

**Secretary/Treasurer's Report**  
Perry K. Geller Sr.  
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*Excerpts from the Secretary-Treasurer's Report to the Delegates-Second Regular  
BMWED Convention, June 21, 2010.*

Brothers and Sisters, Honored Spouses, and Guests:

Good morning again, and welcome to the Second Regular Convention of the BMWED. It has been my honor to serve you as Secretary-Treasurer over the past 4 years, and I thank all of you for being here and thank you for the work you will conduct here this week while in convention.

As you know, Transitioning to the Future is the theme of this convention. It has been a guiding principle of our administration. President Simpson and I, with the full support of the National Division Officers, have made it a priority to prepare this Brotherhood for the incredible turnover we will witness over the next 6-8 years. This turnover is already occurring both out on the tracks and within the union, where some of our most senior and most experienced members are already beginning to retire. We will undoubtedly see this retirement boom accelerate rapidly within the Brotherhood over the next several years, and we must prepare this union now for the next generation of members who will soon fill our ranks.

We can see the generational shift coming with our own eyes. It is not a trivial matter, but one of significant importance to the union and its members. That is why this administration is focused on Transitioning to the Future. One of the greatest generational shifts in our union's history is underway and will continue over the next 6-8 years. For the sake of our current membership, and our future membership, we cannot ignore this generational turnover, we must prepare for it.

Of course, this is not the first time that the union has faced a massive turnover. What is different this time, however, is that this upcoming generational shift will occur during a time when the private sector unionization rate in the U.S. is less than 10%. This means that the majority of incoming new members had likely not been raised in a union household where the benefits of a union and a union contract are instilled as family values. Too often today, we hear of unions only in negative terms. This is not by accident. It is the result of a carefully planned strategy by businesses, chambers of commerce, and anti-union lawmakers to weaken and ultimately destroy organized labor. They have their 10-year plan, and it is well funded. Their objectives are in direct conflict with ours. We must therefore continue on our course, fully implement our 10-year plan, and grow and strengthen our union and organized labor as a whole.

One of our first challenges is to instill union values within our new members so that they understand that only in the union lies their strength, that nothing is gained without collective struggle, and the railroad's have not and will not give you anything. Nothing has ever been given to us trackman. Nothing! You only get what you bargain for, and you can only bargain effectively if you have a strong and united union. Wages, work rules, health and welfare benefits, vacations, away from home expense, and the whole list of other benefits we have today are the result of many collective bargaining battles fought by our forefathers. Railroad

Retirement and other beneficial legislative statutes and regulatory improvements have also been made and strengthened through the efforts of the BMWED and rail labor. In order to preserve those gains, and to make future gains, we must remain strong as a union, and we must find ways to bring our best and brightest into leadership roles within the BMWED. In short, we must transition our Brotherhood to the future.

Of course, the strength of the union lies within its people, their voices and their vision. But it takes more than just that alone. It also takes money and resources to bring those voices and visions forward and turn struggle into tangible benefits for our collective membership.

I am proud to stand here before you to tell you that your Brotherhood is on sound financial footing. In 2006, when we left the First National Division Convention, the Brotherhood had \$27,733,864.00 in its treasury. Today, I am happy to report that we remain strong with \$32,383,006.00 in our treasury as of March 31, 2010, plus \$14,676,149.00 held separately in our BMWED strike fund. I am also pleased to report that this convention is already paid for, as we have previously set aside over \$700,000.00 for this purpose. You can be assured that I will continue to protect your resources going forward as I did during one of the worst economic downturns in the history of our country. My philosophy is simple; I will continue to treat your money with the same care I treat my own.

As I look to the future, I know we cannot lose our focus on fiscal responsibility and we must take sound steps to maintain our financial well-being. I also know that we must meet the challenges of today while simultaneously transitioning our union to the future. Under our ten-year plan, training and educating the next generation of BMWED leaders will continue to be a National Division priority and we will continue to provide the necessary financial and material support for these programs. We must all work to kindle the spark of unionism within the next generation and find ways to bring our best and brightest into leadership roles within the BMWED. And finally, we must leave this convention strong, united and committed to working together and transitioning this Brotherhood to the future.

With our founding fathers watching over us, history will judge us by what we do, and what we fail to do, at this convention. Godspeed in all your deliberations Brothers and Sisters as we chart our present and future course together, united in purpose and dedicated to uplifting those we represent. May our deliberations be guided by the principles of unionism and Brotherhood. We are Maintenance of Way/Teamsters, and together we will develop our strategy for the present and future of our Brotherhood.

Thank you.