

THE SIGNALMAN'S JOURNAL

Season's Greetings



For Members Only

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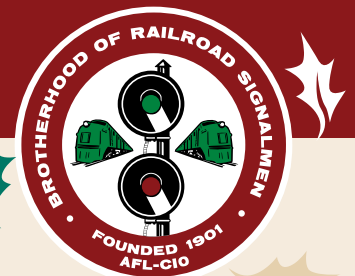
UNIONPLUS



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Local 183 Annual Picnic & Softball Game



On August 26, 2023, Altman Park in Worth, Illinois was bustling with family, fun, food, and sportsmanship. The occasion was Local 183's 2nd Annual Family Picnic and Softball Game, where a great turnout and solidarity were on full display 5

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 11

| | |
|---|----|
| Season's Greetings from the Officers and Staff at Grand Lodge | 6 |
| Long Island Rail Road Workers and Grand Central Station | 8 |
| Railroad Retirement Benefits Will Increase in 2024 | 13 |
| Local 183 Picnic and Softball Game Highlights | 22 |
| Local 16 Meeting Highlights | 22 |
| Local 60 Meeting Highlights | 23 |
| Local 241 Meeting Highlights | 23 |
| Local 110 Meeting Highlights | 24 |
| Local 2 Meeting Highlights | 25 |
| United General Committee Quadrennial Meeting Highlights | 25 |
| General Chairmen's Training Highlights | 26 |
| Financial Secretary Training Highlights | 26 |
| Local Chairman's Training Highlights | 27 |

| | |
|-----------------------------------|----|
| From the President | 2 |
| From the Secretary-Treasurer..... | 4 |
| Washington Report | 10 |
| Agency Fee Payers | 14 |
| Continuous Membership | 16 |
| Obituaries | 17 |
| Designated Legal Counsel | 18 |
| Benefits Directory..... | 19 |

| | |
|--------------------------------------|----|
| Signalman's Store | 20 |
| Photo Contest Winners for 2023 | 28 |



COVER: Night on the Southeastern Pennsylvania Transportation Authority's Schuylkill Interlocking in Philadelphia, Pennsylvania.

Photo submitted by James Shaskas, Local 53 Vice General Chairman.



FROM THE SECRETARY-TREASURER

James M. Finnegan, BRS Secretary-Treasurer

Annual AUDIT REPORT



Just as the federal government has checks and balances built into its structure with the separation of powers in the three branches, the Local has checks and balances built into the responsibilities of its respective officers. The most important safeguard for the vitality of the Local is the annual audit prepared by the Local Board of Trustees. This helps to ensure the funds of the Local are received and spent in accordance with the Local Bylaws and the Department of Labor requirements. It also helps to ensure that the officers entrusted with the Local's finances are performing their duties free of malfeasance.

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:

“Sec. 52. The Local Board of Trustees shall meet as soon as possible following the Board's election to examine the finances and books of the Local Financial Secretary. Thereafter, such audits must be made at least every twelve (12) months on a form prescribed by the Grand Lodge and a copy of such audit shall be furnished to the Secretary-Treasurer. If the report of the audit is not furnished to the Secretary-Treasurer annually, the Secretary-Treasurer may cause an audit and any costs associated with the audit, including travel costs, shall be borne by the Local Lodge...”

If your Local needs a Trustee Audit Guide or assistance in conducting an audit, we are happy to help. Please contact the Secretary-Treasurer's office at (540) 622-6527.

The 7-Step Audit

The 7-step audit focuses on four major areas: disbursements, receipts, assets, and compliance with the reporting requirements, as outlined below:

Steps 1 and 2 will assist you in determining whether the Local's disbursements have been properly recorded and



whether they were issued for legitimate, approved union purposes. Steps 3 and 4 will help you determine whether the Local's receipts have been properly recorded and deposited into your Local's bank accounts. Steps 5 and 6 will aid you in accounting for your Local's assets (cash and equipment). Step 7 will help you determine whether your Local is complying with all requirements for financial reporting and recordkeeping.

- Step 1** — Trace cancelled checks to the bank statements and disbursements journal.
- Step 2** — Scan the disbursements journal and record unusual entries.
- Step 3** — Trace employer dues check-offs to the receipts, journal, and bank statements.
- Step 4** — Confirm that receipts from all other sources have been properly recorded and deposited.
- Step 5** — Identify all bank accounts, verify their ending balances, and review withdrawals/transfers.
- Step 6** — Inventory fixed assets.
- Step 7** — Confirm that annual financial reports for the latest completed fiscal year were filed on time, financial records were properly maintained, and ensure that all officers and employees who handle funds are adequately bonded.

LOCAL 183 PICNIC

AND

Softball Game



Family, fun, good food, and sportsmanship ruled the day at Altman Park in Worth, Illinois on August 26, 2023. This was Local 183's 2nd Annual Family Picnic and Softball Game where a great turnout and solidarity were on full display. The annual event brings the hard-working men and women of Local 183, and their families together for a great day. This year started with a high-quality food truck from Joey's Red Hots in Chicago, followed by a magic show for the kids from Mike the Magician. Jason the Reptile Guy brought some unexpected reptile visitors for all ages to checkout, including an alligator, pythons, a large turtle, and more.



After a fun-filled start to the day, all attention turned to the softball diamond where the team managers from the Smokin' Aces and the Appetite For Consumption (AFC) checked lineup cards and prepared for the rematch from last year. Brotherhood of Railroad Signalmen President Mike Baldwin had the honor of throwing out the ceremonial first pitch to Vice President Commuter/Passenger Tim Tarrant, who then took part in umpiring duties. With bragging rights for the entire year on the line, both teams took the field for six innings of good sportsmanship as well as some good natured ribbing. At the end of the day, the Smokin' Aces won the rematch 10-8 and have earned bragging rights, until next year.



The BRS commends Local 183 and their planning committee for putting on a day of unity, solidarity, and fun for the members and their families. Events like this help ensure the union movement is alive and well in the next generation of workers. ■



Additional photos of Local 183's softball game can be found on page 22.

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

Greetings



BRANDON ELVEY



DOUG VANDERJAGT



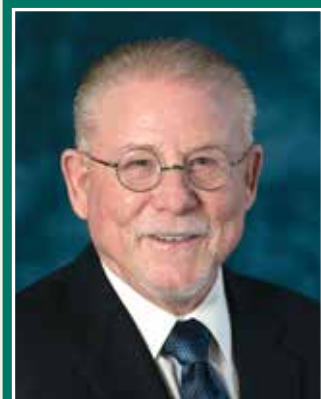
QUINN NORMAN



KURT MULLINS



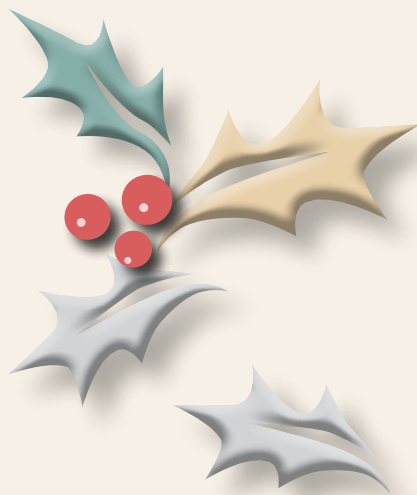
GUS DEMOTT



JOHN MCARTHUR



MIKE SULLIVAN



OLIVIA LAMBERT



EMILY SCOTT



CARA STARKEY

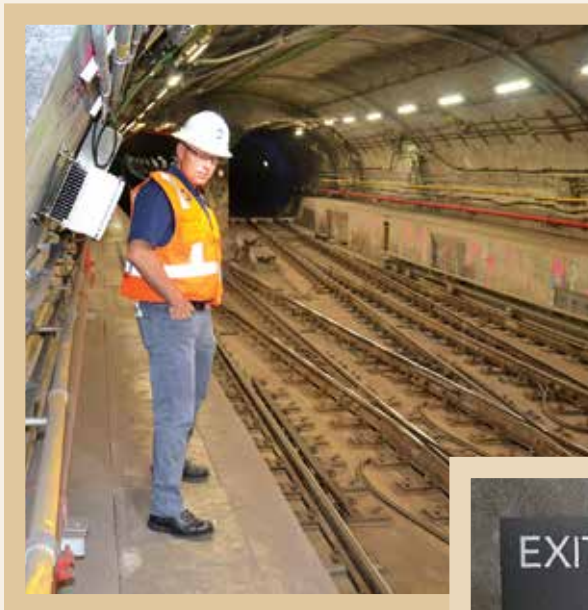


WHITNEY WILSON



CRYSTAL ROBINSON

LONG ISLAND RAIL ROAD WORKERS & Grand Central Madison Station



On February 27, 2023, a new train service began in New York which included bringing LIRR trains to the Grand Central Madison station for the first time. This new station was the culmination of decades of planning and work, and marked the largest change to LIRR in over 100 years. The station added new tunnels and changes to the way BRS members on LIRR perform several aspects of their critical work.

On July 20, 2023, Union Officials from LIRR General Committee, Management Officials from LIRR Engineering, and BRS rank-and-file members took a tour of key work locations in the tunnels to see what BRS members face when performing their work. The tour was scheduled to view new safety measures put in place after a near miss incident occurred with a train and BRS members working in the tunnels. Mike Sullivan, General Chairman for the BRS stated, *“the BRS and LIRR are working collaboratively to address safety concerns for all workers, BRS and otherwise, whose work requires them to be in the tunnels.”* Improvements thus far include

staffing a signal department employee with the Dispatcher to ensure proper on track protection is in place, signage to let workers know where the nearest clearance points are located, additional training requirements, and a dedicated radio channel. *“The BRS*

will continue its work with LIRR Management to ensure the safest work environment possible.”

After taking the tour, Vice President Commuter/ Passenger Tarrant stated, *“working in these tunnels presents several challenges to the rank-and-file members, including work in areas with limited access to clearance points, a hot work environment, and significant challenges accessing key work locations.”* Tarrant also noted that in some instances, *“BRS members have to open up access points in the city sidewalks and then descend up to 30 flights of stairs just to get to the work location.”*

The BRS commends the important work our rank-and-file members perform every day to keep the trains running safely and efficiently. ■





MIKE EFAW
*National
Legislative Director*

Tracking Legislation Impactful to Signalmen

Railway Safety Act of 2023 (S.576)

As I have written in previous reports, the Railway Safety Act (RSA) is the rail safety bill in the United States Senate. Introduced

after the derailment in East Palestine, Ohio, the RSA is led by Senators Sherrod Brown (D-OH) and J.D. Vance (R-OH). It was passed out of the Senate Commerce Committee in May 2023.

The RSA currently has 58 votes in support, with the need of 60 in the United States Senate. All Democrats are in favor of the legislation, but it requires more Republican support to pass. It is possible it will get Senate floor consideration soon.

Rail Safety in the House of Representatives

There are multiple rail safety bills in the House of Representatives. There is the Brown-Vance companion bill, H.R. 1674, led in the House by Chris DeLuzio (D-PA-17) and Nick LaLota (R-NY-01).

This bill has the same text as the original Brown-Vance bill that most of the rail unions endorsed. This legislation has not seen any movement. Eight House Republicans are currently supporting the DeLuzio-LaLota bill: Bill Posey, Brian Fitzpatrick, Lori Chavez-DeRemer, Don Bacon, Chris Smith, George Santos, Mike Lawler, and Anthony D'Esposito.

There are also bills from Representatives Johnson (R-OH-06), Sykes (D-OH-13), Stansbury (D-NM-01), and Bowman (D-NY-16). House Republican Leadership has shown very little interest in moving rail safety legislation.

The Johnson/Sykes bill leaves out some of the fundamental labor protections for rail labor; no rail unions have endorsed this legislation.

The rail safety bill from Congresswoman Stansbury, H.R.5871, is the most comprehensive, and the BRS fully backs her legislation. It includes every priority that rail labor deems necessary to make a comprehensive safety bill

allowing freight trains to traverse the tracks more safely through all communities throughout the United States

It does not look like the House will hold a hearing on the East Palestine derailment.

Healthy Families Act (S.1664) Paid Sick Leave

The Healthy Families Act (HFA) led by Senator Bernie Sanders (I-VT) is still floating around in the Senate. It provides seven days of paid sick leave for all workers, including rail workers. It includes specific language to ensure rail workers are covered. This bill is endorsed by all 13 rail unions, TTD, AFL-CIO, and the Teamsters, and is supported by 42 Democrats; no Republicans are showing support for this bill. Senator Braun (R-IN) has quieted his earlier support for the HFA after introducing the bill with Senator Sanders during the press conference the BRS spoke at in support of the bill. The HFA passed out of Senate HELP Committee in June 2023.

The HFA has a companion bill led in the House by Rosa DeLauro (D-CT). There are 91 Democrats cosponsoring that legislation; no Republicans have pledged support.

Railroad Employee Equity and Fairness (REEF) Act (S.1274/H.R. 2785)

The sequester of railroad unemployment and sickness benefits went back into effect on May 10, 2023. We are still having difficulty finding enough support to pass the bill to permanently fix this. The REEF Act would permanently end this sequester.

The REEF Act is led in the Senate by Senators Deb Fischer (R-NE) and Amy Klobuchar (D-MN); the House version is led by Jan Schakowsky (D-IL) and Brian Fitzpatrick (R-PA).

Our target is to get this legislation into a year-end omnibus agreement. However, there is a political problem currently, as there are Senate Republicans who oppose anything that would end budget cuts. It is somewhat bewildering as the AAR and ASLRRRA (Shortlines) have also endorsed REEF, and our partners at TTD are working with them right now to try and get legislation passed.

Reliable Rail Service Act (S.2071)

The Reliable Rail Service Act (RRSA) is designed to give the Surface Transportation Board (STB) the tools to force the freight railroads to improve service. It will better define the railroads' common carrier obligation and what "reasonable service" means under the law.

The RRSA directs the STB to consider staffing levels and equipment availability when considering whether the railroads are fulfilling their common carrier obligation. It is led in the Senate by Senators Tammy Baldwin (D-WI) and Roger Marshall (R-KS).

Politics sometimes brings about strange bedfellows. The RRSA is part of a unique alliance between rail labor and rail shippers.

Appropriations Process: Senate Bi-partisan and House Republican Appropriations Proposal

Fund This! – NO, Defund That! Every year it seems there are enormous political fights over funding the federal government. In fact, the last time Congress passed all 12 appropriations acts was for FY97. "Appropriations" are the bills (12) that fund the federal government on a yearly basis. Key rail federal agencies funded through appropriations include the Federal Railroad Administration (FRA), Amtrak, the Railroad Retirement Board (RRB), and the National Mediation Board.

The debt ceiling deal between President Biden and House Republicans was supposed to set the amount of overall funding for the federal government this year. However, there are certain House Republicans who want to cut funding even further from those levels. This will be a huge issue when the government begins to come up against the rapidly approaching funding deadline.

The Senate is fully bipartisan, and there is no obstacle to success. The House is fractured and now in meltdown. After the August recess, the Senate began the traditional "regular order" floor debate on several appropriations totaling \$280 billion, including transportation. These Senate bills are bipartisan. The problem is the other body of Congress. The House arch conservative "Freedom Caucus" aggressively demand extensive spending cuts below agreements reached earlier by former Speaker McCarthy and President Biden.

In the bipartisan Senate bill, a total of \$3.4 billion is provided for the FRA. This includes \$2.45 billion for Amtrak to sustain operations, maintain a state of good repair, and safely move passengers to their destinations. To address the rail safety deficiencies identified in the East Palestine, Ohio, train derailment, the bill provides a \$32 million increase for the FRA's safety and operations budget—meeting the budget request level for rail safety inspectors and research. The bill also directs specific research requirements for: (1) wayside detection technology, operational alert thresholds, and rail carrier response protocols to inform and verify the technologies'

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

capabilities and establish industry-wide standards; and (2) long-train operational safety to evaluate equipment safety standards for brake systems and wheel performance to inform the development of continuous component monitoring.

Over on the other side of the Hill, the House Republicans' proposal on transportation funding would make massive cuts to transportation funding, about a 25 percent funding cut overall, which includes key agencies for Signalmen being at risk of massive funding cuts, including Amtrak and the RRB.

- 64 percent cut in funding to Amtrak – almost \$1.5 billion overall.
- Northeast Corridor cut from \$1.26 **billion** to \$99 **million**.
- Threatens up to 10,000 Amtrak jobs.
- 23 percent cut in funding to the Railroad Retirement Board = \$25 million funding cut from \$128 million to \$103 million.

This would mean hundreds of full-time employees eliminated, cause massive delays in processing retirement annuity, unemployment, and sickness benefit applications, and would stall a much-needed ongoing IT modernization project.

We are trying to kill these devastating House Republican-sponsored appropriations bills. You can help by calling your Representative and letting them know that those type of cuts would be devastating to Signalmen, and all railroaders and their families. If you are unsure of who your Representative or Senators are, please visit the newly updated **BRS.org** site where you will find a link to provide you with that information. Go to the Departments tab and select the Legislative Department. There you will find a box with Contact My Elected Representatives. Enter your address and it will list your elected Representatives. These cuts will be devastating to present, retired, and future railroad employees. If you are unsure of what to say, email me at mle@brs.org and I will get you a script to read.

Congress Struggles to Find a Speaker of the House Part II

A group of House Republicans, led by Representative Matt Gaetz, made the motion to vacate the Speaker of the House, Kevin McCarthy, from the position on October 3, 2023. Representative Patrick T. McHenry (R-NC) was named speaker pro tempore immediately after the vote.

It seems that McCarthy lost the speakership by keeping the government open by passing a continuing resolution (House: 335–91; Senate: 88–9) without large spending cuts and provisions over the border.

Republicans first nominated Representative Steve Scalise (R-LA) for speaker. He won a secret-ballot GOP vote over Representative Jim Jordan (R-OH). However, Scalise dropped out after not being able to secure enough votes to win the gavel. Then, the Republican Conference nominated Jordan. Jordan won despite having about one quarter of his conference publicly not supporting him. Republicans did not want a repeat of the vote for Speaker at the beginning of this session of Congress, and when Jordan wasn't able to get the votes needed to be the new Speaker after three rounds, he bowed out. The Conference got behind a relative unknown in Mike Johnson and on October 25, 2023, elected him Speaker after a week-long stalemate. Speaker Johnson is welcomed by far-right Republicans with the same or similar views as themselves. I don't know what the new Speaker will do with bills that affect Signalmen, such as rail safety bills, the REEF Act, THUD, and LHHS, but we will find out soon. I am hopeful the bad bills that have been put out against us that gut the funding for agencies we need funded, such as the RRB and NMB, in the different committees, will not go to the floor, but that is all up to the Speaker. It will be no less than interesting, that's for certain.

Government Funding

A short-term Continuing Resolution (CR) was passed to fund the federal government through November 17, 2023, that cost Representative McCarthy the Speaker's gavel after a massively bipartisan 335–91 vote in the lower chamber; we are facing the possibility of another government shutdown.

Divisions within the House Republican Conference are going to make it hard to keep the government funded past this date. Congress passed a CR to keep the government open while negotiations over full-year appropriations continue. Much of the time has been spent on seeking a new Speaker to be elected.

Key Regulatory Efforts

- Signalman certification proposed rule.
- STB reciprocal switching proposed rule.
- PTC waiver requests by the railroads.
- Hands-on training waiver requests by the railroads.. ■

Railroad Retirement Benefits Will Increase in 2024

Most railroad retirement annuities, like social security benefits, will increase in January 2024 due to a rise in the Consumer Price Index (CPI) from the third quarter of 2022 to the corresponding period of the current year.

Cost-of-living increases are calculated in both the tier I and tier II portions of a railroad retirement annuity. The tier I portion, like social security benefits, will increase by 3.2 percent, which is the percentage of the CPI rise.

The tier II portion will go up by 1.0 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.

This follows an 8.7 percent increase in the tier I portion and a 2.8 percent increase in the tier II portion of railroad retirement annuities in January 2023.

In January 2024, the average regular railroad retirement employee annuity will increase \$86 a month to \$3,450 and the average of combined annuities for an employee and spouse will increase \$120 a month to \$4,980. For those aged widow(er)s eligible for an increase, the average annuity will increase \$51 a month to \$1,862.

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. Almost 32 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 2024.

These letters can also be used throughout the year to confirm eligibility for various income-based government programs. ■



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 signing up at www.BRS.org.



ALREADY REGISTERED?
Go to the "Members" tab, then to the "Member Home" section to register for a free email address.

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 2023, 92.85% 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

Donnie Clary _____ 71

40 YEARS OF SERVICE

Patrick Liberty _____ 102

35 YEARS OF SERVICE

Alexander Anderson, III ____ 16

Daniel Radick _____ 228

David Little _____ 178

Stephen Parker _____ 126

30 YEARS OF SERVICE

Charles Hyder _____ 14

Daniel Lawler _____ 194

30 YEARS OF SERVICE

Daniel McHone _____ 77

Jeff Gilchrist _____ 188

John Sorrells _____ 16

Lon Migala _____ 188

Mark Guidry _____ 141

Michael McKinney _____ 77

William Baker _____ 72

William Dalton, Jr. _____ 77

25 YEARS OF SERVICE

Aaron Main _____ 52

Adrian Abernathy _____ 132

Andrew McCarthy _____ 56

Brian Boyd _____ 8

25 YEARS OF SERVICE

Brian Dixson _____ 99

Brian White _____ 49

Carl Richardson _____ 53

Daniel Roman _____ 226

Jeff Wooten _____ 49

Kevin Lowery _____ 31

Mike Martina _____ 81

Richard Baker _____ 2

Richard Rau _____ 84

Robert Hibbard _____ 121

Stan Davis _____ 42

Steven Kipp _____ 14

Tanner Hoseclaw _____ 49

William Urie _____ 138



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OBITUARIES

JACK D. BOOTS—retired member of **LOCAL 168**.

Brother Boots retired in 1993 after 45 years of service with the Chicago, Rock Island and Pacific Railroad, and the Chicago & North Western Railway. Brother Boots was a Signal Maintainer at Owatonna, Minnesota, at the time of his retirement. Brother Boots served as Local Chairman. Brother Boots is a U.S. Coast Guard Veteran.

SAMUEL “SAM” J. BURCHFIELD—retired member of **LOCAL 2**. Brother Burchfield retired in 1991 after 44 years of service with the Pennsylvania Railroad and Conrail. Brother Burchfield was an Electronic Technician at Mingo Junction, Ohio, at the time of his retirement. Brother Burchfield is a U.S. Army Veteran.

GEORGE “BOBBY” R. CAMPBELL, JR.—active member of **LOCAL 16**. Brother Campbell had 33 years of service with CSX Transportation. Brother Campbell was a Signal Shop Foreman at Savannah, Georgia, at the time of his passing.

ROGER A. CHINADLE—active member of **LOCAL 188**. Brother Chinadle had 27 years of service with the BNSF Railway Company. Brother Chinadle was a Signal Electronic Technician at Spokane, Washington, at the time of his passing.

PATRICK J. DILLON—active member of **LOCAL 84**. Brother Dillon had 20 years of service with the New Jersey Transit. Brother Dillon was a Lead Signalman at Newark, New Jersey, at the time of his passing.

CHRIS DIXON—retired member of **LOCAL 102**. Brother Dixon retired in 2010 after 23 years of service with Amtrak. Brother Dixon was a Signalman at Penn Station at the time of his retirement.

CURTIS “CURT” R. DOCKTER—retired member of **LOCAL 226**. Brother Dockter retired in 2004 after 37 years of service with the Soo Line Railroad. Brother Dockter was a Signalman at Minneapolis, Minnesota, at the time of his retirement. Brother Dockter served as Local President and Local Trustee. Brother Dockter is a U.S. Navy Veteran.

JERRY “JAGAN” E. HAGAN, JR.—retired member of **LOCAL 72**. Brother Hagan retired in 2015 after 34 years of service with the Missouri Pacific and Union Pacific Railroads. Brother Hagan was an Electronic Technician Inspector in Zone 4, at the time of his retirement.

GENE M. HARSHBARGER—retired member of **LOCAL 228**. Brother Harshbarger retired in 1987 after 43 years of service with the New York, Chicago & St. Louis Railroad, and the Norfolk & Western Railway. Brother Harshbarger was a Lead Signal Maintainer at Fort Wayne, Indiana, at the time of his retirement. Brother Harshbarger served as Local President, Recording-Financial Secretary, Local Chairman, and Local Trustee. Brother Harshbarger is a U.S. Army Veteran.

EDGAR J. HOLMES—retired member of **LOCAL 94**. Brother Holmes retired in 2003 after 38 years of service with the Baltimore & Ohio Railroad and CSX Transportation. Brother Holmes was a Signal Inspector at Sumner, Illinois, at the time of his retirement.

ANGELO L. JERNIGAN—active member of **LOCAL 138**. Brother Jernigan had 17 years of service with CSX Transportation. Brother Jernigan was a Signal Maintainer at Franklin, Virginia, at the time of his passing.

VAUGHN E. JONES—retired member of **LOCAL 21**. Brother Jones retired in 2003 after 35 years of service with the Kansas City Terminal Railway and the BNSF Railway Company. Brother Jones was a Signal Foreman at Kansas City, Missouri, at the time of his retirement.

GRANT E. LOVE—retired member of **LOCAL 123**. Brother Love retired in 2019 after 42 years of service with the Chesapeake & Ohio Railway and CSX Transportation. Brother Love was a Signalman at Saginaw, Michigan, at the time of his retirement. Brother Love served as Local President and Local Chairman.

WILLIAM “BILL” G. McFERRON—retired member of **LOCAL 129**. Brother McFerron retired in 2013 after 39 years of service with the Burlington Northern Railroad and BNSF Railway Company. Brother McFerron was a Signal Maintainer at Cape Girardeau, Missouri, at the time of his retirement. Brother McFerron served as Recording-Financial Secretary.

ROY NOLLER, JR.—retired member of **LOCAL 94**. Brother Noller retired in 1989 after 44 years of service with the Baltimore & Ohio Railroad and CSX Transportation. Brother Noller was a Signal Maintainer at Breese, Illinois, at the time of his retirement.

LAWRENCE E. SIDERS—retired member of **LOCAL 31**. Brother Siders retired in 1992 after 30 years of service with the Baltimore & Ohio Railroad and CSX Transportation. Brother Siders was a Signal Maintainer at Clarksburg, West Virginia, at the time of his retirement. Brother Siders is a W.V. Army National Guard Veteran.

FRED M. SPARKS—retired member of **LOCAL 77**. Brother Sparks retired in 1989 after 43 years of service with the Norfolk & Western Railway. Brother Sparks was a Signal Maintainer at Ironton, Ohio, at the time of his retirement.

ALAN J. THIBAULT—retired member of **LOCAL 120**. Brother Thibault retired in 2010 after 34 years of service with the Boston & Maine Railroad, Amtrak, and the Massachusetts Bay Commuter Railroad. Brother Thibault was a Signal Inspector at the time of his retirement.

ARTHUR “ART” T. WILSON—retired member of **LOCAL 21**. Brother Wilson retired in 2009 after 15 years of service with the BNSF Railway Company. Brother Wilson was a Vacation Relief Maintainer at Kansas City, Missouri, at the time of his retirement. Brother Wilson served as Local Trustee.

EDITOR'S NOTE:

Please notify Grand Lodge of the passing of BRS members.

email: membership@brs.org

BRS DESIGNATED COUNSEL

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

When Signalmen suffer a work-related injury or illness, BRS members or their families are encouraged to determine their rights and benefits under the Federal Employers' Liability Act (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.

ALABAMA

W.C. Tucker, Jr.
Maples, Tucker & Jacobs, LLC
2001 Park Place North
Suite 1325
Birmingham, AL 35203
Tel. (205) 322-2333
(855) 617-9333
www.mtandj.com

F. Tucker Burge
Burge & Burge, PC
2001 Park Place
Suite 1350
Birmingham, AL 35203
Tel. (205) 251-9000
(800) 633-3733
www.burge-law.com

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Lloyd L. Rabb, III
Rabb & Rabb, PLLC
7442 N. LA Cholla Blvd.
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Tel. (520) 888-6740
(800) 354-3352
www.1stinjurylaw.com

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Chris Christy
Christy • Ferguson
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CALIFORNIA

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19th Floor
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www.rbrlaw.com

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www.cavanaghlawgroup.com

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201 International Circle
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Hunt Valley, MD 21030
Tel. (833) 601-3473
www.darby-lawgroup.com

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www.naumeslaw.com

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Drew C. Baebler

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www.raillaw.com

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www.palermolaw.org

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Jones Granger

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(800) 231-3359
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Willard J. Moody, Jr.
The Moody Law Firm
500 Crawford Street
Suite 200
Portsmouth, VA 23704
Tel. (757) 393-4093
(800) 368-1033
www.moodyrllaw.com

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*

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.

BENEFITS DIRECTORY

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www.yourtracktohealth.com



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(NOTE: Information on this site only applies to employees under National Handling.)

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National Health & Welfare Plan — GA-23000

Managed Medical Care Programs (MMCP) & Comprehensive Health Care Benefit (CHCB)

United Healthcare

1-800-842-9905

www.myuhc.com

Retiree Claims — GA-46000

UnitedHealthcare

1-800-842-5252

Retiree Supplemental — GA-23111

UnitedHealthcare

1-800-842-5252

Aetna

1-800-842-4044

Highmark Blue Cross Blue Shield

Railroad Dedicated Unit

1-866-267-3320

www.bcbs.com

LIFE INSURANCE

MetLife

1-800-310-7770

www.metlife.com

MENTAL HEALTH & SUBSTANCE ABUSE BENEFITS

United Behavioral Health

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1-866-850-6212

www.liveandworkwell.com

ACCESS CODE: Railroad

SUPPLEMENTAL SICKNESS BENEFITS

The Hartford

1-800-205-7651

<https://abilityadvantage.thehartford.com>

VISION BENEFITS

EyeMed

Member Support

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www.eyemedvisioncare.com/railroad

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Aetna

1-877-277-3368

www.aetna.com

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1-800-842-0070

www.express-scripts.com

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CANVAS COAT — Made of 100% cotton canvas with BRS colorlight logo embroidered in red and green. Available in black or brown.

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

Make check or money order payable to:
Brotherhood of Railroad Signalmen

MAIL PAYMENT AND ORDER TO:

BRS Online Store
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(703) 788-2566

| ITEM DESCRIPTION | QUANTITY | PRICE | TOTAL |
|------------------------|----------|--------|-------|
| BRS Flag (3' x 5') | | 85.00 | |
| BRS Flag (2'x3') | | 54.50 | |
| Golf Balls (pack of 3) | | 10.50 | |
| Coffee Mug | | 8.00 | |
| Pocket Watch | | 94.50 | |
| Wrist Watch | | 120.00 | |
| Mantle/Desk Clock | | 136.00 | |
| Magnet | | 6.00 | |
| Keychain/Bottle Opener | | 4.00 | |

| HATS | QUANTITY | PRICE | TOTAL |
|---------------------------|----------|-------|-------|
| Cap (pink) | | 11.00 | |
| Cap (camo/orange) | | 20.75 | |
| Cap (black) | | 11.00 | |
| Cap (blue) | | 11.00 | |
| Cap (grey) | | 11.00 | |
| Cap (black dye sub) | | 18.00 | |
| Cap (brown diamond plate) | | 18.00 | |
| Black Knit Hat | | 11.00 | |

| APPAREL | S | M | L | XL | 2X | 3X | 4X | PRICE | TOTAL |
|--------------------------------------|---|---|---|----|----|----|----|--------|-------|
| Service T-Shirt (burgundy) | | | | | | | | 18.00 | |
| Service T-Shirt (grey) | | | | | | | | 15.00 | |
| Golf Shirt (black w/logo) | | | | | | | | 37.50 | |
| Golf Shirt (burgundy w/logo) | | | | | | | | 37.50 | |
| Golf Shirt (navy w/logo) | | | | | | | | 37.50 | |
| Golf Shirt (steel blue w/logo) | | | | | | | | 37.50 | |
| Golf Shirt (women's burgundy w/logo) | | | | | | | | 37.50 | |
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| Oxford Dress Shirt (grey) | | | | | | | | 44.00 | |
| Oxford Dress Shirt (white) | | | | | | | | 44.00 | |
| Navy Windshirt | | | | | | | | 57.50 | |
| Black Wool & Leather Coat | | | | | | | | 201.00 | |
| Black Canvas Coat | | | | | | | | 90.00 | |
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| Grey Sweatshirt | | | | | | | | 31.50 | |
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| Service T-Shirt (burgundy) | | | | | | | | 18.00 | |
| Service T-Shirt (grey flag) | | | | | | | | 15.00 | |

NAME _____

STREET _____

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GRAY



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GRAY

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ASSORTED CAPS



FLAG



POCKET WATCH



WRIST WATCH



MANTLE CLOCK

MEETING PHOTOS



Local 183 Picnic & Softball Game

Worth, Illinois



Article and more photos of Local 183's annual picnic and softball game can be found on page 5.

Local 16 Meeting

Savannah, Georgia



MEETING PHOTOS



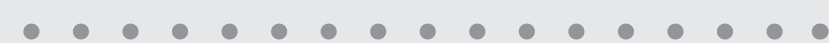
Local 60 Meeting

Newark, New Jersey



Local 241 Meeting

Long Island, New York



MEETING PHOTOS



Local 110 Meeting

Winston Salem, North Carolina



MEETING PHOTOS



Local 2 Meeting

Baden, Pennsylvania



United General Committee Quadrennial Meeting

Front Royal, Virginia



TRAINING PHOTOS



General Chairmen's Training

Hollywood, Maryland



Recording-Financial Secretary Training

Front Royal, Virginia — October 2023



TRAINING PHOTOS



Local Chairman's Training

Front Royal, Virginia — October 2023



PHOTO CONTEST WINNERS FOR 2023

FIRST PLACE



A brightly lit night on the World Trade Center to Newark line, Port Authority Trans-Hudson (PATH), New Jersey, with grape interlocking signal displaying do not proceed.

In the foreground an O bond for the new Digicode AC track circuits can be seen.

Photo submitted by David Zailabdeen, Local 60 Recording-Financial Secretary and Member.

SECOND PLACE



Sunset on the home signal for control point Dolton Interlocker in Dolton, Illinois, on the Indiana Harbor Belt Railroad.

Photo submitted by Local 3 Member Nick Seymour.

THIRD PLACE



Tri-Rail commuter train passes the Golden Glades, Florida control point in south Florida. The Signal Gang had just completed renewal of the location.

Photo submitted by Local 16 Member Josh Mularchyck.

41ST ANNUAL 2024 PHOTO CONTEST

The Signalman's Journal will conduct its 41st Annual Photo Contest during 2024, 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 2024 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 2024 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 2024 contest will be October 1, 2024. 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 — 2024 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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The best coverage and member benefits at the lowest rates in the industry!

- **20% Discount** when you pay annually.
- **10% Discount** when you pay semi-annually.
- **\$100 cash reward** for referring a co-worker!
- Our new No. 365 policy gives you 365 days of coverage immediately. No waiting.
- Accidental Death coverage on-and-off the job, for you and your beneficiary at no extra charge.*
- Generous Loyalty Appreciation program with rewards at retirement.

Hear it from the source...

"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

LECMPA

Protecting transportation workers **since 1910.**

800.514.0010 | underwriting@lecmpa.org | lecmpa.org

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

