Schwartz nominated to RRB

WASHINGTON, D.C. – President Bush announced he will nominate Michael Schwartz to be the neutral member and chairman of the three-member Railroad Retirement Board (RRB), headquartered in Chicago, succeeding Cheryl Thomas, whose term has expired. Schwartz retired last September from his post as director of the Illinois Department of Central Management Services. The nomination requires Senate confirmation. RRB members also include Labor Member V.M. “Butch” Speakman and Management Member Jerome F. Kever.

Amendment deadline set

CLEVELAND, Ohio – As provided for in Article 13 of the UTU Constitution, proposed amendments to the Constitution may be submitted by any subordinate body or International officer prior to 120 days before the convention begins. The cut-off date for accepting proposed amendments is March 31, 2003. All proposed amendments shall be submitted in writing to the General Secretary and Treasurer to be referred to the Constitution Committee. Each proposal shall be submitted separately, typewritten on standard paper, be properly identified, with a clear and concise explanation given of the article to be amended.

New benefits provider

CLEVELAND, Ohio – Effective March 1, 2003, ValueOptions will be administering mental health and substance abuse benefits for all persons covered under the National Railway Carriers and United Transportation Union (NRC/UTU) Health and Welfare Plan. These benefits were previously administered by Magellan Behavioral Health for members and their families who selected Regence Life and Health (Blue Cross/Blue Shield) as their medical benefit administrator. Procedures are being set up to allow for a smooth transition of care of individuals who are being treated by Magellan Behavioral Health for members and their families who selected Regence Life and Health (Blue Cross/Blue Shield) as their medical benefit administrator. Procedures are being set up to allow for a smooth transition of care of individuals who are being treated.

Arbitrator rules remote control belongs to UTU

CLEVELAND, Ohio – An arbitrator has ruled that railroads properly assigned to employees represented by the United Transportation Union the operation of remote control devices in and around terminals.

The award by arbitrator Gil Vernon was issued Friday, January 10, 2003.

After receiving the award, UTU International President Byron A. Boyd Jr. said, “Now that we have a definitive award that supports our agreement, UTU will continue to look to the future and take the necessary actions needed to protect our members who are operating employees on the nation’s railroads.”

“This victory only confirms what we have been saying for some time: the work of the operating employees has been changing and will continue to change because of advancements in technology.

“From the outset, it was not the desire of UTU to see remote control technology implemented in the United States,” Boyd said. “We watched what happened in Canada more than 10 years ago. We watched as the UTU and the Brotherhood of Locomotive Engineers in Canada began to cooperate together to negotiate a common agreement, and we saw what happened when that unity disintegrated.

“UTU learned two valuable lessons from the Canadian experience,” Boyd said. “One was that technology cannot be stopped. Two was that operating employees gain more by standing together as one organization. We had believed others had learned that lesson also, but apparently they had not.”

“UTU did not seek to negotiate on remote control separately and UTU did not ask for this arbitration,” Boyd said. “UTU asked the other organization to be a full partner before any negotiations were started.

“UTU has done everything in its power to con-

Ruling supports drive for single rail labor union

Continued on page 10

Members save kids from death

SALT LAKE CITY, Utah – Two UTU members are being hailed for their heroism in their efforts to save three persons, including two young children, from drowning.

The incident happened early in the morning of December 19, 2002, as Greg Ledger and Bill Peck, both members of Union Pacific Local 1166 at Salt Lake City, were riding with BLE member Norm Day in a crew bus to pick up their trains.

It had snowed the night before and the road was icy and slippery, Peck said.

The driver of the pickup truck they were following west on Interstate 80 suddenly hit an icy patch on an overpass and lost control of the vehicle. It plunged off the highway and down an embankment, slamming to a halt in waist-deep, frigid waters with the driver’s side of the vehicle

Continued on page 10

GTW yardmasters ratify contract

CLEVELAND, Ohio – Members of UTU’s Yardmaster Department on Grand Trunk Western Railroad have ratified an innovative new agreement by a better than a two-to-one margin. The pact provides yardmasters with pay increases of 9% over three years.

The ratified agreement also eliminates entry-level pay rates, provides for a 401(k) retirement savings plan that includes a company cash contribution and provides payment for unused personal leave days.

“This was the second occasion we used an interest-based bargaining process to reach a positive negotiating result,” said Donald R. Carver, assistant to the president of the UTU and director of the union’s Yardmaster’s Department. Interest-based bargaining involves each party

Continued on page 10
Local 84, Los Angeles, Cal.

The local's new website is making progress and now open for viewing, said Secretary & Treasurer Richard Albitre and Legislative Representative Rick Reyes. UTU members can view it at http://www.angelfire.com/theforce/utulocal84.

Local 161, Sheffield, Wash.

Special thanks go out to Rich Waring, who helped create the Fellowship and Bereavement Fund, and Kiki Garrison, the fund's unofficial coordinator and collector, said Secretary & Treasurer Wayne Ingersoll, who also expressed gratitude to those who have contributed. The fund buys cards, letters, remembrances, or flowers for bedridden or recently deceased members of the local.

Local 168, Chicago, Ill.

Local President Tim Harrigan, Chaplain Tom Gruca, and Local President Randy Holmanski recently led the local in remembrance of the late James Dargon Jr. of Local 1409 (Kansas City, Kan.), said Local Secretary & Treasurer and Peer Counselor Lee E. Canning. (See Dargon's obituary on Page 8.)

Local 257, Merrill, Neb.

Members are mourning the sudden passing of Local Chairperson E. Ron Ash, 45, who died of a massive stroke on the way to work on Dec. 21, 2002, said Secretary & Treasurer Jim Schaffer. Members are seeking financial assistance for the widow and cancer-stricken wife, Grace, by sending $50 checks to 626 Drake's Golf Course, said Local Chairperson Jerry Good Jr., 62, who lost his battle with cancer on Dec. 28, 2002.

Local 340, Connellsville, Pa.

More than 85 attended the annual Christmas party, said Secretary & Treasurer Jerry D’Ortenzio, who expressed gratitude to Designated Legal Counsel Robert R. Harrington Jr. for supporting the event. Meanwhile, members were saddened by the passing of recently retired conductor Jerry Gospodar, 62, who lost his battle with cancer on Dec. 28, 2002.

Local 458, Council Bluffs, Iowa.

Two sons carried on the railroading tradition. One, engineer and, like “Crash,” a member of Local 1674 in Los Angeles, Calif., said the elder Davis, “but I like to tell them that there are railroad traditions, and there are family traditions, and in the Davis family, the two come together to form a union tradition.”

With the start of the new year, Drake K. Davis of Local 1687 in Belen, N.M., took the reins as local chairperson for yardmen, representing the third generation of his family to serve as a local chairperson. If he needs it, the 24-year-old, who has been railroading on BNSF for four years, will have no trouble getting advice.

Drake’s grandfather, Cecil G. “Crash” Davis, is a retired conductor who served as local chairperson for conductors belonging to Local 1168 in Clovis, N.M. He began his career in Clovis in 1940 as a brakeman, two years later was promoted to conductor, and joined the Order of Railway Conductors and Brakemen (ORC&B), a UTU predecessor union. He was serving as local chairperson when the ORC&B merged with three other unions to create the UTU. The 84-year-old retired in 1985, when he was 68, but three of his four sons carried on the railroading tradition.

“Actually, Drake is a fourth-generation railroader,” the elder Davis said. “My father was a land surveyor for the Santa Fe, and my wife’s father was a conductor on a work train that built the railroad.”

“Crash” Davis’ son, Joe D., is Drake’s father, an engineer and, like “Crash,” a member of Local 1168. Another son, John F., also works as an engineer and belongs to Local 811 in San Bernardino, Calif., and a third son, C.D. “Bad” Davis, a member of Local 1674 in Los Angeles, Calif., and a former local chairperson for the local’s engineers, now serves as a BNSF general chairperson (GO-200).

“T’m very proud of my sons and my grandson,” said the elder Davis, “but I like to tell them that none of them are smart enough to be a conductor!”

Local 507, Roseville, Calif.

Members working as bus operators for the San Mateo School District recently approved a contract that includes wage increases of 2% for 2002, 3% in 2003 and 4% next year, as well as improved benefits and contract language. Bargaining began in April 2001, said General Chairperson Phil Koning.

Local 1386, Parkersburg, W. Va.

Nearly 300 associated with this CSXT local attended the annual Christmas party, said Delegate Sue Adams, who expressed gratitude for the door prizes and support contributed by local sponsors, Operation RedBlock and Designated Legal Counsel Willard J. Moody Sr., Willard J. Moody Jr., George A. Thornton; Cortney S. LeNeave; Ronald J. Barczak; Robert N. Peirce Jr. and Joseph A. Coffey.

Local 1570, Sioux Falls, S.D.

Local members, along with Local 492 (Sacramento, Calif.), Local 1161 (Englehart, Ont.), and the Nevada Public Utilities Commission and Designated Legal Counsel Willard J. Moody Sr. and Willard J. Moody Jr., were honored on Jan. 14 for their hard work and dedication to the railroad industry.

Local 1741, San Francisco, Calif.

Around the UTU

News from around the U.S. and Canada

Individuals representing three generations of the Davis family who served as local chairpersons include (from left) Cecil G. “Crash” Davis of Local 1168 in Clovis, N.M.; Drake K. Davis of Local 1687 in Belen, N.M., and BNSF General Chairperson C.D. “Bad” Davis (GO-020) of Local 1674 in Los Angeles, Calif.
News from UTU State Legislative Boards

Indiana
UTU Local 1526 President and Legislative Representative Dennis A. Burke has been appointed by Gov. Frank O’Bannon to the board of trustees of the Northern Indiana Commuter Transportation District (NICTD), which operates the commuter line between South Bend and Chicago.

State lawmakers passed legislation, introduced by State Representatives Dan Stevenson (D), that added one passenger member and one employee member to the board.

“I would like to thank the governor for this opportunity to serve,” said Burke. “This bill was fought by the railroad all the way, but with the help of State Legislative Director James Carrico, and State Representatives Scott Pelath and Stevenson, we were successful.”

Burke said he was looking forward to opening up the lines of communication between the district and the employees, adding that “we have a common goal, so we need to be working together.”

NICTD was created in 1977 to preserve commuter rail service in the area.

Michigan
Francis Ray, retired assistant state legislative director of the UTU’s Michigan State Legislative Board, passed away December 23, 2002, at Covenant Medical Center Cooper in Saginaw, Mich., reported Michigan Legislative Director David Bricky. He was 66.

Ray, a member of UTU Local 320 at Saginaw, died after a long battle with cancer. He was employed as a conductor on the CSX Railroad for over 40 years and was a loyal member of the United Transportation Union.

He had served UTU Local 1761 for many years as local chairperson, legislative representative and delegate, Bricky said. He was elected secretary of the Michigan Legislative Board in 1984, elected assistant state director in 1988, and re-elected to that position again in 1992 and 1996.

“Brother Ray was an outstanding and dedicated officer who served his union faithfully until his retirement on May 2, 1998. He was also a dear, personal friend and I will miss him greatly,” Bricky said.

Tennessee
Members of the UTU Tennessee Legislative Board recently presented a plaque to retiring Board Secretary and Legislative Representative Jerry Jones of Local 459 at Chattanooga for his years of service to the UTU and his local. Jones, who has been battling cancer for the last year, has served as legislative representative for the past 15 years. He was a member of the UTU and its predecessors for 38 years and has held a number of other local offices. Pictured, from left, are Local 979 Legislative Representative Randy Elliott; Jones; Board Chairperson Robert M. Davis (L-1245); and Assistant State Director Don Fennick (L-1557).

Massachusetts/Rhode Island
The Massachusetts Legislative Board has ratified the 2003 session of the state legislature several bills that cover critical incident relief, heating and ventilation of locomotive cabs, provisions for crew-reporting facilities, and locomotive cab safety devices, including cab signal and automatic train-stop controls.

The bills are sponsored by both co-chairmen of the legislature’s Joint Committee on Transportation, State Sen. Robert Havens (D) and State Representative Joseph Sullivan (D), said State Legislative Director George Casey.

The critical incident bill is modeled after a Rhode Island law that requires railroads to provide counseling or other critical incident stress debriefing services to every member of an operating crew involved in an accident on its right-of-way that results in a serious bodily injury. Watch for updates about these legislative efforts in future editions of the UTU News, Casey said.

Missouri
Due to the efforts of the UTU’s Missouri State Legislative Board, the Union Pacific Railroad’s Kansas City Terminal has implemented new procedures and installed new equipment to reduce the inaccurate train consist placement of hazardous materials.

Legislative Director W. Larry Foster said that the board requested a hearing with the Federal Railroad Administration and UP officials on July 10, 2002, after receiving numerous reports from Local 1216 Legislative Representative Kenny Backes that the placement of hazardous materials on trains was being reported inaccurately and repeated in train consist placement.

“If there were hazardous-material cars in a train and there was a derailment, one can only imagine what horrible things could have happened if the conductors’ list was not correct,” Foster said.

As a result of the meeting, new AEI readers will be installed at the Kansas City area, yard managers now drive the track and double-check the consists for errors, and a hotline for crews to report bad consists has been established.

UP General Superintendent Mike McCurry told Foster and other UTU members present that “without the help of each of you, we would not be where we are today on this critical safety issue.

Bus Department
By Percy Palmer
Be aware of new driving offenses
There are now additional, stringent penalties for offenses committed while driving any class of motor vehicle that will result in mandatory disqualification of your commercial driver’s license, sometimes for life.

For example, if a driver operates any class of motor vehicle and is convicted of operating under the influence of alcohol or a controlled substance, for a first offense it would be disqualification for one year. A second conviction would be disqualification for life.

A combination of any two offenses from a Federal Motor Carrier Safety Administration (FMCSA) list within a three-year period, even if they are committed separately and in a non-commercial motor vehicle, will result in disqualification from 60 to 120 days. Suppose a driver is convicted of speeding 15 miles above the speed limit, then two years and 11 months later is convicted, for example, for following too closely. That person would lose his or her commercial license for a period of 60 days. And, a third offense in three years would result in disqualification for 120 days. Then a fourth offense in a three-year period would result in mandatory disqualification of your commercial driver’s license for 120 days. Then a fifth offense in a three-year period would result in mandatory disqualification of your commercial driver’s license for 120 days.

Any period of disqualification means you are out of a job.

Our legal department, along with other unions, has filed petitions with the Department of Transportation under whose jurisdiction the FMCSA falls, requesting a reconsideration of the final rule.

Stay alert while we try to correct this unreasonable and undue pressure placed on commercial drivers.

Yardmasters
By Don Carver
NJ Transit contract out for ratification
Grand Trunk yardmasters have ratified a new three-year contract. New rates and benefits will be effective with the beginning of the first payroll period in February. Retroactive pay is due within 45 days following notice of ratification. The first general wage increase was effective January 1, 2002.

General Chairperson Lenny Forchione and Committee Member Jack Blaylock are to be commended for their hard work and dedication during the negotiations that led to the securing of these enhanced benefits for the Grand Trunk yardmasters.

Meanwhile, General Chairperson John Eschmann has presented a proposed new contract to the New Jersey Transit yardmasters for ratification. The proposed three-year pact provides general wage increases without work rules changes or employee health care contributions. Ratification ballots will be counted the last week of the month. We are expecting an overwhelming vote supporting the proposal. Determination and persistence yields benefits for the membership.

Negotiations are being scheduled for the Shared Assets Area (former Conrail) mechanical supervisors. Mechanical supervisors are represented by Yardmaster Department General Chairperson Ron Krat. This will be the supervisors’ first contract since joining forces with the UTU. We have given the carrier dates in March for continuing negotiations and are awaiting a reply.

State Watch for updates about these legislative efforts in future editions of the UTU News, Casey said.

Missouri State Legislative Director W. Larry Foster, right, presents a UTU Brass Lantern to Local 1216 Legislative Representative Kenny Backes for his assistance in correcting inaccurate train consist placement of hazardous materials on Union Pacific trains at the railroad's Kansas City Terminal.
In union there is strength

By Paul Thompson
Assistant President

What matters most from the arbitrator’s decision on remote control is UTU members retaining the work and the job protection. As President Boyd said from the start of this unprovoked battle with the other organizations, “I will rather be explaining to our members why we have the work than why we don’t.”

How important is the agreement guaranteeing remote control assignments to ground service employees represented by the UTU? Some twenty years ago, major railroads employed more than 109,000 train and engine service employees. Today, that number has dropped to fewer than 62,000 – a more than 42% loss of jobs. No matter what rail labor has done in the past to stop technology, it did not work. Look back to the introduction of diesel locomotives, radios and end-of-train devices. Technology we unsuccessfully fought was introduced anyway and without adequate job protection.

Your UTU exists to protect and improve members’ paychecks, benefits and working conditions. Your UTU did precisely that with the agreement on remote control – just as your UTU protected members in Canada when remote control was introduced there. This latest agreement even protected engineers where we don’t hold the contract. In fact, had the other organization agreed to be a full partner at the negotiating table as we requested, we could have negotiated a common agreement with even stronger protections.

The reason the other organization sought this arbitration was to win the remote control work for its own members. In fact, if the other organization had made the agreement with the carriers rather than your UTU, the other organization most likely would welcome a law gutting our contracts of provisions railroads say could eliminate fatigue – and their friends including Sen. McCain could say they are acting at the request of union members!

Please remember your UTU has friends in both political parties, but we have a lot more friends on the Republican side than the Democrats. This agreement was introduced to make the remote control work for the employees and to stabilize the plan.

Be careful of well-meaning efforts

Two of the most difficult problems we are trying to solve are to save Amtrak and eliminate fatigue. Your UTU always approaches problems mindful that preserving employment is the first order of business.

That is not the first order of business for lawmakers such as Sen. John McCain, an Arizona Republican who chairs the Senate committee with principal responsibility for Amtrak and freight railroads. During his failed presidential campaign, Sen. McCain became known for his “straight talk” – and that straight talk often quoted railroad employees about how bad Amtrak is run.

Sen. McCain said his office was “flooded” with e-mails, faxes, phone calls and letters containing factual evidence of Amtrak’s faults. So, heeding information from people employed by Amtrak, Sen. McCain and others crafted legislation to solve the problems. Their “fix” was not what the complaining UTU members had in mind. The fix engineered by Sen. McCain and others was to take Amtrak employees out of Railroad Retirement and use the savings to fund Amtrak. They also wanted to give an Amtrak oversight board authority to cancel labor agreements. Furthermore, Sen. McCain and others would have privatized Amtrak routes and sold the Northeast Corridor to a private operator, allowing non-union carriers to run passenger trains.

Now, we hear some UTU members are complaining to Sen. McCain and other lawmakers about fatigue on freight railroads. They are not satisfied with the efforts of their union. Sadly, they could be repeating events on Amtrak and Senate. McCain and others are only too willing to help.

Sen. McCain is a good friend of the railroads. You can bet there are “solutions” sought by railroads that would not be good for UTU members. Railroads would welcome a law gutting our contracts of provisions railroads say can eliminate fatigue – and their friends including Sen. McCain could say they are acting at the request of union members!

Our efforts on Capitol Hill and before state legislatures do not always move as quickly as members would like. The frustration is understandable. The situation is not and will not stand by and merely watch change take place. The UTU will participate and manage that change to ensure the best outcome possible for every operating employee, regardless of craft.

The door remains open for renewed talks on bringing these great organizations together. In union there is strength and the union of all operating crafts into a single organization is the most effective way to protect and improve paychecks, benefits and working conditions.
Switching operations create one of the most dangerous exposures to injuries and death for railroad workers. Following nearly a decade during which there was almost one switching fatality per month, the Federal Railroad Administration, Association of American Railroads, American Short Line Rail Road Association, and the Brotherhood of Locomotive Engineers established the Switching Operations Fatality Analysis (SOFA) working group to combat the problem.

SOFA began by dissecting 76 fatal switching accidents in an attempt to find common threads and identify ways to halt these tragedies. Important to the effort is recognition that those performing the operation cannot become compliant—‘they cannot start thinking they have seen it all. In fact, almost as many long-time railroaders have been injured and killed in switching accidents as new employees, according to statistics.

A significant accomplishment of SOFA in its early days was the agreement of all the SOFA working group members that accidents are not always the result of human error. The SOFA group is committed to working together to determine the real cause and possible contributing factors, including equipment, operating procedures, and conditions beyond the control of the individual.

SOFA has paid dividends. During its year of creation in 1998, there were 13 employee fatalities in switching operations. SOFA research led to lifesaving tips that began paying results in terms of lives and limbs saved. By 2001, SOFA related fatalities dropped by 38% and in 2002, switching fatalities fell to just six, which was another 23% reduction in such tragedies. "Those six fatalities represent the smallest number of switching fatalities in a single year since such statistics began to be recorded in 1975," said John P. Smullen, Minnesota state legislative director, who represents UTU on the SOFA working group.

Other UTU members of the group include Danny Boyles Jr., Georgia state legislative director, and David H. Hukildson, Michigan legislative director.

“Each switching fatality avoided represents a member who makes it home in one piece to his or her family,” Smullen said. “But, I know we can do better if we all make a renewed effort to continue to live the safety and operating rules that mirror SOFA’s five lifesaving tips.”

The five lifesaving tips are:

• Secure equipment before action is taken;
• Protect against moving equipment;
• Discuss safety at the beginning of the job and when the work changes;
• Communicate before action is taken;
• Coach less-experienced employees to perform service safely.

Smullen, Boyles and Hukildson praised all members of the SOFA working group for “putting personal agendas aside and working together toward the common goal of eliminating switching operation fatalities. Not a single member of the SOFA working group will rest until the goal of zero switching fatalities is achieved.” Smullen said.

Pact gives Canadian members greater protections

SAULT STE. MARIE, Ont.—A simple document of 211 words represents a new tactic in Canadian labor’s arsenal, and leading the way with that tactic now securely in hand is the United Transportation Union (UTU).

That tactic gives UTU members in Canada greater job security and protection from management harassment.

UTU General Chairperson Rex A. Beatty says the document’s language evolved in response to an all-too-common predicament for labor in Canada—“management knowingly and repeatedly violating a contract.”

So, what did UTU do? A gain from the Canadian National Railway (CN) a written declaration that it will live up to the integrity of an agreement it freely and willingly negotiated with labor, and provide for an escalating remedy if it does not. The value of the letter—known in legal lingo as a “collective agreement compliance clause” or a “remedy provision”—was made clear in Arbitration Case 3310, heard in Montreal in December.

The case began after CN served notice it would abolish two positions, followed by another notice it would cease operations at Turcot Yard in Montreal.

The company ran afoul of the collective bargaining agreement on a number of counts, but for the most part, the problems were related to the company unilaterally and repeatedly implying changes without addressing their adverse affects in accordance with an agreement it had with the UTU.

The arbitrator directed CN “to resume material negotiations with the union as contemplated under the collective agreement.” The arbitrator also directed “the parties to meet and negotiate an appropriate remedy in the form of a lump sum payment to the union….” The sum includes a portion to be distributed to the affected employees, but also covers the union’s legal costs in pursuing the matter.

“Frequently, the gains the company gets from violating an agreement far outweigh any penalty an arbitrator can impose,” said Beatty, who heads UTU General Committee of Adjustment (GCA) GO-105 (Central Region). “So the company will knowingly and repeatedly violate an agreement.” Not this time. “I believe this is the first time legal costs have ever been awarded in such a case,” Beatty said. And if the CN violates the agreement again, an even larger dollar cost will result.

The outcome certainly represented a victory for the workers involved. But beneath that victory is an even greater triumph for the UTU and organized labor in Canada, and it lies in the process that led to the outcome. And the lynx of that process! A simple document of 211 words.

“Case 3310 was about a specific situation, but the clause itself isn’t about wages or work rules,” Beatty said. “It’s about the integrity of living up to a contract. And that’s where this arbitration was a victory far larger than the ‘win’ we gained in pursuing the case.”

Beatty said typically it can take as long as six months to a year for a grievance to work its way through the system. “And under civil law, an arbitrator can only determine what’s right or wrong, and address the grievance according to the agreement,” Beatty said. “In the meantime, the company is benefiting from its violation, which means it will likely abuse the agreement again.”

What’s worse, Beatty said, the cycle of abuse interferes with the proper functioning of the union and has a negative effect upon the membership. As the arbitrator recognized in the award favoring the UTU, “rank-and-file members increasingly express the view that their collective agreement is meaningless and their bargaining agent is powerless to enforce it.”

Beatty worked with UTU International Vice-President Guy Scarow, Vice General Chairpersons Gary Anderson and Jim Robbins, GCA Secretary Guy Ethier and the other members of the committee.

Beatty said the problem of blatant and repeated contract violations weighed heavily on the group. They focused on the question, “How can we protect the integrity of the agreement?”

The answer they came up with: build a disincentive into the agreement to make the company accountable.

“That’s the beauty of this clause and its process,” Beatty said. “It says if the company violates the agreement, there will be a remedy imposed. If they violate it again, there will be a greater remedy imposed.”

The key to the process, Beatty said, is the distinction between the application of civil law and common law remedies in Canada. Without the clause, arbitrators are constrained by civil law to address a grievance according to the remedies found in the agreement. Inclusion of the clause gives the arbitrator the authority to apply common law remedy. That distinction makes the difference.

For example, if a violation costs the company $25,000, but it isn’t enough to deter another violation, the arbitrator can then hit them with $50,000, or whatever it takes to serve as a disincentive;” Beatty said. “This is a common law concept known as putting the remedy in motion.”

CN may not be happy with the result, but as Beatty pointed out, “it’s problematic for the company to get it removed. If they say ‘no’ to such a provision, it doesn’t look too good.”

Likewise, a company negotiating a new contract would find it awkward to refuse to insert a provision requiring it to live up to its word, which is why including a similar clause in other labor contracts remains a promising possibility for the UTU and other labor organizations in Canada. In fact, “steel workers in Hamilton, Ont., and others in organized labor in Canada have asked for copies of this,” Beatty said.

The clause also serves as a tool of the general chairperson’s office. “Every member has the right to file a grievance under the grievance procedures,” Beatty said. “But if something violates the integrity of the agreement, then I, acting as general chairperson, can immediately file.”

The provision is especially important in today’s political climate. “You can’t count on the government to protect you in the workplace,” Beatty said. “You need to be protected by an agreement, and this gives an agreement teeth.”

Although the Brotherhood of Locomotive Engineers—under the banner of the Canadian Council of Railway Operating Unions (CRCOU)—initially was part of the negotiations, it “backed out of the CRCOU” before the document was negotiated and signed,” Beatty said. Only the UTU moved forward to prove the value of the document, he said.

“If you want to be a leader, then lead,” Beatty said. “That’s what the UTU is doing.”
As a UTU member, you are entitled to many benefits

**Members enjoy great pay, benefits**

Have you ever been denied a wage claim, or are you unsure of how to make a claim for work performed? Right now you might be in a bind. You might be wondering if work for an alleged offense? As a member of the United Transportation Union, you are entitled to a wide range of benefits. Your local chairperson should be able to help you with your problems and attempt to answer any questions you might have.

- **Do not participate in a company investigation unless you are sure.**
- **You cannot assist them.**
- **Do not accept the company’s advice or decision as to your rights.**
- **Tell a union officer. Report the injury immediately to a local union officer, such as local chairperson or local president, and get their help.**
- **Public relations**
  - Provides advice and cooperation to clients.
  - Handles a variety of transportation safety issues.
- **NATIONAL LEGISLATIVE DIRECTOR**
  - Represents the union in dealings with Congress and state legislatures.
  - Encourages the legal practice of the union.
- **LOCAL LEGISLATIVE REPRESENTATIVE**
  - Represents the union in dealings with Congress and state legislatures.
  - Encourages the legal practice of the union.

**Contract benefits have been negotiated and agreed upon.**

You have earned them! Do not be afraid to use them.

**UTU Legislative Department**

- **The Legislative Department is a dynamic, active and broad-based labor organization.**
- **The Legislative Department handles such matters as: grievances, discipline and seniority rights.**
- **It handles such matters as: grievances, discipline and seniority rights.**
- **The Department represents members of the UTU.**
- **The Legislative Department continues to work to provide union protections to all transportation employees.**

**Legal Department**

- **The department consists of trained staff lawyers in a wide variety of transportation and employment law.**
- **The department is charged with the responsibility of protecting the interests of the members.**
- **The department has received instruction in matters affecting working conditions.**

**UTU Membership Services**

- **Members are entitled to**
- **Membership Services**
- **Public Relations**
- **Legal Department**
- **Local Secretary**
- **Local President**
- **Assistant to the National Secretary**
- **Treasurer**
- **Assistant President**
- **Vice President**
- **National Legislative Director**
- **Assistant to the Vice Presidents**
- **Local Secretary**
- **Local President**
- **Assistant President**
- **General Secretary and Treasurer**
- **Vice Presidents**
- **General Committees**
- **Contract benefits**

**UTU News**

www.utul.org www.utu.org www.utu.org
Retiree Program News

B&O historian writes volumes

Rail fans interested in the history of the Baltimore & Ohio Railroad (B&O) can visit the B&O Railway Oral History Museum in Baltimore, Md., or they can save themselves a trip by visiting UTU Retiree Program member Carl T. Winegardner’s website at http://www.ctwbooks.com/.

Brother Winegardner, a member of Local 404 in Newark, Ohio, didn’t just write the book on the B&O’s history — he wrote 15 volumes, starting with the railroad’s beginnings as the first horse-drawn railway in the U.S.

“It’s no surprise Winegardner is a B&O veteran. He hired out in Newark in December 1944 and worked as a brakeman and a fireman for his first six months. He decided he liked being a trainman and joined Brotherhood of Railroad Trainmen Lodge 169. He was the last promoted passenger train conductor on B&O’s North Division, worked through the years the line was known as the Chesapeake System, and retired in August 1989 at the top of the seniority roster as a CSX conductor.

The first of his 15 volumes wasn’t printed until 1989, but his work on the series began decades earlier. “I’ve been writing the B&O history since I was 1946,” Winegardner said. “I carried a camera with me all the time I was on the road, and when I got home, I would copy notes into a big book. Eventually, I had better than 2,500 pages of history, with pictures of all the places I worked.”

Winegardner also began collecting memorabilia. “I’ve got a bit of everything,” he said. “I’ve got Blueprint drawings, movies, and even a mammoth model train set. My garage is a virtual museum.”

Besides being a member of the B&O Historical Society, Winegardner meets at 8 a.m. on the second Tuesday of each month with The B&O Society, Winegardner meets at 8 a.m. on the second Tuesday of each month with The B&O Society.


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WASHINGTON, D.C. — A General Accounting Office (GAO) study released last month indicates that adding personal investment accounts to the Social Security system as proposed by a presidential study commission would require benefit cuts, tax increases or raising the retirement age.

The proposals offered by President Bush’s Social Security Commission in 2001 also would require general revenue funds from the federal government for at least three decades, even if all Americans participated, the GAO report said.

The year-long study of the proposal found that adding personal accounts eventually would secure the system’s long-term funding, but trade-offs would be required.

Social Security is expected to start paying out more in benefits than it collects in taxes by 2017 because the large Baby Boom generation will be retiring and the workforce that keeps the system afloat through payroll taxes will be declining.

Reforms undertaken now “will ultimately determine not just how much income retirees will have but also how long they will be expected to continue working and how long their retirements will be,” said David Walker, the GAO’s comptroller. “Reforms will determine how much confidence supervisors will give up during their working years to provide for more consumption during retirement.”

Walker said the “window of opportunity” to make changes is closing, and that those hard choices will become even more difficult the longer Congress waits.

Reform is needed now “because the approaching demographic tidal wave makes the imbalance more difficult, dramatic, and disruptive,” he said.

Investing in the stock market is one way to increase revenue, which “could improve the rates of return, but potentially expose individuals to investment risk and losses,” Walker said.

The rule of a Senate committee analyzed the report and the various proposals to shore up future funding for Social Security by creating personal accounts, observers believe the cost, at a time when deficits are soaring again, makes it unlikely that reform will occur soon.

Meanwhile, as this issue of the UTU News reached deadline, President Bush was expected to propose long-term changes in Medicare, including a provision for a prescription drug benefit. Though details were sketchy, the White House wants to foster competition between Medicare and private health plans.

James Dargon Jr., 79, passes away; wrote first Rule G Bypass agreement

MERRIAM, Kan. — James Dargon Jr., 79, who wrote and progressed the industry’s first Rule G Bypass agreement in 1979 and was one of the creators of Operation RedBlock, passed away Jan. 12, 2003, at Providence Medical Center.

A member of Local 1409 in Kansas City, Kan., Brother Dargon retired in 1986 from the Union Pacific Railroad (UP) as a brakeman after 40 years of service. He worked many as a local officer.

He is survived by his wife of 57 years, Rose Marie; four daughters; three sons; a sister; eight grandchildren and three great-grandchildren.

Dargon received an award from the UP in recognition of his involvement with Operation RedBlock, a program promoting drug- and alcohol-abuse prevention on the railroad and in other transportation industries.

In April 2001, he received the prestigious UTU Brass Lantern Award from International President Byran A. Boyd Jr. in recognition of his support of Operation RedBlock throughout his retirement.

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.

<table>
<thead>
<tr>
<th>Local</th>
<th>Name</th>
<th>City/State</th>
<th>Local</th>
<th>Name</th>
<th>City/State</th>
<th>Local</th>
<th>Name</th>
<th>City/State</th>
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<td>1</td>
<td>Siegert, George R.</td>
<td>Holiday, Fla.</td>
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<td>Dwyer, John R.</td>
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<td>Gillispie Jr, Ralph L.</td>
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<td>Cren, Ors H.</td>
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<td>Nielsen, Armin A.</td>
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<td>Murphy, William E.</td>
<td>Richond, Ind.</td>
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<td>Newton, Kan.</td>
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<td>Thompson, Howard N.</td>
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<td>Tocumbia, Alas.</td>
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<td>Dargon Jr, James</td>
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<td>Padouck, Ky.</td>
<td>1445</td>
<td>Miller, Edwin A.</td>
<td>New Pemuvicki, N.J.</td>
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<td>Creston, Iowa</td>
<td>785</td>
<td>Swann, John E.</td>
<td>Minn.</td>
<td>1533</td>
<td>Singleton, Donald H.</td>
<td>Fairbury, Neb.</td>
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<td>Taylor, Stanley S.</td>
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<td>911</td>
<td>LaFavor, Paul G.</td>
<td>Minn.</td>
<td>1544</td>
<td>Vena, William H.</td>
<td>Lakeside, Cal.</td>
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<td>223</td>
<td>Meingeir, Steve L.</td>
<td>Fremont, Ohio</td>
<td>911</td>
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<td>Spencer, N.C.</td>
<td>1574</td>
<td>Davidson, Ralph J.</td>
<td>Boring, Ore.</td>
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<tr>
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<td>Kline, Carol A.</td>
<td>Forttown, Pa.</td>
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<td>Radley, Ralph S.</td>
<td>East Syracuse, N.Y.</td>
<td>1713</td>
<td>Hoyle Sr., Billy D.</td>
<td>Everett, Wash.</td>
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<td>Cape May, N.J.</td>
<td>1007</td>
<td>Radley, Ralph S.</td>
<td>East Syracuse, N.Y.</td>
<td>1816</td>
<td>Vancamp, St., Timothy</td>
<td>Toledo, Ohio</td>
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<td>336</td>
<td>O’Leary, Paul A.</td>
<td>Anenka, Ilorin</td>
<td>1008</td>
<td>Slar, Paul A.</td>
<td>Florida</td>
<td>1825</td>
<td>Varna, Frome, Carmine A.</td>
<td>Cleveland, N.Y.</td>
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<td>386</td>
<td>Stul, Carl H.</td>
<td>Newark, Del.</td>
<td></td>
<td></td>
<td></td>
<td>1945</td>
<td>West, Herbert D.</td>
<td>Grove City, Ohio</td>
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Waverly Harris
L-1594, Upper Darby, Pa.

“I'm a vice local chairperson, and a train and trolley operator for SEPTA for nine years. It's a good job, but it can be very stressful dealing with the public. I think I'm under more stress than the average American, but I take things in stride. If I feel hostile or testy, I think of my wife and children and what kind of day they're having. I also work out every other day, so if things get harder to handle, I punch the heavy bag, do some more lifting or run on the treadmill. I guess the trick is to take the quiet moments and run with them.”

Paul Tibbit
L-331, Temple, Tex.

“’I'm a general chairperson and a conductor with BNSF. I've been railroading since March 1971. There's lots of stress these days. We were on the old Santa Fe prior to the merger, and the stresses placed on the railroad officers flow downhill. I deal with combining rosters, with equity issues, re-routing trains—the phone rings all the time! But it's a job I wanted, it's very rewarding. You can’t bring it home with you and take it out on your family or yourself. I had to tell myself, 'I'm going to keep going and make the most of it.'”

Greg Williams
L-1011, Hamlet, N.C.

“'I'm a CSX conductor, a vice local chairperson, and I've been in railroading for 23 years. I've worked a coal loader in Bostic Yard for about a year and don’t have as much stress as I did before. But I put up with a lot of stress to get here. Being on call 24 hours a day, carrying a phone or pager and trying to catch up on rest would put anybody under stress. I find that a good home life helps a lot. I'm a fisherman, and I also build hotrods, so I go out in my shop and do my thing. That's a good way to relieve stress for me.”

Tom Garvin
L-2, Toledo, Ohio

“I'm a Norfolk Southern conductor, a local chairperson, a legislative representative and delegate. I've been a railroad employee for 32 years. There's always stress working as a freight conductor, but it's nothing I can't handle. I try to keep it in perspective by not worrying about the things I can't control. I recently got into an assigned job with a much more predictable work schedule. I think that removes a layer of stress. I take time to eat, relax and keep a sense of humor, and if I need to blow off some steam, I jump on my motorcycle and go for a ride.”

Mark your 2003 calendar with these meeting dates

Here is preliminary information for the 2003 UTU/UTUIA Regional Meetings and the UTU Quadrennial Convention. Additional details will be announced as they become available. Check the UTU and UTUIA websites for the latest information:

**WESTERN REGIONAL MEETING**
DoubleTree Hotel, Seattle Airport
18740 Pacific Highway South, Seattle, WA 98188
Reservation code: UTU
Reservation telephone numbers: (800) 222-8733 toll free;
Reservation code: UTU
Reservation telephone numbers: (206) 246-8600 hotel direct
Room rate: $129/night single/double; $139/night triple;
Parking: $12/day self parking
Reservation deadline: May 6, 2003

**UTU QUADRENNIAL CONVENTION**
Mon., July 28, to Fri., August 1, 2003
Hilton Anaheim, 777 Convention Way, Anaheim, CA 92802
Reservation procedures will be announced in the near future

**EASTERN REGIONAL MEETING**
Wyndham Philadelphia at Franklin Plaza
17th and Race Streets, Philadelphia, PA 19103
Reservation code: UTU
Reservation telephone numbers: (800) WYNDHAM or (215) 448-2000 hotel direct
Room rate: $99/night single, double, triple, quad
Parking: $1/day self parking
Reservation deadline: 5 p.m. EST Tue., July 29, 2003

**GET INVOLVED**
Here's how you can be involved:

- Attend your local union meetings
- Review the UTU/UTUIA Web sites regularly
- Support your local union officers
- Attend regional meetings
- Attend the quadrennial convention

*Individuals who have begun contributing to TPEL or increased their donations to $100 or more, per year, during the previous month*
Remote control
Continued from page 1

一段时间以来与提案组织者沟通并说服组织的必要性。

在提案讨论中，提案组织者需要提供清晰、一致的论点，以帮助提案获得政府官员的支持。提案组织者需要展示提案的紧迫性、重要性和可行性，以说服政府官员采取行动。提案组织者需要与提案支持者保持密切联系，并通过各种渠道（如媒体、立法者、利益相关者）提高提案的知名度。提案组织者还需要与其他组织和利益相关者合作，以扩大提案的影响力和覆盖面。

 Yardmaster pact
Continued from page 1

试图解决其他工人的需求和问题。

“这个也是第二个基于利益相关者的提案，因为提案涉及全国性的突击队和委员会成员，包括全职和兼职的铁路员工。”Carver说。

在提案启动前，必须由一个利益相关者团队进行详细规划和协调。提案组织者需要确保提案内容明确、目标清晰，以便让提案获得政府官员和利益相关者的支持。提案组织者需要与提案支持者保持密切联系，并通过各种渠道（如媒体、立法者、利益相关者）提高提案的知名度。提案组织者还需要与其他组织和利益相关者合作，以扩大提案的影响力和覆盖面。

 Members save
Continued from page 1

submerged.

“The truck hit the water and stopped, lying on the driver’s side,” Ledger told the Salt Lake Tribune.

The three railroaders quickly jumped into the water to try to help. Using pothole knives to cut the seatbelts, they managed to remove the driver's two young daughters, ages three and six, who had suffered only minor injuries, through the broken windshield.

Ledger could not see the driver, 23-year-old Tabitha Elliott, at first because she was completely submerged, but within a minute he had raised her head above the water and she began to breathe.

Ledger could not free her because her legs were pinned beneath the crumpled dashboard, he said.

“So, we kept her head up and waited for help to arrive,” Ledger said.

“The firemen helped me get the (driver) out while Greg watched, protected the kids were okay,” Peck said.

“To tell you the truth, I never noticed the cold.”

Despite their efforts, Elliot died from her injuries after being airlifted to LDS Hospital in Salt Lake City.

Utah Highway Patrol Sgt. Robert Breci said the three men “did exactly the right thing. It was very impressive.”

“There was nothing heroic about it,” Ledger said. “We just did what anybody else would do.”

Peck said the soaking-wet trio returned to the yard office after the accident and were given the day off by company officials. “The company has responded positively with letters of commendation,” he said. “Greg was the real hero. I just followed his lead,” Peck said.
Help others during Join Hands Day, June 21

CLEVELAND – United Transportation Union Insurance Association is proud to join 79 other non-profit fraternal benefit societies comprising the National Fraternal Congress of America to sponsor “Join Hands Day,” a nationwide day of voluntary service.

Join Hands Day, set for Saturday, June 21, provides members and their families an opportunity to make life better for those less fortunate and to prove again that UTU/UTUIA members are the greatest volunteers in the world.

An objective of Join Hands Day is to develop relationships between young people and adults through neighborhood volunteering, as they work together on an equal basis to plan, organize and implement the day’s activities.

Participation can take any number of forms, from cleaning streets or helping seniors, to repairing playground equipment, painting over graffiti or removing trash from streams.

“Tin extremely pleased with the success and level of participation on the part of UTU/UTUIA members in the past,” said Sandra J. Kranick, who serves as the UTU/UTUIA’s fraternal coordinator. “I know we can accomplish even more this year.”

No project is too small and the possibilities are as unlimited as your imagination. Some ideas to consider include preparing and distributing sandwiches for the homeless or organizing a food drive for the poor; cleaning a park or volunteering at a recycling center; delivering meals to the homebound or visiting patients in a hospital or nursing home; holding a book drive for school libraries; painting a mural on a school wall; even walking dogs or cleaning cages at an animal shelter.

Whatever form your community service takes, the important thing is to do something. Your photos and stories about your projects could appear in a future edition of the UTU News to let others know about your participation, so please tell us about it.

Send your project ideas, on the Join Hands Day form, to: Sandra J. Kranick, Fraternal Coordinator, UTU/UTUIA, 14600 Detroit Ave., Cleveland, OH 44107. For more information, contact Kranick at (216) 228-9400, Ext. 203 or e-mail her at s_kranic@utu.org.

“The goal of Join Hands Day is not only to provide community service but to help change how young people and adults understand each other and get along,” Kranick said. “It is an opportunity to help change the way Americans think and act across generational lines. Young people love the opportunity to take on leadership roles, to learn how to operate power tools, to know they helped make a difference. And adults enjoy sharing the knowledge they have, especially when it helps benefit their community. It’s a win/win affair.”

Remember, no project is too large or too small, and you may wish to join with other UTU/UTUIA members in your area to accomplish much more.

For more information about Join Hands Day or for additional project ideas, visit www.joinhandsday.org.

Please plan on participating in Join Hands Day and don’t forget to send in the planning form printed on the right before April 15, 2003.

Tell Us What You Plan to Do

Name ____________________________ Local ____________
Address __________________________
City/State/ZIP _______________________
Daytime phone (__________)__________
E-mail _____________________________
Will another organization be involved? If so, provide name:

Number of adult volunteers expected: ________________
Number of youth volunteers expected: ________________

Are you seeking more volunteers? ☐ Yes ☐ No

New volunteers should contact you: ☐ By phone ☐ By mail ☐ By e-mail

Describe your project:

Type of project (check one):
☐ Environment ☐ Health ☐ Neighborhood cleanup
☐ Education/schools ☐ Safety/protection ☐ Help seniors
☐ Homelessness/poverty ☐ Other (explain)

Mail completed form to Sandra J. Kranick, Fraternal Coordinator, UTU/UTUIA, 14600 Detroit Ave., Cleveland, OH 44107, by April 15, 2003.

Directory of UTUIA Local Units

Seventeen UTUIA Local Units participate in fraternal activities which benefit both UTUIA members and the communities in which they live. Listed below are those Local Units, their meeting times and locations, and Local Unit presidents. All UTUIA members (those individuals having insurance with the UTUIA) are encouraged to participate in the activities of their Local Unit.

Local Unit 1: Cleveland, Ohio, 2nd Tues., 4:30 p.m., 14600 Detroit Ave.
Sullivan, J.P., 11768 Suncrest Dr., Walton, KY 41049

Local Unit 2: Greenville, Tex., 2nd Mon., 6 p.m., 4224 King St.
Condron, T.E., P.O. Box 1282, Terrell, TX 75160

Local Unit 3: Fr. Wright, Ky., 1st Tues., 7 p.m., Woods Brothers Restaurant,
Dixie Hwy.
White, J.R., 694 Dudley Rd., Edgewood, KY 41017

Local Unit 4: Memphis, Tenn., 1st Mon., 7 p.m., 2700 S. Perkins
Cunningham, J.F., 2228 Cornwall, Germantown, TN 38138

Local Unit 5: Rowland Hts., Calif., 2nd Tues., 10:30 a.m., 18880 E. Gale Ave.
Morgan Jr., O.L., 8609 Crystal Ave., Kearns City, MO 64138

Local Unit 6: Kansas City, Mo., 1st Thurs., 8 a.m., 1601 Universal Ave.
Robert, L.C., 831 Midwood Dr., N. Bellmore, NY 11710

Local Unit 7: Monee, Ill., 4th Wed., 7:30 p.m., Brian’s Place
Hale, S.C., 22684 County Rd. 118, Goshen, IN 46528

Local Unit 8: Roseville, Calif., 1st Tues., 1:45 p.m., 110 Park Ave.
Parker, C.L., P.O. Box 905, Adairsville, GA 30103

Local Unit 9: Mundan, N.D., 3rd Tues., 11 a.m., Seven Seas Motor Inn
Tokash, B.M., 4904 Tokash Dr., St. Mundan, ND 58654

Local Unit 10: Jacksonville, Fla., 2nd Tues., 6 p.m., 5221 University Blvd. W.
Parker, C.L., P.O. Box 905, Adaville, GA 30103

Local Unit 11: Battle Creek, Mich., 2nd Mon., 1 p.m., Eagles Lodge,
19757 Capital Ave. N.E.
Hurt, D.E., 482 Capital Ave. N.E., Battle Creek, MI 49017

Local Unit 12: Baldwin, N.Y., 3rd Thurs., 11 a.m., Coral House
Robert, L.C., 831 Midwood Dr., N. Bellmore, NY 11710

Local Unit 13: Seattle, Wash., 2nd Tues., 9 a.m., 9125 15th Place South
Rookard, J.R., 8289 S.E. Calver St., Othello, WA 98615

Local Unit 14: Mobile, Ala., 1st Fri., 6 p.m., 1708 Dauphin St.
Chappell, L.E., 3414 Rock Lane, Birmingham, AL 35210

Local Unit 15: Washington, D.C., time/date varies, 400 N. Capitol St., N.W.
Morrison II, M.T., 599 Old Church Hwy., Rockingham, NC 28379

Local Unit 16: Grand Junction, Colo., 1st Thurs., 9 a.m., Rio Grande
Federal Credit Union, 516 Duray Ave.
McEly, E.D., 573-33 3/4 Rd., Clifton, CO 81520

Local Unit 17: Philadelphia, Pa., 2nd Tues., 8 p.m., Gladwyn VFW, 1 River Rd.
Anzano Jr., T.E., P.O. Box 1282, Terrell, TX 75160

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This month’s winning photo:

This month’s winning photograph was taken by Joe Micheli Jr., a member of Local 49 at Pueblo, Colo. Micheli’s photo is of a Colorado & Wyoming coal train taken near the southern Colorado town of Weston. The Sangre de Cristo mountain range is in the background.

The UTU Public Relations Department awards UTU gear to the union member who submits the best photograph during the previous months.

The winning photo will be published in the UTU News.

Exceptional photographs will be included on the UTU website.

The UTU would like to see photographs or digital photographs of work-related scenes, such as railroad, bus or mass transit operations, new equipment photos, scenic shots, activities of your local, or photos of your brothers and sisters keeping America rolling.

Printed photographs should be mailed to UTU News, 14600 Detroit Ave., Cleveland, OH 44107-4250.

High-resolution digital photographs should be in the JPEG format and e-mailed to “utunews@utu.org”.

With each photograph, please include your name and UTU local number, the names of the persons in the photo (left to right), where the photo was taken, and all other pertinent information.

All photographs submitted become property of the UTU.

Remember to review your employer’s policies regarding use of cameras on the property or during work hours.

www.utu.org / www.utuia.org

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Sex

Date of birth

Address

City

State

Zip

Telephone Number with Area Code

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