



# The Highball

Official Publication of

**Railroad Workers United**

## ***Train Dispatchers on Union Pacific Get Organized***

The dispatchers at Union Pacific are the only dispatchers on a Class I railroad that are currently non-agreement. However that is on track to change in 2013. Dispatchers at the Harriman Dispatch Center in Omaha, NE are currently organizing to affiliate with the American Train Dispatchers Association (ATDA) and are in the process of collecting authorization "A" cards for a union vote. Why would the dispatchers at Union Pacific want to be union? According to UP dispatchers, for a number of reasons including scheduling, disciplinary actions, pay and benefits, and overall respect.

### **SCHEDULING**

Extra-board dispatchers at UP are given two rest days per month; whereas union dispatchers are given eight rest days per month. The other six days per month we are on call. If we are called in we are not paid overtime since we are salaried employees; union dispatchers are paid overtime for anything over 40 hours per week. With only two rest days per month it is very difficult for dispatchers to make any kinds of plans with family and friends, or to schedule medical and dental appointments.

It is practically impossible to schedule a day off in advance. For example, a dispatcher requested a day off for December 2012 in December 2011. The schedulers didn't let him know that he couldn't have that day off until a couple weeks before that day requested. It took scheduling 11 months to tell this dispatcher that he couldn't have that day off! This is a normal occurrence at the Harriman Dispatch Center. And this happens to all dispatchers; not just those on the extra-board.

### **PETTY DISCIPLINARY ACTIONS**

One of the biggest points of agitation for dispatchers are petty "ACT 2" violations. For example, two dispatchers were given ACT 2 violations for not verbally acknowledging that one dispatcher was signed out for hours of service and the other was signed in. Both were looking right at the computer and both could obviously see that they both had signed in/out. The Corridor Manager hit them both with "ACT 2" disciplines.

*Continued on Page 5*

### **In this Issue of The Highball:**

**RWU Unveils New Website .... Page 2**

**New Delegate Flyer Published .... Page 2**

**RWU Chapters Get Organized .... Page 3**

**Single Employee Crew Update .... Page 3**

**RR Worker vs. RR Corporation .... Page 4**

**Walmart Workers Fight Back .... Page 5**

**Three Decades of Concessions .... Page 6**

**Support the UP Dispatchers! .... Page 7**

**Join Railroad Workers United .... Page 8**



*Train dispatchers on Class I railroads in both the U.S. and Canada are union members, except on Union Pacific. After two previous organizing attempts in the last decade, these fellow workers may soon be unionized. See Page 7 in this issue for a run down of why these fellow workers deserve union membership and the support of all of rail labor.*

# Railroad Workers United Educational Efforts

## ***New RWU Website Up and Running***

RWU's early Christmas present to our members, supporters and all of rail labor this year was the unveiling of our new updated and user friendly website the week before the holidays. We continue to add the final touches. Please check us out at [www.railroadworkersunited.org](http://www.railroadworkersunited.org).

You will find the new site easier to navigate and utilize. It is more visually pleasing with the addition of photographs and graphics. Just as importantly for us, it is easier for our members to learn to update and organize material. This reduces the time we must invest in keeping the site up-to-date, and gives members the confidence and ability to take part in the site upkeep.

It is now easier than ever to join and maintain your mem-

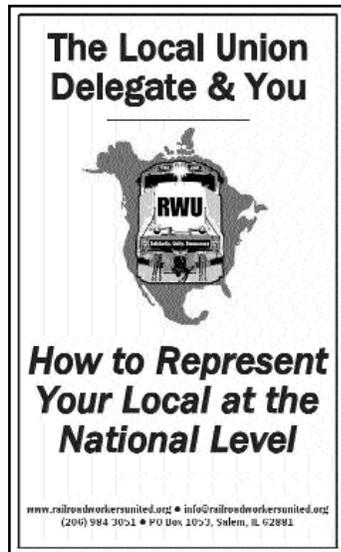
bership in RWU or to purchase items from our new Store, all through the new "We Pay" system. All back issues of The Highball are neatly cataloged, as are all RWU Resolutions adopted by the Steering Committee since 2008. All campaign materials are available for download, and there is a wealth of information on railroad and labor issues, safety, worker fatalities, and rail labor history.

RWU is extremely proud of our new site, and feel that it is one of the most comprehensive and informative websites available to the working railroader. Please take the time to look it over and let us know what you think. All feedback is appreciated, especially your ideas for additional information that we can make available. Please email your ideas to: [webmaster@railroadworkersunited.org](mailto:webmaster@railroadworkersunited.org).

## ***Steering Committee Adopts New Local Union Delegate Flyer***

At our January Steering Committee meeting, RWU adopted a new flyer as official literature of the organization. "*The Local Union Delegate & You: How to Represent Your Local at the National Level*" is a bi-fold flyer that explains the sometimes obscure local union position known as the "Delegate". The flyer is designed to encourage members to run for the position, and then once elected, to function effectively to bring progress and change to our unions. The flyer tackles the question of who can best represent the local at the Convention. The flyer suggests that delegates take progressive positions on universal issues including: support for "one-man-one-vote" initiatives; support for limits on officers' salaries, the universal solidarity of rail labor, and coordinated bargaining; and opposition to "behavior based safety" programs and any attempt to prematurely

adjourn the Convention before the work before the delegates is completed. In addition, the flyer advises the new delegate on obstacles to watch out for, such as strong-arming and intimidation, parliamentary maneuvering and distractions that may keep the delegate from doing his/her job on the Convention floor. For your copy, see the website or contact RWU at: 206-984-3051.



## **Railroad Workers United**

*Railroad Workers United was organized in April 2008 at a Founding Convention in Dearborn, MI. RWU grew out of decades of struggle within the craft unions for unity, solidarity, and democracy. We are carrying on a tradition of rank-and-file activity which dates back to the 1890s and the time of Eugene V. Debs.*

*RWU is a cross-craft inter-union caucus of rail labor activists across North America. All rail workers of all crafts from all carriers who support our Statement of Principles are welcome to join in our efforts. Please write, call or email the address below.*

### **Statement of Principles**

- *Unity of All Rail Crafts*
- *An End to Inter-Union Conflict*
- *Rank-and-File Democracy*
- *Membership Participation & Action*
- *Solidarity Among All Railroaders*
- *No to Concessionary Bargaining*

Railroad Workers United    P.O. Box 1053    Salem, IL. 62881

### **International Steering Committee**

Mark Burrows	UTU #1433	CP	Chicago, IL
Jon Flanders	IAM #1145	CSX	Selkirk, NY
Robert Hill	BLET #75	BNSF	Vancouver, WA
Robert Hull	UTU #199	BNSF	Creston, IA
Ron Kaminkow	BLET #51	Amtrak	Reno, NV
Shaun Kelley	BLET # 642	BNSF	Creston, IA
Ed Michael	UTU #979	BLET #724	UP    Salem, IL
Hugh Sawyer	BLET #316	NS	Atlanta, GA
James Wallace	UTU #305	BNSF	Lincoln, NE
Chet Whyers	UTU #979	UP	Salem, IL
John Wright	BLET #78	CSX	Louisville, KY

[www.railroadworkersunited.org](http://www.railroadworkersunited.org)

206-984-3051

[info@railroadworkersunited.org](mailto:info@railroadworkersunited.org)

## Railroad Workers United Organizing Efforts

### ***RWU Organizes Chapters Around North America***

At the Founding Convention in 2008, Railroad Workers united adopted a Resolution that commits the organization to building "Chapters" at strategic locations around North America. Resolution #1-- *Building RWU Chapters* states that "the greatest potential for RWU lies in local areas where a diversity of railroaders live and work" and among other things, encourages RWU members to engage in building such Chapters.

Fledgling groups of RWU members at a number of terminals and locations have emerged and have begun to function informally over the past few years. Loose collections of RWU members in Chicago, the Bay Area, the Pacific Northwest, Selkirk, NY, Salem, IL and Creston, Iowa have emerged. In response, RWU has promulgated some basic guidelines for chapters and their activities. And at the January 2013 Steering Committee meeting, RWU officially chartered "Chapter #1", to be based in Louisville. The "Kentucky Chapter" had met the requirements after submitting a formal request for a Charter to the Steering Committee in December.

Other groups of RWU members in locations around North America are urged to submit requests for a Charter and get your Chapter up and running. The organization is committed to lend financial and technical assistance to any and all groups of RWU members who want to get organized. RWU will provide you a copy of the Bylaws --

Article XIV "Chapters & Their Responsibilities" that speaks directly to Chapter organization. We will also provide you with a copy of the recently approved "Chapter Guidelines." If feasible, an RWU organizer from a nearby location may travel to assist in your initial meeting(s). And RWU has funds and ideas available to help get you started.

Local and regional Chapters have the ability to organize around issues "on the ground", issues that matter to rank and file railroaders. And while RWU is not in the business of "filing claims" (that is the domain of your craft union), we are all about member-to-member contact, mutual support, and assisting members to fight back with creative tactics. Many issues facing railroad workers today transcend craft, union, carrier and geographical boundaries. Our traditional craft unions are not set up to effectively deal with many of these day-to-day struggles that affect the workforce. The RWU Chapter can prove to be a great asset to the workers of a specific region.

RWU Chapters are all inclusive; that is, they are open to any and all non-management railroaders in a specified geographic area who are willing to join RWU, abide by our Bylaws and agree with the Statement of Principles without regard to craft, group, union affiliation, carrier or other categories that have divided and separated us for all too long.

**For more information, contact RWU Organizer J.P. Wright at 502-553-0495 or [jp333@insightbb.com](mailto:jp333@insightbb.com).**

### ***RWU Campaign Update: "No Single Employee Train Crews"***

On Labor Day, 2011 RWU announced a new Campaign dedicated to preserving the standard two-person train and engine crew in North America. We published a special supplement to *The Highball* in the Fall and have ordered thousands of bumper and lapel stickers proclaiming "No Single Employee Crews!" We have also produced a bi-fold flyer that is being distributed widely as well.

In October, the campaign received a shot in the arm when the FRA came out with a study of the conductor and the role played in conjunction with the engineer to move freight and passengers safely and efficiently. When the carriers make their attack on the road conductor, this could be a useful piece of evidence at our disposal in the war of words that is sure to come.

It is impossible to say how long we can hold off the carriers' wishes to run trains with a single employee. But we are sure of this: If we do nothing, if we bury our heads in the sand and wait for the axe to fall, then it will most assuredly do that, sooner as opposed to later. Railroad workers have traditionally waited for the worst, and then when it is too late, we scream that it ain't fair. Well, this

campaign isn't like that. We propose to win the war before the carriers can even run a single train with one employee in the cab. It's called *offense*. And you, Mr. Railroader are invited to be a team member. Won't you help us spread the word, inform your brothers and sisters and the public in general, and stop this scourge upon our jobs, our livelihoods, and our communities before it is too late? For flyers, stickers, buttons, and copies of *The Highball* supplement, see the RWU website.

www.no1persontraincrews.com

# No Single Employee Train Crews

**Protect Your Family    Protect Your Community**

**Order your bumper stickers today! Just \$3.00 for 5 (RWU members only \$2.00 for 5). Go to the RWU website and click on the "RWU Store" to order yours today! We also have lapel stickers, flyers and buttons.**

## The Railroad Worker vs. The Railroad Corporation

*John Wright, RWU Organizer*

We might think of ourselves as Railroaders, but don't forget, most of us rails work for multinational billion-dollar "fortune 500" corporations. And remember, the very nature of corporate thought does not take into account human factors. When it comes to communication and management, numbers are very important to the corporation. Numbers can be crunched and manipulated. Dealing with issues on a human level however, is not exactly management's forte.

Corporations suggest that because they are made up of shareholders, that they are indeed not a simply a corporation, but a group of like-minded folks. They want the right to lobby and spend money to influence government just like an individual citizen is able to. And they won this "right" to "corporate "personhood" with the landmark case Citizens United vs. FCC. This Supreme Court decision paved the way for corporate sponsored superpacs and unlimited corporate spending to lobby congress.



Recently, CSX took a survey on the company's internal intranet web service. Based on the survey results, CSX expanded our face-to-face rules classes by one day, as they had come to the conclusion that they needed to communicate more with us. They also determined that we needed to be cut in to the business model and this extra day of numbers and graphs would "help" us to "understand" customer service. To further remedy the problems that they discovered by asking us our opinions, they have spent thousands of dollars on "CSX TV". Large digital screens were mounted at the entrance to terminals. Is this really what we told them we needed? I am sure we didn't tell them that that harassment is out of control. I am sure we didn't tell them to stop whittling away every pay claim we have in our so-called agreements. I am sure we asked them to spend thousands on silly division newsletters, the

ones where the person who interviews you makes up little comments that you didn't say. I am sure we told them in the invite-only focus groups to spend thousands on all of this? Is this where our bonus money went?

Railroaders already care about service, that's why we ask questions like: Where are my orders? Is our train ready? Why can't the bowl job throw out this shop car? Why is that signal yellow? And in the hopes of using another human trait -- common sense -- we ask many other questions that involve common decency. Common sense tells you that if a person is trying to make ends meet, take care of a family, that you don't harass, threaten and charge them for every miniscule "violation". Common sense would tell you that you can't look through someone else's eyes. The new CSX TV doesn't hear about the person who was harassed, fired or charged. The computerized communication doesn't hear about their children and lost wages. The corporate model does not have a conscience.

Hours of Service, Tour of Duty, Class of Service, On-Duty Time...you get the drift. Notice the terms "service" and "duty". These words pop up in everything from agreements to pamphlets about fatigue management. Who are we servicing and to whom is our duty? If we were military instead of railroad, our service and duty would be to uphold the constitution and serve the people. So my argument is this: If a corporation is a person, are we servicing that person with a duty to protect? Or are we servicing our communities and country with our work? As railroaders we should ask: Is it the duty of the corporation to make sure the shareholders have their dividend check? Likewise, should it be their duty to have the decency to pay claims, abide by contracts and pay bonuses? Especially since corporations have convinced the Supreme Court that they are indeed people.

Most workers know the sad truth: that the shareholders come first. We and our agreements are the last thing of concern to the rail corporation. If corporations were in fact people as the Supreme Court holds, then they would have compassion, grace and the ability to listen. They would care to hold their word. They would not harass their employees, the folks who dutifully perform service. Corporations do not possess human traits. Their service and duty is to provide maximum profits to the shareholders, period! And if that means cutting healthcare, breaking contracts, denying claims, harassing and disciplining the workforce, stealing bonuses and all the rest, then that is what they will do. That is the nature of the Railroad Corporation.

**J.P. Wright is a locomotive engineer with CSX out of Louisville, KY and a member of BLET #78. He currently serves as the Organizer for RWU.**

## Wal Mart Workers Organize!

*Thousands of Walmart workers and their allies took to the streets towards the end of 2012 in a powerful display of resistance to the anti-union giant. Retail sales clerks joined warehouse workers and other employees nationwide to protest low pay, poor benefits and lousy working conditions. The poor conditions of employment at Walmart -- the nation's largest employer -- and other corporate entities have exerted downward pressure on the wages, benefits and working conditions of many communities and the entire nation. In fact, the protesters were joined in solidarity by others in foreign lands such as Argentina! See [The Highball](#) next issue for more details.*



## Union Pacific Dispatchers Undertake Union Drive

*Continued from Front Page*

UP dispatchers are forced to accept these petty ACT 2s on a regular basis. A Corridor Manager even acknowledged that an ACT 2 that was meted out was in fact "pretty lame", but that "they have a quota they have to get each month for ACT 2s." It is highly unprofessional for managers to be forced to "find" rules violations where there aren't any, and giving them "quotas" to fulfill.

### PAY AND BENEFITS

UP management states that its dispatchers are the best and most professional dispatchers in the entire rail industry. However, UP dispatchers are the lowest paid of all Class 1 railroad dispatchers. In addition, the healthcare and dental plans for ATDA dispatchers employed by other carriers are far superior to the current UP plans. It appears contradictory that on the one hand the UP claims that their dispatchers are the best, and then on the other hand fails to properly compensate them.

### RESPECT

When asked, many UP dispatchers who support the union point out that the biggest thing they are looking for is respect. According to them, UP management doesn't respect the dispatcher craft, plain and simple. They want to turn the dispatcher position into an "entry level management" position, but that is not what the dispatcher does.

Dispatchers do not discipline employees, they do not have any say in the actual operations of the railroad, they don't have any say in the rules of the craft, and they don't have any employees working under them. Dispatching is a craft that takes several years to learn and fine tune. Actual man-

agement does not consult dispatchers on decisions that affect how they work; rather, they just tell the dispatcher how it is and in return the dispatcher is expected to say, "Yes, sir!" Dispatchers work the job day in and day out and do not have any say in how they do their jobs. According to one dispatcher, "To then be told we are 'management' is disrespectful and patronizing. Do you think we are that stupid?"

### CONCLUSION

Since the last organizing drive six years ago, many dispatchers at UP have come to understand that their lives as dispatchers would be better off as union dispatchers. This is the third time since 2006 that dispatchers have attempted to go union and this time, they appear determined to win. Not only would their lives be better off as union dispatchers, but only when the craft is represented, when dispatchers have a say in the operations of their craft, can the railroad be a safer environment.

Dispatchers work every day with the train crews, yardmasters, MOW, signal, and track inspectors. They take safety seriously because they get to know their fellow railroaders out in the field on a personal level. Safety to a dispatcher isn't just a word or a catchphrase that gets thrown out and subordinated to management's "bottom line". The train dispatchers -- just like any other craft or group -- need more control over how they do their jobs and the only way that's going to happen is if they are union!



## Opinion & Commentary

### ***After Three Decades of Concessions, Rails Have Had Enough!***

In the first commentary of this series (see [The Highball](#), Fall 2012), I stated the case that while we may have issues with our present working conditions and compensation, beware of what the future has in store for us, utilizing the Carriers' 2004 and 2009 Section 6 Notices as a guide. I pointed out how carrier proposals that may appear to be extreme and far-fetched in the present, ultimately end up becoming reality in the not-too-distant future. Since its inception, RWU has warned that the carriers have never been content with how much they've conquered so far. Please refer to our Campaign Against Single Employee Crews for more in-depth analysis on that particular issue.

This second commentary takes a closer, in-depth look at the concessions we've made over the last three decades, and the implications for us in the present. These concessions break down into two basic categories: 1) the steadily declining purchasing power of our wages vs. the steadily increasing cost of living; and 2) the intensification of our workloads due to the drastic reduction in crew consist. I plan here to address the issue of the crew consist, first as it relates to yard work, then the road. For the sake of this discussion, I'll deal with what once were considered to be basic norms in the industry. When I hired out in 1974, the typical yard crew consisted of the engineer, yard foreman, hind brakeman and head brakeman. A fireman, essentially an assistant engineer, was optional, depending on how many engineers were set back. For those of you welcomed into the industry with a brief training on how to operate the RCO box, this little trip down "memory lane" might be a little jarring. Just imagine how jarring it has been for those of us who have actually lived through this!

Three crew members on the ground was actually an equitable division of labor and made for quite the efficient and safe operation. One crew member made the cuts, standing or rolling, another would get the switches, while the other could fill in as needed, making joints, securing tracks, protecting shoves, posting tracks, etc. Unfortunately, the norm in our industry has degenerated to the point that more often than not, one switchperson is now performing the work of what three once did. Many of my co-workers complain of sore feet, ankles, knees, backs, shoulders, etc. This "cost" of doing business goes unmentioned in productivity or operating ratio statistics.

The phasing out of the fireman went into high gear with the 1985 National Agreement. The carriers had argued for years that as the steam locomotives went extinct, so should the fireman. They were now nothing more than "dead weight" and "featherbedders". Let's think about this one for a second. The average cockpit of a passenger plane requires a pilot and a co-pilot at minimum. If the pilot were to make some technical and/or procedural error

or were to become incapacitated, hundreds of lives could potentially be at stake. But if a locomotive engineer were to make some such error and wreck a train of hazardous material such as ammonia or liquified petroleum gas in a heavily populated metropolitan area, thousands, perhaps tens of thousands of lives may be affected. Tell the hoghead who is summoning all of his/her willpower to combat fatigue at 3:00 a.m. because s/he is working their fifth or sixth consecutive start, spinning on their legally mandated but insufficient "rest", that an assistant engineer would be nothing more than "dead weight" and a "featherbedder"!

On road crews, the conductor and hind brakeman rode the caboose. Their primary responsibilities were to visually inspect the train for potential problems that could cause or contribute to a derailment; and to protect their train from following movements. If the train had to stop due to a problem en route, if it was towards the rear of the train, they could deal with it. If the point of the problem was unknown, they could look for it from the rear while the head brakeman would walk back from the engine. With a full crew, pick-ups, set-outs, industry work, etc. were all executed efficiently and with an equitable division of labor.

With our modern-day road trains, all that labor once performed by three is done by one. Now when there is a problem en route and it is toward the rear of the train, the conductor is walking the length of the train, then back to the engine. As the carriers run ever longer trains in order to operate with fewer crews, the round trip stroll through the countryside can approach four miles and counting! And more often than not, this "hike" is on moon-rock sized ballast, on a steep sloping grade. Factor in a narrow bridge and/or wintery conditions, and a battle-tested road conductor could slam dunk most contestants on any of those endurance challenge reality TV shows. And with work rule changes, road crews are now switching out their trains upon arrival in the yard, time permitting. Since most road crews get paid per mileage, the costs for a few hours of switching is minimal, and it requires fewer yard crews.

North American railroaders have become by far the most efficient in the world. But this efficiency has come at great cost to the railroad workforce. RWU does not advocate a return to the "good old days" of railroading. However, we do advocate that those of us who move the freight and maintain the rolling stock and infrastructure - the railroad workers -- must be able to exert decisive input through our unions as it relates to our safety, dignity and quality of life on and off the job. After more than three decades of seemingly endless concessions, we say "enough!"

*Mark Burrows is a Co-Chair of Railroad Workers United, a member of UTU Local #1433 and an engineer for the CP Rail in Chicago, IL. This is the second installment in this series.*

## Opinion & Commentary

### ***UP Dispatchers Deserve a Union & the Support of All Rail Labor***

The Union Pacific train dispatchers are the only Class I Rail dispatchers that are non-union. So their current efforts to organize with the American Train Dispatchers Association (ATDA) comes as great news for all railroaders. The UP dispatchers will benefit greatly -- individually and collectively -- by coming together and being union. In addition, there are a number of reasons why other railroaders should be excited and should support this current organizing drive. UP dispatchers becoming union will benefit not just themselves, but also the dispatchers on other railroads. And in addition, it will benefit all railroad crafts on the UP and elsewhere.

UP dispatchers are the lowest paid on Class I's. In addition, the health & dental insurance packages that union dispatchers receive is far better than those of UP dispatchers. The reason that the ATDA is able to deliver better pay and benefits to their members is due to the high level of union density they currently enjoy. With the UP being the largest Class I railroad in the U.S., the ATDA and its current members most assuredly will benefit from having all dispatchers in the union. This will strengthen the negotiating power of the ATDA in all future contract negotiations. Current UP dispatchers should keep this in mind as they decide on whether or not to vote for the union. Whatever the current wages and benefits that the ATDA is able to deliver to their current members, it should be even better when *all* Class I dispatchers are union. Labor law mandates that the employer is required to negotiate in "good faith". The UP dispatchers can expect UP to put forth a proposal that is somewhat similar to the current ATDA contracts. And there is a good possibility that any future UP – ATDA contract could be even better due to the strength and added negotiating power the ATDA will have once *all* dispatchers are finally union. And the same holds true for dispatchers on other roads as well, as the poor conditions of UP dispatchers can no longer exert a "drag" on ATDA contracts.

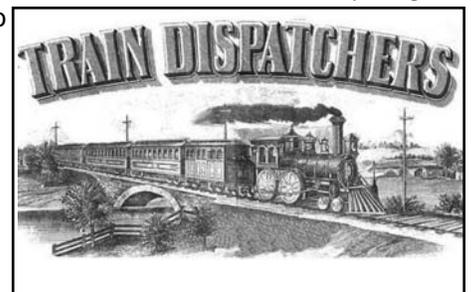
"Union density" is a measure of the membership of trade unions, calculated as the number currently enrolled as members as a proportion of all those employees potentially eligible to be members. Simply put, the higher the percentage of workers in a particular craft or industry that belong to the union, the more power those workers have in negotiating a better contract on behalf of its entire membership. If there is a union density of 100% for a particular craft or industry then the negotiating power of the union is much greater than if the union density is say 25%. Dispatchers employed by other carriers should be very interested in the outcome of this current organizing drive and should actively support and show solidarity with their fellow dispatchers at UP if for no other reason than they will directly benefit during the next rounds of contract negotiations.

So while it should be pretty easy for a non-UP dispatcher to understand why they should be interested and support the UP dispatchers, it may be a little less clear as to how having all the Class I dispatchers in the union would benefit other crafts on the railroad. Well, the railroad operates because we make it work. MofW maintains and repairs the track, signal maintainers keep the electronic equipment functioning, T&E safely operate the trains from point A to point B, and the dispatchers work with all of these fellow railroaders to coordinate the work that needs to be done for the trains to roll in a safe and efficient manner.

But UP dispatchers have no input into the dispatching process and no protections against management if and when they need to step up and question a management decision, nor do they have any protection against an unjust disciplinary action. While union T&E crews have some protection when refusing an unsafe order, a non-union dispatcher feels powerless and defenseless. Once unionized and better protected against the "dictatorship" of management, a dispatcher may then feel more empowered to stand with a train crew and likewise resist unsafe and dangerous directives.

Finally, all railroaders of every carrier should support this organizing drive for the same reason as non-UP dispatchers: union density. The stronger all of the various rail unions are individually, the stronger we are collectively. Contract negotiations are about power; the more power one side has the more beneficial the terms of the contract will be for that side. There is a lot of room for improvement for our unions because in many ways they have let us down. But there are a number of reasons why they sometimes let us down, all too commonly because we don't have the power we need to win. And while there are many things that need to change in order for our unions to have that power, a crucial one of those changes is that all eligible workers belong to their respective union, because numbers equal power, and power equals better contracts.

Ultimately, the railroad workforce as a whole would have even greater power if we were all organized into One Big Union of all railroad workers of all carriers and all crafts, but that is a discussion for another day. In the meantime, it is up to every ATDA member -- and in fact every single railroad worker who belongs to any of the myriad craft unions -- to stand up and support the Union Pacific dispatchers in their noble effort to be union!





# Railroad Workers United

## Membership Application

*Railroad Workers United needs you! If you believe that our unions should fight the carriers and not each other, then RWU is for you. If you believe that the carriers' "Behavior Based Safety" Programs do more harm to us than good, and If you want real union-based safety committees built upon cross-craft solidarity and rank-and-file control, then RWU is for you. If you want to help reform Railroad Retirement; if you wish to see an active, informed and mobilized union membership -- of all rail labor -- then RWU is for you!*

Name \_\_\_\_\_ Date \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email Address \_\_\_\_\_ Union Position (if any) \_\_\_\_\_

Union \_\_\_\_\_ Local # \_\_\_\_\_ Employer \_\_\_\_\_

Terminal \_\_\_\_\_ Craft \_\_\_\_\_ Years of Service \_\_\_\_\_

I am a (check one):  Railroad Employee  Railroad Retiree  Railroad Family Member

Please check to affirm this statement: --- I am not a manager or officer of a rail company.

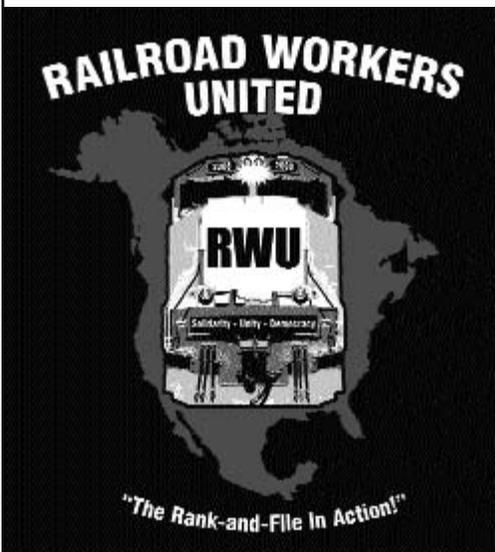
I'd like to join for (check one):  1 year \$50.00  2 Years \$90.00  3 Years \$120.00

Clip and mail together with your dues to:

**Ron Kaminkow, RWU Secretary P.O. Box 2131 Reno, NV. 89505**

OR join on-line at [www.railroadworkersunited.org](http://www.railroadworkersunited.org)

### Get Your RWU Union-Made-in-the-USA T-shirts and Hats



**T-shirts** now available in Black or Gray in S, M, L, XL, 2XL, 3XL, or 4XL. RWU logo at left is on the front of the shirt.

**Hats** are available in Black, Gray or Red, one-size fits all. RWU Logo on the front is stitched embroidery.

Both T-shirts and hats are union made in the USA, 100% cotton and include the RWU 4-color logo.

T-shirts and hats cost \$20.00 each (15.00 for RWU members)

Postage Paid By RWU if mailed to addresses in the U.S.

Make your check to RWU and mail with your order to:

**Ron Kaminkow, RWU Secretary P.O. Box 2131 Reno, NV. 89505**

**OR**

Order and pay with your paypal or credit card via our website at [www.railroadworkersunited.org](http://www.railroadworkersunited.org)