

ARBITRATION BOARD NO. 298

IN THE MATTER OF AN ARBITRATION)

Between)

CARRIERS REPRESENTED BY THE)
NATIONAL RAILWAY LABOR CONFERENCE)
AND THE SOUTHEASTERN, EASTERN AND)
WESTERN CARRIERS' CONFERENCE)
COMMITTEES)

and)

EMPLOYEES' NATIONAL CONFERENCE)
COMMITTEE, FIVE COOPERATING RAILWAY)
LABOR ORGANIZATIONS)

(NATIONAL MEDIATION BOARD)
CASE NO. A-7948))

BOARD OF ARBITRATION

P. D. HANLON, Neutral Member, Chairman
D. H. STOWE, Neutral Member
G. E. LEIGHTY, Employee Member
H. C. CROTTY, Employee Member
A. E. EGBERS, Carrier Member
R. L. HARVEY, Carrier Member

APPEARANCES

FOR THE EMPLOYEES:

MR. L. P. SCHOENE
MR. E. L. OLIVER
MR. W. M. HOMER
MR. C. L. DENNIS
MR. R. CLARK
MR. D. W. HERTEL
MR. J. J. BERTA
MR. A. R. LOWRY
MR. J. CLARK
MR. G. ORNDORFF
MR. R. SMITH
MR. L. B. CHRISTOPHER

FOR THE CARRIERS:

MR. C. I. HOPKINS
MR. J. R. WOLFE
MR. D. LEE
MR. R. SCHMIEGE

ARBITRATION BOARD NO. 298

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between

CARRIERS REPRESENTED BY THE
NATIONAL RAILWAY LABOR CONFERENCE
AND THE SOUTHEASTERN, EASTERN AND
WESTERN CARRIERS' CONFERENCE
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EMPLOYEES' NATIONAL CONFERENCE
COMMITTEE, FIVE COOPERATING RAILWAY
LABOR ORGANIZATIONS

(NATIONAL MEDIATION BOARD
CASE NO. A-7948)

AWARD

The Board of Arbitration provided for in the Arbitration Agreement of July 19, 1967 having been named and constituted in accordance with said Arbitration Agreement and in accordance with the provisions of the Railway Labor Act, after hearing the parties or their representatives and considering the testimony, exhibits and arguments presented, does hereby make its Award as follows:

- I. The railroad company shall provide for employees who are employed in a type of service, the nature of which regularly requires them throughout their work week to live away from home in camp cars, camps, highway trailers, hotels or motels as follows:

A. Lodging

1. If lodging is furnished by the railroad company, the camp cars or other lodging furnished shall include

bed, mattress, pillow, bed linen, blanket, towels, soap, washing and toilet facilities.

2. Lodging facilities furnished by the railroad company shall be adequate for the purpose and maintained in a clean, healthful and sanitary condition.
3. If lodging is not furnished by the railroad company the employee shall be reimbursed for the actual reasonable expense thereof not in excess of \$4.00 per day.

B. Meals

1. If the railroad company provides cooking and eating facilities and pays the salary or salaries of necessary cooks, each employee shall be paid a meal allowance of \$1.00 per day.
2. If the railroad company provides cooking and eating facilities but does not furnish and pay the salary or salaries of necessary cooks, each employee shall be paid a meal allowance of \$2.00 per day.
3. If the employees are required to obtain their meals in restaurants or commissaries, each employee shall be paid a meal allowance of \$3.00 per day.
4. The foregoing per diem meal allowance shall be paid for each day of the calendar week, including rest days

and holidays, except that it shall not be payable for work days on which the employee is voluntarily absent from service, and it shall not be payable for rest days or holidays if the employee is voluntarily absent from service when work was available to him on the work day preceding or the work day following said rest days or holiday.

C. Travel from one work point to another.

1. Time spent in traveling from one work point to another outside of regularly assigned hours or on a rest day or holiday shall be paid for at the straight time rate.
2. An employee who is not furnished means of transportation by the railroad company from one work point to another and who uses other forms of transportation for this purpose shall be reimbursed for the cost of such other transportation. If he uses his personal automobile for this purpose in the absence of transportation furnished by the railroad company he shall be reimbursed for such use of his automobile at the rate of nine cents a mile. If an employee's work point is changed during his absence from the work point on a rest day or holiday this paragraph shall apply to any mileage he is required to travel to the new work point in excess of that required to return to the former work point.

II. Employees (other than those referred to in Section I above and other than dining car employees) who are required in the course of their employment to be away from their headquarters point as designated by the carrier, including employees filling relief assignments or performing extra or temporary service, shall be compensated as follows:

- A. The carrier shall designate a headquarters point for each regular position and each regular assigned relief position. For employees, other than those serving in regular positions or in regular assigned relief positions, the carrier shall designate a headquarters point for each employee. No designated headquarters point may be changed more frequently than once each 60 days and only after at least 15 days' written notice to the employee affected.
- B. When employees are unable to return to their headquarters point on any day they shall be reimbursed for the actual reasonable cost of meals and lodging away from their headquarters point not in excess of \$7.00 per day.
- C. An employee in such service shall be furnished with free transportation by the railroad company in traveling from his headquarters point to another point, and return, or from one point to another. If such transportation is not furnished, he

will be reimbursed for the cost of rail fare if he travels on other rail lines, or the cost of other public transportation used in making the trip; or if he has an automobile which he is willing to use and the carrier authorizes him to use said automobile, he will be paid an allowance of nine cents for each mile in traveling from his headquarters point to the work point, and return, or from one work point to another.

- D. If the time consumed in actual travel, including waiting time enroute, from the headquarters point to the work location, together with necessary time spent waiting for the employee's shift to start, exceeds one hour, or if on completion of his shift necessary time spent waiting for transportation plus the time of travel, including waiting time enroute, necessary to return to his headquarters point or to the next work location exceeds one hour, then the excess over one hour in each case shall be paid for as working time at the straight time rate of the job to which traveled. When employees are traveling by private automobile time shall be computed at the rate of two minutes per mile traveled.

III. The railroad company shall provide for dining car employees as follows:

- A. When dining car employees are required to lay over at other than home terminals overnight, lodging shall be furnished by the railroad company.
 - B. Dining car employees required to lay over at other than home terminals for a period of eight hours or more shall receive a meal allowance of \$1.50 except that no allowance shall be paid to employees released after 7:00 p. m. and scheduled to report before 7:00 a. m. the following day. A second meal allowance of \$1.50 will be provided if the employee's period of layover extends beyond 24 hours from the time of release at the away from home terminal.
- IV. Except as benefits have been awarded in Sections I, II, and III and subparagraphs thereof, all other requests contained in Article IV of the employees' Section 6 Notice of May 10, 1966 are denied.
- V. Insofar as there are presently agreements in effect between any of the carriers and organizations party to this arbitration which agreements include provisions dealing with the types of employee benefits provided for in Sections I, II, and III, and the subparagraphs thereof in this award, the organizations party to such existing agreements shall have the option of accepting any or all of the benefits provided in this award or of continuing in effect any or all of the provisions of the existing agreement in lieu thereof. Such election must be

exercised on or before December 31, 1967. There shall be no duplication of benefits.

Executed this 30th day of September 1967 in the city of Washington, D. C.

Arbitration Board No. 298

Paul D. Hanlon
Paul D. Hanlon, Neutral Member,
Chairman

David H. Stowe
David H. Stowe, Neutral Member

George E. Leighty
George E. Leighty, Employee Member

Harold C. Crotty
Harold C. Crotty, Employee Member

Alvin E. Egbers
Alvin E. Egbers, Carrier Member

Richard L. Harvey
Richard L. Harvey, Carrier Member

CERTIFICATE

We the members of Arbitration Board No. 298, Case No. A-7948 in the proceedings to which this Certificate is attached hereby certify that the foregoing is a true and correct copy of the Award of the Board in said proceeding, as the same is filed (including the evidence and Exhibits relating thereto) in the Office of the Clerk of the United States District Court for the Northern District of Illinois, Eastern Division.

Arbitration Board No. 298

Paul D. Hanlon
Paul D. Hanlon, Neutral Member,
Chairman

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David H. Stowe, Neutral Member

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Alvin E. Egbers, Carrier Member

Richard L. Harvey
Richard L. Harvey, Carrier Member

Washington, D. C.
September 30, 1967

Statement of the Carrier Members of Arbitration Board No. 298

The undersigned carrier members of the Arbitration Board have affixed their signatures to the Award rendered this day by the Board despite our disagreement with and disappointment in many of its terms.

The position of the carriers on each of the issues is a matter of record in the proceedings before the Board and need not be reviewed here. We wish to note particularly, however, that the gains made over the years in local and national collective bargaining by the organizations represented in these proceedings, the collective bargaining priorities these organizations have established in many years of bargaining, the very substantial progress in wages and benefits they already have achieved in the current movement, the unprecedented increases in the carriers labor costs for the 1967-1968 period, and the unwarrantably high wages enjoyed by many of the employees who will be further advantaged by the Award of the Board were not, in our view, accorded by the public members the weight that was due these important considerations. In addition, there are a number of respects in which we believe the Award to be almost entirely without support in the record.

We wish to state, however, that the proceedings of the Board were attended by procedural regularities and the parties were afforded the opportunity to present their positions and supporting evidence. Except in relatively rare circumstances,

we believe that where a dispute has been submitted to arbitration some responsibility devolves upon all members of the Arbitration Board to act with the majority in the completion of the official functions of the Board. We have deemed it appropriate, therefore, to join in the Award and to enter of record this brief statement of our separate views.

Baltany

A. E. E. E. E.

September 30, 1967

ARBITRATION BOARD NO. 298

IN THE MATTER OF AN ARBITRATION)

between)

CARRIERS REPRESENTED BY THE)
NATIONAL RAILWAY LABOR CONFERENCE)
AND THE SOUTHEASTERN, EASTERN AND)
WESTERN CARRIERS' CONFERENCE)
COMMITTEES)

and)

EMPLOYEES' NATIONAL CONFERENCE)
COMMITTEE, FIVE COOPERATING RAILWAY)
LABOR ORGANIZATIONS)

(NATIONAL MEDIATION BOARD)
CASE NO. A-7948))

OPINION OF THE
NEUTRAL MEMBERS

HISTORY OF THE DISPUTE

The carrier parties before this Board are 202 line-haul railroads and terminal and switching companies which are listed in carriers' Exhibit 1 and are represented here by the National Railway Labor Conference and the Southeastern, Eastern and Western Carriers' Conference Committees. The employee parties are the Five Cooperating Railway Labor organizations including the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Brotherhood of Maintenance of Way Employees, Transportation-Communications Employees Union, Brotherhood of Railroad Signalmen, and the Hotel and Restaurant Employees and Bartenders International Union.

The carriers before the Board constitute more than 95 percent of the entire railroad industry, and the employees constitute about 65 percent of the non-operating employees and about 40 percent of all railroad employees.

On May 10, 1966 these organizations served on the carriers certain uniform notices under Section 6 of the Railway Labor Act proposing a number of revisions in and additions to their collective bargaining agreements. Those notices originally contained a substantial number of proposals and with the exception of the issue submitted to this Arbitration Board all of the other proposals were either withdrawn or settled as part of the agreements entered into in December 1966 and January 1967. The issue not disposed of was that set forth in Article IV of the organizations' proposal which was entitled "Travel Time and Expense for Employees Required to Work Away From Their Home Stations."

By the agreements reached in December 1966 and January 1967 the parties agreed to resume direct negotiation on the proposals contained in Article IV on or about June 1, 1967. It was further agreed that if that proposal was not resolved in direct negotiations or in mediation it would be submitted to arbitration, and it was pursuant to that agreement that this Arbitration Board was eventually established.

JURISDICTION AND PROCEDURES OF THE ARBITRATION BOARD

This is an arbitration pursuant to the provisions of the Railway Labor Act, Sections 7, 8 and 9. The agreement to arbitrate was duly executed by the parties on July 19, 1967 and said agreement conforming in all respects to the requirements of Section 8 of the Railway Labor Act is attached hereto and marked Appendix 1.

The six man Board of Arbitration was chosen as follows. The Carriers named A. E. Egbers and R. H. Harvey as their arbitrators; the Employees named G. E. Leighty and H. C. Crotty as their arbitrators; the parties failed to name the two additional arbitrators within the time provided, whereupon the National Mediation Board named and certified Paul D. Hanlon and David H. Stowe as the fifth and sixth members of the Arbitration Board.

The Board of Arbitration met on August 8, 1967 at 10:00 a. m. at Chicago, Illinois. The Board organized and selected Paul D. Hanlon as Chairman and established all necessary rules for conducting its hearings. The hearings commenced on August 8, 1967 and continued thereafter for a total of eight days. Full opportunity was afforded to the parties for a full and fair hearing and the Board granted to the parties the opportunity to present evidence in support of their positions and an opportunity to present their cases in person, by counsel or by other representatives as they elected. The parties entered their appearances as indicated above.

All testimony before the Board was given under oath as required by the Railway Labor Act.

The hearing was officially closed on August 18, 1967 and thereafter the Board met in executive session on several occasions at Washington, D. C. The Arbitration Agreement provided that the Board should make and file its award prior to September 26, 1967. However, prior to that date the parties stipulated and agreed that the time for making and filing the award would be extended to and including October 4, 1967 and the written and executed stipulation to that effect is in the record. This stipulation does not alter the effective date of the award which by the terms of the original Arbitration Agreement remains October 15, 1967.

STATEMENT OF THE ISSUES

Paragraph III of the Arbitration Agreement provides as follows:

"The specific questions to be submitted to the Board for decision are:

"What disposition shall be made of the issues raised by Article IV as set forth in notices served by the employees, pursuant to Section 6 of the Act on May 10, 1966 reading as follows: 'Article IV - Travel Time and Expense for Employees Required to Work Away From Their Home Stations'."

The Agreement then goes on to quote the detailed provisions of Article IV verbatim. Since these provisions are lengthy and are set forth in full in the Arbitration Agreement Appendix 1 hereto it is unnecessary to set them forth in full here.

DISCUSSION

A. General Considerations

Even a superficial review of the proposal of the organizations will indicate that numerous issues are involved. A more comprehensive study reveals that many of the issues are complex, and innumerable variables are introduced by the fact that uniform rules are sought to cover five different classes of employees. As between these classes and also within the classes the travel and working conditions vary considerably with consequent variations in the needs of the employees and the problems of the carriers.

In this context we have found it expedient both in our award and in this discussion to organize the issues into three basic sections. The first section deals essentially with employees living in camp cars, the second section deals with employees required to work away from their headquarters points other than those assigned to camp cars and other than dining car employees and the third section deals with the issues relating to dining car employees.

Before turning to this outline of the specific issues, there are certain general considerations which should be reviewed. The carriers urge that this Board should reject the proposal of the employees in its entirety. The thrust of the carrier argument in this respect has been set forth in capsule form in the following excerpt quoted from the carriers' brief:

"The ultimate question of pervasive significance in the case is this: In view of what the organizations have bargained for over the years and in the immediate past, and in view of what they are assured of receiving in the immediate future, should additional benefits of the kind requested be interposed at this time?"

In pursuit of a negative answer to the foregoing question the carriers contend that these away-from-home conditions have always existed and that over the years the organizations have elected to stress these costs as one ground for basic wage increases rather than pressing for specific away from home expense allowances; that these employees are already well compensated in comparison with their counterparts in other industries, particularly in the light of the wage and benefit increases already negotiated in current settlements; that the financial condition of the railroad industry although relatively improved in 1965 and 1966 is still not good, and that due to variations in local conditions, provisions of the type sought here are better negotiated on a local basis on each individual railroad.

Each of these points has some validity, and we have not been unmindful of them in arriving at the extent and amount of the benefits provided in our award; yet even weighed collectively they do not persuade us that this Board can completely ignore the obvious existing inequities as between employees living at home and those required to do the same job for the same wage at an away-from-home location.

B. Camp Cars

A considerable portion of the case presented by the employees before this Board was directed to the plight of the employees who are required in the course of their employment to live away from home in camp cars or similar accommodations. The employees involved are primarily maintenance of way employees who are engaged in the construction, reconstruction, maintenance and repair of the roadway, bridges, buildings and other structures and the signalmen who perform similar services in connection with the signaling devices and systems. While many of these men are laborers, there are a significant number of more skilled employees in the group.

These traveling crews generally live in camp cars furnished by the railroad which consist of remodeled box cars or passenger coaches which are moved from one location to another over the carrier's lines as the maintenance work progresses. Some carriers provide highway trailers for the accommodations of the crew in place of camp cars.

The practices now in effect on various railroads in connection with lodging and meal arrangements provided for these camp car employees vary considerably. Most carriers furnish basic sleeping accommodations to the employee free of charge but in some instances employees must pay for this lodging or furnish their own mattresses and in most cases employees are required to provide their own blankets, linens, towels and soap.

In most cases the railroad provides physical facilities for cooking and eating in the camp cars, but from that point on the arrangements for the preparation of the food and payment for food costs are the subject of infinite variations on the various railroads. Some carriers pay the salary of a cook, depending upon the size of the work gang. In other situations the men are required to do their own cooking, and in still others the food is furnished by the foreman of the gang or by a commissary company. In some instances the employees eat in restaurants. In virtually all cases, however, the actual cost of the food is paid for by the employee. (There is evidence of a single exception where one railroad company pays one-half the food cost.) As might be expected the food cost to the employee varies widely depending upon the method used. The evidence indicates that costs run from a low of \$1.05 a day in situations where the railroad company provides facilities and pays the salary of the cook, up to as high as \$5 and \$6 a day when the employees must eat in restaurants.

It seems beyond dispute that, even under the best conditions presently available, the living conditions of men assigned to traveling gangs in camp cars are difficult and unsatisfactory. While certain of the undesirable aspects are inherent in the nature of the required service and are unavoidable, nevertheless we conclude that the great disparity between the living conditions and the living costs of the camp car employee as compared to the section man who lives at home demands some adjustment.

We are satisfied from the evidence that the practice in other industries of absorbing the reasonable expenses of their employees for lodging and meals when working away from home is widespread and generally accepted. It is also significant that within the railroad industry itself, shop-craft employees represented by the Railway Employees Department AFL-CIO who are sent out on the road for emergency service are almost universally paid actual expenses incurred for meals and lodging. The request for meal and lodging provisions has therefore been granted to the extent indicated in Section I of the award.

The proposals of the organizations also included a request that the carriers pay these men travel time and mileage allowances for a round trip from the camp location to their home and back each weekend. Although some evidence was submitted to indicate that there are some such agreements in effect in other industries, there is no indication that these provisions or practices are widespread or generally accepted. The overall cost to the carriers for such allowances would be very substantial and, unlike meal and lodging allowances which have an equal per capita impact on all carriers involved, these weekend mileage and travel allowances would have a widely varying impact depending upon the geographic location and miles of roadway to be maintained by each individual railroad. For all of these reasons we have decided that this part of the request should be denied.

C. Employees Required To Be Away From Headquarter Point Other Than Those Generally In Camp Car Category Or Dining Car Employees

Section II of the award deals primarily with problems arising out of relief service, although not limited thereto. Within the area of relief assignments three general categories are involved and these are: (1) regular assigned employees diverted from their regular assignment to perform relief service; (2) regular assigned relief employees who provide relief on a scheduled basis to fill in on the rest days of regular employees; and (3) extra employees who provide relief on an irregular unscheduled basis as the needs of the service may require. All of the employees involved in this type of service are required to one extent or another in the course of their employment to travel to work locations away from their home stations or headquarters points and to necessarily incur expense for meals and lodging when they are unable to return on any day and for transportation expense unless rail passenger service happens to be available at the time and place involved.

The railroads were squarely confronted with one aspect of this problem as far back as 1949 with the advent of the 40 hour week. At that time the reduction in working hours increased the number of rest days and thereby increased the need for employees to perform relief service in positions that had to be manned more than 40 hours per week. Numerous disputes arose as to how rules and practices dealing with travel time and

expense for these relief employees should be established, interpreted and applied. These disputes were submitted to the Forty-Hour Week Committee which issued its Decision No. 6 on November 11, 1949 with David L. Cole acting as neutral referee. In summary, the specific employees covered by Decision 6 were allowed payment at the straight time rate for time spent in travel or waiting in excess of one hour and 30 minutes, mileage at an unspecified "established" rate when required to use their automobiles, and reimbursement for actual necessary cost of lodging and two meals per day with a maximum of \$4 per day when unable to return to their headquarters.

It should be emphasized that Decision 6 was limited in its application to the employees involved in the specific disputes submitted to that Forty-Hour Week Committee, and even in those cases it applied only to the one category of regular assigned relief employees. It seems clear from the evidence, however, that this decision has set a pattern of sorts for the hodge-podge of local rules on this general subject matter which have been negotiated on individual properties since that time.

A study of this miscellany of local rules again establishes that there is a wide disparity in the benefits provided and in the categories of employees included under the coverage of the various local rules. Many carriers provide no mileage allowance whatsoever, and those who do range all the way from three cents to ten cents per mile. Meal and

lodging allowances vary from zero to \$8.50 per day. Some carriers provide benefits for extra employees but deny the same benefits to regular assigned relief employees, and yet on other carriers the exact opposite system prevails. No logical rhyme or reason can be discerned in explanation of these radical variations and contradictions.

Again as to this category of employees, the evidence is convincing that the practice of employer absorption of reasonable travel and away-from-home expenses in industry in general is widespread and generally accepted. In our award we have sought to provide reasonable benefits under all the circumstances and in the light of the evidence submitted in the record. In the context outlined above we have found it suitable and expedient to start with the basic approach and provisions of Decision 6, to generally update certain allowances in the light of rising costs since 1949, and to extend these provisions to other categories of employees. This extension appears justified in the light of numerous negotiated rules doing so on various individual railroads and based upon our own conclusion that all of these employees stand on equal footing and that no logical or equitable basis can be found for discriminating against one category or the other.

D. Dining Car Employees

It is apparent to the Board that the proposals of the employees in the form presented are not readily applicable to the particular circumstances and unique operating requirements of dining car service. This

fact was acknowledged by the representative of the dining car employees at the hearing and he rephrased the request of these employees to include the following:

1. Payment for all travel and waiting time at away-from-home terminals except for 8 hours sleeping time.
2. Reimbursement for taxi fares when necessarily incurred for travel from away-from-home terminal to lodging facilities furnished by the carrier.
3. Carrier furnished lodging and reimbursement for necessary meal expense at away-from-home terminals.

No basis has been found in the record for allowance of the requests set forth in 1 and 2 above. Because of the peculiarities of the service, the work of dining car employees cannot by its nature be set up in eight hour tours of duty but must rather be established in work cycles which necessarily vary with the times and distances involved on the particular passenger run. This type of schedule has some disadvantages for the employee but it also provides certain definite advantages such as long layover periods at home between trips.

Proposal No. 1 above would require the carriers to pay the dining car employees for periods when they are free from any service requirements and would provide very substantial wage increases which are not warranted under all the circumstances.

In connection with the request for taxi fares the evidence indicates that in most cases lodging facilities are located so that no travel is required and, in those cases where travel is necessary, bus transportation is readily available at minimal cost. Under these circumstances no allowance for taxis appears justified.

In practically all instances the carriers furnish lodging for dining car employees who are required to layover at other than home terminals overnight. However, the testimony indicates that there may be some exceptions and to remedy that inequity the award provides that such lodging shall be furnished by and at the expense of the railroad company.

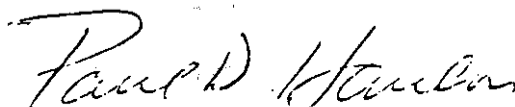
There appears to be some merit in the employees' request for a meal allowance under certain circumstances at the away-from-home terminal. In this connection we have found the problem of these employees more comparable to that of the railroad operating employees, and the \$1.50 meal allowance provided in the award is similar to that which the carriers have contracted to pay to road service crews.

CONCLUSION

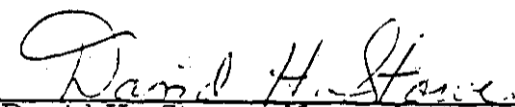
At the outset we commented on the multiplicity and complexity of the issues. We have been unable to discuss all of these issues within the time allowed and have merely attempted in this opinion to touch upon and highlight some of the principal problems involved. No significance

should be attached to our failure to discuss any particular issue whether provided for or denied in the award.

Dated this 30th day of September 1967 at Washington, D. C.

A handwritten signature in cursive script, reading "Paul D. Hanlon".

Paul D. Hanlon, Neutral Member,
Chairman

A handwritten signature in cursive script, reading "David H. Stowe".

David H. Stowe, Neutral Member

APPENDIX I

ARBITRATION AGREEMENT

This agreement made this nineteenth day of July, 1967, by and between the participating carriers listed in Exhibits A, B and C, attached hereto and hereby made a part hereof, and represented by the National Railway Labor Conference and the Eastern, Western and Southeastern Carriers' Conference Committees and the employees shown thereon and represented by the Railway Labor Organizations signatory hereto, through the Employees' National Conference Committee, Five Cooperating Railway Labor Organizations, witnesseth:

1. The controversy between the parties hereto, as hereinafter specifically stated, is hereby submitted to arbitration, and such arbitration is had under the provisions of the Railway Labor Act, as amended, hereinafter referred to as "the Act."

2. The Board of Arbitration, hereinafter referred to as "the Board" shall consist of six members, selected pursuant to the provisions of Section 7, Second, of the Act.

3. The specific questions to be submitted to the Board for decision are:

What disposition shall be made of the issues raised by Article IV as set forth in notices served by the employees, pursuant to Section 6 of the Act on May 10, 1966, reading as follows:

"ARTICLE IV - TRAVEL TIME AND EXPENSE FOR EMPLOYEES
REQUIRED TO WORK AWAY FROM THEIR HOME
STATIONS

A. Employees assigned in the course of their employment to live away from home during their work week, such as in camps, camp cars, highway trailers, hotels, or motels shall in addition to other compensation payable to them be compensated as follows:

1. They shall be assigned reporting points at their home stations and shall be considered at work from the time they report at such points at the beginning of the week until they arrive at the away-from-home living quarters and from the time they leave the away-from-home living quarters at the end of the week until they arrive at their reporting points. They shall be compensated for such time at their regular straight-time rates during regularly assigned hours and at the overtime rate during overtime hours.

2. Such employees will be furnished with free transportation by the railroad company for week-end trips to and from their home stations. When such transportation is not furnished, they will be reimbursed for the cost of railroad fare if they travel on other rail lines, or the cost of other public transportation used in making such week-end trips, or at the rate of eleven cents a mile if they use their personal automobiles for such trips.

3. Meals and lodging will either be furnished by the railroad company or the employees will be reimbursed for the actual reasonable expense incurred. When meals and lodging are furnished by the railroad company, the food shall be wholesome and adequate and prepared and served under sanitary conditions, and the lodging facilities shall be adequate for the purpose and maintained in a clean, healthful, and sanitary condition.

4. Time spent in traveling from one work point to another outside of regularly assigned hours or on a rest day or a holiday shall be paid for at the overtime rate.

5. An employee covered by this rule who is not furnished means of transportation by the railroad company from one work point to another and who uses other forms of transportation for this purpose shall be reimbursed for the cost of such other transportation. If he uses his personal automobile for this purpose in the absence of transportation furnished by the railroad company, he shall be reimbursed for such use of his automobile at the rate of eleven cents a mile.

B. Employees filling relief assignments, performing extra or temporary service, or any other work not covered by part A of this Article, requiring them to be away from their home stations shall, in addition to other compensation payable to them be compensated as follows:

1. Time working, waiting for transportation, or traveling during an employee's regularly assigned hours (not in excess of eight) on a work day shall be considered work time and shall be paid for at the straight-time rate except when under the overtime rules the overtime rate is applicable.

2. Time working, waiting for transportation, or traveling outside of regularly assigned hours or on a rest day or a holiday shall be paid for at the overtime rate.

3. Waiting and travel time shall end when an employee reaches the point at which the work is to be performed and shall begin again when he leaves that point to return to his home station or to go to another point.

4. An employee in such service shall be furnished with free transportation by the railroad company in traveling from his home station to another point, and return, or from one point to another. If such transportation is not furnished, he will be reimbursed for the cost of rail fare if he travels on other rail lines, or the cost of other public transportation used in making the trip; or if he has an automobile which he is willing to use and the carrier authorizes him to use said automobile, he will be paid an allowance of eleven cents for each mile in traveling from his home station to the work point, and return, or from one work point to another.

5. Such employee shall be reimbursed for the actual reasonable cost of meals and lodging away from his home station.

NOTE: The term "home station" as used in this rule shall mean for each individual employee the town, city, or railroad station located on the lines of the railroad nearest to the employee's place of residence.

Nothing in this rule shall be construed as requiring an employee to own an automobile or to use it in his work."

4. In its award, the Board shall confine itself strictly to decisions as to the questions so specifically submitted to it.

5. The questions, or any one or more of them, so submitted may be withdrawn from arbitration on notice to that effect signed by the duly accredited representatives of all of the parties hereto and served on the Board, at any time prior to the making of the award.

6. The signatures of a majority of the members of the Board affixed to its award shall be competent to constitute a valid and binding award.

7. The Board shall begin its hearings on August 8, 1967.

8. The Board shall make and file its award prior to September 26, 1967; provided, that the parties may agree at any time upon an extension of this period.

9. The Board shall hold its hearings in the City of Chicago, state of Illinois.

10. The award of the Board shall become effective on October 15, 1967 and shall continue in force until changed in accordance with the procedures of the Railway Labor Act, as amended.

11. The award of the Board and the evidence of the proceedings before the Board relating thereto, certified under the hands of at least a majority of the members of the Board, shall be filed in the Clerk's office of the United States District Court for the Northern District of Illinois, Eastern Division.

12. Such award and proceedings so filed shall constitute the full and complete record of the arbitration.

13. Such award so filed shall be final and conclusive upon the parties hereto as to the facts determined by the award and as to the merits of the controversy decided.

14. Any difference arising as to the meaning, or the application of the provisions of such award shall be referred for a ruling to the Board, or to a subcommittee of the Board agreed to by the parties hereto; and such rulings, when certified under the hands of at least a majority of the members of such Board, or if a subcommittee is agreed upon, at least a majority of the members

of the subcommittee, and when filed in the Clerk's office of the United States District Court for the Northern District of Illinois, Eastern Division, shall be a part of and shall have the same force and effect as such original award.

15. The respective parties to the award will each faithfully execute the same.

16. The provisions of Section 9 of the Act are applicable and have the same force and effect as if they were made a part of this Agreement.

SIGNED AT WASHINGTON, D. C. THIS 19TH DAY OF JULY, 1967.

For the participating carriers
listed in Exhibit A:

J. H. Giam
Chairman,
Eastern Carriers' Conference
Committee

For the participating carriers
listed in Exhibit B:

W. L. Moore
Chairman,
Western Carriers' Conference
Committee

For the participating carriers
listed in Exhibit C:

W. S. Tracy
Chairman,
Southeastern Carriers'
Conference Committee

Approved:

[Signature]
Chairman, National Railway
Labor Conference

Employes' National Conference Committee,
Five Cooperating Railway Labor Organizations:

J. E. Lighty
Chairman

Brotherhood of Railway, Airline and Steamship
Clerks, Freight Handlers, Express and Station
Employees

E. L. McNeill
Grand President
Brotherhood of Maintenance of Way Employees

Brotherhood of Maintenance of Way Employees

H. C. Cratty
President

Employees' National Conference Committee,
Five Cooperating Railway Labor Organizations
(Continued):

Transportation-Communication Employees Union

J. E. Lighty
President

Brotherhood of Railroad Signalmen

Gene Clark
President

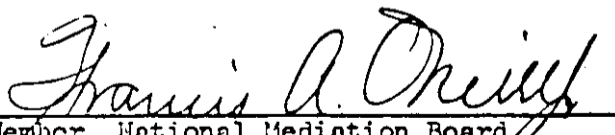
Hotel and Restaurant Employees and Bartenders
International Union

Richard W. Smith
Vice President

CITY OF WASHINGTON

DISTRICT OF COLUMBIA

On this the 19th day of July, 1967, before me personally appeared J. W. Oram, W. L. More, W. S. Macgill, J. E. Wolfe, G. E. Leighty, C. L. Dennis, H. C. Crotty, Jesse Clark and Richard W. Smith, to me known as the persons described in and who executed the foregoing agreement, and duly acknowledged the execution thereof.



Member, National Mediation Board

EASTERN RAILROADS

LIST OF EASTERN RAILROADS REPRESENTED BY THE EASTERN CARRIERS' CONFERENCE COMMITTEE, IN CONNECTION WITH NOTICES DATED ON OR ABOUT MAY 10, 1966, SERVED ON VARIOUS INDIVIDUAL EASTERN RAILROADS BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES, OF THE ORGANIZATIONS LISTED BELOW, OF DESIRE TO REVISE AND SUPPLEMENT ALL EXISTING AGREEMENTS IN ACCORDANCE WITH PROPOSALS SET FORTH IN "APPENDIX A" THERETO, AND PROPOSALS SERVED BY SUCH RAILROADS FOR CONCURRENT HANDLING THEREWITH.

- 1 - Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
- 2 - Brotherhood of Maintenance of Way Employees
- 3 - Transportation-Communication Employees Union
- 4 - Brotherhood of Railroad Signalmen
- 5 - Hotel and Restaurant Employees' and Bartenders International Union

This authorization is co-extensive with provisions of current schedule agreements applicable to employees represented by the organizations listed above.

Note - This authorization is subject to the stipulation contained in Letter of Understanding dated August 19, 1960.

Subject to the foregoing, and to indicated footnotes, the classes of employees covered by this authorization are indicated by "x" inserted in the numbered columns below:

R A I L R O A D S	Clerks	Maintenance of Way	Telegraphers	Signalmen	Dining Car Employees
	1	2	3	4	5
Akron & Barberton Belt Railroad Company, The		x			
Akron, Canton and Youngstown Railroad Company, The	x	x	x	x	
Ann Arbor Railroad Company, The	x	x	x	x	
Baltimore and Ohio Railroad Company, The	x-1	x-2	x-3	x	
Baltimore and Ohio Chicago Terminal Railroad Co., The	x	x	x	x	
Staten Island Rapid Transit Railway Company, The	x	x	x	x	
Bangor and Aroostook Railroad Company	x	x	x	x	
Bessemer and Lake Erie Railroad	x	x	x	x	
Boston and Maine Corporation	x	x	x	x	
Brooklyn Eastern District Terminal	x				
Buffalo Creek Railroad	x	x	x		
Bush Terminal Railroad Company	x				

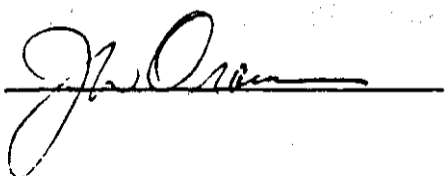
R A I L R O A D S	Clerks	Maintenance of Way	Telegraphers	Signalmen	Dining Car Employees
	1	2	3	4	5
Canadian National Railways - Great Lakes Region, Lines in the United States State of New York State of New York (St. Clair Tunnel) State of New York (Black Rock and Buffalo, N.Y.) St. Lawrence Region, Lines in the United States	x x x x x	x x x x x	x x x x x	x x x x x	
Canadian Pacific Railway Company Central Railroad Company of New Jersey, The New York and Long Branch Railroad, The Central Vermont Railway, Inc. Chicago South Shore and South Bend Railroad Chicago Union Station Company	x x x x x x	x x x x x x	x x x x x x	x x x x x x	
Cincinnati Union Terminal Company, The Dayton Union Railway Company, The Delaware and Hudson Railroad Corporation, The Detroit and Toledo Shore Line Railroad Company, The Detroit Terminal Railroad Company Detroit, Toledo and Ironton Railroad Company	x x x x x x	x x x x x x	x x x x x x	x x x x x x	
Erie Lackawanna Railroad Company Grand Trunk Western Railroad Company Indianapolis Union Railway Company, The Lake Terminal Railroad Company, The Lehigh and Hudson River Railway, The Lehigh and New England Railway Company	x x x x x x	x x x x x x	x x x x x x	x x x x x x	x x
Lehigh Valley Railroad Company Long Island Rail Road, The Maine Central Railroad Company) Portland Terminal Company) Monongahela Railway Company, The	x x x x x	x x x x x	x x x x x	x x x x x	
Monon Railroad Montour Railroad Company Youngstown & Southern Railway Company Newburgh and South Shore Railway Company, The	x x x x	x x x x	x x x x	x x x x	
NEW YORK CENTRAL SYSTEM: New York Central Railroad Company, The Indiana Harbor Belt Railroad Company Chicago River and Indiana Railroad Company Pittsburgh and Lake Erie Railroad Company Lake Erie and Eastern Railroad Company Cleveland Union Terminals Company, The New York Dock Railway	x x x x x x x	x x x x x x x	x-4 x x x x x x	x x x x x x x	x x x x x x x

RAILROADS	Clerks	Maintenance of Way	Telegraphers	Signalmen	Dining Car Employees
	1	2	3	4	5
*New York, New Haven and Hartford Railroad Company, The	x-5	x-6	x	x	x
Boston Terminal Corporation, The	x	x	x	x	
New York, Susquehanna and Western Railroad Company	x	x	x	x	
Norfolk and Western Railway Company					
(Lines of former New York, Chicago and St. Louis Railroad Company)	x	x	x	x	
(Lines of former Pittsburgh & West Virginia Railway Company)	x	x	x	x	
Pennsylvania Railroad Company, The	x	x	x	x	x
Baltimore and Eastern Railroad Company		x	x		
Pennsylvania-Reading Seashore Lines	x	x	x	x	
Pittsburg & Shawmut Railroad Company, The		x			
Pittsburgh, Chartiers & Youghiogheny Railway Company	x	x			
Railroad Perishable Inspection Agency	x				
Reading Company	x	x	x	x	x
Philadelphia, Reading and Pottsville Telegraph Co.			x		
River Terminal Railway Company, The	x				
Toledo Terminal Railroad Company, The	x	x	x		
Upper Merion & Plymouth Railroad Company		x			
Washington Terminal Company, The	x	x	x	x	
Western Maryland Railway Company	x	x	x	x	
Youngstown and Northern Railroad Company, The	x				

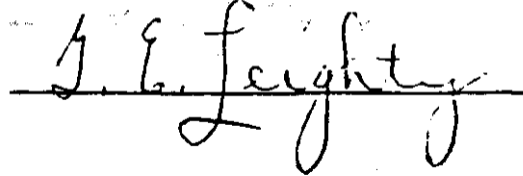
NOTES: -

- 1 - Includes Locust Point Grain Elevator; Camden Warehouses, Inc.; Blue Line Transfer; Baltimore & Ohio Warehouse Co. and Curtis Bay Railroad.
- 2 - Includes Strouds Creek & Muddlety Railroad.
- 3 - Includes Dayton & Union Railroad.
- 4 - Includes Train Dispatchers on Northern District of New York Central Railroad.
- 5 - Covers employees on the Union Freight Railroad and The New York Connecting Railroad.
- 6 - Covers employees on the Union Freight Railroad.
- * - Subject to approval of the Courts.

FOR THE CARRIERS:



FOR THE ORGANIZATIONS:



July 19, 1967

WESTERN RAILROADS

LIST OF WESTERN RAILROADS REPRESENTED BY THE WESTERN CARRIERS' CONFERENCE COMMITTEE, IN CONNECTION WITH NOTICES DATED ON OR ABOUT MAY 10, 1966, SERVED ON VARIOUS INDIVIDUAL WESTERN RAILROADS BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES, OF THE ORGANIZATIONS LISTED BELOW, OF DESIRE TO REVISE AND SUPPLEMENT ALL EXISTING AGREEMENTS IN ACCORDANCE WITH PROPOSALS SET FORTH IN "APPENDIX A" THERETO, AND PROPOSALS SERVED BY SUCH RAILROADS FOR CONCURRENT HANDLING THEREWITH.

- 1 - Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
- 2 - Brotherhood of Maintenance of Way Employees
- 3 - Transportation-Communication Employees Union
- 4 - Brotherhood of Railroad Signalmen
- 5 - Hotel and Restaurant Employees' and Bartenders International Union

This authorization is co-extensive with provisions of current schedule agreements applicable to employees represented by the organizations listed above.

Note - This authorization is subject to the stipulation contained in Letter of Understanding dated August 19, 1960.

Subject to the foregoing, and to indicated footnotes, the classes of employees covered by this authorization are indicated by "x" inserted in the numbered columns below:

R A I L R O A D S	Clerks	Maintenance of Way	Telegraphers	Signalmen	Dining Car Employees
	1	2	3	4	5
Alton and Southern Railroad	x	x		x	
Atchison, Topeka and Santa Fe Railway Company, The	x	x	x	x	x
Bauxite and Northern Railway Company	x				
Belt Railway Company of Chicago, The	x	x	x	x	
Butte, Anaconda & Pacific Railway	x	x			
Camas Prairie Railroad	x	x	x		
Chicago & Eastern Illinois Railroad	x	x	x	x	
Chicago & Illinois Midland Railway Company	x	x	x	x	
Chicago & Illinois Western Railroad	x	x			
Chicago and North Western Railway Company (Including the former CStPM&O, M&StL, L&M, MI and Railway Transfer Company of the City of Minneapolis)	x	x	x	x	x-1
Chicago and Western Indiana Railroad Company	x	x	x	x	
Chicago, Burlington and Quincy Railroad Company	x	x	x	x	
Chicago Great Western Railway Company	x	x	x	x	
Chicago Heights Terminal Transfer Railroad Company	x				
Chicago, Milwaukee, St. Paul and Pacific Railroad Company	x	x	x	x	x

R A I L R O A D S	Clerks	Maintenance of Way	Telegraphers	Signalmen	Dining Car Employees
	1	2	3	4	5
Chicago Produce Terminal Company	x	x			
Chicago, Rock Island and Pacific Railroad Company	x	x	x	x	x
Chicago Short Line Railway Company		x			
Chicago West Pullman and Southern Railroad Company	x	x			
Colorado and Southern Railway Company, The	x	x	x	x	
Colorado and Wyoming Railway Company, The	x	x			
Davenport, Rock Island and North Western Railway Company	x	x	x		
Denver and Rio Grande Western Railroad Company, The	x	x	x	x	x
Denver Union Terminal Railway Company, The	x	x	x	x	
Des Moines Union Railway Company	x	x			
Duluth, Missabe and Iron Range Railway Company	x	x	x		
Duluth Union Depot and Transfer Company	x	x			
Duluth, Winnipeg & Pacific Railway Company	x	x	x		
Elgin, Joliet and Eastern Railway Company	x	x	x	x	
El Paso Union Passenger Depot Company	x				
Fort Worth and Denver Railway Company	x	x	x	x	
Galveston, Houston and Henderson Railroad Company	x	x	x	x	
Great Northern Railway Company	x-2	x	x-3	x	x
Green Bay and Western Railroad Company	x	x	x	x	
Kewaunee, Green Bay and Western Railroad Company	x	x	x	x	
Harbor Belt Line Railroad	x	x			
Houston Belt & Terminal Railway Company	x	x	x	x	
Illinois Central Railroad	x-4	x-4	x-4	x	x
Illinois Northern Railway	x	x	x		
Illinois Terminal Railroad Company	x	x	x		
Joint Texas Division of CRI&P - FtW&D	x	x	x	x	
Kansas City Southern Railway Company, The	x	x	x	x	x
Louisiana and Arkansas Railway Company	x	x	x	x	
Arkansas Western Railway Company, The			x		
Joplin Union Depot Company	x		x		
Kansas City, Shreveport and Gulf Terminal Co., The	x				
Kansas City Terminal Railway Company	x	x	x	x	
King Street Passenger Station	x	x	x		
Lake Superior & Ishpeming Railroad Company	x-5	x			
Lake Superior Terminal and Transfer Railway Company, The	x	x			
Los Angeles Junction Railway Company	x	x			
Los Angeles Union Passenger Terminal	x				
Minneapolis, Northfield and Southern Railway	x	x			
Minnesota and Manitoba Railroad Company, The		x	x		
Minnesota Transfer Railway Company, The	x	x	x		
Missouri-Kansas-Texas Railroad Company	x	x	x	x	
Beaver, Meade and Englewood Railroad Company, The		x			
Missouri Pacific Railroad Company	x-6	x-6	x	x	x
Missouri-Illinois Railroad	x	x	x		
Norfolk and Western Railway Company (Lines formerly operated by the Wabash Railroad Company)	x	x	x	x	x
Northern Pacific Railway Company	x	x	x	x	x

R A I L R O A D S	Clerks	Maintenance of Way	Telegraphers	Signalmen	Dining Car Employees
	1	2	3	4	5
Northwestern Pacific Railroad Company	x	x	x		
Ogden Union Railway and Depot Company, The	x	x	x		
Oklahoma City Stock Yards Agency	x				
Oregon, California & Eastern Railway Company		x			
Pacific Car Demurrage Bureau	x				
Pacific Coast Railroad Company	x	x			
Pacific Fruit Express Company	x				
Paducah and Illinois Railroad Company		x		x	
Peoria and Pekin Union Railway Company	x	x	x	x	
Port Terminal Railroad Association	x	x			
Portland Terminal Railroad Company	x	x	x		
Pueblo Joint Interchange Bureau, The	x				
St. Joseph Terminal Railroad Company	x	x	x		
St. Louis-San Francisco Railway Company	x	x	x	x	x
St. Louis Southwestern Railway Company	x	x	x	x	
Saint Paul Union Depot Company, The	x	x	x		
San Diego & Arizona Eastern Railway Company	x	x	x		
Sioux City Terminal Railway Company	x	x			
Soo Line Railroad Company	x	x	x	x	
Southern Illinois and Missouri Bridge Company		x			
Southern Pacific Company					
Pacific Lines	x	x	x	x	x
Texas and Louisiana Lines	x	x	x	x	x
South Omaha Terminal Railway Company		x			
Spokane International Railroad Company	x	x	x		
Spokane, Portland and Seattle Railway Company (System Lines)	x	x	x	x	x
Stock Yards District Agency	x				
Terminal Railroad Association of St. Louis	x	x	x	x	
Texarkana Union Station Trust	x				
Texas and Pacific Railway, The	x-7	x-7	x-7	x	x
Abilene and Southern Railway	x	x			
Fort Worth Belt Railway	x	x			
Kansas, Oklahoma & Gulf Railway	x	x	x		
Texas-New Mexico Railway		x			
Weatherford, Mineral Wells and Northwestern Railway	x	x			
Texas Mexican Railway Company, The	x	x	x		
Texas Pacific-Missouri Pacific Terminal Railroad of New Orleans	x	x	x	x	
Toledo, Peoria & Western Railroad Company	x	x	x	x	
Union Pacific Railroad Company	x	x	x	x	x
Union Terminal Company (Dallas), The	x	x	x	x	

R A I L R O A D S	Clerks	Maintenance of Way	Telegraphers	Signalmen	Dining Car Employees
	1	2	3	4	5
Walla Walla Valley Railway	x	x			
Western Pacific Railroad Company, The	x	x	x	x	x
Western Weighing and Inspection Bureau	x				
Wichita Terminal Association, The	x	x			
Wichita Union Terminal Railway Company, The	x	x	x		

NOTES: -

- 1 - Authorization does not cover any employees on that part of the carrier comprising the former M&StL, former MI, or former Railway Transfer Company of the City of Minneapolis.
- 2 - Authorization covers Ore Handlers at Allouez Ore Docks.
- 3 - Authorization does not include exempt agents under Schedule Rule 30(c).
- 4 - Includes employees of former Mississippi Central Railroad.
- 5 - Authorization also applicable to the separate Section 6 notice served by the organization dated May 10, 1955 for employees covered by Ore Dock Agreement.
- 6 - Includes employees of the former Union Railway (Memphis).
- 7 - Includes employees of the former Midland Valley Railroad.

FOR THE CARRIERS:

W. T. Mory

FOR THE ORGANIZATIONS:

J. E. Leighty

July 19, 1967

SOUTHEASTERN RAILROADS

LIST OF SOUTHEASTERN RAILROADS REPRESENTED BY THE SOUTHEASTERN CARRIERS' CONFERENCE COMMITTEE, IN CONNECTION WITH NOTICES DATED ON OR ABOUT MAY 10, 1966, SERVED ON VARIOUS INDIVIDUAL SOUTHEASTERN RAILROADS BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES, OF THE ORGANIZATIONS LISTED BELOW, OF DESIRE TO REVISE AND SUPPLEMENT ALL EXISTING AGREEMENTS IN ACCORDANCE WITH PROPOSALS SET FORTH IN "APPENDIX A" THERETO, AND PROPOSALS SERVED BY SUCH RAILROADS FOR CONCURRENT HANDLING THEREWITH.

- 1 - Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
- 2 - Brotherhood of Maintenance of Way Employees
- 3 - Transportation-Communication Employees Union
- 4 - Brotherhood of Railroad Signalmen
- 5 - Hotel and Restaurant Employees' and Bartenders International Union

This authorization, as to the respective classes of employees, is co-extensive with provisions of current schedule agreements applicable to employees represented by the organizations listed above.

Note - This authorization is subject to the stipulation contained in Letter of Understanding dated August 19, 1960.

Subject to the foregoing, the classes of employees covered by this authorization are indicated by "x" in the appropriate columns below:

R A I L R O A D S	Clerks	Maintenance of Way	Telegraphers	Signalmen	Dining Car Employees
	1	2	3	4	5
Atlanta and West Point Rail Road Company - Western Railway of Alabama	x	x	x	x	
Atlanta Joint Terminals	x	x	x		
Augusta Union Station Company	x				
Central of Georgia Railway Company	x	x	x	x	
Chesapeake and Ohio Railway Company	x	x	x	x	x
Clinchfield Railroad Company	x	x	x	x	
Georgia Railroad	x	x	x	x	
Gulf, Mobile and Ohio Railroad Company	x	x	x	x	x
Jacksonville Terminal Company	x	x	x	x	
Kentucky and Indiana Terminal Railroad Company	x	x	x	x	
Louisville and Nashville Railroad Company	x	x	x	x	x
New Orleans Public Belt Railroad	x	x		x	
Norfolk and Portsmouth Belt Line Railroad Company	x	x			
Norfolk and Western Railway Company (Atlantic and Pocahontas Regions)	x	x	x	x	x
Norfolk Southern Railway Company	x	x	x		
Richmond, Fredericksburg and Potomac Railroad Company	x	x	x	x	
Richmond Terminal Railway Company	x	x	x	x	
Seaboard Coast Line Railroad Company (former Atlantic Coast Line Railroad Company and former Seaboard Air Line Railroad Company)	x	x	x	x	x

R A I L R O A D S	Clerks	Maintenance of Way	Telegraphers	Signalmen	Dining Car Employees
	1	2	3	4	5
Southern Railway Company	x	x	x	x	
Alabama Great Southern Railroad Company	x	x	x	x	
Cincinnati, New Orleans and Texas Pacific Railway Co.	x	x	x	x	
Georgia Southern and Florida Railway Company	x	x	x	x	
Harriman and Northeastern Railroad Company	x	x			
New Orleans and Northeastern Railroad Company	x	x	x	x	
New Orleans Terminal Company	x	x	x		
St. Johns River Terminal Company	x		x		
Tennessee Central Railway Company	x	x	x		
Terminal Railway Alabama State Docks	x	x			

FOR THE CARRIERS:

W. S. Macgill

FOR THE ORGANIZATIONS:

J. E. Leighty

July 19, 1967