



UNIFIED SYSTEM DIVISION QUARTERLY NEWSLETTER VOLUME 18-APRIL 2011

Bosses beware — when we're screwed, we multiply



SOLIDARITY DAY-APRIL 4, 2011



Thousands of union members across the country took action on April 4, 2011 to defend workers' rights and celebrate the life of Reverend Martin Luther King. He was assassinated while supporting striking public workers in Memphis, Tennessee. Forty-three years later, workers' rights are threatened again. When we stand in solidarity together, as one people and one movement we show our strength and will beat back the assaults on working families and collective bargaining. Standing in solidarity along side fellow Brothers and Sisters in the cold and rain in Spokane, WA on April 4th is Unified System Division Member, Brother Roy Morrison III, Secretary Treasurer of Local Lodge 0325.

THANK YOU BROTHER MORRISON

LET'S NOT FORGET THE STRUGGLES AND BATTLES THAT WERE FOUGHT IN THE NAME OF LABOR TO HELP WORKING MEN AND WOMEN LIVE A GOOD LIFE WITH DIGNITY AND RESPECT. THE QUOTES BELOW ARE JUST AS IMPORTANT TODAY AS THEY WERE THEN.

"History is a great teacher. Now everyone knows that the labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them."

Martin Luther King Jr.

"Only a fool would try to deprive working men and working women of their right to join the union of their choice."

Clarence Darrow

HOW CAN I HELP? HOW CAN I GET INVOLVED?

LOCAL LODGE LEGISLATIVE REPRESENTATIVE ELECTIONS ARE OCCURRING NOW THROUGHOUT OUR SYSTEM. ATTEND YOUR LOCAL LODGE MEETING AND GET INVOLVED AS A LEGISLATIVE REPRESENTATIVE, OR, LEGISLATIVE SUPPORT CAN ALSO COME DIRECTLY FROM YOU BY WAY OF CONTRIBUTING TO THE TEAMSTERS "D.R.I.V.E." FUND. TO SIGN UP, CONTACT US OR YOUR BMWED/USD STATE LEGISLATIVE REPRESENTATIVE.

IBT DELEGATE & ALTERNATE DELEGATE ELECTION RESULTS

The Unified System Division held their Nomination Meeting in Lyman, WY on March 4, 2011 at 2:30 PM. Listed below are the Delegate and Alternate Delegate Nominations.

DELEGATE NOMINATIONS

ALTERNATE DELEGATE NOMINATIONS

Local Union: USD BMWED

Date: March 4, 2011

Time: 2:30 p.m.

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Date: March 4, 2011

Time: 2:30 p.m.

Nominator's Name	Candidate's Name	Seconder's Name	Accepted
Louis Below	Brett Brooks	Ricardo Canchola	Yes
XXX-XX-8382	xxx-xx-9555	xxx-xx-0756	
	4th Lottery Placement		
Louis Below	Frederick Hugg	Ricardo Canchola	Yes
XXX-XX-8382	xxx-xx-9486	xxx-xx-0756	
	5th Lottery Placement		
Jeff Rankin	Rod Mulder	Gary Hudson	Yes
xxx-xx-6174	xxx-xx-4939	xxx-xx-3607	
	2nd Lottery Placement		
Galen Owen	Jeff Rankin	Dave Stanton	Yes
xxx-xx-8180	xxx-xx-6174	xxx-xx-9933	
	3rd Lottery Placement		
Fred Bruner	Dave Scoville	Charlie Hogue	Yes
xxx-xx-2382	xxx-xx-1517	xxx-xx-2831	Yes
	1st Lottery Placement		

Nominator's Name	Candidate's Name	Seconder's Name	Accepted
Frederick Hugg	Louis Below	Brett Brooks	Yes
xxx-xx-9486	XXX-XX-8382	xxx-xx-9555	
	3rd Lottery Placement		
Charlie Hogue	Wayne E. Morrow	Dave Scoville	Yes
xxx-xx-2831	xxx-xx-5400	xxx-xx-1517	
	2nd Lottery Placement		
Charlie Hogue	David D. Tanner	Dave Scoville	Yes
xxx-xx-2831	xxx-xx-9894	xxx-xx-1517	
	1st Lottery Placement		

The Nomination Meeting was overseen by Election Supervisor Mr. Mike Johnson from:

Office of the Election Supervisor *for the*
International Brotherhood of Teamsters
1801 K Street, NW, Suite 421 L
Washington, D.C. 20006
Toll Free: (877) 317-2011
Tel: (202) 429-8683/ Fax: (202) 429-6809
ElectionSupervisor@IBTvote.org

Pursuant to the I.B.T. Constitution the Unified System Division is allowed 5 Delegates and 3 Alternate Delegates based on the total membership numbers. For this election the number of Delegate Nominations did not exceed 5 and the number of Alternate Delegate Nominations did not exceed 3. As a result, there was no need to run a Mail Ballot Election and the Ballot was considered a "White Ballot". A lottery was then held to place each Delegate and Alternate in order. The results are listed below.

The Delegates are:

1. Dave Scoville
2. Rod Mulder
3. Jeff Rankin
4. Brett Brooks
5. Frederick Hugg

The Alternate Delegates are:

1. David Tanner
2. Wayne Morrow
3. Louis Below

Complete I.B.T. Delegate and Alternate Delegate results are posted at the Unified System Division Headquarters at:

BMWED Unified System Division
100 East Sage Street
Lyman, WY 82937

Complete results can also be viewed on our web site at:

www.usdbmwed.org

IMPORTANT REMINDERS

TESTING

UPRR Employees holding Commercial Drivers Licenses (CDL) may be denied an assignment to a position requiring a CDL if they haven't completed their testing for handling hazardous materials. The certification is required. The test can be found in the UPRR "PLATEAU" area on the UPRR web site. The test is: HZ72e

DISCIPLINE

Are you in trouble? Have you been charged with a rule violation? Have you been offered a waiver?

Most Agreements require that the General Chairman be advised in writing of any formal charge(s) of alleged rule violation(s) advanced against an employee represented by the Unified System Division. This does not always happen. As a safeguard to protect your rights:

ALWAYS CONTACT THE GENERAL CHAIRMAN'S OFFICE OF ANY NOTICE OF INVESTIGATION OR WAIVER OFFER ADVANCED BY YOUR EMPLOYER. THIS WILL ENSURE THAT YOUR RIGHTS ARE PROTECTED AND PROPERLY RESPONDED TO.

SENIORITY PROTEST

Seniority Rosters will be released and circulated during the month of January 2011. It is very important that you review your seniority and qualifications for each class and/or group. UPRR employees (UP, SP, CNW & DRGW) will receive a letter from UPRR outlining your seniority. If you find an error, you need to submit your protest directly to NPS at the following address no later than May 19, 2011:

Manager Non/Operating Personnel Services
Union Pacific Railroad Company
1400 Douglas Street-STOP 1755,
Omaha, NE 68179

Amtrak, Belt Railway Company and other smaller roads please follow the protest instructions outlined in your particular Agreement. Only changes from the previous seniority roster may be protested. **Make sure you keep a copy of your protest and send a copy to the General Chairman's office.** Please review the rosters at your first opportunity. If a Machine Qualification is missing speak with your Supervisor and see if you can get it corrected. If the Supervisor fails to correct the problem contact a System Officer for assistance. Rosters will also be posted on our Website at www.usdbmwed.org and on the UPRR Employee Website when available.

AMENDED TRAVEL POLICY

To: Engineering Department Employees
From: David A. Connell, Vice President Engineering
Policy: G-01-2011 Title: Verification of Rest Day Travel Allowances by Employees
Effective: March 1, 2011 Revised: May 1, 2011

All employees eligible to receive a negotiated travel allowance at the end of their work period (rest days) are governed by this policy. This policy applies to both drivers and passengers of a vehicle claiming an allowance per the applicable agreement.

• BMWED, IAM & IBBB: Mileage actually incurred driving between the work location and their home via the most direct highway route.

1. An employee claiming a weekend (rest day) highway travel allowance, under an applicable agreement rule, will be required to retain receipts or other proof which will verify the trip was made driving when the trip is more than 300 miles one-way. **Employees and supervisors should use Mapquest** (www.mapquest.com) as the basis for claiming and approving travel expenses. The **employee** should keep his or her receipts attached to a copy of the signed Travel Allowance Form (Form 32258) which had been submitted for that pay period. **These receipts are to be retained by the employee for 6 months after the travel allowance form is submitted and must be produced within a reasonable period of time (at a maximum the next scheduled work period) upon request by their Supervisor, Manager or other designated Company Representative. IRS regulations may require the employee to retain receipts for a longer period of time.**

2. Acceptable proof of the trip includes only electronically printed receipts that show the date, time and location of the purchases made en route (at least 50 miles from the work location and home location). At least one receipt is required per one-way trip. Examples include receipts for fuel, meals, snacks, sundries or lodging. If an employee is unable to produce verification of the trip when so requested, any travel allowance payment made will be recouped. In the event an employee is unable to produce verification of more than one trip for which travel allowance was requested, such employee may be subject to discipline up to and including dismissal. Passengers will be expected to show proof that is not duplicate of that produced by the driver or other passengers.

3. Except as otherwise provided, employees requesting a rest day travel allowance who maintain a post office box on file as their mailing address will also be expected to have a street address on file. All employees claiming a travel allowance must produce documentation, such as, but not limited to, utility bills or rental agreements, within a reasonable period of time (at a maximum the next scheduled work period) upon request by their Supervisor, Manager or other designated Company Representative. Failure to produce such documentation of residence may subject the employee to discipline, up to and including dismissal. (Bold and Underlining added for emphasis)

IF YOUR MANAGER REQUESTS YOU TO PROVIDE MORE THAN WHAT THE ABOVE QUOTED POLICY REQUIRES, CONTACT YOUR UNION REPRESENTATIVE IMMEDIATELY.

???Questions about Retirement Benefits???

Benefits Under Railroad Retirement and Social Security

Employers and employees covered by the Railroad Retirement Act pay higher retirement taxes than those covered by the Social Security Act, so that railroad retirement benefits remain higher than social security benefits, especially for career employees.

The following questions and answers show the differences in railroad retirement and social security benefits payable at the close of the fiscal year ending September 30, 2010. They also show the differences in age requirements and payroll taxes under the two systems.

How do the average monthly railroad retirement and social security benefits paid to retired employees and spouses compare?

The average age annuity **being paid** by the Railroad Retirement Board (RRB) at the end of fiscal year 2010 to career rail employees was \$2,760 a month, and for all retired rail employees the average was \$2,185. The average age retirement benefit **being paid** under social security was over \$1,170 a month. Spouse benefits averaged \$815 a month under railroad retirement compared to \$560 under social security.

The Railroad Retirement Act also provides supplemental railroad retirement annuities of between \$23 and \$43 a month, which are payable to employees who retire directly from the rail industry with 25 or more years of service.

Are the benefits awarded to recent retirees generally greater than the benefits payable to those who retired years ago?

Yes, because recent awards are based on higher average earnings. Age annuities **awarded** to career railroad employees retiring at the end of fiscal year 2010 averaged over \$3,400 a month while monthly benefits **awarded** to workers retiring at full retirement age under social security averaged about \$1,630. If spouse benefits are added, the combined benefits for the employee and spouse would approximate \$4,765 under railroad retirement coverage, compared to \$2,445 under social security. Adding a supplemental annuity to the railroad family's benefit increases average total benefits for current career rail retirees to nearly \$4,800 a month.

How much are the disability benefits currently awarded?

Disabled railroad workers retiring directly from the railroad industry at the end of fiscal year 2010 were **awarded** more than \$2,790 a month on the average while awards for disabled workers under social security averaged about \$1,130.

While both the Railroad Retirement and Social Security Acts provide benefits to workers who are totally disabled for any regular work, the Railroad Retirement Act also provides disability benefits specifically for career employees who are disabled for work in their regular railroad occupation. Career employees may be eligible for such an occupational disability annuity at age 60 with 10 years of service, or at any age with 20 years of service.

How much are monthly benefits for survivors under railroad retirement and social security?

Survivor benefits are generally higher if payable by the RRB rather than social security. At the end of fiscal year 2010, the average annuity **being paid** to all aged and disabled widow(er)s averaged \$1,320 a month, compared to \$1,105 under social security.

Benefits **awarded** by the RRB at the end of fiscal year 2010 to aged and disabled widow(er)s of railroaders averaged approximately \$1,745 a month, compared to about \$890 under social security.

The annuities **being paid** at the end of fiscal year 2010 to widowed mothers/fathers averaged \$1,645 a month and children's annuities averaged \$935, compared to \$850 and \$750 a month for widowed mothers/fathers and children, respectively, under social security.

Those **awarded** at the end of fiscal year 2010 averaged \$1,315 a month for widowed mothers/fathers and \$1,195 a month for children under railroad retirement, compared to \$815 and \$745 for widowed mothers/fathers and children, respectively, under social security.

**New Applicants for RRB Benefits Must Choose Electronic Payments Starting May 1
Paper Checks Will Also Be Phased Out For Existing Benefit Recipients**

Beginning May 1, new applicants for federal benefits, including those paid by the U.S. Railroad Retirement Board (RRB), are required to receive them as electronic payments. Those already receiving benefit payments on that date will have until March 1, 2013, to switch to a form of electronic payment. This stems from a Department of the Treasury rule that was finalized in late December 2010.

The most common form of electronic payment for railroad retirement, social security and veterans benefits is through Direct Deposit, in which the amount is automatically deposited in an individual's bank account. Starting May 1, when people apply for benefits they will be asked to provide bank account information.

The required information includes the type of account (checking or savings), along with the financial institution's nine-digit routing transit number and the account number. The latter two items are typically found at the bottom of a check.

If an individual does not have a bank account, payments can be made through Treasury's Direct Express® debit card. The benefit amount will automatically be loaded onto the card, which carries a MasterCard® logo and functions as an ordinary debit card. This includes cash withdrawals at a nationwide network of automated teller machines and point-of-sale purchases at most merchants and retailers.

By making electronic payments mandatory, the government will experience significant cost savings. Since it only costs 10.5 cents to issue an electronic payment, compared to \$1.03 for a paper check, replacing the 136 million federal benefit checks issued in a year with electronic payments will save the government more than \$120 million on an annual basis. The RRB pays more than 90 percent of its benefits electronically, which is higher than the government-wide average of about 80 percent. The agency has promoted use of Direct Deposit for a number of years, stressing the benefits of timeliness and security. Electronic payment ensures that benefits will be deposited on the payment date, with no possibility of a paper check being lost or stolen.

The RRB, along with other benefit-paying agencies, has been supporting Treasury's *Go Direct*® public education campaign. The purpose of the campaign has been to inform people about the new requirements, provide information about the benefits of electronic payment, and facilitate their enrollment in one of the electronic payment options.

While individuals already on the rolls as of May 1 of this year have until March 1, 2013, to convert to a form of electronic payment, the RRB encourages its beneficiaries to sign up at their earliest convenience. Besides providing added safety and convenience sooner, this will help avoid a last-minute rush just before the deadline.

Additional information on the initiative, including answers to frequently asked questions and various educational materials, can be accessed online at www.GoDirect.org.

VACATION SCHEDULED YET?

If you haven't scheduled your vacation yet you may be jeopardizing your right to take your vacation when you want. Each year in January it is your responsibility to schedule your vacation. The National Vacation Agreement states in part:

(ART. IV - VACATIONS - Section-3 - 2110171 Agreement)

Section 4.

(a) Vacations may be taken from January 1st to December 31st and due regard consistent with requirements of service shall be given to the desires and preferences of the employees in seniority order when fixing the dates for their vacations.

The local committee of each organization signatory hereto and the representatives of the carrier will cooperate in assigning vacation dates.

(b) The Management may upon reasonable notice (of thirty (30) days or more, if possible, but in no event less than fifteen (15) days) require all or any number of employees in any plant, operation, or facility, who are entitled to vacations to take vacations at the same time.

The local committee of each organization affected signatory hereto and the proper representative of the carrier will cooperate in the assignment of remaining forces.

Section 5.

Each employee who is entitled to vacation shall take same at the time assigned, and, while it is intended that the vacation date designated will be adhered to so far as practicable, the management shall have the right to defer same provided the employee so affected is given as much advance notice as possible; not less than ten (10) days' notice shall be given except when emergency conditions prevent. If it becomes necessary to advance the designated date, at least thirty (30) days' notice will be given affected employee.

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Jimmy Carter:

"Every advance in this half-century: Social Security, civil rights, Medicare, aid to education... one after another- came with the support and leadership of American Labor."

Wendell Phillips:

"The labor movement means just this: It is the last noble protest of the American people against the power of incorporated wealth."