

The logo for UTU News features the letters 'UTU' in a stylized, bold font. The 'U' on the left is blue, the 'T' in the middle is red, and the 'U' on the right is blue. To the right of 'UTU' is the word 'News' in a large, black, sans-serif font. The entire logo is set against a white background.

The Official Publication of the United Transportation Union

WELCOME TO THE "VOICE OF TRANSPORTATION LABOR"

"We believe that we are close to what will be seen by many as an historic contract that accomplishes our major goals at the beginning of the 21st Century."

— Vice President Dan Johnson, September UTU News, Page 7

News & Notes

Two charged in murder

CHICAGO — Almost a year after Metra Electric conductor Wilbert Hooten was shot to death aboard his suburban commuter train, Chicago police announced the arrest of two men and charged them with murder. Brother Hooten, a member of Local 1290 in Chicago, Ill., was shot aboard a train at about 6:45 p.m. on Saturday, July 17, 1999. Chicago Police officials said Brandon V. Wyatt, 17, and Jason E. Dace, 20, had been charged with first-degree murder. They said Wyatt also was charged with armed robbery. Hooten, 64, a well-liked veteran of the electric commuter railroad serving Chicago's South Side and south suburbs, was shot to death as his two-car train was loading passengers at the 121st and Halsted stop on the carrier's single-track Blue Island branch. The tragedy came only a few months before Hooten's scheduled retirement. He was buried in a traditional union ceremony dating back to the earliest days of one of the UTU's predecessor unions, the Brotherhood of Railroad Trainmen.

Garbage trains get nod

TORONTO — Last month the Metro Toronto council voted in favor of a proposal by the Rail Haul North Coalition to haul Toronto's garbage by rail to the Adams mine site in Kirkland Lake. The UTU has been a partner in this coalition with CN Rail and Ontario Northland for more than 10 years in an attempt to secure this lucrative business. Canadian Legislative Director Tim Secord said the tenacity of the legislative department is paying off and thanks go to Glenn King, legislative representative of Local 1161, Englehart, Ont., and Ontario Legislative Chairperson Dennis Schweitzer for their tireless work on this project. Secord also praised former UTU Canada President Bart Marcolini for his support of this project and guidance in working with local politicians. "The Ontario Northland has not operated at capacity since the Adams mine was shut down. Toronto's proposal to ship its garbage to the Adams mine has the support of the railworkers who would work on those trains," Secord said.

Regional Meeting dates

CLEVELAND — Here are the dates and locations for the 2001 UTU/UTUIA Regional Meetings: June 25-27 at the Sheraton Greensboro Hotel at Four Seasons/Koury Convention Center in Greensboro, N.C.; July 23-25 at the Crown Plaza Sheraton in Winnipeg, Manitoba, and Aug. 20-22 at the Hyatt Regency in Albuquerque, New Mexico. Watch the *UTU News* for complete details.

House action expected on retirement legislation

Labor urges removal of fuel tax amendment from legislation to improve Railroad Retirement

WASHINGTON, D.C. — Sometime in September, if all goes as promised, the U.S. House of Representatives is expected to pass H.R. 4844, the Railroad Retirement and Survivors Act of 2000.

A last-minute amendment that would repeal a diesel fuel tax was attached to the bill, causing it to be delayed in late July. Cong. Kenny Hulshof (R-Mo.) proposed the surprise amendment to repeal 4.3 cents of a 4.4-cent-per-gallon tax on diesel fuel used by trains and barges, and it was accepted by Ways and Means Chairman Bill Archer (R-Texas) after the original bill had overwhelmingly passed the House Transportation and Infrastructure Committee.

The result was that Congress adjourned for its August recess without passing the legislation as expected.

When Hulshof placed his amendment, UTU and the labor coalition of 11 organizations representing three million workers immediately went to work to correct the situation.

The result was that Speaker of the House Dennis J. Hastert (R-Ill.) said that he is "committed to the expeditious consideration and passage" of H.R. 4844 in September, likely meaning that the tax repeal — seen by many as a multi-million dollar windfall for the railroad and barge industry — would be eliminated.

Although the repeal of the diesel fuel tax has broad support in Congress, sponsors of H.R. 4844 have said that including it in the Railroad Retirement bill could kill the legislation if it goes to the Senate.

As expected, labor strongly opposes the amendment. The railroads are also saying they oppose the fuel tax repeal amendment — as part of the Railroad Retirement bill.

"The House leadership knows the objections we all have to this amendment," said UTU International President Charles L. Little. "Speaker Hastert has said he wants the bill

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UTU, CN okay discipline policy

TROY, Mich. — The UTU and the Canadian National Railway have agreed on a new elective Individual Corrective Action (ICA) policy that stresses prevention and training in place of more traditional punitive discipline for the 400 UTU-represented workers in the company's Michigan zone.

"ICA focuses on peer review, prevention, education and self-improvement, rather than punitive action," said Steve Thompson, UTU general chairperson (GO-377), an architect of the new policy. "The new program is also voluntary. It allows any affected employee to select the new policy or the traditional discipline process. And the new policy recognizes that employees themselves have a major role in changing counter-productive behavior."

The ICA policy became effective Sept. 1, and applies to train and yard service employ-

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Negotiations continue on MTA

LOS ANGELES — Members of the UTU negotiating committee are continuing to meet with representatives of the Los Angeles County Metropolitan Transit Authority in an attempt to hammer out a new contract for the more than 5,000 workers on the property.

"We are pleased to report that our negotiations with the MTA have been very productive during the last several weeks," UTU General Chairperson James Williams said. "While we have not gotten into any of the major, substantive issues, we have resolved a great deal of the non-controversial items which will enable us to focus on those critical issues as the end of the cooling-off period nears."

The transit agency and union are under a 60-day cooling-off period while negotiations continue. The cooling-off period was to have expired at midnight, Sept. 3, after this issue of

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Around the UTU

News from around the U.S. and Canada

Local 313, Grand Rapids, Mich.

Local Chairperson **Jeremy Ferguson** and Vice Local Chairperson **Bill Wisneski** were among union officials who heard Vice President Al Gore speak while the presidential candidate was in town to receive the Sierra Club's endorsement. The two spoke with Gore, said Ferguson, "and pledged the continued campaign support of the 'Fighting 313.'"

Local 465, Gillette, Wyo.

Following the recent decrease in job insurance premiums, the local's officers have decided to increase their contributions to the Transportation Political Education League (TPEL), the UTU's political action committee, said Local Vice President and Vice Chairperson **Kevin J. Knutson**. "We would like to challenge all other members to do the same," Knutson said. Meanwhile, the local hosted its annual picnic with the sponsorship of Designated Legal Counsel **Rossi, Cox, Kiker & Inderwish**, said Local President **Billy Montgomery**, and members forward their best wishes to **Bernie Ridenour**, who was the guest of honor at a recent retirement party.

Local 471, Eugene, Ore.

The Fourth Annual J.C. Anderson Memorial Golf & Barbecue Tour, held August 7 at the Diamond Woods Golf Course in Monroe, Ore., drew 123 golfers from miles around, including lots of retirees and teams that included wives, sons and daughters of members, according to Legislative Representative **Greg Boam**. Special thanks go out to Designated Legal Counsel **Yaeger, Jungbauer, Barczak & Roe** for their sponsorship.

Local 486, Glendive, Mont.

Members work out of two locations separated by several hundred miles, so two picnics, one in Glendive and one in Forsyth, were held thanks to the sponsorship of Designated Legal Counsel firms **Huneg, Stone, LeNeave, Kvas & Thornton; Rossi, Cox, Kiker & Inderwish**, and **Yaeger, Jungbauer, Barczak & Roe**. UTU Assistant President **Byron A. Boyd, Jr.**, spoke at both picnics. Others attending included State Legislative Director **Fran Marceau**, General Chairperson **Robert D. Kerley**, Associate General Chairperson **John Filter**, and Field Supervisor and UTUIA Unit #9 President **Ron Tokach**. Missing the event was Local Chairperson **Lloyd Nelson**, activated by the Army National Guard to help fight the fires ravaging the state. Treasurer **Walter Peterson** noted money was raised for the family of Brother **Mike Just**, a 53-year-old member who recently passed away.

Local 492, Sacramento, Cal.

Treasurers on the UP who would like to submit payroll deduction requests to the carrier using an approved computer generated form may receive a template in Microsoft Excel by sending a request to Secretary and Treasurer **Daryl Stinchfield**. More information and requests for the form can be sent via e-mail to <Daryl.Stinchfield@att.net>.

Local 577, Northlake, Ill.

All railroaders are invited to the local's annual family picnic, to be held Monday, September 4, from 11 a.m. to 6 p.m., at Busse Woods Grove #32 in the Ned Brown Forest



LACMTA bus operator **Ed Tanner** of Local 1564, formerly of the NFL's Houston Oilers, was recently featured on the History Channel's series "Modern Marvels" in an episode entitled "Buses." (Photo by Craig Fujii, Newspaper Guild/Press-Telegram.)

Former NFL player now tackles transit

Former Houston Oilers wide receiver/running back **Ed Tanner**, who grew up in South Central Los Angeles and now operates buses for the Los Angeles County Metropolitan Transportation Authority (MTA), stood in the limelight again in late July.

Instead of tearing up the gridiron, Tanner appeared on an episode of the History Channel's "Modern Marvels" series entitled *Buses*.

Looking at the past, present and future of buses of all shapes, sizes and purposes, the show spotlighted the latest "smart" technologies and detailed the challenges of operating a large public transit system.

Tanner's appearance marked the first time in nearly two decades that the member of Local 1564 in Los Angeles, Cal., had received so much attention.

"I definitely miss the excitement of the football field," Tanner said, "but I was fortunate to have found a job that is as challenging as dodging a 325-pound defender, is rewarding, and is fun. Serving the public is very important and something I look forward to doing every day. I love the job."

A resident of Pasadena, Cal., Brother Tanner attended Los Angeles City College and Kentucky State College. He is engaged to be married later this year to Myrtle Sistrunk, another member of the local.

The Los Angeles Department of Transportation's Automated Traffic Surveillance and Control Center, an underground "bunker" where the traffic signals of some of the busiest intersections in Los Angeles are monitored, was among the subjects covered in the show that also examined "talking buses," the benefits of compressed natural gas vehicles, the MTA's new Metro Rapid buses, and the different stages of building a bus.

"The show is a behind-the-scenes look at technology improving the transit system in Los Angeles," said writer/producer Luke Ellis. "Ed Tanner provided an in-the-trenches perspective from someone who is actually working with these new systems. He was very congenial, just a very nice gentleman."

Preserve near Elk Grove, Ill., located off I-290 (IL 53) at Biesterfeld Road, according to Secretary **Kenneth J. Larson**. For information, contact Treasurer **Dennis L. McDonough** at (708) 481-6465, or send e-mail to Brother Larson at <rrnut@pipeline.com>.

Local 768, Decatur, Ill.

Operating and non-operating employees of the Illinois & Midland Railroad overwhelmingly approved a new contract retroactive to November 1, 1999, and expiring November 01, 2003, that will deliver general wage increases totaling 23%, according to International Vice President **Pete Patsouras**. The deal includes a signing bonus, up to four personal leave days, two additional paid holidays, a crew-consist rule calling for no less than two on a crew, elimination of a provision that permitted remote controls, and time-and-one-half for regularly assigned employees working a sixth or seventh day. Credit for the pact is shared by General Chairperson **B.L. Jern**, Vice Chairperson (Diesel Shop) **M.J. Doyle**, Vice Chairperson (T&E) **C.F. McQuern** and Vice Chairperson (M/W) **M.D. Krobe**.

Local 933, Jefferson City, Mo.

Members will participate in the Jefferson City Labor Day parade, said Local President **Denny Menges**, handing out candy, Operation LifeSaver books, and various UTU promotional items. For information, reach Menges at 308 Hutton Lane, Jefferson City, MO 65101, call (573) 634-7962, or send him e-mail at <dennismenges@sprintmail.com>. The local also is hosting a fish fry September 29, and a B-B-Q on September 30, 2000. For details, contact Local Chairperson **Kenny Menges** at (573) 635-6415, or send e-mail to <krmenges@prodigy.net>.

Local 1529, Walbridge, Ohio

All members, active and retired, are invited to the local's annual Old Timer's Party, to begin at 6 p.m. on October 30 at the Knights of Pythias Hall in Walbridge, said Secretary and Treasurer **Michael J. Obrock**. For information, call (419) 836-8697.

Local 1544, Maywood, Cal.

Members are mourning the death of 36-year-old **William Rolling**, a well-liked and admired member, said Local Chairperson **George Downer**. Rolling, a railroader for just four years, was fatally injured on August 11 during a Pacific Harbor Lines switching accident in the BNSF yard at Watson, Cal.

Local 1567, Corbin, Ky.

Three-year-old **Benjamin H. Bentley II**, the nephew of member **Claude Bentley, Jr.**, has been diagnosed with spinal and brain cancer, and following months of harsh chemotherapy, now requires further treatment not covered by insurance. Donations can be sent to The Benjamin H. Bentley II Medical Fund, c/o L&N Federal Credit Union, P.O. Box 1264, Corbin, KY 40702-1264.

Local 1778, N. Vancouver, B.C.

Rain failed to dampen the spirits of the 70 members and their families who attended the local's ninth annual family picnic, said Secretary and Treasurer **David Moorhouse**. Good food, great company, and games and toys for the kids were featured at an event marked by an adaptation of the TV show "Survivor" staged for the youngsters. Available on the local's website is a "Recipe for a Successful Picnic," comprised of insights gained from their nine years of hard-earned experience. Find it at <http://www.utubc.com>.

How to get the most benefits under the NRC/UTU health plan

Benefits under the NRC/UTU health plan are administered by Aetna U.S. Healthcare, Regence Life and Health Insurance Company, and UnitedHealthcare. You can get the maximum benefits offered under the plan by following these tips:

- If you are covered under the Managed Medical Care Program (MMCP), you must use “in-network” providers to get the best benefits. You can find “in-network” providers by looking in the provider directory of the health care company administering the benefits for you. In the Aetna U.S. Healthcare or UnitedHealthcare provider directories, any doctor or provider listed in the directory is an “in-network” provider. You must coordinate any care you receive from these providers through your PCP. In the Regence Life and Health provider directory, “in-network” providers are called Preferred Providers and are identified by a PPO or PPP designation following their name.

- If you are covered under the Comprehensive Health Care Benefit (CHCB), you can reduce your out-of-pocket expenses by using a network provider. These providers have agreed with the health care companies to provide care at a discounted charge. While you will still pay the deductible and 15% of the charge, the amount of the charge will be less. Under the Regence Life and Health CHCB, you will receive the highest benefit if you use a Participating or Preferred Provider.

In addition, network providers have agreed to bill the health care company directly. Under CHCB, they will not bill you until the health care company has made payment to them.

Plus, since they are network providers, there is never a question regarding what is the reasonable and customary charge.

Preferred Provider and Participating Provider directories for members covered under the MMCP or CHCB plans also are available by calling the toll-free numbers listed at right.

Be sure to show your doctor your NRC/UTU plan identification card. It identifies the benefit plan you have and helps the doctor's office handle the bill correctly.

Telephone numbers

If you have any questions regarding your UTU/NRC health benefits or network providers, you can get answers by calling your health care insurance provider, toll free, at the following numbers:

Aetna U.S. Healthcare: 888-332-8742

Regence Life and Health: 888-977-2583

UnitedHealthcare MMCP: 888-445-4379

UnitedHealthcare CHCB: 800-691-0013

These numbers are also on the front of your NRC/UTU plan identification card.

You can also find providers on-line by visiting these web sites:

Aetna U.S. Healthcare:

www.aetnaushc.com

Regence Life and Health:

www.bluecares.com

UnitedHealthcare:

www.uhc.com

This information is also applicable to members covered under the Railroad Employees National Health and Welfare Plan which is administered by UnitedHealthcare and Aetna U.S. Healthcare. The toll-free numbers are as follows:

Aetna U.S. Healthcare: 800-842-4044

UnitedHealthcare MMCP: 800-842-9905

United Healthcare CHCB: 800-842-5252

Bus Department

By *Bernie McNelis*

We should police ourselves first

I was recently searching the Internet and decided to see what progress foreign countries were making in the fight against illegal child labor abuse. As I was about to look into that, I decided I better look first into my own back yard and see how the U.S. is doing on this issue.

As you guessed, we are not pure in this country. This time, in a report from the Associated Press followed up by a study they authorized and based on reports from the U.S. government, abuse is still widespread in our own country. The number of underage children working illegally is not as bad as the number of children being used in some foreign countries, but one illegal action is one too many, and our country should not have any children working illegally. Companies that were found to be using illegal child labor are located in states from New Mexico to New York.

The report found in one instance a family of four – husband, wife and two children – working in the fields. They made a total of \$140 the week they were being interviewed. Not only is there the issue of child labor, but what we see is that most of the children are minorities and mostly Hispanics and Chinese. These families need the work and, unfortunately, they feel they have to use every member of their family to make a minimal living. The Associated Press found some children as young as three years of age working in the fields. One company claimed that the child was just watching. Look into your house and imagine your three-year-old picking in the “fields.” Some of the children work and attend school. Imagine your child, 8 to 12 years old, attending school and working in a job.

You can bet the owners of these companies employing illegal child labor do not have their children picking in the “fields.”

In unity there is strength.



Yardmasters

By *Don Carver*

METRA members ratify new pact

The METRA yardmasters contract has been reached and ratified. It became effective August 1, 2000. Newly elected General Chairperson Richard Miller has shown himself to be a worthy advocate for the craft.

Brother Miller succeeded T.P. Turner as chairperson of GO-256, which represents Soo Line, Indiana Harbor Belt and METRA yardmasters.

The new contract contains general wage increases of 18%, 3% annually for the term of the six-year contract. Retroactive increases became effective January 1, 1999, with increases each July 1 thereafter through July 1, 2004. Cost-of-living allowances will be paid each January 1, beginning January 1, 1999, and each year through January 1, 2005. The bereavement leave benefit was expanded to cover additional family members.

The sick leave benefits were increased with the creation of a “sick leave reserve account” in which 90 days may be accumulated. There also are buy-back provisions for unused days. A good attendance record will result in one additional bonus sick day each six months.

Semiannual employer contributions will be made to each yardmaster's 401(k) account. Contributions totaling \$1,000 will be made in 2000. Each June 30 a contribution of \$250 will be made, with a second contribution of \$500 made on each December 31.

In other news, General Chairperson Mike Thompson has reached and received ratification for a new training agreement on the Terminal Railroad Association of St. Louis (TRRA). The agreement provides for the payment of 30 minutes at the overtime rate of pay for each shift a trainee yardmaster is assigned.



Charles L. Little, International President
Byron A. Boyd, Jr., Assistant President
Paul C. Thompson, General Sec./Treas.
James Brunkenhoefer, Nat. Legislative Dir.

Don't play politics with retirement bill

Everything was set in mid-July for the U.S. House to pass the Railroad Retirement and Survivors Act of 2000, known as H.R. 4844.

Then what we can only describe as strange Congressional politics put the brakes on.

After H.R. 4844 overwhelmingly passed the House Transportation and Infrastructure Committee by a 62-1 vote, a Republican Congressman from Missouri, Kenny Hulshof, offered an amendment that would have repealed a tax on diesel fuel levied on trains and river barges.

House Ways and Means Chairman Bill Archer (R-Texas) accepted the amendment, which resulted in the bill being stalled until after Labor Day.

Now, politics is nothing new when it comes to Congressional legislation. Neither is finger pointing.

But we believe that this Railroad Retirement bill is too important to our members – and the members of our labor coalition of 11 organizations representing three million workers – for us to get caught up in partisan politics.

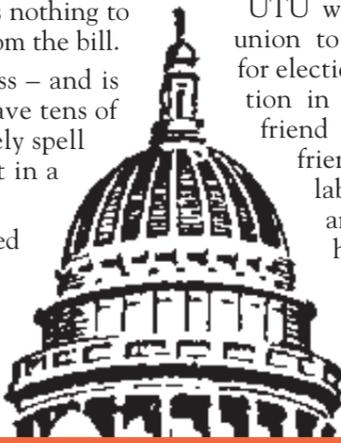
We'd like to take the Speaker of the House, Dennis J. Hastert, at his word. The Republican leader said he is "committed to the expeditious consideration and passage" of H.R. 4844 in September.

For that to happen, it means the fuel tax repeal, which has nothing to do with Railroad Retirement legislation, must be removed from the bill.

The fuel tax repeal is a favorite among many in Congress – and is wanted by the railroads and barge industry, which would save tens of millions of dollars annually – but if it remains it would likely spell the end for the best improvements to Railroad Retirement in a generation.

The railroads are saying they don't want this tax cut attached to the Railroad Retirement bill, and that is welcome news.

So, we will take Speaker Hastert at his word. Because if the House doesn't pass a "clean" H.R. 4844 in September and send it to the Senate for ratification, then three million union members and their families will know who to blame in the November elections.



Al Gore for president

The Democratic and Republican conventions are now history, and Labor Day marks the traditional start of the hard sprint to the White House. But as we all know, the race for the White House has been going on for months and the themes have been playing out all summer.

This November, the choice for president is very clear. If you don't think so, then think about the way things are. And the way they could be. All of organized labor – and every working American – knows that the last eight years under Bill Clinton and Al Gore have been a lot better than the previous 12 years under Ronald Reagan and George Bush.

The UTU was the first major labor organization to endorse Al Gore for president. We did so more than a year ago, during our Washington, D.C., Regional Meeting. In endorsing Gore, we said, "We're not going to beat around the bush, we need Al Gore for president." During an impassioned rally before more than 1,400 UTU members, Gore talked about his long history with the UTU, and said he "believed" in us. We believe in him, too.

UTU was also the first major union to endorse Bill Clinton for election in 1992 and re-election in 1996. He has been a friend of the UTU and a friend of transportation labor, as has Gore. We are confident that Gore has compassion for the working men and women of America and will give us a fair shake. We know that he has strong leadership



By **Charles L. Little**

ship skills and he will use them for the benefit of labor.

Twice during the Reagan/Bush years, the UTU and rail labor got smacked across the face with Presidential Emergency Boards (PEB). In fact, it was a Reagan-appointed PEB that led to the much-maligned 1985 contract that created the two-tiered wage system and entry rates.

As we are now in the final stages of negotiating our first national contract of the 21st Century – one that we believe will end that system – we cannot afford to take the risk of a George W. Bush White House imposing a PEB on us and then letting a Republican-controlled Congress drive the nails in the coffin.

The UTU is committed to doing whatever it takes to elect Al Gore our next U.S. president.

We are also committed to electing a Democratic majority in the U.S. House, where Dick Gephardt would be speaker, and in the Senate, too.

While the UTU has good relations with many fine Congressional Republicans who stand with us on our core issues, we believe that it is in our union's and members' best interests to have a labor-friendly Congress, which means a Democratic Congress.

These are vital days as we count down to the first Tuesday in November. If we want to protect our jobs and our families, then we must all work hard and get out the vote for our candidates.

It is also the time to talk to your state political directors and connect with TPEL and our nationwide effort. Together, we can make a difference.

WASHINGTON WATCH

By **James Brunkenhoefer**

From the UP's Omaha Office to the Oval Office

The last week of July found Missouri Republican Congressman Kenny Hulshof tagging an unnecessary amendment onto H.R. 4844, our Railroad Retirement bill. Because of the addition of this surprise amendment, Congress adjourned for its August recess without passing this legislation as expected.

However, we expect H.R. 4844 to get over this speed bump on its trip through the House and Senate and to the lawn of the White House for a signing ceremony.

When Hulshof added his amendment, UTU and its coalition members representing three million workers immediately went to work to correct the situation. We were told that most of the people that could straighten out this situation would be at the Republican convention.

I was not totally uncomfortable at the Republican convention because the UTU has a long history of being bipartisan. Many times in the last few years, as many as 50 Republicans have stood with UTU at critical times. They have done this even against the interest of the railroads.

The week at the Republican convention went pretty much as I expected. Most of my time was devoted to clearing up the problems of H.R. 4844.

One of my lasting impressions from the convention, however, was the significant presence of the Union Pacific. UP brought more than 30 private rail cars to Philadelphia. They



had more than half a mile of track laid on panels across a parking lot to bring their private cars as close to the Convention Center as possible.

On some nights, Union Pacific had more floor passes than some of the delegations. They had more passes than 37 of the states had delegates.

The most significant event of the Republican convention was the choice by George W. Bush of Dick Cheney for vice president. Among many other things, Cheney is a former congressman from Wyoming who, during his time in Congress, advocated the lifting of sanctions against Iran so that American corporations could search for oil.

This is the same Dick Cheney who voted against a resolution that called for the release from prison of Nelson Mandela, who later became a Nobel Peace Prize winner. Mr. Cheney wanted to keep Mr. Mandela away from the bargaining table because he might have been a communist.

Until the time of Bush's selection, Mr. Cheney was the CEO of Haliburton, an oil company, and was on the board of directors of the Union Pacific. Now, with the Cold War over, don't be surprised if the hot line in a Bush/Cheney oval office is connected to Omaha instead of Moscow.

I have learned that in politics people usually vote with and support their friends. I can assure you that UP made Herculean efforts to make as many friends as possible at the Republican convention. UP's presence was at least five times bigger than all of the other railroads combined.

Will Omaha pick all the future Presidential Emergency Boards, the federal railroad administrator, and future Supreme Court justices who will decide if FELA is still necessary? That choice will be yours in November. Vote your job, your safety, your health care, and your retirement.

State Watch

News from UTU State Legislative Boards

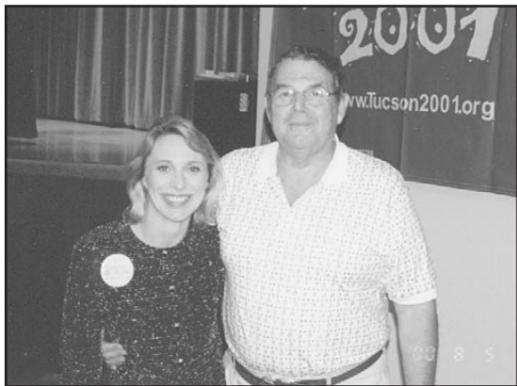
Arizona

Retired Assistant Legislative Director **Bill Elzey** (L-113) received the District Chairman of the Year Award at a ceremony hosted by the Arizona Democratic Party for his more than 30 years of outstanding work on behalf of Democratic Party candidates and all working persons in Navajo County.

"Bill was completely surprised when his name was announced because Assistant Director **Dave Shearer** and I invited him down from Winslow to participate in the awards dinner without advising him he had been nominated and had won the award," Legislative Director **Scott Olson** said.

Elzey was presented the award by Barbara Lubin, the Democratic candidate for Arizona Corporation Commissioner and a life-long friend of the UTU.

Also receiving an award was retired UTU member **Bill Pyritz** (L-1800), who was recognized as Campaign Volunteer of the Year in the state. Unfortunately, Pyritz was unable to attend the ceremony due to his wife's illness.



Barbara Lubin greets Bill Elzey after he was presented with the District Chairman of the Year Award last month in Phoenix, Ariz. Elzey was presented with the award for his steadfast work on behalf of Democratic Party candidates.

Michigan

The UTU's Michigan State Legislative Board has established an Internet website to keep members there updated on issues that affect their employment and livelihood.

Michigan Legislative Director **David Brickley** said that the site can be reached at <http://members.aol.com/utumisl/mlb.htm> which also contains links to send e-mail to Brickley, Assistant Director **Donnie H. Carter** and Secretary **Gregory A. Mathey**.

Brickley is urging all UTU members in the state to contact U.S. Senators Carl Levin (202-224-6221) and Spencer Abraham (202-224-4822) and request their support of H.R. 4844, the Railroad Retirement and Survivors Act of 2000, when it hits the Senate floor.

Brickley also noted that all but three U.S. representatives from the state of Michigan have signed on as co-sponsors of H.R. 4844. He is asking UTU members in those districts to contact their representatives and seek their



Wyoming

Alternate National Legislative Director **James A. Stem, Jr.**, left, former Wyoming State Legislative Director **T.R. Shelby**, and current Wyoming Legislative Director **George Bagby** were just a few of the UTU members in attendance at the Democratic Party national convention in Los Angeles, Cal., held August 14-17, 2000. Bagby was elected Wyoming's national committeeman to the Democratic convention earlier this year and also served as delegate-at-large to the convention.

support when the legislation reaches the House floor. They are 2nd District Rep. Peter Hoekstra (202-225-4401), 7th District Rep. Nick Smith (202-225-6276) and 12th District Rep. Sander Levin (202-225-4961).

California

On August 9, the California State Assembly's Labor and Employment Committee passed S.B. 200, a bill which would require freight trains operated in the state to be manned by at least two persons, one of whom must be a "railroad trainman."

All Democrats on the committee voted "aye" and all Republicans voted "no," said Legislative Director **J.P. Jones**.

The bill had passed the Senate by a vote of 23-15 on May 24.

The next stop for the legislation is the Assembly floor and Jones and Assistant Director **Mike Anderson** are asking all UTU members there to contact their representatives in the Assembly and encourage them to support the legislation.

The bill was introduced by 18th District Sen. Jack O'Connell.

Massachusetts/Rhode Island

The UTU's Massachusetts Legislative Board, in conjunction with UTU Locals 262, 898, 1462 and 1473, is holding a special informational meeting for all UTU members on September 30, 2000, reported Director **George T. Casey**.

The meeting will run from noon until 4 p.m. at the IBEW Hall at 256 Freeport Street in Dorchester, Mass., just off the I-93 SE Expressway.

The UTU Insurance Association, UTU designated legal counsel and various health insurance providers will be represented, and a TPEL drive and voter registration drive will be conducted.

National Legislative Director James M. Brunkenhoefer and Alternate National Legislative Director James A. Stem, Jr., also will be in attendance.

Ohio

On August 8, members of the Ohio State Legislative Board played host to MaryEllen O'Shaughnessy, the Democratic candidate for Ohio's 12th Congressional District, at the board office in Columbus, Ohio. UTU Auxiliary International President Edythe Walter also was in attendance.

Legislative Director Bill Thompson said that O'Shaughnessy, who is seeking to fill the seat of departing conservative Republican John Kasich, supports a strong patients' bill of rights and the expansion of Medicare to cover prescription drugs.



Pictured, from left, are UTU Auxiliary International President Edythe Walter, Second Vice Chairperson Billy R. Parker, Assistant Legislative Director Joseph A. Boda, Jr., Ohio 12th Congressional District candidate MaryEllen O'Shaughnessy, Legislative Director William J. Thompson, Secretary David W. Otten, and Vice Chairperson Luther G. Newsom.

"UTU members living in Ohio's 12th Congressional District need to support Ms. O'Shaughnessy. She will be a good friend of labor if elected," he added.

O'Shaughnessy, a single parent who earned a college degree while working as a funeral director in her family's 111-year-old business and caring for elderly parents, currently serves as a member of the Columbus City Council.

"I am optimistic about our future, and I know with hard work, a lot of listening, good ideas and the right experience, we can build a better future for families," O'Shaughnessy said.

Thompson also updated a report to last month's UTU News, stating that Ohio Gov. Robert Taft signed into law Senate Bill 207, which increases the penalty for the obstruction of a road or highway by a railroad train from a minor misdemeanor to a misdemeanor of the first degree.

Oregon

Members of the Oregon State Legislative Board met from August 15-17 in Salem to select candidates for endorsement at the state and national levels in the upcoming November general election.

In attendance were Legislative Director **Delmer Hanson** (L-473), Assistant Legislative Director **Greg Boam** (L-471), Secretary **Marvin Williams** (L-1573) and Office Manager **Jamie Victor**.

UTU wins praise for looking out for retirees

The following letter was received recently at the International.

Dear Sirs:

This is to notify you that my father, **William T. Werton**, retiree of the Chesapeake & Ohio Railway, passed to eternal life on August 3, 2000, at the age of 96.

My father really enjoyed the *UTU News*, and looked forward to its delivery. After he read it, he would pass it on to my husband, who retired from CSX as director, signals and communications operations. After they both

read it, they would discuss many of its topics, always with positive comments.

My father was a member of Local 1760, Detroit, Mich. During his career as conductor and assistant trainmaster, he resolved many disputes for his union brothers, and always in a protective way for their safety and continuous employment.

Our entire family wishes to offer our sincere

thanks for all the positive things the UTU did for their retirees, and especially for the continuous mailings of the *UTU News*. After the retirement of railroad workers, the UTU was the only railroad-associated entity that kept in touch with its members, and always looked out for their welfare.

Thanks again for all you have done.

Sincerely yours,
Nardine Werton Koester,
his daughter

UTU News

5

How contracts are negotiated in the U.S. railroad industry

Unlike other unions in the U.S., railroad unions must negotiate contracts under a process mandated by Congress that severely restricts the “right to strike” and too often lets the government decide what goes into an agreement.

By Dan Johnson

Sometime this fall, if all goes as planned, a long-term national wage/rule agreement will be put to a ratification vote. At that time, you will have to decide whether to vote “yes” or “no” and what the ramifications of a “no” vote will mean to you and your fellow UTU brothers and sisters.

In order to help you make a more informed decision when the time comes, it is important to understand what makes rail labor – and our negotiating process – different from just about every other unionized industry in the United States. Unlike nearly every other industry, rail labor negotiates agreements under a process mandated by the U.S. Congress.

In fact, the Railway Labor Act (RLA) sets forth procedures where the President of the United States and Congress (with the Commerce Clause power) can heavily impact our contract if we don’t reach an agreement with the carriers. This comes into play when labor and management fail to reach a voluntary agreement during contract negotiations, which has been too often the case in the last 40 years – and which has hurt rail labor deeply.

Operating under the RLA also means that we do not have the right to strike when we are at a contract impasse, unlike unions representing workers in other businesses. Only the airline industry, which also falls under the RLA, shares that circumstance with us. This fact alone means that rail labor must be more vigilant in the negotiating process. If an agreement is not reached, then a third party is called upon to formulate the agreement for the rail union and the carriers.

It is imperative as we look to ratify our first contract of the 21st Century that we keep the government out of our business. History shows that rail labor loses when a third party imposes a contract upon us.

This time, however, it is vitally important to not cut off our nose to spite our face. We cannot keep our head buried in the sand and must fully understand the ramifications of our actions if we choose to vote down the upcoming

contract proposal and place our fate in the hands of Congress, the federal courts, and the President.

So the real question becomes: Is it in our collective best interests to ratify a contract or to roll the dice and try to negotiate something “better” using the mandated steps contained within the federal law as found in the Railway Labor Act?

To answer this fundamental question, it is important for each of us to become more knowledgeable about the RLA and its consequences. And, if history teaches us any hard lesson, it is that rail labor does poorly when it cannot control its own destiny and places itself in the hands of the Congress and President.

RLA controls negotiations

The Railway Labor Act was enacted by Congress more than 70 years ago and it controls our negotiating process. Contrary to what many rail union employees believe, we do not have normal and traditional flexibility to “force the issue” during negotiations. That’s because the RLA severely and significantly restricts our legal right to strike.

Congress created the RLA to preserve the status quo during the negotiating process and to ensure that interstate commerce is not interrupted. During the course of the RLA-mandated procedures, neither the union nor the railroads may resort to a strike, lockout, or change the contract until certain steps have been completed.

The RLA process begins with serving a notice under Section 6 in which one party to the agreement informs the other that it is proposing to change the existing contractual relationship. For example, the UTU served its Section 6 notice in November 1999 for this contract. Then the parties must confer on the matters raised and, if an agreement is not reached, either or both parties may seek the services of the National Mediation Board (NMB).

What if mediation fails?

If mediation by the NMB fails to produce an agreement it offers to submit the dispute to binding arbitration, which can only take place if both parties consent. However, if arbitration is refused, and the NMB determines that the dispute threatens to substantially interrupt interstate commerce that could deprive a section of the United States of essential rail transportation service, the President is notified.

The President may then create an “emergency board” – or PEB – to investigate the situation and report its recommendations within 30 days. The most infamous was Ronald Reagan’s PEB 208, which adopted much of the Van Wart Study Commission and established the infamous entry rate and dual-basis-of-pay system.

If the NMB does not make the determina-

tion that triggers Presidential involvement, or if the President declines to create an emergency board, the parties are free to resort to “self-help” – strike, lockout, change in work rules and/or rates of pay – but only after a 30-day period following the refusal to arbitrate. If a PEB is created, the parties may not resort to self-help until 30 days after the board submits its report. Remember this: **Congress has the power under the Commerce Clause to write an agreement for both labor and management and impose it upon them.**

What could happen?

If under the UTU Constitution the members reject the upcoming contract, we may turn to mediation at the NMB. However, mediation takes control away from both sides. Additionally, while in mediation, neither party may legally resort to self-help. That means we cannot strike and the carriers cannot lock us out. And since there is no time limit to mediation, it can last a week, a month, a year, or until hell freezes over.

During the last 60 years, rail unions and the carriers have tried to use court action when seeking release from mediation. The courts, however, have never allowed either side to do so. Instead they have left it up to the NMB to determine when the parties will be released from mediation. In reality, this means the President determines when the parties will be released since he appoints the NMB members. Also keep in mind that the mediator – in this case the NMB – does not have the authority to write an agreement for the parties. He or she may only facilitate the process and has no right to impose a contract.

Where does that leave us?

If the upcoming contract is voted down, we will likely go back to the carriers and attempt to change it so it is acceptable to UTU members in their respective historical crafts. If we can’t make a voluntary agreement, we are then stuck in mediation until released. This means that the parties will be asked if they are willing to permit an arbitration panel to hear their arguments and write an agreement for them.

But if either the carriers or the UTU declines the offer, there is no binding arbitration. At that point a 30-day countdown begins and at the end of it we are free to strike and the carriers are free to lock us out or promulgate, which means they are free to impose their wage-and-rule demands on us and force us to work under these changes – unless we strike.

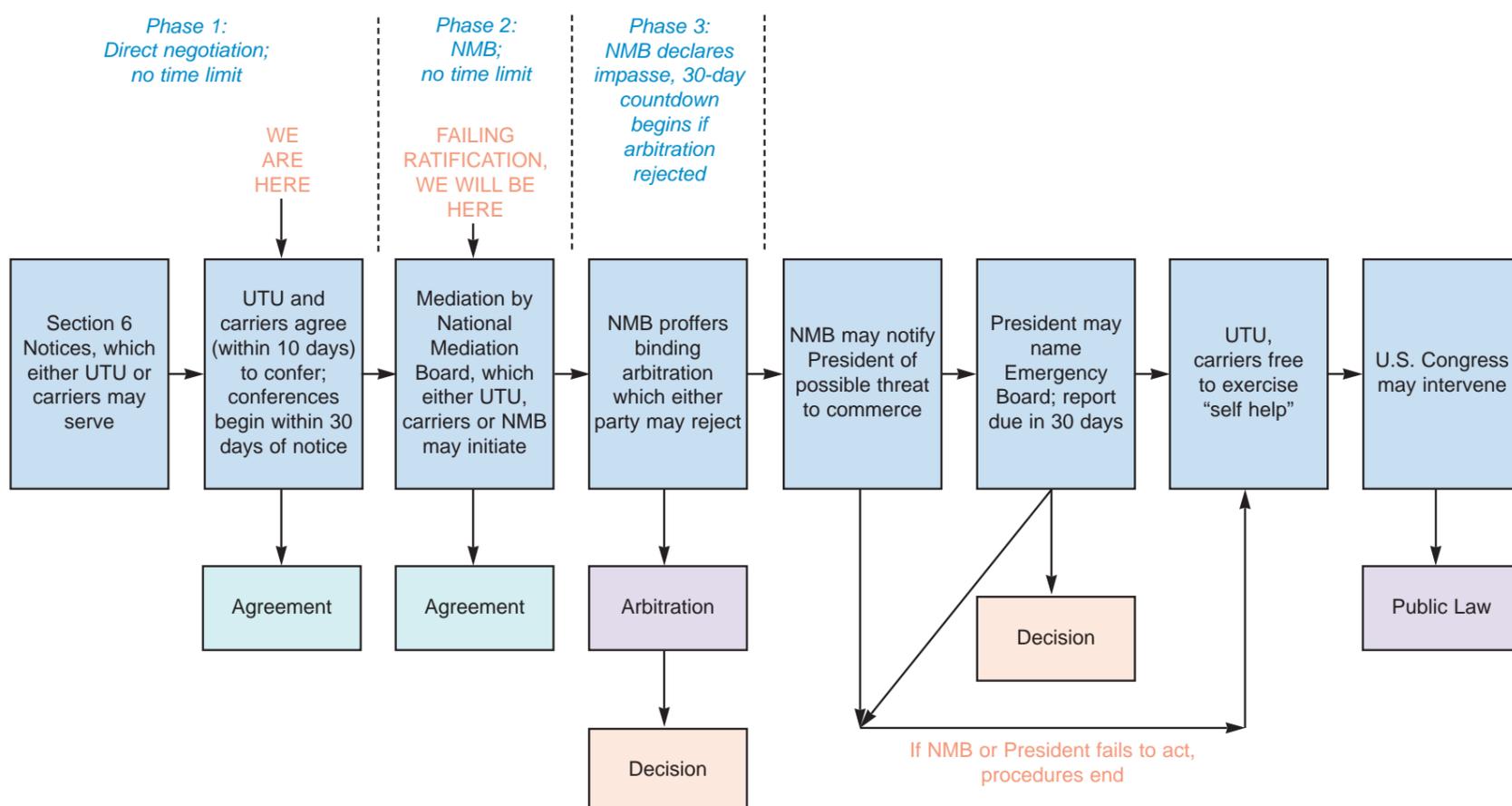
What happens next?

If the NMB believes an interruption in interstate commerce is imminent at the end of the 30-day countdown, it will notify the President. At this point, he has the option of appointing a Presidential Emergency Board. And usually a PEB is appointed. But like the mediator, a PEB does not have the authority to write an agree-

Dan Johnson is an International vice president and member of Local 807 in Tucson, Ariz. He was a member of the UTU’s National Negotiating Team in 1995 and currently serves on the National Wage and Rules Panel and the 2000 National Negotiating Team. He is the author of a “white paper” entitled “We Must Stop the Race to the Bottom” and the co-author of the “white paper” on the “1985 UTU National Contract.”



Railway Labor Act collective bargaining procedures



ment. However, its recommendations may be used by Congress to impose a contract on both parties.

The UTU has a good relationship with President Clinton and Vice President Gore. But with the White House up for grabs in November, no one can predict what will happen. And remember that the last Republican President, Ronald Reagan, appointed two PEBs that led to entry rates and the dual basis of pay – something we are committed to ending in this contract.

The PEB can offer its recommendation and, when it does so, another 30-day countdown begins. If we don't arrive at a voluntary agreement, we are again free to strike and the railroads once again can lock us out or promulgate. But, if at any time during this period, either by lockout or strike, there is an interruption of interstate commerce, Congress can intervene under the Commerce Clause.

This is what happened in 1991 during national negotiations. PEB 219 made its recommendations, and later we struck. Congress then intervened and ordered us back to work and by virtue of Public Law 102-29 imposed the finding of PEB 219 as the agreement.

Let Congress decide?

When Congress intervenes, it generally rubber-stamps the findings of the PEB. Today, both the House and Senate are controlled by the Republicans, who traditionally have been anti-labor and pro-management. The question becomes: Which party will control Congress after the November election? And, if the Republicans retain control, do we want to roll the dice and let a Republican Congress dictate our contract terms?

Historically there has been little economic sympathy for railroad workers in government, especially a Republican-controlled White House and Congress. While we believe we are worth every cent we are paid, others see railroad workers as among the highest-paid (some say overpaid) union workers in the country.

Add that to the fact that the railroads themselves continue to be the second most capital-intensive industry in North America, and it adds up to a real problem for rail labor.

The dynamics of the November election give each side – the UTU and the carriers – an incentive to settle the national contract before the vote. The railroads are concerned that if Al Gore wins the presidency and the Democrats regain control of the House or Senate, or both, that we would receive favorable treatment under a pro-labor government. We are concerned that if George W. Bush wins and the Republicans retain control of the House and Senate, or just one of them, that we could end up losing under an anti-labor regime.

Remember that the railroads are major contributors to the Bush campaign, that BNSF President Robert Krebs is a leading candidate to become secretary of transportation, and that the Union Pacific had 30 private rail cars in Philadelphia at the Republican Convention.

These are very simple and dynamic reasons why both the UTU and the railroads expect to arrive at an agreement before the November elections.

We believe that we are close to what will be seen by many as an historic contract that accomplishes our major goals at the beginning of the 21st Century.

As you know, the UTU is committed to eliminating entry rates and the dual basis of pay. In addition, we are working to negate anything that can displace current favorable rules affecting our members. As you can also expect, our goal is to make sure that you still receive quality health and welfare benefits and also get a fair and honorable wage increase.

We are confident

We are confident the contract we will present to you achieves these objectives. As in all contract talks, there are always some loose ends to tie up as well as the finalization of contract language. It is also fair and realistic to say that we will not accomplish everything every-

one wants, but we will accomplish our major goals as well as other objectives.

What this means is that after 15 years we will finally eliminate the gross inequity of two dramatically different rates and methods of pay for pre- and post-'85 employees. In its place we will create a new, simplified basis of pay that is long overdue.

Between 1982 and 1991, we have had to suffer the consequences of Congressional intervention several times. And all of you understand what happened 15 years ago because of PEB 195 and the Van Wart Study Commission, which resulted in entry rates and the dual basis of pay. Now, we can end it once and for all.

Do you want to risk it?

So, the big question to ask yourself is: Do you want to risk Congressional intervention again?

Or, when the time comes, will you vote to end entry rates and the dual basis of pay for all current employees? Will you vote for a respectable pay raise? Will you vote to be fairly compensated under your work rules as you largely know them?

The National Negotiating Team does not want to put our fate in the hands of a Presidential Emergency Board or Congress or a study commission or binding arbitration. We hope that you think likewise.

The final decision rests with each of you, and with each of your crafts. For any contract to be ratified, the UTU Constitution requires that each craft vote in favor. If one craft votes "no" then the contract is rejected and the RLA process is likely to take control out of our hands.

As we work to finalize the first historic contract of the 21st Century, it is imperative that we maintain control and shape our own destiny.

Your future – and the future of rail labor – will be squarely in your hands. When the time comes, let us make an educated and informed decision rather than one based on anger and emotion, or the world as we would like it to be.

TPEL HONOR ROLL

Individuals who have begun contributing to TPEL or increased their donations to \$100 or more per year during July and August 2000

Name	Local	City	Name	Local	City	Name	Local	City	Name	Local	City
PLATINUM CLUB (\$1,200 OR MORE PER YEAR)			Roth, Gregory A.	1614	St. Paul, MN	Hansen, Rulen K.	265	Pocatello, ID	Diehl, Patrick A.	1059	Minot, ND
Millard, George J.	78	Pocatello, ID	Banke, David J.	1976	St. Paul, MN	Oswald, Michael J.	265	Pocatello, ID	Krueger, James W.	1059	Minot, ND
Dwyer II, Thomas P.	311	LaCrosse, WI	Cobean, William J.	1977	Seattle, WA	Siler, Mark D.	265	Pocatello, ID	*Kerley, Edgar K.	1081	Glendale, AZ
Lyon, Robert J.	1059	Minot, ND				Vandalsen, Stephen J.	298	Garrett, IN	Anderson, Roger	1137	Fargo, ND
Franciose, Michael J.	1421	Franklin Park, IL	DIAMOND CLUB (\$300 OR MORE PER YEAR)			Haag, Jewell D.	305	Lincoln, NE	Gabbert, William C.	1137	Fargo, ND
Pastore, Joseph C.	1421	Franklin Park, IL	Morr, Bonnie L.	23	Santa Cruz, CA	Farrell, James D.	306	Eagle Grove, IA	Grant, Richard H.	1137	Fargo, ND
DOUBLE DIAMOND CLUB (\$600 OR MORE PER YEAR)			Kirkham, Rickie R.	78	Pocatello, ID	Gendron, Thomas J.	322	Milwaukee, WI	Harrison, Thomas C.	1137	Fargo, ND
Mattox, Michael J.	78	Pocatello, ID	Blagg, Bennie R.	202	Denver, CO	Saboda, James G.	322	Milwaukee, WI	Korczak, Matthew H.	1137	Fargo, ND
Correll Jr., Jack L.	265	Pocatello, ID	Neurauter, Ernest L.	202	Denver, CO	Kersten, Chad E.	329	Boone, IA	Mozinski, Gerald J.	1137	Fargo, ND
Querin, Douglas Scott	265	Pocatello, ID	Weathers, Albert H.	202	Denver, CO	Brumagin, Tyler J.	421	Conneaut, OH	Peterson, Dallas A.	1137	Fargo, ND
Boam, Greg W.	471	Eugene, OR	Fitzgerald, James E.	211	Binghamton, NY	Cooper, Alfred	421	Conneaut, OH	Rohde, Raymond A.	1137	Fargo, ND
Busch, Leon F.	1043	Sparks, NV	Coleman, Steven P.	286	N. Platte, NE	Ciolek, Thomas J.	445	Niota, IL	Thompson, Timothy	1137	Fargo, ND
Hansen, Ray S.	1043	Sparks, NV	Fitzpatrick, James D.	312	Madison, WI	Murdock, Kenneth R.	445	Niota, IL	Vrchota, Patrick F.	1137	Fargo, ND
Arterburn, David M.	1313	Amarillo, TX	Schoettel, John J.	322	Milwaukee, WI	Thompson, Hollis L.	445	Niota, IL	Wolters, Richard W.	1137	Fargo, ND
Retterath, Thomas R.	1348	Centralia, WA	Hauck, William A.	581	Green Bay, WI	Wilkins, James J.	445	Niota, IL	Olson, Richard A.	1175	Duluth, MN
DIAMOND PLUS CLUB (\$400 OR MORE PER YEAR)			Brunt, John T.	590	Portage, WI	Stoddard, Gary L.	446	Cheyenne, WY	Dedrick, Douglas A.	1186	Gary, IN
Banks, Darnell B.	240	Los Angeles, CA	Hughes II, Paul E.	627	Wymore, NE	Wren, Scott A.	469	Madison, IL	Thieme, Danny L.	1202	Ft. Wayne, IN
Lee, Ralph J.	240	Los Angeles, CA	Porterfield, Donald L.	627	Wymore, NE	DeLaGarza, Joe	489	San Antonio, TX	Martin Jr., Jack A.	1205	Kingsville, TX
Ackerman, Larry C.	329	Boone, IA	Pullen, Randall A.	762	Montgomery, AL	Money, Ronald P.	489	San Antonio, TX	Clark, Earl W.	1313	Amarillo, TX
Teter, Clarence W.	329	Boone, IA	Bommersbach, Steven	980	Enderlin, ND	Ailstock, Jason	490	Princeton, IN	Collins, Johnathon	1313	Amarillo, TX
Elliot, William D.	338	Chattanooga, TN	Close Jr., Jerry J.	980	Enderlin, ND	Bowman, William S.	490	Princeton, IN	Gray, David J.	1313	Amarillo, TX
Lewis, James M.	490	Princeton, IN	Hornor, Charles F.	982	Rochester, NY	Broshears Sr., Rodney	490	Princeton, IN	King, Aaron	1313	Amarillo, TX
Saunders, Kamron T.	508	Smithville, TX	Kramer, David E.	1137	Fargo, ND	Davidson, John M.	490	Princeton, IN	King, Brandon L.	1313	Amarillo, TX
Orosco, Robert L.	627	Wymore, NE	Cates, Clifford T.	1313	Amarillo, TX	Helsley, Gary E.	490	Princeton, IN	King, Edward M.	1313	Amarillo, TX
Weiner, Marlin A.	627	Wymore, NE	Clements, Gary D.	1313	Amarillo, TX	Hoerner Jr., Robert L.	490	Princeton, IN	Morris Jr., George E.	1313	Amarillo, TX
Karstetter, Richard E.	656	N. Little Rock, AR	Davis, Jim L.	1313	Amarillo, TX	Morton, Randall R.	490	Princeton, IN	Smith Jr., Kenneth P.	1313	Amarillo, TX
Carlson, Bruce A.	832	Superior, WI	Green, Robert A.	1313	Amarillo, TX	Mowrer, Kristopher W.	490	Princeton, IN	Tiffany, Dixon A.	1366	Salt Lake City, UT
Dunn, John P.	1238	Vancouver, WA	Hutton, Brad L.	1313	Amarillo, TX	Grosso, John P.	528	Chicago, IL	Bouchard Jr., Robert	1376	Columbus, OH
Staves, Kenneth M.	1293	Altoona, WI	Jones, John M.	1313	Amarillo, TX	Ashmore, Darrel R.	533	Osawatomie, KS	Conrad, Michael D.	1376	Columbus, OH
Romo, José	1313	Amarillo, TX	Kendrick, James M.	1313	Amarillo, TX	Parmenter, Thomas E.	533	Osawatomie, KS	Stone, Darrell R.	1377	Covington, KY
Huye, David	1337	New Orleans, LA	Luman, Ricky L.	1313	Amarillo, TX	*Benson, John	569	Ennis, TX	Hudson, George A.	1378	Wilmington, DE
DOLLAR-A-DAY CLUB (\$365 OR MORE PER YEAR)			Pina, Thomas L.	1313	Amarillo, TX	Hanson, Robert C.	577	Northlake, IL	Larkin, J. K.	1397	Columbus, OH
Backoff, William D.	17	Marshalltown, IA	Sabala, Mike	1313	Amarillo, TX	Lindberg, John B.	577	Northlake, IL	Kent, Michael W.	1420	Memphis, TN
McNary, David H.	17	Marshalltown, IA	Sanchez, Pablo	1313	Amarillo, TX	Milone Jr., Joseph A.	577	Northlake, IL	Florczak, Howard J.	1421	Franklin Park, IL
Woodruff, Mark W.	17	Marshalltown, IA	Tijerina, Valentin	1313	Amarillo, TX	Shanklin, David A.	582	Stevens Point, WI	Killory, Christopher J.	1462	Boston, MA
Marquez, Mark E.	151	Winslow, AZ	Solich, Stephen E.	1534	Chicago, IL	Long, Gary W.	656	N. Little Rock, AR	Radovich, Edward B.	1462	Boston, MA
Garrett, James M.	199	Creston, IA	Lack, Thomas F.	1593	Brownwood, TX	Porter, Charles N.	656	N. Little Rock, AR	McCarthy, Charles J.	1534	Chicago, IL
Buffalo, James A.	265	Pocatello, ID	Forsman, Timothy R.	1614	St. Paul, MN	Bandy, Ted E.	770	Heavener, OK	Higdon, Todd J.	1548	Indianapolis, IN
Montanye, Terry J.	426	Spokane, WA	Shacklette, Norbert J.	1823	St. Louis, MO	Deatherage, Klent E.	770	Heavener, OK	*Seward Jr., Fred W.	1571	El Paso, TX
Cross, Erik P.	832	Superior, WI	Fathere, Glenn P.	1957	Silsbee, TX	Ford Jr., Charles E.	770	Heavener, OK	Fuller, John Edgar	1574	Portland, OR
Lloyd, Richard V.	934	Alliance, NE	Thompson, Michael	1974	Ft. Worth, TX	Holzhammer, Kenneth	770	Heavener, OK	Kasheiner, Kenneth	1614	St. Paul, MN
Engbrecht, Patrick M.	945	La Junta, CO	GOLD CLUB (\$100 OR MORE PER YEAR)			Mosby, Gregory A.	770	Heavener, OK	Stevens, Max J.	1629	Phoenix, AZ
Rosales, Julius J.	945	La Junta, CO	Reeder, James E.	47	Marshalltown, IA	Peterson, Gary S.	770	Heavener, OK	Koehn, William J.	1670	Laredo, TX
Reckard, Rodney L.	951	Sheridan, WY	Garcia, Michael V.	48	Norfolk, VA	Robertson, Tommy G.	770	Heavener, OK	White, Marvin E.	1697	Lubbock, TX
Scott, John A.	951	Sheridan, WY	Thacker, Larry D.	48	Norfolk, VA	Smith, John K.	770	Heavener, OK	*Ray, Francis E.	1761	Saginaw, MI
Patzke, James L.	977	Pasco, WA	Hankins, Del R.	115	San Francisco, CA	Vinson, Ira W.	770	Heavener, OK	Panecaldo, Michael J.	1775	Elko, NV
Galvin, Gary R.	1074	Freeport, PA	Beard, Steven R.	171	Aurora, IL	Wells, Wayne A.	770	Heavener, OK	Hartford, James E.	1857	Green River, WY
Spain, Sheldon D.	1106	Rocky Mount, NC	Flores, E. R.	171	Aurora, IL	Fudally, Andrew J.	832	Superior, WI	Rafferty, Jerry W.	1857	Green River, WY
Halvorson, Marc A.	1137	Fargo, ND	Mang, Christopher J.	171	Aurora, IL	Hackensmith, Roger L.	832	Superior, WI	Maynard, Paul R.	1869	Williamson, WV
Montgomery, M.D.	1238	Vancouver, WA	Sortor, Michael D.	171	Aurora, IL	Cruz Jr., Gilbert J.	866	Rawlins, WY	Devine, Kevin M.	1918	El Paso, TX
Debolt, Michael J.	1299	Chicago, IL	Sortor, Michael D.	199	Creston, IA	Howard, Daniel R.	866	Rawlins, WY	McLaughlin, Baron L.	1929	E. St. Louis, IL
Haynes, William C.	1299	Chicago, IL	Pottinger, Wayne A.	199	Creston, IA	Leyva, Juan C.	866	Rawlins, WY	Hooelhan, Kelly D.	1977	Seattle, WA
Wellsby, Earl	1393	E. Buffalo, NY	Stonehocker, David	199	Creston, IA	Stotts, Steven M.	866	Rawlins, WY	Niiranen, Ray P.	1977	Seattle, WA
Farmer, William H.	1468	Walla Walla, WA	Wood, Sidney W.	199	Creston, IA	*Toebben, Robert L.	933	Jefferson City, MO	Glenn, Mary	6666	Cleveland, OH
Ruck, Lance E.	1571	El Paso, TX	Dryden, Quintin E.	219	Hannibal, MO	Buckles, Maria A.	934	Alliance, NE	English, Donna	AL264	San Antonio, TX
Orred Jr., Burton H.	1614	St. Paul, MN	Alvord, Trent M.	238	Ogden, UT	Thurman, Jeffrey L.	1016	Enid, OK			
			Staley, Thomas L.	258	Savanna, IL	Long, Michael L.	1043	Sparks, NV			
			Dixon, Marvin L.	265	Pocatello, ID	Prosser, John M.	1043	Sparks, NV			
						White, David S.	1043	Sparks, NV			

* = Retired Member

House action

Continued from page 1

passed, and that means the diesel fuel tax repeal must come off. It jeopardizes the bill, and it has nothing to do with bettering the Railroad Retirement system.”

Without the diesel-tax amendment, the bill was approved by the Transportation Committee, chaired by Cong. Bud Shuster (R-Pa.), on July 19 by a vote of 62-1. The legislation does

not require funding from the general budget, and the diesel fuel tax cut was not part of the original agreement.

In addition, House members are leery of forwarding to the Senate a bill that has added tax provisions. Oftentimes, the Senate will then take liberty with the bill and start adding other tax provisions making it more susceptible to a presidential veto.

“This bill as originally written has the support of more than 300 co-sponsors in the House,” Little said. “It also has broad support

in the Senate, and we are confident that when it passes the House in its original form it will also pass in the Senate and be signed into law by President Clinton.”

In anticipation of the House vote, UTU members are strongly urged to contact both of their U.S. senators to ask that they support the Senate version of this legislation, which has yet to be introduced or given a number. The complete list of senators’ names and e-mail addresses can be found in the August *UTU News* or on the UTU website at <www.utu.org>.

Discipline

Continued from page 1

ees represented by UTU on three former railroads: the Grand Trunk Western; the Detroit, Toledo and Ironton, and the Detroit & Toledo Shore Line. All are now part of Canadian National.

Thompson noted that the Brotherhood of Locomotive Engineers (BLE) has been invited to participate in the progressive disciplinary policy in the Michigan zone, but has declined.

Applicable to all minor and many serious infractions, the ICA policy was formulated with the input of the UTU and other labor organizations, said Thompson, who was instrumental in its inception and development.

Under the new policy, an affected employee may elect, at his or her discretion, the new process as an alternative to the traditional discipline process. Thompson noted, however, that in cases involving certain egregious offenses, the traditional discipline process would continue to be utilized.

Employees who elect to participate in the ICA process, or for serious offenses, the “General

Manager’s Lab,” will be compensated a basic day, or their lost earnings, in return for their participation. In the case of more serious offenses, or in the case of multiple similar violations within a two-year period, employees will participate in a “General Manager’s Lab,” personally meeting with the general manager to discuss the infraction and suggest his or her own ICA.

In a CN press release, Ed Harris, vice president of CN’s Midwest Division, said, “We strive to make our work environment as safe as possible. We value employees who display their commitment to safe operations by complying with all rules and working as part of a team. By emphasizing mentoring, coaching, and personal improvement rather than negative discipline, ICA will provide the railroad, UTU and UTU members a framework to improve communication, cooperation and morale, all of which will help make CN an even safer place to work.”

“The new ICA is a major milestone in the continuing improvement of labor-management relations on CN’s properties in Michigan and Indiana,” Thompson said. “The ICA process is a recognition that rail labor and rail management are both committed to making rail operations as safe as possible.”

In the case of minor infractions, employees who elect to participate in the ICA process will have such options as classroom, self-directed, or hands-on training. Employees might also participate in or give safety briefings on the applicable rules. In every case, a railroad officer and the union’s local officer must agree upon the ICA.

In the event the railroad and union officials cannot agree upon an ICA, the employee will have the option of reverting to the traditional discipline process or referring the case to an Employee Review Committee established under the new policy. The Employee Review Committee, consisting of three employees assigned by the general chairperson, will have sole discretion to determine the ICA in such situations.

Major infractions, especially those subject to dismissal, will continue to be handled through the traditional discipline process.

CN has discussed the ICA policy with other labor organizations, according to Harris.

“While UTU has taken the lead on our Michigan zone,” Harris said, “we hope other organizations will quickly agree to extend the benefits of the process to their employees.”



Voices: What steps would best address fatigue?



Leon F. Busch
L-1043, Sparks, Nev.

"I'm a conductor with 31 years on the Union Pacific (UP), where fatigue is all a matter of budget. If they spent money developing their line-ups, they could tell us when we should expect to go to work. Crew Management Systems (CMS) won't add extra positions to the extra boards, they don't want to pay the guarantee, and they don't want to pay any overtime. And there's fewer of us on a crew doing all the work now. If they could manage this issue the way they manage other aspects of their budget, the problem would be solved. It's a matter of budgeting."



Jackie L. Baugh
L-1245, Atlanta, Ga.

"I'm on disability now, but I'm a local chairperson and a Norfolk Southern conductor with 26 years of experience. My disability isn't related to fatigue, but fatigue is a problem, and it will probably always be there as long as the railroads do business as they have for the last 100 years. The carriers need to work with us and give our people more advance notice of scheduling. One thing that contributes to fatigue is that, for some reason, it seems like it's taking three times as long to move cars from point A to point B. I don't think we can address the situation under the present system."



Michael B. Furlong
L-1975, Kansas City, Mo.

"I've been a Union Pacific (UP) yardmaster for 20 years. We suffer a great deal of fatigue, but it's not the same as experienced by switchmen and road crews. We work eight hours on and eight off, but we don't have hours-of-service limits. If I don't have relief, I have to stay 16 hours. Traditionally, you don't have a meal period. Managers will get food for you because they don't want you to get up from the desk. I'm 45, I've had a heart procedure, and I blame the job. I don't know how we can fight this, but I attribute the problem on the UP to a lack of management."



Frank Jones
L-1785, Santa Monica, Cal.

"I've been a bus operator with the Santa Monica Municipal Bus Lines for about seven years, and our biggest problem is scheduling. At the end of your run, you need recovery time. A fatigue factor sets in when you don't have time to recover, to use the rest room, to stretch your legs, to let your metabolism slow down. Keeping that pressure on your system causes problems. The more time you have to recover from an activity, the better off you are. Management has trouble getting people to take certain runs, and should do something about the recovery time on those runs."

FELA Update

You decide: True or False?

1. If an injured railroader's personal injury claim is resolved, either by settlement or trial, that claim may be re-opened at a later time in the event of further medical complications.
2. An injured railroader who hires legal counsel may have the lawsuit filed in any state the injured person wants it to be filed.
3. In handling railroad injury claims all lawyers charge as attorney fees 25% of the amount recovered for the injured person.

ALL of the above statements are **FALSE**.

1. Once an injury case has been settled between the railroad and the injured employee, or once the jury's verdict is final, that's all there is. Unless there has been fraud or unless both the railroad and the employee are mistaken about a very important fact, there is no second chance. One bite of the apple is

all you get.

2. There was a time when courts were much more liberal about where lawsuits could be filed. Today, an injured person's choice is much more restricted regarding where the case will be heard. Generally, the trial will be where the injured person lives, in the locale where the injury occurred or possibly where the injured person received a lot of medical care.

3. Not all lawyers charge 25% for handling an injury case. Standard fees can be 33% or even 40%. That is one reason to call your UTU Designated Legal Counsel. He has agreed not to charge you more than 25% for representing you if you get hurt on the job.

Monte Bricker, coordinator
Designated Legal Counsel Program
1-888-241-7076

Negotiations

Continued from page 1

UTU News went to press.

Williams said negotiations with the MTA "are continuing almost on a daily basis."

General Chairperson Williams praised the hard work and diligence of the negotiating committee.

"The negotiating committee is doing an excellent job in making sure the members continue to receive the benefits and protections to which they are entitled. They will continue in that effort," the UTU officer told UTU News.

General Chairperson Williams also praised the UTU members working on the MTA for their continuing support of the union's efforts to win them wage and rules improvements.

"We are pleased that the members have been most supportive of the negotiating committee during this period," Williams said.

Monthly winner

This month's lucky winner of his choice of any item of apparel bearing the UTU logo is retiree **Virgil Reeves** of Local 1389, Russell, Ky., which represents workers from the CSX Transportation Co. These items are awarded every month by random drawing as a show of appreciation to the many members who have been supportive of the UTU throughout the years.

Senior News

International effort promotes good will

As UTU Assistant National Legislative Director, **Willis G. Croonquist's** efforts made a difference on an international level. As a retiree, he asserts an international influence through the Friendship Force.



W. G. Croonquist

Begun in 1977, the Friendship Force is a private, non-profit citizen exchange organization fostering world friendship, goodwill, and peace through international home-stay experiences. Each year, some 6,000 "goodwill ambassadors" share the lives of a host family in another country for one to two weeks.

This year marked the fourth time that Croonquist, a member of Local 1177, Willmar, Minn., hosted a delegation from Russia. While the visit was coordinated by the Friendship Force, his guest came under the auspices of a Library of Congress initiative called the "Russian Leadership Program."

"My guest this summer was Olga Kachina, a 37-year-old businesswoman who serves as an aide to a member of Russia's Parliament," Croonquist said. "UTU General Chairperson **John Filter's** 22-year-old daughter, **Maureen**, who is very fluent in Russian, did a great job for us as a translator."

An investigator for Designated Legal Counsel Hunegs, Stone, LeNeave, Kvas & Thornton, Croonquist cites fellow Minnesotan Hubert Humphrey as the man who inspired him politically. "I was a young brakeman when I first heard Humphrey speak," he said, "and he lit a fire under me."

Croonquist began his career as a fireman on the Great Northern in 1955, and joined the Brotherhood of Locomotive Firemen & Enginemen. Just short of the requisite 10 years of seniority to become an engineer, a movement to eliminate firemen resulted in Croonquist becoming a brakeman and a member of the Order of Railway Conductors and Brakemen.

Elected local legislative representative in 1968, he found his way onto the state legislative board, and in 1984 became state legislative director, a post he held for nine years. In 1991, he was elected UTU assistant national legislative director, but resigned in 1993 when the railroad offered a buy-out and the law firm sought his expertise.

"I have no regrets," said Croonquist. "Broken-rail (Brunkenhoefer) was upset because we made a good team, and I miss the friends I made in Washington, D.C. But I'm working for a good, Democratic law firm, and I really enjoy it."

UTU Travelers Club makes Alaska deluxe or economical

The UTU Travelers Club has arranged an Alaskan cruise experience next year that's as deluxe or as economical as you want it to be!

Whether you choose the seven-night, northbound *Voyage of the Glaciers*, priced from just \$879 to \$1,799, or the 14-day *Alaska Wilderness CruiseTour*, priced from \$2,279 to \$3,179 (all prices per person, based on double occupancy), you'll be leaving Vancouver on May 21, 2001, in luxury on the fraternal journey of a lifetime.

Share the experience of cruising the Inside Passage, arriving at such historic and exotic ports-of-call as Ketchikan, Juneau and Skag-

way, and then cruising to Glacier Bay and College Fjord. Choose the deluxe package, and you'll go to the Kenai Princess Wilderness Lodge, visit the Alaska Native Heritage Center, ride the Ultra Dome rail cars to Denali National Park, and stay at the Fairbanks Princess Riverside Lodge.

For complete information, a color brochure, and help in deciding just how deluxe or economical you want it to be (or to learn about the two Swiss rail tours set for March 2001), contact **Lynn Westphal Tours** toll free at **(888) 280-7657**, or send e-mail to <lwestphal2@aol.com>.

Retired Gen. Chairperson J.C. Clark dies

Retired former Gulf, Mobile & Ohio (GM&O) General Chairperson James C. Clark, 82, passed away Wednesday, July 26, 2000, in the wake of a heart attack suffered at his granddaughter's wedding.

The GM&O general committee chaired by Brother Clark was one of the first Brotherhood of Locomotive Firemen & Enginemen (BLF&E) units to merge with its predecessor counterpart following the general merger that created the UTU.

A member of Local 234 in Bloomington, Ill., Brother Clark began his rail career as a fireman on the Alton Railroad, and joined

BLF&E Lodge 40 on Sept. 23, 1941. Shortly afterward, the Chicago & Alton was merged into the Gulf, Mobile & Northern to form the Gulf, Mobile & Ohio, at which time Brother Clark was promoted to engineer. The GM&O was merged into the Illinois Central to form the Illinois Central Gulf in 1972.

Active in union affairs, Brother Clark was local legislative representative and, ultimately, was elected chairperson of the BLF&E's Illinois Legislative Board, where he served for many years. At unification, he served as chairperson of UTU Illinois Legislative Board until his retirement on February 10, 1986.

746th ROB to reunite, seeks clue to mystery

Members of the 746th Railway Operating Battalion (ROB) are spreading the word about their 53rd reunion, to be held September 13-16, 2000, at the Nevele Resort Hotel in Ellenville, N.Y., and trying to solve a mystery.

According to retired member **David J. Spellman, Jr.**, of Local 385, Croton-on-Hudson, N.Y., the ROB's banner, or "colors," ended up

missing some years ago. Any information regarding the missing battalion colors will be appreciated.

For information about the reunion, or to report clues as to the whereabouts of the missing colors, contact Brother Spellman at 105 Coachlight Square, Montrose, NY 10548, or call him at (914) 737-6452.

Lehigh Valley Railroad pensioners plan reunion

Plans have been finalized for the 18th Annual Lehigh Valley Railroad (LVRR) Reunion and Dinner, according to UTU Retiree Program member **Eugene K. Schuler** of Local 498, Allentown, Pa.

Open to all crafts, the event will be held Saturday, September 16, 2000, at the Plainfield

Township Fire Hall, R.D. #1, Pen Argyl, Pa., on Rt. 115 in Northampton County. Doors open at 11 a.m., with dinner served promptly at 1 p.m.

For information, contact **George W. Dougherty** at 1357 Jefferson St., Hellertown, PA 18055-1316, or call (610) 838-0675.

THE FINAL CALL

Following are the names of members of the UTU Retiree Program who have died recently, according to reports received at UTU International Headquarters. These brothers and sisters will be missed by their many friends and by fellow UTU Retiree Program members.

Local	Name	City/State	Local	Name	City/State	Local	Name	City/State	Local	Name	City/State
0002	Gruhler, Melvin C.	Toledo, OH	0498	Cooper, Jr., Peter	Coopersburg, PA	0982	Uffindell, Leland G.	Rochester, NY	1399	Hubbard, Guilford J.	Indianapolis, IN
0150	Harris, Albert	Dunedin, FL	0730	Jurcich, Frank J.	Anaconda, MT	1043	Ahlberg, R.L.	Las Vegas, NV	1422	Litsinger, David W.	Alhambra, CA
0195	Young, Victor L.	Mendota, IL	0759	Haese, Frank R.	Sierra Vista, AZ	1074	Noel, Eugene R.	Jeannette, PA	1423	Lafollette, Sr., R.W.	Knoxville, IL
0238	Nistler, Joseph H.	Tempe, AZ	0792	Morris, John L.	Painesville, OH	1074	Walsh, Edward J.	Pittsburgh, PA	1491	Petitti, August	Matamoras, PA
0281	Kiltz, Orville A.	Milwaukee, WI	0792	Wagner, Clarence F.	Cleveland, OH	1345	Coleman, Glenn D.	Etowah, TN	1518	Faccione, James P.	Indianapolis, IN
0286	Kissel, Lloyd J.	N. Platte, NE	0830	Fleagle, Frank R.	Harrisburg, PA	1345	Payne, Kenzel B.	Knoxville, TN	1545	Nelson, Emil E.	Monroe, LA
0440	Stites, Norman E.	Florence, KY	0950	Harris, Johnny	Memphis, TN	1376	Hunt, Lawrence E.	Bainbridge, OH	1557	Harper, Sr., J.H.	Olive Branch, MS
0453	Miller, Howard F.	Canton, MO	0971	Vernon, Jr., Herman W.	Crewe, VA	1390	Bray, James J.	Langhorne, PA	1765	Knight, Alan J.	Cadillac, MI
0454	Yeatman, John D.	Fallston, MD	0982	O'Connor, Jr., J.F.	Binghamton, NY	1393	Rank, Jack C.	Margate, FL	1962	McClure, Harold R.	Paris, IL



Directory of Benefits

Regence Life and Health (BlueCross/Blue Shield)

•Active UTU members and others covered under the **NRC/UTU Health and Welfare Plan (690100)** should send claims to: Regence Life and Health Insurance Co., P.O. Box 1071, MS4U, Portland, OR 97207. Individuals who need information about both **Comprehensive Health Care benefits** and **Managed Medical Care Program benefits** should call 1-888-977-2583.

United HealthCare

•Active UTU members and others covered under the **Comprehensive Health Care Benefit** of the **NRC/UTU Health and Welfare Plan (690100)** should send claims to United HealthCare, P.O. Box 30985, Salt Lake City, UT 84130-0985. For information, call 1-800-691-0013.

•Those individuals enrolled for coverage under the **Managed Medical Care Program** of the **NRC/UTU Health and Welfare Plan (690100)** should send claims to United HealthCare, P.O. Box 30985, Salt Lake City, UT 84130-0985. For information, call 1-888-445-4379.

•Active UTU members and others covered under the **Railroad Employees' National Health and Welfare Plan (GA-23000)**, and retired members and others covered under **United HealthCare Group Policies GA-46000** or **GA-23111** (except Plan D of GA-23111, the Medicare Supplement) should send claims to: United HealthCare, P.O. Box 30985, Salt Lake City, UT 84130-0985. For information, call 1-800-842-5252.

•UTU members and others enrolled in the **Managed Medical Care Program** under the **Railroad Employees' National Health and Welfare Plan** who need information about the program and its benefits should call: 1 -800-842-9905.

•To report suspicious billing and possible fraud under **United HealthCare's Silent Witness Program**, call: 1-800-338-2327.

•For the **Medical Management Program** (mandatory prior approval for certain tests and procedures) as required under the Plan: 1-800-842-4555.

•For retired UTU members and others covered under **Plan D of GA-23111, the Medicare Supplement**: United HealthCare, P.O. Box 30304, Salt Lake City, UT 84130-0306. Call 1-800-809-0453.

Aetna/U.S. HealthCare

•Those individuals enrolled in the **Aetna/U.S. HealthCare Managed Medical Care Program** under the **NRC/UTU Health and Welfare Plan** should send claims to Aetna/U.S. HealthCare Health Plans, P.O. Box 7064, Dover, DE 19903. For information, call 1-888-332-8742.

•Those individuals enrolled in **Aetna/U.S. HealthCare Managed Medical Care Program** under the **Railroad Employees' National Health and Welfare Plan** who need information about the program and its benefits: Aetna/U.S. HealthCare Health Plans, P.O. Box 7064, Dover, DE 19903. Call 1-800-842-4044.

•For claims for **dental benefits** under **Aetna/U.S. HealthCare Group Policy GP-12000**: Aetna/U.S. HealthCare Life Insurance Co., P.O. Box 120, Grand Rapids, MI 49501-0120. Call toll free 1-877-277-3368, or call 1-616-942-6400.

Merck Medco Prescription Drug Program

•Members covered under the **NRC/UTU Health and Welfare Plan, the Railroad Employees' National Health and Welfare Plan (GA-23000)** or **United HealthCare Group Policies GA-46000 and Plan D of GA-23111** are eligible for a prescription drug care plan and a mail-order maintenance-medication benefit. For information about the drug program under the **NRC/UTU Health and Welfare Plan, GA-23000 and GA-46000**, call 1-800-842-0070; those covered under **Plan D** call 1-800-842-0304.

Magellan Behavioral Health

•UTU members and others covered for medical benefits under the **NRC/UTU Health and Welfare Plan** administered by Regence Life and Health (BlueCross/BlueShield) needing to take advantage of the mental health and substance abuse benefits should call 1-888-724-5006.

ValueOptions

•UTU members and others covered for medical benefits under the **NRC/UTU Health and Welfare Plan** administered by United HealthCare or Aetna/U.S. HealthCare, or the **Railroad Employees' National Health and Welfare Plan**, needing to take advantage of mental health and substance abuse benefits administered by Value Options should call 1-800-934-7245 (RAIL).

Minnesota Mutual

•Active and retired members of those railroads participating in the **NRC/UTU Health and Welfare Plan** who need information about **life and accidental death and dismemberment insurance benefits** administered by Minnesota Mutual should write or call: P.O. Box 64114, St. Paul, MN 55164-0114. Call toll free 1-800-328-9442.

MetLife

•Active and retired employees who need information about **life and accidental death and dismemberment insurance benefits administered by MetLife** as provided for in the **Railroad Employees' National Health and Welfare Plan** should write or call: MetLife, P.O. Box 6122, Utica, NY 13504. Call 1-800-310-7770.

Vision Service Plan

•Members inquiring about the benefits of the **National Vision Plan** should call toll free 1-888-877-4782.

Miscellaneous

•For former **Switchmens' Union of North America (SUNA)** members holding **permanent life insurance** under Aetna/U.S. HealthCare Group Policy 47350, write or call: Aetna/U.S. HealthCare Life and Casualty, 620 Erie Blvd. West, P.O. Box 4951, Syracuse, NY 13221-4951. Call 1-315-424-4614.

•For **yardmaster insurance coverage under Supplemental Sickness (G-9000)** call Trustmark at 1-800-504 9052; for **Supplemental Life (1898024)** call MetLife at 1-800-310-7770; and for **Retirement Health Coverage (A-7092-7093)** call Trustmark at 1-800-351-2526.

UTU's woman's ring lets wearer show union pride

More than 1,000 women now belong to the UTU, and, like men, they take pride in their union membership.

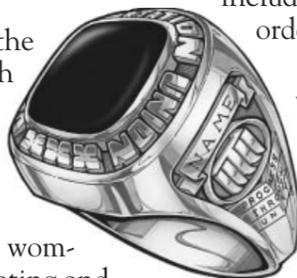
To help show that pride, the UTU is introducing a women's ring to its line of high-quality items bearing the UTU logo.

This beautiful new UTU woman's ring proudly displays the UTU logo and highlights the slogan "Progress Through Unity."

The ring features the wearer's smooth-top or facet-cut simulated birthstone circled with the words "United Transportation Union."

A hand-crafted heirloom fit to last a lifetime, the UTU woman's ring is available in either 10-karat or 14-karat gold plating and can be engraved with the wearer's name, local number or other inscription.

These woman's rings are available for just \$330 for 10K gold or \$355 for 14K gold; add \$12 for engraving of last names (up to 10 characters) on side, \$6 for year or local number on opposite side, or \$7 for inside engraving of name, date, initials or other message.



Shipping is \$5 per ring, or \$15 to Canada. Payments can be made by check or money order (payable to Chittock Associates; U.S. funds, please.) Visa and MasterCard also are welcomed. Please include your card number, expiration date and signature with order.

Since the rings are hand-crafted, please allow six to eight weeks for delivery.

For information about birthstone choices, or to have an order form faxed to you, call (440) 247-5414.

For mail orders, send your name, address and daytime telephone number along with the ring size, birth month or stone color, and personalization instructions to **Chittock Associates, 67 E. Washington St., Chagrin Falls, OH 44022**. Orders also can be faxed to (440) 247-4860.

The UTU women's ring makes a great gift for any birthday, anniversary, retirement or other memorable occasion.

Show your UTU pride and order one today.



Get your UTU VISA® card now

The new UTU VISA cards, issued by National City Bank, are now available to members, family and friends. National City sent a mailing to UTU members in late July offering the new UTU VISA cards. Have you responded yet? Don't forget, the VISA cards issued by National City replace the old UTU credit card. So, apply for the new UTU VISA and transfer your balance to 3.9% APR*.

UTU PRIME RATE VISA PLATINUM AND CLASSIC VISA

- Introductory 3.9% APR for the first six billing cycles;
- Thereafter, the Prime Rate, currently 9.5%;
- At least a 25-day grace period on purchases;
- \$35 annual fee for VISA Platinum; \$25 annual fee for Classic VISA.



UTU NO-ANNUAL-FEE VISA PLATINUM AND CLASSIC VISA

- Introductory 3.9% APR for the first six billing cycles;
- Thereafter, the Prime Rate plus 4.9%, currently 14.4%;
- At least a 25-day grace period on purchases.

ADDITIONAL VISA PLATINUM BENEFITS

- \$250,000 travel accident insurance;
- Automatic rental car insurance;
- Global emergency travel assistance services;

All UTU cards will soon have a special Internet e-commerce rebate program that lets members earn rebates from 5% to 25% on purchases made through the PrimeCard e-commerce website. Rebates will be automatically received on the VISA statement for purchases from more than 500 merchants like Land's End, Barnes & Noble, The Gap, Hardware.com, CarParts.com and The Sharper Image.

Start saving money now by transferring balances from higher-rate credit cards to 3.9% APR. You could save hundreds of dollars the first year alone.

To apply by phone, call 1-800-992-8124, 24 hours a day, 7 days a week. Hurry, this offer expires Sept. 30, 2000.

*The information about the costs of the cards described is accurate as of 5/31/00. The introductory 3.9% APR is valid for the first six billing cycles on purchases and balance transfers. Thereafter, the APR for purchases and balance transfers will be variable, currently 9.5% for Prime Rate VISA and 14.4% for No Annual Fee VISA. The variable cash advance APR is currently 9.5% for Prime Rate VISA and 14.4% for No Annual Fee VISA. If you miss two consecutive payments, the default APR is the higher of 22.9% or a variable rate of Prime + 14.65%, currently 24.15%. Cash Advance Fee: 3% of advance amount, \$5 minimum. Cash Equivalent Item Fee: 3% of advance amount, \$10 minimum. Minimum Finance Charge: \$.50 in any month finance charge is imposed. There is at least a 25-day grace period on purchases if the balance is paid in full monthly.



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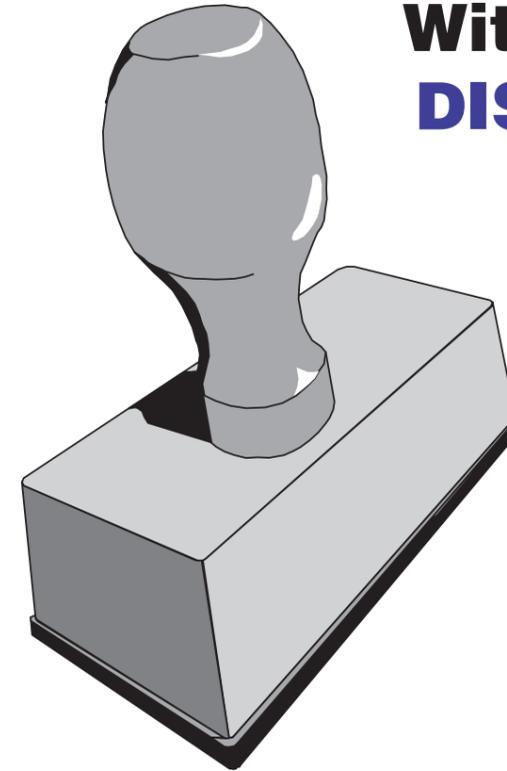


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For more information, please complete and return the coupon below or telephone toll-free 1-800-558-8842 for the name and telephone number of your UTUIA representative.

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