



# Transportation Occupation Handbook



**SMART TRANSPORTATION DIVISION**  
24950 Country Club Blvd., Ste. 340  
North Olmsted, Ohio 44070-5333  
216-228-9400  
[www.smart-union.org/td](http://www.smart-union.org/td)

**SMART TRANSPORTATION DIVISION**  
[www.smart-union.org/td](http://www.smart-union.org/td)





---

---

## Class I Railroads

### **BNSF Railway Co.**

2650 Lou Menk Drive  
Fort Worth, TX 76131  
800-533-2673; [www.bnsf.com](http://www.bnsf.com)

### **Canadian National Railway**

*Illinois Central*  
*Grand Trunk Western*  
*Wisconsin Central*  
935 de La Gauchetière Street West  
Montreal, Quebec H3B 2M9  
Canada  
888-888-5909; [www.cn.ca](http://www.cn.ca)

### **Canadian Pacific Railway**

*Soo Line Railroad Co.*  
7550 Ogden Dale Road S.E.  
Calgary, Alberta T2C 4X9  
Canada  
888-333-6370; [www.cpr.ca](http://www.cpr.ca)

### **CSX Transportation, Inc.**

500 Water Street  
Jacksonville, FL 32202  
904-359-3100; [www.csx.com](http://www.csx.com)

### **Kansas City Southern Railway**

427 W. 12th St.  
Kansas City, MO 64105  
800-468-6527; [www.kcsouthern.com](http://www.kcsouthern.com)

### **Norfolk Southern Corp.**

Three Commercial Place  
Norfolk, VA 23510  
855-667-3655; [www.nscorp.com](http://www.nscorp.com)

### **Union Pacific Corp.**

1400 Douglas St.  
Omaha, NE 68179  
402-544-5000; 888-870-8777; [www.up.com](http://www.up.com)

---

---

### **National Rail Passenger Corp. (Amtrak)**

1 Massachusetts Ave. NW  
Washington, DC 20001  
202-906-3000; 1-800-872-7245; [www.amtrak.com](http://www.amtrak.com)



## Transportation Occupation Handbook

---

---

**SMART TRANSPORTATION DIVISION**

[www.smart-union.org/td](http://www.smart-union.org/td)

---

---

Transportation Occupation Handbook updated Spring 2018

Copies of this booklet are available without charge from the SMART Transportation Division Supply Department, 24950 Country Club Blvd., Ste. 340, North Olmsted, OH 44070-5333. Phone 216-228-9400; or by email: [internationalsupply@smart-union.org](mailto:internationalsupply@smart-union.org).

### Citations

Association of American Railroads, Data Center, on the internet at <https://www.aar.org/data-center/>

Bureau of Transportation Statistics, U.S. Department of Transportation, *Pocket Guide to Transportation 2018*, on the internet at <https://www.bts.gov/browse-statistical-products-and-data/pocket-guide-transportation/pocket-guide-transportation>

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Railroad Workers, on the internet at <https://www.bls.gov/ooh/transportation-and-material-moving/railroad-occupations.htm>

Bureau of Labor Statistics 2017 wage data external site and 2016-2026 employment projections external site. "Projected growth" represents the estimated change in total employment over the projections period (2016-2026). "Projected job openings" represent openings due to growth and replacement, on the internet at [www.onetonline.org](http://www.onetonline.org)

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Bus Drivers, on the internet at <https://www.bls.gov/ooh/transportation-and-material-moving/bus-drivers.htm>

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Flight Attendants, on the internet at <https://www.bls.gov/ooh/transportation-and-material-moving/flight-attendants.htm>

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Airline and Commercial Pilots, on the internet at <https://www.bls.gov/ooh/transportation-and-material-moving/airline-and-commercial-pilots.htm>

---

---

**Rail switch tenders**  
**Airport maintenance personnel**  
**Ticket and baggage agents**  
**Airport operations personnel**  
**Mechanical supervisors**

**Railroad signalmen**  
**Airport shuttle drivers**  
**Paratransit drivers**  
**Cleaners/washers**



tification. Flight attendants are certified for specific types of aircraft and must take new training for each type of aircraft on which they are to work. In addition, attendants receive recurrent training every year to maintain their certification.

**EARNINGS**

The median annual wage for flight attendants in May 2017 was \$50,500. The lowest 10 percent earned less than \$26,860 while the highest paid 10 percent earned more than \$79,520. Flight attendants receive an allowance for meals and accommodations while working away from home. Although attendants are required to purchase an initial set of uniforms and luggage, the airlines usually pay for replacements and upkeep. Attendants typically fly 75 to 100 hours per month and usually spend another 50 hours a month on the ground, preparing flights, writing reports and waiting for planes to arrive. They can spend several nights a week away from home and most work variable schedules.

**OUTLOOK**

The employment of flight attendants is projected to grow by 10 percent from 2016 to 2026. As airlines replace aircraft with larger planes that can hold a greater number of passengers, the number of flight attendants needed may increase. Job competition is stiff, as there tends to be more applicants than jobs available. Job prospects are best for applicants with a college degree.

**OTHER OCCUPATIONS REPRESENTED BY SMART TD**

While SMART TD primarily represents operating employees in the railroad and bus industries, the union has also expanded its representation to allied employees in the transportation industry. These other occupations include:

- |                                    |                              |
|------------------------------------|------------------------------|
| <b>Railroad signal operators</b>   | <b>Electricians</b>          |
| <b>Railroad signal maintainers</b> | <b>Rail helpers</b>          |
| <b>Rail police officers</b>        | <b>Clerks</b>                |
| <b>Boilermakers</b>                | <b>Machinists</b>            |
| <b>Sheet metal workers</b>         | <b>Truck and van drivers</b> |
| <b>Diesel electricians</b>         | <b>Dining stewards</b>       |
| <b>Bus dispatchers/schedulers</b>  | <b>Diesel shop employees</b> |
| <b>Station masters</b>             | <b>Equipment maintainers</b> |

**Table of Contents**

- **Introduction .....1**
- **A history of railway labor and SMART TD .....1**
- **SMART TD member benefits .....3**
- **SMART Organization & Services .....5**
  - SMART .....5
    - General President .....5
    - General Secretary-Treasurer .....5
    - General Executive Council .....5
  - SMART Transportation Division .....6
    - SMART Transportation Division President .....6
    - National Legislative Director .....6
    - Vice Presidents .....6
    - Vice Presidents - Bus Department .....6
    - Alternate Vice Presidents .....6
  - Intermediate Officers .....6
    - General Chairpersons .....6
    - State Legislative Directors .....7
  - Local Officers .....7
    - Local President .....7
    - Local Secretary .....7
    - Local Treasurer .....7
    - Local Legislative Representative .....7
    - Local Chairperson .....7
    - Local Board of Trustees .....8
    - Delegates .....8
  - Handling Member Grievances & Requests .....8
  - Departments of SMART TD .....9
    - The Legislative Department .....9

- The Yardmaster Department .....9
  - The Bus & Airline Department .....9
  - The Legal Department .....10
    - Designated Legal Counsel .....10
  - The Research & Schedule Department.....11
  - The UTU Political Action Committee (UTU PAC) ..11
  - The Public Relations Department .....11
  - Membership Services Department.....12
  - Employee Assistance Programs.....12
  - The Association of General Chairpersons .....13
  - The Association of State Legislative Directors .....13
- UTUIA .....13
  - The UTUIA Insurance Department .....13
  - The UTUIA Marketing and Sales Department.....14
- Discipline Income Protection Program .....14
- **About the Railway Industry .....15**
  - Railway Employment Outlook.....16
- **Operating Crafts and Working Conditions.....17**
  - Locomotive Engineers and Allied Crafts.....18
    - Duties .....18
    - Qualifications and Training .....19
    - Earnings .....19
    - Outlook .....20
  - Conductors .....20
    - Duties .....20
    - Qualifications and Training.....21
    - Earnings .....21
    - Outlook.....21
  - Brakemen and Allied Crafts.....21
    - Duties.....21

replaced.

Most job opportunities will arise from the need to replace pilots who are retiring. Job prospects may be best with regional airlines and non-scheduled aviation services because entry-level requirements are lower for regional and commercial jobs. There is typically less competition among applicants in these sectors than there are for major airlines. Pilots seeking jobs at major airlines will face strong competition.

## **Flight Attendants**

### ***DUTIES***

The primary job of the flight attendant is to keep passengers safe, ensuring that everyone follows security regulations and that the flight deck is secure. They also try to make flights comfortable and stress-free for passengers. They may also have to deal with disruptive or aggressive passengers. Before the flight takes off, flight attendants make sure that emergency equipment is working, the cabin is clean and that there is an adequate supply of food



and beverages on board.

Flight attendants also demonstrate the proper use of safety equipment to all passengers and check to make sure that seatbelts are fastened and that luggage is properly stowed. A flight attendant’s most important responsibility is to help passengers in the event of an emergency. This responsibility ranges from dealing with unruly passengers to performing first aid, fighting fires, protecting the flight deck and directing evacuations.

### ***QUALIFICATIONS AND TRAINING***

Flight attendants need a high school diploma and work experience in customer service. They receive training from their employer and must be certified by the FAA. They’re required to have a valid passport and be able to pass a background check and drug test. They must have vision that is correctable to at least 20/40 and often need to conform to height requirements set by the airline. Once a flight attendant is hired, their employer provides initial training lasting from three to six weeks. The FAA requires this training and a passing grade on an exam for cer-



cial pilot’s license from the Federal Aviation Administration (FAA). Pilots who work for airlines must also have a bachelor’s degree as well as an FAA-issued Airline Transport Pilot (ATP) certificate. Airline pilots typically start their careers flying as commercial pilots. Commercial pilots accrue thousands of hours of flight experience in order to get a job with regional or major airlines. The most common path to becoming a commercial pilot is to complete flight training with independent FAA-certified flight instructors or at schools offering flight training.

Airline and commercial pilots who are newly hired by airlines or on-demand air service companies undergo on-the-job training in accordance with federal aviation regulations. The training usually includes six to eight weeks of ground school. In addition to training and licensing requirements, all pilots must maintain their experience in performing certain maneuvers, undergo periodic training and medical examinations every year or every other year. Newly hired pilots at regional airlines are required to have 1,500 hours of flight experiences. To gain these hours, many hire out as commercial pilots or as flight instructors.

### **EARNINGS**

Most airline pilots begin their careers earning approximately \$20,000 per year. Wages increase each year until the pilot accumulates the experience and seniority needed to become a captain. The average captain at regional airlines earns \$55,000 per year, while the average captain at major airlines earns about \$135,000 per year. In addition, pilots receive an expense allowance or per diem for every hour they are away from home and they may earn extra pay for international flights. Pilots fly an average of 75 hours per month and work an additional 150 hours per month performing other duties. Pilots have variable work schedules that may include several days of work followed by some days off.

### **OUTLOOK**

The overall employment of pilots is expected to grow 4 percent between 2016 and 2026. Employment of airline pilots, copilots and flight engineers is projected to grow 3 percent over the same time period. Airlines are expected to use aircraft with larger passenger capacity to transport more passengers. This practice is expected to limit the demand for additional pilot jobs.

Flight engineers are only required on older planes. Technology has automated many of the tasks that the flight engineer used to perform and so new aircraft do not require a flight engineer. Because of this, the job of the flight engineer is expected to go away as older planes are

- Qualifications and Training .....22
    - Earnings .....22
    - Outlook .....23
  - Carman .....23
    - Duties .....23
    - Qualifications and Training.....23
    - Earnings .....24
    - Outlook .....24
  - Remote Control Operator .....24
    - Duties .....24
    - Qualifications and Training.....24
    - Earnings .....24
    - Outlook .....25
  - Yardmasters .....25
    - Duties .....25
      - Qualifications and Training .....25
      - Earnings .....25
      - Outlook .....26
  - Maintenance of Way Employees .....26
    - Duties .....26
    - Qualifications and Training .....26
    - Earnings .....26
    - Outlook.....27
  - Bus Operators and Mechanics .....27
    - Duties .....27
    - Qualifications and Training .....27
    - Earnings .....28
    - Outlook .....28
  - Airline Pilots & Allied Crafts .....29
    - Duties .....29

---



---

- Qualifications and Training .....29
    - Earnings .....30
    - Outlook .....30
  - Flight Attendants .....31
    - Duties .....31
    - Qualifications and Training .....31
    - Earnings .....32
    - Outlook .....32
  - Other Occupations Represented by SMART TD .....32
- Class I Railroads .....34

---



---

Lower airfares may adversely affect the demand for interstate bus operators. Large intercity companies furlough drivers during off-peak travel times and drivers may work for up to five years before they are fully employed.

The employment of school bus drivers is projected to grow by 5 percent from 2016 to 2026. Growth is expected to result from an increase in the number of school-age children. Most growth will occur for contracting services that provide school bus transportation as more school districts are expected to outsource their transportation needs.

The demand for bus mechanics is expected to remain fairly constant in the near future. Competition for these positions, however, is stiff and mechanics with good work histories and specialized mechanical abilities stand the best chance of employment.

## **AIRLINE PILOTS & ALLIED CRAFTS**

### ***DUTIES***

Pilots have many duties, which include: checking the overall condition of aircraft before and after every flight; ensuring that the aircraft is balanced and below its weight limit; verifying that the fuel supply is adequate and that weather conditions are acceptable; preparing and submitting flight plans to air traffic controllers and communicating with air traffic control over the radio.



During flight, it is the job of the pilot and the copilot to operate and control the aircraft along the planned route; take off and land the plane; monitor the engines, fuel consumption and any other aircraft nearby; and respond to changing conditions, such as weather and emergencies.

Takeoff and landing is the most dangerous and demanding part of a flight. These actions require the close coordination among the pilot, copilot, flight engineer (if present), air traffic controllers and ground personnel. Once in the air, the captain may have the first officer (copilot) fly the aircraft, but the captain remains responsible for the flight. If present, the flight engineer, monitors instruments and operates controls.

### ***QUALIFICATIONS AND TRAINING***

All pilots who are paid to fly must have, at the very least, a commer-



---

---

Transportation or a state agency. Most companies prefer experienced drivers who are at least 25 years old and all require enough competence in English to communicate with passengers and complete reports. Other requirements are that the applicant be drug- and alcohol-free, have good hearing, at least 20/40 vision with or without glasses and normal use of arms and legs. Drivers must pass both comprehensive written examinations on motor vehicle regulations and driving tests in the types of buses they will operate. All states require drivers to have a commercial driver's license. Many intercity bus companies give trainees two to eight weeks of classroom and "behind-the-wheel" driving instruction, as well as



study of government rules and regulations, safe driving practices, ticket pricing, record keeping and passenger service. After passing all examinations, new drivers make regularly scheduled trips with experienced drivers. They start out substituting for regular drivers or driving charters until they earn enough seniority to get a regular assignment. Some bus companies will train inexperienced people to be bus mechanics, although most prefer prior experience with automobile or truck repair.

### ***EARNINGS***

Rates of pay vary with the type of service. SMART TD interstate and charter bus operators work on a mileage or hourly basis, whichever pays more. Local mass transit operators earn an hourly rate, as do most school bus drivers, who work mostly part time. SMART TD bus mechanics also are paid an hourly rate based upon seniority. SMART TD bus members are among the highest paid in the industry.

### ***OUTLOOK***

Many commuters are deciding to take the bus rather than fight traffic and hunt for expensive downtown parking. Bus companies also are establishing better routes and offering more seats to encourage ridership. Both trends should lead to the need for more mass transit buses and drivers.

---

---

## **INTRODUCTION**

The transportation industry, one of the most vitally important industries in the world, moves the raw materials and intermediate and finished products on which standards of living and economic growth depend. It provides hundreds of thousands of jobs and makes possible the free flow of goods and people.

SMART Transportation Division is a proud and vital part of the transportation industry. The dedicated men and women comprising its membership keep the wheels of transportation moving safely and efficiently. The efforts of SMART TD before state and federal governments and in the workplace benefit not only its own members but also working people everywhere.

This booklet outlines the background of SMART TD and its objectives, purposes and structure. It also describes the jobs and working conditions of employees represented by SMART TD.

## **A HISTORY OF RAILWAY LABOR AND SMART TD**

Railroading has always been an extremely dangerous occupation. In the late 1800s, almost one-third of all brakemen were killed or maimed each year and an estimated 70 percent of all train crew members could expect to be crippled within five working years.

Wages were extremely low. Employees averaged a little more than one dollar a day. Pay raises were infrequent. There were no seniority rights, no limits on the number of working hours, and workers could be fired at any time for any reason. Because of the hazards of their work, railroaders could not get life insurance. They had no way to recover damages for injury or death caused by employer negligence.

These extreme conditions prompted concerned workers to meet secretly to discuss ways to improve security, wages and work conditions. Despite threats of job loss and blacklisting, railroaders began to form fraternal associations. Engineers and conductors were the first to form organizations in the 1860s, followed by firemen, trainmen and switchmen a few years later.

Most of these early brotherhoods formed to provide otherwise unobtainable health, injury and life insurance for the families of railroaders. They also fought for safer working conditions, better rates of pay and fair treatment. In time, they won established procedures for contract negotiation and grievance resolution.

---

---

Just before the turn of the 20th century, unionism was spreading fast. One man whose reputation grew with the movement was Eugene V. Debs, an officer of the firemen's brotherhood (a UTU/SMART TD predecessor). Believing that all brotherhoods of the railroad industry should unite, he organized the American Railway Union in 1893. His ideal was crushed, however, when the U.S. government called in armed troops to help the railroads put down a strike. Over the years, the brotherhoods continued to work for their memberships, winning such benefits as the eight-hour workday, standardized pay with regular raises, specified working conditions, a government-supervised retirement system, a health and welfare plan, the right to bargain collectively and freedom from discrimination because of union membership.

In 1968, officers of railroad brotherhoods representing operating employees met to explore the possibility of joining strengths. The time was right and the United Transportation Union (UTU) came into being. The UTU was founded January 1, 1969, when four railroad brotherhoods – the Brotherhood of Railroad Trainmen (BRT), the Brotherhood of Locomotive Firemen and Enginemen (BLF&E), the Order of Railway Conductors and Brakemen (ORCB), and the Switchmen's Union of North America (SUNA) – united to more effectively represent their joint interests. In 1970, the International Association of Railway Employees (IARE) became a part of the UTU, and in 1985 the Railroad Yardmasters of America (RYA) voted to affiliate with the UTU.

In 2007, the UTU and the Sheet Metal Workers International Association (SMWIA) began talks for a merger and a vote by both unions was taken. The merger became official in 2011 when it was confirmed by arbitration and the two unions officially merged to become the International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART). What was once the UTU is now called the Transportation Division of SMART or SMART TD.

Today, SMART TD members work in more than 30 different railroad, bus, commuter, transit, airline and other transportation occupations. They belong to approximately 500 locals throughout the United States. Built on the lessons of the past and the wisdom of Eugene Debs, SMART TD still adheres to the beliefs of its founding members and officers:

*“We have united to improve our strengths. We have united to save our energy for constructive purposes – to end the battle of craft against craft, working man against working man. We have united to bring the com-*

---

---

## **OUTLOOK**

As the railroad industry has come to realize that regular maintenance is cost-effective, the outlook for maintenance-of-way workers has improved. Longer trains and the trend to haul heavier rail cars means increased track maintenance and repair. More employees are hired for maintenance-of-way construction and repair in the warmer months of the year. The seasonal nature of the work is likely to continue, but experienced, skilled employees with good work records can almost be assured of continued employment year after year.

## **BUS OPERATORS AND MECHANICS DUTIES**

Bus operator duties vary, depending on whether they drive local buses in cities and suburbs, intercity buses, long-distance buses between states, charter buses on tours or school buses. When drivers report to terminals to get their assignments, they inspect their buses, check the fuel, oil, water and tires, and make sure safety equipment is on board. Expert, careful drivers are constantly alert to prevent accidents. They must be able to operate at safe speeds while meeting schedules and coping with adverse road and weather conditions. Driving a bus is usually not physically taxing but it requires concentration. The driver, solely responsible for the safety of passengers and bus, has a great deal of independence on the job.



Work schedules may be demanding. Intercity drivers may work nights and weekends. New drivers can be on call at all hours, ready to work on short notice. Driving schedules can range from six to 10 hours a day, from three to six days a week. Charter, intercity and long-distance drivers may remain away from home for a night or more.

Bus mechanics are usually employed in company garages or repair shops. They use their knowledge of tools and equipment to keep buses roadworthy and to make major repairs such as rebuilding engines and transmissions, repairing air conditioners and other overhauls.

## **QUALIFICATIONS AND TRAINING**

Bus operators must meet qualifications set by the U.S. Department of

---

---

## **OUTLOOK**

The number of yardmasters has declined in recent years with the consolidation of rail facilities. The employment of yardmasters is expected to continue to decline by roughly 2 percent between 2016 and 2026.

## **MAINTENANCE OF WAY EMPLOYEES**

### **DUTIES**

The people who keep tracks, switches, bridges, yards and other rail facilities in good repair are maintenance of way employees. Their ranks include many occupations—from track repairers to operators of track-surfacing machines, rail-flaw detectors and track-moving machines.



Maintenance-of-way crews operate equipment to prepare roadbeds, dig ditches, repair and replace ties, and weld, align and replace rails. They also replace and repair highway crossings, grind switches and track to compensate for wear, repair switch

heaters, control vegetation along rights-of-way, repair track lubricators and replace worn track spikes. Working conditions are often demanding and employees may be away from home for extended periods when large-scale track-repair projects are underway.

### **QUALIFICATIONS AND TRAINING**

Most railroads require reasonable levels of education and physical fitness for maintenance of way employees. Most training is on the job under the direction of more experienced employees, with opportunities to learn to operate complex machinery and advance in earnings. The more skilled trades of carpentry, structural engineering, and mechanical and structural inspection require additional formal training.

### **EARNINGS**

Maintenance of way employees represented by SMART TD are among the highest paid in the industry.

---

---

*bined strength of operating men together to give better representation through legislation and negotiation.”*

## **SMART TD MEMBER BENEFITS**

As participants in one of the most effective unions in all of organized labor, SMART TD members have the benefit of many years of successful representation in government and in national collective bargaining negotiations. As a result, SMART TD members enjoy some of the highest standards of living in organized labor.

**EXCELLENT WAGES.** SMART TD members are among the best-paid employees in organized labor.

**SENIORITY RIGHTS.** The longer a SMART TD member works, the better his or her choice of jobs and working locations. Seniority also means increased protection against layoffs.

**ESTABLISHED RULES AND PROCEDURES.** Every SMART TD rail member is covered by a contract that specifies job responsibilities, working conditions and pay. It is legally enforceable through established grievance procedures. Bus and other members also derive their grievance rights from their labor agreements.

**HOURS OF SERVICE LIMITS.** Under federal law, SMART TD rail members working under the Hours of Service Act cannot be forced to work more than 12 hours a day and they must have time off for meals and rest. Bus, airline and other members' hours also are governed by federal regulations.

**VACATIONS AND HOLIDAYS.** SMART TD members enjoy paid holidays and paid annual vacations, based upon the length of employment and the negotiated labor agreement.

**HEALTH AND WELFARE BENEFITS.** SMART TD rail members have comprehensive health and dental insurance plans, as well as unemployment and sickness benefits to protect them in case of layoff or prolonged illness. Bus and other transportation members also enjoy many of these benefits, depending upon their labor agreement.

**EXPERIENCED REPRESENTATION.** SMART TD members are



---

---

represented on a local, statewide and national basis by leaders experienced in negotiation and thoroughly familiar with all aspects of labor law, contracts, work rules and national labor trends.

**LEGISLATIVE STRENGTH.** SMART TD's strong legislative department functions not only through elected representatives but also through member participation in the UTU Political Action Committee (UTU PAC), a voluntary political action group that works on behalf of transportation labor interests at the local, state and federal levels.

**UNION INSURANCE.** The UTU Insurance Association (UTUIA) offers a wide range of affordable, voluntary life and disability insurance products and savings plans to its members and their families. Products include income-replacement policies in case of disability, policies to cover costs associated with the treatment of cancer, accidental death or dismemberment protections and much more.

The UTUIA Scholarship Program provides members, their children and grandchildren with financial assistance for college. Each year, the UTUIA awards 50 \$2,000 college scholarships and 50 \$2,000 trade school scholarships to UTUIA-insured members, their children or grandchildren, including children of deceased members. Recipients are expected to maintain a satisfactory academic record to keep the scholarship for the full term. See the UTUIA website at [www.utuia.org](http://www.utuia.org) for more information about the available policies and scholarships.

**EMPLOYEE ASSISTANCE.** SMART TD initiatives have guided employer-financed programs that give many members and their dependents access to mental health and substance abuse counseling.

**SMART TD ALUMNI ASSOCIATION.** Retired members, their spouses or their widows/widowers are eligible to enroll in the SMART TD Alumni Association, a program of benefits including continued receipt of the SMART TD's publication, the *SMART Transportation Division News*; an embroidered baseball cap; a lapel pin; Alumni Association decal; an annual calendar; hotel discounts; discounts on car rentals; cellular phone discounts; free hearing aid screenings and discounts on hearing aids; and local chapter meetings that help keep retirees informed and active. The cost to join is \$9 per year.



---

---

and 40-hour week, with time-and-one-half for overtime. In addition, remote control operators receive extra compensation per tour of duty at the hourly rate of the applicable position, in addition to all other earnings.

## **OUTLOOK**

Remote control technology continues to evolve and it is expected that the number of remote control operator positions will continue to increase accordingly. Qualified remote control operators are going to be needed and their numbers will no doubt increase as this technology becomes more widespread.

## **YARDMASTERS DUTIES**

Yardmasters are the traffic controllers of the yards and terminals in the railroad industry. Using computers and supervising switching equipment in the yard tower, they route trains and engines within the yard. The yardmaster reads switching orders and schedules to determine the time trains will arrive or depart, the sequence of movement and the routing of trains onto tracks. He or she receives and transmits switching orders to and from yard crews. Yardmasters also supervise clerical staffs in the yard offices.



## **QUALIFICATIONS AND TRAINING**

Most yardmasters are promoted brakemen, switchmen, conductors and engineers. Employers generally require high school diplomas and a basic understanding of computers and record keeping. After training with established yardmasters and working odd hours, yardmaster candidates must demonstrate their proficiency before they can qualify for regularly available yardmaster positions.

## **EARNINGS**

Yardmasters generally work an eight-hour day and 40-hour work-week, with time-and-a-half for overtime.

---

---

## **EARNINGS**

Carmen work 40 hours per week in shifts governed by union agreements. Mechanical shops are open 24 hours a day and seven days a week. Carmen may be required to work on holidays and overtime. They are paid according to union agreements. The median salary as of 2017 was \$27.62 per hour or \$57,460 annually.

## **OUTLOOK**

The Bureau of Labor Statistics estimates that employment among rail carmen will grow at a rate of 5 to 9 percent between 2016 and 2026, resulting in an estimated 2,300 additional jobs by 2026. As of 2016, there were 22,000 carmen employed in the U.S.

## **REMOTE CONTROL OPERATOR DUTIES**



The remote control operator is responsible for the safe movement of the engine and/or cars in carrying out their assigned duties and responsibilities within yard limits. This includes the proper inspection of the locomotive prior to the start of their tour of duty and the inspection of cars and other equipment to assure that there are no defects that could result in unsafe working conditions, or damage to the

track, the car or its contents.

In addition, the remote control operator(s) properly align switches to move cars and locomotives from one track to another and must couple and uncouple cars being handled, including all air hoses and brake lines as required by the operating rules. They must also apply brakes on cars set out on tracks to assure they do not move once placed on a track.

## **QUALIFICATIONS AND TRAINING**

Remote control operators must pass the necessary training requirements to be qualified as a remote control operator and may be used to train others in the operation of remote control locomotives once qualified.

## **EARNINGS**

Remote control operators are paid on the basis of an eight-hour day

---

---

## **SMART ORGANIZATION & SERVICES**

The International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART) represents roughly 200,000 members who are sheet metal workers, service technicians, bus operators, engineers, conductors, sign workers, welders, production employees and more. With members in scores of different occupations, SMART advocates for fairness and safety in the workplace, excellence at work and opportunity for all working families.

All SMART officers are elected from the membership. Over the years, they have worked on properties where SMART holds contracts and have acquired and accrue seniority on rosters of their crafts. Where necessary, officers are bonded to assure fiduciary responsibility to the members they represent.

## **SMART**

SMART consists of the SMART general president, general secretary-treasurer, General Executive Council (GEC) and the SMART Transportation Division (SMART TD). SMART is located in the Washington, D.C., metropolitan area, while the Transportation Division is located in the Cleveland, Ohio, area.

## **GENERAL PRESIDENT**

The general president enforces all laws of the SMART constitution, decides all questions of order and usage, interprets and decides all points of law and controversies and decides all constitutional questions.

## **GENERAL SECRETARY-TREASURER**

The general secretary-treasurer serves as the executive secretary of the GEC, is tasked with keeping a correct record of SMART conventions and other meetings, keep a correct record and account of the standing of each local union, transmit decisions rendered by the general president or GEC to all involved parties and file copies for the records. The general secretary-treasurer also receives all monies paid to the union, deposits monies received and pays all legitimate bills.

## **GENERAL EXECUTIVE COUNCIL**

The GEC is composed of 18 members including the general president and 17 general vice presidents. The general president is the chairman and the general secretary-treasurer is the executive secretary. Between conventions, the GEC considers and decides all appeals and other matters presented to it.

---

---

## **SMART TRANSPORTATION DIVISION**

The SMART Transportation Division has a guiding purpose: to represent transportation service employees and to promote their general welfare, social, moral, intellectual, economic and political interests. It is governed by a constitution, which spells out union laws and how they shall be applied. SMART TD consists of elected officers, boards and locals of the former UTU.

### ***SMART TRANSPORTATION DIVISION PRESIDENT***

The SMART TD president exercises general executive and administrative control over all TD daily union activities, supervises TD officers and employees, interprets Article 21B of the SMART constitution, resolves all TD disputes and presides at all sessions of the TD conventions.

### ***NATIONAL LEGISLATIVE DIRECTOR***

As the chief legislative and political officer, the national legislative director coordinates activities of state legislative directors, acts as a liaison with national lawmakers, keeps voting records on legislators and furnishes recommendations and reports to the SMART TD president and the membership.

### ***VICE PRESIDENTS***

Vice presidents, maintaining headquarters in various areas of the United States, act as field agents, carrying out contract or grievance resolution or other assignments as directed by the SMART TD president.

### ***VICE PRESIDENTS – BUS DEPARTMENT***

These vice presidents handle the affairs of the SMART TD Bus Department, including overseeing negotiations on wages and working conditions for SMART TD-represented bus operators, mechanics and related occupations, and other matters.

### ***ALTERNATE VICE PRESIDENTS***

Alternate vice presidents, elected at the convention by geographic districts, are called upon to replace vice presidents in the event of resignation, retirement or death. They also may be assigned to help in contract negotiations or other disputes.

## **INTERMEDIATE OFFICERS**

### ***GENERAL CHAIRPERSONS***

General chairpersons head general committees of adjustment. They

---

---

form. Most are paid a “trip rate” for the work they do, whether it is in a rail yard or over the road.

### ***OUTLOOK***

Freight yard work has traditionally provided the greatest number of jobs for brakemen and switchmen, two of the largest occupational groups in the railroad industry. In recent years, however, job opportunities have declined and are expected to continue to decline with increased use of new technologies for braking and switching cars. Future openings will result mainly from retirements, deaths and promotions.



## **CARMAN**

### ***DUTIES***

The carman builds, inspects and repairs rail cars, ensuring that rail cars are in compliance with all rules and regulations put forth by the railroads and the Federal Railroad Administration (FRA). They inspect railcar frames and bodies, safety appliances and wheels for defects and make sure they’re in good repair. Among other things, the carman is expected to be able to weld and fabricate, as well as operate light and heavy cranes, forklifts and other equipment. When there is a derailment or wreck, carmen rerailed the cars and locomotives and performs other work associated with wreck service.

### ***QUALIFICATIONS AND TRAINING***

Most carmen are high school graduates who have passed thorough physical examinations. They must have good eyesight, hearing, physical agility, mechanical aptitude, have a valid driver’s license, and be able to read, write and have good communication skills. They use their hands to perform activities involving holding, grasping, turning and pulling. They must be able to perform work on uneven surfaces and frequently climb ladders, get on and off equipment and work from various heights. Carmen are able to work in conditions with loud noise and fumes, work on and around heavy moving machinery, bend, walk, stand or sit for extended periods of time and use hand tools.



---

---

and replacing cars for loading or unloading.

Brakemen, in particular, are vigilant about close clearances, congested areas, vehicular traffic and people working on or near the tracks. They keep watch over the train on the road, especially around long curves, to check for smoke, sparks or other indications of sticking brakes, overheated wheel bearings, shifted loads and other equipment problems.

In passenger service, brakemen are responsible for regulating air conditioning and heat, lighting, and other duties that ensure passenger safety and comfort. They also make sure the train's computer-controlled signaling devices and other automated equipment are functioning properly. The brakeman may also assist the conductor in collecting fares.

Brakemen in yard service and switchmen assist in making up and breaking up trains by operating switches to shift moving cars from one track to another and coupling and uncoupling brake lines. They are responsible for the safe, efficient movement of arriving and departing trains according to instructions from a dispatcher or yardmaster. In yards with automated switching equipment, much of their work may consist of coupling or uncoupling cars in blocks of two or more. Uncoupled cars are pushed over a hump or artificial hill by the yard engine and remotely switched and controlled, using a computerized system, from a control room.

Car retarder operators route and regulate the speed of freight cars in yards by controlling track switches and electronic car braking systems, generally from an elevated tower.

### ***QUALIFICATIONS AND TRAINING***

Most brakemen and switchmen are high school graduates who have passed thorough physical examinations. They must have good eyesight, hearing, physical agility, mechanical aptitude, good judgment and the ability to get along well with others. Freight and yard brakemen may work from the extra board for some time before acquiring sufficient seniority to hold regular assignments and advance to become yard conductors and freight conductors.

### ***EARNINGS***

The pay of most road brakemen is determined by the work they per-



---

---

handle all claims, grievances and disciplinary matters for a region or an employer, with authority to make and interpret contracts on work rules and pay rates. They also negotiate with management on a regional or system level. An Association of General Chairpersons also assists the SMART Transportation Division president and staff in formulating demands relating to wages, rules and working conditions for all the crafts and in handling wage and rules negotiations with employers.

### ***STATE LEGISLATIVE DIRECTORS***

These individuals keep in close contact with local lawmakers and attend sessions of state or provincial legislative bodies to promote the political and legislative interests of SMART TD members.

### ***LOCAL OFFICERS***

SMART TD has approximately 500 locals in the United States. The locals are generally headquartered at terminals or division points.

#### ***LOCAL PRESIDENT***

The local president presides at meetings, appoints committees, countersigns documents and checks, files necessary reports, resolves disputes and supervises all affairs of the local.

#### ***LOCAL SECRETARY***

The local secretary records meeting actions, signs and seals documents, handles correspondence, election and assessment notices, and files required reports.

#### ***LOCAL TREASURER***

The local treasurer collects dues, disburses funds, keeps accurate records and files all financial reports required by law.

#### ***LOCAL LEGISLATIVE REPRESENTATIVE***

The local legislative representative attends state legislative board meetings and promotes legislation to remedy unsanitary or unsafe working conditions.

#### ***LOCAL CHAIRPERSON***

The local chairperson heads a local committee of adjustment that handles claims, grievances, disciplinary cases and disputes with local management officials.

---

---

## **LOCAL BOARD OF TRUSTEES**

Trustees of each local supervise financial affairs including an annual audit, oversee bonding and handle rent, lease or purchase of property and equipment.

## **DELEGATES**

Each local shall elect a delegate and an alternate delegate to the Transportation Division, during the year preceding the quinquennial convention. Delegates shall attend the quinquennial conventions where they, in turn, elect international officers and board members to serve five-year terms. Delegates also amend the SMART TD constitution and establish policies that govern the union at conventions. They also attend the SMART convention, which immediately follows the TD convention. It is the duty of the alternate delegate to attend both conventions in the event the delegate cannot attend.

## **HANDLING MEMBER GRIEVANCES AND REQUESTS**

Every SMART TD local elects a local committee of adjustment, headed by a local chairperson, to handle grievance matters for the seniority district the local represents. Grievances may include contract violations, discipline, safety matters and working conditions.

Locals also may ask for improvements in working conditions by conveying a request to the general chairperson, who is authorized to review the existing contract, decide on the merits of the request, and pursue it with company officials.

The Railway Labor Act requires that rail and airline unions follow a specific procedure on grievances involving the violation or application of rules or working conditions. A member with such a grievance must present it to the local. If it is determined to have merit, the grievance is referred to the chairperson of the local committee of adjustment who will try to reach a satisfactory resolution with employer representatives in the area.

If the matter cannot be settled, the local may refer the grievance to the general committee of adjustment for handling with higher company officials. By law, the general committee is the only agent authorized to handle grievances with the highest level of company officials.

If no adjustment is reached at this stage, the general committee may elect to pursue the matter further by taking it before the National Railroad Adjustment Board, a public law board or a special board of adjustment. All of these boards were created by national legislation and

---

---

## **QUALIFICATIONS AND TRAINING**

Most railroad conductors are high school graduates who have worked as brakemen long enough to have the seniority and skills necessary for promotion. They must pass a physical examination and have good eyesight, hearing and agility. They must also pass tests on signals, air brakes, timetables and operating rules. Passenger conductors must be able to handle passenger complaints in a tactful and pleasant manner.



## **EARNINGS**

Most freight and passenger conductors are paid based on the work they perform. Most are paid a “trip rate” for the job they do, whether it is in a rail yard or over the road.

Yard conductors, some of whom work a basic eight-hour day and five-day week, are paid time-and-a-half for work beyond these hours.

## **OUTLOOK**

In the immediate future, there will be a moderate number of openings for conductors, perhaps 3,700 per year. Overall, between 2016 and 2026, conductor jobs are expected to decline 2 percent as more oil and natural gas pipelines are built and power plants move away from coal use. Jobs will develop primarily as senior employees retire, die or leave railroading. Future opportunities in this craft will be influenced by railroad economic growth and union/management agreements covering the employment of conductors.

## **BRAKEMEN AND ALLIED CRAFTS**

### **DUTIES**

As assistants to conductors, brakemen perform specific duties to ensure the safe and efficient movement of trains over the road. Brakemen apply and release hand brakes on cars, inspect wheel bearings, inspect and couple air hoses and help test air brake systems. They also check cars to make sure they are mechanically fit and assist conductors in the exacting job of switching cars along the line and placing

---

---

of these employees are paid a “trip rate” for the specific job they do, whether it is in a rail yard or over the road.

### **OUTLOOK**

The trend of longer and less frequent trains also means decreasing demand for engineers. Job growth is expected to decline by 2 percent by 2026. Projected job openings between 2016 and 2026 are expected to be around 3,000. The outlook for hostlers and yard service employees should remain steady and should increase as railroad business improves. The outlook for firemen, however, is not good. This craft has mostly been eliminated through attrition and promotion to engineer status.

## **CONDUCTORS**

### **DUTIES**

The conductor is in charge of the train and the crew. He or she is responsible for the movement of the train according to instructions from the yardmaster, the train dispatcher and others. The conductor also is responsible for the safety of passengers and cargo.

Conductors receive and communicate train orders to other crewmembers. During the run, they watch for danger and arrange for repair of mechanical breakdowns or for defective cars to be set out on the nearest siding. They also inspect the entire train before signaling the locomotive engineer to start moving. During emergencies, all other employees are subject to the conductor’s instructions.

Freight conductors keep records of the contents, origin and destination of each car and see that cars are properly picked up and set out along the route. Passenger conductors collect tickets and cash fares and help passengers board and exit. They also ensure safety and comfort and make announcements to keep passengers informed.

Yard conductors, often called yard foremen, direct the work of switching crews, which make up and break up trains. In mechanized yards, they can also operate car retarders to control the movement and speed of cars. Yard conductors usually work at one location on regular daily shifts. Road conductors may travel great distances, staying at away-from-home terminals before making a return trip.

On some railroads, yard service and road service conductors have separate seniority lists and remain in one class of service throughout their careers. On other railroads, conductors can work yard assignments or in freight service according to their seniority and job preference.

---

---

are federally funded.

When the membership desires a change in the existing local agreements covering rates of pay, work rules or working conditions, the general chairperson serves notice for specific changes or for new rules. If no agreement is reached in conferences between the general committee and management representatives, the committee may request assistance from the SMART TD president. If there is still no settlement, SMART TD can request the assistance of the National Mediation Board.

SMART TD bus and other transportation general and local chairpersons are guided by their individual labor agreements in the matter of grievance handling and arbitration. Bus and other non-rail and non-airline transportation agreements also come under the scope of the National Labor Relations Act.

## **DEPARTMENTS OF SMART TD**

### **THE LEGISLATIVE DEPARTMENT**

SMART TD has one of the most extensive legislative organizations in the labor movement. A national director and staff are headquartered in Washington, D.C. The legislative department runs a website called the Legislative Action Center (LAC) where members can easily contact their legislators and view current bills in Congress that the union supports.

In the U.S., 49 of 50 states, plus the District of Columbia, have legislative boards made up of local legislative representatives and headed by a director. This efficient legislative organization allows SMART TD to mount coordinated campaigns at the federal and state levels. Among the important laws passed or amended because of SMART TD action are the Railway Labor Act, the Railroad Unemployment Insurance Act, the Railroad Retirement Act, the Federal Employers’ Liability Act, the Federal Hours of Service Act, the Rail Safety Act, the Motor Carrier Safety Act and the Mass Transportation Act.

### **THE YARDMASTER DEPARTMENT**

In 1985, members of the 67-year-old Railroad Yardmasters of America voted overwhelmingly to affiliate with the UTU (now SMART TD). The Yardmaster Department handles such matters as yardmasters’ grievances and similar duties. It also oversees insurance matters for yardmasters who purchased policies from the RYA before the merger.

### **THE BUS & AIRLINE DEPARTMENT**

One of the UTU’s founding unions, the Brotherhood of Railroad Trainmen, pioneered the organization and representation of bus opera-



---

---

tors. After organizing interstate operators, the union expanded membership into many city and suburban bus lines. The BRT's Bus Department, established in 1939, has remained a vitally important department of SMART TD. It now represents more than 10,000 members in almost 30 locals. Through the Bus Department, SMART TD continues to expand representation of transit system employees and works to bring union protection to airline, school and charter bus drivers, bus mechanics, maintenance personnel and many others.

In the late 1990s, the Bus Department led a successful campaign to organize the employees of Airport Group International (now operated by Aviation Facilities Company, Inc.), which employs workers at the Albany, N.Y., international airport, as well as flight attendants and pilots on regional airlines.

### ***THE LEGAL DEPARTMENT***

SMART TD operates under the provisions of numerous laws, primarily the Railway Labor Act and the Taft-Hartley Act. Legal expertise is necessary for proper action. The union's staff of full-time, trained attorneys is unprecedented in the rail labor industry, and they assist and advise officers on legal problems and procedures. They also study and counsel union leaders on the intents and purposes of proposed legislation dealing with a variety of matters, including labor relations, hours of service, employee safety, employer's liability, retirement and unemployment benefits and fraternal insurance.

### ***DESIGNATED LEGAL COUNSEL***

In response to railroads hiring skilled claim agents and attorneys to protect their interests, SMART Transportation Division has chosen experienced and successful trial lawyers as its Designated Legal Counsel (DLC) and recommends these lawyers to its members and their families when injured or killed on the job. These lawyers are specialists in handling FELA claims and are fully experienced in dealing with the trained railroad claim agents and railroad lawyers. Members should seek their counsel and advice at the earliest opportunity if they feel they have a potential FELA case against a railroad. Always remember that the railroad claim agent is just that — an agent for the railroad. A SMART TD Designated Legal Counsel is YOUR agent, and their job is to represent the member. Our DLCs offer free consultations to SMART TD members.



---

---

locomotives and see that defects are reported to the engine foreman. On the road, they must know the makeup of their trains in order to safely regulate travel at different speeds, through curves and on grades. They must know the location of full and empty cars and prepare for slack action during starts and stops. Engineers also keep in touch with traffic



control centers. Yard engineers work in switching yards, where they sort out cars and run switching engines to move cars around to make up trains. They are also prepared to cope with fire, explosions, short circuits and mechanical failures.

Employees known as hostlers service, move and deliver locomotives to crews at terminals, yards or layover points. Inside hostlers, limited to an engine house area, cannot take an engine beyond the confines of the service area. Outside hostlers are qualified to run locomotives beyond the engine house area and can use signal systems, crossovers and mainline tracks to deliver engines.

### ***QUALIFICATIONS AND TRAINING***

Starting in the 1960s, industry changes reduced the number of firemen and increased demand for qualified engineers. Some railroads have adopted intensive training programs to shorten the time required to learn the engineer's craft. Most railroads promote engineers from the ranks of conductors and brakemen. Since 1985, most operating employees must accept promotion to engineer.

Engineer candidates must pass a series of tests to prove their ability to safely operate different types of locomotives and trains in all kinds of weather and operating conditions. Initially and periodically, they must prove their knowledge of hundreds of operating rules and facts necessary for the safe movement of trains and crews over the road. Locomotive engineers also must pass government-mandated proficiency tests to earn a license similar to a driver's license. They also must know how to make minor emergency repairs to engines and how to safely shut down or isolate a defective locomotive and use remaining engines for power.

### ***EARNINGS***

Earnings of engineers are determined by the job they perform. Most

---

---

tions, with time-and-a-half pay for any time worked over eight hours in a day or 40 hours in a week.

Safety is the most important consideration for anyone thinking about railroad employment. The railroader faces a greater risk of personal injury or death than most other workers. The operating crafts are no-nonsense jobs requiring extreme care and alertness to prevent accidents and injury. Railroad crews are entrusted with millions of dollars worth of equipment, freight and hazardous materials. They are responsible for the safety of passengers, other railroad employees, and thousands of citizens living and working near tracks and facilities.

Most railroaders are career people who spend their working lives learning new technology and methods for improving their job performance. These employees deserve good pay and benefits. In 2016, the average annual wage of train and engine service employees, including benefits, was approximately \$120,000. Railroaders paved the way for most of the fringe benefits enjoyed by employees in other industries, including paid holidays, paid vacations, hospital and dental insurance plans.

Railroad employees are covered by the Railroad Retirement Act, which governs the administration of retirement benefits financed through employer and employee taxes. Employees pay a tax equal to what most people pay into Social Security, plus a separate tax, called a Tier II tax, that is applied to future pension benefits. Employers also pay into the retirement fund and finance unemployment and sickness benefits, as well.

Railroad employees also are protected under the Federal Employers' Liability Act (FELA), rather than by states' workers' compensation plans. The FELA gives rail employees injured on the job the opportunity to be fully compensated for their losses, including compensation for lost earnings, pain and suffering. Bus employees generally are covered by state workers' compensation programs.

## **LOCOMOTIVE ENGINEERS AND ALLIED CRAFTS**

### ***DUTIES***

Engineers control starting, stopping and train speed. They constantly check meters and gauges that show speed, fuel, power and air pressure. In the yard and on the road, they watch for signals that indicate movements of other trains, obstacles on the track, equipment malfunctions and speed limits. They keep in radio contact with dispatchers and their co-workers on the train.

Before and after each tour of duty, engineers check the condition of

---

---

## ***THE RESEARCH AND SCHEDULE DEPARTMENT***

Staying on top of trends and preparing for aggressive action are priorities for SMART TD. The Research and Schedule Department does the groundwork that enables the union to serve members' interests by securing and enforcing collective bargaining agreements.

This department compiles and maintains data on rates of pay, work rules, working conditions, decisions and awards in contract disputes, as well as general information concerning the transportation industry. It furnishes regular reports to keep general committees informed, prepares data in preparation for national wage and rules negotiations, and handles contract ratification procedures for rail members.

## ***THE UTU POLITICAL ACTION COMMITTEE (UTU PAC)***

UTU PAC is a voluntary political action committee with more than 15,000 members. Their voluntary contributions are used to bolster efforts to elect state and federal legislators who recognize the needs and problems affecting transportation employees.



Candidates from all parties receive UTU PAC assistance on the basis of their voting record and their positions on issues vital to SMART TD.

Half of all UTU PAC contributions are returned to the state in which the member's local is headquartered to assist candidates for statewide office. The other half of UTU PAC funds support candidates in presidential and congressional elections. In addition, many UTU PAC members participate actively in letter-writing and email campaigns on issues and in voting drives.

## ***THE PUBLIC RELATIONS DEPARTMENT***

A diversified public relations program is very important to any organization interested in presenting an accurate and favorable image of its work and its members. Present conditions in the transportation industry, in organized labor and in government make the public relations job particularly challenging. The Public Relations Department tells the SMART TD story to people outside the union as well as to its members through official publications, educational and retiree programs and numerous special projects.

*EXTERNAL PUBLIC RELATIONS* efforts connect SMART TD to people within and outside the transportation industry by publicizing the union's aims and the contributions of its hardworking members. It is SMART TD's policy to make the truth about its purposes and activities known. To accomplish this goal, a full-time staff works closely with the

---

---

North American media to set up interviews, prepare speeches and coordinate all activities that ensure that accurate and positive information will reach the public.

*SMART TD's UNION PUBLICATION* is the *SMART Transportation Division News*, supplemented by updates posted on Transportation Division's website at [www.smart-union.org/td](http://www.smart-union.org/td). These outlets advise active and retired members of union activities, industry news and public issues important to labor and the transportation industry. Readership also includes government officials, business and transportation executives, libraries and schools. Past issues are available on the SMART TD website and in the National Archives.

*EDUCATIONAL AND TRAINING PROGRAMS* are based on the belief that leaders and members informed about changing techniques of collective bargaining, contract enforcement and legislative action are in a better position to work for their individual and collective interests. In support of this aim, the Public Relations Department has issued a series of publications on subjects ranging from safety laws and grievance handling to employee assistance programs and methods for getting a message to lawmakers.

Additionally, an aggressive, comprehensive program to educate officers, members and their families is conducted through the annual regional meetings. In these meetings, officers and members receive up-to-date training in the skills necessary to become and remain successful union officers.

Also at these regional meetings, a series of workshops are conducted, called general membership awareness programs, designed to help all officers and members, as well as their families, understand issues affecting transportation workers, their jobs and home lives.

### ***MEMBERSHIP SERVICES DEPARTMENT***

The Membership Services Department was established to better serve SMART TD members and/or their families by providing answers to questions regarding the health and welfare plan, dental programs, Board of Appeals decisions, Board of Directors decisions, and interpretations of the SMART Constitution.

### ***EMPLOYEE ASSISTANCE PROGRAMS***

Since 1969, UTU/SMART TD has been a leader in developing and implementing programs to help employees obtain confidential assistance in dealing with problems related to mental health and substance abuse. These employee-assistance programs, created through joint

---

---

hauled one mile), which was slightly above the previous record year of 2007. The transportation of goods in containers and trailers has become the railroads' largest commodity, and that segment of the market continues to grow.

## **OPERATING CRAFTS AND WORKING CONDITIONS**

Working conditions on railroads vary according to job or craft. Some employees work exclusively inside locomotives, while others work on and off trains, inside and outside. Some employees travel hundreds of miles to work; others work in one location.

Since trains run at all hours of the day and night, many operating employees do not have five-day workweeks. They can be called for duty at any hour, on short notice. Only those who have accumulated seniority have much say about which jobs they prefer and the hours they will work. New employees may be on call 24 hours a day.

Many operating railroaders must work irregular hours in adverse weather. They are subject to discipline if they try to avoid distasteful jobs or bad weather or make themselves unavailable when on call. It is not unusual to be away from home on weekends and holidays. Limited expenses are paid to operating employees when they are required to stay over at away-from-home terminals between runs.

After a training period, new employees in the operating crafts are trained on the job, working with more experienced employees. Newly trained workers are placed on the "extra board," a list of employees available for work when regular employees are absent. Once an employee accumulates enough seniority, which can take years, the employee may bid for a regular assignment. With additional seniority, an employee may transfer from one type of service to another. Seniority always controls advancement and the opportunity to take tests for promotion. An employee must accumulate seniority in all crafts available so that he or she can exercise seniority to claim a better position or assignment.

The computation of pay once was a complicated procedure in the rail industry, but SMART TD has been working to change that. Now, most railroad workers are paid "trip rates," which is a set rate of pay for a specific job.

The eight-hour day and 40-hour workweek, however, are standard for base pay in yard service and many non-operating railroad occupa-



---

---

abandon rail lines more easily, raise or lower rates quickly, merge operations more easily, and set long-term freight contract rates for specified numbers of carloads. The act also allows carriers to become total transportation companies through the acquisition of competing truck and barge lines. Railroads also have profited immensely from the growth of piggyback and container traffic, aka intermodal, in which highway trailers and freight containers are loaded aboard special rail cars. This is now the highest source of railroad traffic.

### ***RAILWAY EMPLOYMENT OUTLOOK***

The railroad industry will remain a prime employer in the future, although its rate of employment growth will not be dramatic. Railroad employment has declined for a number of reasons: improved employee productivity, reduced traffic levels and increased competitive pressure in the marketplace. Excluding Amtrak, employment has remained steady with a median 227,000 employees from 2000 to 2016. According to the Bureau of Labor Statistics, between 2016 and 2026, employment in the railroad industry is expected to decline by 7 percent. While employment in the railroad industry has decreased by a little over 5 percent in the past decade (2006 - 2016), earnings per employee have increased. Class I railroads still offer the best opportunities for employment and advancement, although short-line railroads are currently the fastest-growing segment of the industry. Technological change has brought a shifting employment pattern. Entire crafts disappeared along with the steam locomotive, and others declined in numbers with the advent of computer systems. The need for manual labor has diminished while an increasing number of jobs require technical and managerial skills.

Applicants for railroad employment should be high school graduates or equivalent, have good hearing and eyesight, color vision, hand-eye coordination and manual dexterity. Mechanical and electrical aptitude is also a plus. Physical stamina is required for many rail jobs, and most employers require a physical examination, including drug and alcohol screening, of job applicants.

Railroad business closely follows the national economy. Railroads commonly furlough and recall workers as needed to meet the requirements of business highs and lows. Employees usually cannot be sure of steady employment until they have attained substantial seniority.

Using fewer employees and far less fuel, trains remain the most energy-efficient method of transporting large amounts of freight over long distances. The peak business year was in 2008 when Class I railroads carried 1,777 billion ton-miles of traffic (a ton-mile is one ton of cargo

---

---

labor/management participation, now serve workers on more than 40 railroads. Operation RedBlock, jointly initiated by the UTU (now SMART TD) and other rail labor organizations, supports existing employee assistance programs through an employee-based information, awareness and prevention effort. Many bus general chairpersons also have negotiated employee assistance programs.

### ***THE ASSOCIATION OF GENERAL CHAIRPERSONS***

There are two independently functioning districts that form the Association of general chairpersons: District No. 1, which is comprised of rail general chairpersons, and District No. 3, which is comprised of bus general chairpersons. Each district elects a chairperson, vice chairperson, and a secretary when they convene quadrennially. The Transportation Division president may also convene the districts whenever deemed necessary.

The main purpose of the associations is to formulate concerted movements relating to wages, rules and working conditions of transportation service employees in their district. With respect to national handling of wage-rules movements on railroads, an effort to move forward with a strike must be approved by a two-thirds vote of the members of District No. 1.

### ***THE ASSOCIATION OF STATE LEGISLATIVE DIRECTORS***

The Association of State Legislative Directors, comprised of all directors of state legislative boards, coordinates efforts to secure the enactment of laws and regulations, or the repeal or modification of laws and regulations, to ensure the protection and welfare of the members of SMART TD, exchanges information regarding political and legislative activities affecting SMART TD members, and recommends a national legislative agenda for the SMART TD.

### ***UTUIA***

#### ***THE UTUIA INSURANCE DEPARTMENT***

Early railroad brotherhoods were formed to provide death and other benefits for workers who could not obtain insurance from commercial companies at any price because of their hazardous occupations. Today, SMART TD carries that tradition forward with the non-profit United Transportation Union Insurance Association (UTUIA).



---

---

UTUIA comes under the jurisdiction of federal and state regulatory agencies. It operates under the well-accepted legal reserve concept that guarantees financial soundness, and enables UTUIA to offer a wide range of custom-designed, competitive insurance products and annuities to most transportation industry employees and their families.

SMART TD members are not required to purchase insurance from UTUIA. It is their right to avail themselves of the products in UTUIA's portfolio, and the outstanding service provided to its policyholders.

### ***THE UTUIA MARKETING AND SALES DEPARTMENT***

UTUIA's sales arm, the Marketing and Sales Department, is responsible for keeping SMART TD members and others apprised of insurance and investment products available to them. The sales force consists of field supervisors and local insurance representatives who work with UTUIA personnel to help members and their families achieve financial goals and meet insurance needs.

## **DISCIPLINE INCOME PROTECTION PROGRAM**

SMART TD's Discipline Income Protection Program (DIPP) provides payment for a specific amount and period of time to an employee suspended, dismissed or removed from service by the carrier for alleged violation of rules or operating procedures, provided that such violations do not come within the list of exceptions not covered by the program.



Those who participate choose the level of benefits they want, from \$6 to \$200 per day, all at low monthly assessments. The term of benefits, from 200 to 365 days, depends on how long they have been enrolled in the program.

All SMART TD members may enroll as members on a voluntary basis. For more information email [DIPP\\_TD@smart-union.org](mailto:DIPP_TD@smart-union.org); or write to:

Discipline Income Protection Program,  
SMART Transportation Division,  
24950 Country Club Blvd., Ste. 340,  
North Olmsted, OH 44070-5333;

---

---

## **ABOUT THE RAILWAY INDUSTRY**

Between 1850 and 1950, railroads ruled the transportation industry. Railroads joined the populated east to the frontier west. They were the links between cities and towns, hauling virtually everything (and everything) that was transported across North America.

Progress brought change. A national network of highways followed the invention of the automobile and truck. Airports sprang up as air transportation was perfected. Waterways were constructed and barge traffic increased. The government taxed railroads to support and encourage its competitors, so the railroads' share of transportation business dwindled. Some railroads reacted quickly to changes and they prospered. Many did not. By the early 1950s, the industry had reached a crisis.

Changes came rapidly. Steam locomotives were phased out in favor of diesel power. Management brought in new people with new ideas to improve operations. Railroads pioneered the use of electronic data processing and computer systems to trace shipments and rail cars. They developed electric signals, switches and improved rail-car braking devices.

In the late 1950s, railroads decided to concentrate on long-haul freight. Despite heated opposition, they steadily abandoned passenger trains until the government, in 1970, finally stepped in to create the National Railroad Passenger Corporation, more commonly known as Amtrak, to maintain a basic rail passenger system for the nation.

The Surface Transportation Board, one of the government agencies that regulate the industry, has classified railroads according to the total amount of business they do. Class I railroads are the major carriers, with annual operating revenues of \$447.6 million or more. While Class I carriers comprise only 1 percent of the nation's freight railroads, they account for about nine of every 10 tons of rail freight hauled, 94 percent of revenues, 90 percent of employees, and about 69 percent of total rail mileage.

There are now seven Class I railroads in the U.S., down from about 60 in the mid-1970s and 200 at the industry's peak. (A list of Class I railroads is printed in the back of this book.) They operated more than 140,000 miles of line in 2017, compared with 191,620 ten years ago.

Mergers have played a major role in reducing the number of railroads and miles operated. The 1980 passage of the Staggers Rail Act further changed the industry. Deregulation of railroads has enabled carriers to