

BR&CF

HIGHBALL

Brotherhood's
Relief &
Compensation
Fund

SUMMER
2018



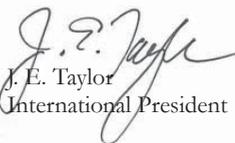
A message from your president

In April, the board of directors spent a considerable amount of time reviewing historical data and recent disciplinary trends. It was noted that multiple carriers have been more aggressive in the assessment of discipline in recent years. The percentage of occurrences that result in our members being dismissed is at an all-time high.

The aggressive discipline assessed by railroads has resulted in the Fund experiencing monthly net operating losses. To combat this trend, the board of directors took prudent action by adopting an amendment to the BR&CF Constitution adjusting the monthly dues rate effective August 1, 2018, from \$3.80 to \$4.50 for each \$10.00 level of membership.

The decision to adjust the dues rate was not taken lightly. This is only the 2nd dues increase since 1927. The most recent dues increase occurred October 1, 2008; however, it should be noted the board of directors took action to scale back most of that increase on January 1, 2011. The BR&CF has a proud history of providing the most affordable job income protection. The table on page two provides a comparison of our dues rates to others in the industry.

The organization is aggressively pursuing opportunities to reduce operating expenses. In 2017, we were successful in reducing our expenses as compared to 2016, and we project our expenses in 2018 will be less than in 2017. The organization has been successful in reducing staff size by approximately forty percent (40%) without compromising service to the membership. To further reduce our operating expenses, we are pursuing options to relocate the principal office to a smaller facility within the greater Harrisburg area. The time has come for the organization to seek a new home that meets the requirements of current and future staffing levels. The officers and directors of the Fund will continue to seek every opportunity to provide the membership with the greatest value in job income protection.


J. E. Taylor
International President

Enhancing Membership Service

We recently reached an agreement with our U.S.* financial institution regarding automated clearing house (ACH) transactions. What does this mean and how does it benefit the BR&CF membership?

1. It means the Brotherhood can initiate an ACH transaction to enable same-day deposit of benefits.
2. The same-day deposit feature will allow us to deposit benefits in a member's account within hours of receiving and approving an application for "Held Out of Service" benefits. In most cases, if an application is received in our office by early morning, benefits will be deposited in the member's account by 5:00 p.m. local time.

ANOTHER EXAMPLE OF WHY WE ARE THE LEADER IN THE INDUSTRY!

*Same-day deposit is currently not available in Canada.

IMPORTANT DUES INCREASE INFORMATION

Effective August 1, 2018, the BR&CF will implement a dues increase. The monthly dues rate will be adjusted from \$3.80 to \$4.50 for each \$10.00 level of membership. The table below reflects the most common benefit levels and the respective monthly dues rates.

BR&CF DUES RATES EFFECTIVE AUGUST 1, 2018

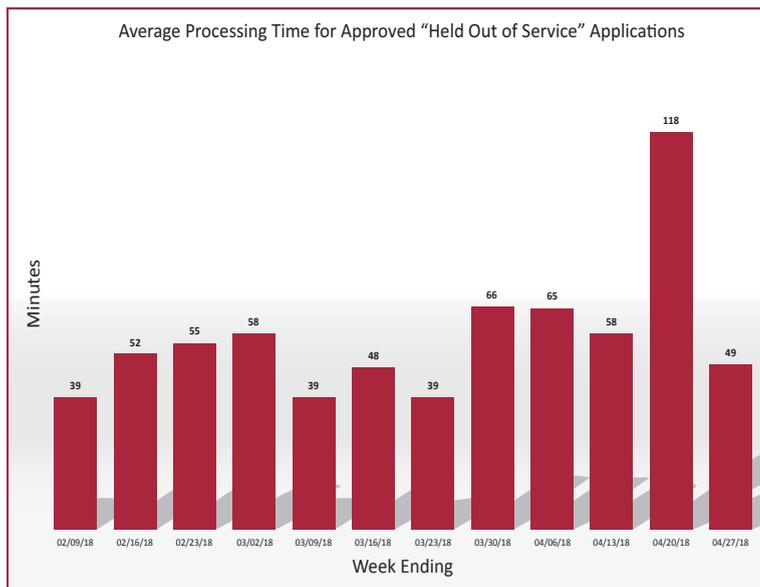
| Daily Benefit Level | \$80 | \$100 | \$120 | \$150 | \$180 | \$200 | \$220 | \$250 |
|---------------------|---------|---------|---------|---------|---------|---------|---------|----------|
| Current Dues Rate | \$30.40 | \$38.00 | \$45.60 | \$57.00 | \$68.40 | \$76.00 | \$83.60 | \$95.00 |
| Adjusted Dues Rate | \$36.00 | \$45.00 | \$54.00 | \$67.50 | \$81.00 | \$90.00 | \$99.00 | \$112.50 |

The first monthly deduction processed at the adjusted rate via payroll deduction, direct debit, and recurring credit/debit card will occur in July and will be applied to August dues.

DUES COMPARISON

| Daily Benefit Level | \$80/*81 | \$100/*102 | \$120 | \$150 | \$180 | \$200/*201 | \$220/*222 | \$250/*252 |
|-----------------------------------|----------|------------|----------|----------|----------|------------|------------|------------|
| BR&CF Monthly Dues | \$36.00 | \$45.00 | \$54.00 | \$67.50 | \$81.00 | \$90.00 | \$99.00 | \$112.50 |
| *LE&CMPA #16 Monthly Premium | \$47.25 | \$59.50 | \$70.00 | \$87.50 | \$105.00 | \$117.25 | \$129.50 | \$147.00 |
| SMART-TD (UTU) Monthly Assessment | \$76.80 | \$96.00 | \$115.20 | \$144.00 | \$172.80 | \$192.00 | Not Avail. | Not Avail. |

The rates above illustrate that the BR&CF continues to provide the most affordable Job Income Protection in the industry!



In early February, the organization began tracking the processing time of electronic applications for "Held Out of Service" benefits. Electronic applications comprise approximately 90% of all applications received. The graph on the left depicts the weekly average processing time. The timer starts upon receipt of all documents required to make disposition and stops when the member is notified of approval for the payment of benefits. In the event we receive an application and/or documents outside our normal business hours, we start the timer at 8:00 a.m. the next business day.

We trust the members are impressed with the 12-week average processing time of 57 minutes. Compliments to our benefits department and officers for their expedient handling of applications for "Held Out of Service" benefits.

Note — Constitution Revision

Please cut this clip 'n' save revision and place it in your BR&CF Constitution for ready reference.

Appendix A — Dues

The monthly dues shall be four dollars and fifty cents (\$4.50) for each ten dollar (\$10.00) level of membership.

Annual Meeting of the Members

Despines, Penfield, and Plant Elected To Serve Five-Year Terms with BR&CF

The annual meeting of the members was held April 21, 2018. In addition to the officers and directors, the following members were in attendance: Paul Boucher, Belleville, ON; Russell Archibald, Hamilton, ON; Mark Robb, Vancouver, BC; and Larry Galati, Pittsburgh, PA.

The following officers were elected to 5-year terms at the annual meeting: Brother D. J. Despines, Jr., from Pittsburgh, PA, was elected Assistant International President by acclamation; Brother B. J. Penfield from Buffalo, NY, was elected International Secretary-Treasurer by acclamation; and Brother B. W. Plant from Cranbrook, BC, was elected Assistant International Secretary-Treasurer by acclamation.

We extend our congratulations to Brother Despines, Brother Penfield, and Brother Plant. They bring 70 years of railroad experience to the board.



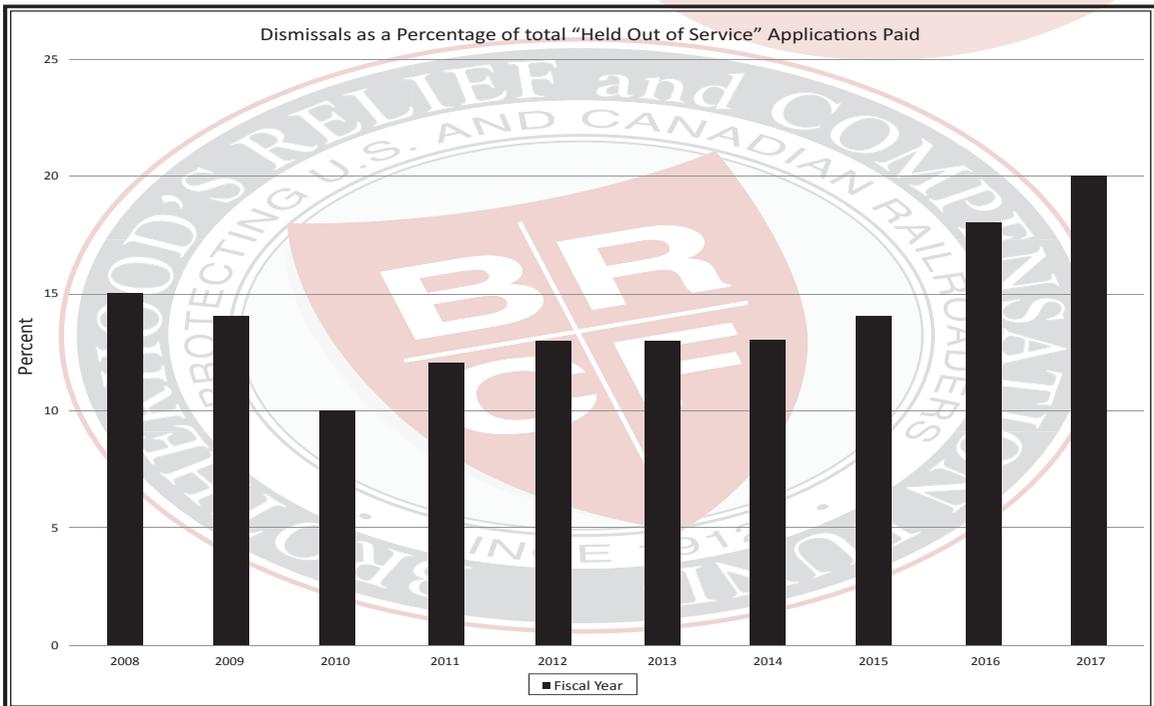
D. J. Despines, Jr.



B. J. Penfield



B. W. Plant



The graph above reflects the percentage of occurrences that result in the payment of "Held Out of Service" benefits for dismissals compared to finite suspensions. The percentage of occurrences resulting in dismissal has increased in recent years and doubled since 2010. The organization's net losses from operations in 2016, 2017, and projected operating loss for 2018, are attributable to the aggressive, long-term discipline assessed by multiple carriers.

Congratulations! Luther G. Smith Scholarship Winners

Letters of congratulations went out to this year's Luther G. Smith Scholarship winners. For their efforts, each student will receive \$1,000 in educational assistance this fall.

We were grateful to have the same team of educators serving on the Scholarship Committee again this year: Christel L. Ertel, former Dean of Admissions, Roger Williams University; Gary Dolbin, retired Supervisor of Cooperative Education, Dauphin County Technical School; and Dr. Donald Holtzman, retired Senior Director of Student Life and Enrollment Services, Penn State Harrisburg. Correspondence for Mr. Dolbin, Ms. Ertel and Mr. Holtzman may be sent in care of the BR&CF, 2150 Linglestown Road, Harrisburg, PA 17110.

The committee advised that the pool of applicants was again very strong and selecting the winners was no easy task. We enthusiastically applaud all of the applicants for their efforts in securing a college education. It was, once again, awe-inspiring to note the accomplishments of so many of our future leaders. If your child was not selected to receive a scholarship this year, we encourage you to have him or her apply again next year.

Applications for the 2019 Luther G. Smith scholarship will become available October 1, 2018.



Jenna E. Carraway
*University of North Carolina
Wilmington, NC*
Daughter of Jennifer and Billy Carraway

This fall, Jenna will be entering her sophomore year at the University of North Carolina - Wilmington. She is enrolled in the Recreational Therapy program and plans to further her education by earning a masters degree in recreational therapy.

Jenna is active in the Recreational Therapy Club, the arts, and is on the competitive cheer team. In her spare time, she enjoys going to the beach and exploring the beautiful town of Wilmington.

Jenna's mother, Jennifer, is employed by Richmond County Schools as a school media specialist. Her father, Billy, is an engineer working for CSX.



Logan M. Cogdill
*Jefferson Community and
Technical College
Louisville, KY*
Son of Judy and Michael Cogdill

During Logan's high school years, he was vice president of the Health Occupation Students of America, won a state competition as a member of the Biomedical debate team, and was also a library aide. He volunteered for many church and community service projects. In his spare time, Logan likes to play baseball, go fishing, paint, and drive.

He will attend Jefferson Community and Technical College this fall majoring in the Medical Laboratory Technician program. Logan aspires to work in a hospital and earn a bachelor's degree in biology specializing in cancer research.

His mother, Judy, is a homemaker. His father, Michael, is an engineer with CSX.



Gracie P. Coke
*University of Memphis
Memphis, TN*
Daughter of Dede and Jeff Coke

Gracie graduated from high school with a 4.5 GPA. She was in the top 10% of her class and scored a 31 super score on the ACT. In high school, Gracie was a member of the competitive cheer team. She spent much of her time volunteering in her community. She enjoyed being active in many clubs including BETA Club, Best Buddies, Key Club, Science National Honor Society, and Mu Alpha Theta.

This fall, Gracie will start her pre-medicine studies at the University of Memphis. She plans to attend medical school and pursue a career in pediatrics. In the future, she hopes to work at St. Jude's Children's Research Hospital.

Gracie's mother, Dede, is an office manager with Collierville Orthopedics. Her father, Jeff, works for CN as a conductor.



Rhett A. Copeland III
University of Tennessee
Knoxville, TN
Son of Angela Gordon McDaniel
and Rhett Copeland

Rhett will be attending the University of Tennessee this fall majoring in aerospace engineering. His goal is to work at NASA or for Elon Musk at Space X.

While in high school, Rhett was a Palmetto Scholar, member of Beta Club and the National Junior Honor Society. In his spare time, he is involved in the church youth group, choir, and is interested in astronomy and space travel.

Rhett's mother, Angela, is a teacher at Greenwood District 50. His father, Rhett, works for CSX as an engineer.



Hunter L. Grimes
University of Montana
Missoula, MT
Daughter of Riki and Michael Grimes

Hunter will be attending the University of Montana this fall working toward a bachelor's degree and plans to attend medical school. She wants to practice medicine in Montana, serving her community and giving back to those who have shaped who she is today.

She was active in sports and various clubs in high school. In her spare time, Hunter enjoys skiing, hiking, fishing, running, and playing tennis.

Her mother, Riki, is a homemaker. Her father, Michael, is an engineer employed by BNSF.



Briana M. Corns
Quinnipiac University
Hamden, CT
Daughter of Doreen and Charles Corns

This fall, Briana will be starting her second year at Quinnipiac University. Her career goal is to become an occupational therapist providing care and happiness to children.

Briana enjoys working in an after school program with elementary children. She also volunteers at SAIL at Ferncliff Manor in the occupational therapy department. She loves to read and spend time with friends and family.

Her mother, Doreen, is employed by SAIL at Ferncliff Manor as an occupational therapist assistant. Her father, Charles, is an engineer with Metro North.



Hannah B. Howard
University of Central Missouri
Warrensburg, MO
Daughter of Tammy and William Howard

In high school, Hannah was involved in numerous clubs, including National Honors Society, Interact Club, and Spanish Club. She was also secretary of the student body and co-president of ASTRA. Hannah enjoys reading, hunting, and fishing.

This fall, she will be attending the University of Central Missouri working toward a bachelor's degree in biology. She wants to further her education by going to medical school with a career goal of becoming a pediatrician.

Hannah's father, William, works for NS as an engineer.



Hannah M. Dash
University of Northern Iowa
Cedar Falls, IA
Daughter of Eileen and Terry Dash

During high school, Hannah was involved in many clubs and sports, her favorites being FBLA, SADD, and soccer. She worked as a sports official at a local park and at a local bakery. Hannah enjoys spending her free time with friends, shopping, and staying active.

This fall, Hannah will attend the University of Northern Iowa working toward an accounting degree and attaining a CPA license. Her ultimate career goal is to become the CEO of a large company.

Hannah's mother, Eileen, is a judicial specialist for the state of Iowa. Her father, Terry, is employed as a conductor with UP.



Emily A. Irwin
University of Minnesota
Minneapolis, MN
Daughter of Catherine and John Irwin

Emily will be attending the University of Minnesota this fall pursuing a degree in nursing. She aspires to work for a hospital as a pediatric nurse. Emily plans to further her education and pursue a master's degree.

During high school, she was actively involved in Key Club, a member of the National Honor Society and played club softball. Emily volunteered for community service and participated in church projects.

Her mother, Catherine, is a teacher employed by the Hackensack Board of Education. Her father, John, is an engineer for Port Authority Trans Hudson.



Sydney A. Jupitz
*University of Wisconsin -
 Madison, WI*

Daughter of Holly and Walter Jupitz

Sydney is pursuing her PhD in medical physics at the University of Wisconsin - Madison. As a graduate student, she is working on developing cutting edge technology to improve radiation therapy treatments. In her spare time, Sydney enjoys playing soccer, running, painting, and drawing.

She plans to attend a two-year residency program in medical physics. Her career goal is to work in a radiation oncology department at a university affiliated hospital.

Her mother, Holly, is a general manager at Club Pilates. Her father, Walter, is an engineer with Bombardier.



Andrew J. Neider
*University of Notre Dame
 Notre Dame, IN*

Son of Christine and Andrew Neider

In high school, Andrew was involved in various sports, academic programs, and church activities. In his spare time, he enjoys playing video games and attending sporting events.

Andrew will be attending the University of Notre Dame this fall to pursue a degree in political science. He plans to further his education by attending law school. Andrew aspires to become a lawyer or government official to help the less fortunate by becoming a voice for the unheard.

His mother, Christine, is employed by Cardinal Mooney High School. His father, Andrew, is an engineer with NS.



Danielle M. Largmann
*Bloomsburg University
 Bloomsburg, PA*

Daughter of Kathy and Troy Largmann

This fall, Danielle will be starting her final year as an undergraduate student. She will be attending Bloomsburg University with a dual major in early childhood and special education. Danielle aspires to earn a masters degree in special education and to work as a special education teacher.

She works as a substitute teacher at Hazlet Township. She also volunteers with Special Olympics and at the EOS therapeutic horse riding center.

Danielle's mother, Kathy, is a train dispatcher with New Jersey Transit. Her father, Troy, is also employed by New Jersey Transit as a conductor.



Morgan E. Poole
*Ball State University
 Muncie, IN*

Daughter of Michelle and Alan Poole

This fall, Morgan will be attending Ball State University working toward a bachelor of science degree in nursing. She plans on returning to Louisville to work in a hospital.

Morgan was a member of Spanish Club, Spirit Club, and the National Honor Society. She enjoys spending time with friends, listening to music, and reading.

Morgan's mother, Michelle, is a paralegal with Ingle Law Office. Her father, Alan, is employed by CSX as an engineer.



Jonathan M. Linzalone
*Marist College
 Poughkeepsie, NY*

Son of Deborah and Michael Linzalone

Jonathan has been active in high school sports. He was captain of the varsity lacrosse team. If he wasn't attending classes or on the field, Jonathan was volunteering at the Boys and Girls Club.

He will be attending Marist College this fall majoring in media studies and production. One day, Jonathan aspires to work behind the scenes creating a movie or a TV show.

His mother, Deborah, is employed by Primetac as a credit manager. His father, Michael, works for New Jersey Transit as a conductor.



Breanna N. Pye
*College of Coastal Georgia
 Brunswick, GA*

Daughter of Jamie and Michael Pye

Breanna will be starting her second year at the College of Coastal Georgia. She is in the Honors Program and the Golden Key Honor Society. In her free time, Breanna enjoys yoga and painting.

She is majoring in nursing and pre-medicine. Breanna's career goal is to become a cardiothoracic surgeon. She has a burning passion to learn as much as possible about the medical field.

Breanna's mother, Jamie, is a homemaker. Her father, Michael, works for CSX as an engineer.



Lauryn B. Tankersley
Auburn University
Auburn, AL

Daughter of Sherri and Jason Tankersley

During high school, Lauryn enjoyed being involved with several clubs and organizations and performing community service. She looks forward to being a majorette and performing with the band at college.

This fall, Lauryn will be attending Auburn University pursuing a degree in interior design. She aspires to one day purchase and renovate a historic building and open a design firm in her hometown.

Lauryn's mother, Sherri, is a homemaker. Her father, Jason, is an engineer employed by CSX.



Andrew Q. Vance
James Madison University
Harrisonburg, VA

Son of Margaret and Quintin Vance

Andrew will be attending James Madison University this fall majoring in health sciences and pre-physical therapy. His career goal is to become a physical therapist.

While in high school, Andrew was very active in sports. He was the captain of the golf team and varsity soccer team. He was also involved in 4-H, Young Life, Beta Club, FBLA, and various other school clubs and community service projects.

Andrew's mother, Margaret, is a postal clerk with the United States Postal Service. His father, Quintin, works for NS as a train dispatcher.



Katie J. Warren
College of St. Scholastica
Duluth, MN

Daughter of Leanne and Travis Warren

Katie enjoys figure skating, playing softball, reading, acting, and volunteering at her church. She was a senior mentor and was involved in the youth leadership program during high school.

This fall, Katie will be attending the College of St. Scholastica working towards a bachelor of science degree. She then plans to further her education with a career goal of working for a hospital on the labor and delivery floor.

Katie's mother, Leanne, works for Superior School District as a teacher's assistant. Her father, Travis, is employed by CN as an engineer.



Julie E. Watson
University of Toledo
Toledo, OH

Daughter of Barbara and Jeffrey Watson

Julie will be attending the University of Toledo this fall to study astronomy. Her career goal is to obtain a position researching and observing deep space phenomena, including distant stars, nebulas, supernovas, and black holes.

While in high school, Julie was involved in band, choir, theater, german, and Tri-M Music Honor Society. In her spare time, she enjoys reading, writing stories, and singing in her church choir.

Julie's mother, Barbara, is an instructor employed by Owens Community College. Her father, Jeffrey, works for NS as an engineer.



Eden E. Wheeler
Tulsa Community College
Tulsa, OK

Daughter of Arlene and Don Wheeler

Eden has pursued a diverse mix of interests including marketing, music, working at a sheep ranch, and phlebotomy. She enjoys collecting vintage items, reading, and playing musical instruments.

Eden will be attending Tulsa Community College - Metro this fall to earn her associates degree. She plans to further her education with a bachelor's degree in writing and editing with a career goal as a freelance proofreader.

Her mother, Arlene, is a homemaker. Her father, Don, is an engineer employed by UP.



Brotherhood's Relief & Compensation Fund
2150 Linglestown Road
Harrisburg, PA 17110

DATES TO REMEMBER

July 16, 2018

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

October 1, 2018

- Luther G. Smith Scholarship applications become available

October 15, 2018

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

MARK YOUR CALENDARS!

Luther G. Smith Scholarship Program Commences on October 1, 2018

On October 1, 2018, applications for the 2019 Luther G. Smith Scholarship Program will become available. This year, recipients will be awarded \$1,000 for the school year 2019-2020. Applications must be received by March 1, 2019.

how to contact the office

Canada: 1-800-233-7080

United States: 1-717-657-1890

Mailing Address: 2150 Linglestown Road
Harrisburg, PA 17110

Website: www.brcf.org

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

THE OFFICE WILL BE CLOSED ON

July 4, 2018
(Independence Day)

September 3, 2018
(Labor Day)