

# BR&CF

## HIGHBALL

Brotherhood's  
Relief &  
Compensation  
Fund

FALL  
2011



## A message from your president

Why do some rail workers struggle? How many fail to prepare for the inevitable? It is unlikely that any rail worker will get through their entire railroad career without the carrier finding fault with something. Surprisingly, many rail workers experience great difficulty making financial ends meet when faced with an unanticipated disciplinary suspension. The rail workers who make it through those rough financial periods are proactive BR&CF members. They protect their income with a BR&CF membership when disciplined by their carrier for eligible occurrences. They are prepared for that eventuality. In fact, they are not just prepared; they survive the financial upheaval with ease.

Our members are professional rail workers who do an excellent job day in and day out. They are also wise enough to know and understand that the very best rail workers are susceptible to discipline. Trouble may arise from a multitude of pitfalls in the industry; it may simply be fatigue that causes an uncharacteristic error in judgment or reliance on a trusted coworker whose mistake results in the whole crew being disciplined.

You can help coworkers prepare for the inevitable. Do them a good turn. Take this newsletter with you the next time you report to the yard office and leave it where it will be read. Another method is during your tour of duty; ask the person you work with if they are a member of the BR&CF. There is no

pressure, just a question. If they are unaware that the Fund exists or they do not know what the Fund offers, give them this newsletter. Our contact information is on the last page of this newsletter. If they are interested in membership or have questions, they can visit our web site or contact our office. If they decide to apply

for membership tell them to add your name as the referring member on the application for membership. It is that easy to help. Your effort may help them get through a rough stretch in the future. You can make a positive difference in their lives. Details of our "obtainer program" are on page three of this issue.

Conductor certification is expected to be implemented in January 2012. Government regulations will require mandatory suspension for specific rule infractions. Now is a good time for members to review their current level of participation in the Fund. If your financial responsibilities and needs have changed since you last analyzed your membership level, you may consider applying today for an increase in your daily benefits per day.

Your membership in the Fund is testimony to your foresight and observance of the motto – "be prepared." I encourage you to share that wisdom with coworkers. You are a member of the very best job income protection organization. Thank you for your participation and support.

**Be Prepared!**



**Why do some rail workers struggle?**

J.M. Robb, International President

# ANNOUNCING

## the 2012 Luther G. Smith Scholarship Program

On October 1, 2011, applications for the 2012 Luther G. Smith Scholarship Program will become available.

If your child has just entered his/her senior year of high school or is 27 years of age or younger and already enrolled in college, you should encourage him/her to participate in this worthwhile program.

Luther G. Smith Scholarship winners will receive \$1,000 in financial assistance, through this program, for the school year 2012-2013. The sponsoring parent must be an active member of the BR&CF "In Good and Regular Standing."

Applications may be obtained from the principal office. The "Clip and Save" reference guide printed on this page will provide details on the program; however, if you still have questions after you have reviewed it, you may feel free to contact the principal office. We will be happy to assist you.

We emphasize that all parts of the application must be completed in entirety in order for your child to be considered for a scholarship award. This is important, as applications are thoroughly evaluated by the Scholarship Committee and scholarships are awarded to the most deserving students based on their submissions.

The deadline for receipt of applications and all supporting documentation is March 1, 2012. Please remind your child to submit his/her application so that it is received in the BR&CF office no later than March 1, 2012. Applications received after the March 1, 2012, deadline will not be considered.



## LUTHER G. SMITH SCHOLARSHIP FUND "CLIP AND SAVE" REFERENCE GUIDE

### ELIGIBILITY REQUIREMENTS

- Children, including adopted and step-children, of BR&CF members (excluding officers and directors) who are "In Good and Regular Standing," as defined by the BR&CF Constitution, are eligible to apply for a scholarship award.
- Applicants must be 27 years of age or younger.
- Applicants may be current high school seniors who have applied for admission as full-time students to accredited post-secondary schools OR may be attending or enrolled as full-time students in accredited post-secondary schools. Full-time is defined as 12 or more credit hours per semester.

### OBTAINING AN APPLICATION FORM

- Call, write or e-mail the BR&CF office to request an application form. You may choose to receive the form by e-mail or by first class mail.
- Include your member number or Social Security number, as well as your current address, telephone number and e-mail address so that our records can be verified. If the application is to be sent to a different address from the member's, please indicate that as well.

### COMPLETION AND SUBMISSION OF THE APPLICATION FORM

- All parts of the application must be completed in full (this is very important, as information provided is used by the Scholarship Committee to make their selections).
- The applicant's transcript of grades for the last marking period or semester completed must accompany all applications. High school seniors may also submit a copy of their current SAT or ACT scores.

### APPLICATION DEADLINE

- Applications must be received in the Principal Office no later than March 1, 2012. Applications received after March 1, 2012, will not be considered.
- Applications received by fax or e-mail will not be accepted.

### ANNOUNCEMENT OF SCHOLARSHIP WINNERS AND ISSUANCE OF CHECKS

- Names of scholarship winners will be announced at the Annual Meeting of the Members on April 21, 2012, and will be printed in the summer 2012 issue of the BR&CF newsletter, "The Highball," which will be sent to all active members.
- Checks will be issued, payable to the student, in late summer of 2012.

We understand that railroaders' schedules often do not allow much time for handling necessary personal business. That's why you are still greeted by a "real person" when you call the BR&CF, rather than having to wade through several tiers of options on an automated system. Our members are our most important asset and the reason we're in business!

## WANT TO EARN EXTRA CASH?

### REFER A FRIEND OR COWORKER THROUGH THE BR&CF OBTAINER PROGRAM

During conversations with the BR&CF officers and staff, members are often asked: "Would you be interested in obtaining for us?" Reactions vary, but usually an explanation is requested. What exactly do we want our members to do? What is the BR&CF obtainer program? Why do we use that terminology? The answers are simple but the program is vitally important to the continued success of the BR&CF.

To increase its membership, the BR&CF must rely heavily upon "word of mouth" advertising. The "obtainer program" is simply an informal plan whereby current members encourage their friends and coworkers to join the Organization. The members who do this are not "agents" or "salespeople" since the BR&CF is not an insurance company, but they do "obtain" membership applications hence the name "obtainer."

The "obtainer program" enables members to help themselves as well as their fellow employees. In return for writing up qualifying applications, "obtainers" receive a cash bonus plus the satisfaction of helping coworkers avail themselves of BR&CF income protection. The strength of the Brotherhood depends upon members obtaining new members and your help is essential to its growth.

So the next time you hear the phrase "obtainer program" you won't need to ask what it is — you just need to know how you can become a part of it. Visit our website, call or write us to learn more details on how you can become a participant. And remember, if every member would obtain just one new member, the BR&CF would be twice as strong.

## Online Applications Now Being Accepted for New Membership

BR&CF is now accepting online applications for new membership. Coworkers now have the flexibility of applying for membership when their schedule permits, no matter the time of day or night. You can help your fellow coworkers by giving this newsletter to them to read and by guiding them to the best job income protection provider in the industry.

Once they go to our website, [www.brcf.org](http://www.brcf.org), they should complete and submit an application for membership, choose their dues payment option, and then upon review of their application for approval, they will be advised by e-mail of their membership status. Approved applications received with dues will be effective as early as the next calendar day. As a member already, you can take advantage of our obtainer program. Just read the adjacent article on this page.

**Please keep in mind that if they stay in one section of the online application for four minutes or longer they will time out and the process will not be completed.**

## Prepared for Change?

The Federal Railroad Administration (FRA) announced that final regulations for the certification of conductors will be published soon. The regulations will become effective January 1, 2012. They will require railroads to have a formal program for certifying conductors. The FRA is proposing this regulation to ensure that only those persons who meet minimum federal safety standards serve as conductors, to reduce the rate and number of accidents and incidents, and to improve railroad safety.

Some of the major provisions of the rulemaking are as follows:

- Current conductors will be grandfathered and automatically certified.
- Conductors may be decertified for between 30 days and three years, depending on the number of violations.
- Decertification may also take place when FRA safety regulations are violated such as failing to take appropriate action to ensure a locomotive engineer adheres to train speed limits, signals and signposts, or fails to perform or have knowledge that a required brake test was performed.
- In most situations, decertified engineers will not be allowed to work as a certified conductor while decertified, nor will decertified conductors be allowed to work as certified engineers.
- If the railroad permits, a decertified engineer or conductor may work, for example, as a brakeman, a passenger train assistant conductor, or in another non-certified position.
- The rule would not constrain a railroad's ability to prescribe additional or more stringent requirements for its conductors that are not inconsistent with the rule. FRA does not intend to alter the authority of a railroad to initiate disciplinary sanctions against its employees.

The issue of "flowback" is also addressed in the regulation. A person who holds a conductor and locomotive engineer certificate and who has had his or her locomotive engineer certificate revoked could not work as a conductor during the period of revocation. In addition, a person who holds a conductor and locomotive engineer certificate and who has had his or her conductor certification revoked for certain violations could not work as a locomotive engineer during the period of revocation.

These are the highlights. More details are available on the FRA website.

**BR&CF PRINCIPAL OFFICE  
WILL BE CLOSED ON  
SEPTEMBER 5, 2011,  
IN OBSERVANCE OF  
LABOR DAY  
AND  
OCTOBER 10, 2011,  
IN OBSERVANCE OF  
COLUMBUS DAY!**

## **DATES TO REMEMBER**

### **October 1, 2011**

- Luther G. Smith Scholarship applications become available

### **October 17, 2011**

- Board of Directors meeting in the principal office in Harrisburg, PA

### **January 16, 2012**

- Board of Directors meeting in the principal office in Harrisburg, PA

## **how to contact the home office**

Canada & the United States

Toll Free: 1-800-233-7080

Mailing Address: 2150 Linglestown Road  
Harrisburg, PA 17110

Website: [www.brcf.org](http://www.brcf.org)

E-mail: [brcf@brcf.org](mailto:brcf@brcf.org)

Business Hours: 8:00 a.m. to 4:15 p.m.  
Eastern Time (Monday-Friday)



## **A TRIBUTE TO RETIRED TERMINAL PRESIDENTS!**

The BR&CF would like to take this opportunity to pay tribute to our retired terminal presidents. It is because of members like them that the Fund has prevailed over the years as the best job income provider.

Because of their perseverance and dedication, not only to the BR&CF, but to their railroad brothers and sisters, we have been able to help our members in their time of need when eligible discipline has occurred.

The Organization would like to say a big thank you to the following retired terminal presidents:

- |   |                                    |
|---|------------------------------------|
| ◆ James P. Chappelle, Terminal 198      | ◆ David J. Stone, Terminal 266     |
| ◆ Keith D. Day, Terminal 448            | ◆ Larry D. Thornton, Terminal 219  |
| ◆ Ernie J. Gazdewich, Terminal 962      | ◆ Thomas L. Tunstall, Terminal 154 |
| ◆ Jack L. Huddleston, Jr., Terminal 500 |                                    |

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