

BYLAWS

of the

Brotherhood of Locomotive Engineers and Trainmen

*A Division of the Rail Conference
of the
International Brotherhood of Teamsters*



Revised at Las Vegas, Nevada
October, 2018

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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.

*

**Bylaws Revised at
Las Vegas, Nevada
October, 2018**



These National Division Rules,
Local Division Rules, General
Committee Rules, Legislative Board Rules, Short Line
Division Rules, Rail Transit Rules,
Ritual and Resolutions are in effect on and after
December 18, 2018, except such laws as
become effective at time indicated in the Editor's Note
to National Division Rules Section 42(a).

OFFICERS OF THE NATIONAL DIVISION

Executive Committee

Dennis R. Pierce.....	National President
E. Lee Pruitt	First Vice President
S. J. Bruno.....	National Secretary-Treasurer

Vice Presidents

J. P. Tolman	Vice President and National Legislative Representative
M. J. Ruef	Vice President
M. D. Twombly	Vice President
M. D. Priester.....	Vice President
R. C. Gibbons.....	Vice President
J. P. Louis	Vice President
M. L. Wallace	Vice President
J. A. Holdcraft.....	Vice President

Trustees

D. P. Estes.....	Trustee
W. P. Lyons	Trustee
R. E. Crow	Trustee

4

ALTERNATE OFFICERS OF THE NATIONAL DIVISION Alternate National Secretary-Treasurer

D. P. Estes Div. 60

Alternate Vice Presidents

#1. W. P. Lyons Div. 34

#2. R. E. Crow Div. 404

#3. L. R. Fannon, Jr. Div. 37

#4. P. M. Semenek Div. 790

#5. P. T. Driscoll Div. 382

#6. G. D. Best Div. 498

#7. B. P. Carr Div. 692

#8. A. D. Cook, III Div. 1

#9. J. L. Thurman Div. 172

Alternate Vice President and National Legislative Representative

V. G. Verna, First Alternate Div. 28

P. S. Piekarski, Second Alternate Div. 680

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. Wherever reference is made to gender in these Bylaws the same shall be interpreted and construed as including both male and female.

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 direct membership voting 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, and three (3) trustees. These officers collectively shall constitute the Advisory Board.

In addition, there shall be elected from the membership by direct membership voting an Alternate National Secretary-Treasurer, an Alternate Vice President and National Legislative Representative, a Second Alternate Vice President and National Legislative Representative, and nine (9) alternate vice presidents to be known as Nos. 1, 2, 3, 4, 5, 6, 7, 8 and 9.

1 In case any of the offices of the ND shall become vacant by death,
2 or otherwise, the officer highest in rank shall call into session the
3 Advisory Board of the ND who shall, by a majority vote, fill such
4 vacancy from the membership until the next meeting of the ND, ex-
5 cept as provided for below.
6

7 It shall be understood that the elected alternate vice presidents
8 shall be used to fill temporary or permanent vacancies on the Advi-
9 sory Board in the order of their election as set forth herein. Should
10 the office of First Vice President become vacant, such vacancy shall
11 be filled by a member of the Advisory Board, elected by a majority
12 vote of such board. Should the Alternate National Secretary-Treas-
13 urer be used to fill the position of National Secretary-Treasurer and
14 subsequently vacate the position of National Secretary-Treasurer for
15 any reason, such vacancy shall be filled by a member of the Advi-
16 sory Board or from the membership, elected by a majority vote of
17 the Advisory Board. Should the Alternate Vice President and Na-
18 tional Legislative Representative be used to fill the position of Na-
19 tional Legislative Representative and subsequently vacate the
20 position of National Legislative Representative for any reason, such
21 vacancy shall be filled by a member of the Advisory Board or from
22 the membership, elected by a majority vote of the Advisory Board.
23

24 Alternate officers will not be entitled to a seat on the Advisory
25 Board unless such alternate officers are serving in the capacity of
26 the active offices to which they have been elected as alternates.
27

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

1 (d) No member who is promoted to an official position on a rail-
2 road, elevated railroad, subway, in a steel plant or other industries
3 shall serve in any capacity under or for the BLET or attend division
4 meetings.
5

6 NOTE: Eligibility to run for office is governed by the applicable
7 provisions of the IBT Constitution. Article II, Section 4(a)(1) and
8 (b) of the IBT Constitution state,
9

10 “(a)(1) To be eligible for election to any office in a Local
11 Union, a member must be in continuous good standing in the
12 Local Union in which he is a member and in which he is seek-
13 ing office, and actively employed at the craft within the juris-
14 diction of such Local Union, for a period of twenty-four (24)
15 consecutive months prior to the month of nomination for said
16 office, and must be eligible to hold the office if elected. ‘Con-
17 tinuous good standing’ means compliance with the provisions
18 of Article X, Section 5, concerning the payment of dues for a
19 period of twenty-four (24) consecutive months, together with
20 no interruptions in active membership in the Local Union for
21 **which with**-office is sought because of suspensions, expul-
22 sions, withdrawals, transfers, or failure to pay fines or assess-
23 ments. Provided, however, that if a member on withdrawal
24 deposits his card in the month immediately following the
25 month for which it was effective and pays his dues for both
26 months in a timely manner as provided in Article X, Section
27 5(c), such period of withdrawal shall not be considered a break
28 in continuous good standing in the Local Union.
29

30 * * *

31
32 (b) In newly chartered Local Unions which have been in ex-
33 istence for less than twenty-four (24) months, a candidate for

1 Local Union office must be a member and in continuous good
2 standing in such Local Union and must have worked under its
3 jurisdiction as a member for at least half of the period of time
4 since the Local Union was separately chartered by the Interna-
5 tional Union.”

6 7 **Officers and Members of the ND** 8

9 Section 2.(a) In convention assembled, the governing body of the
10 ND of the BLET shall be the duly elected delegates as provided in
11 Section 20 – National Division Rules.
12

13 The ND of the BLET, in convention assembled, shall be composed
14 of the National President, First Vice President, National Secretary-
15 Treasurer, eight (8) vice presidents, three (3) trustees, Guide and Chap-
16 lain, ex-officio, and the duly elected delegates as provided in Section
17 20 – National Division Rules.
18

19 (b) Between conventions of the ND, the Advisory Board shall have
20 authority to make any decision and perform any act or duty on behalf
21 of the ND which is not in conflict with or otherwise provided for in the
22 Constitution of the International Brotherhood of Teamsters (IBT), the
23 Rail Conference (RC) Bylaws, or BLET Bylaws.
24

25 (c) The Executive Committee shall be composed of the following
26 members of the Advisory Board of the ND: the National President,
27 First Vice President, and the National Secretary-Treasurer.
28

29 (d) The duties of the three (3) trustees will be to audit the books of
30 the National Division on a monthly basis under the direction of the
31 Executive Committee. When conducting such audits or when attend-
32 ing meetings of the Advisory Board, trustees shall be paid a pro rata
33 share of the vice presidents’ salary for each day that trustee service is

1 performed, including travel associated with such service, but exclusive
2 of any benefits (e.g., pension, vacation, health insurance, etc.).
3

4 **Jurisdiction of the ND**

5
6 Section 3.(a) The ND shall have full and exclusive jurisdiction over
7 all rail operating craft employees and subjects pertaining to the BLET.
8

9 (b) The ND and all divisions organized under the authority of the
10 ND shall have power to purchase real estate, and hold the same, that
11 may be used for the purpose of carrying on their business, as provided
12 in these Bylaws; and the ND and all divisions shall have power to re-
13 quire and execute bonds for all officers who occupy places of trust who
14 handle any of the funds of the organization.
15

16 **Initiative**

17
18 Section 4.(a) The governing body of the BLET, between meetings
19 of the ND, shall be vested in the active membership as defined in Sec-
20 tion 25(b) – Local Division Rules, to be exercised by ballot under the
21 initiative process, to be put in effect in the following manner.
22

23 Whenever twenty-five percent (25%) of the active membership, or
24 divisions representing twenty-five percent (25%) of the active mem-
25 bership, sign a petition to change these Bylaws, it will be mandatory
26 upon the National President to prepare a ballot with the question
27 worded as presented in the petition, to be voted on by all those holding
28 active membership in the BLET. The ballot must be put out by the
29 National President within thirty (30) days of the receipt of the request,
30 and sent to every active member by government mail. The ballot must
31 be returned to a post-office box in Cleveland established for that pur-
32 pose, within sixty (60) days from the date it was mailed from the ND.

1 This does not preclude electronic voting, the means to be determined
2 by the ND.
3

4 The National President shall appoint a committee composed of six
5 (6) active members, two from each of the three territories specified in
6 Section 44(b)-(d) – General Committee Rules, for the purpose of
7 counting the returned ballots. The committee will report the results of
8 the return to the National President.
9

10 The National President will, upon receiving the results of the return,
11 show the results of the initiative in the next issue of the newsletter. It
12 will then be mandatory upon the National President to place in effect
13 the decision of the membership, subject to the approval of the IBT
14 General President.
15

16 Any proposition put before the active membership for their decision
17 cannot be resubmitted for a period of two (2) years.
18

19 Any enactment of the membership under this section shall remain in
20 full force and effect unless repealed by the same method or by conven-
21 tion two (2) or more years after enactment of same.
22

23 In order to carry a proposition under the initiative process, it will be
24 necessary that twenty-five percent (25%) of the active membership, or
25 divisions representing twenty-five percent (25%) of the active mem-
26 bership, sign for the initiative. It will require a majority of the ballots
27 cast to carry the proposition.
28

29 (b) In the event twenty-five percent (25%) of the active member-
30 ship, or divisions representing twenty-five percent (25%) of the active
31 membership, have not filed a request in writing with the National Pres-
32 ident or the National Secretary-Treasurer within six (6) months from

1 the time the first request is filed instituting an initiative, no considera-
2 tion will be given such request until another six (6) month period has
3 elapsed, after which it will be necessary to reinstate the initiative by
4 filing new petitions.

5 6 **Meetings of the ND** 7

8 Section 5.(a) The convention of the ND shall be held quadrennially,
9 the date and place to be designated by the Advisory Board. The date
10 for the convention to convene shall be not earlier than the first Monday
11 in May or later than the first Monday in November.

12
13 (b) The length of time the convention shall be in session shall not
14 exceed four (4) consecutive calendar days.

15
16 (c) The National President shall notify all general committees, leg-
17 islative boards and divisions not later than January 15 of the conven-
18 tion year as to the decision of the Advisory Board regarding the date
19 and place of holding the convention.

20
21 Between regular quadrennial conventions, if two-thirds (2/3) of the
22 divisions, or divisions representing two-thirds (2/3) of the active mem-
23 bership, petition the National President to convene the ND in special
24 convention, he shall, within sixty (60) days, set a date for holding said
25 special convention, except that a special session of the convention will
26 not be called to convene in the regular convention year.

27
28 The ND in special convention assembled shall handle only those
29 subjects which are set out in the notices which require the ND to be
30 convened in special session.

31
32 (d) A majority of the accredited delegates shall constitute a quorum
33 for the transaction of business of meetings of the ND.

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

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

7 8 **Election and Terms of Office ND**

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

16
17 (b) Nominations for officers shall be made verbally from the floor
18 of the convention and must be accompanied by a second. Candidates
19 may not nominate themselves or second their own nominations. Each
20 nomination shall not consume more than two (2) minutes. A nominee
21 may not accept nomination for two (2) or more offices which cannot
22 be held simultaneously. In the event he is nominated for more than
23 one (1) office, he must select the office for which he wishes to stand
24 as a candidate. If there is only one (1) nomination for any office and
25 sufficient time has been allowed for further nominations, the presiding
26 officer will cast a ballot to elect the candidate by acclamation.

27
28 NOTE: Eligibility to run for office will be determined by the applica-
29 ble provisions of the IBT Constitution as modified in Paragraph 6.8 of
30 the IBT/BLE Merger Agreement.

31

NATIONAL DIVISION RULES**Duties of the National President**

1
2
3 Section 7.(a) The National President shall preside at all meetings of
4 the ND, and at the expiration of his term of office, shall deliver to his
5 successor all books, papers, etc. belonging to the ND, and shall be
6 bonded in accordance with Article X, Section 7(a) of the IBT Consti-
7 tution.

8
9 (b) He shall render interpretations of these bylaws.

10
11 (c) He shall, with the concurrence of one (1) or more of the other
12 members of the Executive Committee, decide such controversies as
13 may be appealed from divisions; and after careful examination of the
14 subject, he shall forward to the divisions making the appeal, the written
15 decision of the committee in the case; and such decision shall be final
16 and binding unless appealed under applicable provisions of the IBT
17 Constitution.

18
19 Decisions involving administrative matters shall not be subject to
20 appeal. If a dispute arises as to whether a controversy is properly re-
21 lated to administrative matters, it shall be referred to the Advisory
22 Board, which shall so decide by a majority vote.

23
24 (d) If at any time the National President has knowledge that the
25 books of the secretary-treasurer of any division or committee subordi-
26 nate to the ND are in such condition that an additional audit should be
27 made, he shall be empowered to authorize such audit at any time; and
28 the National President's representative shall have access to all books
29 and papers of such office.

30
31 (e) In case of emergency, the National President may appoint tem-
32 porary vice presidents to render assistance.

1 (f) The National President shall have authority to maintain a Public
2 Relations and Publications Department to be staffed with expert per-
3 sonnel.
4

5 (g) There shall be maintained at the ND a Department of Education
6 and Training. One (1) of the vice presidents or the National Secretary-
7 Treasurer shall be appointed by the National President to head this de-
8 partment. He shall devote his time to providing training and/or educa-
9 tion to the officers of the ND, general chairmen and all division
10 officers. The purposes of the training and/or education will be to assist
11 the officers and membership to improve their performance in their in-
12 teractions within the union; between the union and management; be-
13 tween the union and the public; between the union and the various
14 federal, state and local governments, and with all other labor move-
15 ments and activities. While not engaged in providing training and/or
16 education for the above purposes, he shall do any other work pertaining
17 to the interest of the membership when called upon by the National
18 President.
19

20 All members in active service, including those holding official po-
21 sitions with the carrier and those employed exclusively by the BLET,
22 shall pay \$1.00 per month dues to establish and maintain an education
23 and training fund, subject to the provisions of Section 29 – National
24 Division Rules. Funds received from such dues shall be used for edu-
25 cation and training classes and/or workshops for officers and members
26 of the BLET.
27

28 A balance report outlining the disbursements from the fund will be
29 published in the newsletter each January.
30

31 (h) There shall be maintained at the ND a Department of Internal
32 Organizing, Mobilizing and Strategic Planning. One (1) of the vice
33 presidents or the National Secretary-Treasurer shall be appointed by

1 the National President to head this department. He shall devote his
2 time to coordinating and developing the internal organizing, mobiliz-
3 ing and strategic planning with the officers of the ND, general chair-
4 men, state legislative board chairmen, and all division officers. The
5 purposes of the department will be to assist the officers and member-
6 ship to incorporate the concepts of internal organizing, mobilization
7 and strategic planning to improve their performance in their interac-
8 tions with the union; between the union and the public; between the
9 union and the various federal, state, and local governments, and with
10 all other labor movements and activities. While not engaged in provid-
11 ing the above purposes, he shall do any other work pertaining to the
12 interest of the membership when called upon by the National Presi-
13 dent.
14

15 (i) There shall be maintained at the ND an Arbitration Department
16 to be staffed with expert personnel. One (1) of the vice presidents shall
17 be appointed by the National President to head this department and to
18 serve and/or work in conjunction with the Member of the First Divi-
19 sion – National Railroad Adjustment Board representing the BLET.
20 He shall devote his time to the support of the arbitration and arbitra-
21 tion-related activities of the union, and in the supervision and direction
22 of the department’s staff. The purposes of the Arbitration Department
23 will be to handle, in conjunction with other union officers and/or de-
24 partments, or independently, disputes involving national agreement
25 rules; to assist ND officers, general and local chairmen generally in the
26 minor dispute handling and arbitration process; to manage the ND
27 electronic arbitration data base; to develop and conduct educational
28 programs concerning the minor dispute resolution process for ND of-
29 ficers, general and local chairmen in cooperation with the Education
30 and Training Department; and such other activities as directed by the
31 National President.
32

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

6
7 (k) **Upon the determination of the National President, There**
8 **there** shall be maintained at the ND a Short Line ~~Railroad~~ Department,
9 **to be staffed with expert personnel. The National President shall**
10 **appoint a member to head the Department in the event it is estab-**
11 **lished. This representative, appointed by the National President,**
12 **shall provide representation to members working on short line**
13 **railroads. One (1) of the vice presidents or the National Secretary-**
14 **Treasurer shall be appointed by the National President to head this de-**
15 **partment.—The department **also** shall provide assistance to members
16 working on short line railroads and assist in the organizing of short line
17 railroads that are currently not represented by the BLET.**

18
19 (l) There shall be maintained at the ND a Passenger Department.
20 **One (1) of the vice presidents or the National Secretary-Treasurer**
21 **shall be appointed by the** ~~The~~ National President ~~shall appoint a~~
22 ~~member to head this department within thirty (30) days of the imple-~~
23 ~~mentation of the IBT/BLE merger.~~ The department shall provide as-
24 sistance to passenger and commuter general committees when called
25 upon by the general chairmen. ~~Within sixty (60) days of the imple-~~
26 ~~mentation of the IBT/BLE Merger Agreement, the National President~~
27 ~~and First Vice President will meet with the passenger and commuter~~
28 ~~lines general chairmen and the department head to develop the struc-~~
29 ~~ture of the department and the specific goals of same. The structuring~~
30 ~~of the department shall be completed within ninety (90) days from the~~
31 ~~date of such meeting.~~

1 (m) Upon the determination of the National President, there
2 may be maintained at the ND a Rail Transit Department, to be
3 staffed with expert personnel. The National President shall ap-
4 point a member to head the Department in the event it is estab-
5 lished. This representative, appointed by the National President,
6 shall provide representation to members working on railroads,
7 light rail, subway, and similar systems that are not subject to the
8 Railway Labor Act.

9
10 (nn) He shall have authority to place special representatives in the
11 field at his discretion, but not to exceed seven (7) permanent special
12 representatives. When exercising this authority, the National President
13 may select one or more special representative(s) to provide training
14 and/or education to the divisions, general committees, and state legis-
15 lative board chairmen in the area of computer, hardware, software and
16 technological support and recommendations. The National President
17 shall have authority to remove any special representative if found in-
18 competent or when his usefulness has terminated.

19
20 (oo) The National President, in conjunction with the other members
21 of the Advisory Board and the Association of General Chairmen, shall
22 have the authority to appoint a wage committee, when necessary, to
23 serve in connection with national wage movements. This committee
24 shall consist of:

25
26 National President; two (2) ~~national vice-presidents~~ **members of the**
27 **Advisory Board**, elected by **the** Advisory Board; three (3) general
28 chairmen, elected by respective general chairmen's associations. **Be-**
29 **ginning in 2020, the three (3) general chairmen serving on the wage**
30 **committee will be elected by the national general chairmen's asso-**
31 **ciation.**
32

1 The salary and expenses of such committee shall be set by the Na-
2 tional President.

3
4 (øp) The National President shall be in charge of and have the di-
5 rection of vice presidents, special representatives and special organiz-
6 ers.

7
8 (þq) The National President shall submit to each Standing Commit-
9 tee on the Bylaws his recommendation and/or recommendations rela-
10 tive to amendments of the law of the ND.

11
12 (ør) The National President shall be the chairman of the Executive
13 Committee; and no meeting of the Executive Committee shall be legal
14 unless the National President is involved, or authorizes the First Vice
15 President to act in his behalf in any decision or act by said Executive
16 Committee.

17
18 (řs) The National President shall have authority to grant annual va-
19 cations to the officers and special representatives of the ND, in accord-
20 ance with provisions of the National Vacation Agreement for
21 engineers.

22
23 (st) The National President shall have authority to employ counsel
24 to defend the BLET against any action brought against it arising out of
25 its labor activities; to defend any member who may be prosecuted un-
26 der the criminal code, or sued under civil law, for his connection with
27 any accident occurring while in the performance of his duties as a lo-
28 comotive engineer, trainman or other service defined under Section 25
29 – Local Division Rules, and to prosecute any claim of the BLET on
30 behalf of its Protective Department. The expense of counsel employed
31 shall be paid by the ND.

32

NATIONAL DIVISION RULES

1 (tu) In the performance of the National President's duties as pre-
2 scribed in Section 7(e)-(m) – National Division Rules, the Executive
3 Committee shall not enter into any employment contract that binds the
4 BLET beyond their current term of office; and each such contract shall
5 include a clause expressly setting forth said term limitation. Any such
6 contract shall include a provision that permits the BLET to terminate
7 the services of the employee, if the employee's performance does not
8 meet the contract specifications, or for valid, nondiscriminatory busi-
9 ness reasons, upon a maximum of 120 days' written notice of termina-
10 tion. The National President shall provide a copy of any employment
11 contract executed by the Executive Committee to the BLET's control-
12 ler, who will file same in the BLET's financial records, within ten (10)
13 days of execution, and any such contract not so filed shall be null and
14 void.

Duties of the First Vice President

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

22
23 (b) He shall be bonded in accordance with Article X, Section 7(a)
24 of the IBT Constitution.

Duties of the Vice Presidents

25
26
27
28 Section 9. The vice presidents shall devote their whole time to the
29 interests of the organization; their duties shall be to visit divisions and
30 assist in organizing new ones, and may fill the office of president when
31 visiting divisions and perform such other duties as may be assigned to
32 them by the National President.
33

1 They shall furnish the National President with a detailed monthly
2 report of their work, together with a detailed expense account, and in
3 addition will submit their recommendations pertaining to the welfare
4 of the organization and general conditions in the territory to which they
5 have been assigned; and at the expiration of their term of office, they
6 will deliver to the National President all funds, books and papers, and
7 other belongings of their office.

8
9 Each vice president shall be assigned to a definite territory. The
10 National Legislative Representative shall be assigned to Washington
11 DC. Should conditions warrant, vice presidents may be used outside
12 of their defined territory.

Duties of the National Secretary-Treasurer

13
14
15
16 Section 10.(a) The National Secretary-Treasurer shall receive and
17 have custody of all funds of the BLET, and have supervision over the
18 Financial and Record Department personnel. He shall deposit the
19 funds of the BLET in accounts maintained at banks which are members
20 of the Federal Reserve System, subject to withdrawal for investment
21 as described in Section 14(f) below, with the approval of the Advisory
22 Board. At least twenty-five percent (25%) of the assets of the BLET
23 (exclusive of real estate, buildings, and furnishings) shall be main-
24 tained in such bank accounts. The National Secretary-Treasurer shall
25 at all times keep the Advisory Board advised of the status of all such
26 accounts.

27
28 All checks, drafts, or orders against the accounts of the BLET, with
29 said depositories, shall be signed by him and countersigned by the Na-
30 tional President or First Vice President; and provided, further, that
31 checks drawn against the payroll accounts of the BLET, with said de-
32 positaries, may be signed by the National Secretary-Treasurer and
33 countersigned by the National President or First Vice President; or, in

1 the absence of the National Secretary-Treasurer, by the National Pres-
2 ident and First Vice President; or with an authorized facsimile signa-
3 ture of a payroll service provider authorized by the National Secretary-
4 Treasurer and approved by the National President and the First Vice
5 President.

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

16
17 It shall be the duty of the National Secretary-Treasurer to notify the
18 president and secretary-treasurer of each division thirty (30) days prior
19 to the convening of the convention of the exact financial status of their
20 division in regard to national dues and assessments.

21
22 (c) He shall be bonded in accordance with Article X, Section 7(a)
23 of the IBT Constitution; ~~and at the expiration of his term of office, he~~
24 ~~shall deliver to his successor all books, papers, etc., belonging to the~~
25 ~~ND.~~ **When there is a change of the National Secretary-Treasurer,**
26 **an audit must be completed within thirty (30) days. The audit of**
27 **the National Division must be conducted by the National Division**
28 **Trustees. All records are to be delivered to the new National Sec-**
29 **retary-Treasurer upon his taking office. The Trustees shall con-**
30 **duct an audit upon the change, and provide the audit report to the**
31 **National President and the new National Secretary-Treasurer**
32 **within thirty (30) days.**
33

1 (d) He shall in general be responsible to insure that the duties set
2 forth in Article XXIII of the IBT Constitution are fulfilled with respect
3 to members within the BLET consistent with the Bylaws of the BLET.
4

5 **Duties of the National Guide**

6
7 Section 11. The National Guide shall receive and introduce dele-
8 gates and visiting brothers, and attend to such other duties as the Na-
9 tional President may assign to him, and shall act as marshal in all
10 proceedings of the ND.
11

12 **Duties of the National Chaplain**

13
14 Section 12. The National Chaplain shall assist in the exercises of
15 opening and closing the ND, and shall perform the duties of chaplain
16 for the ND upon all public occasions.
17

18 **Expenses of National Officers ND**

19
20 Section 13.(a) Salaried national officers, or any member employed
21 exclusively by the National ~~Office~~**Division**, when absent from their
22 designated headquarters on BLET business, shall be reimbursed for
23 actual reasonable expenses incurred, but only when itemized statement
24 covering such expenditures has been approved and endorsed by the
25 National President. Expenses allowed shall only be for transportation,
26 hotel room, meals, taxi, transfer of baggage, telephone, electronic com-
27 munication, stenography, postage and delivery, each of which shall be
28 shown separate and distinct from each other on the itemized statement.
29

30 (b) The representatives of the BLET in Washington, DC, when han-
31 dling legislation, and on the National Railroad Adjustment Board, will
32 be allowed necessary expense accounts in connection with their work,
33 subject to the approval of the National President.

NATIONAL DIVISION RULES**Advisory Board – How Composed**

1
2
3 Section 14. (a) The National President, First Vice President, eight
4 (8) other vice presidents, three (3) trustees, and the National Secretary-
5 Treasurer shall constitute an Advisory Board on matters pertaining to
6 the welfare of the BLET. It shall have authority to suspend a national
7 officer who fails or refuses to perform the duties for which he was
8 elected, or is at any time guilty of any action calculated to injure the
9 organization in any way. Such officer may be suspended without pay
10 if found guilty by a majority vote of the Advisory Board after having
11 been afforded a full and fair hearing in accordance with Article XIX,
12 Section 3 of the IBT Constitution. Any appeal therefrom may be filed
13 in accordance with Article XIX of the IBT Constitution and the provi-
14 sions of Paragraph 6.10 of the IBT/BLE Merger Agreement.
15

16 Hearings conducted under the provisions of Article XIX – IBT Con-
17 stitution shall be held at a location near either the residence or the
18 workplace of the charged officer or member.
19

20 (b) The Advisory Board shall employ a firm of certified public ac-
21 countants to audit the books of all departments of the BLET annually;
22 such audit to show all moneys received and from what source and the
23 amount paid out and for what purpose. The CPA firm shall be licensed
24 and in good standing with the Accountancy Board of the state in which
25 it operates. In addition, the partners of the CPA firm should be mem-
26 bers of the American Institute of Certified Public Accountants.
27

28 (c) The books of each department of the BLET shall be audited
29 separately. They shall be put in one (1) booklet and one (1) copy fur-
30 nished each division, general chairman, state legislative chairman and
31 vice president. The expense of these audits shall be paid from the gen-
32 eral fund of the BLET.
33

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

5
6 (e) Advisory Board members other than the trustees must devote
7 their whole time to the interest of the organization.

8
9 (f) The Advisory Board shall appoint from amongst its members a
10 Finance Committee, which shall include the National Secretary-Treas-
11 urer, and which by majority vote shall pass upon and approve all in-
12 vestments of the funds of the BLET not restricted by Section 10(a) –
13 National Division Rules, provided that the Advisory Board may decide
14 to have the Executive Committee serve as the Finance Committee. The
15 Finance Committee, with the approval of the Advisory Board, may en-
16 gage such professional assistance as may be needed to advise it on ap-
17 propriate investments, but no investment of BLET funds may be made
18 without the approval of the Finance Committee. The National Secre-
19 tary-Treasurer shall at all times keep the Advisory Board advised of
20 the status of all such investments.

Membership Pins

21
22
23
24 Section 15. On request to the National Division Record Department
25 by a division president, division secretary-treasurer, general chairman,
26 general committee secretary-treasurer, state legislative board chairman
27 or state legislative board secretary-treasurer, members who now or
28 hereafter shall have five, ten, twenty, twenty-five, thirty, forty, fifty,
29 sixty, or seventy years of continuous membership shall be given an
30 emblem showing the years of membership.

31

Publications

1
2
3 Section 16.(a) A periodic magazine shall be published and sent to
4 all members of the BLET **or, should the National Division Publica-**
5 **tions Committee so choose, be delivered electronically at the mem-**
6 **ber's request upon the prescribed form.**
7

8 (b) A periodic newsletter shall be published and sent to all active
9 members of the BLET **or, should the National Division Publications**
10 **Committee so choose, be delivered electronically at the member's**
11 **request upon the prescribed form.**
12

13 The periodic newsletter will contain reports of assignments of the
14 National President, First Vice President, **National Secretary-Treas-**
15 **urer**, and the vice presidents. Supplemental newsletters may be pro-
16 vided when significant events or information of importance to the
17 members so dictate.
18

19 (c) The contents and frequency of the newsletter will be determined
20 and coordinated by a publications committee, consisting of the Na-
21 tional President, First Vice President, National Secretary-Treasurer,
22 National Legislative Representative, and editor, and will include leg-
23 islative news when available.
24

25 (d) The rates of advertising in the newsletter shall be under the di-
26 rection of the National President and the Advisory Board. Anyone de-
27 siring to advertise in the magazine must agree to the terms and
28 conditions established by the National President and the Advisory
29 Board.
30

Printing

1
2
3 Section 17.(a) The Executive Committee shall secure bids and make
4 awards for all printing and all supplies required by the ND.
5

6 They shall also devise proper books and forms for the use of all di-
7 visions of the BLET; and their use shall be required except divisions
8 may procure letterheads and envelopes locally, provided they comply
9 with the adopted forms and standard size in use by the National Office.
10

11 They shall also provide annually a directory of all divisions, GCAs
12 and legislative boards to each general chairman, state legislative chair-
13 man, division secretary-treasurer, local chairman and the divisions of
14 the ~~GIA to~~ BLET **Auxiliary**.
15

16 (b) Printed or electronic copies of all awards of the First Division
17 of the National Railroad Adjustment Board will be furnished each gen-
18 eral chairman.
19

20 (c) The Bylaws of the BLET will be furnished to each member,
21 without cost, by the ND, upon request from the division president, lo-
22 cal chairman, division secretary-treasurer, general chairman, general
23 committee secretary-treasurer, state legislative board chairman or state
24 legislative board secretary-treasurer.
25

Delegates to IBT International Union Convention

26
27
28 Section 18. Delegates from the BLET to the IBT International Un-
29 ion Convention shall be as follows. For the purpose of allocating and
30 electing delegates to the IBT Convention, IBLE/BLET GCAs shall be
31 treated as the equivalent of local unions as provided in Article III of
32 the IBT Constitution and Paragraph 6.16 of the IBT/BLE Merger
33 Agreement. Each GCA having between 100 and 1000 active members

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1 shall be entitled to one (1) delegate for up to the first thousand active
2 members and to one additional delegate for each additional 750 active
3 members or major fraction thereof. GCAs with less than 100 active
4 members shall be grouped into three geographic groups: (1) New
5 York, New Jersey, Pennsylvania and the New England States; (2) Min-
6 nesota and all states west of the Mississippi River; and (3) the remain-
7 ing states (Midwest and South). The active members in GCAs with
8 less an 100 active members within these designated geographic areas
9 shall be consolidated for the purpose of electing delegates to the IBT
10 Convention and shall be entitled to elect delegates according to the
11 formula set out above and in the IBT Constitution as though they con-
12 stituted a single local union. Delegates to the IBT Convention must
13 satisfy the eligibility requirements set forth in the IBT Constitution
14 (see Section 1 – National Division Rules – NOTE), and shall be elected
15 in accord with the applicable provisions of the IBT Constitution and
16 the Rules governing the election.

Credentials – Delegates to IBT and ND

17
18
19
20 Section 19. A delegate’s credential shall be formulated by the Na-
21 tional Secretary-Treasurer and sent to the division of which the dele-
22 gate-elect is a member prior to the date set for convening the ND.
23 Credentials for the IBT International Union Conventions shall be is-
24 sued by the International Union or the election administrator as pro-
25 vided by the applicable rules.

Representation of Division to ND

26
27
28
29 Section 20.(a) Each division on record in the National ~~Office~~ **Divi-**
30 **sion** on April 1 prior to the opening date of the convention shall be
31 entitled to a delegate at each BLET convention.
32

1 (b) Delegates will have one (1) vote for each division represented
2 and an additional vote for each one hundred (100) additional members
3 represented over the first two hundred (200).
4

5 (c) All divisions must be square on the books on the date the con-
6 vention convenes.
7

8 (d) Each division entitled to representation must be represented by
9 either delegates or by proxy. Federal law prohibits proxy voting in the
10 election of officers.
11

12 (e) Any division granting proxy to a delegate of another division
13 has the same right in instructing the proxy as they would have in in-
14 structing the delegate of their own division.
15

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

25 (g) The name and division number of all elected delegates to ND
26 shall be published in the newsletter no later than April prior to the con-
27 vention.
28

29 **Delegates to ND – Term of Office**

30

31 Section 21. The delegates to the ND shall continue as such until
32 their successors are qualified, as per Section 2 – Local Division Rules,
33 elected, and duly installed, as per Section 3(a) – Local Division Rules,

NATIONAL DIVISION RULES

1 and shall be subject to call from the National President to assemble at
2 any time during their term of office.

Delegate to ND – Qualifications

3
4
5
6 Section 22.(a) In order to be a candidate for delegate to the ND, an
7 individual must hold active membership as defined in Section 25(b) –
8 Local Division Rules.

9
10 (b) No **officer of the Advisory Board** ~~salaries national officer~~ or
11 member employed exclusively by the National ~~Office~~ **Division** shall
12 be eligible as a delegate to represent any division in the ND.

13
14 NOTE: Eligibility to run for office will be determined by Section 1 –
15 National Division Rules – NOTE.

Delegate to ND – Division Not Square on Books

16
17
18
19 Section 23. Any delegate whose division is delinquent in filing
20 monthly membership and remittance reports and data online via the
21 Secretary-Treasurer Reporting System shall not be allowed a seat in
22 the ND.

Delegates – ND Special Session – New Division

23
24
25
26 Section 24. In case a special session of the ND should be called,
27 any division that may have been organized subsequent to the last ses-
28 sion of the ND and is in good standing at the time, shall be entitled to
29 representation in accordance with the law governing representation.
30

Delegates to ND – How Paid

1
2
3 Section 25.(a) Delegates to the ND shall be allowed the maximum
4 allowable IRS per diem for each day the convention is in session, in-
5 cluding two (2) travel days, plus \$600.00 travel allowance, paid by the
6 ND. Salaries of delegates to the National Division Convention will be
7 the responsibility of the division the delegate represents.
8

9 (b) A system will be provided to check the actual attendance of
10 delegates at convention; and they shall receive per diem for actual at-
11 tendance only, unless excused by the National President.
12

Delegate to ND – Salaried Officer

13
14
15 Section 26. When any full-time salaried officer of a subordinate
16 body of the ND is elected by his local division to represent such divi-
17 sion at the convention of the ND, his officer's salary shall offset any
18 salary payable for service as delegate.
19

Delegate to ND – Reporting to Divisions

20
21
22 Section 27. Delegates will report to their divisions. The ND will
23 supply all divisions with a report of the convention proceedings.
24

Delegate to ND – Excused

25
26
27 Section 28. Should a delegate, on account of sickness or other cause,
28 find it necessary to be absent from the convention, he may, by permis-
29 sion of the ND, designate the delegate of another division to act in his
30 stead, except in the case of the election of officers.
31

National Dues and Assessments

1
2
3 Section 29.(a) Dues and assessments for members who do not have
4 same deducted from their payroll by the carrier are due and payable on
5 or before the first day of the month for which they apply, and are de-
6 linquent after the last business day of the same month. Each division
7 shall be required to update its monthly membership status and remit-
8 tance report as soon as practicable after it is posted on the BLET web-
9 site; however, it must be updated no later than the 20th day of the
10 month following the month it is posted. Dues and assessments must
11 be remitted to the National Secretary-Treasurer by the GCA secretary-
12 treasurers within fifteen (15) days after the monthly report is submitted
13 by the division or by the end of the month following the month posted
14 on the BLET website, whichever is earlier.
15

16 (b) All members in active service, including those holding official
17 positions with the carrier and those employed exclusively by the
18 BLET, shall pay ~~\$38.05~~ **\$41.80** per month national dues and such as-
19 sessments as may be levied by the Advisory Board, provided that such
20 action on the part of the Advisory Board shall be effective only until
21 the next regular convention of the BLET. Active membership includes
22 all occupations eligible for membership in the BLET regardless of sta-
23 tus, except as excluded in the following sections.
24

25 (c) Members whose names do not appear on an engineers' seniority
26 roster and who are not represented by the BLET in accordance with
27 the provisions of the Railway Labor Act through the National Media-
28 tion Board shall pay ~~\$25.43~~ **\$27.94** national dues, and such assess-
29 ments as may be levied by the Advisory Board, provided that such
30 action on the part of the Advisory Board shall be effective only until
31 the next regular convention of the BLET. Once the BLET obtains the
32 right to represent such members in accordance with the provisions of
33 the Railway Labor Act through the National Mediation Board, they

1 will be liable for active dues as outlined in Section 29(b) – National
2 Division Rules.

3
4 (d) All members working on a carrier wherein the rate of pay is less
5 than the minimum rate of pay under national railway agreements, shall
6 pay ~~\$22.55~~ **\$24.76** national dues and such assessments as may be lev-
7 iced by the Advisory Board, provided that such action on the part of the
8 Advisory Board shall be effective only until the next regular conven-
9 tion of the BLET. These shall include members employed on short
10 line railroads where BLET holds representation rights but has not yet
11 negotiated a collective bargaining agreement.

12
13 (e) Members receiving remuneration under any merger or other pro-
14 tective agreements (as defined in Sections 32, 33, and 34 – General
15 Committee Rules) shall pay dues applicable to the position held at the
16 time they were affected by the merger or other agreements, as stipu-
17 lated in Paragraphs (b), (c) and (d) above.

18
19 (f) In addition to above national dues, all members, except those
20 under present Sections (g) and (h), will be required to pay \$2.00 per
21 month National Legislative Board dues, \$1.00 per month dues to es-
22 tablish and maintain an Education and Training Fund, and \$2.00 per
23 month dues to establish and maintain a National Division Convention
24 and Election Fund.

25
26 (g) New and reinstated members shall pay national, GCA, legisla-
27 tive board and division dues and assessments for the month following
28 initiation or reinstatement, unless required to pay earlier by a union
29 dues agreement.

30
31 (h) The following active members shall be exempt from the pay-
32 ment of national dues and shall be exempt from Advisory Board, GCA,
33 legislative board and division dues and/or assessments:

NATIONAL DIVISION RULES

- 1
2 (1) Members reported as retired from service because of
3 physical disability, until such time as they attain normal
4 retirement age, at which time Section 29(i) applies.
5
- 6 (2) Members serving in the armed forces of the United States
7 for longer than thirty (30) days (see Paragraph (h)(7) for
8 service for more than twenty-four (24) consecutive
9 months).
10
- 11 (3) Members cut off of the working list for a calendar month
12 or more due to fluctuation in business.
13
- 14 (4) Members who have been dismissed from service for a cal-
15 endar month or more.
16
- 17 (5) Members out of service due to sickness or injury for a cal-
18 endar month or more.
19
- 20 (6) In the application of Paragraphs (h)(1) and (h)(3)–(h)(5),
21 a member who wishes to maintain continuous good stand-
22 ing during periods of eligibility for an exemption from
23 dues may pay dues at the non-working rate. The non-
24 working rate shall equal the sum of the then current appli-
25 cable IBT and Rail Conference per capita remittances,
26 plus one dollar each to the National Division, the mem-
27 ber’s general committee of adjustment, the member’s lo-
28 cal division, and, if applicable, the state legislative board
29 with which the member’s local division is affiliated. Dues
30 timely paid at the non-working rate shall satisfy any obli-
31 gation under any general committee of adjustment or local
32 division or state legislative board rate of dues and assess-
33 ments. Members paying non-working dues will be

1 counted in National Division's per capita remittances to
2 the International Union.
3

- 4 (7) In the application of Paragraph (h)(2), and consistent with
5 Article II, Section 4(a) of the IBT Constitution, members
6 in a reserve component of the military or National Guard
7 who are called to active service lasting more than thirty
8 (30) days but not more than twenty-four (24) consecutive
9 months, shall not be obligated to pay dues beginning with
10 the month in which the member commences his active
11 duty and shall be deemed in continuous good standing
12 during this period. The member shall notify his/her Sec-
13 retary-Treasurer that he/she has been released from active
14 service within thirty (30) days and will be responsible for
15 paying his/her dues beginning with the month following
16 the month of release. In the event the member remains in
17 active service after twenty-four (24) months, the member
18 must begin paying non-working dues as defined in Para-
19 graph (h)(6) beginning with the month following the ex-
20 piration of the twenty-four (24) month period in order to
21 remain in good standing, until the month following the
22 month of release from active military service.
23

24 NOTE: Consistent with existing practice, members referred to in this
25 Paragraph (h) will continue to be eligible for exemption from the pay-
26 ment of dues. However, eligibility to run for office will be determined
27 by the applicable provisions of the IBT Constitution (see Section 1 –
28 National Division Rules – NOTE). Members should be aware that
29 these provisions require the timely payment of dues for a fixed period
30 prior to nomination and that any failure to at least pay dues pursuant to
31 Paragraphs (h)(6) or (h)(7), as applicable, during the appropriate pe-
32 riod, even if excused, will render the member ineligible to run for of-
33 fice.

1
2 (i) Retired members not holding seniority shall be exempt from the
3 payment of national, GCA, legislative board and division dues and as-
4 ssesments.
5

6 (j) All national dues and assessments, with the exception of the Na-
7 tional Division Convention and Election Fund dues, the National Leg-
8 islative Board dues, and the Education and Training Fund dues, are to
9 be placed to the credit of the general fund. National Division Con-
10 vention and Election Fund dues are to be placed to the credit of a National
11 Division Convention and Election Fund. National Legislative Board
12 dues are to be placed to the credit of a National Legislative Board
13 Fund. Education and Training Fund dues are to be placed to the credit
14 of an Education and Training Fund.
15

16 (k) Should it become necessary to raise additional funds to defray
17 the expenses of the ND, such funds shall be raised by assessments as
18 may be levied by the Advisory Board, notwithstanding any policy or
19 resolutions to the contrary, provided that such action on the part of the
20 Advisory Board shall be effective only until the next regular conven-
21 tion of the ND.
22

23 (l) All notices of assessments levied by the Advisory Board are to
24 be in the hands of the division secretary-treasurers sixty (60) days be-
25 fore said assessments are due and same to be remitted by the GCA
26 secretary-treasurers in accordance with the provisions of Section 13(b)
27 – General Committee Rules.
28

29 (m) Between conventions, national dues will increase by the same
30 percentages as gross wage increases under the national agreement.
31 However, COLA adjustments shall not affect national dues. The in-
32 crease will be rounded to the nearest dollar, i.e., \$0.50 or more will
33 round up; \$0.49 or less, round down. The actual (unrounded) amount

1 of dues shall be used in the computation of future dues increases. All
2 notices of dues increases pursuant to this Paragraph are to be in the
3 hands of the division secretary-treasurers sixty (60) days before said
4 increases are due and same to be remitted by the GCA secretary-treas-
5 urers in accordance with the provisions of Section 13(b) – General
6 Committee Rules.

7 8 **National Dues and Assessments – When Payable to the ND**

9
10 Section 30.(a) For members who do not have their dues and assess-
11 ments deducted from their payroll by the carrier (non-dues checkoff),
12 ~~National-all~~ dues and assessments are due and payable to the **National**
13 **Secretary-Treasurer** ~~division secretary-treasurer~~ on or before the first
14 day of the month for which they apply, and are delinquent after the last
15 business day of the same month. ~~Monthly reports must be completed~~
16 ~~by the division as soon as practicable, but no later than the 20th day of~~
17 ~~the month following the month posted on the BLET website.~~ Dues and
18 assessments must **then** be remitted ~~to by~~ the National Secretary-Treas-
19 urer **to the various subordinate bodies** ~~by the GCA secretary-treasur-~~
20 ~~ers within fifteen (15) days after the monthly report is submitted by the~~
21 ~~division or by the end of the month following the month posted on the~~
22 ~~BLET website, whichever is earlier.~~

23
24 GCAs on railroads where an agreement is in effect with the carrier,
25 the terms of which prevent the forwarding of dues and assessments as
26 provided herein, will notify the Executive Committee of the terms of
27 such agreement; and the Executive Committee shall have authority to
28 make such arrangements as are necessary for the submission of na-
29 tional dues and assessments to the National Secretary-Treasurer.

30
31 **Dues and assessments for members who do not have same de-**
32 **ducted from their payroll by the employer must be paid via check**

1 or the electronic financial transaction method selected by the Na-
2 tional Secretary-Treasurer; they are due and payable on or before
3 the first day of the month for which they apply, and are delinquent
4 after the last business day of the same month.

5
6 (b) Monthly reports must be completed in the online reporting
7 system by the division as soon as practicable, but no later than the
8 20th day of the month following the month being reported.

9 10 Fiscal Year

11
12 Section 31. The fiscal year of the ND and all subordinate bodies
13 shall commence on the first day of January in each year.

14 Standing Committees ND

15
16 Section 32.(a) The Standing Committees of the ND shall consist of:
17 first, a Committee on Credentials; second, a Committee on Salaries;
18 third, a Committee on Bylaws; fourth, a Legislative Committee; and
19 fifth, a Committee on Work.

20
21
22 All delegates are to be supplied with a copy of report of Committee
23 on Salaries before said report is rendered.

24
25 (b) Members of committees identified in this section shall be paid
26 ~~\$350.00~~ **\$384.00** for each day of service, including travel days and ac-
27 tual reasonable travel expenses. They shall also be paid daily expenses
28 commensurate with the current IRS maximum for the city where as-
29 signed. This provision does not apply while the convention is in ses-
30 sion.

31
32 **NOTE: The amounts paid the Standing Committees include all**
33 **COLAs provided to engineers.**

1 (c) **Between conventions increases in the amounts paid Standing**
2 **Committees will be granted on the basis of monetary allow-**
3 **ances/increases or COLA adjustments, whichever is applicable,**
4 **obtained for engineers through the concerted national wage move-**
5 **ments.**

6
7 **NOTE: Any COLA adjustments allowed to engineers will be al-**
8 **lowed to Standing Committees based on eight (8) hours per day.**

9
10 (d) **In the event national concerted wage movements cease to**
11 **exist, the Standing Committees' pay will be adjusted on the basis**
12 **of the average monetary allowances/increases or COLA adjust-**
13 **ments, whichever is applicable, of class one railroads.**

14 **Bylaws Committee**

15
16
17 Section 33. The ~~Committee on~~ **Bylaws Committee** shall meet at the
18 National ~~Office~~ **Division** on a date to be fixed by the Executive Com-
19 mittee and shall review and consider all resolutions submitted by divi-
20 sions, together with any recommendations for changes in the law made
21 by the National President. The said committee shall have authority to
22 review any section of the law of the BLET and to make any recom-
23 mendations for change of such laws which, in their judgment, is nec-
24 essary. The said committee shall have all resolutions from divisions
25 and recommendations of the National President printed as submitted,
26 in their report; and such report will be printed in sufficient quantity for
27 each delegate at the convention to receive a copy.

28
29 At the conclusion of the convention, the said committee shall com-
30 pile all laws adopted, indicating section and paragraph to which the
31 law applies; and all amendments approved, by the convention shall be
32 placed in bold face type and deleted items in strikethrough type at such
33 time as the revised Bylaws are printed.

New Divisions and Newly-Organized Properties

1
2
3 Section 34.(a) If twenty-five (25) or more ~~active-dues paying~~ mem-
4 bers on any railroad wish to organize a new division, they shall apply
5 to the nearest division on the system where the new division is to be
6 located; and it shall be the duty of the president of said division first to
7 obtain the consent, through the chairman, of a majority of the GCA on
8 the road where the division is to be located, and then apply to the Na-
9 tional President for blank charter and the necessary books and papers
10 to organize the same. The National President shall then secure permis-
11 sion from the IBT General President for a new charter.

12
13 When in receipt of the charter, he shall proceed to meet with five (5)
14 or more members, fill out the charter, organize and instruct said mem-
15 bers, and appoint officers pro tem; and if a sufficient number have
16 joined to fill the offices, they will elect permanent officers; and the
17 secretary-treasurer shall immediately furnish the names of the officers
18 and members and their addresses to the National Secretary-Treasurer,
19 with the date of their organization.

20
21 (b) All charter members of the new division shall be assessed the
22 sum of \$25.00 to be put into the treasury of the division for the purpose
23 of meeting initial operating expenses.

24
25 (c) All applications for charters shall be accompanied by a fee of
26 \$100.00.

27
28 (d) Members on a newly-organized property consisting of fewer
29 than twenty-five (25) members shall be assigned to the nearest division
30 belonging to the GCA to which the newly-organized property has been
31 assigned, and are entitled to their own local committee of adjustment
32 and delegate to the GCA. Upon acceptance of five (5) or more mem-

1 bers working on the newly-organized property, the president of the di-
2 vision to which they have been assigned will meet with the members
3 and appoint the following officers from among their ranks who are
4 current on payment of their dues, deferring to their wishes as expressed
5 in an informal poll to the extent he can: local chairman and delegate
6 to the general committee of adjustment pro tem; first vice chairman
7 and first alternate delegate to the general committee of adjustment pro
8 tem; and second vice chairman and second alternate delegate to the
9 general committee of adjustment pro tem. If an insufficient number of
10 newly-initiated members are willing to accept appointment to fill all
11 pro tem local committee of adjustment offices, the President shall be
12 empowered to appoint another member of the Division, not employed
13 on that property, to an office he cannot otherwise fill on a pro tem ba-
14 sis. Should a vacancy arise in one or more of these pro tem offices
15 prior to the election of permanent officers — either through resignation
16 or expulsion for failure to pay dues — the process set forth in this Par-
17 agraph is to be repeated. An election for permanent officers of the
18 local committee of adjustment must be conducted once a sufficient
19 number of new members have satisfied the 24-month continuous good
20 standing requirement contained in the Note to Section 1 – National Di-
21 vision Rules. In this election, only members working under the local
22 committee of adjustment’s jurisdiction will have the right to vote, and,
23 then, only if they paid dues in the month prior to the election.

Subdivisions

24
25
26
27 Section 35.(a) When the members of a division wish to hold meet-
28 ings at any designated point other than where their division is located
29 and where ten (10) or more members are located at such point, they
30 may make application to their division to form a subdivision.

31
32 (b) Any division receiving such petition shall give consideration to
33 same at the next two (2) regular meetings; and if approved by a two-

1 thirds (2/3) vote of the membership present at each of these meetings,
2 the petition, with all facts in connection therewith, will be presented to
3 the National President, who shall have authority to grant permission to
4 form the subdivision.
5

6 (c) When a subdivision is approved, at least one (1) regular stated
7 meeting each month will be held under same. The officers of that di-
8 vision shall be one and the same as that of the parent division, except
9 a corresponding secretary, who shall be elected by and from the mem-
10 bers of the parent division, who shall keep a true record of all meetings.
11 At the close of each meeting, the secretary-treasurer or corresponding
12 secretary will forward a true copy of the proceedings of such meeting
13 to the secretary-treasurer or corresponding secretary of the parent di-
14 vision, which shall be inserted into and become a part of the record of
15 that division.
16

17 (d) No resolution that has for its purpose the changing of jurisdic-
18 tion of territory, seniority, or rights to runs will be entertained by any
19 local or general committee of adjustment until approved by the parent
20 division. A meeting held by a subdivision shall not have authority to
21 levy assessments or order bills to be paid.
22

23 (e) Nominations and election of officers, as provided in Sections 7,
24 8, and 20 – Local Division Rules, shall be held in the parent division.
25

26 Merging Divisions

27
28 Section 36.(a) All proposals to merge divisions must be referred to
29 the active membership, and no motion to consider a merger proposal
30 is required from the division in order to place the matter before the
31 membership. When two (2) or more divisions have decided by a ma-
32 jority vote of the active membership of each division to merge or con-
33 solidate their membership, application will be made to the National

1 President for approval. The National President shall then seek the per-
2 mission of the IBT General President; and if approved, he will arrange
3 the consolidation. The division having the largest membership will be
4 the division to retain the charter, except where due to location and for
5 other reasons, in the opinion of the National President, it would work
6 a hardship on the members of the division, he will decide the charter
7 to be retained.

8
9 ~~Any~~ **Whenever a division is merged into or consolidated with**
10 **another division, the funds remaining in the treasury of the division**
11 **or divisions giving up their charter, after all outstanding obligations**
12 **have been satisfied, must be transferred to the treasury of the division**
13 **retaining its charter. If outstanding obligations cannot be satisfied**
14 **by the treasury of the division surrendering their charter, all obli-**
15 **gations that remain after the treasury has been exhausted will be-**
16 **come the responsibility of the division retaining its charter, unless**
17 **otherwise approved by the National President.** All special funds
18 will be distributed at the discretion of the members of the division or
19 divisions giving up their charter.

20
21 (b) If the membership of any division falls below twenty-five (25)
22 ~~active dues paying~~ members **for six (6) consecutive months**, the Na-
23 tional President shall investigate the cause; and unless the interests of
24 the organization require the continuance of the division, he shall have
25 the authority to order it to be **closed and** merged with another division
26 on the same seniority district or a division under the same GCA.

27
28 Divisions chartered before January 1, 2004 will retain the previous
29 threshold level of twelve (12) ~~active dues paying~~ members.

30
31 (c) **If any division fails to properly elect the following offices:**
32 **president, vice president, secretary-treasurer, local chairman, leg-**
33 **islative representative and three (3) trustees during their triennial**

1 **election, the National President shall investigate the cause; and un-**
2 **less the interests of the Organization require the continuance of**
3 **the division, he shall have the authority to order it to be closed or**
4 **merged with another division on the same seniority district or a**
5 **division under the same GCA.**

6 7 **Appeal Cases**

8
9 Section 37.(a) Appeals from decisions of the National President or
10 Executive Committee of the BLET concerning issues not referable to
11 the IBT – such as collective bargaining matters and disputes between
12 GCAs over jurisdiction – shall be referable to the Advisory Board,
13 whose decision shall be final and binding.

- 14
15 (b) (1) Any member in good standing or any division desiring to
16 submit an appeal under this section must notify the National
17 President, in writing, of his or its intention to appeal
18 within ninety (90) days after the date of the decision to be
19 appealed. All expenses incurred by the appellant in pre-
20 senting oral or written evidence shall be borne by said ap-
21 pellant.
- 22
23 (2) The National President shall schedule a meeting of the
24 Advisory Board to hear the appeal no more than ninety
25 (90) days following receipt of the appeal. The appellant
26 shall be notified, in writing, of the date and location of the
27 meeting.
- 28
29 (3) All appeals submitted to the Advisory Board shall be in
30 writing, signed by the appellant and shall be mailed to the
31 National President. The submission shall be plainly
32 marked “appeal” on the contents thereof. All appeals shall

1 be sent by certified mail. The envelope or wrapper showing
 2 the postmark shall be permanently attached to the contents
 3 upon receipt in the National ~~Office~~Division. The
 4 submission shall contain the written statement of the basis
 5 for the appeal and shall fairly state the points desired by
 6 the appellant to be presented, together with a statement of
 7 the facts in support of same.
 8

9 (4) The National President shall promptly furnish all partici-
 10 pants or their representatives a copy of the submission by
 11 certified mail, return receipt requested. Parties desiring to
 12 make reply shall mail same by certified mail, return re-
 13 ceipt requested, to the National President within thirty
 14 (30) days of receipt of the appeal. The National President
 15 will promptly furnish all participants or their representa-
 16 tives a copy of such reply by certified mail, return receipt
 17 requested.
 18

19 (5) All cases appealed to the Advisory Board must first have
 20 been progressed in compliance with all other provisions
 21 of the BLET Bylaws and/or the bylaws of subordinate
 22 bodies.
 23

24 (c) The National Secretary-Treasurer or his designee shall keep a
 25 true and correct record of the proceedings involving each appeal pre-
 26 sented to the Advisory Board. A transcript of all oral testimony shall
 27 be kept by the Advisory Board.
 28

29 (d) (1) The Advisory Board shall consider every appeal legally
 30 and properly referred to it. The Board shall review all files
 31 pertinent to each case, consider such evidence, oral or
 32 written, as the litigants desire to present and make its de-

NATIONAL DIVISION RULES

1 cision on the basis of the facts presented and the law in-
2 volved. A decision of the Advisory Board shall be the
3 final and binding adjudication of any and all rights and
4 questions within the scope of the case under appeal and
5 shall be placed in effect within forty-five (45) days after
6 the date of the decision. Any case once decided by the
7 Advisory Board shall not be entertained at any future
8 meeting of the Advisory Board or the ND in convention
9 assembled.

- 10
- 11 (2) The Advisory Board shall prepare, in writing, a clear and
12 concise report of each appeal before it; and such report
13 shall be retained among the records of the ND. The report
14 shall include a statement of all material facts involved in
15 the appeal, a summary of the contentions of all parties to
16 the appeal, a statement of the decision rendered and a
17 comprehensive recital of reasons by which the decision
18 was reached.
- 19
- 20 (3) The National Secretary-Treasurer shall promptly mail a
21 copy of the decision and report of the Advisory Board to
22 the parties directly interested, and a summary of all deci-
23 sions of the Board shall be published as part of the Na-
24 tional President's monthly report.

Resolutions to Change ND Bylaws

25

26

27

28 Section 38. A resolution that has for its purpose the changing of
29 existing laws or the enactment of new laws may be submitted by a
30 division, but may not be entertained unless it is accompanied by rec-
31 ords showing that the division has acted upon the merits of the ques-
32 tion. The records must bear the signatures of the division's president

1 and its secretary-treasurer transmitting the resolution, who must specify
2 the date(s) of the meeting(s) at which the division acted upon the
3 merits of the question, and must include a copy of the resolution
4 adopted by the division in the form required by this Section, as well as
5 a copy of the minutes of the meeting(s) at which the division acted
6 upon the merits of the question. Except in case of the suspension of
7 the rules by two-thirds (2/3) vote of all delegates present, six (6) copies
8 of any such resolution shall be forwarded to the National Office not
9 less than one hundred twenty (120) days before the convention convenes
10 and shall be mailed to the delegates not less than forty-five (45)
11 days prior to the convention. Should the resolution recommend
12 changes in more than one (1) section of the law, each section shall be
13 printed on a separate sheet of paper. Each sheet shall bear a heading
14 showing the particular section and page that is to be amended. All
15 recommended changes shall be shown in black face type; and the section,
16 as it would read after being so changed or amended, shall be written
17 out in full. (Refer to sample resolution below). Resolutions
18 received not in conformity with the above will not be entertained by
19 the Committee on Bylaws.
20

21 Sample Resolution:

22
23 Section 99.(a) – [National Division Rules; Rules of Order – ND; Local
24 Division Rules; Rules of Order – Divisions, GCAs & LBs; General
25 Committee Rules; Legislative Board Rules; etc.], page 999.
26

27 Present law reads:

28
29 (a) [Type the present law exactly as it reads in the Bylaws.]
30

31 [NOTE: If you wish to propose changes in more than one (1) subsection
32 of a particular section (e.g., a change in Section 99 (a) and a

1 change in Section 99 (b)), they must be submitted as separate res-
2 olutions on separate sheets of paper.]

3
4 Resolution submitted by Division 000:

5
6 Section 99.(a) – [National Division Rules, etc.], page 999.

7
8 (a) [Type the paragraph as you would like it to read. Any changes
9 in the present law must be put in bold type.]

10
11 [At the end of the resolution, give a brief explanation of your reasons
12 for the proposed change].

13
14 **Order of Business – ND**

15
16 Section 39.

- 17
18 1. Call the meeting to order without form.
19
20 2. Report of Credentials Committee.
21
22 3. Convention called to order, composed of the delegates
23 seated by the Credentials Committee.
24
25 4. Report of Standing Committee on Salaries.
26
27 5. Report of the national officers.
28
29 6. Report of Standing Committees (Section 32 – National Di-
30 vision Rules) and nomination of officers.
31
32 7. Report of other committees.
33

- 1 8. Financial business.
- 2
- 3 9. Reading of resolutions and petitions.
- 4
- 5 10. New business.
- 6

Abuse of Name

7

8

9 Section 40.(a) It shall be considered a violation of obligation for a
 10 national officer, a division officer or a member to use his prestige as
 11 such officer or member to promote any business scheme, or furnish the
 12 mailing list of divisions to salespersons of any class except where the
 13 BLET is directly interested. Violators shall be subject to charges under
 14 Article XIX of the IBT Constitution.

15

16 National officers shall be tried for any such offenses before the
 17 BLET Advisory Board under the provisions of Article XIX, Section 3
 18 of the IBT Constitution. Officers and members of divisions shall be
 19 tried in their own divisions in accordance with Article XIX of the IBT
 20 Constitution.

21

22 (b) Subject to the oversight of the International Union General Ex-
 23 ecutive Board, the National Division Executive Committee shall have
 24 full control over all marks, labels, and other insignia of the National
 25 Division, including the right to retake and repossess such marks, la-
 26 bels, and insignia and to change the provisions, terms, and conditions
 27 of all agreements relating to the use, printing, and issuance of marks,
 28 labels, and other insignia. All subordinate affiliates shall be subject to
 29 the orders of the Executive Committee, respecting the use, printing and
 30 issuance of marks, labels or other insignia.

31

**Brotherhood of Locomotive Engineers' Building – Acquisition
and Maintenance**

Section 41.(a) A company incorporated under the statutes of the State of Ohio relating to the incorporation of limited liability corporations (LLC) or companies not organized for profit shall be maintained, the membership of which company shall be confined to the members of the Advisory Board of the BLET and their successors in that capacity. The purpose of the corporation shall be the holding of real estate for the benefit of the BLET.

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

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

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

(e) The Building Association shall furnish all divisions of the BLET, annually, an audit made by a certified public accountant of all

1 money received by the Association and from what source. Such audit
2 shall show the amount paid out in salaries, and the amount paid out for
3 each item, such as repairs of building, or equipment, or maintenance,
4 insurance, taxes, heat, lights, depreciation, the cost of the audit and so
5 forth, and shall be conducted concurrently with the audit required by
6 Section 14 – National Division Rules. Such audit shall show all
7 money, if any, that is due and from what source. The expense of such
8 audits to be paid for by the Building Association.

9
10 (f) The National President and National Secretary-Treasurer are au-
11 thorized to transfer from the general fund such amounts as may be nec-
12 essary toward defraying any obligations incurred on account of the
13 BLE building which the earnings of the building are unable to provide
14 for, and all earnings of the building in excess of cost of operation to be
15 placed to the credit of the general fund.

16
17 (g) The Advisory Board may authorize amendments to the corpo-
18 ration’s Articles of Incorporation limiting the corporation’s powers in
19 any way necessary to obtain an exemption from federal income taxa-
20 tion.

21 22 **Laws – How Changed**

23
24 Section 42.(a) These Bylaws, except as herein specified, will be in
25 effect on and after December 18, 2018, shall not be subject to alteration
26 or amendment until the next session of the ND, except as provided in
27 Section 2(b) and Section 4(a) – National Division Rules. Any change
28 in the Bylaws is subject to approval of the IBT General President in
29 accordance with Article VI, Section 4(a) of the IBT Constitution.

30
31 *[Editor’s Note: changes to National Division Rules Section 36(c) and*
32 *Local Division Rules Section 56(a), and the addition of Local Division*
33 *Rules Section 56(i) became effective on January 28, 2019.]*

1 (b) Between conventions the Executive Committee will have au-
2 thority to amend the law where it is in conflict with civil law.
3

4 Working Rules – ND 5

6 Section 43.(a) Working hours. The morning meeting shall be from
7 9 a.m. until 11:30 a.m. The afternoon meeting will be from 1 p.m. until
8 5 p.m. and continued until all business legally coming before the con-
9 vention has been disposed of. The length of time the convention will
10 remain in session shall not exceed four (4) consecutive calendar days.
11

12 (b) All resolutions shall be typewritten and presented in duplicate,
13 one (1) copy for the record and one (1) for the committee, and signed
14 by the author and the number of his division. Resolutions which are
15 in proper form shall be entertained and disposed of by the convention
16 without necessarily referring them to a committee. Resolutions not in
17 proper form shall be referred to a committee.
18

19 (c) All resolutions relating to subjects on which no committee has
20 been appointed shall be read by the National Secretary-Treasurer to the
21 Convention for consideration.
22

23 (d) Delegates shall be required to wear their badges while assem-
24 bled in convention hall.
25

26 Employment Eligibility – Officers and Employees of the BLET 27

28 Section 44. No member shall be eligible for office in the ND or full-
29 time employment with the BLET unless he holds active membership
30 as provided in Section 25(b) – Local Division Rules.
31

Pension Plan – Officers of the ND

1
2
3 Section 45.(a) Those elected national officers who retired prior to
4 August 9, 1971 shall receive additional pension from the ND at \$75
5 per month for each term served, maximum pension to be \$500 per
6 month.
7

8 (b) Those retiring on or after August 9, 1971 will receive pension
9 of \$27.50 per month for each calendar year, or portion thereof, served
10 as a national officer, to a maximum amount of \$440. Such pension
11 plan shall be funded under contract to an accredited insurance com-
12 pany and shall be vested to the credit of each participant.
13

14 (c) For those retiring after April 1, 1976, pension will be computed
15 on a “step-rate” formula contained in the Officers Pension Plan as ap-
16 proved by the Internal Revenue Service as complying with the Em-
17 ployees Retirement Income Security Act of 1974. Present vested
18 rights in the plan shall be frozen as of August 31, 1986 if such amount
19 exceeds \$1,000. Future individual amounts will be capped at \$1,500
20 per month, indexed annually effective January 1, 2008 for cost of liv-
21 ing adjustments equivalent to the cost of living adjustments made to
22 Tier I annuitants by the U.S. Railroad Retirement Board, **provided**
23 **that each participant’s earnings, accrued retirement income, and**
24 **normal retirement benefit shall be frozen as of April 30, 2017.**
25 **Thereafter, no further earnings shall be recognized and no partic-**
26 **ipant shall accrue any additional benefit or additional years of ac-**
27 **credited service for purposes of calculating benefits.**
28

29 (d) **Effective April 30, 2017, eligibility to participate in the Plan**
30 **shall be closed and no further participants shall be added to the**
31 **Plan.**

NATIONAL DIVISION RULES**Annual Salaries – Officers of the ND**

Section 46.(a)

National President.....	\$237,573
First Vice President	\$193,815
National Secretary-Treasurer	\$193,815
Vice Presidents	\$180,689

NOTE: The salaries of the above officers include all COLAs provided to engineers.

(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 47.(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.

1 (b) Effective January 1, 1987, earned vacation must be taken by all
2 officers of the ND annually; and no pay shall be allowed in lieu of
3 vacation time except through retirement, death, or otherwise.
4

5 **Rules Governing Direct Membership Election** 6 **of National Division Officers** 7

8 Section 48. These Rules are designed to provide for fair and in-
9 formed elections. The Rules are applicable only to the election of Na-
10 tional Division officers and are not applicable to the election of any
11 subordinate body officers.
12

13 (a) Nominations 14

15 (1) Candidates for National Division office shall be nomi-
16 nated by delegates at the National Division Convention
17 and, thereafter, shall be elected by the active member-
18 ship in secret mail ballot voting. Candidates shall de-
19 clare their intention to run for office in writing to the
20 National Secretary-Treasurer. Such notice must be re-
21 ceived prior to the start of nominations at the Conven-
22 tion. A candidate may only declare his/her candidacy
23 for one National Division office in any election year.
24

25 (2) Any active member in good standing who desires to be
26 nominated for office must obtain signatures on petitions
27 from divisions representing five percent (5%) of the
28 membership or from Convention delegates representing
29 five percent (5%) of the membership and file the peti-
30 tions with the National Secretary-Treasurer prior to the
31 nominations. Such petitions shall include: (1) identifi-
32 cation of the candidate by name, local division number
33 and title of office sought; (2) space for each signatory

NATIONAL DIVISION RULES

1 to sign their name, to print their name, and to list their
2 local division number; (3) space at the bottom for each
3 circulator to state their name, local division number,
4 and to verify the validity and accuracy of the petition's
5 contents. Once the requisite number of petition signa-
6 tures has been obtained, the candidate may submit these
7 petitions to the National Secretary-Treasurer for count-
8 ing and verification. Immediately after petitions are re-
9 ceived, the National Secretary-Treasurer shall take
10 whatever action is necessary to verify the validity and
11 accuracy of petition signatures and information and
12 count the valid signatures to insure that the requisite
13 number has been obtained.

- 14
- 15 (3) Signing petitions for opposing candidates shall not in-
16 validate the member's signature on any of the petitions
17 signed.
- 18
- 19 (4) The National Secretary-Treasurer shall immediately
20 verify nomination results. The Convention shall not ad-
21 journ prior to verification of the nomination of at least
22 one (1) candidate for each and every National Division
23 officer position.
- 24
- 25 (5) Appeals concerning the eligibility of a person nomi-
26 nated as a candidate for National Division office shall
27 be handled in accordance with Section 6.9 of the Mer-
28 ger Agreement and Article XXII, Section 5(a) of the
29 IBT Constitution.
- 30
- 31 (6) The placement of candidates on the ballot shall be ac-
32 cording to alphabetical listing.
- 33

1 (b) Elections
2

3 (1) Method of Voting and Date of Election
4

5 (i) The election of National Division officers shall
6 be conducted by secret mail ballot under the su-
7 pervision of the National Secretary-Treasurer.
8 The National Secretary-Treasurer shall contract
9 with the American Arbitration Association
10 (AAA) to administer the election process. If for
11 some reason agreement cannot be reached with
12 the AAA to administer the election process, an-
13 other nationally recognized organization quali-
14 fied to administer secret mail ballot elections
15 shall be retained.

16
17 (ii) A ballot packet shall be mailed to every active
18 member at their last known address within thirty
19 (30) days of the close of the Convention. The
20 date of election shall be sixty (60) days after the
21 close of the Convention. When the date of elec-
22 tion falls on a Saturday, Sunday or federal holi-
23 day, the ballots shall be counted on the first
24 weekday following that date. In order to be
25 counted, the deadline for receipt of completed
26 ballots shall be 10:00 a.m. on the date of elec-
27 tion.

28
29 (2) Notice of Election. The Notice of Election shall be pre-
30 pared under the supervision of the National Secretary-
31 Treasurer. The Notice shall state: the date by which
32 ballots must be received in order to be counted; the Na-

NATIONAL DIVISION RULES

1 tional Division offices subject to election and the number of candidates to be elected to each office. The Notice shall provide a clear and complete explanation of the requirements and procedures for voting. The Notice shall also state the requirements for eligibility to vote, including the date by which dues assessments and/or initiation fees must be paid in order for members to be eligible to vote. The Notice shall specify the method for members who do not receive a ballot to obtain a ballot or a duplicate ballot.

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12 (3) Eligibility to Vote. To be eligible to vote in the election of National Division officers, a member in good standing must have his/her dues and assessments paid up through the month prior to the month in which the election is held.
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18 (4) Printing and Handling of Ballots
- 19
20 (i) The National Secretary-Treasurer shall have authority to designate a standard type of mechanical ballot counting device and to print ballots for the election of National Division officers which can be counted using this device.
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26 (ii) All ballots shall be identified as the “Official Ballot for Election of National Division Officers” and shall be printed in a legible manner, with headings printed in bold face. Ballots and return ballot envelopes shall contain encodings or other markings to prevent forged or otherwise fraudulent ballots being used, voted or counted.
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- (iii) Ballots shall state the offices open for election and the number of candidates to be elected for each office, and shall instruct the voter to vote for no more than that number of candidates.
 - (iv) Candidates shall be identified on the ballot only by name. Where a similarity in names may cause confusion, appropriate additional identification shall be added.
 - (v) Ballots shall be printed under the direct supervision and control of the National Secretary-Treasurer at one site in the United States. The person or entity printing the ballots shall certify the number printed. The AAA shall maintain custody of the ballots prior to the election. Ballot security shall be maintained throughout the election process.
- (5) Mailing of Ballots
- (i) The mail ballot package shall be mailed within thirty (30) calendar days of the close of the Convention. The National Secretary-Treasurer shall directly supervise and control all aspects of the assembly and mailing of the mail ballot package. The mail ballot package shall be mailed by the AAA from a single location in the United States to all active members. Each mail ballot package shall contain the Notice of Election, a ballot, a secret ballot envelope, a self-addressed and stamped return envelope pre-labeled by the AAA with the member's name and address and

NATIONAL DIVISION RULES

1 other data sufficient to identify and distinguish
2 the member, and instructions regarding the pro-
3 cedure for secret mail ballot voting.
4

- 5 (ii) Observers shall be permitted to inspect the list
6 of members to whom ballots are being sent.
7 Should any observer claim that a member eligi-
8 ble to receive a ballot has been omitted from the
9 list, such person shall be sent a ballot. If such
10 ballot is cast, it shall be treated as a challenged
11 ballot.
12

- 13 (6) Casting of Votes. Once mail ballot materials are re-
14 ceived, the member shall cast his/her vote, place the
15 ballot in the secret ballot envelope (without making any
16 mark on that envelope) and place the secret ballot en-
17 velope in the stamped return envelope and then place
18 the return envelope in the mail. If the preaffixed label
19 on the return envelope is missing, the member should
20 write his/her name, address and local division number
21 in the upper left corner of the return envelope. Any bal-
22 lot cast without proper identification on the return en-
23 velope or received after the deadline for receipt of
24 ballots shall be void.
25

- 26 (7) Receipt of Ballots
27

- 28 (i) The AAA shall rent a post office box for the re-
29 turn of the ballots and shall also rent a post of-
30 fice box for receipt of mail ballot packages
31 returned by postal authorities as undeliverable
32 and shall make all reasonable efforts to verify

1 and correct addresses and re-mail the ballot
2 packages.

3
4 (ii) Any member not receiving a ballot should contact
5 the AAA immediately. Any member who
6 spoils or loses a ballot should contact the AAA
7 immediately for a replacement ballot.

8
9 (8) Verification of Voter Eligibility. Prior to commence-
10 ment of the ballot count, and under the direct supervi-
11 sion and control of the AAA, the eligibility to vote of
12 each person casting a ballot shall be verified.

13
14 (9) Ballot Counting

15
16 (i) All ballots shall be counted under the direct su-
17 pervision and control of the AAA. All chal-
18 lenged ballots shall be segregated. No sticker,
19 write-in or proxy votes shall be permitted.

20
21 (ii) Prior to the election, the National Secretary-
22 Treasurer may issue supplemental guidelines or
23 advisories with respect to counting of ballots
24 and other matters relating to these Rules. Any
25 such supplemental guidelines or advisories shall
26 be subject to approval by the Advisory Board.

27
28 (10) Retention of Ballots. All ballots, including those that
29 are challenged, voided, spoiled or unused, all ballot en-
30 velopes, copies of all tally sheets, and voter/member-
31 ship rosters shall be preserved for one (1) year after the
32 count.

33

NATIONAL DIVISION RULES

1 (11) Prohibition on Interference with Voting. No person or
2 entity shall limit or interfere with the right of any mem-
3 ber to vote. Any violation of this rule may result in dis-
4 qualification of a candidate who benefits from the
5 violation.

6
7 (c) Campaigning and Access

8
9 (1) Inspection of Membership Lists. Each bona fide candi-
10 date shall have the right, once within thirty (30) days
11 prior to the casting of ballots in any election in which
12 he/she is a candidate, to inspect a list containing the last
13 known names and addresses of all active members of
14 the Union. The right of inspection does not include the
15 right to copy the list; however, if the Union permits any
16 candidate to copy or otherwise use the list, all candi-
17 dates must be notified of this and provided the same op-
18 portunity. The Union shall not, in any way discriminate
19 in favor of or against any candidate with respect to ac-
20 cess or use of the membership list.

21
22 (2) Candidate Literature and Mailings

23
24 (i) Each candidate shall be permitted a reasonable
25 opportunity, equal to that of any other candi-
26 date, to have his/her literature distributed by the
27 Union, at the candidate's expense. This means:
28 (a) each candidate is entitled to a reasonable
29 number of mailings; whether or not any other
30 candidate makes such request(s); (b) when the
31 Union authorizes distribution of campaign liter-
32 ature on behalf of any candidate, similar distri-
33 bution under the same conditions and costs shall

1 be made for any other candidate, if requested;
2 and (c) the union need not distribute any candi-
3 dates campaign literature if that candidate is not
4 able and willing to pay for the reasonable costs
5 for such distribution.
6

7 (ii) Any request for distribution of literature shall be
8 made by the candidate to the National Secre-
9 tary-Treasurer in writing. The request shall be
10 accompanied by at least one (1) copy of the lit-
11 erature (if the candidate wishes it to be dupli-
12 cated by the Union) or by a number of copies
13 sufficient for distribution (if the candidate du-
14 plicates the literature him/herself), or by a num-
15 ber of sealed envelopes, containing the
16 literature, sufficient for distribution (if the can-
17 didate duplicates the literature and stuffs the en-
18 velopes him/herself).
19

20 (iii) Each candidate shall pay, on a reasonable basis,
21 for the actual cost of distribution, including sta-
22 tionery, duplication, time required to do the
23 work and postage for mailing.
24

25 (iv) In complying with requests to mail literature,
26 the Union shall use the current names and ad-
27 dresses that are on file for all active members.
28 Mailing labels shall be prepared through the
29 least expensive system available to the Union.
30 The Union shall arrange for a mailing service to
31 process and distribute candidates' literature,
32 and for such mailing service to receive literature
33 directly from the candidate.

NATIONAL DIVISION RULES

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- (3) Union Financed Publications. No publication or communication financed, directly or indirectly, by a Union may be used to support or attack any candidate or the candidacy of any person.
 - (4) Subordinate Body Publications. No subordinate body need reserve any space in any of its publications for the purpose of campaigning, except, if any candidate is permitted to have his/her campaign material published, all other candidates must be so advised in writing and provided the same opportunity on an equal basis.
 - (5) Freedom to Exercise Political Rights
 - (i) All Union members retain the right to participate in campaign activities, including the right to run for office, to support or oppose any candidate, to aid or campaign for any candidate, and to make personal campaign contributions. This includes, but is not limited to the right to distribute campaign literature and otherwise solicit support for a member's candidacy outside a meeting hall before, during and after a Union meeting, regardless of Union policy, rule or practice.
 - (ii) All Union officers and employees, if members, retain the right to participate in campaign activities, including the right to run for office, openly to support or oppose any candidate, to aid or campaign for any candidate, and to make personal campaign contributions. However, such campaigning must not involve the expenditure

- 1 of Union funds. Accordingly, officers and em-
2 ployees (and other members) of the Union may
3 not campaign on time that is paid for by the Un-
4 ion.
5
- 6 (iii) Union funds, facilities, equipment, stationery,
7 personnel, etc., may not be used to assist in cam-
8 paigning unless the Union is reimbursed at fair
9 market value for such assistance; and unless all
10 candidates are provided equal access to such as-
11 sistance and are notified in advance, in writing,
12 of the availability of such assistance.
13
- 14 (iv) Retaliation or threat of retaliation by the Inter-
15 national Union, National Division, any subordi-
16 nate body, any member of the Union, any
17 employer or other person or entity against a Un-
18 ion member, officer or employee for exercising
19 any right guaranteed by this or any other provi-
20 sion of this section is prohibited.
21
- 22 (v) Each candidate nominated for a National Divi-
23 sion office shall have the right, at his or her ex-
24 pense, to have at least one (1) observer present
25 at each and every phase of the election process.
26 Such observer shall be a candidate or other
27 member in good standing. The National Secre-
28 tary-Treasurer shall provide reasonable notice
29 to all candidates of the dates, times and places
30 of all events or activities which candidates may
31 have the right to observe.
32

NATIONAL DIVISION RULES

1 (d) Rights and Duties Under Labor Management Reporting and
2 Disclosure Act of 1959. The following sections of the Labor
3 Management Reporting and Disclosure Act of 1959, as
4 amended (“LMRDA”), 29 U.S.C. Sections 401–531 (1988)
5 are incorporated into and made a part of these Rules:
6

- 7 • Section 101(a)(1) (equal rights and privileges);
- 8
- 9 • Section 101(a)(2) (freedom of expression and assem-
10 bly);
- 11
- 12 • Section 104 (right to inspect or receive copy of collec-
13 tive bargaining agreement);
- 14
- 15 • Section 401(c) (distribution of campaign literature; pro-
16 hibition against discrimination in use of union member-
17 ship list; inspection of membership list; safeguards to
18 insure fair election);
- 19
- 20 • Section 401(d) (election of intermediate body officers
21 by secret ballot among the members in good standing);
- 22
- 23 • Section 401(e) (reasonable opportunity to nominate; el-
24 igibility to hold office; voting and campaigning without
25 interference or reprisal; notice of election; right to vote;
26 preservation of election records; following union con-
27 stitution and bylaws where consistent with LMRDA);
- 28 • Section 401(g) (prohibition on use of union or employer
29 assistance in campaigning); and
- 30
- 31 • Section 609 (prohibition on union discipline for exer-
32 cising rights under LMRDA).
33

1 Insofar as the foregoing sections of the LMRDA may regulate con-
2 duct unrelated to elections of National Division officers, they are not
3 incorporated into the Rules.

4

5

Regional Meetings

6

7 Section 49.(a) For the purposes of membership training, education
8 and discussion of matters of importance to the membership, the ND
9 shall sponsor two (2) regional meetings annually, beginning in 2016,
10 one to be held in the Eastern part and one to be held in the Western
11 part of the United States.

12

13 (b) All BLET members, active and retired, may attend the regional
14 meetings.

15

16 (c) Prior to selecting meeting locations, the National Division shall
17 solicit requests from Local Divisions who desire to have a regional
18 meeting conducted in their city. Once the National President has se-
19 lected a meeting location, he is authorized to appoint members from
20 that location to serve on the regional meeting arrangements committee.

THIS SECTION, entitled “Rules of Order – National Division,” is concerned with the government of deliberations of the National Division (ND).

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 division. Wherever reference is made to gender in these Bylaws the same shall be interpreted and construed as including both male and female.

RULES OF ORDER – NATIONAL DIVISION

1
2
3 Section 1. It is the duty of the presiding officer to decline to enter-
4 tain any order, motion, resolution or amendment that is not in proper
5 form and is not presented at the proper time.
6

7 Section 2. In voting on regular business before the body, a majority
8 vote of all delegates seated will determine the question. When an aye
9 and nay vote is ordered, each delegate shall be permitted to cast one
10 (1) vote for each division he represents. Divisions with two hundred
11 (200) members or more will be entitled to a vote for the first two hun-
12 dred (200) members represented and an additional vote for each one
13 hundred (100) members above the first two hundred (200). Majority
14 votes to govern.
15

16 Should fifty (50) or more delegates request an aye and nay vote on
17 any question, the same shall be taken.
18

19 Section 3. A motion must be seconded and given a number and af-
20 terwards repeated from the chair; if the chair requires it, motion shall
21 be reduced to writing and read aloud before it is debated.
22

23 Section 4. A member, having made a motion, may withdraw it with
24 the leave of his second before it is debated, but not afterwards without
25 the consent of the body.
26

27 Section 5. When a member speaks or offers a motion, he shall rise
28 in his place and respectfully address the chair, confine himself to the
29 question under consideration, and avoid personality and unbecoming
30 language.
31

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

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1
2 Section 7. Except upon suspension of the rules, no delegate shall
3 occupy the floor, either in debate or asking a series of questions, to
4 exceed ten (10) minutes. No delegate shall occupy the floor more than
5 twice debating any one subject and shall not occupy it a second time
6 until all delegates desiring to be heard are recognized and given an
7 opportunity to be heard. This shall not bar a delegate from receiving
8 recognition from the chair and asking questions at other times.
9

10 The chair shall appoint an official timekeeper, whose duties shall be
11 to keep the time of delegates occupying the floor and to inform the
12 chair when the time of the delegate has expired.
13

14 Section 8. While a member is speaking, no one shall interrupt him
15 except for the purpose of calling him to order or asking the presiding
16 officer to explain or to call the previous question. A member allowed
17 to “explain” shall only have the right to explain an actual misunder-
18 standing of the language and shall be strictly prohibited from going
19 into debate on the merits of the question.
20

21 Section 9. For any member, in speaking, to impeach the motives of
22 a fellow member, treat him with personal disrespect, or pass between
23 him and the chair while he is speaking, shall be deemed an act of dis-
24 respect, which may incur the censure of the presiding officer.
25

26 Section 10. If a member, while speaking, be called to order by the
27 chair, he shall cease speaking until the question of order is determined
28 and permission given him to proceed.
29

30 Section 11. If any member shall feel himself personally aggrieved
31 by a decision of the chair, he may appeal from the decision.
32

84 RULES OF ORDER – NATIONAL DIVISION

1 Section 12. Any conversation, by whispering or otherwise, which
2 is calculated to disturb a member while speaking or hinder the transac-
3 tion of business, shall be deemed an act of disrespect.
4

5 Section 13. A motion to amend, and to amend an amendment, shall
6 be in order; but to amend an amendment to an amendment shall not be
7 entertained.
8

9 If it is moved to amend the amendment, the vote is first taken on the
10 amendment to the amendment, then on the amendment as amended,
11 then on the original motion as amended if the amendment of the motion
12 was carried, and finally by the paragraph as it would read if so
13 amended.
14

15 Section 14. When the motion is under debate, no motion shall be
16 received except the following subsidiary motions:
17

18 Questions of privilege must not be confounded with privileged ques-
19 tions. Question of privilege is to allow a member to make some state-
20 ment, usually calling attention to disorder, something endangering the
21 welfare, or charges against himself or others, etc.
22

23 Section 15. When a question is before the ND, the only motion in
24 order that may interrupt shall be: First, to adjourn; second, the previ-
25 ous question; third, to lay on the table; fourth, to postpone indefinitely;
26 fifth, to postpone to a definite period; sixth, to defer; seventh, to divide,
27 if the sense will admit of it; or eighth, to amend – to take precedence
28 as herein arranged, and the first three (3) to be decided without debate.
29

30 Section 16. When the previous question is moved and seconded, it
31 shall be put in this form: “Shall the main question be now put?” If
32 this is carried, all further motions, amendments and debates shall be
33 excluded, and the question put without delay. If the question has been

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1 amended, the question on the amendment shall be put first. If more
2 than one (1) amendment has been made, the last amendment in order
3 shall take precedence in the vote. It shall not be in order to reconsider
4 the agreement to take the previous question.
5

6 Section 17. When a motion is postponed indefinitely, it shall not
7 again come up during the meeting of that date.
8

9 Section 18. A motion to adjourn shall always be in order; except
10 first, when a member is in possession of the floor; second, when the
11 ayes and nays are being called; third, when the members are voting;
12 fourth, when to adjourn was the last preceding motion; or fifth, when
13 it has been decided that the previous question be taken.
14

15 Section 19. First, a motion to adjourn; second, a motion to lay on
16 table; third, a previous question; fourth, a motion to read a paper, a
17 debateable.
18

19 Section 20. The reading of any paper called for relating to the sub-
20 ject under debate shall always be in order.
21

22 Section 21. When the presiding officer has commenced taking a
23 vote, no further debate or remarks shall be admitted unless a mistake
24 has been made, in which case the mistake shall be rectified; and the
25 presiding officer shall recommence taking the vote.
26

27 Section 22. When the vote on any question before the ND is ques-
28 tioned, the presiding officer shall direct the proper officer to count the
29 vote in the affirmative and negative and report the same to him.
30

31 Section 23. The main question shall not be called for by any dele-
32 gate at the conclusion of his remarks as he is yielding the floor.
33

86 RULES OF ORDER – NATIONAL DIVISION

1 Section 24. A question may be reconsidered at any time during the
2 meeting or at the first regular meeting held thereafter.
3

4 A motion to reconsider must be made and seconded by members
5 who voted in the majority.
6

7 No question shall be considered more than once, nor shall a vote to
8 reconsider be reconsidered.
9

10 A motion to reconsider shall be debatable and must be made at the
11 same or the next regular meeting.
12

13 Section 25. A motion to repeal or rescind a resolution shall be made
14 in writing and read in ND, and shall lie over until the following meet-
15 ing before any action shall be taken on the same, and shall only be in
16 order when the motion to reconsider is no longer available. A rescind
17 motion is in order only one (1) time.
18

19 Section 26. To suspend any rule or order of business, it shall require
20 a majority vote of the delegates present.
21

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

28 Section 28. All reports of committees, excepting reports of pro-
29 gress, shall be made in writing and signed by a majority.
30

31 If a committee disagrees, they may submit a majority and a minority
32 report. After the majority report has been read, the minority report will
33 be read; and it will require the adoption of a motion to substitute the

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1 minority report for the majority report. If adopted, the minority report
2 will then become the report of the committee.

3

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

6

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

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

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 division. Wherever reference is made to gender in these Bylaws the same shall be interpreted and construed as including both male and female.

LOCAL DIVISION RULES**Officers – Divisions**

1
2
3
4
5 Section 1.(a) The officers of each division shall consist of the fol-
6 lowing: president; vice president; secretary-treasurer and alternate;
7 guide; chaplain; delegate to the National Division and first and second
8 alternates; legislative representative who shall be the delegate to the
9 state legislative board and alternate; local chairman, first vice local
10 chairman and second vice local chairman; three (3) trustees and first,
11 second and third alternates.
12

13 The local chairman shall be the delegate to the general committee of
14 adjustment. The first vice chairman shall be the first alternate local
15 chairman and first alternate delegate to the general committee of ad-
16 justment; the second vice chairman shall be the second alternate local
17 chairman and second alternate delegate to the general committee of
18 adjustment. The local chairman and vice local chairmen shall consti-
19 tute the local committee of adjustment, and the vice local chairmen
20 shall act under the direction of the local chairman. Divisions are enti-
21 tled to elect additional vice local chairmen positions. Any additional
22 vice local chairmen, beyond first and second vice local chairmen, will
23 not serve as alternate delegate nor alternate local chairmen.
24

25 In the event of the death of the local chairman or other cause that
26 might prevent attendance at the general committee meeting, the first
27 vice local chairman shall be the legal representative. Should condi-
28 tions arise whereby both the local chairman and first vice local chair-
29 man are prevented from attending, the second vice local chairman shall
30 be the legal representative. Should conditions arise whereby the local
31 chairman and first and second vice local chairmen are prevented from
32 attending, Section 20 – Local Division Rules will apply.
33

1 The legislative representative shall be the delegate to the state legis-
2 lative board. The alternate legislative representative shall be the alter-
3 nate delegate to the state legislative board. Should conditions arise
4 whereby the legislative representative and the alternate legislative rep-
5 resentative are prevented from attending a state legislative board meet-
6 ing, Section 20 – Local Division Rules will apply.
7

8 The offices of president, vice president, secretary-treasurer, local
9 chairman and legislative representative shall together constitute the ex-
10 ecutive board of the division. A majority of the executive board con-
11 vened shall constitute a quorum.
12

13 The trustees shall review and verify the books of the division on a
14 monthly basis. A temporary or permanent vacancy in the office of
15 trustee shall be filled, in turn, by the first, second, and third alternate
16 trustees.
17

18 (b) When there are members employed on more than one (1) sen-
19 iority district belonging to the same division, or when a division has
20 been assigned more than one work jurisdiction, the members on each
21 seniority district or within each jurisdiction may elect a local commit-
22 tee comprised of a local chairman and two (2) members to act in con-
23 junction with the local chairman on matters pertaining to the district or
24 jurisdiction they represent.
25

26 (c) Divisions having members employed on different divisions of
27 the same road who are permitted to maintain more than one (1) local
28 committee, such members will only be allowed to vote for the local
29 committee which will adjust their local differences.
30

LOCAL DIVISION RULES**Qualification for Office**

1
2
3 Section 2.(a) No member shall be nominated, elected or serve as a
4 officer in any division who is not in good standing, or who is in arrears
5 for dues and assessments, provided that no member whose dues and
6 assessments have been withheld by his employer for payment to such
7 organization pursuant to his voluntary authorization provided for in a
8 collective bargaining agreement shall be declared ineligible to be a
9 candidate for office by reason of alleged delay or default in the pay-
10 ment of dues. (Dues checkoff).

11
12 (b) Only members who do not hold membership in any other labor
13 organization which purports to represent locomotive engineers and
14 meet the requirements of active membership as defined in Section
15 25(b) – Local Division Rules may be elected to any office in the local
16 division.

17
18 In the application of Paragraph (b), it shall be unlawful for ~~salaried~~
19 ~~National~~ **officers of the Advisory Board** and/or members employed
20 exclusively by the National ~~Office-Division~~ to be elected delegates to
21 the ND, in accordance with provisions of Section 22(b) – National Di-
22 vision Rules.

23
24 NOTE: It shall be the policy of the BLET that any BLET member
25 dismissed from the service of a carrier will be considered in active ser-
26 vice, as defined in Section 25 – Local Division Rules, until after all
27 investigations and appeals of his case are closed.

28
29 (c) The president and vice president shall not be elected to or hold
30 the office of secretary-treasurer, alternate secretary-treasurer, local
31 chairman, vice local chairman, trustee, or alternate trustee. Neither the
32 secretary-treasurer nor the alternate secretary-treasurer shall be elected
33 to or hold the office of trustee or alternate trustee.

1 (d) No member who is promoted to an official position on a railroad,
2 elevated railroad, subway, in steel plant or other industries shall serve
3 in any capacity under or for the BLET or attend division meetings.
4

5 NOTE: Eligibility to run for office will be determined by Section 1 –
6 National Division Rules – NOTE. **Members are urged to verify their**
7 **eligibility before nominations and election. Local division secre-**
8 **tary-treasurers shall verify the eligibility of all members who nom-**
9 **inate, second, and/or run for local division office, and shall verify**
10 **the eligibility of any member at that member’s request.**
11

12 (e) No member of the BLET shall serve on a committee of adjust-
13 ment of any other labor organization, under penalty of expulsion, if
14 found guilty after a full and fair hearing as provided in Article XIX of
15 the IBT Constitution.
16

17 Term of Office

18
19 Section 3.(a) The official term of all officers of divisions, also del-
20 egates to the BLET, GCA, local committee of adjustment and delegate
21 to the legislative board, shall commence at the first regular meeting in
22 January following the triennial election, or when duly installed due to
23 a vacancy occurring, and shall end when successor is duly installed.
24

25 (b) The officers of a newly organized division shall be elected at the
26 time of the organization of the division by secret ballot.
27

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

LOCAL DIVISION RULES**Regular Meetings**

1
2
3 Section 4.(a) The regular meetings of all divisions of the BLET shall
4 take place not less than once each month, and on any day which the
5 majority of the members of each division may determine.
6

7 (b) No change of place, day or hour of division meeting will be
8 made unless so ordered by a majority of the members present at two
9 (2) successive regular meetings of the division. The secretary-treas-
10 urer will promptly notify the National President of changes made.
11

12 (c) No change of place, from one terminal to another or from one
13 town or metropolitan area to another, will be made unless a petition
14 from twenty-five percent (25%) of the active membership makes such
15 request in writing.
16

17 If the above request is made, the secretary-treasurer will, within ten
18 (10) days thereafter, prepare a ballot stating the change desired and
19 furnish a ballot to all active members of the division, stating at which
20 meeting ballots shall be counted, and shall not exceed sixty (60) days
21 from date of mailing. The mailing of ballots and counting of votes
22 shall be governed by Section 8 – Local Division Rules, and the result
23 of the vote will govern. The secretary-treasurer will promptly notify
24 the National President of changes made.
25

26 (d) A division may change its regular meeting location to an IBT
27 facility while maintaining its current State Legislative Board affilia-
28 tion. The requirements of Section 4 (a), (b), and (c) will apply to such
29 meeting location changes.
30

31 (e) Three (3) members shall constitute a quorum to do any business
32 that may legally come before the division.

Election Triennially

1
2
3 Section 5. The officers of divisions shall be elected by secret ballot
4 triennially for the ensuing three (3) years at the first meeting in De-
5 cember; provided, however, in the event any applicable civil law is
6 enacted or revised which sets a maximum term of less than three (3)
7 years, the term of such offices shall be for the maximum time permitted
8 by law.
9

Members Qualified to Nominate or Vote

10
11
12 Section 6. All those holding active membership (Section 25 – Local
13 Division Rules), except those holding official positions with railroads,
14 will be entitled to nominate, second and vote for all offices in the divi-
15 sion. However, members will not nominate, second or vote for officers
16 not entitled to represent them.
17

18 NOTE: Eligibility to nominate, second and vote will be determined by
19 the applicable provisions of the IBT Constitution as modified in Para-
20 graph 6.7 of the IBT/BLE Merger Agreement. Members are urged to
21 verify their eligibility to nominate prior to nominations.
22

Officers – Nomination of

23
24
25 Section 7.(a) Nominations for officers of divisions shall be made at
26 the first regular meeting in September preceding the date of election;
27 no member shall be nominated for office who is not eligible for elec-
28 tion at the time of nomination. Members in good standing desiring to
29 place their nominations for division officers may nominate by voice
30 from the floor at the meeting at which nominations are being held; and
31 those unable to attend the above meeting on account of being on vaca-
32 tion, sick, working, or on an outlying assignment may write their
33 choice of nominations to the division secretary-treasurer, who will read

1 same at the meeting. All nominations, including written, must be se-
2 cunded. Candidates may not nominate themselves or second their own
3 nominations.
4

5 The secretary-treasurer of each division shall post a notice on BLET
6 bulletin boards and at every location at which members report for work
7 at least thirty (30) days prior to the meeting at which nominations are
8 to be held, such notice to state the time, date, place and purpose of such
9 meeting, and the form for submitting nominations (in writing or ver-
10 bally from the floor, second required). Notices must be mailed to
11 members in status 29(h)(1)-(5).
12

13 (b) A member who is eligible may be nominated though absent from
14 the meeting; but such nominee shall be notified within five (5) days of
15 such nomination, giving him an opportunity to withdraw his name
16 should he desire to do so.
17

18 (c) A member who is present, eligible and nominated at the division
19 meeting at which nominations are held may decline to accept such
20 nomination at the time of being nominated or may do so by submitting
21 to the secretary-treasurer of the division, within five (5) days thereaf-
22 ter, a written request that his name be stricken from the ballot.
23

24 (d) A member may not accept nomination for two (2) or more of-
25 fices which cannot be held simultaneously. In the event he is nomi-
26 nated for more than one (1) of such offices, he must select the office
27 for which he wishes to stand as a candidate.
28

29 **(e) Within fifteen (15) days after date of the nomination meeting**
30 **the division secretary-treasurer must report the names of candi-**
31 **dates nominated for each office to the National Secretary-Treas-**
32 **urer in the online reporting system.**
33

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

4 (fg) After nominations are closed, the division shall elect by ballot
5 an election committee, unless appointed by the president with the
6 unanimous consent of the members present, composed of at least three
7 (3) non-nominees. The election committee shall oversee the election
8 of officers. It shall work with the secretary-treasurer to provide all
9 required notices, prepare and mail ballots, pick up and process unde-
10 liverable ballots, pick up voted ballots immediately prior to the elec-
11 tion meeting, and act as board of tellers at the election meeting.
12

13 (gh) Following the nominating meeting, the election committee will
14 develop a schedule for the preparation and mailing of ballots, checking
15 the post office box for undeliverable ballots, and picking up voted bal-
16 lots immediately prior to the election meeting. All candidates for of-
17 fice shall be provided the schedule so they or their observer(s) may be
18 present.
19

20 (hi) In the event of irregularities in the nomination of officers, pro-
21 test must be filed in duplicate with the National President and division
22 secretary-treasurer within fifteen (15) days after alleged violation. The
23 protest must set forth the exact nature and specifications of the alleged
24 irregularity, including a claim as to how it affected the outcome of the
25 nominations. The National President will conduct an investigation and
26 render a decision. Any member dissatisfied with such decision may
27 appeal such decision within thirty (30) days to the BLET Executive
28 Committee, whose decision shall be final and binding.
29

Election – How Conducted

30
31
32 Section 8.(a) Not less than fifteen (15) days prior to date of election
33 in divisions, the election committee shall deliver to each member of its

1 division, by government mail, directed to his last known address, a
2 ballot together with two (2) envelopes, one (1) of approximately 3-1/2
3 x 6-1/2 inches and one (1) of approximately 4 x 9-1/2 inches. Such
4 preparation and mailing may be observed by any candidates or candi-
5 dates' observers choosing to do so. The ballot and return envelopes
6 must also be accompanied by written notice of time, date, place and
7 purpose of the election. The smaller envelope shall be for the purpose
8 of containing the voted ballot and should be sealed and placed within
9 the larger envelope for return of the ballot. The **front, upper left cor-**
10 **ner of the** larger envelope must contain space for the member's name
11 and return address, must have first-class postage affixed thereto, and
12 must contain the division number and address of a post-office box,
13 which must be rented for the election by the secretary-treasurer of the
14 division. The contents of the post-office box must not be accessible to
15 any officer or member until the ballots are picked up on the date of the
16 election. If a post-office box is not available, the division will deter-
17 mine an alternative method of receiving, securing and delivery of the
18 ballots.

19
20 Ballot materials shall be enclosed in an envelope addressed to each
21 eligible member. The return address shall be that of a second post of-
22 fice box, which must also be rented for the election by the secretary-
23 treasurer of the division. The contents of the post office box must not
24 be accessible to any member. The box will be opened periodically by
25 the election committee to ascertain if any nondeliverable ballots are
26 therein; and efforts will be made by the committee to re-mail them to
27 the member(s) correct address. It will be the privilege of any candidate
28 or candidate's observer to accompany the election committee for the
29 purpose of observing this procedure.

30
31 The ballot is to be filled out by the member in whose name it is to
32 be voted, naming his choice for officers, which must be confined to
33 nominees. The completed ballot must then be folded and placed in the

1 small envelope which is provided for that purpose. The small envelope
2 must then be sealed and placed in the larger envelope, upon which the
3 member will clearly mark his name and return address before placing
4 same in the government mail for delivery to the post-office box desig-
5 nated thereon.

6
7 Immediately prior to the election and following the date designated
8 for the return of the ballots, the election committee shall go to the post
9 office and remove the envelopes containing the ballots from the post-
10 office box. They shall then be delivered intact to the meeting at which
11 the election will be held. It will be the privilege of any candidate or
12 candidate's observer to accompany the election committee to the post
13 office for the purpose of observing this procedure.

14
15 When the election begins, the envelopes containing the smaller bal-
16 lot envelopes will be opened by the election committee, at which time
17 a determination will be made as to the right of each member to vote on
18 the various offices. The smaller envelopes containing the ballots may
19 be marked prior to the time they are opened at the discretion of the
20 election committee, or the smaller envelopes containing the ballots
21 may be placed in stacks designating the status of the member voting
22 the ballot.

23
24 Each candidate and/or his observers may observe the work of the
25 election committee by standing not closer than five (5) feet from the
26 table at which the ballots are counted. These observers shall not inter-
27 fere with the work of the election committee and must address any re-
28 marks pertaining to the counting of the ballots to the division secretary-
29 treasurer, who will convey such inquiries or remarks to the election
30 committee. They shall be required to refrain from conversation except
31 as herein provided. **Should electronic voting become legally permis-**
32 **sible under federal law, the National Division may adopt a process**
33 **to conduct elections by electronic means.**

1 (b) Each division shall be permitted to prepare its own ballots, fol-
2 lowing a form which will be furnished by the BLET.
3

4 (c) The election committee, in company with the secretary-treas-
5 urer, shall act as tellers at such election of officers; and when ballot is
6 presented, they shall announce in open division in whose name the bal-
7 lot is voted. The secretary-treasurer's duty in assisting the election
8 committee shall be to give the financial standing of the member when
9 the name of the member voting the ballot is announced. Further than
10 this, he has no duties while ballots are being counted.
11

12 (d) The election committee shall make an exact return of the total
13 number of votes cast for each person voted for and announce such re-
14 turn to the president, who shall thereupon declare the result; no un-
15 sealed ballot shall be counted unless the member voting it is present.
16 Member who receives the largest number of votes cast for any office
17 in a division shall be declared duly elected thereto.
18

19 A copy of the exact return with the total number of votes cast for
20 each candidate must be ~~reported forwarded~~ to the National **Secretary-**
21 **Treasurer in the online reporting system** ~~President~~ within ~~five fif-~~
22 **teen (\$15)** days of the completion of the election.
23

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

30 Where a nominee is elected to an office to which he is ineligible, the
31 election for that office must be run again with the name of the ineligi-
32 ble candidate stricken from the ballot. If, after the ineligible nominee

1 is stricken, there is only one candidate on the ballot, then nominations
2 for that office must be conducted again.
3

4 Where a nominee is elected to an office and eligible to serve but
5 resigns or refuses to accept the election, a vacancy is created; and it
6 will be necessary to hold a special election to fill the office as per Sec-
7 tion 20 – Local Division Rules.
8

9 (f) Every member elected to an office shall be entitled to fill the
10 same, providing he is eligible under the law, unless it be shown that
11 the law was clearly violated in the manner of holding it or that the re-
12 sults were fraudulently obtained. The fact that any member or mem-
13 bers may be ineligible or erroneously declared elected shall not affect
14 the rights of those who are eligible and duly elected, nor be a sufficient
15 reason for setting an entire election aside and ordering a new one.
16

17 (g) In the event of any irregularities in the election of officers of a
18 division, resulting in a contest of election, the protest must be filed in
19 duplicate with the division secretary-treasurer and the National Presi-
20 dent within thirty (30) days after such election. The protest must set
21 forth the exact nature and specifications of the alleged irregularity, in-
22 cluding a claim as to how it affected the outcome of the election. The
23 National President will conduct an investigation to obtain the facts and
24 evidence and render his decision accordingly. Any member who is
25 dissatisfied with the decision of the National President may appeal
26 such decision within thirty (30) days to the BLET Executive Commit-
27 tee whose decision shall be final and binding.
28

Ballots Sealed and Preserved

29
30
31 Section 9.(a) The ballots and envelopes shall be sealed by the elec-
32 tion committee in the presence of the division and, together with all

1 other records pertaining to the election, will be placed among the pri-
2 vate papers of the division and, if practical, in the division room until
3 the next election, where they shall be destroyed; but in no case shall
4 they be held for less than one (1) year.

5
6 (b) The ballots cannot be unsealed without first having submitted a
7 resolution to the division at a regular meeting thereof, at which it must
8 be stated why it is desired to have them opened; said resolution to lie
9 over until the next regular meeting of the division before action is taken
10 by a majority vote, unless the division is ordered to unseal the ballots
11 by the National President or his representative.

12 **Installation of Officers**

13
14
15 Section 10. All officers of divisions, except officers who are elected
16 to succeed themselves, shall be installed at the first meeting in January
17 following election of officers.

18 **President's Duties**

19
20
21 Section 11.(a) It shall be the duty of the president to preside at all
22 meetings of the division, to preserve decorum, to decide all questions
23 of order – subject, however, to an appeal to the members present –
24 appoint all committees and enforce these Bylaws.

25
26 (b) The president shall be bonded for all funds received for the di-
27 vision. The bond covering the office of the president shall be in an
28 amount in accordance with Article X, Section 7(a) of the IBT Consti-
29 tution. ~~The president will, in conjunction with the secretary treasurer~~
30 ~~of the division, furnish a financial statement annually to the National~~
31 ~~Office in form required by Section 31 – National Division Rules. He~~
32 shall have power to call special meetings and must call a special meet-
33 ing when request is made in writing by five (5) or more members. All

1 names of the members requesting the special meeting must be printed
2 and their signatures applied to the request. At least five (5) of the sig-
3 natories of the request must be in attendance at the special meeting for
4 the division president to call the assembly to order. Such request must
5 state the object for which the meeting is called, and no other business
6 shall be transacted at such special meeting. Upon receiving a written
7 request from five (5) or more members, the president shall instruct the
8 secretary-treasurer to post notices at terminals and on BLET bulletin
9 boards. Notices must be posted at least five (5) days prior to the time
10 a special meeting is scheduled.

11
12 (c) When the president is notified of the failure of the secretary-
13 treasurer of his division to make prompt monthly reports, and if neces-
14 sary, remittances of money due the GCA, as per Section 13(b) – Local
15 Division Rules, it shall be the duty of the president to contact the sec-
16 retary-treasurer and instruct him to promptly make such report. Con-
17 tinued failure on the part of the secretary-treasurer will subject him to
18 removal from office, with the president to prefer charges against him
19 in accordance with Article XIX of the IBT Constitution. A copy of the
20 letter of notification is to be sent to the secretary-treasurer of the gen-
21 eral committee representing the division.

22
23 (d) He shall cast the deciding vote in the case of an equal vote on
24 matters coming before the division except in the case of a tie in a ref-
25 erendum or in the election of officers. Breaking of a tie in the election
26 of officers is provided for in Section 8(e) – Local Division Rules.

27
28 (e) It shall be his duty to provide ways and lend encouragement to
29 securing new members, to inquire into and investigate cause of any
30 member or members being expelled and at times endeavor to build up
31 and retain the membership of his division.
32

1 (f) He may speak on points of order in preference to other members
2 of the division, rising from his seat for the purpose, and shall decide
3 questions of order subject to an appeal to the division by any two (2)
4 members. On such an appeal no member shall speak more than once.
5

6 (g) When an appeal is made from the decisions of the president, he
7 shall put the question thus: "Shall the decision of the chair be sus-
8 tained?"
9

10 (h) It shall be the duty of the president and the privilege of any
11 member of the division to call a member to order who violates an es-
12 tablished rule of order.
13

14 **Vice President's Duties**

15
16 Section 12. It shall be the duty of the vice president to assist the
17 president in the duties of his office; and in the absence of the president,
18 he shall perform all the duties of the office; and should the vice presi-
19 dent also be absent, the division shall elect a temporary president from
20 the members present. The vice president shall serve as an alternate to
21 the president and assume the duties of that office in the event it be-
22 comes vacant due to death, resignation or for any other reason.
23

24 **Secretary-Treasurer – Duties and Bond**

25
26 Section 13.(a) The secretary-treasurer shall keep a true account of
27 all funds received by the division. He shall deposit all moneys of the
28 division in the name of the division in a bank designated by the divi-
29 sion. None of the funds in his possession may be disbursed except for
30 division purposes with the authority given by division action at a reg-
31 ular meeting and with written order signed by the president.
32

1 Fixed monthly expenses, such as meeting room rental, officers' salaries,
2 aries, telephone/utilities expenses, etc., once properly authorized for
3 payment as stated in this section, will be considered as authorized each
4 month until the division takes action eliminating such authorization.

5
6 Disbursements of division funds by check must be signed by the
7 secretary-treasurer and either the president or vice president or alter-
8 nate secretary-treasurer, provided the co-signer is bonded in accord-
9 ance with Paragraph (f) of this Section. Signature stamps must not be
10 used on any checks. Possession of pre-signed blank checks is prohib-
11 ited.

12
13 The front and back of checks is required documentation. The secre-
14 tary-treasurer must obtain a copy of the front and back of all checks.
15 Bank statements, deposit slips, and copies of checks may be obtained
16 and securely stored electronically in lieu of retaining paper copies.
17 These records must be retained for seven years.

18
19 Use of a debit card or similar instrument by a division may only be
20 permitted upon written order from the division president. The card(s)
21 must never be used to obtain cash. Approval for such division pur-
22 chases must be given by division action at the next regular division
23 meeting.

24
25 Divisions using electronic disbursements must retain a voucher
26 signed by either the president or vice president or alternate secretary-
27 treasurer as authorization to the secretary-treasurer for payment of ex-
28 penses. Expense payments shall be approved by action of the division.
29 Bank statements that contain electronic transaction identifier numbers
30 must be retained for seven years.

31
32 A secretary-treasurer may not collect, and a division may not hold,
33 insurance premiums on behalf of members.

1 Wage payments for lost time reimbursement must include the fol-
2 lowing information on an expense report:

- 3
- 4 • Name of person requesting wage reimbursement
- 5 • Date(s) of the lost time
- 6 • Union purpose for the lost time
- 7 • Total amount of wage reimbursement requested
- 8 • Verification of the pay rate for the lost time
- 9 • Signature of requester
- 10 • Date submitted

11

12 Taxable salary, payroll, or lost time payments must not be combined
13 with expense payments. A separate check must be issued for non-tax-
14 able expense reimbursements.

15

16 Original itemized receipts must accompany reimbursed expenses.
17 The receipts must be attached to an expense report and include the fol-
18 lowing information:

- 19
- 20 • Name of person requesting reimbursement
- 21 • Date expense incurred
- 22 • Place or merchant where expense was incurred
- 23 • Name(s) of any other person(s) in attendance
- 24 • Union purpose of expense
- 25 • Signature of requester
- 26 • Date submitted

27

28 Expense reimbursements must not be combined with taxable salary,
29 payroll, or lost time payments.

30

31 (b) All divisions must file monthly membership and remittance re-
32 ports and data **in the online reporting system** ~~online via the Secretary-~~
33 ~~Treasurer Reporting System~~ no later than the 20th day of the month

1 following the month ~~being reported~~ ~~the updated status report is made~~
2 ~~available~~. In case any secretary-treasurer shall fail to make his
3 monthly reports and/or remittances, if necessary, to the GCA secretary-
4 treasurer, it shall be the duty of the GCA secretary-treasurer to
5 notify the executive board and the trustees of the division in writing of
6 the failure of said secretary-treasurer to make proper returns, and shall
7 provide the general chairman with a copy of said notification.
8

9 (c) He shall have charge of all books and papers pertaining to the
10 duties of his office, and they shall be kept in a convenient place where
11 he can have access to them at all times. He shall keep a true record of
12 all meetings of the division, which shall be placed in the minute book
13 at time of meeting, and shall keep his division accounts in such form
14 that he may give the total amount of orders on treasury and balance in
15 treasury at each meeting, and shall record balance in the minute book,
16 issue notice of all special meetings when instructed to do so by the
17 proper officer, notify candidates of their election within one (1) week
18 after such election shall have taken place, and shall make out with-
19 drawal cards, etc., and shall immediately forward application for mem-
20 bership to National Secretary-Treasurer of the admission of all new
21 members by initiation, and shall report all cases of members trans-
22 ferred into or out of the division, expelled, suspended, deceased or
23 withdrawn, stating date and age of member; and the National Secre-
24 tary-Treasurer will issue membership card to the division secretary-
25 treasurer for his records. If withdrawal card is issued, he must report
26 why.
27

28 (d) At all regular meetings of the division, he shall read from the
29 record book a report of the proceedings of the previous meeting; and
30 at the end of each month, he shall present to the division and the Na-
31 tional ~~Secretary-Treasurer Office~~ a monthly report, which shall em-
32 brace the number of persons, proposed, accepted, rejected, initiated,
33 forfeited, admitted by card, withdrawals, expulsions, the number of

1 deaths, together with the whole number of members in good standing;
2 and at the expiration of his official term, shall deliver to his successor
3 all books, papers and moneys belonging to his office. In the absence
4 of the secretary-treasurer, the president will appoint some member of
5 the division present to perform the duties of the office.
6

7 (e) The secretary-treasurer, when requested to do so by the National
8 President, shall turn over records, accounts and books of the division
9 to the National President's authorized representative for audit or in-
10 spection.
11

12 (f) The bond covering the offices of the president, the secretary-
13 treasurer and all officers who are authorized to sign checks shall be in
14 an amount in accordance with Article X, Section 7(a) of the IBT Con-
15 stitution.
16

17 The expenses on bonds are to be paid by the division, and shall be
18 collected annually by the National Division via the online reporting
19 system.
20

21 (g) He will, in conjunction with president of the division, furnish to
22 the National Secretary-Treasurer a copy of the applicable annual LM
23 report filed with the U.S. Department of Labor on or before April 1
24 each year. He also will furnish the National Secretary-Treasurer with
25 a signed copy of the Form CT-1 filed with the U.S. Internal Revenue
26 Service and/or a signed copy of the Zero Creditable Compensation
27 form, as applicable, within fifteen (15) days of filing. He shall in gen-
28 eral be responsible to insure that the duties set forth in Article XXIII
29 of the IBT Constitution are fulfilled with respect to members within
30 the division consistent with these bylaws.
31

32 (h) **It shall be the duty of the secretary-treasurer to report any**
33 **change of officer within the division to the National Secretary-**

Treasurer in the online reporting system within fifteen (15) days.

When there is a change of the division's secretary-treasurer, an audit must be completed within thirty (30) days. The audit of the division must be conducted by the division trustees. All records are to be delivered to the new secretary-treasurer upon his taking office. The trustees shall conduct an audit upon the change, and provide the audit report to the president of the division and the new secretary-treasurer within thirty (30) days.

(i) A monthly audit shall be performed by the trustees in each division, and a report of such audit shall be submitted to the National Secretary-Treasurer **via the online reporting system** ~~on the prescribed form~~. **Monthly trustee audit reports must be received by the National Secretary-Treasurer's office no later than the fifteenth (15) day from the end of the month following the month audited.** In the event that a trustee declines to sign the audit report, the trustee must ~~state in writing~~ **provide** to the secretary-treasurer of the ~~GCA~~ **division** and the National Secretary-Treasurer his reasons for declining to do so. In the event of the unavailability of a trustee for a particular audit, an alternate shall take his place for that monthly examination of the books and monthly report. Such monthly audits ~~must~~ **must** be conducted electronically ~~or by other means~~.

(j) Divisions with more than 250 dues paying members also shall be audited by a Chartered or Certified Public Accountant at least once per fiscal year. Copies of all audit reports shall be forwarded to the National Secretary-Treasurer within thirty (30) days of receipt of the final report, but not later than July 31.

Guide's Duties

Section 14. It shall be the duty of the guide to receive and conduct candidates, introduce and accommodate visiting members, and perform such other duties as marshal in all processions of the division.

Chaplain's Duties

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

Local Committee of Adjustment – Duties

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

(b) The local committee or local chairman shall not handle any grievance, except upon written instructions from their divisions (except in cases of emergency, such as dismissals, suspension, etc., or any cases involving schedule interpretations); such cases may be referred directly to the local chairman, who shall use his discretion as to whether they should be handled immediately or referred to the division before handling. All grievances arising as a result of a disputed time claim being referred to the local committee for further handling shall be accompanied by a full statement of facts on a prescribed form furnished at cost by the National ~~Office~~**Division**. A written report of all cases handled shall be made to the division, and such report shall be

1 filed with the division papers for future reference. Differences the local
2 committee is unable to adjust satisfactorily with the local officials
3 will be sent with all the records to the GCA for further action.
4

5 (c) The first of each year or each time a revised seniority list is
6 issued, the local chairman of each division on a system will furnish the
7 **National Secretary-Treasurer and the** general chairman's office
8 with a revised seniority list of their respective seniority districts, showing
9 by check, names of all active members and names of all nonmembers
10 under their jurisdiction.
11

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

23 **Duties of Division Legislative Representative**

24
25 Section 17.(a) The duties and responsibilities of the division legislative
26 representative are the safety and sanitation of the working environment
27 and the political education for the members of the local
28 division.
29

30 (b) The division legislative representative shall, in their normal
31 course of duties, monitor the enforcement of safety rules, regulations,
32 and acts of Congress and/or state legislatures that provide the membership
33 with a safe and healthy work environment.

1 (c) The division legislative representative shall undertake corrective
2 measures relative to the issues specified above at the division level. If
3 unable to resolve those issues, they will report same to the state legis-
4 lative board chairman for further handling. The state legislative board
5 chairman shall undertake to correct such conditions through appropri-
6 ate measures. Upon receipt of the unresolved issues and if they are
7 unable to correct these issues, they will report these issues to the Na-
8 tional Legislative Board Chairman for further handling.
9

10 (d) In states where there are no legislative boards, issues that cannot
11 be resolved at the division level shall be directed to the National Leg-
12 islative Board Chairman.
13

14 **Delegates to the ND – How Instructed**

15

16 Section 18.(a) Whenever a poll of a division is ordered to instruct a
17 delegate to the BLET, the secretary-treasurer will send out a ballot to
18 each active member (with all questions printed thereon), requesting
19 him to vote on said questions; and when properly filled out, it must be
20 returned to the secretary-treasurer before the date indicated on the bal-
21 lot.
22

23 (b) If a majority of the members vote in favor of the questions sub-
24 mitted, the division shall so instruct the delegate; and he shall carry out
25 his instructions. Such instructions shall be signed by the president and
26 the secretary-treasurer; and said instructions shall be brought in person
27 to the convention by the delegate so instructed; and in case he fails to
28 carry out such instructions, he shall be guilty of violation of obligation.
29

30 (c) In the event a delegate shall be instructed in accordance with
31 Paragraphs (a) and (b) of this section by a division to make nomination
32 or nominations for any office of the BLET, the president and secretary-

1 treasurer of said division shall also file a copy of the instructions per-
2 taining to nominations with the National Secretary-Treasurer by send-
3 ing same by certified mail, return receipt requested, at least ten (10)
4 days prior to the date of the convening of the convention.
5

6 It shall be the duty of the instructed delegate to place in nomination
7 at the convention of the BLET the name or names of the candidate(s)
8 for the office(s) designated in his instructions; however, in the event
9 the instructed delegate fails to do so, the National Secretary-Treasurer
10 shall bring the matter to the attention of the presiding officer, who shall
11 call on said delegate to place the name or names in nomination. If said
12 delegate is not present at that time or refuses to make any nomination
13 as to which he has been instructed, the National Secretary-Treasurer,
14 or in the event his office is involved in the election, the presiding of-
15 ficer, shall formally nominate said candidate for the office in question.
16

17 If any instructed delegate refuses to comply with nominating in-
18 struction, he shall be subject to charges under the provisions of Article
19 XIX, Section 1(a) of the IBT Constitution. If said delegate is found
20 guilty and ordered removed from office, the National Secretary-Treas-
21 urer shall immediately notify the alternate delegate and the division(s)
22 represented by said delegate of the action taken and to further instruct
23 the alternate delegate to assume representation of said division(s) until
24 the next regular election of delegates.
25

Officer Failing to Attend Meeting

26
27

28 Section 19. Should any officer of a division fail to attend the divi-
29 sion meetings for four (4) consecutive months, he shall be subject to
30 removal from office after a trial conducted under Article XIX of the
31 IBT Constitution. In the application of this section, excuses can be,
32 but not limited to, working, attending other division business, vacation,
33 etc.

Vacancies – How Filled

1
2
3 Section 20.(a) An officer of a division may at any time resign. Res-
4 gnation shall be in writing and shall be read at a regular meeting of
5 the division by the secretary-treasurer; and the resigning officer shall
6 not be eligible for nomination, reelection or appointment to the office
7 vacated until the next regular triennial election of division officers.
8 Any office left vacant by resignation, death, or otherwise, special elec-
9 tion shall be held by ballot. Notice of nomination will be posted ten
10 (10) days prior to regular meeting, and ballots will be mailed at least
11 fifteen (15) days prior to regular meeting. Ballot must specify date to
12 be returned to division secretary-treasurer. The president will fill the
13 office vacated by appointment until such election; provided, special
14 election need not be held if vacancy occurs within twelve (12) months
15 of regular division election. However, the local chairman, legislative
16 representative and delegate to the National Division MUST be elected
17 in order to be eligible to nominate and/or vote for candidates in con-
18 vention assembled.
19

20 No special election shall be necessary to fill an office that is pro-
21 tected by an alternate, or to fill the alternate office that is vacated. (Any
22 officer or member who is under BLET suspension shall not be eligible
23 to be appointed or become a candidate for any division office while
24 under suspension.)
25

26 (b) Vacancies created in the office of local chairman shall be filled
27 in succession by (1) the first vice local chairman and (2) the second
28 vice local chairman.
29

Official Letterhead

30
31
32 Section 21. The official letterhead of the National Division and of
33 divisions shall be used for BLET business only.

Bills – How Paid

1
2
3 Section 22. All bills against divisions shall be acted upon by the
4 divisions; and on such bills being ordered paid by a majority of mem-
5 bers present, the secretary-treasurer shall make an order signed by him-
6 self and the president and shall pay such bills, taking the receipts of the
7 parties to whom they are paid unless paid by check, in which case the
8 canceled check will be the receipt. Funds of the division are to be used
9 only to defray the legitimate obligations of the division.

Correspondence

10
11
12
13 Section 23. Any division president, secretary-treasurer, local chair-
14 man, legislative representative or general chairman of any system,
15 upon receiving a communication, either from the National Division or
16 from a division, requesting information relative to a member, or any
17 other business between divisions, shall reply to the same without delay.
18

Expense of Committee

19
20
21 Section 24.(a) When a division is composed of members on more
22 than one (1) railroad or seniority district, the time and expense of the
23 local committee representing each railroad will be paid promptly from
24 the funds of their division. When necessary to reimburse the division,
25 a pro rata assessment shall be levied on all members employed on the
26 railroad which each local chairman represents, provided that such as-
27 sessment is authorized by a two-thirds (2/3) affirmative vote by secret
28 ballot of all the active members of the affected railroad or seniority
29 district present at the meeting at which the matter is considered, pro-
30 vided, however, that reasonable notice of intention to vote on such
31 question has been given.
32

1 (b) Divisions shall make arrangements for payment of time con-
2 sumed and necessary expenses for conducting division business by of-
3 ficers and members of the division, as instructed by the division.
4

5 **Active Service – Active Membership – Membership**

6

7 Section 25.(a) “Active service” shall be understood to mean em-
8 ployment in an operating craft on surface, subway, elevated lines, in
9 steel plants or other industries, or holding seniority in such service, or
10 those holding seniority as aforementioned and employed exclusively
11 by the BLET, or appointed to official positions on railroads.
12

13 (b) “Active membership” shall be understood to mean employment
14 in an operating craft on surface, subway, or elevated lines, or holding
15 seniority as such, or those holding seniority as aforementioned and em-
16 ployed exclusively by the BLET, or appointed to official positions on
17 railroads.
18

19 NOTE 1: Eligibility to run for office will be determined by the appli-
20 cable provisions of the IBT Constitution (see Section 1 – National Di-
21 vision Rules – NOTE). Members should be aware that these
22 provisions require the timely payment of dues for a fixed period prior
23 to nomination and that any failure to pay dues during the applicable
24 period, even if excused, will render the member ineligible to run for
25 office.
26

27 NOTE 2: Exceptions to Paragraphs (a) and (b) of this Section 25 may
28 be made on behalf of other groups of employees by the action of the
29 Advisory Board.
30

31 (c) “Membership” shall be understood to mean all persons belong-
32 ing to and paying dues into the BLET, also honorary and excused
33 members.

Membership Eligibility

1
2
3 Section 26. Individuals in service as defined in Section 25 – Local
4 Division Rules are eligible for membership in the BLET. This does
5 not include persons working for contractors who have not had at least
6 one (1) year’s experience under standard train rules.
7

Application for Membership

8
9
10 Section 27.(a) All proposals for membership shall be made to the
11 division located on the division of the system or the road where the
12 applicant is employed; and on the application blanks for membership
13 by initiation, there shall be a blank space where the applicant shall be
14 required to state the date of his qualification.
15

16 (b) If a member of any other labor organization, he may be voted
17 on; and if elected, he may be initiated with the distinct understanding
18 that within ninety (90) days after initiation, he must show satisfactory
19 proof that he has severed his connections with all other labor organi-
20 zations purporting to represent engineers or trainmen, except the
21 SMART Transportation Division. Failure to provide proof shall sub-
22 ject him to charges under Article XIX of the IBT Constitution.
23

Applications – Handling of

24
25
26 Section 28.(a) All proposals for membership shall be dated. After
27 the application has been read, the president shall appoint a committee
28 of three (3) members, other than those who recommended the candi-
29 date, which committee shall investigate the character, ability, habits
30 and standing of the candidate; the committee to report at the next reg-
31 ular meeting subsequent to their appointment, unless further time is
32 granted; all proposals shall lie over to the first regular meeting before
33 vote is taken on the application, except:

1 (b) When the candidate is well known, the committee may report at
2 once in order that the vote may be taken and initiation may immedi-
3 ately follow. The division may vote on prospective candidates or re-
4 instatements, authorizing local or special organizers to collect the
5 proper amount of dues and obligate such candidates.
6

7 (c) In case of emergency, after the candidate has been favorably
8 voted on and the secretary-treasurer has received the initiation fee, the
9 candidate is prevented by known cause from attending a regular divi-
10 sion meeting, the president may obligate and instruct the candidate.
11 Proper report of such procedure must be made to the division; the di-
12 vision will then declare the candidate a member of the BLET in good
13 standing.
14

15 (d) When a candidate has been proposed for membership, he will
16 be voted on. If candidate's application is rejected, he will be eligible
17 to submit an application for membership after the expiration of ninety
18 (90) days from the date his previous application was rejected.
19

20 **Candidate Not Initiated During Strike**

21 Section 29. No candidate shall be initiated while there is a strike of
22 locomotive engineers or trainmen on the road on which the candidate
23 is employed unless the candidate has previously been elected. Nor
24 shall a petition for membership be considered if the candidate is known
25 to have ever taken the place of anyone engaged in a strike conducted
26 by a legally organized body recognized by the BLET as a legitimate
27 organization.
28
29

Another Division Authorized to Initiate

1
2
3 Section 30. Should an application be made to a division and the
4 candidate is elected but, before he is initiated, is required to locate else-
5 where, the division most convenient to such candidate shall be author-
6 ized to initiate him and receive the fee from the division where the
7 application was first made; and he shall be a member of the division
8 that initiates him.

Joining Other Labor Organizations

9
10
11
12 Section 31. An active member of the BLET shall not join any other
13 labor organization purporting to represent locomotive engineers or
14 trainmen, except the SMART Transportation Division. Violators shall
15 be subject to charges under Article XIX of the IBT Constitution.

Register

16
17
18
19 Section 32. All divisions shall keep a registry book at their division
20 room, and it shall be the duty of the president to have it opened for
21 registry at each meeting. Prior to opening and closing the division, he
22 shall call upon all members present to register in their own handwriting
23 their names in such book.

Visiting Members – How Seated

24
25
26
27 Section 33. A visiting member shall not be allowed a seat in a divi-
28 sion of the BLET until after the division shall have been opened in due
29 form, unless examined by the president or a committee he may appoint,
30 or is vouched for by a member who has sat in open division with the
31 visitor within the current quarter.
32

Grievances – Handled

1
2
3 Section 34. Should a member present a grievance to his division for
4 adjustment, he shall receive every assistance from the local and general
5 committee.
6

Division May Appeal to Executive Committee

7
8
9 Section 35.(a) In the event of trouble arising in any division or be-
10 tween two (2) or more divisions that cannot be amicably adjusted, the
11 Executive Committee of the ND shall investigate the trouble and ren-
12 der a decision, which shall be final and binding subject to appeal under
13 applicable provisions of the IBT Constitution.
14

15 (b) When a national officer is detailed to investigate any matter
16 within a division, the president and the secretary-treasurer shall be pre-
17 sent at such meeting or investigation if possible. Should it be neces-
18 sary for them to lose time on this account, they will be paid for time
19 lost by the division.
20

Member May Appeal to Executive Committee

21
22
23 Section 36.(a) Should any member feel that any injustice has been
24 done him by any decision of his division, he may appeal to the Exec-
25 utive Committee of the ND, making a written statement of his case,
26 and file a copy of same with the division, except cases under the juris-
27 diction of a GCA, Section 31(b) – General Committee Rules. After
28 allowing the division a reasonable time to reply, the Executive Com-
29 mittee shall consider the facts and evidence, as well as the law, and
30 render a decision which shall be final subject to appeal to the General
31 Executive Board of the IBT in accordance with Article XIX of the IBT
32 Constitution.
33

1 (b) A member making an appeal under this section must file the
2 same within sixty (60) days after the action is taken by the division of
3 which he is a member.
4

5 **Division Must Entertain Appeal**

6

7 Section 37. Any member in good standing who feels that an injus-
8 tice has been done him in a case coming under the jurisdiction of the
9 GCA may appeal to that body, provided such appeal is made within
10 sixty (60) days; and the division must entertain such appeal and send
11 it to the chairman of the GCA.
12

13 **Membership – Where Held**

14

15 Section 38.(a) When two (2) or more divisions are located on one
16 (1) seniority district, the member may hold membership in the division
17 located at the point nearest where he resides. In all other cases mem-
18 bership shall be held in the division that adjusts his grievances.
19

20 (b) On systems where engineers or trainmen hold system seniority
21 on which there are two (2) divisions having concurrent jurisdiction,
22 membership may be held in either division.
23

24 **Change of Location**

25

26 Section 39. It shall be the duty of members away from the location
27 of their division to make known to their division their whereabouts and
28 the business in which they are engaged at least once in three (3)
29 months, and always when changing their permanent address.
30

LOCAL DIVISION RULES**Members Changing to Another System Must Notify Secretary-Treasurer**

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

Transferring Members

Section 41. The online Secretary-Treasurer Reporting System shall be used in transferring members from one (1) division to another.

Division Must Request Transfer

Section 42.(a) When a member of any division, except a division officer or the chairman or a member of the local committee of adjustment, obtains employment under the jurisdiction of another division, it will be his duty within ninety (90) days after securing such employment to make application to the secretary-treasurer of such division for a transfer.

(b) It shall be the duty of the secretary-treasurer of division to which application has been made to request the transfer from the division in which the member holds membership. If a member secures employment under the jurisdiction of another division and fails to request a transfer within one hundred twenty (120) days after obtaining employment, the secretary-treasurer of the division having jurisdiction may request a transfer from the division in which the member holds membership.

1 (c) The secretary-treasurer of a division receiving request for a
2 transfer from another division shall, if the member is square on the
3 books of the division, process the transfer without delay, or provide a
4 reason why such member should not be transferred. If the division
5 does not act on the request to transfer in thirty (30) days, the member
6 will be transferred by the National Division upon the request of the
7 division seeking the transfer. If the reason provided for not transfer-
8 ring the member is a dispute involving jurisdiction, the matter will be
9 referred to the governing GCA for resolution.

10
11 (d) The secretary-treasurer of the division granting the transfer shall
12 transfer the member in the online system. As soon as the transfer is
13 received, the secretary-treasurer of the division receiving the member
14 shall notify the secretary-treasurer of the division granting the transfer
15 immediately of same.

16
17 (e) Upon receipt of a transfer request, the member on whose account
18 it is issued shall be declared a member of the division requesting the
19 transfer without further action; but he remains a member of the divi-
20 sion granting the transfer until it is received by the division to which
21 he is transferred.

Membership Card

22
23
24
25 Section 43. There shall be a membership card containing the mem-
26 ber's name, division number and other pertinent information. Such
27 card shall be provided by the National ~~Office~~ **Division** and will be sup-
28 plied to divisions on request. It shall be issued to such members enti-
29 tled thereto over the signatures of the president and secretary-treasurer.
30

LOCAL DIVISION RULES

Withdrawal Cards

1
2
3 Section 44.(a) A member who no longer holds seniority as a loco-
4 motive engineer or trainman, or in any other operating craft where the
5 BLET is the collective bargaining representative, will be placed in
6 withdrawal status. Members exempt from the payment of dues under
7 Section 29(h) – National Division Rules also will be permitted to with-
8 draw from the BLET at their request.
9

10 (b) A withdrawal card shall be issued by the National Division,
11 based upon information provided by the division secretary-treasurer,
12 to such member and will show name, division number and date.
13

14 (c) No card will be granted to any member who is not square on the
15 books of his division, including national and all other dues and assess-
16 ments.
17

Honorary Members of Divisions

18
19
20 Section 45. Any member having ten (10) or more consecutive years'
21 membership who has retired from service and relinquished his senior-
22 ity shall be granted an honorary membership card, which shall be is-
23 sued for life by the National ~~Office~~Division.
24

Dues and Assessments

25
26
27 Section 46.(a) A division may not change its dues rate or levy an
28 assessment without a two-thirds (2/3) majority vote, by secret ballot,
29 of all the active members present ~~after a reasonable notice of intention~~
30 ~~to vote upon such question has been given.~~ **Notice shall be given at**
31 **least fifteen (15) days prior to the scheduled date of the division**
32 **meeting at which the proposed change will be voted. Such notice**

1 **must be posted at terminals, division bulletin boards and/or elec-**
2 **tronic means, unless otherwise specified in a division's standing**
3 **rules.**
4

5 (b) Members of a division, except those holding official position on
6 railroad, shall be required to pay national dues and assessments, as out-
7 lined in Section 29 – National Division Rules, in addition to such dues
8 and assessments as may be levied by the GCA, legislative board and
9 division.

10
11 Except as otherwise provided by a collective bargaining agreement,
12 those holding official position on railroad will be required to pay only
13 national dues and assessments, and are exempt from such dues and as-
14 sessments as may be levied by GCA, legislative board and division.
15 Notwithstanding this provision, such members may voluntarily pay
16 full dues and assessments while in company officer status.
17

18 (c) In the application of Section 29(h) – National Division Rules,
19 the employment status of a member on the first day of any month shall
20 determine the amount of dues and assessments for which he is liable
21 in the next succeeding months, except where agreements have been
22 consummated with the carrier contradictory to this agreement. Em-
23 ployment status shall mean the member's regular assignment.
24

25 (d) All dues and assessments are payable on or before the first day
26 of the month to which they apply and are delinquent after the last busi-
27 ness day of the same month. In the case of dues checkoff Section 30
28 – National Division Rules will govern.
29

30 (e) The division secretary-treasurer shall remit all dues and assess-
31 ments collected by him to the GCA secretary-treasurer on or before the
32 20th day of the month following the month for which such dues and
33 assessments are collected.

LOCAL DIVISION RULES**Member in Arrears**

1
2
3 Section 47. Any member failing to pay dues or assessments as per
4 Section 46 – Local Division Rules will be subject to expulsion, unless
5 upon request in writing, signed by himself, he is carried or excused by
6 the division.
7

Relief Committee

8
9
10 Section 48. It shall be the duty of the president, vice president, and
11 chaplain to act as relief committee. Their duties shall be to visit the
12 sick and provide them with any attention of which they may be in need.
13

Relief of Sick or Disabled Members

14
15
16 Section 49. Should any division assist a sick or disabled member,
17 the necessary funds may be taken from the treasury of the division or
18 raised by assessment as per Section 46(a) – Local Division Rules or
19 voluntary contribution.
20

Memorial Day

21
22
23 Section 50. The last Sunday in May each year should be set aside
24 and observed as Memorial Day. The day is to be observed by all divi-
25 sions, with appropriate services in memory of our deceased members.
26

Nonmember Employees Protected

27
28
29 Section 51. Any person engaged in any service coming under the
30 jurisdiction of the BLET's contracts or schedules, or engaged in any
31 service over which the BLET is endeavoring to secure jurisdiction by
32 contract shall, in case of injustice, be entitled to the full protection of
33 the local and general committees of adjustment under the terms and

1 conditions of Section 43(c) – General Committee Rules, provided ap-
2 plication is made to the division in writing and meets with their ap-
3 proval.
4

Charges

5
6
7 Section 52. Charges in the division shall be handled in accordance
8 with Article XIX of the IBT Constitution.
9

10 Hearings conducted under the provisions of Article XIX – IBT Con-
11 stitution shall be held at a location near either the residence or the
12 workplace of the charged officer or member.
13

Refusing to Sustain the GCA or Interfering with a Local Com- 14 mittee

15
16
17 Section 53. Any member refusing to sustain the action or carry out
18 instructions of the GCA of a system on which he is employed or who
19 in any manner interferes with a case or cases in the hands of the local
20 committee or the GCA shall be subject to charges under Article XIX
21 of the IBT Constitution.
22

Religious Subjects Prohibited

23
24
25 Section 54. The influence or sympathy of the BLET as a body shall
26 never be enlisted or used in favor of any religious organization what-
27 ever; no member of the BLET shall be permitted to discuss in any man-
28 ner in division, or while discussing division matters, any religious
29 matter, or criticize the religious belief of any member; and any division
30 permitting same to be done shall be subject to charges under Article
31 XIX of the IBT Constitution.
32

LOCAL DIVISION RULES

Taking the Place of a Striker

1
2
3 Section 55.(a) It is the policy of the BLET that it will support and,
4 if necessary, place the full power of the BLET behind the members of
5 the BLET who, because of fear of hazard or injuries to themselves or
6 families or damage to their personal property, decline to cross picket
7 lines; and if such conditions do exist, the management of the railroad
8 so affected will be notified by the local or general chairman of the
9 BLET.

10
11 (b) In case a strike is called by any labor organization which has for
12 its purpose preventing the enforcement of BLET contracts or an inva-
13 sion of the jurisdictional or contractual rights of the BLET, and, in en-
14 forcing the strike, picket lines are established, the BLET will exert all
15 the force at its disposal in an effort to make it possible for engineers or
16 trainmen to report for and perform their normal duties. In such cases
17 the National President will promptly notify all concerned whether or
18 not the controversy causing the strike is jurisdictional.

Reinstatements

21
22 Section 56.(a) **No member seeking to resign from membership**
23 **may do so except by submitting such resignation in writing in du-**
24 **PLICATE WITH THE DIVISION SECRETARY-TREASURER AND THE NATIONAL SEC-**
25 **RETARY-TREASURER ON A FORM APPROVED BY THE NATIONAL SECRETARY-**
26 **TREASURER. Any member who resigns before he has paid all dues,**
27 **assessments, fines and other financial obligations owed to the Na-**
28 **tional Division or any subordinate body shall be obligated to pay**
29 **such obligations to the body to which they are due. All members**
30 **acknowledge that any obligations owing at the time of resignation**
31 **shall be collectible by the body to whom they are owed in any ap-**
32 **propriate forum. This shall not relieve any member of any obliga-**
33 **tion to comply with any other provision in these Bylaws regarding**

1 **acquisition or maintenance of membership in good standing con-**
2 **sistent with applicable law.**
3

4 (ab) All applications **by resigned or expelled members** for rein-
5 statements must be made in writing, stating date of birth and giving
6 name of road employing him. If application is rejected, it cannot be
7 entertained again until it has been laid on the table for one (1) regular
8 meeting.
9

10 (bc) An application for reinstatement of **a resigned or** expelled
11 **members**, except for nonpayment of dues and assessments, must lie
12 over to the first regular meeting after application is received.
13

14 (ed) No member who has **resigned or** been expelled shall be rein-
15 stated unless he is eligible for active membership, as provided in Sec-
16 tion 25 – Local Division Rules, at the time he makes application.
17

18 (de) Any member who has **resigned or** been expelled for the non-
19 payment of dues and/or assessments, upon application to the division
20 from which he **resigned or** was expelled, may be reinstated by a ma-
21 jority vote of all the members present at the meeting when the applica-
22 tion is received.
23

24 (ef) If expelled for any other cause, he shall not be eligible as a
25 candidate for readmission in less than three (3) months, after which
26 time he must apply to the division from which he was expelled for
27 reinstatement; and he may be reinstated by a two-thirds ($\frac{2}{3}$) vote of all
28 members present if he is eligible for active membership, as provided
29 in Section 25 – Local Division Rules, when application is made, except
30 as provided for in Section 1.1 –Resolutions.
31

32 (fg) No member who has been expelled upon receipt of findings
33 and recommendations of another division can be reinstated until the

1 consent of the division which recommended his expulsion has been
2 obtained. Any member expelled for violation of obligation, if rein-
3 stated, must be re-obligated and furnish evidence, if requested by the
4 division, that he has not joined any other labor organization than one
5 recognized as legal by the BLET, and that he will, within ninety (90)
6 days, withdraw his membership from any other labor organizations
7 purporting to represent locomotive engineers and trainmen, except the
8 SMART Transportation Division.

9
10 (gh) In case ~~an~~ **a resigned or** expelled member ~~of~~ **from** a division
11 that has gone out of existence desires reinstatement, he may, with the
12 consent of the National President, be reinstated by any division to
13 which he may apply.

14
15 (hi) Reinstated members will be required to pay national dues for
16 the month in which they are reinstated, and such other dues as may be
17 determined by the division, except that ~~a~~ **members who has** ~~have~~ **re-**
18 **signed or** been expelled for nonpayment of dues and assessments,
19 when reinstated, shall not be required to pay more than national dues,
20 local division, GCA and legislative board dues and assessments for the
21 month in which ~~he is~~ **they are** reinstated, **except that resigned mem-**
22 **bers identified in Paragraph (a) of this Section who had obligations**
23 **owing at the time of resignation also must pay those past obliga-**
24 **tions at the time of reinstatement.**

25 26 Order of Business

27 28 Section 57.

- 29
30 1. Opening division in due form.
31

LOCAL DIVISION RULES

131

- 1 2. Reading of minutes of the previous regular meeting, with
2 those of subsequent special meetings, directly from the mi-
3 nute book for approval.
- 4
- 5 3. The reading or referring of petitions or propositions.
- 6
- 7 4. Report of committees on previous propositions.
- 8
- 9 5. Voting on proposed members.
- 10
- 11 6. Initiation of candidates.
- 12
- 13 7. Unfinished business and reports of local and general com-
14 mittees and legislative boards.
- 15
- 16 8. Financial business.
- 17
- 18 9. New business.
- 19
- 20 10. Request for information of any sick or disabled brother or a
21 brother's family in distress.
- 22
- 23 11. Reading of minutes for correction before closing in due
24 form.
- 25

Local Division Standing Rules

26 Section 58. A division may adopt standing rules for its governance,
27 provided they have been submitted to and approved by the National
28 President, and do not conflict with the laws and rules of the BLET, the
29 IBT, the Rail Conference, or applicable civil law.
30
31

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

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 division. Wherever reference is made to gender in these Bylaws the same shall be interpreted and construed as including both male and female.

1 **RULES OF ORDER – Divisions, General Committees of Adjust-**
2 **ment and Legislative Boards**

3
4 Section 1. The Rules of Order for the government of the delibera-
5 tion of divisions, general committees of adjustment and legislative
6 boards shall be in accordance with the following rules:
7

8 Section 2. No member shall retire from any meeting of a division,
9 GCA or legislative board after it is opened for business, without the
10 consent of the presiding officer.
11

12 Section 3. Members shall not be permitted to leave their seat, except
13 such as are required to do so in the discharge of their duties, without
14 the consent of the presiding officer; and no member shall cross the
15 floor between the altar and the station of the president while a division
16 is in session, except as provided for during the initiation ceremony.
17

18 Section 4. It is the absolute duty of every active member to vote on
19 all questions before a division, GCA or legislative board; and a mem-
20 ber can only be excused from voting by a majority vote, except when
21 the individual rights of a member are concerned or when the members
22 interested shall not be permitted to vote, and may be excluded from the
23 body during the vote.
24

25 Section 5. It is the duty of the presiding officer to decline to enter-
26 tain any order, motion, resolution or amendment that is not in proper
27 form and is not presented at the proper time.
28

29 Section 6. A motion must be seconded and afterwards repeated from
30 the chair; if a member requires it, motion shall be reduced to writing
31 and read aloud before it is debated.
32

RULES OF ORDER – DIVISIONS, GCAs & LBS 135

1 Section 7. A member, having made a motion, may withdraw it with
2 the consent of his second before it is debated, but not afterwards with-
3 out the consent of the body.
4

5 Section 8. When a member speaks or offers a motion, he shall rise
6 in his place and respectfully address the chair, confine himself to the
7 question under consideration, and avoid personality and unbecoming
8 language.
9

10 Section 9. When a member is called to order, he shall take his seat
11 until the point is determined.
12

13 Section 10. When two (2) or more members rise to speak at the
14 same time, the presiding officer shall decide who is entitled to the
15 floor.
16

17 Section 11. No member shall speak more than twice nor longer than
18 ten (10) minutes each time on any question without consent of the di-
19 vision, GCA or legislative board, which shall be granted or refused
20 without debate.
21

22 Section 12. While a member is speaking, no one shall interrupt him
23 except for the purpose of calling him to order or asking of the presiding
24 officer to explain or to call the previous question. A member allowed
25 to explain shall only have the right to explain an actual misunderstanding
26 of the language and shall be strictly prohibited from going into de-
27 bate on the merits of the question.
28

29 Section 13. For any member, in speaking, to impeach the motives
30 of a fellow member or treat him with personal disrespect, or pass be-
31 tween him and the chair while he is speaking, shall be deemed a viola-
32 tion of the organization, which may incur the censure of the presiding
33 officer of the division, GCA or legislative board.

136 RULES OF ORDER – DIVISIONS, GCAs & LBS

1 Section 14. If a member, while speaking, be called to order by the
2 chair, he shall cease speaking and take his seat until the question of
3 order is determined and permission given him to proceed.
4

5 Section 15. If any member shall feel himself personally aggrieved
6 by a decision of the chair, he may appeal from the decision.
7

8 Section 16. Any conversation, by whispering or otherwise, which
9 is calculated to disturb a member while speaking or hinder the transac-
10 tion of business, shall be deemed a violation of the organization.
11

12 Section 17. A motion to amend, and to amend an amendment, shall
13 be in order; but to amend an amendment to an amendment shall not be
14 entertained.
15

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

21 Section 18. When the motion is under debate, no motion shall be
22 received except the following subsidiary motions:
23

24 Questions of privilege must not be confused with privileged ques-
25 tions. Question of privilege is to allow a member to make some state-
26 ment, usually calling attention to disorder, something endangering the
27 welfare, or charges against himself or others, etc.
28

29 Section 19. When a question is before the division, GCA or legis-
30 lative board, the only motion in order that may interrupt shall be first,
31 to adjourn; second, the previous question; third, to lay on the table;
32 fourth, to postpone indefinitely; fifth, to postpone to a definite period;
33 sixth, to defer; seventh, to divide, if the sense will admit of it; or eighth,

RULES OF ORDER – DIVISIONS, GCAs & LBS 137

1 to amend – to take precedence as herein arranged, and the first three
2 (3) to be decided without debate.
3

4 Section 20. When the previous question is moved and seconded, it
5 shall be put in this form: “Shall the main question be now put?” If
6 this is carried, all further motions, amendments and debates shall be
7 excluded, and the question put without delay. If the question has been
8 amended, the question on the amendment shall be put first. If more
9 than one (1) amendment has been made, the last amendment in order
10 shall take precedence in the vote. It shall not be in order to reconsider
11 the agreement to take the previous question.
12

13 Section 21. When a motion is postponed indefinitely, it shall not
14 again come up during the meeting.
15

16 Section 22. A motion to adjourn shall always be in order except:
17 first, when a member is in possession of the floor; second, when the
18 ayes and nays are being called; third, when the members are voting;
19 fourth, when to adjourn was the last preceding motion; or fifth, when
20 it has been decided that the previous question be taken.
21

22 Section 23. First, a motion to adjourn; second, a motion to lay on
23 the table; third, a previous question; fourth, a motion to reconsider;
24 fifth, a motion to read a paper, are undebatable.
25

26 Section 24. The reading of any paper called for relating to the sub-
27 ject under debate shall always be in order.
28

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

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1 Section 26. When the decision of any question in a division is
2 doubted, the presiding officer shall direct the vice president to count
3 the vote in the affirmative and negative and report the same to him.
4

5 Section 27. The ayes and nays upon any question before the divi-
6 sion, GCA or legislative board may be called for by two (2) members,
7 and upon the assent of one-third (1/3) of the members present shall be
8 so taken. They may be called for at any time before a peremptory de-
9 cision of the vote by the chair, and all members shall vote unless ex-
10 cused by a majority of the members present.
11

12 Section 28. A question may be reconsidered at any time during the
13 meeting or at the first regular meeting held thereafter, except in the
14 case of a rejected candidate, which shall lie over until the second reg-
15 ular meeting.
16

17 A motion to reconsider must be made and seconded by members
18 who voted in the majority.
19

20 A motion for reconsideration, being once made and decided in the
21 negative, shall not be renewed before the next regular meeting.
22

23 No question shall be considered more than once, nor shall a vote to
24 reconsider be reconsidered.
25

26 To reconsider any question, the decision of which has officially
27 passed out of the division, GCA or legislative board, shall not be in
28 order.
29

30 Section 29. A motion to repeal or rescind a resolution shall be made
31 in writing and read in open division, GCA or legislative board, and
32 shall lie over until the next regular meeting before any action shall be

RULES OF ORDER – DIVISIONS, GCAs & LBS 139

1 taken on the same, and shall only be in order when the motion to re-
2 consider is no longer available.

3
4 A rescind motion is in order only one (1) time.

5
6 Section 30. In appointing a committee, the presiding officer shall
7 appoint according to his best judgment. The member first named on a
8 committee shall be the chairman, and shall call the committee together
9 at such time and place as he may select; but when thus convened, any
10 committee can select its own chairman and secretary.

11
12 Section 31. All reports of committees, excepting reports of pro-
13 gress, shall be made in writing and signed by a majority.

14
15 If a committee disagrees, they can submit a majority and a minority
16 report. After the majority report has been read, it is customary to allow
17 the minority report to be presented; and it would require the adoption
18 of a motion to substitute the minority report for the majority report,
19 which is the report of the committee.

20
21 When a report is read, it shall be considered as properly before the
22 division, GCA or legislative board without a motion to receive.

23
24 All proceedings of divisions, GCAs or legislative boards not pro-
25 vided for in the above rules shall be governed according to Robert's
26 Rules of Order.

THIS SECTION, entitled “General Committee Rules,” has to do principally with the operation of general committees of adjustment (GCAs).

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 division. Wherever reference is made to gender in these Bylaws the same shall be interpreted and construed as including both male and female.

GENERAL COMMITTEE RULES

General Committee of Adjustment – How Organized

Section 1. On any system of railroad where two (2) or more divisions are organized, or where there are two (2) or more local committees of adjustment within a single division on any railroad, 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) Consistent with Section 1(b) – Local Division Rules, divisions with twenty-five (25) or more ~~active~~ **dues paying** members, or local committees of adjustment representing active members, paying GCA dues and assessments on a road or system shall be entitled to one (1) delegate and one (1) vote in the committee, unless otherwise authorized by the GCA and the National President. However, on a road or system where there is but one (1) division and one (1) local committee of adjustment, the local committee will be the GCA, with the local chairman serving as general chairman and the first vice local chairman serving as vice general chairman and, except as otherwise provided in the GCA bylaws, the division secretary-treasurer will be

1 the GCA secretary-treasurer. Where there are only two (2) divisions
2 or local committees of adjustment within a GCA, the division or local
3 committee having the most members under its jurisdiction shall have
4 two (2) delegates, and two (2) votes on the GCA.

5
6 Divisions chartered before January 1, 2004 will retain the previous
7 threshold level of twelve (12) ~~active-dues~~ **paying** members.

8
9 (b) Each division having members employed on more than one (1)
10 road or system shall be entitled to a member of the GCA on each sys-
11 tem represented. The chairman of the local committee of adjustment
12 shall be a member of the GCA on the road he represents; and only
13 members employed on that road shall have a vote for their local com-
14 mittee, which vote shall be by secret ballot.

15
16 (c) On short-line railroads where the membership feel they will de-
17 rive more economic and more efficient representation by merging with
18 the general committee of another railroad, they may, by a majority vote
19 of the active membership casting a ballot, request the National Presi-
20 dent to permit them to merge with some other GCA of their choice
21 (choice to be determined by majority vote). If, in the opinion of the
22 National President, such merger would operate to the best interests of
23 the BLET, he shall order the same to become effective on a specified
24 date; provided, however, the general committee with which the merger
25 is proposed shall approve of the same by a majority vote in accordance
26 with Section 41(b) – General Committee Rules.

27
28 (d) In the event of such merger becoming effective, the so-called
29 short-line railroad shall be entitled to representation on the merged
30 GCA, as provided for in Paragraph (a) of this section.

31
32 (e) Any division which is not square on the books of the GCA will
33 not be entitled to have its delegate seated at any meeting of the GCA.

**GCA Credential – Number of Assessable Delegates
– How Instructed**

1
2
3
4 Section 3.(a) Each division shall furnish a credential to each of its
5 members of the GCA; and it shall state the number of assessable mem-
6 bers on each seniority district which the division represents, including
7 officials who retain seniority rights; and each division shall pay dues
8 and assessments for the number of members stated on the credentials.
9 Any secretary-treasurer of the division who fails to report to the secre-
10 tary-treasurer of the GCA all assessable members belonging to his di-
11 vision shall be subject to charges under Article XIX of the IBT
12 Constitution.
13

14 (b) Whenever a poll of a division is ordered to instruct a delegate to
15 the GCA, the secretary-treasurer shall send out a ballot to each active
16 member with all questions printed thereon, requesting him to vote on
17 the questions; and when properly filled out, it must be returned to the
18 secretary-treasurer on or before the date indicated on the ballot, either
19 in person or by government mail.
20

21 (c) If a majority of ballots cast by the active members are in favor
22 of the question submitted, the division shall so instruct the delegate;
23 and he shall carry out their instructions. Such instructions shall be
24 signed by the president and the secretary-treasurer and filed with the
25 secretary-treasurer of the GCA prior to the convening thereof. Failure
26 of the delegate to carry out his instructions shall be considered a vio-
27 lation of his obligation; and if found guilty after trial as per Article XIX
28 of the IBT Constitution, he shall be subject to penalty as therein pro-
29 vided.
30

When Two or More GCAs Are Organized, May Consolidate

1
2
3 Section 4.(a) On any system or roads having one (1) or more general
4 managers under one (1) executive officer or president, where two (2)
5 or more GCAs are organized, they can merge into one (1) GCA, pro-
6 vided a two-thirds (2/3) majority of the GCAs of the territory affected
7 so decide. Such mergers of GCAs shall not become effective until af-
8 ter the expiration of sixty (60) days and no appeal from the action has
9 been made. If an appeal is made within sixty (60) days of such action
10 of GCAs, the question shall be referred to the membership on that por-
11 tion of the system from which appeal is made; and unless a majority of
12 the members on such portion of the system vote to merge their GCAs,
13 their individual GCA shall continue as heretofore.
14

15 Upon effecting such merger, officers of the merged general commit-
16 tee shall be elected as provided in Section 9 – General Committee
17 Rules.
18

19 (b) After the merger is consummated, the general chairman may, at
20 any time, convene only that portion of the GCA which is under the
21 jurisdiction of the general manager of the territory affected.
22

23 (c) In the event a GCA on any small road or system desires to merge
24 with the GCA under the same general manager or one (1) executive
25 officer or president, and said GCA is not agreeable to such merger, the
26 request with all facts in connection therewith will be referred to the
27 National President who, in conjunction with the Advisory Board, will
28 make a recommendation to the IBT General President, who will pro-
29 cess the matter in accord with the applicable provisions of the IBT
30 Constitution and the IBT/BLE Merger Agreement.
31

32 However, in the event the National President has reason to believe
33 that the merging of a small GCA would be in the best interest of the

1 members, he shall forward the request with all facts in support of his
2 position to the affected general committees, requesting they voluntar-
3 ily agree to the merger. The final decision will rest with the affected
4 members of the involved committees as per Section 4(a) above.

6 **Dividing a General Committee of Adjustment**

7
8 Section 5. The dividing of a consolidated GCA should be promul-
9 gated, if at all possible, at the consolidated GCA regular session. When
10 it appears necessary or desirable to divide a GCA on any line or system
11 of railroad under or controlled by one (1) president or by an executive
12 committee under whom are one (1) or more presidents or managers,
13 where a road or branch constitutes a separate department of the system
14 and on which the BLET has separate schedules of pay, such road or
15 branch shall have the privilege of withdrawing from the consolidated
16 GCA and form a separate GCA; provided, after one (1) year from their
17 last regular session, a majority of the active membership casting ballots
18 in the division on the territory that wish to withdraw so express by
19 referendum vote.
20

21 **Executive Committee**

22
23 Section 6. The executive committee shall consist of a general chair-
24 man, secretary-treasurer, and vice-chairman or vice-chairmen, and
25 such other members of the GCA as the general committee deems ad-
26 visable.
27

28 **Duties of the Executive Committee**

29
30 Section 7.(a) **Where the National Secretary-Treasurer ap-**
31 **proves, and by favorable vote of its executive committee, a GCA**
32 **may authorize the National Division to receive dues that are being**
33 **withheld pursuant to their dues deduction agreement. Should a**

1 GCA decide to authorize the ND to receive its members' dues paid
2 via payroll dues deduction, the GCA Secretary-Treasurer would
3 be relieved of his obligations in Sections 29 – National Division
4 Rules and 13(b) – General Committee Rules to remit his GCA's
5 dues, and the National Division shall remit the involved dues to all
6 subordinates in such cases. Dues and assessments for members
7 who do not have same deducted from their payroll by the employer
8 must be paid, pursuant to Section 30(a) – National Division Rules,
9 via check or the electronic financial transaction method selected
10 by the National Secretary-Treasurer.

11
12 (b) ~~Duties~~ **Additional duties** of the executive committee shall be
13 to adjust only subjects referred to it by action of a majority of the full
14 GCA, or those duties required by BLET Bylaws, the IBT Consti-
15 tution or the GCA bylaws.

16 GCA Meetings

17
18
19 Section 8.(a) It shall be the duty of the GCA of each system to meet
20 triennially after the triennial election of the division, unless the GCA
21 has adopted a resolution to meet quadrennially (once each four (4) year
22 period), at such time and place as may be determined by the chairman
23 and secretary-treasurer, or by a majority of the divisions, and adjust the
24 differences existing on the systems.

25
26 (b) At any time between regular sessions, should a majority of the
27 divisions on a system instruct the chairman to convene the GCA, he
28 shall do so without delay.

29
30 (c) In case of an emergency, the chairman is empowered to convene
31 the GCA when, in his judgment, it is necessary.
32

1 (d) At all such meetings, as soon as each division has presented and
2 discussed grievances and, if a regular meeting, the officers have been
3 elected, the GCA may reduce to an executive committee, elected by
4 the GCA.
5

6 GCA Election of Officers 7

8 Section 9.(a) The chairman, vice-chairman or vice-chairmen, sec-
9 retary-treasurer of the GCA, and alternate secretary-treasurer of the
10 GCA will be elected after the officers have made their report and each
11 division has presented and discussed its grievances and before reduc-
12 ing to an executive committee. **Neither the general chairman nor**
13 **the secretary-treasurer shall be elected to or hold the office of trust-**
14 **tee.** Candidates for office must not hold membership in any other labor
15 organization which purports to represent locomotive engineers and
16 must meet the requirements of active membership as defined in Section
17 25(b) – Local Division Rules.
18

19 NOTE: Eligibility to nominate, second and run for office will be de-
20 termined by the applicable provisions of the IBT Constitution (see Sec-
21 tion 1 – National Division Rules – NOTE and Paragraph 6.7 of the
22 IBT/BLE Merger Agreement). Members are urged to verify their eli-
23 gibility before nominations and election. **The secretary-treasurers**
24 **of the GCA shall verify the eligibility of all members who plan to**
25 **nominate, second, and/or run for GCA office, and shall verify the**
26 **eligibility of any member at that member’s request.**
27

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

1 (30) days. The candidate receiving the highest number of votes will
2 be declared elected.

3
4 (c) Where there are two (2) divisions on a system, each division will
5 nominate its candidate or candidates for the office of general chairman.

6
7 The secretary-treasurer of each division will notify the secretary-
8 treasurer of the GCA of the names of the candidates, who in turn will
9 furnish a list of names of candidates of both divisions for office of gen-
10 eral chairman to the respective secretary-treasurers of the two (2) divi-
11 sions; the names of the candidates for office of general chairman will
12 then be placed on a separate ballot and sent out to members affected,
13 with the regular division ballot.

14
15 Upon the completion of the election of officers in the division, the
16 secretary-treasurer of each division will notify the secretary-treasurer
17 of the GCA of the number of ballots cast for each candidate and the
18 name of the candidate who received the majority of votes. The secre-
19 tary-treasurer of the GCA will then notify the secretary-treasurer of
20 each division of the name of the successful candidate for the office of
21 general chairman, with the tabulation of votes cast by each division for
22 candidates for that office. In case no candidate receives majority of
23 votes cast, Paragraph (b) will apply.

24
25 (d) In the event a majority of the delegates of a GCA are so in-
26 structed by the division they represent, the general chairman will be
27 elected by a secret referendum vote of the active membership on the
28 system. The candidate receiving the highest number of votes will be
29 declared elected.

30
31 (e) In the event of any irregularities in the election of officers of a
32 general committee of adjustment, resulting in a contest of election, the
33 protest must be filed in duplicate with the secretary-treasurer of the

1 GCA and the National President within thirty (30) days after such elec-
2 tion. The protest must set forth the exact nature and specifications of
3 the protest, including a claim as to how it affected the outcome of the
4 election. The National President will conduct an investigation to ob-
5 tain the facts and evidence and render his decision accordingly. Any
6 member who is dissatisfied with the decision of the National President
7 may appeal such decision within thirty (30) days to the BLET Execu-
8 tive Committee whose decision shall be final and binding.
9

10 **Chairman May Be Made Salaried Officer**

11
12 Section 10.(a) The chairman of the GCA shall be made a salaried
13 officer if so decided by a majority of all votes cast by members paying
14 GCA dues and assessments in a secret referendum vote on the system,
15 or by a majority of the GCA delegates. Such salaried chairman must
16 be in active service as defined in Section 25(a) – Local Division Rules
17 at the time of his election. The chairman of the GCA may be made a
18 full-time officer if so decided by a majority of the GCA delegates.
19

20 (b) The position of salaried chairman may be abolished by a major-
21 ity of all the votes cast by members paying GCA dues and assessments
22 on the system or unit in a secret referendum vote, or by a majority of
23 the GCA delegates. The vote shall be taken at the request of one-fourth
24 (1/4) of the divisions on the system or unit. A vote once taken and
25 decided cannot be renewed for one (1) year. A full-time chairman of
26 the GCA may be made a part-time officer if so decided by a majority
27 of the GCA delegates.
28

29 (c) In taking a referendum vote to place a general chairman on a
30 salary in accordance with Paragraph (a) or to abolish the salary of a
31 general chairman in accordance with Paragraph (b), the ballot will be
32 prepared by the general chairman and secretary-treasurer; and suffi-
33 cient ballots will be sent to each division's secretary-treasurer to vote

1 the membership paying GCA dues and assessments. The ballots must
2 be returned to the division secretary-treasurer either in person or by
3 government mail. After ballots are voted, each division will count and
4 tabulate the votes cast and forward same to the secretary-treasurer of
5 the GCA, who will notify each division of the result of the vote.

General Chairman's Duties

6
7
8
9 Section 11.(a) A salaried chairman shall devote his whole time to
10 the interests of the members on his system and visit the divisions. Any
11 chairman of the GCA, when called upon by one (1) or more divisions
12 on his system, shall be empowered in conjunction with the local com-
13 mittee to adjust, if possible, any differences that may arise between
14 members and their employers without convening the GCA. Failing,
15 he may notify the National President of the facts in detail and call upon
16 him for assistance. Receiving such call, the National President will
17 assign a vice president; or he may authorize the general chairman to
18 represent him. The general chairman will not, however, vote the active
19 members or withdraw them from the service without permission from
20 the National President. In case the local committee cannot be con-
21 vened readily, the chairman shall have the power to select one (1) or
22 more members to assist him.

23
24 (b) It shall be the duty of the general chairman to convene the GCA
25 in accordance with Section 8 – General Committee Rules and to pre-
26 side over the meeting while in session. He will make a report to the
27 committee in session of items not completed and carried out from the
28 last session of the committee. He shall render to each division on the
29 system a report at the end of each quarter and send to each division and
30 each local chairman a copy of the rulings and interpretations of the
31 schedule under which they are working; and at the close of the year,
32 he will render an annual report to the National President, the expense
33 of same to be paid out of the funds of the general committee. He may

1 fill the president's chair when visiting the divisions on the system. He
2 shall be paid for his services by an assessment on all active members
3 on the system (as provided in Section 46 – Local Division Rules), pro-
4 vided that such assessment shall remain, unless discontinued or revised
5 at a subsequent session of the GCA.

6
7 (c) The general chairman, or the secretary-treasurer of the GCA at
8 the request of the general chairman, shall have authority to review the
9 books of any or all divisions within his jurisdiction when, in his opin-
10 ion, it is desirable to do so. The general chairman or the secretary-
11 treasurer of the GCA also shall have access to all financial books and
12 papers of such division.

13
14 (d) The general chairman shall be bonded in accordance with Arti-
15 cle X, Section 7(a) of the IBT Constitution.

16
17 (e) The general chairman shall be recognized as the GCA between
18 meetings of that body; and his decision on all matters within the scope
19 of authority of the GCA shall be made effective subject to appeal in
20 accordance with the provisions of Sections 25 and/or 26 – General
21 Committee Rules, except for matters specifically stipulated in Sections
22 32 and 33 – General Committee Rules.

23 **Duties of the Vice-General Chairman, GCA**

24
25
26 Section 12.(a) The vice-chairman shall assist the general chairman
27 when called upon to do so and, in the absence of the general chairman,
28 shall fill that office in accordance with the bylaws of the GCA. In the
29 event the office of general chairman becomes vacant through death or
30 otherwise, he shall fill the office until a successor has been duly elected
31 in keeping with the laws herein provided for or by the bylaws of the
32 GCA.
33

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

5 6 **Duties of the Secretary-Treasurer, GCA** 7

8 Section 13.(a) The secretary-treasurer ~~shall be bonded in accord-~~
9 ~~ance with Article X, Section 7(a) of the IBT Constitution; and he~~ shall
10 notify the National President when the general committee will convene
11 and the nature of the business to be transacted; he will furnish each
12 division on the system a copy of the minutes of each session of the
13 GCA, which shall include the number of each division represented,
14 together with the assessable members of each. The secretary-treasurer
15 shall, along with the general chairman or any other bonded GCA of-
16 ficer authorized by the GCA's bylaws, sign all checks drawn on the
17 GCA's accounts. **The expense of the bond is to be paid by the GCA,**
18 **and shall be collected annually by the National Division.** Should a
19 vacancy occur in the office of secretary-treasurer, that vacancy shall
20 be filled by the alternate secretary-treasurer; if there is no alternate sec-
21 retary-treasurer of the GCA, an election for secretary-treasurer of the
22 GCA must be held within thirty (30) days after the vacancy occurs.
23

24 (b) The secretary-treasurer shall verify the monthly report submit-
25 ted by each division via the online reporting system and shall remit
26 national dues and assessments to the National Secretary-Treasurer and
27 shall also remit division and legislative board dues and assessments to
28 the secretary-treasurer of the division and the legislative board, respec-
29 tively, within fifteen (15) days after the monthly report is submitted by
30 the division, or by the end of the next succeeding month for which such
31 dues and assessments are collected, whichever is earlier. Upon the re-
32 quest of the National Secretary-Treasurer, the secretary-treasurer also

1 shall provide the railroad dues checkoff remittance data when verify-
2 ing the report or authorize the railroad to provide the data directly to
3 the National Secretary-Treasurer. In case any division shall fail to
4 make its monthly reports and/or remittances, if necessary, to the
5 secretary-treasurer, it shall be the duty of the secretary-treasurer to notify
6 the executive board and the trustees of the division in writing of the
7 failure of said division to make proper returns, and shall provide the
8 general chairman with a copy of said notification.
9

10 (c) He shall render an annual financial itemized report of all receipts
11 and disbursements to each division, the general chairman and the Na-
12 tional Secretary-Treasurer, and at the expiration of his term of office
13 deliver to his successor all books, papers, files and funds of the GCA.
14

15 **When there is a change of the GCA's secretary-treasurer, an**
16 **audit must be completed within thirty (30) days. The audit of the**
17 **GCA must be conducted by the GCA trustees. All records are to**
18 **be delivered to the new GCA secretary-treasurer upon his taking**
19 **office. The trustees shall conduct an audit upon the change, and**
20 **provide the audit report to the general chairman and the new GCA**
21 **secretary-treasurer within thirty (30) days.**
22

23 (d) He shall furnish the National Secretary-Treasurer a copy of the
24 minutes of each session of the GCA. **He shall report all election re-**
25 **sults and any change of officer to the National Secretary-Treas-**
26 **urer in the online reporting system within fifteen (15) days.** He
27 shall in general be responsible to insure that the duties set forth in Ar-
28 ticle XXIII of the IBT Constitution are fulfilled with respect to the gen-
29 eral committee consistent with these bylaws.
30

31 (e) He also shall, in conjunction with the general chairman, furnish
32 to the National Secretary-Treasurer a copy of the applicable annual LM
33 report filed with the U.S. Department of Labor on or before April 1

1 each year. He also shall furnish the National Secretary-Treasurer with
2 a signed copy of the annual Form CT-1 filed with the U.S. Internal
3 Revenue Service and/or a signed copy of the Zero Creditable Compensa-
4 tion form, as applicable, within fifteen (15) days of filing.

5
6 ~~(f) An audit committee comprised of three delegates to the GCA~~
7 ~~shall be either appointed by the chairman or elected at the regular GCA~~
8 ~~meeting. The audit committee shall submit a monthly audit report to~~
9 ~~the National Secretary-Treasurer on the prescribed form. A monthly~~
10 **audit shall be performed by the elected or appointed trustees in**
11 **each GCA, and a report of such audit shall be submitted to the**
12 **National Secretary-Treasurer via the online reporting system.**
13 **Monthly trustee audit reports must be received by the National**
14 **Secretary-Treasurer's office no later than the fifteenth (15) day**
15 **from the end of the month following the month audited.** In the
16 event that ~~an audit committee member~~ **a trustee** declines to sign the
17 audit report, the ~~audit committee member~~ **trustee** must ~~state in writing~~
18 ~~to provide~~ the secretary-treasurer of the GCA and the National Secre-
19 tary-Treasurer his reasons for declining to do so. In the event of the
20 unavailability of ~~a trustee~~ ~~an audit committee member~~, the remaining
21 ~~audit committee members~~ **trustees** shall make the monthly examina-
22 tion of the books and the monthly report. Such monthly audits ~~can~~
23 **must** be conducted electronically ~~or by other means~~.

24
25 (g) GCAs with more than 250 dues paying members also shall be
26 audited by a Chartered or Certified Public Accountant at least once per
27 fiscal year. Copies of all audit reports shall be forwarded to the Na-
28 tional Secretary-Treasurer within thirty (30) days of receipt of the final
29 report, but not later than July 31.
30

156 GENERAL COMMITTEE RULES

GCA – Duties before Calling National President

1
2
3 Section 14. It shall be the duty of the GCA on any system to exert
4 all means available to effect a settlement of any issue in dispute be-
5 tween the management and the membership on the system.
6

7 Failing to effect a satisfactory settlement, it shall notify the National
8 President of the facts, in detail, and if it so desires, may request assis-
9 tance from the National President.
10

National President – Called by GCA

11
12
13 Section 15. A GCA may call upon the National President for assis-
14 tance to dispose of any issue in dispute between the general committee
15 and its management which has not been satisfactorily disposed of. If
16 such assistance is requested, it shall be given precedence over all other
17 business; and the National President shall respond in person, at once,
18 or send a vice president, who will use all honorable means to make a
19 satisfactory disposition of the dispute.
20

21 Except as provided in Sections 32 and 33 – General Committee
22 Rules, the National President shall not be empowered to assign a vice
23 president to assist any GCA unless requested to do so by said GCA.
24

Trusteeships

25
26
27 Section 16. The authority to place subordinate bodies into trustee-
28 ship and appoint trustees is vested in the General President of the IBT
29 under the provisions of Article VI, Section 5 of the IBT Constitution
30 and in accordance with Paragraph 6.11 of the IBT/BLE Merger Agree-
31 ment.
32

Authority for Taking Strike Vote and Withdrawing from Service

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

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

(c) If a majority of the membership casting a ballot on the road, system, or portion thereof, ~~and~~ **or** two-thirds (2/3) or more of the members of the GCA vote in favor of a strike, the general chairman, with the concurrence of the National President, shall have authority to set a

1 strike date and withdraw the engineers or trainmen of the road, system,
2 or portion thereof from service.
3

4 (d) In the event it is decided to use the economic strength of the
5 BLET, the membership on the railroad where the dispute exists shall
6 be sustained by the BLET. Should it be necessary, the Executive Com-
7 mittee of the BLET shall be empowered to levy an assessment on the
8 active membership of the BLET. Such assessment will not be effective
9 beyond the next session of the BLET, at which time it will be contin-
10 ued, discontinued or revised.
11

12 (e) In the application of the aforementioned provisions on railroad
13 properties where the BLET holds the contract for firemen, apprentice
14 engineers and/or other classes of service other than engineers, the
15 words "firemen, apprentice engineers and/or other classes of service
16 represented by the BLET" will be substituted for the words "locomotive
17 engineer" and "engineer" therein.
18

19 **Members Placed on Payroll**

20

21 Section 18. When a strike occurs on any road, the secretary-treas-
22 urer of each division involved in the strike shall forward to the National
23 President a complete list of all engineers or trainmen who are to be
24 placed on the payroll. It shall then be the duty of the National President
25 to secure such help as may be necessary to enable him to pay promptly.
26

27 **Authority for Declaring Strike Off**

28

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

1 thereof acting in concurrence with the Executive Committee of the
2 BLET.

GCA Convened by the National President

3
4
5
6 Section 20. When the GCA on any road or system is convened on
7 authority of or by the National President on matters of a general nature,
8 the time and expenses of the committee shall be paid from the general
9 fund of the ND.

Members Must Not Sign Contracts Unless Authorized

10
11
12
13 Section 21. A member or members, other than the duly designated
14 representative of the BLET, are prohibited from entering into any ver-
15 bal or written agreements with any railroad management involving
16 rates of pay, rules or working conditions of locomotive engineers or
17 trainmen. Any member violating this provision shall be subject to
18 charges under Article XIX of the IBT Constitution.

Communications – Illegal

19
20
21
22 Section 22. When any member or members of a division (except
23 chairman of the local committee) take up directly with the general
24 chairman, verbally or written, any question where other members' in-
25 terests are involved, or ask for a ruling upon any question, the general
26 chairman must refuse to grant such requests or ruling until the propo-
27 sition has been submitted to the division for their consideration. If
28 carried by a majority of the members present, the secretary-treasurer
29 will furnish the general chairman all the facts in the case, who will
30 furnish the division with his ruling or interpretation, as the case might
31 be.
32

Member or Officer Disciplined by the GCA

1
2
3 Section 23.(a) Any member of the GCA who, by act or word in the
4 presence of any railroad official, injures any matter under discussion
5 by the committee or executive committee, which has for its purpose
6 the enforcement of the General Committee Rules of the BLET, shall
7 have written charges preferred against him before the executive com-
8 mittee by the general chairman under the provisions of Article XIX of
9 the IBT Constitution. If, after he has been served with written specific
10 charges and given a reasonable and fair hearing, a majority of the ex-
11 ecutive committee voting by ballot so decides (general chairman to
12 have the deciding vote in case of a tie), he shall be deprived of service
13 on the same. The general chairman shall then notify the president of
14 the division which the deposed member represented, and the president
15 of the division may fill such vacancy by appointment promptly. If
16 necessary, the general chairman is authorized to fill the vacancy by
17 interim appointment from the membership of the division to which the
18 deposed member belongs; and said appointee will serve until relieved
19 by a delegate appointed by the president or elected by the division as
20 per Section 20 – Local Division Rules.

21
22 (b) Any officer may be removed from office by a majority vote of
23 the members of the executive committee of the GCA for violation of
24 any of the laws or rules of the BLET committed in his official capacity
25 as a member of the GCA, if found guilty after having been served with
26 written specific charges, given reasonable time to prepare a defense
27 and afforded a full and fair hearing under Article XIX of the IBT Con-
28 stitution.

29
30 (c) Any officer or member proven guilty under the above paragraph
31 will be deprived from again holding office in the GCA for a period of
32 not less than three (3) years.
33

1 (d) Hearings conducted under the provisions of Article XIX – IBT
2 Constitution shall be held at a location near either the residence or the
3 workplace of the charged officer or member.
4

5 **GCA Bylaws**

6

7 Section 24. The GCA shall formulate and adopt bylaws to prescribe
8 the duties of the officers and provide the method of filling vacancies,
9 such method not to be in conflict with applicable civil law; said bylaws
10 also shall establish authority to prescribe dues and levy assessments,
11 and to expend monies derived therefrom. The bylaws may contain
12 such additional rules or regulations as are deemed necessary for the
13 operation of the GCA, including the proper adjustment of differences
14 on their respective systems. GCA bylaws are subject to the approval
15 of the National President, and may not conflict with the laws of the
16 BLET, the IBT, the Rail Conference, or applicable civil law.
17

18 **GCA Decisions Stand as Law**

19

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

29 (b) A division, an active member or group of members may appeal
30 from a decision of the general chairman made over a collective bar-
31 gaining issue between sessions of the GCA to the general committee,
32 provided such appeal is filed with the general chairman thirty (30) days

1 prior to the meeting of the general committee. Copy of such appeal to
2 be furnished the division or divisions affected.
3

4 **Appeal May Be Taken**

5
6 Section 26.(a) An appeal may be taken to the active membership by
7 any member or division in good standing from a decision of a general
8 chairman or GCA made over a collective bargaining issue. Such ap-
9 peal must be made prior to the expiration of sixty (60) days from the
10 date of the said decision and must be voted on by the active member-
11 ship on the territory under the jurisdiction of the GCA involved.
12

13 (b) To inaugurate an appeal, the appellant must first draw up a state-
14 ment of facts addressed to the active membership. This statement, to-
15 gether with a sample ballot, shall be submitted within said sixty (60)
16 day period to the general chairman for his examination and the oppor-
17 tunity of preparing a statement defending the committee's decision.
18 The appellant's statement of facts, the ballot in approved form and the
19 general chairman's statement in reply shall be returned without delay
20 to the appellant. The appellant may add a rebuttal to the statement of
21 the general chairman if he so chooses. The appellant shall, as soon as
22 possible upon the return of the appeal from the general chairman, pro-
23 ceed with the printing of such appeal. The ballot shall set out the de-
24 cision from which the appeal is taken, without any argumentation upon
25 the part of the appellant or the general chairman. A copy of the
26 printer's proof shall be forwarded to the general chairman for his ap-
27 proval. The general chairman shall immediately examine his statement
28 and the ballot appearing in the printer's proof and, when satisfied as to
29 their accuracy, shall return such appeal to the appellant for final print-
30 ing, giving notice as to the quantity required. Each active member of
31 each division under the jurisdiction of the GCA involved shall receive
32 a ballot.
33

1 (c) The division shall, within thirty (30) days after receipt of the
2 ballots, take a referendum vote of its active membership and advise the
3 secretary-treasurer of the GCA of the result. Divisions meeting but
4 once a month shall call a special meeting for the purpose of counting
5 and tabulating the votes when necessary in order to carry out the thirty
6 (30) day limitation.
7

8 All ballots, including those improperly signed or for any other rea-
9 son declared illegal, shall be forwarded to the secretary-treasurer of the
10 GCA, together with a copy of the division tellers' report. The report
11 shall show the number of votes cast by the active membership for and
12 against the issue constituting the appeal and the number of ballots re-
13 jected as illegal. Every ballot declared illegal shall have the same writ-
14 ten across the face thereof. A duplicate copy of this report must be
15 retained by the division and a record made in the minutes of the meet-
16 ing.
17

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

31 (e) A time limit of one hundred twenty (120) days from the date of
32 receipt of the appeal by the general chairman is hereby established,
33 within which the requirements of this section must be completed. The

1 time limit of one hundred twenty (120) days, as set forth herein, may
2 be extended by mutual agreement between the parties affected.
3

4 **Appeal to the National President**

5
6 Section 27. Appeals from a decision of the GCA on a collective
7 bargaining issue, in which there has been a violation of the law of the
8 BLET by such GCA, will be entertained by the National President.
9 Decisions of a GCA on non-collective bargaining issues and any dis-
10 putes between GCAs are appealable to the National President.
11

12 **GCA – How Paid**

13
14 Section 28. GCAs shall have power to fix the rate of pay for chair-
15 man and members serving on the committee, and time allowed going
16 to and from the place of meeting shall be computed by the GCA.
17

18 **Expense of Committee**

19
20 Section 29. GCAs shall set dues in an amount necessary to fund its
21 regular and anticipated financial needs, including at least the salary of
22 the general chairman and the rate of pay and expenses paid to the mem-
23 bers of the GCA. When insufficient dues income exists, the expenses
24 of members of a GCA when convened for any purpose, together with
25 pay for time they lost in such service, shall be raised by an assessment
26 on all active members of the BLET employed on the system repre-
27 sented (except as provided in Section 46 – Local Division Rules); and
28 the secretary-treasurer of the GCA shall have power when so ordered
29 by the committee to levy such an assessment to pay the members of
30 the committee immediately after such session is over. All dues and
31 assessments shall be levied by majority affirmative vote of the mem-
32 bers of the GCA, or by majority affirmative vote of the members of the

1 GCA casting a mail ballot between sessions, and shall remain, unless
2 discontinued or revised at a subsequent session of the GCA.

3
4 Operating craft employees will be required to pay GCA dues and
5 assessments in the amount determined by the GCA, which shall be col-
6 lected monthly and forwarded to the secretary-treasurer of the general
7 committee, who will pay the chairman's salary semi-monthly, and all
8 delegates for their services. Any surplus remaining in the treasury
9 shall be applied to the payment of the legitimate expenses of the gen-
10 eral committee.

11
12 Where a vice-chairman assumes the duties of the chairman on ac-
13 count of the absence of the chairman, his salary shall not be more while
14 he is occupying that position than the salary of the general chairman.

15 **Assessments – General Committee**

16
17
18 Section 30. All notices of GCA assessments and/or increases or de-
19 creases of regular dues shall be in the hands of the secretary-treasurers
20 of divisions sixty (60) days before such assessments are due. Any such
21 assessments or increases/decreases of regular dues collected shall be
22 remitted by the secretary-treasurer of the division on or before the 20th
23 day of the month following sixty (60) days' notice as defined by Sec-
24 tion 29(1) – National Division Rules.

25 **GCA Authority and New Business**

26
27
28 Section 31.(a) No new business will be entertained by a GCA unless
29 records are sent showing that the division has acted upon the merits of
30 the question. The records must bear the signatures of the division's
31 president and its secretary-treasurer transmitting the resolution, who
32 must specify the date(s) of the meeting(s) at which the division acted

1 upon the merits of the question, and must include a copy of the resolu-
2 tion adopted by the division in the form required by the GCA, as well
3 as a copy of the minutes of the meeting(s) at which the division acted
4 upon the merits of the question. A copy of the resolution sent to the
5 GCA shall be sent to other divisions interested upon receipt of same
6 by the general chairman. The time frame for submitting resolutions
7 may be determined by the GCA in its bylaws.

8
9 (b) The GCA shall have full power to settle all questions of seniority
10 and rights to runs and jurisdiction of territory that are presented to it;
11 and its decision shall be final unless, on an appeal to the membership,
12 its decision is repealed by a majority vote.

13
14 Where there are only two (2) divisions on a system, they may appeal
15 to the National President, whose decision shall be final, subject to ap-
16 peal to the Advisory Board.

17
18 (c) To consolidate or divide the seniority rosters of engineers or
19 trainmen on one (1) or more seniority districts on a system, a majority
20 vote of the active members holding seniority as engineers or trainmen
21 and casting a ballot on each seniority district affected must be obtained.
22 Where the BLET holds the contract for firemen, and trainmen, a ma-
23 jority vote of the members casting a ballot in either occupation will be
24 required to consolidate or divide the seniority roster of that occupation.

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

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

NOTE: The term “Mergers, etc.,” as referred to in subtitle and as hereinafter expressed in this section, means – mergers, consolidations, coordinations, control, absorptions, diversions of traffic, purchases or any other action whereby separate facilities or operations of railroads are going to be unified.

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

When the National President has sufficient information that a merger, consolidation, coordination, control, absorption, diversion of traffic, purchase or any other action whereby separate facilities or operations of railroads are going to be unified, he shall immediately assign an officer for the purpose of directing the committees in the handling to the best interests of the members involved.

A. Contracts

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

1 B. General Committees
2

3 The committees involved on the merged systems may be consoli-
4 dated, if necessary, to meet the representational requirements of the
5 membership.
6

7 The officer assigned shall submit his recommendations to the Na-
8 tional President. If the recommendation is to merge the involved com-
9 mittees, the National President shall forward said recommendation
10 with all facts in support to the involved general committees. The af-
11 fected general committee(s) shall refer the question to the membership
12 under their jurisdiction by instructing each affected division to prepare
13 a paper ballot to be delivered within sixty (60) days to each member of
14 the division, by government mail, directed to his/her last known ad-
15 dress. The ballot, with a large envelope, approximately 4 x 9 1/2
16 inches, which must contain space for the member's name and address,
17 must have first-class postage affixed thereto and must contain the di-
18 vision number and address for returning the ballot. The ballot and re-
19 turn envelope must also be accompanied with the written
20 recommendation of the National President, the written recommenda-
21 tion of the affected general chairmen, and written instructions showing
22 purpose of the ballot, time, date and place for counting the ballots. The
23 ballot shall also contain a signature and date line, which must be signed
24 and dated by the member. The return envelope containing the ballot
25 must be returned and postmarked within fifteen (15) days from the
26 postmarked date on the envelope sent to the member. The ballots shall
27 be counted by each division at the first regular division meeting fol-
28 lowing the date for return of the ballots. Each division secretary-treas-
29 urer will notify the general chairman of the results from the ballots
30 received within ten (10) days. The affected general chairmen will for-
31 ward this information to the National President and the other affected
32 general chairmen within thirty (30) days from date received from last

1 division reporting. If the decision of the majority is to merge the com-
2 mittees in question, the National President shall secure permission
3 from the IBT General Executive Board to implement the merger, no-
4 tify the affected general committees of the decision and instruct the
5 merged committees to meet within ninety (90) days for the purpose of
6 electing new officers, as provided in Section 9 – General Committee
7 Rules, and conducting any business or grievance that may properly
8 come before the body. The new date to meet regularly shall be decided
9 as per Section 8 – General Committee Rules. If it is the decision of the
10 majority not to merge their GCAs, their individual GCAs shall con-
11 tinue as heretofore.

12 13 C. Divisions

14 15 I. Representation

16
17 The general committee or general chairman and division
18 or divisions affected shall, after the determination has
19 been made relative to a merged seniority district or dis-
20 tricts, make a study of the BLET divisions in the affected
21 area for the purpose of reducing, if possible, the number
22 thereof to only those necessary to maintain an efficient
23 operation.

24
25 The general committee or general chairman and divisions
26 affected shall give consideration to the following points as
27 a guideline for making such a determination:

- 28
29 a. The number of members in a division.
- 30
31 b. The location of the majority of the members' place
32 of residence.
- 33

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- 1 c. The availability of the majority of the members to at-
2 tend the division meeting place.
3
- 4 d. The location of the operating division offices nearest
5 the BLET division.
6

7 Changes as referred to in the above paragraph shall not be
8 put into effect by a general committee or general chairman
9 until the proposed changes have been submitted to the Ex-
10 ecutive Committee of the ND and the IBT General Exec-
11 utive Board for approval.
12

13 II. Jurisdiction
14

15 Should it be, in the judgment of the general committee or
16 general chairman and divisions affected, that more than
17 one BLET division is necessary on a seniority district, and
18 said BLET divisions have been set up, each division shall
19 be given a definite territory by the general committee
20 and/or the general chairman.
21

22 Changes as referred to in the above paragraph shall not be
23 put into effect by a general committee or general chairman
24 until the proposed changes have been submitted to the Ex-
25 ecutive Committee of the ND and the IBT General Exec-
26 utive Board for approval.
27

28 Should the GCA and divisions fail to reach an amicable
29 agreement in the merging of and/or creating a new divi-
30 sion within sixty (60) days, the matter shall be referred to
31 the National President who shall, upon receipt thereof,
32 make an investigation of the facts within thirty (30) days,
33 after which the Executive Committee of the ND shall

1 make a recommendation thereon to the IBT General Ex-
2 ecutive Board for appropriate action.

3
4 Elections to all offices of each division shall be held im-
5 mediately after they have been set up, provided divisions
6 have been merged or a new division has been created.

7
8 **D. Seniority Districts**

9
10 Should it be, in the judgment of the officers assigned and the general
11 chairmen, in the best interest of the members affected as a result of a
12 merger, etc., to consolidate and/or merge a seniority district or districts,
13 the general chairman must meet and consult with the affected divi-
14 sions' local chairmen to work out a merger of the old districts and seni-
15 ority rosters into a new district and merged roster.

16
17 In the preparation of seniority rosters to cover the seniority districts
18 on an equitable basis, the general chairman shall request the carrier to
19 furnish promptly to him all statistical information such as – but not
20 limited to – number of trains, car miles, train miles, and yard engine
21 hours and/or inbound car count for use in determining what method
22 will be used in the merging of the seniority districts.

23
24 Should the general chairman and affected local chairmen fail to
25 agree, the matter shall be referred to the National President, who shall
26 make an investigation within thirty (30) days, after which the Execu-
27 tive Committee of the ND shall make a determination which shall be
28 final and binding.

29
30 **(a)(2) Employee Protection Requirements**

31
32 When officers of the ND and GCAs are confronted with conditions
33 affecting engine service employees of railroads involved in mergers,

1 etc., all such employees shall be considered as being adversely af-
2 fected; and the officers, in recognition of rearrangement of existing
3 contracts, seniority equities and/or districts, general committees and
4 divisions, shall first give full recognition to negotiating implementing
5 agreements with the carrier or carriers to provide protection for all en-
6 gine and train service employees involved as follows:

- 7
8 A. Guaranteed earnings and employment.
9
10 B. Preservation of working agreements and conditions, except
11 as may be revised or changed by the implementing agree-
12 ments.
13 C. Preservation of the rights and equities of all engine service
14 employees to service as locomotive engineer or trainman.
15
16 D. Protection against any loss or expense incurred by the neces-
17 sity of an employee moving/traveling from his established
18 residence or terminal.
19
20 E. Extension of the protection afforded all employees to cover
21 full-time or part-time officers of the Brotherhood and its sub-
22 ordinate committees and divisions, as well as members serv-
23 ing in temporary capacities.
24
25 F. Separation allowances on the basis of seniority selections for
26 those employees desiring to retire or separate their employ-
27 ment relationship subsequent to the effective date of the im-
28 plementing agreement.

30 (b) On railroad properties where the BLET holds the contracts for
31 firemen, apprentice engineers and/or other classes of service other than

1 engineers; the words “firemen, apprentice engineers and/or other clas-
2 ses of service represented by the BLET” will be substituted for the
3 word “engineers.”
4

5 (c) Should a merger implementing agreement mandate future equity
6 adjustments, such adjustments will be handled in accordance with
7 GCR Section 33 or GCR Section 34, whichever is applicable.
8

9 (d) To insure appropriate handling of proposed mergers, etc., should
10 any provision of these bylaws conflict with application of this Section
11 32(a)-(c), the provisions of this section shall prevail.
12

Other Mergers, etc. on Two or More Railroads

13
14
15 Section 33.(a) Whenever one (1) railroad or any portion thereof is
16 absorbed, traffic diverted, consolidated, merged, leased or coordinated
17 by, to or with another railroad or any portion thereof, and the officers
18 of the ND and GCAs are unable to obtain protective agreements in
19 their judgment satisfying the requirements of Section 32(a)(2) – Gen-
20 eral Committee Rules, the engineers or trainmen on the road or roads
21 or any portion thereof affected thereby shall retain their right and sen-
22 iority as heretofore on the roads absorbed, traffic diverted, consoli-
23 dated, merged, leased or coordinated; but the runs shall be manned by
24 the engineers or trainmen of the respective roads in proportion, as near
25 as practicable, to the car miles or train miles in road service and to the
26 engine hours or inbound car count in yard service on the territory in-
27 volved on each road. Such count of car miles or train miles in road
28 service and of engine hours or inbound car count in yard service shall
29 be compiled for a period of not less than six (6) months nor more than
30 one (1) year. Such test period shall be established at a time agreed
31 upon, sufficiently prior to the effective date of any of the conditions
32 specified in this section to give a fair and equitable representation of

1 normal business handled by each district involved. The figures deter-
2 mined for each month of the aforementioned test period will be sup-
3 plied to each division involved prior to the consummation of any
4 agreement establishing a distribution of work.
5

6 (b) When GCAs are unable to agree upon a settlement of questions
7 arising covered by the foregoing, they will submit a joint statement
8 setting forth their contentions regarding same, with all the facts in the
9 premises, to the National President who, after making a thorough in-
10 vestigation, is authorized, in conjunction with the Advisory Board, to
11 render a decision which shall be final and binding; but if, in the opinion
12 of the National President, an unusual condition exists on any one rail-
13 road, he shall proceed to investigate and give a decision, which shall
14 be final unless reversed by the Advisory Board.
15

16 (c) In the event that the GCAs do not meet within sixty (60) days
17 from the time that the merger, coordination, etc., took place, the Na-
18 tional President will be empowered to order the GCAs involved to
19 meet at once and settle the question in dispute within thirty (30) days
20 from the time the sixty (60) day limit expires.
21

22 (d) Any division involved, if dissatisfied with the decision of the
23 officer assigned and general chairman with respect to the method to be
24 used for dividing the work, may appeal to the Executive Committee of
25 the ND within sixty (60) days following the issuance of that decision.
26 The Executive Committee, after making an investigation of the con-
27 troversy, shall render a decision which shall be final and binding, un-
28 less reversed by the Advisory Board.
29

30 (e) On railroad properties where the BLET holds the contracts for
31 firemen, apprentice engineers and/or other classes of service other than

1 engineers; the words “firemen, apprentice engineers and/or other clas-
2 ses of service represented by the BLET” will be substituted for the
3 word “engineers.”
4

Traffic Merged, etc., on One Railroad

5
6
7 Section 34.(a) Where a portion of any railroad is absorbed, consol-
8 idated, merged, or coordinated with any other portion or portions of
9 the same railroad, or any portion of the same railroad is abandoned, the
10 engineers or trainmen affected thereby shall retain their seniority as
11 heretofore on the portion or portions of the road which has or have
12 been so absorbed, consolidated, merged or coordinated, or from which
13 traffic has been so diverted.
14

15 (b) Whenever the events referred to in the foregoing subsection
16 have occurred and it becomes necessary to readjust the service, the
17 runs shall be manned by the engineers or trainmen of the respective
18 portions of the road in proportion, as near as practicable, to the car
19 miles or train miles in road service and to the engine hours or inbound
20 car count in yard service on the territory involved. Such count of car
21 miles or train miles in road service and of engine hours or inbound cars
22 in yard service shall be compiled for a period of not less than six (6)
23 months nor more than one (1) year. Such test period shall be estab-
24 lished at a time agreed upon, sufficiently prior to the effective date of
25 any of the conditions specified in this section to give a fair and equita-
26 ble representation of normal business handled by each district in-
27 volved. The figures determined for each month of the aforementioned
28 test period will be supplied to each division involved prior to the con-
29 summation of any agreement establishing a distribution of work. The
30 respective local committees of adjustment or local chairmen represent-
31 ing the groups of the affected engineers or trainmen, unless a proper
32 adjustment of the question has been reached, will meet within thirty
33 (30) days after the question of such rights to runs has been raised by

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1 either of such local committees or local chairmen, unless further time,
2 not exceeding an additional thirty (30) days, is mutually agreed upon
3 by such local committees, and will endeavor to agree upon which of
4 the above factors shall be used for measuring the service and upon the
5 precise period of time within the foregoing range. If such agreement
6 cannot be reached, the question of equity shall be resolved by the Gen-
7 eral Chairman within sixty (60) days of the meeting date in accordance
8 with the data gathered during the aforementioned study period.
9

10 (c) Any division involved in the controversy, if dissatisfied with the
11 decision of the general chairman on the methods to be used for dividing
12 the work, may appeal in accordance with the provisions of Section 26
13 – General Committee Rules.
14

15 (d) On railroad properties where the BLET holds the contracts for
16 firemen, apprentice engineers and/or other classes of service other than
17 engineers; the words “firemen, apprentice engineers and/or other clas-
18 ses of service represented by the BLET” will be substituted for the
19 word “engineers.”
20

21 Statute of Limitation

22
23 Section 35. A statute of limitation of sixty (60) days is hereby fixed
24 within which to take up or appeal any case of seniority, subject to ap-
25 peal in accordance with Section 37 – Local Division Rules.
26

27 Representation, Establishment of Seniority and Mileage Regula- 28 tions

29
30 Section 36.(a) The right to make and interpret contracts, rules, rates
31 of pay and working conditions for operating crafts shall be vested in
32 the regularly constituted GCA of the BLET. When an interpretation
33 involves a provision originating in a National Agreement, the GCA

1 must apply in writing to the National President for his interpretation of
2 the provision, and must be governed by said interpretation in its deal-
3 ings with the carrier regarding that provision.
4

5 (b) GCAs shall be free to incorporate into the respective schedules
6 such rules as they may deem advisable to govern the hiring of engi-
7 neers, trainmen and/or apprentice engineers.
8

9 (c) When the members of a division take a vote on regulation of
10 mileage, only members possessing seniority in the craft to be regulated
11 will be permitted to vote.
12

13 (d) A five (5) day work week agreement for yard engineers or
14 ground service employees cannot be placed into effect on any railroad
15 until a referendum vote is taken and a majority of the active members
16 voting approve.
17

18 A separate seniority district (with or without a separate working
19 agreement) may place a five (5) day work week agreement into effect
20 for yard engineers or ground service employees on said seniority dis-
21 trict only if approved by a majority of active members casting a ballot
22 in a referendum vote of members of said seniority district. (Covered
23 by appropriate memorandum of agreement covering and confined to
24 the affected territory.)
25

26 (e) All GCAs shall make an effort to have included in their sched-
27 ules a rule providing for the inclusion of a training program for appren-
28 tice and/or assistant engineers and trainmen.
29

Divisions Refusing to Sustain Committee

30
31
32 Section 37. Should a division on any system refuse to sustain an
33 action of the GCA of the system or to enforce the laws passed by the

1 ND, it shall be the duty of the members of the committee from the
2 division to make a written statement of the fact concerning the refusal
3 to the chairman of the GCA, who shall submit the same to the National
4 President, for his review and recommendation to the General Execu-
5 tive Board of the IBT, which is empowered to suspend the charter in
6 accordance with Article IX, Section 2 of the IBT Constitution.

7 8 **Division Refusing to Take Vote** 9

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

17
18 (b) Unless otherwise provided, all expenses incurred in taking a
19 vote shall be borne by the division.

20 21 **Agreements Governing Rates of Pay on All Kinds of Power** 22

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

27
28 (b) It shall be the policy of the GCA to secure agreements with car-
29 riers covering the rules, rates of pay and working conditions of all op-
30 erating crafts if, as and when the opportunity presents itself. The
31 individual GCA shall have full jurisdiction in the matter.
32

Attempting to Reduce Standard Wages

1
2
3 Section 40. Any member who shall attempt, in any manner, to re-
4 duce the standard of pay for a locomotive engineer or trainman, or es-
5 tablish a maximum limit for the same, shall be subject to charges under
6 Article XIX of the IBT Constitution. This section shall not apply to or
7 interfere with legitimate action of GCAs or national officers.
8

Contract Procedures

9
10
11 Section 41.(a) All wage/rules settlements (concerted movements in
12 the United States, system agreements which may be tied to such con-
13 certed movements and system movements initiated by the GCAs, as
14 well as acceptance of proffers of arbitration) shall be ratified by a ma-
15 jority vote of the active members casting a ballot.
16

17 When a tentative agreement is negotiated or a proffer of arbitration
18 made, the ND or GCA proposing a system-wide agreement will furnish
19 a copy of the proposal to all general chairmen and local chairmen. The
20 ND or GCA will also provide a synopsis of the proposal to each af-
21 fected member, along with an instruction sheet, a ballot and a return
22 envelope.
23

24 Each affected member will return his/her ballot to the National Sec-
25 retary-Treasurer when such ballot is issued by the ND, or the secretary-
26 treasurer of the GCA when the ballot is issued by the GCA, within the
27 time period specified, who will tabulate the vote and certify the results
28 to the National President and/or affected general chairman of the GCA.
29 The GCA will choose a board of tellers to help the secretary-treasurer
30 of the GCA count the ballots.
31

32 (b) Before any system or local collective agreements or a system or
33 local change of scheduled rules can be agreed to or signed on behalf of

1 the members of any railroad system in the United States, the general
2 chairman must forward the proposed agreement to each local chairman
3 of the division or divisions affected. The local chairman or chairmen
4 will then poll the active membership attending the first regular or spe-
5 cial division meeting following receipt of such proposal and ascertain
6 the wishes of the membership. The local chairman or chairmen will
7 then cast a vote with the general chairman in accordance with the in-
8 structions of the division. The general chairman will be governed by
9 the instructions of a majority of the local chairmen affected.

10
11 This section applies to merger agreements mandated by the Surface
12 Transportation Board as well as any system or collective agreement.

13
14 Each GCA may adopt by resolution, at their option, a form of refer-
15 endum ratification for their respective committees.

16 17 **Violation of Contract – Railway Officials**

18
19 Section 42.(a) On any railway system where there is a contract be-
20 tween the railway company and the BLET, it will be considered a vio-
21 lation of said contract on the part of the railroad company to open any
22 differences except through the GCA in connection with the engineer's
23 or trainman's position.

24
25 (b) Except upon approval of the National President, no GCA shall
26 make agreements with the railroad companies without including a
27 thirty (30) day notice for revision or abrogation.

28
29 (c) All GCAs are prohibited from making agreements with the rail-
30 road managements, the terms of which will conflict with any law or
31 policy adopted by the ND, without first submitting same to the Na-
32 tional President who, in conjunction with the Advisory Board, will de-
33 termine proper disposition of the question at issue.

Accidents – Grievances

1
2
3 Section 43.(a) Should any member in the employ of a railroad company
4 have any grievance against the company, either from meeting
5 with an accident of any kind while in the discharge of his duties, or
6 from any other cause, he shall be required to make out a complete report
7 of the same to his division in writing for the benefit of the committee
8 of adjustment; and the division shall keep such report, together
9 with a copy of the judgment of the company's officials concerning the
10 grievance or accident. The local committee and general committee
11 shall refuse to handle the case unless such a report is completed and
12 signed by the member, providing the member be physically and mentally
13 able to do so.

14
15 (b) It shall be unlawful for any member to withdraw his case after
16 having been acted on by the division and referred to the committee of
17 adjustment, unless he gets consent of the division at a regular meeting.
18

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

1 The foregoing will in no way conflict with other provisions of the
2 Bylaws of the ND of the BLET which stipulate the procedure and se-
3 quence to be followed by divisions, local chairmen and/or local com-
4 mittees, general chairmen and/or general committees and other duly
5 authorized representatives of the BLET in handling claims and griev-
6 ances of members.

7
8 **National General Chairmen's Association** ~~of General Chairmen~~
9

10 Section 44.(a) For the purpose of carrying on concerted movements
11 relating to wages, working conditions or other important matters of
12 general interest of its members, **and to better facilitate education,**
13 **training and sharing of pertinent information to all General**
14 **Chairmen**, the ND authorizes the formation of **a national** general
15 chairmen's associations ~~within the districts hereinafter named.~~

16
17 ~~(b) Western Association: Shall be composed of all territory lying~~
18 ~~west of and including the Southwestern Lines of the Illinois Central~~
19 ~~and lying on the west side of Lake Michigan and south of Lake Supe-~~
20 ~~rior and west of the line drawn through Duluth, and shall be bounded~~
21 ~~on the south by the Mexican border and on the north by the Canadian~~
22 ~~border.~~

23
24 ~~(c) Eastern Association: Shall be composed of the territory east of~~
25 ~~the aforementioned line of the Western Association, north of the lines~~
26 ~~of the Chesapeake & Ohio Railway and south of the Canadian border.~~
27

28 ~~(d) Southeastern Association: Shall be composed of the territory~~
29 ~~south of and including the Chesapeake & Ohio Railway and as far west~~
30 ~~as the Illinois Central Lines mentioned as the boundary of the Western~~
31 ~~Association.~~
32

1 **(eb)** The general chairman of each system or railway ~~in their re-~~
2 ~~spective associations~~ may be a member of and attend meetings of the
3 association and be entitled to a vote on all questions, ~~provided the GCA~~
4 ~~on the railroad he represents has authorized his membership in the as-~~
5 ~~sociation.~~

6
7 **(fc)** ~~Each~~ **The** association shall elect from its members a chairman,
8 **three (3) vice-chairmen**, **one from each of the three re-**
9 **gional territories as they stood prior to October 1, 2018,** and a sec-
10 **retary-treasurer.** ~~and two (2) members of the association, who~~ **The**
11 **association is authorized to create the following three internal de-**
12 **partments: a Freight Department, a Passenger/Commuter De-**
13 **partment and a Short Line Department. If these Departments are**
14 **created, a Vice-Chairman may also be elected from each of the**
15 **three Departments if the Association Bylaws so provide. These of-**
16 **ficers, along with any other representatives designated in the asso-**
17 **ciation's bylaws, shall constitute the executive committee.**

18
19 **(gd)** ~~Each~~ **The** association shall have power to adopt for ~~their~~ **its**
20 government such bylaws as may be agreed upon, not in conflict with
21 the **BLET Bylaws of the ND,** subject to the approval of the National
22 President.

23
24 **(he)** ~~Each~~ **The** association shall meet annually at such time and
25 place as may be designated in the ~~constitution and~~ bylaws of the asso-
26 ciation. **Prior to any concerted movement relating to wages and**
27 **working conditions, the association shall elect three (3) of its mem-**
28 **bers, one from each of the three regional territories as they stood**
29 **prior to October 1, 2018, to be elected by those General Chairmen**
30 **representing members in each respective regional territory prior**
31 **to October 1, 2018, to represent it on the wage committee estab-**
32 **lished pursuant to Section 7(n) – National Division Rules.**

1 (if) Special meetings may be called by the National President or the
2 executive committee of the association when, in their judgment, the
3 same is deemed advisable in the interests of the members of ~~any~~ the
4 association, or by request of a majority of the members of the associa-
5 tion.

6
7 (g) The first reorganizational meeting of the national general
8 chairmen's association will be held in 2020. In preparation for
9 that meeting, the chairmen of the three regional general chair-
10 men's associations (Western, Eastern and Southeastern) shall
11 meet following their respective meetings in 2019 to select the date
12 and location of the 2020 meeting. When they meet, the three re-
13 gional association chairmen shall also select a general chairmen
14 representative from each of the three regional associations to serve
15 on the National Association Bylaws Committee that will draft and
16 present Bylaws to the national association as its first order of busi-
17 ness at the 2020 meeting. The three regional association chairmen
18 shall also elect one of their number to act as Chairman at the 2020
19 meeting until such time as the Bylaws are adopted and new officers
20 are elected. Each of the three regional associations shall have the
21 right to retain the representative selected in 2019 to serve on the
22 national wage committee team for the concerted wage movement
23 for which notices will be served on or after November 1, 2019,
24 should the general chairmen representing members in that re-
25 gional association so desire.

26 **General Chairmen Convened by National President**

27
28
29 ~~Section 45. When the general chairmen are convened by the Na-~~
30 ~~tional President, the general chairmen's respective associations cease~~
31 ~~to exist for the time being in their respective bodies; then, a majority~~
32 ~~vote of the general chairmen convened will prevail.~~

THIS SECTION, entitled “Legislative Board Rules,” has to do principally with the functioning of national and state legislative boards (LBs).

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 division. Wherever reference is made to gender in these Bylaws the same shall be interpreted and construed as including both male and female.

LEGISLATIVE BOARD RULES**National Legislative Board**

1
2
3
4
5 Section 1.(a) Within the BLET a National Legislative Board shall
6 be formed, consisting of eight (8) members. It shall be comprised of
7 the National President, who shall act as Chairman; First Vice Presi-
8 dent, who in the absence of the National President shall assume the
9 duties of Chairman; and the National Legislative Representative, who
10 shall act as Secretary. These members shall form the Executive Com-
11 mittee of the National Legislative Board. The Executive Committee
12 shall have final approval over all actions of the National Legislative
13 Board. The other five (5) members of the National Legislative Board
14 shall be the Chairmen and the four (4) Regional Chairmen elected by
15 the Association of Legislative Chairmen from its membership. The
16 board shall have charge of all legislative matters and shall have juris-
17 diction over all BLET legislative boards within the United States, and
18 shall coordinate activities with the Governmental Affairs Department
19 of the IBT.
20

21 (b) The activities of the Vice President and National Legislative
22 Representative shall be coordinated with the National Legislative
23 Board and with the Governmental Affairs Department of the IBT. The
24 duties of the Vice President & National Legislative Representative in-
25 clude; but are not limited to, those activities which protect and advance
26 health and safety issues and other interests of the members in matters
27 before the Congress and/or regulations promulgated by Federal Agen-
28 cies. He may engage in activities of social, cultural, fraternal and civic
29 nature that advance the political and legislative interest of the mem-
30 bership. He shall stimulate membership voter registration, political
31 education, and financial support of the union's political action com-
32 mittee. In addition, the Vice President and National Legislative Rep-
33 resentative shall coordinate a united front supporting or opposing

1 legislation of interest to the members at both Federal and State levels.
2 He shall develop and promote a union-based legislative agenda. He
3 shall act to communicate and inform the membership on political and
4 legislative matters as well as advise and assist State Chairmen and IBT
5 Field Coordinators working with the membership at the local level. He
6 shall prepare a monthly issues report to be distributed to all state leg-
7 islative board chairmen. He shall prepare a detailed quarterly report of
8 his activities, which shall be furnished to the National Legislative
9 Board Chairman. The National Legislative Board shall review the ac-
10 tivity reports each time the board meets.

11
12 (c) No member or employee of the BLET shall purport to be a rep-
13 resentative of the BLET to any governmental entity without prior au-
14 thorization of the appropriate BLET committee. For entities of the
15 federal government, jurisdiction would be that of the Chairman of the
16 National Legislative Board. For entities of state and local government,
17 jurisdiction would be that of the state chairman; and if a state has no
18 organized legislative board, jurisdiction would be that of the regional
19 chairman. This does not impinge upon the right of anyone to com-
20 municate with their government.

Expenses – National Board

21
22
23
24 Section 2.(a) All expenses incurred by the National Legislative
25 Board shall be paid from the general fund. Compensation for the Na-
26 tional Legislative Board members from the Association of Legislative
27 Chairmen, when attending authorized meetings of the board, shall be
28 paid on a daily basis in conformity with special representatives' pay or
29 their state board's salary, whichever is greater, plus actual expenses.
30

31 The National Secretary-Treasurer shall furnish all divisions, general
32 chairmen, and chairmen of state legislative boards with an account of

1 all moneys expended by the board. The National Legislative Board
2 will submit a budget prior to each fiscal year to the Advisory Board.
3

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

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

17
18
19 All excess funds will be returned to the general fund.
20

21 (c) A biannual report of all income and disbursements under Section
22 2(b) will be prepared by the BLET under the supervision of the Vice
23 President and National Legislative Representative and made available
24 to state legislative chairmen upon request.
25

26 **Meetings – National Board**

27
28 Section 3. The National Legislative Board shall convene within the
29 last sixty (60) days of each calendar year. Additional meetings may be
30 called by the Chairman, or by a majority of the board.
31

Association of Legislative Chairmen

1
2
3 Section 4.(a) The BLET authorizes the formation of a National Leg-
4 islative Board Chairmen's Association. The association shall elect
5 from its members a chairman, vice-chairman and secretary-treasurer.
6

7 (b) The legislative board chairman of each state may be a member
8 of and attend meetings of the association and be entitled to a vote on
9 all questions, if legislative board he represents has authorized his mem-
10 bership in the association.
11

12 (c) The National Legislative Representative will be an honorary
13 member of the association and shall attend all meetings of the associ-
14 ation, unless excused by the National President.
15

16 (d) The association shall have the authority to adopt bylaws, subject
17 to the approval of the National President.
18

19 (e) The association shall meet at such time and place as may be
20 designated in the bylaws of the association. Special meetings may be
21 called by the National President.
22

State Legislative Boards

23
24
25 Section 5.(a) Whenever twenty-five percent (25%) of the active
26 membership, or divisions representing twenty-five percent (25%) of
27 the active membership, sign a petition proposing to formulate or merge
28 a state legislative board, it will be mandatory upon the National Presi-
29 dent to prepare a ballot with the question worded as presented in the
30 petition, to be voted on by all those holding active membership in the
31 BLET within the state. The ballot must be put out by the National
32 President within thirty (30) days of the receipt of the request. It will
33 be sent to secretary-treasurers of all divisions, and they will personally

1 see that each active member has a copy by handing it to the member or
2 by placing in the government mail with a return address thereon. The
3 ballot must be returned and the result tabulated and a copy of the deci-
4 sion mailed to the ND within ninety (90) days from the time the ballots
5 are received from the ND. The results of the vote will be announced
6 by the National President to all divisions in the state, and he shall, pur-
7 suant to the IBT Constitution, formulate or merge the board. A vote
8 once taken cannot be acted upon again for four (4) years.
9

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

18 (c) The legislative representative from the division issuing the call
19 or the member initiating the petition may act as chairman of the board
20 until officers herein provided for are elected. Any board thus formed
21 shall be deemed to be an active legislative board.
22

23 (d) At every meeting of a legally authorized state legislative board,
24 each division in the state having twenty-five (25) or more assessable
25 members may be represented by a delegate. However, any division in
26 the state may be represented by proxy by a vote of the division. Such
27 vote will designate the seated delegate who is to exercise such proxy.
28 However, such proxies shall not participate in the nomination or elec-
29 tion of officers.
30

31 Divisions chartered before January 1, 2004 will retain the previous
32 threshold level of twelve (12) active members.
33

1 (e) After a board is formed and exists as outlined above, and a call
2 for convening the board is made by the chairman through the secretary-
3 treasurer, the secretary-treasurer of each division shall at once
4 acknowledge receipt of same and send the number of assessable mem-
5 bers of his division to the secretary-treasurer of the legislative board.

6
7 (f) In the event that the National President finds that a board is in-
8 active or improperly representing its members, the National President
9 shall authorize the National Legislative Representative to conduct an
10 investigation. The results of the investigation will determine if further
11 action will be taken in accordance with the IBT Constitution.

12
13 (g) Whenever a majority of the active membership, or divisions rep-
14 resenting a majority of the active membership, sign a petition propos-
15 ing to abolish a state legislative board, it will be mandatory upon the
16 National President to prepare a ballot with the question worded as pre-
17 sented in the petition, to be voted on by all those holding active mem-
18 bership in the BLET within the state. The ballot must be put out by
19 the National President within thirty (30) days of the receipt of the re-
20 quest. It will be sent to secretary-treasurers of all divisions, and they
21 will personally see that each active member has a copy by handing it
22 to the member or by placing in the government mail with a return ad-
23 dress thereon. The ballot must be returned and the result tabulated and
24 a copy of the decision mailed to the ND within ninety (90) days from
25 the time the ballots are received from the ND. The results of the vote
26 will be announced by the National President to all divisions in the state.
27 A vote once taken cannot be acted upon again for four (4) years.

28
29 In the event the vote is to dissolve the legislative board as per this
30 section, the National President shall, pursuant to the IBT Constitution,
31 set an effective date for the dissolution; and the assets of such board
32 shall be distributed among the various divisions comprising said board
33 in proportion to the number of assessable members.

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

3 4 **Officers**

5
6 Section 6.(a) When the state legislative board has been convened,
7 it will proceed to elect a chairman, first vice-chairman, second vice-
8 chairman, secretary-treasurer, an executive committee (not to exceed
9 five (5) members) and ~~an auditing committee of three (3) trustees.~~
10 **The chairman must be a member of the executive committee and**
11 **shall chair all meetings of the executive committee.** A state legisla-
12 tive representative may be elected when provided for in the bylaws of
13 the board.

14
15 Candidates for office must not hold membership in any other labor
16 organization which purports to represent locomotive engineers and
17 must meet the requirements of active membership as defined in Section
18 25(b) – Local Division Rules.

19
20 (b) The candidate receiving the highest number of votes shall be
21 declared elected if eligible. Should an equal number of votes have
22 been cast for two (2) or more members for any one (1) office, a second
23 ballot, and if necessary a third ballot will be cast. If, after a third ballot
24 a tie still exists, the tie shall be decided by lot.

25
26 Should any office become vacant, it will be the duty of the executive
27 committee to fill such vacancy. **The secretary-treasurer shall report**
28 **all election results and any change of officer to the National Secretary-**
29 **Treasurer via the online reporting system within fifteen (15)**
30 **days.**

1 state legislative board, giving the name and address of its delegate.
2 The division secretary-treasurer shall request from the National **Secre-**
3 **tary-Treasurer Office** the form provided for the delegate to the state
4 legislative board; this credential ~~to~~ **shall** show the number of assessa-
5 ble members he represents and be signed by the president and the sec-
6 retary-treasurer of the division.
7

8 **Legislative Boards – Adopt Bylaws**

9

10 Section 8. The first order of business at the first meeting of a state
11 legislative board shall be the formulation and adoption of the bylaws.
12 Bylaws shall prescribe the duties of the officers of the board and pro-
13 vide the method of filling vacancies, such method not to be in conflict
14 with applicable civil law; they shall prescribe for the board alone to
15 have authority to set dues and to levy assessments in accordance with
16 section 10(a) and (b) – Legislative Boards, the board alone to authorize
17 expenditures of money derived from such assessments. The bylaws
18 may contain such additional rules or regulations as are deemed neces-
19 sary for the operation of the board. The board may amend or modify
20 the bylaws.
21

22 A resolution that has for its purpose the changing of the bylaws may
23 be submitted by a division, but may not be entertained unless it is ac-
24 companied by records showing that the division has acted upon the
25 merits of the question. The records must bear the signatures of the
26 division’s president and its secretary-treasurer transmitting the resolu-
27 tion, who must specify the date(s) of the meeting(s) at which the divi-
28 sion acted upon the merits of the question, and must include a copy of
29 the resolution adopted by the division in the form required by this Sec-
30 tion, as well as a copy of the minutes of the meeting(s) at which the
31 division acted upon the merits of the question. The bylaws shall be
32 approved by the National President and shall not conflict with laws and
33 rules of the BLET, IBT, Rail Conference or applicable civil law.

Joint Legislative Boards

1
2
3 Section 9.(a) State legislative boards may merge upon receiving a
4 majority vote of the delegates to each of the state legislative boards
5 proposing to merge, and upon receipt of approval from the IBT Gen-
6 eral Executive Board.
7

8 (b) A division within a state that does not have a state legislative
9 board may affiliate with a state legislative board of an adjoining state.
10 Where no adjoining state legislative board exists, the closest geograph-
11 ical state legislative board will be used. If more than one division de-
12 sires to affiliate, a majority vote of the affected members will
13 determine which state legislative board the divisions will be affiliated
14 with. The proposed affiliation will not take effect until a majority vote
15 of the delegates from the state legislative board being petitioned for
16 affiliation have been received. Division legislative representative from
17 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
21 board seeks to affiliate and one (1) or more other divisions within that
22 state have already affiliated with an adjoining state legislative board a
23 majority vote of all affected members, members already affiliated and
24 members seeking affiliation will determine which state legislative
25 board the divisions will be affiliated with. Upon receiving a majority
26 vote of the delegates from the state legislative board to be affiliated
27 with, the proposed affiliation will take effect.
28

Financial Business

29
30
31 Section 10.(a) All expenses incurred by legislative boards shall be
32 raised by regular dues and/or by an assessment levied by the board
33 upon all active members of the BLET holding membership in the state

1 (except as provided in Section 46(b) – Local Division Rules). All such
2 dues and assessments shall be levied by a majority affirmative vote of
3 the members of the board present at a session of the board, or by ma-
4 jority affirmative vote of the members of the board casting a mail ballot
5 as provided in Section 10(e) – Legislative Board Rules, and dues and
6 assessments so levied shall remain, unless discontinued or revised at a
7 subsequent session of the board.

8
9 (b) All notices of state legislative board assessments and/or in-
10 creases or decreases of regular dues shall be in the hands of the secre-
11 tary-treasurers of divisions sixty (60) days before such assessments are
12 due, with a copy provided to the secretary-treasurer of each division’s
13 GCA. Any such assessments or increases/decreases of regular dues
14 collected shall be remitted by the secretary-treasurer of the division on
15 or before the 20th day of the month following sixty (60) days’ notice
16 as defined by Section 29(l) – National Division Rules.

17
18 (c) No division shall be represented on the state legislative board
19 unless it is square on the books of the secretary-treasurer of the board.
20 State legislative boards shall have the power to fix the rates of pay for
21 members serving on the board. Time allowed going to and from place
22 of meeting to be computed by the board.

23
24 (d) The state legislative representative may be made a full-time or
25 part-time salaried officer by majority vote of the delegates to the board.
26 In the event any state legislative board deems it advisable to discon-
27 tinue the full-time or part-time salary of the state legislative representa-
28 tive, they may do so by a majority vote of the delegates to the board.

29
30 (e) Between sessions of the state legislative board, the secretary-
31 treasurer of the board shall have power, when authorized by the chair-
32 man, who has by mail ballot received consent of a majority of members
33 of the board casting a ballot, to levy an assessment for the purpose of

1 creating a fund to pay the members of the board and other expenses
2 immediately after it is adjourned; provided, that such assessment shall
3 remain, unless discontinued or revised at a subsequent session of the
4 board.

5
6 (f) In the event a division should fail to pay any state legislative
7 board assessment, as provided by Paragraphs (b)-(e) of Section 46 –
8 Local Division Rules, the following procedure will govern:

- 9
10 (1) The state legislative chairman will, or any division may,
11 prefer charges to the National President by a written state-
12 ment of such failure and provide the division involved a
13 copy of same.
14
15 (2) A trial shall be conducted before the Executive Commit-
16 tee of the ND under the provisions of Article XIX of the
17 IBT Constitution.
18
19 (3) Should the Executive Committee sustain the charge, the
20 National President shall recommend that the IBT General
21 President suspend the charter of the division involved un-
22 til such assessment is paid.

Duties of Officers

23
24
25
26 Section 11.(a) The chairman and/or representative of the state leg-
27 islative board will devote his time as authorized by the bylaws of the
28 board, and to safety, health and political education. Each state legisla-
29 tive chairman shall submit an annual report of his activities to the Na-
30 tional Legislative Board Chairman for review at the annual meeting of
31 the Board. The report shall be submitted by November 1st of each cal-
32 endar year.
33

1 (b) The secretary-treasurer of the state legislative board shall provide
2 the BLET National Secretary-Treasurer and each division legis-
3 lative representative in the state the names and addresses of the officers
4 of the board. He shall provide the National Secretary-Treasurer and
5 each division legislative representative in the state a copy of the
6 minutes of each board meeting, and an annual financial itemized report
7 of all receipts and disbursements.
8

9 (c) The chairman and secretary-treasurer shall be bonded in accord-
10 ance with Article X, Section 7(a) of the IBT Constitution, as shall any
11 other officer authorized by the state legislative board's bylaws to sign
12 checks. **The expense of the bond is to be paid by the State Legisla-**
13 **tive Board, and shall be collected annually by the National Divi-**
14 **sion.** All checks drawn on the state legislative board's accounts must
15 be signed by the secretary-treasurer and either the chairman or one
16 other officer authorized by the state legislative board's bylaws.
17

18 (d) **When there is a change of the state legislative board's secre-**
19 **tary-treasurer, an audit must be completed within thirty (30) days.**
20 **The audit of the state legislative board must be conducted by the**
21 **state legislative board's trustees. All records are to be delivered to**
22 **the new secretary-treasurer upon his taking office. The trustees**
23 **shall conduct an audit upon the change, and provide the audit re-**
24 **port to the state legislative board chairman and the new secretary-**
25 **treasurer within thirty (30) days.**~~When the secretary treasurer re-~~
26 ~~signs or otherwise gives up the office, an audit must be completed be-~~
27 ~~fore the new secretary treasurer is installed. The audit of the~~
28 ~~legislative board must be conducted by the auditing committee. All~~
29 ~~records are to be delivered to the new secretary treasurer along with~~
30 ~~the audit report.~~
31

32 (e) ~~An audit committee comprised of three delegates to the state~~
33 ~~legislative board shall be elected at the regular board meeting. The~~

1 ~~audit committee shall submit a monthly audit report to the National~~
2 ~~Secretary-Treasurer on the prescribed form. A monthly audit shall~~
3 ~~be performed by the elected trustees in each state legislative board,~~
4 ~~and a report of such audit shall be submitted to the National Sec-~~
5 ~~retary-Treasurer via the online reporting system. Monthly trustee~~
6 ~~audit reports must be received by the National Secretary-Treas-~~
7 ~~urer's office no later than the fifteenth (15) day from the end of the~~
8 ~~month following the month audited.~~ In the event that ~~an audit com-~~
9 ~~mittee member~~ **a trustee** declines to sign the audit report, the ~~audit~~
10 ~~committee member~~ **trustee** must ~~state in writing to~~ **provide** the secre-
11 tary-treasurer of the board and the National Secretary-Treasurer his
12 reasons for declining to do so. In the event of the unavailability of **a**
13 ~~trustee~~ ~~an audit committee member~~, the remaining ~~audit committee~~
14 ~~members~~ **trustees** shall make the monthly examination of the books
15 and the monthly report. Such monthly audits ~~can~~ **must** be conducted
16 electronically ~~or by other means.~~

17
18 (f) State legislative boards comprised of divisions totaling more
19 than 250 dues paying members also shall be audited by a Chartered or
20 Certified Public Accountant at least once per fiscal year. Copies of all
21 audit reports shall be forwarded to the National Secretary-Treasurer
22 within thirty (30) days of receipt of the final report, but not later than
23 July 31.

24
25 (g) The chairman and secretary-treasurer shall furnish to the Na-
26 tional Secretary-Treasurer a copy of the applicable annual LM report
27 filed with the U.S. Department of Labor on or before April 1 each year.
28 They also shall furnish the National Secretary-Treasurer with a signed
29 copy of the annual Form CT-1 filed with the U.S. Internal Revenue
30 Service and/or a signed copy of the Zero Creditable Compensation
31 form, as applicable, within fifteen (15) days of filing.
32

LEGISLATIVE BOARD RULES**Assessment Legislative Board – Pay to Division
Where They Hold Membership**

Section 12. Members shall pay legislative board dues and assessments to the division where they hold membership.

Interfering with Boards

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

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

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

Preapproval of Bills to Be Introduced

1
2
3 Section 14. All bills formulated by any state legislative board must
4 be approved by the National Legislative Board before they can be pre-
5 sented to any state legislature to be enacted into law.
6

Legislative Board – When Convened

7
8
9 Section 15.(a) State legislative boards must convene at least quad-
10 rennially for the purpose of electing officers; however, by a favorable
11 vote of two-thirds (2/3) of the divisions within the state, more frequent
12 meetings may be held. No state legislative board or GCA will initiate
13 or progress any business which may be in conflict with the affairs of a
14 legislative board or GCA.
15

16 (b) All correspondence submitted by divisions to state legislative
17 boards must bear the signature of the secretary-treasurer and/or legis-
18 lative representative.
19

20 (c) After the business as enumerated in Paragraph (a) has been com-
21 pleted, the board may then resolve itself into an executive committee
22 (not to exceed five (5) members) for the purpose of transacting any
23 other business properly before the board.
24

25 (d) When a chairman of a state legislative board is placed on full-
26 time salary basis, his salary as chairman shall prevail during executive
27 and regular sessions; and delegate's salary will not be applicable to the
28 chairman.
29

Charges

30
31
32 Section 16.(a) Any officer of the state legislative board may be re-
33 moved from office by a majority vote of the members of the executive

1 committee of the Board for violation of any of the laws or rules of the
2 BLET committed in his official capacity as a member of the Board, if
3 found guilty after having been served with written specific charges,
4 given reasonable time to prepare a defense and afforded a full and fair
5 hearing under Article XIX of the IBT Constitution.

6
7 (b) Hearings conducted under the provisions of Article XIX – IBT
8 Constitution shall be held at a location near either the residence or the
9 workplace of the charged officer or member.

THIS SECTION, entitled “Rail Transit Rules,” has to do principally with the operation of the Rail Transit Division of the BLET, as prescribed by Section 7(m) – National Division Rules.

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 division. Wherever reference is made to gender in these Bylaws the same shall be interpreted and construed as including both male and female.

RAIL TRANSIT RULES**RAIL TRANSIT RULES****Structure**

1
2
3
4
5 **Section 1.** Following the determination of the National Presi-
6 dent to create a Rail Transit Department, a single BLET local di-
7 vision will be created and chartered, to which all non-RLA
8 members will belong. Representation by the Rail Transit Depart-
9 ment shall be provided by a Representative appointed by the Na-
10 tional President pursuant to Section 7(m) – National Division
11 Rules. This Representative shall have the right to make and inter-
12 pret contracts specifying rates of pay, rules, and working condi-
13 tions for members employed by rail transit entities. At such time
14 that the National President determines it necessary, local subdivi-
15 sions may be created within the Rail Transit Division.

Rail Transit Division

16
17
18
19 **Section 2.(a)** Whenever a Rail Transit Department has been
20 created and a single local division has been chartered, the follow-
21 ing provisions will apply to said local division. The officers of the
22 rail transit local division shall consist of the following: president;
23 vice president, secretary-treasurer, and three (3) trustees. These
24 officers shall constitute the executive board of the rail transit local
25 division. The rail transit local division will also elect a delegate to
26 the National Division, and an alternate delegate to the National Di-
27 vision. Section 20 – National Division Rules would apply to the rail
28 transit local division.

29
30 Upon the chartering of the rail transit local division, the head of
31 the Rail Transit Department shall, with the approval of the Na-
32 tional President, appoint each of the above officers on a *pro tem*

1 basis, in the manner prescribed by Section 34(d) – National Division
2 Rules. Beginning in 2021, the rail transit local division shall
3 conduct nominations and elections triennially, in the manner pre-
4 scribed by Sections 7 and 8 – Local Division Rules.

5
6 At the beginning of its term of office, the executive board shall
7 appoint a grievance committee consisting of at least three (3) mem-
8 bers, one of whom shall be designated as chairman, for each em-
9 ployer with whom the rail transit local division has a collective
10 bargaining relationship and where a subdivision has been created
11 pursuant to Section 1. The executive board also is empowered to
12 fill vacancies arising in a grievance committee, and to remove a
13 grievance committee appointee for non-performance or other
14 good cause.

15
16 (b) The rail transit local division shall adopt standing rules for
17 its governance. These standing rules must be submitted to and ap-
18 proved by the National President to ensure that they do not con-
19 flict with the laws and rules of the BLET, the IBT, the Teamsters
20 Rail Conference, or applicable civil law.

21 22 **Dues and Assessments**

23
24 Section 3.(a) Dues withholding agreements with employers
25 where the Rail Transit Division is the representative shall desig-
26 nate the National Secretary-Treasurer as the party to whom such
27 withheld dues are to be remitted. Dues and assessments for mem-
28 bers who do not have same deducted from their payroll by the em-
29 ployer must be paid via check or the electronic financial
30 transaction method selected by the National Secretary-Treasurer;
31 they are due and payable on or before the first day of the month
32 for which they apply, and are delinquent after the last business day
33 of the same month. Where union shop agreements are permissible

1 and dues withholding agreements do not provide for withholding
2 of agency fees or dues objector payments, such fees and payments
3 also must be paid via the electronic financial transaction method
4 selected by the National Secretary-Treasurer, pursuant to the
5 above schedule.
6

7 The Secretary-Treasurer of the rail transit local division shall
8 be required to update Local Division's monthly membership status
9 and remittance report in the online reporting system no later
10 than the 20th day of the month following the month being reported.
11 The rail transit local division's share of dues and assessments
12 collected shall be remitted by the National Secretary-Treasurer
13 to the rail transit local division secretary-treasurer.
14

15 (b) The dues rates set forth in National Division Rules Sections
16 29(b), 29(d) and 29(f) shall apply to members of rail transit local
17 division. The exemptions set forth in Sections 29(h) also shall apply
18 to members of the rail transit local division.
19

20 (c) The rail transit local division may establish or change dues
21 or assessments via the procedures set forth in Section 46(a) – Local
22 Division Rules. If a subdivision is established, the members of that
23 subdivision may also establish or change individual dues or assessment
24 pursuant to Section 46(a)-Local Division Rules.
25

26 Contract Procedures

27
28 Section 4.(a) Except upon approval of the National President,
29 the rail transit local division shall not make agreements without
30 including a thirty (30) day notice for revision or abrogation. The
31 rail transit local division is prohibited from making agreements
32 with management, the terms of which will conflict with any law or
33 policy adopted by the National Division, without first submitting

1 same to the National President who, in conjunction with the Advi-
2 sory Board, will determine proper disposition of the question at
3 issue. Therefore, all contract notices must be submitted to the Na-
4 tional President for approval before being served, and all proposed
5 settlements, including proffers of interest arbitration, must be sub-
6 mitted to the National President for approval before being re-
7 ferred to the membership for ratification.
8

9 (b) All wage/rules settlements and acceptance of proffers of in-
10 terest arbitration shall be ratified by a majority vote of the active
11 members casting a ballot. When a tentative agreement is negoti-
12 ated or a proffer of interest arbitration made, a copy of the pro-
13 posal will be provided to each affected member, along with an
14 instruction sheet, a ballot and a return envelope.
15

16 If the rail transit local division is conducting the ratification
17 vote, each affected member will return his/her ballot to the secre-
18 tary-treasurer of the division within the time period specified; the
19 executive board will appoint a board of tellers to help the secre-
20 tary-treasurer count the ballots. When such ballot is issued by the
21 National Division at the rail transit local division's request, each
22 affected member will return his/her ballot to the National Secre-
23 tary-Treasurer within the time period specified, who will tabulate
24 the vote and certify the results to the National President and the
25 rail transit local division.
26

27 (c) In-term changes to a collective bargaining agreement that
28 do not modify pay scales, after receiving the approval of the Na-
29 tional President pursuant to Section 4(a) above, must be ratified
30 by a majority of the affected active members in attendance at the
31 first regular or special rail transit local division meeting, or subdi-
32 vision meeting where applicable, after the proposal is published.

1 **In-term changes to a collective bargaining agreement that modify**
2 **pay scales must be ratified pursuant to Section 4(b).**
3

4 **(d) Agreed-upon interpretations and letter of understanding re-**
5 **garding application of contract terms that are decided upon after**
6 **an agreement or a contract has been ratified are not, themselves,**
7 **subject to ratification.**

THIS SECTION, entitled “Short Line Division Rules,” has to do principally with the operation of the Short Line Division of the BLET, as prescribed by Section 7(k) – National Division Rules.

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 division. Wherever reference is made to gender in these Bylaws the same shall be interpreted and construed as including both male and female.

SHORT LINE DIVISION RULES

Structure

Section 1. Following the determination of the National President to create a Short Line Department, a single BLET local division will be created and chartered to which all Short Line members designated by the National President will belong. Representation by the Short Line Department, shall be provided by a Representative appointed by the National President pursuant to Section 7(k) – National Division Rules. This Representative shall have the right to make and interpret contracts specifying rates of pay, rules, and working conditions for members employed by short line railroads and represented by the Short Line Department. At such time that the National President determines it necessary, local subdivisions may be created within the Short Line Division.

The provisions of the Short Line Department Rules will not be applicable to the membership of any short line railroad that has chosen to merge with another General Committee of Adjustment per Section 2(c) – General Committee Rules, and been accepted by that General Committee of Adjustment.

Short Line Division

Section 2.(a) Whenever a Short Line Department has been created and a single local division has been chartered, the following provisions will apply to said local division. The officers of the short line local division shall consist of the following: president; vice president, secretary-treasurer, and three (3) trustees. These officers shall constitute the executive board of the short line local division. The short line local division will also elect a delegate to the

1 National Division, and an alternate delegate to the National Division.
2 Section 20 – National Division Rules would apply to the short
3 line local division.
4

5 Upon the chartering of the short line local division, the head of
6 the Short Line Department shall, with the approval of the National
7 President, appoint each of the above officers on a *pro tem* basis, in
8 the manner prescribed by Section 34(d) – National Division Rules.
9 Beginning in 2021, the short line local division shall conduct nominations
10 and elections triennially, in the manner prescribed by Sections 7 and 8 – Local Division Rules.
11
12

13 At the beginning of its term of office, the executive board shall
14 appoint a grievance committee consisting of at least three (3) members,
15 one of whom shall be designated as chairman, for each employer with whom
16 the short line local division has a collective bargaining relationship and where
17 a subdivision has been created pursuant to Section 1. The executive board
18 also is empowered to fill vacancies arising in a grievance committee, and
19 to remove a grievance committee appointee for non-performance or other
20 good cause.
21
22

23 (b) The short line local division shall adopt standing rules for
24 its governance. These standing rules must be submitted to and approved
25 by the National President to ensure that they do not conflict with the laws
26 and rules of the BLET, the IBT, the Teamsters Rail Conference, or applicable
27 civil law.
28

29 Dues and Assessments

30
31 Section 3.(a) Dues withholding agreements with employers
32 where the Short Line Division is the representative shall designate

1 the National Secretary-Treasurer as the party to whom such with-
2 held dues are to be remitted. Dues and assessments for members
3 who do not have same deducted from their payroll by the employer
4 must be paid via check or the electronic financial transaction
5 method selected by the National Secretary-Treasurer; they are due
6 and payable on or before the first day of the month for which they
7 apply, and are delinquent after the last business day of the same
8 month. Where union shop agreements are permissible and dues
9 withholding agreements do not provide for withholding of agency
10 fees or dues objector payments, such fees and payments also must
11 be paid via the approved electronic financial transaction method
12 pursuant to the above schedule.
13

14 The Secretary-Treasurer of the Short Line local division shall
15 be required to update Local Division's monthly membership sta-
16 tus and remittance report in the online reporting system no later
17 than the 20th day of the month following the month being re-
18 ported. The short line local division's share of dues and assess-
19 ments collected shall be remitted by the National Secretary-
20 Treasurer to the short line local division secretary-treasurer.
21

22 (b) The dues rates set forth in National Division Rules Sections
23 29(b), 29(d) and 29(f) shall apply to members of short line local
24 division. The exemptions set forth in Sections 29(h) also shall ap-
25 ply to members of the short line local division.
26

27 (c) The short line local division may establish or change dues or
28 assessments via the procedures set forth in Section 46(a) – Local
29 Division Rules. If a subdivision is established, the members of that
30 subdivision may also establish or change individual dues or assess-
31 ment pursuant to Section 46(a)-Local Division Rules.
32

Contract Procedures

1
2
3 **Section 4.(a) Except upon approval of the National President,**
4 **the short line local division shall not make agreements without in-**
5 **cluding a thirty (30) day notice for revision or abrogation. The**
6 **short line local division is prohibited from making agreements**
7 **with management, the terms of which will conflict with any law or**
8 **policy adopted by the ND, without first submitting same to the Na-**
9 **tional President who, in conjunction with the Advisory Board, will**
10 **determine proper disposition of the question at issue. Therefore,**
11 **all contract notices must be submitted to the National President**
12 **for approval before being served, and all proposed settlements, in-**
13 **cluding proffers of interest arbitration, must be submitted to the**
14 **National President for approval before being referred to the mem-**
15 **bership for ratification.**

16
17 **(b) All wage/rules settlements and acceptance of proffers of in-**
18 **terest arbitration shall be ratified by a majority vote of the active**
19 **members casting a ballot. When a tentative agreement is negoti-**
20 **ated or a proffer of interest arbitration made, a copy of the pro-**
21 **posal will be provided to each affected member, along with an**
22 **instruction sheet, a ballot and a return envelope.**

23
24 **If the short line local division is conducting the ratification vote,**
25 **each affected member will return his/her ballot to the secretary-**
26 **treasurer of the division within the time period specified; the exec-**
27 **utive board will appoint a board of tellers to help the secretary-**
28 **treasurer count the ballots. When such ballot is issued by the ND**
29 **at the short line local division's request, each affected member will**
30 **return his/her ballot to the National Secretary-Treasurer within**
31 **the time period specified, who will tabulate the vote and certify the**
32 **results to the National President and the short line local division.**

1 (c) In-term changes to a collective bargaining agreement that
2 do not modify pay scales, after receiving the approval of the Na-
3 tional President pursuant to Section 4(a) above, must be ratified
4 by a majority of the affected active members in attendance at the
5 first regular or special short line local division meeting, or subdivi-
6 sion meeting where applicable, after the proposal is published.
7 In-term changes to a collective bargaining agreement that modify
8 pay scales must be ratified pursuant to Section 4(b).
9

10 (d) Agreed-upon interpretations and letter of understanding re-
11 garding application of contract terms that are decided upon after
12 an agreement or a contract has been ratified are not, themselves,
13 subject to ratification.

THIS SECTION, entitled “Ritual,” comprises the form of opening and closing of divisions, voting, draping of division charter, memorial and funeral services, initiation and installation of officers, instructions for nominations, and resolutions adopted at the regular and special sessions of the Brotherhood of Locomotive Engineers and Trainmen.

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 division. Wherever reference is made to gender in these Bylaws the same shall be interpreted and construed as including both male and female.

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

1
2
3 Section 2.
4

- 5 (1) President (4) Legislative Representative
6 (2) Local Chairman (5) Guide
7 (3) Secretary-Treasurer (6) Chaplain
8

Officers' Stations

9
10
11 Section 3.
12

13 Legislative Local President Secretary-
14 Representative Chairman Treasurer
15

16 NOTE: Positions of local chairman, legislative representa-
17 tive and secretary-treasurer may be transposed if desired.
18

19 Altar Chaplain
20
21 Vice President Guide
22

Form of Opening

23
24
25 Section 4. *[For sections governing duties of division officers, see*
26 *appropriate sections of Statutes.]*
27

28 *[The president before opening will remind all present to reg-*
29 *ister.]*
30

31 President – *[One (1) sound of gavel. Calls officers to their station*
32 *and seats members.]*
33

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

3
4 Guide – Brother President, the door is properly guarded.

5
6 President – [*One (1) sound of gavel*] Brother Guide, you will satisfy
7 yourself that all present are members of the BLET.

8
9 [*Guide will examine receipt stubs of all members present.*]

10
11 [*Should any member or a visiting member wish to be admitted to a*
12 *division after the division is opened, the president will instruct the*
13 *guide to go to the anteroom for the purpose of examining him before*
14 *allowing him to enter division room.*]

15
16 Guide – Brother President, I am satisfied that all present are mem-
17 bers of the Brotherhood.

18
19 President – [*Three (3) gavels*]. Brothers, give your attention to our
20 worthy chaplain.

21
22 Chaplain – Most merciful God! We adore Thee as the Creator of all
23 things and the righteous governor of all beings, upon whom we are
24 dependent for life and all its blessings, and without whose favor no
25 human enterprise can prosper. In Thy name we assemble, most hum-
26 bly beseeching Thee to bless us in all our undertakings and that our
27 actions may tend to Thy glory and to our advancement in knowledge.
28 And we beseech Thee to bless us in our present assembling and to il-
29 luminate our minds with Thy truth, that we may be fully able to under-
30 stand and fulfill our solemn obligations to our brothers. May we
31 practice Thy precepts that we may finally obtain Thy promise and find
32 an entrance through the gates into Thy temple above. Amen.

33 All – So mote it be.

1
2 President – Brother Guide, you will open the Holy Bible.

3
4 President – Brothers, I now declare this division open for the trans-
5 action of business. [*One (1) gavel.*]

6 7 **Form of Voting on Applications for Membership**

8
9 Section 5. [*If present, applicants are excused from meeting room*]

10
11 President – We are about to vote on the application of
12 _____ to become a member of this division. The member-
13 ship committee will now give its report.

14
15 [*Membership committee reports its findings on character, ability, hab-*
16 *its and standing of applicant*]

17
18 President – We are now prepared to vote. Shall _____
19 be granted membership in the division? All those in favor All
20 those opposed

21
22 [*If there are any opposed, they must state their objections for the rec-*
23 *ord*]

24
25 President – Brothers and sisters, the vote is _____ in favor and
26 _____ against. The majority is [in favor of/against] granting mem-
27 bership. Therefore, you have [elected/not elected] _____
28 to become a member of this division.

29 30 **Draping of Division Charter**

31
32 Section 6. [*President calls up the division by three (3) strikes of the*
33 *gavel.*]

1
2 President – It has been recorded that Brother _____, a member of
3 this division since _____, has passed to the great beyond from whence
4 no traveler ever returned.
5

6 Our brother has been a loyal member of this organization, and this
7 division has lost a member whose presence will be missed in our asso-
8 ciation. In his home there will be a vacant chair.
9

10 We cherish the memory of our departed brother who has gone to the
11 great beyond where someday we all must follow; therefore, as a token
12 of the esteem in which he was held, our charter will be draped thirty
13 (30) days in his memory.
14

15 Brother Guide, you will please drape the charter.
16

17 May we ever be mindful that although Brother _____ has departed
18 from our midst, we will remember him and our fellowship with him.
19

20 *[President gives one (1) stroke of the gavel.]*
21

22 Memorial Service

23
24 Section 7. The last Sunday in May of each year should be set aside
25 and observed as Memorial Day, the day to be observed by all divisions,
26 with appropriate services in memory of our deceased brothers.
27

28 Form of Closing

29
30 Section 8. *[The president, after the business of his division is fin-*
31 *ished, will call upon the officers in rank and inquire if they have any-*
32 *thing to offer for the good of the Brotherhood. If they have nothing, he*

1 *will proceed to close, reminding all present that have not already reg-*
2 *istered to do so.]*
3

4 President – If there is nothing further to bring before this division,
5 we will proceed to close.
6

7 President – *[Three (3) sounds of the gavel]* Brothers, in closing, I
8 wish to admonish you to be careful in your conversation with all per-
9 sons, and not to discuss or divulge to any person what has transpired
10 at this meeting except it be to a member of the BLET.
11

12 President – Give your attention to our worthy chaplain.
13

14 Chaplain – Grant us, O Lord, we humbly beseech Thee, Thy strength
15 to resist temptation and Thy love and pity to all who suffer evil. Help
16 us that we may live pure and holy in this earthly life. May heaven’s
17 richest blessings rest upon our beloved order, and when our life’s work
18 is ended, receive each one of us into everlasting life. This we ask of
19 Jesus Christ, our Lord. Amen.
20

21 All – So mote it be.
22

23 President – Brother Guide, close the Holy Bible.
24

25 President – Brothers, I now declare this division closed until its next
26 regular meeting except in case of an emergency, in which instance due
27 and timely notice will be given.
28

29 President – *[One (1) sound of the gavel]*
30

Form of Initiation

1
2
3 Section 9. *[If there is a candidate for initiation, the secretary-treasurer will so report when called upon in the order of business; and when*
4 *there is more than one (1) candidate, the plural instead of singular*
5 *should be used in speaking to or of them, except when they are called*
6 *by name with the prefix "Mr."]*
7

8
9 President – Brother Secretary-Treasurer, has Mr. _____ been proposed and elected to become a member of this division in due form?
10 Secretary-Treasurer – He has.
11

12 President – Then, Brother Guide, you will proceed to the anteroom
13 and propound to the candidate the necessary questions.
14

15
16 *[The guide proceeds to the anteroom.]*
17

18 Guide – In becoming a member of the Brotherhood of Locomotive
19 Engineers and Trainmen, is it your desire to assist in protecting the
20 welfare and best interests of your brother engineers?
21

22 Answer – It is.
23

24 *[The guide then gives an alarm at the door and returns to division*
25 *room to report.]*
26

27 Guide – Brother President, the questions have been propounded and
28 satisfactory answers received.
29

30 President – Then, Brother Guide, you will proceed to the anteroom
31 and conduct Mr. _____ to the altar.
32

33 *[The guide conducts the candidate to the altar.]*

1 Guide – Brother President, I here present to you Mr. _____, a can-
2 didate for initiation.

3
4 *[The President now addresses the candidate as follows:]*

5
6 President – My friend, you have gained admission thus far into this
7 division through the goodwill of the members of the BLET. Hence-
8 forth, your usefulness and preferment must depend solely upon your
9 own exemplary conduct. Conscious as we are of our weakness and our
10 entire dependence upon divine help, it is important, before any great
11 undertaking, that we should first invoke the blessing of God; therefore,
12 you will now be caused to kneel for the purpose of prayer.

13
14 *[The guide now causes him to kneel on both knees with both hands*
15 *resting on the Holy Bible. After the candidate is in position, the pres-*
16 *ident calls up the division and says, “Give your attention to our worthy*
17 *chaplain.”]*

18
19 Chaplain – O God, our Heavenly Father, we ask Thee to ever let Thy
20 guiding Spirit be with this our friend and candidate, who now seeks
21 admission to our order. Inspire him with Thy divine grace and help
22 him so to act that he may bear honor to our calling and be a blessing to
23 himself and the fraternity. Amen.

24
25 All – So mote it be.

26
27 *[The president seats the division, then addresses the candidate and*
28 *says:]*

29
30 President – My friend, it will be necessary for you to take upon your-
31 self a solemn obligation such as all members of the BLET have taken,
32 whereby you bind yourself to keep secret all that will be communicated

1 to you relative to this order. In this obligation, however, there is nothing
2 that will in any manner interfere with your religious opinions or
3 conflict with that duty which you owe to God, your family or yourself.
4 With this assurance upon my part, are you willing to take such obligation?
5

6
7 Answer – I am.
8

9 *[The president calls up the division with three (3) strokes of the gavel*
10 *and administers obligation, as follows:]*
11

12 President – Then, Mr. _____, you will pronounce your name in full
13 and repeat after me – I, _____, of my own free will and accord ... in
14 the presence of almighty God ... and these witnesses, ... *[press candidate's hand on the Bible]* do hereby and hereon ... most solemnly
15 swear ... that I will never reveal ... any of the secrets of the BLET ...
16 to any person or persons whomsoever, ... except I shall, upon examination,
17 ... find him or them ... as lawfully entitled to the same ... as I
18 am myself, ... and that I will aid and assist ... all worthy members of
19 the BLET ... so far as their necessities may require ... and my abilities
20 permit. ... That I will not knowingly wrong or defraud ... a division of
21 the BLET ... or any individual member, by word or deed, ... neither
22 will I permit the same ... to be done by others ... if in my power to
23 prevent. ... That I will abide by and support the bylaws of this or any
24 other division ... of which I may hereafter become a member, ... also
25 the Constitution and Bylaws ... of the Brotherhood of Locomotive En-
26 gineers and Trainmen, ... under which all divisions are held ... to-
27 gether with the rules ... and regulations of the same. ... That I will not
28 sign or circulate, ... or cause to be circulated, ... any paper, circular,
29 petition, or document whatsoever, ... calculated to injure our organi-
30 zation. ... That I will not sever my connection with the organization
31 ... except it be with the consent of the division ... and according to the
32 laws governing the same. ... That under no circumstances ... will I be
33

1 led or driven into ... violating this my solemn oath or obligation, ...
2 lest I disgrace myself ... as a member of the BLET ... so help me God.
3

4 President – Brother Guide, as our brother is now bound to us by a
5 strong tie, you will allow the brother to rise.
6

7 President – My Brother, you observe before you the Holy Bible. It
8 is the emblem of our order, because upon it we obligate all who seek
9 admission, and are found worthy. Within its sacred pages are found
10 the fundamental principles which stand as the rules of our organiza-
11 tion, namely, “Do unto others as you would that others should do unto
12 you, and so fulfill the law.”
13

14 *[After completion of obligation, the president seats the division with*
15 *one (1) stroke of the gavel.]*
16

17 *[The president then instructs the brother that to gain admittance after*
18 *a division is in session he will give an alarm at the door, and when*
19 *admitted by the guide, will take his seat. To retire from the room, he*
20 *should, out of courtesy, ask permission from the president. The voting*
21 *sign is the uplifted right hand. (It shall be optional with the division*
22 *to present the new brother with a BLET pin.)]*
23

24 President – You will now be conducted to the secretary-treasurer’s
25 station, where you will sign the division register.
26

27 *[The guide conducts the brother to the secretary-treasurer’s desk. Af-*
28 *ter register is signed, the guide conducts brother to president’s station*
29 *to be instructed in the use and authority of the gavel. One (1) stroke*
30 *calls the division to order and officers to their stations, also seats the*
31 *division when standing. Two (2) strokes call up the officers only.*
32 *Three (3) strokes call up the entire division.]*
33

1 President – Now, my Brother, in behalf of Division ____, Brother-
2 hood of Locomotive Engineers and Trainmen, it gives me pleasure to
3 extend to you the right hand of fellowship, and with it the title of
4 brother and privilege of a seat in this division.
5

6 **Installation Services**

7

8 Section 10. *[NOTE: Installation to take place as directed in the*
9 *Local Division Rules. When the business of the division has pro-*
10 *gressed to “new business”, installation of new officers shall next take*
11 *place.]*
12

13 *[All officers of divisions who have been duly elected shall be installed*
14 *as per the Local Division Rules, except in cases of unavoidable ab-*
15 *sence. All officers elected at a regular election shall be duly installed*
16 *before they enter upon the duties of their office.]*
17

18 The following order must be observed in conducting the ceremonies
19 of installation:
20

21 *[The acting president shall open his division in due form and attend to*
22 *the reading of the minutes of the previous meeting. He shall then ap-*
23 *point some member who shall act as master of ceremonies, and who*
24 *will seat the newly elected officers in front of the president’s station.*
25 *The acting president will then appoint a past president, or, in the ab-*
26 *sence of a past president, some member of the division who shall pro-*
27 *ceed to duly install the new officers as they come in rank, commencing*
28 *with the president.*
29

30 *When the acting president has made these appointments, he will de-*
31 *liver the Bible, charter, BLET Bylaws and gavel to the past president.*
32

1 *The master of ceremonies will collect all implements of office from*
2 *each of the officers of the division and deposit the same at the presi-*
3 *dent's station.*

4
5 *The acting officers will retain their places until the newly installed of-*
6 *ficers are conducted by the master of ceremonies to their respective*
7 *stations and places.]*

8
9 *[NOTE: The secretary-treasurer will read the list of offices and the*
10 *names of those elected thereto. The newly elected officers-to-be will*
11 *then station themselves in an arc before the altar, following which the*
12 *past president will ask each officer-to-be, in order of rank, if he is will-*
13 *ing to discharge the duties of the office to which elected. Upon receiv-*
14 *ing satisfactory answers, he will then declare the officers duly installed*
15 *to take office as provided in the Local Division Rules. Officers who*
16 *have been held over need not be reinstated. Newly elected officers*
17 *unable to be present may be installed "in absentia."]*

18 19 **Division Nominations**

20
21 Section 11. *[See Section 7 – Local Division Rules]*

22
23 President – *[under new business]:* Brothers, it is now time to nom-
24 inate members to fill the various offices which will be vacant at the
25 first meeting in January. Nominations are now in order for the office
26 of president.

27
28 *[Any member of the division in good standing may offer the name of*
29 *any brother who is in good standing and who is eligible for election as*
30 *president. Any member who is in good standing may rise and, after*
31 *obtaining the recognition of the chair, say: "Brother President, I nom-*
32 *inate Brother _____ for the office of president." A second to this nom-*
33 *ination is necessary.]*

1
2 President – Brother Secretary-Treasurer, is Brother _____ eligible?
3

4 *[If the secretary-treasurer replies in the affirmative, the brother whose*
5 *name has been suggested is eligible for nomination. After all the*
6 *brothers have been given an opportunity to suggest the name of the*
7 *brother they wish for president, the presiding officer says:]*
8

9 President – Brothers, if there are no further nominations, we will
10 now close the nominations for president and proceed to nominate can-
11 didates for the office of vice president.

12 *[If there is only one nomination for an office, the presiding officer de-*
13 *clares the candidate elected by acclamation.]*
14

15
16 *[Proceed in like manner until nominations have been made for all the*
17 *offices of the division.]*
18

19 President – Having received nominations for all offices of the divi-
20 sion in due form, I herewith declare all nominations closed.

THIS SECTION, entitled “Resolutions,” contains resolutions adopted at the regular and special sessions of the National Division of the Brotherhood of Locomotive Engineers and Trainmen and its predecessors, and have been modified to conform to the these Bylaws.

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 division. Wherever reference is made to gender in these Bylaws the same shall be interpreted and construed as including both male and female.

RESOLUTIONS**Adopted by the Grand International Brotherhood of Locomotive Engineers**

Section 1.

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 By-laws and opposed to the interests of the BLET as a body;

1. **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 interfere with the performance of its legal or contractual obligations, he shall be served with written specific charges, given a reasonable time to prepare a defense and afforded a full and

1 fair hearing; and if convicted, he shall be considered as having violated
2 his obligation by thus betraying the secrets of the BLET and shall be
3 suspended from the division; and his name, together with the cause of
4 his suspension, shall be forwarded to the National Office. Any mem-
5 ber thus suspended shall not be eligible for membership in the BLET
6 until after a period of five (5) years from the date of his suspension,
7 when he may be reinstated by a two-thirds (2/3) vote of all the mem-
8 bers present at a regular meeting of the division from which he was
9 suspended. The application for reinstatement must lay over two (2)
10 regular meetings.

11
12 2. RESOLVED, That the entire organization is hereby warned
13 against the insidious approaches of any and all enemies of the organi-
14 zation and the machinations of capital and its agents, who are now us-
15 ing and will continue to use all the power and influence of centralized
16 wealth with a purpose of dividing our councils and, if possible, de-
17 stroying our organization.

18
19 3. RESOLVED, That the members of the BLET are hereby enjoined
20 to keep their own counsel and to bear in mind their duties and obliga-
21 tions to one another, as set forth in the Bylaws, and remember that in
22 this bond of union lies our great anchor of hope for present and future
23 prosperity.

24
25 4. RESOLVED, That any copy of the Bylaws or other document,
26 not published under the control and supervision of the Executive Com-
27 mittee of the National Division, shall have no value and will not be
28 recognized by any division.

29
30 5. RESOLVED, That any member of the BLET running on any road
31 connecting with or adjacent to any road where trouble exists between
32 the company and its employees is hereby enjoined from participating
33 in any act that would tend to bring disgrace upon the BLET or involve

1 anyone in a criminal prosecution under penalty of suspension. But no
2 member is expected to try to perform his usual duties whenever he may
3 in any manner subject himself to any bodily injury, bearing in mind
4 that it is the privilege of any member to quit work whenever in his
5 judgment circumstances may require it.

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

15
16 7. RESOLVED, That in the event of the discharge or removal from
17 his engine or run of any member of any committee who has been so
18 discharged or removed for serving on the same, the division or divi-
19 sions shall demand his reinstatement, and in the event of the officials
20 of the road where he is employed refusing to accede to such a demand,
21 shall make an issue with said company if sustained by the National
22 President.

23
24 8. RESOLVED, That these resolutions shall be recognized as pos-
25 sessed equal value of all other laws of the BLET and shall have all the
26 binding force and consequence of any article, section or rule of the
27 Bylaws; and the officers and members of the divisions now organized,
28 or which may be hereafter organized, are instructed and hereby re-
29 quired to observe and enforce all of their terms and conditions. These
30 resolutions must be kept among the private papers of each division and
31 must in no case be subject to inspection of any person or persons not
32 members of the BLET.
33

1 **Adopted in 1996 by the International Brotherhood of Locomo-**
2 **otive Engineers Sixth Quinquennial Convention**

3
4 Section 2.

5
6 1. RESOLVED, that it shall be the policy of the BLET to urge each
7 GCA to negotiate an agreement with its management providing that
8 any individual holding seniority and/or working in any craft repre-
9 sented by the BLET, who has been or subsequently is promoted to an
10 official position or to the work in another craft on the carrier, which is
11 represented by another organization, will no longer continue to accu-
12 mulate seniority in any craft represented by the BLET unless such in-
13 dividual pays a seniority maintenance fee (equivalent to full monthly
14 dues) to the BLET. It is the sense of the organization that any individ-
15 ual failing to pay the seniority maintenance fee while working in an
16 official position or a craft not represented by the BLET will not accu-
17 mulate additional seniority on any seniority roster(s) of the craft(s) rep-
18 resented by BLET where the individual's name may appear, and thus
19 will fall below persons continuing to accumulate seniority.

20
21 2. WHEREAS the BLET only meets once every four years carrying
22 on the business of the organization, and whereas democracy in its pur-
23 est form is slow and tedious but must be done correctly to satisfy the
24 laws governing us and insure justice to all; therefore, let it be
25 RESOLVED that at every ND convention the services of a profes-
26 sional parliamentarian be utilized.

27
28 3. LET IT BE RESOLVED that all future concerted wage/rule set-
29 tlements made pursuant to Section 6 of the Railway Labor Act as
30 amended on the participating carriers of the National Carriers Confer-
31 ence Committee reflect that all compensation be paid in U.S. currency.
32

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

6 **Adopted in 2001 by the International Brotherhood of Locomo-**
7 **tive Engineers Seventh Quinquennial Convention**
8

9 Section 3.
10

11 WHEREAS, the BLET Auxiliary is an organization made up of the
12 spouses and families of members who provide behind the scenes ac-
13 tivities which further the causes of the BLET both on local and national
14 levels; and
15

16 WHEREAS, the BLET Auxiliary has changed its direction over the
17 years and become more involved with quality of life, safety, and leg-
18 islative issues pertaining to the welfare of BLET members; and
19

20 WHEREAS, the BLET Auxiliary has become a formidable force to
21 be reckoned with in dealing with the carriers, and local, state and fed-
22 eral legislative bodies on issues important to the members of the
23 BLET; and
24

25 WHEREAS, the BLET Auxiliary spends significant amounts of the
26 resources working to improve the lives of the members and the BLET;
27 and
28

29 WHEREAS, providing financial assistance to the BLET Auxiliary
30 would greatly enhance the outstanding work the organization does, and
31 allow them to increase their influence in their various pursuits on be-
32 half of the members of the BLET;
33

1 THEREFORE, BE IT RESOLVED, that the BLET will provide
2 funding ~~in not to exceed the minimum maximum~~ amount of \$25,000
3 per year to the BLET Auxiliary, **except as otherwise authorized by**
4 **the Advisory Board**, for the purpose of offsetting the spiraling costs
5 associated with the necessary and reasonable expenses incurred in its
6 support of the BLET and its concerns. The funding will be derived
7 from National Legislative Board funds that can be used at the discre-
8 tion of the National Legislative Board as outlined in ~~National Legisla-~~
9 ~~tive Board~~, Section 2(b), Legislative Board Rules.

10
11 **Adopted in 2006 by the Brotherhood of Locomotive Engineers**
12 **and Trainmen First National Convention**

13
14 Section 4.

15
16 WHEREAS, the Department of Energy has approved the use of ded-
17 icated trains and the nations railroads will soon be transporting large
18 quantities of spent nuclear fuel and high level radioactive waste to stor-
19 age facilities in Utah and Nevada; and

20
21 WHEREAS, there will be a potentially high risk of radioactive ex-
22 posure of BLET members, and

23
24 WHEREAS, the nation's railroads do not have a Radiation Protec-
25 tion Program in place to protect BLET members;

26
27 THEREFORE, BE IT RESOLVED, that the National Division of
28 the BLET, with the advice of the BLET Radiation Safety Officer, will
29 endeavor to ensure that BLET members receive the training, equip-
30 ment, and Radiation Protection Program necessary to keep radiation
31 exposure to a minimum.
32

1 BE IT FURTHER RESOLVED, that the BLET Radiation Safety
2 Officer, at the direction of the National President, will attend Department
3 of Energy TEC meetings and regional meetings, and participate
4 in discussions pertaining to our safety and security concerns with the
5 rail transportation of Spent Nuclear Fuel (SNF) and High Level Radi-
6 oactive Waste (HLW).

7
8 Section 5.

9
10 WHEREAS, the railroads in the United States and Canada that
11 travel through North America, and;

12
13 WHEREAS, the operation of Class 1, Class 2, and short-line rail-
14 roads include the shipment of radioactive waste, and;

15
16 WHEREAS, the shipments of this waste poses a serious health haz-
17 ard to the public and all railroad employees, and;

18
19 WHEREAS, these dangerous materials are subject to uncontrolled
20 releases and spillage when railroad cars carrying radioactive waste are
21 ruptured in derailments or collisions with other rolling stock, and;

22
23 WHEREAS, heretofore, all railroads have failed to provide their
24 employees and local first responders with adequate training and appro-
25 priate monitoring equipment to ensure safe operations of these trains,
26 and;

27
28 THEREFORE, BE IT RESOLVED, that the Brotherhood of Loco-
29 motive Engineers and Trainmen, a Division of the Rail Conference of
30 the International Brotherhood of Teamsters, hereby urges the U.S.
31 Congress to immediately secure federal funding earmarked for the

1 U.S. Department of Transportation and Department of Homeland Se-
2 curity to be used to fund training, education and public awareness pro-
3 grams for railroad employees and the general public.
4

5 **Adopted in 2014 by the Brotherhood of Locomotive Engineers**
6 **and Trainmen Third National Convention**
7

8 Section 6.
9

10 WHEREAS the single employee crew issue is one of the most im-
11 portant questions facing rail labor, and specifically the BLET; and
12

13 WHEREAS, both SMART and the BLET are supporting federal
14 and/or state legislation to stop the practice of single employee train
15 crews; and
16

17 WHEREAS the workers on the Wheeling & Lake Erie (W&LE),
18 members of BLET #292 have been fighting against single employee
19 crews for a number of years now; and
20

21 WHEREAS the engineers and trainmen on the W&LE have gone on
22 strike to defend the two-person crew and oppose the W&LE use of
23 single employee crews; and
24

25 WHEREAS it is vital that these brothers and sisters win this struggle
26 and demonstrate to the W&LE — and the other rail carriers as well —
27 that union labor will not accept train operations with a single em-
28 ployee; and
29

30 WHEREAS the outcome of this struggle of these brothers and sisters
31 will have a direct impact on engineers and trainmen and all railroad
32 workers throughout North America; their fight is our fight!
33

RESOLUTIONS

1 THEREFORE, BE IT RESOLVED that the Brotherhood of Loco-
2 motive Engineers & Trainmen (BLET) assembled at Convention, Oc-
3 tober 2nd, 2014 in Las Vegas, NV pledge our unwavering solidarity
4 and assistance to the members of Division #292 to win this fight; and
5

6 BE IT FURTHER RESOLVED that the union encourages all BLET
7 members and all railroad workers — especially those in geographical
8 proximity — to join the picket line, to bring material aid and assistance
9 and otherwise support the workers on the W&LE as necessary in the
10 coming months and years in order to ensure victory.
11

12 Section 7.

13
14 BE IT RESOLVED that the BLET create an online library of all
15 current working agreements and their codicils in .pdf format to be
16 available in the member's password-protected section of the BLET's
17 official website. In addition, working backwards, historic agreements
18 will be added as time and resources allow.
19

20 **Adopted in 2018 by the Brotherhood of Locomotive Engineers**
21 **and Trainmen Fourth National Convention**

22
23 Section 8.

24
25 **WHEREAS, railroad workers and their craft unions have too**
26 **often been divided and separated from each other in bargaining**
27 **with the carriers; and**
28

29 **WHEREAS, the unity of railroad workers is vital in our efforts**
30 **to win good contracts, stave off single employee train crews and**
31 **autonomous trains, and to prevent the rail carriers from whipsaw-**
32 **ing one craft/union against the other; and**
33

1 **WHEREAS**, the Coordinated Bargaining Group (CBG) experi-
2 ence has proven the power of solid rail labor coalitions; and
3

4 **THEREFORE, BE IT RESOLVED** that the Brotherhood of Lo-
5 comotive Engineers & Trainmen (BLET) strives to build a univer-
6 sal coalition of ALL rail labor unions in the next bargaining round.
7

8 **Section 9.**
9

10 **WHEREAS**, Amtrak was created in 1971 with the explicit pur-
11 pose to "provide uniform and rising standards of service *for all*
12 *United States citizens,*" and
13

14 **WHEREAS**, over the last half century – despite political at-
15 tempts to kill the service, the hostility and sabotage of host rail car-
16 riers, starvation of capital investment, and chronic equipment
17 shortages – ridership has steadily increased while operating costs
18 have more and more been covered at the fare box; and
19

20 **WHEREAS**, with the demise of small-town airports and the
21 elimination of bus service, the train is often the only form of public
22 transportation available to thousands of small communities na-
23 tionwide; and
24

25 **WHEREAS**, the long-distance trains – together with the re-
26 gional state supported services and local commuter services – form
27 the basis of the basis of a national passenger train network; and
28

29 **WHEREAS**, in the face of crumbling and overcrowded highway
30 infrastructure, rising fuel prices, environmental degradation,
31 crowded airports, and a rising death toll on the nation's highways,
32 passenger trains offer a modern, environmentally sensitive, con-
33 venient, safe, efficient, productive and relaxing way for Americans

1 to travel from place to place, while providing good paying, mean-
2 ingful employment to thousands – and potentially hundreds of
3 thousands – of workers; and
4

5 WHEREAS, the current Amtrak management is in the process
6 of closing dozens of small-town train stations, downgrading service
7 and amenities aboard many trains, while threatening to eliminate
8 other trains completely;
9

10 THEREFORE, BE IT RESOLVED that the Brotherhood of Lo-
11 comotive Engineers and Trainmen (BLET) assembled at Conven-
12 tion in Las Vegas, NV 2018, condemns these actions and any and
13 all attempt by Amtrak management, the U.S. Congress, the Presi-
14 dent or the freight rail carriers to downgrade, erode or eliminate
15 U.S. passenger train service.
16

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