

TCU/ARASA 5101

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| Pat Carrow –President | 816-590-1367 |
| Ronald Neblett – Vice President | 832-647-9874 |
| Steve Hirschbein –Gen. Chairman | 847-452-7856 |
| Mario Sanchez –Vice General E/S | 832-338-6085 |
| Paul Pesce –Vice General Car | 903-724-6986 |
| Terry L. Levine –Vice General Loco | 308-520-4488 |
| Randy Bridge Members Benefits Specialist | 308-660-2473 |
| Mike Gardner – Recording Secretary | 308-530-5843 |
| John Blomstedt –Financial Secretary-Treasurer | 308- 368-7492 phone/fax |
| 16938 W. Walker Rd, Hershey, NE 69143 | email – lodge5101@yahoo.com |
| TCU's web page is located at: www.tcunion.org . | |

Date: June 22, 2010

President Pat Carrow opened with the Pledge of Allegiance to the Flag and with the Association Prayer, and called meeting to order.

Present were Local Officers, General Chairmen, District Chairmen and other members.

A motion to waive the reading of the previous meeting minutes was made by Ray Labbee, second by Paul Pesce. Motion passed.

FST John Blomstedt gave the financial report. A motion to pay the bills was made by Dennis Hubbs, second by Paul Pesce. Motion passed.

**General Chairman Steve Hirschbein reported on a sharp increase in discipline case involving members. Supervisors need to make good choices on the job. Steve encourages members to review the business conduct policies.
See accompanying letter.**

Discussion followed on the rise in discipline cases involving supervisors, many resulting from rules violations. Members are empowered by the carrier to invoke all rules necessary to make the workplace safe and to "Stop the Line" if the workplace is not safe. The carrier is reactive in this regard. It is up to us, the Supervisor, to be proactive in the safety of our people and ourselves. Do not short cut processes and rules to get the job done.

Motion to adjourn by Ray Labbee, second by John Blomstedt. Motion carried.

Total attendance at meeting = 20

Any claim, grievance or contract violation needs to be supported with facts, in writing, such as the date or dates of occurrence, times, witness names etc. to be forwarded to your Local or District Chairman.

Vice-President Ron Neblett reminds all members who use a carrier provided cell phone that it is not to be used for personal business or inappropriate correspondence or pictures.

Reminder – Do Not use lotus notes for Lodge correspondence.

Seniority rosters are available for Union Pacific employees at the UP website;
<https://employees.www.uprr.com/emp/index.shtml>.

Start at the employee's homepage, click on the links in the following order;

Departments,

Operating,

Timekeeping Operations,

Non-Operating

Mechanical Department Seniority Rosters.

Three links are listed, January 1st which is the current roster, May 1st, which is outdated and a Protest which is list of additions and deletions. Click on January 1st to view the current roster in a pdf format. You will need to page through to find your current roster.

Member Benefit Specialist Randy Bridge wants to remind members who are going on Leave Of Absence that Supplemental Benefits are available from AETNA. IMPORTANT - There is a 60-day time limit to apply for benefits. Claims made outside the 60-day time limit have been denied.

The next Regular Lodge meeting will be held on July 27, 2010 at 7 P.M. CST.

The number is 1-877-773-7962, id number 563306#.

You will need to give your name for introduction.

Agenda items known at this time for the next meeting will include discussion and/or voting on the following items:

Review of previous meeting minutes

Financial report

Old Business

Reports from General Chairman, Vice-General Chairman Car, Vice-General Chairman ES, and Vice-General Chairman Loco.

New business

To add additional agenda items or to obtain information as to what may have been added during the month, please contact the Recording Secretary.

Contact your District or Local Chairman for details on any items that you are interested in.

JUNE 22, 2010
ALL MEMBERS – ARASA LODGE 5101

Brothers and Sisters,

The past few months there has been a “spike” in regard to discipline hearings. Our collective goal as a union should be to drastically reduce the number of investigations and we have the power to make it happen. It is simply about **choices and decisions**. Our membership has the ability to be its own advocate for success by thinking about the short-term and long-term effects of our actions. I ask you to please consider these questions:

- Will my decision put me or another team member at risk?
- Will my decision conflict with company rules, policies or mandates?
- Will my decision subject my employer or myself to risk of liability?
- Will my decision subject me to scrutiny under the EEO/Ethics Policies?
- Will my decision show poor leadership qualities?
- Will my decision jeopardize my livelihood/family?

If you answer *yes* to any of these questions, you need to rethink your decision and consider another. It really just boils down to the old expression, “Do the right thing”. Let’s make every effort as a team to make sound business and leadership decisions. Our goal must be to reduce our member’s involvement in the discipline process. It creates a hardship for us all, especially our families who love, support and most importantly, depend on us.

Thank you all for pitching in and helping achieve this goal. It is attainable, but takes the effort from each of you to insure success. We have the best group of leaders assembled on Union Pacific property. **DO THE RIGHT THING! REDUCE DISCIPLINE CASES FOR ARASA MEMBERS NOW!!**

In solidarity,

Steven Hirschbein
General Chairman, ARASA 5101