

# MEMBERS FIRST COMMITTEE

of the

## BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES

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### MEMBERSHIP VOTE DEFEATS THE BOILERMAKER MERGER PROPOSAL

#### Boilermaker/BMWE Merger Vote of September 24-25, 2001

Region	Total Members Sent Ballots	Ballots Returned and Percentage	Voting Yes	Voting No	Voided, Spoiled or Challenged Ballots
Northeast	6920	3916 - 56.6%	1043	2854	19
Southeast	7913	3499 - 44.22%	2280	1197	22
Southwest	4378	1651 - 37.7%	1164	475	12
Northwest	7396	4112 - 55.5%	1776	2290	46
West	7668	2751 - 35.9%	1695	1056	9
Canada - French	967	495 - 51.1%	54	434	7
Canada - English	5280	2128 - 40.3%	746	1370	12
<b>totals</b>	<b>40522</b>	<b>18057 - 44.5%</b>	<b>8758</b>	<b>9676</b>	<b>127</b>

**Excerpts from the Report of General Chairman Stuart Hurlburt**  
**Northeastern System Federation Joint Protective Board Meeting**  
**September 27, 2001**

As I have said before, I, Stuart Hurlburt am not the Union. Our entire membership is the Union and we should all stand tall for the BMWE is a great Union.

As I started to write this report, I had to stop and think of all of the turmoil within our Brotherhood. This turmoil does not even come close to the tragedy that has taken place in the United States in New York City and Washington, DC. When we view the situation in perspective, our problems seem like small potatoes compared to the events of September 11<sup>th</sup>. Sadly, this pain is just beginning for everyone.

Unfortunately, for our Union, our problems are not small potatoes. The problems within our Brotherhood are real and they must be addressed.

The most recent controversy is over the vote that has just taken place for the BMWE to merge with International Brotherhood of Boilermakers. Every one of our Brothers and Sisters had to make a hard decision that will greatly affect the future of our Brotherhood, which has stood tall for more than 100 years within the Railroad Industry.

Our System has held two Joint Protective Board meetings regarding this merger. At these meetings the pros and cons were discussed. Everyone throughout our System received information concerning this merger. There have also been lodge meetings throughout the System and phone calls concerning this merger. When it came time to vote, each Brother and Sister had to make a decision at their kitchen table whether to vote for or against the merger. I hope that everyone has exercised their right to vote in any direction that they felt was best for the Brotherhood.

Unfortunately, with this last decision regarding the merger, our Brothers and Sisters have gone beyond a good and healthy discussion within the Brotherhood. There has been too much blood shed within our Brotherhood.

I am a Brother and a System Officer of our Brotherhood, whether I agree or disagree with the merger. I am afraid that this merger has driven a wedge within our Brotherhood so deep that there will not be an honest hand shake in our Brotherhood for many years to come.

Brothers and Sisters I feel that this is wrong for we are a Brotherhood. As Brothers and Sisters, we should not speak ill of one and other. We should have good and healthy discussions amongst ourselves and when the discussions are over we should still be able to stand united as one.

**PRESIDENT FLEMING WORKS TO UNDERMINE  
DEMOCRATIC WILL OF THE MEMBERSHIP  
REFUSES TO ACCEPT MERGER VOTE OUTCOME  
CONVENES CONFERENCE CALL OF PRO-MERGER BMW OFFICERS TO  
ORGANIZE ANOTHER VOTE**

What would the "YES" supporters be saying if the situations were reversed? They would be screaming democracy at the top of their lungs. Democracy must be respected, to do otherwise will lead to the destruction of the very Union for which we are all committed. Whether you supported or rejected the Boilermaker agreement all of us must accept that the membership has spoken in a clear and democratic fashion.

Grand Lodge spent hundreds of thousands of dollars to sell the membership the Boilermaker deal. If lost time and wages are included for the officers and staff that worked almost exclusively on this deal for the last several months then the estimates approach 3/4 of a million dollars. These expenditures will account for much of the expense over income that Grand Lodge is now attempting to use to create a financial crisis to SCARE our membership.

By the looks of the yes side, the controversy will not be over until they get their way. It doesn't matter what the membership has said, it is clear that every effort will be made to tell the membership what they really want. We, as the members deserve better from our Union. To ignore a democratic vote like this will serve only to divide us further.

**BMW LEADERSHIP DECISION MAKING PROCESS NEEDS TO CHANGE  
CONSENSUS DECISION MAKING NEEDED THAT INCLUDES EVERYONE  
THIS PROCESS WORKS ON NATIONAL CONTRACT TABLE  
THE GOOD OF THE UNION IS AT STAKE**

We are a very broad Union encompassing many cultures, races, religions, ideologies, regions and even two countries. Our perceptions are often framed by this diversity. We can continue to fight for our regional perceptions which clearly moves the Union no-where, or we can adopt a different style of leadership decision making that includes all. This means that we must do a lot more talking, compromising and consensus building. We need to move this Union forward and not have a series of won and lost votes where a substantial minority of the Union feels abandoned. As trade unionists we need to understand that if we do not row the boat together then none of us will reach our destination.

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Mac A. Fleming  
President



William E. LaRue  
Secretary-Treasurer

**Brotherhood of Maintenance of Way Employees**  
*Affiliated with the A.F.L.-C.I.O. and C.L.C.*

**MEMORANDUM**

September 28, 2001  
(via fax)

**To:** Bill LaRue, Paul Beard, Randy Cook, Gary Cox, Ken Deptuck, Leon Fenhaus, Perry Geller, Bill Glisson, Mark Hemphill, Dave Joynt, Rich Lau, Ron Liberty, Tom McCoy, Evan Ostlund, Bill Palmer, Rich Sandlin, Roger Sanchez, Rich Spears, Dave Tanner, Ernie Torske, Mark Wimmer, Henry Wise, Joe Ybarra, Bill Bon, Rick Inclina,

**From:** Mac Fleming

**RE:** Analyzing the Merger Vote

This is to advise you that I have scheduled a conference call to be held on **Monday, October 1, 2001 at 5:00 p.m. EDT.** This call should last two hours.

The purpose of this conference is to review the vote in the merger balloting. I want us to have a frank discussion about the mistakes and shortfalls in our collective efforts, in order to determine whether a re-run of the balloting would result in a favorable outcome. Therefore, it is very important that you as General Chairman participate.

To join the conference, dial the following number **888-830-6260.** You will hear a welcome message and instructions to enter your participant access code number which is **779-942.** You will then be automatically linked to the call.

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