

Brotherhood's Relief & Compensation Fund



The HIGHBALL

Spring 2020

A message from your president

Four months into fiscal year 2020 and thus far BR&CF has experienced a seventeen percent (17%) year over year increase in "Held Out of Service" benefits paid to the membership. Although it is too early to determine if this trend will continue, this sharp increase serves as a stark reminder to all of us of the ebbs and flows of railroad discipline. I trust that those members who received benefits during this period appreciate and understand the importance and value of protecting one's income.

Active membership in the Fund has declined 8 percent when compared to this time last year. I attribute this decline, in part, to Precision Scheduled Railroading (PSR). The implementation of PSR has resulted in significant furloughs throughout the U.S., the extent of which have not been seen since the last economic recession. In the event you are furloughed and are off work a complete calendar month, you are eligible for a relief of dues. Please utilize this QR Code for submission of the Complete Relief of Dues Form.

It's the time of year when we begin to prepare for the annual meeting of the members. A proxy and notice of annual meeting will arrive in your mailbox in early March. Please contact the office if you plan to attend the annual meeting. My secretary will be happy to assist you in making hotel arrangements as well as advise of local attractions that may interest you during your visit. If you are unable to attend the annual meeting in person, I urge you to exercise your proxy. The process is simple and will only take a couple minutes of your time.



J. E. Taylor
International President

Not Working?

If you are off work a complete calendar month for any of the following reasons you are eligible for a relief of dues:

- Furlough
- Medical/Illness
- Active Military Duty
- Leave of Absence

The QR code below will direct you to the complete relief of dues form. Use your mobile camera to read the code.



Dates to Remember:

April 20, 2020

- ◆ Board of directors meeting in the principal office

April 20, 2020

- ◆ Deadline for receipt of proxy votes

April 25, 2020

- ◆ Annual meeting of the members

**BROTHERHOOD'S RELIEF AND COMPENSATION FUND
STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCES
INCOME TAX BASIS
SEPTEMBER 30, 2019 AND 2018
(Presented in U.S. Dollars)**

ASSETS	2019	2018
Cash and Cash Equivalents	\$ 885,516	\$ 2,119,300
Interest Receivable	104,603	270,581
Prepaid Expenses	-	61,350
Investments	54,770,149	42,559,024
Investments Designated for Deferred Compensation	59,598	70,309
Property and Equipment, Net	102,660	1,078,062
Total Assets	\$ 55,922,526	\$ 46,158,626
LIABILITIES		
Accounts Payable and Accrued Expenses	\$ 323,288	\$ 355,983
Dues Received in Advance	2,109,538	2,266,984
Held Out of Service Payable	169,033	139,718
Total Liabilities	2,601,859	2,762,685
FUND BALANCES		
Fund Balance	65,841,529	51,162,823
Currency Valuation	(9,520,862)	(7,766,882)
Total Fund Balances	53,320,667	43,395,941
Total Liabilities and Fund Balances	\$ 55,922,526	\$ 46,158,626

Annual Financial Report

In accordance with the Constitution, BR&CF engaged Hamilton & Musser, P.C. to audit its financial statements. The financial statements comprise the statement of assets, liabilities, and fund balances. Hamilton & Musser reported at the January board of directors meeting that our financial records were presented fairly in all material respects and no modifications or adjustments were necessary.

The organization holds investment positions in the U.S. and Canada. The Fund's financial statements must be presented in U.S. dollars; therefore, for reporting purposes all Canadian investment positions were converted to U.S. dollars on September 30, 2019.

It should also be noted that investment positions are stated at cost and not market value. The total market value of the organization's investment portfolio on September 30, 2019, was \$67,398,730.

Annual Meeting of the Members April 25, 2020

The annual meeting of the members is scheduled to convene in the principal office in Mechanicsburg, PA at 10:00 a.m. on April 25, 2020. In accordance with Article XX of the BR&CF Constitution, a quorum of the membership must be represented in person or by proxy to convene the annual meeting.

Proxies will be mailed to all members "In Good and Regular Standing" on or about March 2, 2020. If you are unable to attend the annual meeting in person, we encourage you to exercise your proxy vote by telephone or internet. The process is simple and will only take a couple minutes to complete. As in the past, the Fund will continue to utilize email blasts to ensure a quorum is received.

Please contact our office if you plan to attend the annual meeting so we can assist with arrangements. It is recommended that you reserve a hotel room as soon as possible. It can be a challenge to secure a hotel room during this time frame due to Spring Carlisle, a collector and classic car swap meet, car corral and auction. This event has been recognized as one of the top five automotive swap meets in the world.

Referral Program: Refer a Coworker Cards Now Available

If you refer coworkers to the Fund or you are interested in referring coworkers to the Fund, I encourage you to order RAC-CARDS today by submitting a supply order form. The cards are created in-house to allow design flexibility and quick shipment.

An important feature of a RAC-CARD is the Application for Membership QR code. The QR code works similar to the Refer a Coworker email feature in that a referring member's name is pre-populated in the referral section of the application when the QR code is created. If a prospective member submits a QR code application, it is not necessary for the prospective member to manually type the name of the referring member in the referral section of the application. A RAC-CARD also contains additional informational QR codes on the front and back of each card.

The BR&CF Referral Program plays an important role in the success of this organization. All BR&CF members can participate in the referral program. The program provides an opportunity for you, the member, to refer

your coworkers to the Fund so they too are afforded job income protection. The BR&CF will provide you a \$125.00 referral fee for each coworker you refer who applies for membership and is approved.

If you are interested in learning more about the BR&CF Referral Program, please visit our website, log in to your account, and select 'Referral Program'. A supply order form is available to order RAC-CARDS, Referral Brochures, and Posters.



Email Communication and QR Codes

BR&CF recently began utilizing hyper-link embedded email to supplement member correspondence that has traditionally been mailed. Results thus far have been very positive. The initial email transmission resulted in approximately forty (40) members submitting the applicable electronic form within twenty-four (24) hours, which permitted a timely and efficient adjustment to their membership status. I encourage you to log in at www.brcf.org to review your personal information and verify that a current email address is on file.

Selected written correspondence has been enhanced by the addition of Quick Response (QR) codes. QR codes were introduced in 1994. They were touted as the next big thing, but their popularity faded. Fast-forward to 2019 and QR codes have made a comeback, due in part because newer Apple and Android smart phone cameras are able to read the QR codes without down-

loading an application. More importantly, QR codes can connect you to our website and links to forms. How does the BR&CF plan on using QR Codes? We are optimistic that the utilization of QR codes will increase the response rate to correspondence, with the goal of efficiently directing members to the course of action that best serves their current needs. For example, we send hundreds of letters each month to members for whom a dues payment has not been received via payroll deduction for various reasons. The traditional letter has been modified to include two QR codes. One code directs the member to the dues payment login screen to initiate a dues payment to replace the missed deduction. The other code is a relief of dues form that can be quickly and easily submitted electronically if the member has been off work a complete calendar month. These types of QR codes are considered dynamic codes; however, we plan to utilize static codes in the future as well.

Preparing your income tax return?

If you received \$600 or more in benefits in 2019, the IRS requires that we mail you a 1099-MISC Income Tax Form. The information contained on this form will assist you in preparing your tax return. The 1099's were mailed in mid-January 2020.

If you received a 1099 we encourage you to visit our website to retrieve your dues payment history. Your tax consultant will likely need this information to properly complete your tax return. After logging in, select the 'Other' drop down menu at the top of the screen and select 'Tax Information'. Your dues history may be exported or printed for your convenience.

Be sure to make your tax consultant aware of the following:

- The BR&CF is **NOT** an insurance company.
- Members pay dues **NOT** insurance premiums.



Brotherhood's Relief & Compensation Fund
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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)