

Eighteenth
ANNUAL REPORT OF THE
NATIONAL
MEDIATION
BOARD

INCLUDING
THE REPORT OF THE
NATIONAL RAILROAD
ADJUSTMENT BOARD



For the Fiscal Year Ended JUNE 30, 1952

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NATIONAL MEDIATION BOARD

Fiscal year ended June 30, 1952

LEVERETT EDWARDS, *Chairman*

JOHN THAD SCOTT, Jr.

FRANCIS A. O'NEILL, Jr.¹

EUGENE C. THOMPSON, *Secretary*

¹ Selected as Chairman, July 1, 1952.

LETTER OF TRANSMITTAL

NATIONAL MEDIATION BOARD,
OFFICE OF THE CHAIRMAN,
Washington, D. C., November 1, 1952.

*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 Eighteenth Annual Report of the National Mediation Board for the fiscal year ended June 30, 1952, together with the annual report of the National Railroad Adjustment Board, as required by section 3, first (v), of the same act.

FRANCIS A. O'NEILL, Jr.,
Chairman.

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EIGHTEENTH ANNUAL REPORT
OF THE
NATIONAL MEDIATION BOARD

I. SUMMARY AND CONCLUSIONS

1. GENERAL

The close of the fiscal year on June 30, 1952, saw the completion of the eighteenth year of the operation of the National Mediation Board under the Railway Labor Act as it was amended in 1934, and also rounded out the twenty-sixth year of continuous operation under the original Act, which became effective on May 20, 1926. This record is by far the longest continuous period of operation of any administrative agency of the United States Government handling the delicate matters of labor and human relations under any single piece of Federal legislation. The original Railway Labor Act of 1926 was amended on June 21, 1934, to replace the original United States Board of Mediation with the present National Mediation Board. The 1934 amendments also introduced the present section 2, under which the right of self-organization of employees was guaranteed, and made it the duty of this Board to conduct representation elections and certify the choice of representatives of the employees to the carriers. Under the operation of this section, the labor organizations have gained their present stature and prestige.

In an amendment approved April 10, 1936, title II was added to the act, placing common carriers by air and their employees under the Board's jurisdiction. Organization among the employees of the air carriers has proceeded rapidly in recent years and their activities, and the disputes arising therefrom, now constitute approximately one-third of the Board's present workload.

The act was last amended by Public Law 914 of the 81st Congress, approved January 10, 1951, under which the negotiation of union shop agreements was legalized, and added to the law as section 2, Eleventh.

Under the Railway Labor Act, the National Mediation Board is charged with the primary duty of assisting the rail and air carriers and the organizations representing their employees to secure and maintain industrial peace in these vital arteries through which flow the vast bulk of our Nation's commerce. It has not been possible to make a perfect record in this respect, as is indicated in the tabulation of strikes in the transportation industry during the past fiscal year, shown below. By and large, however, the Board feels that its efforts during the past year have met with a reasonable degree of success. The necessity for special legislation to govern the field of labor relations in the transportation sphere was recognized many

years ago, in the passage of an act in 1888 providing for voluntary arbitration of labor disputes. This was followed by the Erdman Act, passed in 1898, the Newlands Act of 1913, the period of Federal control of the railroads during World War I, the Transportation Act of 1920, creating the United States Railroad Labor Board, and finally, the Railway Labor Act of 1926, which has been further amended as outlined above. The history of Federal legislation in the transportation field now covers a space of 64 years.

The work of the National Mediation Board under the Railway Labor Act as presently amended falls into two main categories:

(1) The mediation of disputes between carriers and labor organizations which involve proposed changes, by either side or both, in rates of pay, rules and working conditions.

(2) The designation of collective bargaining representatives for the various crafts or classes of employees in accordance with the provisions of section 2, Ninth, of the act, in order that the basic purposes of the law may be fulfilled.

The combination of these functions in the National Mediation Board places it in a unique position, for in no other administrative agency of the Federal Government dealing with labor matters are they so combined. In addition to these primary functions, the Board has many other duties under the law, among which are: The interpretation of agreements made under its mediatory auspices; the appointment of neutral referees to sit with the various divisions of the National Railroad Adjustment Board; the appointment of neutrals, when necessary, in arbitrations held under the act; the appointment of neutrals, when requested, to sit with system and special boards of adjustment; certain duties prescribed by the act in connection with the eligibility of labor organizations to participate in the selection of the membership of the National Railroad Adjustment Board; and lastly, the duty of reporting to the President of the United States labor disputes which, in the judgment of the Board threaten to substantially interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation. In such cases, the President, may in his discretion, appoint an emergency board to investigate the issues in dispute and report thereon to the Chief Executive.

There are approximately 1,250,000 employees of the 783 common carriers by rail and about 85,000 employees of the 50 common carrier airlines under the jurisdiction of the Railway Labor Act and the National Mediation Board. These employees are covered by more than 5,000 labor agreements, copies of which are on file in the offices of the Board.

2. STRIKES AND THREATENED STRIKES

During the fiscal year 1952, actual work stoppages numbered 17, as compared with 24 strikes occurring in the fiscal year 1951. An important reason for this reduction was the fact that the trunk line rail carriers were under Army control during practically the entire fiscal year 1952. There were also a number of threatened work stoppages which were averted by the efforts of the National Mediation Board and the appointment of Presidential emergency boards.

With a single exception, all of the work stoppages occurred on individual carriers, and all but one were conducted by single organizations. Most of the strikes were brought about by issues local to the individual properties involved. Divided into main categories, the following tabulation shows the principal causes of the 17 actual strikes which took place during the past fiscal year.

Wage increase demands.....	3
Rules changes.....	5
Grievance and time claims.....	2
Union shop and wages.....	7
Total.....	17

A tabulation describing the actual strikes occurring during fiscal year 1952 follows:

Strikes in the Railroad and Airline Industries Fiscal Year 1952

Case No.	Carrier	Organization	Craft or Class	Duration (days)	Disposition	Issues
<i>HP</i> C-1911.....	Illinois Terminal Railroad...	Brotherhood of Locomotive Firemen and Enginemen.	Motormen and bus operators.	1	Agreement between the parties after carrier granted 13 cents per hour wage increase.	Requested increase in rates of pay.
<i>RR</i> A-3770.....	South Buffalo Railway.....	Brotherhood of Railroad Trainmen.	Yard foremen and yard helpers.	18	Arbitration agreement.....	Discharge cases and unadjusted time claims.
<i>RA</i> A-3775.....	Birmingham Southern Railroad.	do.....	Yard conductors.....	17	Mediation agreement.....	Requested air hose rule.
<i>RA</i> A-3757.....	Chesapeake & Ohio Railway (Pere Marquette District).	Great Lakes Licensed Officers' Organization.	Licensed marine engineers employed on car ferries, Lake Michigan.	3	do.....	Increase in rates of pay and union shop.
<i>RA</i> A-3758.....	Ann Arbor Railroad.....	do.....	Licensed deck officers and licensed marine engineers.	3	do.....	Do.
<i>RA</i> A-3759.....	Grand Trunk Western Railroad.	do.....	do.....	3	do.....	Do.
<i>RA</i> A-3760.....	Wabash Railroad.....	do.....	Licensed marine engineers.	3	do.....	Do.
<i>RA</i> A-3761.....	Chesapeake & Ohio Railway (Pere Marquette District).	do.....	Licensed marine engineers (Detroit and St. Clair Rivers).	3	do.....	Do.
<i>RA</i> A-3827.....	Pan American World Airways, Inc.	Transport Workers Union of America, CIO.	Flight service, maintenance, and ground service-port stewards.	3	Closed by Board action—emergency board.	Revision of agreement and refusal of employees to perform overtime service.
<i>RA</i> C-1954.....	Lackawanna & Wyoming Valley Railroad.	Brotherhood of Railroad Trainmen.	Train and yard service.....	21	Direct settlement.....	Adjustment of wages.
<i>RA</i> A-3876.....	Trans Texas Airways.....	International Association of Machinists.	Mechanics.....	1	Mediation agreement.....	Increase in rates of pay and union shop.
<i>RA</i> A-3748.....	Copper Range Railroad Co.	United Steelworkers of America, CIO.	Shop craft employees.....	2	Direct settlement.....	Wages and union shop.
<i>RA</i> A-3935.....	Copper Range Railroad Co.	Brotherhood of Maintenance of Way Employees.	Maintenance of way employees.	49	Mediation agreement (increase in wages).	Wage increase.
<i>RA</i> A-3437.....	New York Central, Lines West and Terminal Railroad Association of St. Louis.	Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors of America.	Engineers, firemen and conductors.	3	Men returned to work on issuance of court injunction.	Rules.
<i>RA</i> C-2002.....	American Airlines, Inc.....	Transport Workers Union of America, CIO.	Cargo and plane handlers at Idlewild, LaGuardia, and Philadelphia.	2	Direct settlement.....	Unadjusted grievances.
<i>RA</i> A-3978.....	do.....	do.....	Mechanics and cargo handlers, Idlewild and LaGuardia.	4	Still in mediation.....	Travel time pay to employee transferred to LaGuardia and International Airport.
<i>RA</i> A-3974.....	Long Island Rail Road Co.	Brotherhood of Locomotive Engineers.	Engineers and motormen.....	2	Mediation agreement.....	Result of carrier's attempt to put into effect terms of national agreement of May 23, 1952.

For many years the National Mediation Board has declined to accept for mediation disputes involving time claims and grievances which are properly referable to the National Railroad Adjustment Board. The creation of the Adjustment Board was one of the principal results of the 1934 amendments to the Railway Labor Act, grievances and time claims having been previously mediated by the former U. S. Board of Mediation. However, the National Mediation Board has found it necessary in some instances during recent years to proffer its mediatory services under section 5, First (b) of the act when the failure of the parties to settle dockets of time claims and grievances, or to refer them to the proper tribunal, the Adjustment Board, created emergency situations which threatened to result in strikes. There was only one instance of this nature in the past fiscal year. The practice of creating strike situations on dockets of time claims and grievances, resulting in protracted mediation proceedings and eventual reference to section 10, Emergency Boards, which was prevalent a few years ago, has almost entirely disappeared. The Board notes with full approval the recent tendency to create special boards of adjustment to handle and finally dispose of these time claims and grievance dockets, and is hopeful that this trend will continue.

Two of the four strikes of the longest duration were unauthorized. These two situations, and the other two strikes of longer duration in the past fiscal year, are described briefly below.

Case A-3770. Brotherhood of Railroad Trainmen, representing the yard service employees of the South Buffalo Railway Co. Without authorization these employees refused to report for duty on the third shift on August 18, 1951, the dispute involving several cases of alleged excessive discipline, and a large number of unsettled time claims. The Board's mediation efforts were exerted throughout the work stoppage, which ended on September 5, 1951, by means of an agreement between the parties to submit their disputes to arbitration under the act.

Case A-3775. Brotherhood of Railroad Trainmen, representing yard conductors on the Birmingham Southern Railway. The yard conductors on this carrier left the service on an unauthorized strike at 3 p. m. September 2, 1951, to secure a hose-coupling rule carrying an arbitrary allowance for this service. The parties were in controversy over the proper application of Referee Cheney's hose-coupling award to the men on this property. This strike continued for 17 days, being settled under the terms of a letter agreement reached in the Board's Washington office on September 19, 1952.

C-1954, Brotherhood of Railroad Trainmen, representing motormen, conductors, and trainmen of the Lackawanna & Wyoming Valley Railroad, a small electric line at Scranton, Pa. These employees left the service of the carrier at 4 a. m., December 19, 1951, to enforce certain wage demands. The strike continued until January 8, 1952, on which date the parties reached a settlement.

A-3935, Brotherhood of Maintenance of Way Employees, representing track men of the Copper Range Railroad. This strike commenced on March 7, 1952, to enforce demands for a wage increase similar to that received by nonoperating railroad employees on other carriers in 1951. A representative of this Board discussed the situation with the parties at Houghton, Mich., and further conferences were held in the Board's Washington office, resulting in a settlement in mediation on April 24, 1952. This strike was in progress 49 days.

The procedures of mediation and arbitration have been incorporated into the Railway Labor Act for the express purpose of preventing strikes, with the resultant interruptions to interstate commerce, and overtime hardships upon all concerned, including the employees involved and the general public. The law is basically founded on rights and procedures, and each side must contemplate the results of their actions with the sense of full responsibility therefor. The value of the procedures and principles of the law has been amply demonstrated during the past 18 years of the Board's history, particularly when the

services of the Board are utilized in situations not complicated by a strike threat.

As will be noted from the tables found on the succeeding pages of this report, 273 mediation disputes were settled or disposed of during the fiscal year 1952, the grand total of dispositions through the mediatory process in the 18 years of the life of the present Board being 3,910. The Board therefore urges again that the fullest possible utilization be made of the procedural steps set up in the Railway Labor Act to promote the peaceful settlement of disputes. It is not amiss to emphasize that the exercise of patience, forbearance, and calm and reasoned judgment by the representatives of both management and labor will in the vast majority of instances produce settlements and avoid work stoppages in which everyone loses, including the general public.

3. FURTHER DEVELOPMENTS IN THE NATIONAL WAGE-RULE DISPUTE, TRAIN, ENGINE AND YARD SERVICE EMPLOYEES

As noted in the Seventeenth Annual Report of this Board for the fiscal year ending June 30, 1951, portions of this national dispute were settled in that year. On September 21, 1950, the wage-rules dispute involving the Switchmen's Union of North America and the carriers on which this organization holds representation rights was finally settled. The Railroad Yardmasters of America also settled their wage and rules case with the carriers on which they held contracts in an agreement executed on November 2, 1950. The Brotherhood of Railroad Trainmen also settled their national wage-rules movement through an agreement dated May 25, 1951. The details of the settlements reached by these three organizations are carried in the Board's Seventeenth Annual Report.

This left the disputes involving the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, and the Order of Railway Conductors still unsettled at the close of the 1951 fiscal year on June 30. As noted in our Seventeenth Annual Report, the carrier representatives presented on June 14, 1951, proposed complete agreements to the three organizations named above for the settlement of the entire dispute. These proposals were rejected by the organizations on June 28, 1951.

No further handling of the dispute occurred until July 1951 when an exchange of correspondence was renewed between the National Mediation Board, the carrier representatives, and those of the three organizations. On July 24, 1951, the three organizations wrote the Board informing it that they were then prepared to submit "the controversy" to arbitration, providing a satisfactory agreement to arbitrate could be reached, and further, that the parties were able to agree upon the neutral arbitrator, or a satisfactory method of selecting him. In response to this proposal, the carriers' conference committees addressed a letter to the Board on August 9, 1951, containing a summary of the proposals made by the carriers for the settlement of the dispute, and stating specifically the subjects which the carriers were willing to arbitrate.

On August 21, 1951, the Board was informed by the representatives of the organizations that the carriers' proposals submitted in their letter of August 9, 1951, were unacceptable to them as a basis for settling the dispute. The Brotherhood of Locomotive Firemen and

Enginemen then spread a strike ballot, and on November 6, 1951, that organization set a time of 3 p. m., Thursday, November 8, 1951, for the withdrawal from service of employees represented by that Brotherhood on the following carriers: Baltimore & Ohio Railroad Co.; Chicago & North Western Railway Co., including the Chicago, St. Paul, Minneapolis & Omaha Railway Co.; the Louisville & Nashville Railroad Co.; and the Terminal Railroad Association of St. Louis.

The Chairman of the National Mediation Board on November 6, 1951, notified the President of the United States, in accordance with the provisions of section 10 of the Railway Labor Act, that in the judgment of the Board this dispute threatened to interrupt interstate commerce to a degree such as to deprive various sections of the country of essential transportation service.

The President on November 6, 1951, issued Executive Order 10303 creating an emergency board to consider and report on the issues in dispute between the carriers and the Brotherhood of Locomotive Firemen and Enginemen. This emergency board commenced its hearings in Washington, D. C., on November 27, 1951, the hearings being concluded on December 17, 1951. The report of this emergency board to President was filed on January 25, 1952. Shortly thereafter, the President of the Brotherhood of Locomotive Firemen and Enginemen notified the President that the report and recommendations of the emergency board were unacceptable.

On November 29, 1951, the Brotherhood of Locomotive Engineers requested the National Mediation Board to take the necessary steps to obtain the appointment of an emergency board to investigate and report on the issues in dispute between that Brotherhood and the carriers. This request was withdrawn on January 15, 1952.

Further conferences were held between representatives of the carriers, the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, and the Order of Railway Conductors, and the members of the National Mediation Board, commencing on January 11, 1952, and continuing in February 1952, but these conferences proved fruitless.

On January 30, 1952, the Brotherhood of Locomotive Engineers submitted a report on the issues involved to all engineers represented by the organization, individually, together with a ballot on which the engineers were requested to indicate whether or not the Chief Executive of the organization would be empowered to call a strike. The result of this strike ballot was not publicly announced.

At 9 a. m., Eastern Standard Time, March 9, 1952, employees in road and yard service represented by the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, and the Order of Railway Conductors on the New York Central Railroad Co., Lines West, including the Toledo & Ohio Central Railway Company, and the Terminal Railroad Association of St. Louis withdrew from the service of those carriers.

On the third day of the strike, March 11, 1952, the Government obtained a temporary restraining order from U. S. District Judge Emerich B. Freed, in the district court at Cleveland, Ohio, and on the same date, the strike was ended by the three organizations, in compliance with this order. The court scheduled March 21, 1952, for hearings on the extension of or making permanent the temporary injunction. A postponement was granted on request of the three brotherhoods to March 27, 1952, and on March 22 the organizations

filed suit in the Federal court at Cleveland charging that the existing Government seizure and operation by the Army is illegal. A preliminary injunction was issued by Judge Freed on April 11, 1952, to prevent further strike action.

During April 1952 conferences were resumed on the dispute under White House auspices, and on May 23, 1952, formal agreements were signed by the representatives of the three organizations and the carriers' conference committees settling the dispute with finality. Two days later, on May 25, 1952, the rail carriers under Army control were returned to private operation.

4. DEVELOPMENTS IN THE AIRLINE INDUSTRY

As noted in the Seventeenth Annual Report of this Board, the dispute between the American Airlines, Inc., and the Air Line Pilots Association, International, on revision of rates and rules remained unsettled at the close of the 1951 fiscal year. After further negotiations between the parties, assisted by a representative of this Board, a settlement was effected on November 5, 1951. This agreement retained the flight time of 85 hours per month. Increases were made in the payments to first pilots in the categories of flying pay, mileage pay, and gross weight of airplane pay. There was no mileage limitation feature in the mileage pay provision.

The copilots were placed on the so-called incentive pay formula for the first time on any airline since the issuance of Decision 83 by the old National Labor Board in May 1934. The new pay formula for copilots having more than 1 year's service included factors of base pay, flying pay, mileage pay, and gross-weight pay, the same as the first pilots, with the difference, however, that the flying pay, mileage pay, and gross-weight pay components are graduated in amount for the second, third, and fourth years of service as copilot, the maximum of one-half of the first pilot pay figures being reached in the fourth year, and continued thereafter.

The dispute between the pilots and United Air Lines, Inc., mentioned in our last report as unsettled, was also composed through direct negotiations between the parties on October 23, 1951. The settlement was formalized in a new agreement between the parties dated October 30, 1951, and effective on November 1 of that year. The terms of the settlement were similar to those described above in the American Airlines case, except that a previous terrain pay differential dating from Decision 83 was retained in the lower speed categories of the hourly pay factor, also a differential in the hourly rates for transoceanic flying.

Following the above settlements, agreements were reached between the Air Line Pilots Association, International, and several major air carriers using the same general formula but with certain variations on each carrier.

An important development during the fiscal year 1952 was a movement by the Flight Engineers International Association to improve their rates of pay and working conditions by the introduction of an entirely new pay formula for this class of employees. Flight engineers were first introduced into the airline industry in 1937 by the Pan American World Airways. At first their duties were those of flying mechanics, and the major part of them came from the mechanical

maintenance forces. With the advent of the Constellation and DC-6-type airplanes, the instrument panels formerly observed and operated by the first pilot and copilot became more and more complicated, which resulted in the need for a third man in the cockpit, designated as a flight engineer, to relieve the pilot and copilot of a part of the duties formerly performed by them. Subsequently, the Civil Aeronautics Board issued a rule requiring the employment of a flight engineer on all four engine aircraft having a gross weight of more than 80,000 pounds.

The flight engineer is required to report 1 hour before flight time during which he makes certain checks and inspections to determine to his own satisfaction that the aircraft is airworthy and in safe flying condition. The flight engineer also participates with the captain and copilot in their required preflight checks. In flight, the flight engineer, under the direction of the captain, regulates the throttle to secure the required power for take-off, cruising, and landing. He also watches many indicators to see that the plane and engines are functioning properly. The position also has many other duties and functions in connection with the operations of the aircraft, which in airplanes not required to carry a flight engineer, are performed by the captain and copilot.

The original request of the Flight Engineers International Association upon Eastern Airlines, Inc., contemplated the continuation of the straight monthly salary basis of compensation, with a sizable increase in the monthly rate, plus double time for all hours flown over 85 per month, \$1 per hour additional for night flying, the inclusion of deadheading as flight time, and a differential of \$1.25 per hour additional for foreign and overseas service. Extended mediation efforts proved unavailing to compose the dispute, and the parties agreed to arbitrate the controversy. In the arbitration proceedings, the organization advanced an entirely different compensation formula from that originally proposed to the carrier. They sought to have applied to flight engineers a basis of pay similar to that of the pilots and copilots, consisting of base pay plus increments computed on (a) hours flown, (b) gross weight of aircraft, (c) speed of the aircraft, and (d) mileage, including the usual differential for night flying. In addition to converting the basis of compensation, the flight engineers sought an increase in pay which would produce for their classification approximately 85 percent of the captain's pay scale.

The arbitration was conducted in Miami, Fla., commencing on March 18, 1952, and ending April 3, 1952. Judge Frank P. Douglass was the neutral arbitrator. The award, which was issued on April 15, 1952, provided for the conversion of the flight engineers' compensation from a monthly basis to a system consisting of: (a) base pay; (b) hourly pay; (c) mileage pay; (d) gross-weight pay. The award also provided for an additional payment of 45 cents per hour for foreign and overseas operations. A minimum monthly guarantee was also provided for flight engineers in their third year of service and thereafter. The rates of compensation for the various factors were intended to maintain the historical differential in pay between flight engineers and captains, taking into account the increases received by captains in 1951. The organization arbitrator declined to sign the award, and later, legal proceedings were instituted by the organization to impeach the award. This litigation has not yet been concluded.

The flight engineers employed by Trans World Airlines, United Air Lines, Inc., and National Airlines, Inc., also represented by chapters of the Flight Engineers' International Association, instituted wage demands on those carriers in the early part of 1952. These disputes were mediated without success, and the cases were closed prior to the end of the fiscal year 1952. The flight engineers on Trans World Airlines set a strike date on that carrier for July 10, 1952. This date was withdrawn when an emergency board was created under section 10 of the act.

The flight engineers employed by Northwest Air Lines, Inc., have for many years been represented by the International Association of Machinists. They also have been on a straight monthly basis of compensation. This organization also instituted wage and rules demands early in 1952, but unlike the Flight Engineers International Association, they preferred to attempt to secure increases in their monthly compensation, together with additional compensation for an allowance known as "ground pay," which is extra pay for time spent in mechanical work on the ground during a flight interrupted by mechanical difficulties, and an increment for flying between 6 p. m. and 6 a. m. of \$1.50 per hour. Mediation was unavailing in composing this dispute, and the case was closed. The threat of a strike was made in July 1952, and an emergency board was appointed by the President under section 10 of the Railway Labor Act.

5. UNION SHOP AMENDMENT

As noted in the Board's Seventeenth Annual report for the fiscal year ended June 30, 1951, the application for mediation filed by the Seventeen Cooperating Non-Operating Railway Labor Organizations was under correspondence with the approximately 400 rail carriers involved in this dispute. Many of the carriers replied to the effect that conferences had not been completed on the properties. Others took the position that the question of a union shop was an improper one for mediation. Practically all of the carriers concerned stated they would decline to participate in a mass or concurrent mediation.

The application filed by the organizations was docketed on August 23, 1951, as this Board's Case No. A-3744. All parties were notified that the Board would conduct concurrent mediation in Washington, D. C., commencing October 3, 1951.

A considerable number, but not all, of the carriers, parties to this case, sent representatives to Washington on the appointed date, and the full Board met with them, and also with the negotiating committee of the Seventeen Organizations, on October 3 and 4, 1951. During these meetings, and also in previous correspondence, the carrier representatives made various contentions respecting the propriety of the Board's action in docketing the disputes, and also the handling given by the Board in concurrent mediation proceedings. The Board reviewed carefully the contentions made by the carriers, and on October 5, 1951, wrote the carriers parties to the dispute reaffirming its action in docketing the case, and setting further concurrent mediation proceedings to commence in Washington on October 23, 1951.

Meetings were conducted by the Board separately with the organization and carrier representatives on October 23, 24 and 25, 1951. The Board reached the conclusion that it was unable to get the parties to come to an agreement, and proffered arbitration under the Railway

Labor Act on October 26, 1951. On October 27, 1951, the Seventeen Cooperating Railway Labor Organizations declined arbitration under the act. The Board notified the parties on November 6, 1951, that its services, except as provided in section 5, Third, and section 10 of the act were on that day terminated.

On November 6, 1951, the Seventeen Organizations requested the Board to arrange for the creation of an emergency board under section 10 of the Railway Labor Act, in view of the fact that were it not that the carriers were under the control of the Army, a strike ballot would be spread by the organizations. Such an emergency board was created by the President under an Executive Order dated November 15, 1951. The membership of this Board, and a description of its report, dated February 14, 1952, are carried in a later chapter of this annual report.

The report of the emergency board was accepted by the Seventeen Organizations on February 19, 1952. The organizations requested meetings with the carriers on March 3, 1952. The carriers in the eastern territory authorized a regional carriers' conference committee, which finally met with the employee representatives in Washington, D. C., on May 6, 13, and 14, 1952. A regional conference committee was constituted in the western territory, which, together with the eastern committee, met the representatives of the Seventeen Organizations in Washington on May 19, 20, 22, and 23, 1952. At that time the western committee did not have authorizations from its constituent carriers on the full scope of its authority to negotiate a settlement accepting the recommendations of the emergency board, and the conferences were recessed until June 30, 1952.

On June 30, 1952, the carrier committees gave the organizations a proposed agreement which the latter termed unacceptable, and it was rejected. Further conferences were scheduled in July 1952.

6. WAGE STABILIZATION—RAILROAD AND AIRLINE WAGE BOARD

Shortly after the beginning of the fiscal year the Congress, in amendments to the Defense Production Act of 1950, provided for a separate agency to administer stabilization controls over railroad and airline employees. Section 403 of the amended Defense Production Act provided that "the President shall administer any controls over the wages or salaries of employees subject to the provisions of the Railway Labor Act, as amended, through a separate board or panel having jurisdiction only over such employees."

Section 502 specified the procedures to be followed in handling wage stabilization cases, namely,

... That in any dispute between employees and carriers subject to the Railway Labor Act, as amended, the procedures of such act shall be followed for the purpose of bringing about a settlement of such dispute. Any agency provided for by such act, including any panel or panel board established by the President for the adjustment of disputes arising under the Railway Labor Act, as a prerequisite to effecting or recommending a settlement of such dispute, shall make a specific finding and certification that the changes proposed by such settlement or recommended settlement, are consistent with such standards as may then be in effect, established by or pursuant to law, for the purpose of controlling inflationary tendencies: *Provided further*, That in any nondisputed wage or salary adjustments proposed as a result of voluntary agreement through collective bargaining, mediation, or otherwise, the same finding and certification of consistency with existing stabilization policy shall be made by the separate panel, chairman thereof, or boards as established and authorized by the President.

Where such finding and certification are made by such agency, panel, chairman thereof, or boards, they shall after approval by the Economic Stabilization Administrator be conclusive and it shall then be lawful for the employees and carriers, by agreement, to put into effect the changes proposed by the settlement, recommended settlement, or voluntary proposal with respect to which such findings and certification were made.

These amendments became law on July 31, 1951. They followed, in general, the precedent established in World War II when the National Railway Labor Panel was created to handle railroad and airline wage stabilization problems. In contrast to the World War II procedure which allocated to the National Railway Labor Panel certain wartime dispute functions, the 1951 legislation expressly provided for the continued normal functioning of the regular dispute procedures of the Railway Labor Act.

After an interim 30-day period during which a temporary panel, headed by Dr. William M. Leiserson, disposed of a number of accumulated cases, Economic Stabilization Administrator Eric Johnston replaced this panel, by General Order No. 7 (Revised), with the present Railroad and Airline Wage Board. With the issuance of this order on September 27, 1951, Nelson M. Bortz of the Department of Labor was named as Chairman. Subsequently, Francis A. O'Neill, Jr. of the National Mediation Board and Walter T. Nolte of the Department of Justice were appointed as Board members.

The Railroad and Airline Wage Board is a constituent part of the Economic Stabilization Agency, reporting directly to the Administrator. The Board determines the substantive policies necessary to administer the wage and salary stabilization program for employees subject to the Railway Labor Act. It issues general regulations and orders which are subject to review and approval by the Economic Stabilization Administrator. It may also make recommendations to the Administrator regarding appropriate stabilization policies for employees subject to its jurisdiction. Administration of the Board's policies is vested in the chairman, a full-time Board member.

As previously indicated, the amended Defense Production Act also provided that the disputes procedures established by the Railway Labor Act should remain unchanged. Thus any agency provided by the Railway Labor Act, including boards of arbitration and emergency boards, continues to function in its normal fashion. Such boards, however, are required by section 502 of the amended Defense Production Act to make a specific finding and certification that their award, or recommended settlement, is consistent with such standards as may be in effect, established by or pursuant to law, for the purpose of controlling inflationary tendencies. The actions of the chairman on nondisputed wage or salary adjustments must likewise contain a finding and certification of consistency with existing stabilization policy. Approval of the Economic Stabilization Administrator is required in all instances as a prior condition for placing the proposed changes in compensation into effect. Except as requested by a disputes board or the Administrator to act in an advisory capacity on stabilization issues, the Railroad and Airline Wage Board is not involved in labor-management controversies.

The regulations governing the actions of the Board were first set forth in General Railroad and Airline Stabilization Regulation 1 issued November 27, 1951. The regulation incorporated a number of applicable regulations and orders of the Wage Stabilization Board and the Salary Stabilization Board. Following conferences with

carrier and union representatives in February 1952 to review Board policies and procedures, the Board revised its General Railroad and Airline Stabilization Regulation 1 on May 23, 1952. This revised regulation continued the policy of adopting regulations issued by the Wage Stabilization Board and the Salary Stabilization Board. Wage Adjustment Order 2, extending blanket authorization to make effective pay increases based upon the "pattern" settlements negotiated by the various groups of railroad operating employees, was issued on June 5, 1952.

Major actions of the Board during the period ending June 30, 1952, included approval of new contracts for pilots on practically all domestic airlines. These contracts—negotiated in most instances after several years of intensive bargaining and mediation—provided for wage increases of generally 11 to 14 percent and for the introduction of a flight pay formula for copilots. Among ground service employees of airlines, basic pay adjustments largely have been accomplished within the permissive limits of regulations 6 and 8. Other adjustments were handled as intercarrier inequities, especially as regards applications involving smaller "feeder-line" and cargo carriers whose operations have expanded substantially since 1949.

Railroad cases fell broadly into two major types. A substantial number of applications were processed as following the pattern of the national nonoperating employees agreement of March 1, 1951, the trainmen's agreement of May 25, 1951, and the agreements of May 23, 1952, involving engineers, firemen, and conductors. In general, these agreements provided for a 12½-cent per hour basic wage increase and adoption of a cost-of-living escalator clause. The agreements involving operating employees also included additional adjustments for yard service employees for whom a basic 5-day, 40-hour workweek was provided. Under the application of the escalator clause, which calls for an adjustment of 1 cent per hour for each one point change in the Bureau of Labor Statistics Consumers' Price Index (Old Series), rail wages for most employees were increased 6 cents per hour April 1, 1951, 1 cent per hour July 1, 1951, and 4 cents per hour January 1, 1952. They were reduced 1 cent per hour effective April 1, 1952.

The Board began operations in October 1951 with a backlog of 321 cases. These had originally been filed with the Wage Stabilization Board or the Temporary Emergency Railroad Wage Panel which functioned from mid-August to mid-September of 1951. During the 9-month period ending June 30, 1952, the Board received 601 new cases making a total of 922 docketed cases. Action was completed on 826 cases during this period. Of these, 608 involved rail carriers and 218 air carriers.

7. REPRESENTATION DISPUTES

Employees subject to the Railway Labor Act are free to join, organize, or assist in organizing the labor union of their choice. In exercising these rights the law protects employees against interference, influence, or discrimination by management.

The act also provides for majority rule and sets up procedures for settlement of disputes between employees as to who are their duly authorized collective bargaining representatives. Where such disputes arise, the Board, on application of either party to the dispute,

is required to investigate. In its investigation the Board is authorized to conduct a secret ballot or use any other appropriate method for determining the majority choice of the employees. Having determined the individual or organization designated and authorized by a majority of the employees, the Board is required to certify the name of the representative to the employees and the carrier. The statute directs the carrier to treat with the certified representative for the purpose of effecting prompt settlement of all disputes respecting rates of pay, rules, and working conditions.

The Board requires applications for its services in representation disputes to be supported by a sufficient number of signed authorizations from the employees involved to establish the existence of a dispute. Such authorizations serve as prima facie evidence of a dispute. Following verification of authorizations by an on-the-ground investigation by one of the Board's mediators, he is directed to conduct an election or use any other appropriate means for ascertaining the duly authorized representative of the employees.

After certifications are issued, it is the policy of the Board not to conduct a repeat election until the organization certified has had a reasonable period to function as the duly authorized representative of the employees. Under rules promulgated by the Board effective May 1, 1947, a period of 2 years must elapse between representation elections. This policy derives from the law which imposes upon both carriers and employees the duty to exert every reasonable effort to make and maintain agreements. Obviously this basic purpose of the law cannot be realized if the representation issue is raised too frequently. In addition, representation elections and the organizing campaigns which necessarily precede them cause unsettled labor conditions and, in many cases, disturb employees substantially in the discharge of their duties.

The only exception to this rule is in unusual or extraordinary circumstances. During the fiscal year 1952, two disputes were considered under that part of the rule "unusual or extraordinary circumstances."

One involved the terminal and dock guards, employees of the Texas City Terminal Railway Co. (R-2567). On October 1, 1951, the Associated Guards of Galveston County, Tex., was certified as the authorized representative of this group of employees. Subsequently this organization changed its name to Associated Guards of the United States. Because of the certification issued October 1, 1951, the carrier refused to deal with this organization. The Associated Guards of the United States then filed an application to investigate a representation dispute among these employees. On the basis of the circumstances indicated the Board waived the 2-year rule in this dispute and authorized an election.

The second dispute (R-2444) involved the Railway Employees' Department, AFL, seeking to represent a group of 5 shop crafts on the Pennsylvania Railroad for which the Industrial Union of Marine and Shipbuilding Workers of America, CIO, was certified on November 21, 1949. As mentioned in the previous annual report, this dispute was pending and a conclusion had not been reached as of June 30, 1951. In the early part of 1951, a new union was formed known as the United Railroad Workers of America, CIO, which took over representation of these employees from the certified organization. The Railway Employees' Department, AFL, contended that the relinquish-

ment of jurisdiction over the employees by the certified organization left the employees of the Pennsylvania in the 5 crafts without representation. The Board issued its Findings Upon Investigation July 5, 1951, which waived the 2-year rule on the basis that the continuity of representation of the employees in the 5 crafts or classes was broken when the previously certified organization was relieved of jurisdiction over railroad employees, and such jurisdiction was purported to be turned over to a "new union," the United Railroad Workers of America, CIO. There was no evidence showing that this purported change in representation was acquiesced in by the employees concerned through a referendum or otherwise.

During the 18-year period since the Railway Labor Act was amended to provide for settling representation disputes, the Board has disposed of 2,552 such controversies involving 987,474 employees. In 2,140 of these cases, or 84 percent, involving 889,179, or 90 percent, representation rights were established either by issuance of certifications or by voluntary recognition by the carrier management involved. During 1952, a total of 144 representation cases involving 84,676 employees were disposed of, compared to 120 involving 21,822 employees in 1951.

A more detailed discussion of the Board's work in the investigation of representation disputes is given in chapters II and III.

8. ITEMS OF SPECIAL INTEREST

As mentioned in the last two annual reports, arbitration agreements were made on May 17, 1950, between the Brotherhood of Locomotive Firemen and Enginemen and the Eastern, Western and Southeastern Carriers' Conference Committees on two disputes connected with the operation of Diesel locomotives; (1) in connection with the alleged violation of certain existing Diesel agreements, and, (2) with respect to the employment of firemen (helpers) on Diesel electric locomotives of not more than 90,000 pounds weight on drivers. Due principally to the extended handling of the national wage-rules dispute between the carriers and the four train and engine service brotherhoods, these arbitrations were not commenced during the fiscal year 1952.

During the fiscal year 1951, wage increase agreements were made with the following groups—all containing cost-of-living escalation provisions:

Switchmen's Union of North America (Western).....	September 21, 1950.
Railroad Yardmasters of America.....	November 2, 1950.
"Nonoperating" railway labor organizations.....	March 1, 1951.
Brotherhood of Railroad Trainmen.....	May 25, 1951.
American Train Dispatchers' Association.....	September 12, 1951.

The base index figure used in the last three of the above settlements was 178. In the agreement made with the Switchmen's Union of North America, the base figure was 174, but this was revised on July 11, 1951, to the base index of 178. The Railroad Yardmasters of America settlement was with the base index of 174, which is still in effect.

Due to the rise in the cost-of-living index since these settlements were made, there have been increases on every quarterly adjustment date except two. There was no increase on the quarterly date of August 15, 1951, effective October 1, 1951, and on the quarterly date of February 15, 1952, effective April 1, 1952, a decrease of 1 percentage point occurred in the index figure, with a consequent downward adjustment. Increases have occurred in every other quarter to date.

As of August 15, 1952, the index figure stood at 192.3, the adjustment date being October 1, 1952. On the latter date, the cumulative escalation wage increases for the various groups listed above stood as follows:

Switchmen's Union of North America.....	\$0.18 per hour
Railroad Yardmasters of America.....	36.00 per month
Nonoperating employee organizations.....	.14 per hour
Brotherhood of Railroad Trainmen:	
Trainmen and Yardmen.....	.14 per hour
Yardmasters.....	28.00 per month
Dining Car Stewards.....	28.70 per month
American Train Dispatchers Association.....	28.00 per month

The settlement of the national wage-rules case with the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen and the Order of Railway Conductors made on May 23, 1952, included cost-of-living adjustment provisions similar to those in the agreement made between the carriers and the Brotherhood of Railroad Trainmen on May 25, 1951, the same base figure of 178 being used. All of the cost-of-living adjustment agreements run until October 1, 1953. The same moratorium clause is carried in the last agreement with the three organizations as is found in the Trainmen's agreement.

All of the moratorium clauses in the agreements listed above contain a provision that on or after July 1, 1952, if the Government wage stabilization policy permits so-called annual improvement wage increases, the parties may meet with the President of the United States, or such other person as he may designate to discuss whether or not further wage adjustments for the employees covered are justified, in addition to increases received under the cost-of-living formula. Meetings have been held between the organization representatives and various administration and stabilization representatives on this subject, but so far no determination has been made by Governmental authorities as to whether the national wage stabilization policy permits approval of additional wage increases based upon an annual improvement factor.

Mention was made in the Seventeenth Annual Report of the wage arbitration agreement between the Eastern, Western, and South-eastern Carriers' Conference Committees and the American Train Dispatchers Association. As outlined later in this report, the award of this arbitration board was issued on August 15, 1951, providing for a wage increase of \$35.76 per month, plus a cost-of-living adjustment based on an index figure of 178, adjusted quarterly at the rate of \$2 for each change of one point in the base figure.

Special mention should be made of the dispute during the last fiscal year between the Order of Railway Conductors and the Pullman Co. The Order of Railway Conductors represents Pullman conductors as well as train conductors. The organization filed a request on the Pullman Co. for a wage increase of \$90 per month. Mediation was requested on January 8, 1951. After extended mediation proceedings in March, April, and July 1951, it was not found possible to compose this dispute. The controversy was placed before an Emergency Board created under section 10 of the Railway Labor Act, the Board commencing its hearings on September 10, 1951.

As noted in a later section of this report, the emergency board filed its report to the President on October 3, 1951. The report recommended that the wage offer made by the company, amounting to

\$37.95 per month, be accepted by the employees. The recommendations of the emergency board were rejected by the employees, and a strike ballot was spread, which resulted in the setting of a strike date for 6 a. m., July 29, 1952. Through further mediation efforts exerted by representatives of this Board, an agreement was reached between the parties on July 24, 1952, providing for a wage increase of \$26.25 per month, retroactive to January 1, 1951, plus the application of the cost-of-living escalation on the national pattern, with a base figure of 178, and including the standard moratorium clause.

A recent development of national interest is the current movement by the Brotherhood of Railway Carmen of America for equalization of rates of pay for men in freight and passenger car repair service. For a great many years a differential has existed between the rates paid freight and passenger car repairmen, the differential at present being 0.084 cents per hour in favor of passenger carmen.

A uniform notice was served by the Brotherhood under date of July 20, 1950, on all carriers on which the Brotherhood holds representation for the wiping out of this differential. Application for mediation was filed by the organization on February 5, 1952, with the request that this Board give the application concurrent mediation. The great majority of the carriers involved took the position that the notice served upon them was not a proper one, for the reason that the contracts in effect covering all shop craft employees are customarily made in the name of each system federation, operating through the Railway Employees' Department of the AFL, rather than with the individual shop craft organizations, including the Carmen.

Countering this argument, the Carmen's organization produced evidence that the Railway Employees' Department, AFL, had approved and authorized the Brotherhood Railway Carmen of America to handle this dispute on an individual basis.

During April 1952 certain carriers in the eastern territory authorized an Eastern Regional Carriers' Conference Committee to meet with the Brotherhood representatives to discuss this matter. At the close of the fiscal year, the carriers in the western and south-eastern territories were considering the creation of regional carriers' conference committees to deal with this problem.

9. NATIONAL RAILROAD ADJUSTMENT BOARD

The 1934 amendments to the Railway Labor Act created the National Railroad Adjustment Board to hear and decide disputes involving employee grievances, application and interpretation of agreements.

The Adjustment Board is composed of four divisions, on which the carriers and the employees are equally represented. The jurisdiction of each division is described in section 3, First (h), of the act. The headquarters of the Adjustment Board are established in Chicago, Ill., by the law.

This Board is composed of 36 members, 18 representing, chosen, and compensated by the carriers and 18 likewise by the so recognized standard national railway labor organizations. The First, Second, and Third Divisions are composed of 10 members each, equally divided between representatives of management and labor. The Fourth Division is composed of six members, likewise equally divided between management and labor.

During the 18 years the Adjustment Board has been in existence the First Division has received a total of 29,676 cases, and has disposed of 25,490. At the close of the fiscal year 1952 the First Division had on hand and unadjusted 4,186 cases, an increase of 714 unadjusted cases compared with the fiscal year 1951, in spite of the fact Division One disposed of 203 more cases in the fiscal year 1952 than were disposed of in the fiscal year 1951. In referring to table No. 13 it is to be noted that this division docketed 612 more new cases than were docketed in the previous fiscal year, which reflects a heavier work load and with the assistance of two supplemental boards set up and begun functioning in 1950, it has not been possible as yet to show a reduction in the number of cases on hand at the close of the fiscal year 1952. This figure is, however, expected to show a decline as time goes on due to the establishment of special boards of adjustment on the various properties during the coming year, which will result in a number of cases being withdrawn from Division One and returned to the properties for handling by such Boards.

During the fiscal year ending June 30, 1952, 11 special adjustment boards were set up which handled and disposed of approximately 1,605 cases. These 1,605 cases normally would have been presented to Division One of the National Railroad Adjustment Board. Table No. 13 for the First Division for the fiscal year shows that 383 cases were withdrawn from that Division, most of which went before these special boards of adjustment.

At the close of the fiscal year 1952 other special boards were being considered and when they begin to function will further relieve the burden on Division One. Although the backlog of pending disputes continues to grow from year to year, it is felt that with increased assistance from the supplemental boards and the special boards of adjustment that the pending disputes at the close of the coming years will be lessened.

The Second, Third, and Fourth Divisions have received a smaller number of cases, as reflected by table No. 13, carried in chapter VII of this report and have been in a position to keep abreast of their dockets.

10. LABOR CONTRACTS

Section 5, third (e) of the Railway Labor Act requires all carriers subject to this law to file with the Board copies of each working agreement with employees covering rates of pay, rules, or working conditions. If no contract with any craft or class of its employees has been entered into, the carrier is required by this section to file with the National Mediation Board a statement of that fact, including also a statement of the rates of pay, rules, or working conditions applicable to the employees in the craft or class. The law further requires that copies of all changes, revisions, or supplements to working agreements or the statements just referred to be also filed with this Board.

As shown in table 10 of this report, as of June 30, 1952, a total of 5,118 working agreements were on file in the office of this Board, or an increase of 2,097 agreements on file as of June 30, 1935, at the close of the first year of operation of the present Board. In addition to these basic contracts, hundreds of revisions, supplements, and memoranda of agreement are filed with the Board each year.

II. RECORD OF CASES

1. CASES HANDLED BY THE BOARD

Labor disputes subject to the jurisdiction of the National Mediation Board are generally divided into three groups:

(1) Disputes involving representation of employees by various labor organizations for the purposes of collective bargaining.

(2) Disputes between carriers and their employees concerning changes in rates of pay, rules or working conditions not adjusted by the parties in conference.

(3) The interpretation of agreements reached through mediation, where disputes arise between the parties as to the meaning or application of such agreements.

Disputes in the above three categories are designated for purposes of the Board's records as representation, mediation, and interpretation cases, respectively.

The total number of all cases docketed during the fiscal year 1952 was 448, as compared to 418 during the previous fiscal year. The number of mediation cases docketed during the fiscal year 1952 was 289, as compared to 284 during the previous fiscal year. The number of representation cases docketed during the fiscal year 1952 was 159, as compared to 133 during the previous fiscal year.

There were no interpretation cases docketed during the fiscal year 1952. During the fiscal year 1951 there was only one, while in the fiscal year 1950 there were no interpretation cases docketed, there being only 22 such cases handled since the amendment of the act in 1934.

Cases disposed of totaled 417 during the fiscal year 1952, as compared with 390 during the fiscal year 1951. Mediation cases disposed of during the same period were 273, as compared with 269 the previous fiscal year. Representation cases disposed of for fiscal year 1952 totaled 144, as compared with 120 for the previous year.

There were 133 mediation cases and 51 representation cases pending and unsettled at the end of the fiscal year 1952, which is 31 more cases than on record at the close of the 1951 fiscal year.

Before applications are formally docketed they are subject to preliminary investigation with a view of developing necessary information. This procedure serves a dual purpose. First, in a considerable number of instances, preliminary investigation develops facts which show the application not in proper form for docketing. Thus the matter can sometimes be disposed of through correspondence without the need of on-the-ground investigation by a mediator. Second, this procedure serves to clarify obscure points and thus facilitates the work of the mediator in his handling of the case. During 1952, a total of 46 applications were disposed of by correspondence as a result of this preliminary investigation. Adding these to the 448 applications which were docketed, makes a grand total of 494 applications for

Board services received during the year. This compares with a grand total of 455 in 1951, 421 in 1950, 443 in 1949, and 520 in 1948.

Table 1 summarizes the various types of cases received and disposed of from June 21, 1934, when the Board commenced operations through June 30, 1952. During this 18-year period, 6,572 new cases were docketed. The inclusion of 96 pending disputes inherited from the former Board (United States Board of Mediation) increases to 6,668 the total cases requiring services of the present Board since it began operations. As of June 30, 1952, settlements had been effected in 6,484 of these cases. Except in the first year of the Board's operation, the number of mediation cases has run consistently ahead of representation cases. Mediation cases docketed during the 18-year period total 3,971, as compared with 2,579 representation cases. The percentage ratio is 61 and 39 for the 2 types of cases. During the 18-year period, 22 interpretation cases have been disposed of by the Board. This number is considerably less than 1 percent of the total.

TABLE 1.—*Number of cases received and disposed of, fiscal years 1935-52*

Status of cases	All types of cases						
	18-year period 1935-52	Fiscal year 1952	Fiscal year 1951	Fiscal year 1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	5-year period 1935-39 (average)
Cases pending and unsettled at beginning of period.....	96	153	125	93	172	126	151
New cases docketed.....	6,572	448	418	394	463	381	219
Total cases on hand and received.....	6,668	601	543	487	635	507	370
Cases disposed of.....	6,484	417	390	362	496	347	220
Cases pending and unsettled at end of period.....	184	184	153	125	139	160	150
Representation cases							
Cases pending and unsettled at beginning of period.....	24	36	23	23	50	34	43
New cases docketed.....	2,579	159	133	128	176	149	108
Total cases on hand and received.....	2,603	195	156	151	226	183	151
Cases disposed of.....	2,552	144	120	128	186	139	107
Cases pending and unsettled at end of period.....	51	51	36	23	40	44	44
Mediation cases							
Cases pending and unsettled at beginning of period.....	72	117	102	70	122	91	108
New cases docketed.....	3,971	289	284	266	286	230	110
Total cases on hand and received.....	4,043	406	386	336	408	321	218
Cases disposed of.....	3,910	273	269	234	309	206	112
Cases pending and unsettled at end of period.....	133	133	117	102	99	115	106
Interpretation cases							
Cases pending and unsettled at beginning of period.....							
New cases docketed.....	22		1		1	1	1
Total cases on hand and received.....	22		1		1	3	1
Cases disposed of.....	22		1		1	2	1
Cases pending and unsettled at end of period.....						1	

2. DISPOSITION OF CASES

During the fiscal year 1952, the Board disposed of 417 docketed disputes. This total includes 144 representation cases, 273 mediation cases. There were no interpretation cases handled during the fiscal year. Table 2 summarizes by method of disposition all cases handled to conclusion during the 18 years of the Board's operation. Annual averages are shown for the 5-year periods 1935-39, 1940-44, and 1945-49.

TABLE 2.—*Number of cases disposed of, by type of case and method of disposition, fiscal years 1935-52*

Type of case and method of disposition	Fiscal year ended June 30—						
	18-year period, 1935-52	1952	1951	1950	5-year period, 1945-49 (average)	5-year period, 1940-44 (average)	5-year period, 1935-39 (average)
Grand total.....	6,484	417	390	362	496	347	220
Representation cases, total.....	2,552	144	120	128	186	139	107
Certification based on:							
Elections.....	1,522	97	87	62	113	74	68
Check of authorizations.....	555	21	16	39	37	38	21
Representation recognized.....	63	1	—	—	2	6	4
Closed without certification.....	38	—	—	—	5	3	—
Withdrawn after investigation.....	231	9	13	13	16	11	8
Withdrawn before investigation.....	48	9	1	3	6	4	2
Dismissal.....	95	7	3	11	7	3	4
Mediation cases, total.....	3,910	273	269	234	309	206	112
Mediation agreements.....	2,073	146	145	129	161	116	52
Arbitration agreements.....	150	6	15	14	16	6	2
Withdrawn after mediation.....	596	35	36	41	32	39	26
Withdrawn before mediation.....	360	13	11	11	25	22	18
Refusal to arbitrate by:							
Carriers.....	352	33	31	14	38	9	8
Employees.....	142	7	15	11	16	4	2
Both parties.....	168	5	3	12	19	9	2
Dismissal.....	69	28	13	2	2	1	2
Interpretation of mediation agreements.....	22	—	1	—	1	2	1

REPRESENTATION DISPUTES

In the investigation of representation disputes under section 2, Ninth, of the Railway Labor Act the Board is authorized to conduct elections by secret ballot or to utilize any other appropriate method of ascertaining the name of the duly authorized employee representatives. The law specifies that any method employed by the Board must insure the choice of representatives by the employees without interference, influence, or coercion exercised by the carrier.

Of the 144 representation disputes disposed of during the year 97 were settled by secret-ballot elections. Thirty-four of these elections were conducted exclusively by United States mail. In practically all elections it is necessary to send out some ballots by mail in order to afford voting opportunity to those eligible employees who are off work due to sickness, vacations, or other reasons and are thus unable to vote at the polling place. In general, ballot-box elections are preferred, but elections are conducted entirely by mail where employees are widely scattered. The method is determined by the Board in each case after consideration of the circumstances.

Twenty-one representation disputes were settled by verifying signatures on authorization cards against signatures of employees as shown on carrier records such as canceled pay checks. This procedure is used in many cases where there is only one organization seeking representation of a group of employees. These 21 cases represent 15 percent of the total number of representation cases settled during 1951. The ratio for the 18-year period 1935-52 is 22 percent.

Of the remaining 26 representation cases disposed of during the year, 9 were withdrawn prior to a mediator's investigation, and 9 were withdrawn after such an investigation. Withdrawals are usually made when investigation shows an insufficient number of employee authorizations to warrant an election under applicable rules and regulations. The applications in 7 cases were dismissed. In one case, the carrier voluntarily granted recognition to the organization involved. A more detailed discussion of cases closed under these various designations may be found in chapter III.

As shown in table 2, a grand total of 2,552 representation cases have been disposed of by the Board since 1934 when the act was amended to provide for settlement of representation disputes. Of this number 2,077, or 81 percent, were closed by issuing certifications following elections or verifying signatures on employee authorization cards. In 63 additional cases, carriers voluntarily recognized the applicant labor organizations as representing the employees without issuance of a certification. Thus, collective bargaining representation has been established for a total of 889,179 employees, or 90 percent of the total of employees involved in all representation disputes disposed of by the Board during the period of 1934-52.

MEDIATION DISPUTES

As indicated by its name, the most important function of the National Mediation Board is the mediation of disputes between the rail and air carriers and the labor organizations representing their employees having to do with changes in rates of pay, rules, and working conditions. The various situations in which the mediatory services of the Board may be invoked are described in detail in sections 5 and 6 of the Railway Labor Act. The 1934 amendments to the original act of 1926 set forth the distinct line of demarcation between the duties and functions of the National Mediation Board and those of the National Railroad Adjustment Board. Disputes concerning the interpretation or application of agreement rules are placed under the jurisdiction of the latter agency by the provision of section 3 of the present act, which is a portion added by the 1934 amendments.

Previous reports of this Board have outlined the difficulties experienced some years ago by the practice of some organizations forcing mediation of grievances by the expedient of setting strike dates on large dockets of grievances and time claims. This problem was practically nonexistent during the period of Army control of the rail carriers, which terminated on May 25, 1952. A few instances of this nature occurred during Army control on carriers which were not under military operation. On the whole, however, the practice has not been too troublesome during the past fiscal year. In addition, as described elsewhere in this report, the growing trend to submit such dockets to special boards of adjustment has helped this situation

very materially. The Board hopes that the present trend will continue in this respect, as it benefits both the carriers and the employees by providing a prompt and final method of settling a great many disputes over rules interpretations which formerly stood on the docket of the First Division of the National Railroad Adjustment Board for considerable periods of time.

It seems appropriate to again emphasize the fact that settlements of disputes arrived at through direct negotiations between the interested parties provide the most satisfactory means of establishing and maintaining proper labor relations between carriers and their employees. When this is not found possible, the next best method is the disposition of such disputes in mediation under the auspices of this Board. All settlements in these two categories are made voluntarily, and in practically every instance result from compromises made in the original positions taken by both sides. When, however, it is not found possible to compose disputes by these two methods, the avenue of arbitration still remains available to the parties, and it becomes the duty of the Board to proffer arbitration under sections 7 and 8 of the act in cases where its mediatory efforts have failed to produce a settlement. Acceptance of the Board's proffer of arbitration is not compulsory on either party, but if accepted, the award of the arbitration board is final and binding on the parties to the dispute.

Arbitration boards set up under the act being tripartite in composition, each side has an advocate of their position in their party arbitrator, and the neutral, who is appointed by this Board in cases where the party arbitrators cannot agree, has the advantage of a full explanation of the position of each side in reaching a just and proper decision. During the fiscal year 1952 6 arbitration agreements were made under the auspices of the Board, compared with 15 such agreements in fiscal year 1951.

In a good many instances, the parties to disputes reach agreement on the issues during mediation, but for their own reasons prefer to close the case by withdrawal of the application for mediation, rather than by the execution of a mediation agreement. In other cases, disputes may be settled by the parties before the commencement of mediation proceedings, or applications for mediation may be withdrawn for the purpose of resuming direct negotiations.

A total of 273 mediation cases were disposed of by all methods described above. Of this number, 200 were settled by either mediation agreements, arbitration agreements, withdrawals during mediation, or withdrawals prior to mediation. This total is eight cases in excess of the record in the previous fiscal year. The 200 cases so disposed of in 1952 represents 73 percent of all dispositions of mediation cases in this fiscal year. A grand total of 150 arbitration agreements have been consummated during the 18 years' experience of the present Board.

PROBLEMS IN MEDIATION

As noted in the last two preceding annual reports of this Board, the practice of the concerted movements on the part of the rail labor organizations continued in some degree during the past fiscal year. Although there was a moratorium on changes in rates of pay in effect with all the organizations in the railroad industry, national movements took place among the nonoperating organizations on the union shop

demands, and on the part of the Brotherhood of Railway Carmen of America to wipe out the differential in pay which has existed for many years between passenger and freight car repairmen. These movements are mentioned at greater length elsewhere in this report. They are mentioned here again only to illustrate the growing and continued tendency in the rail industry to handle wage and important rules changes on a national basis.

While this trend cannot be criticized in and of itself in certain instances, the results of such national handling point up the fact that in recent years, only a very few of these national movements have been settled in mediation or arbitration, and the machinery of the section 10 emergency boards has grown increasingly ineffective in the settlement of such disputes. The experience with section 10 emergency boards during the past year is enlightening in this respect. During that period a total of six such boards were created by Executive order. Three of these were set up to consider disputes national in character. In only one of these six instances was the dispute settled on the basis of the emergency board recommendations. Such recommendations were useful only as the basis for further negotiations or mediation efforts looking toward a settlement. Lack of widespread publicity and understanding of the issues involved, and the resultant lack of mobilization of public opinion behind the reports of these boards has made this portion of the machinery set up in the Railway Labor Act less and less effective. As it has been used in the past few years, section 10 of the act has resulted only in an additional delay of 60 days or more before the parties finally find it necessary to settle their dispute in direct negotiations, usually under the auspices of this Board or the executive branch of the Government. Unless this section of the act can be revitalized, and the recommendations of emergency boards again command respect, it may be necessary for the Congress to reexamine this procedure. After all, there is no satisfactory substitute for the time-tested methods of settlement through mediation or voluntary arbitration, and the Board hopes that these means will be more generally resorted to in the future.

Brief mention was made in the Board's sixteenth annual report of the practice of a few organizations setting strike dates on short notice, sometimes after only brief negotiations, on issues which are proper subjects for mediation. The Board regrets to note again several recent instances of this nature. This procedure has the practical effect of forcing immediate mediation efforts under the emergency provisions of section 5 of the Railway Labor Act, which in turn delays mediation service on other cases already standing on the Board's docket. In most instances of this sort, the issues are such that could and should be handled through the orderly procedure of invoking mediation under section 6 of the act. The Board and its staff are now prepared to handle promptly all applications for its services, and a return to the orderly processes of the law is recommended to the very few organizations which have recently again indulged in this practice.

During the past year the Board has been confronted with cases involving the desire of certain nonoperating rail organizations to expand their present scope rules, particularly since the passage of the union shop amendment to the Railway Labor Act, to include many so-called excused positions. This movement has met with resistance on the part of the carriers, some of which have advanced the argument that the invoking organizations do not represent the em-

ployees concerned, particularly those in clerical positions, for the reason that such positions were excluded from the elections under which the organizations were certified by the Board some years ago. Some of these carriers claim that the right of the organization to represent such positions must be determined before negotiations can proceed regarding them. At the close of the fiscal year, none of these disputes had been progressed to a final conclusion.

Although there are many other problems arising in mediation, only one more will be mentioned in conclusion. This is the situation arising in the mediation of certain disputes on the airlines where the organizations insist that settlements made with the managements in mediation by the representatives of the employees must be ratified by the membership. While democracy in the handling of organization affairs is admirable, this practice could easily result in settlements arrived at through protracted and diligent mediation efforts being rejected by a membership not familiar with the details of the negotiations and considerations which brought them about. The Board believes it has the right to expect that the negotiators on both sides during mediation proceedings be clothed with full authority to settle disputes handled in mediation, and commends this thought to both managements and organizations for their earnest consideration in the prompt and final disposition of such controversies.

3. CARRIERS INVOLVED IN DISPUTES

Table 3 indicates the distribution of the Board's services among the various classes of carriers. During the year, 131 class I carriers by railroad reported to the Interstate Commerce Commission. Approximately 97 percent of the Nation's railroad workers are employed on class I line haul and switching and terminal railroads. As would be expected it was on such carriers, rather than the smaller railroads, that most of the Board's services were utilized. Thus of the 131 class I carriers 82, or 63 percent, were involved in disputes considered by the Board during the year.

It will be noted that during 1952 the Board considered disputes involving employees of 39 different airlines.

TABLE 3.—*Number of different carriers involved in cases by classes with percentages, fiscal year 1952.*

Class of carriers	Total carriers		Different carriers involved in—							
			All cases		Representation cases		Mediation cases		Interpretation cases	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Class I railroads.....	131 ¹	100	82	63	39	30	65	50	-----	-----
Class II railroads.....	177	100	12	7	8	5	4	2	-----	-----
Class III railroads.....	170	100	3	2	2	1	1	1	-----	-----
Switching and terminal companies.....	249	100	37	15	24	10	20	8	-----	-----
Electric railroads.....	49	100	5	10	3	6	3	6	-----	-----
Miscellaneous carriers.....	(²)	-----	17	-----	6	-----	11	-----	-----	-----
Air carriers.....	111	100	39	35	21	19	30	27	-----	-----

¹ Carriers reporting to Interstate Commerce Commission during 1951.

² Not available.

³ Carriers filing tariff reports with Civil Aeronautics Board.

4. MAJOR GROUPS OF EMPLOYEES INVOLVED IN CASES

Table 4 shows the number of cases settled during the year, classified according to the major groups of employees involved. As in previous years, train, engine, and yard-service employees accounted for the largest number of disputes among railroad workers. Other crafts or classes accounting for a large number of disputes are clerical, office, station, and storehouse employees, dining-car employees, maintenance of equipment, yardmasters, maintenance of way and signal, train dispatchers, and marine service employees.

While disputes among railroad workers constitute the major portion of the Board's work, the rapid growth of airline transportation since the end of World War II has been accompanied by a comparable growth in the number of labor disputes among employees of this industry. In 1952, airline employees accounted for 102 disputes, whereas rail carriers accounted for 315 disputes or 76 percent of the total. It should be noted that in 1950, 1951, and 1952 there were less than one-half as many representation disputes as mediation cases on the airlines. The proportion of airline cases to the total of all disputes has shown but little change during the past three years but compares with 10 percent in 1946 and 5 percent in 1945. The proportion of airline cases to the total of all disputes was 24 percent in 1952 and 1951 as compared to 20 percent in each of the 2 previous years.

TABLE 4.—*Number of cases disposed of by major group of employees, fiscal year 1952*

Major groups of employees	Number of—			
	All types of cases	Representation cases	Mediation cases	Interpretation cases
Grand total, all groups of employees	417	144	273	-----
Railroad—total	315	114	201	-----
Combined groups, railroad	9	1	8	-----
Train, engine, and yard service	102	28	74	-----
Mechanical foremen	3	1	2	-----
Maintenance of equipment	28	11	17	-----
Clerical, office, station and storehouse	43	8	35	-----
Yardmasters	17	13	4	-----
Maintenance of way and signal	19	7	12	-----
Subordinate officials in maintenance of way	3	3	-----	-----
Agents, telegraphers and towermen	10	-----	10	-----
Train dispatchers	26	5	21	-----
Technical engineers, architects, draftsmen, etc.	-----	-----	-----	-----
Dining car employees, train and pullman porters	16	11	5	-----
Patrolmen and special officers	9	6	3	-----
Marine service	17	11	6	-----
Miscellaneous railroad	13	9	4	-----
Airline—total	102	30	72	-----
Combined airline	4	2	2	-----
Mechanics	25	5	20	-----
Radio and teletype operators	9	5	4	-----
Clerical, office, stores, fleet and passenger service	16	3	13	-----
Stewards, stewardesses, and flight persons	7	4	3	-----
Pilots	23	2	21	-----
Dispatchers	4	1	3	-----
Mechanical foremen	1	1	-----	-----
Meteorologists	-----	-----	-----	-----
Flight engineers	5	2	3	-----
Miscellaneous	8	5	3	-----

During the year 1952 the increase in the number of airline cases disposed of under the terms of the Railway Labor Act continued, the total being 102 in 1952, as compared to 93 cases in 1951.

The growth in the number of airline disputes disposed of by the Board since airline employees became subject to the act is as follows:

Fiscal year	Repre- sentation cases	Media- tion cases	Total	Fiscal year	Repre- sentation cases	Media- tion cases	Total
1938.....	1	2	3	1947.....	42	36	78
1939.....	1	4	5	1948.....	46	50	96
1940.....	2	4	6	1949.....	32	63	95
1941.....	1	5	6	1950.....	21	48	70
1942.....	1	5	6	1951.....	27	66	93
1943.....	2	5	7	1952.....	30	72	102
1944.....	8	3	11	Total.....	255	408	663
1945.....	17	11	28				
1946.....	24	33	57				

III. REPRESENTATION DISPUTES

1. ELECTIONS AND CERTIFICATION OF REPRESENTATION

The Board docketed 159 representation disputes during the fiscal year 1952. Adding this number to the 36 disputes pending at the beginning of the year makes a total of 195 representation cases requiring services of the Board. Of this total 144 were disposed of during the year leaving 51 disputes pending on the Board's docket on June 30, 1952.

The number of representation disputes docketed during 1952 is a reversal of the trend in effect since 1949. The 159 representation disputes docketed during 1952 is an increase of 20 percent over the 133 disputes docketed during the previous year and the largest number of disputes docketed since 1949. It represents, however, a decline of 10 percent from the average of 176 disputes docketed annually during the 5-year period 1945-49.

The Board favors keeping its backlog of pending disputes low for this permits assignment of mediators to newly docketed cases with minimum delay. The desirability of prompt investigation of representation disputes was recognized by the Congress by including in section 2, Ninth, of the Railway Labor Act, provisions requiring the Board to investigate such disputes and issue certifications within 30 days after receipt of application for its services. Although the courts have held this requirement to be directory rather than mandatory,¹ the Board strives to investigate such disputes as promptly as practicable in the interest of promoting stable labor relations.

The 144 representation disputes disposed of in 1952 is an increase of 20 percent over the 120 disputes disposed of in 1951. The number of employees involved in representation disputes settled in 1952 was 84,676 as compared to 21,882 in 1951. This represents an increase of 288 percent over the previous year.

In the final analysis, the number of employees involved in representation disputes more accurately measures the volume of this phase of the Board's work than the number of cases closed. A case involving 20 to 40 employees usually can be disposed of by a single mediator within a few days. On the other hand, the Pennsylvania Railroad Shop Craft Case required the services of 1 mediator for over 3 months and during the time of the election 8 additional mediators were assigned to assist in the balloting which extended for approximately 40 days.

¹ District Court of the United States for the Eastern District of Virginia Equity No. 329. *System Federation No. 40 v. Virginian Railway Co.*, decided July 24, 1935.

The Railway Labor Act requires that representation disputes be resolved by crafts or classes. Many docketed cases involve more than one craft or class and some involve as many as six or seven separate crafts or classes. Thus, the number of crafts or classes is generally greater than the number of cases settled. Table 5 shows a total of 161 crafts or classes in the 144 cases disposed of in 1952.

Of the 144 representation cases disposed of during 1952, certifications were issued in 118 cases involving 132 separate crafts or classes. Representation rights were thus determined under provisions of the act for a total of 62,458 employees. The remaining 26 cases were disposed of as follows: In 9 cases, the applications were withdrawn prior to investigation by a mediator; in 9 cases the applications were withdrawn following the mediator's investigation; in 7 cases, the applications were dismissed. Dismissals are made for various reasons. Under the Board's rules a majority of eligible employees must cast valid ballots in representation cases before certifications are issued. In elections where less than a majority participates, the cases are dismissed without certification. Four cases were dismissed when the results of the election showed less than a majority of the employees had cast valid ballots. In two cases, it was determined that the election covered only a part of an established craft or class. In view of the fact that the Board is not authorized to split an established craft or class under the act, there is no alternative when the applicant organization declines to withdraw but to dismiss the applications. In one case, investigation showed an insufficient number of valid authorization cards to warrant a representation election. In such cases, the applicant organization is usually given an opportunity to withdraw. In this case, the suggestion to withdraw was declined and therefore the application was dismissed.

During the fiscal year 1952, 52,084 employees participated in cases where elections were conducted or authorizations were checked. This constitutes 83 percent of the employees involved in such cases. The percentage of 85 percent employee participation has remained high throughout the years the Railway Labor Act has been in effect and shows the high regard employees generally have for exercising their right to select collective bargaining representatives by majority vote.

Table 5 shows for the 18-year period, 1935-52, the number of representation cases, crafts or classes, employees involved, and participating in elections, subdivided by methods of disposition.

2. MAJOR GROUPS OF EMPLOYEES INVOLVED IN REPRESENTATION DISPUTES

Table 6 summarizes representation disputes settled during the year according to major occupational groups. It is noted that train, engine, and yard-service employees were involved in 28 cases in 1952 as compared to 32 in the previous year. Engine service employees were involved in only 8 cases as compared to 20 in 1951. This decrease was due to a nonraiding agreement between the standard engine-service organizations.

TABLE 5.—Number of cases, crafts or classes, and employees involved in representation disputes, by method of disposition, fiscal years 1935-52

Method of disposition	18-year period, 1935-52	Number of cases						18-year period, 1935-52	Number of crafts or classes					
		Fiscal year—							Fiscal year—					
		1952	1951	1950	Average 5-year period, 1945-49	Average 5-year period, 1940-44	Average 5-year period, 1935-39		1952	1951	1950	Average 5-year period, 1945-49	Average 5-year period, 1940-44	Average 5-year period, 1935-39
Total, all cases.....	2, 552	144	120	128	186	139	107	3, 531	161	144	154	220	179	215
Elections.....	1, 522	97	87	62	113	74	68	2, 194	111	108	77	136	101	142
Check of authorizations.....	555	21	16	39	37	38	21	755	21	19	46	43	49	42
Representation recognized.....	63	1			2	6	4	82	1			3	7	7
Withdrawn after investigation.....	231	9	13	13	16	11	8	258	12	13	15	19	11	13
Withdrawn before investigation.....	48	9	1	3	6	4	2	93	9	1	5	6	5	4
Dismissal.....	95	7	3	11	7	3	4	111	7	3	11	8	3	7
Closed without certification.....	38				5	3		38				5	3	

Method of disposition	18-year period, 1935-52	Number of employees involved						18-year period, 1935-52	Number of employees participating					
		Fiscal year—							Fiscal year—					
		1952	1951	1950	Average 5-year period, 1945-49	Average 5-year period, 1940-44	Average 5-year period, 1935-39		1952	1951	1950	Average 5-year period, 1945-49	Average 5-year period, 1940-44	Average 5-year period, 1935-39
Total, all cases.....	987, 474	84, 676	21, 822	66, 859	66, 285	31, 486	65, 053	735, 385	52, 209	19, 207	59, 691	48, 960	24, 241	47, 658
Elections.....	819, 830	61, 454	21, 128	60, 174	58, 783	25, 811	50, 815	702, 985	51, 209	18, 699	58, 597	47, 467	22, 786	44, 640
Check of authorizations.....	43, 246	1, 004	658	1, 198	1, 144	2, 254	4, 679	28, 267	875	482	941	826	1, 350	3, 018
Representation recognized.....	26, 103	1			259	267	4, 695							
Withdrawn after investigation.....	58, 475	19, 747		2, 746	2, 952	1, 709	2, 535							
Withdrawn before investigation.....	13, 605	129		292	1, 435	1, 030	172							
Dismissal.....	21, 999	2, 341	36	2, 449	973	305	2, 157	1, 147	125	26	153	169		
Closed without certification.....	4, 216				739	110		2, 986				498	105	

Table 6 shows maintenance of equipment employees as accounting for the largest proportion of employees in representation cases. While it is not unusual for maintenance of equipment employees to bulk largest in the Board's representation cases, the total during the past year is sharply increased by reason of the Pennsylvania Railroad shop craft election.

The 30 cases involving 9,514 airline employees during 1952 compares with 27 cases involving 3,086 employees during the previous year. Of the 30 cases among airline employees, 18 were for designation of representation for the first time; 8 were disputes between contesting organization for representation rights; 3 were dismissed and 1 was withdrawn after investigation by the mediator.

TABLE 6.—*Number of crafts or classes and number of employees involved in representation cases, by major groups of employees, fiscal year 1951-52*

Major groups of employees	Number of cases	Number of crafts or classes	Employees involved	
			Number	Percent
Grand total, all groups of employees.....	144	161	84,676	100
Railroad, total.....	114	129	75,162	89
Train service.....	11	11	4,105	5
Engine service.....	8	9	1,138	1
Yard service.....	9	10	6,579	8
Mechanical foremen.....	1	1	7	(1)
Maintenance of equipment.....	11	17	50,397	60
Clerical, office, station, and storehouse.....	8	8	896	1
Yardmasters.....	13	13	427	(1)
Maintenance-of-way and signal.....	7	7	132	(1)
Subordinate officials, maintenance-of-way.....	3	3	85	(1)
Agents, telegraphers and towermen.....	5	5	288	(1)
Dispatchers.....	5	5	288	(1)
Technical engineers, architects, draftsmen, etc.....	11	11	9,468	11
Dining car employees, train and pullman porters.....	6	6	33	(1)
Patrolmen and special officers.....	11	17	950	1
Marine service.....	1	2	6	(1)
Combined groups, railroad.....	9	9	651	(1)
Miscellaneous railroad.....	9	9	651	(1)
Airline, total.....	30	32	9,514	11
Mechanics.....	5	5	960	1
Radio and teletype operators.....	5	5	450	(1)
Clerical, office, stores, fleet and passenger svc.....	3	3	1,873	2
Stewards, stewardesses and pursers.....	4	4	183	(1)
Dispatchers.....	1	1	4	(1)
Pilots.....	2	2	129	(1)
Mechanical foremen.....	1	1	14	(1)
Flight engineers.....	2	2	246	(1)
Combined groups, airline.....	2	4	5,455	7
Miscellaneous.....	5	5	200	(1)

¹ Less than 1 percent.

3. CERTIFICATIONS ISSUED

Table 7 presents a distribution by types of labor organizations of certifications issued by the Board during the fiscal year 1952. The table shows, as in previous years, that the vast majority of employees prefer representation by national labor organizations rather than by local unions or system associations. During the year, certifications were issued for 62,458 employees and of this number, 98 percent designated national labor organizations.

The table also shows that of the 62,458 employees for whom certifications were issued, representation was changed as a result of elections for only 15 percent of the employees and remained unchanged for 79 percent. The table also shows that representation rights were acquired for only 6 percent of the employees covered by certifications issued during the year.

TABLE 7.—Number of crafts or classes certified and employees involved in representation cases by types of results, fiscal year 1952

Results	Total			Certifications issued to—								
				National organizations			Local unions			System associations		
	Crafts or classes	Employees involved		Crafts or classes	Employees involved		Crafts or classes	Employees involved		Crafts or classes	Employees involved	
		Number	Percent		Number	Percent		Number	Percent		Number	Percent
Grand total, 118 cases	132	62,458	100	116	60,973	98	13	631	1	3	854	1
Elections.....	111	61,454	98	96	59,976	96	12	624	(1)	3	854	1
Proved authorizations.....	21	1,004	2	20	997	2	1	7	(1)			
Representation acquired	54	3,769	6	50	3,685	6	4	84	(1)			
Elections.....	35	3,510	6	32	3,433	6	3	77	(1)			
Proved authorizations.....	19	259	(1)	18	252	(1)	1	7	(1)			
Representation changed	44	9,247	15	35	8,720	14	8	519	1	1	8	(1)
Elections.....	42	8,502	14	33	7,975	13	8	519	1	1	8	(1)
Proved authorizations.....	2	745	1	2	745	1						
Representation unchanged.....	34	49,452	79	31	48,568	78	1	28	(1)	2	846	1
Elections.....	34	49,452	79	31	48,568	78	1	28	(1)	2	846	1
Proved authorizations.....												

¹ Less than 1 percent.

4. EXTENT AND NATURE OF LABOR REPRESENTATION

Table 8 shows by organizations and crafts or classes, the number and mileage operated, as reported to the Interstate Commerce Commission, of principal rail carriers whose employees are represented by various organizations as of June 30, 1952. The table also includes for comparative purposes the percentages in previous years of mileage of carriers on which employees were represented by organizations. The total mileage used in this table is derived by adding the mileage of the carriers listed in table 12 on which table 8 is based.

TABLE 8.—*Number and mileage of principal carriers by railroad where employees are represented by various labor organizations, by crafts or classes, June 30, 1952*

Organization and craft or class	Extent of representation on June 30, 1952		Percent of total mileage covered on June 30—					
	Number of carriers	Mileage covered	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 (average)
Total.....	136	226,620						
Brotherhood of Locomotive Engineers:								
Locomotive engineers.....	116	219,196	97	93	97	96	97	98
Locomotive firemen, hostlers and hostler helpers.....	4	1,014	(1)	(1)	3	(2)	(2)	(2)
Brotherhood of Locomotive Firemen and Enginemen:								
Locomotive firemen, hostlers and hostler helpers.....	129	225,144	99	99	99	98	99	98
Locomotive engineers.....	19	6,597	3	(1)	(1)	3	2	1
United Mine Workers of America:								
Locomotive engineers.....						(2)		
Locomotive firemen, hostlers and hostler helpers.....						(2)		
International Association of Railway Employees:								
Locomotive firemen, hostlers, and hostler helpers.....	2	571	(1)	(1)	(1)	(2)		
Railroad Industrial Union:								
Locomotive engineers.....	1	837	(1)	(1)	(1)	(2)		
Locomotive firemen, hostlers and hostler helpers.....	1	837	(1)	(1)	(1)	(2)		
Order of Railway Conductors of America:								
Conductors (road).....	101	198,912	88	87	86	85	95	
Brakemen, flagmen, baggagemen (road).....	6	711	(1)	(1)	(1)	(2)	(2)	(2)
Yard foremen, helpers, and switch-tenders.....	2	8,405	4	3	3	4	4	4
Yardmasters.....	3	311	(1)	(1)	4	4	6	5
Dining car stewards.....	1	8,075	4	3	3	4	6	10
Dining car cooks.....	3	15,522	7	7	7	7	8	6
Parlor and sleeping car conductors.....	1	10,671	4	4				
Brotherhood of Railroad Trainmen:								
Conductors (road).....	35	27,708	12	15	14	15	7	2
Brakemen, flagmen, baggagemen (road).....	128	223,156	98	99	99	99	99	99
Yard foremen, helpers, and switch-tenders.....	118	194,112	86	90	93	89	92	92
Yardmasters.....	26	23,932	11	12	13	11	13	7
Dining car stewards.....	43	151,963	67	65	73	73	69	59
Dining car cooks and waiters.....	1	324	(1)	3	(1)	(2)	(2)	
Passenger representatives.....	2	11,722	5	5	2	3		
Taproom attendants.....	1	8,873	4	3				
Motorcar operators.....	1							
Bus and/or truck drivers.....	1	4,316	2	2	2	2		
Gatemen.....	1	8,142	4	3	4	4		
Hump motorcar operators.....	1	10,118	5	4	4	4		
Switchmen's Union of North America:								
Yard foremen, helpers, and switch-tenders.....	10	31,917	14	10	10	11	9	10
Railroad Yardmasters of America:								
Yardmasters.....	43	144,664	64	60	64	61	45	34
Stationmasters.....	1	4,780	2	4	4	4	(2)	(2)
Portmasters.....	1	10,671	5	4	5	5		
Railroad Yardmasters of North America:								
Yardmasters.....	9	22,079	10	7	5	6	5	4
Stationmasters.....	1	10,735	5	4	5	5	3	3

See footnotes at end of table.

TABLE 8.—*Number and mileage of principal carriers by railroad where employees are represented by various labor organizations, by crafts or classes, June 30, 1952—Continued*

Organization and craft or class	Extent of representation on June 30, 1952		Percent of total mileage covered on June 30—					
	Number of carriers	Mileage covered	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 (average)
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees:								
Clerical, office, station, and storehouse employees.	131	226,166	99	99	99	99	98	96
Red caps, ushers, and station attendants.	2	18,290	8	5	8	4	-----	-----
Stationmasters.	1	5,118	2	2	2	2	-----	-----
Grain elevator employees.	2	16,837	7	7	7	7	-----	-----
Coal pier foremen.	1	5,118	2	2	2	-----	-----	-----
Coal cranemen.	1	968	(1)	(1)	-----	(2)	-----	-----
Coal dumper employees.	1	564	(1)	(1)	(1)	(2)	-----	-----
Ore dock workers.	3	13,077	6	5	6	6	-----	-----
Gatemmen.	1	8,142	4	4	4	4	-----	-----
Bus and/or truck drivers.	1	6,195	3	3	3	3	-----	-----
Laundry workers and/or seamstresses.	1	6,195	3	3	7	4	-----	-----
Hotel and restaurant employees.	1	9,721	4	4	-----	4	-----	-----
Telegraphers, towermen, and agents.	1	191	(1)	(1)	(1)	(2)	(2)	(2)
Timber treating plant employees.	1	13,095	6	-----	-----	-----	-----	-----
United Transport Service Employees:								
Dining car cooks and waiters.	8	33,765	15	14	14	14	2	-----
Maid and chair car attendants.	1	4,780	2	2	2	2	-----	-----
Train coach, parlor, sleeping and club car porters.	7	22,046	10	9	5	6	(1)	-----
Taproom attendants.	1	1,815	(1)	(1)	(1)	1	-----	-----
Red caps, ushers, and station attendants.	17	65,638	29	25	28	33	27	12
The Order of Railroad Telegraphers:								
Telegraphers, towermen and agents.	128	225,740	99	99	99	99	99	98
Train dispatchers.	5	2,862	1	8	1	1	3	2
Telegraph and telephone linemen.	6	10,621	5	7	2	5	5	4
Brotherhood of Railroad Signalmen of America:								
Signalmen.	105	217,833	96	92	96	95	91	87
Telegraph and telephone linemen.	4	2,935	1	1	1	2	1	-----
American Train Dispatchers Association:								
Train dispatchers.	113	214,753	95	91	94	93	80	78
Boat dispatchers.	2	14,892	7	6	6	6	-----	-----
Power dispatchers.	2	2,285	1	1	1	(2)	-----	-----
Railway Employees' Department, A. F. of L.:								
Supervisors of mechanics.	7	13,299	6	6	6	10	3	-----
Molders.	1	6,202	3	2	2	3	-----	-----
Laundry workers and/or seamstresses.	1	8,142	4	3	4	4	-----	-----
Motorcar repairmen.	1	1,195	(1)	(1)	(1)	(2)	-----	-----
Brotherhood of Maintenance of Way Employees:								
Maintenance of way employees.	134	226,422	99	99	93	94	94	92
Shop laborers.	-----	-----	-----	-----	-----	2	3	3
Stockyard employees.	1	8,873	4	3	4	4	-----	-----
Coal pier operators.	1	968	(1)	(1)	(1)	(2)	-----	-----
Drawbridge operators.	2	3,392	1	1	1	4	-----	-----
Foremen in electric traction department.	1	10,118	5	4	4	4	-----	-----
Crossing tenders.	2	981	(1)	(1)	(1)	(2)	-----	-----
Hoisting engineers.	1	4,645	2	2	2	2	-----	-----
Hump motorcar operators.	1	5,118	2	2	2	-----	-----	-----
Water service employees.	1	6,968	3	3	3	-----	-----	-----
International Association of Machinists:								
Machinists.	128	224,653	99	99	99	94	87	81
International Brotherhood of Boilermakers, Iron Ship Builders, and Helpers of America:								
Boilermakers.	126	214,150	94	95	95	94	87	76
International Brotherhood of Blacksmiths, Drop Forgers and Helpers:								
Blacksmiths.	124	219,952	97	95	96	89	81	77
Sheet Metal Workers International Association:								
Sheet metal workers.	126	224,404	99	99	99	94	87	76
Molders.	3	8,645	4	3	4	4	-----	-----
Foundry employees.	1	10,671	5	4	5	5	-----	-----
Water service employees.	2	5,646	2	2	1	4	-----	-----

See footnotes at end of table.

TABLE 8.—Number and mileage of principal carriers by railroad where employees are represented by various labor organizations, by crafts or classes, June 30, 1952—Continued

Organization and craft or class	Extent of representation on June 30, 1952		Percent of total mileage covered on June 30—					
	Number of carriers	Mileage covered	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 (average)
International Brotherhood of Electrical Workers:								
Electrical workers.....	122	213,533	94	94	94	93	87	79
Telegraph and telephone linemen.....	27	114,376	50	44	48	40	33	-----
Signalmen.....	4	2,055	1	(1)	(1)	1	1	1
Coal pier operators.....	2	5,529	2	2	3	3	-----	-----
Coal dumper employees.....	2	5,779	2	2	2	2	-----	-----
Substation operators.....	1	10,671	5	5	5	5	-----	-----
Brotherhood Railway Carmen of America: Carmen.....	129	214,871	95	96	95	94	87	78
International Brotherhood of Firemen, Oilers, Helpers, Roundhouse, and Railway Shop Laborers:								
Powerhouse employees and railway shop laborers.....	123	213,610	94	95	95	94	87	71
Hotel and Restaurant Employees International Alliance and Bartenders Union:								
Cooks and waiters.....	49	142,117	63	57	62	65	71	58
Coach, sleeping car, parlor car and club car porters.....	8	39,048	17	15	18	15	9	-----
Hotel and restaurant employees.....	4	38,578	17	11	14	5	-----	-----
Bartenders.....	3	25,938	11	10	11	10	-----	-----
Maids and chair car attendants.....	1	571	(1)	(1)	(1)	-----	-----	-----
Platform vendor service employees.....	1	6,543	3	3	3	3	-----	-----
American Railway Supervisors Association:								
Yardmasters.....	4	10,892	5	4	5	5	4	4
Supervisors of mechanics.....	30	101,350	45	40	35	31	17	6
Wire chiefs.....	1	8,075	4	3	4	4	-----	-----
Stationmasters.....	1	8,075	4	3	4	4	-----	-----
Roadmasters.....	2	11,328	5	4	4	3	-----	-----
Technical employees.....	6	22,691	10	9	11	2	-----	-----
Subordinate officials in maintenance of way and structures department.....	11	35,025	15	10	9	6	-----	-----
Foundry employees.....	1	6,195	3	3	-----	-----	-----	-----
Brotherhood of Sleeping Car Porters:								
Coach, sleeping car, parlor car, and club car porters.....	28	99,753	44	47	49	45	31	10
Maids and chair car attendants.....	3	23,563	10	9	9	8	-----	-----
Porter brakemen.....	1	13,095	6	5	6	5	-----	-----
Railway Patrolmen's International Union, AFL:								
Railway patrolmen.....	37	98,143	43	43	47	46	17	-----
Utility Workers Organizing Committee:								
Machinists.....	1	97	(1)	(1)	(1)	(2)	(2)	-----
Boilermakers.....	1	97	(1)	(1)	(1)	(2)	(2)	-----
Powerhouse employees and railway shop laborers.....	1	97	(1)	(1)	(1)	(2)	(2)	-----
Brotherhood of Railroad Shop Crafts of America:								
Machinists.....	-----	-----	-----	-----	-----	4	3 4	-----
Boilermakers.....	-----	-----	-----	-----	-----	-----	3 4	-----
Blacksmiths.....	1	981	(1)	(1)	-----	5	3 7	-----
Sheet metal workers.....	-----	-----	-----	-----	-----	(2)	3 4	-----
Electrical workers.....	-----	-----	-----	(1)	(1)	(2)	3 4	-----
Carmen.....	-----	-----	-----	-----	-----	(2)	2 4	-----
Bricklayers.....	-----	-----	-----	-----	4	4	-----	-----
Powerhouse employees and railway shop laborers.....	-----	-----	-----	-----	-----	-----	3 4	-----
American Federation of Technical Engineers:								
Technical engineers, architects, draftsmen and allied workers.....	2	6,357	3	3	3	3	-----	-----
International Union of Steam and Operating Engineers:								
Hoisting and portable engineers in stores department.....	1	1,712	(1)	(1)	(1)	1	-----	-----
Hoisting engineers.....	3	15,454	7	3	7	-----	-----	-----
Grain elevator employees.....	-----	-----	-----	-----	-----	3	-----	-----
International Longshoremen's Association:								
Wharf freight handlers.....	1	172	(1)	2	(1)	(2)	-----	-----
Grain elevator employees.....	2	1,424	(1)	2	(1)	(2)	-----	-----
Coal dumper employees.....	3	1,632	(1)	(1)	(1)	(2)	-----	-----
Coal pier operators.....	2	5,238	2	2	-----	2	-----	-----

See footnotes at end of table.

TABLE 8.—Number and mileage of principal carriers by railroad where employees are represented by various labor organizations, by crafts or classes, June 30, 1952—Continued

Organization and craft or class	Extent of representation on June 30, 1952		Percent of total mileage covered on June 30—					
	Number of carriers	Mileage covered	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 (average)
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers: Bus and truck drivers.....	1	8,316	4	3	4	4	-----	-----
American Brotherhood of Railway Police: Patrolmen.....	1	6,889	3	3	3	3	-----	-----
United Railroad Workers of America, CIO: Boilermakers.....	1	10,118	5	-----	4	4	-----	-----
Blacksmiths.....	-----	-----	-----	-----	-----	4	-----	-----
Electrical workers.....	1	10,118	5	-----	-----	-----	-----	-----
Sheet metal workers.....	-----	-----	-----	-----	-----	4	-----	-----
Powerhouse employees and railway shop laborers.....	1	10,118	5	-----	4	4	-----	-----
Molders.....	1	10,118	5	-----	4	4	-----	-----
Maintenance of way employees.....	-----	-----	-----	-----	6	-----	-----	-----
Grain boat captains.....	1	10,118	5	-----	-----	-----	-----	-----
Coal dumper employees.....	1	661	(1)	-----	-----	-----	-----	-----
International Longshoremen and Warehousemen's Unions, CIO: Coal dumper employees.....	-----	-----	-----	(1)	(1)	(2)	-----	-----
Amalgamated Association Street, Electric Railway and Motor Coach Employees of America, AFL: Bus and/or truck drivers.....	1	602	(1)	(1)	(1)	(2)	-----	-----
System Associations: Locomotive engineers.....	-----	-----	-----	-----	-----	-----	1	1
Locomotive firemen, helpers, and hostler helpers.....	-----	-----	-----	-----	-----	-----	1	1
Yardmasters.....	6	8,536	4	3	4	5	6	6
Clerical, office, station and storehouse employees.....	-----	-----	-----	-----	-----	-----	1	5
Telegraphers, towermen and agents.....	-----	-----	-----	-----	-----	(1)	6	-----
Dispatchers.....	1	6,543	3	3	3	3	11	11
Maintenance of way employees.....	-----	-----	-----	-----	-----	-----	6	8
Machinists.....	3	1,212	(1)	(1)	(1)	(2)	11	19
Boilermakers.....	4	1,375	(1)	(1)	(1)	1	12	23
Blacksmiths.....	4	5,580	2	(1)	(1)	2	17	23
Sheet metal workers.....	3	1,264	(1)	(1)	(1)	(2)	11	22
Electrical workers.....	2	1,056	(1)	(1)	(1)	1	11	23
Carmen.....	4	1,375	(1)	(1)	(1)	1	11	22
Powerhouse employees and railway shop laborers.....	1	163	(1)	(1)	(1)	(2)	10	22
Dining car stewards.....	2	1,712	(1)	1	(1)	2	3	4
Cooks and waiters.....	1	2,413	1	(1)	(1)	1	9	15
Coach, sleeping car, parlor car, and club car porters.....	-----	-----	-----	-----	-----	-----	6	14
Supervisors of mechanics.....	9	48,110	21	17	20	22	16	17
Railway patrolmen.....	5	14,396	6	6	7	6	4	-----
Stationmasters.....	3	10,867	5	4	5	4	-----	-----
Foundry employees.....	-----	-----	-----	-----	-----	3	-----	-----
Printer.....	1	6,202	3	2	3	3	-----	-----
Wire chief.....	1	211	(1)	(1)	(1)	(2)	-----	-----
Coal dumper employees.....	-----	-----	-----	-----	-----	-----	-----	-----
Technical engineers, architects, draftsmen, and allied workers.....	7	13,444	6	6	6	6	-----	-----
Nurses.....	1	8,142	4	3	4	-----	-----	-----
Drawbridge operators.....	1	29	(1)	(1)	(1)	-----	-----	-----
Subordinate officials in maintenance of way and structures department.....	2	15,761	7	7	8	8	4	4
Foremen in electric traction department.....	1	364	(1)	(1)	(1)	(2)	-----	-----
Telephone and telegraph linemen.....	1	211	(1)	(1)	(1)	-----	-----	-----
Local unions: Firemen and hostlers.....	2	1,033	(1)	(1)	(1)	(2)	1	2
Brakemen, flagmen, and baggagemen.....	3	1,558	(1)	(1)	(1)	(2)	(2)	(2)
Yard foremen, helpers and switch-tenders.....	3	1,558	(1)	(1)	(1)	(2)	(2)	(2)
Cooks and waiters.....	1	539	(1)	(1)	6	6	5	-----
Coach, parlor car, club car and sleeping car porters.....	2	4,856	2	3	3	3	8	-----
Supervisors of mechanics.....	1	1,421	(1)	(1)	(1)	(2)	1	-----
Technical engineers, architects, draftsmen, and allied workers.....	1	1,480	(1)	-----	(1)	1	-----	-----
Wharf freight handlers.....	1	6,889	3	3	3	3	-----	-----
Car riders.....	-----	-----	-----	-----	(1)	(2)	-----	-----
Subordinate officials in maintenance of way and structures department.....	3	9,643	4	3	4	4	-----	-----
Hump motor car operators.....	1	661	(1)	(1)	-----	-----	-----	-----

¹ Less than 1 percent.

² Less than ½ of 1 percent.

³ For fiscal year ended June 30, 1944 only.

Table 8A shows comparable information for marine and related employees of the 29 rail carriers included in table 8 reporting employees in these groups. Since the rail mileage of these carriers bears no relation to their marine operation, it is omitted from this section of the table.

TABLE 8-A.—*Representation of marine department and related miscellaneous groups of employees, by organization and crafts or classes, June 30, 1952*

Organization and craft or class	Number of railroads as of June 30—					
	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 ¹ (average)
National Organization Masters, Mates, and Pilots:						
Licensed deck.....	20	19	20	22	23	23
Unlicensed deck.....	9	9	9	9	8	3
Float watchmen.....	5	5	5	4	3	-----
National Marine Engineers' Beneficial Association:						
Licensed engine.....	15	16	16	17	20	18
Unlicensed engine.....	-----	-----	-----	-----	2	1
Seafarers' International Union of North America:						
Unlicensed deck.....	-----	-----	-----	-----	2	6
Unlicensed engine.....	1	1	1	1	4	5
Marine cooks and stewards.....	-----	-----	-----	-----	2	4
International Longshoremen's Association:						
Licensed deck.....	2	2	2	2	4	9
Licensed engine.....	3	2	2	2	3	-----
Unlicensed deck.....	1	1	1	1	6	26
Unlicensed engine.....	2	2	2	1	6	26
Lighter captains.....	7	6	6	6	-----	-----
Float watchmen.....	1	1	1	1	3	1
Longshoremen.....	2	2	2	1	6	6
Marine shop employees.....	1	-----	1	-----	-----	-----
Hoisting engineers.....	1	1	1	1	-----	-----
Grain boat captains.....	1	1	1	-----	-----	-----
National Maritime Union:						
Unlicensed deck.....	5	5	5	5	1	-----
Unlicensed engine.....	5	5	5	5	1	-----
Marine cooks and stewards.....	3	3	3	3	-----	-----
Grain elevator employees.....	1	1	1	1	-----	-----
United Mine Workers, district 50:						
Licensed deck.....	1	3	3	3	-----	-----
Licensed engine.....	-----	-----	-----	-----	-----	-----
Unlicensed deck.....	-----	-----	-----	-----	-----	-----
Unlicensed engine.....	-----	-----	-----	-----	-----	-----
Float watchmen.....	-----	-----	-----	-----	-----	-----
International Brotherhood of Firemen, Oilers, Helpers, Roundhouse and Railway Shop Laborers:						
Unlicensed deck.....	1	1	1	1	1	-----
Unlicensed engine.....	1	1	1	1	1	-----
United Railroad Workers of America, CIO:						
Licensed deck.....	2	1	1	1	-----	-----
Licensed engine.....	4	5	5	3	-----	-----
Unlicensed deck.....	4	5	5	5	-----	-----
Unlicensed engine.....	5	6	6	5	-----	-----
Lighter captains.....	-----	1	1	1	-----	-----
Boat dispatchers.....	1	1	1	1	-----	-----
Marine shop employees.....	1	1	1	-----	-----	-----
Float watchmen.....	1	-----	-----	-----	-----	-----
Foremen's Association of America:						
Licensed deck.....	-----	3	2	2	-----	-----
Licensed engine.....	-----	4	4	2	-----	-----
Order of Railroad Telegraphers: Pursers-radio operators.....	1	1	1	1	-----	-----
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees: Pursers and assistants.....	1	1	1	1	-----	-----
Inlandboatmen's Union of the Pacific:						
Unlicensed deck.....	2	2	1	1	-----	-----
Unlicensed engine.....	2	2	1	1	-----	-----
International Association of Railway Employees:						
Unlicensed deck.....	1	1	1	1	-----	-----
Unlicensed engine.....	1	1	1	1	-----	-----

See footnotes at end of table.

TABLE 8-A.—Representation of marine department and related miscellaneous groups of employees, by organization and crafts or classes, June 30, 1952—Continued

Organization and craft or class	Number of railroads as of June 30—					
	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 ¹ (average)
Great Lakes Licensed Officers' Organization:						
Licensed deck.....	2					
Licensed engine.....	3					
Hotel and Restaurant Employees and Bartenders International Alliance: Marine chefs, cooks, and waiters.....	1	1	1	1		
System associations:						
Licensed deck.....	1	1	1	1	2	3
Licensed engine.....	1	1	1	1	2	6
Unlicensed deck.....	1	1	1	1	1	1
Unlicensed engine.....	2	2	2	2	1	2
Coal-dumper employees.....					1	
Local Unions:						
Licensed deck.....					4 2	
Licensed engine.....					4 1	
Unlicensed deck.....	2	3	3	3	4 6	
Unlicensed engine.....	2	3	3	3	4 9	
Marine cooks and stewards.....		1	1	1	4 2	

¹ Figures not available for fiscal year ended June 30, 1935.

² For fiscal years ended June 30, 1938, and 1939, only.

³ For fiscal years ended June 30, 1937, 1938, and 1939, only.

⁴ For fiscal year ended June 30, 1944, only.

IV. MEDIATION DISPUTES

During the fiscal year 1952, the total number of mediation cases disposed of was 273 or an increase of 4 cases over the previous year. A total of 289 mediation cases were docketed during the year 1952, or an increase of 5 cases over the number docketed in the fiscal year 1951. The 269 cases docketed during the fiscal year compared with the previous years and the 5-year average 1945 to 1949 indicates a stabilization of the number of mediation disputes docketed over a period of the last 8 years.

As of June 30, 1952, there were 133 mediation cases remaining open and unsettled on the Board's docket, as compared with 117 on this date at the end of the previous fiscal year. Of these 133 cases, 94 were with railroad carriers and 39 with air carriers.

1. MEDIATION AND ARBITRATION AGREEMENTS

As previously stated in chapter II of this report, a grand total of 200 mediation cases were settled and disposed of by the execution of mediation agreements, arbitration agreements, and withdrawals made by the parties either during or after mediation proceedings. These four methods of disposition accounted for 73 percent of the 273 mediation cases closed during the fiscal year. A total of 6 docketed mediation cases were referred to emergency boards created under section 10 of the Railway Labor Act during 1952, after arbitration had been declined by one or both parties, and strike dates were set which threatened serious interruption to interstate commerce.

During the present Board's life of 18 years, since the passage of the 1934 amendments to the act, mediation agreements have accounted for 53 percent of the total number of mediation cases disposed of. This percentage during the fiscal year 1952 was 53.4 or a decrease of 0.5 percent from the previous fiscal year.

Since commencement of the Board's operation in 1934, changes in working agreement rules and requested increases in rates of pay have been the two principal subjects of mediation cases handled by the Board and its field staff. The negotiation of initial working agreements is now almost at an end in the railroad industry, as the result of practically complete representation having been established by various labor organizations since the passage of the 1934 amendments. During the past several years, the number of complete revisions of individual working agreements on the rail carriers has greatly diminished, since the trend now is toward major rules revisions through the medium of national wage and rules movements. As mentioned later, this situation does not yet exist on the air carriers. Table 9 shows the division of mediation cases handled and disposed of among the four principal categories into which mediation cases are roughly divided.

TABLE 9.—*Issues involved in cases disposed of by mediation agreements, fiscal years 1935-52*

Issues involved	18-year period, 1935-52	1952	1951	1950	Average 5-year period, 1945-49	Average 5-year period, 1940-44	Average 5-year period, 1935-39
Total, all cases.....	2,091	146	145	129	164	117	54
Negotiation of new agreements, etc.....	234	1	12	9	16	15	12
Changes in rates of pay.....	697	63	62	29	45	50	14
Changes in revisions in rules, etc.....	1,031	73	57	71	95	46	25
Miscellaneous cases.....	129	9	14	20	8	6	3

During the fiscal year 1952, arbitration agreements were executed disposing of 6 docketed cases.

2. OTHER DISPOSITION OF MEDIATION CASES

In addition to the 187 mediation cases settled by mediation and arbitration agreements and withdrawals, 86 additional mediation cases were disposed of by other methods. Of this number, 45 were closed after one or both parties had declined to submit the dispute to arbitration. Thirteen other cases were withdrawn by the parties prior to mediation. Twenty-eight cases were dismissed by Board action.

Of the 45 instances in which proffers of arbitration were declined, this action was taken by the carriers in 33 cases and by the employees in 7. Five cases were closed in this manner after arbitration had been declined by both parties to the dispute.

3. AIRLINE MEDIATION CASES

During the fiscal year 1952, the Board handled and disposed of a total of 72 cases involving the commercial airlines and various groups of their employees. This figure is an increase of 6 cases over the total of 66 airline cases settled during the previous fiscal year. It also represents 26 percent of the total of 273 mediation cases disposed of during the year. The commercial airlines employ only about 6 percent of the total number of persons coming under the jurisdiction of the Railway Labor Act.

As mentioned in our previous reports, an important reason for the large amount of time spent in handling airline mediation cases is the prevailing practice of making agreements for a period of 1 year, and continuing thereafter unchanged from year to year unless either side presents a change within a 30-day period prior to the anniversary date of the agreement. This practice is in contrast with the usual method on rail carriers of making agreements subject to reopening on 30 days' notice. While the practice on the airlines provides a short period of rate and rule stability, it also results in the carriers receiving yearly demands for wage increases and many rules changes. These general schedule revision disputes often come to the Board for mediation with a great many issues unresolved, which has resulted in protracted mediation being required in many instances.

V. ARBITRATION AND EMERGENCY BOARDS

1. ARBITRATION BOARDS

In disputes where the National Mediation Board or its representatives are unable to effect a settlement through mediation, the Board's next duty under the Railway Labor Act is to use its best efforts to induce the parties to submit their controversies to arbitration under the provisions of section 7 of the act. While there is no compulsion on either party to agree to arbitrate, the Mediation Board emphasizes the spirit and intent of the law to settle disputes peaceably. The Board does not consider the proffer of arbitration as a perfunctory action, and its efforts to induce the parties to submit their differences to arbitration are equally as intensive as those made in attempting to secure settlement by mediation. Arbitration under the act has the additional advantage of providing a definite and legally enforceable decision under which both parties to a dispute may operate in the future.

There were 14 arbitration agreements entered into during the current fiscal year, 11 of which were from cases that were handled in mediation and 3 arbitration agreements otherwise entered into between the parties. Summarized below are 11 arbitration cases disposed of during this year.

CASE A-3521, ARB. 153.—*Pennsylvania Railroad and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Brotherhood of Railroad Trainmen and Order of Railroad Telegraphers*

Members of the Arbitration Board were Mr. Winfield G. Salmonson, representing the carrier, Mr. C. H. Keenen representing the organizations and Mr. David L. Cole, Paterson, N. J., who was selected as the neutral arbitrator by the National Mediation Board. Mr. Cole was designated as chairman.

Hearings were held in Atlantic City, N. J., beginning August 15, 1951, and concluded on November 7, 1951, consuming 52 days. The question submitted for decision was whether train and engine service employees will be required or permitted to use telephone in connection with train movements or transmit or receive by telephone or telegraph, train orders, clearances, messages or reports of record, or to block or report trains except in cases of emergency where life or property are in jeopardy.

The award was rendered December 12, 1951, the employees' representative dissenting, and provided that, except in emergencies, train and engine service employees shall not be required to copy train orders at points where, and during the hours when, block or telegraph or telephone operators are scheduled to be on duty, or at block stations which have been closed or abolished since May 1, 1938, or at block limit stations which have been established since May 1, 1938, or which may hereafter be established.

CASE A-3632, ARB. 155.—*Northwest Airlines, Inc., and Air Line Communication Employees Association, Unaffiliated*

Members of the Arbitration Board were Mr. Fred J. Wilt, representing the carrier, Mr. Mil Senior, representing the organization, and Mr. Aaron Horvitz of New York City was selected as the neutral arbitrator by the National Mediation Board. Mr. Horvitz was selected as chairman.

Hearings were held in St. Paul, Minn., on September 19, 20 and 21, 1951. The issues submitted to the Board for discussion were as follows:

(1) Shall Article XVIII, Compensation, as contained in the current agreement dated September 12, 1949, between the parties, be revised, if so, to what extent.

(2) Shall Article XVII of the current agreement dated September 12, 1949, between the parties, be revised to include shift premiums, if so, to what extent.

The award was rendered on October 20, 1951, the carrier member dissenting, and provided for retroactive increases in monthly rates of compensation in varying amounts for different occupational classifications from a minimum of \$20 to a maximum of \$35 in addition thereto the award provided for shift premiums of 5 and 10 cents per hour.

CASE A-3643, ARR. 156.—*Railroads represented by Eastern, Western and South-eastern Carrier's Conference Committees and American Train Dispatchers Association*

Members of the Arbitration Board were Mr. C. H. Buford, representing the conference committees, Mr. J. B. Springer, representing the organization, and Judge Frank P. Douglass, of Pine, Colo., selected by the party arbitrators as the third member and designated as chairman.

Hearings were held in Washington, D. C., commencing July 23, 1951, and concluded on August 3, 1951. The award was rendered on August 13, 1951. The specific questions submitted for arbitration were (a) request of the employees to increase existing rates of pay by \$50 per month effective December 6, 1950, and (b) request of the employees for additional paid vacations over those granted under existing agreements. The award provided for an increase of \$35.76 in the existing basic monthly rates of pay and a cost of living adjustment based on an index of 178 and adjusted quarterly \$2 per month for each one point change in the BLS Consumers price index, both awards to be retroactive to February 1, 1951. The request for additional paid vacations was denied.

ARR. 157.—*The Cuyahoga Valley R. R. Co. and Brotherhood of Railroad Trainmen*

Members of the Arbitration Board were Mr. H. R. Richardson, representing the carrier, Mr. Earl B. Welcome, representing the organization and Mr. Frank M. Swacker of New York City, selected by the party arbitrators as the third arbitrator. Mr. Swacker was designated as Chairman.

Hearings were held in Cleveland, Ohio, July 23 to 26, 1951. The questions submitted for arbitration involved seven time claims. On July 26, 1951, the questions set out in the fourth section of the arbitration agreement of July 11, 1951, were disposed of by mutual agreement between the parties, thus, no award was rendered by the Board.

CASE A-3297, ARR. 158.—*Houston Belt & Terminal Ry. Co. and Brotherhood of Railroad Trainmen*

Members of the Arbitration Board were Mr. H. M. Lawler, representing the carrier, Mr. R. P. Stevens, representing the Organization and Mr. F. M. Swacker, of New York City, Neutral Member, who was selected by the parties and designated as chairman.

Hearings were conducted in Houston, Tex., on October 29, November 1 and 2, 1951, and the award was rendered on November 5, 1951, unanimously.

The questions submitted for arbitration were:

(1) Claim of Houston Belt & Terminal yardmen that movements of Fort Worth & Denver City-Rock Island (B-R-I) freight engines

between McKinney Avenue, and/or Melby Street Roundhouse and trains in New South Yard at beginning and ending of trip should be in charge of an Houston Belt & Terminal yardman pilot-herder.

(2) Claim of Houston Belt & Terminal yardmen that movements of G. C. & S. F. freight engines between McKinney Avenue and/or New South Yard or in turning on the Wye near the Union Depot should be in charge of an Houston Belt & Terminal yardman pilot-herder.

(3) Request that cabooses, properly supplied and equipped, will be furnished the yardmen in the consolidated terminal facilities on runs of four miles or more in one direction.

The Board rendered an award as follows:

(1) Claim denied on basis not a violation of existing agreement.

(2) Claim denied on basis there is no violation of the Belt trainmen's agreement.

(3) Claim sustained, to be made effective in 90 days or in a reasonable time thereafter.

ARB. 159.—*Boston & Maine R. R. Co. and Brotherhood of Railroad Trainmen*

Members of the Arbitration Board were Mr. Frank Aldrich, representing the organization; Mr. Frank Reynolds, representing the carrier, and Judge Curtis G. Shake of Vincennes, Indiana, who was named by the National Mediation Board as the third arbitrator. Judge Shake was selected as chairman.

Hearings were held in Boston, Mass., from November 26 to 29, 1951, inclusive, and the award was dated December 17, 1951. Mr. Frank Aldrich, member, representing the organization, did not sign the award. The question submitted for arbitration consisted of 45 cases involving time claims. The award denied 40 cases and sustained 5 cases.

CASE A-3770, ARB. 161.—*South Buffalo Ry. Co. and Brotherhood of Railroad Trainmen*

Members of the Arbitration Board were Mr. R. F. Handwerk, representing the carrier; Mr. Frank Aldrich, representing the organization, and Judge Frank P. Douglass of Pine, Colo., appointed by the National Mediation Board as the third arbitrator, who was selected as chairman.

Hearings were held in Buffalo, N. Y., beginning October 16, 1951. The award was made on October 29, 1951.

The subjects submitted to arbitration were seven time claims and one discipline case in which two employees were involved.

The award provided for the denial of the seven time claims and partially sustained the grievance case of one employee and denied the other. The award was not signed by Mr. Frank Aldrich, representing the organization.

CASE A-3734, ARB. 162.—*National Airlines, Inc., and International Association of Machinists, Air Transport Division, District 145*

The specific issues to be submitted to the Board for decision as stated in Arbitration Agreement dated September 27, 1951, were:

(1) Shall the scale of the radio and teletype operators be increased; if so, in what amounts?

(2) What shall be the effective date and duration of the award?

The issues were disposed by mutual agreement, dated October 29 1951, between the parties prior to completing the appointment of a Board. Thus the Board did not convene.

CASE A-3802, ARB. 163.—*The Aliquippa & Southern R. R. Co. and the Brotherhood of Railroad Trainmen*

Members of the Arbitration Board were Mr. H. E. Nevala, representing the organization; Mr. Andrew P. Martin, representing the carrier; and Judge Edward M. Sharpe of Lansing, Mich., the third arbitrator, was appointed by the National Mediation Board, and was selected as chairman.

Hearings were held by the Board in Pittsburgh, Pa., on February 18, 1952, and were adjourned until February 21, 1952, when it reconvened and continued in session to and including February 25, 1952, the date the award was made unanimously.

The question submitted for arbitration is as follows:

Is the carrier prevented under the current agreement, Article 1, Section (B) from deducting any portion of ore tonnage which is used in making computations under the Bonus Plan?

The award provided that the carrier is not prevented from deducting any portion of ore tonnage in determining the tonnage which is used in making computations under the Bonus Plan.

CASE A-3733, ARB. 164.—*Eastern Air Lines, Inc., and Flight Engineers International Association (EAL Chapter)*.

Members of the Arbitration Board were Mr. Bernard Cushman, representing the organization; Mr. F. A. Stone, representing the carrier; and Judge Frank P. Douglass, of Pine, Colo., third arbitrator, appointed by the National Mediation Board, who was selected as chairman.

Hearings were held in Miami, Fla., commencing on March 3, 1952. The award was rendered on April 15, 1952. Mr. Cushman, organization representative, did not sign the award. The specific question submitted to the Board for decision was:

Shall the existing rates of compensation for the Flight Engineers be changed, and if so, in what respect and to what extent?

The award provided for the conversion from a straight monthly salary basis, under which flight engineers have been compensated since they became members of the flight crew, to a formula patterned after the increment method of payment now in vogue in agreements for pilots. This formula, which was intended to maintain the historic differential in pay between captains and flight engineers, contains the following factors:

1. Base pay, patterned after the captains' formula, containing increment steps to and including the eighth year of service.
2. Hourly flight pay, commencing during the third year of service, and payable thereafter, with a differential for night flying.
3. Gross weight pay, commencing in the third year of service, of one-half cent for each 1,000 pounds of the maximum certificated gross weight of the aircraft for each hour flown.
4. Mileage pay, commencing in the third year of service, of one-half cent for each mile flown per month, based upon a pegged speed per hour of the aircraft flown.
5. Foreign and overseas pay of 45 cents per hour for each hour flown in such operations, whether day or night flying.
6. Minimum monthly guarantee during third year of service and thereafter of \$485 per month.

The award was made retroactive to November 1, 1951.

CASE A-3852, ARB. 165.—*Pan American World Airways, Inc., and Air Line Pilots Association, International*

This arbitration resulted from the acquisition by Pan American of the routes, equipment, and personnel of American Overseas Airlines under an order of the Civil Aeronautics Board, dated July 10, 1950. A dispute arose between the two groups of pilots regarding the creation of an integrated seniority list. On November 27, 1951, the CAB issued an order providing that the seniority lists of the two groups of pilots be integrated, giving the Ex-AOA pilots credit for service with AOA, American Export Airlines, and other predecessor companies. This was objected to by the Pan American pilots, resulting in this arbitration of the seniority dispute.

Members of the Arbitration Board were Mr. Emery J. Martin, representing the carrier, Mr. Frank W. Saul, representing the organization, and Mr. David L. Cole of Paterson, N. J., who was appointed by the Board as the third arbitrator, and was selected as chairman.

Hearings were held in New York City from March 24 through April 16, 1952, and the award was dated May 1, 1952, the organization representative dissenting:

The specific question to be submitted to the Board is:

To write a composite seniority list of veteran PAA pilots and ex-AOA pilots who were in the employ of Pan American World Airways, Inc., on September 25, 1950 (including persons on leave and on furlough); upon which composite list shall be shown and determined the proper position of each ex-AOA pilots; giving each of such ex-AOA pilots a reference date consistent with the position he shall have been assigned by the Arbitration Board on the above composite list.

As its award the Board wrote a composite seniority list for pilots showing the proper position of each ex-AOA pilot and each veteran PAA pilot to be effective January 11, 1952. In arriving at the consolidated list, the majority of the Arbitration Board prepared two complete integrated lists, one based on straight length of service with Pan American and AOA-American Export, and the other based on a "ratio by category" formula, which was designed primarily to carry the relative seniority status of Ex-AOA pilots on their former AOA roster to the integrated seniority list including Pan American pilots. The difference between the position of each pilot on the two lists was ascertained. On the theory that both length of service and status should have weight, but length of service the greater, the majority determined one-third of the difference between the seniority numbers of each pilot on the two lists, then, when the length-of-service number was the larger, subtracted from it one-third, producing the new seniority number for the integrated list. Where the length-of-service number was lower than the "ratio by category" number, the one-third was added to the length-of-service number. The resulting numbers thus reflected the influence of both lists.

Under the provisions of the fifth paragraph of the arbitration agreement, since a retroactive date was given by the award to the composite seniority list, a further hearing was held before the neutral arbitrator on May 15, 1952, and a supplemental award was made by him on May 24, 1952, determining the personnel actions to be taken to make effective the provisions of the award of May 1, 1952. This action was objected to by the attorney for the veteran Pan American pilots.

2. EMERGENCY BOARDS—SECTION 10, RAILWAY LABOR ACT

Under the terms of section 10 of the Railway Labor Act, if a dispute between a carrier and its employees be not adjusted through mediation or the other procedures prescribed by the act, and should a situation arise which, in the judgment of the National Mediation Board, threatens to interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation service, the Board shall notify the President who may, thereupon, in his discretion, create an emergency board to investigate and report to him respecting such dispute.

After the creation of such board, and for 30 days after its report is made to the President, no change, except by agreement, shall be made by the parties to the controversy in the conditions out of which the dispute arose.

The President created six such emergency boards during the fiscal year ended June 30, 1952. Reports made by emergency boards during the fiscal year are summarized below:

CASE NO. A-3563, EMERGENCY BOARD NO. 95. *Brotherhood of Locomotive Engineers and the Denver & Rio Grande Western R. R. Co., including the Denver & Salt Lake R. R. Co.*

The emergency board created under the President's Executive order dated September 6, 1951, was composed of Honorable Frank P. Douglass of Pine, Colo., as chairman, Hon. Robert G. Simmons, Chief Justice, Nebraska Supreme Court, and Mr. Frank M. Swacker, attorney, New York City. Hearings were held in Denver, Colo., beginning September 10, 1951.

The dispute involved (1) mileage limitations, (2) promotion rules to be incorporated in the schedule of working conditions in the course of preparation between the parties.

The report to the President on September 19, 1951, recommended that the parties agree upon mileage limitations conformable with the standard ones in effect on most carriers, and that the promotion rule remain unchanged.

CASE NO. A-3637, EMERGENCY BOARD NO. 96.—*Order of Railway Conductors and the Pullman Co.*

The emergency board created under the President's Executive order dated September 6, 1951, was composed of Mr. Carroll R. Daugherty, professor of economics, Northwestern University, Evanston, Ill., as chairman; Mr. Andrew Jackson, attorney of New York City, and Mr. Robert Cheney, labor relations consultant of San Diego, Calif. Hearings were held in Chicago, Ill., beginning on September 10, 1951.

The dispute involved a request that all rates per month now appearing in rule 1 (a) of the agreement, effective September 1, 1945, revised effective January 1, 1948, be increased \$90 per month, effective January 8, 1951, rates per hour to be correspondingly increased.

The report to the President on October 3, 1951, recommended an increase of \$37.95 per month, as offered by the company.

During the course of mediation and in the proceedings before the Emergency Board, the issues were expanded by the carrier, the most important one being request for a moratorium on future proposals for changes in rates of pay, rules, and working conditions until October 1, 1953. The recommendation of the Emergency Board on this issue was that such a moratorium should be contained in the agreement between the parties. In addition, the Board recommended the adoption of provision for an "improvement factor" similar to that contained in the national agreement between the carriers and the Brotherhood of Railroad Trainmen.

CASE NO. (NONE), EMERGENCY BOARD NO. 97.—*Brotherhood of Locomotive Firemen and Enginemen and the Eastern, Western and Southeastern Carriers' Conference Committees*

The emergency board created under the President's Executive order, dated November 6, 1951, was composed of Mr. Carroll R. Daugherty, professor of economics, Northwestern University, Evanston, Ill., as chairman; Mr. Andrew Jackson, attorney of New York City, and Mr. George Cheney, labor relations consultant of San Diego, Calif. Hearings were held in Washington, D. C., on November 27, 1951. Following an opening statement, counsel for the Brotherhood of Locomotive Firemen & Enginemen announced: "We do not plan to be present further in the proceedings you have been appointed to conduct." Thereupon the organization representatives left the hearing rooms and remained away during the entire proceedings. The carrier representatives presented their case. The public hearing extended from November 27 through December 17, 1951. The President extended the time for the Board to prepare and file its report to December 26, 1951, and later a further extension to January 30, 1952.

The dispute involved (1) for roadmen, a request of the organization for an increase in basic wages of 18.5 cents per hour plus cost-of-living increase under an escalator agreement which would give an additional increase of 1 cent per hour as of July 1, 1951; (2) for men in yard service, the organization requested a 40-hour, 5-day workweek, at the option of the employees upon 60 days' notice at any time after July 1, 1951. At the time of conversion, the take-home pay for 6 days to be maintained; in other words, an increase in basic wage rates of 20 percent at the time of going on the 40-hour week. In addition, the employees demanded a basic wage increase of 19.5 cents per hour, plus an increase of 6 cents per hour under the escalation agreement in effect with the nonoperating employees, as of April 1, 1951. The total wage demands, including the 20 percent conversion cost, would amount to about 57.5 cents per hour.

The report to the President on January 25, 1952, recommended that the parties conclude an agreement incorporating the carriers' offer for road-operating employees as follows: 12.5 cents per hour in basic rates, plus 7 cents per hour under an escalation agreement, based on price index of 178.0; or a total of 19½ cents per hour; for yard-service employees the Board recommended that the organizations conclude an agreement with the carrier incorporating the offer of the carrier as follows: Basic rate increase of 23 cents per hour effective October 1, 1950, 2 cents per hour effective January 1, 1951, and 2 cents per hour effective March 1, 1951, total 27 cents, plus an escalator agreement producing an additional 7 cents per hour, all increases totaling 34 cents per hour. In addition, 4 cents per hour increase, independent of all others, to be made effective at the time the 5-day workweek is adopted for men in road service.

The Board also made certain recommendations in connection with the following rules changes requested by the carriers:

- (1) More than one class of service.
- (2) Designation of switching limits.
- (3) Interdivisional runs.
- (4) Reporting for duty in road service.
- (5) Moratorium on wage and rules changes.

The report of the Emergency Board was rejected by the organization.

CASE NO. A-3744, EMERGENCY BOARD NO. 98.—*Seventeen Cooperating (Non-operative) Railway Labor Organizations and some 390 carriers, most of them combined for representation by Eastern, Western and Southeastern Carriers, Conference Committees*

The emergency board created under the President's Executive order dated November 15, 1951, was composed of Mr. David L. Cole, labor consultant, Paterson, N. J., as chairman; Mr. Aaron Horvitz, attorney, New York City, and Mr. Geo. E. Osborne, professor of law, Stanford University, Palo Alto, Calif. Hearings were held in Washington, D. C., from December 11 to 17, 1951, and January 8 to 29, 1952.

The dispute involved a request by the unions for a union shop and check-off agreement.

The report to the President on February 14, 1952, recommended that:

(1) The parties enter into a Joint National Agreement, through their duly designated representatives in accordance with the usual custom, providing for a union-shop agreement as proposed by the organizations in their notices of February 5, 1951, to the several carriers, parties to this dispute, in the form substantially as used in

the union-shop agreements with the New York Central System Lines, with certain exceptions;

(2) The afore-mentioned Joint National Agreement to provide for the deduction of dues, initiation fees, and assessments and that the details be worked out in substantially the same manner as is provided for in the agreement of August 3, 1951, between the New York Central Railroad System Lines and these organizations, with certain modifications.

Among the exceptions recommended by the Emergency Board were:

(1) That all positions not represented by the organization, all fully excepted positions, and all positions covered in the scope rule only in a nominal or token manner, be covered by a union shop agreement;

(2) Provide that no claims against the carrier shall arise or begin to accrue in favor of a discharged employee or any other employee or the union prior to a final determination of the dispute, such time to include the time during which action against the carrier is stayed by any court.

CASE NO. A-3827, EMERGENCY BOARD NO. 99.—*Transport Workers Union of America, CIO, and Pan American World Airways, Inc.*

The emergency board created under the President's Executive order dated December 17, 1951, was composed of Mr. Curtis G. Shake, attorney, Vincennes, Ind., chairman; Mr. Walter Gilkyson, arbitrator, New Haven, Conn., and William G. Grady, attorney, New York City. Hearings were held in New York City beginning January 15, 1952. The report to the President was issued February 16, 1952.

The dispute involved seven major issues in rules changes as submitted by the union and six issues of major importance submitted by the carrier. The dispute covered three categories of employees, namely, airline mechanics, flight-service personnel, and port stewards. The issues included requests for rules changes and wage adjustments.

The report to the President on February 16, 1952, made recommendations for settlement of the changes proposed by the union and the carrier. The recommendations regarding rules changes are involved and voluminous, and will not be reproduced here. The rate changes recommended are as follows:

Inspectors, 10 cents per hour.

Master mechanics, 12 cents per hour.

Mechanics, first-class, 13 cents per hour.

Mechanics, 14 cents per hour.

Mechanic's helpers, 15 cents per hour.

Ground-service personnel, 15 cents per hour.

Flight-service personnel, \$16 per month.

The rates recommended were to be retroactive to December 1, 1951.

The Board further recommended that the rules contract be of 2 years' duration, with either an escalator clause on wages subject to the cost-of-living index, or a provision that the wage schedules can be reopened at the expiration of 1 year from the date of execution of the agreement.

An emergency board was authorized under the President's Executive order dated January 4, 1952, and provided that the Board shall report its findings within 30 days of this order. Subsequent to the date of the order, the parties entered into direct negotiations on the issues in dispute and jointly requested an extension of time to permit them to endeavor to reach an agreement prior to creating an emergency board. The President extended the time limits three times, the last date being to May 4, 1952.

On April 24, 1952, the parties entered into an agreement disposing of all points of issue; therefore, the members of the emergency board were not appointed by the President.

VI. WAGE AND RULE AGREEMENTS

The Railway Labor Act places upon both the carriers and their employees the duty of exerting every reasonable effort to make and maintain agreements governing rates of pay, rules, and working conditions. The number of such agreements in existence indicates the wide extent to which this policy of the act has become effective on both rail and air carriers.

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

Under section 5, Third (e), all carriers subject to the Railway Labor Act are required to file with the National Mediation Board copies of all their agreements with employee representatives governing rates of pay, rules, and working conditions. As of June 30, 1952, there was on file with this Board a total of 5,118 such agreements, or an increase of 16 new agreements received during the year. Of this increase, 10 new agreements covered airline employees and the remainder are applicable to railroads or miscellaneous employees. Table 10 shows for the 18-year period, 1935-52, the number of agreements filed with the Board, subdivided by classes of carriers, and by types of labor organizations.

In addition to the formal agreements recorded in table 10, the Board also receives each year many supplemental agreements and amendments to existing agreements. During the fiscal year ended June 30, 1952, a total of 1,068 such revisions and supplements were filed with the Board. Of this total 151 were revised or amended agreements. One of the supplemental agreements received during the year provided for the transfer of existing agreements from one organization to another, after change in representation. Adding the 1,068 revised and supplemental agreements to the 16 new basic agreements produces a total of 1,084 agreements of all types received in the Board's office during the fiscal year 1952.

TABLE 10.—Number of labor agreements on file with the National Mediation Board according to type of labor organizations, by class of carriers, fiscal years 1935-52

Types of labor organizations and fiscal years	All carriers	Class I	Class II	Class III	Switching and terminal	Electric	Express and Pullman	Miscellaneous carriers	Airline carriers
All organizations:									
1952.....	5,118	3,102	638	115	752	160	13	84	254
1951.....	5,102	3,099	638	114	750	160	13	84	244
1950.....	5,092	3,094	638	114	749	159	13	84	241
1949.....	5,060	3,084	636	114	747	149	13	83	224
1948.....	5,002	3,068	634	113	743	159	13	81	191
1947.....	4,937	3,044	629	112	735	158	13	78	168
1946.....	4,833	3,002	627	112	724	153	8	68	139
1945.....	4,665	2,913	623	112	705	150	8	56	98
1944.....	4,563	2,858	618	112	697	143	8	48	79
1943.....	4,466	2,807	614	107	672	135	8	46	71
1942.....	4,300	2,787	605	104	646	129	8	40	69
1941.....	4,202	2,745	591	102	627	121	8	39	55
1940.....	4,193	2,708	582	102	603	108	8	38	44
1939.....	4,095	2,666	573	101	578	98	8	37	34
1938.....	4,055	2,730	548	98	541	77	8	37	16
1937.....	3,836	2,698	471	98	501	47	6	11	4
1936.....	3,485	2,448	451	98	464	19	5		
1935.....	3,021	2,335	319	18	334		5		
National organizations:									
1952.....	4,486	2,782	547	98	655	133	10	69	192
1951.....	4,470	2,779	547	97	653	133	10	69	182
1950.....	4,460	2,774	547	97	652	132	10	69	179
1949.....	4,432	2,761	546	97	650	132	10	69	164
1948.....	4,378	2,748	544	96	646	132	10	67	135
1947.....	4,324	2,728	539	96	638	131	10	65	117
1946.....	4,227	2,688	537	96	627	126	5	56	92
1945.....	4,070	2,600	533	96	610	123	6	47	55
1944.....	3,981	2,550	528	96	603	116	8	39	41
1943.....	3,897	2,507	525	91	580	108	8	38	40
1942.....	3,834	2,487	519	88	555	105	8	33	39
1941.....	3,761	2,456	508	86	538	99	8	32	34
1940.....	3,672	2,421	501	86	516	89	8	31	20
1939.....	3,570	2,367	492	86	491	81	8	31	14
1938.....	3,372	2,258	467	83	451	66	8	31	8
1937.....	3,125	2,184	389	83	414	36	6	11	2
1936.....	2,721	1,864	370	83	384	15	5		
1935.....	2,222	1,652	265	6	294		5		
System associations:									
1952.....	539	266	89	15	79	23	3	14	50
1951.....	539	266	89	15	79	23	3	14	50
1950.....	539	266	89	15	79	23	3	14	50
1949.....	537	266	88	15	79	23	3	14	49
1948.....	534	266	88	15	79	23	3	14	46
1947.....	528	266	88	15	79	23	3	13	41
1946.....	524	265	88	15	79	23	3	12	39
1945.....	515	265	88	15	77	23	2	9	36
1944.....	503	261	88	15	76	23		9	31
1943.....	490	253	87	15	74	23		8	30
1942.....	479	253	84	15	73	20		7	27
1941.....	462	247	81	15	72	20		7	20
1940.....	456	247	79	15	72	17		7	19
1939.....	466	262	79	14	74	16		6	15
1938.....	571	380	79	14	76	10		6	6
1937.....	597	418	81	14	74	10			
1936.....	651	487	81	14	65	4			
1935.....	718	602	64	12	40				
Local unions:									
1952.....	93	54	2	2	18	4		1	12
1951.....	93	54	2	2	18	4		1	12
1950.....	93	54	2	2	18	4		1	12
1949.....	91	54	2	2	18	4			11
1948.....	90	54	2	2	18	4			10
1947.....	85	50	2	1	18	4			10
1946.....	82	49	2	1	18	4			8
1945.....	80	48	2	1	18	4			7
1944.....	79	47	2	1	18	4			7
1943.....	79	47	2	1	18	4			5
1942.....	77	47	2	1	17	2			5
1941.....	69	42	2	1	15	2			5
1940.....	65	40	2	1	13	1			5
1939.....	59	37	2	1	14	1			2
1938.....	112	92	2	1	13	1			2
1937.....	114	96	1	1	13	1			
1936.....	113	97		1	15				
1935.....	81	91							

2. CLASSES OF EMPLOYEES COVERED BY AGREEMENTS

Table 11 shows the extent of coverage by collective-bargaining agreements for the various crafts or classes of employees on the principal rail carriers of the United States. The data in this table summarizes the detailed information for the individual carriers shown in table 12A, and indicate the scope of representation by the various national labor organizations.

TABLE 11.—*Number of agreements between 136¹ carriers and their employees by crafts or classes of employees, according to types of labor organizations holding the agreements, June 30, 1952*

Craft or class of employees	Number of agreements held by—			No organization	Number of carriers employing no personnel in craft or class
	National labor organizations	System associations	Local unions		
Engineers.....	136				
Firemen and hostlers.....	136		1		
Conductors.....	136				
Brakemen, flagmen and baggagemen.....	135		3		
Yard foremen, helpers, and switchtenders.....	133		3	1	4
Yardmasters.....	97	4		17	16
Machinists.....	130	3		2	1
Boilermakers.....	129	4			3
Blacksmiths.....	127	4		1	4
Sheetmetal workers.....	125	3		3	5
Electrical workers.....	123	2		5	5
Carmen.....	132	4			
Powerhouse employees and railway shop laborers.....	130	1		5	1
Clerical, office, station and storehouse.....	131			5	
Maintenance of way employees.....	136			1	
Telegraphers.....	129			5	2
Signalmen.....	110			7	20
Dispatchers.....	120	1		8	7
Dining car stewards.....	50	2		4	80
Dining car cooks and waiters.....	63	1	1	8	65
Marine service:					
Licensed deck.....	28	1		1	107
Licensed engine.....	27	1		2	107
Other marine employees.....	43	2	2	3	106

¹ See table 12.

3. AGREEMENTS ON PRINCIPAL CARRIERS

Tables 12A and 12B present a summary of the collective-bargaining agreements in effect as of June 30, 1952, on carriers subject to the Railway Labor Act. It will be noted that table 12A is devoted to agreements on class I railroads while table 12B summarizes agreements in effect on the Pullman Co. and the Railway Express Agency, Inc. Similar information respecting labor agreements on the major scheduled airlines subject to the Railway Labor Act is presented in table 12C.

Opposite the name of each carrier shown in the tables is given the initials of the name of the organizations holding the agreement for each craft or class of employees. National organizations are shown by the initials of their names, local unions by the designation "LU" and system associations by the letters "SA." The tables carry all current agreements for the carriers named which are on file with the Board with effective dates not later than June 30, 1952.

FOOTNOTES TO TABLES 12A AND 12B

- ¹ Train, coach, parlor-, sleeping-, and club-car porters.
- ² Unlicensed deck personnel.
- ³ Unlicensed engine personnel.
- ⁴ Marine cooks and stewards.
- ⁵ System agreement.
- ⁶ Hotel and restaurant employees.
- ⁷ Mechanical department foremen and/or supervisors of mechanics.
- ⁸ Molders.
- ⁹ Ore-dock workers.
- ¹⁰ Printers.
- ¹¹ Wire chiefs.
- ¹² Wharf freight handlers.
- ¹³ Taproom attendants.
- ¹⁴ Coal-dumper employees.
- ¹⁵ Longshoremen.
- ¹⁶ Redcaps, ushers, and station attendants.
- ¹⁷ Roadmasters.
- ¹⁸ Nurses.
- ¹⁹ Float watchmen, bridgemen, and bridge operators.
- ²⁰ Not an operating class I carrier but included to show extent of system agreements
- ²¹ Stationmasters.
- ²² Technical engineers, architects, draftsmen, and allied workers.
- ²³ Hoisting engineers.
- ²⁴ Bricklayers.
- ²⁵ Grain-elevator employees.
- ²⁶ Foundry employees.
- ²⁷ Bus and/or truck drivers.
- ²⁸ Formerly class I but now class II carrier.
- ²⁹ Foremen only.
- ³⁰ Powerhouse employees only.
- ³¹ Shop laborers.
- ³² Hump motorcar operators.
- ³³ Crossing tenders.
- ³⁴ Motorcar operators.
- ³⁵ Police department employees.
- ³⁶ Firemen only.
- ³⁷ Hostlers.
- ³⁸ Telephone and telegraph linemen.
- ³⁹ Substation operators.
- ⁴⁰ Lighter captains.
- ⁴¹ Stockyard employees.
- ⁴² Cooks only.
- ⁴³ Waiters only.
- ⁴⁴ Coal-pier operators.
- ⁴⁵ Water service employees.
- ⁴⁶ Purser and assistants.
- ⁴⁷ Bartenders.
- ⁴⁸ Laundry workers and seamstresses.
- ⁴⁹ Gatemen.
- ⁵⁰ Drawbridge operators.
- ⁵¹ Coal-pier foremen.
- ⁵² Car riders.
- ⁵³ Foremen in electric traction department.
- ⁵⁴ Purser-radio operators.
- ⁵⁵ Marine shop employees.
- ⁵⁶ Maids and chair-car attendants.
- ⁵⁷ Hoisting and portable engineers in stores department.
- ⁵⁸ Parlor- and sleeping-car conductors.
- ⁵⁹ Coal cranimen.
- ⁶⁰ Subordinate officials in maintenance-of-way and structures department.
- ⁶¹ Passenger representatives.
- ⁶² Platform vendor-service employees.
- ⁶³ Power dispatchers.
- ⁶⁴ Boat dispatchers (including captains).
- ⁶⁵ Motorcar repairmen.
- ⁶⁶ Porter brakemen.
- ⁶⁷ Marine chefs, cooks, and waiters.
- ⁶⁸ Baggage men not included.
- ⁶⁹ Portmaster.
- ⁷⁰ Watch engineers, stokers, and assistant stokers in maintenance-of-way and structures department.
- ⁷¹ Grain-boat captains.
- ⁷² Hostesses.
- ⁷³ Timber-treating-plant employees.

TABLE 12A.—Collective labor agreements and employee representation of 196 selected rail carriers as of June 30, 1952

	Railroad	Engineers	Firemen and hostlers	Conductors	Brakemen, flagmen, and baggage men	Yard foremen, helpers, and switchtenders	Yardmasters	Machinists	Boilermakers	Blacksmiths	Sheetmetal workers	Electrical workers	Carmen and coach cleaners	Powerhouse employees and railway shop laborers	Clerical, office, station, and storehouse employees	Maintenance of way employees	Telegraphers	Signalmen	Dispatchers	Dining-car stewards	Dining-car cooks and waiters	Mechanical foremen and/or supervisors	Masters, mates, and pilots	Marine employees	Others	All other employees, miscellaneous groups	
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
1	Akron, Canton & Youngstown Railway Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	1
2	Ann Arbor R. R.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	2
3	Atchafalaya, Topeka & Santa Fe Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	3
4	Gulf, Colorado & Santa Fe Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	4
5	Panhandle & Santa Fe Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	5
6	Atlanta & West Point R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	6
7	Western Ry. of Alabama	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	7
8	Ashland Coast R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	8
9	Baltimore & Ohio R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	9
10	Bangor & Aroostook R. R. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	10
11	Central Vermont Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	11
12	Bessmer & Lake Erie R. R. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	12
13	Boston & Maine R. R.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	13
14	Burlington-Rock Island R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	14
15	Cambria & Indiana R. R. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	15
16	Canadian National Lines in New England	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	16
17	Central of Georgia Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	17
18	Central R. R. of New Jersey	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	18
19	Central Vermont Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	19
20	Charleston & Western Carolina Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	20
21	Chesapeake & Ohio Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	21
22	Pere Marquette Division	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	22
23	Chicago & Eastern Illinois R. R. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	23
24	Chicago & Illinois Midland Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	24
25	Chicago & North Western Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	25
26	Chicago, Burlington & Quincy R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	26
27	Chicago Great Western Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	27
28	Chicago, Indianapolis & Louisville Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	28
29	Chicago, Milwaukee, St. Paul & Pacific R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	29
30	Chicago, Rock Island & Pacific Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	30
31	Chicago, St. Paul, Minneapolis & Omaha Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	31
32	Cincinnati R. R. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	32
33	Colorado & Southern Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	33
34	Colorado & Wyoming Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	34
35	Columbus & Greenville Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	35
36	Delaware & Hudson R. R. Corp.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	36
37	Delaware, Lackawanna & Western R. R. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	37
38	Denver & Rio Grande Western R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	38
39	Denver & Salt Lake Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	39
40	Detroit & Mackinac Island Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	40
41	Detroit & Toledo Shore Line R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	41
42	Detroit, Toledo & Iron Range R. R. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	42
43	Duluth, Missabe & Iron Range Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	43
44	Duluth, South Shore & Atlantic R. R. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	44
45	Duluth, Winnipeg & Pacific Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	45
46	Elgin, Joliet & Eastern Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	46
47	Erie R. R. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	47
48	Florida East Coast Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	48
49	Fort Worth & Denver Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	49
50	Georgia & Florida R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	50
51	Georgia R. R. & Jesse's organization	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	51
52	Grand Trunk Western R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	52
53	Great Northern Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	53
54	Green Bay & Western R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	54
55	Gulf, Mobile & Ohio R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	55
56	Eastern & Western Divisions (Alton R. R.)	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	56
57	Illinois Central R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	57
58	Gulf, & Ship Island R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	58
59	Yarrow & Mississippi Valley R. R. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	(C)	(C			

SYMBOLS

(*)	Carrier reports no employees in this craft or class.
(x)	Some employees in this craft or class but not covered by agreement.
(#)	Included in system agreement.
AASER	Amalgamated Association, Street, Electric Railway and Motor Coach, Employees of America, AFL.
ABRP	American Brotherhood of Railway Police.
AFTE	American Federation of Technical Engineers.
ARSA	American Railway Supervisors Association.
ATDA	American Train Dispatchers Association.
BLE	Brotherhood of Locomotive Engineers.
BLF&E	Brotherhood of Locomotive Firemen and Enginemen.
BMW	Brotherhood of Maintenance-of-Way Employees.
BRC	Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
BRCA	Brotherhood of Railway Carmen of America.
BRSCA	Brotherhood of Railroad Shop Crafts of America.
BRSA	Brotherhood of Railroad Signalmen of America.
BRT	Brotherhood of Railroad Trainmen.
BSCP	Brotherhood of Sleeping Car Porters.
FAA	Foremen's Association of America.
GLLOO	Great Lakes Licensed Officers' Organization.
HRE	Hotel and Restaurant Employees and Bartenders International Union.
IAM	International Association of Machinists.
IARE	International Association of Railway Employees.
IBBDF	International Brotherhood of Blacksmiths, Drop Forgers and Helpers.
IBBISB	International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America.
IBEW	International Brotherhood of Electrical Workers.
IBFO	International Brotherhood of Firemen, Oilers, Helpers and Roundhouse and Railway Shop Laborers, AFL.
IBTCW&H	International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers, AFL.
ILA	International Longshoremen's Association.
IL&WU	International Longshoremen and Warehousemen's Unions, CIO.
ISOE	International Union of Steam and Operating Engineers.
IUP	Inlandboatmen's Union of the Pacific.
LU	Local Union.
MEBA	National Marine Engineers Beneficial Association.
MMP	National Organization Masters, Mates and Pilots of America.
NMU	National Maritime Union.
ORC	Order of Railway Conductors of America.
ORT	The Order of Railroad Telegraphers.
RED	Railway Employees' Department, AFL.
RIU	Railroad Industrial Union.
RPSEU-CIO	Railway Passenger Service Employees' Union, CIO.
RPU	Railway Patrolmen's International Union, AFL.
RYA	Railroad Yardmasters of America, AFL.
RYNA	Railroad Yardmasters of North America.
SA	System Association, committee or individual.
SIUNA	Seafarers' International Union of North America.
SMWIA	Sheet Metal Workers International Association.
SUNA	Switchmen's Union of North America.
TWU	Transport Workers Union, CIO.
UAW	United Automobile, Aircraft and Agricultural Implement Workers of America, CIO.
UMWA	District 50, United Mine Workers of America.
URRWA	United Railroad Workers of America, CIO.
URROC	United Railroad Operating Crafts.
USA	United Steelworkers of America, CIO.
UTSE	United Transport Service Employees, CIO.
USOC	Utility Workers Organizing Committee, CIO.
US&MWU	Utility Service and Maintenance Workers Union, Local 213, Independent.

TABLE 12B.—(B) *Collective labor agreements and employee representation on Pullman and express companies as of June 30, 1952*

Carrier	Sleeping car conductors	Sleeping car porters, attendants, and maids	Machinists	Blacksmiths	Sheetmetal workers	Electrical workers	Carmen	Powerhouse employees and railway shop laborers	Chauffeurs, helpers, and garagemen	Agents	Clerical office station and storehouse employees	Miscellaneous
Railway Express Agency, Inc.	(*).....	(*).....	IAM.....	IBBDF.....	(*).....	(*).....	(*).....	(*).....	BRC-IBTCWH.....	ORT.....	BRC.....	
The Pullman Co.	ORC.....	BSCP-UTSE ⁴⁸	IAM.....	IBBDF.....	SMWIA.....	IBEW.....	BRCA.....	IBFO.....	(*).....	(*).....	BRC.....	ARSA. ⁷

TABLE 12C.—*Collective labor agreements and employee representation on principal air line carriers as of June 30, 1952*

Carrier	Pilots	Flight engineers	Radio and teletype operators	Flight navigators	Mechanics	Flight dispatchers (superintendents) ^a	Clerical, office, stores, fleet and passenger service	Stewards and stewardesses	Guards-watchmen	Miscellaneous
Airline Transport Carriers	ALPA.....	ACFEA.....	ALCEA.....		IAM.....					
American Airlines, Inc.	ALPA.....				TWU.....	ALDA.....	TWU ⁴	ALSSA ¹³	IAM.....	
All American Airways, Inc.	ALPA.....				IAM.....	ALDA.....		ALSSA.....		ALSSA. ²²
American Overseas Airlines, Inc.	ALPA.....	ALFEA.....	FCOA.....	AAN.....	TWU.....	ALDA.....		FP&SA ¹⁴	IAM.....	TWU. ^{10 11}
Braniff Airways, Inc.	ALPA.....	ALPA.....	ALCEA-ARA.....		ACMA.....	ALDA.....	BRC.....	ALSSA.....	UAW.....	SAM. ¹⁶
Capital Airlines, Inc.	ALPA.....		ALCEA.....		IAM.....	ALDA.....	BRC.....	ALSSA ¹³		UTSE, ^{8 15} IAM. ²⁰
Chicago & Southern Air Lines, Inc.	ALPA.....	FEIA.....	ACCOA ²		UAW ^{1 21}	ALDA.....		ALSSA ¹³		
Colonial Airlines, Inc.	ALPA.....		IAM.....		IAM.....	ALDA.....	IAM.....	ALSSA ¹³		IAM. ¹⁹
Continental Air Lines, Inc.	ALPA.....				UAW ^{1 2}	ALDA.....	UAW.....	ALSSA ¹³	IAM.....	SAM. ¹⁶
Delta Air Lines, Inc.	ALPA.....				UAW.....					
Eastern Air Lines, Inc.	ALPA.....	ALFEA.....	ALCEA.....		IAM ⁷			ALSSA.....		IAM.
Flying Tiger Lines, Inc.	ALPA.....		ACCOA.....	ACNA.....	IAM.....		IBTCW&H.....			IBTCW&H. ¹⁰
Frontier Air Lines, Inc.*	ALPA.....				IAM.....	ALDA.....		ALSSA.....		
Inland Air Lines, Inc.	ALPA.....		ALCEA-ARA.....		UAW.....	ALDA.....	BRC.....	ALSSA ¹³		UAW. ¹⁹
Mid-Continent Airlines, Inc.	ALPA.....		ALCEA.....		UAW ²	ALDA.....	BRC.....	ALSSA ¹³		UAW, ¹⁸ SA. ⁶
National Airlines, Inc.	ALPA.....	FEIA, AFL.....	IAM.....		IAM.....	ALDA.....	IAM.....	ALSSA ¹³		
Northeast Airlines, Inc.	ALPA.....		ROU.....		IAM.....	ALDA.....	BRC.....	ALSSA ¹³		
Northwest Airlines, Inc.	ALPA.....		ALCEA.....	ACNA.....	IAM ¹	ALDA.....	BRC.....	ALSSA.....	UAW.....	IBTCW&H, ¹⁰ IAM, ^{11 15 23} SAM. ¹⁶
Pacific Northern Airlines						ALDA.....				
Pan American Airways, Inc.	ALPA.....	FEIA.....	TWU ²	FEIA.....	TWU.....	ALDA.....	B R C ⁴ IAM. ³	TWU.....	TWU.....	TWU, ^{9 11 15} AMA, ¹⁶ UTSE. ¹²

Piedmont Aviation, Inc.	ALPA				ALDA					
Pioneer Air Lines	ALPA						ALSSA			
Robinson Airlines	ALPA				ACMA		ALSSA			D. I. King & R. S. Waterberry (Ind.). ²²
Slick Airways, Inc.	SAPA-SA				ALA					
Southwest Airways, Inc.	ALPA				IAM ¹	ALDA	ALSSA			
Trans World Airlines, Inc.	ALPA	FEIA	ACCOA ²	ALNA-TWU	IAM ^{3,7,14}	ALDA	ALSSA	IAM		IAM, ²⁴ IBT. ²³
Trans-Pacific Airlines, Ltd	ALPA				IAM	ALDA	IAM	IAM		
Trans Texas Airways					IAM					
United Air Lines, Inc.	ALPA	ACFEA	ALCEA ⁵	TWU	IAM	ALDA	IAM ^{7,10}	ALSSA ¹³	IAM	SAM, ¹⁰ IAM, ¹¹ ²³
Western Air Lines, Inc.	ALPA		ALCEA		ACMA	ALDA	BRC	ALSSA ¹³		UAW. ¹⁰
Wisconsin Central Airlines	ALPA				IAM	ALDA*	ALAA	ALSSA		
Hawaiian Air Lines, Ltd	ALPA		SA		IAM		SA	SA ¹³		

SYMBOLS

AAN	Association of Air Navigators.
ACCOA	Air Carrier Communication Operators' Association.
ACMA	Air Carrier Mechanics Association, International.
ALA	Airfreight Labor Association.
ACFEA	Air Carrier Flight Engineers Association.
ALAA	Air Lines Agents Association, International.
ALCEA	Air Line Communication Employees Association (unaffiliated).
ALCEA-ARA	Air Line Communication Employees Association, ARA-CIO.
ALDA	Air Line Dispatchers' Association, AFL.
ALFEA	Air Line Flight Engineers Association, AFL.
ALPA	Air Line Pilots Association, AFL.
ALSA	Air Line Stewardesses Association.
ALSSA	Air Line Stewards and Stewardesses Association, International.
AMA	Airline Meteorologists Association.
BRC	Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
FCOA	Flight Communication Officers' Association.
FEIA	Flight Engineers International Association.
FP&SA	Flight Purser and Stewardesses Association.
FROA	Flight Radio Officers Association.
IAM	International Association of Machinists.
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.
ROU	Radio Officers Union of the Commercial Telegraphers Union, AFL.
SAM	Society of Airline Meteorologists.
TWU	Transport Workers Union of America, CIO.
UAW-CIO	United Automobile, Aircraft, Agricultural Implement Workers of America, CIO.
UTSE	United Transport Service Employees of America, CIO.
SA	System Association, committee or individual.

*Challenger & Monarch Airlines now known as Frontier Airlines as of Apr. 1, 1950.

¹ Also represents stockroom personnel.

² Includes flight radio officers.

³ Fire inspectors.

⁴ Includes teletype operators.

⁵ Stockroom personnel only.

⁶ Station managers only.

⁷ Represents stockroom personnel and cargo handlers.

⁸ Red caps, ushers, and porters.

⁹ Stationary firemen.

¹⁰ Truck drivers.

¹¹ Restaurant and flight kitchen personnel.

¹² Marine Terminal porters.

¹³ Stewardesses only.

¹⁴ Also represents commissary clerks.

¹⁵ Unskilled workers.

¹⁶ Meteorologists.

¹⁷ Transportation agents only.

¹⁸ Technical engineers, architects, draftsmen, below rank of officials.

¹⁹ Mechanical department foremen and/or supervisors of mechanics.

²⁰ District maintenance managers, maintenance foremen and assistant foremen.

²¹ Includes cleaners, porters, and utility men.

²² Flight agents.

²³ Guards.

²⁴ Food unit employees.

²⁵ Truck drivers.

VII. INTERPRETATION AND APPLICATION OF AGREEMENTS

Agreements or contracts made in accordance with the Railway Labor Act are of two kinds: First, those consummated as a result of direct negotiations between carriers and representatives of their employees establishing rates of pay, rules, and working conditions; second, mediation agreements made by the same parties and also dealing with rates of pay, rules, and working conditions, but consummated with the assistance and under the auspices of the National Mediation Board. These two types of agreements are generally designated, respectively, as "wage and rule agreements" and "mediation agreements." The meaning, application, or interpretation of these two types of agreements occasionally leads to differences between those who are parties to them.

TABLE 13.—Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal years 1935-52, inclusive

ALL DIVISIONS

Cases	18-year period, 1935-52	1952	1951	1950	1949	1948	1947
Open and on hand at beginning of period.....	-----	3,855	3,548	3,271	2,722	2,590	3,371
New cases docketed.....	38,360	2,815	2,027	2,352	1,875	1,573	1,142
Total number of cases on hand and docketed.....	38,360	6,670	5,575	5,623	4,597	4,163	4,513
Cases disposed of.....	33,653	1,953	1,720	2,072	1,326	1,339	1,923
Decided without referee.....	9,793	184	258	265	242	174	425
Decided with referee.....	12,582	1,335	1,217	1,188	818	909	692
Withdrawn.....	11,278	434	245	619	266	256	806
Open cases on hand close of period.....	4,717	4,717	3,855	3,551	3,271	2,824	2,590
Heard.....	4,190	4,190	904	763	1,340	1,431	933
Not heard.....	527	527	2,951	2,788	1,931	1,393	1,657

FIRST DIVISION

Open and on hand at beginning of period.....	-----	3,472	3,167	2,842	2,347	2,321	3,143
New cases docketed.....	29,676	2,027	1,415	1,766	1,226	954	620
Total number of cases on hand and docketed.....	29,676	5,499	4,582	4,608	3,573	3,275	3,763
Cases disposed of.....	25,490	1,313	1,110	1,438	731	826	1,442
Decided without referee.....	8,332	128	221	221	165	96	355
Decided with referee.....	7,234	802	701	669	389	528	347
Withdrawn.....	9,924	383	188	548	177	202	740
Open cases on hand close of period.....	4,186	4,186	3,472	3,170	2,842	2,449	2,321
Heard.....	3,796	3,796	626	468	1,062	1,204	786
Not heard.....	390	390	2,846	2,702	1,780	1,245	1,535

¹ Includes 102 cases received, not docketed.

TABLE 13.—Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal years 1935-52, inclusive—Continued

SECOND DIVISION

Cases	18-year period, 1935-52	1952	1951	1950	1949	1948	1947
Open and on hand at beginning of period.....	-----	57	31	34	34	16	18
New cases docketed.....	1, 620	110	95	63	63	69	54
Total number of cases on hand and docketed.....	1, 620	167	126	97	97	85	72
Cases disposed of.....	1, 554	101	69	66	63	51	56
Decided without referee.....	553	19	11	13	10	12	7
Decided with referee.....	727	73	51	45	43	36	43
Withdrawn.....	274	9	7	8	10	3	6
Open cases on hand close of period.....	66	66	57	31	34	34	16
Heard.....	34	34	49	24	24	19	9
Not heard.....	32	32	8	7	10	15	7

THIRD DIVISION

Open and on hand at beginning of period.....	-----	306	328	362	338	245	204
New cases docketed.....	6, 227	575	459	420	495	467	387
Total number of cases on hand and docketed.....	6, 227	881	787	782	833	712	591
Cases disposed of.....	5, 810	464	481	454	471	374	364
Decided without referee.....	695	30	21	10	42	37	38
Decided with referee.....	4, 169	401	420	412	358	297	255
Withdrawn.....	946	33	40	32	71	40	53
Open cases on hand close of period.....	417	417	306	328	362	338	245
Heard.....	324	324	221	254	235	205	136
Not heard.....	93	93	85	74	127	133	109

FOURTH DIVISION

Open and on hand at beginning of period.....	-----	20	22	33	3	8	6
New cases docketed.....	847	103	58	103	91	83	81
Total number of cases on hand and docketed.....	847	123	80	136	94	91	87
Cases disposed of.....	799	75	60	114	61	88	79
Decided without referee.....	213	7	5	21	25	29	25
Decided with referee.....	452	59	45	62	28	48	47
Withdrawn.....	134	9	10	31	8	11	7
Open cases on hand close of period.....	48	48	20	22	33	3	8
Heard.....	36	36	8	17	19	3	2
Not heard.....	12	12	12	5	14	0	6

1. INTERPRETATION OF WAGE AND RULE AGREEMENTS

Disputes involving the application or interpretation of agreements concerning rates of pay, rules, or working conditions are subject to the jurisdiction of the National Railroad Adjustment Board, under the provisions of section 3 of the Railway Labor Act. How that Board, through its four divisions, discharged its functions during the fiscal year 1952 is described in the report of the adjustment board and the separate reports of the divisions, which are reproduced as appendix A to this report. Table 13, above, is a tabulation of the cases handled by divisions for the years 1935-52. Included in the table is a recapitulation of the cases handled by the four divisions since the creation of the adjustment board in 1935. It will be noted that of the 38,360 cases docketed by the Board since it began operation, 29,676 have been docketed by the first division. Thus for the 18-year

period during which the National Railroad Adjustment Board has been in operation, the first division has accounted for 77 percent of all cases docketed.

During the fiscal year 1950 the carriers and the train and engine service organizations, in an effort to expedite disposition of its backlog of cases, established two supplemental boards to assist the first division. The cases disposed of by the supplemental boards are included in the total of the first division, in table 13. The supplemental boards began functioning in January 1950. With the assistance of these two supplemental boards, the number of cases disposed of in the fiscal year 1952 totaled 1,313 as compared with 1,110 in 1951. The number of docketed cases on hand at close of fiscal year 1951, for all divisions, increased from 3,855 in 1951 to 4,717 in 1952.

When the members of any of the four divisions of the adjustment board are unable to agree upon an award in any dispute being considered, because of a deadlock or inability to secure a majority vote, they are required under section 3, First (1), of the act to attempt to agree upon and select a neutral person to sit with the division as a member and make an award. Failing to agree upon such neutral person within 10 days, the act provides that that fact be certified to the National Mediation Board, whereupon the latter body selects the neutral person or referee.

The qualifications of the referee are indicated by his designation in the act as a "neutral person." In the appointment of referees the National Mediation Board is bound by the same provisions of the law that apply in the appointment of arbitrators. The law requires that appointees to such positions must be wholly disinterested in the controversy, impartial, and without bias as between the parties in dispute.

The following tabulation gives the names and residences of all persons appointed for service as referees on the adjustment board during the past year:

Referees appointed
FIRST DIVISION

Referee		Date of appointment	Number of cases for which appointed
Name	Residence		
Munro, Angus.....	Dallas, Tex.....	July 3, 1951	32
Bushnell, George E.....	Detroit, Mich.....	July 5, 1951	35
Robertson, Francis J.....	Washington, D. C.....	July 13, 1951	40
Simmons, Robert E.....	Lincoln, Nebr.....	July 20, 1951	1 17
Colby, Alfred A.....	Washington, D. C.....	Sept. 26, 1951 ²	3 25
Colby, Alfred A.....	do.....	Dec. 14, 1951	42
Colby, Alfred A.....	do.....	April 4, 1952	1 52
Mabry, Thomas J.....	Albuquerque, N. Mex.....	Oct. 2, 1951	38
Mabry, Thomas J.....	do.....	Mar. 24, 1952	40
Mabry, Thomas J.....	do.....	May 2, 1952	43
Whiting, Dudley E.....	Detroit, Mich.....	Oct. 12, 1951	1 34
Whiting, Dudley E.....	do.....	Mar. 25, 1952	37
Douglass, David R.....	Oklahoma City, Okla.....	Oct. 12, 1951	3 51
Boyd, Robert O.....	Portland, Oreg.....	Nov. 9, 1951	40
Kelliher, Peter M.....	Chicago, Ill.....	Dec. 5, 1951	37
Stone, Mortimer.....	Denver, Colo.....	Dec. 11, 1951	38
Stone, Mortimer.....	do.....	Feb. 15, 1952	3 51
Stone, Mortimer.....	do.....	Apr. 22, 1952	3 17
Coffey, A. Langley.....	Tulsa, Okla.....	Jan. 18, 1952	40
Gilden, Harold M.....	Chicago, Ill.....	Jan. 22, 1952	1 33
Gilden, Harold M.....	do.....	June 20, 1952	1 45
Rader, LeRoy A.....	Storm Lake, Iowa.....	Feb. 6, 1952	41
O'Malley, Mart J. ⁴	Huntington, Ind.....	Feb. 13, 1952	3 47
O'Malley, Mart J. ⁴	do.....	Mar. 31, 1952	3 70
Weeks, John A.....	Minneapolis, Minn.....	May 23, 1952	43
Tipton, Ernest M.....	Jefferson City, Mo.....	June 20, 1952	40

Footnotes at end of table.

Referees appointed—Continued

SECOND DIVISION

Referee		Date of appointment	Number of cases for which appointed
Name	Residence		
Parker, Jay S. ⁴	Topeka, Kans.	Oct. 29, 1951	19
Parker, Jay S. ⁴	do	Dec. 3, 1951	9
Wenke, Adolph E.	Lincoln, Nebr.	Apr. 16, 1952	24

THIRD DIVISION

Whiting, Dudley E. ⁴	Detroit, Mich.	July 20, 1951	36
Carter, Edward F. ⁴	Lincoln, Nebr.	Aug. 14, 1951	41
Robertson, Francis J. ⁴	Washington, D. C.	Oct. 4, 1951	33
Wyckoff, Hubert ⁴	Watsonville, Calif.	Nov. 2, 1951	35
Munro, Angus	Dallas, Tex.	Jan. 17, 1952	33
Wenke, Adolph E.	Lincoln, Nebr.	Jan. 17, 1952	37
Guthrie, Paul N.	Chapel Hill, N. C.	Jan. 18, 1952	32
Smith, Livingston	Dallas, Tex.	Mar. 3, 1952	30
Douglass, David R. ⁴	Oklahoma City, Okla.	Apr. 4, 1952	33
Yeager, John W.	Lincoln, Nebr.	Apr. 10, 1952	42
Daugherty, Carroll R.	Evanston, Ill.	May 29, 1952 ²	34
Parker, Jay S.	Topeka, Kans.	June 16, 1952	31
Jasper, Paul G.	Indianapolis, Ind.	June 18, 1952	43

FOURTH DIVISION

Carter, Edward F. ⁴	Lincoln, Nebr.	Aug. 9, 1951	10
Quinlan, Wayne	Oklahoma City, Okla.	Nov. 8, 1951 ²	11
McMahon, Donald F.	do	Mar. 3, 1952	19
Boyd, Robert O.	Portland, Oreg.	Apr. 11, 1952	31
Boyd, Robert O. ⁴	do	Apr. 23, 1952	1

¹ Cases deadlocked under the jurisdiction of the Engineers-Firemens Supplemental Board, First Division, NRAB.

² Appointed for the first time during fiscal year 1952.

³ Cases deadlocked under the jurisdiction of the Conductors and Trainmen's Supplemental Board, First Division, NRAB.

⁴ Selected by NRAB Division.

⁵ Selected by NRAB Division and appointment made by an addendum to certificate of appointment.

⁶ Appointment made by addendum to certificate of appointment dated April 23, 1952.

2. AIRLINE ADJUSTMENT BOARDS

There is no national adjustment board for settlement of grievances of airline employees as for railway workers. Section 205 of the amended act provides for establishment of such a board when it shall be necessary in the judgment of the National Mediation Board. Although these provisions have been in effect since 1936, the Board has not deemed a national board necessary.

Gradually, over the years, as more and more crafts or classes of airline employees have established collective bargaining relationships, the employees and carriers have agreed upon grievance-handling procedures with final jurisdiction resting with a system board of adjustment. Such agreements usually provide for designation of neutral referees to break deadlocks. Where the parties are unable to agree upon a neutral to serve as referee the National Mediation Board is frequently called upon to name such neutrals. Such referees serve without cost to the Government and although the Board is not required to make such appointments under the law, it does so upon request in the interest of promoting stable labor relations on the airlines. With the extension of collective-bargaining relationships to most airline workers, the requests upon the Board to designate referees have increased very considerably. In the fiscal year 1952 the Board nominated referees to sit with airline adjustment boards in 27 separate instances.

The following tabulation gives the names and residences of all persons designated by the National Mediation Board to serve as referees with airline system boards of adjustment during the past year:

Referees appointed
SYSTEM BOARD OF ADJUSTMENT

Name	Residence	Date of appointment	Parties
Cook, George A.....	Sarasota, Fla.....	July 3, 1951	Pan American World Airways, Inc., Latin American Division Board of Adjustment for Dispatchers.
Korey, Harold R.....	New York, N. Y.....	July 20, 1951	American Airlines, Inc., and Transport Workers Union of America, CIO.
McMahon, Donald F....	Oklahoma City, Okla.	July 23, 1951	¹ Pan American World Airways and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Steamship Employees.
McLaughlin, George W. ²	New York, N. Y.....	Aug. 3, 1951	Colonial Airlines, Inc., and International Association of Machinists.
McLaughlin, George W. ³	do.....	Aug. 15, 1951	Do.
Feinsinger, Nathan.....	Aspen, Colo.....	Aug. 23, 1951	United Airlines, Inc., and International Association of Machinists, District Lodge No. 141.
Whiting, Dudley E.....	Detroit, Mich.....	Sept. 28, 1951	Airlines National Terminal Service Co., Inc., and International Association of Machinists.
Gilden, Harold M. ⁴	Chicago, Ill.....	Oct. 3, 1951	Trans World Airlines, Inc., and International Association of Machinists.
Drake, Robert T. ⁵	do.....	Oct. 8, 1951	Trans World Airlines, Inc., and International Association of Machinists, District Lodge No. 142.
Thaxter, Sidney St. F. (Judge).	Portland, Maine.....	Nov. 13, 1951	American Airlines, Inc., and Transport Workers Union of America, CIO.
Lazar, Dr. Joseph.....	Los Angeles, Calif.....	Nov. 13, 1951	Flying Tiger Line, Inc., and Air Line Pilots Association, International.
Smith, Livingston ⁴	Dallas, Tex.....	do.....	Trans World Airlines, Inc., and International Association of Machinists, District Lodge No. 142.
Conkling, Roscoe P. (Judge). ⁶	Jefferson City, Mo.....	do.....	Do.
Wenke, Adolph E. (Judge).	Lincoln, Nebr.....	Dec. 4, 1951	Trans World Airlines, Inc., and Air Line Pilots Association, International.
McMahon, Donald F....	Oklahoma City, Okla.	Dec. 29, 1951	Ozark Air Line, Inc., and Air Line Pilots Association, International.
Leiserson, Dr. William M.	Washington, D. C....	Jan. 3, 1952	Capital Airlines and International Association of Machinists.
McLaughlin, George W. ⁸	New York, N. Y.....	Jan. 17, 1952	¹ Pan American World Airways, Inc., and Transport Workers Union, CIO, Atlantic Division.
Robertson, Francis J....	Washington, D. C....	Jan. 22, 1952	Northwest Airlines, Inc., and Air Line Pilots Association, International.
Conkling, Roscoe P. (Judge).	Jefferson City, Mo....	Feb. 20, 1952	Trans World Airlines, Inc., and Air Line Navigators Association, Local 520, TWU of America, CIO.
Leiserson, Dr. William M.	Washington, D. C....	Mar. 3, 1952	Trans World Airlines, Inc., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Steamship Employees.
Douglass, David R. ⁹	Oklahoma City, Okla.	Mar. 24, 1952	Trans World Airlines, Inc., and International Association of Machinists, District Lodge No. 142.
Lewis, Col. Grady.....	Washington, D. C....	Apr. 9, 1952	American Airlines, Inc., and Transport Workers Union, CIO.
McMahon, Donald F. ⁶	Oklahoma City, Okla.	May 8, 1952	Pacific Electric Railway Co. and Brotherhood of Railroad Trainmen.
Horvitz, Aaron.....	New York, N. Y.....	May 26, 1952	Pennsylvania Railroad Co. and Dining Car and Railroad Food Workers Union.
Kelley, Father William J. ⁴	Washington, D. C....	do.....	American Airlines, Inc., and International Association of Machinists.
Ullman, Gerald H.....	New York, N. Y.....	do.....	Pan American World Airways System and Airline Dispatchers Association.
Lynch, Daniel A.....	do.....	May 29, 1952	Pan American World Airways System and Transport Workers Union of America, CIO.

¹ Field board of adjustment.

² Nomination withdrawn due to case being agreeably settled by a previously named referee.

³ Nomination withdrawn due to dispute being resolved between the parties before commencement of proceedings.

⁴ Nominated specifically by the Chairman of the National Mediation Board in accordance with request made by the parties of said system board for purpose of abiding with their provision in Mechanic's Agreement of 1951.

⁵ To serve as fifth and neutral member of said system board.

⁶ To serve as neutral arbitrator with an arbitrator's committee set up in accordance with regulatory provisions, etc., arising out of a decision in a docket before the Interstate Commerce Committee which granted the abandonment of certain lines, etc., of the Pacific Electric Railway Co.

3. INTERPRETATION OF MEDIATION AGREEMENTS

Under section 5, second, of the Railway Labor Act, the National Mediation Board has the duty of interpreting the specific terms of mediation agreements. Requests for such interpretations may be made by either party to mediation agreements, or by both parties jointly. The law provides that interpretations must be made by the Board within 30 days following a hearing, at which both parties may present and defend their respective positions.

In making such interpretations, the National Mediation Board can consider only the meaning of the specific terms of the mediation agreement. The Board does not and cannot attempt to interpret the application of the terms of a mediation agreement to particular situations. This restriction in making interpretations under section 5, second, is necessary to prevent infringement on the duties and responsibilities of the National Railroad Adjustment Board under section 3 of title I of the Railway Labor Act, and adjustment boards set up under the provisions of section 204 of title II of the act in the airline industry. These sections of the law make it the duty of such adjustment boards to decide disputes arising out of employee grievances and out of the interpretation or application of agreement rules.

In many instances mediation has resulted in the negotiation of new basic working agreements, and complete revisions of existing working agreements. It has been the view of this Board that disputes growing out of the application or interpretation of the rules of such agreements should be made by the appropriate adjustment boards, and not by the National Mediation Board under section 5, second, of the act.

During the fiscal year 1952, this Board was not called upon to interpret the terms of any mediation agreement. Since the passage of the 1934 amendment to the act, the Board has handled 22 cases under the provisions of section 5, second, of the Railway Labor Act

VIII. ORGANIZATION AND FINANCES OF THE NATIONAL MEDIATION BOARD

1. ORGANIZATION

The National Mediation Board replaced the United States Board of Mediation and was established in June 1934 under the authority of the Railway Labor Act, as amended.

The Board is composed of three members, appointed by the President, by and with the advice and consent of the Senate. The terms of office, except in case of a vacancy due to an unexpired term, are for 3 years, the term of one member expiring on February 1 of each year. The act makes no provision for holding over beyond that date and requires that the Board shall annually designate one of its members to serve as chairman. Not more than two members may be of the same political party. The Board's headquarters and office staff are located in the General Services Building, Eighteenth and F Streets NW., Washington, D. C. In addition to its office staff, the Board has a staff of mediators, who spend practically their entire time in field duty.

Subject to the Board's direction, administration of the Board's affairs is in charge of the secretary. While some mediation conferences are held in Washington, by far the larger portion of mediation services is performed in the field at the location of the disputes. Services of the Board consist of mediating disputes between the carriers and the representatives of their employees over changes in rates of pay, rules, and working conditions. These services also include the investigation of representation disputes among employees and the determination of such disputes by election or otherwise. These services as required by the Act are performed by members of the Board and its staff of mediators. In addition, the Board conducts hearings when necessary in connection with representation disputes to determine employees eligible to participate in elections and other issues which arise in its investigation of such disputes. The Board also conducts hearings in connection with the interpretation of mediation agreements and appoints neutral referees and arbitrators as required.

The staff of mediators, all of whom have been selected through civil service, is as follows:

Ross R. Barr.
Robert F. Cole.
Clarence G. Eddy.
Lawrence Farmer.
Ross J. Foran.
Patrick D. Harvey.
James M. Holaren.
Cornelius E. Hurley.
Matthew E. Kearney.
James P. Kiernan.
Warren S. Lane.
Albert L. Lohm.

Geo. S. MacSwan.
Wm. F. Mitchell, Jr.
John F. Murray.
J. Earl Newlin.
Alexander D. Penfold.
C. Robert Roadley.
Wallace G. Rupp.
H. Albert Smith.
Frank K. Switzer.
Thomas A. Tracy.
Charles F. Wahl.

2. FINANCIAL STATEMENT

Accounting of all moneys appropriated by Congress for the fiscal year 1952, pursuant to the authority conferred by "An act to amend the Railway Labor Act approved May 20, 1926" (Approved June 21, 1934):

Appropriations:

Salaries and Expenses.....	\$398, 494
Arbitration and Emergency Boards.....	138, 000
Total appropriations.....	<u>536, 494</u>

Obligations:

Salaries, National Mediation Board.....	303, 495
Travel Expenses.....	80, 514
Other Expenses.....	14, 485
Total operating expenses.....	<u>398, 494</u>
Expenses arbitration and emergency boards.....	<u>124, 980</u>
Grand Total.....	<u>523, 474</u>

Unobligated balances:

Arbitration and emergency boards.....	<u>13, 020</u>
Total unobligated.....	13, 020

Annual expenditures for arbitration and emergency boards cannot be accurately budgeted due to fluctuations in the need for such boards. The extent of the disputes arbitrated or considered by emergency boards is also a factor which makes it virtually impossible to budget expenses of such boards with any degree of accuracy. Since the needs for such boards cannot be accurately anticipated, it is necessary to have available adequate funds to meet such contingencies as may arise.

APPENDIX A

NATIONAL RAILROAD ADJUSTMENT BOARD

(Created June 21, 1934)

SARCHET, ROGER, *Chairman*
GREEN, T. L., *Vice Chairman*

ALLISON, R. H. ¹	JONES, A. H. ²
ANDERSON, J. A.	KEALEY, C. W.
BLAKE, R. W.	KEISER, W. C. ³
BOWEN, A. C.	KEMP, J. E.
BRINDLEY, J. P.	LOSEY, T. E.
BURTNESS, H. W.	ORNDORFF, GERALD
BUTLER, R. M.	PURCELL, T. F.
CANNON, C. S.	REESER, H. J.
COYLE, F. W.	RYAN, W. J.
CUNNINGHAM, A. J.	SCHOCH, M. G.
DUGAN, C. P.	SOMERLOTT, M. E.
DUGAN, GEO. H.	SWAN, O. E.
FEE, L. B.	SYLVESTER, J. H.
FERRIS, A. R.	WALTHER, A. G. ⁴
HICKS, D. H.	WALTON, R. A.
JOHNSON, B. C.	WIESNER, E. W.
JOHNSON, R. P.	WRIGHT, GEORGE

SUPPLEMENTAL BOARDS

BORDWELL, H. V.	MAGILL, J. E.
BRENNAN, RICHARD	MILLER, D. A.
HOGLUND, H. J.	SOUTHWORTH, P. C.

STATEMENT

On June 21, 1934, by enactment of Public, No. 442, Seventy-third Congress, the National Railroad Adjustment Board was created to consider and make awards in the following classes of disputes:

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 upon the disputes.

¹ Retired—replaced by W. H. Castle.

² Deceased.

³ Retired—replaced by W. C. Lash.

⁴ Retired—replaced by D. H. Hicks.

Accounting of all moneys appropriated by Congress for the fiscal year 1952, pursuant to the authority conferred by "An Act to Amend the Railway Labor Act, approved May 20, 1926" [approved June 21, 1934]

Regular appropriation:

Salaries and Expenses, National Railroad Adjustment Board,
National Mediation Board..... \$575, 749. 00

Expenditures:

Salaries of employees..... \$236, 818. 79
Salaries of referees..... 184, 148. 44
Travel expenses (including referees)..... 27, 863. 37
Transportation of things..... 134. 07
Communication services..... 6, 061. 71
Printing and binding..... 70, 054. 69
Other contractual services..... 2, 896. 79
Supplies and materials..... 6, 680. 11
Equipment..... 3, 989. 23

Total expenditures..... 538, 647. 20

Unexpended balance..... 37, 101. 80

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

ADMINISTRATIVE

Name	Title	Salary paid	Duties
Howard, Leland.....	Administrative officer	\$7, 993. 14	Subject to direction of Board, administers its governmental affairs.
Dillon, Mary E.....	Accounting and auditing assistant.	4, 215. 84	Secretarial, stenographic, accounting, and auditing.
Renik, Dina.....	Clerk-typist.....	3, 219. 34	Clerical.
Larson, George.....	Clerk.....	2, 988. 18	Do.

FIRST DIVISION

MacLeod, John M.....	Executive secretary...	\$7, 128. 58	Administration of affairs of division and subject to its direction.
Frohning, Wm. C.....	Assistant executive secretary.	1, 095. 08	Assists executive secretary.
Killeen, Bert F.....	Principal clerk-stenographer.	4, 548. 69	Digests and briefs cases and awards, takes hearings, etc.
Fostof, Evelyn F.....	Clerk-stenographer...	4, 295. 50	Secretarial, stenographic, and clerical.
Smith, Margaret J.....	do.....	1, 073. 87	Do.
Blee, Ruth W.....	do.....	4, 170. 04	Do.
Ellwanger, Dorothy M.....	do.....	4, 170. 04	Do.
Karlcek, Mae J.....	do.....	4, 170. 04	Do.
Schnase, Julia T.....	do.....	3, 984. 37	Do.
Schroeter, Marie A.....	do.....	4, 022. 85	Do.
Gates, Shirley V.....	do.....	3, 752. 79	Do.
Karl, Beverly R.....	do.....	1, 426. 09	Do.
Meehan, Elizabeth E.....	do.....	3, 632. 06	Do.
Finnegan, Marian.....	do.....	3, 419. 94	Do.
Gross, Dorothy J.....	do.....	1, 193. 49	Do.
Lewandowski, J. T.....	do.....	3, 403. 94	Do.
Moyer, Mildred L.....	do.....	322. 50	Do.
Terangle, Rhoda E.....	do.....	3, 030. 13	Stenographic and clerical.
Fox, Doris S.....	Clerk.....	3, 062. 41	Clerical.

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

FIRST DIVISION—Continued

Name	Title	Salary paid	Duties
Boyd, Robert O., 50¾ days at \$75 per day.	Referee.....	\$3,806.25	Sat with division as member to make awards, upon failure of division to agree or secure majority vote.
Bushnell, George E., 38¾ days at \$75 per day.	.....do.....	2,906.25	Do.
Coffey, A. Langley, 101 days at \$75 per day.	.....do.....	7,575.00	Do.
Colby, Alfred A., 75 days at \$75 per day.	.....do.....	5,625.00	Do.
Guthrie, Paul N., 55½ days at \$75 per day.	.....do.....	4,162.50	Do.
Kane, Joseph S., 10 days at \$75 per day.	.....do.....	750.00	Do.
Kelliher, Peter M., 42 days at \$75 per day.	.....do.....	3,150.00	Do.
Mabry, Thomas J., 140¾ days at \$75 per day.	.....do.....	10,556.25	Do.
Munro, Angus, 85½ days at \$75 per day.	.....do.....	6,412.50	Do.
Rader, LeRoy, 66¾ days at \$75 per day.	.....do.....	5,006.25	Do.
Robertson, Francis J., 61 days at \$75 per day.	.....do.....	4,575.00	Do.
Weeks, John A., 19 days at \$75 per day.	.....do.....	1,425.00	Do.
Whiting, Dudley E., 39 days at \$75 per day.	.....do.....	2,925.00	Do.

FIRST DIVISION—SUPPLEMENTAL, C-T.

Smith, Margaret J.....	Clerk-stenographer....	\$3,221.63	Secretarial, stenographic, and clerical.
Roudebush, Ethel A .....	.....do.....	3,617.63	Do.
Smith, Joan M.....	.....do.....	3,018.70	Do.
Marko, Helen E.....	.....do.....	3,463.24	Do.
Keenan, Patricia.....	.....do.....	1,560.61	Stenographic and clerical.
Colby, Alfred A., 39½ days at \$75 per day.	Referee.....	2,962.50	Sat with division as member to make awards, upon failure of division to agree or secure majority vote.
Douglass, David R., 138¼ days at \$75 per day.	.....do.....	10,368.75	Do.
O'Malley, Mart J., 82½ days at \$75 per day.	.....do.....	6,187.50	Do.
Smith, Livingston, 77¾ days at \$75 per day.	.....do.....	5,831.25	Do.
Stone, Mortimer, 86 days at \$75 per day.	.....do.....	6,450.00	Do.

FIRST DIVISION—SUPPLEMENTAL, E-F.

Dugan, Jean M.....	Clerk-stenographer....	\$3,545.48	Secretarial, stenographic, and clerical.
Fogelberg, Kay.....	.....do.....	3,627.25	Do.
Murphy, Rita.....	.....do.....	1,441.80	Do.
Smith, Joan M.....	.....do.....	603.74	Do.
Sullivan, Alice M.....	.....do.....	3,598.39	Do.
Keenan, Patricia.....	.....do.....	1,560.61	Stenographic and clerical.
Colby, Alfred A., 57½ days at \$75 per day.	Referee.....	4,312.50	Sat with division as member to make awards, upon failure of division to agree or secure majority vote.
Gilden, Harold M., 47 days at \$75 per day.	.....do.....	3,525.00	Do.
Simmons, Robert G., 42½ days at \$75 per day.	.....do.....	3,187.50	Do.
Tipton, Ernest M., 31¾ days at \$75 per day.	.....do.....	2,381.25	Do.
Whiting, Dudley E., 29¾ days at \$75 per day.	.....do.....	2,231.25	Do.

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

SECOND DIVISION

Name	Title	Salary paid	Duties
Sassaman, Harry J.....	Executive secretary ..	\$7,054.70	Administration of affairs of division and subject to its direction.
Bodenbender, Henry J.....	Clerk-stenographer ..	4,182.55	Secretarial, stenographic, and clerical.
Glenn, Allise N.....	do.....	4,295.50	Do.
Lindberg, Robert L.....	do.....	4,295.50	Do.
Morrison, Margaret E.....	do.....	4,295.50	Do.
Shaughnessy, M. V.....	do.....	4,295.50	Do.
Stomner, Mary A.....	do.....	4,295.50	Do.
Williams, Dorothy M.....	do.....	4,295.50	Do.
Vought, Marcella R.....	do.....	4,170.04	Do.
Sturman, Alta M.....	do.....	4,008.42	Do.
Watson, Muriel G.....	do.....	3,931.46	Do.
Fountaine, Dorothy T.....	do.....	3,671.03	Do.
Carter, Edward F., 34 days at \$75 per day.	Referee.....	2,550.00	Sat with division as member to make awards, upon failure of division to agree or secure majority vote.
Chappell, Elwood B., 3½ days at \$75 per day.	do.....	262.50	Do.
Parker, Jay S., 41¾ days at \$75 per day.	do.....	3,131.25	Do.
Wenke, Adolph E., 26 days at \$75 per day.	do.....	1,950.00	Do.

THIRD DIVISION

Tummon, A. Ivan.....	Assistant executive secretary.	\$5,425.45	Acting secretary—administration of affairs of division and subject to its direction.
Groble, Agatha E.....	Clerk-stenographer ..	4,295.50	Secretarial, stenographic, and clerical.
Lightner, Hazel I.....	do.....	4,295.50	Do.
Morse, Frances.....	do.....	4,295.50	Do.
Anderson, Loreto C.....	do.....	4,170.04	Do.
Anderson, Louise S.....	do.....	4,170.04	Do.
Balskey, Clare V.....	do.....	4,170.04	Do.
Miller, Kellogg B.....	do.....	4,296.01	Do.
Sanford, Jewel C.....	do.....	3,136.00	Do.
Smith, Lois E.....	do.....	4,061.81	Do.
Killeen, Eugene A.....	do.....	3,825.27	Do.
Karlicek, Blanche R.....	do.....	3,767.20	Do.
Ferris, Carol J.....	do.....	178.85	Do.
Johnson, Charlene M.....	do.....	399.50	Do.
Keating, Patrick J.....	Clerk.....	3,142.71	Do.
Boyd, Robert O., 1 day at \$75 per day.	Referee.....	75.00	Sat with division as member to make awards, upon failure of division to agree or secure majority vote.
Carter, Edward F., 81 days at \$75 per day.	do.....	6,075.00	Do.
Coffey, A. Langley, 1½ days at \$75 per day.	do.....	112.50	Do.
Daugherty, Carroll R., 6½ days at \$75 per day.	do.....	487.50	Do.
Donaldson, J. Glenn, 49½ days at \$75 per day.	do.....	3,712.50	Do.
Douglas, James M., 3 days at \$75 per day.	do.....	225.00	Do.
Douglass, David R., 34¾ days at \$75 per day.	do.....	2,606.25	Do.
Elson, Alex, 50 days at \$75 per day.	do.....	3,750.00	Do.
Guthrie, Paul N., 48½ days at \$75 per day.	do.....	3,637.50	Do.
Jasper, Paul G., 1½ days at \$75 per day.	do.....	112.50	Do.
Munro, Angus, 103 days at \$75 per day.	do.....	7,725.00	Do.
Parker, Jay S., 70¾ days at \$75 per day.	do.....	5,268.75	Do.
Robertson, Francis J., 57¾ days at \$75 per day.	do.....	4,331.25	Do.
Shake, Curtis G., 1 day at \$75 per day.	do.....	75.00	Do.
Smith, Livingston, 67¾ days at \$75 per day.	do.....	5,081.25	Do.

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

THIRD DIVISION—Continued

Name	Title	Salary paid	Duties
Wenke, Adolph E., 61½ days at \$75 per day.	Referee-----	\$4,612.50	Sat with division as member to make awards, upon failure of division to agree or secure majority vote.
Whiting, Dudley E., 40¼ days at \$75 per day.	.....do-----	3,037.50	Do.
Wyckoff, Hubert, 66 days at \$75 per day.	.....do-----	4,973.44	Do.
Yeager, John W., 53 days at \$75 per day.	.....do-----	3,975.00	Do.

FOURTH DIVISION

Parkhurst, Raymond B.-----	Executive secretary---	\$7,993.14	Administration of affairs of division and subject to its direction.
Humfreville, Muriel L.-----	Clerk-stenographer---	4,295.50	Secretarial, stenographic, and clerical.
Zimmerman, R. Hazel.-----	.....do-----	4,295.50	Do.
Adams, Henrietta V.-----	.....do-----	4,170.04	Do.
Begley, Thomas C., 2 days at \$75 per day.	Referee-----	150.00	Sat with division as member to make awards, upon failure of division to agree or secure majority vote.
Boyd, Robert O., 38¼ days at \$75 per day.	.....do-----	2,868.75	Do.
Carter, Edward F., 12 days at \$75 per day.	.....do-----	900.00	Do.
McLaughlin, George W., 5½ days at \$75 per day.	.....do-----	412.50	Do.
McMahon, Donald F., 48 days at \$75 per day.	.....do-----	3,600.00	Do.
Quinlan, Wayne, 28¼ days at \$75 per day.	.....do-----	2,137.50	Do.

FIRST DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

39 South La Salle Street, Chicago 3, Ill.

Organization of the Division fiscal year 1951-52

FIRST DIVISION BOARD

W. C. LASH, *Chairman*¹

T. L. GREEN, *Vice Chairman*

J. P. BRINDLEY

H. W. BURTNES

FRANK W. COYLE

GEORGE H. DUCAN

B. C. JOHNSON

C. W. KEALEY

H. J. REESER

O. E. SWAN

ENGINEERS-FIREMEN SUPPLEMENTAL BOARD

P. C. SOUTHWORTH, *Chairman*

H. J. HOGLUND, *Vice Chairman*

DON A. MILLER, *Alternating Carrier Member*

CONDUCTORS-TRAINMEN SUPPLEMENTAL BOARD

RICHARD BRENNAN, *Chairman*

H. V. BORDWELL, *Vice Chairman*

J. E. MAGILL, *Alternating Carrier Member*

J. M. MACLEOD, *Executive Secretary*²

A. JURISDICTION

In accordance with section 3 (h) of the Railway Labor Act, as amended, the First Division of the National Railroad Adjustment Board has jurisdiction over

¹ Succeeded W. O. Keiser who retired September 5, 1951.

² Succeeded W. O. Frohning, who resigned as acting executive secretary July 6, 1951.

disputes between employes or groups of employes and carriers involving train and yard-service employes; that is, engineers, firemen, hostlers and outside hostler helpers, conductors, trainmen, and yard-service employes.

B. ORGANIZATION

The First Division was established in 1934 by amendment to the Railway Labor Act (Public 442, 73d Cong.). This Division consists of:

1. First Division Board; 10 members. Five of the members are appointed and paid by carrier associations and five members are appointed and paid by the five major labor organizations of railroad employes whose crafts are under the jurisdiction of this Division.

2. Engineers-Firemen Supplemental Board, composed of three permanent members—one representing carriers, one representing the Brotherhood of Locomotive Engineers, and one representing the Brotherhood of Locomotive Firemen and Enginemen. An additional carrier member serves temporarily as a representative of the carrier whose cases are being considered.

3. Conductors-Trainmen Supplemental Board, composed of three permanent members—one representing the carriers, one representing the Order of Railway Conductors, and one representing the Brotherhood of Railroad Trainmen. An additional temporary carrier member represents the carrier whose cases are being considered.

The supplemental boards were established in 1949 by resolution of the First Division Board under authority of Section 3, First (w) of the Railway Labor Act. As in the case of the First Division Board, the members of the supplemental boards are appointed and paid by the carriers and labor organizations, respectively.

When the Division is unable to agree upon a case and when a number of such cases have accumulated, a referee is appointed temporarily by the Division or, if the Division cannot agree upon a selection, by the National Mediation Board, to sit with the Board which has deadlocked the cases to break the deadlock.

C. PERSONNEL AND OPERATIONS

The number of cases docketed increased by 612 over the preceding year, an increase of 43 percent. Despite the additional work incidental to this substantial increase in workload the Division issued 930 awards, eight more than in the previous year, and the number of cases studied and deadlocked was increased from 593 to 909, an increase of 53 percent in that activity.

A number of system boards of adjustment were established through the National Mediation Board during the year to consider, among others, cases previously submitted to this Division. This was primarily the cause of an increase from 191 to 383 in withdrawal of docketed cases.

The following table shows the ratio of awards to cases added to the docket by fiscal years from 1949. Whereas the percentage dropped from 75 last year to 57 this year, this figure would have shown a slight increase from 75 to 76 percent if net additions to the docket, over which the Division has no control, had remained constant:

Fiscal year	Cases docketed	Cases withdrawn	Added to docket	Number of awards	Awards as percentage of cases added
1949 ¹	1,226	177	1,049	554	53
1950.....	1,766	548	1,218	890	73
1951.....	1,415	188	1,224	922	75
1952.....	2,027	383	1,644	930	57

¹ Last complete fiscal year prior to establishment of supplemental boards.

NATIONAL RAILROAD ADJUSTMENT BOARD—FIRST DIVISION

TABLE 1.—Cases docketed fiscal year 1951-52, classified according to carrier party to submission

Name of carrier	Number of cases docketed	Name of carrier	Number of cases docketed
Alabama, Tennessee & Northern R. R.-----	1	Indiana Harbor Belt-----	3
Alton & Southern R. R.-----	6	Indianapolis Union Ry-----	7
Atchison, Topeka & Santa Fe Ry.—Coast-----	69	International-Great Northern R. R.-----	6
Atchison, Topeka & Santa Fe Ry.—East and West-----	23	Kansas City Southern Ry-----	23
Atlanta Joint Terminals-----	1	Kansas, Oklahoma & Gulf Ry-----	1
Atlantic Coast Line R. R.-----	8	Lake Superior Terminal & Transfer Co-----	4
Atlantic & East Carolina Ry-----	5	Lehigh Valley R. R.-----	28
Baltimore & Ohio R. R.-----	62	Long Island R. R.-----	15
Beaumont, Sour Lake & Western-----	1	Los Angeles Junction Ry-----	4
Boston & Maine R. R.-----	4	Louisville & Nashville R. R.-----	6
Brooklyn Eastern District Terminal-----	1	Michigan Central R. R.-----	25
Buffalo Creek R. R.-----	8	Minneapolis & St. Louis Ry-----	2
Central R. R. of New Jersey-----	2	Missouri-Kansas-Texas R. R.-----	3
Central of Georgia Ry-----	6	Missouri Pacific R. R.-----	95
Chesapeake & Ohio Ry-----	45	Monongahela R. R.-----	1
Chesapeake & Ohio-Pere Marquette District-----	4	Nashville, Chattanooga & St. Louis Ry-----	2
Chicago & Eastern Illinois R. R.-----	26	New York Central R. R.—East-----	27
Chicago & North Western Ry-----	81	New York Central R. R.—Ohio Central-----	3
Chicago, Burlington & Quincy R. R.-----	124	New York Central R. R.—West-----	6
Chicago Great Western Ry-----	59	New York, Chicago & St. Louis R. R.-----	7
Chicago, Milwaukee, St. Paul & Pacific—East-----	24	New York, New Haven & Hartford R. R.-----	1
Chicago, Milwaukee, St. Paul & Pacific—West-----	6	Norfolk & Western R. R.-----	1
Chicago, Rock Island & Pacific R. R.-----	4	Norfolk Southern Ry-----	9
Chicago, St. Paul, Minneapolis & Omaha Ry-----	10	Northern Pacific Ry-----	11
Cleveland, Cincinnati, Chicago & St. Louis Ry-----	4	Northwestern Pacific R. R.-----	11
Clinchfield R. R.-----	6	Northern Pacific Terminal of Oregon-----	4
Cuyahoga Valley Ry-----	1	Ogden Union Railway & Depot Co-----	4
Davenport, Rock Island & Northwestern-----	1	Pacific Coast R. R.-----	1
Delaware & Hudson R. R.-----	70	Pacific Electric Ry-----	2
Delaware, Lackawanna & Western R. R.-----	113	Pennsylvania R. R.—Central-West-East-----	1
Denver & Rio Grande Western R. R.-----	38	Pennsylvania R. R.—Central-----	8
Duluth, Missabe & Iron Range Ry-----	5	Pennsylvania R. R.—East-----	15
Duluth, Winnipeg & Pacific Ry-----	3	Pennsylvania Reading Seashore Lines-----	2
Elgin, Joliet & Eastern Ry-----	6	Philadelphia, Bethlehem & New England-----	2
Erie R. R.-----	10	Pittsburgh & Lake Erie R. R.-----	3
Florida East Coast Ry-----	12	Portland Traction Co-----	1
Fort Worth & Denver Ry-----	5	Port Terminal R. R. Association of Houston, Tex-----	1
Georgia R. R.-----	5	Potomac Yard-----	1
Grand Trunk Western R. R.-----	11	Reading Co-----	48
Great Northern Ry-----	4	Richmond, Fredericksburg & Potomac R. R.-----	2
Green Bay & Western R. R.-----	1	Rutland Ry. Corp-----	2
Gulf, Colorado & Santa Fe R. R.-----	4	St. Louis, Brownsville & Mexico Ry-----	3
Illinois Central R. R.-----	16	St. Louis, San Francisco Ry-----	6
Illinois Northern-----	3	St. Louis-Southwestern Ry-----	21
		San Diego & Arizona Eastern Ry-----	6
		Seaboard Air Line R. R.-----	8

TABLE 1.—Cases docketed fiscal year 1951-52, classified according to carrier party to submission—Continued

Name of carrier	Number of cases docketed	Name of carrier	Number of cases docketed
Southern Ry.....	2	Union Pacific R. R.—Eastern District.....	5
Southern Pacific Co.—Pacific Lines.....	384	Union Pacific R. R.—Northwestern District.....	4
Southern Pacific Co.—Texas and Louisiana.....	31	Union Terminal Co.—Dallas.....	2
Spokane, Portland & Seattle Ry.....	1	Upper Merion & Plymouth R. R.....	1
State Belt R. R. (California).....	1	Virginian Ry.....	8
Tennessee Central Ry.....	2	Wabash R. R.....	134
Terminal Railroad Association of St. Louis.....	5	Western Maryland Ry.....	24
Texas & Pacific Ry.....	9	Western Pacific R. R.....	11
Union Pacific R. R.—South Central District.....	58	Wichita Valley Ry.....	1
		Youngstown & Northern R. R.....	4
		Total.....	2,027

TABLE 2.—Cases docketed fiscal year 1951-52; classified according to organization party to submission

Name of organization	Number of cases docketed	Name of organization	Number of cases docketed
Engineers—Firemen—Conductors—Trainmen.....	2	Switchmen's Union of North America.....	136
Engineers—Firemen.....	51	Association of Street Electric Railway & Motor Coach Employees.....	1
Engineers.....	396	International Association of Railway Employees.....	2
Firemen.....	594	Railroad Industrial Union.....	14
Firemen—Trainmen.....	2	Individuals.....	18
Firemen—Conductors—Trainmen.....	1	Total.....	2,027
Firemen—Switchmen's Union of North America.....	1		
Conductors.....	229		
Conductors—Trainmen.....	27		
Trainmen.....	553		

SECOND DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago 4, Ill.

R. W. BLAKE, *Chairman*
R. P. JOHNSON, *Vice Chairman*
J. A. ANDERSON
A. C. BOWEN
C. S. CANNON

D. H. HICKS ¹
T. E. LOSEY
M. E. SOMERLOTT
E. W. WIESNER
GEORGE WRIGHT

HARRY J. SASSAMAN, *Executive Secretary*

JURISDICTION

Second Division: To have jurisdiction over disputes involving machinists, boilermakers, blacksmiths, sheet metal workers, electrical workers, carmen, the helpers and apprentices of all of the foregoing, coach cleaners, powerhouse employees, and railroad shop laborers. The Division shall consist of 10 members, five of whom shall be selected by the carriers and five by the national labor organizations of the employees.

COMMENT

In addition to the regular docketed cases, this Division has been called upon to handle a substantial volume of potential cases. Many of the communications received were from correspondents asking information as to the method and procedure necessary to properly present cases to the Division. Others recite complaints of an alleged violation of rules in existing agreements, while others made an attempt to file cases with the Division from properties on which System Boards of Adjustment exist, and still others presented disputes that may develop into cases that should properly be referred to this Division for adjudication.

¹ Appointed to succeed A. G. Walther, September 1, 1951.

These potential cases, 42 in number, developed during the fiscal year ending June 30, 1952, and in addition, much correspondence was carried on in connection with similar potential cases listed in our report of the previous fiscal year. Many of these required special study and consideration which involved a great amount of correspondence and consumed a considerable portion of the time of the Division in an effort to secure the information necessary to direct the proper presentation and/or handling of these matters to their conclusion.

The following list shows the parties involved in the potential cases originating during the fiscal year ending June 30, 1952:

Report of cases handled by the Second Division, fiscal year ending June 30, 1952

	<i>Number of cases</i>		<i>Number of cases</i>
Docketed.....	110	Deadlocked.....	52
Heard.....	73	Interpretations made.....	2
Decided.....	101		
Decided with referee.....	73		
Decided without referee.....	19		
Withdrawn.....	9		

CARRIERS PARTY TO CASES DOCKETED

	<i>Number of cases</i>		<i>Number of cases</i>
Alton & Southern R. R.....	1	Long Island R. R. Co.....	1
American Refrigerator Transit Co.....	5	Louisville & Nashville R. R. Co.....	3
Atchison, Topeka & Santa Fe Ry. Co., The.....	14	Missouri Pacific R. R. Co.....	7
Atlantic Coast Line R. R.....	6	Nashville, Chattanooga & St. Louis Ry., The.....	2
Baltimore & Ohio R. R. Co., The.....	2	New York Central System.....	1
Central of Georgia Ry. Co.....	2	New York, New Haven & Hart- ford R. R. Co., The.....	1
Chicago & Eastern Illinois R. R. Co.....	2	Norfolk & Western Ry. Co.....	1
Chicago and North Western Ry. Co.....	2	Pennsylvania R. R., The.....	6
Chicago, Burlington & Quincy R. R. Co.....	1	Potomac Yard.....	1
Chicago Great Western Ry. Co.....	1	Pullman Co., The.....	18
Chicago, Rock Island & Pacific R. R. Co.....	3	Reading Co.....	2
Cincinnati Union Terminal Co., The.....	1	Seaboard Air Line R. R. Co.....	1
Delaware & Hudson R. R. Corp.....	1	Southern Pacific Co. (Pacific Lines).....	1
Denver & Rio Grande Western R. R. Co., The.....	1	Southern Pacific Lines in Texas and Louisiana (Texas and New Orleans R. R. Co.).....	2
Fort Dodge, Des Moines & Southern Ry. Co.....	1	Tennessee Central Ry. Co.....	1
Gulf, Colorado & Santa Fe Ry. Co.....	1	Terminal Railroad Association of St. Louis.....	1
Illinois Central R. R. Co.....	6	Union Pacific R. R.....	3
Illinois Terminal R. R. Co.....	1	Union Ry. Co. (Memphis).....	1
		Union Terminal Co. (Dallas).....	2
		Wabash R. R. Co.....	4
		Total.....	110

THIRD DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago 4, Ill.

GERALD ORNDORFF, *Chairman*
J. E. KEMP, *Vice Chairman*
R. H. ALLISON ¹
R. M. BUTLER
W. H. CASTLE
A. J. CUNNINGHAM

C. P. DUGAN
A. R. FERRIS
A. H. JONES ²
ROGER SARCHET
J. H. SYLVESTER

A. IVAN TUMMON, *Acting Executive Secretary*

JURISDICTION

Third Division: To have 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).

Report of cases handled by the Third Division, fiscal year 1952

	Number of cases		Number of cases
Open and on hand July 1, 1951	306	Deadlocked	470
Docketed	573	Decided by referee	401
Heard	478	Open and on hand June 30, 1952	¹ 417
Decided	¹ 465	Interpretations	12
Withdrawn	37		

¹ Award Nos. 5017 and 5382 on docket DC-4900; Award Nos. 4780 and 5718 on docket MW-4670.

² Includes resubmission docket.

CARRIERS PARTY TO CASES DOCKETED

	Number of cases		Number of cases
Atchison, Topeka & Santa Fe	10	Clinchfield	2
Atlanta Terminal	2	Colorado & Southern	14
Atlanta & West Point	1	Delaware & Hudson	17
Atlantic Coast Line	4	Delaware, Lackawanna & Western	2
Baltimore & Ohio	11	Denver & Rio Grande Western	6
Belt Railway of Chicago	1	Elgin, Joliet & Eastern	7
Boston and Maine	17	Erie	10
Boston Terminal	1	Florida East Coast	4
Charleston & Western Carolina	2	Fort Worth & Denver	3
Central of Georgia	2	Fruit Growers Express	1
Central Railroad of New Jersey	5	Georgia	2
Chesapeake and Ohio	6	Georgia, Southern & Florida	1
Chesapeake and Ohio (Pere Marquette)	2	Grand Trunk Western	3
Chicago, Burlington & Quincy	6	Great Northern	8
Chicago and Eastern Illinois	9	Gulf Coast—IGN	4
Chicago and North Western	9	Gulf, Colorado & Santa Fe	2
Chicago Great Western	2	Gulf, Mobile & Ohio	5
Chicago, Indianapolis & Louisville	4	Houston Belt & Terminal	7
Chicago, Rock Island & Pacific	12	Illinois Central	16
Chicago, Milwaukee, St. Paul & Pacific	7	International Great Northern	1
Chicago Union Station	1	Kansas City Southern	3
Cincinnati, New Orleans & Texas Pacific	1	Kansas City Terminal	7
Cincinnati Union Terminal	1	Long Island	1
Cleveland, Cincinnati, Chicago & St. Louis	2	Louisiana & Arkansas	3
		Louisiana & Northwest	1
		Louisville & Nashville	3
		Maine Central	3
		Michigan Central	1

¹ R. H. Allison replaced by W. H. Castle January 1, 1952.

² Deceased June 25, 1952.

Report of cases handled by the Third Division, fiscal year 1952—Continued

CARRIERS PARTY TO CASES DOCKETED—continued

	<i>Number of cases</i>		<i>Number of cases</i>
Midland Valley-----	1	St. Louis—San Francisco-----	5
Milwaukee—Kansas City South-		St. Louis Southwestern-----	9
ern Joint Agency-----	1	Salt Lake Union Depot & R. R.-----	1
Minneapolis, St. Paul & Sault		Seaboard Air Line-----	17
Ste. Marie-----	3	Southern-----	5
Missouri—Illinois-----	1	Southern Pacific (Pacific Lines)-----	16
Missouri—Kansas—Texas-----	19	Southern Pacific (Texas & Lou-	
Missouri Pacific R. R.-----	10	isiana)-----	2
Missouri Pacific (TL)-----	8	Stock Yards District Agency-----	1
Nashville, Chattanooga & St.		Tennessee Central-----	7
Louis-----	2	Terminal Railroad Association	
New York Central-----	13	of St. Louis-----	6
New York, Chicago & St. Louis		Texarkana Station Trust-----	1
New York, New Haven & Hart-		Texas & Pacific-----	1
ford-----	4	Texas Pacific (M. P. Term. R. R.	
Northern Pacific-----	5	N. O.)-----	1
Pacific Fruit Express-----	1	Union Pacific-----	10
Pennsylvania-----	25	Virginian-----	2
Pittsburgh & West Virginia-----	1	Wabash-----	7
Potomac Yard (R. F. & P.)-----	1	Western Maryland-----	1
Pullman Co.-----	52	Western Pacific-----	1
Railway Express-----	55	Western Weighing & Inspection	
Reading-----	8	Bureau-----	8
Rutland-----	1		
Sacramento Northern-----	2	Total-----	573

ORGANIZATIONS PARTY TO CASES DOCKETED

	<i>Number of cases</i>		<i>Number of cases</i>
American Train Dispatchers		Brotherhood of Sleeping Car	
Association-----	18	Porters-----	26
Brotherhood of Maintenance of		Joint Council Dining Car	
Way Employees-----	108	Employees-----	20
Brotherhood of Railroad Signal-		The Order of Railroad Telegra-	
men of America-----	32	phers-----	92
Brotherhood of Railroad Train-		Order of Railway Conductors	
men-----	4	(Pullman System)-----	27
Brotherhood of Railway and		United Transport Service	
Steamship Clerks, Freight		Employees of America-----	2
Handlers, Express and Station			
Employees-----	244	Total-----	573

FOURTH DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

39 South State Street, Chicago 4, Ill.

M. G. SCHOCH, *Chairman*
D. H. HICKS, *Vice Chairman*¹
L. B. FEE

T. F. PURCELL
W. J. RYAN
R. A. WALTON

R. B. PARKHURST, *Executive Secretary*

JURISDICTION

Fourth Division: To have 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).

¹ Resigned August 31, 1951, to accept appointment, Member, Second Division.

Report of cases handled by the Fourth Division for the fiscal year ending June 30, 1952

	<i>Number of cases</i>		<i>Number of cases</i>
Open and on hand beginning fiscal year.....	20	Open cases on hand close of fiscal year.....	48
New cases docketed during fiscal year.....	103	Heard.....	36
		Not heard.....	12
Total number cases on hand and docketed during fiscal year.....	123	Cases heard during fiscal year.....	79
		Cases deadlocked during fiscal year.....	88
Cases disposed of during fiscal year.....	75	Interpretations issued during fis- cal year.....	2
Decided without referee.....	17	Issued without referee.....	0
Decided with referee.....	58	Issued with referee.....	2
Withdrawn.....	9		

CARRIERS PARTY TO CASES DOCKETED

	<i>Number of cases</i>		<i>Number of cases</i>
Atlantic Coast Line R. R. Co....	2	Minneapolis, St. Paul & Sault Ste. Marie R. R. Co.....	2
Atchison, Topeka and Santa Fe Ry. Co.....	24	Minnesota Transfer Ry.....	1
Baltimore and Ohio R. R. Co....	2	Missouri Pacific R. R. Co.....	1
Baltimore & Ohio Chicago Ter- minal R. R. Co.....	3	Nashville Terminals.....	1
Bessemer & Lake Erie R. R. Co....	1	New York Central R. R. Co....	5
Boston & Maine R. R.....	1	New York Dock Ry.....	1
Chesapeake & Ohio R. R. Co.....	1	Northern Pacific Ry. Co.....	2
Chicago, Burlington & Quincy R. R. Co.....	2	Pennsylvania R. R. Co.....	3
Chicago, Great Western Ry. Co....	1	Pittsburgh & Lake Erie R. R. Co..	3
Chicago, Milwaukee, St. Paul & Pacific R. R. Co.....	3	St. Louis-San Francisco Ry. Co..	4
Chicago, Rock Island & Pacific R. R. Co.....	2	St. Louis Southwestern Ry. Co....	1
Delaware & Hudson R. R. Corp....	1	Seaboard Air Line R. R.....	5
Erie R. R. Co.....	1	Southern Pacific Co. (Pacific Lines).....	7
Great Northern Ry. Co.....	3	Southern Ry. Co.....	3
Gulf, Colorado & Santa Fe R. R. Co.....	2	Spokane International R. R. Co..	1
Gulf, Mobile & Ohio R. R. Co....	1	Terminal R. R. Association of St. Louis.....	2
Illinois Central R. R. Co.....	6	Union Pacific R. R. Co.....	3
Minneapolis & St. Louis Ry. Co....	1	Wabash R. R. Co.....	1
			103

ORGANIZATION—EMPLOYEES PARTY TO CASES DOCKETED

	<i>Number of cases</i>		<i>Number of cases</i>
American Brotherhood of Rail- road Police.....	2	Railway Patrolmen's Interna- tional Union, A. F. of L.....	18
Brotherhood of Railroad Train- men.....	9	Railroad Yardmasters of Amer- ica.....	62
Brotherhood of Sleeping Car Porters.....	7	Railroad Yardmasters of North America, Inc.....	1
Marine Department Employees....	1	Switchmen's Union of North America.....	1
Miscellaneous Classes of Em- ployees.....	1		
Police Department Employees....	1		103

APPENDIX B

NEUTRAL ARBITRATORS

Under section 7, second (a), the National Mediation Board is required to name the neutral third arbitrator if the party arbitrators fail to name the third arbitrator within 5 days after their first meeting. A list of the neutral arbitrators named under this provision during the fiscal year 1952 is as follows: Also listed below are the names of neutral arbitrators named by the Board to serve on Special Boards of Adjustment created to dispose of grievance dockets on individual railroads.

Arbitrators appointed—Arbitration boards

Name	Residence	Date of appointment	Arbitration and case No.	Parties
Cole, David L.	Paterson, N. J.	June 28, 1951.	Arb. 153, A-3521	<i>The Pennsylvania R. R. Co. v. Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Engineers, Brotherhood of Railroad Trainmen and Order of Railroad Telegraphers.</i>
Douglass, Frank P. ¹	Pine, Colo.	July 11, 1951.	Arb. 156, A-3643	<i>Eastern, Western and Southeastern Carriers' Conference Committees v. American Train Dispatchers Association.</i>
Swacker, Frank M. ¹	New York, N. Y.	July 16, 1951.	Arb. 157 ²	<i>The Cuyahoga Valley R. R. Co. v. Brotherhood of Railroad Trainmen.</i>
Do. ¹	do	Aug. 31, 1951.	Arb. 158, A-3297	<i>Houston Bell & Terminal Ry. Co. and Missouri Pacific Lines (International Great Northern R. R. Co.-Gulf Coast Lines) v. Brotherhood of Railroad Trainmen.</i>
Horvitz, Aaron ¹	do	Sept. 4, 1951.	Arb. 155, A-3632	<i>Northwest Airlines, Inc. v. Air Line Communication Employees Association, Unaffiliated.</i>
Douglass, Frank P.	Pine, Colo.	Sept. 25, 1951.	Arb. 161, A-3770	<i>South Buffalo Ry. Co. v. Brotherhood of Railroad Trainmen.</i>
Donaldson, Glenn J. ¹	Denver, Colo.	Aug. 28, 1950, and reappointed Oct. 19, 1951.	Arb. 146, reconvened ³	<i>Chicago, St. Paul, Minneapolis & Omaha Ry. Co. v. Order of Railway Conductors, Brotherhood of Railroad Trainmen, and Brotherhood of Locomotive Firemen and Engineers.</i>
			Arb. 162, A-3734 ⁴	<i>National Airlines, Inc. v. International Association of Machinists-Air Transport Div., District No. 145.</i>
Shake, Curtis G.	Vincennes, Ind.	Nov. 14, 1951.	Arb. 159	<i>Boston & Maine R. R. v. Brotherhood of Railroad Trainmen.</i>
Sharpe, Edward M. ¹	Lansing, Mich.	Jan. 25, 1952.	Arb. 163, A-3802	<i>Aliquippa & Southern R. R. Co. v. Brotherhood of Railroad Trainmen.</i>
Douglass, Frank P.	Pine, Colo.	Mar. 4, 1952.	Arb. 164, A-3773	<i>Eastern Air Lines, Inc. v. Flight Engineers' International Association (EAL Chapter), A. F. of L.</i>
Cole, David L. ¹	Paterson, N. J.	do	Arb. 165, A-3852	<i>Pan American World Airways, Inc. v. Air Line Pilots' Association, International.</i>
Garrison, Lloyd K.	New York, N. Y.	June 2, 1952.	Arb. 166, A-3849	<i>The Delaware, Lackawanna & Western R. R. Co. v. Switchmen's Union of North America.</i>
Parker, Jay S. ¹	Topeka, Kans.	June 9, 1952.	Arb. 160, A-3525	<i>The Illinois Northern Ry. v. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.</i>

¹ Selected by the parties to dispute.

² Case withdrawn during proceedings before Chairman Swacker due to agreement resolving dispute on July 28, 1951.

³ Arbitrator reappointed for the purpose of rendering an interpretation of award rendered during fiscal year 1951.

⁴ Case withdrawn from arbitration on Nov. 5, 1951, due to an agreement consummated between the parties to dispute.

Arbitrators appointed—Special boards of adjustment, fiscal year ending June 30, 1952

Name	Residence	Date of appointment	Special board of adjustment	Parties
Healey, James J.....	Boston, Mass.....	July 2, 1951	No. 6.....	<i>Boston & Maine Railroad Co. and Brotherhood of Locomotive Firemen and Enginemen.</i>
O'Malley, Mart J. ¹	Huntington, Ind.....	Dec. 27, 1951	No. 8.....	<i>New York Central R. R. (Ohio Central Lines) and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brotherhood of Railroad Trainmen.</i>
Swacker, Frank M. ¹	New York, N. Y.....	Dec. 28, 1951	No. 7.....	<i>Gulf, Colorado & Santa Fe Ry. Co. and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railroad Conductors, Brotherhood of Railroad Trainmen.</i>
Do ¹	do.....	Dec. 29, 1951	No. 9.....	<i>Chicago, Burlington & Quincy R. R. Co. and Brotherhood of Railroad Trainmen.</i>
(²).....			No. 10.....	<i>Boston & Maine Railroad Co. and Railway Employees' Department, A. F. of L., System Fed. No. 18.</i>
Robertson, Francis J.....	Washington, D. C.....	Mar. 6, 1952	No. 11.....	<i>Baltimore & Ohio R. R. Co., The Baltimore & Ohio Chicago Terminal R. R. Co., Staten Island Rapid Transit Ry. Co. and Brotherhood of Railroad Trainmen.</i>
Jackson, Andrew ¹	New York, N. Y.....	Apr. 7, 1952	No. 12.....	<i>Denver & Rio Grande Western R. R. Co. and Brotherhood of Railroad Trainmen.</i>
Donaldson, J. Glenn ¹	Denver, Colorado.....	May 7, 1952	No. 13.....	<i>Denver & Rio Grande Western R. R. Co. and Brotherhood of Locomotive Firemen and Enginemen.</i>
Do ¹	do.....	do.....	No. 14.....	<i>Denver & Rio Grande Western R. R. Co. and Switchmen's Union of North America.</i>
Munro, Angus ¹	Dallas, Texas.....	May 28, 1952	No. 15.....	<i>Reading Co. and Order of Railway Conductors, Brotherhood of Locomotive Firemen and Enginemen.</i>
Sharfman, Dr. I. L. ¹	Ann Arbor, Michigan.....	June 2, 1952	No. 16.....	<i>Detroit, Toledo & Ironton R. R. Co. and Brotherhood of Locomotive Firemen and Enginemen.</i>
Leiserson, Dr. William M.....	Washington, D. C.....	June 4, 1952	No. 17.....	<i>Western Maryland Ry. Co. and Brotherhood of Railroad Trainmen.</i>

¹ Selected by the parties to the dispute.

² Neutral member not named or appointed due to the parties withdrawing dispute on Feb. 7, 1952, by mutual agreement.

