ALL NATIONAL DIVISION AND
SYSTEM OFFICERS

Dear Sisters and Brothers:

Re: National Division Dues effective January 1, 2014

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

"Sec.3. Each member shall be required to pay all BMWED dues and assessments. National Division dues shall be adjusted each January 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 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."

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 Class I maintenance of way employees during 2012 was $24.96. One and three-tenths (1.3) times this amount equals $32.45, which, rounded to the nearest 25 cents, results in National Division dues increasing from $29.75 to $32.50 per month.
The average straight-time hourly rate of pay for Class II and III maintenance of way employees during 2012 was calculated to be $22.11. One and three tenths (1.3) times this amount equals $28.74, which, rounded to the nearest 25 cents, results in National Division dues increasing from $26.50 to $28.75 per month.

The average straight-time hourly rate of pay for non-rail maintenance of way employees during 2012 was calculated to be $16.15. One and three tenths (1.3) times this amount equals $21.00, which, rounded to the nearest 25 cents, results in National Division dues remaining $21.00 per month.

Fraternally yours,

Freddie N. Simpson  
President

Perry K. Geller, Sr.  
Secretary-Treasurer

cc: Local Lodge Secretary-Treasurers
November 8, 2013

To: All Federation Committees
From: Jed Dodd
Re: Dues Effective January 1, 2014

Dear Brothers and Sisters:

National Division and Federation Dues for calendar year 2014 are based on the average hourly rate of pay for maintenance of way employees during calendar year 2012. The average hourly rate of pay for calendar year 2012 was $24.96/hour. Therefore the dues rate effective January 1, 2014 will be as follows:

<table>
<thead>
<tr>
<th>Type</th>
<th>Formula</th>
<th>Current Rate</th>
<th>New Rate Effective 1/1/2014</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Division</td>
<td>1.3 x avg hourly rate rounded to nearest $.25.</td>
<td>$29.75/month</td>
<td>$32.50/month</td>
<td>$2.75</td>
</tr>
<tr>
<td>Federation Dues</td>
<td>2.12 x average hourly rate rounded to nearest $.25</td>
<td>$48.50/month</td>
<td>$53.00/month</td>
<td>$4.50</td>
</tr>
<tr>
<td>Local Lodge Dues</td>
<td>Set by Local Lodge Uniform by Federation</td>
<td>$4.00/month</td>
<td>$4.00/month</td>
<td>$0.00</td>
</tr>
<tr>
<td>Totals</td>
<td></td>
<td>$82.25/month</td>
<td>$89.50/month</td>
<td>$7.25/month</td>
</tr>
</tbody>
</table>