

**BYLAWS**  
**of the**  
**CSX TRANSPORTATION - NORTHERN RAILROAD LINES**  
**GENERAL COMMITTEE OF ADJUSTMENT**  
**BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN**  
**A DIVISION of the RAIL CONFERENCE of the**  
**INTERNATIONAL BROTHERHOOD**  
**OF TEAMSTERS**

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**CSX Transportation - Northern Railroad Lines**

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**Updated to reflect the modifications and changes made by the delegates at the  
May 2009 Quadrennial Meeting of the General Committee of Adjustment –  
CSX Transportation Northern Railroad Lines in Orlando, Florida**

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**Changes made at 2009 Meeting in Italic/Underlined  
Codified on September 23, 2009**

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## Section 1

### General Committee of Adjustment Members

Section 1 (a) The General Committee of Adjustment shall consist of the General Chairman, the First Vice General Chairman, the Second Vice General Chairman, the Third Vice General Chairman, the Alternate Third Vice General Chairman, Secretary Treasurer GCA, the Alternate Secretary Treasurer GCA, the Central Region Vice General Chairman and Alternate, the Eastern Region Vice General Chairman and Alternate, the Northern Region Vice General Chairman and Alternate, the Western Region Vice General Chairman and Alternate, the Midwest Region Vice General Chairman and Alternate, and the Chairman of each Local Committee of Adjustment.

Section 1 (b) The Executive Committee shall consist of the General Chairman, the First Vice General Chairman, the Second Vice General Chairman, the Secretary Treasurer GCA, the Central Region Vice General Chairman, the Eastern Region Vice General Chairman, the Northern Region Vice General Chairman, the Western Region Vice General Chairman, and the Midwest Region Vice General Chairman.

The duties of the Executive Committee shall be to adjust only subjects referred to it by action of a majority of the full GCA or as outlined in these Bylaws.

## Section 2

### General Committee of Adjustment Meetings

Section 2 (a) The General Committee of Adjustment meeting will be convened quadrennially pursuant to General Committee action taken in accordance with Section 8 (a), General Committee Rules of the ND Bylaws of the Brotherhood of Locomotive Engineers and Trainmen, in the month of May. The date in May to be determined by the General Chairman and the Secretary Treasurer GCA, or by a majority of the divisions on the system, and will adjust the differences existing on the system.

Section 2 (b) Between regular sessions, should a majority of the divisions on a system instruct the chairman to convene the CGA, he shall do so without delay.

Section 2 (c) In case of an emergency, the General Chairman is empowered to convene the GCA when, in his judgment, it is necessary.

Section 2 (d) A two-thirds majority of the Delegates shall constitute a quorum.

Section 2 (e) All grievances and appeals shall be made in accordance with Section 25, BLET National Division Bylaws, General Committee Rules. Each case shall be written up separately, preferably type written, and must be received in the General Committee Office in accordance with the requirements of said BLET National Division Bylaws.

Section 2 (f) At all such meetings, as soon as each division has presented and discussed grievances and, if a regular meeting; the officers have been elected in accordance with Section 9 of the General Committee Rules of the National Division Bylaws, the GCA may reduce to an Executive Committee, elected by the GCA.

Section 2 (g)

**ORDER OF BUSINESS**

01. Call to order by General Chairman.
02. Examination and report of Credentials Committee.
03. Roll Call and seating of Delegates.
04. Reading of Proceedings of previous meeting, either special or regular, unless dispensed with by majority vote of the Committee.
05. Reports of the Officers (General Chairman, First and Second Vice General Chairmen and the Secretary Treasurer GCA.)
06. Reports of the Standing Committees (Rules and Bylaws and Finance Committees)
07. Nominations for Officers (added to conform with IBT and ND Law)
08. Election of Officers
09. New Business (items not already covered by committees)
10. Reading of the proceedings, unless dispensed with by majority vote of the Committee

Section 2 (h) In case of a tie in any ballot, except the election of Officers, the General Chairman shall cast the deciding vote.

Section 2 (i) At the conclusion of the GCA Meeting the Standing Committees will set time and place, with the approval of the General Chairman to meet, if necessary, and compile all laws adopted and amendments approved, and codifying all such changes into the revised set of bylaws. Changes will be shown in bold italicized type when reprinted and mailed out to the membership

Section 2 (j) The Delegates to the General Committee of Adjustment shall make a full report to their Divisions of all business transacted at the meeting.

Section 2 (k) Should any member of the NRLGCA or any Local Committeeman be refused his rights by the Railroad in any manner on account of his having served on such Committee, his Division, after having exhausted their own efforts, shall at once notify the General Chairman who shall take immediate action in the case.

### Section 3

#### Election of Officers

**Section 3 (a) The General Chairman, the First Vice General Chairman, the Second Vice General Chairman, the Third Vice General Chairman, the Secretary Treasurer GCA, the Alternate Secretary Treasurer GCA, the Central Region Vice General Chairman and Alternate, the Eastern Region Vice General Chairman and Alternate, the Northern Region Vice General Chairman and Alternate, the Western Region Vice General Chairman and Alternate and the Midwest Region Vice General Chairman and Alternate shall be elected quadrennially in accordance with Section 9, General Committee Rules of the Bylaws of the Brotherhood of Locomotive Engineers and Trainmen. Such election will only take place after the officers have made their reports and each division has presented and discussed its grievances and before reducing to an Executive Committee. The Chairman and Vice Chairmen shall hold active membership as defined in Section 25(b) - Local Division Rules, of the Bylaws of the Brotherhood of Locomotive Engineers and Trainmen.**

**Section 3(b) The Delegates will make the nomination of candidates for the positions of the General Chairman, the First Vice General Chairman, the Second Vice General Chairman, the Third Vice General Chairman, Alternate Third Vice General Chairman, the Secretary Treasurer GCA and the Alternate Secretary Treasurer GCA from the floor.**

**Section 3(c) The nominations of candidates for the positions of the Central Region Vice General Chairman and Alternate, the Eastern Region Vice General Chairman and Alternate, the Northern Region Vice General Chairman and Alternate, the Western Region Vice General Chairman and Alternate and the Midwest Region Vice General Chairman and Alternate will be made by the Delegates holding seniority in their regional districts after separating into their respective caucuses.**

**Section 3 (d) To be eligible for district nomination, the Regional Vice General Chairman and alternates must be a member of the GC of A, must hold seniority in the regional district they are to represent.**

**Section 3(e) The Regional Vice General Chairman and Alternates shall be elected by the Local Chairmen or Delegates from the Regional District they are to represent and are as follows:**

**Central Region - Divisions 50, 370, 757  
Eastern Region - Divisions 97, 181, 231, 284, 353, 477, 481, 561, 934 (E) and 934 (W).  
Northern Region - Divisions 132, 286, 304, 542  
Western Region - Divisions 7, 25, 39, 100, 121, 153, 246, 289, 582, 597 and 722  
Midwest Region - Divisions 34, 36( 0), 36(N), 95, 457, 526, 678, 894 and 937**

**Section 3 (f) The Executive Committee will meet and may change the above groupings of the Divisions in the Regional Districts when such action may be necessary.**

**Section 3(g) Each Officer shall be elected by secret ballot by the Delegates. Ballots will then be counted, placed in a large unmarked envelope, sealed, and kept for the records to be destroyed at the next election.**

**Section 3(h) Where only one candidate is nominated, such candidate will be declared elected by acclamation.**

**Section 3(i) If any candidate receives a majority of the votes on the first ballot for an office, he will be declared elected.**

**Section 3(j) At the regular election of officers of the GCA, a majority of the ballots cast shall be required for election. If after fifteen (15) ballots have been taken and no candidate has received a majority of votes cast, the names of two (2) candidates receiving the highest number of votes shall be arranged alphabetically on the ballot and submitted to a secret referendum vote of the active membership of the system within thirty (30) days. The candidate receiving the highest number of votes will be declared elected.**

**Section 3(k) In the event a majority of the delegates of the GCA are so instructed by the division they represent, the General Chairman and the other officers mentioned in Section 3(a) of this Article will be elected by a secret referendum vote of the active membership on the system. The candidate receiving the highest number of votes will be declared elected.**

**Section 3(l) Unless chosen by the General Chairman with unanimous consent of the General Committee of Adjustment three (3) Tellers will be chosen.**

**Section 3(m) The Tellers shall make an exact return of the total votes cast for each person voted for and announce such return to the General Chairman, who shall thereupon declare the results.**

**Section 3(n) The ballots shall be sealed by the Board of Tellers, in the presence of the General Committee of Adjustment, and placed on file in the General Chairman's Office until next election.**

**Section 3 (o) Newly elected Officers will assume their duties immediately and report for duty to their designated office within thirty (30) days, following the election.**

#### **Section 4**

##### **Duties of the General Chairman**

**Section 4 (a) The General Chairman shall preside at all meetings of the General Committee of Adjustment, appoint all Committees, preserve order, and settle all differences which may arise, The General Chairman shall, if possible, adjust all grievances which may be brought before him, respond to any call he may receive from any Division who has one or more members employed on the CSX Transportation - Northern Railroad Lines, and use due diligence to bring any trouble to a satisfactory settlement.**

**Section 4 (b) Should the General Chairman, for any just cause, be unable to attend to any of the duties here specified he shall at once notify the appropriate Executive Committee member, and authorize him to perform these duties until such time as the General Chairman can take care of them.**

**Section 4 (c) The General Chairman shall be recognized as the GCA between meetings of that body and his decision on all matters within the scope of authority of the GCA shall be made effective, subject to appeal in accordance with the provisions of BLET Bylaws Section 25 and/or 26, General Committee Rules, except for matters specifically stipulated in Section 32 and 33, General Committee Rules of the BLET Bylaws.**

**Section 4(d) The General Chairman of the CSXT NRLGCA is charged with the responsibility to interpret and enforce the GCA bylaws.**

**Note: Upon receiving a written request, the General Chairman will issue a written interpretation to any questions pertaining to the proper application of any section of these bylaws. All such interpretations will be immediately attached to, and become a separate section of these bylaws. The General Chairman will confer with the Rules and Bylaws Committee Members to be certain that his interpretations are consistent with the intended purpose and proper application of any section of these Bylaws A copy of all interpretations will be sent to the NRL GCA Local Divisions.**

**Section 4(e) It shall be the duty of the elected officers of the NRLGCA to devote their whole time to the interest the Brotherhood of Locomotive Engineers and Trainmen on the CSX Transportation Northern Railroad Lines. The General Chairman will visit each local division on said System once every 12 months, if possible, and in urgent cases he will respond to the division in need. Should the General Chairman not be able to immediately respond to the division, he will send the appropriate Executive Committee member.**

**Section 4 (f) The General Chairman shall have the latitude to set wages and benefits for the office staff commensurate with qualifications. He will also have the ability to employ, terminate, as well as designate as to whether the position(s) are to be full or part-time. The General Chairman's determination regarding wages, benefits, health and welfare, vacation benefits, i.e. will be contingent upon the approval of the entire Executive Committee. A week's vacation for an office staff employee will begin on Monday and will be for seven (7) days. The amount of vacation days/weeks entitlement will be determined by the General Chairman consistent with length of employee's employment. All scheduling will be done by the General Chairman and daily vacation days will only be allowed at the discretion of the General Chairman.**

**Section 4 (g) The General Chairman shall have the ability to hire any legal representation or any other professional services necessary to handle the pertinent business of the General Committee of Adjustment. Expenses, settlements or other monetary recoveries from cases in which any officers of the GCA are the defendant(s), will be paid or returned to the general fund.**

**This section will apply to any actions resulting out of the General Chairman or any other elected officer of the GCA, when as individuals or as elected officers they are performing their duties as required by the IBT Constitution, the Bylaws of the Brotherhood of Locomotive Engineers and Trainmen and these Bylaws of this General Committee of Adjustment.**

**Section 4 (h) The General Chairman will, with the assistance of a Certified Public Accountant, examine and audit the books and accounts of the Secretary Treasurer GCA, annually, or more often if required by the Bonding Company furnishing the Secretary Treasurer GCA's bond.**

**Section 4 (i) In the event the CSXT NRL GCA goes to an on property agreement in lieu of national handling, the General Chairman will be required to poll the General Committee, by ballot for ratification. Ratification will require a majority vote. When agreement ratification votes are taken on the CSXT NRL GCA, each member will receive a complete copy of the Agreement at least forty-five (45) days prior to the date the vote is due to be received in the General Committee Office for tabulation.**

**Section 4 (j) All wage/rules settlements and/or agreements negotiated by this General Committee and/or its agents will reflect that all compensation be paid in U. S. dollars and/or its equivalent to all engineers covered by this GCA.**

## **Section 5**

### **Duties of the Executive Committee**

**Section 5 (a) The First Vice General Chairman in the event of death, resignation, or removal of the General Chairman, will take charge of the office of the General Chairman and perform all duties pertaining to this office for the unexpired term. In the event the First Vice General Chairman cannot fill the unexpired term of the General Chairman, or the First Vice General Chairman position becomes vacant, the position will be filled by the Second Vice General Chairman, whose vacancy will be filled by the Third Vice General Chairman. Any vacancies in full or part-time GC of A positions that can't be filled as provided in the above portion of this section, will be filled first from the ranks of the Regional Vice General Chairman and approved by a majority vote of the full GCA. If no Regional Vice General Chairman will accept promotion, nominations will be taken from the membership of the General Committee of Adjustment. After requesting nominees from the Local Divisions and they are received, a majority vote of the Local Divisions of the GCA will be required to fill the vacancy.**

**Section 5 (b) Executive Committee members, as well as all other members of the General Committee shall report to and receive instructions from the General Chairman and must be governed by such instructions. They are required to work the required or necessary amount of time daily in the office or while on assignment depending on the circumstances. There will be times when the officers will be required to put in extra hours and days to meet a deadline or to accomplish a certain assignment.**

**Section 5 (c) The NRL GC of A Executive Committee will convene tri-annually, or sooner as necessary, to perform their duties so outlined in these bylaws. Should any such tri-annual meeting be deemed un-necessary, by a majority of the committee members, the meeting(s) will be cancelled or postponed.**

**Section 5 (d) The Secretary Treasurer GCA shall notify the National President when the general committee will convene and the nature of the business to be transacted; he will see that a record of the proceedings of all sessions of the General Committee of Adjustment is taken, prepare such documents that may be necessary during the meetings, and furnish the National President, each Delegate, and each Division that is subject to an assessment, with a copy of the minutes of the proceedings of all sessions of the GCA, which shall include a statement of all money received and disbursed, the number of each division represented, together with the assessable members of each.**

**Section 5(e) The Secretary Treasurer GCA shall levy assessment(s) and receive and pay out such money as is necessary for the benefit of the General Committee of Adjustment, when properly authorized.**

**Section 5 (f) The Secretary Treasurer GCA shall use the assessment for the purpose of compensation (as described in Section 6) and expenses (Section 8) of the General Chairman and all other General Committee Officers, as well as all other expenses of the General Committee.**

**Section 5 (g) The Secretary Treasurer GCA shall be required to promptly deposit any and all funds received by him, belonging to the General Committee of Adjustment, in a federally insured bank, the deposits to be carried in the name of the "GCA, Brotherhood of Locomotive Engineers and Trainmen, CSX Transportation - NRL". Any funds in excess of the amount necessary to pay the salaries and current expenses will be placed in an interest bearing Savings Account, Certificate of Deposit, or Money Market Account.**

**Section 5 (h) The Secretary Treasurer GCA will furnish a financial itemized statement covering all receipts and disbursements and cash on hand to the National President and the General Chairman, Vice General Chairman, Local Chairmen and the Secretary-Treasurers of each Division on the CSX Transportation - NRL GCA upon request.**

**Section 5(i) The Secretary Treasurer GCA shall maintain a Special Fund into which two dollars (\$2.00) of the total monthly assessment or dues paid by each number will be deposited. This will be an interest bearing account, as established by Executive Committee action dated August 31, 1989, for the purpose of financing the Quadrennial General Committee Meeting. No funds may be transferred from this account until the balance in this fund reaches \$125,000.00. Any funds above this \$125,000.00 figure may be transferred, if necessary, by action of the Executive Committee.**

Section 5(j) The Secretary Treasurer GCA shall be responsible for the financial operation of the General Committee. The Secretary Treasurer GCA shall receive his instructions from the General Chairman. He shall be responsible to insure that the duties set forth in Article XXIII of the IBT Constitution are fulfilled with respect to the general committee consistent with the bylaws of the BLET National Division.

Section 5(k) The Alternate Secretary Treasurer GCA in the event of the death, resignation, or removal the Secretary Treasurer GCA shall move up, transfer all materials and equipment etc. necessary concerning the position to his residence and will perform all duties pertaining to this position for the rest of the unexpired term.

Section 5(l) The Regional Vice General Chairmen will receive instructions from the General Chairman and must be governed by such instructions, and provide assistance in the designated region, with any handling of Brotherhood business as requested by the Local Chairmen of that region.

Section 5(m) Each Regional Vice General Chairman will be a member of the Executive Committee, and, he/she and an Alternate Regional Vice General Chairman will be elected from each designated region by the local chairmen or delegates of that region while in caucus at the Quadrennial General Committee of Adjustment meeting.

Section 5(n) Each Regional Vice General Chairman shall make a detailed written report of all business handled by him. The Regional Vice General Chairmen will be compensated in accordance with Section 6 and Section 8 of these bylaws.

Section 5(o) In the event a Regional Vice General Chairman's position becomes vacant during the term, the Alternate Regional Vice General Chairman of that region will assume the position for the remainder of the term. If both the Regional Vice General Chairman and the Alternate Regional Vice General Chairman's positions become vacant, an election for a successor will be held within sixty (60) days of such vacancy, as per Section 3 (c) and (d) of these Bylaws.

Section 5(p) Retiring Officers will transfer all funds, correspondence, and property of any nature, belonging or pertaining to the business of the NRL GCA, promptly to their successors.

Section 5(q) Officers, and members of the NRL GCA will answer all communications promptly, whether a satisfactory answer can be given or not.

## Section 6

### Compensation

Section 6 (a) The General Chairman shall receive for his services a monetary compensation of \$90,909.22 (approximate earnings as of 05/21/09) distributed bi-monthly, including vacation and holiday/personal leave days as outlined in Section 7.

**Section 6 (b) The First and Second Vice General Chairmen shall receive for their services a monetary compensation of \$79,234.16 (approximate earnings as of 05/21/09) distributed bi-monthly, including vacation and holiday/personal leave days as outlined in Section 7.**

**Section 6 (c) The Secretary Treasurer GCA shall receive for his services a monthly compensation of \$1926.82 (as of 05/21/09), distributed by-monthly, for time and services rendered to the General Committee while working at home. The Secretary Treasurer GCA shall be bonded in accordance with Article X, Section 7(a) of the IBT Constitution.**

**Section 6 (d) All fulltime elected officers, and the Secretary Treasurer GCA of this General Committee of Adjustment will receive the equivalent percentage pay increases, and lump sum payments, that are afforded engineers of the CSXT Northern Railroad Lines by the current CBA.**

**Section 6 (e) Daily compensation for OTHER than full time members of this GC of A will be \$285.32 (effective 05-21-09) while performing authorized committee business. When instructing a member to be on assignment, the General Chairman has the discretion to include a travel day (or days) as necessary, taking reasonable consideration to the circumstances of such assignment and the duration of travel by the member, while getting to and from such assignment.**

**Section 6 (f) All requests (to include fulltime officers) for daily earnings, while in the office or on GC of A approved business MUST be accurately recorded on the proper form(s) and presented to the Secretary Treasurer GCA in no more than sixty (60) days from the date of such service.**

**Section 6 (g) The General Chairman shall have the latitude to set wages and benefits for the non-elected office staff commensurate with qualifications. He will also have the ability to employ, or terminate office staff, as well as designate as to whether the position(s) are to be full or part-time. The General Chairman's determination regarding wages and benefits (i.e. health and welfare, vacation etc.) will be contingent upon the approval of the Executive Committee.**

## Section 7

### Full Time Officer Allotments

**Section 7 (a) Full time GCA officers shall be allowed compensated off time, equal to earned vacation and holiday/personal leave days commensurate to their seniority, as outlined in the current CBA, not exceeding fifty four (54) days per year (ex: six weeks vacation and eleven holiday/personal leave days). Full time officers may utilize compensated time for up to six weeks of scheduled vacation (or declare up to fourteen (14) compensated days in lieu of two weeks of scheduled vacation), and up to eleven (11) holiday/personal leave days during regular GCA business hours as outlined in Section 9 (a) of these bylaws. Compensated off time will be allotted for weekly vacation, two weeks of which may be taken daily, and eleven holiday/personal leave days. Weekly vacation(s) will commence on Monday and end on Sunday. All compensated off time must be scheduled in advance, and authorized by the General Chairman, before commencing such off time. Any unused compensated vacation time not taken during a calendar year due to extreme circumstances will be allowed to be carried over to the next year if**

**approved by a majority vote of the Executive Committee. No additional compensation shall be claimed or allowed in lieu of compensated off time except through retirement, death or otherwise.**

**Note: The General Chairman will designate eleven (11) legal holidays annually. When a designated legal holiday falls within a scheduled week of compensated off time (vacation) the officer will not be charged for a holiday/personal leave day.**

**Section 7 (b) All full time GCA officers will be provided health and welfare insurance, comparable to the coverage provided by the BLET National Agreement. Contribution payments to be commensurate to the current percentage rate for engineers, as outlined in the current BLET National Agreement.**

**Section 7 (c) Other than fulltime GCA members will receive monetary compensation for up to six weeks of vacation, and up to eleven personal leave days, if by reason of handling authorized (by the General Chairman) committee business they do not qualify for such on their regular assignment. If approved by the Executive Committee, any such compensation will be allowed at the previous year's equivalent.**

**Section 7 (d) Newly elected (non-incumbent) full-time officers of the NRL GCA, and any full time officer elected, or appointed, between terms will be granted the following relocation benefits, if necessary:**

1. Up to ninety ( 90 ) days lodging at an efficiency type, extended stay hotel; and reasonable, documented moving expenses not to exceed Five-Thousand (\$5000.00) dollars.

**This provision will also apply to officers when vacating their office due to not being reelected or not seeking reelection and having completed their term of office. In case of resigning due to sickness or extreme hardship, the same would apply without the completion of the term of office, with the approval of the Executive Committee.**

**Note: Any officer failing to complete the full term of his office and not falling under the provision of sickness or extreme hardship will be responsible to reimburse the General Committee of Adjustment for the relocation moving expenses that he received.**

## **Section 8**

### **Expense Reimbursements**

**Section 8 (a) All incentives and/or frequent flyer miles earned (accumulated) by any member of this committee, while being compensated by the CSXT NRL GCA, will be utilized solely for the purpose of conducting GCA business.**

**Section 8 (b) All authorized GC of A mileage expenses for full and part-time members will be reimbursed at the applicable IRS designated rate while on approved GC of A business.**

Section 8 (c) Reasonable daily expenses will be paid while conducting authorized GCA business. Actual receipts, not credit card statements, will be required for all expenses claimed allowing for a 15% to 18% gratuity on meals. Expenses for alcoholic beverages of any kind will not be reimbursed by this GCA. All requests for daily earnings, and expenses incurred, while on GCA approved business MUST be submitted on the proper form(s) and presented to the Secretary Treasurer GCA not more than sixty (60) days from being released from said business.

## Section 9

### General Committee Rules

Section 9 (a) The business hours of the NRL GCA Office will be between 8:00 a.m. and 5:00 p.m. Monday through Friday. The General Chairman has the authority to set working days and working hours for all the officers and staff. Members of the NRL GCA will report to and receive instructions from the General Chairman.

Section 9 (b) Due to the increasing expenses in transportation (air travel, car rental, lodging etc) this General Committee of Adjustment hereby directs its members to utilize the most cost effective means available when traveling for authorized committee business, unless other arrangements are authorized by the General Chairman.

Section 9 (c) The Standing Committees of the GCA shall consist of the Rules and Bylaws Committee and the Finance Committee. The Rules and Bylaws Committee and the Finance Committee will both meet on a date time and place to be fixed by the General Chairman and shall review and consider all resolutions submitted by divisions. The committees will have authority to review any section of these Bylaws and to make any recommendations for change of these laws which, in their judgment is necessary.

The committees shall have all resolutions from divisions and all other recommendations printed as submitted and placed in their report, such report will be printed in sufficient quantity for each delegate to the GCA Meeting and handled as addressed in Article 1, Section 10 of the BLET ND Bylaws. At the conclusion of the GCA Meeting the Committees will set time and place, with the approval of the General Chairman, to meet, if necessary, and compile all laws adopted and amendments approved, codifying all such changes into the revised set of bylaws. Changes will be shown in bold, italic type when reprinted and mailed out to the membership. Changes will be noted and reproduced in Section 12 (Bylaw Changes) of these Bylaws.

Section 9 (d) In order to better serve the entire membership comprising the CSXT NRL GCA, the General Committee Offices are presently located in the Jacksonville vicinity. The location of these offices will not be moved without a majority vote of the entire General Committee.

**Section 9 (e) The GCA shall make such rules or regulations as are deemed necessary for the proper adjustment of differences on their respective systems. Nothing in these Bylaws shall be construed to conflict with the Constitution of the IBT and/or the Bylaws of the BLET, and points not provided for specifically herein shall be governed by said Constitution and ND Bylaws.**

**Any Division requesting the services of Officers of the General Committee of Adjustment shall make a proper request for such services in writing, to include a concise statement with all applicable documentation relating to such request, and over the signatures of the Division President, and/or Local Chairman.**

**Section 9 (f) Between meetings of the GCA, the Executive Committee will have the authority to amend these bylaws where they may be in conflict with the IBT Constitution, BLET Bylaws or Civil Law.**

**Section 9 (g) The General Chairman shall have the ability to hire any legal representation or any other professional services necessary to handle the pertinent business of the General Committee of Adjustment. Expenses, settlements or other monetary recoveries from cases in which any officers of the GCA are the defendant(s), will be paid or returned to the general fund.**

**This section will apply to any actions resulting out of the General Chairman or any other elected officer of the General Committee of Adjustment, when as individuals or as elected officers they are performing their duties as required by the IBT Constitution, the Bylaws of the Brotherhood of Locomotive Engineers and Trainmen and these Bylaws of this GCA.**

## **Section 10**

### **Duties of the Division Secretary Treasurers**

**Section 10 (a) The Secretary Treasurer of each Division shall notify the General Chairman and the Secretary Treasurer GCA, of the names and addresses of the President, the Secretary Treasurer, and the members of the Local Committee of Adjustment elected by the Division, as soon as possible after the triennial election, or special election of the Division Officers.**

**Section 10 (b) All Divisions will be liable for General Committee of Adjustment assessments for all members belonging to their Division who hold seniority rights on the CSXT – NRL GCA.**

**Section 10 (c) The Secretary Treasurer of each Division of this GCA, between the 1st and 10th day of January of each year, shall furnish the General Chairman and Secretary Treasurer GCA with a list of the names of the members of his Division holding seniority rights on the CSXT – NRL GCA showing the Division of the road on which each member holds seniority, and shall furnish any corrections to this list with each monthly report, using the regular forms furnished by the National Division, also furnishing the Division Local Chairman a copy of the annual list, and the monthly report.**

**Section 10 (d) Listed below are the applicable amount of dues that the Secretary Treasurer of each Division will collect per month from all members who are subject to General Committee of Adjustment dues and assessments in accordance and will be payable as per the wording of the BLET Bylaw National Division Rules, Section 30. The wording that applies to the National Division Secretary Treasurer and the Secretary Treasurer GCA will apply to the GCA Secretary Treasurer and the Division Secretary Treasurer.**

**Dues and Assessments**

**Engineer Members..... \$34.00  
Trainmen Members..... \$14.00**

**Note: The GCA dues shown above are as of 08/01/09. All dues were increased by \$2.00 per month by action of the Delegates at the 2009 GCA Meeting. As a result of a resolution submitted by Division 937, trainmen's dues were reduced to \$12.00 per month effective May 1, 2004.**

**Section 10 (e) All divisions of the General Committee of Adjustment will pay their dues in U.S. Currency and or its equivalent.**

**Section 10 (f) In the event any Division is not paid in U.S. Currency and/or its equivalent, the GCA dues collected from such Division will be collected at a dollar value at which the members of such Division receive their pay.**

**Section 10 (g) The Division Secretary Treasurer will forward with each monthly report the names of all members excused to the Secretary Treasurer GCA in accordance with Section 10 (h).**

**Section 10 (h) A member desiring to be excused, in accordance with the foregoing, will make a request of the Secretary Treasurer of the Division, in writing not later than the last day of the month previous to the month in which dues are to be collected.**

**Section 10 (i) The employment status of a member on the first day of the month shall determine the amount of dues and assessments for which he is liable in the following month. The employment status shall mean the member's regular assignment.**

**Section 10 (j) Reinstated members will be required to pay dues and assessments levied for the month in which they are reinstated.**

**Section 10 (k) New Members shall be exempt from ND, GCA, legislative board and division dues and assessments for the initial month of membership, unless required by a union dues agreement.**

**Section 10 (l) Each Division will be held responsible for assessments due from members under its jurisdiction, and will see that it is forwarded to the Secretary Treasurer GCA when due. The Division Secretary Treasurer will notify all the members under the jurisdiction of their Division, who are subject to General Committee of Adjustment assessments that they will pay General Committee of Adjustment assessments for them.**

**Section 10 (m) The Division Secretary-Treasurer will advise the Division Local Chairman at the end of each month the names of the members who have been initiated, reinstated, or expelled during the previous month.**

**Note: The duties of the other officers of the Local Division are covered in the National Division Bylaws of the Brotherhood of Locomotive Engineers and Trainmen under Local Division Rules starting with Section 11 through 17 for reference of all members and are hereby made part of these Bylaws.**

### **Section 11**

#### **Attendance**

**Section 11 (a) Fulltime NRL GC A officers, and office staff, must have all compensated and non-compensated off day(s) pre-approved by the General Chairman before commencing such day(s). Full time officers, or office staff, that fail to report for work during regular business hours, without securing the approval of the General Chairman will have their compensation reduced at the daily rate applicable to their compensation for each day absent - unless using a compensated off day (daily vacation or personal leave day) .**

**(Example: A Vice General Chairman failing to report for work during regular business hours, without securing prior approval of the General Chairman, will have his by-monthly earnings reduced by \$217.08 for each day absent (approximate amount as of 05-21-09)**

**Non-elected office staff failing to report for work during regular business hours without securing prior approval of the General Chairman will have their compensation reduced at the daily rate, applicable to their compensation, for each day absent.**

**Section 11 (b) If in the opinion of the General Chairman an absentee problem exists with a fulltime GCA officer, the Executive Committee will be promptly convened. If after all the facts are presented and the Executive Committee determines that additional action is required, the officer in question may be subject to further handling as covered under the IBT Constitution. The General Chairman may take such action as he deems appropriate to correct an absentee problem with a non-elected office staff employee.**

**Section 12**

**Bylaw Changes**  
**(Since Last GCA Meeting)**  
**(signed documents kept on file in GCA office)**

**Section 13**

**Interpretation of Bylaws**

**Section 13 (a)**

**Interpretation of Section 4 (i)**

**As a clarification of as to how the ratification votes on Agreements that are signatory by all General Committees on CSXT the following Interpretation of the bylaws is provided for the membership and made part of these bylaws.**

**“In accordance with and per CSXT Labor Agreement 1-023-07, the vote on the ratification of an on property Single System Agreement or any other agreement signatory by all the General Chairman involved, will be taken on all involved General Committees on CSXT signatory to the Agreement and the total combined vote of the committees will be final.”**

**Approved May 29, 2009**

  
**General Chairman**

## **Section 13 (b)**

### **Interpretation of Section 3**

**As stated at numerous BLET meetings and written in various BLET and IBT publications, the following is copied directly out of the BLET National Division Bylaws, General Committee Rules, Section 9 (a), NOTE, and made part of these bylaws and applies to all offices to be elected.**

**The IBT Constitution in Article II, Section 4 (a) (1), provides that members are eligible to run for election only if they are “in continuous good standing.....and actively employed in the craft...for a period of twenty-four (24) consecutive months prior to the month of nomination” This means payment of full dues during that period of time. This includes National, CGA, Division and State Legislative Board dues.**

**“Beginning January 1, 2006, eligibility to nominate, second and run for office will be determined by the applicable provisions of the IBT Constitution as modified in Paragraphs 6.7 and 6.8 of the IBT/BLE Merger Agreement. Members are urged to verify their eligibility before nominations and election. See Section 1 – National Division Rules – NOTE.”**

**Approved May 29, 2009**



**General Chairman**

## **Section 13 ( c )**

### **Interpretation of Sections 5 (l) and 7 (c)**

**To clarify the language and interpretation of Sections 5 (l) and 7 (c) copied below, it is the intent of the language to mean that the wording of both Sections be interpreted that the providing of any assistance must be approved by the General Chairman before any Regional Vice General Chairman/Alternate or any other member of the General Committee provides any such assistance to any Division, Local Chairman or member.**

**Unauthorized assistance of any kind and any related expenses incurred in performing such assistance will not be paid out of this General Committee's Funds and will be the responsibility of the Local Chairman, Division or member requesting such assistance.**

**Also, the use of the title of Regional Vice General Chairman or Alternate will not be used in any correspondence, telephone call or at any meetings by any one of the elected Regional/Alternate Vice General Chairmen unless they have cleared and been authorized to do so by the General Chairman.**

**"Section 5(l) The Regional Vice General Chairmen will receive instructions from the General Chairman and must be governed by such instructions, and provide assistance in the designated region, with any handling of Brotherhood business as requested by the Local Chairmen of that region."**

**Section 7 (c) Other than fulltime GCA members will receive monetary compensation for up to six weeks of vacation, and up to eleven personal leave days, if by reason of handling authorized (by the General Chairman) committee business they do not qualify for such on their regular assignment. If approved by the Executive Committee, any such compensation will be allowed at the previous year's equivalent.**

**Approved May 29, 2009**

*Rick Franzel*  
**General Chairman**