

January 5, 1977

Mr. Lamar Victor
2009 S Nye Place
Seattle, Washington 98114

Dear Brother Victor:

I was proud to receive yours of December 13, 1976, and the dues from both you and Brother Robinson. I have forwarded same on to Brother Young in Seattle, who is now the President of the Seattle Division and Brother Morehead is the Secretary-treasurer of the Seattle Division. Brother Morehead will report this money to our International Secretary-Treasurer in Denver.

I certainly agree with your thinking that the organization under whose jurisdiction one is working is the organization that should receive his dues, and activity and participation. I hope you and Brother Young and Brother Morehead can all work together, because we need the support and help of all our members, and particularly those with your background in the sleeping and chair car service.

Yes, I had quite a bit of trouble with Amtrak before I finally forced them to put the sleeping car attendants on a separate roster. Now in an emergency and there are no sleeping car attendants available then the Company has to send out whoever they can get a hold off whether he's a chair car attendant or waiter, and of course it's a two-way street, so if there's no waiters available and they can use a sleeping car attendant they have to do so, but only in this ~~emergency~~ emergency. Now, we have recently worked out an Agreement between the three unions, representing these on-board service workers, the Hotel & Restaurant Employees & Bartenders International Union, Transport Workers Union and the Brotherhood of Sleeping Car Porters. As you no doubt know these three unions have already formed an organization that we named "Amtrak Service Workers Council". Originally this Council represented cooks, waiters and chair car attendants. Under the new Agreement sleeping car attendants will be a part of the Service Workers Council, and the membership will be divided on the same proportion that they were when Amtrak hired them, coming directly from railroads. That percentage will

be H&RE - 49%; BSCP -39% and TWU - 12%. In order to get this new setup straightened out any of the members of H&RE that wish to come over and work on a new roster that we're going to setup only has to get a withdrawal from H&RE and then come over and start paying dues to the Brotherhood as soon as he withdraws from H&RE.

X Now I mentioned the new roster; I worked out a new Agreement with Amtrak to be signed by the three Presidents of the above named unions. The new Agreement separates the crafts. It will create new rosters. On one roster will be chair car attendants and sleeping car attendants and they will have a new title of "train attendants". These train attendants will work off one roster, and the service attendants who want to work off the new roster will be blended into the sleeping car roster by giving them the seniority date of the first time they worked on the sleeping car. Then of course there will be a roster of Service Attendants, which would be the waiters, attendants and club car attendants, a roster of stewards and a roster of chef cooks and one of the food specialists, which will be the second and third cooks. I just a few minutes ago in today's mail received a copy of the Agreement bringing the sleeping car attendants in as part of the Service Workers Council signed by Matthew Guinan, President of T.W.U., Edward T. Hanley, President of H&RE and myself as President of the Brotherhood. As soon as I receive a supply of these agreements that are being run off a machine I will have ~~enough~~ enough for two to each crew base. The other agreement ~~setting~~ setting up train attendants haven't been received yet. I was informed that two of the Presidents had signed it, and it was waiting on the desk of the other President to sign as soon as he returned to his city. Oh incidentally, the train attendants will draw the same pay that the service attendants are drawing now, which will be about a twenty-cent an hour increase in pay for sleeping car attendants. As soon as I receive copies of this Agreement I again will get enough for two to each crew base. As you know Amtrak is suppose to distribute these Agreements to their employees, not the unions, Amtrak.

This is all for now, and will take care of the closing paragraph of your letter, and I certainly hope that you and Brother Young can work closely together. Also, the Brotherhood is quite a bit short of its percentage of members, and when the Company starts hiring this year the majority of the people they hire should come to the Brotherhood, and that's when you and Brother Young ought to be working together to get these new members they employ no matter if they are cooks, waiters or attendants they're eligible to join either organization, but the Brotherhood should get the majority of these members.

Faternally yours,

CLD:cr

CC : Mr. J.P.Young
Mr. D. L. Morehead
Mr. F. L. Robinson

C. L. Dellums,
International President

3-27-9472
 411-7-10-100
 411-7-10-100

be HARR - 492; BSCP - 392 and TWU - 122. In order to get this new setup straightened out any of the members of HARR that wish to come over and work on a new roster that we're going to setup only has to get a withdrawal from HARR and then come over and start paying dues to the Brotherhood as soon as he withdraws from HARR.

Now I mentioned the new roster; I worked out a new Agreement with Amtrak to be signed by the three Presidents of the above named unions. The new Agreement separates the crafts. It will create new rosters. On one roster will be chair car attendants and sleeping car attendants and they will have a new title of "train attendants". These train attendants will work off one roster, and the service attendants who want to work off the new roster will be blended into the sleeping car roster by giving them the seniority date of the first time they worked on the sleeping car. Then of course there will be a roster of Service Attendants, which would be the waiters, attendants and club car attendants, a roster of stewards and a roster of chef cooks and one of the food specialists, which will be the second and third cooks. I just a few minutes ago in today's mail received a copy of the Agreement bringing the sleeping car attendants in as part of the Service Workers Council signed by Matthew Guinan, President of T.W.U., Edward T. Hanley, President of HARR and myself as President of the Brotherhood. As soon as I receive a supply of these agreements that are being run off a machine I will have enough for two to each crew base. The other agreement setting up train attendants haven't been received yet. I was informed that two of the Presidents had signed it, and it was waiting on the desk of the other President to sign as soon as he returned to his city. Oh incidentally, the train attendants will draw the same pay that the service attendants are drawing now, which will be about a twenty-cent an hour increase in pay for sleeping car attendants. As soon as I receive copies of this Agreement I again will get enough for two to each crew base. As you know Amtrak is suppose to distribute these Agreements to their employees, not the unions, Amtrak.

This is all for now, and will take care of the closing paragraph of your letter, and I certainly hope that you and Brother Young can work closely together. Also, the Brotherhood is quite a bit short of its percentage of members, and when the Company starts hiring this year the majority of the people they hire should come to the Brotherhood, and that's when you and Brother Young ought to be working together to get these new members they employ no matter if they are cooks, waiters or attendants they're eligible to join at their organization, but the Brotherhood should get the majority of these members.

Fraternally yours,

G. L. Delima,
 International President

CC: Mr. J. P. Young
 Mr. D. L. Morehead
 Mr. P. L. Robinson
 GLD:er

Copy to Seymour

March 25, 1977

Mr. Tom Donahue
Executive Assistant to President Meany
American Federation of Labor and
Congress of Industrial Organizations
815 Sixteenth Street, N.W.
Washington, D. C. 20006

Dear Brother Donahue:

I made it back home and I'm not confined to bed, but I am confined to the house and maybe for several weeks yet.

Now two things concerning the organization; one, I hope the lawyers have given us an interpretation of the Brotherhood's Constitution on how we can call a special convention. Next, is the subject I discussed with you and Allen down in Miami. We're taking steps to get local seniority rosters from all of the Amtrak crew bases, so that we can be certain of whose not paying either organization, and we'll use the union shop agreement to force them to pay. But that will not save the Brotherhood, because our full percentage will only bring us about 900 members, many of whom work only ten to twelve weeks in the summer, and get furloughed. In short, the only way the Brotherhood can survive is with financial assistance. I think about \$300,000 would guarantee our existence for the next four years, and if Amtrak employment hasn't picked up enough by then for our share to be a little over 1100 members then merging would be the only thing that could be done.

I think you ought to talk with President Meany about this matter. It maybe possible that he would be willing to get a few of the larger unions together to discuss this problem, and see if they would be willing to contribute to a fund of about \$300,000 for the Brotherhood. If that cannot be done, then we may as well proceed to start a merger now.

Answer me at home, since I will not be able to go to the office for at least another month, and maybe more. My home address is: 829 Brockhurst St/ Oakland, California 94608 and my phone number is area code: 415-654-7399. Looking forwards to hearing rom you, I am

Fraternally yours,

C. L. Dellums

March 28, 1977

Mr. Ira Gammernan
Attorney at Law
450 Seventh Avenue
New York, New York 10001

Dear Ira:

This is in reference to yours of March 7th, and ofcourse you know now where I was on March 7th.

I'm sure you will recall that during the discussion on Section 5 that Brother Smith's first suggestion was the Service Attendants should be put on the Train Attendants roster, with a seniority date as of the first time they held a regular assignment on chair cars (when the expression of chair cars is used we mean chair cars, parlor cars or coaches), and after some discussion we agreed that these employees would get the seniority date as of the first time they made a trip on this other type of service. You will also recall, that Johnson said he would go to the telephone and call Washington, and have them start checking the records to determine the first date any of these employees worked on the chair cars.

On further thought, I would think that the employees holding regular assignments on chair cars should be placed on the new roster with his chair car seniority date, and that those assignments shouldn't be put up for bid. Now then we would be talking about the extra service attendants, because obviously the waiter assignments will not be involved, and the extra Service Attendants then would be the ones to choose whether or not they wanted to go on the Train Attendant roster.

I feel sure we would have no real difficulty in getting together on the language for this Section 5, and I hope we will all speed it up and get it settled. Incidentally, I will be confined at home for some time now and my home phone number and address is as follows: 829 Brockhurst St., Oakland, California 94608, area code 415: 654-7399.

Fraternally yours,

CLD:cr

CC : Mr. Albert A. Terriego
Mr. Richard W. Smith

C. L. Dellums
International President

April 25, 1977

Mr. Lane Kirkland, Secretary-treasurer
American Federation of Labor and
Congress of Industrial Organizations
815 Sixteenth Street, NW
Washington, D. C. 20006

Dear Brother Kirkland:

Unfortunately, I will not be attending the meeting of the Executive Committee on Wednesday, May 4th. My doctor advised against it, and said he didn't want me to do any traveling for a while yet. I'm sure you will inform Brother Meany.

Fraternally yours,

C. L. Dellums,
International President

CLD:cr

Unmailed copy to Seymour 4-25-77

April 25, 1977

Mr. Thomas R. Donahue
Executive Assistant to President Meany
American Federation of Labor and
Congress of Industrial Organizations
815 Sixteenth Street, NW
Washington, D. C. 20006

Dear Tom:

I had been looking forwards to the conference with you and Alan in May when I was suppose to be back there for the Executive Council meeting. Even though I seem to be recuperating slowly the doctor doesn't want me to do any traveling for a-while yet, and wouldn't O.K. my trip to Washington, so therefore I won't be there.

I would appreciate hearing from you though, because a definite decision must be made within the next 90 days as to whether or not the Brotherhood can survive or must take immediate steps to merge into some other organization. Just a thought; H&RE has been losing considerable money for years on their subsidizing the Joint Council of dining car employees, which is headed by Brother Richard W. Smith. I've also learned through the local officers in control of T.W.U.'s dining car and parlor car membership have also been running in the red for a long time. If either one of them would decide to discontinue railroad service departments and allow it to merge with the Brotherhood, then in a little while the Brotherhood could make it. I know that's a touchy subject to raise with any union, because they guard their membership religiously. Obviously, I couldn't ask either one of them if they had ever given any consideration to it.

Since we must make a decision within 90 days, I would appreciate an answer from you at your very earliest convenience.

Faternally yours,

CLd:cr

C. L. Dellums,
International President

April 28, 1977

Mr. George Hardy, President
Service Employees International Union
2020 K Street, N.W.
Washington, D. C. 20006

Dear George:

Before I left Florida I had a conference with Tom Donahue and Alan Kristner, and talked over with them the critical financial situation the Brotherhood is in, and the only help they could suggest would be manpower to go after workers within our jurisdiction who aren't members. I told them that wouldn't help, because both H&RE (Hotel&Restaurant Employees and Bartenders Int'l. Union) and the Brotherhood were getting information from Amtrak, so that we could identify the employees who are not members and will force them to join with the union shop agreement, there's not many anyway.

Since I have been home I wrote Tom, and told him that the immediate need of the organization is funds. It would take \$50,000 to protect us for the rest of the year. Our total reserve now, and we have no other funds, is either fifty or sixty thousand dollars, but I think it's fifty, and we're having to use not less than \$10,000 about every six or seven weeks to subsidize the income. Obviously then, we would be bankrupt before the year is out. Either some of the AFL-CIO unions would have to agree to contribute something to the survival of the Brotherhood or we will have to try and work out some method for some other union to take us over, merging into the other organization.

I've tried to get Tom Donahue to talk this matter over with George Meany, but somehow I haven't been able to get any kind of answer out of Tom. So, I'm turning to you as the only friend I have on the Council that goes way back, and ask you to talk with Brother Meany. Maybe if he

Mr. George Hardy
Page Two
April 28, 1977

would call a few of the larger unions in conference, and explain the situation to them they may just agree that the Brotherhood should not be allowed to foldup at this time. George, I believe that within the next four years or not more than five Amtrak will have increased the travel to the extent where that we would have enough members to take care of ourselves. I would certainly appreciate it George if you would take this up with Brother Meany.

Sorry, I will not be able to attend the May Council meeting. I've just returned from my doctor, and he says absolutely not, and that there should be no travel without his approval, and to see him again in three weeks.

Fraternally yours,

C. L. Dellums,
International President

CLD:cr

P.S. \$300,00 would protect the Brotherhood for at least four years, and by that time if it's not able to take care of itself, then it would have to merge. So this is a one-shot appeal. Write me at my home, 829 Brockhurst Street, Oakland, California 94608, and phone number, area code 415, 654-7399.

May 26, 1977

Mr. Thomas R. Donahue
Executive Assistant to President Meany
American Federation of Labor and Congress
of Industrial Organizations
815 Sixteenth Street, NW
Washington, D. C. 20006

Dear Brother Donahue:

After the conference with Brothers William L. Gilbert and James E. Baker I asked Secretary-Treasurer Seymour to prepare a budget of what it's costing us to operate now, and a projected budget, because all of our Officers and office employees are being paid far too small of salaries. As a matter of fact, our staff representative, Wilcox, working out of the New York office is not being paid as much as the members make running on the road, and unless we're able to do more for him he will be compelled to go back on the road. All our staff is asking for is that they be given the same increases that the members got from our last negotiations, the last of which become effective July 1st this year.

We're operating now at roughly \$72,000 a year deficit. We have a total treasury of \$70,000, but we're in the processes now of closing out another one of our \$10,000 savings and loan accounts, and all indication is that we will have to close another one before June is out.

An effort is being made to increase the dues by \$5, making the dues then \$20 per month, but isn't settled whether or not the International will get all of the \$5 or get \$4 and the local \$1. This of course will help a little bit but not near enough. We have some plans to reduce our meager staff when our Canadian representative retires, and when I retire, both of which should be within the next twelve to fourteen months at the outside.

If I continue my present rate of progress from my recent heart attack, I should be able to attend the August Executive Council meeting.

CLD:cr

CC : Mr. William L. Gilbert
Mr. James E. Baker

Fraternally yours,

C. L. Dellums
International President

April 29, 1977

AFL-CIO Task Force on Labor Law Reform
AFL-CIO Building, Room 602
815 16th Street, NW
Washington, D. C. 20006

Gentlemen:

Reference is made to Brother Meany's letter under date of April 22, 1977, which was in reference to generating mail support for a fair minimum wage, by getting our members to send post cards to members of Congress, Senators and the President.

Please send 800 of those cards to us.

Fraternally yours,

C. L. Dellums
International President

CLD:cr

June 24, 1977

Mr. A. R. Lowry
Assistant Vice President and
Director of Labor Relations
National Railroad Passenger Corp.
955 L'Enfant Plaza North, S.W.
Washington, D. C. 20024

Dear Mr. Lowry:

As you know, James D. Wilcox is the Eastern Zone Supervisor of the Brotherhood of Sleeping Car Porters. He was on the parlor lounge and parlor car rosters of the Penn Central Transportation Company prior to the acquisition of that company by the Consolidated Rail Corporation. He is also on the service attendant roster of the National Railroad Passenger Corporation.

He is a full time union officer and occupies a leave of absence status with respect to both Conrail (Penn Central) and Amtrak. For many years Mr. Wilcox has been issued a Metropolitan Region pass good for transportation between White Plains and New York City. I understand from Mr. Wilcox that this pass expired in May of this year and his efforts to obtain a replacement pass have not been successful to date.

I would appreciate it if you would look into this matter and make prompt arrangement for Mr. Wilcox to receive the pass to which he is entitled.

Very truly yours,

C. L. Dellums
International President

CLD:aw
cc: Mr. J. D. Wilcox

Certified Mail - Return
Receipt Requested No. 234469

July 13, 1977
875.6

Mr. James D. Wilcox
Brotherhood of Sleeping Car Porters
103 E 125th Street, Suite 610
New York, New York 10035

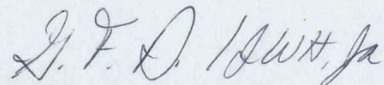
Re: Amtrak Multiple Trip Voucher

Dear Mr. Wilcox:

Enclosed is the Amtrak Multiple Trip Voucher you requested. It should be used only to handle Amtrak/Union business.

Tickets and accommodations may be obtained at any time for any trip over the routes indicated on the voucher which originates prior to the expiration date shown on the voucher. If you want the voucher renewed, please notify this office, in writing, at least forty-five (45) days prior to its expiration.

Very truly yours,



G. F. Daniels
Vice President Labor Relations

Enclosure

cc: C. L. Dellums

August 9, 1977

Mr. Fred J. Kroll, President
Brotherhood of Railway, Airline and
Steamship Clerks, Freight Handlers, Express
and Station Employees
6300 River Road
Rosemont, Illinois 60018

Dear Brother Kroll:

Recovery from the heart attack is slow, and the reason why I hadn't contacted you concerning the merger; since I'm so limited in my activities I wish to hereby suggest and request that you confer with International Vice President, Mr. L. J. Shackelford, Jr., 431 S. Dearborn St., Suite 1224, Chicago, Illinois 60605, phone: Area Code: 312-427-5347, and at least for the initial conference International Secretary-Treasurer, Mr. W. W. Seymour, Sr., 5253 Thrill Place, Denver, Colorado 80207, phone: Area Code-303-322-4757. Brother Shackelford will call your office and arrange the conference, and he'll notify Brother Seymour, so that they can come to your headquarters for the conference. Obviously, everything will be subject to my approval.

Looking forwards to seeing you in the not too distant future, I am

Sincerely and Fraternally,

C. L. Dellums,
International President

CLD:cr
CC : Mr. L. J. Shackelford, Jr.
Mr. W. W. Seymour, Sr.

August 10, 1977

Mr. Alan Kistler, Director
Department of Organization & Field Services
American Federation of Labor and
Congress of Industrial Organizations
815 Sixteenth Street, NW
Washington, D.C. 20006

Dear Brother Kistler:

I had a talk just yesterday with Jim Baker. As I told you and Tom down in Florida, there aren't many employees in the On-Board Service of Amtrak who is not a member of one of the three organizations, and since we have union shop Agreement when we learn definitely about one such employee we use the union shop to force them to join.

Smith of H&RE was suppose to transfer members from H&RE to the other two organizations to bring up their percentage, and if any of these employees didn't want to be transferred, then new hires would be assigned to one of the other organizations. I have copy of letter Al Terriego, TWU representative wrote Smith under date of July 19, 1976 calling Smith's attention to the letter that Terriego wrote Hanley under date of January 6, 1976, in which Terriego informed Hanley of an understanding that had been reached with Smith providing for these transfers or assignments, and requesting certain transfers or assignments in New York. I don't know what happened since I haven't been informed.

When Amtrak transferred a train from Chicago to Seattle, and hired more than a 100 new employees I wrote Smith and suggested that he inform his people that about 80% of those new employees should go to the Brotherhood. Smith informed me that he agreed that we should have a reasonable number of them, whatever reasonable number means, and that he would inform his representative to that effect, but from the best information I could get through our representative it was never done, and the bulk of those new employees went to them, because at the time most of these employees were designated as Service Attendants and H&RE had an Agreement covering them, and naturally had a sales talk we couldn't overcome.

Mr. Alan Kistler
Page Two
August 10, 1977

I'm enclosing copy of Terriego's letter of July 19, 1976.

This year when Amtrak hired some more employees I wrote Smith and requested that these new hires be assigned to the Brotherhood until we reached our percentage and he refused.

Now these new rosters that you referred to in your letter of July 28th have not been perfected, and I received copy of letter from G. F. Daniels, the new Vice President - Labor Relations for Amtrak in which Daniels was confirming telephone understanding they had reached with Smith whereby they agreed to postpone the new rosters until not later than October 30, 1977. The only way the Brotherhood will ever get its percentage would be for new hires to be assigned to the Brotherhood, which would give us the joining fees until we reach our percentage, but it seems obvious that Smith has no intention of agreeing to that.

We have just secured papers from another one of the Savings and Loan Associations, because we're going to have to close another one, which will leave us \$50,000. At the rate we've had to close them out this year, paying that heavy penalty since they were term accounts, without some financial assistance we will be completely bankrupt by the end of February. So manpower isn't our crying need. Looking forwards to seeing you in December, I am

Fraternally and Sincerely yours,

C. L. Dellums
International President

CLD:cr
CC : Mr. Tom Donahue
Mr. William L. Gilbert

P. S. Incidentally, Amtrak employs quite a number of summer employees and I think that they promise to resign when the summer is over. Apparently, they're being told that they don't have to join the union until after 60 days, and the summer is just about over then. It would take another 30 days to force action under the union shop. So the new employees would be furloughed if they don't resign before they could be forced into the union.