New mental health website

CLEVELAND, Ohio – UTU members and their dependents covered under the NRC/UTU Health and Welfare Plan or The Railroad Employees’ National Health and Welfare Plan looking for professional help or information on depression, anxiety, stress, addiction, relationships or other mental health topics, can visit the new Achieve Solutions website. The website contains a provider search tool, timely articles, interactive quizzes, online courses, news stories and other mental health resources. Visit the site at “achievesolutions.net/utu/” or click on “Healthcare” in the menu bar of the UTU website (utu.org). The site is presented by ValueOptions, which administers mental health and substance abuse benefits under NRC/UTU Health and Welfare and The Railroad Employees’ National Health and Welfare Plan.

N.D. locals to meet

BISMARCK, N.D. – UTU locals in North Dakota will be holding special meetings during the first week of May. The meetings are held annually to provide members with information on important issues related to their jobs and benefits. Various International officers, general chairpersons, and State Legislative Director John Rich will be in attendance, as well as representatives from UTUIA, United Healthcare and the Railroad Retirement Board. All active and retired UTU members are invited to attend any or all of these meetings, regardless of their local. Spouses also are welcome and encouraged to attend. Reservations are not required. Rich said anyone needing additional information can call Rich at (701) 223-0061.

The schedule is as follows:
Local 1344: Mon., May 5, Royal Fork Restaurant, Bismarck. 1 p.m. meeting with 5 p.m. dinner.
Local 1059: Tue., May 6, International Inn, Minot. 1 p.m. meeting, 6 p.m. social hour, 7 p.m. retirement banquet.
Local 525: Wed., May 7, Ramada Inn, Grand Forks. 3 p.m. meeting followed by dinner.
Locals 960 and 1137: Thur., May 8, O’Kelly’s Tastes and Toffees, Fargo. 1 p.m. meeting with soup and sandwich buffet at 5 p.m.

FRA says latest data backs safety ofremotes

WASHINGTON, D.C. – Federal Railroad Administrator Allan Rutter issued a statement last month asserting that safety statistics offer “nothing to indicate that remote control operations should be banned from use,” a position that apparently is validated by the claims of railroads where such operations have been implemented.

Rutter said the Federal Railroad Administration (FRA) has closely monitored the safety and use of the technology since first issuing guidelines on the use of remote control in February 2001. In instances where the FRA has identified potential problems associated with remote control operations, railroads have been extremely responsive in addressing such issues,” Rutter said.

“Our commitment remains to proceed cautiously, closely monitoring the use of remote control technology,” Rutter said. “If we identify safety problems associated with this technology, we will move quickly to mitigate those safety risks, using the full range of enforcement and regulatory measures at our disposal.”

The 2001/2002 time period addressed by Rutter likely “will go down as the safest year ever for railroad employees,” according to the Association of American Railroads (AAR), which cited remote control operations as inherently safe is the Union Pacific Railroad (UP), which is starting to use remote controls at its rail yards across the nation.

UP spokesman John Bromley recently told the Associated Press (AP) that training on remote-controlled systems started on Feb. 3, 2003, at Bailey Yard in North Platte, Neb., where the railroad advertises as the largest rail yard of its kind in the world.

Bromley told the AP that all of the yard’s locomotives will be switched over to remote operations by June, despite protests by the Brotherhood of Locomotive Engineers (BLE), which claims its objections are based on safety considerations.

The BLE’s concerns are unfounded, Bromley told the AP, asserting that testing showed the technology to be safe. “Some people are resistant to change,” Bromley told the AP. “Change is always hard to sell to some people.”

Continued on page 10

MTA must stop paying ACRE

WASHINGTON, D.C. – Congress has ordered New York’s Metropolitan Transit Authority to cease using federal transit tax dollars to pay salary, benefits and/or expenses to elected or appointed officers of the Association of Commuter Rail Employees (ACRE), which represents engineers and conductors on Metro-North Commuter Railroad. These employees previously were represented by the UTU’s Commuter Rail Employees (ACRE), which represents engineers and conductors on Metro-North Commuter Railroad. These employees previously were represented by the Brotherhood of Locomotive Engineers (BLE).

The congressional action came following intensive lobbying by the UTU Commuter Rail Department led by UTU Vice President Tony Iannone.

The efforts began after the New York Daily News reported that “four top union leaders on the MTA’s Metro-North are drawing full salaries from their public jobs while also receiving hundreds of thousands in additional compensation for their work as elected and appointed officers of the ACRE.”

Continued on page 10

News & Notes

WASHINGTON, D.C. – UTU lobbying efforts on behalf of UTU bus members resulted in a notable victory before the House Transportation and Infrastructure Committee, which unanimously approved legislation to enhance bus transportation security.

The Over-the-Road Bus Security and Safety Act of 2003 (H.R. 875) now moves to the House floor for a vote. House passage, which is expected, will result in the bill moving to the Senate for consideration. The bill authorizes $99 million for fiscal years 2003 and 2004 for discretionary grants to private interstate bus service operators for security improvements, said UTU National Legislative Director James Brunkenhoefer.

The security improvements may include construction of bus security law

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The security improvements may include...
Local 84, Los Angeles, Calif.

International Vice President Tony Jannone is scheduled to attend the Amtrak local’s April 21 meeting at the Burbank, Calif., Ramada Inn at 10:30 a.m. to make a presentation to the membership. He is also scheduled to attend the Amtrak local’s April 21 meeting at the Burbank, Calif., Ramada Inn at 10:30 a.m. to make a presentation to the membership. He is also scheduled to attend the Amtrak local’s April 21 meeting at the Burbank, Calif., Ramada Inn at 10:30 a.m. to make a presentation to the membership.

Local 113, Winslow, Ariz.

Burlington Northern Santa Fe conductor Charles Leonard, who was acquitted of murder charges in the St. Paul, Minn., slaying ofSwitchman Charles Miller, gave CPR to a heart attack victim in St. Paul on July 14, 1894, during the American Civil War.

Local 367, Omaha, Neb.

Locomotive engineer David M. O’Brien has been nominated by the Council Bluffs Division of the AFL-CIO and the Council Bluffs Area Labor Council to receive the annual Kenefick Safety Award, said Secretary-Treasurer Jim Brkljacich.

Local 463, Thunder Bay, Ont.

A UP agreement that turned his cab car on its side, said Secretary-Treasurer Kenefick, has been nominated by the Council Bluffs Service Employees Local 1778, N. Vancouver, B.C.

Local 465, Gillette, Wyo.

Members of this Burlington Northern Santa Fe local recently presented plaques to Russ Muller and Ed Dibble in recognition of their life-saving roles in separate incidents. Brother Dibble took an employee in the early stages of a heart attack to a local hospital, while Brother Muller gave CPR to a heart attack victim in Deadwood, S.D., until emergency personnel arrived, said Local President Billy Montgomery.

Local 471, Eugene, Ore.

Plans are set for this Union Pacific local’s 29th annual Railroad Retirees’ Banquet, to be held Sun., May 18, at 4 p.m. at the Oregon Electric Railway car that members can enter solo or with a partner. The event, set for 8 a.m. on April 26, will be held at the Elmwood Depot. Winners will receive $150, a jacket, a trophy, and a trip to San Jose, Calif., where they will compete in the nationals from June 4-6.

Local 560, Minneapolis, Minn.

Members of this Union Pacific local are among the sponsors of the play, “A Thousand Miles Away,” which opened in Minneapolis on March 15, 1995.

Local 579, National City, Calif.

An attorney representing Richard J. Moore, a former conductor for the San Diego & Arizona Eastern railway, said the attorney intends to file a complaint with the National Transportation Safety Board against the railroad for its failure to provide adequate training.

Local 580, Scottsdale, Ariz.

Recently proving the value of having professional, well-trained UTU-represented crew members aboard Amtrak trains, conductor Joseph S. Lorcan (left) and assistant conductor Phillip Q. Brown played key roles in saving the life of a passenger who experienced a miscarriage.

Professional crew saves woman’s life

RIVERVIEW, Mont. — A 19-year-old woman who recently rode Amtrak’s Empire Builder and experienced a medical emergency is alive and well today, thanks to a well-trained, quick-thinking crew that included conductor Joseph S. Lorcan and assistant conductor Phillip Q. Brown, both of Local 117 in Vancouver, Wash.

The woman, a passenger aboard Amtrak Train 7 on Feb. 18, began to miscarriage while the train was in a rural area between Whitethief and Libby, Mont.

Crew members, veterans of Amtrak’s PRE-PARE classes and trained to handle emergencies, sprang into action, said Amtrak Assistant Superintendent Timothy A. Branson, who was aboard the train.

Brother Lorcan assessed the situation and immediately called engineer Aaron Rowe, asking him to radio for assistance, Branson said. The situation was complicated by the train’s location in the Flathead Tunnel, but the crew remained calm until communication could be established.

Because the train was at least 45 minutes from a medical center, the engineer, working with BNSF dispatcher Gary Armitage and chief dispatcher Jack Miller, arranged to meet an ambulance just outside Riverview.

Meanwhile, Loran located a passenger, Dr. Debra Bley, who began attending to the woman. Brother Brown and Lead Service Attendant Lois Christerson brought first-aid supplies, gloves, towels and water to Dr. Bley, who grew concerned over the passenger’s loss of blood and weakness pulse.

An ambulance crew from Libby arrived at the meeting point and rushed the patient to a hospital in time to save her life, said Branson.

“Unfortunately, the baby couldn’t be saved,” said Branson. “But the entire crew all came together and did an excellent job in the face of a life-threatening emergency. These people, including Steve Bushnell and Dan Gustafson, who reach the PRE-PARE classes locally, deserve a lot of credit.”

Local 951, Sheridan, Wyo.

Members of this Burlington Northern Santa Fe local are proud of member Herb Walk, who played a role last month in rescuing a fisherman who fell through the ice at Lake DeSmet and would have drowned without prompt assistance, said retired member T.R. Shelby.

Local 1252, Fresno, Calif.

Members of this Burlington Northern Santa Fe local, along with members of Brotherhood of Locomotive Engineers Division 553, have started a collection through their credit union to assist local member John J. Mathieu, a 35-year-old second-generation railroad worker afflicted with Myelodysplastic Syndrome, a condition that mirrors leukemia. Brother Mathieu, a husband and father of three boys, all under age three, has been unable to work since last June and is waiting for a marrow transplant. For information about the fund, contact Legislative Representative Don Heffernan at irishdlh@earthlink.net.

Local 1393, E. Buffalo, N.Y.

Members employed by the South Buffalo Railroad offer their best wishes for a long run to new General Chairperson/Local Chairperson Paul Haley, who will receive assistance from Vice President Pete Patsouras as he negotiates a new agreement, said member Eric Feld.

Local 1556, Bergenfield, N.J.

Negotiations with CEA, which began in February, are progressing smoothly for all four divisions on the Rockland Coaches project, said Secretary-Treasurer Michael Byrne, who notes the local now has a website where updates are posted at www.utu.org.

Local 1594, Upper Darby, Pa.

Members employed by SEPTA will ride again in the annual American Cancer Society Bike-A-Thon, said Chairperson and President Ron Koran. To participate, contact Stan Bernatowicz for details and an entry form. Koran also said SEPTA is sponsoring a rail rodeo involving a trolley car that members can enter solo or with a partner. The event, set for 8 a.m. on April 26, will be held at the Elmwood Depot. Winners will receive $150, a jacket, a trophy, and a trip to San Jose, Calif., where they will compete in the nationals from June 4-6.

Local 1741, San Francisco, Calif.

Members of the local employed as bus operators by Chilliwack Transit (formerly Associated Charter Bus) and as school bus operators by the San Mateo School District recently attended a Driver’s Education Class.

Local 1778, N. Vancouver, B.C.

The spring issue of this BC Rail local’s newsletter, “The Meeting Point,” is now available on its web site at http://www.utubc.com. Secretary-Treasurer David Moorse. Included on the site is a link to the Council of Trade Unions’ “Stop the Sale of BC Rail” page.

Local 1895, Chicago, Ill.

Members of this Norfolk Southern local attended an arbitration advocacy skills seminar in February provided by Alan Fisher, an associate of UTU Designated Legal Counsel firm Hoey, Farina & Downes who has experience as a rail employee and a federal arbitrator in rail cases, said Secretary-Treasurer Larry Grutzius. Members Mike Dilday, Thomas Hall, Sal Mota, John Schimmel, Jim Hoey, Rich Ross and Grutzius learned about the investigation process behind preparing cases for appeal.
News from UTU State Legislative Boards

New Hampshire
State Representative William E. Mosher (Dist. 63) said New Hampshire is in danger of losing federal funding for commuter rail projects because the Executive Council has not approved the expenditure of the required funds for the contract to finish the Lowell/Nashua commuter rail extension project.

Mosher, a retired UTU member from Local 1400 at South Portland, Maine, said that failure to fund completion of the Lowell/Nashua commuter rail extension could indicate to federal officials that New Hampshire is not interested in rail as a transportation alternative.

Because the Executive Council has not approved the contract for the Nashua project, the state is in danger of losing commuter rail restoration. This not only affects the current Nashua (project), but also the future potential connections to Manchester and Concord, the high speed rail connection to Montreal, and any hopes of restoration of commuter rail from Newburyport to Portsmouth,” Mosher said.

Mosher is asking all UTU members and residents who support mass transportation to contact members of the Executive Council who voted against the contract and ask them to reconsider their vote.

The members of the council who voted against the contract are Peter Spaulding, Ruth Griffin and Raymond Wieczorek. Write the New Hampshire Executive Council at 107 N. Main St., State House, Rm. 257, Concord, NH 03301-4951, or call (603) 271-3632.

Iowa
Pat Hendricks, director of the UTU’s Iowa State Legislative Board, was elected vice president of the Iowa Association of Railroad Passengers (IARP) by fellow members of the association.

The IARP, a non-profit organization advocating rail transportation, works to inform government and the media of the interests of citizens in rail transportation and acts as a “watchdog” group guarding the public interest in Amtrak, railroad and transportation issues.

In other news, Hendricks reports that the UTU was instrumental in the recent 21-to-0 passage of Iowa House File 5 by the Iowa State Government Committee. The bill provides for state legislators and the governor to meet with their counterparts in other Midwest states to push for the development of the Midwest High Speed Rail Initiative.

The proposal must now be approved by both the Iowa House of Representatives and the Senate.

“The UTU continues to be the only rail labor union in Iowa to partner with other organizations to benefit all members of rail labor,” Hendricks said.

Virginia
State Legislative Director Richard Jeskey reports that a retirement party was held in honor of former Norfolk Southern General Chairperson David Benson in Salem in January.

Benson began his railroading career on the Nickel Plate Railroad in 1959 and worked in various crafts on the property as it changed hands through various mergers. He held several different local union offices during his tenure and served both as a vice general chairperson and general chairperson.

He also was a generous contributor to the TPEL program, Jeskey said.

A plaque presented to Benson read, in part: “For your unswerving dedication to serve the employees of the Norfolk Southern Railroad. We can never repay your thoughtfulness and kindness... Your leadership helped improve the working conditions of many and in turn improved the lives, hopes and dreams of railroaders and their families.”

The party was organized by Local 363 Chairperson Roger Slate, with assistance from members Tim Smith and Bill Glass, and through a generous contribution from the designated legal counsel firm of Moody, Stropole & Kloepel, Inc.

The party was attended by Benson’s family and friends and other UTU leaders including State Legislative Director Rick Davids, Virginia Legislative Director Richard Jeskey, State Legislative Director David Benson, Local 363 Chairperson Roger Slate, UTUA Field Supervisor Malcolm T. Morrison II and Virginia Legislative Director Richard Jeskey.

Pat Hendricks

Local Legislative Representative R.C. Lathrop (233), center, and Local Legislative Representative William Shillingstad (375), right, present the “Broken Rail Award” to State Legislative Director Rick Davids (375). The award, which was provided by the designated Legal Counsel firm of Hunskey, Stone, LeNoeux, Kuss & Thornton, is presented annually to the South Dakota local with the highest average contribution per member to the union’s Transportation Political Education League. Local 364 at Huron held the award from its inception in 1994 through 2001, when it was transferred to the members of Local 375 at Edgerton. Following the presentation, Lathrop said that the members of UTU Local 233 at Aberdeen have “served notice” that the award’s stay with Local 375 “will be a short one.”
God bless our UTU heroes serving our country

Listed on page 5 of this issue are the names of 52 brave men and women – UTU brothers and sisters – called to active duty and serving with honor in our armed forces, which guard our nation and its way of life. Certainly there are more and, as their names are learned, they shall be inscribed in subsequent honor rolls. These American heroes have, in John F. Kennedy’s words, asked not what their country could do for them, but what they could do for their country. Indeed, it is their love of family and of the ideals that bind this nation that direct their commitment to serve. The men and women of our armed forces have forged a proud history in the name of life, liberty and the pursuit of happiness.

For 227 years, on every continent, brave Americans have fought not to conquer, but to liberate. Here at home, where 9/11 has joined Dec. 7 as a date that will live in infamy, other brothers and sisters similarly serve our nation with allegiance, bravery and honor.

We accept responsibility for the safety of our passengers, the protection of freight and equipment and the security of our homeland, neighbors and families. The object of love is to serve. God bless each and every one of our heroes in service to America.

A secure future for all

By Dan Johnson
General Secretary & Treasurer

One of our most valuable benefits is a company pension. An adequate pension, coupled with family savings, guarantees our standard of living will not decline in retirement. An adequate pension is not automatic. Rail employee pensions are in two parts: Railroad Retirement Tier I is roughly equivalent to Social Security benefits; and Tier II is equivalent to a company pension, except it is administered by the federal government.

Many American workers receive no retirement benefits beyond Social Security – and even among those who do, an adequate pension is hardly assured. Truck drivers covered by the Teamsters’ Central States Pension Plan are in danger of losing pension benefits owing to massive underfunding of that plan. The pensions of current and future airline retirees also are in jeopardy following the financial collapse of that industry. Yet the pensions of railroad employees are more secure than ever before. When your UTU led the successful fight for Railroad Retirement reform, there was more delivered than restoring 65/30 and improved spousal benefits. The law made provision to improve the financial security of Tier II, ensuring the pensions of current and future retirees will be paid in full.

My election by railroad labor organizations as one of three labor members on the seven-member National Railroad Retirement Investment Trust is a solemn responsibility. Railroad Retirement reform provided flexibility to invest our $30 billion Railroad Retirement Trust Fund (one of the largest pension trusts in the U.S.) in investments likely to pay better returns. No longer must Railroad Retirement Fund dollars be invested solely in relatively low-yield government securities. In fact, we have selected an exceptional chief investment officer with more than 25 years of pension-fund investment experience to guide our investment decisions. Those decisions will be scrutinized by the seven-member board (three members each from labor and management, plus one independent) as well as by Congress, the federal Office of Management and Budget and the Railroad Retirement Board.

The new investment flexibility – something every successful pension fund enjoys – should permit us to achieve increased returns on investment. As returns improve, employer payroll taxes, which help fund Railroad Retirement benefits, decline. Also, retirement benefits can be increased and/or employee payroll taxes, which help fund benefits, can decline. Elevated employer payroll taxes discourage the hiring of new employees and reduce money available to pay improved wages and other benefits. Clearly, if we improve the return on investment of the Railroad Retirement Trust Fund, current and future retirees and their families are the biggest winners.

Your UTU helped gain another crucial provision in the law – a retiree safety net. If balances in the fund fall, carriers alone will make up any shortfall. Employee payroll taxes may not be increased.

Indeed, railroad employees today enjoy the most secure pension plan in the history of the United States.

WASHINGTON WATCH

By James Brunkenhoefer

UTU, the safety leader, burned no bridges

Recently, the Brotherhood of Locomotive Engineers (BLE) marched on the Federal Railroad Administration (FRA) offices in Washington, D.C., to protest remote control operations. They say their concern is safety. Maybe so. But they certainly go about it in a strange way.

The most significant improvements in safety in recent years have resulted not from public demonstrations, but through a formalized process called the Rail Safety Advisory Committee, or R-SAC, where labor, management, and regulators cooperate to hammer out mutually acceptable safety rules. This process allows each party to have their say in a non-adversarial manner. But, rather than use the R-SAC process, the BLE asked the FRA unilaterally to implement a rule-making procedure involving remote control.

After reviewing the BLE’s request, the FRA issued remote control safety guidelines. But the BLE didn’t like the guidelines. So the BLE filed a lawsuit in federal court. Attorneys always advise clients that when a matter is before a court, the matter should not be discussed between the parties. Thus, the FRA, accepting advice of its counsel, declined to talk to the BLE about remote control until the court acts on the BLE lawsuit.

Not liking that the FRA, which is being sued by the BLE, won’t talk to the BLE, the BLE began public demonstrations demanding that the FRA ignore advice of legal counsel. Separately, the BLE has been seeing resolutions from local governments to oppose remote control even though local governments have no authority over such federally regulated rail safety. Whatever it is the BLE has in mind is not clear. What is clear, however, is that standing outside someone’s office and shouting generally achieves a favorable response.

The UTU thinks there are better ways to improve rail safety – such as through cooperation before turning to confrontation with government. We may not have always gotten all we wanted through this approach, but we have always achieved more than other organizations, and we always got it first.

You can be sure that if remote control operators require additional safety regulations and training, UTU will be there and your UTU will be successful.

Most important, no matter how many BLE members march or how often they march or how many resolutions the BLE is able to gain from local governments, one thing will not change: those who operate remote control will continue to be employed under collective bargaining agreements negotiated and administered by the UTU. The UTU has the jobs and the UTU will keep the jobs – and the BLE will keep those jobs.

So if the BLE’s true concern is safety, then why don’t they join the union that has achieved more safety victories than any other union in the industry – and which has burned no bridges in the process?
General committees hold elections of officers

Article 82 of the UTU Constitution requires that each UTU general committee of adjustment meet at which time members of the general committee must elect a chairperson. The general committee should convene between Jan. 1 and May 31. Listed below are the results of general committee elections that have been reported to the International as this issue of the UTU News went to press. Future issues of the UTU News will list newly elected chairpersons as election results are reported to the International.

Alaska Railroad, GO-ARR
Wesley A. Rogers (1626)
Amtrak, GO-663
William A. Beebe (1361)
Amtrak, GO-769
Allan S. Story (1300)
Burlington Northern Santa Fe, GO-009
James A. Houston (1524)
Burlington Northern Santa Fe, GO-017
William E. Young III (111)
Burlington Northern Santa Fe, GO-020
John E. McLaughlin (1518)
Burlington Northern Santa Fe, GO-245
Randall S. Krehm (1385)
Burlington Northern Santa Fe, GO-341
Charles E. McDaniel (1975)
Burlington Northern Santa Fe, GO-386
John D. Fingriddle (167)
Burlington Northern Santa Fe, GO-393
Paul W. Tibbits (1331)
Canadian National (GTW), GO-377
Steven J. Thompson (1709)
Canadian National (IC), GO-433
Warner E. Radnor Jr. (1570)
Canadian National (IC), GO-436
Jorma H. Barton (1280)
Canadian National (WC), GO-987
John T. Larson Sr. (581)
Canadian Pacific (D&H), GO-300
James M. Hawley (211)
Canadian Pacific (Stx Line), GO-261
Chicago Rail Link, GO-CRL
William Fletcher (1299)
Colorado & Wyoming, GO-326
John P. Kuntz (49)
Columbia & Woefflin Railway, GO&C&
Lucas Walker (1385)
Correll Shared Assets, GO-630
Philip J. Greely (1473)
Correll Shared Assets, GO-769
Allan S. Story (1300)
CSXT, GO-349
T. J. Troutman (1517)
CSXT, GO-201
James R. Townsend (662)
CSXT, GO-347
Doyle K. Turner (1962)
CSXT-North Dist., GO-619
Richard C. McVeon (1007)
CSXT-North Dist., GO-663
William A. Beebe (1361)
CSXT, GO-851
John C. Hansocki (1021)
Dallas GARland & NorthEastern, GO-DGN
John J. Blank, Jr. (730)
Dalutah Missabe & Iron Range –
Missabe Div., GO-321
Chide P. Larson (1292)
Dalutah Missabe & Iron Range, GO-DIR
Stanley T. Kohn (1960)
Elgin Joliet & Eastern, GO-329
Cory A. Maybery (1383)
Elgin Joliet & Eastern, GO-330
Henry R. Kujawa Jr. (1780)
Illinois Midland, GO-217
Paul D. Tucher (1808)
Kansas City Southern, GO-460
Larry P. Davis (872)
Long Island Rail Road, GO-505
Michael J. Carino (645)
Louisiana & Delta Railroad, GO-LDR
Philip B. Towles (1027)
Metra, GO-721
Kevin J. King (653)
New Jersey Transit Rail Operations, GO-610
Xavier D. Williams (60)
Norfolk & Portsmouth Belt Line, GO-NPB
Jeffrey Foster (584)
Norfolk Southern Lines, GO-169
Bruce S. Daniel (1932)
Norfolk Southern Lines, GO-346
William B. Headrick Jr. (1972)
Norfolk Southern Lines, GO-679
Walter R. Eubanks (496)
Norfolk Southern Lines, GO-680
Luther T. King Jr. (1172)
Norfolk Southern Lines, GO-687
Debrett G. Strand Jr. (225)
Norfolk Southern Lines, GO-898
Paul E. Inmert (1570)
Southeastern Pennsylvania Transportation Authority, GO-STA
Ralph A. Vreede (63)
Texas City Terminal Railway, GO-TCT
Sudbury Hunter Jr. (1773)
Toslo Ports & Western, GO-TPW
David W. Wegman (1988)
Union Pacific, GO-209
Donna U. Martz (1538)
Union Pacific, GO-225
John W. Peebles (597)
Union Pacific, GO-527
Larry R. Bumpurs (524)
Union Pacific, GO-887
J. Kevin Klein (981)
Union Pacific, GO-927
Troy L. Johnson (396)
Wheeling & Lake Erie, GO-WLE
John L. Lemmert (693)
Wheeling & Lake Erie, GO-WLE
Margaret Fodor (693)

Bus, other properties
Adirondack Transit, Inc., GO-213
Russell G. Gallagher (1552)
Alex Transportation
Carl Dumus (1697)
David Woodworth (113)
Kevin Ker (1711)
Community Bridges
Arturo Zamudio (213)

Community Transportation (Bergen-Passaic)
George W. Adams Jr. (1759)
Delco Transportation Co.,
Thomas Zeller (1722)
Evergreen Trails, Inc.,
Daniel T. Bentley (161)
Jefferson Bus
Keith M. Turner (1042)
Laidlaw Transit, Inc.,
Roger C. Wagner (1980)
James T. Hartford (1741)
Laredo Metro, Inc.,
Victor Jones (1629)
Los Angeles County Metropolitan Transportation Authority, GO-875
James A. Williams (1564)
MV Transit
Martin Harris (1584)
PARSEC
Earl White (1920)
Rockland Coaches, Inc.
Richard Deiner (1558)
San Mateo School District
Peggy L. Reish (1741)
Santa Cruz Metropolitan Transit District
Bonnie L. Moore (23)
Salt Lake Bus Municipal Bus Lines
Ally A. Reddy (1785)
Southeastern Pennsylvania Transportation Authority
Ronald Korin (1994)
Suburban Transit Corp. of New Brunswick,
NJ, GO-477
Orf R. McFadden (1599)
TBI Airport Management Service
Joseph Vecchio (162)
Texas, New Mexico
& Oklahoma Coaches
Roy G. Arnold (1697)
Transit Management of Charlotte, Inc.,
Drivers: Brenda Moore (1715)

UTU members help defend democracy

Shown here are the names of UTU members who have been called into active military service (as reported by March 24, 2003.)

We honor the men and women, their brothers and sisters, for their sense of national responsibility and love of country second only to love of family. The heartfelt contributions they make help ensure the security and liberty of the nation and way of life we cherish.

Humberto Jaquex, Local 18, El Paso, Tex.
Almedio M. Parham, Local 61, Philadelphia, Pa.
Martin A. Strom, Local 61, Philadelphia, Pa.
Joseph P. Jopek, Local 72, Battle Creek, Mich.
Carl T. Williams, Local 72, Battle Creek, Mich.
Shaun L. Collins, Local 161, Seattle, Wash.
Vincent Moreno, Local 225, Beverly, Ohio
James R. Roth, Local 225, Beverly, Ohio
Samuel W. Burns, Local 226, Moberly, Mo.
Jason S. Sigler, Local 228, Cedar Rapids, Iowa
Danny A. Greeno, Local 243, Fr. Worth, Tex.
Thomas R. Winkelsbauer, Local 243, Fr. Worth, Tex.
George R. Williams, Local 293, Houston, Tex.
Jeffrey M. Nichols, Local 303, Springfield, Mo.
Dennis W. Schultz, Local 306, Eagle Grove, Iowa
Mark L. Adams, Local 330, Poplar Bluff, Mo.
Raymond E. Harrison, Local 349, Kansas City, Mo.
Adam N. Mahlholdt, Local 469, Madison, Ill.
Shawn M. Stokes, Local 469, Madison, Ill.
Jacob J. Sacks, Local 477, Newtown, Kan.
Jeffrey B. Shaw, Local 527, Grand Forks, N.D.
Andrew T. Tennesen, Local 528, Chicago, Ill.
Kenneth A. Evans, Local 556, Tacoma, Wash.
Kent E. Jackson, Local 556, Tacoma, Wash.
Rick M. John, Local 556, Tacoma, Wash.
Wendy S. McLaughlin, Local 556, Tacoma, Wash.
John A. Van Ausdell, Local 536, Tacoma, Wash.
Jesse W. Vogel, Local 763, Pittsburg, Kan.
John N. Borg, Local 941, Columbus, Ga.
Philip B. ToweIes, Local 941, Columbus, Ga.
William J. Odion, Local 942, Florence, S.C.
Charles A. Pinion, Local 942, Florence, S.C.
George A. Sease Jr., Local 942, Florence, S.C.
James M. Holt, Local 965, Dallas, Tex.
Kelly L. Hegberg, Local 980, Enderlin, N.D.
Gregory Henderson, Local 1006, Brownsville, Pa.
Douglas M. Fails, Local 1033, Atlanta, Ga.
Daniel L. Chastain, Local 1053, Selma, Ala.
Kevin H. Pullen, Local 1088, Jackson, Miss.
Joseph G. Garner Jr., Local 1137, Fargo, N.D.
Michael S. Stine, Local 1137, Fargo, N.D.
Dwayne B. Garrett, Local 1245, Atlanta, Ga.
Kent F. Ashby, Local 1308, Bristow/Hollow, Tenn.
Kevin R. Drury, Local 1348, Centralia, Wash.
Levi S. Jones, Local 1548, Indianapolis, Ind.
Henry P. Landry, Local 1548, Indianapolis, Ind.
Mark A. BlaneK, Local 1597, Chicago, Ill.
Neil McCulloch, Local 1597, Chicago, Ill.
Christopher J. Ebertz, Local 1999, St. Paul, Minn.
UTU members assure passenger safety on New Jersey Transit

The Conductor

On every train, the conductor is the key figure responsible for ensuring passenger safety and security. The conductor is the one in charge of operating the train, ensuring that it moves safely and efficiently. They are responsible for protecting the lives of crew and passengers, and they are the ones who are charged with protecting the safety of each crew member and passenger.

The conductor is the one who is in charge of operating the train, ensuring that it moves safely and efficiently. They are responsible for protecting the lives of crew and passengers, and they are the ones who are charged with protecting the safety of each crew member and passenger. On 9/11, UTU members operating Port Authority Trans Hudson trains at Ground Zero were singled out for their quick thinking, actions credited with saving hundreds of lives in the station below the World Trade Center.

New Jersey Transit

New Jersey Transit (NJT) operates 634 trains daily on 12 rail lines linking New York City with major points in New Jersey and southern New York west of the Hudson River. Annually, some 221 million passengers ride NJT, which in 1993 assumed control of commuter rail lines from Conrail. NJT’s service area covers 1,325 square miles. Much, but not all, of NJT is electrified.

NJT’s major passenger terminals are at Penn Station in Manhattan and across the Hudson at Hoboken, N.J. Commuters to and from New York City rely upon NJT for midday transportation along the Northeast Corridor between Penn Station and Trenton, and to bedroom communities along the Jersey shore as well as into western New Jersey toward Pennsylvania and north from Hoboken into New York’s Rockland and Orange counties. NJT also operates a line linking Philadelphia with Atlantic City. UTU Local 60 and the Transportation Director, Dan O’Connell, was successful in assuming that, despite a troublesome state budget shortfall, the New Jersey legislature does not cut a penny from the state transportation budget.

Serving members

UTU members on NJT recently elected a new slate of officers, who ran on a platform of “improved service to members.” General Chairperson Xavier Williams (GO-610) and Local 60 President Barbara Fountain say the key to appropriate member service is “to be visible and accessible, to return member phone calls promptly, to provide answers to all questions no matter how difficult, to process grievances without delay and to draw strength from the diversity of membership.” UTU Vice President Tony人参 notes and Roy Bying frequently meet with Williams and Fountain to share expertise on negotiating strategy and grievance handling. Williams and Fountain say they also are committed to improving the level of emergency training for conductors and encouraging young members to become more involved in union activities.

Conductor Kenneth Ellis, with a master’s degree in social work, says providing customer service, safety and on-time performance are the job’s most rewarding aspects.

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Conductor Louis Maldonado, with 28 years’ service beginning on the Pennsylvania Railroad, takes special pride in his fellow conductor and son, Jason, who has just 10 months on the job. “Growing up and watching my dad, I thought this was an easy job,” said Jason. “It took me just two days on the job to apologize.”

Conductor Linda Melendez, with 28 years’ service beginning on Penn Central, comes from a railroad family. Her father was a Pennsylvania Railroad conductor; her brother was an Amtrak police officer and her husband, Anthony, is a Central Service Agent conductor.

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Gift of tools leads retiree to new skill

An amateur archeologist who likes fishing, retired CSX conductor Joseph E. Gumbert was puzzled when he opened a gift in December that contained wood-carving tools — until his daughter explained what he would do with them.

“My wife Pauline and daughter Debbie bought me the tools,” said Brother Gumbert, a member of Local 1389 in Russell, Ky. “I’d never carved anything before, but my daughter told me I was going to build her a train.”

Created from pieces of scrap Gumbert scavenged, the result of his first effort thrust him into the limelight. “The local newspaper took pictures, and rail fans who saw it want me to bring it to an upcoming show,” he said.

Gumbert started as Chesapeake & Ohio clerk in 1949, then served a hitch in the Navy. After discharge, he worked at the Raceland, Ky., car shops. “In 1961, I transferred to switchman and brakeman and joined the Brotherhood of Railroad Trainmen. I retired in 1993,” he said. Gumbert

With railroading in the family, his daughter’s request didn’t surprise Gumbert. “My uncle was an engineer, and my dad and three brothers were all roadworkers,” Gumbert said. “Railroading always did fascinate me. I really loved it.”

RETRENOSO Club marks 21 years

A group of Pennsylvania Railroad and Conrail retirees planning their 21st annual dinner and dance has extended an invitation to rail veterans from all crafts to attend the upcoming event.

The RETRENOSO (Railroad Trainmen and Employes Social) Club’s gathering will be held Sun., May 18, 2003, at the Lamplighter Restaurant in Delmont, Pa., according to retired yardmaster A.V. “Jock” Powers, a UTU for Life member from Local 1489, Youngstown, Ohio.

For information, write to Powers at P.O. Box 325, 8661 Liberty Ave., Westmoreland City, PA 15692, or call him at (724) 863-1232.

Seattle chapter meets

Some 50 retirees from Washington state attended an organizational meeting of UTU for Life in March. The meeting was held at a hotel in Seattle.

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The prognosis for Medicare represented a sub-

Social Security finances slipping, Social Security fund improves

WASHINGTON, D.C. — The Social Security trust fund is stronger than it was a year ago, but the Medicare program will reach insolvency four years sooner than expected last year, according to the annual report issued by the systems’ trustees.

Social Security’s health remains relatively unchanged. Trustees reported the system would have enough cash to pay the benefits it owes until 2042, one year later than was projected a year ago.

But for the first time in almost 10 years, Medicare’s financial condition has deteriorated significantly, with its insolvency date moved up from 2030 last year to 2026 this year, the trustees reported.

Trustees attributed Medicare’s declining finan-
cial health to last year’s past year to projected lower tax receipts devoted to the program and rapidly growing medical costs.

Medicare will likely have to begin dipping into its trust fund in 2013 to keep up with expenditures, the trustees reported, three years earlier than expected a year ago. Meanwhile, Social Security outlays will start exceeding tax receipts beginning in 2018, according to the report.

For the first time, the trustees calculated how much money it would take to keep Social Security solvency indefinitely. In the past, the reports considered the program’s solvency for 75 years into the future.

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Events affecting Social Security generally affect the Tier I portion of Railroad Retirement benefits.

For years, government officials have been pre-
dicting that the retirement insurance and health care benefits for orphans, sustained through payroll taxes, will be pushed toward insolvency as more baby boomers reach retirement.

Social Security Commissioner Jo Anne Barn-
hard said, “I want to assure those already receiving Social Security benefits, as well as those who are close to retirement, that your benefits are secure...but doing nothing will have serious conse-

quences for our children and our grandchildren.”

The Final Call

Following are the names of deceased retirees who maintained annual membership in the UTU for Life program (formerly known as the UTU Retiree Program), according to reports received at UTU International Headquarters. These brothers and sisters will be missed by their many friends and by fellow UTU for Life members.

The Final Call

Following are the names of deceased retirees who maintained annual membership in the UTU for Life program (formerly known as the UTU Retiree Program), according to reports received at UTU International Headquarters. These brothers and sisters will be missed by their many friends and by fellow UTU for Life members.
**Voices: How could your employer increase business?**

**Dave Wier**  
L-469, Granite City, Ill.

“I am a locomotive engineer for the Terminal Railroad Association of St. Louis. I have been a railroad employee for 29 years. I would suggest to the carrier, to increase business, we must give good service. It all comes down to service. Our rates, too, are right compared with trucks. The carrier has not gone after the smaller shippers. The railroad waits until people come to them. For years, they have tried to run off business by raising rates and not giving good service. Shippers would call and have to wait several days to be switched. This may make service to some people, but not to working people.”

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**Don Seyer**  
L-947 Chafes, Mo.

“I have worked 32 years for the Burlington Northern Santa Fe, currently as a conductor. The railroad is more interested in larger business projects, like coal trains and grain trains, and has lost contact with the little shippers. We pass oil refineries, cottonseed mills, fertilizer plants that have spurts, but trucks serve them. The carrier would not give them adequate service and they were forced to ship by truck. The BNSF has done all it can to alleviate small shippers. It doesn’t seem like the carrier pays attention to the voice of the little shipper. They went after this business, it would pay off.”

---

**George L. Chip Jr.**  
L-1571, El Paso, Tex.

“I am a conductor on the Union Pacific and have been railroading for 31 years. If the carrier would listen to employees’ suggestions, they would have a lot more business. Also, they need to maintain their tracks. I have 70 slow orders over my 174-mile run. The UP needs to spend more on track maintenance and less on salaries and bonuses for executives. The carrier also cut yard jobs at Poplar Bluff, so now we pass right by grain elevators and auto industries instead of servicing them. They say they want input from us, but there is too much talk and not enough walk.”

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**DGNO service workers volunteer to affiliate with UTU**

WASHINGTON, D.C. — Customer service representatives employed by the Dallas, Garland & Northeastern (DGNO) have chosen the United Transportation Union (UTU) as their collective bargaining representative, according to election results announced by the National Mediation Board.

The customer service representatives were preceded in choosing the UTU as their bargaining representative by the train and engine service employees of the Class I switching railroad, who chose UTU representation in 1994 and belong to UTU Local 965 in Dallas, Tex. The customer service representatives will set up a separate local committee of adjustment.

UTU International President Byron A. Boyd Jr. congratulated and thanked DGNO General Chairperson Frank J. Gadek for his role in securing this representation victory for the customer service representatives.

“The officers and members of the UTU, as well as the train and engine service employees of the Class III switching railroad, join me in welcoming these customer service representatives into the ranks of our organization,” Boyd said. “At train and engine service employees on the DGNO can attest, the UTU stands ready to protect the rights of these DGNO employees and deliver the representation and service they expect and deserve.”

The DGNO, located in the northeastern part of the state of Texas, has headquarters in Garland, a northeastern suburb of Dallas, and a regional headquarters building in Richardson, Tex. The railroad operates over about 300 miles of track, 25 miles of which are owned and about 200 are leased, with trackage rights on other rail lines.

The operation, which interchanges traffic between the Union Pacific and Kansas City Southern railroads, hauls grain, syrup, steel products, paper, fertilizers, foodstuffs, scrap iron, perishables, mail and express, forest products, coal and other commodities. The company operates over the Missouri and Arkansas river valleys, and along the eastern Texas and Louisiana border. It also operates in the states of Mississippi, Alabama and Louisiana.

The DGNO was purchased in March 2000 by shortline holding company RailAmerica, Inc., based in Kansas City, Mo. RailAmerica is a publicly traded company listed on the New York Stock Exchange.

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**T P E L H o n o r R o ll**

Individuals who have begun contributing to TPEL or increased their donations to $100 or more, per year, during the previous month.

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**DOLLAR-A-DAY CLUB ($365 OR MORE PER YEAR)**

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<td>Letbetter, Tom R.</td>
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<td>Sophie Jr., Kenneth J.</td>
<td>1433</td>
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<td>Kaplan, Jay A.</td>
<td>1422</td>
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<td>Foley, James T.</td>
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<td>Van Bree, Frank E.</td>
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**DIAMOND CLUB ($300 OR MORE PER YEAR)**

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**PLATINUM CLUB ($1,200 OR MORE PER YEAR)**

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<td>Rakestraw, Kenneth E.</td>
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<td>Walker, Thomas G.</td>
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<td>Britzki, Michael D.</td>
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<td>Morrison, Malcolm T.</td>
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<td>Hopson, Gary J.</td>
<td>1361</td>
<td>New Haven, Conn.</td>
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**Fugelseth, Steven K.**  
426 Spokane, Wash.
Remote control operations are expanding throughout the rail industry, and companies have reported significant reductions in train accidents as calculated using the FRA's train accident statistics. Since implementation early in 2002, CSXT said, more than 1,300 workers have been certified as remote control operators. "The technology is now in place in more than 60 locations across the railroad's 23-state network," CSXT said.

CSXT attributed the safety gains to a number of factors, but focused on the reduction of mishandling communications. "A fail-safe design...stops a train automatically if communication between an operator and the locomotive is interrupted," the carrier said.

Gary Sease, a CSXT spokesman, recently told the Toledo Blade that safety, not productivity, was the leading factor in introducing remote control. "We've gotten mixed results on that [productivity]," Sease said in an article published last month. "There might be some getting-used-to, but we felt that would even out in the future."

Sease told the Toledo Blade the carrier has responded to cities which have passed nonbinding "anti-demonstrators" which last month placed an order for 75 more remote control units.

Human factor-caused accidents were reduced 30% when comparing remote control with conventional operations, according to CSXT statistics.

CSX said it has not found anything, to this date, that justifies proceeding with a formal rulemaking," Flatau told the Toledo Blade. "We have not seen any specific issues that we believe we have not addressed with the guidelines.

In Canada, there are about 180 remote control units in use, according to a February 2003 report by Railway Age magazine Associate Editor Christopher Yuutarte, who wrote that it was believed there were already some 500 units being utilized on U.S. shortline and regional railroads.

"With dozens of pilot programs currently running on Class I railroads throughout the U.S. and with years of documented success in Canada," Yuutarte wrote, "remote control is viewed by some as the future of safety and efficiency in the industry."

A letter of intent signed Sept. 26, 2001, by Burlington Northern Santa Fe, Conrail, CSXT, Kansas City Southern, Norfolk Southern and Union Pacific, assigned remote control operations to UTU-represented employees.

As a result, pilot projects monitoring by the UTU, the carriers and the FRA were begun more than a year ago in which U.S. Class I railroads began testing remote controlled locomotives in yard-switching operations.

The national rail agreement ratified by UTU members at the close of balloting on Aug. 2, 2002, formally gave ownership of remote control operations to UTU-represented employees. An arbitration decision effectively cemented the right of UTU-represented employees to operate locomotive remote control units.

"The AFL-CIO's Transportation Trades Department and the Brotherhood of Locomotive Engineers are painting a big lie about the safety of remote control. Their motive is pure greed and political opportunism," Boyce wrote. "Their greed is for the dues another union is collecting after the BLE lost an interlocute road battle to represent railroad workers who use the same type of locomotives. The political opportunism is the use of a partisan lie tar-
Register now for the Regional Meetings!

The upcoming UTU/UTFUL Regional Meetings are guaranteed to provide plenty of fraternalism, education and fun. Each Regional Meeting lasts a full three days, with the President’s Banquet on the evening of the third day.

The Seattle Regional Meeting has been designated the joint U.S./Canadian Regional Meeting. All those attending must be registered in order to attend any planned function. Children age 11 and under who are pre-registered are complimentary. The registration form is printed on the right.

A completed registration form listing each attendee, regardless of age, and complete payment in U.S. funds must be received at the UTU International Headquarters, 14600 Detroit Ave., Cleveland, OH 44107, 30 days prior to the scheduled start of the meetings or the registrant will be charged an on-site registration fee of $175. The pre-registration fee for the 2003 Regional Meetings is $125 per member, spouse or child over 11. You must make your own room reservations at one of the hotels listed below, and certain deadlines apply. One-day registrations also are being offered for those who would like to attend the Regional Meetings but can’t spare the time away from work or family. One-day registrations are $60.

You may cancel your Regional Meeting registration 10 days prior to the start of the meetings or the golf outing without penalty. Please fax any changes or cancellations immediately to the UTU International Headquarters at (216) 228-5735.

Registering before the Regional Meetings speeds sign-in procedures at the meeting site, helps organizers plan more accurately, and saves on meeting costs. These savings will be passed on to each pre-registered attendee. Each person attending the Regional Meeting, including family members and guests, MUST be registered in order to attend any planned event. Registration fees are $125 per person; children 11 years of age and under are complimentary. On-site registration will be $175 per person. All fees must be paid in U.S. funds. Canadian funds will be returned, possibly delaying your registration. If you have questions, consult your bank. Registration forms must be received 30 days prior to the start of the Regional Meeting.

Lots of fun

In Seattle, there will be a night out at Safeco Field to watch the Seattle Mariners face the Montreal Expos. This will be held on Tuesday, June 10. A pre-game tailgate party inside the stadium will include food and beverages for any registered Regional Meeting attendee.

On Wednesday, June 11, there will be a special tour of Seattle with lunch and transportation provided. The tour will start at 9 a.m., with bus transportation from the host hotel to downtown Seattle, which is one of the nation’s newest and most vibrant downtown shopping areas. The tour also will visit the waterfront, the International District and other locations. Bus travel will return to the host hotel about 3:30 p.m. Additionally, shuttle buses will run daily from the host hotel to downtown Seattle.

The afternoon tour and evening out in Philadelphia begins on Thursday, June 12. A pre-game tailgate party inside the stadium will include food and beverages for any registered Regional Meeting attendee. U.S. and Canadian funds must be received at the UTU International Headquarters, 14600 Detroit Ave., Cleveland, OH 44107, 30 days prior to the scheduled start of the meetings or the registrant will be charged an on-site registration fee of $175. The pre-registration fee for the 2003 Regional Meetings is $125 per member, spouse or child over 11. You must make your own room reservations at any of the hotels listed below, and all deadlines apply. One-day registrations also are being offered for those who would like to attend the Regional Meetings but can’t spare the time away from work or family. One-day registrations are also $60.

You may cancel your Regional Meeting registration 10 days prior to the first day of the meeting or the golf outing without penalty. Please fax any changes or cancellations immediately to the UTU International Headquarters.

Golf outings set

The UTU will hold golf outings at 8 a.m. the day before the start of the two Regional Meetings. The dates are Sunday, June 8, in Seattle, and Sunday, Aug. 24, in Philadelphia.

In Seattle, golfers will play at the High Cedars Golf Club in Orting, Wash., at the base of Mt. Rainier. In Philadelphia, golfers will enjoy playing Ron Jaworski’s Valley Brook Golf Club in Blackwood, N.J.

The fee, $80 per golfer, includes transportation from the host hotel, greens fees, a golf cart for every two players, lunch and much more. Register for the golf outings in the space provided on the registration form printed on this page. Be sure to include your golf fee with your registration fee and your true handicap. There is a limit of 144 golfers per outing.
This month’s winning photo:

This month’s winning photograph was taken by Tom Eaton, a BNSF conductor and member of Local 1241 at Stockton, Cal. Eaton’s photo is of a BNSF train, southbound to Stockton via the UP Feather River canyon sub, crossing the Keddie Wye (Spanish Creek bridge) at Keddie, Cal.

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.

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