

CONSTITUTION AND BYLAWS

of the

International Brotherhood

of Locomotive Engineers

*

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.

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Constitution and Bylaws Revised at
Miami Beach, Florida, September 2001.

This Constitution, Statutes, Standing Rules, Legislative Boards and Ritual is in effect on and after **December 1, 2001**, except such laws as become effective at time indicated by action of the ID.

All laws changed by action of the **Seventh** Quinquennial Convention are indicated by bold face type.

OFFICERS OF THE ID**Executive Committee**

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

United States Vice Presidents

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

Canadian Vice Presidents

G. Halle	Vice President Canadian Director
T. G. Hucker	Vice President and National Legislative Representative

ALTERNATE OFFICERS OF THE ID
Alternate General Secretary-Treasurer

C. D. Driggers Div. 435

Alternate Vice Presidents - United States

- #1. P. L. Wingo, Jr. Div. 198
- #2. D. M. Menefee Div. 934
- #3. C. L. Roy Div. 742
- #4. M. D. Priester Div. 754
- #5. J. C. Rupp Div. 74
- #6. R. K. Cutlip Div. 385
- #7. D. R. Pierce Div. 98
- #8. A. L. Tinney Div. 152
- #9. M. L. Wallace Div. 267

Alternate Vice President and National Legislative Representative

L. B. Boggs Div. 751

Alternate Vice Presidents - Canada

- #1. R. Dyon Div. 89
- #2. D. C. Curtis Div. 355
- #3. M. A. Wheten Div. 728

BOARD OF APPEALS

Members

Canada	R. G. Leggett (898)
East	R. H. Linsey (867)
Northwest	J. J. Zawada (232)
Southeast	A. E. White (696)
Southwest	A. J. Morris (22)

1st Alternates

Canada	G. C. Howe (728)
East	D. A. Myers (447)
Northwest	R. E. Etienne (758)
Southeast	T. E. Hudson (156)
Southwest	L. R. Jean-Louis (366)

2nd Alternates

Canada	D. R. Able (322)
East	J. P. Louis (421)
Northwest	J. W. Reynolds (209)
Southeast	W. R. Skidmore (782)
Southwest	J. R. Hagar (462)

Preamble

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2
3 The purpose of this organization shall be to combine the interests of locomotive
4 engineers or other persons in railway service who are now, or may hereafter become
5 eligible to membership in this organization, elevate their social, moral and intellectual
6 standing, guard their financial interests, and promote their general welfare and safety; its
7 cardinal principles - sobriety, truth, justice and morality.
8

9 The interests of the employer and employee being coordinate, the aim of the organization
10 will be cooperation and to guarantee the fulfillment of every contract made in its name by
11 the use of every power vested in it.
12

13 The true principles of the brotherhood of man and the fundamental principles of the order
14 - "Do unto others as you would they should do unto you" - and so fulfill the law; and in
15 harmony with the divine admonition, the hand of fellowship is held out to the members in
16 health or in need; and sympathy and helpfulness are extended to the widow, widower and
17 orphan, and the opportunity given to every member to provide for the future for self and
18 family.
19

20 And in harmony with these declared principles, the Brotherhood of Locomotive
21 Engineers in International Division assembled at the **Seventh** Quinquennial Convention, in
22 accordance with the existing Constitution and Bylaws, do enact, ordain and establish the
23 following Constitution and Bylaws, Rules of Order and laws governing the BLE to take
24 effect **December 1, 2001** (unless otherwise noted). All former Constitutions and Bylaws,
25 Rules of Order and laws are hereby repealed.
26

Our Platform

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To work for safer, more healthful and sanitary conditions covering the entire scope of employees represented by the BLE.

To stimulate the political education of the members, to understand their political rights and use the ballot intelligently to the end that the government may be a government of, for and by the people and not be used as a tool to further the ends of combinations of capital for its own aggrandizement.

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December 2001**

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- 1.(e)
- 7.(v) (*new*)
- 28.(b)-(d)
- 35.
- 44.(a)(6)
- 45.
- 53.

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- 13.(b)
- 17.(d)
- 17.5. (*new*)
- 23.
- 29.(a)
- 32. (*deleted*)
- 45.(a)-(b)
- 51.(b)
- 59.(a)

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- 1.(a)
- 1.(e)-(f) (*new*)
- 3.(b)
- 4.(a)-(c),(f)
- 5.(a)
- 9.(c)-(e) (*new*)
- 19.(b)

Legislative Boards – Canada

- 20.(a),(g)
- 21. (*deleted*)
- 34.(a)-(c)
- 37. (*new*)

Ritual

- 14.3
- 15.

THIS SECTION, entitled "Constitution," has to do principally with the operation of the International Division, the International Office and international officers.

Note: For purpose of clarity, President of the ID will be referred to as "International President" in this section. "President" will refer to president of the division.

CONSTITUTION

Title, Location and Departments

1
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4
5 Section 1.(a) This organization shall be known as the International Brotherhood of
6 Locomotive Engineers and shall have full jurisdiction over wages and working conditions
7 of all employees working under BLE contracts and all questions pertaining thereto and/or
8 arising thereunder. It shall be composed of individually chartered groups of members,
9 with a headquarters group located at Cleveland, Ohio. The headquarters group shall be
10 known as the International Division (ID).

11
12 The individually chartered groups shall be known as local divisions and shall be identified
13 by a number assigned by the ID.

14
15 (b) The officers of the ID shall be elected from the membership by the delegates in
16 convention assembled and shall be: International President, First Vice President, who will
17 be alternate president, General Secretary-Treasurer, eight (8) vice presidents, and two (2)
18 other vice presidents who will also act as National Legislative Representative at
19 Washington, DC, and Ottawa, Ontario, Canada. One (1) elected Canadian vice president
20 shall be appointed Canadian Director with office at Ottawa, Canada. These officers
21 collectively shall constitute the Advisory Board.

22
23 In addition, there shall be elected from the membership an Alternate General Secretary-
24 Treasurer, and one (1) Alternate Vice President and National Legislative Representative -
25 U.S., and nine (9) alternate vice presidents from the United States, to be known as Nos. 1,
26 2, 3, 4, 5, 6, 7, 8, 9, and three (3) alternate vice presidents from Canada, to be known as
27 Nos. 1, 2, and 3.

28
29 It shall be understood that the elected alternate vice presidents shall be used to fill
30 temporary or permanent vacancies on the Advisory Board in the order of their election as
31 set forth herein. Should the office of First Vice President become vacant, such vacancy
32 shall be filled by a member of the Advisory Board, elected by a majority vote of such
33 board. Should the list of duly elected alternate vice presidents become depleted, such
34 further replacements to the Advisory Board, between conventions of the ID, shall be in
35 accordance with Section 6(d) - Constitution. Should the Alternate General Secretary-
36 Treasurer be used to fill the position of General Secretary-Treasurer and subsequently
37 vacate the position of General Secretary-Treasurer for any reason, such vacancy shall be
38 filled by a member of the Advisory Board or from the membership, elected by a majority
39 vote of the Advisory Board. Should the Alternate Vice President and National Legislative
40 Representative - U.S. be used to fill the position of National Legislative Representative
41 and subsequently vacate the position of National Legislative Representative for any
42 reason, such vacancy shall be filled by a member of the Advisory Board or from the
43 membership, elected by a majority vote of the Advisory Board.

44
45 Alternate officers will not be entitled to a seat on the Advisory Board unless such
46 alternate officers are serving in the capacity of the active offices to which they have been
47 elected as alternates.

48
49 (c) Only members who do not hold membership in any other labor organization
50 purporting to represent engineers and who hold active membership as provided in Section
51 25(b) - Statutes will be eligible for or elected to serve on the Advisory Board of the ID or
52 full-time employment with the BLE.

1 (d) Any officer attaining the age of retirement as provided and required in accordance
2 with the effective agreement on the property on which he holds his seniority as a
3 locomotive engineer will be required to retire on reaching that age.
4

5 ~~(e) The International Brotherhood of Locomotive Engineers shall not merge with nor~~
6 ~~affiliate itself with any other labor organization without first polling the active membership~~
7 ~~and obtaining approval by a majority of the ballots cast.~~
8

9 (e) **If the Advisory Board, by a two-thirds majority vote, believes it is in the best**
10 **interest of the membership to merge or affiliate with another labor organization, or**
11 **to form a new labor organization, the following procedure shall apply:**
12

13 (e)(1) **The International President shall expeditiously prepare a unification**
14 **agreement and a constitution, if necessary, governing the merged or new labor**
15 **organization.**
16

17 (e)(2) **Upon completion and printing of the unification agreement and the**
18 **constitution that will govern, and having secured the approval of the documents by**
19 **a two-thirds majority of the Advisory Board, the International President shall mail**
20 **a copy of both documents to all divisions, general chairmen, state and provincial**
21 **legislative board chairmen and members of the Advisory Board, and he also shall**
22 **cause same to be posted on the BLE's web site. The date of mailing will be referred**
23 **to in this section as "mailing date."**
24

25 (e)(3) **Within forty-five (45) days of the mailing date, divisions, general chairmen,**
26 **state and provincial legislative board chairmen and members of the Advisory Board**
27 **may submit written questions to the International President for the purpose of**
28 **seeking agreed upon clarifications and/or interpretations of the proposed governing**
29 **documents.**
30

31 (e)(4) **Sixty (60) days after the mailing date, the International President shall mail**
32 **to all divisions, general chairmen, state and provincial legislative board chairmen**
33 **and members of the Advisory Board the agreed upon answers to questions**
34 **submitted pursuant to paragraph (e)(3). This mailing shall also include a notice,**
35 **advising that proponents and opponents of the proposal have the right to distribute**
36 **advocacy documents and/or partisan materials to the membership, at their own**
37 **expense. Both the agreed upon answers and the notice also will be posted on the**
38 **BLE's web site. Any member or group of members, desiring to exercise the right to**
39 **distribute such materials shall inform the International President of this desire, in**
40 **writing, within 10 days of the date of the notice. The International President will**
41 **provide prompt authorization to the BLE's commercial mailing service for the use**
42 **of membership mailing data on behalf of those who have submitted written notice of**
43 **their desire to make such distribution.**
44

45 (e)(5) **No later than seventy-five (75) days after the mailing date, a written request**
46 **may be made, by both Canadian Vice Presidents and a majority of the Canadian**
47 **General Chairmen and Provincial Legislative Board Chairmen, that the Canadian**
48 **active membership be entitled to a separate vote on the merger or affiliation**
49 **proposal. A majority of the valid ballots cast by U.S. active members approving the**
50 **merger or affiliation and a majority of valid ballots cast by Canadian active**
51 **members disapproving the merger or affiliation shall result in the disaffiliation of**
52 **the Canadian BLE. If a separate vote is conducted pursuant to the provisions of**
53 **this paragraph, the ballot instructions for Canadian members will plainly state, in**
54 **both English and French, that disaffiliation will result in the event of a Canadian**

1 **rejection, even though the U.S. members may accept the merger or affiliation**
2 **proposal.**

3
4 **(e)(6) Ninety (90) days after the mailing date, the International President will**
5 **oversee the mailing to each active member of the following: the unification**
6 **agreement; the proposed constitution; a synopsis of the aforementioned documents;**
7 **the agreed upon answers to questions submitted pursuant to paragraph (e)(3); a**
8 **voting instruction sheet; and a ballot and prepaid return mailing materials, if**
9 **necessary.**

10
11 **(e)(7) A balloting procedure will be used that: maintains the confidentiality of**
12 **each voting BLE member; provides that ballots used for each voting group are**
13 **clearly distinct from one another; and prohibits the release of any partial or running**
14 **vote tabulations concerning the BLE to any party prior to the election deadline.**

15
16 **(e)(8) In order to be deemed timely, all ballots must be returned to and received by**
17 **the designated mailing address no later than 135 days after the mailing date.**
18 **Counting of ballots will be observed by the elected members of the Board of**
19 **Appeals.**

20
21 (f) In the event of a merger of the BLE with another union, or the formation of a new
22 union, forced upon us by government legislation in Canada, the structure of the new
23 organization will be determined by a committee comprised of the Canadian Director, vice
24 president, general committees of adjustment, and local committees of adjustment.

25
26 *Note: The International President and Canadian Director shall have authority to enter*
27 *into a Canadian Council Agreement if approved by referendum vote of the active*
28 *membership in Canada.*

30 31 **Officers and Members of the ID**

32
33 Section 2.(a) In convention assembled, the supreme governing body of the ID of the
34 BLE shall be the duly elected delegates as provided in Section 20 - Constitution.

35
36 The ID of the BLE, in convention assembled, shall be composed of the International
37 President, First Vice President, General Secretary-Treasurer, ten (10) vice presidents,
38 Guide and Chaplain, ex-officio, and the duly elected delegates as provided in Section 20 -
39 Constitution.

40
41 (b) Between conventions of the ID, the Advisory Board shall have authority to make any
42 decision and perform any act or duty on behalf of the ID which is not in conflict with or
43 otherwise provided for in the Constitution and Bylaws; and such act or decision shall stand
44 as law for all divisions and members unless appealed to the Board of Appeals under
45 Section 44 - Constitution, and such act or decision is reversed by a majority vote of such
46 Board of Appeals.

47
48 (c) The Executive Committee shall be composed of the following members of the
49 Advisory Board of the ID: the International President, First Vice President, and the
50 General Secretary-Treasurer.

51 52 53 **Jurisdiction of the ID**

54

1 Section 3.(a) The ID shall have exclusive jurisdiction over all subjects pertaining to the
 2 Brotherhood, and its enactments and decisions upon all questions shall be the supreme law
 3 of the Brotherhood and all divisions, and members of the organization shall render true
 4 obedience thereto.

5
 6 (b) The ID shall have power to grant charters for the purpose of organizing divisions in
 7 any state of the United States of America, or province of Canada or in any other country;
 8 and the ID and all divisions organized under the authority of the ID shall have power to
 9 purchase real estate, and hold the same, that may be used for the purpose of carrying on
 10 their business, as provided in the Constitution and Bylaws; and the ID and all divisions
 11 shall have power to require and execute bonds for all officers who occupy places of trust
 12 who handle any of the funds of the organization.

13
 14 (c) The ID shall have full power to suspend or expel a member of any division who has
 15 been found guilty of violating any of the laws or rules of the BLE or of any unbecoming
 16 conduct deemed to be discreditable to the organization, after having been served with
 17 written specific charges, given a reasonable time to prepare his defense and afforded a full
 18 and fair hearing before the ID; and such suspended or expelled member shall not be
 19 reinstated except by action of the ID.

20
 21
 22 **Initiative, Referendum and Recall**
 23

24 Section 4.(a) The supreme governing body of the BLE, between meetings of the ID,
 25 shall be vested in the active membership as defined in Section 25(b) - Statutes, to be
 26 exercised by ballot under the initiative, referendum and recall, to be put in effect in the
 27 following manner:

28
 29 (a)(1) Initiative. Whenever twenty-five percent (25%) of the active membership, or
 30 divisions representing twenty-five percent (25%) of the active membership, sign a petition
 31 to change the Rules or Constitution, or to make any change in the policy of the BLE, it
 32 will be mandatory upon the International President to prepare a ballot with the question
 33 worded as presented in the petition, to be voted on by all those holding active membership
 34 in the BLE. The ballot must be put out by the International President within thirty (30)
 35 days of the receipt of the request, and sent to every active member by government mail.
 36 The ballot must be returned to a post office box in Cleveland established for that purpose,
 37 within sixty (60) days from the date it was mailed from the ID.

38
 39 The International President shall appoint a committee composed of five (5) active
 40 members, one from each of the territories specified in Section 44(a)(2) - Constitution, for
 41 the purpose of counting the returned ballots. The committee will report the results of the
 42 return to the International President.

43
 44 The International President will, upon receiving the results of the return, show the results
 45 of the initiative in the next issue of the monthly newsletter. It will then be mandatory upon
 46 the International President to place in effect the decision of the membership immediately.

47
 48 Any proposition put before the active membership for their decision cannot be
 49 resubmitted for a period of two (2) years.

50
 51 Any enactment of the membership under this section shall remain in full force and effect
 52 unless repealed by the same method or by convention two (2) or more years after
 53 enactment of same.

54

1 (a)(2) Referendum. Whenever twenty-five percent (25%) of the active membership, or
2 divisions representing twenty-five percent (25%) of the active membership, sign a petition
3 and it is presented to the International President, requesting him to hold up any enactment
4 of the convention, it will be mandatory upon him to obey the order. He will, within thirty
5 (30) days, prepare a ballot worded as presented in the petition, to be placed before the
6 active membership under the rules set out in the initiative. The decision of the active
7 membership will be final for a period of two (2) years.
8

9 (a)(3) Recall. Whenever twenty-five percent (25%) of the active membership, or
10 divisions representing twenty-five percent (25%) of the active membership, sign a petition
11 to recall any officer of the organization, it will be mandatory upon the International
12 President to put out a ballot to the active membership under the rule as set out in the
13 initiative. Immediately upon the result of the recall being obtained, the International
14 President will remove the recalled officer from his position, if the ballot so orders. The
15 office will be filled, as provided in Section 1(b) - Constitution, unless the new officer is
16 elected to take the position by the membership in the recall ballot. In order to place a
17 nominee upon the recall ballot, to be voted upon to fill the post of the officer to be
18 recalled, two percent (2%) of the active membership, or divisions representing two
19 percent (2%) of the active membership, may so file a petition for a member's name to be
20 placed upon the ballot.
21

22 If the majority of the ballots cast are for the nominee, he will be declared elected to the
23 office in case the officer holding it is recalled. If more than one (1) member's name is to
24 be filed to fill the post of the officer to be recalled and none of the nominees receives a
25 majority of the votes cast, another ballot, as set out in the initiative, will be put out to the
26 active membership; all names will be eliminated except those of the two (2) nominees
27 receiving the highest vote. The nominee receiving the highest vote cast in the final ballot
28 will be declared elected.
29

30 Whenever a recall petition is to remove the International President, the petition will be
31 directed to the General Secretary-Treasurer; and he will assume entire charge of putting
32 out the ballot and placing its instructions in effect. Under the rules of the recall, each
33 nominee will be allowed to place a statement not to exceed one hundred (100) words as to
34 his qualifications and platform, to be enclosed with the ballot, at his own expense. Each
35 side for or against any proposition under the initiative and referendum will be allowed to
36 write a brief of not to exceed two hundred (200) words to support its reasons, the same to
37 be at the expense of members requesting the brief.
38

39 In order to carry a proposition under the initiative or referendum or recall, it will be
40 necessary that twenty-five percent (25%) of the active membership, or divisions
41 representing twenty-five percent (25%) of the active membership, sign for the initiative or
42 referendum or recall. It will require a majority of the ballots cast to carry the proposition.
43

44 (b) In the event twenty-five percent (25%) of the active membership, or divisions
45 representing twenty-five percent (25%) of the active membership, have not filed a request
46 in writing with the International President or the General Secretary-Treasurer within six
47 (6) months from the time the first request is filed instituting an initiative, referendum
48 and/or recall, no consideration will be given such request until another six (6) month
49 period has elapsed, after which it will be necessary to reinstate the initiative, referendum
50 and recall by filing new petitions.
51

52 **Meetings of the ID**

53
54

1 Section 5.(a) The convention of the ID shall be held quinquennially, the date and place
2 to be designated by the Advisory Board. The date for the convention to convene shall be
3 not earlier than the first Monday in May or later than the first Monday in October.

4
5 (b) The length of time the convention shall be in session shall not exceed seven (7)
6 consecutive calendar days.

7
8 (c) The International President shall notify all general committees, legislative boards and
9 divisions not later than January 15 of the convention year as to the decision of the
10 Advisory Board regarding the date and place of holding the convention.

11
12 Between regular quinquennial conventions if two-thirds (2/3) of the divisions, or
13 divisions representing two-thirds (2/3) of the active membership, petition the International
14 President to convene the ID in special convention, he shall, within sixty (60) days, set a
15 date for holding said special convention, except that a special session of the convention
16 will not be called to convene in the regular convention year.

17
18 The ID in special convention assembled shall handle only those subjects which are set out
19 in the notices which require the ID to be convened in special session.

20
21 (d) A majority of the accredited delegates shall constitute a quorum for the transaction
22 of business of meetings of the ID.

23
24 (e) The authority vested in a delegate shall continue as long as such delegate retains his
25 qualifications and until such a time as a qualified successor is elected and installed.

26
27 (f) Regularly qualified delegates shall be subject to a call to assemble at any time during
28 their term of office.

30 31 **Election and Terms of Office ID - Filling Vacancies**

32
33 Section 6.(a) All international officers shall be elected by a majority vote of the delegates
34 at each quinquennial convention to serve for a term of five (5) years, except as provided in
35 Section 1(c) - Constitution, or until their successors are elected and installed, unless they
36 be removed for cause, except the International Guide and International Chaplain, who will
37 be appointed by the International President at each convention from the membership.

38
39 (b) Should only one (1) nomination be made for any office, the presiding officer will cast
40 a ballot to elect candidate by acclamation.

41
42 (c) In the election of international officers, all delegates shall vote for and elect the
43 Executive Committee (International President, First Vice President and General Secretary-
44 Treasurer) and an Alternate General Secretary-Treasurer. Delegates representing
45 divisions located in the United States shall elect United States officers, and delegates
46 representing divisions located in Canada shall elect Canadian officers.

47
48 (d) In case any of the offices of the ID shall become vacant by death, or otherwise, the
49 officer highest in rank shall call into session the Advisory Board of the ID who shall, by a
50 majority vote, fill such vacancy from the membership until the next meeting of the ID,
51 except as provided for in Section 1(b) - Constitution.

52 53 **Duties of the International President**

54

1
2 Section 7.(a) The International President shall preside at all meetings of the ID, shall
3 sign all charters; and at the expiration of his term of office, shall deliver to his successor all
4 books, papers, etc. belonging to the ID and shall give bond in a surety company in the
5 amount not less than ten percent (10%) of the funds handled by him and his predecessor
6 or predecessors, if any, during the preceding fiscal year but, in any event, not more than
7 five hundred thousand dollars (\$500,000). The expense of such bond shall be borne by the
8 ID.

9
10 (b) He shall render interpretations of the law of the BLE.

11
12 (c) He shall, with the concurrence of one (1) or more of the other members of the
13 Executive Committee, decide all controversies which may be appealed from divisions; and
14 after careful examination of the subject, he shall forward to the divisions making the
15 appeal, the written decision of the committee in the case; and such decision shall be final
16 and binding unless reversed by the Board of Appeals in accordance with the provisions of
17 Section 44 - Constitution.

18
19 Decisions involving administrative matters shall not be subject to appeal to the Board of
20 Appeals; in the event a dispute arises as to whether or not a controversy is properly
21 related to administrative matters, it shall be referred to the Board of Appeals; and the
22 Board of Appeals shall, by a majority vote, decide whether or not it will hear and rule on
23 the matter in question.

24
25 (d) He shall have the authority to demand and review the records of any trial conducted
26 in a division when same is brought to his attention by any division or member of the BLE.
27 Should it be apparent from the records of such trial that same has not been conducted or
28 disposed of in accordance with the law and evidence, he shall have the power to order a
29 new trial of the case and direct that a complete record of same be forwarded to the
30 International Office.

31
32 (e) Upon receipt of the complete record of the trial ordered in Section 7(d), same will be
33 reviewed by the Executive Committee. If, after a careful review of the evidence, the
34 Executive Committee decides that such evidence does not sustain a finding of guilt, said
35 committee shall be empowered to set aside such verdict. A written report of the
36 committee's decision shall be sent to the aggrieved member and the division to which he
37 belongs. Any division refusing to apply the decision of the Executive Committee will have
38 its charter suspended at the direction of the Executive Committee. Such charter shall then
39 be held until said order has been complied with or the decision of the Executive
40 Committee has been reversed by the Advisory Board.

41
42 In the event an appeal is taken to the Advisory Board under this section, the Executive
43 Committee will not sit on the Advisory Board, but will appear before the Advisory Board
44 with the appellants in order that the case may be deliberated.

45
46 (f) Should an officer of a division, or any member of a committee of a division, member
47 of a GCA or any member of a legislative board refuse to carry out any of the requirements
48 of the Constitution and Bylaws, all facts relating thereto will be forwarded to the
49 International President; and, if found guilty, after having been served with written specific
50 charges, given a reasonable time to prepare a defense and afforded a full and fair hearing,
51 the International President shall be empowered to remove such offending member from
52 office. Such offending member shall not be reinstated, except by direction of the
53 International President, or upon appeal such member is reinstated by the Board of
54 Appeals.

1
2 (g) When, in the opinion of the International President, a division has become so
3 demoralized as to be a detriment to the Brotherhood, he shall bring the matter to the
4 attention of the Executive Committee; and said committee shall have authority, after the
5 division has been served with written specific charges, given a reasonable time to prepare
6 a defense and afforded a full and fair hearing, to revoke the charter of such division.
7

8 (h) If at any time the International President has knowledge that the books of the
9 secretary-treasurer of any division or committee subordinate to the ID are in such
10 condition that an additional audit should be made, he shall be empowered to authorize
11 such audit at any time; and the International President's representative shall have access to
12 all books and papers of such office.
13

14 (i) In case of emergency, the International President may appoint temporary vice
15 presidents to render assistance.
16

17 (j) The International President shall have authority to maintain a Statistical and Public
18 Relations Department to be staffed with expert personnel.
19

20 (k) There shall be maintained at the ID a Department of Education and Training. One
21 (1) of the vice presidents or the General Secretary-Treasurer shall be appointed by the
22 International President to head this department. He shall devote his time to providing
23 training and/or education to the officers of the ID, general chairmen and all division
24 officers. The purposes of the training and/or education will be to assist the officers and
25 membership to improve their performance in their interactions within the union; between
26 the union and management; between the union and the public; between the union and the
27 various federal, state and local governments, and with all other labor movements and
28 activities. While not engaged in providing training and/or education for the above
29 purposes, he shall do any other work pertaining to the interest of the Brotherhood when
30 called upon by the International President.
31

32 (l) There shall be maintained at the ID a Department of Internal Organizing, Mobilizing
33 and Strategic Planning. One (1) of the vice presidents or the General Secretary-Treasurer
34 shall be appointed by the International President to head this department. He shall devote
35 his time to coordinating and developing the internal organizing, mobilizing and strategic
36 planning with the officers of the ID, general chairmen, state and provincial legislative
37 board chairmen, and all division officers. The purposes of the department will be to assist
38 the officers and membership to incorporate the concepts of internal organizing,
39 mobilization and strategic planning to improve their performance in their interactions with
40 the union; between the union and the public; between the union and the various federal,
41 state, provincial and local governments, and with all other labor movements and activities.
42 While not engaged in providing the above purposes, he shall do any other work pertaining
43 to the interest of the Brotherhood when called upon by the International President.
44

45 (m) There shall be maintained at the ID an Arbitration Department to be staffed with
46 expert personnel. One (1) of the vice presidents shall be appointed by the International
47 President to head this department and to serve and/or work in conjunction with the
48 Member of the First Division - National Railroad Adjustment Board representing this
49 Brotherhood. He shall devote his time to the support of the arbitration and arbitration-
50 related activities of the union, and in the supervision and direction of the department's
51 staff. The purposes of the Arbitration Department will be to handle, in conjunction with
52 other union officers and/or departments, or independently, disputes involving national
53 agreement rules; to assist ID officers, general and local chairmen generally in the minor
54 dispute handling and arbitration process; to manage the ID electronic arbitration data base;

1 to develop and conduct educational programs concerning the minor dispute resolution
2 process for ID officers, general and local chairmen in cooperation with the Education and
3 Training Department; and such other activities as directed by the ID President.
4

5 (n) He shall have authority to place special representatives in the field at his discretion,
6 but not to exceed nine (9) permanent special representatives. When exercising this
7 authority, the International President may select one or more special representative(s) to
8 provide training and/or education to the divisions, general committees, and state and
9 provincial legislative board chairmen in the area of computer, hardware, software and
10 technological support and recommendations. The International President shall have
11 authority to remove any special representative if found incompetent or when his usefulness
12 has terminated.
13

14 (o) The International President, in conjunction with the other members of the Advisory
15 Board and the Association of General Chairmen, shall have the authority to appoint a
16 wage committee, when necessary, to serve in connection with national wage movements.
17 This committee shall consist of:
18

19 United States - International President; two (2) international vice presidents, elected by
20 Advisory Board; three (3) general chairmen, elected by respective general chairmen's
21 associations.
22

23 Canada - A Canadian wage committee may be appointed when necessary by the
24 International President in conjunction with Canadian international officers.
25

26 The salary and expenses of such committee shall be set by the International President.
27

28 (p) The International President shall employ the necessary personnel and publish a
29 quarterly magazine, as well as a newsletter or other publications, as provided for in
30 Section 16 - Constitution.
31

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

35 (r) The International President shall submit to each Standing Committee on the
36 Constitution and Bylaws his recommendation and/or recommendations relative to
37 amendments of the law of the BLE.
38

39 (s) The International President shall be the chairman of the Executive Committee; and
40 no meeting of the Executive Committee shall be legal unless the International President is
41 involved, or authorizes the First Vice President to act in his behalf in any decision or act
42 by said Executive Committee.
43

44 (t) The International President shall have authority to grant annual vacations to the
45 officers and special representatives of the ID, in accordance with provisions of the
46 National Vacation Agreement for engineers.
47

48 (u) The International President shall have authority to employ counsel to defend the
49 BLE against any action brought against it arising out of its labor activities; to defend any
50 member who may be prosecuted under the criminal code, or sued under civil law, for his
51 connection with any accident occurring while in the performance of his duties as a
52 locomotive engineer or other service defined under Section 25 - Statutes, and to prosecute
53 any claim of the BLE on behalf of its Protective Department. The expense of counsel

1 employed shall be paid by the ID. The amounts so expended and a summary of the action
 2 to be printed in the monthly report.
 3

4 **(v) In the performance of the International President’s duties as prescribed in**
 5 **Section 7 – Constitution, paragraphs (i) through (n) and (p), the Executive**
 6 **Committee shall not enter into any employment contract that binds the BLE beyond**
 7 **their current term of office, and each such contract shall include a clause expressly**
 8 **setting forth said term limitation. Any such contract shall include a provision that**
 9 **permits the BLE to terminate the services of the employee, if the employee’s**
 10 **performance does not meet the contract specifications, or for valid, non-**
 11 **discriminatory business reasons, upon a maximum of 120 days’ written notice of**
 12 **termination. The International President shall provide a copy of any employment**
 13 **contract executed by the Executive Committee to the BLE’s controller, who will file**
 14 **same in the BLE’s financial records, within ten (10) days of execution, and any such**
 15 **contract not so filed shall be null and void.**
 16

17
 18 **Duties of the First Vice President**
 19

20 Section 8.(a) The First Vice President shall be the next ranking officer to the
 21 International President, shall assist in handling the work of the Protective Department; and
 22 in the absence of the International President, he will assume the duties of that office.
 23

24 (b) He shall give bond in a surety company in an amount not less than ten percent (10%)
 25 of the funds handled by him and his predecessor or predecessors, if any, during the
 26 preceding fiscal year, but, in any event, not more than five hundred thousand dollars
 27 (\$500,000), the expense of such bond to be borne by the ID.
 28

29
 30 **Duties of the Vice Presidents**
 31

32 Section 9. The vice presidents shall devote their whole time to the interests of the
 33 Brotherhood; their duties shall be to visit divisions and assist in organizing new ones, and
 34 may fill the office of president when visiting divisions and perform such other duties as
 35 may be assigned to them by the International President.
 36

37 They shall furnish the International President with a detailed monthly report of their
 38 work, together with a detailed expense account, and in addition will submit their
 39 recommendations pertaining to the welfare of the organization and general conditions in
 40 the territory to which they have been assigned; and at the expiration of their term of office,
 41 they will deliver to the International President all funds, books and papers, and other
 42 belongings of their office.
 43

44 Each vice president shall be assigned to a definite territory; but should conditions
 45 warrant, they may be used outside of their defined territory.
 46

47
 48 **Duties of the General Secretary-Treasurer**
 49

50 Section 10.(a) The General Secretary-Treasurer shall receive and have custody of all
 51 funds of the BLE, and have supervision over the Financial and Record Department
 52 personnel. He shall deposit the funds of the BLE in a reliable bank or banks which are
 53 members of the Federal Reserve System and/or in any chartered bank or banks under the
 54 laws of Canada, with the approval of the Advisory Board.

1
2 All checks, drafts, or orders against the accounts of this organization, with said
3 depositories, shall be signed by him and countersigned by the International President or
4 First Vice President; or, in the absence of the General Secretary-Treasurer, by the
5 International President and First Vice President; or, in the absence of any two (2) of these
6 officers, by the remaining officer and facsimile-stamped signature of either the
7 International President or the General Secretary-Treasurer; and provided, further, that
8 checks drawn against the payroll accounts of this organization, with said depositories, may
9 be signed with the facsimile-printed signature of the General Secretary-Treasurer and the
10 International President, and the manually attached signature of one (1) or more bonded
11 employees authorized by the General Secretary-Treasurer and approved by the
12 International President and the First Vice President.
13

14 (b) He shall be under the direction of and report to the Executive Committee regarding
15 matters pertaining to his duties as General Secretary-Treasurer of the BLE. He shall keep
16 a true and correct record of the proceedings of the ID at each meeting and transmit one
17 (1) copy, properly authenticated, to each division and general chairman. He shall preserve
18 the archives and have charge of the books, papers and property of the ID, keep a roster of
19 all divisions with the date of their organization, location, and a correct list of all members,
20 and attest all official documents.
21

22 It shall be the duty of the General Secretary-Treasurer to notify the president and
23 secretary-treasurer of each division thirty (30) days prior to the convening of the
24 convention of the exact financial status of their division in regard to international dues and
25 assessments.
26

27 (c) He shall give bond in a surety company in an amount not less than ten percent (10%)
28 of the funds handled by him and his predecessor or predecessors, if any, during the
29 preceding fiscal year, but, in any event, not more than five hundred thousand dollars
30 (\$500,000), the expense of such bond to be borne by the ID; and at the expiration of his
31 term of office, he shall deliver to his successor all books, papers, etc., belonging to the ID.
32
33

34 **Duties of the International Guide**

35

36 Section 11. The International Guide shall receive and introduce delegates and visiting
37 brothers, and attend to such other duties as the International President may assign to him,
38 and shall act as marshal in all proceedings of the ID.
39
40

41 **Duties of the International Chaplain**

42

43 Section 12. The International Chaplain shall assist in the exercises of opening and
44 closing the ID, and shall perform the duties of chaplain for the ID upon all public
45 occasions.
46
47

48 **Expenses of International Officers ID**

49

50 Section 13.(a) Salaried international officers, or any member employed exclusively by
51 the International Office, when absent from their designated headquarters on Brotherhood
52 business, shall be reimbursed for actual reasonable expenses incurred, but only when
53 itemized statement covering such expenditures has been approved and endorsed by the
54 International President. Expenses allowed shall only be for transportation, hotel room,

1 meals, taxi, transfer of baggage, telephone, telegraph, stenography, and postage, each of
 2 which shall be shown separate and distinct from each other on the itemized statement.
 3

4 (b) The representatives of the BLE in Washington, DC, and Ottawa, Ontario, when
 5 handling legislation, and on the National Railroad Adjustment Board, will be allowed
 6 necessary expense accounts in connection with their work, subject to the approval of the
 7 International President.
 8
 9

10 **Advisory Board - How Composed**

11
 12 Section 14.(a) The International President, First Vice President, ten (10) other vice
 13 presidents and the General Secretary-Treasurer shall constitute an Advisory Board on
 14 matters pertaining to the welfare of the Brotherhood, and shall have authority to suspend
 15 an international officer who fails or refuses to perform the duties for which he was elected,
 16 or is at any time guilty of any action calculated to injure the organization in any way; such
 17 officer may be suspended without pay if found guilty by a majority vote of the Advisory
 18 Board after having been afforded a full and fair hearing. Any appeal therefrom will be to
 19 the Board of Appeals as provided for in Section 44 - Constitution.
 20

21 (b) The Advisory Board shall employ a firm of nationally or internationally known
 22 auditors who are certified public accountants to audit the books of all departments of the
 23 BLE annually; such audit to show all moneys received and from what source and the
 24 amount paid out and for what purpose.
 25

26 (c) The books of each department of the BLE shall be audited separately. They shall be
 27 put in one (1) booklet and one (1) copy furnished each division, general chairman, state
 28 and provincial legislative chairman and vice president. The expense of these audits shall
 29 be paid from the general fund of the BLE.
 30

31 (d) The International President shall be the chairman of the Advisory Board when
 32 convened. He shall convene the Advisory Board as provided in the Constitution and
 33 Bylaws or when he deems it necessary or by request of a majority of the members of the
 34 Advisory Board.
 35
 36

37 **Honorary Members of BLE and Emblems**

38
 39 Section 15. All loyal and active members who have held continuous membership for
 40 forty (40) years, who have paid all such dues and/or assessments required and such dues
 41 and/or assessments have been accepted, may be made honorary members of the BLE. A
 42 button of appropriate design shall be issued to such honorary members; they shall not be
 43 entitled to any extra benefits or expense allowance. They will be required to pay dues and
 44 assessments as long as they retain active membership; but after retirement from any cause
 45 and at any age, they will have lifetime membership without payment of any dues and
 46 assessments. They will receive the official publications of the BLE, as set forth in Section
 47 16 - Constitution. On request of the division secretary-treasurer, members who now or
 48 hereafter shall have five, ten, fifteen, twenty, twenty-five, thirty, thirty-five, forty, forty-
 49 five, fifty, fifty-five, sixty, sixty-five, or seventy years of continuous membership shall be
 50 given an emblem showing the years of membership.
 51
 52

53 **Publications**

1 Section 16.(a) A quarterly magazine, known as *The Locomotive Engineers Journal*,
2 incorporating features of *The Locomotive Engineer* newspaper will be published and sent
3 to every active member of the BLE and every honorary member who desires same.
4 Instructions will be printed in *The Locomotive Engineers Journal* for those honorary
5 members to follow who wish to continue to receive it.
6

7 (b) A monthly newsletter shall be published for the benefit and enlightenment of all
8 active members of the BLE and shall be mailed to all active members entitled to same.
9 Honorary members who would like a copy of the monthly newsletter must notify the ID
10 by filling out proper form to be furnished by the ID.
11

12 The monthly newsletter will contain reports of assignments of the International President,
13 First Vice President and the vice presidents. Supplemental newsletters may be provided
14 when significant events or information of importance to the members so dictate.
15

1 The Canadian Spotlight will be edited in Canada in English and French and published in
2 the monthly newsletter, including legislative news, when available.
3

4 (c) The contents and frequency of the newsletter will be determined and coordinated by
5 a publications committee, consisting of the International President, First Vice President,
6 General Secretary-Treasurer, National Legislative Representative - U.S., and editor, and
7 will include legislative news when available.
8

9 (d) The rates of advertising in *The Locomotive Engineers Journal* in general shall be
10 under the direction of the International President and the Advisory Board. Anyone
11 desiring to advertise in *The Locomotive Engineers Journal* must agree to the terms and
12 conditions established by the International President and the Advisory Board.
13

14 **Printing**

15
16
17 Section 17.(a) The Executive Committee shall secure bids and make awards for all
18 printing, including *The Locomotive Engineers Journal* and monthly newsletter, and all
19 supplies required by the ID.
20

21 They shall also devise proper books and forms for the use of all divisions of this
22 Brotherhood; and their use shall be required except divisions may procure letterheads and
23 envelopes locally, provided they comply with the adopted forms and standard size in use
24 by the International Office.
25

26 If Canadian members are taxed with custom duty, they will be reimbursed by the
27 International Office.
28

29 They shall also provide annually a directory of all divisions, GCA's and legislative boards
30 to each general chairman, state legislative chairman, division secretary-treasurer, local
31 chairman and the divisions of the GIA to BLE.
32

33 (b) Printed copies of all awards of the First Division of the National Railroad
34 Adjustment Board will be furnished each general chairman; and if any GCA requests extra
35 copies for their members, they shall receive same by paying the extra expense for the
36 number supplied.
37

38 (c) The Constitution and Bylaws of the International Brotherhood of Locomotive
39 Engineers will be furnished to each member, without cost, by the ID, upon request from
40 the division secretary-treasurer.
41

42 **Credentials - Delegates**

43
44
45 Section 18. A delegate's credential shall be formulated by the General Secretary-
46 Treasurer and sent to the division of which the delegate-elect is a member prior to the date
47 set for convening the ID.
48

49 **Representation of Division to ID**

50
51
52 Section 19.(a) Each division as recorded in the International Office on April 1 prior to
53 the opening date of the convention will be entitled to a delegate at each international
54 convention.

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

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

8 (d) Each division entitled to representation must be represented by either delegates or by
9 proxy.
10

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

14 (f) In the event of the death of the delegate-elect or other cause that might prevent
15 attendance at the convention, the first alternate delegate shall be the legal representative.
16 Should conditions arise whereby both the delegate-elect and the first alternate delegate are
17 prevented from attending, the second alternate delegate shall be the legal representative.
18 Should conditions arise whereby the delegate-elect and the first and second alternate
19 delegates are prevented from attending, Section 20 - Statutes will apply.
20

21 (g) The name and division number of all elected delegates to ID shall be published in the
22 monthly newsletter in the month of April prior to the convention.
23
24

25 **Delegates - Term of Office**

26
27 Section 20. The delegates to the ID shall continue as such until their successors are
28 elected and qualified, as per Section 2 of the Statutes, and shall be subject to call from the
29 International President to assemble at any time during their term of office.
30

31 **Delegates - Members Not Qualified**

32
33
34 Section 21.(a) It shall be considered an offense for a division to elect or send as its
35 representative to the ID anyone who does not hold active membership as defined in
36 Section 25(b) - Statutes. Such division shall have its charter suspended by the
37 International President until the next meeting of the ID, provided, however, that the
38 division has been served with written specific charges, given a reasonable time to prepare
39 a defense and afforded a full and fair hearing.
40

41 (b) No salaried international officer or member employed exclusively by the International
42 Office shall be eligible as a delegate to represent any division in the ID.
43
44

45 **Delegate - Division Not Square on Books**

46
47 Section 22. Any delegate whose division is not square on the books and any division
48 that has not paid its pro rata assessments, as provided in the Constitution and Bylaws, also
49 its indebtedness to other divisions, shall not be allowed a seat in the ID.
50

51 **Delegates - ID Special Session - New Division**

52
53

1 Section 23. In case a special session of the ID should be called, any division that may
 2 have been organized subsequent to the last session of the ID and is in good standing at the
 3 time, shall be entitled to representation in accordance with the law governing
 4 representation.
 5

6
 7 **Delegates - How Paid**
 8

9 Section 24.(a) The rate of pay for delegates attending the convention shall be as set by
 10 the delegates while in session for each day the convention is actually in session, this to
 11 include all Sundays and legal holidays, but limited to the seven (7) days provided in
 12 Section 5(b) of the Constitution. All delegates within a radius of 1,250 miles or less of the
 13 convention city to be allowed one (1) day to and one (1) day returning from the
 14 convention. Delegates outside the first 1,250-mile radius will be allowed an additional day
 15 to and one (1) additional day returning from the convention.
 16

17 (b) A system will be provided to check the actual attendance of delegates at convention;
 18 and they shall receive pay for actual attendance only, unless excused by the International
 19 President.
 20

21
 22 **Delegate - Salaried Chairman**
 23

24 Section 25. When a salaried chairman of any system is elected by his division to
 25 represent them at the convention of the ID, his salary as general chairman shall cease while
 26 he is acting as such delegate.
 27

28
 29 **Delegate - Reporting to Divisions**
 30

31 Section 26. Delegates will report to their divisions. The ID will supply all divisions with
 32 a report of the convention proceedings.
 33

34
 35 **Delegate Excused**
 36

37 Section 27. Should a delegate, on account of sickness or other cause, find it necessary to
 38 be absent from the convention, he may, by permission of the ID, designate the delegate of
 39 another division to act in his stead.
 40

41
 42 **International Dues and Assessments**
 43

44 Section 28.(a) Each division shall be required to account for all members shown on their
 45 monthly report of the preceding month.
 46

47 (b) All members in active service, including those holding official positions with the
 48 carrier and those employed exclusively by the BLE, shall pay ~~twenty one (\$21.00)~~ **twenty-**
 49 **seven dollars (\$27.00)** per month international dues and such assessments as may be
 50 levied by the Advisory Board. Active membership includes all occupations eligible for
 51 membership in the BLE regardless of status, except as excluded in the following sections.
 52

53 (c) All members whose names do not appear on the engineers seniority roster, such as
 54 conductors and other train service employees, shall pay ~~\$8.00~~ **\$12.00** international dues,

1 and such assessments as may be levied by the Advisory Board. However, once the BLE
2 obtains the right to represent such members in accordance with the provisions of the
3 Railway Labor Act through the National Mediation Board, they will be liable for active
4 dues as outlined in Section 28(b) - Constitution.
5

6 (d) All members whose names appear on the engineers seniority roster but who are
7 employed at less than the standard hourly national wage level shall pay ~~\$14.00~~ **\$16.00**
8 international dues and such assessments as may be levied by the Advisory Board.
9

10 (e) Members receiving remuneration under any merger or other protective agreements
11 (as defined in Sections 33, 34, and 35 - Standing Rules) shall pay dues applicable to the
12 position held at the time they were affected by the merger or other agreements, as
13 stipulated in Paragraphs (b), (c) and (d) above.
14

15 (f) In addition to above international dues, all members, except those under present
16 Sections (g) and (h), will be required to pay \$2.00 per month to establish and maintain a
17 convention fund.
18

19 (g) The following members shall pay four dollars (\$4.00) international dues and shall be
20 exempt from Advisory Board, GCA, legislative board and division dues and/or
21 assessments:
22

23 (1) Members retired from service who do not have ten (10) years continuous
24 membership immediately preceding retirement shall continue payment only until
25 the member has attained ten (10) years of continuous membership.
26

27 (2) New members, but such new members will not be required to pay local and/or
28 other dues and assessments the initial month of membership unless required by a
29 union dues agreement.
30

31 (3) Canadian members working in another operating craft on a property where the
32 BLE does not represent such operating craft and where a union dues agreement is
33 in effect that requires such employee to pay union dues to another organization.
34

35 (4) Members employed on short line railroads where the BLE does not hold
36 representation rights, or where the BLE does hold representation rights but has not
37 as of yet negotiated a collective bargaining agreement.
38

39 (h) The following members shall be exempt from the payment of international dues and
40 shall be exempt from Advisory Board, GCA, legislative board and division dues and/or
41 assessments:
42

43 (1) Members reported as retired from service because of physical disability.
44

45 (2) Any member not in service as defined in Section 25 - Statutes and not holding
46 seniority, retired members, or retired member who retains his seniority to protect
47 transportation privileges, having ten (10) or more years of continuous membership
48 immediately prior to retirement.
49

50 (3) Any member serving in the armed forces of this or any other nation, as prescribed
51 in Section 15(b) - Constitution, shall be accepted without payment of any dues as
52 an honorary member of the BLE; and an identification card to this effect shall be
53 issued to him.

- 1 (4) Deceased members for the month in which death occurs, dues already collected for
- 2 that month should be refunded to member's estate.
- 3
- 4 (5) Members cut off of the working list for thirty (30) days or more due to fluctuation
- 5 in business.
- 6
- 7 (6) Members who have been dismissed from service for thirty (30) days or more.
- 8
- 9 (7) Members out of service due to sickness or injury exceeding thirty (30) days.
- 10
- 11 (i) All international dues and assessments, with the exception of the mobilization/strike
- 12 fund assessment and the convention fund assessment, are to be placed to the credit of the
- 13 general fund. Mobilization/strike fund assessments are to be placed to the credit of the
- 14 mobilization/strike fund, and convention fund assessments are to be placed to the credit of
- 15 a convention fund.
- 16
- 17 (j) Should it become necessary to raise additional funds to defray the expenses of the ID,
- 18 such funds shall be raised by assessments as may be levied by the Advisory Board,
- 19 notwithstanding any policy or resolutions to the contrary, provided that such action on the
- 20 part of the Advisory Board shall be effective only until the next regular convention of the
- 21 ID.
- 22
- 23 (k) All notices of assessments levied by the Advisory Board are to be in the hands of the
- 24 secretary-treasurers of divisions sixty (60) days before said assessments are due and same
- 25 to be remitted by the secretary-treasurer of the divisions on or before the 20th day of the
- 26 next succeeding month thereafter.

27

28

29 **International Dues and Assessments - When Payable to the ID**

30

31 Section 29. International dues and assessments levied by the Advisory Board are due

32 and payable on or before the first day of the month for which they apply, except in the

33 case of a dues checkoff, and are delinquent after the 20th day of the same month; and such

34 dues and assessments must be remitted to the General Secretary-Treasurer by the division

35 secretary-treasurer on or before the 20th day of the next succeeding month.

36

37 Divisions on railroads where an agreement is in effect with the carrier, the terms of which

38 prevent the forwarding of dues as provided herein, will notify the Executive Committee of

39 the terms of such agreement; and the Executive Committee shall have authority to make

40 such agreements as are necessary for the submission of international dues and assessments

41 to the General Secretary-Treasurer.

42

43

44 **International Dues - Reinstated Members**

45

46 Section 30. Reinstated members will be required to pay international dues and

47 assessments levied by the Advisory Board for the month in which they are reinstated and

48 such other dues as may be determined by the division.

49

50

51 **Fiscal Year - Liability for Nonpayment**

52

53 Section 31. The fiscal year of the ID shall commence on the first day of January in each

54 year. All divisions are required to be square on the books of the International Office on or

1 before the 20th day of the month following the month for which dues are collected, and
2 shall be required to submit an annual audit report or a copy of Form LM-2 or 3 for U.S.
3 divisions or a comparable government report for Canadian divisions. Reports are due on
4 or before April 1 of each year. Any division failing to comply with the provisions of this
5 section shall be liable to suspension of its charter after a full and fair hearing at the
6 discretion of the International President.

7
8 When a secretary-treasurer resigns or otherwise gives up the office, an audit must be
9 completed before the new secretary-treasurer is installed. The audit must be conducted by
10 a committee appointed for that purpose. All records are to be delivered to the new
11 secretary-treasurer along with the audit report.

12 13 14 **Indigent Payment**

15
16 Section 32.(a) The indigent payment shall apply only to members in good standing who
17 by age, accident or misfortune are totally disabled from performing any kind of labor, and
18 who have no one to care for them but the BLE.

19
20 (b) A member entitled to be placed on the indigent list will receive a monthly amount set
21 by the Executive Committee.

22
23 (c) All applications for relief shall be signed and sworn to by the president and secretary-
24 treasurer of the division to which applicant belongs; application to be subject to the
25 approval of the International President.

26
27 (d) When a member makes application to the International Office to be placed on the
28 indigent list, the International President shall designate a representative within a radius of
29 500 miles to investigate the case; and if applicant is found to be entitled, his name shall be
30 placed on the indigent list; and he shall draw payment from the date his application was
31 approved by the International Office.

32
33 (e) Members will not be required to pay international dues while drawing indigent
34 payments.

35
36 (f) Any division known to practice any deception in preparing claims under the law shall
37 have their charter suspended.

38
39 (g) An engineer, fireman or hostler who has been eligible for membership in the BLE for
40 ten (10) years or more previous to joining the BLE cannot draw indigent payments until
41 he has been a member of the BLE ten (10) years.

42
43 (h) The International President shall have authority to investigate each indigent applicant
44 annually in order to ascertain if circumstances warrant the continued payment of indigent
45 benefits.

46 47 48 **Charity Claims - How Presented**

49
50 Section 33.(a) All charity claims must be made on forms furnished by the International
51 Office. Each claim must be read in open division at two (2) regular meetings prior to its
52 being signed and approved by the president and secretary-treasurer, with all proofs and
53 statements submitted in the case attested by a notary, and then forwarded to the
54 International President.

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(b) A full and complete investigation of each charity claim, approved by the division to which the member making the claim belongs, will be made by an international officer or by the general chairman of the system on which the division approving the claim is located, or by any division officer that the International President may authorize to do so.

(c) All claims so investigated, when approved by the resident members of the Advisory Board, will be rendered such assistance as in their judgment the facts in the case may justify. Any unusual expense incurred in making investigations as provided in this section to be paid for from the general fund.

d) The International President shall have authority to investigate each charity applicant annually in order to ascertain if circumstances warrant the continued payment of charity benefits.

Standing Committees ID

Section 34. The Standing Committees of the ID shall consist of: first, a Committee on Credentials; second, a Committee on Salaries; third, a Committee on Constitution and Bylaws; fourth, a Legislative Committee; and fifth, a Committee on Work.

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

Constitution and Bylaws Committee

Section 35. The Committee on Constitution and Bylaws shall meet at the International Office on a date to be fixed by the Executive Committee and shall review and consider all resolutions submitted by divisions, together with any recommendations for changes in the law made by the International President. The said committee shall have authority to review any section of the law of the BLE and to make any recommendations for change of such laws which, in their judgment, is necessary. The said committee shall have all resolutions from divisions and recommendations of the International President printed as submitted, in their report; and such report will be printed in sufficient quantity for each delegate at the convention to receive a copy.

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

The salary of the Constitution and Bylaws Committee shall be paid from the convention fund.

Assessments - How Levied for Strike Benefits

Section 36.(a) The Advisory Board shall have power to levy assessments for strike benefits on all active members (as per Section 25 - Statutes). Such action on the part of the Advisory Board shall be effective only until the next regular convention of the ID, at which time it will be continued, discontinued or revised.

1 (b) When the secretary-treasurer of a division receives notice of such assessment, he
 2 shall immediately notify the General Secretary-Treasurer of the number of members
 3 subject thereto; and each division will be held responsible for payment for the number as
 4 reported.
 5
 6

7 **Compensation - Position Lost in Strike or Other Cause**

8
 9 Section 37.(a) All members engaged in a legalized strike authorized by the BLE and all
 10 members who lose their position on account of the interest they take in Brotherhood
 11 matters, upon satisfactory evidence of such fact being presented to the International
 12 President, shall receive \$28.00 per day, dating from the first full calendar day of the strike;
 13 such benefits to continue for a period of six (6) months, unless they obtain employment
 14 earlier. In order to qualify for strike benefits, members will have to sign in at a location
 15 designated by the BLE each and every day of the strike. Every member of the BLE shall
 16 be duty bound to comply with strike orders of the BLE.
 17

18 When in accordance with the rules of their respective organizations, and when it is not in
 19 conflict with federal or state statutes, the members of any standard railway labor
 20 organization, other than members of the BLE, representing employees employed in
 21 various classes or crafts of railroad employment, inaugurate a strike on any individual
 22 railroad resulting in members of the BLE on such individual railroad being prevented from
 23 performing their usual duties through fear of crossing established picket lines, the
 24 members of the BLE so affected shall be allowed strike benefits after a waiting period of
 25 five (5) full calendar days, as provided in this section, for a period of not to exceed sixty
 26 (60) full calendar days, as though they were active participants in the strike.
 27

28 (b) Should a strike continue for a longer period than six (6) months, all strike benefits
 29 will be discontinued six (6) months from date the strike became effective unless otherwise
 30 provided for by the ID.
 31

32 Engineers who are not members of the Brotherhood, who pay dues under terms of the
 33 union dues agreement, shall be entitled to all the benefits provided for in Paragraph (a),
 34 should they give their support to the members of the Brotherhood under conditions of this
 35 section.
 36

37 Note: In the event of a general strike or lockout, or a strike involving a national issue
 38 (either U.S. or Canadian), strike benefits will not be paid.
 39
 40

41 **Organizer - How Appointed**

42
 43 Section 38. The president of any division, with the consent of the International
 44 President, shall have authority to appoint any member of his division, who is in active
 45 service and properly qualified, as organizer. It will be his duty to secure new members, to
 46 obligate those who cannot conveniently present themselves to the division for obligation.
 47 He may also upon request, with the approval of the International President, proceed to any
 48 point from which he may have application either for the purpose of assisting or organizing
 49 new divisions, initiating new members, or giving instructions to divisions already formed.
 50 All such cases shall be left entirely to the judgment of the International President to deal
 51 with each case individually. Such organizer shall be paid from the general fund of the
 52 BLE for the time lost and reasonable expenses.
 53
 54

New Divisions

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Section 39.(a) If fifteen (15) or more active members on any railroad wish to organize a new division, they shall apply to the nearest division on the system where the new division is to be located; and it shall be the duty of the president of said division first to obtain the consent, through the chairman, of a majority of the GCA on the road where the division is to be located, and then apply to the International President for blank charter and the necessary books and papers to organize the same. When in receipt of the charter, he shall proceed to meet with five (5) or more members, fill out the charter, organize and instruct said members, and appoint officers pro tem; and if a sufficient number have joined to fill the offices, they will elect permanent officers; and the secretary-treasurer shall immediately furnish the names of the officers and members and their addresses to the General Secretary-Treasurer, with the date of their organization.

(b) All charter members of the new division shall be assessed the sum of \$5.00 to be put into the treasury of the division for the purpose of meeting initial operating expenses.

(c) All applications for charters shall be accompanied by a fee of \$50.00.

(d) Whenever there is an existing BLE division of 12 or more active members on any railroad, it cannot be closed by the ID or the President of the BLE without the consent of the majority of the members of that division, who will have a right to vote on its closing or continuing in operation as an established division.

Violation of this section by the ID or the President of the BLE will be grounds for appeal and subject to the appeal process of this Constitution to the Board of Appeals.

Duplicate Charters

Section 40.(a) When the members of a division wish to hold meetings at any designated point other than where their division is located and where ten (10) or more members are located at such point, they may make application to their division for a duplicate charter.

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

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

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

1 (e) Nominations and election of officers, as provided in Sections 7, 8, and 20 - Statutes,
2 shall be held in the parent division.
3

4 (f) Duplicate charters shall be issued without cost.
5
6

7 **Division Refusing to Take Vote**

8

9 Section 41. Should any division refuse or neglect to take a vote of its members where
10 ordered to do so by the ID, it shall be considered a refusal to sustain the action of the ID;
11 and such division shall be liable for suspension by the International President if found
12 guilty after having been served with written specific charges, given a reasonable time to
13 prepare a defense and afforded a full and fair hearing; and any member of a division
14 refusing or neglecting for sixty (60) days to vote shall be expelled if found guilty in
15 accordance with the provisions of Sections 59-61- Statutes, unless excused by the
16 International President.
17

18 **Demoralized Division**

19

20
21 Section 42. In case a division becomes demoralized to such an extent that there are not
22 loyal members enough to hold stated meeting, the loyal members of such division shall
23 make a statement of their condition to the most convenient division in good standing; such
24 division to forward statement, with such facts in relation to the matter as may be in their
25 possession, to the International President, who will then proceed in regular form and
26 transmit his decision in the matter to the division sending the report, with instructions on
27 how to proceed.
28

29 **Surrendering Charter**

30

31
32 Section 43.(a) Any division or members of a division surrendering their charter to any
33 party or parties, on any condition whatever, except to an international officer, shall have
34 surrendered charter revoked by the International President; and such members shall be
35 immediately and forever expelled from the BLE by the International President if found
36 guilty after having been served with written specific charges, given a reasonable time to
37 prepare a defense and afforded a full and fair hearing.
38

39 (b) When two (2) or more divisions have decided by a majority vote of the active
40 membership of each division to merge or consolidate their membership, application will be
41 made to the International President for approval; and if approved, he will arrange the
42 consolidation as follows: that the division having the largest membership will be the
43 division to retain the charter, except where due to location and for other reasons, in the
44 opinion of the International President, it would work a hardship on the members of the
45 division, he will decide the charter to be retained. All special funds will be distributed at
46 the discretion of the members of the division or divisions giving up their charter.
47

48 (c) If the membership of any division falls below twelve (12) active members, the
49 International President shall investigate the cause; and unless the interests of the
50 organization require the continuance of the division, he shall have the authority to order it
51 to be merged with another division on the same seniority district or a division under the
52 same GCA.
53
54

Appeal Cases

Section 44.(a)(1) A Board of Appeals shall be established which shall have authority to render a final and binding decision on all appeals from decisions or interpretations of the International President, decisions of the Executive Committee and/or the Advisory Board, submitted in conformity with the provisions for such appeals hereinafter set forth, except as provided in Section 7 - Constitution, Section 8(g) - Statutes, and Subsections A, B, C, and D of Section 33(a)(1) - Standing Rules.

(a)(2) Said Board of Appeals shall consist of five (5) members of the BLE whose qualifications are hereinafter set forth, one (1) each from the following territories:

PROVINCES AND TERRITORIES OF CANADA

British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, New Brunswick, Prince Edward Island, Nova Scotia, Newfoundland, Yukon Territory and Northwest Territory.

EASTERN UNITED STATES

Connecticut, Illinois, Indiana, Maine, Massachusetts, Michigan, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, Rhode Island, Vermont.

SOUTHEASTERN UNITED STATES

Alabama, Delaware, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia.

SOUTHWESTERN UNITED STATES

Arizona, Arkansas, California, Canal Zone, Colorado, Hawaii, Kansas, Louisiana, Missouri, Nevada, New Mexico, Oklahoma, Texas, Utah.

NORTHWESTERN UNITED STATES

Alaska, Idaho, Iowa, Minnesota, Montana, Nebraska, North Dakota, Oregon, South Dakota, Washington, Wisconsin, Wyoming.

(a)(3) Said members shall be elected by a majority vote of the delegates at each quinquennial convention, to serve for a term of five (5) years, or until their successors are elected and installed, and will not be subject to suspension or removal except (1) for dereliction of duty and then only by a majority vote of the Board of Appeals, or (2) as provided in Section 4(a)(3) - Constitution.

In addition, there shall be elected ten (10) alternate members of said Board of Appeals, who shall be members of the BLE and have same qualifications as are prescribed for members of said board, two (2) each from the territories above described in this subsection. Alternate members will be designated as first alternate and second alternate for each designated territory.

(a)(4) In case of a permanent vacancy among the members of the board, created by death or otherwise, such vacancy will be filled by the alternate member from the territory having the vacancy.

In case of a temporary vacancy on the board caused by the illness, incapacity, suspension or unavailability of a member of the board, such vacancy shall be filled by the alternate member from the territory having the vacancy. Such temporary vacancy shall include the vacancy created by the disqualification of a member for substantial personal interest or prior participation in a given case being appealed and will be handled under the rules and

1 regulations provided for such disqualification to be promulgated in the Bylaws and Rules
2 of Practice and Procedure of the board referred to in Subsection (c)(1) hereof.
3

4 (a)(5) Only those holding active membership, who do not hold membership in any other
5 labor organization which purports to represent locomotive engineers or do not hold an
6 elective office in the ID will be eligible for election to the Board of Appeals.
7

8 (a)(6) **Except as provided in Section 1(e) Constitution**, no member of said Board of
9 Appeals shall be permitted to engage in full or part-time employment with the ID in any
10 other capacity and/or hold any official position on a railroad unless such member resigns
11 from such Board of Appeals, and such resigned member shall not again be permitted to
12 serve on the Board of Appeals unless elected thereto at the next convention of the ID.
13

14 (b)(1) Any member in good standing or any division desiring to submit an appeal under
15 this section must notify the International President, in writing, of his or its intention to
16 appeal within ninety (90) days after the date of the decision to be appealed. All expenses
17 incurred by the appellant in presenting oral or written evidence shall be borne by said
18 appellant.
19

20 (b)(2) All appeals submitted to the board shall be in writing, signed by the appellant and
21 mailed to the International President not less than forty-five (45) days prior to the next
22 ensuing stated meeting date of the board, as set forth in Paragraph (c) of this section. The
23 submission shall be plainly marked "appeal" on the contents thereof. All appeals shall be
24 sent by registered mail. The envelope or wrapper showing the postmark shall be
25 permanently attached to the contents upon receipt in the International Office. The
26 submission shall contain the written statement of the basis for the appeal and shall fairly
27 state the points desired by the appellant to be presented, together with a statement of the
28 facts in support of same.
29

30 (b)(3) Ten (10) copies of the submission shall be sent by registered mail to the
31 International President who will promptly furnish all participants or their representatives a
32 copy of this submission by registered mail, return receipt requested. Parties desiring to
33 make reply shall mail ten (10) copies of same to the International President, in accordance
34 with the rules and procedures established by the board, who will promptly furnish all
35 participants or their representatives a copy of such reply.
36

37 (b)(4) All cases appealed to the board must first have been progressed in compliance
38 with all other provisions of the Constitution and Bylaws.
39

40 (c)(1) As soon as practicable after the adjournment of the **Seventh** Quinquennial
41 Convention of the BLE, the International President shall convene the members of the
42 Board of Appeals to meet at the International Office for the purpose of electing from their
43 members a chairman and a secretary, for adoption of Bylaws and Rules of Practice and
44 Procedure for the functioning of the board, none of which shall be inconsistent with the
45 Constitution and Bylaws of the BLE. The board shall have power and authority, from
46 time to time, to amend its Bylaws and Rules of Practice and Procedure. Promptly upon
47 the adoption of said Bylaws and Rules of Practice and Procedure or any amendments
48 thereto, the board shall cause to be published the contents thereof in, *The Locomotive*
49 *Engineers Journal*, and transmit copies thereof to the officers of the ID, GCA, legislative
50 boards and divisions.
51

52 (c)(2) The International President shall convene the Board of Appeals at the
53 International Office on the first Monday of the months of January, April, July, and
54 October in each year, unless there are no cases pending before the board.

1
2 (c)(3) When it is the unanimous opinion of the five (5) members of the board that it is in
3 the interest of justice in a given case, or cases, to convene the board at a location in close
4 proximity to or on the property of the parties involved in such case, or cases, the board
5 shall have authority to convene at such place or places.
6

7 (d) When the board is convened as herein provided, the chairman shall preside over all
8 sessions thereof and adjourn the board when all business has been completed. He shall
9 have the deciding vote in the event of a tie.
10

11 (e) The secretary shall keep a true and correct record of the proceedings of each meeting
12 of the board. A stenographic transcript of all oral testimony shall be kept by the board.
13

14 (f)(1) The Board of Appeals shall consider every appeal legally and properly referred to
15 it. The board shall review all files pertinent to each case, consider such evidence, oral or
16 written, as the litigants desire to present and make their decision on the basis of the facts
17 presented and the law involved. A decision of the Board of Appeals shall be the final and
18 binding adjudication of any and all rights and questions within the scope of the case under
19 appeal and shall be placed in effect within forty-five (45) days after the date of the
20 decision. Each decision of the Board of Appeals shall be decided by a majority vote of the
21 members of the board, and such decision shall be signed by the secretary and shall
22 constitute the final and binding decision of the board. Any case once decided by the
23 Board of Appeals shall not be entertained at any future meeting of the Board of Appeals
24 or the ID in convention assembled.
25

26 (f)(2) The board shall prepare, in writing, a clear and concise report of each appeal
27 before the board; and such report shall be retained among the records of the ID. The
28 report shall include a statement of all material facts involved in the appeal, a summary of
29 the contentions of all parties to the appeal, a statement of the decision rendered and a
30 comprehensive recital of reasons by which the decision was reached. A copy of the report
31 shall be made available to all parties to the appeal who make the request known, in
32 writing, to the chairman of the Board of Appeals. The expense of copying and sending the
33 report shall be paid by the member making the request.
34

35 (g) The secretary shall promptly mail a copy of the decision of the board to the parties
36 directly interested, and a summary of all decisions of the board shall be published as part
37 of the International President's monthly report.
38

39 (h) The members serving on the Board of Appeals shall be reimbursed for expenses
40 incurred and paid for such time, including days traveling while engaged in business
41 pertaining to the Board of Appeals on a per diem basis at the same rate as delegates to the
42 last preceding convention of the ID.
43

44 (i) The Board of Appeals shall submit a detailed report to each quinquennial convention,
45 outlining the number of cases handled and the number of days in session for each year
46 between conventions of the ID.
47

48 **Resolutions to ID - When Presented**

49
50
51 Section 45. Except in case of the suspension of the rules by two-thirds (2/3) vote of all
52 delegates present, six (6) copies of any resolution that has for its purpose the changing of
53 existing laws, or the enactment of new laws, shall be forwarded to the International Office
54 not less than ~~ninety (90)~~ **one hundred twenty (120)** days before the convention convenes

1 **and shall be mailed to the delegates not less than forty five (45) days prior to the**
 2 **convention.** Should the resolution recommend changes in more than one (1) section of
 3 the law, each section shall be printed on a separate sheet of paper. Each sheet shall bear a
 4 heading showing the particular section and page that is to be amended. All recommended
 5 changes shall be shown in black face type; and the section, as it would read after being so
 6 changed or amended, shall be written out in full. (Refer to sample resolution at the end of
 7 the Constitution section.). Resolutions received not in conformity with the above will not
 8 be entertained by the Committee on Constitution and Bylaws.
 9

10 **Order of Business - ID**

11 Section 46.

- 12 1. Call the meeting to order without form.
- 13 2. Report of Credentials Committee.
- 14 3. Convention called to order, composed of the delegates seated by the Credentials
15 Committee.
- 16 4. Report of Standing Committee on Salaries.
- 17 5. Report of the international officers.
- 18 6. Report of Standing Committees (Section 34 - Constitution) and election of
19 officers.
- 20 7. Report of other committees.
- 21 8. Financial business.
- 22 9. Reading of resolutions and petitions.
- 23 10. New business.

24 **Prestige of Name - Abuse of**

25 Section 47.(a) Salaried international officers must devote their whole time to the interest
 26 of the Brotherhood. It shall be considered a violation of obligation for an international
 27 officer, a division officer or a member to use his prestige as such officer or member to
 28 promote any business scheme, or furnish the mailing list of divisions to salespersons of any
 29 class except where the BLE is directly interested. On conviction of any of the above-
 30 mentioned offenses after having been served with written specific charges, given a
 31 reasonable time to prepare a defense and afforded a full and fair hearing, the guilty officer
 32 or member will be expelled from the organization.
 33

34 International officers shall be tried for any such offenses before the Advisory Board, and
 35 a majority vote of the board shall be necessary for conviction. Officers and members of
 36 divisions shall be tried in their own divisions in accordance with Sections 59-61 - Statutes.
 37

38 (b) The use of the BLE's name in connection with any corporation or company which is
 39 not wholly a BLE proposition and the members responsible for the same is prohibited.
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**Brotherhood of Locomotive Engineers' Building -
Acquisition and Maintenance**

Section 48.(a) A company incorporated under the statutes of the State of Ohio relating to the incorporation of 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 BLE and their successors in that capacity. The purpose of the corporation shall be the holding of real estate for the benefit of the BLE.

(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 BLE, which it now possesses or as may hereafter be authorized by the ID.

(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 ID, 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 I. D. by special resolution or by general regulations.

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

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

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

Laws - How Changed

Section 49.(a) This Constitution and Bylaws shall not be subject to alteration or amendment until the next session of the ID, except as provided in Section 4(a) and Section 2(b) - Constitution.

(b) When a GCA enters into a collective agreement with the carrier containing a provision requiring, as a condition of employment, membership in the BLE, a union dues

1 agreement without mandatory membership, granting a preference of employment to
2 members of the BLE, or the checkoff of union dues each calendar month from wages due
3 each employee coming within the scope of such agreement, the specified amount of BLE
4 dues authorized under the provisions of the Constitution, Statutes, Standing Rules and
5 Legislative Boards of the International BLE, the International President and General
6 Secretary-Treasurer, in conjunction with the officer negotiating such agreement, will have
7 authority to modify the provisions of the laws above referred to for application to the
8 divisions concerned for the purpose of applying such agreements.
9

10 (c) It must be understood that no change will be made in the amount of international
11 dues or assessments prescribed under our laws in connection with Paragraph (b) of this
12 section.
13

14 (d) Between conventions the Executive Committee will have authority to amend the law
15 where it is in conflict with civil law.
16

17 **Working Rules - ID**

18

19
20 Section 50.(a) Working hours. The morning meeting shall be from 9 a.m. until 11:30
21 a.m. The afternoon meeting will be from 1 p.m. until 5 p.m. and continued Monday
22 through Friday until all business legally coming before the convention has been disposed
23 of. The length of time the convention will remain in session shall not exceed seven (7)
24 consecutive calendar days.
25

26 (b) All resolutions shall be typewritten and presented in duplicate, one (1) copy for the
27 record and one (1) for the committee, and signed by the author and the number of his
28 division. Resolutions which are in proper form shall be entertained and disposed of by the
29 convention without necessarily referring them to a committee. Resolutions not in proper
30 form shall be referred to a committee.
31

32 (c) All resolutions relating to subjects on which no committee has been appointed shall
33 be read by the General Secretary-Treasurer to the International Body for their
34 consideration.
35

36 (d) Nominations for officers shall be made verbally from the floor of the convention.
37 Each nomination not to consume more than two (2) minutes.
38

39 (e) A nominee may not accept nomination for two (2) or more offices which cannot be
40 held simultaneously. In the event he is nominated for more than one (1) office, he must
41 select the office for which he wishes to stand as a candidate.
42

43 (f) In the election of officers, a written ballot will be used. A majority of the votes cast
44 will be necessary to elect; if there be no election on the first ballot, only the two (2)
45 leading candidates shall be eligible on the second ballot.
46

47 (g) Delegates shall be required to wear their badges while assembled in convention hall.
48

49 (h) If there is only one (1) nomination for any office and sufficient time has been allowed
50 for further nominations, the presiding officer will cast a ballot to elect such officer by
51 acclamation.
52

53 **Employment Eligibility - Officers and Employees of the ID**

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Section 51. No member shall be eligible for office in the ID or full-time employment with the BLE unless he holds active membership as provided in Section 25(b) - Statutes.

Pension Plan - Officers of the ID

Section 52.(a) Those elected international officers who retired prior to August 9, 1971 shall receive additional pension from the ID at \$75 per month for each term served, maximum pension to be \$500 per month.

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

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

Annual Salaries - Officers of the ID

Section 53.(a)

International President	\$145,614.39
First Vice President	118,739.22
General Secretary-Treasurer	118,739.22
U.S. Vice Presidents	110,676.59
Canadian Vice President and Director	Cdn \$136,512.38
Canadian Vice President	Cdn \$127,023.58

~~(b) Between conventions officers' salaries will be increased or decreased to correspond with any change in the national average of engineers' annual salaries. This figure will be predicated on information supplied by the National Railway Labor Conference. Canadian officers' salaries will be adjusted on the same basis by using the national average of Canadian engineers' annual salaries.~~

Note: The salaries of U.S. officers above include the COLA's provided to engineers on January 1, 2000, July 1, 2000, January 1, 2001, and July 1, 2001 and include retroactive payments of these COLA payments. The salaries of Canadian officers include the national average of Canadian engineers annual salary increases effective January 1, 2000 and January 1, 2001 and include retroactive payments of these increases.

(b) Between conventions U.S. 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. Canadian officers' salaries will be adjusted by using monetary allowances/increases or COLA adjustments, whichever is applicable, negotiated nationally for Canadian engineers.

Note: Any COLA adjustments allowed to engineers will be allowed to officers based on eight hours per day.

1
2 **(c) In the event National concerted wage movements cease to exist the U.S.**
3 **officers' salary increases will be adjusted on the basis of the average monetary**
4 **allowances/increases or COLA adjustments, whichever is applicable, of Class One**
5 **Railroads.**
6

7 8 **Vacations - Officers of the ID** 9

10 Section 54.(a) All officers of the ID shall be allowed annual vacation in accordance with
11 seniority and pay provisions of the National Vacation Agreement for engineers.
12

13 (b) Effective January 1, 1987, earned vacation must be taken by all officers of the ID
14 annually; and no pay shall be allowed in lieu of vacation time except through retirement,
15 death, or otherwise.
16

17 18 **Sample Resolution** 19

20 Section 99.(a) - [Constitution, Rules of Order - ID, Statutes, Rules of Order, Standing
21 Rules, Legislative Boards - U.S., Legislative Boards - Canada, etc.], page 999.
22

23 Present law reads:
24

25 (a) [Type the present law exactly as it reads in the Constitution and Bylaws.]
26

27 [NOTE: If you wish to propose changes in more than one (1) subsection of a particular
28 section (e.g., a change in Section 99 (a) and a change in Section 99 (b)), they must
29 be submitted as separate resolutions on separate sheets of paper.]
30

31 Resolution submitted by Division 000:
32

33 Section 99.(a) - [Constitution, etc.], page 999.
34

35 (a) [Type the paragraph as you would like it to read. Any changes in the present law
36 must be put in **bold type**.]
37

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

THIS SECTION, entitled "Rules of Order - International Division," is concerned with the government of deliberations of the International Division (ID).

Note: For purpose of clarity, President of the ID will be referred to as "International President" in this section. "President" will refer to president of the division.

RULES OF ORDER

International Division

1
2
3
4
5 Section 1. It is the duty of the presiding officer to decline to entertain any order, motion,
6 resolution or amendment that in his opinion is not in proper form and is not presented at
7 the proper time.
8

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

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

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

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

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

29 Section 6. When two (2) or more members rise to speak at the same time, the presiding
30 officer shall decide who is entitled to the floor.
31

32 Section 7. Except upon suspension of the rules, no delegate shall occupy the floor,
33 either in debate or asking a series of questions, to exceed ten (10) minutes. No delegate
34 shall occupy the floor more than twice debating any one subject and shall not occupy it a
35 second time until all delegates desiring to be heard are recognized and given an
36 opportunity to be heard. This shall not bar a delegate from receiving recognition from the
37 chair and asking questions at other times.
38

39 The chair shall appoint an official timekeeper, whose duties shall be to keep the time of
40 delegates occupying the floor and to inform the chair when the time of the delegate has
41 expired.
42

43 Section 8. While a member is speaking, no one shall interrupt him except for the purpose
44 of calling him to order or asking the presiding officer to explain or to call the previous
45 question. A member allowed to "explain" shall only have the right to explain an actual
46 misunderstanding of the language and shall be strictly prohibited from going into debate
47 on the merits of the question.
48

49 Section 9. For any member, in speaking, to impeach the motives of a fellow member,
50 treat him with personal disrespect, or pass between him and the chair while he is speaking,
51 shall be deemed an act of disrespect, which may incur the censure of the presiding officer.

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

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

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

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

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

19 Section 14. When the motion is under debate, no motion shall be received except the
20 following subsidiary motions:
21

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

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

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

39 Section 17. When a motion is postponed indefinitely, it shall not again come up during
40 the meeting of that date.
41

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

47 Section 19. First, a motion to adjourn; second, a motion to lay on table; third, a previous
48 question; fourth, a motion to read a paper, are undebatable.
49

50 Section 20. The reading of any paper called for relating to the subject under debate shall
51 always be in order.
52

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

5 Section 22. When the vote on any question before the ID is questioned, the presiding
6 officer shall direct the proper officer to count the vote in the affirmative and negative and
7 report the same to him.
8

9 Section 23. The main question shall not be called for by any delegate at the conclusion
10 of his remarks as he is yielding the floor.
11

12 Section 24. A question may be reconsidered at any time during the meeting or at the first
13 regular meeting held thereafter.
14

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

18 No question shall be considered more than once, nor shall a vote to reconsider be
19 reconsidered.
20

21 A motion to reconsider shall be debatable and must be made at the same or the next
22 regular meeting.
23

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

29 Section 26. To suspend any rule or order of business, it shall require a majority vote of
30 the delegates present.
31

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

37 Section 28. All reports of committees, excepting reports of progress, shall be made in
38 writing and signed by a majority.
39

40 If a committee disagrees, they may submit a majority and a minority report. After the
41 majority report has been read, the minority report will be read; and it will require the
42 adoption of a motion to substitute the minority report for the majority report. If adopted,
43 the minority report will then become the report of the committee.
44

45 Section 29. When the question of procedure arises, decision of the chair will govern
46 unless set aside by majority vote of the delegation.
47

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

THIS SECTION, entitled "Statutes," has to do principally with the operation of the divisions of the BLE.

Note: For purpose of clarity, President of the ID will be referred to as "International President" in this section. "President" will refer to president of the division.

STATUTES

Officers - Divisions

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4
5 Section 1.(a) The officers of each division shall consist of a president, vice president,
6 secretary-treasurer and alternate, guide, chaplain, auditing committee (to consist of three
7 (3) members - Canadian divisions only), delegate to the International Division and first and
8 second alternates, legislative representative who shall be the delegate to the legislative
9 board and alternate, local committee of adjustment of three (3) members, the chairman of
10 which shall be the delegate to the general committee of adjustment.

11
12 (b) When there are members employed on more than one (1) seniority district belonging
13 to the same division, the members on each seniority district may elect a local committee of
14 two (2) members to act in conjunction with the local chairman on matters pertaining to the
15 district they represent.

16
17 (c) Divisions having members employed on different divisions of the same road who are
18 permitted to maintain more than one (1) local committee, such members will only be
19 allowed to vote for the local committee which will adjust their local differences.
20

Qualification for Office

21
22
23
24 Section 2.(a) No member shall be nominated, elected or serve as an officer in any
25 division who is not in good standing, or who is in arrears for dues and assessments,
26 provided that no member whose dues have been withheld by his employer for payment to
27 such organization pursuant to his voluntary authorization provided for in a collective
28 bargaining agreement shall be declared ineligible to be a candidate for office by reason of
29 alleged delay or default in the payment of dues. (Dues checkoff).
30

31 (b) Only members who do not hold membership in any other labor organization which
32 purports to represent locomotive engineers and meet the requirements of active
33 membership as defined in Section 25(b) - Statutes may be elected delegate or alternate
34 delegate to the ID, general chairman of the GCA, local chairman or member of the local
35 committee of adjustment, or legislative representative or delegate to the provincial or state
36 legislative boards.
37

38 In the application of Paragraph (b), it shall be unlawful for salaried International officers
39 and/or members employed exclusively by the International Office to be elected delegates
40 to the ID, in accordance with provisions of Section 21(b) - Constitution.
41

42 Note: It shall be the policy of the BLE that any BLE member dismissed from the service
43 of a carrier will be considered in active service, as defined in Section 25 - Statutes, until
44 after all investigations and appeals of his case are closed.
45

46 (c) Only members who do not hold membership in any other labor organization
47 purporting to represent locomotive engineers may be elected secretary-treasurer or
48 alternate, president, vice president, guide, chaplain or member of the auditing committee -
49 Canadian divisions only.
50

51 The president shall not be elected to or hold the office of secretary-treasurer, local
52 chairman or member of the local committee of adjustment.

1 (d) No member of the BLE shall serve on a committee of adjustment of any other labor
2 organization, except the members of the Canadian Council of Railway Operating Unions
3 in Canada, under penalty of expulsion if found guilty after a full and fair hearing, as
4 provided in Sections 59-61 - Statutes.
5

6 (e) No member who is promoted to an official position on a railroad, elevated railroad,
7 subway, in steel plant or other industries shall serve in any capacity under or for the BLE
8 or attend division meetings.
9

10 **Term of Office**

11
12
13 Section 3.(a) The official term of all officers of divisions, also delegates to the ID, GCA,
14 local committee of adjustment and delegate to the legislative board, shall commence at the
15 first regular meeting in January following the triennial election, or when duly installed due
16 to a vacancy occurring, and shall end when successor is duly installed.
17

18 (b) The officers of a newly organized division shall be elected at the time of the
19 organization of the division by secret ballot.
20

21 (c) When an officer of the BLE relinquishes his office for any cause whatsoever, he will
22 turn over all files, letters or communications of any nature whatsoever to his successor as
23 soon as is feasible, but no later than said successor's installation into office.
24
25

26 **Regular Meetings**

27
28 Section 4.(a) The regular meetings of all divisions of the Brotherhood shall take place
29 not less than once each month, and on any day which the majority of the members of each
30 division may determine.
31

32 (b) No change of place, day or hour of division meeting will be made unless so ordered
33 by a majority of the members present at two (2) successive regular meetings of the
34 division. The secretary-treasurer will promptly notify the International President of
35 changes made.
36

37 (c) No change of place, from one terminal to another or from one town to another, will
38 be made unless a petition from twenty-five percent (25%) of the active membership makes
39 such request in writing.
40

41 If the above request is made, the secretary-treasurer will, within ten (10) days thereafter,
42 prepare a ballot stating the change desired and furnish a ballot to all active members of the
43 division, stating at which meeting ballots shall be counted, and shall not exceed sixty (60)
44 days from date of mailing. The mailing of ballots and counting of votes shall be governed
45 by Section 8 - Statutes, and the result of vote will govern. The secretary-treasurer will
46 promptly notify the International President of changes made.
47

48 (d) Three (3) members shall constitute a quorum to do any business that may legally
49 come before the division.
50

51 **Election Triennially**

52
53

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

7 **Members Qualified to Nominate or Vote**

8

9 Section 6.(a) All those holding active membership (Section 25 - Statutes), except those
10 holding official positions on railroad, will be entitled to nominate and vote for all offices in
11 the division. However, members will not nominate or vote for officers not entitled to
12 represent them.
13

14 (b) In Canada, honorary members on pension and members holding official positions on
15 railroad shall not be entitled to nominate and vote for officers of the division, delegate or
16 alternates to the ID.
17

18 (c) Members holding official positions on railroad will vote only for delegate and
19 alternates to the ID.
20
21

22 **Officers - Nomination of**

23

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

33 The secretary-treasurer of each division shall post a notice at terminals and on BLE
34 bulletin boards at least thirty (30) days prior to the meeting at which nominations are to be
35 held, such notice to state the time, date, place and purpose of such meeting.
36

37 (b) A member who is eligible may be nominated though absent from the meeting; but
38 such nominee shall be notified within five (5) days of such nomination, giving him an
39 opportunity to withdraw his name should he desire to do so.
40

41 (c) A member who is present, eligible and nominated at the division meeting at which
42 nominations are held may decline to accept such nomination at the time of being
43 nominated or may do so by submitting to the secretary-treasurer of the division, within
44 five (5) days thereafter, a written request that his name be stricken from the ballot.
45

46 (d) A member may not accept nomination for two (2) or more offices which cannot be
47 held simultaneously. In the event he is nominated for more than one (1) of such offices, he
48 must select the office for which he wishes to stand as a candidate.
49

50 (e) In the event of irregularities in the nomination of officers, protest must be filed in
51 duplicate with the International President within fifteen (15) days after alleged violation.
52 The International President will conduct an investigation and render a decision. Any
53 member dissatisfied with such decision may appeal such decision within thirty (30) days to
54 the BLE Executive Committee, whose decision shall be final and binding.

Election - How Conducted

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

20 The ballot is to be filled out by the member in whose name it is to be voted, naming his
21 choice for officers, which, however, need not be confined to nominees. The completed
22 ballot must then be folded and placed in the small envelope which is provided for that
23 purpose. The small envelope must then be sealed and placed in the larger envelope, upon
24 which the member will clearly mark his name and return address before placing same in
25 the government mail for delivery to the post office box designated thereon.
26

27 Immediately prior to the election and following the date designated for the return of the
28 ballots, the secretary-treasurer and president, or another member designated by the
29 president of the division, shall go the post office and remove the envelopes containing the
30 ballots from the post office box. They shall then be delivered intact to the meeting at
31 which the election will be held. It will be the privilege of any member of the division,
32 upon proper application to these officers, to accompany the secretary-treasurer and
33 president (or his designated representative) to the post office for the purpose of observing
34 this procedure.
35

36 When the election begins, the envelopes containing the smaller ballot envelopes will be
37 opened by the board of tellers, at which time a determination will be made as to the right
38 of each member to vote on the various offices. The smaller envelopes containing the
39 ballots may be marked prior to the time they are opened at the discretion of the board of
40 tellers, or the smaller envelopes containing the ballots may be placed in stacks designating
41 the status of the member voting the ballot.
42

43 Each candidate or his representative may observe the work of the board of tellers by
44 standing not closer than five (5) feet from the table at which the ballots are counted.
45 These observers shall not interfere with the work of the board of tellers and must address
46 any remarks pertaining to the counting of the ballots to the division secretary-treasurer,
47 who will convey such inquiries or remarks to the board of tellers. They shall be required
48 to refrain from conversation except as herein provided.
49

50 (b) Each division shall be permitted to prepare its own ballots, following a form which
51 will be furnished by the ID.
52

53 (c) The division, previous to each election of officers, shall elect by a ballot a board of
54 tellers, unless appointed by the president with the unanimous consent of the members

1 present, composed of three (3) non-nominees, if available, from the members present at
2 the meeting at which election is held, who, in company with the secretary-treasurer, shall
3 act as tellers at such election of officers; and when ballot is presented, they shall announce
4 in open division in whose name the ballot is voted. The secretary-treasurer's duty in
5 assisting the board of tellers shall be to give the financial standing of the member when the
6 name of the member voting the ballot is announced and designate honorary members.
7 Further than this, he has no duties while ballots are being counted.
8

9 (d) The tellers shall make an exact return of the total number of votes cast for each
10 person voted for and announce such return to the president, who shall thereupon declare
11 the result; no unsealed ballot shall be counted unless the member voting it is present.
12 Member who receives the largest number of votes cast for any office in a division shall be
13 declared duly elected thereto.
14

15 A copy of the exact return with the total number of votes cast for each candidate must be
16 forwarded to the International President within five (5) days of the completion of the
17 election.
18

19 (e) The candidate receiving the highest number of votes shall be declared elected if
20 eligible. Should an equal number of votes have been cast for two (2) or more members for
21 any office, the tie shall be decided by another election for that office, the tied members
22 being the only candidates.
23

24 Where a nominee or non-nominee is elected to an office to which he is ineligible, votes
25 cast for him should not be counted; and the nominee or non-nominee who is eligible to
26 serve in that office who receives the next highest number of votes is declared elected.
27

28 Where a nominee or non-nominee is elected to an office and eligible to serve but resigns
29 or refuses to accept the election, a vacancy is created; and it will be necessary to hold a
30 special election to fill the office as per Section 20 - Statutes.
31

32 (f) Every member elected to an office shall be entitled to fill the same, providing he is
33 eligible under the law, unless it be shown that the law was clearly violated in the manner of
34 holding it or that the results were fraudulently obtained. The fact that any member or
35 members may be ineligible or erroneously declared elected shall not affect the rights of
36 those who are eligible and duly elected, nor be a sufficient reason for setting an entire
37 election aside and ordering a new one.
38

39 (g) In the event of any irregularities in the election of officers of a division, resulting in a
40 contest of election, the protest must be filed in duplicate with the division and the
41 International President within thirty (30) days after such election. The International
42 President will conduct an investigation to obtain the facts and evidence and render his
43 decision accordingly. Any member who is dissatisfied with the decision of the
44 International President may appeal such decision within thirty (30) days to the BLE
45 Executive Committee whose decision shall be final and binding.
46
47

48 **Ballots Sealed and Preserved**

49

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

1
2 (b) The ballots cannot be unsealed without first having submitted a resolution to the
3 division at a regular meeting thereof, at which it must be stated why it is desired to have
4 them opened; said resolution to lie over until the next regular meeting of the division
5 before action is taken by a majority vote, unless the division is ordered to unseal the
6 ballots by the International President or his representative.
7

8 9 **Installation of Officers**

10
11 Section 10.(a) All officers of divisions, except officers who are elected to succeed
12 themselves, shall be installed at the first meeting in January following election of officers.
13

14 (b) Public joint installation of officers of two (2) or more divisions, including officers of
15 the GIA, may be held when deemed advisable; but such public joint installation shall be
16 held prior to February 1st; and each division participating must have its charter in the
17 room where installation is held.
18

19 20 **President's Duties**

21
22 Section 11.(a) It shall be the duty of the president to preside at all meetings of the
23 division, to preserve decorum, to decide all questions of order - subject, however, to an
24 appeal to the members present - appoint all committees and enforce the Constitution and
25 Bylaws.
26

27 (b) He shall see that the auditing committee (in Canadian divisions only) audits the
28 books and accounts of the division annually, makes its proper report to the division, and
29 makes a full report to the International Office as specified in Section 16 - Statutes. He
30 will, in conjunction with secretary-treasurer of division, furnish financial statement
31 annually to the International Office in form required by Section 31 - Constitution. He shall
32 have power to call special meetings and must call a special meeting when request is made
33 in writing by five (5) or more members. All names of the members requesting the special
34 meeting must be printed and their signatures applied to the request. The signatories of the
35 request must be in attendance at the special meeting for the division president to call the
36 assembly to order. Such request must state the object for which the meeting is called, and
37 no other business shall be transacted at such special meeting. Upon receiving a written
38 request from five (5) or more members, the president shall instruct the secretary-treasurer
39 to post notices at terminals and on BLE bulletin boards. Notices must be posted at least
40 five (5) days prior to the time a special meeting is scheduled.
41

42 (c) When the president is notified of the failure of the secretary-treasurer of his division
43 to make prompt remittances of money due the International Office, as per Section 13(b) -
44 Statutes, it shall be the duty of the president to contact the secretary-treasurer and instruct
45 him to promptly make such remittance. Continued failure on the part of the secretary-
46 treasurer will subject him to removal from office, with the president to prefer charges
47 against him in accordance with Section 59 - Statutes. A copy of the letter of notification
48 is to be sent to the secretary-treasurers of the general committee and legislative board
49 representing the division.
50

51 (d) He shall cast the deciding vote in the case of an equal vote on matters coming before
52 the division except in the case of a tie in a referendum or in the election of officers.
53 Breaking of a tie in the election of officers is provided for in Section 8(e) - Statutes.
54

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

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

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

13 (h) It shall be the duty of the president and the privilege of any member of the division to
14 call a member to order who violates an established rule of order.
15
16

17 **Vice President's Duties**

18
19 Section 12. It shall be the duty of the vice president to assist the president in the duties
20 of his office; and in the absence of the president, he shall perform all the duties of the
21 office; and should the vice president also be absent, the division shall elect a temporary
22 president from the members present. The vice president shall serve as an alternate to the
23 president and assume the duties of that office in the event it becomes vacant due to death,
24 resignation or for any other reason.
25
26

27 **Secretary-Treasurer - Duties and Bond**

28
29 Section 13.(a) The secretary-treasurer shall be bonded by the International Office for all
30 funds collected for the ID and shall be bonded by the division through the ID for all funds
31 collected for the division, GCA, and legislative board. He shall receive all moneys paid to
32 the division, giving his receipt therefore, and shall keep a true account of the same, and
33 shall deposit all moneys of the division in the name of the division in a bank designated by
34 the division, disbursing none of the funds in his possession except for division purposes,
35 and with the authority given by division action at a regular meeting and written order
36 signed by the president. Fixed monthly expenses, such as meeting room rental, officers'
37 salaries, telephone/utilities expenses, etc., once properly authorized for payment as stated
38 in this section, will be considered as authorized each month until the division takes action
39 eliminating such authorization. Disbursements of division funds will be by check signed by
40 the secretary-treasurer and any one of the following persons: president, vice president or
41 alternate secretary-treasurer.
42

43 (b) All moneys due to the International Office will be remitted as called for either by
44 ~~New York Exchange~~, cashier's check, certified check, post office or express money
45 order, or division check. ~~(This will not apply to secretary-treasurers of divisions~~
46 ~~located in Canada.)~~
47

48 ~~All moneys due to the ID by divisions located in Canada will be deposited to the~~
49 ~~credit of the BLE General Fund, Canadian Imperial Bank of Commerce, Toronto,~~
50 ~~Ontario. Letters of advice covering such deposits are to be forwarded to the~~
51 ~~International Office.~~
52

53 In case any secretary-treasurer shall fail to make his returns or remit to the General
54 Secretary-Treasurer any moneys due to the International Office within ten (10) days from

1 the time such moneys shall become due, it shall be the duty of the General Secretary-
2 Treasurer to notify the president of the division of the failure of said secretary-treasurer to
3 make proper returns.
4

5 (c) He shall have charge of all books and papers pertaining to the duties of his office,
6 and they shall be kept in a convenient place where he can have access to them at all times.
7 He shall keep a true record of all meetings of the division, which shall be placed in the
8 minute book at time of meeting, and shall keep his division accounts in such form that he
9 may give the total amount of orders on treasury and balance in treasury at each meeting,
10 and shall record balance in the minute book, issue notice of all special meetings when
11 instructed to do so by the proper officer, notify candidates of their election within one (1)
12 week after such election shall have taken place, and shall make out withdrawal cards,
13 traveling cards, membership certificates, etc., and shall immediately forward proposition
14 for membership to General Secretary-Treasurer of the admission of all new members by
15 initiation, and shall report all cases of members transferred into or out of the division,
16 expelled, suspended, deceased or withdrawn, stating date and age of member; and the
17 General Secretary-Treasurer will issue membership card to the division secretary-treasurer
18 for his records. If withdrawal card is issued, he must report why; and if for the purpose of
19 engaging in business, the nature of the business must be stated. If expelled for conduct
20 unbecoming a member, he shall so report.
21

22 (d) At all regular meetings of the division, he shall read from the record book a report of
23 the proceedings of the previous meeting; and at the end of each month, he shall present to
24 the division and the International Office a monthly report, which shall embrace the number
25 of persons, proposed, accepted, rejected, initiated, forfeited, admitted by card,
26 withdrawals, expulsions, the number of deaths, together with the whole number of
27 members in good standing; and at the expiration of his official term, shall deliver to his
28 successor all books, papers and moneys belonging to his office. In the absence of the
29 secretary-treasurer, the president will appoint some member of the division present to
30 perform the duties of the office.
31

32 (e) Secretary-treasurer of each division will send a copy of monthly report sent to the
33 International Office of all expulsions, withdrawals, transfers and the number of assessable
34 members of their respective divisions to the general chairman, the secretary-treasurer of
35 the GCA and secretary-treasurer of the legislative board.
36

37 (f) The secretary-treasurer, when requested to do so by the International President, shall
38 turn over records, accounts and books of the division to the International President's
39 authorized representative for audit or inspection. Secretary-treasurers declining to do so
40 shall be removed from office by the International President when found guilty by him after
41 having been served with written specific charges, given a reasonable time to prepare a
42 defense and afforded a full and fair hearing.
43

44 (g) The bond covering the office of the secretary-treasurer shall be in an amount not less
45 than ten percent (10%) of the funds handled by him and his predecessor or predecessors, if
46 any, during the preceding fiscal year, but in any event, not less than such amount as may
47 be required by applicable civil law.
48

49 The expenses on bonds are to be paid equally by the division and the International Office.
50

51 Divisions requiring a bond covering the office of secretary-treasurer in excess of the
52 foregoing provisions may, at the discretion of the General Secretary-Treasurer, have such
53 bond increased upon payment of the required rates.
54

1 (h) He will, in conjunction with president of the division, furnish financial statement
2 annually to the International Office in form required by Section 31 - Constitution.
3
4

5 **Guide's Duties**

6

7 Section 14. It shall be the duty of the guide to receive and conduct candidates, introduce
8 and accommodate visiting members, and perform such other duties as marshal in all
9 processions of the division.
10

11 **Chaplain's Duties**

12

13 Section 15. It shall be the duty of the chaplain to assist in the exercise of opening and
14 closing of the division, and perform the duties of chaplain for the division on all public
15 occasions.
16
17

18 **Canadian Auditing Committee - Duties**

19

20 Section 16.(a) It shall be the duty of the auditing committee to examine the books and
21 accounts of the division annually, making a written report of the same to the division;
22 failing to do so, they shall be held responsible for defalcations. They shall also make an
23 annual report to the International President at the close of the year. Any division desiring
24 to employ the services of a chartered accountant to assist the auditing committee may do
25 so by a majority vote of the members present at the meeting of the division.
26
27

28 (b) The president and secretary-treasurer will not be eligible to serve on the auditing
29 committee.
30
31

32 **Local Committee of Adjustment - Duties**

33

34 Section 17.(a) It shall be the duty of the local committee of adjustment of each division
35 to meet at such time and place as the chairman may designate and adjust, if possible, with
36 the local officials of the road or system, the grievances of the members of their respective
37 divisions.
38

39 (b) The local committee or local chairman shall not handle any grievance, except upon
40 written instructions from their divisions (except in cases of emergency, such as dismissals,
41 suspension, etc., or any cases involving schedule interpretations); such cases may be
42 referred directly to the local chairman, who shall use his discretion as to whether they
43 should be handled immediately or referred to the division before handling. All grievances
44 arising as a result of a disputed time claim being referred to the local committee for further
45 handling shall be accompanied by a full statement of facts on a prescribed form furnished
46 at cost by the International Office. A written report of all cases handled shall be made to
47 the division, and such report shall be filed with the division papers for future reference.
48 Differences the local committee is unable to adjust satisfactorily with the local officials will
49 be sent with all the records to the GCA for further action.
50

51 (c) The first of each year or each time a revised seniority list is issued, the local chairman
52 of each division on a system will furnish the general chairman's office with a revised
53 seniority list of their respective seniority districts, showing by check, names of all active
54 members and names of all nonmembers under their jurisdiction.

1
2 (d) The local committee of adjustment is vested with the authority to appoint additional
3 representatives when necessary to represent the committee at points or locations where no
4 member of the local committee is located or where the BLE represents both firemen and
5 engineers. **Where twelve (12) or more members of a division are employed in an**
6 **operating craft not covered by BLE agreements, the local committee of adjustment**
7 **may appoint a member from that craft to represent their grievances.** The appointed
8 representative will work directly under the supervision of the local chairman and will be
9 required to report directly to him.

10 11 12 **Duties of Division Legislative Representative**

13
14 **17.5(a) The duties and responsibilities of the Division Legislative Representative**
15 **are the safety and sanitation of the working environment and the political education**
16 **for the members of the local Division.**

17
18 (b) **The Division Legislative Representative will in their normal course of duties**
19 **monitor the enforcement of safety rules, regulations, and acts of**
20 **Congress/Parliament and/or state/provincial legislatures that provide the**
21 **membership with a safe and healthy work environment.**

22
23 (c) **The Division Legislative Representative shall undertake corrective measures**
24 **relative to the issues specified above at the Division level. If unable to resolve those**
25 **issues, they will report same to the State/Provincial Legislative Board Chairman for**
26 **further handling. The State/Provincial Legislative Board Chairman shall undertake**
27 **to correct such conditions through appropriate measures. Upon receipt of the**
28 **unresolved issues and if they are unable to correct these issues, they will report these**
29 **issues to the National Legislative Board Chairman for further handling.**

30
31 (d) **In States or Provinces where there are no Legislative Boards, issues that**
32 **cannot be resolved at the Division level shall be directed to the National Legislative**
33 **Board Chairman.**

34 35 36 **Delegates to the ID - How Instructed**

37
38 Section 18.(a) Whenever a poll of a division is ordered to instruct a delegate to the ID,
39 the secretary-treasurer will send out a ballot to each member (with all questions printed
40 thereon), requesting him to vote on said questions; and when properly filled out, it must be
41 returned to the secretary-treasurer before the date indicated on the ballot.

42
43 (b) If a majority of the members vote in favor of the questions submitted, the division
44 shall so instruct the delegate; and he shall carry out his instructions. Such instructions
45 shall be signed by the president and the secretary-treasurer; and said instructions shall be
46 brought in person to the convention by the delegate so instructed; and in case he fails to
47 carry out such instructions, he shall be guilty of violation of obligation.

48
49 (c) In the event a delegate shall be instructed in accordance with Subsections (a) and (b)
50 of this section by a division to make nomination or nominations for any office of the ID,
51 the president and secretary-treasurer of said division shall also file a copy of the
52 instructions pertaining to nominations with the General Secretary-Treasurer of the ID by
53 sending same by certified mail, return receipt requested, at least ten (10) days prior to the
54 date of the convening of the convention.

1
2 It shall be the duty of the instructed delegate to place in nomination at the convention of
3 the ID the name or names of the candidate(s) for the office(s) designated in his
4 instructions; however, in the event the instructed delegate fails to do so, the General
5 Secretary-Treasurer shall bring the matter to the attention of the presiding officer, who
6 shall call on said delegate to place the name or names in nomination. If said delegate is
7 not present at that time or refuses to make any nomination as to which he has been
8 instructed, the General Secretary-Treasurer, or in the event his office is involved in the
9 election, the presiding officer, shall formally nominate said candidate for the office in
10 question.

11
12 If any instructed delegate refuses to comply with nominating instruction, the
13 International President shall, as soon as practicable after the convention is concluded,
14 serve said delegate with written specific charges. After the individual has been given a
15 reasonable time to prepare a defense and has been afforded a full and fair hearing, the
16 International President shall have the authority, upon finding said delegate has willfully or
17 deliberately violated his obligation, to remove him from office as a delegate and/or to
18 reprimand, expel or suspend his membership in the BLE. If said delegate is found guilty
19 and ordered removed from office, the General Secretary-Treasurer shall immediately
20 notify the alternate delegate and the division(s) represented by said delegate of the action
21 taken and to further instruct the alternate delegate to assume representation of said
22 division(s) until the next regular election of delegates.

23 24 25 **Officer Failing to Attend Meeting**

26
27 Section 19. Should any officer fail to attend the division meetings for four (4)
28 consecutive months, he shall be requested to explain his failure to do so; and after a full
29 and fair hearing before the division, unless a satisfactory excuse be made, his place shall be
30 declared vacant by a majority vote of the members present; and the division shall proceed
31 to fill the vacancy as per Section 20 - Statutes. In the application of this section, excuses
32 can be, but not limited to, working, attending other division business, vacation, etc.

33 34 35 **Vacancies - How Filled**

36
37 Section 20.(a) An officer of a division may at any time resign. Resignation shall be in
38 writing and shall be read at a regular meeting of the division by the secretary-treasurer;
39 and the resigning officer shall not be eligible for nomination, reelection or appointment to
40 the office vacated until the next regular triennial election of division officers. Any office
41 left vacant by resignation, death, or otherwise, special election shall be held by ballot.
42 Notice of nomination will be posted ten (10) days prior to regular meeting, and ballots will
43 be mailed at least fifteen (15) days prior to regular meeting. Ballot must contain space for
44 write-in and specify date to be returned to division secretary-treasurer. The president will
45 fill the office vacated by appointment until such election; provided, special election need
46 not be held if vacancy occurs within six (6) months of regular division election. Provided
47 further, that no special election shall be necessary to fill an office that is protected by an
48 alternate, or to fill the alternate office that is vacated. (Any officer or member who is
49 under BLE suspension shall not be eligible to be appointed or become a candidate for any
50 division office while under suspension.)

51
52 (b) Temporary vacancies created by illness, incapacity or unavailability in the office of
53 local chairman shall be filled by appointment by the local chairman from members of the
54 local committee of adjustment.

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Official Letterheads

Section 21. The official letterheads of the International Office and of divisions shall be used for Brotherhood business only.

Bills - How Paid

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

Telegrams - Correspondence

Section 23. ~~The president or secretary-treasurer of any division, general chairman of any system or local chairman of any division, upon receiving a telegram or other communication, either from the International Office or from a division, requesting information relative to a member, or any other business between divisions, shall reply to the same without delay.~~ **Any division president, secretary-treasurer, local chairman, legislative representative or general chairman of any system, upon receiving a telegram or other communication, either from the International Division or from a division, requesting information relative to a member, or any other business between divisions, shall reply to the same without delay.**

Expense of Committee

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

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

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

Active Service - Active Membership - Membership

1 Section 25.(a) "Active service" shall be understood to mean employment in an operating
2 craft on surface, subway, elevated lines, in steel plants or other industries, or holding
3 seniority in such service, or those holding seniority as aforementioned and employed
4 exclusively by the BLE, or appointed to official positions on railroads.
5

6 (b) "Active membership" shall be understood to mean employment in an operating craft
7 on surface, subway, or elevated lines, or holding seniority as such, or those holding
8 seniority as aforementioned and employed exclusively by the BLE, or appointed to official
9 positions on railroads.
10

11 Note: Exceptions to Paragraphs (a) and (b) of this Section 25 may be made on behalf of
12 other groups of employees by the action of the Advisory Board.
13

14 (c) "Membership" shall be understood to mean all persons belonging to and paying dues
15 into the BLE, also honorary and excused members.
16

17 **Membership Eligibility**

18

19
20 Section 26.(a) No person shall become a member of the BLE unless able to read and
21 write in the language used in operating the road where employed, is of good moral
22 character, temperate habits, and in service as defined in Section 25(b) - Statutes.
23

24 No person shall be eligible for membership in the BLE who is a member of a subversive
25 group which shall advocate the overthrow of the United States and/or Canadian
26 governments by force.
27

28 (b) If at any time it shall be discovered that a member has made false or fraudulent
29 statements in his application for membership in the BLE, the International President shall
30 have authority to expel such person if found guilty after having been served with written
31 specific charges, given a reasonable time to prepare a defense and afforded a full and fair
32 hearing.
33

34 (c) Persons operating power on elevated roads or subways, steel plants or other
35 industries, or persons on roads that are or have been operated by steam power, shall be
36 known as engineers and eligible for membership in the BLE under this section. This does
37 not include engineers working for contractors who have not had at least one (1) year's
38 experience under standard train rules. On properties where practice has established the
39 hiring and/or promotion to engineer from ranks other than fireman-helper, such employee
40 shall be eligible for membership in the BLE.
41

42 **Application for Membership**

43

44
45 Section 27.(a) All proposals for membership shall be made to the division located on the
46 division of the system or the road where the applicant is employed; and on the application
47 blanks for membership by initiation, there shall be a blank space where the applicant shall
48 be required to state the date of his qualification.
49

50 (b) If a member of any other labor organization, he may be voted on; and if elected, he
51 may be initiated with the distinct understanding that within ninety (90) days after initiation,
52 he must show satisfactory proof that he has severed his connections with all other labor
53 organizations purporting to represent engineers, except the United Transportation Union.
54 If guilty of violation of this provision, and failing to furnish satisfactory proof that

1 connections have been severed as required, he shall be expelled from membership in the
2 BLE.

3 4 5 **Application for Membership from Another Locality** 6

7 Section 28. In case application is made for membership within one (1) year after coming
8 from a locality where the Brotherhood is organized, the division to which such application
9 is made must first correspond with the division in the locality where the applicant came
10 from and ascertain whether any good reason exists why the applicant should not become a
11 member of the BLE.
12

13 14 **Applications - Handling of** 15

16 Section 29(a) All proposals for membership shall be dated. ~~and accompanied with the~~
17 ~~initiation fee of five dollars (\$5.00).~~ After the application has been read, the president
18 shall appoint a committee of three (3) members, other than those who recommended the
19 petitioner, which committee shall investigate the character, ability, habits and standing of
20 the applicant; the committee to report at the next regular meeting subsequent to their
21 appointment, unless further time is granted; all proposals shall lie over to the first regular
22 meeting before vote is taken on the application, except:
23

24 (b) When the petitioner is well known, the committee may report at once in order that
25 the vote may be taken and initiation immediately follow. The division may vote on
26 prospective candidates or reinstatements, authorizing local or special organizers to collect
27 the proper amount of dues and obligate such candidates.
28

29 (c) In case of emergency, after the applicant has been favorably voted on and the
30 secretary-treasurer has received the initiation fee, the candidate is prevented by known
31 cause from attending a regular division meeting, the president may obligate and instruct
32 the applicant. Proper report of such procedure must be made to the division; the division
33 will then declare the applicant a member of the BLE in good standing.
34

35 (d) When a candidate has been proposed for membership, he will be voted on. If
36 candidate's application is rejected, he will be eligible to submit an application for
37 membership after the expiration of ninety (90) days from the date his previous application
38 was rejected.
39

40 41 **Candidate Not Initiated During Strike** 42

43 Section 30. No candidate shall be initiated while there is a strike of locomotive engineers
44 on the road on which the candidate is employed unless the candidate has previously been
45 elected. Nor shall a petition for membership be considered if the applicant is known to
46 have ever taken the place of anyone engaged in a strike conducted by a legally organized
47 body recognized by the BLE as a legitimate organization.
48

49 50 **Another Division Authorized to Initiate** 51

52 Section 31.(a) Should an application be made to a division and the applicant is elected
53 but, before he is initiated, is required to locate elsewhere, the division most convenient to
54 such applicant shall be authorized to initiate him and receive the fee from the division

1 where the application was first made; and he shall be a member of the division that initiates
2 him.
3

4 (b) A division may, after an applicant has been duly elected, request another division to
5 initiate him. Such request must be made on regular form provided by the ID and must be
6 signed by the president and secretary-treasurer of the division making request. The
7 division receiving the request will initiate the candidate and make proper report to the
8 division from which the request was received.
9

10 **Candidate Rejected**

11
12
13 Section 32. ~~In case an applicant is rejected, his initiation fee shall be refunded.~~
14
15

16 **Joining Other Labor Organizations**

17
18 Section 33. An active member of the BLE shall not join any other labor organization
19 purporting to represent locomotive engineers, except the United Transportation Union,
20 under penalty of expulsion. If found guilty after a full and fair hearing in accordance with
21 Sections 59-61 - Statutes, inclusive, unless permission is granted by the International
22 President upon recommendation of the president and secretary-treasurer of the division in
23 which he holds membership, he shall be expelled.
24

25 **Register**

26
27
28 Section 34. All divisions shall keep a registry book at their division room, and it shall be
29 the duty of the president to have it opened for registry at each meeting. He shall call upon
30 all members present previous to opening and closing the division to register in their own
31 handwriting their names in such book.
32
33

34 **Visiting Members - How Seated**

35
36 Section 35. A visiting member shall not be allowed a seat in a division of the BLE until
37 after the division shall have been opened in due form, unless examined by the president or
38 a committee he may appoint, or is vouched for by a member who has sat in open division
39 with the visitor within the current quarter.
40
41

42 **Grievances - Handled**

43
44 Section 36. Should a member present a grievance to his division for adjustment, he shall
45 receive every assistance from the local and general committee if he is in good standing and
46 not in arrears for dues or assessments when request is made.
47
48

49 **Member Retaining Seniority Rights**

50
51 Section 37. When a member is promoted to an official position on the road where he is
52 employed or is employed by the BLE exclusively, he may retain his rights on the seniority
53 list the same as though he had continued in active service as an engineer as long as he is
54 employed on the system promoted from or by the BLE, providing the division to which

1 the promoted member belongs instructs the GCA to make such request upon the
 2 appropriate carrier official upon the announcement of the member's promotion and it is
 3 agreed to by both parties that he shall hold his seniority rights.

4
 5 Should a member leave the service of the company and engage in other business, a
 6 specified time will be set by the GCA when his seniority shall expire, which may be
 7 extended by request from his division and with the approval of the management and the
 8 GCA.

9
 10 Note: Any provision of this section which is inconsistent or in conflict with any federal,
 11 state or provincial law shall be of no force or effect and automatically shall be considered
 12 as revised to conform therewith.

13 14 15 **Division May Appeal to Executive Committee**

16
 17 Section 38.(a) In the event of trouble arising in any division or between two (2) or more
 18 divisions that cannot be amicably adjusted, the Executive Committee shall investigate the
 19 trouble and render a decision, which shall be final and binding subject to appeal to the
 20 Board of Appeals if in accordance with Sections 7(c) and 44 - Constitution.

21
 22 (b) When an International officer is detailed to investigate any matter within a division,
 23 the president and the secretary-treasurer shall be present at such meeting or investigation if
 24 possible. Should it be necessary for them to lose time on this account, they will be paid
 25 for time lost by the division.

26 27 28 **Member May Appeal to Executive Committee**

29
 30 Section 39.(a) Should any member feel that any injustice has been done him by any
 31 decision of his division, he may appeal to the Executive Committee, making a written
 32 statement of his case, and file a copy of same with the division, except cases under the
 33 jurisdiction of a GCA, Section 32(b) - Standing Rules. After allowing the division a
 34 reasonable time to reply, the Executive Committee shall consider the facts and evidence,
 35 as well as the law, and render a decision which shall be final unless reversed by the Board
 36 of Appeals.

37
 38 (b) A member making an appeal under this section must file the same within sixty (60)
 39 days after the action is taken by the division of which he is a member.

40 41 42 **Division Must Entertain Appeal**

43
 44 Section 40. Any member in good standing who feels that an injustice has been done him
 45 in a case coming under the jurisdiction of the GCA may appeal to that body, provided
 46 such appeal is made within sixty (60) days; and the division must entertain such appeal and
 47 send it to the chairman of the GCA.

48 49 50 **Membership - Where Held**

51
 52 Section 41.(a) When two (2) or more divisions are located on one (1) seniority district,
 53 the member may hold membership in the division located at the point nearest where he

1 resides. In all other cases membership shall be held in the division that under the law
2 adjusts his grievances.

3
4 (b) On systems where engineers hold system seniority on which there are two (2)
5 divisions having concurrent jurisdiction, membership may be held in either division.

6 7 8 **Change of Location** 9

10 Section 42. It shall be the duty of members away from the location of their division to
11 make known to their division their whereabouts and the business in which they are
12 engaged at least once in three (3) months, and always when changing their permanent
13 address. Failure to do so shall be sufficient cause for expulsion if found guilty after a full
14 and fair hearing in accordance with Sections 59-61 - Statutes, inclusive.

15 16 17 **Members Changing to Another System Must Notify Secretary-Treasurer** 18

19 Section 43. Any member changing from one (1) system to another shall notify the
20 secretary-treasurer of the nearest division on the system employed of the date of his
21 employment, and in what division he holds membership, within sixty (60) days after date
22 of employment; failing to comply with the above, he shall be expelled from the BLE if
23 found guilty after a full and fair hearing in accordance with Sections 59-61 - Statutes,
24 inclusive.

25 26 27 **Transfer Cards** 28

29 Section 44.(a) There shall be a transfer card used in transferring members from one (1)
30 division to another provided by the General Secretary-Treasurer.

31
32 (b) All transfer cards must be filled out by the secretary-treasurer, stating date of birth,
33 when and where initiated, name of member for whom it is granted, and be signed by the
34 president and secretary-treasurer.

35 36 37 **Division Must Request Transfer and Pay GCA Assessments** 38

39 Section 45(a) When a member of any division, except a division officer or the chairman
40 or a member of the local committee of adjustment, obtains employment under the
41 jurisdiction of another division, it will be his duty within ~~one hundred eighty (180)~~ **ninety**
42 **(90)** days after securing such employment to make application to such division for a
43 transfer card.

44
45 (b) It shall be the duty of the division to which application has been made to request the
46 transfer card from the division in which he holds membership. If a member secures
47 employment under the jurisdiction of another division and fails to request a transfer within
48 ~~210~~ **one hundred twenty (120)** days after obtaining employment, the division having
49 jurisdiction may request a transfer card from the division in which he holds membership.

50
51 (c) A division receiving request for a transfer card from another division shall, if the
52 member is square on the books of the division, grant such card without delay.
53

1 (d) The secretary-treasurer of the division granting the card shall send it to the secretary-
2 treasurer of the division to which the member is to be transferred. As soon as transfer
3 card is received, the secretary-treasurer of the division receiving the card shall notify the
4 secretary-treasurer of the division granting the card immediately of its receipt.
5

6 (e) Upon receipt of a transfer card, the member on whose account it is issued shall be
7 declared a member of the division requesting the card without further action; but he
8 remains a member of the division granting the card until it is received by the division to
9 which he is transferred. Such members shall pay the secretary-treasurer of the division
10 having jurisdiction over the territory of the road upon which employed, all local and GCA
11 assessments levied after his employment, regardless of whether his division membership
12 has been transferred or not. No member will be required to pay GCA assessments on
13 more than one (1) railroad at the same time. Failure to pay local and GCA assessments
14 where employed will be sufficient cause for expulsion if found guilty after a full and fair
15 hearing in accordance with Sections 59-61 - Statutes, inclusive, before the division which
16 under BLE law is empowered to adjust his grievances.
17
18

19 **Traveling Card**

20
21 Section 46. There shall be a traveling card for the use of all members in good standing,
22 active or honorary, which card may be granted by the president and secretary-treasurer for
23 a period not to exceed the length of time that dues are paid, and in no instance for a longer
24 period than six (6) months with dues paid in advance. A member obtaining such a card
25 shall sign the same in his own handwriting and return it at the expiration of that time, or
26 give satisfactory reason for not producing the same before he can obtain another card.
27 Each traveling card shall bear date of issue, be signed by the president and secretary-
28 treasurer, bear the signature of the International President, and state the number of years
29 the member obtaining it has run, fired and hostled a locomotive or other power, and name
30 of road on which he is then employed.
31
32

33 **Membership Certificate and Card**

34
35 Section 47.(a) Any member in search of employment shall have, in addition to a
36 traveling card, a membership certificate bearing even date with the traveling card, stating
37 his capacity and how he lost his position. Divisions shall issue such certificate, as
38 provided by the International Office, when issuing traveling card to a member seeking
39 employment. Certificate to be good for only three (3) months. Any division issuing card
40 and certificate shall be held responsible for the character of the member to whom it is
41 granted. Courtesies, such as securing transportation, will not be granted to member
42 seeking employment without traveling card and membership certificate.
43

44 (b) There shall be an honorary membership card having thereon the member's name,
45 division number and other pertinent information. Such card shall be provided by the
46 International Office and will be supplied to divisions on request. It shall be issued to such
47 members entitled thereto over the signatures of the president and secretary-treasurer.
48
49

50 **Withdrawal Cards**

51
52 Section 48.(a) Members no longer holding seniority as engineers or in any other class of
53 engine service where the BLE holds the contract will be permitted to withdraw from the
54 BLE.

1
2 (b) A card, termed a withdrawal card, will be issued to such member and will show
3 name, division number and date of relinquishment of seniority.
4

5 (c) No card will be granted to any member who is not square on the books of his
6 division, including international and all other dues and assessments.
7

8 On railroads where the BLE holds the contract for firemen and hostlers, this same rule
9 will apply to firemen and hostlers.
10

11 (d) Withdrawal card shall not be granted at any time unless the member applying for it is
12 square on the books of his division, including international and local dues and assessments.
13
14

15 **Withdrawal Granted - Readmissions**

16
17 Section 49. In case a final withdrawal card has been granted a member, he can gain
18 readmission to the BLE under the same rules that apply to a new member; and he must
19 pay the regular initiation fee; but if he wishes to join elsewhere, he must first confer with
20 the division from which the card was granted; and the president and secretary-treasurer
21 must correspond with the division from which the applicant has withdrawn before
22 admitting him into their division.
23
24

25 **Honorary Members of Divisions**

26
27 Section 50. Any member having ten (10) or more consecutive years' membership who
28 has retired from service and relinquished his seniority shall be granted an honorary
29 membership card, which shall be issued for life by the International Office.
30

31 (Note: This card shall be gold in color.)
32
33

34 **Dues and Assessments**

35
36 Section 51.(a) No assessments shall be levied by a division without a two-thirds (2/3)
37 majority vote, by secret ballot, of all the active members present after a reasonable notice
38 of intention to vote upon such question has been given.
39

40 (b) Members of a division, except those holding official position on railroad, shall be
41 required to pay international dues and assessments, as outlined in Section 28 -
42 Constitution, in addition to such dues and assessments as may be levied by the GCA,
43 legislative board and division.
44

45 Those holding official position on railroad will pay only international dues and be exempt
46 from such dues and assessments as may be levied by GCA, legislative board and division,
47 **except where agreements have been consummated with the carrier contradictory to**
48 **this section, in which case the agreement provisions will prevail.**
49

50 (c) The employment status of a member on the first day of any month shall determine
51 the amount of dues and assessments for which he is liable in the next succeeding months,
52 except where agreements have been consummated with the carrier contradictory to this
53 agreement. Employment status shall mean the member's regular assignment.
54

1 (d) All dues and assessments are payable on or before the first day of the month to
2 which they apply and, except in the case of dues checkoff, are delinquent after the 20th
3 day of the same month.
4

5 (e) Division secretary-treasurer shall remit international dues and assessments to the
6 General Secretary-Treasurer and shall also remit GCA and legislative board assessments
7 to the secretary-treasurer of the GCA and the legislative board, respectively, on or before
8 the 20th day of the next succeeding month for which such dues and assessments are
9 collected.
10

11 In Canada where there is an agreement in effect with the carrier to have dues deducted
12 from the payroll at source, the secretary-treasurer of the GCA shall remit international
13 dues and assessments to the General Secretary-Treasurer and shall also remit GCA,
14 legislative board and division assessments to the secretary-treasurer of the GCA, the
15 legislative board, and the division respectively.
16

17 **Member in Arrears**

18
19
20 Section 52. Any member failing to pay dues or assessments as per Section 51 - Statutes
21 will be subject to expulsion, unless upon request in writing, signed by himself, he is carried
22 or excused by the division.
23

24 **Money - How Loaned**

25
26
27 Section 53. No money shall be loaned by divisions to any traveling member, or expense
28 incurred for a sick or deceased member, until his division has been communicated with and
29 his standing ascertained. Communication expenses shall be paid from the division
30 treasury.
31

32 **Relief Committee**

33
34
35 Section 54. It shall be the duty of the president, vice president, and chaplain to act as
36 relief committee. Their duties shall be to visit the sick and provide them with any
37 attention of which they may be in need.
38

39 **Relief of Sick or Disabled Members**

40
41
42 Section 55. Should any division assist a sick or disabled member, the necessary funds
43 may be taken from the treasury of the division or raised by assessment as per Section
44 51(a) - Statutes or voluntary contribution.
45

46 **Death of Member - Protecting Widow and Children**

47
48
49 Section 56.(a) Upon the death or disappearance of any member in good standing, it shall
50 be the duty of the president to appoint a committee whose duty it shall be to inquire as to
51 the pecuniary situation of the family of the deceased; and should the committee report that
52 they are in need of assistance, it shall be the duty of every member of the division to see
53 that they are assisted by all honorable and reasonable means, that the children, if there be

1 any, are not allowed to suffer or be neglected; and they shall extend to them their
2 protection and care so long as they may need it.

3
4 (b) The widow of the deceased member shall be assisted in every way and manner which
5 may be deemed proper, and it shall be the duty of every member of the division to use
6 every effort consistent with the rules of propriety to prevent her from coming to
7 destitution or disgrace, and they shall treat her with respect and consideration so long as
8 she may prove herself worthy.

9
10 (c) Should the committee report that the family of the deceased member is in need of
11 immediate assistance, the president and secretary-treasurer shall have authority to draw on
12 the funds of the division not to exceed one hundred dollars (\$100) to take care of the
13 same. Should it be deemed advisable to continue the assistance, the division may levy an
14 assessment or assessments as per Section 51(a) - Statutes.

15 16 17 **Memorial Day**

18
19 Section 57. The last Sunday in May each year should be set aside and observed as an
20 International Memorial Day. The day is to be observed by all divisions throughout the
21 United States and Canada, with appropriate services in memory of our deceased members.

22 23 24 **Engineers Not Members Protected**

25
26 Section 58. Any person engaged in any service coming under the jurisdiction of the
27 BLE's contracts or schedules, or engaged in any service over which the BLE is
28 endeavoring to secure jurisdiction by contract shall, in case of injustice, be entitled to the
29 full protection of the local and general committees of adjustment under the terms and
30 conditions of Section 45(c) - Standing Rules, provided application is made to the division
31 in writing and meets with their approval.

32 33 34 **Charges**

35
36 Section 59(a) It shall be the duty of any member who has knowledge that a member or
37 officer has violated any requirement, duty, law, rule, regulation or obligation of the BLE
38 to bring charges in writing against such offending member(s). **Such charges shall be
39 filed no later than 60 days from when the alleged violation occurred or became
40 known to the division. Any occurrence by a member of fraud, misuse of union
41 funds, or misrepresentation of the Brotherhood shall not be bound by any time limit
42 for charges.** ~~and~~ Upon the failure of any member having such knowledge to bring such
43 charges, it shall be the duty of the president of the division to which the offending member
44 belongs when knowledge of such violation shall come to his attention, to bring such
45 charges. Such charges shall be filed with the secretary-treasurer of the division to which
46 the offending member belongs and shall state specifically the offense charged and the
47 section or sections of the written law or obligations of the BLE violated. When more than
48 one (1) offense is charged, each offense shall be set out separately. The president of the
49 division shall, at the next regular meeting thereof after charges are preferred, cause the
50 secretary-treasurer to read said charges in open meeting and appoint a committee of three
51 (3) to investigate the charges and report its findings in writing to the next regular meeting,
52 unless further time shall be given.

53

1 (b) Where an international officer prefers charges against any member in a division in
2 accordance with Section 59(a) - Statutes, and such division either fails or refuses to give
3 the accused a trial, the International President in conjunction with the Advisory Board
4 shall have the authority to notify the accused that he shall be subject to charges and trial
5 before the division. If, after the procedure provided in Sections 59-61 - Statutes,
6 inclusive, has been completed, the accused is found guilty, the division shall impose the
7 penalty provided by Section 62 - Statutes.
8

9 Failure on the part of any division to comply with the International President's
10 instructions as above provided will result in the recall of such division's charter if found
11 guilty after a full and fair hearing.
12

13 **Investigating Committee**

14
15
16 Section 60.(a) The Investigating committee is expected to use all honorable and
17 reasonable means to investigate the charges and report its findings in writing to the next
18 regular meeting of the division, unless further time shall be given. If the committee shall
19 fail to report within thirty (30) days, unless further time is given by the division, they shall
20 be discharged and subject to penalty for violation of duties of membership, if found guilty
21 after a full and fair hearing in accordance with the provisions of Sections 59-61 - Statutes,
22 inclusive.
23

24 (b) The committee shall only report its findings and will make no recommendation.
25 Should the committee report that they find sufficient cause for proceeding with the trial
26 and same is adopted by the division, they shall proceed with the trial. If the committee
27 reports sufficient reasons for proceeding with trial and same is rejected by the division,
28 that shall end the proceedings unless charges are renewed.
29

30 (c) If the committee reports that they find insufficient reasons to sustain the charges and
31 same is rejected by the division, the committee shall be discharged and another appointed.
32 Should the committee report that they find insufficient reasons to sustain the charges and
33 same is adopted by the division, that shall end the proceedings unless charges are renewed.
34 Charges cannot be renewed more than once unless they are revised and additional
35 evidence given.
36

37 **Trials - Procedure**

38
39
40 Section 61.(a) The committee shall serve the accused member with a copy of the
41 charges and notify him in writing of the date and hour of the trial (which shall be at a
42 regular meeting of the division) and shall give him a reasonable time within which to
43 prepare his defense. The committee is expected to use reasonable efforts to serve the
44 accused member in person with said charges and notice; but if after such efforts the
45 accused member shall not be found, a copy of said charges and notice shall be delivered by
46 one (1) or more members of the committee or sent by certified mail to his usual or last
47 known place of residence; if such place of residence is not known, notice of the charges
48 and of the time of the trial shall be published in one (1) issue of the monthly newsletter, in
49 which case the time of trial shall not be less than thirty (30) days after such publication.
50

51 (b) If, after notice as provided herein, the accused does not appear at the time fixed for
52 trial, the division may proceed in the same manner as if the accused were present.
53

54 (c) Procedure at the trial shall be as follows:

1
2 The charges shall be read aloud. If the accused is present, he shall be asked by the
3 president whether he pleads guilty or not guilty. If the accused pleads guilty, the division
4 shall proceed to vote on the penalty as hereinafter provided. If the accused pleads not
5 guilty, the committee shall present the evidence in support of the charges; and the accused
6 may present any evidence he may have in his support. Either side may produce witnesses
7 who may be examined by both sides; and should the accused so desire, he may have any
8 member present act as counsel for him; and the accused shall always have equal privileges
9 in presenting his case as that enjoyed by the prosecution. At the conclusion of the
10 evidence, a vote of the members present shall be taken as to the guilt or innocence of the
11 accused; and a majority vote shall be necessary to find the accused guilty. It shall be the
12 duty of every member present, except the accused, to vote on such matter; and a member
13 may be excused from voting only by a majority vote of those present.
14
15

16 **Penalties - How Fixed**

17
18 Section 62.(a) Should any officer or member of the BLE be found guilty of offense, he
19 shall be subject to the following penalties, except in cases wherein the penalty for the
20 offense is fixed by the ID:
21

22 (b) First, expulsion; second, suspension; third, reprimand; fourth, censure. The ballot to
23 be taken on the severest penalty first, and so on down until the penalty is fixed on the
24 offender, but in no instance shall a member vote upon the disposition of his own case.
25

26 (c) It is provided, however, that the division shall have power by a majority vote to
27 suspend the sentence pending a promise of the convicted member to make restitution of
28 the wrongs of which he has been convicted.
29
30

31 **Suspension - Period of**

32
33 Section 63.(a) When a member is suspended for a definite period, and the time has
34 expired, he shall be declared a member in good standing without a ballot being taken.
35

36 (b) A division shall not suspend a member for a longer time than ten (10) months.
37
38

39 **Defalcation**

40
41 Section 64. In case of any division being notified of any delinquency or defalcation on
42 the part of any member of the division, in any account of funds entrusted to him by
43 members of the BLE, it shall be the duty of the division to expel or suspend the member if
44 found guilty after trial as per Sections 59-61 - Statutes; and any member found guilty of
45 such delinquency or defalcation shall not be eligible as a candidate for any office in the
46 division.
47
48

49 **Suspend Charter for Willful Violation of Law**

50
51 Section 65. Any division willfully violating any rule or regulation of the International
52 Brotherhood of Locomotive Engineers may have its charter suspended by the International
53 President if found guilty by him after having been served with written specific charges,
54 given a reasonable time to prepare a defense and afforded a full and fair hearing, such

1 suspension to continue until the next meeting of the ID (unless restored by the Advisory
 2 Board before that time); and all members of the division who were in any way implicated
 3 in violating such rules and regulations, if found guilty after having been served with
 4 written specific charges, given a reasonable time to prepare a defense and afforded a full
 5 and fair hearing, shall forfeit all fellowship and benefits of the BLE, the same as an
 6 expelled member during the period of suspension. However, the entire membership of a
 7 division shall be notified by the International Office of any intended action having for its
 8 purpose the suspension of said division's charter.
 9

10 **Circular Prohibited**

13 Section 66.(a) All divisions or members of divisions are prohibited from issuing circulars
 14 or signing any form of petition relative to BLE business among members of the BLE or
 15 others, clearly calculated to injure the BLE in the performance of its legal and contractual
 16 obligations as interpreted by the International President.
 17

18 (b) Should a division violate any of the provisions of Paragraph (a) of this section, it will
 19 be mandatory upon the Advisory Board to serve written specific charges on the division,
 20 give it a reasonable time to prepare a defense and afford it a full and fair hearing, at which
 21 time all evidence will be submitted pertaining to the case. If a division is found guilty by a
 22 majority of the Advisory Board, its charter will be suspended - the length of time of such
 23 suspension to be determined by the Advisory Board.
 24

25 (c) Should a member or members of a division violate any of the provisions of Paragraph
 26 (a) of this section, the division to which such member or members belong shall proceed as
 27 per Sections 59-61 - Statues, and if found guilty, shall be expelled, provided that the
 28 foregoing shall not prevent or hinder in any manner any official or division of the BLE in
 29 properly conducting the business of the BLE, as to sending out notices, reports, etc., for
 30 the purpose of securing or giving information.
 31

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

35 Section 67. Any member refusing to sustain the action or carry out instructions of the
 36 GCA of a system on which he is employed or who in any manner interferes with a case or
 37 cases in the hands of the local committee or the GCA shall, upon conviction after trial as
 38 provided in Sections 59-61 - Statutes, be expelled.
 39

40 **Soliciting Aid**

43 Section 68. No division shall be allowed to solicit financial aid, either by circular or
 44 otherwise, from other divisions of the BLE, except by consent of the International
 45 President.
 46

47 **Religious Subjects Prohibited**

50 Section 69. The influence or sympathy of the BLE as a body shall never be enlisted or
 51 used in favor of any religious organization whatever; no member of the BLE shall be
 52 permitted to discuss in any manner in division, or while discussing division matters, any
 53 religious matter, or criticize the religious belief of any member; and any division permitting
 54 same to be done shall have its charter suspended if found guilty by the International

1 President after having been served with written specific charges, given a reasonable time
2 to prepare a defense and afforded a full and fair hearing. All members participating in
3 such discussion shall be expelled if found guilty after trial as provided in Sections 59-61 -
4 Statutes.
5
6

7 **Taking the Place of a Striker**

8

9 Section 70.(a) Any member of the BLE who continues at work when a strike on the
10 system where he is employed has been regularly declared by the BLE, or any member who
11 takes the place of or does any of the work formerly or ordinarily done by anyone engaged
12 in a strike recognized as legal by the BLE, or who fills any position made vacant or
13 created by or in the course of a strike recognized as legal by the BLE, may be reported to
14 the International President by a member of his own or any other division; and if, after
15 investigation and preferring of charges by the International President, he is found guilty
16 after trial in his division in accordance with Sections 59-61 - Statutes, he will be ordered
17 expelled by the International President and shall forever be ineligible for readmittance to
18 the BLE.
19

20 (b) It is the policy of the BLE that it will support and, if necessary, place the full power
21 of the BLE behind the members of the BLE who, because of fear of hazard or injuries to
22 themselves or families or damage to their personal property, decline to cross picket lines;
23 and if such conditions do exist, the management of the railroad so affected will be notified
24 by the local or general chairman of the BLE.
25

26 (c) In case a strike is called by any labor organization which has for its purpose
27 preventing the enforcement of BLE contracts or an invasion of the jurisdictional or
28 contractual rights of the BLE, and, in enforcing the strike, picket lines are established, the
29 BLE will exert all the force at its disposal in an effort to make it possible for engineers to
30 report for and perform their normal duties. In such cases the International President will
31 promptly notify all concerned whether or not the controversy causing the strike is
32 jurisdictional.
33
34

35 **Taking Case to Court**

36

37 Section 71.(a) No member or members or any division of the BLE shall submit or appeal
38 any case in controversy arising within the BLE, for which the laws of the BLE provide a
39 means of settlement, within four (4) months' lapse of time from the date of the decision, to
40 the judges of the civil courts, the governors of states or administrative tribunals, for
41 opinion or decision, without having previously exhausted all such remedies for settlement
42 available to them within the BLE.
43

44 (b) Any member violating the provisions of Paragraph (a) of this section shall be
45 expelled if found guilty after trial in accordance with the provisions of Sections 59-61 -
46 Statutes.
47

48 (c) Any division convicted of the same offense shall have its charter suspended by the
49 International President, subject to appeal to the Advisory Board.
50

51 **Reinstatements**

52
53

1 Section 72.(a) All applications for reinstatements must be made in writing, stating date
2 of birth and giving name of road employing him. If application is rejected, it cannot be
3 entertained again until it has been laid on the table for one (1) regular meeting.
4

5 (b) An application for reinstatement of expelled members, except for nonpayment of
6 dues and assessments, must lie over to the first regular meeting after application is
7 received.
8

9 (c) No member who has been expelled shall be reinstated unless he is eligible for active
10 membership, as provided in Section 25 - Statutes, at the time he makes application.
11

12 (d) Any member who has been expelled for the nonpayment of dues and assessments,
13 upon application to the division from which he was expelled, may be reinstated by a
14 majority vote of all the members present at the meeting when the application is received.
15

16 (e) If expelled for any other cause, he shall not be eligible as a candidate for readmission
17 in less than three (3) months, after which time he must apply to the division from which he
18 was expelled for reinstatement; and he may be reinstated by a two-thirds (2/3) vote of all
19 members present if he is eligible for active membership, as provided in Section 25 -
20 Statutes, when application is made, except as provided for in Section 13 - Ritual,
21 Resolution No. 2.
22

23 (f) No member who has been expelled upon receipt of findings and recommendations of
24 another division can be reinstated until the consent of the division which recommended his
25 expulsion has been obtained. Any member expelled for violation of obligation, if
26 reinstated, must be reobligated and furnish evidence, if requested by the division, that he
27 has not joined any other labor organization than one recognized as legal by the BLE, and
28 that he will, within ninety (90) days, withdraw his membership from any other labor
29 organizations purporting to represent locomotive engineers, except the United
30 Transportation Union and/or the Order of Steam Engineers.
31

32 (g) A division voting to reinstate an applicant may give another division authority to
33 reobligate such applicant.
34

35 (h) In case an expelled member of a division that has gone out of existence desires
36 reinstatement, he may, with the consent of the International President, be reinstated by any
37 division to which he may apply.
38

39 (i) Reinstated members will be required to pay international dues for the month in which
40 they are reinstated, and such other dues as may be determined by the division, except that
41 a member who has been expelled for nonpayment of dues and assessments, when
42 reinstated, shall not be required to pay more than international dues, local division, GCA
43 and legislative board dues and assessments for the month in which he is reinstated.
44
45

46 **Order of Business**

47

48 Section 73.

49

- 50 1. Opening division in due form.
- 51
- 52 2. Reading of minutes of the previous regular meeting, with those of subsequent
53 special meetings, directly from the minute book for approval.
54

- 1 3. The reading or referring of petitions or propositions.
- 2
- 3 4. Report of committees on previous propositions.
- 4
- 5 5. Voting on proposed members.
- 6
- 7 6. Initiation of candidates.
- 8
- 9 7. Unfinished business and reports of local and general committees and legislative
- 10 boards.
- 11
- 12 8. Financial business.
- 13
- 14 9. New business.
- 15
- 16 10. Request for information of any sick or disabled brother or a brother's family in
- 17 distress.
- 18
- 19 11. Reading of minutes for correction before closing in due form.
- 20

Law in Effect

21
22
23
24 Section 74. This Constitution and Bylaws, except as herein specified, will be in effect on
25 and after the first day of **December 2001**.

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 ID will be referred to as "International President" in this section. "President" will refer to president of the division.

RULES OF ORDER

Divisions, General Committees of Adjustment and Legislative Boards

1
2
3
4
5 Section 1. The Rules of Order for the government of the deliberation of divisions,
6 general committees of adjustment and legislative boards shall be in accordance with the
7 following rules:
8

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

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

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

24 Section 5. It is the duty of the presiding officer to decline to entertain any order, motion,
25 resolution or amendment that in his opinion is not in proper form and is not presented at
26 the proper time.
27

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

31 Section 7. A member, having made a motion, may withdraw it with the consent of his
32 second before it is debated, but not afterwards without the consent of the body.
33

34 Section 8. When a member speaks or offers a motion, he shall rise in his place and
35 respectfully address the chair, confine himself to the question under consideration, and
36 avoid personality and unbecoming language.
37

38 Section 9. When a member is called to order, he shall take his seat until the point is
39 determined.
40

41 Section 10. When two (2) or more members rise to speak at the same time, the presiding
42 officer shall decide who is entitled to the floor.
43

44 Section 11. No member shall speak more than twice nor longer than ten (10) minutes
45 each time on any question without consent of the division, GCA or legislative board,
46 which shall be granted or refused without debate.
47

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

3

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

6

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

THIS SECTION, entitled "Standing Rules," has to do principally with the operation of general committees of adjustment (GCA's).

Note: For purpose of clarity, President of the ID will be referred to as "International President" in this section. "President" will refer to president of the division.

STANDING RULES

General Committee of Adjustment - How Organized

1
2
3
4
5 Section 1. On any system of railroad where two (2) or more divisions are organized,
6 there shall be a standing general committee of adjustment whose members shall be elected
7 triennially at the regular division election. On any line or system of railroad under or
8 controlled by one (1) president or by an executive committee under whom are one (1) or
9 more presidents or managers, where a road or branch constitutes a separate department of
10 the system and on which the BLE has separate and distinct schedules of pay, different
11 from schedules in force on other parts of the system, such road or branch shall have the
12 privilege of maintaining its own GCA. On roads or systems having an executive
13 committee, the GCA shall have power only to settle all differences that can by them be
14 adjusted with any and all officers of such road or system subordinate to the president.
15

GCA Representation

16
17
18
19 Section 2.(a) Each division with twelve (12) or more active members paying GCA
20 assessments on a road or system shall be entitled to one (1) representative and one (1)
21 vote in the committee, unless otherwise authorized by the GCA and the International
22 President; provided, however, that on a road or system where there is but one (1) division,
23 the local committee will be the GCA; where there are two (2) divisions, the division
24 having the most members employed on such system shall have two (2) representatives,
25 and two (2) votes on the committee.
26

27 (b) Each division having members employed on more than one (1) road or system shall
28 be entitled to a member of the GCA on each system represented. The chairman of the
29 local committee of adjustment shall be a member of the GCA on the road he represents;
30 and only members employed on that road shall have a vote for their local committee,
31 which vote shall be by secret ballot.
32

33 (c) On short line railroads where the membership feel they will derive more economic
34 and more efficient representation by merging with the general committee of another
35 railroad, they may, by a majority vote of the active membership casting a ballot, request
36 the International President to permit them to merge with some other GCA of their choice
37 (choice to be determined by majority vote). If, in the opinion of the International
38 President, such merger would operate to the best interests of the BLE, he shall order the
39 same to become effective on a specified date; provided, however, the general committee
40 with which the merger is proposed shall approve of the same by a majority vote in
41 accordance with Section 43(b) - Standing Rules.
42

43 (d) In the event of such merger becoming effective, the so-called short line railroad shall
44 be entitled to representation on the merged GCA, as provided for in Paragraph (a) of this
45 section.
46

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

GCA Credential - Number of Assessable Delegates - How Instructed

1
2
3 Section 3.(a) Each division shall furnish a credential to each of its members of the GCA;
4 and it shall state the number of assessable members on each seniority district which the
5 division represents, including officials who retain seniority rights; and each division shall
6 pay assessments for the number of members stated on the credentials. Any secretary-
7 treasurer of the division who fails to report to the secretary-treasurer of the GCA all
8 assessable members belonging to his division shall be expelled when found guilty after trial
9 in accordance with the provisions of Sections 59-61 - Statutes.

10
11 (b) Whenever a poll of a division is ordered to instruct a delegate to the GCA, the
12 secretary-treasurer shall send out a ballot to each active member with all questions printed
13 thereon, requesting him to vote on the questions; and when properly filled out, it must be
14 returned to the secretary-treasurer on or before the date indicated on the ballot, either in
15 person or by government mail.

16
17 (c) If a majority of ballots cast by the active members are in favor of the question
18 submitted, the division shall so instruct the delegate; and he shall carry out their
19 instructions. Such instructions shall be signed by the president and the secretary-treasurer
20 and filed with the secretary-treasurer of the GCA prior to the convening thereof. Failure
21 of the delegate to carry out his instructions shall be considered a violation of his
22 obligation; and if found guilty after trial as per Sections 59-61 - Statutes, he shall be
23 subject to penalty as prescribed in Section 62 - Statutes.

24
25 (d) On the back of the credential, the secretary-treasurer shall write the names and
26 division numbers of all active members of the BLE employed under the jurisdiction who
27 are not members of the division; and such active members shall be required to pay the
28 secretary-treasurer of the division having jurisdiction over the territory of the road upon
29 which they are employed all GCA assessments levied after their employment.

When Two or More GCA's Are Organized, May Consolidate

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

43
44 Upon effecting such merger, officers of the merged general committee shall be elected as
45 provided in Section 9 - Standing Rules.

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

50
51 (c) In the event a GCA on any small road or system desires to merge with the GCA
52 under the same general manager or one (1) executive officer or president, and said GCA is
53 not agreeable to such merger, the request with all facts in connection therewith will be

1 referred to the International President who, in conjunction with the Advisory Board, will
2 decide the matter, their decision to be final subject to appeal to the Board of Appeals.
3

4 However, in the event the International President has reason to believe that the merging
5 of a small GCA would be in the best interest of the members, he shall forward the request
6 with all facts in support of his position to the affected general committees, requesting they
7 voluntarily agree to the merger. The final decision will rest with the affected members of
8 the involved committees as per Section 4(a) above.
9

10 **Dividing a General Committee of Adjustment**

13 Section 5. The dividing of a consolidated GCA should be promulgated, if at all possible,
14 at the consolidated GCA regular session. When it appears necessary or desirable to divide
15 a GCA on any line or system of railroad under or controlled by one (1) president or by an
16 executive committee under whom are one (1) or more presidents or managers, where a
17 road or branch constitutes a separate department of the system and on which the BLE has
18 separate schedules of pay, such road or branch shall have the privilege of withdrawing
19 from the consolidated GCA and form a separate GCA; provided, after one year from their
20 last regular session, a majority of the active membership casting ballots in the division on
21 the territory that wish to withdraw so express by referendum vote.
22

23 **Executive Committee - How Formed**

26 Section 6. To form an executive committee, it will require a majority vote of all
27 members of the GCA of the road or system affected. It shall consist of a general
28 chairman, secretary-treasurer, and vice-chairman or vice-chairmen, and such other
29 members of the GCA as the general committee deems advisable.
30

31 **Duties of the Executive Committee**

34 Section 7. Duties of the executive committee shall be to adjust only subjects referred to
35 it by action of a majority of the full GCA.
36

37 **GCA Meetings**

40 Section 8.(a) It shall be the duty of the GCA of each system to meet triennially after the
41 triennial election of the division, unless the GCA has adopted a resolution to meet
42 quadrennially (once each four (4) year period), at such time and place as may be
43 determined by the chairman and secretary-treasurer, or by a majority of the divisions, and
44 adjust the differences existing on the systems.
45

46 (b) At any time between regular sessions, should a majority of the divisions on a system
47 instruct the chairman to convene the GCA, he shall do so without delay. Should said
48 general chairman refuse or neglect to do so, the International President shall be
49 empowered to suspend said general chairman from office pending trial.
50

51 The International President will assign an international officer to the property with
52 instructions to convene without delay said GCA and preside over same. All expenses
53 incurred by so doing shall be borne by the GCA on the property where the violation
54 occurs; and the general chairman so offending, if found guilty by a majority of the

1 members of the GCA after having been served with written specific charges, given a
2 reasonable time to prepare a defense and afforded a full and fair hearing, shall be penalized
3 as per Section 62 - Statutes.
4

5 (c) In case of an emergency, the chairman is empowered to convene the GCA when, in
6 his judgment, it is necessary.
7

8 (d) At all such meetings, as soon as each division has presented and discussed grievances
9 and, if a regular meeting, the officers have been elected, the GCA may reduce to an
10 executive committee, elected by the GCA.
11

12 **GCA Election of Officers**

13
14
15 Section 9.(a) The chairman, vice-chairman or vice-chairmen, and secretary-treasurer of
16 the GCA will be elected after the officers have made their report and each division has
17 presented and discussed its grievances and before reducing to an executive committee.
18 Chairman and vice-chairman or vice-chairmen shall hold active membership as defined in
19 Section 25(b) - Statutes.
20

21 (b) At the regular election of officers of the GCA, a majority of the ballots cast shall be
22 required for election. If after fifteen (15) ballots have been taken and no candidate has
23 received a majority of votes cast, the names of two (2) candidates receiving the highest
24 number of votes shall be arranged alphabetically on the ballot and submitted to a secret
25 referendum vote of the active membership of the system within thirty (30) days. The
26 candidate receiving the highest number of votes will be declared elected.
27

28 (c) Where there are two (2) divisions on a system, each division will nominate its
29 candidate or candidates for the office of general chairman.
30

31 The secretary-treasurer of each division will notify the secretary-treasurer of the GCA of
32 the names of the candidates, who in turn will furnish a list of names of candidates of both
33 divisions for office of general chairman to the respective secretary-treasurers of the two
34 (2) divisions; the names of the candidates for office of general chairman will then be
35 placed on a separate ballot and sent out to members affected, with the regular division
36 ballot.
37

38 Upon the completion of the election of officers in the division, the secretary-treasurer of
39 each division will notify the secretary-treasurer of the GCA of the number of ballots cast
40 for each candidate and the name of the candidate who received the majority of votes. The
41 secretary-treasurer of the GCA will then notify the secretary-treasurer of each division of
42 the name of the successful candidate for the office of general chairman, with the tabulation
43 of votes cast by each division for candidates for that office. In case no candidate receives
44 majority of votes cast, Paragraph (b) will apply.
45

46 (d) In the event a majority of the delegates of a GCA are so instructed by the division
47 they represent, the general chairman will be elected by a secret referendum vote of the
48 active membership on the system. The candidate receiving the highest number of votes
49 will be declared elected.
50

51 **Chairman May Be Made Salaried Officer**

52
53

1 Section 10.(a) The chairman of the GCA shall be made a salaried officer if so decided by
2 a majority of all votes cast by members paying GCA assessments in a secret referendum
3 vote on the system. Such salaried chairman must be in active service as defined in Section
4 25(a) - Statutes at the time of his election.
5

6 (b) The position of salaried chairman shall be abolished, provided such action is carried
7 by a majority of all the votes cast by members paying GCA assessments on the system or
8 unit in a secret referendum vote. The vote to be taken at the request of one-fourth (1/4)
9 of the divisions on the system or unit. A vote once taken and decided cannot be renewed
10 for one (1) year.
11

12 (c) In taking a referendum vote to place a general chairman on a salary in accordance
13 with Paragraph (a) or to abolish the salary of a general chairman in accordance with
14 Paragraph (b), the ballot will be prepared by the general chairman and secretary-treasurer;
15 and sufficient ballots will be sent to each division's secretary-treasurer to vote the
16 membership paying GCA assessments. The ballots must be returned to the division
17 secretary-treasurer either in person or by government mail. After ballots are voted, each
18 division will count and tabulate the votes cast and forward same to the General Secretary-
19 Treasurer, who will notify each division of the result of the vote.
20
21

22 **General Chairman's Duties**

23

24 Section 11.(a) A salaried chairman shall devote his whole time to the interests of the
25 members on his system and visit the divisions. Any chairman of the GCA, when called
26 upon by one (1) or more divisions on his system, shall be empowered in conjunction with
27 the local committee to adjust, if possible, any differences that may arise between members
28 and their employers without convening the GCA. Failing, he may notify the International
29 President of the facts in detail and call upon him for assistance. Receiving such call, the
30 International President will assign a vice president; or he may authorize the general
31 chairman to represent him. The general chairman will not, however, vote the active
32 members or withdraw them from the service without permission from the International
33 President. In case the local committee cannot be convened readily, the chairman shall
34 have the power to select one (1) or more members to assist him.
35

36 (b) It shall be the duty of the general chairman to convene the GCA in accordance with
37 Section 8 - Standing Rules and to preside over the meeting while in session. He will make
38 a report to the committee in session of items not completed and carried out from the last
39 session of the committee. He shall render to each division on the system a report at the
40 end of each quarter and send to each division and each local chairman a copy of the
41 rulings and interpretations of the schedule under which they are working; and at the close
42 of the year, he will render an annual report to the International Office, the expense of same
43 to be paid out of the funds of the general committee. He may fill the president's chair
44 when visiting the divisions on the system. He shall be paid for his services by an
45 assessment on all active members on the system (as provided in Section 51 - Statutes),
46 provided that such assessment will be in effect only until the next session of the GCA, at
47 which time it will be continued, discontinued or revised.
48

49 (c) The general chairman shall have authority to review the books of any or all divisions
50 within his jurisdiction when, in his opinion, it is desirable to do so.
51

52 (d) The general chairman shall be bonded in an amount not less than ten percent (10%)
53 of the funds handled by him and his predecessor or predecessors, if any, during the

1 preceding fiscal year, but in any event, not less than such amount as may be required by
2 applicable civil law.

3
4 (e) The general chairman shall be recognized as the GCA between meetings of that
5 body; and his decision on all matters within the scope of authority of the GCA shall be
6 made effective subject to appeal in accordance with the provisions of Sections 25 and/or
7 26 - Standing Rules, except for matters specifically stipulated in Sections 33 and 34 -
8 Standing Rules.

9 10 11 **Duties of the Vice-General Chairman, GCA**

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

18
19 (b) In the absence of GCA bylaws to govern, the vice-chairman shall convene the
20 committee within thirty (30) days for the purpose of electing a chairman, unless such
21 vacancy occurs within six (6) months of the regular date of convening said GCA.

22 23 24 **Duties of the Secretary-Treasurer, GCA**

25
26 Section 13.(a) The secretary-treasurer shall give bond in an amount not less than ten
27 percent (10%) of the funds handled by him and his predecessor or predecessors, if any,
28 during the preceding fiscal year, but in any event, not less than such amount as may be
29 required by applicable civil law; and he shall notify the International President when the
30 general committee will convene and the nature of the business to be transacted; he will
31 furnish each division on the system a copy of the minutes of each session of the GCA,
32 which shall include the number of each division represented, together with the assessable
33 members of each.

34
35 (b) He shall render an annual financial itemized report of all receipts and disbursements
36 to each division, the general chairman and the International President, and at the
37 expiration of his term of office deliver to his successor all books, papers, files and funds of
38 the GCA.

39
40 (c) He shall furnish the International President a copy of the minutes of each session of
41 the GCA.

42 43 44 **GCA - Duties Before Calling International President**

45
46 Section 14. It shall be the duty of the GCA on any system to exert all means available to
47 effect a settlement of any issue in dispute between the management and the membership
48 on the system.

49
50 Failing to effect a satisfactory settlement, it shall notify the International President of the
51 facts, in detail, and if it so desires, may request assistance from the International President.

52 **International President - Called by GCA**

53

1 Section 15. A GCA may call upon the International President for assistance to dispose
2 of any issue in dispute between the general committee and its management which has not
3 been satisfactorily disposed of. If such assistance is requested, it shall be given precedence
4 over all other business; and the International President shall respond in person, at once, or
5 send a vice president, who will use all honorable means to make a satisfactory disposition
6 of the dispute.
7

8 Except as provided in Sections 33 and 34 - Standing Rules, the International President
9 shall not be empowered to assign a vice president to assist any GCA unless requested to
10 do so by said GCA.
11

12 **Power of International President to Appoint Trustees - Duties and** 13 **Obligations of Subordinate Bodies Under Trusteeship** 14 15

16 Section 16.(a) If the International President has or receives information which leads him
17 to believe that any of the officers of a division or other subordinate body are dishonest or
18 incompetent, or that such organization is not being conducted in accordance with the
19 Constitution and Bylaws of the International Division or for the benefit of the membership,
20 or is being conducted in such a manner as to jeopardize the interests of the ID or its
21 subordinate bodies, or if the International President believes that such action is necessary
22 for the purpose of correcting corruption or financial malpractice, assuring the performance
23 of collective bargaining agreements or other duties of a bargaining representative,
24 restoring democratic procedures or preventing any action which is disruptive of, or
25 interferes with the performance of obligations of other members or subordinate bodies
26 under collective bargaining agreements, or otherwise carrying out legitimate objects of the
27 subordinate body, he may appoint a temporary trustee to take charge and control of the
28 affairs of such division or other subordinate body; provided, however, that before the
29 appointment of such temporary trustee, the International President shall set a time and
30 place for a hearing for the purpose of determining whether such temporary trustee shall be
31 appointed; and further provided that where, in the judgment of the International President,
32 an emergency situation exists within the division or other subordinate body, the temporary
33 trustee may be appointed prior to such hearing, but such hearing shall then commence
34 within thirty (30) days and decision made within sixty (60) days after furnishing of the
35 transcript of testimony; and further provided that in all cases the division or other
36 subordinate body shall be advised of the reason for the appointment. Adequate notice at
37 least ten (10) days prior to the date of the hearing shall be given to the division or other
38 subordinate body involved. In the case of all hearings conducted prior to or after the
39 establishment of a trusteeship, the International President shall designate a panel
40 composed of uninvolved members of the BLE, at least one (1) of whom shall be from the
41 area involved. The International President may, at his discretion, appoint an employee of
42 the ID to such panel. Such representatives shall make their recommendations to the
43 International President orally or in writing within sixty (60) days after the furnishing of the
44 transcript of testimony, and the decision in the case shall be made by the International
45 President himself, which decision shall be made within fifteen (15) days after such
46 recommendations are received by him, and the decision shall be promptly transmitted to
47 the division or other subordinate body. Appeals, if any, from determinations following
48 such hearings shall be taken directly to the Executive Committee of the ID. Appeals, if
49 any, from the decision of the Executive Committee shall be taken to the Board of Appeals
50 by only the division or subordinate body affected. Procedures on appeals under this
51 section, insofar as is consistent with this section, shall be governed by the provisions of
52 Section 44 - Constitution. The ID shall not be responsible for any actions or activities of a
53 division or other subordinate body under trusteeship unless such actions or activities have
54 been directed or authorized by the trustee.

1
2 The Executive Committee may modify or add to the procedures established herein for
3 the purpose of assuring compliance with any applicable law.
4

5 The time requirements set forth in this section shall not be mandatory but only directory.
6

7 (b) The trustee shall be authorized and empowered to take full charge of the affairs of
8 the division or other subordinate body, to remove any or all officers and appoint
9 temporary officers at any time during his trusteeship, and to take such other action as in
10 his judgment is necessary for the preservation of the division or other subordinate body
11 and its interests. The terms of office or officers so removed shall terminate as of the date
12 of removal.
13

14 The trustee shall report from time to time on the affairs and transactions of the division
15 or other subordinate body to the International President. His acts shall be subject to the
16 supervision of the International President. The International President may remove
17 trustees at any time and may appoint successor trustees. The International President may
18 also appoint an administrative assistant to the trustee to assist such trustee in managing the
19 day-to-day operations of the trustee division or other subordinate body.
20

21 (c) The removed officers shall turn over all moneys, books and properties of the division
22 or other subordinate body to the trustee, who must render a receipt for the same.
23

24 (d) Temporary officers and trustees must be members in good standing of divisions in
25 good standing. They must give bonds for the faithful discharge of their duties, satisfactory
26 to whoever appointed them, which shall not be less than the amount of money they are apt
27 to handle.
28

29 (e) The trustee shall take possession of all the funds, books, papers and other properties
30 of the division or other subordinate body and tender a receipt for same. He shall pay all
31 outstanding claims, properly proved, if funds are sufficient. If the funds are not sufficient
32 he shall settle the most worthy claims, as his judgment dictates, unless otherwise provided
33 for in this Constitution. In the event the charter of the division is suspended or revoked,
34 all its funds, books, papers and other properties shall be forwarded to the General
35 Secretary-Treasurer, who shall hold them for the purpose of reorganization. If no
36 reorganization occurs within a period of two (2) years, such funds shall be transferred to
37 the general fund.
38

39 (f) In all cases of trusteeships, the trustee shall make a report to the International
40 President at intervals of no more than every six (6) months, which report shall contain his
41 recommendations with respect to whether the trusteeship shall be continued or terminated.
42

43 The first (1st) such report shall be made within six (6) months after the date of the
44 decision following the hearing on the appointment of a trustee.
45

46 (g) Additionally, the division, or other subordinate body, in regular or special
47 membership meeting, by a majority vote, may petition the International President for the
48 restoration of self-government, provided that no such petition shall be presented at
49 intervals of less than six (6) months starting with the date of the decision following the
50 first hearing on the appointment of the trustee.
51

52 (h) When a division or other subordinate body petitions for restoration of self-
53 government as herein provided, it shall be accorded a hearing which shall be commenced
54 within thirty (30) days and decision made within sixty (60) days after the receipt of the

1 transcript, which hearing shall be held in the same manner as provided in paragraph (a) of
2 this section relative to hearings on initial appointment of trustees.
3

4 (i) When it is determined by the International President or the Executive Committee that
5 self-government be restored, the trustee shall direct an election at such time as he may
6 designate, any other provision of this Constitution or Bylaws to the contrary
7 notwithstanding. The trustee shall not install the officers elected at such election until
8 directed to do so by the International President. Upon such installation the trusteeship
9 shall terminate and the trustee shall return all remaining funds, property, books and papers
10 to the appropriate officers of the division or other subordinate body. Subsequent to the
11 release of the division or other subordinate body from trusteeship a terminal audit shall be
12 prepared. The term of office of the newly elected officers shall be for not more than three
13 (3) years in the case of a division, or four (4) years in the case of any other subordinate
14 body, and the next election for officers shall take place in compliance with the provisions
15 of this Constitution and Bylaws and applicable bylaws of the subordinate body.
16
17

18 **Authority for Taking Strike Vote and Withdrawing from Service** 19

20 Section 17.(a) In the event of a question of wages or other causes where the BLE is
21 likely to be involved in an issue with a railroad company or when a strike is in progress on
22 any road, no one will be permitted to take an active part in the deliberations of any
23 division while the question at issue is under discussion unless he is in active service as a
24 locomotive engineer as defined in Section 25(a) - Statutes. The engineers on every
25 railroad shall settle their grievances with their own GCA, if possible. Failing to do so,
26 they may call on the International President who, in conjunction with the majority of the
27 committee, shall have full power to give permission to poll the road; and after such
28 permission has been granted, the engineers on the road shall decide whether they will quit
29 work or not by a majority of the ballots cast by all the members employed on the system
30 where the trouble exists, except as provided in Section 17(b). Engineers belonging to
31 divisions who are not employed on the system where the trouble exists shall not be
32 allowed to vote upon the questions in controversy.
33

34 (b) In cases where the best interests of the BLE would be jeopardized by the delay
35 incident to the circulation of a referendum strike ballot, the general chairman, with the
36 consent of the International President, may vote the GCA by the most convenient means
37 available in lieu of the circulation of a referendum to the membership.
38

39 (c) If a majority of the membership casting a ballot on the road or system or two-thirds
40 (2/3) or more of the members of the GCA vote in favor of a strike, the general chairman,
41 with the concurrence of the International President, shall have authority to set a strike date
42 and withdraw the engineers of the road or system from service.
43

44 (d) In the event it is decided to use the economic strength of the BLE, the membership
45 on the railroad where the trouble exists shall be sustained by the BLE. Should it be
46 necessary, the Executive Committee of the ID shall be empowered to levy an assessment
47 on the active membership of the BLE. Such assessment will not be effective beyond the
48 next session of the ID, at which time it will be continued, discontinued or revised.
49

50 (e) In the application of the aforementioned provisions on railroad properties where the
51 BLE holds the contract for firemen, apprentice engineers and/or other classes of service
52 other than engineers, the words "firemen, apprentice engineers and/or other classes of
53 service represented by the BLE" will be substituted for the words "locomotive engineer"
54 and "engineer" therein.

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Engineers Placed on Payroll

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

Authority for Declaring Strike Off

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

GCA Convened by the International President

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

Members Must Not Sign Contracts Unless Authorized

Section 21. A member or members, other than the duly designated representative of the BLE, are prohibited from entering into any verbal or written agreements with any railroad management involving rates of pay, rules or working conditions of locomotive engineers. Any member violating this provision, if found guilty after trial as per Sections 59-61 - Statutes, shall be expelled from the BLE.

Communications - Illegal

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

(b) Any member who, by verbal or written communication to railroad officials or others, interferes with a grievance that is in the hands of a committee, or at any other time makes any suggestion to any official that may cause discord in any division, shall be expelled as per Section 63 - Statutes, if found guilty after trial as per Sections 59-61 - Statutes; provided, however, this law shall not apply to a member in official position when called upon to express an opinion in his official capacity.

Member or Officer May Be Expelled From the GCA

Section 23.(a) Any member of the GCA who, by act or word in the presence of any railroad official, injures any matter under discussion by the committee or executive committee, which has for its purpose the enforcement of the Standing Rules of the ID, shall have written charges preferred against him in the GCA or executive committee by the general chairman. If, after he has been served with written specific charges and given a reasonable and fair hearing by the body before which such charges have been preferred, a majority of the GCA or executive committee voting by ballot so decides (general chairman to have the deciding vote in case of a tie), he shall be deprived of service on the same. The general chairman shall then notify the president of the division which the deposed member represented, and the president of the division may fill such vacancy by appointment promptly. If necessary, the general chairman is authorized to fill the vacancy by interim appointment from the membership of the division to which the deposed member belongs; and said appointee will serve until relieved by a delegate appointed by the president or elected by the division as per Section 20 - Statutes.

(b) Any officer may be removed from office by a majority vote of the members of the general committee for violation of any of the laws or rules of the BLE committed in his official capacity as a member of the GCA, if found guilty after having been served with written specific charges, given reasonable time to prepare a defense and afforded a full and fair hearing.

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

GCA May Make Its Own Rules

Section 24. The GCA shall make such rules or regulations as are deemed necessary for the proper adjustment of differences on their respective systems. Such laws and regulations, however, must not conflict with the laws of the ID or applicable civil law.

GCA Decisions Stand as Law

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

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

Appeal May Be Taken

Section 26.(a) An appeal may be taken to the active membership by any member or division in good standing from a decision of a general chairman or GCA. Such appeal

1 must be made prior to the expiration of sixty (60) days from the date of the said decision
2 and must be voted on by the active membership on the territory under the jurisdiction of
3 the GCA involved.
4

5 (b) To inaugurate an appeal, the appellant must first draw up a statement of facts
6 addressed to the active membership. This statement, together with a sample ballot, shall
7 be submitted within said sixty (60) day period to the general chairman for his examination
8 and the opportunity of preparing a statement defending the committee's decision. The
9 appellant's statement of facts, the ballot in approved form and the general chairman's
10 statement in reply shall be returned without delay to the appellant. The appellant may add
11 a rebuttal to the statement of the general chairman if he so chooses. The appellant shall,
12 as soon as possible upon the return of the appeal from the general chairman, proceed with
13 the printing of such appeal. The ballot shall set out the decision from which the appeal is
14 taken, without any argumentation upon the part of the appellant or the general chairman.
15 A copy of the printer's proof shall be forwarded to the general chairman for his approval.
16 The general chairman shall immediately examine his statement and the ballot appearing in
17 the printer's proof and, when satisfied as to their accuracy, shall return such appeal to the
18 appellant for final printing, giving notice as to the quantity required. Each active member
19 of each division under the jurisdiction of the GCA involved shall receive a ballot.
20

21 (c) The division shall, within thirty (30) days after receipt of the ballots, take a
22 referendum vote of its active membership and advise the secretary-treasurer of the GCA of
23 the result. Divisions meeting but once a month shall call a special meeting for the purpose
24 of counting and tabulating the votes when necessary in order to carry out the thirty (30)
25 day limitation.
26

27 All ballots, including those improperly signed or for any other reason declared illegal,
28 shall be forwarded to the secretary-treasurer of the GCA, together with a copy of the
29 division tellers' report. The report shall show the number of votes cast by the active
30 membership for and against the issue constituting the appeal and the number of ballots
31 rejected as illegal. Every ballot declared illegal shall have the same written across the face
32 thereof. A duplicate copy of this report must be retained by the division and a record
33 made in the minutes of the meeting.
34

35 (d) Upon receipt of the ballots and the reports from all the divisions, the secretary-
36 treasurer of the GCA shall prepare a report showing the results of the balloting and
37 forward the report, together with all the ballots, to the general chairman. Sufficient copies
38 of the report from the secretary-treasurer of the general committee shall be prepared by
39 the general chairman and forwarded to all the divisions in the territory involved. Such
40 report shall show, separately, the number of votes cast for or against the appeal by the
41 active membership of each division and the number of ballots ruled illegal. The result of a
42 majority of the legal ballots shall be the decision of the active membership, and such
43 decision shall be final and binding. The GCA shall be governed by the results of the
44 referendum.
45

46 (e) A time limit of 120 days from the date of receipt of the appeal by the general
47 chairman is hereby established, within which the requirements of this section must be
48 completed. The time limit of 120 days, as set forth herein, may be extended by mutual
49 agreement between the parties affected.
50

51 **Appeal to the International President**

52
53

1 Section 27. No appeal from a decision of the GCA on a settlement will be entertained by
 2 the International President or the Board of Appeals unless there was a violation of the law
 3 of the ID by such GCA.
 4

5 6 **GCA - How Paid** 7

8 Section 28. GCA's shall have power to fix the rate of pay for chairman and members
 9 serving on the committee, time allowed going to and from place of meeting to be
 10 computed by the GCA.
 11

12 13 **Expense of Committee** 14

15 Section 29.(a) The expenses of members of a GCA when convened for any purpose,
 16 together with pay for time they lost in such service, shall be raised by an assessment on all
 17 active members of the BLE employed on the system represented (except as provided in
 18 Section 51 - Statutes); and the secretary-treasurer of the GCA shall have power when so
 19 ordered by the committee to levy such an assessment for the purpose of creating a fund to
 20 pay the members of the committee immediately after such session is over. All such
 21 assessments shall be levied by majority affirmative vote of the members of the GCA, or by
 22 majority affirmative vote of the members of the GCA casting a mail ballot between
 23 sessions, and shall be effective only until the next session of the GCA, at which time it will
 24 be continued, discontinued or revised.
 25

26 (b) The salary of the general chairman and the rate of pay and expenses paid to the
 27 members of the general committee and legitimate expenses of the general committee shall
 28 be raised by an assessment on all active members employed on the system represented. All
 29 such assessments shall be levied by majority affirmative vote of the members of the GCA
 30 present at a session of the GCA, or by majority affirmative vote of the members of the
 31 GCA casting a mail ballot between sessions, and shall be effective only until the next
 32 session of the GCA, at which time it will be continued, discontinued or revised.
 33 Engineers, assistant engineers, demoted engineers, apprentice engineers, firemen and
 34 hostlers will be required to pay GCA assessments in the amount determined by the GCA,
 35 which shall be collected monthly and forwarded to the secretary-treasurer of the general
 36 committee, who will pay the chairman's salary semi-monthly, and all delegates for their
 37 services. Any surplus remaining in the treasury shall be applied to the payment of the
 38 legitimate expenses of the general committee.
 39

40 Where a vice-chairman assumes the duties of the chairman on account of the absence of
 41 the chairman, his salary shall not be more while he is occupying that position than the
 42 salary of the general chairman.
 43

44 45 **Assessments - General Committee** 46

47 Section 30. All notices of GCA assessments and/or increases or decreases of regular
 48 dues shall be in the hands of the secretary-treasurers of divisions sixty (60) days before
 49 such assessments are due. Such assessments shall be remitted by the secretary-treasurer of
 50 the division on or before the 20th day of the month following sixty (60) days' notice as
 51 defined by Section 28(k) - Constitution.
 52

53 54 **GCA Assessments - When Not Paid**

1
2 Section 31. The chairman of the GCA shall, or any division may, prefer charges in
3 writing to the International President against any division failing to pay their GCA
4 assessments as provided in Section 51(e) of the Statutes; and the International President
5 shall investigate the charges; and if no reasonable excuse is found by the International
6 President after such division has been served with written specific charges, given a
7 reasonable time to prepare a defense and afforded a full and fair hearing, such division
8 shall have its charter suspended by the International President for a period of thirty (30)
9 days, after which charter will be restored on notification from the General Secretary-
10 Treasurer that such assessment dues have been paid.

11 12 13 **GCA Authority and New Business**

14
15 Section 32.(a) No new business will be entertained by a GCA unless records are sent
16 showing that the division has acted upon the merits of the question. A copy of the
17 resolution sent to the GCA shall be sent to other divisions interested upon receipt of same
18 by the general chairman.

19
20 (b) The GCA shall have full power to settle all questions of seniority and rights to runs
21 and jurisdiction of territory that are presented to it; and its decision shall be final unless, on
22 an appeal to the membership, its decision is repealed by a majority vote.

23
24 Where there are only two (2) divisions on a system, they may appeal to the International
25 President, whose decision shall be final, subject to appeal to the Board of Appeals.

26
27 (c) To consolidate or divide the seniority rosters of engineers on one (1) or more
28 seniority districts on a system, a majority vote of the active members holding seniority as
29 engineers and casting a ballot on each seniority district affected must be obtained. Where
30 the BLE holds the contract for firemen and hostlers, a majority vote of the members
31 casting a ballot in either occupation will be required to consolidate or divide the seniority
32 roster of that occupation.

33
34 (d) When a question of jurisdiction of territory or seniority arises between the members
35 themselves or two (2) or more divisions that cannot be amicably adjusted by such
36 divisions, the question shall, with all the facts in the premises, be referred to the GCA,
37 which shall rule on the matter; and such ruling shall stand as law, subject to appeal as per
38 Section 26 - Standing Rules.

39 40 41 **Authority of International President in Mergers, etc.** 42 **with Protective Agreements**

43
44 Note: The term "Mergers, etc.," as referred to in subtitle and as hereinafter expressed in
45 this section, means - mergers, consolidations, coordinations, control, absorptions,
46 diversions of traffic, purchases or any other action whereby separate facilities or
47 operations of railroads are going to be unified.

48
49 Section 33.(a)(1) Mergers, etc.

50
51 When the International President has sufficient information that a merger, consolidation,
52 coordination, control, absorption, diversion of traffic, purchase or any other action
53 whereby separate facilities or operations of railroads are going to be unified, he shall

1 immediately assign an officer for the purpose of directing the committees in the handling
2 to the best interests of the members involved.

3
4 A. Contracts

5
6 I. There shall be a revision of the existing agreements on the properties involved
7 which will have for its purpose the consolidation of contracts covering the merged,
8 etc. property.

9
10 II. The assigned officer, in conjunction with the interested general chairmen, shall
11 represent all of the committees in negotiations with the carrier and/or carriers.

12
13 III. Contracts shall be ratified by a majority vote of the active members casting a
14 ballot.

15
16 B. General Committees

17
18 The committees involved on the merged systems may be consolidated, if necessary, to
19 meet the representational requirements of the membership.

20
21 The officer assigned shall submit his recommendations to the International President. If
22 the recommendation is to merge the involved committees, the International President shall
23 forward said recommendation with all facts in support to the involved general committees.
24 The affected general committee(s) shall refer the question to the membership under their
25 jurisdiction by instructing each affected division to prepare a paper ballot to be delivered
26 within sixty (60) days to each member of the division, by government mail, directed to
27 his/her last known address. The ballot, with a large envelope, approximately 4 x 9 1/2
28 inches, which must contain space for the member's name and address, must have first class
29 postage affixed thereto and must contain the division number and address for returning the
30 ballot. The ballot and return envelope must also be accompanied with the written
31 recommendation of the International President, the written recommendation of the
32 affected general chairmen, and written instructions showing purpose of the ballot, time,
33 date and place for counting the ballots. The ballot shall also contain a signature and date
34 line, which must be signed and dated by the member. The return envelope containing the
35 ballot must be returned and postmarked within fifteen (15) days from the postmarked date
36 on the envelope sent to the member. The ballots shall be counted by each division at the
37 first regular division meeting following the date for return of the ballots. Each division
38 secretary-treasurer will notify the general chairman of the results from the ballots received
39 within ten (10) days. The affected general chairmen will forward this information to the
40 International President and the other affected general chairmen within thirty (30) days
41 from date received from last division reporting. If the decision of the majority is to merge
42 the committees in question, the International President shall notify the affected general
43 committees of the decision and instruct the merged committees to meet within ninety (90)
44 days for the purpose of electing new officers, as provided in Section 9 - Standing Rules,
45 and conducting any business or grievance that may properly come before the body. The
46 new date to meet regularly shall be decided as per Section 8 - Standing Rules. If it is the
47 decision of the majority not to merge their GCA's, their individual GCA's shall continue
48 as heretofore.

49
50 C. Divisions

51
52 I. Representation

53

1 The general committee or general chairman and division or divisions affected shall,
2 after the determination has been made relative to a merged seniority district or
3 districts, make a study of the BLE divisions in the affected area for the purpose of
4 reducing, if possible, the number thereof to only those necessary to maintain an
5 efficient operation.
6

7 The general committee or general chairman and divisions affected shall give
8 consideration to the following points as a guideline for making such a
9 determination:

- 10
- 11 a. The number of members in a division.
 - 12
 - 13 b. The location of the majority of the members' place of residence.
 - 14
 - 15 c. The availability of the majority of the members to attend the division meeting
16 place.
 - 17
 - 18 d. The location of the operating division offices nearest the BLE division.
19

20 Changes as referred to in the above paragraph shall not be put into effect by a
21 general committee or general chairman until the proposed changes have been
22 submitted to the Executive Committee of the ID and approved.
23

24 II. Jurisdiction 25

26 Should it be, in the judgment of the general committee or general chairman and
27 divisions affected, that more than one BLE division is necessary on a seniority
28 district, and said BLE divisions have been set up, each division shall be given a
29 definite territory by the general committee and/or the general chairman.
30

31 Elections to all offices of each division shall be held immediately after they have
32 been set up, provided divisions have been merged or a new division has been
33 created.
34

35 Should the GCA and divisions fail to reach an amicable agreement in the merging
36 of and/or creating a new division within sixty (60) days, the matter shall be
37 referred to the International President who shall, upon receipt thereof, make an
38 investigation of the facts within thirty (30) days, after which the Executive
39 Committee of the ID shall make a recommendation thereon, which shall be final
40 and binding.
41

42 D. Seniority Districts 43

44 Should it be, in the judgment of the officers assigned and the general chairmen, in the
45 best interest of the members affected as a result of a merger, etc., to consolidate and/or
46 merge a seniority district or districts, the general chairman must meet and consult with the
47 affected divisions' local chairmen to work out a merger of the old districts and seniority
48 rosters into a new district and merged roster.
49

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

1
2 Should the general chairman and affected local chairmen fail to agree, the matter shall be
3 referred to the International President, who shall make an investigation within thirty (30)
4 days, after which the Executive Committee of the ID shall make a determination which
5 shall be final and binding.
6

7 (a)(2) Employees Protection Requirements
8

9 When officers of the ID and GCA's are confronted with conditions affecting engine
10 service employees of railroads involved in mergers, etc., all such employees shall be
11 considered as being adversely affected; and the officers, in recognition of rearrangement of
12 existing contracts, seniority equities and/or districts, general committees and divisions,
13 shall first give full recognition to negotiating implementing agreements with the carrier or
14 carriers to provide protection for all engine service employees involved as follows:
15

- 16 A. Guaranteed earnings and employment.
17
18 B. Preservation of working agreements and conditions, except as may be revised or
19 changed by the implementing agreements.
20
21 C. Preservation of the rights and equities of all engine service employees to service as
22 locomotive engineer.
23
24 D. Protection against any loss or expense incurred by the necessity of an employee
25 moving/traveling from his established residence or terminal.
26
27 E. Extension of the protection afforded all employees to cover full-time or part-time
28 officers of the Brotherhood and its subordinate committees and divisions, as well
29 as members serving in temporary capacities.
30
31 F. Separation allowances on the basis of seniority selections for those employees
32 desiring to retire or separate their employment relationship subsequent to the
33 effective date of the implementing agreement.
34

35 (b) On railroad properties where the BLE holds the contracts for firemen, apprentice
36 engineers and/or other classes of service other than engineers; the words "firemen,
37 apprentice engineers and/or other classes of service represented by the BLE" will be
38 substituted for the word "engineers."

39 (c) To insure appropriate handling of proposed mergers, etc., should any provision of
40 this Constitution and Bylaws conflict with application of this Section 33(a)-(b), the
41 provisions of this section shall prevail.
42
43

44 **Other Mergers, etc. on Two or More Railroads**
45

46 Section 34.(a) Whenever one (1) railroad or any portion thereof is absorbed, traffic
47 diverted, consolidated, merged, leased or coordinated by, to or with another railroad or
48 any portion thereof, and the officers of the ID and GCA's are unable to obtain protective
49 agreements in their judgment satisfying the requirements of Section 33(a)(2) - Standing
50 Rules, the engineers on the road or roads or any portion thereof affected thereby shall
51 retain their right and seniority as heretofore on the roads absorbed, traffic diverted,
52 consolidated, merged, leased or coordinated; but the runs shall be manned by the
53 engineers of the respective roads in proportion, as near as practicable, to the car miles or
54 train miles in road service and to the engine hours or inbound car count in yard service on

1 the territory involved on each road. Such count of car miles or train miles in road service
2 and of engine hours or inbound car count in yard service shall be compiled for a period of
3 not less than six (6) months nor more than one (1) year. Such test period shall be
4 established at a time agreed upon, sufficiently prior to the effective date of any of the
5 conditions specified in this section to give a fair and equitable representation of normal
6 business handled by each district involved. The figures determined for each month of the
7 aforementioned test period will be supplied to each division involved prior to the
8 consummation of any agreement establishing a distribution of work.
9

10 (b) When GCA's are unable to agree upon a settlement of questions arising covered by
11 the foregoing, they will submit a joint statement setting forth their contentions regarding
12 same, with all the facts in the premises, to the International President who, after making a
13 thorough investigation, is authorized, in conjunction with the Advisory Board, to render a
14 decision which shall be final subject to appeal to the Board of Appeals; but if in the
15 opinion of the International President an unusual condition exists on any one railroad, he
16 shall proceed to investigate and give a decision, which shall be final unless reversed by the
17 Board of Appeals.
18

19 (c) In the event that the GCA's do not meet within sixty (60) days from the time that the
20 merger, coordination, etc., took place, the International President will be empowered to
21 order the GCA's involved to meet at once and settle the question in dispute within thirty
22 (30) days from the time the sixty (60) day limit expires.
23

24 (d) Any division involved, if dissatisfied with the decision of the officer assigned and
25 general chairman with respect to the method to be used for dividing the work, may appeal
26 to the Executive Committee of the ID within sixty (60) days following the issuance of that
27 decision. The Executive Committee, after making an investigation of the controversy,
28 shall render a decision which shall be final and binding, unless reversed by the Board of
29 Appeals.
30

31 (e) On railroad properties where the BLE holds the contracts for firemen, apprentice
32 engineers and/or other classes of service other than engineers; the words "firemen,
33 apprentice engineers and/or other classes of service represented by the BLE" will be
34 substituted for the word "engineers."
35

36 **Traffic Merged, etc., on One Railroad**

37
38
39 Section 35.(a) Where any portion or portions of any railroad is or are by any means
40 absorbed, consolidated, merged, or coordinated with any other portion or portions of the
41 same railroad, or any portion of the same railroad is abandoned, the engineers affected
42 thereby shall retain their seniority as heretofore on the portion or portions of the road
43 which has or have been so absorbed, consolidated, merged or coordinated, or from which
44 traffic has been so diverted.
45

46 (b) Whenever the events referred to in the foregoing subsection have occurred and it
47 becomes necessary to readjust the service, the runs shall be manned by the engineers of the
48 respective portions of the road in proportion, as near as practicable, to the car miles or
49 train miles in road service and to the engine hours or inbound car count in yard service on
50 the territory involved. Such count of car miles or train miles in road service and of engine
51 hours or inbound cars in yard service shall be compiled for a period of not less than six (6)
52 months nor more than one (1) year. Such test period shall be established at a time agreed
53 upon, sufficiently prior to the effective date of any of the conditions specified in this
54 section to give a fair and equitable representation of normal business handled by each

1 district involved. The figures determined for each month of the aforementioned test
2 period will be supplied to each division involved prior to the consummation of any
3 agreement establishing a distribution of work. The respective local committees of
4 adjustment or local chairmen representing the groups of the affected engineers, unless a
5 proper adjustment of the question has been reached, will meet within thirty (30) days after
6 the question of such rights to runs has been raised by either of such local committees or
7 local chairmen, unless further time, not exceeding an additional thirty (30) days, is
8 mutually agreed upon by such local committees, and will endeavor to agree upon which of
9 the above factors shall be used for measuring the service and upon the precise period of
10 time within the foregoing range. If such agreement cannot be reached, the question of
11 which of the above-mentioned alternative factors for such tests and the duration of the test
12 period will be determined; said factors shall be considered to afford a suitable basis for an
13 equitable division of the normal business handled by each territory between the engineers
14 involved.

15
16 (c) Any division involved in the controversy, if dissatisfied with the decision of the
17 general chairman on the methods to be used for dividing the work, may appeal in
18 accordance with the provisions of Section 26 - Standing Rules.

19
20 (d) On railroad properties where the BLE holds the contracts for firemen, apprentice
21 engineers and/or other classes of service other than engineers; the words "firemen,
22 apprentice engineers and/or other classes of service represented by the BLE" will be
23 substituted for the word "engineers."

24 25 26 **Statute of Limitation**

27
28 Section 36. A statute of limitation of sixty (60) days is hereby fixed within which to take
29 up or appeal any case of seniority, subject to appeal in accordance with Section 40 -
30 Statutes.

31 32 33 **Representation, Establishment of Seniority and Mileage Regulations**

34
35 Section 37.(a) The right to make and interpret contracts, rules, rates of pay and working
36 conditions for locomotive engineers, assistant engineers, apprentice engineers, firemen,
37 hostlers and hostler-helpers shall be vested in the regularly constituted GCA of the BLE.

38
39 (b) GCA's shall be free to incorporate into the respective schedules such rules as they
40 may deem advisable to govern the hiring of engineers and/or apprentice engineers.

41
42 (c) When the members of a division take a vote on regulation of mileage, only members
43 possessing seniority in the craft to be regulated will be permitted to vote.

44
45 (d) A five (5) day work week agreement for yard engineers cannot be placed into effect
46 on any railroad until a referendum vote is taken and a majority of the active members
47 voting approve.

48
49 A separate seniority district (with or without a separate working agreement) may place a
50 five (5) day work week agreement into effect for yard engineers on said seniority district
51 only if approved by a majority of active members casting a ballot in a referendum vote of
52 members of said seniority district. (Covered by appropriate memorandum of agreement
53 covering and confined to the affected territory.)
54

1 (e) All GCA's shall make an effort to have included in their schedules a rule providing
2 for the inclusion of a training program for apprentice and/or assistant engineers.
3

4 (f) In Canada, no GCA shall place a compulsory retirement into effect on any road or
5 seniority district until a referendum vote is taken and the majority of the members in active
6 service casting a ballot on the road or seniority district approve.
7

8 9 **Divisions Refusing to Sustain Committee**

10
11 Section 38. Should a division on any system refuse to sustain an action of the GCA of
12 the system or to enforce the laws passed by the ID, it shall be the duty of the members of
13 the committee from the division to make a written statement of the fact concerning the
14 refusal to the chairman of the GCA, who shall submit the same to the International
15 President, who is empowered to suspend the charter.
16

17 18 **Division Refusing to Take Vote**

19
20 Section 39.(a) Should any division refuse or neglect to take a vote of its members when
21 ordered to do so by the GCA, it shall be considered a refusal to sustain the action of the
22 GCA and shall be dealt with according to Section 38 of the Standing Rules; and any
23 member of the committee failing to report to the general chairman of the committee as per
24 Section 38 shall be dealt with by the GCA as per Section 23(b) - Standing Rules.
25

26 (b) Unless otherwise provided, all expenses incurred in taking a vote shall be borne by
27 the division.
28

29 30 **Agreements Governing Rates of Pay On All Kinds of Power**

31
32 Section 40.(a) GCA's on all railway systems shall make a strenuous effort to make
33 agreements governing the rates of pay and to continue the service of a locomotive
34 engineer and motorman in the operation of all railway motive power.
35

36 (b) The GCA shall make every reasonable effort to incorporate as a rule in their
37 respective schedules an article providing that detoured trains shall be piloted by an
38 engineer familiar with the time card, physical features and conditions of track over which
39 train is detoured.
40

41 (c) Failure of the GCA to effect an agreement providing for engineer pilots for detouring
42 movements, the matter shall be referred to the legislative board for disposition.
43

44 (d) It shall be the policy of the GCA to secure agreements with carriers covering the
45 rules, rates of pay and working conditions of all operating crafts if, as and when the
46 opportunity presents itself. The individual GCA shall have full jurisdiction in the matter.
47

48 49 **Free Transportation**

50
51 Section 41. The GCA's, when negotiating agreements with their managements, will
52 endeavor to provide for the issuance of free transportation to members of the BLE who
53 are legally entitled to same and to wives of deceased members.
54

Attempting to Reduce Standard Wages

Section 42. Any member who shall attempt, in any manner, to reduce the standard of pay for a locomotive engineer, or establish a maximum limit for the same, shall be guilty of violating his obligation, and upon conviction of same after trial as per Sections 59-61 - Statutes, shall be expelled; this not to apply to or interfere with legitimate action of GCA's or international officers.

Contract Procedures

Section 43.(a) All wage/rules settlements (concerted movements in the United States, system agreements which may be tied to such concerted movements and system movements initiated by the GCA's, as well as acceptance of proffers of arbitration) shall be ratified by a majority vote of the active members casting a ballot.

When a tentative agreement is negotiated or a proffer of arbitration made, the ID or GCA proposing a system-wide agreement will furnish a copy of the proposal to all general chairmen and local chairmen. The ID or GCA will also provide a synopsis of the proposal to each affected member, along with an instruction sheet, a ballot and a return envelope.

Each affected member will return his/her ballot to the General Secretary-Treasurer when such ballot is issued by the ID, or the secretary-treasurer of the GCA when the ballot is issued by the GCA, within the time period specified, who will tabulate the vote and certify the results to the International President and/or affected general chairman of the GCA. The GCA will choose a board of tellers to help the secretary-treasurer of the GCA count the ballots.

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

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

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

(c) Before any collective agreement or change of scheduled rules can be agreed to or signed on behalf of engineers on a Canadian railroad system, the proposed terms of settlement must first receive the approval of each general committee and then the approval of the members by a majority referendum vote. Only ballots returned shall be counted. A list of the number of "yes" and "no" votes for all individual divisions must be forwarded to each division within seven (7) days of the counting of votes.

(d) When a Canadian GCA and/or GCA's are engaged in joint contract negotiations with another union or unions, the BLE national negotiating committee may authorize a

1 joint ratification vote, the results of which shall be determined in accordance with the
2 governing ratification process.
3

4 5 **Violation of Contract - Railway Officials** 6

7 Section 44.(a) On any railway system where there is a contract between the railway
8 company and the BLE, it will be considered a violation of said contract on the part of the
9 railroad company to open any differences except through the GCA in connection with the
10 engineer's position.
11

12 (b) Except upon approval of the International President, no GCA shall make agreements
13 with the railroad companies without including a thirty (30) day notice for revision or
14 abrogation.
15

16 (c) All GCA's are prohibited from making agreements with the railroad managements,
17 the terms of which will conflict with any law or policy adopted by the ID, without first
18 submitting same to the International President who, in conjunction with the Advisory
19 Board, will determine proper disposition of the question at issue.
20

21 22 **Accidents - Grievances** 23

24 Section 45.(a) Should any member in the employ of a railroad company have any
25 grievance against the company, either from meeting with an accident of any kind while in
26 the discharge of his duties, or from any other cause, he shall be required to make out a
27 complete report of the same to his division in writing for the benefit of the committee of
28 adjustment; and the division shall keep such report, together with a copy of the judgment
29 of the company's officials concerning the grievance or accident. The local committee and
30 general committee shall refuse to handle the case unless such a report is made out and
31 signed by the member, providing the member be physically and mentally able to do so.
32

33 (b) It shall be unlawful for any member to withdraw his case after having been acted on
34 by the division and referred to the committee of adjustment, unless he gets consent of the
35 division at a regular meeting.
36

37 (c) Each and every member of the BLE grants to the duly authorized representative
38 and/or representatives of the Brotherhood (which includes divisions, local chairmen and/or
39 local committees, general chairmen and/or general committees, vice president and/or the
40 International President) full and complete authority to present and handle each and every
41 member's claims, complaints and grievances against the railroad on which he is employed.
42 Said power and authority shall include the handling of such claims, complaints and
43 grievances before any and all officials of the railroad, and shall include the right to collect,
44 settle, compromise, amend, withdraw, dismiss or in any other manner dispose of such
45 claims, complaints and/or grievances, and shall also include the power and authority to
46 submit such claims, complaints and grievances for determination to any person, court or
47 board or other tribunal provided by law or otherwise as may be deemed necessary or
48 advisable by such authorized representatives.
49

50 The foregoing will in no way conflict with other provisions of the Constitution and
51 Bylaws of the ID of the BLE which stipulate the procedure and sequence to be followed
52 by divisions, local chairmen and/or local committees, general chairmen and/or general
53 committees and other duly authorized representatives of the BLE in handling claims and
54 grievances of members.

Accidents - Misrepresentation of

Section 46. Should any member willfully misrepresent facts in his statement for the guidance and information of the committee, he shall be considered as having violated his obligation, and on conviction at a regular trial as per Sections 59-61 - Statutes, shall be suspended or expelled, as the division may determine.

Joint Track - Division Must Act

Section 47.(a) When the engineers of any railroad are using joint tracks on foreign roads, and while employed in such service on a foreign road an engineer is charged with an offense that constitutes a grievance, the engineer thus aggrieved will bring the matter to the attention of the division of which he is a member in the same manner as provided in Sections 45 and 46 - Standing Rules. The division will immediately refer the case, with all the facts in the premises, to the local joint committee, which must report promptly their final action in the case, with all the facts in the premises, back to the division from which the case was received. Should the local joint committee fail to effect an equitable adjustment of the case, or if there be no local joint committee organized, as provided in Paragraph (c), on the said joint tracks, the division will refer the case to the general chairman of the road on which the aggrieved is employed, who will in turn personally take the case up with the general chairman of the road on which the grievance occurred; and the two general chairmen shall employ every power vested in them to adjust the case.

(b) The expense thus incurred by the two general chairmen, or the full committees, should they be convened, shall be borne by the general committee on the system making the request.

(c) The local and joint committee of adjustment may be organized, composed of two (2) members from each road or system using such joint track, for the purpose of adjusting the grievances that may arise in such territories or districts; but it will be understood that such committee has no jurisdiction over seniority or rights to runs.

(d) The expense of the members of the joint committee of adjustment, when convened for the adjustment of grievances, together with pay for time they lose in such service, shall be paid by the division having the grievance; or in case both or all divisions are equally concerned in the grievance or grievances, the expense of such committee shall be apportioned between the divisions.

Trolley Cars, Motor Trucks and Airplanes

Section 48.(a) Where trolley cars enter upon steam tracks or tracks formerly operated by steam, or where trackage rights are leased to trolley or holding companies, they shall be operated by locomotive engineers while on said tracks.

(b) Where motor trucks, buses or air service are operated by or for railroads, and such trucks, buses or air service displace steam or electric service, general committees will take up with their management and endeavor to secure jurisdiction over such service.

(c) The BLE shall have authority to make such rates of pay and conditions through its GCA as will insure the control of this service.

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Employment - Age Limit - Examinations

Section 49.(a) All local and general committees of adjustment shall make every reasonable effort to have the age limit for the hiring of engineers abolished or at least extended from the present age of 40 and 45 years to 50 years.

(b) GCA's on all systems where there is a dissatisfaction in regard to the present system of examination for eyesight, hearing, and color perception will use their utmost endeavor to have same modified as follows:

An engineer who has failed on the test for hearing will be permitted to use a hearing aid device to bring his hearing to normal.

An engineer who has failed on the scientific visual test is to be given a field test; said test not to exceed a distance of 2,000 feet for semaphore, 1,500 feet for flags, and 1,200 feet for hand signals; colors to be flags and signals in actual practice.

Where an engineer is required to use glasses while in service, he shall be allowed to wear same in passing all tests, and should be allowed the privilege of having the general or local chairman or any other engineer he may choose to be present when test is made to insure fairness.

(c) Where physical examinations are required and a member is removed from his assignment as a result of such examination, and there exists a doubt in the minds of the members of his division as to the necessity of such action, GCA's are urged, as a policy of this Brotherhood, to make every effort to effect a settlement as embodied in Mediation Agreement, Case A-204. In event of failure of any GCA to reach a satisfactory settlement as outlined above, it may call on the International Office for assistance.

Association of General Chairmen

Section 50.(a) For the purpose of carrying on concerted movements relating to wages, working conditions or other important matters of general interest of its members, the ID authorizes the formation of general chairmen's associations within the districts hereinafter named.

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

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

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

(e) Canadian Association: Shall be composed of all territory within Canada, provided the engineers of the Western Lines of the Canadian National Railways, which are located

1 entirely within the United States with no overlapping of seniority, or roads whose
2 headquarters are in the United States, may be allowed to withdraw from the Canadian
3 National Lines located in Canada and join the association having jurisdiction over territory
4 through which they operate.
5

6 (f) The general chairman of each system or railway in their respective associations may
7 be a member of and attend meetings of the association and be entitled to a vote on all
8 questions, provided the GCA on the railroad he represents has authorized his membership
9 in the association.
10

11 (g) Each association shall elect from its members a chairman, vice-chairman, secretary
12 and two (2) members of the association, who shall constitute the executive committee.
13

14 (h) Each association shall have power to adopt for their government such bylaws as may
15 be agreed upon, not in conflict with the Constitution, Statutes and Standing Rules of the
16 ID, subject to the approval of the International President.
17

18 (i) Each association shall meet annually at such time and place as may be designated in
19 the constitution and bylaws of the association.
20

21 (j) Special meetings may be called by the International President or the executive
22 committee of the association when, in their judgment, the same is deemed advisable in the
23 interests of the members of any association, or by request of a majority of the members of
24 the association.
25

26 **General Chairmen Convened by International President**

27

28 Section 51. When the general chairmen are convened by the International President, the
29 general chairmen's respective associations cease to exist for the time being in their
30 respective bodies; then a majority vote of the general chairmen convened will prevail.
31

THIS SECTION, entitled "Legislative Boards," has to do primarily with the functioning of national legislative boards in the United States and Canada; state legislative boards in the United States; provincial legislative boards in Canada.

Note: For purpose of clarity, President of the ID will be referred to as "International President" in this section. "President" will refer to president of the division.

LEGISLATIVE BOARDS - U.S.

National Legislative Board

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

(b) The duties of the Vice President & National Legislative Representative shall be:

- (1) To protect and advance the interests of the members of the BLE in handling of all matters relating to legislations and/or regulations made by the Congress of the United States of America and/or any regulatory body created by Congress.
- (2) To work for more healthful and sanitary conditions on locomotives.
- (3) To stimulate the political education of the members to understand their political rights and use the ballot intelligently to the end that the government may be a government of, for and by the people.
- (4) To coordinate the activities of our membership in each state in order that organized working people may, insofar as possible, present a united front upon matters of area, state and national importance.
- (5) To support legislation which will benefit and oppose legislation which will injure the people we represent.
- (6) To foster the ideals and high standards of organized labor in our conduct, with moral patriotic principles and practices in citizenship.”
- (7) To keep the membership informed of pending legislation before Congress which affects the BLE through the medium of the monthly newsletter and/or *The Locomotive Engineers Journal*.
- (8) To advise and assist state legislative chairmen when called upon to do so.

(c) The International President, General Secretary-Treasurer, vice presidents assigned in the United States, state legislative board chairmen and the chairmen of the general committees of adjustment in the United States will comprise an advisory committee on whom the National Legislative Representative may call for advice or assistance at any time he may deem it necessary.

(d) The chairman shall appoint two full time staff positions in the Washington, DC office. Individuals appointed to these positions must meet the qualifications

1 prescribed in Statutes, Section 2(b) of the Constitution and Bylaws of the BLE and
 2 selected by the Vice President and National Legislative Representative.
 3

4 BLE employees in the Washington, DC office shall work under the supervision and
 5 direction of the Vice President and National Legislative Representative.
 6

7 **(e) Any BLE member or employee attempting to lobby any member of Congress,**
 8 **Congressional Staff, or Federal agency, as a representative of the BLE shall, in**
 9 **advance of that effort, have the efforts approved by the Chairman of the National**
 10 **Legislative Board. This in no respect is meant to impinge on any members right to**
 11 **communicate with their government whenever and however they desire. It only**
 12 **applies to members acting as official representatives of the BLE.**
 13

14 **(f) Any BLE member or employee attempting to lobby any member of a State**
 15 **Legislative body or staff, state agency or department, on behalf of the BLE shall in**
 16 **advance have that effort approved by the State Legislative Board Chairman in the**
 17 **State involved. In a state where no BLE Legislative Board exists, the actions of this**
 18 **lobbying effort must be approved by the NASLBC Regional Chairman of the**
 19 **respective state and the General Chairman of the lines affected. Nothing in this**
 20 **item should be construed as an attempt to impinge upon an individual’s right to**
 21 **communicate with their state Government. It only applies to members acting as**
 22 **official representatives of the BLE.**
 23
 24

25 **Expenses - National Board**
 26

27 Section 2.(a) All office expenses incurred by the National Legislative Board shall be paid
 28 from the general fund. These expenses will be maintained at least at the same percentage
 29 as has been established for the preceding five (5) years. Compensation for the National
 30 Legislative Board members from the Association of Legislative Chairmen, when attending
 31 authorized meetings of the board, shall be paid on a daily basis in conformity with special
 32 representatives’ pay or their state board’s salary, whichever is greater, plus actual
 33 expenses.
 34

35 The General Secretary-Treasurer shall furnish all divisions, general chairmen, and
 36 chairmen of state legislative boards with an account of all moneys expended by the board.
 37 The National Legislative Board will submit a budget prior to each fiscal year to the
 38 Advisory Board.
 39

40 (b) All members in active service, including those holding official positions with the
 41 carrier and those employed exclusively by the BLE, shall pay \$2.00 per month National
 42 Legislative Board dues, subject to the provisions of Constitution - Section 29. Moneys
 43 received from such dues shall be used at the discretion of the National Legislative Board
 44 to perform duties as specified in Section 1(b). All excess funds will be returned to the
 45 general fund.
 46

47 (c) A biannual report of all income and disbursements under Section 2(b) will be
 48 prepared and distributed to all state legislative board chairmen. This report will be
 49 prepared by the BLE Washington office under supervision of the Vice President and
 50 National Legislative Representative. This biannual report will state to whom and for what
 51 purpose said funds are disbursed.
 52
 53

54 **Meetings - National Board**

1
2 Section 3.(a) The National Legislative Board shall be convened at the call of the
3 chairman, or by a majority of the board, at such time and place as deemed advisable. The
4 National Legislative Representative shall be assigned at Washington, DC during sessions
5 of Congress and at such other times as his presence in Washington will be of material
6 value to the BLE. When Congress is not in session, he may be assigned to other duties to
7 insure the development and progress of the Legislative Department of the BLE. He shall
8 prepare recommendations for the information of the National Board and state legislative
9 boards.

10
11 (b) The National Legislative Board shall convene **within the last 60 days of each**
12 **calendar year.** ~~within the first hundred (100) days of every odd-numbered year.~~ Meetings
13 shall not exceed two (2) days. The chairman may also convene additional meetings if
14 necessary.

15 16 17 **Association of Legislative Chairmen**

18
19 Section 4(a) For the purpose of carrying on legislative matters, the ID authorizes the
20 formation of a Legislative Board Chairmen's Association, **which will include the United**
21 **States and Canada.**

22
23 (b) The legislative board chairman of each state/**province** may be a member of and
24 attend meetings of the association and be entitled to a vote on all questions, providing the
25 legislative board he represents has authorized his membership in the association.

26
27 (c) The National Legislative Representative(s) elected by the convention will be an
28 honorary member of the association who shall attend all meetings of the association unless
29 excused by the International President. The association shall elect from its members a
30 chairman, vice-chairman and secretary-treasurer.

31
32 (d) The association shall have power to adopt for their government such bylaws as may
33 be agreed upon not in conflict with Constitution, Statutes and Standing Rules of the ID,
34 subject to the approval of the International President.

35
36 (e) The association shall meet at such time and place as may be designated in the
37 constitution and bylaws of the association. Special meetings may be called by the
38 International President.

39
40 (f) State/**provincial** legislative boards with less than five hundred (500) members may, if
41 they so desire, be grouped with one (1) or more state boards with less than five hundred
42 (500) members, delegate to the association meetings to be alternated; and delegate to the
43 meetings will be paid by the state/**provincial** legislative board he represents on a
44 membership basis.

45 46 47 **State Legislative Boards**

48
49 Section 5(a) Whenever twenty-five percent (25%) of the active membership, or divisions
50 representing twenty-five percent (25%) of the active membership, sign a petition
51 proposing to formulate or ~~abolish~~ **merge** a state legislative board, it will be mandatory
52 upon the International President to prepare a ballot with the question worded as presented
53 in the petition, to be voted on by all those holding active membership in the BLE within
54 the state. The ballot must be put out by the International President within thirty (30) days

1 of the receipt of the request. It will be sent to secretary-treasurers of all divisions, and
2 they will personally see that each active member has a copy by handing it to the member
3 or by placing in the government mail with a return address thereon. The ballot must be
4 returned and the result tabulated and a copy of the decision mailed to the ID within ninety
5 (90) days from the time the ballots are received from the ID. The results of the vote will
6 be announced by the International President to all divisions in the state, and a vote once
7 taken cannot be acted upon again for four (4) years.
8

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

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

19 (d) At every meeting of a legally authorized state legislative board, each division in the
20 state having twelve (12) or more assessable members may be represented by a delegate.
21 However, any division in the state may be represented by proxy by a vote of the division.
22 Such vote will designate the seated delegate who is to exercise such proxy.
23

24 (e) After a board is formed and exists as per above paragraph, and a call for convening
25 the board is made by the chairman through the secretary-treasurer, the secretary-treasurer
26 of each division shall at once acknowledge receipt of same and send the number of
27 assessable members of his division to the secretary-treasurer of the legislative board.
28

29 **(f) Whenever a majority of the active membership, or divisions representing a**
30 **majority of the active membership, sign a petition proposing to abolish a state**
31 **legislative board, it will be mandatory upon the International President to prepare a**
32 **ballot with the question worded as presented in the petition, to be voted on by all**
33 **those holding active membership in the BLE within the state. The ballot must be**
34 **put out by the International President within thirty (30) days of the receipt of the**
35 **request. It will be sent to secretary-treasurers of all divisions, and they will**
36 **personally see that each active member has a copy by handing it to the member or**
37 **by placing in the government mail with a return address thereon. The ballot must**
38 **be returned and the result tabulated and a copy of the decision mailed to the ID**
39 **within ninety (90) days from the time the ballots are received from the ID. The**
40 **results of the vote will be announced by the International President to all divisions**
41 **in the state, and a vote once taken cannot be acted upon again for four (4) years.**
42

43 In the event the vote is to dissolve the legislative board as per ~~Paragraph (a)~~ this section,
44 the International President will set an effective date for the dissolution; and the assets of
45 such board shall be distributed among the various divisions comprising said board in
46 proportion to the number of assessable members.
47

48 (g) All division legislative representatives' names will be entered in the BLE Directory as
49 legislative representatives, (LR).
50

51 **Officers**

52
53

1 Section 6.(a) When the state legislative board has been convened, it will proceed to elect
2 a chairman, first vice-chairman, second vice-chairman, secretary-treasurer, an executive
3 committee (not to exceed five (5) members) and an auditing committee of three (3).
4

5 (b) A state legislative representative may be elected when provided for in the bylaws of
6 the board. The candidate receiving the highest number of votes shall be declared elected if
7 eligible. Should an equal number of votes have been cast for two (2) or more members for
8 any one (1) office, a second ballot, and if necessary a third ballot will be cast. If after a
9 third ballot a tie still exists, the tie shall be decided by lot. Should any office become
10 vacant, it will be the duty of the executive committee to fill such vacancy. The chairman
11 and secretary-treasurer cannot be members of the auditing committee.
12

13 (c) State legislative boards of small membership, who do not have sufficient delegates to
14 fill all the offices, may elect to office any member who has the qualifications to be a
15 delegate.
16

17 **Credentials - Shall Furnish**

18
19
20 Section 7. Each division shall, after electing its delegate to the state legislative board,
21 immediately notify the secretary-treasurer of the state legislative board, giving the name
22 and address of its delegate. The division secretary-treasurer shall request from the
23 International Office the form provided for the delegate to the state legislative board; this
24 credential to show the number of assessable members he represents and be signed by the
25 president and the secretary-treasurer of the division.
26

27 **Legislative Boards - Adopt Bylaws**

28
29
30 Section 8. The first order of business at the first meeting of a state legislative board shall
31 be the formulation and adoption of bylaws. Bylaws shall prescribe the duties of the
32 officers of the board and provide the method of filling vacancies, such method not to be in
33 conflict with applicable civil law; they shall prescribe for the board alone to have authority
34 to levy assessments in accordance with Section 10(a) and (b) - Legislative Boards, the
35 board alone to authorize expenditures of money derived from such assessments. The
36 secretary-treasurer shall be bonded in an amount not less than ten percent (10%) of the
37 funds handled by him and his predecessors, if any, during the preceding fiscal year, but in
38 any event, not less than such amount as may be required by applicable civil law; to provide
39 for amendment or modification of the bylaws, none of the bylaws to conflict with laws and
40 rules of the BLE or applicable civil law.
41

42 **Joint Legislative Boards**

43
44
45 Section 9.(a) State legislative boards may affiliate with or take the initiative to form state
46 and/or municipal labor legislative organizations, subject to the approval of the chairman of
47 the National Legislative Board. State legislative board funds may be used to aid such
48 organizations.
49

50 (b) State legislative boards formed in accordance with provisions of Section 5(a) may,
51 by a majority vote of all members of that board, elect a representative to act with
52 representatives from other organizations in forming what might be termed a joint
53 legislative board (said organization to have equal representation). The purpose of a joint
54 legislative board shall be to protect the interests of labor.

1
2 **(c) State legislative boards may merge upon receiving a majority vote of the**
3 **delegates to each of the state legislative boards proposing to merge.**
4

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

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

24 **Financial Business**

25

26 Section 10.(a) All expenses incurred by legislative boards shall be raised by an equal
27 assessment levied by the board upon all members of the BLE holding membership in the
28 state (except as provided in Section 51 - Statutes). All such assessments shall be levied by
29 a majority affirmative vote of the members of the board present at a session of the board,
30 or by majority affirmative vote of the members of the board casting a mail ballot as
31 provided in Section 10(e) - Legislative Boards, and shall be in effect until the next meeting
32 of the board, at which time it shall be continued, discontinued or revised.
33

34 (b) The secretary-treasurer of the legislative board shall notify the secretary-treasurer of
35 each division in the state of the amount of the assessment to be levied, and such notice
36 must be in the hands of the secretary-treasurer of each division sixty (60) days before said
37 assessments are due, and he shall collect such assessments from all assessable members of
38 his division in accordance with Section 51 of the Statutes and the monthly billing from the
39 ID.
40

41 (c) No division shall be represented on the state legislative board unless it is square on
42 the books of the secretary-treasurer of the board. State legislative boards shall have the
43 power to fix the rates of pay for members serving on the board, which shall not exceed the
44 amount paid delegates to the International Division. Time allowed going to and from
45 place of meeting to be computed by the board.
46

47 (d) The state legislative representative may be made a full or part-time salaried officer by
48 majority vote of the delegates to the board. In the event any state legislative board deems
49 it advisable to discontinue the full or part-time salary of the state legislative representative,
50 they may do so by a majority vote of the delegates to the board.
51

52 (e) Between sessions of the state legislative board, the secretary-treasurer of the board
53 shall have power, when authorized by the chairman, who has by mail ballot received
54 consent of a majority of members of the board casting a ballot, to levy an assessment for

1 the purpose of creating a fund to pay the members of the board and other expenses
2 immediately after it is adjourned; provided that such assessment shall be in effect until the
3 next meeting of the board, at which time it shall be continued, discontinued or revised.

4
5 (f) In the event a division should fail to pay any state legislative board assessment, as
6 provided by Paragraphs (b), (c), (d), and (e) of Section 51 - Statutes, the following
7 procedure will govern:

- 8
9 (1) The state legislative chairman will, or any division may, prefer charges to the
10 International President by a written statement of such failure and provide the
11 division involved a copy of same.
12
13 (2) Within forty-five (45) days a division so notified must submit to the International
14 President a written statement concerning such failure.
15
16 (3) After reviewing the statements, and if conditions warrant, the International
17 President will suspend the charter of the division involved until such assessment is
18 paid.
19
20

21 **Duties of Officers**

22
23 Section 11.(a) The chairman and/or representative of the state legislative board will
24 devote his time as authorized by a majority of the board, and to safety, sanitation and
25 political education.
26

27 (b) The secretary-treasurer of the state legislative board shall furnish the International
28 Office and each division in the state the names and addresses of the officers of the board.
29 He shall also furnish each division in the state a copy of the minutes of each board
30 meeting, and in addition, an annual financial statement containing expenditures of
31 committees and representatives, showing dates of claims.
32
33

34 **Assessment Legislative Board - Pay to Division** 35 **Where They Hold Membership**

36
37 Section 12. Members shall pay legislative board assessments to their own divisions.
38 Members running out of one state into another will be required to pay their legislative
39 assessments to the division where they hold membership.
40
41

42 **Interfering with Boards**

43
44 Section 13.(a) Any member refusing to sustain the official acts or instructions of any
45 legislative board shall, when proven guilty after trial in accordance with Sections 59-61 -
46 Statutes, be expelled.
47

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

- 51
52 (1) The secretary-treasurer of the board will advise the International President by
53 written statement of such refusal and provide the division involved a copy of the
54 same.

- 1
2 (2) Within forty-five (45) days a division so notified must submit to the International
3 President a written statement of facts concerning their refusal.
4
5 (3) After reviewing the statements, and if conditions warrant, the International
6 President will revoke the charter of the division involved.
7
8

Railroad Position Lost

9
10
11 Section 14. Any member who loses his position with a carrier by reason of his
12 authorized legislative activities shall be compensated as provided in Section 37(a) and (b) -
13 Constitution.
14

Laws to be Compiled

15
16
17
18 Section 15.(a) The National Legislative Board shall collect and compile data relative to
19 all the laws affecting the interests of labor and furnish the same to the state legislative
20 boards. All state legislative boards will furnish the International Office and all general
21 chairmen affected a copy of state laws enacted affecting railroad labor.
22

23 (b) All bills formulated by any state legislative board must be approved by the National
24 Legislative Board before they can be presented to any state legislature to be enacted into
25 laws.
26

27 (c) Members of the joint legislative boards will not be required or permitted to support
28 any measure of the joint board or others not approved by the National Legislative Board.
29
30

New Legislation - Engineers - Promoted or Hired

31
32
33 Section 16. State legislative boards are instructed to urge the passage of a law which
34 will make it a misdemeanor, with penalty attached, for a railroad company to permit,
35 assign or hire anyone to operate a locomotive who is not a locomotive engineer or
36 motorman promoted from the position of fireman, apprentice engineer and/or helper (on
37 other than steam power).
38

39 Note: The above shall not apply to movement of engines by hostlers and/or hostler-
40 helpers where such movement and operation of locomotives is under the schedule rules for
41 hostlers and/or hostler-helpers.
42
43

Manpower Requirements

44
45
46 Section 17. State legislative boards shall, when requested by the National Legislative
47 Board, urge the passage of a law which will make it a misdemeanor, with penalty attached,
48 for a railroad company to operate any locomotive, regardless of source or type of power,
49 on any track without the services of an engineer or motorman from the engineers seniority
50 roster operating the controls for the movement of such locomotive, regardless of whether
51 such controls are on locomotive or remote.
52
53

Blacklisting

54

1
2 Section 18. All divisions and state legislative boards are instructed to do all in their
3 power to have laws enacted to prohibit blacklisting.
4

5
6 **Legislative Board - When Convened**
7

8 Section 19.(a) State legislative boards must convene at least quadrennially for the
9 purpose of electing officers; however, by a favorable vote of two-thirds (2/3) of the
10 divisions within the state, more frequent meetings may be held. No state legislative board
11 or GCA will initiate or progress any business which may be in conflict with the affairs of a
12 legislative board or GCA.
13

14 (b) All correspondence submitted by divisions to state legislative boards must bear the
15 signature of the secretary-treasurer **and/or legislative representative**.
16

17 (c) After the business as enumerated in Paragraph (a) has been completed, the board
18 may then resolve itself into an executive committee (not to exceed five (5) members) for
19 the purpose of transacting any other business properly before the board.
20

21 (d) When a chairman of a state legislative board is placed on full-time salary basis, his
22 salary as chairman shall prevail during executive and regular sessions; and delegate's salary
23 will not be applicable to the chairman.

LEGISLATIVE BOARDS - CANADA

Provincial Boards

1
2
3
4
5 Section 20.(a) Whenever twenty-five percent (25%) of the active membership, or
6 divisions representing twenty-five percent (25%) of the active membership, sign a petition
7 proposing to formulate or ~~abolish~~ **merge** a provincial legislative board, it will be
8 mandatory upon the International President to prepare a ballot with the question worded
9 as presented in the petition, to be voted on by all holding active membership in the BLE
10 within the province. The ballot must be put out by the International President within thirty
11 (30) days of the receipt of the request.
12

13 It will be sent to secretary-treasurers of all divisions, and they will personally see that
14 each person holding active membership has a copy by handing it to the member or by
15 placing in the government mail with a return address thereon.
16

17 The ballot must be returned and the result tabulated and a copy of the decision mailed to
18 the International Office within ninety (90) days from the time the ballots are received from
19 the International Office. The results of the vote will be announced by the International
20 President to all divisions in the province, and a vote once taken cannot be acted upon
21 again for four (4) years.
22

23 (b) When such a vote shows a majority of the ballots cast by the active membership in
24 the province favoring creation of a provincial legislative board, the legislative
25 representative of the division sponsoring the petition or member sponsoring the petition
26 will select a meeting place and set a date for convening the board. He shall also notify the
27 other divisions in the province to have their legislative representative present.
28

29 (c) The legislative representative from the division issuing the call or the member
30 initiating the petition may act as chairman of the board until officers herein provided for
31 are elected. Any board thus formed shall be deemed to be an active legislative board.
32

33 (d) At every meeting of a legally organized provincial legislative board, each division in
34 the province having twelve (12) or more assessable members may be represented by a
35 delegate. However, by a vote of the division, any division in the province may be
36 represented by proxy. Such vote will designate the seated delegate who is to exercise
37 such proxy.
38

39 (e) After a board is formed and convened by notice from the chairman through the
40 secretary-treasurer, the secretary-treasurer of each division shall at once acknowledge
41 receipt of same and send the number of assessable members of his division to the
42 secretary-treasurer of the legislative board.
43

44 (f) When the provincial legislative board has been convened, it will proceed to elect a
45 chairman, first vice-chairman, second vice-chairman, secretary-treasurer, alternate
46 secretary-treasurer, an executive committee (not to exceed five (5) members), and an audit
47 committee of three (3). A provincial legislative representative may be elected when
48 provided for in the bylaws of the board. The candidate receiving the highest number of
49 votes shall be declared elected if eligible. Should an equal number of votes have been cast
50 for two (2) or more members for any one (1) office, a second ballot, and if necessary a
51 third ballot will be cast. If after the third ballot a tie still exists, the tie shall be decided by
52 lot. Should any office become vacant, it will be the duty of the executive committee to

1 fill such vacancy. The chairman and secretary-treasurer cannot be members of the audit
2 committee.
3

4 **(g) Whenever twenty-five percent (25%) of the active membership, or divisions**
5 **representing twenty-five percent (25%) of the active membership, sign a petition**
6 **proposing to abolish a provincial legislative board, it will be mandatory upon the**
7 **International President to prepare a ballot with the question worded as presented in**
8 **the petition, to be voted on by all holding active membership in the BLE within the**
9 **province. The ballot must be issued by the International President within thirty**
10 **(30) days of the receipt of the request.** In the event the vote is to dissolve the legislative
11 board as per ~~paragraph (a)~~ this section, the International President will set an effective
12 date for dissolution; and the assets of such board shall be distributed among the various
13 divisions comprising said board in proportion to the number of assessable members.
14

15 (h) All division legislative representatives' names will be entered in the BLE Directory as
16 legislative representative, (LR).
17

18 (i) Each division shall, after electing its delegate to the provincial legislative board,
19 immediately notify the secretary-treasurer of the provincial legislative board, giving the
20 name and address of its delegate. The division secretary-treasurer shall request from the
21 International Office the form provided for the delegate to the provincial legislative board;
22 this credential to show the number of assessable members he represents, and be signed by
23 the president and the secretary-treasurer of the division.
24

25 (j) Each provincial board shall be convened by the chairman, through the secretary-
26 treasurer, at the capital of the province, or at any point most convenient, on the fourth
27 Tuesday in January after the election of officers of divisions, or at such time as the
28 chairman and secretary-treasurer or a majority of the members of the board deem it
29 advisable.
30

31 (k) The secretary-treasurer of each provincial board shall immediately after election of
32 officers of the board forward to the chairman and secretary-treasurer of the National
33 Board the name and address of the newly elected chairman and secretary-treasurer of the
34 provincial board. The chairman and secretary-treasurer of each provincial board must be a
35 duly elected delegate to such board.
36
37

38 **~~Duties of the Division Legislative Representative~~**

39
40 ~~Section 21.(a) The duties and areas of responsibility of the division legislative~~
41 ~~representative are the safety and sanitation of the working environment and the political~~
42 ~~education for the members of their local division.~~
43

44 ~~(b) The division legislative representative will as the normal course of their duties~~
45 ~~monitor the enforcement of safety rules, regulations and acts of Parliament and/or~~
46 ~~provincial legislatures that provide the membership with a safe and healthy work~~
47 ~~environment.~~
48
49

50 **National Board (Canada) and Advisory Committee**

51
52 Section 22.(a) There shall be a National Legislative Board of which the National
53 Legislative Representative elected by the convention shall be the chairman. The other
54 members of the board will be composed of the chairmen of the various provincial boards.

1 Each delegate to the National Board will be furnished with a credential bearing the
2 signature of the secretary-treasurer of the provincial board that he represents.
3

4 (b) The chairman shall, through the secretary-treasurer, convene the National Legislative
5 Board triennially after he has received notice of the election of officers of the provincial
6 boards, at such time as he deems most suitable for transaction of all business properly
7 submitted to the board or at such other times as the chairman or a majority of the
8 members of the board deem it advisable.
9

10 (c) The vice presidents assigned to Canada and the chairmen of the GCA's in Canada
11 will compose an advisory committee on whom the National Legislative Representative
12 may call for advice or assistance at any time he may deem it necessary.
13

14 (d) Questions of jurisdiction or conflict involving legislative boards and general
15 committees which pertain to acts of Parliament and/or provincial legislatures; the
16 regulations of such legislative assemblies; the abandonments of trackage right-of-ways; the
17 health, safety and working environment of the membership shall be referred to the
18 International President for adjudication. Matters which may be in conflict with the affairs
19 of a GCA will not be handled by a board unless requested in writing by the general
20 chairman on the property or properties affected.
21

22 (e) The National Board shall be deemed to have a quorum when the majority of the
23 provincial boards are represented.
24

25 (f) In the event the National Board is dissolved, the assets of such board shall be
26 distributed proportionally to the divisions contributing to such funds.
27

28 (g) The duties of the National Legislative Representative, the chairman of the provincial
29 legislative board and the National Board shall be:
30

31 (i) to protect and advance the interests of the members of the BLE in handling of all
32 matters relating to legislation and/or regulations made by the Parliament of
33 Canada and/or the provincial legislatures and/or any regulatory body created by
34 those legislative assemblies;
35

36 (ii) to work for more healthful, safer and sanitary conditions on locomotives, in
37 conjunction with the general committee;
38

39 (iii) to stimulate the political education of the members to understand their political
40 rights and the use of the ballot;
41

42 (iv) to coordinate the activities of our membership in each province in order that
43 organized working people may, insofar as possible, present a united front upon
44 matters of local, provincial and national importance;
45

46 (v) to support legislation which will benefit and oppose legislation which will injure
47 the people we represent and the industry in which we work.
48
49

50 **Officers - Convening Board**

51
52 Section 23.(a) The National Board shall elect a vice-chairman, secretary-treasurer, and
53 Alternate secretary-treasurer triennially, who must be members of the board. The

1 National Legislative Representative shall cause to have published in the BLE Directory the
2 names and addresses of all provincial chairmen and secretary-treasurers.
3

4 (b) The National Board, when convened, shall have authority to adopt such bylaws as
5 will be of benefit in handling their duties, provided such bylaws are not in conflict with the
6 Constitution of the BLE.
7

8 9 **Compensation for Service**

10
11 Section 24. Compensation for the services of officers and members of legislative boards
12 and legislative representatives shall be fixed by the board at the regular triennial session.
13

14 15 **Membership Assessments - How Levied**

16
17 Section 25.(a) All expenses incurred by the National Board when convened for any
18 purpose of legislation shall be raised by an equal assessment on all active members of the
19 BLE in Canada (except as provided in Section 51 - Statutes). The secretary-treasurer of
20 each division shall, upon receipt of notice, forward to the secretary-treasurer of the
21 National Legislative Board a list of the assessable members of their division; and the
22 national secretary-treasurer, upon receipt of same, shall make a pro rata assessment,
23 notifying the secretary-treasurer of each division the amount due from his division; same
24 to be forwarded by the secretary-treasurer of each division within thirty (30) days of
25 receipt of such notice of assessment.
26

27 Where an agreement is in effect between the railway company and the Brotherhood, for a
28 union dues checkoff at source, the notice of an increase of assessment shall be given to the
29 office of the general chairman for the property affected, for forwarding to the appropriate
30 railway company officer. Such notice shall be acted upon immediately. The amount of
31 the assessment payable by a division to the National Legislative Board, will be calculated
32 by the rate of assessment determined by the National Legislative Board and the number of
33 members certified working by the union dues checkoff at source.
34

35 (b) All expenses incurred by the provincial legislative board shall be raised by an equal
36 assessment levied upon all active members of the BLE holding membership in the province
37 in which their division is located (except as provided in Section 51 - Statutes). The
38 secretary-treasurer of the provincial legislative board shall notify the secretary-treasurer of
39 each division in the province of the amount of assessment, who shall collect such
40 assessment from all assessable members of his division on or before the 20th day of the
41 following month after the date of notice, and shall remit same by the 20th day of the next
42 succeeding month.
43

44 Where an agreement is in effect between the railway company and the Brotherhood, for a
45 union dues checkoff at source, the notice of an increase of assessment shall be given to the
46 office of the general chairman for the property affected, for forwarding to the appropriate
47 railway company officer. Such notice shall be acted upon immediately. The amount of
48 the assessment payable by a division to the provincial legislative board, will be calculated
49 by the rate of assessment determined by the provincial legislative board and the number of
50 members certified working by the union dues checkoff at source.
51

52 (c) No delegate to any legislative board will be entitled to a seat unless the division to
53 which he belongs is square on the books of the secretary-treasurer.
54

1 (d) The secretary-treasurer of provincial boards shall have the power, when so
2 authorized by the chairman, to levy an assessment for the purpose of meeting the expenses
3 of the board.

4
5 (e) The secretary-treasurer of the National Board shall have the power, when so
6 authorized by the chairman, to levy an assessment for the purpose of meeting the expenses
7 of the board.

8
9 (f) The secretary-treasurers of legislative boards may secure a reduction in the premium
10 on bonds in proportion to funds handled, as is provided for secretary-treasurer of division
11 in Section 13 - Statutes.

12 13 14 **Statement to Division**

15
16 Section 26. The secretary-treasurer of both the National and provincial legislative boards
17 shall furnish each division with a copy of the minutes of each board meeting, together with
18 a financial statement of year ending December 31. Provincial board secretary-treasurers
19 shall also furnish the chairman of the National Legislative Board at Ottawa a copy of
20 board minutes and annual financial statements.

21 22 23 **Assessments - How Paid**

24
25 Section 27. Members shall pay legislative board assessments to their own division.
26 Members running out of one province into another will be required to pay their legislative
27 assessments to the division where they hold membership.

28 29 30 **Interfering with Boards**

31
32 Section 28.(a) Any member refusing to sustain the official acts or instructions of any
33 legislative board, or who engages in any activity detrimental to any legislative board shall,
34 when proven guilty after trial in accordance with Sections 59-61 - Statutes, be expelled.

35
36 (b) In the event a division should refuse to sustain the official acts or instructions of a
37 legislative board, or should a division engage in any activity detrimental to any legislative
38 board, the following procedure shall govern:

- 39
40 (1) The secretary-treasurer of the board will advise the National Legislative
41 Representative by written statement of such refusal and provide the division
42 involved a copy of the same.
- 43
44 (2) Within forty-five (45) days a division so notified must submit to the National
45 Legislative Representative a written statement of the facts concerning their
46 refusal.
- 47
48 (3) After reviewing the statements, the National Legislative Representative will advise
49 the International President. Upon receipt of such advice, and if conditions
50 warrant, the International President will revoke the charter of the offending
51 division.

52 53 54 **Railroad Position Lost**

1
2 Section 29. Any member who loses his position with a carrier by reason of his
3 authorized legislative activities shall be compensated as provided in Section 37(a) and (b) -
4 Constitution.

5 6 7 **Laws to be Compiled**

8
9 Section 30. The National Legislative Board shall collect and compile data relative to all
10 the laws affecting the interests of labor and furnish the same to the provincial legislative
11 boards. All legislative boards will furnish the International Office, and all general
12 chairmen affected, a copy of laws enacted affecting railroad labor.

13 14 15 **New Legislation**

16
17 Section 31. Provincial legislative boards are instructed to urge the passage of a law
18 which will make it a misdemeanor, with penalty attached, for a railway company to permit,
19 assign or hire anyone to operate a locomotive who is not a locomotive engineer or
20 motorman promoted from the position of fireman, apprentice engineer and/or helper (on
21 other than steam power).

22
23 Note: The above shall not apply to movement of engines by hostlers and/or hostler-
24 helpers where such movement and operation of locomotives is under the schedule rules for
25 hostlers and/or hostler-helpers.

26 27 28 **Manpower Requirements**

29
30 Section 32. Provincial legislative boards shall, when requested by the National Board
31 (Canada), urge the passage of a law which will make it a misdemeanor, with penalty
32 attached, for a railroad company to operate any locomotive, regardless of source or type
33 of power, on any track without the services of an engineer or motorman from the
34 engineers seniority roster operating the controls for the movement of such locomotive,
35 regardless of whether such controls are on locomotive or remote.

36 37 38 **Not Deemed Invalid**

39
40 Section 33. No proceeding of this board shall be deemed invalid by reason of any defect
41 of form or any technical irregularity.

42 43 44 **Joint Legislative Boards**

45
46 Section 34. Legislative boards may affiliate with or take the initiative to form labour
47 legislative organizations, subject to the approval of the chairman of the National
48 Legislative Board. Legislative boards formed in accordance with provisions of Section
49 20(a) may, by a majority vote of all members of the board, elect a representative to act
50 with representatives from other organizations in forming what might be termed a joint
51 legislative board (said organization to have equal representation). The purpose of a joint
52 legislative board shall be to protect the interests of labour. National or provincial board
53 funds may be used to aid such joint national or provincial organizations respectively.

54

1 (a) Provincial legislative boards may merge upon receiving a favorable vote of the
2 delegates to each of the provincial legislative boards proposing to merge.
3

4 (b) A division within a province that does not have a provincial legislative board
5 may affiliate with a provincial legislative board of an adjoining province. Where no
6 adjoining provincial legislative board exists, the closest geographical provincial
7 legislative board will be used. If more than one division desires to affiliate, a
8 majority vote of the affected members will determine which provincial legislative
9 board the divisions will be affiliated with. Upon receiving a majority vote of the
10 delegates from the provincial legislative board to be affiliated with, the affiliation
11 will take effect. The division legislative representative from the newly affiliated
12 division will be a delegate as per Section 20 (d) Legislative Boards-Canada.
13

14 (c) If a division within a province that does not have a provincial legislative board
15 seeks to affiliate and one or more other divisions within that province have already
16 affiliated with an adjoining provincial legislative board a majority vote of all
17 affected members, members already affiliated and members seeking affiliation will
18 determine which provincial legislative board the divisions will be affiliated with.
19 Upon receiving a majority vote of the delegates from the provincial legislative board
20 to be affiliated with, the affiliation will take effect.
21

22 23 Canadian Labour Congress

24
25 Section 35. The Canadian membership, through their National Legislative Board, may
26 join the Canadian Labour Congress or any other recognized central labour body, subject
27 to approval by a majority vote of the membership casting a ballot.
28

29 30 Cases Not Provided For

31
32 Section 36. Where there is nothing in the above laws to govern cases that may arise, the
33 BLE laws governing other legislative boards will apply.
34

35 Association of Legislative Chairmen

36
37 Section 37(a) For the purpose of carrying on legislative matters, the ID authorizes
38 the formation of a Legislative Board Chairmen's Association, which will include the
39 United States and Canada.
40

41 (b) The legislative board chairman of each state/province may be a member of and
42 attend meetings of the association and be entitled to a vote on all questions,
43 providing the legislative board he represents has authorized his membership in the
44 association.
45

46 (c) The National Legislative Representative will be an honorary member of the
47 association. who shall attend all meetings of the association unless excused by the
48 International President. The association shall elect from its members a chairman,
49 vice-chairman and secretary-treasurer.
50

51 (d) The association shall have power to adopt for their government such bylaws as
52 may be agreed upon not in conflict with Constitution, Statutes and Standing Rules
53 of the ID, subject to the approval of the International President.
54

1 (e) The association shall meet at such time and place as may be designated in the
2 constitution and bylaws of the association. Special meetings may be called by the
3 International President.

4
5 (f) State/provincial legislative boards with less than five hundred (500) members
6 may, if they so desire, be grouped with one (1) or more state/provincial boards with
7 less than five hundred (500) members, delegate to the association meetings to be
8 alternated; and delegate to the meetings will be paid by the state/provincial
9 legislative board he represents on a membership basis.

10

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 International Brotherhood of Locomotive Engineers.

Note: For purpose of clarity, President of the ID will be referred to as "International President" in this section. "President" will refer to president of the division.

RITUAL
Order of Business

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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.

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Rank of Officers

Section 2.

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

Officers' Stations

Section 3.

Legislative Representative	Local Chairman	President	Secretary- Treasurer
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Note: Positions of local chairman, legislative representative and secretary-treasurer may be transposed if desired.

Altar	Chaplain
Vice President	Guide

Form of Opening

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

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

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

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

Guide - Brother President, the door is properly guarded.

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

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

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

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

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

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

All - So mote it be.

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

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

Form of Voting on Applications for Membership

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

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

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

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

6
 7 *[If there are any opposed, they must state their objections for the record]*

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

12 13 14 **Draping of Division Charter**

15
 16 Section 6. *[President calls up the division by three (3) strikes of the gavel.]*

17
 18 President - It has been recorded that Brother _____, a member of this division since
 19 _____, has passed to the Great Beyond from whence no traveler ever returned.

20
 21 Our brother has been a loyal member of this organization, and this division has lost a
 22 member whose presence will be missed in our association. In his home there will be a
 23 vacant chair.

24
 25 We cherish the memory of our departed brother who has gone to the great beyond where
 26 someday we all must follow; therefore, as a token of the esteem in which he was held, our
 27 charter will be draped thirty (30) days in his memory.

28
 29 Brother Guide, you will please drape the charter.

30
 31 May we ever be mindful that although Brother _____ has departed from our midst, we
 32 will remember him and our fellowship with him.

33
 34 *[President gives one (1) stroke of the gavel.]*

35 36 37 **Memorial Service**

38
 39 Section 7. The last Sunday in May of each year should be set aside and observed as an
 40 International Memorial Day, the day to be observed by all divisions throughout the United
 41 States and Canada, with appropriate services in memory of our deceased brothers.

42 43 44 **Form of Closing**

45
 46 Section 8. *[The president, after the business of his division is finished, will call upon*
 47 *the officers in rank and inquire if they have anything to offer for the good of the*
 48 *Brotherhood. If they have nothing, he will proceed to close, reminding all present that*
 49 *have not already registered to do so.]*

50
 51 President - If there is nothing further to bring before this division, we will proceed to
 52 close.

53

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

4
5 President - Give your attention to our worthy chaplain.

6
7 Chaplain - Grant us, O Lord, we humbly beseech Thee, Thy strength to resist temptation
8 and Thy love and pity to all who suffer evil. Help us that we may live pure and holy in this
9 earthly life. May heaven's richest blessings rest upon our beloved order, and when our
10 life's work is ended, receive each one of us into everlasting life. This we ask of Jesus
11 Christ, our Lord. Amen.

12
13 All - So mote it be.

14
15 President - Brother Guide, close the Holy Bible.

16
17 President - Brothers, I now declare this division closed until its next regular meeting
18 except in case of an emergency, in which instance due and timely notice will be given.

19
20 President - *[One (1) sound of the gavel]*

21 22 23 **Form of Initiation**

24
25 Section 9. *[If there is a candidate for initiation, the secretary-treasurer will so report*
26 *when called upon in the order of business; and when there is more than one (1)*
27 *candidate, the plural instead of singular should be used in speaking to or of them, except*
28 *when they are called by name with the prefix "Mr."]*

29
30 President - Brother Secretary-Treasurer, has Mr. _____ been proposed and elected to
31 become a member of this division in due form; and has the necessary fee been collected?

32
33 Secretary-Treasurer - He has, and the fee is received.

34
35 President - Then, Brother Guide, you will proceed to the anteroom and propound to the
36 candidate the necessary questions.

37
38 *[The guide proceeds to the anteroom.]*

39
40 Guide - Mr. _____, do you believe in the existence of a supreme being?

41
42 Answer - I do.

43
44 Guide - In becoming a member of this Brotherhood, is it your desire to assist in
45 protecting the welfare and best interests of your brother engineers?

46
47 Answer - It is.

48
49 *[The guide then gives an alarm at the door and returns to division room to report.]*

50
51 Guide - Brother President, the questions have been propounded and satisfactory answers
52 received.

53

1 President - Then, Brother Guide, you will proceed to the anteroom and conduct Mr.
2 _____ to the altar.

3
4 *[The guide conducts the candidate to the altar.]*

5
6 Guide - Brother President, I here present to you Mr. _____, a candidate for initiation.

7
8 *[The President now addresses the candidate as follows:]*

9
10 President - My friend, you have gained admission thus far into this division through the
11 good will of the members of this Brotherhood. Henceforth, your usefulness and
12 preferment must depend solely upon your own exemplary conduct. Conscious as we are
13 of our weakness and our entire dependence upon divine help, it is important, before any
14 great undertaking, that we should first invoke the blessing of God; therefore, you will now
15 be caused to kneel for the purpose of prayer.

16
17 *[The guide now causes him to kneel on both knees with both hands resting on the Holy*
18 *Bible. After the candidate is in position, the president calls up the division and says,*
19 *"Give your attention to our worthy chaplain."]*

20
21 Chaplain - O God, our Heavenly Father, we ask Thee to ever let Thy guiding Spirit be
22 with this our friend and candidate, who now seeks admission to our order. Inspire him
23 with Thy divine grace and help him so to act that he may bear honor to our calling and be
24 a blessing to himself and the fraternity. Amen.

25
26 All - So mote it be.

27
28 *[The president seats the division, then addresses the candidate and says:]*

29
30 President - My friend, it will be necessary for you to take upon yourself a solemn
31 obligation such as all members of this Brotherhood have taken, whereby you bind yourself
32 to keep secret all that will be communicated to you relative to this order. In this
33 obligation, however, there is nothing that will in any manner interfere with your religious
34 opinions or conflict with that duty which you owe to God, your family or yourself. With
35 this assurance upon my part, are you willing to take such obligation?

36
37 Answer - I am.

38
39 *[The president calls up the division with three (3) strokes of the gavel and administers*
40 *obligation, as follows:]*

41
42 President - Then, Mr. _____, you will pronounce your name in full and repeat after me:
43 I, _____, of my own free will and accord ... in the presence of almighty God ... and these
44 witnesses, ... *[press candidate's hand on the Bible]* do hereby and hereon ... most
45 solemnly swear ... that I will never reveal ... any of the secrets of this Brotherhood ... to
46 any person or persons whomsoever, ... except I shall, upon examination, ... find him or
47 them ... as lawfully entitled to the same ... as I am myself, ... and that I will aid and assist
48 ... all worthy members of this Brotherhood ... so far as their necessities may require ... and
49 my abilities permit. ... That I will not knowingly wrong or defraud ... a division of this
50 Brotherhood ... or any individual member, by word or deed, ... neither will I permit the
51 same ... to be done by others ... if in my power to prevent. ... That I will abide by and
52 support the bylaws of this or any other division ... of which I may hereafter become a
53 member, ... also the Constitution and Bylaws ... of the International Brotherhood ... of
54 Locomotive Engineers, ... under which all divisions are held ... together with the rules ...

1 and regulations of the same. ... That I will not sign or circulate, ... or cause to be
 2 circulated, ... any paper, circular, petition, or document whatsoever, ... calculated to injure
 3 our organization. ... That I will not sever my connection with the organization ... except it
 4 be with the consent of the division ... and according to the laws governing the same. ...
 5 That under no circumstances ... will I be led or driven into ... violating this my solemn oath
 6 or obligation, ... lest I disgrace myself ... as a member of this Brotherhood ... so help me
 7 God.

8
 9 President - Brother Guide, as our brother is now bound to us by a strong tie, you will
 10 allow the brother to rise.

11
 12 President - My Brother, you observe before you the Holy Bible. It is the emblem of our
 13 order, because upon it we obligate all who seek admission, and are found worthy. Within
 14 its sacred pages are found the fundamental principles which stand as the rules of our
 15 organization, namely, "Do unto others as you would that others should do unto you, and
 16 so fulfill the law."

17
 18 *[After completion of obligation, the president seats the division with one (1) stroke of*
 19 *the gavel.]*

20
 21 *[The president then instructs the brother that to gain admittance after a division is in*
 22 *session he will give an alarm at the door, and when admitted by the guide, will take his*
 23 *seat. To retire from the room, he should, out of courtesy, ask permission from the*
 24 *president. The voting sign is the uplifted right hand. (It shall be optional with the*
 25 *division to present the new brother with a BLE pin.)]*

26
 27 President - You will now be conducted to the secretary-treasurer's station, where you
 28 will sign the division register.

29
 30 *[The guide conducts the brother to the secretary-treasurer's desk. After register is*
 31 *signed, the guide conducts brother to president's station to be instructed in the use and*
 32 *authority of the gavel. One (1) stroke calls the division to order and officers to their*
 33 *stations, also seats the division when standing. Two (2) strokes call up the officers only.*
 34 *Three (3) strokes call up the entire division.]*

35
 36 President - Now, my Brother, in behalf of Division _____, Brotherhood of Locomotive
 37 Engineers, it gives me pleasure to extend to you the right hand of fellowship, and with it
 38 the title of brother and privilege of a seat in this division.

40 41 42 43 44 45 46 47 48 49 50 51 52 53 54

Installation Services

Section 10. *[Note: Installation to take place as directed in the Statutes. When the
 business of the division has progressed to "new business", installation of new officers
 shall next take place.]*

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

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

*[The acting president shall open his division in due form and attend to the reading of
 the minutes of the previous meeting. He shall then appoint some member who shall act*

1 as master of ceremonies, and who will seat the newly elected officers in front of the
 2 president's station. The acting president will then appoint a past president, or, in the
 3 absence of a past president, some member of the division who shall proceed to duly
 4 install the new officers as they come in rank, commencing with the president.

5
 6 When the acting president has made these appointments, he will deliver the Bible,
 7 charter, Constitution and Bylaws and gavel to the past president.

8
 9 The master of ceremonies will collect all implements of office from each of the officers
 10 of the division and deposit the same at the president's station.

11
 12 The acting officers will retain their places until the newly installed officers are
 13 conducted by the master of ceremonies to their respective stations and places.]

14
 15 [Note: The secretary-treasurer will read the list of offices and the names of those
 16 elected thereto. The newly elected officers-to-be will then station themselves in an arc
 17 before the altar, following which the past president will ask each officer-to-be, in order
 18 of rank, if he is willing to discharge the duties of the office to which elected. Upon
 19 receiving satisfactory answers, he will then declare the officers duly installed to take
 20 office as provided in the Statutes. Officers who have been held over need not be
 21 reinstated. Newly elected officers unable to be present may be installed "in absentia."]

22 23 24 **Division Nominations**

25
 26 Section 11. [See Section 7 - Statutes]

27
 28 President - [under new business]: Brothers, it is now time to nominate members to fill
 29 the various offices which will be vacant at the first meeting in January. Nominations are
 30 now in order for the office of president.

31
 32 [Any member of the division in good standing may offer the name of any brother who is
 33 in good standing and who is eligible for election as president. Any member who is in
 34 good standing may rise and, after obtaining the recognition of the chair, say: "Brother
 35 President, I nominate Brother _____ for the office of president." A second to this
 36 nomination is not necessary.]

37
 38 President - Brother Secretary-Treasurer, is Brother _____ eligible?

39
 40 [If the secretary-treasurer replies in the affirmative, the brother whose name has been
 41 suggested is eligible for nomination. After all the brothers have been given an
 42 opportunity to suggest the name of the brother they wish for president, the presiding
 43 officer says:]

44
 45 President - Brothers, if there are no further nominations, we will now close the
 46 nominations for president and proceed to nominate candidates for the office of vice
 47 president.

48
 49 [Proceed in like manner until nominations have been made for all the offices of the
 50 division.]

51
 52 President - Having received nominations for all offices of the division in due form, I
 53 herewith declare all nominations closed.

54

Funeral Service at the Grave

Section 12.

ORDER OF PROCESSION

Musicians, Guide with staff

Left hand members with crepe on left arm, with white gloves

Members two by two

Right hand members with crepe on right arm, with white gloves

Vice President and Secretary-Treasurer Past Presidents with Badge of Office Chaplain or Officiating Clergyman President

H

P A L L B E R S P A L L B E R S

E

Chief Mourners

1 On arriving at a proper distance from the grave, the brothers will halt and open out right
2 and left and face inward to allow the latter part of the procession to pass between them in
3 the following order:
4

5
6 **AT THE GRAVE**

7
8 **Chaplain or Officiating Clergyman**
9

10 **C**

11 **O**

12 **F**

13 **F**

14 **I**

15 **N**
16
17
18
19
20
21
22
23

24 **Chief Mourners**

25 **President**

26 **Past Presidents**

27 **Vice President and Secretary-Treasurer**

28 **Members**

29 **Guide with staff**

30 **Public**
31

Funeral Service

Prayer by Chaplain

OPENING PRAYER

Almighty God, our Father, from whom we come, and unto whom our spirits return; Thou hath been our dwelling place in all generations. Thou art our refuge and strength, a very present help in trouble. Grant us Thy blessing in this hour, and enable us so to put our trust in Thee that our spirits may grow calm and our hearts be comforted. Lift our eyes beyond the shadows of earth, and help us to see the light of eternity. So may we find grace and strength for this and every time of need, through Jesus Christ our Lord. AMEN.

Hymn suggested
Singing, "Nearer My god to Thee"

FUNERAL OPENING

President - Brethren, we have assembled to offer a final tribute of affection and esteem to the memory of our deceased brother and render what little comfort our presence and sympathy can give to his bereaved family and friends who are heart-stricken at the loss we have all sustained.

The passing of our brother from this earthly existence has removed from our midst a member of the BLE whom we are proud to call Brother. His hand has clasped ours in the warmth of life and friendship, his smile and counsel have aided us in the battle of life and his influence has aided us in keeping this human train on the straight track of existence.

We are as the grass that falls before the mower's scythe. Today we are strong in health and breathe the air that gentle heaven wafts about us. Tomorrow the reaper of death comes among us and we are cut down. While the sun yet shines, we glide along the track of life; but before tomorrow's light shall dawn, we may be as mute and helpless as our brother whose remains lie here before us. Let us who survive him so live that when our weary feet shall come to the end of life's toilsome journey and our tired hands released from the throttle of life, it will be our portion to hear from Him who sitteth as judge supreme, those welcome words, "Well done, thou good and faithful servant." We sincerely and most affectionately sympathize with the immediate relatives and friends of our departed brother. We realize how the loss of a member of a family can affect others. He who was near to them was also near to us. We appreciate how closely the ties of relationship bind together the members of the human family. He whose loss they so deeply mourn was closely bound to us by the ties of our Brotherhood, but in memory's shrine the virtues and loyalty of our deceased brother will remain forever. In our hearts abides a permanent memorial for those who have gone before us. They have learned the road with the pilot who will show us the only road over which we must travel to enter that great terminal not built with hands, eternal in the heavens.

And now, dear friend and Brother, we bid thee a last farewell; thou art at rest from thy labors. May it be in eternal peace.

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23

If desired, secretary-treasurer will read obituary.

Hymn suggested and then prayer by Chaplain
Singing, "Lead Kindly Light"

Closing prayer by Chaplain

CLOSING PRAYER

O, God of loving kindness and tender mercies, from the depths of our souls we thank Thee for these experiences that call us closer to Thee. Through our tears we envision the far reaches of Thy providence. We praise Thee that when in the ordering of life our earthly body is worn and broken by time and disease and no longer a fit dwelling place for our immortal spirits, Thou dost not keep us in this prison of clay. The hands that were bruised for our transgressions unlatch the door and set the spirit free. Enable us in every hour of sorrow to rejoice in Thee for the open door which sometimes we call death. Open wide the gates, oh Lord, and receive the spirit of our departed brother into Thy everlasting habitations. Grant, we beseech Thee, that he who has borne the image of the earthly may now bear the image of the heavenly. In fatherly mercy, grant him a better world than this, fullness of life and joy through Jesus Christ our Lord, who broke the bonds of death and liveth forevermore. AMEN.

Resolutions

Adopted by the International Brotherhood of Locomotive Engineers

Section 13.

WHEREAS, It is evident that the success of any measure which may be calculated to advance the true interests of locomotive engineers united in any division of this Brotherhood 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 Constitution and Bylaws and opposed to the interests of the Brotherhood as a body;

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

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

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

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

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

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

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

20 8. RESOLVED, That in the event of the discharge or removal from his engine or run of
21 any member of any committee who has been so discharged or removed for serving on the
22 same, the division or divisions shall demand his reinstatement, and in the event of the
23 officials of the road where he is employed refusing to accede to such a demand, shall make
24 an issue with said company if sustained by the International President. Failing to do so,
25 they shall have their charter suspended.
26

27 9. RESOLVED, That these resolutions shall be recognized as possessing equal value of
28 all other laws of this Brotherhood, and shall have all the binding force and consequence of
29 any article, section or rule of the Constitution and Bylaws; and the officers and members
30 of the divisions now organized, or which may be hereafter organized, are instructed and
31 hereby required to observe and enforce all of their terms and conditions. These
32 resolutions must be kept among the private papers of each division and must in no case be
33 subject to inspection of any person or persons not members of the Brotherhood.
34
35

36 Resolutions

37
38 Adopted by the International Brotherhood of Locomotive Engineers
39 Sixth Quinquennial Convention
40

41 Section 14.

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

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

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

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

16 ?? **Nominations for offices shall be on the first day (Monday) of convention**
 17 **week.**

18 ?? **Election of officers shall be no earlier than the third day (Wednesday) of**
 19 **convention week.**
 20

21 Caucuses

22 ?? **Caucuses shall be limited to the Canadian, Eastern, Southeastern and**
 23 **Western Caucuses.**

24 ?? **Regional caucuses shall meet at 8 PM on the day prior to the convention**
 25 **(Sunday.) Delegates are encouraged to make travel arrangements to arrive**
 26 **in time to attend this session.**

27 ?? **Delegates shall meet in joint session on the first and second days during**
 28 **convention week, beginning at 6:30 PM to hear from candidates.**
 29

30 **Note: Regional Caucus Chairmen shall meet prior to the first joint session to**
 31 **establish a fair and equitable caucus agenda. It is the recommendation of the**
 32 **Committee that each candidate be allowed five (5) minutes for an opening speech**
 33 **and that no less than ten (10) minutes multiplied by the number of candidates be**
 34 **allowed for each position for a question and answer session. This recommendation**
 35 **is based upon the number of candidates running for office at the 7th Quinquennial**
 36 **Convention.**
 37

38 ?? **First day joint caucus beginning 6:30 PM (All U.S. and Canadian Delegates)**
 39 **(See Rule 4 (b))**
 40

41 ?? **Second day joint caucus beginning 6:30 PM (All U.S. Delegates. Canadian**
 42 **delegates meeting separately) (See Rule 4 (b)).**
 43

44 ?? **Regional caucuses may meet at times other than during joint sessions.**
 45

46 Rules for Joint Caucus Meeting

47
 48 1) **Moderator and timekeeper shall be elected from the regional caucus**
 49 **chairmen. Moderator shall not be a candidate for office.**
 50

51 2) **Joint caucus meeting shall be open to all BLE members, but only delegates**
 52 **are allowed to participate in the question and answer session.**
 53

1 3) **Questions must alternate between candidates. Answers are limited to one**
 2 **minute. All candidates shall be afforded the opportunity to respond to every**
 3 **question if they so desire.**

4
 5 4)(a) **Speaking order of candidates for each position shall be determined by a**
 6 **random drawing.**

7
 8 (b) **Agenda:**

9
 10 **First day 6:30 PM: (All U.S. and Canadian Delegates)**
 11 **Candidates for International President**
 12 **Candidates for First Vice President**
 13 **Candidates for General Secretary-Treasurer**
 14 **Candidates for Alternate General Secretary-Treasurer**

15
 16 **Second day 6:30 PM: (All U.S. Delegates)**
 17 **Second day 6:30 PM: (All Canadian Delegates)**
 18 **Candidates for Vice President**
 19 **Candidates for Board of Appeals and all other Alternates**

20
 21 **In order to maintain the integrity and fairness of this process, campaign speeches**
 22 **and questions and answers are prohibited in regional caucuses.**

23
 24 4. Let it be RESOLVED that all future concerted wage/rule settlements made pursuant
 25 to Section 6 of the Railway Labor Act as amended on the participating carriers of the
 26 National Carriers Conference Committee reflect that all compensation be paid in U.S.
 27 currency

28
 29 5. RESOLVED, that the International Division is requested to make any changes
 30 necessary to provide leadership in using electronic media whenever and wherever possible,
 31 especially where the use would be more cost effective.

32
 33
 34 **Adopted by the International Brotherhood of Locomotive Engineers Seventh**
 35 **Quinquennial Convention**

36
 37 **Section 15**

38
 39 **WHEREAS, the GIA to BLE is an organization made up of the spouses and**
 40 **families of Locomotive Engineers who provide behind the scenes activities which**
 41 **further the causes of the BLE both on local and national levels; and**

42
 43 **WHEREAS, the GIA to BLE has changed its direction over the years and become**
 44 **more involved with quality of life, safety, and legislative issues pertaining to the**
 45 **welfare of BLE members; and**

46
 47 **WHEREAS, the GIA to BLE has become a formidable force to be reckoned with in**
 48 **dealing with the Carriers, and local, state and federal legislative bodies on issues**
 49 **important to the members of the BLE; and**

50
 51 **WHEREAS, the GIA to BLE spends significant amounts of the resources working**
 52 **to improve the lives of the members and the BLE; and**

53

1 **WHEREAS, providing financial assistance to the GIA to BLE would greatly**
2 **enhance the outstanding work the organization does, and allow them to increase**
3 **their influence in their various pursuits on behalf of the members of the BLE;**

4
5 **THEREFORE,**

6
7 **BE IT RESOLVED, that the BLE will provide funding in the minimum amount of**
8 **\$25,000 per year to the GIA for the purpose of offsetting the spiraling costs**
9 **associated with the necessary and reasonable expenses incurred in its support of the**
10 **BLE and its concerns. The funding will be derived from National Legislative Board**
11 **funds that can be used at the discretion of the National Legislative Board as**
12 **outlined in National Legislative Board, Section 1(b), Legislative Boards – U.S.**
13

C = Constitution S = Statutes SR = Standing Rules L =
 Legislative Boards
 1R = Rules of Order - ID 2R = Rules of Order - Divisions, GCA's & LB's RT
 = Ritual

Note: Entries are linked to the first paragraph discussing the subject. The coverage of the subject may not be limited to the paragraph given, and may continue in the next paragraph, or even the next section.

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