

**BYLAWS**

**GENERAL COMMITTEE OF ADJUSTMENT**

**of the**

**BROTHERHOOD OF LOCOMOTIVE ENGINEERS  
AND TRAINMEN**



**UNION PACIFIC RAILROAD  
(SOUTHERN REGION)**

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## ARTICLE I

### Structure

1. This Committee shall be known and designated as the General Committee of Adjustment, Brotherhood of Locomotive Engineers and Trainmen, Union Pacific Railroad Company - Southern Region, which consists of the territories listed below:

The DFW, Longview, Houston and San Antonio Hubs bordered on the

- west by Alpine, Eagle Pass and Toyah, Texas;
- northwest by Childress, Texas;
- northeast by McAlester, Oklahoma;
- north by Wichita and Winfield, Kansas (not including);
- north by Texarkana, Texas;
- east by Shreveport, Alexandria (not including) and New Orleans, Louisiana;
- south by Laredo, Eagle Pass, Brownsville, Corpus Christi and Galveston, Texas;

The area bordered on the

- north by Coffeyville and Parsons, Kansas;
- east by Van Buren, Arkansas;
- south by McAlester, Oklahoma;

and shall include all main and branch lines, industrial leads and stations within the territory identified.

2. The officers of this General Committee shall be the General Chairman, First Vice General Chairman, Second Vice General Chairman, Third Vice General Chairman, Fourth Vice General Chairman, Secretary-Treasurer, Alternate Secretary-Treasurer **and First Alternate Vice General Chairman and Second Alternate Vice General Chairman.**
3. The members of the Brotherhood of Locomotive Engineers and Trainmen on all lines constructed or absorbed by the Union Pacific Railroad within this Southern Region territory and coming under the jurisdiction of its management shall conform to the laws, rules, and regulations of this General Committee of Adjustment.
4. Except as provided herein, the business of the General Committee of Adjustment will be governed by the Constitution of the International Brotherhood of Teamsters, the IBT-BLET Bylaws and Rules of Order of the Brotherhood of Locomotive Engineers and Trainmen.

## ARTICLE II

### Meeting Time and Place

1. The General Committee of Adjustment shall meet quadrennially, at a time and place designated by the General Chairman.
2. Special sessions of the General Committee of Adjustment shall meet at a time and place designated by the General Chairman. Should a majority of the Divisions of the system instruct the General

Chairman to convene the GCofA, he shall do so without delay. In the case of an emergency, the Executive Committee is empowered to convene the GCofA when, in its judgment, it is absolutely necessary.

3. All Delegates of the General Committee of Adjustment shall be notified at least 90 days prior to the Convention date.

### **ARTICLE III**

#### **Formation of Committees**

1. The General Committee of Adjustment shall be formed by each Division sending a Delegate(s) to represent its interests in the GCofA. A majority of the members of the Committee shall constitute a quorum.

#### **Order of Business**

2.
  - a) Open meeting
  - b) Appoint Credentials Committee
  - c) Report of Credentials Committee and roll call of Divisions
  - d) Financial Report and Salaries of Committee
  - e) Appointing of Standing Committees, such as Auditing Committee, Bylaws Committee, Committee on Resolutions, etc.
  - f) Report of committees
  - g) General Chairman Report
  - h) Unfinished business and Report of Divisions
  - i) Election of officers
  - j) New business
  - k) Closing comments and adjournment

### **ARTICLE IV**

#### **Nomination and Election of Officers**

1. The General Chairman, First Vice General Chairman, Second Vice General Chairman, Third Vice General Chairman, Fourth Vice General Chairman, Secretary-Treasurer, Alternate Secretary-Treasurer, **First Alternate Vice General Chairman and Second Alternate Vice General Chairman** shall be elected by delegates assembled in quadrennial session to serve for a period of four (4) years, except as provided in Sections 23(a), (b) and (c) - General Committee Rules, or until their successors are elected and qualified.
2. The General Chairman, First Vice General Chairman, Second Vice General Chairman, Third Vice General Chairman, Fourth Vice General Chairman and Secretary-Treasurer shall constitute the Executive Committee. All officers of the GCofA shall assume the station and duties pertaining to their respective offices immediately upon their installation, and they shall continue to serve until such

time as their successors shall be regularly elected and installed according to the laws governing same.

3. Nominations for officers may be made verbally from the floor of the GCofA. Each nomination speech must not consume more than two (2) minutes.

NOTE: Beginning January 1, 2006 eligibility to nominate, and run for office will be determined by the applicable provisions of the IBT Constitution as modified in Paragraphs 6.7 and 6.8 of the IBT/BLE Merger Agreement. Members are urged to verify their eligibility before nominations and election.

4. Any member of the BLET in active service, as provided in Section 25(b) - Local Division Rules, shall be eligible to fill the offices of General Chairman, Vice General Chairmen, Secretary-Treasurer or Alternate Secretary-Treasurer.
5. At each meeting, a location will be designated as the voting spot. Each delegate shall go to that spot, write his ballot in secret and drop it in a box.
6. In the election of officers, a written ballot shall be used. A majority of the votes cast will be necessary to elect. **(In case of three or more candidates, none of which receive a majority vote, the candidate receiving the lowest number of votes will be dropped from the ballot until one receives a majority.)** If after fifteen (15) ballots have been taken and no candidate has received a majority of votes cast, the names of two (2) candidates receiving the highest number of votes shall be arranged alphabetically on the ballot and submitted to a secret referendum vote of the active membership of the system within thirty (30) days. The candidate receiving the highest number of votes will be declared elected.
7. After ballots are counted, they shall be sealed and placed in charge of the Secretary-Treasurer, to be filed with GCofA papers in his care.

## ARTICLE V

### Duties of the General Chairman

1. It shall be the duty of the General Chairman to devote his whole time to the interest of the members of the BLET under the jurisdiction of this GCofA. He shall preside at all meetings of the GCofA, preserve order, and at all times strive to handle the business before the GCofA in such a manner as will best promote the welfare and the advancement of the Brotherhood. New business properly submitted to the GCofA by Divisions under Section 31 - General Committee Rules of the BLET Bylaws will be acted upon by the General Chairman within 45 days of the receipt of the same. In cases of tie votes, he will have the deciding vote, except in the election of officers. The General Chairman's quarterly report shall include a financial statement for that quarter.
2. It shall be the duty of the General Chairman at each regular session of the GCofA to make a summary report of the number of cases settled and pending, with necessary remarks. He will make a report to the GCofA in session of items not completed and carried out from the last session of the GCofA.

3. The General Chairman shall have the authority to employ whatever personnel that are needed in the office of the GCofA and set the salary of said employees, subject to the approval of the Executive Committee.
4. The General Chairman shall attend **quadrennial** conventions of the BLET when it is possible for him to do so. If unable to attend, he shall notify the Divisions under his jurisdiction.
5. The General Chairman may request Division(s) to order a special or town hall meeting in advance of his visit.

## ARTICLE VI

### Duties of Vice General Chairmen

1. First Vice General Chairman:

It shall be the duty of the First Vice General Chairman to attend to the door at all meetings of the GCofA, and see that none gain admission except duly qualified members or those who have permission of the General Chairman, or officers of the ND, and such other duties as may be assigned him by the General Chairman. He shall also assume the position of the General Chairman in the absence of the General Chairman, and upon order of the General Chairman shall be vested with full power to settle any grievance that may properly come before him.

2. Second Vice General Chairman:

It shall be the duty of the Second Vice General Chairman to perform such duties as may be assigned him by the General Chairman and upon order of the General Chairman shall be vested with full power to settle any grievance that may properly come before him. In the absence of the General Chairman and the First Vice General Chairman, the Second Vice General Chairman shall perform the duties of the General Chairman. In the event of the First Vice General Chairman's position is vacated account of death or otherwise, the Second Vice General Chairman shall assume the duties of the First Vice General Chairman.

3. Third Vice General Chairman:

It shall be the duty of the Third Vice General Chairman to perform such duties as may be assigned him by the General Chairman and upon order of the General Chairman shall be vested with full power to settle any grievance that may properly come before him. In the absence of the General Chairman, First Vice General Chairman and Second Vice General Chairman, the Third Vice General Chairman shall perform the duties of the General Chairman. In the event of the Second Vice General Chairman's position is vacated account of death or otherwise, the Third Vice General Chairman shall assume the duties of the Second Vice General Chairman.

4. Fourth Vice General Chairman:

**It shall be the duty of the Fourth Vice General Chairman to perform such duties as may be assigned**

him by the General Chairman and upon order of the General Chairman shall be vested with full power to settle any grievance that may properly come before him. In the absence of the General Chairman, First Vice General Chairman, Second Vice General Chairman, and the Third Vice General Chairman, the Fourth Vice General Chairman shall perform the duties of the General Chairman. In the event of the Third Vice General Chairman's position is vacated account of death or otherwise, the Fourth Vice General Chairman shall assume the duties of the Third Vice General Chairman.

5. First Alternate Vice General Chairman shall assume the position of the Fourth Vice General Chairman should it become vacant. Second Alternate Vice General Chairman shall assume the position of the First Alternate Vice General Chairman should it become vacant.

## **ARTICLE VII**

### **Duties of the Secretary-Treasurer**

1. It shall be the duty of the Secretary-Treasurer to keep a correct record of all meetings of the GCofA; and he shall furnish the National President, General Chairman, all Divisions and members of the GCofA with a correct copy of the proceedings of all GCofA meetings. He will give notices of all assessments when authorized by the GCofA or General Chairman to do so.
2. The Secretary-Treasurer shall receive all monies and pay out the same on order of the General Chairman. At each quadrennial or special meeting and at the close of his term, he will submit his required by law, the expense of which shall be paid by the GCofA. He shall arrange to have the monthly bank statements mailed directly to the General Chairman for review. The General Chairman, after reviewing the monthly bank statements, will promptly mail the statements to the Secretary-Treasurer for filing. He shall render an annual itemized financial report of all receipts and disbursements to the General Chairman, the National President and each Division. At the expiration of his term of office, he shall deliver to his successor all books, papers, files, equipment and funds of the GCofA. All funds of the GCofA shall be on deposit in a financial institution selected by the Secretary-Treasurer. The amounts deposited in any savings institution shall not exceed the amounts insured by FDIC or FSLIC.
3. In the event of a vacancy in the office of Secretary-Treasurer, the Alternate Secretary-Treasurer shall assume the duties of Secretary-Treasurer.

## **ARTICLE VIII**

### **Vacancies-Seccession of Officers**

1. First Vice General Chairman to: General Chairman  
Second Vice General Chairman to: First Vice General Chairman  
General Chairman  
Third Vice General Chairman to: Second Vice General Chairman

First Vice General Chairman  
General Chairman

Fourth Vice General Chairman to:

Third Vice General Chairman  
Second Vice General Chairman  
First Vice General Chairman  
General Chairman

First Alternate Vice General Chairman to:

Fourth Vice General Chairman

Second Alternate Vice General Chairman to:

First Alternate Vice General Chairman

3. Should the office of General Chairman become permanently vacated by death or other causes, the Vice General Chairman may assume the office of General Chairman for a period of thirty (30) days and shall thereafter be declared General Chairman. If a majority of the Delegates to the GCofA make written request to the Secretary-Treasurer a special session will be convened for the purpose of electing a new General Chairman. The GCofA shall not be convened if such vacancy occurs within six (6) months of the quadrennial meeting. The Vice General Chairman may chose to accept or to pass on ascending to the position of General Chairman, if they chose to pass on the position of General Chairman it will be permissible for them to continue in their current positions.

NOTE: Written request for a special session in the above section must be postmarked within thirty days from the notification from the GCofA Secretary-Treasurer to Division Presidents and Delegates that a successor has accepted the position.

NOTE: If none of the Vice General Chairman accept the position of General Chairman the First Vice General Chairman will serve as Acting General Chairman for the purpose of convening the GCofA and electing a General Chairman.

## ARTICLE IX

### Grievances – How Handled

1. Any change desired in the schedule agreement and all issues that are to come before the GCofA shall be forwarded to the General Chairman by the Division desiring such service at least forty-five (45) days before the GCofA is to meet, when it is practical to do so. All other new business will be handled in accordance with Section 31 - General Committee Rules of the BLET Bylaws.
2. Copies of such resolutions sent to the General Chairman shall be furnished other Divisions on the system prior to the opening date of a quadrennial session.
3. (a) The General Chairman shall have the affected Local Chairmen present at all meetings of the carrier in connection with merger implementing agreements and/or proposed interdivisional

agreements. Such meeting will be arranged, if practicable, to occur at a location within the affected area of the proposed merger implementing agreements and/or interdivisional agreements.

- (b) Local Chairmen called in under this section will be reimbursed half the reasonable and necessary expenses submitted to the GCofA, with the rest being paid by the Local Division. The portion of salary is not to exceed half (1/2) of a Committee day.

## ARTICLE X

### Salaries

1. The salary and expense of the General Chairman and the Secretary-Treasurer shall be an amount decided on by the GCofA. The General Chairmen shall not be paid for a vacation in the same year by the GCofA if he earns a vacation from the Carrier. The General Chairman shall be allowed the maximum permissible vacation with pay granted by the National Vacation Agreement during each calendar year. Earned vacation must be taken annually; and no pay shall be allowed in lieu of vacation except through retirement, death or otherwise. In order to allow the General Chairman the necessary flexibility to schedule his vacation with other commitments, he may take vacation at his discretion, and in any increment of days up to the maximum days he qualifies under the National Vacation Agreement.
2. The GCofA shall have the power to determine the rate of pay for the General Chairman and members serving on the GCofA. Time allowed going to and from place of meeting to be computed by the GCofA.
3.
  - (a) The General Chairman shall receive for his services **\$11,266.34** per month, paid semi-monthly. Necessary expenses when representing the organization will be allowed. Should engineers be granted an additional increase, the General Chairman shall be given a proportionate increase or the same increase. The General Chairman, in conjunction with the Executive Committee, shall levy a special assessment if necessary, to cover this increase in his salary.
  - (b) Premiums for Health and Welfare benefits for the General Chairman and his dependents will be paid by the GCofA. The benefits will be comparable to benefits that the railroad is required to provide for active BLET engineers. Startup, maintenance and employer contribution costs of a 401(k) plan for the GCofA office shall be underwritten by the GCofA.
4. The Secretary-Treasurer shall receive a minimum of five (5) delegate days and additional delegate days as approved by the General Chairman or Executive Committee per month salary, payable monthly, and shall be reimbursed for other incidental office expenses incurred. In addition, when the GCofA is in session, he shall be paid the same salary and expenses as a Delegate to the GCofA.
5. The rate of pay for Delegates attending the GCofA meeting shall be **\$370.40** per day for each day the GCofA is actually in session, plus reasonable, receipted expenses. Should Engineers be granted an

additional increase, Delegates shall be given a proportionate increase or the same increase. All Delegates and officers shall be allowed two days for traveling to and two days for traveling from the GCofA meeting at rate. Auto mileage shall be the maximum IRS automobile allowance, or the cost of air fare at the twenty-one (21) day advance purchase rate, whichever is less. Special travel circumstances will be addressed by the Executive Committee.

**NOTE: In the event the GCofA is convened for the purpose of electing a General Chairman between regular quadrennial meetings Delegates will be allowed one travel day to and one travel day from the meeting plus one delegate day for the meeting.**

6. When attending the GCofA in session, all Vice General Chairmen shall be paid the same salary and expenses as a Delegate to the GCofA.
7. The salary of any member of the BLET called in to assist the General Chairman between sessions of the General Committee shall be at the same rate as that allowed the Delegates at Committee sessions, including expenses.
8. Officers of the GCA shall be allowed the maximum permissible vacation with pay granted by the National Vacation Agreement during each calendar year.

Note: The intent of this section is to make officers whole in their vacation.

9. Employees/members paid in excess of \$10,000.00 per year by the GCofA shall be allowed the maximum permissible vacation with pay granted by the National Vacation Agreement.

Example 1: A member is employed for three months in fiscal year 2000 and receives for his employment fifteen thousand dollars (\$15,000) from the GCofA. He would be entitled to one fifty-second (1/52) of his earnings (in this example \$288.46 a week) for each week he qualifies under the National Agreement, paid in fiscal year 2001.

Example 2: A member is employed for one week in fiscal year 2000 and receives for his employment one thousand dollars (\$1,000) from the GCofA. He would not be entitled to one fifty-second (1/52) of his earnings for each week he qualifies under the National Agreement, paid in fiscal year 2001, because he did not receive compensation in excess of the amount stipulated above.

10. Employees of the GCA who qualify as employees under the 401(k) Plan shall receive any back pay adjustments due under the 2003 National Wage/Rule Agreement.

## ARTICLE XI

### Dues and Assessments

1. GCofA dues will be set by members of the GCofA at each quadrennial meeting.
2. Effective **November 1, 2008**, the salary of the officers and committeemen shall be raised by an assessment of **\$42.00** per month, levied on all promoted members employed on the Union Pacific Southern Region, as provided in Section 29 - General Committee Rules "Expense of Committee", (except as provided in Section 47 - Local Division Rules "Members in Arrears") of the BLET Bylaws. Non-promoted members will be required to pay **\$28.00** per month. Engineer trainees while in the formal training program will be required to pay \$1.00 per month. Formal training to start the month the student engineer begins training and for 6 months from that month. The assessments shall be collected and paid monthly to the Secretary-Treasurer of the GCofA, who will pay the General Chairman's salary semi-monthly and all Delegates for their service. Any surplus remaining in the treasury shall be applied to the payment of the legitimate expenses of the GCofA.
3. The fiscal year of the GCofA shall be from January 1st to December 31st, inclusive.
4. The maximum amount in the treasury is to be sufficient to cover all administrative salaries, all office expenses, travel, any new equipment that will be needed, enough money for the next GCofA meeting and a cash reserve for future negotiation, not to exceed \$300,000.00. When that amount is reached, the Executive Committee at that time, will meet to discuss what to do with any amount over \$300,000.00. Likewise, when in the opinion of the Secretary-Treasurer, the income in the form of membership dues is not sufficient to cover expenses, the Executive Committee shall be empowered to levy a special assessment, which may remain in effect until the next GCofA meeting.

## ARTICLE XII

### Rules of Order

1. No motion pertaining to rulings or understandings of the agreements shall be entertained unless presented in writing and signed by the member making the motion.
2. Except as otherwise herein provided, or as provided in the BLET Bylaws, Roberts Rules of Order shall govern. Suspending the Rules of Order shall be pursuant to Roberts Rules of Order.

### **ARTICLE XIII**

#### **Adoption of Rules**

1. Any change in these Rules must be submitted in writing at a regular meeting of the GCofA, and shall be required to receive a majority vote of the Delegates in order to be adopted. In an emergency, between sessions of the GCofA, if it is thought necessary to amend or change these Rules, the proposed changes will be submitted to the Delegates of the GCofA in writing and must be approved by two-thirds (2/3) of the Delegates before any change is made. These Rules adopted to be effective **July 30, 2008**.
2. Any Rule herein contained that conflicts with the IBT Constitution and/or the Bylaws of the BLET shall be changed to conform thereto.

### **ARTICLE XIV**

#### **Office Location**

The office of the GCofA shall be at a location selected by the elected General Chairman. The office must be located within the confines of the area represented by the GCofA.

### **ARTICLE XV**

#### **Language Clarification**

The Provisions of these Bylaws shall be applied to all members of the Brotherhood of Locomotive Engineers and Trainmen covered by the Union Pacific Railroad Southern Region GCofA without regard to race, creed, color, age, sex, national origin, or physical handicap. The masculine terminology herein is for the purpose of convenience only and does not intend to convey gender.