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ARSF Convention

Wednesday, September 10, 2025
8:03 a.m.

Holiday Inn Express, Nashville Downtown
920 Broadway
Nashville, TN 37203

Reported by: JAY FREDERICK
JOB NO: 7348129

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A P P E A R A N C E S

List of Attendees:

NATIONAL DIVISION OFFICERS:

Dale Bogart, Secretary Treasurer
Tony Cardwell, President
Jeff Fry, Vice President At-Large
Sean Gerie, Vice President, North East Region
Staci Moody Gilbert, Vice President, North West Region
Galen Owen, Vice President, Western Region
Reese Saulter III, Vice President, South Region, Co-Chair

FELA ATTORNEYS:

David Blunt, Blunt & Slocomb
James Ebert, James Ebert & Dean Wheeler, James Ebert LLC
Chris Christy and Black Christy, Christy & Ferguson
Benny McKnight & Kevin Bemis, Moody Law Firm
Mike Rapier, Casey Jones Law
Ben Tobin, Pratt & Tobin

GENERAL CHAIRMEN:

Jason Graham, Alliance System Federation
George Loveland, Burlington System Division

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A P P E A R A N C E S (Cont'd)

John Mozinski, Burlington Northern System Federation
Anthony Sessa, United Passenger Rail Federation

CREDENTIALS COMMITTEE:

Mike Ragard, 0935
Chad Reading, 1363
Ricky Coleman, 585
Neil Mullis, 0808
Cory Edwards, 2957
Reese Saulter II - Advisor
Daniel Inclima - Supporter

RULES COMMITTEE:

Corey Hayes
Michael Babb, 2838
Chadwick Hurley, 0586
Andrew Bates, 887
Isaac Irby
Galen Owen - Advisor
Clark Balleu - Support

CONSTITUTION AND BYLAWS COMMITTEE:

David Beal, 1362

1 A P P E A R A N C E S (Cont'd)

2 James Manspile, 0599
3 Ethan Mackey, 0645
4 Justin Blankenship, 1464
5 Trapper Cory, 0302
6 Sean Gerie - Advisor
7 Adam Gilmour - Support

8

9 SALARY AND FINANCE COMMITTEE:

10 Patrick Barnes, 0546
11 Sheldon Swain, 0887
12 Scott Cocher, 0532
13 Aaron Stidham, 0567
14 Joseph Roberts
15 Dale Bogart, Advisor
16 Jeff Fry, Support

17

18 RESOLUTIONS COMMITTEE:

19 Timothy Southerland, 0226
20 Nicholas Baker, 3008
21 Dustin Heiser, 0287
22 Donald Kennedy, 0537
23 Shaun Rose, 0627
24 Staci Moody Gilbert, Advisor

1 A P P E A R A N C E S (Cont'd)

2 OTHER GUESTS:

3 Shelby Adcock, Member Local 0594

4 Clark Balleu, Director Communications

5 Bill B. Bon, Former BMWED General Council

6 Dana Calhoun & LeChelle Wade, Railroad Retirement

7 Board

8 Jack David, Former Senior General Chairman Alliance

9 System Federation

10 Jesse Dewe, Vice Chairman Alliance System Federation

11 Ann Dinh, Optum

12 Kevin Evanski, Executive Assistant to President

13 Adam Gilmour, Assistant Director Arbitration

14 Melissa Hulick, Aetna

15 Daniel Inclima, Staff Specialist Communications

16 Jeff Joines, BMWED Director of Government Affairs

17 Thomas Kirby, Director Organizing

18 Chris Leidy, Director of Information Systems

19 Angela Miller, United Healthcare

20 Sean O'Brien

21 Jonathan Parham, Railroad Marketing

22 Dave Pascarella, Public Law Board Advocate

23 Perry Rapier, Assistant Director Organizing, Optum

24 George Scott, Member Local 1532

1 A P P E A R A N C E S (Cont'd)

2 Wanda Sims, Parliamentarian

3 Daniel Yack, Staff Assistant Information Systems

4 Ms. Vicky Atkins, Office manager

5 Missy Long

6

7 ALSO PRESENT:

8 Arbra Allen II, 0523

9 Nathan Aumiller, 3002

10 Michael Balmer, 3094

11 Noah Ballenger, 0673

12 William Barcomb, 1323

13 Ronnie Beebout, 2703

14 Jimmy Branscum Jr., 0636

15 Robert Burciaga, 2725

16 David Cantrell, 1464

17 Jonathan Carr, 0551

18 Jeremy Cook, 0619

19 Alex Daniels

20 Bucky Davis, 0525

21 Christopher Dillinger, 3006

22 Martin Evan, 0362

23 William Fischer Jr., 1259

24 Gregory Foster, 1743

1 A P P E A R A N C E S (Cont'd)

2 Thomas Fowler, 0524
3 Brandon George, 0076
4 Tyler George, 3047
5 Milo Hildebrand, 2307
6 Todd Holland, 2434
7 Nathan Holmes, 0991
8 William Hunt Jr., 0302
9 Stephen Jarman, 3061
10 Chris Jimenez, 1362
11 David Kemp, 0660
12 Saivaauli Maloata, 1081
13 William Marston, 0594
14 Lance Marston, 0594
15 Nicholas Mauder, 2440
16 Bryan Miles, 3077
17 Kenneth Miller, 3004
18 Gregory Mullis
19 Donald Patton, 0224
20 William Peacock, 2780
21 Marcus Peecher, 0566
22 Douglas Petree, 0662
23 Justin Poor
24 Charles Price Jr., 0568

1 A P P E A R A N C E S (Cont'd)

2 Jason Raber, 3018

3 Dennis Richardson, 0571

4 Adam Rickenbaugh, 0034

5 Corin Rodriguez, 1532

6 Mark Roke Jr., 0935

7 Eugene Rothacher, 1396

8 Donald Roupp, 3084

9 Adam Schmitt, 3009

10 Korbin Slate

11 Rodney Slone, 0580

12 Jonathan Sours, 0577

13 Andrew Stewart, 0529

14 Keith Sullivan, 0585

15 Travis Taylor, 0301

16 Richard Upright, 1632

17 Richard Vallat, 1700

18 Joseph Wilson, 3098

19 Joshua Yost, 3091

20 Jackie Youngblood, 0804

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P R O C E E D I N G S

MR. LONG: I'd like to call the meeting to order. I want to mention just a great thank you to Daniel Inclima for putting that video together, and I think we should have a good round of applause for it.

At this time, I'd like to call Brother Dennis Richardson up to -- for the invocation. Please stand.

MR. RICHARDSON: Our precious, heavenly Father, Lord, we thank you so much for our blessings that you've given us, the many goals that you allowed us to achieve, obstacles we've been able to get over. You've given us health and strength. You've given us safety in traveling here. You've given us a great brotherhood to get together with to accomplish these things.

Lord, we want to praise you. We want to ask you to bless our proceedings, that you would help us to look to your word. I find that whenever that we dwell in your word and your word dwells in us, then you make our ways to prosper.

And that's what we desire, is to prosper in all that we do. So we're going to ask that we would seek your word, that it would be a part of

1 our life, even as our Savior was the Word made flesh.
2 Let us also be the Word walking around in the flesh
3 that others may see; they may know that Word.

4 And let us, Lord, be prosperous in our
5 way. Bless all of our decisions, and everything that
6 we do here. Watch over us, and keep us when we go our
7 way. And we'll trust you in that precious name of
8 your son, Jesus Christ. Amen.

9 MR. LONG: Thank you, Brother Dennis.
10 Please remain standing. We'll do the
11 Pledge of Allegiance.

12 I pledge allegiance to the flag of the
13 United States of America, and to the republic for
14 which it stands, one nation under God, indivisible,
15 with liberty and justice for all.

16 You may be seated.

17 At this time, we'd also like to
18 recognize those that are in or have served in the
19 military, if you'd please stand. Thank you. Thank
20 you for your service, brothers.

21 Also, we have a dedication memorial,
22 over to the left, here, with a hard hat, open bible
23 and the lantern. I'd like for everyone just to take a
24 moment of silence to remember those that we have lost.

1 Thank you.

2 I want to start by going ahead and
3 having an introduction of the appointment of
4 committees. On the Credentials Committee is Mike
5 Ragard, Chad Reading, Ricky Coleman, Neil Mullis, Cory
6 Edwards, Advisor Reese Saulter II, Supporter Daniel
7 Inclima.

8 Rules Committee is Corey Hayes, Michael
9 Babb, Chad Hurley, Andrew Bates, Isaac Irby, Advisor
10 Galen Owen. Support Is Clark Balleu. The
11 Constitution of Bylaws Committee is David Beal, James
12 Manspile, Ethan Mackey, Justin Blankinship, Trapper
13 Cory. Advisor is Sean Gerie, and support is Adam
14 Gilmour.

15 The Salary and Finance Committee,
16 Patrick Barnes, Sheldon Swain, Scott Kocher, Shane
17 Stidham, Joe Roberts, Advisor of Dale Bogart, and
18 support is Jeff Fry. Resolutions Committee, Tim
19 Southerland, Nick Baker, Dustin Heiser, Donald
20 Kennedy, Shaun Rose, Advisor Sister Staci Moody
21 Gilbert.

22 And at this time, I would like for the
23 parliamentarian, Ms. Wanda Sims, maybe, to speak, and
24 introduce herself.

1 MS. SIMS: Good morning. My name is
2 Wanda Sims, and I'm your parliamentarian. I'm so
3 happy to be with you all today. Nashville is actually
4 where I was born and raised, and so when I got the
5 call to see if I would -- could come and be with you
6 all, I was excited, 'cause I knew I'd get to come
7 home.

8 I am the immediate past president for
9 the National Association of Parliamentarians, and I
10 think it was last year I was with the Allied Division,
11 and they had a wonderful convention. And so when I
12 was asked to come be with you all, I thought, "Wow,
13 I'm looking forward to that," because I know a little
14 bit about what you do.

15 And let me just share with you, and
16 then I'll sit down. So many of us take for granted
17 the work that you do. We have no idea how all of our
18 products and services get to where they're going. And
19 after reading your bylaws, and reading some other
20 things, I am impressed with the work that you all do.

21 And you can believe when I go forward,
22 when I leave from here, I will be singing your
23 praises, because you all are really our unsung heroes.
24 We have no idea what it is you all are doing for us,

1 but we get what we need, and it's because of you all.
2 So thank you very much.

3 MR. LONG: Okay. I'll move on to the
4 introduction of guests, and I hope I don't miss
5 anyone. I think Brother Tony Cardwell is not here
6 yet, but he's going to be on his way. He's the BMW
7 president.

8 General Chairman George Loveland with
9 the Burlington Systems Division; Brother John
10 Mozinski, general chairman of the Burlington Northern
11 System Federation; Brother Anthony Sessa, general
12 chairman of the United Passenger Rail Federation;
13 Brother Jason Graham, general chairman of the Alliance
14 System Federation.

15 Brother Shelby Adcock, member of
16 Local 0594; Brother Jesse Dewe, vice chairman of the
17 Alliance System Federation; Brother Bill Bon, former
18 BMW general counsel; Brother Jack David, former
19 senior general chairman of the Alliance System
20 Federation.

21 Ms. Melissa Hulick for AETNA; Brother
22 Thomas Kirby, director of Organizing; Brother Chris
23 Leidy, director of Information Systems; Brother Daniel
24 Yack, staff assistant, Information Systems; Angela

1 Miller with United Healthcare; Brother Dave
2 Pascarella, Public Law Board advocate; Brother George
3 Scott, member of Local 1532; Jonathan Parm with
4 Railroad Marketing; Dana Calhoun and LeChelle Wade of
5 Railroad Retirement Board.

6 And then, of Optum, Perry Rapier [ph],
7 assistant director of Organizing. Kevin Evanski,
8 executive assistant to the president.

9 And then we also have some FELA
10 attorneys. I don't know if Brother Dave Blunt is
11 here; I've got him on the list. Benny McKnight and
12 Kevin Bemis of the Moody Law Firm; Ben Tobin of the
13 Pratt & Tobin; Mike Rapier of Casey Jones Law; James
14 Ebert. James Ebert and Dean Wheeler of James Ebert
15 LLC; and Chris Christy and Black Christy of Christy &
16 Ferguson.

17 I want to make an announcement. If
18 anyone had to pay for parking, other than here at the
19 hotel -- I know the first night, there was a little
20 bit of confusion, and maybe some others had to go
21 elsewhere to park; if you could get with me sometime
22 today, I'll get that taken care of.

23 Also, if you could speak loudly and
24 clear for the court reporter, we would certainly

1 appreciate that. Each one will go to a mic, state
2 their name, their local lodge that they come from,
3 just so he can have a clear record.

4 And then please, everyone, turn
5 your -- put your phones on silent.

6 We'll move on to the report of the
7 Credentials Committee, if you could please come
8 forward.

9 MR. SAULTER: Good morning, family.
10 Reese Saulter, advisor for the Credential Committee.
11 It was an honor to be advisor. Yesterday, the
12 Credential Committee met, and we nominated a
13 spokesperson for the committee, and that was Brother
14 Mullis -- Neil Mullis. So I'm going to turn it over
15 to him, and he's going to give us the report. And do
16 roll call. When you do roll call, please say,
17 "present," or, "here."

18 MR. MULLIS: We, the undersigned
19 members of the Credential Committee for the First
20 American Rail System Federation 2025 Quadrennial
21 Convention have examined all of the credentials
22 presented by the delegates and alternate delegates
23 attending the convention, and wish to advise that we
24 have found all of these credentials to be correct.

1 Seventy-one delegates are seated,
2 seventeen joint protective board members are present.
3 Reese Saulter, advisor; Daniel Inclima, support, Mike
4 Ragard, committee member; Chad Reading, committee
5 member; Ricky Coleman, committee member; Neil Mullis,
6 committee member; Cory Edwards, committee member.

7 September 10, 2025, 8 a.m.,
8 71 delegates representing 72 lodges carried 2,936
9 votes.

10 MR. LONG: All right. Thank you,
11 Brother Mullis.

12 Before we begin with the roll call, you
13 heard the report of the Credentials committee. I
14 would entertain a motion to accept it.

15 MR. BLANKINSHIP: Justin Blankinship,
16 Lodge 1464. I'll make a motion to accept.

17 MR. LONG: Thank you, brother. Do we
18 have a second?

19 MR. SCHMITT: Adam Schmitt, Lodge 3009,
20 Altoona, Pennsylvania. I second the motion.

21 MR. LONG: Thank you, brother.

22 So we have a motion, we have a second.
23 Any discussion? Hearing none, motion carried.

24 Go ahead, Brother Mullis.

1 MR. MULLIS: All right. I'm going to
2 begin the roll call. Y'all bear with me; some of
3 these names, first time I'm seeing them, first time
4 I'm saying them. So if I mess them up, don't hold it
5 against me.

6 Lodge 0034, Adam Rickenbaugh?

7 MR. RICKENBAUGH: Here.

8 MR. MULLIS: Lodge Number 0076, Brandon
9 George?

10 MR. GEORGE: Here.

11 MR. MULLIS: Lodge 0224, Donald Patton?

12 MR. PATTON: Here.

13 MR. MULLIS: Lodge 0226, Timothy
14 Southerland?

15 MR. SOUTHERLAND: Here.

16 MR. MULLIS: 0287, Dustin Heiser?

17 MR. HEISER: Here.

18 MR. MULLIS: 0301, Travis Taylor?

19 MR. TAYLOR: Here.

20 MR. MULLIS: 0302, William Hunt Jr.?

21 MR. HUNT: Here.

22 MR. MULLIS: 0362, Martin Evan?

23 MR. EVAN: Here.

24 MR. MULLIS: 0523, Arbra Allen II?

1 MR. ALLEN: Here.
2 MR. MULLIS: 0525, Bucky Davis?
3 MR. DAVIS: Here.
4 MR. MULLIS: 0529, Andrew Stewart?
5 0532, Scott Cocher?
6 MR. COCHER: Here.
7 MR. MULLIS: 0537, Donald Kennedy?
8 MR. KENNEDY: Here.
9 MR. MULLIS: 0524, Thomas Fowler?
10 MR. FOWLER: Here.
11 MR. MULLIS: 0546, Patrick Barnes?
12 MR. BARNES: Here.
13 MR. MULLIS: 0551, Jonathan Carr?
14 MR. CARR: Here.
15 MR. MULLIS: 0566, Marcus Peecher?
16 MR. PEECHER: Here.
17 MR. MULLIS: 0567, Aaron Stidham?
18 MR. STIDHAM: Here.
19 MR. MULLIS: 0568, Charles Price Jr.
20 [Ph]?
21 MR. PRICE JR.: Here.
22 MR. MULLIS: 0571, Dennis Richardson?
23 MR. RICHARDSON: Here.
24 MR. MULLIS: 0577, Jonathan Sours?

1 MR. SOURS: Here.
2 MR. MULLIS: 0580, Rodney Slone?
3 MR. SLONE: Here.
4 MR. MULLIS: 0585, Keith Sullivan?
5 MR. SULLIVAN: Here.
6 MR. MULLIS: 0586, Chadwick Hurley?
7 MR. HURLEY: Here.
8 MR. MULLIS: 0594, William Marston?
9 MR. MARSTON: Here.
10 MR. MULLIS: 0599, James Manspile?
11 MS. MANSPILE: Here.
12 MR. MULLIS: 0619, Jeremy Cook?
13 MR. COOK: Here.
14 MR. MULLIS: 0627, Shaun Rose?
15 MR. ROSE: Here.
16 MR. MULLIS: 0636. Jimmy Branscum Jr.?
17 MR. BRANSCUM: Here.
18 MR. MULLIS: 0645, Ethan Mackey?
19 MR. MACKEY: Here.
20 MR. MULLIS: 0660, David Kemp?
21 MR. KEMP: Here.
22 MR. MULLIS: 0662, Douglas Petree?
23 MR. PETREE: Here.
24 MR. MULLIS: 0673, Noah Ballenger?

1 MR. BALLENGER: Here.
2 MR. MULLIS: 0804, Jackie Youngblood?
3 MR. YOUNGBLOOD: Here.
4 MR. MULLIS: 0808, Neil Mullis. Here.
5 MR. MULLIS: 0887, Sheldon Swain?
6 MR. SWAIN: Here.
7 MR. MULLIS: 0935, Mark Roke Jr.?
8 MR. ROKE JR.: Here.
9 MR. MULLIS: 0991, Nathan Holmes?
10 MR. HOLMES: Here.
11 I'm sorry about this one. 1081 --
12 MR. LONG: Don't even try.
13 MR. MULLIS: Saivaauli Maloata?
14 MR. LONG: Help us out. Where you at?
15 UNKNOWN SPEAKER: Think he's in the
16 back, right, far right.
17 MR. MULLIS: Got you. Okay.
18 Thank You.
19 Sorry about that.
20 1259, William Fischer Jr.?
21 MR. FISCHER: Here.
22 MR. MULLIS: 1323, William Barcomb?
23 MR. BARCOMB: Here.
24 MR. MULLIS: 1362, Chris Jimenez?

1 MR. JIMENEZ: Here.
2 MR. MULLIS: 1363, Chad Reading?
3 MR. READING: Here.
4 MR. MULLIS: 1396, Eugene Rothacher?
5 MR. ROTHACHER: Here.
6 MR. MULLIS: 1464, David Cantrell?
7 MR. CANTRELL: Here.
8 MR. MULLIS: 1532, Corin Rodriguez?
9 MR. RODRIGUEZ: Here.
10 MR. MULLIS: 1551, Sheldon Swain?
11 MR. SWAIN: Here.
12 MR. MULLIS: 1618, Dwayne Davis?
13 MR. DAVIS: Here.
14 MR. MULLIS: 1632, Richard Upright?
15 MR. UPRIGHT: Here.
16 MR. MULLIS: 1700, Richard Vallat?
17 MR. VALLAT: Here.
18 MR. MULLIS: 1743, Gregory Foster?
19 MR. FOSTER: Here.
20 MR. MULLIS: 2307, Milo Hildebrand?
21 MR. HILDEBRAND: Here.
22 MR. MULLIS: 2434, Todd Holland?
23 MR. HOLLAND: Here.
24 MR. MULLIS: 2440, Nicholas Mauder?

1 MR. MAUDER: Here.
2 MR. MULLIS: 2703, Ronnie Beebout?
3 MR. BEEBOUT: Here.
4 MR. MULLIS: 2725, Robert Burciaga?
5 MR. BURCIAGA: Here.
6 MR. MULLIS: 2780, William Peacock?
7 MR. PEACOCK: Here.
8 MR. MULLIS: 2838, Michael Babb?
9 MR. BABB: Here.
10 MR. MULLIS: 2957, Cory Edwards?
11 MR. EDWARDS: Here.
12 MR. MULLIS: 3002, Nathan Aumiller?
13 MR. AUMILLER: Here.
14 MR. MULLIS: 3004, Kenneth Miller?
15 MR. MILLER: Here.
16 MR. MULLIS: 3006, Christopher
17 Dillinger?
18 MR. DILLINGER: Here.
19 MR. MULLIS: 3008, Nicholas Baker?
20 MR. BAKER: Here.
21 MR. MULLIS: 3009, Adam Schmitt?
22 MR. SCHMITT: Here.
23 MR. MULLIS: 3018. Jason Raber?
24 MR. RABER: Here.

1 MR. MULLIS: 3047, Tyler George?
2 MR. GEORGE: Here.
3 MR. MULLIS: 3061 Stephen Jarman?
4 MR. JARMAN: Here.
5 MR. MULLIS: 3077, Bryan Miles?
6 MR. MILES: Here.
7 MR. MULLIS: 3084, Donald Roupp?
8 MR. ROUPP: Here.
9 MR. MULLIS: 3091, Joshua Yost.
10 MR. YOST: Here.
11 MR. MULLIS: 3094, Michael Balmer?
12 MR. BALMER: Here.
13 MR. MULLIS: 3098, Joseph Wilson?
14 MR. WILSON: Here.
15 MR. MULLIS: All Right. These Are
16 Joint Protective Board Members.
17 Corey Hayes?
18 MR. HAYES: Here.
19 MR. MULLIS: Isaac Irby?
20 MR. IRBY: Here.
21 MR. MULLIS: Joseph Roberts?
22 MR. ROBERTS: Here.
23 MR. MULLIS: David Beal?
24 MR. BEAL: Here.

1 MR. MULLIS: Jonathan Long?
2 MR. LONG: Here.
3 MR. MULLIS: Trapper Cory?
4 MR. CORY: Here.
5 MR. MULLIS: Justin Blankinship?
6 MR. BLANKINSHIP: Here.
7 MR. MULLIS: Michael Ragard.
8 MR. RAGARD: Here.
9 MR. MULLIS: Ricky Coleman.
10 MR. COLEMAN: Here.
11 MR. MULLIS: Andrew Bates.
12 MR. BATES: Here.
13 MR. LONG: Thank you, Brother Mullis.
14 Thank you, Credential Committee.
15 Next on the agenda is the reading of
16 the minutes of the previous meeting. I would
17 entertain a motion to suspend the reading of the
18 minutes.
19 MR. BATES: Andrew Bates, Lodge 337. I
20 make a motion to suspend the reading of the minutes.
21 MR. LONG: Okay. We have a motion on
22 the floor. Do we have a second?
23 I don't think the mic's on.
24 UNKNOWN SPEAKER: Yeah, we can't hear

1 back here.

2 MR. LONG: Yeah, these two are not
3 working. These two are, right now.

4 MR. SOUTHERLAND: Tim Southerland,
5 Lodge 0226. I second.

6 MR. LONG: Okay. Brother Southerland,
7 could you come to the mic that's working so the
8 reporter can get it?

9 MR. SOUTHERLAND: This one?

10 MR. LONG: Yep.

11 MR. SOUTHERLAND: Tim Southerland,
12 0226. I second it.

13 MR. LONG: Thank you, Brother
14 Southerland.

15 UNKNOWN SPEAKER: What's the first
16 name?

17 MR. MULLIS: Tim.

18 MR. LONG: We have a motion and we have
19 a second. Any discussion?

20 Hearing none, motion passed.

21 All right. Since we didn't read the
22 previous minutes, I would entertain a motion to accept
23 the previous minutes.

24 MR. SWAIN: Sheldon Swain, Lodge 887,

1 to make a motion to accept the previous minutes.

2 MR. LONG: Thank you, brother.

3 Have a second?

4 MR. BATES: Andrew Bates, Lodge 887. I
5 second that motion.

6 MR. LONG: So we have a motion, we have
7 a second on the floor for accepting the minutes -- the
8 previous minutes. Any discussion? Hearing none,
9 motion is passed.

10 Next on the agenda is the Quadrennial
11 Report. I think that this is in your book, as well,
12 but I'll just read through this, and, kind of, go
13 through --

14 Is that any better, brother? Right.

15 The American Rail System Federation was
16 founded on March 2, 2022, and represents over 3000
17 members. Since the establishment of this federation,
18 we have obtained over 10.5 million in settlements for
19 our members.

20 Our federation represents some of the
21 greatest skilled and committed professionals in the
22 railroad industry, and I am honored to be part of what
23 this federation has accomplished in such short span of
24 time.

1 As a 30-year railroader, I only
2 imagined that one day, every member would be lodged in
3 hotels rather than unsafe camp cars, that members
4 would be reimbursed for actual mileage instead of an
5 insufficient travel allowance.

6 That fair per-diem rates for meals
7 would become the standard, that paid sick days would
8 be provided in order for our members to take care of
9 their health needs, or that a federation would ratify
10 an agreement with a Class 1 railroad ahead of the
11 moratorium.

12 These things are now a reality, and
13 evidence of what hard work and dedication can
14 accomplish. Keep in mind these things were not just
15 merely given, but fought for. And if we want to
16 continue to see change, we, as officers, and rank and
17 file members, need to be willing to fight.

18 Some of these are the highlights of
19 what the ARSF has achieved since April 1, 2022, to
20 present. On the Norfolk Southern property, we've had
21 a 22 percent GWI from the PEB 250, bereavement leave
22 extended to include additional family members,
23 single-occupancy hotel rooms, increased CDL
24 differential, earlier vacation accrual to include new

1 hires, improved health and welfare benefits.

2 An annual \$1,000 service recognition
3 bonus for the years of 2020 to 2024, CONUS rate for
4 meals and incidental reimbursement. IRS rate for
5 mileage reimbursement. \$1 differential for lead
6 tamper operators on the Southern property. Gain one
7 personal day for ARSF members, universal qualification
8 and displacement rule for all members.

9 A 17.5 GWI for the years of 2025 to
10 2029. Increased penalty payments for tie plate
11 distribution on the N&W Wabash Property. Improved
12 rate progression rule. Secured agreement for
13 transporting vehicles or the equipment.
14 Secured -- Walker agreement.

15 Paid sick days, clarified overtime
16 agreement, establishment of a yard coordinator
17 position in the roadway material yard. Additional pay
18 for material handling trucks with the knuckles. On
19 the New England Central, increase the pay for new
20 hires, increase for call out pay, increase of away
21 from home expenses, an 18 percent GWI between the
22 years of 2023 to 2027.

23 For the Delaware and Hudson, \$1,000
24 service recognition bonus for the years of 2020 to

1 2024. A 15.5 percent GWI between the years of 2020 to
2 2024, and currently we're in negotiations.

3 On the Norfolk Portsmouth Beltline,
4 we've obtained paid sick days, increased CDL
5 differential, 22 percent GWIs from the PEB 250,
6 bereavement leave extended to include additional
7 family members, the IRS rate for mileage
8 reimbursement, CONUS rate for meals and incidental
9 reimbursement, single occupancy hotel rooms, earlier
10 vacation accrual to include new hires, gained one
11 personal day for all ARSF members.

12 An annual \$1,000 service recognition
13 bonus between the years of 2020 and 2024. A 17.5 GWI
14 increase between the years of 2025 to 2029. Improved
15 healthcare and welfare benefits.

16 On the NYS&W, improvements for their
17 sick leave, a CDL agreement to include a \$800 stipend,
18 pay increase for the ballast regulator, \$1,000 annual
19 stipend for all members, \$750 boot and clothing
20 allowance, standard CONUS rate for meals and
21 incidentals, lowering of the qualification time for
22 holiday pay.

23 Replace current group insurance with
24 National Health and Welfare plan. Additional week of

1 paid vacation up to six weeks of vacation. Earlier
2 vacation accrual. A \$3 pay increase for 2025, and a
3 12 percent GWI between the years of 2026 to 2029.

4 And I also had on here that we
5 currently have a tentative agreement out for
6 ratification for the mechanical members. But as of
7 yesterday, we found out that that ratified. And --

8 On the Alton & Southern property, paid
9 sick days, the IRS rate for mileage reimbursement,
10 single occupancy hotel rooms, annual \$1,000 service
11 recognition bonus between the years of 2020 to 2024, a
12 22 percent GWI from the PEB 250, improved health and
13 welfare benefits, CONUS rate for meals and incidental
14 reimbursement, gained one personal day for all ARSF
15 members.

16 For the York rail, we got a 11 percent
17 GWI between the years of 2023 to 2025, and we're
18 currently in negotiations with York Rail. And for the
19 Terminal Railroad of St. Louis, single-occupancy hotel
20 rooms; CONUS rate for meals and incidental
21 reimbursement; an annual \$1,000 service recognition
22 bonus for the years of 2020 to 2024; gained one
23 personal day for all ARSF members; improved health and
24 welfare benefits; and secured a peer trainer position.

1 The organization also realizes that our
2 work is by no means complete. Other agreements remain
3 to be ratified. The fight to secure paid sick days
4 linger in some areas, and there's always a need for
5 further improvements in the wages, benefits, and
6 working conditions of our membership.

7 The job is, and always will be
8 unfinished, because the organization will never cease
9 to advocate for the wellbeing of every member. The
10 forementioned accomplishments would not be possible
11 without the support of our membership, the dedication
12 of our officers and staff of the ARSF, the assistance
13 of the National Division.

14 And finally, I want to humbly thank my
15 Lord and Savior Jesus Christ, who placed me among such
16 wonderful people.

17 We'll get back to the agenda.

18 If we could have the Rules Committee
19 come forward?

20 MR. OWEN: Good morning, brothers.
21 Galen Owen. I was the advisor to the Rules Committee.
22 I'm going to turn this over to Corey Hayes, and he'll
23 give our report.

24 MR. HAYES: Good morning, brothers and

1 sisters.

2 Thank you, Galen Owen.

3 And thank you, Clark, for serving.

4 The members of the Rules Committee are
5 myself, Brother Michael Babb, Committee Co-chair
6 Brother Isaac Irby, Brother Chad Hurley, Brother
7 Andrew Bates. If you would, you could find the rules,
8 if you want to read along, in your booklet. I'll give
9 you a few seconds to get there.

10 Brothers, this is the 2025 American
11 Rail System Federation Rules Committee Report. The
12 Rules Committee met on September 9, 2025, in
13 Nashville, Tennessee. Rule 1, the convention shall be
14 convened daily from September 10, 2025, until the
15 business of the convention is concluded. Morning
16 meetings will be from 8 a.m., Central Time, until
17 noon. Afternoon meetings will be held from 1:30 p.m.,
18 to no later than 5 p.m. Evening sessions may be
19 conducted at the discretion of the chair.

20 Rule two, delegate registration shall
21 close on September 10, 2025, at 8 a.m., Central
22 Standard Time, and no delegate shall be seated who is
23 not registered by this time. Rule three, delegate
24 badges must be worn at all general meetings.

1 Rule four, while the convention is in
2 session, delegates will report to a sergeant at arms
3 at the door for access to the floor. Rule five, each
4 delegate shall vote a weighted vote based on the
5 number of ARSF members in good standing from their
6 local lodge.

7 Rule six, any delegate, committee
8 member, ex-officio, and/or advisor to a committee
9 wishing to speak shall go to the nearest appropriate
10 microphone, address the chair, and upon being
11 recognized, shall announce his or her name and home
12 lodge number before proceeding.

13 Should two or more delegates seek
14 recognition at the same time, the chair shall decide
15 who is entitled to the floor. In debate, the chair
16 will alternate speakers for and against, as possible.
17 Rule seven, no delegate shall speak more than once on
18 the same subject until all who wish to speak has an
19 opportunity to do so. And in no case shall a delegate
20 speak more than twice on the same subject without
21 permission from the chair. Time will be limited to
22 three minutes per speaker.

23 Rule eight, a delegate speaking to
24 any -- to a motion may not conclude those remarks by

1 moving to close the debate. Rule nine, it shall
2 require majority vote to order the previous question
3 or close debate. Debate shall not be closed until the
4 maker of the motion has been given an opportunity to
5 speak on the motion. Rule ten, timekeepers shall be
6 appointed by the chair.

7 Rule 11, votes may initially be taken
8 by voice vote. Upon a motion approved by two thirds
9 of the delegates present, a roll call vote shall be
10 conducted by recording the representative vote of each
11 delegate, listing delegates by name and subordinate
12 lodge.

13 Rule 12, the chair may require that any
14 motion not covered by special rule be presented to the
15 appropriate convention committee in writing signed by
16 the maker and seconders. Rule 13, any appeal
17 regarding decisions of the credentials committee on
18 registration and seating of delegates shall be filed
19 with the chair.

20 Any appeal will be considered by the
21 body after the adoption of the first official voting
22 role, and convention rules. Rule 14, if a delegate
23 wishes to have the convention consider a proposed
24 amendment to the bylaws, when the Bylaws Committee has

1 recommended against adoption, the proposed amendment
2 must be moved during consideration of the affected
3 article.

4 Rule 15, if a delegate wishes to have
5 the convention consider a new proposal to amend the
6 bylaws not previously submitted, the proposed
7 amendment must be moved during consideration of the
8 affected article.

9 Rule 16, any resolution not presented
10 in writing prior to the convening of the Resolution
11 Committee meeting must be submitted to the chair,
12 signed by the maker, and by at least three seconding
13 delegates for consideration by the body during the
14 Resolution Committee report.

15 Rule 17, nomination -- nominating
16 speeches shall be limited to three minutes after
17 nomination. The nominee must accept or decline the
18 nomination. Each nomination may have a seconding
19 speech, which shall be limited to two minutes. No
20 more than two speeches shall be allowed per
21 nomination.

22 Rule 18, no delegate shall be admitted
23 or readmitted to the floor during the conducting of
24 elections, exclusive of nominating or acceptance

1 speeches. Delegates leaving the floor after they have
2 voted shall not be readmitted until the election
3 balloting is concluded.

4 Rule 19, in the event there are more
5 than two candidates, and balloting results in no
6 nominee receiving a majority vote, the nominee
7 receiving the fewest votes shall be dropped from the
8 next balloting.

9 Rule 20, upon the close of any
10 nomination where there is only one nominee, that
11 nominee shall be declared by acclimation. Rule 21, no
12 announcement, of any nature, shall be made from the
13 floor of the convention. Those desiring announcements
14 shall submit it in writing, properly signed, to the
15 secretary treasurer. All announcements will be made
16 by the chair or secretary treasurer.

17 Rule 22, the rules contained in the
18 current edition of Robert's Rules of Order, Newly
19 Revised shall govern the convention in all cases to
20 which they are applicable, and in which they are not
21 inconsistent with these convention rules.

22 These are assigned by the committee
23 members, and the committee advisors, and, Brother
24 Chair, the committee recommends adoption.

1 MR. LONG: Had everyone heard the
2 reading of the Rules Committee report? Anyone want to
3 make a motion to approve?

4 MR. FOSTER: Greg Foster, Local 1743, I
5 move to approve these rules.

6 MR. JIMENEZ: Chris Jimenez, Lodge
7 1362. I second.

8 MR. LONG: We have a first, and we also
9 have a second. Any discussion? Motion passed.

10 MS. SIMS: You got to take the vote.

11 MR. LONG: Oh. I'm sorry. Yeah.
12 Sorry about that.

13 All those in favor say, "aye."

14 MULTIPLE SPEAKERS: Aye.

15 MR. LONG: All those opposed say, "no."
16 Ayes have it. Motion passed. Thank you.

17 Thank you, brother.

18 Moving right along. We've -- I know
19 that the -- it says we have a break, but we're still,
20 I guess, ahead of schedule. We can go on, then, the
21 agenda, with the report of the Constitution and Bylaws
22 Committee, if you'd please come forward. If it would
23 help you out, the Bylaws Committees can sit at the
24 table.

1 All right. It was brought to my
2 attention that I probably failed to adopt the agenda,
3 previously. I would entertain a motion to adopt the
4 agenda.

5 MR. SWAIN: Sheldon Swain, 1987. I
6 make a motion to adopt the agenda.

7 MR. LONG: Thank you, Brother Swain.
8 Do I have a second?

9 MR. HURLEY: Chad Hurley, Local 0586.
10 I second the motion to adopt the agenda.

11 MR. LONG: Thank you, brother.

12 We have a motion. We have a second.
13 Any discussion? All in favor say, "Aye."

14 MULTIPLE SPEAKERS: Aye.

15 MR. LONG: All opposed, "no."

16 Thank you. Agenda's passed.

17 Go ahead, brother.

18 MR. GERIE: Good morning, sisters and
19 brothers. My name is Sean Gerie. I'm the vice
20 president, Northeast Region, and I serve today as an
21 advisor on the committee. Also, along with us from
22 National Division, Brother Adam Gilmour for support.
23 The committee has elected a chairman -- a speaker,
24 excuse me, Brother James Manspile. The other members

1 of the committee are Brother Justin Blankinship,
2 Brother Dave Beal, Brother Ethan Mackey, and Brother
3 Trapper Cory.

4 I will now please ask Brother Manspile
5 to take over as the speaker.

6 MR. MANSPILE: Thank you.

7 Good morning. We're going to put it up
8 on the projector for you, and we'll go through it. We
9 will start off with our bylaws. We met in committee,
10 yesterday morning. We had some proposals to us. We
11 went through, worked through it, and we have it
12 proposed for you. And we'll go through it, page by
13 page, what the suggestions are.

14 We did have -- we do have one
15 suggestion that -- and we know how climate changes,
16 and everything we have, and you have to look on me,
17 'cause I got a mess. All right.

18 The one thing, before we get started,
19 I'm going to say, the committee recommends a
20 conforming --

21 I thought I had a big enough mouth,
22 Justin.

23 The committee recommends a conforming
24 amendment to these bylaws to strike "he," "she,"

1 "his," "her," in these bylaws, where it appears, and
2 replace with a proper pronoun of "they," "them," or
3 "their." And you'll see it as we go through.

4 All right. We struck with -- the
5 motion that Johnny did; your packet you have, Page 4
6 was struck because we took care of the agenda -- the
7 agenda took care of the order of things. So that was
8 the first -- the order of business was taken care of
9 with that motion.

10 Back to Page 3, Preamble, there was no
11 changes.

12 UNKNOWN SPEAKER: Brother Johnson, I
13 make a call for a ten-minute recess.

14 MR. LONG: We have a request for a
15 ten-minute recess. Does anyone have a a problem with
16 that?

17 MR. SCHMITT: Adam Schmitt, 3009. I
18 second the ten-minute recess.

19 MR. LONG: Okay. We'll have a
20 ten-minute recess, just to get things going, and try
21 to work on these mics, as well.

22 (Off the record.)s

23 MR. LONG: If the sergeant at arms
24 could please close the doors.

1 (Video played.)

2 MR. LONG: Before we start. I made a
3 mistake, earlier, when I read the guests, and I hope I
4 don't have to live with this much, much longer other
5 than today, because of the nerves. But I failed to
6 recognize Ms. Vicky Atkins, our staff manager, office
7 manager. And most importantly, my wife, Missy.

8 If I just draw everyone's attention to
9 the screen for the reading of the bylaws.

10 Go ahead, Brother Manspile.

11 MR. MANSPILE: All right. Do we need
12 to -- we need to get them to vote on the conforming on
13 the he/she, and changing pronouns? Do I need to read
14 it again for you, Chair?

15 MR. LONG: If you would, just please
16 read it again.

17 MR. MANSPILE: The committee recommends
18 a conforming amendment to the bylaws to strike "he,"
19 "she," "his," "her," in these bylaws, where it
20 appears, and replace with the proper pronoun of
21 "they," "them," or "their."

22 MR. LONG: Okay. You've heard the
23 reading of the amendment. Is there any discussion?
24 Is there any objection? Hearing none, motion passed.

1 MR. MANSPILE: All right. We'll move
2 right along. That, right there, will take care of a
3 lot of it.

4 It will be some stuff that we have to
5 go through, just because of the pronoun change,
6 that'll be a word, here and there, that we have to
7 vote to change. But we'll go through it page by page.

8 Cover Page, Committee recommends no
9 change. Page Number 2, Committee recommends no
10 change. Page 3, Committee recommends no change. Page
11 Number 4, the committee recommends striking the order
12 of business due to it being set with your agenda that
13 starts the meeting.

14 MR. LONG: Okay. Everyone's heard the
15 reading of the amendment. Any discussion? Any
16 objection? Hearing none, motion passed.

17 MR. MANSPILE: Page 5, the "they," we
18 took care of at the first. That's what we took care
19 of first, so we'll move down to -- it's no change in
20 Section 1.

21 The "they" was changed in Section 2,
22 the pronouns was changed in Subpart B. Section 3, no
23 change -- Committee recommends no change.
24 Section 4 Committee recommends adding the text of "The

1 Joint Protective board shall all consist of the Joint
2 Protective Board officers and executive committee."

3 MR. LONG: You've heard the reading of
4 the minutes. Any discussion? Any objection? Hearing
5 none, motion passed.

6 MR. MANSPILE: All right. Bottom of
7 Page 5, Article 2 --

8 MR. SCHMITT: Brother Long, can I speak
9 to Article 1, there, for a second? The Section 3 and
10 Section 4, there is a typo where it refers to
11 Article 11, which doesn't exist, in a couple places
12 there, which should be -- and actually it's 111, as
13 well; that should be Article 3. Article 11 should be
14 Article 2, and 111 should be Article 3.

15 MR. LONG: Thank you.

16 MR. MANSPILE: Thank you, Brother. We
17 can get that typo fixed. Thank you for that.

18 All right. Article 2, Section 1A, at
19 the bottom of Page 5, Committee recommends no change.
20 Page 6, the page in, its entirety, and I'll give you
21 time to look over it, the committee recommends no
22 change.

23 MR. SCHMITT: It happened again on --
24 Brother could you go to mic so we can,

1 sorry.

2 MR. SCHMITT: Same typo reappearing
3 here, in Section C, and Section 2A. I just recommend,
4 like, a search and replace, perhaps, for the whole
5 document.

6 MR. MANSPILE: Parliamentarian
7 just -- it -- to attention. It's just a typo. We
8 will get the Roman numerals, and get it corrected.

9 MR. LONG: Thank you, brother.

10 MR. MANSPILE: Page Number 7, in its
11 entirety, Committee recommends no change. Page
12 Number 8, in its entirety, Committee recommends no
13 change. Page 9, you had your pronoun changes. The
14 first one we'll need to address will be in Section D,
15 about halfway down in Section D.

16 The Committee recommends just, with the
17 pronoun changes, to strike the word "will" and replace
18 it with "may."

19 MR. LONG: You heard the reading of the
20 amendment. Is there any discussion? Any objection to
21 the amendment? Hearing none, amendment passed.

22 MR. MANSPILE: Section E, Page 9, that
23 was just the changes that we voted on before. And as
24 we go through this, it will be some -- just minor word

1 changes because of the pronoun changes that we did to
2 correct the language.

3 Page 10, the changes voted, down in E,
4 for word correction of -- striking "he/she deems" and
5 replacing it with "them deem."

6 MR. LONG: Okay. The delegation has
7 heard the reading of the amendment. Is there any
8 discussion? Is there any objection? Hearing none,
9 amendment passed.

10 MR. MANSPILE: Page 11 in its entirety,
11 the committee recommends no change. Page 12,
12 Section 5A, Committee recommends striking the last
13 sentence in that paragraph. The last past.

14 MR. LONG: Okay. All right. You've
15 heard the reading of the amendment. Is there any
16 discussion? Is there any objection to the reading of
17 this amendment? Hearing none, amendment passed.

18 MR. MANSPILE: Page 13, it its
19 entirety, the committee recommends no change. 14, the
20 page in its entirety, the committee recommends no
21 change. 15, it'll be Article 5, Section 3; the
22 committee recommends striking "by majority vote of the
23 Joint Protective Board, a quorum being present or by
24 majority vote of the Joint Protective Board," and

1 inserting the last part on the end of the paragraph,
2 of "in-between quadrennial conventions. The Joint
3 Protective Board should be authorized to impose
4 special assessments upon all ARSF members as may be
5 necessary to provide sufficient funds with which to
6 administer the affairs of the ARSF properly.

7 Such assessments shall be effective
8 until the next regular ARSF convention. After such
9 assessments have been ordered, the general chairman
10 shall notify all members of the ARSF by mail or email,
11 whichever is practical."

12 MR. LONG: You heard the reading of the
13 amendment. Is there any discussion? Is there any
14 objection to this amendment? Hearing none, amendment
15 passed.

16 MR. MANSPILE: Section 4, at the bottom
17 of 15, recommend no change. Page 16 in its entirety,
18 Committee recommends no change. Page 17, Article 9,
19 Section 1, Committee recommends striking "The Joint
20 Protective Board in session or by majority vote of the
21 Joint Protective Boards by referendum ballot" and
22 inserting "majority vote of the Joint Protective Board
23 and local chairman from each lodge or referendum
24 ballot of the ARSF membership."

1 MR. LONG: You heard the reading of the
2 amendment. Is there any discussion? Any objection to
3 the amendment? Hearing none, amendment passed.

4 MR. MANSPILE: Last page, 18, signature
5 page, Committee recommends no change.

6 MR. LONG: Thank you, Brother Manspile.
7 Thank you, Bylaws Committee.

8 MR. MANSPILE: We do have one
9 correction, to go back. We had a little computer
10 computer glitch last night. And between me and
11 Justin, we both pulled our hair out. I can read it,
12 but I won't have it to put up on the board, right this
13 minute. If I can borrow that copy?

14 MR. SCHMITT: Yeah. Adam Schmitt,
15 3009. Can we explain what's going on here?

16 MR. MANSPILE: We typed it in to -- a
17 change in Article 5, Section2, Subpart B, if you want
18 to go to that, and I'm going to talk you through it.
19 We typed it, and we printed off last night, but it
20 didn't get printed in this.

21 MR. SCHMITT: This has already been
22 passed, no?

23 MR. MANSPILE: No, no. I'm going to
24 read it to you --

1 MR. SCHMITT: Well, no, it has.
2 Everyone's voted on it. It has already been passed.
3 This is already done; right?

4 MR. MANSPILE: No.

5 MS. LONG: No.

6 MR. MANSPILE: No, this hasn't been
7 read. It hadn't been changed. It's a change to
8 the --

9 MR. SCHMITT: It's already voted on.

10 MR. MANSPILE: This, what I'm getting
11 ready to read, has to be voted on, yes.

12 MR. SCHMITT: We passed that, did we
13 not?

14 MR. LONG: There was a article. He
15 said that there was a article that wasn't changed on
16 this. There was a --

17 MR. MANSPILE: It wasn't changed up
18 here. We had the proposed change, and it didn't come
19 through on here. So I got to go back and read it.

20 MR. SCHMITT: All right. Just so we
21 know what we're doing; right?

22 MR. LONG: Right. I think he explained
23 it. It was just something that didn't come through on
24 the computer.

1 MR. SCHMITT: Did it still not get to
2 come through on the computer?

3 MR. LONG: They're trying to get it.
4 I'll ask Justin, and if not, we'll take a recess and
5 get it printed out for everyone.

6 MR. SCHMITT: Okay. Appreciate it.

7 MR. LONG: Yeah.

8 MR. MANSPILE: And, I think if we can,
9 we do need to get that printed, because we need to
10 have it printed to have it out there.

11 MS. SIMS: If I can help you? So the
12 Bylaws Committee was going -- stepping through the
13 proposed amendments that they have. And when we got
14 to Section 5, they didn't -- they had an amendment,
15 but they -- he didn't have it in front of him.

16 Now, I think your custom is that as you
17 all step through the bylaws to see if there are any
18 proposed amendments to each one of the sections, if
19 it's not, then that section is closed. That's not
20 codified any place; that's just a custom that you
21 have.

22 And so they're still going through
23 their process, and so they are required -- any
24 proposed bylaw amendment that is submitted within the

1 deadline, that notice timeframe, they have to bring it
2 forward. And they received one. So they just missed
3 it; that's all.

4 There's no reason that you can't go
5 back and do this. This is a -- you have a custom of
6 closing it. Okay? But it's not codified any place.
7 And so you all can still do what it is you need to do.
8 Does that help?

9 MR. SCHMITT: It does. Thank you.

10 MS. SIMS: Okay. All right.

11 MR. MANSPILE: And I'll step you
12 through it, step by step. If you can go back to
13 Article 5, Justin. Right here. I'll take you through
14 it slowly, and if y'all want to write the changes
15 down; I know for a fact me and Justin put it in that
16 computer last night, and it didn't print.

17 All right. The Changes Committee
18 recommends -- will be Section 2 Subpart B, and we'll
19 start off right at -- with the date. The effective
20 date will be January 1, 2026.

21 You going to try to change it as you go
22 or --

23 MR. BLANKINSHIP: No.

24 MR. MANSPILE: No? All right.

1 I'm going to talk you through each part
2 of it. First line, the date change will be January 1,
3 2026. Come into the second line, "Dues shall be a
4 minimum of \$69 per month." There's no more. The next
5 change will come down from 1.8 to change it to 1.9
6 times the average strict time. So it'll be -- that's
7 the change there.

8 All right. There's no more change in
9 that paragraph. And C, we changed the system
10 federation dues to \$5. We struck the word
11 "reimbursed," and inserted "assigned."

12 Second sentence there, Justin. Yep.

13 MR. BLANKINSHIP: Right here? This
14 one?

15 MR. MANSPILE: No, up above. Right
16 there. Yep. Right there.

17 We struck that, and inserted the word
18 "assigned." Then the next change comes down in -- at
19 the bottom of C, and we struck "and to defray expenses
20 incurred by the delegates to attend quadrennial
21 National Division Conventions." We struck that, right
22 there. And that was the changes. And I'll recap
23 them.

24 Back in B, effect -- change the

1 effective date to January 1, 2026. The dues minimum
2 will be changed; suggested change of \$69. The
3 multiplier will be changed to 1.9 with the suggested
4 change. The monthly system federation dues will
5 be -- suggested change to \$5.

6 We struck the word "reimbursed," and
7 replaced it with "assigned." And we struck "and to
8 defray expenses incurred by delegates to attend the
9 quadrennial National Division conventions." That is
10 the change. And the committee does apologize that we
11 didn't get that on there.

12 MR. LONG: Brother Manspile, just to go
13 back. Each place that has April 1, 2022, should that
14 be changed as well, to January 1, 2026?

15 MR. MANSPILE: Yes it should. Thank
16 you.

17 MR. LONG: Okay. All right. Everyone
18 heard the reading of the amendment. Is there any
19 discussion?

20 MR. HURLEY: Yeah. Chad Hurley, Lodge
21 0586. And I'd like to know what the numbers going to
22 be on the straight time at the 1.8, from 2022's rate
23 of pay to 2026, without the 1.9. What is that going
24 to change, right now?

1 MR. MANSPILE: I don't have that
2 information.

3 MR. HURLEY: I mean, it's going to go
4 up from 2022 to 2026, regardless, because the rate of
5 pay has changed. But I'd like to make amend to the
6 minute and leave it at 1.8, and just get the actual
7 numbers.

8 MR. MANSPILE: Man's working on it
9 right here, beside me.

10 MR. LONG: Anyone from salary and
11 finance be able to speak on that, to answer the
12 brother's question?

13 UNKNOWN SPEAKER: I'm looking it up,
14 right now.

15 MR. MANSPILE: Okay. Just bear with
16 us.

17 MR. FOSTER: Greg Foster, 1743.
18 Question. Can we table this specific portion until
19 after the Finance Committee gives their report?

20 MR. LONG: Brother, we can postpone it,
21 but not table it, you would say. It is -- is that
22 what you're --

23 MR. FOSTER: So that we can have the
24 finance information in hand before we actually make a

1 decision on what this should be.

2 MR. MANSPILE: Yes. That'd be fine.

3 MR. LONG: Brother Dale's got something
4 for us.

5 MR. BOGART: This is working now?
6 Okay.

7 Brother, what was your question again?
8 Did you want to know what it was going to be at 1.8?
9 I'm sorry?

10 MR. HURLEY: What it was, and what it's
11 going to be.

12 MR. LONG: Your name?

13 MR. BOGART: Dale Bogart. National
14 Division secretary Treasurer.

15 Let me go back to my -- yeah, just -- I
16 just need to know what you were asking. I think I got
17 it here.

18 MR. HURLEY: Yeah. Dale, I was just
19 asking what it would be at the 1.8 that it already is,
20 without changing it to the 1.9.

21 MR. BOGART: Okay. I got you. I just
22 got to find it on my spreadsheet here.

23 MR. HURLEY: Yeah, with the pay rate at
24 2022's pay versus the pay rate in 2026, because

1 regardless, this number's going to go up at the 1.8
2 times. So I'm saying making an amendment to
3 the -- their amendment, and leaving it at 1.8 and just
4 changing the number.

5 MR. LONG: Brother Chad, excuse me.
6 Could you identify yourself once again?

7 MR. HURLEY: I'm sorry. Chad Hurley,
8 Local Lodge 0586.

9 MR. BOGART: All right. Brother Chad,
10 I didn't have the 2022 number in front of me. I can
11 go back and pull 2022, what we had for that rate. But
12 for 2026, at the 1.8, the dues rate based on the
13 current calculation at 1.8 for the N&W and Southern
14 Labor, that would put the dues rate -- the gross due
15 rate would be the -- would be 64.75 in '26.

16 Now, that is also less 4.50, but
17 there's also an -- not an amendment, but a proposed
18 change, to add 50 cents that's going back to the
19 lodge. So my number's a little askew because this
20 is -- that was new to me.

21 But in 2026, based on that one point in
22 calculation on the labors, that would be at -- the
23 gross rate would be 64.75. And if you take the net
24 rate, which would be the 4.50 or the \$5, taking the

1 other 50 cents, that would have that at 59.75.

2 So you'd actually only be up \$2.25 from
3 the 2022 founding convention. And hence why there was
4 discussion on the Salary and Finance Committee. As an
5 advisor from the National, when we ran the
6 projections, as well as to the Bylaws Committee, there
7 was a bylaw proposal to adjust the escalator,
8 because -- I believe you were at the last
9 convention -- the Salary and Finance Committee had a
10 dues rate, and we were sent back in session, two or
11 three times, until there was a rate that this body
12 could agree on.

13 The chairman of the Finance Committee
14 at the time, as well as I, had advised that we could
15 make those numbers work, but by the time we got to
16 2025, we'd be chasing money. So the basis for the 1.9
17 was based on that. But your rate, right now, would
18 only be 2.75 higher, three years later if you stay
19 1.8, based on the average wage.

20 MR. HURLEY: Okay. I still make an
21 amendment to leave it at the 1.8. Do I need to say my
22 name and -- I'm sorry.

23 MR. LONG: Yes.

24 MR. HURLEY: Chad Hurley, Local

1 5 -- 08 -- 0856. I still oppose the change, and leave
2 it at 1.8. I mean, I feel like we're all chasing
3 money as it is, anyways. And there's no way I can go
4 back to the local lodge and tell them I agreed to take
5 more money out of their pocket.

6 MR. LONG: Okay. So is there a second
7 on the floor?

8 MR. UPRIGHT: Richard Upright, 1632.
9 I'll second on the amendment.

10 MR. MANSPILE: Chad, I understand your
11 motion would be to strike the 1.9, and leave it as the
12 1.8. He agreed with that.

13 MR. LONG: Brother Hurley, would you
14 like to speak on it?

15 MR. HURLEY: Chad Hurley, Local 0586.
16 That's correct. I'd like to leave it at the 1.8, and
17 just change the numbers -- change the date to the
18 January 1, 2026, and then change the 62 to the 64.50
19 that Dale said.

20 MS. SIMS: Just the one nine?

21 MR. LONG: Just the one nine.

22 MR. HURLEY: That's correct.

23 MR. LONG: Okay. Does anybody else
24 want to speak on this matter?

1 MR. FOSTER: Don't you have a motion
2 postponed -- pending?

3 MS. SIMS: Good point. Now that we got
4 the information, was there still a need to postpone?

5 MR. LONG: Is is there still a need to
6 postpone, or do you want to carry on? Could you go to
7 the mic please?

8 MR. FOSTER: Greg Foster, 1743. I
9 would make a motion that we postpone decision on this
10 specific issue until after we have the Finance
11 Committee information in hand so we can make an
12 educated decision.

13 MR. LONG: Okay. Is there a second?

14 MR. KENNEDY: Donald Kennedy, Lodge
15 0537. I second the motion.

16 MR. LONG: All right. Thank you,
17 brother. We'll postpone that until --

18 MS. SIMS: You got to take a vote.

19 MR. LONG: Oh, I'm sorry.

20 We'll take a vote, now. All in favor
21 say, "Aye."

22 MULTIPLE SPEAKERS: Aye.

23 MR. LONG: All opposed say "no." The
24 ayes have it. We'll postpone this until after the

1 Salary and Finance Committee.

2 All right. At this time, let's go
3 ahead and take a break. I think the hotel has
4 everything back there to take a snack, or what have
5 you, and we'll take a 15-minute break.

6 (Off the record.)

7 (Video played.)

8 MR. LONG: Thank you.

9 If we could please -- make sure this
10 mic is working. Would Salary and Finance Committee
11 come forward?

12 MR. BOGART: Good morning, brothers and
13 sisters.

14 MULTIPLE SPEAKERS: Good morning.

15 MR. BOGART: I'm Dale Bogart. I'm the
16 National Division secretary treasurer. I was asked to
17 be an advisor for the ARSF Salary and Finance
18 Committee. Brother Vice President Jeff, At-Large;
19 Jeff Fry was support, and we had Vice Chairman
20 Secretary Treasurer Patrick Barnes, Vice Chairman
21 Sheldon Swain, Brother Scott Cocher, Brother Shane
22 Stidhan, and Brother Joe Roberts as members.

23 We convened yesterday between eight and
24 four, and during that time, Brother Barnes was elected

1 to be the spokesman and chairman of the committee.
2 And I'm going to turn it over to Brother Barnes to
3 give the report. And then following the report, and
4 in connection with some of our earlier discussion
5 during bylaws, I will try to explain some of the
6 questions that were asked, and get some stuff up here
7 on the screen. So I'm going to turn it over to Pat.
8 Thanks.

9 MR. BARNES: All right. Good morning,
10 everybody. The Salary and Finance Committee has
11 reviewed the compensation structure and
12 established -- established at the founding convention,
13 and found that several key positions and
14 responsibilities were not adequately addressed.

15 In order to ensure fairness,
16 transparency, and proper recognition of the work
17 performed by our members and officers, the committee
18 recommends the following, salary inclusions,
19 adjustments, and reimbursements take effect
20 immediately. Y'all should have this printout. If
21 anybody don't, we have extra copies. It's the report
22 of the Salary and Finance Committee.

23 Pursuant to Article 3, Section 7A of
24 the ARSF bylaws, whereas the Salary and Finance

1 Committee has reviewed compensation and reimbursement
2 matters that were overlooked at the founding
3 convention; and, whereas it is a responsibility of the
4 committee to ensure equitable, transparent, and
5 sustainable salary structures for all positions and
6 functions within the organization.

7 Now, therefore, be it resolved that the
8 following conclusions and adjustments be adopted with
9 immediate effect. Section 1, Salary For Activation of
10 Members. Number 1, delegates and members of support
11 staff to the assistant convention and Executive Board
12 members shall receive a daily rate of \$420, and that
13 rate is based on \$42 an hour for a ten-hour day,
14 including travel days.

15 The reason being for that, currently,
16 we don't have anything in the books, and we have
17 always just based on what everybody's current position
18 is on the railroad. And in our opinion as the
19 committee, we believe that everybody that is here is
20 doing the same work; they should receive the same,
21 equal pay.

22 Number 2, system training and education
23 participation shall be compensated at a daily rate of
24 \$390 per day. That's based on \$39 an hour for a

1 ten-hour day, including travel days, the same as the
2 delegates and the members of the support staff.

3 Section 2, Reimbursement for National
4 Division Training, Educational. The system shall
5 provide \$1,000 towards the salary of each activated
6 member to help offset cost incurred by the local lodge
7 for participation in National Division training or
8 educational programs.

9 Currently, with the National Division
10 training, National Division Education Department
11 provides the lodging and meals, and some of the
12 transportation costs. We voted, last year, to start
13 paying \$1,000 towards that training cost to help
14 offset the amount that the lodge would be incurring.

15 Because as many of you know, some of
16 your lodges may have \$2,000; some of you may have
17 \$20,000. And so we did that for everybody, to help
18 send everybody that could go to the trainings. And
19 approximately \$40,000 is what we spent just for that
20 one thing in the past year. There was trainings in
21 Philadelphia, Nashville; there's new trainings coming
22 up in Atlanta, and some other spots, for National
23 Division training opportunities later this year.

24 Number 3 -- before I move on from the

1 training, it -- this reimbursement is just for
2 National Division training. Currently, we have -- we
3 had one last fall, an e-board training, where we
4 brought in McKenna [ph] office staff, and went over
5 claims, writing processes, and other things.

6 And anytime that we do any kind of
7 training or educational within the system, we -- all
8 that expense is on us. The travel, the meals, the
9 lodging, it's all due upon us. And we spent about
10 \$50,000 just in the last year for that alone.

11 Section 3, Salary for e-board and
12 System Secretary treasurer. Each of the non-executive
13 Board members shall receive \$1,000 per month -- or
14 sorry -- \$100 per month, which, currently, there is no
15 salary provided.

16 The reason being is because we have
17 Zoom calls, and most of those Zoom calls are after
18 hours. And currently, they receive nothing for that.
19 Some of these Zoom calls that we have, to vote on
20 random, various things, can take two hours. And we
21 don't, as a committee, think it's appropriate to have
22 anybody working -- to do any work for free, especially
23 when they could be out there working overtime.

24 So \$100 a month, rather than activating

1 them for a set amount of time, just having it a flat
2 \$100 a month is what we propose. Number 2, the
3 website administrator shall receive \$2,500 per year.
4 Currently, no salary provided. As you all know, and
5 it's in the bylaws, that we had voted to include a
6 website and an app. And it takes someone to maintain
7 that.

8 Currently, that is Justin Blankinship.
9 He sometimes will be on the phone for an hour, on
10 hold, waiting on somebody from the help staff just to
11 get an issue resolved on the website or the app,
12 either one, which puts him behind in his work, and
13 then forces him to have to write on claims and appeals
14 after hours. So that is the reason for the inclusion
15 of that salary to be added.

16 Number 3, the salary of the assistant
17 secretary treasurer shall be increased by \$8,000 per
18 year, recognizing the additional responsibilities of
19 this office, currently compensated at the same rate as
20 Vice Chairman.

21 And the reason being for that is the
22 extra responsibilities; some of those include setting
23 up Zoom calls, and recording those, going to the
24 yearly audit with the trustees, in Catlettsburg,

1 taking minutes during meetings, maintaining the asset
2 lists, maintaining the LM2 and signing the LM2 report.

3 Also, something that y'all may not be
4 aware of, but we have been going to the new-hire class
5 for well over a year now, which takes a -- pretty much
6 two full days, by the time you go to the new hire
7 class -- which I go to the -- all those, as long as
8 I'm in town -- go to the new-hire class, give a
9 presentation, generally takes two to three hours.

10 Once I get back home, I scan everything
11 in, and then get it uploaded into OneDrive. So that's
12 something you may all not even know that we're being
13 included in new-hire classes for that.

14 So be it further resolved that these
15 adjustments shall take effect as of the date of the
16 adoption of this resolution, and shall be implemented
17 by the appropriate officers without delay.

18 MR. LONG: You heard the recommendation
19 of the committee. Any discussion?

20 MR. HURLEY: Chad Hurley -- go ahead.
21 Go ahead, Mr. Mackey.

22 MR. MACKEY: No, you go ahead.

23 MR. HURLEY: Chad Hurley, Local Lodge
24 0586. Johnny, do I need to address this one section

1 at a time, or can I give all my concerns and then --

2 MR. LONG: I think one section at a
3 time would be appropriate.

4 MR. HURLEY: All right. We'll start
5 with Section 1. The ten hours per day, including
6 travel days, I, myself, traveled on Monday; we'll be
7 traveling on Friday. That would be 50 hours of pay.
8 I can't sit here and argue that we need to make cost
9 deductions, and then give myself a raise.

10 Forty hours, I think, is appropriate to
11 come to a convention. I think 50 hours would be
12 excessive, especially since we're already showing that
13 we need more money somewhere. So I think that that
14 should be addressed down to a 40 hours, instead of a
15 10-hour day.

16 Section 2, I think you would have to
17 offset that cost for the training from 1,000 to 750.
18 That would be a three-fourths the amount, which would
19 offset your cost from 40,000 down to 30,000.

20 MR. LONG: Excuse me, brother. We'll
21 just go one at one at a time.

22 MR. HURLEY: Sorry. Sorry, Johnny.
23 Go back to Section 1, then.
24 So my proposal was to cut it to a

1 40-hour, for a convention that's held for a week, like
2 this, instead of a 10-hour day. That would be 50
3 hours, travel Monday, travel Friday. I already get
4 paid travel pay; under the MI, I get the travel. So
5 to a 40 hours instead of a 10-hour day.

6 MR. LONG: Okay. So I'm being told by
7 the parliamentarian that the proper way would be is
8 just let us know what you want to strike.

9 MR. HURLEY: Okay. Strike the 10-hour
10 day, and do a 40 hour week.

11 MR. LONG: Is there a second? Not
12 seeing any.

13 MR. BABB: Michael Babb, Local Lodge
14 2838. I second that amendment.

15 MR. LONG: Okay. So we have a motion,
16 and a second. And do we have discussion?

17 Brother Hurley, since you brought the
18 motion, you'll be speaking first, and then tell us
19 why. And then let just say we'll have this side to be
20 the for, and this side over here to be against. That
21 way, I can keep up with both sides.

22 MR. HURLEY: Chad Hurley, Local 0586.
23 The reason why I propose this, 'cause, like I said, I
24 would be traveling up on Monday, traveling home on

1 Friday. I can't stand before you all and say I'm
2 striking down the increase of dues, but giving myself
3 a raise.

4 So I couldn't, in good faith, just let
5 that happen. So I'm saying a 40-hour work week,
6 'cause that's 40 hours I'll be missing from my current
7 position on the railroad. I'll still be getting my
8 travel mileage to and from. And then just a 40-hour
9 work week would be sufficient.

10 MR. LONG: Okay. Brother Baker, are
11 you in opposition?

12 MR. BAKER: Yes.

13 MR. LONG: Okay. Go ahead, brother.

14 MR. BAKER: Nick Baker, Local 3008. I
15 believe that part of this is to reference, you know,
16 members that might not be traveling on Mondays versus
17 Fridays. Some of our members, you know, are on the
18 road, working four tens, and those of us that have
19 been at National Convention, yes we are, you know,
20 diligently making it through the agenda here today.

21 But those of us that were at the last
22 National Convention were voting on officers at nine
23 o'clock at night. So I have been asked, as a vice
24 chairman, about why don't we get overtime to come to

1 things like this. We fight for that for our members,
2 to have overtime pay outside of a 40-hour work week.

3 Because you're getting paid a daily
4 rate, this is, kind of, bridging that gap, I believe,
5 in the event that if we did have conventions, and
6 we're here late, that it would cover some of that.

7 MR. LONG: Anyone else in favor, that's
8 not spoken?

9 If not, Brother, I'll recognize you at
10 the mic.

11 MR. BATES: Andrew Bates, 0887. Just
12 to expand upon what Brother Baker had said, often in
13 the duties on that board, you are doing things
14 off-shift, outside the scope of what your regular task
15 would be if you were working in the capacity of the
16 carrier.

17 We are paid at our hourly rate,
18 currently, based on the position that you're in. So
19 someone who were to come and do duties for that board
20 as a track would be making significantly less than a
21 brother who's in a former position, or something like
22 that.

23 Additionally, it's often the case we
24 are traveling on days that we are not scheduled to

1 work for the carrier. So we get zero compensation for
2 those days. So we need to address that, in some way.

3 MR. LONG: Thank you, brother.

4 Brother Barnes, did you have something
5 you wanted to --

6 MR. BARNES: Yeah. Just to address
7 what you were saying, Chad, about the 10-hour day, and
8 you making more money than other people, or making 50
9 hours. You had three days in convention. Most of
10 these delegates were not on a committee. So that
11 extra day is for your committee work, yesterday, while
12 you were there. Just for a little clarification for
13 anyone that had had any issues with that.

14 MR. HURLEY: Can I respond, or do I
15 need to wait?

16 MR. LONG: Do you -- you can respond.

17 MR. HURLEY: Chad Hurley, Local 0586.
18 The only reason why I'm saying that is we have
19 secretary treasurers at your local lodge. They don't
20 get paid to do to do that job. We have e-board
21 members, we have -- currently the website
22 administrator, secretary, treasurer of the system.
23 They don't get paid.

24 I feel that we are getting paid

1 sufficient to be here. We had about a two-hour
2 meeting, and I enjoyed the time on the town last
3 night. I just felt 40 hours was sufficient. I mean,
4 I'm not even -- I'm cutting other people, but I'm
5 cutting myself, too. It's -- 40 hours is a 40-hour
6 work week. That's all I was saying.

7 MR. LONG: Okay. Go ahead, Brother
8 Baker?

9 MR. BAKER: Nick Baker, Lodge 3008. In
10 rebuttal to what he has said, some of our committees,
11 a lot of members in this -- well, not a lot of members
12 in this room, but some of us were still filling
13 binders with amendments and printed papers until ten
14 o'clock last night.

15 Some of our committees went much
16 further than a regular, scheduled eight-hour day. And
17 in addition, some of the members that have driven here
18 might have driven on 12-plus hours, depending on where
19 they came from home.

20 And as referenced earlier, about the
21 mileage, the MI time is for wear and tear and offset
22 of fuel on your vehicle. It's not supposed to be used
23 in lieu of payment of your hourly rate.

24 MR. LONG: Thank you, brother.

1 Is there anyone else that would like to
2 speak?

3 MR. FOSTER: I am --

4 UNKNOWN SPEAKER: Name?

5 MR. FOSTER: Sorry. Greg Foster, Local
6 1743. While I don't disagree with the idea that we
7 are all doing the same work here, I also strongly
8 believe that most of us, as local officers, take that
9 on as an, effectively, volunteer duty.

10 The fact that we are covering our
11 existing wages, what we are losing feels fair to me,
12 existing. I would say where you were talking about
13 you're traveling on a non-working day, if we
14 could -- I understand that this is not exactly
15 correctly, how it should go, procedure-wise.

16 But if we could say your current
17 effective daily rate, based on eight hours of your
18 current pay, for however many days you are here,
19 whether those are working days or not, would be a
20 counter proposal.

21 MR. LONG: So we're currently just
22 addressing the striking of the 50, and replacing it
23 with 40. Any further debate?

24 MR. BARNES: To be clear, it's ten

1 hours per day. So some people are going to be getting
2 40 hours, regardless. Some people are getting four
3 days; some people are getting five days.

4 MR. LONG: Okay. So --

5 MR. BARNES: So it's not necessarily
6 striking 50 hours, it's just to --

7 MR. LONG: Striking the 10 hours per
8 day?

9 MR. BARNES: Yes.

10 MR. LONG: Okay.

11 MR. BARNES: And making it a weekly
12 rate; is that correct, Chad?

13 MR. HURLEY: That is correct.

14 MR. LONG: Go ahead, brother.

15 MR. BATES: Andrew Bates, Lodge 887.

16 In response to that last point, there are a few folks
17 in that capacity that would be affected by this.

18 MR. LONG: Andy --

19 UNKNOWN SPEAKER: Speak up.

20 MR. LONG: Brother, can you speak into
21 the microphone?

22 MR. BATES: It this better?

23 MR. LONG: Closer. Is it --

24 MR. BATES: Andrew Bates, Lodge 887.

1 MR. MANSPILE: Can you speak up?

2 MR. LONG: Can you speak up, a little
3 bit? They can't hear you in the back. Just get
4 it -- a little closer to the mic.

5 MR. BATES: Andrew Bates, Lodge 887.
6 In reference to the last point, regarding the -- some
7 clarity on the eight versus ten hours, currently,
8 there's a few folks serving in this capacity that work
9 ten-hour days. So to pay them at an eight-hour pay
10 scale while they're missing ten-hours of work feels
11 inappropriate.

12 MR. LONG: Thank you, brother.

13 Anyone else wanting to speak on this
14 matter? If not, we'll go ahead and move to vote. All
15 right. So just everybody be clear, it would be
16 striking the ten hours per day, and replacing with the
17 40 hour -- basically, a 40-hour work week.

18 Is that correct, Chad? Okay.

19 All right. All those in favor say,
20 "Aye."

21 MULTIPLE SPEAKERS: Aye.

22 MR. LONG: All those opposed, "No."

23 MULTIPLE SPEAKERS: No.

24 MR. LONG: The nos have it. The motion

1 is failed.

2 MR. HURLEY: Chad Hurley, Local Lodge
3 0586. I vote that we take the system from the \$1,000
4 on Section 2, Article 1, from 1,000 to 750 to offset
5 some of the costs that that we're talking about.

6 MR. LONG: Yeah, you just need to state
7 what the change is, and then we'll have the debate.

8 MR. HURLEY: Section 2, Article 1, from
9 1,000 to 750 -- \$750.

10 MR. LONG: Okay. Do we have a second?
11 Hearing none, motion is failed for lack of a second.
12 Okay.

13 MR. BABB: Michael Babb, Lodge 2838.
14 I'd like to add to and amend Section 3. After "each
15 non-executive Board members shall be paid \$100 per
16 month," I think we -- I would like to add "the member
17 shall attend 80 percent of the meetings to receive
18 payment."

19 MR. LONG: Is there a second?

20 UNKNOWN SPEAKER: What percentage? 80?

21 MR. BABB: 80 percent of the meetings,
22 to receive payment.

23 MR. SCHMITT: Adam Schmitt, Altoona,
24 Pennsylvania, 3009.

1 UNKNOWN SPEAKER: Can't hear you.

2 UNKNOWN SPEAKER: Have to go to the
3 mic.

4 MR. SCHMITT: Adam Schmitt, Altoona,
5 Pennsylvania, 3009. I would actually like to add onto
6 that, and make it 100 percent of the meetings.

7 MR. LONG: All right. So can we have
8 unanimous consent of the 100 percent?

9 MS. SIMS: We haven't adopted it yet.
10 Just to strike 80 and insert --

11 MR. LONG: Yeah. Just to strike 80 and
12 insert 100?

13 MR. HILDEBRAND: Milo Hildebrand, Local
14 2307. I forget what it would be, but we have a motion
15 on the floor here, first, that we need to deal with
16 before we can have -- before we can start with the
17 second one. Point of clarity.

18 UNKNOWN SPEAKER: Just a point of
19 clarity.

20 MS. SIMS: Yeah. So we had a motion to
21 amend, which is what we call a primary amendment.
22 Then we have a motion -- a second motion to amend by
23 striking the 80, and inserted 100. That's a secondary
24 amendment. Now, we can't have three. So that's where

1 that's going to stop at.

2 So the question now is, are we going to
3 strike 80 and put in 100? Keeping in mind, neither
4 one of these have passed yet. They may -- in the end
5 it may fail, but that's what you're debating now; are
6 you going to insert -- strike the 80 and insert 100?
7 That's all we want to talk about, right now.

8 MR. LONG: Any other discussions?

9 MR. HURLEY: Do we know what the
10 current accountability is for the board members? Are
11 they a percentage they supposed to show up, in the
12 bylaws, or is -- do we know anything on that? Sorry.
13 Chad Hurley, 0586.

14 MR. BARNES: No, currently, there's
15 nothing in the bylaws that say one thing or another.

16 And for point of clarification, Babb,
17 are you talking about local lodge meetings, or what
18 exactly meetings are you talking about when you made
19 that amendment?

20 MR. BABB: I'm speaking of e-board
21 meetings.

22 MR. BARNES: Okay. Correct.

23 MR. SCHMITT: So -- Adam Schmitt,
24 3009 -- so just for clarification, we're okay with

1 showing up 80 percent of the time, and getting paid
2 for it?

3 MR. LONG: I think that's what the
4 discussion is.

5 MR. SCHMITT: Because there wasn't a
6 second on either. So if you're not going to second
7 80, which I got up to say to 100, you're not seconding
8 100; right?

9 MR. LONG: Right. Yeah. We're going
10 have debate for and against. Just for clarification,
11 we're having debate now, so we don't have to have
12 this -- the second. We've already started debate.

13 MR. BABB: So we're debating over
14 the -- we're -- Michael Babb, 2838. We're debating
15 over the 80 percent, or 100 percent, or we're debating
16 over what I amended?

17 MR. LONG: Eighty or a hundred.

18 MR. BABB: Yeah, 80 or 100.

19 MR. JIMENEZ: Chris Jimenez, Lodge
20 1362. I think you're going to punish somebody for
21 going on vacation, 100 percent. I get it. Like,
22 you're going to have to make a decision between family
23 or a meeting. I think if you -- we'd be better off
24 with the 80 percent than the 100 if we're going to get

1 it passed.

2 MR. LONG: Thank you, brother. Yeah.

3 MR. FOSTER: Greg Foster, Local 1743.

4 UNKNOWN SPEAKER: Speak up, bro.

5 MR. FOSTER: Greg Foster, Local 1743.

6 Just to clarify, when we're talking 80 or 100 percent,
7 my interpretation is that this is a per-month thing.
8 So that is, in any given month, the \$100; if you
9 attend all the meetings in that month, you get the
10 \$100. Is that the interpretation we are all looking
11 at? Or are we looking at a per-year thing?

12 MR. LONG: I'll let Brother Barnes
13 speak on that.

14 MR. BARNES: I'm sorry. Could you
15 clarify that question?

16 MS. SIMS: 80 percent of what?

17 MR. FOSTER: So some people were
18 talking about the 100 versus the 80. If we are
19 talking -- if you attend 100 percent of the meetings
20 that may happen to have -- any given month, you get
21 it, or 80 percent, whatever, that percentage? Or are
22 we talking about in the year total, and then going
23 back and wiping out the \$100 a month?

24 I think, in my opinion, the -- if it is

1 per month, the 100 percent is appropriate. If it is
2 per year, the 80 percent is appropriate.

3 MR. BARNES: Okay. I understand.

4 I mean, that that goes more towards
5 you, Michael. Which way would you prefer that? I
6 mean, it's your amendment.

7 For clarification, as well, within all
8 the meetings we've had, there hasn't been any absences
9 within the in-person meeting. There has been, I
10 think, two -- only two instances of Zoom calls. One
11 guy had -- he was on vacation, to your point; and the
12 other guy was working overtime with the DPG gang that
13 he had no control; he could not get off work. He was
14 on the track during that time of the Zoom call.

15 MR. BABB: Michael Babb, 2838. The
16 meaning of this is not for anybody on e-board. It's
17 for our future, and holding e-board members
18 accountable. And it's not to say anybody, right now,
19 that does that, but I would say it would be for the
20 year. 80 percent of meetings for the year.

21 MR. LONG: Okay. Just for
22 clarification, if you were to try to do it at the end
23 of the year, there's no way to go back and calculate
24 at the end of the year. It would be a once a year

1 payment, I guess, you would say.

2 Any other discussion?

3 MR. SCHMITT: Adam Schmitt, 3009. I'd
4 just like to say it's a privilege to be elected to
5 these boards. You're not having meetings every day.
6 I understand what Brother Jimenez said. There's some
7 vacations. You guys miss meetings. The vice
8 chairman, the leaders miss meetings, 'cause they go on
9 vacation. You can make the meetings.

10 Patrick had said that, you know, no one
11 missed a live meeting. It's harder to get to a live
12 meeting than it is a Zoom call. If you are getting
13 paid for this position, you should make 100 percent of
14 it.

15 MR. UPRIGHT: Rich Upright, 1632. And
16 for your Zoom meetings, talking about vacation or
17 being on work, why don't you guys schedule ahead of
18 time so whoever -- whether you're working, or on
19 vacation, you can schedule that meeting, and you know
20 exactly when it is, so you're not going to miss it.

21 MR. LONG: I guess -- yeah, just to
22 clarify that a little bit. Sometimes, to have these
23 Zoom meetings, there's things that come up that you
24 really can't plan ahead on. That has to be addressed.

1 I just want to clarify that.

2 Brother Marston?

3 MR. MARSTON: Hey. Hello. Lance
4 Marston, 0594. Listening to all this back and forth,
5 I don't know that it's fair to put that kind of
6 stipulation on somebody doing the work from an
7 organization, because I'm pretty sure anybody's track
8 supervisor, if they came up behind you and was like,
9 "Hey, are you doing 80 percent of the work? Are you
10 100 percent during the day? Are you helping the
11 railroad?" your first call would be to your vice
12 chairman, and say, "This guy's harassing me. He's
13 following up behind me," whatever.

14 If we're going to -- not going to hold
15 that standard -- if that's going to be the NS
16 standard, it shouldn't be the one here. You see what
17 I'm saying? Nobody's following you around at work, or
18 are you helping NS 100 percent of the day? Well, if
19 you don't, you -- you're not going to get your pay,
20 you're not going to get your -- you're not going to do
21 that.

22 It's not fair. That -- it doesn't
23 happen there; it should not happen here, and it's not
24 fair.

1 MR. LONG: Mr. Baker.

2 MR. BAKER: Nick Baker, 3008. As a
3 point of clarification, I haven't heard it stated yet,
4 that we do have rules that we have, in writing, before
5 we have a Zoom call, and we do try to schedule around
6 everyone's schedule.

7 So that hasn't been said yet. And I
8 want to say that, ahead of time, that we do make every
9 effort to schedule ahead of time. But as has been
10 stated, if you're working in the tracks, and you get
11 stuck at work, there are things that come up without
12 will.

13 MR. LONG: Brother Southerland?

14 MR. SOUTHERLAND: Tim Southerland,
15 0226. That -- people's schedules change. I
16 understand that. There's 17 people that we're talking
17 about that are participating in these calls. So you
18 have to take that into consideration. Seventeen
19 different schedules, you know, and vacations come up.
20 People have home lives, as well.

21 MR. LONG: Can you speak up a little
22 bit, brother?

23 MR. SOUTHERLAND: Is that better?

24 MR. LONG: That's better.

1 MR. SOUTHERLAND: I just reiterate,
2 there's 17 different people that participate in these,
3 and we all have home lives, just like every -- all the
4 rest of you. And rules -- items change prior to, and
5 sometimes we do have to have these calls unexpected.
6 So just that's my point. Thank you.

7 MR. HURLEY: Chad Hurley, Lodge 0586.
8 I call for question.

9 MR. LONG: Is there a second?

10 MR. HAYES: Corey Hayes, Lodge 636. I
11 second.

12 MR. LONG: All right. It's moved and
13 seconded. All those in favor of ending the debate,
14 raise your hand. Lower your hand. All opposed, raise
15 your hand. Yeah, two thirds has been noticed; debate
16 has ended.

17 MR. SOUTHERLAND: Johnny, is it
18 possible we turn the PA up?

19 MR. LONG: Turn the what? I'm sorry.

20 MR. SOUTHERLAND: Turn the volume up a
21 little bit?

22 MR. LONG: Okay. Yeah. Justin just
23 now worked on it. Okay.

24 All right. So you've heard the motion

1 about striking 80, and replacing it with 100. So
2 we'll go ahead and call a vote. All in favor of
3 replacing, say, "Aye."

4 MULTIPLE SPEAKERS: Aye.

5 MR. LONG: All opposed, "No."

6 MULTIPLE SPEAKERS: No.

7 MR. LONG: The nos have it.

8 Motion -- okay. All right. So now we're back to the
9 80 percent. All right? So just to clarify that. So
10 all those -- we'll go ahead and have a vote. All
11 those in favor of putting the 80 percent in, say,
12 "Aye."

13 MULTIPLE SPEAKERS: Aye.

14 MR. LONG: All opposed say, "no."

15 MULTIPLE SPEAKERS: No.

16 MR. LONG: I think the ayes have it.

17 All right. Motion passed with 80 percent.

18 MR. RODRIGUEZ: Corin Rodriguez, 1532.

19 MR. LONG: Could you speak up a little
20 bit, Brother?

21 MR. RODRIGUEZ: Corin Rodriguez, 1532.

22 Was that per month, or -- it's per year, or per month?

23 MR. LONG: Yeah, that -- okay. Just
24 one second while she looks at the resolution.

1 Brother Barnes, can you read that, just
2 so the delegates can hear what it says, once again?

3 MR. BARNES: Okay. Section 3,
4 Number 1. Each of the non-executive Board members
5 shall receive \$100 per month. Must attend 80 percent
6 of the meetings. And since that is per month, that is
7 going to be what it'll be.

8 MR. LONG: Okay. So it is monthly. It
9 is monthly. All right. So now we'll go back to the
10 whole resolution for discussion. Any debate?

11 MR. HURLEY: Chad Hurley, Local Lodge
12 0586. How are we doing 80 percent per month? Don't
13 they only meet one time a month?

14 MR. LONG: No, it just depends. You
15 don't really know when you're going to meet. It just
16 depends what -- you know, what's coming up when we
17 have to have these meetings.

18 MR. HURLEY: Okay.

19 MR. LONG: All righty. So we're back
20 to the whole document, as amended. Any further
21 discussion?

22 MR. UPRIGHT: Rich Upright, 1632. So
23 you mean to tell me that it's just, out of the blue,
24 all of a sudden, there's a Zoom call? Like, these

1 aren't scheduled at all?

2 MR. LONG: Yeah, some sometimes they
3 are, sometimes they're not. It just depends on what's
4 going on at certain areas. You know, I can't stand
5 here and tell you -- or no one else can tell you that
6 we're going to have a Zoom call this month, or next
7 month, because of, you know, whatever it may be.

8 If we see a need, something important
9 comes up, we go ahead and schedule the Zoom meeting,
10 and try to have it as quick as possible.

11 Go ahead, Brother Barnes.

12 MR. BARNES: Yeah. To speak on that,
13 anything that's going to be a scheduled vote, we do
14 send out a notice, a 15-day notice. But anything that
15 may pop up, at -- say there may be a derailment in the
16 yard, and we need to get ahold of the affected e-board
17 members for whatever reason, we may call an emergency
18 Zoom call for something like that. But anything
19 that's going to require a vote, we do send out a
20 notice.

21 MR. LONG: All those in favor of
22 adopting the resolution as committed, raise your hand.
23 Okay. Hang one -- lower your hand. All those
24 opposed, raise your hand. Okay. Affirmative had it,

1 and the resolution has passed. Do you have anything
2 else to speak on, Patrick?

3 MR. BARNES: No, that concludes us.

4 MR. LONG: Brother Dale, were you going
5 to speak to the question we had earlier?

6 MR. BOGART: You guys are done with the
7 resolution?

8 MR. LONG: Yes.

9 Oh, where's Justin at?

10 MR. BLANKINSHIP: Right here.

11 MR. LONG: Just to clarify, this will
12 be explanation of the question that was brought
13 earlier, through the bylaws. So this would be the
14 time to ask questions on this. If anybody needs any
15 clarification, now is the time to -- after brother
16 Dale speaks on it, then you can --

17 MR. BOGART: I guess, I just --

18 UNKNOWN SPEAKER: Resolution's over, I
19 understand?

20 MR. LONG: What's that, brother?

21 MR. SCHMITT: I said you -- were they
22 still arguing about the resolution, prior? Because
23 you said it was over. We can go back. We went back
24 earlier; right?

1 MR. BOGART: My understanding was -- I
2 was called up to discuss the question that was raised
3 earlier on the bylaws, between the 1.8 and 1.9. I was
4 advised that the resolution discussion was over. That
5 was not my determination, but that's what I've been
6 advised.

7 MR. LONG: That's correct. Yeah, the
8 resolution was adopted.

9 MR. RODRIGUEZ: 1532, Corin Rodriguez.
10 We were going line by line, and then, all of a sudden,
11 we went the whole resolution? There wasn't clarity.
12 And now, you know, we're fighting for points, and, you
13 know, 1 percent, and now someone just got a \$8,000
14 raise, on all of -- for that, we should be outraged.

15 We -- it was just thrown through the
16 back door on us. So we were going line for line, and
17 then it went the whole resolution.

18 MR. SCHMITT: Johnny -- Adam Schmitt,
19 3006. I think what Corin's trying to explain is we
20 were going section by section. He had thought, you
21 know -- maybe some of the room had thought we were
22 just done with Section 2. You were saying --

23 MR. LONG: Yeah, we moved to
24 debate -- or to end debate, and everybody voted on it.

1 MR. SCHMITT: Okay. He's saying he
2 thought that was just the section. So we're not going
3 back to Section 3?

4 MR. LONG: No.

5 MR. SCHMITT: Okay. Like I said
6 earlier, we don't go back.

7 MR. LONG: Yeah, everyone voted to move
8 to end debate.

9 MR. SCHMITT: That's why I brought it
10 up.

11 MR. LONG: All right. Is there any
12 objection to reopen? I think they were -- you know,
13 maybe it wasn't clarified. And after speaking with
14 Brother Barnes, I understand where the brother was
15 talking about before.

16 I think some may have thought that we
17 were finished with the whole thing, other than what
18 Brother Hurley had mentioned. So does anybody have an
19 objection that we go back and go over the other
20 amendments?

21 Okay. Being no objection, we'll open
22 it back up. Okay. So --

23 MR. BARNES: Yeah. To be clear,
24 everybody, especially Corin, the last thing we want to

1 do make you all feel like you're having anything
2 rammed down your throat, or being railroaded, at all.
3 That that's the last thing we want to do.

4 So by all means, if anybody has
5 anything to cover on the -- two and three, by -- go to
6 the mic.

7 MR. BLANKINSHIP: Justin Blankinship,
8 Local 1464. I'd like to move that we strike Line 2 of
9 Section 3.

10 MR. HURLEY: Chad Hurley, 0586. I
11 second that motion.

12 MR. LONG: Okay. We have a motion, we
13 have a second. I'll go ahead and --

14 MR. BLANKINSHIP: Justin Blankinship,
15 Local Lodge 1464. I have been designated as the
16 website administrator, but I got to tell you; Sheldon
17 Swain, wherever he's at, he's a big part of that.
18 Patrick Barnes is a big part of that. And I don't
19 feel right accepting \$2,500 to -- you know, when it's
20 split among three of us, and others. There's plenty
21 others.

22 Nick helps out quite a bit. Dustin
23 helps out quite a bit. So I wouldn't feel right
24 accepting that.

1 MR. LONG: Thank you, brother.

2 Any other discussion?

3 MR. UPRIGHT: Rich Upright, 1632.

4 Section 3, Line 3.

5 MR. LONG: No, we've got to address
6 this -- this one first. Yeah.

7 MR. RODRIGUEZ: Corin Rodriguez, 1532.
8 I second.

9 MR. LONG: Okay. Yeah, there wasn't a
10 need for a second, but thank you, brother.

11 All right. So we're now to striking
12 the section --

13 What was it, Brother Blankinship?

14 MR. BLANKINSHIP: Section 3 --

15 MULTIPLE SPEAKERS: Section 3, Line 2.

16 MR. LONG: Could you read it once more?

17 MR. BARNES: Yeah, I got it, Justin.

18 Section 3, Part 2, "The website
19 administrator shall receive \$2,500 a year." Strike
20 that line.

21 MR. LONG: Okay. Any further debate
22 striking Section 3, Part 2? All those in favor, say,
23 "Aye."

24 MULTIPLE SPEAKERS: Aye.

1 MR. LONG: All those opposed, say,
2 "No." The ayes have it. The sentence of Section 3,
3 Part 2 will be stricken.

4 MR. HURLEY: Chad Hurley 0586. I
5 proposed Section 2, Article 3, to strike that one, at
6 this time.

7 MR. LONG: What was that again,
8 Brother?

9 MR. HURLEY: Section 3, Article 3,
10 8,000 per year, to strike that at this time.

11 MR. LONG: Is there a second?

12 MR. BABB: Michael Babb, 2838. I
13 second that.

14 MR. LONG: Okay. We have a motion, we
15 have a second to strike Section 3, Article 3. Do you
16 have discussion?

17 MR. UPRIGHT: Rich Upright, 1632.
18 Under Section 3, Line 3, just for specification, what
19 are all these added responsibilities for the \$8,000
20 raise?

21 MR. LONG: I'll let Brother Barnes
22 speak on that. He spoke about it earlier, as well.

23 MR. BARNES: Yeah, I did cover those
24 earlier. I'll recap, though. That is including going

1 to the yearly audit with the trustees, setting up and
2 recording Zoom calls, taking minutes during the
3 meetings, maintain a asset list, LM2 report that's
4 done yearly, and, as I mentioned, going to the
5 new-hire class, participation in McDonough, Georgia,
6 for NS property.

7 MR. LONG: Any other discussion?

8 MR. SCHMITT: Adam Schmitt, 3009.
9 Patrick, that is your position; correct?

10 MR. BARNES: Currently, it is my
11 position; up for election today.

12 MR. SCHMITT: Are you working that 80
13 percent of the time, or 100 percent of the time?

14 MR. BARNES: Secretary treasurer?

15 MR. SCHMITT: Yes, sir.

16 MR. BARNES: 100 percent.

17 MR. SCHMITT: Thanks.

18 MR. LONG: Any other discussion?

19 MR. KENNEDY: Donald Kennedy Lodge
20 0537. I think it's fair to say that the secretary
21 treasurer takes on a bigger role than just what, I
22 guess, your average officer takes on in a lodge. Even
23 in my local lodge, our secretary treasurer is paid a
24 monthly salary to do the secretary of treasurer

1 duties.

2 So I see it fitting that secretary
3 treasure should get some compensation for doing the
4 extra work, besides getting paid the exact same thing
5 that the other, I would say, in your case, vice
6 chairmen get paid, and you're taking on the extra
7 duties of a secretary treasurer.

8 MR. LONG: Thank you, brother.

9 MR. HURLEY: Chad Hurley, Local Lodge
10 0586. There's no doubt Patrick deserves way more than
11 8,000. He does a lot more than \$8,000 worth of work.
12 He deserves everybody to tell him that, you know, we
13 appreciate it. And this ain't about Patrick. This is
14 about the previous question, is we're running out of
15 money. We've got to figure out where we're going to
16 get the \$8,000 from.

17 Either we have to up the dues to offset
18 the cost, or we have to strike something. It's
19 nothing against Patrick; I think the world of him.
20 But we have to figure out where this money's going to
21 come from, if we're running out.

22 MR. LONG: Any other discussion? Okay.
23 We'll go ahead, just for clarity, striking Section 3,
24 Article 3. A motion was made and seconded. We'll go

1 ahead and vote. All in favor, say -- raise your hand.
2 Okay. Lower your hand. All opposed, raise your hand.
3 All right. The motion is -- yeah, the negative have
4 it. The motion has failed.

5 Okay. Any other debate on the whole
6 document? All right. Hearing none, the document has
7 been -- yeah, I'm sorry. I'm sorry. So now, we'll
8 vote on the whole document.

9 So all those in favor, raise your hand.
10 Okay. Lower your hand. All opposed raise your hand.
11 Okay. Affirmative, that all is in favor. Thank you.

12 All right, Brother Bogart.

13 MR. BOGART: Okay. So the question,
14 earlier, was on the 1.8 and the 1.9.

15 Brother Hurley, is that -- can you
16 refresh my memory on that, please?

17 MR. HURLEY: Chad Hurley, 0586. The
18 question was about moving it from the 1.8 to 1.9. The
19 numbers, as it is in 2022, versus the numbers that's
20 going to be in 2026, all the way to 2030 because we
21 are set raises all the way through then. That
22 straight time hour rate will increase. So we need to
23 see the numbers on what the 1.8 will increase, and
24 what the 1.9 is going to increase, where we're going

1 to be at as a whole, and what we're voting for today.
2 'cause we're not just voting today; we're voting for
3 future increase throughout our raises.

4 MR. BOGART: Okay. so you want to see
5 what those wage rates were in '22; is that correct?

6 MR. HURLEY: 1.8, yeah, '22. And then
7 current, which the new would take effect January 1,
8 2026.

9 MR. BOGART: Okay. Yeah. So to
10 address the 1.9 issue, first.

11 Brother Hurley, I'll show you that. I
12 got -- Justin's got some stuff I'm going to have him
13 pull up.

14 Justin, if you could pull up that first
15 attachment that I had sent you, and pull up -- let me
16 just get it here so I'm looking at it as well. To the
17 NWS0 1.8 on the projections, all the way to the right.
18 Yeah, you want to go all the way to the right tab on
19 the bottom. There you go.

20 So these were the projections that were
21 provided at National Division.

22 Justin, if you could go right up to the
23 top of that, where it shows the 57.50, which is
24 actually the net dues rate less the 4.50 that was

1 going back to the lodges.

2 You can see, over to -- and this is
3 from April 1 of '25 to March 31 of '26. If you go to
4 the third to the left column, based on this current
5 dues rate in this year, and you see that parenthesized
6 monetary amounts, and at the bottom, the projected
7 loss of 110,912.66.

8 Well, can you make that a little bit
9 smaller? Okay.

10 So third column from the left. And
11 this is based on the current dues rates, and this
12 would also be based on if we kept the escalator at
13 1.8.

14 So if you go to the next -- if you
15 scroll down, Justin --

16 This maintains it again at 1.8 times.

17 If you could just go up to the top
18 left, Justin, just so I know what the rate is. Go up
19 a little bit higher.

20 That rate is at 60.25. Again, less
21 4.50, so that's the net rate. That's what the system
22 is pulling after it gives 4.50 to each lodge. So back
23 to that third column to the left, again, there's
24 projected losses based on monthly expenses, previous

1 twelve. Any time you account for your projected
2 expense, we generally were on a 3 percent average.

3 Whether it's inflation -- not
4 necessarily inflation, but you always project your
5 expenses roughly around 3 percent. And again, these
6 are projection-based expenses. You may hit it; you
7 may not. But based on that 3 percent, the system is
8 still projecting losses for a total of \$76,487.66.

9 And that would also include -- part of
10 this includes the salary adjustments, as well as the
11 adjustments to any health and welfare that may come.
12 Mostly salary, though, when you take into account that
13 we've had two successive agreements, and everybody's
14 getting GWIs, you know, from PEB 250, and now in the
15 new agreement, through '29.

16 So this accounts for these additional
17 expenses. And one thing I can say, that I've noticed,
18 just in my own travels, and I get to hear it,
19 sometimes, from some of the folks that I work with is,
20 you know, these guys have Federation vehicles which
21 just offsets some of that, but airline tickets have
22 gone up, and I know that hotel rates in the last year
23 have really even affected some of the projections that
24 I have, you know, with the National Division.

1 Now, that has nothing to do with what
2 we're talking about now, and we're fine. I can give
3 you that information when I speak tomorrow.

4 But -- so Justin, can you go to the
5 next page, please. Scroll down. Right to the left,
6 up top. So that's a rate, 62.75. That would be 1.8
7 times.

8 UNKNOWN SPEAKER: 1.8 or 1.9?

9 MR. BOGART: No, that's still 1.8.
10 This is the 1.8 exercise, here. So there's still
11 projected losses based on the 3 percent increases.
12 Now, again, these are projections, but are just the
13 same page to the left, this is '28 through '29.

14 That's a \$65 dues rate, but it's
15 actually 69.50, because it's netted from the 4.50. So
16 I want to make sure everybody understands I did not
17 capture the 4.50 that goes back to the lodges. But
18 again, there's projected loss of a total of
19 \$43,860.43, year over year.

20 And then one more 67.25, again, net
21 less 4.50, you're still projecting a loss of 36.5,
22 roughly. So the idea was that there might have to be
23 an adjustment to, necessarily, the escalator. And my
24 discussions with my staff, as well as Johnny and his

1 team, that seemed to be the way to address it with the
2 most minimal impact.

3 And I can also tell you that as a proud
4 member of the last Salary and Finance Committee, at
5 the founding convention, some of my teammates up here
6 who were on the same committee, there was a guy who
7 was the chairman of that committee.

8 After we had gone back a couple of
9 times, when the delegates had sent us back to get a
10 rate that you were all comfortable with. And
11 that's -- you know that's democracy. We did say that
12 we could work with the adjusted rate that you all
13 could accept, but that in 2025, that this issue would
14 have to be addressed again because the projections had
15 us running red into '25.

16 And also, I think, partially -- and
17 this is nobody's fault in this room, at all, but when
18 we sat in Louisville, three and a half years ago, we
19 weren't necessarily sure how much money the Federation
20 was going to get through the reorganization.

21 I think, at the end of the day --

22 And Johnny, you please correct me if
23 I'm wrong, I believe we ended up with, was it 1.8
24 after the final transition?

1 MR. LONG: That sounds correct.

2 MR. BOGART: And I also believe that,
3 during the founding convention, and again, some
4 uncertainty as to where the finances were, there were
5 some other numbers being thrown that the Federation
6 would probably start up with somewhere around
7 3.5 million, which is twice what we ended up with
8 after the reorganization.

9 So I understand why the rate in '22
10 were adjusted downward, because I believe that, as a
11 delegation, we believed we were going to have some
12 more money. But we also were very aware, and we made
13 note that we would be either given '25 chasing that
14 rate, based on that rate we set in '22.

15 I don't think that answers Brother
16 Hurley's question but --

17 Justin, if you can pull up the -- now,
18 let me see, right here. I'm going to show the 1.9.
19 The most recent are 1.9, which -- no, not that one
20 Justin. It'll be the third attachment I sent you, I
21 believe.

22 Okay. So this 1.9 --

23 All the way up the top please, Justin.
24 So this is, again, where we are

1 currently. And this is showing from August '25 to
2 July 31, 2026. This is projected. Now, there is
3 still some projected loss, but that's based at the
4 current rate of dues. Okay?

5 So move down to the next page.

6 Our dues rate would be effective once
7 we establish a dues rate, January 1. So those
8 projections up top would --

9 Go back up top again, Justin, just so I
10 make sure everybody understands.

11 That 57.50, in reality, should you guys
12 move, and approve a rate effective January 1, these
13 losses would not be showing as significant. But if
14 you just ran that rate, a year from these projections,
15 that's your projected loss, \$309,452.66.

16 Now, again, these are projections. I
17 think that the detailed reports for the system have,
18 in some cases, exceeded projections in real time.
19 However, again, these are based on projections, but
20 you don't want to rely on the ability to run your
21 federation on a idea that you can exceed financial
22 projections that show a loss.

23 So I do know -- and I don't know the
24 exact amounts, but I do know that this system, along

1 with some of the others, all of the systems who were
2 in the healthcare, they were benefited by a holiday
3 where we had some money that we had for -- in a
4 different health plan, that we could not use for
5 anything else for -- other than healthcare. There was
6 a holiday that provided the system some relief on
7 that.

8 And then this system in particular, the
9 former Southern System office was sold, so that
10 provided a little bit of revenue back in. So just
11 moving on --

12 Is this the second slide or the second
13 page? Okay.

14 So this is --

15 Up top, again, real quick.

16 This dues rate is \$64. Again, net.
17 That does not include the 4.50. You come over here,
18 and some of this will be a little bit different.
19 These were the finals yesterday, based on some of the
20 proposals that failed today. So there might be a
21 little bit improvement.

22 But even next year, the current rate,
23 going up to 1.9, the system is projected to net a
24 \$3,426.59 income over expense. So I -- the --

1 You can keep moving, Justin. Thank
2 you.

3 So you go to the next year, and these
4 are based at the 1.9. You go over to the side there.
5 At 1.92 years from now, a year and a half from now, at
6 that current rate, the system's projected to bring in
7 \$26,252.75 cents. Now, again, that's stripped
8 3 percent projected increase, no unforeseen
9 expenditures, whether, you know, the system vehicle
10 loses a transmission, or some other issue that comes
11 up. That's just straight operation.

12 So moving on. So here you get to \$69
13 less 4.50, so it's 73. The system grabs a little bit
14 more, year over year, at 46,630.79, that's year over
15 year.

16 And keep going down. And this is the
17 last year, I believe? Or is there one more? That's
18 the last. Okay.

19 So this is the last 71.25 less the 4.50
20 net. The system grabs another 53,430. So year over
21 year, on basic operational costs, projected at
22 3 percent increase in -- increased salaries. I mean,
23 at 1.9, by the end of this, or maybe two years, at the
24 end of the four years, the system is projected to

1 essentially net.

2 And who knows what they'll cost then,
3 the equivalent of a mid-sized SUV, if they need to
4 replace a vehicle, or something like that. So that
5 was the basis for the 1.9. The union is a non-profit
6 organization. We seek not to profit from our members.

7 I also know that this system, in
8 particular, and many other systems, they I -- think I
9 heard some of your brothers in here, and maybe in
10 conversations in the hallways, you know, how good it
11 is that you see these officers, you know, out in the
12 field.

13 I know they do a lot of visits, and
14 whatnot. These are are kind of costs that are
15 associated with your dues, not just for them to come
16 out and see, and everything else, but it's for
17 these -- it's for this federation to be able to
18 operate.

19 And three years ago, as I said, there
20 was some uncertainty, and we weren't sure, but we did
21 what could to make it work for the first three years.
22 The system has, like I said, in some cases, exceeded
23 its projections. I think it's exceeded. It's -- you
24 know, the work's not done, but it has done very well

1 for the members of this fed.

2 And in order to continue the level of
3 service that you all as members, and delegates, and
4 your members that have sent you here deserve, you
5 know, to maintain that level of success, excess, and
6 operation. This is a very minimal adjustment to keep
7 this going forward.

8 And honestly I can't see, or foresee,
9 that this issue comes up again, now that you may have
10 the escalator right, and the system dues rate
11 corrected.

12 Go ahead.

13 MR. HAYES: Brother Bogart, Corey
14 Hayes, Lodge 636. I appreciate your presentation and
15 the numbers. Just so that I can understand clearly,
16 the notes that I was taking during your presentation,
17 if I look -- if we were to look at the 1.8 time
18 projected expense, if my math and ears are correct, in
19 the '29 - '30 year, is the monthly dues paid to the
20 system \$67.25?

21 Let me have Justin pull that up. Hang
22 on. I can pull up what '29 and '30 will look like,
23 and it's actually going to, maybe, help show some more
24 numbers.

1 Justin, that's that one attachment with
2 the graphs and the charts. If you want to just go
3 to -- the N&W will work just fine. NS N&W. That's
4 the one. Nope. That's not it. I'm sorry.

5 It's still a good one. I sent it to
6 him in case I needed it.

7 Okay. So all the way up top. Okay.

8 So Cory, you had asked me -- what was
9 the rate you were asking for?

10 MR. HAYES: '29 - '30.

11 MR. BOGART: All right.

12 Can you go all the way over to the
13 right, Justin?

14 Now, again, my numbers may look a
15 little bit different, 'cause I got some lines where I
16 have the gross dues rate, and then I also have the net
17 dues rate when you take the 4.50 out. So let me just
18 get where you're looking.

19 MR. HAYES: And just for clarity, as
20 the bylaw's currently written, in 2029 - '30, if the
21 67.25 is the rate to the system, plus the 4.50 through
22 the local lodge, that would be a total of \$71.75 a
23 month.

24 MR. BOGART: Yeah. Corey, so my figure

1 at twenty -- 2030 and 2031 shows the system dues rate
2 less the 4.50 at 73.75. It would be a total of 78.25.
3 But that would be at the end of the term of the
4 agreement. That would be based solely on projections
5 of the 1.9 of your N&W, Trackman, and Southern
6 Trackman averaged at 1.9 percent. And then,
7 obviously, the 1.3, which isn't included in your
8 system dues rate, that the national applies.

9 MR. HAYES: So the numbers I came up
10 with, Brother Bogart, are this. Based on the notes,
11 and the presentation I heard, is that '29 - '30, at
12 the 1.8 times, the total dues for system and local
13 lodge would be \$71.75, at the 1.8 times.

14 At the 1.9 times escalator, my math
15 combined the system and the \$5 that is also in this
16 proposed change to the bylaw that we're talking about,
17 is \$76.25 for a difference of \$5.50 increase would be
18 the value of that increase; is that correct, or is my
19 math wrong?

20 MR. BOGART: Are you talking about the
21 increase in -- from 2031 -- between now and next year?

22 MR. HAYES: No, in '29 -- year '29 and
23 '30, at the end of the contract that we currently have
24 for the raises.

1 MR. BOGART: That's at 1.9. But you
2 want to know what it would be at 1.8?

3 MR. HAYES: The difference.

4 MR. BOGART: Okay.

5 MR. HAYES: 'cause I -- my math has it
6 figured at \$5.50 is what we're talking about.

7 MR. BOGART: Let me pull that up.

8 You don't have that one, Justin. I can
9 send it to you. Actually, you do have it, Justin. I
10 believe so. You -- let me pull that up, so --

11 Brother Hayes, I'll apologize. I don't
12 have 2031 on this, but I think this will, kind of, get
13 me an idea.

14 UNKNOWN SPEAKER: 2030.

15 MR. BOGART: He said 2030? Okay.
16 Just -- okay.

17 MR. HAYES: How much a month are my
18 dues going to go up is the difference between a 1.8
19 escalator versus a 1.9 escalator, is my question.

20 MR. BOGART: Okay. So I got it right
21 here. Okay. So your math is correct at 71.75 on the
22 1.8, right there. Okay?

23 MR. HAYES: So the difference would be
24 a \$5.50 increase if we increase from 1.8 percent

1 average versus the 1.9 percent.

2 MR. BOGART: That is correct.

3 MR. HAYES: Thank you for the
4 clarification.

5 MR. BOGART: Sorry. I just had a lot
6 of spreadsheets up here. I was trying to make sure I
7 had it in front of me. And just for clarification, on
8 some of these sheets that I'm showing you, I did not
9 have the additional 50 cents accounted for that the
10 Bylaws Committee has proposed today. These were based
11 on the 4.50 going to the lodge coming into convention.

12 MR. HAYES: Brother Dale, Corey Hayes,
13 Lodge 636. Again, I appreciate brother Chad Hurley
14 sharing with me. My math was wrong. It's a \$4.50
15 cents difference a month. And I thank Brother Hurley
16 for correcting me on my math.

17 MR. BOGART: Yes, sir.

18 MR. LONG: Go ahead, brother.

19 MR. FOSTER: Brother Dale, Greg Foster,
20 Local 1743. Was wondering what the logic is -- I
21 don't know if this is a you question, or to other
22 people on the committee -- behind the -- it seems
23 like, basically, setting a minimum dues for the local,
24 rather than having the local set their own. I know

1 they're free to raise it beyond the \$5, but I'm not
2 sure what that line was.

3 MR. BOGART: Well, I won't speak on
4 behalf of the system, but what I will say is
5 anytime -- we do have systems out there whose lodges
6 either, you know, pass an assessment for that lodge
7 specific.

8 Obviously, when they send us that
9 information, you know, they let the system know, but
10 they also let the national know to make sure that the
11 deductions are being done, you know, properly, and
12 whatnot, so the lodge is getting the money.

13 So -- but I know in a lot of instances,
14 the systems -- and this system being one, it likes to
15 be very -- I don't want to say generous, but generous,
16 to make sure that the lodge has enough to operate. I
17 think the systems are free to, probably, set their
18 rates or apply assessments, but this tries to do that
19 for the lodges so they don't have to.

20 But I don't want to speak for the
21 system, Johnny. That might be something you or
22 Patrick want to discuss.

23 MR. LONG: Right.

24 MR. BOGART: Does that answer your

1 question, Brother Foster?

2 MR. FOSTER: I would like to
3 hear Brother Johnny speak to it, but I was just -- it
4 feels that we are deciding to increase the minimum for
5 all of the lodges, rather than letting the lodges
6 decide on their own.

7 MR. BOGART: Yeah. If I understand
8 your question, you know, it would be for all lodges to
9 pay the same, instead of having different lodges
10 paying differently. Is that --

11 MR. FOSTER: No, my question is that we
12 have, baked into this proposal here, that we're having
13 the assessment to the local lodges of the 4.50, or the
14 \$5, whichever. And when -- my understanding was,
15 going back, that the local lodges set their own dues.

16 It feels like doing this is
17 taking -- and it is also taking away some of the
18 stresses from the local officers of having to then
19 propose that to their own individual members.
20 However, we are taking away -- if somebody's deciding
21 to, "Hey, I've got a backyard. We can run all of our
22 meetings out of there," and do something like that,
23 and cut everyone's dues down, this is taking away that
24 option.

1 MR. LONG: I understand what you're
2 saying. So the whole part of having that -- the 4.50
3 is to make sure that for, you know, conventions.
4 Currently, right now, when you come to this convention
5 for the ARSF, it's paid for by the Federation.

6 Other -- you know, other meetings that
7 you attend, the federations, you know, they're going
8 to -- they're -- the federation's not going to be
9 responsible for it. It's going to be up to the local
10 lodges.

11 So what we've tried to do in the past,
12 and this has been going on for some time now, is to
13 increase that, to try to make the local lodges more
14 solvent so they can send people to training, they can
15 send people to meetings, and so on. So they
16 have -- you know, they have some money.

17 Some of the lodges, you may have 100
18 people in your lodge, and you may have a very good,
19 you know, nest egg, per se. But others, you may have
20 20 people. So you know, they're not going to have the
21 money in their funds like the others.

22 So trying to raise this up, if I
23 understand you correctly, trying to raise, or keep
24 this, you know, to that amount. But that's what we

1 think would help each lodge. I don't think what
2 you're saying is that we should be the ones to tell
3 you, or tell each lodge, "This is -- you're going to
4 be paying 4.50." We were just trying to make it where
5 we see that the 4.50 would help each lodge, and
6 instead of, you know, maybe reducing it down to \$2,
7 you know.

8 Some of the lodges, today, and, you
9 know, when I started out, we went to a fire hall, and
10 had coffee and donuts. But we were still struggling,
11 with about 80 people in our lodge. So it -- yeah, the
12 4.50 has really helped, and maybe, you know, there
13 might be some others to speak on that.

14 But it -- from what I've seen, it has
15 helped out tremendously, when I see the LM reports
16 done, that these lodge funds keep going up. So they
17 are -- money in there to be able to send people to
18 places they haven't been able to send, you know,
19 before.

20 MR. BOGART: And, Johnny, one other
21 point I probably should clarify.

22 What I meant to say, Brother Foster, as
23 well, is the National Division, you know, also
24 requires that the dues rate -- now, it doesn't have to

1 be one set rate across the entire country, but when a
2 system sets a dues rate for its locals, it doesn't
3 preclude those locals from providing an assessment if
4 they believe they need more.

5 But that baseline is required, and if
6 the system set that, and they -- it gets passed in
7 their meetings or their conventions to set those,
8 which was set in 2022, that's the rate. But the lodge
9 can always vote on -- so long as they have minutes,
10 and approve additional assessments, if they feel the
11 need to close any gaps in the local.

12 MR. LONG: Go ahead, Brother Schmitt.

13 MR. SCHMITT: Adam Schmitt, 3009. Hey,
14 in closing, then, Dale, in the summary, there, are we
15 saying that at 1.8 percent, you know, pending any
16 outside interference, for better or worse, we will be
17 operating in the red; but if at 1.9, we'll be in the
18 green?

19 MR. BOGART: Based on these
20 projections, Adam, you know, 100 percent, like, you
21 know, based on just standard operation, which we all
22 know how standard operation works, 1.9 should carry
23 the load.

24 MR. SCHMITT: 1.8 won't?

1 MR. BOGART: 1.8 won't.

2 MR. UPRIGHT: Rich Upright, 1632. With
3 these projections, how much is each individual's dues
4 going be going up during this time span?

5 MR. BOGART: Well, based on this
6 sheet, --

7 Justin, can you go to -- not here. Get
8 the sheet that I have, the dues versus the
9 compensation. There it is. Can you make that a
10 little bit smaller? Not that small. And go down past
11 the notes. Okay. Nope. Go up top, there. Okay. so
12 to the left, a little bit.

13 So based on these, right here, and this
14 was -- okay -- yeah. So the dues -- and this is
15 projected out through 2031, Brother Upright, but just
16 from -- could -- hang on, one second. Let me see,
17 here. Let me check another tab, here.

18 Brother Upright, --

19 Justin, can you go to the second tab,
20 NSSOU, same spot. Keep going. Yep.

21 So year over year, based on this 1.9,
22 you're going from currently, 108.75, to 117.25.
23 That's a \$8.50 increase, but that's six -- no. So
24 it's a total of 8.50, but two of that is projected to

1 be from the National Division, based on our escalator.

2 So it's I think 6.50. But with the
3 additional 50 cents that's in the bylaws to, I think,
4 put that lodge rate at \$5. So it may actually
5 be -- it may actually end up being \$7, with that
6 proposal, cause there's an additional 50 cents, right
7 now, that's before the body. So year over year it is
8 a jump.

9 I will just mention that this
10 adjustment will be the largest once you go to the 1.9.
11 And then, year over year, there will be adjustments
12 based on wages, that will be calculated, that you will
13 all be paid through 2029, until we bargain a new deal.
14 Does that help?

15 MR. UPRIGHT: So you're saying by 2029,
16 we're paying 117 a month?

17 MR. BOGART: No, no. By 2029, if these
18 projections hold, and your wages -- which you've
19 already signed on for and ratified -- and these
20 averages are based on pattern. And again, these are
21 projections, because there's other things that affect
22 how we calculate the dues.

23 I mean, we have a national agreement.
24 That's a huge chunk of how we calculate it. But

1 there's other roads, such as Amtrak, and some of the
2 other roads that we use to base that, they also have
3 their own agreement.

4 But if I just base this on National
5 agreement alone, in these wage increases and the
6 escalators, by 2029 -- in 2029, based on projections,
7 total dues -- and that includes system and National
8 Division, is around 130.25. It does not include the
9 trust, or additional amounts that some of you pay to
10 the trust, or --

11 Is it just the trust Patrick?

12 MR. BARNES: Yes, sir.

13 MR. BOGART: Yes, that that does not
14 include the trust. This is just straight net dues.
15 Does that answer your question?

16 MR. UPRIGHT: Yep.

17 MR. BOGART: Justin, can you
18 just -- real quick --

19 MR. UPRIGHT: Yes, it does.

20 MR. BOGART: Okay.

21 Justin, can you just, real quick, run
22 down to my graph here. So I just want to, kind of,
23 put something out there to show how the dues are, kind
24 of, calculated, and how they trend with your GWIs,

1 salaries, what have you.

2 So if I just look at this graph here,
3 it's the Norfolk Southern, Southern Track foreman,
4 it's DPG gang. So the blue line. This thing still
5 work? So the blue line is representative of GWIs from
6 2020. It goes and shows through -- all right.

7 It shows through 2031. But in 2030 and
8 2031, at least nationally, or on your agreement, we
9 don't know what those rates are going to be. But the
10 blue line represents your general wage increases from
11 2020 through 2029.

12 So you got a -- you know, a three, a
13 three and a half, to seven, four, four and a half.
14 You can see it all up here. Then there's a TBD for 30
15 and 31 where it says "Expects GWIs and ex-moratorium."
16 So that dip, it -- it's there now, just because I
17 don't have a number to plug in, 'cause we don't know
18 what the GWI is going to be then.

19 The orange line represents what a
20 Norfolk Southern, Southern Track foreman rate of pay
21 pays in compensation, in dues, versus his overall,
22 which averages -- in 2020, you see it was 1.7, if you
23 go up to that. 2023, following some of the GWIs, that
24 actually went down. Your dues went up, but your

1 percentage went down, of how much towards -- of how
2 much your salary is going towards dues.

3 That, kind of, levels out at 1.5, and
4 then it does trickle back up. And then again, the 1.7
5 here is, kind of, arbitrary, because we don't know
6 what those wage rates are going to be, and how that's
7 going to affect your salary.

8 But I just want to, hopefully, let you
9 guys see how these lines correlate, that your average
10 contribution in dues, with the exception of maybe
11 making the small change that was proposed here, from
12 1.8 to 1.9, that orange line should stay pretty
13 consistent as far as what that percentage is.

14 And so long as your GWIs are far
15 exceeding that flat line percentage, you guys are
16 ahead of the game. I know that's a hard sell to the
17 members, not -- I'm not up here saying, "Hey, let's
18 just raise dues. It's a fun thing to do." So I hope
19 this helps, and if there's any other questions, I'll
20 answer anything you got,

21 MR. LONG: Any other questions? Okay.
22 what I'd like to do -- I know that the hotel staff's
23 going to have lunch ready, probably, right now. So
24 what I'd like to do is just postpone. And once we

1 come back in session, we'll get directly to the
2 striking of the 1.9, and continue with business. So
3 try to be back in here by 1:30.

4 (Off the record.)

5 (Video played.)

6 MR. LONG: Okay. We'll get started
7 again. If the Constitution and Bylaws Committee will
8 come back forward to the stage. Okay. Just to
9 clarify where we left off, we're back at Article 5,
10 and we have a motion on the floor to strike 1.9
11 percent and replace with 1.8 percent.

12 UNKNOWN SPEAKER: No. Times, not
13 percent.

14 MR. LONG: Yeah, times. Yeah. Okay.
15 before we had a break, we had the Salary and Finance
16 Committee come up. Brother Dale Bogart spoke on that,
17 and hopefully was able to answer all the questions
18 that we had.

19 MR. BOGART: Brother Long, during the
20 break there were some folks that had asked for a
21 line-by-line comparison. I did do that over the
22 break, and I sent that over to Brother Blankinship.
23 That's what he's got on the screen right now.

24 They wanted to see what it looked like

1 between 1.8 of the average NS labors rate and 1.9
2 times the average NS labors rate for comparison. And
3 it goes back to, I believe, what Brother Corey Hayes
4 had asked me with the difference.

5 I think he had a 4.50 figure, and I
6 told him that math was correct. And for all intents
7 and purposes it is, I mean, 'cause they're projection
8 based. It's four and a quarter gap at 2030, but this
9 just shows what the difference is on those trend lines
10 between '25 and '30 at 1.8, 1.9. I just want to make
11 sure everybody got a chance to see that.

12 MR. LONG: All right. Thank you,
13 brother Dale.

14 MR. HAYES: Corey Hayes, Lodge 636.
15 Brother Manspile, would you mind to go through that,
16 what Justin just had displayed on the screen, and call
17 out those numbers. It's difficult for me to see from
18 back here. So we can take notes on that.

19 MR. MANSPILE: I'll just read them off
20 to you, the rates. The 1.8 at 2025 is 108.75. 2026
21 is 113.50. 2027 is 118. 2028 is 122. 2029 is
22 126.25. And 2030 would be 130.25. You got them,
23 Brother Hayes? All right. That represents a dues
24 increase of \$10.25 from 2025 through 2029, between

1 system conventions. That's a loss.

2 All right. Aat the 1.9, 2025, you at
3 your 108.75. 2026, you will be at 117.25. 2027,
4 121.75. 2028, 126. 2029, 130.25. And 2030, 134.50.
5 That represents a dues increase of 13.75 from 2025
6 through 2029 between the system conventions, and
7 that's sustainable.

8 All right. If I understand, Chair, you
9 want to go back through B and C; correct?

10 MR. LONG: Correct.

11 MR. MANSPILE: All right. The
12 committee recommended changing -- as striking in B,
13 April 1, 2022, and inserting January 1, 2026. The
14 American Rail System Federation dues shall
15 increase -- shall be a minimum of -- we proposed
16 striking \$62, and inserting \$69 per month, effective
17 on January 1st of each year.

18 Thereafter, dues are adjusted to
19 reflect -- we propose striking 1.8, and making it 1.9
20 times the average street time hourly rate of pay for
21 the average rate of pay for the Southern agreement
22 laborer and the N&W Wabash Trackman.

23 Set amounts shall be rounded to the
24 nearest 25 cents, which, additional sum shall be taken

1 into consideration when calculating any dues increase
2 for the following year.

3 MR. LONG: Okay. so the motion was
4 made to strike the 1.9 percent -- times the average,
5 and replace it with the 1.8. Do we have discussion?

6 UNKNOWN SPEAKER: Starting January 1st?

7 MR. LONG: Yeah. For or against. And
8 just keep in mind that's all we're discussing, right
9 now. This is for; this side is against.

10 UNKNOWN SPEAKER: Brother Long, point
11 of order. Was there a second for the motion for the
12 amendment to be made?

13 MR. LONG: Yeah, we had mentioned last
14 time we'd already engaged in discussion, so that's --

15 UNKNOWN SPEAKER: Just to clarify.
16 Thank you.

17 MR. LONG: Thank you.
18 Go ahead?

19 MR. HILDEBRAND: Brother Milo
20 Hildebrand, Local 2307. I think that Dale has showed,
21 very correctly, if you look at this, that this is what
22 we need to keep this federation going. Either we're
23 committed to this federation, or our brothers, or
24 we're not.

1 I understand not a person here wants to
2 go back and tell people that you're going to have a
3 dues increase. I think the one chart that shows over
4 time, the percentage of what I'm paying on my paycheck
5 is not really getting that significantly differently.

6 In my personal opinion, this union is
7 working better now than it has in the 36 years that
8 I've been out here on the railroad. I'm committed to
9 continue that, and if that has to be a dues increase,
10 I have no problem going back to the people I work with
11 and telling them why.

12 And if they've got a problem with that,
13 they can vote me out. But I'm certainly not going to
14 leave this federation without the money it needs to
15 represent us.

16 MR. LONG: Thank you.

17 Brother Hayes, you have the floor.

18 MR. HAYES: Corey Hayes, Lodge 636. I
19 want to echo what the brother just said, and I also
20 want to commend the Salary and Finance Committee for
21 the work that they put in, in preparing their
22 proposal, as well as Brother Bogart's work in in
23 presenting the the differences so that they're -- so
24 that I can understand them. I would strongly

1 encourage all delegates to vote against the amendment.
2 Thank you.

3 MR. LONG: Any other discussion?
4 You've heard the motion on the floor to strike the 1.9
5 percent and replace to the 1.8. We'll move to vote.
6 All in favor, raise your hand?

7 UNKNOWN SPEAKER: 1.8 to 1.9; right,
8 you're voting on?

9 MR. LONG: He's -- no. It was to
10 strike the 1.9 and replace with the 1.8.

11 UNKNOWN SPEAKER: Okay. That's what
12 you voting on now?

13 MR. LONG: Correct.

14 MR. FOWLER: So just state what a yes
15 vote will result in, and what a no vote will result
16 in.

17 MR. LONG: A yes vote means that the
18 motion will be stricken.

19 MR. FOWLER: Which number?

20 MULTIPLE SPEAKERS: Which number?

21 MR. MANSPILE: Yes vote goes back to
22 eight.

23 MR. LONG: Yes, the yes vote goes back
24 to eight.

1 MR. FOWLER: And no vote is 1.9?

2 MR. LONG: Correct.

3 MR. FOWLER: Okay.

4 MR. LONG: Okay. All right. All
5 right. So all in favor raise your hand. All opposed,
6 raise your hand. Okay. Thank you. It has been voted
7 upon, and it will not be stricken, that the 1.9 will
8 be the dues rate.

9 MS. SIMS: It will stay in --

10 MR. LONG: Yes, it will stay in, and
11 not be stricken. Okay.

12 Now, we'll go back to Article 5 as a
13 whole.

14 MR. MANSPILE: We got one change in C,
15 at Section C, Committee recommended striking "April 1,
16 2022," replacing it with "January 1, 2026." We
17 recommended, in the second line, striking "4.50," and
18 increase to \$5; strike the word "reimbursed," and
19 change it to "assigned."

20 And then we come down, and in that last
21 paragraph of C, strike "and to defray expenses
22 incurred by the delegates to attend quadrennial
23 National Division conventions."

24 MR. LONG: Okay. you've heard the

1 reading of the amendment. Any discussion? Okay.
2 Hearing none, now, I guess, we go to the article as a
3 whole, now.

4 MS. SIMS: There's nothing else
5 to -- you covered the Section 3 already.

6 MR. LONG: Hadn't come down to Section
7 3 yet.

8 MR. LONG: Section 3, Committee
9 recommended striking the text of "by a majority vote
10 of the Joint Protective Board, a quorum being present
11 or by majority vote of the Joint Protective Board,"
12 and inserting the text of "in between quadrennial
13 conventions, the Joint Protective Board shall be
14 authorized to impose special assessments upon all ARSF
15 members as may be necessary to provide sufficient
16 funds with which to administer the affairs of the ARSF
17 properly.

18 Such assessments shall be effective
19 until the next regular ARSF convention. After such
20 assessments have been ordered, the general chairman
21 shall notify all members of the ARSF by mail or email,
22 whichever's practical."

23 MR. LONG: Okay. you've heard the
24 reading of Section 3. Is there any discussion? Is

1 there any objection? Hearing none, we'll vote on the
2 whole document, that is, Article 5 as a whole. Okay.
3 All in favor, please raise your hand. Lower your
4 hand. All opposed, raise your hand. Okay. It has
5 been passed by far with the ones that are in favor, so
6 that will -- amendment will be passed.

7 MR. MANSPILE: And that was the only
8 thing we needed to come back to finish up; correct,
9 Johnny?

10 MR. LONG: That's correct. Thank you,
11 brother.

12 MR. MANSPILE: Thank you, Chair.

13 MR. LONG: Thank you to the
14 constitution and Bylaw committee.

15 Justin, do you have another video, or
16 anything you want to show them?

17 MR. BLANKINSHIP: No.

18 MR. LONG: Okay.

19 All right. Going back to the agenda,
20 we'll now have election of officers. Brother Sean
21 Gerie will be the co-chair, he will be running the
22 elections. And I certainly appreciate him coming up
23 and doing that part.

24 MR. GERIE: Thank you, Brother Long.

1 Good afternoon, sisters and brothers.

2 MULTIPLE SPEAKERS: Good afternoon.

3 MR. GERIE: This morning, you heard
4 from the Rules Committee, so I don't think I have to
5 revisit this. I don't think I have to get into how
6 the elections are going to work. If they do, we'll
7 stop; we'll get you an answer or clarification, we'll
8 look at the rules.

9 Good afternoon. I've been asked by
10 General Chairman Johnny Long and the officers of the
11 American Rail System Federation to chair this portion
12 of your convention. With no objection, I will
13 proceed. I'll do the best -- I'll do my best to hold
14 these elections in accordance with the system
15 federation, BMW EDIBT bylaws, and Teamsters
16 constitution, as well as any rules established
17 that -- the rules for these proceedings.

18 I'll ask for nominations for each
19 separate position, and take -- this doesn't make sense
20 to me. I'm sorry. I'll ask for nominations for each
21 separate position, and take them one at a time.
22 There's no second required.

23 Once a person is nominated, I will ask
24 the person if he or she accepts the nomination. If

1 there are no other nominations, if they're asking
2 three times, in accordance with the constitution
3 bylaws, I will declare that person winner by
4 acclimation.

5 I'd like to take a point of personal
6 privilege here. I believe the rules stated that we
7 have a timer for nominations. I would ask that
8 brother Reese Saulter could volunteer his time to be
9 the timer guy.

10 Can I count on you for that, brother?

11 MR. SAULTER: Yes, sir.

12 MR. GERIE: Thank you.

13 I've been corrected, already. We're
14 off to a flying start. The parliamentarian has
15 reminded me that the rules state there is going to be
16 a second, so I am sorry; I was reading from my my
17 notes prior. So there will be a second speech
18 required.

19 All right. I respectfully request any
20 delegate making a nomination speech to please approach
21 the platform or the microphone, speak clearly as
22 possible, state your full name, lodge number. For the
23 record, the nomination and second speeches will be
24 accepted, and will be limited to two minutes.

1 The timekeeper will be Brother Reese
2 Saulter.

3 Did you put your hand up for question?

4 UNKNOWN SPEAKER: I think the Rules
5 Committee said three minutes.

6 UNKNOWN SPEAKER: Three and two.

7 MR. GERIE: Okay. That's why we write
8 these things down. Three minutes. I will now open up
9 the nomination for general chairman.

10 MR. HURLEY: Chad Hurley, Local
11 Lodge 0586. It is in honor to stand before you today
12 to nominate Johnny Long for general chairman of our
13 system federation. When I think of the kind of
14 leadership we need in this role, I think of someone
15 who shows up, someone who gets the job done, and
16 someone who makes us all better. That's exactly who
17 Johnny is.

18 Since the day that Johnny stepped up,
19 things have been better. He has proven himself to be
20 a real go-getter, someone who doesn't wait around for
21 problems to fix themselves, but instead, jumps in,
22 rolls up his sleeves, and finds solutions.

23 His work has already made our
24 federation stronger, more organized, and more

1 efficient. Johnny is timely. He respects our time,
2 he respects our work, and he respects the importance
3 of moving forward without delay. He's efficient. He
4 knows how to get things done, and he does so in a way
5 that lifts up those around him.

6 And most importantly, he's committed.
7 He puts our members first. He never loses sight of
8 why we are here, to protect and strengthen one
9 another. We need leadership we can count on. We need
10 someone who not only talks about improvement, but
11 makes it happen.

12 And we have all seen with their own
13 eyes that Johnny Long is that person. So today, with
14 confidence in his ability, and faith in his
15 dedication, I proudly nominate Johnny Long for general
16 chairman of American Rail System Federation. Thank
17 you.

18 MR. GERIE: Thank you, brother.
19 Brother Long, do you accept the
20 nomination?

21 MR. LONG: I proudly accept the
22 nomination.

23 MR. GERIE: Do I have a second?

24 MR. BATES: Andrew Bates, Local 0887.

1 I second John's -- well, Johnny Long's nomination, and
2 then I echo the sentiment of everything that was said
3 before me. Having worked closely with Mr. Long on the
4 e-board, and in other capacities, his approachability,
5 his work ethic, his knowledge are second to none, and
6 there's no one in this room I'd rather have.

7 MR. GERIE: Thank you, brother.

8 Are there any other nominations for the
9 position of general chairman? Any other nominations
10 for the position of general chairman? Asking twice,
11 three times. Any other nominations for position of
12 general chairman?

13 Hearing none, Brother Long, I
14 congratulate you. You are elected by acclamation.

15 The officers of the Joint Protective
16 Board shall consist of a general chairperson, a first
17 vice chairperson, a second vice chairperson, vice
18 chairperson secretary treasurer, vice chairpersons in
19 the executive committee.

20 So as I recall, or as I'm looking here,
21 a total of nine vice chairmans from the regions
22 described below, and from which, one will be elected
23 to serve as the first vice chairperson, one will be
24 elected to serve as the second vice chairperson, and

1 one will be elected to serve as the vice chairperson
2 secretary treasurer.

3 The members elected as vice chairperson
4 shall, prior to the conclusion of the convention,
5 determine who will be the first vice chairperson,
6 second vice chairperson, and the vice chairperson
7 secretary treasurer. In the event of a tie, the
8 general person -- the general chairperson will resolve
9 the matter.

10 Three full-time officers positions
11 shall be elected and maintained from Region 1.
12 Region 1 shall consist of members from the following
13 local lodges: 0034, 0302, 0523, 0524, 0525, 0529,
14 0536, 0537, 0542, 0546, 0567, 0585, 0586, 0619, 0627,
15 0636, 0645, 0660, 0673, 0804, 0808, 1618, and 2838.

16 I will ask for the nomination for vice
17 chairman for Region 1.

18 MR. KENNEDY: Donald Kennedy, Lodge
19 0537. I hereby nominate Brother Patrick Barnes for
20 the position of vice chairman of Region 1. Over the
21 past five years, Brother Barnes has proven himself to
22 be a dependable and dedicated advocate for his members
23 in Region 1.

24 In doing so he has also demonstrated

1 his commitment to all BMW ED system members. Brother
2 Barnes has pursued litigation in on multiple claims on
3 behalf of his members, and he stood by them during
4 investigations, consistently fighting for fairness and
5 accountability.

6 It is my firm belief that there is no
7 doubt Brother Barnes will continue to serve with
8 integrity, diligence, and determination in his
9 continuing role as vice chairman.

10 MR. GERIE: Brother Barnes, do you
11 accept the nomination?

12 MR. BARNES: Yes, sir, honorably.

13 MR. GERIE: For the record, the brother
14 has accepted. You just may not have heard it in the
15 microphone. Do I have a second?

16 MR. ALLEN: Arbra Allen, Lodge 523. I
17 second the nomination.

18 MR. GERIE: Thank you, brother.

19 Are there any other nominations for
20 vice chairman for Region 1? Any other nominations for
21 vice chairman? That's two. And third time, finally,
22 any other nominations for vice chairman, Region 1?

23 Hearing none, Brother Barnes, you are
24 elected by acclimation. Congratulations.

1 I will now open up the nomination for a
2 second vice chairman for Region 1.

3 MR. SULLIVAN: Yes, sir. Keith
4 Sullivan, Local 0585. I'd like to nominate Corey
5 Hayes, vice chairman, Region 1. Corey has done an
6 awesome job in supporting our local lodge on 585, on
7 our brothers and sisters, and getting back with us
8 diligent on issues that may come up. And I think
9 Corey's the right man for the job. Thank you.

10 MR. GERIE: Thank you, brother.
11 Brother Corey, do you accept?

12 MR. HAYES: Yes, sir.

13 MR. GERIE: For the record He does
14 accept. Do I have a second for Brother Corey?

15 MR. ROSE: Shaun Rose, 0627, and I
16 second that nomination.

17 MR. GERIE: Thank you.

18 Are there any other nominations for
19 vice chairman, Region 1. Are there any other
20 nominations for vice chairman, Region 1? Asking a
21 third time, any other nominations for Region 1?

22 Seeing none, brother, you are elected
23 by acclimation. Congratulations.

24 The chair now will ask for nominations

1 for vice chairman for Zone 1 -- or Region 1, rather.

2 MR. HUNT: Good afternoon. Will Hunt,
3 Lodge 0302. I'd like to nominate Trapper Cory. He's
4 been very diligently getting our union back into order
5 at our lodge, got more members coming, handles things
6 in a timely manner, gets things done for us, and
7 that's what we need. So I'd like to nominate him,
8 please.

9 MR. GERIE: Thank you.

10 Brother Trapper, do you accept?

11 MR. CORY: Proudly.

12 MR. GERIE: Please let the record
13 reflect that brother has accepted the nomination. Do
14 I have a second?

15 MR. MULLIS: Neil Mullis, Lodge 0808.
16 I second nomination.

17 MR. GERIE: Thank you, brother.

18 Are there any other nominations for the
19 position of vice chairman, Region 1? Any other
20 nominations or position of vice chairman of
21 Region? Third time going, any other nomination for
22 Region 1?

23 Seeing none, brother, you are
24 acclimate -- you are elected by acclimation.

1 Congratulations.

2 MR. GERIE: The three full-time
3 officers positions shall be elected and maintained
4 from Region 2. Region 2 shall consist of all members
5 from the following local lodges: 0224, 0226, 0287,
6 0301, 0362, 0551, 0568, 0571, 0577, 0580, 0594, 0598,
7 0599, 0613, 0662, 0935, 0995, 1081, 1464, 1599, 1700,
8 2003, 2434, 2703, 2725, 2780, 3077, and 3091.

9 Do I have a nomination for vice
10 chairman for Region 2?

11 MR. MANSPILE: James Manspile, Local
12 599. I nominate Justin Blankinship. Justin has been
13 a great advocate for this union. He works with us. I
14 know a lot of the membership in my local have reached
15 out to him.

16 He's one that gets us answers, and gets
17 us answers promptly, and properly, and he communicates
18 with the other officers in this union and Federation
19 greatly, and it's a benefit to all our membership.

20 MR. GERIE: Thank you, Brother James.
21 Brother Blankinship, do you accept?

22 MR. BLANKINSHIP: I proudly accept.

23 MR. GERIE: Let the record reflect that
24 Brother Blankinship has accepted. Do I have a second?

1 MR. COCHER: Scott Cocher, 0532. I
2 second that, everything James said. Justin's been
3 great. Thank you.

4 MR. GERIE: Thank you, brother.

5 Are there any other nominations for
6 vice chairman for Zone 2? Any other nominations for
7 vice chairman for zone 2? Third time, any other
8 nominations for vice chairman for Zone 2?

9 Seeing none, brother, congratulations.
10 You are elected by acclimation.

11 The chair will accept nominations for
12 vice chairman for Zone 2.

13 MR. MARSTON: Lance Marston, 0594. I'm
14 proud to stand here and nominate Mike Ragard, vice
15 chairman, Region 2. And I didn't write a speech; I
16 just wanted it to come from the heart, and I know I
17 had Brother Long for the longest time as a vice
18 chairman. And when this whole thing changed, I
19 thought, you know, "Geez, how are we ever going to
20 backfill that?"

21 And then Mike came along. He's a
22 fighter. When we'd call him, he's there, he shows up,
23 he's on the property. He might even call you at nine
24 o'clock. He said, "But hey, I told you I was going to

1 call you back." That's what we need. I know our
2 lodge has gotten better, our workplace is better, and
3 that's what -- that's the leadership we want. Thank
4 you that.

5 MR. GERIE: Thank you, brother.
6 Brother Ragard, do you accept the
7 nomination?

8 MR. RAGARD: I accept.

9 MR. GERIE: Please let the record
10 reflect that Brother Ragard accepts the nomination.
11 Do I have a second?

12 MR. ROSE: Shaun Rose, 0627. I second
13 his nomination.

14 MR. GERIE: Thank you. Are there any
15 other nominations for Zone 2? How do I say -- Zone?
16 I'm sorry. Region 2 vice chairman? Any other
17 nominations for Region 2 vice chairman? Any other
18 nominations for Region 2 vice chairman?

19 Seeing none, Brother Ragard, you are
20 elected by acclamation. Congratulations.

21 The chair will now ask for nominations
22 for vice chairman, Region 2.

23 MR. BEEBOUT: Ronnie Beebout, Local
24 Lodge 2703. I'd like to nominate Dustin Heiser. This

1 guy's shown a lot of dedication for our federation,
2 and for our local guys, and stuff. So it'd be my
3 honor to nominate Dustin Heiser.

4 MR. GERIE: Thank you, brother.
5 Brother Heiser, do you accept?

6 MR. HEISER: I accept the nomination.

7 MR. GERIE: Thank you.

8 Is there a second?

9 MR. TAYLOR: Travis Taylor, Lodge 0301.
10 I second that nomination.

11 MR. GERIE: Thank you, brother.

12 Any other nominations for Zone
13 2 -- Region 2 vice chairman? Any other nominations
14 for Region 2 vice chairman? Any other nominations for
15 Region 2 vice chairman?

16 Hearing none, brother, you are elected
17 by acclimation. Congratulations.

18 Three full-time officers' position
19 shall be elected and maintained from Region 3. And
20 I'm going to try and remember to say "region" and not
21 "zone." Region three shall consist of all members
22 from the following local lodges. 0076, 0532, 0566,
23 0887, 0991, 1259, 1323, 1362, 1363, 1396, 1532, 1551,
24 1632, 1743, 1978, 2307, 2440, 2441, 2957, 3002, 3004,

1 3006, 3008, 3009, 3018, 3047, 3061, 3084, 3094, and
2 3098.

3 Do I have a nomination for vice
4 chairman for Region 3?

5 MR. RODRIGUEZ: Corin Rodriguez, 1532.
6 It'd be my honor to nominate Brother David Beal. We
7 don't always see eye to eye, but he does his job very
8 well, and he makes those son of a bitches cry when
9 he's in there fighting for us, and ENS, and that's
10 what we need. I wouldn't rather have anyone else
11 represent me but this guy here, and it's going to be
12 his last term. And you know he's done great by us, so
13 I cheer him on, and I hope he gets it.

14 MR. GERIE: Thank you, brother.
15 Brother Beal, do you accept?

16 MR. BEAL: I accept.

17 MR. GERIE: For the record, Brother
18 Beal has accepted. Is there a second?

19 MR. JIMENEZ: Chris Jimenez, 1362. I'd
20 like to repeat what my man said. He's a hard worker,
21 bust his butt for us, and nobody better to learn from.
22 I second that, Dave Beal.

23 MR. GERIE: Thank you, brother.

24 Are there any other nominations? Are

1 there any other nominations for vice chairman for
2 Region 3? Any other nominations, vice chairman,
3 Region 3?

4 Seeing none, Brother Beal, you are
5 elected by acclimation. Congratulations.

6 Chair will now accept nominations for
7 vice chairman for Region 3.

8 MR. EDWARDS: Cory Edwards, 2957. I'd
9 like to nominate Sheldon Swain. I've gotten to work
10 with him over the last four years, learning to do my
11 job. He's done an amazing job getting us good
12 contracts. I'd like to nominate him, work with him
13 some more.

14 MR. GERIE: Thank you, brother Corey.
15 Brother Swain, do you accept?

16 MR. SWAIN: I accept.

17 MR. GERIE: For the record, Brother
18 Swain has accepted the nomination. Do I have a
19 second?

20 MR. ROTHACHER: Eugene Rothacher, 1396.
21 I second Sheldon's nomination.

22 MR. GERIE: Thank you, brother.

23 Are there any other nominations for
24 vice chairman, Region 3? Any other nominations for

1 vice chairman, Region 3? Any other nominations for
2 vice chairman, Region 3?

3 Seeing none, Brother Swain, you are
4 elected by acclamation. Congratulations.

5 The chair will ask for nominations for
6 vice chairman for Region 3.

7 MR. SWAIN: Sheldon Swain, Lodge 0887.
8 I'd like to stand before this convention and nominate
9 brother Nick Baker for vice chairman, Region 3. Nick
10 stepped up. He's gone through a lot. We had a
11 difficult loss in the federation, as many of you know,
12 and Nick fulfilled those duties, and he stepped up to
13 the plate. I would proudly nominate Nick Baker for
14 Region 3.

15 MR. GERIE: Thank you, brother.
16 Brother Baker, do you accept the
17 nomination?

18 MR. BAKER: I do.

19 MR. GERIE: For the record, Brother
20 Baker has accepted the nomination. I will now ask for
21 a second.

22 MR. BEAL: David Beal, Lodge 1362. I
23 second the nomination of Mr. Baker. As Brother Swain
24 has said, he stepped in to fill some big shoes with

1 the loss of Brother Bezza [ph]. He's done a good job.
2 He's eager, he's learning. He never backs off from a
3 challenge, and I think that's what we need to move
4 this region and this federation forward. So I second
5 the nomination.

6 MR. GERIE: Thank you, brother. Any
7 other nominations for vice chairman for Region 3? Any
8 other nominations for vice chairman for Region 3? Any
9 other nominations for vice chairman for Region 3?

10 Seeing none, Brother Baker, you are
11 elected by acclamation. Congratulations.

12 Bear with me, here.

13 Pictures? Okay.

14 Executive Board Elections. Nine
15 executive committee members shall be elected and
16 maintain, with three elected from Region 1, three
17 elected from Region 2, and three elected from
18 Region 3. I want to ask the body; do I have to read
19 all these lodge numbers, or would you rather me just
20 get to the election?

21 UNKNOWN SPEAKER: Get on with it.

22 MR. GERIE: Okay. Ms. Parliamentarian,
23 is that permissible?

24 MS. SIMS: If they tell you you can do

1 it, you have to do what they say.

2 MR. GERIE: I got it. I'm the hired
3 help. I'm not in charge. You're right. Okay.

4 I will now ask for nominations for the
5 Executive Board for Region 1.

6 MR. HAYES: Good afternoon, brothers
7 and sisters. Corey Hayes, Lodge 0636. I proudly rise
8 today to nominate brother Ricky Coleman for the
9 position of Executive Board member, Region 1. Brother
10 Coleman has not only experienced having already served
11 as both Executive Board member and trustee, but he has
12 consistently demonstrated the character, judgment, and
13 leadership we need in this -- on this board.

14 His record of dedication, reliability,
15 accountability, and professional thoughtfulness stands
16 as proof of his commitment to our membership, and to
17 the federation. As we continue moving forward and
18 building the strength of the American Rail System
19 Federation, the experience and steady leadership that
20 Brother Coleman brings are indispensable.

21 His services earn the respect of his
22 peers, and his proven ability to uphold the
23 responsibilities of this office makes him the clear
24 and right choice. I strongly urge all delegates

1 together here at this first quadrennial convention to
2 join me in supporting and casting your vote of support
3 for Brother Ricky Coleman as Executive Board member,
4 Region 1.

5 MR. GERIE: Thank you, brother.
6 Brother Coleman, do you accept the
7 nomination?

8 MR. COLEMAN: Ricky Coleman, Lodge 585.
9 I accept the nomination.

10 MR. GERIE: Thank you, brother.
11 Do I have a second?

12 MR. MACKEY: Ethan Mackey, Lodge 645.
13 Second. Ricky's a good guy, respected at work,
14 knowledgeable, and he's got a little bit more patience
15 than I got, but I'm working on it.

16 MR. GERIE: Thank you, Brother Mackey.
17 Are there any other nominations for
18 Executive Board, Region 1? Any other nominations for
19 Executive Board, Region 1? Any other nominations for
20 Executive Board, Region 1?

21 Seeing none, Brother Coleman you are
22 hereby elected by acclamation. Congratulations to
23 you, brother.

24 The chair will accept nominations for

1 Executive Board for Region 1.

2 MR. CORY: Trapper Cory, Lodge 0302.
3 I'd like to nominate Ethan Mackey. First time I met
4 Ethan, believe it or not, was at the last convention.
5 We started talking outside, didn't even know each
6 other. Through my journey of learning this job, he's
7 helped me out a lot, as I try to help him. He's
8 definitely got my support, and I ask you to do the
9 same.

10 MR. GERIE: Thank you, brother.
11 Brother Mackey, do you accept the
12 nomination?

13 MR. MACKEY: I accept the nomination.

14 MR. GERIE: For the record, Brother
15 Mackey has accepted the nomination. Is there a
16 second?

17 MR. BEAL: David Beal, Lodge 1362. I
18 second the nomination of Brother Ethan Mackey. Nobody
19 in this room can question the dedication that this man
20 has for the position that he holds, and the job that
21 he does. Just look at his neck, look at his foot.
22 There's nothing that holds this guy back. He is a
23 valuable board member. He gives great insight in our
24 meetings. And I proudly second the nomination of

1 Brother Ethan Mackey.

2 MR. GERIE: Thank you, brother. Any
3 other nominations for Executive Board, Region 1? Any
4 other nominations for Executive Board for Region 1?
5 Any other nominations for Executive Board for
6 Region 1?

7 Seeing none, Brother Mackey, you are
8 elected by acclimation. Congratulations.

9 The chair will ask for nominations for
10 Executive Board member for Region 1.

11 MR. HURLEY: Chad Hurley, 0586. I'd
12 like to nominate Michael Babb for Region 1. He
13 already does so many jobs above and beyond. I know
14 that he'll be the best new member that could be on the
15 Executive Board, and I'm happy to nominate Babb for
16 that position.

17 MR. GERIE: Thank you.

18 Brother Babb, do you accept the
19 nomination?

20 MR. BABB: I do accept nomination.

21 MR. GERIE: For the record, Brother
22 Baab has accepted the nomination. I'm now asking for
23 a second.

24 MR. BATES: Andrew Bates, Lodge 887. I

1 think everyone can see, today, that Brother Baab has
2 been quite involved in -- mic died. We're back. His
3 involvement three years ago at the founding convention
4 was, was excellent, as well as this week, and I got to
5 work with him a bit on a committee. It's been pretty,
6 pretty vocal, pretty involved, and that's the kind of
7 energy that we need on e-board.

8 MR. GERIE: Thank you, brother.

9 Any other nominations for
10 vice -- or -- I'm sorry, excuse me -- for Executive
11 Board member for Region 1?

12 MR. COCHER: Scott Cocher, 0532. I
13 nominate Shane Stidham.

14 MR. GERIE: There's another nomination.
15 Is there a second? Excuse me.

16 Does the brother accept the nomination?

17 MR. COCHER: I do accept.

18 MR. GERIE: For the record, the brother
19 has accepted the nomination. Is there a second?

20 MR. BRANSCUM: Jimmy Branscum, Lodge
21 636. I second the nomination for Stidham.

22 MR. GERIE: Are there any other
23 nominations? I have a second, now. Are there any
24 other nominations for Executive Board, Region 1? Are

1 there any other nominations for Executive Board,
2 Region 1? Any other nominations for Executive Board
3 Region 1?

4 Hearing none, I will ask the two
5 brothers to come up here and name their tellers, and
6 we can proceed to the voting booth. I'm going to have
7 to take a second and make sure I know how we're going
8 to do that, before I proceed.

9 But if the two brothers that -- in the
10 race, could you please come up here, and if you could
11 tell me who you want to be your teller, I will tell
12 the body.

13 Brother Baab has asked that Kevin
14 Evanski, Brother Evanski be his teller brother.

15 Brother Jimmy Branscum, you've been
16 asked to be a teller.

17 Let's just take a couple minutes. I
18 want to talk to Brother Long, and make sure I don't
19 screw this up.

20 Just an update. Brother Long and
21 Brother Barnes are going to go talk to our IT
22 department, and make sure that they're ready for the
23 voters to be coming in for this. So it's just going
24 to be a few minutes. Yeah, the tellers should

1 probably go to the voting booths, yes.

2 (Off the record.)

3 MR. GERIE: Ladies and gentlemen, have
4 your attention, please. The tellers are in place.
5 I'm going to ask that all the members from Region 1
6 please line up and go to the voting booth. I'd like
7 to remind you once you do cast your vote, you're not
8 allowed back in that room. Please come back here when
9 you're done casting your vote. Thank you.

10 (Off the record.)

11 MR. GERIE: Attention, please. Your
12 attention, please. We're going to ask the delegates
13 from Zone 2 to proceed to the voting booth, and I
14 was -- or -- I'm sorry -- region. I said it again.
15 And I also was reminded that delegate ex-officios do
16 not participate in this voting. So just a reminder,
17 delegate ex-officios do not participate.

18 If Region 2 delegates could please make
19 their way to the voting stations. Thank you.

20 (Off the record.)

21 MR. GERIE: Brother Ragard, if you
22 could please start asking the delegates to come back.
23 Thank you, brother Ragard.

24 If I could ask everybody to please take

1 their seats.

2 Brother Kirby --

3 If I could please have everybody's
4 attention. The chair would like to recognize the
5 tellers.

6 Thank you for your service.

7 The results are in. Executive Board,
8 Region 1, Brother Aaron Stidham received 996 votes.
9 Brother Michael Babb received 1,940 votes. Brother
10 Babb is the winner.

11 Congratulations.

12 Furthermore, for the record, the total
13 number of votes was 2,936. There were zero votes not
14 cast, so all votes were counted. Thank you.

15 The chair will open
16 up -- negotiate -- negotiations -- there's a good
17 one -- nominations for Executive Board, Region
18 Number 2.

19 MR. BLANKINSHIP: Justin Blankinship,
20 Local Lodge 1464. I'd like to nominate Mr. Jamie
21 Manspile. There's not too many people that I speak to
22 every day. One of those being Johnny Long, one of
23 those being my wife, and one of those being Jamie
24 Manspile.

1 The man is always there, calling,
2 fighting for the people that he represents in the
3 Roanoke area, and others. And I would proudly like to
4 nominate Mr. James Manspile.

5 MR. GERIE: Thank you, brother
6 Blankinship.

7 Brother Manspile, do you accept?

8 MR. MANSPILE: Yes, I do, proudly.

9 MR. GERIE: Let the record reflect that
10 Brother Manspile accepts the nomination. Is there a
11 second?

12 MR. BATES: Andrew Bates, Local 887.
13 Just expanding upon what was just said, Mr. Manspile
14 and worked together pretty extensively at this point,
15 on the e-board, and also as trustees. He has made
16 every call, every single call.

17 He is always very engaged in
18 conversation, brings a lot of valuable insight into
19 conversation, and he has a great mind for budgetary
20 considerations. He's just a very involved member. He
21 always has logical and thoughtful input. He's not
22 just there, going through the motions; he's a very
23 engaged person, and he's a good example of what I feel
24 we need in that position.

1 MR. GERIE: Thank you, brother.

2 Any other nominations for Executive
3 Board, Region 2? Any other nominations for Executive
4 Board member, Region 2? Any other nominations for
5 Executive Board member, Region 2?

6 Hearing none, Brother Manspile, you are
7 elected by acclimation. Congratulations to you, sir.

8 The chair will accept nominations for
9 Executive Board for Region 2.

10 MR. HEISER: Dustin Heiser, Lodge 287.
11 I want to nominate Tim Southerland. He's a very
12 active e-board member, currently, and he's still
13 willing to step into that role again. So I nominate
14 Tim Southerland for e-board.

15 MR. GERIE: Brother Southerland, do you
16 accept the nomination?

17 MR. SOUTHERLAND: Yes, I do.

18 MR. GERIE: Is there a second?

19 MR. RAGARD: Mike Ragard, 0935. Like
20 to second the nomination.

21 MR. GERIE: Thank you, brother. Any
22 other nominations for Executive Board, Region 2? Any
23 other nominations for Executive Board member,
24 Region 2? Any other nominations, Executive Board

1 member, Region 2?

2 Seeing none, brother, you are elected
3 by acclimation. Congratulations.

4 The chair will now accept nominations
5 for Executive Board member for Region 2.

6 MR. RAGARD: Mike Ragard, 0935. Like
7 to nominate Lance Marston. Lance works down in
8 Norfolk, and it's one of the tougher areas on NS. And
9 he's, the glue that keeps everything together. I
10 think he'd be an asset on the Executive Board.
11 Happily nominate Lance Marston.

12 MR. GERIE: Thank you, brother.

13 Brother Lance, do you accept the
14 nomination? I'm going to see you in the back. I'm
15 going to recognize you with a thumbs up.

16 And I'm going to say for the record,
17 the brother does accept the nomination. Are -- is
18 there a second?

19 MR. HEISER: Dustin Heiser, Lodge 287.
20 I second Lance Marston.

21 MR. GERIE: Thank you. Are there any
22 other nominations for Executive Board member,
23 Region 2? Any other nominations for Region 2
24 Executive Board member? Any other nominations for

1 Regional 2 Executive Board member?

2 Seeing none, the chair recognizes you
3 as elected by acclamation. Congratulations, brother.

4 We will now hold nominations for three
5 Executive Board members from Region 3. Do I have a
6 nomination?

7 MR. SWAIN: Sheldon Swain, Lodge 887.
8 I'd like to nominate Andrew Bates for the Executive
9 Board member for Region 3. I've worked with Andy on
10 the tracks and in the Executive Board position that he
11 currently holds. He's an advocate for the membership,
12 and he does a good work for the federation. He's also
13 one of the trustees; he stepped up to fill that role.
14 So I'd like to nominate Andrew Bates.

15 MR. GERIE: Thank you, brother.
16 Brother Bates, do you accept the
17 nomination?

18 MR. BATES: I accept.

19 MR. GERIE: I see you nodding your head
20 yes.

21 For the record, he does accept. Do I
22 have a second at the mic?

23 MR. HAYES: Good afternoon, brothers
24 and sister. Corey Hayes, Lodge 636. I'm privileged

1 to rise in full support and second the nomination of
2 Brother Andy Bates for the position of Executive Board
3 member, Region 3. Brother Bates has already
4 demonstrated his leadership and commitment, serving
5 effectively as both Executive Board member and
6 trustee.

7 His dedication, integrity, and
8 accountability are evident in the way that he fulfills
9 his responsibilities and upholds the trust placed in
10 him by this organization. I'm confident that Brother
11 Bates will continue to represent us with the same
12 excellence, strength, and fairness that he has already
13 shown.

14 His proven service and steadfast
15 character make him the right choice to continue
16 guiding this federation forward. I urge all delegates
17 assembled to join me in casting your vote of support
18 for Brother Andy Bates as Executive Board member,
19 Region 3.

20 MR. GERIE: Thank you, brother.

21 Are there any other nominations for
22 Zone -- or for Region 3 Executive Board? Any other
23 nominations for Region 3 Executive Board? Any
24 other -- there is a nomination.

1 MR. JIMENEZ: Chris Jimenez, 1362. I'd
2 like to nominate Joe Roberts for that Region 3.

3 MR. GERIE: Does Brother Roberts accept
4 the nomination?

5 UNKNOWN SPEAKER: He said yes.

6 MR. GERIE: Okay. Thank you.

7 He has accepted the nomination, yes.
8 Is there a second?

9 MR. HEISER: Dustin Heiser, Lodge 287.
10 I second Joe Roberts.

11 MR. GERIE: Thank you. Are there any
12 other nominations? Any other nominations for Region 3
13 Executive Board member?

14 MR. HILDEBRAND: Milo Hildebrand,
15 Local 2307. I'd like to nominate Scott Cocher, a.k.a.
16 Scotty. I've worked with him for a lot of times.
17 I'll keep it short and sweet. You can't buy
18 character. You either have it or you don't.

19 You got it.

20 MR. GERIE: Thank you, brother.
21 Does the brother that was nominated
22 accept?

23 MR. COCHER: Yes, I do.

24 MR. GERIE: Let the record reflect the

1 brother has accepted. Is there a second?

2 MR. BLANKINSHIP: Justin Blankinship,
3 Local Lodge 1464. I'd like to second the nomination
4 of Scotty Cocher. Scotty inherited a lodge that was
5 shrinking, and wasn't having proper meetings. And
6 Scotty's took that lodge, and he's having regular
7 meetings, he's building the lodge back, he's getting
8 people involved.

9 He's been very strong within our union
10 and, you know, and serving in the capacity as e-board.
11 I'm very proud of the things he's done, and will
12 continue to do, and I proudly second that nomination.

13 MR. GERIE: Thank you. Are there any
14 other nominations for Executive Board, Region
15 Number 3? Any other nominations for Executive Board
16 Region Number 3? Any other nominations for Regional 3
17 Executive Board?

18 I'm going to ask the parliamentarian if
19 I have this right. I believe we were filling three
20 positions. We've only had three nominations, so I
21 would say that these nominations are closed, and these
22 brothers have won by acclamation; is that correct?

23 There are no further. The three
24 brothers are all eligible because they're members from

1 Region 3. We were filling three Executive Board
2 positions. I heard no other nominations.

3 Brothers, you're all elected by
4 acclimation. Congratulations.

5 Brothers and sisters, that concludes
6 the elections. I want to thank the convention for
7 allowing me the privilege to run those, and I'm going
8 to ask that the convention be turned back over to
9 Brother Long, the chair of the convention. Thank you.

10 MR. LONG: Thank you, brother Sean.

11 Okay. Looking at the agenda, it looks
12 like we've gotten all the business completed for
13 today. I'll just go ahead; we will end today's
14 session, meet again tomorrow morning at 8 a.m.

15 Please take your books with you. We'll
16 be having dinner tonight in here from 6:30 to 9:30.
17 And then just keep in mind for the hospitality, it's
18 nightly, beginning at seven.

19 (Whereupon, at 2:52 p.m., the
20 proceeding was concluded.)

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CERTIFICATE

I, JAY FREDERICK, the officer before whom the foregoing proceedings were taken, do hereby certify that any witness(es) in the foregoing proceedings, prior to testifying, were duly sworn; that the proceedings were recorded by me and thereafter reduced to typewriting by a qualified transcriptionist; that said digital audio recording of said proceedings are a true and accurate record to the best of my knowledge, skills, and ability; that I am neither counsel for, related to, nor employed by any of the parties to the action in which this was taken; and, further, that I am not a relative or employee of any counsel or attorney employed by the parties hereto, nor financially or otherwise interested in the outcome of this action.



JAY FREDERICK
Certified Reporter in and for the
State of Tennessee

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CERTIFICATE OF TRANSCRIBER

I, STEPHEN SMALE, do hereby certify that this transcript was prepared from the digital audio recording of the foregoing proceeding, that said transcript is a true and accurate record of the proceedings to the best of my knowledge, skills, and ability; that I am neither counsel for, related to, nor employed by any of the parties to the action in which this was taken; and, further, that I am not a relative or employee of any counsel or attorney employed by the parties hereto, nor financially or otherwise interested in the outcome of this action.

A handwritten signature in black ink, appearing to be 'S. Smale', with a long horizontal flourish extending to the right.

STEPHEN SMALE

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