

BLE-T GCA CN/IC  
Brotherhood of Locomotive Engineers and Trainmen  
A Division of the Rail Conference  
of the  
International Brotherhood of Teamsters  
representing  
Canadian National Railroad (IC, CC&P, CRR)  
Kansas City Southern Railway (MidSouth/SouthRail/Gateway Western)  
Metra Electric-Division, & Illinois and Midland Railroad.

**BYLAWS**

**PREAMBLE**

The purpose of this General Committee of Adjustment is to further the interest of Locomotive Engineers, Trainmen and other persons in engine service, or those who may hereafter become eligible for membership in the Brotherhood of Locomotive Engineers and Trainmen within the jurisdiction of this Committee, to administer the problems that arise in connection with working conditions, wages, welfare and financial interest of this Committee and the respective division members thereof as prescribed by the BLET Bylaws and the IBT Constitution, ever mindful and guarding the cardinal principals upon which the Brotherhood was founded, justice, truth and morality.

**TITLE LOCATION AND OFFICERS**

**SECTION 1**

(a) This General Committee of Adjustment shall be known as "BLET/GCA CN/IC" representing the Canadian National Railroad (IC, CC&P, CRR), Kansas City Southern (MidSouth/SouthRail, Gateway Western), Metra-Electric Division and the Illinois & Midland Railroad.

(b) Headquarters of this General Committee of Adjustments will be within 75 miles of a terminal represented by this General Committee of Adjustments. The incoming General Chairman has up to one year after taking office to relocate the General Chairman's office with the consent of the Executive Committee.

(1) In the event a General Chairman wishes to move his home and family to the location of the General Chairman's office, he will be reimbursed for moving expenses with General Committee funds.

(c) The officers of this General Committee of Adjustment will be a General Chairman, 1st Vice General Chairman, 2nd Vice General Chairman, 3rd Vice General Chairman, 4th Vice General Chairman, Secretary-Treasurer, Alternate Secretary-Treasurer, 1st Alternate Vice General Chairman, 2nd Alternate Vice General Chairman, 3rd

Alternate Vice General Chairman, 4th Alternate Vice General Chairman, and Three Trustee Positions. The term of office for the elected officers of this General Committee shall commence on the date of election, or when duly installed due to a vacancy occurring and shall end following the next election or when his successor is duly installed.

(d) The General Committee of Adjustment will be convened within seventy-five (75) miles of a terminal represented by this General Committee of Adjustments in the first two weeks of June every four (4) years, starting in 2020, as prescribed by Section 8 (a) – General Committee Rules of the Bylaws of the Brotherhood of Locomotive Engineers and Trainmen.

(e) Should a permanent vacancy occur in any one of the more of the offices, the next succeeding officer in rank will fill such vacancy, until the next election. In the event that both the offices of Secretary-Treasurer and Alternate Secretary-Treasurer become permanently vacant, within 20 days, the General Chairman will convene the delegates in the most expeditious manner available for the purpose of filling the vacant position. Telephone, conference calls or similar expeditious methods are acceptable ways of convening the Delegates to take nominations and conduct an election to fill the vacancies. This method should also be used if all the Alternate Vice Chairman offices become permanently vacant. If a permanent vacancy exist in one of the Trustee positions between GCA meetings, then the General Chairman will appoint a member of this GCA to fill his vacancy until the next GCA meeting.

1. Should a Delegate of this General Committee of Adjustment be duly elected to an Office of this General Committee of Adjustment, and at a later date, should said Delegate's parent railroad for any reason withdraw their contractual protections and membership from this General Committee of Adjustment, then the elected Delegate's office so held on this General Committee of Adjustment will immediately become vacant. The same provision also apply in the event that the CN/IC General Committee of Adjustment withdraws its representation of the duly elected delegate's parent railroad.

(f) The duties of the officers and or members of this General Committee of Adjustment shall be in compliance with all provisions established in the BLET Bylaws and IBT Constitution.

(g) The Secretary-Treasurer will furnish a monthly financial report to the General Chairman and an annual financial itemized report to the General Chairman, National Secretary-Treasurer, Committee Members and Secretary-Treasurer of each Division under the jurisdiction of this General Committee of Adjustment. Members of this General Committee of Adjustment. The Secretary-Treasurer affective at this meeting on July 25, 2020 has a salary of \$2208.00 a month, and will receive a raise of 2.5% every year after that effective July 1<sup>st</sup>.

1. The Secretary-Treasurer will have the General Committee books audited either sixty (60) days prior or sixty (60) days subsequent to the Quadrennial General Committee Meeting.

As per the Requirement set forth in the second paragraph of Article VII, Section 7 of the IBT Constitution, the books of every General Committee shall be audited by Chartered or Certified Public Accountant at least once a year.

2. The General Committee will use only one (1) credit card.

(a) The committee will use the Office of Labor Management Standards (OLMS) Compliance Tip for a Union Credit Card Policy as a guideline for use of a credit card.

3. The Committee Officers will not be allowed to accumulate unused vacation time in other words “use it or lose it.”

4. Expenses of the General Committee Officers will only be reimbursed with a receipt for the incurred expense, however, if a receipt for the expense is lost, or not possible, then a thorough explanation of the expense will be considered for reimbursement.

5. The General Committee will be a member of a General Chairman’s Association, and pay associated fees.

6. The General Committee Officers and employees earning will be rounded to the nearest dollar amount. The GCA monthly payday shall be on the first business banking day of the month.

7. There will be a savings account for a General Committee Quadrennial Meeting. The Quadrennial GCA meeting fund will be \$2.50 a month per active member.

8. Any person hired to the position of GCA Office Secretary will be paid a starting salary that is agreed upon by the Executive Committee and the Three (3) Trustees. Such salary will receive a 2.5% annual pay increase effective January 1<sup>st</sup> of every year. The GCA Office Secretary will receive vacation in accordance with the National Vacation Agreement. The GCA Office Secretary will receive holidays in accordance with the National Agreement. If any employee is off on Family Medical Leave (FMLA), or a leave of absence, their earning will stop when the leave begins. If any employee is hired to replace the Office Secretary of the GCA office on a leave of absence, the pay and benefits will not exceed the current pay and benefits of the Office Secretary.

9. There will be a \$1.00 a month dues increase consistent with wage increase in regard to the National Contract. This increase is currently on July 1 of every year.

10. The Executive Committee will have a meeting every quarter according to the Bylaws. This meeting can be made in person or using current technology.

11. The GCA will pay for the General Chairman's cellular phone expense. The GCA will pay for the rental and utilities (if any), for the General Chairman's office and the Office Secretary's office, if the offices are in separate locations. The Office Secretary shall have the choice between Health & Welfare or Office expense, cost not to exceed ½ of H&W Benefit.

12. The three (3) Trustee will be paid one half (1/2) a basic day's pay on the CN/IC/ CPP Agreement.

13. The General Chairman will pay cost share of insurance, it shall be the same as the National Agreement.

14. The GCA will be a member of the Commuter Rail Labor Association (CRLA). Currently, the dues are \$100 per year.

(h) In connection with 31 (a) – General Committee Rules of the BLET Bylaws, a copy of all resolutions to be entertained by the Committee in session must be on file with the General Chairman not less than sixty (60) days prior to convening the General Committee.

(i) If something of importance occurs subsequent to the sixty (60) days' time limit in connection with receipt of resolutions to be entertained by the Committee in session, each Division will be allowed to submit one (1) non-merger related resolution, in writing to the General Committee under New Business.

Note; All appeals to the full GCA must be filed at least 30 days prior to the meeting of the GCA pursuant to General Committee Rule 25 (b) of the BLET Bylaws.

## Section 2

(a) Delegates to this General Committee of Adjustment shall present credentials from the Division such Delegate represents, as prepared by the Secretary-Treasurer of such Division. Any Division which is not square on the books of the GCA will not be entitled to have its delegate seated at any meeting of the GCA.

1. Credentials to the Committee Meeting mailed by General Secretary-Treasurer to Division Secretary-Treasurer to be by certified mail – return receipt requested.

(b) Delegates to any meeting of the General Committee of Adjustment will be compensated on a daily bases, for wages and expenses at a rate approved by the full General Committee in session.

(c) Delegates from Division within a radius of 500 Miles or less of the city in which the meeting is held will be allowed one day, with expense, to and one day, with expense returning from a meeting of the General Committee. Delegates from Divisions within a radius of more than 500 miles of the city in which the meeting is being held will be allowed two days, with expense, to and two days, with expense returning from a meeting of the General Committee of Adjustment.

(d) The GCA Quadrennial Meeting shall be held for no less than two (2) days.

(e) When a member is called by the General Chairman to assist in handling affairs connected to this General Committee of Adjustment, he/she will receive payment equal to the rate of pay for one (1) Basic Day on the CN/IC/CCP plus reasonable expenses incurred.

(f) When the 1st Vice Chairman performs the duties of the General Chairman he/she will be allowed the same salary afforded to the General Chairman, plus reasonable expenses incurred.

### Section 3

(a) Salary of the General Chairman shall be increased by the same percentage figure or cost of living increase as provided for in the CN/IC Collective Bargaining Agreement, including fringes. (e.g. disability insurance, life insurance, 401-K)

(b) The General Chairman, when conducting GCA business will be reimbursed actual reasonable expenses incurred. An itemized receipt showing what the receipt is for must be submitted for payment.

(c) When the General Chairman, any member or employee of the GCA, uses his personal automobile for General Committee business, he will be allowed the mileage allowed by the Internal Revenue Service.

(d) In the event the General Committee of Adjustment is not provided GA 107300 or its equivalent to the General Chairman, upon his/her retirement, then the General Committee of Adjustment will provide an Early Retirement Policy as near to the equivalent of the policy available to the General Chairman before his retirement. Upon becoming Medicare eligible, the General Committee of Adjustment will provide the General Chairman with a Medicare Supplement Policy. The cost of the policy for the

Retiring General Chairman, and current married spouse, will be the same amount paid by the BLE&T National Officers retiring with GA 107300 or its equivalent.

Note: It is understood that if the General Chairman reverts back to GA 23000 before his/her retirement then the General Committee of Adjustment would not be liable for an Early Retirement or Medicare Supplement policies whatsoever.

(e) The GCA Executive committee has the authority to pay lump sum payment to the office secretary in addition to his/her salary when instructed to do additional work.

#### Section 4

(a) An executive Committee shall be formed consisting of the General Chairman, First Vice Chairman and Secretary-Treasurer, whose duties will be adjust only subjects referred to it by action of a majority of the Full General Committee of Adjustment.

Note: In the event the First Vice Chairman and Secretary-Treasurer positions are held by the same person, then the Executive Committee shall be formed consisting of the General Chairman, Second Vice Chairman and Secretary- Treasurer.

(b) If a Delegate to the GCA is elected to an Executive Office and for any reason does not return as a Delegate at the convening of the Quadrennial Meeting of the GCA, the person will be compensated only his salary, plus expense, as set forth for Delegates by the GCA in session.

#### Section 5

##### ORDER OF BUSINESS

1. Call the meeting to order.
2. Roll Call of Divisions.
3. Appoint Credentials Committee.
4. Report of Credentials Committee.
5. Appoint the various Committees – Working Rules, Auditing, Financial, Bylaws and Board of Tellers.
6. Report of the General Chairman.
7. Appeal cases read.
8. Appoint Committee for appeal cases.

9. Unfinished Business.
10. New Business.
11. Report of Committee on appeal Cases.
12. Election of Officers, in order of rank, if quadrennial.

The Bylaws of the General Committee of Adjustment (CN/IC, CC&P, CRR), Metra (IC Electric), Kansas City Southern Railway (MSRC, SouthRail, GWWR), Railroads adopted August 27, 1974, as amended April 28, 1983, July 22, 1986, July 24, 1989, September 1, 1992, July 17, 1995, May 18, 2000 and, further adopted on May 27, 2004, approved by the General President of the International Brotherhood of Teamsters on February 15, 2005, and approved by the General President of the International Brotherhood of Teamsters on July 14, 2008, May 22, 2012, and June 8, 2016 is hereby amended on July 27, 2020 and shall remain in effect until revised or amended by the General Committee of Adjustment.