

BYLAWS

for the

GOVERNMENT OF THE JOINT PROTECTIVE BOARD AND MEMBERS

of the

AMERICAN RAIL SYSTEM FEDERATION

of the

**BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES DIVISION
OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

To be comprised of the following railroads:

ALLIANCE SYSTEM FEDERATION

Former Consolidated Rail Corporation

NORFOLK AND PORTSMOUTH BELT LINE RAILROAD COMPANY

NORFOLK SOUTHERN CORPORATION

Former Des Moines Union Railway Company

Former Interstate Railroad Company

Former Norfolk & Western Railway Company

Former Southern Railway Company

Former Wabash Railroad Company

Former Consolidated Rail Lines

(Penn Central, Erie Lackawanna), (Nickel Plate-Wheeling and Lake Erie)

Wheelersburg Terminal

Terminal Railroad Association of St. Louis

PENNSYLVANIA FEDERATION

Akron and Barberton Belt Railroad Company Amtrak

Chicago Union Station Company

Washington Terminal Company

Consolidated Rail Corporation

Baltimore & Eastern Railroad Company

Buffalo Creek Railroad

Ironton Railroad Company

Lehigh Valley Railroad Company

Penn Central-Pennsylvania Railroad Company
Pennsylvania-Reading Seashore Lines
Monongahela Railway Company
Maryland and Pennsylvania Railroad Company
Middle Fork Railroad Company
Consolidated Rail Corporation
Western Maryland Railway Company

NORTHEASTERN SYSTEM FEDERATION

Former Delaware and Hudson-South Lines
New York, Susquehanna, and Western Railway Corporation
New England Central Railroad

SOUTHERN SYSTEM DIVISION

Seaboard Coast Line Railroad Company
Piedmont and Northern Railway Company
Southern Railway Company
Alabama Great Southern Railroad Company
Atlantic and East Carolina Railway Company
Central of Georgia Railroad Company
Chattanooga Traction Company
Cincinnati, New Orleans and Texas Pacific Railway Company
Georgia Northern Railway
Georgia Southern and Florida Railway Company
Kentucky & Indiana Terminal Railroad Company
Live Oak, Perry and South Georgia Railway Company
Louisiana Southern Railway Company

Revised and amended at the meeting of the

AMERICAN RAIL SYSTEM FEDERATION

**The Seelbach Hilton
500 South Fourth Street
Louisville, Kentucky**

March 2 and 3, 2022

PREAMBLE

1. To use all possible safety measures in our work so as not to injure our brother or sister members; to reduce the hazards of our occupation to a minimum and to get the maximum benefits for those injured and to fight for improved benefits. An injury to one is an injury to all.
2. For the purpose of unifying all railway employees, to protect their interests, elevate their intelligence, advance their general welfare, promote the progress and cooperation of all who toil, and to perpetuate the blessings of freedom and liberty; the American Rail System Federation of the Brotherhood of Maintenance of Way Employes Division has been organized upon these principles as cornerstones and to assist other unions whenever possible in their resistance to attacks on their wages and working conditions and for the attainment of their demands and to honor legitimate picket lines.
3. To secure just working conditions and working hours as called upon by the Members and System officers as befit the ideal of honorable labor, and thereby obtain the opportunity for closer cooperation with the managements, recreation, intellectual development and social enjoyment, to which all humanity is justly entitled .
4. To educate Members on trade union principles, and educate ourselves in the civic affairs of our country and to encourage others to take an interest therein , in order that we may thereby vote intelligently and effectively for the common good and protection of all.
5. All of which we propose to consummate by conducting our affairs in an honorable manner, in accordance with the provisions incorporated in these Bylaws which are the governing laws of our American Rail System Federation, consistent with and subject to the provisions of the Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters (BMWED- IBT) National Division Bylaws, the Merger Agreement between the BMWED and IBT, and the IBT Constitution.

ORDER OF BUSINESS

1. Meeting called to Order
2. Invocation by Chaplain
3. Reading Call of Meeting by Co-Chairman
4. Appointment of Committee on Credentials
5. Report of Committees Credentials, Rules, Bylaws, Salary and Finance and Resolutions
6. Roll Call of Officers and Members by Co-Chairman
7. Nomination and Election of Officers
8. Installation of Officers
9. Good of the Order
10. Adjournment by Chaplain

The rules contained in the current edition of Robert's Rules of Order shall govern the American Rail System Federation in all cases to which they are applicable and provided they are not inconsistent with these Bylaws and any special rules of order the American Rail System Federation may adopt.

ARTICLE I ORGANIZATION

Section 1. This body shall be known as the American Rail System Federation of the Brotherhood of Maintenance of Way Employees Division and have jurisdiction over all Maintenance of Way Employees employed on railroads in departments coming under the jurisdiction of the American Rail System Federation.

Section 2.(a) Any System Division, Federation, or Maintenance of Way Employees of any railroad, wishing to affiliate with this System Federation, will be considered by making written application through its System Division or Federation Officers (or by petition if there is no System Division or Federation organization on such railroad) to the General Chairperson of the American Rail System Federation. If the General Chairperson of the American Rail System Federation feels the affiliation to be advisable, he/she shall immediately advise the members of the American Rail System Federation Executive Committee of such application for affiliation. The Executive Committee members will immediately advise the General Chairperson as to whether or not they deem it advisable to affiliate such a System Division, Federation or Maintenance of Way Employees of any railroad with the American Rail System Federation. If such majority of the Executive Committee approves such affiliation, the General Chairperson will proceed to affect such affiliation providing such conditions of affiliation meet the approval of the National Division President of the BMWED-IBT.

(b) Should the General Chairperson fail to affect an affiliation and he/she deems such affiliation still advisable in the interest of the American Rail System Federation, he/she may call into session the members of the Joint Protective Board, in order to affect such affiliation.

Section 3. The governing body shall be in accordance with Article 11 , Section 2(a) and 2(c), Article III, Section 4, Article III, Section 5(d), and Article VIII of these Bylaws.

Section 4. Representation on the Joint Protective Board shall be in accordance with Article 11, Section 3(b) of these Bylaws.

ARTICLE II CONVENTIONS, FEDERATION AND SUBORDINATE LODGE OFFICERS

Section 1.(a) The System Federation Convention will be held in September, 2025, and quadrennially thereafter, with the specific dates to be set by General Chairperson, for the purpose of electing the Joint Protective Board Officers and members referred to in Section 3(a) and (b) of this Article II and to transact such other business as may be lawfully brought before the Joint Protective Board.

(b) The delegate to the Quadrennial System Federation Convention shall be the Local Lodge Grievance Committee Chairperson. The first alternate delegate shall be Local Lodge Secretary-Treasurer and the 2nd alternate delegate shall be the Local Lodge President. In the event the delegate or first alternate delegate cannot attend the System Federation Convention, the 2nd alternate delegate shall serve as the delegate. If none of the above officers are available to attend the convention, the Local Lodge can hold a meeting to elect a delegate to attend the convention.

The Local Lodge President, Secretary-Treasurer and Chairperson of the Grievance Committee shall be elected by secret ballot vote and the regular Triennial Local Lodge election in accordance with the BMWED-IBT National Division Bylaws, the Merger Agreement between the BMWED and IBT and the IBT Constitution.

(c) Any member in good standing of the Brotherhood of Maintenance of Way Employees Division, who has established seniority rights on some railroad in the departments coming under the jurisdiction of the American Rail System Federation and who meets the 24 months Continuous Good Standing provisions of Article II, Section 4(a)(1) of the IBT Constitution at the time of nomination, and is a member in good standing at the time of election shall be eligible for nomination and election as a delegate or alternate to the Quadrennial System Federation Convention. For newly chartered Local Lodges in existence for less than twenty-four (24) months, Article II, Section 4(b) of the IBT Constitution, shall govern eligibility for delegate or alternate delegate.

(d) All Joint Protective Board Members and Officers, who are not elected as a delegate from their lodge, attending the Quadrennial System Federation Convention shall have one (1) vote in all matters brought before the Convention, except that Joint Protective Board members and officers shall not be eligible to vote in the election of Joint Protective Board members and officers, or changes to dues, unless they have been elected as a delegate or alternate delegate. All delegates will carry a weighted vote of their lodge. If an officer is carrying an Ex-Officio vote, one vote will be removed from their local lodge weighted vote.

Section 2.(a) The governing body of the American Rail System Federation shall be the delegates and the Joint Protective Board Officers assembled at the Quadrennial System Federation Convention, and said Conventions shall be the true and legitimate source of all authority pertaining to all matters under the jurisdiction of the American Rail System Federation and, except as provided for in this Article II, Section 2(a) and 2(c), Article III, Section 4, Article III, Section 5(d) and Article VIII, there is no power vested in any officer, committee or body of members under its jurisdiction to repeal, alter or change its laws and its decisions; it shall enact legislation which is not contrary to, or conflicting with, any of the provisions of the BMWED-IBT National Division Bylaws, the Merger Agreement between the BMWED and IBT, and the IBT Constitution.

(b) A majority of the Joint Protective Board Officers and delegates will constitute a quorum at the Quadrennial System Federation Convention.

(c) The Joint Protective Board shall exercise jurisdiction over the members and affairs of the System Federation between Quadrennial System Federation Conventions. The Board may enact such measures as are deemed necessary for the best interest of the Organization within its jurisdiction, but such measures must, in every respect, conform with the Bylaws of the Brotherhood of Maintenance of Way Employees Division, and will not be in force until approved by the National Division President of the BMWED-IBT. A majority of all members of the Joint Protective Board shall constitute a quorum.

(d) Any member in good standing of the Brotherhood of Maintenance of Way Employees Division who has established seniority rights on some railroad in the departments coming under the jurisdiction of the American Rail System Federation and who meets the 24 months Continuous Good Standing provisions of Article II, Section 4(a)(1) of the IBT Constitution at the time of nomination and is a member in good standing at the time of assuming office, shall be eligible for nomination and election as a Joint Protective Board Officer. For newly chartered Local Lodges, Article II, Section 4(b) of the IBT Constitution, shall govern eligibility.

Section 3.(a) All Joint Protective Board Officers will be elected by majority vote at the Quadrennial System Federation Convention held in September 2025 and quadrennially thereafter in September. All Joint Protective Board Officers will serve a term of four (4) years beginning January 1, following the election.

(b) The Officers of the Joint Protective Board shall consist of a General Chairperson, a First Vice Chairperson, a Second Vice Chairperson, Vice Chairperson/Secretary Treasurer, Vice Chairpersons and the Executive Committee. The General Chairperson and Vice Chairperson elected as Secretary-Treasurer shall serve as the Chairperson and Secretary of the Joint Protective Board, respectively. In the absence of the General Chairperson, the First Vice Chairperson will assume the duties of the Joint Protective Board Chairperson.

The Officers of the Joint Protective Board shall be elected as follows:

One (1) General Chairperson - At - Large

A total of nine (9) Vice Chairpersons from the Regions described below and from which one (1) will be elected to serve as the First Vice Chairperson, one (1) will be elected to serve as the Second Vice Chairperson, and one (1) will be elected to serve as the Vice Chairperson/Secretary Treasurer.

The ten (10) full time officers shall be elected from the territories as follows (including the General Chairperson) in the following manner:

Three (3) full time officers' positions shall be elected and maintained from the former Southern Agreement territory on Norfolk Southern property. This will be considered Region 1.

Three (3) full time officers' positions shall be elected and maintained from the jurisdiction of the former Affiliated System Federation with two (2) positions from the Eastern Region of Norfolk Southern property and one (1) position from the Western Region from the Norfolk Southern property. This will be considered Region 2.

Four (4) full time officers' positions shall be elected, two (2) will be maintained from the jurisdiction of the former CRSF Federation and two (2) from the jurisdiction of the former Pennsylvania Federation. This will be considered Region 3.

The members elected as a Vice Chairperson shall, prior to the conclusion of the Convention, determine who will be the First Vice Chairperson, Second Vice Chairperson and the Vice Chairperson/Secretary Treasurer. In the event of a tie, the General Chairperson will resolve the matter.

Nine (9) Executive Committee Members shall be elected and maintained with three (3) elected from Region 1, three (3) elected from Region 2 and three (3) elected from Region 3.

Section 4.(a)The System Federation Officers will be the General Chairperson, First Vice Chairperson, Second Vice Chairperson, Vice Chairperson/Secretary Treasurer, Vice Chairpersons, and Executive Committee Members.

(b) The full time System Federation Officers will be the General Chairperson, First Vice Chairperson, Second Vice Chairperson, Vice Chairperson/Secretary Treasurer, and Vice Chairpersons.

(c) Immediately after the final adjournment of the Quadrennial System Federation Convention, the General Chairperson shall call the Executive Committee together for the purpose of them electing, from among their numbers, three Trustees. The purpose of the Trustees will be to conduct the American Rail System Federation audit in the second quarter of each fiscal year.

ARTICLE III
DUTIES, AUTHORITY AND RESPONSIBILITY OF OFFICERS AND MEMBERS

Section 1.(a) The General Chairperson shall be the Executive Officer of the American Rail System Federation and shall have jurisdiction over all the System Federation Officers, whether elected or appointed. He/she shall supervise the activities of all Officers and Employees in the American Rail System Federation and shall issue instructions as to their duties and they shall report and be responsible directly to him.

(b) The General Chairperson shall oversee the affairs of the American Rail System Federation, except such time as may be devoted to other duties pertaining to the Brotherhood. He/she shall arrange for Officers to attend Local Lodge meetings with emphasis on instructing the Local Lodge Officers and members on their duties and the proper methods of adjusting matters in dispute. He/she shall at the Quadrennial Convention report all claims handled, and work for the up building and strengthening of the Brotherhood.

(c) The General Chairperson or his/her duly authorized Vice Chairperson or designee will handle all cases on appeal after they have been processed to that point by the Local Chairperson and System Officers. The General Chairperson or his/her duly authorized Chairperson shall conduct all conferences with top managements on grievances, wages and working conditions, and try to affect an honorable settlement in each instance. Settlements or agreements entered into in accordance with Article XIX, Section 9, of the BMWED-IBT Bylaws by the General Chairperson on matters in dispute are final and binding on the American Rail System Federation.

(d) The General Chairperson may, when conditions require, employ such organizers or representatives, and office assistants as may be deemed necessary to carry on the business of the American Rail System Federation and maintain the membership, and to regulate their salaries and expenses in accordance with the requirements of their duties and may appoint as many Assistants to the General Chairperson as he/she may deem necessary to carry on the affairs of the Brotherhood. When consistent with good service, such Organizers and Office Assistants will be employed from the ranks of the American Rail System Federation. Any assignments that are in excess of sixty (60) days shall be subject to Joint Protective Board approval. Under no circumstances shall any officer of the American Rail System Federation employ as his/her assistant any of his/her relatives where such relative would be required to work under his/her direct supervision.

(e) The General Chairperson shall preside over the American Rail System Federation Conventions and meetings of the Joint Protective Board. He/she shall appoint the necessary committees to study and bring committee reports to the System Federation Convention on all matters that should be given thorough consideration by the Convention. He/she will make all arrangements for the Quadrennial System Federation Conventions and prepare necessary reports and information to be brought before the Convention. Between Conventions, he/she will work with the

members of the Joint Protective Board to enact legislation that may be necessary for the best interest of the American Rail System Federation.

(f) The General Chairperson will determine the location of the System Federation Office(s), subject to the approval of the Executive Committee, and shall be in charge of the System Federation Office(s) and shall have charge of System Federation automobile(s), or automobile(s) leased by the System Federation. If System Federation Officers or Joint Protective Board members are required by the General Chairperson to use their personal automobile, they will be paid mileage in accordance with the applicable IRS rate. He/she shall work out budgets from time to time on the operation of the System, and at all times try to hold expenses to a minimum. He/she will have charge of expense accounts and allowances, and it will be necessary for any expense incurred by any System Officers to be approved by him/her before payment is made. No Officer or member of the Joint Protective Board has authority to incur or create any expense whatsoever, personal or otherwise, against the American Rail System Federation without the approval of the General Chairperson.

(g) The General Chairperson and Vice Chairpersons shall be paid a monthly salary and all necessary expenses while performing service in the interest of the Brotherhood. Said salary shall be determined by the Joint Protective Board Officers and the delegates at the Quadrennial System Federation Convention or by a majority vote of the Joint Protective Board members between Conventions. All necessary and actual expenses incurred by the General Chairperson and Vice Chairpersons while conducting business for the Brotherhood will be allowed.

(h) When the General Chairperson or System Federation Officers are appointed or instructed by the National Division President of the BMWED-IBT to serve on National BMWED-IBT Committees, national or international, they will receive in addition to any per diem or expense allowed by BMWED-IBT National Division, the salary which is afforded to them.

(i) The General Chairperson shall be vested with the authority to make the necessary purchase of office supplies, office equipment, etc., that may be required in the operation of the American Rail System Federation. He/she shall likewise have the authority to trade in System Federation automobiles or leased automobiles at such time that he/she deems necessary to cut down the loss of money by the Federation. He/she shall also be vested with the authority to execute leases for office space for the System Federation office(s) and shall likewise handle the matters of taxation on System Federation property, provided however, that no contract or agreement for the purchase or lease of goods, service or property, real or personal, obligating the Federation in the amount of \$5000.00 will in addition require the approval of the Executive Committee.

(j) The General Chairperson shall discharge on behalf of the System Federation such duties as may be imposed upon him/her by applicable law, including the execution and filing of any reports to Federal or State authorities, and he/she shall cause to be maintained by the System Federation such records as the law requires to keep for a period of not less than seven (7) years in support of such reports.

Section 2. It shall be the duty of the First and Second Vice Chairperson and Vice Chairpersons to assist the General Chairperson in the discharge of his/her duties and be subject to instructions of the General Chairperson. The First Vice Chairperson, Second Vice Chairperson and Vice Chairpersons will devote such time as may be necessary, in the opinion of the General Chairperson, to the interest of the Brotherhood.

Section 3.(a) It shall be the duty of the Vice Chairperson/Secretary Treasurer when active, to assist the General Chairperson in the discharge of his/her duties and be subject to the instructions of the General Chairperson. The Vice Chairperson/Secretary Treasurer shall keep a true and correct record of the proceedings of the Joint Protective Board meetings, preserve all books, records and documents pertaining to the business and history of the System Federation and the Brotherhood, which may in any manner, come into his/her possession. Upon written request, the minutes will be provided to any member of the American Rail System Federation in good standing within thirty (30) days.

(b) Members who upon retirement, or upon the receipt of an annuity, continue without interruption to pay full dues and assessments or who have received life membership shall be entitled to attend Local Lodge meetings. Members elected as delegates shall have the right to propose changes to these Bylaws. Members serving as Brotherhood Officers and/or representatives at the time of retirement, or at the time annuity is granted, may serve out the balance of the term for which elected, subject to the terms of the Merger Agreement between BMWED and IBT. They shall not be eligible for election or re-election or to participate in the transaction of Brotherhood business except to the extent herein provided and in the case of Local Lodge Secretary-Treasurers who may be eligible for re-election as Local Lodge Secretary-Treasurers, subject to the terms of the Merger Agreement between BMWED and IBT.

Section 4. Special meetings of the Joint Protective Board may be called by the General Chairperson; by written request of a majority of the members of the Joint Protective Board, through the General Chairperson, or the National Division President of the BMWED-IBT. Such calls must plainly set forth the reason for such special meeting and only subject matters so specified shall be given consideration and transacted at such special meeting. At least ten (10) days' notice, in writing, shall be given to each member of the Joint Protective Board of such meeting.

Section 5.(a) It shall be the duty of the Trustees to examine all bills and accounts, vouchers, books and other documents in connection with the affairs of the American Rail System Federation, furnishing a copy of their audit to the National Division Secretary- Treasurer of the BMWED-IBT. The Trustees shall meet yearly during the second (2nd) quarter of each year at the System Office to perform this work and transact such business as may be necessary unless the meeting shall be accomplished through teleconference.

(b) It shall be the duty of the Executive Committee Members to see to it that the System Federation Officers are properly bonded, as provided in Section 9 of this Article III. If deemed necessary by the General Chairperson, the Executive Committee shall meet at any time and place upon (10) days' written notice from the General Chairperson.

(c) In all matters requiring action by the Executive Committee, when the Executive Committee is not in formal session, the Executive Committee may act by letter, electronic mail, fax, conference call and the like. When the General Chairperson requires action by the Executive Committee, he/she may obtain the same by such channels. Such Executive Committee members may take action on the matter brought to their attention in the same manner, provided that all members of the Executive Committee shall be polled. Such action, so taken by a majority of the members of the Executive Committee responding to the poll, shall constitute action of the Executive Committee as though the Executive Committee were in formal session.

Section 6.(a) In case of a vacancy in the office of the General Chairperson by reason of death, resignation, removal for cause, or any other reason whatsoever, it shall become the duty of the First Vice Chairperson to take charge of the affairs of the office and perform the duties of the General Chairperson for the unexpired term. In such case, the First Vice Chairperson shall receive the salary specified for the General Chairperson.

(b) In case of a vacancy in the office of First Vice Chairperson by reason of death, resignation, removal for cause, or any other reason whatsoever, it shall become the duty of Second Vice Chairperson to take charge of the affairs of the office and perform the duties of the office for the unexpired term.

(c) In case of a vacancy in the office of Second Vice Chairperson by reason of death, resignation, removal for cause, or any other reason whatsoever, the Joint Protective Board (by vote) will fill the vacancy by appointment consistent with the principals set forth in Article II, Section 3(b) for the unexpired term.

(d) In case of vacancy in any Executive Committee member by reason of death, resignation, removal for cause, or any other reason whatsoever, the General Chairperson will fill the vacancy by appointment consistent with the principles set forth in Article 11, Section 3(b) for the unexpired term, subject to the approval of the Joint Protective Board.

(e) In case of vacancy in the office of the Vice Chairperson/Secretary Treasurer by reason of death, resignation, removal for any other cause whatsoever, the Joint Protective Board (by vote) will appoint the Vice Chairperson/Secretary Treasurer from the remaining Vice Chairpersons excluding the first (1st) and second (2nd) Vice Chairperson for the remainder of the unexpired term.

(f) In case of any other Joint Protective Board member vacancy, the General Chairperson will fill the vacancy by appointment consistent with the principles set forth in Article II, Section 3(b) for the unexpired term, subject to the approval of the Joint Protective Board.

Section 7.(a) The salary of the General Chairperson in compliance with Section 1 of this Article III and the salaries of all Federation Officers and members of the Joint Protective Board shall be as determined by all Joint Protective Board members and delegates at the System Federation Convention by the adoption of appropriate resolutions or written authority of the majority of Joint Protective Board members when not in session, and shall be commensurate with the requirements and duties of the position and in addition thereto, including actual expenses while performing service in the interest of the Brotherhood.

(b) The General Chairperson, other full-time System Officers and Office Staff shall receive the same compensation increases including, without limitation, percentage increases, cost of living increases, cost of living adjustments and lump sums, as provided for under the National Agreement.

(c) The salaries and expenses of all Officers, delegates, Joint Protective Board members and Federation Office Secretaries when in accordance with the Bylaws or when working in the interest of the System Federation, under instructions of the General Chairperson, shall be paid out of the System Federation funds.

Section 8. The General Chairperson, other full-time System Officers and Office Staff shall be allowed vacation in accordance with the National Vacation Agreement and treating their continuous service for qualifying purposes as the sum of their combined carrier and union service. Provided, however, that there shall be no payment in lieu of vacation for any officer in the active service, on account of not taking vacation as allowed under the National Agreement, except in the case of a call to active military service, sick leave, FMLA leave, retirement or other leave as approved by the General Chairperson.

Section 9. The Officers and employees of the System Federation shall be bonded as prescribed in the BMWED-IBT Bylaws. The premium of said bonds shall be paid from the American Rail System Federation funds, and the bonds shall be held in custody of the National Division Secretary-Treasurer of the BMWED-IBT.

Section 10. The American Rail System Federation shall not contract, agree or be obligated in any way to pay salary and expense to Joint Protective Board members or Officers, or to incur any obligations of any kind with members or others beyond the extent of System Federation funds and current income without the approval of the National President of the BMWED-IBT. Any obligations incurred contrary to the foregoing provisions shall not create a claim or lien against the System Federation or the BMWED-IBT National Division beyond the extent of available funds in the System Federation treasury.

Section 11. Duties of Members. Each member shall pay all required dues, as well as all assessments or fines properly levied, to a proper representative of the BMWED, and shall, after paying such dues, assessments or fines in full, receive an official dues receipt card.

It shall be the duty of every member to pay all dues and assessments promptly; to attend the meetings of his/her Local Lodge regularly, unless prevented by sickness or other just cause; to comply with and assist in enforcing provisions of these Bylaws and other laws, rules and regulations of the BMWED; to see that these Bylaws are not violated; to recognize any member in good standing as a Brother or Sister and to never knowingly harm a fellow member; to never discriminate against a fellow worker on account of race, color, religion, sex, age, physical disability, sexual orientation, or national origin; to refrain from any conduct that would interfere with the Union's performance of its legal or contractual obligations; and at all times to bear true and faithful allegiance to the BMWED and his/her Local Union.

ARTICLE IV CHARGES, TRIALS, AND APPEALS PROCEDURES OF MEMBERS

Charges against any Member shall be filed in writing in accordance with Article XIX of the IBT Constitution. Trials shall be conducted in accordance with Article XIX of the IBT Constitution and Paragraph 4.12 of the Merger Agreement between BMWED and IBT.

Appeals from the decision of the Trial Board shall be in accordance with Paragraph 4.12 of the Merger Agreement between BMWED and IBT.

Any expense incurred in connection with the hearing of charges against a member, conducted as prescribed in this Article, will be paid from Federation funds.

**ARTICLE V
REVENUE, FEES, DUES AND ASSESSMENTS**

Section 1. Revenue shall be derived from initiation fees, dues and assessments as are levied by properly constituted authority in accordance with these Bylaws, plus amounts earned through investments and other miscellaneous receipts. Aside from such sums as these Bylaws provide shall be allocated to and placed in other funds, all revenue of the System Federation shall be placed in a fund known as the General Fund and shall be in the possession of the National Division Secretary-Treasurer of the BMWED-IBT for the purpose of defraying expenses of the System Federation when approved by the duly constituted Officer as herein provided.

Section 2.(a) Each member shall be required to pay BMWED-IBT National Division dues and assessments, System Federation dues and assessments and Local Lodge dues, as provided in Article XV, Section 3 and 5 of the BMWED-IBT Bylaws.

(b) Effective April 1, 2022, the American Rail System Federation dues shall be a minimum of \$62.00 per month. Effective on January 1 of each year thereafter dues are adjusted to reflect 1.8 times the average straight time hourly rate of pay for the average rate of pay for the Southern Agreement Laborer and the N&W Wabash trackman. Said amounts shall be rounded to the nearest 25 cents, which additional sum shall be taken into consideration when calculating any dues increase for the following year.

(c) Effective April 1, 2022, from the monthly System Federation dues, \$4.50 shall be reimbursed to the local lodges and an additional \$1.00 shall be applied to the Convention fund for the purpose of covering all related expenses including reimbursement of travel, meals, lodging and wages incurred by delegates to System Federation Conventions and to defray expenses incurred by the delegates to attend Quadrennial National Division Conventions. The expense will be calculated according to the geographical location of the Convention site.

(d) Former members of the Nickel Plate-Wheeling and Lake Erie Federation and the former Southern System Division will continue to participate in the Health Care Trust and will periodically have their dues adjusted to reflect the needs of the Trust.

Section 3. Federation dues established by action of the System Federation Convention may be increased in-between Quadrennial Conventions by a majority vote of the Joint Protective Board, a quorum being present, or by majority vote of the Joint Protective Board by referendum ballot, as provided for in Article XV, Section 4, Paragraph 2, of the BMWED-IBT Bylaws.

Section 4. Effective April 1, 2022 and thereafter, any member of the American Rail System Federation that is subject to discipline from their respective Carrier and issued such in the form of suspension and/or dismissal that would result in missed fees, assessment or required monthly dues, and during which the Federation is in pursuit of

reinstatement with pay, shall be required to remit any such payment of lost revenues in the form of required dues, assessments and/or fees in the event that that member is fully reinstated and compensated, at minimum, for all Straight Time lost wages for all months such would have otherwise paid dues, assessment and/or fees due to the National Division, the System Federation and Local Lodge during the period of discipline so served and such payments were missed.

Any such member who voluntarily opts to pay dues, assessments and/or fees at the non-working rate pursuant to Article XV, Section 3 of the BMWED National Division Bylaws during such suspension or dismissal who is fully reinstated subsequent thereto, with back pay as defined in the above paragraph of this Section, will not be required to pay difference between what they paid at the non-working rate and the rate of full dues during such suspension or dismissal.

Any such members who are reinstated and do not collect lost wages to the level defined in this section, shall not be required to remit any otherwise lost dues, assessments and/or fees for the period of their suspension or dismissal.

ARTICLE VI FEDERATION WEBSITE

The Federation will maintain a website and app, which will be under the editorial supervision of the General Chairperson. The website will have contact information for each of the Federation Officers, documents such as collective bargaining agreements, constitution and bylaws of the governing organization and other relevant material that can be accessed by the membership. The website will also have an email sign up function or other electronic information distribution system so that those who sign up can receive timely and relevant updates of the business of the Federation. All members will be strongly and periodically encouraged to sign up for this list.

The General Chairperson will appoint a Federation Officer, with the approval of the Joint Protective Board, to be the web administrator. The Officer selected by the General Chairperson to be the Federation web administrator will be provided the training, equipment and software necessary for him/her to operate the site. The web administrator will work at the direction of the General Chairperson.

ARTICLE VII GRIEVANCE PROCEDURE

Section 1. Any member in good standing belonging to a Local Lodge affiliated with the American Rail System Federation, believing he/she has been unjustly dealt with by his/her superior official, or is otherwise aggrieved, shall govern themselves according to the terms of agreement in force on the railroad on which he/she is employed at the time.

Section 2. This American Rail System Federation has established procedures for the handling of claims and grievances, which are best suited to the needs of the membership. These procedures, which have been established to conform with applicable claim and grievance rules, should be adhered to by all members and committees in the handling of claims and grievances.

Section 3. It is recognized that the General Chairperson or his/her duly authorized representative is empowered to initiate and handle grievances of any nature at any time to protect the interests of the membership. Expenses incurred in connection with the handling of grievances by a Local Lodge Grievance Committee shall be defrayed by the Local Lodge. Expenses incurred in connection with the handling of grievances by the System Federation shall be defrayed by the System Federation.

Section 4. The General Chairperson or his/her duly authorized representatives shall carefully and impartially examine all grievances and other matters referred to him/her and proceed to adjust the same upon the basis of equity and justice and every honorable means shall be exhausted in trying to affect an amicable settlement of the matter in dispute. A settlement effected between the appropriate officer of the railway and the General Chairperson shall dispose of the matter at issue.

ARTICLE VIII NEGOTIATIONS

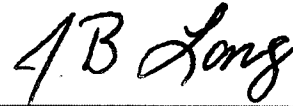
Negotiations will be in accordance with Article 111, Section 1(c) of the System Federation Bylaws and Article XIX, Section 9, of the BMWED-IBT Bylaws.

ARTICLE IX BYLAWS

Section 1. These Bylaws shall become effective upon approval by the National Division President of the BMWED-IBT and shall remain in effect until changed by the American Rail System Federation Convention or by the Joint Protective Board in session or by majority vote of the Joint Protective Board members by referendum ballot.

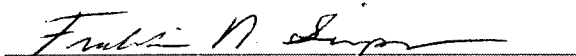
Section 2. The General Chairperson may, with the consent of the Executive Committee issue such dispensations as may be necessary to overcome emergencies or conditions not herein provided for.

SIGNED:



Jonathan B. Long
General Chairperson

APPROVED:


Freddie N. Simpson
National Division President BMWED-IBT

04/22/2022
Date