

BYLAWS

of the

Brotherhood of Locomotive Engineers and Trainmen
A Division of the Rail Conference of the
International Brotherhood of Teamsters

*

Instituted at Detroit, Mich., March 17, 1863, as the
“Brotherhood of the Foot-Board.” Reorganized
at Indianapolis, Ind., August 17, 1864 as
Grand International Brotherhood
of Locomotive Engineers.

Name changed to
International Brotherhood of Locomotive Engineers
August 2, 1976.

Merged with International Brotherhood of Teamsters as
Brotherhood of Locomotive Engineers and Trainmen
January 1, 2004

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Bylaws Revised at
Cleveland, Ohio
January 1, 2004

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These National Division Rules, Local Division Rules, General Committee Rules, Legislative Board Rules and Ritual are in effect on and after January 1, 2004, except such laws as become effective at time indicated by action of the National Division.

OFFICERS OF THE ND

Executive Committee

| | |
|--------------------|------------------------------|
| Don M. Hahs | National President |
| Edward W. Rodzwick | First Vice President |
| William C. Walpert | National Secretary-Treasurer |

Vice Presidents

| | |
|------------------|---|
| P. T. Sorrow | Vice President |
| R. K. Radek | Vice President |
| D. L. McPherson | Vice President |
| M. W. Geiger | Vice President |
| S. D. Speagle | Vice President |
| E. L. Pruitt | Vice President |
| R. A. Holmes | Vice President and National Legislative Representative |
| P. L. Wingo, Jr. | Vice President |

ALTERNATE OFFICERS OF THE ND

Alternate National Secretary-Treasurer

C. D. Driggers

Div. 435

Alternate Vice Presidents

#1. D. M. Menefee

Div. 934

#2. C. L. Roy

Div. 742

#3. M. D. Priester

Div. 754

#4. J. C. Rupp

Div. 74

#5. R. K. Cutlip

Div. 385

#6. D. R. Pierce

Div. 98

#7. A. L. Tinney

Div. 152

#8. M. L. Wallace

Div. 267

Alternate Vice President and National Legislative Representative

L. B. Boggs

Div. 751

Mission

The Brotherhood of Locomotive Engineers and Trainmen exists to promote and protect the rights, interests, and safety of its members through solidarity, aggressive representation, and education.

Vision

It is the vision of the Brotherhood of Locomotive Engineers and Trainmen to be at the forefront of the labor movement as the result of grassroots involvement, expanding membership, and a cohesiveness among the engineer and trainman crafts and with other unions.

It will be well known for its excellence in education, communication, political action, and strategic planning. It will be a democratic organization with deeply held values and ideals that advance the working conditions, wages, benefits, job security, and quality of life for its present and future members and their families.

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THIS SECTION, entitled “National Division Rules,” has to do principally with the operation of the National Division, the National Office and national officers.

NOTE: For purpose of clarity, President of the ND will be referred to as “National President” in this section. “President” will refer to president of the local division.

NATIONAL DIVISION RULES

Title, Location and Departments

Section 1.(a) This organization shall be known as the Brotherhood of Locomotive Engineers and Trainmen (BLET), a Division of IBT Rail Conference, and shall have full and exclusive jurisdiction over wages and working conditions of all employees working under BLET contracts and all questions pertaining thereto and/or arising thereunder. It shall be composed of individually chartered groups of members, with a headquarters group located at Cleveland, Ohio. The headquarters group shall be known as the National Division (ND).

The individually chartered groups shall be known as local divisions and shall be identified by a number assigned by the ND.

(b) The officers of the ND shall be elected from the membership by the delegates in convention assembled and shall be: National President, First Vice President, who will be Alternate National President, National Secretary-Treasurer, and eight (8) vice presidents, one of which shall be the National Legislative Representative. These officers collectively shall constitute the Advisory Board.

In addition, there shall be elected from the membership an Alternate National Secretary-Treasurer, an Alternate Vice President and National Legislative Representative, and seven (7) alternate vice presidents from the United States, to be known as Nos. 1, 2, 3, 4, 5, 6 and 7.

It shall be understood that the elected alternate vice presidents shall be used to fill temporary or permanent vacancies on the Advisory Board in the order of their election as set forth herein. Should the office of First Vice President become vacant, such vacancy shall be filled by a member of the Advisory Board, elected by a majority vote of such board. Should the list of duly elected alternate vice presidents become depleted, such further replacements to the Advisory Board, between conventions of the ND, shall be in accordance with Section 6(c) - National Division Rules. Should the Alternate National Secretary-Treasurer be used to fill the position of National Secretary-Treasurer and subsequently vacate the position of National Secretary-Treasurer for any reason, such vacancy shall be filled by a member of the Advisory Board or from the membership, elected by a majority vote of the Advisory Board. Should the Alternate Vice President and National Legislative Representative be used to fill the position of National Legislative Representative and subsequently vacate the position of National Legislative Representative for any reason, such vacancy shall be filled by a member of the Advisory Board or from the membership, elected by a majority vote of the Advisory Board.

Alternate officers will not be entitled to a seat on the Advisory Board unless such alternate officers are serving in the capacity of the active offices to which they have been elected as alternates.

(c) Only members who do not hold membership in any other labor organization purporting to represent engineers or trainmen, and who hold active membership as provided in Section 25(b) - Local Division Rules will be eligible for or elected to serve on the Advisory Board of the ND or full-time employment with the BLET.

1 NOTE: Beginning January 1, 2006, eligibility to run for office will be determined by the
2 applicable provisions of the IBT Constitution as modified in Paragraph 6.8 of the
3 IBT/BLE Merger Agreement.
4

5 Officers and Members of the ND 6

7 Section 2.(a) In convention assembled, the governing body of the ND of the BLET shall
8 be the duly elected delegates as provided in Section 20 - National Division Rules.
9

10 The ND of the BLET, in convention assembled, shall be composed of the National
11 President, First Vice President, National Secretary-Treasurer, eight (8) vice presidents,
12 Guide and Chaplain, ex-officio, and the duly elected delegates as provided in Section 20
13 - National Division Rules.
14

15 (b) Between conventions of the ND, the Advisory Board shall have authority to make
16 any decision and perform any act or duty on behalf of the ND which is not in conflict with
17 or otherwise provided for in the Constitution of the International Brotherhood of
18 Teamsters (IBT), the Rail Conference (RC) Bylaws, or BLET Bylaws.
19

20 (c) The Executive Committee shall be composed of the following members of the
21 Advisory Board of the ND: the National President, First Vice President, and the National
22 Secretary-Treasurer.
23

24 Jurisdiction of the ND 25

26 Section 3.(a) The ND shall have full and exclusive jurisdiction over all rail operating
27 craft employees and subjects pertaining to the BLET.
28

29 (b) The ND and all divisions organized under the authority of the ND shall have power
30 to purchase real estate, and hold the same, that may be used for the purpose of carrying
31 on their business, as provided in these Bylaws; and the ND and all divisions shall have
32 power to require and execute bonds for all officers who occupy places of trust who han-
33 dle any of the funds of the organization.
34

35 Initiative 36

37 Section 4.(a) The governing body of the BLET, between meetings of the ND, shall be
38 vested in the active membership as defined in Section 25(b) - Local Division Rules, to be
39 exercised by ballot under the initiative process, to be put in effect in the following man-
40 ner.
41

42 Whenever twenty-five percent (25%) of the active membership, or divisions representing
43 twenty-five percent (25%) of the active membership, sign a petition to change these
44 Bylaws, it will be mandatory upon the National President to prepare a ballot with the ques-
45 tion worded as presented in the petition, to be voted on by all those holding active mem-
46 bership in the BLET. The ballot must be put out by the National President within thirty
47 (30) days of the receipt of the request, and sent to every active member by government
48 mail. The ballot must be returned to a post-office box in Cleveland established for that pur-
49 pose, within sixty (60) days from the date it was mailed from the ND. This does not pre-
50 clude electronic voting, the means to be determined by the ND.
51

52 The National President shall appoint a committee composed of six (6) active members,
53 two from each of the three territories specified in Section 44(b)-(d) – General Committee

1 Rules, for the purpose of counting the returned ballots. The committee will report the
2 results of the return to the National President.
3

4 The National President will, upon receiving the results of the return, show the results of
5 the initiative in the next issue of the newsletter. It will then be mandatory upon the
6 National President to place in effect the decision of the membership, subject to the
7 approval of the IBT General President.
8

9 Any proposition put before the active membership for their decision cannot be resub-
10 mitted for a period of two (2) years.
11

12 Any enactment of the membership under this section shall remain in full force and effect
13 unless repealed by the same method or by convention two (2) or more years after enact-
14 ment of same.
15

16 In order to carry a proposition under the initiative process, it will be necessary that twen-
17 ty-five percent (25%) of the active membership, or divisions representing twenty-five per-
18 cent (25%) of the active membership, sign for the initiative. It will require a majority of
19 the ballots cast to carry the proposition.
20

21 (b) In the event twenty-five percent (25%) of the active membership, or divisions repre-
22 senting twenty-five percent (25%) of the active membership, have not filed a request in
23 writing with the National President or the National Secretary-Treasurer within six (6)
24 months from the time the first request is filed instituting an initiative, no consideration will
25 be given such request until another six (6) month period has elapsed, after which it will be
26 necessary to reinstate the initiative by filing new petitions.
27

28 Meetings of the ND 29

30 Section 5.(a) The convention of the ND shall be held quadrennially, the date and place
31 to be designated by the Advisory Board. The date for the convention to convene shall be
32 not earlier than the first Monday in May or later than the first Monday in October.
33

34 (b) The length of time the convention shall be in session shall not exceed four (4) con-
35 secutive calendar days.
36

37 (c) The National President shall notify all general committees, legislative boards and
38 divisions not later than January 15 of the convention year as to the decision of the
39 Advisory Board regarding the date and place of holding the convention.
40

41 Between regular quadrennial conventions, if two-thirds (2/3) of the divisions, or divisions
42 representing two-thirds (2/3) of the active membership, petition the National President to
43 convene the ND in special convention, he shall, within sixty (60) days, set a date for hold-
44 ing said special convention, except that a special session of the convention will not be
45 called to convene in the regular convention year.
46

47 The ND in special convention assembled shall handle only those subjects which are set
48 out in the notices which require the ND to be convened in special session.
49

50 (d) A majority of the accredited delegates shall constitute a quorum for the transaction
51 of business of meetings of the ND.
52

1 (e) The authority vested in a delegate shall continue as long as such delegate retains his
2 qualifications and until such a time as a qualified successor is elected and installed.
3

4 (f) Regularly qualified delegates shall be subject to a call to assemble at any time dur-
5 ing their term of office.
6

7 Election and Terms of Office ND - Filling Vacancies 8

9 Section 6.(a) All national officers shall be elected by a majority vote of the duly elected
10 delegates at each quadrennial convention to serve for a term of four (4) years, except as
11 provided in Section 1(c) - National Division Rules, or until their successors are elected
12 and installed, unless they be removed for cause, except the National Guide and National
13 Chaplain, who will be appointed by the National President at each convention from the
14 membership.
15

16 (b) Should only one (1) nomination be made for any office, the presiding officer will
17 cast a ballot to elect the candidate by acclamation.
18

19 (c) In case any of the offices of the ND shall become vacant by death, or otherwise, the
20 officer highest in rank shall call into session the Advisory Board of the ND who shall, by
21 a majority vote, fill such vacancy from the membership until the next meeting of the ND,
22 except as provided for in Section 1(b) - National Division Rules.
23

24 NOTE: Effective January 1, 2006, eligibility to run for office will be determined by the
25 applicable provisions of the IBT Constitution as modified in Paragraph 6.8 of the
26 IBT/BLE Merger Agreement.
27

28 Duties of the National President 29

30 Section 7.(a) The National President shall preside at all meetings of the ND, and at the
31 expiration of his term of office, shall deliver to his successor all books, papers, etc. belong-
32 ing to the ND, and shall be bonded in accordance with Article X, Section 7(a) of the IBT
33 Constitution.
34

35 (b) He shall render interpretations of these bylaws.
36

37 (c) He shall, with the concurrence of one (1) or more of the other members of the
38 Executive Committee, decide such controversies as may be appealed from divisions; and
39 after careful examination of the subject, he shall forward to the divisions making the
40 appeal, the written decision of the committee in the case; and such decision shall be final
41 and binding unless appealed under applicable provisions of the IBT Constitution.
42

43 Decisions involving administrative matters shall not be subject to appeal. If a dispute aris-
44 es as to whether a controversy is properly related to administrative matters, it shall be
45 referred to the Advisory Board, which shall so decide by a majority vote.
46

47 (d) If at any time the National President has knowledge that the books of the secretary-
48 treasurer of any division or committee subordinate to the ND are in such condition that an
49 additional audit should be made, he shall be empowered to authorize such audit at any
50 time; and the National President's representative shall have access to all books and papers
51 of such office.
52

1 (e) In case of emergency, the National President may appoint temporary vice presidents
2 to render assistance.
3

4 (f) The National President shall have authority to maintain a Public Relations and
5 Publications Department to be staffed with expert personnel.
6

7 (g) There shall be maintained at the ND a Department of Education and Training. One
8 (1) of the vice presidents or the National Secretary-Treasurer shall be appointed by the
9 National President to head this department. He shall devote his time to providing training
10 and/or education to the officers of the ND, general chairmen and all division officers. The
11 purposes of the training and/or education will be to assist the officers and membership to
12 improve their performance in their interactions within the union; between the union and
13 management; between the union and the public; between the union and the various federal,
14 state and local governments, and with all other labor movements and activities. While
15 not engaged in providing training and/or education for the above purposes, he shall do any
16 other work pertaining to the interest of the membership when called upon by the National
17 President.
18

19 (h) There shall be maintained at the ND a Department of Internal Organizing,
20 Mobilizing and Strategic Planning. One (1) of the vice presidents or the National
21 Secretary-Treasurer shall be appointed by the National President to head this department.
22 He shall devote his time to coordinating and developing the internal organizing, mobi-
23 lizing and strategic planning with the officers of the ND, general chairmen, state and
24 provincial legislative board chairmen, and all division officers. The purposes of the
25 department will be to assist the officers and membership to incorporate the concepts of
26 internal organizing, mobilization and strategic planning to improve their performance in
27 their interactions with the union; between the union and the public; between the union
28 and the various federal, state, provincial and local governments, and with all other labor
29 movements and activities. While not engaged in providing the above purposes, he shall
30 do any other work pertaining to the interest of the membership when called upon by the
31 National President.
32

33 (i) There shall be maintained at the ND an Arbitration Department to be staffed with
34 expert personnel. One (1) of the vice presidents shall be appointed by the National
35 President to head this department and to serve and/or work in conjunction with the
36 Member of the First Division - National Railroad Adjustment Board representing the
37 BLET. He shall devote his time to the support of the arbitration and arbitration-related
38 activities of the union, and in the supervision and direction of the department's staff. The
39 purposes of the Arbitration Department will be to handle, in conjunction with other union
40 officers and/or departments, or independently, disputes involving national agreement
41 rules; to assist ND officers, general and local chairmen generally in the minor dispute han-
42 dling and arbitration process; to manage the ND electronic arbitration data base; to devel-
43 op and conduct educational programs concerning the minor dispute resolution process for
44 ND officers, general and local chairmen in cooperation with the Education and Training
45 Department; and such other activities as directed by the National President.
46

47 (j) There shall be maintained at the ND a Trainmen Department. One (1) of the vice
48 presidents or the National Secretary-Treasurer shall be appointed by the National
49 President to head this department. The department shall provide assistance in all areas of
50 concern to trainman members of the BLET.
51

52 (k) There shall be maintained at the ND a Short Line Railroad Department. One (1) of
53 the vice presidents or the National Secretary-Treasurer shall be appointed by the National
54 President to head this department. The department shall provide assistance to members

1 working on short line railroads and assist in the organizing of short line railroads that are
2 currently not represented by the BLET.
3

4 (l) There shall be maintained at the ND a Passenger Department. The National President
5 shall appoint a member to head this department within thirty (30) days of the implemen-
6 tation of the IBT/BLE merger. The department shall provide assistance to passenger and
7 commuter general committees when called upon by the general chairmen. Within sixty
8 (60) days of the implementation of the IBT/BLE Merger Agreement, the National
9 President and First Vice President will meet with the passenger and commuter lines gen-
10 eral chairmen and the department head to develop the structure of the department and the
11 specific goals of same. The structuring of the department shall be completed within nine-
12 ty (90) days from the date of such meeting.
13

14 (m) He shall have authority to place special representatives in the field at his discretion,
15 but not to exceed seven (7) permanent special representatives. When exercising this
16 authority, the National President may select one or more special representative(s) to pro-
17 vide training and/or education to the divisions, general committees, and state legislative
18 board chairmen in the area of computer, hardware, software and technological support and
19 recommendations. The National President shall have authority to remove any special rep-
20 resentative if found incompetent or when his usefulness has terminated.
21

22 (n) The National President, in conjunction with the other members of the Advisory
23 Board and the Association of General Chairmen, shall have the authority to appoint a
24 wage committee, when necessary, to serve in connection with national wage movements.
25 This committee shall consist of:
26

27 National President; two (2) national vice presidents, elected by Advisory Board; three (3)
28 general chairmen, elected by respective general chairmen's associations.
29

30 The salary and expenses of such committee shall be set by the National President.
31

32 (o) The National President shall be in charge of and have the direction of vice presidents,
33 special representatives and special organizers.
34

35 (p) The National President shall submit to each Standing Committee on the Bylaws his
36 recommendation and/or recommendations relative to amendments of the law of the ND.
37

38 (q) The National President shall be the chairman of the Executive Committee; and no
39 meeting of the Executive Committee shall be legal unless the National President is
40 involved, or authorizes the First Vice President to act in his behalf in any decision or act
41 by said Executive Committee.
42

43 (r) The National President shall have authority to grant annual vacations to the officers
44 and special representatives of the ND, in accordance with provisions of the National
45 Vacation Agreement for engineers.
46

47 (s) The National President shall have authority to employ counsel to defend the BLET
48 against any action brought against it arising out of its labor activities; to defend any mem-
49 ber who may be prosecuted under the criminal code, or sued under civil law, for his con-
50 nection with any accident occurring while in the performance of his duties as a locomo-
51 tive engineer, trainman or other service defined under Section 25 - Local Division Rules,
52 and to prosecute any claim of the BLET on behalf of its Protective Department. The
53 expense of counsel employed shall be paid by the ND.
54

1 (t) In the performance of the National President's duties as prescribed in Section 7(e)-
2 (m) – National Division Rules, the Executive Committee shall not enter into any employ-
3 ment contract that binds the BLET beyond their current term of office; and each such con-
4 tract shall include a clause expressly setting forth said term limitation. Any such contract
5 shall include a provision that permits the BLET to terminate the services of the employ-
6 ee, if the employee's performance does not meet the contract specifications, or for valid,
7 nondiscriminatory business reasons, upon a maximum of 120 days' written notice of ter-
8 mination. The National President shall provide a copy of any employment contract exe-
9 cuted by the Executive Committee to the BLET's controller, who will file same in the
10 BLET's financial records, within ten (10) days of execution, and any such contract not so
11 filed shall be null and void.

12
13 **Duties of the First Vice President**

14
15 Section 8.(a) The First Vice President shall be the next ranking officer to the National
16 President, shall assist in handling the work of the Protective Department; and in the
17 absence of the National President, he will assume the duties of that office.

18
19 (b) He shall be bonded in accordance with Article X, Section 7(a) of the IBT
20 Constitution.

21
22 **Duties of the Vice Presidents**

23
24 Section 9. The vice presidents shall devote their whole time to the interests of the organ-
25 ization; their duties shall be to visit divisions and assist in organizing new ones, and may
26 fill the office of president when visiting divisions and perform such other duties as may
27 be assigned to them by the National President.

28
29 They shall furnish the National President with a detailed monthly report of their work,
30 together with a detailed expense account, and in addition will submit their recommenda-
31 tions pertaining to the welfare of the organization and general conditions in the territory
32 to which they have been assigned; and at the expiration of their term of office, they will
33 deliver to the National President all funds, books and papers, and other belongings of their
34 office.

35
36 Each vice president shall be assigned to a definite territory; but should conditions war-
37 rant, they may be used outside of their defined territory.

38
39 **Duties of the National Secretary-Treasurer**

40
41 Section 10.(a) The National Secretary-Treasurer shall receive and have custody of all
42 funds of the BLET, and have supervision over the Financial and Record Department per-
43 sonnel. He shall deposit the funds of the BLET in a reliable bank or banks which are
44 members of the Federal Reserve System with the approval of the Advisory Board.

45
46 All checks, drafts, or orders against the accounts of the BLET, with said depositories,
47 shall be signed by him and countersigned by the National President or First Vice
48 President; or, in the absence of the National Secretary-Treasurer, by the National President
49 and First Vice President; or, in the absence of any two (2) of these officers, by the remain-
50 ing officer and facsimile-stamped signature of either the National President or the
51 National Secretary-Treasurer; and provided, further, that checks drawn against the payroll
52 accounts of the BLET, with said depositories, may be signed with the facsimile-printed
53 signature of the National Secretary-Treasurer and the National President, and the

1 manually attached signature of one (1) or more bonded employees authorized by the
2 National Secretary-Treasurer and approved by the National President and the First Vice
3 President.
4

5 (b) He shall be under the direction of and report to the Executive Committee regarding
6 matters pertaining to his duties as National Secretary-Treasurer of the BLET. He shall
7 keep a true and correct record of the proceedings of the ND at each meeting and transmit
8 one (1) copy, properly authenticated, to each division and general chairman. He shall pre-
9 serve the archives and have charge of the books, papers and property of the ND, keep a
10 roster of all divisions with the date of their organization, location, and a correct list of all
11 members, and attest all official documents.
12

13 It shall be the duty of the National Secretary-Treasurer to notify the president and sec-
14 retary-treasurer of each division thirty (30) days prior to the convening of the conven-
15 tion of the exact financial status of their division in regard to international dues
16 and assessments.
17

18 (c) He shall be bonded in accordance with Article X, Section 7(a) of the IBT
19 Constitution; and at the expiration of his term of office, he shall deliver to his successor
20 all books, papers, etc., belonging to the ND.
21

22 (d) He shall in general be responsible to insure that the duties set forth in Article XXIII
23 of the IBT Constitution are fulfilled with respect to members within the BLET consistent
24 with the Bylaws of the BLET.
25

26 Duties of the National Guide 27

28 Section 11. The National Guide shall receive and introduce delegates and visiting broth-
29 ers, and attend to such other duties as the National President may assign to him, and shall
30 act as marshal in all proceedings of the ND.
31

32 Duties of the National Chaplain 33

34 Section 12. The National Chaplain shall assist in the exercises of opening and closing
35 the ND, and shall perform the duties of chaplain for the ND upon all public occasions.
36

37 Expenses of National Officers ND 38

39 Section 13.(a) Salaried national officers, or any member employed exclusively by the
40 National Office, when absent from their designated headquarters on BLET business, shall
41 be reimbursed for actual reasonable expenses incurred, but only when itemized statement
42 covering such expenditures has been approved and endorsed by the National President.
43 Expenses allowed shall only be for transportation, hotel room, meals, taxi, transfer of bag-
44 gage, telephone, electronic communication, stenography, postage and delivery, each of
45 which shall be shown separate and distinct from each other on the itemized statement.
46

47 (b) The representatives of the BLET in Washington, DC, when handling legislation, and
48 on the National Railroad Adjustment Board, will be allowed necessary expense accounts
49 in connection with their work, subject to the approval of the National President.
50
51
52
53

Advisory Board - How Composed

Section 14.(a) The National President, First Vice President, eight (8) other vice presidents and the National Secretary-Treasurer shall constitute an Advisory Board on matters pertaining to the welfare of the BLET. It shall have authority to suspend a national officer who fails or refuses to perform the duties for which he was elected, or is at any time guilty of any action calculated to injure the organization in any way. Such officer may be suspended without pay if found guilty by a majority vote of the Advisory Board after having been afforded a full and fair hearing in accordance with Article XIX, Section 3 of the IBT Constitution. Any appeal therefrom may be filed in accordance with Article XIX of the IBT Constitution and the provisions of Paragraph 6.10 of the IBT/BLE Merger Agreement.

(b) The Advisory Board shall employ a firm of nationally known auditors who are certified public accountants to audit the books of all departments of the BLET annually; such audit to show all moneys received and from what source and the amount paid out and for what purpose.

(c) The books of each department of the BLET shall be audited separately. They shall be put in one (1) booklet and one (1) copy furnished each division, general chairman, state and provincial legislative chairman and vice president. The expense of these audits shall be paid from the general fund of the BLET.

(d) The National President shall be the chairman of the Advisory Board when convened. He shall convene the Advisory Board as provided in these Bylaws or when he deems it necessary or by request of a majority of the members of the Advisory Board.

(e) Advisory Board members must devote their whole time to the interest of the organization.

Membership Pins

Section 15. On request of the division secretary-treasurer, members who now or hereafter shall have five, ten, twenty, twenty-five, thirty, forty, fifty, sixty, or seventy years of continuous membership shall be given an emblem showing the years of membership.

Publications

Section 16.(a) A periodic magazine shall be published and sent to all members of the BLET.

(b) A periodic newsletter shall be published and sent to all active members of the BLET.

The periodic newsletter will contain reports of assignments of the National President, First Vice President and the vice presidents. Supplemental newsletters may be provided when significant events or information of importance to the members so dictate.

(c) The contents and frequency of the newsletter will be determined and coordinated by a publications committee, consisting of the National President, First Vice President, National Secretary-Treasurer, National Legislative Representative, and editor, and will include legislative news when available.

1 (d) The rates of advertising in the magazine shall be under the direction of the National
2 President and the Advisory Board. Anyone desiring to advertise in the magazine must
3 agree to the terms and conditions established by the National President and the Advisory
4 Board.
5

6 Printing

7
8 Section 17.(a) The Executive Committee shall secure bids and make awards for all print-
9 ing and all supplies required by the ND.
10

11 They shall also devise proper books and forms for the use of all divisions of the BLET;
12 and their use shall be required except divisions may procure letterheads and envelopes
13 locally, provided they comply with the adopted forms and standard size in use by the
14 National Office.
15

16 They shall also provide annually a directory of all divisions, GCAs and legislative boards
17 to each general chairman, state legislative chairman, division secretary-treasurer, local
18 chairman and the divisions of the GIA to BLET.
19

20 (b) Printed copies of all awards of the First Division of the National Railroad
21 Adjustment Board will be furnished each general chairman; and if any GCA requests
22 extra copies for their members, they shall receive same by paying the extra expense for
23 the number supplied.
24

25 (c) The Bylaws of the BLET will be furnished to each member, without cost, by the ND,
26 upon request from the division secretary-treasurer.
27

28 Delegates to IBT International Union Convention

29
30 Section 18. Delegates from the BLET to the IBT International Union Convention shall
31 be as follows. For the purpose of allocating and electing delegates to the IBT Convention,
32 IBLE/BLET GCAs shall be treated as the equivalent of local unions as provided in Article
33 III of the IBT Constitution and Paragraph 6.16 of the IBT/BLE Merger Agreement. Each
34 GCA having between 100 and 1000 active members shall be entitled to one (1) delegate
35 for up to the first thousand active members and to one additional delegate for each addi-
36 tional 750 active members or major fraction thereof. GCAs with less than 100 active
37 members shall be grouped into three geographic groups: (1) New York, New Jersey,
38 Pennsylvania and the New England States; (2) Minnesota and all states west of the
39 Mississippi River; and (3) the remaining states (Midwest and South). The active members
40 in GCAs with less an 100 active members within these designated geographic areas shall
41 be consolidated for the purpose of electing delegates to the IBT Convention and shall be
42 entitled to elect delegates according to the formula set out above and in the IBT
43 Constitution as though they constituted a single local union. Delegates to the IBT
44 Convention must satisfy the eligibility requirements set forth in the IBT Constitution, as
45 modified in Paragraph 6.8 of the IBT/BLE Merger Agreement, and shall be elected in
46 accord with the applicable provisions of the IBT Constitution and the Rules governing the
47 election.
48

49 Credentials – Delegates to IBT and ND

50
51 Section 19. A delegate's credential shall be formulated by the National Secretary-
52 Treasurer and sent to the division of which the delegate-elect is a member prior to the

1 date set for convening the ND. Credentials for the IBT International Union Conventions
2 shall be issued by the International Union or the election administrator as provided by the
3 applicable rules.
4

5 Representation of Division to ND 6

7 Section 20.(a) Each division on record in the National Office on April 1 prior to the
8 opening date of the convention shall be entitled to a delegate at each BLET convention.
9

10 (b) Delegates will have one (1) vote for each division represented and an additional vote
11 for each one hundred (100) additional members represented over the first two hundred
12 (200).
13

14 (c) All divisions must be square on the books on the date the convention convenes.
15

16 (d) Each division entitled to representation must be represented by either delegates or
17 by proxy. Federal law prohibits proxy voting in the election of officers.
18

19 (e) Any division granting proxy to a delegate of another division has the same right in
20 instructing the proxy as they would have in instructing the delegate of their own division.
21

22 (f) In the event of the death of the delegate-elect or other cause that might prevent
23 attendance at the convention, the first alternate delegate shall be the legal representa-
24 tive. Should conditions arise whereby both the delegate-elect and the first alternate
25 delegate are prevented from attending, the second alternate delegate shall be the legal
26 representative. Should conditions arise whereby the delegate-elect and the first and
27 second alternate delegates are prevented from attending, Section 20 - Local Division
28 Rules will apply.
29

30 (g) The name and division number of all elected delegates to ND shall be published in
31 the newsletter no later than April prior to the convention.
32

33 Delegates to ND - Term of Office 34

35 Section 21. The delegates to the ND shall continue as such until their successors are
36 elected and qualified, as per Section 2 of the Local Division Rules, and shall be subject to
37 call from the National President to assemble at any time during their term of office.
38

39 Delegate to ND – Qualifications 40

41 Section 22.(a) In order to be a candidate for delegate to the ND, an individual must hold
42 active membership as defined in Section 25(b) - Local Division Rules.
43

44 (b) No salaried national officer or member employed exclusively by the National Office
45 shall be eligible as a delegate to represent any division in the ND.
46

47 NOTE: Beginning January 1, 2006, eligibility to run for office will be determined by the
48 applicable provisions of the IBT Constitution as modified in Paragraph 6.8 of the
49 IBT/BLE Merger Agreement.
50

1 Delegate to ND - Division Not Square on Books
2

3 Section 23. Any delegate whose division is not square on the books and any division that
4 has not paid its pro rata assessments, as provided in these Bylaws, also its indebtedness to
5 other divisions, shall not be allowed a seat in the ND.
6

7 Delegates - ND Special Session - New Division
8

9 Section 24. In case a special session of the ND should be called, any division that may
10 have been organized subsequent to the last session of the ND and is in good standing at
11 the time, shall be entitled to representation in accordance with the law governing repre-
12 sentation.
13

14 Delegates to ND – How Paid
15

16 Section 25.(a) Delegates to the ND shall be allowed the maximum allowable IRS per
17 diem for each day the convention is in session, including two (2) travel days, plus \$600.00
18 travel allowance, paid by the ND. Salaries of delegates to the National Division
19 Convention will be the responsibility of the division the delegate represents.
20

21 (b) A system will be provided to check the actual attendance of delegates at convention;
22 and they shall receive per diem for actual attendance only, unless excused by the National
23 President.
24

25 Delegate to ND - Salaried Officer
26

27 Section 26. When any full-time salaried officer of a subordinate body of the ND is elect-
28 ed by his local division to represent such division at the convention of the ND, his offi-
29 cer's salary shall offset any salary payable for service as delegate.
30

31 Delegate to ND - Reporting to Divisions
32

33 Section 27. Delegates will report to their divisions. The ND will supply all divisions
34 with a report of the convention proceedings.
35

36 Delegate to ND - Excused
37

38 Section 28. Should a delegate, on account of sickness or other cause, find it neces-
39 sary to be absent from the convention, he may, by permission of the ND, designate the
40 delegate of another division to act in his stead, except in the case of the election of
41 officers.
42

43 National Dues and Assessments
44

45 Section 29.(a) Each division shall be required to account for all members shown on their
46 monthly report of the preceding month.
47

48 (b) All members in active service, including those holding official positions with the car-
49 rier and those employed exclusively by the BLET, shall pay \$27.00 per month national
50 dues and such assessments as may be levied by the Advisory Board. Active membership
51 includes all occupations eligible for membership in the BLET regardless of status, except
52 as excluded in the following sections.

1 (c) All members whose names do not appear on the engineers seniority roster, such as
2 conductors and other train service employees, shall pay \$12.00 national dues, and such
3 assessments as may be levied by the Advisory Board. However, once the BLET obtains
4 the right to represent such members in accordance with the provisions of the Railway
5 Labor Act through the National Mediation Board, they will be liable for active dues as out-
6 lined in Section 29(b) - National Division Rules.

7
8 (d) All members whose names appear on the engineers seniority roster but who are
9 employed at less than the standard hourly national wage level shall pay \$16.00 national
10 dues and such assessments as may be levied by the Advisory Board. These shall include
11 members employed on short line railroads where BLET holds representation rights but has
12 not yet negotiated a collective bargaining agreement.

13
14 (e) Members receiving remuneration under any merger or other protective agreements
15 (as defined in Sections 32, 33, and 34 - General Committee Rules) shall pay dues appli-
16 cable to the position held at the time they were affected by the merger or other agreements,
17 as stipulated in Paragraphs (b), (c) and (d) above.

18
19 (f) In addition to above national dues, all members, except those under present Sections
20 (g) and (h), will be required to pay \$2.00 per month to establish and maintain a conven-
21 tion fund.

22
23 (g) New members shall pay \$4.00 national dues and shall be exempt from GCA, leg-
24 islative board and division dues and assessments for the initial month of membership,
25 unless required by a union dues agreement.

26
27 (h) The following members shall be exempt from the payment of international dues and
28 shall be exempt from Advisory Board, GCA, legislative board and division dues and/or
29 assessments:

- 30
- 31 (1) Members reported as retired from service because of physical disability.
 - 32
 - 33 (2) Members serving in the armed forces of the United States.
 - 34
 - 35 (3) Members cut off of the working list for a calendar month or more due to fluctua-
36 tion in business.
 - 37
 - 38 (4) Members who have been dismissed from service for a calendar month or more.
 - 39
 - 40 (5) Members out of service due to sickness or injury for a calendar month or more.

41
42 NOTE: Consistent with existing practice, members referred to in this Paragraph (h) will
43 continue to be eligible for exemption from the payment of dues after the effective date of
44 the merger. However, beginning January 1, 2006, eligibility to run for office will be deter-
45 mined by the applicable provisions of the IBT Constitution as modified in Paragraph 6.8
46 of the IBT/BLE Merger Agreement. Members should be aware that these provisions
47 require the timely payment of dues for a fixed period prior to nomination and that any fail-
48 ure to pay dues during the applicable period, even if excused, will render the member inel-
49 igible to run for office.

50
51 (i) Retired members not holding seniority shall be exempt from the payment of nation-
52 al, GCA, legislative board and division dues and assessments.

1 (j) All national dues and assessments, with the exception of the convention fund assess-
2 ment, are to be placed to the credit of the general fund. Convention fund assessments are
3 to be placed to the credit of a convention fund.
4

5 (k) Should it become necessary to raise additional funds to defray the expenses of the
6 ND, such funds shall be raised by assessments as may be levied by the Advisory Board,
7 notwithstanding any policy or resolutions to the contrary, provided that such action on the
8 part of the Advisory Board shall be effective only until the next regular convention of the
9 ND.
10

11 (l) All notices of assessments levied by the Advisory Board are to be in the hands of the
12 GCA secretary-treasurers sixty (60) days before said assessments are due and same to be
13 remitted by the GCA secretary-treasurers on or before the 20th day of the next succeed-
14 ing month thereafter.
15

16 (m) Between conventions, national dues will increase by the same percentages as gross
17 wage increases under the national agreement. However, COLA adjustments shall not
18 affect national dues.
19

20 National Dues and Assessments - When Payable to the ND 21

22 Section 30. National dues and assessments levied by the Advisory Board are due and
23 payable on or before the first day of the month for which they apply, except in the case of
24 a dues checkoff, and are delinquent after the 20th day of the same month; and such dues
25 and assessments must be remitted to the National Secretary-Treasurer by the GCA secre-
26 tary-treasurers on or before the 20th day of the next succeeding month.
27

28 GCAs on railroads where an agreement is in effect with the carrier, the terms of which
29 prevent the forwarding of dues as provided herein, will notify the Executive Committee of
30 the terms of such agreement; and the Executive Committee shall have authority to make
31 such agreements as are necessary for the submission of national dues and assessments to
32 the National Secretary-Treasurer.
33

34 National Dues - Reinstated Members 35

36 Section 31. Reinstated members will be required to pay national dues and assessments
37 levied by the Advisory Board for the month in which they are reinstated and such other
38 dues as may be determined by the division.
39

40 Fiscal Year 41

42 Section 32. The fiscal year of the ND shall commence on the first day of January in each
43 year. All divisions are required to be square on the books of the National Office on or
44 before the 20th day of the month following the month for which dues are collected, and
45 shall be required to submit an annual audit report or a copy of Form LM-2 or 3. Reports
46 are due on or before April 1 of each year.
47

48 When a secretary-treasurer resigns or otherwise gives up the office, an audit must be
49 completed before the new secretary-treasurer is installed. The audit must be conducted by
50 a committee appointed for that purpose. All records are to be delivered to the new secre-
51 tary-treasurer along with the audit report.
52
53

Standing Committees ND

Section 33.(a) The Standing Committees of the ND shall consist of: first, a Committee on Credentials; second, a Committee on Salaries; third, a Committee on Bylaws; fourth, a Legislative Committee; and fifth, a Committee on Work.

All delegates are to be supplied with a copy of report of Committee on Salaries before said report is rendered.

(b) Members of committees identified in this section shall be paid \$260.00 for each day of service, including travel days and actual reasonable travel expenses. They shall also be paid daily expenses commensurate with the current IRS maximum for the city where assigned. This provision does not apply while convention is in session.

Bylaws Committee

Section 34. The Committee on Bylaws shall meet at the National Office on a date to be fixed by the Executive Committee and shall review and consider all resolutions submitted by divisions, together with any recommendations for changes in the law made by the National President. The said committee shall have authority to review any section of the law of the BLET and to make any recommendations for change of such laws which, in their judgment, is necessary. The said committee shall have all resolutions from divisions and recommendations of the National President printed as submitted, in their report; and such report will be printed in sufficient quantity for each delegate at the convention to receive a copy.

At the conclusion of the convention, the said committee shall compile all laws adopted, indicating section and paragraph to which the law applies; and all amendments approved, by the convention shall be placed in bold face type and deleted items in strikethrough type at such time as the revised Bylaws are printed.

New Divisions

Section 35.(a) If forty (40) or more active members on any railroad wish to organize a new division, they shall apply to the nearest division on the system where the new division is to be located; and it shall be the duty of the president of said division first to obtain the consent, through the chairman, of a majority of the GCA on the road where the division is to be located, and then apply to the National President for blank charter and the necessary books and papers to organize the same. The National President shall then secure permission from the IBT General President for a new charter.

When in receipt of the charter, he shall proceed to meet with five (5) or more members, fill out the charter, organize and instruct said members, and appoint officers pro tem; and if a sufficient number have joined to fill the offices, they will elect permanent officers; and the secretary-treasurer shall immediately furnish the names of the officers and members and their addresses to the National Secretary-Treasurer, with the date of their organization.

(b) All charter members of the new division shall be assessed the sum of \$25.00 to be put into the treasury of the division for the purpose of meeting initial operating expenses.

(c) All applications for charters shall be accompanied by a fee of \$100.00.

Subdivisions

Section 36.(a) When the members of a division wish to hold meetings at any designated point other than where their division is located and where ten (10) or more members are located at such point, they may make application to their division to form a subdivision.

(b) Any division receiving such petition shall give consideration to same at the next two (2) regular meetings; and if approved by a two-thirds (2/3) vote of the membership present at each of these meetings, the petition, with all facts in connection therewith, will be presented to the National President, who shall have authority to grant permission to form the subdivision.

(c) When a subdivision is approved, at least one (1) regular stated meeting each month will be held under same. The officers of that division shall be one and the same as that of the parent division, except a corresponding secretary, who shall be elected by and from the members of the parent division, who shall keep a true record of all meetings. At the close of each meeting, the secretary-treasurer or corresponding secretary will forward a true copy of the proceedings of such meeting to the secretary-treasurer or corresponding secretary of the parent division, which shall be inserted into and become a part of the record of that division.

(d) No resolution that has for its purpose the changing of jurisdiction of territory, seniority, or rights to runs will be entertained by any local or general committee of adjustment until approved by the parent division. A meeting held by a subdivision shall not have authority to levy assessments or order bills to be paid.

(e) Nominations and election of officers, as provided in Sections 7, 8, and 20 - Local Division Rules, shall be held in the parent division.

Merging Divisions

Section 37.(a) When two (2) or more divisions have decided by a majority vote of the active membership of each division to merge or consolidate their membership, application will be made to the National President for approval. The National President shall then seek the permission of the IBT General President; and if approved, he will arrange the consolidation. The division having the largest membership will be the division to retain the charter, except where due to location and for other reasons, in the opinion of the National President, it would work a hardship on the members of the division, he will decide the charter to be retained. All special funds will be distributed at the discretion of the members of the division or divisions giving up their charter.

(b) If the membership of any division falls below twenty-five (25) active members, the National President shall investigate the cause; and unless the interests of the organization require the continuance of the division, he shall have the authority to order it to be merged with another division on the same seniority district or a division under the same GCA.

NOTE 1: Divisions chartered before the effective date of these bylaws will retain the previous threshold level of twelve (12) active members.

NOTE 2: Within two (2) years of the effective date of these bylaws, a ballot will be sent to the active membership under the Initiative process to decide whether to eliminate Note 1.

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Appeal Cases

Section 38. Appeals from decisions of the National President or Executive Committee of the BLET concerning issues not referable to the IBT – such as collective bargaining matters and disputes between GCAs over jurisdiction – shall be referable to the Advisory Board, whose decision shall be final and binding.

Resolutions to ND - When Presented

Section 39. Except in case of the suspension of the rules by two-thirds (2/3) vote of all delegates present, six (6) copies of any resolution that has for its purpose the changing of existing laws, or the enactment of new laws, shall be forwarded to the National Office not less than one hundred twenty (120) days before the convention convenes and shall be mailed to the delegates not less than forty-five (45) days prior to the convention. Should the resolution recommend changes in more than one (1) section of the law, each section shall be printed on a separate sheet of paper. Each sheet shall bear a heading showing the particular section and page that is to be amended. All recommended changes shall be shown in black face type; and the section, as it would read after being so changed or amended, shall be written out in full. (Refer to sample resolution at the end of the National Division Rules section). Resolutions received not in conformity with the above will not be entertained by the Committee on Bylaws.

Order of Business - ND

Section 40.

1. Call the meeting to order without form.
2. Report of Credentials Committee.
3. Convention called to order, composed of the delegates seated by the Credentials Committee.
4. Report of Standing Committee on Salaries.
5. Report of the national officers.
6. Report of Standing Committees (Section 33 - National Division Rules) and election of officers.
7. Report of other committees.
8. Financial business.
9. Reading of resolutions and petitions.
10. New business.

Abuse of Name

Section 41.(a) It shall be considered a violation of obligation for a national officer, a division officer or a member to use his prestige as such officer or member to promote any

1 business scheme, or furnish the mailing list of divisions to salespersons of any class except
2 where the BLET is directly interested. Violators shall be subject to charges under Article
3 XIX of the IBT Constitution.
4

5 National officers shall be tried for any such offenses before the BLET Advisory Board
6 under the provisions of Article XIX, Section 3 of the IBT Constitution. Officers and mem-
7 bers of divisions shall be tried in their own divisions in accordance with Article XIX of
8 the IBT Constitution.
9

10 (b) The use of the BLET's name/logo for unauthorized purposes is prohibited.
11

12 **Brotherhood of Locomotive Engineers' Building -**
13 **Acquisition and Maintenance**
14

15 Section 42.(a) A company incorporated under the statutes of the State of Ohio relating
16 to the incorporation of companies not organized for profit shall be maintained, the mem-
17 bership of which company shall be confined to the members of the Advisory Board of the
18 BLET and their successors in that capacity. The purpose of the corporation shall be the
19 holding of real estate for the benefit of the BLET.
20

21 (b) This corporation shall have the power to acquire and hold real estate and to operate
22 an office building or buildings or any other property for the benefit of the BLET, which it
23 now possesses or as may hereafter be authorized by the ND.
24

25 (c) It shall have full power and authority to borrow money and encumber any part or all
26 of such real estate, or any personal property coming to its possession, for the purpose of
27 said corporation. It shall have authority to sell any real property acquired only with the
28 consent of the ND, or majority of the Advisory Board.
29

30 (d) It shall have authority to do all things necessary to carry out the purposes of said cor-
31 poration; and shall be authorized to adopt such rules and regulations as may be necessary
32 in order to accomplish said purposes; and shall have such further powers in relation to the
33 custody, control, management, right of hypothecation, control or disposition of the real or
34 personal property of this Brotherhood as may from time to time be conferred on it by said
35 ND by special resolution or by general regulations.
36

37 (e) The Building Association shall furnish all divisions of the BLET, annually, an audit
38 made by a certified public accountant of all money received by the Association and from
39 what source. Such audit shall show the amount paid out in salaries, and the amount paid
40 out for each item, such as repairs of building, or equipment, or maintenance, insurance,
41 taxes, heat, lights, depreciation, the cost of the audit and so forth. Such audit shall show
42 all money, if any, that is due and from what source. The expense of such audits to be paid
43 for by the Building Association. All audits to be of concurrent date.
44

45 (f) The National President and National Secretary-Treasurer are authorized to transfer
46 from the general fund such amounts as may be necessary toward defraying any obligations
47 incurred on account of the BLE building which the earnings of the building are unable to
48 provide for, and all earnings of the building in excess of cost of operation to be placed to
49 the credit of the general fund.
50

51 (g) The Advisory Board may authorize amendments to the corporation's Articles of
52 Incorporation limiting the corporation's powers in any way necessary to obtain an exemp-
53 tion from federal income taxation.

Laws - How Changed

Section 43.(a) These bylaws shall not be subject to alteration or amendment until the next session of the ND, except as provided in Section 2(b) and Section 4(a) - National Division Rules. Any change in the bylaws is subject to approval of the IBT General President in accordance with Article VI, Section 4(a) of the IBT Constitution.

(b) When a GCA enters into a collective agreement with the carrier containing a provision requiring, as a condition of employment, membership in the BLET, a union dues agreement without mandatory membership, granting a preference of employment to members of the BLET, or the checkoff of union dues each calendar month from wages due each employee coming within the scope of such agreement, the specified amount of BLET dues authorized under the provisions of the National Division Rules, Local Division Rules, General Committee Rules and Legislative Board Rules of the BLET, the National President and National Secretary-Treasurer, in conjunction with the officer negotiating such agreement, will have authority to modify the provisions of the laws above referred to for application to the divisions concerned for the purpose of applying such agreements.

(c) It must be understood that no change will be made in the amount of national dues or assessments prescribed under our laws in connection with Paragraph (b) of this section.

(d) Between conventions the Executive Committee will have authority to amend the law where it is in conflict with civil law.

Working Rules - ND

Section 44.(a) Working hours. The morning meeting shall be from 9 a.m. until 11:30 a.m. The afternoon meeting will be from 1 p.m. until 5 p.m. and continued until all business legally coming before the convention has been disposed of. The length of time the convention will remain in session shall not exceed four (4) consecutive calendar days.

(b) All resolutions shall be typewritten and presented in duplicate, one (1) copy for the record and one (1) for the committee, and signed by the author and the number of his division. Resolutions which are in proper form shall be entertained and disposed of by the convention without necessarily referring them to a committee. Resolutions not in proper form shall be referred to a committee.

(c) All resolutions relating to subjects on which no committee has been appointed shall be read by the National Secretary-Treasurer to the Convention for consideration.

(d) Nominations for officers shall be made verbally from the floor of the convention and must be accompanied by a second. Each nomination shall not consume more than two (2) minutes.

(e) A nominee may not accept nomination for two (2) or more offices which cannot be held simultaneously. In the event he is nominated for more than one (1) office, he must select the office for which he wishes to stand as a candidate.

(f) In the election of officers, a paper or electronic ballot will be used. A majority of the votes cast will be necessary to elect; if there be no election on the first ballot, only the two (2) leading candidates shall be eligible on the second ballot.

(g) Delegates shall be required to wear their badges while assembled in convention hall.

(h) If there is only one (1) nomination for any office and sufficient time has been allowed for further nominations, the presiding officer will cast a ballot to elect such officer by acclamation.

Employment Eligibility - Officers and Employees of the BLET

Section 45. No member shall be eligible for office in the ND or full-time employment with the BLET unless he holds active membership as provided in Section 25(b) - Local Division Rules.

Pension Plan - Officers of the ND

Section 46.(a) Those elected national officers who retired prior to August 9, 1971 shall receive additional pension from the ND at \$75 per month for each term served, maximum pension to be \$500 per month.

(b) Those retiring on or after August 9, 1971 will receive pension of \$27.50 per month for each calendar year, or portion thereof, served as a national officer, to a maximum amount of \$440. Such pension plan shall be funded under contract to an accredited insurance company and shall be vested to the credit of each participant.

(c) For those retiring after April 1, 1976, pension will be computed on a "step-rate" formula contained in the Officers Pension Plan as approved by the Internal Revenue Service as complying with the Employees Retirement Income Security Act of 1974. Present vested rights in the plan shall be frozen as of August 31, 1986 if such amount exceeds \$1,000. Future individual amounts will be capped at \$1,000 per month.

Annual Salaries - Officers of the ND

Section 47.(a)

| | |
|------------------------------------|--------------|
| National President | \$145,614.39 |
| First Vice President | 118,739.22 |
| National Secretary-Treasurer | 118,739.22 |
| Vice Presidents | 110,676.59 |

NOTE: The salaries of the above officers include the COLAs provided to engineers on January 1, 2000, July 1, 2000, January 1, 2001, and July 1, 2001 and include retroactive payments of these COLA payments.

(b) Between conventions officers' salary increases will be granted on the basis of monetary allowances/increases or COLA adjustments, whichever is applicable, obtained for engineers through the concerted national wage movements.

NOTE: Any COLA adjustments allowed to engineers will be allowed to officers based on eight (8) hours per day.

(c) In the event national concerted wage movements cease to exist, the officers' salary increases will be adjusted on the basis of the average monetary allowances/increases or COLA adjustments, whichever is applicable, of class one railroads.

Vacations - Officers of the ND

Section 48.(a) All officers of the ND shall be allowed annual vacation in accordance with seniority and pay provisions of the National Vacation Agreement for engineers.

(b) Effective January 1, 1987, earned vacation must be taken by all officers of the ND annually; and no pay shall be allowed in lieu of vacation time except through retirement, death, or otherwise.

Sample Resolution

Section 99.(a) - [National Division Rules; Rules of Order – ND; Local Division Rules; Rules of Order – Divisions, GCAs & LBs; General Committee Rules; Legislative Board Rules; etc.], page 999.

Present law reads:

(a) [Type the present law exactly as it reads in the Bylaws.]

[NOTE: If you wish to propose changes in more than one (1) subsection of a particular section (e.g., a change in Section 99 (a) and a change in Section 99 (b)), they must be submitted as separate resolutions on separate sheets of paper.]

Resolution submitted by Division 000:

Section 99.(a) - [National Division Rules, etc.], page 999.

(a) [Type the paragraph as you would like it to read. Any changes in the present law must be put in bold type.]

[At the end of the resolution, give a brief explanation of your reasons for the proposed change].

1 THIS SECTION, entitled “Rules of Order - National Division,” is concerned with the gov-
2 ernment of deliberations of the National Division (ND).
3
4
5

6 NOTE: For purpose of clarity, President of the ND will be referred to as “National
7 President” in this section. “President” will refer to president of the division.

RULES OF ORDER

National Division

Section 1. It is the duty of the presiding officer to decline to entertain any order, motion, resolution or amendment that is not in proper form and is not presented at the proper time.

Section 2. In voting on regular business before the body, a majority vote of all delegates seated will determine the question. When an aye and nay vote is ordered, each delegate shall be permitted to cast one (1) vote for each division he represents. Divisions with two hundred (200) members or more will be entitled to a vote for the first two hundred (200) members represented and an additional vote for each one hundred (100) members above the first two hundred (200). Majority votes to govern.

Should fifty (50) or more delegates request an aye and nay vote on any question, the same shall be taken.

Section 3. A motion must be seconded and given a number and afterwards repeated from the chair; if the chair requires it, motion shall be reduced to writing and read aloud before it is debated.

Section 4. A member, having made a motion, may withdraw it with the leave of his second before it is debated, but not afterwards without the consent of the body.

Section 5. When a member speaks or offers a motion, he shall rise in his place and respectfully address the chair, confine himself to the question under consideration, and avoid personality and unbecoming language.

Section 6. When two (2) or more members rise to speak at the same time, the presiding officer shall decide who is entitled to the floor.

Section 7. Except upon suspension of the rules, no delegate shall occupy the floor, either in debate or asking a series of questions, to exceed ten (10) minutes. No delegate shall occupy the floor more than twice debating any one subject and shall not occupy it a second time until all delegates desiring to be heard are recognized and given an opportunity to be heard. This shall not bar a delegate from receiving recognition from the chair and asking questions at other times.

The chair shall appoint an official timekeeper, whose duties shall be to keep the time of delegates occupying the floor and to inform the chair when the time of the delegate has expired.

Section 8. While a member is speaking, no one shall interrupt him except for the purpose of calling him to order or asking the presiding officer to explain or to call the previous question. A member allowed to "explain" shall only have the right to explain an actual misunderstanding of the language and shall be strictly prohibited from going into debate on the merits of the question.

Section 9. For any member, in speaking, to impeach the motives of a fellow member, treat him with personal disrespect, or pass between him and the chair while he is speak-

1 ing, shall be deemed an act of disrespect, which may incur the censure of the
2 presiding officer.

3
4 Section 10. If a member, while speaking, be called to order by the chair, he shall cease
5 speaking until the question of order is determined and permission given him to proceed.

6
7 Section 11. If any member shall feel himself personally aggrieved by a decision of the
8 chair, he may appeal from the decision.

9
10 Section 12. Any conversation, by whispering or otherwise, which is calculated to disturb
11 a member while speaking or hinder the transaction of business, shall be deemed an act of
12 disrespect.

13
14 Section 13. A motion to amend, and to amend an amendment, shall be in order; but to
15 amend an amendment to an amendment shall not be entertained.

16
17 If it is moved to amend the amendment, the vote is first taken on the amendment to the
18 amendment, then on the amendment as amended, then on the original motion as amend-
19 ed if the amendment of the motion was carried, and finally by the paragraph as it would
20 read if so amended.

21
22 Section 14. When the motion is under debate, no motion shall be received except the fol-
23 lowing subsidiary motions:

24
25 Questions of privilege must not be confounded with privileged questions. Question of
26 privilege is to allow a member to make some statement, usually calling attention to disorder,
27 something endangering the welfare, or charges against himself or others, etc.

28
29 Section 15. When a question is before the ND, the only motion in order that may inter-
30 rupt shall be: First, to adjourn; second, the previous question; third, to lay on the table;
31 fourth, to postpone indefinitely; fifth, to postpone to a definite period; sixth, to defer; sev-
32 enth, to divide, if the sense will admit of it; or eighth, to amend - to take precedence as
33 herein arranged, and the first three (3) to be decided without debate.

34
35 Section 16. When the previous question is moved and seconded, it shall be put in this
36 form: "Shall the main question be now put?" If this is carried, all further motions,
37 amendments and debates shall be excluded, and the question put without delay. If the
38 question has been amended, the question on the amendment shall be put first. If more
39 than one (1) amendment has been made, the last amendment in order shall take
40 precedence in the vote. It shall not be in order to reconsider the agreement to take the
41 previous question.

42
43 Section 17. When a motion is postponed indefinitely, it shall not again come up during
44 the meeting of that date.

45
46 Section 18. A motion to adjourn shall always be in order; except first, when a member
47 is in possession of the floor; second, when the ayes and nays are being called; third, when
48 the members are voting; fourth, when to adjourn was the last preceding motion; or fifth,
49 when it has been decided that the previous question be taken.

50
51 Section 19. First, a motion to adjourn; second, a motion to lay on table; third, a previ-
52 ous question; fourth, a motion to read a paper, are undebatable.

1 Section 20. The reading of any paper called for relating to the subject under debate shall
2 always be in order.
3

4 Section 21. When the presiding officer has commenced taking a vote, no further debate
5 or remarks shall be admitted unless a mistake has been made, in which case the mistake
6 shall be rectified; and the presiding officer shall recommence taking the vote.
7

8 Section 22. When the vote on any question before the ND is questioned, the presiding
9 officer shall direct the proper officer to count the vote in the affirmative and negative and
10 report the same to him.
11

12 Section 23. The main question shall not be called for by any delegate at the conclusion
13 of his remarks as he is yielding the floor.
14

15 Section 24. A question may be reconsidered at any time during the meeting or at the first
16 regular meeting held thereafter.
17

18 A motion to reconsider must be made and seconded by members who voted in the major-
19 ity.
20

21 No question shall be considered more than once, nor shall a vote to reconsider be recon-
22 sidered.
23

24 A motion to reconsider shall be debatable and must be made at the same or the next reg-
25 ular meeting.
26

27 Section 25. A motion to repeal or rescind a resolution shall be made in writing and read
28 in ND, and shall lie over until the following meeting before any action shall be taken on
29 the same, and shall only be in order when the motion to reconsider is no longer available.
30 A rescind motion is in order only one (1) time.
31

32 Section 26. To suspend any rule or order of business, it shall require a majority vote of
33 the delegates present.
34

35 Section 27. In appointing a committee, the presiding officer shall appoint according to
36 his best judgment. The member first named on a committee shall be the chairman, and
37 shall call the committee together at such time and place as he may elect; but when thus
38 convened, any committee can select its own chairman and secretary.
39

40 Section 28. All reports of committees, excepting reports of progress, shall be made in
41 writing and signed by a majority.
42

43 If a committee disagrees, they may submit a majority and a minority report. After the
44 majority report has been read, the minority report will be read; and it will require the adop-
45 tion of a motion to substitute the minority report for the majority report. If adopted, the
46 minority report will then become the report of the committee.
47

48 Section 29. When the question of procedure arises, decision of the chair will govern
49 unless set aside by majority vote of the delegation.
50

51 Section 30. Except as otherwise herein provided, Robert's Rules of Order shall govern.

1 THIS SECTION, entitled “Local Division Rules,” has to do principally with the operation
2 of the divisions of the BLET.

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5
6 NOTE: For purpose of clarity, President of the ND will be referred to as “National
7 President” in this section. “President” will refer to president of the division.

LOCAL DIVISION RULES

Officers - Divisions

Section 1.(a) The officers of each division shall consist of a president, vice president, secretary-treasurer and alternate, guide, chaplain, delegate to the National Division and first and second alternates, legislative representative who shall be the delegate to the legislative board and alternate, local chairman, and vice local chairmen (minimum of two (2)).

The local chairman shall be the delegate to the general committee of adjustment. The local chairman and vice local chairmen shall constitute the local committee of adjustment, and the vice local chairmen shall act under the direction of the local chairman. Vice local chairman positions are not alternates to the office of local chairman.

The offices of president, vice president, secretary-treasurer, local chairman and legislative representative shall together constitute the executive board of the division. A majority of the executive board convened shall constitute a quorum.

The vice president, local chairman and legislative representative shall serve as trustees to review and verify the books of the division on a monthly basis.

(b) When there are members employed on more than one (1) seniority district belonging to the same division, the members on each seniority district may elect a local committee of two (2) members to act in conjunction with the local chairman on matters pertaining to the district they represent.

(c) Divisions having members employed on different divisions of the same road who are permitted to maintain more than one (1) local committee, such members will only be allowed to vote for the local committee which will adjust their local differences.

Qualification for Office

Section 2.(a) No member shall be nominated, elected or serve as an officer in any division who is not in good standing, or who is in arrears for dues and assessments, provided that no member whose dues have been withheld by his employer for payment to such organization pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to be a candidate for office by reason of alleged delay or default in the payment of dues. (Dues checkoff).

(b) Only members who do not hold membership in any other labor organization which purports to represent locomotive engineers and meet the requirements of active membership as defined in Section 25(b) – Local Division Rules may be elected delegate or alternate delegate to the ND, general chairman of the GCA, local chairman, vice local chairman, or legislative representative or delegate to the state legislative board.

In the application of Paragraph (b), it shall be unlawful for salaried National officers and/or members employed exclusively by the National Office to be elected delegates to the ND, in accordance with provisions of Section 22(b) - National Division Rules.

1 NOTE: It shall be the policy of the BLET that any BLET member dismissed from the
2 service of a carrier will be considered in active service, as defined in Section 25 - Local
3 Division Rules, until after all investigations and appeals of his case are closed.
4

5 (c) Only members who do not hold membership in any other labor organization pur-
6 porting to represent locomotive engineers may be elected secretary-treasurer or alternate,
7 president, vice president, guide or chaplain.
8

9 The president shall not be elected to or hold the office of secretary-treasurer, local chair-
10 man or vice local chairman.
11

12 (d) No member who is promoted to an official position on a railroad, elevated railroad,
13 subway, in steel plant or other industries shall serve in any capacity under or for the BLET
14 or attend division meetings.
15

16 NOTE: Beginning January 1, 2006, eligibility to run for office will be determined by the
17 applicable provisions of the IBT Constitution as modified in Paragraph 6.8 of the
18 IBT/BLE Merger Agreement.
19

20 Term of Office

21
22 Section 3.(a) The official term of all officers of divisions, also delegates to the BLET,
23 GCA, local committee of adjustment and delegate to the legislative board, shall com-
24 mence at the first regular meeting in January following the triennial election, or when duly
25 installed due to a vacancy occurring, and shall end when successor is duly installed.
26

27 (b) The officers of a newly organized division shall be elected at the time of the organ-
28 ization of the division by secret ballot.
29

30 (c) When an officer of the BLET relinquishes his office for any cause whatsoever, he
31 will turn over all files, letters or communications of any nature whatsoever to his succes-
32 sor as soon as is feasible, but no later than said successor's installation into office.
33

34 Regular Meetings

35
36 Section 4.(a) The regular meetings of all divisions of the BLET shall take place not less
37 than once each month, and on any day which the majority of the members of each divi-
38 sion may determine.
39

40 (b) No change of place, day or hour of division meeting will be made unless so ordered
41 by a majority of the members present at two (2) successive regular meetings of the divi-
42 sion. The secretary-treasurer will promptly notify the National President of changes
43 made.
44

45 (c) No change of place, from one terminal to another or from one town to another, will
46 be made unless a petition from twenty-five percent (25%) of the active membership makes
47 such request in writing.
48

49 If the above request is made, the secretary-treasurer will, within ten (10) days thereafter,
50 prepare a ballot stating the change desired and furnish a ballot to all active members of
51 the division, stating at which meeting ballots shall be counted, and shall not exceed sixty
52 (60) days from date of mailing. The mailing of ballots and counting of votes shall be
53

1 governed by Section 8 - Local Division Rules, and the result of the vote will govern. The
2 secretary-treasurer will promptly notify the National President of changes made.
3

4 (d) Three (3) members shall constitute a quorum to do any business that may legally
5 come before the division.
6

7 Election Triennially 8

9 Section 5. The officers of divisions shall be elected by secret ballot triennially for the
10 ensuing three (3) years at the first meeting in December; provided, however, in the event
11 any applicable civil law is enacted or revised which sets a maximum term of less than
12 three (3) years, the term of such offices shall be for the maximum time permitted by law.
13

14 Members Qualified to Nominate or Vote 15

16 Section 6. All those holding active membership (Section 25 - Local Division Rules),
17 except those holding official positions with railroads, will be entitled to nominate and vote
18 for all offices in the division. However, members will not nominate or vote for officers
19 not entitled to represent them.
20

21 NOTE: Beginning January 1, 2006, eligibility to nominate and vote will be determined
22 by the applicable provisions of the IBT Constitution as modified in Paragraph 6.7 of the
23 IBT/BLE Merger Agreement. Members are urged to verify their eligibility to nominate
24 prior to nominations.
25

26 Officers - Nomination of 27

28 Section 7.(a) Nominations for officers of divisions shall be made at the first regular
29 meeting in September preceding the date of election; no member shall be nominated for
30 office who is not eligible for election at the time of nomination. Members in good
31 standing desiring to place their nominations for division officers may nominate by voice
32 from the floor at the meeting at which nominations are being held; and those unable to
33 attend the above meeting on account of being on vacation, sick, working, or on an out-
34 lying assignment may write their choice of nominations to the division secretary-treas-
35 urer, who will read same at the meeting. All nominations, including written, must be
36 seconded.
37

38 The secretary-treasurer of each division shall post a notice at terminals and on BLET bul-
39 letin boards at least thirty (30) days prior to the meeting at which nominations are to be
40 held, such notice to state the time, date, place and purpose of such meeting.
41

42 (b) A member who is eligible may be nominated though absent from the meeting; but
43 such nominee shall be notified within five (5) days of such nomination, giving him an
44 opportunity to withdraw his name should he desire to do so.
45

46 (c) A member who is present, eligible and nominated at the division meeting at which
47 nominations are held may decline to accept such nomination at the time of being nomi-
48 nated or may do so by submitting to the secretary-treasurer of the division, within five (5)
49 days thereafter, a written request that his name be stricken from the ballot.
50

51 (d) A member may not accept nomination for two (2) or more offices which cannot be
52 held simultaneously. In the event he is nominated for more than one (1) of such offices,
53 he must select the office for which he wishes to stand as a candidate.

1 (e) When only one candidate is nominated for any office, he shall be declared elected by
2 acclamation.
3

4 (f) In the event of irregularities in the nomination of officers, protest must be filed in
5 duplicate with the National President within fifteen (15) days after alleged violation. The
6 National President will conduct an investigation and render a decision. Any member dis-
7 satisfied with such decision may appeal such decision within thirty (30) days to the BLET
8 Executive Committee, whose decision shall be final and binding.
9

10 Election - How Conducted 11

12 Section 8.(a) Not less than fifteen (15) days prior to date of election in divisions, the sec-
13 retary-treasurer shall deliver to each member of his division, by government mail, direct-
14 ed to his last known address, a ballot together with two (2) envelopes, one (1) of approx-
15 imately 3-1/2 x 6-1/2 inches and one (1) of approximately 4 x 9-1/2 inches. The ballot
16 and return envelopes must also be accompanied by written notice of time, date, place and
17 purpose of the election. The smaller envelope shall be for the purpose of containing the
18 voted ballot and should be sealed and placed within the larger envelope for return of the
19 ballot. The larger envelope must contain space for the member's name and return address,
20 must have first-class postage affixed thereto, and must contain the division number and
21 address of a post-office box, which must be rented for the election by the secretary-treas-
22 urer of the division. The contents of the post-office box must not be accessible to any offi-
23 cer or member until the ballots are picked up on the date of the election. If a post-office
24 box is not available, the division will determine an alternative method of receiving, secur-
25 ing and delivery of the ballots.
26

27 The ballot is to be filled out by the member in whose name it is to be voted, naming his
28 choice for officers, which must be confined to nominees. The completed ballot must then
29 be folded and placed in the small envelope which is provided for that purpose. The small
30 envelope must then be sealed and placed in the larger envelope, upon which the member
31 will clearly mark his name and return address before placing same in the government mail
32 for delivery to the post-office box designated thereon.
33

34 Immediately prior to the election and following the date designated for the return of
35 the ballots, the secretary-treasurer and president, or another member designated by the
36 president of the division, shall go the post office and remove the envelopes containing
37 the ballots from the post-office box. They shall then be delivered intact to the meeting
38 at which the election will be held. It will be the privilege of any member of the divi-
39 sion, upon proper application to these officers, to accompany the secretary-treasurer and
40 president (or his designated representative) to the post office for the purpose of observ-
41 ing this procedure.
42

43 When the election begins, the envelopes containing the smaller ballot envelopes will be
44 opened by the board of tellers, at which time a determination will be made as to the right
45 of each member to vote on the various offices. The smaller envelopes containing the bal-
46 lots may be marked prior to the time they are opened at the discretion of the board of
47 tellers, or the smaller envelopes containing the ballots may be placed in stacks designat-
48 ing the status of the member voting the ballot.
49

50 Each candidate or his representative may observe the work of the board of tellers by
51 standing not closer than five (5) feet from the table at which the ballots are counted. These
52 observers shall not interfere with the work of the board of tellers and must address
53

1 any remarks pertaining to the counting of the ballots to the division secretary-treasurer,
2 who will convey such inquiries or remarks to the board of tellers. They shall be required
3 to refrain from conversation except as herein provided.
4

5 (b) Each division shall be permitted to prepare its own ballots, following a form which
6 will be furnished by the BLET.
7

8 (c) The division, previous to each election of officers, shall elect by a ballot a board of
9 tellers, unless appointed by the president with the unanimous consent of the members
10 present, composed of three (3) non-nominees, if available, from the members present at
11 the meeting at which election is held, who, in company with the secretary-treasurer, shall
12 act as tellers at such election of officers; and when ballot is presented, they shall announce
13 in open division in whose name the ballot is voted. The secretary-treasurer's duty in
14 assisting the board of tellers shall be to give the financial standing of the member when
15 the name of the member voting the ballot is announced. Further than this, he has no duties
16 while ballots are being counted.
17

18 (d) The tellers shall make an exact return of the total number of votes cast for each per-
19 son voted for and announce such return to the president, who shall thereupon declare the
20 result; no unsealed ballot shall be counted unless the member voting it is present. Member
21 who receives the largest number of votes cast for any office in a division shall be declared
22 duly elected thereto.
23

24 A copy of the exact return with the total number of votes cast for each candidate must
25 be forwarded to the National President within five (5) days of the completion of the
26 election.
27

28 (e) The candidate receiving the highest number of votes shall be declared elected if eli-
29 gible. Should an equal number of votes have been cast for two (2) or more members for
30 any office, the tie shall be decided by another election for that office, the tied members
31 being the only candidates.
32

33 Where a nominee or non-nominee is elected to an office to which he is ineligible, votes
34 cast for him should not be counted; and the nominee or non-nominee who is eligible to
35 serve in that office who receives the next highest number of votes is declared elected.
36

37 Where a nominee or non-nominee is elected to an office and eligible to serve but resigns
38 or refuses to accept the election, a vacancy is created; and it will be necessary to hold a
39 special election to fill the office as per Section 20 - Local Division Rules.
40

41 (f) Every member elected to an office shall be entitled to fill the same, providing he is
42 eligible under the law, unless it be shown that the law was clearly violated in the manner
43 of holding it or that the results were fraudulently obtained. The fact that any member or
44 members may be ineligible or erroneously declared elected shall not affect the rights of
45 those who are eligible and duly elected, nor be a sufficient reason for setting an entire elec-
46 tion aside and ordering a new one.
47

48 (g) In the event of any irregularities in the election of officers of a division, resulting in
49 a contest of election, the protest must be filed in duplicate with the division and the
50 National President within thirty (30) days after such election. The National President will
51 conduct an investigation to obtain the facts and evidence and render his decision accord-
52 ingly. Any member who is dissatisfied with the decision of the National President may
53 appeal such decision within thirty (30) days to the BLET Executive Committee whose
54 decision shall be final and binding.

Ballots Sealed and Preserved

Section 9.(a) The ballots and envelopes shall be sealed by the board of tellers in the presence of the division and, together with all other records pertaining to the election, will be placed among the private papers of the division and, if practical, in the division room until the next election, where they shall be destroyed; but in no case shall they be held for less than one (1) year.

(b) The ballots cannot be unsealed without first having submitted a resolution to the division at a regular meeting thereof, at which it must be stated why it is desired to have them opened; said resolution to lie over until the next regular meeting of the division before action is taken by a majority vote, unless the division is ordered to unseal the ballots by the National President or his representative.

Installation of Officers

Section 10. All officers of divisions, except officers who are elected to succeed themselves, shall be installed at the first meeting in January following election of officers.

President's Duties

Section 11.(a) It shall be the duty of the president to preside at all meetings of the division, to preserve decorum, to decide all questions of order - subject, however, to an appeal to the members present - appoint all committees and enforce these Bylaws.

(b) He will, in conjunction with the secretary-treasurer of the division, furnish a financial statement annually to the National Office in form required by Section 32 - National Division Rules. He shall have power to call special meetings and must call a special meeting when request is made in writing by five (5) or more members. All names of the members requesting the special meeting must be printed and their signatures applied to the request. The signatories of the request must be in attendance at the special meeting for the division president to call the assembly to order. Such request must state the object for which the meeting is called, and no other business shall be transacted at such special meeting. Upon receiving a written request from five (5) or more members, the president shall instruct the secretary-treasurer to post notices at terminals and on BLET bulletin boards. Notices must be posted at least five (5) days prior to the time a special meeting is scheduled.

(c) When the president is notified of the failure of the secretary-treasurer of his division to make prompt monthly reports, and if necessary, remittances of money due the GCA, as per Section 13(b) - Local Division Rules, it shall be the duty of the president to contact the secretary-treasurer and instruct him to promptly make such report. Continued failure on the part of the secretary-treasurer will subject him to removal from office, with the president to prefer charges against him in accordance with Article XIX of the IBT Constitution. A copy of the letter of notification is to be sent to the secretary-treasurer of the general committee representing the division.

(d) He shall cast the deciding vote in the case of an equal vote on matters coming before the division except in the case of a tie in a referendum or in the election of officers. Breaking of a tie in the election of officers is provided for in Section 8(e) - Local Division Rules.

1 (e) It shall be his duty to provide ways and lend encouragement to securing new mem-
2 bers, to inquire into and investigate cause of any member or members being expelled and
3 at times endeavor to build up and retain the membership of his division.
4

5 (f) He may speak on points of order in preference to other members of the division, ris-
6 ing from his seat for the purpose, and shall decide questions of order subject to an appeal
7 to the division by any two (2) members. On such an appeal no member shall speak more
8 than once.
9

10 (g) When an appeal is made from the decisions of the president, he shall put the ques-
11 tion thus: "Shall the decision of the chair be sustained?"
12

13 (h) It shall be the duty of the president and the privilege of any member of the division
14 to call a member to order who violates an established rule of order.
15

16 Vice President's Duties 17

18 Section 12. It shall be the duty of the vice president to assist the president in the duties
19 of his office; and in the absence of the president, he shall perform all the duties of the
20 office; and should the vice president also be absent, the division shall elect a temporary
21 president from the members present. The vice president shall serve as an alternate to the
22 president and assume the duties of that office in the event it becomes vacant due to death,
23 resignation or for any other reason.
24

25 Secretary-Treasurer - Duties and Bond 26

27 Section 13.(a) The secretary-treasurer shall be bonded for all funds received for the divi-
28 sion. He shall keep a true account of all funds received by the division and shall deposit
29 all moneys of the division in the name of the division in a bank designated by the division,
30 disbursing none of the funds in his possession except for division purposes, and with the
31 authority given by division action at a regular meeting and written order signed by the
32 president. Fixed monthly expenses, such as meeting room rental, officers' salaries, tele-
33 phone/utilities expenses, etc., once properly authorized for payment as stated in this sec-
34 tion, will be considered as authorized each month until the division takes action eliminat-
35 ing such authorization. Disbursements of division funds will be by check signed by the
36 secretary-treasurer and any one of the following persons: president, vice president or
37 alternate secretary-treasurer.
38

39 (b) The secretary-treasurer of each division shall send the monthly reports to the secre-
40 tary-treasurer of the GCA.
41

42 In case any secretary-treasurer shall fail to make his monthly reports and/or remittances,
43 if necessary, to the GCA Secretary-Treasurer within ten (10) days from the time it shall
44 become due, it shall be the duty of the GCA Secretary-Treasurer to notify the president of
45 the division of the failure of said secretary-treasurer to make proper returns.
46

47 (c) He shall have charge of all books and papers pertaining to the duties of his office,
48 and they shall be kept in a convenient place where he can have access to them at all times.
49 He shall keep a true record of all meetings of the division, which shall be placed in the
50 minute book at time of meeting, and shall keep his division accounts in such form that he
51 may give the total amount of orders on treasury and balance in treasury at each meeting,
52 and shall record balance in the minute book, issue notice of all special meetings when
53

1 instructed to do so by the proper officer, notify candidates of their election within one (1)
2 week after such election shall have taken place, and shall make out withdrawal cards, etc.,
3 and shall immediately forward application for membership to National Secretary-
4 Treasurer of the admission of all new members by initiation, and shall report all cases of
5 members transferred into or out of the division, expelled, suspended, deceased or with-
6 drawn, stating date and age of member; and the National Secretary-Treasurer will issue
7 membership card to the division secretary-treasurer for his records. If withdrawal card is
8 issued, he must report why.
9

10 (d) At all regular meetings of the division, he shall read from the record book a report
11 of the proceedings of the previous meeting; and at the end of each month, he shall pres-
12 ent to the division and the National Office a monthly report, which shall embrace the num-
13 ber of persons, proposed, accepted, rejected, initiated, forfeited, admitted by card, with-
14 drawals, expulsions, the number of deaths, together with the whole number of members
15 in good standing; and at the expiration of his official term, shall deliver to his successor
16 all books, papers and moneys belonging to his office. In the absence of the secretary-
17 treasurer, the president will appoint some member of the division present to perform the
18 duties of the office.
19

20 (e) The secretary-treasurer, when requested to do so by the National President, shall turn
21 over records, accounts and books of the division to the National President's authorized
22 representative for audit or inspection.
23

24 (f) The bond covering the office of the secretary-treasurer shall be in an amount in accor-
25 dance with Article X, Section 7(a) of the IBT Constitution.
26

27 The expenses on bonds are to be paid by the division.
28

29 (g) He will, in conjunction with president of the division, furnish a financial statement
30 annually to the National Office in form required by Section 32 - National Division Rules.
31 He shall in general be responsible to insure that the duties set forth in Article XXIII of the
32 IBT Constitution are fulfilled with respect to members within the division consistent with
33 these bylaws.
34

35 Guide's Duties

36
37 Section 14. It shall be the duty of the guide to receive and conduct candidates, introduce
38 and accommodate visiting members, and perform such other duties as marshal in all pro-
39 ceSSIONS of the division.
40

41 Chaplain's Duties

42
43 Section 15. It shall be the duty of the chaplain to assist in the exercise of opening and
44 closing of the division, and perform the duties of chaplain for the division on all public
45 occasions.
46

47 Local Committee of Adjustment - Duties

48
49 Section 16.(a) It shall be the duty of the local committee of adjustment of each division
50 to meet at such time and place as the chairman may designate and adjust, if possible, with
51 the local officials of the road or system, the grievances of the members of their respective
52 divisions.
53

1 (b) The local committee or local chairman shall not handle any grievance, except
2 upon written instructions from their divisions (except in cases of emergency, such as
3 dismissals, suspension, etc., or any cases involving schedule interpretations); such
4 cases may be referred directly to the local chairman, who shall use his discretion as to
5 whether they should be handled immediately or referred to the division before han-
6 dling. All grievances arising as a result of a disputed time claim being referred to the
7 local committee for further handling shall be accompanied by a full statement of facts
8 on a prescribed form furnished at cost by the National Office. A written report of all
9 cases handled shall be made to the division, and such report shall be filed with the divi-
10 sion papers for future reference. Differences the local committee is unable to adjust
11 satisfactorily with the local officials will be sent with all the records to the GCA for
12 further action.

13
14 (c) The first of each year or each time a revised seniority list is issued, the local chair-
15 man of each division on a system will furnish the general chairman's office with a revised
16 seniority list of their respective seniority districts, showing by check, names of all active
17 members and names of all nonmembers under their jurisdiction.

18
19 (d) The local committee of adjustment is vested with the authority to appoint additional
20 representatives when necessary to represent the committee at points or locations where no
21 member of the local committee is located or where the BLET represents more than one
22 operating craft. Where twelve (12) or more members of a division are employed in an
23 operating craft not covered by BLET agreements, the local committee of adjustment may
24 appoint a member from that craft to represent their grievances. The appointed represen-
25 tative will work directly under the supervision of the local chairman and will be required
26 to report directly to him.

27
28 **Duties of Division Legislative Representative**

29
30 17.(a) The duties and responsibilities of the division legislative representative are the
31 safety and sanitation of the working environment and the political education for the mem-
32 bers of the local division.

33
34 (b) The division legislative representative shall, in their normal course of duties, moni-
35 tor the enforcement of safety rules, regulations, and acts of Congress and/or state legisla-
36 tures that provide the membership with a safe and healthy work environment.

37
38 (c) The division legislative representative shall undertake corrective measures relative to
39 the issues specified above at the division level. If unable to resolve those issues, they will
40 report same to the state legislative board chairman for further handling. The state legisla-
41 tive board chairman shall undertake to correct such conditions through appropriate meas-
42 ures. Upon receipt of the unresolved issues and if they are unable to correct these issues,
43 they will report these issues to the National Legislative Board Chairman for further han-
44 dling.

45
46 (d) In states where there are no legislative boards, issues that cannot be resolved at the
47 division level shall be directed to the National Legislative Board Chairman.

48
49 **Delegates to the ND - How Instructed**

50
51 Section 18.(a) Whenever a poll of a division is ordered to instruct a delegate to the
52 BLET, the secretary-treasurer will send out a ballot to each active member (with all ques-
53 tions printed thereon), requesting him to vote on said questions; and when properly

1 filled out, it must be returned to the secretary-treasurer before the date indicated on the
2 ballot.
3

4 (b) If a majority of the members vote in favor of the questions submitted, the division
5 shall so instruct the delegate; and he shall carry out his instructions. Such instructions
6 shall be signed by the president and the secretary-treasurer; and said instructions shall be
7 brought in person to the convention by the delegate so instructed; and in case he fails to
8 carry out such instructions, he shall be guilty of violation of obligation.
9

10 (c) In the event a delegate shall be instructed in accordance with Subsections (a) and (b)
11 of this section by a division to make nomination or nominations for any office of the
12 BLET, the president and secretary-treasurer of said division shall also file a copy of the
13 instructions pertaining to nominations with the National Secretary-Treasurer by sending
14 same by certified mail, return receipt requested, at least ten (10) days prior to the date of
15 the convening of the convention.
16

17 It shall be the duty of the instructed delegate to place in nomination at the convention
18 of the BLET the name or names of the candidate(s) for the office(s) designated in his
19 instructions; however, in the event the instructed delegate fails to do so, the National
20 Secretary-Treasurer shall bring the matter to the attention of the presiding officer, who
21 shall call on said delegate to place the name or names in nomination. If said delegate
22 is not present at that time or refuses to make any nomination as to which he has been
23 instructed, the National Secretary-Treasurer, or in the event his office is involved in the
24 election, the presiding officer, shall formally nominate said candidate for the office in
25 question.
26

27 If any instructed delegate refuses to comply with nominating instruction, he shall be
28 subject to charges under the provisions of Article XIX, Section 1(a) of the IBT
29 Constitution. If said delegate is found guilty and ordered removed from office, the
30 National Secretary-Treasurer shall immediately notify the alternate delegate and the
31 division(s) represented by said delegate of the action taken and to further instruct the
32 alternate delegate to assume representation of said division(s) until the next regular
33 election of delegates.
34

35 Officer Failing to Attend Meeting 36

37 Section 19. Should any officer of a division fail to attend the division meetings for four
38 (4) consecutive months, he shall be subject to removal from office after a trial conducted
39 under Article XIX of the IBT Constitution. In the application of this section, excuses can
40 be, but not limited to, working, attending other division business, vacation, etc.
41

42 Vacancies - How Filled 43

44 Section 20.(a) An officer of a division may at any time resign. Resignation shall be in
45 writing and shall be read at a regular meeting of the division by the secretary-treasurer;
46 and the resigning officer shall not be eligible for nomination, reelection or appointment to
47 the office vacated until the next regular triennial election of division officers. Any office
48 left vacant by resignation, death, or otherwise, special election shall be held by ballot.
49 Notice of nomination will be posted ten (10) days prior to regular meeting, and ballots will
50 be mailed at least fifteen (15) days prior to regular meeting. Ballot must specify date to
51 be returned to division secretary-treasurer. The president will fill the office vacated by
52 appointment until such election; provided, special election need not be held if vacancy
53 occurs within twelve (12) months of regular division election. No special election shall

1 be necessary to fill an office that is protected by an alternate, or to fill the alternate
2 office that is vacated. (Any officer or member who is under BLET suspension shall not
3 be eligible to be appointed or become a candidate for any division office while under
4 suspension.)

5
6 (b) Temporary vacancies created by illness, incapacity or unavailability in the office of
7 local chairman shall be filled by appointment by the local chairman from members of the
8 local committee of adjustment.

9
10 **Official Letterhead**

11
12 Section 21. The official letterhead of the National Office and of divisions shall be used
13 for BLET business only.

14
15 **Bills - How Paid**

16
17 Section 22. All bills against divisions shall be acted upon by the divisions; and on such
18 bills being ordered paid by a majority of members present, the secretary-treasurer shall
19 make an order signed by himself and the president and shall pay such bills, taking the
20 receipts of the parties to whom they are paid unless paid by check, in which case the can-
21 celed check will be the receipt. Funds of the division are to be used only to defray the
22 legitimate obligations of the division.

23
24 **Correspondence**

25
26 Section 23. Any division president, secretary-treasurer, local chairman, legislative rep-
27 resentative or general chairman of any system, upon receiving a communication, either
28 from the National Division or from a division, requesting information relative to a mem-
29 ber, or any other business between divisions, shall reply to the same without delay.

30
31 **Expense of Committee**

32
33 Section 24.(a) When a division is composed of members on more than one (1) railroad
34 or seniority district, the time and expense of the local committee representing each rail-
35 road will be paid promptly from the funds of their division. When necessary to reimburse
36 the division, a pro rata assessment shall be levied on all members employed on the rail-
37 road which each local chairman represents, provided that such assessment is authorized
38 by a two-thirds (2/3) affirmative vote by secret ballot of all the active members of the
39 affected railroad or seniority district present at the meeting at which the matter is consid-
40 ered, provided, however, that reasonable notice of intention to vote on such question has
41 been given.

42
43 (b) Local committeemen doing committee work as instructed by the division shall
44 receive not less than time lost plus necessary expenses.

45
46 (c) Each division has the authority to make such arrangements for the payment of time
47 consumed by the local chairman in addition to time or mileage lost, as best meets with the
48 needs and wishes of the membership.

49
50 **Active Service - Active Membership - Membership**

51
52 Section 25.(a) "Active service" shall be understood to mean employment in an
53 operating craft on surface, subway, elevated lines, in steel plants or other industries, or

1 holding seniority in such service, or those holding seniority as aforementioned and
2 employed exclusively by the BLET, or appointed to official positions on railroads.
3

4 (b) "Active membership" shall be understood to mean employment in an operating craft
5 on surface, subway, or elevated lines, or holding seniority as such, or those holding seni-
6 ority as aforementioned and employed exclusively by the BLET, or appointed to official
7 positions on railroads.
8

9 NOTE 1: Beginning January 1, 2006, eligibility to run for office will be determined by
10 the applicable provisions of the IBT Constitution as modified in Paragraph 6.8 of the
11 IBT/BLE Merger Agreement. Members should be aware that these provisions require the
12 timely payment of dues for a fixed period prior to nomination and that any failure to pay
13 dues during the applicable period, even if excused, will render the member ineligible to
14 run for office.
15

16 NOTE 2: Exceptions to Paragraphs (a) and (b) of this Section 25 may be made on behalf
17 of other groups of employees by the action of the Advisory Board.
18

19 (c) "Membership" shall be understood to mean all persons belonging to and paying dues
20 into the BLET, also honorary and excused members.
21

22 **Membership Eligibility**
23

24 Section 26. Individuals in service as defined in Section 25 – Local Division Rules are
25 eligible for membership in the BLET. This does not include persons working for con-
26 tractors who have not had at least one (1) year’s experience under standard train rules.
27

28 **Application for Membership**
29

30 Section 27.(a) All proposals for membership shall be made to the division located on the
31 division of the system or the road where the applicant is employed; and on the application
32 blanks for membership by initiation, there shall be a blank space where the applicant shall
33 be required to state the date of his qualification.
34

35 (b) If a member of any other labor organization, he may be voted on; and if elected, he
36 may be initiated with the distinct understanding that within ninety (90) days after initia-
37 tion, he must show satisfactory proof that he has severed his connections with all other
38 labor organizations purporting to represent engineers or trainmen, except the United
39 Transportation Union. Failure to provide proof shall subject him to charges under Article
40 XIX of the IBT Constitution.
41

42 **Applications - Handling of**
43

44 Section 28.(a) All proposals for membership shall be dated. After the application has
45 been read, the president shall appoint a committee of three (3) members, other than those
46 who recommended the petitioner, which committee shall investigate the character, ability,
47 habits and standing of the applicant; the committee to report at the next regular meeting
48 subsequent to their appointment, unless further time is granted; all proposals shall lie over
49 to the first regular meeting before vote is taken on the application, except:
50

51 (b) When the petitioner is well known, the committee may report at once in order that
52 the vote may be taken and initiation immediately follow. The division may vote on
53

1 prospective candidates or reinstatements, authorizing local or special organizers to collect
2 the proper amount of dues and obligate such candidates.
3

4 (c) In case of emergency, after the applicant has been favorably voted on and the secre-
5 tary-treasurer has received the initiation fee, the candidate is prevented by known cause
6 from attending a regular division meeting, the president may obligate and instruct the
7 applicant. Proper report of such procedure must be made to the division; the division will
8 then declare the applicant a member of the BLET in good standing.
9

10 (d) When a candidate has been proposed for membership, he will be voted on. If can-
11 didate's application is rejected, he will be eligible to submit an application for member-
12 ship after the expiration of ninety (90) days from the date his previous application was
13 rejected.
14

15 Candidate Not Initiated During Strike

16
17 Section 29. No candidate shall be initiated while there is a strike of locomotive engi-
18 neers or trainmen on the road on which the candidate is employed unless the candidate
19 has previously been elected. Nor shall a petition for membership be considered if the
20 applicant is known to have ever taken the place of anyone engaged in a strike
21 conducted by a legally organized body recognized by the BLET as a legitimate
22 organization.
23

24 Another Division Authorized to Initiate

25
26 Section 30. Should an application be made to a division and the applicant is elected but,
27 before he is initiated, is required to locate elsewhere, the division most convenient to such
28 applicant shall be authorized to initiate him and receive the fee from the division where
29 the application was first made; and he shall be a member of the division that initiates him.
30

31 Joining Other Labor Organizations

32
33 Section 31. An active member of the BLET shall not join any other labor organization
34 purporting to represent locomotive engineers or trainmen, except the United
35 Transportation Union. Violators shall be subject to charges under Article XIX of the IBT
36 Constitution.
37

38 Register

39
40 Section 32. All divisions shall keep a registry book at their division room, and it shall
41 be the duty of the president to have it opened for registry at each meeting. Prior to open-
42 ing and closing the division, he shall call upon all members present to register in their own
43 handwriting their names in such book.
44

45 Visiting Members - How Seated

46
47 Section 33. A visiting member shall not be allowed a seat in a division of the BLET until
48 after the division shall have been opened in due form, unless examined by the president or
49 a committee he may appoint, or is vouched for by a member who has sat in open division
50 with the visitor within the current quarter.
51
52
53

Grievances - Handled

Section 34. Should a member present a grievance to his division for adjustment, he shall receive every assistance from the local and general committee.

Division May Appeal to Executive Committee

Section 35.(a) In the event of trouble arising in any division or between two (2) or more divisions that cannot be amicably adjusted, the Executive Committee of the ND shall investigate the trouble and render a decision, which shall be final and binding subject to appeal under applicable provisions of the IBT Constitution.

(b) When a national officer is detailed to investigate any matter within a division, the president and the secretary-treasurer shall be present at such meeting or investigation if possible. Should it be necessary for them to lose time on this account, they will be paid for time lost by the division.

Member May Appeal to Executive Committee

Section 36.(a) Should any member feel that any injustice has been done him by any decision of his division, he may appeal to the Executive Committee of the ND, making a written statement of his case, and file a copy of same with the division, except cases under the jurisdiction of a GCA, Section 31(b) - General Committee Rules. After allowing the division a reasonable time to reply, the Executive Committee shall consider the facts and evidence, as well as the law, and render a decision which shall be final subject to appeal to the General Executive Board of the IBT in accordance with Article XIX of the IBT Constitution.

(b) A member making an appeal under this section must file the same within sixty (60) days after the action is taken by the division of which he is a member.

Division Must Entertain Appeal

Section 37. Any member in good standing who feels that an injustice has been done him in a case coming under the jurisdiction of the GCA may appeal to that body, provided such appeal is made within sixty (60) days; and the division must entertain such appeal and send it to the chairman of the GCA.

Membership - Where Held

Section 38.(a) When two (2) or more divisions are located on one (1) seniority district, the member may hold membership in the division located at the point nearest where he resides. In all other cases membership shall be held in the division that adjusts his grievances.

(b) On systems where engineers or trainmen hold system seniority on which there are two (2) divisions having concurrent jurisdiction, membership may be held in either division.

Change of Location

Section 39. It shall be the duty of members away from the location of their division to make known to their division their whereabouts and the business in which they are

1 engaged at least once in three (3) months, and always when changing their permanent
2 address.

3
4 **Members Changing to Another System Must Notify Secretary-Treasurer**
5

6 Section 40. Any member changing from one (1) system to another shall notify the sec-
7 retary-treasurer of the nearest division on the system employed of the date of his employ-
8 ment, and in what division he holds membership, within sixty (60) days after date of
9 employment. Members failing to comply shall be subject to charges under Article XIX of
10 the IBT Constitution.
11

12 **Transfer Cards**
13

14 Section 41.(a) There shall be a transfer card used in transferring members from one (1)
15 division to another provided by the National Secretary-Treasurer.
16

17 (b) All transfer cards must be filled out by the secretary-treasurer, stating date of birth,
18 when and where initiated, name of member for whom it is granted, and be signed by the
19 president and secretary-treasurer.
20

21 **Division Must Request Transfer and Pay GCA Assessments**
22

23 Section 42.(a) When a member of any division, except a division officer or the chairman
24 or a member of the local committee of adjustment, obtains employment under the juris-
25 diction of another division, it will be his duty within ninety (90) days after securing such
26 employment to make application to such division for a transfer card.
27

28 (b) It shall be the duty of the division to which application has been made to request the
29 transfer card from the division in which he holds membership. If a member secures
30 employment under the jurisdiction of another division and fails to request a transfer with-
31 in one hundred twenty (120) days after obtaining employment, the division having juris-
32 diction may request a transfer card from the division in which he holds membership.
33

34 (c) A division receiving request for a transfer card from another division shall, if the
35 member is square on the books of the division, grant such card without delay.
36

37 (d) The secretary-treasurer of the division granting the card shall send it to the secretary-
38 treasurer of the division to which the member is to be transferred. As soon as transfer card
39 is received, the secretary-treasurer of the division receiving the card shall notify the sec-
40 retary-treasurer of the division granting the card immediately of its receipt.
41

42 (e) Upon receipt of a transfer card, the member on whose account it is issued shall be
43 declared a member of the division requesting the card without further action; but he
44 remains a member of the division granting the card until it is received by the division to
45 which he is transferred. Such members shall pay the secretary-treasurer of the division
46 having jurisdiction over the territory of the road upon which employed, all local and
47 GCA assessments levied after his employment, regardless of whether his division mem-
48 bership has been transferred or not. No member will be required to pay GCA assess-
49 ments on more than one (1) railroad at the same time. Failure to pay local and GCA
50 assessments where employed shall subject a member to charges under Article XIX of
51 the IBT Constitution, before the division which under BLET law is empowered to adjust
52 his grievances.
53

1 Membership Card

2
3 Section 43. There shall be a membership card containing the member's name, division
4 number and other pertinent information. Such card shall be provided by the National
5 Office and will be supplied to divisions on request. It shall be issued to such members
6 entitled thereto over the signatures of the president and secretary-treasurer.
7

8 Withdrawal Cards

9
10 Section 44.(a) Effective January 1, 2006, members no longer holding seniority as engi-
11 neers or in any other operating craft where the BLET holds the contract will be placed in
12 withdrawal status. Members in employment status described under Section 29(h) –
13 National Division Rules will be permitted to withdraw from the BLET.
14

15 (b) A withdrawal card shall be issued to such member and will show name, division
16 number and date.
17

18 (c) No card will be granted to any member who is not square on the books of his divi-
19 sion, including national and all other dues and assessments.
20

21 Honorary Members of Divisions

22
23 Section 45. Any member having ten (10) or more consecutive years' membership who
24 has retired from service and relinquished his seniority shall be granted an honorary mem-
25 bership card, which shall be issued for life by the National Office.
26

27 Dues and Assessments

28
29 Section 46.(a) No assessments shall be levied by a division without a two-thirds (2/3)
30 majority vote, by secret ballot, of all the active members present after a reasonable notice
31 of intention to vote upon such question has been given.
32

33 (b) Members of a division, except those holding official position on railroad, shall be
34 required to pay national dues and assessments, as outlined in Section 29 - National
35 Division Rules, in addition to such dues and assessments as may be levied by the GCA,
36 legislative board and division.
37

38 Those holding official position on railroad will pay only national dues and be exempt
39 from such dues and assessments as may be levied by GCA, legislative board and division,
40 except where agreements have been consummated with the carrier contradictory to this
41 section, in which case the agreement provisions will prevail.
42

43 (c) The employment status of a member on the first day of any month shall determine
44 the amount of dues and assessments for which he is liable in the next succeeding months,
45 except where agreements have been consummated with the carrier contradictory to this
46 agreement. Employment status shall mean the member's regular assignment.
47

48 (d) All dues and assessments are payable on or before the first day of the month to which
49 they apply and, except in the case of dues checkoff, are delinquent after the 20th day of
50 the same month.
51
52
53

1 (e) The division secretary-treasurer shall remit all dues and assessments collected by him
2 to the GCA secretary-treasurer on or before the 20th day of the next succeeding month for
3 which such dues and assessments are collected.
4

5 **Member in Arrears**
6

7 Section 47. Any member failing to pay dues or assessments as per Section 46 - Local
8 Division Rules will be subject to expulsion, unless upon request in writing, signed by him-
9 self, he is carried or excused by the division.
10

11 **Relief Committee**
12

13 Section 48. It shall be the duty of the president, vice president, and chaplain to act as
14 relief committee. Their duties shall be to visit the sick and provide them with any atten-
15 tion of which they may be in need.
16

17 **Relief of Sick or Disabled Members**
18

19 Section 49. Should any division assist a sick or disabled member, the necessary funds
20 may be taken from the treasury of the division or raised by assessment as per Section 46(a)
21 - Local Division Rules or voluntary contribution.
22

23 **Memorial Day**
24

25 Section 50. The last Sunday in May each year should be set aside and observed as
26 Memorial Day. The day is to be observed by all divisions, with appropriate services in
27 memory of our deceased members.
28

29 **Nonmember Employees Protected**
30

31 Section 51. Any person engaged in any service coming under the jurisdiction of the
32 BLET's contracts or schedules, or engaged in any service over which the BLET is endeavor-
33 ing to secure jurisdiction by contract shall, in case of injustice, be entitled to the full pro-
34 tection of the local and general committees of adjustment under the terms and conditions
35 of Section 43(c) - General Committee Rules, provided application is made to the division
36 in writing and meets with their approval.
37

38 **Charges**
39

40 Section 52. Charges in the division shall be handled in accordance with Article XIX of
41 the IBT Constitution.
42

43 **Refusing to Sustain the GCA or Interfering with a Local Committee**
44

45 Section 53. Any member refusing to sustain the action or carry out instructions of the
46 GCA of a system on which he is employed or who in any manner interferes with a case
47 or cases in the hands of the local committee or the GCA shall be subject to charges under
48 Article XIX of the IBT Constitution.
49
50
51
52
53

1 Religious Subjects Prohibited

2
3 Section 54. The influence or sympathy of the BLET as a body shall never be enlisted
4 or used in favor of any religious organization whatever; no member of the BLET shall
5 be permitted to discuss in any manner in division, or while discussing division matters,
6 any religious matter, or criticize the religious belief of any member; and any division
7 permitting same to be done shall be subject to charges under Article XIX of the IBT
8 Constitution.

9
10 Taking the Place of a Striker

11
12 Section 55.(a) It is the policy of the BLET that it will support and, if necessary, place
13 the full power of the BLET behind the members of the BLET who, because of fear of haz-
14 ard or injuries to themselves or families or damage to their personal property, decline to
15 cross picket lines; and if such conditions do exist, the management of the railroad so
16 affected will be notified by the local or general chairman of the BLET.

17
18 (b) In case a strike is called by any labor organization which has for its purpose pre-
19 venting the enforcement of BLET contracts or an invasion of the jurisdictional or con-
20 tractual rights of the BLET, and, in enforcing the strike, picket lines are established, the
21 BLET will exert all the force at its disposal in an effort to make it possible for engineers
22 or trainmen to report for and perform their normal duties. In such cases the National
23 President will promptly notify all concerned whether or not the controversy causing the
24 strike is jurisdictional.

25
26 Reinstatements

27
28 Section 56.(a) All applications for reinstatements must be made in writing, stating date
29 of birth and giving name of road employing him. If application is rejected, it cannot be
30 entertained again until it has been laid on the table for one (1) regular meeting.

31
32 (b) An application for reinstatement of expelled members, except for nonpayment of
33 dues and assessments, must lie over to the first regular meeting after application is
34 received.

35
36 (c) No member who has been expelled shall be reinstated unless he is eligible for active
37 membership, as provided in Section 25 - Local Division Rules, at the time he makes appli-
38 cation.

39
40 (d) Any member who has been expelled for the nonpayment of dues and assessments,
41 upon application to the division from which he was expelled, may be reinstated by a
42 majority vote of all the members present at the meeting when the application is received.

43
44 (e) If expelled for any other cause, he shall not be eligible as a candidate for readmis-
45 sion in less than three (3) months, after which time he must apply to the division from
46 which he was expelled for reinstatement; and he may be reinstated by a two-thirds (2/3)
47 vote of all members present if he is eligible for active membership, as provided in Section
48 25 - Local Division Rules, when application is made, except as provided for in Section 13
49 - Ritual, Resolution No. 2.

50
51 (f) No member who has been expelled upon receipt of findings and recommendations
52 of another division can be reinstated until the consent of the division which recommend-
53 ed his expulsion has been obtained. Any member expelled for violation of

1 obligation, if reinstated, must be reobligated and furnish evidence, if requested by the divi-
2 sion, that he has not joined any other labor organization than one recognized as legal by
3 the BLET, and that he will, within ninety (90) days, withdraw his membership from any
4 other labor organizations purporting to represent locomotive engineers and trainmen,
5 except the United Transportation Union.
6

7 (g) In case an expelled member of a division that has gone out of existence desires rein-
8 statement, he may, with the consent of the National President, be reinstated by any divi-
9 sion to which he may apply.
10

11 (h) Reinstated members will be required to pay national dues for the month in which
12 they are reinstated, and such other dues as may be determined by the division, except that
13 a member who has been expelled for nonpayment of dues and assessments, when rein-
14 stated, shall not be required to pay more than national dues, local division, GCA and leg-
15 islative board dues and assessments for the month in which he is reinstated.
16

17 Order of Business

18 Section 57.

- 19 1. Opening division in due form.
- 20 2. Reading of minutes of the previous regular meeting, with those of subsequent spe-
21 cial meetings, directly from the minute book for approval.
- 22 3. The reading or referring of petitions or propositions.
- 23 4. Report of committees on previous propositions.
- 24 5. Voting on proposed members.
- 25 6. Initiation of candidates.
- 26 7. Unfinished business and reports of local and general committees and legislative
27 boards.
- 28 8. Financial business.
- 29 9. New business.
- 30 10. Request for information of any sick or disabled brother or a brother's family in dis-
31 tress.
- 32 11. Reading of minutes for correction before closing in due form.
- 33
- 34
- 35
- 36
- 37
- 38
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- 41
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- 43
- 44
- 45

46 Law in Effect

47 Section 58. These Bylaws, except as herein specified, will be in effect on and after
48 January 1, 2004.
49
50
51
52
53

1 THIS SECTION, entitled “Rules of Order - Divisions, General Committees of Adjustment
2 and Legislative Boards,” is concerned with the government of deliberation of divisions,
3 general committees of adjustment and legislative boards.
4

5
6
7 NOTE: For purpose of clarity, President of the ND will be referred to as “National
8 President” in this section. “President” will refer to president of the division.

RULES OF ORDER

Divisions, General Committees of Adjustment and Legislative Boards

Section 1. The Rules of Order for the government of the deliberation of divisions, general committees of adjustment and legislative boards shall be in accordance with the following rules:

Section 2. No member shall retire from any meeting of a division, GCA or legislative board after it is opened for business, without the consent of the presiding officer.

Section 3. Members shall not be permitted to leave their seat, except such as are required to do so in the discharge of their duties, without the consent of the presiding officer; and no member shall cross the floor between the altar and the station of the president while a division is in session, except as provided for during the initiation ceremony.

Section 4. It is the absolute duty of every active member to vote on all questions before a division, GCA or legislative board; and a member can only be excused from voting by a majority vote, except when the individual rights of a member are concerned or when the members interested shall not be permitted to vote, and may be excluded from the body during the vote.

Section 5. It is the duty of the presiding officer to decline to entertain any order, motion, resolution or amendment that is not in proper form and is not presented at the proper time.

Section 6. A motion must be seconded and afterwards repeated from the chair; if a member requires it, motion shall be reduced to writing and read aloud before it is debated.

Section 7. A member, having made a motion, may withdraw it with the consent of his second before it is debated, but not afterwards without the consent of the body.

Section 8. When a member speaks or offers a motion, he shall rise in his place and respectfully address the chair, confine himself to the question under consideration, and avoid personality and unbecoming language.

Section 9. When a member is called to order, he shall take his seat until the point is determined.

Section 10. When two (2) or more members rise to speak at the same time, the presiding officer shall decide who is entitled to the floor.

Section 11. No member shall speak more than twice nor longer than ten (10) minutes each time on any question without consent of the division, GCA or legislative board, which shall be granted or refused without debate.

Section 12. While a member is speaking, no one shall interrupt him except for the purpose of calling him to order or asking of the presiding officer to explain or to call the previous question. A member allowed to explain shall only have the right to explain an actual misunderstanding of the language and shall be strictly prohibited from going into debate on the merits of the question.

1 Section 13. For any member, in speaking, to impeach the motives of a fellow member
2 or treat him with personal disrespect, or pass between him and the chair while he is speak-
3 ing, shall be deemed a violation of the organization, which may incur the censure of the
4 presiding officer of the division, GCA or legislative board.
5

6 Section 14. If a member, while speaking, be called to order by the chair, he shall cease
7 speaking and take his seat until the question of order is determined and permission given
8 him to proceed.
9

10 Section 15. If any member shall feel himself personally aggrieved by a decision of the
11 chair, he may appeal from the decision.
12

13 Section 16. Any conversation, by whispering or otherwise, which is calculated to disturb
14 a member while speaking or hinder the transaction of business, shall be deemed a
15 violation of the organization.
16

17 Section 17. A motion to amend, and to amend an amendment, shall be in order; but to
18 amend an amendment to an amendment shall not be entertained.
19

20 If it is moved to amend the amendment, the vote is first taken on the amendment to the
21 amendment, then on the amendment as amended, then on the original motion as amended
22 if the amendment of the motion was carried, and finally the paragraph as it would read if
23 so amended.
24

25 Section 18. When the motion is under debate, no motion shall be received except the fol-
26 lowing subsidiary motions:
27

28 Questions of privilege must not be confused with privileged questions. Question of priv-
29 ilege is to allow a member to make some statement, usually calling attention to disorder,
30 something endangering the welfare, or charges against himself or others, etc.
31

32 Section 19. When a question is before the division, GCA or legislative board, the only
33 motion in order that may interrupt shall be first, to adjourn; second, the previous question;
34 third, to lay on the table; fourth, to postpone indefinitely; fifth, to postpone to a definite
35 period; sixth, to defer; seventh, to divide, if the sense will admit of it; or eighth, to amend
36 - to take precedence as herein arranged, and the first three (3) to be decided without
37 debate.
38

39 Section 20. When the previous question is moved and seconded, it shall be put in this
40 form: "Shall the main question be now put?" If this is carried, all further motions,
41 amendments and debates shall be excluded, and the question put without delay. If the
42 question has been amended, the question on the amendment shall be put first. If more
43 than one (1) amendment has been made, the last amendment in order shall take
44 precedence in the vote. It shall not be in order to reconsider the agreement to take the
45 previous question.
46

47 Section 21. When a motion is postponed indefinitely, it shall not again come up during
48 the meeting.
49

50 Section 22. A motion to adjourn shall always be in order except: first, when a member
51 is in possession of the floor; second, when the ayes and nays are being called; third, when
52 the members are voting; fourth, when to adjourn was the last preceding motion; or fifth,
53 when it has been decided that the previous question be taken.

1 Section 23. First, a motion to adjourn; second, a motion to lay on the table; third, a
2 previous question; fourth, a motion to reconsider; fifth, a motion to read a paper, are
3 undebatable.
4

5 Section 24. The reading of any paper called for relating to the subject under debate
6 shall always be in order.
7

8 Section 25. When the presiding officer has commenced taking a vote, no further debate
9 or remarks shall be admitted unless a mistake has been made, in which case the mistake
10 shall be rectified; and the presiding officer shall recommence taking the vote.
11

12 Section 26. When the decision of any question in a division is doubted, the presiding
13 officer shall direct the vice president to count the vote in the affirmative and negative and
14 report the same to him.
15

16 Section 27. The ayes and nays upon any question before the division, GCA or legisla-
17 tive board may be called for by two (2) members, and upon the assent of one-third (1/3)
18 of the members present shall be so taken. They may be called for at any time before a
19 peremptory decision of the vote by the chair, and all members shall vote unless excused
20 by a majority of the members present.
21

22 Section 28. A question may be reconsidered at any time during the meeting or at the first
23 regular meeting held thereafter, except in the case of a rejected candidate, which shall lie
24 over until the second regular meeting.
25

26 A motion to reconsider must be made and seconded by members who voted in the
27 majority.
28

29 A motion for reconsideration, being once made and decided in the negative, shall not be
30 renewed before the next regular meeting.
31

32 No question shall be considered more than once, nor shall a vote to reconsider be recon-
33 sidered.
34

35 To reconsider any question, the decision of which has officially passed out of the divi-
36 sion, GCA or legislative board, shall not be in order.
37

38 Section 29. A motion to repeal or rescind a resolution shall be made in writing and read
39 in open division, GCA or legislative board, and shall lie over until the next regular meet-
40 ing before any action shall be taken on the same, and shall only be in order when the
41 motion to reconsider is no longer available.
42

43 A rescind motion is in order only one (1) time.
44

45 Section 30. In appointing a committee, the presiding officer shall appoint according to
46 his best judgment. The member first named on a committee shall be the chairman, and
47 shall call the committee together at such time and place as he may select; but when thus
48 convened, any committee can select its own chairman and secretary.
49

50 Section 31. All reports of committees, excepting reports of progress, shall be made in
51 writing and signed by a majority.
52

53 If a committee disagrees, they can submit a majority and a minority report. After the
54 majority report has been read, it is customary to allow the minority report to be presented;

1 and it would require the adoption of a motion to substitute the minority report for the
2 majority report, which is the report of the committee.
3

4 When a report is read, it shall be considered as properly before the division, GCA or leg-
5 islative board without a motion to receive.
6

7 All proceedings of divisions, GCAs or legislative boards not provided for in the above
8 rules shall be governed according to Robert’s Rules of Order.

GENERAL COMMITTEE RULES

1 THIS SECTION, entitled “General Committee Rules,” has to do principally with the oper-
2 ation of general committees of adjustment (GCAs).
3

4
5
6 NOTE: For purpose of clarity, President of the ND will be referred to as “National
7 President” in this section. “President” will refer to president of the division.

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GENERAL COMMITTEE RULES

General Committee of Adjustment - How Organized

Section 1. On any system of railroad where two (2) or more divisions are organized, there shall be a standing general committee of adjustment whose members shall be elected triennially at the regular division election. On any line or system of railroad under or controlled by one (1) president or by an executive committee under whom are one (1) or more presidents or managers, where a road or branch constitutes a separate department of the system and on which the BLET has separate and distinct schedules of pay, different from schedules in force on other parts of the system, such road or branch shall have the privilege of maintaining its own GCA. On roads or systems having an executive committee, the GCA shall have power only to settle all differences that can by them be adjusted with any and all officers of such road or system subordinate to the president.

GCA Representation

Section 2.(a) Each division with twenty-five (25) or more active members paying GCA assessments on a road or system shall be entitled to one (1) representative and one (1) vote in the committee, unless otherwise authorized by the GCA and the National President; provided, however, that on a road or system where there is but one (1) division, the local committee will be the GCA; where there are two (2) divisions, the division having the most members employed on such system shall have two (2) representatives, and two (2) votes on the committee.

NOTE 1: Divisions chartered before the effective date of these bylaws will retain the previous threshold level of twelve (12) active members.

NOTE 2: Within two (2) years of the effective date of these bylaws, a ballot will be sent to the active membership under the initiative process to decide whether to eliminate Note 1.

(b) Each division having members employed on more than one (1) road or system shall be entitled to a member of the GCA on each system represented. The chairman of the local committee of adjustment shall be a member of the GCA on the road he represents; and only members employed on that road shall have a vote for their local committee, which vote shall be by secret ballot.

(c) On short-line railroads where the membership feel they will derive more economic and more efficient representation by merging with the general committee of another railroad, they may, by a majority vote of the active membership casting a ballot, request the National President to permit them to merge with some other GCA of their choice (choice to be determined by majority vote). If, in the opinion of the National President, such merger would operate to the best interests of the BLET, he shall order the same to become effective on a specified date; provided, however, the general committee with which the merger is proposed shall approve of the same by a majority vote in accordance with Section 41(b) - General Committee Rules.

(d) In the event of such merger becoming effective, the so-called short-line railroad shall be entitled to representation on the merged GCA, as provided for in Paragraph (a) of this section.

1 (e) Any division which is not square on the books of the GCA will not be entitled to have
2 its delegate seated at any meeting of the GCA.
3

4 **GCA Credential - Number of Assessable Delegates - How Instructed**
5

6 Section 3.(a) Each division shall furnish a credential to each of its members of the GCA;
7 and it shall state the number of assessable members on each seniority district which the
8 division represents, including officials who retain seniority rights; and each division shall
9 pay assessments for the number of members stated on the credentials. Any secretary-
10 treasurer of the division who fails to report to the secretary-treasurer of the GCA all
11 assessable members belonging to his division shall be subject to charges under Article
12 XIX of the IBT Constitution.
13

14 (b) Whenever a poll of a division is ordered to instruct a delegate to the GCA, the sec-
15 retary-treasurer shall send out a ballot to each active member with all questions printed
16 thereon, requesting him to vote on the questions; and when properly filled out, it must be
17 returned to the secretary-treasurer on or before the date indicated on the ballot, either in
18 person or by government mail.
19

20 (c) If a majority of ballots cast by the active members are in favor of the question sub-
21 mitted, the division shall so instruct the delegate; and he shall carry out their instructions.
22 Such instructions shall be signed by the president and the secretary-treasurer and filed
23 with the secretary-treasurer of the GCA prior to the convening thereof. Failure of the de-
24 legate to carry out his instructions shall be considered a violation of his obligation; and if
25 found guilty after trial as per Article XIX of the IBT Constitution, he shall be subject to
26 penalty as therein provided.
27

28 **When Two or More GCAs Are Organized, May Consolidate**
29

30 Section 4.(a) On any system or roads having one (1) or more general managers under
31 one (1) executive officer or president, where two (2) or more GCAs are organized, they
32 can merge into one (1) GCA, provided a two-thirds (2/3) majority of the GCAs of the ter-
33 ritory affected so decide. Such mergers of GCAs shall not become effective until after the
34 expiration of sixty (60) days and no appeal from the action has been made. If an appeal
35 is made within sixty (60) days of such action of GCAs, the question shall be referred to
36 the membership on that portion of the system from which appeal is made; and unless a
37 majority of the members on such portion of the system vote to merge their GCAs, their
38 individual GCA shall continue as heretofore.
39

40 Upon effecting such merger, officers of the merged general committee shall be elected
41 as provided in Section 9 - General Committee Rules.
42

43 (b) After the merger is consummated, the general chairman may, at any time, convene
44 only that portion of the GCA which is under the jurisdiction of the general manager of the
45 territory affected.
46

47 (c) In the event a GCA on any small road or system desires to merge with the GCA
48 under the same general manager or one (1) executive officer or president, and said GCA
49 is not agreeable to such merger, the request with all facts in connection therewith will be
50 referred to the National President who, in conjunction with the Advisory Board, will
51 make a recommendation to the IBT General President, who will process the matter in
52 accord with the applicable provisions of the IBT Constitution and the IBT/BLE Merger
53 Agreement.

1 However, in the event the National President has reason to believe that the merging of a
2 small GCA would be in the best interest of the members, he shall forward the request with
3 all facts in support of his position to the affected general committees, requesting they
4 voluntarily agree to the merger. The final decision will rest with the affected members of
5 the involved committees as per Section 4(a) above.
6

7 Dividing a General Committee of Adjustment 8

9 Section 5. The dividing of a consolidated GCA should be promulgated, if at all
10 possible, at the consolidated GCA regular session. When it appears necessary or desir-
11 able to divide a GCA on any line or system of railroad under or controlled by one (1)
12 president or by an executive committee under whom are one (1) or more presidents or
13 managers, where a road or branch constitutes a separate department of the system and
14 on which the BLET has separate schedules of pay, such road or branch shall have the
15 privilege of withdrawing from the consolidated GCA and form a separate GCA;
16 provided, after one (1) year from their last regular session, a majority of the active
17 membership casting ballots in the division on the territory that wish to withdraw so
18 express by referendum vote.
19

20 Executive Committee - How Formed 21

22 Section 6. To form an executive committee, it will require a majority vote of all
23 members of the GCA of the road or system affected. It shall consist of a general
24 chairman, secretary-treasurer, and vice-chairman or vice-chairmen, and such other
25 members of the GCA as the general committee deems advisable.
26

27 Duties of the Executive Committee 28

29 Section 7. Duties of the executive committee shall be to adjust only subjects referred to
30 it by action of a majority of the full GCA.
31

32 GCA Meetings 33

34 Section 8.(a) It shall be the duty of the GCA of each system to meet triennially after the
35 triennial election of the division, unless the GCA has adopted a resolution to meet
36 quadrennially (once each four (4) year period), at such time and place as may be
37 determined by the chairman and secretary-treasurer, or by a majority of the divisions, and
38 adjust the differences existing on the systems.
39

40 (b) At any time between regular sessions, should a majority of the divisions on a system
41 instruct the chairman to convene the GCA, he shall do so without delay.
42

43 (c) In case of an emergency, the chairman is empowered to convene the GCA when, in
44 his judgment, it is necessary.
45

46 (d) At all such meetings, as soon as each division has presented and discussed grievances
47 and, if a regular meeting, the officers have been elected, the GCA may reduce to an exec-
48 utive committee, elected by the GCA.
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GCA Election of Officers

Section 9.(a) The chairman, vice-chairman or vice-chairmen, and secretary-treasurer of the GCA will be elected after the officers have made their report and each division has presented and discussed its grievances and before reducing to an executive committee. Chairman and vice-chairman or vice-chairmen shall hold active membership as defined in Section 25(b) - Local Division Rules.

NOTE: Beginning January 1, 2006, eligibility to nominate, second and run for office will be determined by the applicable provisions of the IBT Constitution as modified in Paragraphs 6.7 and 6.8 of the IBT/BLE Merger Agreement. Members are urged to verify their eligibility before nominations and election.

(b) At the regular election of officers of the GCA, a majority of the ballots cast shall be required for election. If after fifteen (15) ballots have been taken and no candidate has received a majority of votes cast, the names of two (2) candidates receiving the highest number of votes shall be arranged alphabetically on the ballot and submitted to a secret referendum vote of the active membership of the system within thirty (30) days. The candidate receiving the highest number of votes will be declared elected.

(c) Where there are two (2) divisions on a system, each division will nominate its candidate or candidates for the office of general chairman.

The secretary-treasurer of each division will notify the secretary-treasurer of the GCA of the names of the candidates, who in turn will furnish a list of names of candidates of both divisions for office of general chairman to the respective secretary-treasurers of the two (2) divisions; the names of the candidates for office of general chairman will then be placed on a separate ballot and sent out to members affected, with the regular division ballot.

Upon the completion of the election of officers in the division, the secretary-treasurer of each division will notify the secretary-treasurer of the GCA of the number of ballots cast for each candidate and the name of the candidate who received the majority of votes. The secretary-treasurer of the GCA will then notify the secretary-treasurer of each division of the name of the successful candidate for the office of general chairman, with the tabulation of votes cast by each division for candidates for that office. In case no candidate receives majority of votes cast, Paragraph (b) will apply.

(d) In the event a majority of the delegates of a GCA are so instructed by the division they represent, the general chairman will be elected by a secret referendum vote of the active membership on the system. The candidate receiving the highest number of votes will be declared elected.

Chairman May Be Made Salaried Officer

Section 10.(a) The chairman of the GCA shall be made a salaried officer if so decided by a majority of all votes cast by members paying GCA assessments in a secret referendum vote on the system. Such salaried chairman must be in active service as defined in Section 25(a) - Local Division Rules at the time of his election.

(b) The position of salaried chairman shall be abolished, provided such action is carried by a majority of all the votes cast by members paying GCA assessments on the system or unit in a secret referendum vote. The vote shall be taken at the request of one-fourth (1/4)

1 of the divisions on the system or unit. A vote once taken and decided cannot be renewed
2 for one (1) year.
3

4 (c) In taking a referendum vote to place a general chairman on a salary in accordance
5 with Paragraph (a) or to abolish the salary of a general chairman in accordance with
6 Paragraph (b), the ballot will be prepared by the general chairman and secretary-treasurer;
7 and sufficient ballots will be sent to each division's secretary-treasurer to vote the
8 membership paying GCA assessments. The ballots must be returned to the division
9 secretary-treasurer either in person or by government mail. After ballots are voted, each
10 division will count and tabulate the votes cast and forward same to the secretary-treasurer
11 of the GCA, who will notify each division of the result of the vote.
12

General Chairman's Duties

13
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15 Section 11.(a) A salaried chairman shall devote his whole time to the interests of the
16 members on his system and visit the divisions. Any chairman of the GCA, when called
17 upon by one (1) or more divisions on his system, shall be empowered in conjunction with
18 the local committee to adjust, if possible, any differences that may arise between members
19 and their employers without convening the GCA. Failing, he may notify the National
20 President of the facts in detail and call upon him for assistance. Receiving such call, the
21 National President will assign a vice president; or he may authorize the general chairman
22 to represent him. The general chairman will not, however, vote the active members or
23 withdraw them from the service without permission from the National President. In case
24 the local committee cannot be convened readily, the chairman shall have the power to
25 select one (1) or more members to assist him.
26

27 (b) It shall be the duty of the general chairman to convene the GCA in accordance with
28 Section 8 - General Committee Rules and to preside over the meeting while in session. He
29 will make a report to the committee in session of items not completed and carried out from
30 the last session of the committee. He shall render to each division on the system a report
31 at the end of each quarter and send to each division and each local chairman a copy of the
32 rulings and interpretations of the schedule under which they are working; and at the close
33 of the year, he will render an annual report to the National Office, the expense of same to
34 be paid out of the funds of the general committee. He may fill the president's chair when
35 visiting the divisions on the system. He shall be paid for his services by an assessment on
36 all active members on the system (as provided in Section 51 - Local Division Rules),
37 provided that such assessment will be in effect only until the next session of the GCA, at
38 which time it will be continued, discontinued or revised.
39

40 (c) The general chairman shall have authority to review the books of any or all divisions
41 within his jurisdiction when, in his opinion, it is desirable to do so.
42

43 (d) The general chairman shall be bonded in accordance with Article X, Section 7(a) of
44 the IBT Constitution.
45

46 (e) The general chairman shall be recognized as the GCA between meetings of that
47 body; and his decision on all matters within the scope of authority of the GCA shall be
48 made effective subject to appeal in accordance with the provisions of Sections 25 and/or
49 26 - General Committee Rules, except for matters specifically stipulated in Sections 32
50 and 33 - General Committee Rules.
51
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53

Duties of the Vice-General Chairman, GCA

Section 12.(a) The vice-chairman shall assist the general chairman when called upon to do so and, in the absence of the general chairman, shall fill that office in accordance with the bylaws of the GCA. In the event the office of general chairman becomes vacant through death or otherwise, he shall fill the office until a successor has been duly elected in keeping with the laws herein provided for or by the bylaws of the GCA.

(b) In the absence of GCA bylaws to govern, the vice-chairman shall convene the committee within thirty (30) days for the purpose of electing a chairman, unless such vacancy occurs within six (6) months of the regular date of convening said GCA.

Duties of the Secretary-Treasurer, GCA

Section 13.(a) The secretary-treasurer shall be bonded in accordance with Article X, Section 7(a) of the IBT Constitution; and he shall notify the National President when the general committee will convene and the nature of the business to be transacted; he will furnish each division on the system a copy of the minutes of each session of the GCA, which shall include the number of each division represented, together with the assessable members of each.

(b) The secretary-treasurer shall remit national dues and assessments to the National Secretary-Treasurer and shall also remit division and legislative board assessments to the secretary-treasurer of the division and the legislative board, respectively, on or before the 20th day of the next succeeding month for which such dues and assessments are collected.

(c) He shall render an annual financial itemized report of all receipts and disbursements to each division, the general chairman and the National President, and at the expiration of his term of office deliver to his successor all books, papers, files and funds of the GCA.

(d) He shall furnish the National President a copy of the minutes of each session of the GCA. He shall in general be responsible to insure that the duties set forth in Article XXIII of the IBT Constitution are fulfilled with respect to the general committee consistent with these bylaws.

GCA - Duties Before Calling National President

Section 14. It shall be the duty of the GCA on any system to exert all means available to effect a settlement of any issue in dispute between the management and the membership on the system.

Failing to effect a satisfactory settlement, it shall notify the National President of the facts, in detail, and if it so desires, may request assistance from the National President.

National President - Called by GCA

Section 15. A GCA may call upon the National President for assistance to dispose of any issue in dispute between the general committee and its management which has not been satisfactorily disposed of. If such assistance is requested, it shall be given precedence over all other business; and the National President shall respond in person, at once, or send a vice president, who will use all honorable means to make a satisfactory disposition of the dispute.

1 Except as provided in Sections 32 and 33 - General Committee Rules, the National
2 President shall not be empowered to assign a vice president to assist any GCA unless
3 requested to do so by said GCA.
4

5 Trusteeships 6

7 Section 16. The authority to place subordinate bodies into trusteeship and appoint
8 trustees is vested in the General President of the IBT under the provisions of Article VI,
9 Section 5 of the IBT Constitution and in accordance with Paragraph 6.11 of the IBT/BLE
10 Merger Agreement.
11

12 Authority for Taking Strike Vote and Withdrawing from Service 13

14 Section 17.(a) In the event of a question of wages or other causes where the BLET is
15 likely to be involved in an issue with a railroad company or when a strike is in progress
16 on any road, no one will be permitted to take an active part in the deliberations of any
17 division while the question at issue is under discussion unless he is in active service as a
18 locomotive engineer or trainman as defined in Section 25(a) - Local Division Rules. The
19 members on every railroad shall settle their grievances with their own GCA, if possible.
20 Failing to do so, they may call on the National President who, in conjunction with the
21 majority of the committee, shall have full power to give permission to poll the road; and
22 after such permission has been granted, the members on the road shall decide whether they
23 will quit work or not by a majority of the ballots cast by all the members employed on the
24 system where the trouble exists, except as provided in Section 17(b). Engineers or
25 trainmen belonging to divisions who are not employed on the system where the trouble
26 exists shall not be allowed to vote upon the questions in controversy.
27

28 (b) In cases where the best interests of the BLET would be jeopardized by the delay
29 incident to the circulation of a referendum strike ballot, the general chairman may vote the
30 GCA by the most convenient means available in lieu of the circulation of a referendum to
31 the membership, provided that consent to do so has already been obtained from the active
32 membership by a referendum vote.
33

34 (c) If a majority of the membership casting a ballot on the road or system or two-thirds
35 (2/3) or more of the members of the GCA vote in favor of a strike, the general chairman,
36 with the concurrence of the National President, shall have authority to set a strike date and
37 withdraw the engineers or trainmen of the road or system from service.
38

39 (d) In the event it is decided to use the economic strength of the BLET, the membership
40 on the railroad where the trouble exists shall be sustained by the BLET. Should it be
41 necessary, the Executive Committee of the BLET shall be empowered to levy an
42 assessment on the active membership of the BLET. Such assessment will not be
43 effective beyond the next session of the BLET, at which time it will be continued,
44 discontinued or revised.
45

46 (e) In the application of the aforementioned provisions on railroad properties where the
47 BLET holds the contract for firemen, apprentice engineers and/or other classes of service
48 other than engineers, the words "firemen, apprentice engineers and/or other classes of
49 service represented by the BLET" will be substituted for the words "locomotive engineer"
50 and "engineer" therein.
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Members Placed on Payroll

Section 18. When a strike occurs on any road, the secretary-treasurer of each division on the road or roads involved in the strike shall forward to the National President a complete list of all engineers or trainmen who are to be placed on the payroll. It shall then be the duty of the National President to secure such help as may be necessary to enable him to pay promptly.

Authority for Declaring Strike Off

Section 19. On any railroad where a strike is called or is in progress, the GCA on the railroad involved, with the concurrence of the National President, shall have absolute power to declare the strike off. Should the strike continue for ten (10) days or longer, the power to declare the strike off shall be vested in the GCA on the road or system, acting in concurrence with the Executive Committee of the BLET.

GCA Convened by the National President

Section 20. When the GCA on any road or system is convened on authority of or by the National President on matters of a general nature, the time and expenses of the committee shall be paid from the general fund of the ND.

Members Must Not Sign Contracts Unless Authorized

Section 21. A member or members, other than the duly designated representative of the BLET, are prohibited from entering into any verbal or written agreements with any railroad management involving rates of pay, rules or working conditions of locomotive engineers or trainmen. Any member violating this provision shall be subject to charges under Article XIX of the IBT Constitution.

Communications - Illegal

Section 22. When any member or members of a division (except chairman of the local committee) take up directly with the general chairman, verbally or written, any question where other members' interests are involved, or ask for a ruling upon any question, the general chairman must refuse to grant such requests or ruling until the proposition has been submitted to the division for their consideration. If carried by a majority of the members present, the secretary-treasurer will furnish the general chairman all the facts in the case, who will furnish the division with his ruling or interpretation, as the case might be.

Member or Officer Disciplined By the GCA

Section 23.(a) Any member of the GCA who, by act or word in the presence of any railroad official, injures any matter under discussion by the committee or executive committee, which has for its purpose the enforcement of the General Committee Rules of the BLET, shall have written charges preferred against him before the executive committee by the general chairman under the provisions of Article XIX of the IBT Constitution. If, after he has been served with written specific charges and given a reasonable and fair hearing, a majority of the executive committee voting by ballot so decides (general chairman to have the deciding vote in case of a tie), he shall be deprived of service on the same. The general chairman shall then notify the president of the division which the deposed member represented, and the president of the division may fill such vacancy by appointment promptly. If necessary, the general chairman is

1 authorized to fill the vacancy by interim appointment from the membership of the division
2 to which the deposed member belongs; and said appointee will serve until relieved by a
3 delegate appointed by the president or elected by the division as per Section 20 - Local
4 Division Rules.

5
6 (b) Any officer may be removed from office by a majority vote of the members of the
7 executive committee of the GCA for violation of any of the laws or rules of the BLET
8 committed in his official capacity as a member of the GCA, if found guilty after having
9 been served with written specific charges, given reasonable time to prepare a defense and
10 afforded a full and fair hearing under Article XIX of the IBT Constitution.

11
12 (c) Any officer or member proven guilty under the above paragraph will be deprived
13 from again holding office in the GCA for a period of not less than three (3) years.

GCA May Make Its Own Rules

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17 Section 24. The GCA shall make such rules or regulations as are deemed necessary for
18 the proper adjustment of differences on their respective systems. Such laws and regula-
19 tions, however, must not conflict with the laws of the IBT, Rail Conference, ND or appli-
20 cable civil law.

GCA Decisions Stand as Law

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22
23
24 Section 25.(a) Any action taken by a general chairman or GCA over a collective
25 bargaining issue shall stand as law for all members and divisions in the territory over
26 which the general chairman or GCA has jurisdiction, until repealed by the general
27 committee or in accordance with the provisions for appeals in Section 26 - General
28 Committee Rules. A copy of all rulings shall be furnished to the vice-chairman,
29 secretary-treasurer GCA, and to the secretary-treasurer of divisions whose membership
30 is affected.

31
32 (b) A division, an active member or group of members may appeal from a decision of
33 the general chairman made over a collective bargaining issue between sessions of the
34 GCA to the general committee, provided such appeal is filed with the general chairman
35 thirty (30) days prior to the meeting of the general committee. Copy of such appeal to be
36 furnished the division or divisions affected.

Appeal May Be Taken

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39
40 Section 26.(a) An appeal may be taken to the active membership by any member or
41 division in good standing from a decision of a general chairman or GCA made over a
42 collective bargaining issue. Such appeal must be made prior to the expiration of sixty (60)
43 days from the date of the said decision and must be voted on by the active membership on
44 the territory under the jurisdiction of the GCA involved.

45
46 (b) To inaugurate an appeal, the appellant must first draw up a statement of facts
47 addressed to the active membership. This statement, together with a sample ballot, shall
48 be submitted within said sixty (60) day period to the general chairman for his examination
49 and the opportunity of preparing a statement defending the committee's decision. The
50 appellant's statement of facts, the ballot in approved form and the general chairman's
51 statement in reply shall be returned without delay to the appellant. The appellant may add
52 a rebuttal to the statement of the general chairman if he so chooses. The appellant shall,
53 as soon as possible upon the return of the appeal from the general chairman, proceed with
54 the printing of such appeal. The ballot shall set out the decision from which the appeal is

1 taken, without any argumentation upon the part of the appellant or the general chairman.
2 A copy of the printer's proof shall be forwarded to the general chairman for his
3 approval. The general chairman shall immediately examine his statement and the bal-
4 lot appearing in the printer's proof and, when satisfied as to their accuracy, shall return
5 such appeal to the appellant for final printing, giving notice as to the quantity required.
6 Each active member of each division under the jurisdiction of the GCA involved shall
7 receive a ballot.

8
9 (c) The division shall, within thirty (30) days after receipt of the ballots, take a referen-
10 dum vote of its active membership and advise the secretary-treasurer of the GCA of the
11 result. Divisions meeting but once a month shall call a special meeting for the purpose of
12 counting and tabulating the votes when necessary in order to carry out the thirty (30) day
13 limitation.

14
15 All ballots, including those improperly signed or for any other reason declared illegal,
16 shall be forwarded to the secretary-treasurer of the GCA, together with a copy of the divi-
17 sion tellers' report. The report shall show the number of votes cast by the active mem-
18 bership for and against the issue constituting the appeal and the number of ballots reject-
19 ed as illegal. Every ballot declared illegal shall have the same written across the face
20 thereof. A duplicate copy of this report must be retained by the division and a record made
21 in the minutes of the meeting.

22
23 (d) Upon receipt of the ballots and the reports from all the divisions, the secretary-
24 treasurer of the GCA shall prepare a report showing the results of the balloting and
25 forward the report, together with all the ballots, to the general chairman. Sufficient
26 copies of the report from the secretary-treasurer of the general committee shall be
27 prepared by the general chairman and forwarded to all the divisions in the territory
28 involved. Such report shall show, separately, the number of votes cast for or against the
29 appeal by the active membership of each division and the number of ballots ruled
30 illegal. The result of a majority of the legal ballots shall be the decision of the active
31 membership, and such decision shall be final and binding. The GCA shall be governed
32 by the results of the referendum.

33
34 (e) A time limit of one hundred twenty (120) days from the date of receipt of the appeal
35 by the general chairman is hereby established, within which the requirements of this
36 section must be completed. The time limit of one hundred twenty (120) days, as set forth
37 herein, may be extended by mutual agreement between the parties affected.

38
39 **Appeal to the National President**

40
41 Section 27. Appeals from a decision of the GCA on a collective bargaining issue, in
42 which there has been a violation of the law of the BLET by such GCA, will be entertained
43 by the National President. Decisions of a GCA on non-collective bargaining issues and
44 any disputes between GCAs are appealable to the National President.

45
46 **GCA - How Paid**

47
48 Section 28. GCAs shall have power to fix the rate of pay for chairman and members
49 serving on the committee, and time allowed going to and from the place of meeting shall
50 be computed by the GCA.

Expense of Committee

Section 29.(a) The expenses of members of a GCA when convened for any purpose, together with pay for time they lost in such service, shall be raised by an assessment on all active members of the BLET employed on the system represented (except as provided in Section 46 - Local Division Rules); and the secretary-treasurer of the GCA shall have power when so ordered by the committee to levy such an assessment for the purpose of creating a fund to pay the members of the committee immediately after such session is over. All such assessments shall be levied by majority affirmative vote of the members of the GCA, or by majority affirmative vote of the members of the GCA casting a mail ballot between sessions, and shall be effective only until the next session of the GCA, at which time it will be continued, discontinued or revised.

(b) The salary of the general chairman and the rate of pay and expenses paid to the members of the general committee and legitimate expenses of the general committee shall be raised by an assessment on all active members employed on the system represented. All such assessments shall be levied by majority affirmative vote of the members of the GCA present at a session of the GCA, or by majority affirmative vote of the members of the GCA casting a mail ballot between sessions, and shall be effective only until the next session of the GCA, at which time it will be continued, discontinued or revised. Operating craft employees will be required to pay GCA assessments in the amount determined by the GCA, which shall be collected monthly and forwarded to the secretary-treasurer of the general committee, who will pay the chairman's salary semi-monthly, and all delegates for their services. Any surplus remaining in the treasury shall be applied to the payment of the legitimate expenses of the general committee.

Where a vice-chairman assumes the duties of the chairman on account of the absence of the chairman, his salary shall not be more while he is occupying that position than the salary of the general chairman.

Assessments - General Committee

Section 30. All notices of GCA assessments and/or increases or decreases of regular dues shall be in the hands of the secretary-treasurers of divisions sixty (60) days before such assessments are due. Any such assessments collected shall be remitted by the secretary-treasurer of the division on or before the 20th day of the month following sixty (60) days' notice as defined by Section 29(k) - National Division Rules.

GCA Authority and New Business

Section 31.(a) No new business will be entertained by a GCA unless records are sent showing that the division has acted upon the merits of the question. A copy of the resolution sent to the GCA shall be sent to other divisions interested upon receipt of same by the general chairman.

(b) The GCA shall have full power to settle all questions of seniority and rights to runs and jurisdiction of territory that are presented to it; and its decision shall be final unless, on an appeal to the membership, its decision is repealed by a majority vote.

Where there are only two (2) divisions on a system, they may appeal to the National President, whose decision shall be final, subject to appeal to the Advisory Board.

(c) To consolidate or divide the seniority rosters of engineers or trainmen on one (1) or more seniority districts on a system, a majority vote of the active members holding

1 seniority as engineers or trainmen and casting a ballot on each seniority district affected
2 must be obtained. Where the BLET holds the contract for firemen, and trainmen, a
3 majority vote of the members casting a ballot in either occupation will be required to
4 consolidate or divide the seniority roster of that occupation.
5

6 (d) When a question of jurisdiction of territory or seniority arises between the members
7 themselves or two (2) or more divisions that cannot be amicably adjusted by such
8 divisions, the question shall, with all the facts in the premises, be referred to the GCA,
9 which shall rule on the matter; and such ruling shall stand as law, subject to appeal as per
10 Section 25 or 26 - General Committee Rules.
11

12 Authority of National President in Mergers, etc., with Protective Agreements 13

14 NOTE: The term "Mergers, etc.," as referred to in subtitle and as hereinafter expressed in
15 this section, means - mergers, consolidations, coordinations, control, absorptions, diver-
16 sions of traffic, purchases or any other action whereby separate facilities or operations of
17 railroads are going to be unified.
18

19 Section 32.(a)(1) Mergers, etc. 20

21 When the National President has sufficient information that a merger, consolidation,
22 coordination, control, absorption, diversion of traffic, purchase or any other action where-
23 by separate facilities or operations of railroads are going to be unified, he shall immedi-
24 ately assign an officer for the purpose of directing the committees in the handling to the
25 best interests of the members involved.
26

27 A. Contracts 28

- 29 I. There shall be a revision of the existing agreements on the properties involved
30 which will have for its purpose the consolidation of contracts covering the merged,
31 etc. property.
32
- 33 II. The assigned officer, in conjunction with the interested general chairmen, shall
34 represent all of the committees in negotiations with the carrier and/or carriers.
35
- 36 III. Contracts shall be ratified by a majority vote of the active members casting a
37 ballot.
38

39 B. General Committees 40

41 The committees involved on the merged systems may be consolidated, if necessary, to
42 meet the representational requirements of the membership.
43

44 The officer assigned shall submit his recommendations to the National President. If
45 the recommendation is to merge the involved committees, the National President shall
46 forward said recommendation with all facts in support to the involved general
47 committees. The affected general committee(s) shall refer the question to the
48 membership under their jurisdiction by instructing each affected division to prepare a
49 paper ballot to be delivered within sixty (60) days to each member of the division, by
50 government mail, directed to his/her last known address. The ballot, with a large
51 envelope, approximately 4 x 9 1/2 inches, which must contain space for the member's
52 name and address, must have first-class postage affixed thereto and must contain the
53 division number and address for returning the ballot. The ballot and return envelope
54 must also be accompanied with the written recommendation of the National President,

1 the written recommendation of the affected general chairmen, and written instructions
2 showing purpose of the ballot, time, date and place for counting the ballots. The ballot
3 shall also contain a signature and date line, which must be signed and dated by the
4 member. The return envelope containing the ballot must be returned and postmarked
5 within fifteen (15) days from the postmarked date on the envelope sent to the member.
6 The ballots shall be counted by each division at the first regular division meeting
7 following the date for return of the ballots. Each division secretary-treasurer will notify
8 the general chairman of the results from the ballots received within ten (10) days. The
9 affected general chairmen will forward this information to the National President and the
10 other affected general chairmen within thirty (30) days from date received from last
11 division reporting. If the decision of the majority is to merge the committees in question,
12 the National President shall secure permission from the IBT General Executive Board to
13 implement the merger, notify the affected general committees of the decision and instruct
14 the merged committees to meet within ninety (90) days for the purpose of electing new
15 officers, as provided in Section 9 - General Committee Rules, and conducting any
16 business or grievance that may properly come before the body. The new date to meet
17 regularly shall be decided as per Section 8 - General Committee Rules. If it is the
18 decision of the majority not to merge their GCAs, their individual GCAs shall continue as
19 heretofore.

20
21 C. Divisions

22
23 I. Representation

24
25 The general committee or general chairman and division or divisions affected
26 shall, after the determination has been made relative to a merged seniority district
27 or districts, make a study of the BLET divisions in the affected area for the pur-
28 pose of reducing, if possible, the number thereof to only those necessary to
29 maintain an efficient operation.

30
31 The general committee or general chairman and divisions affected shall give
32 consideration to the following points as a guideline for making such a
33 determination:

- 34
35 a. The number of members in a division.
36
37 b. The location of the majority of the members' place of residence.
38
39 c. The availability of the majority of the members to attend the division meeting
40 place.
41
42 d. The location of the operating division offices nearest the BLET division.

43
44 Changes as referred to in the above paragraph shall not be put into effect by a
45 general committee or general chairman until the proposed changes have been
46 submitted to the Executive Committee of the ND and the IBT General Executive
47 Board for approval.

48
49 II. Jurisdiction

50
51 Should it be, in the judgment of the general committee or general chairman and
52 divisions affected, that more than one BLET division is necessary on a seniority
53 district, and said BLET divisions have been set up, each division shall be given a
54 definite territory by the general committee and/or the general chairman.

1 Changes as referred to in the above paragraph shall not be put into effect by a
2 general committee or general chairman until the proposed changes have been
3 submitted to the Executive Committee of the ND and the IBT General Executive
4 Board for approval.
5

6 Should the GCA and divisions fail to reach an amicable agreement in the merging
7 of and/or creating a new division within sixty (60) days, the matter shall be
8 referred to the National President who shall, upon receipt thereof, make an inves-
9 tigation of the facts within thirty (30) days, after which the Executive Committee
10 of the ND shall make a recommendation thereon to the IBT General Executive
11 Board for appropriate action.
12

13 Elections to all offices of each division shall be held immediately after they have
14 been set up, provided divisions have been merged or a new division has been
15 created.
16

17 **D. Seniority Districts**
18

19 Should it be, in the judgment of the officers assigned and the general chairmen, in the
20 best interest of the members affected as a result of a merger, etc., to consolidate and/or
21 merge a seniority district or districts, the general chairman must meet and consult with the
22 affected divisions' local chairmen to work out a merger of the old districts and seniority
23 rosters into a new district and merged roster.
24

25 In the preparation of seniority rosters to cover the seniority districts on an equitable basis,
26 the general chairman shall request the carrier to furnish promptly to him all statistical
27 information such as - but not limited to - number of trains, car miles, train miles, and yard
28 engine hours and/or inbound car count for use in determining what method will be used
29 in the merging of the seniority districts.
30

31 Should the general chairman and affected local chairmen fail to agree, the matter shall
32 be referred to the National President, who shall make an investigation within thirty (30)
33 days, after which the Executive Committee of the ND shall make a determination which
34 shall be final and binding.
35

36 **(a)(2) Employee Protection Requirements**
37

38 When officers of the ND and GCAs are confronted with conditions affecting engine
39 service employees of railroads involved in mergers, etc., all such employees shall be
40 considered as being adversely affected; and the officers, in recognition of rearrangement
41 of existing contracts, seniority equities and/or districts, general committees and
42 divisions, shall first give full recognition to negotiating implementing agreements with
43 the carrier or carriers to provide protection for all engine and train service employees
44 involved as follows:
45

- 46 A. Guaranteed earnings and employment.
- 47
- 48 B. Preservation of working agreements and conditions, except as may be revised or
49 changed by the implementing agreements.
- 50
- 51 C. Preservation of the rights and equities of all engine service employees to service
52 as locomotive engineer or trainman.
53

- 1 D. Protection against any loss or expense incurred by the necessity of an employee
2 moving/traveling from his established residence or terminal.
- 3
- 4 E. Extension of the protection afforded all employees to cover full-time or part-time
5 officers of the Brotherhood and its subordinate committees and divisions, as well
6 as members serving in temporary capacities.
- 7
- 8 F. Separation allowances on the basis of seniority selections for those employees
9 desiring to retire or separate their employment relationship subsequent to the
10 effective date of the implementing agreement.
- 11

12 (b) On railroad properties where the BLET holds the contracts for firemen, apprentice
13 engineers and/or other classes of service other than engineers; the words "firemen,
14 apprentice engineers and/or other classes of service represented by the BLET" will be
15 substituted for the word "engineers."

16
17 (c) To insure appropriate handling of proposed mergers, etc., should any provision of
18 these bylaws conflict with application of this Section 32(a)-(b), the provisions of this sec-
19 tion shall prevail.

20 21 Other Mergers, etc. on Two or More Railroads

22
23 Section 33.(a) Whenever one (1) railroad or any portion thereof is absorbed, traffic
24 diverted, consolidated, merged, leased or coordinated by, to or with another railroad or
25 any portion thereof, and the officers of the ND and GCAs are unable to obtain
26 protective agreements in their judgment satisfying the requirements of Section 32(a)(2)
27 - General Committee Rules, the engineers or trainmen on the road or roads or any por-
28 tion thereof affected thereby shall retain their right and seniority as heretofore on the
29 roads absorbed, traffic diverted, consolidated, merged, leased or coordinated; but the
30 runs shall be manned by the engineers or trainmen of the respective roads in proportion,
31 as near as practicable, to the car miles or train miles in road service and to the engine
32 hours or inbound car count in yard service on the territory involved on each road. Such
33 count of car miles or train miles in road service and of engine hours or inbound car
34 count in yard service shall be compiled for a period of not less than six (6) months nor
35 more than one (1) year. Such test period shall be established at a time agreed upon,
36 sufficiently prior to the effective date of any of the conditions specified in this section
37 to give a fair and equitable representation of normal business handled by each district
38 involved. The figures determined for each month of the aforementioned test period will
39 be supplied to each division involved prior to the consummation of any agreement
40 establishing a distribution of work.

41
42 (b) When GCAs are unable to agree upon a settlement of questions arising covered by
43 the foregoing, they will submit a joint statement setting forth their contentions regarding
44 same, with all the facts in the premises, to the National President who, after making a
45 thorough investigation, is authorized, in conjunction with the Advisory Board, to render a
46 decision which shall be final and binding; but if, in the opinion of the National President,
47 an unusual condition exists on any one railroad, he shall proceed to investigate and give a
48 decision, which shall be final unless reversed by the Advisory Board.

49
50 (c) In the event that the GCAs do not meet within sixty (60) days from the time that the
51 merger, coordination, etc., took place, the National President will be empowered to order
52 the GCAs involved to meet at once and settle the question in dispute within thirty (30)
53 days from the time the sixty (60) day limit expires.

1 (d) Any division involved, if dissatisfied with the decision of the officer assigned and
2 general chairman with respect to the method to be used for dividing the work, may appeal
3 to the Executive Committee of the ND within sixty (60) days following the issuance of
4 that decision. The Executive Committee, after making an investigation of the
5 controversy, shall render a decision which shall be final and binding, unless reversed by
6 the Advisory Board.

7
8 (e) On railroad properties where the BLET holds the contracts for firemen, apprentice
9 engineers and/or other classes of service other than engineers; the words "firemen,
10 apprentice engineers and/or other classes of service represented by the BLET" will be
11 substituted for the word "engineers."

12 Traffic Merged, etc., on One Railroad

13
14
15 Section 34.(a) Where a portion of any railroad is absorbed, consolidated, merged, or
16 coordinated with any other portion or portions of the same railroad, or any portion of the
17 same railroad is abandoned, the engineers or trainmen affected thereby shall retain their
18 seniority as heretofore on the portion or portions of the road which has or have been so
19 absorbed, consolidated, merged or coordinated, or from which traffic has been so
20 diverted.

21
22 (b) Whenever the events referred to in the foregoing subsection have occurred and it
23 becomes necessary to readjust the service, the runs shall be manned by the engineers or
24 trainmen of the respective portions of the road in proportion, as near as practicable, to the
25 car miles or train miles in road service and to the engine hours or inbound car count in
26 yard service on the territory involved. Such count of car miles or train miles in road
27 service and of engine hours or inbound cars in yard service shall be compiled for a
28 period of not less than six (6) months nor more than one (1) year. Such test period shall
29 be established at a time agreed upon, sufficiently prior to the effective date of any of the
30 conditions specified in this section to give a fair and equitable representation of normal
31 business handled by each district involved. The figures determined for each month of the
32 aforementioned test period will be supplied to each division involved prior to the
33 consummation of any agreement establishing a distribution of work. The respective local
34 committees of adjustment or local chairmen representing the groups of the affected
35 engineers or trainmen, unless a proper adjustment of the question has been reached, will
36 meet within thirty (30) days after the question of such rights to runs has been raised by
37 either of such local committees or local chairmen, unless further time, not exceeding an
38 additional thirty (30) days, is mutually agreed upon by such local committees, and will
39 endeavor to agree upon which of the above factors shall be used for measuring the
40 service and upon the precise period of time within the foregoing range. If such agreement
41 cannot be reached, the question of which of the above-mentioned alternative factors for
42 such tests and the duration of the test period will be determined; said factors shall be
43 considered to afford a suitable basis for an equitable division of the normal business han-
44 dled by each territory between the engineers or trainmen involved.

45
46 (c) Any division involved in the controversy, if dissatisfied with the decision of the gen-
47 eral chairman on the methods to be used for dividing the work, may appeal in accordance
48 with the provisions of Section 26 - General Committee Rules.

49
50 (d) On railroad properties where the BLET holds the contracts for firemen, apprentice
51 engineers and/or other classes of service other than engineers; the words "firemen,
52 apprentice engineers and/or other classes of service represented by the BLET" will be
53 substituted for the word "engineers."

Statute of Limitation

Section 35. A statute of limitation of sixty (60) days is hereby fixed within which to take up or appeal any case of seniority, subject to appeal in accordance with Section 37 - Local Division Rules.

Representation, Establishment of Seniority and Mileage Regulations

Section 36.(a) The right to make and interpret contracts, rules, rates of pay and working conditions for operating crafts shall be vested in the regularly constituted GCA of the BLET.

(b) GCAs shall be free to incorporate into the respective schedules such rules as they may deem advisable to govern the hiring of engineers, trainmen and/or apprentice engineers.

(c) When the members of a division take a vote on regulation of mileage, only members possessing seniority in the craft to be regulated will be permitted to vote.

(d) A five (5) day work week agreement for yard engineers or ground service employees cannot be placed into effect on any railroad until a referendum vote is taken and a majority of the active members voting approve.

A separate seniority district (with or without a separate working agreement) may place a five (5) day work week agreement into effect for yard engineers or ground service employees on said seniority district only if approved by a majority of active members casting a ballot in a referendum vote of members of said seniority district. (Covered by appropriate memorandum of agreement covering and confined to the affected territory.)

(e) All GCAs shall make an effort to have included in their schedules a rule providing for the inclusion of a training program for apprentice and/or assistant engineers and trainmen.

Divisions Refusing to Sustain Committee

Section 37. Should a division on any system refuse to sustain an action of the GCA of the system or to enforce the laws passed by the ND, it shall be the duty of the members of the committee from the division to make a written statement of the fact concerning the refusal to the chairman of the GCA, who shall submit the same to the National President, for his review and recommendation to the General Executive Board of the IBT, which is empowered to suspend the charter in accordance with Article IX, Section 2 of the IBT Constitution.

Division Refusing to Take Vote

Section 38.(a) Should any division refuse or neglect to take a vote of its members when ordered to do so by the GCA, it shall be considered a refusal to sustain the action of the GCA and shall be dealt with according to Section 37 of the General Committee Rules; and any member of the committee failing to report to the general chairman of the committee as per Section 37 shall be dealt with by the GCA as per Section 23(b) - General Committee Rules.

(b) Unless otherwise provided, all expenses incurred in taking a vote shall be borne by the division.

1 Agreements Governing Rates of Pay on All Kinds of Power
2

3 Section 39.(a) GCAs on all railway systems shall make a strenuous effort to make
4 agreements governing the rates of pay and to continue the service of a locomotive
5 engineer, motorman and trainman in the operation of all railway motive power.
6

7 (b) It shall be the policy of the GCA to secure agreements with carriers covering the
8 rules, rates of pay and working conditions of all operating crafts if, as and when the
9 opportunity presents itself. The individual GCA shall have full jurisdiction in the matter.
10

11 Attempting to Reduce Standard Wages
12

13 Section 40. Any member who shall attempt, in any manner, to reduce the standard of
14 pay for a locomotive engineer or trainman, or establish a maximum limit for the same,
15 shall be subject to charges under Article XIX of the IBT Constitution. This section shall
16 not apply to or interfere with legitimate action of GCAs or national officers.
17

18 Contract Procedures
19

20 Section 41.(a) All wage/rules settlements (concerted movements in the United States,
21 system agreements which may be tied to such concerted movements and system move-
22 ments initiated by the GCAs, as well as acceptance of proffers of arbitration) shall be rat-
23 ified by a majority vote of the active members casting a ballot.
24

25 When a tentative agreement is negotiated or a proffer of arbitration made, the ND or
26 GCA proposing a system-wide agreement will furnish a copy of the proposal to all gen-
27 eral chairmen and local chairmen. The ND or GCA will also provide a synopsis of the
28 proposal to each affected member, along with an instruction sheet, a ballot and a return
29 envelope.
30

31 Each affected member will return his/her ballot to the National Secretary-Treasurer when
32 such ballot is issued by the ND, or the secretary-treasurer of the GCA when the ballot is
33 issued by the GCA, within the time period specified, who will tabulate the vote and
34 certify the results to the National President and/or affected general chairman of the GCA.
35 The GCA will choose a board of tellers to help the secretary-treasurer of the GCA count
36 the ballots.
37

38 (b) Before any system or local collective agreements or a system or local change of
39 scheduled rules can be agreed to or signed on behalf of the members of any railroad
40 system in the United States, the general chairman must forward the proposed agreement
41 to each local chairman of the division or divisions affected. The local chairman or chair-
42 men will then poll the active membership attending the first regular or special division
43 meeting following receipt of such proposal and ascertain the wishes of the membership.
44 The local chairman or chairmen will then cast a vote with the general chairman in
45 accordance with the instructions of the division. The general chairman will be governed
46 by the instructions of a majority of the local chairmen affected.
47

48 This section applies to merger agreements mandated by the Surface Transportation Board
49 as well as any system or collective agreement.
50

51 Each GCA may adopt by resolution, at their option, a form of referendum ratification for
52 their respective committees.
53

1 Violation of Contract - Railway Officials

2
3 Section 42.(a) On any railway system where there is a contract between the railway
4 company and the BLET, it will be considered a violation of said contract on the part of the
5 railroad company to open any differences except through the GCA in connection with the
6 engineer's or trainman's position.

7
8 (b) Except upon approval of the National President, no GCA shall make agreements with
9 the railroad companies without including a thirty (30) day notice for revision or
10 abrogation.

11
12 (c) All GCAs are prohibited from making agreements with the railroad managements,
13 the terms of which will conflict with any law or policy adopted by the ND, without first
14 submitting same to the National President who, in conjunction with the Advisory Board,
15 will determine proper disposition of the question at issue.

16
17 Accidents - Grievances

18
19 Section 43.(a) Should any member in the employ of a railroad company have any
20 grievance against the company, either from meeting with an accident of any kind while in
21 the discharge of his duties, or from any other cause, he shall be required to make out a
22 complete report of the same to his division in writing for the benefit of the committee of
23 adjustment; and the division shall keep such report, together with a copy of the judgment
24 of the company's officials concerning the grievance or accident. The local committee and
25 general committee shall refuse to handle the case unless such a report is completed and
26 signed by the member, providing the member be physically and mentally able to do so.

27
28 (b) It shall be unlawful for any member to withdraw his case after having been acted on
29 by the division and referred to the committee of adjustment, unless he gets consent of the
30 division at a regular meeting.

31
32 (c) Each and every member of the BLET grants to the duly authorized representative
33 and/or representatives of the Brotherhood (which includes divisions, local chairmen
34 and/or local committees, general chairmen and/or general committees, vice president
35 and/or the National President) full and complete authority to present and handle each and
36 every member's claims, complaints and grievances against the railroad on which he is
37 employed. Said power and authority shall include the handling of such claims, complaints
38 and grievances before any and all officials of the railroad, and shall include the right to
39 collect, settle, compromise, amend, withdraw, dismiss or in any other manner dispose of
40 such claims, complaints and/or grievances, and shall also include the power and authority
41 to submit such claims, complaints and grievances for determination to any person, court
42 or board or other tribunal provided by law or otherwise as may be deemed necessary or
43 advisable by such authorized representatives.

44
45 The foregoing will in no way conflict with other provisions of the Bylaws of the ND of
46 the BLET which stipulate the procedure and sequence to be followed by divisions, local
47 chairmen and/or local committees, general chairmen and/or general committees and other
48 duly authorized representatives of the BLET in handling claims and grievances of
49 members.

50
51 Association of General Chairmen

52
53 Section 44.(a) For the purpose of carrying on concerted movements relating to wages,
54 working conditions or other important matters of general interest of its members, the ND

1 authorizes the formation of general chairmen's associations within the districts hereinafter
2 named.

3
4 (b) Western Association: Shall be composed of all territory lying west of and
5 including the Southwestern Lines of the Illinois Central and lying on the west side of
6 Lake Michigan and south of Lake Superior and west of the line drawn through Duluth,
7 and shall be bounded on the south by the Mexican border and on the north by the
8 Canadian border.

9
10 (c) Eastern Association: Shall be composed of the territory east of the aforementioned
11 line of the Western Association, north of the lines of the Chesapeake & Ohio Railway and
12 south of the Canadian border.

13
14 (d) Southeastern Association: Shall be composed of the territory south of and including
15 the Chesapeake & Ohio Railway and as far west as the Illinois Central Lines mentioned
16 as the boundary of the Western Association.

17
18 (f) The general chairman of each system or railway in their respective associations may
19 be a member of and attend meetings of the association and be entitled to a vote on all ques-
20 tions, provided the GCA on the railroad he represents has authorized his membership in
21 the association.

22
23 (g) Each association shall elect from its members a chairman, vice-chairman, secretary
24 and two (2) members of the association, who shall constitute the executive committee.

25
26 (h) Each association shall have power to adopt for their government such bylaws as may
27 be agreed upon, not in conflict with the Bylaws of the ND, subject to the approval of the
28 National President.

29
30 (i) Each association shall meet annually at such time and place as may be designated in
31 the constitution and bylaws of the association.

32
33 (j) Special meetings may be called by the National President or the executive commit-
34 tee of the association when, in their judgment, the same is deemed advisable in the inter-
35 ests of the members of any association, or by request of a majority of the members of the
36 association.

37
38 **General Chairmen Convened by National President**

39
40 Section 45. When the general chairmen are convened by the National President, the
41 general chairmen's respective associations cease to exist for the time being in their
42 respective bodies; then, a majority vote of the general chairmen convened will prevail.

1 THIS SECTION, entitled “Legislative Board Rules”, has to do principally with the func-
2 tioning of national and state legislative boards (LBs).
3

4
5
6 NOTE: For purpose of clarity, President of the ND will be referred to as “National
7 President” in this section. “President” will refer to president of the division.

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LEGISLATIVE BOARD RULES

National Legislative Board

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Section 1.(a) Within the BLET a National Legislative Board shall be formed, consisting of eight (8) members. It shall be comprised of the National President, who shall act as Chairman; First Vice President, who in the absence of the National President shall assume the duties of Chairman; and the National Legislative Representative, who shall act as Secretary. These members shall form the Executive Committee of the National Legislative Board. The Executive Committee shall have final approval over all actions of the National Legislative Board. The other five (5) members of the National Legislative Board shall be the Chairmen and the four (4) Regional Chairmen elected by the Association of Legislative Chairmen from its membership. The board shall have charge of all legislative matters and shall have jurisdiction over all BLET legislative boards within the United States, and shall coordinate activities with the Governmental Affairs Department of the IBT.

(b) The activities of the Vice President and National Legislative Representative shall be coordinated with the National Legislative Board and with the Governmental Affairs Department of the IBT. The duties of the Vice President & National Legislative Representative include, but are not limited to, those activities which protect and advance health and safety issues and other interests of the members in matters before the Congress and/or regulations promulgated by Federal Agencies. He may engage in activities of social, cultural, fraternal and civic nature that advance the political and legislative interest of the membership. He shall stimulate membership voter registration, political education, and financial support of the union's political action committee. In addition, the Vice President and National Legislative Representative shall coordinate a united front supporting or opposing legislation of interest to the members at both Federal and State levels. He shall develop and promote a union-based legislative agenda. He shall act to communicate and inform the membership on political and legislative matters as well as advise and assist State Chairmen and IBT Field Coordinators working with the membership at the local level.

(c) No member or employee of the BLET shall purport to be a representative of the BLET to any governmental entity without prior authorization of the appropriate BLET committee. For entities of the federal government, jurisdiction would be that of the Chairman of the National Legislative Board. For entities of state and local government, jurisdiction would be that of the state chairman; and if a state has no organized legislative board, jurisdiction would be that of the regional chairman. This does not impinge upon the right of anyone to communicate with their government.

Expenses - National Board

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Section 2.(a) All expenses incurred by the National Legislative Board shall be paid from the general fund. Compensation for the National Legislative Board members from the Association of Legislative Chairmen, when attending authorized meetings of the board, shall be paid on a daily basis in conformity with special representatives' pay or their state board's salary, whichever is greater, plus actual expenses.

50
51
52
53

The National Secretary-Treasurer shall furnish all divisions, general chairmen, and chairmen of state legislative boards with an account of all moneys expended by the board. The

1 National Legislative Board will submit a budget prior to each fiscal year to the Advisory
2 Board.

3
4 (b) All members in active service, including those holding official positions with the
5 carrier and those employed exclusively by the BLET, shall pay \$2.00 per month National
6 Legislative Board dues, subject to the provisions of Section 29 – National Division Rules.
7 Moneys received from such dues shall be used at the discretion of the National Legislative
8 Board for the following:

9
10 salary, benefits, expenses for up to two (2) employees in the Washington, DC office;
11 any new programs by the Federal Railroad Administration or other federal agencies;
12 rail safety advisory committees;
13 lobbying efforts on Capitol Hill;
14 additional education and training.

15
16 All excess funds will be returned to the general fund.

17
18 (c) A biannual report of all income and disbursements under Section 2(b) will be
19 prepared by the BLET under the supervision of the Vice President and National
20 Legislative Representative and made available to state legislative chairmen upon request.

21
22 **Meetings - National Board**

23
24 Section 3. The National Legislative Board shall convene within the last sixty (60) days
25 of each calendar year. Additional meetings may be called by the Chairman, or by a
26 majority of the board.

27
28 **Association of Legislative Chairmen**

29
30 Section 4.(a) The BLET authorizes the formation of a National Legislative Board
31 Chairmen’s Association. The association shall elect from its members a chairman,
32 vice-chairman and secretary-treasurer.

33
34 (b) The legislative board chairman of each state may be a member of and attend meet-
35 ings of the association and be entitled to a vote on all questions, if legislative board he rep-
36 resents has authorized his membership in the association.

37
38 (c) The National Legislative Representative will be an honorary member of the associ-
39 ation and shall attend all meetings of the association, unless excused by the National
40 President.

41
42 (d) The association shall have the authority to adopt bylaws, subject to the approval of
43 the National President.

44
45 (e) The association shall meet at such time and place as may be designated in the bylaws
46 of the association. Special meetings may be called by the National President.

47
48 **State Legislative Boards**

49
50 Section 5(a) Whenever twenty-five percent (25%) of the active membership, or
51 divisions representing twenty-five percent (25%) of the active membership, sign a
52 petition proposing to formulate or merge a state legislative board, it will be mandatory
53

1 upon the National President to prepare a ballot with the question worded as presented in
2 the petition, to be voted on by all those holding active membership in the BLET within the
3 state. The ballot must be put out by the National President within thirty (30) days of the
4 receipt of the request. It will be sent to secretary-treasurers of all divisions, and they will
5 personally see that each active member has a copy by handing it to the member or by
6 placing in the government mail with a return address thereon. The ballot must be returned
7 and the result tabulated and a copy of the decision mailed to the ND within ninety (90)
8 days from the time the ballots are received from the ND. The results of the vote will be
9 announced by the National President to all divisions in the state, and he shall, pursuant to
10 the IBT Constitution, formulate or merge the board. A vote once taken cannot be acted
11 upon again for four (4) years.

12
13 (b) When such a vote shows a majority of the ballots cast by the active membership in
14 the divisions of the state favoring creation of state legislative board, the legislative repre-
15 sentative of the division sponsoring the petition or member sponsoring the petition will
16 select a meeting place and set a date for convening the board. He shall also notify the
17 other divisions in the state to have their legislative representative present.

18
19 (c) The legislative representative from the division issuing the call or the member
20 initiating the petition may act as chairman of the board until officers herein provided for
21 are elected. Any board thus formed shall be deemed to be an active legislative board.

22
23 (d) At every meeting of a legally authorized state legislative board, each division in the
24 state having twenty-five (25) or more assessable members may be represented by a
25 delegate. However, any division in the state may be represented by proxy by a vote of the
26 division. Such vote will designate the seated delegate who is to exercise such proxy.
27 However, such proxies shall not participate in the nomination or election of officers.

28
29 NOTE 1: Divisions chartered before the effective date of these bylaws will retain the pre-
30 vious threshold level of twelve (12) active members.

31
32 NOTE 2: Within two (2) years of the effective date of these bylaws, a ballot will be sent
33 to the active membership under the initiative process to decide whether to eliminate
34 Note 1.

35
36 (e) After a board is formed and exists as outlined above, and a call for convening the
37 board is made by the chairman through the secretary-treasurer, the secretary-treasurer of
38 each division shall at once acknowledge receipt of same and send the number of assess-
39 able members of his division to the secretary-treasurer of the legislative board.

40
41 (f) In the event that the National President finds that a board is inactive or improperly
42 representing its members, the National President shall authorize the National Legislative
43 Representative to conduct an investigation. The results of the investigation will determine
44 if further action will be taken in accordance with the IBT Constitution.

45
46 (g) Whenever a majority of the active membership, or divisions representing a majority
47 of the active membership, sign a petition proposing to abolish a state legislative board, it
48 will be mandatory upon the National President to prepare a ballot with the question word-
49 ed as presented in the petition, to be voted on by all those holding active membership in
50 the BLET within the state. The ballot must be put out by the National President within
51 thirty (30) days of the receipt of the request. It will be sent to secretary-treasurers of all
52 divisions, and they will personally see that each active member has a copy by handing it
53 to the member or by placing in the government mail with a return address thereon. The
54 ballot must be returned and the result tabulated and a copy of the decision mailed to the

1 ND within ninety (90) days from the time the ballots are received from the ND. The
2 results of the vote will be announced by the National President to all divisions in the state.
3 A vote once taken cannot be acted upon again for four (4) years.
4

5 In the event the vote is to dissolve the legislative board as per this section, the National
6 President shall, pursuant to the IBT Constitution, set an effective date for the dissolution;
7 and the assets of such board shall be distributed among the various divisions comprising
8 said board in proportion to the number of assessable members.
9

10 (h) All division legislative representatives' names will be entered in the BLET Directory
11 as legislative representatives, (LR).
12

Officers

13
14
15 Section 6.(a) When the state legislative board has been convened, it will proceed to
16 elect a chairman, first vice-chairman, second vice-chairman, secretary-treasurer, an
17 executive committee (not to exceed five (5) members) and an auditing committee of
18 three (3).
19

20 (b) A state legislative representative may be elected when provided for in the bylaws of
21 the board. The candidate receiving the highest number of votes shall be declared elected
22 if eligible. Should an equal number of votes have been cast for two (2) or more members
23 for any one (1) office, a second ballot, and if necessary a third ballot will be cast. If, after
24 a third ballot a tie still exists, the tie shall be decided by lot. Should any office become
25 vacant, it will be the duty of the executive committee to fill such vacancy. The chairman
26 and secretary-treasurer cannot be members of the auditing committee.
27

28 (c) State legislative boards of small membership, who do not have sufficient delegates
29 to fill all the offices, may elect to office any member who has the qualifications to be a
30 delegate.
31

32 NOTE: Beginning January 1, 2006, eligibility to nominate, second and run for office will
33 be determined by the applicable provisions of the IBT Constitution as modified in
34 Paragraphs 6.7 and 6.8 of the IBT/BLE Merger Agreement.
35

Credentials - Shall Furnish

36
37
38 Section 7. Each division shall, after electing its delegate to the state legislative board,
39 immediately notify the secretary-treasurer of the state legislative board, giving the name
40 and address of its delegate. The division secretary-treasurer shall request from the
41 National Office the form provided for the delegate to the state legislative board; this cre-
42 dential to show the number of assessable members he represents and be signed by the
43 president and the secretary-treasurer of the division.
44

Legislative Boards - Adopt Bylaws

45
46
47 Section 8. The first order of business at the first meeting of a state legislative board
48 shall be the formulation and adoption of bylaws. Bylaws shall prescribe the duties of the
49 officers of the board and provide the method of filling vacancies, such method not to be
50 in conflict with applicable civil law; they shall prescribe for the board alone to have
51 authority to levy assessments in accordance with Section 10(a) and (b) - Legislative
52 Boards, the board alone to authorize expenditures of money derived from such assess-
53 ments. The secretary-treasurer shall be bonded in accordance with Article X of the IBT
54 Constitution. To provide for amendment or modification of the bylaws, none of the

1 bylaws shall conflict with laws and rules of the BLET or applicable civil law. Bylaws
2 shall be subject to the approval of the IBT General President.
3

4 Joint Legislative Boards 5

6 Section 9.(a) State legislative boards may merge upon receiving a majority vote of the del-
7 egates to each of the state legislative boards proposing to merge, and upon receipt of
8 approval from the IBT General Executive Board.
9

10 (b) A division within a state that does not have a state legislative board may affiliate
11 with a state legislative board of an adjoining state. Where no adjoining state legislative
12 board exists, the closest geographical state legislative board will be used. If more than
13 one division desires to affiliate, a majority vote of the affected members will determine
14 which state legislative board the divisions will be affiliated with. The proposed
15 affiliation will not take effect until a majority vote of the delegates from the state leg-
16 islative board being petitioned for affiliation have been received. Division legislative
17 representative from the newly affiliated division will be a delegate as per Section 5(d) –
18 Legislative Boards.
19

20 (c) If a division within a state that does not have a state legislative board seeks to
21 affiliate and one (1) or more other divisions within that state have already affiliated with
22 an adjoining state legislative board a majority vote of all affected members, members
23 already affiliated and members seeking affiliation will determine which state legislative
24 board the divisions will be affiliated with. Upon receiving a majority vote of the
25 delegates from the state legislative board to be affiliated with, the proposed affiliation
26 will take effect.
27

28 Financial Business 29

30 Section 10.(a) All expenses incurred by legislative boards shall be raised by an equal
31 assessment levied by the board upon all members of the BLET holding membership in
32 the state (except as provided in Section 46 – Local Division Rules). All such
33 assessments shall be levied by a majority affirmative vote of the members of the board
34 present at a session of the board, or by majority affirmative vote of the members of the
35 board casting a mail ballot as provided in Section 10(e) – Legislative Boards, and shall
36 be in effect until the next meeting of the board, at which time it shall be continued,
37 discontinued or revised.
38

39 (b) The secretary-treasurer of the legislative board shall notify the secretary-treasurer of
40 each division in the state of the amount of the assessment to be levied, and such notice
41 must be in the hands of the secretary-treasurer of each division sixty (60) days before said
42 assessments are due, and he shall collect such assessments from all assessable members
43 of his division in accordance with Section 46 – Local Division Rules and the monthly
44 billing from the ND.
45

46 (c) No division shall be represented on the state legislative board unless it is square on
47 the books of the secretary-treasurer of the board. State legislative boards shall have the
48 power to fix the rates of pay for members serving on the board, which shall not exceed the
49 amount paid delegates to the ND. Time allowed going to and from place of meeting to be
50 computed by the board.
51

52 (d) The state legislative representative may be made a full-time or part-time salaried
53 officer by majority vote of the delegates to the board. In the event any state legislative

1 board deems it advisable to discontinue the full-time or part-time salary of the state leg-
2 islative representative, they may do so by a majority vote of the delegates to the board.
3

4 (e) Between sessions of the state legislative board, the secretary-treasurer of the board
5 shall have power, when authorized by the chairman, who has by mail ballot received
6 consent of a majority of members of the board casting a ballot, to levy an assessment
7 for the purpose of creating a fund to pay the members of the board and other expenses
8 immediately after it is adjourned; provided, that such assessment shall be in effect until
9 the next meeting of the board, at which time it shall be continued, discontinued or
10 revised.
11

12 (f) In the event a division should fail to pay any state legislative board assessment, as
13 provided by Paragraphs (b)-(e) of Section 46 – Local Division Rules, the following
14 procedure will govern:
15

- 16 (1) The state legislative chairman will, or any division may, prefer charges to the
17 National President by a written statement of such failure and provide the division
18 involved a copy of same.
19
- 20 (2) A trial shall be conducted before the Executive Committee of the ND under the
21 provisions of Article XIX of the IBT Constitution.
22
- 23 (3) Should the Executive Committee sustain the charge, the National President shall
24 recommend that the IBT General President suspend the charter of the division
25 involved until such assessment is paid.
26

27 Duties of Officers

28
29 Section 11.(a) The chairman and/or representative of the state legislative board will
30 devote his time as authorized by a majority of the board, and to safety, health and
31 political education.
32

33 (b) The secretary-treasurer of the state legislative board shall provide the BLET National
34 Office and each division in the state the names and addresses of the officers of the board.
35 Upon request, he shall provide each division in the state a copy of the minutes of each
36 board meeting, and, in addition, an annual financial statement containing expenditures of
37 committees and representatives, showing dates of claims.
38

39 (c) The auditing committee shall review and verify the books of the legislative board on
40 a monthly basis.
41

42 Assessment Legislative Board - Pay to Division 43 Where They Hold Membership

44
45 Section 12. Members shall pay legislative board assessments to their own divisions.
46 Members running out of one state into another will be required to pay their legislative
47 assessments to the division where they hold membership.
48

49 Interfering with Boards

50
51 Section 13.(a) Any member refusing to sustain the official acts or instructions of any leg-
52 islative board shall be subject to charges and trial in accordance with Article XIX of the
53 IBT Constitution.

1 (b) In the event a division should refuse to sustain the official acts or instructions of a
2 legislative board, or should a division engage in any activity detrimental to any legislative
3 board, the following procedure shall govern:
4

- 5 (1) The secretary-treasurer of the board will advise the National President by written
6 statement of such refusal and provide the division involved a copy of the same.
7
8 (2) A trial shall be conducted before the Executive Committee of the ND under the
9 provisions of Article XIX of the IBT Constitution.
10
11 (3) Should the Executive Committee sustain the charge, the National President shall
12 recommend that the IBT General President act to revoke the charter of the
13 division involved.
14

15 Preapproval of Bills to Be Introduced

16
17 Section 14. All bills formulated by any state legislative board must be approved by the
18 National Legislative Board before they can be presented to any state legislature to be
19 enacted into law.
20

21 Legislative Board - When Convened

22
23 Section 15.(a) State legislative boards must convene at least quadrennially for the
24 purpose of electing officers; however, by a favorable vote of two-thirds (2/3) of the divi-
25 sions within the state, more frequent meetings may be held. No state legislative board or
26 GCA will initiate or progress any business which may be in conflict with the affairs of a
27 legislative board or GCA.
28

29 (b) All correspondence submitted by divisions to state legislative boards must bear the
30 signature of the secretary-treasurer and/or legislative representative.
31

32 (c) After the business as enumerated in Paragraph (a) has been completed, the board may
33 then resolve itself into an executive committee (not to exceed five (5) members) for the
34 purpose of transacting any other business properly before the board.
35

36 (d) When a chairman of a state legislative board is placed on full-time salary basis, his
37 salary as chairman shall prevail during executive and regular sessions; and delegate's
38 salary will not be applicable to the chairman.
39
40
41
42
43
44
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46
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50
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52
53

1 THIS SECTION, entitled "Ritual," comprises the form of opening and closing of divi-
2 sions, voting, draping of division charter, memorial and funeral services, initiation and
3 installation of officers, instructions for nominations, and resolutions adopted at the regu-
4 lar and special sessions of the Brotherhood of Locomotive Engineers and Trainmen.
5

6
7
8 NOTE: For purpose of clarity, President of the ND will be referred to as "National
9 President" in this section. "President" will refer to president of the division.

RITUAL
Order of Business

Section 1.

1. Opening division in due form.
2. Reading of minutes of the previous regular meeting with those of subsequent special meetings directly from the minute book for approval.
3. The reading or referring of petitions or propositions.
4. Report of committees on previous propositions.
5. Voting on proposed members.
6. Initiation of candidates.
7. Unfinished business and reports of local and general committees and legislative boards.
8. Financial business.
9. New business.
10. Request for information of any sick or disabled brother or a brother's family in distress.
11. Reading of minutes for correction before closing in due form.

Rank of Officers

Section 2.

- | | |
|-------------------------|--------------------------------|
| (1) President | (4) Legislative Representative |
| (2) Local Chairman | (5) Guide |
| (3) Secretary-Treasurer | (6) Chaplain |

Officers' Stations

Section 3.

| | | | |
|-------------------------------|-------------------|-----------|-------------------------|
| Legislative Representative | Local Chairman | President | Secretary- Treasurer |
|-------------------------------|-------------------|-----------|-------------------------|

NOTE: Positions of local chairman, legislative representative and secretary-treasurer may be transposed if desired.

| | |
|-------------------|----------|
| Altar | Chaplain |
| Vice President | Guide |

Form of Opening

Section 4. *[For sections governing duties of division officers, see appropriate sections of Statutes.]*

[The president before opening will remind all present to register.]

President - *[One (1) sound of gavel. Calls officers to their station and seats members.]*

President - *[One (1) sound of gavel]* Brother Guide, you will see that the door is properly guarded.

Guide - Brother President, the door is properly guarded.

President - *[One (1) sound of gavel]* Brother Guide, you will satisfy yourself that all present are members of the BLET.

[Guide will examine receipt stubs of all members present.]

[Should any member or a visiting member wish to be admitted to a division after the division is opened, the president will instruct the guide to go to the anteroom for the purpose of examining him before allowing him to enter division room.]

Guide - Brother President, I am satisfied that all present are members of the Brotherhood.

President - *[Three (3) gavels]* Brothers, give your attention to our worthy chaplain.

Chaplain - Most merciful God! We adore Thee as the Creator of all things and the righteous governor of all beings, upon whom we are dependent for life and all its blessings, and without whose favor no human enterprise can prosper. In Thy name we assemble, most humbly beseeching Thee to bless us in all our undertakings and that our actions may tend to Thy glory and to our advancement in knowledge. And we beseech Thee to bless us in our present assembling and to illuminate our minds with Thy truth, that we may be fully able to understand and fulfill our solemn obligations to our brothers. May we practice Thy precepts that we may finally obtain Thy promise and find an entrance through the gates into Thy temple above. Amen.

All - So mote it be.

President - Brother Guide, you will open the Holy Bible.

President - Brothers, I now declare this division open for the transaction of business. *[One (1) gavel.]*

Form of Voting on Applications for Membership

Section 5. *[If present, applicants are excused from meeting room]*

President - We are about to vote on the application of _____ to become a member of this division. The membership committee will now give its report.

[Membership committee reports its findings on character, ability, habits and standing of applicant]

1 President - We are now prepared to vote. Shall _____ be granted
2 membership in the division? All those in favor ... All those opposed ...
3

4 *[If there are any opposed, they must state their objections for the record]*
5

6 President - Brothers and sisters, the vote is _____ in favor and _____ against. The
7 majority is [in favor of/against] granting membership. Therefore, you have [elected/not
8 elected] _____ to become a member of this division.
9

10 Draping of Division Charter

11 Section 6. *[President calls up the division by three (3) strikes of the gavel.]*
12

13 President - It has been recorded that Brother _____, a member of this division since
14 _____, has passed to the great beyond from whence no traveler ever returned.
15

16 Our brother has been a loyal member of this organization, and this division has lost a
17 member whose presence will be missed in our association. In his home there will be a
18 vacant chair.
19

20 We cherish the memory of our departed brother who has gone to the great beyond where
21 someday we all must follow; therefore, as a token of the esteem in which he was held, our
22 charter will be draped thirty (30) days in his memory.
23

24 Brother Guide, you will please drape the charter.
25

26 May we ever be mindful that although Brother _____ has departed from our midst, we
27 will remember him and our fellowship with him.
28

29 *[President gives one (1) stroke of the gavel.]*
30

31 Memorial Service

32 Section 7. The last Sunday in May of each year should be set aside and observed as
33 Memorial Day, the day to be observed by all divisions, with appropriate services in
34 memory of our deceased brothers.
35

36 Form of Closing

37 Section 8. *[The president, after the business of his division is finished, will call upon*
38 *the officers in rank and inquire if they have anything to offer for the good of the*
39 *Brotherhood. If they have nothing, he will proceed to close, reminding all present that*
40 *have not already registered to do so.]*
41

42 President - If there is nothing further to bring before this division, we will proceed to
43 close.
44

45 President - *[Three (3) sounds of the gavel]* Brothers, in closing, I wish to admonish you
46 to be careful in your conversation with all persons, and not to discuss or divulge to any
47 person what has transpired at this meeting except it be to a member of the BLET.
48

49 President - Give your attention to our worthy chaplain.
50
51
52
53

1 Chaplain - Grant us, O Lord, we humbly beseech Thee, Thy strength to resist temptation
2 and Thy love and pity to all who suffer evil. Help us that we may live pure and holy in
3 this earthly life. May heaven's richest blessings rest upon our beloved order, and when
4 our life's work is ended, receive each one of us into everlasting life. This we ask of Jesus
5 Christ, our Lord. Amen.

6
7 All - So mote it be.

8
9 President - Brother Guide, close the Holy Bible.

10
11 President - Brothers, I now declare this division closed until its next regular meeting
12 except in case of an emergency, in which instance due and timely notice will be given.

13
14 President - *[One (1) sound of the gavel]*

15 16 Form of Initiation

17
18 Section 9. *[If there is a candidate for initiation, the secretary-treasurer will so report*
19 *when called upon in the order of business; and when there is more than one (1) candidate,*
20 *the plural instead of singular should be used in speaking to or of them, except when they*
21 *are called by name with the prefix "Mr."]*

22
23 President - Brother Secretary-Treasurer, has Mr. _____ been proposed and elected to
24 become a member of this division in due form?

25
26 Secretary-Treasurer - He has.

27
28 President - Then, Brother Guide, you will proceed to the anteroom and propound to the
29 candidate the necessary questions.

30
31 *[The guide proceeds to the anteroom.]*

32
33 Guide - In becoming a member of the Brotherhood of Locomotive Engineers and
34 Trainmen, is it your desire to assist in protecting the welfare and best interests of your
35 brother engineers?

36
37 Answer - It is.

38
39 *[The guide then gives an alarm at the door and returns to division room to report.]*

40
41 Guide - Brother President, the questions have been propounded and satisfactory answers
42 received.

43
44 President - Then, Brother Guide, you will proceed to the anteroom and conduct Mr.
45 _____ to the altar.

46
47 *[The guide conducts the candidate to the altar.]*

48
49 Guide - Brother President, I here present to you Mr. _____, a candidate for initiation.

50
51 *[The President now addresses the candidate as follows:]*

52
53 President - My friend, you have gained admission thus far into this division through the
54 goodwill of the members of the BLET. Henceforth, your usefulness and preferment must

1 depend solely upon your own exemplary conduct. Conscious as we are of our weakness
 2 and our entire dependence upon divine help, it is important, before any great undertaking,
 3 that we should first invoke the blessing of God; therefore, you will now be caused to kneel
 4 for the purpose of prayer.

5
 6 *[The guide now causes him to kneel on both knees with both hands resting on the Holy*
 7 *Bible. After the candidate is in position, the president calls up the division and says,*
 8 *“Give your attention to our worthy chaplain.”]*
 9

10 Chaplain - O God, our Heavenly Father, we ask Thee to ever let Thy guiding Spirit be
 11 with this our friend and candidate, who now seeks admission to our order. Inspire him
 12 with Thy divine grace and help him so to act that he may bear honor to our calling and be
 13 a blessing to himself and the fraternity. Amen.

14
 15 All - So mote it be.

16
 17 *[The president seats the division, then addresses the candidate and says:]*
 18

19 President - My friend, it will be necessary for you to take upon yourself a solemn obli-
 20 gation such as all members of the BLET have taken, whereby you bind yourself to keep
 21 secret all that will be communicated to you relative to this order. In this obligation,
 22 however, there is nothing that will in any manner interfere with your religious opinions or
 23 conflict with that duty which you owe to God, your family or yourself. With this
 24 assurance upon my part, are you willing to take such obligation?
 25

26 Answer - I am.

27
 28 *[The president calls up the division with three (3) strokes of the gavel and administers*
 29 *obligation, as follows:]*
 30

31 President - Then, Mr. _____, you will pronounce your name in full and repeat after me:
 32 I, _____, of my own free will and accord ... in the presence of almighty God ... and these
 33 witnesses, ... *[press candidate's hand on the Bible]* do hereby and hereon ... most solemn-
 34 ly swear ... that I will never reveal ... any of the secrets of the BLET ... to any person or
 35 persons whomsoever, ... except I shall, upon examination, ... find him or them ... as
 36 lawfully entitled to the same ... as I am myself, ... and that I will aid and assist ... all
 37 worthy members of the BLET ... so far as their necessities may require ... and my abilities
 38 permit. ... That I will not knowingly wrong or defraud ... a division of the BLET ... or any
 39 individual member, by word or deed, ... neither will I permit the same ... to be done by
 40 others ... if in my power to prevent. ... That I will abide by and support the bylaws of this
 41 or any other division ... of which I may hereafter become a member, ... also the
 42 Constitution and Bylaws ... of the Brotherhood of Locomotive Engineers and Trainmen,
 43 ... under which all divisions are held ... together with the rules ... and regulations of the
 44 same. ... That I will not sign or circulate, ... or cause to be circulated, ... any paper,
 45 circular, petition, or document whatsoever, ... calculated to injure our organization. ...
 46 That I will not sever my connection with the organization ... except it be with the consent
 47 of the division ... and according to the laws governing the same. ... That under no
 48 circumstances ... will I be led or driven into ... violating this my solemn oath or obligation,
 49 ... lest I disgrace myself ... as a member of the BLET ... so help me God.
 50

51 President - Brother Guide, as our brother is now bound to us by a strong tie, you will
 52 allow the brother to rise.
 53

1 President - My Brother, you observe before you the Holy Bible. It is the emblem of our
2 order, because upon it we obligate all who seek admission, and are found worthy. Within
3 its sacred pages are found the fundamental principles which stand as the rules of our
4 organization, namely, "Do unto others as you would that others should do unto you, and
5 so fulfill the law."
6

7 *[After completion of obligation, the president seats the division with one (1) stroke of the*
8 *gavel.]*
9

10 *[The president then instructs the brother that to gain admittance after a division is in*
11 *session he will give an alarm at the door; and when admitted by the guide, will take his*
12 *seat. To retire from the room, he should, out of courtesy, ask permission from the*
13 *president. The voting sign is the uplifted right hand. (It shall be optional with the*
14 *division to present the new brother with a BLET pin.)]*
15

16 President - You will now be conducted to the secretary-treasurer's station, where you
17 will sign the division register.
18

19 *[The guide conducts the brother to the secretary-treasurer's desk. After register is*
20 *signed, the guide conducts brother to president's station to be instructed in the use and*
21 *authority of the gavel. One (1) stroke calls the division to order and officers to their sta-*
22 *tions, also seats the division when standing. Two (2) strokes call up the officers only.*
23 *Three (3) strokes call up the entire division.]*
24

25 President - Now, my Brother, in behalf of Division _____, Brotherhood of Locomotive
26 Engineers and Trainmen, it gives me pleasure to extend to you the right hand of fellow-
27 ship, and with it the title of brother and privilege of a seat in this division.
28

29 Installation Services

30
31 Section 10. *[NOTE: Installation to take place as directed in the Local Division Rules.*
32 *When the business of the division has progressed to "new business", installation of new*
33 *officers shall next take place.]*
34

35 *[All officers of divisions who have been duly elected shall be installed as per the Local*
36 *Division Rules, except in cases of unavoidable absence. All officers elected at a regular*
37 *election shall be duly installed before they enter upon the duties of their office.]*
38

39 The following order must be observed in conducting the ceremonies of installation:
40

41 *[The acting president shall open his division in due form and attend to the reading of the*
42 *minutes of the previous meeting. He shall then appoint some member who shall act as*
43 *master of ceremonies, and who will seat the newly elected officers in front of the*
44 *president's station. The acting president will then appoint a past president, or, in the*
45 *absence of a past president, some member of the division who shall proceed to duly install*
46 *the new officers as they come in rank, commencing with the president.*
47

48 *When the acting president has made these appointments, he will deliver the Bible,*
49 *charter, BLET Bylaws and gavel to the past president.*
50

51 *The master of ceremonies will collect all implements of office from each of the officers of*
52 *the division and deposit the same at the president's station.*
53

Resolutions

Adopted by the International Brotherhood of Locomotive Engineers
[Modified to conform with BLET Bylaws, January 1, 2004]

Section 12.

WHEREAS, It is evident that the success of any measure which may be calculated to advance the true interests of members united in any division of the BLET must result in the welfare and prosperity of the entire organization, and that defeat may involve the partial and perhaps complete demoralization of such division, and possibly exert an injurious influence over all other divisions in their vicinity, and incur the distrust of the community as to the permanence of our institution and the justness of our intentions; and,

WHEREAS, Cooperation with and dependence upon one another under such circumstances is among the fundamental principles of this organization; and,

WHEREAS, We recognize the undeniable right of each and every division to adopt such rules and take such action as they may deem proper, so long as they are not subversive of the principles of the Bylaws and opposed to the interests of the BLET as a body;

1. RESOLVED, That the officers and members of divisions are hereby strictly prohibited from holding frequent or continued discussion in regard to the private affairs of any division or divisions of the BLET, except at meetings of their respective divisions, under penalty of suspension.

2. RESOLVED, That should any member of the BLET disclose in any way or form whatever, to any person or persons not members of the BLET, any of the proceedings of the division to which he belongs or of any other division, or any plan, project, proposition, or private matter of whatever nature concerning the BLET at large, and which, if made public, would be calculated to injure in the slightest degree the best interests of the BLET, he shall be served with written specific charges, given a reasonable time to prepare a defense and afforded a full and fair hearing; and if convicted, he shall be considered as having violated his obligation by thus betraying the secrets of the BLET and shall be ignominiously suspended from the division; and his name, together with the cause of his suspension, shall be forwarded to the National Office. Any member thus suspended shall not be eligible for membership in the BLET until after a period of five (5) years from the date of his suspension, when he may be reinstated by a two-thirds (2/3) vote of all the members present at a regular meeting of the division from which he was suspended. The application for reinstatement must lay over two (2) regular meetings.

3. RESOLVED, That the entire organization is hereby warned against the insidious approaches of any and all enemies of the organization and the machinations of capital and its agents, who are now using and will continue to use all the power and influence of centralized wealth with a purpose of dividing our councils and, if possible, destroying our organization.

4. RESOLVED, That the members of the BLET are hereby enjoined to keep their own counsel and to bear in mind their duties and obligations to one another, as set forth in the Bylaws, and remember that in this bond of union lies our great anchor of hope for present and future prosperity.

1 5. RESOLVED, That any copy of the Bylaws or other document, not published under
2 the control and supervision of the Executive Committee of the National Division, shall
3 have no value and will not be recognized by any division.
4

5 6. RESOLVED, That any member of the BLET running on any road connecting with or
6 adjacent to any road where trouble exists between the company and its employees is
7 hereby enjoined from participating in any act that would tend to bring disgrace upon the
8 BLET or involve anyone in a criminal prosecution under penalty of suspension. But no
9 member is expected to try to perform his usual duties whenever he may in any manner
10 subject himself to any bodily injury, bearing in mind that it is the privilege of any
11 member to quit work whenever in his judgment circumstances may require it.
12

13 7. RESOLVED, That when a member is discharged by a railroad company and is re-
14 employed with a new seniority date within six (6) months, and circumstances show that
15 the penalty was excessive, any brother objecting to his reinstatement to his former rights
16 (providing the company and GCA. are willing to reinstate said engineer to his former posi-
17 tion) shall be considered guilty of having violated his obligation, and may be proceeded
18 against by the division of which he is a member.
19

20 8. RESOLVED, That in the event of the discharge or removal from his engine or run of
21 any member of any committee who has been so discharged or removed for serving on the
22 same, the division or divisions shall demand his reinstatement, and in the event of the offi-
23 cials of the road where he is employed refusing to accede to such a demand, shall make
24 an issue with said company if sustained by the National President.
25

26 9. RESOLVED, That these resolutions shall be recognized as possessing equal value of
27 all other laws of the BLET and shall have all the binding force and consequence of any
28 article, section or rule of the Bylaws; and the officers and members of the divisions now
29 organized, or which may be hereafter organized, are instructed and hereby required to
30 observe and enforce all of their terms and conditions. These resolutions must be kept
31 among the private papers of each division and must in no case be subject to inspection of
32 any person or persons not members of the BLET.
33

34 Resolutions

35
36 Adopted by the International Brotherhood of Locomotive Engineers
37 Sixth Quinquennial Convention

38 [Modified to conform with BLET Bylaws, January 1, 2004]
39

40 Section 13.

41
42 1. RESOLVED, that it shall be the policy of the BLET to urge each GCA to negotiate
43 an agreement with its management providing that any individual holding seniority and/or
44 working in any craft represented by the BLET, who has been or subsequently is promot-
45 ed to an official position or to the work in another craft on the carrier, which is represent-
46 ed by another organization, will no longer continue to accumulate seniority in any craft
47 represented by the BLET unless such individual pays a seniority maintenance fee (equiv-
48 alent to full monthly dues) to the BLET. It is the sense of the organization that any indi-
49 vidual failing to pay the seniority maintenance fee while working in an official position or
50 a craft not represented by the BLET will not accumulate additional seniority on any seni-
51 ority roster(s) of the craft(s) represented by BLET where the individual's name may
52 appear, and thus will fall below persons continuing to accumulate seniority.
53

1 2. WHEREAS the BLET only meets once every four years carrying on the business of
2 the organization, and whereas democracy in its purest form is slow and tedious but must
3 be done correctly to satisfy the laws governing us and insure justice to all; therefore, let it
4 be RESOLVED that at every ND convention the services of a professional
5 parliamentarian be utilized.
6

7 3. Whereas the submitters of this resolution feel that the present system and procedures
8 used outside the governing body of the BLET to draft candidates for office within the
9 organization are inefficient and do not serve us well; therefore, let it be RESOLVED that
10 the National President appoint a committee of twelve to resolve this problem and write a
11 formal policy to be adopted and used at future conventions.
12

13 Committee of Twelve recommendations as adopted at the 2001, Seventh Quinquennial
14 Convention, are as follows:
15

- 16 • Nominations for offices shall be on the first day (Monday) of convention week.
- 17 • Election of officers shall be no earlier than the third day (Wednesday) of
18 convention week.

19
20 Caucuses

- 21 • Caucuses shall be limited to the Eastern, Southeastern and Western Caucuses.
- 22 • Regional caucuses shall meet at 8 PM on the day prior to the convention (Sunday.)
23 Delegates are encouraged to make travel arrangements to arrive in time to attend
24 this session.
- 25 • Delegates shall meet in joint session on the first and second days during convention
26 week, beginning at 6:30 PM to hear from candidates.
27

28 NOTE: Regional Caucus Chairmen shall meet prior to the first joint session to establish
29 a fair and equitable caucus agenda. It is the recommendation of the Committee that each
30 candidate be allowed five (5) minutes for an opening speech and that no less than ten (10)
31 minutes multiplied by the number of candidates be allowed for each position for a ques-
32 tion and answer session. This recommendation is based upon the number of candidates
33 running for office at the 7th Quinquennial Convention.
34

- 35 • First day joint caucus beginning 6:30 PM (See Rule 4 (b))
- 36 • Second day joint caucus beginning 6:30 PM (See Rule 4 (b)).
- 37 • Regional caucuses may meet at times other than during joint sessions.
38
39

40
41 Rules for Joint Caucus Meeting
42

- 43 1) Moderator and timekeeper shall be elected from the regional caucus chairmen.
44 Moderator shall not be a candidate for office.
45
- 46 2) Joint caucus meeting shall be open to all BLET members, but only delegates are
47 allowed to participate in the question and answer session.
48
- 49 3) Questions must alternate between candidates. Answers are limited to one minute.
50 All candidates shall be afforded the opportunity to respond to every question if
51 they so desire.
52
- 53 4)(a) Speaking order of candidates for each position shall be determined by a random
drawing.

1 (b) Agenda:
2

3 First day 6:30 PM: (All Delegates)
4 Candidates for International President
5 Candidates for First Vice President
6 Candidates for General Secretary-Treasurer
7 Candidates for Alternate General Secretary-Treasurer
8

9 Second day 6:30 PM: (All Delegates)
10 Candidates for Vice President
11 Candidates for all other Alternates
12

13 In order to maintain the integrity and fairness of this process, campaign speeches and
14 questions and answers are prohibited in regional caucuses.
15

16 4. Let it be RESOLVED that all future concerted wage/rule settlements made pursuant
17 to Section 6 of the Railway Labor Act as amended on the participating carriers of the
18 National Carriers Conference Committee reflect that all compensation be paid in U.S.
19 currency
20

21 5. RESOLVED, that the National Division is requested to make any changes necessary
22 to provide leadership in using electronic media whenever and wherever possible,
23 especially where the use would be more cost effective.
24

25 **Resolutions**
26

27 Adopted by the International Brotherhood of Locomotive Engineers
28 Seventh Quinquennial Convention
29 [Modified to conform with BLET Bylaws, January 1, 2004]
30

31 Section 14.
32

33 WHEREAS, the GIA to BLET is an organization made up of the spouses and families
34 of members who provide behind the scenes activities which further the causes of the
35 BLET both on local and national levels; and
36

37 WHEREAS, the GIA to BLET has changed its direction over the years and become more
38 involved with quality of life, safety, and legislative issues pertaining to the welfare of
39 BLET members; and
40

41 WHEREAS, the GIA to BLET has become a formidable force to be reckoned with in
42 dealing with the carriers, and local, state and federal legislative bodies on issues important
43 to the members of the BLET; and
44

45 WHEREAS, the GIA to BLET spends significant amounts of the resources working to
46 improve the lives of the members and the BLET; and
47

48 WHEREAS, providing financial assistance to the GIA to BLET would greatly enhance
49 the outstanding work the organization does, and allow them to increase their influence in
50 their various pursuits on behalf of the members of the BLET;
51
52
53

1 THEREFORE,
2

3 BE IT RESOLVED, that the BLET will provide funding in the minimum amount of
4 \$25,000 per year to the GIA for the purpose of offsetting the spiraling costs associated
5 with the necessary and reasonable expenses incurred in its support of the BLET and its
6 concerns. The funding will be derived from National Legislative Board funds that can be
7 used at the discretion of the National Legislative Board as outlined in National Legislative
8 Board, Section 1(b), Legislative Board Rules.
9

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ND = National Division Rules
LB = Legislative Board Rules

LD = Local Division Rules
1R = Rules of Order – ND
RT = Ritual

GC = General Committee Rules
2R = Rules of Order – Divisions, GCAs & LBs

NOTE: Entries are linked to the first paragraph discussing the subject. The coverage of the subject may not be limited to the paragraph given, and may continue in the next paragraph, or even the next section.

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