

PROCEEDINGS
of the
FIFTH REGULAR NATIONAL DIVISION CONVENTION
of the
BROTHERHOOD OF MAINTENANCE
OF WAY EMPLOYES DIVISION
of the
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FIRST DAY
Morning Session
Monday, June 13, 2022

The Fifth Regular National Division Convention of the Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters was called to order at 9:04 a.m., Monday, June 13, 2022, in the Julius Ballroom, Caesars Palace, Las Vegas, Nevada, Secretary-Treasurer David D. Joynt presiding as Temporary Chairperson.

...A video presentation was shown to the delegation.

TEMPORARY CHAIRPERSON

JOYNT: Good morning. Good morning, Brothers and Sisters. Will the convention please come to order?

Good morning, Brothers and Sisters. Welcome to the Fifth Regular Convention of the Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters. My name is David Joynt. I serve as your National Division Secretary-

Treasurer and today I will also serve as Temporary Chairman of this Fifth Regular BMWED Convention.

At this time, I'd ask you to make sure that your cell phones are all turned off, please, so we have no interruptions.

I welcome all of you to the city of Las Vegas and thank you for being here to conduct the important work of our Brotherhood. As we open this convention, I ask that you all please rise in tribute to the flag of our nation.

...The colors were presented.

TEMPORARY CHAIRPERSON
JOYNT: Please remain standing for the National Anthem.

...The National Anthem of the United States was played for the delegation.

ANNOUNCER: Please remain standing to recite the Pledge of Allegiance.

...Temporary Chairperson Joynt led the delegation in reciting the Pledge of Allegiance.

TEMPORARY CHAIRPERSON
JOYNT: Please remain standing as the flag vacates the hall. Thank you.

I ask that you remain standing as we ask for the invocation by our appointed Chaplain, Brother Lydell Owens, Vice Chairman of the United Passenger Rail Federation. Chaplain Owens, would you please invoke the blessings upon this gathering.

INVOCATION
LYDELL S. OWENS
Chaplain
Vice Chairperson, District 3

First and foremost, thanks be to God for allowing us to gather here at the BMWED-IBT Fifth Regular National Division Convention. Thank you.

Thank you, Secretary Joynt, President Simpson. I am delighted for this honor to bring a word before the officers, delegates, alternate delegates, staff, and our guests of this convention, and my home federation, United Passenger Rail Federation. Welcome.

I would like to share one of my favorite scriptures, a verse from Philippians Chapter 1, Verse 6, New King James version, which reads, "Being confident of this very thing that he who has begun a good work in you will complete it until the day of Jesus Christ."

To me, this is saying we're not perfect, but each day we believe and rest our hope in Christ. We allow him to perfect Himself within us. For the Bible tells us greater is He that is in us than He that is in the world.

Often we organize and start projects or committees with great enthusiasm. However, when the zeal fades, the work fizzles out. But God is not like us. He does not initiate anything that he doesn't finish. Whenever he begins a good work in a believer's heart, it's as good as done. My prayer over the next few days we convene is all the good work of this Brotherhood be done on the promises of God. Now, let's bow our heads.

Father God, we humbly come before You to say thank You. Thank You, Father, for your travelling mercies. We thank You Father for our opportunity to gather here in Las Vegas as a family as one body for the betterment of our membership. Thank You for solidarity and thank You for Your sufficient grace. We pray this morning that Your hand be on each and every one of us and on each and every family represented here. We pray that You continue to watch over and protect us.

We humbly ask that You bless the Union, bless the convention, bless the Labor Union and working class, and lead us in the direction of love and solidarity. We pray that we will be more united than ever before and that we will be strengthened by our faith in You. Father God, let us be reminded we were sent by our members to fulfill our duties to represent them and complete our calling, for You know our needs before we even ask. Guide our hearts to be in a place of service

and, most importantly, love for our brothers and sisters. We ask these things of you in the Mighty name of Jesus, amen.

TEMPORARY CHAIRMAN
JOYNT: You may be seated.

Thank you, Brother Owens, for your prayer and blessing upon this convention. Now, let's give Brother Owens a round of applause, please.

(Applause)

Thank you, Brother.

At this time, I call on our Director of Safety, Roy Morrison, to provide a safety briefing in the event we have to evacuate the hall, in case of an emergency. Roy.

DIRECTOR MORRISON: Good morning, Brothers and Sisters. We are at Caesars Palace. In the event of an emergency, if we need to call 911, I'm going to ask that everybody open their convention binder, find your front page, and in the front corner, if you, please, write these numbers, 5911.

We're going to rely on the in-house EMS system. As you all know, it's a bit of a hike to get down into the hall here.

In the event of an evacuation, our primary evacuation route is going to be out the back corner over here, there's some glass doors, that take you out by the pool. We'll gather there. Please look at the person to your left and the person to your right and make sure that they're out there with you when we get there.

Our secondary evacuation route, if that route is blocked, we're going to go out the doors to the left here, go down the hall, through that set of doors, and they'll be signs that lead us to a hall to an evacuation center on this side of the building.

Would everyone who is currently certified in CPR please raise their hand?

I hope we don't have to use you, but I'm going to ask that, please, if we have the need, if you would step up and assist us, I'd greatly appreciate it. And whoever -- and

those of you who aren't the primary responder, please, remember that CPR is physically taxing, so be there to assist and possibly take over and provide CPR until EMS arrives.

In the event of an active shooter, we're going to follow the well-established protocols. We're going to run, hide, and fight, and, again, we're going to stick with our primary evacuation route, our secondary evacuation route. And if we need to hide, we'll just barricade ourselves in this room.

Thank you.

TEMPORARY CHAIRPERSON

JOYNT: Thank you, Brother Roy. I certainly hope we don't need to use those contingencies, but it's always important to know.

Thank you.

I want to thank all the elected delegates, spouses, retirees, and guests to the city of Las Vegas. It's truly a unique city, a strong union city, built and operated by union labor, especially the Teamsters union. In fact, the

men and women that checked you into your hotel rooms at the front desk and handled all the parcels for the delegates' bags and binders are all Teamsters. And of course, the hall was set up with union labor. I thank all our brothers and sisters here at Caesars for all their hard work and assistance in making this convention a success. It's great to be here with all my brothers and sisters for the Fifth Regular Convention.

Now to introduce our first speaker to address this Fifth Regular Convention, it's my pleasure to introduce our Director of Government Affairs, Brother Jeff Joines.

Jeff?

DIRECTOR JOINES: Good morning, Brothers and Sisters.

...The delegates responded, "Good morning."

Let's do it again. Good morning, Brothers and Sisters.

...The delegates responded, "Good morning."

It's my pleasure to introduce a true friend to the Brotherhood of Maintenance of Way. She has a 100 percent voting record for rail labor and BMW issues. Let me say that again. 100 percent voting record on our issues.

(Applause)

So let's give a good BMW welcome to a true champion for rail labor, Congresswoman Dina Titus.

(Applause)

**HONORABLE DINA TITUS
U.S. House of Representatives
(D) Nevada, District 1**

Well, thank you for that introduction. I am very proud of that 100 percent voting record and I brag about it all the time so. I never denied labor. You are the reason I'm here, and I don't take that for granted.

But I'm glad you're here actually in District 1. You are in the heart of the district I represent, and I thank you, our Secretary Joynt and President Simpson, for bringing you to Las Vegas.

You know, we were hit really hard by COVID, the pandemic. We're coming back. But you know, we have weekend tourists, but we've got to get conventions coming back. So thank you very much for choosing Las Vegas and District 1 for your convention.

Las Vegas is a strong labor town. A lot of people might not know that. But labor built this -- organized labor built this community, they serve the community, they protect the community, they teach our children, and they move us around here in the valley and bring people back and forth. And that's where you all come in, and we thank you for that. You know, whether it's the rail lines or the buildings or the bridges, you're the ones who make railroads roll, and without you, those people wouldn't be able to come.

You know, I often say that in Las Vegas, we don't really make anything except perhaps dreams come true. So we have to import everything that we have here, from flowers to lobsters. And so infrastructure is very

important to us, and you are key to a successful program of infrastructure.

I thought I'd tell you just a little bit this morning about what Congress has done and what they're working on, because Congress gets a lot of criticism, rightly so, for being stalemated or partisan or can't get anything done, and that's true. But we have made some major accomplishments this past year. And one of those is the Infrastructure Act. We've got that through both the House and the Senate. You know, nothing much comes out of the Senate. And the funding in that bill to invest in infrastructure for the first time probably since Eisenhower built the interstate highways was a major step forward. It's going to create a lot of good-paying union jobs with Davis-Bacon protected in the provisions. It's going to promote apprenticeship opportunities for minorities and people with disabilities, and it actually puts some money behind some of the promises.

\$66 billion for U.S. passenger and freight rail network. It provides \$36 billion to help with the modernization of railroad assets, to reduce the backlog of projects that's been building up, and it will help to improve the performance of inner-city rail. There's also \$16 billion to upgrade Amtrak national network and invest in safety at grade crossings, and they're doing this outside of just the northeast corridor where you have most of the rail investment in this country.

So that's one thing that's in the bank, and that money is going out and I think that it will make a big difference. And I think you will see it in the projects that are coming online now where you are very much on the front lines of that.

A second bill that has not made it out of the Senate but has made it out of the House and that I was a co-sponsor of is the PRO Act, Protecting the Right to Organize. We all know that unions are the tide that lifts all

ships. It builds a better life for everybody engaged. But they're coming after your union as hard as they can and the right to collectively bargain. So the PRO Act, which we included in the House version of the infrastructure bill, and it's a standalone bill, would protect that right to collective bargaining, would protect your ability to form a union, and negotiate for the changes you want to see made. It would penalize executives who in any way try to keep employees from successfully bargaining. So I'm a proud co-sponsor of that. Now we need to get the Senate to pass it. Because PRO, the acronym, really describes what the professionals are and what they do, and those professionals are you.

There's another bill that's pending in the House that I'm proud to co-sponsor called the Railroad Employee Equity and Fairness Act, known as REEF. Now, you know better than I do that your benefits don't come through the state like regular unemployment

benefits; rather, they come through your Railroad Retirement Board.

And I was talking to a member in the back who is going to speak to y'all later about the problem of sequester. We know that's unacceptable. We've been hit so hard by COVID; you need those benefits. And people have been laid off and furloughed and can't make it without those benefits. So Jan Schakowsky from Chicago and I are co-sponsoring the REEF Act which would put an end to that sequester and ensure that you and your fellow railroad workers can receive fair and equitable benefits.

(Applause)

Oh, thank you. Not only has COVID hit very hard in so many industries, but we're also seeing a trend over the last few years in industries, including rail lines that are taking a more corporate approach. It's much more like Wall Street than in the past, and certainly its impact on workers and labor has been felt.

Since 1980, Class 1 railroads have decreased from 33 to only 7. They've had a multiple of mergers where those people at the top are making all the money. And with fewer companies controlling those rail lines, executives are cutting costs wherever they can, and that often means in the area of safety and employees.

Now, we've already had two hearings this past year in the Infrastructure and Transportation Committee that I'm a member of, and most of those have focused on safety on the rail lines. In fact, we've got another hearing just tomorrow on the same thing. And we're hearing about how PSR, I guess Precision Scheduled Railroading, has made longer lines and fewer people on the train, one-person crews. We know that's not a safe way to run a railroad. So we are going to be sure that, as those regulations move forward, they hear about those safety issues.

Nevada, where you are now, is one of only 13 states to have crew requirements, and

we have a handful – we're one of only a handful that have requirements for Class 1, 2, and 3 carriers. So the rest of the country needs to take our example and look at the safety on those crews. You know, in a few days that regulation will come out and I know you'll have a loud voice there and through the union, and we will, too, to try to signal to the administration just how important this issue is in the final rule.

Now, I said it's been devastating under COVID. Las Vegas was the hardest-hit place in the country because we depend so much on hospitality. You could drive down the Strip when everything was closed down on your bicycle. It was like a Twilight Zone movie because nobody was here.

Now people are coming back, but we hear so often about the problem of supply chain, and you are right in the middle of that discussion. How do we return the supply chain so we can bring down the problems of

inflation? And I thank you for being on those front lines.

You know, we really count on you, and I hope you know you can always count on me. You've had my back and I'll have yours in Congress. I hope you'll see me as a friend and stop by in Washington as well as come back to Las Vegas.

If you think about it, if you're from here or you're just visiting here, if you haven't been here before, Las Vegas offers a lot of things that other places don't have. My district is pretty interesting to represent. You know, you're always going to do run into some Elvis impersonators wherever you go. You can ride a roller coaster on top of a 120-story building, if you're crazy enough to do that, down at the Stratosphere. And if you fall in love while you're here and decide to get married, you can do it at a drive-through chapel with a mechanical arm that throws rice on your windshield.

So have a good time while you're here but be careful. Also, if you lose a little money in the slot machines, don't go home and tell people you lost money. Go home and tell them you contributed to education in Nevada, because that's where a lot of that money goes, and it sounds a whole lot better.

So we're glad you're here and we want you to come back. But I want to leave you with just a little political message besides just some details about what Congress is going to do and we've got to do it in a hurry when we go back after the Fourth of July.

You're going to hear that this election is about race theory, it's about abortion, and it's about defunding the police. But let me tell you that nothing can be further from the truth. Those are distractions.

This election coming up is about your livelihood, your job, your take-home pay, and your benefits. If you don't have a salary that keeps up with what the people at the head of the corporations are making, you're not going

to be able to take care of your family. And if you're not safe on the job, you're not going to be able to protect them down the road.

And if you allow the Supreme Court to continue with taking away rights, they'll take away your right to marry, your right to birth control, and your right to vote, so you're not going to have any personal rights or any political rights left. That's what this election is about.

And I'll tell you what. If they take away your right to unionize, and they are marching down that path, you're going to have nobody like this union to fight for you. And if they take away your pension and destroy your future like that, you can't count on Medicare and social security because they want take that away, too.

So as you go to the polls, and I urge you to do that, and you work for us and I thank you for doing that, remember what the election is really about. I tell people all the time, this is the most important election of

your lifetime. Every time I say it, I mean it, because for one reason for another, it is important. But this time, it's an off-year election, people don't usually pay that much attention to it like they do a presidential election. But if you flip those two houses of Congress, it's going to be hell to pay.

So I'll see you how the interest on the hustings or I'll see you in Las Vegas and know, whatever the issue, you can always call on me. Thank you very much.

(Standing ovation)

TEMPORARY CHAIRPERSON
JOYNT: Thank you, Congresswoman, for making us feel welcome to this amazing city and your district. We're pleased to be here in Las Vegas, a true union town.

Our next guest speaker this morning is from the Railroad Retirement Board, John Bragg, the appointed labor member of the RRB. I'd like to thank Brother Bragg for taking this time out of his busy schedule to address the delegates today.

I personally got to know John when we worked with him. He used to be an officer with Brotherhood of Railway Signalman. I worked with him on the FAMES Committee, and I can tell you he was a fighter for his members and then, just like that, he's fighting for us at the Railroad Retirement Board. It's my pleasure to introduce Mr. John Bragg.

Brother Bragg.

(Applause)

JOHN BRAGG
Labor Member
Railroad Retirement Board

Good morning.

So I have to tell you, I have been all over the country the past couple of weeks and I am fighting allergies. So for those of you who have problems understanding me, please bear with me through this. I'll do my best to not take up too much of your time, but I do want to talk with you today about pensions and about your retirement.

But first I want to say this. President Simpson and the International Officers, the

delegates, brothers and sisters who are here in attendance, it is truly a distinct honor to stand here before you today as the labor member of the Railroad Retirement Board and have the opportunity to address this outstanding labor organization.

As members of the BMW, you should all take great pride in the fact that Brother Simpson and your entire brotherhood for many, many years have been in the forefront of rail labor's efforts to not only preserve and protect our Railroad Retirement System, but to improve it as well. I seriously cannot begin to express how lucky you all are to have this leadership team working for you.

During my time as a national officer and vice president for the Brotherhood of Railroad Signalmen, as Brother Joynt said, I worked very closely with BMW for many, many years. And as he mentioned, I am the labor member, and my job is to represent your interests in the fight for your retirement as if it were my own, and actually it is my

own. Like you, I'm a railroader. I began my career as a conductor for CSX Transportation. I worked as a signal maintainer for CSX Transportation, and then I went to become a national officer for the Brotherhood of Railroad Signalmen back in 2008.

The board itself is composed of three members representing the interest of rail labor, activity employees, and retirees as myself, and a management member representing the interest of the railroads, and a chairman to represent the interest of the general public.

Now, our mission at the Railroad Retirement Board is to pay retirement and disability benefits to the right people, in the right amounts, and in a timely manner and that's a noble mission, but it can be a challenging one.

As you can tell by the news these days, the trend of attacking and eliminating defined benefit pension plans across the country continues.

The sad truth is that us, American workers, are losing the battle. Think about this. In most of our lifetime, over 128,000 pension plans have been ended by employers. 128,000. So let me put this into perspective.

In 1983, 62 percent of workers had a traditional retirement plan, and that number as of today has decreased under 15 percent. Personally, I believe that our retirement system, Railroad Retirement, should serve as a model for all workers. Every single person who works the majority of their lives should be able to retire with a sense of security.

These days employers just don't feel the same. No longer do they care about the employees the way they once did. Corporate greed and the hunger for concentrating most of the nation's wealth into the bank accounts of a few have driven companies to move away from traditional defined benefit plans. Like I just mentioned, today only about 15 percent of private sector workers have access to one of these plans. And this is according to

the National Compensation Survey from the Bureau of Labor Statistics.

As time goes on, the number of private sector workers who have access to one of these plans is expected to trend towards zero.

And over the past few decades, employers have stopped funding or frozen “their existing pension plans,” which is basically the first step of the process to totally eliminate the plan.

As an example, in 2019, General Electric announced its plans to freeze the pension plan of 20,000 U.S. employees and move to a defined contribution plan, like a 401(k). GE claimed that this move was part of its plan to reduce the deficit of its underfunded pension close to \$8 billion. But here, just as in almost every other case, the American workers at GE suffered, while its CEO raked in the millions.

In 2017, when the CEO left GE, he had earned over 200 million in retirement

pay, on top of over 30 years of large salaries and bonuses. Just in 2015 and ‘16, he received \$54 million in bonuses, yet the American worker gets their benefits cut. The workers whose sweat and blood made it possible for this CEO to receive million dollar salaries and outlandish bonuses can’t retire with any sense of dignity or security.

And it’s not just GE that made this move. Again, just in my lifetime, companies like IBM, Verizon, Motorola, Lockheed Martin, they’ve all frozen their pension plans and moved to employee funded plans. And now their excuse is that the government forced them to fully fund their pension plans as part of the 2006 Pension Protection Act.

But the question that begs to be answered is why is there always money to pay extravagant salaries to a select few individuals but not enough to put into a pension fund for the workers. It’s a question that is yet to be answered and one that more of us should be asking.

So what does the end of a defined benefit plan mean for the American worker? It's very bad news. A worker who once knew what their monthly benefit would be well into their retirement no longer has that luxury. The only certainty that that worker has is knowing the amount they contributed to the plan. And while some companies offer matching contributions, they are still much less desirable than a traditional pension plan like we have. And this is only part of the bad news, Brothers and Sisters.

What is truly disturbing is that once the hard-earned money of these workers hits the investment account, it's up to that worker alone to research, plan, and choose how to invest their funds. Workers who have no idea how to navigate investment strategies and the vagaries of the stock market are now being forced to make life decisions involving thousands of dollars and the future of their retirement benefits.

These workers have no investment experience or training. They have no idea how to adjust during market inflation, and they're simply left to rely on stock market performance that may or may not result in a profit. To me, morally what these companies are doing, these corporations are doing is wrong is just wrong, it's just plain wrong.

Now, you may wonder why I mention these other private sector pension plans, and it's simply to illustrate for you how Railroad Retirement is superior, it's better structured, and presently more sound than any of these plans. But, you know, the sad truth is that we have been watching defined benefit pension plans disappear right in front of us for quite some time. Workers in the manufacturing, the steel, the airline -- you know, in my home state of West Virginia, the coal industry -- the auto industries in Michigan, they've all seen their defined benefit pension plans stripped away.

And in recent years there has also been tax on public workers. While other workers watch their retirement security stripped away, we as railroaders cannot sit back and believe this will not impact us. An attack on other workers, whether private or public, union or non-union, must be seen as an attack on our pension system as well.

After a lifetime of work, we as railroaders have earned everything Railroad Retirement will pay. The sacrifices that you and your families have made for the railroad industry, the contributions from your paycheck and even the contributions that the industry made to Railroad Retirement came from the capital earned through your blood and sweat, through your labor and your sacrifice. So don't let anyone ever deny that you earned every penny of your retirement. The long nights away from home, spending weekends in subpar hotels and camp cars, the missed baseball and sports events with your children, these are all sacrifices.

And far too many people talk about retirement plans as if they're some overly generous gift to workers, and nothing could be further from the truth. The pensions of American workers are earned by American workers. Again, we are no different than the wealthy executive who receives a large retirement for his contribution to the success of his company.

We as railroaders are just as entitled to live out our retirement years with the assurance of financial security based on our contributions. We are entitled to these benefits because we fought for them, we worked for them, we sacrificed for them, and we contributed to them. And we are entitled simply because the profits enjoyed by the railroad industry today came from our blood and our sweat. Nobody gave us anything. We earned every damn penny.

(Applause)

Now, I say that we fought for our retirement because we did. It was not a gift. It

comes from a long history and has faced many, many challenges. The Railroad Retirement Act was born out of crisis and conflict during the Great Depression. And at that time, Rail Labor had to overcome an industry set against the very idea of a federal pension system. Industry fought labor every step of the way, every step.

Once the Railroad Retirement Act finally passed, industry challenged it again and again and again until it finally passed Supreme Court muster and resulted in the 1937 law that is the basis for the benefits that we have today.

But even that law did not include benefits we often take for granted, like a spouse benefit or an occupational disability. And also, keep in mind -- think about this -- since that law passed in 1937, there have been many, many changes. And almost all of these changes were objected to by the industry.

They have never, ever favored improvements to our retirement system. During

the 1970s, and again in the early 1980s, Railroad Retirement faced a major funding crisis. It was nearly broke in 1983, and this crisis was brought on by high inflation and a rapidly shrinking workforce. In a three-year period, from 1981 to 1983, the industry went from 512,000 employees to 388,000, a 24 percent decrease in employment. By late 1983, the fund was down to four months' reserves and was scheduled, in 1983, to reduce benefits by 40 percent. Think about that. Those who were receiving Railroad Retirement benefits almost had their benefits cut by 40 percent.

Ronald Reagan and his administration called for the end of Railroad Retirement, while the industry called to privatize it, but the BMWED and the strong united Labor Movement said no. They said hell no. We will save Railroad Retirement. Well, Brothers and Sisters, they did; they saved our retirement system. Funding changes were made

and the system survived, and this is part of our legacy.

So when anyone asks you, what does the union do for me? Why do I have to pay dues into something I don't want to be a part of, you tell them that if it wasn't for this union, you tell them that if it wasn't for the Maintenance of Way Employees, their retirement system wouldn't be here. You tell them that this union saved their occupational disability program just a decade or so ago. This union staged protest outside the agency. You tell them that the reason that they can retire from the railroad at age 60, instead of 65 or 67, is because this union fought for that right and won it.

We won this change in 2001, and during that time, we also established a private trust to invest our funds, known as the National Railroad Retirement Investment Trust (NRRIT). This trust has placed the system in the best financial position ever. It now manages \$29 billion in assets, \$20 billion of

which is a net gain. But what this does is it also demonstrates the long-term viability of our pension system. Every year, the RRB's chief actuary has to report to the public, to the president, and to the board, his projections of the future of Railroad Retirement. And what he does is he takes into consideration future funding, current and future employment, and investment performance. And I'm proud to say that his most recent report assures us that absent a catastrophic loss of rail employment, our retirement is solvent well into the future, with no funding shortfalls for the 75-year projection period.

Now, you may ask, why do I need to know this? And I point this out because every generation of workers must know this history so that we are prepared, when called upon, to protect Railroad Retirement, for ourselves and for future generations. There should simply never be a debate about the fact that the past vigilance and sacrifices made by the railroad community have resulted in one of

the healthiest, and if not the healthiest, retirement trust funds in the country.

Now, I've spoken about how we've gotten here. And where we are at is that this requirement system is a glowing example of what can happen because of the vigilance of union leadership and the unwavering support of its members when they're unified to protect the well-being of all. But, Brothers and Sisters, we can't become complacent. As you well know, there are many more issues of concern out there that can affect our security and welfare well into the future. Serious problems can be just down the road if we continue to see carrier attempts to remove more and more employees from coverage under our tax act. We cannot ignore the fact that precision-scheduled railroading, contracting out, outsourcing, insourcing, and the numerous other carrier schemes, such as destroying crew consist agreements with one-man train crews can have a detrimental effect on our trust fund. We must stand together and stop

the attacks on labor unions. Because when they're attacking labor unions, they're attacking working people, just like us. We must realize that any attack on labor is an attack on the guardians of our retirement system, our families, and our well-being. So all this is to say stay informed, definitely stay active in your union, and most importantly, pay attention to what's going on around you. And no matter what, remember that we are all in this fight to protect our retirement system together.

Now, again, I travel the country and I speak to a lot of unions, and I often get questions about, you know, what am I going to get out of Railroad Retirement? What are the benefits? Is Railroad Retirement that much better than Social Security? And these are good questions. And some workers are told and actually believe that they would be better off if they invested their own money. So here's what I tell those people. With Railroad

Retirement, you get a full retirement, age 60 years, or at age 60, with 30 years of service.

An occupational disability is available with 20 years of service if you can't do your regular railroad job. You don't have to go out and find another job at Walmart or some other low-paying anti-union employer. A spouse and survivor benefit that far exceeds most retirement plans, these are just a few of the benefits.

The average employee who retires under Railroad Retirement gets \$43,740 per year versus \$17,520 under Social Security. For the career railroader who retires at age 60 with at least 30 years of service, we estimate that over the lifetime of that railroad worker, Railroad Retirement will pay him and his spouse total benefits of about \$2 million. Now, that same worker under Social Security couldn't retire until age 62, with him and his spouse receiving \$900,000 over the course of their lifetimes. Even with a 401(k), it is still

hard to match what Railroad Retirement provides.

And I can say that over the course of my life, I've watched this lie about 401(k)s be offered to workers as a promise of financial security into retirement. And don't get me wrong. I mean, don't get me wrong, I have one. A plan like this is a good place to have some savings, but it does not and cannot replace Railroad Retirement. It just simply cannot. The average worker in America cannot save enough on their own to have a secure retirement. A 2018 study by the National Institute on Retirement Security said that the median retirement account for all working households is zero. Zero. That same study shows that 57 percent, more than a hundred million of working-age individuals do not own any retirement account assets in an employer-sponsored 401(k) plan, individual account or pension. There's no security there. This is not a plan for retirement. And I guarantee you that the executives and CEOs don't

share this same problem. There is an inequity there, and it's time that this inequity goes away.

I also believe that one of the biggest issues we face today is that many workers come into our industry and they have little or no knowledge of the labor movement or the value of a defined pension plan. But Brothers and Sisters, I can tell you that we have an obligation, as union leaders, to educate these workers on the value of our pension system. And most importantly, on the value of a union.

There's something else to keep in mind. You know there's always talk in Washington about changes to Medicare and Social Security. And what's important to recognize is that changes to these programs will have a direct impact on Railroad Retirement. Any changes, any changes to how Social Security benefits or cost of living increases are calculated, or to the eligibility requirements for Social Security benefits can affect your Tier

1. And any changes to Medicare benefits will directly affect your Medicare benefits.

Now, to some of us, this talk may not seem as important now. But as you get closer to retirement, any of these changes could have a substantial impact on you and your family.

Now, I want to change gears here for a minute and discuss the agency itself. I'm so proud of the long history of customer service that the Railroad Retirement Board has provided to the railroad community. The 750 employees at the Board of Chicago headquarters and 53 field offices have done everything in their power to make customer service a top priority. And that's been the case for well over 85 years. But the agency is now doing more with less and the strain is showing. And I know we have all seen and felt the effects of this in our operations. Field offices are so short staffed that they become one- or two-person offices and occasionally must shut down if an employee gets sick or is out of

town. Wait times on our toll-free customer service line fluctuates; sometimes there are lengthy waits, sometimes there isn't. At Headquarters, disability cases are averaging a little under a year to get a decision, when they should take about a hundred days.

And what this is, is years and years and years of underfunding. However, thanks to the zealous efforts of BMWED and the other rail unions, we are hopeful that we can turn that tide. The RRB's most recent budget included a significant increase in funding, which permitted us to hire desperately needed employees, and we are hopeful that we can continue to see increases like this in the future. But even with the challenges over the years, our agency's employees are still proud of the work that we do and the service to the railroad community. As a railroader, I never thought about or knew how hard these individuals work behind the scenes to ensure that payments were made to those who retired, to those who were disabled, and to

those who were laid off. Since the establishment of our system over 85 years ago, the BMW and the rest of rail labor have fought to protect and preserve these precious benefits, and I personally want to stand here today and thank Brother Simpson and BMW for the support that he has given me in the past, as a labor leader, and in my current duties as the labor member of the Railroad Retirement Board.

This Brotherhood's involvement has clearly made a difference in the success of our retirement system in the past, as I'm sure it will in the future. And thank you so much for the opportunity to be here.

(Standing ovation)

TEMPORARY CHAIRPERSON
JOYNT: Thank you, Brother Bragg. I know we speak for everyone in the room here in thanking you for your service as the labor member of the RRB and safeguarding and protecting our Railroad Retirement benefits. I know, personally, I want to collect on those

in the next few months, so we're going to keep fighting to protect those.

The hall looks great and the view from up here is really inspiring. I'm privileged to serve as your temporary chairman to this Fifth Regular Convention. While my tenure as temporary chairman will be short, I'm honored to serve in this capacity. We're going to take a few moments to introduce a couple of the distinguished guests gathered with us here today.

First, at the head table, introduce Mr. Jim Slaughter, to my right. Jim Slaughter is an attorney and a professional registered parliamentarian. He's also past president of the American College of Parliamentarian Lawyers. Jim has served as our parliamentarian since 2002, and we are pleased to have him back with us again this year. Welcome, Jim. Thank you.

(Applause)

Our court reporters, many of them have recorded the minutes of every convention as far back as I can remember. We have Mr. Craig Williams, Jim Connor, and Janine Ferren. They're probably in the back. Welcome and thank you.

(Applause)

And we have several special guests that we are honored to have for the opening of our Fifth National Division Convention. I think probably in the guest section, happy to announce Brothers Wade Phillips, Cam Deptuck, and David Brown from the Teamsters Canada Rail Conference Maintenance of Way Employees Division; they're joining us in the back there. Can you stand up, if you're back there. Thanks, Brother.

(Applause)

Now, I'll introduce your National Division officers who are behind me.

Brothers and Sisters, when I call your name, please stand and remain standing.

Northeast Region Vice President,
Séan Gerie.

(Applause)

Northwest Region Vice President,
Bruce Glover.

(Applause)

South Region Vice President, Roger
Sanchez.

(Applause)

West Region Vice President, Louis
Below.

And Vice President At-Large, Jed
Dodd.

(Applause)

Executive Board Chairman for the
South Region, Dennis Albers.

(Cheers and applause)

Executive Board Vice Chairman At-
Large, Jack David.

(Applause)

Executive Board Secretary At-
Large, Staci Moody-Gilbert.

(Cheers and applause)

Executive Board Member from the
Northwest Region, David Carroll.

(Cheers and applause)

(Applause)

Executive Board Member from the
West Region, Jeffery Fry.

(Cheers and applause)

Executive Board Member for the
Northeast Region, Dale Bogart.

(Cheers and applause)

And the National Division Presi-
dent, Mr. Freddie Simpson.

(Cheers and applause)

All right. Let's give all of them a
nice round of applause as a group.

(Applause)

All right. Thank you, Brothers and
Sisters.

The scheduling of our convention
did not work with everyone who wanted to
speak to you today, so we have a few honored
friends who were kind enough to take the
time and make a video to address you.

Sister Sara Nelson, the International President of the Association of Flight Attendants/CWA, wishes she could be here today to deliver a message to join you in person. Unfortunately, her schedule couldn't be cleared, as the AFL-CIO Convention, they're having their convention at the same time as us. So she produced this short video message to you, for the men and women of the BMWED.

Sara Nelson has served as the International President of the AFA-CWA since 2014. She became a union member in 1996 when she was hired as a flight attendant at United Airlines, and today she represents 50,000 of aviation's first responders at 17 airlines. The New York Times called her "American's most powerful flight attendant" for her role in helping to end the 35-day government shutdown, and *InStyle* magazine placed her on their top 50 bad-ass women list. Please turn your attention to the video screens.

...Sara Nelson addressed the delegates via video as follows:

SARA NELSON
International President
Association Of Flight Attendants/CWA

Hi there, BMWED delegates. Congratulations on coming together for your convention.

My name is Sara Nelson. I'm President of the Association of Flight Attendant/CWA, and I would be with you if it were not for the fact that the AFL-CIO Convention is happening at the exact same time in Philadelphia. But I wanted to send my greetings and my solidarity to you.

Now, over a hundred years ago, the great labor organizer, Mother Jones, told us all that we need to know. She said the capitalists say there is no need of laboring organizing, except that they, themselves, are always organizing and show their real beliefs. They want the most amount of work for the least amount of money and we want the most

amount of money for the least amount of work.

But she also said workers build the world's palaces and create all the wealth in the world, but neither live in the palaces nor spend the wealth.

If we would only realize that we hold the whole solution in our hands, we could settle the problem easily. If, for instance, every worker in every industry in America were to simply hold up, stop working, the capitalists would yield to any and all demands because the world could simply not go on.

I think it's really important that we recognize that the strike is our tactic, solidarity is our power, but workers have all the power. We showed that during this pandemic. You showed that in your work, your critical contributions to the infrastructure of this country, your contributions to the supply chain, and the railroads need to recognize those contributions.

When you come together and you organize at your convention and when you work together with other unions, and I want to thank Peter Kennedy for keeping me up to speed on your bargaining and your issues so that the Association of Flight Attendants can stand with you and support you in your fight. You need raises, paid time off, no reduction to your health care, and we stand with you in that fight, because guess what? We are fighting the same fight with the airlines too. If any worker is mistreated, all of us can be mistreated. But as a friend of mine recently said, "A rising tide lifts all boats." But don't focus on the boats, we're the tide. And so, we stand with you in solidarity, always.

Come on into the tide, let's walk arm in arm, take on capital and get what's ours, for our work and the value that we bring to this country, to the entire economy, and back to our communities and our families.

Thanks so much. Have a great convention. We stand with you in solidarity always, and just let us know what we can do to have your backs.

(Applause)

TEMPORARY CHAIRPERSON

JOYNT: All right. A special thanks to Sister Nelson for that welcome message. She is a true champion for our brothers and sisters in the aviation industry, and we appreciate her work on behalf of workers throughout the United States.

And after seeing her on TV and some of the interviews she's done, I agree that she truly is a bad-ass woman. And I mean that in the most respectful manner. She's a true champion for labor.

Our next video is from Amit Bose, Administrator of the Federal Railroad Administration. Amit is appointed to lead the FRA by President Biden in 2021, but he is not new to the agency. He has served -- he previ-

ously served in the FRA as deputy administrator, chief counsel, senior advisor, as well as director of governmental affairs. Amit has ushered in a new level of communication and collaboration between the BMWED and the FRA, a level not realized in a very long time. Amit wanted to be here in person, but unfortunately, the U.S. Congress took precedence. Amit will be testifying on issues very near and dear to all of us in this room or he would have been here eager to meet all of you. Again, please turn your attention to the video screens.

...Amit Bose addressed the delegates via video as follows:

AMIT BOSE
Administrator
Federal Railroad Administration

Thank you for inviting me to join you. While I'm unable to be there in person, I appreciate the opportunity to provide these

remarks. It's my pleasure to acknowledge and salute the dedication and hard work of each member of the Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters. Your work is vital. Building and maintaining tracks, bridges, and other infrastructure makes America's railroads run. In fact, it's essential for moving people and goods safely in communities across our country. You deserve recognition and applause.

I strongly believe that investments in new and revitalized rail infrastructure must be matched by commitments to the people who keep our transportation network running. As we forge ahead with new projects, the Federal Railroad Administration will strongly support your craft and its role in operating a safe, modern, world-class transportation system.

I'm fully committed to advocating for your safety and good working conditions. I'm mindful of the fact that the pandemic has

caused personal loss for many among us. Those challenges were only exacerbated by workplace difficulties and compounded by the pressures created by the global supply chain disruptions. Yet, I'm also incredibly optimistic about the future of rail. I'm optimistic about President Biden's bipartisan infrastructure law and what it means for workers, communities, and our national economy.

We're laying the groundwork for a transformative era in rail and for the entire transportation sector. And this does not happen without you. This moment is a unique opportunity to enhance workplace conditions as we make available unprecedented levels of funding to upgrade and repair critical infrastructure.

Over the next five years, the infrastructure law will mean significantly more money for existing FRA grant programs, like the federal/state partnership for the State of Good Repair Grant Program, as well as newly created ones. These investments will

mean more freight and passenger rail projects.

Your work on these projects, work that's critical to improving safety, efficiency, reliability, and sustainability of our nation's rail network, will prove as important as ever. You can be assured that you will have FRA's backing as we embark on projects that will generate good-paying union jobs, strengthen the existing workforce, and greatly benefit the lives of Americans across the country. We're looking to BMWED's continued leadership in that process and to ensure roadway worker protection remains a high priority.

I look forward to continuing to work with you all. Thank you again for the opportunity to recognize your contributions. I wish you the best at this year's Fifth Regular National Division Convention.

(Applause)

TEMPORARY CHAIRMAN
JOYNT: I think everyone in Rail Labor is sharing the same feelings of appreciation for

the increased communication and collaboration between the rail labor unions and FRA. This goodwill is long overdue and is a welcome change. Excited to see where this level of cooperation will take the rail industry, and we look forward to continuing with Mr. Bose and the FRA.

If any of you doubt the true change, just talk to Roy Morrison or Jeff Joines about the continued discussions they have with the FRA these days compared to what it was two years ago.

INTRODUCTION OF RETIRED OFFICERS

TEMPORARY CHAIRMAN
JOYNT: Next we want to try to recognize some BMWED retirees in the hall. We'll try to recognize them. I'll say upfront I'm sure we'll probably miss somebody. We apologize. Most of them are probably in the guest section.

Retired Vice President, Randy Cook.
If you are here, you can stand up. There's
Randy.

(Applause)

Retired Vice President, David Tan-
ner.

(Applause)

Retired Vice President, Henry Wise.

(Applause)

We have National Division Director
of Legislation, Charlie Hogue.

(Applause)

Retired Director of Communication,
Randall Brassell.

(Applause)

Retired BMWED General Counsel,
Bill Bon.

(Applause)

Brother Mark Schappaugh from our
Chicago office.

(Applause)

Vice Chairman, Ricardo Canchola.

(Applause)

Retired Vice Chairman, Russell
Farmer.

(Applause)

Gary Kinney from our Chicago of-
fice. Are you here?

(Applause)

Pedro Amaro.

(Applause)

Retired General Chairman, Stuart
Hurlburt.

(Applause)

And I have a Sam Alexander, retired
General Chairman.

(Applause)

Again, I apologize if I missed anyone.
If you can let me know, we'll try to get you
recognized at another time when it allows.

Brothers and Sisters, again, thank you
for coming, we appreciate it, it means a lot. I
guarantee we'll continue to fight to protect
our Railroad Retirement, our retiree system,
health insurance, and Medicare for everyone
in this room.

We all look forward to sitting where you are one day, and several of our officers will be sitting there very soon. But until that time, we're going to continue with the work of the convention.

But let's take about a 15-minute break and then we'll come back and continue. Thank you, Brothers and Sisters. Be back at 10:20.

...The convention stood in recess.

TEMPORARY CHAIRPERSON

JOYNT: Will the convention come to order? Can you find your seats, Brothers and Sisters? Can the sergeant-at-arms bring them in from the hall and close the doors, please?

All right. Convention, come to order. We're going to start. All right, Brothers and Sisters, before we start the program, there's one announcement. There's been a request that it's getting warm in the hall. We've requested twice of them to turn the air conditioner on a little, up a little bit, or down. So they're working on it, so bear with us. We

know it's getting warm and we're working on it.

All right. First thing is, I'm sure you've seen that there are a number of information tables located outside the hall, including the Committee on Diversity & Human Rights Commission, the BMWED Retiree Association, DRIVE, Safety and Whistleblower Protection, Railworkers' Hazmat Program, Railroad Retirement Board, BMWED Store, the Labor Alliance of Brotherhood of Rail, the LEMPCA, and Railroad Marketing.

There are also many of our healthcare benefit providers represented: Aetna, Optum United Behavioral Health, UnitedHealthcare, Palmetto, GBA, and Highmark Blue Cross Blue Shield. Please stop by and visit these informational tables and displays outside the hall during the break and throughout the week. I know all our vendors and service providers are looking forward to hearing from you and visiting you and being of assistance.

This is a very special time for the BMWED, and I'd like to recognize the newly formed system federations attending the National Division Convention for the first time. Those new system federations are the United Passenger Rail Federation --

(Applause)

-- representing all Amtrak maintenance of way workers as well as the Canton Railway and York Railway maintenance of way employees; the Chicagoland Passenger Rail Federation --

(Applause)

-- who represents all Metra maintenance of way employees; the Conrail System Federation --

(Applause)

-- that represents all Conrail maintenance of way employees; and last but not least, the American Rail System Federation -

-

(Applause)

-- which represents all maintenance of way employees on Norfolk Southern, New England Central Railroad, New York Susquehanna & Western, and the Terminal Railroad of St. Louis.

I'm going to ask the following System Federation officers to stand and be recognized by this convention. These are for the newly formed System Federations. Please remain standing after I call upon you.

For the United Passenger Rail Federation, will the system officers please rise?

(Applause)

For the Chicagoland Passenger Rail Federation, would you please rise?

(Applause)

For the Conrail System Federation, please rise.

(Applause)

And for the American Rail System Federation.

(Applause)

These systems have been in effect since April 1, 2022, and these officers have been taking their duties as representatives of the members very seriously, and from what I understand, the railroads are also paying attention and taking it very seriously as well. Let's thank these brothers and sisters one more time for their work and their much success, future success with their new systems.

(Applause)

All right. Before we get too far ahead of ourselves, I would like us to pause and reflect on what is really important and why we are all here. In fact, it's a primary reason for our existence and the founding of our Brotherhood in 1887.

The work we do is dangerous, it always has been and it always will be. We all strive to work safely, protect one another, and make sure each of our brothers and sisters go home to their families at the end of each day. But despite our best efforts, despite our diligence, despite our watching over each other,

bad things still happen within our rail industry. It is a dangerous and unforgiving industry, and brothers and sisters still die between the 56 1/2 inches of steel where we earn our daily bread.

As if the occupational dangers you are exposed to daily are not dangerous enough, the COVID-19 pandemic raised the stakes, making railroading even more dangerous through dealing with an unpredictable and often lethal virus. Many of you and your family members contracted COVID-19, falling ill and recovered only after a few days. Many of you were hospitalized and fought for your life, finding a way to recover. Unfortunately, there were several BMWED members who contracted the virus and did not survive. It's important for all of us to recognize and mourn the blood ransom that has been paid by our fallen brothers and sisters since we last gathered here in the convention four years ago.

Of course, we all hope for the day when these tributes and memorials are no longer necessary. We long for a day when all our members find a safe passage home to their family and loved ones. But despite our best efforts, that day has not yet come, and it's a tragedy of incredible magnitude.

In honor of our fallen, I ask Vice President Bruce Glover to conduct our memorial service to honor those who have paid the ultimate sacrifice in the line of duty since our convention.

Brother Glover?

MEMORIAL SERVICE

VICE PRESIDENT GLOVER:
Thank you, Brothers and Sisters. This is the most difficult, yet most appropriate business of our convention. I thank Brothers Simpson and Joynt for scheduling this memorial during the opening of our convention as a sign of respect for our fallen members.

Today we pause to pay tribute and honor those brothers and sisters who paid the

ultimate price for a paycheck since our last convention. Our fond memories of these individuals are etched in our hearts. Their time came much too soon and they had so much more to do. They were our friends; they were our coworkers. They were someone's son or daughter, and perhaps a mother or father. But to us, they were all brothers and sisters.

Just like each of us, they worked long, hard days to put food on the family table and a roof over their heads. They suffered through stifling heat, bone-chilling cold, and a global pandemic to do their part for the railroad and their country. They've been taken from us way too soon, and these brothers and sisters will live forever in our hearts.

Let us pay our solemn respect to those who have gone on before us in the line of duty. We pray that God Almighty will watch over their loved ones and give them strength and protection.

Brothers and Sisters, I ask you to please stand for this memorial service and tribute to the fallen.

...A memorial video was displayed to the delegation as Vice President Glover read the following names:

Quintin Pasley
March 12, 2018
Allied Local 0225

Ashley Parten
March 14, 2018
Allied Local 1643

Luke Gsell
April 24, 2018
Penn Fed Local 3012

Joshua Crocram
September 5, 2018
AT&SFF Local 2409

Omar Solis
November 3, 2018
ICGF Local 0469

John Youmans
November 30, 2018
Allied Local 2167

Adam Garnett
January 17, 2019
USD Local 1210

Keith Whited
September 25, 2019
ASF Local 0517

Jarrett Erhart
December 6, 2019

Penn Fed Local 3082

Scott Ross
May 11, 2020
USD Local 1517

Daniel Nelson
October 22, 2020
BURNOR Local 1092

James Morgan
January 31, 2021
USD Local 0508

Heath Braunschweig
August 12, 2021
BURNOR Local 0297

Eric Thomas
January 3, 2022
USD Local 1020

VICE PRESIDENT GLOVER: At this convention we also remember those members and loved ones who lost their lives due to the COVID-19 pandemic.

And all those BMWED brothers and sisters known only to their families, co-workers and loved ones.

Thank you, Brothers and Sisters, for your respect of our fallen members. You may be seated.

TEMPORARY CHAIRPERSON

JOYNT: Thank you, Brother Glover, for that

honorable tribute to our fallen members. It's a solemn reminder of what's truly important in our lives.

BMWED HISTORY

TEMPORARY CHAIRPERSON

JOYNT: This is the Fifth Regular Convention of the Brotherhood of Way Employees Division. History is written every day, and today is a historic day in a historic week of the BMWED. What we do here today and what we do this week will become part of our Brotherhood's long and proud history. What we do here today and what we do this week will become the legacy we hand down to the next generation of our BMWED family.

Some of that next generation may be attending their first convention here with us today and some may not yet have been born.

Let me ask for the first-time delegates to the BMWED Convention to please stand and be recognized. If this is your first convention, please rise.

(Applause)

Thank you, Brothers and Sisters, and welcome. These new delegates are the future leaders, visionaries, and activists of our union. This is how it began for thousands of other first-time delegates over the course of our 135-year history.

Men and women gathered together as brothers and sisters, organized together, determined to do what's right, willing to learn and willing to take on the fight to preserve and enhance all that has been achieved by those who have come before us.

As you know, the theme of this Fifth Regular Convention is "ReGeneration." If we look back in the incredible history of this Brotherhood and its noble mission, we can see many times when the generations before us had to regenerate, innovate, restructure to adapt with the changes of time to better move our union forward and get us to where we are today.

We have been brought together as a family to accomplish this very same task set

forth from this convention. And like any family, we're going to disagree at times, but at the end of the day we are always family. These are the moments that define us.

I want to talk a little bit about our history because it's important to know the past as we chart our future together here this week. Our Brotherhood was founded as a benevolent society in Demopolis, Alabama, in 1887. This was an incredible feat in itself. No phones, no texts, no Internet, no interstate highway. Only the desire of men and women just like you who banded together to demand dignity and a fair treatment from the railroad robber barons.

That year in 1887, the very first convention of the maintenance of way workers was held in July. In those days, our union was known as The Order of Railroad Trackmen, and its mission was to provide aid to the families and widows of members killed in the line of duty. Back in those days, seven out of ten

railroad workers were severely injured or killed on the job.

During the same time period, another organization of maintenance of way workers, known as the Brotherhood of Railways Section Foremen of North America, was founded in an old box car in LaPorte City, Iowa. It soon became apparent to these fledgling unions that two separate organizations competing to represent the same class and craft of railroad workers could not succeed.

That is, they recognized that they needed to be restructured from two separate competing factions into a single united organization to gain strength against the employer.

In October 1891, the two separate organizations agreed to put their rivalries aside and merge for the benefit of the members, the unified regenerated organization known as the International Brotherhood of Railway Track Foremen of North America.

At that time, membership in the single unified organization stood only at 863 because track laborers were excluded from membership. But in 1896, this great organization again chose to affiliate and regenerate for the greater good of maintenance of way workers in their fight for a fair living.

The Constitution was amended to admit track laborers, and the name of the organization was changed to the Brotherhood of Railway Trackmen of America.

In 1899, a similar reorganization founded in Canada for Canadian maintenance of workers merged with the U.S. Brotherhood to form one international union. This was the next moment in our great union regenerated.

In 1902, the first convention of the unified international union voted to change the name of the order to the International Brotherhood of Maintenance of Way Employees. We still spell “employees” with one E,

which is the Old English spelling adopted by the merged organization in 1902.

The last regeneration was in 2004, when we merged with the Teamsters, added the Teamsters horses to our logo and grew our union family to 1.5 million people, plus Thunder and Lightning. Those who don’t know, Thunder and Lightning are the name of the two horses at the top of the IBT logo.

These several mergers and affiliations which have occurred at several historic moments over more than a century are the moments our union needed at that moment to regenerate, to adapt and gain strength and build a better future for all of us in this room today. Our families, both blood and union families, are what have strengthened us over the long and proud history of this great union.

It is workers like you in this room who build and maintain this nation’s rail infrastructure, who are the ones that truly make America great, and I am proud to call all of you my brothers and sisters.

As delegates, each of you have been elected by your local brothers and sisters to shape the direction of our Brotherhood, just as our forefathers have done at every previous convention since 1887.

What we do here together this week matters. It matters to our loved ones, it matters to the members who sent us here, and it matters greatly to the future of our craft, our livelihoods, and our country. Together we will debate, deliberate, and decide the direction of our great union.

Together we will write the next chapter of our history. Together we will decide how to regenerate, to carry on the fight against the railroads.

We can be proud of our history and all this Brotherhood has achieved since 1887, but we cannot rest on past achievements. For track workers, nothing has ever come easy. We have fought, we have struggled, we have been bloodied and we have been bruised. Yet we have persevered and have endured for

over 135 years. Yes, we've had our ups and downs, but we have never given up and we will never give up. History has taught us that without struggle there can be no progress.

I and your National Division Officers look forward to watching our progress and our struggles together with you in solidarity. Again, I thank you for your patience as we went through the history. Thank you.

(Applause)

Next I would like to introduce an individual who needs no introduction. He's dedicated his life to the service of the Brotherhood of Maintenance of Way Employees. He started as a trackman in April of 1974 with the old Louisville and National Railroad, which is now part of CSX.

During his distinguished career, he served this Brotherhood as Local Chairman, System Federation Joint Protective Board member, Vice Chairman, System Secretary-Treasurer, General Chairman, Grand Lodge Secretary-Treasurer, Grand Lodge President,

IBT International Vice President At-Large, and now National Division President.

It's my distinct pleasure and honor to present to you for the State of the Union address our leader, our friend, our brother, and our National Division President, Freddie Simpson.

(Applause)

**STATE OF UNION ADDRESS
FREDDIE SIMPSON
National Division President, BMWED-
IBT**

Good morning. I like that badge of honor. Thank you, gentlemen and ladies.

Welcome, Brothers and Sisters, to this Fifth Regular National Division Convention of the Brotherhood of Maintenance of Way Employees Division of the Teamsters.

While it's our Fifth Regular Convention, this union has been around for 135 years. It's survived many things. You've heard speakers this morning talk about our history and our struggles and all the things

that this union and actually all rail labor unions have gone through over the last 100 years.

But first let me thank you, the delegates to this convention, for taking the time to volunteer your time to this Brotherhood, to your co-workers, to railroad workers in general, and to the railroad workers nationwide.

This union doesn't survive because of me. It won't survive because of the National Division officers. And it won't survive because of your System Federation officers. It won't survive because of you delegates. But it will survive because the members insist on it. So I'm going to remind all of you here today to talk about what makes this union strong for its members, not just its officers.

When I was thinking about the Re-Generation, it put me in the frame of mind of what my generation did and what the generation before me did, my mother, my father, my parents, my brothers and sisters.

I started writing notes a week or two ago about the things I'd like to pass along to this delegation. Like what made us have Social Security or Medicare, what brought on the Railroad Retirement Act that preceded Social Security, what my parents' generation went through to get to that place.

So they suffered a couple of world wars, a great depression, poverty, sorry health care, the Dust Bowl, drought, things that will make you think about your nation and your country, your state, your city, and your local community.

That's why we have federal laws that gave us a pension, that gave us the Safety Act. That's why we have the Department of Labor, a Federal Railroad Administration.

If any one of you thinks that we have federal laws that protects workers' rights, workers' pensions and workers' safety because railroad management or any management, for that matters matter, wants you to have those laws, you're badly mistaken.

Those laws, the history, it means something to you. So as I tried to put a few points together to share with you, what's my mission here today? I think all of you know I'm retiring, and maybe I'll get a handclap over there for that. No?

Well, anyway, I'm retiring.

(Applause)

And what can I say to this young crowd of the next generation to get this union going and motivating and strong and driving forward to represent the members who deserve quality representation with nothing held back? What can I do to encourage you?

As you stood up, it appeared to me that the majority of this crowd were first-time delegates, which is great news for me. The majority of this crowd, many of you weren't born when I started on the railroad in 1974. So it's a challenge for me to try to figure out how do I get you engaged, how do I get you to care about more than buzz words, more

than someone blaming someone else for all their problems, never taking responsibility?

How do I get you to think about what makes workers' lives better, what makes your community life better? How do I get you to think about what makes your state and your nation better and the world? Because workers around the world aren't our problem. Workers coming across our borders south end or the north end is not our problem. Our problem has always been folks like railroad robber barons. They'll send you crumbs while they take the nation's wealth.

And trust me, a capitalist society lives on the nation's wealth, which is your wealth, which is the workers' wealth. It doesn't belong to those corporations. They're living from a society that workers and unions built. That's where they get their roads, their infrastructure. They get all the networks to make their giant profits.

So how can I challenge you to think about what you're going to tell your members

when you go back? What did we talk about at this convention? What did we say to one another? That we didn't rest on our laurels, we didn't think about that great pension we have, and we didn't think about the good health care we have and all that stuff. But what can I say to you to get you to think about every morning when you get out of bed, what am I going to do for myself, my family, my community, my church, my state, my nation, my world? What am I going to do to make it better?

So I can tell you during my career -- and I've been here for 48 years if you want to know how long I've been here, since 1974 -- I've seen a lot of debate, I've been in a lot of debate, I have fought, I have clawed, I have made friends, I've made enemies, I've made enemies out of my friends, and I've made friends out of my enemies. So I think I'm doing a great job because I'm making friends from my enemies. I'm sorry that I made over my career some enemies of my friends.

But that's the way things progress, and that's the way life goes.

I actually prepared about 12 or 14 pages of a speech to tell you and teach you what you need to know, but that's not what you're here for. You're here to represent the members in your local lodges, the guys and gals you work with every day. You're here to make their lives better.

So I can't do anything but hope and pray that I convince you to stay active, read the news, at least learn what's going on in society. We are in a troubled place. Today this nation reminds me of the '60s and the early '70s. In the '60s, we had the assassination of JFK, RFK, and MLK. We had race riots that burned the cities down.

Following that, we had inflation. Massive inflation. If you look back at the Social Security charts and the raises generated for inflation, you can see that those two decades, compared to what we're going through today, you can decide how the turmoil got

here, you can decide for yourself. If you engage yourself in the news and any current events, engage yourself with your brothers and sisters at church and at your local community, you can decide whether these problems were caused by workers or caused by corporations and the politicians that they put on display for you to listen to, with buzzwords and things that generate gun, gay, and God, and get you angry about some social issue and have you forget that your pension and your pay and your benefits, that doesn't matter about that.

What matters is how much pressure and influence you can muster up for folks to know that you mean business, that you're not going to be walked on or trod on or told what to do or stand in line and listen to their buzzwords and take crumbs for your family.

That Sara Nelson tape? Look, we've been talking about, 40 years of my career, about how if all rail workers and all workers

in this country could hold hands and push forward together, we could change the world. So the key to me is, how do we continue to create unity, resolve, and keep one another moving in a direction that we're all pulled in the same direction.

Now, this union, as long as I've been here, I've done my best. Actually, I'm pretty proud of the fact that we enjoy debate. We actually enjoy bantering back and forth about ideals, about issues, about pay and benefits, what's best for the workers. We do all that stuff. We actually occasionally get pretty heated about it. But what we've always done in this union is have those debates. We talk about issues. We talk about things that make lives better for our members. We talk about how the legislation is federally regulated in this industry, and if we can't get federal laws and federal help, then we have a problem on our hands.

We've been fighting like this amongst ourselves – let's not call it fighting, let's call

it debating and having those debates every four years. And between those four years, we have debates among the officers and the members that actually visit with the members and know what's going on.

So the thing I always want to tell you is enter the debate, learn the issues, know what's going on. Don't just listen to somebody's buzzword, don't just listen to some guy telling you you can't win, there's no way, you can't do this or you can't do that. If you are self-defeated before you get started, you can't win.

But if you stay engaged, you stay in debate, you stay in the fight, and you stay united together and you learn what is going on in this country, because social issues, while they rarely affect your paycheck, they affect your way of thinking. Now, I'm not suggesting anybody shouldn't pay attention to social issues. I'm just asking you, as you go through life, think about all the issues and how that affects you and your family and

your livelihood and what entity or person, politician, or body is doing everything they can for you and the members to get you a better paycheck, to get you better benefits, to continue your defined contribution pension.

You heard a lot of talk from Brother Bragg about defined benefit pensions, and he told you there was 15 percent of the workers in this country had a defined benefit pension. I would almost bet you that that entire 15 percent that has a defined benefit pension belongs to a union.

We've been going backwards for far too long. We made improvements after World War II, we progressed and we pushed. We had probably close to 40 percent of the American workforce was in a union or some association. And I actually am ashamed to tell you that we're probably down below 10 percent today. So one out of ten workers might belong to a union.

Do all of them have defined benefit pensions? I'm not certain. But I can tell you

that firefighters, teachers, policemen, BMW members all have defined benefit pensions. Which means, regardless of the stock market, regardless of any crash, regardless of anything else, we have bargained for a pension with a defined dollar amount that you will get. Regardless of how the investments do, regardless of how the management does, they're obligated by law to provide that pension.

So when someone tells you that you don't need to pay the percentage for Railroad Retirement, you need to sit down with a pen and paper some day and do the calculations and think about your life expectancy and learn how quickly you will see that a 401(k) -- I have one, and I watch it -- I try not to watch it much today because it's going through the tank, and that's the problem. You're stuck with investment funds and the stock market and those kind things that put you in a place. It's kind like a gamble, you

put it in a slot machine and you hope it pays off.

Now, absolutely for certain, if you have money in the stock market in this country and you do it for 30 years, you'll probably make money. If you have money in a 401(k) and you leave it alone for 30 or 40 years, you'll make money. But there will be times that you will question your judgment. But the good thing about a defined benefit pension is when you contribute to it, the law requires your employer to pay it when you're old enough to draw it. So you need to think about those things.

I've spent my entire career trying to figure out how to make my life better, the members' life better, everyone in this brotherhood's better. As you know, I've told the story many times about when I started on the rail, my brother and I started on the rail the same day. We went to the same gang, did the same thing in 1974. My brother went to one

local lodge meeting in his life, and that was to elect me local chairman.

He's just like the rest of our brothers in the field. Many of them are good trade unionists, most of them are. They want you, the officers of your locals and your system federations, to represent them. Not yourself, but to represent them. That's what I've spent my life doing; I'll continue to do that until the day I retire. And today that's up in the arms whether that's next week or August 30th, but I assure you, I'm retiring by August 30th.

(Applause)

I want to talk a little bit more about legislation. Because I kind of skimmed over it by saying do you think the employers want you to have a federal law that protects you and gives you safety on the job, like roadway worker protection. I know, most of you don't like hardhats, but like hardhats, and like those things, like safe speeds, like vehicles that pass inspection. If you think the railroads want to leave that judgment to the Federal

Railroad Administration, you're badly mistaken.

Now, do we always get what we need from Federal Railroad Administration? That takes me back to politics. All these laws mean something. So you can decide, if you watch the goings and comings of federal legislation and how it comes about, you can kind of gauge it by who has got the pendulum this year. Who's got the clout in Congress, who's got the clout in the Senate, and who's got the clout on Capitol Hill.

If you don't believe me, I suggest you better do some research, find the politician that you do trust, I don't know if you know one or not, but if you find one that you do trust, go talk to people. Figure out why you have the Department of Transportation, the Department of Labor. You think the railroads want somebody looking over our back to make sure they treat workers well? I don't think you'll find that companies want federal regulation, so when you hear that buzzword

about big government, that's probably what you're hearing, most of these corporations put that buzzword forward, and it's vitally important to our members that we stay attuned to federal legislation, and state legislation as well. We don't have many state laws that affect us, but the State Department has done real well with going to state by state to get crossing legislation because one of our members got charged for murder. So, those things, you need to think about.

In my generation, and through this period of time on my -- in my railroad career, I've, you know, I started out with a pencil and a piece of paper. We did ledgers and did all the stuff. We quickly transformed to computers and cell phones and, you know, things are changing constantly. And what I want to encourage all of you to do is when you strap your boots on in the morning, whatever you do in life, think about your neighbor, think about your co-worker, and think about your community, state, and nation. Because if we

don't all -- and you can think about your personal rights, because someone said we all have -- and you have all these personal rights in this country, and it's a wonderful thing. But I want you to think about your collective rights, your right to collectively bargain, your right to belong to a union, your right to organize as a group.

I think, quite often, that those rights don't get talked about enough in this country because if you lose the right to organize or form a church, or form an association, you may quickly start seeing that you lose your rights as an individual because I think if we don't -- well, I know this. From a church to a state, if the community and the members or the citizens don't unite and pay attention and hold people accountable that they've elected to do things in the union, in the city, then we'll have those buzzwords, like, we can't get anything done in the union, in the city, in the state or the nation. It is the citizens and the members that hold us accountable. I've

always believed that in my career. I've always made decisions based on what I think, and I've been wrong a time or two, but what I think is best for the membership and the union going forward.

I've seldom -- of course, I'm a member of the union, so whatever benefit I can get for a member, I get for myself, and I'm glad to take it. So it's a daunting task to stand up here and try to convince folks to quit relying on buzzwords, quit relying on someone saying he did it, I can't do anything about it, I'm not effective, somebody else is the cause of your problem.

If you hear that from somebody you're planning to vote for, you're voting for the wrong person, because if they have no ideas and no ideas how to fix things, they have no backbone to stand up and say, yeah, I don't agree with you, President Simpson, let's debate that. Then you're voting for the wrong person. You want someone in charge of this union that knows a little bit about how

to handle himself, or herself, in the legislative arena, in the political arena, at the table, you need to find someone who knows how to unite folks, how to do those kind of things.

UNIDENTIFIED DELEGATE: *(Off microphone.)*

PRESIDENT SIMPSON: I am? Well, thank you, but you're not the chair.

So here's what I'm telling you, challenge people who tell you that it's someone else that did the problem you have. Ask them why. Ask them why they did nothing about it earlier. Ask them what brought that about. You have that obligation to the membership, to challenge every one of us, including me. I'm happy to debate with anyone in this room, anytime, anyplace. You have the obligation to your membership, that you came here to represent, that you're spending the dues dollars for, to make certain you ask the questions about what's going on in this Brotherhood, what kind of plans we have for the future, and what -- just everything about

life. If you can't get a good answer, then I suggest you think about that strongly.

UNIDENTIFIED DELEGATE: What about the contract?

PRESIDENT SIMPSON: I'm going to talk about that. Are you ready for that? All right.

UNIDENTIFIED DELEGATE: *(Off microphone.)*

(Applause)

PRESIDENT SIMPSON: Brother, if you want to talk, go to the microphone. I'd be happy to recognize you if you've got a procedural question or something.

UNIDENTIFIED DELEGATE: *(Off microphone.)*

PRESIDENT SIMPSON: I can't hear you. I'll talk about the contract.

Well, thank you for wanting me to talk. I'm almost wrapped up here. I'm just -- look, I've said it enough. I hope that I can convey to the folks in this room to think about what's going on in the world. Think about

how we got here. Think about things like PEB 219, PEB 229, Oregon Short Line, Washington Job Protection. The things that protected our members and our railroad workers through the '80s.

You heard this morning someone talk about we went from 38 railroads to 7. Well, there was a lot of carnage in that reduction of railroads. A lot of seniority changes, system production gains, regional gains, starting times, that was 219. All that stuff matters to you. You need to know what your union did in 229 to reverse some of it. You need to know what we've done in the last 20 years to try to address those issues. You need to know why we don't have a single railroad union. You need to know why we don't have -- many things in this Brotherhood rests on what we fight for. But the problem with rail labor is that we can never put it all in one place.

I suggest you go back and look at the Knights of Labor and Terence Powderly and

what happened to them and what ended their organization. Look at Eugene Debs and what he stood for and what ended his career and put him in jail. Those people fought for things that you need. But if you don't know they were fought for a hundred years ago, how do you address it?

A contract is what -- that's the main reason you need to know how to put a union together that represents all railroad workers.

Now, I started my career, and I did say, but you heard that enough. But I can tell you, when I worked on the railroad, every worker on that railroad, from -- we had telephone maintainers then, signal maintainers, bridgemen, engineers, conductors, had a caboose, had a lot of things, but when I went to work, everybody I worked with thought it was crazy to have 13 railroad unions representing railroad workers. Well, it might have made sense in 1937, when the Railroad Retirement Act was passed, because there was no interstate highway system. The trucks,

there wasn't enough trucks to carry goods across the country. There's enough railroad workers to influence the nation that, following the Railroad Retirement Act, Social Security was passed and Medicare. The railroad unions had clout then. We've gone from that to about 110,000 union dues-paying members in the rail industry today. If you think you need 13 unions, anyone thinks we need 13 unions to represent 110,000 members, they're smoking something.

But, having said that, I've always believed we should be in one union, and I've actually made overtures to every railroad union since my career started at National Division in 2003, that we should all put it together. Have one railroad union. Well, you know, it's like chasing that beautiful girl. You can't get her to dance. You just have to go find somebody else to dance with. But rail unions and rail union leadership, including me, is part of the problem of not having a single railroad union. That's why I suggested

you go read the history of the Knights of Labor and Eugene Debs and his organization, and know what's happened for the last hundred years in this industry. It's important to you because if something doesn't happen in the next decade, that rail labor finds a way to be one united group, I fear that we've got issues that may just destroy rail labor. I worry about the engineers and conductors, those trains, look, they're flying 747s remotely from country to country without a pilot, the cargo ones, they can. The technology is actually on the property today.

Hey, turn that off. I don't want -- will you turn the recording off because I'm going to talk about some stuff now I don't want on the record, and you can decide where I should have gone on the record or not.

All right.

Microphone in the back, is that Raleigh?

DELEGATE RALEIGH JONES,
Lodge 227: That's me. I've got two-part
questions.

The first part is, you mentioned nego-
tiations and you had a young man that's go-
ing to be working on that. I didn't catch his
name, and will he be properly prepped for
this?

I mean, I understand you guys have
gentlemen and ladies and whoever is working
on this, but are they really pushing it to the
point that we can get our message over with
them? Because there's a lot of brothers and
sisters out here, I know they're arguing about
contracts, they're arguing about what's our
next phase, who is going to be the next pres-
ident? I really hope the next president steps
up to the plate and does his job.

(Applause)

You've done a good job for me. I met
you before. But now as you're leaving the old
guard out, we got a new guard that's coming

in, and I pray to God that he does what he
says he does.

PRESIDENT SIMPSON: We had a
ten-year plan, and I understand now it's gone
on 20 years and it's too long. But we have
done a lot of work over the last two decades
to try to encourage the next generation and
younger folks to engage and come to educa-
tionals and training. Unfortunately, we've
gotten to a point that a lot -- let me just say
this so that you know.

In 2002, the officers of this union and
the members demanded that we do some ed-
ucationals and do some things, and the poli-
tics at that time weren't favoring us. We
saved money for ten years, and then we spent
like hell for ten years with the CAT team and
trying to get people energized and engaged.

And we've come to a point that the
membership has declined to a point that I
don't know -- that's the worst thing about a
labor union, you put yourself in a position
where you can't run big programs because

big programs are needed and that's why rail labor needs to run big programs in a single place. If they can't merge the unions, merge the legislative departments, merge the secretary-treasurer's departments, do something to stop the bleeding.

It's going to be a troubling time, but I can tell you I think the young folks that I've met in this union are remarkable, they're smart, they're dedicated. I think we'll be fine, Raleigh. It's a good day.

DELEGATE JONES: Thank you for that. The second part is about the medical. A lot of you guys have never had to use it. I was misfortunate where I had to use it. And a lot of times -- a lot of you guys may not know, it's a two-part system. But when you start using it, after the first year it starts regressing. And with that regressing, it forces a lot of us to make the hard decision. If you're not 100 percent and you go back to work, it affects you later.

Why is it -- this is the question -- that they can't do anything about that? Because if you're getting -- let's just throw a number out there -- 2,000 a month and you're at home doing dialysis or whatever the case may be, and then after that first year it goes down to half at 1,000, there should be something able to circumvent that. Are there any programs or anything that's been brought to the table for that?

PRESIDENT SIMPSON: The only thing we have on the bargaining table is sick leave, Raleigh. For that this year -- some federations have gone out and found supplemental sickness benefits and medical aid through Aflac and others. There are several of those around, but the National Division has not adopted that.

DELEGATE JONES: Well, ladies and gentlemen, do you think we need to adopt that in or say something about it? Because we're working all of our lives and we're never going to be able to see the end of what

we put in for our Railroad Retirement. And you know that. The average life span of any railroader that's out here after they retire is anywhere from -- the maximum is six, maybe six years, because there's so many underlying effects that we've been exposed to.

The ladies and gentlemen who have been to the -- Nacho, what's the program we go to to learn about -- hazardous materials training? Sorry, I just had a brain fart. But, you know, those who are lucky enough to go to that training see what we all go through. And a lot of the young kids that are here -- sorry if I called you a kid, I apologize, I do that to everybody that's younger than me.

You guys don't understand what you walk through in the yard, what you're digging out there in the yard is over 150 years of -- I'm going to say it -- shit. Sorry ladies over there, I apologize. I'm trying to be nice.

These are the things that we need to be more exposed to. Because this is our livelihood. Think about it. That's all I got to say.

(Applause)

PRESIDENT SIMPSON: Thanks, Raleigh.

Microphone over here.

DELEGATE JIM CLENDENIN, Lodge 2435: Jim Clendenin, 2435. You had mentioned consolidating the unions into one union. Are the presidents of the other unions wanting to do this, and how do we communicate with their members to press this issue?

PRESIDENT SIMPSON: We have talked to the signalmen recently. They're looking at mergers. They've talked to several folks. We took a full delegation to their building a couple months ago and told them it would be great to have one union for the two groups because we work side by side on the railroad together. They're a good organization. There are a lot of issues that go into this stuff. No, there's no discussions about making one railroad union. That's the short end of it.

Look, should never give up. Eventually there may only be one left when they get done with us. We'll just have to see.

Microphone in the middle.

UNIDENTIFIED DELEGATE:
Yeah, Freddie, I have a question about you were just talking about more people need to be active into our union. Seven years when the CAT program came out, the gentleman next to you, Roy, I met with him for the first time up in Portland, Oregon, at the electricians lodge for the union there. And it was proposed to me by the gentleman that was running it that I go and get trained to do more stuff in Tennessee.

Roy told me that I needed to talk to somebody else who said no, we don't have the money. So if you want people to be more active, and it's taking me this long to get here -- Roy, I'm not sure how many years ago, but it was a few -- you need to get more active with the people higher up that can send people, and that's where I stand with that.

PRESIDENT SIMPSON: Well, thank you for those comments.

Now, there's a lot of -- several federations have educationals for local chairmen and others. I don't know which ones and what all they do. There's a lot of federations that do some educationals. I can just tell you that the one we, the brother referenced in Tennessee, it was not a cheap endeavor, and we had saturated what I thought was the young group. We weren't having a lot of folks sign up.

But, yeah, there was a demand for systems to send people, and I think maybe the systems decided they wanted to do the education. I don't know. But I can just tell you that we'll have a Salary and Finance Committee Report, and we'll have a discussion about dues during this convention and, look, if you want to pay for it, I can tell you I don't think any National Division Officer would mind to do that.

I'm going to tell you this, my personal perspective, this is from me only and no one else. I've been doing this for 48 years now, and I've told folks, for the last ten years, we have -- our dues have gotten high enough, we need to find ways to put things together to cut costs everywhere we can. We need to find an avenue that addresses that. And it's going to be difficult because if you think about the '60s, when -- well, even when I started in the '70s, we had close to a hundred thousand members. And now we're down to, what? We'll ask Brother Jones to tell you later. But 27, 28. And during that time, we've tried to maintain our structure as it was. And Brother Joynt will tell you, or has told you, that we've -- I've laid off people on my staff, he has consolidated jobs in his department. We've took a lot of folks off payroll, and it's -- well, the committee will report later.

That discussion is exactly what this convention needs to have. You need to have a discussion about how you -- look, I've been

doing this for 48 years and every year I got -- I'll have 30 or 40 people ask me, "How do we get membership participation up in our local lodges?" I tell them, "Brother, this union has been around for 135 years, for my 48, that's been going on, and if you can answer that, after all the discussion and debate, you need my job," because I just -- I don't know how to get it.

People do raffles, they beg, they plead. What I relate that back to is just like my brother. My brother loved to fish and hunt and play with his grandkids and go to church on Sunday. He did not want to go to union meetings. But if I called him and said, "Will you sign a letter," or will you -- you know, he would engage that way. My personal brother, my blood brother.

So, we have a lot of good brothers and sisters that want to elect us to fight, and it comes to the decision, do they understand it enough to give you the money to do the programs you want to do? I can tell you, just like

I said a minute ago, the National Division Officers, in 2002, we saw the political arena and we said, "Look, we're not going to be very effective in politics, so let's save money and do things." And we were all kind of old and so were the body in the field. And then, about ten years later, we just said, "Look, it's time to spend some of that money we've saved." And we spent a lot, and we got the treasury down where the investment income is not as high as it was, and we pulled the treasury down during those trainings. But at some point, your officers have to be responsible and say, "Look, you know, we're spending more than we're taking in, and we've got to stop that."

And so, it comes down to running your household, church, a business, anything. You can only survive so long if you spend more than you take in. So that's where we're at today, and that's what this -- when that debate comes, I hope you young folks talk about what do you want your union to look like in

ten years, and how do you start developing that?

Over here, in the front.

Is that you, Mark? I can't see you for these lights.

DELEGATE MARK SEMANDE, Lodge 798: Yes, Mark Semande, Local 798.

Would you say -- well, first of all, again, this is my union, and would you say that I'm here to help make decisions in my union?

PRESIDENT SIMPSON: Yes, you are.

DELEGATE SEMANDE: Then I guess my question would be, why are you acting like you're the only person in this union making decisions, like making us have one federation and then changing the regions also?

(Cheers and applause)

PRESIDENT SIMPSON: Brother, that leads me to a long subject, so get you a glass of water, I guess.

Okay. All right.

UNIDENTIFIED DELEGATE: *(Off microphone.)*

PRESIDENT SIMPSON: Okay. All right.

UNIDENTIFIED DELEGATE: Hey! Whoever keeps speaking, go to the mike so we can hear.

UNIDENTIFIED DELEGATE: *(Off microphone.)*

UNIDENTIFIED DELEGATE: You keep talking out here, but go to the mike.

UNIDENTIFIED DELEGATE: *(Off microphone.)*

PRESIDENT SIMPSON: All right. Let's come to order.

Come to order. Let me --

(Shouting)

PRESIDENT SIMPSON: Let me address, Brother --

UNIDENTIFIED DELEGATE: *(Off microphone.)*

UNIDENTIFIED DELEGATE: What?

UNIDENTIFIED DELEGATE: I've got as much right to be here and speak as you do.

(Cheers and applause)

PRESIDENT SIMPSON: Brothers, come to order.

(Shouting)

Let me try --

UNIDENTIFIED DELEGATE: And you've done it before.

PRESIDENT SIMPSON: Sit down, boys. Please sit down, Brothers.

Let me try to address Brother Mark's question in as short a process as I can do that. So, he wanted to talk about single-system federation.

For those that don't know, I have always, if you read the record, believed that we should have a single federation for all these major railroads, that what we had were systems that were disunited, disorganized, and

disjointed, and the president has the authority, under the bylaws, to create single joint protective orders, and that's what I did.

I didn't do that lightly. I had been talking about this for 20 years. If you don't know, you had a majority of the National Region Officers that supported that effort.

Now, I'm not a dictator. I wouldn't have done that or taken that on if I didn't have support from the National Division Officers, who thought it was the right things to do. A lot of members say -- by the way, most of the officers that opposed it, thought it was the right thing to do, they just -- all they had was it's the wrong time. So, I'm not a dictator. I didn't realign the regions, I didn't interpret them, I just agreed with the interpretation of the bylaws. It said a federation has to be in one region. You can't be in two. You can't vote for two vice presidents. So that's what that debate is about.

But we'll do the bylaws, and that's going to come up. They've put a bylaw

amendment in. So let's have that discussion about the bylaws at the bylaws discussion.

Mike 2. Is that 2?

DELEGATE GEORGE LOVE-
LAND, Lodge 783: Brother Simpson.

PRESIDENT SIMPSON: Yeah.

DELEGATE LOVELAND: George
Loveland, Lodge 783, Macomb, Illinois.

I really appreciate your historic offer to speak directly to you, but I think this delegation will do our speaking tomorrow and that, too, will be historic.

PRESIDENT SIMPSON: Thank you.

(Cheers and applause)

PRESIDENT SIMPSON: Same microphone, I guess.

DELEGATE DANIELE MORE-
HEAD, Lodge 2409: Daniele Morehead,
Lodge 2409, out of Fort Worth, Texas.

And this is addressed to everyone that's in here that can hear my voice. Can everyone hear it?

...The delegation responded, "Yes."

DELEGATE MOREHEAD: So if I were yelling at you, you wouldn't hear me.

Let's have respect for each other.

(Applause)

You may not like who is running or who's up speaking, but remember, you treat others like you want to be treated.

(Applause)

PRESIDENT SIMPSON: Thank you, Brother.

DELEGATE MOREHEAD: And you get what you give.

PRESIDENT SIMPSON: Thank you.

I don't see anybody else. I'm going to move to -- oh. Oh, there you are. You're the same color as the background. I can't hardly see over these lights.

Go ahead.

DELEGATE LAWRENCE KATONEY, Lodge 2417: Hello, my name is Larry Katoney, Lodge 2417.

You asked the question about getting more members involved. I come from Arizona, and I represent a lot of Native Americans. And I know a lot of our Hispanics out of California. A lot of the Native Americans that hired out, hired out with you, started working right out of junior high, no high school education, and a lot of them are timid and scared to speak up because they don't know exactly what's going on because English is their second language, and I was always taught to come with a question and a solution.

I just want to propose to you, may I get your thoughts about making it more accessible in their own language, do videos or papers, so they can understand more and their family members can explain to them, instead of a person, like me, having to set them aside and explain a piece of paper to them, which they -- you know, hardly any of them can read and understand any of those lawyer words.

So I just wanted to bring that up to you.

PRESIDENT SIMPSON: Thank you, Brother. And I apologize to you and your membership for not having that done.

(Applause)

Of course, Roger Sanchez is always on my back, and I'm glad he is because he's a bulldog that doesn't let go, and we have a wonderful diversity committee in this union. We try to do Spanish language as often as we can. And from the brother's comments, I can just say I failed, apparently, because your lodge is not being represented in a way you want to be represented.

I will note that for the next group of officers, and I hope they're listening, that that's something that's important to the membership.

What mike is that one?

Parliamentarian mike. Go ahead.

DELEGATE NICHOLAS BAKER,
Lodge 3008: Nick Baker, Local 3008.

I wondered if we have any plan, you talked about the membership and the numbers we have at large, currently, besides the NTSB hearings on trying to force the railroads to hire more, if we have any long-term plan.

I know when we had our federation conference, I imagine most were the same, that when we went over finances, we talked about long-term projections on increasing membership and, therefore, increasing the amount of money coming in.

I wondered if you had any long-term plan addressing that, trying to get more members forcing the members to hire, besides the NTSB hearings.

And, also, on that, I follow the comments that have been made on those, on the Facebook pages, and I know that in my area, at least, we have certain jobs, I'll say trackmen, let's say, where the overtime has damn near been stripped to nothing, but then the

foreman that are doing the piling and the flagging, whenever we say every Labor Day the union got you the five-day workweek and 40 hours, it hasn't been like that for a long time.

My shop, when I hired, had 17 members. We're down to eight employees. And me and -- well, I am the only foreman because they've run off the rest of them. I'm working six, seven days a week since March, 60-, 80-hour workweeks. And I was just wondering what we're doing to try to force the railroads to hire some more people and alleviate our way of life.

PRESIDENT SIMPSON: Well, that's a -- and thank you for that comment because it's kind of what drove me as a young man. When I started, I was very fortunate. I never -- I was never furloughed, but it wasn't, as the sequence goes in the rail industry, there's a hundred or so hired behind me on my CR district, and they started getting laid off regularly, and so, that's actually what started my career, is trying to represent those members

and get them back to work and find ways to do that.

It's very difficult. You know, I could go over a range of things that you might try, like, doing a report to your general chairman or your committee about how much overtime's going on and how unsafe that is for our members, and find a way that they should hire more folks so you don't have to work so many hours.

Now, all we've discussed in this Brotherhood, forever, the hours of service and should our members come under the Hours of Service Act. And I know we had the CDL one, but I'm not talking about that.

And there's some of us that think we should; there's some of us that think we shouldn't. We've not had that debate in a convention or two, but that would be a good debate for the good and welfare of the Brotherhood during this week, should we think about the Hours of Service Act and the safety

and, actually, the loss of overtime that would be created from that?

So, I have no concrete plans on how to get them to hire, other than the same thing that the other rail unions have done. We have -- and the railroads, actually, I think they're starting to realize it. We have our members quitting over expense money and over stuff like you're talking about, long hours. And the other crafts have members quitting as well, leaving the industry because of the way they're treated.

The railroads understand they've got a problem and we need to keep pushing their problem. We need to find a way to demonstrate that it's actually unsafe out there. And we all know how dangerous it is to work on the railroad in the track department, as a machine operator or as a bridge person, but I don't know that we've made a good effort to solve that problem.

There's a -- as far as growing the union, we've also talked about organizing contractors, and that debate's always been, well, should we organize the people that are taking our work? I can tell you I think we should because that's the only way to elevate their pay and benefits to the point that, you know, the railroads won't use them.

But this may be a decade where good planning and good work can solve some of those problems because, in this country, the birth rate has been so low for the last 40 years that I think we'll have a serious worker shortage. I thought it would already be here, but we're going to have a serious worker shortage coming because of the birth rate in this country.

Now, can that be solved through technology and other ways? I don't think so. But those are sound things to talk about. I hope we talk about that stuff and goodwill of the brotherhood, what ideas.

When I was general chairman, the vice chairman under me inspected track when they were out in the field visiting members. They looked for things to be able to demonstrate that the bridges weren't safe, the tunnels were cracking, the track was in disrepair, and they actually had some good rapport with a few FRA inspectors.

The problem has come lately, or for the last decade, I believe the track inspectors come from management ranks, and we're not getting the stick we should from the FRA.

Now, we actually have an FRA administrator who will listen to us. He wants to talk to us about issues.

So, it's a good time to document where there are not maintaining tracks, where there are not maintaining bridges. But we need to document it in a way that it's representative of the real railroad so that it can't be questioned.

And I'd be happy to engage in that, and we should have that conversation. It's a

good one. How do you make -- because you're right. When I started on the railroad, we had five-men sections about every 30 miles, on my CR district. Now there's probably four sections left with two men on them. So it's a challenge keeping viable the challenge. That's the reason we can't sustain rail labor individually as unions. The signalmen, they're down to 8- or 9,000. It may be worse than that when this PTC and stuff all gets done and signals in the engines and all that stuff. It's -- technology's going to just tear into our railroad workers numbers in big ways. We are thinking about it. We've never in my -- well, even before my career, been able to kick technology aside and keep ten workers when a machine could do that. And that's -- it's a tough one to try to sell.

So, but we do need to find ways that - where the railroads are skirting safety and skirting FRA standards. I know the railroads all tell you that their standards are higher than the FRA's, but, trust me, they're not.

Next question. Where am I at, Roy?
Back one? Raleigh? Right here in the front.

DELEGATE RALEIGH JONES,
Lodge 0227: Gentleman was standing in
front of me before I was.

DELEGATE JOSEPH DAVIS,
Lodge 2421: Oh, ready for me? I got, like,
probably five questions rolled up in one, but
I'm going to try to separate them.

My name is Joseph Davis.

PRESIDENT SIMPSON: Hold on
just a second. We've got to get a microphone
on, or get closer to that one.

DELEGATE DAVIS: I didn't want to
get too close.

PRESIDENT SIMPSON: That's
good. You're good.

DELEGATE DAVIS: All right. Let
me step back.

Joseph Davis, Local 2421, out of
Houston, Texas.

I've got, like, five questions kind of
rolled up in one. Just to piggyback off of what
he said.

You've got short of labor workers,
but you've got contractors, and I was won-
dering, I brung this up -- closer or back?
Okay. I was wondering, other local -- other
unions use this tactic, and my first question is
this, though: When we filed against contrac-
tors working and you get five guys paid, do
the union receive income from that?

PRESIDENT SIMPSON: No. We get
dues.

DELEGATE DAVIS: Why not?

PRESIDENT SIMPSON: All we get
from members is dues.

DELEGATE DAVIS: No, no, no, no,
no.

We are the union, right? So I pay a
membership, right?

PRESIDENT SIMPSON: Yeah.

DELEGATE DAVIS: Local -- I pay
dues, right?

PRESIDENT SIMPSON: Yep.

DELEGATE DAVIS: Other unions, like Teamsters -- I brought this up, like I said, on a smaller scale. When a contractor works on union property, they have to pay union dues.

Are we doing that?

PRESIDENT SIMPSON: No. Contractors do not pay dues on rail property.

DELEGATE DAVIS: So when they -- why don't we have something like that in place to cover some of these costs, that you were talking about, to provide education for some of these other things?

PRESIDENT SIMPSON: I agree with you. We should organize the contractors, if nothing else, to make their pay and benefits better so that the railroads don't use them.

But the other side of that debate is, why should we organize someone that's taking our members' work? And we'll continue to have that debate.

DELEGATE DAVIS: You're still missing what I'm saying. It's not we're organizing. Because they're doing union work, they have to pay union dues.

PRESIDENT SIMPSON: To who?

DELEGATE DAVIS: To the union.

PRESIDENT SIMPSON: That's the same --

DELEGATE DAVIS: Here's what I'm saying. It's a penalty, it's not even -- it's not really a due, but they have to pay what we pay.

So, like, if you ever work somewhere and they have contractors and they have union people, and I brought this up to -- I can't think of his name right now. I had this small discussion before. If they're working on union property, then they should be paying union dues.

So when we penalize the contractor to make the company pay for the union guys they get -- that didn't get the job, they should -- all should be paying dues for being on the

property. And we can take that money and put it into education or wherever you see fit.

PRESIDENT SIMPSON: I understand your question. We have had instances, in this union, where we've had fights against the operating engineers and others that do pay dues that work on our property. Look, I don't know the solution to asking a contractor to pay dues, other than to organize them.

DELEGATE DAVIS: Well, it wouldn't be. The company would have to pay for it because they allowing them to work on union property. It's a penalty.

PRESIDENT SIMPSON: Well, none of the agreements provide for that. It would take an amendment to the agreement to do something like that, and the general chairman --

DELEGATE DAVIS: Well, maybe we should do it, because we do it -- we do that so the company would stop hiring outside. So if we could somehow get that in there, then maybe they won't even go outside and get a

contractor, they'd hire more employees, then we have more employees for the job. That's the penalty.

PRESIDENT SIMPSON: That's a very slippery slope. And I can tell you, in my career, when I was a general chairman, I had CSX offer to pay off every bridge department person we had to do away with the bridge department.

That, to me, sounds like where you're headed. I don't know if that's where you're trying to go or not.

DELEGATE DAVIS: No, that's not.

PRESIDENT SIMPSON: To say the railroad -- you know, in other words, what I'm saying is, they might actually agree to that and start cutting people off. The penalty wouldn't get us to where we need to be, I don't think. But, look, that should be debated and discussed. It should be thought about a lot more than I've thought about it standing here at this microphone.

DELEGATE DAVIS: It's something to bring up. Something to bring up.

PRESIDENT SIMPSON: Thank you very much. It's an important issue.

I'm going to take one more, Raleigh, and then we're done. It's after lunch.

DELEGATE RALEIGH JONES, Lodge 0227: I don't know if you can hear me or not, but you mentioned dabbling in having contractors coming out to our jobs. That creates a cause and effect where, like, the younger guys that are out here, who are trying to get those type of jobs, flagging or whatever the case may be, what happens to them, they're going to go with the contractors, and those young men and women, who are sitting at home, don't have a job to go to because they can't. And once that gets started, it opens the doors for other type of contractors to come out.

We used to go out there and do the snow bed, the dirt gangs, just to give you a little, quick summary. They hired contractors

to do that. We have ladies and gentlemen that can run dozers, backhoes, whatever the case may be.

You know, once that starts, when does it stop? Because you do know the company will use them more than us.

PRESIDENT SIMPSON: That has been the debate, Raleigh, that's why we haven't done it.

DELEGATE JONES: Hey, I appreciate that because I've only got so many years left. I want to see everybody here continue to working. And hopefully they want to keep working, you know? Are you guys not or what? You know, you've got to speak up for yourself. Don't sit in the shadows and let somebody else do the talking for you. Raise your voice. Speak up. Don't be afraid.

That's it.

PRESIDENT SIMPSON: Thank you, Raleigh.

I'm going to just close here and we'll go to lunch. So, I appreciate all the comments. We'll continue the lobby debate after lunch.

In summary, let me thank all my staff, all the people that have supported me for the last two decades. All the officers that have come and gone that have supported me, that have stood tall and helped run this union. I want to thank you all for that privilege. I want to thank you all for being there and being engaged. I want to thank the delegates here at this convention, again, for taking it on and volunteering to represent their members. Without you, this union will fail.

And finally, let me pass a little advice along to the next generation that my mother

would always say. She said, what Mother Rose said, "Do unto others what you would have them do unto you."

I say that regardless of color, race, creed, religion, or nationality.

She'd say, "Love your neighbor as you love yourself," regardless of race, religion, color, creed, and nationality.

Thank God that we are our brother's keeper, and I hope all of you continue to be your brother's keeper, regardless of race, color, religion, creed or nationality.

Let's break for lunch.

(Applause)

(At 12:15 p.m. the Convention was recessed to reconvene at 1:45 p.m.)

FIRST DAY
Monday, June 13, 2022
Afternoon Session

The Convention was called to order at 1:45 p.m., Secretary-Treasurer Joynt presiding.

TEMPORARY CHAIRPERSON

JOYNT: Can the convention come back to order, please? You all can get in your seats.

The next order of business is going to be take the official convention photo. So everybody gets settled, we'll proceed.

Brother Clark Ballew, our Director of Communications, is going to direct the picture-taking photo from the back of the room. He's up on that scissor lift. Hope he doesn't fall off.

Come on, Clark. All right, Clark. If you can turn around and face Clark, it would be appreciated.

...The Official Convention Photo was taken at this time.

SECRETARY-TREASURER

JOYNT: Thanks, Clark.

A couple of brief announcements before we get back into the actual program. The BMWED Committee on Diversity will meet in Julius 18, that's room Julius 18 immediately following the adjournment of the convention today.

One thing I want to correct, this morning when we identified the railroads with the new System Federations, I failed to include with the American Rail System Federation, it also includes the D&H and the Alton & Southern properties. I apologize for that.

All right. In addition, up here on this table to my right, we have candidate nomination and election forms. They're on this blue sheet. All candidates running for elected office will need to fill one of these out and turn it in to the chair before the elections. You have to please identify your nominators, your seconders, and tellers. The earlier you can do this, the better.

Also up front here on my right, there's a supply of these pink papers. This is an announcement form. If anyone has an announcement that's appropriate to be made from the chair here, fill one of these out and get it to me. And at the close of the sessions or beginning of the sessions, I will make the announcements on your behalf. Okay?

KEYNOTE ADDRESS
DAVID D. JOYNT
Secretary-Treasurer, BMWED

All right. At this time I'm going to do the secretary-treasurer's address for the convention.

Brothers and Sisters, it's actually difficult to capture all that has occurred in the Secretary-Treasurer's Department over the last four years. We've experienced many changes during this time, and while we have planned for these changes, there is always a learning curve and a period of adjustment.

I want to thank the very dedicated and hardworking staff we have in the Secretary-Treasurer's Department for working through these many changes we've implemented and incorporated over the last four years. It's true,

this is a job that they come to every day, and many times the work can be very repetitive and somewhat monotonous. But I can say they care deeply about providing a good service to the members, the System Division or Federations, and the National Division officers and staff. They have all made sacrifices since the last convention and have all taken on extra work, knowing our membership numbers have declined.

As you are aware better than anyone, we've had many changes over the last four years, with the decline in our membership being the most obvious and serious concern. We have endured years of presidential administration in D.C. that was not only anti-labor, but an administration out to eliminate organized labor wherever it could. We have endured a pandemic that has lasted far longer than anyone first thought possible.

We've seen the railroads shift their focus from providing good service to their customers and taking care of their employees to the sole purpose of pleasing their investors and the Wall Street hedge fund managers. While

this was occurring long before the last four years, it has certainly escalated during this time period.

We have adapted to these changes and challenges and know that we must continue to adapt in order to survive for another 135 years and beyond. We must change or we will spend ourselves into being nonexistent and irrelevant in the rail labor movement.

When I became secretary-treasurer four years ago, President Simpson advised me he wanted me to balance the budget as quickly as possible, but we were not going to reduce services. We both recognized this would not happen overnight and probably not in the first two years.

In the fiscal year that ended March 31, 2018, National Division had expenses exceeding income by more than \$4 million. We had taken \$3 million out of our investments in just that one year, and approximately \$10 million from investments over the previous four years. Programs had been implemented that were very important, but they could not be sustained

forever. It was clear we could not continue down this path.

In February of each year, I present a proposed budget to the National Division Officers where I detail for every cost center we have. In 2015 and 2020 I was not able to present that balanced budget to the officers. We were making good progress towards that goal, but we could not quite get there. We were still in the process of making our adjustments in our staff numbers and our priorities. When I presented the proposed budget in February 2021, I was able to propose a balanced budget but by the slimmest of margins.

But everyday costs continue to increase, and more changes need to be made going forward to live within our means and to be able to fund the programs that we all know are necessary and badly needed within any labor organization. Like education and training, organizing new properties, lobbying in D.C. and the statehouses.

COVID has taken some of these programs away from us over the last couple years,

but I think everyone in this room knows we need to reinstate these education programs and properly fund them. The COVID pandemic reduced our expenses by almost a million dollars per year with very little travel expense and many meetings held via Zoom. I hope we can continue to utilize this tool where possible, as travel expenses are a big portion of our budget.

In 2018, when we left the Fourth National Division Convention, the Brotherhood had \$27,286,260.99 in its treasury. By March 21, 2019, the General Fund had dropped to \$23,988,600. I'm happy to report to you that despite reduced dues income through reduced membership, our treasury has grown and remains strong with \$28,340,980.43 in our General Fund as of March 31, 2022. Plus we have \$13.9 million held separately in our BMWED Strike Fund. Not only did we accomplish this by reduced spending, this turnaround was also accomplished by working closely with our financial advisor, John Granger, and making wise and sound investments over the past four years.

I'm also pleased to report once again that this convention is mostly paid for, as we have set aside funds for this purpose over the last four years. You can be assured that we will continue to protect the financial resources of our Brotherhood going forward.

But as many of you know by what your 401(k) plans have done, we experienced unusually high returns on our investments over the last two years, and we all know this will not continue. Just look at the first half of 2022 to see how quickly gains turn into losses or no gains. We cannot rely on high investment returns or reduced travel expenses alone to balance our budget.

But, instead, there has to be some changes made in our structure. I know the by-law proposals address some of these areas and you should give them serious consideration.

One area where we have made a change is the per capita we pay every month to the International Brotherhood of Teamsters. The National Division Officers approved this change, and you will be asked also to approve it here at this convention.

The merger agreement with the IBT stated the BMWED member would pay a monthly per capita to the IBT based upon the formula in the IBT Constitution. It basically was 2.5 times the average hourly rate of pay, rounded to the nearest dollar and multiplied by 22 percent. The IBT would then reimburse the BMWED the expense of operating various departments within the BMWED.

This meant we would send a huge amount to the IBT, then we would submit the costs for the various departments to operate that month and they would send back an amount to cover those expenses. Not only was this a lot of unnecessary back and forth transfer of money, but since it was only for certain departments, this method was dictating where our dues money was being directed.

In addition, the amount returned to us was different each month, so there was no consistency in what money we had available to operate on. So we negotiated a much lower percentage to pay to the IBT to begin with and then they do not reimburse us for funding of the various different departments. Instead of

22 percent being paid monthly, it is 3.75 percent, and we have control over how and where our dues money is best allocated. Again, you will be asked to approve this change at some point during this convention and I ask that you support this change, as it's been very beneficial to us in the long run.

Before the BMWED merged with the International Brotherhood of Teamsters, we were also a member of the Transportation Trades Division (TTD) of the AFL-CIO. Of course, when we joined the Teamsters we were no longer part of the AFL-CIO and no longer in the TTD. We continued to work closely with the TTD on issues of mutual interest, but we did not have a say in the policies.

We have had many discussions with the TTD over the years about being able to once again become members of the TTD and the Rail Labor Division. Finally, last year it became reality, and I am glad to say we are now back in the TTD and the RLD, the Rail Labor Division, and we are all speaking with one voice in D.C. for all of transportation labor, and rail labor in particular.

This does not come without a cost, however. In order to offset some of the costs associated with joining the TTD, to IBT Rail Conference Convention voted to reduce the Rail Conference per capita each month from 25 cents to 15 cents per member per month. It certainly does not cover the entire cost of rejoining the TTD, but it helps.

It is no secret to anyone, especially you, that the BMWED membership has continued to decrease, largely due to the implementation of automation and every railroad's version of the Precision Scheduled Railroading. Membership has decreased by 12.9 percent from April 2018 through April of 2022.

Within the Secretary-Treasurer's Department, we have worked diligently over the course of the past four years to right-size our staff and employees to better align with the BMWED membership numbers. We have reduced our department by 53% since June 2018, going from 30 staff and employees to 14 today. That does include eight Internal Organizers shown under the Secretary-Treasurer's Department Cost Center.

This has been accomplished through a combination mostly of attrition, furlough, consolidations, turning the internal organizing program over to the System Divisions or Federations and streamlining current processes. It has affected both staff and Local 42 employees within the Secretary-Treasurer's Department. The department now operates at a minimal level of staff and employees needed to provide the same essential services that our National Division, System and Lodge officers and staff have come to rely on.

With the current workload, I do not see where the Secretary-Treasurer's Department can be reduced anymore and still provide all the services we provide today. This is why other areas of cost reduction must be implemented.

Since we had to curtail the Local Officer Training Seminars due to the COVID pandemic, the Secretary-Treasurer's Department, along with the Communications Department, produced a series of online training seminars that supported new, as well as current, local lodge secretary-treasurers in being able to

better perform their duties as secretary-treasurer for their local lodge. I believe we need to do more of this type of training across the entire Brotherhood, and not just in the Secretary-Treasurer's Department.

I have mentioned the COVID-19 pandemic several times during this address and how it has affected the manner in which business was done over the last couple of years. However, we all know the most serious toll of COVID has been to our members and their families. When the pandemic started, the BMWED approved a policy to provide a small amount of support to those members and their families who were hospitalized or died from the COVID-19 virus.

To date, we have paid the \$500 COVID-19 relief assistance to 133 members or surviving family members. 106 cases were for hospitalizations, 91 being members and 15 were spouses of our members.

Additionally, and unfortunately, we had 27 cases where a member or an immediate family member has died from COVID-19. This

included 21 members, four spouses, one son and one daughter.

We recognize no amount of money could be enough to repay these members for their losses, but I can tell you the response from the members or their families was unbelievable and how appreciative they were for any assistance that we could provide, and the fact that they knew that we were at least thinking of them. But unfortunately, I am sure we have missed some along the way and we did not catch all of them. As we've asked time and time again if you know someone that would have qualified for this and has not applied for it, please let us know.

Also, over the last four years, we have seen the need for Disaster Relief Assistance also grow from previous years. The weather patterns have certainly changed and floods, fires, tornadoes, and even a deep winter blast deep into Texas, and et cetera, are more commonplace than ever before.

Over the last four years we have paid out \$259,861 in Disaster Relief Assistance to

our members. Just like the COVID-19 payments, even though this is a small amount, those who received the assistance were very appreciative of what they did receive.

We've also been involved with negotiating a national contract through the COVID-19 pandemic which has hampered the face-to-face meetings. Obtaining a good contract in this round of bargaining has been a priority of the current officers since 2019.

We all feel this has taken too long, but the current officers have us in a position to obtain a good agreement in this round and we are working in unison with all of rail labor to obtain a release by the NMB and to be assigned to a PEB very soon.

It appears a PEB is the only way to get to an agreement, as a voluntary settlement with the railroads through mediation does not appear to be possible. The railroads have failed to offer anything that remotely resembles something to which an agreement could be built around. Any wage increases they propose are far too little, plus they want to take away those wage increases through concessions in

your health and welfare benefits. It is clear the railroads are trying to stall to get to the mid-term elections where they hope they can flip both the House and Senate, which would be more favorable to them. I assure you, we have not cut any corners when it comes to national negotiations and we have been preparing to put on a powerful PEB presentation when we are finally given our opportunity to do so.

As we look to the future, we cannot lose focus of our fiscal responsibility. The railroad industry is strong and both financially and politically powerful. We must be the same. The incoming officers must remain committed to maintaining the financial wherewithal to fight the battles that undoubtedly lie ahead.

The incoming officers must also remain committed to training the next generation of BMWED leaders and activists to represent the membership in the collective bargaining arena, in the halls of Congress, and in the state houses and tool houses across this great nation.

Finally, we must be committed to leaving this convention strong, united, and dedicated to both the current and future generation

of Maintenance of Way Employees. I feel some have lost their way and lost sight that everything we do must be done with the one thought, and that is what is best for the BMWED membership and for this great organization.

I ask you to remain committed to that one simple guiding principle of making decisions based on what's best for the membership. It's not about me, it's not about you, it's not about any one individual. It's not about protecting certain union jobs for someone just to get their votes. It's about keeping this organization strong and working for the membership.

As I leave this position and retire, I can say without any hesitation that I am proud of what the Secretary-Treasurer's Department has accomplished over the last four years. Again, it's not me, it's the department. It's the people that work in it to do the everyday work.

In closing, I would like to thank the National Division appointees and staff for their tireless service to this Brotherhood and its membership.

I also want to express my appreciation to President Simpson for his leadership, friendship, and dedication.

Lastly, I want to thank all of our OPEIU Local 42 employees. Our Brotherhood is fortunate to be blessed with superb and devoted employees and staff, and I'm sure many of you from personal experience know that our employees and staff at National Division are always ready and willing to assist in any way they can.

Finally, I want to take this opportunity to extend my appreciation to all the officers of the National Division, the System Division Federations, and local lodges for their dedication and service to this great organization. Most importantly, I want to thank the membership for your continued support for me personally for the last 38 years that I've been a BMWED officer. I've had great assistance from all who worked with me and all who worked for me. No one can perform these jobs without a great deal of support and assistance. And Brothers and Sisters, I've been blessed with more than my fair share.

Thank you and God bless, and God bless this organization.

(Standing ovation)

Brothers and Sisters, I want to thank the body for allowing me to act in the capacity of temporary chairman and for serving you as your National Division Secretary-Treasurer. It's been a personal honor and privilege.

It's now my pleasure to introduce to you the permanent chairman of the convention, your National Division President, Freddie Simpson.

(Applause)

PRESIDENT SIMPSON: Thank you, Brother Joynt, for serving as the temporary chair and for your financial report. More importantly, I want to thank you for your tireless efforts on behalf of the BMWED membership.

Brother Joynt has been a dear friend and, more importantly, a great union brother to me through these years. I cannot thank him enough for all the work he's done and for all the support he's given the members.

Thank you, Brother Joynt, for everything you have done for the members, the officers, and for myself.

Brothers and Sisters, before we move on to the regular business and the committee reports, I ask that all of you please stand and join me in honoring a few extraordinary individuals who dedicated their lives to representing the lives of the members and serve the Brotherhood since the last convention. We have lost four of our retired BMWED brethren. They were true labor warriors in their lives, fighting endlessly to achieve and protect many of the rights and privileges that everyone in this room enjoys today.

...President Simpson honored the following deceased members while a video was shown to the delegation.

Brother Bill LaRue, retired Grand Lodge Secretary-Treasurer. Brother Bill was a larger-than-life character who proudly served his country in the Navy and served the membership through various elected positions throughout his career.

Brother Bill loved to fight the railroads like a bulldog. His leadership as grand lodge secretary-treasurer got this union through some very tough times. There were times when we didn't agree with how Brother Bill got things done, but he definitely got things done and always pressed on for the membership. Brother Bill loved to fish, he loved spending times with his family, especially his grandchildren. Bill would even take the time to visit the National Division office to say hello to old friends and coworkers and share stories about his years in the BMWED. The BMWED family lost a true union brother and a great leader when Brother Bill LaRue passed.

Brother Richard Spears, retired Grand Lodge Vice President from the Southeast Region. Brother Spears was a longtime general chairman of the former Frisco Federation. He was a staunch defender of the membership and was always ready for any challenge that came his direction. Brother Spears love spending time on his farm. Brother Spears will be fondly remembered and missed by many of his BMWED brothers and sisters.

Brother Jeffrey T. Finch, retired Allied Federation Vice Chairman. You could not miss Brother Finch, as he was always the best-dressed man in the room. He was full of life and would never stop fighting on behalf of his membership. Brother Jeff didn't have an ounce of quit in him and he was never afraid to speak his mind. Brother Finch loved spending time with his family. Brother Finch leaves behind many fond memories for all of the members he represented and officers he served alongside with.

Brother Bob Nickens, retired Burlington System Division Vice General Chairman. Brother Bob was known for representing members at disciplinary hearings with uncanny preparedness. Bob would set up a meeting room and bring witnesses in one at a time, exhaustively reviewing facts about the case for days on end to prepare for discipline hearings. He never left a stone unturned. In the rare moments that he was not working, he would take time to hike, hunt, and fish. Bob was a good man, a great union brother.

All of these brothers faithfully served the membership and they were taken from us all too soon. I could say many kind words about each one of them, but my words wouldn't do them justice. Please join me in a moment of silence to recognize the life and contributions of Brothers Bill LaRue, Richard Spears, Jeffrey T. Finch, and Bob Nickens.

...The delegates observed a moment of silence.

PRESIDENT SIMPSON: I know the National Region Officers at the head -- well, they've already left so I won't even talk about that. They're gone. We're ready to move on.

I don't think we need a break so quick after lunch, so we're going to move on to the committees.

Brother Gene, would you make your way to the microphone over here?

Brother Gene, will give the Credentials Committee report. It will not be final. He'll give another report tomorrow. So he's just going to report to the group today and report a quorum and then we'll move on.

REPORT OF THE CREDENTIALS COMMITTEE

COMMITTEE CHAIRPERSON

ANIRINA, SR.: First, I would like to recognize the staff of the National Division who worked on Credentials Committee. You have no idea how much, and I didn't have any idea either, how much work goes behind getting all the delegates their credentials and making sure everything is in order, so a shout out to them. They did a great job.

President Simpson and Delegates, the Credentials Committee will be prepared to give their final report tomorrow at the close of registration.

As of 1:30 p.m. this afternoon, we have registered 373 delegates, representing 365 lodges. You guys will find in your tables a list of delegates listed through last night. The final list of registered delegates will be published tomorrow after registration closes.

Final delegate registration will be tomorrow morning between 8:00 and 9:00 a.m. at the registration area located outside the main hall.

Registration will close at 9:01 a.m. tomorrow, Tuesday morning, and the Credentials Committee will not accept any credentials after that time.

If you haven't yet registered, you need to take care of this before 9:00 a.m. tomorrow.

Mr. President, there are 373 registered delegates as of 1:30 p.m. this afternoon, and a quorum is present on the floor.

On behalf of the committee, I move for the adoption of the initial Report of the Credentials Committee.

PRESIDENT SIMPSON: The Credentials Committee report been moved and seconded for adoption.

Is there a discussion?

I see no one moving to the mikes, so I'm going to call the question.

All in favor of adopting the committee's report, please say aye.

Anyone opposed?

It's unanimous.

Thank you, Brother Gene.

Is there any objection to allowing the National Region Secretary-Treasurer David

Joynt to place a call to this Fifth Regular National Division Convention in the record without reading it?

I see no one moving, so we're going to add it to the record.

...The Convention Call was submitted for the record.

CONVENTION CALL

Official Notice of National Division Convention June 13, 2022

Novi, Michigan November 29, 2021

ALL LODGE SECRETARY TREASURERS

Dear Brothers and Sisters:

The purpose of this letter is to advise you that, in accordance with Article I, Section 5 of the Brotherhood of Maintenance of Way Employes Division's Bylaws, the Fifth Regular National Division Convention Brotherhood will convene at Caesars Palace, Las Vegas, Nevada, at 9:00 a.m., Monday June 13, 2022, for the purpose of reviewing the work and accomplishments of the Brotherhood, to consider legislation for the benefit and advancement of the membership, to amend the National Division Bylaws, to elect officers and to act upon such other business as may properly come before the Convention.

REPRESENTATION

Your attention is directed to Article XVIII, Section 14, Paragraph 1, of the National Division Bylaws, which provides, in pertinent part, that:

"Each Local Lodge in good standing shall be entitled to be represented at the National Division Convention by a delegate or alternate, or a delegate ex officio as set forth in the second paragraph of this Section. However, in the event a Local Lodge elects not to send its own member or delegate ex officio to the National Division Convention, two or more Local Lodges may elect to be represented by a delegate and/or alternate of another Local Lodge in the BMWED from their System Division Federation. No delegate may represent more than five hundred (500) members at the National Division Convention unless such members are all members of one Local Lodge. A delegate or alternate to the National Division Convention may represent as many Lodges as may elect him if the total membership so represented does not exceed five hundred (500) members."

EX OFFICIO DELEGATES

Article XVIII, Section 14, Paragraph 2, of the National Division Bylaws governs the selection of ex officio delegates to the National Division Convention and provides as follows:

"All delegates and alternates to National Division Conventions must be elected by secret ballot vote of the members in good standing of the Local Lodge by which they are accredited to the Convention; provided, however, that National Division Officers shall be delegates ex officio at all National Division Conventions as set forth in Article 1, Section 6, if they are not elected as a delegate by a Local Lodge; and provided, further, that if a General Chairman or elective full time System Division or Federation Officer is not elected as a delegate by a Local Lodge, such General Chairman or such System Division or Federation Officer when designated by the General Chairman will, by virtue of election to such office, be a delegate ex officio at all National Division Conventions (at no expense to the

National Division) and accorded the same rights and privileges enjoyed by National Division Officers who are delegates ex officio as set forth in Article 1, Section 6. When National Division Officers or General Chairmen or full time System Division or Federation Officers are delegates ex officio at National Division Conventions, such Officers will be entitled to cast one vote in all matters before the National Division Convention except election of National Division Officers."

ELIGIBILITY REQUIREMENTS FOR ELECTION AS DELEGATE AND ALTERNATE DELEGATE

Article XVIII, Section 14, Paragraph 3, of the National Division Bylaws sets forth the eligibility requirements to run for delegate and alternate to the National Division Convention:

"All National Division Convention delegates or alternates shall be members in good standing of a Local Lodge in good standing with the National Division, and shall meet the eligibility requirements as set forth in paragraph 4.9 of the Merger Agreement, and be a member in good standing to May 1 of the Convention year."

Retired Local Lodge Secretary-Treasurers holding such office under the provisions of paragraph

4.11 of the Merger Agreement are not eligible to run for delegate or alternate delegate. Retired state Legislative Directors holding such office, and all other BMWED retirees (i.e., those not "actively employed at the craft" as required under Article II, Section 4(a)(1) of

the IBT Constitution), are also not eligible to run for delegate or alternate delegate.

ELECTION OF DELEGATES AND ALTERNATE DELEGATES

Article XVIII, Section 14, Paragraphs 2, 4 and 5 of the National Division Bylaws, sets forth the procedures by which delegates and alternates to the National Division Convention are elected:

"All delegates and alternates to National Division Conventions must be elected by secret ballot vote of the members in good standing of the Local Lodge by which they are accredited to the Convention; provided however, that National Division Officers shall be delegates ex officio at all National Division Conventions as set forth in Article 1, Section 6, if they are not elected as a delegate by a Local Lodge; and provided, further, that if a General Chairman or elective full-time System Division or Federation Officer is not elected as a delegate by a Local Lodge, such General Chairman or such System Division or Federation Officer when designated by the General Chairman, will, by virtue of his election to such office, be a delegate ex officio at all National Division Conventions (at no expense to the National Division) and accorded the same rights and privileges enjoyed by National Division Officers who are delegates ex officio as set forth in Article 1, Section 6. When National Division Officers or General Chairmen or full time System Division or Federation Officers are delegates ex officio at National Division Conventions, such Officers will be entitled to cast one vote in all matters before the National Division Convention except election of National Division Officers."

"Local Lodges shall elect delegates and alternates to the National Division Convention at a meeting held on or after January 1 of the year in which the Convention convenes. Provided, however, that Local Lodges that do not ordinarily meet between January 1 and May 1 may conduct such elections during the

second half of the year prior to the year in which the convention convenes. All members in good standing of the Local Lodge will be given at least fifteen (15) days advance notice in writing at their last known addresses of the date, time and place at which election shall be held. The National Division Secretary- Treasurer will be advised of the results of such elections in ample time for this information to be recorded at the National Division. All expenses of said delegates shall be paid by Local Lodge or Lodges represented."

"The alternate will take the place of the delegate in case the delegate is unable to serve."

ISSUANCE OF CREDENTIALS

Article XVIII, Section 14, Paragraph 6, of the National Division Bylaws describes the manner in which Credentials will be issued to delegates and alternates to the National Division Convention:

"Credentials shall be issued to the Secretary-Treasurers of Local Lodges prior to January 1 of the year of the National Division Convention. Credentials must be signed by an elected officer of that Local Lodge. In the event that there is not a Local Lodge Officer present, a

System Division or Federation Officer may sign the credential. Original credentials shall be given to the duly elected delegates. Duplicate credentials shall be forwarded to the National Division Secretary-Treasurer's office as soon as possible after the election of the delegates."

DELEGATE VOTING STRENGTH

Article XVIII, Section 14, Paragraph 7, of the National Division Bylaws prescribes the method by which delegate voting strength will be determined:

"Representative votes for each delegate shall be determined in accordance with National Division records twenty (20) days prior to the opening of the Convention, and shall reflect all members in good standing as of May 1 of that year. No votes shall be added and no duplicate credentials shall be accepted after twenty (20) days prior to the opening of the Convention.

PROHIBITION AGAINST THE TRANSFER OF VOTES OR CREDENTIALS

You should be advised that the transfer of votes between delegates will not be permitted at the 2022 National Division Convention and that under Article XVIII, Section 14, Paragraph 1 of the National Division Bylaws, no delegate may represent more than five hundred (500) members unless the members are all members of one Local Lodge. Only members in good standing are counted in arriving at a Lodge's voting strength.

Therefore, care should be exercised in those instances where a member is elected as a delegate representing more than one Local Lodge with combined membership in excess of five hundred (500). Any delegate present at the Convention who was elected as the delegate for more than one Local Lodge will be required to register as the delegate for all such Lodges and will not be permitted to transfer his/her credential to an alternate for such Local Lodge(s), even though the alternate is in attendance and the delegate may be carrying in excess of five hundred (500) votes.

ELIGIBILITY REQUIREMENTS TO VOTE IN LODGE ELECTIONS

Only members in good standing are entitled to vote in the election of a delegate or alternate to the National Division Convention. Retired Local Lodge Secretary-Treasurers holding such office and paying

full dues under the provisions of Paragraph 4.11 of the Merger Agreement are also entitled to nominate, second, and vote in the election for delegate and alternate to the National Division Convention.

Retired members who are paying full dues, retiree dues of \$16.00 per year, or National Division dues to protect their death benefit, are not eligible to vote in Lodge elections. Members who have secured a Withdrawal Card after leaving the service of the railroad, being promoted to an official and/or excepted position with the railroad or transferring to another craft, or who are considered an

agency or objector fee payer, are not eligible to participate in the election of a delegate or alternate to the National Division Convention even if they are paying full dues.

FIFTEEN-DAY ADVANCE WRITTEN NOTICE REQUIRED

The National Division Bylaws requires that advance written notice by mail to the membership be given of the holding of a meeting for the purpose of nominating and electing delegates and alternates to the National Division Convention at least fifteen (15) days prior to the date of their nomination and election. In calculating the 15-day period, the day the cards are mailed is not counted, but the day of the meeting is counted.

The "Notice of Meeting Card" (Form F-86) must be mailed to all members who are eligible to participate in the election at their last known address. The posting of meeting notices on bulletin boards, tool sheds, etc., or their distribution to members of gangs at the work site, does not satisfy the notice requirements.

If you provide National Division or your System Office with sufficient advance notice of the date of your meeting, National Division will furnish you with address labels or Notice of Meeting Cards with pre-printed addresses. Prior to mailing, you should check the addresses against your current membership records to ensure that all members receive a notice of the meeting, since it may be necessary to hand-address cards for members for whom addresses were not furnished. Addresses for

those members who are deceased or individuals who are no longer members of the Brotherhood should be discarded.

QUORUM REQUIRED TO ELECT DELEGATE AND ALTERNATE

Article XVIII, Section 6, Paragraph 3, of the National Division Bylaws provides that five (5) members in good standing constitute a quorum for the purpose of transacting Lodge business. Therefore, if there are not five (5) members in good standing present at your Lodge meeting which has been designated to elect a delegate and alternate to the National Division Convention, it will be necessary to reschedule the election due to the fact that a quorum was not present.

SECRET BALLOT ELECTION

Article XVIII, Section 14, Paragraph 2, of the National Division Bylaws, requires that all delegates and alternates must be elected by secret ballot. This is also a requirement of the Labor Management Reporting and Disclosure Act of 1959 and must be adhered to.

MAILING OF CREDENTIALS

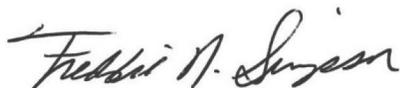
Article XVIII, Section 14, Paragraph 6 of the National Division Bylaws requires Credentials to be issued and mailed from the National Division in sufficient time to be in the hands of Local Lodge's Secretary-Treasurers prior to January 1 of the year of the National

Division Convention. Your respective Local Lodge's Credential is enclosed.

Early election by the Local Lodges of delegates and alternates is requested in order that the duplicate credentials are received by the National Division Secretary-Treasurer from the Lodge Secretary- Treasurers, twenty (20) days prior to Convention (May 25, 2022).

PROPOSALS TO AMEND THE CONSTITUTION

Article XX, Section 1, of the National Division Bylaws, provides that all proposals to alter or amend the National Division Bylaws which are printed in the BMWED JOURNAL thirty (30) days before the day the Convention begins, may be enacted by a majority vote of the delegates assembled at the National Division Convention. Therefore, to comply with this requirement, all proposed amendments to the National Division Bylaws that are to be published in the BMWED



JOURNAL must reach the National Division



not later than March 31, 2022. In the case of proposed amendments to the National Division Bylaws which are not published in the BMWED JOURNAL, the approval of three-fourths of the delegates is necessary for their adoption.

It is not necessary that resolutions other than those proposing to alter or amend the National Division Bylaws be printed in the BMWED JOURNAL. However, such resolutions should be submitted in advance so the Resolution Committee can consider them before the Convention convenes and submit a report to the Convention.

All proposals to amend the National Division Bylaws and all resolutions that are to be considered by the Resolutions Committee should be mailed to the National Division President.

Copies of this Convention Call were sent to all National Division and System Officers, National Division Appointees, State Legislative Directors and Local Lodge Presidents in the United States. Excerpts of this Convention Call will be published in the August/September/October 2021 issue of the BMWED JOURNAL and is intended to serve as official notice to all members of the Brotherhood.

Fraternally yours,

President

Secretary-Treasurer

cc: National Division and System Officers
National Division Appointees
State Legislative Directors
Local Lodge Presidents

PRESIDENT SIMPSON: I would like to take this opportunity to thank all the members and the various convention committees.

They've been working hard for weeks and months preparing the reports for your review. Committee appointments can be found on the cover page of each committee report and are also listed in the appendix in the quadrennial report. As you can imagine, a tremendous amount of work goes in behind the scenes to bring this convention together. Convention committees work long hours to prepare the reports and recommendations. The committees convene several times prior to convention and virtually the entire week here at Las Vegas.

While the committee members are performing the work of their committees, the normal work of these officers, appointees, and staff does not go away. It is not uncommon to find them working until the early hours of the morning catching up on work that just can't wait. Without their dedication and efforts, it would be absolutely impossible to conduct the business of this convention.

Let's take a minute to thank all those committees for their hard work.

(Applause)

It is also appropriate to recognize the National Region appointees and support personnel who have worked very hard to plan, coordinate, and organize this convention. A lot of time and effort has gone into detailing this convention and, again, other work doesn't cease just because we are in a convention year.

It is no easy task, and I know I speak for all in thanking them for their contribution in making this convention a success.

Let's give them a little applause, please. Thank you.

(Applause)

Before we move to the next committee report, I'd like to take a moment to discuss the role of the chair. Whether it's me or a temporary chairman, the role of the chair is to keep order and provide a fair democratic forum for discussion and debate on any issues properly brought before this body. Our Parliamentarian, Jim Slaughter, will help us stay on track and maintain an orderly discourse throughout our deliberations. I will do everything humanly possible to chair this convention in an orderly, fair, and respectful manner. We have a good

amount of work to complete, but it should be manageable, and no one should feel rushed. The chair will move business along, but we will be patient and try not to rush anyone.

Even so, everyone needs to stay attentive so we don't miss anything. If there is any confusion about any business before the convention, please speak up and we'll clarify the question before moving forward.

There are seven microphones on the floor. If you wish to speak for a particular motion, line up at one of the For microphones.

If you wish to speak against a particular motion, line up at one of the Against microphones.

There is also a parliamentary inquiry microphone. If anyone has an immediate question regarding parliamentary procedure or process, please go to a parliamentary inquiry microphone, it's down here in the front, that orange thing there, and the chair will immediately recognize you for your inquiry to be addressed.

If there is too much traffic to make your way forward, simply yell out "point of order"

from anywhere on the floor and the chair will direct you to the microphone to raise your point of order.

Is everyone clear?

Again, if there is any confusion about business before the convention, please speak up and we will clearly clarify the question before moving forward.

Okay. The next business is to adopt the rules. So will the Rules Committee come forward?

You should all have a copy of the rules. If you don't, please let us know so we can make sure you have a copy.

To expedite the process, the chairman will go through the Rules Committee report in its entirety. I ask that you hold your comments and questions until after the report. You will then have every opportunity to discuss any of the rules in question.

Sister Shyrmayle, are you ready?

COMMITTEE CHAIRPERSON

BEASLEY: I'm ready.

PRESIDENT SIMPSON: All right.

REPORT OF THE RULES COMMITTEE

COMMITTEE CHAIRPERSON

BEASLEY: Good morning -- or good afternoon.

...Committee Chairperson Beasley

read the following:

Greetings:

In accordance with Article III, Section 15, of the Brotherhood of Maintenance of Way Employes Division, President Freddie N. Simpson appointed the following to serve as a Committee on Rules:

COMMITTEE MEMBERS CONVENOR ADVISORS

- Ms. Shyrmayle Beasley
- Mr. Jed Dodd
- Mr. Roger Sanchez
- Mr. Narciso Acosta
- Mr. Peter E. Kennedy
- Mr. Lewis Williams
- Mr. Joshua Merrier
- Mr. Thomas Wohanka

President Simpson appointed Vice President Jed Dodd as a Convener, Vice President Roger Sanchez and Peter E. Kennedy as the Committee Advisors.

The Committee was convened at Caesars Palace in Las Vegas on Sunday, June 12, 2022.

This Committee recommends that the rules governing the Fifth Regular National Division Convention of the BMWED-IBT be adopted, in the main, to govern this Fifth Regular National Division Convention.

Your indulgence and cooperation in the presentation of our report is respectfully requested and appreciated.

In Solidarity,

- Ms. Shyrmayle Beasley, Chairperson
- Mr. Lewis Williams
- Mr. Joshua Merrier, Vice Chairperson
- Mr. Thomas Wohanka
- Mr. Narciso Acosta
- Mr. Jed Dodd, Convener
- Mr. Roger Sanchez, Advisor
- Mr. Peter Kennedy, Advisor

CONVENTION RULES

Rule 1. The Convention shall convene daily from June 13, 2022, until the business of the Convention is concluded. Morning meetings will be from 9:00 a.m. until noon. Afternoon meetings will be held from 1:30 p.m. to no later than 5:00 p.m. Evening sessions may be conducted at the discretion of the Chair.

Rule 2. Delegate registration shall close at 9:01 a.m., Tuesday, June 14, 2022.

Rule 3. Delegate badges must be worn at all general meetings.

Rule 4. While the Convention is in session, Delegates will report to a Sergeant-at-Arms at the door for access to the floor.

Rule 5. Any Delegate desiring to speak shall go to the nearest appropriate microphone, address the Chair and, upon being recognized, shall announce name and home Lodge number before proceeding. Should two or more Delegates seek recognition at the same time, the Chair shall decide who is entitled to the floor.

In debate, the Chair will alternate speakers for and against, as possible.

Rule 6. In debate, each Delegate shall be limited to five minutes and may not speak more than twice on the same question in one day and, for the second time, not before another Delegate who has not spoken asks for the floor.

Rule 7. It shall require a majority vote to order the previous question (close debate). No motion to order the previous question will be in order until an opportunity is afforded five Delegates ‘for’ and five Delegates ‘against’ the motion to speak. In addition, the Chairman or member of Committee shall be permitted the privilege of speaking on the motion. Debate shall not be closed until the maker of the motion has been given an opportunity to speak on the motion.

Rule 8. Timekeepers shall be appointed by the Chair.

Rule 9. Upon a motion approved by one-third of the Delegates present, Roll Call voting will be conducted by recording the representative vote of each Delegate, listing Delegates by name, region, and Delegate number.

Rule 10. The presiding Officer may require that any motion not covered by special rule be presented to the appropriate convention committee in writing, signed by the maker and the seconder(s).

Rule 11. If a Delegate wishes to have the Convention consider a published proposed amendment to the Bylaws, where the Bylaws Committee has recommended against adoption, he/she must move the proposed amend-

ment during consideration of the affected Article, as the Bylaws Committee presents its main report, and not later.

Rule 12. If a Delegate wishes to have the Convention consider a new proposal to amend the Bylaws not previously published, he/she must move the proposed amendment during the consideration of the affected Article, as the Bylaws Committee presents its main report, and not later.

Rule 13. Before any proposed amendment to the Bylaws not previously published can be acted upon, it shall be submitted to the Bylaws Committee in writing, signed by the maker and by at least five seconding Delegates, before the close of the session when it is moved.

Rule 14. Any proposed amendment affecting the election of National Division Officers will be moved and submitted to the Bylaws Committee not later than the close of session on Monday, June 13, 2022.

Rule 15. Any resolution not properly presented prior to the Convention shall be submitted to the Resolutions Committee in writing, signed by the maker and by at least three seconding Delegates. Such resolutions must be in the hands of the Resolutions Committee not later than 5 p.m., Tuesday, June 14, 2022.

Rule 16. Any appeals of the decisions of the Credentials Committee on registration and seating of Delegates shall be filed with the presiding officer. These appeals will be considered by the Convention after the adoption of the first official voting roll and the Convention rules.

Rule 17. (a) The Election of Officers will be a special order of business at 2 p.m., Tuesday, June 14, 2022.

(b) A debate between the announced candidates for President will be conducted by a special order of business at 10:30 a.m., Tuesday, June 14, 2022. The debate will be moderated by the Chairperson under the following rules:

- Each candidate will get 10 minutes to make an opening remark. The order of speaking will be decided by a coin toss.

- The chair will ask each candidate 5 questions and each candidate will be allowed 3 minutes to respond to each question. Candidates will alternate who responds first with the first question being responded to by the candidate who went second in the opening remarks. Each candidate will be able to respond for 1 minute in rebuttal.

- The questions will be solicited from the floor in advance or determined by the Chairperson.

- There will be no cross speaking by the candidates.

(c) A debate between the announced candidates for Secretary/Treasurer will be conducted by a special order of business at 11:30 a.m., Tuesday, June 14, 2022. The debate will be moderated by the Chairperson under the following rules:

- Each candidate will get 5 minutes to make an opening remark. The order of speaking will be decided by a coin toss.

- The chair will ask each candidate 3 questions and each candidate will be allowed 3 minutes to respond to each question. Candidates will alternate who responds first with the first question being responded to by the candidate who went second in the opening remarks. Each

candidate will be able to respond for 1 minute in rebuttal.

- The questions will be solicited from the floor in advance or determined by the Chairperson.

- There will be no cross speaking by the candidates.

- When the debate ends recess for lunch.

Rule 18. In the case of President and Secretary-Treasurer, nominating speeches shall be limited to five minutes. Seconding speeches shall be limited to three minutes. In the case of all other Officers, the nominating speeches will be limited to three minutes and there may be only two seconding speeches limited to two minutes each.

Rule 19. In the event balloting results in no candidate winning a majority vote (a number greater than half of the total possible votes), the candidate garnering the fewest votes shall be dropped from the ballot, and a run-off ballot will be conducted.

Rule 20. Where only one nominee is put up for an office, he/she shall be declared elected by acclamation.

Rule 21. No Delegate shall be admitted or readmitted to the floor during the conducting of elections, exclusive of nominating or acceptance speeches. Delegates leaving the floor after they have voted shall not be readmitted until the election balloting is concluded.

Rule 22. No announcement of any nature shall be made from the floor of the Convention. Those desiring that announcement(s) be made shall submit same in writing, properly signed, to the Secretary-Treasurer. All announcements will be made by the presiding officer or the Secretary-Treasurer.

Rule 23. A copy of each day's proceedings of the Convention shall be made available to all BMWED Members by being posted on the BMWED National Division website, www.bmwe.org, the day following each day's session.

The Committee recommends adoption of this Report.

Respectfully submitted by the RULES COMMITTEE:

Ms. Shyrmayle Beasley, Chairperson
Mr. Joshua Merrier, Vice Chairperson
Mr. Narciso Acosta
Mr. Lewis Williams
Mr. Thomas Wohanka
Mr. Jed Dodd, Convener
Mr. Roger Sanchez, Advisor
Mr. Peter E. Kennedy, Advisor

PRESIDENT SIMPSON: It has been moved and seconded to adopt the Convention Rules. Is there a discussion? Is there a discussion?

Which one of you got there first?

DELEGATE KEVIN EVANSKI,
Lodge 1551: Mr. Chairman, Kevin Evanski,
Lodge 1551.

I would like to make a motion to amend Rule 17 to simply read, "The election of officers will be by special order of business at 10

a.m., Tuesday, June 14th, 2022," and strike the rest of the rule.

PRESIDENT SIMPSON: Are you trying to get rid of the debate?

DELEGATE EVANSKI: That's right. And set it back to 10 a.m., June 14th, 2022.

PRESIDENT SIMPSON: Do I have a second on the motion?

DELEGATE PERRY RAPIER, Lodge 3017: Brother Perry Rapier. I'm with the Alliance Federation, Lodge 3017.

I second the motion. I feel as though it's unnecessary in all true forms. I've been coming to these things since --

PRESIDENT SIMPSON: Wait. You've got a second. I'm going to ask for discussion. The mover gets to speak first.

It is moved and seconded to amend Rule 17 to take out all of the debate language and just add "The elections will be at 10 a.m. Tuesday morning."

DELEGATE KEVIN EVANSKI,
Lodge 1551: Correct.

PRESIDENT SIMPSON: Correct. That's the motion, it's been moved and seconded.

Does the mover want to speak on the motion?

DELEGATE EVANSKI: Yes, I would like to, Mr. Chairman.

I think that the campaigning by individuals has gone on pretty heavy for three months, and I don't think there's any confusion about what the candidates stand for or was there a lack of information out there to get about the candidates.

Now, I've been coming, this is my fourth convention. I have never seen even proposed debate, and we're looking at another half a day onto the convention. And I haven't even seen this rule prior to this morning coming in and putting it on there.

So I think it's a bad idea to add it at this point. I think it's going to add four hours that are unnecessary to the convention, and I think we've got a lot of business to cover.

So for that reason, I stand against the proposal.

PRESIDENT SIMPSON: Wait, now. You made a motion you're standing against?

DELEGATE EVANSKI: I stand against Rule 17.

PRESIDENT SIMPSON: Oh, I'm sorry. I misunderstood you.

DELEGATE EVANSKI: I'm for my amendment.

PRESIDENT SIMPSON: Okay. Is there further discussion?

Mike 4.

DELEGATE RALEIGH JONES, Lodge 0227: Correct me if I'm wrong. You just said --

PRESIDENT SIMPSON: Wait, wait. You've got to identify yourself, Brother. Is it Raleigh? I think I can see you, but everyone doesn't know you. So identify yourself.

DELEGATE JONES: I apologize, ladies and gentlemen, I'm sorry. My name is Raleigh Jones. Everybody knows me as Red. I'm from Lodge 227.

Like I was getting to ready to say earlier, you said you want to, Number 17, you

wanted to remove Section (b), the debate; am I correct? Okay.

We've got a lot of politics that were going on with this. I myself, I want to hear our next presidents. I want to hear what they've got to say. I want to know their pros and their cons.

(Applause)

So therefore, removing that section doesn't do us any good, because that's what we're here for. It doesn't matter about the four hours, because those four hours could be something that's enlightening everyone that's here, you know.

(Applause)

That's my train of thought. What about you guys? You know, don't get buffaloed. Don't just accept, oh, I got this person or that person. Handle your business, do your job, and listen to what they have to say. Thank you.

(Applause)

PRESIDENT SIMPSON: Which mike am I at now? Number 1.

DELEGATE PERRY RAPIER, Lodge 3017: Perry Rapier, Lodge 3017 with the Alliance Federation.

I'm in support of Brother Evanski's amendment to Rule 17. I think his points were very direct.

And Brother Red, you're right, we have a lot going on here, you're right. And what we've been doing for the last six to seven months has been campaigning. The gentlemen that are running for office, they've held Zoom meetings. I don't know if everybody else is paying attention to the social media.

But at this point, if we're not understanding where everybody's sitting and where everybody's positions are politically, I don't think we've been paying attention. We've had these opportunities, this has been drug out for well long time. We're now at the head of this. All of the candidates have been around, they've spoken to all the rooms for the majority to get everything out.

And they're approachable. By this point we should have been able to identify who's running and been able to walk up to them. I can say that, you know, everybody's approachable. You can go up and have your discussions with them and ask them your key

questions that you as a delegate want to come back to and that are your concerns of your lodge.

I don't think that this is a wise use of our time. I'm not saying that anything is more or less important than anything else, Brothers and Sisters. What I'm saying is, is we want to use our time wisely and dedicate it.

We have 74 proposals to go through, 74. Last four years ago, we had nine, and it took us all three days. There's a lot of business to be discussed, there's a lot of key issues that need to be vetted out and spoken on. I don't feel as though this would be the most appropriate use of our time.

To back up what Kevin also stated, I've been coming to these things for almost my entire life, and I mean that. Most of it was sitting in the back, and here recently it's been sitting up in the front. This has never happened before.

So the reasons it's brought up now, I have questions to suspect as to why we need this now and we have never needed it before. Thank you.

(Cheers and applause)

PRESIDENT SIMPSON: David, are you at the Against mike? I'm trying to alternate mikes. It's hard to see other than the one in the middle.

Wait. We haven't been to that mike yet, so let's try to alternate the mikes a little. Deven?

DELEGATE DEVEN MANTZ, Lodge 1326: Deven Mantz, Lodge 1326.

I want to speak against this motion. I think that, what are people afraid of? Who cares? Like, let them go up there and have a debate and we can all see it. If this has never been done before, that's kind of crazy. We should be doing things like this so we can make well-informed decisions. That's all I've got.

(Applause)

PRESIDENT SIMPSON: Thanks, David. Let's go to this.

DELEGATE JOSEPH NANTISTA, Lodge 0941: Thank you, Mr. Chairman. Joe Nantista, Lodge 941.

I speak in favor of this resolution proposal by Brother Evanski. There are countless

members, not only in this room, but the ones that we all represent back at home on the tracks today, that donated their time, their energy, their talents to go through this process over the last six months. And let's be honest, it was more than the last six months. Campaigning's been done on every property, in every Federation, in every lodge meeting for the last four years, let's be honest. This work has been done by the members. At this point, the members should have a very informed decision of who the candidates are, who they support, and the reasons why they do.

I think that this Rule 17 is just going to serve as a waste of time for this convention. We have a lot of bylaws and business to get through. I don't think it's necessary at this time. The membership has done the work that needs to be done. We should elect -- go ahead with elections as we always have tomorrow. Thank you.

(Cheers and applause)

PRESIDENT SIMPSON: Microphone 4. I can't see the numbers on my side, that's my problem.

DELEGATE DYLAN HOWELL,
Lodge 0104: I'm two feet away from them and I can barely see them, so I get it.

Dylan Howell, 104.

I'm against what he's saying because I've never been to any of this, first-generation union person.

(Applause)

And the interesting thing is, I'm up here to speak for 156 people that, honestly, I guess it sounds like wherever these fellows are, their guys love the union, come to every meeting. But that's not the case anywhere else I go.

So in order to represent my guys properly, I'd like to hear these guys say something. Because I know Mozinski, he's come to my meetings. I just met the other guy by jack pop machine or something, so I'd like to hear what he has to say. Because I don't think we can fairly pick or choose one person without at least hearing what they're about, because that's what we're here for.

(Applause)

PRESIDENT SIMPSON: Mike 1.

DELEGATE JAMES CLENDENIN,
Lodge 2435: Jim Clendenin, Lodge 2435.

I'd like to state that our lodge guys don't have access to this debate. They have made a choice.

And Brother Simpson, I think it's a little late for you to put your thumb on the scale with this sandbag election, picking your questions for your guys.

(Cheers and applause)

PRESIDENT SIMPSON: Thank you, Brother, but I am not campaigning for anyone here at this convention. I'm here to conduct a fair election and move forward.

It's my understanding that the candidates actually agreed to this rule. I'm not in this discussion.

Where am I going? Mike 2.

DELEGATE RALEIGH JONES,
Lodge 0227: All right, sounds good. This is Red again, 227. You probably get tired of hearing me talk.

PRESIDENT SIMPSON: Point of order --

DELEGATE JONES: We have two sessions that we can talk --

PRESIDENT SIMPSON: Red, other folks want to speak. You can only speak after -- so get in line behind somewhere. You'll get to speak again. We won't miss your mike. We'll let the guy behind you speak.

DELEGATE JONES: I'll step right back here. Don't worry.

DELEGATE CHARLES MORTENSEN, Lodge 2403: Charles Mortensen, 2403, ATSEFF.

I think this is kind of sad, this is the first time we've actually proposed a debate. I think that we should have been having debates in the past. If you guys are getting your information on Facebook, then we really definitely need to have a debate.

(Applause)

I think it's a good deal, I think we should do it.

PRESIDENT SIMPSON: Mike 5.

DELEGATE JASON GRAHAM,
Lodge 1650: Jason Graham, Lodge 1650, Ashtabula.

Brothers, I appreciate what everybody's saying and I definitely appreciate the different opinions. But the bottom line is, if you want to be active in your union, you've got to take some initiative, and you can't wait until you're at the finish line to get freaking started.

At the end of the day, if these guys want to debate when this meeting is done today, go out and freaking debate. We all don't need to sit here and waste time and waste dues dollars to sit here and listen to this stuff. I mean, this stuffs been out there for months. If you don't know what's going on, it's because your system officers haven't told you that.

And if you've noticed, it's all one group of people who seem to be uninformed, so maybe you need to ask your own officers, why aren't you teaching us this shit?

(Cheers and applause)

PRESIDENT SIMPSON: Mike 4.

DELEGATE GENE ANIRINA, Lodge 3014: Gene Anirina, Local 3014.

I find it odd that all the people that are against having a debate and informing the delegates of how the candidates feel and what

their views are, are the Members First people wearing shirts here. Members first, but we want to put members last.

(Cheers and applause)

All of a sudden, all of a sudden we're so busy that we can't take care of the business of the union. We got to hurt -- Kevin must have a date at the bar because he's got to get out of here so fast we can't have a debate.

(Booing)

Yeah, Members First.

I got the floor, pal.

Number two, number two. Where -- sit down, Reese.

Number two, where is Cardwell? Where is Cardwell on this? How come Cardwell --

PRESIDENT SIMPSON: Will the house come to order?

DELEGATE ANIRINA -- to have a debate if he thinks --

PRESIDENT SIMPSON: Come to order.

DELEGATE ANIRINA: How do you vote for a guy that won't even support a debate?

(Booing)

Yeah, you can boo all you want. You're a Members First?

PRESIDENT SIMPSON: Will the house come to order.

And let's not make this personal, let's have a debate.

DELEGATE ANIRINA: So where's Cardwell on this? He wants to be president, but he is so afraid to speak in front of the delegates. He didn't speak on Facebook, you couldn't comment on anything he wrote. He had 62 people on his Zoom and half of them were people he was paying.

UNIDENTIFIED DELEGATE: Point of order. Point of order.

DELEGATE ANIRINA: Hey, that's the truth, pal. You don't want to hear it, just like you don't want to hear a debate. Too bad, get up to the microphone and say something.

This convention is to elect a president for the next four years. And in case you Members First people don't know, there's a lot of pissed-off members out there that you're really not speaking for and they're never going to know what those candidates wanted to say.

So for Tony Cardwell, if you're embarrassed, if you can't handle a debate, if you got to tell your guys how to vote with a red and green hat, then maybe you shouldn't run for president.

I got the mike, Tony, not you. I got the mike not you. You get up there and debate, Tony. You get up there and debate, Tony. Don't talk to me from your chair. Talk to me from the podium. Talk to me from the podium.

(Booing)

PRESIDENT SIMPSON: Come to order.

Brothers, I'd appreciate it if you'd stick to the debate, not make this personal. That's what causes most of the problems in this thing. The debate is to be had. Microphone 1.

I'd appreciate that you don't put names in your conversation, just talk about the rule, please.

Mike 1.

DELEGATE DANIELE MOREHEAD, Lodge 2409: Daniele Morehead, 2409.

I'm going to try this again. Simba, all that the light touches from here to the horizon.

(Applause)

Let's smile, gentlemen. Yes, Brother Evanski has made a motion in regards to the (b) section of Rule 17.

I can only speak for me. My lodge has already determined who I'm voting for.

(Applause)

It doesn't matter who speaks, when they speak. My vote is already predetermined. I don't know about anyone else, but I would hope that your union local itself determined that for you.

(Applause)

Either way, let's remember the true reason why we're here: for our members. And bickering back and forth, the message is lost in the translation.

(Applause)

PRESIDENT SIMPSON: What about this mike over here? We had 4. Go ahead.

DELEGATE LYDELL OWENS, Lodge 3028: Brother Lydell Owens, Local 3028.

The main thing about this convention is all of us moving forward in solidarity, unified. And I think that one thing that every member out there on the tracks would like is transparency. The one thing about a debate is it leaves no questions unasked.

This rule speaks of questions from the floor. So even if you are taking votes, bringing votes for your lodge out here, why would it hurt to be more educated when you came back home? Because these other members may have questions about both candidates, which I think would be doing them a disservice. And remember, we are here to represent them.

Furthermore, it's my understanding that both candidates were in agreeance to this. I may be wrong, but how does a healthy debate prevent us from doing our work?

Also, it's been made a lot of mention about the bylaws. I stood on that committee. There is 74. However, a lot of them are redundant, and that is a fact. To say that it's going to add four more hours to our convention is not a fact. That's all I have.

(Applause)

PRESIDENT SIMPSON: Thank you, Brother.

Mike 5.

DELEGATE RICK GRIFFIN, Lodge 1196: Rick Griffin, 1196.

Being in here today, I'm almost embarrassed. Not only should we not be booing our brethren, but we should get together and talk about things.

But on this half that I heard yesterday in our room that was over here, other people came in and they ask asked us to go and talk to them. This morning before I came in this room, I went to the other candidates and I talked to them. I've had the opportunity to talk to them and listen to them, and I am under the understanding of this, is that we're going through and talk again. Me personally and for my

lodge, I already went out and did that on my own.

If we feel like we need to have a vote on this, let's have a vote on it. But let's not just say that we have to do this because something was predetermined. Why didn't everybody get up and talk to all the other candidates to begin with when we had the opportunity before coming in here?

(Applause)

PRESIDENT SIMPSON: I think we're at mike 4.

DELEGATE TONY EIDENSCHINK, Lodge 0249: Tony Eidenschink, Lodge 249.

I just know that this has come up at our lodge local meetings, as far as they ask why they don't do debates. So I think it would be a great idea to do that.

PRESIDENT SIMPSON: Thank you, Brother.

(Applause)

I have a parliamentarian question here.

DELEGATE ZACHARY WHITE, Lodge 0212: Yes. Zach White, Lodge 212.

I call the question.

PRESIDENT SIMPSON: You can't do that from that mike. You have to do it from a regular mike.

Mike 5. Kevin and those guys have spoken already.

DELEGATE KEVIN EVANSKI, Lodge 1551: Yeah. I mean, I've got something to say. But go ahead, make your notion.

DELEGATE ZACHARY WHITE, Lodge 0212: Zach White, 212.

Call the question.

PRESIDENT SIMPSON: The question's been called. Is there a second?

...The motion was seconded by several unidentified delegates.

PRESIDENT SIMPSON: The question's been called and second. All those in favor of ending debate, say aye.

Those opposed to ending debate, say no.

The debate's over, we've called the question. You're going to vote.

The question is on the motion to Rule 17 --

UNIDENTIFIED DELEGATES: (*Off microphone.*)

PRESIDENT SIMPSON: Gene, come to order. Come to order.

The question is on the -- gentlemen, come to order. We're going to vote here. You want to move on, let's go. Here we go.

The question is on the motion to amend Rule 17 by striking "2 p.m." and inserting "10 a.m." and then strike (b). Does everybody understand what you're voting on?

That's the wrong mike for that, Brother. If you want a point of order, you come to this one in the middle.

I didn't clarify (c), so it's strike (b) and (c).

Does everybody understand what we're voting on? So we're going to change 2 to 10 a.m. and strike (b) and (c) in Rule 17.

All those in favor, say aye.

Those opposed, no.

I can't call it. All right, someone go to the microphone and ask for a roll call.

DELEGATE PERRY RAPIER, Lodge 3017: Perry Rapier, Lodge 3017.

PRESIDENT SIMPSON: Okay. Did it get on the record?

DELEGATE ROBERT MEIERS,
Lodge 1189: Bob Meiers, Local 1189.

I call a roll call vote.

PRESIDENT SIMPSON: Okay. So we're going to go to the rules, is it one-third the delegates?

All those who want a roll call, stand. That's clearly one-third; we're going to have a roll call.

All right, Brothers. Brother Joynt will do the badge calling. We'll take about two minutes to get the computers up and running, but we'll call -- I think Brother Joynt's going to call badge numbers and tell you to get over there and get in line. So we'll try to do it orderly and as fast as possible.

SECRETARY-TREASURER

JOYNT: Brothers and Sisters, if you can come to order, we're going to run through the instructions. Please take your seat.

All right. Roll call votes are taken for a specific question. Roll call votes are a yes, no,

or abstain. Roll call votes are not -- they are secret, they are weighted.

Scan your badge, double-check the name, lodge, and vote count presented, tap "yes" if this is you. You will now be prompted to cast your vote, yes, no, or abstain. Tap the selection you want with your finger. Casting your last vote will trigger the system to present a summary of your selections. Tap "change vote" if you wish to change your selections. Tap "print ballot" if you are satisfied with your selections. You'll get a sample paper ballot. Your printed ballot will look similar to the one provided below as you see on your screen.

I do have to clarify, I misspoke. Roll call votes are not secret. They will be published as part of the transcript.

(Applause)

I apologize, there's one final slide. It says to finalize your vote, take the paper ballot from the printer and inspect it for accuracy. If correct, please place your ballots in the ballot box and tap the "I am finished" button. If the printer jams or there is an issue, do not tap "I

am finished,” and contact one of the voting officials that will be there to help you.

The last screen will show this is a reminder to place your ballot receipts in the ballot box. It will automatically go away in a few seconds and reset for the next person.

Peter, are you going to let me know when they’re ready?

Brothers and Sisters, I’ll be calling you by badge numbers to go place your vote when they’re ready.

SECRETARY-TREASURER

JOYNT: Brothers and Sisters, just so everybody understands, if you’re in the process of voting, if you leave the hall, you will not be allowed back in until the voting is completed. So make sure everybody sticks around.

We will clarify what you’re voting on before we start the voting.

We’re waiting for their computers to get ready.

Are you ready?

All right. Brothers and Sisters, they tell me they’re ready.

Just a vote “yes,” you will be voting for the amendment to eliminate those portions of the rule.

A vote “no,” you’d be voting against the amendment.

Everybody clear?

All right. We’re going to start with those with badge numbers 1 through 50. Please go over to the right. They’ll help direct you.

The staff, you want to go help direct? They need help directing.

All right. Brothers, can we try to keep it down in the hall?

Badge numbers 1 through 100, you may vote. 1 through 100 should be voting.

Brother and Sisters, those that have badges 1 through 150. 1 through 150, please vote.

Those with badge numbers 1 through 200. 1 through 200 should be voting now.

Those with badges 1 through 250. Please vote now. 1 through 250, badge numbers.

All right, Brothers. Badge numbers 1 through 300. 1 through 300 should be voting now.

All right. Brothers and Sisters, those with badge numbers 1 through 350. 1 through 350, please vote now.

If you're not voting, please move away from the voting area.

Brother and Sisters, those with badge numbers 1 through 400. 1 through 400, please vote now.

Everyone should be voting right now. There should not be a badge number higher than 400. If you have a badge number higher than 400, come see me.

1 through 400 voting now.

Brothers and Sisters, all badge numbers should have been called. Everybody should be in line to vote, if you want to vote.

Brothers and Sisters, last call for voting. Anyone who wants to vote, you should be in line or voted.

Brothers and Sisters, can I have your attention? If you voted and your ticket, if you forgot to put it in the box, please go back and

put it in the box, just so we can keep those to keep records.

If you carried your ticket back with you, go put it in the box, please.

Okay. Brothers and Sisters, our records show that there are four people that did not vote.

UNIDENTIFIED DELEGATE: Idiots.

SECRETARY-TREASURER

JOYNT: Has everybody had a chance to vote? If you're a delegate, delegate officio, you should be voted by now.

And, again, if you carried your white ballot back with you instead of dropping it in the box, please go back and put it in the box.

Is there anybody who has not voted?

Everyone's voted?

Everybody's voted? I'm seeing no one heading that way.

Chris, I think we're done. So the voting's closed. Voting is closed.

PRESIDENT SIMPSON: Ladies and gentlemen, if you would take your seats. I want to ask Brother Jim Slaughter to come up to just

address a couple of issues for housekeeping sake, it will make it easier.

PARLIAMENTARIAN SLAUGHTER: Good afternoon, everybody. I'll give you just a moment to get back to your place.

Good afternoon, everybody. Are you ready?

Good to see you all again. Again, I've been with you all 20 years now. It's always a pleasure to be with you.

We got a couple of questions during the break that were asked by a couple of people. And whenever a couple of people ask questions, it's probably worth talking to everybody about it.

Also realized that based on the number of hands that went up when it was asked how many are first-time delegates, congratulations by the way, we've got a lot of people here who haven't seen some of this stuff before.

One question that came up a couple of times is why couldn't the person use this microphone right there that says Question on it to move the previous question?

To move the previous question is a motion to close debate. It means I'm sick of talking, I want to close debate.

The reason why is because that mike, it's very little, but it's to make a question. It's to ask a question of the president. It says parliamentary question. It's if you need help with something parliamentary-wise, you get immediate recognition. The reason you can't use it to move to close debate is because to move to close debate is just a motion. And if instead of waiting in line somebody could go just hop right there and they'd move right to the front and they'd move to close debate, we might not have any debate because people would be jumping to the front of line all the time.

If you want to move to close debate, just get in line at one of the mikes and make a motion to do it. This is to ask a question.

Another thing that came up, and it's hard to do it when it happens, but under parliamentary procedure, you're supposed to avoid using people's names when you debate. And the reason why is it makes it much more personal when you say someone's name. That's

why you hear things in legislative bodies like “a prior speaker,” “somebody earlier said.”

But under Robert’s you’re supposed to just try not to say people’s names unless you’re going to say something really, really nice about them.

(Laughter)

And finally, I don’t know because I’m up here, I’m having enough trouble hearing people at the regular microphones. And, my gosh, when they make it dark in here, we’re trying to see who is at the mikes. But I did hear from at least three people who asked, they said -- and I’m just the messenger -- they said, “We know for certain that some people in the guest category who are guests on the voice votes are occasionally voting.”

I know, it’s like at a meeting you hear the Chair say, “All those in favor, all those opposed,” it’s hard not to say something.

If you are a guest here, however, please understand the answer to whether or not you can vote in voice votes -- and I wish I was Ms. Morehead -- no, you are not allowed to vote if you are a guest. Please just contain yourself or

we will have to deal with it from the front, because only delegates are allowed to vote.

So those three things, please. This is for asking questions. Please try to avoid names of people during debate when you can. And, please, only delegates be voting. I am here. As many of you found out, if you have a question about parliamentary procedure, find me, I’m happy to chat.

(Applause)

PRESIDENT SIMPSON: Brothers and Sisters, the amendment passed. We’re back on the rules.

(Applause)

Any more discussion on the other rules?

Any more discussion on the other rules?

All in favor of adopting the convention rules as amended, please say aye.

Those opposed, say no.

The rules are adopted, and we’re going to take a short break. Be back at ten ‘til, please.

...The convention stood in recess.

ANNOUNCER: Ladies and gentlemen, please take your seats. Thank you.

PRESIDENT SIMPSON: Would the House please come to order?

Some folks asked for the vote. It's 13,646 yes, 8,472 no.

...The roll call vote was submitted for the record as follows:

[See roll call vote attached]

Now, Brother Devin, do you want to make the announcement that you brought to me or not? I go ahead? They might not like it if it comes from me, but I'll do it.

DELEGAGE DEVIN MANTZ, Lodge 1326: Devin Mantz, Lodge 1326.

The four candidates, two for President and two for Secretary-Treasurer, have agreed to do a voluntary debate afterwards, after we adjourn for the day. The big thing was they all wanted access to see the questions beforehand. So we're going to come up with some questions and then we'll do a debate afterwards if

you want to stick around. If you don't, it's fine too.

(Applause)

PRESIDENT SIMPSON: Brothers and Sisters, I've been asked to request that when you go to the microphone, get a little closer. We're not getting it on the record.

I'd like to thank the Rules Committee for all their hard work and attention to detail and getting this done.

PROGRAM AGENDA

PRESIDENT SIMPSON: The next item of business for adoption is the program agenda, and that agenda should be in your book somewhere. My book doesn't have it in it, so if you can find it, I'm going to ask for a motion and a second to adopt the agenda whenever you folks have a chance to see it.

Are we finding it? What do you say, James?

DELEGATE JAMES MANSPILE, Lodge 599: James Manspile, Local 599.

I make a motion to adopt the agenda.

PRESIDENT SIMPSON: It's been moved to adopt the agenda.

Is there a second?

DELEGATE KEVIN EVANSKI,

Lodge 1551: Kevin Evanski, Lodge 1551.

Second.

PRESIDENT SIMPSON: It's been seconded to adopt the agenda. Is there any discussion?

I see no one moving to a microphone.

All those in favor of adopting the agenda, say aye.

Opposed?

It's adopted.

QUADRENNIAL REPORT TO THE CONVENTION

PRESIDENT SIMPSON: Moving on, I would like to take a minute or two to briefly describe the contents of the Quadrennial Report to the Convention. This report includes both the President's Report and the Secretary-Treasurer's Report and provides a comprehensive summary detailing the activities of your National Division during the past four years. We have tried to make the report as complete as possible. I urge you to give it a thorough reading and to share it with your local lodge

members back home. I'm convinced that after reading it, your knowledge of the National Division and its activities over the past four years will be greatly enhanced.

The Quadrennial Report to the Convention also serves to document important milestones, challenges, victories, and defeats for future generations of BMWED. We must learn from the past in order to prepare for the future.

Our history is important. It should make every one of us proud to be BMWED. Rest assured, the transcript of this Fifth Regular Convention will also be reviewed and studied by future generations of the BMWED members. They will point to the actions taken at the 2022 National Division Convention and thank or condemn us for our collective wisdom and the business we transact here together. So let's roll up our sleeves and work together to protect all we have now and all we will gain for our membership in the future.

The Quadrennial Convention Report begins with the reports of each sub-department

within the President's Department - that is, Administrative, Arbitration, Communication, Safety, Education, Legal, Legislative, Research, and Organizing. Primarily through these departments the varied responsibilities of the President are carried out.

Without the assistance of the directors and the staff in these departments, it would be impossible for the Brotherhood to function. Also, included in the Appendix to the Quadrennial Report are interpretations to the National Division Bylaws, which I have rendered since 2018.

And, of course, the Quadrennial Report includes the independent auditor's report of the Brotherhood's finances. The report also summarizes the activity of the National Division Secretary-Treasurer and his department, the National Division Vice Presidents and the National Division Executive Board over the past four years.

The Quadrennial Report contains a lot of information, and no one expects you to read it cover to cover this week; however, I do urge you to read the report so that you will better

understand the functions and responsibilities of your National Division and how it supports you and your interest as a member.

If you have any questions about the Quadrennial Report, please feel free to contact any of the National Division Officers or department directors.

A monumental amount of work has gone into compiling and formatting this report and we certainly appreciate the efforts of all the officers and appointees who contributed to its publication. I also would point out that the entire report was laid out and formatted in house by our own Communications Department.

The next item of business is the report of the Jurisdiction Committee.

Would the Jurisdiction chairman come forward?

Go ahead, Brother Tom, please give your report.

REPORT OF THE JURISDICTION COMMITTEE

COMMITTEE CHAIRPERSON MODICA: How's everyone doing today?

To the officers and delegates of the Fifth Regular Convention of the Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters, greetings.

In accordance with Article III, Section 15 of the Brotherhood of Maintenance of Way Employees Division, President Freddie N. Simpson appointed the following to serve as a Committee on Jurisdiction: Committee members Timothy Gillum; Tom Modica, myself; Zachary White; Larry Katoney; Brad McKinley. As our Convenor, we had Vice President Sean Gerie, Advisor Zachary Voegel, and our staff assistant, Sonia Pettaway.

Report of the Committee on Jurisdiction. Since the Brotherhood's merger with the International Brotherhood of Teamsters, the organized labor movement has undergone a split between the AFL-CIO and the unions that went on to establish the change to win coalition. This means that some old assumptions have gone by the wayside. No longer is the BMWED a freestanding organization. Now its jurisdiction is defined, in part, by its merger

agreement with the International Brotherhood of Teamsters.

Under the merger agreement, our jurisdiction includes, but is not limited to, all maintenance of way track and structure personnel, track and structure personnel that are not direct employees of a common carrier by a rail, including contractors, supplier and manufacturers within the rail and related industries, unrepresented railroad-specific roadway equipment manufacturers, and the other BMWED organized employees. As part of a much larger organization, we can draw on the IBT to act in the defense of its Maintenance of Way Division.

Therefore, we affirm the position taken by our Committee on Jurisdiction in reporting to the Grand Lodge Regular Convention of 1958 and each Grand Lodge Convention thereafter, which are as follows: Our Brotherhood is not attempting to infringe upon the jurisdiction of our sister organizations, but we stand firm in the determination that the various classes of employees who are covered by the provisions

of our agreements shall be permitted to perform all work comprehensive in the scope of those agreements. Thus, it remains the Brotherhood's position that all railroad work performed by bridge, building, and track forces is properly under BMWED jurisdiction and that the proper avenue for adjustment for jurisdictional disputes with the building and construction trades are the procedures of the May 21, 1943 agreement.

We stress that any new high-speed rail passenger proposals must guarantee that the construction and maintenance of those rail lines using these operations are performed by Brotherhood members and subject to the Railway Labor Act, Railroad Retirement Act, and Federal Employees Liability Act. While it is our intent to work cooperatively with our brother and sister unions, we must stand vigilant in protecting the interest of our members in both the legislative and collective bargaining arenas.

Another area of expansion contemplated in the rail industry exists in high-speed

rail. Technology may alter the traditional manner in which rights of way are constructed and maintained. Construction and maintenance of all equivalents of roadbed, track, bridges, building, electric catenaries, and all third rail systems and repair of track equipment, whether involving steel or other new technologies, such as maglev, should continue to be BMWED's work exclusively. We stand ready to use the skilled manpower of our membership to build and maintain any new rail infrastructure system.

The presidential election of 2016 had consequences, including a shift in the focus of the Federal Railroad Administration. In particular, for the first time, the FRA formally solicited comments regarding automation on the railroads, and the introduction of new technologies, in relationship to the agency's regulatory framework. This comes as no surprise. The Class 1s have been actively working Capitol Hill to promote a rail automation agenda. Unsurprisingly, the railroads are looking to use their new positive train control data infrastructure to move forward one-man crews, but they

are also planning for automated track inspection, which would include autonomous inspection cars and drone technology.

Indeed, at last, one carrier has already obtained a special Federal Aviation Administration exemption order and used it to test bridge and track inspection drones.

These technologies are simple tools that can supplement and enhance visual track inspection as it is performed today. Indeed, the trained eyes and hands-on familiarity of BMWED members with physical, not virtual, knowledge of track and structures will remain a critical component of this safety-sensitive function. The edition of new technologies will not change the fact that track and structures inspection is and will remain exclusively within the scope of work performed by the maintenance of way craft or class. This organization will need to be vigilant to resist carrier designs to transfer work of ours to others, whether they are directly employed by the carriers or show up as a vendor/subcontractor employees.

This concludes the Jurisdiction Committee report for this Fifth Regular Convention of the BMWED-IBT.

PRESIDENT SIMPSON: Do you move and second? The committee moves and seconds the report?

COMMITTEE CHAIRPERSON MODICA: Yes, the committee moves and seconds the report.

PRESIDENT SIMPSON: It has been moved and seconded to accept the committee's report on Jurisdiction.

Is there any discussion?

All in favor, say aye.

Opposed, no.

The ayes have it. The report's adopted.

Thank you, Brother Modica, and the committee.

I now call upon the chairman of the Finance and Salary Committee for their report.

Brother Hewitt.

Jason, there's no stairs there. If you want to come up here, there's some behind, or you can step up, either one. Whichever you want to do.

**REPORT OF THE FINANCE AND SAL-
ARY COMMITTEE**

COMMITTEE CHAIRPERSON

HEWITT: I would, first, like to thank all the committee members of the Salary and Finance Committee for your due diligence in the process.

To the officers and delegates of the Fifth Regular Convention of the Brotherhood of Maintenance of Way Employees Division International Brotherhood of Teamsters, greetings.

In accordance with Article III, Section 15 of the Brotherhood of Maintenance of Way Employees Division Constitution and Bylaws, President Freddie Simpson appointed the following to serve as the Committee on Salary and Finance: Zane Sampson, Jesus Rea, Renato Rufo, Alicia Pekarski, and Jason Hewitt.

President Simpson appointed David Joynt and Angela Carr as committee advisors, and Susan Sova as support.

The committee met on Sunday, June 12th, 2022, at Caesars Palace in Las Vegas, Nevada. As a group, it was determined there is

a need to raise awareness to various issues moving forward.

Our membership, in ranks, are dwindling. We need to be cognizant of expectations, regularly monitoring, a budget should continue. Our committee recommends researching real estate options for incoming administration. Technological advancements need to be continued. Education is the cornerstone of any union, and we need to find ways to continually fund these important educational programs.

Respectfully submitted, committee members.

PRESIDENT SIMPSON: Do you move for its adoption?

COMMITTEE CHAIRPERSON

HEWITT: Move for its adoption and seconded.

PRESIDENT SIMPSON: The committee moves for its adoption. It's been duly seconded.

Any discussion on the Finance and Salary Committee's report?

I see no one moving.

All in favor, say aye.

Opposed, no.

It's adopted. Thank you, Brother Jason.

COMMITTEE CHAIRPERSON

HEWITT: You're welcome.

PRESIDENT SIMPSON: All right.

We're ready, I think, yeah, to start the Bylaws Committee report.

Do we need a break before we start it?

...*The delegation replied, "No."*

All right. Brother Anthony, would you please come forward?

While Anthony's coming forward, I think the committee plans to start with Article I. If there's no recommended changes and they recommend none, we'll give you time to think about Article I before we move to Article II. But all -- as the rules state, all amendments must come during the presentation of the article.

So just remember that. If you've got something that you want amended, it's not been printed in the *Journal*, it's outside of an-

anything we've talked about, you need to be prepared during the article and section to go to the microphone and ask for an amendment.

REPORT OF THE BYLAWS COMMITTEE

COMMITTEE CHAIRPERSON

SESSA: Hello, Brothers and Sisters. This committee was appointed by the National President, Freddie Simpson, to serve as the Bylaws Committee in accordance with the Article III, Section 14 of the Brotherhood of Maintenance of Way Division Bylaws.

The committee convened at the Greentown Hotel in Detroit, Michigan, on April 19 to the 21st, 2022, to review all proposed amendments to the BMWED Bylaws submitted for publication in the *Journal*. Each proposal for amendment to the Bylaws was properly submitted and received, has been carefully considered by the committee. Any changes adopted by this body with reference to the article, sections, paragraphs, will be reflected in the reprinting of the new Bylaws following this convention.

The proposed amendments or changes to this article, section, or paragraph in this report are shown in boldface type, underscored. The proposed deletions to the Bylaws are illustrated with a line through the text to be deleted.

All of the proposed amendments, which were timely submitted, appear in the report and are arranged in article order with the related proposal number.

If there were no suggested changes received, or was timely submitted, the article will be followed by nomination standing no proposed amendments received.

Articles or sections having proposed amendment will indicate what the committee's recommendation shown following the applicable article or section number for each represented proposal. This report reflects all the proposed amendments as they appear in the *Journal*, followed by the statement of the proposal's effect.

Your indulgence and cooperation in the presentation of our report is respectfully requested and appreciated.

In solidarity, Anthony Sessa, chairman; John Mozinski, co-chairman; Matt Scherbing; Brian Adams; Lydell Owens; Corey Hayes; Cory Aaron; Manuel Kruse; and Justin Blankenship. Advisor: Bruce Glover, Roger Sanchez, and Zach Voegel.

Bylaws procedures.

The Committee will make its main report and such supplementary reports as required for the report of the Bylaws Committee will go to the floor, article by article. When the committee recommends adoption of the published proposal amendment, the committee will identify the article and recommend adoption and review the proposed amendment. If the committee recommends rejection of a published proposed amendment, it will identify the article and recommend no change. If there has been no published proposal of an amendment to an article, the committee will say so.

Following the full consideration of the committee's main report, the committee will present a supplementary report of any new motions that were not previously published to amend the BMWED Bylaws.

The committee will present its main report and such supplementary reports on bylaw amending or affecting the election of the National Division officers prior to the election of the National Division officers, in order to allow the debate and action prior to the elections.

Preamble, Declaration of Principles.

The committee recommends adoption. See Proposal No. 45.

PRESIDENT SIMPSON: The committee recommends adoption of Preamble, Proposal No. 45. It's been moved and seconded.

Any discussion on the adoption of the preamble?

I see no one headed to the microphone. All those in favor of --

...The delegates responded, "No."

UNIDENTIFIED DELEGATE: Back here.

PRESIDENT SIMPSON: Oh, that's a nice hand. I didn't see it.

VICE CHAIRMAN MITCH MCCARTHY, Lodge 0922: Thank you. Mitch McCarthy, Lodge 922.

You know, while this proposal appears to be written with good intent, I feel that it has a little bit of carrier nerves into it, and I'll explain. In regard to Section No. 2, it states "As long as the member complies." Section No. 8 states "Any person desiring membership must agree to comply."

I don't believe that we should be dictating these conditional terms for our membership, personally. I think we need to educate our members on our Brotherhood and the purpose of our Brotherhood. Just as John Bragg said and the previous report, education is the cornerstone of our Brotherhood. Personally, I feel there hasn't been enough education.

Nonetheless, I think we need to explain our moral standards and how they're fundamental to our Brotherhood, not impose them upon our members. Essentially, obligating morals eliminates the individual's opinion of what's right and what's wrong, and that's not up for us to decide.

I will maintain my opinion on the matter, and I ask that we do not adopt this bylaws change. Thank you.

PRESIDENT SIMPSON: Thank you,
Brother, for your comments.

Any further discussion?

DELEGATE NATHANIEL ALLEN,
Lodge 1054: Yeah. My name's Adam Allen,
Lodge 1054.

I stand against this proposal. I think
there are several examples of conditional state-
ments in here, not unlike what the previous
speaker was discussing. These aren't princi-
ples or objectives.

I think some of these principles could
be construed to be compulsory, dictating to
membership instead of encouraging them, and
therefore probably shouldn't even be a bylaw
or something. I wouldn't even call it a princi-
ple.

I don't see anything wrong with our
current Preamble. There's several examples in
it. The language is softened and it's almost en-
couraging to our members to ensure, to exalt,
to inspire, to stimulate.

We're going to get a lot more bees with
honey. So I think if it's not broke, we shouldn't
try and fix it.

(Applause)

PRESIDENT SIMPSON: Thank you,
Brother. Any further discussion?

DELEGATE COREY HAYES, Lodge
0636: Corey Hayes, Lodge 636, Burnside,
Kentucky.

I stand in support of this bylaw pro-
posal. Look, read through it line by line. If you
have a problem with it, let's debate it.

No. 3 may be a concern to some to op-
pose and resist concessionary bargaining.
That's a bold statement. It's a statement that
we as the BMW need to adopt, we need to
embrace, and we need to move forward with it.

Line No. 6, for example, "It's the moral
obligation of all members to assist the union
when called upon." Brothers, if you're a dues-
paying member and this union calls upon you,
you should respond.

PRESIDENT SIMPSON: Thank you,
Brother.

Microphone No. 2.

VICE CHAIRMAN ANDREW MUR-
PHY, Lodge 0473: Andrew Murphy, Lodge
473.

I oppose this measure. I think there's too many ambiguities in here. It's not enforceable. I have no doubt that the author was sincere in his motivations for coming up with these bylaw changes. However, at this point, if it isn't broken, don't fix it.

I would like to call your attention to bullet point 4. "To oppose and resist concessionary bargaining." Who is going to be the arbitrator of what concessionary bargaining is? 99 percent of my property would say the last two contracts were concessionary bargaining. Obviously, National Division wouldn't feel that way.

Bullet point 7, "It is the moral obligation of all members to assist the union when called upon" -- six. Whose moral obligations are we upholding here? Everyone's different. Did the president feel it's his moral obligation to unilaterally try to merge the federations? The majority of this room said no. However, if that's your --

(Cheers and applause)

The last bullet point, "Fight all violations of democracy, whether it be racial, religious or political. That's a very noble gesture. But what is a political violation of democracy? It seems to me National Division has been engaging in nothing but politics for the last year or so, but people have a difference of opinion.

So I just don't think these are enforceable. I think the existing preamble is good in its current incarnation, and I encourage the body to vote no on this measure. Thank you.

(Applause)

PRESIDENT SIMPSON: Thank you, Brother.

Microphone No. 1.

DELEGATE DEVIN MANTZ, Lodge 1326: Devin Mantz, Lodge 1326. We talked about non-enforceable. We can talk about the preamble that we have today. I encourage you to look through the preamble, it's just saying what our union is for and what it's about. This gives it a little more grit. This makes us a little more militant, a little more caring.

We've been losing for a long time. I think everybody in this room can agree that,

and our members at home would also agree. We need to do more, and we're not doing that right now.

Now, obviously this isn't like some crazy change, but it's something that we can actually show our members that we're actually doing. That's how I feel about it. Thank you.

(Applause)

PRESIDENT SIMPSON: Thank you, Brother Devin.

Microphone No. 2.

DELEGATE JIM CLENDENIN, Lodge 2435: Jim Clendenin, 2435. I'd like to call it to a vote.

PRESIDENT SIMPSON: Let's see if we have enough speakers. We haven't had enough speakers yet, Brother.

Raleigh, are you against?

DELEGATE RALEIGH JONES, Lodge 227: I'm against.

PRESIDENT SIMPSON: All right. Well, you're next.

DELEGATE JONES: Red, Lodge 227.

I'm against changing these bylaws. It's not the size of the dog; it's the fight of the dog.

We're fighting every single day to keep our union the way it is.

I'm looking at the Declaration of Principles down here at the bottom. Nowhere does it say anything like it does in No. 9. "To assist other unions whenever possible in their resistance to attacks on wages and other working conditions and other attainment of their demands and to honor legitimate picket lines."

I like that. Really I do. Because we need to fight. All of us need to get together on this. That's what I'm saying, don't change what you already have set up. Because you start changing things, you lose the value of it.

And so with the younger ones, hey, listen and learn. Read this stuff. Don't just listen to anybody around you, pay attention.

That's how I feel about it. Don't change the Bylaws.

(Applause)

PRESIDENT SIMPSON: Thank you, Red.

Microphone No. 1.

COMMITTEE MEMBER AARON: Cory Aaron, Local 745. Guys, just to be clear,

this speaks directly to what we're for. No. 6 says, "It is a moral obligation of all members to assist the union when called upon." If you're a union member, we should support this. It's our obligation to the membership to make it better.

I mean, is anybody opposed to that? No. 9, "To assist unions when possible in their resistance to attacks on wages and other working conditions and other attainment of their demands and to honor legitimate picket lines."

Guys, we're not in this alone. We are not in this alone --

PRESIDENT SIMPSON: Hold on, we've got a point of order. He's coming to the microphone.

Point of order is in the front, Brother.

I apologize, you can use any mike you want for a point of order. The Parliamentarian said you were right.

DELEGATE JOHN EAST, Lodge 1002: John East, Local Lodge 1002 out of Stockton, California.

Is this member speaking a delegate or is he a guest?

PRESIDENT SIMPSON: He is a member of a committee who has access to the floor. There's a rule if you want to go back and read the rules.

Go ahead, Brother.

COMMITTEE MEMBER AARON: My point is this, if we're going to build a stronger union, we've got to work together with other unions. We've got to back other unions. So when we're fighting, they're backing us. We've got to network and build a stronger union by connecting with other unions, so I stand for this.

(Applause)

PRESIDENT SIMPSON: Thank you, Brother.

Anyone else want to speak?

Microphone No. 5 or 6. 6.

DELEGATE PERRY RAPIER, Lodge 3017: Brother Perry Rapier, Lodge 3017. I'm against this change in all capacities. It's being discussed that these words will allow us to be more militant. Well, Brothers and Sisters, words don't make us militant, our actions do, so we don't need those changes. We need the

actions, not the words. And all we have right here as a proposal is to be militant against ourselves. Thank you.

(Applause)

PRESIDENT SIMPSON: Microphone No. 1.

DELEGATE COREY HAYS, Lodge 636: Corey Hays, Lodge 636. Again, I would encourage you to vote for this proposed amendment. Line item No. 3, "To oppose and resist concessionary bargaining." If you would visit Webster's Dictionary, that would help us understand that just a little bit better. We don't want to concede in bargaining. Line item 3 is simply saying we don't give up. Thank you.

DELEGATE KEVIN EVANSKI, Lodge 1551: Kevin Evanski, Lodge 1551 --

PRESIDENT SIMPSON: Are you at a For microphone?

DELEGATE EVANSKI: I'd like to call the question.

UNIDENTIFIED DELEGATE: That's unfair, Bro.

PRESIDENT SIMPSON: No, he can call the question from any mike.

The question has been called. All in favor of calling the question, say aye.

All opposed, say no.

The ayes have it. We're going to vote.

The question and the vote is on the adoption of a proposal to amend the Preamble. It's 45, I believe it was. They took it off my screen. Yeah, it's Proposal No. 45.

All in favor of the adoption of No. 45, say aye.

Those opposed, say no.

The noes have it.

(Applause)

We're back on the report. Would you come to order, please?

COMMITTEE CHAIRPERSON

SESSA: No changes proposed on Article I, Section 1.

PRESIDENT SIMPSON: No change proposed to Article I, Section 1. Any discussion?

Move on, Brother.

COMMITTEE CHAIRPERSON

SESSA: No change proposed on Section 2.

PRESIDENT SIMPSON: No proposed change to Article I, Section 2. Any discussion?

Move on, Brother.

COMMITTEE CHAIRPERSON

SESSA: Section 3, the committee recommends adoption. See Proposal No. 11.

PRESIDENT SIMPSON: Have we got it on the board or are we going to put it on the board?

Tell me what you're proposing again.

COMMITTEE CHAIRPERSON

SESSA: The 2022 Proposal No. 11, National Division Office, submitted by Bruce Glover, Northwest Region.

PRESIDENT SIMPSON: All right, we have it now.

Article I, Section 3, the committee recommends adoption of Proposal No. 11. Is there discussion?

No. 6.

DELEGATE KEVIN EVANSKI,

Lodge 1551: Kevin Evanski, Local Lodge 1551. I stand against this proposed amendment because it reduces the VPs to three. And if you

think about the work that the VP should be doing, I think you will agree with me that three is not enough.

When you consider the Allied Federation alone in the South Region as 13 or 15 agreements, and then you think about the Northeast Region as another 15 or 20 agreements, you have over 30 agreements. And now part of the duties of the VPs are to help Peter, Director of Strategic Organizing, help them negotiate agreements. Right? So now we're going to say we're going to make one VP responsible for over 30 agreements. Same thing in the Northwest, same amount of agreements. And I think that's a mistake. We want them to be able to take their time.

Because one provision in a CBA could be worth millions of dollars to our members. One bad provision, one unresearched provision could cost our members millions of dollars. And I know that, I worked in arbitration and I've seen it go both ways. So research is important.

But also we want more from our VPs. Article IV, Section 4 states that the Vice Presidents are supposed to be visiting the local lodges and instructing the local lodges.

So now if they're out there visiting the locals -- now, I don't know that they're been doing that, COVID, granted, but they need to get back out there and engage the membership. So we're asking a lot of them, and I just don't think reducing the VPs to three from five is a good idea.

And I think we leave the E-Board alone. I don't think it's a big expense and I think six is a good enough number, and it provides good oversight. For that reason, I ask that you stand against this proposed amendment. Thank you.

(Applause)

PRESIDENT SIMPSON: Microphone 2.

VICE PRESIDENT GLOVER: President Simpson, I'm the mover of --

DELEGATE THOMAS BLACKWELL, Lodge 2411: Is that microphone 2 or 1?

PRESIDENT SIMPSON: I'm sorry, I didn't see 1. We have to go to a "For" microphone, so let's go to microphone 1, then I'll go to 2.

I didn't see you, Bruce.

VICE PRESIDENT GLOVER: I should have worn brighter clothes. Maybe I should have a green hat.

(Laughter and applause)

I'm the mover of the motion, Bruce Glover, Lodge 144.

Listen, when we had five VPs, we had 95,000 members, 50 railroads, 45 systems. Now we have seven railroads, 25,000 members, and Secretary-Treasurer Joynt just presented a Secretary-Treasurer's Report where we are just barely balanced. I bet you if he looks at the returns on investments in the last few months, his budget is no longer balanced.

What you don't want to do is to let your union get desperate. Because I've seen it in this industry, some unions, I won't mention their name, but a union when they eliminated typewriters didn't cut their overhead, and it became

a very desperate union. And the railroad knows that because they look at your LM reports.

And so they went to that union and said, "Tell you what, we can get you some more dues payments if you're willing to do a very concessionary agreement; less pay, different health care, no 40-hour workweek, no week assignment, we can send you home when we don't need you." And that union did it because it needed dues payments.

That's what happens if you don't watch what's going on. And either this convention needs to raise the dues -- and I'm not feeling the appetite to do that, nor would I support it - - or you have to cut your overhead.

National Division cut 20 positions during the last term. And the only way you can do that is if the employees that you have step up and say I'm willing to do that work. So we have employees that stepped up to do that work. Are you going to send a Vice President in there to do that work that doesn't even know what the hell that job is? Are you going to send a Vice President to the Chicago office that's

maybe never even arbitrated a case and they're going to run the Chicago office now?

Listen, we need to keep our overhead, we need to keep -- we eliminated 20 staff positions. The only thing we didn't cut was the jobs at the top. And you cannot be responsible to this union that's now at 25,000 members, give or take, and not reduce your overhead.

A VP position -- Secretary-Treasurer Joynt can correct me, but I thought he told the Bylaw Committee -- is around \$247,000 by the time you pay the wages, the healthcare, the expenses, the Tier 1, Tier 2, some such number like that. You cut two of those jobs, that's a half a million dollars. Now you have some room.

And I'm hearing the buzz all around this room wants to talk about education for the membership, and I support that. But the only way you can run education programs is if you've got some more money. And if you don't somewhere find some more money, you are not being responsible to the membership.

I would urge you to -- listen, if this union gets bigger or if suddenly you decide they

can't do it, then put more back on. That's easy to put them on. It's hard to take them off. Right now you have retiring vice presidents so nobody has to go home because the jobs will be empty, so you can reduce them through attrition rather than laying somebody off.

This is the time to do it. Be responsible, put your union in the black and don't leave it in the red. Thank you, Brothers.

(Applause)

PRESIDENT SIMPSON: Thank you.
Microphone 2.

DELEGATE THOMAS BLACKWELL, Lodge 2411: Thomas Blackwell, Local 2411, Silsbee, Texas.

I stand against this proposal. Why? Brothers, if you are listening to what you are hearing, you have an elected officer asking you to reduce the number of elected officers in your organization. What sense does that make, right?

When you reduce the number of elected officers, yet you hear no more discussion about where else can we make cuts other than elected officers, that's insane. There's no

reason -- you lose your voice. You lose your voice when you reduce the number of elected officers. Appointees, staff members, you have no say in who is chosen for those positions.

That is taking the power from you and laying it on the shoulders of the president, and that's insane. You are the ones that should have the voice. You should be speaking on who you want to be your elected officers, not have those handpicked by the president.

Thank you.

(Applause)

PRESIDENT SIMPSON: Microphone 1.

GENERAL CHAIRMAN
MOZINSKY: John Mozinsky, Lodge 249.

I just wanted to give some context. Bruce summed it up pretty good. Last convention I ran for president here and I advocated very hard to cut appointee positions. And at that convention, everybody is like, no, we're going to keep them, we're going to keep them. And then obviously they had to cut them to get a budget in balance.

And now you have – there's going to become a point as a body we've got to decide what is that number that we are willing to reduce. I believe it is right now, and you have to look at it. Because everybody can see what's on Facebook, what they hear at local lodge meetings from members about the continued dues increases. People get pissed off about dues increases. And we have an automatic dues increase and systems have automatic dues increases.

So we're sitting here at a convention and we're going to be debating this. The general membership is already thinking we're at Caesars having a party, when we're actually doing work here. And then we tell them, well, no, we kept it. And then in four years we're looking maybe we do have to raise dues or do something like that. We have to be responsible with the members' money right now.

And what's also hanging out there that we have to talk about is if we get a great contract, 35 to 40 percent, that's a back pay that is going to hit every single position at National Division. They've been without a raise as well,

so you're going to be paying that out. And all of a sudden the amount of budget and different things is going to rise dramatically. So we have to look at that objectively.

I hope you guys are looking at that objectively, deciding for yourself, deciding what your local did. I am for the Bylaw proposal.

(Applause)

PRESIDENT SIMPSON: Thank you, John.

Microphone No. 4.

DELEGATE PAUL BELLOWS,
Lodge 0216: Paul Bellows, Lodge 216.

I'm against this for several reasons. This proposal's about democracy. We have a vote, we vote people in, and they make votes or decisions based on our vote. They represent us.

To cut vice presidents is going to be cutting your own throat. They're asking us to gut ourselves from the inside, just like the railroads have done, and we've seen what the railroads have done.

(Applause)

They want us to do to ourselves what the railroads have done. I don't care how many appointees or staff they've already cut. Maybe we need to cut some more.

If this is about money, which it sounds like it is -- this is a nice place. But I tell you what, there is a thousand other places we could go to have a nice meeting and not pay this kind of money.

(Applause)

This is ridiculous. You want to tell me to cut my representation because we need to save money and be fiscally responsible, but here we are in this place. Talk about hypocritical.

(Cheers and applause)

Our dues-paying members in the field are pissed off where their union dues money is going. They know where we're at, they know what we're doing. We could have other places here in Vegas that are a lot cheaper than this place. The union members in the field that sent us here do not like what we're doing, plain and simple.

My USD has more elected officials than what we have at national. So don't tell me we need to cut more elected officials at National Division because of money when we're spending money on things like this. That's all I got.

(Applause)

PRESIDENT SIMPSON: Thank you, Brother.

Microphone No. 5. Roger?

VICE PRESIDENT SANCHEZ: Roger Sanchez, Lodge 1058, is an advisor to the Bylaws Committee.

You know, I do hold a position currently and I will be returning August 31st as a vice president. I got to agree with some of the other speakers. The members are pissed off and they're angry about where their union dues money is being spent. A lot of them feel they're not getting the best bang for their buck.

You know, I can tell you, as a vice president -- a speaker brought up that vice presidents should be attending meetings. I can tell you and every one of you here, that if I'm invited to a meeting, union meeting, Saturday,

Sunday, I don't care, and I've got nothing on my schedule, I do show up. Because you know what? If I don't listen to the rank-and-file members and hear what they're going to say, I'm going to lose touch and I'm going to lose connection.

Well, I promise you this. When I took this job -- and I wasn't appointed; I was elected by the membership, and I appreciate the opportunity to be able to do and serve our brothers and sisters. And by being elected, one of the things that I done is to represent the best interests of the membership as a whole. And I think I have truly tried to demonstrate that.

Now, we have differences of opinions, which is great. It would be awful if we all thought the same way. It's good to have a debate in a civil and mannered way. Just because we agree to disagree doesn't mean that there's any hatred, doesn't mean there's any insult, there should be no sarcasm, and there should be no vendetta.

As a vice president from the South, if you put in seven people, eight people, that is a decision these delegates in this convention has

to make. What I will say is a waste of money is having a vice president where he's been excluded from anything for the last year and a half because of a difference of opinion, and I think that is a waste of money. Thank you.

By the way, could we get the Bylaws Committee, Brother Sessa, to give the rationale for the proposed change? Thank you.

PRESIDENT SIMPSON: The rationale has been asked for, Brother.

COMMITTEE CHAIRPERSON
SESSA: Membership has been steadily declined. There are fewer railroads, systems, and federations, general chairpersons, vice chairperson needing the assistance of a vice president or the Executive Board.

More on, we stood in this room four years ago with 10,000 more members. We stand here with 10,000 less. Most of us seen a time for a change.

PRESIDENT SIMPSON: We're going to microphone No. 2, Tony, and then we'll come back to the front to Gene.

GENERAL CHAIRPERSON CARDWELL, Lodge 1054: Tony Cardwell, 1054.

I stand against this proposal. It bothers me that some of the proponents here are making this -- are moving this forward. I'll tell you why. These folks just recently voted and added two appointees to National Division in addition to what they have, just a couple of months ago. And now they're saying cut vice presidents. That makes no sense at all, no sense at all.

(Applause)

PRESIDENT SIMPSON: Microphone No. 3.

DELEGATE GENE ANIRINA, Lodge 3014: Gene Anirina, Local 3014.

While I appreciate the red hats and the paper you pass around telling the guys how to vote, No. 20 no, and I also appreciate the guy saying not to come to Vegas, we'll save money. If we go to a right-to-work state, maybe we will save money. But this is a union town and it's one of the cheapest towns to have a convention in, so do some research on that piece.

(Applause)

In addition -- in addition, our vice president, mine for the Northeast, I never see. Never. In meetings, never says nothing, has nothing to contribute. We're spending, I think Bruce said, \$250,000 per, and I agree with that. And so that would be a half a million dollars. If the membership has declined, we have a responsibility, a fiduciary responsibility to reduce our expenses.

Now, you may all wear one shirt and listen to the guy with the hat, but you got to realize that sooner or later, we either do it, go broke, or raise dues. We are a business and we have to function as such.

Somebody said the railroad see our LM forms. They do see our LM forms. They see our Strike Fund. They see how we do financially, how strong we are, how we can fight claims and arbitrations and all that. That's where the money should be going. If we get more members, we bring in more vice presidents, no problem. But we've got to reduce when the members reduce.

And he's right, the guy with the pink hat was right. The members are pissed off. And

we talked about it earlier, of changing the way we do our dues structure. Most members don't even know how that works.

It's a multiplier of the Class 1 wages from the year before. It automatically goes up. If they don't get a raise and another Class 1 does, they get a dues increase; they lose their mind. We need to reduce expenses and then we can reduce dues as well.

So it's not about fluffing a job, getting my boy, you know, they've got their guys they want to run and get them in the spots. We don't need it. We can do it with the reduction, and we'll be more financially responsible for doing it and report back to the members that we did something proactive.

(Applause)

PRESIDENT SIMPSON: Microphone
6.

DELEGATE PERRY RAPIER, Lodge
3017: Perry Rapier, Lodge 3017, Alliance Fed-
eration.

I'm for this -- against this proposal, guys. And I'm just going to speak from the heart. Some of you guys have already heard

this before, but I'm tired of being asked to do more with less. The railroad has done it. The railroad has done it with their workforce. They've done it to maximize themselves. We get more for less. That's all they want, that's all they want.

And we're sitting here talking about the same thing. We're going to introduce Precision Scheduled Railroading into our own union. What we want, we want people to show up. We want more involvement. We want more engagement from our elected, not appointed officials. And so the first thing we should do with that is eliminate elected positions. How in the hell is that democracy?

It's for those reasons that I'm against this. Thank you.

(Applause)

PRESIDENT SIMPSON: Microphone
No. 5.

DELEGATE JERRETT MASON,
Lodge 0636: Jerrett Mason, 636.

One of the things I've been hearing here is we don't want to lose representation. I fully agree with that. Another thing I hear is

money. Why can't we meet in the middle: Keep our representation and cut the pay. I mean, you know, if we cut \$50,000 off each position, that's \$250,000. You keep your five spots, it's right in the middle of what they're saying.

(Applause)

I don't like cutting pay, but if that's what they want to do, we keep our representation, which I'm fully for. That's all I've got to say, be meeting in the middle.

PRESIDENT SIMPSON: I don't know if you're for or against, but thank you for the comments.

Microphone No. 2.

DELEGATE JOHN SOMA, Lodge 1552: John Soma -- oh, shit. Sorry.

(Laughter)

John Soma, 1552.

I basically am against it, mainly because it seems like they're taking a page out of Hunter Harrison's playbook and doing more with less. You don't want it. It's horrible, I've been through it.

Anyway, also, the money part, why is it that National Division people are living high on the hog, getting, like, memberships to clubs, they have their own office in their home, where everybody else goes out to have their office everywhere else? We could cut money that way.

But I know when I went to Denver airport, I wasn't allowed to go in the United Club, but from what I understand, the National Division members all get memberships. So I'm just -- I don't know, I just think it's nuts.

(Applause)

UNIDENTIFIED DELEGATE: Call the question.

PRESIDENT SIMPSON: The question's been called. All those in favor of calling the question, say aye.

Opposed, no.

The question will be called and the question will be -- can you get the proposal back on the screen? I'm sorry.

The vote will be on Proposal No. 11, Article I, Section 3.

All those in favor of the amendment,
say aye.

All those opposed, say no.

The noes have it.

(Applause)

COMMITTEE CHAIRPERSON

SESSA: Article I, Organization of the BMW, Section 6. Committee recommends no change.

PRESIDENT SIMPSON: Well, are we five minutes from 5:00? All right, the agenda says we close order of business at 5:00. The production folks need to reset the computers, they want a ten-minute break. So I'm going to adjourn for the day --

UNIDENTIFIED DELEGATE: Before we adjourn, I'd just ask this question. There are several other bylaws that are associated -- changes that are associated with this one. Are we going to cancel all those or are we going to need to go through those all those as well?

PRESIDENT SIMPSON: I think the rules require us to go through the Bylaws that affect the elections. We will do that in the morning.

We've got one announcement. Everybody that wants to hear the debate, stay behind, we'll be here until whenever. We'll pick up on that proposal -- we'll pick up behind the last article, Section 3, in the morning.

UNIDENTIFIED DELEGATE: Just a question, Fred. Is it safe to leave our binders in here overnight, so we don't have to lug them?

PRESIDENT SIMPSON: I can't hear you, Jason.

UNIDENTIFIED DELEGATE: I was asking if it's safe to leave our binders.

PRESIDENT SIMPSON: Your binders?

UNIDENTIFIED DELEGATE: Yeah, so we don't have to lug all this --

PRESIDENT SIMPSON: We have a guard that watches the place, but I can't guarantee security on anything.

UNIDENTIFIED DELEGATE: I was asking if it was going to be locked.

PRESIDENT SIMPSON: Huh?

UNIDENTIFIED DELEGATE: I was asking if the room was going to be locked.

PRESIDENT SIMPSON: They've had a guard in here every night and it's been locked as well.

Brothers, just hold on here, Dave's got an announcement. And then we'll --

ANNOUNCEMENTS

SECRETARY-TREASURER

JOYNT: Just one announcement real quick. Immediately following the close of the convention today, the Allied Federation delegates will meet in Emperors Room 2. Emperors 2 immediately when we adjourn for the day, Allied Federation.

PRESIDENT SIMPSON: Okay. So I don't know how long you folks want to get your questions for the debate together, so let's give 30 minutes, start the debate at 5:30. Questions can be submitted. I don't know who's -- I'm not the chair, I don't know if I'm the chair or not. It's after hours. So we will figure that out.

So if the candidates want to come forward and put together a plan, they should do that.

(At 4:55 p.m., Monday, June 13, 2022, the Convention was recessed, to reconvene at 9:00 a.m., Tuesday, June 14, 2022.)

Election Title: Amnd Rule 17 Delete B/C - Election 10AM

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
W	265	ACOSTA, NARCISO	0134	213	YES
W	266	ADAMS, BRIAN J	0325	43	YES
W	267	ADDISON, PATRICK	1539	74	YES
NW	092	AGAWA, THOMAS C	2926	52	NO
S	167	AKERS, KENNETH R	1464	112	NO
S	168	ALBERS, DENNIS R	1162	37	YES
W	001	ALLEN, ADAM E	1054	1	YES
W	268	ALLEN, NATHANIEL E	1054	63	YES
W	269	ANDERSON, ZACHERY D	2427	69	YES
NE	002	ANIRINA SR, GENE A	3014	1	NO
S	171	BAHRET, SHAWN J	3098	49	YES
W	270	BAILEY, MARK L	0355	15	YES
S	172	BAKER, NICHOLAS A	3008	31	YES
NW	093	BANDT, FREDERICK H	2931	58	YES
S	173	BARNES, PATRICK L	0546	78	YES
NE	050	BARRETT, MICHAEL A	2910	76	YES
S	174	BASTEDO, ANDREW J	2161	18	YES
S	175	BEAL, DAVID G	1362	50	YES
NW	094	BEHM, BRYAN J	0303	24	NO
S	176	BELCHER JR, GEORGE T	0670	72	YES
W	271	BELLOWS, PAUL M	0216	72	YES
W	272	BELOW, LOUIS R	0914	19	NO
W	273	BELTRAN, SIMON A	1862	81	YES
NW	095	BERGHORST, RANDI D	0908	72	NO
NW	096	BERGNER, JOHN M	0358	101	YES
W	003	BLACKWELL, THOMAS W	2411	1	YES
W	274	BLANCO, CHRISTOPHER J	0700	18	YES
S	004	BLANKENSHIP, JUSTIN M	1464	24	NO
NW	097	BLESSING, KYLE A	0800	46	YES
NW	098	BLESSING, RODNEY A	0800	29	YES
S	177	BOGART JR, DALE E	1632	60	NO
NW	099	BOHN, RYAN R	0509	63	YES
W	275	BORICH, JOHN W	0941	70	YES
S	178	BOYD JR, TOMMY L	2163	95	YES
NE	051	BRADLEY, WILLIAM J	3095	196	NO
NW	100	BRANDT, JASON H	0099	27	YES
NW	101	BRITT, BRIAN A	1316	50	YES
W	276	BROWN, DARREN L	0204	52	YES
NW	102	BROWN, JARED J	1105	65	YES
NE	052	BROWN, JUSTIN T	2910	173	YES
W	277	BROWN, MICHAEL T	0652	57	YES
NE	053	BUCHANAN, LENNY W	3075	153	NO
NW	103	BUCHENAUER, TODD J	2928	68	YES
S	179	BUDNEY, JAMES W	2624	54	YES
W	278	BULMAN, MATTHEW	2431	47	YES
W	279	BUMPUS, H DAVID	1600	53	YES
NW	104	BURBACH, DANIEL L	0297	52	NO
NE	055	BURLESON, JAMES V	0558	46	YES
W	281	CAMERON, DE WAYNE	0779	34	YES
W	282	CAMERON, MARVIN D	2411	93	YES
W	283	CANO, JOHN J	0017	71	YES
W	284	CANTU, SANTOS	1096	74	YES
NE	056	CAPUTO, KURT	3014	260	NO
NW	105	CARDINAL, JOSHUA M	1906	20	YES
S	377	CARR, JONATHAN W	0551	129	NO
W	285	CARREON, ROBERTO	0377	116	YES
NW	391	CARROLL, DAVID L	0104	1	NO

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
W	286	CASTILLO JR, HECTOR H	2410	98	YES
S	180	CASTRO VAZQUEZ, SERGIO	0044	69	NO
NW	106	CHARTERS, PATRICK A	0041	54	YES
NE	057	CHASE, KEVIN M	0866	30	NO
NE	058	CIANCHETTI, STEVE F	3063	38	NO
NW	107	CLENDENIN, JAMES M	2435	42	YES
S	183	COUTEE, JONATHAN R	1176	104	YES
S	184	COX, JAMES R	1563	67	YES
NE	059	COZINE, CHAUNCEY G	3068	355	NO
W	287	CREEK, RICHARD	1133	85	YES
S	386	CRIDER, RONNIE S	2729	108	YES
S	007	DAVID, JACK E	0301	1	NO
W	385	DAVIS, JOSEPH	2421	60	NO
W	288	DE GRANDE, LUCAS A	0518	42	NO
W	289	DECKER, MATTHEW A	1152	44	YES
NW	008	DEL MURO, ROLANDO	0358	1	YES
W	290	DELGADO, ALEXANDER C	0918	75	YES
NE	060	DEWE, JESSE J	0895	135	YES
NW	108	DIAMOND, GEORGE A	2929	70	NO
NW	109	DIETSCHWEILER, ERIC J	2927	53	NO
W	291	DINGUS, JON B	2854	15	YES
NE	009	DODD, JED	3068	1	NO
W	292	DODDEMA, DAN J	0437	15	YES
W	293	DRAKE, JOHNATHON	0122	35	YES
NE	061	DUNN, MICHAEL R	3041	110	NO
W	294	EAST, JOHN A	1002	45	YES
NW	110	EDWARDS, BRIAN D	1763	113	NO
S	185	EDWARDS, CORY T	2957	29	YES
NW	111	EIDENSCHINK, TONY M	0249	65	NO
W	295	ERICKSON, JEREMIAH	1067	26	YES
NW	112	ESPINOZA, WAYNE A	1108	96	YES
S	186	ESQUIVEL JR, JOE	1021	55	YES
W	296	ESSARY, MICHAEL H	2413	101	YES
S	187	EVANSKI, KEVIN D	1551	17	YES
NW	010	FARLEY, CALVIN K	0104	1	NO
S	189	FARRAR, JAMES W	1353	49	YES
S	190	FELKER, NATHAN A	0567	114	NO
NW	113	FIELDS, JEFFREY T	1092	107	NO
W	297	FINLINSON, DOUGLAS R	1227	172	YES
W	298	FITZWATER, WILLIAM P	1071	23	YES
W	299	FLANAGAN, MARC T	0692	16	YES
S	191	FLORES, JORGE	1058	209	YES
W	300	FOLSOM, LAEN L	2438	32	NO
NW	114	FORSGREN, JAKOB C	1320	143	YES
S	192	FOWLER, THOMAS S	0542	48	NO
W	301	FRANCO, FRANK	2415	140	NO
W	302	FRANCO, JESSE	2419	109	YES
NW	115	FREEMAN, TIMOTHY W	2852	60	YES
W	011	FRY, JEFFERY L	2600	1	YES
W	303	FUDGE, JASON R	1082	34	NO
S	193	FUHRHOP, BRANDON L	0965	24	YES
NE	062	GALLIGAN, DONALD S	0469	124	NO
S	387	GALVAN JR, CRESENCIO	2754	24	YES
S	194	GATTIS, STEVEN D	0992	93	NO
NE	063	GEIBEL, ADAM T	1115	25	YES
NE	064	GELLER JR, PERRY K	1037	40	YES
NW	116	GILBERT, MICHAEL S	1832	25	YES

Election Title: Amnd Rule 17 Delete B/C - Election 10AM

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
NW	013	GILLUM, TIMOTHY R	0309	1	NO
S	196	GLASGOW, ELBRIDGE R	1025	33	NO
NW	014	GLOVER, BRUCE G	0144	1	NO
S	372	GORDON, BRIAN A	0547	66	YES
NE	065	GORDON, DAREN J	0201	192	YES
S	197	GOUCH, RODERICK	0808	42	NO
NE	066	GRAHAM, JASON E	1650	17	YES
W	304	GREEN, MATTHEW W	2033	28	NO
S	198	GREGURICH, THOMAS	0644	72	YES
W	305	GRIFFIN, RICK	1196	39	YES
S	199	GRIFFIS, BOBBY J	1099	67	YES
NW	117	GUSTAF, JACOB D	2920	33	YES
NW	118	GUTIERREZ, DIEGO	0014	26	YES
NW	119	HAGEN, JEREMY	1710	73	YES
W	384	HAGERMAN, JUSTIN L	0361	49	NO
W	015	HAISTON, NICHOLAS J	2418	1	YES
W	306	HALBERT, VONCHA	0616	52	YES
W	307	HALCOMB, MARK D	1069	22	YES
W	016	HALLGREN, MIKE K	0757	1	YES
W	308	HANCOCK, GARRET W	2416	53	ABSTAIN
W	309	HARMON, PAUL L	0637	54	YES
NE	068	HARRIGAN, GARETH	0987	99	YES
S	200	HARRIS, KACEY M	0927	63	YES
S	201	HART, TERRY L	0571	84	YES
NW	120	HARTMAN, KENNETH J	1302	77	YES
S	017	HAYES, COREY D	0636	1	NO
S	202	HEAD, JOSEPH A	0034	33	NO
S	018	HEISER, DUSTIN	0287	1	YES
S	203	HELSEL, IVO J	0287	21	NO
S	396	HENRY, CORY M	0450	150	YES
S	204	HERRON, BRICE L	0601	127	YES
S	205	HESTER, JEFFRY R	1155	61	YES
S	206	HILDEBRANDT, MILO J	2307	82	YES
S	381	HITE, JONATHAN M	3047	31	NO
NW	121	HITZKE, STEVE F	1453	29	NO
W	310	HOFFMAN, ALLEN M	2430	59	NO
W	311	HOPPE, CAMERON C	0473	116	YES
NE	069	HOULIHAN, DAVID P	0090	57	NO
S	380	HOWARD, MICHAEL D	0525	34	NO
NW	122	HOWELL, DYLAN C	0104	154	NO
S	397	HUNSICKER, DUSTIN R	0935	26	YES
S	207	HURLEY, CHADWICK C	0586	54	NO
NE	070	JACOBS, JR, JOHN H	0707	9	YES
S	208	JAMES, JOHN C	2703	22	NO
NW	123	JANEY, ERIC J	1055	36	NO
NW	124	JEFFREY, PAUL G	1280	39	NO
NW	125	JOHNSON, BLAKE A	2825	24	NO
S	209	JOHNSON, JEREMY	0965	70	NO
W	313	JOHNSON, STEVEN R	1757	12	YES
S	210	JOHNSON JR, DAVID L	0112	94	NO
S	211	JONES, QUINTEX L	1700	35	NO
W	314	JONES, RALEIGH D	0227	43	NO
NW	019	JOYNT, DAVID D	1214	1	NO
NE	071	KARNES, JAMES M	3005	208	NO
W	315	KATONEY, LAWRENCE H	2417	205	NO
S	212	KEMP, DAVID L	0660	43	YES
NW	126	KLAYBOR, TYSON J	0788	48	YES

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
W	316	KOK, WILLIAM J	1251	42	NO
NE	072	KRATZER, CHRISTOPHER J	0891	41	YES
S	213	KUBENA III, HENRY B	1338	49	YES
NW	127	KUBESH, JEREMY J	0706	85	NO
NW	128	LAMPRECHT, MARK J	0306	59	NO
W	317	LANE, CURTIS D	1393	73	YES
NE	073	LANGAN II, NEIL R	3011	95	NO
S	214	LANGLEY, JOSEPH F	2286	120	YES
S	215	LARSON, MATTHEW K	1643	156	NO
W	318	LATHRUM, ROBERT M	2414	41	YES
S	216	LAWSON, WESLEY T	0993	33	YES
S	217	LE FRANCE, KENNETH D	1338	33	YES
NW	020	LETIZIA, JOSEPH J	2928	49	YES
NW	129	LILES, KEVIN H	1533	80	YES
W	319	LINCOLN, LANCE E	2404	72	YES
NE	074	LIVINGSTON IV, WALTER R	3039	56	NO
S	021	LONG, JONATHAN B	0571	1	NO
NW	130	LOVE, LENDALE	1903	32	YES
NW	022	LOVELAND, GEORGE L	0783	1	YES
NE	075	LOWN, RYAN A	0704	23	YES
NW	131	LUDWIG, JARED	0320	80	NO
NW	132	LUNDBERG, JORDAN M	2621	82	YES
W	321	LUNOW, RANDY S	2406	22	YES
NE	076	LYLE, JOSEPH F	2905	155	YES
W	322	LYON, TIM K	1516	16	YES
W	323	MACHACEK, NICHOLAS R	1847	23	YES
S	218	MACKEY, ETHAN A	0645	45	YES
W	324	MADRID, DUANE A	1517	36	YES
S	219	MALOATA, SAIVAAULI O	1081	21	YES
NW	133	MALONE III, JAMES F	0344	13	YES
S	220	MALZNER, KENT W	1041	49	YES
W	325	MANOJLOVIC, NIKOLA	0694	76	YES
S	221	MANSPILE, JAMES L	0599	106	NO
NW	134	MANTZ, DEVEN G	1326	63	NO
NW	371	MAROHN, WILLIAM R	0158	42	NO
S	222	MARTIN, MAJOR B	2762	88	NO
NE	077	MARTINS, MICHAEL B	0305	50	YES
S	223	MASON, JERRETT R	0636	79	NO
S	382	MAYNARD, JONATHAN L	0580	36	NO
W	326	MC CANTS III, HERBERT	2154	13	YES
W	327	MC CARTHY, MITCH J	0922	37	YES
NW	135	MC CUMBER JR, RICHARD E	0928	21	YES
S	225	MC DONALD, RANDY T	0564	121	YES
W	023	MC GUIRE, DARRELL L	0017	1	YES
W	374	MC KINLEY, BRADLEY G	2439	32	NO
W	328	MC KINNON, JOSEPH S	0922	97	YES
W	393	MEFFERD, ADAM R	0626	18	YES
NW	136	MEIERS, ROBERT K	1189	32	NO
S	226	MEINHARDT, CARY R	0702	104	YES
NW	137	MELLOTT, MIKE A	1888	28	YES
NE	078	MENDOZA, ROBERT	3086	42	NO
NW	024	MERRIER, JOSHUA B	0320	1	NO
S	227	MESSINGER, JASON W	0302	17	NO
NW	138	MEYER, ERIC M	2643	21	YES
S	383	MILES, BRYAN R	3077	14	YES
W	329	MILLER, BUCKY L	0508	154	YES
W	330	MILLER, JASPER	2400	63	NO

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
S	229	MODICA II, THOMAS G	1532	49	NO
S	230	MOFFITT, TYLER S	1368	15	NO
S	231	MONACO JR, JOSEPH F	0409	94	YES
NW	139	MOODY-GILBERT, STACI R	1214	59	YES
W	331	MOORE, ERIC J	0654	52	YES
W	332	MOREHEAD, DANIELE D	2409	143	YES
W	333	MORTENSEN, CHARLES M	2403	99	NO
W	334	MORTON, SARAH J	2405	103	YES
NW	025	MOZINSKI JR, JOHN A	0249	1	NO
W	335	MURPHY, ANDREW T	0473	172	YES
NW	140	NACCARATO, STEVEN J	0389	78	NO
W	026	NANTISTA, JOSEPH J	0941	1	YES
S	232	NATION, JEROME C	0585	50	NO
NW	141	NELSON, CHRIS	0272	139	NO
S	028	NISWONGER, SCOTTY D	0601	1	YES
S	233	O NEAL, KEVIN M	0667	98	YES
NW	379	OCHOA, IVAN	0042	32	YES
W	336	OCHSENBEIN, JOSH L	1402	113	YES
W	029	OLDHAM, NICHOLAS W	1082	1	YES
S	234	OLIVER, ROBERT L	0675	36	YES
S	235	ORR, R K	0676	31	NO
W	337	ORTIZ, JUAN C	1216	75	YES
NE	030	OSTRUM, DAVID A	0895	1	YES
W	031	OWEN, GALEN E	1097	1	YES
NE	032	OWENS, LYDELL S	3028	74	NO
W	338	PAIZ, JEREMY J	0686	148	YES
W	339	PAPENFUHS, JEREMY D	0493	178	NO
NE	079	PARÉLL, FRANCIS J	2906	93	ABSTAIN
NW	142	PAWLENTY, PHILLIP J	0420	27	YES
S	237	PAYNE, RODNEY J	2838	40	NO
W	340	PAZ, JOSE L	1381	97	YES
NE	080	PEARL, JOSHUA J	0895	22	YES
W	341	PEARMAN, CHRISTOPHER L	2402	74	NO
NE	081	PEKARSKI, ALICIA A	3012	243	NO
NW	143	PEPOS, ALEX W	0735	74	NO
W	033	PEREZ, RENNE I	0377	1	YES
W	342	PETERSON, SCOTT J	0410	38	YES
W	343	PETROV, MACI	0694	74	YES
NE	082	PFEIFFER, NICOLAS I	0427	24	NO
W	344	PHIPPS, DOUGLAS J	0407	129	YES
S	238	PIGG, RICHARD T	1432	67	YES
NE	392	PRICE, LONNY J	3060	18	YES
S	368	PRICE JR, CHARLES C	0568	47	NO
NE	083	PRINCIPATO, RICHARD S	0633	48	YES
W	345	PROCTOR, REX L	2412	37	YES
S	239	PROSSER, JUSTIN M	0025	39	YES
S	034	QUIGLEY, PATRICK H	0885	239	YES
S	240	QUISENBERRY, ANDREW	0818	42	YES
W	346	RADIN, ANTHONY	0745	45	NO
NW	144	RADSEK, LESLIE L	0331	8	YES
S	035	RAGARD, MICHAEL R	0400	1	YES
S	398	RAMBO, DANA D	0537	36	YES
NW	145	RAMIREZ, CARLO R	0961	76	YES
NE	084	RAPIER, PERRY A	3017	7	YES
S	241	RICHARD, RICKY J	1252	37	YES
S	395	RICHER, DALE F	2388	26	YES
NE	085	RICHERT, JASON L	0109	66	YES

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
W	347	RILEY, THOMAS C	0757	48	YES
W	390	ROGUS, CHRISTOPHER J	2401	62	NO
S	242	ROKE JR, MARK J	0400	22	YES
W	348	ROM, WILLIAM J	0085	65	YES
S	378	ROSE, SHAUN A	0627	44	NO
S	243	ROTH, BLAKE M	1100	39	NO
NE	086	RUFO, RENATO G	0228	111	NO
W	349	RUMLER, BRIAN J	0343	16	YES
NW	036	SAMPSON, ZANE L	0272	1	NO
S	037	SANCHEZ, ROGER D	1058	1	NO
S	244	SAULTER III, REESE N	0665	169	YES
NW	038	SCHERBING, MATHEW C	0249	1	NO
W	350	SCHMIDT, MICHAEL W	0239	44	YES
S	370	SCHMITT, ADAM C	3009	76	NO
NE	087	SCHNEIDER, KENDALL W	0347	42	YES
NW	146	SCHORI JR, MICHAEL R	0309	66	NO
W	351	SCOTT, RICHARD D	1046	27	YES
NE	088	SCOTT, RYAN G	0160	27	YES
NW	147	SEABROOK, SCOTT J	0295	141	NO
NW	148	SEMANDE, MARK V	0798	127	YES
W	352	SENSENICH, JASON W	1097	33	YES
NE	039	SESSA, ANTHONY C	3082	188	NO
W	353	SESSIONS, TRENT R	0874	67	YES
S	245	SHACKLEFORD, LANCE	2606	38	YES
W	354	SHARKEY, PERCY L	1165	52	YES
S	246	SHELTON, HARRY L	2102	52	YES
NW	149	SHEPICH, SCOTT M	1489	17	YES
NW	150	SIMMONS, MARK	1074	40	YES
NW	388	SIMMONS, NATHAN B	0364	14	NO
S	040	SIMPSON, FREDDIE N	1745	1	NO
NW	151	SISSON, CHRISTOPHER T	1498	15	YES
S	248	SMITH, MICHAEL S	0725	24	YES
NW	152	SOMA, JOHN M	1552	24	YES
NW	153	SORMAN, MICHAEL T	0144	84	NO
S	250	SOUTHERLAND, TIMOTHY R	0226	32	NO
S	251	SPICKERMAN, JOHN F	0665	77	NO
W	355	STAHLEY, SAMUEL P	1879	32	YES
NE	041	STEARN, STEVEN H	3005	1	NO
NW	154	STEINBRENNER, THOMAS J	1490	59	YES
NW	155	STEPHENSON, BRYANT K	1351	66	YES
S	252	STEWART, ANDREW	0529	39	NO
W	356	STOWERS, BLAIR M	2600	156	YES
S	253	STROUD, JOSEPH H	0916	68	YES
S	254	SWAIN, SHELDON M	0887	63	YES
W	367	SWINNEY, ROOSEVELT	0657	16	YES
NW	157	TANNAHILL, JEFF D	0159	64	NO
S	255	TAYLOR, STEWART T	0153	238	YES
S	256	TAYLOR, TRAVIS W	0301	29	NO
NW	158	TEEL, JEREMY L	0783	46	YES
NW	159	TENIENTE, RICK	1142	45	YES
W	357	TEWS, TYLER M	0278	24	YES
S	042	THIES, BRIAN R	0965	1	YES
S	257	THOMAS III, JAMES O	0695	94	YES
S	258	THOMPSON, BRIAN P	0409	82	YES
S	259	THRIFT JR, JOHN T	2163	110	NO
W	358	TINDELL, BOBBY G	2418	200	YES
S	260	TITUS, STEVEN J	0688	26	NO

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
S	043	TRAWICK, NATHANIEL	0702	50	YES
W	359	TSOSIE III, FRANKLIN	1020	235	YES
W	044	VAN AUSDALL, VERNON D	2404	1	YES
NW	045	VARNER, JAMES L	2852	1	YES
W	360	VEST, JEFFREY K	0381	31	YES
S	046	VEZZA, HEATH D	3094	1	YES
NW	160	VOELLER, DANIEL H	1481	23	YES
S	261	WALDEN, AARON A	0662	23	NO
W	361	WALLACE, JORDAN J	0591	53	YES
W	394	WATKINS, GARY G	1547	33	NO
S	262	WHITE, ZACHARY L	0212	60	NO
S	263	WHITMER, GREGORY L	0991	41	NO
NW	162	WIKSTROM, MILTON L	1488	42	YES
NE	375	WILLIAMS, AARON J	3097	52	YES
S	389	WILLIAMS, LEWIS A	1618	35	NO
W	362	WILLIAMS, MALCOLM E	1171	66	YES
S	264	WILSON, JAMES D	1509	175	YES
W	364	WIMMER, ALAN L	0968	89	YES
NW	163	WINFIELD, GARY L	1296	58	NO
W	365	WINSHIP, ANTHONY W	0342	32	YES
NW	164	WINTER, ALEXANDER S	1490	24	YES
W	366	WITT, MARK E	2853	57	NO
NE	047	WOHANKA, THOMAS M	3068	1	NO
NW	165	WOOD, RYAN M	1426	82	NO
NW	166	WORTHINGTON, MARK T	0236	46	NO
NE	091	YOUNG, MICHAEL J	2225	34	NO
NE	048	ZAVALA JR, MANUEL S	0469	100	NO

	Count	Votes
Yes	233	13,646
No	134	8,472
Abstain	2	146