**BYLAWS**

**for the**

**GOVERNMENT OF THE JOINT PROTECTIVE BOARD AND MEMBERS**

**of the**

**ALLIANCE SYSTEM FEDERATION**

**of the**

**BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES DIVISION**

**OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

To be comprised of the following railroads:

ALTON & SOUTHERN RAILWAY COMPANY

Amtrak (Albany-Rensselaer, New York Area)

Amtrak (Beech Grove, Indiana Shop)

Amtrak (Detroit, Michigan to Michigan City, Indiana)

Canadian National Railway (CN) (former Grand Trunk Western Railway, former

Chicago Short Line Railway Company

Consolidated Rail Corporation Shared Assets (Detroit, New Jersey, Philadelphia)

CSX TRANSPORTATION, INC

Former Seaboard System Railroad, Incorporated

Former Clinchfield Railroad Company & Former-Consolidated Rail Lines (NYC)

& Pittsburgh & Lake Erie Railroad Detroit, Toledo and Ironton Ry., former Detroit Toledo Shoreline Ry.)

Guilford Transportation Industries

(Boston & Maine Corp., Pan-Am Railways, Springfield Terminal Railway Company)

Indiana Harbor Belt Railroad Company

Macarthur Bridge

Keolis Commuter Service

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)

NORTHEAST ILLINOIS RAILROAD CORPORATION (METRA)

TERMINAL RAILROAD ASSOCIATION OF ST. LOUIS

St. Lawrence & Atlantic Railroad

Wheelersburg Terminal

**Revised and amended at the meeting of the**

**ALLIANCE SYSTEM FEDERATION**

**PIGEON FORGE, TENNESSEE**

**JULY 26, 2019**

**PREAMBLE**

1. 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 Alliance System Federation of the Brotherhood of Maintenance of Way Employes Division has been organized upon these principles as cornerstones.
2. To secure for ourselves just working conditions and working hours 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.
3. To 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.
4. All of which we propose to consummate by conducting our affairs in an honorable and businesslike manner, in accordance with the provisions incorporated in these By-laws which are the governing laws of our Alliance System Federation, consistent with and subject to the provisions of the National Division Bylaws.

**ORDER OF BUSINESS**

1. Meeting called to Order

2. Invocation by Chaplain

3. Reading Call of Meeting by Secretary-Treasurer

4. Appointment of Committee on Credentials

5. Report of Committee on Credentials

6. Roll Call of Officers and Members by Secretary-Treasurer

7. Reading Minutes of Previous Meeting by Secretary-Treasurer

8. Appointment of Committees

9. Report of Officers

10. Report of Committee

11. Unfinished Business

12. New Business

13. Nomination and Election of Officers

14. Installation of Officers

15. Good of the Order

16. Adjournment by Chaplain

The rules contained in the current edition of Robert’s Rules of Order shall govern the Alliance 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 Alliance System Federation may adopt.

**ARTICLE I – ORGANIZATION**

Section 1. This body shall be known as the Alliance System Federation of the Brotherhood of Maintenance of Way Employes Division and have jurisdiction over all maintenance of way employees employed on railroads in departments coming under the jurisdiction of the Alliance 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 Chairman of the Alliance System Federation. If the General Chairman of the Alliance System Federation feels the affiliation to be advisable, he shall immediately advise the members of the Alliance System Federation Executive Committee of such application for affiliation. The Executive Committee members will immediately advise the General Chairman 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 Alliance System Federation. If such majority of the Executive Board Committee approves such affiliation, the General Chairman will proceed to effect such affiliation providing such conditions of affiliation meet the approval of the National Division President.

(b) Should the General Chairman fail to effect an affiliation and he deems such affiliation still advisable in the interest of the Alliance System Federation, he may call into session the members of the Joint Protective Board, in order to effect such affiliation.

Section 3. The governing body shall be in accordance with Article II, Section 2 (a) and (c), Article III Section 4(b), Article VI Section 4 and Article IX.

Section 4. Representation on the Joint Protective Board shall be in accordance with Article II, Section 3 (b) and (c).

**ARTICLE II - CONVENTIONS,**

**FEDERATION AND SUBORDINATE LODGE OFFICERS**

Section 1. (a) The System Federation Convention will be held September, 2023 and quadrennially thereafter, date to be set by General Chairman, 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 Chairman. 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.

The Local Lodge President, Secretary-Treasurer and Chairman of the Grievance Committee shall be elected by secret ballot vote and the regular Triennial Local Lodge election.

(c) Any member in good standing of the Brotherhood of Maintenance of Way Employes Division, who has established seniority rights on some railroad in the departments coming under the jurisdiction of the Alliance 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, eligibility for delegate or alternate shall be governed by Article II, Section 4(b) of the IBT Constitution.

(d) All Joint Protective Board Members, Officers and delegates 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.

Section 2. (a) The governing body of the Alliance System Federation shall be the delegates, the Joint Protective Board Officers and members 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 Alliance System Federation and, except as provided for in this Article II, Section 2 (a) and 2 (c), Article III, Section 4 (b) Article VI, Section 4, and Article IX, 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 Bylaws of the Brotherhood of Maintenance of Way Employes Division, the IBT Constitution, the Merger Agreement between BMWED and IBT, or with any rule, law or decision of the National Division.

(b) A majority of the Joint Protective Board Officers and members 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 Employes Division, and will not be in force until approved by the National Division President. 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 Employes Division who has established seniority rights on some railroad in the departments coming under the jurisdiction of the Alliance 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 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 or member. For newly chartered Local Lodges, eligibility shall be governed by Article II, Section 4(b) of the IBT Constitution.

Section 3. (a) All Joint Protective Board Officers and members will be elected by majority vote at the Quadrennial System Federation Convention held in September 2023 and quadrennially thereafter in September. All Joint Protective Board Officers and members will serve a term of four (4) years beginning January 1st, following the election.

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

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

General Chairman - At-Large

First Vice Chairman

Second Vice Chairman

Executive Committee Members

(6) Vice Chairmen which one (1) of the six (6) will be elected as Secretary-Treasurer

Three full time officers’ positions will be elected and maintained from the jurisdiction of the former Affiliated System Federation with two (2) positions from Region 1 and one (1) position from Region 2.

**Note**: Region 1 consists of Division 1-4 of the former Affiliated System Federation

Region 2 consists of Division 5-7 of the former Affiliated System Federation

Six (6) full time officers’ positions will be elected at large and maintained from the former jurisdiction of the Consolidated Rail System Federation.

An Executive Committee consisting of fifteen (15) members with eight (8) positions excluding full time officers coming from territories formerly under the jurisdiction of the former Consolidated Rail System Federation all elected at large, seven (7) positions excluding full time officers coming from territories formally under jurisdiction of the Affiliated System Federation with one (1) member being elected from each of the seven (7) divisions.

(c) 8 Executive Committee Members coming from the territories formally under the jurisdiction of the Consolidated Rail System Federation will be elected at large from Amtrak (Albany-Rensselaer, New York Area), Amtrak (Beech Grove, Indiana Shop), Amtrak (Detroit, Michigan to Michigan City, Indiana), Canadian National Railway (CN) (former Grand Trunk Western Railway, former Detroit, Toledo and Ironton Ry., former Detroit Toledo Shoreline Ry.) , Chicago Short Line Railway Company, Consolidated Rail Corporation Shared Assets (Detroit, New Jersey, Philadelphia), CSX Transportation, Inc. (former-Consolidated Rail Lines (NYC) & Pittsburgh & Lake Erie Railroad, Guilford Transportation Industries (Boston & Maine Corp., Pan-Am Railways Springfield Terminal Railway Company), Indiana Harbor Belt Railroad Company, Keolis Commuter Service, Norfolk Southern Corporation (former Consolidated Rail Lines -(Penn Central, Erie Lackawanna), (Nickel Plate-Wheeling and Lake Erie) and St. Lawrence & Atlantic Railroad

(d) 7 Executive Committee Members from the territories formally under the jurisdiction of the Affiliated System Federation one (1) from each of the following Divisions.

Division 1- Norfolk Terminal/Norfolk Division/Norfolk Portsmouth Beltline Railroad Company

Division 2-Shenandoah Division/Roanoke Terminal/Roadway Material Yard/Radford Division

Division 3-Pocahontas Division/Scioto Division/Wheelersburg Terminal

Division 4-Clinchfield Railroad

Division 5-Moberly Division including Kansas City Terminal/Alton & Southern Railway Company and Terminal Railroad Association of St. Louis and Mac Arthur Bridge

Division 6-Decatur Division including Northeast Commuter Rail Association and St. Louis Terminal

Division 7-Fort Wayne Division from Peru East including Detroit, Toledo and Chicago Line

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

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

(c) Immediately after the final adjournment of the Quadrennial System Federation Convention, the General Chairman 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 Alliance System Federation audit in the second quarter of each fiscal year.

**ARTICLE III - DUTIES,**

**AUTHORITY AND RESPONSIBILITY OF OFFICERS**

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

(b) The General Chairman shall oversee the affairs of the Alliance System Federation, except such time as may be devoted to other duties pertaining to the Brotherhood. He 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 shall at the Quadrennial Convention report all claims handled, and in a general way work for the up-building and strengthening of the Brotherhood.

(c) The General Chairman or his dully authorized Vice Chairmen will handle all cases on appeal, after they have been processed to that point by the Local Chairman, Division Chairman and System Officers. The General Chairman or his duly authorized Chairmen shall conduct all conferences with top managements on grievances, wages and working conditions, and try to effect an honorable settlement in each instance. Settlements or agreements entered into in accordance with Article XIX, Section 9, of the National Division Bylaws by the General Chairman on matters in dispute are final and binding on the Alliance System Federation.

(d) The General Chairman may, when conditions require, employ such organizers or representatives, and office assistants as may be deemed necessary to carry on the business of the Alliance 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 Chairman as he may deem necessary to carry on the affairs of the Brotherhood.

(e) The General Chairman shall preside over the Alliance System Federation Conventions and meetings of the Joint Protective Board. He 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 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 will work with the members of the Joint Protective Board to enact legislation that may be necessary for the best interest of the Alliance System Federation.

(f) The General Chairman will determine the location of the System Federation Offices, subject to the approval of the Executive Committee, and shall be in charge of the System Federation Office, and shall have charge of System Federation automobiles, or automobiles leased by the System Federation. If System Federation Officers or Joint Protective Board members are required by the General Chairman to use their personal automobile, they will be paid mileage in accordance with the applicable IRS rate. He 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 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 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 Alliance System Federation without the approval of the General Chairman.

(g) The General Chairmen and Vice Chairmen 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, members 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 Chairman and Vice Chairmen while conducting business for the Brotherhood will be allowed.

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

(i) The General Chairman 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 Alliance System Federation. He shall likewise have the authority to trade in System Federation automobiles or leased automobiles at such time that he deems necessary to cut down the loss of money by the Federation. He shall also be vested with the authority to execute leases for office space for the System Federation office, 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 Chairman shall discharge on behalf of the System Federation such duties as may be imposed upon him by applicable law, including the execution and filing of any reports to Federal or State authorities, and he shall cause to be maintained by the System Federation such records as the law requires to keep for a period of not less than five (5) years in support of such reports.

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

Section 3. (a) It shall be the duty of the Secretary-Treasurer when active, to assist the General Chairman in the discharge of his duties and be subject to the instructions of the General Chairman. The 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 possession.

(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 Chairman; by written request of a majority of the members of the Joint Protective Board, through the General Chairman, or the President of National Division. 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 Alliance System Federation, furnishing a copy of their audit to the National Division Secretary-Treasurer. The Trustees shall meet yearly during the second (2nd) quarter of each year 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.

(c) If deemed necessary by the General Chairman, the Executive Committee shall meet at any time and place upon (10) days’ written notice from the Chairman.

(d) 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 Chairman requires action by the Executive Committee, he 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 Chairman by reason of death, resignation, removal for cause, or any other reason whatsoever, it shall become the duty of the First Vice Chairman to take charge of the affairs of the office and perform the duties of the General Chairman for the unexpired term. In such case, the First Vice Chairman shall receive the salary specified for the General Chairman.

(b) In case of a vacancy in the office of First Vice Chairman by reason of death, resignation, removal for cause, or any other reason whatsoever, it shall become the duty of Second Vice Chairman 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 Chairman by reason of death, resignation removal for cause, or any other reason whatsoever, the General Chairman will fill the vacancy by appointment consistent with the principals set forth 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 Chairman will fill the vacancy by appointment consistent with the requirement that eight (8) coming from the territories formally under the jurisdiction of the Consolidated Rail System Division and seven (7) coming from the territories formally under the jurisdiction of the Affiliated System Federation, for the unexpired term.

(e) In case of vacancy in the office of the Secretary-Treasurer by reason of death, resignation, removal for any other cause whatsoever, the General Chairman will appoint the Secretary-Treasurer from the remaining Vice Chairmen excluding the first (1st) and second (2nd) Vice Chairman for the remainder of the unexpired term.

(f) In case of any other Joint Protective Board member vacancy, the General Chairman will fill such vacancy by appointment of a member from the Division in which the vacancy occurred for the unexpired term.

Section 7. (a) The salary of the General Chairman in compliance with Section 1 (g) 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 Chairman, 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 Secretaries when in accordance with the Bylaws or when working in the interest of the System Federation, under instructions of the General Chairman, shall be paid out of the System Federation funds.

Section 8. The General Chairman, other full-time System Officers and Office Staff shall be allowed vacation in accordance with the National Vacation Agreement (Appendix “B” of the current MW Agreement). 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 Chairman.

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

Section 10. The Alliance 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 Division President. Any obligations incurred contrary to the foregoing provisions shall not create a claim or lien against the System Federation or the National Division beyond the extent of available funds in the System Federation treasury.

. **ARTICLE IV**

**CHARGE, TRIAL, AND APPEAL 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 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 National Division dues and assessments, System dues and assessments and Local Lodge dues, as provided in Article XV, Section 3 and 5, of the National Division Bylaws.

(b) The Affiliated System Federation dues are currently $50.50 per month. Effective January 1, 2021 the Affiliated System Federation dues will increase to $52.50 per month. Effective January 1, 2022 the Affiliated System Federation dues will increase to $54.50 per month. Effective January 1, 2023 the Affiliated System Federation dues will increase to $56.50 per month.

(c) The CRSF dues will be frozen at $60.00 per month for Federation dues until the 2023 convention.

**Note**: Effective January 1, 2020, from the monthly System Federation dues, $3.50 shall be reimbursed to the local lodges and an additional 50 cents shall be applied to the Convention\Education 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 approved attendees at Federation Sponsored Educational Seminars. The expense will be calculated according to the geographical location of the Convention\Education site.

**Note:** Former members of the Nickel Plate-Wheeling and Lake Erie Federation will continue to participate in the Health Care Trust and will periodically have their dues adjusted to reflect the needs of the Trust.

(d) Effective at the first convention in September 2023 Alliance System Federation dues are adjusted to reflect 2.2 times the average straight time hourly rate of pay effective July 1, 2002 and July 1, of each succeeding year as reflected in the Interstate Commerce Commission Statement A-300 for Maintenance of Way Employes. Said amount 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. In the event that the Interstate Commerce Commission ceases to publish Statement A-300 on an annual basis, or alters it materially, the annual statement published by the National Railway Labor Conference will be used so as an alternate equivalent formula. In the event that the National Railway Labor Conference ceases to publish the annual statement or alters it materially, the alternative equivalent formula adopted by National Division will be used so as to accurately reflect increases in rates-of-pay provided for under National Agreements during the appropriate measurement period.

**Note:** Members who on December 1, 2020 have paid dues beyond January 1, 2021 will be considered in good standing without payment of additional dues for the period for which dues have been paid.

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 National Division Bylaws.

**ARTICLE VI**

**GRIEVANCE PROCEDURE**

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

Section 2. This Alliance 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 Chairman or his 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 Chairman or his duly authorized representatives shall carefully and impartially examine all grievances and other matters referred to him and proceed to adjust the same upon the basis of equity and justice and every honorable means shall be exhausted in trying to effect an amicable settlement of the matter in dispute. A settlement effected between the appropriate officer of the railway and the General Chairman shall definitely dispose of the matter at issue.

**ARTICLE VII**

**NEGOTIATIONS**

Negotiations will be in accordance with Article III, Section 1 (c) of the System Federation Bylaws and Article XIX, Section 9, of the National Division Bylaws.

**ARTICLE VII~~I~~**

**BYLAWS**

Section 1 These Bylaws shall become effective upon approval by the President of the National Division and shall remain in effect until changed by the 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 Chairman may, with the consent of the

Executive Committee issue such dispensations as may be necessary to overcome emergencies or conditions not herein provided for.

Jack E. David, Senior General Chairman

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Jason Graham, General Chairman

**approved:**

Freddie N. Simpson, National Division President

Date