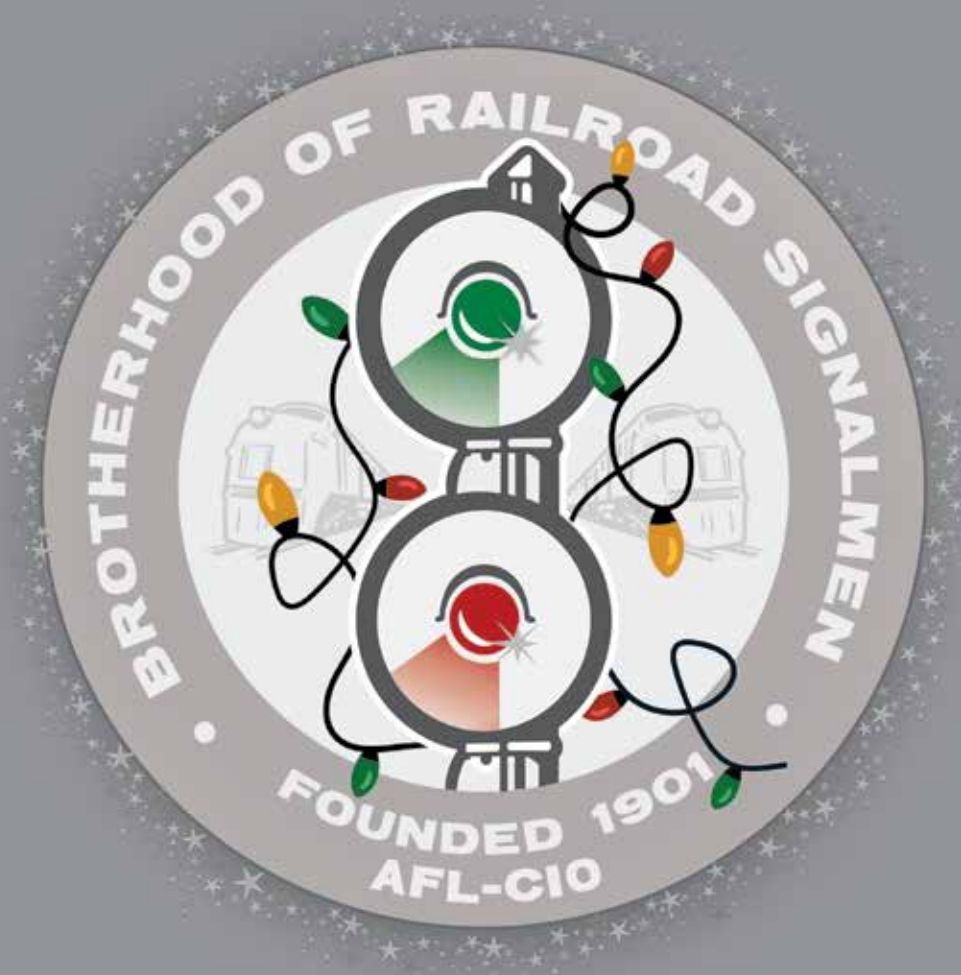


THE SIGNALMAN'S JOURNAL

SEASON'S



GREETINGS

Inside:

■ SEASON'S GREETINGS

■ JOE MATTINGLY RETIRES

■ RRB BENEFITS INCREASE

■ PHOTO CONTEST WINNERS



STARBUCKS

UNION MADE COFFEE

Union Yes! You can get a union-made Fall Pumpkin Spice Latte.

The following is a list of states with Unionized Starbucks stores as of August 15, 2022. At that time, there were 209 stores that had voted to unionize and 76 additional stores with pending union elections. To see the full list of stores, and the exact addresses, visit <https://unionelections.org/data/starbucks/>

ARIZONA

- » Tucson
- » Avondale
- » Mesa (2)

CALIFORNIA

- » Los Angeles (3)
- » Barstow
- » Huntington Beach
- » La Quinta
- » Capitola
- » Anaheim (2)
- » Long Beach
- » Lakewood
- » Santa Cruz (2)

COLORADO

- » Denver (3)
- » Colorado Springs (2)
- » Louisville

CONNECTICUT

- » Vernon
- » West Hartford

FLORIDA

- » Oviedo
- » Miami Springs
- » Jacksonville (2)
- » Tallahassee

GEORGIA

- » Atlanta (2)
- » Augusta

ILLINOIS

- » Rockford
- » Chicago (4)
- » Peoria

INDIANA

- » Clarksville

KENTUCKY

- » Louisville

LOUISIANA

- » New Orleans

MASSACHUSETTS

- » Gardner
- » Boston (4)

- » Westford
- » Brookline (2)
- » Worcester
- » Waban
- » Watertown
- » Brighton
- » Allston

MARYLAND

- » Stevensville
- » Olney
- » Linthicum Heights
- » Baltimore

MAINE

- » Biddeford

MICHIGAN

- » Ann Arbor (5)
- » Flint
- » East Lansing
- » Grand Rapids
- » Lansing
- » Clinton Township

MINNESOTA

- » Bloomington
- » St. Anthony
- » Minneapolis
- » St. Paul

NORTH CAROLINA

- » Boone

NEW JERSEY

- » Summit
- » Hamilton
- » Hopewell (Township)

NEW YORK

- » Farmingville
- » East Amherst
- » Albany
- » Amherst (2)
- » Nanuet
- » Queens
- » Brooklyn (2)
- » Garden City
- » Latham

- » Astoria
- » Massapequa
- » New York (2)
- » Ithaca (3)
- » Buffalo (2)
- » Rochester
- » Depew
- » Hamburg (Town)

OHIO

- » Westerville
- » Cincinnati
- » Columbus
- » Cleveland (3)
- » Cleveland Heights

OREGON

- » Happy Valley
- » Gresham
- » Portland (8)
- » Eugene (7)
- » Beaverton (2)

PENNSYLVANIA

- » Greensburg
- » Pittsburgh (9)
- » Philadelphia (5)

SOUTH CAROLINA

- » Anderson
- » Columbia
- » Greenville

TENNESSEE

- » Alcoa
- » Knoxville (2)
- » Memphis

TEXAS

- » Dallas
- » Denton
- » Austin (2)
- » San Antonio (2)

UTAH

- » Salt Lake City
- » Cottonwood Heights

VIRGINIA

- » Sterling
- » Newport News

- » Leesburg
- » Falls Church
- » Farmville
- » Richmond (6)
- » Midlothian
- » Roanoke

VERMONT

- » South Burlington

WASHINGTON

- » Bellingham (2)
- » Seattle (7)
- » Marysville
- » Tumwater
- » Olympia
- » Everett

WISCONSIN

- » Appleton
- » Madison
- » Oak Creek



The SIGNALMAN'S JOURNAL

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

VOLUME 103 • 4TH QUARTER 2022



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

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

POSTMASTER: Send address changes to:
The Signalman's Journal,
The Brotherhood of Railroad Signalmen,
917 Shenandoah Shores Road, Front Royal, VA 22630-6418.

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



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Vice President Mattingly announced his intent to retire at the end of his current term of office at the BRS 53rd Convention in San Diego, California.

DID YOU SERVE in a Branch of the Military?

If so, please send in your photo(s) so you may be included in an upcoming "special edition" of The Signalman's Journal. The issue will feature BRS members who are veterans, reservists, etc. in a special edition of the Journal featuring your photos and honoring your service to our country..... 17

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FROM THE PRESIDENT

— Michael S. Baldwin, BRS President

Local Lodges

THE FOUNDATION OF OUR BROTHERHOOD



Sisters and Brothers,

This has been a very action-packed year! There have been many changes in the field; the carriers have expanded territories while cutting jobs, with fewer people expected to shoulder more work. Trouble calls have increased because now there is much less time to perform maintenance of your territory. In the past, construction forces would help when large track gangs were on your assigned territory, or at least a small maintenance crew, but not any longer. Remember vacation relief positions that could also help entire sections or districts of Maintainers? Yeah, “those were the days!”

Training used to include on-the-job experience as an Assistant Signalman, working with a Maintainer, which helped that person keep up with more maintenance. The railroads fail to understand or see the value in the increased reliability created by Maintainers having time to “maintain” a territory, as opposed to only having time to perform FRA-required tests and inspections. Now railroads are asking to bargain shorter training periods for Signalmen, because their self-inflicted low employment levels are not rising fast enough to keep up with the rebound of shipping traffic post Covid. Some call it the “Great Resignation,” what shocks me is talking with BRS members who are so fed up with how their employer has been treating them, they are walking away from 15 and sometimes 20-year careers and Railroad Retirement!

During the past three years, we (and the other members of the Coordinated Bargaining Coalition) have been in national bargaining with the National Carriers’ Conference Committee (NCCC). Over the past 20 years, I have personally experienced four rounds of national bargaining, as well as Amtrak and Long Island Rail Road binding arbitrations and PEBs, respectively, and now two national PEBs while serving in different levels of the BRS as a Union Officer. Things always seem to get tense after a period of bargaining has been drag-

ging on. Hell, I have seen some commuter properties go up to nine years without settling a new contract.

This time, things have been very different. Many factors have played into this round of National Negotiations, post Presidential Emergency Board (PEB) recommendation. Social media has played, in my opinion, a negative role not just related to this round, it has leant a platform in which I have seen our Brothers and Sisters attack each other personally, slandering fellow members and BRS Officers. There has been an enormous amount of misinformation put out by groups within Rail Labor’s memberships and by organizations outside of Rail Labor who want to see us fail and even cease to exist as Labor unions. Information pertinent to BRS members can be found within our Organization’s website, Facebook page, through our emails and text messages to members, or by calling Grand Lodge.

The BRS Officers are active members from the field who are elected to serve the Organization at the Local, General Committee, or Grand Lodge level. These requirements are in the BRS Constitution, which each of you should have received when you became a new member. Additionally, you may access the constitution by signing up as a member on the website, www.brs.org. The most recent version resides on the “Members Home” side of the website. The point is, we are Brothers and Sisters because we are a craft of logical thinkers! We treat each other with respect, which is also outlined in our Constitution.

The Local Lodges in the BRS are the union. Just look inside the cover of our Constitution...

Local Lodge Meetings

“Local Lodge meetings form the roots of our organization. From them come the views and desires of our members, which guide Local Lodge, General Committee, and Grand Lodge officers in formulating policies for the betterment of

working conditions. Further, all Local Lodges have their own problems, such as grievances and maintaining a strong attendance at meetings. Hardly an event can take place at a meeting that does not affect every member in the Local Lodge. Those who fail to attend not only run the danger of missing out on decisions directly affecting themselves, they also retard the broader aims of the organization to improve the working conditions of all members. If it were possible to devise a more just and efficient method than meetings to act collectively and unify ideas of large groups of men for their own welfare, somewhere, long before now, in the development of self-governing bodies the substitute would have been discovered. Just as governments are strong in proportion to the interest and support of their peoples, so do labor organizations progress according to the will of their members to give all their support to the most important activity of their organization — which is the Local Lodge meeting.”

We rely on the Local members for what they wish to address in negotiations. For the last several rounds of National Negotiations, we have used a survey to gain more perspective on the members' priorities, and the highest participation rate of those covered has been around 30 percent (of 6300+). We use those responses as an accurate sampling of the entire membership, 100 percent participation would be more beneficial to our efforts and would demonstrate to the Carriers the solidarity within this Organization.

These survey results are used to build our Section 6 notice to the railroads; the General Chairmen then approve this notice prior to it being sent to the NCCC. We have worked as a team of Members, Locals, General Committees, and National Union to prepare for what lies ahead. Each of us has a part to play. Each of us is a member, Brothers and Sisters, and have a vital role in the process when you break it down.

Once we file our Section 6 notices, some Rail Labor

groups will have decided in advance to be part of a coalition of unions standing in solidarity together. Those unions begin working towards a common proposal that covers the majority of the participating unions' topics. Some unions in the coalition may have a craft-specific issue they will continue presenting at the table. These steps also begin the preparation for possible mediation or a PEB. When and if a tentative agreement is reached, per BRS Constitution, it is brought to the General Chairmen who decide whether to send it to the membership for a possible ratification vote.

So, this whole process begins at the local level providing input on topics for negotiating through a membership survey, then these Locals, who are represented by General Committees, have their voice reaffirmed through their respective General Chairmen before we present our Section 6 notice to the railroads. They then represent you in determining whether the negotiations have reached a level of fulfilling the objective the membership provided in the beginning. The membership then gives the final answer through their vote.

The Local lodges are the foundation of the Organization. They always have been, and that will not change. I ask that you attend every Local meeting you can and be involved. If you are not present, no one will hear your voice.

I hope you all have a great holiday season, and I look forward to what we can accomplish working together as a Brotherhood in 2023!

In Solidarity,



Michael S. Baldwin — BRS President

DID YOU KNOW?

The Brotherhood of Railroad Signalmen offers
FREE email accounts to all members and retirees.

Get your free BRS email account today, by registering at www.BRS.org
Already registered on the BRS website?

You can still sign-up for an email account — simply go to the “Member Resources” page on our website to register for a FREE email address.





FROM THE SECRETARY-TREASURER

James M. Finnegan, BRS Secretary-Treasurer

The New Year MEETINGS, REPORTS, AUDITS, AND FORMS



As we approach the new year, I have been reflecting on the events of 2022. Our 53rd Regular Convention in San Diego, the Strike Ballot, the STB Hearing, the PEB Hearing, and the most recent National Wage and Benefit Agreement Ballot are important events that stand out as requiring a significant amount of effort and efficiency on the part of Grand Lodge.

Effective communication requires that we have a way to reach you. As Local Secretaries, the Constitution requires you (Article II, Section Nos. 28 and 31), and we encourage you to keep your membership rosters current. Do not wait for your per capita reports to update addresses or statuses. Report those changes to the membership department (membership@brs.org) as soon as you receive them.

Members, please keep your contact information up-to-date with your Local Secretaries. You can also call Grand Lodge at (540) 622-6522 to update your information.



In sending out the Strike Ballot and the National Wage and Benefit Agreement Ballot, we spent a lot of time and money reissuing ballots to members whose addresses were not current.

Local Meetings

President Baldwin, in his article, addressed the importance of Local Meetings. I will echo his sentiments. It is imperative that you are involved in your Local; make sure you attend Local meetings and that you are aware of the issues. If you have questions or an issue arises that concerns you, reach out to your Local leadership.

Article II, Section 26, of the Constitution of the Brotherhood of Railroad Signalmen requires Local Recording Secretaries (or Local Recording-Financial Secretaries if the office is combined for your Local) to "...promptly notify the Secretary-Treasurer of any and all changes in the elective officers of the Local Lodge and the place and the time of meetings." Please ensure that you are fulfilling this requirement.

Quarterly Financial Reports

Quarterly Financial Reports are important tools to ensure that your local finances are in order; submitting them to your Local Trustees and the Secretary-Treasurer ensures transparency. Article II, Section 43, of the BRS Constitution requires the following: "*The Local Financial Secretary shall, at the end of each quarter, prepare and submit to the Local Board of Trustees for approval a complete and signed report showing receipts, disbursements, and balance of monies to the credit of the Local Lodge, and when requested by the Local Board of Trustees shall submit all warrants and vouchers authorizing expenditures. Such report shall be approved by the Local Board of Trustees and the Local Lodge, and a copy shall be forwarded to the Secretary-Treasurer.*"

Annual Audit

Article II, Section 52, of the BRS Constitution outlines the Local Board of Trustees' responsibility to perform an annual audit of the Local's finances. If your Local needs a Trustee Audit Guide or assistance in conducting an audit, you may download forms from the BRS website at www.brs.org or you may contact my office at (540) 622-6527.

Local Officer Credentials and AR-1 Forms (Due January 10)

When Local Grievance Committee members are elected at regular triennial elections, or appointed due to a vacancy, a new credential must be issued and signed by the Local President and Local Recording-Financial Secretary. It should bear the seal of the Local. No Local Chairman shall be admitted as a member of the General Grievance Committee unless he bears this credential, properly filled out and filed. The form certifies that the member has been duly elected as a member of a Local Grievance Committee. The pink copy should be forwarded to the President at Grand Lodge.

Article II, Section 44, of the BRS Constitution requires the Local Financial Secretary to forward the annual report (AR-1) to the Secretary-Treasurer at Grand Lodge by January 10 or when changes occur. This report includes meeting information and the names, certificate numbers, and the telephone numbers for Local Lodge Officers.

| BROTHERHOOD OF RAILROAD SIGNALMEN | |
|--|-----------------------------------|
| 917 Shenandoah Shores Road, Front Royal, VA 22630 (540) 622-6522 • FAX: (540) 622-6532 | |
| FORM AR-1E REV 308 | |
| Date _____ | Lodge Number _____ |
| Name of Local Lodge _____ | |
| Meeting Date(s) _____ | |
| Time(s) _____ | |
| Place(s) _____ | |
| <small>This form is to be completed by the Financial Secretary when changes in Local Lodge Officers occur, and each year on or before January 10, listing the information for updating Grand Lodge records and completion of the Directory. Please print or type and mail or fax to the International Secretary-Treasurer. Please do not abbreviate information.</small> | |
| Local President _____ | Email _____ |
| Cert. # _____ | Phone () _____ |
| Financial Secretary _____ | Email _____ |
| Cert. # _____ | Phone () _____ |
| Local Trustee _____ | Email _____ |
| Cert. # _____ | Phone () _____ |
| Local Trustee _____ | Email _____ |
| Cert. # _____ | Phone () _____ |
| Local Trustee _____ | Email _____ |
| Cert. # _____ | Phone () _____ |
| First Local Vice President _____ | Email _____ |
| Cert. # _____ | Phone () _____ |
| Second Local Vice President _____ | Email _____ |
| Cert. # _____ | Phone () _____ |
| List below Local Chairmen ONLY. Do not list other Grievance Committee Members. | |
| Local Chairman _____ | Email _____ |
| Cert. # _____ | Phone () _____ |
| Local Chairman _____ | District (where applicable) _____ |
| Cert. # _____ | Phone () _____ |
| Local Chairman _____ | District (where applicable) _____ |
| Cert. # _____ | Phone () _____ |
| Local Chairman _____ | District (where applicable) _____ |
| Cert. # _____ | Phone () _____ |
| Local Chairman _____ | District (where applicable) _____ |
| Cert. # _____ | Phone () _____ |
| (send additional forms with any additional information) | |
| Recording Secretary _____ | Current Quarterly Dues Rate _____ |

OE-1 Form (Due January 15)

Form OE-1A is used to report creditable compensation and service for Local units of National Rail Labor Organizations covered under the Railroad Retirement Act (RRA). Local lodges and General Committees should report only employees who were previously in an employment relation to a railroad carrier and whose earnings were \$25.00 or more per month. ■



Belonging to a Union

What do my dues pay for?

The Union doesn't do anything for me!

What good is the Union?

These are all questions we may have asked ourselves or heard others asking. The truth is, "there is power in a union" and it takes the dues and involvement of all members to maintain that power, strength, and solidarity; a fundamental involvement includes an understanding from all members.

Sign-up at WWW.BRS.ORG & click on the Union Education Tab for more information.

Season's



MIKE BALDWIN



JIM FINNEGAN



TIM TARRANT



CORY CLAYPOOL



MIKE EFAW



CHRIS HAND



JUSTIN PIER



JEREMY FARR



GENE MOORE



JILLIAN LASKY



TERESA EMBREY



MICHAELA CLAYWELL



OLIVIA LAMBERT

Greetings



BRANDON ELVEY



DOUG VANDERJAGT



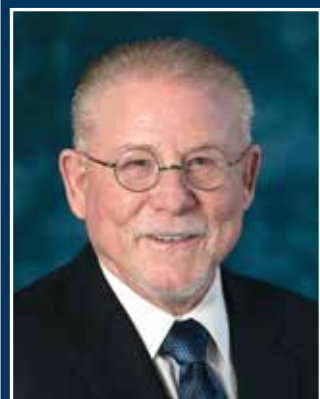
QUINN NORMAN



KURT MULLINS



GUS DEMOTT



JOHN MCARTHUR



MIKE SULLIVAN



DONICA BOLES



EMILY SCOTT



CARA STARKEY



WHITNEY HAMRICK



CRYSTAL ROBINSON

Signalmen Vote Down National Agreement

Brotherhood of Railroad Signalmen President Michael Baldwin announced on October 26, 2022, that the union's members voted against ratification of the National Tentative Agreement reached on September 15. The BRS represents more than 6,000 members affected by the negotiations.

The results are as follows:

6,339 Ballots were mailed.

4,639 (73.18% participation) Ballots were received with the following results:

- 1,820 (39.23% of Rec'd Ballots) Yes, Approve
- 2,810 (60.57% of Rec'd Ballots) No, Do Not Approve
- 9 (.2% of Rec'd Ballots) Spoiled Ballots

The BRS negotiated this round of bargaining as a member of the Coordinated Bargaining Coalition (CBC) and later the United Rail Unions*, which eventually comprised all rail unions with members under National handling. Collectively, the coalitions represented over 115,000 rail workers. The BRS was one of the last three unions at the bargaining table.

President Baldwin stated, "For the first time that I can remember, the BRS members voted not to ratify a National Agreement, and with the highest participation rate in BRS history. I have expressed my disappointment throughout the process in the lack of good-faith bargaining on the part of the NCCC, as well as the part PEB 250 played in denying BRS members the basic right of paid time off for illness. The NCCC and PEB also both failed to recognize the safety-sensitive and highly stressful job BRS members perform each day to keep the railroad running and supply chain flowing. Without Signalmen, the roadways and railroad crossings would be unsafe for the traveling public, and they shoulder that heavy burden each day. Additionally, the highest offices at each Carrier, as well as their stockholders, seem to forget that the rank-and-file of their employees continued to perform their job each day through an unprecedented pandemic, while the executives worked from home to keep their families safe."

Despite a cap and freeze on healthcare with no negative changes to the plan, General Wage Increases of 22% (24%

compounded), and an agreement to bargain on the responsibility pay that Signalmen have been trying to get since 2011, BRS members spoke loudly and clearly that their contributions are worth more, particularly when it comes to a basic right of being able to take time off for illness or to prevent illness. ■

*The unions comprising the Coordinated Bargaining Coalition were: the American Train Dispatchers Association (ATDA); the Brotherhood of Locomotive Engineers and Trainmen/Teamsters Rail Conference (BLET); the Brotherhood of Railroad Signalmen (BRS); the International Association of Machinists (IAM); the International Brotherhood of Boilermakers (IBB); the National Conference of Firemen & Oilers/SEIU (NCFU); the International Brotherhood of Electrical Workers (IBEW); the Transport Workers Union of America (TWU); the Transportation Communications Union / IAM (TCU), including TCU's Brotherhood Railway Carmen Division (BRC); and the Transportation Division of the International Association of Sheet Metal, Air, Rail, and Transportation Workers (SMART-TD). The Brotherhood of Maintenance of Way Employees Division and SMART Mechanical Unions are also bargaining as a coalition. Collectively, these Unions represent approximately 115,000 railroad workers covered by the various organizations' national agreements, and comprised 100% of the workforce impacted by this round of negotiations.

—OFFICIAL BALLOT—
BROTHERHOOD OF RAILROAD SIGNALMEN
National Wage and Benefit Agreement

SD SIGNALMAN
EXAMPLE BALLOT
NOWHERE TX 00000

XX23Y

BR-22-008 — National Wage & Benefit Agreement
This ballot must be received or postmarked no later than October 21, 2022.
Retain the upper ballot section for your records.

This ballot will be accepted and counted if received or postmarked no later than October 21, 2022. In order to provide confirmation that the ballot is from an eligible member, the identification on the lower ballot section must not be defaced, and the ballot must be signed on the designated line below. Any ballot that cannot be properly identified will not be recorded.

In accordance with Article I, Section 65, of the BRS Constitution, the ratification question will be determined only by the ballots that are returned. Ballots that are not returned will not count as approving or disapproving the Agreement.

Instructions:
1. Mark and sign your ballot in the space provided below.
2. Detach the lower ballot section at the perforation. (Return only the lower section.)
3. Insert the lower ballot section into the return envelope.
4. Your ballot must be received or postmarked by Friday, October 21, 2022.
5. Retain the upper ballot section for your records.

OFFICIAL BALLOT—BROTHERHOOD OF RAILROAD SIGNALMEN

SD SIGNALMAN
EXAMPLE BALLOT
NOWHERE TX 00000

XX23Y

BR-22-008 — National Wage & Benefit Agreement
Due Date: October 21, 2022

Return your ballot to Grand Lodge by the due date:
Brotherhood of Railroad Signalmen
917 Shenandoah Shores Rd
Forest Royal VA 22630

National Wage and Benefit Agreement

☐ YES I approve the National Wage and Benefit Agreement

☐ NO I do not approve the National Wage and Benefit Agreement

→ (signature required)

General Chairmen Vote on Tentative Agreement

In the past, specifically in 2011 after PEB 243, this Organization and the carriers negotiated based on the PEB recommendation during the 30-day cooling off period immediately following the issuance of the recommendation. After PEB 243 issued its recommendation, the carriers and this Union were able to reach a Tentative Agreement (TA), which was later ratified. That is not the case this time.

The BRS ratification process begins with the General Chairmen of the affected membership voting on any TA.

Article I, Section 64, of the BRS Constitution addresses the process regarding a TA, in part:

“Tentative agreement reached on national notices shall not be signed for the Brotherhood of Railroad Signalmen until such tentative agreement has been ratified in writing by a majority of the affected General Chairmen. This shall be accomplished by the President

convening the General Chairmen. The vote of each affected General Chairman shall be recorded and the action taken will be published in The Signalman’s Journal. In the event an affected General Chairman fails to attend the ratification meeting, he shall notify the President of the Brotherhood of Railroad Signalmen in writing of his vote for or against ratification.

Upon acceptance by the General Chairmen, the agreement will be submitted to the affected membership for its vote. The membership vote will be by mail or electronic ballot. Majority vote of the ballots returned, by the deadline, will be required to accept or defeat the agreement.”

As such, the vote of the affected General Chairmen was 7-5 on sending the Tentative Agreement out for ratification. Therefore, as provided above, a majority was reached and the Tentative Agreement was sent to the membership for ratification. ■



| GENERAL COMMITTEE | GENERAL CHAIRMAN | YES | NO |
|------------------------|------------------|-----|----|
| Baltimore & Ohio | John Heiss | X | |
| BNSF | Jeremy Huckabee | | X |
| CSXT Northern | Dan Jacopino | | X |
| Illinois Central Gulf | Tom Kauffman | | X |
| Louisville & Nashville | Andy Webb | | X |
| Norfolk Southern | Mark Bowen | X | |
| Northeast | Tim Caldwell | | X |
| Southeast | Gus Demott | X | |
| Southern Joint | Carlton Everett | X | |
| Union Pacific | John McArthur | X | |
| United | Tim Tarrant | X | |
| Wisconsin Central | Sherron Cook-Bey | X | |

J.L. “JOE” MATTINGLY VICE PRESIDENT MIDWEST RETIRES



JOE MATTINGLY
Former Vice President Midwest

J.L. “Joe” Mattingly began his railroad career in September of 1974, as an Assistant Signalman on the Louisville & Nashville Railroad. Between 1976 and 1986, he was employed by the Family Lines System Railroad where he worked as a Centralized Traffic Control Signal Maintainer. In 1986, while employed by the Seaboard System Railroad, he worked as a Lead Signalman and Signal Foreman. When appointed to a full time International Union position, Brother Mattingly was employed by CSX Transportation as a Signal Construction Crew Foreman.

During his union career, he was first elected as Local Chairman for Evansville Local Lodge 71 in 1976 and served in that position for 15 consecutive years. He was also elected to three consecutive terms as Vice General Chairman of the Louisville & Nashville Railroad’s General Committee.

On November 1, 1992, Brother Mattingly was appointed to the position of BRS International Representative located in Mount Prospect, Illinois. He served in that position until being appointed as the Organization’s Publications Editor in March of 1994. On July 1, 1995, he was appointed to the Director of Research

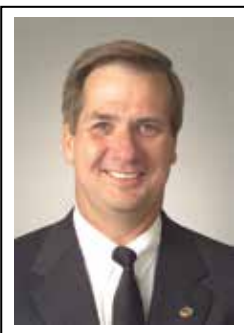
position. On July 1, 1997, Brother Mattingly was assigned to Washington, D.C. where he served as both Political Director and Vice President for the Northeast Region. He was appointed to the position of BRS Vice President Midwest on April 15, 1998, and was subsequently re-elected to that position for six (6) consecutive terms.

While serving the BRS membership as Vice President Midwest, Brother Mattingly was a member of the Federal Railroad Administration’s (FRA) first Negotiated Rule Making Committee. That Committee’s work resulted in the implementation of the FRA’s Federal Roadway Workers Safety Regulations. He also served as a voting member of FRA’s Railroad Safety Advisory Committee (RSAC) when the Committee was originally chartered. He participated in FRA and RSAC work groups that drafted both Federal Safety Regulatory Standards and Performance Based Safety Standards covering: Highway/Rail Grade Crossing Warning Device Systems, High Speed Rail Track Safety Standards, Gage Restraint Measurement Systems, Railroad Communications, Safety Standards for Track Motor Vehicles and Self Propelled Roadway Equipment, Medical Standards for Safety-Critical Personnel, Microprocessor Based Positive Train Control Systems, and the Implementation of Positive Train Control Systems.

Brother Mattingly also served as a founding and voting member of a railroad industry task group known as: Fatality Analysis of Maintenance-of-Way Employees and Signalmen (FAMES). The



Newly retired Vice President Midwest Joe Mattingly and wife, Marion Mattingly, at the 53rd Regular Convention in San Diego.



task group analyzes fatalities in order to make recommendations to reduce the risk and eliminate fatalities to railroad roadway workers. Brother Mattingly also served as the BRS's member of the Transportation Research Board's High Speed Rail Ideals Committee that serves the National Academy of Sciences and the National Academy of Engineering.

Vice President Mattingly announced his intent to retire at the end of his current term of office at the BRS 53rd Convention in San Diego, California. ■

Accepting Resumés for **Grand Lodge Representative** *"Union activism is a fundamental quality"*



The Brotherhood of Railroad Signalmen Grand Executive Council is accepting resumés for the purpose of appointing a Grand Lodge Representative.

Title: Grand Lodge Representative.

Location: Grand Lodge Headquarters in Front Royal, Virginia.

Duties: The BRS President will assign duties and duties may vary.

Qualifications:

- Only active BRS members are eligible for appointment to this position.
- Computer skills, including experience with Microsoft Office suite is a plus.
- The successful candidate will be detail oriented and have strong writing, communication, and organizational skills.

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

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

BROTHERHOOD OF RAILROAD SIGNALMEN

ATTN: President's Office, 917 Shenandoah Shores Road, Front Royal, Virginia 22630



Find us on Facebook



LOCAL 183 PICNIC

AND

Softball Game

Solidarity was the theme of the day on August 27, 2022, when Local 183 members and their families participated in the Local 183 picnic and first ever Solidarity Softball Game. Teams were selected via draft before the game and aside from a few sore muscles, a great time was had by all.



RRB Benefits to See Significant Rise in 2023

Most railroad retirement annuities, like social security benefits, will increase in January 2023 due to a rise in the Consumer Price Index (CPI) from the third quarter of 2021 to the corresponding period of the current year.

Cost-of-living increases are calculated in both the tier I and tier II portion of a railroad retirement annuity. Tier I benefits, like social security benefits, will increase by 8.7 percent, which is the percentage of the CPI rise. This is the largest increase since 1981, when it was 11.2 percent.

Tier II benefits will go up by 2.8 percent, which is 32.5 percent of the CPI increase. Vested dual benefit payments and supplemental annuities also paid by the Railroad Retirement Board (RRB) are not adjusted for the CPI change.

In January 2023, the average regular railroad retirement employee annuity will increase \$215 a month to \$3,344 and the average of combined benefits for an employee and spouse will increase \$304 a month to \$4,838. For those aged widow(er)s eligible for an increase, the average annuity will increase \$120 a month to \$1,691.

Widow(er)s whose annuities are being paid under the Railroad Retirement and Survivors' Improvement Act of

2001 will not receive annual cost-of-living adjustments until their annuity amount is exceeded by the amount that would have been paid under prior law, counting all interim cost-of-living increases otherwise payable. Some 49 percent of the widow(er)s on the RRB's rolls are being paid under the 2001 law.

If a railroad retirement or survivor annuitant also receives a social security or other government benefit, such as a public service pension, any cost-of-living increase in that

benefit will offset the increased tier I benefit. However, tier II cost-of-living increases are not reduced by increases in other government benefits. If a widow(er) whose annuity is being paid under the 2001 law is also entitled to an increased government benefit, her or his railroad retirement survivor annuity may decrease.

In late December the RRB will mail notices to all annuitants providing a breakdown of the annuity rates payable to them in January 2023. ■



DID YOU KNOW?

TITLE 49: TRANSPORTATION

§234.217 FLASHING LIGHT UNITS

- (a) Each flashing light unit shall be properly positioned and aligned and shall be visible to a highway user approaching the crossing.
- (b) Each flashing light unit shall be maintained to prevent dust and moisture from entering the interior of the unit. Roundels and reflectors shall be clean and in good condition.
- (c) All light units shall flash alternately. The number of flashes per minute for each light unit shall be 35 minimum and 65 maximum. ■



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

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

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

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

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

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

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

For employees first eligible for a railroad retirement annuity and a Federal, State or local government pension after

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

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

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

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

An employee's average indexed monthly earnings are separated into three earnings levels. Each level is multiplied by a specified percentage. The first level is multiplied by 90 percent, the second by 32 percent, and the final level by 15 percent. The results are added to obtain the basic tier I benefit rate. For those first eligible in 2022, the gross tier I benefit is equal to: 90 percent of the first \$1,024 of average indexed monthly earnings, plus 32 percent of the amount of those earnings over \$1,024 up to \$6,172, plus 15 percent of those earnings in excess of \$6,172.

Beginning with 1986 – for employees subject to the noncovered service pension reduction – the 90 percent factor is reduced in increments of 5 percent, providing factors ranging from 85 percent for employees with 29 years of “substantial railroad retirement and/or social security earnings” to 40 percent for those with 20 years (or less) of substantial earnings. Substantial earnings amounts usually vary from year to year. In 2022, earnings of \$27,300 would be considered a year of substantial earnings. In 2012, the figure was \$20,475. In 2002, it was \$15,750, and, in 1992, it was \$10,350. It is important to understand that a year of substantial earnings is not the same as a year of service. (Railroad employees eligible for a noncovered service pension who have 30 or more years of substantial railroad retirement and/or social security earnings are generally exempt from the reduction.)

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

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

An employee born in 1960 is eligible for a noncovered service pension and has 20 years of service. His railroad retirement annuity begins with the first full month he is age 62 and his average indexed monthly earnings are \$1,800. The gross tier I amount, after reduction for the noncovered service pension, would be \$657, rather than the \$1,169 otherwise payable. A reduction for early retirement would also be applied to his annuity.

Are there exemptions from the noncovered service pension reduction?

As stated earlier, railroad employees eligible for a non-

covered service pension who have 30 or more years of substantial railroad retirement and/or social security earnings are generally exempt from the reduction.

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

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

Yes. The tier I portion of a spouse or widow(er) annuity may also be reduced for receipt of certain Federal, State or local government pensions separately payable to the spouse or widow(er) based on her or his own earnings. The reduction generally does not apply if the employment on which the public pension is based was covered under the Social Security Act throughout the last 60 months of public employment. Most military service pensions and payments from the Department of Veterans Affairs will not cause a reduction. Pensions paid by a foreign government or interstate instrumentality will also not cause a reduction. For spouses and widow(er)s subject to the public pension reduction, the tier I reduction is equal to 2/3 of the amount of the public pension.

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

More information is available by visiting the RRB's website, RRB.gov, clicking on FAQ and then selecting Public Service Pensions, or by calling an RRB office toll-free at 1-877-772-5772. Persons can find the address of the RRB office servicing their area by calling the agency's toll-free number or by clicking on the Field Office Locator tab at RRB.gov. RRB field offices currently offer limited in-person service by appointment. To schedule an appointment, call 1-877-772-5772. Individuals should bring a photo ID when visiting a field office, and, depending on guidance from the Centers for Disease Control and Prevention for the county in which the field office is located, may be required to wear an appropriate face mask. In such circumstances, if visitors do not have a mask, one will be provided for them. ■



MIKE EFAW
*National
Legislative Director*

Tracking Legislation Impactful to Signalmen



Congress has returned from recess and the lame duck session has begun. It is expected to last a short five weeks. Before leaving town, Congress approved a Continuing Resolution (CR) to fund the federal government through December 16, 2022. Now, Congress must approve a long-term omnibus appropriations bill or another short-term bill. For a variety of reasons, I expect Congress to pass a CR that will likely fund the government until sometime in January. Beyond the government funding bill, the Senate is expected to consider the National Defense Authorization Act, and the Electoral Count Reform bill.

Republicans took control of the House by a slim four member majority. This was an unusual midterm election, in that the historical trend of the party in power losing the majority by a decent amount was not the case this cycle.

Below are a few bills that would affect us as Signalmen, some of these have companion bills introduced in the other chamber.

1. On December 2, 2022, President Biden signed into law H. J. Res. 100 – 117th Congress (2021–2022), which ended the dispute between the NCCC and the NRLC. The law put into effect the Tentative Agreements between the parties involved in the dispute. Both chambers also voted on H.Con. Res.119 – which provided for a correction in the enrollment of H.J. Res. 100. This concurrent resolution would have provided for 7 days of paid sick leave for railroad employees under the terms of the most recent Tentative Agreements, Side Letters, and Local Carrier Agreements entered by the parties to the disputes. We are grateful to the 52 Senators, 218 House Democrats, and 3 lone House Republicans who stood with rail workers by voting for the 7 days of paid sick leave. We are equally disappointed in the 43 Senators and 207 House Republicans who
2. H.R.8608 – To temporarily suspend non-payment provisions and deduction provisions for certain former railroad employees, and for other purposes, or the Retirees to Rail Act. Introduced by Representative Rick Crawford (R-AR), this bill would incentivize qualified railroad retirees to temporarily return to the field to help address service and supply chain issues without reducing their railroad retirement benefits. To date, we have opposed this as it takes the pressure off the railroads on hiring and retention. They are hoping to temporarily fix the employee shortage without actually increasing the work force, and we feel the carriers will just get back to bare bones staffing once they work through their current congestion issues.
3. H.R.8598 – To direct the Secretary of Transportation to issue certain regulations to define the term “classroom” for the purposes of parts 240 and 242 of Title 49, Code of Federal Regulations, and for other purposes. Introduced by Representative Troy Balderson (R-OH), this bill would give the railroads the possibility to do all training virtually.
4. Our efforts on the Hill have helped lead to S.4959, a bill to amend Section 11101 of Title 49, United States Code, to ensure that rail carriers provide transportation or service in a manner that fulfills the shippers’ reasonable service requirements, or the Reliable Rail Service Act. Introduced by Senator Tammy Baldwin (D-WI), this bill would statutorily clarify the common carrier obligation and establish

abandoned the working class and sided with the billion-dollar rail corporations.

We do need to acknowledge some of the significant wins that were delivered to rail workers through this Agreement: a 24% pay raise with backpay, which is the greatest wage increase in 45 years; a \$5,000 bonus for every worker; no increase in health insurance copays or deductibles; and more.

specific criteria for the Surface Transportation Board (STB) to evaluate when determining whether a carrier has violated its obligation.

5. (House Companion) H.R.8649 – To create a fair market in freight rail and to reauthorize the STB, and for other purposes, or the Freight Rail Shipping Fair Market Act. Introduced by Representative Donald Payne, Jr. (D-NJ), this bill would reauthorize the STB and institute reforms to the marketplace for the Class I freight railroads and their customers.
6. H.Res.1371 – Expressing support for the designation of the week of September 19 through September 25, 2022, as “Rail Safety Week” in the United States and supporting the goals and ideals of Rail Safety Week to reduce rail-related incidents, fatalities, and injuries. Introduced by Representative Frederica Wilson (D-FL), this resolution would designate this week “Rail Safety Week.”

The BRS will continue to track legislation that is important and impactful to Signalmen. The best interest of our members is at the forefront of all our efforts on Capitol Hill. Remember to visit our website and follow us on Facebook. Have a great close of the year. ■

DID YOU KNOW?

TITLE 49: TRANSPORTATION §234.2223 GATE ARM

Each gate arm, when in the downward position, shall extend across each lane of approaching highway traffic and shall be maintained in a condition sufficient to be clearly viewed by approaching highway users. Each gate arm shall start its downward motion not less than three seconds after flashing lights begin to operate and shall assume the horizontal position at least five seconds before the arrival of any normal train movement through the crossing. At those crossings equipped with four quadrant gates, the timing requirements of this section apply to entrance gates only. ■

DID YOU SERVE

in a Branch of the Military?



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

Name: _____

Local: _____

Branch of the military: _____

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

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

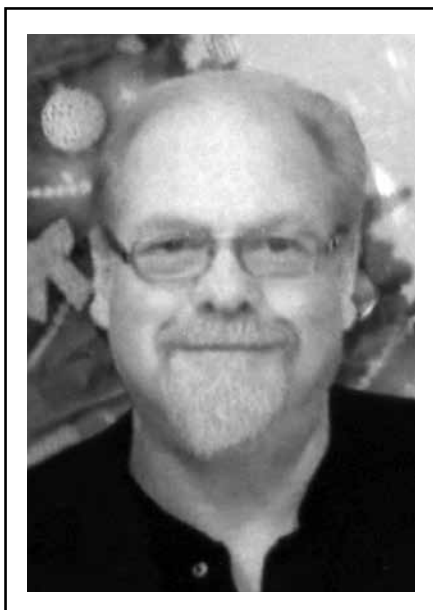
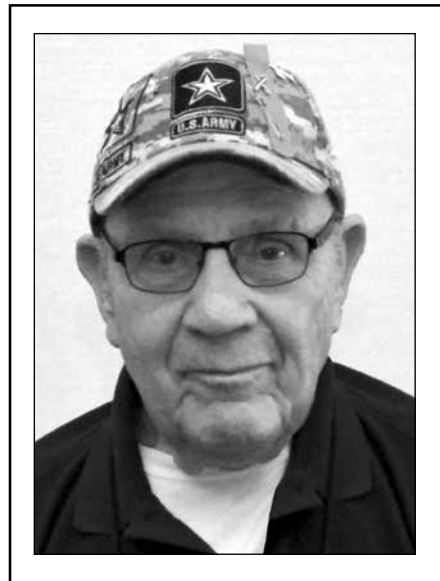
**The Brotherhood of
Railroad Signalmen**

917 Shenandoah Shores Road
Front Royal, VA 22630

In Memoriams

WILLIAM “BILL” A. RADZIEWICZ 1934–2022

William “Bill” A. Radziewicz passed away on August 30, 2022. Brother Radziewicz began his railroad career on the Delaware, Lackawanna & Western Railroad Company in March 1956 as a Signalman. Brother Radziewicz served Locals 68 and 84 in the capacity of Local President, Recording Secretary, and Local Chairman. In 1984, he served as General Chairman of the United General Committee. Most notably, Brother Radziewicz served as the National Legislative Representative and Vice President Northeast. Brother Radziewicz retired in 1997 after 42 years of service with the Delaware, Lackawanna & Western Railroad Company, Conrail, and New Jersey Transit. He was Vice President Northeast at Washington, D.C. at the time of his retirement. Brother Radziewicz is a U.S. Army Veteran. ■



CLIFFORD J. WARNER 1948–2022

Clifford J. Warner passed away on September 1, 2022. Brother Warner began his railroad career on the Union Railroad in October 1966. Brother Warner served Local 193 in the capacity of Local President and Local Chairman. Most notably, Brother Warner served as General Chairman of the Union General Committee. Brother Warner retired in 2003 after 37 years of service with the Union Railroad. He was a Lead Signalman and General Chairman at Duquesne, Pennsylvania, at the time of his retirement. Brother Warner is a U.S. Air Force Veteran. ■



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with financing from Wells Fargo Home
Mortgage or Union Plus Mortgage Company
provides benefits you can't get anywhere else,
including competitive rates, mortgage
assistance and gift awards.



Wells Fargo Home Mortgage has a services agreement with Union Privilege in which Union Privilege receives a financial benefit for providing agreed-upon services. Wells Fargo Home Mortgage encourages you to shop around to ensure you receive the services and loan terms that fit your home financing needs.

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NMLSR ID 399801

Union Plus Mortgage Company has a services agreement with Union Privilege in which Union Privilege receives a financial benefit for providing agreed upon services.

Union Plus Mortgage Company NMLSR 156182



Objection Procedures for Expenditures Not Germane to Collective Bargaining

Advance Reduction — Section 1

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

Notice of Objection — Section 2

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

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

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

Chargeable & Non-Chargeable Expenditures — Section 3

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

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

Chargeable Expenditures:

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

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

Non-Chargeable Expenditures:

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

In fiscal year ending 2022, 94.30% of expenditures were made for chargeable activities. This percentage was certified by independent auditors who are also certified public accountants.

Audit Report — Section 4

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

Advance Reduction Calculation — Section 5

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

Challenge of Calculation — Section 6

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

Selection of Arbitrator — Section 7

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

Arbitration Procedures — Section 8

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

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

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

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

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

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

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

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

Escrow Account — Section 9

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

Administration by Secretary-Treasurer — Section 10

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

Amendments — Section 11

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

Not Applicable in Canada — Section 12

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

Continuous Membership



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

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

45 YEARS OF SERVICE

Christopher Bennett _____ 176

40 YEARS OF SERVICE

Art Guerrero _____ 156

Barry Rock _____ 5

Bill Kotomski _____ 130

Billy Jones _____ 121

Joseph Sheehy _____ 72

Lance Carraway _____ 208

Mark Danko _____ 102

Scott Pierce _____ 228

Timothy Diven _____ 65

35 YEARS OF SERVICE

Dan Kohlmayer _____ 102

Duane Harmon _____ 18

Franklin Eddins, Jr. _____ 16

Hugh Campbell _____ 18

Mark Armstrong _____ 102

Richard Parrott _____ 141

Rowland Ross _____ 120

Saladin White _____ 18

Tim Smith _____ 18

Zdzislaw Surowiak _____ 102

30 YEARS OF SERVICE

Athney Bramble _____ 102

Brian Lee _____ 72

Bruce Fasching _____ 173

Craig Cupp _____ 111

Damian Pedroza _____ 156

Daniel Roulston _____ 72

Delbert Peters _____ 8

Ed Hines, Jr. _____ 141

Eddie Bennett, Sr. _____ 51

Eric Marshall _____ 33

Joe McChesney, III _____ 16

Joseph Brunson _____ 16

Kevin Kieres _____ 183

Michael Hughes _____ 155

Richard Hughes _____ 16

Richard Long _____ 194

Richard Russell _____ 8

Samuel Copeland _____ 16

Scott Pippin _____ 129

Steve Lassiter _____ 155

Terry Revels, Jr. _____ 16

Thomas Gleason _____ 72

Thomas Smith _____ 136

Tim Wolsleben _____ 119

Tony Fornshell _____ 16

Trevor Paulsen _____ 8

30 YEARS OF SERVICE

Troy Meyer _____ 188

Walter Halle _____ 119

Wendall Mitchell _____ 31

25 YEARS OF SERVICE

Alex Filimonov _____ 97

Angelo Greci, Jr. _____ 56

Bill Tackett _____ 216

Bobby Boyd _____ 136

Brad DuPuis _____ 16

Brad Gehringer _____ 136

Brandon Harris _____ 208

Brent Barnett _____ 20

Brent Hammond _____ 98

Christopher Alley _____ 67

Christopher Coston _____ 84

Christopher Hayes _____ 121

Chuck Cleghorn _____ 143

Claudell Wilson _____ 137

Cory Jerew _____ 216

Danny Vickers _____ 176

Dave Atkinson _____ 136

David Cisowski _____ 136

David Kroll _____ 2

David Lotridge _____ 53

Delman Coles _____ 102

25 YEARS OF SERVICE

Dennis Sampsel, III _____ 237
Donald Hoffman _____ 228
Ed Soliz _____ 99
Eddie Williams _____ 178
Edward Parker _____ 67
Eric Holman _____ 136
Eric Mack _____ 14
Eric Robey _____ 178
Gary Davis _____ 8
Gary Sapp _____ 137
Gene Cross, Jr. _____ 56
Greg Ray _____ 130
James Ruben _____ 56
Jason Hale _____ 136
Jeffrey Johrendt _____ 161
Jeffrey Stewart _____ 229
Jerry Stamper _____ 136
Joe Martinez _____ 206
John Chloupek _____ 119
John Johnston _____ 158
John Treadway _____ 228
Johnathan Kinsey _____ 16
Joseph Chirillo _____ 56
Justin Quinley _____ 137

25 YEARS OF SERVICE

Kenneth Bordner _____ 16
Kenneth Friesen _____ 8
Kenraj Sanassi _____ 56
Kermit Purvis _____ 16
Kevin Spidle _____ 178
Kirk Gerber _____ 239
Kyle Smith _____ 137
Lance Falkenberg _____ 206
Larry Jones, Jr. _____ 49
Lars Jansons _____ 56
Louis Mejia _____ 172
Lyle Froyd _____ 155
Manuel Mato _____ 183
Marcello Holliday _____ 62
Mark Saddler _____ 129
Mark Thomas _____ 161
Mark Watson _____ 216
Marty Hillman _____ 198
Michael Baldwin _____ 138
Michael Chaffin _____ 136
Michael Kegel _____ 226
Michael Kilkenny _____ 53
Mike Byers _____ 237
Mike Moore _____ 136

25 YEARS OF SERVICE

Mike Morey _____ 119
Mike Vincent _____ 188
Norm McNeely _____ 136
Patrick Kinney _____ 8
Phillip Zarate _____ 92
Richard Jones _____ 16
Robert Perrino _____ 56
Roderick McDougald _____ 16
Ron Pipkins _____ 130
Ronald Sanderson _____ 16
Scott Adams _____ 94
Scott Larson _____ 8
Stephen Gilbert _____ 16
Thomas Fawks _____ 228
Timmy Samora _____ 119
Timothy Blankenship _____ 136
Timothy Campbell _____ 228
Timothy McKay _____ 56
Troy Humble _____ 161
Vernon LaDuke, Jr. _____ 49
Wes Brickner _____ 119
Wesley Adkins _____ 228
William Salemme _____ 120
William Shuman _____ 16
Willis Freeland, III _____ 72

DID YOU KNOW?

TITLE 49: TRANSPORTATION

§236.201 TRACK-CIRCUIT CONTROL OF SIGNALS

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

BRS DESIGNATED COUNSEL

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

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

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www.hmnlaw.com

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Chod Law Office
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www.chodlawfirm.com

DISTRICT OF COLUMBIA

Larry Mann
Alper & Mann, PC
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Bethesda, MD 20817
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(800) 747-6266

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Rossman Baumberger
Reboso & Spier, PA
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161 N. Clark Street
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Chicago, IL 60601
Tel. (312) 425-1900
(800) 624-2121
www.cavanaghlawgroup.com

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Feldman & Darby LLP
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1301 York Road
Suite 600
Lutherville, MD 21093
Tel. (410) 769-5400
(800) 248-3352
www.bsgfdllaw.com

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Naumes Law Group, LLC
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Milton, MA 02186
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(844) 826-8445
www.naumeslaw.com

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Tel. (248) 356-5000
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www.sommerspc.com

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& Kvas
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www.hklaw.com

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Vinton, VA 24179
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WASHINGTON

James K. Vucinovich
Rossi Vucinovich PC
1000 Second Avenue
Suite 1780
Seattle, WA 98104
(866) 357-RAIL (7245)
www.railroad-injuries.com

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

BRS members are encouraged to provide information regarding FELA cases, including criticism or commendations regarding the service of designated counsel, and information on injuries and settlements.

This information, which will be used in the continuing evaluation of this program, should be sent to: Michael S. Baldwin, President, Brotherhood of Railroad Signalmen 917 Shenandoah Shores Road, Front Royal, VA 22630-6418

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OBITUARIES

CHARLES B. BAILEY—retired member of **LOCAL 188**. Brother Bailey retired in 1990 after 24 years of service with the Northern Pacific and Burlington Northern Railroads. Brother Bailey was a Signal Maintainer at Pasco, Washington, at the time of his retirement. Brother Bailey is a U.S. Veteran.

RAELDON M. BAUDINO—retired member of **LOCAL 19**. Brother Baudino retired in 1995 after 37 years of service with the Union Pacific Railroad. Brother Baudino was a Signal Maintainer at Warren, Utah, at the time of his retirement.

LARRY BLAYLOCK—retired member of **LOCAL 49**. Brother Blaylock retired in 2012 after 42 years of service with the Norfolk Southern Railway and the Southern Railroad. Brother Blaylock was a Signal Maintainer at Dayton, Tennessee, at the time of his retirement.

ALFRED L. BROWN—retired member of **LOCAL 25**. Brother Brown retired in 1990 after 43 years of service with the Chicago & Eastern Illinois Railroad and CSX Transportation. Brother Brown was a Signal Maintainer at Danville, Illinois, at the time of his retirement.

WILLIAM J. BRYANT—retired member of **LOCAL 148**. Brother Bryant retired in 1992 after 45 years of service with the Chesapeake & Ohio Railway and CSX Transportation. Brother Bryant was a Signal Inspector at Richmond, Virginia, at the time of his retirement. Brother Bryant served as Local Trustee.

DAVID E. COOK—active member of **LOCAL 68**. Brother Cook had 7 years of service with the Norfolk Southern Railway. Brother Cook was a Signal Maintainer at Elkhart Indiana, at the time of his passing.

ROBERT A. CUTLER—retired member of **LOCAL 111**. Brother Cutler retired in 2000 after 36 years of service with the Union Pacific Railroad. Brother Cutler was a Signal Inspector at Pocatello, Idaho, at the time of his retirement.

WILLIAM T. EDWARDS—retired member of **LOCAL 162**. Brother Edwards retired in 2005 after 28 years of service with the Illinois Central Gulf Railroad and the Canadian National Railway. Brother Edwards was a Signalman at Fulton, Kentucky, at the time of his retirement.

DENNIS E. FRITZ—retired member of **LOCAL 98**. Brother Fritz retired in 2005 after 42 years of service with the Chicago, Rock Island and Pacific Railroad, the Chicago & North Western Railway, and the Union Pacific Railroad. Brother Fritz was a Signal Inspector/Testman at Cedar Rapids, Iowa, at the time of his retirement. Brother Fritz served as Second Vice President. Brother Fritz is a U.S. Army Veteran.

RICHARD "DICK" A. GUILFORD—retired member of **LOCAL 94**. Brother Guilford retired in 2011 after 42 years of service with the Baltimore & Ohio Railroad and CSX Transportation. Brother Guilford was a Signal Inspector at Hicksville, Ohio, at the time of his retirement. Brother Guilford served as Local Trustee.

RYAN R. HALE—active member of **LOCAL 173**. Brother Hale had 15 years of service with the BNSF Railway Company. Brother Hale was a Signalman at Fresno, California, at the time of his passing. Brother Hale is a U.S. Army Veteran.

WAYMON J. HERTZLER—retired member of **LOCAL 129**. Brother Hertzler retired in 2005 after 37 years of service with the St. Louis-San Francisco Railway and the BNSF Railway Company. Brother Hertzler was a Signal Inspector at Springfield, Missouri, at the time of his retirement.

JAMES V. KENDALL—retired member of **LOCAL 103**. Brother Kendall retired in 1990 after 45 years of service with the Chicago, Burlington & Quincy and Burlington Northern Railroads. Brother Kendall was a Signal Inspector at Mendota, Illinois, at the time of his retirement. Brother Kendall is a U.S. Army Veteran.

JAMES H. KIDD—retired member of **LOCAL 228**. Brother Kidd retired in 1999 after 30 years of service with the Norfolk & Western and Norfolk Southern Railways. Brother Kidd was a Signalman at Clyde, Ohio, at the time of his retirement. Brother Kidd is a U.S. Army Veteran.

BOBBY G. LINDSEY—retired member of **LOCAL 13**. Brother Lindsey retired in 2002 after 35 years of service with the Louisville & Nashville Railroad and CSX Transportation. Brother Lindsey was a Lead Signal Maintainer at Memphis, Tennessee, at the time of his retirement.

JESUS LONGORIA—active member of **LOCAL 206**. Brother Longoria had 10 years of service with the Union Pacific Railroad. Brother Longoria was an Electronic Technician/Inspector at San Antonio, Texas, at the time of his passing. Brother Longoria is a U.S. Navy Veteran.

HOWARD M. MANLEY—retired member of **LOCAL 16**. Brother Manley retired in 1994 after 39 years of service with the Atlantic Coast Line Railroad and CSX Transportation. Brother Manley was a Signal Inspector at Roanoke, Alabama, at the time of his retirement. Brother Manley served as Local Chairman.

DONALD E. MAYERS—retired member of **LOCAL 154**. Brother Mayers retired in 1985 after 34 years of service with the Great Northern and Burlington Northern Railroads. Brother Mayers was a Signal Maintainer at Grand Forks, North Dakota, at the time of his retirement.

OBITUARIES

FRANK C. MEHRTENS—active member of **LOCAL 43**. Brother Mehrtens had 11 years of service with the Union Pacific Railroad. Brother Mehrtens was a Signal Maintainer at Nevada, Iowa, at the time of his passing. Brother Mehrtens served as Second Vice President and Local Trustee. Brother Mehrtens is a U.S. Navy Veteran.

GARY P. MILLER—retired member of **LOCAL 31**. Brother Miller retired in 2005 after 34 years of service with the Baltimore & Ohio Railroad and CSX Transportation. Brother Miller was a Signalman at Savannah, Georgia, at the time of his retirement.

JAMES A. MINCKS—retired member of **LOCAL 23**. Brother Mincks retired in 1990 after 37 years of service with the Cedar Rapids & Iowa, and Chicago & North Western Railways. Brother Mincks was a District Signal Foreman at Cedar Rapids, Iowa, at the time of his retirement.

ROBERT L. MONTGOMERY—retired member of **LOCAL 40**. Brother Montgomery retired in 1988 after 39 years of service with the Pennsylvania Railroad, the Penn Central Transportation Company, and Conrail. Brother Montgomery was a Lead Signal Maintainer at Leechburg, Pennsylvania, at the time of his retirement. Brother Montgomery is a U.S. Army Veteran.

ALFRED L. SEITZ—retired member of **LOCAL 1**. Brother Seitz retired in 1988 after 41 years of service with the Erie Railroad and Conrail. Brother Seitz was a Test Maintainer at Olean, New York, at the time of his retirement. Brother Seitz served as Local President, Recording-Financial Secretary, and Local Chairman. Brother Seitz is a U.S. Army Veteran.

ROBERT R. SIDERS—retired member of **LOCAL 43**. Brother Siders retired in 2011 after 41 years of service with the Chicago & North Western Railway and the Union Pacific Railroad. Brother Siders was a Signal Maintainer at Boone, Iowa, at the time of his retirement.

HOWARD SIMON—retired member of **LOCAL 10**. Brother Simon retired in 2011 after 33 years of service with Conrail and the Norfolk Southern Railway. Brother Simon was a Signalman at Toledo, Ohio, at the time of his retirement. Brother Simon served as Second Vice President and Local President.

CLYDE J. TEMPLE—retired member of **LOCAL 56**. Brother Temple retired in 1980 after 29 years of service with the Long Island Rail Road. Brother Temple was an Assistant Foreman at Jamaica Station, New York, at the time of his retirement.

WOODROW J. THERIOT—retired member of **LOCAL 121**. Brother Theriot retired in 2001 after 43 years of service with the Southern Pacific Railroad and the BNSF Railway Company. Brother Theriot was a Signal Inspector at Lafayette, Louisiana, at the time of his retirement. Brother Theriot is a U.S. Marine Veteran.

THOMAS O. WILSON—retired member of **LOCAL 99**. Brother Wilson retired in 2009 after 30 years of service with the Southern Pacific and Union Pacific Railroads. Brother Wilson was a Signal Maintainer at Ennis, Texas, at the time of his retirement.

CORRECTION

Grand Lodge received an incorrect notification of the passing of

Brother Daniel Leal, Jr.

This information was published in the 3rd quarter of the *Signalman's Journal*.

Our deepest sympathy and condolences go out to Brother Leal and his family for the loss of his spouse of 46 years, Guadalupe Leal, on March 15, 2021.



IN MEMORY
*of those who
are forever
in our hearts.*

EDITOR'S NOTE:

Please notify Grand Lodge of the passing of BRS members.

email: membership@brs.org



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MEETING PHOTOS



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Somerset, Kentucky



Local 162 Meeting

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Local 3 Meeting

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Grand Lodge Training

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RFS Training — October 2022



Local Chairman's Training — November 2022

MEETING PHOTOS



Local 194 Meeting • • • • • Blue Island, Illinois



Local 14 Meeting Durand, Michigan



Local 107 Meeting • • • Jackson, Mississippi



Local 62 Meeting Putnam, Connecticut



PHOTO CONTEST

WINNERS FOR 2022

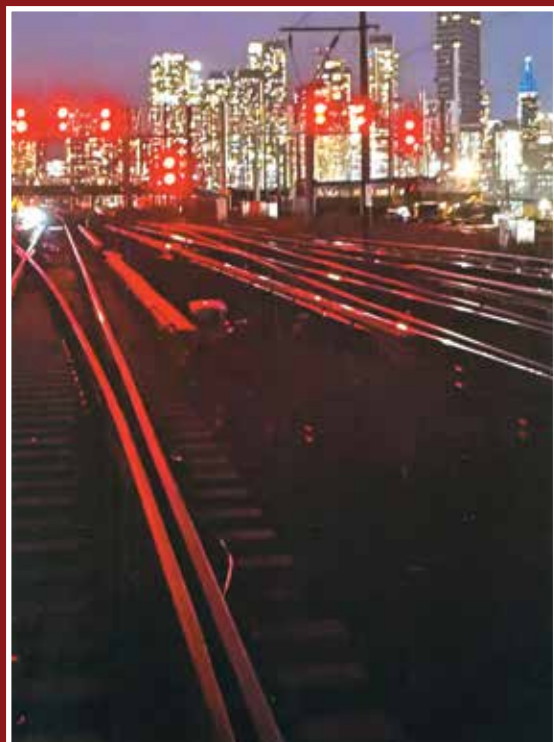
FIRST PLACE



Installation of bridge signal with multiple signals, on the Napa Subdivision, Union Pacific Railroad, in Glenns Ferry, Idaho. Photo submitted by Local 111 Member, Louis Thompson.



SECOND PLACE



Beautiful view of Manhattan at the Harold Interlocking, "15 and 16" bridge. Westbound signals at a stop, Long Island Rail Road. Photo Submitted by Local 56 Member Jason Klees.

THIRD PLACE



The Keddie Wye is a railroad junction in the form of a wye on the Union Pacific Railroad, Plumas County, California. Located at the town of Keddie, it joins the east-west Feather River Route with the "Inside Gateway" (BNSF Gateway Subdivision) north to Bieber. Photo submitted by Local 19 Chairman and Member, Issac Andrade.

40TH ANNUAL 2023 PHOTO CONTEST

The Signalman's Journal will conduct its 40th Annual Photo Contest during 2023, 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 2023 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 2023 are as follows:

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

2. Photographs must include some element of signal work or signal equipment. This can include Signalmen working or signal equipment of any kind incorporated into a scene.
3. The final date for receipt of photographs for consideration in the 2023 contest will be October 1, 2023. 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 — 2023 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 _____ | |

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"LECMPA has helped my members significantly. There are many ambiguous reasons why our members are disciplined on the job. Good, hardworking members can be targeted for no reason. This is when LECMPA can help. They can give you a paycheck in the times when the company you work for decides not to. LECMPA has always been there to help and is a great way to provide income protection."

- John Heise, BRS B&O General Chairman



Protecting transportation workers **since 1910.**

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*Beneficiary Accidental Death Coverage not available in Texas or California.

