare understands that you've worked a long time to earn your retirement, and it should be an event you anticipate with great pleasure, free from worries about your benefits. The retirement kit presents a simple step-by-step process to help navigate your medical coverage options and make the best decisions for you and your family.

You will find many different types of information in the **Retirement Made Easy Kit**:

- Steps to take when considering retirement
- Eligibility requirements for each available benefit plan
- How to obtain information/forms and when they need to be submitted
- Benefit coverage options available for early retirement prior to age 65

- Benefit coverage options for spouses/dependents
- Age Annuitant information
- Disability Annuitant information
- Billing and payment information
- UnitedHealthcare contact information
- UnitedHealthcare Web site information
- Coverage available for those that are eligible for Medicare
- When to contact the Railroad Retirement Board (RRB)

To obtain a Retirement Made Easy Kit and/or speak to a Retirement Specialist, simply call toll-free, 1-800-842-5252. The Retirement Specialists can be one of your key resources for the entire process, and they will continue to be available to work with you until you retire.

UnitedHealthcare is committed to providing you – our valued Railroad member - with the highest quality service that you deserve. **Retirement Made Easy Kit** is just the latest enhancement of our capabilities to support you.



Insurance coverage provided by or through UnitedHealthcare Insurance Company or its affiliates. Administrative services provided by UnitedHealthcare Insurance Company, United HealthCare Services, Inc. or their affiliates.

2010 Railroad Retirement and Unemployment Insurance Taxes

The amounts of compensation subject to Railroad Retirement tier I and tier II payroll taxes and the tier I and tier II tax rates on employees and employers remain unchanged in 2010. Railroad unemployment insurance tax rates paid by employers will continue to include a 1.5 percent surcharge in 2010.

Tier I and Medicare Tax —The Railroad Retirement tier I payroll tax rate on covered rail employees and employers for the year 2010 remains at 7.65 percent. The Railroad Retirement tier I tax rate is the same as the Social Security tax, and for withholding and reporting purposes is divided into 6.20 percent for retirement and 1.45 percent for Medicare hospital insurance. The maximum amount of an employee's earnings subject to the 6.20 percent rate remains at \$106,800 in 2010, but there is no maximum on earnings subject to the 1.45 percent Medicare rate.

Tier II Tax — The Railroad Retirement tier II tax rate on employees will remain at 3.9 percent in 2010, and the rate on employers will remain at 12.1 percent. The maximum amount of earnings subject to Railroad Retirement tier II taxes remains at \$79,200 in 2010. Tier II tax rates under the 2001 Railroad Retirement and Survivor's Improvement Act are based on an average account benefits ratio reflecting Railroad Retirement fund levels. Depending on this ratio, the tier II tax rate for employers can range between 8.2 percent and 22.1 percent, while the tier II rate for employees can be between 0 percent and 4.9 percent.

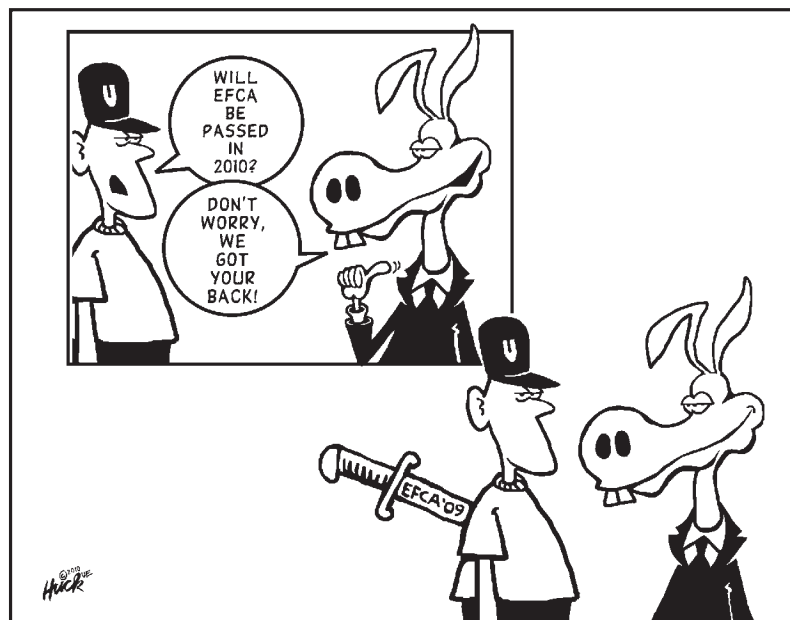
Unemployment Insurance Tax — Employers, but not employees, also pay railroad unemployment insurance taxes, which are experience-rated by employer. The basic tax rates range from a minimum of 0.65 percent to a maximum of 12 percent on monthly compensation up to \$1,330 in 2010, the same compensation base as in 2009.

However, the Railroad Unemployment Insurance Act also provides for a surcharge in the event the Railroad Unemployment Insurance Account balance falls below an indexed threshold amount, and such a surcharge of 1.5 percent applied in 2004-2009. Since the accrual balance of the Railroad Unemployment Insurance Account was \$73.5 million on June 30, 2009, which was less than the indexed threshold of \$134.4 million, a surcharge of 1.5 percent will again be added to the basic tax rates in 2010, but will not increase the maximum 12 percent rate.

The unemployment insurance tax rates on railroad employers in 2010, therefore, will range from 2.15 percent (the minimum basic rate of 0.65 percent plus the 1.5 percent surcharge) to a maximum of 12 percent on monthly compensation up to \$1,330.

The 1.5 percent surcharge will not apply to new employers in 2010, and new employers will initially pay a tax rate of 2.51 percent, which represents the average rate paid by all employers in the period 2006-2008.

For 77 percent of covered employers, the unemployment insurance rate assessed will be 2.15 percent in 2010. ■





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

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 the survivor benefits payable by the Railroad Retirement Board (RRB) and the eligibility requirements for these benefits.

1 When and how did the non-covered service pension reduction in employee annuities come about?

The non-covered service pension reduction in Railroad Retirement benefits was introduced by the 1983 Social Security legislation which also applied to the tier I benefits of Railroad Retirement employee annuities.

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 equals 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 modified formula eliminated this advantage.

2 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 their tier I benefits 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, a foreign government, or a foreign employer. It includes both periodic payments, as well as lump-sum payments made in lieu of periodic payments. 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.

3 If a non-covered service pension reduction is required in a Railroad Retirement employee annuity, how would it be applied?

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 in the tier I benefit computation of annuitants with non-covered service pensions.

A tier I benefit is calculated in the same way as a Social Security benefit. In computing a tier I benefit, an employee's creditable earnings are adjusted to take into account 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 formula is applied to determine the gross tier I amount.

This benefit formula has up to three levels. Each level of earnings is multiplied by a specified percentage. The first level of earnings 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 benefit rate. For those first eligible in 2009, the gross tier I benefit is equal to: 90 percent of the first \$744 of average indexed monthly earnings, plus 32 percent of the amount of those earnings over \$744 up to \$4,483, plus 15 percent of those earnings in excess of \$4,483.

Beginning with 1986, a reduction in the 90 percent factor was phased in until, for employees subject to the non-covered service pension reduction who became eligible in 1990 or later, the 90 percent factor is reduced to as low as 40 percent. For example, an employee born in 1947 is eligible for a non-covered service pension and has 20 years of railroad service. Her Railroad Retirement annuity begins with the first full month she is age 62 and her average indexed monthly earnings are \$2,000. She would receive, after the reductions for the non-covered service pension and early retirement, a tier I benefit of \$527.16, rather than the \$807.72 otherwise payable.

However, for employees with relatively low non-covered service pensions, there is a guarantee that the amount of the reduction in tier I cannot be more than 50 percent of the pension.

4 Are there any provisions exempting retired railroad employees who also receive non-covered service pensions from this reduction?

Railroad Retirement employee annuitants also receiving a non-covered service pension who attained age 62 before 1986, or who became entitled to a Railroad Retirement Disability Annuity before 1986 and remained entitled to it in any of the 12 months before attaining age 62 (even if the employee attained age 62 after 1985) are not affected by the non-covered service pension reduction.

Railroad Retirement employee annuitants who received, or were eligible to receive, their non-covered service pensions before 1986 would not be affected. They are considered eligible if they met the requirements of the pension plan before January 1986, even if they continued to work.

The reduction also does not apply to:

- Federal workers hired after December 31, 1983;
- 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;
- Railroad employees whose pensions are based entirely on non-covered employment before 1957; and
- Railroad employees eligible for a non-covered service pension who have 30 or more years of "substantial Railroad Retirement and/or Social Security earnings." They are generally exempt from the reduction. Also, employees with 21 to 29 years of substantial earnings may be subject to a lesser

reduction. In such cases, the 90 percent factor is reduced in increments of 5 percent, providing factors ranging from 85 percent for employees with 29 years of substantial earnings to 45 percent for those with 21 years.

5 What is considered a year of "substantial earnings" for purposes of exempting a person from the reduction for a non-covered service pension?

A year of "substantial earnings" is not the same as a year of service. For 1951-78, the amount of earnings needed for a year of coverage is 25 percent of the annual Social Security maximum creditable earnings bases in effect for those years. For years after 1978, the amounts are 25 percent of what the maximum earnings bases would have been if the 1977 Social Security Amendments had not been enacted. For example, in 1979, earnings of \$4,725 would be considered a year of substantial earnings; in 1989, earnings of \$8,925 would be needed; in 1999, earnings of \$13,425; and in 2009, earnings of \$19,800.

6 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 any Federal, State, or local pension separately payable to the spouse or widow(er) based on her or his own earnings. The reduction generally does not apply if the employment on which the public pension is based was covered under the Social Security Act throughout the last 60 months of public employment. Most military service pensions and payments from the Department of Veterans Affairs will not cause a reduction. For spouses and widow(er)s subject to the public pension reduction, the tier I reduction is equal to two-thirds of the amount of the public pension. ■

Persons can contact an office of the Railroad Retirement Board (RRB)

by calling toll free at

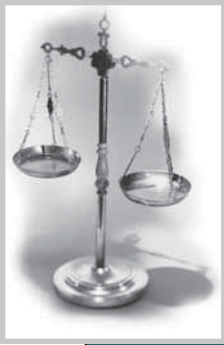
1.877.772.5772

or at www.rrb.gov

Most RRB offices are open to the public from 9:00 a.m. to 3:30 p.m.

Monday through Friday, except on Federal holidays.

BRS DESIGNATED COUNSEL



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

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

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

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800-747-6266

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800-327-4552

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Reboso, Spier & Connolly
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44 West Flagler Street
23rd Floor
Miami, FL 33130-1808
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800-472-5729

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60 W. Randolph Street
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www.dandownes.com

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800-525-3352

See Colorado



Previewing the UL&STD Business to Union Website

B-T-U: Announcing the Union Label Department's Business-to-Union Directory

The Union Label Department is developing a special Business-to-Union data base to connect union buyers (international, national, local and union-affiliated organizations) with union companies serving institutional needs. For the time being, readers who wish to add a company to this list should go on the Union Label website. In the left column, there is a prompt that reads: "Click Here to add product/service." Click there and fill out the online form. All submissions will be verified with the appropriate parent union before they can be officially added to the list.



**Unions Are Good
for Business**

**Business is Good
for Unions**

Many businesses specialize in offering union products and union services to unions. These are companies that “*walk the walk.*” Union employers selling to unions and allied organizations deserve special consideration because they’re conducting their business the right way, employing union members under a collective bargaining agreement, providing decent wages and benefits. They take pride in the quality of the products and the services they provide because they know that their own union workers give them a competitive edge. They’re supporting the union label, we should, too.

Your union officers also have to be good stewards of the members’ money. There’s enough honest competition out there for all these products and services to shop and compare. Go to www.unionlabel.org and look at some of the choices you *already* have.

When your union goes shopping—for office furniture and equipment, staff automobiles, printing, paper, union-branded gear, telecommunications services—doesn’t it just make sense to demand the union label? How about when you stock your cupboard for picnics and parties. Does your union patronize unionized grocers and merchants?

When we support union businesses, we support union members and their families. It’s that simple.

The Union Label Department is developing this Business-to-Union Directory to make it easier for unions to find the products and services they need from companies that are good union employers.

LABELFLASH

**Uncle Sam
wants you
to buy
American!**

Be an Economic Patriot

Your Government is Pledged To
“Buy American”

You Can Do the Same!

With unemployment continuing to grow, everybody is watching their spending. But, don't be penny-wise and pound foolish. If and when you buy anything, look for union-made-in-the-USA. It's the patriotic thing to do.



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BENEFITS DIRECTORY



Where to file claims for all UnitedHealthcare Insurance policies (except Plan F):

UnitedHealthcare Railroad Claims
P.O. Box 30985 • Salt Lake City, UT • 84130-0985
1-800-842-5252

Where to file claims for UnitedHealthcare Policy GA-23111 (Plan F):

UnitedHealthcare
P.O. Box 30304 • Salt Lake City, UT • 84130-0404
1-800-842-5252

UnitedHealthcare

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

Aetna Managed Care

Membership Services
P.O. Box 7064
Dover, DE 19903-1512
1-800-842-4044
www.aetnahealthcare.com

Highmark Blue Cross Blue Shield

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

Life Insurance Claim

Information under MetLife Policy GA-23000
MetLife
P.O. Box 6122
Utica, NY 13504-6122
1-800-310-7770
www.metlife.com

Vision Service Plan

P.O. Box 997105
Sacramento, CA 95899-7100
Member Services
1-888-877-4782
www.vsp.com

Mental Health and Substance Abuse Benefits

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

Supplemental Sickness Benefits Under Group Policy No. R-5000

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

Dental Benefits under Group Policy No. GP-12000

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

Managed Pharmacy Benefit Medco Rx Services

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

Railroad Retirement Board

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

OBITUARIES

AUBREY C. ELLIOTT—retired member of **LOCAL 77**. Brother Elliott retired in 1999 after 37 years of service with the Norfolk Southern Railroad. Brother Elliott was a Signal Testman at Lynchburg, Virginia, at the time of his retirement.

MORRIS A. GRICE—retired member of **LOCAL 72**. Brother Grice retired in 1979 after 33 years of service with the Missouri Pacific Railroad. Brother Grice was a Signalman at Little Rock, Arkansas, at the time of his retirement.

BILLY J. GREER—retired member of **LOCAL 13**. Brother Greer retired in 1989 after 37 years of service with the Louisville & Nashville Railroad; and CSX Transportation. Brother Greer was a Signalman on a System Signal Gang at the time of his retirement.

CHARLES G. HALL—retired member of **LOCAL 16**. Brother Hall retired in 1996 after 42 years of service with CSX Transportation. Brother Hall was a Signal Foreman at the time of his retirement. Brother Hall also served as Local Chairman.

SCOTT D. HARRILL—active member of **LOCAL 161**. Brother Harrill had 6 years of service with the BNSF Railway Company. Brother Harrill was a Signal Maintainer at Wellington, Kansas, at the time of his death.

RAYMOND L. HILL—retired member of **LOCAL 148**. Brother Hill retired in 1988 after 32 years of service with CSX Transportation. Brother Hill was a Signalman at Richmond, Virginia, at the time of his retirement.

ROBERT L. HINKLE—retired member of **LOCAL 52**. Brother Hinkle retired in 1981 after 34 years of service with the Pennsylvania Railroad; Penn Central Railroad; and Conrail. Brother Hinkle was a Communication & Signal Maintainer at Marion, Indiana, at the time of his retirement. Brother Hinkle also served as Local Chairman.



GEORGE RUSSELL JONES—retired member of **LOCAL 141**. Brother Jones retired in 1993 after 43 years of service with the Texas & Pacific; Missouri Pacific; and Union Pacific Railroads. Brother Jones was a Maintenance Foreman at Fort Worth, Texas, at the time of his retirement. Brother Jones also served as Recording Financial Secretary, Local Chairman, and General Chairman.

JOSEPH A. KUZMINSKI—active member of **LOCAL 84**. Brother Kuzminski had 25 years of service with New Jersey Transit. Brother Kuzminski was a Signalman at Maplewood, New Jersey, at the time of his death. He was a member of Moose Lodge 541 in Dover, New Jersey, and the Office of Emergency Management (OEM) of Warren County, New Jersey, as well as being a Ham Radio enthusiast.

MARVIN G. LOGSDON—retired member of **LOCAL 31**. Brother Logsdon retired in 1987 after 30 years of service with the Baltimore & Ohio Railroad. Brother Logsdon was a Signal Maintainer at Patterson Creek, West Virginia, at the time of his retirement.

JAY D. MCCLUNE—retired member of **LOCAL 106**. Brother McClune retired in 1981 after 39 years of service with the Pennsylvania Railroad; Penn Central Railroad; Conrail; and Amtrak. Brother McClune was a Test Inspector at Harrisburg, Pennsylvania, at the time of his retirement. Brother McClune also served as Local President.

ROBERT F. MCJILTON—retired member of **LOCAL 31**. Brother McJilton retired in 1991 after 37 years of service with CSX Transportation. Brother McJilton was an Assistant Signal Maintainer at Cherry Run, West Virginia, at the time of his retirement.

STEVE D. MCKNIGHT—active member of **LOCAL 26**. Brother McKnight had 36 years of service with the Reading Railroad; Conrail; and Norfolk Southern Railroad. Brother McKnight was a Signal Maintainer at Reading, Pennsylvania, at the time of his death.

EARL J. MEISTER—retired member of **LOCAL 40**. Brother Meister retired in 1981 after 31 years of service with Conrail; and the Penn Central Railroad. Brother Meister was an Assistant Inspector at Pitcairn, Pennsylvania, at the time of his retirement. Brother Meister also served as Recording-Financial Secretary.

BOYD D. MILLER—retired member of **LOCAL 119**. Brother Miller retired in 1997 after 28 years of service with the Burlington Northern Railroad. Brother Miller was a Signal Maintainer at Stratton, Nebraska, at the time of his retirement.

RICHARD "HUCK" D. MILLET—retired member of **LOCAL 213**. Brother Millet retired in 1986 after 39 years of service with the New Haven Railroad; Penn Central Railroad; and Conrail. Brother Millet was a Signal Maintainer at Middleboro, Massachusetts, at the time of his retirement.

RICHARD M. NEUER—retired member of **LOCAL 84**. Brother Neuer retired in 2008 after 30 years of service with Conrail; and New Jersey Transit. Brother Neuer was a Technician Inspector at Kerny, New Jersey, at the time of his retirement. Prior to his railroad career, Brother Neuer served in the United States Navy, earning the National Defense Service Medal. Brother Neuer also served as Local Chairman.

JOHN J. O'DEA—retired member of **LOCAL 57**. Brother O'Dea retired in 1993 after 37 years of service with the Pennsylvania Railroad; Penn Central Railroad; and Conrail. Brother O'Dea was a Signal Maintainer at Newark, New Jersey, at the time of his retirement.

JAMES E. ONG—retired member of **LOCAL 130**. Brother Ong retired in 1985 after 41 years of service with the Chicago Northwestern Railroad. Brother Ong was a Relay Testman at Chicago, Illinois, at the time of his retirement.

LEWIS A. PRATT—retired member of **LOCAL 102**. Brother Pratt retired in 1995 after 40 years of service with the Pennsylvania Railroad; Penn Central Railroad; Amtrak; and Conrail. Brother Pratt was an Inspector Foreman Communication and Signal at New York, New York, at the time of his retirement. Brother Pratt also served as Local President.

WILLIAM T. PRITCHARD—retired member of **LOCAL 77**. Brother Pritchard retired in 1985 after 44 years of service with the Norfolk & Western Railroad. Brother Pritchard was a Signal Maintainer at Harper, West Virginia, at the time of his retirement. Brother Pritchard served as General Chairman for the former Virginian Railroad until it merged with the Norfolk Southern General Committee.



OBITUARIES

FLOYD P. RASCO—retired member of **LOCAL 182**. Brother Rasco retired in 1990 after 42 years of service with the Texas & Pacific Railroad. Brother Rasco was a Signal Maintainer at Santa Rosa, New Mexico, at the time of his retirement.

HUGH H. REYNOLDS—retired member of **LOCAL 141**. Brother Reynolds retired in 1998 after 47 years of service with the Texas & Pacific; Missouri & Pacific; and Union Pacific Railroads. Brother Reynolds was a Signal Maintainer Foreman at Big Springs, Texas, at the time of his retirement.

RAYMOND REYNOLDS—retired member of **LOCAL 94**. Brother Reynolds retired in 1977 after 34 years of service with the Baltimore & Ohio; and Chessie System Railroads. Brother Reynolds was a Signal Maintainer at Washington, Ohio, at the time of his retirement.

PHILLIP H. RILEY—retired member of **LOCAL 120**. Brother Riley retired in 1984 after 35 years of service with the Boston & Maine Railroad. Brother Riley was a Testman at Manchester, New Hampshire, at the time of his retirement.

E. L. ROLLINGS—retired member of **LOCAL 141**. Brother Rollings retired in 1980 after 35 years of service with the Chicago Rock Island & Pacific Railroad. Brother Rollings was a Signal Testman at Little Rock, Arkansas, at the time of his retirement. Brother Rollings also served as Local Chairman.

G. C. ROWELL—retired member of **LOCAL 16**. Brother Rowell retired in 1995 after 42 years of service with CSX Transportation. Brother Rowell was a Signal Maintainer at Roanoke, Alabama, at the time of his retirement.

WILLIAM J. SCHIEBER—retired member of **LOCAL 68**. Brother Schieber retired in 1985 after 25 years of service with Conrail. Brother Schieber was a gunsmith and a member of the National Rifleman's Association. Brother Schieber was a Signal Maintainer at the Robert Young Yards, Elkhart, Indiana, at the time of his retirement. Brother Schieber also served as Local Chairman.

ALBERT P. SCHMITT, JR.—retired member of **LOCAL 7**. Brother Schmitt retired in 1980 after 43 years of service with the New York Central Railroad; Pennsylvania Railroad; Conrail; and Metro North. Brother Schmitt was a Signalman at New Haven, Connecticut, at the time of his retirement.

ROBERT L. SCHUMANN—retired member of **LOCAL 1**. Brother Schumann retired in 1981 after 31 years of service with the Pennsylvania Railroad; and Conrail. Brother Schumann was a Communication and Signal Maintainer at Warren, Pennsylvania, at the time of his retirement.

HENRY SLOWIKOWSKI—retired member of **LOCAL 225**. Brother Slowikowski retired in 1992 after 34 years of service with Conrail. Brother Slowikowski was a Signal Maintainer at Buffalo, New York, at the time of his retirement.

RONALD C. SPRENKEL—retired member of **LOCAL 56**. Brother Sprenkel retired in 1997 after 30 years of service with the Long Island Rail Road. Brother Sprenkel was a Signal Inspector at Ronkokoma, New York, at the time of his retirement.

DARRELL "DOLLY" L. STEMEN—retired member of **LOCAL 226**. Brother Stemen retired in 1996 after 28 years of service with the Soo Line Railroad. Brother Stemen was a Signal Maintainer at Thief River Falls, Minnesota, at the time of his retirement.

GEORGE A. SUCHTA—retired member of **LOCAL 1**. Brother Suchta retired in 1986 after 30 years of service with Conrail; the Pennsylvania Railroad; and Penn Central Railroad. Brother Suchta was a Signal Maintainer at Altoona, Pennsylvania, at the time of his retirement.

GEORGE H. TRY, II—active member of **LOCAL 16**. Brother Try had 13 years of service with the Seaboard Coastline Railroad; and CSX Transportation. Brother Try was a Relief Maintainer at Augusta, Georgia, at the time of his death.

GEORGE H. WANSER—retired member of **LOCAL 56**. Brother Wanser retired in 1980 after 26 years of service with the Long Island Rail Road. Brother Wanser was a Signal Maintainer at Hicksville, New York, at the time of his retirement.

ROBERT M. WAUGH—retired member of **LOCAL 33**. Brother Waugh retired in 1993 after 41 years of service with the Atchison, Topeka & Santa Fe Railroad. Brother Waugh was a Lead Shop Signalman at Topeka, Kansas, at the time of his retirement. Brother Waugh also served as Shop Steward.

LEROY A. WEBSTER—retired member of **LOCAL 19**. Brother Webster retired in 1995 after 42 years of service with the Southern Pacific Railroad. Brother Webster was a Signal Maintainer at Niland, California, at the time of his retirement.

ELMER W. WELLENSTEIN—retired member of **LOCAL 226**. Brother Wellenstein retired in 1979 after 40 years of service with the Chicago, Milwaukee, St. Paul & Pacific Railroad. Brother Wellenstein was a Signal Foreman at Milwaukee, Wisconsin, at the time of his retirement. Brother Wellenstein also served as Local Chairman.

ELMER J. WHEELER—retired member of **LOCAL 123**. Brother Wheeler retired in 1985 after 23 years of service with the Chesapeake & Ohio Railroad. Brother Wheeler was a Communications Maintainer at Flint, Michigan, at the time of his retirement. Brother Wheeler also served as Local Chairman.

JOHN J. WILLIS—retired member of **LOCAL 198**. Brother Willis retired in 1988 after 39 years of service with the Clinchfield Railroad. Brother Willis was a Signalman at Spruce Pine, North Carolina, at the time of his retirement.

RICHARD C. YOUNGREN—retired member of **LOCAL 155**. Brother Youngren retired in 1980 after 30 years of service with the Union Pacific Railroad. Brother Youngren was a Signal Inspector at Hermiston (Hinkle), Oregon, at the time of his retirement.

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

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 members who recently received Continuous Service pins in recognition of their years as BRS Members:

40 YEARS OF SERVICE

TL Thompson	20
RL Twitchel	20
RL Gamble, Jr.	31
RS Mitchell	33
TE Stirling	98
RC Bentley	111
GW Gordon	133
MD Kamer	136
JN Hagel	188
JN Procknow	226
SK Coble	228
DG McCullough	228

35 YEARS OF SERVICE

RE Sanno	1
DJ Garizas	2
WC Wayne	2
MR Stewart	8
EM Evans	10
WT Burr	16
TW Cunningham	16
DW Hillstrom	35
AR Keenan	35
VV Grelli	48
GL Mease, III	48
GE Robertson	48
DN Couser	52
ME Brennan	55
JL Mattingly	71
RK Miller	72
JJ McEvoy, Jr.	84
GC Neely	89
SP Wright	89
TV Lutz	94
BR Ryan	94
RJ Dujnic	102

35 YEARS OF SERVICE

JA Ruggiero	102
RW Wilson	107
RE Shelman	111
GW Wood	120
JH Mitchell	130
JC Frye	136
ED Perry	136
JG Coates	148
JE Griffin	154
TE Lee	154
AD Moench	154
EJ Pray	154
DJ Eifealtd	168
JE Lapcinski	168
SP Skinner, Jr.	178
DF Picou	191
DL Jones	226
DA King	228
SC Turner	229
JB Williams	238

30 YEARS OF SERVICE

SB Saunders	2
AJ Barton	8
KL Crisman	8
DJ Neumann	10
RF Westrate	14
JL Cotney	16
LW Diggs	16
AM Giles	16
PR Godwin	16
WE Haigler	16
DW Benak	19
GW Glaser	20
JK Boyles	31
JW Reneman	31

30 YEARS OF SERVICE

RC Strickler	31
VE Martin, II	33
KG McGregor	46
TA Backert	48
CP Sizer, II	52
WD Hancock	55
RC Caverly	62
PJ Cubello	65
JJ Wood	65
GF Vincent	67
ME Hughes	77
AL Wolford	77
AA Castor	81
JE Johnson	84
RJ Podlinski	84
RD Wyckoff	87
WL Duncan	89
VE King	99
MD Scott	99
MT Price	110
SR Buck	111
JC McLean	111
JH Davis	114
LE Barrett	119
RG Eaton	119
LL Kent	119
JM Barry, Jr.	120
PJ Newfell	120
SL Sodek	121
DC Tamplen	121
RE Butterfield	123
MJ Howard	130
JB Newberry	136
RD Hanson	152
WL Huffman	157
EF Wassam	172
DR Shreffler	183
DR McKnight	185
MD Simmons	188
DG Skrbin	193

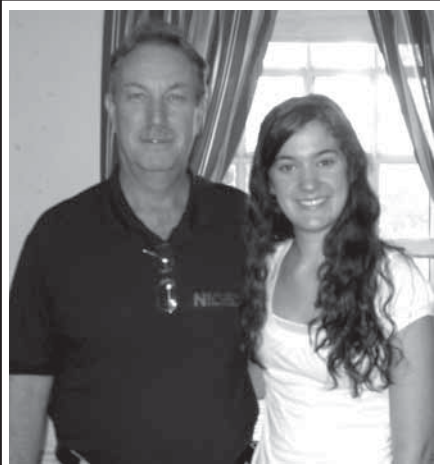
30 YEARS OF SERVICE

RT Masters	198
RD Price	208
JE Chandler	226
RS Rankin	228
JS Cook	231

25 YEARS OF SERVICE

JK Rasmussen	9
DL Marsee	16
RC Shumpert	16
GK Newman	20
JD O'Briant	20
KL Antons	29
CR Eisenberg	56
TL Giltner	72
PR Smith	72
JA Clubbs	77
AK Lee	84
AJ McBride	102
RE Bugner	106
AF Spoljaric	109
CP Mitchell	110
MJ McCabe	120
DM Campbell	130
LR Grom	130
EM Jessen	141
WA Schumacher	141
JW Harwell	183
JO Longsdorff	188
DC Mautino	188
MK Kephart	208
PW Bahr	226
LW Scanlon	226
DJ Widell	232
TL Cox	234

MEMBER PHOTOS



Amanda Mason pictured with her father BRS International Vice President Floyd Mason.

Amanda Mason Graduates from Harvard

Amanda Rose Mason, daughter of BRS International Vice President Floyd Mason and his wife Sandra, will complete her first year of graduate work in a MD/PhD

program at the University of California at San Francisco later this year. MD/PhD refers to an educational program, which includes both the medical training of a doctor (MD) and the rigor of a scientific researcher (PhD).

In the summer of 2007 at UNC-Chapel Hill, Amanda was one of five students awarded the Herchel Smith

Fellowship. The research had as its goal a better understanding of the relation between a specific protein (PRL-3) in metastatic colon cancer. Amanda was awarded the fellowship through Harvard University in her sophomore year.

During her years at Harvard, Amanda worked in Nicole Francis' lab. There she studied embryonic stem cell genetics. Amanda continues to have an interest in stem cells with a special interest in the application of stem cells in the treatment of human disease.

Amanda graduated from Harvard University in 2009. While at Harvard, she was named a Harvard College Scholar in her sophomore year and was named a John Harvard Scholar as a junior. In her senior year, she was nominated to Phi Beta Kappa, lifetime recognition for top scholars, graduating Suma Cum Laude. Her graduate work continues her study of genetics and stem cell research. ■

Cesareo Alvarez, Jr., Accepted to Harvard

Cesareo (Cesar) Alvarez, Jr., son of Signal Maintainer Cesareo Alvarez, Sr. of Local 183, and Marcy Young Bear, has been accepted and is currently attending Harvard.

Cesar Alvarez, Jr., was born and raised on the Fort Berthold Indian reservation in the rural community of New Town, North Dakota. Maintaining a 3.99 GPA, while graduating at the top of his class, Cesar accumulated 37 college credits as a dual-credit student his junior and senior year of high school. Active in many student and community organizations, Cesar held multiple leadership posts — Student Council President, Class President, American Indian Science and Engineering Society Chapter President, Native American Teens in Vital Empowerment Youth Council President, and many more. Cesar is also an Alexander Hamilton Scholar.

As well as the honor of attending Harvard University, Cesar was also invited to attend — Princeton

University, Duke University, American University, the University of Chicago, and New York University, but he respectively turned down their offers and decided on Harvard.

Cesar also applied for and was awarded two prestigious scholarships — The Coca Cola Scholarship and the Gates Millennium Scholarship.

Cesar plans to major in political science and continue to law school. ■

SUBMIT YOUR PHOTOS

signalman@brs.org

OR MAIL ENTRIES TO:

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

MEETING PHOTOS



Local 236 Meeting Long Beach, CA



BRS 50th Regular Convention CONVENES IN ORLANDO ON JULY 24, 2010

The Brotherhood of Railroad Signalmen's Fiftieth Regular Convention will convene Monday, July 26 and extend through July 31, 2010, at the Contemporary Resort, Lake Buena Vista, Florida. The Contemporary Resort is located at 4600 World Drive, Lake Buena Vista, Florida.

You can reserve your room by using the link on the right-hand side of the BRS website at www.brs.org ■

ACCOMMODATIONS —
Disney's Contemporary Resort

Rooms are \$166 plus tax, per room, per night.

- **Please note:** There is a maximum of 5 persons per room. Also, an additional adult charge of \$25 (per adult) will be applied to parties containing more than 2 adults. Guests will need a credit card to make a reservation. Please be advised that a deposit of one-night will be charged at the time of booking to guarantee your reservation.

Please note: Reservations are required. We recommend you make your reservations at least 30 days in advance.

Come for the meeting and stay for the magic.

Mixing business with pleasure is easy when you make the most of your free time with Disney's Special Meeting/Convention Theme Park Tickets. These tickets are designed to accommodate any agenda and are only available to attendees, their guests, and family members.

- **After 2 p.m. — Meeting/Convention Tickets**
- **After 4 p.m. — Meeting/Convention Tickets**
- **Multi-Day — Meeting Convention Tickets**

Railroad Retirement Board to Mark 75th Anniversary this Year

During 2010, the U.S. Railroad Retirement Board (RRB) will observe the 75th anniversary of the enactment of the Railroad Retirement Act of 1935. Part of President Franklin Roosevelt's New Deal legislation, the Act was signed into law on August 29, 1935, and the RRB made its first annuity payment 11 months later.

The 1935 Act was the cornerstone of the present Railroad Retirement system. In addition to paying retirement and survivor benefits to railroad employees and their families, subsequent legislation also authorized the payment of unemployment and sickness benefits to rail workers.

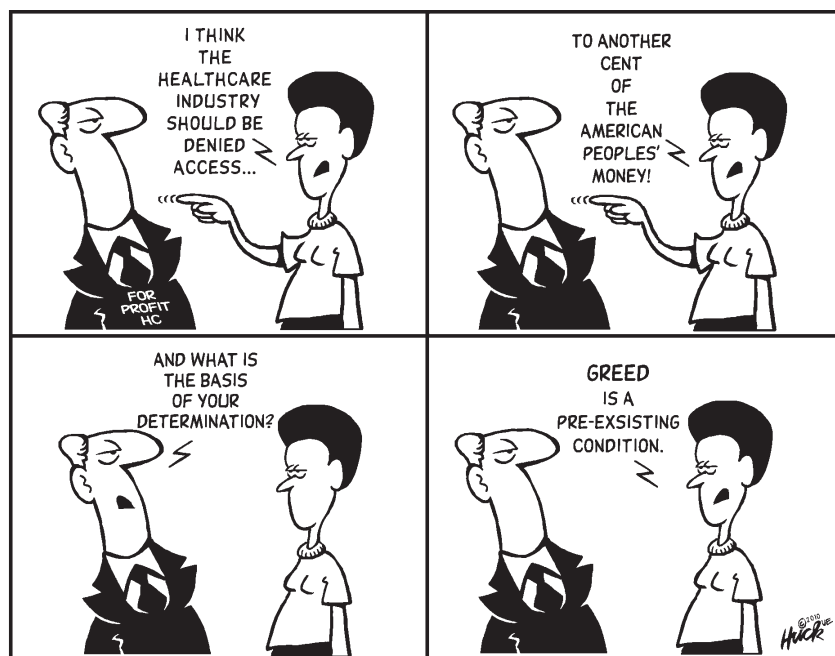
Since its inception, the RRB has paid \$281 billion to 2,000,000 retired employees, 1,100,000 spouses, and 2,400,000 survivors; unemployment and sickness benefits have totaled some \$8 billion. The first retirement annuities awarded under the 1935 Railroad Retirement Act averaged \$60 a month and no monthly benefits were payable to spouses or survivors. Currently, employee annuity awards average about \$2,700 a month, annuities for spouses average over \$900 a month, and annuities to aged and disabled widow(er)s just over \$1,700 a month. In 2010, nearly 600,000 beneficiaries will receive retirement and survivor benefits of about \$11 billion, and about 42,000 persons will receive unemployment and sickness benefits of about \$300 million. Since 2002, funds needed to pay benefits have been invested by an independent National Railroad Retirement Investment Trust. As of September 30, 2009, trust-managed assets and RRB assets held in reserve totaled almost \$25 billion.

The RRB has been headquartered

at 844 North Rush in Chicago, Illinois, since 1942. The agency also maintains a network of 53 field offices across the country in cities with high concentrations of railroad employees, and has more than 900 full-time employees. An independent agency in the executive branch of the Federal Government, the RRB is headed by a three-member board appointed by the President and confirmed by the Senate. One member is appointed upon the recommendation of railroad employers, one is appointed on the recommendation of railroad labor organizations, and the third, who is the chairman, is appointed to represent the public interest.

The current members of the Board are Chairman Michael S. Schwartz, Management Member Jerome F. Keever, and Labor Member V. M. Speakman, Jr.

The RRB will commemorate the 75th anniversary with a series of activities and initiatives during the year, including use of a special logo on all agency documents and publications. ■



SIGNALMAN'S STORE



BRS WOOD GRAIN PLAQUE The plaque is 7"x9" with a painted BRS logo cut into the wood. Great for retirees and other special recognition awards.

BRS FLAGS are made of high quality nylon with a silk-screened BRS searchlight logo. The flags are available in two sizes: 2' x 3' and 3' x 5'.

SPALDING TOP FLITE XL® GOLF BALLS with the BRS logo. \$7 for a box of 3 or \$25 per dozen.

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

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

KLEIN TOOLS — 8-POCKET TOOL POUCH is made of double-layered Cordura® Plus. Constructed of puncture-resistant Cordura® Plus with reinforced bottom, heavy-duty, nylon webbing keeps pocket open for easy access to supplies and tools, double nylon-stitched and rivet reinforced for durability, versatile pouches & holders are removable and interchangeable with PowerLine™ padded belt.

BRS WATCHES are union made and have a gold BRS logo traced on the faces.

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

T-SHIRTS are quality 100% cotton with the BRS logo.

GOLF SHIRTS made of a cotton/polyester blend; each has the BRS logo embroidered in red and green on either the shirt front or left sleeve. The white golf shirt has embroidered one-color BRS emblem on front.

SPORTS STYLE JACKETS have a medium-weight polyester/cotton blend shell with nylon or polyester lining, elastic wrist and waistbands. Embroidered four-color BRS emblem. Available in white, beige and light gray only.

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

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

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

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

SWEATSHIRT is made of 80% cotton and 20% polyester. Features hood, full zip front, elastic wrist and waistbands. Embroidered two-tone blue BRS emblem. Available in blue only.

MEN'S CLASSIC OXFORD DRESS LONG SLEEVE — 60% Cotton/40% polyester oxford with wrinkle-resistant finish, seven-button top set placket, button-down collar, matte pearl buttons, left chest patch pocket, shaped shirt tail hem, easy care machine wash and dry. Embroidered two-tone BRS emblem. Available in blue and white. Limited availability in ivory.

Minimum order accepted is \$15.00 (U.S. Funds)

Make check or money order payable to:

Brotherhood of Railroad Signalmen

Mail payment and order to:

Brotherhood of Railroad Signalmen

917 Shenandoah Shores Road

Front Royal, VA 22630-6418

UNION-MADE



ORDER FORM

ITEM	QUANTITY	PRICE	TOTAL
Lapel Pin/Tie Tack		4.50	
BRS Plaque		65.00	
BRS Flag (2' x 3')		37.00	
BRS Flag (3' x 5')		98.00	
Golf Balls (3)		7.00	
Golf Balls (12)		25.00	
Reflective Decals (2 inch)		.30	
Non-Reflective Decals (4 inch)		.40	
Inside Window Decals		.45	
Coffee Mug		8.00	
Set of 4 Coffee Mugs		30.00	
Pocket Watch		90.00	
Wrist Watch		110.00	
Mantle/Desk Clock		129.00	
8-Pocket Tool Pouch		49.00	

GOLF CAPS						
Pink						15.00
Black w/colorlight on brim						17.00
Black w/BRS lettering on brim						13.00
White						10.00
Black						10.00
Blue						10.00
Gray						10.00

T-SHIRTS	S	M	L	XL	2X	3X	
Black							12.00
Gray							12.00

SWEATSHIRTS	S	M	L	XL	2X	3X	
Blue							35.00

GOLF SHIRTS	S	M	L	XL	2X	3X	
Blue (Logo on sleeve)							35.00
Blue (Logo on front)							35.00
Beige (Logo on sleeve)							35.00
Beige (Logo on front)							35.00
White w/black trim*							35.00
White w/black & red trim*							35.00
Gray*							35.00
Black*							35.00
White							35.00
Wind Shirt							32.00

JACKETS	S	M	L	XL	2X	3X	
Blue							60.00
White*							25.00
Gray*							25.00
Beige*							25.00

COATS	S	M	L	XL	2X	3X	4X	
Black Wool & Leather								165.00
Black Canvas								65.00
Brown Canvas								65.00

OXFORD SHIRTS	S	M	L	XL	2X	3X	
Blue Oxford							35.00
White Oxford							35.00
Ivory Oxford*							35.00

VEST*								
								39.00

Available sizes in un-shaded boxes only

*Available while supplies last.

TOTAL

NAME _____

CERTIFICATE NUMBER _____

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CITY _____ STATE _____ ZIP _____

PHONE _____ EMAIL _____



The Signalman's STORE

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NEW CAP
Design



Black w/BRS lettering on brim

Pink w/BRS lettering on brim

Black w/colorlight on brim



When you purchase a Pink BRS Cap, a \$5 donation will be sent to the National Breast Cancer Foundation, Inc. (NBCF).

				Caps		
	 BRS logo available on front or left sleeve	 BRS logo available on front or left sleeve		 Available in Medium Only		
Blue Jacket	Blue Golf Shirt	Beige Golf Shirt	White Golf Shirt	Gray Jacket		
		 Also available in White and Ivory*				
Black T-Shirt	Gray T-Shirt	Blue Oxford	Windshirt	Sweatshirt		
						
Mantle Clock	Coffee Mug	Decals	Golf Balls	Lapel Pin	BRS Plaque	Tool Pouch
 Golf caps have the BRS colorlight emblem stitched on the front. Made of medium-weight cotton, they have an adjustable headband and come in different styles and colors.						
Caps			Flag	Wrist Watch	Pocket Watch	

MEETING PHOTOS



Local 77 Meeting
Roanoke, VA



Local 89 Meeting
White Sulphur, WV



MEETING PHOTOS



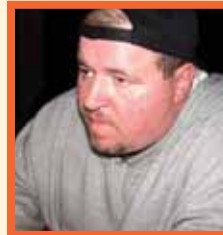
Local 94 Meeting Dayton, OH



MEETING PHOTOS

Local 18 Meeting

Philadelphia, PA



MEETING PHOTOS

NCCC National Negotiations

Washington, DC



Golden Shoes Championship



On September 17, 2009, local 183 (Chicago Metra) held its annual horseshoe throwing tournament, the “Golden Shoes Championship.” Teams selected from a blind draw play the tournament. Winners each receive a traveling trophy that is returned after one year at the next tournament. The year and the names of the winning team are engraved on the trophies as permanent record of their horseshoe-throwing skills.

This popular event was well attended, and guests included International President W. Dan Pickett, and International Vice President Dennis Boston.

Winners of this year’s event were General Chairman Mike Owens and Local President Tim Tarrant. ■



PHOTO CONTEST

WINNERS FOR 1ST QUARTER 2010



Rail bonding after a recent wet snowfall on the Wisconsin and Southern, Milwaukee Subdivision in Richfield, WI. Chris Roland quickly moves away from the spark applied to the bonding powders of a rail bond. Photo submitted by Chris Roland, Recording-Financial Secretary and member of Local 236.



Scott Menix and Tim Cox, both members of Local 136, remove old signals during a cut-in at E.E. Haden. Photo submitted by Local 136 member C.A. Hawkins.



A train approaches a crossing en route to the coal-fields in Elk, WV. Photo submitted by member D.J. Bocook — Local 176, Local Trustee.

SUBMIT YOUR PHOTOS

for the
Photo Contest today!
signalman@brs.org

OR MAIL ENTRIES TO:

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West bound coal train passes under an old cantilever on its way to Wyoming, through the East Siding Switch Holly on the La Junta Subdivision. Photo submitted by Casey Hines, Signal Maintainer on the BNSF, member of Local 161.



West bound freight train during a snowstorm. Train passing through Hadley at the beginning of the double track west of Fort Wayne, Indiana on the NS Lake Division. Photo taken and edited by Garry Harshbarger, Signal Maintainer Local 228.



A signal gang out of Cut Bank, Montana work on an electric lock switch near Summit Montana. Photo submitted by Local 87 member G.T. Urfer.



BUILD THE USA - WIN FREE GEAR!

Like your union, The Union Sportsmen's Alliance derives its strength from its members. Help build North America's premier hunting and fishing club exclusively for union members and you could win fantastic U.S. Made gear for the woods and water. www.UnionSportsmen.org



GRAND PRIZE: BERETTA 3901 AMERICAN CITIZEN 12 GAUGE SHOTGUN
This limited-edition Beretta Citizen autoloader featuring the USA logo continues the 3901 family tradition of rugged reliability and simple elegance. Made in America. **\$900 Value** (1 winner)



FIRST PRIZE: FULL FORCE SPECIAL EDITION GRIZ BOW
The U.S.-made Full Force Archery Griz Series 33" 1.5 cam bow draws smoothly and strikes with power. Specialized with the USA logo, this bow offers excellent shooting and looks impressive too! **\$800 Value** (1 winner)



SECOND PRIZE: ARDENT XS1000 BAITCASTING REEL

Designed for greater casting distance and maximum backlash resistance, the U.S.-made XS1000 is Ardent's top of the line reel used by B.A.S.S. Elite 100 Series professionals including Alton Jones, Pete Ponds and Kevin Short. **\$270 Value** (1 winner)

THIRD PRIZE: FERN CREEK 1-1/2" SHAD SPOON LURE



Made in the U.S.A. with the highest quality materials, paints, finishes and components, this 1-1/2" nickel shad spoon lure will hold up in the toughest fishing conditions. **\$3.50 Value** (25 winners)

Three Easy Ways to Enter the Drawing: Join / Renew / Tell-a-Friend

Use the application below. If it's not time for you to renew - don't worry. We will extend your USA membership one year from your current expiration date, and you'll still receive a brand-new blaze orange Buck knife. To get "tell-a-friend" credit, fill in your own name on the "Referred by" line on the application below.

Rules & Regulations: You must be at least 18 years old and join/renew/tell-a-friend by Memorial Day 2010 to qualify. Drawing - June 4, 2010. [Learn more at UnionSportsmen.org](http://www.UnionSportsmen.org)

YES! I Want To Join The USA For A \$25 Membership

New Membership Renewal Membership

Referred By:

Name: _____

Address: _____

City: _____

State/Province: _____

Zip/Postal: _____

Country: United States Canada

Phone: _____

Cell Phone: _____

E-mail: _____

Union: _____ Local #: _____

Your Union Status: Active Retired Family Member

Choose Your One Year Subscription To:

Guns & Ammo In-Fisherman Petersen's Hunting
(\$2 of your \$25 dues will be applied to your one-year subscription. If you don't want a magazine, you'll be refunded \$2)

Do you: Hunt Fish Both

Method of Payment: Check Money Order Credit Card

Please fill out this information only if paying by credit card.

Credit Card Type:

Visa Mastercard American Express Discover

Name on Card: _____

Credit Card Number: _____

Expiration: _____

Your Signature: _____

BRS_Spring

Mail this completed application to: **Union Sportsmen's Alliance • 3340 Perimeter Hill Drive • Nashville, TN 37211**