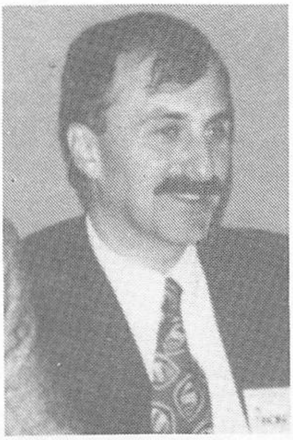
THE TRAIN DISPATCHER

NOVEMBER 1995



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Vice President, N.E.

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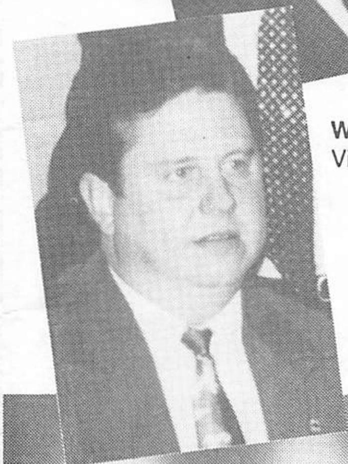
Secretary/Treasurer



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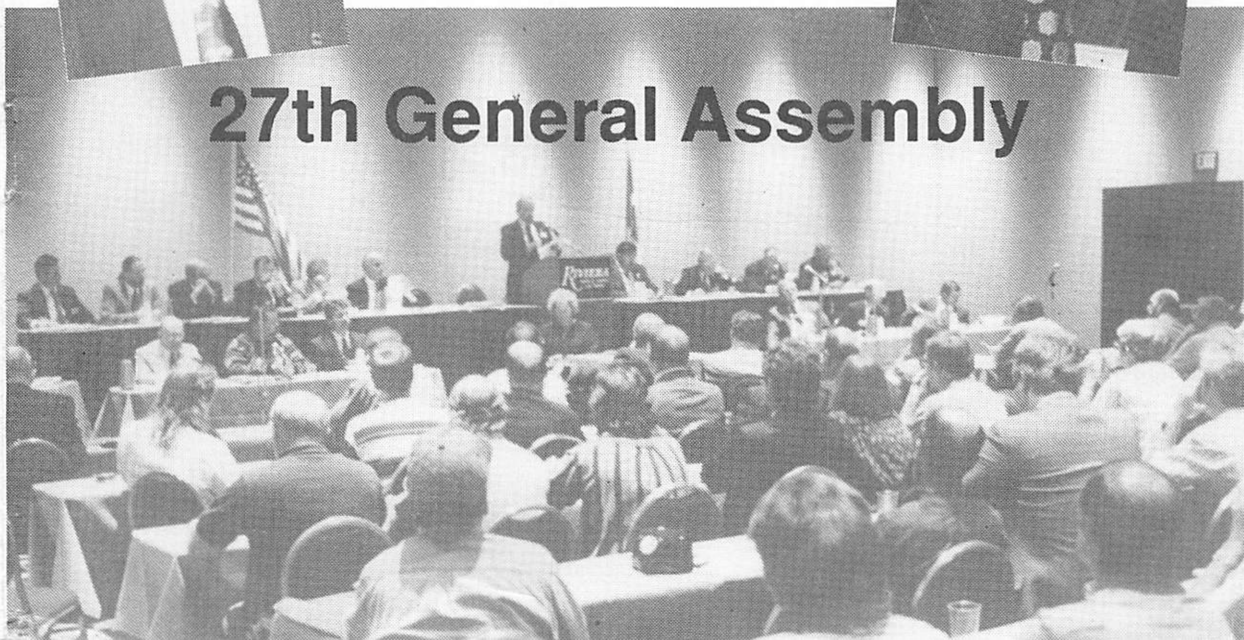
Vice President ,West

J.W. Parker
Vice President, S.E.

27th General Assembly



The TRAIN DISPATCHER

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MANAGER .... F. LEO McCANN

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MEMBER

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IN THIS ISSUE

AMERICAN TRAIN DISPATCHERS DEPARTMENT

International Brotherhood of Locomotive Engineers

National Headquarters
1370 Ontario St., Suite 1040
Cleveland, Ohio 44113
Telephone: Area 216-241-2770
Affiliated with the A.F.L./C.I.O. and the Railway Labor Executives Association
A.F.L./C.I.O. Transportation Trades Department

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President's Message

Will Meet Challenges Head-on

I write this freshly elected by the delegates to the Twenty-Seventh General Assembly to the position of president of this great organization. It is an honor and a privilege to be elected to this position. The office of the President is one of enormous challenges. Challenges, that with *your* help and support, we can meet head-on.

The deliberations by the General Assembly were difficult, the debate was spirited and the hours were long. But, through it all, the duly elected delegates served the membership well. Their primary concern was constant - to do that which was in *your* best interest. True to that end, the actions taken by the Twenty-Seventh General Assembly affirmed our commitment to organizing, education, our solidarity with other sister unions, and a secure financial future for our union. It was indeed a pleasure to work so closely with these strong unionists during the Assembly.

As a result of this Twenty-Seventh General Assembly, many changes have taken place in the membership of the Department's Executive and Joint Boards, hence in the focus and direction of this union.

The General Assembly elected four new officers to Executive Board positions (myself included) and three new Trustees. I am pleased to have the opportunity to work with newly elected Vice Presidents James W. Parker (Southern Railway - NS) and David W. Volz (Southern Pacific), returning Vice President William A. Clifford (Amtrak), and F. L. (Leo) McCann (Conrail), who was elected as our Secretary-Treasurer. I am excited at the prospect of working with these officers and exploring ways to better the employment security and welfare of our membership.

I also welcome Vernon Skeans (CSXT), Gary Melton (BN) and Gary Wasserman (PATH), to the Board of Trustees and the Joint Board. As is their constitutional charge, they will keep a close eye on our expenditures over the next four years. However, it is also my intention to ask these officers and brothers to assist in many other areas as well.

Elected ATDD President, Les A. Parmelee (center) carries on a post election conversation with Trustee and Norfolk and Southern General Chairman, James W. Parker (right). Gary S. Wasserman, Trustee elect and General Chairman Port Authority Trans-Hudson, is seated on left.

The Trustees are the only members of the Joint Board who are actively working as train dispatchers. Thus, they have much to add to the focus of this union and I welcome their input and participation.

I have also appointed Bob Sermak to the position of International Representative. Bob's duties will include preparation of our claims and grievances for arbitration at the National Railroad Adjustment Board and at Public Law Boards. Initially, I will work closely with Bob to accomplish this task. Bob will also continue to coordinate publication of "The Train Dispatcher". At present, the Executive Board has decided not to fill Bob's former position as Assistant to the President. After some time, we will review this decision.

As your president, I look forward to the many leadership opportunities ahead. However, I would be remiss if I did not pay tribute to those who have worked so hard on behalf of the membership in the past. On behalf of the membership of the ATDD, I would like to express my deep gratitude for the hard work of retiring President Bob Irvin and retiring Vice President Bennett. These two gentlemen and brothers, have, over years that I have known them, shown me that patience and perseverance can pay off. It is under their kind patronage that I have honed skills they have taught me which are necessary to succeed in the labor relations field. Their experience is vast, their knowledge of the industry detailed, and their dedication to improving the welfare of our members has never wavered. They will be missed greatly and I personally offer my thanks for their years of service to our members and wish them well in retirement.

I also would like to thank Ed Mullinax and Bob Rafferty for all of their hard work on behalf of the membership. It is regrettable that our election process is so immediate and so harsh. These brothers have also dedicated themselves to the improvement of our membership over many years. For that, we are grateful. I personally want them to know that their experience will be missed and their past help has been appreciated.

As I begin my term of office, I would like to emphasize that my primary focus is to strive to obtain the very best in wages and benefits for our members. I view our present negotiations as an opportunity to shed the draconian working conditions imposed upon us by the Carriers over the years. For example, who ever heard of employees with the level of responsibility that our train dispatcher members have being glued to a chair for eight solid hours? Most Train Dispatchers have no time to take care of even their most personal needs. Often, they cannot take the time to use the bathroom when nature calls nor can they take in food and drink when their body says it's that time. Train dispatchers today simply have no time to make rational decisions regarding the efficiency and safety of the Carrier's railroad! Instead, in all too many cases, train dispatchers are reduced to little more than EMT's, if you will, reacting to emergencies trying to find ways to resuscitate a dying railroad. Many of our members who are subject to such working conditions are working in a breeding

LEGAL NOTICES

The 27th General Assembly adopted the following yearly National dues increases for those individuals making $17.00 or more per hour:

1996 - $642	($6.00 per month increase)
1997 - $678	($3.00 per month increase)
1998 - $714	($3.00 per month increase)

Effective January 1, 1996, initiation fees will increase to $150.00 for active membership, and $75.00 for active-extra membership.

Those members on payroll deduction will be required to forward the monthly $6.00 increases to the National Office until such time as the respective Carriers begin taking out the proper payments.

ground for ulcers, high blood pressure, heart attacks and the like.

Just recently, one supervisor on a large property issued instructions to train dispatchers that they were not to leave their desks unattended for any reason without first obtaining permission. Well, when the system committee on that property discovered the notice and issued an appropriate response, believe it or not, the railroad's Chairman himself took great exception to the system committee's response. He demanded a meeting with the General Chairman and the Vice General Chairman. During the course of this meeting he actually threatened to fire the Vice General Chairman for his part in answering the Carrier's absurd instruction. Seems to me the Chairman of this railroad company was somewhat confused over the Vice General Chairman's activities as a union representative and his activities as an employee. But, this just goes to show you the ridiculous lengths these Carrier's will go to interfere with even our most basic human needs. The system committee was right - this type of nonsense can not be tolerated.

Retiring Officers, President Robert J. Irvin (left) and Vice President (West), Dean Bennett (right, proudly pose with plaques awarded to them for outstanding union service to the ATDD at a retirement party held in their honor.

I personally know of numerous cases of personal injuries sustained by train dispatchers caused by repetitive motion. These disorders are a direct result of poor planning in the lay-out of train dispatchers' work stations. One Carrier was repeatedly advised, that the location of CRT's and keyboards was causing physical problems for their train dispatchers. But, as usual that complaint fell on deaf ears until the train dispatchers involved were physically disabled and sued under FLEA. Suddenly, this railroad company was interested. One way or another, we must make the railroads believe that favorable working conditions and a favorable working environment for their train dispatchers is conducive to running a safe and efficient railroad. I intend to ask one of our Vice Presidents to focus on this subject and find ways, either at the bargaining table, through legislation or whatever means necessary, to assure our train dispatcher members are provided with an environment that is safe to their overall health.

There are, however, ground-breaking strides being made in this area. We need look no further than the Metro North Rail Traffic Controllers and Power Supervisors to see what can be obtained when we are committed to our cause and we have the support of the membership. Recently, this group was able to convince two Presidential Emergency

Boards that their working conditions warranted scheduled breaks. Through creative presentation of their arguments, these members were able to obtain that which was not available at the bargaining table. For this, I take my hat off to General Chairmen Fahey and Politi, to Vice President Clifford and their able counsel Mark Collins.

On many properties we have the availability of the 37/79 National Agreement. As some of you may know, this agreement opens up many issues to formal complaint; such as, overloaded working conditions, privacy of offices, location of dispatching offices and others that are not addressed within the collective bargaining agreement. Of late, I believe the work of the committee designated to investigate complaints filed under this Agreement has been intentionally frustrated by the participating Carriers. It is the position of this union that any dispute filed under this Agreement is subject to final and binding arbitration under Section 3 of the RLA - even when the committee deadlocks. We are going to find a way to make this agreement work and work efficiently.

We are also committed to improving our ability to communicate with the membership. Not just one way communication, but rather, a dialogue. PC's are widely popular. We should move in that quickly in that direction by making E-Mail and a bulletin board service available for those members who have the hardware. Presently, we are on-line in Cleveland and can handle E-Mail at ATDD BLE@AOL.COM. Please, let us hear from you. Hopefully, in the future we can make resource information concerning Awards of the NRAB and PLB's available either on-line or via floppy disk.

We need to concentrate on our newsletter and find ways to get it in the members' hands as quickly as possible. We must be sure that our system committees are well informed and that the information they receive is promptly communicated to the members.

Regular membership meetings are essential. Meetings should be held on pre-determined dates with a National Officer present. I also believe we need to communicate our positions via the industry press and other media. We must work hard at making the public recognize train dispatchers and rail traffic controllers in the same way that they recognize air traffic controllers.

With merger mania taking place in the railroad industry, we must pay very close attention to representation matters. I believe that over the next few years we have many golden opportunities. We must be ready, willing and able to seize the moment and grow our union. Anyone who knows me, knows how passionately I believe in organizing. If I have my way, organizing the unorganized will be a primary focus of this union over the next four years. But, organizing is as expensive as it is difficult.

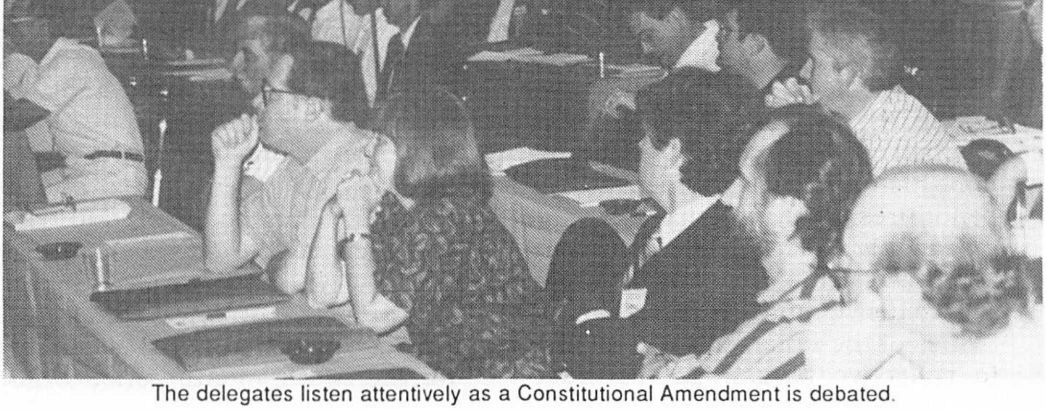
Recently, I had an opportunity to meet with some train dispatchers who are unorganized. One fellow espoused the virtues of working in a management capacity while in the next breath cursed the railroad and his job as the cause of his failing health. It seems that on this property, dispatchers are likely to show up for work and not even recognize their assigned territory due to the added 150 miles or so. People like this need help. They need to see how they are being used by this railroad company. We must convince unrepresented train dispatchers that their company is merely playing on their egos when they call them part of management. We have some very good people involved in the organizing process. I am dedicated to it continuing and the Twenty-Seventh General Assembly wholeheartedly endorsed these efforts.

We also must place plans into motion for mobilizing our membership at a moment's notice. It is so very important that our membership is prepared to take whatever action we deem necessary in response to the actions of the Carriers. We do not expect our members to blindly follow us without first giving them a sense of direction. Whether its as simple as establishing contacts for local printing services, or setting up a call list to enact certain activities, we must have plans in place before we need them. We cannot be slow to react simply because we failed to anticipate the need to act in the first place.

Some say unions are a thing of the past - just not needed any more. In this country we have a relatively short history of organized labor. The labor movement began to take hold in this country because of abuses to the working class. Our industry was in the forefront of the early battles. As the government enacted legislation to address the robber barons' exploitations and slow their choke-hold on the public and the workers, things slowly got better. The Railway Labor Act brought calm to the nation's primary transportation industry at that time. The National Labor Relations Act has brought some semblance of order to labor/management relations in other industries, including making it illegal for employers to dominate unions. Davis-Bacon was designed to establish union wages as the floor for federal government contracts thus protecting the government against fly-by-night contractors. The Fair Labor Standards Act brought oversight and fairness to wages. The Civil Rights Act outlawed discrimination in the workplace. OSHA was created to address hazards in the workplace. And, recently, the Family and Medical Leave Act permits workers to take time off to care for their families in times of need without fear of losing their jobs. The list goes on and on. But, the wrongs that are corrected by these laws do not only benefit union workers, but nonunion workers as well. And so it goes; peaks and valleys. As conditions in the workplace improve, mostly through legislation and cultural changes and not because employers have suddenly become good guys, public opinion suggests that perhaps labor unions are no longer needed. Well, we may be in a valley at present, but it looks like this congress, with its anti-worker agenda, is intent on propelling the labor movement to the forefront once again.

Brothers and Sisters, in closing, I make this declaration-this a bottom up, rather than top down union. This means that collectively the membership is in charge of our direction over the next four years. As your elected officers, we'll initially set the course and perhaps make minor adjustments along the way, but ultimately you are in charge of where we travel and how we get there. But be aware, with that charge comes the associated responsibilities of membership, the first of which is *participation*. It's your choice. Do we permit apathy to pervade our union and allow others to determine our sense of direction by merely being reactive instead of proactive? I think not. Perhaps that has been labor's problem for far too long. Instead, I invite you to stand with me and stake our claim for the future.

L. A. Parmelee, President



The delegates listen attentively as a Constitutional Amendment is debated.

Procedure Regarding Dues and Fee Objectors

The Executive Board has adopted the following procedure regarding maintenance of union membership and dues obligations under the union shop agreements between ATDD and the employers for whom its members work, in order to comply with interpretations of the U.S. Constitution and the Railway Labor Act by the United States Supreme Court:

1. Any employee whom the ATDD represents who is required to be a member of the union under a union shop agreement, but who objects to joining or remaining a member of the union, will be deemed to have met the requirements of the union shop agreement if the employee pays to the ATDD an amount equal to the periodic dues, fees and assessments (not including fines and penalties) uniformly required of all members of the union ("the service fee") within the time limits provided for in the union shop agreement. Such employee shall be known as a "service fee payer." [Service fee payers are not union members; they may not vote in union elections or be candidates for union office, attend union meetings, serve as delegates to union conventions or participate in the delegate selection process, or vote on the ratification of collective bargaining agreements.]
2. Any employee subject to a union shop agreement who is not a member of the ATDD has the legal right, through timely written objection, to limit his service fee payment to expenditures that are necessarily or reasonably undertaken by the union to represent employees for whom it is the exclusive representative, i.e. activities of the union that are related to collective bargaining, contract administration and grievance handling. In such case, expenses unrelated to these activities, will be excluded from the service fee calculation. Such "non-chargeable expenditures" include contributions of money or paid union staff time to political parties, candidates, charities and other organizations; expenses to recruit new members; legislative lobbying expenses not directly related to collective bargaining agreement negotiation or administration, including time of union officers and employees; AFL-CIO and affiliated organization dues; costs of portions of the union's newsletter and magazine publications not related to the employment interests of the employee; members-only benefit expenses; and expenses for litigation that does not directly concern the objector, his bargaining unit, or the union as an institution.
3. An employee who wants to submit such an objection must do so initially within 30 days after he/she first begins paying a service fee and receives notice of this procedure and thereafter annually in writing to the International Secretary-Treasurer postmarked during the month of November each year. (This period is extended until December 29 for 1995 only.) The objection must include the employee's name, home address, social security number, employer, job title, work location, and home and office phone numbers. The service fees of new employees who file such objections shall be reduced retroactively to the date he/she first begins paying a service fee; the service fees of all other employees who file such objections shall be reduced for the twelve month period begin-

ning January 1 next after the objection is received and ending December 31 of that year. Prior to the beginning of this twelve month period, each employee who has filed an objection will be provided with a full explanation of the basis for the reduced fee, and an explanation of the procedure for challenging the calculation of that reduced fee.

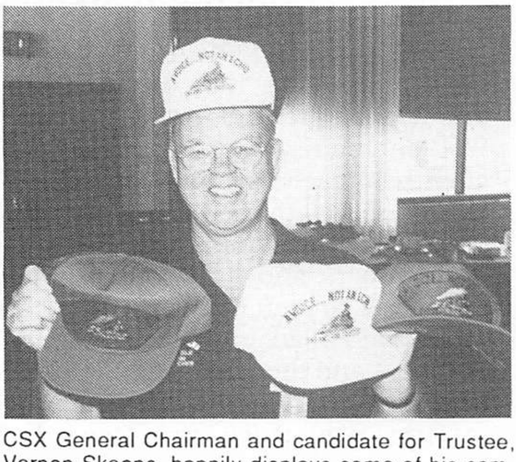
4. The union shall maintain records of the amount of time, dues/assessment/fee income, and assets that are expended for chargeable and non-chargeable activities. Such records shall be subject annually to an independent audit in order to determine the amount of reduced fee to be charged service fee objectors.
5. An employee may challenge the union's calculation of the reduced fee via arbitration before an impartial arbitrator in accordance with the Rules for Impartial Determination of Union Fees of the American Arbitration Association. In such an arbitration, the union bears the burden of proving the propriety of its calculation. To invoke arbitration, the employee must submit his/her challenge in writing to the International Secretary Treasurer postmarked within 30 days of his receipt of the fee explanation. Pending resolution of the challenge, the union shall place in an interest-bearing escrow account a sufficient portion of the fees being paid by those employees who have filed challenges to ensure that the portion of the fee reasonably in dispute will not be expended. After the issuance of the arbitrator's ruling, the union shall promptly distribute the escrowed monies in accordance with the ruling and, if required by the ruling, adjust the amount of the reduced fee.
6. This procedure shall be administered in a manner that is completely fair to service fee payers who register objections. The International Secretary-Treasurer is authorized to determine the amount of the reduced fee each year, to provide proper notice of this procedure to service fee payers, and to recommend to the Executive Board the establishment of such other procedures as may be required by state or federal laws for the accommodation of service fee objections.
7. This procedure shall be published by the union in its newsletter or magazine, and sent to each service fee payer, annually. It shall also be provided to each new employee when he/she first becomes subject to a union shop agreement after the adoption of this procedure.

MetraHealth Has New Address

Please be advised of the new mailing address for Railroad Accounts effective immediately.

MetraHealth
Railroad Accounts
450 Columbus Boulevard
P. O. Box 150453
Hartford, CT 06115-0453

All members are encouraged to use this new address for all correspondence with MetraHealth in the future.



CSX General Chairman and candidate for Trustee, Vernon Skeans, happily displays some of his campaign wares at the 27th General Assembly.

Watching Washington

Bill To Restrict Free Speech Is In The Works

Congress Istook (R-OK), McIntosh (R-Ind.), and Ehrlich (R-MD) have sponsored a House Bill that would severely restrict anyone receiving federal funds of any kind from spending more than a tiny fraction of its gross income on political advocacy.

Grantees would be subject to audit by the General Accounting Office, and the burden of proof would be on the grantee, not on the federal authorities. The prohibited activity includes publicity, contributions, endorsements, publications, participation in litigation or proceedings of any kind, such as a rule-making.

A grantee's communications with its members asking them to engage in any of the restricted activities would also be prohibited. For example, a communication from a union to its members asking them to ask their Congressmen to support a workplace fairness bill would be barred by this proposed bill, if that union had received a penny of federal money, and if the cost exceeded the tiny threshold allowed by the bill.

Many parties might find themselves crippled by the bill, if it becomes law. The Child Welfare League of America, the National Council of Senior Citizens (NCSC), the American Nurses Association, the Nature Conservancy, the Fish and Wildlife Foundation, the United States Catholic Conference, the YMCA, the American Bar Association, and the AFL-CIO all receive federal funds, and they all lobby.

Violation would result in recovery of all federal funds granted the body. The NCSC characterized this bill as a "Return to the days of Nixon's enemies list." ATDD President Irvin posed the question, "Is this what people voted for in 1994? Is this getting government off our backs?" President Irvin also pointed out that these three Congressmen each have a 0% legislative rating on labor interests for 1995.

High School Band Silent At New Wal-Mart Opening

Students in a Philadelphia school band packed up their instruments and left the grand opening of a new Wal-Mart store without playing a note after their teachers and union leaders explained why there was an informational picket line outside the store.

Members and leaders of United Food & Commercial Workers Local 1776, the Philadelphia Federation of Teachers and the Philadelphia Council of the AFL-CIO said they were protesting predatory practices by Wal-Mart that destroy small businesses and leave communities with low-wage, poor-to-no-benefit jobs.

The band's teachers left the decision on whether to play to the students in the Girard Academic Music program. The youngsters packed up and left.

The band members' talents did not go unheard, however. Later they performed at a conference of Local 1776's shop stewards.

General Assembly Photos

Constitution and Rules and Order Business Committee Chairman F. Leo McCann (standing) of Conrail, presents an amendment to the delegates. He is flanked by other members of the committee consisting of Vernon Skeans (left), General Chairman of CSX and Gary L. Melton (right) General Chairman of Burlington Northern RR.

A relaxed, elected Vice President (West), David W. Volz, General Chairman, Southern Pacific, is congratulated on his election by retiring Vice President, Dean Bennett. Trustee, Ronald R. Bailey, Southern Pacific, is seated to Volz's right.

27th General Assembly
Las Vegas, Nevada
October 23-25, 1995

The Twenty-Seventh General Assembly of the American Train Dispatchers Department of the Brotherhood of Locomotive Engineers convened at 9:00 A.M. Monday October 23, 1995 at the Riviera Hotel in Las Vegas, Nevada, with an opening prayer by Jack McFalls. In attendance were 71 registered delegates and 10 officers and retired past presidents, including D. E. Collins, B. C. Hilbert and R. E. Johnson. Also attending were retired VP D. V. Chandler and Mike Wolly, Legal Counsel and Parliamentarian. Several retired dispatchers and others attended the proceedings of the General Assembly as guests.

SOO Line General Chairman Jeffrey M. Varney, presents a Resolution to the delegates.

The atmosphere of the assembly was businesslike and very dignified. The officers and delegates conducted an evening session on Tuesday October 24 and worked late on Wednesday which resulted in work of the General Assembly being concluded and the meeting being adjourned at 5:30 P.M. on October 25.

It was very evident that careful planning by the National Officers and the efficient work of the committees which included numerous hours of preparation of material, study and work during weeks preceding and leading up to the General Assembly laid the basis for completing the agenda so swiftly. The delegates passionately and openly debated and discussed, from the floor, the issues, resolutions and constitutional amendments laid out before them. The delegates spoke spiritedly for the causes of the dispatchers they represented as they attempted to bring forth the best solutions possible, while forming wording that reflected common understanding, to constitutional amendments and resolutions.

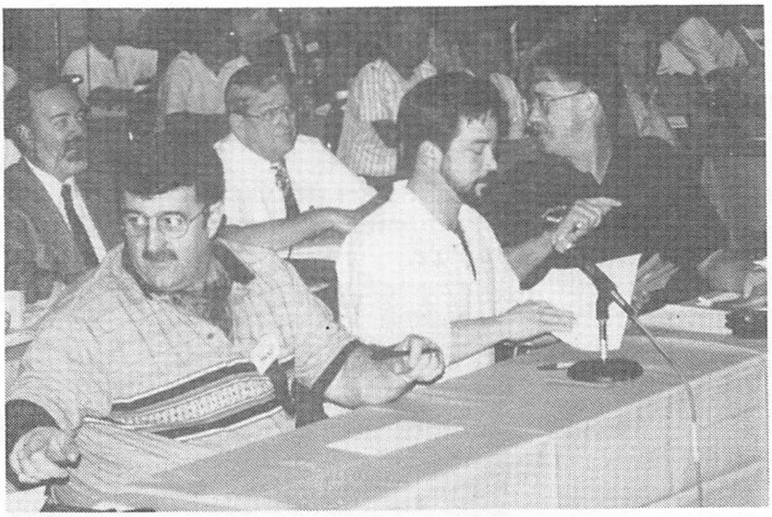
Retiring ATDD President, Robert J. Irvin chaired the proceedings, as he has done during the previous two General Assemblies.

Constitutional Amendments and Resolutions

Fifty constitutional amendments and fifteen resolutions were presented to the General Assembly which included amendments to raise the Initiation Fee and gradually increases the payment of dues, which will be phased in over the next three years. The Initiation Fee will be increased from its current amount of

$75.00 to $150.00 effective January 1, 1996.

Discussions and debate on the floor pertaining to the raising of the rates for these two items were both lively and at times heated. Many of the delegates arrived at the General Assembly with mandates from their memberships to keep dues and initiation fee increases at a minimum if they had to allow for any increase at all, but it soon became apparent that increases were inevitable if the organization was to be able to function efficiently in the future.



Tellers (from left to right), Frank Manzi, Vice General Chairman Burlington Northern RR, James J. Fahey, General Charirman Metro-North Commuter Rail Traffic Controllers, and Gary C. Poteat, Vice General Chairman CSX, busily tabulate vote totals during one of the ATDD officer elections.

Most delegates realized that many system funds were in dire financial straits and felt that the raising of the Initiation Fee (with the total amount being refunded to the various system funds) would offer some financial relief to the system committees.

An amendment introduced to increase the dues payment rate by $12 a month was eventually scaled back by the delegation to an increase of $6 a month effective January 1, 1996, and additional $3 increases effective January 1, 1997 and 1998. These increases were grudgingly accepted by most of the delegation. As one delegate put it "I would rather face my membership and explain the dues increase now than tell them later that our organization is insolvent because I failed to support this increase."

An amendment to hold the next General Assembly in five years instead of four was soundly rejected. A similar amendment was offered at the 26th General Assembly in 1991 with similar results.

An amendment (as well as another recommendation by the *Committee on Finance, Salaries, and Officers (Reports*) to allow for salary increases for officers was rejected, and the salaries for officers will remain at their current level.

An amendment that would allow for progressive dues rates for newly organized members that will be based on their established hourly rates was accepted. This amendment would allow for new members of our organization that earn more than $10 an hour but less than $17 an hour to pay a lower dues rate. Annual dues for those newly organized employees earning $10 an hour would be $300 and this rate progresses upward to $570 annually for newly organized employees that earn more than $15 an hour but less than $17 an hour.

Among of the Resolutions introduced included recognizing the upcoming retirement of President Robert Irvin and Vice President Dean Bennett; resolved that the General Assembly continue its affirmation of the Executive Board's decision to actively pursue efforts to organize the unorganized on the Nations Carriers, and extended heartfelt thanks to all those who participated in the organizing efforts; resolved that this General

Assembly continue in its support of the Organization's Educational Program, providing instruction to present and future System Committee Members and to extend many thanks to those who have contributed their time and efforts to make the program possible; resolved this Twenty-Seventh General Assembly extends its welcome to our new Brothers and Sisters on the Detroit Transportation Company, the Kiamichi Railway and the Fort Smith Railway; resolved to extend support to our Brothers and Sisters members of the UAW affected by the strike against Caterpillar and extend support to our locked out UPIU Brothers and Sisters at A. E. Staley Company (both labor disputes are currently ongoing in Decatur, Illinois) by donating $1,000 to each of these two union organizations. General Chairman, Michael F. Greenwell of the Wabash System will make the presentation of the donations to the respective union presidents.

Election Of Officers

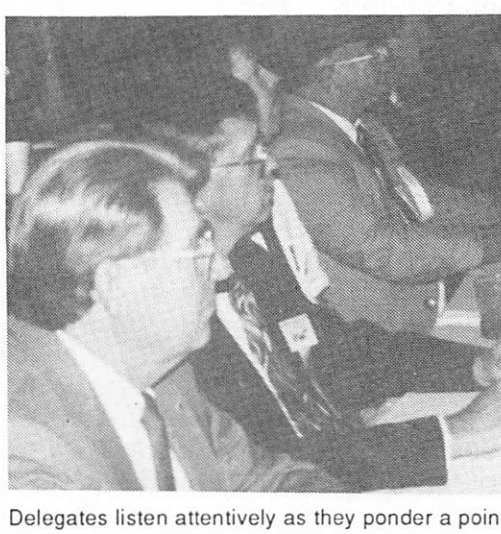
At the elections held on Wednesday October 25, 1995, the following officers were elected by the Delegates for the coming four-year term.

President, Les A. Parmelee
Secretary-Treasurer, F. Leo McCann
Vice President, William A. Clifford
Vice President, Jim W. Parker
Vice President, Dave W. Volz
Trustee, Gary S. Wasserman
Trustee, Vernon Skeans
Trustee, Gary L. Melton
Alternate Trustee, Ron R. Bailey
Alternate Trustee, James G. Porter
Alternate Trustee, Gerry Miskowicz

Les A. Parmelee was elected President over challenger Robert L. Rafferty, F. Leo McCann was elected Secretary-Treasurer over challenger Robert M. Sermak, William A. Clifford was re-elected Vice President (Northeast) by acclamation, David Volz was elected Vice President (West) by acclamation, and Jim W. Parker was elected Vice President (Southeast) over incumbent H. Ed Mullinax.

A relieved, elected Secretary-Treasurer, F. Leo McCann, General Chairman, Conrail, thanks the delegation for their support after the election results are announced.

Grand Trunk Western General Chairman Norman J. Schmidt, addresses the delegates as he nominates Robert L. Rafferty for the office of President.



Delegates listen attentively as they ponder a point.

27th General Assembly

PRESIDENT'S REPORT

Article IV, Section 1, of the Department's Constitution and By-Laws, requires the President to submit a written report of the preceding four years' work, together with a message setting forth what legislative and general policies are necessary, in his opinion, for the best interests of the Organization. This report is also required to include a statement of the work and official acts of the Executive Board.

Our membership numbers have remained quite level, considering the job losses that are so prevalent in the American industrial scene. Our membership count in 1991 was 2,153. In 1995 it is 2,372. There were increases due to organizing gains and additional jobs being added. There were losses due to force reductions here and there. Active membership increased almost 200, and seniority retention fees increased over 100. These were offset to some extent by a reduction in the number of Active-Extra members, perhaps due to the establishment of Guaranteed Assigned positions.

There have been a number of dispatching office centralizations. Even as we are meeting, the coordination of Chicago & Northwestern dispatchers with those of Union Pacific is under way, to our loss. We hate to lose these brothers and sisters, but have hopes of organizing the consolidated UP group. Now, we have been informed UP will seek a merger with Southern Pacific. Burlington Northern has centralized its dispatching into a single office in Fort Worth, except for the New Westminster, British Columbia office. Southern Pacific has centralized three separate offices into Denver. Although many of our members have been required to move as a result, those who continue working on both BN and SP have received substantial pay increases.

The story of the SP consolidation is worth recounting. That carrier had offices in Roseville, California and Houston Texas, in which the dispatchers were represented by our organization. The Denver & Rio Grande Western office in Denver was unrepresented and had no collective bargaining agreement. The merged SP and D&RGW attempted to

ATDD President Robert J. Irvin, calls the 27th General Assembly to order.

capitalize on that circumstance to create a consolidated, unrepresented office for all its dispatchers in Denver. We utilized the National Mediation Board's railroad merger procedures, successfully, (the first time a union had invoked those procedures), resulting in ATDD representation for the consolidated office, and the decision of a Board of Arbitration chaired by Referee Edward Suntrup preserved our collective bargaining agreements for the new office. Other subsequent negotiated agreements brought a number of management jobs under the wings of our representation and agreement, and we are forcefully showing our flag on Southern Pacific. New challenges await us with the proposed merger of SP with UP.

The Burlington Northern consolidation in Fort Worth did not proceed as smoothly. The transaction resulted in a very good implementing agreement with above-average moving benefits, but not without some distasteful compromises, accompanied by bitter litigation and division among our own members. Nevertheless, we have maintained our membership numbers in spite of the consolidation.

The merger of Burlington Northern and the Santa Fe will present us with new problems and new opportunities.

We can only await developments, and continue our organizing efforts on the Santa Fe, as well as internal organizing on BN to forestall the anti-union mentality of many Santa Fe dispatchers and managers.

We have seen significant changes in our railroad health care during the past four years. Managed care has replaced the comprehensive health care plan in many areas. Managed care gets mixed reviews from our members. Another change, which resulted from Presidential Emergency Board No. 219, is the requirement that the workers share in the premium cost increases for railroad policy GA-23000.

There are pending Section 6 notices to amend the health insurance plan, to make it more liberal, and eliminate the employees' premium contribution. It would be premature to predict the outcome of this issue.

Railroad workers have benefited greatly from the mail order prescription plan for maintenance drugs, and the prescription card which can be used for up to 21 days' supply on prescriptions. This has saved millions to both the insurance plan and workers.

At the time of the 1991 General Assembly, still pending was our proposal to improve our intra-carrier protective agreements. A committee had been established, composed of three carrier members and three ATDA members, to negotiate an improved agreement, with arbitration as the final step to resolution. Their work was finished in 1993, following many negotiating sessions and two arbitrations. While the result was not all we hoped for, nor all we intended to accomplish, it resulted in a better agreement for certain limited applications. We hope to build on that foundation.

At the National Railroad Adjustment Board, we submitted 65 cases during the past four years, but 6 were withdrawn. Of the 59 remaining cases heard by the Board, 28 were sustained, and 31 were either denied, dismissed, or remanded. That 47% success rate compares favorably with what we know of the success rate enjoyed by other unions taking cases before the Third Division. Our rate of sustained cases in the two previous four-year periods ending in 1987 and 1991 were each 50%, indicating that we have a consistently higher rate than the average for all Third Division cases, usually in the 35%+ range. Before Public Law Boards and other Boards of Adjustment, we submitted 50 cases, and were sustained on 19, yielding a success rate of 38%. The lower success rate is due to the nature of the disputes, primarily discipline or out of service cases.

One of the most significant events of the past four years was our affiliation with the Brotherhood of Locomotive Engineers, and relocation of our headquarters to Cleveland, Ohio. While we work very closely with the BLE in all matters, and our relationship is quite amicable, the fact remains that we are not a merged union. The potential savings and efficiencies that could be derived from such a joining of forces have not been realized.

It is my recommendation that this General Assembly provide the means to explore more fully opportunities to coordinate our operations with those of the BLE. Among other things, we should consider paying per capita dues to the BLE, even as their other members do, in exchange for rent-free office space, some officer and employee salaries, and greater access to BLE services, such as its educational facilities, its publications, and its legislative department. We should, in my opinion, investigate the benefits of the Rail Canada Traffic Controllers' merger with BLE, to see what gains our members could derive from a similar organizational structure. To that end, I have appointed a two-person committee to work with a like BLE committee to facilitate exploration of a closer relationship.

Organizing activity has been an important part of this union's life during the past four years. We have successfully organized the trainmen and engineers, the train dispatchers, and the maintenance of way employees on the Kiamichi Railroad. Our membership on those four crafts is 42. This can be considered a success.

We successfully carried out an organizing campaign on the Detroit Transportation Company, a downtown light rail carrier in that city, winning representation rights for its central operators.

We also won a representation effort on the Fort Smith Railroad, covering about seven workers in three crafts, following some troublesome litigation, but we still have not obtained that important first agreement.

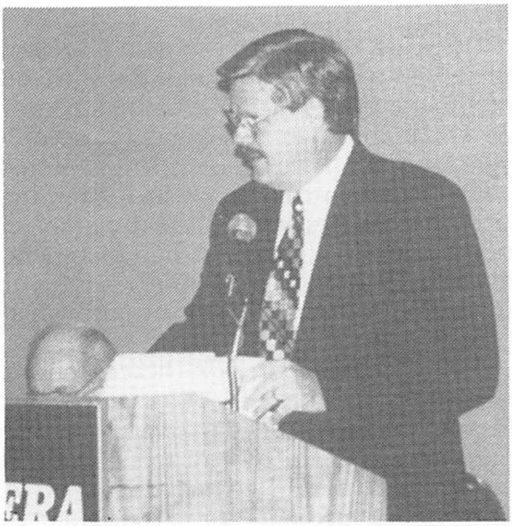
It is imperative that we, as an institution, continue our organizing efforts. That is the life blood of labor unions. We will have a mixture of successes and failures, but that's to be expected, albeit sometimes discouraging.

I must give credit to Southern Pacific General Chairman Dave Volz, who has led most of our organizing campaigns. He's had excellent assistance from several of our members. I will not try to name them, for fear I would slight someone by inadvertent omission. They know who they are and their work has been invaluable.

Litigation has been heavy during the past four years, continuing a trend that began to escalate in the 1980's. As in the organizing arena, we've won and we've lost. The Kiamichi Railroad sued ATDA and the National Mediation Board in an effort to overturn the NMB's finding that there were discrete classes and crafts of employees on the Kiamichi, and further attempted to challenge the workers' selection of ATDA as their collective bargaining representative. The railroad argued that they were all "railroaders" . The Tenth Circuit Court of Appeals upheld the NMB's determination. The railroad also said that southeastern Oklahoma residents were "functionally illiterate" and suggested they didn't have sense enough to understand the NMB's ballot. We didn't share that opinion, and we used it to our advantage.

In a very far-reaching case decided in 1992 by the U.S. District Court for the Eastern District of Pennsylvania, ATDA sued Consolidated Rail Corporation to enforce a decision by The Railroad-Train Dispatcher Joint Committee. The Court found that the dispute was a "minor dispute" under the Railway Labor Act, and therefore was binding on all parties, and enforceable in the courts. It required Conrail to comply with the Joint Committee's decision, and awarded attorney's fees to us.

We lost an important case involving our attempt to use the 37/79 Agreement to reclassify certain management jobs on Norfolk Southern, jobs performing work formerly done by employees we had represented for many years on the Norfolk & Western Railway. The Fourth Circuit Court of Appeals determined that this was a representation issue, over which the National Mediation Board has exclusive jurisdiction.



Labor Member to the Railroad Retirement Board V. M. "Butch" Speakman, addresses the delegates, officers and guests of the 27th General Assembly.

In three cases, we successfully obtained orders from the courts remanding cases to the National Railroad Adjustment Board for hearings on their merits or the award of damages.

ATDD joined several other RLEA affiliates in challenging the NMB's Procedures for Handling Representation Issues Resulting from Mergers, Acquisitions, or Consolidations in the Railroad Industry. The courts found that these procedures are incompatible with the regime established by the Railway Labor Act, when a carrier or the NMB on its own initiates these procedures. They were left standing for use by the labor organizations or individuals attempting to gain representation rights on a merged carrier.

When the Burlington Northern unilaterally imposed a dress code in its Fort Worth office, we challenged it in court as a unilateral change in working conditions. The court found this was a minor dispute, subject to the agreement's grievance procedures. A claim was then filed, but is being held in abeyance while a less formal understanding about proper modes of dress is under test.

While this account is somewhat lengthy, it does not review all the cases with which we have been involved. There are other wins and losses.

One of our most gratifying accomplishments has been this year's start-up of a monthly newsletter. This has been a personal objective of my own for several years, but it was delayed until April of this year for many reasons. We have seen the need for more current dissemination of news and information to our members, and the inherent inadequacies of our magazine, which will still be published twice yearly.

The progress, or lack thereof, of our negotiations in the 1995 Wages and Rules Movement has been disappointing. The plan agreed upon by rail labor was intended to avoid governmental intervention and interference, by attempting to keep negotiations on a carrier-by-carrier local basis. An important secondary consideration in this plan was to try to get our local needs on each carrier addressed during negotiations. In prior years, in other national movements, we had seen our local needs sublimated to national settlements, and set back time and again awaiting expiration of some moratorium.

The first blow we received was the outcome of a suit by the National Carriers' Conference Committee against the Brotherhood of Maintenance of Way Employes, which gave comfort to the position of the carriers that they can force national handling upon the unions. That case is under appeal, but the courts move slowly, it seems, on cases such as this one.

This report would be incomplete without comment on the unhappy state of affairs on the Soo Line Railroad. On July 13, 1994, the United Transportation Union struck the Soo Line. The strike lasted until August 29, 1994. Unfortunately, about 14 of our members elected to work, notwithstanding the strike. Most of them dropped their membership and became dues objectors, apparently with the collusion and advice of the National Right To Work Committee. Upon the close of the strike, charges were brought against the members who worked during the strike. The outcome of the resulting trials has not been at all satisfying to those members who remained loyal to the principles of our union. The train dispatchers employed by Soo Line are bitterly divided. The management has, as might be expected, dealt with the divided groups in discriminatory ways. Sadly, I must report, things are not at all peaceful on that property.

One of the purposes of this report is to bring to your attention what I consider to be needed legislative goals.

Our Railroad Retirement and Unemployment systems must be protected. Here, the need is to resist Republican legislation which constantly attacks our systems. Various right-wing politicians repeatedly attempt to put Tier I into the Social Security Administration, give Tier II to some private corporation, and turn the unemployment and sickness insurance plan over to the states. We must continue to resist these meanspirited schemes.

Amtrak should be adequately funded, and its employees protected from other right-wing attacks. Efforts are underway to reduce employee protection and to allow contracting out of services. These attacks will surely spread to the freight railroads and the commuter carriers, if allowed to take root on Amtrak. Contracting out, with its attendant force reductions, would also have an adverse impact on the Railroad Retirement System.

The Federal Employers' Liability Act is also under persevering attack from the railroad industry and its pro-business friends in Congress. We must continue to work to preserve this important safeguard for railroad employees.

Safety should always be our objective. We cannot let up on our efforts to bring supervisory personnel, such as Chief Dispatchers, under coverage of the Hours of Service Act. Better dispatcher training should continue to be a goal for us.

We should keep prodding the Federal Railroad Administration to continue its investigation of dispatcher stress and workload, as well as the inadequate communication facilities so often found in this industry.

Workplace fairness, otherwise known as the prohibition of striker replacements, is another important legislative goal. Organized labor in America should keep pushing this, in spite of the adverse political climate.

While mentioning the political scene, I must point out that organized labors and unorganized labor, for that matter, are not well served by a Republican Congress, and Republican statehouses. We can only dread the prospect of a Republican President in 1996, in addition to our enemies on Capitol Hill. The aspirations of the Republican party and its candidates (with rare exceptions) are not congruent with the needs of working people in this country. We now see the most anti-worker Congress in half a century trying to end the 40-hour work week, re-establish company unions, gut OSHA and the Mine Safety Act, and weaken the government's ability to enforce labor laws. This ultra-conservative Congress, which represents entrenched wealth and corporate greed, would massively cut Medicare and Medicaid, repeal the Davis-Bacon Act and the Service Contract Act, and establish a "National Right To Work Act", to outlaw the union shop. Some good union members deserted labor's endorsed candidates in 1994 over peripheral matters, such as gun control, abortion rights, school prayer, and gays in the military. The voting records of the new Congressmen show that, in turn, the new crowd deserted the union members who helped elect them. 153 Republican members of the House and 41 Republican members of the Senate scored 0% on votes of importance to workers.

In their all-out war on working Americans, the conservatives in Congress are continuing to attack Amtrak funding, 13(c) protection, the Railroad Retirement system, the minimum wage, FELA, job training, funding for the National Labor Relations Board and the National Mediation Board, and now they're proposing to attack our freedom of speech rights in union corporate campaigns. At the same time, they're promoting tort reform, to give the big corporations a break, they have a bill out there to allow corporations to raid their pension funds (that was stopped once, in 1990), and with their capital gains and other tax breaks, they'd increase the taxes on people earning under $28,000 and give greater tax relief to those earning over $200,000.

We've done a lousy job in America's labor unions, in educating our membership on political matters. Surveys have shown that union members just don't realize the clear and present danger to them in the Republican Congress. They don't recognize or understand the political threat that faces them. They're not alarmed because they're mostly uninformed, so they don't worry about the legislative initiatives of the GOP Congress. Many have little or no ideological orientation that would link economics, government, and politics. While they know these are not good times, few can articulate any explanation for what's gone wrong, who's responsible, or what should be done about it. In their zeal to blame the Democrats for non-labor issues, they think of economic and employment issues as quite separate from politics. How many know that President Clinton, whom they would disparage as a draft dodger and pot smoker who didn't inhale, Clinton has signed into law 32 bills favored by labor in the past two years? He proclaimed an Executive Order to prohibit replacement workers at firms doing business with the government, and was assailed for it by the Republicans.

We must educate our members on the importance of political action. Too long this organization has regarded itself as above the filth of politics. If one insulates himself from the world's filth, his life is indeed sterile. We need to get over this.

It is necessary to report on our responses to the resolutions adopted by the 26th General Assembly.

One resolution required us to take action to identify the stress associated with train dispatchers' working conditions and develop a plan to hold the carriers liable for safety and health risks. We have attempted to work closely with the Federal Railroad Administration. We have been met with a greater degree of cooperation since the top positions in FRA were changed as the result of election of a Democratic President. Unfortunately, a U.S. Supreme Court decision in 1994, Consolidated Rail Corporation v. James B. Gottshall, held that emotional stress is not covered by the Federal Employers' Liability Act, in the absence of physical injury.

Another resolution required the Executive Board to establish an educational program for System Committee members. It was determined that such a program would be excessively costly, but an educational program for General Chairmen was developed and put into action in 1995.

Three classes have been held, attended by 21 of our General Chairmen. This is a valuable program and it will be continued next year with the newly elected General Chairmen.

Resolution No. 14 pointed to the increasingly anti-union federal government and urged that every effort be made to educate and help our members become a meaningful part of the democratic process. Judging from the result of the 1994 elections, we failed miserably in this regard.

Resolution No. 16 established a fund for voluntary donations to assist unions on strike. There were very few donations, and the fund has little in it.

Other resolutions were self-executing.

There were a number of legislative goals adopted by the 26th General Assembly. Many were related to the negative political situation in 1991, after nine years of Reagan-Bush. Unfortunately, the political scene has worsened due to the 1994 Republican victories. Few, if any, of our legislative goals were reached.

In the course of time, as we turn life's daily pages and they change into years, old friends and associates pass away. I regret to tell you that four of our former officers have left this world as we know it since the last General Assembly. Former Vice President John C. McCall passed away in July 1992 at the age of 59 years. He was our Midwest Vice President from 1983 until 1985. John was longtime General Chairman on the Western Pacific before its merger into the Union Pacific. After resigning as Vice President in 1985, he returned to train dispatcher service with the UP. He was stricken with cancer which quickly spread and caused his death in a short period of time.

Retired Vice President Dewey Geil died in January 1993 at the age of 94. He had served as Western Vice President from 1944 until 1963. Dewey was a true gentleman in every sense of the word, and maintained correspondence with us until his death.

In February 1993, past Secretary-Treasurer Tom Lacey died at age 71.Tom served as Secretary-Treasurer in 1970 and 1971, but retired on disability. He recovered from his illness and returned

Shy, surprised and slightly embarrassed, office staff personnel Jenny Berndt (left) and Martha Campbell (right) are acknowledged by the delegation for their outstanding "behind the scenes" help at the General Assembly.

to railroad service with Amtrak in 1975.

And in October 1993, past Secretary-Treasurer Jack Erickson, who will be remembered by many of you, died at age 63. He had served our organization as Soo Line General Chairman, Director of Research, Trustee, Labor Member at the NRAB, Vice President, and Secretary-Treasurer from 1972 through 1983, when he returned to train dispatcher service. Jack retired in 1990.

These were all well-liked by those who knew them best, and they are missed. It also saddens us to remember the many other retired and active members who have left us during these last four years. That this is the natural order of man's life does not mitigate our loss with the passing of old friends.

Other members of the Executive Board, our Trustees, and International Representative Les Parmelee and Assistant to the President Bob Sermak have served our members well, as did George Nixon, our long-time Director of Research, known by most of you, who retired in

1992. I commend them all. Without slighting in the least the work they have all done, I would be remiss if I did not give particular recognition to Vice President Clifford's work as our part-time legislative representative in Washington. He has also worked on a number of special projects, such as FRA's first negotiated rule-making.

Our office staff in Cleveland, some of whom you have met, is a congenial and efficient group. We are fortunate to have such dedicated employees.

When we hired Bob Sermak to work in National Headquarters, his primary responsibility was getting the monthly newsletter out. He deserves credit for a job well done.

Finally, I cannot express enough praise for our General Chairmen and other System Committee officers who have given so much of their time representing their members. This time was often taken away from their families, with little or no remuneration. Thank you. I suggest a standing ovation for yourselves.

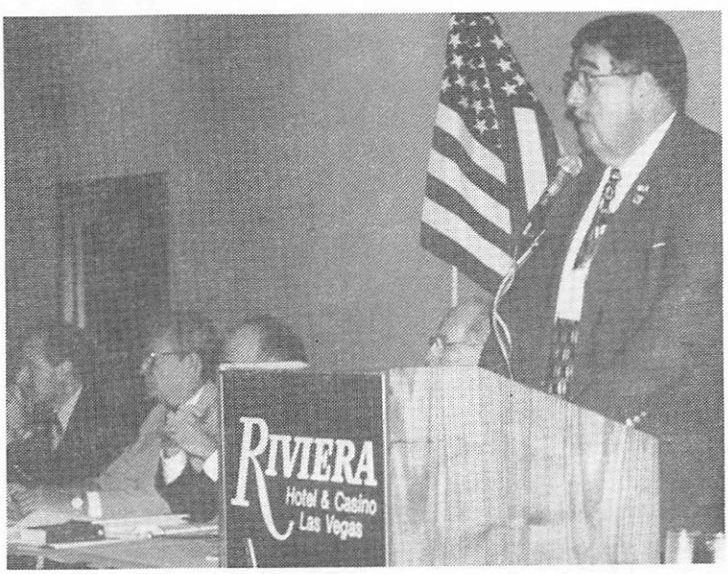
Robert J. Irvin

Robert J. Irvin, President

27th General Assembly

SECRETARY-TREASURER'S REPORT

Article V Sec. 1 i. of the current Constitution and By-Laws require the Secretary-Treasurer to make a report to the delegates of the General Assembly. This report should be "a full and complete report of all official acts and an accurate and comprehensive statement of all receipts and expenditures of the funds of the Association, together with its assets and liabilities." You will find included in your package of reports to the delegates, a copy of the latest financial statement. This has been prepared by our outside auditor for the fiscal year ended June 30, 1995. Please take time to review this statement and if you have any questions concerning it, I will try and answer them for you.



ATDD Secretary-Treasurer Robert L. Rafferty, conducts the first of many "Roll-Calls" of the 27th General Assembly.

The Secretary-Treasurer is constitutionally charged with the supervisory responsibility of all receipts and expenditures of the resources of the Department, and overseeing the everyday business transactions. Additionally, the American Train Dispatchers Improvement Association, which is a not for profit corporation chartered in the state of Illinois, is a separate entity of the American Train Dispatchers Department of the Brotherhood of Locomotive Engineers. The accounts of each are segregated and must be separately maintained. You have been provided with a separate financial statement for each of these entities.

A number of things have occurred since the 26th General Assembly which make it an historic period for this organization. First, the delegates to the 26th General Assembly mandated that we move forward with our affiliation/merger with the Brotherhood of Locomotive Engineers. The Executive Board signed an agreement, on July 16, 1993, to affiliate with intent to merge with the International Brotherhood of Locomotive Engineers. On September 19, 1994, we re-located our National Headquarters office to Cleveland Ohio into the building owned by the BLE. This required replacement of the entire staff since the established employees chose not to follow their positions to Cleveland, but elected to remain in the Chicago area. The staff had already been reduced, through attrition, and we now have only two employees handling the membership and accounting.

Secondly, the 26th General Assembly decided that we should operate, at least until this General Assembly, without an increase in the national dues rate. The only means, therefore, for additional income would have to come from an increase in membership, and that is what we have done. Thanks to our Deputy Vice President - Organizing, Brother David Volz and his various teams of organizers, we have moved into areas previously uncharted for this organization.

In addition to the power directors and power supervisors we have included for a number of years, we now enjoy three additional crafts. We are representing members from the crafts of trainmen, enginemen, and also maintenance of way workers. We welcome them as Brothers, and Sisters, into an organization of which we take a tremendous amount of pride.

Although it is not the first time the organization has involved itself in the sale of real estate, it is however, the first time since 1925 that we have not been owners of such real property. On April 13, 1995, the sale of the Train Dispatchers Building in Berwyn, Illinois was finalized. We were able to enjoy a profit from that sale not only from appreciation of the value of the real estate, which was purchased in 1973, but also through a

BLE President Ronald P. McLaughlin, delivers an address to the delegation at the 27th General Assembly.

financing arrangement which will increase that profit by nearly $60,000.00. We are realizing a seven percent return on the contract of sale, through November 16, 1999, with adjustment to the prime rate at that time.

Our investment account continues being administered by the First American Bank in Dundee, Illinois, a Chicago suburb. The funds deposited into this account are invested, by the bank, in United States Government guaranteed securities in the name of the American Train Dispatchers Association. They are prohibited from investing in their own bank, therefore, the assets of this account are not subject to the guarantee limits of the Federal Deposit Insurance Corporation. Because of this arrangement, we have been able to realize more interest income, during these past four years, than we would have by investing, as was the case previously, in certificates of deposit or money market accounts. Presently, we have some of these securities which are generating a rate of return on our investment in excess of seven percent through 1999. In a period when interest rates were mostly below four percent, this account was producing an average yield in excess of six percent.

Additionally, the Secretary-Treasurer is Constitutionally charged with the responsibilities of handling elections of General Chairmen and other situations requiring special elections. Elections for System Officers for the term of office January 1, 1996 through December 31, 1998 are now in progress.

The Train Dispatcher, the official publication of the organization, is also the responsibility of the Secretary-Treasurer. As you are aware, the format was drastically changed in April this year to a newsletter. This new type of communication with the membership is printed on a monthly basis. The former magazine format is still being issued twice annually, in March and September.

Since late 1989, the Secretary-Treasurer has also been assigned the responsibility as administrator of the computer system which stores our membership records, dues payments, system dues refund payments along with other accounting and word processing and report generating operations. It is also used for such frequently requested items as address labels and delinquency reports, with which you are all familiar. For the requirements demanded of a system, ours has functioned well these past six years, however, as with almost all things produced by the electronic industry nowadays, it is becoming obsolete and is quickly becoming loaded down which slows the operations. This equipment should be upgraded or replaced in the not too distant future.

We have supplied equipment to establish a satellite office staffed by the International Representative. It was necessary to acquire a photocopier, fax machine and computer. We have since added to our equipment two portable computers, and one laser jet printer. The newer equipment, however, is not compatible with the older equipment due to the differences in the operating system. The newly acquired machines are all compatible with each other and can be made to work in a local network. These are equipped with fax modems and have America On Line software.

It also became necessary, this year, to replace the photocopy machine in the national office. Additionally, we have provided FAX machines for each Vice President's office.

The fiduciary responsibility of each officer and staff member has contributed to the success of the past quadrennium. Without that kind of restraint, it would have been nearly impossible to operate on the fixed income provided since we have faced ever increasing operating costs.

It has been a pleasure to have served this great Organization as Secretary Treasurer the last four years, and I thank you for your trust and confidence in allowing me to do so.

R.L. Rafferty

27th General Assembly

BOARD OF TRUSTEES REPORT

In accordance with the Constitution and By-Laws, Article VIII, Section 2, this Board of Trustees has convened each year in either Berwyn, IL or Cleveland, OH. With due diligence, we have inspected all accounts maintained by the Secretary-Treasurer and find them to be in order.

The last four years have been a time of great change for our union. We have affiliated with the BLE, relocated our National Headquarters and two officers from Berwyn to Cleveland, sold our building at 1401 South Harlem Avenue, and hired additional and replacement office staff. In the course of these changes, our operating expenses have widely fluctuated. Operating expenses include various cost items such as salaries, travel expenses, phone, postage, insurance, RLEA and AFL-CIO assessments and legal fees. It is clear to us that the cost of representation is expensive. As the Carriers become more bold in their attacks on our members, we tend to respond in the Courts. This has resulted in vast fluctuations in our legal fees. For example, in 1990 our legal fees were $72,663. In the fiscal year ending June 30, 1994 our legal fees were $216,073. Obviously, the need for available and competent legal representation is a necessity, but it does seriously impact our operating expenses.

The publishing schedule and the format of "The Train Dispatcher" has also been changed. This change has resulted in our ability to communicate in a more timely and efficient way with our membership. While "The Train Dispatcher" has always been published at a loss, the new schedule will result in an increase in our loss[1]. In our opinion, the benefits derived from the new more timely format

Committee on Finance, Salaries and Officers' Reports, consisting of (from left to right) Amtrak General Chairman Eugene A. Cratin, Wabash General Chairman Michael F. Greenwell, and Duluth, Missabe & Iron Range General Chairman Steve J. Novak, listen attentively as a delegate directs a question towards them. Some of the ATDD officers are seated behind.

outweighs our concerns over the increased cost.

Our overall membership[2] has steadily increased. In the fiscal year ending June 30, 1992 our membership was 2152. In the year ending June 30, 1995, our membership increased to 2372. This is an encouraging sign and we would expect this trend to continue over the next few years.

In sum, we find the finances of the Department to be in order, properly accounted for, and invested in sufficiently secure funds. A copy of our 1995 annual report is attached hereto.

It has been our pleasure to serve over the last few years.

J. W. Parker, Trustee
R. R. Bailey, Trustee
L. A. Parmelee, Trustee

1. On Overage, the quarterly publishing schedule resulted in a $14,000 operating loss. The new monthly newsletter format will result in an annual loss of $25,000.

2. This includes all classes of membership; i.e. active, active extra, associate, etc.

ANNUAL REPORT

This is the annual report of the Board of Trustees for the fiscal year ending June 30, 1995. Pursuant to Article VIII, Section 2 and 3 of our Constitution and By-Laws, we convened in Cleveland on October 4, 1995 for the purpose of checking into the regularity, economy, and efficiency of funds, expenses of officers and employees.

STATEMENT OF MEMBERSHIP

Membership exclusive of complimentary memberships issued to retired members is as follows:

	1995	1994
Active	2096	2100
Active Extra	14	19
Dues Objectors	12	2
Seniority Ret.	214	139
Agency Fee	4	6
Associate	32	36
	2372	2308

American Train Dispatchers Improvement Association

The Board of Trustees has examined the financial statements of the Improvement Association and find all reporting in order. Particulars concerning the assets, liabilities, and expenses are detailed in the auditor's report (a separate report was issued by the auditor).

It is noted that the Improvement Association is currently holding a mortgage note on the property at 1401-5 South Harlem Avenue. This note originated at $130,000 and is being repaid monthly at 7% ($1,168.48) through November 1999. Thereafter, the rate of interest is the prime as published in the Wall Street Journal effective November 16, 1999.

THE TRAIN DISPATCHER

1995:

PUBLICATION EXPENSE -	$26,508
SUBSCRIPTIONS -	$11,944
	($14,564)

The above does not totally reflect our costs associated with the newsletter format of "The Train Dispatcher". Since beginning to publish the newsletter in April 1995, our costs have been as follows:

	Printing Costs	Postage
April '95	$1,132	$652.85
May '95	$1,254	$594.90
June '95	$1,885	$609.10
July '95	$1,254	$624.63
August '95	$1,254	$610.44
Average Cost	$1,355.80	$618.38
Annual Costs (Average x 12)	$16,269.60	$7,420.56

Forecasted actual annual costs to publish the newsletter form of "The Train Dispatcher" - $23,690.16

In an interview with R. M. Sermak, he advised that presently the preparation of the newsletter consumes about 25% of his time. If that portion of his salary is included with the above costs, the newsletter costs an additional $1,125 monthly ($13,500 annually). So, in view of this additional cost, it is predicted that the newsletter will cost $37,190.16 on average per year to publish. If membership remains constant, the subscriptions offset will still result in an operating loss of $25,246.16.

INSURANCE COVERAGE

1) CI17020217 (Umbrella Policy) $1,000,000

2) CNA406173441 (Multi-Peril Policy)

Building	-	Cancelled
Property	-	$50,000.
Extra Expense	-	$10,000.
Computer	-	$50,000.
Medical	-	$5,000.
Fire	-	$50,000.
Employee Dishonesty	-	$300,000.[1]
Non-owned Auto	-	$1,000,000.

3) CNA WC-006173443 - $500,000 (NY, SC, AZ)
C3 99 03 982 (MA Workers Comp)
Ohio Bureau of Workers' Compensation

4) SR68037133 Continental Casualty $300,000

We find the above policies to be fully paid and adequate.

ADMINISTRATIVE EXPENSES

Administrative expenses increased modestly from the preceding year (up $42,405). In light of the relocation of our headquarters, relocation of one officer and one employee, the strike benefits paid to SOO Line members, the three training classes held this year, the purchase of new computer equipment, and the addition of another full time employee, we find this to be reasonable in light of these great changes.

J. W. Parker
R. R. Bailey[2]
L. A. Parmelee

1) In accordance with a motion of the Joint Board (see minutes of 10/7/94 meeting) this dishonesty bond is to be increased to $500,000.
2) Trustee R. R. Bailey was not in attendance at our meeting.

Sergeants-at-Arms, Ed W. Basta, Jr. (left) General Chairman of New Jersey Transit Train Dispatchers, and Clyde R. Beebe, Jr. (right) General Chairman of Peoria & Pekin Union, sit dutifully, poised and ready for action at their posts.

How much Is My Union Worth?

Remember, federal law requires only that your employer pay you the minimum wage. A standard year is based on 261 work days. The rate used below is based on the median trick train dispatcher's rate for ATDD-represented employees, adjusted for the holiday premium.

WAGES			
$17.01 per hour	x 1824 hours	=	$31,026.24
Wages over minimum			
PAID HOLIDAYS			
11 holidays	x $21.36 per hr.	=	1,879.68
Premium rate in lieu of holidays			
PAID VACATION			
20 days	x $170.88/day	=	3,417.60
Average number of vacation days			
PAID INSURANCE			
$516.19	x 12 months	=	6,194.28
Monthly premiums for health and dental insurance			
RAILROAD RETIREMENT[1]			
$964.19	x 12 months	=	11,570.26
Monthly employer tax rate for Tiers I and II, RUIA, and supplemental annuities			
BEREAVEMENT LEAVE			
3 days	x $170.88 / day	=	512.64
Average number of days per year			
SICK LEAVE			
10 days	x $170.88 / day	=	1,708.80
Average number of days per year			
CASH VALUE OR AGREEMENT		**$**	**56,309.50**
SUBTRACT ANNUAL COST OF DUES		**$**	**642.00**
DOLLAR ADVANTAGE OF UNION AGREEMENT		**$**	**55,667.50**

1. Railroad Retirement benefits are provided by agreement between railroad employers and rail unions, although administered by an agency of the United States government.

United R Us

A Strong show of international solidarity was the key to victory for Toys R Us employees in Sweden who won a three-month strike. The struggle began when the toy giant refused a contract that would cover workers at three different outlets. Scabs and managerial workers kept the stores operating, but sympathy remained primarily with the strikers. International support was the result of a worldwide boycott called by the International Federation of Commercial, Clerical, Professional and Technical Employees.

Conservatives and their big-business buddies campaigned to get people to shop at the stores, but union solidarity throughout Sweden and the rest of Europe was outstanding. After transport workers in Sweden and Denmark refused to let shipments through, the Norwegian Transport Labor Union refused to allow goods to be delivered through their harbor. Electricians refused to service the stores, and postal workers, garbage collectors, drivers, and other workers also directly expressed their solidarity with Swedish Commercial Workers' Union which represents the stores' employees.

Toys R Us has an anti-labor history, enforcing separate contracts for any of its stores which are able to unionize. In the U.S., the company has managed to keep most of its employees non-union, but it had a harder time ignoring calls for wage negotiations and other employee demands in Sweden--a country in which 84% of the workforce is unionized.

There is a lesson here for those who think the forces of business interests can not be overcome: solidarity works.

Red Light Special?

Contest Aims To Bring Home Truth at WAL-MART

(The following is reprinted from the Sept./Oct. issue of Label Letter from the Union Label & Service Trades Department, AFL-CIO)

Thousands of Buffalo, N.Y., area consumers are looking more skeptically at non-union Wal-Mart discount chain's "Bring It Home to the U.S.A." slogan these days.

Hundreds of them developed their new skepticism while spending an hour jotting down the countries of origin fisted on merchandise labels in a Wal-Mart store in suburban Amherst, N.Y.

Tens of hundreds more developed theirs from reading, watching and listening to news accounts of the first group's experiences.

It was all part of the first "Around Wal-Mart in 80 Countries" contest sponsored by Food & Commercial Workers Local Union No. 1.

Pointing to the chain's "Buy America" ads on TV, one contestant told a union representative she had "no idea Wal-Mart imported from so many countries."

The union offered two $500 cash prizes -- one to a consumer and one to a UFCW member -- for finding and accurately listing the most different countries from which merchandise in the store was imported.

At the appointed hour, the store quickly filled with people carrying UFCW clipboards. They began searching through racks of clothing and shelves of other goods, writing down the various countries of origin.

The store's management reacted by announcing that the store, too, was offering prizes: a $25 gift certificate every 10 minutes to customers who signed in with the company.

Local No. 1 President Sam Talarico led reporters to a rack of clothing and showed them two identical "Kathi Lee" brand vests, one made in the U. S., the other in Mexico. Their prices were identical.

"Mexican workers only make pennies an hour. Who's pocketing the difference? Who's causing Americans to lose jobs? If they can make some in the U.S., why can't they make all of them here?" Talarico asked.

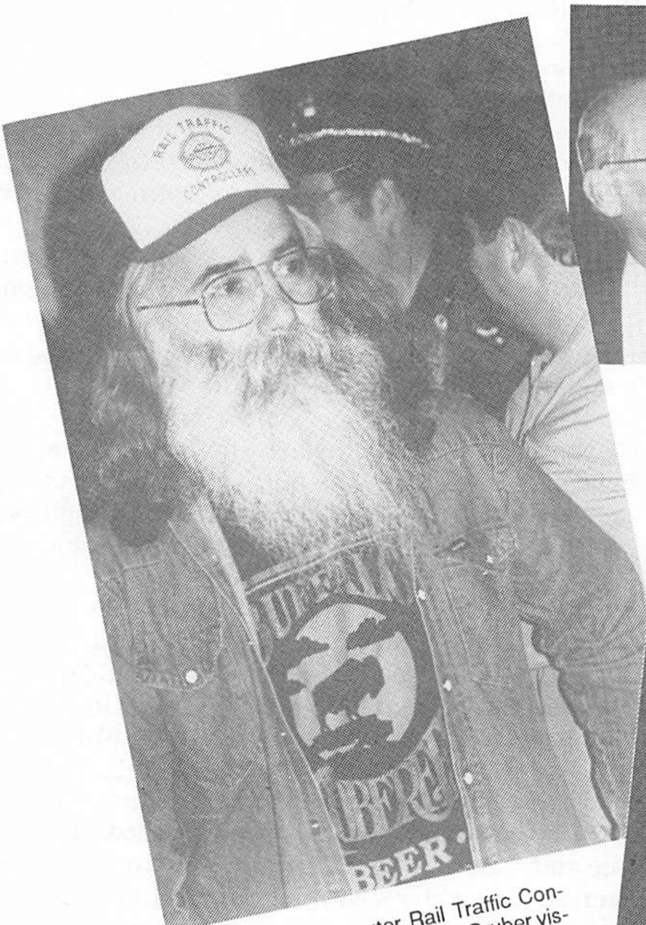
Managers protested via the public address system that the company doesn't claim not to sell any imports. "We buy American whenever we can," the announcer claimed.

The contest was aimed at helping consumers see the extent of imported merchandise in Wal-Mart stores, and to get them used to examining products' labels for the country of origin, Talarico told reporters.

The winning consumers found and listed 40 different countries in one hour.

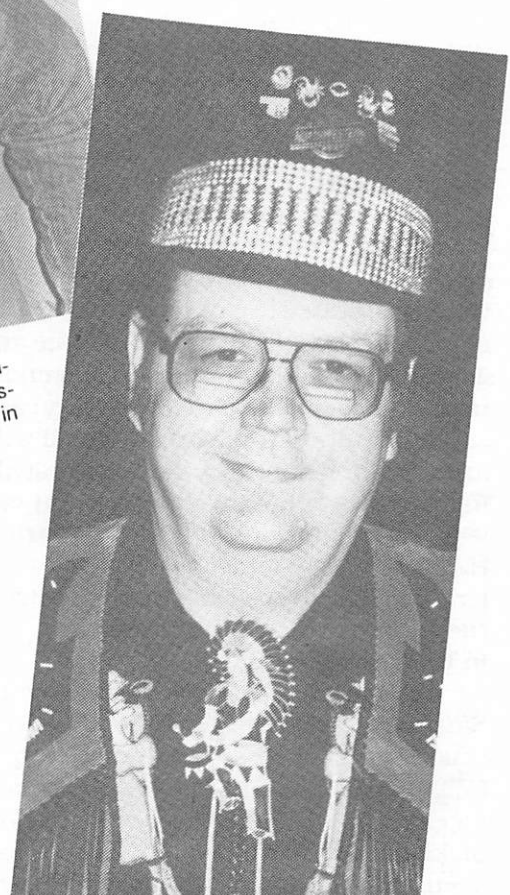
Local No. 1 plans to run the contest in other stores in upstate New York.

General Assembly Photos



Metro-North Commuter Rail Traffic Controllers System Treasurer Alan Gruber visits with other delegates during a break in the General Assembly proceedings.

Retiring ATDD President Robert J. Irvin (left), visits with Past President Barney C. Hilbert.



A colorful Dennis L. Stowe, General Chairman Chicago & North Western, is also in attendance.

Strike Continues

Newspaper Workers and Union Busting Cops Clash

2600 union members from six different unions are now well into their fifth month of a bitter strike against Detroit News Agency, publisher of the Detroit News and Detroit Free Press. These union workers are facing the strongest, most violent employer opposition since the strikes of the 1930s!

Gannett & Knight-Ridder, Inc., owners of the Detroit newspapers (which posted a combined profit of $640 million in 1994), have pulled out all the unionbusting stops--hiring 1100 scab "replacement workers," using helicopters to transport scab-printed copies of both papers over picket lines, hiring jack-booted, uniformed thug "security guards" to harass and intimidate the pickets...even paying off the Sterling Heights, MI police with $400,000+ to "help" cover the cost of overtime for those police officers "protecting" the companies' main printing plant!

Robert Giles, editor and publisher of the News, stated to a reporter that "We're going to hire a whole new work force and go without unions, or they can surrender unconditionally and salvage what they can."

Giles' ultimatum corresponded with an escalating militancy among the striking workers, who have had several violent confrontations with the Sterling Heights police force as the News attempted to deliver scab newspapers from their Clayton distributing center located in this Detroit suburb.

One of these clashes took place on Saturday evening, September 2, when unionist and their supporters were participating in an AFLCIO sponsored rally received the news that several hundred pickets blocking the plant entrance had been pepper gassed by police.

The crowd joined the picket line, while police called in reinforcements from 22 other cities. A 16-hour standoff followed, in which strikers rebuffed two company attempts to run trucks through their picket lines.

On Labor Day, a smaller crowd fought back another attack by police and hired Vance Security guards.

At 4:00 AM September 9, the company moved a convey of truckssome at high speeds-directly toward the picket line. Strikers had to dive for safety and as a result five were injured.

The police looked on in riot gear, bracing themselves for whatever aftermath from the outraged crowd, but did not pursue the trucks. Refraining from violence, the shaken picketers chanted "Bought and Paid For!"

As a result of police action during this confrontation, several top Detroit public officials plan to investigate the actions of local police during the strike. City Council President Maryann Mahaffey, who witnessed a night of violence against strikers firsthand, said she wanted to know why police allowed Vance guards to charge into a crowd of 200 picketers without provocation. Executive Deputy Police Chief Benny Napoleon said a videotape of the incident shows the guards shoving picketers with plastic shields and striking them with batons.

Mahaffey got a personal taste of the violence when her husband was shoved, but not injured, in the incident. Police arrested 10 strikers, but no scabs, she complained.

The vicious attacks on strikers have been shown dramatically with the erection of a billboard that includes a photograph of a Sterling Heights police officer kicking striking pressman Frank Brabanec, who is down on the ground in the clutches of another police officer. The billboard reads: "You have no rights in Sterling Heights."

Will The Real Labor Day Please Stand Up?

(Even though we recently celebrated Labor Day in the United States, it's worth asking the question, When is the "real" Labor Day? This brief, but interesting account of "The Real Labor Day" appeared on the labor history list on the Internet and was printed in "Utility Workers' LIGHT" which is were I found it. RMS)

To many, the real Labor Day is May 1st, International Workers' Day, commemorating the historic struggle of working people throughout the world, recognized in every country except the United States, Canada and South Africa. This despite the fact that the holiday began in the 1880s in the United States, with the fight for an eight-hour work day.

In 1884, the Federation of Organized Trades and Labor Unions passed a resolution stating that eight hours would constitute a legal day's work from and after May 1, 1886.

The resolution called for a general strike to achieve the goal, since legislative methods have already failed. With workers being forced to work 10, 12 and even 14 hours a day, rank-and-file support for the eight-hour movement grew rapidly.

By April 1886, 250,000 workers were involved in the May Day movement. The heart of the movement was in Chicago, organized primarily by the anarchist International Working People's Association. Most businesses as well as the government were terrified by the increasingly revolutionary character of the movement and prepared accordingly.

The police and militia were increased in size and received new and powerful weapons financed by local business leaders. Chicago's commercial Club purchased a $2,000 machine gun for the Illinois National Guard to be used against strikers. Nevertheless, by May 1st, the movement had already won gains for many Chicago clothingcutters, shoemakers and packing-house workers.

But on May 3, 1896, police fired into a crowd of strikers at the McCormick Reaper Works Factory, killing four and wounding many. Anarchists called for a mass meeting the next day in Haymarket Square to protest the brutality. The meeting proceeded without incident, and by the time the last speaker was on the platform, the rainy gathering was already breaking up, with only a few hundred people remaining.

It was then that 180 cops marched into the square and ordered the meeting to disperse. As speakers climbed down from the platform, a bomb was thrown at the police, killing one and injuring 70. Police responded by firing into the crowd, killing some workers and injuring many others. Although it was never determined who threw the bomb, the incident was used as an excuse to attack the entire "left" and labor movement. Police ransacked the homes and offices of suspected radicals, and hundreds were arrested without charge.

Anarchists in particular were harassed, and eight of Chicago's most active were charged with conspiracy to murder in connection with the Haymarket bombing. A kangaroo court found all eight guilty, despite a lack of evidence connecting any of them to the bomb-thrower (only one was even present at the meeting, and he was on the speakers' platform), and they were sentenced to die. Albert Parsons, August Spies, Adolf Fischer and George Engel were hanged on November 11, 1887. Louis Lingg committed suicide in prison. The remaining three were finally pardoned in 1893.

It is not surprising that the state, business leaders and the media would want to hide the true history of May Day, portraying it as a holiday celebrated only in Moscow's Red Square. In its attempt to erase the history and significance of May Day, the United States government declared May 1st to be "Law Day", and gave us instead Labor Day-a holiday devoid of any historical significance other than its importance as a day to swill beer and sit in traffic jams.

Nevertheless, rather than suppressing labor and radical movements, the events of 1886 and the execution of the Chicago anarchists actually mobilized many generations of radicals. Emma Goldman, a young immigrant at the time, later pointed to the Haymarket affair as her political birth.

Lucy Parsons, widow of Albert Parsons, called upon the poor to direct their anger toward those responsible--the rich. Instead of disappearing, the anarchist movement only grew in the wake of Haymarket, spawning other radical movements and organizations, including the Industrial Workers of the World (IWW)

New Agreement In Place On DM&IR

An agreement reached on September 20 between members of the ATDD and the Duluth, Missabe and Iron Range (DM&IR) Railway Company allows for five wage increases of 3% annually on January 1 of each year from 1995 to 1999.

The agreement was reached after three face-to-face negotiating sessions.

The first wage increase became effective on October 1 and the new agreement provides that the rest of the wage increase that is retroactively due from January 1 of this year is to be made payable to the membership "within 60 days after applying this increase."

Additionally, "each employee subject to this Agreement who rendered sufficient compensated service during calendar year of 1994 to qualify for a vacation in 1995, will be paid a signing bonus of $750, within 60 days of the effective date of this Agreement." Also, a 401(K) plan will be implemented, as well, if one is secured on the national level and the agreement states further, "the parties hereto agree to adopt the same dollar amount of company matching contributions, and any other conditions relating thereto."

The new contract has what is referred to as "a me too" clause which will provide the ATDD members on this property additional increases in wages, bonuses and benefits if the ATDD secures improvements, over and above the DM&IR agreement, in these areas on the national level. The new pact's intent is to allow the employees to enjoy a wage increase now while waiting to see how negotiations on the national level progress.

According to DM&IR General Chairman, Steve Novak, "this agreement was very acceptable to the membership, since it will provide a wage increase right away and perhaps more down the road if a better agreement is reached at the national level. All other aspects of the previous agreements remain unchanged as well. These unchanged items include vacation, health insurance and workrules. The carrier originally sought some concessions on work rules, such as the allowance of blanking and combining of jobs and moving members off assignment without penalty, but by the end of the negotiating sessions, they (the carrier) pretty much had abandoned these objectives. The one concessionary item that the carrier remained steadfast on obtaining was the insistence that all employees participate in *Direct Deposit* of paychecks. We were able to hold off the mandatory requirement of direct depositing of paychecks until January 1, 1998."

Novak was aided in the negotiations by ATDD Vice President, Dean Bennett and DM&IR Vice General Chairman, Jeffrey H. Oberbillig. "Vice President Bennett helped us immensely, as he guided us through the negotiating sessions." Novak added that, "The carrier appeared to be more interested in gaining an agreement with us than they had in the past. This allowed us to have much more productive contract talks, which resulted in a good exchange of ideas and an open dialogue between us and the carrier. We offered some creative ideas to move the process along, but eventually, they (the carrier) appeared to be interested in settling on a more traditional type of contract, which was fine with us."

General Chairman Novak said, "the members were kept informed every step of the way throughout the negotiations and we asked for their input as well. This resulted in a quick and overwhelming acceptance of the agreement when it was presented to the members for ratification."

Negotiations Continue, Progress Is Slow

The ATDD met with representatives of the National Carriers' Conference Committee (NCCC) on October 2, in Washington, D. C., and again on October 13 in Cleveland, in which discussions were had with respect to notices served by ATDD and by participating carriers in November, 1994.

Much of the meeting time was spent asking questions about the parties' intent in its proposals, and identifying those issues which the carrier characterize as "common issues".

So-called "non-common" issues (local proposals) served on Conrail and the Nickel Plate portion of Norfolk Southern were discusses more fully at the October 13 meeting, attended by Conrail General Chairman Leo McCann and Nickel Plate General Chairman Jim Coleman.

The carrier representatives also delivered what they described as a more detailed proposal with regard to Health and Welfare insurance. While it lists some relatively insignificant improvements on its opening pages, the balance of the proposal is devoted to further inroads on the insurance plan's convenience and advocacy of more cost-sharing features.

At both meetings, ATDD was represented by President Irvin, Secretary-Treasurer Rafferty, Vice Presidents Clifford and Mullinax, and International Representative Parmelee. As noted above, General Chairman McCann and Coleman attended the October 13 meeting. The next meeting is scheduled for December 7 and 8, in Fort Worth, Texas.

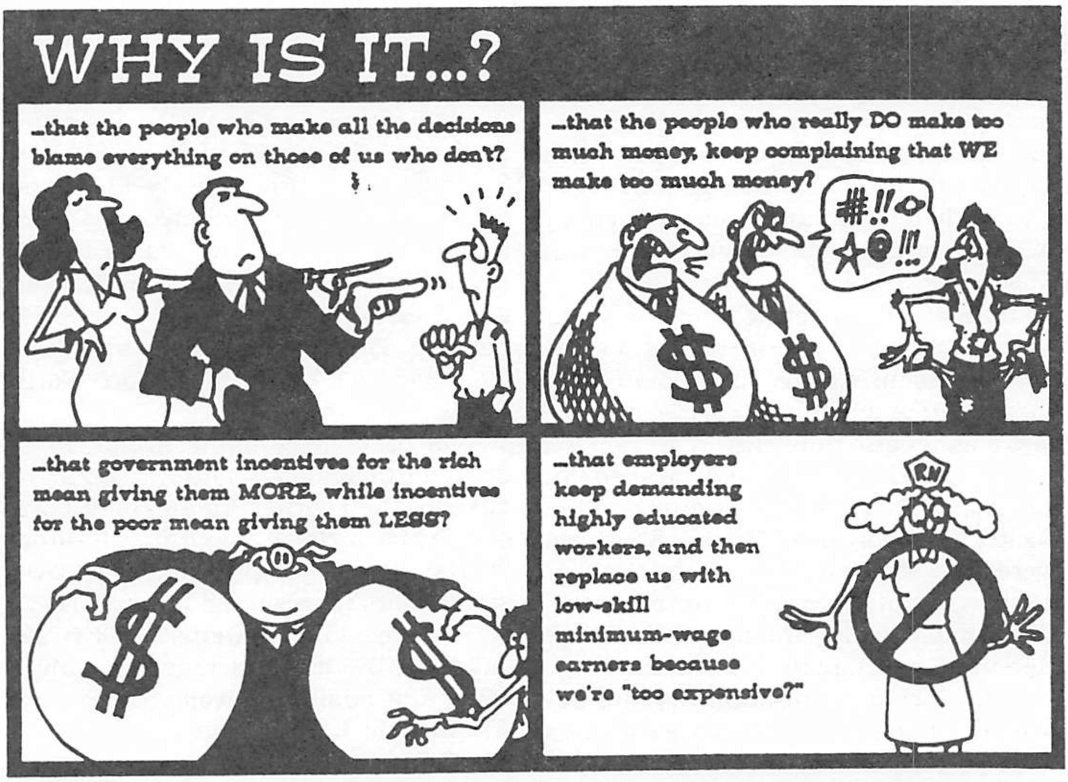
On other negotiating fronts, Presidential Emergency Board (PEB) 227 reaffirmed their earlier findings of PEB 226 on the Metro-North Commuter Railroad for the 90 train dispatchers and power supervisors represented by the ATDD.

The recommendations of PEB 227 call for a 3% wage increase on July 1, 1995 and additional wage increases of 3% on July 1, 1996 and 4% on July 1, 1997. Also, the Board, whose members include George S. Roukis, Barbara Zausner Tener and Chairman Robert M. O'Brien recommended (just as PEB 226 did) that ATDD represented employees be afforded two 15 minute breaks periods on the day and afternoon shifts. Additionally, the Board reiterated the earlier findings of PEB 226 when it recommended that "Road Days" (familiarization trips) be made available to Metro-North's Train Dispatchers and Power Supervisors.

ATDD members are being represented in these negotiations by Vice President William A. Clifford, General Chairmen J. J. Fahey and G. R. Politi, and attorneys John and Mark Collins.

Mediation sessions are slated for November 8 and 9 on the Ft. Smith Railroad. The session will take place in Peoria, Illinois and heading up the negotiations for the ATDD are Vice President Dean Bennett and Kiamichi RR General Chairman, Keith Luna. This will be the third mediated session the ATDD has had with the Ft. Smith RR. The ATDD is attempting to obtain an initial agreement for the 5 newly represented employees on this property.

A mediation session is also slated for November 13 and 14 on the SOO Line as a result of Section 6 notices served last fall. This, the first such mediated session with the SOO Line, will be held in Milwaukee, Wisconsin. Vice President, Bennett and SOO Line General Chairman, Jeffrey Varney are handling the negotiations for the ATDD.



New Members

January, 1995

Burlington Northern (BN)
John Crews
Thomas D. Valdez
Raymond H. Kalm, Jr.
Anne M Wilkinson
Kent A. Coffey
Douglas P. Riedinger

Kit C. Vandaveer

Chicago & Northwestern (CNW)
Loretta Brown

CSX Transportation
Isaac Stevison III

Conrail (CR)
Mary B. Quaquarucci

Duluth Missabe & Iron Range (DM&I)
Craig A. McNeil

Grand Trunk Western (GTW)
Timothy D. Evans

Kiamichi
Melinda J. Wyatt

Metro-North Commuter (train dispatchers)
Louis M. Cosentino

Southern Pacific (SP)
Robert F. Schramm
Theodore P. Lontkowski
John R. Galbraith
Kathleen Barrymore
Luis A. Sosa
John L. Thiessen

February, 1995

Burlington Northern (BN)
Thomas A. Kirchoff
Bradley J. Anderson
Byron T. Scally
Scott S. Unick

Chicago & North Western (CNW)
Neal A. Kegebein

Indiana Harbor Belt (IHB)
Michael F. Dunne

Metro-North Commuter (train dispatchers)
Randy T. Murray

Kiamichi
Otis D. Knight

SOO Line
Paul B. Dennis

Southern Pacific (SP)
Wayne Halliburton
Diane Levy

March, 1995

Amtrak
Bryan D. Paradise
Stephen W. Sergas

Burlington Northern (BN)
Daniel L. Jordan
Jennifer R. Thomas
Greg S. Henninger
Marion B. Bishop
Steven L. Yost
June D. Fife

Chicago & North Western (CNW)
Robert T. Edwards

Conrail (CR)
Timm M. Shafer
Rita Jo Lepley
David J. Kiner

SOO Line
Jeanne L. Osteen

Southern
Stephen Cournoyer
Albert D. Thomas

Southern Pacific
Thomas S. Hunter
William R. Muth
Carl L. Frost

April, 1995

(SP)

Burlington Northern (BN)
Thomas A. Useldinger
Gordon W. Mitchell
Lance Wolf

Conrail (CR)
Robert T. Sheldon

CSX Transportation
William A. Cogburn
Richard F. Campbell

Detroit Transportation Corp.

Otis Williams

Metro-North Commuter
Michael R. Clay

SOO Line
Marsha J. Waltman

Southern (NS)
Cynthia A. Glenn
Pam M. Mullis

Southern Pacific (SP)
Thea E. Hollingsworth
Charles G. Contos
Richard L. Koons
Scott Oakman
James Tidemann

May, 1995

Amtrak
Steven Young

Burlington Northern (BN)
James Wilkenson
Russell V. Lindley
Steven Indihar

Blair Kooistra
Craig S. Findley
David L. Coker
Daniel VanGosen

Chicago & Northwestern (CNW)
Kenneth R. Macko
Bryan W. Their
Angela L. Loy
Kathryn H. Deupree
Otho E. Lyles
Jeffrey S. McGuire

Conrail (CR)
Joseph C. Ether
Richard A. Gunther
James P. Delbridge
James P. Kelly
Richard J. Barbush
James W. Duncheskie

Northeast Illinois Regional Commuter
Don R. Nelson

SOO Line
Tina M. Hanson

Anna M. Rivera

Southern Pacific (SP)
John C. Ewing Jr.
Paul M. Tringali
Seth E. Cox
Dale L. Allman
Gregory C. Wicks
James Adams
Fred A. Bayliss

June, 1995

Amtrak
Robert P. Steffney
Andis I. Cernoks
David R. Ruther
Rickey K. Nance
Joelyn Swan
Peiter H. Hjertstedt
Lenny L. Allen

Chicago & Northwestern (CNW)
Steven L. Erickson
Wayne E. Mast

Conrail (CR)
Ronald G. Peterson
Paul M. Hicks

Duluth Missabe & Iron Range (DM&IR)
Richard J. Nelson

Southern Pacific (SP)
Charles P. Osborne
Claire L. Williamson Jr.

July, 1995

Burlington Northern (BN)
Mark C. Newman
Michael Bussinger
Robert W. Ziegler
Joel D. Aldridge
Charlie L. Cassey
Carl R. Johnson

Chicago & Northwestern (CNW)
Torina M. Keller
Sharon A. Bindrich
Michael J. Frederick

Conrail (CR)

Allen George
James R. Gockerman

Wabash (NS)
Rick L. Kaubie

Southern (NS)
Marshall S. Barnett
William L. Price

Southern Pacific (SP)
Jack G. Jordan
Gus V. Moncivais
William S. Gosse
Thomas J. Orr
Robert J. Clark
Carl L. Frost
Louis R. Madrigal
Andre H. Luttrell
Margret S. LeMay
Perry R. Segura

August, 1995

Amtrak
David M. Kijula
Joseph D. Egan
James W. Marcino
Joseph T. Carmack

Belt Railway of Chicago
Gregory A. Drozd

Burlington Northern (BN)
Theresa A. Nottingham
Jan E. Ruby Jr.
John P. Horan
Elizabeth A. Lane

Conrail (CR)
Terry E. Carlington
James R. Dye

CSX Transportation
Lisa L. Hawkins

Duluth Missabe & Iron Range (DM&IR)
John J. Leopard

Kiamichi
Bill J. Ray
Glen R. Bowman

Metro-North Commuter
Velma J. Desmond

SOO Line
Jackson A. Shonnell

Southern (NS)
Bert M. Tomlin

Southern Pacific (SP)
William J. Grabusky
Deborah Bethurem
Richard Miller
Kirkley L. Thompson
Linda J. Grilho
Richards L. Hendricks
William J. Wolf

September, 1995

Amtrak
Martin Rozens
Douglas Nash

Burlington Northern (BN)
Heidi A. Peterson
Paul G. Koster
Brandon Jennings

John Pettin
Azmina B. Davis
Williams T. Staples
William B. Freeman

CSX Transportation
Bert S. Shipley
Adam J. Polak

Metro-North Commuter (Power Supervisors)
Edwin Rivas

Metro-North Commuter (Train Dispatchers)
Rocklan J. Kopylec

Northeast Illinois Regional Commuter
Mark Shapp
Daniel W. Van Ginder

Southern (NS)
Perry M. Fairchild
Joseph W. Hough

Southern Pacific (SP)

Ken R. Pokorski

October, 1995

Amtrak
Joseph V. Navarro
Edward E. Bunda

Burlington Northern (BN)
Brenda K. Bierman
Russell Strodtz
Keith K. Buckley
Michael A. Avezzano
Diane M. Christianson

Conrail (CR)
Michael F. Ransbury

CSX Transportation
Robert L. Frerman

Webster A. Wilkerson
Paul D. Arden

Kiamichi Railroad
Ronnie D. Morris

New Jersey Transit
Herbert W. Lewis
Edgardo Rivera
Raymond P. Umhoefer
Christian M. Adolf
Kenneth N. Atwell
Joyce S. Mayerick

Southern (NS)
Willie L. Mosley
Kimberly B. Graham

Southern Pacific (SP)
Richard Wood
Dana O. Gulbranson
Steve J. Dressier
Kevin S. Bayliss
Charles A. Bartling
Jeffrey D. Rogers
Thedore O. Mason
Jay A. Ruggles
Joseph P. Pendergrast
Gregory M. Wurtele
Kenneth A. Helvie

November, 1995

Burlington Northern (BN)

Joey G. Burleson

Indiana Harbor Belt (IHB)
John F. Kitchell
Michael G. Vargas

SOO Line
John S. Rackley

Southern (NS)
Tracy M. Blacil

Retirement of Members

J. F. Frana Soo Line

Retired on September 9, 1995 after 42 years of railroading including 30 years as a train dispatcher. Brother Frana was born in Ridgeway, Iowa on November 5, 1935.

He worked as a agent/ operator from December of 1953 to May of 1965 and was promoted to train dispatcher in May of 1965. He retired from the Milwaukee, Wisconsin office of the Soo line.

Brother Frana has been a continuous member of the ATDD since July 22, 1966.

Retirement plans include moving to Florida, traveling, playing bridge and fishing. His address in Pewaukee, Wisconsin is 384 Willow Grove Drive, Unit E. His address is 926 Avondale Ave., Holly Hill, Florida, 32117.

Donald E. Hunter CSX

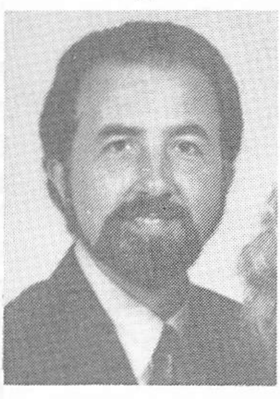
Retired on June 2, 1995 after 44 years of railroading including 43 as a operator and train dispatcher. Brother Hunter was born in Colfax, West Virginia on June 18, 1933.

He worked as a truck driver and track laborer from August, 1951 to August, 1952 and was promoted to train order operator on September 8, 1952. He has worked as a train dispatcher on the B&O in Grafton, WV and eventually retired from the Jacksonville, Florida office of the CSX as a result of the Grafton office being moved to Jacksonville.

Brother Hunter has been a continuous member of the ATDD since October 1, 1979.

Retirement plans include trapping, hunting, fishing, gardening and "loafing". His address is 1010 Morgantown Ave., Fairmont, WV, 26554

John Magnifico CSX



Retired on January 19, 1995 on disability after 27 years of railroad service including 25 as a train dispatcher. Brother Magnifico was born in Grafton, West Virginia on January 4, 1948.

He worked as telegraph operator on the B&O in Grafton from October 11, 1968 to September 26, 1970. He was promoted to train dispatcher on September 26, 1970.

Brother Magnifico worked as a dispatcher for the B&O in Grafton and eventually retired out of the Jacksonville, Florida office of the CSX after the Grafton office was moved in 1988. He has been a continuous member of the ATDD since October 24, 1978.

Retirement plans include traveling and spending more time with family and friends. His address is 3211 Nantucket CT, Middlebury, Florida.

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.

J. L. "Jim" Gill, 89 on October 8. He retired on October 5, 1969 from the Tucson, Arizona office of the Southern Pacific Railroad after 32 years of railroading, including 27 years as a dispatcher.

Bro. Gill was born on October 5, 1906 at Nacogdoches, Texas and began his railroad career in 1921 at age 15 as a night ticket clerk at Cleveland, Texas on the SP (T&NO). After graduation from high school, he attended Tyler Commercial College at Tyler, Texas. He went to work as an operator for the International Great Northern, then moved to the Gulf Coast Lines as an operator. In 1927 he quit railroading to work for the Magnolia Petroleum Co., where he continued for the next 14 years. In 1941 he hired on with the SP at Houston, Texas, as an operator and was promoted to dispatcher in 1942.

In the early 1940's Jim decided to be a boomer, and following his promotion to dispatcher on the SP in 1942, he worked successively for the Cotton Belt at Tyler, Texas and Pine Bluff, Arkansas; SP at Joplin, Mo.; KCS; SP again; D&RGW; MP; then back to the SP for good in August 1949 at Tucson. He first joined the ATDA in July 1946.

Bro. Gill is survived by his wife, Ilean; daughters, Norma and Paula; a son, Earnest; six Grandchildren, seven Great Grandchildren and four Great Great Grandchildren. Mrs. Gill resides at 8255 Sundry Lane, Apt. # 505, Houston, Texas 77095.

HELP!

We're looking for photographs to use on the cover of up-coming issues of *The Train Dispatcher.*

If you have photos of trains or train dispatcher related scenes that you would "loan" to *The Train Dispatcher*, please send the photo with a short description and your name, address (so we can return the photo) and phone number to:

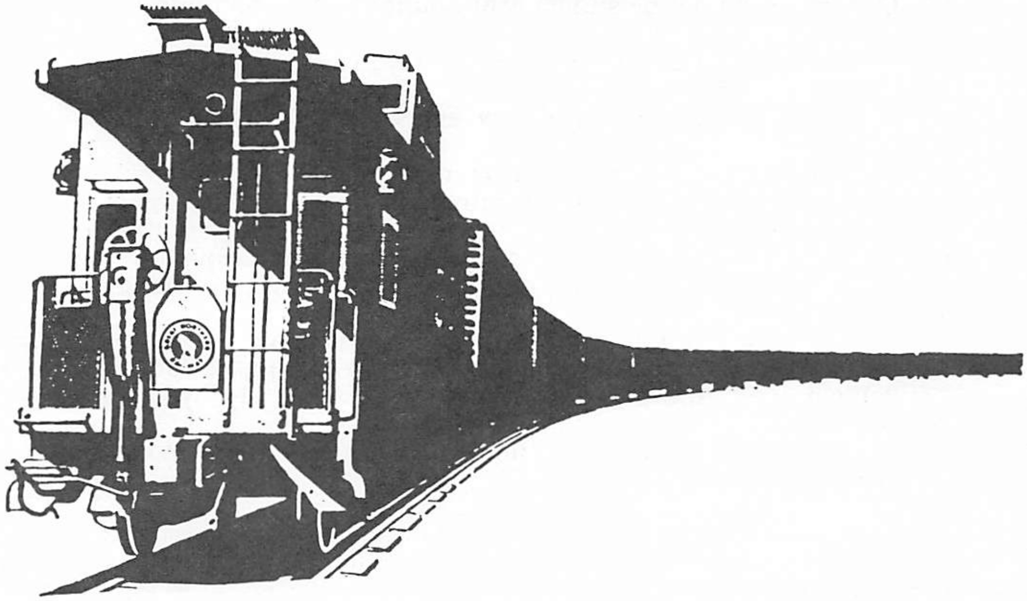
The Train Dispatcher
% Union Printing
226 E. Second St.
Ottumwa, IA 52501

Holiday Greetings!

The officers and staff of this, your organization, wish to bring to you and your families their best wishes for a Happy Holiday Season. May this season cause us all to stop and be thankful for the many blessings we have received. Through the years the American Train Dispatchers Association has worked for better conditions and better pay for you. It is with your continual support and the feeling of brotherhood and one for all and all for one that brings these conditions.

We thank you for your continued support and are looking forward to another year together.

Fraternally yours,
Officers & Staff
American Train Dispatchers Association



Short Stories

The crew leader was addressing the galley slaves. "I've got some good news and I've got some bad news. The good news is, you're going to get a five minute break right now. The bad news is, the captain wants to go water skiing in ten minutes.

A minister parked his car in a no parking zone and attached a note to the windshield that said: "I have circled this block 10 times. I have an appointment to keep. *Forgive us our trespasses*."

When he came back to his car he found this replay attached to his windshield along with a ticket: "I've circled this block for 10 years. If I don't give you a ticket, I lose my job. *Lead us not into temptation.*

A pig and a chicken were walking by a church where a gala charity event was taking place. Getting caught up in the spirit, the pig suggested to the chicken that they each make a contribution. "Great idea!" the chicken cried. "Why don't we offer them ham and eggs?"

"Not so fast," said the pig testily. "For you, that's a contribution. For me, it's total commitment."

During a transcontinental flight, a passenger looked out the window and noticed that two of the jet's engines were on fire. He began shouting that the engines were on fire and pretty soon the rest of the passengers were in the throes of panic. Whereupon the pilot appeared in the doorway to the passenger compartment with a parachute strapped to his back. "Don't worry, folks," he said cheerfully. "I'm going for help."

A boy hadn't said a word for the first thirteen years of his life. One day at dinner he suddenly announced, "This hamburger is cold."

His parents were shocked. "Why did you wait so long to talk?" they asked.

"Well," he said, "up until now, everything's been o.k."

A reporter was interviewing a remarkable man, who at sixty-five, had just run the Boston Marathon. "Oh, it's nothing really, compared to what my father just did," the runner told him. "He's ninety and he just swam the English Channel. Right now he's in Arkansas being best man at my grandfather's wedding. Grandpa is 114."

"That's absolutely amazing," the reporter said. "You're 65 and a marathon runner. Your ninety-year-old dad just swam the English Channel. And now your grandfather, who's 114, wants to get married."

"That's not quite right," the runner said. "Grandpa doesn't WANT to get married. He HAS to."

Have you ever stopped to think about how our streets aren't safe, our water isn't safe, our air isn't safe--but under our arms, we have complete protection?