Brotherhood of Maintenance of Way Employees
Affiliated with the AFL-CIO and C.L.C.

October 26, 2004

Circular No. 155

ALL GRAND LODGE AND SYSTEM OFFICERS
IN THE UNITED STATES AND CANADA

Dear Sirs and Brothers:

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Re: Grand Lodge Dues Increase Effective January 1, 2005

Article XX, Section 3, Paragraphs 2 and 3, of the Grand Lodge Constitution and Bylaws, reads as follows:

"...Effective with the payment of dues for the month of November 1991 Grand Lodge dues shall be adjusted to reflect one and five one hundredths (1.05) of the average straight time hourly rate of pay, effective with the payment of dues for the month of November 1992 and January of each succeeding year Grand Lodge dues shall be adjusted to reflect one and two tenths (1.2) of the average straight time hourly rate of pay. The average straight time hourly rate of pay will be based on the information reflected in Interstate Commerce Commission Statement No. A-300 for Maintenance of Way Employees for calendar year 1989 and each successive year. Said amount shall be rounded to the nearest 25 cents, which additional sum shall be taken into consideration when calculating any dues increase for the following year.

In the event the Interstate Commerce Commission ceases to publish Statement No. A-300 on an annual basis, or alters it materially, the annual statement published by the National Railway Labor Conference will be used as an alternative equivalent formula. In the event that the National Railway Labor Conference ceases to publish the annual statement or alters it materially, an alternative equivalent formula shall be adopted so as to accurately reflect increases in rates-of-pay provided for under National Agreements during the appropriate measurement period."

Based upon the annual statement published by the National Railway Labor Conference, it has been determined that the average straight-time hourly rate-of-pay for maintenance of way employees during 2003 was $19.95. One and two tenths (1.2) of this amount added to the current Grand Lodge dues equals $23.94, which rounded to the nearest 25 cents, results in Grand Lodge dues being increased to $24.00 per month, effective January 1, 2005.

In solidarity,

Freddie N. Simpson
President

Perry K. Geller, Sr.
Secretary-Treasurer

cc: Local Lodge Secretary-Treasurers
    in the United States and Canada

20300 Civic Center Drive, Suite 320
Southfield, MI 48076
Telephone (248) 948-1010 Facsimile 248-948-7150
November 5, 2004

Circular No. 155
Revised

ALL GRAND LODGE AND SYSTEM OFFICERS IN THE UNITED STATES

Dear Sirs and Brothers:

Re: **REVISED Grand Lodge Dues Increase effective January 1, 2005**

As a result of the Teamster merger, Article XV, Section 3, Paragraphs 1 and 2, of the BMWE Division Constitution and Bylaws, effective January 1, 2005, read as follows:

"Sec. 3. Each member shall be required to pay all BMWED dues and assessments.

Thereafter, effective with the payment of dues for the month of November 1990 National Division dues shall be adjusted to reflect nine-tenths (9/10) of the average straight-time hourly rate of pay. Effective with the payment of dues for the month of November 1991 National Division dues shall be adjusted to reflect one and five one hundredths (1.05) of the average straight time hourly rate of pay, effective with the payment of dues for the month of November 1992 and January of each succeeding year National Division dues shall be adjusted to reflect one and two tenths (1.2) of the average straight time hourly rate of pay. Effective with the merger, National Division dues shall be adjusted to reflect one and three-tenths (1.3) of the average straight time hourly rate of pay for each of the three rate classifications listed in Paragraph 3.8 of the Merger Agreement. The assessments totaling $2.00 will be discontinued.

The average straight time hourly rate of pay for standard contracts will be based on the information reflected in the annual statement published by the National Railway Labor Conference which shall be used as an equivalent formula. In the event that the National Railway Labor Conference ceases to publish the annual statement or alters it materially, and for non-standard and non-rail contracts listed in Paragraph 3.8 of the Merger Agreement, an alternative equivalent formula shall be adopted so as to accurately reflect increases in rates-of-pay provided for under Agreements during the appropriate measurement period. Said amounts shall be rounded to the nearest 25 cents, which additional sum shall be taken into consideration when calculating any dues increase for the following year."

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Based upon the annual statement published by the National Railway Labor Conference, it has been determined that the average straight-time hourly rate-of-pay for maintenance of way employees during 2003 was re-calculated to be $19.24. One and three tenths (1.3) times this amount equals $25.01, which rounded to the nearest 25¢, results in Grand Lodge dues being increased to $25.00 per month, effective January 1, 2005. Just a reminder the assessments totaling $2.00 are discontinued effective January 1, 2005.

Fraternally yours,

[Signature]
President

[Signature]
Secretary-Treasurer

cc: Local Lodge Secretary-Treasurers in the United States
Pennsylvania Federation
121 North Broad Street - Suite 503
Philadelphia, Pennsylvania 19107
phone: (215) 569-1285
fax: (215) 569-0676

Office of the General Chairman
Jed Dodd

November 15, 2004

To: All Federation Committees
From: Jed Dodd
Re: Dues Effective January 1, 2005

Dear Brothers and Sisters:

Grand Lodge and Federation Dues for calendar year 2005 are based on the average hourly rate of pay for maintenance of way employees during calendar year 2003. The average hourly rate of pay for calendar year 2003 was $19.24/hour. Therefore the dues rate effective January 1, 2005 will be as follows:

<table>
<thead>
<tr>
<th>Type</th>
<th>Formula</th>
<th>Current Rate</th>
<th>New Rate Effective 1/1/2005</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grand Lodge Legislative Assessment</td>
<td>discontinued 1/1/05</td>
<td>$1.00/month</td>
<td>$0.00/month</td>
<td>- $1.00</td>
</tr>
<tr>
<td>Grand Lodge Negotiations Assessment</td>
<td>discontinued 1/1/05</td>
<td>$1.00/month</td>
<td>$0.00/month</td>
<td>- $1.00</td>
</tr>
<tr>
<td>Grand Lodge Dues</td>
<td>was 1.2 x average hourly rate rounded to nearest $.25 but effective 1/1/05 is increased to 1.3 x avg hourly rate rounded to nearest $.25.</td>
<td>$22.50/month</td>
<td>25.00/month</td>
<td>+ $2.50</td>
</tr>
<tr>
<td>Federation Dues</td>
<td>2.12 x average hourly rate rounded to nearest $.25</td>
<td>$40.00/month</td>
<td>$40.75/month</td>
<td>+ $.75</td>
</tr>
<tr>
<td>Local Lodge Dues</td>
<td>Set by Local Lodge Uniform by Federation</td>
<td>$2.00/month</td>
<td>$2.00/month</td>
<td>0.00</td>
</tr>
<tr>
<td>Totals</td>
<td></td>
<td>$66.50</td>
<td>$67.75/month</td>
<td>+ $1.25/month</td>
</tr>
</tbody>
</table>