

Brotherhood's Relief & Compensation Fund



The HIGHBALL Summer 2019

E. Hunter Harrison passed away in late 2017; however, his legacy continues to reverberate throughout the rail industry. Mr. Harrison is best known for his implementation of Precision Scheduled Railroading (PSR) at Canadian National, Canadian Pacific and CSX. Several other U.S. rail carriers are in the process of implementing PSR. As many of our members have witnessed firsthand, PSR brings significant changes in the way trains are built and moved throughout each rail carrier's respective network. Rail carriers that implemented PSR have closed facilities and terminals, sold portions of their rail lines, reduced assets, and furloughed employees.

It's not just operating employees that are impacted by PSR. Our shop craft brothers and sisters are paying a heavy price as well. Shop facilities across North America have been shuttered resulting in many furloughs. If you are furloughed, you may be relieved of payment of dues. Please visit www.brcf.org, select electronic forms and submit the complete relief of dues form.

PSR was never designed to benefit railroad employees. Quite the opposite, a key operating objective of PSR is to reduce crew starts by running fewer trains. How is this accomplished? Simple: increase train length. Increasing train length and tonnage pose additional challenges for train crews. In recent years, railroads have tasked train crews with the responsibility of operating and monitoring advanced technologies. These technologies are complex and require constant crew focus while multitasking. When you combine longer/heavier trains, advanced technologies to monitor and operate, and insufficient training, it is not a surprise that things occasionally go wrong. As we all know, when things go wrong, fingers are pointed, and blame is assigned.

In recent months, a few members have questioned the value or relevance of job income protection with the im-

plementation of Positive Train Control (PTC). A recent review of applications for "Held Out of Service" benefits reflects benefits paid for discipline assessed as a result of PTC enforcements for overspeed and approaches to stop locations and limits of authority. I can assure you job income protection is as relevant today as it was in 1912. Despite many changes in the railroad industry in the past century, one thing that has remained constant is the assessment of discipline by rail carriers.

A message from your president

On a more positive note, I'd like to congratulate our 2019 Luther G. Smith scholarship recipients. The accomplishments of these young men and women are amazing. The future of America is bright when you have talented, hardworking, bright young minds seeking to make a difference.



A handwritten signature in black ink that reads 'J. E. Taylor'.

J. E. Taylor
International President

Referral Fee - Direct Deposit Coming Soon!

Effective September 1, 2019, we will cease issuing referral fees by check in favor of direct deposit. If you referred a coworker in the past 12 months, be on the lookout for an email from our office. The email will contain a link to a Direct Deposit Authorization Form. Please complete and submit the form as soon as possible. The authorization form is also available by selecting electronic forms at www.brcf.org.

Relocation of Principal Office

The Brotherhood's Relief and Compensation Fund was founded by Pennsylvania Railroad Engineer L.G. Smith in 1912, during an era known as the "golden age" of fraternalism. Organizations like the BR&CF focused on providing mutual aid, offering comfort and stability in a dynamic society prior to the creation of the social welfare institutions we know today. The Fund was an immediate success with the nation's railroad workers, and on August 22, 1923, the cornerstone of a massive home office building was laid at the corner of Sixth and Maclay Streets in Harrisburg, Pennsylvania. The occasion was marked by a full day of festivities, including contests, ball games, picnics, dancing, and speeches by Pennsylvania Governor Gifford Pinchot and Harrisburg Mayor George Hoverter. In addition to office space for the operation of the Fund, the building's design called for apartments reserved for the "working class", a bank, bakery, barber shop, convention hall, and banquet facilities. Although the full vision of the building was never realized, and only two of the planned 12 stories completed, it served as the home of the fund for many decades.



Proposed BR&CF building circa 1923

Without as much fanfare but with equal pride and purpose, the Fund moved into a far more compact facility in Mechanicsburg on April 8, 2019. The board of directors examined the occupancy costs of the Linglestown Road property, owned by the Fund for over three decades. It was determined that leasing office space was prudent and economical. The new office suite was built to Fund specifications in a modern complex located in suburban Harrisburg.

The building is convenient to major highways and local amenities. Continuous advancements in the utilization of

technology have allowed for a marked decrease in the level of staff necessary to deliver the best service and value in the job income protection industry. Each employee is assigned a private office with up to date furnishings and a window. The suite also includes storage and mail rooms, an employee lunch room, and a conference room. The centerpiece of the suite is a flexible open space used for larger gatherings, notably the annual meeting of the members, recently held on April 20, 2019.



Open central office area

Careful, extensive planning ensured that the transition to the new location went smoothly with minimal disruption to the services provided to the membership. The Linglestown Road office closed at 1:00 PM on Thursday April 4th and the Fund began providing service from the new office at 8:00 am Monday April 8th. The officers, directors and staff look forward to serving the membership from these offices for many years to come.



Feature Wall

Please address all correspondence to:

BR&CF
300 Sterling Parkway, Suite 105
Mechanicsburg, PA 17050

Annual Meeting of the Members

The annual meeting of the members was held April 20, 2019. In spite of there being no offices up for election this year, there was a nice turnout. In addition to the officers and directors, the following members were in attendance: Russ Archibald, Hamilton, ON; Laurie Torrance, Toronto, ON; Jean Francois Bedard, Laval, QC; Don Ashley, Ottawa, ON; J. M. Robb, Vancouver, BC



Pictured left to right: B. W. Plant, Assistant International Secretary-Treasurer; M. T. McCrory II, Director; Benjamin Dunlap, Esq., General Counsel; D. J. Despines, Jr., Assistant International President; J. E. Taylor, International President; B. J. Penfield, International Secretary-Treasurer; S. Psychogios, Director; P. H. Perea, Director

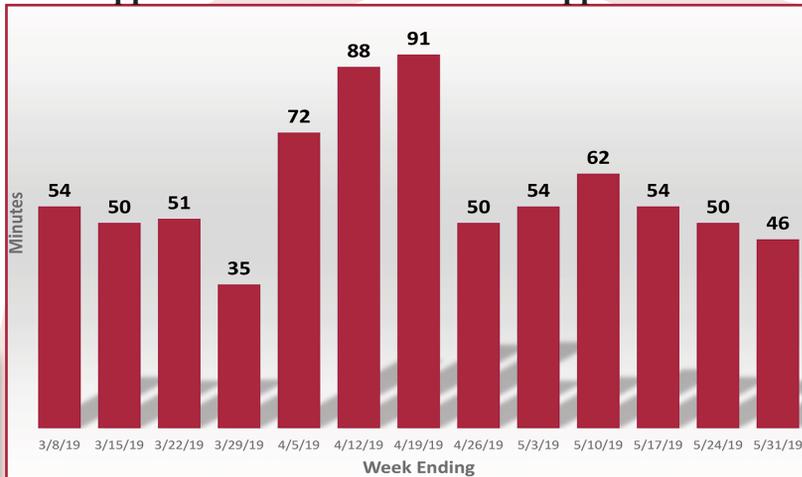


Pictured left to right: Don Ashley, Laurie Torrance, Russ Archibald, J. M. Robb, Jean Francois Bedard



Pictured left to right: S. Psychogios, Don Ashley, Laurie Torrance, Russ Archibald, J. M. Robb, Jean Francois Bedard, B. W. Plant

Average Processing Time for Approved "Held Out of Service" Applications



The Fund tracks the processing time of electronic applications for "Held Out of Service" benefits. In the preceding quarter, the average time from receipt of application to member notification of approval for benefits was 58 minutes.

Did you know?

Available 24/7 at the BR&CF website:

- Apply for an increase in daily benefit level
- Pay your membership dues
- Apply for a relief of dues
- Reactivate your membership
- Update your contact information
- Update your AD&D Beneficiary

Are you not working?

If you are off work a complete calendar month, except when "Held Out of Service" due to discipline, you can be relieved of dues for the following reasons:

- Furlough
- Leave of Absence
- Sick
- Injured
- Military Service

An electronic relief of dues form is available at our website. It takes approximately 2 minutes to complete the form. Visit www.brcf.org and select Electronic Forms.

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, 300 Sterling Parkway, Suite 105, Mechanicsburg, PA 17050.

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 2020 Luther G. Smith scholarship will become available October 1, 2019.



Haley S. Adams

Toccoa Falls College

Daughter of Lori and Billy Adams

During Haley's high school years, she enjoyed participating in Beta Club, FCCLA, NEHS, and band. She is also a student teacher at Bonaire Middle School and a volunteer small group leader at Southside Baptist Church.

She will attend Toccoa Falls College this fall majoring in education for middle and secondary grades, with a concentration in science.

Her mother, Lori, is an office associate. Her father, Billy, is a conductor with NS.



Cameron P. Borowski

Ohio State University

Son of Pamela and Wayne Borowski

Cameron graduated from high school with honors. He enjoys volunteering in the community and works at a local ice cream shop.

He aspires to graduate from OSU with a bachelor's degree in chemical engineering and would like to pursue a career in the petroleum industry.

His mother, Pamela, is a director of medical records. His father, Wayne, is an engineer for NS.



Ethan J. Cypull

University of Minnesota

Son of Estenel and Daniel Cypull

During high school, Ethan was involved in National Honor Society, Track & Field, and Drone Club. He is an honor roll student and also manages the school's greenhouse. He enjoys camping with friends, working out, and playing video games.

He will attend the University of Minnesota this fall with a focus on Environmental Science, Policy, and Management.

His mother, Estenel, is a substitute teacher. His father, Daniel, is a conductor with UP.



Haley N. Dash

Clinton Community College
Daughter of Eileen and Terry Dash

In high school, Haley was involved in sports, and has been in leadership roles in SADD, FBLA, FCA, and a member of National Honor Society. Outside of school, she enjoys being with friends, going to local coffee shops, and doing puzzles.

She plans to major in accounting and aspires to become CEO of a large company.

Haley's mother, Eileen, is a judicial specialist. Her father, Terry, works for UP as a conductor.



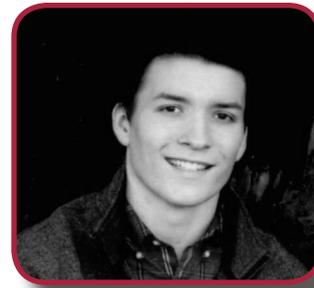
Danielle N. Fincham

University of Nebraska Medical Center
Daughter of Nancy and Frederick Fincham

Danielle has completed her undergraduate degree in biomedical sciences. She also played softball and conducted biomedical research.

Her career goal is to become a pharmacist with a focus on providing high quality healthcare to underserved communities.

Danielle's mother, Nancy, is an office assistant. Her father, Frederick, is an engineer for UP.



Dedric C. Frese

Kansas State University
Son of Amber and Matt Weeks

Dedric is involved in several sports as well as FLBA, National Honor Society, and Robotics. He volunteers his time in the community by coaching basketball, t-ball, and soccer. During the summer, Dedric can be found working at the Council Grove city lake.

After finishing college with a degree in civil engineering, he hopes to join a firm somewhere in Kansas.

His mother, Amber, is a dermatology nurse. His father, Matt, is an engineer for UP.



Courtney C. Harting

IUPU - Indianapolis

Daughter of Kathleen and Michael Harting

When not in school, Courtney can be found working at the local grocery store or doing homework. She is involved in orchestra as well as Book Club.

She hopes to graduate with a degree in psychology to help those in the psychiatric ward of the hospital or to aid in the criminal justice system.

Her mother, Kathleen, is a para-professional educational assistant. Her father, Michael, works as an engineer for CP.



Leigh A. Harting

IUPU - Indianapolis

Daughter of Kathleen and Michael Harting

Leigh enjoys playing cello, listening to music, and reading and is involved in her school's orchestra and book club. She plans to attend Indiana University. As a psychologist she hopes to alleviate some of the pain or burden of patients by helping find ways to accept, heal, and cope with trauma.

Her mother, Kathleen, is a para-professional educational assistant. Her father, Michael, works as an engineer for CP.



Morgan D. Helton

Western Kentucky University

Daughter of Charlotte and David Helton, Jr.

Morgan enjoys sports, reading, and is active in her community. In her free time, she is reading, watching Netflix, or hanging out with friends.

After receiving her bachelor of science degree in nursing, she would like to work as a registered nurse, then continue on to become a registered nurse anesthetist.

Morgan's mother, Charlotte, is a cook. Her father, David, is a signal maintainer for NS.



Julianna O. Herff

University of the Sciences

Daughter of Victoria and Michael Herff

Julianna has a passion for fitness and nutrition and has been a USA Boxer. In her spare time, she enjoys exploring the outdoors and drawing.

She will be pursuing a degree in exercise physiology at the University of the Sciences and aspires to have a career bringing her love of fitness and nutrition to underserved populations.

Her mother, Victoria, is a teacher. Her father, Michael, is employed by Conrail as an engineer.



Amber N. Johnson

IUPUI - Indianapolis

Daughter of Stacy and Shawn Johnson

Amber was captain of her cheer squad and an Illinois State Scholar. She was also the National Honor Society secretary, Spanish Club president, and a member of the FFA.

She will study biology with a minor in Spanish. She also plans to complete a physician assistant program in hopes of working in the medical field.

Her mother, Stacy, is an office associate. Her father, Shawn, is employed by BNSF as a conductor.



Alison E. Kever

Rockhurst University

Daughter of Paige and Tony Kever

Alison is a competitive figure skater. She received the United States figure skating Silver Achievement Award. Alison has amassed over fifty hours of community service at her church, school, and other local organizations.

She plans to attend Rockhurst University in the fall with a focus on health sciences.

Her mother, Paige, is a receptionist. Her father, Tony, is a conductor for UP.



Emily L. Mann

Grand Canyon University

Daughter of Lisa and Tagg Mann

Emily has participated in many sports, as well as speech, FCCLA, student council, band, flag team, and National Honor Society.

She plans to attend Grand Canyon University with a major in criminal justice. She aspires to become fluent in Spanish and graduate as an officer in the Army.

Her mother, Lisa, is a customer service representative. Her father, Tagg, is an engineer for UP.



Dustin R. Potter

NW Missouri State University

Son of Jennifer and Eric Potter

Dustin is an active member of the community. He volunteers at his local church and assists in leading worship service. In his free time, he enjoys fishing, creating music, playing tennis, and working on computers.

He is currently a computer science major and hopes to pursue a career in that field. He plans to use the skills that he has obtained for his future career at a local business.

Dustin's mother, Jennifer, is a secretary. His father, Eric, is employed as an engineer at NS.



Kristin N. Scott

Brandon University

Daughter of Leslei-Ann and Curtis Scott

Kristin loves being outdoors and enjoys hiking, fishing and taking photos. She has a degree in music specializing in classical singing from Brandon University.

She has been accepted into the Brandon University Education Program which she hopes will lead to a choir teaching position for high school students.

Her mother, Leslei-Ann, is a dental assistant. Her father, Curtis, is an engineer employed by CP.



Lauren T. Smith

University of South Carolina
Daughter of Toby and Jeffery Smith

Lauren is a member of the Beta Club and HOSA Chapter at her high school. She has taken the PLTW biomedical sciences and pre-engineering pathways.

She is excited to attend USC in the fall and plans to pursue a biomedical engineering degree. She hopes to help innovate the medical field into the future.

Her mother, Toby, is a Dental Hygienist. Her father, Jeffery, works for NS as an engineer.



Hayden C. Tickle

University of Virginia
Son of Jane and Steve Vencill

Hayden was captain of his soccer team his senior year of high school. He was also on the Dean's list during his first year at UVA.

He will begin his second year as a biology major this fall. His goal is to attend medical school and become a surgeon.

His mother, Jane, is a TDT clinician. His step-father, Steve, is an engineer for NS. His father, Christopher, is a nurse practitioner in Savannah, GA.



Braleigh E. Trout

West Virginia University
Daughter of Tomi and Richard Trout

Braleigh enjoys playing soccer, photography and kayaking. She is a member of National Honor Society, Academic All-Stars, and Adopt-A-Grandparent Club.

She will attend WVU in the fall and major in nursing. She plans to become a registered nurse and then continue her education to become a nurse practitioner.

Her mother, Tomi, is a dental assistant. Her father, Richard, is an engineer for CSX.



Eden E. Wheeler

Tulsa Community College
Daughter of Arlene and Don Wheeler

Eden has many diverse interests, including marketing, music, and phlebotomy. In her spare time she enjoys collecting vintage items and playing musical instruments.

Once she receives her associates degree she plans to obtain her bachelor's degree in writing and editing and aspires to become a freelance proofreader.

Her mother, Arlene, is a homemaker. Her father, Don, is an Engineer for UP.



Elizabeth G. Ziegler

University of Wisconsin
Daughter of Jennifer and Eugene Ziegler

Elizabeth served as Student Council President, Key Club Treasurer, and is a member of National Honor Society. She qualified for state in cross country and enjoys volunteering at her church food pantry.

This fall she will be attending University of Wisconsin with an intended major in animal science/pre-veterinary medicine.

Her mother, Jennifer, is an accountant. Her father, Eugene, is an engineer for CN.



Brotherhood's Relief & Compensation Fund
300 Sterling Parkway, Suite 105
Mechanicsburg, PA 17050

RETIREMENT:

Mr. John Plesic was hired in the spring of 1997 and retired in April of this year. He served as the Accountant for BR&CF and was the Dues Department supervisor for many years. John will be greatly missed and we wish him a long and happy retirement.



How to contact the office:

Canada: 1-800-233-7080
United States: 1-717-657-1890
Mailing Address: 300 Sterling Pkwy
Suite 105
Mechanicsburg, PA 17050
Website: www.brcf.org
Business Hours: 8:00 a.m. to 4:00 p.m.
Eastern Time (Monday-Friday)

DATES TO REMEMBER:

July 15, 2019

◆ Board of directors meeting, Mechanicsburg, PA

October 1, 2019

◆ Luther G. Smith scholarship applications become available

October 21, 2019

◆ Board of directors meeting, Mechanicsburg, PA

THE OFFICE WILL BE CLOSED ON

July 4, 2019
(Independence Day)

September 2, 2019
(Labor Day)