



THE SIGNALMAN'S JOURNAL

Volume 93 • Number 4

4th Quarter 2012

Season's Greetings





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THE SIGNALMAN'S JOURNAL

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COVER: Photo of Canadian Pacific engine taken at Mechanicville, New York. In the background is the former XO tower at the former B&M, D&H yards, now an intermodal yard — The Saratoga.

Photo submitted by retired Local 60 member Bob Saul. Brother Saul retired this year after completing 40 years with PATH.



Season's Greetings

FROM THE **Officers and Grand Lodge Staff** OF



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JERRY BOLES



FLOYD MASON



JOE MATTINGLY



LEONARD PARKER



MIKE BALDWIN



JIM FINNEGAN



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OLIVIA FRENCH



MICHAELA CLAYWELL



2012 — From Another “Do Nothing Congress” to Moving “FORWARD”

Another do nothing Congress. The 112th Congress was one of the least productive in recent history — as measured by votes taken, bills made into laws, or nominees approved. There is no shortage of explanations for the apparent lack of legislative success.

Lawmakers had a long list of political reasons: Republicans who controlled the House blamed Democratic leaders in the Senate for refusing to hold votes that could prove problematic for members up for re-election; Democratic leaders in the Senate blamed Republicans in both chambers for not working with them on legislation that had a shot of winning a presidential signature.

President Obama called out Congress when he argued that members had to “be here” to make progress. However, it was not necessarily time spent in Washington where this Congress was falling behind. It was how little it accomplished when it was there; the legislative trickle slowed to a drip. Most of the bills that passed were extensions of expiring laws, and even those were not easily passed because of political gridlock.

While Congress prevented the President from making changes that would be of benefit to this country, it did not stop him altogether; President Obama used his recess powers to fill three vacancies on the National Labor Relations Board (NLRB). In a statement explaining his decision, President Obama said, *“the American people deserve to have qualified public servants fighting for them every day — whether it is to enforce new consumer protections or uphold the rights of working Americans. We can’t wait to act to strengthen the economy and restore security for our middle class and those trying to get in it.”*

While the President’s move may have seemed unusually aggressive, it reflected a theme that would continue to surface in the months ahead of the 2012 election: the President leaning on his executive power — and not relying on Congress — to try to boost the economy.

More fundamental legislative changes included easing the burden of proof under various federal anti-discrimination statutes to increase employees’ chances of prevailing, as well

as a dramatic overhaul of the National Labor Relations Act that would eliminate the employer’s right to insist upon a secret ballot election when unions present authorization cards seeking representation.

As we make our way out of this deep recession, the most important thing that could be done for the middle class would be to strengthen the economy. There must also be a reverse in the decline middle-class families have seen, not just these past few years, but for over a decade — working harder for less, health care costs skyrocketing, home values plummeting, and retirement savings accounts dwindling and becoming less secure. There are immediate steps that can be taken to reduce the strain on family budgets by helping middle class families manage their child and elder care responsibilities, save for retirement, and pay for college. A year ago, President Obama appointed a Task Force on the Middle Class, naming Vice President Joe Biden as its Chair. The hope is that, through the Obama administration, we will begin to see changes that will benefit the middle class citizens of this country and enable labor unions to once again be a driving force in that effort.

A few newly-enacted Executive Orders that were a positive move within President Obama’s first term in supporting both labor unions and the middle class were:

- Economy in Government Contracting/Prohibition against Federal Reimbursement of Activities Undertaken to Oppose Unionization.
- Notification of Employee Rights under Federal Labor Laws.
- Non-Displacement of Qualified Workers under Service Contracts.

These new Executive Orders directed the Federal Government to promulgate regulations that would further detail the Orders’ terms.

Respect for Workers. Ask any of your co-workers how they would like to be treated at work; most of them would likely have the desire to be treated with dignity and *respect*. You know when you have *respect*, and you know when you do

not. But what is *respect*, really? And, how is *respect* demonstrated at work?

A *respectful* workplace is one where employees can feel reasonably safe and where they are treated fairly, creating the freedom to focus on getting work done. A “*respectful* workplace” is one in which diversity and tolerance for differences and acceptance of others is based on the concept of proper consideration or courtesy. *Respect* also means showing consideration for others.

When people enjoy their work and receive *respect* from their managers and supervisors, productivity is high. When people are afraid, intimidated, or threatened, they spend their time and energy defending themselves. Unsafe and unhealthy environments have become generally known as hostile environments. This problem can be seen in the Railroad industry where we too often see employees being treated without dignity and *respect* by their immediate supervisors.

Respect between co-workers is just as important as receiving *respect* from our supervisors and managers. *Respect* from our supervisors and managers in the workplace goes a long way to make our attitudes positive and allow us to take pride in the work that we do. With increased pressures on the job, you and your co-workers are experiencing more stress. Regardless of your situation and the level of stress in your work place, there are things you can do to be a co-worker others will *respect*. Having positive work relationships with others can help to reduce the job-related stress for everyone involved, protecting you from being someone else's target.

Some of the people we may encounter as we go about our day may have been affected by the economy and are working in a job due to circumstances beyond their control because their previous employer may have laid them off, or even worse as we see in the Railroad environment far too often, they may have been terminated with no cause. They, more than ever, deserve to be treated with *respect*.

America's middle class and workers are under attack. Our failed and reckless economic policies, the Wall Street raid on Main Street, the coddling of millionaires and billionaires, and the gaming of a tax system that favors big corporations and offshore tax havens — taken together, all of these amount to an attempt to silence American workers and profit at their expense. Is this an example of how to *respect* workers?

Even if some do not believe, as I do, that organized labor is the surest path to a solid middle class and that collective bargaining creates the type of shared prosperity we need in this country, you must join the fight for fairness and respect. This is not about union or non-union. It is about

respect for all American workers and the value of their labor.

What issues to focus on? As working people and members of a labor organization, your choices in this past election should have been based on what those candidates could do to benefit such things as advances in the Railroad Industry, the labor movement, creating more jobs, improving the wages of the lower and middle class, and improving the economy, just to name a few.

What should have been crystal clear, however, was that we could not afford to go backward, and the American voters made sure that this country moved forward. This Administration will help us expand coverage and control healthcare costs; they will work with us to prevent shifting costs to working families, retirees, and the states. America's union movement will continue to focus on these issues.

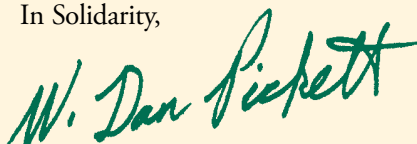
This Administration will work to prevent cuts in the funding for Amtrak. If the Republican Party had its way with Amtrak by privatizing it, that could have potentially affected our Railroad Retirement since Amtrak employees account for one-tenth of those who contribute to our Railroad Retirement benefits.

Moving “FORWARD.” The numbers are in and 66% of Working America members (a community affiliate of the AFL-CIO) voted for President Obama. In addition, 73% of Working America members voted for those Senate candidates which were endorsed by Working America.

It is clear that the American people made the choice to move forward. It is also apparent that the message that was broadcast by union members, including members of the Brotherhood of Railroad Signalmen, was heard loud and clear. The labor union members and the working people that make up the work force in this country obviously saw through the noise of TV ads and talk radio to the clear message that was being sent, and that was that the top 1% in this country mattered more than the working class citizens.

In closing, I look forward to working with the Obama administration during his second term with a focus on advancing the issues related to rail labor; I also want to wish each of you a very Merry Christmas and a safe and happy 2013.

In Solidarity,



W. Dan Pickett
BRS President

Flexible Spending Accounts (FSA)

A new Health Flexible Spending Account (FSA) Plan will be available to certain railroad employees for the plan year beginning January 1, 2013, and ending on December 31, 2013.

What is the Health FSA Plan?

The Health FSA Plan, administered by UnitedHealthcare, is designed to allow the use of pretax dollars to pay for certain medical expenses that are not covered under any health plan (including a railroad health and welfare plan) or any other source. Those covered may then submit requests for reimbursements of eligible expenses from their Health FSA, which means using pretax dollars to pay for those expenses.

When enrolling in the Health FSA Plan, participants agree to have a certain amount deducted from their wages and contributed to the Health FSA.

Who is Eligible to Participate in the Health FSA?

To participate in the Health FSA Plan, eligible participants must meet all of the following requirements:

- Must reside in the United States, and
- Must be employed by a participating railroad, and
- Must be a member of a participating labor organization.

If participants eligibility changes during the plan year and they no longer meet the above requirements, then their participation in the Health FSA Plan will end and all wage deductions and contributions to the Health FSA will cease as of the date of termination.

How Much Can a Participant Contribute to the Health FSA?

The minimum amount contributable to the Health FSA Plan for the 2013 plan year is \$120, and the maximum amount is \$2,500. Once an agreement is made to have a specific amount deducted from the participants wages

for the Health FSA, changes in the deduction amount are prohibited for the remainder of the plan year.

Reimbursable Expenses Under the Health FSA

The Health FSA Plan will reimburse eligible medical expenses for the participant, spouse, and persons who are considered dependents under federal tax law. The expenses must be for “medical care” as defined by the IRS, and must not be covered by another health plan.

NOTE: Only eligible expenses that are incurred during the “Period of Coverage” are reimbursable. An expense is incurred when the service is performed, not when billed for the service or when remitting payment. In

general, the Period of Coverage is the plan year (January 1 to December 31, 2013), but the Period of Coverage may terminate early if the participant stops working and stops making contributions to the Health FSA.

The following kinds of expenses may be eligible for reimbursement under the Health FSA Plan:

- All deductibles or co-payments under medical, prescription drug, dental, or vision plan
- Certain dental services not covered by dental plan
- Fertility Treatment
- Vasectomy
- Laser Eye Surgery
- Speech Therapy not covered under a railroad or any other plan
- Medical expenses for persons who qualify as dependents under federal tax law but who are not covered under the participants plan

The following kinds of expenses are not eligible for reimbursement under the Health FSA Plan:

- Any amounts that are eligible for reimbursement from another source, such as any health plan or Medicare

Per federal regulations, participants must use all the money in their Health FSA for expenses incurred during your Period of Coverage or forfeiture of the unused portion will occur.

- Any expenses for which a federal itemized deduction is taken
- Premiums or employee contributions for health, dental, or vision coverage
- Over-the-counter medicines and drugs, unless a doctor writes a prescription for them
- Health or fitness club membership for general health
- Weight reduction programs for general health
- Personal care items
- Cosmetic services and supplies
- Cosmetic surgery or other cosmetic procedures that do not qualify as medical care under federal tax law

Other expenses not listed here may or may not be eligible for reimbursement. Visit www.railroadinfodepot.com or www.myuhc.com, to receive a detailed list of eligible expenses or call UnitedHealthcare toll free at 1-888-298-9754 (beginning January 1, 2013).

Use It Or Lose It Rule & Grace Period

Per federal regulations, participants must use all the money in their Health FSA for expenses incurred during the Period of Coverage or forfeiture of the unused portion will occur. However, the Health FSA Plan has a grace period: If the participant does not incur sufficient Health FSA Plan eligible expenses to use all of their 2013 contributions by December 31, 2013, the plan provides a 30-day grace period during which they can incur additional eligible expenses for which they can be reimbursed using their 2013 contributions. The grace period begins on January 1, 2014, and ends on January 30, 2014.

Minimum Participation Requirement

There is no minimum participation requirement for the 2013 Plan Year; however, the Carriers may opt to terminate the Health FSA of any craft if enrollment is less than 5% of the eligible employees in the craft for the 2014 Plan Year or less than 7.5% of the eligible employees in the craft for the 2015 Plan Year and succeeding Plan Years.

Submitting Health FSA Claims

Beginning January 1, 2013, reimbursement forms for eligible Health FSA expenses may be found at www.myuhc.com, and claim forms may be obtained by calling UnitedHealthcare toll free at 1-888-298-9754. The claim form explains what documentation is needed for reimbursement and includes a mailing address. Eligible participants will have until March 31, 2014, to submit claims for expenses incurred between January 1, 2013, and January 30, 2014.

Additional Information

Railroad employees who elect to participate in the Health FSA Plan will receive a Summary Plan Description (SPD) booklet early next year. In the meantime, to request additional information about this exciting new benefit program, please contact UnitedHealthcare at 1-800-842-9905. ■

DID YOU KNOW?

Title 49: Transportation

§ 236.101 PURPOSE OF INSPECTION AND TESTS; REMOVAL FROM SERVICE OF RELAY OR DEVICE FAILING TO MEET TEST REQUIREMENTS

The following inspections and tests shall be made in accordance with specifications of the carrier, subject to approval of the FRA, to determine if the apparatus and/or equipment is maintained in condition to perform its intended function. Electronic device, relay, or other electromagnetic device which fails to meet the requirements of specified tests shall be removed from service, and shall not be restored to service until its operating characteristics are in accordance with the limits within which such device or relay is designed to operate. ■

Just Another Winter's Day

It is a cold night and the weather forecast is a bad one. A winter storm is hitting your area with heavy snow, high winds, and temperatures are expected to drop below zero. Authorities are advising everyone to stay off of the roads because the travel and weather conditions are treacherous. How many of us have heard warnings like these just as we are walking out the door on our way to work? The answer is all of us who work in areas where there is winter weather. The situation described above is the type of situation that Signalmen are routinely required to work in to keep the signal system operational. For Signalmen, this is *"just another winter's day."*

With winter upon us, it is important to remember a few things that can help keep us safe. Inclement winter weather situations can develop quickly and can catch us off guard. It is important to plan ahead for winter weather conditions and avoid prolonged exposure to cold temperatures. It is also important to recognize what the effects of working in cold temperatures have on our bodies.

When exposed to cold temperatures, your body will begin to lose heat faster than it is produced. When the body temperature gets low, it can affect the brain, making it hard for a person to think clearly or move well. Prolonged exposure to cold temperatures can result in hypothermia. Hypothermia is particularly dangerous because it can be deadly and an affected person might not realize that it is occurring. Some of the signs of hypothermia we should be aware of are: shivering, exhaustion, confusion, slurred speech, and drowsiness. If you notice any of these warning signs displayed by coworkers or even yourself, begin warming up immediately and seek medical attention.

Frostbite is another potential hazard caused by exposure to the cold weather. Frostbite can cause a loss of color and feeling in the affected area. Frostbite often occurs on the nose, ears, fingers, and toes and can permanently damage the affected areas. Severe cases can result in amputation. The risk of frostbite is increased in people who are not dressed properly for cold weather.

Here are some basic precautions for exposure to cold weather that will help protect us from hypothermia and frostbite:



- Wear several layers of clothing and always layer to protect the head, hands, and feet.
- Drink plenty of fluids, preferably warm, sweet beverages (water, sugar water, sports type drinks). Avoid drinks with caffeine (coffee, tea, soda etc.) and alcohol. Cold weather suppresses thirst and dehydration can occur in cold weather.
- Increase your caloric intake by eating warm high calorie foods such as hot pasta dishes. Working in heavy, protective clothing expends more heat and uses 10% to 15% more calories.
- Take frequent breaks in a warm, dry shelter to allow your body to warm up. Increase these breaks as wind velocity increases or temperatures drop.
- If possible, schedule your work during the warmest hours of the day and work in pairs.
- Be aware of cold-related signs and symptoms such as heavy shivering, fatigue, drowsiness, and euphoria.

These simple precautions can help protect us while working in a cold environment. We should also take a few steps in preparing our vehicles, whether personal or company, to ensure that we are ready for driving in winter weather.

Here are some simple tips to ensure your vehicle is ready for winter:

- Make sure that your vehicle's cooling system and radiator are ready for the cold weather.
- Make sure you check your windshield wipers and fill your vehicle with winter mix windshield wiper fluid.
- Keep your vehicle filled with fuel to avoid ice in the fuel lines or gas tank and to serve as a warm shelter if you become stranded.
- Check air pressure and inspect tires. Replace any worn or bad tires.
- Put extra winter clothes, blankets, and even a sleeping bag in the trunk. Pack water and food (such as energy bars), a flashlight, extra batteries, matches, and a first-aid kit.
- Have a cell phone and car charger with you.
- Consider adding weight to the trunk or pickup bed in rear-wheel drive vehicles. Bags of sand or salt both add traction-improving weight and can be dumped on ice to improve traction further.
- Before departing, scrape ice and snow from the roof in addition to every window, mirror, and light. Never splash hot water on glass to melt ice.
- Lube door locks and

latches and coat weather stripping with silicone spray to help keep doors from freezing shut.

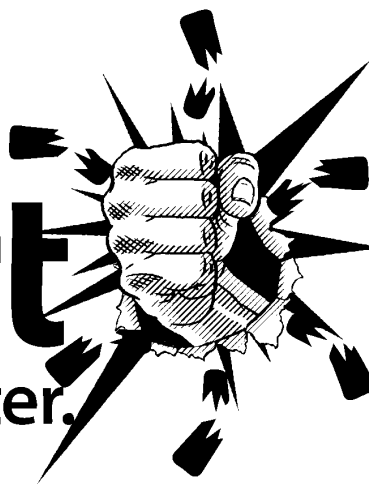
Also, for our brothers and sisters that are called out and are required to work alone, let the dispatcher or a family member know where your work location is and the route you will take to get there. Weather conditions can change rapidly, and it is a good idea to have someone aware of where you will be.

All of us need to be aware that it does not take much time in extreme cold and blizzard-like conditions to develop frostbite and become affected by hypothermia. We need to watch out for ourselves and for our brothers and sisters who routinely work in extremely cold temperatures and winter storms so that all Signalmen make it home safely at the end of the day. The BRS appreciates the tough work that Signalmen consistently perform in the unforgiving and difficult environment of "*just another winter's day.*" ■

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Walmart
Strike now. Live better.



Express Scripts and Medco are Now One Company

Express Scripts and Medco Health Solutions, Inc., have come together as one company to manage your prescription benefit. Express Scripts will be the new prescription drug provider to many BRS members. Members should experience no change in the quality of service or member experience as a result of this merger.

To continue providing high-quality service, Express Scripts is proceeding carefully as it brings the two companies together. Please continue to refill your prescriptions as you normally would by using your current prescription drug ID card, member ID number, mail-order refill forms, www.medco.com, and the toll-free member services telephone number on your ID card.

The combined company is also in the process of changing the name on all of its communications to Express Scripts. Until the renaming process is complete, you may see messages from both Express Scripts and Medco.

The list of Frequently Asked Questions that follows provides helpful information about your prescription drug benefit and the transition to the Express Scripts name.

Who is Express Scripts?

Express Scripts, like Medco, is a prescription benefit manager that helps make the use of prescription drugs safer and more affordable for tens of millions of people. Express Scripts recently merged with Medco Health Solutions, Inc. The combined company will now be known as Express Scripts.

Why are the two companies combining?

Combining Express Scripts and Medco will allow the new company to do even more to help improve patient health while driving down the cost of prescription drugs.

How did Express Scripts get my prescription information?

Since Medco and Express Scripts have come together as one company to manage your prescription drug benefit, the information that Medco had on file for

you is now available to the merged company. Please be assured that Express Scripts will protect your private health information with the same level of security you've always received.

If I need to call Member Services, do I use the same phone number I've always called?

Yes. Continue to call the number on your prescription drug benefit ID card.

Will my member ID number change?

No. Continue using your current prescription drug benefit ID card and the member ID number on the card.

Can I continue to order new prescriptions as I normally would?

Yes. Please continue to submit new home delivery prescriptions by mail or have your doctor send them via fax or ePrescribing. Also, continue using your member ID number, order forms, www.medco.com, and the toll-free Member Services number on your ID card.

Can I still order refills on the member website or by phone?

Yes. Please continue to use www.medco.com or call the toll-free Member Services number on your ID card. You can also use the refill forms enclosed with your prescription orders.

Will my home delivery packages look different?

The packaging may look different because your medications may be shipped from an Express Scripts Pharmacy or the Medco Pharmacy, depending on factors including weather, medication supply, and the distance between the pharmacy and the delivery address. There may be differences between bottle caps, bottle colors, and the labels used. You may also notice changes in the materials used to package temperature sensitive medications. There will be no changes to your medications or the merged company's safe, accurate delivery methods.

Can I still use the same participating retail pharmacy that I do today?

Yes. You can still use the pharmacies in the current retail network.

What name changes might I expect to see?

The Express Scripts name and brand began appearing on most member communication around September 1. Some communications may still reference Medco along with Express Scripts until the name transition is complete. Below are some examples:

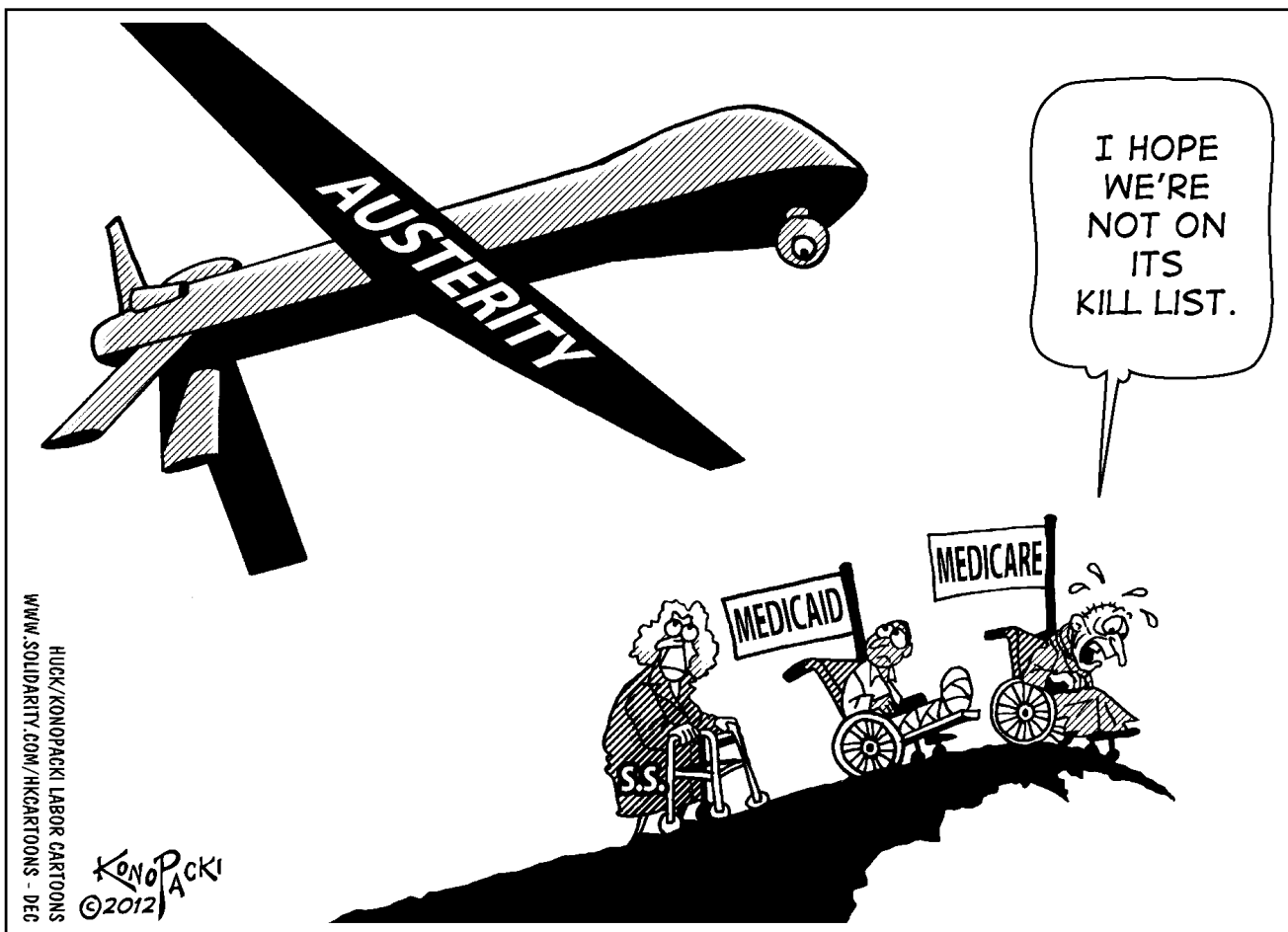
- **Member website.** The address will remain *www.medco.com*. The branding on the website will change to Express Scripts.
- **Letters.** Most letters to members will reflect the Express Scripts branding.
- **Literature enclosed in home delivery packages.** Information related to prescription orders will refer

to Express Scripts and Medco.

- **Member Services greeting.** When you call, you will hear reference to Medco is now part of the Express Scripts family of companies.

Certain communications and organization names did not change on September 1, but will likely change over time such as the Medco Pharmacy, and prescription drug ID cards for existing Medco cardholders.

Any questions or concerns regarding this matter should be directed to your prescription drug provider, whose number can be found on the back of your prescription ID card. ■





Election 2012 — America's Decision to Move Forward

In November, 62,611,250 million Americans decided that President Obama was the best candidate for the job. President Obama won 50.6% of the popular vote, with Republican candidate Mitt Romney winning 47.8%. Democrats retained their majority in the Senate and then some, gaining two seats from the Republicans. The Republicans retained their majority in the House; however, Democrats gained eight seats.

AFL-CIO President Richard Trumka said, in a statement:

"Nothing about the last four years has been easy, from the Great Recession to Hurricane Sandy, from unrelenting partisan obstruction by Republicans to the greatest onslaught of negative ads ever unleashed against an American president."

"Throughout the tumult, President Obama and Vice President Biden have been steadfast allies of working men and women and the values we cherish, focused on repairing the economy, rebuilding the ladder to the middle class and investing in our shared future. That's why workers and their unions made an historic effort on their behalf, bringing home the vote for the President from Nevada to Ohio, from Wisconsin to Pennsylvania."

The BRS is looking forward to another four years with Barack Obama as our President, fighting for the security and prosperity of the middle class and securing the future for our families.

Focus for 2013

When the next session of Congress convenes, there will be changes in office. The following topics make up our area of focus for the 113th Congress. We encourage all BRS members to become informed on how your representatives in Congress stand on these issues.

The BRS continues to push for funding for Transportation & Infrastructure in appropriations bills.

Railroad Retirement System — In 2013, one of our main priorities is to make sure every congressman and senator knows how our benefits system operates. In fiscal year (FY) 2012, with the proposal of the "Ryan Budget" and our lobbying efforts on Capitol Hill, it became very apparent that not all lawmakers knew that the proposed changes to how our benefits system

operates would not result in saving taxpayers money. We lobbied hard to make sure the senate rejected that proposal. Going forward, it is our goal to educate every member of Congress on critical

budget proposals that affect our way of life and our Railroad Retirement System.

Amtrak — In 2011, an average of more than 831,000 people every weekday depended on commuter rail services that used Amtrak-owned infrastructure, dispatching, shared operations, or rode commuter trains operated or maintained by Amtrak under contracts with local or regional agencies. Amtrak's Northeast Corridor (NEC) is the busiest railroad in North America, with more than 2,200 trains operating over some portion of the Washington-Boston route each day. More than three-quarters of a million riders use the NEC every weekday, generating more than 4.9 million passenger miles daily.

Amtrak is always under fire. Republicans are constantly clamoring to end funding for Amtrak. No country in the world operates a passenger rail system without some form of public support for capital costs and/or operating expenses. Amtrak continues to increase its ridership; it's a vital part of our national infrastructure.

Transportation & Infrastructure Budget — MAP-21, the Moving Ahead for Progress in the 21st Century Act (P.L. 112-141), was signed into law by President Obama on July 6, 2012. MAP-21 is the first long-term highway authorization enacted since 2005, funding surface transportation programs at over \$105 billion for FY 2013 and 2014.

MAP-21 is a milestone for the U.S. economy and the Nation's surface transportation program. By transforming the policy and programmatic framework for investments to guide the system's growth and development, MAP-21 creates a streamlined and performance-based surface transportation program and builds on many of the highway, transit, bike, and pedestrian programs and policies established in 1991.

The BRS supports funding for Transportation & Infrastructure in appropriations bills and High Speed Rail projects, which put people to work and grow our economy.

Positive Train Control (PTC) — The Rail Safety Improvement Act of 2008 mandates that “...*each Class I railroad carrier and each entity providing regularly scheduled intercity or commuter rail passenger transportation transporting passengers*” have a PTC implementation plan developed and executed by December 31, 2015. Based

on the findings of the Federal Railroad Administration (FRA), gathered as a result of its report to Congress, the FRA believes that the majority of railroads will not be able to complete PTC implementation by the 2015 deadline. The 113th Congress will have the prerogative to vote on whether to extend the deadline. As a result, the FRA recommends that if Congress were to consider legislation extending the PTC implementation deadline it should consider several factors, including the extent to which each railroad has demonstrated due diligence in its efforts to successfully implement PTC technologies on its rail system. The BRS wants to be certain each member of Congress understands that the safety of railway workers and the American public does not have a price tag and should not be mitigated or delayed. ■

Union Plus Scholarship Program

Since 1992, the Union Plus Scholarship Program has awarded more than \$3.4 million to students of working families who want to begin or continue their post-secondary education. Over 2,200 families have benefited from our commitment to higher education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation.

EVALUATION CRITERIA: This is a competitive scholarship. Applicants are evaluated according to academic ability, social awareness, financial need, and appreciation of labor. A GPA of 3.0 or higher is recommended.

The required essay can account for up to half of your total score.

Scholarship applicants are judged by a committee of impartial post-secondary educators.

APPLICATION DEADLINE: A complete application must be received on or before 12:00 p.m. (Eastern Time) on Thursday, January 31, 2013. Applications received after this deadline will not be considered.

SCHOLARSHIP AWARD AMOUNTS: Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall of 2013. Students may re-apply each year.

AWARD DATE: The Scholarship Committee will determine recipients of scholarship awards by May 31 each year. During the first two weeks of June, award recipients will be individually notified by mail, and all applicants will be sent an email with notification that the award list is posted at UnionPlus.org/Scholarships. Please note that due to the volume of applications, we cannot provide any information on the status of an application before award announcements are made. ■

Early Retirement Plan Increases Maximum

The lifetime maximum benefit for each individual covered under The Railroad Employees National Early Retirement Major Medical Benefit Plan (UnitedHealthcare's Policy GA-46000) is adjusted each year based on the medical cost component of the Consumer Price Index. As of January 1, 2013, this maximum will increase from \$131,500 to \$136,200. The

\$4,700 in additional benefits payable applies to expenses incurred on or after January 1, 2013.

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

Eligibility Rules

For Age Annuitants:

You apply for a 60/30 annuity for which you are eligible:

- on or after the date you reach age 60, or
- anytime during the three months before your 60th birthday, provided you continue working into the month before the month in which you turn age 60.
- On the day before you apply for your annuity, you must be covered (other than under COBRA) under The Railroad Employees National Health and Welfare Plan.

For Disability Annuitants:

- You have a current connection with the railroad industry.
- You have applied for a disability annuity to which you are entitled.

You are covered under The Railroad Employees National Health and Welfare Plan (other than by COBRA) on the day before the latest of the following dates:

- the date you reach age 60
- the date you became disabled
- the date your railroad service equals 30 years.

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

Enrollment Is Necessary

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

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

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

RRB Reaches Out to Workers Affected by Sandy

The U.S. Railroad Retirement Board (RRB) is reminding rail employees out of work due to Hurricane Sandy and its aftermath that they may qualify for unemployment benefits. To determine eligibility or file claims for benefits, affected railroaders should call the RRB's toll-free telephone number (1-877-772-5772) or visit its website at www.rrb.gov. Rail workers who are out of work and without Internet or regular mail service may temporarily claim benefits by calling the RRB's toll-free number until services are restored.

In order to file an application for benefits online via the website, an individual must have an Internet Services Account with the agency. For security purposes, first-time users must obtain a unique password, which they can do by clicking on the link for requesting a Password Request Code (PRC) in the Benefit Online Services login section of the www.rrb.gov home page.

Individuals who have already established an Internet Services Account and password can go online to file applications and claims for biweekly unemployment benefits, as well as conduct other business with the RRB over the Internet. For rail workers without power or Internet access, the RRB encourages them to call the agency toll-free at 1-877-772-5772.

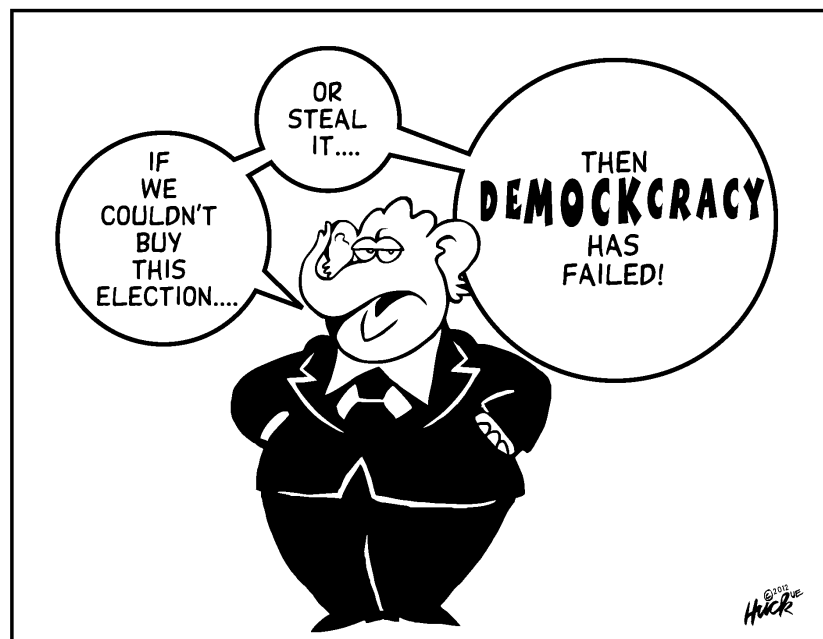
Claimants can also find the address of the RRB office servicing their area and get information about their claims and benefit payments by calling this toll-free number. Most RRB offices are open to the public from 9:00 a.m. to 3:30 p.m., Monday through Friday, except on Federal holidays. Field office locations can also be found online at www.rrb.gov.

Railroad unemployment benefits are normally paid for the number of days of unemployment over four in 14-day registration periods. The

maximum daily benefit rate is currently \$66, so maximum benefits for biweekly claims will total \$660. In addition, during the first 14-day claim period in a benefit year, benefits are payable for each day of unemployment in excess of seven, rather than four, which basically creates a one-week waiting period.

To qualify for normal railroad unemployment benefits in the benefit year that began July 1, 2012, an employee must have had railroad earnings of at least \$3,325 in calendar year 2011, counting no more than \$1,330 for any month. Those who were first employed in the rail industry in 2011 must also have at least five months of creditable railroad service in that year.

Under certain conditions, employees with at least 10 years of service who do not qualify on the basis of their 2011 earnings may still be able to receive benefits. For example, employees who received normal benefits in the benefit year that ended June 30, 2012, might still be eligible for extended benefits. In addition, 10-year employees may be eligible for accelerated benefits if they have rail earnings of at least \$3,412.50 in 2012, not counting earnings of more than \$1,365 a month. ■





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 how railroad retirement annuities are affected when retired rail employees are also entitled to pensions from employers not covered by railroad retirement or social security.

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

The noncovered service pension reduction in railroad retirement benefits was introduced by 1983 social security legislation which also applied to the tier I benefits of railroad retirement employee annuities.

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 the tier I portion of their annuity for receipt of a public pension

based, in part or in whole, on employment not covered by social security or railroad retirement after 1956. This may also apply to certain other payments not covered by railroad retirement or social security, such as from a non-profit organization or from a foreign government or a foreign employer. It does not include military service pensions, payments by the Department of Veterans Affairs, or certain benefits payable by a foreign government as a result of a totalization agreement between that government and the United States.

3 If a noncovered 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 noncovered 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 2012, the gross tier I benefit is equal to: 90 percent of the first \$767 of average indexed monthly earnings, plus 32 percent of the amount of those earnings over \$767 up to \$4,624, plus 15 percent of those earnings in excess of \$4,624.

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 1950 is eligible for a noncovered service pension and has less than 30 years of service. Her railroad retirement annuity begins with the first full month she is age 62 and her average indexed monthly earnings are \$1,800. The gross tier I amount, after reduction for the noncovered service pension, would be \$637, rather than the \$1,020 otherwise payable. A reduction for early retirement would also be applied to her annuity.

However, for employees with relatively low noncovered 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 railroad retirement employee annuitants who also receive noncovered service pensions from this reduction?

Railroad retirement employee annuitants also receiving a noncovered 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 noncovered service pension reduction.

Railroad retirement employee annuitants who received, or were eligible to receive, their noncovered 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 noncovered employment before 1957; and
- Railroad employees eligible for a noncovered 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 noncovered 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 1982, earnings of \$6,075 would be considered a year of substantial earnings; in 1992, earnings of \$10,350 would be needed; in 2002, earnings of \$15,750; and in 2012, earnings of \$20,475.

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

For more information, individuals should contact an office of the Railroad Retirement Board (RRB) by calling toll-free 1-877-772-5772. 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. ■



DON'T LET THE BED BUGS

BITE

... YOUR WALLET


The resurgence of bed bugs has caused more than the creepy little blood suckers to come out of the woodwork. Some self-proclaimed pest control professionals and marketers are trying to take a bite out of your wallet by peddling products that claim to prevent or remedy bed bug infestations. In fact, the U.S. Environmental Protection Agency (EPA) — one of the federal agencies responsible for managing the bed bug problem — reports an increase in the number of individuals and companies making unrealistic claims about their abilities to control or eradicate the pests.

The Federal Trade Commission (FTC), the nation's consumer protection agency, urges you to be cautious when shopping for products and services related to bed bug infestations to avoid being sucked dry financially — and possibly making the problem worse.

Bed Bug Basics — Bed bugs are good hitchhikers, riding into homes in and on luggage, furniture, bedding, or clothing. Once inside, the pests like to hide in small cracks and crevices — behind your bed's headboard, in the seams and tufts of your mattress and inside the box spring, along baseboard cracks, and behind wallpaper. The presence of bed bugs has little to do with cleanliness, although clutter can provide good hiding places and make them difficult to treat.

Bed bugs do not transmit diseases, but their bites can become red, itchy welts. Bed bugs typically feed on blood every five to ten days, but can live for a year or more without eating. They also can withstand a wide range of temperatures from nearly freezing to almost 113 °F.

The Tell Tale Signs of Bed Bugs — Adult bed bugs are oval, wingless, and have a rusty red color. They have flat bodies, antennae, and small eyes. For photos, see www.epa.gov/bedbugs. They are visible to the naked eye, but often hide in cracks and crevices. So when you clean, change bedding, or travel, look for other signs that they may present, like:

- dark spots about this size:  on furniture, including mattresses and boxsprings. They are bed bug feces and may bleed on fabric like a felt-tip marker.
- rusty or reddish stains on bed sheets or mattresses caused by bed bugs being crushed.
- bed bug eggs and eggshells, which are tiny (about 1mm) and white.
- live bed bugs, though there are many other bugs that may look a lot like bed bugs. It's important to get an expert's identification.

Treating Bed Bug Infestations — *Experts agree:* Bed bug infestations are difficult to control, and no one treatment or technique has been found to be effective in all cases. Still, bed bugs can be controlled through a combination of techniques known as integrated pest management (IPM) — an environmentally sensitive approach that includes prevention, monitoring, and limited use of chemical pesticides. In fact, some populations of bed bugs have developed resistance to common pesticides, making some sprays ineffective. Alternative treatments include heat and steam. Bedding, clothing, and electronic items shouldn't ever be treated with pesticides, but can be treated with heat.

Do-It-Yourself — If you try to control bed bugs on your own with pesticides, choose products that are intended for that purpose. The EPA has a bed bug product search tool at <http://cfpub.epa.gov/opprpref/bedbug/> that can help you choose a product that meets your needs.

Before you use a pesticide, read the label. Never use a pesticide indoors that is intended for outdoor use. Using the wrong pesticide or using it incorrectly can make you, your family, and your pets sick. It also can make your home unsafe to live in. Never spray pesticides on top of mattresses, sofas, and other upholstered furniture, or in areas where there are children or pets.

What about using bug bombs or foggers? Many bed bugs are resistant to the pesticides used in these products. In addition, these products do not reach cracks and crevices where bed bugs reside. So, while experts agree that bug bombs and foggers can kill bed bugs, they definitely shouldn't be the only control method you use.

Hiring a Professional — If you'd rather hire an expert to do the job:

- Make sure that you really have bed bugs and not some other pests.
- Use a professional with experience in bed bug control. Controlling bed bugs is different than controlling other pests.
- Be wary of exterminators who show up uninvited and offer a free inspection. They may use scare tactics to pressure you into authorizing immediate and costly treatments.
- Deal with a qualified and licensed pest management company. Call your state pest control regulatory agency for information about the status of pest management companies. In most states, the regulatory agency is the State Department of Agriculture. You also can check out companies with your state Attorney General, local consumer protection agency, and Better Business Bureau or an internet search engine.
- Ask friends and neighbors to recommend pest control companies they have used successfully for bed bugs and how satisfied they were with the service. You can do this online through a community bulletin board or neighborhood listserv.
- Get bids from several companies. Ask about their training, and their approach to controlling bed bugs.
- Be wary of choosing a company based on price alone. Quality control is the most important factor.
- Before you sign a contract, get details on the extent of the infestation, the proposed work plan, and the number of visits required and anticipated to solve the problem. A reputable company will inspect your property before quoting you a price or beginning any pesticide application. The company also should give you a written inspection report, and a plan for preparing for treatment and preventing further infestation.
- Find out if the pest control company has liability insurance to cover any damage that occurs to your home or furnishings during treatment.
- If you get a written "guarantee," look for what it covers, how long it lasts, what you must do to keep it in force, and what is required for continuing control, prevention, and management.

- Read the EPA's Citizen's Guide to Pest Control and Pesticide Safety, which offers more tips on how to choose a pest control company.

Preventing Bed Bug Infestations — The best way to control bed bugs is to prevent them from entering your home. Here's how:

- Inspect secondhand furniture, beds, and couches for signs of bed bug infestation before bringing them home.
- Enclose mattresses and box springs in covers labeled "allergen rated," "for dust mites," or "for bed bugs." Periodically check for rips or openings and tape these up.
- Reduce clutter in your home to reduce hiding places for bed bugs.
- Repair cracks in plaster, repair or remove any loose wallpaper, and tighten light switch covers.
- Apply caulk to seal crevices and joints in baseboards and gaps on shelves or cabinets.

When traveling:

- Use luggage racks to hold your suitcases when packing and unpacking rather than setting your luggage on the bed or floor.
- Check the mattress and headboard before getting into bed.
- When you get home, unpack directly into a washing machine. Wash all items showing bed bug stains, and dry on the highest setting for at least 20 minutes. The heat from the dryer kills the bugs.
- Inspect and then vacuum luggage. Empty the vacuum or seal and dispose of its bag outside of your home after each use.

For More Information — Contact the following agencies and organizations to learn how to control household pests.

- Environmental Protection Agency (EPA) – www.epa.gov/bedbugs
- Centers for Disease Control and Prevention (CDC) – www.cdc.gov/nceh/ehs/Topics/bedbugs.htm
- National Pesticide Information Center – <http://npic.orst.edu/pest.htm> ■



BRS DESIGNATED COUNSEL



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

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

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

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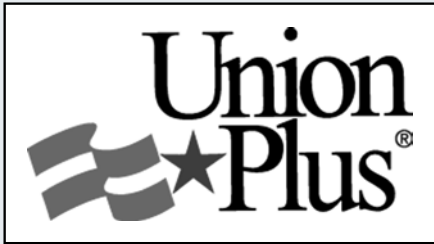
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See Colorado



\$500 Disaster Grants Available to Help Participants Impacted by Hurricane Sandy

Union Plus Disaster Relief Grants of \$500 are available to help eligible participants in the Union Plus Credit Card, Insurance or Mortgage programs who are facing financial hardship due to the disaster. The money does not have to be repaid. Funds are limited to the nearly \$370,000 available in the Union Plus Disaster Relief Fund.

To qualify for a Union Plus Disaster Relief Grant, you must:

1. Have been a victim of the severe weather in counties designated by FEMA as qualifying for individual assistance. (List of qualifying counties available at UnionPlus.org/Sandy.)
2. Have experienced a significant loss of income or property within the last six months due to the disaster.
3. Have had a Union Plus Credit Card, Union Plus Insurance policy or Union Plus Mortgage for at least 12 months with the account or policy in good standing (be up-to-date on payments).
4. Describe his or her circumstances and document the income or property loss.

To apply for a disaster relief grant, union members who participate in any of the following programs can call:

- Union Plus Credit Card: 1-877-761-5028
- Union Plus Insurance: 1-800-472-2005
- Union Plus Mortgage: 1-800-472-2005

Union Plus programs are truly unique in looking out for the welfare of union members. Credit card holders are also eligible for Union Plus grants that help union members who lose their job, are recently disabled, face high hospital bills, or are forced to go on strike. The mortgage program also offers assistance that includes

interest-free loans and grants for union members who are unemployed, recently disabled, locked out, or on strike.

Union Plus Credit Card holders are encouraged to contact Capital One, the new Union Plus Credit Card issuer, at 1-877-761-5028, if you need additional assistance. Capital One has programs in place to help customers who are experiencing difficulties due to the storm.

Union Plus Mortgage holders, including anyone who is in the process of receiving a new Union Plus mortgage, are encouraged to contact Chase, who provides Union Plus Mortgages, at 1-888-356-0023 or tweet @ChaseSupport, for additional assistance and information.

For more information about the Union Plus disaster benefits, visit UnionPlus.org/Sandy. ■

DID YOU KNOW?

Title 49: Transportation

§ 236.57 SHUNT AND FOULING WIRES

(a) Except as provided in paragraph (b) of this section, shunt wires and fouling wires hereafter installed or replaced shall consist of at least two discrete conductors, and each shall be of sufficient conductivity and maintained in such condition that the track relay will be in deenergized position, or device that functions as a track relay will be in its most restrictive state, when the circuit is shunted.

(b) This rule does not apply to shunt wires where track or control circuit is opened by the switch circuit controller.

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

AD Cox	19
DE Hughett	77
LC Barnes	93
RM Rodriguez	99
PF Beals	119
JA Heitman	121
WH Henry	228

35 YEARS OF SERVICE

JA Bukovics	10
CR Voelkel	42
RL Sandilla	68
WA Emahiser	94
JL Klein	106
KR Freeman	109
LD Sherfey	119
AW Hall Jr	121
CB Lee	121
RP Endfinger	137
CC Pierce	137
RC Cervantes	156
BJ Casias	206
CW Cross	206
MJ Clayton	208
RA Poore	232

30 YEARS OF SERVICE

BL Wood	1
RM McClure	2
LR Johnson	16
RH Mayfield Jr	16
M Wilburn	16
AD Fitz	40
MJ McNace	43
TM Schooler	49

30 YEARS OF SERVICE

DM Gaw	55
JJ Grzelak	68
DH Smith	92
HC Smith	94
T Connelly	102
M Danko	102
BR Jessen	102
LF Wagner III	102
TA Baker	108
WB Hewgley	119
MR Huffman	119

30 YEARS OF SERVICE

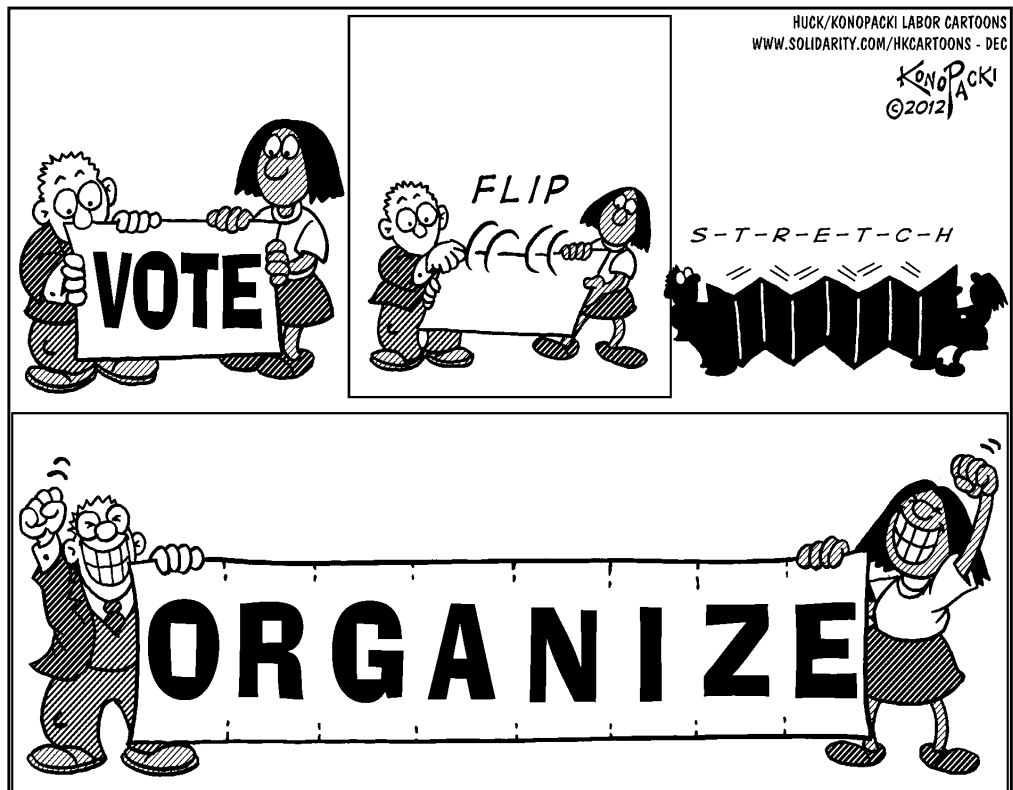
JP Cleveland	120
WS Kotomski	130
WJ Miller	136
AD Guerrero	156
JP Miller	172
TJ Kremer	183
SG Sparks	198
RM Petty	208

25 YEARS OF SERVICE

HP Campbell	18
SR Kelly	18

25 YEARS OF SERVICE

GJ Nemcik	18
TJ Smith	18
S White	18
AJ Burke	56
GW Cohan	56
NJ Hentschel	56
CE Natale	56
DP Haynes	68
TL Kuhns	81
DE Harmon	106
DE Ruhl	157
SR Bailey	176
GL Reitz	229



OBITUARIES

KEITH ANDERSON—retired member of **LOCAL 123**.

Brother Anderson retired in 1985 after 43 years of service with the Chesapeake and Ohio Railroad. Brother Anderson was a Signal Maintainer at Monroe, Michigan, at the time of his retirement.

EARL E. ASHABRANER—retired member of **LOCAL 71**.

Brother Ashabraner retired in 1980 after 30 years of service with the Louisville and Nashville Railroad. Brother Ashabraner was a Signal Maintainer at Cami, Illinois, at the time of his retirement.

MILLARD E. CAMPBELL—retired member of **LOCAL 28**.

Brother Campbell retired in 1998 after 40 years of service with Conrail. Brother Campbell was a Signal Maintainer at Battle Creek, Michigan, at the time of his retirement.

KENNETH E. KILLINGBECK—retired member of **LOCAL 34**.

Brother Killingbeck retired in 1995 after 43 years of service with the Southern Pacific Railroad. Brother Killingbeck was a Special Signal Technician at Redding, California, at the time of his retirement.

GORDON B. MADSEN—retired member of **LOCAL 179**.

Brother Madsen retired in 2006 after 40 years of service with the Union Pacific Railroad. Brother Madsen was a Signal Inspector at Salt Lake City, Utah, at the time of his retirement.

MARTIN K. "MARTY" MOHLER—retired member of **LOCAL 31**.

Brother Mohler retired in 2006 after 40 years of service with CSX Transportation. Brother Mohler was a Signal Maintainer at Keyser, West Virginia, at the time of his retirement. Brother Mohler served as Recording-Financial Secretary for 25 years, and also served as Local Chairman. Brother Mohler is also a U.S. Navy Veteran who served during Vietnam.

CHRISTOPHER A. RIDDLE—active member of **LOCAL 72**.

Brother Riddle had 30 years of service with the Missouri Pacific and Union Pacific Railroads. Brother Riddle was a Signal Maintainer at Dupu, Illinois, at the time of his passing. Brother Riddle served as Local Chairman.

JOHN D. RILEY—retired member of **LOCAL 93**.

Brother Riley retired in 1981 after 36 years of service with Conrail. Brother Riley was a Test Maintainer at Syracuse, New York, at the time of his retirement. Brother Riley is also a U.S. Army Veteran.

WELDON F. ROBERTSON—retired member of **LOCAL 40**.

Brother Robertson retired in 1992 after 43 years of service with the Pennsylvania and Penn Central Railroads, and Conrail. Brother Robertson was a C&S Inspector at Johnstown, Pennsylvania, at the time of his retirement. Brother Robertson served as Vice General Chairman, Local President, and Local Chairman.

KENNETH C. SITTON—retired member of **LOCAL 49**.

Brother Sitton retired in 2006 after 36 years of service with Norfolk Southern Railway. Brother Sitton was a Signal Maintainer at Chattanooga, Tennessee, at the time of his retirement. Brother Sitton served as Local Chairman.

DONALD W. TAYLOR—retired member of **LOCAL 188**.

Brother Taylor retired in 1988 after 43 years of service with the Northern Pacific and Burlington Northern Railroads. Brother Taylor was a Signal Inspector at Kennewick, Washington, at the time of his retirement. Brother Taylor served as Local Trustee.

EVERETT M. TODD—retired member of **LOCAL 49**.

Brother Todd retired in 1994 after 21 years of service with Norfolk Southern Railway. Brother Todd was a Signalman at Birmingham, Alabama, at the time of his retirement. Brother Todd served as Local Chairman.

THOMAS E. "WOODY" WOOD, SR.—retired member of **LOCAL 77**.

Brother Wood retired in 1993 after 34 years of service with Norfolk Southern Railway. Brother Wood was a Signal Testman at Marion, Ohio, at the time of his retirement. Brother Wood is also a U.S. Army Veteran who served during the Korean War. Brother Wood was a lifetime member and past commander of VFW Post 3313, as well as a member of American Legion Post 584.

25% The energy \$ you'll save with energy-saving incandescent bulbs

75% The energy \$ you'll save with CFL bulbs

75%+ The energy \$ you'll save with LED bulbs

Lighting Choices **SAVE YOU MONEY**

All of these light bulbs meet the new energy standards that take effect from 2012-2014. The energy-saving incandescent bulbs use about 25% less energy than traditional varieties. To save even more, choose CFLs and LEDs, which offer many choices that typically use 75% less energy.

Union Sportsmen's Alliance, Carhartt Unite

The Union Sportsmen's Alliance (USA) is pleased to announce a new partnership with Carhartt, the nation's leading brand manufacturer of rugged workwear produced in the United States.

Established during Carhartt's launch of its new 'Made in America' line, this unique partnership aligns the Michigan-based manufacturer with North America's premier hunting, fishing, and conservation organization for AFL-CIO union members and their families.

"Carhartt has always been a brand focused on the American worker and for them to step-up and produce seven of their most popular products in the U.S. with union labor is a testament to their continued commitment to American manufacturing," said USA Deputy Director Mike d'Oliveira. *"We couldn't be more pleased than to have this opportunity to partner with an iconic brand like Carhartt."*

From the jobsite to the field, Carhartt's new line will be showcased through the organization's Boots on the Ground conservation initiative which addresses the USA's mission to unite the union community to expand and improve hunting and fishing access and wildlife habitat throughout North America. The sponsorship will also be highlighted through its popular sporting clays and trap shoot series, an emerging banquet program and social media efforts.

"Carhartt is proud to partner with USA-an organization that aligns so closely with our passion for hard work and a

love of the outdoors," said Tim Humes, Brand Marketing Manager for Carhartt. *"We are honored to support the group's conservation work as it helps create a stronger future for hunting, fishing, wildlife habitat and outdoor recreational opportunities both for its union members and the communities they support."*

The invaluable assistance of partners like Carhartt and

other great brands supports the USA's goal of uniting the millions of active and retired labor union members who hunt, fish, and recreate outdoors into one of the largest sportsmen-based conservation organizations in the country.

For more information on corporate partnerships and sponsorship opportunities with the USA, contact Mike d'Oliveira at miked@unionsportsmen.org or 615-831-6796. ■



DID YOU KNOW?

Title 49: Transportation

§ 236.58 TURNOUT, FOULING SECTION

Rail joints within the fouling section shall be bonded, and fouling section shall extend at least to a point where sufficient tract centers and allowance for maximum car overhang and width will prevent interference with train, locomotive, or car movement on the adjacent track. ■

BENEFITS DIRECTORY

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

UnitedHealthcare

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

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

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

Aetna Healthcare

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

Highmark Blue Cross Blue Shield

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

Life Insurance

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

Vision Service Plan

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

Mental Health and Substance Abuse Benefits

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

Supplemental Sickness Benefits Under Group Policy No. R-5000

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

Dental Benefits under Group Policy No. GP-12000

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

Managed Pharmacy Benefit 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

Railroad Information Depot

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

AUDITOR'S REPORT ON FINANCES

As provided for in Article 1, Section 68 of the Constitution, the Chairman of the Grand Board of Trustees caused the examination and audit of Grand Lodge financial records for the fiscal year July 1, 2011, to June 30, 2012, by certified public accountants. The firm Geissler & Associates was selected for the task.

The audit was completed and submitted to the Grand Board of Trustees on or before September 17, 2012. Copies were furnished to each Local Lodge and General Committee on or before September 17, 2012. In a written report the auditors stated:

"In our opinion, the accompanying balance sheet and statements of income and capital, cash flows, statement of expenses, statement of officers' salaries and traveling expenses, statement of pensions and statement of fixed assets purchased present fairly, in all material respects, the financial position of the Brotherhood of Railroad Signalmen, as of June 30, 2012, and the changes in its capital and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America."

GENERAL FUND

Summary Statement of Income, Expenses, and Capital

INCOME:

Per capita tax, initiation fees, dues, donations, refunds	\$ 5,117,782.31	
Sales of supplies, services, books, advertising, subscriptions	35,755.14	
Interest	144,766.98	
		\$ 5,298,304.43

EXPENSES:

Salaries, payroll taxes, insurance	\$ 2,873,323.21	
Travel expenses	759,522.17	
Office expenses	335,381.30	
Association per capita, dues, subscriptions	152,735.90	
Attorney fees, professional services	161,850.90	
Depreciation	97,984.55	
Building expenses	81,462.22	
Convention, meeting expenses	82,459.56	
Signalman's Journal	94,643.08	
Allocation to Contingent Fund	80,110.00	
		4,719,472.89

NET INCOME (LOSS)

CAPITAL — June 30, 2011	578,831.54
CAPITAL — June 30, 2012	4,122,165.11
	\$ 4,700,996.65

CONTINGENT FUND

Summary Statement of Income, Expenses, and Capital

INCOME:

General Fund Allocation	\$ 80,110.00
-------------------------	--------------

EXPENSES:

Convention Credit	\$ —	
Bank Charges	168.67	
		168.67

NET INCOME (LOSS)

CAPITAL — June 30, 2011	79,941.33
CAPITAL — June 30, 2012	3,491,880.20
	\$ 3,571,821.53

Balance Sheet

June 30, 2012

CURRENT ASSETS	Combined	General Fund	Contingent Fund
Cash	\$ 3,740,375.37	\$ 2,661,615.12	\$ 1,078,760.25
Securities - at cost	2,493,061.28	—	2,493,061.28
Accounts Receivable	74,963.17	74,963.17	—
Prepaid Expenses	3,603.00	3,603.00	—
TOTAL CURRENT ASSETS	<u>\$ 6,312,002.82</u>	<u>\$ 2,740,181.29</u>	<u>\$ 3,571,821.53</u>
FIXED ASSETS			
Land, Front Royal, VA	\$ 81,663.00	\$ 81,663.00	\$ —
Building, Front Royal, VA	1,839,624.89	1,839,624.89	—
Office furniture & equip.	41,439.75	41,439.75	—
Telephone equipment	—	—	—
TOTAL FIXED ASSETS	<u>1,962,727.64</u>	<u>1,962,727.64</u>	<u>—</u>
TOTAL ASSETS	<u>\$ 8,274,730.46</u>	<u>\$ 4,702,908.93</u>	<u>\$ 3,571,821.53</u>

CURRENT LIABILITIES

Accounts Payable	\$ 2,936.36	\$ 2,936.36	\$ —
Accrued payroll taxes	(1,024.08)	(1,024.08)	—
TOTAL CURRENT LIABILITIES	<u>\$ 1,912.28</u>	<u>\$ 1,912.28</u>	<u>\$ —</u>

CAPITAL

General Fund	\$ 4,700,996.65	\$ 4,700,996.65	\$ —
Contingent Fund	<u>3,571,821.53</u>	<u>—</u>	<u>3,571,821.53</u>

TOTAL CAPITAL	<u>\$ 8,272,818.18</u>	<u>\$ 4,700,996.65</u>	<u>\$ 3,571,821.53</u>
TOTAL	<u>\$ 8,274,730.46</u>	<u>\$ 4,702,908.93</u>	<u>\$ 3,571,821.53</u>

AGENCY FEE PAYERS

Objection Procedures For Expenditures Not Germane To Collective Bargaining

Advance Reduction

Section 1.

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

Notice of Objection

Section 2.

- (a) Non-member agency fee payers wishing to file an objection will do so annually by notifying the Secretary-Treasurer of his or her objection in writing, postmarked during the month of November. The notice of objection will contain the objector’s current home address, and he or she will be obligated to keep the Secretary-Treasurer informed of any change in address.
- (b) Employees who resign from membership wishing to file an objection will do so as specified in Section 2(a) above, postmarked within 30 days from tendering their resignation.
- (c) Newly-hired employees will receive notice of these procedures. Those opting not to become members who wish to file an objection will do so as specified in Section 2(a) above, postmarked within 30 days of receiving such notice.

Chargeable and Non-Chargeable Expenditures

Section 3.

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

Chargeable Expenditures:

- (a) All funds expended on collective bargaining.
- (b) All funds expended on contract administration, grievance adjustment, and arbitration.
- (c) All funds expended on internal governance and administration.

Non-Chargeable Expenditures:

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

Audit Report

Section 4.

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

Advance Reduction Calculation

Section 5.

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

Challenge of Calculation

Section 6.

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

Selection of Arbitrator

Section 7.

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

Arbitration Procedures

Section 8.

- (a) The arbitration will be scheduled expeditiously. The AAA will develop rules that will govern these arbitrations, and, conscious of the need for an informed and expeditious decision, the arbitrator will have control over all procedural matters affecting the arbitration.
- (b) Each party to the arbitration will bear their own costs. The challengers will have the option of paying a pro-rata portion of the costs of the arbitrator's fees and expenses. The Union will pay the balance of such fees and expenses.
- (c) A court reporter will make a transcript of all proceedings before the arbitrator. This transcript will be the official record of the proceedings and may be purchased by the challengers. If an objector does not purchase a copy of the transcript, the Union will, upon request, make a copy available for inspection.
- (d) A challenger may, at his or her expense, be represented by counsel or other representative of his or her choice. The challenger need not appear at the hearing and will be permitted to file written statements with the arbitrator in lieu of an appearance.
- (e) Prior to the start of the hearing, the Union will provide challengers with a list of all exhibits it intends to introduce at the hearing and a list of all witnesses it intends to call, except for exhibits and witnesses it

may introduce for rebuttal. Copies of exhibits will be made available upon request.

- (f) The Union will have the burden of establishing that the reduced agency fee being charged is lawful.
- (g) If the arbitrator determines that more than one day of hearings is necessary, he or she will, to the extent possible, schedule the hearings to continue from day to day until completed. The arbitrator will issue a decision within thirty (30) days after the submission of post-hearing briefs or within such other reasonable period as is consistent with the rules established by the AAA.
- (h) The arbitrator will give full consideration to the legal requirements limiting the amounts that objectors may be charged and will set forth his or her analysis in the decision. The order and decision of the arbitrator will be final and binding on the Union.

Escrow Account

Section 9.

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

Administration by Secretary-Treasurer

Section 10.

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

Amendments

Section 11.

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

Not Applicable in Canada

Section 12.

This policy will not be applicable to members working in Canada. ■

SIGNALMAN'S STORE



SPALDING TOP FLITE XL® GOLF BALLS with the BRS logo. \$7.50 for a box of 3 or \$26.25 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!

BRS AFGHAN — BRS logo embroidered on 48"x67", 2-layer, blue afghan.

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

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 and holders are removable and interchangeable with PowerLine™ padded belt.

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

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

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

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

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

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

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

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

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.

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



ITEM	QUANTITY	PRICE	TOTAL
Lapel Pin/Tie Tack		4.75	
BRS Afghan		32.00	
BRS Flag (3' x 5')		103.00	
BRS Flag (2'x3')		39.00	
Golf Balls (3)		7.50	
Golf Balls (12)		26.25	
Reflective Decals (2 inch)		.35	
Non-Reflective Decals (4 inch)		.45	
Inside Window Decals (3 inch)		.50	
Coffee Mug		8.50	
Set of 4 Coffee Mugs		31.50	
Pocket Watch		94.50	
Wrist Watch		115.50	
Mantle/Desk Clock		132.00	
8-Pocket Tool Pouch		52.00	
BRS Mouse Pad		3.25	

BASEBALL CAPS			
Pink		16.00	
Black w/colorlight on brim		18.00	
Black w/BRS lettering on brim		14.00	
White		11.00	
Black		11.00	
Blue		11.00	
Gray		11.00	

T-SHIRTS	S	M	L	XL	2X	3X
Signal Graphic						13.00

SWEATSHIRTS	S	M	L	XL	2X	3X
Blue						37.00
Black (quarter zip)						42.00

GOLF SHIRTS	S	M	L	XL	2X	3X
Blue (Logo on sleeve)						37.00
Blue (Logo on front)						37.00
Gray (Laser Logo)						37.00
Beige (Logo on sleeve)						37.00
Beige (Logo on front)						37.00
White						37.00
Wind Shirt						34.00

JACKETS	S	M	L	XL	2X	3X
Blue						63.00

COATS	S	M	L	XL	2X	3X	4X
Black Wool & Leather							175.00
Black Canvas							69.00
Brown Canvas							69.00

OXFORD SHIRTS	S	M	L	XL	2X	3X
Blue Oxford						37.00
White Oxford						37.00

Available sizes in un-shaded boxes only

TOTAL

NAME _____

CERTIFICATE NUMBER _____

STREET _____

CITY _____ STATE _____ ZIP _____

PHONE _____ EMAIL _____

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STORE**

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Graphic T-Shirt



NEW

Black Sweatshirt



Windshirt



Brown Canvas Coat



Black Wool & Leather Coat



Blue Jacket



Black Canvas Coat



Also available in White

Blue Oxford



BRS logo available on front or left sleeve

Blue Golf Shirt



BRS logo available on front or left sleeve

Beige Golf Shirt



Gray Golf Shirt



Sweatshirt



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

**Large
Selection**



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



Tool Pouch



Mantle Clock



Flag



Pocket Watch



Wrist Watch



BRS Afghan

HURRICANE SANDY



LIRR — Dan Pickett, Rich Miller (Foreman),
Dennis Boston, Jerry Boles



LIRR — Dan Pickett, Ervin Rosado, Mark Reid, Tony St. Hilair, Henry Gutierrez, Rich Shortell, Tim McKay, Jerry Boles, Dennis Boston



LIRR — Tim McKay & Dan Pickett



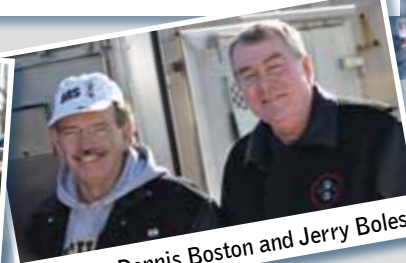
Long Island Rail Road (LIRR)



LIRR — Rich Shortell, Tim McKay,
Chris Natale



LIRR — Freddy Traveras, Dan Pickett, Herb Bree



LIRR — Dennis Boston and Jerry Boles



LIRR — Mark Reid, Tony St. Hilair, Henry Gutierrez, Tim McKay, Rich Shortell, Jerry Boles, Dennis Boston



LIRR — Dan Pickett, Rich Miller (Foreman), Dennis Boston, Jerry Boles



LIRR — Dan Pickett & Rich Miller



Long Island Rail Road (LIRR)



Long Island Rail Road (LIRR)



Long Island Rail Road (LIRR)



Long Island Rail Road (LIRR)



Long Island Rail Road (LIRR)



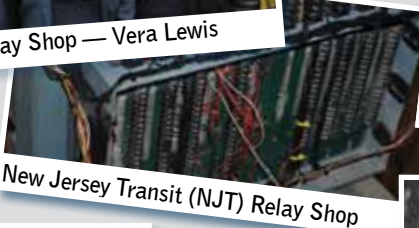
NJT Relay Shop — Manny Pena



NJT Relay Shop — Vera Lewis



NJT Relay Shop — Joe Baden



New Jersey Transit (NJT) Relay Shop

NJT Relay Shop — Pat Sawey (Supervisor) Bohdan Nedilsky, and Kevin Quigley



NJT Relay Shop — Manny Pena and Kevin Quigley



New Jersey Transit (NJT) Relay Shop



NJT Relay Shop — Roger Yeager

HURRICANE SANDY

The BRS recognizes our Amtrak Brothers and Sisters were also hit hard by Hurricane Sandy. We regret our being unable to visit the Amtrak property in the aftermath and our inability to include them in this photo collage.



NJT Relay Shop — Pat Sawey (Supervisor) Bohdan Nedilsky, and Kevin Quigley



NJT Relay Shop — Paul Chiaramonte



NJT Relay Shop — Quitman Robinson



NJT Relay Shop — Quitman Robinson, and Kevin Quigley



NJT Relay Shop



NJT Relay Shop



PATH — Cynthia Bacon, Richard Clark, Steven Kingsberry, Radomir Bulayev



Port Authority Trans-Hudson (PATH)



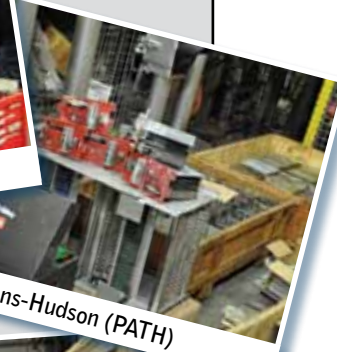
PATH — Mathew Marley



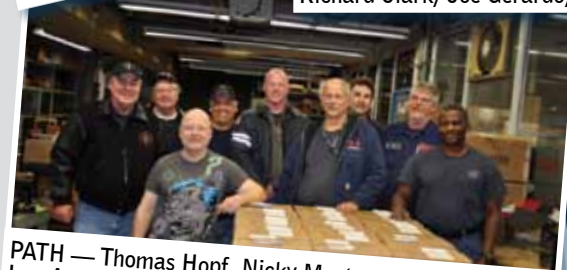
PATH — Rob Kusnic, Anthony Dickson, Richard Clark, Joe Gerardo, John Buchala



PATH — Nicky Masters and Steve Egurolla



Port Authority Trans-Hudson (PATH)



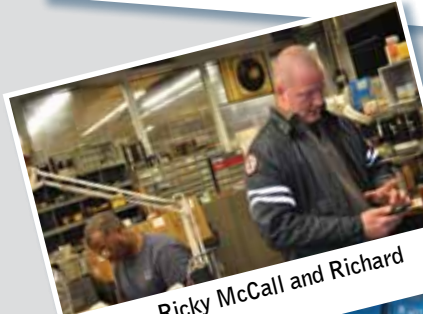
PATH — Thomas Hopf, Nicky Masters, Richard Clark, Lou Ambrosio, Steve Egurolla, Scott Finan, Ricky McCall



Port Authority Trans-Hudson (PATH)



PATH — Scott Finan



PATH — Ricky McCall and Richard Clark



PATH — Anthony Dickson, Richard Clark, Joe Gerardo, John Buchala



PATH — Thomas Hopf, Nicky Masters, Richard Clark, Lou Ambrosio, Steve Egurolla, Scott Finan, Ricky McCall



Port Authority Trans-Hudson (PATH)

[illegible]

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City Center

WAIKIKI, HAWAII, Pacific Beach
Hotel, Management: HTH

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

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O'SHEA**

**Cincinnati, OH, Hardin, Lazarus and
Lewis, LLC,**

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Tobacco Workers & Grain Millers
International Union**

Camel (cigarettes, snus, orbs, strips and sticks), Pall Mall, Winston, Salem, Doral, Kool, Misty, Capri. Santa Fe Natural Tobacco Co. is a non-union sister company of RJR producing Santa Fe Natural American Spirit cigarettes

Hyatt Regency Maui Resort & Spa and the Grand Hyatt Kauai, which have current collective bargaining agreements with the **International Longshore and Warehouse Union**.

Hyatt Hotel (Highway One Monterey); Hyatt Regency Monterey; Hyatt Penn's Landing (Philadelphia); Hyatt Regency Dearborn (Michigan); Hyatt Regency Denver at the Colorado Convention Center; Hyatt Regency Washington on Capitol Hill; Hyatt Regency Atlanta; Hyatt Regency Mission Bay Spa and Marina; Hyatt Regency on King (Toronto); Park Hyatt Toronto; Hyatt Regency Vancouver; Grand Hyatt New York; Hyatt Rosemont; Hyatt Place San Jose; Andaz 5th Avenue; Andaz Wall Street; Hyatt Place Braintree (Mass.)

2013 UAW UNION-BUILT VEHICLES LIST

UAW CARS

BUICK LACROSSE
BUICK VERANO
CADILLAC ATS
CADILLAC CTS
CHEVROLET CORVETTE
CHEVROLET CRUZE
CHEVROLET MALIBU
CHEVROLET SONIC
CHEVROLET VOLT
CHRYSLER 200
CHRYSLER 200 CONVERTIBLE
DODGE AVENGER
DODGE DART
FORD FOCUS
FORD FOCUS (ELECTRIC)
FORD FUSION*
FORD C-MAX/(FULL HYBRID/
ELECTRIC)
FORD MUSTANG
FORD TAURUS
LINCOLN MKS
SRT VIPER

UAW SUVs/CUVs

BUICK ENCLAVE
CADILLAC ESCALADE ESV
CADILLAC ESCALADE/HYBRID
CHEVROLET SUBURBAN
CHEVROLET TAHOE /HYBRID
CHEVROLET TRAVERSE
DODGE DURANGO
FORD ESCAPE
FORD EXPEDITION
FORD EXPLORER
GMC ACADIA
GMC YUKON/HYBRID
GMC YUKON XL
JEEP COMPASS
JEEP GRAND CHEROKEE
JEEP PATRIOT
JEEP WRANGLER
LINCOLN NAVIGATOR
MITSUBISHI OUTLANDER SPORT

UAW TRUCKS

CHEVROLET SILVERADO/
HYBRID**
FORD F SERIES
GMC SIERRA/HYBRID**
RAM 1500*

UAW VANS

CHEVROLET EXPRESS
FORD E SERIES
GMC SAVANA

CAW CARS

BUICK REGAL
CADILLAC XTS
CHEVROLET CAMARO
CHEVROLET IMPALA
CHRYSLER 300
DODGE CHALLENGER
DODGE CHARGER

CAW SUVs/CUVs

CHEVROLET EQUINOX
FORD EDGE
FORD FLEX
GMC TERRAIN
LINCOLN MKT
LINCOLN MKX

CAW VANS

CHRYSLER TOWN & COUNTRY
DODGE GRAND CARAVAN
VOLKSWAGEN ROUTAN

These vehicles are made in the United States or Canada by members of the UAW and Canadian Auto Workers (CAW). Because of the integration of United States and Canadian vehicle production, all the vehicles listed that are made in Canada include significant UAW-made content and support the jobs of UAW members.

However, those marked with an asterisk () are produced in the United States and another country. The light-duty (LD) crew cab versions of the vehicles marked with a double asterisk (**) are manufactured only in Mexico; other models are made in the United States.*

When purchasing one of these models, check the Vehicle Identification Number (VIN). A VIN beginning with "1" or "4" or "5" identifies a U.S.-made vehicle; "2" identifies a Canadian-made vehicle.

Not all vehicles made in the United States or Canada are built by union-represented workers. Vehicles not listed here, even if produced in the United States or Canada, are not union made.



PHOTO BY JIM WEST

LOOK FOR THESE EXCITING UAW-BUILT VEHICLES IN THE 2014 MODEL YEAR!

- CHEVROLET COLORADO TRUCK
- REPLACEMENT FOR JEEP LIBERTY (TO BE ANNOUNCED IN 2013).
- FORD TRANSIT



PHOTO CONTEST

WINNERS FOR 2012

FIRST PLACE

Matt Antes and Zeke Downey install a new cantilever arm on the Chesapeake and Ohio in Covington, VA.

Photo submitted by Local 136 member Cindy Hawkins.



SECOND PLACE

Signal Maintainers — M.E. Mato, P.C. Cruz-Morales, K.D. Brister, and F. Hernandez and Signal gang R.M. Monty, S.W. Seneise and Assistant Signalman F.J. Ochoa installing Northwest Bridge Signal east of B-17 interlocking on the Metrol Milwaukee West Line. All pictured are members of Local 183.

Photo submitted by Local 183 member F. Hernandez.



THIRD PLACE



Picture of the Northern Subdivision of the C&O. Silhouetted in the photo are Lance Dittman, and Elisa Hickman both members of Local 216. Photo taken and submitted by Cindy Hawkins, member of Local 136.

30TH ANNUAL 2013 PHOTO CONTEST

The *Signalman's Journal* will conduct its 30th Annual Photo Contest during 2013, accepting entries of signal-related photographs from Brotherhood members for publication in *The Signalman's Journal* and judging in the popular contest.

The *Signalman's Journal* 2013 Photo Contest prizes include:

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

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

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

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

The contest rules for 2013 are as follows:

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

2. Photographs must include some element of signal work or signal equipment. This can include Signalmen working or signal equipment of any kind incorporated into a scene.
3. The final date for receipt of photographs for consideration in the 2013 contest will be October 1, 2013. Early entries are encouraged. All entries will be considered for publication in *The Signalman's Journal*.
4. All photographs submitted become the property of the BRS — which may edit, publish, distribute, and republish them in any form.
5. Photographs entered in the contest must be accompanied by the complete information specified on the entry form. Information must include the name, address, and telephone number of the photographer; the identification of any individuals in the photo (i.e., name, title, and local); photo location and the name of the railroad involved including the division and/or subdivision.
6. Participants may include additional information on a separate sheet of paper. **Please DO NOT write on the back of photographs.** Be sure each entry is clearly identified when sending more than one entry.
7. This contest is open only to active and retired members of the Brotherhood of Railroad Signalmen.
8. Mail all entries to:

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

Or email to: tme@brs.org

BROTHERHOOD OF RAILROAD SIGNALMEN — 2013 PHOTO CONTEST

NAME _____	LOCAL _____
MAILING ADDRESS _____	
CITY _____	STATE _____ ZIP _____
EMAIL ADDRESS _____	
PHONE (Daytime) _____	(Evening) _____
R.R. EMPLOYER _____	JOB TITLE _____
PHOTO LOCATION _____	R.R. DIVISION _____
PHOTO DESCRIPTION _____	

ENTRY FORM

EVERYDAY SPORTSMEN EXTRAORDINARY ADVENTURES

Co-Host Daniel Lee Martin

Co-Host Julie McQueen



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