

Issues for Consideration In The Agreement Providing for the Takeover of the Brotherhood of Maintenance of Way Employees (BMW) by the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (IBB)	
S = Section A = Article Agr = Agreement for IBB to Takeover the BMW C&BLs = Constitution and By-Laws	
BMW Becomes A Division of the IBB Union	S4 of the Agr
20 Million Dollars in BMW Grand Lodge Assets Become Property of the IBB	S20(a) of the Agr
Only Written Terms of Takeover Agreement Applies	S2 of the Agr
Constitution of the IBB Is the Supreme Law and Would Govern the BMW Division, except as modified by Takeover Agreement	S3 of the Agr
International President of the IBB interprets the IBB C&BLs, and the C&BLs of all subordinate organizations, subject to an appeal to an Executive Council of 10 International Vice Presidents from which there is no further appeal	Part 7.2 of the IBB C&BLs
Two International Vice Presidents (One Executive Vice President at Large and One International Vice President at Large) shall govern the BMW Division Subject to the International President of the IBB	S4(c) of the Agr
BMW International Vice Presidents Shall Be Elected At Large By IBB. This Means a Majority of Non-BMW Members Will Select BMW Leadership	S5(f) of the Agr
President of IBB Union Has All Power and All International Vice Presidents Report to Him as opposed to the checks and balances of current BMW Organization where power is shared between the President, Executive Board, Grand Lodge Officers, System Federations and Local Lodges	A7 and A8 of IBB C&BLs
All BMW Local Lodges will become chartered, subordinate affiliates of the IBB and may be governed by Article 23 of the current BMW Grand Lodge C&BLs except where this language conflicts with the IBB C&BLs	S8 and S8(f) of the Agr
Local Lodges of less than 35 members are subject to being automatically disbanded and all assets of the Local Lodge shall become the property of the IBB	Part 5.6 of the IBB C&BLs
IBB will pay for Local Lodge to Send Delegate to International Conventions	S16 of the Agr and A2.6 of the IBB C&BLs
Grand Lodge President and Secretary Treasurer Guarantee Themselves Jobs, have Interim Election Next Year and then Establish Five Year Terms for Themselves And Will Continue to Receive Higher Salaries if IBB C&BLs Pays Less	S5 and 5(a) of the Agr
Grand Lodge Vice Presidents Guarantee Themselves Jobs, Have Interim Election Next Year and then Establish Five Year	S9(c) of the Agr

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Terms for Themselves and Will Continue To Receive Higher Salary With Subsequent Increases Guaranteed	
In Addition to IBB International Dues, BMW Division Members Will Continue to Pay \$3.05/month more than all other IBB Members	S12 and 12(d) of the Agr
BMW Division Members Continue to Pay \$1.00 Legislative Assessment and \$1.00 Negotiations Assessment (\$2.00/month)	S12(c) of the Agr
BMW Members eligible for both current strike benefits and IBB strike benefits when approved by the President of the IBB	S15 of the Agr
Interest From Strike Fund (1 million dollars per year) Diverted to Death Benefit Fund to Ensure The Death Benefit Liability Is Not Passed Onto IBB When Grand Lodge Assets Are Turned Over to IBB	Side Letter One of the Agr
IBB International Dues Subject to Increase Every Year Whether or Not BMW Wages also increase while currently Grand Lodge dues only increase when the average hourly rate increases	Part 12.2.2 of the IBB C&BLs
Former President and Secretary Treasurer, as Well As Grand Lodge Vice Presidents, Are Eligible For Two Additional Pensions besides their RR Retirement Pension and current BMW Pension, for a total of four pensions upon retirement	S14 (b, d and e) of the Agr
All System Officers in Addition to Their Railroad Retirement Pension are Eligible for Three Additional Pensions, for a total of Four Pensions Upon Retirement	S14 (b,c,d and e) of the Agr
System Federations will continue to exist and Article 24 of the Grand Lodge Constitution and By-Laws, titled, "Government of Protective Department, System Divisions and Federations" is made part of the Takeover Agreement, except where the provisions of Article 24 conflict with the IBB C&BLs	S17 of the Agr
IBB Is Governed by President and 10 International Vice Presidents who Sit on an Executive Council. On this Council the BMW Division would get 2 additional seats, one for each International Vice President. Although We Will Be 1/3 of the Membership we will only have 1/6 of the representation on the Executive Council	IBB C&BLs and Agreement
Grand Lodge Headquarters In Detroit will be Shut Down	S4(d) of the Agr
Takeover Agreement is Enforced Through Arbitration, But Only An International Vice President of the BMW May Bring a Claim and the International Vice President Is elected by the IBB At Large and Not by the BMW Division	S21 of the Agr
Pension Issues Will Become a Bargaining Priority for IBB In Negotiations	Side Letter 7 of the Agr
15% of the BMW Political League Fund Will Be Controlled by the IBB	Side Letter 17 of the Agr
Health Care Issues will be A Bargaining Priority for IBB in Negotiations	Side Letter 18 of the Agr
Membership Ratification of Local Agreements Preserved	Side Letter 21 of the Agr
When BMW and BLE Threatened to Shut Down the Country When Railroad Management and the Government Tried to	Fact

chart

Change Railroad Retirement Disability, the IBB Refused to Participate and Announced They Would Not Help In Strike	
Offer to Merge with the Steelworkers Union Not Pursued	Fact