



INTERNATIONAL ASSOCIATION OF MACHINIST & AEROSPACE WORKERS

April, 2023

**A MESSAGE FROM
PRESIDENT /DIRECTING
GENERAL CHAIRMAN**

Andrew W. Sandberg

ASandberg@DistrictLodge19.com



IN THIS ISSUE:

- ⇒ A MESSAGE FROM PDGC
- ⇒ MESSAGE FROM APDGC
- ⇒ EDUCATORS REPORT
- ⇒ GENERAL CHAIRMEN REPORTS

HOLIDAY MESSAGE FROM THE PRESIDENT/DIRECTING GENERAL CHAIRMAN

Dear IAM District Lodge 19 Members,

As another year draws to a close, most of you will be in the midst of preparations for this festive season. This is a very special time of the year. It provides many of us with some time to enjoy the company of family and friends that is all too often missing during the rest of the year. I urge each and every one of you to reflect on these special moments and savor the relationships that we have tried so hard to cultivate over the years.

This year, without a doubt, has been one of the busiest and most exciting years for me. As President, it is by far the highest honor of my career to bring you this holiday greeting and final report for the year. At the same time, this year has been one of some sadness as we have lost a number of wonderful members in our community and also some of our dear members are going through some difficult situations within their family environments.

While keeping with the spirit of this joyous time, it is equally important to take a few moments and recall these other events and keep these people in our thoughts and our prayers. I would like to take this opportunity to thank all of the General Chairmen, our Secretary Treasurer, the Executive Board, and administrative staff of the District as well as all of our Local Lodge leaders for the tremendous effort they put in day in and day out to make sure that our members are well looked after. Many of us do not see all the demands placed on our staff, but their work is greatly appreciated.

As you will see below, all of our General Chairman, our Secretary Treasurer, District staff and I have been working very hard to retain the rights we have as well as to add to those rights in the way of improved wages and working conditions. If there is something that you wish to see that hasn't been reported on, please contact me by phone, text or email.

I am still assigned to service two railroads as President--Kansas City Southern (KCS) and Long Island Rail Road (LIRR). At KCS, we are still battling two work rule related issues, break times and sick days. I am working with labor relations to progress these disputes at this time. The LIRR is currently resisting to bargain with us as a coalition but has agreed to meet in person and discuss this before the end of the year. We also have grievance disputes with management that I am progressing. At KCS arbitration last month, I was able to argue for three members and all three were offered their jobs back with a bench decision immediately. Also in arbitration, I had one last case for a CSX Roadway Mechanic that I handled throughout the process, and he was also returned to service.

PDGC Andrew Sandberg Cont.

Lastly, to you, the members, my sincere appreciation for your support of this District and the pride you demonstrate at being members. You are the source of the strength of this union. On behalf of my wife, Jennifer, and myself, we hope this holiday season is an exceptionally good and safe one and that the New Year brings you much health, happiness, and prosperity.

In solidarity,

Andrew W. Sandberg
President/Directing General Chairman

**A message from APDGC Juan Estrada**

Brothers and Sisters,

As we approach the end of 2023, I extend my warmest wishes to you and your families for a Merry Christmas and a Happy New Year.

As a member of the Committee on the Future (COTF), I've had the privilege of meeting with dedicated individuals such as Allison Parker (TCU), Jerry Redman (LL 356, Recording Secretary), both Rail Division members and the rest of the COTF in December. We have worked tirelessly to compile your ideas and concerns, formulating recommendations to be presented to the Executive Council in January.

We met with the Federal Railroad Administration (FRA) in Chandler, AZ, which has been labor-friendly in addressing the issues and concerns that matter most to us. We will continue collaborating with organizations that can influence Carriers to act responsibly. However, let us recognize that regulation works both ways. We must commit to producing a high-quality product and be vigilant in questioning processes that deviate from established norms.

Union Pacific Railroad continues with their ongoing hiring freeze causing a significant concern. Our meetings with them have focused on securing stability and work security for our members. We must work with our Local Lodges to advise on subcontracting and address violations of bargaining agreements. I recently met with members from Tucson, AZ, out of Local Lodge 620, and had productive interactions.

Burlington Northern Santa Fe Railway (BNSF) has raised the issue of removing Machinists from the Diesel Service Facilities (DSF). In response, we are actively discussing proposals to ensure work stability for our members. I met with members from Local Lodge 331 in Winslow, AZ, and Phoenix, AZ. Notably, a member from San Bernardino was reinstated with back pay following an investigation.

Our negotiations with TransitAmerica Services (TASI) have been lengthy, and I appreciate your patience. We are scheduled for further negotiations on January 9, 2023, and we are working to secure a favorable contract.

Now, more than ever is the time for us to stand united. We must work diligently together to protect our interests and start building momentum for future endeavors.

In solidarity,

Juan Estrada

APDGC



District ST's report

From the Secretary Treasurer's Office

Each year we look back at the accomplishments we achieved and the challenges that face our office. This year has been most unusual and the challenges we face this coming year are no different. We will continue to overcome all challenges our office may face, this year and all other years, as you would expect.

This year our office had one major focus, and as you know, we are still focused on this issue. I assure you that this office will continue to conduct our District business in a professional manner and bring this very important task to a close in 2024.

There are some successes to celebrate for 2023.

This year has continued to be a very volatile year for U.S. investments. However, as I write this article, I am happy to report that we are on track to end our financial and investment year in the black! As I have reported before, our investment strategy is to diversify our assets to provide a low risk fixed stream of income. The low-risk investment strategy we put into place is paying off once again. We will continue to oversee this investment to ensure your assets improve each year for the future of District Lodge 19. Overall, District 19 has had a successful financial year, and we are on track to be able to fund all representation activities for 2024 and beyond.

We have had some small growth in our membership numbers and project more growth in 2024.

We welcome our new District Lodge 19 railroad machinists from Cedar Rapids and Iowa City Railway. We are currently in negotiations with Crandic for our new members and hope to bring this session to a successful first contract with District 19.

We are working to actively grow our District through every means available, such as organizing, internal organizing and even working with private companies and politicians to encourage highspeed rail growth across the country. An example of this is the Brightline West high-speed rail project from Southern California to Las Vegas.

Lastly, I would like to thank my office staff, Pamela, and Monica! Thank you!!! They work very hard to serve our membership and work hard together for all of you.

I wish you and your family, a happy holiday season!

In Solidarity,

Rich Nadeau

Secretary - Treasurer



Educators report

District Lodge 19 continues to educate members and adapt to obstacles to provide adequate education and training to every local lodge. In the following year, We look forward to seeing all attending members for the Basic Local Chairman and Advance Local Chairman courses at the Wipinsinger Training Center in Hollywood, MD. District Lodge 19 is working to address concerns regarding accessibility by providing our members more access to education and training.

District Lodge 19 will continue utilizing the Wipinsinger Center and work with our local lodges to accomplish the same in their respective locations. Our District is strategizing to provide these services in person with on-site training and via virtual platforms.

Please contact Juan Estrada, District 19 Educator, regarding any questions, concerns, or ideas to improve current plans further.

GC John Denny Report



If you have not heard as of yet, we believe the Carrier and the NCFO will be attempting to take our work on the service tracks throughout the system. The NCFO has been actively doing the same thing on all of the other Class One railroads for a couple of years now. We are actively working to get this stopped and will attempt to block this effort with everything at our disposal. We will need your help in accomplishing this task though, so please when we ask for information, please, give it your full attention and get us what we need to help you. Together we are strongest and we will continue to fight.

Traveling Mech:

I have heard that some have lost positions on special projects because of a shift in the balance of crafts. I have asked Mr. Manton if there has been a change and I was told that there was not, so please forward me the instances where this has occurred to that I can check it out.



I have not been out to your location recently, since the contract ratification, but am planning to visit soon. I wanted you to know that through a joint effort at a recent arbitration, we managed to get a member back on AMTRAK with full back pay. Well over 100,000 dollars. This does not happen very often and should be celebrated when it does happen.



We are moving forward with our grievance on the Carrier taking away our breaks. It has been denied at the first level but as we speak, I am forwarding our second appeal to Labor Relations. I believe this is a strong case and we can prove that we are in the right. If this is denied at this level, I fully intend to advance this case to arbitration.

I want to thank Mark Eischens and all of the Traveling Mechanics for their help in getting me the information on the subcontracting of their work. We won a 5000 dollar claim thanks to your willingness to get me the information that was needed to win.



Since we last spoke we have won a claim for the KCS Car-men working a derail on the DM&E territory. Thank you to everyone who got me the needed information without it we would have had no claims to process. I hope everyone has a very happy Holiday and I hope to see you all soon.



As MRL has voted to remain under the MRL contract and we will soon fall under BNSF control in January, I just want you to know that we are still working for you when questions arise. We did get the ME-TOO clause activated and the membership will get another percentage increase as well as an ex-

Cedar Rapids and Iowa City

We have just completed direct negotiations with the Carrier and things did not go as anyone expected. The Carrier is used to getting what they want when they want, and I do believe we let them know that this is something they need to quit believing. Your representatives Mark Banghart and Kurt Robinson did an outstanding journeyman's job in keeping the worst of what the Carrier tried to sneak past us at bay. We are not done yet. With your support we will continue to fight for a contract that all of our members will be proud of.

Please stay safe and as we head into the new year I hope to see you soon.

In Solidarity,

John Denny



GC Heath Jacobs Report

Greetings All,

Here is what's been happening in my office:

Throughout the year I have attended my local lodge picnics and award ceremonies and will also attend my Local Lodges Christmas parties. This is a great opportunity to meet all the members and their families in every local lodge.

I have heard numerous PLB's and won over \$8,500 for the membership and have several more claims docketed waiting on funding from the National Mediation Board.

I have been working to coordinate all parts of our 9th Annual Guide Dogs of America Golf Tournament. The golf tournament will be held on Monday, June 6, 2023, at the Chattanooga Golf and Country Club in Chattanooga, TN. I would like to encourage everyone to donate to this great cause. With everyone's help we can make this year better than any previous year and sponsor a dog out of the donations we raise. Last year in 2023, we raised over \$76,000 for this great cause.

Lastly, I would like to take the opportunity to wish everyone a wonderful holiday season and happy New Year. As we enter 2024, I am looking forward to seeing everyone at shop visits and Local Lodge meetings.

In Solidarity,

Heath Jacobs

**GC James Orwan Report**

I have proposed numerous quality-of-life, student agreement updates and safety work rules. These issues I feel are very important to improving our memberships' lives and safety at work. As of this time, NS has only addressed one of these items so far. I have continued to pressure NS to address these issues. The lack of manpower continues to be an issue. This is why I proposed to bring students on property in line with the prevailing wages of other Carrier's new hires. NS is currently paying their new hires the lowest of the Class I railroads. We have implemented a "shift swapping" pilot program at Decatur's Locomotive shop. GC's H. Jacobs, J. Gibbs, and I attended a meeting with Mechanical Department management in November. We addressed the memberships' concerns of safety, excessive OT, and the need for more Machinists to be hired to alleviate the problems NS's business plan imposes on the members. Mechanical Management is continuing to visit locations to discuss issues with employees. I cannot stress enough how important it is to let your voice be heard. The servicing General Chairman will attend when their schedules allow. Thank you to all the Local Chairman for your hard work and dedication to serving the membership.



Our members on NJT continue to provide safe equipment for service. We negotiated and ratified a three-year MOU that provided wage increases and kept medical insurance premiums the same.

I want to thank Local Chairman Mark Perez for all his hard work and his dedication to his membership at NJT.



C3RS has been implemented at SEPTA and we look forward to working with SEPTA to improve near misses and safety on its properties. We have served Section 6 Notice and started negotiations.

Thank you to Local Lodge President Mike Murphy for his support during negotiations. We will work to get the best for the membership at SEPTA.

GC JAMES ORWAN CONT.

I have assumed the duties of District Communicator and have been learning the use of the website. I am endeavoring to provide pertinent and timely information and posts to the district's social media outlets. I have also been assigned to the FRA Railroad Safety Advisory Committee (RSAC) and have attended numerous meetings in person and via video call. Many aspects of our industry are being looked at for safety improvements. We must have our voice heard by this committee as it can improve safety on the Railroads through our providing input changes or new CFRs.

As always, remember to keep your Local Chairman apprised of all contract violations. It is our job to police the Agreements and keep the Carriers accountable.

Watch out for your Brothers and Sisters to make sure we all go home the way we arrived at work. We never know what personal struggles our fellow railroaders may be fighting. If a coworker, yourself or a family member needs help please reach out to the District's EAP.

Strive to work safely and efficiently by following all the Carriers' safety rules. Do not give any of the Carriers a reason to discipline you. Work safely by the rules.

I wish each and every one of you and your families a Happy Holidays and a Happy New Year.

In solidarity,

James Orwan

**GC Jason Gibbs Cont.**

We are currently working on a Section 6 for Alstom in Baltimore, MD.

We were recently in Atlanta, GA, at the CSX REDI Center. We were able to meet 7 new members that were finishing up their time at the REDI Center from Chicago, IL, Selkirk, NY, Cincinnati, OH, New Castle, PA, Montgomery, AL, and Rocky Mount, NC.

Recently we had a dispute at the Huntington, WV, CSX shop on who's work it should be with another craft on a new armature lathe and an undercutter machine. With the help from the Local Chairman and machinist in Huntington, we were able to prove to CSX that it was machinist work. The other craft was doing part of the work during the CSX "Huntington Agreement". Great work by that group.

We have worked on a few claims to be paid with CSX, BNSF and NS for the amount of over \$6000.

We have had Arbitrations with CSX, CN and NS with 2 members being reinstated to their jobs and 1 receiving a reduced suspension. The total backpay for these members was over \$40000.

We currently have 1 NS case and 1 Alstom case funded to have arbitration before the end of 2023.

We currently have 5 discipline cases on dockets for arbitration with NS, CN and Amtrak. We have 2 claim cases docketed with CSX for arbitration.

I hope everyone has a Merry Christmas! If you ever have any questions please do not hesitate to contact me.



God Bless

Jason Gibbs

**GC Jason Gibbs Report**

Greetings All,

I hope everyone had a Happy Thanksgiving. I wanted to give a brief update of the past few months of items that we have been working on.

We recently sent a Section 6 to North Carolina Virginia Railway. We plan to start negotiating a new contract in the next few weeks.

We are currently in contract negotiations with Alabama State Port Authority in Mobile, AL. We have a goal to get a tentative agreement soon.

GC Kenneth Krause Report

Our team worked hard to fight for what our members deserve. We were able to get our trainers a long overdue pay raise. We are not done, we continue to fight for more but this is a step in the right direction, that is long overdue. We have the best trainers in the system and I'm working hard to make sure they are compensated as such. We also got a mentoring agreement. This allows our members to be compensated when they are asked to do on-the-job training with apprentices or new hire employees, something we have been fighting for. There are a lot of good things we have been able to accomplish this year. The agreements already talked about plus, sick days. Several employees back to work for wrongful termination. A lawsuit that forced the carrier to bring our work back in-house. A subcontracting claim that was worth forty thousand dollars, just to mention a few. We don't plan on stopping there.

We do have a big fight heading our way, the NCFO has started their takeover of our work. As we are doing with other carriers, we are doing everything we can legally do to fight back and keep our work. This is no easy task and will require help from every member. We are going to need statements and past documentation, the Local Chairman will be getting this information together and we need everyone's help in proving our case. Together we will fight and win as we have proven to win already this year, where others have failed.



The Kansas City location was hit hard with the layoffs that took place. We are working with the local team there to fight to bring our members back. Some of the members who were affected by the layoff were able to go next door to KCS (CPKC) and continue their railroad careers. The Local chairmen (UP & KCS) and I were able to get our member's vacation time-honored. A huge step for our members in KC. There have been several claims filed at all locations as we are fighting the carrier to ensure they are doing what is right for our members. Investigations at North little Rock

GC Kenneth Krause Cont.

have been on the rise, attendance is one hot topic.

They have a new attendance policy out please make sure you get with your Local Chairman and understand this policy.



Headcount is still down in Kansas City and Decatur, they are trying to hire some new members, but they still are having issues. KC has a new director and he has fit right in, they are making remarkable changes in KC and we hope to get the headcount back up to normal. Had one PLB hearing and hope that we are able to bring this member back from a wrongful termination.



We have won some fights with the Carrier this year. We were able to get sick days. Also, some other issues were resolved. The Carrier has taken the 4-10 agreement off the table. I feel it was never on the table just smoke and mirrors but we will move forward. I took a CSX training course received my rail safe card and was able to travel with two teams this year. It was great to be able to get out and work side by side with the team. My goal is to travel with min of two teams a year so I can help fight the everyday issues from the front line. As winter is upon us we are planning for the CSX startup meeting. Looking forward to seeing all that attend this meeting.



The Carrier is moving forward and the KC location is expanding. As stated in my UP report they have hired more of our members and have plans to hire more in 2024. We do have some claims in for this location as with the merger the Carrier has taken somethings away from our members, but we are fighting to get them back.

GC Kenneth Krause Cont.

We are currently working on an agreement with our members at ISRR and hope to have this rapped up before the end of the year.



P&L members are also in contract negotiations and we hope to have a great agreement ratified early in 2024.



I would like to give a personal shout-out to long-time local chairmen Mark Schmale and David Rudisill. They retired this year and I would like to wish them the best on their retirement and hope all their retirement dreams come true. Thank you for all the hard work you have put in over the years representing your locations.

Terminal Railroad of St Louis

We are fighting hard to get sick days at this location to fall in line with the other Carriers. We also have two cases that were heard at the PLB and hope for good outcomes.

From My office

As always, I would personally like to say thank you to all members for all the hard work you do at a local level. Just know that the work you do every day on the shop floor is the most important work that can be done and it does not go unnoticed. I look forward to shop visits, in the field visits and being able to work on issues together.

I wish every member and your family the best holi-

day season and hope your 2024 is great.

If I can assist in any way please contact my office.

Kenny Krause

**GC Daniel Tavares Report**

Exciting developments at the Hornell, NY location as we embark on the journey of welcoming new members.

The Amtrak line is making progress on the Acela project.

Plant 4 construction is in full swing, promising future job opportunities.



Following the ratified Amtrak contract in June, we're actively engaged in negotiating tech rates and difference's, shop agreements, particularly focusing on the Northeast engineering group.

Successful resolution of long-standing grievances in Wilmington LL1284, underscores our commitment to member's satisfaction.



The transition from PanAm to CSX is now complete, with Waterville, Maine, Rigby, and Lawrence seamlessly integrated into CSX. The future looks bright under the CSX banner.

GC Daniel Tavares Cont.


Negotiations are underway for a promising contract at Keolis. Our recent hires have not only completed their training successfully but are now contributing meaningfully to Keolis operations.



A successful transition from PanAm to CSX and B&E has taken place.

While B&E is currently operating under the ST agreement, efforts are underway to finalize a new agreement.



Having served section 6 on Metro North, we're gearing up for negotiations, signaling our ongoing commitment to fostering positive relations and progress within the organization.

As we approach the end of this year, I want to wish all my brothers and sisters of District Lodge 19 a very Merry Christmas and a happy and safe New Year.

Daniel Tavares

**GC Joshua Cox Report**

Brothers and Sisters,

With this year coming to a close, I would like to wish each and every one of you a happy holiday season. It has been a busy year, to say the least. With many shop visits in the rearview, I look forward to many more. While this past year has not been devoid of trials, it has not been without its triumphs, as well. Between pending cases scheduled for arbitration and others already adjudicated in our favor, the upcoming year shows promise for a prosperous future for our District. Again, I wish you all Happy Holidays as we look forward to the New Year.

Joshua L. Cox

**GC Shaun O'Connor Report**

To the members of District 19,

I hope this letter finds you well. I am writing to provide an update on my activities since I began working as a General Chairman on October 1st.

Since starting as a General Chairman, I have been diligently working to familiarize myself with the district's operations and policies. I have undergone comprehensive training sessions to ensure that I am well-equipped to fulfill my responsibilities effectively. Furthermore, I have actively participated in team meetings and collaborative projects to contribute to the success of our district.

In addition to my day-to-day tasks, I have been actively engaging with colleagues to build strong working relationships. I believe that fostering a positive and supportive work environment is essential for the success of our members and the organization as a whole.

GC Shaun O'Connor Cont.

Moreover, I have been closely following the updates and discussions raised by the union members. I am committed to promoting open communication and addressing any concerns or issues that may arise. I am dedicated to ensuring that all members are treated fairly and that their rights are upheld.

If there are any specific matters or questions that the union members would like me to address, I kindly request that they reach out to me directly. I am always available to listen, provide guidance, and work towards a resolution that benefits everyone involved.

I look forward to working with the members to ensure a safe and harmonious work environment. I would like to take a moment to wish the members and your families a safe and happy holiday season.

Shaun O'Connor



Message from EAP Director

Dear Members,

As we near the end of the year, I am pleased to share the successes of our District EAP program. It has been a productive year for us, as we have helped numerous members and their families overcome various challenges.

Our EAP program has been utilized multiple times this year, and we are proud to have provided support and assistance to those who needed it. We understand the importance of a strong support system, especially during tough times, and we are happy to have been able to provide that for our members.

As we head into the new year, we look forward to continuing the growth of our EAP program and providing even more support to our members. Our goal is to ensure that every member knows that they can rely on our program for assistance and guidance whenever they need it.

Thank you for your continued support of our District EAP program. Here's to a successful new year!

Sincerely,

Shaun O'Connor

Interim EAP Director



Andrew W. Sandberg

President/Directing General Chairman
Railroad Coordinator

Phone: 865-335-3593

Andrew.Sandberg@DistrictLodge19.com

Richard D. Nadeau Jr.

Secretary-Treasurer

Phone: 303-232-9244

Richard.Nadeau@DistrictLodge19.com

Juan Estrada

Assistant President/Directing
General Chairman/Educator

Phone: 818-359-2992

jestrada@districtlodge19.com

John Denny

General Chairman

Phone: 406-201-0175

john.Denny@DistrictLodge19.com

Heath Jacobs

General Chairman

Phone: 423-807-6004

Heath.Jacobs@DistrictLodge19.com

James Orwan

General Chairman

Phone: 717-834-4022

JOrwan@DistrictLodge19.com

Jason Gibbs

General Chairman

Phone: 615-485-8646

JGibbs@DistrictLodge19.com

Kenny Krause

General Chairman

Phone: 816-982-1218

KKrause@districtlodge19

Daniel Tavares III

General Chairman

Phone: 508-980-9296

Email: DTavares@districtlodge19.com

Joshua Cox

General Chairman

Phone: 308-330-8333

Email: jcox@districtlodge19.com

Shaun O'Connor

General Chairman/EAP Director

Phone: 708-428-3650

Email: soconnor@districtlodge19.com

Cheryl Lane

Executive Secretary to the P/DGC

Office: 865-264-4373

Fax: 865-269-4611

Cheryl.Lane@DistrictLodge19.com

Pamela Jacobs

Executive Secretary to the

Secretary-Treasurer

Office: 303-232-9244

Fax: 303-987-3188

Pamela.Tovar@DistrictLodge19.com

Monica Tovar

Administrative Assistant,

Secretary-Treasurer

Office: 303-243-3138

Fax: 303-987-3188

Monica.Tovar@DistrictLodge19.com

**INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS
DISTRICT LODGE 19
7010 BROADWAY, SUITE 203
DENVER, CO 80221**