

Freddie N. Simpson
Acting President



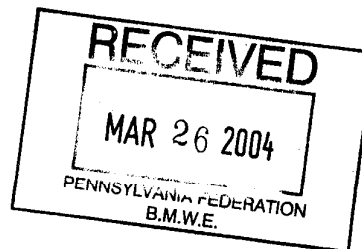
Perry K. Geller, Sr.
Acting Secretary-Treasurer

Brotherhood of Maintenance of Way Employes
Affiliated with the AFL-CIO and C.L.C.

BMW/IBT
Merger

March 23, 2004

All General Chairmen
in the United States



Dear Sirs and Brothers:

I am writing to give you a brief update on merger negotiations between BMW and the International Brotherhood of Teamsters (Teamsters). Our respective bargaining committees began meeting in November 2003, and held the most recent meeting last week in Las Vegas. It should also be noted that the Brotherhood of Locomotive Engineers and Trainmen (BLET)-Teamsters invited a small group from BMW, which included myself, Don Griffin, Steve Powers and Bill Hildenbrand to attend a bargaining strategy meeting held in Washington, D.C., on February 24 and 25, 2004.

It is my opinion the negotiations are going well. In fact, we are now approaching the point where an agreement, or at the least, a tentative agreement to merge BMW and Teamsters will be produced in the near future. Of course, any agreement reached by the BMW Merger Committee will require approval by the Grand Lodge Officers before it can be submitted to the rank and file for ratification.

I will not try to speak for the committee, however, I have attended all the meetings and am very pleased with the progress and commitment displayed by both parties. I can tell you without hesitation that I am convinced a merger between BMW and Teamsters would give our members a substantially greater influence in the political arena, along with the ability to organize and defend our members' right to perform work that has historically been reserved to them by agreement and practice.

The Teamsters have notable staff supporting their legislative, research and safety departments that will provide significant assistance to their BMW counterparts. Additionally, a merger would permit a greater cooperation between BMW and BLET staff. As we all know, Rail Labor has been divided much too long. The Brotherhood of Locomotive Engineers (BLE) has made the move to Teamsters (BLET), and should we follow, nearly half of Rail Labor would be under the umbrella of the same organization, the Teamster Rail Conference. These are just a few of the many benefits and opportunities for BMW that would manifest from a merger with the Teamsters.

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cc: All Offices

All General Chairmen
in the United States

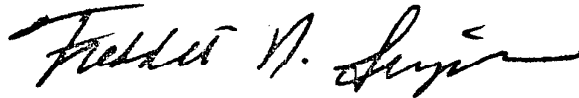
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The BMW Merger Committee will continue to conduct internal meetings, while General Counsel from both unions will work on the execution of bylaw changes where required. After the needed changes are identified and a draft is prepared, the respective bargaining committees will set a date for the purpose of holding a joint meeting. I trust this information to be informative and should you have any questions or comments, please contact me at your convenience. As the negotiations move forward, I and/or the BMW Committee will keep you apprized as to their progression.

Please feel free to share this information with your officers.

Fraternally,

A handwritten signature in black ink, appearing to read "Freddie N. Simpson". The signature is fluid and cursive, with a long horizontal stroke at the end.

Freddie N. Simpson
Acting President

cc: Mr. Perry K. Geller, Sr.
Grand Lodge Officers
BMW Merger Committee
Members