

Final Report of the
2007 IBEW RAILROAD DEPARTMENT TASK FORCE

January 4, 2008

The 2007 Railroad Department task force was established by President Hill in April of this year “to discuss what direction the IBEW should take in restructuring the Railroad Department in an effort to better serve our members when moving forward.” Appointed by President Hill to serve on the task force were the following individuals: Ted C. Jensen, International Vice President, IBEW Eighth District; Joseph F. Lohman, International Vice President, IBEW Sixth District; Bill Bohné, IBEW Railroad Department Director; Rick Gessler, IBEW Sixth District International Representative; Dominick Macchia, IBEW Third District International Representative; Dale Doyle, General Chairman, IBEW System Council 16; Mike Giansante, General Chairman, IBEW System Council 7; Jim Wisniski, General Chairman, IBEW System Council 2; Ken Anderson, Assistant Business Manager, IBEW Local Union 134, Cosmo Barron, President, IBEW Local Union 1920; Cameron Gallo, President, IBEW Local Union 1750; John Jennings, Local Chairman, IBEW Local Union 1829; Jack Keeling, Local Chairman, IBEW Local Union 807; Mike Lechuga, President, IBEW Local Union 533; and Cheryl Moseley, Local Chairwoman, IBEW Local Union 1682 .

The task force went to work in May of this year, with the following in mind:

“The purpose of the 2007 IBEW Railroad Task Force is to discover and implement more quality-based and efficient ways to better serve the members and their families in the IBEW Railroad Department whom we proudly represent. With that in mind, our intent is to establish the needed safeguards to protect the integrity and autonomy of the local unions and system councils, and to allow the representation of our members consistent with the

provisions set forth in the IBEW Constitution. It is the goal of the Railroad Task Force to provide a template for success in the representation, organizing, political action, and education of members and officers consistent with the direction of the International President for the betterment of the Brotherhood” (**Mission Statement of the 2007 IBEW Railroad Department Task Force**).

Once the task force got under way, five subcommittees were developed to look into various aspects of representation. Those five areas were Member Education, Communication, Structure, Organizing, and Finances. The task force and the subcommittees met numerous times from May through October. At the September task force meeting, the subcommittees presented their final reports for adoption. This final report incorporates the final recommendations of the subcommittees for presentation to IBEW International President Hill.

Member Education

It is recommended that standardized training programs be established for various levels of union leadership and the membership as a whole. The level and scope of training is to be determined by the capacity of the leadership position. Training in the following areas shall be established and implemented: officer, local chairman, steward/committeeman training, organizing training, local union budget training, and IBEW Code of Excellence training. This training shall be developed through the IBEW Education Department in consultation with the Railroad Department. A template for responsibility for this training is attached as “Attachment A.” Additionally, with the finances of the Local Unions in mind, the task force recommends that this training be brought to the

local unions in various ways, also outlined in “Attachment A.”

The task force recognizes the importance of training our members as to the history of the IBEW and how the IBEW works for them. As such, the task force recommends standardized new member orientation. A new member kit designed specifically for the Railroad Department shall be developed by the Railroad Department and the system councils, and will be distributed to new members by the local unions. New member orientation will be provided by local union onsite complete with new member kit. This new member kit will include all information presently in the available new member kit, with additional information specific to railroads and the IBEW Code of Excellence. Following presentation of the new member kit to new members and the IO’s receipt of dues from the new member, it is recommended that a follow up welcome letter from President Hill, including a welcoming DVD, be sent to each new member.

Communication

The task force recognizes that for any organization to be successful, efficient and regular communication is essential. With today’s technology, communication can be made quite simple. With this in mind, the task force recommends the following.

Conference Calls

Each system council will hold a conference call with all assigned locals no less than once every three months. The director of the Railroad Department will participate in each system council conference call. An agenda will be sent out to all participants of these conference calls in adequate

time prior to the call. All locals will be able to have their issues put on the agenda if received by the system council prior to the agenda being sent out. The format of the conference calls should be general information rather than claims and grievances.

Newsletter/Journal

There should be at least one article in every issue of the Electrical Worker and the IBEW Journal that is strictly devoted to railroad issues. The director of the Railroad Department will be responsible for supplying this column. The system councils and local unions will cooperate with the Railroad Department by submitting any information or suggestions of what they would like to see in these publications to the director of the Railroad Department for approval. President Hill shall have the final say in what is published.

IBEW Website

One of the most efficient ways to communicate with our members, both time wise and economically, is via the IBEW Web site. We recommend that, in addition to the space provided on the IBEW Web site for the Railroad Department, space is provided to the railroad system councils for posting information that concerns them. If a system council already has a Web site of its own, then the IBEW Web site will provide a link to the system council's Web site.

Yearly Questionnaire/Survey

The task force recommends that a yearly questionnaire/survey be distributed to all IBEW railroad members from the International Office via the IBEW Web site. Some subjects of interest on the

survey could be:

- Progress/performance of local unions
- Representation from system councils
- Communication between International office, system councils, and local unions to the members.

IBEW R.R. Merchandise

Our members are proud that they are IBEW electricians, but they need something to distinguish themselves as members of the IBEW Railroad Department. Accordingly, it is recommended that merchandise with the IBEW Railroad Department logo be made available at the IBEW webstore.

Structure

So there is uniformity in understanding how the IBEW and the Railroad Department function, we believe it is important to reaffirm the duties of the International, the system councils and the local unions as pertaining to railroad local unions. As such, we recommend that a Policy Guide be authored specifically for railroad local unions. The guide shall explain the responsibilities of each entity as it relates to railroad local unions. A recommended outline of responsibilities is attached as "Attachment B." This guide should also be posted on the IBEW Web site.

Organizing

The task force recognizes the utmost importance of organizing in assuring the future success of

the Brotherhood. We affirm and wholeheartedly support the International Coordinating Councils for Organizing. While we realize that the railroad industry is unique, we believe that growth is still possible within the Railroad Branch. Therefore, we recommend that we inspire growth within our railroad locals and system councils by encouraging them to get involved in organizing activities. The assistance of local unions and system councils is necessary to help gather information about non-union shops. Accordingly, we need the help of the local unions and system councils in the following areas:

- Identifying non-union parts and material vendors within the railroad industry.
- Identifying non-union rail maintenance and repair targets.
- Identifying non-union rail car manufacturers.
- Gathering information pertaining to these non-union entities.
- Assist in organizing campaigns.

Finances

In order to enhance the effective operation of the local unions and the system councils in the Railroad Department of the IBEW, we offer the following recommendations. We encourage all railroad local unions, regardless of size, to formulate and adopt budgets so as to provide for IBEW Constitutional compliance. By doing such, a local union can ensure that it has sufficient funds so that it may hold monthly local union meetings, pay its officers in accordance with its local union bylaws, hold elections as required, and participate in IBEW functions including, but not limited to: international conventions, IBEW district progress meetings, railroad department conferences, system council conventions, membership development conferences, and other official IBEW

meetings/conferences as the International President deems appropriate. Furthermore, each local union should review its monthly dues and budget yearly to assure that the monthly dues are sufficient to support the budget.

Finally, in order to provide for a more effective and efficient method of collecting monthly dues from members and making per capita payments to the International Office, we recommend that the current process be changed. Our recommendation is that a system be established whereby all railroads send directly to the International Office all dues collected on behalf of all IBEW railroad members.

Upon receipt of these dues from the respective carriers, the IO shall forward, within two working days of receipt from the railroads, the appropriate dues amounts to the respective system councils and local unions. These funds shall be transferred electronically. We believe that by establishing such a uniform procedure local union financial secretaries will have more time to devote to the other responsibilities of their positions.

Conclusion

We thank President Hill for this opportunity to be of service to the Brotherhood. We believe the recommendations we have put forth provide “a template for success in the representation, organizing, political action, and education of members and officers consistent with the direction of the International President for the betterment of the Brotherhood.” Adoption and implementation will lead to a strong foundation from which the Railroad Department and the system councils and

local unions which fall under its jurisdiction will continue to grow and thrive in the years to come for the betterment of those members whom we so proudly represent. We know that our ideas and recommendations will be given due consideration, and we ask that they be adopted.

2007 Railroad Task force – Attachment A

Education

<u>Type of Training</u>	<u>Trainer</u>	<u>Location(*)</u>
Officer	IR/SC	Onsite/IO
Organizing	IR	Various/JATC Memb. Dev. Conf.
Budget	IR/RR/SC	Various
Local Chairman	RR/SC	Onsite/Various/ Progress Meetings/ RR Conf.
Mentoring	IR/SC	Onsite
Steward/Committeemen	IR/Local	Onsite/Conf.
Code of Excellence (COE)	IR/Local Liaison	Onsite
One on One	IO	Progress Meetings

2007 IBEW Railroad Task force – Attachment B

Structure and Responsibilities

International - Vice Presidential Districts

- Assure constitutional compliance by local unions in the following areas:
 1. Elections
 2. Officer training, etc
 3. Membership complaints not relative to collective bargaining agreements
 4. Annual audit
 5. Local union bylaws
 6. Other assistance as needed

International - Railroad Department

- Assist local unions, system councils, and international representatives in any matters necessary
- Implement and coordinate communications between the international and our railroad local unions and members through various means – IBEW Web site, IBEW Journal and the “Electrical Worker,” conference calls, etc
- Produce training programs for railroad local unions in conjunction with system councils and IBEW Education Department, and provide training where applicable.
- Serve on various Labor Committees and Governmental Committees which handle railroad matters
- Lead and assist with railroad negotiations
- Oversee and assist with the handling of railroad legal matters in conjunction with the Railroad Coordinating Council
- Lobby legislators on railroad matters
- Assist local unions, system councils, and international representatives in organizing railroads and entities doing railroad work
- Conduct yearly railroad department conference

System Councils

- Administration of CBA
 1. Responsible for negotiations with passenger rail, commuter rails, short-lines, light rail, and freight carriers not involved in national handling. The Railroad Department will be available to assist.
 2. Participate in negotiations with the national carrier's conference, where applicable, along with the railroad director.
 3. Responsible for interpretation and enforcement of all collective bargaining agreements they administer.
- Grievance resolution
- Training where indicated

Local Unions

- Assure local union compliance with the IBEW Constitution, local union bylaws, and system council bylaws
- Police and enforce CBAs at their location
- New member orientation
- Conduct monthly meetings
- Maintain full slate of officers
- Participation in meetings ie: progress, conventions, etc.
- Timely filing of mandated reports (Per Capitas, LMs, 990s, OE-1s, etc)
- Quarterly audits
- Registrar, Cope
- Organizing - Coordinate/cooperate organizing and information w/outside local unions
- Respond to surveys from IO.
- Code of Excellence