

HELPLINE BYLAWS

1. In order to receive benefits from Helpline, members must:
 - a. Be off sick at least 30 days.
 - b. Being off 30 days due to accident (non-railroad related).
 - c. a and b will be repeated after 60 days for a total cost of \$20.00.
 - d. Mark off through a Trainmaster or Call Office stating that you are sick.
 - e. Notify Helpline Chairman that you are marked off sick.
 - f. When you are ready to return to work, you must notify the Helpline Chairman.
 - g. A six month grace period between the same or similar illness will be observed.
2. **** NO CASH ** Check or Money order made out to member only!**
3. Notice of members out sick will be posted at designated areas for 15 Days after the member has been off sick or injured for the 30 and 60 day periods.
4. Any check or money order received after the 15 day notice of a member being off sick will not be accepted.
5. If a member misses or is late for one payment to a fellow member, they will be reinstated once. A \$10.00 late fee, payable to the member drawing benefits, will be charged and due if payment is not received by the due date.
6. Any member who misses or is late for two payments to a fellow member will be dropped from membership.
7. The Helpline Committee will determine who receives payments and when it will be stopped.
8. A \$40.00 payment will be made to any member who is in good standing with the membership upon their or their spouse's death.
9. All new members will have a 6 month wait before receiving any benefits.
10. If a member goes on vacation, it is their responsibility to check and see who is off sick with payments due.
11. Any member found to be furnishing any untrue or incorrect information will be dropped from the membership and funds stopped immediately.
12. Any member who is dropped for any reason will be notified to that effect and the letter will be signed by all delegates and the Helpline Chairman.
13. Any member has the right to see or inspect the pay out log held by the Helpline Chairman.
14. A record of all checks and money orders sent to the Helpline Chairman will be logged in the pay out book and kept as a permanent record.
15. Any member out sick or injured for thirty days must provide the Helpline Chairman with a doctor's certificate within that time period.
16. Helpline committee consists of Helpline Chairman, BLET and UTU Local Chairmen with one other delegate per union.

**** AMENDMENTS TO THE HELP LINE BYLAWS ****

1. Any member who is on vacation, who was not hurt or sick prior to going on vacation will become eligible after he completes his vacation.

Example 1: You went on vacation on the 1st. of July for one week. If you become sick or injured while on that seven days, your eligibility will begin on the 8th of July, the day you were supposed to return to work.

Example 2: If you become sick or injured before you go on vacation, the time that you are on vacation will not count. If you were sick or injured on the 25th of June the five days before your vacation will be counted. When your vacation starts on the 1st. of July it does not count for your eligibility, but it will begin again on the 8th of July. This only applies to the 30 day wait from the day you became sick or injured.

2. If you are already drawing benefits after the 30 day wait and you go on vacation the benefits will be as outlined in the bylaws.
3. If you are disciplined for 30 days or more, you are not required to pay benefits. However if you are sick or injured during this period of discipline, you are not eligible to draw until you return work. Your 30 day wait starts the first day you return to work. Employees must work one day for the Railroad after discipline in order to receive or pay any benefits.
4. Any member who is off sick or injured does not have to pay benefits to another member. However, if you return during the time that another member is off sick you become liable for his benefits the day you return. If you are present the first day a member becomes eligible to draw his benefits and you become sick or injured the second day of his eligibility, you are responsible for one month of payment to that member.
5. **Alcohol, drug abuse or Discipline will not be paid under Helpline articles.**
6. The Chairman of the Helpline Association will be considered a member in good standing and will not be required to make payments to fellow members in exchange for his services as Chairman.
7. Any member Furloughed or assigned to a Reserve Board will be considered to be in INACTIVE STATUS; He will not be required to make payments nor be eligible to receive payments from the Helpline Association. He will be responsible for any payments due during the month he is INACTIVE and will be responsible for any payments due during the month he returns to active service.

A former member may be reinstated once. There will be a 6 month wait period before he becomes eligible for benefits. However, a former member who is re-instated will be liable for benefits payable to fellow members during this 6 months.

HELPLINE

Helpline helps railroad workers help themselves and each other.

Just think about it: If you're out of work because of illness or non-work related accident, you can receive \$10 every 30 days from every member of Helpline. Think how useful it would be to have extra cash if you're out sick for an extended time. Helpline helps railroad workers help themselves and each other.

The basic Helpline rules are simple:

- When notice is posted, You have 15 days to send \$10 for each person.
- Payments are sent to the Helpline chairman.
- New members wait six months before they can collect.
- When you're sick and off work, you can collect for two months

The more members, the more we all stand to gain.

HELPLINE APPLICATION FOR MEMBERSHIP

Last Name	First Name	Middle Initial
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Street Address / Post Office Box

City	State	Zip Code
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Home phone # (include Area Code)	Your NS Memo ID
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Cell phone # (include Area Code)	Your E-Mail address
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I do desire to join the Helpline and abide by the rules and Bylaws as set forth by its members:

Full Signature

Full Date (Month, Day, Year)

Return completed applications to:
Jeff Worley
2 Wayne Worley Dr. Leicester, NC 28748
Home (828) 683-4441
Cell (828) 768-5995
NS Memo ID: JEWORLEY
Email: ashevillehelpline@charter.net