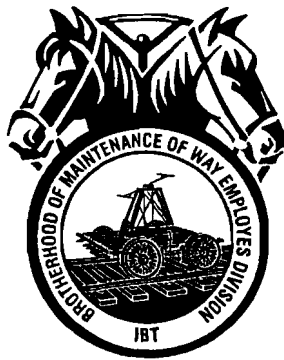


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BMWED STRIKE MANUAL



Brotherhood of Maintenance of Way Employees Division - IBT

March 21, 2007

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HANDLING POTENTIAL MAJOR DISPUTES

RECOGNIZE IT

It is important to recognize a potential major dispute at the earliest time possible because handling it correctly from that point forward is crucial to resolving it in favor of your membership. Handle it incorrectly and you may reduce your leverage and tactical weapons needed to resolve the matter satisfactorily.

ANALYZE IT

Discuss the issue from an arbitral and legal perspective with your Vice President, Director of Arbitration, Director of Strategic Coordination & Research and BMWED's General Counsel. It is strongly recommended that such a discussion occur in a joint meeting or conference call involving these named participants together so all may receive, understand and give advice from all points of view.

ESTABLISH A STRATEGY FOR IT

Once thoroughly analyzed, establish a strategy how to best develop your case which may lead to arbitration, a court appearance AND/OR a strike.



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Listed below is an essential component that should be included in your strategy:

Make sure the railroad is aware of the dispute and the gravity of the issue from BMWED's perspective. This is extremely important to be done on the property. It is also equally important that you be able to prove it one way or another if you end up in court over the issue. Such proof may be in the form of correspondence to the Carrier or declarations of those who witnessed your verbal communication of the matter to appropriate railroad representatives. If a decision is made to document the matter in a letter to the railroad, it is suggested the Director of Arbitration and BMWED's General Counsel review the letter with you in an attempt to make sure its contents will not harm any of your possible arbitration, court or strike initiatives.



ORGANIZING A STRIKE

PERMANENT ADVANCE PREPARATIONS FOR STRIKE

It is recommended that each System Division/Federation has certain tasks and preparations completed in advance of any possible strike action. In other words, regardless of when a strike may be executed, you will have already completed necessary tasks and preparations and will be ready to proceed at a moment's notice. It may be appropriate to periodically determine (e.g. once every six months) that all advance preparations are in place and updated accordingly. These advance preparations include:

CONSTITUTIONAL AUTHORITY FROM YOUR MEMBERSHIP TO STRIKE OVER THE FOLLOWING ISSUES:

1. Unilateral change in working conditions instituted by the Carrier;
2. Safety concerns that threaten serious injury or death to BMWED members; and
3. National Section 6 Negotiations.

NOTE: It must be recognized that such pocket authority does not eliminate the need for satisfying all other authorization and approval requirements of the applicable BMWED and IBT Bylaws before any strike activity occurs.



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STRIKE COMMITTEES

Strike committees should be in place at each local:

1. To establish a plan of action in preparation for a strike;
2. To line up committee members to serve as Local Coordinator, Assistant Coordinator, Spokesman and Picket Line Captains (a picket line captain should be appointed for each location picketed); and,
3. To coordinate actual picket line activities for a local lodge within its territory.

PLAN OF ACTION

The plan of action should include:

1. Choosing a location for the Local Lodge strike headquarters and, if possible, it should be at a location where members can congregate to receive information and instructions easily. The strike headquarters should be equipped with at least one telephone, two if possible, a copying machine and a facsimile machine.
2. Providing the General Chairman and System Division/Federation Officers with the location and telephone number of the headquarters, as well as the names, addresses and telephone numbers of the local coordinator and spokesman.
3. Identifying all locations in the Local Lodge's territory that need to be picketed. List in priority order those locations that are vital to cover. An example would be that it is more important to picket a train crew change point than a section headquarters. Do not overextend manpower on nonessential locations. Having on-going communication with Local Officers of the other crafts regarding their members' assembly points in the area, is a good way of keeping your list of important picket locations current and effective. A copy of the list of locations should be provided the General Chairman's office.



4. Allocate manpower needed for each picket location. There should be at least two (2) members posted at each location during each shift. A shift should not exceed eight (8) hours. Prepare for multiple shifts of strike activity, as one should never assume an end to the strike will be ordered shortly after it commences.
5. Using the Local Lodge roster of members, divide the membership into geographic areas for picket duty under the Picket Captain for that area. Try to assign members to a location in their Local Lodge territory as near to their homes as possible.

JOB ASSIGNMENTS

Local Coordinator This individual should assign members to assist in manning the Local Lodge strike headquarters and to act as runners for relaying information to and from picket locations if the use of cell phones is impractical or impossible. The Local Coordinator should also arrange his schedule, and that of the assistant, to assure one of them is at the Local Lodge strike headquarters at all times.

Picket Captain This individual should assign members under his jurisdiction to cover any unforeseen details and assure coordination with the Local Strike Coordinator. The Picket Captain should also arrange to make transportation available at each picket location under his jurisdiction and assign someone to either deliver meals or provide relief for meal periods. Identify location of restroom facilities for members picketing and provide for picket line coverage while they use them.

Spokesman This individual should be responsible for the exchange of news, information and general communications with sister unions, as well as coordinating all facets of contact with the news media. (See Media Coordination herein.)



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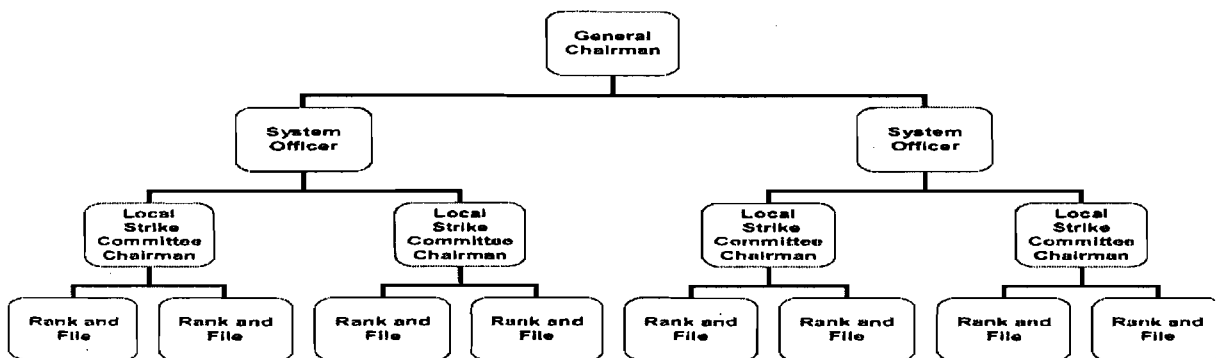
COMMUNICATIONS COMMITTEES

The Communications Committee is responsible for:

1. Relaying information quickly to the rank and file members of any news or planned activities.
2. Establishing a telephone network (phone tree) for in and out communications to enable the System Division/Federation or Local Lodge Officers to relay information. Obviously, it is important that your phone tree facilitates the distribution of information to start and control strike activity. It is equally important that the phone tree can be used to efficiently end the strike activity should we attain our goal(s) of the self help activity, or if an end to the strike has been ordered by the courts. Regarding the latter point, it is important that we are able to show the courts that we are using the same process to end a strike that we used to organize and initiate it.

To properly organize a phone tree, a volunteer serving on this committee should be assigned to call 6 to 10 fellow Local Lodge Members who reside in the same geographical area as the volunteer in order to reduce the amount of toll calls. See the following phone tree example:

PHONE TREE Example





PHONE TREE COMMUNICATION

1. Each caller is to explain the specific details of the dispute and the reason for the strike.
2. Each caller is to give specific instructions regarding each member's duties and responsibilities relating to his/her picket line assignment including the location, reporting time and expected conduct.
3. Each caller is to emphasize to each member that under no circumstance are they to give any advice to Company officials, managers, supervisors or representatives regarding the contemplated strike activity. Members are not to call any supervisor about their anticipated absence associated with the strike. Communications regarding the contemplated strike activity are to occur among active BMWED members only.
4. Each caller is to ask the member if he/she has any questions regarding the advice and instructions given. The caller is to also provide the member with a phone number to call should any questions develop before or during the strike.

MEDIA COORDINATION

During the course of a strike, many of the Local Lodge Officers may be contacted by members of the news media for comments relative to negotiations or the strike. To assure that the union and the purpose of the strike is presented in a manner to obtain positive coverage, the General Chairman may wish to designate a member of a Local Lodge to be a spokesman for coordinating all communications with the news media where he believes such activities may occur. In the absence of a spokesman, media representatives should be directed to contact BMWED's National Division Director of Communications and/or the designated spokesman in the General Chairman's office.

The following tips are important and helpful when talking to the news media:

1. Always be straightforward. Do not exaggerate our positions on any of the issues. A good reporter can see right through a line of #*!?!? *



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2. Answer every question you can, but not the ones for which you have no valid answer. If you do not have the answer, provide the reporter with the name of the person who can answer it, such as a National Division or System Division/Federation Officer in your area. Be sure to tell them who to contact, and how contact may be made to obtain the information requested.
3. Be courteous and helpful. We will need every friendly contact possible.
4. Give the reporter a brief description of who we are, i.e., BMWED is a Division of the International Brotherhood of Teamsters and mainly consists of the rail workers who construct and maintain the nation's tracks, bridges and buildings.
5. Speak plainly. Do not use railroad slang. Use complete names for the union, the railroads, etc.
6. The type of information that should be provided to reporters can be found in the news releases and fliers originating from your System Division/Federation offices or the National Division.

NEWS RELEASES

The General Chairman, with the assistance of the Director of Communications, will prepare all news releases associated with the strike. It is recommended that a proposed news release be reviewed by BMWED's Legal Counsel and the Director of Arbitration prior to any distribution thereof to ensure that no problems develop as a result of the information being conveyed.

PICKET SIGNS

An appropriate supply of prepared picket signs should be obtained from National Division Headquarters and kept on hand for ready use by each Local Lodge, as well as a supply of blank signs and markers for use in publicizing BMWED's position on the issue for which the strike is being called. An additional supply of picket signs should be obtained and kept at the offices of the General Chairmen and the other System Division/Federation Officers.



All requests for strike signs should be directed to the President's Administrative Department at National Division Headquarters. All requests and orders for strike signs must be approved by the respective System Division/Federation General Chairman prior to being authorized for distribution, and only following authorization of a strike in accordance with the BMWED National Division Bylaws. Due to budgetary constraints and printing/shipping costs, all orders for strike signs, inclusive of small 13" x 18" and large 22" x 28" blank 'informational picket' signs, will be charged back to the System Division/Federation placing the order on a per-sign and postage basis.

COMPLIANCE WITH ALL BYLAWS REQUIREMENTS

Even though you have already arranged for authority from the membership to strike in accordance with the BMWED National Division Bylaws, as already recommended under the previous section entitled "Permanent Advance Preparations for Strike," you must still obtain authorization of the National Division President, approval by a majority of the System Division/Federation Joint Protective Board Members and the National Division Officers, as well as satisfy all requirements under the IBT Constitution, to execute the strike. To obtain such an authorization and approval from the National Division President and National Division Officers, the General Chairman must send a written request for same to the National Division President stating the matter in dispute, the efforts made to adjust the dispute and the results thereof. In addition, you must confirm that two-thirds of the members in good standing on the railroad involved have already voted in favor of a withdrawal from service.

It is recommended that the final step the General Chairman should take before seeking approval from the National Division President is to obtain majority approval from the System Division/Federation Joint Protective Board Members. Such approval should not be requested any sooner than necessary to make final preparations for a strike, and only after full authorization has been obtained. As alluded to in No. 3 of the section entitled "Establish A Strategy For It," no decision to strike has been completed until you satisfy this final approval step. Therefore, your advice to the Carrier that no decision has been made as to how to handle the dispute, prior to satisfying this final approved step, is the truth.

Additionally, by satisfying this final approval step no sooner than necessary as described above, you will hopefully have a better chance of avoiding any Carrier attempt to have you enjoined from initiating a strike. Obviously, by minimizing the period of time between when you decide to strike and when the strike is scheduled to start, you will, in turn, minimize the chances of the Carrier learning of the strike prematurely.



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It is recommended that the System Division/Federation Joint Protective Board Members be brought together to satisfy this final approval step via conference call or meeting. Once approval has been obtained, your group may finalize all other appropriate plans for the strike.

NOTIFICATION PROCEDURES

The following is a recommended list of who to notify of a strike and when to notify them:

Days Immediately Preceding A Strike

1. The General Chairman should notify those directly involved with assisting him in coordinating all facets of the strike at the earliest time possible. This will help, for example, associate System Division/Federation Officers to check with the Local Lodges under their jurisdiction to make sure all suggested requirements listed under the section entitled "Permanent Advance Preparations for Strike" are in place.
2. General Chairmen should remember the old adage "*Loose lips sink ships.*" That is, the General Chairman should emphasize to those given early notification under No.1 listed above that they should not discuss the contemplated strike with anyone other than those identified under No 1. Everyone should recognize that there are people who are incapable of keeping the matter confidential, as well as those, unfortunately, who are unwilling to do so. To impress upon those notified of the strike the importance of keeping the matter confidential, one may need to remind them of the National Division Convention Delegates' edict to fine, suspend and/or expel those who either directly, or indirectly, act as a strikebreaker.



Day Of Strike

1. Notification to other BMWED General Chairmen representing other members of the same railroad who may be impacted by the strike should be faxed a copy of the news release prepared by BMWED and a copy of specific details about the strike (e.g. what members are striking and the specific territorial limits of the area being struck.) It is recommended that this facsimile/notice be sent by the striking General Chairman's staff no earlier than fifteen (15) minutes before the strike is scheduled to begin.

While the detailed notice should be designed to address all anticipated questions, an individual designated by the General Chairman should make a follow-up call to each of the above identified General Chairmen immediately after the faxes have been sent to address any other questions. If contact with these General Chairmen is impossible, every effort should be made to contact their associate System Division/Federation Officers and/or staff members to provide them with sufficient information that will enable them to address questions that may be asked by their respective members.

2. At the time the strike begins, the National Division will fax a copy of the news release to all other BMWED General Chairmen, as well as the other craft General Chairmen of the property involved in the strike. It is important that the National Division Director of Communications be given an updated list of these General Chairmen, along with their telephone and fax numbers, in anticipation of the strike to facilitate appropriate and timely notification. The National Division will also fax the news release to the other labor organization chiefs, including other than railroad union chiefs that may be impacted by the strike (e.g., Teamster organizations). The National Division will also handle the responsibility of distributing the news release to the national/local news media agencies.
3. It is suggested that one or two separate telephone lines be installed in the striking General Chairman's office to handle strike activity calls only if the use of cell phones is impractical or impossible. The private extra line(s) will only be used for an appropriate amount of time before and during the strike. It is extremely important that the telephone number(s) be given to a special group of people only as determined by the General Chairmen.



PICKET LINE CONDUCT

In order to maintain a well organized picket line and to avoid public criticism, it is very important that we conduct ourselves in a professional manner should it become necessary to set up pickets.

Therefore, please make sure the following information is given to each member who stands picket duty.

Remember, as picketers we are representing the Local Lodge, the System Division/Federation and the National Division.

1. Keep the area clean and free of debris.
2. Do not play stereos or car radios excessively loud.
3. When standing picket duty, wear clean presentable clothes and dress for the weather.
4. Do not report for picket duty under the influence of any drug or alcohol.
5. Refer any questions from the press to your Local Lodge's Spokesman, your Strike Committee Chairman or to the System Division/Federation office.
6. Have a note pad and pencil available to keep track of everyone who enters the property. Take pictures if a camera is available.
7. Take orders and information ONLY from the Strike Committee Chairman or the Picket Captain assigned your location.
8. Maintain your composure. Do not use profanity or vulgar gestures even if provoked by company officers or others.
9. NEVER, NEVER, NEVER promote violence in any form on or off the picket line. If we use violence, the strike is lost.



EFFECTIVE COMMUNICATION WILL HELP WIN STRIKES

The benefits of running a "tight ship" are well known to all of us. The means to do so, however, may not be as clearly understood. Effective coordination is the key to keeping a project on track. And, when the project is a strike, the need for such coordination cannot be overstated. The ultimate degree of success in a strike will directly reflect the Brotherhood's ability to coordinate all facets of the job action.

Though it is easy to assume that someone else will take care of the details, it is important for each of us to understand that we have a role in the successful handling of a strike. A strike coordinator is only as strong or effective as the weakest link in the chain. Assigning or electing individuals to perform various tasks is only the first step; members must then perform support activities. Your individual effort and involvement in the planning, preparation and eventual implementation of the strike will help ensure that our collective activities are productive.

The most important means of providing effective coordination is keeping the lines of communication open and clear. Considering the volume of communication exchanged among members, Local Lodge Officers, System Divisions/Federations and the National Division, this can be difficult at times.

In order to avoid misunderstandings and confusion, good communication is essential. Each and every member needs to have a clear understanding of what is expected and how the action will be implemented.

Members should be provided information on strike issues, attempted resolutions, union activities and proposed actions. Knowing why the strike is necessary, and what the objectives are, generates both involvement and support from members, their families and the public. And each member has the responsibility to:



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- Get informed:** Members should know the issues impacting their lives and livelihood. Read your BMWED *Journal*, all IBT communications, and all System Division/Federation and/or Local Lodge newsletters. Carrier publications should also be reviewed.
- Get involved:** Talk to your fellow workers, family members and neighbors to exchange views, concerns and ideas.
- Attend meetings:** Part of providing and receiving effective communications during a strike includes active participation at all regular and special Local Lodge meetings.
- Volunteer for Committees:** Exchanging information, offering assistance to fellow members, and building union and/or public support are all responsibilities of various committees and sub-committees which function effectively only when members are actively involved.



PREPARATION KEY TO WINNING STRIKES

A strike places tremendous stress on everyone involved, but strikers and their families are under the greatest pressure. Incomes are cut dramatically, usually threatening their ability to pay bills. Their home life is disrupted as the uncertainty of when and if the conditions will return to normal prevents long-term planning of family business.

Members on strike should not be forced to compromise their position because of material needs growing out of temporary unemployment or family stress that they are not prepared to handle.

Industrial disputes must be settled through the give-and-take of democratic bargaining, and not through economic and emotional needs that affect only the workers, and not the Carriers, whose big bankrolls can easily sustain them.

Before a strike is called, members must prepare themselves both on the organizational, i.e. local lodge and individual levels. Each member must fulfill his duty to formulate strike plans to see himself, his family and his fellow local lodge members through the job action. This plan should emphasize how to handle economic and emotional considerations and not how to picket and plaster billboards.

FAMILY SOLIDARITY

Total membership involvement, sound planning and early preparation are all keys to waging a successful strike. Just as important, however, is members' morale. Thus, it is highly recommended that strike planning become a family affair.

Family members can provide invaluable assistance and support during a strike. Transportation, food, administrative work and, in some instances, support on the picket line all aid members on strike. In addition, family involvement decreases the risk of alienation from the strike and brings home the reasons behind it.



STRIKE ASSISTANCE COMMITTEE

An important step in preparing for a strike at the local lodge level is the creation of a Strike Assistance Committee. The sole function of this committee is to guard the health and welfare of members and their families during a strike.

Forming the Strike Assistance Committee may require new committee appointments, or possibly, redirecting the activities of the community service committee, which will help members utilize social service facilities.

If a special committee is to be appointed, it is best to organize it as early as possible so organizations can be free from immediate strike pressures.

The Strike Assistance Committee should be large enough to represent the membership of the Local Lodge, yet small enough for workable meetings, normally, between three (3) and twelve (12) members.

Committee members must be able to devote their full attention to the job, and the Chairman of the Strike Assistance Committee should be relieved of all other strike-related duties. Officers should be appointed by the Local Lodge President or elected in accordance with the bylaws of the Local Lodge. The importance of the Strike Assistance Committee cannot be overstated, therefore, the best possible person should be selected to chair the group.

COMMITTEE PREPARATION

An effective strike assistance program depends on a responsible and productive committee of actively involved members. To prepare for a strike, the committee should research services available from public and volunteer agencies.

The committee should make the following information available to the members:

1. What community resources are available?
2. What kind of assistance can be expected from tax-supported social services?
3. What kind of assistance is available from volunteer agencies?



4. Where are the agencies located?
5. Who are the agency executives?
6. What are the eligibility requirements?
7. How does one get help?

Committee members should acquaint themselves with state and local social service laws, as well as meet the director and staff of relevant agencies.

Finally, committee members should develop a plan for circulating the information they gather and letting members know they are available to help. One means is to volunteer as strike counselors at the strike assistance headquarters if and when one is established.

OTHER COMMITTEES

It may also be necessary that other special strike-related subcommittees be formed to distribute workloads among local lodge members to handle fund raising, distribution of correspondence, commissary requirements and legislative activities.

Additional subcommittees may be needed depending on the local situation. These and other strike-related committees should be established only with the approval and guidance of the System Division/ Federation General Chairman.

PERSONAL PLANNING

Although members' active involvement with their Local Lodge is crucial to the success of a strike, so too is the attention given to their personal protection and welfare.

The member should obtain information from his Local Lodge's Strike Assistance Committee as early as possible and share that information with his spouse and family.

Additional concern should be given to the members' personal finances, including the possibility of unemployment. Members should put lenders on alert that a strike is brewing and payment may be disrupted. They should learn directly from the lenders whether they will postpone payments and/or reduce amounts due if a strike occurs.



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Those to be put on notice include:

1. Financial institutions such as banks, savings and loans, etc.
2. Landlords, for those members who rent.
3. All utilities, such as telephone, gas, electric and water.
4. Holders of installment credit, such as automobile loans, furniture accounts, loan companies or department stores.

Finally, members should postpone the assumption of any new debts, especially on major items such as purchasing a car or home.

LOCATING SUPPORT

A number of state and labor bodies have full-time community service directors that may be willing to assist during a strike, mass unemployment or disaster.

In addition, local United Way funds, in approximately 170 U.S. cities, employ full-time community service representatives. The local labor movement nominates personnel for these positions, and are appointed by the United Way.

While the representatives do not control funds, they may help local unions organize effective strike assistance programs by sharing information on the extent and use of local social service agencies.

Names, addresses and telephone numbers for state central bodies and community services can be obtained through the local United Way office, or with assistance from National Division and/or system divisions or federations.



THE FACTS ON STRIKE BENEFITS

For most members, the primary questions regarding strike benefits are; "*What are they?*" and "*Am I eligible to receive them?*"

The process is relatively straight-forward. When the Brotherhood calls an authorized strike, another organization conducts picketing or management initiates a lockout; strike benefits are payable to members in good standing, only.

STRIKE BENEFITS

Hopefully, the funds will fill the financial gap until members are eligible for unemployment benefits under the Railroad Unemployment Insurance Act (RUIA). Under current law, there is a 14-day waiting period for RUIA benefits whenever the Brotherhood authorizes a strike action or observes picketing initiated by another labor organization.

Although members are not eligible for RUIA benefits during the initial 14-day period, it is important that they register with the Railroad Retirement Board, just as they would during any other time of unemployment, in order to secure subsequent benefits. After RUIA benefits kick in, strike benefits are scaled back.

INSURANCE COVERAGE

Once Carrier insurance benefits have ended, which is normally the last day of the month following the last month during which compensated service was rendered, the BMWED will continue hospitalization benefits for eligible employees during the strike.

Obviously, benefits will be paid only as long as funds are available in the Strike Fund. If the fund becomes exhausted, benefit payments will be terminated.



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ELIGIBILITY REQUIREMENTS

Active Employees

Active employees will be entitled to receive BMWED strike benefits provided they satisfy the following requirements:

1. The member is deprived of employment as a result of the strike.
2. The member is in "good standing" regarding the payment of dues and assessments.
3. The member is available to assist and participates, if asked, in the coordination of BMWED picketing activities.
4. The member honors picket lines.
5. The member is available for picket duty and participates, if asked, when the BMWED is striking.

NOTE: (a) Members who are not in good standing because of their failure to pay dues, will be ineligible to receive strike or insurance benefits.

(b) Members who are receiving compensation preventing them from receiving RUIA benefits, will be ineligible to receive strike or insurance benefits.



Protected Employees

Protected employees will be entitled to receive strike benefits on the same basis as active employees, provided they satisfy the following requirements:

1. Payment of protective benefits is curtailed as a result of the strike.
2. The member is in good standing.
3. The member is available to assist in picketing activities.
4. The member honors picket lines.
5. The member is available for picket duty if the Brotherhood is striking.

NOTE: (a) Members who are not in good standing because of their failure to pay dues, will be ineligible to receive strike or insurance benefits.

Furloughed Employees

Furloughed employees will be entitled to strike benefits on the same basis as active employees, provided they meet the following requirements:

1. The member must be in good standing in accordance with the BMWED National Division Bylaws.
2. The member is available to assist and participates, if asked, in the coordination of BMWED picketing activities.
3. The member honors picket lines.
4. The member is available for picket duty and participates, if asked, when the Brotherhood is striking.

Note: (a) Those members receiving RUJA benefits will be paid at the reduced strike benefit rate.

(b) Strike benefits will be placed into effect at the same time, and on the same basis, as they are for active employees receiving strike benefits.



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PAYMENT PROCEDURES

In the event of an authorized strike, the National Division will mail each involved Local Lodge Secretary-Treasurer and System Division/ Federation Secretary-Treasurer two (2) computer printouts listing all members eligible to receive strike or insurance benefits.

Members will be deemed ineligible to receive benefits if they:

1. Crossed a picket line or worked for a railroad.
2. Refused to perform strike duties when requested by the BMWED.
3. Refused to perform picket duty when requested by the BMWED.
4. Receive BMWED benefits for other reasons.
5. Retired, resigned or they were promoted to a supervisor position or are deceased.

APPEAL PROCESS

Any member, who is denied strike benefits will have the right to appeal. Such appeal must be in writing and presented to the National Division Secretary-Treasurer. If the National Division Secretary-Treasurer denies the appeal and the member does not agree with the decision and the reasons given therefor, the member may advance an appeal of that decision to the Strike Benefit Review Committee, which is comprised of the National Division President and the National Division Executive Board, who will issue a final written decision.

IBT ASSISTANCE

While BMWED members will not be eligible for Out-of-Work Benefits from the IBT Strike and Defense Fund, BMWED members, the BMWED and BMWED affiliates will remain eligible for other appropriate assistance from the IBT Strike and Defense Fund pursuant to Article 4.25 of the Merger Agreement between the BMWED and the IBT.



DUES DISPENSATION

Should any BMWED members become unemployed due to a legal strike by the BMWED or a sister railroad organization, they will maintain their good standing for the duration of the strike without payment of dues, assessments and fees for any month for which they do not receive compensation.

Requirements that must be met in order to qualify for the dispensation are as follows:

1. The member must be in "good standing" at the time of the strike.
2. The member must be deprived of employment as a result of the strike.
3. The member must honor the picket lines and participate, if asked, in a meaningful way with the BMWED's strike/picketing activities.

The dispensation will allow eligible members to retain their eligibility for death benefits and merit awards (where applicable) and to serve as a BMWED Officer or Delegate, as well as to continue to receive the *BMWED Journal*.

As with all events concerning the welfare of the BMWED, members should keep abreast of current topics and issues by reading the *BMWED Journal*. Questions should be directed to Local Lodge and System Division/Federation Officers.

