



SYSTEM COUNCIL No. 16

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

999 Westview Drive, Suite 5 • Hastings, MN 55033 • Phone (651) 438-2927 • Fax (651) 480-1731 • ibewsc16@outlook.com

MARK S. KLECKA
Vice Chairman

JEFF ALLRED
Asst. General Chairman

DALE E. DOYLE
General Chairman

DARRELL PATTERSON
Asst. General Chairman

BRAD CAROTHERS
Asst. General Chairman

May 5, 2017

FIRST QUARTER REPORT, 2017 SYSTEM COUNCIL NO 16 OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Brothers and Sisters:

There has been a lot of news articles since the first of the calendar year concerning various items of interest to our membership's employment. Copies of some of the articles are enclosed for your information.

We have received several calls concerning a petition being circulated addressing Congressman Paul Ryan's budget proposal to tamper with the Railroad Retirement System and benefits. A copy of a letter from Director Bohne is attached providing an explanation of this issue.

Section Six negotiations are stalled on all properties with active Section Six notices under the jurisdiction of this office. Attached, please find a copy of Director Bohne's most recent report to the membership concerning national handling.

Many of our locals have inquired about a BMWED flyer circulating on various properties concerning a rally relative to the status of our negotiations and in particular health care. We have investigated and found that this is a national effort by the BMWED. If our members wish to participate, that is fine, however there are some very important things to keep in mind: There may be eyes upon you. Act professionally and most importantly do not stop anyone from going to work. Further, our members should not report late for work as a result of the rally.

There are a number of locals in the year of their election cycles. When the local election is complete, please forward the current officer list to this office for updating our records.

A number of locals have contacted this office concerning direct deposit of per capita payments. If your local is interested in moving in that direction, please send an e-mail to this office so that we can determine interest and the best way to proceed.

Our Business – Representation & Service

International Brotherhood of Electrical Workers

We are working on an audit relative to accuracy of seniority rosters vs journal sheets. We have found a few issues which we are helping to correct. I wish to commend the local officers for their diligence, and while it is not often said, I wish to commend the officers for the work you do with this office, it is sincerely appreciated.

The following is note-worthy of Carrier's under the jurisdiction of this office:

Belt Railway Company of Chicago:

Representatives of the Carrier have contacted this office about updating some Agreement provisions in the Communication/Engineering Department. We are awaiting a Carrier proposal for further discussion.

We have also received a notice to contract some of our members work. A conference was conducted this week and the Local notified accordingly.

CN which includes properties CCP/DMIR/DWP/EJE/IC and WC:

The Carrier continues to have openings for Mechanical Department electricians at Proctor, Minnesota.

We have implemented an incursion agreement to allow for the IC/GTW employees in the Communication Department to work together for the PTC equipment installation on the IC property. We are also awaiting review and approval of 10 work day, 14 consecutive rest day agreement for PTC work on the IC property.

The Escanaba Ore Docks shut down on April 30, 2017. We reached a settlement for the two remaining members of Local 757 at the facility. I wish to take this opportunity to express my sincere appreciation to our Committeeman at the facility, Ed Bylon, for his assistance over the past several years and wish him the very best for his path to the future.

We have met with the Carrier twice this past quarter to discuss the Carrier's needs for locomotive electricians.

CP/Soo:

In January, representatives of the IBFO, IAM and this office met with Vice President Tom Lambrect to discuss issues at the St. Paul Shop.

The number of investigations on the property has decreased the first quarter, however there are other issues we have found needing to be addressed such as seniority rosters and new hire/termination reports.

We are scheduled to meet in late May to discuss the codification of the Mechanical Department Agreement.

International Brotherhood of Electrical Workers

Gary Railroad Company:

No news to report.

Lake Superior and Ishpeming Company:

Recently, the Carrier approached this office to discuss the pros and cons of combining the two seniority rosters on the property. A proposal was drafted by this office and is being reviewed by the Carrier.

NICTD:

No news to report.

Paducah and Louisville Railway Company:

No news to report.

Evansville and Western Railroad:

No news to report.

Montana Rail Link:

Certain representatives of our bargaining coalition met with the MRL employees represented by the various organizations and it was determined that the Carrier's offer to settle the outstanding Section Six notices was not acceptable to the employees. The coalition is currently scheduling a meeting to discuss our strategy to proceed.

BNSF Railway Company:

We continue to see a large number of investigations on this property.

In April, the Carrier announced a major force reduction at its Glendive Montana Diesel Facility and the closure of the Murray Yard Shops. We are also hearing that there is a hiring freeze in effect on the property.

We continue to move forward with the establishment of the Mechanical Department Level Agreement. Side letter 2 was completed in March and we are working to complete side letter 3 which addresses Level 2 testing and pay.

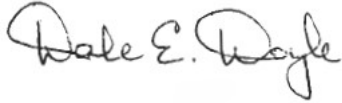
There has been a large number of contracting notices in the Telecommunication and Engineering Departments. All notices have been provided to the locals concerned.

The Carrier provided information to representatives of this office this week concerning the FRA's newly initiated regulations requiring post-accident and random alcohol and drug testing for employees defined as Roadway Workers under the FRA regulations. A copy of the documents provided are also attached.

International Brotherhood of Electrical Workers

Discussions for a revised Safety Agreement continue, however we have no agreement as of this writing.

Respectfully and fraternally submitted,

A handwritten signature in cursive script that reads "Dale E. Doyle".

Dale E. Doyle
General Chairman/Secretary Treasurer

DED/aj
Attachments

International Brotherhood of Electrical Workers

Dale Doyle's Travel First Quarter 2017:

January 3, 2017 – St. Paul, MN – Local 886 Meeting

January 8-13, 2017 – Guernsey, WY – Local 1517 – Investigation

January 31, 2017 – St. Paul, MN – CP – Meet with CMO

February 1, 2017 – St. Paul, MN – Local 886 Meeting

February 3-5, 2017 – Miami, FL – General Chairmen's Meeting

February 16, 2017 – Chicago, IL – CN Meeting

February 27, 2017 – Chicago, IL – CN Meeting

March 6-8, 2017 – Glendive, MT – Local 152 Investigation

March 20-23, 2017 – Kansas City, MO – Training Center, BNSF – BNSF General Chairmen's Meeting – Local 866 Meeting

March 28, 2017 – Chicago, IL – CN Meeting

Mark Klecka's Travel First Quarter 2017:

January 10-11, 2017 – Chicago, IL – Homewood Investigation

January 18-19, 2017 – Galesburg, IL – LAT Meeting

January 23-25, 2017 – Phoenix, AZ – MRL Negotiations

January 31, 2017 – Fort Worth, TX – SACP Meeting

February 1, 2017 – Fort Worth, TX - SACP Meeting

February 15-16, 2017 – Chicago, IL – Homewood LR Meetings – CN-IC

February 20-23, 2017 – Hastings, MN – Annual Audit

February 26-27, 2017 – Chicago, IL – Homewood LR Meetings – CN-IC

March 20-22, 2017 – Kansas City – BNSF GCA Meeting – Local 866 Meeting

March 27-28, 2017 – Chicago, IL – Homewood CN LR and TTC Meetings

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Darrell Patterson's Travel First Quarter 2017:

January 12, 2017 – Roeland Park, KS – Local 866 Meeting

January 18, 2017 – Kansas City, KS – BNSF Kansas Div. Zone 4 LAT Meeting

January 18-19, 2017 – Galesburg, IL – BNSF Galesburg LAT Meeting

January 31—February 3, 2017 – Fort Worth, TX – BNSF SACP & LAT Meetings

February 8-9, 2017 – Roeland Park, KS – Local 866 Meeting

February 21, 2017 – Kansas City, KS – BNSF Argentine LAT Meeting

February 23, 2017 – Kansas City, KS – BNSF AFM Waiver Committee

February 28, 2017 – Overland Park, KS – BNSF TTC Apprentice Credentials

March 3, 2017 – Topeka, KS – BNSF Topeka Shop Meeting

March 5—9, 2017 – Glendive, MT – Meetings and Interviews, Local 152

March 13, 2017 – Newton, KS – Local 866 Member Visit

March 21, 2017 – Overland Park, KS and North Kansas City, MO – BNSF TTC Meeting and Local 866 Meeting

March 22, 2017 – North Kansas City, MO – BNSF General Chairmen's Association Meeting

March 28, 2017 – Chicago, IL – CN Negotiations

Jeff Allred's Travel First Quarter 2017:

February 9—10, 2017 – Tulsa, OK – Investigation

February 14—17, 2017 – Albuquerque, NM – Group 2 LAT Meeting

February 20—22, 2017 – Memphis, TN – Local 881 Meeting, BNSF Local Chairman Meeting, BNSF LAT Meeting

March 21—23, 2017 – Kansas City, MO – BNSF General Chairman Meeting – Local 866 Meeting

International Brotherhood of Electrical Workers

Brad Carother's Travel First Quarter 2017:

January 10, 2017 – Local 418 Meeting

January 31, 2017 – Fort Worth, TX - SACP/LAT

February 1-2, 2017 – Fort Worth, TX – SACP/LAT

February 14, 2017 – Local 418 Meeting

February 28, 2017 – Seattle, WA – Regional Mechanical (Group 2) LAT Meeting

March 1-2, 2017 - Seattle, WA – Regional Mechanical (Group 2) LAT Meeting

March 7, 2017 – Temple, TX – Town Hall – Locomotive Shop

March 8, 2017 – Temple, TX – Side Letter 3 negotiations with Brandon Mabry

March 14, 2017 – Local 418 Meeting

March 21-23, 2017 – Kansas City, KS – General Chairmen's Association Meeting

4/27/2017

Good evening Brothers and Sisters,

I am sending this email to you at the request of International President Lonnie Stephenson.

A MoveOn.org petition has been circulating recently addressing Congressman Paul Ryan's budget proposal to tamper with the Railroad Retirement System and our benefits. Many of you have been sharing the petition on Facebook. This petition came as a bit of a surprise to us, as it's been a few years since we've heard anything about Ryan wanting to tamper with the system, and we thought the petition was addressing a proposal from the past, not something new. We investigated the matter and found out that our thoughts were correct.

The petition is rooted in old information stemming from the time when Paul Ryan was still House Budget Committee Chairman. Railroad Retirement has not been addressed in budget resolutions for several fiscal years now. From our sources on Capitol Hill, as far as we can tell the current budget resolution (FY 17) does not address Railroad Retirement.

Most likely, the reason for the petition was to bring the matter to the attention of President Trump, as that is who it is addressed to. But it may not be as good an idea as people think, for why put something on Trump's radar screen that isn't already there and that could harm us. That being said, we would recommend that, at this time, you not sign the petition. We are very vigilant, with the help of the IBEW Political/Legislative Department and the AFL-CIO Transportation Trades Department, in staying on top of all matters that affect our members. If in the future an issue again arises with an attack on the Railroad Retirement system, or with anything else that may adversely affect you, you can rest assured that we will immediately notify you and advise you as to what you can do to help stave off the attack.

If you have any questions pertaining to this matter, please don't hesitate to contact me at 202-728-6016.

Fraternally and in Solidarity,

Bill Bohné, Jr.
Director – IBEW Railroad Department
202-728-6016



MICHAEL JARRARD, MD, MPH
AVP and Chief Medical Officer
Medical & Environmental Health

BNSF Railway Company
2301 Lou Menk Drive
Fort Worth, TX 76161
(817) 352-1604
michael.jarrard@bnsf.com



May 8, 2017

Dear [REDACTED]

Effective June 12, 2017, BNSF will begin Federal Railroad Administration (FRA)-authority post-accident and random drug and alcohol testing of employees defined as Roadway Workers under FRA regulations. The new FRA Roadway Worker testing requirements are in addition to the pre-employment, reasonable suspicion and post-accident drug and alcohol test that maintenance-of-way and Telecommunications employees have always been subject to under BNSF authority. FRA defines a Roadway Worker as:

Roadway Worker: "Any employee of a railroad, or of a contractor to a railroad, whose duties include inspection, construction, maintenance or repair of railroad track, bridges, roadway, signal and communication systems, electronic traction systems, roadway facilities or roadway maintenance machinery on or near track or with the potential of fouling a track, and flagmen and watchmen/lookouts as defined...." (This rule, referred to as CFR Title 49, Part 219, has been enacted as part of the Rail Safety Improvement Act of 2008.)

You have been identified as a Roadway Worker under the FRA's definition.

The new FRA regulation covers approximately 2,500 BNSF employees who were not previously subject to random drug and alcohol testing or FRA-authority post-accident testing, and includes positions such as trackmen, laborers, machine operators, bridge inspectors, welders and field Telecommunications employees. Additionally, about 5,200 BNSF employees who were in the Federal Motor Carrier Safety Administration's (FMCSA) random drug and alcohol testing pool for active commercial driver's license holders—and who perform 51 percent or more of their work as a Roadway Worker—are being moved to the FRA Roadway Worker random drug and alcohol test pool.

BNSF will administer the required number of random drug and alcohol tests using computer-generated random selections of eligible employees in the Roadway Worker pool. BNSF must randomly select a minimum of 50 percent of the employees in this pool throughout the year. This means you may be selected for a random drug and alcohol test several times per year. If you are selected, your supervisor will notify you to report immediately for testing.

Accidents that meet the FRA criteria for post-accident testing must be conducted at a medical facility. The FRA requires the facility's medical personnel obtain blood and urine samples and ship them to the FRA lab for processing. The FRA releases test results to BNSF's medical review officer.

The FRA requires that employees who test positive for drugs and/or alcohol on an FRA-authority random or post-accident test will be subject to observed follow-up testing upon return to work. The FRA also requires BNSF to report positive FRA drug and alcohol test results from the last two years, and any refusals to test, to prospective DOT-regulated employers.

BNSF also must require all Roadway Workers to **complete and return the enclosed Release of Information Form** for Department of Transportation (DOT) compliance purposes. The form is used to verify any DOT-positive alcohol and/or drug tests or any DOT test refusals for the past two years with any DOT employers, including BNSF. Complete Section I. and I-B (make sure to list all of your DOT employers in the last two years in Section I-B, including BNSF) and return it in the enclosed self-addressed stamped envelope by June 2, 2017.

Please review BNSF's Corporate Policy on the Use of Alcohol and Drugs on the BNSF employee portal. If you have questions about this information or the process, call a BNSF Medical department representative at (817) 352-1648.

BNSF is committed to a safe and healthy work environment, and we appreciate your continued focus on safe operations.

Sincerely,

Michael Jarrard, MD, MPH
AVP and Chief Medical Officer

Release of Information Form -- 49 CFR Part 40 Drug and Alcohol Testing

COMPLETE SECTION I AND I-B (MAKE SURE TO LIST ALL OF YOUR DOT EMPLOYERS IN THE LAST TWO YEARS IN SECTION I-B OTHER THAN BNSF) AND RETURN IT TO BNSF IN THE PROVIDED SELF-ADDRESSED STAMPED ENVELOPE BY JUNE 2, 2017.

Section I. To be completed and signed by the employee:

Employee Printed or Typed Name: _____

Last 4 Digits of Employee SSN: _____ and BNSF ID Number: _____

Have you worked for a DOT-regulated employer, other than BNSF Railway Company, in the last two years [Answer "yes" or "no"]? _____

If your answer to the above question is "No," then sign and date the form below. You do not need to complete the remainder of the form.

I hereby authorize release of information from my Department of Transportation regulated drug and alcohol testing records by my previous employer, listed in Section I-B, to the employer listed in Section I-A. This release is in accordance with DOT Regulation 49 CFR Part 40, Section 40.25. I understand that information to be released in Section II-A by my previous employer, is limited to the following DOT-regulated testing items:

1. Alcohol tests with a result of 0.04 or higher;
2. Verified positive drug tests;
3. Refusals to be tested;
4. Other violations of DOT agency drug and alcohol testing regulations;
5. Information obtained from previous employers of a drug and alcohol rule violation;
6. Documentation, if any, of completion of the return-to-duty process following a rule violation.

Have you ever tested positive, or refused to test, on any pre-employment drug/alcohol test? _____

Employee Signature: _____ Date: _____

I-A.

Current Employer Name: BNSF Railway
Address: 2301 Lou Menk DR, GOB-3E, Fort Worth TX 76131
Phone #: 817-352-1648 Fax #: 817-352-7505
Designated Employer Representative: Chris Kowalkowski

I-B.

Previous DOT Employer Name: _____

Address: _____

Phone #: _____

Designated Employer Representative (if known): _____

Section II. To be completed by the previous employer and transmitted by mail or fax to BNSF Railway Company:

II-A. In the two years prior to the date of the employee's signature (in Section I), for DOT-regulated testing:

- | | |
|---|------------------------------|
| 1. Did the employee have alcohol tests with a result of 0.04 or higher? | YES _____ NO _____ |
| 2. Did the employee have verified positive drug tests? | YES _____ NO _____ |
| 3. Did the employee refuse to be tested? | YES _____ NO _____ |
| 4. Did the employee have other violations of DOT agency drug and alcohol testing regulations? | YES _____ NO _____ |
| 5. Did a previous employer report a drug and alcohol rule violation to you? | YES _____ NO _____ |
| 6. If you answered "yes" to any of the above items, did the employee complete the return-to-duty process? | N/A _____ YES _____ NO _____ |

NOTE: If you answered "yes" to item 5, you must provide the previous employer's report. If you answered "yes" to item 6, you must also transmit the appropriate return-to-duty documentation (e.g., SAP report(s), follow-up testing record).

II-B.

Name of person providing information in Section II-A: _____

Title: _____ Phone#: _____ Date: _____



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BRAD CAROTHERS
Asst. General Chairman

July 18, 2018

SECOND QUARTER REPORT, 2018 SYSTEM COUNCIL NO 16 OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Brothers and Sisters:

I have prepared this report since the last quarter of 1998 when then General Chairman Ron Markon was disabled and this will be my last report to the membership. July 31, 2018 will be my last day as General Chairman/Secretary Treasurer and on August 1, 2018, Vice General Chairman Mark Klecka will assume the duties. Please extend a warm welcome of the Brotherhood to General Chairman Klecka. I have offered, and Mark has accepted for me to assist him with the transition of the Council office before I retire after forty-two years of Railroad service.

In accordance with the Council bylaws, Assistant General Chairman Jeff Allred will become the Vice Chairman on August 1st.

I am also pleased to advise that Assistant General Chairman Jeff Burk has returned to the Council staff. While I know his guidance and knowledge was right for the Rail Department, it is even better for System Council 16. I will miss Jeff's discussions and perspective on the business.

I cannot express to the membership the honor and privilege I feel for being elected for five four-year terms to serve as General Chairman for the Council. When I started on staff in 1992, we had the former BN property, MRL and The King Street Facility in Seattle, with three members on staff. Today we have ten properties and administer fifteen contracts with a staff of five and an administrative assistant. I sincerely wish each of you a long and prosperous career in this industry.

With that being said, I have a lot of respect for past and present officers of the Locals under the jurisdiction of the Council office, many of whom I have become friends with, and

Our Business – Representation & Service

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wish each of you the very best. Each of you know just how tough these positions can be and know you will be in good hands with the new officers.

I would like to extend my most sincere appreciation and gratitude to my current staff, Mark Klecka, Darrell Patterson, Jeff Allred and Brad Carothers for their assistance and friendship over the years and I can assure you, will move this office forward with diligent and sincere service. Council Secretary or as more politically correct, Administrative Assistant Amanda Jacobs, I cannot thank enough for keeping me on the path where I needed to go.

I would be remiss if I did not recognize Railroad Director Bohne, who I have worked with for a good number of years, even before he was the Director of the Department. He was always there for guidance and support and assisted me personally through some very turbulent issues. Bill, I cannot express my appreciation to you and thank you enough for your friendship and all you have done for me personally as well this Council.

The Council office reports to six Vice President Districts, who they (the Vice Presidents) and the representatives assigned to the railroads (both past and present) have worked closely with the Locals and I would like to thank each of you for your guidance and support, in particular 6th District Vice President Dave Ruhmkorff who our office reports to and 11th District Vice President Curt Henke, who has always been there and willing to assist.

There is one person who has been a guiding light and walked me off the ledge a number of times with his wealth of knowledge and wisdom in the Railroad Industry, and that is Railroad Coordinating Council Attorney Mike Wolly. Mike, I sincerely thank you and wish you the very best.

This past quarter has been extremely busy and fruitful for our members. We have reached a National Agreement covering our members on the Belt Railway of Chicago, BNSF and the Canadian National properties under the jurisdiction of this office. During the second ratification process for the National Agreement, the entire Council staff and International Representatives tried to conduct meetings with as many locals as could be scheduled to explain the Agreement and answer as many questions as possible. The true up arbitration hearing was held on Tuesday, July 11 and we should have an award soon. We have been involved in some BNSF and CN issues with implementation.

We also have a ratified Agreement for our members on the Canadian Pacific and a tentative on the Lake Superior and Ishpeming Railroad which we are awaiting approval to submit to the membership for ratification. The Gary Railroad and Montana Rail Link are still being negotiated and on July 2 we served the required notice on Paducah and Louisville for the upcoming round.

We have received funding from the National Mediation Board for a number of cases. One CN case was presented to a neutral on July 11 and a number of BNSF cases are scheduled for late August. All parties involved have been notified of scheduling. I understand there are some Second Division cases currently being scheduled. We have

International Brotherhood of Electrical Workers

been busy with the usual handling of discipline claims and business of the Council which we are handling on various properties. We are attempting to wrap up on a number of issues that have been outstanding and as these are completed, the Locals concerned will be so advised.

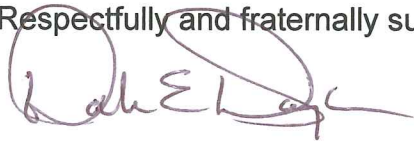
Also, I would like to remind you that in accord with the Council Bylaws, dues will be adjusted on August 1st as a result of the terms of the National Agreement and System Council Bylaws. Local presidents and financial secretaries have been advised under a separate letter.

There is one thing that I must remind all of, and that is I have seen over the years many changes in this industry and changes we must be willing to accept for the good of the Brotherhood, as if we don't, we will be left behind.

Attached are the Second Quarter Financial reports.

Again, I wish each of you the very best.

Respectfully and fraternally submitted,

A handwritten signature in purple ink, appearing to read "Dale E. Doyle", with a large circular flourish at the beginning.

Dale E. Doyle
General Chairman

Attachments

Dale Doyle's Travel Second Quarter 2018:

April 4, 2018 – St. Paul, MN – Local 886 Meeting

April 11—13, 2018 – Fort Worth, TX – BNSF, Work on Level Agreement – Locals 418 and 547 Contract Information Meetings

April 16, 2018 – Denver, CO – Locals 708 and 547 Member Visit Regarding Contract Information

April 17, 2018 – Alliance, NE – Local 547 Member Visit and Local 1517 Meeting Contract Information

April 18, 2018 – Travel to Lincoln, NE

April 19, 2018 – Lincoln, NE – Local 547 Member Visit – Local 1022 Meeting Regarding Contract Information

April 25, 2018 – Duluth, MN and Superior, WI – Locals 366 and 1559 Member Visits Regarding Contract Information

April 30, 2018 – St. Paul, MN – AFL/CIO MN Intercraft Ass.

May 2, 2018 – St. Paul, MN – Local 886 Meeting

May 7—8, 2018 – Washington, DC – National Agreement Count

May 9, 2018 – Minneapolis, MN – LSI Section 6 Negotiations

June 1, 2018 – Minneapolis, MN – CN Discipline Policy Meeting

June 6, 2018 – St. Paul, MN – Local 886 Meeting

Mark Klecka's Travel Second Quarter 2018:

April 16, 2018 – Chicago, IL – Local 533 Meeting – Ratification Information Meeting

April 17, 2018 – Aurora, IL – Ratification Information Meetings

April 18—19, 2018 – Chicago, IL – Investigation

April 23, 2018 – Homewood, IL – Ratification Information Meetings

April 24—25, 2018 – Galesburg, IL – Ratification Information Meetings

May 14—18, 2018 – Hastings, MN – SC16 Office

June 4—7, 2018 – Hastings, MN – SC16 Office

June 11, 2018 – Michigan City, IN – NICTD Claim Conference

June 12—13, 2018 – Gary, IN – RR Negotiations

Darrell Patterson's Travel Second Quarter 2018:

April 2—5, 2018 – Memphis, TN – BNSF SACP/LAT Meetings

April 11—15, 2018 – Fort Worth, TX – BNSF Level Agreement Meeting

April 18, 2018 – Topeka, KS – IBEW Local 959 Meeting

April 19, 2018 – Kansas City, KS – BNSF CCBII Waiver Meeting

April 25, 2018 – Roeland Park, KS – IBEW Local 866 Contract Meeting

April 26, 2018 – Topeka, KS – IBEW Local 959 Contract Meeting

April 30—May 2, 2018 – Tacoma, WA – BNSF Investigation

May 7, 2018 – Kansas City, KS – BNSF Shop Extension Meeting

May 8—10, 2018 – Minneapolis, MN – LS&I Contract Negotiations

May 17, 2018 – Kansas City, KS – BNSF AFM Waiver Meeting

May 23, 2018 – Kansas City, KS – BNSF Level Agreement Meeting

May 24, 2018 – Kansas City, KS – BNSF Shop Extension Meeting

June 11, 2018 – Kansas City, KS – BNSF Superintendent Meeting

June 14, 2018 – Roeland Park, KS – IBEW Local 866 Meeting

Jeff Allred's Travel Second Quarter 2018:

April 2—5, 2018 – Memphis, TN – Mechanical SACP/LAT

April 11—13, 2018 – Fort Worth, TX – Meeting with Brandon Mabry, Local 418, Local 547

April 15—16, 2018 – Memphis, TN – Local 778 and 881 Meetings
April 17—18, 2018 – Tulsa, OK – Local 778 Meeting
April 19, 2018 – Glendive, MT – Local 152 Meeting
April 20, 2018 – Havre, MT – Local 1856 Meeting
April 21, 2018 – Travel to Spokane, WA
April 22, 2018 – Spokane, WA – Local 1155 Meeting
April 23, 2018 – Seattle, WA – Local 1769 Meeting
April 24, 2018 – Travel to Belen, NM
April 25, 2018 – Belen, NM – Local 1199 Meeting
April 26, 2018 – Travel to Springfield, MO
May 7—10, 2018 – Fort Worth, TX – Labor Relations Meeting – SACP Meetings
May 14—15, 2018 – Memphis, TN – CN Investigation
June 26—29, 2018 – Park City, UT – 8th District Progress Meeting

Brad Carother's Travel Second Quarter 2018:

April 4—5, 2018 – The Woodlands, TX – Investigation
April 11—13, 2018 – Fort Worth, TX – Level Agreement Meeting
April 15—16, 2018 – Memphis, TN – Local 778 and 881 Meetings
April 17—18, 2018 – Tulsa, OK – Local 778 Meeting
April 19, 2018 – Glendive, MT – Local 152 Meeting
April 20, 2018 – Havre, MT – Local 1856 Meeting
April 21, 2018 – Travel to Spokane, WA
April 22, 2018 – Spokane, WA – Local 1155 Meeting
April 23, 2018 – Seattle, WA – Local 1769 Meeting

April 24, 2018 – Travel to Belen, NM

April 25, 2018 – Belen, NM – Local 1199 Meeting

April 26—27, 2018 – Travel back to TX

May 7—9, 2018 – Fort Worth, TX – BNSF SAC Meeting

May 14—16, 2018 – Commerce, CA – Investigation

June 12, 2018 – Temple, TX - Local 418 Meeting



SYSTEM COUNCIL No. 16

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

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JEFF BURK
Asst. General Chairman

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October 8, 2018

Third Quarter Report to the Members of System Council 16 of the IBEW

Dear Sisters and Brothers,

The third quarter of this year has been a transitional quarter. General Chairman Dale Doyle officially retired on September 30th and we all wish him the very best as he enters the next chapter of his life. I officially transitioned into the role of General Chairman on August 1st and Jeff Allred was appointed and unanimously approved as our Vice General Chairman. The Council had two Executive Board vacancies which were filled by Local Chairman Shane Duncan from Local 959 and Local Chairman Danon Smith from Local 1155.

In this short amount of time, we have closed our Hastings Minnesota office and transitioned into a virtual team workspace. This change will result in nearly a fifty thousand dollar a year savings for our members. These challenging tasks could not have been accomplished without our outstanding staff. We appreciate everyone's patience and understanding as we work out a few bugs.

We have ongoing Contract Negotiations with the Paducah and Louisville RR, Gary RR, and Montana Rail Link. The Canadian National RR has approached us to jointly renegotiate their apprentice program. We have requested that they fully commit to modernizing their antiquated training and we will work to codify it and make it a success. Early meetings were promising and this will be a great improvement for our CN apprentices.

We made an electronic addition to our web page; <http://www.ibewsc16.org/>. The Council now has an informational Facebook page. Just search on IBEW System Council No. 16 and request to join the group. You will be asked two simple questions which must be answered to be added to the group.

Our Business – Representation & Service

International Brotherhood of Electrical Workers

All of our Carrier Railroads are enjoying very profitable times. This has resulted in a shortage of workers on all roads. If you know of someone graduating from a vocational school or someone with electrical/telecommunication experience who is looking for work, there has never been a better time to apply to a railroad.

Due to strong rail business, we have received reports of high shop counts with locomotive numbers consistently running high. As a result, some managers are tempted to cut corners and sign off on our work. We will report all violations to the FRA and file claims for our affected members.

Discipline is on the rise across our entire Council. At some locations we are seeing multiple notices for investigations weekly. Most recently the Canadian Pacific Railroad has revamped their discipline policy. At least one Carrier purports to realize the foolishness of running their employees through a two-stage, heavy handed “meat-grinder” process at the same time they are hurting for workers and overall morale is suffering. You can view the details here: <https://www.cphybrid-discipline.com/> CP has included a process for regular reviews of the new “**Hybrid Discipline & Accountability Guidelines**” with the respective labor organizations.

Local leadership at NICTD is taking the initiative in protecting their apprenticeship program. Managers were letting reviews and apprentice feedback slip. Our members are taking ownership of this and are holding management accountable for their responsibilities to ensure that new members receive a quality apprenticeship and safety training.

The transition to the role of General Chairman has been challenging. My new role is providing me with many new opportunities to serve our membership. The staff and members of System Council 16 are second to none. I am proud to serve you and I appreciate the opportunity to do so.

Sincerely,



Mark Klecka
General Chairman

“Labor is prior to, and independent of, capital. Capital is only the fruit of labor, and could never have existed if labor had not first existed. Labor is the superior of capital, and deserves much the higher consideration.” Abraham Lincoln

Mark Klecka's Travel Third Quarter 2018:

July 9—13, 2018 – Kansas City – Staff and Carrier Meeting

July 16—19, 2018 – Hastings, MN – Office Duties

July 23, 2018 – Chicago, IL – LU 533 Monthly Meeting

July 30—August 3, 2018 – Hastings, MN – Audit Committee – Office Duties

August 8—9, 2018 – Michigan City – Local Meeting and Line and Signal Carrier Meeting

August 13—17, 2018 – Hastings, MN – Office Closure

August 20—23, 2018 – Hastings, MN – Office Closure

August 27—29, 2018 – Paducah, KY – P & L RR Negotiations

September 10—12, 2018 – Chicago Homewood – CN Apprentice and Training Meetings

September 16, 2018 – Moline, IL - Stay and Fly to Dallas Fort Worth – BNSF Meetings

September 17—21, 2018 – Fort Worth, TX – Telecom and Mechanical Meetings

September 24—27, 2018 – Bloomington, MN – 6th District Progress and Staff Meeting

Jeff Allred's Travel Third Quarter 2018:

July 17—19, 2018 – Phoenix, AZ – Telecom Investigation

July 30—August 3, 2018 – Great Falls and Glendive, MT – SACP/LAT and Local Meetings

August 13—23, 2018 – Hastings, MN – Office Closure

August 28—29, 2018 – Norfolk, VA – Arbitration

September 17—21, 2018 – Fort Worth, TX – BNSF Telecom and Mechanical Meetings

September 23—28, 2018 – Minneapolis and Hastings, MN – Dale's Retirement and Office Closure

September 28—October 2, 2018 – Amarillo, TX – Setting up office storage facility

Dale Doyle's Travel Third Quarter 2018:

July 2, 2018 – Minneapolis, MN – CP Meeting concerning B & B Electrician Monthly Rates

July 9—10, 2018 – Washington, DC – National Agreement Arbitration

July 21—28, 2018 – Philadelphia, PA – System Council 7 Meeting

August – 28—29, 2018 – Norfolk, VA – Public Law Board Hearing

September 18—20, 2018 – Fort Worth, TX – BNSF Level Agreement

Darrell Patterson's Travel Third Quarter 2018:

July 11, 2018 – Kansas City, KS – BNSF CRF Meeting

July 12, 2018 – Overland Park, KS – BNSF TTC Bob Bowling Meeting – IBEW Local 866 Meeting

July 30, 2018 – Great Falls, MT – Travel for BNSF SACP and LAT Meetings

July 31, 2018 – Havre, MT – Shop Tour – SACP Meeting

August 1—2, 2018 – Great Falls, MT – BNSF LAT Meetings

August 3, 2018 – Glendive, MT – IBEW Local 152 Meeting

August 4, 2018 – Bismark, ND – Return Travel Day

September 13, 2018 – Roeland Park, KS – IBEW Local 866 Meeting

September 17—21, 2018 – Fort Worth, TX – BNSF Labor Relations Electronic Claims Handling Training - Level Agreement Meeting – Telecom Meeting / VP Mechanical Meeting

September 24—27, 2018 – Bloomington, MN – Staff Meeting – IBEW SC16 RR Local Members Meeting – 6th District Progress Meeting

September 28, 2018 – Overland Park, KS – BNSF TTC Bob Bowling Meeting

Jeff Burk's Travel Third Quarter 2018:

July 30—August 3, 2018 – Hastings, MN – Audit Committee and Prep for Closing Office

August 13—23, 2018 – Hastings, MN – Cleaning Office for Closure

September 17—21, 2018 – Fort Worth, TX – Meetings with BNSF Labor Relations,
Mechanical and Telecom

September 24—28, 2018 – Bloomington, MN – 6th District Meeting – Dale's Retirement –
Load Office files and move to Amarillo, TX

Brad Carother's Travel Third Quarter 2018:

July 30—August 1, 2018 – Fort Worth, TX – BNSF SAC Meeting

July 14, 2018 – Temple, TX - Local 418 Meeting

August 14, 2018 – Temple, TX - Local 418 Meeting

September 11, 2018 2018 – Temple, TX - Local 418 Meeting

September 17—21, 2018 – Fort Worth, TX – BNSF Meetings – Electronic Claims Filing –
Level Agreement – Telecom and Mechanical

September 25—27, 2018 – Bloomington, MN – Staff Meeting – 6th District Progress
Meeting



SYSTEM COUNCIL No. 16

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

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JEFF ALLRED
Vice Chairman

MARK S. KLECKA
General Chairman

DARRELL PATTERSON
Asst. General Chairman

JEFF BURK
Asst. General Chairman

BRAD CAROTHERS
Asst. General Chairman

Fourth Quarter 2018 Report to the Members of System Council 16 of the IBEW

Dear Sisters and Brothers,

Our Organization should be proud. With your help and in no small measure, the Class I railroads had a very prosperous year. Unfortunately, “more” never seems satisfactory. The Railroads appear to have all come under the spell of rail mogul Hunter Harrison (Deceased) and the promise of higher profits and lower operating ratios. The latest Corporate speak for Mr. Harrison’s most recent razzle-dazzle is termed “Precision Railroading.” (Not to be confused with the subcontractor -Precision Rail)

Under the above term, the CSX and Union Pacific made drastic cuts to facilities and workforce numbers. Upper management at BNSF has felt compelled to follow the lead and has begun the process of Precision Railroading without calling it such. Our Sisters and Brothers in Lincoln Nebraska, Local Union 1022, are the first to face BNSF’s initial movement in that direction. As this report goes out LU 1022 is deliberating over decisions which will affect the future of our members at the Havelock Car and Wheel facility.

BNSF leadership has provided that their goal is to achieve and maintain an operating ratio of 50%. I personally do not believe that Mr. Hunter Harrison was the visionary he is lauded to be. You or I could raise any companies profit margin by closing facilities and reducing the number of employees. The Class I Railroads have a very short memory. It was also this past year which saw record overtime and frenzied hiring. Moving bonuses and signing bonuses were offered across the system along with hiring record numbers of apprentices. Cutting too deep can be very costly. The BNSF alone spent 100 Million dollars in mechanical OT expense. Many of our members have endured forced OT for months on end.

This does not look like a formula for success to me. It is opportunistic and proves that we need to stick together. In my opinion the BNSF is failing to be a steward of a historical facility which has been a part of a community since before the civil war. I have never seen a more important time to be an informed member. We will pursue all options to defend our sisters and brothers in LU 1022.

Our Business – Representation & Service

International Brotherhood of Electrical Workers

In other council news; Our Gary Railroad members recently ratified their Agreement. Negotiations with MRL have proven to be prolonged and difficult. When we think we have a tentative offer we are finding endless stall tactics instead. MRL members could help us by politely and clearly communicating their expectations for an Agreement to MRL's upper management.

Canadian Pacific Railroad is rolling out a new program for "Values." There should be meeting times and locations posted in your workplace. You are invited to attend. Let your manager know that you are interested in attending.

We at Council 16 are finding our rhythm working together in a virtual office space. Hopefully it has been mostly seamless to our membership. Thank you all for your help, cooperation and understanding.

Again, if you use Facebook, please search for "IBEW System Council No. 16" and request to join the group. You will be asked two simple questions which must be answered to be added to the group. We have posted a three-part article on Precision Railroading from an Industry publication there.

This concludes my first full quarter as your General Chairman. It would be impossible to face all these challenges without the help and support of the Council Staff and our fine local officers and members.

We at Council 16 are proud to serve you.

Sincerely,



Mark S. Klecka
General Chairman

"Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor."
JOHN F. KENNEDY, speech, Aug. 30, 1960

"The labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them." MARTIN LUTHER KING, JR., speech to AFL-CIO, Dec. 11, 1961

**SYSTEM COUNCIL 16 OF THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
FINANCIAL REPORT 4th QUARTER 2018**

SAVINGS CERTIFICATE STATEMENT:

Merchants Bank(closed account 12/12/18)	0.00
Merchants Bank(closed account 12/12/18)	0.00
Mid Country	65,292.92
Mid Country	92,581.04
Old Missouri Bank	204,871.26
Unity One - Closed and moved funds to Old Missouri Bank	-102,427.76
US Bank	79,531.74
Provincial Bank	107,676.17
Vermillion State Bank(closed account 12/12/18)	0.00
Freedom Bank of MO	214,337.99
North American Banking Company	106,184.88
Premier Bank Minnesota	<u>0.00</u>
TOTAL SAVINGS CERTIFICATES	768,048.24

**Please note: CD balances will only change upon renewal.*

GENERAL FUND (SAVINGS ACCOUNT) STATEMENT - Merchants Bank

Balance	3rd Quarter	104,653.26
	4th Quarter(closed account 12/12/18)	<u>0.00</u>
Balance		0.00

CONVENTION FUND (SAVINGS ACCOUNT) STATEMENT - First National Bank

Balance	3rd Quarter	138,632.54
Receipts	4th Quarter	14,820.00
Interest	4th Quarter	25.05
	TOTAL	153,477.59

2019 CONVENTION CHECKING ACCOUNT - First National Bank

Balance	4th Quarter	32,115.50
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MISC. INCOME

CHECKBOOK BEGINNING BALANCE - MIDCOUNTRY BANK **113,615.66**

CHECKBOOK ENDING BALANCE - MIDCOUNTRY BANK **74,432.42**

PER CAPITA TAX RECEIPTS:

<u>L.U.</u>	<u>October</u>	<u>November</u>	<u>December</u>
152	\$ 10,716.00	\$ 2,167.65	\$ 2,632.00
366	\$ 4,694.55	\$ -	\$ -
418	\$ -	\$ 9,981.60	\$ 5,134.60
452	\$ -	\$ 2,379.05	\$ 4,653.00
506	\$ 7,657.50	\$ 3,942.15	\$ -
533	\$ 4,747.80	\$ 5,436.10	\$ 5,587.10
547	\$ 7,627.65	\$ 7,426.00	\$ -
708	\$ -	\$ 654.10	\$ -
757	\$ -	\$ 17,781.90	\$ -
778	\$ 7,938.00	\$ -	\$ 7,748.30
783	\$ 4,100.00	\$ 2,021.00	\$ 1,974.00
866	\$ -	\$ -	\$ -
881	\$ 4,485.50	\$ 4,269.15	\$ 4,371.00
886	\$ 2,068.00	\$ 2,068.00	\$ 2,246.35
906	\$ -	\$ 235.25	\$ 235.45
946	\$ 2,209.00	\$ 2,136.00	\$ 2,491.00
959	\$ 17,276.10	\$ 9,077.75	\$ 9,209.05
1022	\$ -	\$ -	\$ -

PER CAPITA TAX RECEIPTS (CONTINUED):

<u>L.U.</u>	<u>October</u>	<u>November</u>	<u>December</u>
1023	\$ 7,633.45	\$ 7,684.40	\$ 8,977.00
1146	\$ 1,316.00	\$ 1,316.00	\$ 1,363.00
1155	\$ 12,208.55	\$ -	\$ -
1199	\$ 1,346.20	\$ 1,457.00	\$ 1,457.00
1517	\$ 7,394.50	\$ -	\$ 14,100.00
1559	\$ -	\$ -	\$ 3,125.85
1769	\$ 6,505.60	\$ 2,064.85	\$ 1,833.00
1782	\$ -	\$ -	\$ -
1856	\$ 11,242.55	\$ -	\$ -
2355	\$ 2,491.00	\$ 2,303.00	\$ 2,585.00
TOTAL	\$ 123,657.95	\$ 84,400.95	\$ 79,722.70

NOTE: \$41.95 Per Capita Tax + \$2.00 deposited to S.C. Convention Fund + .10 to COPE + \$1.00 for RRCC = \$45.05 (June)

\$41.95 Per Capita Tax + \$2.00 deposited to S.C. Convention Fund + .10 to COPE = \$44.05 (July)

\$44.90 Per Capita Tax + \$2.00 deposited to S.C. Convention Fund + .10 to COPE = \$47.00 (August)

Mark Klecka's Travel Fourth Quarter 2018:

November 6—7, 2018 – Chesterton, IN – Gary RR Committee Meeting and Negotiations

November 11—12, 2018 – Chicago, IL – Meet with Zone Supt – Inv

November 20, 2018 – Springfield, MO – Meet with VGC Allred to open bank acct

November 25, 2018 – Tulsa, OK – Local 778 Meeting

November 26—27, 2018 – Fort Worth, TX – LR Mech Meeting – Havelock Closure

November 29, 2018 – Lincoln, NE – Local 1022 Meeting

December 5, 2018 – Chicago, IL – HFI Meeting Corwith

December 10—11, 2018 - Minneapolis/Hastings, MN – Local 506 Northtown visit –
Banking

December 19—21, 2018 – Fort Worth, TX – Mechanical/LR Meetings

Jeff Allred's Travel Fourth Quarter 2018:

October 14—18, 2018 – Phoenix, AZ – Rail Progress Meeting

October 23—25, 2018 – Memphis, TN – Local 778 and 881 Meetings

November 12—13, 2018 – Norfolk, VA – Arbitration

November 25, 2018 – Tulsa, OK – Local 778 Meeting

November 26—28, 2018 – Fort Worth, TX – BNSF Mechanical Meeting

December 8—13, 2018 – Minneapolis/Hastings, MN – Local 506 Meeting and Council
Banking

December 19—21, 2018 – Fort Worth, TX – BNSF Mechanical Meeting

Darrell Patterson's Travel Fourth Quarter 2018:

October 11, 2018 – Roeland Park, KS – Local 866 Meetings

October 14—18, 2018 – Phoenix, AZ – IBEW Railroad Progress Meetings

November 5, 2018 – Topeka, KS – Topeka Shop Training Meeting

November 8, 2018 – Roeland Park, KS – Local 866 Meeting

December 13, 2018 – Roeland Park, KS – Special Meetings/Local Meetings

Jeff Burk's Travel Fourth Quarter 2018:

October 14—17, 2018 – Phoenix, AZ – IBEW Railroad Conference

October 30, 2018 – Fort Worth, TX – BNSF SAC Meeting

November 6, 2018 – Belen, NM - Local 1199 Meeting

December 11—13, 2018 – Hastings/Minneapolis, MN – Council Banking

Brad Carother's Fourth Third Quarter 2018:

October 9, 2018 – Temple, TX – Local 418 Meeting

October 14—18, 2018 – Phoenix, AZ – IBEW Railroad Conference

November 13, 2018 – Temple, TX – Local 418 Meeting

December 11, 2018 – Temple, TX – Local 418 Meeting