

Freddie N. Simpson  
Acting President



Perry K. Geller, Sr.  
Acting Secretary-Treasurer

## Brotherhood of Maintenance of Way Employees

*Affiliated with the AFL-CIO and C.L.C.*

October 14, 2003  
(via facsimile)

Mr. John Kruk, System Federation  
General Chairman  
Canadian System Federation  
Suite 2  
2775 Lancaster Rd  
Ottawa, ON K1B 4V8

Mr. Ron Bowden, System Federation  
General Chairman  
BMW Eastern System Federation  
Suite 3  
2775 Lancaster Road  
Ottawa, ON K1B 4V8

Mr. R. S. Dawson, System Federation  
General Chairman  
Western System Federation  
2989 Pembina Highway  
No. 208  
Winnipeg, MB R3T 2H5

Dear Sirs and Brothers:

After much thought and debate, and based on evidence furnished by you that CAW has initiated a card signing campaign, as well as further information received from a member that the Steelworkers are engaged in raiding at Horn Payne, Caramate, Cavelle, Longlac and possibly Capreal on the BMW Eastern System Federation, I am convinced that action must be initiated in order to protect the rights of Canadian BMW members.

Please be advised that I have agreed to commence a card signing campaign for our members in Canada for the purpose of signing Teamsters Canada Rail Conference, Maintenance of Way Employes Division cards. These cards will be held by the Brotherhood of Maintenance of Way Employes and will not be used without BMW consent.

The attached letter of agreement signed by International Brotherhood of Teamsters General President James P. Hoffa, Teamsters Canada President Robert Bouvier and me will adequately provide a method to provide a safe haven for our members while we negotiate a merger agreement with the International Brotherhood of Teamsters. It is further noted that I intend to appoint a committee of Canadians for the purpose of commencing negotiations with Teamsters Canada. This will be done immediately, prior to our next negotiating session scheduled to be held November 12 and 13, 2003.

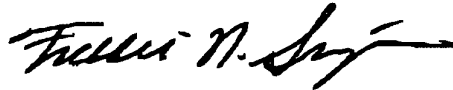
20300 Civic Center Drive, Suite 320  
Southfield, MI 48076-4169  
Telephone: 248-948-1010 FAX: 248-948-7150

October 14, 2003

It has been my desire to keep our Brotherhood as one unit moving forward simultaneously with the goal of remaining a division similar to the International Brotherhood of Maintenance of Way Employees. It is now obvious that alternative arrangements must be considered in order to protect the members in Canada and for this reason I am now bending the path to achieve a merger. While it remains possible that we will be united under the same umbrella (Teamsters) it is not certain we can remain one unit. We should make every effort to stand united as one, however, I am now convinced that strong, quick and decisive action is necessary if we are to have any hope of remaining brothers in the same International Union.

With this notice I am requesting that you join with me in this action. I will be activating BMW members for this action as well as requesting our members to volunteer in this campaign. I hope this meets with your concurrence. Should you decide not to concur with my decision, please direct all complaints to me personally as I take sole responsibility for this movement. I will be available day and night requesting your input and assistance (cell phone 248-613-6788). Please contact me immediately if you have any questions or comments.

Fraternally,



Freddie N. Simpson  
Acting President

Attachment

cc: Mr. Perry K. Geller, Sr.  
Grand Lodge Officers

Freddie N. Simpson  
Acting President



Perry K. Geller, Sr.  
Acting Secretary-Treasurer

## **Brotherhood of Maintenance of Way Employees**

*Affiliated with the AFL-CIO and C.L.C.*

October 14, 2003

To All Canadian Members:

In order to protect the integrity of the BMWWE in Canada, we are asking all Canadian BMWWE members to sign authorization cards (and tender the \$5 (CDN) required by Canadian law) for the Teamsters Canada Rail Conference, Maintenance of Way Employees Division.

Signing these cards is necessary to insure an orderly process in which all Canadian BMWWE members will be guaranteed the right to VOTE on a merger and to vote separately from BMWWE members in the United States.

First, the Canadian Auto Workers and the Canadian Steelworkers have begun circulating cards to take bargaining units away from BMWWE in Canada.

Second, neither the Auto Workers nor the Steelworkers have negotiated any orderly agreement with BMWWE concerning a merger in Canada. The Auto Workers and the Steelworkers are pursuing their card-signing campaigns contrary to repeated BMWWE demands that they cease and desist. These campaigns by the Auto Workers and the Steelworkers are aimed at denying Canadian members the right to vote on a merger.

Third, BMWWE, both in Canada and in the United States is currently discussing a merger with the Teamsters and with Teamsters Canada. BMWWE has taken this step because the Brotherhood of Locomotive Engineers is currently pursuing a merger with the Teamsters and because a survey of BMWWE members both in Canada and in the United States shows that our members clearly favor a merger with the Teamsters – a strong and growing Union. BMWWE is a full partner in these discussions and these discussions will guarantee that BMWWE members in Canada

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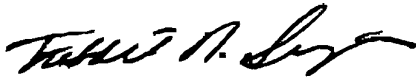
and in the United States will have the right to vote on whether to approve a merger with full information regarding its terms.

Fourth, the Teamsters Canada cards will not be used to force a merger without the consent of the BMW. The cards will insure that we can fend off any move by the Auto Workers or the Steelworkers to take units away from BMW outside the orderly procedure set forth in the BMW Constitution. These cards will be a deterrent to the other Unions and will only be used with the Consent of the BMW.

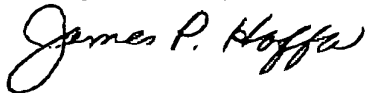
If you don't sign these cards, we may wake up one morning and find that one of these other Unions – a Union that did not play fair and follow the process set forth in the BMW Constitution – has taken away one or more of our units in Canada WITHOUT ANY VOTE.

Guarantee that our Constitutional process is followed.

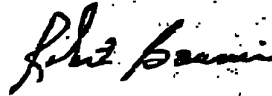
Sign a card and tender your \$5 for the Teamsters Canada Rail Conference, Maintenance of Way Employees Division. Sign it TODAY.



Freddie Simpson  
Acting President, BMW



James P. Hoffa  
General President, IBT



Robert Bouvier  
President, Teamsters Canada