Report of the Resolutions Committee

Twentieth Regular Convention

Pennsylvania Federation

Brotherhood of Maintenance of Way Employes Division

International Brotherhood of Teamsters

Atlantic City, NJ

August 7, 8, 9, 2007

Chairman
Kevin Hussey

Members
Chuck Burkindine
Don Tredent
Anthony Rochon
Resolution One

Joe Love

Whereas, Joe Love has served the Pennsylvania Federation as an Executive Board member from the Eastern Region faithfully; and

Whereas, The Pennsylvania Federation has gained much from the effort, self sacrifice and dedication which he put forward in behalf of the membership of the Pennsylvania Federation; and

Whereas, the Twentieth Convention of the Pennsylvania Federation desires to go on record officially thanking Joe for his effort and support of the Union; therefore

Be It Resolved, this Twentieth Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters officially thank and applaud Brother Love for his service and dedication to the Brotherhood and that the General Chairman be directed to send a copy of this resolution to Brother Love commending him for his service.
Resolution Two

Wayde Ames

Whereas, Wade Ames has served the Pennsylvania Federation as a Vice Chairman from District Nine faithfully; and

Whereas, The Pennsylvania Federation has gained much from the effort, self sacrifice and dedication which he put forward in behalf of the membership of the Pennsylvania Federation; and

Whereas, the Twentieth Convention of the Pennsylvania Federation desires to go on record officially thanking Wayde for his effort and support of the Union; therefore

Be It Resolved, this Twentieth Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters officially thank and applaud Brother Ames for his service and dedication to the Brotherhood and that the General Chairman be directed to send a copy of this resolution to Brother Ames commending him for his service.
Resolution Three

Leroy Prosser

Whereas, Leroy Prosser has served the Pennsylvania Federation as a Vice Chairman from District Seven faithfully; and

Whereas, The Pennsylvania Federation has gained much from the effort, self sacrifice and dedication which he put forward in behalf of the membership of the Pennsylvania Federation; and

Whereas, the Twentieth Convention of the Pennsylvania Federation desires to go on record officially thanking Leroy for his effort and support of the Union; therefore

Be It Resolved, this Twentieth Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters officially thank and applaud Brother Prosser for his service and dedication to the Brotherhood and that the General Chairman be directed to send a copy of this resolution to Brother Prosser commending him for his service.
Resolution Four

Pennsylvania Federation Administrative Staff

Whereas, Raeann Carson, Susan Reardon and Barbara Frank have faithfully served and continue to serve Pennsylvania Federation in their administrative support roles in the Federation office; and

Whereas, The Pennsylvania Federation has gained much from the effort, self sacrifice and dedication put forward by these women in behalf of the membership of the Pennsylvania Federation; and

Whereas, the Twentieth Convention of the Pennsylvania Federation desires to go on record officially thanking them for their effort and support of the Union; therefore

Be It Resolved, this Twentieth Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters officially thank and applaud Raeann Carson, Susan Reardon and Barbara Frank for their service and dedication to the Brotherhood and that the General Chairman be directed to send a copy of this resolution to them commending them for their service; and

Be It Further Resolved, that they be provided with five additional paid days off to be used in the remainder of calendar year 2007.
Resolution Five

Defenders of the Brotherhood

William Buck, Thomas Plunkett, Stanley Woytowiez, Glenn Nolan, Robert Houser

Whereas, brothers William Buck, Thomas Plunkett, Stanley Woytowiez, Glenn Nolan, and Robert Houser came forward at the request of the Union to serve as named plaintiffs in a class action lawsuit against Norfolk Southern’s 401(k) plan to make the plan more responsive to all Norfolk Southern workers; and

Whereas, with their unwavering support the lawsuit was satisfactorily resolved where the rights of all of the plan members were enhanced and protected; and

Whereas, these men are rank and file members who are full time workers of Norfolk Southern and their participation took courage and commitment; and

Whereas, the Pennsylvania Federation maintains an award called, “Defender of the Brotherhood” that may only be issued to rank and file members of the Union who go above and beyond the call of duty for the Union; and

Whereas, the participation of William Buck, Thomas Plunkett, Stanley Woytowiez, Glenn Nolan, and Robert Houser was above and beyond the call of duty as they took personal risk for themselves in behalf of all of us, therefore

Be It Resolved, this Twentieth Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters officially thank these men for their service and dedication to the Pennsylvania Federation and direct the General Chairman to provide each with a copy of this resolution and to have plaques made for each of them noting that they have been awarded the distinction of being Defenders of the Brotherhood.
Resolution Six

Norfolk Southern Railroad

Substandard Rates of Pay and Camp Cars

Local Bargaining

Whereas, Norfolk Southern Railroad in a throwback to the plantation mentality and anti-union animus that has enabled southern employers to increase the levels of exploitation of their workers when compared to workers in other regions of the country and two examples of this are the substandard rates of pay for maintenance of way workers on NS when compared to workers performing similar work on CSXT or Conrail and the use of camp cars as opposed to motels to house employees when they are away from home; and

Whereas, equal pay for equal work is a basic trade union principle and justice demands that the elimination of this super exploitation of NS maintenance of way workers be a primary goal of the Pennsylvania Federation and our National Division; and

Whereas, we have made some progress to the elimination of the use of camp cars on NS using pressure tactics to organize the membership against this practice, to use media campaigns to expose and make public these disgusting housing conditions to the public in general and the industry that has abandoned these plantation era practices long ago, with the politicians in Washington DC and the state houses, and using the regulatory agencies and legislative processes; and

Whereas, these campaigns regarding these camp cars have been fully supported or organized by our National Division and the Teamsters Rail Conference and we wish to go on record thanking them for this support and the results to date that we are seeing in the elimination of these disgusting practices; and

Whereas, we wish to continue to cooperate with these efforts and work in unity with our national officers in behalf of the objective of eliminating camp cars from the Norfolk Southern property; and

Whereas, we have not been successful in bringing up the wage levels for NS workers to equal that of similarly situated workers performing the same work on adjacent railroads like CSXT or Conrail Shared Assets; and

Whereas, both issues (wage disparity and camp cars) were subjects of the last round of national bargaining but were left unresolved, to the benefit of Norfolk Southern, when national bargaining concluded in the recently ratified national freight agreement; and
Whereas, ultimately the issues of wage disparity and the use of camp cars distinguish
NS maintenance of way workers from other railroad workers in the United States and
these issues need to be handled directly with NS management in local bargaining with
a valid threat of a strike if the issues are unresolved to the satisfaction of NS workers;
and

Whereas, railroad management in general and NS management in particular clearly
understand that national bargaining better supports management’s interests against the
interests of their workers in general by ensuring that valid local issues like wage
disparity and camp cars are less likely to be resolved and making a threat of a strike
less effective because of the greater chance of government intervention the greater the
strike; and

Whereas, this position of railroad management that national bargaining better supports
management’s interest against the interests of the workers was clearly shown when
they sued us prior to the last round of bargaining to force us into national bargaining;
therefore,

Be It Resolved, this Twentieth Convention of the Pennsylvania Federation Brotherhood
of Maintenance of Way Employes Division of the International Brotherhood of
Teamsters, go on record that the elimination of the wage disparity and camp cars
should be a primary focus of the union in the next four year period; and

Be It Further Resolved, that the assembled delegates representing substantial
numbers of NS workers believe that in the collective bargaining arena that these issues
are best handled in local bargaining and that all efforts should be made to keep NS
maintenance of way workers out of national bargaining until these issues are
satisfactorily resolved, and

Be It Further Resolved, that the delegates assembled at this Quadrennial Convention
support all tactics an strategies required to bring about a successful conclusion to these
issues such as but not limited to banding together with other System Committees
representing NS BMWED members and the National Division to isolate NS on these
questions and to develop local bargaining strategies and other strategies to resolve
these issues; and

Be It Further Resolved, that all cooperation shall be provided to the National Division
or other System Committees who are also struggling with these questions and engage
NS in different ways to achieve these objectives; and

Be It Further Resolved, that the delegates assembled at this Quadrennial Convention
urge Congress not to intervene in any strike if a strike occurs on NS to establish uniform
rates of pay equal to the rates of pay that exist on adjacent railroad properties or to
eliminate camp cars and support the defense of this strike using the same principals
adopted by the delegates in resolution 29 assembled at the National Division in 2006.
Resolution Seven

Federation Mergers

Whereas, the Pennsylvania Federation should pursue fair mergers between the Pennsylvania Federation and the Northeast System Federation, Commuter Rail System Division, Affiliated System Division, Seaboard Federation, Nickel Plate Federation, Allied East Federation and the Consolidated Rail System Federation; and

Whereas, there is an overlapping of territory and mutual policing of the same agreements with the same employers with some of these Federations and such dual representation is in fact redundant and can be harmful to unity and solidarity on critical issues facing the membership; and

Whereas, a merger between and of all of these Federations would financially benefit the entire union and the members, strengthen our ability to confront the common managements under our jurisdiction and strengthen our ability to deal with management currently under our exclusive jurisdictions; therefore

Be It Resolved, this Twentieth Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters urge the General Chairman to aggressively pursue merger with these sister Federations and actively seek the support of the National Division to effect and orderly and efficient consolidation of the Federations.
Resolution Eight

Widow’s or Widower’s Fund

Whereas, when an unfortunate event occurs and an active member of the Pennsylvania dies, the dependents of the member are often left with only previously earned vacation pay and a previously earned pay check for immediate cash; and

Whereas, there is currently no fund to provide these families with any immediate financial aid; and

Whereas, the Brotherhood of Maintenance of Way Employees was originally established to help widows and widowers; therefore

Be It Resolved, this Twentieth Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters go on record of directing the General Chairman to make a $500.00 donation to the deceased member’s family should they unfortunately die while an active member.
Resolution Nine

Negotiate a New Agreement on Amtrak

Whereas, Amtrak workers have not had a new agreement since January 1, 2000 and this seven year freeze on general wage increases have greatly hurt the membership and their families who work on Amtrak; and

Whereas, Amtrak management is appointed by President George Bush and is insisting that we give up basic trade union rights for paltry wage increases, reducing health benefits for our active members and eliminating health benefits for our disabled members and replacing our jobs with the use of outside contractors has made it impossible to reach a fair and equitable agreement; and

Whereas, our government mediators are appointed by President George Bush and have done nothing but support managements belligerent, insulting and union busing programs; and

Whereas, should the government appointed mediators declare an impasse in the current round which could lead to the appointment of a Presidential Emergency Board appointed by the same President who appoints our management and our mediators. Former Chairwoman and current Board member, Reed Van de Water of the National Mediation Board has threatened that the fact finders appointed by President Bush to resolve this issue will not be neutrals but instead right wing, pro management anti worker ideologues that populate the current Republican administration; and

Whereas, this vicious assault on the working conditions and rights of the hard working men and women who build, maintain and operate America’s premier rail passenger systems; therefore

Be It Resolved, this Twentieth Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters applaud the officers and leadership of the union at the National Division, Federation and Local Lodge level for holding the line against these attacks and support their continued fight to bring home an agreement that is equal to or greater than those bargained nationally for our members performing similar work in 2001 and 2007; and

Be It Further Resolved, that the delegates assembled at this Quadrennial Convention support the use of all tactics necessary to bring this struggle to a successful conclusion including but not limited to massive lobbying of the politicians, massive demonstrations and informational picket lines, civil disobedience and strikes to resolve this critical situation; and

Be It Further Resolved, that it is absolutely critical that the Teamsters Rail Conference take a more proactive and energized role in the struggle for Amtrak workers, including but not limited to, the hiring of full time staff and organizers to work
on Amtrak legislation and collective bargaining issues; and

**Be It Further Resolved**, that no efforts for the funding of Amtrak should be supported unless it also includes either a process to get a fair agreement to resolve this crisis or a fair agreement has been negotiated; and

**Be It Further Resolved**, in the unfortunate event that, as threatened by the NMB an ideological PEB is appointed by George Bush to make recommendations to break our Union and these recommendations fail to result in a fair agreement supported by a majority vote of the membership and the Congress of the United passes new laws like they have done in the past to prevent a strike and impose a contract on the membership that does not have the support of the membership that the delegates authorize the leadership of this Union to call a strike and stay out until the issue is resolved even if ordered back to work by any organ of the government; and

**Be It Further Resolved**, that a copy of this resolution be sent to General President Hoffa, the System Committees of the BMWED that represent Amtrak workers and the National Division officers.
RESOLUTION TEN

MEMORIAL FOR OUR DECEASED BROTHERS AND SISTERS

Whereas, many of our members have passed on over the past four years; and

Whereas, these Brothers and Sisters enriched the lives of all of us individually and as an Union; and

Whereas, in several instances the Railroads were responsible for the deaths of our Members and attempted to blame them for their own deaths; therefore

Be it Further Resolved, that the delegates assembled at this Twentieth Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters go on record extending its best wishes to the families and friends of those who have passed on.
RESOLUTION ELEVEN

ELIMINATION OF CONTRACTING OUT AND LEASING SCHEMES

Whereas, the problem of Railroad management contracting out the work and leasing property to avoid the collective bargaining agreements of the Brotherhood of Maintenance of Way workers has intensified and threatens the jobs of all BMWED members; and

Whereas, this problem is being addressed with hard work and diligence through claims and negotiations and continues to threaten the very life blood of our membership and continues; and

Whereas, the Pennsylvania Federation, Brotherhood of Maintenance of Way Employes Division must continue in its effort in a forceful and forthright manner if we are to continue to survive as a union and protect our jobs and futures; therefore

Be It Resolved, that the delegates assembled at this Twentieth Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters continue its efforts and do all in its power to eliminate the threat of outside contracting and continue to negotiate for collective bargaining agreements that eliminates the practice, and

BE IT FURTHER RESOLVED, that as we join our Brothers and Sisters at the National Division that we urge our Union to use all means necessary to ensure that we are protected from outside contracting and leasing of property to avoid our agreements.
RESOLUTION TWELVE

LABOR PARTY

Whereas, during the last thirty three years US productivity has risen while wages have stagnated and declined and benefits and rights that have taken decades to win are being taken from us by the employers with the help of the two parties of big business, the Republicans and the Democrats; and

Whereas, the North American Free Trade Agreement, the looting of the Savings and Loan Industry and the looting of workers retirement systems by Enron and other corporate criminals are recent examples of the inability of either of these two parties to represent the interests of working people and it has been a bi-partisan policy of both the Democrats and the Republicans to tax working people and the poor in excess of their ability to pay as opposed to the taxes paid by the wealthy and the corporations; and

Whereas, both the Republican and Democratic parties have trampled upon the right to strike of rail labor using the power of the Government to defend the interests of rail management and in the process destroying the lives and livelihoods of 900 thousand railroad workers in the last 37 years; and

Whereas, both parties have supported government attacks on workers’ rights and union rights and have failed to implement labor law reform that would allow unions to effectively respond to attacks from the American Association of Railroads, the National Carriers Conference Committee, the Business Roundtable, the United States Chamber of Commerce, the National Association of Manufacturers, the trade associations and lobbying groups, and the union busting "management consultants;" and

Whereas, the 1991,1995 and 1999 Pennsylvania Federation Convention and has gone on record of supporting the formation of a third party for the American working people and has endorsed the effort made by the Labor Party and were represented at the founding convention and the first constitutional convention; therefore

Be it Further Resolved, that the Twentieth Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters go on record endorsing the Labor Party and that this support from the Pennsylvania Federation be shown in our participation and attendance at future conventions, meetings and activities of the Labor Party and that the System Officers, Lodge officers and members join the Labor Party and that we encourage speakers and supporters of the Labor Party to address various meetings and functions of the Pennsylvania Federation; and

Be it further resolved, that the 20th Quadrennial Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters thank Brother Dudzik for bringing the message of the Labor Party to our Convention and that the Pennsylvania Federation donate $500.00 from the Federation General Fund to the Labor Party.
RESOLUTION THIRTEEN

Conrail Shared Asset Bargaining

Whereas, Conrail Shared Assets is an extremely wealthy Class 1 railroad that serves the largest market in the free world; and

Whereas, the employees working for Conrail Shared Assets have issues that are different than the issues that employees on other railroads have in national bargaining and that these issues need more unique solutions on Conrail Shared Assets because of its strategic location; therefore

Be it Further Resolved, that this Twentieth Quadrennial Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters supports a local bargaining strategy on Conrail Shared Assets and does not support putting Conrail Shared Assets in national bargaining so that these specific issues related to force levels, contractors, income protections agreements and wage levels can be resolved; and

Be It Further Resolved, that a copy of this resolution be sent to the other Federation holding bargaining rights with Conrail Shared Assets and the National Division to call upon these entities to meet with the Pennsylvania Federation to develop a strategy of local bargaining for local solutions on the Conrail Shared Asset railroad.
RESOLUTION FOURTEEN

US Labor Against the War

United States Out of Iraq Now

Whereas, US troops are now committed to an indeterminate occupation of war devastated Iraq; and

Whereas, despite its rhetoric about liberation, it is increasingly clear that the Bush administration is motivated more by global ambitions and corporate interests than the freedom of Iraqis. Consistent with its belligerent posture and preemptive war doctrine, threats of military action against other countries continue to emanate from the administration. President Bush’s announced decision to resume development of tactical nuclear weapons will escalate the arms race, making the U.S. and the whole world less, not more secure; and

Whereas, our nation is in the midst of its worse economic crisis in decades. Organized labor and working families are under a relentless assault from the Bush administration on every front. Government has become a willing ally of big business in attacking unions and the right to organize and bargain. More than 180,000 Federal workers have lost the right to union representation in the name of “national security.” While the social safety net is being shredded the administration is massively cutting taxes for the wealthy. It has undermined cherished democratic ideals and eroded Constitutional rights with measures like the Patriot Act and the Homeland Security Act. Schools are being shuttered and teachers are laid off by the thousands, veterans benefits are being slashed, millions are jobless, many millions more are without health care and adequate housing. The $300 billion being spent to topple Saddam Hussein and reconstruct Iraq could have been spent addressing these urgent needs; and

Whereas, this administration presents the most serious threat to the economic and social well being, civil liberties and civil rights, security of the nation and peace in the world of any in memory. The defeat of this right wing extremism in the 2008 election is of paramount urgency. However, in seeking their defeat we must assure the defeat of the policies they have promoted so that no matter who is elected, it will be politically impossible to pursue them. Organized labor can defeat these policies only by making the connection between the militarization of U.S. foreign policy and the militarization of our society, the curtailment of civil liberties and the encroachment on our Constitutional rights, and the bankrupting of government services at all levels. It is US Labor Against the War (USLAW) that has come forward as the umbrella organization that unites the various entities in the trade union movement around these principles; and
Whereas, let there be no mistake about it we support the legitimate use of security to protect our country and its people from terrorist attacks from domestic and international sources. But this war is being carried out under the Bush Administration’s new doctrine of preemption. They claim the right to attack, invade and occupy any country that is perceived as a threat; and

Whereas, it is the working class and our children that are the first to be sent to war and pay the ultimate price for these misguided political and corporate ambitions; therefore

Be it Resolved, that this Twentieth Quadrennial Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division send our support and sympathy to the families and loved ones of the more than 3500 Americans who have been killed on this corporate alter of greed in Iraq and applaud the courage of our brave men and women in the armed forces. Further, while our troops are placed in harms way they should be provided with our full and unconditional support until they are removed from harms way; and

Be It Further Resolved, that this Twentieth Quadrennial Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes International Brotherhood of Teamsters is proud of the fact we are founding members of US Labor Against the War and have actively endorsed and supported their program to bring our troops home from Iraq now and supported the tactics necessary to accomplish this goal; and

Be it Further Resolved, that this Convention continues to support US Labor Against the War and supports the immediate withdrawal of all of our troops from Iraq and to promote a U.S. foreign policy that promotes global economic and social justice, not the use of military force and to pursue government policies that meet human needs and not that cater to corporate greed; and

Be it Further Resolved, that we appreciate National Co-Convener of US Labor Against the War Gene Bruskin coming to our convention and speaking with us about USLAW and ending the war and occupation in Iraq and authorize that we send USLAW a one thousand dollar donation from the Federation General Fund to USLAW as continued support of these programs.
Resolution Fifteen

Immigrant Workers

Whereas, the delegates assembled at the 27th Convention of the International Brotherhood of Teamsters passed the following resolution on immigration:

Whereas, most Americans are immigrants or descended from immigrants and should be naturally allied with the struggle of immigrant rights; and

Whereas, the Teamsters have been and continue to be at the forefront of the effort to ensure that immigrant workers are treated with dignity and equal protection under the law; and

Whereas, the Teamsters recognize that the fight for immigrant rights is the same as the fight for workers' rights – in fact, immigrants come to this country to work for the American Dream. Their best, if not only, opportunity to reach that dream is with a union; and

Whereas, our country should welcome our immigrants as many come to the U.S. because of a lack of quality jobs in their home country, a situation made worse by America's failed trade policies; and

Whereas, immigrants stand on the frontlines of Teamster campaigns as workers organizing port drivers, DHL system employees, Quebecor World employees, sanitation workers at Waste Management, Allied Waste and Republic Industries, school bus drivers at First Student, Laidlaw and Durham, food processing workers, and parking lot employees; and

Whereas, the Organizing Department reflects the diversity of this great union and staff members who come out of their respective immigrant communities;

Now, Therefore, Be It Resolved, that this twenty seventh convention of the International Brotherhood of Teamsters rejects and vehemently opposes the cynical actions of employers who use the threat of immigration law and deportation to frighten and intimidate workers who attempt to organize a union; and

Therefore, Be It Further Resolved, the Teamsters oppose the efforts in Congress to make it a felony to assist immigrants – which might include helping them organize a union; and

Therefore, Be It Further Resolved, that the International Brotherhood of Teamsters will seek to block all efforts in Congress to create a guest worker program, which would only trap workers in a situation of indentured servitude and lower industry standards for wages, benefits and working conditions; and

Therefore, Be It Further Resolved, the International Brotherhood of Teamsters strongly encourage all local unions, officers and joint councils to work together to fight for the causes of workers – especially in the tradition of support for the Civil Rights Movement – and pledge our support to the fight for immigrant rights; and

Finally, Be It Resolved, that Congress must pass an earned legalization program in order to end the underground second class worker economy that exists and enable these workers to fight
for their rights, demand better pay, demand better protections in the workplace, demand benefits and organize which will uplift all workers.

**Be it Resolved**, that this Twentieth Quadrennial Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters support our International Union’s resolution calling for support of for immigrant rights and directs the officers of the Pennsylvania Federation to actively work to implement this resolution.
Resolution Sixteen

Pennsylvania Federation Trade Union Academy

Whereas, many of the older members of the Union are retiring or going on disability and leaving a leadership vacuum in the union; and

Whereas, many members of the union now have less than ten years of service and have had very little experience with unions, our history or the skills necessary to defend it; and

Whereas, many of these younger members are experiencing a work world that did not exist twenty or even ten years ago and have much to teach the current leadership about issues and concerns that they are having that were not issues and concerns when the current leadership was in their place; and

Whereas, if the interests of the younger workers are not joined into the union and the younger workers are not taught about the need for the union, our history and the skills necessary to promote, protect and defend it, then the long term survivability of the union is in serious question; therefore

Be It Resolved, this Twentieth Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters call upon the General Chairman and the officers to work with professional labor education specialists and design an education program that will teach the history, necessity of our union and the skills necessary to preserve it and that also seeks ways to bring the specific issues experienced by younger workers forward so that programs can be designed to resolve them; and

Be It Further Resolved, that once this program is developed that younger workers who are new to the union be aggressively targeted by the Federation to attend education programs designed to promote the interests of the union in general and the interests of younger workers in particular.
Resolution Seventeen

President Simpson

Whereas, National Division President Simpson has taken time out of his busy schedule to attend our twentieth regular convention; and

Whereas, under his leadership he has provided support for issues that face maintenance of way workers under the jurisdiction of the Pennsylvania Federation particularly with respect to our long term contract struggle on Amtrak and the elimination of camp cars from Norfolk Southern; and

Whereas, he has provided valuable resources that have advanced the interests of the membership to the Pennsylvania Federation; therefore

Be It Resolved, that the delegates assembled at this Twentieth Quadrennial Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters thank him for addressing our meeting and the support he has provided to our issues in the past and the support he will continue to provide.
Resolution Eighteen

The Forcino Firm

Whereas, the Forcino law firm has provided expert legal assistance to hundreds of our members who have been hurt on the job which has enabled our injured and disabled members to live a life without economic uncertainty; and

Whereas, at substantial cost to their own firm, with no guarantee that they will recover the money they have invested, they are defending our members, at no cost to the member, against PCB contamination in the hopes of allowing our members who are sick because of PCB contamination to be compensated for their losses but also to force the railroad companies into ensuring that PCB is safely worked with; and

Whereas, at substantial cost to their own firm, with no guarantee that they will recover the money they have invested, they are defending our members, at no cost to the member, from the damage they have sustained from long term exposure to work equipment vibration in the hopes of allowing our members who have become hurt by this exposure to be compensated for their losses but also to force the railroad companies to design work equipment that is safer to use; and

Whereas, at substantial cost to their own firm, with no guarantee that they will recover the money they have invested, they are defending our members, at no cost to the member, for long term damage they have sustained where their body has literally been worn out from a lifetime of hard work in the hopes of allowing our members to be fairly compensated for this damage but also to force the railroad companies to design jobs that are less harmful when exposed to them for many years; therefore

Be It Resolved, that the delegates assembled at this Twentieth Quadrennial Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters thank them for their professional service to our injured members but also thank them for being willing to make an investment in the hopes of making our working conditions better with respect to PCB exposure, machine vibration and the stress of long term back breaking work.

Be It Further Resolved, that the Pennsylvania Federation should continue our positive relationship with this law firm and actively assist them in their efforts to protect our injured members and to promote better working conditions for all.
Resolution Nineteen

Single Payer Health Care for All

Support H. R. 676

Whereas, every American deserves access to affordable, quality health care; and

Whereas, the crisis in health care in the United States of America includes rising health care costs, increased insurance costs, and out of pocket medical expenses; and

Whereas, the U.S. poverty rate is increasing, as employee layoffs and outsourcing is increasing; and

Whereas, approximately 46 million Americans lacked health insurance in 2006; and

Whereas, those that are insured now often experience burdensome medical debt and sometimes life threatening delays in obtaining health care; and

Whereas, one half of personal bankruptcies are due to illness or medical bills; and

Whereas, the complex bureaucracy arising from our system of fragmented, for profit, multi-payer system of health care financing consumes approximately thirty percent (30%) of the United States health care spending; and

Whereas, rationing health care according to ability to pay has diminished the overall health of our citizens to the point at which the United States ranks shamefully low at 36th in quality by the World Health Organization; and

Whereas, United States Representative John Conyers has introduced House Resolution 676, titled The United States National Health Insurance Act, which would provide health care for all; and

Whereas, the goal of H.R. 676 is to ensure that all Americans have access guaranteed by law, to the highest quality and most cost effective healthcare services regardless of their employment, income or healthcare status; and

Whereas, H.R. 676 will cover all medically necessary services, including primary care, inpatient care, outpatient care, emergency care, prescription drugs, durable medical equipment, long term care, mental health services, dentistry, eye care, chiropractic, and substance abuse treatment; and

Whereas, H.R. 676 will give patients their choice of physicians, providers, hospitals,
and clinics with no co-pays or deductibles in a publicly financed, privately delivered system; there

**Be It Resolved,** that the delegates assembled at this Twentieth Quadrennial Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters endorse a national single payer health care system in general and H.R. 676 in particular and urge the union to fight for its creation.
Resolution Twenty

May Day - Made In The USA

Whereas, young workers in the 1870s such as AFL President Gompers and Carpenters Secretary P. J. McGuire - both members of immigrant families in New York City – had seen a long New York City building trades strike win the eight hour day, then lose it in the Crash of 1872; and

Whereas, they also knew that the 10-hour day, won the in the Philadelphia general strike in 1835, had energized labor before the Civil War; and

Whereas, it made sense to call for a national general strike for the eight-hour day, since the local and regional labor markets of the earlier period had finally become national by the 1830s, which was possible by the expansion of the railroads; and

Whereas, wages were then paid by the day and not by the hour, such a strike would reduce the working hours and maintain a full day’s pay that would leave working people more time for their families, for bettering themselves, and for taking an active part in politics; and

Whereas, the roots of May Day are deep in American history, since it was the fledgling American Federation of Labor that in 1886, seeking the spark that would ignite the unity of struggling American labor movement, called for a general strike for the eight-hour day to begin on May Day, the traditional day used by the carpenters for setting wages and conditions; and

Whereas, the first national action for the eight-hour day, the 1886 strike had international significance, where all the world was watching on May Day, when the walkout brought much of the nation’s work to a halt; and

Whereas, the world continued to watch as the Chicago police, acting for the employers killed strikers on May 3rd and again during the Haymarket affair on May 4, after which they rounded up many of the city’s leftist labor leaders, who were later put on trial and condemned to death, resulting in the world labor movement adopting May Day as its international holiday; and

Whereas, all of this has been written out of most American history books, which also omit the fact that it was organize labor, with P. J. McGuire again in the fore, that unilaterally declared the first Labor Day, as a show of workers’ strength in New York in September 1882, which we can also be proud of; and

Whereas, we deny ourselves an important part of our heritage by not celebrating May
Day, and we should not be grateful to another generation of immigrant workers, who by demanding their rights on May 1, 2006, have reminded us of this fact, so that we can all now move together in this new, globally integrated world, to reclaim what is collectively ours in celebrating May Day, and by doing so, join our brothers and sisters from all over the world, in a true showing of international labor solidarity; therefore

**Be It Resolved**, that the delegates assembled at this Twentieth Quadrennial Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employes Division of the International Brotherhood of Teamsters supports and joins with the Philadelphia Area Project on Occupational Safety and Health and the Pennsylvania Labor History Society in the campaign to recognize and celebrate May Day - USA, and;

**Be It Further Resolved**, the Federation will encourage local lodges under our jurisdiction to pass this resolution and will also circulate this resolution among our sister Federations and National Division for their consideration; and

**Be It Further Resolved**, that our organization will educate our members and others as to the true American labor history and meaning of May Day after 120 years of misinformation and will ourselves celebrate and will encourage others to celebrate May Day in whatever fashion deemed appropriate.
Resolution Twenty One

Impeach Cheney then Bush

Whereas, Article II, Section 4. of the United States Constitution states, "The President, Vice President and all civil Officers of the United States, shall be removed from Office on Impeachment for, and Conviction of, Treason, Bribery, or other high Crimes and Misdemeanors"

Whereas, Cheney and Bush repeatedly lied to the United States Congress, the American people and the world in order to begin an illegal and disastrous war in Iraq. A war in which thousands of well meaning and valiant American service men and women are being killed and wounded due to the lies of Bush and Cheney.

Whereas, The Bush/Cheney administration has illegally instituted torture practices, initiated uncontrolled wiretapping campaigns and generally disregarded the United States Constitution which they had sworn to defend.

Whereas, Bush and Cheney have intentionally failed in their fiduciary responsibilities: allowing enormous corruption in military contracting, (e.g. no-bid contracts with Halliburton, Cheney’s previous employer): and consistently failed to enforce laws protecting the environment, workers and consumers, so that Bush and Cheney’s corporate supporters can continue to realize obscene profits.

Be it resolved, that this Twentieth Quadrennial Convention of the Pennsylvania Federation Brotherhood of Maintenance of Way Employees Division supports Congressman Dennis Kucinich’s House Resolution — 333 Articles of Impeachment.

Be it further resolved, that the delegates of this convention and the members of their home lodges who have sent them here contact their United States Congressmen and Senators and urge these representatives to fulfill their Constitutional responsibilities and restore the rule of law by impeaching Cheney then Bush.

August 8, 2007
Wednesday
adopted