UTU members are much in line with the rest of America in their view of President Obama, recently passed health care legislation, and the economy in general, with older UTU members being more optimistic than younger ones.

Such are the results of a UTU survey, in which members were asked their views on national issues, voting, the UTU PAC and the Rail Safety Improvement Act (RSIA).

In total, 2,016 members participated in the online survey, a substantial sampling by survey standards.

Most UTU members are Democrats

One substantial difference from America in general is that far more UTU members identify themselves with the Democratic Party than the national average — 53 percent consider themselves Democrats, 16 percent Republicans, and 11 percent associate themselves with the Tea Party movement.

The remainder of members say they are independent. Further, 33 percent of UTU members identify themselves as "conservative," while 66 percent consider themselves to be "liberal" or "moderate."

News and Notes

Locals must file with IRS

UTU locals that have not filed Form 990, Form 990EZ or Form 990-N with the Internal Revenue Service for the last three years have until Oct. 15 to file, or they will automatically lose their tax-exempt status.

For additional information on which of the three above forms a local is required to file, go to the "Secretary & Treasurer" page of www.utu.org.

UTU, Keolis reach deal

When Keolis Rail Services took over operation of Virginia Railway Express (VRE) commuter trains from Amtrak in July, conductors and assistant conductors were protected under an agreement negotiated by the UTU and Keolis' parent company, Veolia

The agreement will be administered by General Committee of Adjustment 769, under the leadership of General Chairperson Roger Lenfest.

Fulton County rails join

Train and engine employees on Fulton County Railroad outside Atlanta have voted for UTU representation. The vote is among railroads that recently voted for UTU representation.

The union, which represents the Amtrak workers, is the third train operator to vote for UTU representation, the second being CSX.

UTU, BLET support improvements in FMLA

The UTU and the Brotherhood of Locomotive Engineers and Trainmen are jointly supporting a House bill to amend the Family and Medical Leave Act (FMLA) to clarify eligibility requirements for railroad workers.

The FMLA allows employees job-protected unpaid leave due to a serious health condition, or to care for a sick family member, or to care for a new child. To be eligible, employees must meet a minimum threshold of hours worked annually.

The law, enacted in 1993, currently doesn't address the unique working conditions of railroad operating employees. Though no fault of their own, rail workers may not always meet the minimum qualifying criteria of 1,250 hours worked per year set forth in the current FMLA regulations.

Under the proposed changes to the FMLA, the time that railroad operating crews are required to be available for work will be included in the total hours worked per year, thus making them more likely to meet the FMLA eligibility criteria.

The online survey was conducted at the request of the UTU by the St. Paul, Minn., polling firm DFM Research. DFM Research is also assisting the UTU in a get-out-the-vote drive prior to November elections.

The survey was conducted electronically through random e-mail addresses of UTU members using statistical, academically approved statistical techniques. Since respondents were geographically spread out and represented a wide range of ages, the results can be considered equally valid for those members without e-mail access.

Respondents varied by age and geography

"Surveys are an important way to determine what issues are important to our members," National Legislative Director James Stem said. "I've often heard someone say, 'My members want this or that,' and wondered how members in another part of the country or on another property feel about those issues."

"Rather than relying on perceptions of what people think, this scientific survey provides us with a true snapshot of the opinions of our membership," Stem said. "The UTU's mission is to work on issues important to its membership."

Among the major results of the survey:

• UTU members are generally split on their approval of President Obama, with 45 percent having a "favorable" or "somewhat favorable" opinion of President Obama, and 43 percent a "very unfavorable" or "somewhat unfavorable" opinion.

• Among UTU members 50 years or older, 54 percent give President Obama a positive rating; but fewer than 35 percent of members between the ages of 18 and 49 hold a favorable opinion of President Obama. When the question is asked of only UTU PAC members, 55 percent give President Obama a favorable rating.

• As for President Obama's health care insurance legislation, 46 percent of UTU members aged 50 or older are favorable to his handling of the legislation, while fewer than 30 percent in the 18 to 49-year-old range have a favorable opinion. Among UTU PAC members, 45 percent give President Obama a favorable rating on his handling of health care legislation.

42 percent cited "economic issues" in voting

• When asked what are the most important issues that affects your vote, 42 percent said "economic issues." "Taxation issues" came in second with 18 percent, and "gun rights" came in third at 10 percent. Only five percent of UTU members responded as above.

More specifically, the bill would allow employees to be eligible under the FMLA if the employee has worked at least 60 percent of the applicable total guaranteed time for the previous 12-month period; and has worked or been paid for not less than 504 hours in the 12-month period, not counting personal or vacation leave (or medical or sick leave) during the previous 12-month period.

H.R. 5984 was introduced by Representatives Tim Bishop (D-N.Y.), Bob Filner (D-Calif.), Mark Critz (D-Pa.) and Steven LaTourette (R-Ohio).

The bill is the result of joint efforts by the UTU and the BLET. The bill has been referred to the House Education and Labor Committee.

UTU International President Mike Futhey and BLET President Dennis Pierce said the UTU National Legislative Office and BLET's congressional lobbyists are working to move this bill quickly through the House and Senate before Congress adjourns.

When asked to identify their political party affiliation, UTU members responded as above.
Locals 78, 265, Pocatello, Idaho
More than 450 members and families attended the joint annual picnic of these Union Pacific locals Aug. 12 in Pocatello, State Legislative Director George Millward reported. There were games, food, cotton candy, water slides and free drawings for prizes, including six bicycles for the children. Guests included UTUIA Field Supervisor Dan McElroy, GO 993 Vice General Chairperson John Brackett, and representatives of the Railroad Retirement Board, along with UTU Alumni Chapter Coordinator Mac McCarty and his wife, Thelma, of the UTU Auxiliary. Local officers thank everyone who helped make this a great event, including designated legal firm of Britt & Gilbert and Rossi, Cen, Vacinovich & Flakamp.

Local 166, Salt Lake City
Utah State Legislative Director Jay Seegmiller, the sitting Utah State Speaker of the House, is running for re-election in the state's 49th District. After an upset in the 2006 election, the opposition party is targeting his seat, Seegmiller said. He would appreciate support from his fellow members and citizens of Utah. For more information about Seegmiller and his campaign, visit www.jayseegmiller.com.

Local 645, Babylon, N.Y.
James C. D'Agostino, a member of this Long Island Rail Road local, has been awarded a one-time $500 education grant from the AFL-CIO's Union Plus program, Union Plus President Leslie Tolf reported. "We are happy to provide James with this one-time grant and hope this money helps with his college savings goals," Tolf said. For additional information about 2011 grants and scholarships, visit www.unionplus.org/education.

Local 886, Marquette, Mich.
Chief Petty Officer Joshua R. Field, the son of member Robert R. Field, was awarded Senior Sailor of the Year for Electronic Attack Squadron 130. CPO Field, who has served three normal deployments to the Persian Gulf, has previously been awarded the Navy and Marine Corps Commendation, the Navy and Marine Corps Achievement Medal, three Good Conduct Awards, and several unit level commendations.

Local 898, Boston
Edward Sargent, an employee of the Massachusetts Bay Commuter Railroad, died of a heart attack Aug. 24 at the age of 41, Local Treasurer Frank Teague reported. Sargent is survived by his wife, Michelle, and five children from ages 12 years to two months. "Ed was loved by many people here. He was very loyal to his family and friends. I just can't say enough about him," Teague said. Contributions to assist Sargent's family may be sent to the Sargent Family Benefit Fund, c/o Rockland Trust Co., 31 Webster Square, Manchester, NH 03102.

Local 1305, Youngstown, Ohio
Member Craig McCormick observed Northeastern Ohio's "Top Notch" award for being the "best of the best" in locomotive engineer training in Atlanta Ga., according to Secretary & Treasurer James B. Hagan Jr. The award is given to the engineer that receives the highest score in the training class. "LITU Local 1305 salutes your success!"

Local 1440, Staten Island, N.Y.
The members of this local congratulated Safety Officer Kerry Halvorson on being elected the New York State Safety Legislative Representative for Commuter Rail and power maintainer Jeremy Martin on his retirement, Secretary & Treasurer Vincent LaBella reports. "Halvorson has been involved with representing the members' safety for many years and we wish her all of the best," LaBella said. He also reported that the 2nd annual "Union Night Out with the Staten Island Yankees." Eighty-one members and friends attended even though it was 97 degrees that day. Thanks were offered to shop crafts Vice Chairperson John LaMantia for his photography and building and bridges electrician Robert Tomassulo for his spectacular fireworks presentation.

Secretary & Treasurer Vincent LaBella, left, and President James E. Cakoun right, attend a fund-raiser for Assemblyman Mike Cusick, where they presented him with a check from UTU PAC. After an illness restricted a Local 1440 member’s working abilities, Cusick addressed the local’s concerns with the MTA.

Local 1570, Roseville, Calif.
Secretary & Treasurer Tim Keil reports that Dwayne "Doc" Wiser retired July 13, 50 years to the day he hired out on the Union Pacific Railroad. The Mountain Democrat printed a special feature story about him that can be found at www.mountain-democrat.com. The story also includes Dwayne’s buddy, former UTUIA Field Supervisor Art Rayner. Jackson had recently been elected vice local chairperson, but was never able to assume office due to his illness.

Local 1732, San Jose, Calif.
Field Representative Assistant Chief of Fire Ed Vasques recently sent a letter of commendation to Amtrak in praise of conductor Rocky Van Renselar. While recovering from a bone break, torn tendons and a torn rotator cuff suffered while deadheading back to his crew base earlier this year, Renselar had been doing work in the community with first responders, Local Chairperson Ray Bellumini reported. “This past weekend, Mr. Renselar assisted in putting on a training course for the Sacramento Fire Department’s Special Operations Division, the Sacramento Police Department’s Bomb Squad and bomb technicians from the FBI. I want to commend Mr. Renselar for his professional presentation and the spot-on content of his course. This type of training is invaluable when an emergency occurs and is next to impossible for us to obtain without the aid of people like Mr. Renselar,” Vasques wrote.

Local 1995, Chicago
Secretary & Treasurer Larry Graciu, right, congratulates Ber nie Haake, who retired July 1 with a combined 41 years of service between the Elgin, Joliet & Eastern and Norfolk Southern railroads. The local also provided Haake with a UTU Medalion watch from American Products, as pictured in the photo signed by fellow members.

Local 1813, West Colton, Calif.
The members of this local, along with members from Locals 240, 1422, 1770, 1813 and 1846, held their 6th annual joint crafts picnic at Cucamonga/Guasti Regional Park Aug. 21, Local President Rich Acuna reported. He also noted that the local’s June 9 golf tournament was a huge success.
CSX committees ok implementing agreement

UTU local chairpersons representing CSX Eastern, Western and Northern Lines workers have overwhelmingly ratified a new Northern Mid-Atlantic District implementing agreement.

More than 91 percent of the local chairpersons voted to ratify the agreement, which adopts for CSX Eastern, Western and Northern Lines, the agreement covering former Baltimore & Ohio (a CSX predecessor railroad) lines.

The agreement covers conductors, trainmen, switchmen and engineer trainees, protecting priority or rights while giving all trainmen affected blanket seniority over the entire district.

Although several benefits were enhanced as a result of this agreement, the Baltimore & Ohio property remains in national handling with regards to wages, benefits and working conditions and those items will be addressed in the future.

The new agreement is expected to be implemented during the first quarter of 2011. It affects 47 locals in 13 Northern and Midwest states essentially the former B&O and Conrail lines now operated by CSX.

Crew shortages slowing NS, BNSF trains

Railroads have been slow to return furloughed train and engine workers, resulting in “an uptick in missed [coal train] deliveries, especially on BNSF and Norfolk Southern, reports Argus Coal Daily.

“The harsh winter led to a slowdown in service in the East, and utilities then pushed CSX to add trains and crews to its network,” reports the publication.

“CSX is now seeing the benefits of those resources, running more consistently, shippers said, but NS has said it could take 60-90 days before it has its crew issues resolved,” reports Argus.

“In the meantime, the railroad is adding more locomotives to minimize crew problems.

NS is mainly short conductors but also needs engineers, a shipper said, reports Argus. “They’re really struggling.”

The publication said, “Both CSX and NS saw their average coal train speeds plummet in January and February, but CSX velocities improved in March while NS struggled through the spring and then fell lower in May. In August, CSX trains are running 2 mph faster than NS trains compared with a year ago when both railroads were at-parity.

“In the West, BNSF has been more affected by crew issues,” reports Argus. “BNSF coal train speeds have steadily declined from 22.6 mph in early April to a low of 18.3 mph in late June, and remain around 4 mph slower than Union Pacific trains.”

NMB announces intern program

A new intern program at the National Mediaion Board (NMB) has been named in honor of three deceased Washington-establishment railroaders – two from organized labor and one from the carrier side.

The Brunkenhöfer-Moneypenny-Lee Intern Program honors former UTU National Legislative Director James Brunkenhöfer, former Transit Workers’ Union legislative representative Charles Moneypenny and former National Carriers’ Conference Committee Vice Chairman Dave Lee.

The new intern program, said the NMB, “is designed to introduce students in a wide range of academic disciplines to the complexities of airline and railroad labor relations. Students will engage with all of the mission areas of the NMB, and will take away from their internship experience an appreciation for, and perhaps a desire to engage in, the work of the Board and the labor relations community.

“More important than the basic information the interns will gain are the principles that underlie the NMB internship program,” the NMB said. “The most successful practitioners in labor relations bring a strong desire to help the labor force and the country by creating strong carriers with fair and attractive work places in which skilled workers can continue to move people and products across America.

“A commitment to fairness, integrity, creativity, collegiality, and pragmatism are the basic principles that make it possible to create these work places, and they are the principles embodied in the three labor relations paragons for whom the NMB program is named,” said the agency in announcing the new intern program.

UTU rallies troops to save LIRR jobs


MINEOLA, N.Y. – In a bipartisan show of support for rail labor, five U.S. representatives stood with UTU General Chairperson Anthony Simon (GO 505) Aug. 30 at a rally here protest- ing Long Island Rail Road (LIRR) service cuts and layoffs.

U.S. Reps. Gary Ackerman (D-N.Y.), Tim Bishop (D-N.Y.), Steven Israel (D-N.Y.), Peter King (R-N.Y.), and Carolyn McCarthy (D-N.Y.) joined Simon and other rail labor leaders.

The rally, organized by Simon, voiced labor’s commitment to the safety and security of LIRR customers.

“Dedicated, concerned and highly skilled LIRR workers are the glue keeping the aged and deteriorating LIRR infrastructure intact and run- ning, no matter the weather conditions,” Simon said.

Following are comments of the congresspersons to the hundreds of rail workers present:

Rep. Ackerman: “When the LIRR comes to Washington for help, we want to know they are doing the right thing by the people who keep this system running.”

Rep. Bishop: “Unions keep the LIRR running every day.”


Rep. King: “You provide safety and security for our commuters. Layoffs are not the answer.”

Rep. McCarthy: “Labor makes all the conces- sions. That is wrong.”


Representation equals security

The UTU has a long history of representing transportation workers – fighting on their behalf for better job security and improved wages, benefits and working conditions.

We have consistently handled more claims before various tribunals under the Railway Labor Act, the National Labor Relations Act, state laws, and in accordance with collective bargaining agreements, than other, much larger unions.

Our abilities negotiating and defending superior contracts under the RLA and NLRA are unmatched

The UTU has a proven track record negotiating and defending superior labor agreements in the airline, bus, railroad and transit industries. Our national and state legislative offices pride themselves in helping to elect labor-friendly lawmakers and gaining legislation and regulations that improve workplace safety.

In organizing, we offer those same services to those that wish to become UTU members, and we do so expecting little in return.

Organizing leads to a special bond with our new members – a bond they soon come to recognize as they experience union brothers and sisters helping union brothers and sisters.

Organizing is not just the process through which we mechanically recruit new members to the union, but involves mutually helping our brothers and sisters grow in their knowledge of the UTU – our proud history, our affiliation with the AFL-CIO, our respect for and guarantee of craft autonomy, and our superior collective bargaining agreements, ability to deliver on them.

As furloughed employees are recalled, many of whom had little time in the job after hiring on, each of us bears a responsibility as a caring brother and sister to share our knowledge of collective bargaining, grievance handling, safety programs, and legislative initiatives. This demonstrates the UTU’s efforts on their behalf and reveals to each new member that we personally care about each other – that by working together we can make our union family stronger as we collectively pursue greater job security, higher wages, improved benefits and better working conditions.

UTU International President Mike Futhey has placed an emphasis on organizing the unorganized, and UTU organizers recently have brought hundreds of airline, bus and rail workers into the UTU.

To contact a UTU organizer, or learn more about UTU organizing, log onto the UTU webpage at www.utu.org and click on “Organizing/Training” in the blue tile box on the left.

With October nominations upon us, this is an excellent time to educate our newer members in union democracy, the benefits and strengths of craft autonomy, and the many resources of the UTU available every day to members.

More experienced members might also consider stepping up to run for office or to volunteer to serve on your local Board of Trustees, making sure our newer members have updated their contact information with the local secretary & treasurer.

We build a bond through brother and sister helping brother and sister

The middle class has been struggling now for about a decade – 10 years in which folks felt the sting of stagnant incomes and sluggish job growth and declining economic security, as well as at least eight years in which there was a profound animosity towards the notion of unions.

It’s going to take some time to reverse all that’s been done, but we’re on the right track. We’re moving forward.

For generations, manufacturing was the ticket to a better life for the body who’s worked his whole life to be unable to find a job. And that pain goes beyond just the financial pain. It goes to who they are as a person. It hurts them in their gut.

We are going to keep fighting for an economy that works for everybody, not just for a privileged few

American worker. But as the world became smaller, outsourcing, an easier way to increase profits, a lot of those jobs shifted to low-wage nations.

So now we’ve got millions of our fellow Americans swept up in that disaster – hardworking people who’ve been left to sit idle for months and even years at their lives have been turned upside down.

You know how hard it is for some-one so they will receive a ballot, and making sure you take the time to vote to elect the best candidates for those vacant positions.

Organizing is integral to a core value of the UTU: “In Unity There is Strength.”

Within the UTU, “solidarity” is more than a catch phrase. It is a way of life. We are UTU – an organization that begins and ends with “U.”

We will rebuild America, one job at a time

We are going to keep fighting for an economy that works for everybody, not just for a privileged few

We are not giving up and we are not giving in. We are going to keep fighting for an economy that works for everybody, not just for a privileged few.

As we rebuild our economy, we’re going to rebuild America as well. Over the past 20 months, bulldozers and backhoes have been whirring in communities across the country, as construction crews from local companies repair roads and bridges, railways and ports. That was part of our plan, and it’s put hundreds of thousands of folks to work.

But there’s a lot more to do to rebuild our infrastructure for the 21st century, and a lot more Americans who are ready and willing to do that work.

I know if you’re talking to a lot of your locals, I’m sure they’re feeling like, boy, change is not happening fast enough; we are still hurting out here. They’re frustrated. They’ve got every right to be frustrated. And I am happy, as President of the United States, to take responsibility for making decisions now that are going to put us in a strong position down the road.

And they need to know that, that we’re going to be working with you to make sure that we’re putting ourselves in a position where folks are working and working for a good wage and good benefits.

Even in these difficult times, I remain confident about our future, because of the workers that I meet all across this country, members of your unions who get up every morning and put in a hard day’s work to build a company, build a future, support their families.

As Americans, we don’t give up. The AFL-CIO does not give up. If we stand together, then I am absolutely confident that we are going to rebuild America, not just to where it was before this financial crisis, but stronger than it has ever been.

That is a commitment that I am making to you.

We will stand together in support of a good wage and good benefits

Guest Column

By Richard Ross

UTU International organizing director

(216) 228-9400; richardrossattie@msn.com

Guest Column: Excerpts from President Obama’s Aug. 4 talk to the AFL-CIO Executive Council

We are going to keep fighting for an economy that works for everybody, not just for a privileged few

We are not giving up and we are not giving in. We are going to keep fighting for an economy that works for everybody, not just for a privileged few.
Illinois

UTU-supported legislation imposing fines or imprisonment for vandals who frighten train crews has been signed into law here and becomes effective Jan. 1.

“The new law dramatically raises possible penalties for so-called ‘pranksters’ who interfere with the work of a train crew by placing objects on or near the tracks,” Illinois Legislative Director Bob Guy said. “We lobbied for passage of this legislation because, over the years, it became clear to us that there really is no such thing as an emergency stop without damage.”

“When our crews spot something on the track ahead they suffer terrific anxiety in their effort to stop the train before it overruns the obstacle,” Guy said. “Once the brakes are set in emergency they have no further control over the train’s speed. They know that if the train does not stop in time, it could derail and injure or kill them,” Guy said.

Michigan

It is now mandatory in Michigan for whistle posts to be erected and maintained by railroads at grade crossings throughout the state.

The new law was enacted and signed by the governor following efforts of Michigan State Legislative Director Jerry Gibson, working with the BLFT.

Gibson began pushing for the new law after the FRA, in 2005, eliminated a federal regulation requiring whistle posts and their maintenance.

“Instead of using a distance marker, they chose to use a time element,” Gibson said. “Thus, many railroads would not replace the old signage once they came into disrepair. At one time, my BLFT counterpart and I had a list of more than 30 signs that were in need of replacing, and the railroads refused or were very lackadaisical to do so.”

The new law provides that, “A railroad shall erect and maintain a whistle post in advance of a public crossing or multiple consecutive crossings to notify the engineer of an approaching public crossing.”

Wisconsin

Local 581 (Green Bay) Legislative Rep. Andy Hauck recently met with State Assembly Rep. Richard Spanbauer (R) and presented him with a check from UTU PAC, State Legislative Director Tim Denene reports. Spanbauer, who represents the state’s 53rd District, is a long-time friend of the UTU and stressed his union upbringing during the visit, Denene said.

Bus companies get creative to lure riders, keep drivers

Bus companies are getting creative to attract riders and retain employees.

In Beloit, Wisc., the local bus line inaugurated a bingo game in July and August to lure riders. Participants were eligible to win a flat-screen TV, an iPod and $50 gift cards while they learned the bus routes.

Riders went to specific stops at specific times to get a bingo stamp. Once they filled up their card, they were eligible to win the prizes.

A transit official said that a main reason people don’t ride the bus is because they don’t know the routes.

In Miami, the Metrobus system is using financial incentives coupled with exercise and nutrition advice to help lower absenteeism.

The centerpiece is a transit agency commitment to pay each driver up to $1,000 each in their paychecks by April if they meet specific goals to reduce absenteeism.

Historically, Metrobus drivers have had a chronic absenteeism rate, partly attributed to the stressful nature of the job. They are required to drive the bus in heavy traffic at peak hours, often carrying busloads of harried commuters, some of whom are not paragons of polite.

UTU-repped bus driver runs for Calif. city office

Local 23 (Santa Cruz, Calif., Metro) member Eduardo Montezino, right, is running for city council office in Watsonville, Calif. He is pictured at the recent regional meeting in Asheville, N.C., with fellow Local 23 members Hung Lee, left, and Local President Elizabeth Woodbridge.

UTU monitors drive for seat belts on buses

Newly manufactured motorcoaches would be required to have lap-shoulder seat belts – and older motorcoaches might be required to add them – under proposals from the U.S. DOT that are open for public comment.

The federal proposals do not include city or school buses. Only a handful of states require seat belts on school buses.

The DOT said that, between 1999 and 2008, there were 54 fatal motorcoach crashes resulting in 186 fatalities, most of them passengers ejected from buses. The majority of motorcoach trips – 65 percent – are made by children and senior citizens.

Wearing lap-seat belts on motorcoaches could reduce the risk for passengers of being killed in a rollover crash by 77 percent, says the DOT.

Separately, the AFL-CIO Transportation Trades Department (TTD), of which the UTU is a member, has added bus issues to its Washington lobbying responsibilities. Alternate Vice President Bonnie Moor and I are working with the TTD and other AFL-CIO transportation unions to advance a successful agenda before Congress and regulatory agencies.

At our initial meeting we discussed:

• The growing privatization of school bus transportation.
• The increasing number of school bus drivers considered part-time or seasonal and ineligible for health care insurance, sick leave, paid vacations and retirement plans.
• A need for improved driver training to handle challenges of students with physical and mental disabilities.
• A need for on-board monitors, uniform disciplinary procedures and driver training to control unruly students.
• A need for training in the dangers of distracted driving that affect situational awareness, and providing medical-benefit assistance to diagnose and treat sleep apnea.
• A need for more uniform background checks and equitable standards for disqualifying drivers.
• The drafting of a modal labor agreement for school bus districts.

If you have suggestions for other agenda topics, please contact me.
Asheville, N.C.

UTU/UTUIA 2010 Regional Meeting Photo Scrapbook

Getting ready to tee off at the regional meeting golf outing are Maryland State Legislative Director Larry Kasecamp, left, and Texas State Legislative Director Connie English.

CSX General Chairperson John Hancock and wife Sandra are photographed with grandchildren Harry (age 2) and Ruby Trader (seven months).

Getting ready to roll in the 5th Annual Scott Belden Memorial Motorcycle Ride were Tom (L-2, Toledo, Ohio) and Dana Garvin, who took a moment to show off Tom’s Harley Davidson to Black and Jack Bolten. Tom rode to the regional meeting from Toledo in a steady rain.

UTUIA Field Supervisor Don Dysart, left, and wife Celeste, right, are shown with their son Donnie and his wife Chontae and their children Madison (standing) and Molly at the welcoming reception.

Enjoying a lighter moment are, left to right, District of Columbia Legislative Director Willie Bates (L-833, Washington); Samantha Royster-Cunningham (vice president, L-1933) and Mark Allen, coordinator of the UTU designated legal council programs. Samantha is the daughter of UTU Human Rights Committee Coordinator Miles “Ray” Cunningham.

General Secretary & Treasurer Kim Thompson, left, chats with Alternate Vice President-Bus Calvin Studivant (L-759, Newark, N.J.) prior to the opening session.

UTU International President Mike Futhey (fourth from left) meets with (from left) SEPTA employees Curtis Fulmore, Eric Goodwin, Waverly Harris, Brian Caldwell and James Shedrick following Futhey’s state-of-the-union address. All but Futhey are members of Local 1594, Upper Darby, Pa.

UTUIA Field Supervisor Dan McElley (left) and wife Janis (second from left) with UTU International Assistant President Arty Martin (right) and his wife, Cindy.

Pictured outside one of the many regional meeting workshops are, from left, Thomas VanWinkle (L-469, Madison, Ill.); Bruce Smith (L-1929, East St. Louis, Ill.); Dave Wier Jr. (L-469) and his father, UTU International Vice President Dave Wier.

Pictured prior to the yardmaster workshop are Alternate Vice President-East Doyle Turner (left) and CSX General Chairperson Anthony Hagen (L-197), Atlanta.

The local committee who helped coordinate the Asheville regional meeting are, from left, Ron Ingerick (L-782, Asheville, N.C.); North Carolina State Legislative Director Dickie Westbrook; Craig Patch (L-1596, Charlotte, N.C.); Glenn Lamm (L-1129, Raleigh, N.C.) and Alexander Anderson (L-1106, Rocky Mount, N.C.)

Caught chilling out by the UTU ice sculpture are, left to right, Tennessee State Legislative Director Jerry Anderson and wife, Carolyn, and Keith and John Brish. John is the UTU International’s alternate national legislative director.

Enjoying the crisp mountain air on one of the many balconies at the Grove Park Inn are, left to right, Bobby McVay (L-903, Jacksonville, Fla.); Karen Coleman, Alumni Association Coordinator Carly Cockrum, Joanne Pfeifer and Tommy Pfeifer (L-30, Jacksonville, Fla.)

Pictured, left to right, are Wyoming State Legislative Director Stan Blake, UTU International Vice President Robert Kolby, Georgia State Legislative Director Howell Keown and Patrick Folsom (L-1263, Valdosta, Ga.).

Pictured signing up to win one the many prizes offered by the UTU Auxiliary were Cheryl Oestmann (wife of Duane, L-464, Arkansas City, Kan.) and daughter Madyson, age 9.

Pictured prior to the yardmaster workshop are, from left, Ron Ingerick (L-782, Asheville, N.C.); North Carolina State Legislative Director Dickie Westbrook; Craig Patch (L-1596, Charlotte, N.C.); Glenn Lamm (L-1129, Raleigh, N.C.) and Alexander Anderson (L-1106, Rocky Mount, N.C.)

Greeting Congressman Heath Schuler (D-N.C.) (second from left) after his luncheon address are, left to right, North Carolina State Legislative Director Dickie Westbrook, UTU International President Mike Futhey and National Legislative Director James Sturn.

Caught chilling out by the UTU ice sculpture are, left to right, Tennessee State Legislative Director Jerry Anderson and wife, Carolyn, and Keith and John Brish. John is the UTU International’s alternate national legislative director.

All decked out in UTU gear are Stanley (left; age 7) and Kyle (age 4) Eden, sons of Brian (L-1933, Washington) and Monique.

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The local committee who helped coordinate the Asheville regional meeting are, from left, Ron Ingerick (L-782, Asheville, N.C.); North Carolina State Legislative Director Dickie Westbrook; Craig Patch (L-1596, Charlotte, N.C.); Glenn Lamm (L-1129, Raleigh, N.C.) and Alexander Anderson (L-1106, Rocky Mount, N.C.)
Rail Medicare beneficiaries are special

Have you ever gone to the doctor and been concerned that maybe they were not sending your claim to the right place? Many doctors and providers don’t realize that railroad Medicare beneficiaries are special! Most think that ‘Medicare is Medicare’, and that the local Part B carrier processes claims for all Medicare beneficiaries. This is a common mistake. You do have the same Medicare benefits as other Medicare beneficiaries, but claims for railroad Medicare beneficiaries are all processed in one place: Palmetto GBA Railroad Medicare in Augusta, Ga.

The difference between railroad Medicare and Social Security Medicare is the identification number. Railroad Medicare health insurance numbers are either six or nine numbers with one, two or three letters.

The person who is retired from the railroad will usually (but not always) have their Social Security number with an “A” in front as their number. Their spouse will use the same number but with “MA” in front, to show that they are married to the retiree.

Three retired general committee officers die

The deaths of three retired former general committee officers were reported to the UTU International last month. David J. Wykle, 94, a former Conrail and New York Central vice general chairman, died July 27. A life-long member of the Elks Club and former chairman of the Camillus, N.Y., Democratic Party, Wykle also served as the chairperson and legislative representative of Local 1027 at Syracuse, N.Y.

George R. Perkins, 95, a former UTU International vice president and general chairperson on Southern Pacific Lines, died Aug. 15. Perkins, who retired Jan. 1, 1980, is survived by his wife of 61 years, Hazel. He was a member of Local 802 at Tucson, Ariz.

Horace Watts Jr., 91, died at his home in Glen Allen, Va., Aug. 21. He was a member of Local 662 at Richmond, Va. Watts served as a local chairperson of the Brotherhood of Railroad

All railroad Medicare claims must be sent to Palmetto GBA Railroad Medicare in Augusta, Ga., for processing. Since you are not enrolled with Social Security Medicare, they will not have your records and cannot process claims for you. Sometimes, the local Medicare carrier will forward railroad claims that they received to the railroad Medicare carrier, but most of the time your doctor will have to refile directly with Palmetto GBA.

You can help the processing of your claims by making sure that your doctors know that you are a railroad Medicare beneficiary. Make sure they have a copy of the health insurance card that was issued to you by the Railroad Retirement Board. If your card is worn out, you can request a new one by calling Palmetto.

Tell your doctor that all railroad Medicare claims have to be sent to: Palmetto GBA Railroad Medicare, P.O. Box 10066, Augusta, GA 30909. Your doctor can call toll-free at (877) 288-7630 with any questions. If you have any questions, call Palmetto at (800) 813-4455.

Opryland tour deadline Oct. 15

The sign-up deadline for the upcoming Alumni Association tour of the newly renovat- ed Gaylord Opryland Hotel and Convention Center, plus the Grand Ole Opry Theater, in Nashville, Tenn., is near.

The “Country Christmas” tour will take place Tuesday, Dec. 7, through Friday, Dec. 10, at the Gaylord Opryland resort. The cost of the tour, arranged through the UTU Alumni Association’s designated travel professionals, Landfall Travel, is $495 per person double occupancy; $413 per person triple, $375 per person quad, and $725 per single.

All funds are due by Oct. 15. Call Landfall toll free at (800) 835-9233; check out the Alumni Association page on www.landfalltravel.com or e-mail travel@landfalltravel.com for more information.

This tour is open to all UTU Members, family and friends; other UTU mem-

Three UTU Alumni Association members enjoy Wild West tour

A group of UTU Alumni Association members recently enjoyed a UTU-sponsored tour of the Southwest, arranged by the travel professionals at Landfall Travel.

Jack and Sandi Cunningham, Waltham, Wis.

Harry and Francesca Kartz, Citrus Springs, Fla.

Greg and Agnes Jackson, Milwaukee, Wis.

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ed Gaylord Opryland Hotel and Convention Center, plus the Grand Ole Opry Theater, in Nashville, Tenn., is near.

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Trainmen for 16 years before being elected a UTU general chairperson (GO 201), where he served 20 years. He is survived by his wife of almost 70 years, Lillian.
UTUIA offers protection against accidental death and dismemberment

UTUIA policy offers guaranteed approval for active transportation employees!

UTUIA’s accidental death and dismemberment policy includes all these benefits for only $19.50 per month:

- $180,000 for death caused by common carrier
- $90,000 for death caused by automobile
- $60,000 for accidental death
- $30,000 for dismemberment
- $600 per day for intensive care confinements
- $60 per day for family lodging
- $30 per day for family meals
- Up to $1,800 for air ambulance transportation
- Up to $300 for surface ambulance transportation
- Optional family rider for your spouse and children

This policy provides benefits for accidents only. These benefits are not available for sickness. Some benefits provided under the optional family rider are less than those provided to the policyholder.

For more information, complete and mail the coupon at right or call the UTUIA.

Some benefits may vary based on state of residence.

Call toll-free: 1-800-558-8842

Information, please

I would like more information on the accidental death and dismemberment plan.

Please print

Full name

Date of birth

UTU local number

Address

City

State

ZIP

Telephone number with area code

Complete and mail to: UTUIA, 24950 Country Club Blvd., Ste. 340, North Olmsted, OH 44070-5333

Grad named UTUIA volunteer of the year

James Grad has been named United Transportation Union Insurance Association’s 2010 Volunteer of the Year.

Grad, 80, a retired member of Local 117 in Vancouver, Wash., was honored for his years of volunteerism with the Union’s Pacific peer support program and his longtime support of a Kent, Wash., food bank.

“Jim has devoted himself to others in need on a daily basis,” one nominator wrote. “For 20 years, Jim has been helping at the Kent food bank. He helps to feed the homeless three times a week, most often as the cook. He spends several hours stocking shelves and transporting food and materials when and where they are needed.”

Jim also founded the Catholic community service 17 years ago. Together with other members of his church, he provides food, shelter and clothing for the needy throughout the area.

Jim also held many positions within his local. He is a credit to unionism and has always supported the UTU.

“When the UP started up its peer support program, Jim was one of the first volunteers to participate. He traveled back to Omaha for the first meeting to help organize the program and continued to play a supporting role long after he retired.

When his peers were involved in serious or fatal incidents at work, Jim showed strength and compassion while helping his fellow workers toward well-being.

“None of my fellow workers deserves more recognition than does Jimmy Grad. His lifetime of achievement speaks volumes.

“He has never (nor would he ever) seek recognition for his efforts. A man without ego is a beautiful example for us all. While it is difficult to measure the merits of so many gifted people who volunteer, they all possess a giving heart and devoted kindness. Among these, Jim Grad stands alone.”

UTUIA International President Mike Futhey told Grad, “Although UTUIA received many nominations for this prestigious award, your undying devotion to others exemplifies the true spirit of fraternalism. Your involvement in community and charitable causes brings recognition not only to you but to UTU/UTUIA and your brothers and sisters as well.”

Grad received a $1,000 U.S. Savings Bond and a plaque of appreciation at the Phoenix regional meeting in July.

He was joined at the presentation by his wife, Caroline, and sons Dennis and Darrel.

“Why me?” Grad asked. “There are so many others as deserving. My wife, Caroline, had a lot to do with it. She went with me to every peer support meeting.

“I wanted to help people who were hurting from accidents. I had my first critical incident as a fireman on the Milwaukee Road,” Grad said.

“We lost water pressure in a steam engine and it was about to blow. The engine told me to jump, but I stayed with him. He fell onto me, dead from a heart attack.

“The doctor said he died from fright. He was a great guy and terrific engineer.

“My local chairperson helped me cope with the loss, and I discovered the true meaning of brotherhood, so I decided to help other guys. What comes around, goes around.”
D.C.'s 1,500 buses get cameras

Washington Metro is installing cameras on its entire fleet of 1,500 buses as part of a five-year, $3-million program to monitor bus driver performance and improve safety, reports The Washington Post.

The new camera system focuses on drivers and activity outside the buses, transit officials said.

The cameras record constantly during bus operations, and when a driver makes any extreme movement – such as turning the bus sharply or braking or accelerating quickly – the cameras capture the eight seconds before the incident and the four seconds after. The video and audio of the incident are then automatically downloaded wirelessly from the bus.

More than 1,000 Metrobuses already are equipped with security cameras aimed at passenger areas and outside the front of buses to document and deter accidents, crimes and conflicts, Metro spokesman Reggie Woodruff said. If the video on those cameras is not retrieved within a couple of days, the cameras record over it.

"If a driver is showing less attention, with hands not always on the wheel, we can use it as training," he said. "By the time the operator knows the camera will be watching him or her, they will try to minimize the times the system is triggered, and it will lead them to be more alert."

DriveCam, the San Diego-based company contracted to conduct the program, will analyze data from any incidents and provide it to Metro to promote better driving habits and to help with investigations. Metro has purchased the cameras and will have the option of operating them, subject to receiving the data with its own staff after two years.

Along with the training and safety benefits, Metro officials said, the system is expected to help reduce damage to buses, workers' compensation claims and injuries.

Jackie Jeter, head of Amalgamated Transit Union Local 689, which represents most front-line Metro employees, did not object to the cameras, but said they too narrowly focused on driver skills. She said broader safety measures are needed, including assigning more police officers to prevent assaults on bus drivers.

OSHA imposes new whistleblower shield

Strong whistleblower protection for transportation and other workers was implemented last month by the Occupational Safety and Health Administration.

The new procedures allow complaints of worker retaliation to be made by telephone and in any language understood by the whistleblower.

The purpose is to help protect workers who voice safety, health, and security concerns.

OSHA said that "changes in the whistleblower provisions make good on the promise to stand by those workers who have the courage to come forward when they believe their employer is violating the law and cutting corners on a variety of safety, health and security concerns in the affected industries."

The regulations, which cover workers filing complaints in the railroad, public transit, commercial motor carrier, and consumer product industries, also create a system to ensure consistency among various OSHA complaint procedures," said the agency.

New fact sheets on these statutes and additional information will be available at www.whistleblowers.gov.

Survey results

Continued from page 1

UTU members consider "health care" a high-priority issue.

• Some 60 percent of UTU members who voted in the 2008 general election said that the UTU endorsements had a "great" or "some" impact on their voting decisions. Only five percent of UTU members said that the UTU endorsement had no effect and that they did not vote for "most" or "all" of UTU-endorsed candidates.

• When it comes to a member's vote, party affiliation and UTU endorsements are the two top sources of information for UTU members to determine their candidate choice(s).

More surveys are in the works, with questions on how to improve the Rail Safety Improvement Act and workplace training.

• As for the Rail Safety Improvement Act of 2008, 41 percent of UTU members think the law is having a favorable impact on their jobs. 46 percent think otherwise.

• Stemming more surveys "are in the works, with questions on how to improve the Rail Safety Improvement Act and workplace training. I encourage members to participate in future surveys. We want and need to know what our members' concerns are."

The UTU International Staff: Here to Serve You

JENNY MILLER

Jenny Miller started in 1998 as the assistant chief of staff in the National Legislative Office in Washington, the post she still holds. You may remember Jenny from her appearance on Jeopardy! in July 2004. She assists the national and alternate national legislative directors. "I keep track of their calendars and the office calendar. I do research on legislation and regulatory issues. I assist with UTU PAC contributions and disbursements. I handle a myriad of correspondence with officers, state legislative directors, members and others. It's always something different every day given the fast-paced Washington environment."

MATT DOLIN

Matt Dolin is director of the Information Services Department for the UTU and UTUIA. He started in the Supply Department in 1992. "I oversee all software and hardware initiatives. We have about 100 computers at the UTU International and another 30 in the field. I also work with vendors and contractors. I am heavily involved in the implementation of the direct receipt program, where employers send does monies directly to the UTU. I am sort of the architect who explains the business models of the UTU and UTUIA to software developers. I work with some very talented people, and without them all this would not be possible."

TANIA PIETRANVELO

Tania Pietrangelo, administrative assistant in the UTU's Washington national legislative office, started in 2000. Born in Brazil, Tania in 2006 became a U.S. citizen after scoring a perfect grade on her exam. "My responsibilities include reception, phone coverage including screening and prioritization of calls to managers, database management, word processing, filing, faxing, phone copying, procurement of office supplies and interface with office vendors, handling all incoming and outgoing mail, and managing the office janitorial services. I love my job; it's the best thing that ever happened to me. The UTU gave me a chance and I am thankful for that."

2011 regional meeting dates

June 20-22: San Antonio, Texas
Hilton Palacio del Rio
July 4-6: New York, N.Y.
Hotel Grand Hyatt

UP's operating chief announces retirement

Union Pacific's vice chairman of operations, Dennis Duffy, has announced his retirement. He will be succeeded in his post on Sept. 1 by Lance Fritz, who will have the title of executive vice president of operations. Fritz currently is vice president of operations.

Duffy began his UP career in 1973, and held various positions in the finance, marketing and sales, and operating departments. He is the longest-serving head of UP's operating department in its history, the UP said.

Fritz joined the company's marketing and sales organization as vice president-energy in 2000. He previously served as regional vice president-northern region, regional vice president-southern region, and vice president of labor relations.

Health care booklets now available online

The summary plan description booklets for both the National Railway Carriers/UTU Health and Welfare Plan (NRC/UTU) and the Railroad Employees National Health and Welfare Plan are now available on the UTU Web site.

Both booklets give information on the Comprehensive Health Care Benefits; the Managed Medical Care Program; the Mental Health/Substance Abuse Benefit; the Managed Pharmacy Services Benefit; plus additional information on all aspects of the medical benefit plans covering railroad operating employees and their eligible dependents.

All employees should have received a copy of their plan's book in the mail; this web posting provides an alternate source for this important information.

Go to the "Health care" page of the UTU website (www.utu.org) to be directed to the NRC/UTU National Health and Welfare booklets.
The Railroad Retirement Board (RRB) reports that, barring unforeseen circumstances, the Railroad Retirement System will experience no cash-flow problems during the next 23 years. The RRB reports that, as of Sept. 30, 2009, total system assets, comprising assets managed by the National Railroad Retirement Investment Trust and the Railroad Retirement account at the Treasury, equaled $24.6 billion. The cash balance of the railroad unemployment insurance system was $47.6 million at the end of fiscal year 2009, RRB said.

The projected combined account balances are higher through calendar year 2025 under each employment assumption than in last year’s report, according to the RRB. Under the optimistic and intermediate employment assumptions, the account balances are lower at the end of the current projection period due to lower taxes in some earlier years.

The favorable comparison with last year was largely due to actual investment return of approximately 24.3 percent exceeding the expected investment return of 7.5 percent in calendar year 2009, and to a lesser extent due to a lower estimated cost-of-living adjustment for 2011 in this year’s report, RRB said. This was offset by lower projected employment and a lower estimated wage increase for 2009 in this year’s report.

The long-term stability of the system, however, is not assured. Under the current financing structure, actual levels of railroad employment and investment return over the coming years will determine whether additional corrective action is necessary, RRB reported.

The report did not recommend any change in the rate of tax imposed by current law on employers and employees. The absence of projected cash-flow problems for at least 23 years under each employment assumption indicated that an immediate increase in the tax rate schedule is not required.

**UTU welcomes back furloughed UP workers**

For the past few weeks the UTU, led by Assistant Idaho State Legislative Director Nathan Millward, has been involved in a re-training program of furloughed employees on Union Pacific Railroad. “Due to increased business levels and a high level of retirements, the final few furloughed employees are being recalled,” Millward said. “At one time, we had 112 furloughed from Local 265 in Pocatello area. The members were strong to the agreement rules and rejected a proposed, flawed agreement that UP attempted to negotiate with us. They held strong to being called out of seniority order for emergency work, and all waited to be recalled in proper seniority order. This is a strong group who will lead the UTU into the future.” Pictured above are 18 recalled employees in a training class with Local 265 Chairpersons Brad Barbre and Rob Warth.

**Discipline Income Protection Program: It Pays!**

**What is the Discipline Income Protection Program?** This program pays you a specific amount over a length of time if you are suspended, dismissed or removed from service by the carrier for alleged violation of rules or operating procedures, provided that such violations are not on the list of exceptions not covered.

**What benefits are paid?** You choose the level of benefits paid, from $6 to $200 per day, all at low monthly assessments. The term of benefits, from 250 to 365 days, depends on how long you have been enrolled in the program.

**Who sponsors the program?** The United Transportation Union International sponsors the Discipline Income Protection Program.

**Who is eligible for coverage?** UTU members in the U.S. may enroll as members on a voluntary basis.

**Want more information?** Contact your field supervisor or local insurance representative, or write to: Discipline Income Protection Program, UTU, 24950 Country Club Blvd., Suite 340, North Olmsted, OH 44070-5333, or e-mail “dipp@utu.org” or check out the Discipline Income Protection Program page on www.utu.org.

**UTU Auxiliary delegates elect new slate of Grand Lodge officers**

Mae Parker is the new president, and Charlie Belden the new secretary & treasurer, of the UTU Auxiliary, both having been elected by delegates at the Auxiliary’s August convention.

Parker succeeds Carol Menges, and Belden succeeds Dana Garvin. Menges was elected Auxiliary District 6 vice president. Also elected was Scott Saunders of Smithville, Texas, as national legislative direc-

tor. Saunders is the first male elected to a Grand Lodge position in UTU Auxiliary history. He was one of two male delegates to the convention, out of 37 total.

“I chose not to seek re-election so that I could return home to my family,” Menges said. “After six years my husband will have to get used to living with me again! My heart and spirit will always be with each Auxiliary member. They have brightened my life and hopefully I have done the same for them.”

Parker said, “I look forward to this challenge with both excitement and hesitation. I ask all Auxiliary members to help me expand, grow and develop the membership of this fine organization. It is our history which propels us into the future.”

**Discounts now available for college prep classes**

UTU members and their children can save 15 to 60 percent on the Princeton Review’s college preparation classes with discounts offered through Union Plus.

(Union Privilege, founded by the AFL-CIO in 1986, develops and manages the Union Plus benefits program, which uses the combined buying power of 13 million union members to obtain top quality goods and services at competitive prices.)

Union Plus offers UTU members a 60 percent discount on the SAT online college test preparation course. This popular self-paced course provides 20 to 30 hours of highly interactive lessons with the convenience of an online course. Discounts are also available on in-person classes or personalized tutoring.

Additionally, the Princeton Review provides answers on college research, applications and financial aid processes. UTU members can save 50 percent on online college affordability and admissions courses by visiting www.unionplus.org/collegeprep.

To enroll or learn more about your union-member only discount, call 1-888-243-7737 or visit www.unionplus.org/collegeprep.
The UTU and the Brotherhood of Locomotive Engineers and Trainmen may not know where all the nuts are, but the two unions know that not every nut has bolted from the United States – although such may be news to the Northern New England Passenger Rail Authority (NNEPRA).

The UTU and the BLET jointly petitioned the Federal Railroad Administration Aug. 12 in opposition to a request by the NNEPRA that it be allowed to bypass a ‘Buy America’ provision in the law and go offshore to buy track-nut fasteners. The NNEPRA wants to use a federal tax-dollar subsidy to purchase track-nut fasteners from a foreign hardware manufacturer.

The waiver request of the NNEPRA should be denied, say the UTU and the BLET, because track-nut fasteners are readily available here in the homeland, produced by American workers.

Signing the opposition petition with the FRA were UTU National Legislative Director James Stem and Brotherhood of Locomotive Engineers and Trainmen National Legislative Representative John Tolman, who wrote:

“As part of the America Recovery and Reinvestment Act’s ‘Buy America’ provision, the NNEPRA received a $35-million grant to extend Amtrak’s Downeaster passenger service from its existing route of Boston to Freeport, Maine. The NNEPRA has requested a waiver to allow them to purchase foreign made 1 1/8-inch nuts, standard nuts that are produced domestically and are readily available. A cursory Internet search found that Grainger, a tool and hardware supply company, sells these nuts, and they are made in the United States.”

It is a fundamental principle that taxpayer investments should create American jobs [and in support of this principle] the UTU and the BLET oppose the NNEPRA request for a waiver from the ‘Buy America’ requirement.

Grainger, a Fortune 500 company with 18,000 employees and headquartered in Lake Forest, Ill., was named this year by Computerworld magazine as “one of the best places to work,” and was named by Fortune magazine as one of the “most admired companies.”

Additionally, the UTU and the BLET told the FRA, the ‘Buy America’ requirements should be waived for only the most persuasive reasons. “If the design of the track bolt requires foreign-made nuts, then we suggest a design change,” they said.

“If our country is going to restore our manufacturing capabilities, these trivial, nuisance waivers must be rejected,” the UTU and the BLET told the FRA.