



Transportation Division

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JEREMY R. FERGUSON
President

December 18, 2019

All General Chairpersons,
State Legislative Directors
SMART-Transportation Division

Dear Brothers and Sisters:

During my campaign, I talked often about the need to improve communication and member services as well as taking a much more aggressive approach to all issues facing our union. Not long after taking office, it became apparent that much work was needed in all of the aforementioned topics.

On October 1st, I proposed a new TD Chief of Staff position to assist with handling some of these challenges. The TD Board of Directors unanimously voted to support this position as did the SMART General Executive Committee (GEC) and General President Joe Sellers.

Michigan State Legislative Director Jerry Gibson was nominated for this position and began the transition into his new role on November 11th.

Positive changes have already begun, and many have already seen a noticeable effect of his work. Jerry has been meeting with all departments and just completed an action plan that the entire TD Board of Directors pledge to utilize in our efforts to make the improvements deemed necessary to better serve our members.

As we strive to reduce the overall operating budget, some may wonder why we would add a position instead of looking to maintain the status quo or make reductions. I will assure you; I have made some changes to the personnel roster and have decided not to fill other positions that were vacant when we took office, keeping our costs within budget. I am also confident that Jerry will more than pay for his position with the changes we are making.

Below are some of the duties that he will be responsible for:

- The Chief of Staff will coordinate resources, interact, direct and assist with oversight and decision making of all Transportation Division departments and staff under the direction of the President TD.
- The Chief of Staff will attend assigned meetings at the direction of and as a representative for, the President TD. While he will provide insight, recommendations and guidance, he will not have a formal vote.
- The Chief of Staff would not have final authority unless authorized by the President TD.

- Safety must be a core value of our organization. Therefore, the Chief of Staff will lead and direct our National Safety Team. This will include assigning, training and managing team members, provide assistance and oversight on all investigations as well as required reports and submissions.
- The Chief of Staff will also communicate directly with the National Transportation Safety Board (NTSB) and Federal Railroad Association (FRA) and attend investigations, public hearings and formal meetings.
- Safety duties will include oversight and direction of our Safety Task force, including the formation and publication of membership safety alerts to highlight trends and catastrophic events.
- As training ensures a solid foundation for our organization, and with a large influx of new officers, it is imperative that we place a larger emphasis on it. The Chief of Staff will author, facilitate and assist in membership training seminars, including regional meetings.
- This will include assisting new State Directors, legislative representatives and other local officers with proper reporting, documentation and correspondence of membership safety issues and concerns with state and federal departments
- The Chief of Staff will also be assigned to assist with membership services. This will include traveling to locals to problem solve, direct, and train members and officers. This will allow disputes, issues and concerns to be addressed as expeditiously as possible
- The Chief of Staff will coordinate, direct and provide oversight to our organizing efforts, both internal and externally. This will include a more concerted effort organizing new, non-union properties.
- The Chief of Staff will assist in our SMART political action committee recruitment and messaging.
- The Chief of Staff will work closely with our Transportation Division public relations department regarding membership messaging and communications. This will include recruitment of authors and subject matter experts to allow for more in-depth, defined and concise articles in our publications and website.

As you can see this position will bring a more diverse background to our team with a heavy emphasis on safety, communication, organizing and membership service improvements, all of which we promised when running for office. It is now time to start delivering.

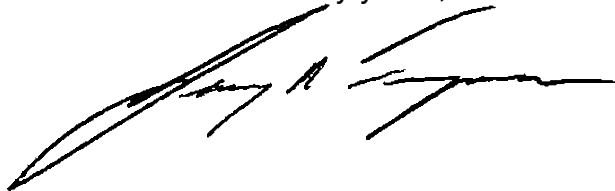
Page 3
December 18, 2019

I will always be available for any issue you may need or want to discuss with me, but I would like to direct you to also use Jerry whenever possible, especially when you have an issue that falls within the above outlined job duties. I would also ask you to reach out to Jerry with any suggestions you may have for improvements you want to see. I have worked with Jerry for over 20 years now and we share the same ideas and goals. I am fortunate to have him in this capacity. Now, I am sure you will soon find him to be an invaluable resource to your duties and your committees or boards. Jerry's contact information is:

jgibson@smart-union.org Office: (216)228-9400 Cell: (616)308-6381

No one person can make this union better but together we can make it what we all have envisioned it to be! It's our union so let's make the members proud together.

Fraternally yours,

A handwritten signature in black ink, appearing to read 'Jeremy R. Ferguson', with a long horizontal flourish extending to the right.

Jeremy R. Ferguson
President - Transportation Division

cc: Transportation Division Vice Presidents
G. Hynes, National Legislative Director - Transportation Division