

# MEMORANDUM

February 24, 2009

TO: ALL LOCAL CHAIRPERSONS  
FROM: JOHN C. HANCOCK

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Below please find a letter received in this office from a UTU Engineer whose case we won before a Public Law Board. I would like to take a moment to expound on this member's beliefs and confidence in his Union.

First of all, it should be noted that this member had one outstanding local chairperson which, in turn, made my job much, much easier.

Secondly, I hope you will pass this information on to your younger members so that they can fully understand what is at stake and realize that from such knowledge they can only become good and/or better trade unionists when they hear of events from those of us who have been in the trenches and fought the battles. If we don't share the history and our beliefs with them, then they will repeat history.

It is as it was with our ancestors who remind us of the Holocausts, or those who remind us of pain and infliction rendered by the dropping of atomic bombs that freedom is to be cherished and protected. For those who are veterans and know that war should be avoided, it is known that at that at times sacrifices must be made to protect freedom from those who would destroy it. The same can be said of trade unionism - we have to work within the system to create progress; however, at the same time, we must protect the right of the working man from those in this country who would have us believe that the mass of mankind is born with saddles on their backs to be used by a favored few who are booted and spurred (paraphrased from Thomas Jefferson).

So, I would appreciate it if you read the following, and again I urge you to forward same to your members.

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Dear General Chairman Hancock, and my fellow Brother,

This P.L.B award is another "Great Win" and "true testimonial" that thru collective bargaining agreements (CBAs) and extremely hard working and talented individuals all thru the UTU ranks:

### **The pen is still mightier than the CSX sword!**

I have always been (thanks to my Dad and Grandad), and still am, a "Loud and Proud" union member; I could be a poster child for the UTU, with more than one personal and factual story to tell of my professional career being saved by CBAs and the personal sacrifices and extremely professional handling of my cases by my local chairman James Chapman III and all the way to the top (yourself) UTU General Chairman John Hancock and your "Jacksonville Crew."

As you know personally, I have had a couple of possible "career ending" cases intensely pursued by the company, with my rights gallantly upheld by UTU perseverance all the way thru the process, ending up with two sustained P.L.B. awards. "HURRAY and HALLALUYA"!!! Thanks to hard work, professional, detailed, and unrelenting assistance and protection of the union brotherhood and CBAs and the honesty and integrity of arbitrators in the review and hearing of these cases!!!

The true backbone of unionism, employees standing together as ONE for the good of the group, truly is still the only way professional labor can survive, especially in these times where companies, CEOs, and all management try their extreme best to keep all the profits to themselves!! I am truly grateful for all the UTU's help from members and leaders, now and in the past, for our CBAs, fought for with blood, sweat, and tears!!! Also protected with blood, sweat, and tears for each member, now and future members.

Anyone who doesn't understand "strength in numbers" is leaving themselves and their immediate families standing alone and at the mercy of ruthless company officials, and bad practices of intimidation, harassment, and brutal inhumane treatment!!!

I don't feel there is anyone in my terminal who more than myself understands, supports, and completely 'owes my continued career' to the fantastic job done by UTU Local Chairman James Chapman III, Vice General Chairpersons Whitaker and Hayes, General Chairman John C. Hancock and his entire Jacksonville crew, as well as the International organization itself for their outstanding, professional, and proficient determination in the implementation and enforcement of our agreements.

I take my hat off to all members, past and present, for their personal sacrifices in the continued fight to enforce, maintain, and constantly improve all contracts and agreements for our ever changing industry, against ever intensely greedy companies in this industry.

It's a fact that without the formation of unions, all workers (union and non) would still be working under barbaric conditions, with miniscule pay and no benefits, right alongside our underage children, without a voice in our treatment or any contracts or written agreements to back that voice up!!!! Individuals would only have the option of keep working or "Get OUT"!!! No other legal option available...

Thank God for the moxy of our forefathers!!! I also thank God for the honesty of a true and fair review from the arbitrators in Public Law Board hearings, especially when cases are forced to go to that extreme just to get a fair hearing!!!!

I humbly thank everyone involved, from the bottom of my heart, for the chance to continue my railroad career and care for my family and our future!!!!!!

THANK YOU , THANK YOU , THANK YOU !!!

With Kindest Regards,

UTU Engineer, Local#924, Richmond Va.

Cy: UTU News  
M. Futhey, International President, UTU  
Arthur Martin, Asst. President, UTU  
Kim Thompson, GS/T - UTU  
UTU General Chairmen