

**THIRD DAY**  
**Wednesday, June 15, 2022**  
**Morning Session**

*The Convention was called to order at 9:04 a.m., President Simpson presiding.*

PRESIDENT SIMPSON: Brothers and Sisters, will the convention please come to order.

The Chair recognizes Brother Lydell Owens for the invocation.

Please stand.

**INVOCATION**  
**LYDELL S. OWENS**  
**Chaplain**  
**Vice Chairperson, District 3**

Good morning, Brothers and Sisters, our guests, National Division Staff, all dedicated to making the sacrifice for the future of our Brotherhood over the last few days. Thank you.

As previously stated, it has been a true honor to serve as Chaplain at this Fifth Regular National Division Convention.

Today I would like to read from the New Testament, 1 Peter, Chapter 5, Verse 2

to 3, which reads, “Shepherd the flock of God among you, exercising oversight, not under compulsion, but voluntarily, according to the will of God, and not for sorted gain but with eagerness, nor yet as lording it over those allotted to your charge, but proven to be examples to the flock.”

This word calls us all to be leaders and reminds us we are under-shepherds here to serve, caring for the flock the Lord purchased with his own blood. Therefore, we are charged as leaders not to do our work out of compulsion, not out of greed for money and not lording it over the people. We must all preserve and protect this Brotherhood.

Now, let us pray, Brothers and Sisters. Father God, we thank You for making us all leaders. We thank You, Lord, for trusting us to serve and care for the members

of this great union. Your word states that we will have obstacles and face difficulties along the way. However, we rest our faith on your promise that You will never forsake those who seek You. You will provide for our financial, physical and spiritual needs, Lord. We pray that You will continue to have mercy on us.

Father God, we ask that Your hand be on our newly-elected leadership. We pray dearly that they will be committed to making us stronger than ever before, that You will provide them with the tools needed to help defend and serve our membership.

Lord, we humbly ask that You strengthen the labor laws that affect us. We seek Your help to support our solidarity movement in this nation for workers' rights. We pray that when the fight gets tough, our love for one another is the glue that keeps us together.

Provide for us the courage to continue on and prepare us like never before to be

better. And for that, all the praise and glory belong to You, God. In Jesus' name, Amen.

PRESIDENT SIMPSON: Thank you, Brother Lydell.

Brother Joynt, any announcements?

## **ANNOUNCEMENTS**

### **SECRETARY-TREASURER**

JOYNT: Just a couple. First thing is, again, if you weren't in here last night, we had a pair of sunglasses turned in, in this case here. If they're yours or somebody you know, they're up here in front, you can claim them.

Banquet tonight in this room, the Julius Ballroom, from 7 till 11, if we get finished in time. Please join us for a casual evening of great food and fellowship. There will be live music and plenty of fun, so, please, join us for a great fraternal get-together.

Of course, wives, significant others, and family members are all welcome to at-

tend. Again, it's 7:00 p.m. here tonight, in this room.

We want to extend our gratitude to our hardworking Union Brothers and Sisters here at Caesars. They're proud members of the Teamsters. They have done an outstanding job taking care of us and our every need.

Please give them a round of applause for all their hard work and giving us a pleasurable experience.

*(Applause)*

I also want to give a special thank you to the International Association of Theatrical Stage Employees, Local 720 employees, who helped put this incredible convention on. They handled all the audio-visual equipment and rigging around here in the entire hall.

They've done a fantastic job for us, and we should give them a round of applause and show our support.

*(Applause)*

Lastly, we want to thank all the Caesars staff that work here. They've worked at a sprinter's pace, actually, with the National Division Staff these last few weeks, to make sure the delegates and guests have the best experience here possible. We want to thank them for their work over the nights and weekends, especially the last few days.

For them, we also need to give them a round of applause.

*(Applause)*

That's it, President Simpson.

PRESIDENT SIMPSON: Thank you, Brother Joynt.

Brothers and Sisters, I want to try to get through the business as quickly as possible but still give folks enough time to speak if they want to speak.

I was asked this morning if we could have everybody in the room introduce themselves and where they're from. While that would be a wonderful thing and I'd love to do it, there's over 300 guests and delegates

in here, and we would probably be at lunch getting finished with introductions.

So, what I suggested to the brother that asked me that question is we're going to have some serious debate again today, and there will be plenty of time to get to a microphone and go stand up for a motion, or stand up against it, and enter the debate, enter your name, your local lodge number, and where you're from. I would love to have everybody in this room do that. If you want to do it, you can do that.

And I apologize that I can't have everyone stand up and introduce themselves, but we wouldn't finish today, I don't think. The second thing that's kind of out of order, I'd like to introduce the National Division Officers that were elected yesterday and congratulate them.

Reese Saulter, would you stand up, please? Remain standing, Brother, until I finish, please.

*(Applause)*

Reese is the first African-American officer elected to National Division, at least in my tenure which spans back to 1974. I can't confirm that, but I probably could say without hesitation, Reese is probably the first African-American National Division Officer in this Brotherhood.

*(Standing ovation)*

Staci, would you stand, please?

*(Applause)*

Of course, Sister Staci has been a National Division Officer quite some time, and she was the first lady elected to National Division office in my tenure and probably in history. But I'm saying my tenure because I don't have the records to go back to early 1900s. So Staci was the first.

Congratulations, Sister Staci.

*(Standing ovation)*

Remain standing, folks.

Would the rest of the National Division Officers that got elected yesterday please stand up. I'm going to try to speed

this up. If you got elected yesterday as a National Division Officer, please stand.

I congratulate each and every one of you, I want the body to congratulate you. I want this convention to set the tone going forward for these Brothers and Sisters to run this Union, run it well. I wish them well, I hope they do well. I will be happy to assist anybody free of charge if they want to call me. I won't stick my nose in your business, but if you want to call and ask me something. The politics, I hope, are over. I hope we can debate now without doing personal business.

*(Standing ovation)*

I hope we can debate without profanity. I understand you might get agitated and you want to speak a little louder, but try to do it in a respectful way. The members are watching. I hope that this ends the politics for this convention.

We go through a couple of heated articles here that there's strong passions on

both sides, and I've been on the wrong side each time, so I don't know how it will turn out. But I hope you'd have a passionate debate, but a respectful and honorable one that we can hold up high for the members to be proud of.

Thank you all. I congratulate you all on your elections, and I look forward to the future.

*(Applause)*

At this time, I'd like to recognize and honor several of the men and women who have worked tirelessly over their careers to keep your Union strong. I want to pay tribute to my colleagues for their support, friendship, and exemplars of what it is to serve faithfully and with humility. I will always remember our shared laughter, our joys, as well as our fights and struggles. Every person in this hall has benefited from their hard work and dedication to this union. These folks from National Division will be retiring soon.

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

Brother David Joynt, National Division Secretary-Treasurer.

*(Applause)*

Brother Roger Sanchez, South Region Vice President.

*(Applause)*

Brother Louis Below, Vice President West Region.

*(Applause)*

Jack David, Executive Board member.

*(Applause)*

David Carroll, Executive Board member.

*(Applause)*

And Bruce Glover.

*(Applause)*

I can't do it, but thank you all.

*(Standing ovation)*

I'm sorry, Kenny.

## SECRETARY-TREASURER

JOYNT: All right. Our first speaker this morning is Brother Ken Deptuck from the Teamsters Canada Rail Conference Maintenance of Way Employees Division. Brother Deptuck represents our Brothers and Sisters building and maintaining the Canadian railroad system. The TCRC - MWED is a union representing railroad workers in Canada. Their goal is simple: to use their collective power to create equality, security, and fair opportunities in the workplace.

It is my distinct pleasure to introduce Mr. Ken Deptuck. Kenny.

*(Applause)*

PRESIDENT SIMPSON: Brother Ken is from Teamsters Canada, he was part of the BMWE in the National United States. I think he deserves a little better ovation. Will you please stand for the man?

*(Standing ovation)*

**KEN DEPTUCK**  
**National Advisor**  
**Teamsters Canada Rail Conference**

Good morning, Brothers and Sisters, guests, and Grand Lodge Officers. This is with great pride and honor, I have the privilege to pass on to all of you today solidarity greetings on behalf of our Teamster President and IBT Vice President Francois Laporte; our Canadian IBT VPs Stan Hennessy, Craig McInnes, and our 125,000 Teamster sisters and brothers from coast to coast across Canada, as well as our BMW officers and sisters, brothers all across Canada from coast to coast.

I stand before you today as a proud, proud BMW member of 44 years and as a former BMW Grand Lodge Vice President from Canada for 12 years. This is my ninth Grand Lodge Convention.

*(Applause)*

I am very grateful to attend your BMW's Fifth National Division Convention and reunite with various BMW Grand Lodge System Federation officers as well as all the hardworking BMW staff members.

It is my pleasure -- I have spoken to many various convention delegates over the last two days; it's been my pleasure.

Our Teamsters Canada convention is taking place in Montreal, Quebec in a week's time, and that is why, unfortunately, our Teamsters Canada President is not with you here today to say his greetings.

I just want to take a few minutes to stress the importance of solidarity amongst Rail Labor; also the unity we must have in our house and outside our house of Rail Labor. It is recognized the respective rail unions have different priorities, opinions, various actions, and responses in dealing with these greedy, heartless North American railways. The ongoing relentless challenges of Rail Labor faces every day across North America from the railways cannot be done on our own.

The importance of solidarity amongst Rail Labor has always been important, but now solidarity is critical more

than ever in these times of Rail Labor having more challenges with railways getting larger across North America.

In addition to fighting the railways every day for the protection of our members, we also have a long way to go for our various governments when it comes to rail industry regulations and rail worker safety.

Railroading is recognized as one of the most dangerous work industries and, unfortunately, resulting in workplace fatalities and injuries of all kinds. As we all know, a single workplace fatality or injury is too many. Our members go to work not to die or get hurt, they just want to return home safely to their families.

We have no control of other Rail Labor unions, but what is in our control is to keep building unity and relationships with them every day and within our organization.

What is in our control also is our Teamsters within the rail unions, outside the rail unions in Canada and the U.S. to work

closely and responsibly for one goal for the benefit and safety of our members.

Rail union solidarity is power and strength that gets the attention of railways and the federal governments.

I'll give you an example of past railway union solidarity and unity in Canada. Rail workers from all crafts walked out in national rotating strikes over job security issues on CP and CN Rail. This unified action took an immediate impact on the railways, which then showed the power of what rail unions had.

Eventually, after several days, the federal government introduced back to work legislation and appointed an arbitrator to settle the contract. At the end of the day, Rail Labor was victorious over paying much more in the arbitrary contract.

Now going back to our BMW days of solidarity between our Sisters and Brothers in Canada and U.S., BMW international solidarity was displayed over the years in

numerous ways. BMW members on the Soo Line were on strike with CP Rail. CP Rail at the time was part of CP Limited that owned Fairmont Hotels across Canada, and now the world.

To show Canadian solidarity and unity for our Sisters and Brothers on the Soo Line to send a strong message to CP Rail, the following action was taken. A well-organized, coordinated effort was conducted by BMW officers and members in Canada and the U.S. for informational picket lines in front of all Fairmont Hotels in Canada during the peak tourist season to inform hotel guests and the general public how bad CP Rail was treating our Soo Line members and how greedy that CP Rail was.

All of our picketing was timely coordinated to ensure consistent impact and have local and national media cover our display of solidarity.

It took only two hours to get results from our informational picket. I was person-

ally in front of the Fairmont Hotel in Ottawa with our Sisters and Brothers when I got a call from the President of CP Rail. He was furious --

*(Applause)*

He was furious because the executive seat from CP Limited, the parent company, was calling him complaining that he didn't have his companies in control, that all Fairmont Hotel management did not know what to do about our informational picketing and hotel guests had all our informational pamphlets being handed out in their hands.

Our informational pickets were legal and not breaking any local city bylaws, for we were in contact with the local police well in advance of our actions.

The CP President asked why we were doing this. So I simply explained that our legal actions were in support and solidarity for all our Sisters and Brothers on the Soo Line that CP Rail is severely mistreat-

ing and we needed to inform the general public.

Of course, from a white-collar mindset, he portrayed that he did not understand our actions. His ridiculous response was, it was a Soo Line/BMWE issue and nothing to do with Canada BMWE. How poorly wrong was he.

You can be assured that there was significant instant pressure on the CP Rail President to get a handle on the Soo Line issues. We did what we could with the resources of the members of the BMWE in those days. Now being part of the IBT, we have much more resources and member supporting Rail Labor. There are no borders when it comes to solidarity and unity of Teamster Sisters and Brothers.

*(Applause)*

The border does not stop the railways or multi-national companies from getting bigger and bigger. Just look at the two Class 1 railways, CP and CN Rail headquar-

tered in Canada. From there, we began operating only in Canada for many years, to now where both railways are major players and expanding their companies across the borders into the United States.

As Rail Labor must collectively support each other in every way possible to deal with the corporate giant employers, participation, cooperation and innovation must be the priority of the Teamsters to take on the challenges today and tomorrow.

Let's encourage our members by positive, aggressive, and intelligent leadership.

*(Applause)*

Our ability to adjust will determine the accomplishments we will achieve and strengthen our organization in a whole.

On behalf of Teamsters Canada president and myself, I would like to personally congratulate all the newly Grand Lodge National Officers and the Executive Board on

behalf of Teamsters Canada. Congratulations.

*(Applause)*

Brothers Cardwell and Bogart, we look forward to working with your entire administration in any way necessary and continue our longstanding solidarity unity amongst the BMWED in both countries.

*(Applause)*

The BMWED in Canada and Teamsters Canada will always be there to support and assist any way we can and all our Sisters and Brothers in the United States, as well as the BMWED National Division and System Federation Office, in any way possible.

In closing, I would like to, at this time, like to wish my Brothers, that Freddie mentioned are retiring, a very long and joyful retirement. I had my pleasure to have worked with them for many, many years, and it's been an honor.

Thank you for your dedication of all your service of the Brotherhood. I look for-

ward to the future administration as much as possible. All the very best to BMWED officers, convention delegates, and guests.

Take good care and be safe. Thank you.

*(Standing ovation)*

PRESIDENT SIMPSON: Well, what Ken didn't mention, Wade Phillips was in the audience, or in the guest section, with him, and it's a person that all the CP and CN folks should reach out to, along with Kenny, because they have never failed to answer when we call. You call them, you had an issue on CP or CN, they will respond in any way you want them to. That's what brotherhood's about and solidarity's about.

Thank you again, Kenny.

*(Applause)*

All right. We're back on the unfinished business of the Bylaws.

Before Anthony starts, if we have an unpublished amendment, it's difficult to get that stuff printed quickly here. So I've made

the executive decision, if we have an unpublished one, it will go on the screen and stay there while it's under debate so that you can read it and read it and read it, and I'll make sure that everybody has time to read it. And some of them you may have, but if some come in that they couldn't get to a printer in time to get it printed, we'll take the time with those.

Anthony.

**REPORT OF THE BYLAWS COMMITTEE (Resumed)**

COMMITTEE CHAIRPERSON

SESSA: Article I, Organization of the BWED, Section 4, see Proposal No. 50.

Committee recommends no change.

PRESIDENT SIMPSON: Is there any discussion? Mike 3.

DELEGATE REESE SAULTER III, Lodge 0665: Hey, family. Reese Saulter, Lodge 0665, Atlanta, Georgia.

This is a proposal that I submitted for consideration to the committee to basi-

cally allow the newly-elected president and secretary-treasurer to take office -- I mean, to take decision-making responsibility at the beginning of the -- at the close of this convention.

With everything that has gone on, I listened to the brother over here, saying, "You have the members, you can do whatever you want to do." I listened to the brother back here say, "We need to show unity and come together as a Brotherhood."

So, with that being said, I'm going to stand to show that we're going to be more about -- and you, President Simpson, and Secretary Joynt, to help us build this Union back together and get rid of some of the division and divisiveness that has been going on within this Union, and we're looking to you to work with President-Elect Tony Cardwell and Secretary-Elect Dale Bogart to help us make sure that we move this Brotherhood forward because the delegates here,

and the people on the balance lines, need to see unity in this Brotherhood, starting now.

So, this is an olive branch that I'm going to pull my proposal, but, also, accept the no change. But I'm going to ask Brother Cardwell to also address the delegation in how we're going to build this Union together, and hopefully you and him and Secretary Joynt and Brother Dale Bogart can work together to ensure that we move forward and that we come together in unity.

Thank you.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother Reese.

Is there further discussion?

Mike 1.

DELEGATE TONY CARDWELL,  
Lodge 1054: Brothers and Sisters, President Simpson congratulated me sincerely last night. We had a good discussion, and we both agreed that we want to work together

and we want to get to this PEB and destroy the carriers.

*(Cheers and applause)*

Get you a good contract.

PRESIDENT SIMPSON: Thank you, Tony.

Thank you.

So let me just say a word about that. I went and spoke to Tony last night. Listen, when we swear these officers in today, they will take the same oath of office that I took when I took the job. And part of that oath of office is to turn over everything to your successor and assist them in transition. I fully intend to fulfill my obligation under that oath of office, regardless of what happens here, and do that duty. So, thank you for the withdrawal, gentlemen.

John.

*(Applause)*

COMMITTEE MEMBER  
MOZINSKI: Article I, Organization of the

BMWED, Section 4 (a). Committee recommends adoption. See Proposal No. 6.

...Committee Member Mozinski presented the following:

## ARTICLE I Organization of the BMWED

Sec. 4(a). Committee recommends:  
**ADOPTION**  
(See Proposal No. 6)

**2022 PROPOSAL NO. 6  
ELECTION, TERM OF OFFICE, ELIGIBILITY AND RIGHTS OF CANDIDACY FOR NATIONAL DIVISION OFFICE  
SUBMITTED BY ANTHONY SESSA,  
PENNSYLVANIA FEDERATION GENERAL CHAIRPERSON**

ADD ARTICLE I, SECTION 4(a) TO READ:

Sec. 4(a) Notwithstanding any other provision in these bylaws, effective with the term of office to begin on September 1, 2026 and all successive general elections, all national division officers will be elected by rank and file vote in a mail ballot referendum. Electronic voting will also be permitted. The following provisions will be used to govern this election:

1. The election will be conducted by the American Arbitration Association. This includes the printing of ballots, mailing of ballots and counting of bal-

lots. It shall take a plurality of votes cast to be declared the winner of any position.

2. Nominations will occur in January of the election year. Where there is only one candidate when the nominating period is over, that candidate will be declared the winner and there is no need to send out ballots for that position. Positions for ballot position will be decided by pulling names from a hat.
3. Ballots will be mailed to all eligible members on May 1 of the election year and received up until May 25 at 5 PM EST of the election year. They will be counted at 10 AM EST on the next business day following May 25 of the election year.
4. Winning candidates will be brought to the National Division Convention during the election year and installed at the Convention for a term of office to begin September 1 of the election year. The term of office shall be four years.
5. The National Division President shall recommend

a nominating procedure and a procedure for candidate access to the mailing lists, email lists and BMWED social media on October 1 of the year preceding the election for approval by the National Division officers. Should the National Division officers fail to approve of the recommendations the issue will be promptly submitted to arbitration so a decision is reached by November 15 in the year proceeding the election.

6. On December 1 in the year preceding the election all members in good standing will be mailed a notice of the election which will include but not be limited to the positions open for election, qualifications for office, nominating procedure, candidate access to the mailing lists, email lists and BMWED social media, and the timetable for the elections.

**STATEMENT OF PROPOSAL'S EFFECT:**

Allows all members to vote on National Division Officers.

PRESIDENT SIMPSON: That is -- is that direct election, John?

COMMITTEE MEMBER

MOZINSKI: Yes.

PRESIDENT SIMPSON: All right. I tell you what I'd like to do. If you want to debate -- well, we're going to debate it, but when the debate's over, we're going to go to the booth and just end this discussion. I'm not going to have a shouting contest.

*(Applause)*

The committee moves for adoption of No. 6. It's been moved and seconded.

Is there discussion?

This is a bylaw amendment for direct elections to the membership.

We're going to go slow here, guys, so you can discuss it pro and con, either way you want.

Mike 1.

DELEGATE ANTHONY SESSA,

Lodge 3082: Brothers and Sisters, my name is Anthony Sessa, Local 3082.

I would like to challenge everybody this year to something different. Instead of yelling, screaming, ask questions and let's talk calm and collectively. Some of this room feels extremely strong about this. Some of us don't.

This is the third convention where I've seen us scream at each other like idiots. I challenge everybody today to talk calm and collectively. This single-handedly can change the aspect of our Union. As much as you don't like it or you do like it, I challenge everybody today to speak calmly, the pros, the cons, or anything else. But to keep in mind -- keep your level mind headedness and really speak about it. The International Teamsters do it, we have done it, there are four other federations. This could be nothing but positive for all of us.

And if you don't agree, please, instead of the screaming, the yelling, the negative, ask a question, and let's actually have a good debate this time and put this to bed.

Thank you.

*(Applause)*

PRESIDENT SIMPSON: Mike 6.

DELEGATE TODD TAYLOR,  
Lodge 0152: Todd Taylor, Lodge 0152.

There's a lot of things that a person can do on a Sunday morning, go fishing or golfing, go to a race or a game, all things that I've done before on Sunday morning. So once I had my --

PRESIDENT SIMPSON: Hold on, Todd. I've got a parliamentary inquiry.

UNIDENTIFIED DELEGATE: Just for clarification, we didn't hit on it yesterday, it was voted on and it was asked that we revisit it and go over it again; is that correct?

PRESIDENT SIMPSON: We're re-visiting Article I and we're going to close it today with this.

There was a lot of misunderstanding yesterday, folks. Look, I apologize. I was

going too fast and we were on a roll there. We were getting things done.

UNIDENTIFIED DELEGATE: Okay.

PRESIDENT SIMPSON: But we're revisiting Article I.

If you want to amend Article I, anywhere in it before we close Article I, you need to do that today because once we close Article I, Article I's over.

UNIDENTIFIED DELEGATE: We just have a lot of people asking why we're going back to it, so I wanted to get that on record, that we're revisiting it because it was asked to be revisited.

PRESIDENT SIMPSON: We talked about it yesterday; we'll do it again today.

PARLIMENTARIAN SLAUGHTER: And this was as much -- the President and I talked about this. We're treating any vote on this yesterday as not having happened, and that's because within a minute, we had ten people come up to the front and

say, "Did we just vote on something? Did we just make a decision? What happened to 6? Have we dealt with 6? Did we vote on 6?"

And even some of the officers were like, "Did we just do something on one of those?"

And it just happened fast enough, that was before, you may recall, we learned that you all didn't have it in the same order in the books we did.

So we had at least a dozen people come up during the break and say they hadn't even found what number we were talking about and we had already moved on to the next one.

That's not how this convention is supposed to work. You all are supposed to talk about things, decide if you want it or not, vote it up and down. And so that was just, procedurally, not correct. And that's why this is being done.

I wouldn't say it's being redone. It's being done properly a first time.

PRESIDENT SIMPSON: All right. Microphone 6, I'm sorry.

DELEGATE TODD TAYLOR, Lodge 0152: All right. Todd Taylor, Lodge 0152.

There's a lot of things that one person can do a Sunday morning, go fishing, golfing, go to a race or a game, all things that I've done before on Sunday morning. But once I had my son, my priorities changed. And now, on Sunday morning, I drive 40 minutes to my home church to teach Sunday school to a class of three- to eight-year-old children about Jesus Christ and how to be a good Christian.

After that, I attend church where I am educated on how to be a better Christian myself; it is a work in progress. Likewise, the delegates here today have made the union a priority in their lives, so much so that they have been elected by their peers to

come here to represent them at this convention on issues that will steer this Brotherhood for the next four years.

You delegates here today have been vetted by your peers. You are not considered a company official that is not paying dues. We know you're not a company snitch, because if you were, you wouldn't be here.

Around 2013, a regional manager named Ricky Johnson came to our safety overlap meeting at my headquarters. He told us how we needed to go easy on the new track supervisor, that he was a good guy, and that he just needed a chance. He told us that we needed to stop all those bogus time claims that we'd been sending in, and none of them would be paid, and that even my General Chairman said that they were no good.

But luckily, in 2013, the union was a priority for me, and I was educated and armed with the truth from attending union meetings. These bogus time claims did pay

out and we protected the working agreement.

For those of you that do not know former Regional Engineer Ricky Johnson, he is now the chief operating officer for CSX Transportation, just one rung from the top of the company.

How will the Brotherhood be steered when these railroad chiefs begin to use their daily platform for attacking great candidates and promoting the weak, when 90 percent of the members do not have what's best for the union at a priority? How will the -- just to say delegate elections is undemocratic is a lie. Even the President of the United States is elected by Electoral College, who are only directed by the people to vote a particular way, a system that is nearly identical to what we have in our current Bylaws.

Brothers and Sisters, I humbly ask you to join me to once again steer away from this proposal by voting no.

*(Cheers and applause)*

PRESIDENT SIMPSON: Mike 3.

DELEGATE THOMAS MODICA II, Lodge 1532: Tom Modica, Local 1532.

I stand for direct elections. I can vote for everyone from the dog catcher to the mayor to the President, but I can't vote direct for my rep. Members in the field want to vote for their reps. I hear it all the time, "Who is my rep? I don't know."

I'd also like to talk about the economic side of direct elections. There's a lot of misinformation going on. And I tried to pass this out in here but it wasn't allowed.

PRESIDENT SIMPSON: Brother Tom, before you do that, I made the decision yesterday that it had a political lean to it. If you'd like to get it -- can we get it on the screen for people to see while you read it?

Can you get it on the screen? Is there a way, Sandy?

Do you have it in PDF, Tom?

DELEGATE MODICA: No.

PRESIDENT SIMPSON: Well, go ahead with your thing. They're going to try to find it and just let the people read it.

DELEGATE MODICA: All right. So now some opponents are saying it's going to cost \$500,000 or more; that's incorrect. I personally called the American Arbitration Association, Scott Boswell, Director of Elections. So for approximate 30,000 members for a ballot by mail every four years, the cost to vote is \$4.25 a member. You average that down to what we pay in dues, that's nine cents a month. We pay over \$100 in dues and they're saying we can't afford nine cents a month. That argument is false.

*(Applause)*

PRESIDENT SIMPSON: Mike 2.

DELEGATE NARCISO ACOSTA, Lodge 0134: Narciso Acosta, Lodge 1324, Los Angeles.

As my previous brother stated before, we don't do direct elections of our

President. We are in the greatest democracy of the world and we're run by delegates that represent us in Washington. That's a lie that we directly vote for our President. That's why I stand against this.

And the other thing is, yesterday we argued about fiscal responsibility. When the Teamsters put out their direct elections, we had less than percent of our members return a ballot. So why would we do that and spend money that is unnecessarily going to be spent when we're arguing about fiscal responsibility?

So I ask you guys to join me and stand against this. Thank you.

*(Applause)*

PRESIDENT SIMPSON: Mike 1.

DELEGATE LYDELL OWENS, Lodge 3028: Lydell Owens, 3028, Washington, D.C.

First and foremost, this is a history-making convention, correct? Well, this also must be a history-making convention when

we pass direct elections. Reason being, we must encourage and empower each and every boot that's on the ground to get involved. We cannot sit back and rely on the system the way that it is to get people involved.

I've heard countless times from my freight brothers about the distances that they have to travel to work. How hard do you think it is for a brother to have to travel hundreds of miles to get to a Union meeting and he hasn't been home. He might miss the delegate election for this. Therefore, he wouldn't even have a vote on who the delegate is he's sending or they're sending to this convention, but yet no vote.

We have to encourage and empower this involvement that we want. Why would you not want someone being able to use their voice to vote for who they wanted to vote for?

We have to move in the direction where we're inclusive of everybody, not just those who may or may not be able to make it

to their special meeting or not. Think about it. I encourage everybody to think about getting everyone involved and making them have that empowerment, that they feel involved, that they have a say, that they don't have to be here to have a say. That's what I ask you. Thank you.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother.

Mike 2.

DELEGATE TONY CARDWELL, Lodge 1054: Brothers and Sisters, Tony Cardwell, Lodge 1054.

Look, many of the people speaking on behalf of this are system officers and many of the supporters of this motion are system officers, and nearly every single one of them was elected by a weighted ballot, but they want us to be elected by direct elections from National Division. I think that's hypocritical. And I also would say that every single member here knows what his mem-

bers want, and you were elected by those members to come here and speak on their behalf.

We get low turnout every single time we send out a ballot for election. On the UP property, we sent out -- a huge issue -- we sent out ballots. We got like 15 percent return. That's a small group deciding what the officers of this federation or this union and leaders of this union. I think and I believe that the educated members make decisions here, and they should continue to do that.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother.

It's Mike 3, but let me tell you, you fellows may have to stand there a long time because you have crowded the one mike. If you want to speak, you probably ought to kind of look around and see if there is a better place to go. I have mikes "For" and "Against."

Mike 3.

DELEGATE ZACHARY WHITE,  
Lodge 212: Zachary White, Lodge 212, Allied Federation. If you know me, this isn't normal for me to come up here and talk, so I'm going to read to you.

You hear people tell you not to do one vote, that we don't have enough turnout. You know, 7 to, he says, 15 percent, but when we come here, there's 1.4 percent here making decisions.

*(Applause)*

So I trust my Brothers and Sisters of rank-and-file over a 1.4 percent that's here today. That 10 percent means more to me.

There are things that you are going to hear them talk about cost, which Modica talked about earlier, nine cents. Come on, nine cents. Our officers are getting paid for an office in their house a lot. They're coming up as Vice Chairmen and then getting paid -- not all of them -- most of them are getting paid for offices in their house. I

don't know what kind of office you've got, but I could have paid my house off by now.

There's a new scare tactic that came out by my General Chairman yesterday, that since we go to direct elections, we're going to have to have two conferences now. I don't know where that came from, but you're going to hear it.

In closing, look at what our new elected president said yesterday not an hour after he got his new job. Rank-and-file members are like new hires. That tells me a lot about --

PRESIDENT SIMPSON: Hold on, Zach, we have a parliamentary inquiry.

DELEGATE SHYRMAYLE BEASLEY, Lodge 6140: Real quick, I'm so sorry. I'm trying to hear this Brother speak and all I hear is everyone else in the room talking. That's disrespectful. Come on, you all. Thank you.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Shyrmayle.

Go ahead, Zach.

DELEGATE ZACHARY WHITE, Lodge 212: So that tells me a lot about what my new President thinks of each one of you rank-and-file members, you're new hires. I've been here 20 years. I'm not a new hire.

Remember, when it comes to roll call votes, which I'm going to request right now, that it is public and everybody will know what you voted on, so they will hold you accountable.

PRESIDENT SIMPSON: Well, a roll call is out of order at this time, but I said I was going to do one if nobody objects when we get finished with the debates.

Mike 4.

DELEGATE JUSTIN PROSSER, Lodge 25: Justin Prosser, Lodge 0025, Detroit, Michigan.

I'm against this. As we can tell by the Teamsters when they did their votes,

they did the mailing, it was in the single digits. Just think how many people are here representing the lodge. Every lodge here is represented.

With this direct, the candidates would only have to campaign in the heavily populated areas to get their numbers. So anybody that lives Nebraska, Wyoming, Arizona, New Mexico, your vote wouldn't count because they wouldn't even campaign there. All they need is numbers, it will turn everything into a numbers game. We're here, everybody is getting a vote.

If you are not going to your lodge meeting and having debates there and sending your delegate there -- you have a couple months to do this. That's what we did, we talked over phone calls. And when we came down to sending a delegate, we had discussions. So I'm bringing those votes with me here. But just remember -- sorry, I'm against. I'll wrap up.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother.

Mike 5.

DELEGATE NATHAN FELTER, Lodge 567: Nathan Felter, Lodge 567.

I stand here to support this. My lodge has 114 men. I had to put a voice out for all 114, but not all 114 agree. It's hard to come in and put a vote down for one person when half the people might agree with somebody else. If we're not getting the voter turnouts, we need to go to our members and promote more votes.

Because my lodge when we have meetings, we might have 10 to 15 percent turnout to the lodge meetings. It is what we're dealing with. We need to promote more within our Union and have more activity, and this is a good way to get there.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother.

Mike 6.

DELEGATE KEN AKERS, Lodge 1464: Ken Akers, 1464, Louisville, Kentucky.

The way I see it, we have 27,000 members; am I correct?

PRESIDENT SIMPSON: Pardon me?

DELEGATE AKERS: We have approximately 27,000 members. With the delegates here, we're representing almost 23,000 of them. If you don't trust your delegates, elect better delegates.

Last time I was in a mail-in ballot, I got five-dollar-a-gallon gas and six-dollar-a-gallon milk.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother.

Mike 1.

Reese. You can't do the question from that mike. Any other mike. Get in line.

Mike 1.

DELEGATE DEVEN MANTZ, Lodge 1326: Deven Mantz, Lodge 1326, BURNOR System, Minot, North Dakota.

I want to talk about a couple things that were brought up here on the Against mike, that our participation is very low. While I understand that, doesn't that kind of have something to do with our leadership? Not just system, not just National, ours right in our local lodges as well. We can all do better. We should all be encouraging our rank-and-file membership who we are representing here today to be voting. That's on us. We need to do better. That's a direct reflection of that.

Not only that, but yesterday while the voting was going on, I had text messages coming in from my lodge asking me when did they get to vote. Wait, who was elected? Why were they elected? They didn't understand what was going on. I said, "That's because you don't get a vote personally, I vote for you." And that's sad.

Not only does my lodge -- which I'm here representing right now, so I'm speaking on behalf of them -- not only do they want to vote, but they expect to be able to vote. We've all talked about this last round of negotiations where we didn't get a vote. I agree, we should have a vote, and so should our rank-and-file members.

The very last thing I want to talk about is the weighted voting and how somebody else had talked about us not being able to -- or just campaigning to a few people because of the numbers game. That's exactly what this is. Some lodges have 12. Some lodges have 350. You're going to go after the 350, that's what you're going to do. You should represent every single member, not just a few that are in this room. Thank you.

*(Applause)*

Mike 2.

DELEGATE RENNE PEREZ,  
Lodge 0377: Renee Perez, Lodge 0377.

Brothers and Sisters, I stand against this proposal. This does not empower local lodges by showing them the respect they deserve to make decisions. Each delegate works with their local members and carries an educated vote at the convention, like all the delegates here today.

For that reason, I'm against this proposal and I call the question.

*(Applause)*

PRESIDENT SIMPSON: You can't speak and then move the question, so we'll have to let somebody else.

Mike 3.

DELEGATE GENE ANIRINA, SR.,  
Lodge 3014: Gene Anirina, Local 3014. For the record, I am a Vice Chairman and I am elected directly by my members by secret ballot.

*(Applause)*

As Tony just said, everybody's elected by delegate. I have to answer to my

members. And if I don't do the job, the membership votes me in or out.

For the new guys, I want to explain what direct elections means, because some people seem to be confused about it. It means that every single member will get a ballot sent to their house that they fill out, their vote is secret, and it's sent to the same people that are taking care of our voting right there. You get to directly vote for your officers. In this case it will be the national officers. Every member in the field will be empowered and will be able to vote.

Right now in the field, the way I see it on the freight side especially, is there are so many disgruntled members out there that feel disenfranchised right now. This delegate vote makes them feel even more disenfranchised. And while they may have the numbers and try to knock this down, they are representing some of the same members that are pissed off out there. They deserve a right

to vote for their national officers and have their say.

I'm the chairperson for the Credentials Committee. I gave you guys a report of the delegates here. As I watched some of the delegates get registered, I saw, "Well, this guy didn't show up so I'm going to take his votes," and they had to prove, you know, that there were some minutes to reflect that. But all those members that were getting transferred to different delegates, their vote, they didn't know what their vote was. "Oh, I talked to all 152 members." Give me a break.

There are so many members and so many delegates that come here that vote to the color of the hat. You have the flock with the hat; right? They got the pink on right now to vote no. So all those delegates that this party represents are now – they're going to be represented by the hat, not by what they want to vote.

We have 25,548 members in the BMW. 22,200 are represented here today by delegates. That's almost 3,000 members that aren't represented and don't have a vote, period. Period. They don't have a say. They don't have a vote. If they had a ballot mailed to their house, they would have a vote.

And let me put it in perspective for the delegate vote. While you think that you cover everybody, the delegates here represent 1.4 percent of the members, 1.4 percent. So when Tony gets up and says, "We have a low turnout" -- well, I had to, because he spoke on it.

PRESIDENT SIMPSON: Gene, let's just refer to him as "delegate." That way we don't have the personal stuff starting.

DELEGATE ANIRINA: I'm not trying to hurt anybody's feeling. I'm just talking to who said it.

*(Shouting)*

PRESIDENT SIMPSON: Please stop yelling. We've got a timer going on up here. You guys said five minutes yesterday.

DELEGATE ANIRINA: While the delegate says that everybody's represented and the voting turnout by direct elections will be low, for us we average 40 percent of the people. For our merger, it was 28 percent. For the ET Department, 80 percent of the people voted in our last election, 80 percent.

*(Applause)*

And I don't care if it's 10 percent; they have the right to vote. And any percentage that ever came back is better than 1.4 percent. Okay?

*(Applause)*

Just like the presidential election, I heard some people talking about how that was voted. Everybody gets to vote by secret ballot, and then their electors decide. Their electors are told how to vote by that secret

ballot. That's how this country works. It's a total power play to have delegates vote.

As far as the delegate talking about the people in Wyoming and Montana, today's technology changes all of that. COVID showed that. We have Zoom, we have Facebook, we have so many ways to communicate. We have texting now sent out and emails that get access to the list so they can tell every single member when they're going to be online. They can ask the questions there. They can reach out to their candidate more easily now than ever before in history. There is no reason that we are not empowering our members.

I encourage everyone to support this. I don't care what color hat you're wearing. You know that your members want the right to vote. And we should be supporting our members, because that's what we're here to do. We need to empower this new generation. We need --

PRESIDENT SIMPSON: Wrap it up, Gene.

DELEGATE ANIRINA: Thank you.

*(Applause)*

PRESIDENT SIMPSON: Thank you.

Mike 4. Brothers, before you speak, look, apparently the committee yesterday wanted five minutes because of all the new delegates here. We passed a rule that each speaker gets five minutes, so please respect that. We have a timer up here. We've got two timers, by the way.

No. 4.

DELEGATE HERBERT McCANTS III, Lodge 2154: Good morning, Herbert McCants, Mobile, Alabama, 2154.

Once again, I hear politics. Let me inject some reality. Everybody in this room is a delegate for a reason: Because you care. Because you took time out of your life to read emails, to open up books, to pick up the phone and make phone calls, to protect the

members' jobs by protecting yours. That's why I took on this job.

I saw the old guys that came before me retiring, leaving, dying. And they can stand there next to me and they can say, "Youngbloods, you need to do this. Youngbloods, you need to do that." But what do I logically need to do to protect my job? Protect everybody else's.

Nobody wanted to sit down and do what I'm doing. Nobody wanted to read, nobody wanted to travel, nobody wanted to do that. So when they saw the initiative in me to protect them, they voted for me to be their delegate, and we sit down and we talk.

Here's reality: 90 percent of all of you sitting right here barely have enough members show up for your lodge meetings to have a quorum.

*(Applause)*

The majority of you in here right now, you talk to your members on a daily basis, you know. If you've done your job,

you've asked the questions, "What do you want? Who do you want? Who should I vote for?" I didn't come here of my own accord; I came here because they sent me.

You know what most of you heard? "I don't care. I don't know."

*(Applause)*

"Whatever you decide. Whomever you think is best. If I'm allowed to call anyone." I guarantee you heard it.

So I agree with the Brother earlier this morning. If you do not -- if the members do not trust their delegates to have their best interests at heart, then you're the wrong delegate to be here.

At the end of the day, I've gotten the letters and the stuff in the mail and so have my other members. And I will go to work and ask them, "Did you send it in? Did you fill it out?"

"Never even opened it. It's in the trash, I ain't looked at it." They don't care. They want to be comforted, protected, they

want -- they want us to do our job. How about that?

*(Applause)*

We shouldn't want them to do our job. They want us to do it. And our job is not to put this back in their lap. Our job is to come here and do what they ask us to do, which is to be their voice. Thank you.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother.

Mike 5.

VICE CHAIRPERSON LENNY BUCHANAN, Lodge 3075: Lenny Buchanan, Lodge 3075, Baltimore, Maryland.

I come up from a federation where we had direct elections. At our table, there's three vice chairmen that beat incumbents. For years and years they were vice chairmen, and we beat them. If we had a delegate election in our federation, it would have never happened. I'm looking around, vice

chairman, vice chairman. We did direct election and it was successful. It worked.

President-elect talked a 15 percent return. He needs some housecleaning, he's not doing a good job. Brother just spoke, he can't get a quorum in his lodge meeting. Maybe the leadership at the lodge needs to change.

The members need direct election. It worked. The guy I ran against and the vice chairman were sitting across from each other. He comes from a lodge. One lodge could decide who's the vice chairman, one delegate. But we have a direct election. Another guy at my table, 357 votes. He could control a whole election, one person. We don't need this. We need direct elections. I stand for this.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother.

Mike 6.

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

I'd like the record to show that I'm  
wearing a Pirates hat, and I call the question.

PRESIDENT SIMPSON: The ques-  
tion's been called. There's a second? Is there  
a second?

DELEGATE JAMES CLENDENIN,  
Lodge 2435: Jim Clendenin, 245.

I'd like to second it.

PRESIDENT SIMPSON: There's  
been a motion and a second to call the ques-  
tion. I'm going to have you vote.

All in favor, say aye.

All opposed?

Debate's ended, we're going to vote.  
I'm going to send you directly to the booths  
unless you want to --

Go ahead, Brother.

UNIDENTIFIED DELEGATE: I'm  
sorry, but if there's a way to watch these  
Brothers that have been sitting there this

whole convention that haven't gotten a  
chance to speak, to bypass calling the ques-  
tion right now, if there's a parliamentary  
way to do that. I've been listening to the  
same people talk all weekend. I want to hear  
from the Brothers that haven't had a chance  
to speak.

PRESIDENT SIMPSON: Brothers  
and Sisters, I'm trying to run this conven-  
tion, and I would love for the Brothers and  
Sisters to speak. We've got a set of rules,  
we've got a parliamentary procedure. The  
question was called, it was seconded, I  
called a vote.

Now, if the delegates would like to  
give these two brothers a chance to speak,  
I'll ask that that happen again and hope --  
well, I'm not going to put my finger -- my  
thumb on the scale today. If it's two mem-  
bers, I don't know how much longer that  
would take.

All those in favor to call the ques-  
tion, say aye.

Those opposed, say no.

The noes have it.

Two speakers, please.

*(Cheers)*

If you want a roll call, ask for it.

*...The delegates responded, "Roll call!"*

PRESIDENT SIMPSON: You want a roll call rather than to let two guys speak, two members speak? We only got one, it looks like.

Brother, Microphone 1.

DELEGATE BRADLEY MCKINLEY, Lodge 2439: Yes, sir. My name is Brad McKinley. I'm out of Oklahoma City representing 2439, brand new to this union, probably the newest; all right?

*(Cheers and applause)*

I represent these guys, and they tell me time and time again that they never wanted to be involved until I said, "Let's come together so we can have a say in it."

And they said, "Each one of us want a say in it."

I am a former Frisco guy, if you guys remember the Frisco that's long gone. And a whole bunch of guys did never get their say whether they wanted to stay Frisco, it was decided by somebody higher than them.

Each one of us needs to be able to have a say. Yes, you can say I've got a delegate that I'm going to put out there. Well, guess what? There's probably four or five guys that hate your delegate and wouldn't vote it the way he would. Now, people can come here and they can be swayed. I'm sitting here in a white shirt. I'm not affiliated or tagged to anybody. I support all my brothers out here because we're all railroaders, you know.

*(Applause)*

I find it unbelievable that in this day and age, that not every individual man wants a chance to speak for himself. I mean, as much as we'd like to think that who we're

sending up there is going to be good by you, we don't know that.

But when we've got our own little say in it and our own vote, like I said, I'm brand-new. Brand-new lodge. And this is what my guys want. This is what they tell me to come up here and say, "Hey, Brad, we want our say. We want our little vote to count and stuff."

And I feel like the only way you can get that done correctly is to have each person have their say. And if you've got somebody going up there for you, great, and you trust them enough. But people and their decisions can be swayed and that's just people and their nature. You hope you've got the best person, but, you know, everybody's got a say for themselves.

PRESIDENT SIMPSON: Thank you, Brother.

One more speaker at Mike 2. If you don't go to the mike, we're going to vote. If you go to the mike, we're going to talk.

No. 2.

DELEGATE TIMOTHY FREEMAN, Lodge 2852: Thank you. Tim Freeman, Lodge 2852, Gillette, Wyoming.

We have 61 people in my lodge and I know every one of them. I work with them, you know, I'll sweat with them, eat dinner with them. Hunt, fish with them. I damn sure know why I'm here, and I damn sure know what I'm supposed to do when I get here. That's why I'm here.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother. That's all the speakers we have and want to vote.

UNIDENTIFIED DELEGATE: *(Off microphone.)*

PRESIDENT SIMPSON: We're voting on No. 6, the Bylaws Committee recommends adoption of amendment. We're No. 6. It's on the screen. Well, we're going straight to the polls. But it's been read.

SECRETARY-TREASURER

JOYNT: Okay, Brothers and Sisters, we're well-acquainted with the drill. We're going to start badge Nos. 1 through 50. 1 through 50, please vote.

Badge Nos. 1 through 100, please vote. 1 through 100. Batch Nos. 1 through 150. 1 through 150, please vote.

Badge Nos. 1 through 200, please vote. 1 through 200.

Badge Nos. 1 through 250. 1 through 250, please vote.

Badge Nos. 1 through 300. 1 through 300, please vote.

If you've finished voting, please clear the voting area. Hold your conversations on the other side.

Badge Nos. 1 through 350. 1 through 350, please vote.

Badge Nos. 1 through 400, please vote. 1 through 400 should be all delegates. Everyone should be voting.

Everybody in line to vote? Everybody should be voting.

If you have not voted, please vote before the vote is closed, please.

Has everyone voted?

Everyone voted.

All right, Brothers, the voting is closed.

PRESIDENT SIMPSON: All right. Brothers and Sisters, if you would take your seat, we have the vote back.

The vote was 8,190, yes; 14,050, no; 120 abstain. The motion failed.

## Election Title: Adopt Proposal #6 - Direct Elections

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
W	265	ACOSTA, NARCISO	0134	213	NO
W	266	ADAMS, BRIAN J	0325	43	YES
W	267	ADDISON, PATRICK	1539	74	NO
NW	092	AGAWA, THOMAS C	2926	52	YES
S	167	AKERS, KENNETH R	1464	112	NO
S	168	ALBERS, DENNIS R	1162	37	NO
W	001	ALLEN, ADAM E	1054	1	NO
W	268	ALLEN, NATHANIEL E	1054	63	NO
W	269	ANDERSON, ZACHERY D	2427	69	NO
NE	049	ANIRINA JR, GENE A	3089	106	YES
NE	002	ANIRINA SR, GENE A	3014	1	YES
S	171	BAHRET, SHAWN J	3098	49	NO
W	270	BAILEY, MARK L	0355	15	NO
S	172	BAKER, NICHOLAS A	3008	31	YES
NW	093	BANDT, FREDERICK H	2931	58	YES
S	173	BARNES, PATRICK L	0546	78	NO
NE	050	BARRETT, MICHAEL A	2910	76	NO
S	174	BASTEDO, ANDREW J	2161	18	NO
S	175	BEAL, DAVID G	1362	50	NO
NW	094	BEHM, BRYAN J	0303	24	YES
S	176	BELCHER JR, GEORGE T	0670	72	NO
W	271	BELLOWS, PAUL M	0216	72	NO
W	272	BELOW, LOUIS R	0914	19	YES
W	273	BELTRAN, SIMON A	1862	81	NO
NW	095	BERGHORST, RANDI D	0908	72	YES
NW	096	BERGNER, JOHN M	0358	101	YES
W	003	BLACKWELL, THOMAS W	2411	1	NO
W	274	BLANCO, CHRISTOPHER J	0700	18	NO
S	004	BLANKENSHIP, JUSTIN M	1464	24	YES
NW	097	BLESSING, KYLE A	0800	46	NO
NW	098	BLESSING, RODNEY A	0800	29	NO
S	177	BOGART JR, DALE E	1632	60	NO
W	275	BORICH, JOHN W	0941	70	NO
S	178	BOYD JR, TOMMY L	2163	95	NO
NE	051	BRADLEY, WILLIAM J	3095	196	YES
NW	100	BRANDT, JASON H	0099	27	NO
NW	101	BRITT, BRIAN A	1316	50	NO
W	276	BROWN, DARREN L	0204	52	NO
NW	102	BROWN, JARED J	1105	65	NO
NE	052	BROWN, JUSTIN T	2910	173	NO
W	277	BROWN, MICHAEL T	0652	57	NO
NE	053	BUCHANAN, LENNY W	3075	153	YES
NW	103	BUCHENAUER, TODD J	2928	68	YES
S	179	BUDNEY, JAMES W	2624	54	NO
W	278	BULMAN, MATTHEW	2431	47	NO
W	279	BUMPUS, H DAVID	1600	53	NO
NW	104	BURBACH, DANIEL L	0297	52	YES
NE	055	BURLESON, JAMES V	0558	46	NO
W	281	CAMERON, DE WAYNE	0779	34	NO
W	282	CAMERON, MARVIN D	2411	93	NO
W	283	CANO, JOHN J	0017	71	NO
W	284	CANTU, SANTOS	1096	74	NO
NE	056	CAPUTO, KURT	3014	260	YES
NW	105	CARDINAL, JOSHUA M	1906	20	NO
W	006	CARDWELL, TONY D	1054	1	NO
S	377	CARR, JONATHAN W	0551	129	NO
W	285	CARREON, ROBERTO	0377	116	NO

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## Election Title: Adopt Proposal #6 - Direct Elections

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
W	286	CASTILLO JR, HECTOR H	2410	98	NO
S	180	CASTRO VAZQUEZ, SERGIO	0044	69	NO
S	182	CHAMBERS, YAPPHET J	1715	91	NO
NW	106	CHARTERS, PATRICK A	0041	54	NO
NE	057	CHASE, KEVIN M	0866	30	NO
NW	107	CLENDENIN, JAMES M	2435	42	NO
S	183	COOTEE, JONATHAN R	1176	104	NO
S	184	COX, JAMES R	1563	67	NO
NE	059	COZINE, CHAUNCEY G	3068	355	YES
W	287	CREEK, RICHARD	1133	85	NO
S	386	CRIDER, RONNIE S	2729	108	YES
S	007	DAVID, JACK E	0301	1	YES
W	385	DAVIS, JOSEPH	2421	60	NO
W	288	DE GRANDE, LUCAS A	0518	42	YES
W	289	DECKER, MATTHEW A	1152	44	NO
NW	008	DEL MURO, ROLANDO	0358	1	NO
W	290	DELGADO, ALEXANDER C	0918	75	NO
NE	060	DEWE, JESSE J	0895	168	NO
NW	108	DIAMOND, GEORGE A	2929	70	YES
NW	109	DIETSCHWEILER, ERIC J	2927	53	YES
NE	009	DODD, JED	3068	1	YES
W	292	DODDEMA, DAN J	0437	15	NO
NE	061	DUNN, MICHAEL R	3041	110	YES
W	294	EAST, JOHN A	1002	45	NO
NW	110	EDWARDS, BRIAN D	1763	113	YES
S	185	EDWARDS, CORY T	2957	29	NO
NW	111	EIDENSCHINK, TONY M	0249	65	YES
W	295	ERICKSON, JEREMIAH	1067	26	NO
NW	112	ESPINOZA, WAYNE A	1108	96	NO
S	186	ESQUIVEL JR, JOE	1021	55	NO
W	296	ESSARY, MICHAEL H	2413	101	NO
S	187	EVANSKI, KEVIN D	1551	17	NO
S	189	FARRAR, JAMES W	1353	49	NO
S	190	FELKER, NATHAN A	0567	114	YES
NW	113	FIELDS, JEFFREY T	1092	107	YES
W	297	FINLINSON, DOUGLAS R	1227	172	YES
W	298	FITZWATER, WILLIAM P	1071	23	NO
W	299	FLANAGAN, MARC T	0692	16	NO
S	191	FLORES, JORGE	1058	209	YES
W	300	FOLSOM, LAEN L	2438	32	YES
NW	114	FORSGREN, JAKOB C	1320	143	YES
S	192	FOWLER, THOMAS S	0542	48	YES
W	301	FRANCO, FRANK	2415	140	NO
W	302	FRANCO, JESSE	2419	109	NO
NW	115	FREEMAN, TIMOTHY W	2852	60	NO
W	011	FRY, JEFFERY L	2600	1	NO
W	303	FUDGE, JASON R	1082	34	NO
S	193	FUHRHOP, BRANDON L	0965	24	NO
NE	062	GALLIGAN, DONALD S	0469	124	YES
S	387	GALVAN JR, CRESENCIO	2754	24	NO
S	194	GATTIS, STEVEN D	0992	93	YES
NE	063	GEIBEL, ADAM T	1115	25	NO
NE	064	GELLER JR, PERRY K	1037	40	NO
S	195	GEORGE, BRANDON M	0076	8	NO
NE	012	GERIE, SEAN D	2910	1	ABSTAIN
NW	116	GILBERT, MICHAEL S	1832	25	NO
NW	013	GILLUM, TIMOTHY R	0309	1	YES

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## Election Title: Adopt Proposal #6 - Direct Elections

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
S	196	GLASGOW, ELBRIDGE R	1025	33	YES
NW	014	GLOVER, BRUCE G	0144	1	YES
S	372	GORDON, BRIAN A	0547	66	YES
NE	065	GORDON, DAREN J	0201	192	NO
S	197	GOUCH, RODERICK	0808	42	YES
NE	066	GRAHAM, JASON E	1650	17	NO
W	304	GREEN, MATTHEW W	2033	28	YES
S	198	GREGURICH, THOMAS	0644	72	NO
W	305	GRIFFIN, RICK	1196	39	NO
S	199	GRIFFIS, BOBBY J	1099	67	NO
NW	117	GUSTAF, JACOB D	2920	33	YES
NW	118	GUTIERREZ, DIEGO	0014	26	NO
NW	119	HAGEN, JEREMY	1710	73	YES
W	384	HAGERMAN, JUSTIN L	0361	49	YES
W	015	HAISTON, NICHOLAS J	2418	1	NO
W	306	HALBERT, VONCHA	0616	52	NO
W	307	HALCOMB, MARK D	1069	22	NO
W	016	HALLGREN, MIKE K	0757	1	NO
W	308	HANCOCK, GARRET W	2416	53	NO
W	309	HARMON, PAUL L	0637	54	NO
NE	068	HARRIGAN, GARETH	0987	99	NO
S	200	HARRIS, KACEY M	0927	63	NO
S	201	HART, TERRY L	0571	84	NO
NW	120	HARTMAN, KENNETH J	1302	77	NO
S	017	HAYES, COREY D	0636	1	YES
S	202	HEAD, JOSEPH A	0034	33	NO
S	018	HEISER, DUSTIN	0287	1	NO
S	203	HELSEL, IVO J	0287	21	YES
S	396	HENRY, CORY M	0450	150	NO
S	204	HERRON, BRICE L	0601	127	NO
S	205	HESTER, JEFFRY R	1155	61	NO
S	206	HILDEBRANDT, MILO J	2307	82	NO
S	381	HITE, JONATHAN M	3047	31	YES
NW	121	HITZKE, STEVE F	1453	29	YES
W	310	HOFFMAN, ALLEN M	2430	59	YES
W	311	HOPPES, CAMERON C	0473	116	NO
NE	069	HOULIHAN, DAVID P	0090	57	NO
S	380	HOWARD, MICHAEL D	0525	34	YES
NW	122	HOWELL, DYLAN C	0104	154	YES
S	207	HURLEY, CHADWICK C	0586	54	YES
NE	070	JACOBS, JR, JOHN H	0707	9	NO
S	208	JAMES, JOHN C	2703	22	YES
NW	123	JANEY, ERIC J	1055	36	YES
NW	124	JEFFREY, PAUL G	1280	39	YES
NW	125	JOHNSON, BLAKE A	2825	24	YES
S	209	JOHNSON, JEREMY	0965	70	YES
W	313	JOHNSON, STEVEN R	1757	12	NO
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	YES
NE	071	KARNES, JAMES M	3005	208	YES
W	315	KATONEY, LAWRENCE H	2417	205	YES
S	212	KEMP, DAVID L	0660	43	NO
NW	126	KLAYBOR, TYSON J	0788	48	NO
W	316	KOK, WILLIAM J	1251	42	YES
NE	072	KRATZER, CHRISTOPHER J	345 0891	41	NO

## Election Title: Adopt Proposal #6 - Direct Elections

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
S	213	KUBENA III, HENRY B	1338	49	NO
NW	127	KUBESH, JEREMY J	0706	85	YES
NW	128	LAMPRECHT, MARK J	0306	59	YES
W	317	LANE, CURTIS D	1393	73	NO
NE	073	LANGAN II, NEIL R	3011	95	YES
S	214	LANGLEY, JOSEPH F	2286	120	NO
S	215	LARSON, MATTHEW K	1643	156	NO
W	318	LATHRUM, ROBERT M	2414	41	NO
S	216	LAWSON, WESLEY T	0993	33	NO
S	217	LE FRANCE, KENNETH D	1338	33	NO
NW	020	LETIZIA, JOSEPH J	2928	49	YES
NW	129	LILES, KEVIN H	1533	80	NO
W	319	LINCOLN, LANCE E	2404	72	YES
NE	074	LIVINGSTON IV, WALTER R	3039	56	YES
S	021	LONG, JONATHAN B	0571	1	NO
NW	130	LOVE, LENDALE	1903	32	NO
NW	022	LOVELAND, GEORGE L	0783	1	YES
NE	075	LOWN, RYAN A	0704	23	NO
NW	131	LUDWIG, JARED	0320	80	YES
NW	132	LUNDBERG, JORDAN M	2621	82	NO
W	321	LUNOW, RANDY S	2406	22	NO
NE	076	LYLE, JOSEPH F	2905	155	NO
W	322	LYON, TIM K	1516	16	NO
W	323	MACHACEK, NICHOLAS R	1847	23	NO
S	218	MACKKEY, ETHAN A	0645	45	NO
W	324	MADRID, DUANE A	1517	36	NO
S	219	MALOATA, SAIVAAULI O	1081	21	YES
NW	133	MALONE III, JAMES F	0344	13	NO
S	220	MALZNER, KENT W	1041	49	NO
W	325	MANOJLOVIC, NIKOLA	0694	76	NO
S	221	MANSPILE, JAMES L	0599	106	NO
NW	134	MANTZ, DEVEN G	1326	63	YES
NW	371	MAROHN, WILLIAM R	0158	42	YES
S	222	MARTIN, MAJOR B	2762	88	NO
NE	077	MARTINS, MICHAEL B	0305	50	NO
S	223	MASON, JERRETT R	0636	79	YES
S	382	MAYNARD, JONATHAN L	0580	36	NO
W	326	MC CANTS III, HERBERT	2154	13	NO
W	327	MC CARTHY, MITCH J	0922	37	NO
NW	135	MC CUMBER JR, RICHARD E	0928	21	NO
S	225	MC DONALD, RANDY T	0564	121	NO
W	023	MC GUIRE, DARRELL L	0017	1	NO
W	374	MC KINLEY, BRADLEY G	2439	32	YES
W	328	MC KINNON, JOSEPH S	0922	97	NO
W	393	MEFFERD, ADAM R	0626	18	NO
NW	136	MEIERS, ROBERT K	1189	32	YES
S	226	MEINHARDT, CARY R	0702	104	NO
NW	137	MELLOTT, MIKE A	1888	28	NO
NE	078	MENDOZA, ROBERT	3086	42	YES
NW	024	MERRIER, JOSHUA B	0320	1	YES
S	227	MESSENGER, JASON W	0302	17	NO
NW	138	MEYER, ERIC M	2643	21	NO
S	383	MILES, BRYAN R	3077	14	NO
W	329	MILLER, BUCKY L	0508	154	NO
W	330	MILLER, JASPER	2400	63	NO
S	229	MODICA II, THOMAS G	1532	49	YES
S	231	MONACO JR, JOSEPH F	0409	94	NO

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## Election Title: Adopt Proposal #6 - Direct Elections

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
NW	139	MOODY-GILBERT, STACI R	1214	59	NO
W	331	MOORE, ERIC J	0654	52	NO
W	332	MOREHEAD, DANIELE D	2409	143	NO
W	333	MORTENSEN, CHARLES M	2403	99	YES
W	334	MORTON, SARAH J	2405	103	NO
NW	025	MOZINSKI JR, JOHN A	0249	1	YES
W	335	MURPHY, ANDREW T	0473	172	NO
NW	140	NACCARATO, STEVEN J	0389	78	YES
W	026	NANTISTA, JOSEPH J	0941	1	NO
S	232	NATION, JEROME C	0585	50	YES
NW	141	NELSON, CHRIS	0272	139	YES
S	028	NISWONGER, SCOTTY D	0601	1	NO
S	233	O NEAL, KEVIN M	0667	98	NO
NW	379	OCHOA, IVAN	0042	32	NO
W	336	OCHSENBEIN, JOSH L	1402	113	NO
W	029	OLDHAM, NICHOLAS W	1082	1	NO
S	234	OLIVER, ROBERT L	0675	36	NO
S	235	ORR, R K	0676	31	NO
W	337	ORTIZ, JUAN C	1216	75	NO
W	031	OWEN, GALEN E	1097	1	NO
NE	032	OWENS, LYDELL S	3028	74	YES
W	338	PAIZ, JEREMY J	0686	148	NO
W	339	PAPENFUHS, JEREMY D	0493	178	YES
NE	079	PARELL, FRANCIS J	2906	93	NO
NW	142	PAWLENTY, PHILLIP J	0420	27	NO
S	237	PAYNE, RODNEY J	2838	40	NO
W	340	PAZ, JOSE L	1381	97	NO
NE	080	PEARL, JOSHUA J	0895	22	YES
W	341	PEARMAN, CHRISTOPHER L	2402	74	NO
NE	081	PEKARSKI, ALICIA A	3012	243	YES
NW	143	PEPOS, ALEX W	0735	74	YES
W	342	PETERSON, SCOTT J	0410	38	NO
W	343	PETROV, MACI	0694	74	NO
NE	082	PFEIFFER, NICOLAS I	0427	24	YES
W	344	PHIPPS, DOUGLAS J	0407	129	NO
S	238	PIGG, RICHARD T	1432	67	NO
NE	392	PRICE, LONNY J	3060	18	NO
S	368	PRICE JR, CHARLES C	0568	47	NO
NE	083	PRINCIPATO, RICHARD S	0633	48	NO
W	345	PROCTOR, REX L	2412	37	NO
S	239	PROSSER, JUSTIN M	0025	39	NO
S	034	QUIGLEY, PATRICK H	0885	239	NO
S	240	QUISENBERRY, ANDREW	0818	42	NO
W	346	RADIN, ANTHONY	0745	45	YES
NW	144	RADSEK, LESLIE L	0331	8	NO
S	398	RAMBO, DANA D	0537	36	YES
NW	145	RAMIREZ, CARLO R	0961	76	NO
NE	084	RAPIER, PERRY A	3017	7	NO
S	241	RICHARD, RICKY J	1252	37	NO
S	395	RICHER, DALE F	2388	26	NO
NE	085	RICHERT, JASON L	0109	66	NO
W	347	RILEY, THOMAS C	0757	48	NO
W	390	ROGUS, CHRISTOPHER J	2401	62	YES
S	242	ROKE JR, MARK J	0400	22	NO
W	348	ROM, WILLIAM J	0085	65	NO
S	378	ROSE, SHAUN A	0627	44	YES
S	243	ROTH, BLAKE M	1100	39	NO

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## Election Title: Adopt Proposal #6 - Direct Elections

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
NE	086	RUFO, RENATO G	0228	111	YES
W	349	RUMLER, BRIAN J	0343	16	NO
NW	036	SAMPSON, ZANE L	0272	1	YES
S	037	SANCHEZ, ROGER D	1058	1	YES
S	244	SAULTER III, REESE N	0665	169	NO
NW	038	SCHERBING, MATHEW C	0249	1	YES
W	350	SCHMIDT, MICHAEL W	0239	44	NO
S	370	SCHMITT, ADAM C	3009	76	YES
NE	087	SCHNEIDER, KENDALL W	0347	42	NO
NW	146	SCHORI JR, MICHAEL R	0309	66	YES
W	351	SCOTT, RICHARD D	1046	27	NO
NE	088	SCOTT, RYAN G	0160	27	NO
NW	147	SEABROOK, SCOTT J	0295	141	YES
NW	148	SEMANDE, MARK V	0798	127	YES
W	352	SENENICH, JASON W	1097	33	NO
NE	039	SESSA, ANTHONY C	3082	188	YES
W	353	SESSIONS, TRENT R	0874	67	ABSTAIN
S	245	SHACKLEFORD, LANCE	2606	38	NO
W	354	SHARKEY, PERCY L	1165	52	ABSTAIN
S	246	SHELTON, HARRY L	2102	52	NO
NW	149	SHEPICH, SCOTT M	1489	17	NO
NW	150	SIMMONS, MARK	1074	40	NO
NW	388	SIMMONS, NATHAN B	0364	14	YES
S	040	SIMPSON, FREDDIE N	1745	1	NO
NW	151	SISSON, CHRISTOPHER T	1498	15	NO
S	248	SMITH, MICHAEL S	0725	24	NO
NW	152	SOMA, JOHN M	1552	24	NO
NW	153	SORMAN, MICHAEL T	0144	84	YES
S	250	SOUTHERLAND, TIMOTHY R	0226	32	NO
S	251	SPICKERMAN, JOHN F	0665	77	NO
W	355	STAHLEY, SAMUEL P	1879	32	NO
NE	041	STEARN, STEVEN H	3005	1	YES
NW	154	STEINBRENNER, THOMAS J	1490	59	NO
NW	155	STEPHENSON, BRYANT K	1351	66	NO
S	252	STEWART, ANDREW	0529	39	NO
NW	156	STINNETT, RUSSELL E	0016	53	YES
W	356	STOWERS, BLAIR M	2600	156	NO
S	253	STROUD, JOSEPH H	0916	68	NO
S	254	SWAIN, SHELDON M	0887	63	NO
W	367	SWINNEY, ROOSEVELT	0657	16	YES
NW	157	TANNAHILL, JEFF D	0159	64	YES
S	255	TAYLOR, STEWART T	0153	238	NO
S	256	TAYLOR, TRAVIS W	0301	29	YES
NW	158	TEEL, JEREMY L	0783	46	NO
NW	159	TENIENTE, RICK	1142	45	NO
W	357	TEWS, TYLER M	0278	24	NO
S	042	THIES, BRIAN R	0965	1	NO
S	257	THOMAS III, JAMES O	0695	94	NO
S	258	THOMPSON, BRIAN P	0409	82	NO
S	259	THRIFT JR, JOHN T	2163	110	YES
W	358	TINDELL, BOBBY G	2418	200	NO
S	260	TITUS, STEVEN J	0688	26	YES
S	043	TRAWICK, NATHANIEL	0702	50	NO
W	359	TSOSIE III, FRANKLIN	1020	235	NO
W	044	VAN AUSDALL, VERNON D	2404	1	NO
NW	045	VARNER, JAMES L	2852	1	NO
W	360	VEST, JEFFREY K	0381	31	NO

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## Election Title: Adopt Proposal #6 - Direct Elections

Region	BadgeNo	Delegate	Home Lodge	Votes	Ballot
S	046	VEZZA, HEATH D	3094	1	NO
NW	160	VOELLER, DANIEL H	1481	23	NO
S	261	WALDEN, AARON A	0662	23	YES
W	361	WALLACE, JORDAN J	0591	53	NO
W	394	WATKINS, GARY G	1547	33	YES
S	262	WHITE, ZACHARY L	0212	60	YES
S	263	WHITMER, GREGORY L	0991	41	YES
NW	162	WIKSTROM, MILTON L	1488	42	NO
NE	375	WILLIAMS, AARON J	3097	52	NO
S	389	WILLIAMS, LEWIS A	1618	35	NO
W	362	WILLIAMS, MALCOLM E	1171	66	NO
S	264	WILSON, JAMES D	1509	175	NO
W	364	WIMMER, ALAN L	0968	89	NO
NW	163	WINFIELD, GARY L	1296	58	YES
W	365	WINSHIP, ANTHONY W	0342	32	NO
NW	164	WINTER, ALEXANDER S	1490	24	NO
W	366	WITT, MARK E	2853	57	NO
NE	047	WOHANKA, THOMAS M	3068	1	YES
NW	165	WOOD, RYAN M	1426	82	YES
NW	166	WORTHINGTON, MARK T	0236	46	YES
NE	091	YOUNG, MICHAEL J	2225	34	YES
NE	048	ZAVALA JR, MANUEL S	0469	100	YES

	Count	Votes
Yes	121	8,190
No	240	14,050
Abstain	3	120

*(Applause)*

Back on the committee's report.

Please come to order.

Turn Anthony's microphone on.

COMMITTEE CHAIRPERSON

SESSA: Article II, National Division President, Jurisdiction and Supervision, Section 2. See Proposal 54. The committee recommends no change.

PRESIDENT SIMPSON: The committee recommends no change, Proposal No. 54. Is there discussion? I don't see anybody --

Well, there are people moving. Deven is waving, so you want to discuss it? No, okay.

All right, move on.

COMMITTEE CHAIRPERSON

SESSA: Article III, National Division President.

PRESIDENT SIMPSON: If you want to talk, go to a mike. What's your question, Brother?

UNIDENTIFIED DELEGATE: Did we already close out Article I?

PRESIDENT SIMPSON: We're getting ready to.

COMMITTEE CHAIRPERSON

SESSA: The screen is showing Article II, President, and we're trying to get there.

PRESIDENT SIMPSON: Anthony, when you finish an article, will you let us know? Let's just take a minute. All right, we're finished with Article I.

*(Applause)*

We're on Proposal No. 54. The committee recommends no change. Is there discussion?

Parliamentary, go ahead. Turn up 9.

DELEGATE DOUGLAS PHIPPS, Lodge 407. Douglas Phipps, 0407.

Did we address Article 49 (sic)?

PRESIDENT SIMPSON: Pardon me?

DELEGATE PHIPPS: 49.

PRESIDENT SIMPSON: We did that yesterday. You mean Proposal 49?

DELEGATE PHIPPS: Proposal 49.

COMMITTEE CHAIRPERSON  
SESSA: It's not on my list. Probably did it yesterday. It's not on my list today.

PRESIDENT SIMPSON: Let us look and see what it is and maybe we can figure that out.

If you want to talk, please go to the microphone. Mike 1.

DELEGATE MARK SEMANDE, Lodge 798: Excuse me, Fred, Mark Semande, Lodge 798.

We got a member writing everything down, and he said 49 was no change.

PRESIDENT SIMPSON: I thought we dealt with it. Does somebody want to discuss 49 before we leave Article I? All right. We have left Article I.

*(Applause)*

And we have rejected Proposal No. 54.

COMMITTEE CHAIRPERSON  
SESSA: Article II, National Division Jurisdiction and Supervision, Section 2. See Proposal 54. The committee recommends no change.

PRESIDENT SIMPSON: I thought you just did 54.

COMMITTEE CHAIRPERSON  
SESSA: I didn't know if you wanted to -- we had stopped.

PRESIDENT SIMPSON: Does anybody want to discuss 54? We're making sure we have it. That will close out Article II.

COMMITTEE CHAIRPERSON  
SESSA: That will close out Article II.

PRESIDENT SIMPSON: Anybody want to amend Article II? I see no one headed to a microphone, so move on, Brother.

COMMITTEE CHAIRPERSON  
SESSA: Article III, National Division President, Section 2, see Proposal No. 15. The committee recommends no change.

PRESIDENT SIMPSON: What was the number on the proposal again?

COMMITTEE CHAIRPERSON

SESSA: 15.

PRESIDENT SIMPSON: Proposal No. 15, the committee recommends rejection. Anybody want to discuss it?

Move on, Brother.

COMMITTEE CHAIRPERSON

SESSA: Article III, National Division President, Section 2. Committee recommends no change. See Proposal No. 37.

PRESIDENT SIMPSON: Proposal No. 37, the committee recommends rejection. Anyone want to discuss it?

Move on, Brother.

Am I going too fast?

COMMITTEE CHAIRPERSON

SESSA: Article III, National Division President, Section 2. See Proposal No. 55. The committee recommends no change.

PRESIDENT SIMPSON: The committee recommends no change to the Bylaws and rejects 55. Any discussion?

Go ahead, Brother.

COMMITTEE CHAIRPERSON

SESSA: Article III, National Division President, Section 4. See Proposal 16. The committee recommends adoption.

*...Committee Chairperson Sessa presented the following:*

### **ARTICLE III National Division President**

Sec 4. Committee recommends: **ADOPTION**  
(See Proposal No. 16)

#### **2022 PROPOSAL NO. 16 CRITERIA FOR EMPLOYING DEPARTMENT'S STAFF AND/OR CONSULTANTS SUBMITTED BY THE UNIFIED SYSTEM DIVISION**

CHANGE ARTICLE III, SECTION 4, TO READ:

Sec 4. All appointments for positions coming under the President's supervision, and their salaries must be approved in advance by the National Division Executive Board, except for temporary appointments of less than sixty (60) days.

All consultants hired by the President, and their fees and/or salaries, must be approved by the National Division Executive Board prior to any services being rendered, except in cases of emergency **where a quorum of National Division E-Board members is unavailable by any means of communication.**

Any vote on appointments or the hiring of consultants shall be by roll call and the minutes thereof shall be sent to all System Officers.

**STATEMENT OF PROPOSAL'S EFFECT:**

Executive Board approval of emergency consultant hiring.

PRESIDENT SIMPSON: It's been moved and seconded to adopt Proposal No. 16. Do you want to give a rationale?

COMMITTEE CHAIRPERSON  
SESSA: Defines emergency for consultant hiring.

PRESIDENT SIMPSON: Anybody want to discuss it? All those in favor of moving – I'm sorry, I thought I heard somebody.

All those in favor, say aye.

Opposed, no.

It's adopted.

COMMITTEE CHAIRPERSON  
SESSA: Article III, National Division President, Section 7. See Proposal No. 17. The committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 17, the committee recommends rejection. Anyone want to discuss it?

I see no one moving. Move on, Brother.

COMMITTEE CHAIRPERSON  
SESSA: Article III, National Division President, Section 12. See Proposal No. 60. The committee recommends adoption.

*...Committee Chairperson Sessa presented the following:*

**ARTICLE III  
National Division President**

Sec 12. Committee recommends: **ADoption**  
(See Proposal No. 60)

**2022 PROPOSAL NO. 60  
ANNUAL MEETING WITH NATIONAL DIVISION SYSTEM OFFICERS  
SUBMITTED BY NICK OLDHAM ON  
BEHALF OF AT&SFF LOCAL LODGES**

CHANGE ARTICLE III, SECTION 12 TO READ:

**Sec 12.** Except in those years when the regular National Division Convention convenes, at such time, ~~and place,~~ or an online conference platform, or both as the National Division President directs, he shall annually convene the National Division Officers and System Officers, for the purpose of discussing the field work and outlining the work to be carried out by the National Division Vice Presidents, and also to be instructed in carrying out any policy which the National Division President, Secretary-Treasurer and the Executive Board may have prepared; provided further that the System Officers represented at such meetings shall be recognized in an advisory capacity.

### **STATEMENT OF PROPOSAL'S EFFECT:**

Allow National Association meetings to be conducted online.

PRESIDENT SIMPSON: Article III, Section 12, the committee recommends adoption. Any discussion? All in favor, say aye.

Opposed, say no.

It's adopted.

COMMITTEE CHAIRPERSON  
SESSA: Article III, National Division Presi-

dent. See Proposal No. 51. Committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 51, committee recommends rejection. Anyone want to discuss it?

Move on, Brother.

COMMITTEE CHAIRPERSON SESSA: Article III, National Division President. See Proposal No. 59. Committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 59, the Committee recommends no change. Rejection.

Anyone want to discuss it?

Move on.

COMMITTEE CHAIRPERSON  
SESSA: Article III, National Division President, Section 16. See Proposal 5. Committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 5. The Committee recommends rejection. Anyone want to discuss it?

Move on, please.

COMMITTEE CHAIRPERSON

SESSA: Article III, see Proposal 25 as amended.

Committee recommends adoption as amended.

...Committee Chairperson Sessa presented the following:

**ARTICLE III  
National Division President**

Sec 16. Committee recommends: **ADOPTION AS AMENDED**  
(See Proposal No. 25, as amended)

**2022 PROPOSAL NO. 25  
HANDLING OF NATIONAL AND REGIONAL COLLECTIVE BARGAINING AGREEMENTS  
SUBMITTED BY BURNOR SYSTEM FEDERATION**

CHANGE ARTICLE III, SECTION 16, 2nd PARAGRAPH TO READ:

**Sec. 16, 2nd Paragraph. The National Division President shall not have the power to enter into a National Agreement or send a National Agreement to binding arbitration without a majority vote by the General Membership.** The National Division President shall not have the power to enter into any system agreement without the written consent of the affected General Chairmen (Chairman). If the National Division President is not able to receive the written consent of all affected

General Chairmen, he shall have the right to submit such agreement directly to the affected rank and file. Such ratification vote shall be by mail ballot referendum to all members in good standing covered by such agreement. Such vote will be conducted by an impartial ballot counting company. If the agreement is ratified, the National Division President shall be empowered to enter into the agreement.

**STATEMENT OF PROPOSAL'S EFFECT:**

General membership must approve to enter into National Agreement or binding arbitration.

PRESIDENT SIMPSON: Proposal

No. 25, Committee recommends to amend.

Is there any discussion?

All those in favor of Proposal No. 25, say aye.

Opposed, say no.

It's adopted.

COMMITTEE CHAIRPERSON

SESSA: Article III, National Division President, Section 16. Adopt as amended. See Proposal 61 as amended.

...Committee Chairperson Sessa presented the following:

## ARTICLE III

### National Division President

Sec 16. Committee recommends: **ADOPTION AS AMENDED**

(See Proposal No. 61, as amended)

#### 2022 PROPOSAL NO. 61

**HANDLING OF NATIONAL AND REGIONAL COLLECTIVE BARGAINING AGREEMENTS  
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES**

CHANGE ARTICLE III, SECTION 16, 2nd PARAGRAPH TO READ:

**Sec. 16, 2nd Paragraph.** The National Division President shall not have the power to enter into any system agreement without the written consent of the affected General Chairmen (Chairman). If the National Division President is not able to receive the written consent of all affected General Chairmen, he shall have the right to submit such agreement directly to the affected rank and file. Such ratification vote shall be by mail ballot referendum to all members in good standing covered by such agreement **to allow affected members to vote electronically or by mail**. Such vote will be conducted by an impartial ballot counting company. If the agreement is ratified, the National Division President shall be empowered to enter into the agreement.

#### STATEMENT OF PROPOSAL'S EFFECT:

General membership vote by mail or electronically.

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PRESIDENT SIMPSON: Adopted?

You recommend adoption?

COMMITTEE CHAIRPERSON

SESSA: Yes, as amended.

PRESIDENT SIMPSON: All right.

61, Committee recommends adoption.

Any discussion?

I don't see anyone.

All in favor of adopting 61, say aye.

Opposed, no.

The ayes have it. It's adopted.

COMMITTEE CHAIRPERSON

SESSA: Article III, National Division President. See Proposal 1. Committee recommends no change.

PRESIDENT SIMPSON: Proposal

No. 1, Committee recommends rejection.

Anyone want to discuss it?

Move on, Brother.

COMMITTEE CHAIRPERSON

SESSA: Article III -- oh. Got that one.

Article III, see Proposal No. 26.

The Committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 26, Committee recommends rejection.

Anyone want to discuss?

Move on, Brother.

COMMITTEE CHAIRPERSON

SESSA: That closes Article III.

PRESIDENT SIMPSON: All right. Article III's closed.

COMMITTEE CHAIRPERSON

SESSA: Article IV, National Division Vice Presidents, Section 3. See Proposal 4.

Committee recommends no change.

PRESIDENT SIMPSON: Committee recommends rejection of Proposal 4.

You're moving up too fast. You're getting the number away from me.

That's okay. I think I've got that one.

Any discussion?

Go ahead, Brother.

COMMITTEE CHAIRPERSON

SESSA: That concludes Article No. IV.

UNIDENTIFIED DELEGATE: No.

COMMITTEE CHAIRPERSON

SESSA: Right? Am I right?

PRESIDENT SIMPSON: Hold on, Brother. Go ahead, James.

DELEGATE JAMES MANSPILE,

Lodge 0599: James Manspile, Local 0599.

It's a little out of order, in our binder, getting into Article IV.

PRESIDENT SIMPSON: Sorry, Brother.

COMMITTEE CHAIRPERSON

SESSA: A lot of them are out of order because they pertained to the election and had to get to yesterday.

PRESIDENT SIMPSON: So where are we at so everyone knows?

Did we finish Article III?

COMMITTEE CHAIRPERSON

SESSA: Yes.

PRESIDENT SIMPSON: Where are you at currently?

COMMITTEE CHAIRPERSON

SESSA: IV, we're done. We're on V.

PRESIDENT SIMPSON: We're done with IV. Does everyone understand that?

All right. We're on Article V.

UNIDENTIFIED DELEGATE: (*Off microphone.*) We need 34.

COMMITTEE CHAIRPERSON

SESSA: We did 34 yesterday.

PRESIDENT SIMPSON: Proposal 62 is what's on the screen. I guess you can see that as well as I can.

COMMITTEE CHAIRPERSON

SESSA: Article V, National Division Secretary-Treasurer. See Proposal 62.

The Committee recommends adoption.

*...Committee Chairperson Sessa presented the following:*

## ARTICLE V

**National Division Secretary-Treasurer**

Sec 3. Committee recommends: **ADOPTION**

(See Proposal No. 62)

### 2022 PROPOSAL NO. 62

**AUTHORITY OVER AND DISTRIBUTION OF BMWED FUNDS  
SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES**

CHANGE ARTICLE V, SECTION 3, 3<sup>RD</sup> PARAGRAPH TO READ:

**Sec. 3.** Should a Local Lodge Secretary-Treasurer fail to submit the Local Lodge quarterly audit report within ninety (90) days after the end of the quarter, no money due the lodge will be released until receipt of the quarterly audit report. Should a Local Lodge not receive monies due them in any quarter as a result of failure to file a quarterly audit report, the National Division Secretary-Treasurer shall notify by letter **and email** the National Division President, the General Chairman, and the Local Lodge Officers.

### STATEMENT OF PROPOSAL'S EFFECT:

Notification of no lodge refund by email as well as by mail.

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PRESIDENT SIMPSON: The Committee recommends adoption of Proposal No. 62. Is there a discussion?

All those in favor, say aye.

Opposed, say no.

It's adopted.

COMMITTEE CHAIRPERSON

SESSA: Article V, National Division Secretary-Treasurer. See Proposal 9.

The Committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 9, Committee recommends rejection.

Is there a discussion?

I'm waiting. I see you.

DELEGATE MATTHEW LARSON

Lodge 1643: Matthew Larson, Lodge 1643.

So how are members notified of missing--

PRESIDENT SIMPSON: Can you kind of stay close to the microphone, Brother. Thank you.

DELEGATE LARSON: How are members notified of missing dues receipt?

PRESIDENT SIMPSON: I don't know that they're notified of a missing dues receipt. The systems track the dues in their

federation; the local lodge tracks the dues in the federation. If a member misses an automatic payment, the member should know it.

There's no tracking.

I mean, there's tracking. It'll go in the system as unpaid dues following the month it's due.

Secretary-Treasurer Joynt, would you like to explain how the dues are...

SECRETARY-TREASURER

JOYNT: At the current time, there's no notification. The problem with it is, is the IBT Constitution requires that the member pay the dues in the month in which it's being credited to.

Sometimes the railroads do not all get the money to us at the same time. Some systems are two months ahead, some are one month ahead, some are current. So we could be notifying a person if they miss like two months out ahead or we could be in arrears. It's not all the same. It would be very difficult to try to send this out.

Plus we have people that, like I say, it comes in maybe a week late, two weeks late, you know, when do we notify them? But even if they have a missing dues payment, notifying them does not put them in good standing status, because it has to be paid in the month in which it was due. So if it was past due and we notify them, they could be told they have a missing dues payment, but it's still not going to put them in good standing, which I think is the intent that everybody wants, is to get as many people as possible in good standing. So this here really would not cure that.

Plus, my staff said we'd be probably sending out several hundred of these every month, people missing, people off injured, whatever. It would really be quite a burden to try to do it. Plus, the systems know probably better and faster than we know if a member has missed a dues. It's probably more a system issue rather than a National Division. So that was our --

PRESIDENT SIMPSON: Just as a clarification, there is also a bylaw provision that if a member is on dues deduction and misses a payment because of that process, in other words, they're off the half that the dues come out, all they have to do is call or write the Secretary-Treasurer of their system, their local, or the National Division Secretary-Treasurer, and there is a provision to correct that because he was on payroll deduction and it didn't get taken out.

If they're not on payroll deduction, there's no way to track it. The member is responsible for letting us know that they need to pay their dues. There's no possible way for us to track it.

DELEGATE LARSON: All right, thank you.

PRESIDENT SIMPSON: Mike 2.

DELEGATE GALEN OWEN, Lodge 1097: Galen Owen, Lodge 1097, Trenton, Missouri.

Brothers and Sisters, I'm currently the Secretary-Treasurer of the Unified System Division. And like Brother Joynt said, oftentimes -- well, not oftentimes -- all the time, we don't get these reports from the carrier until after the month is over. So you're already in arrears once we get -- even if we put it -- and we do. As a system, we put a letter out and say, "Hey, you are missing a dues payment for the month prior." But again, you're already too late.

And as Brother Simpson said, we've worked with Brother Joynt on multiple occasions when we're notified in a timely manner to get people's fixed that the carrier didn't take out for whatever reason that they were supposed to.

So therefore, I'm against this.

PRESIDENT SIMPSON: Wait, just before you start for and against, that started with a question. We've not had somebody that wanted to move it yet. So before we

have debate, somebody's got to move it and second it.

DELEGATE OWEN: Okay.

PRESIDENT SIMPSON: Now, if you just want to have a couple more questions asked, I don't mind to do that. But if you want to debate, you've got to move it.

DELEGATE OWEN: I apologize for that.

PRESIDENT SIMPSON: No, that's fine. It started out with a question, and I didn't -- the parliamentarian told me I was messing up again.

So No. 3 -- wait, are you at the parliamentary inquiry? I can't let him go; you're standing there.

DELEGATE RALEIGH JONES, Lodge 0227: I apologize. I'm Red from Lodge 227.

What you just said earlier about a person having circumstances like for a medical reason or a death or anything like that where he has to take off for a period of time,

about paying the dues that are half rate and so on like that. If you contact them, will that make them in good standing?

PRESIDENT SIMPSON: If a person --

DELEGATE JONES: -- is on medical leave.

PRESIDENT SIMPSON: If a person contacts the Secretary-Treasurer and says, "I need to pay my dues by check but I missed the first month or two," they will fix it.

DELEGATE JONES: Okay.

PRESIDENT SIMPSON: The person can't wait a year and say, "I've been sick for a year and I need to fix it." I mean, we need a little bit of, I think -- I shouldn't say that, because we may have fixed it at one time or -- I don't, you know. We try to do our best to make sure our members are in good standing. It's not the opposite, we want to disqualify folks. We do our best to make sure they're in good standing.

DELEGATE JONES: Because that was the question I had and some of the other gentlemen back there asked, too. Because circumstances happen where you get put in an emergency. Next thing you know, you're in the hospital, you're, you know, hey, you're out, then.

PRESIDENT SIMPSON: You need to contact your local lodge office, Secretary-Treasurer, or somebody in the system, or Brother Joynt's office, soon to be Brother Dale's office, and tell them what's going on. You don't wait -- I'm going to say this. You don't wait 22 months and say, "I want to run for local chairman and I want pay those 22 months' dues." We're not going to do those that kind of thing. Okay?

DELEGATE JONES: That's correct, that's correct.

PRESIDENT SIMPSON: All right.

DELEGATE JONES: But that was just a question, basically.

PRESIDENT SIMPSON: Mike 3.

DELEGATE NICHOLAS  
PFEIFFER, Lodge 0427: Local 427, Nick  
Pfeiffer, Detroit, Michigan.

I just want to speak on some of this,  
where it derived from, the next one also that  
Brother Queensbury wrote.

When you have your elections and  
things were coming up, people were getting  
knocked off for ten days, the mandatory  
holdouts for COVID-19. And during those  
ten days, the dues deductions were falling on  
there. So people that wanted to run for their  
elections or wanted even to be delegates for  
this, were finding out at their election, when  
you request the good standing, that they  
weren't eligible to be able to -- they weren't  
in good standing because of that particular  
month that they missed their dues with the  
COVID-19.

I think that's where a lot of this de-  
rived from, and that's why I understand it's  
a very difficult situation. And me having to  
deal with it with a few of my members and

understand the process, a lot of this is diffi-  
cult for the members that are working 60, 80  
hours a week and traveling back and forth. It  
would be nice if there was some sort of pro-  
cess in place to keep those people eligible.

PRESIDENT SIMPSON: Well, there  
is a process and there is a bylaw to refer you  
to. All you have to do is pick up the phone  
and call your local lodge president, secre-  
tary-treasurer, or somebody, or call your  
system federation officers or call the Secre-  
tary-Treasurer's department.

Look, we are not in the business of  
disqualifying members from being in good  
standing. We want every member to pay  
their dues every month on time. We're going  
to help them get that done, if they just pick  
up the phone and call. It's not something --  
we don't want to disqualify anybody.

All right, no one else at the mike.  
The committee recommends rejection --  
wait a minute. I've got a parliamentary ques-  
tion.

DELEGATE TONY EIDENSCHINK, Lodge 0249: Just to clarify, Tony Eidenschink, Lodge 249.

So what you're saying is if you're off, say, three months because you had a surgery or a heart attack or whatever, and when you get back, you call and you say, "Hey, I missed these three months of dues," you can write a check for those three months like a month after you get back and you're going to be in good standing?

PRESIDENT SIMPSON: You can. But I would suggest, the minute you're cognizant and not on a ventilator or something, try to do it as timely as possible, you know.

DELEGATE EIDENSCHINK: But what I mean is, there is something --

PRESIDENT SIMPSON: I'll let Brother Joynt talk to how he's handled that in his tenure. We can't speak for anyone else, but he can tell you how he's handled it.

SECRETARY-TREASURER

JOYNT: The IBT Constitution is pretty

strict; it has to be paid in the month. But we are very liberal, lenient as far as, if you can give me something to work with why that person missed and we can work with that. You can ask any of these general chairmen in here what we've done over the last four years. I don't know, maybe there's one or two we had to decline.

But the sooner you get it in, the easier. Don't wait, like Fred says. I'm sure Dale will continue the same policy of working and doing the best he can to get everybody in good standing. But we need to have something to work with in case the IBT comes calling, I can show them why I changed this brother's and sister's dues from late dues, missing dues to full dues so they're in good standing. So I have to have something to work with, but you can ask any general chairman, we very seldom decline them if we have anything at all to deal with.

PRESIDENT SIMPSON: James?

DELEGATE JAMES MANSPILE,  
Lodge 0599: James Manspile, Local 599.

I've listened to everything the Brothers here said. It's like, yes, it ain't going to be solved in a minute. But some is kind of notification, whether we turn this down or what, but kind of notification needs to be set up to the Brothers and Sisters.

Because I just pulled a 30-day rip on the street. And if I hadn't took the initiative to check it and see, Norfolk Southern pulled my dues out, I pulled a full paycheck the first of May, I pulled a partial one the second pay period in May, I won't get none in June. We had trouble finding, I worked with my federation office, we worked, we tried to find it. I went on and mailed dues in. But the way snail mail's done got, I paid the difference to go on and Priority Mail it to them.

But on the notification thing, it would be something that, just to let you know the ones of you, how your locals work, my local every other year we put a

Christmas banquet together. If you want to talk about something embarrassing, get your dues, your membership list that's in your local, get the mailing labels from national, mail a letter out to your local, and get a family to send you a letter back that that member has been deceased for a year or so, and I pulled the list out that comes from national and they still a dues-paying member. You don't pay them from the grave.

That's the kind of stuff that needs to be updated. And if it this proposal is what wakes somebody up, whether we turn it down or we approve it, that's what needs to be done is, when we're having dues problem coming back to our local, you have membership that is knocked out of being able to run for office because they're not in good standing. They didn't even know they missed a payment. They didn't know it wasn't received. Some kind of notification needs to be set up, that's all.

PRESIDENT SIMPSON: Thank you, James. And to that, the members would certainly get more ticked off if we wrote them a week after they went to the hospital for a heart attack, demanding a month's dues.

So you know, there's a process to do this. Please, this is not political, trust me. We want every member. You heard a lot of about finances and cutting people off and doing things in debate here. We don't want people not to pay their dues; that's what we operate on. We want every member to pay their dues on time every month. We're going to do our best to do that.

But let me finish one thing, Dale, and I'll get to you.

When we come to these conventions or you do your conventions or you do your local lodge elections, both candidates have a right to demand that these bylaws are followed to the letter, that every member has

the requirements to run for office before the election.

So when we put our thumb on the scale, as they say, and add somebody's dues for two months, the secretary-treasurer has to have evidence that it's legit. That's all I'm -- and we can send the letter out, but you're going to piss the membership off more by doing that, and that's a cost in itself.

If the system federation wants to do it or the local wants to do it, Brother James said he took his list out, he gets a deduction list, and he writes people or calls them or whatever. "You missed a dues payment. Were you sick? Do you want to make it?" Not "We demand it." That's kind of where the debate's always been, but go ahead, Dale.

DELEGATE DALE BOGART, JR.,  
Lodge 1632: Dale Bogart, Lodge 1632.

I just want to touch on a couple of things that we didn't touch on with these

missed dues and whatnot. Now, being a former General Chairman of the NESF, every month I got a report from the National Division and it would have the checkoff and all that information.

There was also another sheet that attached, it was called the Status Change Report. It might be somebody who has come back to work, maybe somebody went out of work. You go through, you look at that list, you check the names, you see where they're at. So there's the one thing.

And another thing, I have a lot of members -- and probably a lot of us do -- that will call and say, "Hey, I have to go out for shoulder surgery," or maybe they did get hurt and they're going to be out for a while, they'll call the system officer, call their officer. How I used to handle those members, they say, "I'm going to be off for two or three months," I tell them about the non-working rate.

It's an uncomfortable conversation to have with a member, because you feel like, hey, I know you're down on your luck, but I'm going to ask you for some money if you want to keep your good standing up while you're out of work.

It's important to let the member know about the non-working rate, if they're going to be off would for a while they can maintain their good standing and usually without any interruption of the good standing and the dues. And then if there is an interruption, you can always work that out with the Secretary-Treasurer's Department on that transition when they come back to work.

PRESIDENT SIMPSON: Thank you, Brother Dale.

No one is at the microphone. Move on, Brother.

COMMITTEE CHAIRPERSON  
SESSA: Article V, National Division Secre-

tary-Treasurer. See Proposal 10. The committee recommends no change.

PRESIDENT SIMPSON: The committee recommends rejection of Proposal No. 10. Is there discussion? You going to the microphone? Okay.

Move on, Brother.

COMMITTEE CHAIRPERSON  
SESSA: Article V, National Division Secretary-Treasurer. See Proposal No. 28. Committee recommends no change.

PRESIDENT SIMPSON: Committee recommends no change of Proposal No. 28. Is there discussion?

Move on.

COMMITTEE CHAIRPERSON  
SESSA: That closes Article V.

PRESIDENT SIMPSON: All right.

COMMITTEE CHAIRPERSON  
SESSA: Article VI, National Division Executive Board. See Proposal 35. The committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 35, the committee recommends rejection. Any discussion?

Go ahead, Brother.

COMMITTEE CHAIRPERSON  
SESSA: Article VI. See Proposal No. 53. Committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 53, the committee recommends rejection. Any discussion?

Go ahead, Brother.

COMMITTEE CHAIRPERSON  
SESSA: Article VI, National Division Executive Board. See Proposal No. 57. Committee recommends no change.

PRESIDENT SIMPSON: The committee recommends rejection of Proposal No. 57. Any discussion?

Move on, Brother.

COMMITTEE CHAIRPERSON  
SESSA: Article VI, National Division Executive Board. See Proposal No. 41. Committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 41, the committee recommends rejection.

Any discussion?

Move on, Brother.

COMMITTEE CHAIRPERSON

SESSA: Article VI, National Division Executive Board. See Proposal No. 63. Committee recommends adoption.

*...Committee Chairperson Sessa presented the following:*

## **ARTICLE VI National Division Executive Board**

Sec 6. Committee recommends: **ADoption**

(See Proposal No. 63)

**2022 PROPOSAL NO. 63  
CONVENING THE EXECUTIVE BOARD  
SUBMITTED BY NICK OLDHAM ON  
BEHALF OF AT&SFF LOCAL LODGES**

CHANGE ARTICLE VI, SECTION 6 TO READ:

**Sec. 6.** The National Division Executive Board shall meet **in person, online, or a combination of both**, once in each year as provided in Article III, Section 12, said

meeting to be held immediately after the adjournment of the annual meeting of National Division Officers, to transact all business pertaining to their office. Special meetings, **whether in person, online, or a combination of both**, may be called upon the written request of a majority of the members of the National Division Executive Board, such requests being forwarded to the Chairman of the National Division Executive Board by registered letter **or email with a read receipt**. Such petitions shall state the reason for calling a meeting and shall allow sufficient time for each member of the National Division Executive Board to receive ten (10) days notice of such meeting prior to the date. Copies of such notices shall be forwarded by the Secretary of the National Division Executive Board to all other National Division Officers.

**STATEMENT OF PROPOSAL'S EFFECT:** National Division Executive Board meetings will be in person, online or a combination of both.

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PRESIDENT SIMPSON: Committee recommends adoption to Proposal No. 63, Article VI, Section 6. Is there discussion?

All those in favor, say aye.

Those opposed, no.

It's adopted.

COMMITTEE CHAIRPERSON

SESSA: Article VI, see Proposal No. 64.

The committee recommends adoption.

*...Committee Chairperson Sessa presented the following:*

**ARTICLE VI  
National Division Executive Board**

Sec 7. Committee recommends: **ADOPTION**  
(See Proposal No. 64)

**2022 PROPOSAL NO. 64  
NATIONAL DIVISION PRESIDENT  
MAY CONVENE THE EXECUTIVE  
BOARD  
SUBMITTED BY NICK OLDHAM ON  
BEHALF OF AT&SFF LOCAL LODGES**

CHANGE ARTICLE VI, SECTION 7 TO READ:

**Sec. 7.** The National Division President may call a meeting **in person, online, or a combination of both,** of the National Division Executive Board at any time, notice of said meeting to be given in accordance with the provisions of Section 6 of this Article.

**STATEMENT OF PROPOSAL'S EFFECT:**

The National Division President may call a meeting in person, online or a combination of both.

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PRESIDENT SIMPSON: Proposal

No. 64, Article VI, Section 7, committee recommends adoption. Is there discussion?

All in favor, say aye.

Opposed, no.

It's adopted.

COMMITTEE CHAIRPERSON

SESSA: Article VI. See Proposal No. 38. Committee recommends no change.

PRESIDENT SIMPSON: Proposal

No. 38, the committee recommends rejection. Is there discussion?

Microphone 3.

DELEGATE TOM MODICA,

Lodge 1532: I'd like to make a motion to accept this proposal.

PRESIDENT SIMPSON: It's been moved to accept Proposal No. 38. Is there a second? I'll give you time to get there. You can call it from the floor, but it's nice to see your face.

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

PRESIDENT SIMPSON: It's been  
moved and seconded to adopt Proposal No.  
38, which will take -- no, that's half, all  
right.

Is there discussion? The maker wants  
to speak.

DELEGATE TOM MODICA,  
Lodge 1532: Tom Modica, Local 1532. I  
also made the motion, for the record.

All this is, is a level of transparency  
to the membership to be able to see what  
goes on on the E-Board to request the  
minutes. So they are already sent out to the  
system officers. This just gives an extra lev-  
el for a member. If he wants to see it, he can  
write in, and 30 days the National Division  
will give him the E-Board minutes for what-  
ever he's asking for.

PRESIDENT SIMPSON: Thank  
you, Brother.

Any further discussion?

Mike 1.

DELEGATE JACOB FORSGREN,  
Lodge 1320: Hello. Jacob Forsgren,  
Lodge 1320.

This body spent 45 minutes discuss-  
ing direct elections. In order to inform that  
membership for those that are wanting those  
direct elections, I feel that this is the trans-  
parency that's needed. Thank you.

PRESIDENT SIMPSON: Thank  
you, Brother.

Anyone else want to discuss this?

Look, has everyone had time to get  
to this? We've been going pretty fast. Eve-  
ryone is ready to vote.

Those in favor of adopting Proposal  
No. 38, say aye.

Those opposed, say no.

The ayes have it, it's adopted.

Move on, Brother.

COMMITTEE CHAIRPERSON  
SESSA: Article VI, National Division Exec-

utive Board. See Proposal 65. Committee recommends adoption.

*...Committee Chairperson Sessa presented the following:*

## **ARTICLE VI National Division Executive Board**

Sec 10. Committee recommends: **ADOP-  
TION**

(See Proposal No. 65)

**2022 PROPOSAL NO. 65  
MODERNIZE OUR UNION  
SUBMITTED BY NICK OLDHAM ON  
BEHALF OF AT&SFF LOCAL LODGES**

CHANGE ARTICLE VI, SECTION 10 TO READ:

**Sec. 10.** It shall be the duty of the National Division Officers between National Division Conventions, by majority vote of its members, to authorize such special assessments upon all members as may be necessary to provide sufficient funds with which to administer the affairs of the BMWED properly. Such assessments shall be effective until the next regular National Division Convention. After such assessment has been ordered, the National Division Executive Board Secretary shall notify the National Division Secretary-Treasurer thereof, who, in turn, shall levy such assessments and notify all members of the BMWED by mail **and email**. Any member failing to pay lawful assessments after due notice will forfeit all rights in the BMWED. Such assess-

ments may be paid by the members to the System Division or System Federation Secretary-Treasurers, Local Lodge Secretary-Treasurers, or to any authorized representative.

## **STATEMENT OF PROPOSAL'S EFFECT:**

Notify members of special assessments by mail and email.

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PRESIDENT SIMPSON: Proposal No. 65, the committee recommends adoption. Is there discussion? Are you ready to vote?

All in favor, say aye.

Opposed, say no.

The ayes have it, it's adopted.

COMMITTEE CHAIRPERSON

SESSA: That concludes Article VI.

Article VII, Salaries of National Division Officers and Personnel. See Proposal No. 3. The committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 3, the committee recommends rejection. Is there discussion?

Move on, Brother.

COMMITTEE CHAIRPERSON

SESSA: Article VII, Salaries of National Division Officers and Personnel. See Proposal No. 47. The committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 47, the committee recommends rejection. Any discussion?

Move on, Brother.

COMMITTEE CHAIRPERSON

SESSA: Article VII, Salaries of National Division Officers and Personnel. See Proposal No. 56. The committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 56, the committee recommends rejection. Any discussion?

Move on.

COMMITTEE CHAIRPERSON

SESSA: You have a question, Brother?

UNIDENTIFIED DELEGATE: I guess.

PRESIDENT SIMPSON: On what, 7? Let me see where the committee is, and if you can do it and find out what it is.

They have an unpublished proposal that they're going to put on the screen that we didn't have time to get copied.

UNIDENTIFIED DELEGATE: Yes. That's it.

COMMITTEE CHAIRPERSON

SESSA: So this may be the one you're talking about.

UNIDENTIFIED DELEGATE: It is.

PRESIDENT SIMPSON: So you want to hold on until they make their recommendation on it?

COMMITTEE CHAIRPERSON

SESSA: Article VII, we have an unproposed No. 5. Reflect the current salaries of National Division Office in Bylaws book. Change Article VII, Section 1 to read – it's on the screen.

Committee recommends adoption.

PRESIDENT SIMPSON: I'll give you time to read it.

Do you want to tell them what the rationale is so that they understand what we're trying -- what someone's trying to accomplish here?

COMMITTEE CHAIRPERSON  
SESSA: The rates would reflect, adjust, adopt the 2nd Regular National Division Convention.

PRESIDENT SIMPSON: The amendment is to put the current salary in that article instead of the old salary. It's just simply to update it. No change in salaries. Do I understand that right?

COMMITTEE CHAIRPERSON  
SESSA: Yes.

PRESIDENT SIMPSON: Okay. Any discussion?

Mike 5.

DELEGATE SHELDON SWAIN,  
Lodge 0887: Sheldon Swain, Lodge 0887,  
Hornell, New York.

Just as a point of order, point of reference, I believe that to properly update this amendment, that the note underneath the salary amount should be removed.

I suggest making an amendment to the amendment, to remove the note section that states the "2nd Regular National Division Convention."

COMMITTEE CHAIRPERSON  
SESSA: Good catch, Brother.

PRESIDENT SIMPSON: Without objection, we'll remove the note.

I think that's what you said. I can't hear very good. Right?

I'm sorry. I can hear you fine, Sheldon.

So, the Committee recommends adoption of unpublished Proposal No. 5.

Are you ready to vote?

Any discussion?

All in favor, say aye.

Opposed, no.

No one's opposed. That's unanimous.

Just as a reminder, it takes three-quarters, and I think there was three-quarters screamed loudly.

COMMITTEE CHAIRPERSON

SESSA: That concludes Article VII.

PRESIDENT SIMPSON: That concludes Article VII? All right.

Anybody want to amend Article VII? I know I had a Brother up a minute ago on this article.

That was his? All right.

COMMITTEE CHAIRPERSON

SESSA: Article VIII, Charges and Trials of BMWED National Division Officers. See Proposal 39.

Committee recommends no change.

PRESIDENT SIMPSON: Committee recommends rejection of Proposal No. 39.

Any discussion?

Move on, Brother.

You're on IX, Anthony. You've closed VIII; just so you know.

No proposed amendments in IX.

Move on to X.

That's what it says on the screen.

COMMITTEE CHAIRPERSON

SESSA: Nothing for X.

Nothing for XI.

XII, Article XII.

PRESIDENT SIMPSON: Wait, you didn't do XI.

COMMITTEE CHAIRPERSON

SESSA: XI, no proposed amendments.

PRESIDENT SIMPSON: No proposed change in XI. Everybody understand because we're going -- okay.

Go ahead, Anthony.

COMMITTEE CHAIRPERSON

SESSA: Article XII, BMWED Legislative Boards. See Proposal 67.

Committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 67, the Committee recommends rejection.

Anyone want to talk about it?

Move on, please.

COMMITTEE CHAIRPERSON

SESSA: Article XII, BMWED Legislative Boards. See Proposal 69.

Committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 69. Committee recommends no change.

Anyone want to discuss it?

Move on, please.

COMMITTEE CHAIRPERSON

SESSA: That closes.

PRESIDENT SIMPSON: We're on Article XIII and there's no proposed amendments to that one.

COMMITTEE CHAIRPERSON

SESSA: Nope.

PRESIDENT SIMPSON: We're moving on to XIII.

Anybody want to talk about XIII?

All right, Brother.

COMMITTEE CHAIRPERSON

SESSA: Article XV, Revenue --

PRESIDENT SIMPSON: You're on XIV.

COMMITTEE CHAIRPERSON

SESSA: XIV. Sorry.

PRESIDENT SIMPSON: Article XIV. He can't see what I can see down there.

Article XIV says "No proposed amendments."

Anybody want to talk about Article XIV?

All right.

Move on to XV, Anthony.

COMMITTEE CHAIRPERSON

SESSA: I apologize, Brothers and Sisters.

PRESIDENT SIMPSON: You're all right. You're looking at a little piece of paper and I'm looking at a large screen down there.

COMMITTEE CHAIRPERSON  
SESSA: Article XV, Revenue, Fees, Dues  
and Assessments. See Proposal No. 2.

The Committee recommends no  
change.

PRESIDENT SIMPSON: Committee  
-- wait a minute. You're waiting to speak on  
this? Okay.

Committee recommends rejection of  
Proposal No. 2. Is there a discussion?

DELEGATE NICHOLAS  
PFEIFFER, Lodge 0427: I make a motion to  
adopt this proposal -- oh, I'm sorry. Nick  
Pfeiffer, Local 0427, Detroit, Michigan.

I make a motion to adopt this pro-  
posal.

PRESIDENT SIMPSON: There's  
been a motion to adopt Proposal No. 2.

Is there a second?

Mike 5, you were up first.

DELEGATE JOSEPH LANGLEY,  
Lodge 2286: Joseph Langley, Local Lodge -  
-

PRESIDENT SIMPSON: Are you  
going to second it?

DELEGATE LANGLEY: No.

PRESIDENT SIMPSON: Okay.  
Somebody going to second it? Because you  
can't talk until you do?

Mike 1.

DELEGATE JAKOB FORSGREN,  
Lodge 1320: Jakob Forsgren, 1320.

I second the motion.

PRESIDENT SIMPSON: Motion  
moved and seconded.

Is there discussion?

Mike 5.

The mover, you want to speak on the  
motion?

DELEGATE NICHOLAS  
PFEIFFER, Lodge 0427: Sure. Nick  
Pfeiffer, Local 0427.

I'm not asking anybody that they  
can't drink alcohol, tell them what to do. I  
just think that we had a lot of discussion in  
here about how the members get treated and

what's right for them and fiduciary responsibilities and saving money for our local and saving money for our system, for vice president positions. All these things coming up. I even see potential things coming up here in this bylaw for XV and XVI, asking for raises for vice presidents.

The money we can save, responsibility to our members to properly use their funds. I mean, me, personally, it's a vice. If you guys want to drink, go ahead and drink at your local meetings. Do what you want to do.

I just don't think it's fair to our members, that are out in the field every day, to use their funds towards alcohol. Thank you.

*(Applause)*

PRESIDENT SIMPSON: Mike 2.

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

I personally don't drink anymore, but I think we'd have a hard time getting our

guys in if we couldn't give them a pizza and beer for making the drive.

It's also, like, a local power situation. When we voted in our lodge to raise -- to have a stipend for our lodge to use as they want to, and the guys like it the way it is and it makes the meetings a lot better.

Appreciate it.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother.

Mike 4.

DELEGATE GALEN OWEN,  
Lodge 1097: Thanks, President Simpson.  
Galen Owen, Lodge 1097.

I stand against this for the simple reason this is overreach by the National Division, okay? We shouldn't be telling the systems what to do. That's their money. Let them decide.

We should not be telling the local lodges what to do. That's their money. Let them decide.

This Union needs autonomy, so let's  
let them have it.

*(Applause)*

PRESIDENT SIMPSON: Mike 3.

DELEGATE THOMAS MODICA,  
Lodge 1532: Tom Modica, Local 1532.

I would like to make an amendment  
to the amendment.

PRESIDENT SIMPSON: There's a  
motion to make an amendment to the  
amendment.

State your amendment, Brother.

DELEGATE MODICA: Strike "sys-  
tem or local lodge."

PRESIDENT SIMPSON: That's the  
amendment?

DELEGATE MODICA: And then  
the word "the" before "National."

PRESIDENT SIMPSON: All right.  
The amendment is to strike the word "the"  
and "system and local lodge."

Is there a second?

Mike 3, are you seconding?

DELEGATE BLAKE JOHNSON,  
Lodge 2825: Blake Johnson, Local Lodge  
2825.

I second the motion.

PRESIDENT SIMPSON: Does the  
mover want to speak on the amendment?

Anyone else want to discuss it?

DELEGATE NICHOLAS  
PFEIFFER, Lodge 0427: I have no issue  
with the second -- oh, Nick Pfeiffer, Local  
0427.

I have no issue with the second of  
making a motion to amend it. Like I said,  
once again, we talked about money and what  
we do with it. I just feel that, you know,  
beverage choices for alcohol, where do we  
go? Do we reimburse them for cigarettes,  
tobacco?

UNIDENTIFIED DELEGATE: Out  
of order.

PRESIDENT SIMPSON: Are you  
speaking on the amendment or the --

DELEGATE PFEIFFER: I apologize if I'm out of order. My apologies.

PRESIDENT SIMPSON: I don't know if you're out of order or not or what you're speaking on.

Are you speaking on the amendment? Because that's what we're discussing.

DELEGATE PFEIFFER: Yeah. I'm fine with the amendment.

PRESIDENT SIMPSON: Okay.

Mike -- all right, fellas, there's -- and ladies, there's no one at the microphones.

We're going to go vote on the amendment -- oh, you just got there. I'm sorry, Justin.

Go ahead, Mike 6.

DELEGATE JASON GRAHAM, Lodge 1650: It takes me a minute, Fred.

PRESIDENT SIMPSON: Go ahead.

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

I understand what you guys are trying to do with the amendment, but I'm not

quite sure that it gets us there because that first line says "no money from any BMWED union treasury."

So I just feel that the amendment would need to be changed to reflect that to get support to actually be the purpose of what you guys are seeking.

PRESIDENT SIMPSON: So, you are at an Against, Mike. Are you against the amendment or -- okay. All right.

He's against the amendment.

Brother Deven.

DELEGATE DEVEN MANTZ, Lodge 1326: I've got a question.

I'm sorry. Deven Mantz, Local Lodge 1326.

The intent is to take it away from the -- you know, just do it at the National level, but not the system or local lodge.

So even if that is the case, as my Brother over here was talking about, the intent is still there.

We can change it on the words later on; is that right?

PRESIDENT SIMPSON: I can leave it to the next National Division Officers as a policy, to decide what that intent is, if that's what -- if you're comfortable with that.

DELEGATE MANTZ: Well, it's just the wording is kind of what he was referring. The wording doesn't quite make sense.

PRESIDENT SIMPSON: After August, I can't interpret the bylaws, so I don't know if you -- you need to make sure the words reflect the intent you want.

Mike 3.

DELEGATE THOMAS MODICA, Lodge 1532: Tom Modica, Local 1532.

I would like to make an amendment to the amendment to the amendment.

PRESIDENT SIMPSON: Why don't you withdraw the other one and try again. I'll give you time.

I don't want to do three votes.

DELEGATE MODICA: All right. I withdraw the --

PRESIDENT SIMPSON: Does the seconder withdraw the second on the amendment to the amendment?

DELEGATE BLAKE JOHNSON, Lodge 2825: Yes, we withdraw it.

PRESIDENT SIMPSON: You didn't do -- did you do the second?

DELEGATE JOHNSON: Yes.

PRESIDENT SIMPSON: I'm going to say the second's withdrawn.

All right. Brothers, we're back on Proposal No. 2.

Brother Tom.

DELEGATE THOMAS MODICA, Lodge 1532: Tom Modica, Local 1532.

I would like to make a new amendment to the amendment.

Strike the words "any" and put in "the National."

PRESIDENT SIMPSON: She's putting it on the screen as you do it, so. They're trying to.

Go ahead.

DELEGATE MODICA: The word "the" before the second "National."

We're not striking two.

PRESIDENT SIMPSON: Where is the other "the" at? I'm not seeing it.

DELEGATE MODICA: You're putting it right there.

PRESIDENT SIMPSON: Put it there? I thought you said strike it.

DELEGATE MODICA: No. Add the word "the."

PRESIDENT SIMPSON: Okay.

DELEGATE MODICA: Strike "system or local lodge."

PRESIDENT SIMPSON: Does that reflect what your amendment is? Does that reflect your amendment? Can you see it? I can read it.

"No money from the National Division BMW Union Treasury, including but not limited to the National" --

DELEGATE MODICA: Strike the word "not" before "limited."

PRESIDENT SIMPSON: All right. First word in the second sentence, right?

All right. I'm going to have the parliamentarian read this.

PARLIAMENTARIAN SLAUGHTER: Simple solution to your amendment so you can get it done.

I may be misunderstanding the intent here. But if the intent is for it to simply say "No money from the National BMWED Union Treasury shall be used to pay for alcoholic beverages," do you need to mess with that language in the middle or could you get rid of all of it and just say that?

PRESIDENT SIMPSON: Just say that, Tom?

DELEGATE MODICA: It works.

PRESIDENT SIMPSON: All right.

Did you hear that, Sandy?

“No money from the National Division Union Treasury shall be used to pay for any alcoholic beverages,” and stop.

Well, do you want to leave the “reimburse” in there?

I mean, you don’t need the rest of it. We’re just talking amendment now, not changing the words in Proposal No. 2.

So you can scratch “or” to the end, Sandy.

All right, leave it. That’s what Tom said, he said, “Leave it.”

All right. Do you have a second?

Mike 3.

UNIDENTIFIED DELEGATE: Can that come in effect after tonight?

PRESIDENT SIMPSON: Pardon?

UNIDENTIFIED DELEGATE: Can that come in effect after tonight?

PRESIDENT SIMPSON: Actually, while it’s funny, that’s a problem. So we

have beverages tonight that we’re already on the hook to pay for.

DELEGATE DYLAN HOWELL, Lodge 0104: Dylan Howell, 104.

I second it.

PRESIDENT SIMPSON: Okay.

DELEGATE HOWELL: And I support it, honestly. When you look at how much those guys make compared to how much we make --

PRESIDENT SIMPSON: You seconded. You can’t speak on the motion until we get started on debate. We’ll start in a minute.

Let’s start the debate.

Which mike am I at?

Mike 4.

Now, get back in line, Brother, you’ll be next.

DELEGATE SHYRMAYLE BEASLEY, Lodge 3041: Shyrmayle Beasley, Local 3041.

Y’all, what are we doing? Seriously.

*(Applause)*

Now, I believe all of us are Brothers and Sisters, and we should be treated equally. You cannot say the same members that came up in the rank-and-file, paid union dues like me and you, but the local can have a beer but these guys who asses they follow 24/7 days a week, traveling around the world for us can't have a beer?

*(Cheers and applause)*

PRESIDENT SIMPSON: Anybody else want to talk?

Mike 6.

On the word changes. This is amendment, not the --

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

I'm against this in all forms or revisions or rewritings. I believe that, for example, like you mentioned, that every year, at the end of convention, you have those two tickets. It's a small get-together, or it's smallish. But, to me, if you don't like the

way the money is being spent, that's what the Executive Board is for. The Executive Board goes through, checks how the money is being used, and if they don't like it, they report on it, and they make comments about that.

For us to nitpick, I agree with the gentleman over there, if we're going to start getting rid of alcohol, then we're going to start saying, well, it's too expensive to eat anymore and we're not going to have food anymore. I don't think this is necessary.

PRESIDENT SIMPSON: Microphone 1.

I'm alternating microphones, you'll be next.

DELEGATE CHRISTOPHER ROGUS, Lodge 2401: Chris Rogus, 2401.

No one's saying they can't have a beer. But when you make six figures and people are out on the tracks making 65, 70 grand a year, you can pay for your own beer. You can pay for your own drinks. Just be-

cause you're traveling doesn't mean you can't have them. You can pay for your own, nothing is wrong with that.

What's wrong with doing what's best for the people on the ground? You're talking about people that make a lot of money; they work for us.

PRESIDENT SIMPSON: Mike 4.

DELEGATE JOSH OCHSENBEIN, Lodge 1402: The argument that I'm seeing here is the cost of the beer.

PRESIDENT SIMPSON: Brother, identify yourself, please.

DELEGATE OCHSENBEIN: Oh, sorry. Josh Ochsenbein, Lodge 1402, Pocatello, Idaho.

The argument I'm seeing here is the cost of the beer, right, the beverage? So you're going to replace that with a beverage, say, a soda probably?

What's the difference in the price, a couple bucks?

PRESIDENT SIMPSON: Mike 1.

DELEGATE COREY HAYES, Lodge 0626: Corey Hayes, Lodge 0626.

I call the question.

PRESIDENT SIMPSON: We haven't had enough debate.

As long as you're at the microphone, I'm going to keep going until we get enough on the debate.

Mike 4.

DELEGATE RALEIGH JONES, Lodge 0227: How are you doing? I'm Red, Lodge 0227.

Personally, I don't drink, but I don't care what these adults do. And a lot of people don't care. Because we make a rational decision on what we do. If you choose to drink, you drink responsibly. If you choose not to, don't hate on the Brother or the Sister. Let them do what they're going to do. Because we are shooting ourselves in the foot taking our time, and I'm sorry, just this is waste. Just do what you're going to do and let's move the hell on.

PRESIDENT SIMPSON: Thank you.

I'm going to ask Brother Joynt to tell us what the policy is at National Division today, currently. Tell us the policy today on alcohol.

This policy is set by the National Division Officers, and it could be changed to zero or ten.

SECRETARY-TREASURER

JOYNT: Okay. Look, Brothers and Sisters, currently, the policy is if you're a National Division Officer and you're traveling and you're out for dinner, you can have two drinks with dinner. That's it. No drinks at lunch, nothing else, just two drinks at dinner per person; that's it. No more, no less. And if you're going to go to the bar and have three or four beers, that's out of your own pocket, that's not out of the Brotherhood's.

While I'm up here, I would just like to say, you understand that we also have deals in receptions in D.C. for senators, con-

gressmen, where we do have alcohol. And we also have receptions at the local trainings. So you've got to remember, it's not just the local officers -- or the National Division Officers traveling around that this would effect. The way that it's written, it would affect any and all of that, period.

So just so you're aware of that.

*(Applause)*

PRESIDENT SIMPSON: By the way, this officer doesn't drink but a beer or a glass of wine a year. I have no problem with people consuming a drink, but the delegates need to speak.

We're still on the amendment. Microphone 3.

DELEGATE ZACHARY WHITE, Lodge 212: Zachary White, Lodge 212.

Point of information. What do we spend in a year on alcohol, National Division?

PRESIDENT SIMPSON: I couldn't tell you that, and I doubt if Brother Joynt could do it without some research.

Microphone 2.

We do look at receipts to see if there's excessive drinks over the policy.

Microphone 2.

DELEGATE FRANKLIN TSOSIE III, Lodge 1020: My name Franklin Tsosi III, I'm with Lodge 1020, I'm the USD.

I'm against this proposal because we're not going to support our Brothers and Sisters in the Bartenders Association? Aren't they part of us?

*(Applause)*

Let's make up our mind what we're doing here.

PRESIDENT SIMPSON: Thank you, Brother.

No one is at the microphone. We're going to vote. This vote will be on the amendment to the amendment to change the wording as you see it on the screen today. If

it passes, then we'll go back and vote again on the amendment. Here we go.

All those in favor of the amendment to the amendment, say aye.

All those opposed, say no.

Even I can hear that. No.

Now we're back to the original Proposal No. 2. The committee recommended rejection. Is there any discussion on Proposal No. 2?

Move on, Brother.

*(Applause)*

It was adopted. I'm sorry, I have to vote.

All those in favor of adopting Proposal No. 2, say aye.

All those opposed, say no.

My hearing is getting better. It failed. Move on. It's rejected.

COMMITTEE CHAIRPERSON SESSA: Article XV, Revenue, Fees, Dues and Assessments. See Proposal No. 8. The committee recommends no change.

PRESIDENT SIMPSON: Proposal No. 8, the committee recommends no change. Is there discussion?

George.

DELEGATE GEORGE LOVE-  
LAND, Lodge 4104: I'd like to move Pro-  
posal No. 8.

PRESIDENT SIMPSON: Proposal  
No. 8 has been moved. Is there a second?

DELEGATE JAKOB FORSGREN,  
Lodge 1320: Jakob Forsgren. I second.

PRESIDENT SIMPSON: Jakob  
Forsgren seconds. Is there discussion?

DELEGATE LOVELAND: Yes, sir,  
President Simpson. What this does is it has  
some accountability to it. There's no dues  
increase if there's no pay increase at the Na-  
tional level for the members the year prior.

*(Applause)*

What this does, it incentivizes -- it  
gives the people negotiating our contracts  
some incentive to work a little harder to get  
us a pay raise so that we can get a pay raise

at National too. As a newly-elected E-Board  
member, I know that that's going to be diffi-  
cult with no pay raises to get our budget in  
there, but I'm willing to work with that.  
We're here to represent the people in the  
field, the membership. We've been talking  
about that the whole time. We need to have  
something where they can get some relief  
also when they're not getting any raises.

*(Applause)*

PRESIDENT SIMPSON: Brother  
Joynt is going to explain, I guess, what the  
effect of the article does.

SECRETARY-TREASURER

JOYNT: No, I just want to explain that the  
dues for, like, 2022 is not based on 2021 av-  
erage hourly rate, it's actually based on  
2020. It's a year lag -- it's really a two-year  
lag.

You are saying the previous year, we  
base it on actually 2020. So if there was a  
wage increase in 2020, then it's reflected in

'22 dues, not the previous year, so it's a little awkward in that respect.

And you also know that if there's a group within the Class 1's that gets a contract and raises it, then it does raise all. Or if there's less laborers in more higher-paying positions, then that raises the average hourly rate too, so that's a couple of the things that could affect it. I just want to make sure that everybody understood this. Not the previous year, it's actually two years before it reflects in your dues.

PRESIDENT SIMPSON: Thank you, Brother Joynt.

Microphone 3.

Parliamentary, Red. Mike 9.

DELEGATE RALEIGH JONES, Lodge 227: Just kind of curious, what is the percentage that you just mentioned for the '20, the percentage of you guys are going to get on a raise?

PRESIDENT SIMPSON: What's the question?

DELEGATE JONES: I'm sorry, someone answered it for me. Thanks.

PRESIDENT SIMPSON: 3 walked away, so I'm back over to 1, a For mike. There's nobody at 1. Deven is going there.

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

Could we get a committee member or the chairman to speak on behalf of this, why they decided that no changes?

PRESIDENT SIMPSON: Will the Chairman give the rationale?

COMMITTEE CHAIRPERSON SESSA: We have a per capita payment to the IBT based on the hourly rate. This would create a deficit in the National Division income.

DELEGATE MANTZ: Can I finish what I was saying? He can't hear me. Deven Mantz, Lodge 1326.

I heard that there was something with back pay and that was part of the thing with this as well. But there might have been

some sort of back pay issue that we'd have to do, so I want that to be clear.

PRESIDENT SIMPSON: You want to address how the dues are calculated, because it can change if --

Go ahead, Dave.

SECRETARY-TREASURER

JOYNT: We do get all the rates of pay in and our staff compiles that, and we get it from the Labor Bureau, the statistics.

We compile it to get the average hourly straight time rate of pay, and then you multiply it by the multiplier in the By-laws.

What the committee was saying, By-laws Committee, is that we also pay the IBT a per capita based upon our average hourly rate. They don't care if we get a contract or not, if the hourly rate goes up, then we still have to pay them that percentage of the hourly rate.

What their point was, if we don't get a National contract wage increase, the hour-

ly rate still could go up and we'd be paying more to the IBT but we'd be collecting no more in dues from the members. Because their number would still be based upon an increased hourly rate, and our dues would have to stay stagnant, so we'd have not only less coming in by not getting the dues increase, we'd also have less to work with because we're paying more to the IBT and not taking any more in.

PRESIDENT SIMPSON: Let me say a little more, Dave, if you don't mind.

SECRETARY-TREASURER

JOYNT: Sure.

PRESIDENT SIMPSON: The average hourly rate is determined by, I think it's Form 300 that used to be the ICC form. The ICCs no longer exist, so the Labor Bureau, Tom Roth keeps that data, still keeps it active.

To give you a small example of how a general wage increase hasn't happened, but the rate may go up. For example, Antho-

ny just got seven dollars an hour for a group of members. If that applied to his entire federation, that could cause the average straight time rate to trickle up a penny or two. Now, what, it has to move 25 cents to change.

Another example -- and this is not going to happen -- but if the railroad cut off all trackmen and machine operators and made everyone a foreman, that would raise the average straight time hourly rate. That's how it's calculated.

Otherwise, we don't take the laborer's rate and the machine operator's rate and the foreman's rate and the bridge foreman's rate, we don't take all those and individually say you have to pay 1.3 percent of your income.

I'm just trying to explain how it got here. So if you get a raise, this is not some made up thing that the National Division Officers say, well, let's make up something and raise the dues. We ask Tom Roth to calculate off the ICC Form 300 what the aver-

age hourly rate for our members is on a given date, and the date is certain in the By-laws. That's how it's done today.

Go ahead. Who is next, Roy?

4. Shyrmayle.

DELEGATE SHYRMAYLE

BEASLEY, Lodge 3041: I hope everybody is really listening --

PRESIDENT SIMPSON: Shyrmayle, please state your name.

DELEGATE BEASLEY: Shyrmayle Beasley, Local 3041.

PRESIDENT SIMPSON: Hey, you can't talk as slow as me, come on. Go ahead.

DELEGATE BEASLEY: I know when we look at our paychecks, we all hate when our dues go up. But you got to understand why and where that money is going.

Dave Joynt and President Simpson just broke it down to us. If we don't do this, we could go into a deficit. Because we still owe Teamsters, we still got bills, and it sucks. But I don't want to see us going into

the red. We need that money to fight for better contracts, to pay for our attorneys, pay for our research, our analysts. It has to go up.

I know it sucks, but we cannot go into the red just because we don't want to pay that, what is it, 1.8 percent? When you look at the gas prices are going up. If you want to fight something, fight that.

That's what I look at. When stuff in my life goes up, I look at what I can control. I've been emailing my senator, I've been emailing my governor about these gas prices. I started a carpool in my headquarters, and that's been saving me a lot of money. I know maybe everybody can't do that. But any way you can to save anywhere else, but don't take it from our dues. Thank you.

*(Applause)*

PRESIDENT SIMPSON: Thomas, we understand you've been up here two or three times, so I'm going to go back to you.

DELEGATE THOMAS BLACKWELL, Lodge 2411: Thomas Blackwell, Local 2411, Silsbee, Texas.

I speak in favor of this amendment. The reason I speak in favor of it is, how many of us have to explain this every single year when the guys go, "Why the hell are my dues going up and I haven't gotten a raise?"

I know every one of you, if you're at this convention, you're involved in your local and your people come to you and they ask you that question, and you have to explain. Well, it's the average -- you know, you go through this big spiel, and the guys still don't understand and they're pissed off because their dues are going up.

Well, they just explained to us that, well, when the average wage goes up, we're going to have to pay more to the Teamsters. Well, if we've got to pay more than what we've got coming in or if we have to pay more and we don't have that more coming

in, then our National Bargaining Team should be working their ass off to get us a contract so that we don't take that loss.

I'll tell you now, fortunately I'm from a fiscally -- our system federation is doing very well. So this is the first time we've ever been able to do this, but we've been able to absorb the dues increase as a system federation and not increase our dues.

*(Applause)*

Our members didn't take a dues increase, but our System Federation is responsible for the increase for National Division. So we actually took a 75-cent loss to the Federation so that our members' dues would not increase. And on top of that, we didn't take the accelerator that our System Federation has in place as well.

So we all deal with this often. And if this is the incentive and the motivation for the National Bargaining Team to get out there and do what they've got to do to make this happen, then we're going to have to fig-

ure it out, guys. I know I'm newly elected to the Executive Board, but it's going to be our responsibility to make sure this works.

But I stand in favor of this amendment. Thank you.

*(Applause)*

PRESIDENT SIMPSON: Microphone 6.

VICE PRESIDENT SANCHEZ: Thank you, President Simpson. Roger Sanchez, Lodge 1058, Houston, Texas.

As an advisor to the Bylaws Committee, I just wanted to point out, and I think Brother Blackwell done it by saying not only is it applicable to the National Division, but it's also applicable to the Systems or Federations.

You know, I heard another speaker say, "Hey, we don't tell the Systems or the Federation how to run their business," and I believe that. Now, if some of them do want to waive that deal, it's permissible. It's up to the System or the Federation or the Division.

However, when you sit there and look at that, by doing this or this intention and they have to comply with the Bylaws, there are some Federations and Divisions or whatever that has a built-in escalator. That escalator, whether it goes up or whether it doesn't, the dues are automatically put there, so it won't affect them. So that was something else I just wanted to add to the rationale, Brother. Thank you.

PRESIDENT SIMPSON: Just a point of order. To clarify what Roger said, many of the systems have an escalator. They use the same A300 data; they asked us to create it for them. Most of their escalators are over 2 percent.

Microphone 1.

DELEGATE KENNETH HARTMAN, Lodge 1302: Ken Hartman, Local 1302.

Our local lodge helped come up with this proposal with our system. And I just want to say that we just heard Brother Joynt

say that would cause you guys to work with less. Well, you're asking my members to work with less by taking money away from them. I think that's completely unfair.

*(Applause)*

I'm for this --

PRESIDENT SIMPSON: Thank you, Brother. Brother Joynt is just telling you the facts. If you don't know it yet, most of the National Division folks are retiring. So I don't want you to handcuff the new folks, but that's up for debate.

Mike 2.

DELEGATE MITCH McCARTHY, Lodge 0922: Mitch McCarthy, Lodge 922.

I understand this proposal is a little controversial, but I think it may be important to recognize that this provides the carrier an avenue to manipulate our dues by dragging out bargaining. I think we may just want to recognize that and not allow them an avenue to manipulate our dues and our funds, just as right to work does. Thank you.

*(Applause)*

PRESIDENT SIMPSON: Well, thank you, Brother. What Dave explained to you, if we get a \$2 raise for everybody this year, the treasurer doesn't get the benefit of that for two years.

Microphone 5.

DELEGATE WILLIAM KOK, Lodge 1251: William Kok, Local 1251.

Brother Blackwell spoke a lot on what I was going to say. Speaking to the membership, when you get a dues increase -- because I guarantee you, we're going to get a dues increase -- it's not going to reflect the two years that we didn't have. The escalator clause will kick in every year.

PRESIDENT SIMPSON: Will you please stand a little closer, William? I can't hear you and I know no one else can.

DELEGATE KOK: The escalator clause will kick in every year. I'm Secretary-Treasurer, I get the notice in the mail. There isn't a year I haven't gotten one, that

the escalator clause didn't kick in for National, for the Local, for the System. Our System is fiscally responsible enough to be able to absorb that. That's awesome, I was proud it worked.

Maybe, and hopefully, the new officials here can keep National in the black enough that we have a savings account and we can absorb some of this stuff, so that we don't have to push the burden on to the members out there in the field until we get the job done. Let's get the job done on the contract and then we'll take the raise and take the raises and then increase the dues. Until --

PRESIDENT SIMPSON: Microphone -- I'm sorry.

DELEGATE KOK: Until then, the members don't see any benefit to paying extra dues when we ain't getting the job done.

PRESIDENT SIMPSON: Microphone --

DELEGATE KOK: We spent two years without -- with what, how many years did we go, one or two Zoom meetings for the whole contract? Come on, we got to get better at this.

PRESIDENT SIMPSON: Microphone 4.

DELEGATE JOSEPH NANTISTA, Lodge 0941: Joe Nantista, Lodge 941, Denver, Colorado.

I stand opposed to this amendment -- to this proposal, excuse me, also.

Something to keep in mind here, Brothers and Sisters, we all communicate with our members, we all know how they feel about those dues increases every year. Nobody's happy about that. But what I fear with this proposal is, we're not going to be looking at the 50-cent, the 75-cent, occasional \$1.25 raise every year. If we've got to go three four years between contracts, which we usually do, those dues increases are going to be in a much larger scale, and that's

going to do hit our guys right in the wallets, it's going to hit them where they live.

I really don't think it serves the membership in any way to bring these larger, less frequent dues increases back to them. I think it's better to be incremental. You know, nobody likes paying more every month, especially now, but it's a necessary part of being a part of the union. It's a necessary evil we all have to deal with. And I really think it's in our members' interest to leave it the way it is. Thank you.

PRESIDENT SIMPSON: Thank you, Brother.

Committee wants to talk.

COMMITTEE MEMBER MOZINSKI: To Joe's point, what he just said out there, that was also the conversation in here with back pay, to what Mantz was saying earlier, which we had conversations. Because what the amount of money on the back pay would jump them way up if we were doing certain things. And so that was

another reason what we talked about on committee, why we recommended no change.

PRESIDENT SIMPSON: George, your microphone is in order but you don't get to speak. Put somebody else up there. You've already spoken. When the rest of them get done, you can speak.

DELEGATE GEORGE LOVE-  
LAND, Lodge 0783: I just want verification for what Mr. Mozinski said.

PRESIDENT SIMPSON: That's debate, I'm sorry. You can get in the back of the line or wait until all these guys are done. Have another brother make it for you. They can handle it.

All right, you're talking, No. 3.

DELEGATE JOSEPH DAVIS,  
Lodge 2421: No. 3, right here.

PRESIDENT SIMPSON: All right. I said 3; I just didn't look the right direction.

DELEGATE DAVIS: Yeah, we've been missing eye to eye all week.

Joseph Davis, Lodge 2421.

If I'm not mistaken, the last article was about what, liquor? Now we're going to raise the dues to buy liquor? I'm just trying to figure it out. We just said we're going to pay for liquor, it's okay, but we're going to raise the dues to pay for liquor. Excuse me.

PRESIDENT SIMPSON: Are you finished?

No. 6.

SALARY AND FINANCE COMMITTEE CHAIRPERSON HEWITT: Jason Hewitt, chairman of the Salary and Finance Committee.

PRESIDENT SIMPSON: I'm sorry, Brother. You're not on the Bylaws Committee, you can't speak on the floor.

COMMITTEE CHAIRPERSON HEWITT: But this kind of deals with, like, salary and finance.

PRESIDENT SIMPSON: I'm sorry, you should have talked about it yesterday. Sorry, Jason.

No. 2.

DELEGATE BLAKE JOHNSON,  
Lodge 2825: Blake Johnson, Lodge 2825.

I'm against this. If you have trouble are having to explain things to your members every year, you're not in the right job. I'm sorry, but I got to explain the RLA to my guys all the time. Am I just going to try to get rid of that because I don't want to explain that?

I don't want our National Division to run out of funds. We need those funds to be fighting for us. I'm against it.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother.

5.

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

Maybe I'm ignorant to this and others in this room, but if the Teamsters are setting these escalators and stuff, and we're worried about having enough money to feed

to them with as much help as they've transparently given us over the last couple of contracts, then maybe we need to hold them -- people are saying hold National Division to the fire. Let's hold Teamsters to the fire. They're the one setting these escalators.

*(Applause)*

And then we all see the writing on the wall. No matter how you break it down, your memberships are mad. We're here to represent our membership, and my membership specifically has told me they're not coming to Union meetings. I used to have 65 percent come to our meetings. And they said without a raise and without a contract, they don't give a crap anymore.

So, and we see that these escalators at some point in time, we're going to be paying 200, 250, I mean, the guys that have 30 years left to go, we're going to paying \$300 a month. Like, at some point we had these new federation conventions and we crunched the numbers and we tried to lower

dues and we tried to do what we could for our membership. And we have to do --

PRESIDENT SIMPSON: Are you for or against? Are you for or against?

DELEGATE BAKER: I'm against. I'm at the wrong microphone. I apologize.

PRESIDENT SIMPSON: You're at the wrong microphone.

*(Laughter)*

DELEGATE BAKER: I was more passionate about my argument than the --

PRESIDENT SIMPSON: Go on back and I'll recognize you at the other one.

Just while he's walking back there, I've got to correct one thing, and the brother probably doesn't know. The IBT does not set Maintenance of Way dues.

Just for your information, that article is the only set of Bylaws that was ever ratified by the rank-and-file in a single-man vote in 2004 when we merged. The delegates didn't ratify it. The members ratified

that article by a single-person vote. So you can change it if you want.

No. 6.

DELEGATE NICHOLAS BAKER, Lodge 3008: So as I was saying, we had these federation conventions, we made cuts where we could to try and take care of the membership, put a little bit more money in their pocket.

And I would say one of the biggest arguments in this Brotherhood is, I personally don't have a problem paying more when we get more. But the fact to watch three years of dues increase, and that's great, National Division has more to go off of and the Teamsters have more to go off of, but the membership does not.

PRESIDENT SIMPSON: Thank you. I still don't know whether you're for or against.

No. 1.

DELEGATE TYSON KLAYBOR, Lodge 0788: Tyson Klaybor, Lodge 788.

I was under the impression that back pay was, in fact, turned in to union dues, so I'm still for this amendment.

We pay enough. We need to hold our Teamsters and our National more accountable. Maybe they could work a little harder than knowing that there's a ticking clock, knowing that they're going to be receiving less dues. So we need to try to hold someone accountable more, and maybe this will help.

PRESIDENT SIMPSON: Let me give you a little information here. The National Division Officers you elected yesterday and the ones standing up here, they don't get a raise until you get a raise. That's a pretty good incentive. That does not factor into the dues rate. The straight-time rate for our members factors into the dues rate. It does factor into the budget.

I shouldn't – I've got to stop, I'm sorry.

4 -- go ahead, Dave.

## SECRETARY-TREASURER

JOYNT: Brothers, just one clarification because we keep talking about escalator. Look, what we have is a multiplier, 1.3 times the average hourly straight-time rate of pay. That is figured every year based on, like I said, January 1st of '22, that our dues are affected by what the average hourly straight-time rate of pay was in 2020. There's no escalator by the IBT; it's just a multiplier by the IBT. It's a certain percentage of that hourly straight-time rate of pay. That doesn't change.

The only thing that's changing in this process, in the equation, is the average hourly straight-time rate of pay. The multiplier does not change. It's 1.3 for us all the time, it's 3.75 percent for the IBT of that.

So it's not the escalator, it's not an escalator; it's just a multiplier. What is changing is the hourly straight-time rate of pay. If it doesn't increase, the dues don't increase.

I want to make sure. We keep calling it an escalator. It's just a multiplier, and you multiply the average hourly straight-time rate of pay.

PRESIDENT SIMPSON: Microphone 4.

DELEGATE JOHN EAST, Lodge 1002: Mr. President, John East, Local Lodge 1002.

I call the question.

*(Applause)*

PRESIDENT SIMPSON: The question's been called. I'm going to call a vote.

All in favor of calling the question, say aye.

Opposed, say no.

Let's do a division of the house. All those in favor of ending debate, stand.

See why I can't hear? Thank you. Sit down.

I don't want to do this, but the Brother over here told me I had to ask for the nos.

Everybody's in favor, it's unanimous. Thank you.

All right. Debate's ended.

We're on No. 8 that the committee recommended rejection, but was moved and seconded and was discussed.

If you want to adopt No. 8, say aye.

If you don't want to adopt No. 8, say no.

Those in favor of Proposal No. 8, say aye.

Those that don't want to adopt No. 8, say no.

The noes have it, Brother.

Move on.

It's lunchtime. How many articles you got left?

COMMITTEE CHAIRPERSON

SESSA: About 16 left, proposals.

PRESIDENT SIMPSON: 16 proposals. Y'all want to go to lunch or do 16 proposals?

*...The delegates responded,*

*"Lunch!"*

PRESIDENT SIMPSON: Eat, there we go. Be back in 90 minutes, please. We got a reception at 7. I want to eat, I don't want to drink.

*(At 12:02 p.m., the Convention was recessed, to reconvene at 1:30 p.m.)*

**DAY THREE**  
**Afternoon Session**  
**Wednesday, June 15, 2022**

*The Convention was called to order at 1:30 p.m., President Simpson presiding.*

PRESIDENT SIMPSON: Please take your seats. I'm not going to rush anyone, but I'm going to try to move along quickly. Hopefully, we don't have a lot of issues that are heated debates like we have so far. I don't know that there are. We certainly will not stop the debate -- well, I can't stop the debate -- but I will try to push a little quickly. If someone gets lost and needs me to stop, just holler "Question" and go to a mike and tell me to slow down, you don't understand something. I don't want anyone to leave here without understanding what we're doing and everything that we do.

I have a couple of things to do here, and this may be controversial and it may not.

This morning I went through a list of retirees and thanked them for their service

and friendship and dedication and work on behalf of the members. And I personally skipped right over Jed Dodd. So, Brother Dodd, would you stand and let me thank you personally for your service, your dedication to this union, to the labor movement, to the city of Philadelphia, and all the things you've done in your life. I can't list them all.

But Brother Jed Dodd deserves all our respect, he deserves all the dignity we can give him, so please give him a standing ovation.

*(Standing ovation)*

That's all the National Division Officers that are retiring between now and next convention. I've asked them all.

Somebody want to go to the microphone there?

DELEGATE TIM GILLUM, Lodge 309: Tim Gillum, 309.

I'd just like to take the time to recognize you as well and thank you.

PRESIDENT SIMPSON: Well, I don't need the recognition, but thank you, Brother Tim.

*(Applause)*

Thank you, folks, much appreciated. I've gotten much more than I've given. Hey, I got a clap, come on. The good kind. And I wasn't drunk.

I had a request from a guest brother from Local Lodge 2410 of the ATSFF to address the body regarding the way the elections have been conducted for the last two conventions. It's Brother Brian Prodigalidad, and I hope that was close. I have to ask the body if they have an objection to Brother Brian addressing the body.

Hearing no objection, Brother Brian, please get to a microphone quickly.

Microphone 6.

BROTHER BRIAN PRODIGALIDAD, Lodge 2410: Thank you, delegates

and officers and guests for lending me your ears. A renowned psychiatrist said in a lecture that listening is a choice. It requires strength and courage when you truly listen, as listening requires you to examine yourself.

Which life has taught me that seeing ourselves for what we really are is one of the most hardest things a person can do. There's always a positive or negative bias from life experiences distorting our view of ourselves, so it helps to take in and consider outside observations for contemplation.

And, Brothers and Sisters, I must say, I have observed some distressing things here that I wish you each to ponder as leaders. During this convention, as the previous, so few have stepped up to the plate or offered their strength to our organization, even during this election where a large number of our old guard are leaving. I witnessed a lot of criticisms and slander and destructive talk, rather than constructive, idea forming

and testing and future orientated talks that would benefit our organization.

And as our chaplain this morning alluded to, we are all supposed to be leaders here. So these elections should be full of our best and brightest. Why have so few stepped up but so many run their mouths and complained? Each of us should be getting stronger, more knowledgeable, more capable.

Why do we do this to ourselves and fall for the same destructive belief that's been ruining our country, taking as much as you can and giving as little as possible?

That's not a slight against the president of the other union that spoke earlier, but it's just a belief that sounds good but is ultimately harmful. It's a belief that the carrier uses against us and we have great disdain for, so why would we do it to each other?

From Sun Tzu's Art of War, which states the same basic principles for victory

with small units applied to large units. We can see the same thing in our own profession when you look at the basic principles of a section and what it takes to complete a task and how that can apply to a big system gang. So why harbor destructive beliefs like giving as little as possible and taking as much as possible? Does that selfish belief system work in your family?

Does it work in your community? Your state? Has it worked for our country?

Another concern, it is easy to criticize others and ideas without providing a better solution. But the defining trait of an adult is to be a provider, a creator, and a producer.

So what have you done better -- to better tomorrow, besides cowardly chastise things and people from afar, or promote ideas that sound good, but you never tested against a mountain of human experience that's been recorded.

Which leads to my other concern, the loss of freedom. A thing that is dear to my heart because the costs is burned into my mind from years of service in the military. In the 20th century, many -- no, most dictators and despots have taken control with the approval of the populous or the mob, in almost all cases to the thunderous applause of the people. So once again, test ideas no matter how good they sound.

By us, as a people, an organization full of members so ready to pawn off responsibility for this union on a few, we leave ourselves vulnerable to all the oligarchies and tyrannical of rulers of all sorts.

Few our members know of the burden of command and the burden of being a leader in such an organization, and few Americans know what a real leader is and the selflessness it requires in this self-based society we live in.

One thing we must guard against is politics doesn't really fix things. Just as the

Irish in early New York, they had elected officials as they outnumbered the other ethnic groups in the great city, yet, they remained a poorest group of people at the time.

Look at the countless cities across this country that thought similar and had --

PRESIDENT SIMPSON: Brother, you've got about 30 seconds.

BROTHER PRODICALIDAD: All right. Well, I can continue great lengths, time is limited and I know it's not a slight against officers, current or past, or chastisement of you, it's more of a plea for you to wake up. Our people need you. Our country needs you. You need to step up and become the best version of you.

You can be for yourselves, your families or this Union and this Nation, the future is what we make it, you once --

PRESIDENT SIMPSON: Brother, time is up.

I've enjoyed your words and I'm humbled by them, but the rule here is that delegates speak five, and I'm not going to make an exception for guests. They were kind to bring you up here and let you speak, and I appreciate it. The words were wonderful and needed.

*(Applause)*

BROTHER PRODIGALIDAD:  
Thank you.

PRESIDENT SIMPSON: Thank you, Brother Brian. Those were very touching words.

All right. We're back on the committee's report.

**REPORT OF THE BYLAWS COMMITTEE (Resumed)**

COMMITTEE CHAIRPERSON  
SESSA: Unpublished Bylaws No. 3. Add Article XV, Section 9 to read --

PRESIDENT SIMPSON: They're looking for it.

Do they have it or no?

COMMITTEE CHAIRPERSON  
SESSA: It's going to be on the board.

PRESIDENT SIMPSON: I know. They need to know to look on the board and not on their table. There's no need to go to the book.

COMMITTEE CHAIRPERSON  
SESSA: Oh, they got it.

PRESIDENT SIMPSON: You got it? All right. Everybody's got it.

I just want to make sure. I see people looking and I want to make sure that they don't need to look up here.

All right. I'm sorry, Anthony.

COMMITTEE CHAIRPERSON  
SESSA: Committee recommends no change.

PRESIDENT SIMPSON: The Committee recommends rejection of Proposal No. 9.

Is there discussion? Discussion?

Mike 5.

DELEGATE JOSEPH LANGLEY,  
Lodge 2286: Joseph Langley, Lodge 2286  
out of Fort Worth, Texas.

I make a motion to add to Article  
XV, Section 9, to read: "The minimum  
amount of dues money allocated back to the  
local lodge should be five dollars."

PRESIDENT SIMPSON: There's a  
motion to adopt Proposal No. 3? Non-  
published Proposal No. 3, correct?

DELEGATE LANGLEY: Correct.

PRESIDENT SIMPSON: Is there a  
second?

DELEGATE HENRY KUBENA,  
III, Lodge 1338: Henry Kubena, Lodge  
1338, Smithville, second it.

PRESIDENT SIMPSON: It's been  
moved and seconded to adopt unpublished  
Bylaw No. 3.

Is there a discussion?  
Does the maker want to speak?

DELEGATE JOSEPH LANGLEY,  
Lodge 2286: Yes. So for the last 20 years in

my lodge, as I've seen the dues go from ba-  
sically \$46 up to 100, the money coming  
back to my local lodge has been \$2.25. It's  
been stagnant, it's been that way for 20  
years. I've seen my dues go up, but I've  
seen nothing come back to my local lodge.  
That's why I'd like to propose this.

PRESIDENT SIMPSON: Thank  
you, Brother.

I don't see anyone against. Anybody  
else want to speak one way or the other?

Mike 5.

DELEGATE HENRY KUBENA III,  
Lodge 1338: Yes, this is -- my nickname's  
Rusty. Everybody knows me as Rusty, so.  
Lodge 1338, Smithville, Texas.

Same thing, we have not had in-  
crease in lodge dues coming back to us in  
20, 25 years. And I feel the same way. We  
need something coming back into the lodg-  
es. Not saying a lot, but something.

PRESIDENT SIMPSON: Anyone  
else want to speak? All right, we're going to

vote on unpublished Bylaw Proposal No. 3. It's on the screen, I understand you folks have it on your tables.

It takes three-fourths to adopt, so here we go. The motion is on unpublished Amendment No. 3.

All in favor to adopt, say aye.

All opposed, say no.

The noes have it. It's rejected.

COMMITTEE CHAIRPERSON

SESSA: Unpublished Bylaw No. 4, add Article 15, Section --

PRESIDENT SIMPSON: Do they have that one on their tables? Okay.

COMMITTEE CHAIRPERSON

SESSA: Committee recommends no change.

PRESIDENT SIMPSON: Let me say that the committee recommends rejection of unpublished Bylaw No. 4. Is there a discussion?

No. 3.

DELEGATE RANDI

BERGHORST, Lodge 0908: Randi

Berghorst, Local 908. I am the maker of this proposal.

I added it in there as a way to help pay for keeping our Vice Presidents and to -- and our E-Board members so that we can still be -- excuse me -- keep the Union strong and investment in -- keep investing into the Union so that we can fight against the carriers. The carriers are dictating that we are diminishing our numbers, and the money just isn't there. So this is our opportunity just to invest in our union, to make it stronger.

I understand this is going to take some courage to bring back to our members and we need to explain to our membership that we raised dues \$6. I understand three-quarters vote, slim chance. But I just think that we have an opportunity here to make a stand to say that --

PRESIDENT SIMPSON: Sister, you're debating the issue now. We need a second to have debate.

DELEGATE BERGHORST: Okay.

PRESIDENT SIMPSON: Thank you.

Is there a second? Is there a second?

DELEGATE MICHAEL SORMAN, Lodge 0144: Michael Sorman, Lodge 144 out of Minneapolis, Minnesota.

This is the first proposal I've heard that addresses paying for the Vice Presidents that we're going to have to keep, and I want to second the proposal.

PRESIDENT SIMPSON: The motion has been made and seconded to adopt unpublished Proposal No. 4. Is there discussion?

Does the maker want to finish your speech, Randi?

DELEGATE RANDI BERGHORST, Lodge 0908: Yes, please. I was just going to finish up. But I just think that we need to invest in our union to make it stronger. It's the way the railroads, the carriers worked for years. They just keep

cutting and cutting, and we all know about that. Do more, do less. It really hurt me to hear the union doing the same thing.

And I think it's time – it's the time we need to stand up and be stronger, because we have a lot of things against us. And it's just an opportunity we need to help stand against this. Thank you for your consideration.

PRESIDENT SIMPSON: Thanks very much, Sister.

6.

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

I stand here today against unpublished Bylaw No. 4. You know, I'm a person who would pay the increase, but I know how our members feel about dues increase and we all know how sensitive a subject that it is. And I don't think that our budget is as dire as it may have been, you know, indicated in heavy debate yesterday.

I looked at the numbers. I seen that, you know, one thing that we did spend some extra money on this year was, there was the thing came up with the vote on the mergers and stuff, and that was close to a million dollars that was spent on that. So that's a one-time cost that we won't see repeated again.

I think, you know, I might be wrong, but when I looked at the numbers, we're actually in a better position financially than we were in 2018 as far as where we're at with our general fund.

So I don't think there's any immediate budget crisis, and I think we can fund what we need to fund, and even fund a little bit more with education and stuff under the existing Bylaw -- or the existing dues structure. And for that reason, I stand against the Proposal No. 4.

*(Applause)*

PRESIDENT SIMPSON: Brother Kevin, we finally agree. These officers have done a great job protecting the budget.

Microphone 1.

DELEGATE RICK GRIFFIN, Lodge 1196: Yes, sir. My name is Rick Griffin. I'm from Lodge 1196, Klamath Falls, Oregon.

And I came here to represent all the people that I'm here for. I can't vote for anything that's going to increase the fees of --

PRESIDENT SIMPSON: Brother, you may be at the wrong microphone.

DELEGATE GRIFFIN: Oh, sorry.

PRESIDENT SIMPSON: Where am I at? Microphone 4.

UNIDENTIFIED DELEGATE, Lodge 2161: Lodge 2161, Wilmington, North Carolina.

The membership has no appetite for an increase in dues at this time. Let's put some faith in our new leadership to find

ways to save money. Please vote no for unpublished Bylaw No. 4. Thanks.

*(Applause)*

PRESIDENT SIMPSON: Thank you.

Microphone 2.

DELEGATE MATTHEW GREEN, Lodge 2033: Matt Green, Lodge No. 2033, Winfield, Alabama.

There was a lot of thought and passion and pride that came up Monday about keeping these Vice Presidents, and that's fine. But the same amount of thought and pride and prayer and passion has to be put into how we're going to provide for these positions before we decide we're going to.

We talked about fiscal responsibility. We're saying that we want to keep this but we don't know how to pay for it. My nine-year-old knows that if she wants something, she has to have a way to pay for it. And it cannot be by raising the members' dues. Each month -- you can't just continue to ex-

pect the men to pay for these things when our dues are always going to go up as it is, that's fine. But just, hey, hey, this is what we want and, here, these guys can pay for it. That's not responsible. That's all I've got.

PRESIDENT SIMPSON: Brothers and Sisters, I don't see anyone else at the four microphones. If you want to continue saying no or you're opposed and put your name on the record, that's fine with me. But if you want to have a vote, you don't want to come to the microphone.

Mike 6.

DELEGATE NATHAN FELKER, Lodge 0567: Nathan Felker, Lodge 567.

I'll go ahead and call the question.

PRESIDENT SIMPSON: I don't know if we've had enough speakers, but if you've got --

DELEGATE FELKER: Can we go ahead and vote against it?

PRESIDENT SIMPSON: If people will move away from the microphones, you'll get to vote, if there's nobody talking.

All right, we're ready to vote. We're voting on unpublished Amendment No. 4. It's on the screen.

If you are in favor of unpublished Amendment No. 4, say aye.

If you are opposed, say no.

It's rejected.

COMMITTEE CHAIRPERSON  
SESSA: Article XV, Revenues, Fees, Dues, and Assessments. See Proposal No. 29. Committee recommends no change.

PRESIDENT SIMPSON: Committee recommends rejection of Proposal No. 29. Any discussion?

I see no movement. Move on.

COMMITTEE CHAIRPERSON  
SESSA: That concludes Article XV.

PRESIDENT SIMPSON: Okay. We're on Article XVI, I guess. It looks like

there were no proposed amendments there. Go ahead.

COMMITTEE CHAIRPERSON  
SESSA: Article XVII --

PRESIDENT SIMPSON: Did you understand me? I said there were no proposed amendments to No. XVI. Anybody want to amend XVI?

Go ahead.

COMMITTEE CHAIRPERSON  
SESSA: Article XVII, Membership. See Proposal No. 66. Committee recommends adoption.

*...Committee Chairperson Sessa presented the following:*

## **ARTICLE XVII Membership**

Sec 5. Committee recommends: **ADOP-TION**  
(See Proposal No. 66)

**2022 PROPOSAL NO. 66  
NOTIFICATION OF EXPELLED  
MEMBERSHIP  
SUBMITTED BY NICK OLDHAM ON  
BEHALF OF AT&SFF LOCAL LODG-  
ES**

CHANGE ARTICLE XVII, SECTION 5  
TO READ:

**Sec. 5.** Notification of Expelled Membership. When a member is expelled by a Local Lodge, the Secretary-Treasurer of such Lodge shall at once notify the System Division or Federation Secretary-Treasurer and the National Division Secretary-Treasurer, giving the expelled member's name, membership number, address and cause of expulsion, and it shall be the duty of the National Division Secretary-Treasurer to notify all Local Lodges by circular letter **and email**, of such expulsion, giving name, address, membership number and cause of expulsion.

### **STATEMENT OF PROPOSAL'S EFFECT:**

Notification of expelled membership by email and mail.

PRESIDENT SIMPSON: The committee recommends adoption of Proposal No. 66. It's been moved and seconded. Is there discussion?

All those in favor of adoption of Proposal No. 66, say aye.

Those opposed, say no.

It's adopted.

We're on XVIII now. If anybody wants to amend XVII, they need to get up and do it now.

COMMITTEE CHAIRPERSON

SESSA: Article XVIII, Government of Locals. See Proposal No. 68. Adopt as amended.

*...Committee Chairperson Sessa presented the following:*

### **ARTICLE XVIII Government of Local Lodges**

Sec 5. Committee recommends:  
**ADOPTED AS AMENDED**  
(See Proposal No. 68, as amended)

### **2022 PROPOSAL NO. 68 PROVISIONS GOVERNING LOCAL LODGE ASSESSMENTS SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES**

CHANGE ARTICLE XVIII, SECTION 5  
TO READ:

**Sec. 5.** Provisions Governing Local Lodge Assessments. Assessments may be levied by Local Lodges for special purposes upon a two thirds vote of members voting by secret ballot in accordance with the procedures governing increases in Local Lodge dues set forth in Article XV of these By-laws, provided, however, that all members of the Local Lodge have been notified by

mail **and email with read receipt** of such proposed assessment no less than thirty (30) days previous to the vote of its membership, provided, further, that such assessments shall become effective only after approval of the National Division President.

## STATEMENT OF PROPOSAL'S EFFECT:

Local Lodge proposed assessments – notification by mail and email.

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PRESIDENT SIMPSON: The committee recommends adopting as amended Proposal No. 68. Is there a discussion?

All in favor, say aye.

Opposed, say no.

It's adopted.

COMMITTEE CHAIRPERSON  
SESSA: Article XVIII, Government of Locals. See Proposal No. 70. The committee recommends no change.

PRESIDENT SIMPSON: The committee recommends rejection of Proposal No. 70. Is there a discussion?

Move on, Brother.

COMMITTEE CHAIRPERSON  
SESSA: Article XVIII, Government of Local Lodges. See Proposal No. 71. The committee recommends adoption.

*...Committee Chairperson Sessa presented the following:*

## ARTICLE XVIII Government of Local Lodges

Sec 9. Committee recommends: **ADOPTION**  
(See Proposal No. 71)

### 2022 PROPOSAL NO. 71 NOMINATION AND ELECTION OF OFFICERS SUBMITTED BY NICK OLDHAM ON BEHALF OF AT&SFF LOCAL LODGES

CHANGE ARTICLE XVIII, SECTION 9, 5<sup>TH</sup> PARAGRAPH TO READ:

**Sec. 9.** All Officers of Local Lodges shall be nominated and elected as hereafter provided, subject to the terms of the Merger Agreement. In the United States, nominations and elections shall be held once every three (3) years commencing with the fall elections in 1960 at the first regular meeting of each Local Lodge in the last three (3) months of the year. At the option of the Local Lodge, nominations may be held either at the same meeting at which elections are held or at a meeting preceding the first regular meeting of the last three (3) months when elections are conducted, provided that all

members in good standing of the Local Lodge have been given at least fifteen (15) days advance notice in writing at their last known home addresses of the date, time and place at which nominations shall be made and the date, time and place at which elections shall be held; and provided, further, that Local Lodges may at their option permit nominations to be made by mail **or email with read receipt** to the Secretary-Treasurer of the Lodge during the period following the notice and preceding the meeting at which the election is to be conducted. All Officers shall be elected from duly nominated candidates as aforesaid and no "write-in" candidates are permitted.

**STATEMENT OF PROPOSAL'S EFFECT:**

Allows for nominations of local lodge officers by mail or email with read receipts.

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PRESIDENT SIMPSON: The committee recommends adoption of Proposal No. 71. Is there a discussion?

All in favor, say aye.

Opposed, say no.

The ayes have it, it's adopted.

COMMITTEE CHAIRPERSON

SESSA: Article XVIII, Government of Local Lodges. See Proposal No. 42. Committee recommends adoption.

*Committee Chairperson Sessa presented the following:*

**ARTICLE XVIII  
Government of Local Lodges**

Sec 14. Committee recommends: **ADoption**

(See Proposal No. 42)

**2022 PROPOSAL NO. 42  
REPRESENTATION AND ELECTION  
OF DELEGATES TO NATIONAL DIVISION CONVENTION  
SUBMITTED BY ANTHONY SESSA,  
GENERAL CHAIRMAN, PENNSYLVANIA FEDERATION**

CHANGE ARTICLE XVIII, SECTION 14, 1<sup>ST</sup> PARAGRAPH TO READ:

Sec 14. 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.

**Full time National Division, General Chairpersons or System Officers may not be delegates for any Local Lodge except when elected by their home Local Lodge to be a delegate.**

**STATEMENT OF PROPOSAL'S EFFECT:**

Full time National Officers, General Chairpersons and System Officers may not be delegates for a Local Lodge, except for their home lodge.

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PRESIDENT SIMPSON: The committee recommends adoption of Proposal No. 42. Is there any discussion?

All in favor, say aye -- oh, sorry.

DELEGATE SCOTT SHEPICH, Lodge 1489: Hello, Brothers and Sisters. Scott Shepich, Local 1489.

I'd like to speak against Proposal 42.

PRESIDENT SIMPSON: Okay, go ahead.

DELEGATE SHEPICH: All right, thank you.

I just wanted to say that many local lodges around the country only have 20 members and can't always afford to send

someone to convention. They should have the right to choose the representation. Also, if this Bylaw is passed, it will diminish the democracy of the smaller lodges that struggle financially. It will also restrict the smaller lodges from having their voices heard.

Thank you.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother.

Where am I going now, 4 or 6?

6.

DELEGATE STEWART TAYLOR, Lodge 0153: Todd Taylor, Lodge 153.

Brothers and Sisters, I believe this will do damage to our smaller lodges that would or could normally sent their vote via a larger lodge. You know, I think that we should fix these smaller lodges so that they have the ability to send someone if they want to. And if not, they should still be able to transfer their vote to another delegate to take their vote.

For those reasons, I humbly ask that you stand with me and vote against this proposal.

PRESIDENT SIMPSON: Microphone 4.

I'm sorry, I have somebody at 1. I have to rotate, Brother. I'm sorry.

Go ahead, John.

DELEGATE JOHN MOZINSKI, Lodge 249: John Mozinski, Lodge 249.

I stand in support of this. All we're trying to do here is try to keep your -- we talked about involvement, and these local lodges, systems need to also empower the local lodges so they are sending and not just sending the votes with them.

We pay on the BURNOR to send all our delegates here. We cover their wages, their airfare, the hotel, so no matter if they have 150 or if they have 12.

So I think a lot of federations can -- especially they talked about how much money they have. A lot of federations

should be doing that so they have every local lodge represented here. I think we have 481 lodges in the country. I think it's important. And the officers should not be carrying the vote for the local lodge. There's somebody in that local lodge can come here and actually speak.

Everybody talked about, "Well, I'm the delegate, I work with them every day." And the officers are not working with them, asking those 20 guys if it's a small local. So I would ask that you support this.

PRESIDENT SIMPSON: Microphone 4.

DELEGATE HERBERT McCANTS, Lodge 2154: Herbert McCants, Mobile, Alabama, rank-and-file member of the BMWED.

I have two questions that I wanted to ask the membership, but first I wanted you all to pay attention to the irony of this proposal. We just shot down a proposal that would put five dollars per member back into

the accounts of the smaller lodges so that they could afford to send their own delegates.

And then you turn around and put up a proposal that will now stop a delegate from carrying a smaller lodge's vote that can't afford to send one. And I've got to tell you all, I'm ashamed, bro.

*(Applause)*

You all sat here and had an argument over buying alcohol, but not sending money back to the Brotherhood so that they can be represented, so that each single voice can be represented, and now you want to take that ability away as well by removing the ability for another delegate to take over their lodge's votes.

Again, not only am I ashamed of you all, but you should be ashamed of yourselves. And that's as real as I can get.

My question is, moving forward, if this passes, how would that end up allowing the smaller lodges to have a voice? Those

are votes that will not be carried, votes that will not be counted. And for those who also earlier wanted to propose one-on-one each manned election, how will those concerns and voices be spoken for here in these conventions?

I ain't going to read the second one.

PRESIDENT SIMPSON: Thank you, Brother.

Anthony.

COMMITTEE CHAIRPERSON  
SESSA: Brother, I think you got that one wrong. A majority of the thought was it ensures a more democracy voting process; that the officers that go around and gobble up the small locals come in here heavy, and it doesn't matter what they want, it's the person that's carrying them their views. It wasn't meant to be the way it was.

PRESIDENT SIMPSON: Microphone 3.

DELEGATE ZACHARY WHITE,  
Lodge 212: Zachary White, Lodge 212.

I might be wrong, but it doesn't say another lodge can't carry your vote. So another delegate can carry your vote, just not the officers. We're not stopping people, right? I mean, am I wrong with this? So I can carry another lodge as long as I'm not a system officer.

COMMITTEE CHAIRPERSON  
SESSA: Brother White, the effect was full-time National Officers, General Chairpersons and System Officers may not be delegates for a local lodge except when it's their home lodge.

DELEGATE WHITE: So another lodge can carry a vote.

PRESIDENT SIMPSON: 6.

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

Brothers, we were talking about the alcohol earlier, and it was said, the alcohol conversation was it was an overreach. National is now overreaching into the system

and into the lodge. That's the same thing that's happening here. What we're telling is, is when you go home, your lodge doesn't have a say anymore. You don't have the right to pick exactly who you want. We've now limited you.

It was said that you can pick another delegate, you can pick somebody else from another lodge, but you can't pick this guy. So why are we eliminating our options?

And to the other point, I come from a small lodge, my whole life it's been a small lodge. And you're right, it's hard to get those funds put together to allow somebody to come out here and represent the best interests.

So it's for those reasons I cannot support this. And I believe the brother on microphone 1 stated earlier that it needs to be fixed at the system level. Well, until that fix happens, what the hell are we doing until then? We're not going to let these guys come out.

So again, it's not up to us to tell a system to tell a lodge what they have to do or what they cannot do. That's the lodge's decision. Thank you.

*(Applause)*

PRESIDENT SIMPSON: Microphone 1.

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

Just to carry on with what my General Chairman had talked about before. Let me just tell you a little bit about how our system does things. As he said, we send our delegates, every single lodge we send a delegate. We pay their wages, their airfare, their hotel, and we give them a per diem to make sure that we're here, not only here at National Division but at system conventions as well.

Not only that, but I believe we get 3.25 per month per member -- maybe it's three dollars. Some of you get 1.75. It's not enough money. Maybe this needs to be

changed at the system level. I don't disagree with the Brother before me. This does need to be fixed at the system level as well.

We're bankrupting our lodges who do not have enough money. I think everybody can agree with that. So we need to do better on the system level as well. Vote however you want, but that needs to be fixed there as well. Thank you.

PRESIDENT SIMPSON: Microphone 2.

DELEGATE PAT CHARTERS, Lodge 41: Pat Charters, Local 0041.

For those of you who don't know me, I am a working General Chairman of one of the smaller federations in the system. I do have a local lodge with 12 members. And let me say that it's probably the most active lodge that I have in my system.

The fact remains, that they just couldn't afford to send somebody. It's not possible. It's a very fiscal responsible lodge

and a very active lodge, but the bottom line is, they just don't have the funds.

So I carried their votes with me. And preface that by saying, they had their quarterly meeting this year prior to convention. I took all the information, all the delegates that were up for nomination for seats in office. I gave them all the facts, I answered all their questions, and I took their votes. I didn't take my vote, I took their votes.

But the fact remains that there are smaller lodges out there, active lodges, financially fiscal responsible lodges that just can't afford to send someone to a convention like this. We've all seen the price of food. They'd go out to lunch one time and they'd be broke.

So for these reasons, I'm against this resolution.

PRESIDENT SIMPSON: Microphone 4.

DELEGATE GALEN OWEN,  
Lodge 1097: Brothers and Sisters, Galen Owen, Lodge 1097, Trenton, Missouri.

Again, I've stood at this mike before and talked about autonomy of this Union; Systems, National, Local Lodges, Membership, Rank-and-File, System Officers, National Officers. Look, when are we going to start uniting this Union instead of trying to drive wedges between the System Officers, the National Officers? Why do we give a shit who votes on their lodge's good? Their lodge has the right to picket. No matter who it is, we should all come here with the best interests of this union in our minds. Let's do it.

*(Applause)*

PRESIDENT SIMPSON: Microphone 6.

DELEGATE DALE BOGART, JR.,  
Lodge 1632: Dale Bogart, Lodge 1632.  
Tough act to follow, Galen.

I was just going to say that the way I'm looking at this now, by limiting the lodge's ability to make that choice to send their votes with a system officer if they can't afford it, they should have that right.

Now, the brother over at microphone 1 a moment ago said that they have something in their system and how they handle it. Great, congrats to your system, you're doing a fine job, and it should stay at the system level if that's what you're going to do. But the lodges should not be restricted from making a choice of who takes their votes if they can't afford it.

*(Applause)*

I just want to say one more thing, and maybe it's not intended that way, and excuse my geography because I don't know anything about them, but there's probably some lodges out in rural America that are very small. You handcuff those lodges to send their own delegate when they can't afford it, and then you allow the other locals in

metropolitan areas of the United States to send just one delegate with no system officers carrying the votes for those rural lodges that can't afford it, you're stacking again. Thank you.

*(Applause)*

PRESIDENT SIMPSON: Microphone 2.

DELEGATE RENNE PEREZ, Lodge 377. Renne Perez, Lodge 0377.

Brothers and Sisters, I stand against this proposal. Now with this proposal they want us to tell the lodges who can carry their votes. Seems like they want us to take the lodges' power away. For that reason, I stand against the proposal.

PRESIDENT SIMPSON: All right. There's no one at the mikes. We're going to vote.

Did I hear somebody say something? I'm sorry. Okay.

It is moved and seconded to adopt Bylaw Proposal No. 42. All those in favor, say aye.

All those opposed, say no.

The noes have it. It's rejected.

Move on.

COMMITTEE CHAIRPERSON

SESSA: Article XVIII, Government of Local Lodges. See Proposal No. 44.

Committee recommends adoption.

*...Committee Chairperson Sessa presented the following:*

## **ARTICLE XVIII Government of Local Lodges**

Sec 14. Committee Recommends:  
**ADOPTION**  
(See Proposal No. 44)

### **2022 PROPOSAL NO. 44 REPRESENTATION AND ELECTION OF DELEGATES TO NATIONAL DIVISION CONVENTION**

**SUBMITTED BY COREY HAYES, AND  
OTHER LOCAL LODGE MEMBERS**

CHANGE ARTICLE XVIII, SECTION 14,  
1<sup>ST</sup> PARAGRAPH TO READ:

Sec 14. 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)~~ **one hundred-fifty (150)** 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 one hundred-fifty (150) members unless such members are all members of one local lodge.**

### **STATEMENT OF PROPOSAL'S EFFECT:**

No delegate may represent more than 150 members unless those members are from the same lodge.

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PRESIDENT SIMPSON: The Committee recommends adoption of Proposal No. 44.

Is there a discussion?

Microphone 4.

DELEGATE GALEN OWEN,  
Lodge 1097: Thank you, Freddie. Galen Owen, Lodge 1097.

Again, I stand here and make the same argument I just did two minutes ago. But listen, guys, I truly believe that each and every lodge should make every effort to get a lodge delegate here.

But let's be realists here. Not every lodge has that ability. We do know that some lodges are strapped. Some lodges have the money and they should have a delegate here.

But reality is reality. Let's face it and let these lodges choose their delegate. It doesn't matter who it is. Again, if they choose it, they place their voice and let it happen.

Let's go forward.

PRESIDENT SIMPSON: Microphone 1.

DELEGATE COREY HAYES,  
Lodge 0636: Corey Hayes, Lodge 0636.

So we just voted down the previous amendment and now we move on to the amendment that has my name on it. But I want you to notice there that it says others, "and other local lodge members."

Brothers and Sisters, this amendment promotes involvement in the Brotherhood. This body clearly and soundly voted in support of this delegate-style process earlier when we rejected one man, one vote, whichever -- this delegate body soundly defeated that, right?

So we are in agreeance that the delegate-style system is how we will govern ourselves going forward.

For far too long we have allowed the potential of gerrymandering. And I'm not going to mention any names, but there was a gentleman that told me, recently, that has been elected numerous times within this Brotherhood, at all levels, that I, this is air quotations, I apologize. But this gentleman told me that "I have taken advantage of

that,” the 500 votes, “more than anyone.”  
And I’m not going to mention any names.

This amendment restricts the opportunity for anyone to harvest the weighted vote for delegates, coming from multiple lodges, to vote on the officers, the Bylaws, the resolutions, and other matters that would come before future convening bodies of the Brotherhood of Maintenance of Way Employees Division of International Brotherhood of Teamsters.

Example, we’re going to do a little math, I’m not the best at it. But example is today, in this very room, today’s average is 60 votes per delegate. You look at your badge. You’re either above that average or you’re below it. But the average in this room today is 60 votes per delegate.

Reality is, the way that this Bylaw currently exists is this body can be controlled by, potentially, 23 delegates. That’s all it would take to control this room today.

My badge has 1 on it. I’ve got one vote and I don’t vote in elections because I’m an ex officio.

But it’s potential, the way the Bylaw currently exists, that 23 people can tell the rest of you to hush, sit back down, we’ve got control.

This Bylaw amendment strikes the number value of 500 and puts it at 150, unless your local lodge has a numeric value of greater than 150 members.

We’re not trying to handcuff you. We’re not trying to tell the little lodges you can’t come or you can’t pick who you want. The only thing is, is if the guy that you want to come has 150 or more votes, you’re going to have to pick somebody else.

Again, consider the mathematical consequences moving forward. I encourage you to support this amendment. Thank you.

PRESIDENT SIMPSON: Microphone 4.

DELEGATE PATRICK QUIGLEY,  
Lodge 0885: Patrick Quigley, Lodge 0885.

Look, I think this amendment limits the local lodges' freedom to make their own choices on who their delegates are. And I don't think we should be doing that here today. I don't think we should be limiting choices.

So I'm voting no on this. Thank you.

PRESIDENT SIMPSON: Micro-  
phone 1.

DELEGATE LAWRENCE  
KATONEY, Lodge 2417: Hello. Larry  
Katoney, Lodge 2417.

The reason I support this is you say people get involved -- first of all, I agree with what happened before. You should be able to pick who you want to send with your votes. But if you send someone just with 500 votes, just like professional teams that we watch on TV, you know, some get bigger budgets, some get smaller budgets. And in my view, this would allow you to divvy up

your votes between whoever you want. And you might get a better wide range of views of how your area really feels. But if you get dedicated to one person, that person runs with it whether they agree with you or not.

So I support this amendment. In my opinion, it would be more democratic that way. Thank you.

PRESIDENT SIMPSON: Micro-  
phone 6.

DELEGATE TODD TAYLOR,  
Lodge 0153: Todd Taylor, Lodge 0153.

Yeah, we all know locals, they're regional, right? So I have locals that I represent, one's in Rocky Mount, North Carolina, has very close to 150 members. I have another lodge, not too far away, in Wilmington, North Carolina, has 18 members.

So if the lodge in Wilmington happens to need a delegate, they can't go to the guy who's working on their seniority district, that they know, to say, "Hey, we want

you to be our delegate.” They’d have to find someone else that they don’t even know.

So for those reasons I think this is a bad idea and I’m voting no.

PRESIDENT SIMPSON: Microphone 1.

DELEGATE CORY AARON, Lodge 0745: Cory Aaron, Lodge 0745 and on the Bylaws Committee.

I think we all have good -- you know, some ideas here. And the whole -- the idea is to make the process fair. And we want it to be a fair election.

And so, we don’t want -- to my brother, Corey Hayes’ here point -- we don’t want 23 people coming in here and then them being part of a slate, and they’re grabbing all these lodges, carrying their votes. And then, you can’t change people at that top level, at the National Division level, because they control it all, right?

If certain people grab enough lodges and each officer is carrying 500 votes, well,

how could you ever change anything, right? You could never change anything. And to Corey’s point, all it takes is 23 people and you have some real power.

And I also want to call for the committee’s rationale.

COMMITTEE CHAIRPERSON SESSA: That it shows a more democratic voting process.

PRESIDENT SIMPSON: Microphone 4.

DELEGATE RALEIGH JONES, Lodge 0227: Red Jones, Lodge 0227.

You know, I can’t help this, but I’m going to have to piggyback off of some of my predecessors.

I feel sorry for the smaller lodges. I feel for you. I really do. There are times when you cannot send people. And that hurts. That hurts all of us. As being men and women of the lodges out here, it’s pretty piss poor. But when you guys decide on someone who you trust, and trust is a hard

thing in life to give to someone, you know, and you want that person to represent you, I'm with you on that. You pick out that person and you follow behind them to make your decisions.

Like my Brothers before me, I'm going to have to vote no. I'm against this.

*(Applause)*

PRESIDENT SIMPSON: Microphone 3.

DELEGATE THOMAS MODICA, Lodge 1532: Tom Modica, Local 1532.

I would like to amend the amendment to strike anything that says "150" and change it to "250."

PRESIDENT SIMPSON: There's been a motion to amend the amendment by changing the number 150 to 250.

Is there a second?

Mike 3.

DELEGATE MARK LAMPRECHT, Lodge 0306: Mark Lamprecht, Lodge 0306, Dickinson, North Dakota.

I would like to second that amendment to the amendment.

PRESIDENT SIMPSON: The amendment to the amendment's been seconded.

Is there a discussion on the amendment only?

Does the maker want to speak?

DELEGATE MODICA: It seems pretty evident some people don't like 150. 500 seems like a massive amount to me. It does promote involvement. You can still choose anybody you want, they just can't carry more than 250 members unless they're in their single lodge.

PRESIDENT SIMPSON: Thank you.

Any discussion on the amendment to the amendment?

Are you on the amendment to amendment?

Go ahead, microphone 1.

DELEGATE TONY EIDENSCHINK, Lodge 0249: Tony Eidschink, Lodge 0249, Fargo, North Dakota.

I would just like to remind you guys that are carrying these big lodges on your ticket, I know it's been you guys the last two times, but it could be against you too. And I know if I went home and if anybody watched how the voting goes on here, whether it's your people or mine, whoever's, they're going to be embarrassed because there's no swing. It's one group gets what they want, when they want it. And that's what's happening with you guys swallowing up these groups.

If they knew what you are doing, I don't believe they'd let you have their votes.

So I support whatever, 250, if that's what we've got to do to get it passed, that's fine.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother.

Microphone 6, are you against the amendment?

DELEGATE ALEXANDER DELGADO, Lodge 0918: I am.

PRESIDENT SIMPSON: Okay. Amendment to the amendment, the second one? Just the number change. You're against 250?

DELEGATE DELGADO: Yeah. And I'm actually against both of them.

Alex Delgado, 0918.

I'm against either one of them because in my area, some of my members have to drive 300 miles to a lodge meeting. I know some of you might have shorter distances. So we might only have, you know, a quorum show up to that meeting. Some of them are working opposite schedules; some of them are able to be there. You know, it's just life. We're all busy. But we do talk to

each other and we do pass on the information.

So if we talk to another delegate and say, hey, we're only able to get five people there or ten people, and this guy can't make it, and nobody else can make it.

So out of that, if you're just telling me that we have to tell the rest of those guys, well, only half of your votes count because these other guys said that your voice don't matter, which is kind of contradicting to what you guys say about every vote should count.

PRESIDENT SIMPSON: Brothers, this is on the amendment to the amendment. It's only about the number. Even if you pass this, you still have to adopt it as changed.

No. 1.

DELEGATE DELGADO: So, real quick, just for comparison value, the 150 votes is 23 delegates. If you go to 250 votes, that's 46 delegates.

If there -- my notes are on the table and I didn't want to go up there and get them. I think there's 372 registered delegates. If that's the correct number, 46 delegates, or 12 percent of this body could tell the rest of you to sit down, hush, we've got it.

So, again, I just -- that's the math. That's the math.

PRESIDENT SIMPSON: Are you speaking on the amendment to the amendment? No. 2? All right.

DELEGATE NARCISO ACOSTA, Lodge 0134: Narciso Acosta, Lodge 0134.

So, A lodge that has greater than 250 would not be able to delegate their delegation or their votes to somebody else, for one.

Two, I carry a vote of 213. If my neighboring lodge has one for 80 to 100, what happens to the rest of the votes that I'm supposed to be representing after we talk about one man, one vote and how democratic that's going to be, we're going to

silence the voices of anybody over 250. And that's why I'm against it.

COMMITTEE CHAIRPERSON

SESSA: Brother, that's not what it says there. No delegate may represent more than, now, with the amendment, 250 members, unless those members are from the same lodge.

DELEGATE ACOSTA: Okay. Well, I say I carry 213, if somebody else carries 100 and they give me their delegates, I can only represent 250, right? What happens to the other, whatever the difference is, of those members? Their voice is silenced. Am I not right? Isn't that basic math? What's a hundred?

COMMITTEE CHAIRPERSON

SESSA: It's very basic math. But your good intentions could be taken the other way, to where somebody could take those votes and go against what those numbers meant.

So your intentions are very good, and I applaud you for that. But you can see the other side of that, how it can be twisted.

DELEGATE ACOSTA: I can, but --

PRESIDENT SIMPSON: Come on, guys. We're voting from the Chair. Stop the debates from the podium.

If you want to give rationale or reasoning, you'll be recognized. Let me know, I'll recognize you. Brother.

DELEGATE ACOSTA: Thank you, that was it.

PRESIDENT SIMPSON: Brothers, we're only talking about the amendment at 250. 150 to 250. Not whether you like the idea or not. It's a number. You still have to vote on them, the original amendment, with whatever number's in it.

So, if you're opposed to 250, come up and talk on the mike.

Number 6.

DELEGATE PERRY RAPIER,  
Lodge 3017: Perry Rapier, Lodge 3017, Al-  
liance Federation.

President Simpson, I agree with you,  
wholeheartedly, it's all about a number. So I  
don't care what number you want to put up  
there. I don't care if you want 150, 250, 500,  
or a thousand.

PRESIDENT SIMPSON: No, you  
can't do a thousand, it's already 500.

DELEGATE RAPIER: 500. Just be-  
ing exaggerative of the point here.

The idea is, is we're eliminating de-  
mocracy. And again, I don't care if it's 12  
lodges, if it's 12 percent, the number's not  
the issue here.

PRESIDENT SIMPSON: Well,  
you're speaking on the amendment, then, the  
original one. So let somebody else speak.

DELEGATE RAPIER: So I'm  
against 250. I'm against 250 as much as I  
am 150.

PRESIDENT SIMPSON: All right.  
Anybody else want -- No. 1.

DELEGATE LAWRENCE  
KATONEY, Lodge 2417: Hello. It's Larry  
Katoney, again, 2417.

Just before I start talking, the gen-  
tleman before, talking behind me, he said  
someone had -- he had 200 and someone had  
a hundred, that put him over the limit. He  
said that that local would be canceled.

Would that local be able to delegate  
those votes to someone else?

PRESIDENT SIMPSON: They  
couldn't delegate them to him.

DELEGATE KATONEY: But to  
someone else? He said they would be gone.  
I just wanted to make sure.

PRESIDENT SIMPSON: If they had  
a hundred members, I doubt if they would  
delegate it to someone else, but, yeah, they  
could do that.

DELEGATE KATONEY: Well, I'm  
up here because I just wanted you guys to

take a look at your badge, look at the number on your badge. What we're doing now is we're allowing one person with one badge to influence -- you know, I've got 205 votes, so that kind of negates my votes. It would just level the playing field a little bit to where it's not one person could carry so many votes, and that's why I support this.

PRESIDENT SIMPSON: All right. I don't see anyone at a microphone, and we're going to vote on the amendment to the amendment, which is changing the number.

Is somebody talking? Oh, that's you.

We're going to vote on the amendment to the amendment that changes the number 150 to 250. That's all you're voting on.

All those in favor of changing the number 150 to 250, say aye.

Those opposed, say no.

The amendment's lost.

Now we're back on the original amendment.

Nobody at the microphone.

Are you going to speak against the motion back there?

DELEGATE DYLAN HOWELL, Lodge 0104: If you call on me.

PRESIDENT SIMPSON: Huh? Are you against?

DELEGATE HOWELL: Yeah.

PRESIDENT SIMPSON: All right. Speak.

DELEGATE HOWELL: So the only reason -- Dylan, 0104.

The only reason I'm against it is because in a situation where someone has to carry more.

What I mean by that is, we all talk about educating people, getting them involved and helping them out. We talk about Brotherhood. We have some people, more than others, that have more money, more people than others.

If there's the Rocky Mountain people, and I'm happy they're not there because

they might yell at me for saying their name, but if those guys don't have the money to get their delegate there, there's other unions and halls around them that can help them, or they can help by doing this. And we should be encouraging getting more people involved, helping them get here, helping them with all these things. The reason I don't want to do the number thing is because if after exhausting every effort to get our brothers here to be heard, then, yeah, help them out. But I think just going, oh, you can't come, give it to me, sure, bye. That's kind of fucked up -- I mean, messed up. Sorry. Dammit.

PRESIDENT SIMPSON: Come on, man. I asked you this morning nicely.

DELEGATE HOWELL: Yeah.

PRESIDENT SIMPSON: You can't help it.

DELEGATE HOWELL: But what I'm getting at is we all are supposed to be Brothers, right? No matter if you're in the

giant group or the smaller group. If people need help to get these things, we should be helping. It's called a democracy.

So when you see something that you don't like, go up there. You don't say, no, argue for 20 minutes, and then go, eh, well, that's the way it is. That's marriage. So in democracy, you work together to figure out what makes it work for both people.

If you hear something with your ears shut, you're not in a democracy; you're just hoping that you've got enough to push it out the way. And that's with both of us, that's all of us.

So, thank you.

PRESIDENT SIMPSON: All right. There's no one at the microphone. I'm going to call the question -- are you at a microphone or not?

DELEGATE CHARLES MORTENSEN, Lodge 2403: Yeah.

PRESIDENT SIMPSON: All right.

DELEGATE MORTENSEN:  
Charles Mortensen, 2403, Kansas City, Mis-  
souri.

You guys got to understand, at the  
last convention, if this Bylaw was in place,  
Freddie Simpson probably wouldn't be the  
president right now because he carried so  
many votes. So, a vote no for this is a vote  
yes for Freddie. So you guys got to under-  
stand this is important to mellow the num-  
bers of what they carry.

PRESIDENT SIMPSON: Thank  
you, Morty.

I'm not running, though.

DELEGATE MORTENSEN: I  
know.

PRESIDENT SIMPSON: All right.

It's been moved and seconded to  
adopt Proposal No. 44.

All those in favor, say aye.

Opposed, say no.

Noes have it. It's rejected, just so  
you know.

COMMITTEE CHAIRPERSON  
SESSA: Article XVIII, Government of Lo-  
cal Lodges. See Proposal No. 43.

Committee recommends no change.

PRESIDENT SIMPSON: Committee  
recommends rejection of Proposal No. 43.

Any discussion?

Move on, Brother.

COMMITTEE CHAIRPERSON  
SESSA: Article XVIII, Government of Lo-  
cal Lodges. See Proposal No. 73.

Committee recommends no change.

PRESIDENT SIMPSON: Committee  
recommends rejection of Proposal No. 73.

Any discussion?

Move on, Brother.

COMMITTEE CHAIRPERSON  
SESSA: That will close out Article XVIII.

PRESIDENT SIMPSON: You say  
close out XIX or XVIII?

COMMITTEE CHAIRPERSON  
SESSA: XVIII. Sorry.

PRESIDENT SIMPSON: All right.

COMMITTEE CHAIRPERSON  
SESSA: Unpublished Proposal No. 1.

Everybody have a copy?

So it's Article XIX, Section 1,  
Committee recommends adoption.

Rationale: Gives the Membership a  
say.

PRESIDENT SIMPSON: Back up a  
little bit.

Committee recommends adoption of  
Proposal No. 1, unpublished Proposal No. 1.

Is there discussion?

UNIDENTIFIED DELEGATES:  
*(Off microphone.)*

PRESIDENT SIMPSON: It's on the  
Board. Give them a minute or so to read  
each paragraph.

DELEGATE RALEIGH JONES,  
Lodge 0227: Could you please read it?

COMMITTEE CHAIRPERSON  
SESSA: Sure can.

Change Article XIX, Section 1 to  
read "Section 1. Organization and -- a de-

partment shall be established and maintained  
within the BMWED known as the Protective  
Department. The purpose of the department  
shall be to propose" --

PRESIDENT SIMPSON: You don't  
need to read all of it. Just get to the changed  
part where they can see it.

*(Shouting)*

You want the whole thing read?

COMMITTEE CHAIRPERSON  
SESSA: Just the change.

PRESIDENT SIMPSON: Anything  
that's not in black is what's in the Bylaws  
today.

COMMITTEE CHAIRPERSON  
SESSA: "Call for a membership" --  
*(Shouting)*

PRESIDENT SIMPSON: All right.  
Here we go. If you want to read the entire  
paragraph that's got the change in it.

COMMITTEE CHAIRPERSON  
SESSA: "When, in judgment of the National  
Division President, a railway system or a

large branch of a railway system or employer has reached a stage of organization to warrant and establish of a Joint Protective Board, he shall either direct or, through one of his authorized agents, call for a membership vote amongst the membership that is affected. If a majority of returned ballots of said membership agrees with the established of the Joint Protective Board, then the President must call in a duly elected delegate from each local lodge, properly institute on a system for the purpose of the formation of the first Joint Protective Board. Said Joint Protective Board shall compose of as many members as are determined by said board and there must be so far as consistent with the equal number of board members from each department.”

PRESIDENT SIMPSON: Is that all the change? There’s no more anywhere else?

COMMITTEE CHAIRPERSON  
SESSA: That’s it.

PRESIDENT SIMPSON: Do you understand it? Well, explain it.

COMMITTEE CHAIRPERSON  
SESSA: The effect would not allow a president to form a single-employer JPB without a vote of the membership affected.

PRESIDENT SIMPSON: Now do you understand it?

Is there a discussion?

Deven?

DELEGATE DEVEN MANTZ,  
Lodge 1326: Deven Mantz, Lodge 1326.  
Hopefully this is the last time you’ll hear my voice today.

So I just submitted this because we had this huge thing go on this last year as we all know about, and there was no change to that. And so this would just allow it so that we have a vote, exactly what happened. So it just makes it so what it should be.

PRESIDENT SIMPSON: Any further discussion? Tony?

DELEGATE TONY CARDWELL,  
Lodge 4129: Yeah, Brothers. We went  
through a lot for the last year and a half, and  
this does clear up any future problems that  
we have.

I support this motion. It seems like a  
no-brainer to me.

PRESIDENT SIMPSON: Any fur-  
ther discussion? Is there any further discus-  
sion?

You did recommend adoption; cor-  
rect?

COMMITTEE CHAIRPERSON  
SESSA: Adoption.

PRESIDENT SIMPSON: Mike 5.

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

*(Cheers and applause)*

I would like to-- considering the past  
year, I think this is a good idea and I'd like  
to stand in support of adoption of un-  
published Proposal No. 1.

PRESIDENT SIMPSON: Okay,  
we've got the green hats, guys. If you'll stop  
discussion, we'll have a little vote.

The committee has recommended  
adoption of unpublished Proposal No. 1.

All in favor, say aye.

Opposed, say no.

It's unanimous.

*(Applause)*

See, Anthony is not as bad as you  
thought he was.

COMMITTEE CHAIRPERSON  
SESSA: Article XIX, Government of the  
BMWED Protective Department, System  
Division, and Federation. See Proposal No.  
74. The committee recommends no change.

PRESIDENT SIMPSON: The com-  
mittee recommends rejection of Proposal  
No. 74. Any discussion?

Move on, Brother.

COMMITTEE CHAIRPERSON  
SESSA: Article XIX, Government of the  
BMWED Protective Department, System

Division and Federation. See Proposal No. 72. Committee recommends no change.

PRESIDENT SIMPSON: Committee recommends rejection of Proposal No. 72. Any discussion?

Move on.

COMMITTEE CHAIRPERSON SESSA: Article XIX, Government of the BMWED Protective Department, System Division, and Federation. See Proposal No. 40. Committee recommends no change.

PRESIDENT SIMPSON: Committee recommends rejection of Proposal No. 40. I see him coming.

Mike 3.

DELEGATE THOMAS MODICA II, Lodge 1532: Tom Modica, Local 1532.

I'd like to make a motion to accept this proposal.

PRESIDENT SIMPSON: It's been moved to accept Proposal No. 40. Is there a second?

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

I second.

PRESIDENT SIMPSON: Deven Mantz, Lodge what, 1526?

DELEGATE MANTZ: 1326.

PRESIDENT SIMPSON: -- 1326 seconds.

It's been moved and seconded to adopt Proposal No. 40. Is there discussion?

The mover can speak, Tom.

DELEGATE THOMAS MODICA II, Lodge 1532: All right. Could you just scroll down to the actual part that's being changed?

So this is another transparency item. It's about negotiations, written proceedings of what goes on there. It's provided to system divisions and federation, and this gives each member an opportunity to request transcripts, if they're in good standing, within 30 days.

I think transparency's good, and I support this.

*(Applause)*

PRESIDENT SIMPSON: Any further discussion?

UNIDENTIFIED DELEGATE: Yeah, we got one coming.

PRESIDENT SIMPSON: Microphone 6.

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

I guess I have more of a point of order. I guess I don't understand it, because I do know that in negotiations, at times we don't want to let out certain strategy that could be critical when the National Division Officers and staff are negotiating contracts.

So would this require release of that types of information just because a member requested it? And then if so, I would obviously be against it.

PRESIDENT SIMPSON: Brother Sessa, can you answer that question? I can read it, but --

COMMITTEE CHAIRPERSON  
SESSA: Our rationale, written proceedings cannot be provided within 30 days further documents already approved by the NMB website.

PRESIDENT SIMPSON: Let me read it and I'll give you my opinion on it, Kevin. But I'm not going to be the President that interprets it after this convention.

DELEGATE EVANSKI: Copy that.

PRESIDENT SIMPSON: Well, now I can't even see it. Look -- you got a copy of it? I'll read it up here.

UNIDENTIFIED DELEGATE: The advisor wants to speak to it.

PRESIDENT SIMPSON: Huh?

UNIDENTIFIED DELEGATE: Glover wants to speak to it.

PRESIDENT SIMPSON: Oh, Brother Glover. No. 2.

VICE PRESIDENT GLOVER:  
Yeah, the problem with the change. I mean, nobody's opposed to the concept. But the problem with the change is, it would include PEB record, which is like boxes and boxes of volumes, bound volumes of testimony, exhibits, et cetera and et cetera. And, one, you're not going to get it within 60 days because you can't with get them printed that much. It would be very, very expensive. But most importantly, if you're interested in reading the PEB record, it is posted, probably not within 60 days, but it is posted on the NMB Knowledge Store website.

So it's a little -- to have to provide it would be a burden, trust me.

PRESIDENT SIMPSON: Did that do enough for you? I don't see anyone else -  
- Kevin, are you okay with that explanation?

DELEGATE KEVIN EVANSKI,  
Lodge 1551: Yes, I am, and I stand against it.

PRESIDENT SIMPSON: All right.  
If you'll leave the microphone, we'll have a vote.

The committee rejected -- no, recommended rejection of Proposal 40. We're going to vote. It's been moved and seconded to adopt Proposal 40.

All those in favor of adopting Proposal 40, say aye.

All those opposed, say no.

It's rejected.

Move on, Brother.

COMMITTEE CHAIRPERSON  
SESSA: Article XIX, Government of the BMWED Protective Department, System Division and Federation. See Proposal No. 46. Committee recommends adoption.

*...Committee Chairperson Sessa presented the following:*

**ARTICLE XIX  
Government of BMWED Protective  
Department, System Division and  
Federation**

Sec 9. Committee recommends: **ADOP-  
TION**  
(See Proposal No. 46)

**2022 PROPOSAL NO. 46  
NEGOTIATION AND ADOPTION OF  
SYSTEM DIVISION OR FEDERATION  
COLLECTIVE BARGAINING  
AGREEMENTS  
SUBMITTED BY COREY HAYES, AND  
OTHER LOCAL LODGE MEMBERS**

ADD ARTICLE XIX, SECTION 9, NEW  
5TH PARAGRAPH TO READ:

Sec. 9. New 5th Paragraph: All ne-  
gotiating committees established and  
tasked with negotiating collective bar-  
gaining agreements between the National  
Division, System Division, or a Federation  
and employers shall include rank-and-file  
members who work under such agree-  
ment or, with respect to a first contract,  
who are members of the bargaining unit  
that will be covered by such agreement,  
and they shall have the right to fully par-  
ticipate as members of such committee.

**STATEMENT OF PROPOSAL'S  
EFFECT:**

Rank and file members are able to fully par-  
ticipate in negotiations.

PRESIDENT SIMPSON: The com-  
mittee recommends adoption of Proposal 46.  
Is there a discussion?

Mike 5.

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

I'd like to offer an amendment.

PRESIDENT SIMPSON: Okay.

DELEGATE EVANSKI: And I'd  
like to strike -- this goes, you know, right  
along with, you know, the theme of the day  
about autonomous systems and national bar-  
gaining. So I'd like to go ahead and strike  
the language that refers to requiring system  
divisions and federations to include rank-  
and-file members.

So specifically, what I'd like to do is  
strike the terms "system division or federa-  
tion."

PRESIDENT SIMPSON: Is that it?

DELEGATE EVANSKI: And "with  
respect to a first contract who are members  
of the bargaining unit that will be covered  
by such agreement."

So I think it's important that we get  
rank-and-file members on the bargaining  
committees, but again, I don't think it's right

for us to dictate to the systems that may not have the ability to fund. You know, and some systems do it already, but some systems may not have the ability to fund having the rank-and-file bargaining committees on the negotiating committees.

PRESIDENT SIMPSON: Show -- are you still going?

DELEGATE EVANSKI: I think I covered what I need to.

PRESIDENT SIMPSON: Show Kevin what you put in here that he recommended, and let him tell us if that's what he wants.

DELEGATE EVANSKI: Just get rid of the "or" after "agreement."

PRESIDENT SIMPSON: Which "or"?

DELEGATE EVANSKI: The one after "under such agreement."

PRESIDENT SIMPSON: All right.

DELEGATE EVANSKI: That's it.

PRESIDENT SIMPSON: So that's the proposed amendment to the amendment.

Is there a second?

DELEGATE THOMAS MODICA II, Lodge 1532: Tom Modica, Local 1532.

I second that.

PRESIDENT SIMPSON: It's been moved and seconded to amend the amendment by striking the language that's been struck on the screen. Does everyone understand it? This is going to be voting on the amendment to the amendment.

All those in favor of the amendment to the amendment, say aye.

All those opposed to the amendment to the amendment, say no.

The ayes have it.

Now, we're back on the original amendment as amended. Any further discussion?

Tony? Mike 1, you want to talk?

We're on the amendment the way Kevin --

DELEGATE TONY CARDWELL,  
Lodge 4129: Sure. I support the amendment  
to the amendment.

Guys, it is about time that we include  
our membership in bargaining. I think eve-  
ryone in this room can agree with that. It's  
very important that we do.

But the original -- the original mo-  
tion was we should never impose costs on  
our Federations. That's not something we  
have the authority to do, in my opinion. And  
I believe that it's wise that we do start in-  
cluding our members in bargaining. It's im-  
portant that they have a voice at the table.  
Every powerful union brings members in to  
bargain. It seems like a no-brainer to me as  
well.

PRESIDENT SIMPSON: Any fur-  
ther discussion?

Microphone 1.

DELEGATE COREY HAYES,  
Lodge 0636: Corey Hayes, Lodge 636.

I support the amendment as amend-  
ed.

PRESIDENT SIMPSON: All right,  
we're going to vote because there's no one  
at the screen. Here's what we're voting on.  
Proposed Amendment No. 46 as amended,  
that's what we're voting on.

All those in favor of Proposal No. 46  
as amended, say aye.

Those opposed, say no.

It is adopted as amended.

*(Applause)*

COMMITTEE CHAIRPERSON  
SESSA: That concludes Article XIX, and  
there are no proposed amendments for Arti-  
cle XX.

PRESIDENT SIMPSON: We're on  
Article XX. Anybody want to talk about Ar-  
ticle XX?

Move on.

COMMITTEE CHAIRPERSON  
SESSA: Article XXI. See Proposal 7. Com-  
mittee recommends no change.

PRESIDENT SIMPSON: The committee recommends rejection of Proposal No. 7. Any discussion?

Mike 1.

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

I would like to make a motion to amend this article. I would just like to change where it says, "Each month the sum of \$2.00," I would like to change that to "50 cents."

PRESIDENT SIMPSON: Brother, are you on the Bylaws Committee?

DELEGATE OWENS: Yes.

PRESIDENT SIMPSON: And it come out of there and you want to amend it?

DELEGATE OWENS: Yes.

PRESIDENT SIMPSON: All right, I'm sorry. That's strange to me.

COMMITTEE CHAIRPERSON SESSA: The committee recommended no change.

PRESIDENT SIMPSON: Point of order.

UNIDENTIFIED DELEGATE: That last one we just passed, I think we only passed the amendment to the amendment. We didn't actually pass the --

PRESIDENT SIMPSON: No, we voted on both.

UNIDENTIFIED DELEGATE: Oh, we did?

PRESIDENT SIMPSON: We did.

UNIDENTIFIED DELEGATE: All right, thank you.

PRESIDENT SIMPSON: Delegate Lydell, are you a delegate?

DELEGATE LYDELL OWENS, Lodge 3028: Yes, Local 3028.

PRESIDENT SIMPSON: We were confused about making motions. Is there a second before you discuss anything?

COMMITTEE CHAIRPERSON SESSA: Did he make a motion?

PRESIDENT SIMPSON: He tried to, I cut him off. Make your motion.

COMMITTEE CHAIRPERSON  
SESSA: All he stated was he was going to make an amendment, so there's some confusion over here as to whether he made a motion for the proposal. I just want to clarify.

PRESIDENT SIMPSON: He's making a motion to amend, correct?

DELEGATE OWENS: Yes, I would like to make a motion to amend.

PRESIDENT SIMPSON: You recommended rejection.

COMMITTEE CHAIRPERSON  
SESSA: We got shot down to two.

PRESIDENT SIMPSON: Move it. What do you want to change?

DELEGATE OWENS: I would like to change, as it's changed up on the board right now --

PRESIDENT SIMPSON: Wait, you have to move the proposal first.

DELEGATE OWENS: I'd like to make a motion to move this as amended to reflect --

PRESIDENT SIMPSON: No, you can't change it yet. You have to make a motion to put this on the record and get a second, then you can amend it.

DELEGATE OWENS: I would like a motion to move this proposal.

PRESIDENT SIMPSON: Is there a second?

Mike 3.

DELEGATE JIM KARNES, Lodge 3005: Jim Karnes, Local 3005, out of Perryville, Maryland. I second Brother Owens.

PRESIDENT SIMPSON: Proposal No. 7 has been moved and seconded. Is there discussion?

Now, No. 1.

DELEGATE OWENS: Yes, I would like to amend the proposal to strike two dollars and reduce it to 50 cents.

PRESIDENT SIMPSON: Okay. Is there a second on the amendment to the amendment?

DELEGATE CHARLES MORTENSEN, Local 2403: Charles Mortensen, Local 2403, Kansas City, Missouri. I second that.

PRESIDENT SIMPSON: It's been moved and seconded to amend the amendment by changing two dollars to 50 cents; is that correct?

DELEGATE OWENS: That's correct.

PRESIDENT SIMPSON: Do you want to speak on it?

DELEGATE OWENS: I just think that from observing the way that this convention is going up to this point and the newly-elected officers, they want to put the membership first, and I agree with them, and I think we need to start with education.

*(Applause)*

PRESIDENT SIMPSON: Thank you, sir.

Is there further discussion on the amendment to the amendment?

Any further discussion?

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

I'd like to know why the Board recommended rejecting it.

COMMITTEE CHAIRPERSON SESSA: Without a dues increase, cost prohibited. Education is a priority, but it should be with resolution.

PRESIDENT SIMPSON: We're going to vote on the amendment to the amendment, which changed the figure of two dollars to fifty cents. Pass or fail, we'll vote on the Proposal 7.

Those in favor of reducing two dollars to 50 cents in Proposal No. 7, say aye.

Those opposed, say no.

The ayes have it.

Now we're back on the amendment with 50 cents in it.

You're not going to the microphone, are you?

Is there further discussion on Proposal No. 7 as amended?

Mike 6.

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

First off, if anyone knows me, I am a big proponent of education. And one of the things I think we can agree on, Fred, is one of the most outstanding things I think that came out of your tenure since I've been here is the education program that you put forward.

So that didn't require any rigid, must follow Bylaws that sets curriculum. I think the Bylaw the way it's written is too rigid, it's too demanding, and I think that we have a blueprint to use. I think that we use what the National Division Officers have used

over the past six or eight years, and we improve upon it.

And simply setting aside 50 cents into a separate account, if it's all coming from the same place anyways, I think it's a little redundant.

But I'm a big proponent of education. I know that your new president-elect is a huge proponent of education. I don't think it's going to be an issue. But I think that this is a little too rigid, and for that reason I stand against the amendment.

PRESIDENT SIMPSON: Mike 9.

DELEGATE RALEIGH JONES,  
Lodge 227: I just have a question. I'm Red,  
Lodge 227.

My question is, is this two dollars on top of what they've already been taking out for education? And what was the original amount that they were taking out before adding this two dollars to it?

PRESIDENT SIMPSON: Anthony.

COMMITTEE CHAIRPERSON

SESSA: There was no additional. This was to ensure the education would stay. It was too much at two, and that's why it was amended to 50 cents.

DELEGATE RALEIGH JONES, Lodge 227: I'm going to have to go to the other mike, because the next question I have I don't think is going to be a question.

PRESIDENT SIMPSON: We're getting ready to vote, because there's nobody at a microphone. So if you want to speak, you better get to one.

You can do it there. Go ahead.

DELEGATE JONES: If education is so important to all of us to learn and understand what we are doing out here on our jobs and in this particular room that we are in, then why depreciate the fund down to 50 cents, because --

PRESIDENT SIMPSON: Brother, you're not speaking on the amendment now. That's already passed.

DELEGATE JONES: I'm sorry.

PRESIDENT SIMPSON: Mike 5.

DELEGATE DYLAN HOWELL, Lodge 104. Howell, 104.

I think it's great. We all, everybody here that has gotten up has said we love education. We listened to the debates. The incoming to be new president said he loved education. He doesn't want to cut too much stuff. He wants to build up the education. He said he's going to figure out how I think this would be a great way to start.

The little lodges that everyone was talking about -- like, I can only think of the Rocky Mountain states. But the ones that only have like 20 people, you're only putting ten dollars a month in. You can steal that from your kids' piggy bank. Or maybe I'm the only one that does that.

*(Laughter)*

But what I'm saying is, it helps because there's people, as we pointed out earlier, that can't come here because they can't

afford to do it, and they say their lodge can't afford to do it, and whoever else. That's 2.50 a day. You can go whenever you need to go and you can be taken care of. That's guaranteed for everybody. So I'm for it. And if you need 50 cents a month, I got an extra 50.

*(Applause)*

PRESIDENT SIMPSON: Thank you. There's no one at the microphones, so we're going to vote on the amended Proposal No. 7.

All in favor of the amended Proposal No. 7, say aye.

All those opposed, say no.

The ayes have it. We're going to move on.

*(Shouting)*

PRESIDENT SIMPSON: Are we going to do a roll call or do you want to go straight to it?

UNIDENTIFIED DELEGATE: Call for a division.

PRESIDENT SIMPSON: Division.

All those in favor of the amended Proposal No. 7, stand.

Please sit.

All those opposed, stand.

See, I can hear. It's rejected. Move on.

I'll put you guys in the front next convention if I'm still here.

COMMITTEE CHAIRPERSON  
SESSA: Article XXI, see Proposal No. 48.  
Committee recommends adoption.

*...Committee Chairperson Sessa presented the following:*

## **NEW ARTICLE XXI**

Article XXI. Committee recommends:  
**ADOPTION**  
(See Proposal No. 48)

**2022 PROPOSAL NO. 48  
NEW ARTICLE FOR A CONVENTION  
FUND FOR LOCAL LODGES  
SUBMITTED BY JOHN MOZINSKI JR,  
BURNOR GENERAL CHAIRMAN**

ADD ARTICLE XXI, TO READ:

**Sec. 1. Effective September 1, 2022, the National Division will maintain**

**in a separate account, a Convention fund for Local Lodges, to allow for locals that were unable to send a delegate to the 2022 National Convention. Each Convention Locals that have been unable to send a delegate previously will be eligible. National Division will set aside \$2,500 each month until the next Convention. Each Local Lodge will be entitled to an equal share that send a delegate at the next convention up to their expense.**

**STATEMENT OF PROPOSAL'S EFFECT:**

Establish a Convention fund for local lodges.

PRESIDENT SIMPSON: Committee recommends adoption of Proposal 48. Is there discussion?

All in favor, say aye.

Those opposed, say no.

It's rejected.

COMMITTEE CHAIRPERSON

SESSA: This concludes our report.

PRESIDENT SIMPSON: Brothers and Sisters, thank the Bylaws Committee, Brother Anthony. They are finished.

*(Applause)*

COMMITTEE CHAIRPERSON

SESSA: Never again.

*(Laughter)*

PRESIDENT SIMPSON: Roger.

DELEGATE ROGER SANCHEZ,  
Lodge 4117: Brother Simpson, just for clarification, I notice in all the conventions I've been going to since the 1980s, once all the articles of the Bylaws were through, there was a motion made to set the Bylaws as amended in its entirety just for the record.

PRESIDENT SIMPSON: They've all been adopted, Roger, there's nothing else to do. We could take another motion, but I think everybody is tired of --

It's not needed. We may have done it but it's not needed.

Now, let's do the Diversity Committee, and I'll ask if you want a break after that.

Roger, is the Diversity Committee ready to report?

While they're getting ready, Jeff, are you ready to report? While they work their way up here, I'm going to have Jeff do the legislative report.

Forget it, we'll do the Diversity Committee.

*...Committee Chairperson Flores and Co-Chairperson Beasley presented the following:*

**Report of the  
Committee on Diversity  
to the  
Fifth Regular Convention  
of the  
Brotherhood of Maintenance of  
Way Employes Division of  
The International Brotherhood of Teamsters**

To the Officers and Delegates of the Fifth Regular Convention of the Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters:

Greetings:

In accordance with Article III, Section 15, of the Brotherhood of Maintenance of Way Employes Division Bylaws, Presi-

dent Freddie N. Simpson appointed the following to serve as a Committee on Diversity:

**COMMITTEE:**

Jorge Flores, Chairperson  
Carmen Nunes  
Jennifer Ross  
Shyrmayle Beasley, Co-Chairperson  
Will Royston  
Renne Perez, Secretary  
Ron Farrara  
**ADVISORS:**  
Roger Sanchez  
Staci Moody-Gilbert

The Committee on Diversity met on Sunday, June 12, 2022 through Monday, June 13, 2022, in Las Vegas to discuss the presentation of their report to the Fifth Regular National Division Convention. During that meeting, the Committee decided to make a few revisions to their report. This revised report reflects those changes.

At the 1998 Convention, Former President Mac Fleming appointed, for the first time in the history of the BMWED, a Committee on Diversity. The Committee met several times during the Convention, issued a report, made recommendations and

sponsored a resolution which the Convention unanimously passed. Resolution No. 47 committed the BMWED to “go on record to fight discrimination on railroad properties across the United States and Canada with all of the commitment of which we are capable, within the context of financially prudent allocation of resources.”

Since the 1998 Convention, the Committee on Diversity has embarked on a campaign to implement Committee on Diversity recommendations in accordance with Resolution No. 47. Some of the recommendations have been fully implemented while others have only been partially implemented for several reasons. However, there is still much more to do in order to eliminate the vestiges of discrimination.

Below are the recommendations of the Committee on Diversity with a brief description of the progress that has been made in implementing them.

RECOMMENDATION 1: The Committee on Diversity shall continue as a standing Committee of the BMWED after the Convention and meet quarterly. BMWED has fully complied with this recommendation. Since the 1998 Convention, the Committee on Diversity has met in various locations throughout the country.

RECOMMENDATION 2: The National Division shall write letters to local lodge Presidents and Secretary-Treasurers asking for recommendations for qualified people prior to filling appointee positions and all these positions must be advertised in the BMWED Journal, Facebook, Twitter and other social media. The letters and social media postings should encourage all members to apply. Once employed, training will be provided by BMWED National Division.

This is a particularly important recommendation, because it guarantees the active involvement of the BMWED leadership

at all levels - National Division, System Divisions and Federations and Local Lodge officers - in the process of guaranteeing that we practice what we preach. The BMWED National Division has not fully complied with this recommendation.

RECOMMENDATION 3: There should be more educational programs and ALL MEMBERS should be encouraged to attend. BMWED has complied with this recommendation sending Diversity Committee members to countless educational events - including: The NAACP, LGBTQIA+, MLK events, TNBC Caucus, Teamsters Hispanic Caucus, IBT Women's Conference, Human Rights Diversity Committee, Coalition of Labor Union Women and AFLCIO. Not only that, the BMWED has held their own educational programs, as funds have allowed. We recommend BMWED continue to hold educational programs that present the opportunity to have a

diverse membership attend and provide any translation services when requested.

RECOMMENDATION 4: BMWED shall fund educational seminars, including salaries and expenses for all BMWED attendees, and make them available for all Committee on Diversity members. In addition, we recommend on an annual basis the Committee on Diversity members must attend at least one workshop on discrimination and diversity. This will equip the members with the knowledge needed to serve BMWED members.

BMWED has made a vigorous effort to comply with this recommendation and has expended substantial resources in that effort. Committee on Diversity members have attended functions related to civil rights and labor issues. Those who were able to attend those functions participated in seminars and rallies. The BMWED membership will be advised through the BMWED website and social media - of where and when any events

will occur and all BMWED members will be encouraged to participate in those events.

RECOMMENDATION 5: The National Division President and Vice Presidents shall attend general membership meetings when invited, encouraging all members, to attend to discuss issues of interest to the BMWED.

RECOMMENDATION 6: The Committee on Diversity has been informed that the carriers are circumventing the bidding system rules and regulations to discriminate against some of the BMWED members. An example of this is, a member bids a position and the carrier does not want him/her even if the member is qualified, the carriers are finding ways not to award the position by cancelling the position. Also, by adding qualifications that are not needed.

Again, we request National Division support the efforts of the BMWED System Divisions and Federations in re-examining the rules and regulations of the bidding pro-

cess to make sure they are being applied appropriately, and to identify inappropriate processes that are resulting in discrimination of qualified applicants.

RECOMMENDATION 7: In order to avoid the embarrassment of hypocrisy, the Committee on Diversity recommends that the National Division obtain funding and seeks an independent study of the hiring and promotion processes of the BMWED Organization to ensure that there are no inappropriate practices. It is also recommended that this report be forwarded to the Committee on Diversity.

This has not been complied with at the present time.

RECOMMENDATION 8: On an annual basis the BMWED Journal shall publish the process of how to report suspected discrimination for members to use as a guide. The Journal and social media should include the Committee on Diversity members' contact information, pamphlets and/or

fliers of this process. Copies are to be mailed to Local Lodge Secretary-Treasurers for additional distribution at Local meetings. This guide should also be available on the BMWED website.

This has not been done at the present time and we encourage National Division to provide the process of how to report suspected discrimination as confined by Federal Law to the Committee on Diversity to assist our members with their complaint. The EEOC process and link shall be listed under the BMWED Committee on Diversity page on the BMWED website.

RECOMMENDATION 9: BMWED National Division should encourage local lodge members to sign up and become a human rights local lodge representative for their local.

To the Officers and Delegates, we stand and respectfully submit this as our report, from the 2022 BMWED Committee on Diversity. President Simpson, we recom-

mend, and so move for adoption of this report.

Respectfully Submitted,

The Committee on Diversity

ATTACHED: The “Brotherhood of Maintenance of Way Employes Division NonDiscrimination and Non-Retaliation Policy” and the “Brotherhood of Maintenance of Way Employes Division Representation Policy.”

**BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES DIVISION NON-DISCRIMINATION AND NON-RETALIATION POLICY**

BMWED and its affiliates (System Divisions and Federations and Local Lodges) are committed to maintaining a work environment that is free of discrimination and free of workplace retaliation. In keeping with this commitment, intolerance, discrimination or harassment based upon gender, ethnic, racial, sexual orientation, age, cultural, religious, physical or mental incapacity distinctions have no place in our workplaces. All BMWED-represented employees

should treat each other respectfully and with dignity so as not to unreasonably offend the sensibilities of others. If a BMWED-represented employee raises a concern about discrimination or harassment, that employee will be protected from retaliation.

Discrimination is negative treatment based on irrelevant and invidious or stereotyped distinctions. Harassment consists of offensive and unwelcome verbal, visual or physical conduct based upon a discriminatory classification such as race, sex, religion, age, physical or mental incapacity. Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented “kidding” or “teasing”, sexually offensive touching, or offensive touching or offensive “jokes” or comments about gender stereotyped traits. Harassment may include verbal epithets, nicknames, slang terms, derogatory comments, or slurs, regardless of whether such verbal comments are made directly or indi-

rectly to the person reporting harassment. Harassment may also include an implied or overt threat or promise concerning an individual’s employment. Harassment, which is not overtly sexual, but which is hostile to people because of their sex, race, ethnicity, age, religion, or is on the basis of disability is also discriminatory harassment. Discriminatory or harassing conduct that interferes with employment or creates a hostile work environment is strictly prohibited and will not be tolerated.

Retaliation is negative treatment in response to a workplace complaint. Retaliation may include unfair work assignments, refusal to cooperate with the complaining BMWED-represented employee, further harassment or discrimination, snide comments about that employee’s initial complaint, rumors about the complaining BMWED-represented employee, ostracism, threats, “practical jokes” which injure, threaten, or place a BMWED-represented

employee in danger, damage to a BMWED-represented employee's person, equipment or property, exclusion from workplace events or conversations, or the "cold shoulder". Retaliation against BMWED-represented employees who raise concerns about discrimination or harassment is strictly prohibited and will not be tolerated.

Discrimination, harassing conduct and retaliation are not only prohibited personnel practices; they may be violations of the law. Such conduct should be brought to the attention of a System Division or Federation officer. The Union strongly encourages BMWED-represented employees to bring even relatively minor problems with discrimination or harassment to its attention as soon as possible so that the problem may be addressed before it becomes worse.

Complaints of discrimination and/or harassment will be handled appropriately and quickly and, as much as possible, confidentially should the complainant so desire.

System Divisions or Federations must fairly investigate all complaints and will ensure that neither the complainant nor those who participate in the investigation suffer retaliation. The findings of the investigation will be discussed with the complainant and the alleged violator.

Complaints of retaliation will be taken extremely seriously. If retaliation against a BMWED-represented employee who reports discrimination or harassment is found to have occurred, the Organization will take immediate action to prevent further retaliation and will impose appropriate discipline upon the individual responsible for retaliatory conduct.

This policy does not create Union responsibility for the actions or omissions of subordinate affiliated bodies absent explicit actual authorization or ratification of such acts or omissions.

**BROTHERHOOD OF MAINTENANCE  
OF WAY EMPLOYEES DIVISION REPRESENTATION POLICY**

BMWED will not tolerate or condone discrimination in the workplace or among its members.

It is the policy of BMWED that System Divisions and Federations must fully and fairly investigate any complaints of discrimination made by BMWED-represented employees who request representation. If that investigation reveals that there is merit in the complaints, the Union must represent and advocate for those BMWED-represented employees.

The Union must fully and fairly investigate any complaints of discrimination made against represented employees who request representation. If that investigation reveals that the complaints are untrue or that the employee is being unfairly disciplined, the Union must represent and defend that BMWED-represented employee.

The Union must fully and fairly investigate complaints of discrimination among BMWED-represented employees and

members against each other. At the completion of that investigation, the Union must attempt to mediate the dispute. If mediation is unsuccessful, the Union must make a determination of the merits of the respective complaints and will represent and advocate for the bargaining unit member or members whose complaints it finds are meritorious.

Where there exists a consent decree on any property addressing discrimination issues, BMWED urges use of any alternative grievance or complaint procedures created by such decrees.

If the complaint of discrimination is not satisfactorily adjusted, BMWED urges and supports BMWED-represented employees filing charges with the EEOC or appropriate state or local administrative agency. In most cases, such charges must be filed within 180 days of the occurrence, regardless of the pendency of any grievance process. These time limits may vary by state, so check with National Division counsel early

on in handling such cases. Where appropriate, BMWED may itself be a charging party.

PRESIDENT SIMPSON: Without objection, I'm going to accept the committee's report and enter it into the record here at the BMWED 2022 Convention. Your report is adopted and will be made a part of the record.

Thank you.

*(Applause)*

I'm going to do one more, and I hope it's short enough, then we'll break and do the resolutions.

Legislative. Don't leave the front until you're done.

*...Committee Chairperson Thomas presented the following:*

Report of the

**LEGISLATIVE COMMITTEE**

to the Fifth Regular Convention of the Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters

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\_\_\_\_\_  
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**To the Officers and Delegates of the Fifth Regular Convention of the Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters:**

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 on the Legislative Committee:

COMMITTEE MEMBERS  
CONVENOR ADVISOR

- Deven Mantz
- Jeff Joines
- Louis Below
- Charles Hogue
- James Thomas
- Peter Pacheco
- Ronnie Long
- Thomas Kirby

President Simpson appointed Vice President Louis Below as Convenor, with Jeff Joines as Committee Advisor. The Committee elected JAMES THOMAS as the Committee Chairman and DEVEN MANTZ as the Committee's Vice Chairman.

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

**REPORT OF THE LEGISLATIVE COMMITTEE**

The Committee considered the following issues:

**Railroad Employee Equity and Fairness Act (REEF Act).** The BMWED was key in getting this piece of legislation to end the unfair sequester tax, Railroad Unemployment Insurance (RUI), and sick benefits away from railroad workers. Basically, we were able to put \$81 million back into railroad workers' pockets.

**The Coronavirus Aid, Relief, and Economic Security Act 2020 (CARES Act) and the Coronavirus Response and Consolidated Appropriations Act 2021.** The BMWED was instrumental in getting this legislation supplies a recovery benefit of \$600 per two-week unemployment registration period. This legislation also extended unemployment benefits for railroad workers, and the seven-day waiting period for unemployment and sickness benefits was waived and extended.

**Infrastructure Investment & Jobs Act (IIJA).** This legislation set out

the single most significant investment in America's Infrastructure in history and rail is one of the biggest winners. These funding is for upgrading and building passenger and freight rail systems throughout the country.

**Rail Safety.** The BMWED has been actively engaged with the Federal Railroad Administration and focusing on Accident and Incident Investigations. Under this category, DOT's Secretary will initiate a standardized accident and rail investigation process to include union participation.

*The non-emergency waiver* process was revised to mandate the Secretary of the DOT's authority to issue non-emergency waivers and suspend compliance with rail safety regulations. This now requires issuance of public notice and comment during the process regarding such a waiver or suspension.

**Railroad Grade Crossing -- State Statutes re Motorists Responsibilities.** The BMWED continued to push for railroad employees and other on-

track equipment to be included in state laws to get language inserted into the respective railroad crossing laws relating to drivers' obligations at all U.S. railroad crossings. In 2018, we were successful in the following states:

California Massachusetts Virginia  
Illinois Maryland Wisconsin  
Indiana Montana Washington State  
Iowa Oregon South Dakota  
Louisiana Tennessee Wyoming

Between July 2018 and the present, the Legislative Department, along with the help of various State Legislative Directors, worked with State legislators and were able to have the necessary language inserted into the following states' railroad crossing laws:

Alabama Kansas New Hampshire  
Arkansas Kentucky New Jersey  
Colorado Michigan No. Carolina  
Connecticut Minnesota No. Dakota  
Delaware Mississippi Oklahoma  
Georgia Nebraska Texas  
Idaho Nevada Utah

The BMWED will continue to pressure and persuade legislators for railroad employees and other on-track equipment to be included in the state laws to make it a requirement that

drivers stop when approaching all railroad crossings.

At the time of this report, we currently have active legislation that has been either introduced or have started talks with the necessary legislators in the following states:

Missouri Pennsylvania  
Ohio

BMWED State Legislative Directors and members did an outstanding job when called upon in the 2020 election cycle. We must continue solidifying our gains and build upon them by endorsing and supporting candidates willing to fight for our causes.

Much of our support is financial, which requires your voluntary contributions to Democrat, Republican, Independent, Voter Education (DRIVE). Many of our contributors are retiring soon, so we must reach out to you, the membership, to help us strengthen our political power by replacing those contributors. As Delegates, you are the leaders of this Union, and approximately 35 percent participate in DRIVE. BMWED's

membership looks to you for leadership and guidance. The best example you can show is your participation in DRIVE to ensure we do not lose everything we have gained at the bargaining table. Remember, we can quickly lose everything labor has won in the Halls of Congress. Please join DRIVE or increase your voluntary contribution.

Just as we are losing DRIVE contributors to retirement, we will be losing State Legislative Board members. Please recruit the next generation of these positions or run them yourself. Elections for these positions will occur in 2023.

Respectfully submitted,

Charlie Hogue, Deven Mantz, James Thomas, Peter Pacheco, Ronnie Long, and Thomas Kirby

Louis Below, Advisor

Jeff Joines, Advisor

COMMITTEE CHAIRPERSON

THOMAS: Thank you.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother Thomas.

As you can see, the committee's been very active this year and they've been vital to what's going on.

Without objection, I'm going to place into the record the Legislative Committee's report.

Seeing none, Brother Thomas, we'll put your report in the minutes.

#### **DRIVE AWARDS**

GOVERNMENT AFFAIRS DIRECTOR JOINES: Good afternoon, Brothers and Sisters. I want take just a minute to talk about some of our leaders and the DRIVE Awards and DRIVE.

So sometimes when you lead, people don't see you leading. Our highest contributing National Division Officer, has been for many years and didn't want any recognition, but we're going to give him some today, has been National Division President Freddie

Simpson. And I think it deserves a round of applause.

*(Applause)*

And so we want to thank President Simpson and give him a nice jacket for his gift.

PRESIDENT SIMPSON: You keep talking, I'll show them the gift.

DIRECTOR JOINES: All right, so I need --

PRESIDENT SIMPSON: Thank you very much.

*(Applause)*

DIRECTOR JOINES: -- Brother Tony Cardwell and Sister Staci Moody-Gilbert as well.

The highest contributing National Division Officer for 2021 is Sister Staci Moody-Gilbert.

*(Applause)*

All right. The highest contributing system officer is Brother Tony Cardwell.

*(Applause)*

So we've got a couple others to go over real quick.

The highest contributing system is the Unified System Division.

*(Cheers and applause)*

The highest contributing state to DRIVE is Illinois.

*(Cheers and applause)*

And the highest contributing local lodge is Local Lodge 3082. Is anybody there? There you go, look at that, Brothers and Sisters.

*(Applause)*

So we've got a special guest with us today that's going to get up here and tell you what DRIVE means to him. Let me say, DRIVE is an important tool for the Brotherhood. You know, we look for folks that's in the Congress or in the Senate or in the statehouses, that their views are like our views, that are interested in our views and to make our organization better.

And so I want to recognize the highest contributing member, and it doesn't say this here but I'm going to say it, of all times to this organization and to DRIVE, is Brother Greg Kreie.

*(Applause)*

ARIZONA STATE LEGISLATIVE DIRECTOR GREG KREIE: It is – it's a great honor and a great privilege to be here in front of you guys one last time. It's my seventh convention.

First of all, I want to congratulate the officers that were elected yesterday. We've been talking about it for a long time, but at the conclusion of yesterday's election, I believe we have completed our transition to the future and we are ready to go. Congratulate them, please.

*(Applause)*

I'll be brief. My DRIVE story started in 1998. I went to my first convention in Montreal, Canada, and Brother Tony Wheeler from the AT&SFF System Federa-

tion was announced as the top contributing member for that year, for the previous year, 1997. He was giving the ridiculously large amount of \$125 a month. It was like, what are you thinking, man?

And he told me what he was thinking, and he told me why, and it made perfect sense. And since I was the Secretary-Treasurer at the time who was exempt from paying Union dues, I decided that I could take the same amount of money that I wasn't paying in Union dues and give it to DRIVE, and that's how it started.

From time to time as we'd get pay raises, I would increase the amount of my contribution by the amount of the pay raise, steadily growing, steadily growing, steadily growing, until it became more of a competition thing to just kind of stay out in front.

When I was at National Division for six years, I had the opportunity to attend DRIVE -- or to attend educationals from the different systems, and I would step up in

front of people and ask them to give money. And I'd ask people who were already giving to DRIVE to give more, to double it. And I knew I could do that because I wasn't asking anybody to do anything that I wasn't doing myself. And that's what I'm going to do today.

I'm asking you guys to take the blue cards that are on your tables in front of you and fill them out. I think our membership deserves to have the leadership that's here today at 100 percent contribution.

*(Applause)*

I don't care what the level is. I would encourage you all to start with the "other" box on the card, because leaders lead.

The reality is that when I retire, I've got 42 years, and when I leave, my contributions go away because that's the way it is. I can't contribute to DRIVE. Our officers that are retiring, their contributions all go away, and they're all heavy contributors. Okay? That money needs to be replaced.

What Congress giveth, Congress can taketh away. It can take away things like FELA. It can take away things like the Railway Labor Act. They can take away the Railroad Retirement Act. Anybody here interested in protecting Amtrak?

*(Applause)*

They gave us Amtrak. They can take that away, too. Okay?

The FRA, even. The FRA has been under attack since its inception in 1966. It's been continuously lobbied to be the most underfunded agency there is out there. That doesn't do us a lot of good, now does it? The FRA is not the enemy. The FRA is our friend, the FRA is our last line of defense that protects our towns, our homes. Anybody that lives within five miles of a rail line doesn't want an accidental discharge of "ethyl methyl death" or "hydrochloric kill you quick" in your neighborhood. That's what those track standards help us prevent.

So what is DRIVE and what is not DRIVE? DRIVE is not tax deductible, forget it. It's purely voluntary. It is representative of all political parties. The name itself says Democrat, Republican, Independent Voter Education. The only thing you have to do to get money from DRIVE, let's say -- and there's people in this room who have run local campaigns on school boards and county commissions and stuff like that, who have received money from DRIVE. The only thing you have to do to get DRIVE money is to prove that you are pro-labor and pro-Teamster, regardless of the party affiliation you have, I assure you of that.

*(Applause)*

I have witnessed, on Monday mornings in D.C. when I was there, I witnessed the scrutiny that we place over the forms, the ballots -- not the ballots, but the forms, the applications that are filled out by people wanting money. It is tight, it is hard. I know how this money is spend spent.

And not every one of you is going to have that opportunity to validate that and to know that for sure. But you can take my word for it. Your money, there is tight oversight over this money. It is not when wasted. It is not money spent frivolously. It is money spent on your behalf.

It's not tax deductible. For those of you who are already contributing to DRIVE, I thank you very much on behalf of the people who manage this fund. I ask you to consider doubling your contribution.

It took me 23 years before I earned my first million dollars with the railroad. It took me 13 to earn my second million dollars with the railroad in wages, okay, just wages. Something my great grandfathers, my grandfather, my mother, they were never able to accomplish. There are people in this room who can earn a million dollars on the railroad that they work for in less than eight years or at eight years. The average person is 11 to 12 years.

So it's not that we don't have the money. We need to understand that we are investing in what I call job assurance. I pay plenty for job insurance out there. This money for DRIVE we've always called job assurance in my home, because I need to know that I can go to work and I know that I'm protected in the rail industry. So I ask you to do the same. Thank you very much.

PRESIDENT SIMPSON: Thank you, Greg.

*(Applause)*

GOVERNMENT AFFAIRS DIRECTOR JOINES: Hey, just like, thank you, Brother Greg.

There's cards on your table. Collectively as a Union, we're all together. But individually, this is one of the things that you can do to help your union the most. So those cards that are on the table, we ask that you fill them out. Those guys in teal blue shirts back at the door, when you go out, if

you hand it to them, we would appreciate it. Thank you.

*(Applause)*

PRESIDENT SIMPSON: Thank you, guys. Just one note to follow up with. That comment Greg made about candidates that we give money to. It was just a short form. How many questions are on the form?

DIRECTOR JOINES: About 15.

PRESIDENT SIMPSON: 15 questions that are submitted to them. If they won't answer all those questions to satisfy our union, then we don't give them money. That's how it works. Those folks that have to explain to the members about, when you hear, "They're spending my money on politicians," not a dollar from your dues goes to politicians. The only thing that goes to politicians and the political process in that arena is the money that people contribute, the voluntary stuff.

So it's vitally important. I won't be here after August, but I hope and pray that

the young people step up and engage in that process as well. We have two departments in this Brotherhood, the Protective and Legislative, and we can't make it with one, so contribute.

Thank you, Greg and Jeff.

Now, let me see where I'm at. Somebody turned the page on me. I guess they want me to get done. All right.

We've got a bunch of resolutions. Do you want to start them or take a ten-minute break?

*...The delegates responded, "Break!"*

PRESIDENT SIMPSON: All right, let's try to get back as quickly as possible, because this thing has got to be cleaned up; it's going to take four hours. So the longer we stay, the later the reception, and the food.

*...The Convention stood in recess from 3:29 to 3:42.*

PRESIDENT SIMPSON: Gentlemen, if you're just standing around talking, find a way to the seat, please, and ladies. I don't mean to exclude you, but it's usually the gentlemen standing around loafing.

Will the house come to order? Will the house come to order? I'm going to start. Brothers, you're going to stand there with your back turned to me and you won't hear a thing.

Brother Joynt, would you please -- we have a little housekeeping here that has to be done at this convention. It's an affirmation or a confirmation of an amendment to the merger agreement.

Brother Joynt?

SECRETARY-TREASURER

JOYNT: Thank you.

Brothers and Sisters, I said in my address that we had negotiated and changed a method in which we pay the per capita tax, they call it, to the IBT per member per month. If you recall, it was the average

hourly straight-time rate of pay times 2 1/2 and times 22 percent, and that's what we would pay. Then they would pay us back for different departments.

The way it's been changed is now we pay 3.75 percent instead of 22 percent of that average hourly rate of pay calculation, but then they do not reimburse us for departments. We pay for the departments ourselves, who gives us the right to utilize those funds where we need them and where we most want them ourselves instead of them dictating to us.

The merger agreement requires any changes to the merger agreement document to also be approved by this body, the convention.

Back on December 4th, 2020, the National Division Officers approved this change. And we're bringing it to you today to also approve going forward. It's the way we've been applying it, it's the way the BLET applies it. The IBT wants us to re-

main the same, both reporting our per capita and paying our per capita on the same basis. We're still getting reimbursed 10 percent because we're not in their Strike Fund from that money we pay, but it's all that comes back.

So what we're doing is asking your approval to confirm and approve what the National Division Officers approved back on December 4, 2020.

PRESIDENT SIMPSON: What I'm going to ask you to vote on is to affirm the amendment to the merger agreement as bargained by the National Division Officers.

So yea will be in favor of affirmation, no will be reject, and we go back in the old system. Brother Joynt can tell you, we wouldn't have bargained something that wasn't better.

PRESIDENT SIMPSON: So, all those in favor of affirming the -- go ahead, Kevin.

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

So, you know, this is -- you know, I didn't see this until this morning, and looking at this -- so this has already been negotiated with the Brotherhood of Teamsters? They've already approved this?

PRESIDENT SIMPSON: Yes. And anything bargained or changed will go into effect immediately and has to be affirmed at your next convention.

DELEGATE EVANSKI: So this won't take place until we affirm it at the next convention?

PRESIDENT SIMPSON: No. You affirm that at this convention and that's the only change to the merger agreement that's in your Bylaws.

DELEGATE EVANSKI: Okay. And so, is there any numbers on how much we'll be saving versus -- I mean, that's a pretty substantial change; we're going from 42 percent, with them paying for all these de-

partments, down to 3.75 percent, with them paying for none of those departments.

So is there at least a comparison that we can see of, you know, what that looks like?

SECRETARY-TREASURER

JOYNT: The problem was, Kevin, it does vary quite a bit. Like I said, some months, we could have been paying them around 500,000 a month. Some months we were paying them 50,000 a month.

This way, you know, it averages out. I think we've been averaging around 70,000 a month. But then nothing comes back but 10 percent of that, 7,000 or so comes back because we're not in their Strike Fund.

So, yeah, there's calculations done that we feel we'll come out ahead in the long run. Some months might be less, some might be more, but we felt, definitely, we'd come out better in the long run.

DELEGATE EVANSKI: Was it 3.75 percent, the same thing that you're going off

of, because that's -- the BLET kind of did the same thing?

SECRETARY-TREASURER

JOYNT: Yeah. They insisted that we both do the same.

PRESIDENT SIMPSON: We both do the same thing and most of the -- well, all of the locals in the IBT pay the original per capita.

DELEGATE EVANSKI: Okay. Thank you.

I would have liked to see a little bit more figures on this, but you've answered my questions and I know how I'm going to vote. Thank you.

PRESIDENT SIMPSON: Thank you.

All in favor of affirming the amendments to the merger amendment, say aye.

Those opposed, say no.

The ayes have it.

UNIDENTIFIED DELEGATE: A division.

PRESIDENT SIMPSON: Do you really want to have a roll call vote on this?

SECRETARY-TREASURER

JOYNT: No. Just a division.

PRESIDENT SIMPSON: All right.

Go ahead, Pat.

DELEGATE PATRICK QUIGLEY, Lodge 0885: Pat Quigley, Lodge 0885.

I call for a division.

PRESIDENT SIMPSON: Okay. If you're in favor of affirming the amendments to the merger agreement, please stand.

Sit down.

The ayes have it.

All right. Here we go.

It's affirmed.

Are you ready for the Resolution Committee?

**REPORT OF THE RESOLUTIONS COMMITTEE**

COMMITTEE CHAIRPERSON

ANIRINA, SR.: In accordance with Article III, Section 14 of the Brotherhood of

Maintenance of Way Division of the International Brotherhood of Teamsters Bylaws, President Freddie Simpson appointed the following members to serve on the Resolution and Credentials Committee: Myself, Gene Anirina, Sr.; Michael Babb; Rodney Blessing; Jorge Flores; and Matt Mortensen.

President Simpson appointed Vice Presidents Jed Dodd, Louis Below, and Assistant to the President Robert Shanahan, Jr., to serve as the committee advisors.

Administrative Secretary Victoria Thurlow also served on the committee. She kept us all organized.

The committee convened prior to the opening of the Fifth Regular National Division Convention and elected me, Gene Anirina, Sr., chairman. The committee did not take their duty lightly and gave careful thought and serious consideration to each of the resolutions placed before them.

The committee reaffirmed 53 resolutions and reaffirmed, as amended, eight.

Sixteen new resolutions were submitted to the committee; 4 were adopted, 5 were adopted as amended, and 7 were rejected.

The resolutions are now numbered 1 through 77 and to be presented to the delegates at the Fifth Regular National Division Convention of the BMWED. Any proposed resolutions considered by the committee and rejected proposals are printed at end of this report.

As of yesterday afternoon, we received two new resolutions, and they were added and we will discuss them today. We reaffirmed Resolutions 1 through 61 and reaffirmed, as amended, Resolutions 36, 41, 49, 54, and 58, just to update dates, bill numbers, and to make the “Fourth Convention” the Fifth Convention.

We reaffirmed, as amended, Resolutions 33, 37, and 42, that had other changes.

**RESOLUTION NOS. 1 – 61  
(Excepting Resolution Nos. 33, 37, and 42)**

COMMITTEE CHAIRPERSON  
ANIRINA, SR.: So what I would like to do, I would like to adopt Resolutions 1 through 61, with the exceptions of Resolutions 33, 37, and 42, which were affirmed with different amendments.

And if anybody wants to go back and visit any of them, they can, in my opinion. But this way, we can just group them all as one. Is that okay?

So I move to adopt.

PRESIDENT SIMPSON: Repeat the numbers, Gene, so they understand exactly which resolutions that were in -- were being reaffirmed, right?

COMMITTEE CHAIRPERSON  
ANIRINA, SR.: All with the exception of 37, 32 -- I mean, 33, 37, and 42. Those three were reaffirmed, as amended, with different amendments, such as a date, making the "Fourth" the Fifth Convention, adding bill numbers, changing Congress' numbers. Is that clear?

PRESIDENT SIMPSON: You're moving to adopt 1 through 61?

COMMITTEE CHAIRPERSON  
ANIRINA, SR.: With the exception of 33, 37, and 42.

PRESIDENT SIMPSON: Except 33, 37, and 42?

COMMITTEE CHAIRPERSON  
ANIRINA, SR.: Right.

PRESIDENT SIMPSON: Did you understand that's what you'll vote on?

Go ahead, Tony.

DELEGATE TONY CARDWELL,  
Lodge 1054: Tony Cardwell, Lodge 1054.

I second the motion.

PRESIDENT SIMPSON: I didn't hear you.

Okay. Thank you.

The motion is to adopt 1 through 61, as a group, except 33, 37, and 42. Does everybody understand?

All those in favor of the motion -- no, wait, got to have discussion. I'm sorry.

Any discussion?

All those in favor of the motion to adopt 1 through 61, minus 33, 37, and 42, say aye.

Opposed, say no.

The ayes have it.

Now what do you want to do?

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Let's go to Resolution 33.

PRESIDENT SIMPSON: 33.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: On Resolution 33, the change that the Committee made was we raised the years from -- we reduced the years from ten years to five years.

So, instead of getting a merit award every ten years, you would get one every five years.

*...Committee Chairperson Anirina,*

*Sr. presented the following:*

**RESOLUTION NO. 33  
RE: ROLL OF HONOR MERIT AWARDS  
(REAFFIRMED AS AMENDED)**

WHEREAS, The *BMWED Journal* publishes a Roll of Honor indicating merit awards for years of membership in the Brotherhood in 5 year increments after the first 10 years; and

WHEREAS, Our Brothers and Sisters take pride in their Union membership; Therefore, be it

RESOLVED, That the Delegates of the Fifth Regular National Division Convention of the Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters go on record that the Roll of Honor Merit Awards continue to be awarded in 5 year increments after the first 10 years, by National Division, as follows: At 10 years, a certificate, and thereafter the appropriate Merit Award.

PRESIDENT SIMPSON: Are you saying it's an amended resolution?

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Yes, we reaffirmed it and amended from ten to five.

PRESIDENT SIMPSON: So is there -- well, are we going to have a discussion?

It's been moved and seconded to adopt Resolution 33 as amended.

Is there discussion?

Is everyone ready to vote on 33 as amended?

UNIDENTIFIED DELEGATE: No.

PRESIDENT SIMPSON: No? Vote or no? I'm from the South. Can you say it southern, like, vote.

All right. All those in favor of 33 as amended, say aye.

Opposed, say no.

It's adopted.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Very good.

Okay. Resolution 37. We reaffirmed this, as amended. What we did was we raised the scholarships from four to six.

*...Committee Chairperson Anirina,*

*Sr. presented the following:*

**RESOLUTION NO. 37**

**RE: BMWED - IBT ANNUAL SCHOLARSHIP AWARD  
(REAFFIRMED AS AMENDED)**

WHEREAS, The Brotherhood of Maintenance of Way Employes Division needs to educate members and their dependents to advance its agenda of protecting and preserving the rights of workers; and

WHEREAS, The Brotherhood of Maintenance of Way Employes Division is an aggressive leader in rail labor that is steadfast in its beliefs; and

WHEREAS, The leadership of the Brotherhood of Maintenance of Way Em-

ployes Division understands the need for quality education to promote trade unionism; Therefore, be it

RESOLVED, That the Brotherhood of Maintenance of Way Employes Division will maintain a committee that will award annually six (6) scholarships to a member or their dependent, with preference given to those furthering their education in the study of labor-related subjects, which will include but not be limited to technical, trade and vocational schools; and, be it further

RESOLVED, That the committee will establish and revise as necessary the criteria for the awarding of an annual BMWED scholarship; and, be it further

RESOLVED, That the Delegates to the Fifth Regular National Division Convention of the Brotherhood of Maintenance of Way Employes Division approve the funding necessary to award such annual BMWED scholarship; and, be it further

RESOLVED, That the Delegates to the Fifth Regular National Division Convention of the Brotherhood of Maintenance of Way Employes Division direct the National Division Executive Board to approve the funding necessary to continue the BMWED Scholarship program, and each scholarship shall be awarded annually to a BMWED member or dependent, with preference given to those applicants furthering their education in the study of labor-related subjects. Each annual scholarship shall be in the amount of \$5,000.00.

PRESIDENT SIMPSON: Have you got it? You've got the amendment? It's been

moved and seconded to adopt Resolution No. 37 as amended.

Is there discussion? Are we ready?

All those in favor of adopting Resolution No. 37, as amended, say aye.

Opposed, say no.

UNIDENTIFIED DELEGATE: No.

PRESIDENT SIMPSON: It's adopted.

COMMITTEE CHAIRPERSON ANIRINA, SR.: Boy, we're just getting along here.

Resolution 42, what we did was we raised the amount from a 1,050 to 1,400.

*...Committee Chairperson Anirina, Sr. presented the following:*

**RESOLUTION NO. 42  
RE: OCCUPATIONAL DISABILITY EARNINGS  
(REAFFIRMED AS AMENDED)**

WHEREAS, Our injured Brothers and Sisters who have been forced by railway injury to "Occupational Disability" under the Railroad Retirement Act are currently limited in earnings to \$1,050.00 per month to offset medical costs; and

WHEREAS, Medical cost have gone through the roof, and \$1,050.00 per month

which covers only a fraction of their medical insurance costs; therefore, be it

RESOLVED, That the National Division Legislative Department use all means to change the law to raise the \$1,050.00 per month to \$1,400.00 per month; and this sum will be adjusted annually by the National Consumer Price Index.

PRESIDENT SIMPSON: Looks like some folks are still looking.

It is moved and seconded to adopt Resolution No. 42, as amended, changing the numbers from something to 1600 or 1400?

What were the numbers?

COMMITTEE CHAIRPERSON ANIRINA, SR.: To \$1,400.

PRESIDENT SIMPSON: Change it to \$1,400.

Does everybody understand it?

Any discussion?

All those in favor of adopting Resolution 42, as amended, please, say aye.

Those opposed, say no.

UNIDENTIFIED DELEGATE: No.

PRESIDENT SIMPSON: It's adopted.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Okay. We'll move to Resolution 62.

It was a vaccine mandate and --

UNIDENTIFIED DELEGATE: *(Off microphone.)*

PRESIDENT SIMPSON: What?

Dale.

DELEGATE DALE BOGART, JR., Lodge 1632: Yeah. Maybe I'm at the wrong mike.

I just had a question. There was a Resolution 58 with internal organizing, and it was adopted as amended.

You had referenced three that you guys had to make changes to, but 58 says the same.

Mr. Chair, can you tell me what was amended on Resolution No. 58?

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Just the convention number.

DELEGATE BOGART: Okay.

Thank you.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: All right. We're on Resolution 62. It was rejected by the committee.

Do you want to know why? Okay.

It was actually addressed to the Unified Systems Division, and it should be handled within that division.

In addition to that, the pandemic is over, so. But it's actually addressed in the Division, not us. It's not National.

*...Committee Chairperson Anirina, Sr. presented the following:*

**RESOLUTION NO. 62  
RE: VACCINE MANDATE  
(REJECTED)**

WHEREAS, Railroads have overwhelmingly taken the stance that vaccine mandates are appropriate; and

WHEREAS, Railroads have not been willing to provide reasonable exceptions to the vaccine mandate; and

WHEREAS, The members of BMWED Lodge 0591 is opposed to vaccine mandates; Therefore, be it

RESOLVED, That the BMWED Lodge 0591 request that the officers and staff of the Unified System Division take all necessary steps financially and whatever

means it has to oppose the vaccine mandates.

PRESIDENT SIMPSON: The committee has recommended we reject Resolution No. 62 with regard to the vaccine mandate.

Is there discussion? Is there discussion?

It's rejected.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Resolution No. 63. Regarding inflation --

PRESIDENT SIMPSON: What? Okay. We're going to vote on the rejection.

It's moved and seconded.

They recommended rejection, there's no discussion. We're going to move on.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Resolution No. 63 was inflation. That was also rejected.

*...Committee Chairperson Anirina, Sr. presented the following:*

**RESOLUTION NO. 63  
RE: INFLATION  
(REJECTED)**

WHEREAS, Inflation has skyrocketed in 2021 and is projected to run wild in 2022; and

WHEREAS, We have been without a contract since January 1, 2020 and without a general wage increase since July 2019; and

WHEREAS, BMWED National Division displays a serious lack of focus on contract bargaining and endeavors that would benefit and improve the life of Lodge 0591 members and instead is consumed with founding conventions; and

WHEREAS, BMWED National Division has continued to spend untold and unknown resources to fund its plan; Therefore, be it

RESOLVED, BMWED National Division spending unnecessary union time and resources on and prioritizing founding conventions and reallocate those time and resources to collective bargaining strategies that will improve the lives of the members and Lodge 0591 and other BMWED members alike.

PRESIDENT SIMPSON: Resolution No. 63, inflation, was rejected.

Is there discussion?

I'm doing these just like the bylaws.

If you want to discuss them or move to adopt it, you've got to do it while it's up there.

Is there discussion on 63?

Seeing no discussion, move on.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Resolution No. 64 was adopted, BMWED Diversity Committee.

*...Committee Chairperson Anirina,*

*Sr. presented the following:*

**RESOLUTION NO. 64**  
**RE: BMWED DIVERSITY COMMITTEE**  
**(ADOPTED)**

WHEREAS, the BMWED Diversity Committee is a standing committee responsible for accomplishing the inclusion and diversity initiatives; and

WHEREAS, the BMWED Diversity Committee which actively works to involve all members, to increase opportunities for participation in all aspects of our Union, to fight the discrimination that weakens our Union; and

WHEREAS, in order to strengthen our cause and use our resources more efficiently and effectively to ensure that we create a powerful voice to advocate dignity and justice on the job, and to ensure that ideas, perspectives and involvement in policymaking and leadership roles by all members are encouraged, regardless of their race, age, ethnicity, culture, disability, sexual orientation, gender identity, faith, or religion; and

THEREFORE, BE IT RESOLVED, at this Fifth National Division Convention of

the Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters go on record to support the BMWED Diversity Committee; and

BE IT FURTHER RESOLVED, that the BMWED Diversity Committee will continue to act as a standing committee, which meets quarterly and at the BMWED National Convention; and finally

BE IT RESOLVED, that in order to maintain a strong foundation, we must continue to be inclusive and protect the rights of members from all walks of life, and to bring awareness to issues affecting those who face persistent inequality and adversity resulting from discrimination, social stigma and stereotypes.

Note: BMWED Diversity Committee would also like to ensure that the following Resolutions are reaffirmed:

- Resolution 18 – New Positions and Vacancies – National Division
- Resolution 31 – Distribution to Delegates of Proposed Resolutions
- Resolution 32 – Fight Discrimination on Railroad and Industrial Properties
- Resolution 45 – Observance of Martin Luther King, Jr., Holiday
- Resolution 56 – Stop the Hi-Jacking of our Republic – Defend the Right to Vote of all Citizens – Stop Gerrymandering, Gift Giving and Voter Suppression
- Resolution 57 – BMWED Women’s Committee

PRESIDENT SIMPSON: Resolution No. 64, it's recommended that it be adopted.

Any discussion?

Go ahead, Deven.

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

I think diversity is spelled wrong there. I don't know whether that really matters or not.

PRESIDENT SIMPSON: That is Diversity. We'll correct – we'll have, probably, a rule that says you can correct all misspellings.

Thank you for pointing it out, though.

Any further discussion?

All those in favor of adopting Resolution 64, say aye.

Opposed, no.

It's adopted.

COMMITTEE CHAIRPERSON  
ANIRINA, SR.: Resolution No. 65, adopted as amended. We added "substance abuse" to it.

*...Committee Chairperson Anirina,*

*Sr. presented the following:*

**RESOLUTION NO. 65  
RE: RESOLUTION TO ESTABLISH A  
RETURN-TO-WORK TASKFORCE  
FOR BMWED MEMBERS  
(ADOPTED AS AMENDED)**

WHEREAS, The core principle of this Organization is Solidarity; and

WHEREAS, The present daily Railroad Retirement Board Sickness Benefits are not sufficient to meet today's high cost of living; and

WHEREAS, Inefficiencies with Railroad Carriers Human Resources and Medical Departments, and the Railroad Retirement Board lead to lapses in Sickness Benefits for eligible BMWED members; and

WHEREAS, Members of our Organization who are required to undergo a Return-to-Work process after suffering sickness or injury are often unreasonably delayed from returning to work by a callous, inefficient and bureaucratic process; and

WHEREAS, BMWED members do not currently have a well-defined, dedicated support system to cope with these Sickness Benefits and Return-to-Work inefficiencies; and

WHEREAS, BMWED members have suicidal, and other mental health issues, as well as substance abuse issues for them or their family and are distrustful of carrier designated EAP programs; and

WHEREAS, Current BMWED negotiated health plans have programs for help free of management involvement and which many BMWED members are unaware of; and therefore

BE IT RESOLVED, That the delegates of the Fifth Regular National Division Convention of the Brotherhood of Maintenance of Way Employes of the International Brotherhood of Teamsters direct the National Division President and National Division Executive Board to establish a Return-to-Work/Substance and Mental Health Benefit Taskforce comprised of two (2) volunteer Vice Chairperson from each system division; and

BE IT FURTHER RESOLVED, The aforementioned delegates further direct the National Division President, National Division Secretary-Treasurer, and National Division Executive Board to hire and appoint full-time staff member or members to Advocate with work-related experience in Railroad Retirement Board processes and Railroad Carrier Return-to-Work procedures and health plan benefits for substance and mental health issues to lead this taskforce under the supervision of the National Division Secretary-Treasurer; and

BE IT FURTHER RESOLVED, The purpose of this taskforce will be to work diligently with the Member Advocate to develop and implement a plan to cure the above inefficiencies and to provide resources and assistance to sick or injured BMWED members who need to collect Railroad Retirement Board Sickness benefits, members who are navigating the Return-to-Work process or members ready to access the substance abuse and mental health benefits; and

BE IT FURTHER RESOLVED, The National Division President will notify all BMWED members, Railroad Carriers who employ BMWED members, and the Railroad Retirement Board and the benefit manager of the various BMWED health plans, the identity and contact information of the Member Advocates, and the purpose of the BMWED; and

BE IT FINALLY RESOLVED, That if after a review of the necessary Organization finances, it is the judgment of the National Division Executive Board that Organization finances are insufficient to hire and appoint a BMWED Member Advocate, the National Division Secretary-Treasurer's Department will utilize existing resources to assume the duties and responsibilities of the BMWED Member Advocate role, including the supervision of the Taskforce as prescribed herein.

PRESIDENT SIMPSON: You added what?

COMMITTEE CHAIRPERSON ANIRINA, SR.: Substance abuse.

PRESIDENT SIMPSON: Okay. It is recommended for adoption, Resolution 65, as amended by the Committee.

Any discussion? No.

All those in favor, say aye.

Opposed, no.

It's adopted.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Resolution No. 66 was adopted as amended. There was an extra paragraph that had “National Contract” in there, and we struck that.

*...Committee Chairperson Anirina,*

*Sr. presented the following:*

**RESOLUTION NO. 66  
RE: SEND DELEGATES TO CONVENTIONS  
(ADOPTED AS AMENDED)**

WHEREAS, Membership participation should be at the forefront of this union; and

WHEREAS, Some federations already earmark money to send delegates to all System Federation Conventions and National Conventions. For example, the BURNOR System Federation and the Burlington System Federation, both have Bylaws that set aside money to pay these expenses; and

WHEREAS, There are System Federations that have so little money from each member going towards their respective lodges. They don't have enough to participate in democracy; and

WHEREAS, We shall strive to have as many delegates as we can at these conventions to make sure that the membership's voices are heard from every corner of this country; Therefore, be it

RESOLVED, The delegates of the Fifth Regular National Division Convention of the Brotherhood of Maintenance of Way

Employes Division of the Brotherhood of Teamsters implore each System Federation to adopt Bylaws that would financially help delegates from each lodge to be able to attend their System Federation Conventions, along with the National Convention.

PRESIDENT SIMPSON: So you recommend adoption on 66 as amended?

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Yes.

PRESIDENT SIMPSON: The Committee recommends adoption of Resolution 66, as amended.

Any discussion?

All in favor, say aye.

Opposed, no.

It's adopted.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Resolution No. 67 was adopted as amended.

*...Committee Chairperson Anirina,*

*Sr., presented the following:*

**RESOLUTION NO. 67  
RE: RANK AND FILE ON BARGAINING COMMITTEES  
(ADOPTED AS AMENDED)**

WHEREAS, Collective bargaining is the process in which working people,

through their unions, negotiate contracts with their employers to determine their terms of employment and compensation; and

WHEREAS, Rank and File members have a right to collectively decide and be directly involved in the process that determines their employment and compensation; and

WHEREAS, Many Sister Unions have had continued success in involving their members in direct action, mobilization, and bargaining committees; and

WHEREAS, Rank and File Members in the IBT are included on local and national bargaining committees and have been historically successful as a result; and

RESOLVED, That the BMWED National Division include the Rank and File in the decision-making process of all agreements, side letters and memorandums coming under the jurisdiction of BMWED.

PRESIDENT SIMPSON: The Committee's recommended adoption of Proposal No. 67, as amended.

Is there discussion?

All those in favor, say aye.

Opposed, say no.

It's adopted.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Resolution No. 68, it adopt-

ed as amended. We just amended it to reflect PDF format.

...Committee Chairperson Anirina,

Sr. presented the following:

**RESOLUTION NO. 68**  
**RE: UPDATED CONTRACTS IN PRINT**  
**(ADOPTED AS AMENDED)**

WHEREAS, A collective bargaining agreement is the foundation of any bargaining unit; and

WHEREAS, Members of a bargaining unit cannot be effective against the carrier's egregious contract violations if they do not own a copy of their collective bargaining agreement and it is not up to date; and

WHEREAS, Any member of a bargaining unit is entitled under federal law to a copy of their collective bargaining agreement; and

WHEREAS, Thousands of BMWED members do not have a complete legible contract in print; and

WHEREAS, There have been hundreds of side letters, memorandums, and rule revisions not printed or distributed; Therefore, be it

RESOLVED, That the BMWED National Division will make every effort to update these outdated contracts and printing agreements, and to make sure every member under their agreement gets an updated version in pdf format; Therefore, be it further

RESOLVED, That the Delegates of the Fifth Regular National Division Convention of the Brotherhood of Maintenance of

Way Employes Division of the International Brotherhood of Teamsters request that a department be established be created to work on compiling the contracts, side letters, memorandums, and rule revisions and create a plan to distribute to the membership.

PRESIDENT SIMPSON: Resolution No. 68, it's recommended for adoption as amended.

Any discussion?

All those in favor, say aye.

Opposed, say no.

It's adopted.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Resolution No. 69 was rejected.

*...Committee Chairperson Anirina,*

*Sr. presented the following:*

**RESOLUTION NO. 69  
RE: REVOLVING DOOR  
(REJECTED)**

WHEREAS, It has been a revolving door scenario in-and-out of BMWED positions for many individuals seeking supervisory and management positions in railroad engineering departments; and,

WHEREAS, Many of the individuals moving back-and-forth between BMWED and supervisory/management positions mistreat and disparage BMWED members

while serving as supervisors/managers; Therefore, be it

RESOLVED, That the delegates of the Fifth Regular National Division Convention of the Brotherhood of Maintenance of Way Employes of the International Brotherhood of Teamsters direct the National Division President to work to negotiate restrictions on supervisors ability to return to the craft once they have been promoted to Engineering Department supervisory/management positions.

PRESIDENT SIMPSON: The Committee recommends rejection of Resolution No. 69.

Is there any discussion? Is there any discussion?

It's rejected.

Move on.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Resolution No. 70 was rejected.

*...Committee Chairperson Anirina,*

*Sr. presented the following:*

**RESOLUTION NO. 70  
RE: LESSOR OR TWO EVILS  
(REJECTED)**

WHEREAS, The National Division of the BMWED has endorsed political candidates on the lesser of two evils logic; and

WHEREAS, Many of these endorsed political candidates fall short of fighting for important rights of organized labor; and

WHEREAS, Endorsements are often made for reasons party affiliation alone; Therefore, be it

RESOLVED, That no political candidate will be endorsed by BMWED National Division unless they have a strong track record of fighting for workers rights' and organized labor, and then only after approval of the membership through votes of the local lodges in the geographic territory covered by the office the political candidate seeks.

PRESIDENT SIMPSON: The Committee recommends rejection of Resolution No. 78 or 70? 70.

COMMITTEE CHAIRPERSON ANIRINA, SR.: 70.

PRESIDENT SIMPSON: Is there any discussion?

It's rejected.

Move on.

COMMITTEE CHAIRPERSON ANIRINA, SR.: Resolution No. 71 was rejected by the Committee.

*...Committee Chairperson Anirina,*

*Sr. presented the following:*

**RESOLUTION NO. 71  
RE: DEFICIT  
(REJECTED)**

WHEREAS, The National Division continues to run into deficit spending year-over-year and contains many appointed leadership positions; and

WHEREAS, The National Division Vice Presidents have been largely underutilized in favor of appointed leadership; and

WHEREAS, The membership has greater control over elected Vice Presidents than they do over appointed personnel; Therefore, be it

RESOLVED, That the BMWED General President use every effort to utilize elected National Division Vice Presidents in multi-faceted leadership positions within their skills and ability before resorting to appointed personnel.

PRESIDENT SIMPSON: Resolution No. 71, the Committee recommends rejection.

Is there discussion?

Move on, please.

COMMITTEE CHAIRPERSON ANIRINA, SR.: Resolution No. 73 was adopted.

*...Committee Chairperson Anirina,*

*Sr. presented the following:*

**RESOLUTION NO. 72  
RE: NATIONAL DIVISION SPENDING  
(REJECTED)**

WHEREAS, BMWED spending has far exceeded dues receipts for several years; and

WHEREAS, Several of the current National Division Officers have publicly announced their retirement upon conclusion of their term; and

WHEREAS, Those retiring cannot be held accountable for the upcoming National Agreement and spending during the lame-duck session; and

WHEREAS, The newly elected BMWED Officers will be held accountable for the National Contract and spending; and

WHEREAS, It has been a customary practice to immediately bring the newly elected officers on upon conclusion of the convention; therefore be it

RESOLVED, That the 5th BMWED/IBT Regular Convention delegates seat and assign all bylaw and fiduciary authority to the newly elected BMWED General President and Secretary-Treasurer immediately upon conclusion of the 5th Regular Convention; and

BE IT FURTHER RESOLVED, That the current elected BMWED National Division President and Secretary-Treasurer support the transition to the future by assist-

ing the newly elected President and Secretary-Treasurer as advisors until their term ends in September 2022.

PRESIDENT SIMPSON: 73 or - -2.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Oh, 72, I'm sorry.

PRESIDENT SIMPSON: The

Committee recommends – you've got rejected.

Did you say adopted or rejected?

COMMITTEE CHAIRPERSON

ANIRINA, SR.: I said rejected.

PRESIDENT SIMPSON: I'm sorry.

We have rejection of Resolution No. 72.

Is there any discussion?

It's rejected.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Resolution No. 73 was adopted.

*...Committee Chairperson Anirina,*

*Sr. presented the following:*

**RESOLUTION NO. 73  
RE: EDUCATION  
(ADOPTED)**

WHEREAS, Education is central to members to enforce the CBA, protect our-

selves, understand our Union, and to organize new members; and

WHEREAS, Education empowers us to educate others and to fight for our rights under the CBA; and

WHEREAS, Education training provides the skills to negotiate contracts, to process grievances, to conduct arbitrations, and to represent workers' interests; and

WHEREAS, The strength of the union is in a broad, empowered and educated membership; and

WHEREAS, Education must be continually meeting the needs of our members; and

WHEREAS, Our members are far more likely to get involved when the union provides education training specifically designed to help them win the struggles in which they are engaged; Therefore

BE IT RESOLVED:

1. The BMWED commits to allocating the resources needed to continue to educate and train our members to strengthen the Union and to achieve our bargaining objectives.
2. The BMWED will continue to educate our members in the ways that have been effective in the past but will expand our educational program to meet changing needs including the use of on-line training and new media.

PRESIDENT SIMPSON: Resolution No. 73, the recommendation of the Committee is adopted.

Any discussion?

All those in favor of adopting Resolution 73, say aye.

Those opposed, say no.

It's adopted.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Resolution No. 74 was adopted.

*...Committee Chairperson Anirina,*

*Sr. presented the following:*

**RESOLUTION NO. 74  
RE: MEMBERS IN GOOD STANDING  
(ADOPTED)**

WHEREAS, The IBT Constitution provides that members are eligible for election for office only if they are "in continuous good standing...and actively employed in the craft...for a period of twenty-four (24) consecutive months prior to the month of nomination" (IBT Constitution, Article II, Section 4(a)(1); and,

WHEREAS, The twenty-four (24) month continuous good standing requirement precludes the active participation of new members, and members forced into furloughed status, leading to those members disenfranchisement with the union; therefore,

BE IT RESOLVED, That the President of the National Division to recommend necessary changes to the IBT Constitution and Bylaws to reduce the continuous good standing to a period of SIX months continuous good standing, prior to the month of nomination.

PRESIDENT SIMPSON: The Committee recommends Resolution No. 74 be adopted.

Is there discussion?

All those in favor, say aye.

Opposed, say no.

It's adopted.

COMMITTEE CHAIRPERSON ANIRINA, SR.: Resolution No. 75 was adopted.

*...Committee Chairperson Anirina, Sr. presented the following:*

**RESOLUTION NO. 75  
RE: TRANSPARENCY  
(ADOPTED)**

WHEREAS, BMWED had many by-laws submitted to promote transparency; and

WHEREAS, BMWED members would like more information on the day-to-day activities of National Division Officers; and

WHEREAS, BMWED members would like detailed financial information of National Division; Therefore

BE IT RESOLVED, That BMWED President, Secretary-Treasurer and Vice Presidents, will work to put out information that promotes transparency to the members of BMWED; Therefore

BE IT RESOLVED, That BMWED will continue to look into ways to achieve more transparency, including, but not limited to; monthly newsletter, monthly reports, and quarterly reports to be handled electronically or by mail.

PRESIDENT SIMPSON: The Committee recommends Resolution No. 75 be adopted.

Is there discussion?

All those in favor, say aye.

Opposed, say no.

It's adopted.

COMMITTEE CHAIRPERSON ANIRINA, SR.: Resolution No. 76 was adopted, as amended.

*...Committee Chairperson Anirina, Sr. presented the following:*

**RESOLUTION NO. 76  
RE: MODERNIZED VOTING  
(ADOPTED AS AMENDED)**

WHEREAS, The Teamster, DOL, and Labor Management Reporting and Disclosure Act (LMRDA) is the controlling statute on labor union officer elections; and

WHEREAS, It restricts union officer elections to secret ballot via in-person rather than allowing for remote electronic voting as a replacement or supplemental procedure; and

WHEREAS, This restriction was implemented nearly seven decades ago to ensure the validity of the secret ballot before the development of secure electronic voting systems; and

WHEREAS, The Office of Labor Management Standards (OLMS) has now issued a "Compliance Tip," with guidelines for implementing remote electronic voting systems in union officer elections while still maintaining compliance with the LMRDA; and

WHEREAS, Electronic voting could lead to increased member participation in union officer elections, particularly for Local Lodges encompassing widely dispersed populations and remote areas; and

WHEREAS, Electronic voting could provide greater reliability, efficiency, accessibility and cost savings as compared to reliance only on in-person voting; Therefore

BE IT RESOLVED, That BMWED make direct engagement efforts to enact changes necessary to enable remote electronic voting for the election of officers. Once such changes are secured, the BMWED shall consider necessary amendments to the Bylaws where appropriate.

PRESIDENT SIMPSON: The Committee recommends adopting Resolution No. 76 as amended.

Is there discussion?

All those in favor of Resolution 76, as amended, say aye.

Opposed, say no.

It's adopted.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Resolution No. 77 was rejected.

*...Committee Chairperson Anirina, Sr. presented the following:*

**RESOLUTION NO. 77  
RE: EXPLORE LEAVING THE  
TEAMSTERS  
(REJECTED)**

WHEREAS, The need for solidarity among labor organizations representing different crafts is vital to the success of building of Teamster Rail Labor; and

WHEREAS, The BLET and BMWED are both Divisions of the Teamsters, yet neither are in the same coalition and had we both participated in the same coalition it would immeasurably increase bargaining position of all Teamster Rail Labor; and

WHEREAS, In a manner inconsistent with the principles of solidarity, to the detriment of the Teamsters and Rail Labor; and

WHEREAS, The benefit belonging to the Teamsters has not been present and the promises not upheld; Therefore,

BE IT RESOLVED, That the BMW explore leaving the Teamsters.

PRESIDENT SIMPSON: The Committee recommends rejection of Resolution No. 77.

Is there discussion?

I see no one moving.

Gene, go on, please.

COMMITTEE CHAIRPERSON ANIRINA, SR.: Okay. Resolution No. 78 was adopted as amended.

This is the one that was just turned in yesterday. One of them.

And it was adopted as amended.

*...Committee Chairperson Anirina,*

*Sr. presented the following:*

**RESOLUTION NO. 78  
RE: INFLATION PROTECTION FOR  
NATIONAL BARGAINING  
(ADOPTED AS AMENDED)**

WHEREAS, Inflation has skyrocketed the last year and shows no sign of slowing down, causing the membership much hardship; and

WHEREAS, Raises are set during National Bargaining; and

BE IT RESOLVED, That the National Division bargaining committee reject any National contract that doesn't contain a C.O.L.A. or inflation provision (i.e., inflation plus).

PRESIDENT SIMPSON: Resolution 78, the Committee recommends adopting as amended.

Is there discussion?

I still see people looking at the screen. Do you want me to wait a minute?

All right. I see no one going for discussion.

COMMITTEE CHAIRPERSON ANIRINA, SR.: That's all of it right there.

PRESIDENT SIMPSON: I see no one heading to a microphone.

All those in favor of adopting Resolution No. 78, as amended, say aye.

Opposed, say no.

It's adopted.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Resolution 79 was also submitted yesterday, and it's on the screen.

It was rejected.

*...Committee Chairperson Anirina,*

*Sr. presented the following:*

**RESOLUTION NO. 79  
RE: BMWED PENSION  
(REJECTED)**

WHEREAS, National Division employees, appointees and officers are eligible for both railroad retirement and an additional pension not afforded to rank-and-file BMWED members; Therefore,

BE IT RESOLVED, To direct the National Division president that National Division employees, appointees and officers that are not vested in this additional pension not be allowed to become vested. Therefore eventually ending this practice of giving extra pensions not afforded to the rank-and-file membership of the BMWED.

BE IT FURTHER RESOLVED, Any National Division employees, appointees and officers already vested will be allowed to finish their participation in this extra pension.

PRESIDENT SIMPSON: Resolution No. 75, the Committee recommends rejection.

Is there discussion?

UNIDENTIFIED DELEGATE: 79.

PRESIDENT SIMPSON: 79, I'm sorry.

Is there discussion? Is there discussion?

DELEGATE GEORGE LOVELAND, Lodge 0798: George Loveland, Lodge 0798, Galesburg – or excuse me, Macomb, Illinois.

What this does is --

PRESIDENT SIMPSON: Do you want to move it?

DELEGATE LOVELAND: I want to move this resolution.

PRESIDENT SIMPSON: You move it to? You make a motion to --

DELEGATE LOVELAND: Adopt it. I want to adopt.

PRESIDENT SIMPSON: To adopt it?

DELEGATE LOVELAND: Yes.

PRESIDENT SIMPSON: Is there a second?

Brother, go to the microphone and identify yourself.

DELEGATE THOMAS STEINBRENNER, Lodge 1490: Thomas Steinbrenner, Lodge 1490.

PRESIDENT SIMPSON: Hold on, just a minute.

You got a second?

DELEGATE STEINBRENNER: Yeah. Thomas Steinbrenner, Lodge 1490.

PRESIDENT SIMPSON: It's been moved and seconded to adopt Resolution No. 79. Now the floor is open for debate.

Any discussion?

DELEGATE GEORGE LOVE-LAND, 0783: Yeah. George, Lodge 0783.

What this does -- if you listened to the debate the other night between Brother Glover and Brother Cardwell, Brother Cardwell made the commitment that we

would look at getting rid of that, and this just affirms that.

We need to get back. We talked about cutting jobs to save money. This is a plan that none of us sitting here in the gallery get or the members we represent get. We need to find a way to start getting ourselves out of this, to quit funding it. Obviously, people already vested should not be punished or taken out of it. But if you're not yet vested, I think you should be withdrawn from the plan. And as time goes on, this plan will phase itself out, if we do it, and it will save the Brotherhood money and maybe keep from having to raise dues for our membership we represent.

COMMITTEE CHAIRPERSON ANIRINA, SR.: Can I give the rationale, or should I?

PRESIDENT SIMPSON: Yeah.

COMMITTEE CHAIRPERSON ANIRINA, SR.: So, the Committee sat down and discussed it. We were feeling like

you at the beginning, and then we realized this is way over our heads and it's deeper than we could go.

So I think Brother Joynt could explain it better because it's pretty complicated and has a lot of tentacles.

SECRETARY-TREASURER

JOYNT: Okay. Just a couple points here. They asked me to try to explain.

Obviously, look, while we do have a 401(k) plan in National Division, there's no match of any sort. We know that, like, many of the railroads have a match and a lot of the systems have a match in their 401(k) plan, we do not at the national level.

A pension plan was started in 1955 at the BMW Convention by the delegates. The officers, employees, and pension plan, they've given up general wage increases over the years to pay the portion of the pension cost. I believe right now it's, like – it's definitely 7.1 percent. I think if we looked in the archives, it's probably closer to 9 to

maybe 10 percent that has been given up in wages to help fund this.

It's a single-employee pension plan that when a staff member or a new officer comes in, or elected, they're told it's part of their compensation package.

We have made changes to the plan over the last four years to reduce the cost of it and to make sure that it's solvent and within our means. And, you know, it's going to reduce the amount that anybody would receive towards the end of their career, and we did that so it's solvent and we don't have to pay any additional into it, other than the actual percentage required by the plan.

I think another question they had was, you know, the way this was written, the ones that are currently in it would continue it, and those who aren't vested and new hires would not be allowed to participate in it.

I assume that means that those that are in it now and vested, they'd continue in

it until they retire. You're going to have people doing similar work and getting different benefits side by side. It's kind of like on the tracks, we don't like people getting paid two different wages on the tracks either. So that was our concern about changing it like this.

So, anything else, Gene?

COMMITTEE CHAIRPERSON  
ANIRINA, SR.: If you have any questions, I would ask him. Evidently, people gave up pay raises to be part of it, and there's some association you were talking about. If you have any questions, ask David or ask me.

DELEGATE WILLIAM KOK,  
Lodge 1251: Dave, I don't have the report for ending fiscal year 2022. How much did we contribute in 2022 to this pension plan?

SECRETARY-TREASURER  
JOYNT: I'm sorry, I don't have that in front of me. But it's like 16 1/2 percent of the salary goes to the pension plan for members.

DELEGATE KOK: So, this doesn't affect people there, the Resolution doesn't, that have already given up wage increases and stuff. I understand that. But for fiscal year ending 2021, March 31st, 2021, who contributed -- this National Division contributed \$1,797,360.13 to that pension fund.

Now, eliminating two vice presidents was going to save a half million. Phasing this out is going to save a whole lot more.

I'm not trying to take it away from people that have already paid into it and earned it. But this makes sense, if you want to save some money. And none of us in this room, unless you're already in this plan, get it. Members in the field don't get it.

Freddie Simpson's -- I've got the report here and I can show it to you, you just can't photograph it, because Mr. Joynt just told me that.

It's amazing, when you look at these reports, where the money goes. 1.7 million, almost 1.8, is pension.

PRESIDENT SIMPSON: There was, was it two wage increases waived by the employees at the National Division at Chicago and at D.C. that we would probably have to give them their wage increases back.

But today, those wage increases have not compounded in their salary at all, period. But for a couple -- for a decade or better it.

So there is a complication there.

Brother Kok is absolutely correct. I won't be affected at all because I'll be leaving here in two months. My pension is there. Brother Joynt won't.

But future National Division Officers that just got elected will not be able to participate, and the ones that are currently participating will be frozen and there will be a wear away of benefits. That's what happens.

Mike 6.

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

And, yes, that is correct, because I was working for National Division at the

time and the staff did give up large wage increases they were entitled to when the National contract wages went through.

The problem I have with the resolution is it's too binding, and I think it's a really complicated issue. And I don't know exactly how to amend it, but I would vote against it until -- I mean, if it directed the National Division President to investigate a way to transition out of the pension, that would be one thing. But there are so many unanswered questions we have to investigate here, I think it's too rigid the way it is and I would ask that you vote against it at this time.

PRESIDENT SIMPSON: Thank you. Kevin.

One point, and I don't want to get you guys in a fight on the same slate, but I think George mischaracterized what Tony said during the debate.

If I'm wrong, Tony will stay on his seat.

Microphone 1.

UNIDENTIFIED DELEGATE: These people also get Railroad Retirement just like what we do and they make a higher wage. And if you want to an amendment to it to just make new employees -- if you want to make an amendment to this where it just says new employees and leave everything else, and make it just new employees going on forward -- because at that debate, Tony said you guys took a million dollars out of the Strike Fund and put into this pension fund.

PRESIDENT SIMPSON: And it's solvent now and we're not doing that. We didn't take any money out of the Strike Fund to do that.

UNIDENTIFIED DELEGATE: I mean, the rank-and-file will look at this --

PRESIDENT SIMPSON: The problem for making it for new employees is we have a lot of staff in three offices that are currently in that pension. You could not

have an officers and staff pension for current employees and new employees. In my view, you either have to terminate the plan and freeze it where it's at, nobody else can ever contribute, and you don't have a pension plan, or you continue it going forward. That's my belief. I'm not a pension lawyer. That's why we hire pension lawyers to handle this stuff.

Is there anybody against?

Where am I going now? 4.

DELEGATE SHYRMAYLE BEASLEY, Lodge 4031: Shyrmayle Beasley, 4031.

I know the Brothers and Sisters that came before me fought for everything that I enjoy today, and I know I have to do my part and look out for the Brothers and Sisters that's going to come after me. I don't see how taking that pension fund away from even if they're new hires, I believe you have to find another way -- I don't believe in going backwards. I just don't.

PRESIDENT SIMPSON: No. 5.

DELEGATE RICK GRIFFIN,  
Lodge 1196: 1196. I like what the lady said  
over there, we don't need to penalize any-  
body. But at the same time, we have people  
that have two pensions and they can draw on  
both of those pensions when they retire.  
Something needs to be done. I'm against  
this.

PRESIDENT SIMPSON: You're  
against it or for it?

DELEGATE GRIFFIN: I'm sorry,  
I'm for it.

PRESIDENT SIMPSON: Micro-  
phone 3.

DELEGATE TOM MODICA, II,  
Lodge 1532: Tom Modica, 1532.

I move that the motion be postponed  
indefinitely.

PRESIDENT SIMPSON: Is there a  
seconder?

DELEGATE DEVEN MANTZ,

Lodge 1326: Deven Mantz, Lodge 1326. I'll  
second that.

PRESIDENT SIMPSON: It has been  
moved and seconded to postpone debate on  
Resolution 79 indefinitely.

Is there discussion on the motion?  
What that motion means is we will not vote  
or deal with this at this convention. It  
doesn't adopt it or defeat it.

Mike 3.

DELEGATE ERIC JANEY, Lodge  
1055: Eric Janey, Lodge 1055.

I'm kind of disappointed in this room  
right now. I've been on this Union for 16  
years. This is my first time here. And we're  
a Union and we're talking about taking  
things away.

Now, I understand that it's around  
money and stuff like that. However, every-  
one was really passionate about their beer  
fund, but at the same time some of these  
people up there, whether you like to think

they're not going to be affected or not, they will be affected by this pension removal. Because who will be contributing to the pension?

And we are the biggest hypocrites out here. How many times have we gone against Congress and whatever fighting for our own pensions?

I don't care if they have three, four pensions. That was part of the benefit that they were promised when they agreed to do the job. Same thing as us.

*(Applause)*

When we became railroaders, what is the number one perk we have? What is the number one reason why 90 percent of us stay here? It's the pension. It ain't because we're all buddies.

So let's put our heads back on top from the back end here, work together. And I will applaud the new leadership in putting their money where their mouth is and trying to go through with what they said.

However, I think that we need to take time away from this topic. The leadership needs to come together and find other solutions, which they seem very confident in other areas of saving money, and come up with something better that doesn't affect people and the promises that they were made when they applied for the job, some of which were 20 years ago.

*(Applause)*

PRESIDENT SIMPSON: Thank you, Brother.

Mike 2.

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

I oppose tabling or postponing debate. I want to know how many people in this room feel like folks that make a whole lot more than us deserve a second pension on top.

Our pension is very good. I just think it's completely unfair. When I started dues roll in '67 for me, they were about 112 now,

I'm sure they'll be over 200 by the time I retire. I don't know, I feel like I'm getting played like a sucker here. I hate this.

PRESIDENT SIMPSON: Okay, Brother.

Mike 9.

DELEGATE RALEIGH JONES,  
Lodge 227: Red again, 227.

I just got a question. Don't we have investments that circumvent this?

PRESIDENT SIMPSON: The fund has money. It is invested. Today it's doing well.

DELEGATE JONES: Okay, just curious. Thank you.

PRESIDENT SIMPSON: Mike 5.

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

I support the motion to table indefinitely because it's a very complicated issue and I think that it's evident from the debate that President-Elect Cardwell is going to look into dealing, addressing the pension,

and that will give us time to address any legalities to look at it in a better situation and address it at next convention where it's more well thought out and we have better answers. But right now I don't think is the time. I support the motion to table indefinitely.

PRESIDENT SIMPSON: Thank you. Just for your information, the National Division officers have cut benefits in this plan for the last 15 years to get it worth less the people in it to keep the fund balanced. They do adjust the benefits and things to do that. That's been going on for a long time.

So anyway, anybody else want to discuss it?

All right. No. 6.

DELEGATE TODD TAYLOR,  
Lodge 153: Todd Taylor, Lodge 153.

I don't really have -- I just want some information on this so I'm more informed before we vote. We have 401(k)s through our work, and the money we put in

and the gains we make, that's what we can retire off of. How is your plan structured? Are you at a set rate where you get paid regardless of your investments or does everyone put in an amount and that amount is what you draw your retirement off of?

PRESIDENT SIMPSON: I think Brother Joynt can explain it, but were you for or against tabling? That's what the motion is. I couldn't tell from your comments.

DELEGATE TAYLOR: Well, I was looking for more information before we vote.

PRESIDENT SIMPSON: So you're for tabling it and looking at – that's what I'm asking.

DELEGATE TAYLOR: I'm against tabling it until I get more information.

SECRETARY-TREASURER

JOYNT: It is a defined benefit pension plan, single-employer defined benefit pension plan. It's not a 401(k). It has a calculation that's based on your number of months in

the plan, your rate of pay throughout the years, and there's a calculation to figure it. I can't give it to you off the top of my head, I don't figure that. But it's not a 401(k), it's not what you put in is what you take out. There's a calculation based on your months and years there and your rate of pay over those years.

Does that help at all?

PRESIDENT SIMPSON: 2.

DELEGATE STEWART TAYLOR,  
Lodge 0153: Todd Taylor, 153.

So it became insolvent because there was not enough people putting it in and more people drawing it?

SECRETARY-TREASURER

JOYNT: There was a time when we had so many people retired and there's less people obviously putting in, and we've reduced our staff paying into it, so we've also reduced the benefits for those in the plan to try to compensate. So we ought to be able to match what we're putting in to what's going

out. And obviously, it's invested with John Granger, our financial advisor, he oversees it. And it's doing well.

PRESIDENT SIMPSON: We're going to Mike 2 next, Todd.

SECRETARY-TREASURER

JOYNT: It's well over-funded and it's doing great. And the Biden Administration had put in a law that allowed it – there's no extra paying into it, it's just the amount that gets paid in per the plan.

PRESIDENT SIMPSON: George.

UNIDENTIFIED DELEGATE: Just a quick question. Does National Division Officers and staff, do they have a 401(k) plan also?

PRESIDENT SIMPSON: We do.

UNIDENTIFIED DELEGATE: Is that supplemented by the pension --

PRESIDENT SIMPSON: It is not. It's voluntary.

UNIDENTIFIED DELEGATE: What I mean is, does the Brotherhood con-

tribute to a part of that plan, a percentage of it?

SECRETARY-TREASURER

JOYNT: No.

PRESIDENT SIMPSON: No. There is no money going from the Brotherhood into the 401(k).

SECRETARY-TREASURER

JOYNT: There's no match on that, George.

UNIDENTIFIED DELEGATE:

That's what I was asking.

I'm against postponing also.

PRESIDENT SIMPSON: Okay.

Mike 9.

DELEGATE ERIC JANEY, Lodge 1055: Eric Janey, Local 1055.

I just have a question. So when I got hired on, the old guys, the saying would be, "Make sure you stay on the railroad and keep contributing to my pension" after they're retired.

So correct me if I'm wrong, and this question is for people that know, but how

could you guys cut off the pension so the new guys don't get it but only you do? But at least from our pension and my viewpoint, if the new hires that get hired on the railroad stop contributing to a pension, guess what happens to our pension?

So from my analogy in my head, if we stop from this new administration, the money will indefinitely run out for you guys.

PRESIDENT SIMPSON: You're correct, it could. And that is a danger. And I'm not trying to take the pension away from the newly elected officers or staff. I think we're talking about a race to the bottom, but that's the body's decision.

The pension plan is solvent, we're making no contributions currently and I don't see any coming. The investments have been keeping up -- well, the contributions, the 16 percent from each employee and the investment income has been keeping up and keeping the plan funded. I think what -- To-

ny didn't get up, but I think what I heard him say the other night is if contributions, extra contributions, like the one William Kok was talking about, are required, then he would start thinking about cutting more benefits or making the plan solvent. I don't know what he actually meant by that, but I think that's what he said.

Mike 3.

DELEGATE BLAKE JOHNSON, Lodge 2825: All right. Blake Johnson, 2825.

I've just got a question. Who's all part of this pension? Your staffers and everything, I'm assuming?

PRESIDENT SIMPSON: Officers and staff of the BMWED.

DELEGATE JOHNSON: Okay. Do all of them have two pensions? Do they all get Railroad Retirement?

PRESIDENT SIMPSON: They all get Railroad Retirement.

DELEGATE JOHNSON: Okay. I was just making sure, like everyone gets two pensions?

PRESIDENT SIMPSON: Officers and staff.

DELEGATE JOHNSON: Okay.

PRESIDENT SIMPSON: Mike 4.

DELEGATE MARK WITT, Lodge 2853: Mark Witt, 2853.

A question for George. How do you plan on not letting it run out of money if you're just going to stop it?

Second, I don't understand why we're talking about taking away a pension for guys who bargain and go to the table for us, and we're talking about taking away stuff for them. I get it if you're upset because you didn't get what you wanted or you didn't like the previous guys. But to just start cutting guys' throats because you guys don't get it, I don't get that at all. I think it's bad business, I really do.

*(Applause)*

PRESIDENT SIMPSON: We're talking about tabling now, that's the motion.

UNIDENTIFIED DELEGATE: Can I address the brother real quick?

PRESIDENT SIMPSON: Is it George's turn? All right, George.

UNIDENTIFIED DELEGATE: Thanks. Just addressing the brother there. I don't – it's nothing personal to anybody, not trying to take it away from anybody. This isn't saying cut it off tomorrow. This is, you know, a resolution to direct him to look into doing something with this. We have to do something. That's what we're here for.

And it's easy to say it's a race to the bottom, from the top to the bottom, when you're at the top. Once you're at the bottom, there is no race because you're already there.

PRESIDENT SIMPSON: We're on the motion of tabling or postponing indefinitely.

Microphone 3.

DELEGATE DYLAN HOWELL,  
Lodge 0104: Dylan Howell, 104.

I'm for tabling it. Different positions, different everything come with different benefits. I don't get paid as much as the laborer -- or I get paid more than a laborer does. My road passer gets paid more than me, his boss gets paid more than him, their boss gets paid more than them. I got more than my kids and more than I'll give to them. When they get up here, they'll have it too. There is a race from the bottom, it's to get back up.

So I say we table it. If anyone does want to donate their pension to people, that's noble, and you're invited to, but don't take it from the next guy.

*(Applause)*

PRESIDENT SIMPSON: Micro-  
phone 6.

DELEGATE COREY HAYES,  
Lodge 0636: Corey Hayes, Lodge 636.

I call the question.

PRESIDENT SIMPSON: The ques-  
tion's been called. The question's been  
called.

All those in favor of calling the ques-  
tion, say aye.

Opposed, say no.

The ayes have it.

All right. We're going to move the  
motion to postpone indefinitely.

All those in favor of moving to post-  
pone indefinitely, say aye.

Opposed, no.

The ayes have it. It's been tabled.

Move on, Brother.

COMMITTEE CHAIRPERSON  
ANIRINA, SR.: Okay, that concludes the  
committee's report. As information, all the  
resolutions will be renumbered after we take  
the rejected resolutions out of the report.

I would move to accept the report,  
the Resolution Committee's report.

PRESIDENT SIMPSON: We've  
adopted them all one at a time. They're

adopted or rejected, one of the two. Thank you for your service.

COMMITTEE CHAIRPERSON

ANIRINA, SR.: Thank you.

PRESIDENT SIMPSON: Thank all of you for your service.

*(Applause)*

We're going to go to the next committee, which is the Ritual and Executive Board Committee. Are you ready to report?

While that committee is coming forward, I want to add to my comments I opened the convention with. I left off some categories on treat others as you want to be treated regardless of their sexual preference or gender. Treat your neighbor and love your neighbor as yourself regardless of sexual preference or gender. And I hope that you are your Brothers and Sisters' keeper regardless of sex or gender.

Are you ready, Jeff?

COMMITTEE CHAIRPERSON

FRY: Yes, sir, I'm ready.

PRESIDENT SIMPSON: Go for it.

## **REPORT OF THE RITUAL COMMITTEE**

COMMITTEE CHAIRPERSON

FRY: To the Officers and Delegates of the Fifth Regular Convention of the Brotherhood of Maintenance of Way Employees Division --

PRESIDENT SIMPSON: Please come to order.

I'm sorry, Jeff.

COMMITTEE CHAIRPERSON

FRY: -- of the International Brotherhood of Teamsters. Greetings, Brothers and Sisters.

The members of the National Division Executive Board were appointed by President Freddie Simpson to serve on the Ritual Committee.

The committee met prior to the opening of the Fifth Regular National Division Convention and gave careful and thoughtful consideration to each section of the Ritual and its provisions.

Recognizing the historic nature of the Ritual, the committee recommends no additional changes or revisions to the Ritual. The committee's decision to recommend no change to the Ritual is intended to maintain the history embodied in the Ritual, to maintain the integrity and the intent of the Ritual, and to preserve the dignity of the ceremonies contained therein.

I'd also like to mention, I should have done previously, the members of the committee were Staci Moody-Gilbert, Dennis Albers, Dale Bogart, Dave Carroll, Jack David. Peter E. Kennedy was the convener, and Clark Ballew was the advisor. They elected me as chairman to give the presentation, Jeff Fry.

PRESIDENT SIMPSON: Thank you, Jeff.

It is moved and seconded to accept the committee's report on the Ritual. Any discussion?

All in favor, say aye.

Opposed, no.

Thank you, Brother Jeff. We've adopted your report.

COMMITTEE CHAIRPERSON

FRY: Thank you, President Simpson.

*(Applause)*

### **NEW BUSINESS**

PRESIDENT SIMPSON: We're at new business. Does anyone have new business? Any discussion on new business?

### **GOOD AND WELFARE OF THE BROTHERHOOD**

PRESIDENT SIMPSON: Move on to good and welfare of the Brotherhood. Is there any discussion for the good and welfare of the Brotherhood?

I'm not trying to rush you here. If you've got something that you need to get off your chest or you want to say -- please get up and say it. If you want to get up introduce yourself, do that. But this is the time to do it because this thing is almost over.

Okay, go ahead, Mike 5.

DELEGATE DALE BOGART, JR.,  
Lodge 1632: Dale Bogart, Local Lodge  
1632. I am not delaying getting to the end of  
this too much longer. I just had to get some-  
thing off my chest, address this body and the  
guests.

We all know the last year was a little  
bit of a slog. There was a lot of hard feel-  
ings, there was just a lot going on.

All I want to say before we get ready  
to close this convention is, I certainly hope  
when we all walk out these doors for a little  
while and we come back in tonight, when  
we're together we can have fellowship. And  
when we leave Las Vegas this week, that we  
can move forward united, take on the carri-  
ers, and kick some ass all together again  
with fellowship and unity. Thank you.

*(Standing ovation)*

PRESIDENT SIMPSON: Thank  
you, Brother Dale. I second that and it's al-  
ready carried.

We're going on to install the offic-  
ers. So would all the newly-elected officers  
please come forward. Brother Joynt will do  
the installation.

SECRETARY-TREASURER

JOYNT: I'm going to do it down there.

PRESIDENT SIMPSON: Wherever  
you want to do it, Brother.

**INSTALLATION OF OFFICERS**

SECRETARY-TREASURER

JOYNT: All right. Are we ready? I'm going  
to say "I" and then you'll repeat your name.

"I," and repeat your name, "do sin-  
cerely promise, on my honor as a trade un-  
ionist and a Teamster, that I will faithfully  
use all of my energies and abilities to per-  
form the duties of my office, for the ensuing  
term, as prescribed by the Constitution and  
Bylaws of this union. As an officer of this  
great union, I will, at all times, act solely in  
the interests of our members, devote the re-  
sources of our union to furthering their  
needs and goals, work to maintain a union

that is free of corruption, to preserve and strengthen democratic principles in our union, and to protect the members' interests in all dealings with employers. I will never forget that it is the members who put me here, and it is the members whom I will serve. I further promise that I will faithfully comply with and enforce the Constitution and Bylaws of the International Union and Bylaws of this Union, that I will, at all times, by example, promote harmony and preserve the dignity of this Union. I also promise that at the close of my official term, I will promptly deliver any money or property of this union in my possession to my successor."

Congratulations. You're now officers of the Brotherhood of Maintenance of Way and IBT.

*(Standing ovation)*

PRESIDENT SIMPSON: Thank you, Brothers and Sisters. Congratulations

one more time. Godspeed, Brothers. I look forward to continuing to work together.

I want to ask Brother Joynt to present any announcements. Any announcements, Dave?

## ANNOUNCEMENTS

### SECRETARY-TREASURER

JOYNT: All right. Brothers and Sisters, the only thing is, Diversity Committee is supposed to meet up front here for about five minutes immediately following the program.

The reception, again, is supposed to be at 7:00 in here tonight, if they can get it flipped. If not, it may be delayed a little bit. But right now, that's what we're planning on.

Anything else?

PRESIDENT SIMPSON: The National Association should meet here for five minutes.

### SECRETARY-TREASURER

JOYNT: One more item. The Bylaws require the National Association, the National

Division Association to have a quick meeting up here immediately following. Everybody got that? The National Association meeting up here, which is System Officers from all the systems, the National Division Officers.

That's it, Fred.

PRESIDENT SIMPSON: Hold on. At this time, I'd entertain a motion to adjourn.

SECRETARY-TREASURER

JOYNT: Mike 1.

PRESIDENT SIMPSON: All right, Mike 1.

DELEGATE TIMOTHY FREEMAN, Lodge 2852: Tim Freeman, Local 2852. Making a motion to adjourn this convention.

PRESIDENT SIMPSON: Thank you, Brother.

Is there a second?

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

PRESIDENT SIMPSON: It's seconded.

We're going to have Lydell give us an invocation, so don't take off yet.

All in favor of adjournment, say aye.

Opposed, no.

The ayes have it.

Brother Lydell, would you give us an invocation?

**BENEDICTION**  
**LYDELL S. OWENS**  
**Chaplain**  
**Vice Chairperson, District 3**

My Brethren, he lives best who does most for humanity. He lives well who walks worthily in the paths of industry, and to Him shall the full measure of praise be given. Well done, thou good and faithful brother. In this parting hour, let us not forget the obligation we have assumed, but as we leave this room, let it be with a full determination that all our actions through life shall be done to our honor and ensure the prosperity of this Brotherhood. And maybe the great God above watch over, bless and keep us until

our next convention. In Jesus' name, Amen,  
Brothers and Sisters.

*...The delegates responded, "Amen."*

PRESIDENT SIMPSON: Brothers and Sisters, it's been a real honor and privilege for me to serve as your President and I thank you from the bottom of the heart for the opportunity. Safe travels, Godspeed, and until we meet again. Thank you.

We stand adjourned.

*(Applause)*

*(At 4:45 p.m., Wednesday, June 15, 2022, the Fifth Regular Convention of the Brotherhood of Maintenance of Way Employees Division/IBT was adjourned sine die.)*