

Fourth
ANNUAL REPORT OF THE
NATIONAL
MEDIATION
BOARD

INCLUDING
THE REPORT OF THE
NATIONAL RAILROAD
ADJUSTMENT BOARD



For the Fiscal Year Ended JUNE 30, 1938

Fourth
ANNUAL REPORT OF THE
NATIONAL
MEDIATION
BOARD

INCLUDING
THE REPORT OF THE
NATIONAL RAILROAD
ADJUSTMENT BOARD

•

For the Fiscal Year Ended JUNE 30, 1938

For sale by the Superintendent of Documents
Washington, D. C., Price 15 cents, paper cover

NATIONAL MEDIATION BOARD

OTTO S. BEYER, *Chairman* (term expires February 1, 1941).

WILLIAM M. LEISERSON (term expires February 1, 1940).

GEORGE A. COOK ¹ (term expires February 1, 1939).

ROBERT F. COLE, *Secretary*

¹ Appointed January 7, 1938 to succeed James W. Carmalt, deceased December 2, 1937.

CONTENTS

Letter of transmittal.....	Page v
I. Summary and conclusions from the record of the year.....	1
1. General.....	1
2. Representation disputes.....	1
3. Mediation proceedings.....	3
4. Labor agreements.....	4
5. Threatened emergencies and strikes.....	5
6. Court cases.....	5
7. National Railroad Adjustment Board.....	6
8. Labor relations in the air transport industry.....	7
9. Problems of the Board.....	7
II. Record of cases.....	9
1. Cases handled by the Board.....	9
2. Disposition of cases.....	10
3. Carriers involved in disputes.....	12
4. Major groups of employees involved in cases.....	13
III. Representation disputes—elections.....	14
1. Elections and certification of representatives.....	14
2. Major groups of employees involved in representation disputes.....	16
3. Types of representation disputes.....	16
4. Certifications issued.....	18
5. Extent and nature of labor representation.....	21
IV. Disputes mediated—settlements.....	25
1. Mediation and arbitration agreements signed.....	25
2. Air line mediation cases.....	26
3. Other adjustments of mediation cases.....	26
V. Arbitration and emergency boards.....	27
1. Arbitration boards.....	27
2. Emergency boards.....	27
VI. Wage and rule agreements.....	29
1. Agreements covering rates of pay, rules, and working con- ditions.....	29
2. Classes of employees covered by agreements.....	31
3. Agreements on principal carriers.....	32
VII. Interpretation and application of agreements.....	33
1. Interpretations of mediation agreements.....	33
2. Interpretations of wages and rules agreements.....	34
VIII. Organization and finances of National Mediation Board.....	36
1. Organization.....	36
2. Financial statement.....	36

APPENDIX

Fourth Annual Report of National Railroad Adjustment Board.....	38
---	----

LIST OF TABLES

Table No.	Page
1. Number of cases received and disposed of, fiscal years 1935-38.....	10
2. Disposition of all cases by types of case and method of disposition, fiscal years 1935-38.....	12
3. Number of different carriers involved in cases by classes of carriers, with percentages, fiscal year 1938.....	13
4. Number of cases disposed of, by major groups of employees, fiscal year 1938.....	13
5. Number of cases, crafts or classes, and number of employees involved in representation disputes, by method of disposition, fiscal years 1935-38.....	15
6. Number of crafts or classes and number of employees involved in repre- sentation cases, by major groups of employees, fiscal year 1938....	16
7. Number of crafts or classes and number of employees involved in repre- sentation cases, by types of disputes, fiscal years 1935-38.....	17
8. Number of crafts or classes certified and votes cast for various types of labor organizations in representation cases.....	19
9. Number of crafts or classes certified and employees involved in repre- sentation cases by types of results, fiscal year 1938.....	20
10. Number and mileage of class I carriers where employees are represented by various labor organizations, by crafts or classes, June 30, 1938...	22
11. Number of collective agreements on file with the Board, according to types of labor organizations, by class of carrier, fiscal years 1935-38..	30
12. Number of agreements between 154 carriers by railroad and their employees by crafts or class of employees according to types of labor organizations holding the agreements, June 30, 1938.....	31
13. Collective labor agreements in effect between various labor organiza- tions and certain carriers, on file with the Board June 30, 1938.....	33
14. Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal year 1938.....	44

LETTER OF TRANSMITTAL

NATIONAL MEDIATION BOARD,
OFFICE OF THE CHAIRMAN,
Washington, D. C., November 1, 1938.

*To the Senate and House of Representatives of the United States of
America in Congress assembled:*

Pursuant to the provisions of section 4, second, of Public, No. 442, approved June 21, 1934, I have the honor to submit the Fourth Annual Report of the National Mediation Board for the fiscal year ended June 30, 1938, together with the annual report of the National Railroad Adjustment Board, as required by section 3, first, (v), of the same act.

WILLIAM M. LEISERSON,
Chairman, year 1938-39.

FOURTH ANNUAL REPORT
OF THE
NATIONAL MEDIATION BOARD

**I. SUMMARY AND CONCLUSIONS FROM THE RECORD OF
THE YEAR**

1. GENERAL

The fiscal year ending June 30, 1938, marks the twelfth year the Railway Labor Act has been in effect and the fourth year of the existence of the present National Mediation Board created by the 1934 amendments to the original act of 1926. This report is thus the fourth annual report of the present Board.

The duties of the National Mediation Board, compared with those of the board originally set up to administer the Railway Labor Act, were amplified by the 1934 amendments chiefly by giving the Board authority to investigate and dispose of disputes among employees over questions of representation. The 1934 amendments also established the National Railroad Adjustment Board for the purpose of providing an agency having final authority to settle disputes arising in the railroad industry growing out of individual grievances or out of the meaning or application of the terms of existing labor agreements. In 1936 the act was again amended by adding title II extending its application to the carriers by air and their employees.

In this, its fourth annual report, the National Mediation Board is again able to point out that in the course of the year there have been no interruptions to the service rendered by the railroads and air lines on account of labor disputes. Despite the fact that several issues of grave importance arose during the year, the carriers and their employees composed these issues in keeping with the provisions and intent of the Railway Labor Act without recourse to action which in any way discommoded the public. The record for the year is thus better than that for the year previous when two minor stoppages and one serious strike did occur.

The following subdivisions of this section, summarizing and briefly interpreting the facts presented in the subsequent sections, reveal the extent to which the Railway Labor Act and the agencies created by it have contributed to this result. In the last subdivision of this section the Board ventures to express its opinion as to what conceivably may be done by way of insuring that the purposes of the Railway Labor Act be realized with greater efficiency and promptitude.

2. REPRESENTATION DISPUTES

The Railway Labor Act specifically provides that all disputes of whatever character between rail or air carriers and their employees shall be adjusted with these carriers through representatives of the

employees, which representatives shall be determined or selected by craft or class in keeping with certain specific provisions of the act safeguarding the employees' freedom of choice. According to these provisions, such representatives may either be a person or persons, or a labor union or organization, designated either by the employees of a single carrier or the employees of a group of carriers, to act for them. The thing of importance in this connection is that, for the purposes of the act, the interests of the employees, like the interests of the carriers, shall be looked after by representatives of their own choosing. In other words, the act does not contemplate that its purposes shall be achieved, nor is it clear that they can be achieved, without employee representatives—that is to say, by carriers treating separately with each employee.

On the whole, the employees of virtually all of the railroads, and for almost all of the crafts or classes found among them, have availed themselves of their right to select representatives for the purposes of the law. This is notably true of the employees constituting the train and engine, the maintenance and the clerical crafts or classes. Where progress in the way of representation among employees was still possible, as for example among groups of minor supervisory employees, train dispatchers, dining-car stewards, cooks and waiters, powerhouse employees and shop laborers, and station attendants, such progress was realized in the course of the year.

Of the 138 railroad employee representation cases disposed of by the Board, 37 involved acquisition of the right to representation through labor organizations by employees who had heretofore not enjoyed such right.

The designation of representatives by employees of air lines, while not yet as extensive as on the railroads, made substantial progress during the year. The achievement of this progress on the air lines, the Board is pleased to report, has been characterized by only one dispute among the employees of one craft or class on one line. On all the other air lines, where employees have properly associated themselves for purposes of collective bargaining and designated representatives, the carriers concerned have recognized these representatives and have conferred with them in keeping with the provisions of the law. In all, 14 labor agreements covering rates of pay, rules, and working conditions applying to air-line employees were filed with the Board by June 30, 1938.

In the matter of representation, the chief duty of the Board, when requested to do so, is to help resolve disputes among employees as to who may properly represent them and to certify this fact to the employees and carriers concerned. In the discharge of this duty, the Board is often confronted with serious differences between labor organizations competing for the right to represent various crafts or classes of employees as to what particular employees comprise such crafts or classes, as well as the wording of rules to govern elections among these employees to determine their choice. This has frequently made it necessary for the Board to make special investigations, hold formal hearings, prepare findings of fact, and make definite rulings, all of which has proved time consuming and diverted the efforts of the Board from the mediation of labor disputes—its most important duty. Unfortunately, the greatest need for the holding of such hearings has grown out of disputes over membership between

two organizations national in scope, which disputes would never have arisen had the organizations involved exerted the same efforts to agree with one another over their proper jurisdiction that the act expects carriers and employees to exert in the making of labor agreements.

In its report for last year, the Board was pleased to observe that the number of such interunion disputes showed a reduction compared with the previous year. Unfortunately, the Board cannot report the continuance of this trend for the present fiscal year since interorganization disputes have again increased in numbers. The time consumed by the Board in disposing of these disputes, coupled with the feeling engendered by them, as well as their bad effect on the morale of the service, prompts the Board to urge again, as it has had occasion to do in the past, that the parties involved in such disputes exert every effort to adjust them at home and among themselves instead of bringing them to the Board. Frankly, the Board does not consider that the purposes of the Railway Labor Act are best served by permitting these disputes to acquire sufficient magnitude to make it necessary to refer them to the Board for adjudication.

One fact of particular significance in connection with disputes over representation is the large number of cases in which the elections conducted by the Board in the course of the year resulted in no change in representation, the challenging organization losing the election. Based on the number of employees participating in all of these elections, virtually one-half expressed themselves as desiring no change in the organization which had heretofore looked after their interests.

In the case of representation disputes involving railroad labor organizations national in scope, the results were even less productive of turnover in representation. Most of the disputes (20 out of 26) falling in this category were among the employees in the engine, train, and yard service of the railroads. Despite the relatively large number of these particular elections, the number of employees concerned therein was relatively small and the net change in representation resulting from them was negligible.

The time spent by the Board and its employees in the conduct of this particular group of elections, coupled with the investigation and formal hearings necessitated by them, was, in the opinion of the Board, entirely out of proportion to the results achieved.

3. MEDIATION PROCEEDINGS

The mediation of issues growing out of the making or revising of labor agreements under the Railway Labor Act is always the major responsibility of the National Mediation Board. Not only did the activities of the Board in the course of the year covered by this report result in consummating more agreements by mediation than ever before in its history, but included among these mediation settlements were two affecting more employees and more carriers and involving a larger sum total of adjustments in pay-roll expenses than in any other case mediated since the enactment of the Railway Labor Act in 1926. This was due to the fact that the labor organizations concerned, speaking for virtually all of the railroad employees on the one hand, and the railroad managements, speaking for virtually all of the class I carriers on the other hand, had arranged to handle their negoti-

ations and subsequent proceedings on a national basis through comparatively small conference committees.

If the questions involved in these two proceedings had been handled carrier by carrier and organization by organization, the process of effecting understandings on the issues involved would have been interminable and would have placed an impossible burden upon the Board. The national handling of questions such as were involved in these two cases has much to commend it. Great credit is due both the railroads and the labor organizations for their ability and willingness to negotiate and mediate under the provisions of the Railway Labor Act on a national scale. This practice is in keeping with the practice that has been found so satisfactory, everything considered, notably in the Scandinavian countries and in England.

Mediation of labor agreement issues by the Board is only then in order after both parties to the controversy, in the words of the law, have themselves "considered and if possible decided (the issues involved) with all expedition in conference".

The best index of the effectiveness of the Railway Labor Act and its agencies is the extent to which they operate to further the settlement of differences over the terms of labor agreements in conferences between the parties directly concerned. Such direct conferences constitute the first and most important step leading to the realization of the objectives of the act, and the more that is settled by this first step, the better for the rail and air carriers, their employees and labor representatives, and the public. Mediation under the auspices of the Board comes into play where direct conferences are not productive of complete agreement and in a way is an extension of these conferences with the help of the Board and its representatives. As such, mediation under the auspices of the Railway Labor Act may be said to be a safeguard to keep alive and further the conference method for the purpose of adjusting labor differences.

The record of the year indicates that the relative place and the nature of mediation under Federal auspices as a factor in making and maintaining railroad and air-line labor agreements is clearly understood and appreciated by the managements of the carriers as well as by their employees and the representatives of these employees. The Board is pleased to report that its function in this regard has been utilized with increasing success throughout the year, not only as determined by the number of mediation cases disposed of, but also by the growing number of cases settled in direct negotiation between the parties concerned.

4. LABOR AGREEMENTS

The observation made in last year's report concerning the ability of the carriers and their employees through representatives to establish labor standards by the processes of the act holds good for the period of this report. To the many written agreements already in effect between the rail and air carriers and their employees on file with the Board at the start of the year were added almost 400 new agreements or revisions of existing agreements, all negotiated or mediated in the course of the year. This total is an increase of over 100 compared with the year previous. Reflected in the number of new or revised agreements filed with the Board this year are 12 agreements applying

to the air lines and their employees. These, too, increased in number compared with last year.

5. THREATENED EMERGENCIES AND STRIKES

In keeping with the record of peaceful adjustments of labor issues arising on the railroads and air lines already noted throughout the year, the Board is able to report that only one emergency arose calling for the appointment of a fact-finding board by presidential proclamation. The board appointed in this instance was successful, on the strength of the facts developed by it, in effecting an adjustment of the matters in dispute so that its report, in essence, constituted advice to the President that the parties to the dispute had signed an agreement adjusting their differences. There were no instances during the course of the year on the railroads and air lines of employees leaving the service for strike purposes.

6. COURT CASES

The constitutionality of the Railway Labor Act and its 1934 amendments was established early in 1937 by the decision of the Supreme Court of the United States in the *Virginian Railway Co. v. System Federation No. 40, Railway Employees Department of the American Federation of Labor* (300 U. S. 515). No further court cases involving the constitutionality of the act have arisen. There have, however, been several minor court cases affecting the administration of the act, two of which have special significance in that they clarify the discretion vested in the National Mediation Board in respect of the conduct of representation investigations and elections. The remaining minor court cases have grown out of rulings by the Interstate Commerce Commission that certain types of carriers operated by electricity are part of a general system of steam railroad transportation and are subject to the Railway Labor Act. None of the cases involving carriers electrically operated have, as yet, reached the Supreme Court of the United States, so that no final ruling has been made indicating under what conditions carriers of this type are subject to the Railway Labor Act.

The two cases decided by the courts clarifying the discretion vested in the National Mediation Board in connection with representation disputes both arose on the Nashville, Chattanooga & St. Louis Railway, and both were decided by the United States Circuit Court of Appeals for the Sixth Circuit. The first case, *Nashville, Chattanooga & St. Louis Railway v. Railway Employees Department, American Federation of Labor*,¹ settled the issue concerning the right of furloughed employees retaining an employment status to vote in representation elections. The second decision² held that the National Mediation Board, when establishing eligible lists of voters and conducting elections in order to determine the representative of employees of a carrier by craft or class must do so with due regard for all of the facts, historical and otherwise, which have operated to shape the craft or class of employees on the carrier concerned as well as on railroads generally. Both decisions are very helpful to the Board in that they serve to

¹ 93 F. 2d 97.

² Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, et al., vs. The Nashville, Chattanooga & St. Louis Railway Co. (94 F. 2d. 340).

settle issues which, in the past, have frequently arisen to trouble the orderly and prompt adjustment of disputes over representation between different factions among employees.

7. NATIONAL RAILROAD ADJUSTMENT BOARD

Without an agency or agencies such as the National Railroad Adjustment Board to which resort may be had to adjudicate claims involving interpretation or application of the terms of negotiated labor agreements, or to settle disputes growing out of the grievances of individual employees covered by such agreements, the general plan for the maintenance of labor peace and harmony underlying the Railway Labor Act would be incomplete. Its objectives, in other words, would not be realized in their entirety. The function discharged by the National Railroad Adjustment Board is indispensable to the realization in practice of the labor standards established by labor agreements as duly negotiated between the representatives of the carriers and of their employees. If these negotiated labor agreements are regarded as laws enacted to define the terms and conditions under which the employees are permitted and enabled to work, the National Railroad Adjustment Board for the carriers by railroad, and system or other appropriate adjustment boards for the carriers by air and their employees, may be regarded as the appropriate court or courts to which all disputes growing out of questions, claims, or grievances involving the terms of these labor agreements are referable for conclusive determination. In other words, agencies such as adjustment boards are necessary to insure the effective application of negotiated labor agreements.

The National Railroad Adjustment Board in Chicago consists of an equal number of representatives of the railroads and of their employees who sit jointly when considering cases referred to the board for adjustment. If the representatives are unable to agree on an award, a neutral person may either be selected by the representatives jointly to sit with the board to break the deadlock, or the board may call upon the National Mediation Board to appoint such a neutral or referee. Of the more than 1,100 cases decided during the year by the Adjustment Board, 70 percent were decided without the help of a referee. The observation frequently noted that all Adjustment Board cases are decided with the help of a referee is not true. In this connection, it is interesting to observe in the case of awards issued with the help of a referee, that the proportion of awards sustaining the position of claimants is the same as when the awards are rendered without a referee. That is to say, referees deny approximately one-third of the claims reviewed by them just as does the Board when it reviews and decides claims without the aid of a referee.³

Another fact of significance with respect to cases decided by the Adjustment Board with the help of referees is that the number of such cases, as well as the proportion of this number to all the cases decided

³ Spencer, Wm. H., *The National Railroad Adjustment Board*, University of Chicago Press, 1938, pp. 50-51: "Of the 3,134 awards which have been rendered,* the various divisions were able to reach decisions without the assistance of referees in 66 percent of the cases; in the remaining cases, referees were called in to assist the Board. Of the 2,058 awards rendered by the divisions without the assistance of a referee, the Board sustained the position of the petitioner in whole or in part in 68 percent of the cases. In the 1,076 cases decided with the assistance of referees, the Board sustained the position of the petitioner in whole or in part in 69 percent of the cases."

*This includes 107 disputes which were dismissed for want of jurisdiction or remanded for further negotiation between the parties. Labor organizations regard the cases dismissed as decisions against them.

by the Board, shows a substantial decline for the fiscal year 1938. Thus of 1,120 awards rendered by the Board during the year 780, or 70 percent, were made without the aid of a referee, whereas 340, or 30 percent were made with the help of a referee. In the fiscal year of 1937, 60 percent of the total cases decided were settled without a referee, and 40 percent, or 412, with the help of a referee. This indicates that the representatives of the employees and the carriers on the Board are working in closer harmony than ever before. The tendency to settle more cases without the assistance of a referee has also enabled the Board to dispose of a greater number of cases than in any year since its establishment.

8. LABOR RELATIONS IN THE AIR TRANSPORT INDUSTRY

The development of labor relations in the air-transport industry and the determination of rates of pay, hours of work, and employment conditions, as contemplated by the Railway Labor Act, made further progress in the course of the year. This holds true, particularly, for those employees of the air lines composing the craft or class of air-line mechanics. The radio operators of several air lines have also designated representatives and negotiated labor agreements while the air-line pilots and copilots, with the help of the mediation services of the Board, made an agreement with one air carrier establishing a temporary joint "board of review" to consider an acute issue which had arisen on that air line. No agreement on any air line, however, has as yet been consummated by representatives of the air-line pilots and air carriers establishing the rates of pay, rules, and working conditions for this craft or class of employees, although notice of desire to negotiate such an agreement was properly served in the course of the year.

Certain provisions of the Civil Aeronautics Act, which was approved and became law in June 1938, make it now necessary for air-line carriers to comply with the provisions of the Railway Labor Act if they, in turn, are to enjoy certain benefits provided by the Civil Aeronautics Act. The test of real labor relations statesmanship on the part of those in responsible charge of the air lines will be their ability to carry out the policies laid down by Congress in the Railway Labor Act without recourse to the processes of the Civil Aeronautics Act provided to bring about compliance with the Railway Labor Act. While some difficulty has been encountered on one air line in connection with the negotiation and mediation of an agreement to establish rates of pay, rules, and working conditions as contemplated by the Railway Labor Act, the National Mediation Board hopes that no occasion may arise which will make it necessary to invoke the penalty provisions of the Civil Aeronautics Act to bring about proper observance of the Railway Labor Act by air lines.

9. PROBLEMS OF THE BOARD

The one concern of moment to the Board is the difficulty it is experiencing, because of limited personnel, to respond more promptly to invocations for its services. It is an axiom of good labor relations that whenever disputes arise they should be handled aggressively to a conclusion with all the speed possible. The Railway Labor Act recognizes this axiom and directs the parties to a dispute, as well as

the Board, to expedite the adjustment of the dispute. In the case of conflicts among employees over representation in particular the law expects the Board to investigate the issue and certify the proper party within the span of 30 days.

But the investigation of representation disputes and the mediation of labor disputes cannot be handled on rigid time schedules. Mediation involves in particular the subtle process of helping people, agencies, or representatives to make up their minds and come to agreement on matters over which they differ acutely, and where there is often a fundamental conflict of interest. Superficially, it might appear that the time of the Board and its personnel might be conserved if the Board were to attempt to hurry its mediators in their handling of cases and to rush them from assignment to assignment without sufficient pause between assignments to study their problems and prepare properly for their next undertaking. But mediation, to be really effective, does not lend itself to this procedure. It cannot be speeded up in the conventional sense of the term. Because of pressure under which the field personnel of the Board has had to work in recent years, much time has been lost through fatigue and illness.

Broadly speaking, the number of cases now on hand calling for action by the Board will require a year's time to clean up if no new cases are filed with the Board. Delay in the handling of cases has already been the subject of formal complaint. The number of delayed cases on hand is altogether too large, and this not only has an adverse effect on the labor relations of rail and air lines, but also makes the ultimate adjustment of these cases much more difficult. Furthermore, delay often is very disadvantageous and unfair to either a carrier or to its employees and may operate under the Railway Labor Act to block changes which should be made in the interest of all concerned.

The extent to which the Board is able to respond promptly to invocations for its services thus becomes a large factor in realizing the purposes and benefits of the Railway Labor Act. It would be a great help to the rail and air transport industries and their employees if the Board's staff could be sufficiently enlarged to enable it to dispose of the cases referred to it more promptly than is now possible.

II. RECORD OF CASES

1. CASES HANDLED BY THE BOARD

On July 1, 1937, there were on the Board's docket 148 cases pending or unsettled.¹ During the year 238 cases were docketed, making a total of 386 cases in which the services of the Board were required. By the end of the fiscal year the Board has finally disposed of 241 cases, leaving 145 cases pending and unsettled on June 30, 1938.

The 241 cases disposed of represented a decrease of 18 cases under the preceding year when the total number of cases disposed of was 259. The number of new cases received was larger by 16 than during the preceding year. Without any increase in its personnel, the Board disposed of three more cases than it received during the fiscal year and thus was able to reduce the backlog of pending cases from 148 on June 30, 1937, to 145 on June 30, 1938. Despite this slight improvement the backlog of unadjusted cases is far too large when it is considered that disputes long unadjusted become a source of growing dissatisfaction.

Cases subject to the jurisdiction of the National Mediation Board are of three general kinds: (1) Disputes among employees as to who is their duly designated and authorized representative; (2) disputes between carriers and their employees growing out of the making of new agreements or the changing of existing agreements; (3) interpretation of mediation agreements where controversy has arisen over the meaning or the application of such agreements. Cases in the first category are designated as "representation" cases, those in the second as "mediation" cases, and those in the third category as "interpretation" cases.

Table 1 is a summary of the cases received and disposed of by the Board during the first 4 fiscal years of operation under the amended Railway Labor Act.

During this period, the number of mediation and representation cases docketed by the Board were equal. The number of representation cases disposed of, however, was 42 larger than the number of mediation cases disposed of. This reflects the requirement of the act that representation cases shall be disposed of within 30 days. Of the backlog of 145 unsettled cases on June 30, 1938, only 27 were representation cases.

¹ Third annual report, p. 7.

TABLE 1.—*Number of cases received and disposed of, fiscal years 1935-38*

Status of cases	All types of cases					Representation cases				
	4-year period	Fiscal year				4-year period	Fiscal year			
		1938	1937	1936	1935		1938	1937	1936	1935
Cases pending and unsettled at beginning of period.....	1 96	148	185	182	1 96	1 24	53	47	65	1 24
New cases docketed.....	915	238	222	203	252	455	112	107	99	2 137
Total number of cases on hand and received.....	1,011	386	407	385	348	479	165	154	164	161
Cases disposed of.....	866	241	259	200	166	452	138	101	117	96
Cases pending and unsettled at end of period.....	145	145	148	185	182	27	27	53	47	2 65

Status of cases	Mediation cases					Interpretation cases				
	4-year period	Fiscal year				4-year period	Fiscal year			
		1938	1937	1936	1935		1938	1937	1936	1935
Cases pending and unsettled at beginning of period.....	1 72	95	138	117	1 72	0	0	0	0	0
New cases docketed.....	455	123	115	102	2 115	5	3	0	2	0
Total number of cases on hand and received.....	527	218	253	219	187	5	3	0	2	0
Cases disposed of.....	410	101	158	81	70	4	2	0	2	0
Cases pending and unsettled at end of period.....	117	117	95	138	2 117	1	1	0	0	0

¹ When the National Mediation Board was organized on July 21, 1934, in accordance with the amendments to the Railway Labor Act of 1926 approved June 21, 1934, it took over from the U. S. Board of Mediation a docket of 317 cases, of which 91 were mediation cases and 226 involved grievances and the interpretation of agreements. Of the 91 cases, 67 were handled by the National Mediation Board as mediation cases involving changes in rates of pay, rules, or working conditions, and 24 were docketed as representation disputes. Of the 226 remaining cases, 5 were handled as mediation cases, making a total of 72, and 221 were withdrawn as referable to the National Railroad Adjustment Board.

² This number differs from the figure shown in the first annual report by 3 cases. This is due to the fact that 3 cases originally docketed as mediation cases later developed into representation disputes.

2. DISPOSITION OF CASES

Of the 241 cases disposed of by the Board during the year, 138 were representation cases involving disputes among employees, 101 were cases involving disputes between carriers and employees requiring mediation, and 2 were interpretation cases of agreements previously mediated.

The representation cases were settled by election and certification of the right to represent the employees involved in 94 instances and by a check of employee authorizations against pay-roll records of the carrier and certification in 18 instances, making a total of 112 cases in which certifications were issued. In seven representation cases the employee representatives were recognized by the carrier without formal certification. Of the remaining cases, eight were withdrawn as a result of investigation by the Board, four were withdrawn before investigation began, and seven were dismissed. One of these cases was remanded for adjustment on the basis of the Board's findings, five cases were dismissed because no dispute was shown to exist with respect to recog-

nized crafts or classes of employees, and one was dismissed because the authorizations presented were incomplete.

Of the 101 mediation cases disposed of, 63 were settled by written mediation agreements. One case was disposed of by agreement to submit the controversy to arbitration as provided in section 7 of the Railway Labor Act. In 21 cases the efforts of the Board resulted in the cases being withdrawn and in 9 cases withdrawal was made before mediation began. The Board closed its files in five cases after refusal of its request that the controversies be arbitrated. One case was dismissed after it became apparent that the parties were no longer concerned with the dispute.

Table 2 is a summary by fiscal years of all cases disposed of by the Board since its inception in 1934. Compared with the fiscal year 1937, the total number of representation cases brought to a conclusion by the Board during the fiscal year 1938 increased from 101 to 138. Significant in this connection is the substantial increase in cases disposed of by elections and certification of representatives, the increase being from 55 cases to 94 cases, or more than 70 percent.

The total number of mediation cases disposed of declined from 158 in the previous year to 101 in the fiscal year ended June 30, 1938. This decline is chiefly in the number of cases withdrawn before mediation began and in refusals to arbitrate, there being a drop of 35 cases in these two classifications. However, the large number of such cases in the previous year, 49 in all, was abnormally high, due to the clearing of old cases from the Board's docket. The number of mediation agreements signed increased by one over the previous year. However, during the 4-year period, the proportion of cases settled by mediation agreements has nearly doubled. Only 34 percent of the cases were so disposed of in 1935; but in 1936 there were 44 percent; in 1937, 39 percent; and in 1938, 62 percent. In the fiscal year 1938 there is a reversal of the trend in the number of cases closed on account of refusals to arbitrate, the year showing a substantial decline over the 2 preceding years. There were 14 such cases in 1936, 15 in 1937, and only 5 in 1938. From the standpoint of the effective work of the Board, namely, the determination of employee representatives and the consummation of mediation agreements, the record of the year reveals further progress over the preceding years.

Table 2 reveals that 866 cases have been disposed of by the Board since its inception in 1934, of which 452 are representation cases, 410 are mediation cases, and 4 are interpretation cases. Of the 452 representation cases, 378, or 84 percent, resulted in the issuance of certifications by the Board determining the right of representation by one or more labor organizations. Of the 410 mediation cases handled during the 4 years, 185 cases, or 45 percent, resulted in mediation agreements.

During the 4-year period there were 21 representation cases in which the matter of the right of representation was disposed of as the carriers extended recognition to the labor organizations without formal certification by the Board. This brings the total number of representation cases resulting in the definite establishment of right of representation to 399 cases, or 88 percent of all representation cases disposed of by the Board.

TABLE 2.—Disposition of all cases, by type of case and method of disposition, fiscal years 1935-38

Type of case and method of disposition	4-year total	Fiscal year ending June 30			
		1938	1937	1936	1935
Grand total.....	866	241	259	200	166
Representation cases, total.....	452	138	101	117	96
Elections.....	287	94	55	82	56
Check of authorizations.....	91	18	20	20	33
Representatives recognized without formal certification.....	21	7	8	2	4
Withdrawn as result of investigation.....	27	8	9	9	1
Withdrawn prior to investigation.....	11	4	4	2	1
Dismissed.....	15	7	5	2	1
Mediation cases, total.....	410	101	158	81	70
Mediation agreements signed.....	185	63	62	36	24
Arbitration agreements signed.....	5	1	13	1	
Emergency board report.....	7	1	26		
Withdrawn as result of mediation.....	94	21	36	17	20
Withdrawn prior to mediation.....	73	9	34	10	20
Closed by Board after refusal to arbitrate by—					
Carriers.....	33	54	14	13	2
Employees.....	1		(⁶)	1	
Both parties.....	2	1	1		
Dismissed.....	10	1	2	3	4
Interpretations of mediation agreements.....	4	2		2	

¹ Includes 1 mediation and arbitration agreement.² Formerly classified with "refusals to arbitrate"; 1 additional emergency board case had not been previously mediated and is therefore not included in this table.³ Includes 2 cases formerly classified as "adjusted without written agreement."⁴ Includes 1 case formerly classified as "adjusted without written agreement."⁵ Excludes 1 case adjusted by emergency board.⁶ Excludes 5 cases adjusted by emergency board.

3. CARRIERS INVOLVED IN DISPUTES

Table 3 shows the extent to which the services of the Board were utilized on different carriers. In order to represent the situation accurately, cases involving more than one carrier were excluded from this tabulation.² The excluded cases are two mediation cases, each involving practically all class I carriers,³ an interpretation case arising out of one of these mediation cases, and one additional interpretation case.

By far the largest part of the Board's work involved class I carriers, which employ approximately 95 percent of all railroad employees. Of a total of 142 class I carriers 76, or 54 percent, were served by the Board in cases involving only one carrier. The next most important category was switching and terminal companies, 27 of which were separately involved in cases. During the year, 3 cases were handled on 3 different air carriers.

² Except in 1 case involving 2 carriers under a single management.³ Both cases arose from the employees' request for a national wage increase.

TABLE 3.—*Number of different carriers involved in cases,¹ by classes of carriers, with percentages, fiscal year 1938*

Classes of carriers	Total carriers ²		Different carriers involved in—					
			All cases ¹		Representation cases		Mediation cases ¹	
			Number	Percent	Number	Percent	Number	Percent
Class I railroads.....	142	100	76	54	62	44	42	30
Class II railroads.....	193	100	10	5	4	2	6	3
Class III railroads.....	239	100	0		0		0	
Switching and terminal companies.....	207	100	27	13	20	10	9	4
Electric railways.....	106	100	8	7	3	3	5	5
Miscellaneous carriers.....	(³)	(³)	4	(³)	3	(³)	1	(³)
Air carriers.....	25	100	3	12	1	4	2	8

¹ 2 mediation cases concerning national wage negotiations, involving practically all class I carriers, and 2 interpretation cases involving 27 carriers were omitted from this table.

² Based upon reports to the Interstate Commerce Commission, except for air carriers. Since this table was prepared, the number of class I carriers has been reduced to 136.

³ Not available.

4. MAJOR GROUPS OF EMPLOYEES INVOLVED IN CASES

Table 4 shows the number of cases of each type disposed of during the year, by major groups of employees.

Practically every craft or class of employee was involved in one or more of the total of 241 cases. Engine, train, and yard service employees figured most heavily in both representation and mediation cases, while the number of representation cases among the maintenance of equipment employees was also large. These two groups together accounted for 58 percent of all representation cases.

TABLE 4.—*Number of cases disposed of, by major groups of employees, fiscal year 1938*

Major groups of employees	Number of—			
	All types of cases	Representation cases	Mediation cases	Interpretation cases
All groups.....	241	138	101	2
Engine, train, and yard service.....	69	40	29	
Maintenance of equipment.....	47	40	7	
Clerical, office, station, and storehouse.....	28	13	15	
Maintenance of way and signal.....	40	17	21	2
Dispatchers and telegraphers.....	17	6	11	
Pullman and dining car ¹	18	8	10	
Marine service.....	11	9	2	
Combined groups.....	8	4	4	
Air-line employees.....	3	1	2	

¹ Includes sleeping-car conductors, lounge- and parlor-car attendants, Pullman porters and maids, dining-car cooks, waiters, and stewards.

III. REPRESENTATION DISPUTES—ELECTIONS

1. ELECTIONS AND CERTIFICATION OF REPRESENTATIVES

During the year the Board received 112 representation cases which together with the 53 cases remaining on the docket at the end of the preceding year made a total of 165 cases requiring investigation. Of these cases 138 were disposed of leaving 27 representation cases pending and unsettled on June 30, 1938.

The 112 new cases received show an increase of 5 cases over the preceding year when the number received was 107. Cases disposed of during the year likewise increased in number from 101 to 138.

As was the case last year, many more than 138 specific disputes among the employees concerned were involved in the cases disposed of. The Board is required by the act to ascertain the choice of representatives separately for each craft or class of employees involved in a dispute. In many of the cases there were several different crafts or classes in disagreement as to their representation. The total number of crafts or classes thus concerned in the 138 cases was 244. This is an increase of 73 over the number involved in the 101 representation disputes last year. Against the increases in number of representation cases and crafts or classes involved compared with the previous year, the total number of employees among whom these disputes had arisen declined, there being 52,167 this year as against 57,923 last year.

In respect of the 244 crafts or classes involved in the 138 representation cases disposed of, 161 certifications establishing representation were issued after secret elections had been held, and 30 certifications were issued on the basis of checks of written authorizations duly executed by employees, making a total of 191 formal certifications issued to establish the right of representation for employees by craft or class. Elections in the remaining 12 crafts or classes resulted in no majority for any representative,¹ with the result that no certifications were issued in these cases. In seven additional representation disputes filed with the Board recognition was secured for the representatives of nine crafts or classes of the employees concerned without formal certification. This makes a total of 200 crafts or classes of employees for whom representation was determined by the Board in keeping with the provisions of the Railway Labor Act.

Eight disputes involving 15 crafts or classes were withdrawn as a result of investigation by the Board and 4 cases involving 4 crafts were withdrawn before investigation began. One representation case involving three crafts or classes was remanded to the parties concerned for adjustment among themselves, while 6 cases among

¹ In eight crafts or classes, no organization received a majority of the valid ballots cast; in four crafts or classes, less than a majority of the eligible voters participated.

10 crafts or classes were dismissed on the ground that the Board did not find disputes over representation to exist within the meaning of the law.

Particular attention is called to the large proportion of eligible employees who participate in elections conducted by the Board. During each of the first 4 years of the Board's work, 88 percent of all the employees eligible to participate in elections exercised their rights to vote. Included within the remainder are all employees who failed to vote as well as those who cast void or invalid ballots. It is thus apparent that all but a negligible number of the employees whose representation is in dispute take the opportunity to vote in these elections. This high proportion is undoubtedly a reflection of the importance which employees attach to the right to select their own representatives for collective bargaining.

Table 5 shows, for the 4 fiscal years, 1935-38, the number of cases, number of crafts or classes and number of employees involved in all representation disputes, by the method of their disposition.

TABLE 5.—*Number of cases, crafts or classes, and number of employees involved in representation disputes, by method of disposition, fiscal years 1935-38*

Method of disposition	Number of cases					Number of crafts or classes involved				
	4-year period	Fiscal year				4-year period	Fiscal year			
		1938	1937	1936	1935		1938	1937	1936	1935
Total, all cases.....	452	138	101	117	96	925	244	168	209	304
Elections.....	287	94	55	82	56	615	173	80	153	209
Check of authorizations.....	91	18	20	20	33	194	30	43	39	82
Representatives recognized without formal certification.....	21	7	8	2	4	33	9	17	3	4
Withdrawn as result of investigation.....	27	8	9	9	1	48	15	17	9	7
Withdrawn prior to investigation.....	11	4	4	2	1	11	4	4	2	1
Dismissed.....	15	7	5	2	1	24	13	7	3	1

Method of disposition	Number of employees involved					Number of employees participating				
	4-year period	Fiscal year				4-year period	Fiscal year			
		1938	1937	1936	1935		1938	1937	1936	1935
Total, all cases.....	259,357	52,167	57,923	65,059	84,208	190,856	43,036	23,678	55,760	68,382
Elections.....	201,281	46,569	25,255	60,905	68,552	176,374	40,965	22,240	53,613	59,556
Check of authorizations.....	22,535	3,459	2,225	3,279	13,572	14,482	2,071	1,438	2,147	8,826
Representatives recognized without formal certification.....	23,405	426	22,633	45	301	-----	-----	-----	-----	-----
Withdrawn as result of investigation.....	8,005	691	4,970	644	1,700	-----	-----	-----	-----	-----
Withdrawn prior to investigation.....	691	337	297	50	7	-----	-----	-----	-----	-----
Dismissed.....	3,440	685	2,543	136	76	-----	-----	-----	-----	-----

¹ Revised figure.

2. MAJOR GROUPS OF EMPLOYEES INVOLVED IN REPRESENTATION DISPUTES

Table 6 shows the number of crafts or classes and the number of employees involved in all representation disputes, by major groups of employees.

More than half, or 52 percent, of all the crafts or classes involved in representation disputes fall within the maintenance of equipment group of employees. These 128 crafts or classes involved 28,748 employees, or 55 percent of the total. The next largest numbers of employees occurred among clerical, office, station, and storehouse employees and in the maintenance of way and signal department groups. The relatively large number of cases involving engine, train, and yard service employees, representing 29 percent of all cases, involved only 7 percent of the total number of employees involved in all cases.

A comparison of table 6 with tables 10 and 12 reveals an interesting relation between the extent of organization and the number of employees involved in representation cases. In general, it appears that, in those major groups of employees where national labor organizations have secured virtually complete representation, the number of employees involved in representation cases is relatively small. The same is true where national labor organizations have made relatively little progress toward complete representation. It is in the intermediate group of crafts or classes for which the national labor organizations have secured the right to represent the employees on more than half of all the mileage of class I railroads, but where a substantial proportion of all mileage is either unrepresented or represented by other types of organizations that the most extensive disputes as to representation occur.

TABLE 6.—*Number of crafts or classes and number of employees involved in representation cases, by major groups of employees, fiscal year 1938*

Major groups of employees	Number of cases	Number of crafts or classes	Employees involved	
			Number	Percent
All groups.....	138	244	52,167	100
Engine, train, and yard service.....	40	53	3,394	7
Maintenance of equipment.....	40	128	28,748	55
Clerical, office, station, and storehouse.....	13	13	8,095	16
Maintenance of way and signal.....	17	17	6,823	13
Dispatchers and telegraphers.....	6	6	480	1
Pullman and dining car ¹	8	8	1,219	2
Marine service.....	9	14	2,798	5
Combined groups.....	4	4	389	1
Air-line employees.....	1	1	221	(²)

¹ Includes sleeping-car conductors, lounge- and parlor-car attendants, Pullman porters and maids, dining car cooks, waiters, and stewards.

² Less than ½ of 1 percent.

3. TYPES OF REPRESENTATION DISPUTES

Representation cases handled by the Board fall into two major groups; first, those involving disputes between national or local unions and system associations or unorganized employees, and second,

those involving disputes between two national or local unions. Three-quarters of the employees involved in all representation cases were included in cases of the first category; in this group, two-thirds of the total number of employees were involved in 45 disputes between national organizations and system associations. Another 39 cases, involving only 8 percent of the total number of employees, were disputes between national organizations and unorganized employees.

The total number of interunion disputes and the number of employees involved increased both relatively and absolutely over the fiscal year 1937. Thus, a trend established during the first 2 years of the operation of the act, apparently reversed last year, has been restored. A total of 13,161 employees were involved in inter-union disputes during the fiscal year 1938 against 5,857 employees in the year 1937. An accompanying development has been the decreasing importance of local unions in disputes with system associations or unorganized employees and an increase in the number of disputes between national organizations and local unions.

The distribution of representation cases, according to the types of organizations contending for representation, for the 4 fiscal years 1935-38, is given in table 7.

TABLE 7.—*Number of crafts or classes and number of employees involved in representation cases, by types of disputes, fiscal years 1935-38*

Types of disputes	Number of cases					Number of crafts or classes involved				
	4-year period	Fiscal year				4-year period	Fiscal year			
		1938	1937	1936	1935		1938	1937	1936	1935
Grand total, all types.....	452	138	101	117	96	924	244	168	208	304
Total-national organizations or local unions versus system associations or unorganized employees.....	302	85	70	73	74	713	161	134	149	269
National organizations versus system associations.....	157	45	26	39	47	475	98	52	85	240
National organizations versus unorganized employees.....	130	39	40	26	25	222	62	78	55	27
Local unions versus system associations.....	5	1	2	2	—	6	1	2	3	—
Local unions versus unorganized employees.....	10	—	2	6	2	10	—	2	6	2
Total, interunion disputes.....	149	52	31	44	22	210	82	34	59	35
National organizations versus national organizations.....	124	34	27	42	21	179	58	30	57	34
National organizations versus local unions.....	24	18	4	2	—	30	24	4	2	—
Local unions versus local unions.....	1	—	—	—	1	1	—	—	—	1
System associations versus system associations.....	1	1	—	—	—	1	1	—	—	—

TABLE 7.—*Number of crafts or classes and number of employees involved in representation cases, by types of disputes, fiscal years 1935-38—Continued*

Types of disputes	Number of employees involved					Percent of employees involved				
	4-year period	Fiscal year				4-year period	Fiscal year			
		1938	1937	1936	1935		1938	1937	1936	1935
Grand total, all types.....	259,457	52,167	57,923	65,159	84,208	100	100	100	100	100
Total, national organizations or local unions versus system associations or unorganized employees.....	226,541	35,947	52,066	55,072	80,456	87	75	90	84	96
National organizations versus system associations.....	205,806	34,456	44,531	49,120	77,643	79	66	77	75	92
National organizations versus unorganized employees.....	16,154	4,204	6,034	3,524	2,392	6	8	10	5	3
Local unions versus system associations.....	3,163	287	1,117	1,759	-----	1	1	2	3	-----
Local unions versus unorganized employees.....	1,424	-----	334	669	421	1	-----	1	1	(²)
Total, interunion disputes.....	32,857	13,161	5,857	10,087	3,752	13	25	10	16	4
National organizations versus national organizations.....	23,868	6,874	4,92	8,425	3,641	9	13	8	13	4
National organizations versus local unions.....	8,878	6,287	929	1,662	-----	3	12	2	3	-----
Local unions versus local unions.....	111	-----	-----	-----	111	(²)	-----	-----	-----	(²)
System associations versus system associations.....	59	59	-----	-----	-----	(²)	(²)	-----	-----	-----

¹ Revised.² Less than ½ of 1 percent.

4. CERTIFICATIONS ISSUED

Table 8 shows the extent to which various types of labor organizations secured representation through cases handled by the Board. Elections were held in 173 of the total of 244 crafts or classes involved in all representation cases; 161 of these elections, or all but 12, resulted in the certification of an organization or individual. In addition to these, certifications were issued for 30 crafts or classes as a result of authorization checks. There were necessarily no unsuccessful attempts to secure representation through authorizations, since the Board's procedure in the event of inconclusive authorizations is either to dismiss the application for representation based upon the authorizations, or to hold an election to determine the validity of the claim for representation.

By far the largest number of crafts or classes and employees involved are found in disputes between national organizations and system associations. Of the total of 43,036 employees who cast valid votes in all elections (including proved authorizations), 29,753 were involved in disputes of this type. During the fiscal year 1938, the trend of elections in this category was reversed, system associations receiving 15,233, or more than half of the total of 29,753 votes.

In number of crafts or classes certified, national organizations were, as in past years, the principal gainers in elections and authorization checks. Although they received only about 58 percent of all the votes cast, they were certified in 146, or 76 percent of the total of 191 crafts or classes for which certifications were issued.

For the first time in the history of this Board, individuals were certified as the regularly elected representatives of crafts or classes. A total of six such certifications were issued. The votes cast for these individuals, as well as the great majority of the votes cast for system associations, were in the shop crafts.

TABLE 8.—Number of crafts or classes certified and votes¹ cast for various types of labor organizations in representation cases,² by types of disputes, 1937-38

Types of disputes	Number of crafts or classes certified to, and votes ¹ cast for—								Number of crafts or classes for which no certification was issued ¹	Number of votes cast for "others"
	All or- ganizations		National or- ganizations		Local unions		System associations			
	Crafts or classes	Votes ¹	Crafts or classes	Votes ¹	Crafts or classes	Votes ¹	Crafts or classes	Votes ¹		
Grand total, all types.....	203	43,036	146	24,927	5	1,671	40	15,888	12	550
Elections.....	173	40,965	116	22,856	5	1,671	40	15,888	12	550
Proved authorizations.....	30	2,071	30	2,071						
Total, national organizations or local unions versus system as- sociations or unorganized em- ployees.....	148	33,205	100	16,746	1	153	39	15,830	8	476
National organizations versus system associations.....	94	29,753	55	14,383			33	15,233	6	137
Elections.....	82	28,387	43	13,017			33	15,233	6	137
Proved authorizations.....	12	1,366	12	1,366						
National organizations versus unor- ganized employees.....	53	3,223	45	2,363			6	521	2	339
Elections.....	40	2,927	32	2,067			4	521	2	339
Proved authorizations.....	13	296	13	296						
Local unions versus system associa- tions—elections.....	1	229			1	153		76		
Total, interunion disputes.....	54	9,773	46	8,181	4	1,518			4	74
National organizations versus national organizations—elections.....	35	4,928	31	4,903					4	25
National organizations versus local unions.....	19	4,845	15	3,278	4	1,518				49
Elections.....	14	4,436	10	2,869	4	1,518				49
Proved authorizations.....	5	409	5	409						
System associations versus sys- tem associations—elections.....	1	58					1	58		

¹ Or authorizations.

² Includes only cases in which elections or checks of authorizations were held. See table 6 for distribution of all representation cases.

³ No certifications issued because no organization received a majority of the votes (8 crafts) or because less than a majority of the eligibles participated in the election (4 crafts).

⁴ Certifications issued to individuals.

Table 9 shows the extent to which efforts initiated with the Board to change representation were successful. Of the total of 203 crafts or classes involved in elections or authorization checks, representation was acquired for the first time in 50, changed in 89, and unchanged in 64. But of the total number of employees involved, representation was acquired in 7 percent, changed in 46 percent, and unchanged in 47 percent. It is noteworthy that almost all of the employees (40 percent out of 47 percent) involved in cases where representation was unchanged were in crafts or classes represented by system associations. This is the result of the fact that almost all of the effort to acquire extended representation through the Railway Labor Act comes from the employees who wish to be represented by the national labor organizations. Tables 7 and 8 indicate that during the last year their principal successes occurred in disputes with local unions or with unorganized employees and that they were only partially successful in disputes with system associations.

TABLE 9.—*Number of crafts or classes certified and employees involved in representation cases,¹ by types of results, fiscal year 1938*

Results	Total		Certifications issued to—						No certifi- cations issued	
			National or- ganizations		Local unions		System as- sociations			
	Crafts or classes	Employees involved	Crafts or classes	Employees involved	Crafts or classes	Employees involved	Crafts or classes	Employees involved	Crafts or classes	Employees involved
Grand total, 112 cases	203	50,028	146	27,836	5	531	40	20,629	12	1,032
Elections	173	46,569	116	24,377	5	531	40	20,629	12	1,032
Proved authorizations	30	3,459	30	3,459						
Representation acquired ?	50	3,301	45	2,964	1	14	4	323		
Elections	37	2,923	32	2,586	1	14	4	323		
Proved authorizations	13	378	13	378						
Representation changed	89	23,177	87	22,831	1	287	1	59		
Elections	72	20,096	70	19,750	1	287	1	59		
Proved authorizations	17	3,081	17	3,081						
Representation unchanged—elections ..	64	23,550	14	2,041	3	230	35	20,247	12	1,032

¹ Includes only cases in which elections or checks of authorizations were held. See table 6 for distribution of all representation cases.

² Representation is "acquired" when a certification is issued for a craft or class of employees not previously represented by any organization.

TABLE 9.—*Number of crafts or classes certified and employees involved in representation cases, by types of results, fiscal year 1938—Continued*

Results	Percentage distribution of—								
	Number of employees involved in representation cases ¹ according to types of organizations certified to represent them, by types of results					Number of employees certified to various types of labor organizations, by types of results			
	Total	Certifications issued to—			No certification issued	Total	Certifications issued to—		No certification issued
		National organizations	Local unions	System associations			National organizations	Local unions	System associations
Grand total, 112 cases.....	100	56	1	41	2	100	100	100	100
Elections.....	93	40	1	41	2	93	88	100	100
Proved authorizations.....	7	7				7	12		
Representation acquired ²	7	6	(³)	1		7	11	3	2
Elections.....	6	5	(³)	1		6	9	3	2
Proved authorizations.....	1	1				1	1		
Representation changed.....	46	46	1	(³)		46	82	54	(³)
Elections.....	40	39	1	(³)		40	71	54	(³)
Proved authorizations.....	6	6				6	11		
Representation unchanged—elections..	47	4	(³)	40	2	47	7	43	98

¹ Includes only cases in which elections or checks of authorizations were held. See table 6 for distribution of all representation cases.

² Representation is "acquired" when a certification is issued for a craft or class of employees not previously represented by any organization.

³ Less than ½ of 1 percent.

EXTENT AND NATURE OF LABOR REPRESENTATION

The principal objective of the Railway Labor Act is the consummation of collective agreements between carriers and the duly designated representatives of their employees. It is gratifying to observe that the trend toward more complete representation by labor organizations of the employees of the principal carriers by railroad, upon which the Board has frequently commented, has continued during the past year. Table 10 shows, by crafts or classes, the number and mileage of class I carriers, whose employees were represented by various labor organizations on June 30, 1938.² Columns have been included in this table which shows the percentage of total mileage on which the employees in various crafts or classes were represented by labor organizations, for the fiscal years 1936, 1937, and 1938. Several clear trends are at once observable from a study of table 10. National labor organizations have, for the most part, increased the proportions of total mileage upon which they represent employees, during each of the past 3 years. During the same time, system associations have lost portions of the mileage upon which they have represented employees in the past. The losses of the system associations have, how-

² It should be noted that due to changes in the mileage of individual roads, mergers, consolidations, etc., the total number and mileage of class I carriers will change from year to year. Percentages are introduced in this year's table to facilitate comparisons.

ever, been less than the gains of national labor organizations. The difference is accounted for by two factors. In the first place, the employees on a larger proportion of total mileage than at any previous time are covered by agreements. In the second place, local unions have been losing ground in almost every field. A comparison of table 10 with the corresponding table in the third annual report of the Board will reveal that the right to represent many crafts or classes has been lost by local unions. In addition, the following local organizations have been dropped from table 10 because they no longer hold any agreements:

Order of Skilled Railway Maintenance-of-way Employees.
Knights of Labor.
The Unlicensed Officers Association.
Brotherhood of Dining Car and Sleeping Car Employees' Union.

Certain unions appear in this table for the first time. They are:

Inland Boatmen's Union.
Brotherhood of Sleeping Car Porters.
Brotherhood of Railroad Dining Car Stewards, Chefs and Cooks.
International Brotherhood of Redcaps.

TABLE 10.—*Number and mileage of class I carriers by railroad where employees are represented by various labor organizations, by crafts or classes, June 30, 1938*

Organization and craft	Extent of representation on June 30, 1938		Percent of total mileage covered on June 30		
	Number of class I railroads	Mileage covered	1938	1937	1936
Total	142	234, 170			
Brotherhood of Locomotive Engineers:					
Locomotive engineers	128	228, 245	97	97	96
Locomotive firemen, hostlers, helpers	6	1, 323	1	1	1
Brotherhood of Locomotive Firemen and Enginemen:					
Locomotive firemen, hostlers, helpers	123	228, 998	98	98	96
Locomotive engineers	3	1, 296	1	1	(2)
Order of Railway Conductors:					
Conductors (road)	132	231, 338	99	99	97
Brakemen, flagmen, baggagemen (road)	1	505	(2)	(2)	(2)
Yard foremen, helpers, and switch tenders	3	9, 660	4	4	4
Yardmasters	8	12, 055	5	4	0
Brotherhood of Railroad Trainmen:					
Brakemen, flagmen, baggagemen (road)	132	232, 481	99	99	97
Conductors (road)	6	2, 391	1	1	1
Yard foremen, helpers, and switch tenders	115	200, 435	86	87	85
Yardmasters	7	12, 831	6	6	1
Stewards (dining cars)	29	129, 438	55	48	15
Motor transport employees	1	4, 421	2	0	0
Switchmen's Union of North America: Yard foremen, helpers, and switch tenders	11	21, 418	9	9	8
Railroad Yardmasters of America: Yardmasters	24	93, 757	40	29	24
Railroad Yardmasters of North America:					
Yardmasters	4	9, 089	4	4	1
Station masters	1	5, 560	2	0	0
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees: Clerical, office, station, and storehouse employees	102	223, 110	94	93	87
The Order of Railroad Telegraphers:					
Telegraphers, towermen, agents	124	230, 560	99	99	90
Train dispatchers	5	4, 645	2	2	2
Telegraph and telephone linemen	3	4, 241	2	2	2
Brotherhood of Railroad Signalmen of America: Signal department employees	77	202, 150	86	86	82
American Train Dispatchers Association: Train dispatchers	78	172, 999	74	68	66
Brotherhood of Maintenance of Way Employees: Maintenance-of-way employees	119	214, 617	92	89	82
International Association of Machinists: Machinists	103	168, 848	72	70	63
International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America: Boilermakers	105	168, 312	72	68	64

See footnotes at end of table.

TABLE 10.—*Number and mileage of class I carriers by railroad where employees are represented by various labor organizations, by crafts or classes, June 30, 1938—Continued*

Organization and craft	Extent of representation on June 30, 1938		Percent of total mileage covered on June 30		
	Number of class I railroads	Mileage covered	1938	1937	1936
International Brotherhood of Blacksmiths, Drop Forgers and Helpers: Blacksmiths.....	99	159,153	68	66	64
Sheet Metal Workers International Association: Sheet metal workers.....	101	170,376	73	68	62
International Brotherhood of Electrical Workers: Electrical workers.....	93	160,409	69	64	63
Brotherhood Railway Carmen of America: Carmen.....	103	161,211	68	64	60
International Brotherhood of Firemen, Oilers, Helpers, Roundhouse and Shop Laborers: Powerhouse employees and railway shop laborers.....	73	134,350	57	55	42
Brotherhood of Railroad Station Employees: Crossing watchmen, pumpmen, and lampmen.....	1	1,046	(2)	(2)	1
Brotherhood of Railroad Bridge and Building Mechanics and Helpers: Mechanics and helpers (B. & B. department).....	1	1,989	1	1	0
American Federation of Railroad Workers: Maintenance-of-way employees.....	0	23	(2)	(2)	(2)
Carmen.....	1	288	(2)	(2)	(2)
National Federation of Railroad Workers: Shop laborers.....	1	1,948	1	1	1
International Association of Railroad Supervisors of Mechanics: Supervisory foremen.....	7	15,223	6	6	5
American Railway Supervisors' Association: Yardmasters.....	2	9,282	4	4	0
Supervisors of Mechanics.....	1	9,912	4	0	0
International Union of Steam and Operating Engineers: Stationary engineers.....	5	20,966	9	9	9
Independent Brotherhood of Steam and Electrical Engineers and Assistants: Stationary engineers.....	1	1,989	1	1	1
International Molders Union: Molders.....	1	6,486	3	3	3
National Association of Brakemen-Porters: Train porters.....	1	7,174	3	3	3
Protective Order of Railroad Trainmen in America: Train porters.....	1	1,950	1	1	1
National Organization Masters, Mates and Pilots of America: Licensed deck personnel.....	20	(3)	24	27	22
Unlicensed deck personnel.....	3	(2)	3	2	1
Marine Engineers Beneficial Association: Licensed engine personnel.....	18	(3)	47	48	45
Unlicensed engine personnel.....	1	(2)	1	1	1
United Licensed Officers Association: Licensed engine personnel.....	1	(2)	1	1	1
International Seamen's Union: Unlicensed deck personnel.....	8	(3)	12	4	4
Unlicensed engine personnel.....	6	(3)	6	5	5
Marine cooks and stewards.....	4	(2)	4	4	4
International Longshoremen's Association: Licensed deck personnel.....	10	(3)	13	9	8
Unlicensed engine personnel.....	6	(2)	3	1	1
Unlicensed deck personnel.....	8	(3)	3	2	2
Unlicensed engine personnel.....	7	(3)	3	2	2
Float watchmen, bridgemen, and bridge operators.....	10	(3)	3	1	1
Longshoremen.....	2	(2)	10	3	3
Inland Boatmen's Union: Unlicensed deck personnel.....	1	(3)	1	1	1
Unlicensed engine personnel.....	2	(2)	1	1	1
Dock workers.....	1	(3)	1	1	1
Steel Workers Organizing Committee: Ore dock workers.....	1	(3)	1	1	1
Hotel and Restaurant Employees' International Alliance: Chefs, cooks, waiters, pantrymen.....	23	89,786	38	25	18
Stewards (dining cars).....	2	956	(2)	(2)	9
Brotherhood of Dining Car Conductors: Stewards (dining cars).....	1	2,039	1	1	7
Brotherhood of Dining Car Employees: Stewards.....	1	2,020	1	1	1
Chefs, cooks, waiters, pantrymen.....	3	14,634	6	10	15
Protective Order of Dining Car Waiters: Waiters, pantrymen.....	1	16,164	7	7	0
Brotherhood of Sleeping Car Porters: Sleeping car and chair car porters.....	2	15,545	7	0	0
Brotherhood of Railroad Dining Car Stewards, Chefs and Cooks: Stewards.....	1	8,391	4	0	0
International Brotherhood of Redcaps: Station attendants.....	1	8,391	4	0	0
System associations, committees, etc., various: Locomotive engineers.....	7	3,500	2	2	2
Locomotive firemen.....	8	3,561	1	1	1
Conductors (road).....	1	936	(2)	(2)	(2)
Brakemen, flagmen, baggagemen (road).....	4	993	(2)	1	1

See footnotes at end of table.

TABLE 10.—*Number and mileage of class I carriers by railroad where employees are represented by various labor organizations, by crafts or classes, June 30, 1938—Continued*

Organization and craft	Extent of representation on June 30, 1938		Percent of total mileage covered on June 30		
	Number of class I railroads	Mileage covered	1938	1937	1936
System associations—Continued.					
Yardmasters.....	9	25,415	11	17	21
Yard foremen, helpers, and switch tenders.....	2	1,350	1	1	1
Clerical, office, station, and storehouse employees.....	13	12,887	5	6	11
Telegraphers, towermen, agents.....	4	558	(²)	(²)	7
Signalmen.....	3	7,007	3	3	3
Train dispatchers.....	10	38,832	17	18	14
Maintenance-of-way employees.....	11	16,359	7	9	15
Machinists.....	26	56,550	24	25	28
Boilermakers.....	23	57,272	25	27	27
Blacksmiths.....	27	63,466	27	28	29
Sheet-metal workers.....	24	49,185	21	24	28
Electrical workers.....	32	67,186	28	28	28
Carmen.....	28	64,740	27	26	26
Powerhouse employees and railway shop laborers.....	21	56,328	24	24	20
Licensed deck personnel.....	1	(³)	⁴ 4	⁴ 4	⁴ 4
Unlicensed deck personnel.....	1	(³)	⁴ 1	⁴ 2	⁴ 3
Licensed engine personnel.....	2	(³)	⁴ 7	⁴ 7	⁴ 7
Unlicensed engine personnel.....	1	(³)	⁴ 1	⁴ 4	⁴ 3
Grain-boat employees.....	0	(³)	⁴ 1	⁴ 1	⁴ 1
Float watchmen, bridgemen, bridge engineers.....	2	(³)	⁴ 1	⁴ 1	⁴ 1
Dock workers.....	1	(³)	⁴ 1	⁴ 1	⁴ 1
Dining car stewards.....	5	18,946	8	8	16
Chefs, cooks, waiters, pantrymen.....	17	⁸ 64,135	27	26	16
Train porters.....	14	35,735	15	14	9
Supervisors of mechanics.....	6	39,734	17	21	25
Sleeping-car porters.....	1	319	(²)	(²)	(²)
Foundry employees.....	1	6,641	3	3	3
Printers.....	1	6,357	3	0	0
Bridge guards.....	1	225	(²)	—	—
Lieutenant and sergeant of police.....	1	225	(²)	0	0
Wire chiefs.....	1	225	(²)	0	0

¹ Differs from totals shown in third annual report because of changes in the status of carriers.

² Less than $\frac{1}{2}$ of 1 percent.

³ Mileage figures are excluded for marine employees, because they provide no adequate index to the extent of representation.

⁴ Not a percentage, but actual number of roads.

⁵ Does not include chefs and cooks on one road of 8,355 miles.

⁶ Does not include waiters and pantrymen on one road of 16,164 miles.

⁷ Does not include agreement with the Pullman Co.

⁸ Does not include waiters and pantrymen on one road of 8,355 miles.

IV. DISPUTES MEDIATED—SETTLEMENTS

At the beginning of the fiscal year 1937-38 there were 95 mediation cases on hand. During the year 123 additional cases were received, making a total of 218 cases requiring the mediation services of the Board. During the year the Board disposed of 101 mediation cases, leaving 117 cases pending and unsettled as of June 30, 1938. Of these, 2 were on air lines and 115 on carriers by railroad.

Compared with the preceding year new mediation cases received rose from 115 to 123, while the cases disposed of decreased from 158 to 101.

1. MEDIATION AND ARBITRATION AGREEMENTS SIGNED

Sixty-three of the one hundred and one mediation cases disposed of, or 62 percent, resulted in mediation agreements signed by representatives of the carriers and the employees concerned and duly witnessed by the Board's mediators. During the preceding year 62 cases, or 39 percent of all cases disposed of, were settled by such written agreements. Since its establishment in 1934 the National Mediation Board has settled 185 mediation cases through signed agreements. This is 45 percent of all mediation cases disposed of during the 4-year period. In addition to the 63 cases settled by mediation agreements in the current year, 1 case was disposed of by an agreement to arbitrate the matters in dispute, making a grand total of 64 cases in all which were disposed of by the Board's efforts in the form of mediation agreements or agreements to arbitrate.

Two of the mediation agreements signed in the course of the year involved virtually all of the railroads of the country, as well as all of their employees. These two cases, one of which involved 14 of the national railroad unions speaking for the so-called nonoperating employees and the other of which involved the five transportation brotherhoods speaking for the so-called transportation employees, grew out of requests for wage increases and employment guaranties. A certain significance attaches to the adjustment of these two cases in mediation, not only as regards the number of employees and carriers concerned but also because of the degree of cooperation manifested among the carriers on the one hand and the organizations of the employees on the other hand, as well as the cooperation with the Board during mediation manifested by both groups.

The subject matter of the disputes settled by the mediation agreements during the year was as follows:

All mediation agreements, total.....	63
New agreements, total.....	14
Rates of pay, rules, and working conditions.....	13
Establishment of special review board.....	1
Revisions of agreements, total.....	49
Rates of pay, rules, and working conditions.....	3
Rates of pay.....	24
Rules and working conditions.....	1
Rules.....	4
Seniority.....	4
Hours and working conditions.....	2
Hours.....	10
Scope.....	1

2. AIR LINE MEDIATION CASES

The fiscal year 1937-38 witnessed the first settlement in mediation of a dispute involving an air carrier and its employees. The air lines and their employees were made subject to the provisions of the Railway Labor Act in 1936 by amendments in the form of title II. Three cases were settled in the course of the year, two involving the craft or class of air-line mechanics and one the craft or class of air-line pilots. In the mechanics' craft or class two complete agreements were negotiated covering rates of pay, hours, and working conditions. The agreement with the air-line pilots was confined to a special board of review or adjustment to settle a dispute over the circumstances leading to the discharge of a pilot on one of the air lines.

3. OTHER ADJUSTMENTS OF MEDIATION CASES

Of the 37 mediation cases remaining out of the 101 cases disposed of during the year, (a) 1 was settled through an emergency board; (b) 21 were withdrawn as a result of mediation; (c) 9 were withdrawn before mediation was begun; (d) 5 were closed out as a result of refusals to arbitrate, and (e) 1 was dismissed.

V. ARBITRATION AND EMERGENCY BOARDS

1. ARBITRATION BOARDS

One agreement to arbitrate disputes in accordance with sections 7 and 8 of the Railway Labor Act was signed during the year. The dispute involved rates of pay and certain rules governing working conditions of train-service employees.

A board consisting of three members was agreed upon by the parties concerned to decide the issue. One member of the board was appointed by the carrier, one by the representative of the employees, and the third member was appointed by the National Mediation Board when the other two members failed to agree on the nomination of a neutral.

The parties who submitted their disputes to this board of arbitration were:

BROTHERHOOD OF RAILROAD TRAINMEN

v.

SACRAMENTO NORTHERN RAILWAY

Members of the board were: Dr. George W. Stocking, Austin, Tex. (chairman); E. W. Mason, vice president and general manager, Western Pacific Railroad Co.; C. W. Stevens, general chairman, Brotherhood of Railroad Trainmen.

Arbitration hearings began January 24, 1938, and were concluded February 1, 1938. The award was dated February 4, 1938.

The matters in dispute involved changes in rates of pay and rules. The award granted certain pay increases, modified some of the requests for changes in rules and denied others.

2. EMERGENCY BOARDS

One emergency board was appointed by the President during the year in accordance with section 10 of the Railway Labor Act. The report of this board was made to the President and was printed for distribution. Following is a brief summary of the case referred to this board:

BROTHERHOOD OF RAILROAD TRAINMEN

v.

PACIFIC ELECTRIC RAILWAY COMPANY

Members of the board created by proclamation dated October 30, 1937: Dr. I. L. Sharfman, Department of Economics, University of Michigan, Ann Arbor, Mich. (chairman); Dr. Dexter M. Keezer, president, Reed College, Portland, Oreg.; Hon. John P. Devaney, chief justice, Supreme Court of Minnesota.

The board convened on November 5, 1937, at the Biltmore Hotel, Los Angeles, Calif., and held hearings until November 13. Private conferences and executive sessions continued until November 22 when a telegram was dispatched to the President containing the following: the threatened interruption of interstate commerce in the State of California has been definitely averted. In conformity with the spirit of the Railway Labor Act,

the parties have this day signed an agreement composing their differences and disposing of the entire controversy. This happy outcome was made possible, despite the serious character of the dispute and the real difficulties involved in its adjustment, because of the genuine desire of both the management and the men to effect a sound and peaceful solution, and their sincere cooperation with this board in its efforts to assist them in the exploration of all the possibilities for such a solution. In light of all the circumstances surrounding it, the settlement reached is deemed to be fair and reasonable from the standpoint of all concerned.

The dispute which precipitated this emergency grew out of request by the employees for increases in rates of pay and revision in the terms of the existing agreement. It is significant that the emergency board appointed in this case was able to report the final and conclusive disposition of the matters at issue.

VI. WAGE AND RULE AGREEMENTS

The basic purpose of the Railway Labor Act is to stabilize the labor relations on the railroads and the commercial air lines through labor agreements covering rates of pay, rules, and working conditions duly consummated between representatives of the carriers and their employees. The negotiation of agreements, therefore, becomes the most important task of the carriers and those labor organizations whose right to represent given crafts or classes of employees is established and accepted. The number of agreements negotiated by the various types of labor organizations found among the employees of the branches of the transportation industry covered by the Railway Labor Act is therefore an index of the extent to which the purpose of the act is being realized. In making this appraisal of the situation, however, it should be borne in mind that the significance of the number of agreements negotiated by each of the three kinds of employee organizations found on the railroads and the air lines is greatly affected by the number of employees covered by the agreements negotiated as well as by the mileage of the railroads and air lines on which these agreements are in effect.

In its first annual report the Board reported 3,021 agreements between carriers and employees covering rates of pay, rules, and working conditions which had been filed in accordance with section 5, third (e), of the Railway Labor Act.¹ A year later the number of agreements was 3,485 and for the fiscal year 1937 the number totaled 3,832.² At the end of the present year the number of agreements on file is 4,039, an increase of 207 over last year.

1. AGREEMENTS COVERING RATES OF PAY, RULES, AND WORKING CONDITIONS

Table 11 shows, for the 4 fiscal years 1935-38, the number of agreements in effect on various classes of carriers according to the types of labor organizations negotiating the agreements. In constructing this table, each organization having one or more written schedules with a carrier by craft or class of employees has been considered as having one collective agreement for each such craft or class. It should be further noted that the number of agreements included in this table is less than the actual number of documents which are filed with the Board. In addition to those shown in the table, hundreds of documents are filed each year in the form of supplements or amendments to agreements already on file. These documents deal with extensions of scope, revisions of rules, changes in rates of pay, etc.

The tendencies in the industry which have already been noted³ are particularly clear in table 11, especially for class I carriers, which

¹ First annual report, p. 32.

² Revised.

³ See above, pp. 21-22.

employ approximately 95 percent of all the employees in the industry. On class I carriers, national labor organizations again increased the number of agreements which they hold, while both local unions and system associations had fewer agreements on June 30, 1938, than on June 30, 1937.

The principal fields in which agreements are being extended at the present time are class II carriers, electric railways, miscellaneous carriers, and carriers by air.

Of the total of 4,039 agreements now in effect on all carriers, national labor organizations hold 3,364, or 83 percent. Local unions hold a total of 110 agreements, or less than 3 percent. System associations hold 565 agreements, or approximately 14 percent.

TABLE 11.—*Number of collective agreements¹ on file with the Board, according to types of labor organizations, by class of carrier, fiscal years 1935-38*

Class of carrier	Agreements held on June 30 by—							
	All organizations				National labor organizations			
	1938	1937	1936	1935	1938	1937	1936	1935
All carriers.....	4, 039	3, 832	3, 455	3, 021	3, 364	3, 123	2, 721	2, 222
Class I carriers.....	2, 730	2, 698	2, 448	2, 335	2, 253	2, 184	1, 864	1, 652
Class II carriers.....	548	471	451	329	467	389	370	265
Class III carriers.....	98	98	98	18	83	83	83	6
Switching and terminal companies.....	541	501	464	334	451	414	384	294
Electric railways.....	77	47	19	0	66	36	15	0
Express and Pullman companies.....	8	6	5	5	8	6	5	5
Miscellaneous carriers ⁴	37	11	0	0	31	11	0	0
Air carriers ⁵	16	4	0	0	8	2	0	0

Class of carrier	Agreements held on June 30 by—							
	Local unions				System associations ²			
	1938	1937	1936	1935	1938	1937	1936	1935
All carriers.....	110	112	113	81	565	597	651	718
Class I carriers.....	92	96	97	81	380	418	487	602
Class II carriers.....	2	1	0	0	79	81	81	64
Class III carriers.....	1	1	1	0	14	14	14	12
Switching and terminal companies.....	14	13	15	0	76	74	65	40
Electric railways.....	1	1	0	0	10	10	4	0
Express and Pullman companies.....	0	0	0	0	0	0	0	0
Miscellaneous carriers ⁴	0	0	0	0	6	0	0	0
Air carriers ⁵	2	2	0	0	6	0	0	0

¹ An agreement is defined as the written terms of employment concerning rates of pay, rules, and working conditions negotiated by the representatives of a carrier and of a craft or class of employees. The agreement may be embodied in more than 1 schedule or document or may be a part of a schedule or document.

² Includes local committees and individuals.

³ Revised.

⁴ Includes demurrage bureaus, refrigerator transit companies, etc.

⁵ Not included in total for all carriers.

2. CLASSES OF EMPLOYEES COVERED BY AGREEMENTS

The extent to which the various crafts or classes of employees on certain carriers are covered by agreements is shown in table 12. This table is a recapitulation of the data presented in detail in table 13. The methods used in the construction of table 12 are more fully explained in connection with table 13.

It should be noted that the total number of carriers in both tables 12 and 13 is less than appeared in the corresponding tables of the third annual report. This is due to changes in the status of carriers as a result of mergers, consolidations, and retrenchments. In comparing table 12 with corresponding tables in earlier years attention should be directed to the proportion of the total number of carriers upon which agreements are in effect and not to the absolute number of agreements.

TABLE 12.—*Number of agreements between 154 carriers ¹ and their employees by craft or class of employees, according to types of labor organizations holding the agreements, June 30, 1938*

Craft or class of employees	Agreements held by—			
	National labor organization	System association	Local union	No organization
1. Engineers.....	142	7	—	5
2. Firemen and hostlers.....	139	8	—	7
3. Conductors.....	149	1	—	4
4. Brakemen, flagmen, and baggagemen.....	144	5	—	5
5. Yard foremen, helpers, and switch tenders.....	² 140	² 3	—	13
6. Yardmasters.....	42	13	7	92
7. Machinists.....	114	26	—	14
8. Boilermakers.....	116	23	—	15
9. Blacksmiths.....	110	26	1	17
10. Sheet metal workers.....	112	23	—	19
11. Electrical workers.....	106	³ 34	—	20
12. Carmen.....	114	² 28	1	12
13. Powderhouse employees and railway shop laborers.....	85	⁵ 21	⁵ 5	49
14. Clerical, office, station, and storehouse.....	114	⁵ 15	² 1	28
15. Maintenance-of-way employees.....	128	² 13	⁴ 2	14
16. Telegraphers.....	135	5	—	14
17. Signalmen.....	87	² 3	—	65
18. Dispatchers.....	93	10	—	51
19. Stewards.....	39	5	1	109
20. Cooks and waiters.....	31	18	⁶ 13	97
Marine service:				
Masters, mates, and pilots.....	36	1	—	117
Licensed engineers.....	34	² 2	—	119
Other marine employees.....	29	⁴ 4	—	123
Miscellaneous groups.....	9	⁴ 24	⁷ 13	117

¹ 142 class I carriers, 9 leased or subsidiary lines, and 3 class II carriers included for purposes of comparison with previous reports. The carriers included are those listed in secs. (a) and (b) of table 13.

² Includes 1 agreement on a carrier having another agreement for a part of the same craft or class with a national organization.

³ Includes 6 agreements on carriers having other agreements for a part of the same craft or class with national organizations.

⁴ Includes 2 agreements on carriers having other agreements for a part of the same craft or class with national organizations.

⁵ Includes 3 agreements on carriers having other agreements for a part of the same craft or class with national organizations.

⁶ Includes 5 agreements on carriers having other agreements for a part of the same craft or class with national organizations.

⁷ Includes 1 agreement on a carrier having another agreement for a part of the same craft or class with a national organization, and 6 agreements on carriers having other agreements for part of the same craft or class with system associations.

3. AGREEMENTS ON PRINCIPAL CARRIERS

A summary of the agreements between carriers and the organizations of their employees is presented in table 13. All class I carriers by railroad appear on the list with the addition of several subsidiaries, or leased roads, which are included for the purpose of showing the extent to which joint or system agreements have been put in effect. Three class II carriers by railroad, formerly class I, have been included for purposes of comparison. Pullman and express companies form the third section of the table, and air carriers the fourth. Opposite the name of each carrier appears the name of the organization which holds the agreement for each craft or class of employees in the service of that carrier. National labor organizations are represented by abbreviations, local unions appear as LU, and system associations as SA. This table lists all the current agreements filed with the Board to date⁴ with effective dates not later than June 30, 1938.

An effort has been made to indicate, so far as possible, the railroads upon which system agreements are in effect. The use of footnotes to show these relations does not indicate that there have been substantial changes in this procedure during the past year but simply that the method of showing these relations has been changed.

Section (d) is included in the report of the Board for the first time. It shows the extent to which agreements have been negotiated by air carriers with the regularly designated representatives of their employees. All but four of the agreements noted in this table have been negotiated during the past fiscal year. Thus far, substantial gains toward representing the employees of air carriers have been made only by organizations representing the air-line mechanics, and to a lesser extent, the air-line radio operators. It is gratifying to note that such progress as has been made in this direction has occurred without interruption to service.

⁴ November 1, 1938.

TABLE 13.—Collective labor agreements in effect between various labor organizations and carriers, filed with the National Mediation Board, as of June 30, 1938

(A) CLASS I CARRIERS

Line No.	Railroad	Marine employees																								Line No.
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	
1	Alton, Canton & Youngstown Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	1
2	Alton R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	2
3	Ann Arbor R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	3
4	Atchafalaya, Topeka & Santa Fe Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	4
5	Atchafalaya & Santa Fe Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	5
6	Panhandle & Santa Fe Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	6
7	Atlanta & West Point R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	7
8	Western Ry. of Alabama	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	8
9	Atlanta, Birmingham & Coast R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	9
10	Atlantic Coast Line R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	10
11	Baltimore & Ohio R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	11
12	Bangor & Aroostook R. R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	12
13	Boston & Maine R. R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	13
14	Burlington-Rock Island R. R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	14
15	Cambria & Indiana R. R.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	15
16	Canadian National Lines in New England	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	16
17	Canadian Pacific Lines in Maine and Vermont	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	17
18	Central R. R. of New Jersey	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	18
19	Central Vermont Ry. Inc.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	19
20	Charlotte & Western Carolina Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	20
21	Chesapeake & Ohio Ry.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	21
22	Chicago & Eastern Illinois Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	22
23	Chicago & Illinois Midland Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	23
24	Chicago & North Western Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	24
25	Chicago, Burlington & Quincy R. R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	25
26	Chicago Great Western R. R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	26
27	Chicago, Indianapolis & Louisville Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	27
28	Chicago, Milwaukee, St. Paul & Pacific R. R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	28
29	Chicago, Rock Island & Pacific Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	29
30	Chicago, St. Paul, Minneapolis & Omaha Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	30
31	Chicopee & Western Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	31
32	Chicopee & Western Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	32
33	Chicopee & Western Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	33
34	Colorado & Southern Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	34
35	Columbus & Greenville Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	35
36	Copper River & Northwestern Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	36
37	Delaware & Hudson Corporation	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	37
38	Delaware, Lackawanna & Western R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	38
39	Denver & Rio Grande Western R. R. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	39
40	Denver & Salt Lake Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	BRCA	IBFO	40
41	Detroit & Mackinac Ry. Co.	BLE	BLF&E	ORC	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA																

VII. INTERPRETATION AND APPLICATION OF AGREEMENTS

Agreements consummated under the provisions of the Railway Labor Act are of two kinds; first, straight out-and-out labor agreements negotiated between carriers and representatives of their employees establishing rates of pay, rules, and working conditions of employment; and second, mediation agreements which may be said to be labor agreements negotiated with the assistance and under the auspices of the National Mediation Board. The meaning or application of the terms of both of these kinds of agreements occasionally leads to differences between the parties to the agreement.

The Railway Labor Act, by section 3, established the National Railroad Adjustment Board for the purpose of interpreting the terms of agreements duly negotiated in keeping with the other provisions of the act, in the event question should arise as to their meaning or application.

1. INTERPRETATIONS OF MEDIATION AGREEMENTS

On the other hand, section 5, second, of the Railway Labor Act provides that the National Mediation Board shall, when requested so to do, render interpretations under certain limited conditions of agreements arrived at through mediation. Section 5, second, reads as follows:

In any case in which a controversy arises over the meaning or the application of any agreement reached through mediation under the provisions of this act, either party to the said agreement, or both, may apply to the Mediation Board for an interpretation of the meaning or application of such agreement. The said Board shall upon receipt of such request notify the parties to the controversy, and after a hearing of both sides give its interpretation within 30 days.

In keeping with this section the Board, therefore, when called upon, may consider only the specific terms of an agreement actually signed in mediation, not matters incidental or corollary thereto. This restriction upon the Mediation Board's interpretative duties is necessary in order that there may be no confusion between its responsibilities and those of the National Railroad Adjustment Board, or any other adjustment board upon which the Railway Labor Act imposes the duty of determining the proper meaning or application of individual rules and regulations composing such labor agreements.

In keeping with these restricted responsibilities, the National Mediation Board was called upon during the year to interpret two agreements consummated in mediation and witnessed by the Board through one of its members or mediators.

The first of these two cases grew out of a dispute between the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on the one hand, and the Railway Express Agency, on the other hand, in the matter of an agreement duly negotiated between these two labor organiza-

tions and the express agency. This agreement had established a scope rule which was to be incorporated in an agreement in the process of negotiation between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Railway Express Agency. The interpretation clarified the intent and meaning of the agreement with respect to the particular employees of the express agency for which each of the two organizations concerned sought to speak or negotiate.

The second interpretation agreement grew out of a dispute between the Brotherhood of Railroad Signalmen of America and the Brotherhood of Maintenance of Way Employes, on the one hand, and the Carriers' Conference Committee, speaking for substantially all of the class I railroads of the United States, on the other hand, in respect of the interpretation of item 2 of the national mediation agreement signed August 5, 1937, increasing the rates of pay and adjusting certain employment practices for employees represented by these two labor organizations. After hearings and submission of briefs, the Mediation Board rendered its decision clarifying the meaning of item 2. This item had specifically to do with the discontinuance of so-called "share-the-work" practices in effect at the time the agreement was negotiated.

2. INTERPRETATIONS OF WAGES AND RULES AGREEMENTS

How the responsibilities of the National Railroad Adjustment Board were discharged in respect of its duties to interpret wages and rules agreements is described in detail in the reports of the four divisions of that Board contained in the appendix to this report. Table 14 is a tabulation of the cases handled by each division for the fiscal year 1937-38.

TABLE 14.—Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal year 1938

Cases	All divisions	Division I	Division II	Division III	Division IV
Open cases on hand June 30, 1937.....	¹ 2,059	² 1,946	22	³ 85	6
New cases docketed.....	1,835	1,546	83	201	5
Total number of cases on hand or received during fiscal year.....	3,894	3,492	105	286	11
Cases disposed of.....	1,621	1,329	79	207	6
Decided without referee.....	780	702	29	43	6
Decided with referee.....	⁴ 339	196	22	⁴ 121	0
Withdrawn.....	502	431	28	43	0
Open cases on hand June 30, 1938.....	2,273	2,163	26	79	5
Heard.....	187	133	13	41	0
Not heard.....	2,086	2,030	13	38	5

¹ Third annual report shows this figure as 2,456. See footnotes 2 and 3 for explanation of discrepancy.

² Third annual report, p. 24, shows this figure as 2,346, which included 400 cases received and open but never docketed. Previous inclusion of these cases in "cases docketed" was in error.

³ Third annual report, p. 24, shows this figure as 82. The discrepancy is due to the inclusion in previous reports as "cases disposed of" of 2 awards in each of 3 cases.

⁴ 2 awards were rendered in 1 case.

The nature of the disputes adjudicated by the Adjustment Board may be gathered from the detailed tables in the reports of the different divisions.

Six men were appointed by the National Mediation Board during the fiscal year 1938 to serve as referees for the National Railroad Adjustment Board in cases that were deadlocked. One other man, who had previously served by Mediation Board appointment, was selected by the Adjustment Board during the year to decide additional cases. All but two of those appointed this year by the Mediation Board also had served previously as Adjustment Board referees and were listed in previous reports in the appendixes dealing with the National Railroad Adjustment Board. The new appointees were John A. Lapp, of Chicago, Ill., and George W. Stocking, of Austin, Tex.

VIII. ORGANIZATION AND FINANCES OF NATIONAL MEDIATION BOARD

1. ORGANIZATION

The members of the National Mediation Board, three in number, are appointed by the President with the advice and consent of the Senate. The terms of office (except in case of vacancy occurring) are for 3 years, one Board member being appointed each year. The Board annually designates one of its members to act as chairman.

Administration of the affairs of the Board, and subject to its direction, is in charge of a secretary. In addition to the secretaries to the members of the Board and the office staff of the secretary, there is a transportation labor analyst who, under the direction of the secretary, prepares research and statistical material in connection with cases, reports, and agreements. The regular staff of mediators consists of nine men who, together with the members of the Board, mediate disputes, investigate representation disputes, and conduct elections. In addition the members of the Board, either in concert or singly, conduct hearings and prepare reports on findings either in connection with requests for interpretation of mediation agreements or in connection with disputes among employees over representation. Hearings in connection with disputes over representation are made necessary because of failure on the part of the parties to such disputes to agree on the rules of elections or the make-up of eligible lists necessary to the adjustment of such disputes. In all there were 12 hearings held on representation cases during the year.

2. FINANCIAL STATEMENT

The unexpended balance of \$5,713 in the operating account of the National Mediation Board is subject to outstanding bills incurred prior to July 1, 1938, but not yet paid.

The unexpended balances for both arbitration and emergency boards have been reappropriated from year to year. For the fiscal year 1938 there was reappropriated and made available the 1937 balances of \$57,348 for arbitration boards, and \$45,278 for emergency boards.

The expenditures for arbitration and emergency boards cannot be definitely estimated in advance, as a year may go by without the need of any such board, whereas another year may require the need of many such boards. Also, the expenses of the boards vary greatly depending on the kind of questions to be arbitrated and the nature of the emergencies that may arise. It is necessary to have funds available for meeting these contingencies.

Financial statement, fiscal year 1937-38

Regular appropriations:

Salaries and expenses, National Mediation Board.....	\$140, 700
Printing and binding, National Mediation Board.....	2, 500
Total operating.....	143, 200
Salaries and expenses, arbitration boards.....	¹ 57, 348
Emergency boards, Railway Labor Act.....	45, 278
Grand total.....	245, 826

Expenditures:

Salaries, National Mediation Board.....	99, 739
Expenses incident to travel.....	21, 800
Printing and binding.....	2, 402
Other operating expenses.....	13, 448
Total operating expenses.....	137, 389
Expenses arbitration boards.....	2, 270
Expenses emergency boards.....	7, 927
Grand total.....	147, 586

Unexpended balances:

Operating expenses of National Mediation Board.....	5, 713
Expenses of arbitration boards.....	55, 078
Expenses of emergency boards.....	37, 351
Printing and binding.....	98

Total returns to Treasury.....	98, 240
--------------------------------	---------

¹ Reappropriations.

APPENDIX

FOURTH ANNUAL REPORT OF THE NATIONAL RAILROAD ADJUSTMENT BOARD, CHICAGO, ILL., FISCAL YEAR 1938

NATIONAL RAILROAD ADJUSTMENT BOARD

MEMBERS

WM. BISHOP, *Chairman*
C. C. COOK, *Vice Chairman*

Allison, R. H.	Hogan, S. J.
Anderson, J. A.	Hudson, W. C.
Barney, Irvin.	Jones, A. H.
Carr, H. J.	Knoff, R. A.
Carter, Paul M.	Lewis, Fred.
Corrigan, Arthur.	MacGowan, Chas. J.
Cowley, F. F.	McDonald, L. L.
Davis, R. A.	Murdock, L. O.
Deal, C. W.	Murrin, E.
Dugan, Geo. H.	Neill, Chas. P.
Edrington, R. E.	Oram, G. H.
Faherty, T. K.	Peck, C. E.
Fowler, E. W.	Potts, W. J. ¹
Hamner, E. J.	Sylvester, J. H.
Hancock, A. J. ¹	Torian, J. G.
Hassett, M. W.	Walther, A. G.
Helt, D. W.	Walton, R. A.
Hemenway, Harry.	Wright, George.

STATEMENT

On June 21, 1934, by the passage of Public, No. 442, Seventy-third Congress, there was created the National Railroad Adjustment Board.

CLASSES OF DISPUTES TO BE HANDLED

The disputes between an employee or group of employees and a carrier or carriers growing out of grievances or out of the interpretation or application of agreements concerning rates of pay, rules, or working conditions, including cases pending and unadjusted on the date of approval of this act, shall be handled in the usual manner up to and including the chief operating officer of the carrier designated to handle such disputes; but, failing to reach an adjustment in this manner, the disputes may be referred by petition of the parties or by either party to the appropriate divisions of the Adjustment Board with a full statement of the facts and all supporting data bearing upon the disputes.

Accounting of all moneys appropriated by Congress for the fiscal year 1938, pursuant to the authority conferred by "An act to amend the Railway Labor Act, approved May 20, 1926" [approved June 21, 1934]

Regular appropriations:

Salaries and expenses, National Railroad Adjustment Board,	
National Mediation Board.....	\$207, 565. 00
Printing and binding.....	<u>35, 000. 00</u>

Deficiency appropriations:

Second Deficiency Appropriation Act, fiscal year 1938. (This act authorized the transfer of \$12,000 of the amount made available only for services of referees to the appropriation for printing and binding.) Amounts were therefore available as follows:

Salaries and expenses.....	195, 565. 00
Printing and binding.....	<u>47, 000. 00</u>
Total appropriated, fiscal year 1938.....	<u>242, 565. 00</u>

¹ Resigned.

Accounting of all moneys appropriated by Congress for the fiscal year 1938, pursuant to the authority conferred by "An act to amend the Railway Labor Act, approved May 20, 1926" [approved June 21, 1934]—Continued

Expenditures:

Salaries of employees.....	\$101, 651. 34
Salaries of referees.....	32, 475. 00
Supplies.....	4, 571. 30
Telegraph service.....	99. 72
Telephone service.....	1, 765. 69
Postage.....	16. 50
Travel and subsistence.....	2, 543. 41
Transportation of things.....	79. 33
Printing and binding.....	34, 086. 37
Printing and binding—field.....	12, 913. 63
Light.....	1, 647. 76
Rent.....	33, 500. 00
Repairs and alterations.....	124. 31
Special and miscellaneous.....	821. 42
Equipment.....	3, 964. 97
Total expenditures.....	\$230, 260. 75
Unexpended balance.....	12, 304. 25

Organization, National Railroad Adjustment Board, Government employees, salaries, and duties

ADMINISTRATIVE

Name	Title	Salary per annum	Amount paid	Duties
Howard, Leland.....	Administrative officer.	\$4, 000	\$3, 999. 84	Under direction of Board, administers its governmental affairs.
More, Lala K.....	Clerk-stenographer.	2, 000	1, 999. 92	Secretarial, stenographic, and clerical.
House, Beatrice E.....	Telephone operator.	1, 440	240. 00	Operates switchboard and serves as information clerk.
Do.....	do.....	1, 560	1, 300. 00	Do.
Drabek, David J.....	Messenger.....	1, 080	180. 00	Usual duties of messenger.
Do.....	do.....	1, 200	1, 000. 00	Do.

FIRST DIVISION

McFarland, Thomas S.....	Executive secretary	\$4, 200	\$4, 200. 00	Administration of affairs of Division and subject to its direction.
Young, Herbert W.....	Assistant executive secretary.	3, 200	3, 199. 92	Assists executive secretary.
Frohning, Wm. C.....	Principal clerk-stenographer.	2, 300	2, 299. 92	Digests and briefs cases and awards, takes hearings, etc.
Bishop, Willetta.....	Clerk-stenographer.	2, 000	1, 999. 92	Secretarial, stenographic and clerical.
Carmody, Lenore M.....	do.....	2, 000	1, 999. 92	Do.
Carter, Alice M.....	do.....	2, 000	1, 999. 92	Do.
Cressey, C. B.....	do.....	2, 000	1, 999. 92	Do.
Fostof, Evelyn F.....	do.....	2, 000	1, 999. 92	Do.
Israel, Bertha.....	do.....	2, 000	1, 999. 92	Do.
Mayberry, Margaret E.....	do.....	2, 000	1, 999. 92	Do.
Miller, Velma.....	do.....	2, 000	1, 999. 92	Do.
O'Connor, John M.....	do.....	2, 000	1, 999. 92	Do.
Smith, Margaret J.....	do.....	2, 000	1, 999. 92	Do.
Smith, Rose H.....	do.....	2, 000	1, 999. 92	Do.
Sachs, Solomon.....	File clerk.....	1, 440	240. 00	Maintaining files, etc.
Do.....	do.....	1, 560	1, 300. 00	Do.
REFEREES				
Lapp, John A.....			1, 650. 00	Sat with Division as member to make awards upon failure of Division to agree or secure majority vote.
Millard, Arthur M.....			4, 387. 50	Do.
Sharfman, Isaiah L.....			525. 00	Do.
Stocking, George W.....			2, 662. 50	Do.
Swacker, Frank M.....			3, 037. 50	Do.

Organization, National Railroad Adjustment Board, Government employees, salaries, and duties—Continued

SECOND DIVISION

Name	Title	Salary per annum	Amount paid	Duties
Mindling, John L.....	Executive secretary	\$4, 200	\$4, 200. 00	Administration of affairs of Division and subject to its direction.
Anderson, Ellie D.....	Clerk-stenographer	2, 000	1, 999. 92	Secretarial, stenographic, and clerical.
Bassett, Rose.....	do.....	2, 000	1, 999. 92	Do.
Burke, M. Grace.....	do.....	2, 000	294. 43	Do.
Corrigan, Edna C.....	do.....	2, 000	1, 999. 92	Do.
Fitzgerald, John L.....	do.....	2, 000	166. 66	Do.
Glenn, Allise N.....	do.....	2, 000	1, 999. 92	Do.
Groble, Agatha E.....	do.....	2, 000	1, 999. 92	Do.
Lindberg, Robert L.....	do.....	2, 000	1, 999. 92	Do.
McGinnis, Helen C.....	do.....	2, 000	1, 999. 92	Do.
Morrison, Margaret E.....	do.....	2, 000	1, 633. 27	Do.
Spellman, Genevieve.....	do.....	2, 000	1, 999. 92	Do.
Tracy, Charles G.....	do.....	2, 000	1, 599. 94	Do.
Williams, Dorothy M.....	do.....	2, 000	1, 999. 92	Do.
REFEREES				
Devaney, John P.....			2, 325. 00	Sat with Division as member to make awards upon failure of Division to agree or secure majority vote.
Lapp, John A.....			1, 500. 00	Do.

THIRD DIVISION

Johnson, Howard A.....	Executive secretary	\$4, 200	\$4, 200. 00	Administration of affairs of Division and subject to its direction.
DeRossett, Roy A.....	Clerk-strongrapher	2, 000	1, 999. 92	Secretarial, stenographic, and clerical.
Dixon, Thomas L.....	do.....	2, 000	1, 999. 92	Do.
Klenzendorf, Frances.....	do.....	2, 000	1, 999. 92	Do.
Lateurelle, Ruth M.....	do.....	2, 000	1, 999. 92	Do.
Lightner, Hazel I.....	do.....	2, 000	1, 999. 92	Do.
Morse, Frances.....	do.....	2, 000	1, 999. 92	Do.
Schofield, Amelia.....	do.....	2, 000	1, 999. 92	Do.
Talbott, Alcaeus H.....	do.....	2, 000	1, 999. 92	Do.
Toczyl, Josephine T.....	do.....	2, 000	1, 999. 92	Do.
Tummon, A. Ivan.....	do.....	2, 000	1, 999. 92	Do.
Zienter, Russell J.....	do.....	2, 000	1, 999. 92	Do.
Gillespie, Vincent E.....	Messenger	1, 200	200. 00	Usual duties of messenger.
Do.....	do.....	1, 440	120. 00	Do.
Do.....	File clerk	1, 440	1, 080. 00	Maintaining files, etc.
REFEREES				
Lapp, John A.....			675. 00	Sat with Division as member to make awards upon failure of Division to agree or secure majority vote.
Millard, Arthur M.....			8, 025. 00	Do.
Sharfman, Isaiah L.....			75. 00	Do.
Spencer, William H.....			900. 00	Do.
Swacker, Frank M.....			6, 712. 50	Do.

FOURTH DIVISION

Parkhurst, Raymond B...	Executive secretary	\$4, 200	\$4, 200. 00	Administration of affairs of Division and subject to its direction.
Zimmerman, R. Hazel....	Clerk-stenographer	2, 000	1, 999. 92	Secretarial, stenographic, and clerical.

JURISDICTION—FIRST DIVISION

The First Division took over the work of the four regional train service boards, adding thereto the representation of many carriers not parties to any of the regional boards, and also the Switchmen's Union of North America as parties to the division.

The First Division has jurisdiction over disputes involving train and yard-service employees of carriers; that is, engineers, firemen, hostlers, and outside hostler helpers, conductors, trainmen, and yard-service employees.

Cases handled to a conclusion by the First Division

	For fiscal year end- ing June 30, 1938, only	Total number of cases han- dled to June 30, 1938
Docketed.....	1,546	6,080
Heard.....	742	3,078
Decided.....	1,329	3,329
Decided with referee.....	196	
Decided without referee.....	702	
Withdrawn.....	431	
Deadlocked.....	305	951

TABLE I.—*Number of cases docketed by First Division classified as to carriers*

Railroad:	Docketed
Abilene & Southern.....	1
Alabama & Vicksburg.....	1
Alton.....	18
Ann Arbor.....	4
Atchison, Topeka & Santa Fe (coast).....	103
Atchison, Topeka & Santa Fe (proper).....	10
Atlantic Coast Line.....	1
Baltimore & Ohio.....	186
Baltimore & Ohio (Buffalo division).....	6
Baltimore & Ohio (Toledo division).....	6
Bangor & Aroostook.....	4
Bessemer & Lake Erie.....	15
Boston & Maine.....	4
Central Vermont.....	1
Central of New Jersey.....	1
Charleston & Western Carolina.....	2
Chicago, Burlington & Quincy.....	8
Chicago & Eastern Illinois.....	16
Chicago & North Western.....	90
Chicago, Attica & Southern.....	1
Chicago Great Western.....	4
Chicago, Milwaukee, St. Paul & Pacific (west).....	8
Chicago, Milwaukee, St. Paul & Pacific (east).....	5
Cincinnati, New Orleans & Texas & Pacific.....	1
Chicago, Rock Island & Pacific.....	10
Chicago, St. Paul, Minneapolis & Omaha.....	7
Ciscoe & Northeastern.....	1
Cleveland, Cincinnati, Chicago & St. Louis.....	1
Colorado & Southern.....	6
Danville & Western.....	1
Delaware & Hudson.....	119
Denver & Rio Grande Western.....	20
Denver & Salt Lake.....	3
Detroit Terminal.....	2
Detroit, Toledo & Ironton.....	2
Duluth, Missabe & Iron Range.....	32
Erie.....	2
Florida East Coast.....	28
Georgia & Florida.....	10
Grand Trunk Western.....	15
Great Northern.....	3
Gulf & Ship Island.....	1
Gulf, Colorado & Santa Fe.....	4
Gulf Coast Lines.....	2
Illinois Central.....	13
Indiana Harbor Belt.....	2
International-Great Northern.....	53
Kansas City Terminal.....	2
Lehigh & New England.....	1

TABLE I.—*Number of cases docketed by First Division classified as to carriers—*
Continued

Railroad—Continued.		Docketed:
Los Angeles Junction.....	1	1
Louisville & Jeffersonville Bridge & Railroad.....	1	1
Louisville & Nashville.....	54	54
Maine Central.....	14	14
Maine Central & Portland Terminal.....	2	2
Midland Valley.....	2	2
Minneapolis & St. Louis.....	5	5
Minneapolis, St. Paul & Sault Ste. Marie.....	7	7
Missouri-Kansas-Texas.....	16	16
Missouri Pacific.....	158	158
Mobile & Ohio.....	3	3
Nashville, Chattanooga & St. Louis.....	15	15
New York Central—Ohio Central Lines.....	2	2
New York, Ontario & Western.....	4	4
New York, New Haven & Hartford.....	12	12
Northern Pacific.....	52	52
Northwestern Pacific.....	14	14
Pennsylvania—Lines west.....	61	61
Pittsburgh & Lake Erie.....	9	9
Port Terminal Railroad Association.....	1	1
Reading.....	6	6
Richmond, Fredericksburg & Potomac.....	5	5
St. Louis-San Francisco.....	1	1
San Antonio, Uvalde & Gulf.....	10	10
Seaboard Air Line.....	1	1
San Diego & Arizona Eastern.....	5	5
Southern Pacific (Atlantic system).....	10	10
Southern Pacific (Pacific system).....	79	79
Southern.....	7	7
Terminal Railroad Association of St. Louis.....	10	10
Texas & Pacific.....	60	60
Texas & New Mexico.....	1	1
Toledo Terminal.....	2	2
Union Pacific (South Central district).....	1	1
Union Pacific (Southwestern district).....	3	3
Wabash.....	49	49
Washington Terminal.....	1	1
Western Pacific.....	18	18
Yazoo & Mississippi Valley.....	8	8
Total.....	1,546	1,546

TABLE II.—*Number of cases docketed by First Division classified as to organizations*

	Docketed
Engineers-Firemen-Conductors-Trainmen.....	40
Engineers-Firemen-Trainmen.....	2
Engineers-Firemen.....	101
Engineers-Conductors.....	1
Engineers.....	171
Firemen-Trainmen.....	13
Firemen.....	151
Conductors-Trainmen.....	309
Conductors.....	67
Trainmen.....	689
Switchmen's Union of North America.....	2
Total.....	1,546

JURISDICTION—SECOND DIVISION

The Second Division has jurisdiction over disputes involving machinists, boiler-makers, blacksmiths, sheet-metal workers, electrical workers, carmen, the helpers and apprentices of all the foregoing, coach cleaners, powerhouse employees, and railroad-shop laborers. This Division shall consist of 10 members, 5 of whom shall be selected by the carriers and 5 by the national labor organizations of the employees.

Cases handled to a conclusion by the Second Division

	Number of cases
Docketed.....	83
Heard.....	61
Decided.....	79
Decided with referee.....	22
Decided without referee.....	29
Withdrawn.....	28
Deadlocked.....	22

CARRIERS PARTY TO CASES DOCKETED

	Number of cases
Atlantic Coast Line R. R. Co.....	16
Boston & Maine R. R.....	2
Central of Georgia Ry.....	1
Central R. R. Co. of New Jersey.....	1
Chesapeake & Ohio Ry. Co.....	1
Chicago, Rock Island & Pacific Ry. Co.....	4
Chicago, Rock Island & Pacific Ry. Co.—Chicago, Rock Island & Gulf Ry. Co.....	2
Delaware, Lackawanna & Western R. R. Co.....	2
Denver & Rio Grande Western R. R. Co.....	1
Denver & Salt Lake Ry. Co.....	1
Florida East Coast Ry.....	3
Illinois Central system.....	8
Kansas City Terminal Ry. Co.....	1
Memphis Union Station Co.....	1
Missouri Pacific R. R. Co.....	25
Missouri Pacific Lines:	
Gulf Coast Lines.....	2
International-Great Northern R. R. Co.....	2
International-Great Northern R. R. Co.—San Antonio, Uvalde & Gulf R. R. Co.....	1
New York Central R. R. Co.....	2
Norfolk & Western Ry. Co.....	1
Northern Pacific Ry. Co.....	1
Northwestern Pacific R. R. Co.....	1
Pacific Electric Ry. Co.....	1
St. Louis Southwestern Ry. Co. of Texas.....	1
Southern Pacific Co. (Pacific Lines).....	1
Terminal Railroad Association of St. Louis.....	1
Total.....	83

ORGANIZATIONS PARTY TO CASES DOCKETED

International Association of Machinists.....	44
International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America.....	7
International Brotherhood of Blacksmiths, Drop Forgers and Helpers.....	3
Sheet Metal Workers International Association.....	2
International Brotherhood of Electrical Workers.....	5
Brotherhood Railway Carmen of America.....	16
International Brotherhood of Firemen and Oilers, Roundhouse and Shop Laborers.....	2
Federated Trades.....	4
Total.....	83

JURISDICTION—THIRD DIVISION

The Third Division has jurisdiction over disputes involving station, tower, and telegraph employees; train dispatchers; maintenance-of-way men; clerical employees; freight handlers; express, station, and store employees; signalmen; sleeping-car conductors; sleeping-car porters and maids; and dining-car employees. This Division shall consist of 10 members, 5 of whom shall be selected by the carriers and 5 by the national labor organizations of employees (pars. (h) and (c), sec. 3, first, Railway Labor Act, 1934).

Cases handled to a conclusion by the Third Division

	Number of cases
Docketed.....	201
Heard.....	172
Decided.....	208
Decided with referee.....	122
Decided without referee.....	43
Withdrawn.....	43
Deadlocked.....	153

CARRIERS PARTY TO CASES DOCKETED

Number of cases

Alton.....	4
Atchison, Topeka & Santa Fe.....	14
Boston & Maine.....	1
Chesapeake & Ohio.....	1
Chesapeake & Ohio—Railway Express.....	1
Chicago, Burlington & Quincy.....	1
Chicago & North Western.....	1
Chicago, Rock Island & Gulf.....	4
Chicago, Rock Island & Pacific.....	42
Clinchfield.....	1
Denver & Rio Grande Western.....	3
Denver Union Terminal.....	1
Erie.....	1
Florida East Coast.....	2
Fort Worth & Denver City.....	1
Gulf Coast—I. G. N.....	4
Gulf, Colorado & Santa Fe.....	1
Illinois Central.....	6
Kansas, Oklahoma & Gulf.....	1
Louisville & Nashville.....	2
Midland Valley.....	1
Missouri-Kansas-Texas.....	2
Missouri Pacific.....	9
Nashville, Chattanooga & St. Louis.....	2
New Orleans Public Belt.....	3
New York Central.....	1
Northern Pacific.....	5
Oklahoma City-Ada-Atoka.....	1
Pacific Electric.....	4
Pere Marquette.....	1
Pittsburgh & Lake Erie.....	1
Pullman Co.....	23
St. Louis-San Francisco.....	4
St. Louis-San Francisco & Texas.....	1
Salt Lake City Union Depot.....	1
Southeastern Express.....	10
Southern.....	5
Southern Pacific (Pacific Lines).....	19
Southern Pacific (Texas and Louisiana).....	2
Terminal Railroad Association of St. Louis.....	3
Texarkana Union Station Trust.....	2
Texas & Pacific.....	5
Wabash.....	2
Yazoo & Mississippi Valley.....	2
Total.....	201

ORGANIZATIONS PARTY TO CASES DOCKETED

Number
of cases

American Train Dispatchers Association.....	1
Brotherhood of Maintenance of Way Employees.....	12
Brotherhood of Railroad Signalmen of America.....	9
Brotherhood of Railroad Trainmen.....	7
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.....	97
Brotherhood of Sleeping Car Porters.....	5
Order of Railroad Telegraphers.....	52
Order of Sleeping Car Conductors.....	18
Total.....	201

JURISDICTION—FOURTH DIVISION

The Fourth Division has jurisdiction over disputes involving employees of carriers directly or indirectly engaged in transportation of passengers or property by water, and all other employees of carriers over which jurisdiction is not given to the First, Second, and Third Divisions. This Division shall consist of six members, three of whom shall be selected by the carriers and three by the national labor organizations of the employees (par. (h), sec. 3, first, Railway Labor Act, 1934).

Cases handled to a conclusion by the Fourth Division

	Number of cases
Docketed.....	5
Heard.....	5
Decided.....	6

Awards made

Award	Dock- et	Description	Railway	Organization— employees	Disposition
9	9	Request of Julian C. Davis to be reinstated in the employment of The Atchison, Topeka & Santa Fe Ry. Co. as special officer at Emporia, Kans., or in some other capacity, and to be allowed full pay from Feb. 1, 1933, up to time of his reinstatement in the company.	A. T. & S. F. (E a s t e r n L i n e s).	Julian C. Davis.	Denied.
10	10	To be reinstated to position of special agent which is being held by a younger man in the service.do.....	H. B. Baker.....	Dismissed.
11	11	Request of J. C. Terrell for reinstatement as night watchman at Paducah shop yards, and to be allowed to displace junior man in service; and claim for 10 hours per day at \$5.50 per day from date position was abolished May 1, 1936.	I. C.....	J. C. Terrell.....	Denied.
12	12	Claim of John Kane for reinstatement with the New York Central R. R. as patrolman without loss of seniority rights and with full salary compensation from date of his removal from service, May 23, 1936, to date of reinstatement.	N. Y. C.....	John Kane.....	Do.
13	13	Request of Frank L. Young for reinstatement in the special service department of the C. R. I. & G. Ry. Co. and claim for regular salary at the rate of \$160 per month from May 18, 1936, until reinstated, less the amount paid by the company for temporary work.	C. R. I. & G.....	Frank L. Young	Do.
14	14	Claim of W. A. Hutson for reinstatement to service with full pay for all time lost.	S. A. L.....	W. A. Hutson...	Dismissed.

Cases deadlocked and awards rendered with aid of referee: None.

Deadlocked on question of divisional jurisdiction

Docket	Parties involved	
-----	Railroad Yardmasters of America (Yardmaster Murphy)...	Southern Pacific Co. (Pacific Lines.
-----	Railroad Yardmasters of America (Yardmaster Besant)....	Do.
-----	Railroad Yardmasters of America (Yardmaster Wheeler)....	Do.

Cases awaiting action June 30, 1938

Docket	Parties	
15	Inlandboatmen's Union of the Pacific San Francisco division.	Sacramento-Northern Ry.
16	Carl A. Willets.....	Wabash Ry.
17	William Spencer.....	Do.
18	G. S. Sheridan.....	Do.
19	Inlandboatmen's Union of the Pacific San Francisco division.	Southern Pacific Co. (Pacific Lines).