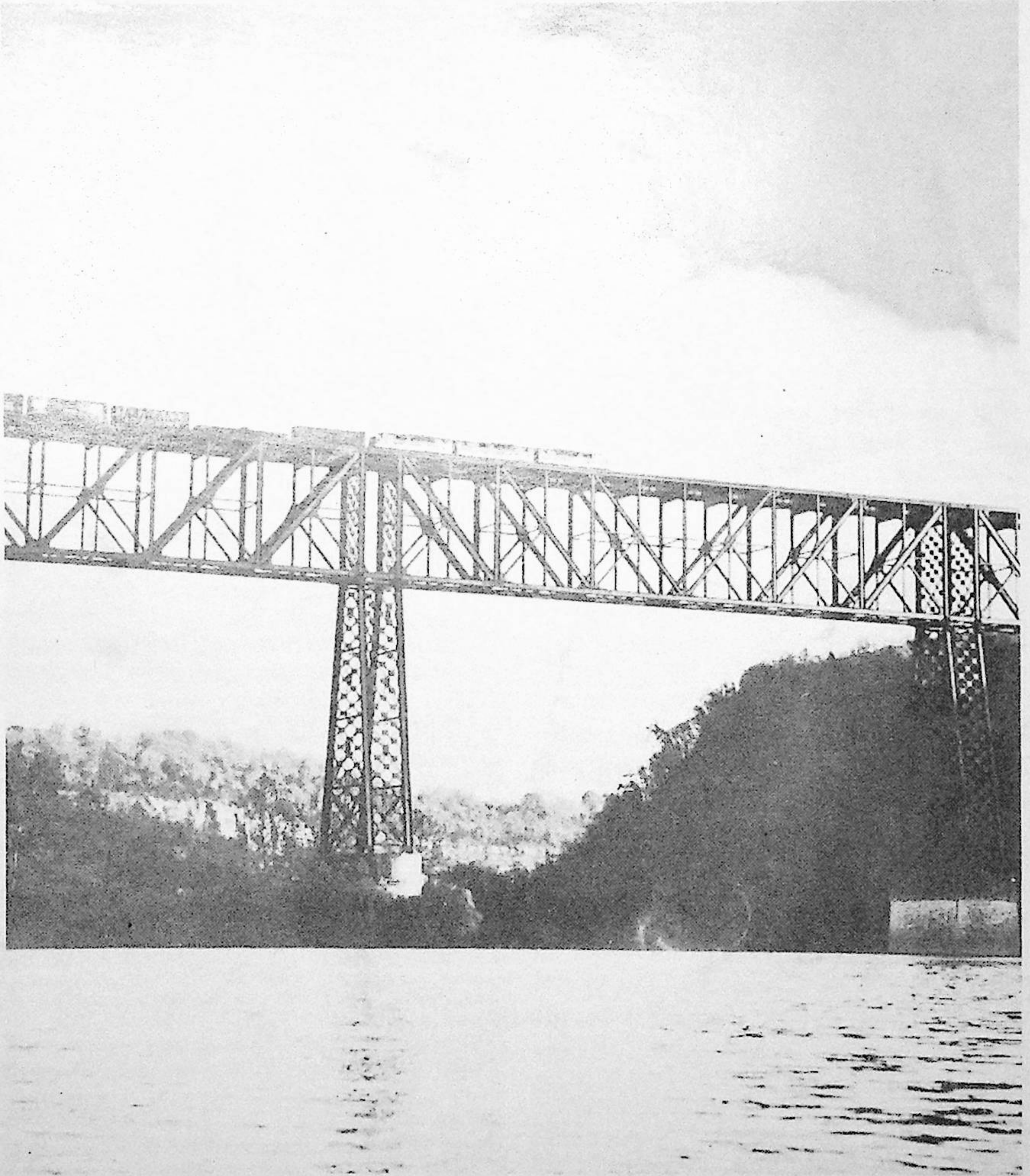


FALL 1990

THE TRAIN DISPATCHER



A northbound diesel-powered Southern freight train as it crosses High Bridge over the Kentucky River between Lexington and Danville, Kentucky. Track level on the bridge is 308 feet above the water.

THE TRAIN DISPATCHER

The TRAIN DISPATCHER

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MERCER CO.  Ottumwa, Iowa

MEMBER



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Change of Address Notice

To assure prompt delivery of your TRAIN DISPATCHER when you change your address, fill in this coupon and mail to THE TRAIN DISPATCHER, 1401 S. Harlem Ave., Berwyn, IL 60402.

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(Due to THE TRAIN DISPATCHER mailing list being prepared two weeks or more before delivery, it is about three weeks before a change of address becomes effective.)

THE PRESIDENT'S PAGE

By R. J. Irvin, President



This is being written in early August. We will recite the latest news, as of this time, on the National Movement.

In mid-July, Presidential Emergency Board No. 219 issued its "Guidelines for Settlement" to the unions and the railroads, with regard to the health insurance issue. As you all know from previous writings, this rather costly benefit has been a stumbling block in the negotiations, since the railroads want to know what it will cost before addressing other issues.

Fortunately or unfortunately (we're not sure which), the most critical matter, whether and to what degree, if at all, the employees will share the cost of health insurance benefits, has not yet been answered. The unions and railroads had considerable negotiations, some under supervision of the Emergency Board, and this very important question remains unanswered. The Emergency Board gave guidelines on other health insurance matters, such as managed care, utilization review, use of cash reserves, coordination-of-benefits rules, mail order prescription drug benefits, individual carrier experience rating, and preventive medicine. But it left to the parties the question of employee cost-sharing. The Emergency Board went on to say that if the parties did not reach an agreement on this matter, they would issue specific recommendations to the President in their report.

Therefore, it could be truthfully stated that health insurance costs are still a stumbling block to the parties.

Now that the Emergency Board has issued its "Guidelines", the National

Mediation Board is convening intensive mediation sessions on wages and rules (not insurance) with the various parties. The A.T.D.A. is scheduled to meet with the carriers and the NMB on August 21. Frankly, we do not expect any change in attitude on the part of the carriers and although this mediation session is a necessary part of the process, and perhaps might narrow the issues somewhat, we do not anticipate a settlement will be reached this early.

Assuming there is no such settlement, the next step will be hearings before the Emergency Board on wages and rules. These hearings will be held with the railroads and individual unions or groups of unions in late September and early October. We are electing to go into these sessions individually, for we feel that the issues confronting us differ in many respects from those of interest to the other railroad unions.

(We have just been advised that, the Emergency Board will hold its hearings on various dates beginning September 26, through October 12 and should render its report to the President by December 23.)

We are using excellent legal assistance and the services of a noted economist in preparing our case for the Presidential Emergency Board. This is an extremely important case and we wish to leave nothing undone that could be done to help our cause. We feel the carriers will leave nothing undone, also, for the political climate and public opinion favor them. Thanks for your patience; we know you feel this will never come to an end.

We have encountered several documents recently which tend to support our position that the skills required of train dispatchers merit favorable treatment with regard to wages and benefits. One of these documents is the REPORT OF THE TRANSPORTATION-COMMUNICATIONS INTERNATIONAL UNION AND THE NATIONAL RAILWAY LABOR CONFERENCE STUDY COMMISSION. Although addressing specifically the adjustment of wages for employees represented by TCU, the report recommends significant increases for those clerical employees possessing the highest skills, such as crew dispatchers. The report effectively proposes to adjust the wages of clerical employees into a defined number of groups based on skills, knowledge, responsibility, job difficulty, decision-making, supervision, etc. We believe the criteria set forth in that report can be used by us to justify favorable consideration based on the same criteria.

Two other documents come from the Federal Railroad Administration. One, issued in February, assesses train dispatching offices based on surveys they made in 1987 and 1988. It supports our position that there is a widespread shortage of train dispatchers, that the jobs are stressful, and that many have excessive workloads. The tremendous responsibilities of these jobs are stressed again and again. The second document, issued in May, is a report to Congress on the state of train dispatcher training. This report is also helpful, for it emphasizes many of the same things, and sets forth quite stringent standards for those who require training.

We intend to use all these sources before the Emergency Board.

— ● —

The Joint Board met in June and approved the proposal for affiliation and merger with the Brotherhood of Locomotive Engineers. The next step will be a vote by the entire membership on this proposal. We are working on a draft cover letter and a question-and-answer paper to go out with the

atification ballot. Perhaps that will be accomplished by the time you read this. However, with the National Movement, we are spread pretty thin and don't always act as swiftly as we'd like to.

— ● —

The Eastern Airlines strike is still ongoing, although the airline's operation was taken out of the filthy hands of Frank Lorenzo and placed under a Trustee. The Trustee has, however, done little or nothing to improve labor relations on Eastern. Now, we read that Eastern is faced with tremendous fines for safety violations. So, it looks like the Machinists were right about what was going on there, and we wonder why it took the Federal Government so long to discover the facts. The fines may finally drive Eastern into dissolution and the sale of its assets to other airlines, leaving less competition in that deregulated industry.

Meanwhile, one of the bitterest strike situations in a long time has arisen on Greyhound Lines. That has been going on since March 2, and those striking employees are facing tough times. Seven years ago, Greyhound was suffering a terrible financial slump and the employees took a 15% wage cut to help keep it going. Three years ago, they took another 22% cut, after another bad strike situation. Now, Greyhound shows a profit and top managers pocket six-figure salaries, while they demand further concessions by the employees.

Which brings us to this point. The use by employers of the permanent replacement tactic has had a chilling effect on the collective bargaining process. Under the current practice, supported by the Supreme Court, employers who are out to either break the union or are seeking unreasonable concessions, have little incentive to negotiate in good faith. In many cases, the goal of some employers is to force a strike so as to permanently replace their unionized work force. There are two bills in Congress which would prohibit the hiring of "permanent replacement workers" (scabs).

H.R. 3936, introduced by Congressman Clay of Missouri, and S. 2112, introduced by Senator Metzenbaum of

Ohio. They would prohibit employers from hiring permanent replacement workers during a labor dispute, and prohibits employers from discriminating against striking workers returning to their jobs once the labor dispute is over.

Please get your representatives in the U.S. Congress to support these bills. This is one of the most important legislative goals of organized labor in many years.

— ● —

There's another important piece of legislation that could use some attention. H.R. 4162, introduced by Congressman Oakar of Ohio, would guarantee access to affordable, comprehensive health care and long-term care to every American. It is based on the Canadian model. Something like this can be the answer to soaring medical care costs, which have a direct impact on our health insurance costs, which in turn impacts on our wages and rules.

— ● —

We're real proud of our exhibit at the AFL-CIO Union-Industries Show in Cincinnati, in May. We were very well represented by Vice President Mullinax, CSX General Chairman Vernon Skeans, and three of our CSX members from Jacksonville, Brothers Mike Hanley, Mike Miller, and Charles Tomey. We appreciate their efforts on our behalf at this impressive event. Next year it will be held in Minneapolis, Minnesota.

**America's economic
destiny...keep it
in America's hands**

* * * *

**VOTE
For Union-Endorsed
Candidates Nov. 6**

LEGAL NOTICES

Dues 1990

For those who have elected to pay their 1990 dues on a quarterly basis, dues for the fourth quarter become payable on Oct. 1, 1990. Fourth quarter amounts are: Active, \$135.00 Active Extra \$67.50. Associate membership dues are payable on an annual basis only, the next payment for those already having paid their 1990 dues, being due on Jan. 1, 1991.

System dues in the amount established by the system committee on each road must be added to and accompany the national dues. **FOR THE SAME DUES PAYING PERIOD THE NATIONAL DUES ARE PAID.**

Dues for 1991 will increase \$30.00 Annually. The next legal notice will reflect this change.

Notice of Supplemental Tax Rate For July-September 1990 Quarter

The Railroad Retirement Board is required by law to determine the work-hour supplemental railroad retirement tax rate needed to pay supplemental annuities and administrative costs for each calendar quarter.

The board has determined that for the quarter beginning July 1, 1990, the rate shall be 26 cents per work-hour.

UNION PRIVILEGE

Legal Service

- Free 30-minute consultation
- Free document review
- Free follow-up services
- 30% discount on complex matters

*Contact your local union for the
names of participating lawyers in
your area*

Status of Disputes Submitted by A.T.D.A. to Third Division

National Railroad Adjustment Board

Docket No.	Railroad	Subject of Dispute	Sub- mitted	Status as of 8-6-90
TD-27956	Soo Line	Off Assignment (J.P. Erickson)	6-25-87	Denied 5-25-90 Award No. 28393
TD-28117	SP (EL)	Discipline - (Neill - San Antonio)	1-12-88	Denied 6-21-90 Award No. 28444
TD-28512	SCL (CSXT)	Discipline (Sellars - Tampa)	8-26-88	Argued before Referee Benn 3-27-90
TD-28673	KCS	Overtime (Tucker & Fleming)	3-17-89	Argued before Referee Goldstein 3-12-90
TD-27774	C&NWT	Temporary Vacancies - Boone, Ia	8-12-87	Assigned to Referee Dennis
TD-28374	B&O (CSXT)	Compensation - Chief Dispatcher Work	4-7-88	Assigned to Referee LaRocco
TD-28415	L&N (CSXT)	Transfer of Work - Mobile, AL	5-16-88	Assigned to Referee Roukis
TD-28520	N&W	Transfer of Work-Power Distribution	8-31-88	Assigned to Referee Benn
TD-28708	B&O (CSX)	Discipline (Wallerich - Riverdale)	2-8-89	Assigned to Referee Roukis
TD-28719	Amtrak	Transfer of Work (Miller - Philadelphia)	3-10-89	Assigned to Referee Muessig
TD-28740	NYC&StL (N&W)	Discipline (Hipsher - Ft. Wayne)	3-16-89	Assigned to Referee Roukis
TD-28680	Amtrak	Discipline (Murdock - Philadelphia)	3-31-89	Assigned to Referee Roukis
TD-28766	GTW	Sick Leave - Rasmussen, et al.	3-31-89	Assigned to Referee Meyers
TD-28774	StLSW	Extra Work - G.W. Miller	4-11-89	Assigned to Referee Meyers
TD-28781	W&LE (N&W)	Discipline (Geissman - Brewster)	4-13-89	Assigned to Referee Meyers

Docket No.	Railroad	Subject of Dispute	Submitted	Status as of 8-6-90
TD-28862	C&NWT	Discipline (Miller - St. Paul)	6-15-89	Assigned to Referee Muessig
TD-28910	Southern	Discipline (Adcock - Knoxville)	6-23-89	Assigned to Referee Sickles
TD-28898	Southern	Classification (Superintendent Transportation - Locomotive)	7-7-89	Proceedings stayed by order of Federal Court pending appeal to higher court.
TD-28968	NYC&StL (N&W)	Discipline (Hipsher - Ft. Wayne)	9-1-89	Assigned to Referee Sickles
TD-29038	Southern	Jury Duty Compensation (Heflin - Birmingham)	10-5-89	Assigned to Referee Dennis
TD-28988	Amtrak	Discipline (Bucci - Philadelphia)	11-16-89	Assigned to Referee Dennis
TD-29129	C&O (CSX)	Compensation - Assistant Chief Work (Grand Rapids, Mich.)	12-20-89	(a)
TD-29152	NYC&StL (N&W)	Transfer of Work (Van Loon & 80th St.)	12-29-89	(a)
TD-29184	Amtrak	Discipline (Akins - Philadelphia)	1-23-90	(a)
TD-29183	Amtrak	Sick Leave (Owings - Philadelphia)	1-23-90	(a)
TD-29245	Chessie	Transfer of Work (Middletown Branch)	3-8-90	(a)
TD-29250	CSXT	Discipline (Strelczyk)	3-9-90	(a)
TD-....	CSXT	Transfer of Work- Power Distribution	5-7-90	(c)
TD-....	CSXT	Transfer of Work - Input of CDR's Register Slip	5-27-90	(c)
TD-....	CONRAIL	Overtime Vacancies - Extra Work	6-20-90	(c)

Explanation of Reference Marks in "Status" column:

(a) Awaiting Referee Assignment

(c) Awaiting Ex Parte Submissions

DON'T BUY NATIONAL BOYCOTTS SANCTIONED BY THE AFL-CIO

All trade unionists and their families are asked not to patronize the products and services of the boycotted firms listed below. List current as of first day of month of publication. Subject to change.

ACE DRILL CORPORATION

Wire, jobber & letter drills, routers and steel bars
United Automobile, Aerospace & Agriculture Implement
Workers of America International Union

AEROMEXICO AIRLINES

Airline passenger and freight carrier
International Association of Machinists & Aerospace Workers

BROWN & SHARPE MFG. CO.

Measuring, cutting and machine tools and pumps
International Association of Machinists & Aerospace Workers

BRUCE CHURCH, INC.

Iceberg Lettuce: Red Coach, Friendly,
Green Valley Farms, Lucky
United Farm Workers of America

BURWOOD PRODUCTS

Manufacturers of plaques, clocks, and other decorative
wall accessories
United Automobile, Aerospace & Agricultural Implement
Workers of America International Union

CALIFORNIA TABLE GRAPES

Table grapes that do not bear the UFW union label on the
carton or crate
United Farm Workers of America

CLARK GRAVE VAULT COMPANY

Copper and steel burial vaults
United Automobile, Aerospace & Agricultural Implement
Workers of America International Union

CONTINENTAL AIRLINES

Commercial airline carrier
International Association of Machinists & Aerospace Workers,
and Transport Workers Union of America

EASTERN AIRLINES

Commercial airline carrier
International Association of Machinists & Aerospace Workers,
and Transport Workers Union of America

GARMENT CORPORATION OF AMERICA

Work clothes & uniforms
Amalgamated Clothing & Textile Workers Union

GREYHOUND LINES, INC.

Intercity bus and charter service
Amalgamated Transit Union

HOLLY FARMS

Chickens and processed poultry products
International Brotherhood of Teamsters, Chauffeurs,
Warehousemen & Helpers of America

INTERNATIONAL PAPER COMPANY

Producer, International and Hammermill bond, offset and
writing paper and related products
United Paperworkers International Union

JOHN MORRELL & COMPANY

Meat products: John Morrell, Rath Blackhawk, Nathan's
Famous, Tobins First Prize, Hunter, Tom Sawyer, Krey,
Partridge, Rodeo, Scott Petersen, Bob Ostrow, E-Z Cut,
Table Trim, Golden Smoked, Carson Ribs
United Food and Commercial Workers International Union

KAWASAKI ROLLING STOCK, U.S.A.

Motorcycles
Transport Workers Union of America

KRUEGER INTERNATIONAL, INC.

Brand name chairs: Matrix, Poly, Dorsal, Vertebra, Stax,
Afsa, Modular, Auditorium and University seating (for
airports and auditoriums)
International Association of Machinists & Aerospace Workers

LA MODE DU GOLF CO. OF LOS ANGELES

La Mode and Lady La Mode men's and women's golf
apparel
International Ladies' Garment Workers Union

LOUISIANA-PACIFIC CORPORATION

Brand name wood products: L-P Wolmanized, Cedartone,
Waferwood, Fibrepine, Oro-Bond, Redex, Sidex, Ketchikan,
Pabco, Xonolite
United Brotherhood of Carpenters & Joiners of America, and
International Woodworkers of America

MOWHAWK LIQUEUR CORPORATION

Mowhawk labeled gin, rum, peppermint schnapps and
cordials
Distillery, Wine & Allied Workers International Union

NAPA VALLEY CO-OP

Bergfeld 1885 (Sauvignon Blanc) wine
Distillery, Wine & Allied Workers International Union

PLYMOUTH RUBBER COMPANY

Insulating material; rubber bands and vinyl products
United Rubber, Cork, Linoleum & Plastic Workers of America

R.J. REYNOLDS TOBACCO COMPANY

Cigarettes: Camel, Winston, Salem, Doral, Vantage, More,
Now, Real, Bright, Century, Sterling, YSL/Ritz; Smoking
Tobaccos: Prince Albert, George Washington, Cater Hall,
Apple, Madeira Mixture, Royal Comfort, Top, Our
Advertiser; Little Cigars: Winchester
Bakery, Confectionery & Tobacco Workers International
Union

ROME CABLE CORPORATION

Cables used in mining and construction industry
International Association of Machinists & Aerospace Workers

SEATTLE-FIRST NATIONAL BANK

Withdraw funds
United Food and Commercial Workers International Union

SHELL OIL COMPANY

Subsidiary of Royal Dutch Shell (Parent Company of Shell
South Africa); Gasoline, petroleum and natural gas
products
AFL-CIO

SILO, INC.

National retailers of electronic equipment and appliances
International Brotherhood of Teamsters, Chauffeurs,
Warehousemen, and Helpers of America

UNITED STATED PLAYING CARD CO.

Brand Names: Bee, Bicycle, Tally Ho, Aviator and
Congress
Retail, Wholesale and Department Store Union

At the request of the respective International Unions, Fort Howard Paper
Company, Sterling Radiator Company, and John Portman Companies have
been removed from the DON'T BUY list.

RECENT BOARD AWARDS

By: L.A. Parmelee - Labor Member

In Award No. 28393, A.T.D.A. and Soo Line Railroad, the majority erroneously held that Agreement Rule 3(c), which specifically mandates payment of a penalty, was not a penalty rule at all. Rather, in the opinion of the Board, Rule 3(c) was simply a "call" rule.

This award is an example of how the true meaning of agreement rules can become confused during the arbitration process.

Parties to said dispute waived right of appearance at hearing thereon.

On various dates between March 14 and August 30, 1985, East side Train Dispatchers on Carrier's Paynesville Subdivision were instructed to issue lineups for all the territory between Shoreham and Glenwood, some of which is between Paynesville and Shoreham is operated under Centralized Traffic Control (CTC). Under terms of a Letter Agreement of March 11, 1985, between Carrier and the Organization, the respective territories of the East Side and CTC had been redefined as follows:

"CENTRALIZED TRAFFIC CONTROL (CTC)...C.T.C. All Tricks Monday through Friday C.T.C. Territory Paynesville to Withrow and Cardigan Jct. to Parkway Jct Plus Northfield Subdivision Saturday and Sunday Dispatching Territory Handled Mon. through Fri., Plus Paynesville, Brooten, Bemidji, Danbury, New Richmond and Barron Subdivision.

EAST SIDE...East Side All Tricks Paynesville and New Richmond (except for C.T.C. Territory) subs plus Brooten, Bemidji, Barron and Danbury Subdivisions."

In this Claim the Organization argues that by issuing instructions which required the East Side Train Dispatchers to issue lineups concerning movement on a portion of the CTC territory, Carrier violated Rules 3(c) and 10(d) of the Basic Agreement:

Rule 3(c)

"Assigned assistant and/or night chief

dispatchers and trick train dispatchers who are directed to perform service as trick train dispatcher outside of their regular assigned position will be compensated at the rate of time and one-half of the trick train dispatcher position filled. Penalty time under this agreement will not apply to employees who obtain new assignments through the exercise of seniority, until initial service performed on new assignment, or when directed to perform service as chief, assistant and/or night chief dispatcher."

Rule 10(d)

"Vacancies or new positions known to be for, or authorized for, more than ninety (90) days' duration will be considered regular assignments of a permanent nature. Notice of such vacancy or new position shall be posted in the office where existing for a period of seventy-two (72) hours and assigned to the senior qualified applicant regularly assigned in that office making application. Positions left unfilled will then be promptly bulletined to all train dispatchers on the system for a period of ten (10) days and assignment made to the senior qualified applicant within ten (10) days from the close of the bulletin provided, however, the bulletin may be closed and assignment made immediately upon receipt of application from the senior train dispatcher on the system. In the event no applications are received, the senior extra dispatcher on the system will be assigned thereto.

A train dispatcher assigned to a vacancy or new position under this section (d), caused by a train dispatcher being absent on account of a physical disability shall revert to his former assignment when such absent train dispatcher returns to service.

Notices and bulletins issued under the provisions of this Rule 10 will show position, location, rest days, hours of service and dispatching territory. Applications will be made in duplicate and one copy returned to applicant as acknowledged."

The claim received final denial by Carrier's letter of October 16, 1985, reading in pertinent part as follows:

"According to the information I have received, it is felt that the most safe and efficient operating procedure requires that only one lineup be issued on the Paynesville Subdivision. The east side dispatcher is responsible for issuing slow and cautionary orders in CTC

territory on the Paynesville Subdivision. In order that he may accomplish this function, it is necessary that he know when trains are operated between MN&S Junction and Paynesville. As you are aware, trains do not leave Shoreham, which is within CTC territory, without clearance of the east side train dispatcher. The east side dispatchers were not required to perform work outside of their assigned dispatching territory, but merely found it necessary to issue these lineups in order to safely and efficiently accomplish the full responsibility of their assignment. The Claimants were not required to perform service as trick train dispatchers as you allege, outside of their regularly assigned position and only performed functions that were necessary in conjunction with the responsibility of their own assignment. It is the intent of Rule 3(c) to provide compensation at the time and one-half rate to dispatchers who are removed from their regular position at the direction of management and required to fill a trick train dispatcher assignment. Such is certainly not the case with which we are here concerned and the rule does not provide additional compensation, as you are claiming, under these circumstances.

The March 11, 1985 Agreement merely identifies territories as required by schedule rules. That Agreement does not under any circumstances limit or restrict necessary duties of the respective assignments.

For these reasons, your Claim is clearly without support of schedule rule and/or agreement and is respectfully denied in its entirety,"

Careful review of the record, with special attention to the Agreement language of Rules 3(c) and 10(d), shows that Rule 3(c) is a call rule with no application at all to the issuance of lineups within or without a territory and the record is devoid of any showing whatsoever that Rule 10(d) was violated. Accordingly, there is neither factual nor contractual support for the claimed violation on this record and it must be denied.

AWARD: Claim Denied.

— ● —

Award No. 28444, ATDA and SP (EL), involves a discipline case. It demonstrates the high level of responsibility train dispatchers assume when protecting on-track maintenance equipment.

In the Board's view, even the failure of other employees to provide accurate information, did not serve to diminish the train dispatchers culpability.

On September 18, 1987, Claimant issued authority to a maintenance of Way Foreman to occupy the track at a location where Claimant believed Extra 8365 West had passed. In fact, it had not passed, and Claimant issued authority for the track machine to commence work in front of it. The train was able to avert the track machine fouling the track.

Claimant was suspended from service beginning September 22, 1987. By letter dated that same day, Claimant was notified to attend a formal Hearing to determine his responsibility if any, for possible violation of Rule 486. That Rule states in pertinent part that the Train Dispatcher may grant work and time authority:

(3) "...if block is clear of train or after a definite understanding that train which has entered the block under authority of Rule 482 has passed the location where the track will be fouled." (Underline added)

Following the Investigation, Claimant was found guilty and dismissed on October 8, 1987, from the service of the Carrier. Claimant was later reinstated on October 26, 1987, resulting in a 23-day suspension.

The Organization contends that Claimant used proper judgement in reaching a definite understanding that the track was clear. Claimant could not communicate with X8365W and had to rely upon information provided by the Foreman. The Foreman had been instructed that two west bound trains would pass his location and Claimant should be notified. The Organization argues that the Foreman instructed him in a manner that clearly indicated the X8365W had passed. Such being the case, Claimant had a definite understanding and issued the proper authority.

The Carrier maintains that Claimant did not get a definite understanding that the train had passed the location before he allowed the Foreman to begin work in front

of, rather than safely behind the train. It is the Carrier's contention that Claimant was properly disciplined for a serious violation of the Rules.

In this and all discipline cases the burden of proof falls on the Carrier. A review of the transcript indicates that Claimant was given misinformation on the location of the oncoming train. Such misinformation, however, was due to assumptions Claimant made, rather than specific answers to properly requested information. The failure of the Foreman to give full information on the time of the trains passing and subsequently leaving the impression that X8365W had passed, when it had not

passed, could have been resolved with proper concern. The errors of the Foreman do not lessen the serious error of the Claimant (Third Division Award 25264).

A study of the time sequence, conversation, and material comments in the transcript support Carrier's action. Claimant is responsible for the safety of the crews and equipment when he gives authorization under the Rule. There is no dispute in the record that Claimant could give that authority only with a "definite understanding" that the train had passed. Claimant from his own testimony believed from the Foreman's answers that X8365W had passed, while the Foreman did not say that, and in fact was referring to the Sciba Local. Believing it to be so is not a precise, explicit, and certain conclusion fulfilling the intent and meaning of the language - "definite understanding."

In the facts of this case, the Carrier has fulfilled its burden of proof. Claimant failed to follow the Rule and, in fact, gave authority for the gang to work the tracks in front of an oncoming train. Given the seriousness of this fact and the substantial evidence of Claimant's role, this Board will not interfere with the Carrier's discipline (Third Division Award 25264).

AWARD: Claim Denied.

— • —

Second Division Award No. 11865, IBEW and ConRail, deals with the testing of an employee suspected of consuming alcohol.

After the employee consented to a sobriety test, this Carrier also tested for drugs. The test for alcohol was negative

and the test for marijuana was positive.

In an error deemed fatal to their case, the Carrier failed "to be forthright with the Claimant regarding the extent of the test . . ."

Such error, resulted in the Board conditionally reinstating Claimant.

On March 8, 1988, the Carrier issued the Claimant a Notice of Discipline dismissing him from service in all capacities. This discipline followed an Investigation held on March 2, 1988, wherein the Claimant was charged with violating Rules 4010 and 4012 of S7-D Conrail Safety Rules for Maintenance of Equipment Employees. Specifically, the Claimant was charged with being away from his work location. The Claimant was observed by Carrier officials with an open container of beer near him. The Claimant was not observed holding the can or drinking from it. According to the Carrier witness, the Claimant did not have the aroma of beer nor did he show signs of being under the influence. At the request of the Carrier official, the Claimant agreed to submit to a sobriety test. Test results were negative for alcohol and positive for marijuana.

Safety Rule 4010 states in relevant part:

"Narcotic (medication or drug) and/or alcohol beverage must not be used while on duty, or within 8 hours before reporting for duty . . ."

Safety Rule 4012 states in relevant part:

"It is essential to safety that employees performing service must give their undivided attention to duty; the following are prohibited:

(d) Engaging in any activity which is not directly associated with your duties."

The Board has reviewed the entire record. It finds that the evidence does not support the Hearing Officer's findings. To wit: the Carrier failed to meet its burden of proof. The evidence is insufficient to show that the Claimant either drank beer or consumed marijuana within eight (8) hours of reporting for work or at work pursuant to Safety Rule 4010. The Carrier did meet its burden of proof regarding Safety Rule 4012.

Further, the Board is mindful of the Organization's due process concerns generated by offering an alcohol test to the Claimant. The test, in reality, was for ten (10) drugs. Failure to be forthright with the

Claimant regarding the extent of the test deprived him of the opportunity to make an informed decision as to whether or not to submit to the test. It also may have deprived the Claimant of options available to him regarding union representation.

While this Board disapproves of the violation of industrial due process rights, it is concerned with the results of the test. The test results do not indicate when the Claimant used marijuana. More importantly, the results indicate that the Claimant did use marijuana. Thus, this Board finds itself balancing the Claimant's due process rights against the public's right to have a safe operating rail system. The Board will accommodate these rights by ordering the Carrier to reinstate the Claimant without loss of seniority with no back pay provided the Claimant completes a drug rehabilitation program. Further, upon completion of the rehabilitation program, the Claimant must submit to a return to duty physical. The Claimant's failure to either complete the rehabilitation program or pass the physical will result in the discipline of removal being upheld.

AWARD: Claim sustained in accordance with the Findings.

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While the exact wording of Carrier rules pertaining to drug and alcohol consumption may vary from property to property, the ultimate responsibility is on the employee to insure that his ability to safely perform his job function is not affected by drugs or alcohol.

As demonstrated in Second Division Award No. 11876, even over-the-counter drugs can impair one's abilities.

As the result of an investigation on June 8, 1988, the Claimant was issued a thirty (30) day suspension. The incident involved the Claimant's impaired state caused by the consumption of an over-the-counter drug recommended by her doctor. The Claimant was charged with a violation of Rule 6 of the CSX Transportation Safety Handbook which prohibits employees from reporting for duty while, under the influence of any substance that would adversely affect the employees performance. The Claimant, whose duties include driving a forklift, admitted consuming the drug knowing its impact, including drowsiness, nausea and shortness of breath.

It is obvious to the Board that the Claimant openly and notoriously violated a rule that is designed to protect her and other employees. In this regard, nothing else need be written. The Board also finds that the discipline issued the Claimant was justified and not excessive especially in view of the Claimant's prior record of discipline.

AWARD: Claim Denied.

WASHINGTON WINDOW

The Rise of Union-Busting Employers

Until the 1980s, replacing strikers permanently was the exception; today it is standard employer practice. While technically it has been legal to hire permanent strikebreakers since a 1938 Supreme Court decision, the exploitation of this practice has increased significantly in recent years, and it's making a mockery of collective bargaining.

This disturbing fact was raised by William Clay (D-Mo.), chairman of the House Labor-Management Relations subcommittee, at a hearing on a bill which would ban the use of strikebreakers to replace workers exercising their right to strike. Said Clay: "Once a strike was thought to be a means by which employees could seek to maintain or improve their wages and working conditions. Today the strike is used by employers to get rid of a union."

There is an abundance of evidence to support this assertion. The panel heard the Amalgamated Transit Union, Teamsters and Food and Commercial Workers cite numerous examples of how employers are using the law to destroy worker rights.

One of the most recent—and most egregious—examples is the situation at Greyhound. Edward Strait, Amalgamated Council of Greyhound Locals president, charged that the company forced workers to strike through "a carefully crafted corporate strategy designated to destroy the collective bargaining and union

representation rights of its workers—by offering unacceptable terms and conditions of employment and by taking advantage of its ability to hire permanent replacements to continue operations.”

After a nearly four-month strike, Greyhound had filed for bankruptcy and is facing serious unfair labor practice charges by the National Labor Relations Board. Strait noted that the costs incurred by Greyhound resulting from the strike and its financial losses to date “far exceed the three-year cost of our last contract proposal.”

Strait said Greyhound began advertising for permanent replacements in major newspapers nationwide more than three weeks before the contract deadline. He noted the “chilling effect on the collective bargaining process resulting from the option to hire permanent replacements,” which creates a situation that “no longer fosters the peaceful settlement of labor disputes but rather encourages and prolongs them.”

Joining Strait was Anthony Vanderveldt, a 54-year-old Greyhound employee with 29 years of service. When the strike began, Vanderveldt had one year left to earn his full 30 year pension, and unless he returns to work, he could lose up to 60 percent of it. To Vanderveldt and other striking members of the ATU, Strait said, “being permanently replaced or terminated for striking produces the same unfortunate outcome.”

Sean Harrigan, president of UFCW Local 1439 in Spokane, Wash., testified that when several Skaggs stores were bought by Payless Northwest in 1987, labor-management relations soured. When it became clear the new owner was not interested in good faith bargaining, workers struck. “However, it soon became obvious that by exercising our right to strike, we had given the employer a unique opportunity to break the union,” Harrigan said. One month later, the company told striking employees unless they returned to work in two days, they would be permanently replaced.

The workers voted unanimously to stick it out. But the fallout included Pat Morris, 58, a 22-year Skaggs employee who was unable to find other employment. Harrigan said Morris has now spent \$13,500 of her \$15,000 lump-sum pension payment from Skaggs. A widow for 15 years, she is trying to put one of her two sons through college. Jean Galbraith, 59, a Skaggs employee for 24 years, used all her savings during the strike to support her five children. At Skaggs she earned \$7.25 an hour, but now earns \$4.94 an hour for part-time work—all she was able to find. She has no retirement plan and limited medical benefits.

Teamsters Local 829 Sec.-Treas. Chester Abbott recounted the IBT’s fight with S.S. Pierce, which had good labor-management relations until Kraft Foods bought it in 1986. When the new owner insisted on dramatically cutting pension benefits, the IBT struck. “Almost from the beginning we had the spectre of replacement scabs hanging over our head,” Abbott said. The company ran ads for scabs two weeks before the strike vote. After 36 weeks, “many of our members have been replaced permanently with scabs and we have not returned to work.” “I have seen first hand what this vicious practice has done to hardworking and decent people,” Abbott told the panel. He cited “the plight of all working Americans who are faced with losing their jobs when all we seek are decent wages, safe work environments, Adequate health protection for our families and a promise for a fruitful retirement.” He urged Congress to “restore the heart of employee protection, the right to strike.”

VOTE
For Union-Endorsed
Candidates Nov. 6

Hoping to create new interest in The Train Dispatcher, I have asked Brother D.T. Sprau, to act as a contributing correspondent and give us some of his viewpoints, ideas and insights concerning anything that has to do with railroading. Brother Sprau, Dave as he known to most, has been a member since September 1967, is former BN General Chairman, presently Vice General Chairman and is also a member of the Joint Board as Trustee. Dave is a former locomotive engineer and a member of BofLE. His address can be found on the inside cover of The Train Dispatcher, and as he has asked, let him hear your ideas also.

*R.L. Rafferty,
Secretary-Treasurer*

WHAT DO YOU THINK?

By: Dave Sprau

I have been given a list of The Train Dispatcher magazine deadlines for the next several issues and asked to write a column. Someone suggested it be named, "As I See It." Preferring to avoid a title suggestive of force-feeding, I shall PASS on that suggestion.

This column will contain a little bit of everything of hopeful interest to train dispatchers; railroad stories, railroad history, editorializing on current events, and like matters. Perhaps the best service it could perform would be as a forum for your own opinions. Feel free to write or comment on what you read here, to me, at my address shown on the inside front cover. If there is a deluge of responses, it might be necessary to select only a few for publication but an attempt will be made not to neglect anyone.

A "Union" need not be formalized in order to exist. One of the most powerful unions I have encountered has no dues, no constitution, no membership meetings, and not even a name. But it jealously guards it's perceived right to exclusively perform all duties which it considers reserved unto its members. It rules with an iron fist and does not permit encroachment by others into its domain. Longshoremen, Teamsters, Iron and Steelworkers, Railroaders and all other labor groups traditionally considered--at least by the public--to have powerful unions, ought to regard this group with utmost envy.

Who is this iron-fisted outfit? It is the Labor Relations Department of any large company. How many times could your local union officers have resolved a dispute to everyones' satisfaction, if only the dealings could be made with local company officers?

Local management may well admit and recognize the existence of a situation which requires an agreement rule or modification to correct, but quickly defers to "Labor Relations" for the actual negotiating, claiming lack of authority to handle things locally. This is probably correct; traditionally, harsh treatment has been in store for managers who do not yield to "Labor Relations" the sole authority and responsibility and making agreements.

One note of optimism: In some places, local management recently appears to have a freer hand in making agreements without running everything past the head Labor Relations honchoes, who like to say "No" to practically everything. Whether this policy will continue to exist, be expanded upon, or be crushed, remains to be seen.

— ● —

In his autobiography, "Hammer", by Industrialist Armand Hammer, an interesting tale is told about railroading in the Soviet Union. Paraphrased here, it seems that during the Volga famine of 1922, grain shipments from Siberia via rail were being unduly delayed. Lenin appointed a man named Felix Dzerzinsky to take care of railroad matters such as these.

Dzerzinsky quietly had his private car coupled to a freight train and set out on an inspection trip. Two hundred miles east of Omsk, the car was set out. Dzerzinsky then had the local agent send a wire to Omsk, the suspected offending terminal, stating that urgent west traffic was on hand for pick-up. Several days passed during which all the westward trains "highballed" the station in spite of continuing wires advising of the delayed, urgent westbound business.

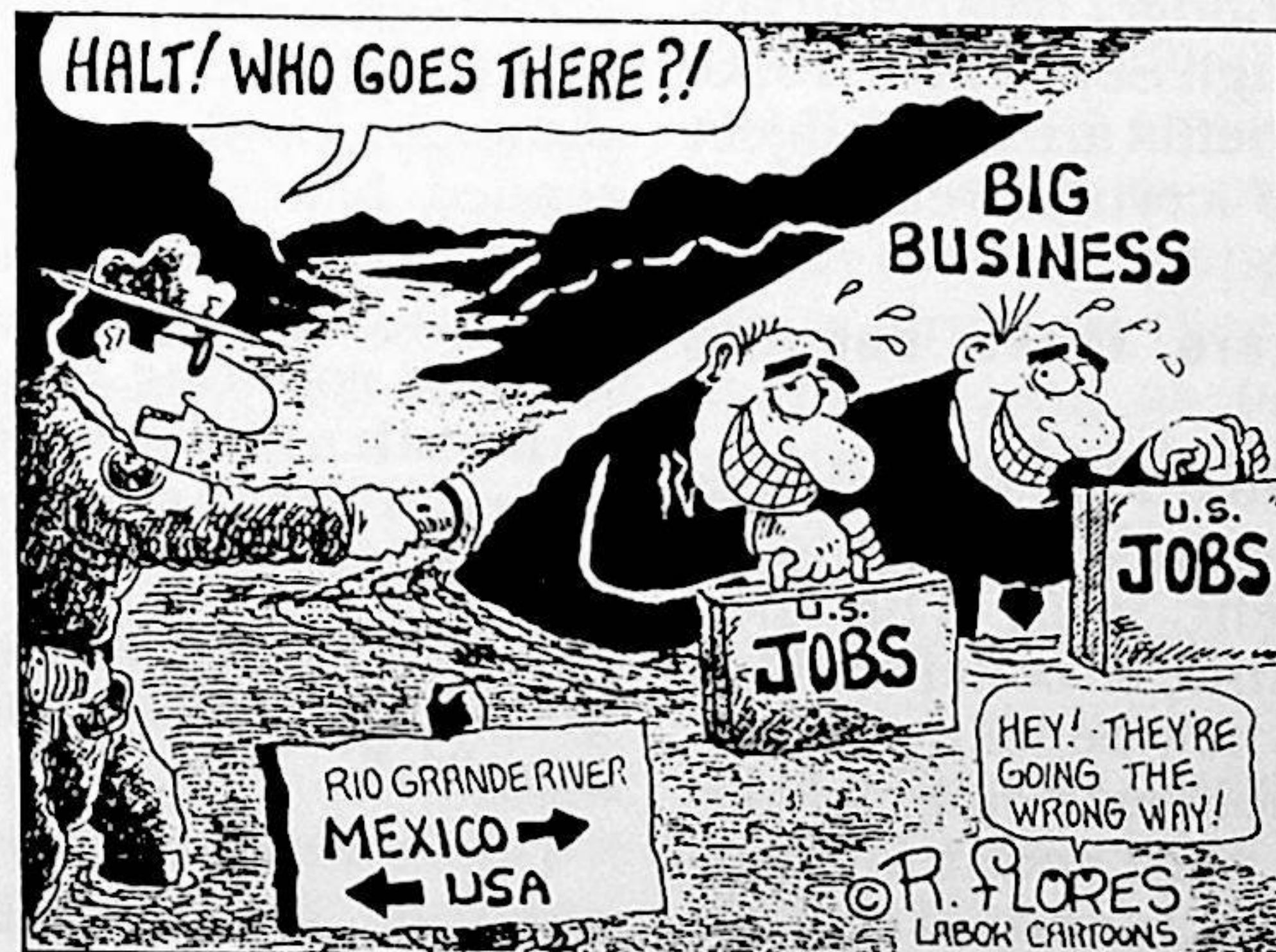
Finally, in exasperation, Dzerzinsky had to flag a westward train and have his private car picked up. Upon arrival at Omsk terminal, he assembled the Superintendent, Trainmasters, and other underlings to an impromptu "staff meeting" and demanded to know why on-line traffic had not been moved. He was told that the busy Omsk terminal people (probably being mindful of their budgets) could not be bothered with such matters.

"Changes are going to be made here immediately," he said to them. "Step forward." "You are responsible for . . . our starving countrymen in the Volga." Then, turning to his guards, he said, "Take these men out in the yard and shoot them!"

Shots rang out. New appointments were made to fill the "vacated" positions. Within a week, railcars of Siberian grain flowed unrestricted into other parts of the U.S.S.R.

In spite of an overpowering urge to do so, I shall make no comment upon the above true story. Readers may wish to exercise their own sense of poetic justice, or their imaginations, and invent a clever ending statement, perhaps comparing this situation to others with which they are familiar. In any event, the above should make a fun story to tell around your respective railroads for the next few days.

73's until next time.



RRB NOTES

New Benefit Year for Railroad Unemployment and Sickness Benefits

By R. L. Rafferty, Secretary Treasurer

A new benefit year under the Railroad Unemployment Insurance Act begins July 1, 1990. This Act, administered by the U.S. Railroad Retirement Board, provides two kinds of cash benefits for qualified railroaders: unemployment benefits for those who become unemployed but are able to work and available for work, and sickness benefits for those who are unable to work because of sickness or injury. Sickness benefits are also available to female rail workers for periods of time when they are not able to work because of pregnancy, miscarriage, or childbirth.

The following questions and answers describe these benefits, their eligibility requirements, and how to claim them.

1. What is the daily benefit rate payable in the new year beginning July 1, 1990?

Almost all employees will qualify for the current maximum daily benefit rate of \$31. Benefits are generally payable for days of unemployment or sickness in excess of four in 14-day registration periods, which yields \$310 for two full weeks of unemployment or sickness in the new benefit year. Benefits are, however, reduced to \$304.73 under the Gramm/Rudman budget balancing law now in effect through September 1990. Some sickness benefits are also subject to withholding of certain retirement taxes.

2. How long are these benefits payable?

Normal unemployment or sickness benefits are each payable for up to 26 weeks in a benefit year. The total amount of each kind of benefit which may be paid in the new benefit year cannot exceed the employee's railroad earnings in the base year, counting earnings up to \$917 per month. The base

year is the calendar year preceding the benefit year.

Employees with ten or more years of service, who exhaust normal benefits, may be eligible for extended unemployment or sickness benefits. Extended benefits are payable for 13 consecutive weeks to employees with 10-14 years of service, and for 26 consecutive weeks to employees with 15 or more years of service.

3. What are the service and earnings requirements for railroad unemployment and sickness benefits in the benefit year beginning July 1, 1990

Normal benefits are based on an employee's railroad service and earnings in the preceeding calendar year. To qualify for normal railroad unemployment or sickness benefits, an employee must have had railroad earnings of at least \$1,775 in calendar year 1989, not counting more than \$710 for any month. Those who were not employed in the rail industry before 1989 must also have worked in at least five months of 1989 (not necessarily full-time in each month).

4. Can long-service employees who do not qualify on the basis of their 1989 earnings still receive benefits in the new benefit year?

Under certain conditions, employees with 10 or more years of service who do not qualify on the basis of their 1989 earnings may still be able to qualify for benefits in the new benefit year.

Employees with at least 10 years of creditable rail service who received normal benefits in the benefit year ending June 30, 1990, may be eligible for extended benefits. Ten-year employees might also qualify for benefits if they have rail earnings of at least \$1,862.50 in 1990 counting earnings up to \$745 a month. Sickness benefits paid in either of these situations terminate at age 65.

5. What is the waiting period now required for unemployment and sickness benefits?

Under the new law, no benefits are payable for the first claims for

unemployment and sickness in each benefit year. This generally results in a two-week waiting period. As each new benefit year requires a waiting period, *all claimants, even those who have been continuously sick or unemployed since the previous benefit year or those who are new beneficiaries and served a waiting period as recently as June 1990, are required to serve a waiting period before benefits are payable in July 1990.* Even though no benefits are payable for the waiting period, all claimants are required to file for their days of unemployment or sickness during the waiting period, or they may lose benefits for claims after the waiting period.

6. Does a claimant have to be unemployed or sick for a full two weeks in order to meet the waiting period requirement?

Not necessarily. Benefits are normally paid for the number of days of sickness or unemployment over four in 14-day registration periods. If a claimant has five days of unemployment or five days of sickness in a 14-day period, he or she should file for benefits. Even though no benefits would be payable on the basis of this initial registration, the five days of unemployment or sickness could fulfill the new waiting period requirement for the benefit year, if the claim is filed on time. Any subsequent 14-day period could then be payable for all days over four. Initial sickness claims must also include at least four consecutive days of sickness.

7. Are there special requirements if unemployment is due to a strike?

If claimants are unemployed because of a strike, benefits are not payable for days of unemployment during the first 14 days of the strike, regardless of whether or not they already served an initial benefit year waiting period earlier in the benefit year. If a strike is in violation of the Railway Labor Act, unemployment benefits are not payable to employees participating in the strike. However, employees not among those participating in such an illegal strike, but who are unemployed on account of the strike, may receive benefits after the first two weeks of the strike.

While a benefit year waiting period cannot count as a strike waiting period, the 14-day strike waiting period may count as the benefit year waiting period if workers subsequently become unemployed for reasons other than a strike later in the benefit year.

8. Can employees in train-and-engine service receive unemployment benefits for days when they are standing by or laying over between scheduled runs?

Yes, but only if the miles and/or hours they actually worked were less than normal full-time work in their class of service.

9. Can extra-board employees receive unemployment benefits between jobs?

Yes, but only if the miles/or hours they actually worked were less than normal full-time work in their class of service.

10. How does a person claim unemployment benefits?

In order to receive unemployment benefits, claimants must obtain an application Form UI-1 (ES-1) from their employer, labor organization or local Railroad Retirement Board office. The completed application should be mailed to a Board office as soon as possible but, in any case, must be received by the Board no later than 30 days after the first day for which they wish to claim benefits. Benefits may be lost if the application is filed late.

The Board office reviews the completed application and notifies the claimant's railroad employer. The employer has the right to provide information about the benefit application. Biweekly claim forms are then mailed to the claimant as long as he or she remains unemployed and eligible for benefits.

Only one application need be filed during a benefit year even if a claimant becomes unemployed more than once. In that case, he or she must promptly request a new claim form from a local Board office.

11. How does a person claim sickness benefits?

Applications for sickness benefits (Form SI-1a & b) can be obtained from railroad employers, railroad labor organizations, or any Board office. An application and a doctor's statement of sickness are required at the beginning of each period of continuing sickness for which benefits are claimed. The Board suggests that employees obtain an application form to keep on hand for use in claiming sickness benefits, and that family members know where the form is kept and how to use it.

If an employee becomes unable to work because of sickness or injury, the employee should complete the application and take or send it to his or her doctor for completion of the statement of sickness. If the employee is too sick to complete the application, someone else may do so. In such cases, a family member should also get Form SI-10, "Statement of Authority to Act for Employee," and include it with the application.

After completion, the form should be mailed to the Board's headquarters in Chicago by the seventh day of the illness or injury for which benefits are claimed. Biweekly claim forms are mailed to the claimant after the Board receives the application and statement of sickness and determines eligibility.

12. How long does it take to receive payments?

Because the Railroad Unemployment Insurance Act requires a waiting period and prepayment verification of all claims, a claimant's first benefit check for unemployment or sickness will not normally be received until at least the sixth week after he or she applies for benefits. The noncompensable waiting period generally covers the first two weeks of unemployment or sickness. And, once a claim for the second two-week period is filed, notice of the claim must be provided to the claimant's employer before the claim can be paid. The employer has seven calendar days to receive notice of the claim, review

pertinent records and provide information to the Board which may be relevant to the proper payment of the claim. At the end of the seven-day period, if no reply is received, the claim is processed for payment and the Treasury Department will issue a check the second business day following the Board's approval of the payment.

For subsequent claims, 15 to 20 days are normally required for payment because of the time required for employer notification, mailing and processing.

13. What is the basis for the new waiting period requirement and a prepayment employer notification process?

Waiting periods and prepayment eligibility verifications are required under the majority of State unemployment insurance programs, and the requirements for a waiting period and prepayment verification process were recommended in a commission study of the railroad unemployment insurance system. The 1988 railroad unemployment insurance legislation was then based on joint recommendations negotiated by railway management and labor representatives. The provisions for waiting periods and prepayment verification were key elements in a legislative compromise necessary for enactment of provisions for increased benefits indexed to national wage levels with adequate financing.

Without passage of the 1988 legislation, the maximum daily benefit rate would still be a static \$25 rather than the current indexed maximum of \$31 and the system would not be adequately funded. The current law still allows up to 26 weeks of normal benefits after the waiting period is served. And, the law retained previous provisions for extended unemployment and sickness benefits for 10-year employees, while State systems pay extended unemployment benefits only during periods of high unemployment. Only six States provide sickness benefits and those States require employee as well as employer contributions.

FAST TRACK

By R.L. Rafferty
Secretary-Treasurer

Darned if summer hasn't almost slipped entirely by and fall is approaching fast. Isn't it amazing how time flies when you are having fun?

Recently about twenty five 50 year membership emblems were sent out and I have received some interesting responses in return. I had asked each one to let me know the differences they see between 1940 and 1990 concerning train dispatching or railroading in general. Some of the respondents asked not to be published, and I respect that, however, I am going to comment on some of their observations. The other letters are included on other pages of the magazine.

One of the faithful brothers told of his labor heritage, his father being an ORT local chairman "at a time when you dared not advertise your membership." He also thanked me for the new pin and said "My 25 year pin is showing much wear." His support for the labor movement "has endured for 65 years. . . I still have no reason to change." Boy, what a testimonial from someone who has seen many changes in railroading, train dispatching and even endured 2 World Wars. We still need that kind of support, by the way.

It just so happens that one of the 50 year brothers was a train dispatcher for the GTW at Battle Creek Michigan when I first became an operator in 1955. Don said his last paycheck showed his hourly rate as \$4.99 which made me stop and figure my rate of pay when I started as a train dispatcher was \$3.70 per hour. As the song says "We've come a long way. . ."

Hopefully, by now, you will each have received your membership cards and dues receipts for the three quarters of 1990. If there is a problem with your receipts, or if you did not receive your card and/or receipts, drop me a note and we will get into it right away.

As President Irvin stated in the last issue of the Train Dispatcher, things are coming along nicely for the 1991 General Assembly, and I think this will be a very enjoyable time, along with a whole lot of work, for everyone. I have heard the ladies making some inquiries and checking out the activities for themselves also.

I have had the distinct pleasure, recently, of attending some membership meetings on the different roads, and have certainly met a lot of our members. Some I have talked to and worked with for a long time, and others are recent acquaintances. I enjoy these meetings very much, and would like to make them all if I could find time.

I don't know if you have had the opportunity or not to see that I have some journalistic competition beginning with this issue. Brother Dave Sprau, who is one of our Trustees, and I were talking awhile back and I asked him if he would be interested in giving us some of his "off the cuff" perceptive observations. This is not a new endeavor for Dave, and maybe sometime in the future he will elaborate a little more about that.

In closing, if something interesting is going on where you are, let me know and we will let everyone else in on it. Remember also, what may not seem all that interesting to you might catch the eye and ear of some others.

PEACE and UNION. . .

***Jobs today. . .
jobs tomorrow!***

* * * * *

VOTE

**For Union-Endorsed
Candidates Nov. 6
November 6**

Labor Steps up Campaign for Bill to Ban Permanent Jobs for Scabs

WASHINGTON (PAI) —Organized labor has stepped up its campaign on Capitol Hill for legislation to prohibit employers from offering permanent jobs to strikebreakers.

AFL-CIO Sec.-Treas. Thomas R. Donahue and Steelworkers President Lynn Williams led the labor witnesses who testified before the House Labor Management subcommittee in support of H.R. 3936.

The House bill, introduced by Chairman William L. Clay (D-Mo.), now has 131 co-sponsors. Informed sources say the groundwork is now being laid for floor action in the next Congress.

In opening the hearing, Clay said his bill "reestablishes the right of working men and women to withhold their labor during a labor dispute without facing loss of their jobs."

"The consequences of failing to protect the right to strike has caused more than the loss of jobs and the undermining of collective bargaining," Clay said. "Repeatedly, we have seen communities torn apart as replacements move in to take the jobs of the existing workforce. Striking workers can do little but look on helplessly as bread is taken from the mouths of their families by so-called replacement workers."

Donahue, as he had testified earlier before a Senate panel, said the doctrine developed after the Supreme Court's Mackay decision that a striker cannot be fired but can be permanently replaced "has completely eroded the employee's right to strike."

Further, Donahue said, the Mackay doctrine by granting the employer the power to punish employees who disagree with him by permanently replacing them throws the balance envisioned in the Wagner Act "all the way over to the employer side." "It is corrupting the collective bargaining process," he declared.

Williams, who heads the AFL-CIO Strategic Approaches Committee, reiterated the main points made by

Donahue. Williams noted that the right to strike was the keystone of the Wagner Act and that its potential use facilitated collective bargaining.

The Mackay rule permitting employers to hire "permanent" replacements for strikers undercuts bargaining and gives the employer a weapon to break unions, Williams said.

"Employer resort to permanent replacements unquestionably is on the rise," Williams said, adding:

"The replacement of the Air Traffic Controllers in 1981, of the Phelps Dodge copper workers in 1983... of the Continental pilots, the Hormel meatpackers, and today of the Greyhound drivers, as well as many other similar incidents, have signaled a new era and a new strategy: Hire and train a shadow workforce in anticipation of a strike, and move them in permanently when the strike begins.

Williams said, "The explosive growth of 'management consultants,' whose basic product is union-avoidance and union elimination, facilitated this new strategy."

Williams argued that the consequences of the Mackay rule are far greater than the statistics now show. While a government report says that strikebreakers were hired as permanent replacements in only 15 percent of recent strikes, it does not record instances of no agreement or weak agreements, he said.

"Even more devastating, vast numbers of employees forego unionizing altogether because of Mackay," Williams asserted. He said "employers exploit that fear" of permanent job loss.

Williams said it is "the cruelest irony" that federal labor law provides effective bargaining power for those at the top of the earnings scale while discouraging the neediest from unionizing at all. It is hardly suprising, he continued, that professional employees are unionized at more than twice the rate as non-professionals.

In no other nation do striking workers risk losing their jobs permanently to

replacements, Williams said. In Canada, for example, Quebec forbids the hiring of replacement workers altogether. Ontario and the other provinces allow the employer to hire temporary replacements but not to promise them permanence, he said.

In a letter to the subcommittee, President James Hatfield of the Glass, Molders and Pottery Workers said his union first felt the impact of union-busting in the mid-1980s. He said the Liberty Glass Co. in Sapulpa, Okla., hired a consultant and forced a strike. After 20 years of good relations, the firm hired permanent replacements and the GMP locals were decertified. In another case, the then Molders Union struck Magic Chef in Cleveland, Tenn. After a strike lasting several years, the company hired permanent replacements and the union was broken.

Also testifying were President Edward Strait, Amalgamated Council of Greyhound Local unions, Amalgamated Transit Union; Sec. Treas. Chester Abbott, Teamsters Local 829, Boston, Mass.; President Sean Harrigan, Food and Commercial Workers Local 1439, Spokane, Wash.

NEW MEMBERS

May 1990

D.A. Kilburn	CONRAIL
L.A. Bale	SP-W
J.G. Valdez	SP-W
R.E. Zimmerman	NYC&StL
K.A. Putnam	C&NWT
W.C. Badenhop	BN
J.A. Schroeder	SOO
M.R. Kearns	SP-W
D.D. Tyson	BN
R.L. Enos	CSXT
D.N. Stine	CONRAIL
G. Traverso	METRO NORTH-TD
K.E. Hand	BN
F.W. Benson	CSXT
F.E. Thompson	CSXT
J.M. Glossing	AMTRAK
A.G. Boone	SP-W

L.P. Rios	SP-W
L.P. Heinrich	CHESSIE
D.M. Quinley	SP-W
G.L. Jones	CONRAIL
S.E. Frank	BN
R.J. O'Connell	AMTRAK
B.S. Brock	CONRAIL
R.L. Willow	CONRAIL
R.P. Gogola	C&NWT
P.K. Cook	CHESSIE
A.R. Franicich	ASSOCIATE
K.N. Mellegard	BN
G.S. Poppe	AMTRAK
R.M. Baxter	CSXT
C.H. Roberts	CSXT
H.A. Luttrell	SP-W
R.J. Brodecki, Jr.	CONRAIL
T.A. Lawson	CONRAIL

June 1990

R.G. Kluce	CONRAIL
C.J. Wiecha	CONRAIL
R.W. Fogarty, Jr.	CONRAIL
R.S. Beck	CONRAIL
S.M. Knapp	BN
B.J. Skelly	CONRAIL
A.J. Rodriguez	CONRAIL
L.A. Temerowski	CONRAIL
M.D. Rossow	C&NWT
R.A. Walle	CSXT
G.D. Holloway	CSXT
J.M. Green	CSXT
C.E. McAbee	CSXT
D.A. Clarey	CONRAIL
M.B. Berube	BN
E.L. Cyphers	CONRAIL
C.R. Babcock	CONRAIL
R.S. Perry	CONRAIL

July 1990

J.H. Barnett	CONRAIL
T.H. Johnson	BN
B.W. Sevier	StLSF
D.B. Motz	Chessie
L.M. Castinado, II	SP-W
R.M. Horwitz	CONRAIL
H.P. Edsall	CONRAIL
T.L. Woxland	BN
R.P. Smith	AMTRAK

HONOR MEMBERS

50-Year Honor Members

In recognition of their 50 years of continuous service in the A.T.D.A., the following have been awarded the special 50-year membership Honor Emblem.

June 1990

A.V. Black	MP
E.N. Creger	C&O
F.N. Edwards	SCL
R.C. Henderson	WAB
T.C. Jackson	D&RGW
S.C. Kantor	NYC
C.D. Konz	NYC
I.A. Kurth	CMSTP&P
E. Lelvis	BN
L.C. O'Connor	GTW
D.H. Patterson	GTW
A.W. Paul	GN
R.S. Slay	MP
C.C. Smith	CMSTP&P
H.C. Terhune	SLSF
R.J. Thomas	L&N

25-Year Honor Members

In recognition of their 25 years of continuous service in the A.T.D.A., the following have been awarded the special 25-year membership Honor Emblem.

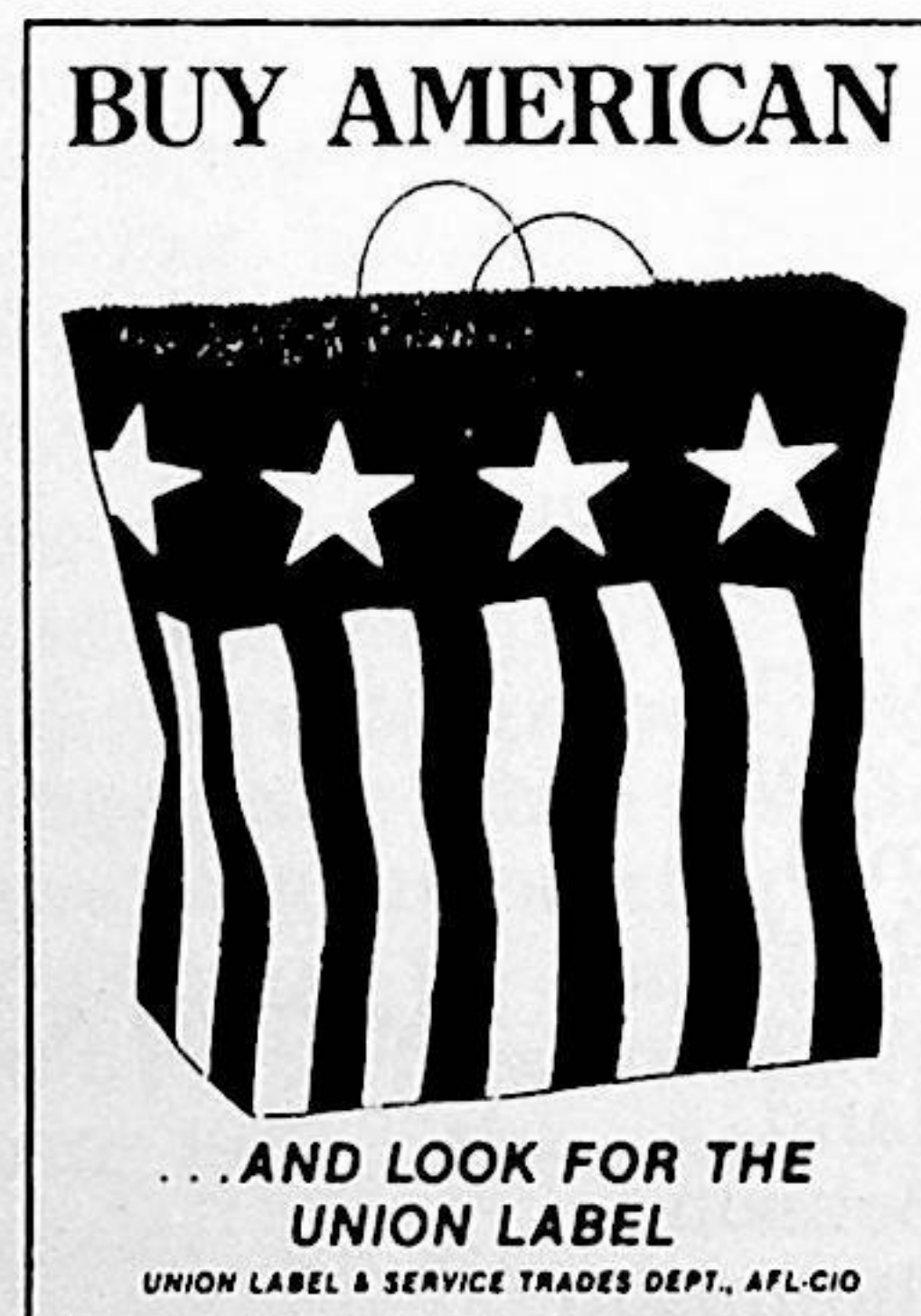
July 1990

E.S. Bailey	B&O
J.D. Baker	P&LE
W.C. Beans	AMTRAK
R.P. Bertch	NYC
K.O. Bjerkeset	C&NWT
C.W. Boyd	C&O
D.W. Chandler	BN
J.E. Coleman	NYC&StL
C.N. Collins	CHESSIE
G.D. Daverman	CSXT
J.R. Farr	SOU
C. Howells	EL
D.J. Kime	SCL
J.E. Kirtley	WAB
L.C. Luker	TRRA
R.J. Molander	C&NWT
J.G. Ordong	CONRAIL
H.L. Roger	SP (E)

R.E. Rush	C&NWT
J.R. Sampson	CHESSIE
B.F. Scheck	CONRAIL
C.L. Scheuerle, Jr.	CONRAIL
R.G. Stallsmith	CONRAIL
H.D. Thompson	NYC&StL
A.M. Tompkins	CONRAIL
R.A. Webster	CHESSIE

August 1990

G.D. Bennett	SP-W
J.L. Brown	CHESSIE
M.R. Burton	C&O
S.D. Coplen	CONRAIL
F.M. Covington, Jr.	MP
E.N. Fyffe	StLSF
C.R. Grady	C&O
R.C. Grubbs, Sr.	SOU
G.W. Hansen	BELT
L.D. Hester	SOU
A.D. Houston	GM&O
E.L. Lachapelle	B&M
R.C. Linder	BN
E.S. McKeown	CONRAIL
R.E. McRae	SP-W
H.L. Powell	SOU
L.A. Purmort	SP-W
J.J. Quinn	NYNH
J.A. Rickert	AMTRAK
A.J. Scheller, Jr.	BN
K.R. Shue	SOU
T.L. Smith, Jr.	SP-E
W.L. Tonder	BN
R.P. Valle	AMTRAK
W.H. White	NYC
G.G. Wiltz	MP



CONVERSATION PIECES

How's That Lee?

You've seen those TV commercials where Lee Iacocca scolds Americans for buying Japanese cars, right? Well don't expect an ad campaign over this move:

Chrysler plans to spend \$45 million on *Japanese* machinery for its Ontario factory that builds the Eagle Premier and the Dodge Monaco.

A Chrysler spokesman (somehow, Lee couldn't quite find the time to talk about it himself) claimed the Japanese machines that form steel into body parts offer more quality per dollar than U.S. presses. "To be competitive we must be the low cost producer," said the Iacocca stand in. "That does not mean spending extra dollars just to buy something made in the United States."

Such as Chrysler cars.

Made in USA Mail-Order System Slated For Japan

Japanese consumers may soon be able to stock up on American goods at American prices through a new electronic mail-order system set to start in July.

Shop America Ltd. - New York, has joined forces with 7-Eleven - Japan and its parent company, Ito-Yakado, to use the chain's 4000 stores as order centers for the service, which is designed to let Japanese consumers bypass a multi-layered distribution system that usually renders imports non-competitive.

Shop America already has signed with several manufacturers in the U.S. and abroad. Among the product categories expected to be available are music, jewelry, home appliances, stereos, sporting goods, and designer perfumes.

Shop America projects membership will exceed 500,000 by the end of the year and is expected to be at 2 million by 1992.

U.S. Firms Try To Import Chinese Labor.

WASHINGTON (PAI) — U.S. companies are trying to import Chinese laborers to work for wages and under conditions Americans wouldn't stand for, according to China Labor Notes, a publication of the Asian-American Free Labor Institute.

A U.S. government source in China cited two companies—Eagle Fisheries in Alaska and Winnie Fashions in Commerce, Calif. — as attempting this practice.

Eagle wants to bring in unskilled Chinese to fillet, sort and pack fish--and receive \$600 for four months' work, with the company deducting \$4,706 from the workers' gross earnings for room, board and other expenses.

Winnie Fashions claims they can't hire experienced seamstresses at \$4.50 an hour, so instead of raising their wages to the going rate--which can be as low as \$6 an hour--they're trying to recruit Chinese workers.

The source says the terms of Chinese laborers' employment "do not appear to be in accordance with the U.S. labor law or fair hiring practices." The source concluded, "We thus believe the employers hope to use Chinese labor as an inexpensive substitute for American labor which could be obtained if the employers were willing to pay competitive wages.

VOTE
For Union-Endorsed
Candidates Nov. 6

AFL-CIO UNION INDUSTRIES SHOW

The AFL-CIO Union Industries Show was held in Cincinnati, OH, on May 18-21, 1990. CSX Transportation furnished a simulated train dispatching operation. This booth was capably manned by three train dispatchers from the CSX office in Jacksonville, FL, Mike Hanley, Mike Miller and Charlie Tomey.



L to R: Vice President Mullinax, General Chairman Skeans



Charlie Tomey demonstrating simulation to a show visitor.



L to R: Mike Miller & Mike Hanley.

The show allowed thousands of visitors to see displays and demonstrations of union people at work and the products made by union industries. Among the visitors was President V.M. Speakman of the Brotherhood of Railroad Signalmen and President Geoff Zeh of the Maintenance of Way Employees.



Front Row: CSX General Chairman Vernon Skeans, CSX Officials, Charlie Grady, Gary Smith
Back Row: A.T.D.A. President, R.J. Irvin & A.T.D.A. Vice President Ed Mullinax



Front row L to R: Vernon Skeans, Mike Hanley, Mike Miller
Back Row L to R: Charlie Tomey, R.J. Irvin, H.E. Mullinax



L to R: V. Speakman, President of Railroad Signalmen, R.J. Irvin,
Charlie Tomey, CSX, Geoff Zeh, President of Maintenance of Way Employees

"REFUELING AT THE SHOW"



H.E. Mullinax



V. Skeans

Federation Hails Botto House, The American Labor Museum

Washington (PAI) — The AFL-CIO praised Botto House, the American Labor Museum located in Haledon, N.J., and its mission to advance public understanding of the history of work, the culture of workers and the role of organized labor in American history.

"The AFL-CIO commends the work of the American Labor Museum, and calls on its affiliates to assist this worthy non-profit institution through local participation in their programs, financial contributions, or support of their annual awards dinner," the federation's Executive Council said.

This year's American Labor Museum awards dinner will honor Textile Workers President Jack Sheinkman.

Each year, thousands of school children visit Botto House to view exhibits that tell the story of work and workers in America.

"The education of America's youth on the goals and history of the trade union movement is one of the most vital and important endeavors any institution can undertake," the federation said. "The contribution of the American Labor Museum towards that end is deeply appreciated by the AFL-CIO and its affiliates." □

THE A.T.D.A. NATIONAL WOMEN'S ORGANIZATION

MAIBELL IRVIN, Chairperson
1401 South Harlem Ave.
Berwyn, IL 60402

RUTH PORTER, Co-Chairperson
14826 South Whipple
Posen, IL 60469

CATHY RAFFERTY, Reporter
1401 S. Harlem Ave.
Berwyn, IL 60402

A Pink Balloon

By Jane Godsell

The other day on a busy downtown street at high noon, I stood with a crowd of people who had gathered to watch a pink balloon soaring skyward. The little boy whose balloon it was, stared in surprise at his suddenly empty hand. Then, flinging his head backward, he gazed at his balloon as it rose higher and higher until it was floating above the rooftops of the tallest buildings.

"Wow!" he cried, pointing to it with a chubby finger. "Wow! Lookit my balloon go!" The little boy wasn't heart-broken. He had lost his balloon, but, as he watched it sailing into the clouds, he felt exultant as though part of him were soaring with it.

I know that's how he felt because it's how I felt. And so did the other people who were gazing, transfixed, at the sky. You could tell from their faces that the balloon's flight had captured their imaginations and transported them into private worlds of fantasy. These were not the carefully controlled blank masks that people in crowds usually wear. These faces were naked and vulnerable, expressing a whole gamut of human emotions—wonder, wistfulness, yearning, exaltation and pure heart-lifting rapture. For the people gazing in hushed silence at the sky, the world of reality ceased to exist. We were, all of us, totally absorbed in the flight of a pink balloon.

Yet what, after all, were we gazing at so intently? The balloon? It wasn't much to look at, actually. Just a wisp of pink, becoming smaller and smaller until it was only a tiny dot way off in the blue. Yet we continued to watch it, spellbound.

Somehow the sight of the balloon soaring over the rooftops and sailing through the clouds stirred emotions deep within us—emotions that exist not

on the conscious level of our everyday thoughts, but close to the grain of our dreams and fantasies.

The balloon symbolized and gave form to our unexpressed, unconscious yearnings for...what? Flight and freedom? Escape from our everyday anxieties to an over-the-rainbow Shangri-La where dreams come true? Nostalgic longings for the pink balloons of our childhoods? Who can say what so enthralled us?

Certainly, each of us identified with the balloon in our own fashion. The little old lady with the black shopping bag must have been moved by emotions quite different from those which stirred the young man in the three-button suit with the attache case under his arm.

Yet, lost as all of us were in our private dream worlds, we shared a common experience. For a few brief moments, we were spellbound by a pink balloon.

The little boy shouted, "It's gone!" and the spell was broken. It was gone. The little dot in the sky was no more to be seen.

We shook our heads like people coming out of a trance, glanced sheepishly at each other, adjusted our everyday faces and went about our business.

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New Computer Mileage Retrieval Service

ATLANTA, GA— The first comprehensive, computerized railroad mileage retrieval system for calculating both tariff and operating mileages introduced at the International Intermodal Exposition by Rand McNally-TDM will revolutionize the \$1.9 billion car/hire reimbursement system for railroads and shippers by saving both groups millions of dollars annually, said company president Henry J. Feinberg.

More than two years in development, the new Railroad MileMaker system covers all track in the United States and Canada making it possible to instantaneously retrieve mileages or routes for the industry's more than 20 million annual freight car movements that can take as much as 15 minutes each to research manually through printed tariffs or timetables.

"Railroads will now be able to efficiently and accurately calculate appropriate car hire or car allowance payments for off-line as well as on-line movements of freight cars," Feinberg said. "Shippers and carriers will save additional millions of dollars in time spent now resolving disputes over routes and mileages or correcting the errors to which manual systems are so prone," he added.

Railroad MileMaker consolidates and automates all railroad distance tariffs along with routing and mileage information for more than 500 rail carriers.

While MileMaker's tariff mileage data base will permit shipper and railroad price and rate managers to efficiently calculate freight rates, operations fleet managers and car accounts are provided an operating mileage data base for route or mode selection. The system is designed to help cut their costs through effective equipment utilization, fleet planning, minimizing empty car miles, and many auditing functions.

Operations applications are also facilitated by including more than 30 descriptive elements for mileage segments. These include carrier SCACs, FSAC numbers, Rule 260 junction

codes, station names, postal zip codes and information on intermodal facilities.

"We developed Railroad MileMaker," Feinberg said, "because we are convinced that there is a tremendous growth potential in the railroad freight business in the coming years. Having a reliable, industry-standard system like this can help both railroads and shippers develop the integrated automation systems that will be increasingly critical to achieving that growth."

Railroad MileMaker is offered in two formats. One is an on-line, time-sharing link-up to Rand McNally-TDM's mainframe computer. The other is a software package for installation on the carrier's or shipper's in-house computer system.

Time-share users pay by the transaction so their cost is directly related to how much they need and use the system. Package customers pay an initial flat fee plus an annual update charge.

For the timeshare service, there is a 30-day or 250-transaction no risk trial offer. "We help access the system, including supplying a terminal, if desired," Feinberg said. "At the end of the trial the customer doesn't pay a penny, even if they decide not to retain the system."

Rand McNally-TDM (Transportation Data Management) is also the world's largest electronic publisher and information systems provider for the motor carrier industry with more than 5,000 customers in the United States and Canada.



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AL	36604	Mobile	951 Government St. Rm. 122	Gene P. Gulhan	205/690-2129
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PA	19106	Philadelphia	Wm. J. Green Jr., Fed. Bldg., Rm. 7224, 600 Arch St.	Michael I. Hemmingson	215/597-4546
PA	15222	Pittsburgh	Kossman Bldg., 100 Forbes Ave., Rm. 775	Vincent M. Yakicic	412/644-2696
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WI	53203	Milwaukee	Henry S. Reuss Plaza, 310 W. Wisconsin Ave., Suite 1300	Thomas P. Hammersley	414/297-3961

RETIREMENTS OF MEMBERS

D.W. Beckman BN

Retired on Dec. 15, 1989: D.W. Beckman of the Minneapolis, MN, office, Burlington Northern Railroad, after 40 years of railroading including 31 years as a train dispatcher.



Bro. Beckman was born in Kerkhoven, MN, on July 6, 1927. He began his railroad career as an agent-telegrapher on Oct., 4, 1949, and was promoted to train dispatcher in the Glendive, MT, office on June 14, 1958. In 1983, the Glendive-Missoula-Havre offices consolidated into the Billings office. On June 10, 1989, the Billings office closed and he was moved to the Minneapolis office. At the time of his retirement he held the position of Assistant Chief Dispatcher Coal.

Bro. Beckman has been a continuous member of the A.T.D.A. since Feb. 2, 1961, and was awarded the special 25-year membership Honor Emblem on Feb. 1, 1986.

Retirement plans are to enjoy his home in Billings and get in a little fishing. His address is 1321 Cedar Canyon Rd., Billings, MT 59101.



F.L. Chambers CONRAIL

Retired on May 29, 1990; Franklin L. Chambers of the Indianapolis, IN office, CONRAIL, after 40 years of railroading including 30 years as a train dispatcher.

Bro. Chambers was born in Shelby

County on April 6, 1928. He began his railroad career as an agent-operator on Sept. 8, 1949, and was promoted to train dispatcher on March 23, 1958. He worked as Supervisor Train Movement in the Indianapolis regional office from March 1970 to March 1974 and then returned to train dispatching. Frank held the Assistant Chief Train Dispatcher position and worked every desk in the office except one.

Frank first joined the A.T.D.A. on July 28, 1959, and rejoined on April 15, 1974.

Retirement plans are to relax and try to forget the last 40 years, catch up on several Honey-Do projects, play golf, softball, 45 & over league and otherwise keep active. His address is RR #1 Box 349, Waldron, IN 46182.



D.J. Harpster CONRAIL

Retired on June 14, 1990: Dean J. Harpster of the Altoona, PA, office, CONRAIL, after 41 years of railroading including 30 years as a train dispatcher.



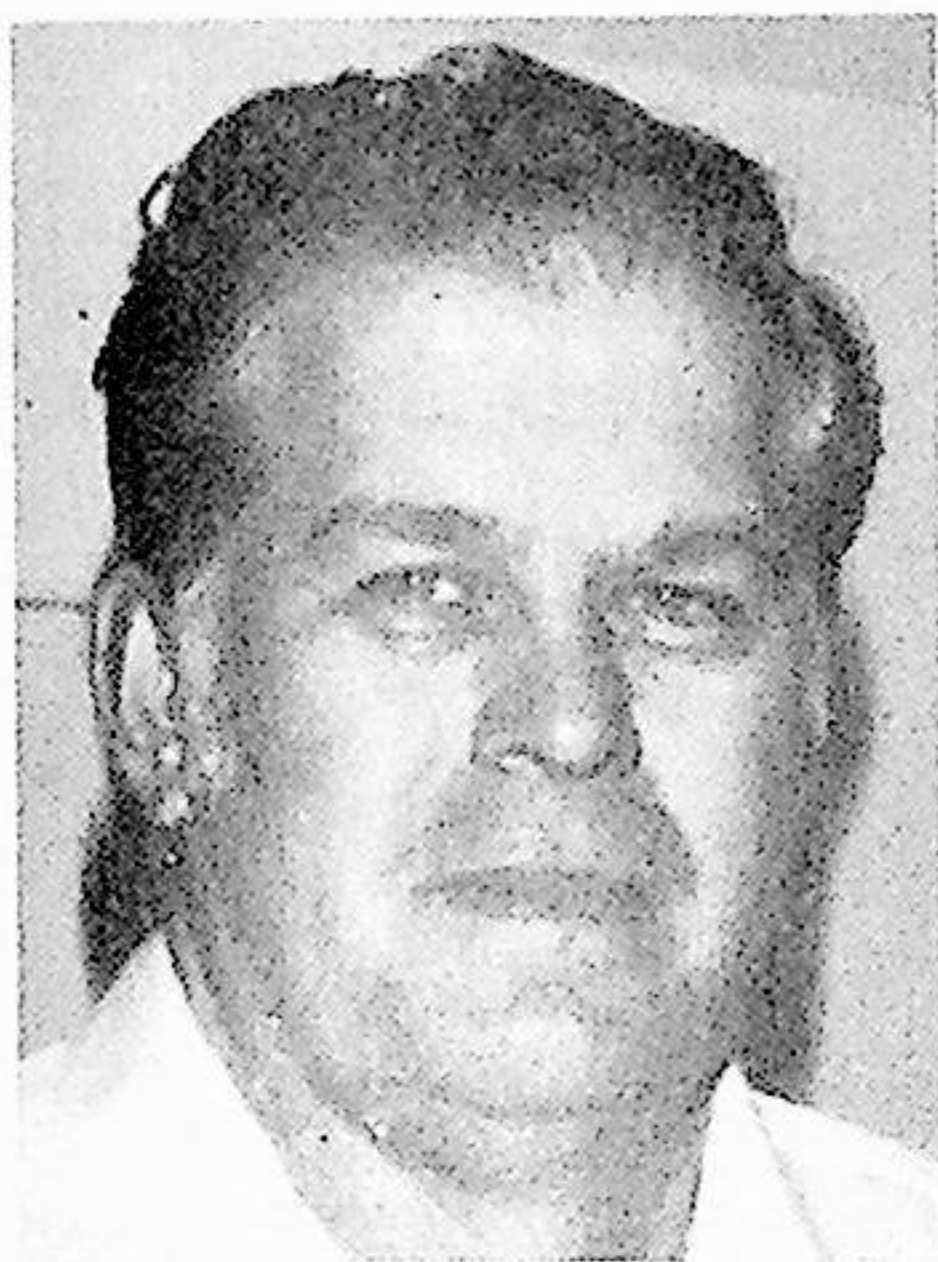
Bro. Harpster was born in Hollidaysburg, PA, on Nov. 13, 1927. He began his railroad career on Aug. 26, 1949. He was promoted to train dispatcher on April 20, 1960.

Dean has been a continuous member of the A.T.D.A. since July 16, 1962, and was awarded the 25-year membership Honor Emblem on June 17, 1987.

Retirement plans are to do the things he likes to do, only do them slower. His address is 113 Hawthorn Road, Hollidaysburg, PA 16648.

G.R. Thompson CONRAIL

Retired on June 12, 1990: George R. Thompson of the Altoona, PA, office, CONRAIL after 37 years of railroading including 4 years as a train dispatcher.



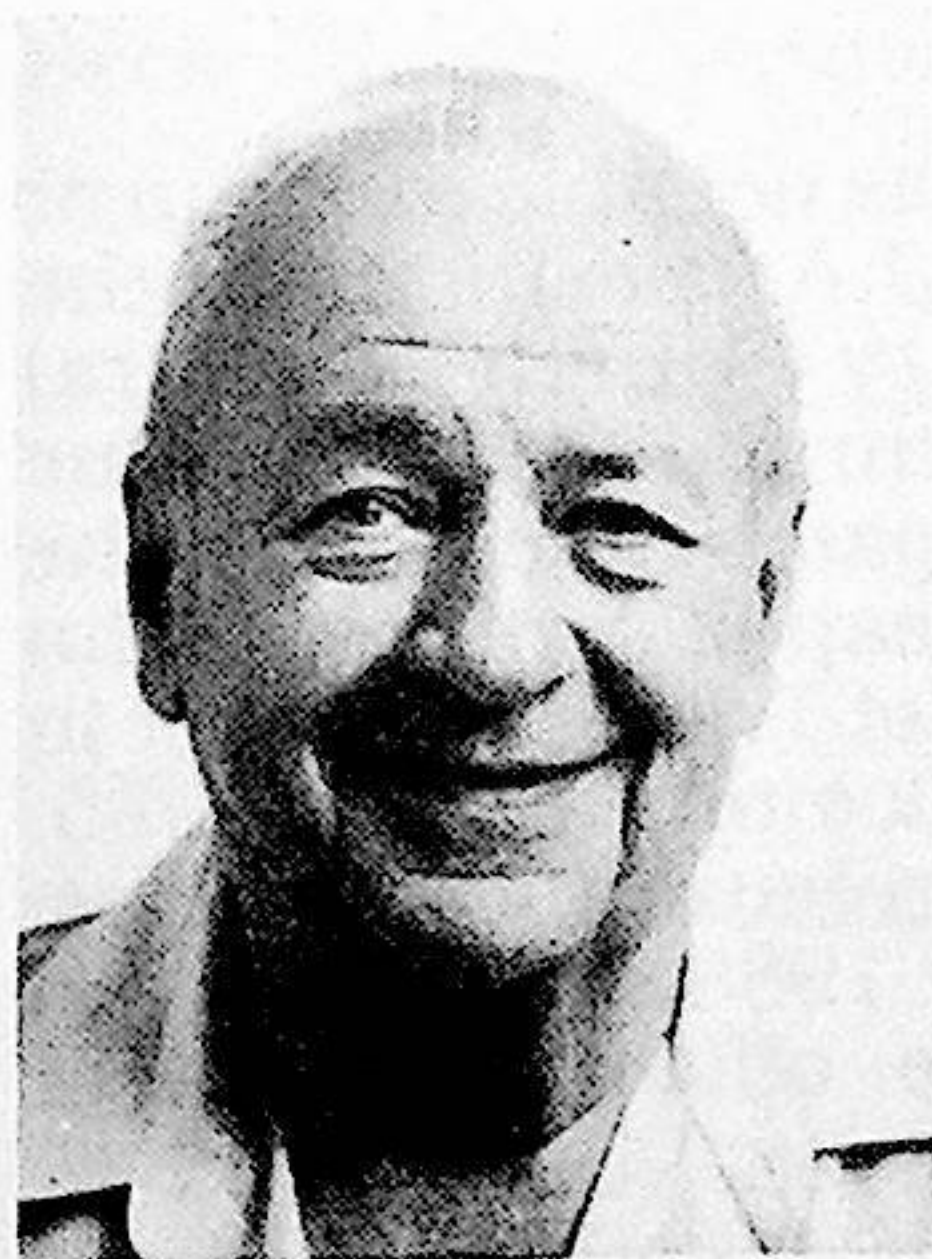
Bro. Thompson was born in Tyrone, PA, on March 16, 1929. He began his railroad career on Aug. 20, 1967, and was promoted to wire chief on Aug. 9, 1978, then to train dispatcher on Oct. 1, 1986.

He has been a continuous member of the A.T.D.A. since Oct. 1, 1986, and was a delegate to the 25th General Assembly at Las Vegas, NV.

Retirement plans are to travel. His address is 311 Willow Ave., Altoona, PA 16601.

**R.J. Lederer CONRAIL**

Retired on May 24, 1990: Robert J. Lederer of the Altoona, PA, office, CONRAIL after 40 years of railroading including 33 years as a train dispatcher.



Bro. Lederer was born in Altoona, PA, on May 10, 1928. He began his railroad career on Aug. 30, 1950, in the Pennsylvania RR shops. He hired out in April 1952 as a block operator and was qualified

on the towers from Slope to View. On March 14, 1957, he was promoted to train dispatcher. He worked 5 years in Pittsburgh on the panhandle, then 3

years on Crossover Branches and 25 years in Altoona on the Middle Division.

He has been a continuous member of the A.T.D.A. since July 21, 1960, and was awarded the 25-year membership Honor Emblem on July 1, 1985.

Retirement plans are to travel and visit his sons, hunt all seasons and enjoy everyday. His address is 304 5th St., Altoona, PA 16602.

**G.R. Klein CONRAIL**

Retired on Dec. 1, 1989, George R. Klein of the Dearborn, MI, office, CONRAIL, after 41 years of railroading including 32 years as a train dispatcher.



Bro. Klein was born in Logansport, IN, on July 4, 1929. He began his railroad career on Sept. 9, 1958, as a block operator on the Pennsylvania Railroad working various locations until being promoted to

train dispatcher in 1957. He was qualified on all desks on the Chicago Divn of the PRR and after merger with the NYC he worked all positions on that railroad's Chicago Divn. George last worked 1st trick position Chicago to Elkhart. Until George was promoted to train dispatcher he thought they were gods and he was a mere mortal. In the span of 41 years he watched the transition from steam to diesel power and from train order dispatching to computer CTC communications.

George joined the A.T.D.A. on July 8, 1959, and has been a continuous member being awarded the special 25-year membership Honor Emblem on July 1, 1984.

Retirement plans include bowling, fishing, watching Chicago Bulls basket-

ball team and a lot of traveling to visit his 15 children and 26 grandchildren. His address is 8351 Newland, Burbank, IL 60459.



E.A. Miller BN

Retired on June 1, 1990: Edwin A. Miller of the Galesburg, IL, office, Burlington Northern Railroad, after 39 years of railroading including 31 years as a train dispatcher.



Bro. Miller was born in La Crosse, WI, on June 16, 1944, and became a telegrapher on Dec. 17, 1950, on the CB&Q at St. Paul, MN. He was promoted to train dispatcher on May 30, 1959,

and worked at Aurora, IL, Newport, MN, Cicero, IL and Galesburg, IL. He retired as first trick Assistant Chief Dispatcher, on Lakes Division at Galesburg.

He has been a continuous member of the A.T.D.A. since July 15, 1964, and was awarded the 25-year membership Honor Emblem on Sept. 14, 1989. He served as Office Chairman at Cicero for two years and Vice General Chairman for six years.

Retirement plans are to hunt, fish and golf and spend some time with his children and grandson. His address is RR 47-OS425, Elburn, IL 60119.



J.P. Erickson SOO

Retired on May 1, 1990, John P. Erickson of the Milwaukee, WI, office, Soo Line Railroad Company, after almost 42 years of railroad and A.T.D.A. service.



Bro. Erickson was born March 14, 1930, near Barron, WI. He began his railroad career on June 12, 1948, as a telegraph operator/agent and was promoted to train dispatcher on May 5, 1956.

Bro. Erickson joined the A.T.D.A. on January 20, 1960, and was awarded the 25-year membership Honor Emblem on January 22, 1985. He served as Office Chairman, Vice-General Chairman/System Treasurer and General Chairman of the Soo Line System Committee and also held the following A.T.D.A. positions.

Director of Research Feb. 14, 1972 - April 30, 1972,

National Railroad Adjustment Board member May 1, 1972 - July 1, 1981, Trustee May 17, 1973 - Nov. 1, 1976, Vice President Nov. 1, 1976 - May 1, 1981,

Secretary-Treasurer May 1, 1981 - Oct. 12, 1983.

Bro. Erickson was not able to retain or obtain any A.T.D.A. position at the A.T.D.A. Twenty-Fourth General Assembly so returned to Soo Line Railroad train dispatcher service in the Shoreham (Minneapolis) office. John was appointed Chief Train Dispatcher in the Shoreham office on Sept. 1, 1985, and when the Shoreham office was closed during January 1988, was transferred to the Milwaukee office as Manager Train Dispatching.

Retirement plans are to travel across country visiting relatives and friends enroute and to do some fishing. His address is 21710 Lancelot Drive, Brookfield, WI 53045.



L.H. Grim CONRAIL

Retired on March 1, 1990: Larry H. Grim of the Philadelphia office, CONRAIL, with 34 years of railroading and 25 years as a train dispatcher.



Bro. Grim was born in Sellersville, PA, on Nov. 18, 1934. He began his railroad career on March 5, 1956, as a telegrapher-towerman. He worked almost all stations and towers on the former Reading

Railroad. He was promoted to train dispatcher in April 1964. He remembers working with his father who was very strict about rules and regulations.

He has been a continuous member of the A.T.D.A. since July 20, 1966.

Retirement plans are to hunt, fish and travel with his wife, also being a "big brother" to a young boy who enjoys fishing and boating. His address is 142 Beck Rd., Quakertown, PA 18951.

When it comes to showing gratitude, it's pathetic that man is outdone by a dog.

—•—

Rain was trouble enough when it contained only water.

You can tell you're in a small town when . .

1. You're born in May and receive prizes from the merchants for being the first baby born that year.
2. You can and do speak to each dog you meet by name, and get a friendly wag in return.
3. You dial a wrong number, but end up talking 15 minutes anyway.
4. You don't need to use your car's turn signals because everyone knows where you are going.
5. The editor/publisher of the newspaper carries a camera.

Our Economic Future ... Who'll Control it?

- Increasingly, U.S. industries, financial institutions, prime real estate—*bought up* by foreign interests.
- Some major trading partners—still *flooding* the U.S. with their products, still *freezing out* our products.
- Hundreds of thousands of our best-paying industrial jobs—*wiped out* by unfair trade practices.
- More and more, economic decisions that affect our jobs, our families, our communities...made thousands of miles from our shores...in Europe...and in Asia.

Turn it around...

**Vote for an economic future
'Made in the U.S.A.'**

VOTE
For Union-Endorsed
Candidates Nov. 6

FIFTY YEARS AGO

In the Fall 1940 issue of THE TRAIN DISPATCHER, we find that: President Darling deplores that huge troop movements are being carried out, the largest ever undertaken in peace time, with insufficient increases in train dispatching forces. New burdens put upon the railroads reveal a lack of preparedness in training dispatching staffs. Veteran dispatchers move along and the new men replacing them lack sufficient training. . . Gamblers are giving big odds on the re-election of Franklin Delano Roosevelt to a third term as U.S. President. . . Trains are being dispatched by telephone on 148,248 miles of U.S. railroad and by telegraph on 85,107 miles. . . The A.T.D.A. membership campaign is publicized. A member sending in three membership applications from fellow dispatchers before January 1941, will receive "a beautiful watch fob as illustrated" . . . "Your Washington Reporter" notes that Congressman Howard W. Smith of Virginia, during his entire term in Congress, has not supported a single piece of legislation designed to improve or safeguard the conditions of workers. . . Senator Harry S. Truman, who has been identified with railroad legislation in the U.S. Senate, was renominated in the Missouri primaries to seek another term in the coming election. . . An important decision has been handed down by a Washington State judge, who held, in effect, that a union member must pay dues if he continues to accept the benefits obtained by his organization. The member has the right to resign from membership, but until he does that formally, he must accept the financial requirements of the union. . . A sample of humor current in 1940: They had four cigarettes but no matches. So, they threw out one cigarette and made the boat a cigarette lighter.

TWENTY FIVE YEARS AGO

In the Fall 1965 issues of THE TRAIN DISPATCHER, we find from the Editorial Pickings Column, Government spending for highway, air, and water transportation will amount to a record breaking \$16.2 billion this year. This spending of taxpayers money will push state, local and federal government spending to a record \$243 billion, a study by the Association of American Railroads revealed. . . The B&O has developed a plan for rail passengers to take their autos along on the trip from Washington to Chicago. Automobile rack cars are hitched on behind and passengers can bring along their autos on the 770 mile ride while the motorists recline in air-conditioned comfort. . . A short article that states that only moose really seem to like the diesel's air horn. To a bull moose, it sounds exactly like the mating call of his ladylove. The new musical horns, however leave the moose untouched, romantically. . . Industrialists are preparing to form a new railroad, a rarity nowadays. The Tampa Phosphate Railroad will run 30 miles from phosphate mines to East Tampa. . . The retirement of C. Harker Rhodes as editor since 1952. He succeeded John R. Garber. . . The 89th Congress stayed long past their originally set date for adjournment, putting out more public interest legislation. Including amendments to the Railroad Retirement Act which hike benefits, increase the financial soundness of the railroad retirement system and provide for administration by the Railroad Retirement Board of the Medicare program for railmen over 65. . . Humor from 1965: Psychiatrist: "Do you ever hear voices without being able to tell who is speaking or where the voices come from?" "Yes, sir." was the answer "When does this occur?" the psychiatrist inquired. "When I answer the telephone."

LETTERS

Bro. Bob:

I know that it would be quite presumptuous of me to assume that an old retired train delayer, such as I, should take up your valuable time with trivial correspondence. But I did want to say thank you, both to you as well as others involved, for an article which appeared in the December, 1989 issue of THE TRAIN DISPATCHER concerning refund of State of Ohio income tax paid on Railroad Retirement benefits. Since Marjorie and I spend the winter months in Florida, we probably would not have otherwise known about this. But, because of the article, we were able to file timely corrected returns, and just recently received a refund check for a whopping \$731.91. Again, many thanks to all of you.

I do thoroughly enjoy reading the magazine. It keeps me at least a little informed as to what is going on. I don't recognize too many of the names now, but some of them stir up some fond remembrances. We really appreciate the retirement lifestyle - it doesn't seem possible that we have been blessed with over six years of it already. It also doesn't seem possible that I attained the ripe old age of 67 this year.

I hear that sweeping changes are in the offing at Brewster. Understand that it is now the W&LE - again. What goes around comes around, eh?

Fraternally,
Paul E. Robinson
Retired N&W
1731 Oak Trail NE
Massillon, Ohio 44646

**Help make U.S.
No. 1 Again**

* * * * *

VOTE

Dear Brother Rafferty,

Thank you for the beautiful 50 year pin and the kind comments. I've been retired from GTW RR since 1970 and am in good health at 82, married to the same woman since 1936.

As I recall, I became interested in telegraphy while working as a steward on a bulk carrier on the great lakes in 1927 named, oddly enough, S.F.B. Morse. I attended Dodge Institute in Valparaiso Ind. in 1927-28 while the ship was laid up for winter and went to work for GTW RR on Nov. 7th 1928 for \$.58 an hour. The work day was 8 hours, the work week was 7 days and the work year was 365 days. There were no paid vacations, no travel time, no paid insurance and I never got off the spare board.

By 1939 I could see the telegraph days were about over and I started breaking in, at no expense to the RR CO., with dispatchers on every shift and territory for 8 hours a day in addition to 8 hours as operator. Finally bid in a 2nd trick job at Battlecreek and stayed there for 24 years, when I bid in a day job on the same territory. I saw the last steam and the first diesel engines go and come. Missed being drafted in WW 2 as an indispensable employee and worked my butt off handling oil trains, coal trains, passenger extras and old junker steam engines which were always falling apart or running out of coal or water or sand.

My last paycheck showed my hourly rate at \$4.99 which is about what I pay a boy to cut my grass now. I stopped receiving the Train Dispatcher as an economy move shortly after retirement but would be happy to get it again. You may use any part of this letter that you wish.

Fraternally yours,

Donald H. Patterson

169 Sunnyside Drive
Battle Creek, MI 49015

Dear Brother Rafferty:

Thank you for your letter of June 26, 1990, along with the fifty year pin. It does not seem that long ago I received the twenty five year pin on July 1963.

Train Dispatching has changed over the years, sometimes I wonder if for the better. Communications have surely improved, but it still needs the old reliable, common sense, Train Dispatcher to keep things moving. I am enjoying my retirement of eighteen years, and at eighty one still fish, clam, and boating. Health wise am doing O.K., had a bout with a colon resection, but everthing seems to be normal. The east end of Long Island is still a paradise but suburbia is creeping in. The logo on the envelope, "One in Seven" brought back memories of the trials and tribulations the organization went thur before being recognized, and esteemed, as a viable representative of labor. I would appreciate a copy of "The Train Dispatcher" in which you print my comments. I still have the copy of the October-November 1972 issue of the Train

Disptacher in which an article on my retirement was printed. Keep up the good work.

Charles D. Konz

31 Island Creek Rd.
Southampton, NY 11968

— • —

Dear Brother Rafferty;

This is to acknowledge receipt of my 25 year membership pin. I was very happy to receive it and thank you very much. I will wear it proudly as I have always been proud to belong to the American Train Dispatchers Association, because no matter how stressful or hectic the situation it was always comforting to know that in the background was dedicated and competent representatives. Again, thanks for your thoughtfulness.

Fraternally Yours;

Edmond L. Lachapelle

17 Holly Ave.
Greenfield MA

The Union Label Pledge.

I am a union worker. I pledge to help my fellow brothers and sisters by buying the union products they make and using the union services they offer. I know that I enjoy many good things today because of the devotion and sacrifice of trade unionists before me who fought to win a better life for all working people.

As a trade unionist, I refuse to reward those who oppose my goals and my way of life, and who seek to deny working people the rights they have won. I will not permit my union-earned dollars to profit those who refuse to allow their employees the right to the collective bargaining process, or permit them to have a strong voice in determining their own futures.

I pledge to buy only those goods in the marketplace made in this country by my fellow workers, and to avoid the imported products of those who export production, technology and jobs to low wage countries, thus destroying jobs and undermining the economy of their own country.

I pledge to look for the Union Label, Shop Card, Store Card, and Service Button on all goods and services I use. By doing so, I help strengthen the security of those men and women who believe as I do in the goals of the free labor movement.

I demonstrate my unity with my labor brothers and sisters by observing a simple principle, the Union Label Golden Rule:

OBITUARIES

It is with sincere sorrow that the Association records the death of these members, a significant part of whose lives have been spent in support of our mutual ideas and purposes. We extend our sympathy to the bereaved families.

ROBERT DEAN WEIRICH, 57, of Spring, TX. Death was due to a heart attack. He held a position in the Huston, TX, office, Southern Pacific Railroad, with 32 years of railroading including 32 years as a train dispatcher.



Bro. Weirich was born in Corunna, IN, on July 10, 1932. He began his railroad career as an agent-telegrapher on May 19, 1958, in Montpelier, OH. He was promoted to train dispatcher on Aug. 20, 1958.

He took severance from the Norfolk & Western Railroad on June 16, 1979 and began employment with the Southern Pacific in Huston, TX, on July 23, 1979.

Robert had been a continuous member of the A.T.D.A. since July 24, 1961, serving as System Treasurer since 1987, and received his 25-year membership Honor Emblem on July 1, 1986. He was also a member of the First Assembly of God Church, Spring, TX, the Masonic Lodge #547, Montpelier, OH, and Zenobia Temple.

Survivors include his wife, Karen, 5018 Camberleigh Lane, Spring, TX 73388; two sons, David and Michael, and one grandson.

ROBERT EARL STICKEL, 69, of Spokane, WA, on April 20, 1990. He retired from the Spokane, WA, office, Burlington Northern Railroad, on Sept. 1, 1981, after 40 years of railroading including 31 years as a train dispatcher.



Bro. Stickel was born at Superior, WI, on Aug. 28, 1920. He began his railroad career as a telegrapher on Apr. 14, 1941, on the Great Northern Railway, and was promoted to train dispatcher on June

16, 1950. Bob worked as train dispatcher in the offices at Havre, Great Falls and Whitefish, MT, and at Spokane, WA. He was promoted to Assistant Chief Dispatcher on Dec. 1, 1969. He served in the U.S. Army during World War II with the 75th Infantry Division in England, France, Belgium, Holland and Germany.

Bro. Stickel had been a continuous member of the A.T.D.A. since June 27, 1950, and was awarded the special 25-year membership Honor Emblem in June 1975. His son, Gary R. Stickel, is an engineer for the Burlington Northern and is a third generation railroader. His late grandfather, Earl Stickel, was a towerman on the Mesabi Division, at Superior WI, for 48 years.

Survivors include his wife, Beatrice, W. 420 Mansfield Ave., Spokane, WA 99205; two daughters, Delaine Cathey of Valley, WA, and Arlene K. Olson of Eagle River, AK; one son, Gary, of Spokane; one sister, Viola Saylor of Superior; and several grandchildren.

DONALD J. KIME, 64, of Tampa, FL, in July 1990. Cause of death was lung cancer. He was retired from the CSX on Dec. 29, 1988, with 41 years of railroading experience including 25 years as a train dispatcher.



Bro. Kime was born March 11, 1926, in Oakville, IA. He served in the U.S. Navy during WW II. He then followed his father's footsteps and went to work for the M&StL from 1947 until 1958.

He moved to Tampa, FL, and went to work as an operator on the Seaboard Air Line Railroad Company on July 27, 1962. He was promoted to train dispatcher on June 8, 1963.

Don had been a continuous member of the A.T.D.A. since July 2, 1965, and was awarded the 25-year membership Honor Emblem in July 1990. He also was a member of Seminole Heights United Methodist Church and Open Door Sunday School Class; and a member of A.W. Windhorst Lodge # 185 F&AM.

Survivors include his wife, Beverly, 5701 Suwannee Ave., Tampa FL 33604; two sons, Michael of Tampa FL, and Mark of Herndon, VA, and six grandchildren.

—•—

HARRY ANDREW DRY, 73, of Punxsutawney, PA, on April 7, 1990. He retired on June 3, 1977, from the Punxsutawney, PA, office, Baltimore and Ohio Railroad, with 31 years of railroading including 21 years as a train dispatcher.

Bro. Dry was born at Salamanca, NY, on Oct. 11, 1916. He began his railroad career as a telegraph operator on Apr. 2, 1946, and was promoted to train dispatcher on Aug. 10, 1956.

Harry had been a continuous member of the A.T.D.A. since Feb. 4, 1959. He was a member of SS. Cosmas & Damian Roman Catholic Church and the Holy Cross Roman Catholic Church of Salamanca, NY. He was also a member of B.P.O. Elks, American Legion, Loyal Order of Moose, Holy Cross Athletic Club, all of Salamanca and the Punxsutawney Country Club.

Survivors include his wife, Cecilia, 310 Pennsylvania Ave., Punxsutawney, PA 15767; a brother Dr. Raymond Dry of Simsbury, CT; two sisters, Octavia Bryant, North Fort Meyers, FL and Mary Moyles, Buffalo, NY.

—•—

PAUL RICHARD KITE, 45, of Orange Park, FL, on May 7, 1990. He worked in the Jacksonville, FL, office, CSXT, with 24 years of railroad experience including 21 years as a train dispatcher. Death was caused by congestive heart failure.



Bro. Kite was born in Grafton, WV, on Oct. 22, 1943. He began his railroad career as a clerk in April 1966, and was promoted to train dispatcher on Aug. 22, 1969. Paul served with the U.S. Navy from 1961

to 1966. He was one of the first train dispatchers from Grafton, WV, to work in the new K.C. Dufford Transportation Center in Jacksonville, FL.

Paul had been a continuous member of the A.T.D.A. since June 1, 1976. He was a member of Grafton Elks Lodge # 308.

Survivors include his wife, Marianne, 609 Robert Livingston St., Orange Park, FL 32073; one daughter, Tammie; one son, Paul J.; also 1 brother and 2 sisters.

JOHN THOMAS BARTON, 45, of Elverson, PA, on June 17, 1990. Cause of death was hepatic failure. He was employed in the Philadelphia, PA, office, AMTRAK. He had 27 years of railroading experience.



Bro. Barton was born in Jersey City, NJ, on Feb. 24, 1945. He began his railroad career as a block operator in 1963. He was drafted into the Army and served in Hawaii during 1965 and 1966. He returned to railroading and in 1970 and was promoted to Power Director in New York, and became Load Dispatcher in Philadelphia in 1976.

He had been a continuous member of the A.T.D.A. since Dec. 30, 1974. He also was a member of St. Peter's Church of Honeybrook, PA, and 3rd Degree Knight's of Columbus.

Survivors include his wife, Yvette, R.D. #2 Box 4181, Elverson, PA 19520; and three children, Suzanne, Chris and Jeff, all at home.

—•—

FRANK PETER KLECKER, 85, of Fountain Valley, CA, on July 2, 1990. Death was caused by heart failure. He retired June 28, 1970, from the Glendive, MT, office, Burlington Northern Railroad, after 48 years of railroading including 28 years as a train dispatcher.

Bro. Klecker was born on Feb 5, 1905, and began his railroad career in May 1922 with the Western Union Telegraph Co.. In July 1926, he hired with the Northern Pacific Railroad as a telegrapher. He worked various assignments on the Yellowstone Division, until joining the relay Division continuing in that department until his promotion to train dispatcher in April 1942. He was promoted to

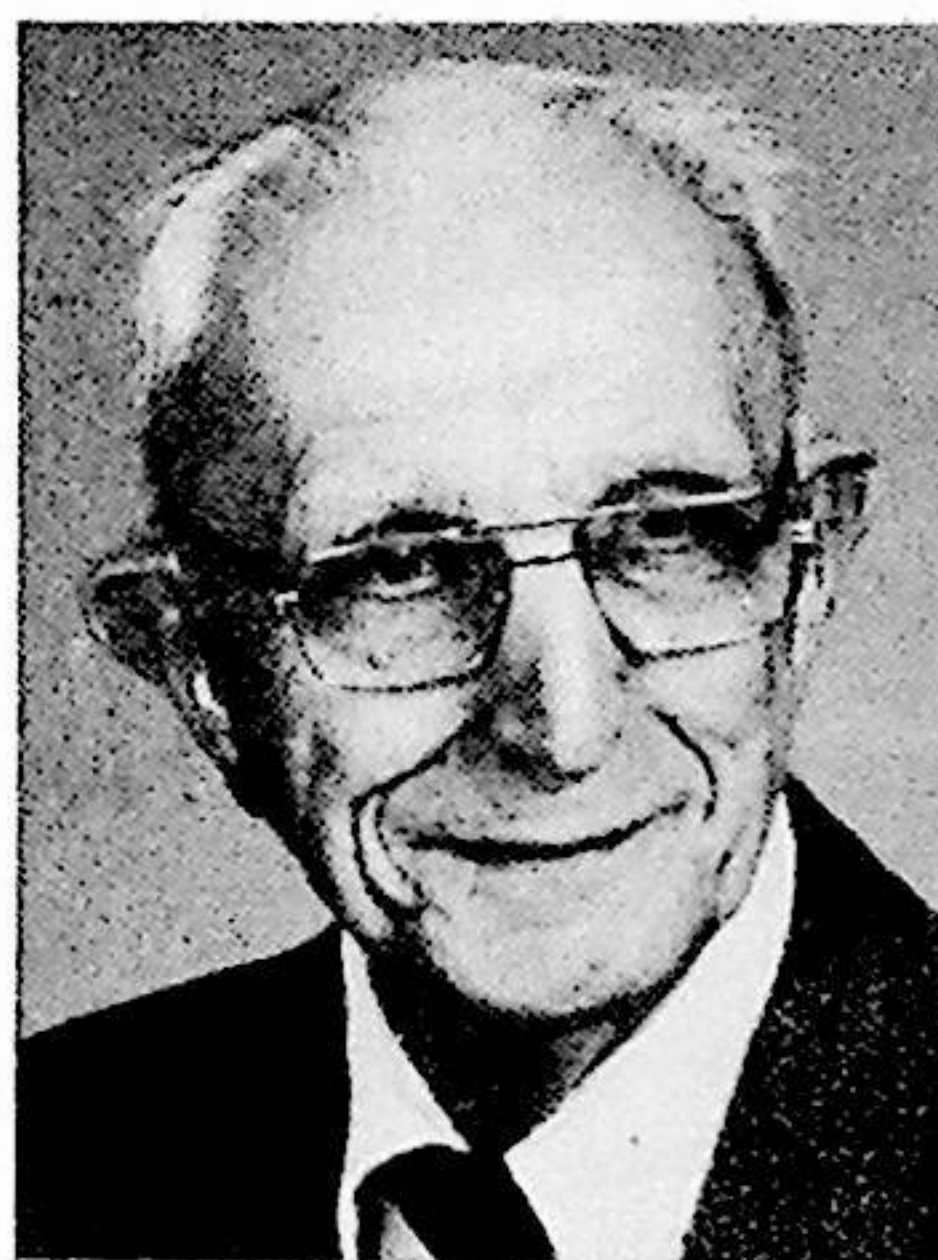
Night Chief in June 1942 and Assistant Chief Train Dispatcher in April 1960.

He had been a continuous member of the A.T.D.A. since Jan. 19, 1943, and was awarded the 25-year membership Honor Emblem on Feb. 16, 1968.

Survivors include a son, Bud Klecker, of 2601 E. Victoria # 309, Rancho Dominguez, CA 90220; a daughter, Deloris Roberts, Costa Mesa, CA; seven grandchildren and five great grandchildren.

—•—

LOUIS OLIVER OBERHOLSER, 84, of Boone, IA, on July 10, 1990. Death was caused by heart failure. He retired from the Chicago and Northwestern Transportation Co., on June 30, 1971. He had a total of 45 years of railroading including 25 years as a train dispatcher.



Bro. Oberholser was born in Walton, IA, on June 22, 1906. He began his railroad career as a section laborer for the C&NW at Clarence, IA, in 1942 during high school summer vacation. He then worked for Western Union in Cedar Rapids until 1931. From then until 1934 he did odd jobs. In 1935 he was a linotype operator until he hired as operator at Boone in June 1936. He worked as leverman/telegrapher until 1944 and then as sidetable operator until 1946. He was promoted to train dispatcher in September 1949.

Louis had been a continuous member of the A.T.D.A. since Jan. 3, 1950, and was awarded the 25-year membership Honor Emblem on May 13, 1975.

Survivors include his wife, Margaret, 1104 8th St. #303, Boone, IA 50036; a son, Bill, and a sister, Irene Oberholser.

SANDHOUSE SNICKERS

Then there's the story about a farmer and a lawyer whose cars colided. The farmer looked at the lawyer, reached in the back of his car and took out a bottle of whiskey.

"Here, you look pretty shook up," he said, "Take a nip of this; it'll steady your nerves."

The lawyer took a few gulps. "You still look pale," said the farmer. "How about another?"

After taking five or six slugs at the farmer's urging, the lawyer suggested the farmer have a drink himself.

"Not me," declared the farmer, "I'm waiting for the state trooper."

— ● —

A van pulled into the campsite. Four kids jumped out and hurriedly unloaded the gear and set up a tent. After they had finished, their father announced, "Now you all can go to the restrooms."

— ● —

A meek little man in a restaurant timidly touched the arm of a man putting on a coat.

"Excuse me," he said, but do you happen to be Mr. Smith of New Castle?

"No, I'm not!" the man answered impatiently.

"Oh, er, well," stammered the first man, "you see, I am, and that happens to be his coat that you're putting on."

— ● —

Doctor, "Have you ever had your ears pierced?"

Patient: "No, but I've often had 'em bored."

— ● —

Disgusted old timer to friend: "I've watched TV grow from infancy to adultery."

The golfer, a duffer, lost three new balls in succession in the rough. His partner, noticing his luck, said, why don't you play an old ball.

"Simple," came the reply, "I've never owned any old balls!"

— ● —

One evening two boy scouts were sitting outside their tent. All day long the boys had been almost eaten alive by mosquitoes. As twilight fell, suddenly there were swarms of fireflies.

"Oh no," the youngest boy said to his friend. "Quick, get inside the tent. Now those mosquitoes are looking for us with flashlights!"

— ● —

Joe was having trouble getting up in the mornings, so his doctor prescribed some pills. Joe took them, slept well and was awake before he heard the alarm.

He took his time getting to the office, strolled in and said to the boss: "I didn't have a bit of trouble getting up this morning."

"That's fine," replied the boss, "But where were you yesterday?"



THE DOCTOR'S SAY

A Speech Mystery

By Phillip L. Polakoff, M.D.
Director, Western Institute for
Occupational/Environmental Sciences

Here's a quiz for you: What do the following people have in common:

Winston Churchill and Theodore Roosevelt; Bruce Willis and Marilyn Monroe; Carly Simon and Mel Tillis; Dennis Hopper and James Earl Jones; James Stewart and John Updike.

The answer, according to Jane Fraser, president of the non-profit Speech Foundation of America: "All of them successfully overcame problems associated with stuttering. Each of them suffered from a speech impediment and yet became an outstanding communicator."

Congress designated the second week in May this year as National Stuttering Awareness Week to encourage greater understanding of this puzzling speech disorder in both adults and children.

Stuttering is a mystery. Despite decades of research, there are still no clear-cut answers to the causes of this easily recognized and often misunderstood handicap.

The Speech Foundation estimates that more than three million Americans stutter, and nearly one-fourth of our children will experience at least some stuttering problems as they learn to speak.

There are some other strange things about stuttering, besides the obscurity of its causes: Four times as many men are afflicted as women. We don't know why.

At one time, the problem was believed to be entirely psychological. But stutterers are no more neurotic than the rest of the population.

Another curiosity: Many of those who have the difficulty don't stutter when they sing, whisper, affect a foreign accent or speak to small children or pets.

The good news is that, despite the absence of clear-cut answers as to causes, a great deal has been learned about the factors which contribute to its development.

"As a result," says Dr. Dean E. Williams of the University of Iowa, "tremendous progress has been made in the prevention of stuttering in young children."

For adults, the road to greater fluency is much more complicated. It cannot be attained by purported overnight cures. Success comes when an adult sufferer follows an organized, consistent plan for improvement. Such a plan can be developed by a qualified speech clinician.

Here's a checklist, prepared by speech experts, about how you should react when speaking to someone who stutters:

- * Refrain from making remarks like, "Slow down," "Take a breath," or "Relax." Such simplistic advice can be felt as demeaning and is not helpful.

- * Try not to finish sentences or fill in words.

- * Maintain natural eye contact and try not to look embarrassed. Just wait patiently and naturally until the person is finished.

- * Be conscious of your own speech. Talk in a relaxed, slower than normal manner.

- * By your actions and manner, let the person know that you are listening to *what* he or she is saying - not *how* he is saying it.

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SANDHOUSE SNICKERS

Then there's the story about a farmer and a lawyer whose cars colided. The farmer looked at the lawyer, reached in the back of his car and took out a bottle of whiskey.

"Here, you look pretty shook up," he said, "Take a nip of this; it'll steady your nerves."

The lawyer took a few gulps. "You still look pale," said the farmer. "How about another?"

After taking five or six slugs at the farmer's urging, the lawyer suggested the farmer have a drink himself.

"Not me," declared the farmer, "I'm waiting for the state trooper."

A van pulled into the campsite. Four kids jumped out and hurriedly unloaded the gear and set up a tent. After they had finished, their father announced, "Now you all can go to the restrooms."

A meek little man in a restaurant timidly touched the arm of a man putting on a coat.

"Excuse me," he said, but do you happen to be Mr. Smith of New Castle?

"No, I'm not!" the man answered impatiently.

"Oh, er, well," stammered the first man, "you see, I am, and that happens to be his coat that you're putting on."

Doctor, "Have you ever had your ears pierced?"

Patient: "No, but I've often had 'em bored."

Disgusted old timer to friend: "I've watched TV grow from infancy to adultery."

The golfer, a duffer, lost three new balls in succession in the rough. His partner, noticing his luck, said, why don't you play an old ball.

"Simple," came the reply, "I've never owned any old balls!"

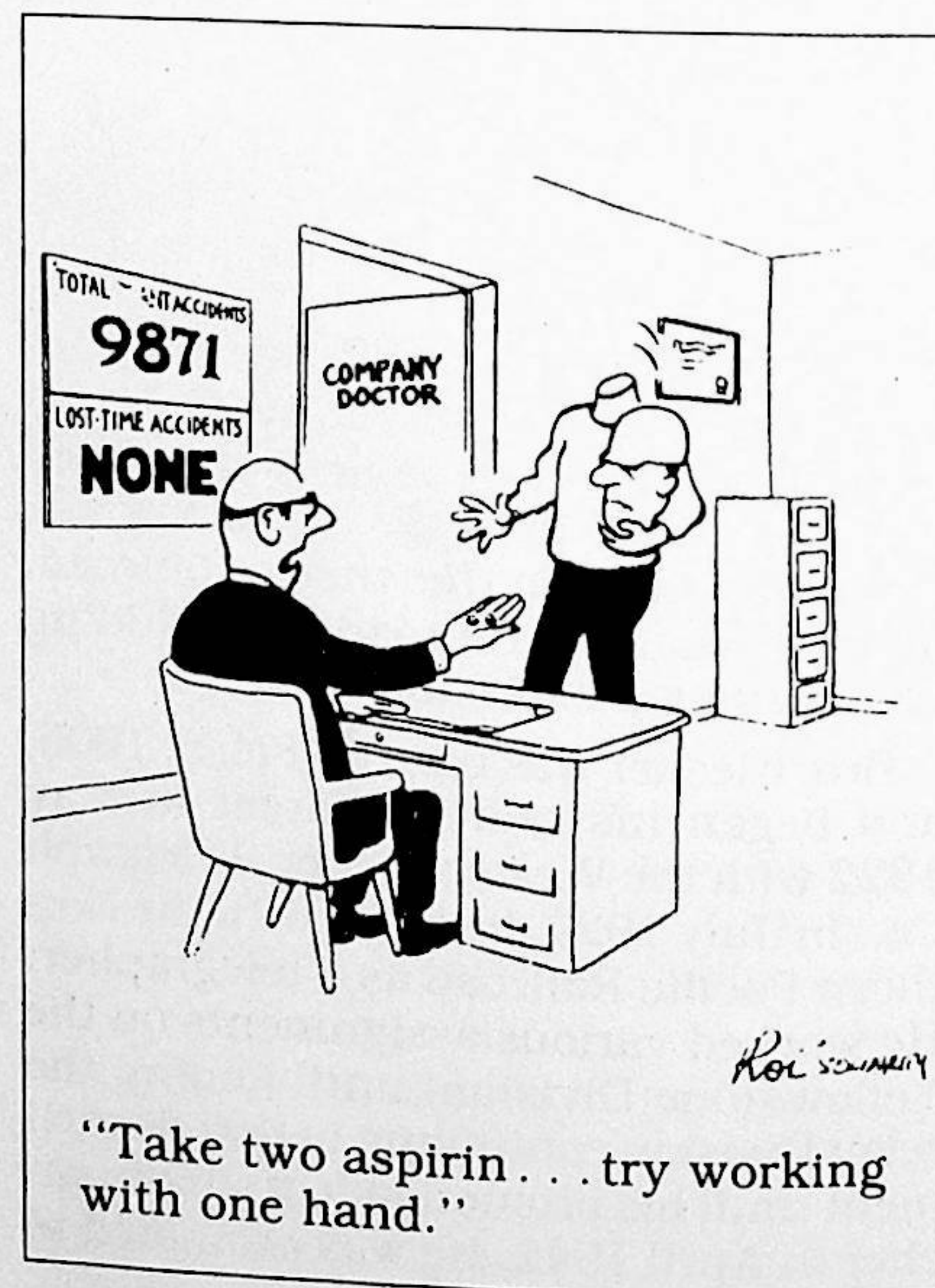
One evening two boy scouts were sitting outside their tent. All day long the boys had been almost eaten alive by mosquitoes. As twilight fell, suddenly there were swarms of fireflies.

"Oh no," the youngest boy said to his friend. "Quick, get inside the tent. Now those mosquitoes are looking for us with flashlights!"

Joe was having trouble getting up in the mornings, so his doctor prescribed some pills. Joe took them, slept well and was awake before he heard the alarm.

He took his time getting to the office, strolled in and said to the boss: "I didn't have a bit of trouble getting up this morning."

"That's fine," replied the boss, "But where were you yesterday?"



THE DOCTOR'S SAY

A Speech Mystery

By Phillip L. Polakoff, M.D.
Director, Western Institute for
Occupational/Environmental Sciences

Here's a quiz for you: What do the following people have in common:

Winston Churchill and Theodore Roosevelt; Bruce Willis and Marilyn Monroe; Carly Simon and Mel Tillis; Demosthenes and James Earl Jones; James Stewart and John Updike.

The answer, according to Jane Fraser, president of the non-profit Speech Foundation of America: "All of them successfully overcame problems associated with stuttering. Each of them suffered from a speech impediment and yet became an outstanding communicator."

Congress designated the second week in May this year as National Stuttering Awareness Week to encourage greater understanding of this puzzling speech disorder in both adults and children.

Stuttering is a mystery. Despite decades of research, there are still no clear-cut answers to the causes of this easily recognized and often misunderstood handicap.

The Speech Foundation estimates that more than three million Americans stutter, and nearly one-fourth of our children will experience at least some stuttering problems as they learn to speak.

There are some other strange things about stuttering, besides the obscurity of its causes: Four times as many men are afflicted as women. We don't know why.

At one time, the problem was believed to be entirely psychological. But stutterers are no more neurotic than the rest of the population.

Another curiosity: Many of those who have the difficulty don't stutter when they sing, whisper, affect a foreign accent or speak to small children or pets.

The good news is that, despite the absence of clear-cut answers as to causes, a great deal has been learned about the factors which contribute to its development.

"As a result," says Dr. Dean E. Williams of the University of Iowa, "tremendous progress has been made in the prevention of stuttering in young children."

For adults, the road to greater fluency is much more complicated. It cannot be attained by purported overnight cures. Success comes when an adult sufferer follows an organized, consistent plan for improvement. Such a plan can be developed by a qualified speech clinician.

Here's a checklist, prepared by speech experts, about how you should react when speaking to someone who stutters:

- * Refrain from making remarks like, "Slow down," "Take a breath," or "Relax." Such simplistic advice can be felt as demeaning and is not helpful.

- * Try not to finish sentences or fill in words.

- * Maintain natural eye contact and try not to look embarrassed. Just wait patiently and naturally until the person is finished.

- * Be conscious of your own speech. Talk in a relaxed, slower than normal manner.

- * By your actions and manner, let the person know that you are listening to *what* he or she is saying - not *how* he is saying it.

- * Be aware that people who stutter usually have more trouble controlling their speech on the telephone. Be extra patient in a situation like that. If you pick up the phone and hear nothing, try to make sure it's not a person who stutters and is trying to initiate the conversation before you hang up.

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A Family's Right To Peace of Mind

- In most families both parents have to work to make ends meet.
- 67 percent of mothers with children under three years old are in the workforce.
- 50 percent-plus of mothers with children under a year old work.
- Women make up 45 percent of the workforce.
- In the 1990's, two-thirds of entrants into the workforce will be women.
- Many working families shoulder one or both of these responsibilities: Care for young children, care for elderly parents.

In today's job-life, workers require new resources to meet family needs . . .

The "peace of mind" resources of good, affordable child care and job-protected leave for in-family illness, for birth or adoption.

No working families should have to choose between their jobs . . . and the well-being of their loved ones.

A Family Right to 'Peace of Mind' . . . Vote For It!

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November 6