

Nineteenth
ANNUAL REPORT OF THE
NATIONAL
MEDIATION
BOARD

INCLUDING
THE REPORT OF THE
NATIONAL RAILROAD
ADJUSTMENT BOARD



For the Fiscal Year Ended JUNE 30, 1953

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NATIONAL MEDIATION BOARD

Fiscal year ended June 30, 1953

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

JOHN THAD SCOTT, Jr.

LEVERETT EDWARDS

EUGENE C. THOMPSON, *Secretary*

LETTER OF TRANSMITTAL

NATIONAL MEDIATION BOARD,
OFFICE OF THE CHAIRMAN,
Washington, D. C., November 1, 1953.

*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 Nineteenth Annual Report of the National Mediation Board for the fiscal year ended June 30, 1953, 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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I. SUMMARY AND OBSERVATIONS

1. GENERAL

The National Mediation Board completed 19 years of uninterrupted operation at the close of the fiscal year on June 30, 1953. This record is unsurpassed by any other government agency charged with the duty of maintaining peaceful labor relations in a major industry. The Railway Labor Act, under which the Board functions, was passed in 1926, and under it the former United States Board of Mediation operated until 1934. On June 21, 1934, the Act was amended by adding the adjustment board machinery provided in Section 3, and also by the addition of Section 2, under which this Board has certain duties, described later, in the handling of representation disputes among carrier employees. The Board of Mediation ceased to exist with the passage of the 1934 amendments, being replaced by the present National Mediation Board. The completion of the fiscal year on June 30, 1953, therefore, marked the 27th year of continuous operation under the original Act of 1926.

The Nation's commercial airlines were placed under the Railway Labor Act by an amendment approved April 10, 1936, under which Title II was added to this legislation. The handling of representation disputes among the various groups of airline employees and the mediation of controversies between the air carriers and the various labor organizations representing their employees now consumes approximately one-third of the time of the Board and its staff of mediators.

An amendment to the law approved August 13, 1940, changed Section 1, First and Fifth, by eliminating from the definitions of "carrier" and "employee" as used in the Act any company and its employees engaged in the mining of coal, the supplying of coal to a carrier where delivery is not beyond the tipple, and the operation of equipment and facilities therefor.

The last amendment to the Railway Labor Act is known as Public Law 914 of the 81st Congress, approved on January 10, 1951, legalizing the negotiation of union shop agreements covering carrier employees and the checkoff of union dues and assessments.

The general purposes of the Act are described in Section 2 as follows:

(1) To avoid any interruption to commerce or to the operation of any carrier engaged therein; (2) to forbid any limitation upon freedom of association among employees or any denial, as a condition of employment or otherwise, of the right of employees to join a labor organization; (3) to provide for the complete independence of carriers and of employees in the matter of self-organization; (4) to provide for the prompt and orderly settlement of all disputes concerning rates of pay, rules, or working conditions; (5) to provide for the prompt and orderly settlement of all disputes growing out of grievances or out of the interpretation or application of agreements covering rates of pay, rules, or working conditions.

To promote the fulfillment of these general purposes, the National Mediation Board is charged with two major duties, viz:

(1) The mediation of disputes between carriers and the labor organizations representing their employees having to do with changes in rates of pay, rules and working conditions.

(2) The duty of ascertaining the representation desires of the majority of any craft or class of carrier employees by conducting secret ballot box elections, or by other appropriate methods.

In addition, the Board has the duty of appointing referees to sit with the various divisions of the National Railroad Adjustment Board, when requested to do so; the Board also appoints neutral members of arbitration boards created under the provisions of Section 7 of the Act; and it has the duty of reporting to the President situations which, in its judgment, threaten to interrupt interstate commerce to a degree which would deprive any section of the country of essential transportation service. In such situations, the President may, in his discretion, create an emergency board to hear the dispute and report thereon to him. This procedure provides a "cooling off" period of 60 days, in which the dispute may be settled by acceptance of the recommendations of the emergency board, or by agreement between the parties.

The National Mediation Board also has certain functions in connection with claims of labor organizations of the right to participate in the selection of the labor members of the National Railroad Adjustment Board, these functions being described in Section 3, First, Paragraph (f) of the Act. The Board also has the power under Section 205, Title II of the Act, to direct the air carriers and the labor organizations representing their employees to constitute a National Air Transport Adjustment Board. This power has not yet been exercised. Further, Section 5, Second, of Title I of the Act makes it the duty of the National Mediation Board to interpret the provisions of agreements made in mediation upon request of one or both parties to such an agreement.

It will be seen that this Board is charged with many and varied duties in connection with the administration of the Act, and in the exercise of its primary function of assisting the rail and air transport carriers and their employees to maintain industrial peace and assure the minimum of interruption to the flow of interstate commerce, so vital to the welfare of the country as a whole.

2. STRIKES AND THREATENED STRIKES

During the year, many strike threats were averted by the prompt availability of the Board's mediation services. Despite its best efforts in this direction, however, a total of 20 actual work stoppages occurred during the fiscal year 1953, this being three more than in the previous year, but four less than the number occurring in the fiscal year 1951. With one exception, all of these strikes occurred on single carriers. All but two were conducted by single organizations. Practically all of these strikes were brought about by issues confined to the individual properties. The 20 actual work stoppages, divided into the principal categories of disputes, are shown in the following tabulation:

Wage increase demands.....	4
Representation of employees.....	1
Changes in rules.....	6
Time claims and grievances.....	8
Wages—rules—unionshop.....	1
Total.....	20

The following table contains a brief description of the causes and duration of the strikes occurring in the past fiscal years:

Strikes in the Railroad and Airline Industries, Fiscal Year 1953

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Case No.	Carrier	Organization	Craft or class	Duration (days)	Issues	Disposition
LA A-3951....	Chesapeake & Ohio Railroad.	Great Lakes Licensed Officers Organization.	Licensed deck and engine-room officers.	114	Change in rates of pay and rules (representation dispute).	Wage increase.
LA A-3954....	Grand Trunk Western Railroad.					Do.
LA A-3953....	Wabash Railroad.....	Dist. 50, United Mine Workers of America.	Marine Coal Dumper employees at Oswego, N. Y.	4	Carrier declined to negotiate contract with UMW, ILA claims representation of entire craft.	Submitted to Arb.
LA A-3952....	Ann Arbor Railroad.....					Do.
LA C-2025....	Delaware, Lackawanna & Western Railroad.					Employees returned to work by direction of organization.
RA A-4057....	Chicago & Illinois Midland Railway.	Brotherhood of Locomotive Firemen and Enginemen.	Firemen and Hostlers.....	1	Revision of working agreement..	Mediation agreement.
RA A-4062....	Kansas City Terminal Railway.	Switchmen's Union of North America.	Switchmen.....	1	Carrier permitting yardmen of other carriers to work in its terminal yard.	Mediation agreement and special board of adjustment.
AL A-3910....	United Air Lines, Inc.....	Flight Engineers Int. Assn., UAL Chapter.	Flight Engineers.....	2	Request for increase in pay.....	Emergency Board No. 103.
AL A-4105....	Eastern Airlines, Inc.....	Flight Engineers Int. Assn., EAL Chapter.	.....do.....	5	Revision of working agreement..	Mediation agreement.
AL A-4058....	Northeast Airlines, Inc.....	International Association of Machinists.	Mechanics.....	15	Union Shop—Revision of wages and rules.	Wage dispute submitted to arbitration.
RA A-4089....	Texas & Northern Railway.	Brotherhood of Locomotive Firemen and Enginemen.	Firemen.....	62	Changes in rates of pay, rules and working conditions.	Not settled.
RA A-4125....	Chicago Great Western Railway.	BLE, BLF&E, ORC, BRT & SUNA.	Engineers, Firemen, Conductors, Switchmen, Trainmen & Yardmasters.	42	Strike docket of 30 items which includes changes in rules and working conditions, grievances & time claims.	Mediation agreement.
LA A-4173....	Lehigh & New England Railroad.	ORC, BRT & BLF&E.....	Train, Yard and Engine Service Employees.	31	Contract interpretation re wage benefits.	Agreement signed between parties during mediation.
LA A-4193....	Union Railroad.....	Brotherhood of Railroad Trainmen.	Trainmen.....	5	Disciplining of two conductors accused of slow-down.	Mediation agreement.
LA C-2114....	Youngstown and Northern Railroad.	.....do.....	Yardmen (Conductors & Brakemen).	8	Rules changes—docket of grievances.	Agreement between parties in direct negotiations.
AL C-2118....	Branniff World Airways.....	Air Carrier Mechanics Association.	Mechanics.....	44	Discharge of an apprentice mechanic (assignment of a maintenance crew chief).	
RA C-2117....	Southern Railway (Inman Yards, Atlanta, Ga.)	Brotherhood of Railroad Trainmen.	Switchmen.....	4	Demotion of Terminal Trainmaster; backlog of grievances.	Strike ended by intervention of Grand Lodge officer. Demotion unaffected.
LA A-4221....	Hudson & Manhattan Railroad.	ORT, BRSA.....	Telegraphers & Signalmen..	1	Application of award of Special Board of Adjustment.	Agreement between parties.

Strikes in the Railroad and Airline Industries, Fiscal Year 1953—Continued

Case No.	Carrier	Organization	Craft or class	Duration (days)	Issues	Disposition
<i>RR</i> A-4196....	Columbia, Newberry and Laurens Railroad.	Brotherhood of Locomotive Engineers.	Engineers, Firemen, Hostler and Hostler Helpers.	8	Employees request for initial agreement.	Most employees returned to work May 29. Dispute not settled.
<i>RR</i> A-4234....	Charleston and Western Carolina Railway.	.....do.....	Engineers.....	3	Hostling of Locomotives at Spartanburg, South Carolina yard.	Mediation agreement providing payment to engineers for hostling Diesel electric locomotives where hostlers are not provided.
<i>wildcat</i> <i>RR</i> A-4210 to A-4213.	Capital Airlines, Inc..... Rutland Railway Corp.....	International Association of Machinists. BMW, BRC, ORT & RED.	Mechanics..... Nonoperating Employees...	1 20	Long-drawn-out negotiations for new contract (wildcat strike). Cost of living adjustment and 4¢ hourly productivity raise retroactive to 12-1-52.	Mediation Agreement—increase in pay and cost of-living adjustment.
<i>AL</i> C-2145....	Air Line Transport Carriers, Inc., California Central Air Lines, Inc.	International Association of Machinists.	Mechanics.....	7	Rates of pay and working conditions.	Direct settlement between parties.

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The Board for many years has consistently held to its policy of declining to accept for mediation disputes which, under Section 3 of the Act, are properly referable to the National Railroad Adjustment Board. The same policy has also been applied to disputes on the air carriers involving disputes properly considered by the various system adjustment boards. There have, however, been occasions where it has been necessary for the Board to proffer its mediation services in situations which threaten to result in a labor emergency, without regard to the causes. When occasions of this nature arise in connection with strike threats which involve dockets of time claims and grievances, it is the earnest endeavor of the Board to persuade the parties to submit such dockets to determination by the creation of a system adjustment board for that particular dispute. The Board is happy to report that its efforts in this direction are meeting with considerable success, as will be seen in a later section of this report. The practice of referring large dockets of grievance cases to Section 10 emergency boards has practically ceased.

Five strikes occurring during the past fiscal year were of 30 days duration or longer. Due to the severity of these work stoppages, it will be of interest to comment briefly on their causes, and the manner in which settlements were finally reached.

Cases A-3951, A-3952, A-3953 and A-3954. These four cases involved a dispute on wage demands for, and rules changes made by, the Great Lakes Licensed Officers Organization, an independent union representing licensed deck and engine room officers on the Great Lakes car ferries, on the Chesapeake and Ohio Railroad, the Ann Arbor Railroad, the Wabash Railroad and the Grand Trunk Western Railroad. Wage and rules demands have customarily been handled by this organization with these four carriers simultaneously. The dispute on the Chesapeake and Ohio also included a question of representation of the licensed deck officers of that carrier on the Great Lakes operation separately from similar employees of this carrier in the Norfolk and Hampton Roads area. After mediation had proven unsuccessful, the employees of the four carriers went on strike on July 4, 1952. The work stoppage continued for 114 days, causing great loss to both the carriers and employees, as well as to the communities affected. The Wabash Railroad and its subsidiary, the Ann Arbor Railroad, finally entered into an agreement with the organization to arbitrate their wage and rules differences. On the two other carriers, the dispute was settled by an agreement reached between the parties.

Case A-4089, Texas & Northern Railway and Brotherhood of Locomotive Firemen and Enginemen. This dispute involved requests of the organization for changes in rates of pay, rules and working conditions. Mediation was unsuccessful, and the organization declined to arbitrate the issues. The employees went on strike December 16, 1952, and finally removed their picket lines on February 16, 1953. No settlement of the dispute has yet been made.

Case A-4125, Chicago Great Western Railway and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brotherhood of Railroad Trainmen. The issues in this dispute consisted of about 30 items, including time claims, grievances, changes in working conditions and miscellaneous matters. Mediation was invoked by the carrier on the basis of strike ballots spread among the employees. Mediation commenced January 14, 1953, but no settlement was

reached, and the employees left the service on January 25, 1953. Mediation efforts were continued and a settlement was reached on February 17, 1953. However, the strike continued in effect due to a separate dispute between this Carrier and the Switchmen's Union of North America.

Case A-4128, Chicago Great Western Railway and Switchmen's Union of North America. This organization also had a strike docket of 26 items, and the yardmen of the carrier went on strike January 25, 1953, with the train and engine service employees. A settlement of this dispute was reached by mediation agreement on March 8, 1953, and all striking employees returned to service. The duration of the strike was 42 days.

A-4173, Lehigh & New England Railroad Company and Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brotherhood of Railroad Trainmen. This dispute covered a strike docket of 110 cases, which included time claims, grievances, and protests against working conditions. Proffer of mediation was made on the strike threat, but no settlement was reached. The employees withdrew from service on March 24, 1953, and the strike continued in effect for 31 days. Settlement was reached through mediation on April 24, 1953.

C-2118, Braniff International Airways, Inc., and Air Line Mechanics Association. This strike commenced on April 13, 1953, and involved one grievance case, and request that a supervisory employee be removed. A number of employees did not leave the service, and there were no major interruptions to the carrier's service. Settlement was made by an agreement negotiated between the parties effective May 26, 1953. The strike was in effect 44 days.

It is interesting to note that 10 of the strikes listed above were finally settled by mediation agreements. Two others were settled by referring the issues to arbitration, after actual strikes had occurred. One was settled by referral to a special adjustment board. Three of the longest strikes listed could have been settled by referring the strike dockets to special boards of adjustment. One of the longest could have been avoided if both parties had agreed to arbitrate the issues.

While there is no prohibition in the Act against the exercise of economic force by either party to a dispute, and there can be none under our free institutions, extended work stoppages invariably result in material losses for all parties concerned. Greater use of the principle of arbitration, which also includes the procedures of special adjustment boards, will minimize such loss to employees and employers, as well as the attendant inconvenience to the public affected by strike actions. In many cases, traffic may be irretrievably lost to the carrier, which in turn adversely affects employment opportunities. The fullest use of the procedures and principles contained in the Railway Labor Act is again commended to both sides in labor disputes as the best means available to prevent such controversies from reaching the final stage of direct action. This thought is emphasized by a study of the tables showing case dispositions, which will be found on succeeding pages of this report.

During the fiscal year ending June 30, 1953, a total of 297 cases were disposed of through the process of mediation, the grand total of such dispositions during the present Board's history of 19 years being 4,207.

3. DEVELOPMENTS IN THE AIRLINE INDUSTRY

As noted in the Eighteenth Annual Report of this Board, emergency boards under Section 10 of the Act were created the early part of the current fiscal year on Trans-World Airways, Inc., No. 101, Northwest Airlines, Inc., No. 102, and United Airlines, Inc., No. 103., all covering disputes between those carriers and their Flight Engineers. The details of these disputes and a brief résumé of the recommendations of the emergency boards are outlined in a later section of this report. These three boards were the only ones created under Section 10 of the Act during the fiscal year. Although full consideration was given to those disputes by the members of these boards, it is interesting to note that the recommendations of these boards were quite materially changed in some respects in the settlements which were finally worked out by the parties. In one instance, the settlement was reached only after another strike threat was made by the organization.

This performance again points up the current situation respecting the observance of recommendations made by Section 10 emergency boards in recent years. Means must be found to focus attention on the reports of Presidential emergency boards in such manner that they will afford the basis of settlements without further prolonged negotiations and threats of strike action, if not actual strikes. Otherwise, the role to be played by such boards in the settlement of disputes in the transportation industry, as envisioned by labor, management and the Congress at the passage of this Act will lose its vitality and value.

A short strike of flight engineers employed by Eastern Airlines occurred in January 1953, resulting from a breakdown of negotiations on revision of rules and rates of pay. Interim mediation efforts by a Board Member resulted in resumption of service and later in settlement by a mediation agreement. The strike of mechanics on Braniff Airways has been previously noted in this chapter. Aside from minor interruptions occurring in the negotiation of agreements for mechanics on several air carriers, these were the only stoppages occurring in the air transport industry during the current fiscal year.

Under the current practice of term agreements with the various organizations on the airlines, many negotiations involving changes in rates and rules for different classes of airline employees were handled in mediation during the year. It is interesting to note the recent trend in the airline industry to extend the terms of these agreements to periods ranging up to 2 years. During the year, the Board disposed of a total of 96 airline cases, of which 72 were mediation cases and 24 were representation disputes. This represented a little less than one-third of the total number of cases handled and disposed of during the year.

During the past fiscal year, a number of findings and determinations were made by the Board on questions of representation of various groups of employees in the airline industry which are worthy of brief mention in this section of the report.

Table 12-C of this report shows the representation status of the various crafts or classes and groups of employees on the Nation's principal commercial air carriers. Compared with rail transport, this Board has issued very few determinations of craft or class among airline employees. The pilot group, airline dispatchers and stewardesses all have secured practically complete representation through the

process of voluntary association and self organization, as contemplated under Section 1, Fifth, of the Railway Labor Act. These crafts or classes came into being and general recognition without any formal determinations of their scope by this Board. In 1945 the presently generally recognized craft or class of airline mechanics was found to exist by voluntary association and recognition on a great many airlines extending back to 1936. The principal findings issued by the Board were in Case R-1447, American Airlines, Inc., dated October 1, 1945. The craft or class of professional flight engineers came into being with the four-motored transport planes, and has become generally recognized without formal findings by the Board. The navigators and meteorologists have also gained general recognition as separate crafts or classes, the latter group by a determination made by this Board in Case R-1892, issued October 27, 1947.

On January 31, 1947, the Board issued a determination of craft or class in Cases R-1706 and six others, setting forth the scope and extent of two crafts or classes, viz; the craft or class of clerical, office, stores, fleet and passenger service employees, and the communications group, designated as the craft or class of radio and teletype operators. The latter group since that time has become organized on the majority of the principal air carriers. However, as indicated on Table 12-C, the clerical craft or class as defined in the Board's findings of January 31, 1947, Cases R-1706 et al., has not yet secured general representation of the various groups included therein by the Board's findings. Representation in this general grouping continues to be rather spotty, and on a number of airlines, portions of the craft or class have secured representation through direct recognition, while other portions remain unrepresented.

This is true particularly of the groups of stores employees, cargo and ramp employees, and employees performing certain services in preparing aircraft for flights known generally as flight service employees, as distinguished from the ground service employees, who were found to be a part of the craft or class of airline mechanics in the Board's 1945 findings in Case R-1447. Controversies have arisen on several occasions since the 1947 findings in Cases R-1706 et al., concerning the proper classification of stores employees, and more recently, of cargo and ramp service employees. These controversies had not been finally resolved at the end of the fiscal year on June 30, 1953.

During the past year, the Board has had occasion to examine the claim of certain organizations to represent what might be termed fringe groups, and has held hearings and issued findings on five such groups of airline employees. The first group included a number of employees of Northwest Airlines, Inc., known as coordinators of maintenance regulations, technicians, instructors, work planners and maintenance and inspection procedures planners, Case R-2257. The Carrier contended that those individuals are officials within the meaning of the Railway Labor Act, and further, that the Board lacked jurisdiction to make a determination to determine who are employees or subordinate officials within the meaning of the Act. After a public hearing, the Board found, first, that it possesses the power to make a determination relative to the official or nonofficial status of these positions, and second, that the work of the positions is that of employees or subordinate officials within the meaning of the Act.

Upon application made by the Air Line Pilots Association, the Board held a formal hearing on the right of a group of employees of Pan American World Airways, Inc., known as flight instructors to secure the right of organization and representation for the purposes of the Railway Labor Act. The Carrier contended that these individuals do not perform work as employees or subordinate officials within the meaning of the Act, but that they are a part of management. The Board found under its File C-2006 that these positions do not perform the work of employees or subordinate officials.

In another investigation based on an application by the Air Line Agents Association under its File C-2033, the Board found that certain employees of Northwest Airlines, Inc., designated as link trainer instructors perform unique and special duties in connection with the training of pilots in link trainer machines, and that they are a separate craft or class for representation purposes under the Act.

The fourth group covered by formal findings during the year was a group of maintenance employees of American Airlines, Inc., who inspect, maintain and check the operation of machines known as Reservisors, which maintain through electric and electronic operation a current check on seat reservations on flight schedules. Under its File C-1969, the Board found, after a public hearing, that the reservisor technicians, as they are called, are radio mechanics, and are a part of the craft or class of airline mechanics having special training in this work.

Lastly, the Board determined, Case R-2482, that dispatch clerks employed by United Airlines, Inc., are not a separate class or craft for representation purposes under the Act, as contended by the Air Line Dispatchers Association, but rather are a part of the craft or class of clerical, office, stores, fleet, and passenger service employees on the airlines.

At the close of the year on June 30, 1953, the Board still had under consideration and unresolved class or craft disputes covering the status of dispatch clerks on two airlines, a group designated by the applicant organization as "operating clerical employees" as distinguished from general office clerks, and the recurring question of the proper classification of stores employees as a part of the craft or class of clerical, office, stores, fleet and passenger service employees as defined in the findings made in Cases R-1706 et al., in January 1947.

4. UNION SHOP AMENDMENT

As noted in the Eighteenth Annual Report, by the close of fiscal year 1952 on June 30 of that year, the committee representing the 17 cooperating nonoperating railway labor organizations were still negotiating with the Carriers' Conference Committees representing the Eastern and Western Carriers. The Southeastern Carriers did not authorize a committee in that region. Further conferences were held July 1, 2, 3, 7, 8, and 9, 1952. On July 10, 1952, the two carrier committees asked the employers' committee to discuss coverage which was done in meetings held on July 10, 11, 14, 15, 16, and 29, 1952. The carriers submitted a proposal to the employees on July 31, which was rejected, the employees insisting on full acceptance of the emergency board recommendation. Due to lack of authority by the western committee to commit itself on acceptance or rejection of the emergency board recommendations, conferences were recessed to August 19, 1953.

No settlement was reached with the western committee, but as the result of negotiations between the employers' committee and the Eastern Carriers' Conference Committee, an agreement was signed on August 29, 1952, between the employees' committee representing the 17 cooperating organizations and the various carriers represented by the Eastern Carriers' Committee placing the emergency board recommendations in effect with certain modifications. The cooperating organizations proceeded to spread a strike ballot among employees represented by them on the western carriers and on November 21, 1952, demanded that the Chicago & North Western Railway Company accept the agreement made by the eastern carriers or face strike action. This carrier executed an agreement on December 12, 1952, accepting and applying the eastern agreement effective January 1, 1953. Following this action, the rest of the principal western carriers entered into union shop agreements with the nonoperating employees, and by the end of the fiscal year on June 30, 1952, union shop coverage in the western territory was practically complete.

Several major rail carriers operating partly in the Southeastern territory have executed union shop agreements. On several other southeastern carriers suits have been filed by employees or groups of employees for court orders to prevent the carriers from entering into union shop agreements. So far, such litigation has not progressed beyond the lower courts. Very few agreements have been made by the carriers and organizations covering the check off of union dues and assessments. At the close of the fiscal year it was estimated that approximately 800,000 non-operating railroad employees were covered by union shop agreements. A much small number and percentage of the operating railroad employees are covered by such agreements, since the operating organizations have not made an intensive campaign for union shop coverage.

On the airlines subject to the Railway Labor Act, it was estimated that approximately 45 percent of the estimated total of 85,000 airline employees were covered by union shop agreements at the close of the fiscal year on June 30, 1953.

5. WAGE STABILIZATION—RAILROAD AND AIRLINE WAGE BOARD

The Railroad and Airline Wage Board was established as a separate stabilization unit of the Economic Stabilization Agency late in September 1951 pursuant to an amendment to the Defense Production Act which provided for the administration of wage and salary controls of employees subject to the Railway Labor Act through a separate board or panel. (See Eighteenth Annual Report for details.)

Wage controls in these two industries were suspended on February 6, 1953, in accordance with Executive Order 10434. Carriers and their employees subject to the jurisdiction of the RAWB with petitions pending before the Board were advised that their cases had been closed as a result of the President's order.

From mid-October 1951 to early February 1953 the RAWB processed 1,402 cases. Of this number, 321 were transferred to it at the outset from the Temporary Emergency Railroad Wage Panel and the Wage Stabilization Board. At the time the President suspended controls over wages and salaries the RAWB docket of cases to be processed had declined to 33. About 69 percent of all cases involved railroad carriers and their subsidiaries. Thirty-one percent dealt with airlines.

Petitions seeking approval of wage or other compensation adjustments accounted for the great bulk of the Board's cases. They totalled 1,158 of which 769 were filed by railroads and 389 by airlines. Excluding petitions which were withdrawn or otherwise handled without formal action on the merits of the proposal, the Board processed 1,006 cases. It approved 83.8 percent of these and modified or denied 16.2 percent. Denials, as such, were relatively infrequent.

Board actions during the second half of 1952 included approval of wage and fringe adjustments for a substantial number of railroads operated by the basic steel producers. Among the airlines, pay adjustments for stewardesses, dispatchers, or mechanics involved most of the Nation's major air transport carriers.

In September 1952 the Board conducted a series of regional conferences regarding the compliance aspects of the stabilization program. These meetings were attended by over 200 representatives of practically all of the major trunk-line rail and air carriers and many smaller carriers. The results of these conferences indicated that carriers generally had acted in compliance with the Board's regulations.

With the suspension of controls on February 6 the staff directed its activities toward orderly termination of the Board's operations, including the preparation of an administrative history of the Board. The termination program was completed by early April and the Board ceased functioning as of April 10, 1953.

6. 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 representation 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 1953, one dispute was considered under that part of the rule "unusual or extraordinary circumstances."

This dispute was covered by Case R-2585, and was founded on an application made by the Texas and Pacific Railway Supervisors Association for the investigation of a representation dispute among subordinate officials of the Maintenance of Way and Structures Department of the Texas & Pacific Railway Company. This application was filed within the 2-year period running from a certification in Case R-2397 in favor of the International Federation of Technical Engineers, Architects' and Draftsmen's Union, A. F. of L. However, when notified of the application filed by the Supervisor's Association, the President of the incumbent organization relinquished interest in this group, and the Board authorized a check of authorization cards submitted by the Association.

In a number of representation disputes handled during the early part of fiscal 1953, the results of the election were inconclusive, and in others the applications were withdrawn or dismissed by the Board due to insufficient showing of evidence of a representation dispute under the provisions of the May 1, 1947 rules and regulations. The Board, after much consideration, issued on April 7, 1953, a notice of proposed rule making giving notice of its intention to change Rule 4 in the 1947 rules as follows:

The rules and regulations above referred to have assisted the Board in carrying out the mandate of the Railway Labor Act in promptly resolving disputes over employee representation since the enactment thereof. On the basis of experience since the enactment of Rule 4, however, the Board now feels that the principle contained therein should be extended to cases which are closed without the issuance of a Certification. Constant attempts to change collective bargaining representatives defeat the basic purpose of the Act; i. e., stability in collective bargaining relationships.

Sufficient reason appearing therefore, the National Mediation Board now proposes to adopt the following rule in place and instead of Rule 4 of the existing Rules and Regulations:

4. Time Limit on Applications

(A) The National Mediation Board will not commence the investigation of a representation dispute for a period of two (2) years from the date of a certification hereafter issued covering the same craft or class of employees on the same carrier in which a representative was certified, except in unusual or extraordinary circumstances.

(B) Except in unusual or extraordinary circumstances, the National Mediation Board will not accept for investigation under Section 2, Ninth, of the Railway Labor Act an application for its services covering a craft or class of employees on a Carrier for a period of one (1) year after the date on which—

(1) An election among the same craft or class on the same carrier has been conducted and no certification was issued account less than a majority of eligible voters participated in the election; or

(2) A docketed representation dispute among the same craft or class on the same carrier has been dismissed by the Board account no dispute existed as defined in Rule 2 of these Rules and Regulations; or

(3) The applicant has withdrawn an application covering the same craft or class on the same carrier which has been formally docketed for investigation.

The National Mediation Board will afford all interested parties full opportunity to submit written data, views, arguments, and briefs in connection with the subject of the proposed amendment to Rule 4. Unless specifically requested, no public hearing will be held on this subject.

In accordance with the provisions of Section 4 (c) of the Administrative Procedure Act, in the absence of a request for a public hearing on the proposed amendment to Rule 4, such amendment will become effective thirty (30) days from the date of the publication of this notice in the Federal Register.

Requests for a public hearing having been received from two organizations, one of these requests proposing still further changes in the Board's rules, a public hearing was held pursuant to Section 4 (c) of the Administrative Procedure Act in Washington on June 2, 1953. At the close of the fiscal year on June 30 the Board still had this subject under consideration.

7. ITEMS OF SPECIAL INTEREST

No action was taken during the fiscal year 1953 on commencing proceedings in connection with the arbitration agreements made on May 17, 1950, between the Brotherhood of Locomotive Firemen and Enginemen and the Eastern, Western and Southeastern Carriers' Conference Committees on the two disputes connected with the operation of Diesel locomotives.

As noted in the Eighteenth Annual Report, the long controversy between the railroads and the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen and the Order of Railway Conductors was settled by agreement between the parties dated May 23, 1952, and the railroads were released from Army control 2 days later on May 25, 1952. These agreements contained the customary provisions with respect to the escalator increases tied to the cost of living index issued by the Bureau of Labor Standards, and also the moratorium provision barring wage and rules requests until October 1, 1953.

The moratorium clause included in the various agreements between the Eastern, Western, and Southeastern Carriers and their employees represented by the various operating and nonoperating railway labor organizations reads as follows:

"* * * Provided, however that if 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, on or after July 1, 1952, to discuss whether or not further wage adjustments for employees covered by this Agreement are justified, in addition to increases received under the cost-of-living formula. At the request of either party for such a meeting, the President or his representative shall fix the time and place for such meeting. The President or his representative and the parties may secure information from the wage stabilization authorities or other Government agencies. If the parties are unable to agree at such conferences whether or not further wage adjustments are justified, they shall ask the President of the United States to appoint a referee who shall sit with them and consider all pertinent information, and decide promptly whether further wage increases are justified and, if so, what such increases should be; and the effective date thereof * * *

The organizations addressed communications to the President of the United States shortly before the July 1, 1952, date mentioned in the moratorium clause requesting that conferences be arranged as provided therein. On December 1, 1952, the President named Mr. Paul N. Guthrie, Professor of Economics at the University of North Carolina, as referee and requested that he meet with the parties for

the purpose of determining whether further wage adjustments should be made under the moratorium clause. The duties of the referee were defined by the President as follows:

. . . Having been advised that the parties to these various agreements disagree as to whether the conditions precedent to the operation of this proviso have occurred, and having been requested by representatives of the employees to take appropriate action, I am hereby appointing you to meet with representatives of the Carriers and Employees for the purpose of attempting to reach an understanding among the interested parties as to the meaning of the clause quoted above. If no such understanding can be reached, you are hereby authorized to receive testimony from the parties with respect to this matter and to make a decision in accordance with the clause . . .

A conference was held between the parties and the referee in Washington, D. C., on December 8, 1952, at which efforts were made to reach agreement on the question of whether further increases were justified under the wage stabilization policy and regulations. No agreement being reached formal hearings on this question were held before the referee on December 9, 1952, and on December 30, 1952, he ruled that the conditions precedent as specified in the moratorium clause did exist, and that the parties should proceed further as provided therein. During the hearings on December 9, 1952, the parties stipulated on the record that the findings of the referee should be final and binding upon them.

Further hearings were held before the referee in New York, N. Y., from January 5, 1953, through January 23, 1953. Briefs were submitted by the parties to the referee after the hearing.

On March 18, 1953, Referee Guthrie made the following award:

After a full consideration of the evidence and testimony presented, and on the basis of the entire record in the case, the Referee finds and awards as follows:

1. That further wage increases are justified. Accordingly the Carriers who are subject to this proceeding shall make "further wage increases" of four (4) cents per hour to all employees covered by the Agreements involved in this case. The four (4) cents per hour shall be applied irrespective of the various systems of pay, and in the same way as the initial increase was applied.

2. That the awarded increase of four (4) cents per hour shall be made effective as of December 1, 1952.

Mention was made in the Eighteenth Annual Report of the movement initiated in July 1950 by the Brotherhood of Railway Carmen of America to equalize rates of pay of carmen in freight and passenger car repair service. At the close of the fiscal year 1952, consideration was being given to the formation of Carriers' Conference Committees in the western and southeastern territories to handle this subject, the eastern carriers having set up a committee during April 1952.

This dispute was docketed during September 1952 as the Board's Case A-4061. During February 1953 a Western Carrier's Conference Committee was formed to handle the dispute, followed by the authorization of a similar committee representing the carriers in the southeastern territory. Conferences were commenced between representatives of the organization and the three regional Carriers' Conference Committees in New York commencing April 14, 1953. During these conferences counter proposals were served by the carriers covering several rules changes desired by them, and on April 23, 1953 the joint conferences were terminated, the Carriers' Conference Committees invoking mediation on both the brotherhoods' wage proposals and the carriers' counter-proposals on rules.

Mediation conferences commenced in New York on April 28, 1953, and a settlement was reached in mediation on June 4, 1953.

The settlement provided for a wage increase of 4 cents per hour for freight carmen effective June 1, 1953, with corresponding adjustments in piece-work rates where effective. Changes were also made in the apprentice rules, as well as a rule providing for the up-grading of carmen helpers and apprentices and mechanics when experienced journeymen are not available for employment. These rule changes were made effective as of August 1, 1953, with the proviso that carriers who elected to retain existing rules and practices might do so by notifying the employee representatives on or before July 1, 1953.

As mentioned in a previous report during October 1950, the Brotherhood of Maintenance of Way Employes invoked the mediation services of this Board in a dispute with the principal rail carriers of the United States concerning a proposal made to the carriers in May 1950 for an agreement pertaining to the stabilization of employment among railroad maintenance of way forces. The agreement proposed by the organization is as follows:

To stabilize employment of employees in positions subject to this agreement, it is agreed that:

1. The average number of employees in each of the major classes covered by this agreement in each calendar year after 1950 shall not fall below the number required to maintain the same ratio to the total number of all classes of railway employees employed by the carrier as the average such ratio for the 10 years 1940 to 1949, inclusive, measured by the middle of the month count under Interstate Commerce Committee reporting regulations.

2. The ratio of employees in each major class covered by this agreement to the total number of railway employees employed by the carrier for each calendar month after the effective date of this rule shall be not less than the average ratio between such forces for the same calendar month of the 10 years 1940 to 1949, inclusive.

3. Each employee who holds employment within the first pay period in January of any year after 1950 shall be guaranteed full employment for the 12 months of that year; each additional employee employed at any time after the end of the first pay period to and including March 15 shall be guaranteed full employment for 8 consecutive months; each additional employee employed after March 15 to and including April 15 shall be guaranteed full employment for 6 consecutive months; and each additional employee employed after April 15 of any year shall be guaranteed not less than 4 consecutive months of full employment; any such guarantee to become inoperative with respect to any individual employee to the extent of time lost by reason of voluntary leaving of the service, requested leaves of absence, retirement, disability, or death.

Many of the carriers stated that this subject is in their view not a proper one for negotiation under the Railway Labor Act. Others, particularly in the northern territory, held that the climatic conditions under which they operate during the winter months preclude any consideration of a guaranteed employment system for maintenance of way forces. The proposal of the brotherhood received serious consideration from the eastern carriers, and an Eastern Carriers' Conference Committee was formed on November 9, 1950, to explore the subject with representatives of the organization. A report was issued jointly by representatives of the brotherhood and the Eastern Committee under date of April 24, 1953. In this report it was suggested to the Eastern Carriers that they review the budgeting and programming of their maintenance of way work to the end that complaints as to unreasonable fluctuations in the number of maintenance of way employees may be minimized. It was agreed that the Eastern Carriers' Conference Committee will be continued in existence for 2 years, to afford each carrier and the brotherhood an opportunity to review the situation. If a satisfactory program is not worked out on a particular railroad either party may refer the question back to

the committees for further handling. Up to the present time, no action has been taken by the Western and Southeastern Carriers to authorize regional conference committees to consider this question.

On December 17, 1952, the American Train Dispatchers Association served notices on the carriers with which they hold agreements for a sick leave rule, improved vacation allowances and an annual wage improvement factor to be applied to the wage structure. The carriers countered with various proposals for rules changes made in January 1953. On February 25, 1953, the association served their counter-proposal on the carriers consisting of 13 proposed new rules or extension of present rules. Various carriers then served additional proposals on the association. No agreements being reached, the association invoked this Board's mediation services on May 7, 1953, the invocation including 101 carriers. Preliminary investigation of the application was under way at the close of the fiscal year.

8. NATIONAL RAILROAD ADJUSTMENT BOARD

Under the 1934 amendment to the Railway Labor Act, the National Railroad Adjustment Board was created to hear and decide disputes involving employee grievances, and questions concerning the application and interpretation of agreement rules.

The Adjustment Board is composed of four divisions on which the carriers and the organizations representing the employees are equally represented. The jurisdiction of each division is described in Section 3, First, paragraph (b) of the Act. The law establishes the headquarters of the Adjustment Board at Chicago.

The Board is composed of 36 members, 18 representing, chosen and compensated by the carriers and 18 by the so-called standard railway labor organizations. The First, Second, and Third Divisions are composed of 10 members each equally divided between representatives of labor and management. The Fourth Division has six members also so divided. The First Division, which has jurisdiction over disputes involving train, engine and yard service employees, has been assisted since 1950 by two supplemental boards of four members each, one handling disputes involving engineers and firemen, and the other cases of conductors and trainmen. The membership of the supplemental boards is also divided equally between labor and management.

The supplemental boards were established under an agreement dated May 19, 1949, between the carriers and the four train and engine service organizations, and were intended to relieve the workload of the First Division, thus speeding up the handling of cases involving these classes of rail employees. That agreement provided that the supplemental board arrangement could be discontinued at any time by a 90-day notice served by either side on the other. During the past fiscal year, the four organizations concluded that the performance of the supplemental boards no longer justified their existence, and after two meetings between representatives of the carriers and organizations, held at the instance of the National Mediation Board, the organizations on December 22, 1952, served notice on the carriers of their desire to terminate the supplemental board agreement. Accordingly, the two supplemental boards went out of existence on March 22, 1953.

During the 19 years the Adjustment Board has been in existence, the First Division has received a total of 31,107 cases, and has disposed of 28,282. At the close of the fiscal year 1953, the First Division

had on hand an unadjusted 2,825 cases; which was a reduction of 1,361 cases under the 4,186 on hand at the close of the previous year. Reference to Table 13 in this report shows that a total of 813 cases were disposed of by the division during fiscal 1953 by decision, and that 1,979 were withdrawn. The corresponding figures for fiscal 1952 were 930 cases decided and 383 withdrawn. New cases received during fiscal 1953 numbered 1,432 compared with 2,027 in fiscal 1952. The marked reductions noted in new cases received during 1953, as well as the cases withdrawn, 1,979, show the increasing trend to disposing of large dockets of grievance cases on the individual properties by special boards of adjustment.

During the fiscal year ending June 30, 1953, 26 special adjustment boards were set up on the rail carriers which handled and disposed of approximately 3,250 cases. These cases would normally have been presented to the First Division of the Adjustment Board. At the close of the fiscal year, 18 special adjustment boards had been set up by agreement, to handle and decide a total of 4,500 cases, and still others were under consideration by various carriers and the operating organizations.

As indicated by the tabulation shown in Table 13, the Second, Third and Fourth Divisions of the Adjustment Board have received a much smaller volume of cases than the First Division, and those divisions have been able to keep up with their dockets without difficulty.

9. LABOR AGREEMENTS

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, 1953, a total of 5,137 working agreements were on file in the office of this Board, or an increase of 2,116 agreements over the 3,021 agreements on file as of June 30, 1935, the close of the first year of the Board's operations. In addition to these basic working agreements, 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 1953 was 395, as compared to 448 during the previous fiscal year. The number of mediation cases docketed during the fiscal year 1953 was 225, as compared to 289 during the previous fiscal year. The number of representation cases docketed during the fiscal year 1953 was 137, as compared to 159 during the previous fiscal year.

There were 3 interpretation cases docketed during the fiscal year 1953. During the fiscal year 1952 there were no interpretation cases docketed, while in the fiscal year 1951 there was one interpretation case docketed, there being only 25 such cases handled since the amendment of the act in 1934.

Cases disposed of totaled 454 during the fiscal year 1953, as compared with 417 during the fiscal year 1952. Mediation cases disposed of during the same period were 297, as compared with 273 the previous fiscal year. Representation cases disposed of for fiscal year 1953 totaled 154, as compared with 144 for the previous year.

There were 91 mediation cases and 34 representation cases pending and unsettled at the end of the fiscal year 1953, which is 59 less cases than on record at the close of the 1952 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 1953, a total of 38 applications were disposed of by correspondence as a result of this preliminary investigation. Adding these to the 395 applications which were docketed makes a grand total of 433 applications for Board services received during the year. This compares with a grand total of 494 in 1952, 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, 1953. During this 19-year period, 6,967 new cases were docketed. The inclusion of 96 pending disputes inherited from the former Board (United States Board of Mediation) increases to 7,063 the total cases requiring services of the present Board since it began operations. As of June 30, 1953, settlements have been effected in 6,938 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 19-year period total 4,226, as compared with 2,740 representation cases. The percentage ratio is 61 and 39 for the 2 types of cases. During the 19-year period, 25 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 1935-53*

Status of cases	19-year period 1935-53	Fiscal year 1953	Fiscal year 1952	Fiscal year 1951	Fiscal year 1950	5-year period 1945-49 (aver- age)	5-year period 1940-44 (aver- age)	5-year period 1935-39 (aver- age)
All types of cases								
Cases pending and unsettled at begin- ning of period.....	96	184	153	125	93	172	126	151
New cases docketed.....	6,967	395	448	418	394	463	381	219
Total cases on hand and received.....	7,063	579	601	543	487	635	507	370
Cases disposed of.....	6,938	454	417	390	362	496	347	220
Cases pending and unsettled at end of period.....	125	125	184	153	125	139	160	150
Representation cases								
Cases pending and unsettled at begin- ning of period.....	24	51	36	23	23	50	34	43
New cases docketed.....	2,716	137	159	133	128	176	149	108
Total cases on hand and received.....	2,740	188	195	156	151	226	183	151
Cases disposed of.....	2,706	154	144	120	128	186	139	107
Cases pending and unsettled at end of period.....	34	34	51	36	23	40	44	44
Mediation cases								
Cases pending and unsettled at begin- ning of period.....	72	133	117	102	70	122	91	108
New cases docketed.....	4,226	255	289	284	266	286	230	110
Total cases on hand and received.....	4,298	388	406	386	336	408	321	218
Cases disposed of.....	3,207	297	273	269	234	309	206	112
Cases pending and unsettled at end of period.....	91	91	133	117	102	99	115	106
Interpretation cases								
Cases pending and unsettled at begin- ning of period.....	0	0	0	0	0	0	1	0
New cases docketed.....	25	3	0	1	0	1	2	1
Total cases on hand and received.....	25	3	0	1	0	1	3	1
Cases disposed of.....	25	3	0	1	0	1	2	1
Cases pending and unsettled at end of period.....	0	0	0	0	0	0	1	0

2. DISPOSITION OF CASES

During the fiscal year 1953, the Board disposed of 454 docketed disputes. This total includes 154 representation cases, 297 mediation cases, and 3 interpretation cases. Table 2 summarizes by method of disposition all cases handled to conclusion during the 19-year period 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 1935-53

Type of case and method of disposition	Fiscal year ended June 30—							
	19-year period 1935-53	1953	1952	1951	1950	5 year period 1945-49 (average)	5 year period 1940-44 (average)	5 year period 1935-39 (average)
Grand total.....	6,938	454	417	390	362	496	347	220
Representation cases, total.....	2,706	154	144	120	128	186	139	107
Certification based on—								
Elections.....	1,621	99	97	87	62	113	74	68
Check of authorizations.....	572	17	21	16	39	37	38	21
Representation recognized.....	63		1			2	6	4
Closed without certification.....	38					5	3	
Withdrawn after investigation.....	247	16	9	13	13	16	11	8
Withdrawn before investigation.....	58	10	9	1	3	6	4	2
Dismissal.....	107	12	7	3	11	7	3	4
Mediation cases, total.....	4,207	297	273	269	234	309	206	112
Mediation agreements.....	2,244	171	146	145	129	161	116	52
Arbitration agreements.....	154	4	6	15	14	16	6	2
Withdrawn after mediation.....	654	58	35	36	41	32	39	26
Withdrawn before mediation.....	380	20	13	11	11	25	22	18
Refusal to arbitrate by—								
Carriers.....	364	12	33	31	14	38	9	8
Employees.....	162	20	7	15	11	16	4	2
Both parties.....	171	3	5	3	12	19	9	2
Dismissal.....	78	9	28	13	2	2	1	2
Interpretation of mediation agreements.....	25	3	0	1	0	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 by the carrier.

Of the 154 representation disputes disposed of during the year, 99 were settled by secret-ballot elections. Forty-two 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.

Seventeen 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 17 cases represent 11 percent of the total number of representation cases settled during 1952. The ratio for the 19-year period 1935-53 is 21 percent.

Of the remaining 38 representation cases disposed of during the year, 10 were withdrawn prior to a mediator's investigation and 16 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 12 cases were dismissed. 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 2,706 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 2,193, 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 920,476 employees, or 90 percent of the total employees involved in all representation disputes disposed of by the Board during the period of 1934-53.

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 jurisdiction of the latter agency by the provision of section 3 of the present act, which is a portion added by the 1934 amendments.

During the past fiscal year, the Board was again confronted with several instances of organizations setting strike dates on various rail carriers for the purpose of forcing immediate settlement of large dockets of time claims and grievances. These dockets usually include a few requests for new rules and working conditions. It has again been necessary to proffer mediation in such instances to avoid work stoppages and to provide immediate mediation service. Fortunately, this Board's docket is now in such shape that mediation can usually be furnished without undue delay. In several instances of this nature, mediation has resulted in settlements in which a considerable number of the cases on the docket have been referred to special boards of adjustment. In a few others, it has been necessary again to spend a very considerable amount of time in mediation before complete settlements were reached. In one case, a protracted strike ensued before the major portion of the strike docket was referred to a special board of adjustment. The Board is hopeful that the use of the special

adjustment board technique will be extended and utilized more fully in the future, thus reducing the emergencies created by strike dates on grievance dockets to a minimum.

The first general purpose of the Railway Labor Act, as shown in Section 2, is "To avoid any interruption to commerce, or to the operations of any carrier engaged therein." Under the heading of General Duties in Section 2, the law states that:

First. It shall be the duty of all carriers, their officers, agents, and employees to exert every reasonable effort to make and maintain agreements concerning rates of pay, rules, and working conditions, and to settle all disputes, whether arising out of the application of such agreements or otherwise, in order to avoid any interruption to commerce or to the operation of any carrier growing out of any dispute between the carrier and the employees thereof.

These quotations from the law show clearly that it was the purpose of this Act to promote the peaceful settlement of all disputes between the carriers and their employees and thus avoid any interruption to commerce. In carrying out these duties, full efforts should be made in direct negotiations between the parties, since settlements made in this manner promote the best and most stable labor relations between the parties. When this is not possible, mediation with the good offices of this Board will be found to be the next best means of producing settlements. The method of arbitration is also provided by the Act to take care of problems found insoluble in mediation. These three methods, if used to the fullest extent, and with good faith on both sides, should settle the vast majority of all controversies arising between the carriers and their employees, and make the use of so-called economic force unnecessary except in the most extreme instances.

In cases submitted to arbitration, the parties have the advantage of each having a member on the arbitration board who can explain and argue for their respective positions, and thus enable the neutral to understand the issues fully and come to a just and proper conclusion. During the fiscal year 1953, four agreements to arbitrate were consummated, as compared with six in the previous year.

A total of 171 mediation agreements were executed in fiscal 1953, which is the best performance in the Board's history, and 25 in excess of the mediation settlements in 1952. A grand total of 297 cases are disposed of through mediation in the last fiscal year. Of this number, 253 were disposed of by mediation agreements, arbitration agreements, withdrawals after mediation, or withdrawal prior to mediation. The 253 cases so disposed of represent 85 percent of all dispositions of mediation cases in the past fiscal year. A grand total of 154 arbitration agreements have been made during the 19 years of the Board's experience.

PROBLEMS IN MEDIATION

Many, if not most, of the problems arising in connection with mediation cases have been discussed in this report under other headings. It may be of interest, however, to mention here a few situations which may be said to come under this heading.

Probably the situation most often confronting the mediator is the question of authority possessed by the party negotiators to make settlements. This is particularly true in those cases where settlements when finally reached are found to be subject to ratification procedures on the part of the organizations. Mention of this problem has been made in previous reports. While the Board has no control over this

feature, it has a reasonable right to expect that the duly authorized representatives of labor and management will be clothed with the authority necessary to make and execute agreements when reached through mediation. Ofttimes considerable delays are experienced in arriving at final settlements after extended mediation efforts when the practice of one of the negotiating parties requires ratification of the mediation settlement.

Among other mediation problems are those cases where strike votes are taken and strike dates are set on disputes which involve the interpretation or application of adjustment board awards. Those cases must be distinguished from situations in which one or the other of the parties refuses to apply an award which is clear in its terms. The law is clear respecting the right of either party to apply to the adjustment board for an interpretation in cases of this kind.

During the past fiscal year the emergency board feature of the Act has been exercised less frequently. The experience in this connection is outlined in another chapter of this report. It is the feeling of the Board that this procedure should be reserved for cases that threaten major interruptions to interstate commerce, and that disputes which are of lesser importance, or which may affect interstate commerce to a lesser degree, should be disposed of through the other adjustment procedures provided in the Act.

From time to time disputes come before the Board through application for its services in which one party may claim that the issues are not proper matters for mediation under the law. Examples of such issues are requests for the negotiation of pension plans, rules governing the granting of free transportation, and other subjects generally classed as health and welfare matters. In such instances the Board has said that its general power to take jurisdiction over disputes which threaten to create labor emergencies, or which are not referable to adjustment boards provides a sufficient basis for the assumption of jurisdiction. There are other means for securing an adjudication of such questions if doubt still remains in the minds of the parties on the propriety of handling matters of this nature in the procedures prescribed in the Act for questions relating to rates of pay, rules and working conditions.

Another problem which has arisen recently is the question of succession to a union shop agreement by an organization which acquires representation of a group of employees who are covered by a union shop agreement with the previous representative. In its first annual report this Board made the following statement:

Change of representatives under existing agreements.—When there is an agreement in effect between a carrier and its employees signed by one set of representatives and the employees choose new representatives who are certified by the Board, the Board has taken the position that a change in representation does not alter or cancel any existing agreement made in behalf of the employees by their previous representatives. The only effect of a certification by the Board is that the employees have chosen other agents to represent them in dealing with the management under the existing agreement. If a change in the agreement is desired, the new representatives are required to give due notice of such desired change as provided by the agreement or by the Railway Labor Act. Conferences must then be held to agree on the changes exactly as if the original representatives had been continued.

The Board sees no reason to depart from the views quoted above in the case of a union shop agreement. It is possible, however, that the

rights of the signatory organization and the successor by certification in a case of this kind will have to be determined by a tribunal of competent jurisdiction.

3. CARRIERS INVOLVED IN DISPUTES

Table 3 indicates the distribution of the Board's services among the various classes of carriers. During the year, 130 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 130 class I carriers 127, or 98 percent, were involved in disputes considered by the Board during the year.

It will be noted that during 1953 the Board considered disputes involving employees of 40 different airlines.

TABLE 3.—Number of different carriers involved in cases by classes with percentages, fiscal year 1953

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.....	¹ 130	100	127	98	51	39	117	90	4	3
Class II railroads.....	¹ 170	100	15	9	14	8	3	2		
Class III railroads.....	¹ 168	100	3	2	3	2				
Switching and terminal companies.....	¹ 249	100	42	17	22	9	29	12		
Electric railroads.....	¹ 47	100	5	11	3	6	3	6		
Miscellaneous carriers.....	(²)		6		2		7			
Air carriers.....	³ 111	100	40	36	18	16	31	28		

¹ Carriers reporting to Interstate Commerce Commission during 1952.

² Not available.

³ Carriers filing 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 and maintenance of way and signal.

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 1953, airline employees accounted for 96 disputes, whereas rail carriers accounted for 358 disputes, or 79 percent of the total. It should be noted that in 1950, 1951, 1952, and 1953 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 4 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 21 percent in 1953 as compared to 24 percent in 1952 and 1951.

TABLE 4.—Number of cases disposed of by major group of employees, fiscal year 1953

Major groups of employees	Number of—			
	All types of cases	Representation cases	Mediation cases	Interpretation cases
Grand total, all groups of employees.....	454	154	297	3
Railroad, total.....	358	130	225	3
Combined groups, railroad.....	15	6	9	
Train, engine and yard service.....	157	46	109	2
Mechanical foremen.....	7	5	2	
Maintenance of equipment.....	22	10	12	
Clerical, office, station and storehouse.....	31	2	28	1
Yardmasters.....	28	23	5	
Maintenance of way and signal.....	21	9	12	
Subordinate officials in maintenance of way.....	2	2		
Agents, telegraphers and towermen.....	11	1	10	
Train dispatchers.....	11	4	7	
Technical engineers, architects, draftsmen, etc.....	2	2		
Dining car employees, train and pullman porters.....	22	8	14	
Patrolmen and special officers.....	1		1	
Marine service.....	14	8	6	
Miscellaneous railroad.....	14	4	10	
Airline, total.....	96	24	72	
Combined airline.....	1	1		
Mechanics.....	21	2	19	
Radio and teletype operators.....	8	1	7	
Clerical, office, stores, fleet, and passenger service.....	14	5	9	
Stewards, stewardesses and flight persons.....	7	3	4	
Pilots.....	16	4	12	
Dispatchers.....	12	4	8	
Mechanical foremen.....	2	2		
Meteorologists.....				
Miscellaneous.....	8	2	6	
Flight engineers.....	7		7	

During the year 1953 the number of airline cases disposed of under the terms of the Railway Labor Act decreased, the total being 96 in 1953, as compared to 102 cases in 1952. It is interesting to note that the number of mediation cases remained the same as the previous year, 72, while the number of representation cases decreased from 30 in 1952 to 24 in 1953.

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	Representation cases	Mediation cases	Total	Fiscal year	Representation cases	Mediation 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	69
1942.....	1	5	6	1951.....	27	66	93
1943.....	2	5	7	1952.....	30	72	102
1944.....	8	3	11	1953.....	24	72	96
1945.....	17	11	28				
1946.....	24	33	57	Total.....	279	479	758

III. REPRESENTATION DISPUTES

1. ELECTIONS AND CERTIFICATION OF REPRESENTATION

The Board docketed 137 representation disputes during the fiscal year 1953. Adding this number to the 51 disputes pending at the beginning of the year makes a total of 188 representation cases requiring services of the Board. Of this total, 154 were disposed of during the year, leaving 34 disputes pending on the Board's docket on June 30, 1953.

The number of representation disputes docketed during 1953 is a decline from the previous year. The 137 representation disputes docketed during 1953 is a decrease of 22 from the 159 disputes docketed during the previous year and represents a decline of 23 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 154 representation disputes disposed of in 1953 is an increase of 7 percent over the 144 disputes disposed of in 1952. The number of employees involved in representation disputes settled in 1953 was 36,043, as compared to 84,676 in 1952. This represents a decrease of 57 percent over the previous year.

The Railway Labor Act requires that representation disputes be resolved by crafts or classes. Many docketed cases involve more than 1 craft or class and some involve as many as 6 or 7 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 181 crafts or classes in the 154 cases disposed of in 1953.

Of the 154 representation cases disposed of during 1953, certifications were issued in 116 cases involving 142 separate crafts or classes. Representation rights were thus determined under provisions of the act for a total of 31,297 employees. The remaining 38 cases were disposed of as follows: In 10 cases, the applications were withdrawn prior to investigation by a mediator; in 16 cases, the applications were withdrawn following the mediator's investigation; in 12 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

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.

dismissed without certification. Eleven cases were dismissed when the results of the election showed less than a majority of the employees had cast valid ballots. 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 1953, 26,806 employees participated in cases where elections were conducted or authorizations were checked. This constitutes 86 percent of the employees involved in such cases. The percentage of 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 19-year period 1935-53 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 46 cases in 1953, as compared to 28 in the previous year. Engine-service employees were involved in 24 cases as compared to 8 in 1952. This increase was due to the expiration of a nonraiding agreement between the standard engine-service organizations.

Table 6 shows maintenance-of-equipment employees as accounting for the largest proportion of employees in representation cases. It is not unusual for maintenance-of-equipment employees to bulk largest in the Board's representation cases.

The 24 cases involving 2,242 airline employees during 1953 compare with 30 cases involving 9,514 employees during the previous year. Of the 24 cases among airline employees, 13 were for designation of representation for the first time; 2 were disputes between contesting organizations for representation rights; 6 were dismissed; 2 were withdrawn after investigation by the mediator, and 1 was withdrawn before investigation by a mediator.

3. CERTIFICATIONS ISSUED

Table 7 presents a distribution, by types of labor organizations, of certifications issued by the Board during the fiscal year 1953. 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 31,297 employees; and, of this number, 98 percent designated national labor organizations.

The table also shows that, of the 31,297 employees for whom certifications were issued, representation was changed as a result of elections for only 16 percent of the employees and remained unchanged for 78 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 5.—Number of cases, crafts or classes, and employees involved in representation disputes, by method of disposition, fiscal years 1935-53

Method of disposition	19-year period 1935-53	Number of cases							19-year period 1935-53	Number of crafts or classes						
		Fiscal year—								Fiscal year—						
		1953	1952	1951	1950	Average 5-year period 1945-49	Average 5-year period 1940-44	Average 5-year period 1935-39		1953	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, 706	154	144	120	128	186	139	107	3, 720	189	161	144	154	220	179	215
Elections.....	1, 621	99	97	87	62	113	74	68	2, 317	123	111	108	77	136	101	142
Check of authorizations.....	572	17	21	16	39	37	38	21	774	19	21	19	46	43	49	42
Representation recognized.....	63	1	1	-----	-----	2	6	4	82	-----	1	-----	-----	3	7	-----
Withdrawn after investigation.....	247	16	9	13	13	16	11	8	280	22	12	13	15	19	11	13
Withdrawn before investigation.....	58	10	9	1	3	6	4	2	105	12	9	1	5	6	5	4
Dismissal.....	107	12	7	3	11	7	3	4	124	13	7	3	11	8	3	7
Closed without certification.....	38	-----	-----	-----	-----	5	3	-----	38	-----	-----	-----	-----	5	3	-----

Method of disposition	19-year period 1935-53	Number of employees involved							19-year period 1935-53	Number of employees participating						
		Fiscal year—								Fiscal year—						
		1953	1952	1951	1950	Average 5-year period 1945-49	Average 5-year period 1940-44	Average 5-year period 1935-39		1953	1952	1951	1950	Average 5-year period 1945-49	Average 5-year period 1940-44	Average 5-year period 1935-39
Total, all cases.....	1, 023, 517	36, 043	84, 676	21, 822	66, 859	66, 285	31, 486	65, 053	762, 789	27, 404	52, 209	19, 207	59, 691	48, 960	24, 241	47, 658
Elections.....	850, 644	30, 814	61, 454	21, 128	60, 174	58, 783	25, 811	50, 815	729, 402	26, 417	51, 209	18, 699	58, 597	47, 467	22, 786	44, 640
Check of authorizations.....	43, 729	483	1, 004	658	1, 198	1, 144	2, 254	4, 679	28, 656	389	875	482	941	826	1, 350	3, 018
Representation recognized.....	26, 103	1	1	-----	-----	259	267	4, 695	-----	-----	-----	-----	-----	-----	-----	-----
Withdrawn after investigation.....	60, 496	2, 021	19, 747	-----	2, 746	2, 952	1, 709	2, 535	-----	-----	-----	-----	-----	-----	-----	-----
Withdrawn before investigation.....	14, 676	1, 071	129	-----	292	1, 435	1, 030	172	-----	-----	-----	-----	-----	-----	-----	-----
Dismissal.....	23, 653	1, 654	2, 341	36	2, 449	973	305	2, 157	1, 745	598	125	26	153	169	-----	-----
Closed without certification.....	4, 216	-----	-----	-----	-----	739	110	-----	2, 986	-----	-----	-----	-----	498	105	-----

TABLE 6.—*Number of crafts or classes and number of employees involved in representation cases, by major groups of employees, fiscal year 1952-53*

Major groups of employees	Number of cases ¹	Number of crafts or classes	Employees involved	
			Number	Percent
Grand total, all groups of employees.....	154	189	36, 043	100
Railroad, total.....	130	163	33, 801	94
Train service.....	13	17	2, 945	8
Engine service.....	24	32	716	2
Yard service.....	9	9	2, 251	6
Mechanical foremen.....	5	5	455	1
Maintenance of equipment.....	10	23	16, 237	45
Clerical, office, station, and storehouse.....	2	2	70	(¹)
Yardmasters.....	23	23	1, 547	4
Maintenance of way and signal.....	9	10	243	1
Subordinate officials, maintenance of way.....	2	2	28	(¹)
Agents, telegraphers, and towermen.....	1	1	37	(¹)
Dispatchers.....	4	4	18	(¹)
Technical engineers, architects, draftsmen, etc.....	2	2	88	(¹)
Dining car employees, train and pullman porters.....	8	8	3, 738	10
Patrolmen and special officers.....				
Marine service.....	8	8	943	3
Combined groups, railroad.....	6	13	4, 370	12
Miscellaneous railroad.....	4	4	115	(¹)
Airline, total.....	24	26	2, 242	6
Mechanics.....	2	2	660	2
Radio and teletype operators.....	1	1	176	(¹)
Clerical, office, stores, fleet and passenger service.....	5	5	1, 005	3
Stewards, stewardesses and pursers.....	3	3	101	(¹)
Dispatchers.....	4	4	35	(¹)
Pilots.....	4	4	124	(¹)
Mechanical foremen.....	2	2	46	(¹)
Flight engineers.....				
Combined groups, airline.....	1	3	69	(¹)
Miscellaneous.....	2	2	26	(¹)

¹ Less than 1 percent.

TABLE 7.—Number of crafts or classes certified and employees involved in representation cases by types of results; fiscal year 1953

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, 116 cases.....	142	31, 297	100	135	30, 120	100	3	655	100	4	522	100
Elections.....	123	30, 814	98	117	29, 663	98	3	655	100	3	496	95
Proved authorizations.....	19	483	2	18	457	2				1	26	5
Representation acquired.....	49	1, 730	6	48	1, 319 ¹	5				1	411	79
Elections.....	36	1, 315	4	35	904	3				1	411	79
Proved authorizations.....	13	415	2	13	415	2						
Representation changed.....	53	5, 050	16	47	4, 284	14	3	655	100	3	111	21
Elections.....	48	4, 984	16	43	4, 244	14	3	655	100	2	85	16
Proved authorizations.....	5	66	(¹)	4	40	(¹)				1	26	5
Representation unchanged.....	40	24, 517	78	40	24, 517	81						
Elections.....	39	24, 515	78	39	24, 515	81						
Proved authorizations.....	1	2	(¹)	1	2	(¹)						

¹ Less than 1 percent.

4. EXTENT AND NATURE OF LABOR REPRESENTATION

Table 8 shows, by organization 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, 1953. 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, 1953*

Organization and craft or class	Extent of representation on June 30, 1953		Percent of total mileage covered on June 30—						
	Number of carriers	Mileage covered	1953	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 (average)
Total.....	135	224,359							
Brotherhood of Locomotive Engineers:									
Locomotive engineers.....	117	217,430	97	97	93	97	96	97	98
Locomotive firemen, hostlers, and hostler helpers.....	4	639	(2)	(1)	(1)	3	(2)	(2)	(2)
Brotherhood of Locomotive Firemen and Enginemen:									
Locomotive firemen, hostlers, and hostler helpers.....	128	222,738	99	99	99	99	98	99	98
Locomotive engineers.....	17	6,204	3	3	(1)	(1)	3	2	1
International Association of Railway Employees:									
Locomotive firemen, hostlers, and hostler helpers.....	4	913	(2)	(1)	(1)	(1)	(2)		
Railroad Industrial Union:									
Locomotive engineers.....	1	836	(2)	(1)	(1)	(1)	(2)		
Locomotive firemen, hostlers, and hostler helpers.....	1	836	(2)	(1)	(1)	(1)	(2)		
Order of Railway Conductors of America:									
Conductors (road).....	100	196,544	88	88	87	86	85	95	
Brakemen, flagmen, baggagemen (road).....	7	9,549	4	(1)	(1)	(1)	(2)	(2)	(2)
Yard foremen, helpers, and switch-tenders.....	2	8,253	4	4	3	3	4	4	4
Yardmasters.....	3	302	(2)	(1)	(1)	4	4	6	5
Dining-car stewards.....	1	7,923	3	4	3	3	4	6	10
Dining-car cooks.....	3	15,537	7	7	7	7	7	8	6
Parlor- and sleeping-car conductors.....	1	10,671	5	4	4				
Brotherhood of Railroad Trainmen:									
Conductors (road).....	34	27,815	12	12	15	14	15	7	2
Brakemen, flagmen, baggagemen (road).....	123	214,149	95	98	99	99	99	99	99
Yard foremen, helpers, and switch-tenders.....	116	192,789	86	86	90	93	89	92	92
Yardmasters.....	22	15,421	7	11	12	13	11	13	7
Dining-car stewards.....	39	150,914	67	67	65	73	73	69	59
Dining-car cooks and waiters.....	1	324	(2)	(1)	3	(1)	(2)	(2)	
Passenger representatives.....	2	11,796	5	5	5	2	3		
Taproom attendants.....	1	8,830	4	4	3				
Motorcar operators.....	1								
Bus and/or truck drivers.....	1	4,316	2	2	2	2	2		
Gatemmen.....	1	8,129	4	4	3	4	4		
Hump motorcar operators.....	1	10,112	5	5	4	4	4		
Switchmen's Union of North America:									
Yard foremen, helpers, and switch-tenders.....	11	32,150	14	14	10	10	11	9	10
Railroad Yardmasters of America:									
Yardmasters.....	51	146,370	65	64	60	64	61	45	34
Stationmasters.....	2	8,924	4	2	4	4	4	(2)	(2)
Portmasters.....	1	10,671	5	5	4	5	5		
Railroad Yardmasters of North America:									
Yardmasters.....	11	30,130	13	10	7	5	5	5	4
Stationmasters.....	3	10,948	5	5	4	5	6	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, 1953—Con.

Organization and craft or class	Extent of representation on June 30, 1953		Percent of total mileage covered on June 30—						
	Number of carriers	Mileage covered	1953	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.....	130	223,805	99	99	99	99	99	98	96
Red caps, ushers, and station attendants.....	3	18,321	8	8	5	8	4	-----	-----
Stationmasters.....	1	5,116	2	2	2	2	2	-----	-----
Grain-elevator employees.....	2	16,915	7	7	7	7	7	-----	-----
Coal-pier foremen.....	1	5,116	2	2	2	2	-----	-----	-----
Coal cranemen.....	1	966	(2)	(1)	(1)	-----	(2)	-----	-----
Coal-dumper employees.....	1	564	(2)	(1)	(1)	(1)	-----	-----	-----
Ore dock workers.....	3	13,076	6	6	5	6	6	-----	-----
Gatemmen.....	1	10,112	5	4	4	4	4	-----	-----
Bus and/or truck drivers.....	1	6,344	3	3	3	3	3	-----	-----
Laundry workers and/or seamstresses.....	2	16,064	7	3	3	7	4	-----	-----
Hotel and restaurant employees.....	1	9,720	4	4	4	-----	4	-----	-----
Telegraphers, towermen, and agents.....	1	191	(2)	(1)	(1)	(1)	(2)	(2)	(2)
Timber-treating-plant employees.....	1	13,073	6	6	-----	-----	-----	-----	-----
United Transport Service Employees:									
Dining-car cooks and waiters.....	8	33,821	15	15	14	14	14	2	-----
Maids and chair car attendants.....	1	4,778	2	2	2	2	2	-----	-----
Train-coach, parlor-, sleeping-, and club-car porters.....	7	22,175	10	10	9	5	6	(1)	-----
Taproom attendants.....	1	1,815	(1)	(1)	(1)	(1)	1	-----	-----
Red caps, ushers, and station attendants.....	14	65,369	29	29	25	28	33	27	12
Order of Railroad Telegraphers:									
Telegraphers, towermen, and agents.....	127	223,642	99	99	99	99	99	99	98
Train dispatchers.....	5	2,857	1	1	8	1	1	3	2
Telegraph and telephone linemen.....	6	10,572	5	5	7	2	5	5	4
Brotherhood of Railroad Signalmen of America:									
Signalmen.....	105	215,927	96	96	92	96	95	91	87
Telegraph and telephone linemen.....	4	2,021	(1)	1	1	1	2	1	-----
American Train Dispatchers Association:									
Train dispatchers.....	117	212,799	95	95	91	94	93	80	78
Boat dispatchers.....	2	14,867	7	7	6	6	6	-----	-----
Power dispatchers.....	2	2,279	1	1	1	1	(2)	-----	-----
Railway Employees' Department, AFL:									
Supervisors of mechanics.....	7	11,128	5	6	6	6	10	3	-----
Molders.....	1	6,188	3	3	2	2	3	-----	-----
Laundry workers and/or seamstresses.....	1	8,129	4	4	3	4	4	-----	-----
Motorcar repairmen.....	1	1,193	(1)	(1)	(1)	(1)	(2)	-----	-----
Brotherhood of Maintenance of Way Employees:									
Maintenance-of-way employees.....	133	224,161	99	99	99	93	94	94	92
Shop laborers.....	1	8,830	4	4	3	4	4	3	3
Stockyard employees.....	1	966	(2)	(1)	(1)	(1)	(2)	-----	-----
Coal-pier operators.....	1	3,406	2	1	1	1	2	-----	-----
Drawbridge operators.....	2	-----	-----	-----	-----	-----	-----	-----	-----
Foremen in electric-traction department.....	1	10,112	5	5	4	4	4	-----	-----
Crossing tenders.....	1	981	(2)	(1)	(1)	(1)	(2)	-----	-----
Hoisting engineers.....	1	4,634	2	2	2	2	2	-----	-----
Hump-motorcar operators.....	1	5,116	2	2	2	2	-----	-----	-----
Water-service employees.....	1	6,960	3	3	3	3	-----	-----	-----
International Association of Machinists:									
Machinists.....	127	222,441	99	99	99	99	94	87	81
International Brotherhood of Boilermakers, Iron Ship Builders, and Helpers of America:									
Boilermakers.....	125	211,921	94	94	95	95	94	87	78
International Brotherhood of Blacksmiths, Drop Forgers, and Helpers:									
Blacksmiths.....	123	211,958	94	97	95	96	89	81	77
Sheet Metal Workers International Association:									
Sheet metal workers.....	125	222,309	99	99	99	99	94	87	76
Molders.....	3	8,644	4	4	3	4	4	-----	-----
Foundry employees.....	1	10,671	5	5	4	5	5	-----	-----
Water service employees.....	2	5,636	3	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, 1953—Con.

Organization and craft or class	Extent of representation on June 30, 1953		Percent of total mileage covered on June 30—						
	Number of carriers	Mileage covered	1953	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.....	121	211,502	94	94	94	94	93	87	79
Telegraph and telephone linemen.....	26	107,906	48	50	44	48	40	33	—
Signalmen.....	4	2,003	(1)	1	(1)	(1)	1	1	1
Coal-pier operators.....	1	5,116	2	2	2	3	3	—	—
Coal-dumper employees.....	1	5,116	2	2	2	2	2	—	—
Substation operators.....	1	10,671	5	5	5	5	5	—	—
Brotherhood of Railway Carmen of America:									
Carmen.....	128	212,630	95	95	96	95	94	87	78
International Brotherhood of Firemen, Oilers, Helpers, Roundhouse, and Railway Shop Laborers:									
Powerhouse employees and railway shop laborers.....	122	211,649	94	94	95	95	94	87	71
Hotel and Restaurant Employees International Alliance and Bartenders Union:									
Cooks and waiters.....	44	88,320	39	63	57	62	65	71	58
Coach, sleeping-car, parlor-car, and club-car porters.....	8	37,829	17	17	15	18	15	9	—
Hotel and restaurant employees.....	4	33,442	15	17	11	14	5	—	—
Bartenders.....	3	26,772	11	11	10	11	10	—	—
Maids and chair-car attendants.....	1	571	(1)	(1)	(1)	(1)	—	—	—
Platform vendor service employees.....	1	6,539	3	3	3	3	3	—	—
American Railway Supervisors Association:									
Yardmasters.....	4	10,720	5	5	4	5	5	4	4
Supervisors of mechanics.....	45	116,554	52	45	40	35	31	17	6
Wire chiefs.....	1	7,923	4	4	3	4	4	—	—
Stationmasters.....	1	7,923	4	4	3	4	3	—	—
Roadmasters.....	2	11,166	5	5	4	4	3	—	—
Technical employees.....	7	22,877	10	10	9	11	2	—	—
Subordinate officials in maintenance-of-way and structures department.....	12	45,766	20	15	10	9	6	—	—
Foundry employees.....	1	6,344	3	3	3	—	—	—	—
Brotherhood of Sleeping Car Porters:									
Coach, sleeping-car, parlor-car, and club-car porters.....	30	116,078	52	44	47	49	45	31	10
Maids and chair-car attendants.....	3	23,532	10	10	9	9	8	—	—
Porter brakemen.....	1	13,073	6	6	5	6	5	—	—
Railway Patrolmen's International Union, AFL:									
Railway patrolmen.....	39	133,346	59	43	43	47	46	17	—
Utility Workers Organizing Committee:									
Machinists.....	1	97	(1)	(1)	(1)	(1)	(2)	(2)	—
Boilermakers.....	1	97	(1)	(1)	(1)	(1)	(2)	(2)	—
Powerhouse employees and railway-shop laborers.....	1	97	(1)	(1)	(1)	(1)	(2)	(2)	—
Brotherhood of Railroad Shop Crafts of America:									
Machinists.....	—	—	—	—	—	—	4	34	—
Boilermakers.....	—	—	—	—	—	—	—	34	—
Blacksmiths.....	1	981	(1)	(1)	(1)	—	5	37	—
Sheet-metal workers.....	—	—	—	—	—	—	(2)	34	—
Electrical workers.....	—	—	—	—	(1)	(1)	(2)	34	—
Carmen.....	—	—	—	—	—	—	(2)	34	—
Bricklayers.....	—	—	—	—	—	4	4	—	—
Powerhouse employees and railway-shop laborers.....	—	—	—	—	—	—	—	34	—
American Federation of Technical Engineers:									
Technical engineers, architects, draftsmen and allied workers.....	1	1,702	(1)	3	3	3	3	—	—
International Union of Steam and Operating Engineers:									
Hoisting and portable engineers in stores department.....	1	1,702	(1)	(1)	(1)	(1)	1	—	—
Hoisting engineers.....	3	15,293	7	7	3	7	4	—	—
Grain-elevator employees.....	—	—	—	—	—	—	3	—	—
International Longshoremen's Association:									
Wharf-freight handlers.....	1	172	(1)	(1)	2	(1)	(2)	—	—
Grain-elevator employees.....	1	172	(1)	(1)	2	(1)	(2)	—	—
Coal-dumper employees.....	3	1,628	(1)	(1)	(1)	(1)	(2)	—	—
Coal-pier operators.....	2	5,236	2	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, 1953—Con.

Organization and craft or class	Extent of representation on June 30, 1953		Percent of total mileage covered on June 30—						
	Number of carriers	Mileage covered	1953	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	8,315	4	4	3	4	4	-----	-----
American Brotherhood of Railway Police: Patrolmen.....	1	6,905	3	3	3	3	3	-----	-----
United Railroad Workers of America, CIO: Boilermakers.....	1	10,112	5	5	-----	4	4	-----	-----
Blacksmiths.....	1	4,778	2	-----	-----	-----	4	-----	-----
Electrical workers.....	1	10,112	5	5	-----	-----	4	-----	-----
Sheet-metal workers.....	-----	-----	-----	-----	-----	-----	4	-----	-----
Powerhouse employees and railway-shop laborers.....	1	10,112	5	5	-----	4	4	-----	-----
Molders.....	1	10,112	5	5	-----	4	-----	-----	-----
Maintenance of way employees.....	-----	-----	-----	-----	-----	6	-----	-----	-----
Grain-boat captains.....	1	10,112	5	5	-----	-----	-----	-----	-----
Coal-dumper employees.....	2	13,716	6	(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)	(1)	(2)	-----	-----
System associations: Locomotive engineers.....	-----	-----	-----	-----	-----	-----	-----	1	1
Locomotive firemen, helpers, and hostler helpers.....	-----	-----	-----	-----	-----	-----	-----	1	1
Yardmasters.....	8	9,271	4	4	3	4	5	6	6
Clerical, office, station, and storehouse employees.....	-----	-----	-----	-----	-----	-----	-----	1	5
Telegraphers, towermen, and agents.....	-----	-----	-----	-----	-----	-----	(1)	6	-----
Dispatchers.....	3	6,539	3	3	3	3	3	11	11
Maintenance-of-way employees.....	-----	-----	-----	-----	-----	-----	-----	6	8
Machinists.....	3	1,198	(1)	(1)	(1)	(1)	(2)	11	19
Boilermakers.....	4	1,361	(1)	(1)	(1)	(1)	1	12	23
Blacksmiths.....	3	1,250	(1)	2	(1)	(1)	2	17	23
Sheet-metal workers.....	3	1,250	(1)	(1)	(1)	(1)	(2)	11	22
Electrical workers.....	2	1,042	(1)	(1)	(1)	(1)	1	11	23
Carmen.....	4	1,361	(1)	(1)	(1)	(1)	1	11	22
Powerhouse employees and railway-shop laborers.....	1	163	(1)	(1)	(1)	(1)	(2)	10	22
Dining-car stewards.....	2	1,702	(1)	(1)	1	(1)	2	3	4
Cooks and waiters.....	1	-----	-----	1	(1)	(1)	1	9	15
Coach-sleeping-car, parlor-car, and club-car porters.....	-----	-----	-----	-----	-----	-----	-----	6	14
Supervisors of mechanics.....	-----	-----	-----	21	17	20	22	16	17
Railway patrolmen.....	5	14,345	6	6	6	7	6	4	-----
Stationmasters.....	3	10,850	5	5	4	5	4	-----	-----
Foundry employees.....	-----	-----	-----	-----	-----	-----	3	-----	-----
Printer.....	1	6,188	3	3	2	3	3	-----	-----
Wire chief.....	1	211	(1)	(1)	(1)	(1)	(2)	-----	-----
Technical engineers, architects, draftsmen, and allied workers.....	9	16,143	7	6	6	6	6	-----	-----
Nurses.....	1	8,129	4	4	3	4	-----	-----	-----
Drawbridge operators.....	1	29	(1)	(1)	(1)	(1)	-----	-----	-----
Subordinate officials in maintenance-of-way and structures department.....	5	20,382	9	7	7	8	8	4	4
Foremen in electric-traction department.....	1	365	(1)	(1)	(1)	(1)	(2)	-----	-----
Telephone and telegraph linemen.....	1	211	(1)	(1)	(1)	(1)	-----	-----	-----
Local unions: Firemen and hostlers.....	2	1,032	(1)	(1)	(1)	(1)	(2)	1	2
Brakemen, flagmen, and baggage men.....	3	1,548	(1)	(1)	(1)	(1)	(2)	(2)	(2)
Yard foremen, helpers, and switch-tenders.....	3	1,548	(1)	(1)	(1)	(1)	(2)	(2)	(2)
Cooks and waiters.....	1	539	(1)	(1)	(1)	6	6	5	-----
Coach, parlor-car, club-car and sleeping car porters.....	1	4,634	2	2	3	3	3	8	-----
Supervisors of mechanics.....	2	1,617	(1)	(1)	(1)	(1)	(2)	1	-----
Technical engineers, architects, draftsmen, and allied workers.....	1	1,474	(1)	(1)	-----	(1)	1	-----	-----
Wharf-freight handlers.....	1	6,905	3	3	3	3	3	-----	-----
Subordinate officials in maintenance-of-way and structures department.....	3	9,627	4	4	3	4	4	-----	-----
Hump-motorcar operators.....	1	643	(1)	(1)	(1)	-----	-----	-----	-----

¹ Less than 1 percent.

² Less than 1/2 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, 1953*

Organization and craft or class	Number of railroads as of June 30—						
	1953	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.....	22	20	19	20	22	23	23
Unlicensed deck.....	9	9	9	9	9	8	3
Float watchmen.....	5	5	5	5	4	3	—
National Marine Engineers' Beneficial Association:							
Licensed engine.....	15	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	1	4	5
Marine cooks and stewards.....	—	—	—	—	1	2	4
International Longshoremen's Association:							
Licensed deck.....	2	2	2	2	2	4	9
Licensed engine.....	3	3	2	2	2	3	16
Unlicensed deck.....	1	1	1	1	1	6	15
Unlicensed engine.....	2	2	2	2	1	6	16
Lighter captains.....	7	7	6	6	6	—	—
Float watchmen.....	1	1	1	1	1	3	1
Longshoremen.....	2	2	2	2	1	6	6
Marine shop employees.....	1	1	—	1	1	—	—
Hoisting engineers.....	1	1	1	1	1	—	—
Grain-boat captains.....	1	1	1	1	—	—	—
National Maritime Union:							
Unlicensed deck.....	5	5	5	5	5	1	—
Unlicensed engine.....	5	5	5	5	5	1	—
Marine cooks and stewards.....	3	3	3	3	3	—	—
Grain-elevator employees.....	1	1	1	1	1	—	—
United Mine Workers, District 50:							
Licensed deck.....	1	1	3	3	3	—	—
International Brotherhood of Firemen, Oilers, Helpers, Roundhouse and Railway Shop Laborers:							
Unlicensed deck.....	1	1	1	1	1	1	—
Unlicensed engine.....	1	1	1	1	1	1	—
United Railroad Workers of America, CIO:							
Licensed deck.....	1	2	1	1	1	—	—
Licensed engine.....	3	4	5	5	5	—	—
Unlicensed deck.....	5	4	5	5	6	—	—
Unlicensed engine.....	6	5	6	6	5	—	—
Lighter captains.....	—	—	1	1	1	—	—
Boat dispatchers.....	1	1	1	1	1	—	—
Marine-shop employees.....	1	1	1	1	—	—	—
Float watchmen.....	3	1	—	—	—	—	—
Coal-dumper employees.....	1	—	—	—	—	—	—
Foremen's Association of America:							
Licensed deck.....	—	—	3	2	2	—	—
Licensed engine.....	—	—	4	4	2	—	—
The Order of Railroad Telegraphers:							
Pursers-radio operators.....	1	1	1	1	1	—	—
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees:							
Pursers and assistants.....	1	1	1	1	1	—	—
Inlandboatmen's Union of the Pacific:							
Unlicensed deck.....	1	2	2	1	1	—	—
Unlicensed engine.....	1	2	2	1	1	—	—
International Association of Railway Employees:							
Unlicensed deck.....	1	1	1	1	1	—	—
Unlicensed engine.....	1	1	1	1	1	—	—
Great Lakes Licensed Officers' Organization:							
Licensed deck.....	2	2	—	—	—	—	—
Licensed engine.....	4	3	—	—	—	—	—
Hotel and Restaurant Employees and Bartenders International Alliance:							
Marine chefs, cooks, and waiters.....	1	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, 1953—Continued

Organization and craft or class	Number of railroads as of June 30—						
	1953	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 ¹ (average)
System associations:							
Licensed deck.....	1	1	1	1	1	2	3
Licensed engine.....	1	1	1	1	1	2	6
Unlicensed deck.....	1	1	1	1	1	1	1
Unlicensed engine.....	2	2	2	2	2	1	2
Coal-dumper employees.....						1	
Local unions:							
Licensed deck.....						⁴ 2	
Licensed engine.....						⁴ 1	
Unlicensed deck.....	2	2	3	3	3	⁴ 6	
Unlicensed engine.....	2	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 1953, the total number of mediation cases disposed of was 297, or an increase of 24 cases over the previous year. A total of 255 mediation cases were docketed during the year 1953, or a decrease of 34 cases over the number docketed in the fiscal year 1952. The 255 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 9 years.

As of June 30, 1953, there were 91 mediation cases remaining open and unsettled on the Board's docket, as compared with 133 on this date at the end of the previous fiscal year. Of these 91 cases, 68 were with railroad carriers and 23 with air carriers.

1. MEDIATION AND ARBITRATION AGREEMENTS

As previously stated in chapter II of this report, a grand total of 261 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 4 methods of disposition accounted for 88 percent of the 297 mediation cases closed during the fiscal year. A total of 4 docketed mediation cases were referred to emergency boards created under section 10 of the Railway Labor Act during 1953, after arbitration had been declined by 1 or both parties, and strike dates were set which threatened serious interruption to interstate commerce.

During the present Board's life of 19 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 1953 was 57.5, or an increase of 4.1 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.

During the fiscal year 1953, arbitration agreements were executed disposing of 4 docketed cases.

TABLE 9.—*Issues involved in cases disposed of by mediation agreements, fiscal years 1935-53*

	18-year period 1935-53	1953	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, 262	171	146	145	129	164	117	54
Negotiation of new agreements, etc.....	242	8	1	12	9	16	15	12
Changes in rates of pay.....	754	57	63	62	29	45	50	14
Changes and revisions in rules, etc.....	1, 116	85	73	57	71	95	46	25
Miscellaneous cases.....	150	21	9	14	20	8	6	3

2. OTHER DISPOSITION OF MEDIATION CASES

In addition to the 233 mediation cases settled by mediation and arbitration agreements and withdrawals, 64 additional mediation cases were disposed of by other methods. Of this number, 35 were closed after 1 or both parties had declined to submit the dispute to arbitration. Twenty other cases were withdrawn by the parties prior to mediation. Nine cases were dismissed by Board action.

Of the 35 instances in which proffers of arbitration were declined, this action was taken by the carriers in 12 cases and by the employees in 20. Three 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 1953, the Board handled and disposed of a total of 72 cases involving the commercial airlines and various groups of their employees. This figure indicates no change from the number of airline cases settled during the previous fiscal year. It represents 24 percent of the total of 292 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

Where the mediatory efforts of the Mediation Board are unsuccessful in bringing about an amicable settlement of disputes, the Railway Labor Act provides that the Board shall at once endeavor to induce the parties to submit their controversy to arbitration, in accordance with the provisions of section 7 of the act. There is no compulsion on either party to submit a controversy to arbitration; however, the Board's proffer of arbitration is not a perfunctory action, but rather its efforts to persuade the parties to agree to arbitration are as intensive as in the mediation proceedings. The spirit and intent of the law that disputes be settled in an orderly manner is stressed by the Board in urging arbitration. Arbitration under the act has the further advantage of providing a definite and legally enforceable decision under which the parties may operate in the future.

During the current fiscal year, there were ten arbitration agreements entered into, four of which were from cases handled in mediation and six otherwise entered into between the parties. There were fifteen arbitration cases disposed of during the year as summarized below:

CASE A-3525, ARB. 160.—*The Illinois Northern Railway and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.*

Members of the Arbitration Board were Mr. L. D. Comer, representing the carrier; Mr. G. B. Goble, representing the organization; and Judge Jay S. Parker of Topeka, Kansas, selected by the party arbitrators as the third arbitrator and designated as chairman.

Hearings were held in Chicago, Ill., commencing on July 7, 1952. The issues submitted for arbitration were numerous rules governing hours of service and working conditions of clerical, office, station and storehouse employees of the carrier represented by the above named organization. Prior to the convening of the Arbitration Board, the parties reached agreement on some 47 rules which were accordingly withdrawn by the parties. The award rendered on July 28, 1952, provided specific rules to be adopted and become part of the agreement. These rules covered scope, definitions, seniority, bulletining positions, investigation and hearings, appeals and grievance procedures, hours of work, overtime, Sunday and holiday work, vacations, rating of positions. The organization's request for sick leave allowance was rejected. The organization representative dissented with respect to portions of two rules; the carrier representative dissented to a portion of one rule.

CASE A-3849, ARB. 166.—*The Delaware, Lackawanna and Western Railroad Company and Switchmen's Union of North America.*

Members of the Arbitration Board were Mr. H. Merle Mulloy, representing the carrier; Mr. C. E. McDaniels, representing the organization; and Mr. Lloyd K. Garrison of New York, who was named by the National Mediation Board as the third arbitrator. Mr. Garrison was selected as chairman.

Hearings were held in New York City, commencing June 17, 1952. The award was rendered on August 1, 1952. The specific questions submitted for arbitration were the requests of the Switchmen's Union: (a) That extra switchmen and regular switchmen be paid time and one-half if service required on the sixth and seventh day; (b) that 20 cents an hour be added to the basic hourly rate of all switchmen; and (c) that when necessary to use switchmen beyond 5 days within 7-day period, the senior switchman, regular or extra, desiring the work, will be used.

The award provided that the basic hourly rates of pay be increased as follows: Yard helpers 1 cent per hour and switchtenders 4.25 cents per hour, effective January 1, 1952; in addition, a cost-of-living adjustment for yard helpers, switchtenders, and switch foremen, effective October 1, 1951. The award further provided that regularly assigned switchmen be paid time and one-half for service on the sixth and seventh day, subject to certain terms and conditions; similar request relating to extra switchmen was denied, but the award stipulated that rules should be adopted to implement the provision that extra men be permitted to work "a maximum of 11 calendar days per half". The request for use of senior switchman, regular or extra, when necessary to use switchmen beyond 5 days within 7-day period, was denied; however, the request was left open for negotiation between the parties at any particular location on the line.

CASE No. A-3849, ARB. 167.—*Walter C. Maher, Contractor, Norfolk & Western Railway Coal Piers, and Coal Trimmers Local No. 978 (Independent).*

Members of the Arbitration Board were W. R. Ashburn, representing Walter C. Maher, Contractor, Norfolk & Western Railway Coal Piers; Mr. Ernest S. Merrill, for the organization; and Mr. John C. Davis of Norfolk, Va., selected by the parties as third arbitrator.

Hearings were held in Norfolk, Va., commencing September 24, 1952, and the award was rendered October 30, 1952. The question submitted for arbitration was whether the contractor is required to consult the union now representing the employees in the selection of chief stevedores, gang leaders, and assistant gang leaders, the incumbents of said positions having been so selected prior to certification of such union by the National Mediation Board. In its award, the Arbitration Board held that the contractor is required to consult the Coal Trimmers Local No. 978 (Independent) under the provisions of the current agreement effective February 1, 1951, in the selection of chief stevedores, gang leaders and assistant gang leaders.

CASES Nos. A-3437 and A-3546, ARB. 168.—*Eastern, Western, and Southeastern Carriers' Conference Committees, and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, and Order of Railway Conductors.*

Members of the Arbitration Board were Mr. Guy L. Brown, Mr. William C. Lash, and Mr. W. D. Johnson, representing the employees; Mr. F. J. Goebel, Mr. D. P. Loomis, and Mr. F. K. Day, Jr. for the carriers; and Mr. Paul N. Guthrie, Mr. William E. Simkin, and Mr. A. Langley Coffey were selected by the party arbitrators to serve as the three neutral arbitrators. Mr. Paul N. Guthrie was selected as chairman.

Hearings were held in Washington, D. C., commencing on October 21, 1952 and concluded on November 6, 1952. By agreement of the parties the time for making and filing the Board's award was extended to December 15, 1952. The award was rendered on December 3, 1952.

By Arbitration Agreement dated July 17, 1952, the Class I carriers of the United States as represented by three Carriers' Conference Committees as listed above, and their employees represented by the three organizations listed above, submitted to this Arbitration Board for decision the disputes between them as to the rule to apply to road employees performing more than one class of road service. The agreement further provided that "the arbitrators shall have the right to consider whether or not any rule covering more than one class of road service should be granted, and if so, the language of such rule." In its award, the Arbitration Board found that all parties to the proceeding had agreed, as a matter of record, that there should be such rule; and a new rule was awarded providing that road employees (engineers, firemen and helpers, conductors and trainmen) employed in any class of road service may be required to perform two or more classes of road service in a day or trip subject to certain terms and conditions, payment for the entire service to be made at the highest rate applicable to any class of service performed, the overtime basis for the rate paid to apply for the entire trip subject to specific provisions outlined in the award. Not less than one minimum day would be paid for the combined service. The award gives examples for the application of the rule.

One of the neutral arbitrators dissented, as did the three party arbitrators representing the employees.

CASE No. A-4013, ARB. 169.—*Midland Valley Railroad Company and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.*

Members of the Arbitration Board were Mr. W. A. Carpenter, representing the carrier; Mr. W. M. Crawford, representing the organization; and Mr. Carroll R. Daugherty of Evanston, Ill., named by the National Mediation Board as the third arbitrator. Mr. Daugherty was selected as chairman.

Hearings were held in Muskogee, Okla., on December 9 and 10, 1952, and the award of the Board was rendered December 12, 1952. The issues submitted to the Board were four rules in the working agreement for employees of the carrier represented by the above-named organization. Prior to the rendering of the award, the parties came to agreement on two of the rules originally submitted and these were withdrawn. The award provided rules covering "Scope" and "Notified or Called" to be adopted and become part of the agreement governing the relations of and between the parties. The carrier arbitrator, Mr. Carpenter, dissented from Rule 1 of the award.

CASE No. A-4011, ARB. 170.—*Pittsburgh & Ohio Valley Railway Company and United Steelworkers of America.*

Members of the Arbitration Board were Mr. G. B. Moser, representing the carrier; Mr. T. H. Connolly, representing the organization; and Mr. Alfred A. Colby of Washington, D. C., named by the National Mediation Board as the third arbitrator.

Hearings were held in Pittsburgh, Pa., commencing November 14, 1952, and the award was rendered on December 15, 1952. The specific question submitted to the Board for decision was "Whether the union shall be granted a union shop under the Railway Labor Act, as amended, or a modified union shop as agreed to in basic steel settlement." The award provided a modified union shop as agreed to in the basic steel settlement; to become effective on the date of the

award and continue in full force and effect until September 4, 1954, and thereafter unless subsequent to September 4, 1954, changed or modified in accordance with the provisions of the Railway Labor Act, as amended. The union arbitrator dissented.

CASES NOS. A-3952 and A-3953, ARB. 171.—*Ann Arbor Railway Company and The Wabash Railroad Company and Great Lakes Licensed Officers' Organization*.

The members of the Board of Arbitration were Mr. G. H. Sido, representing the carriers; Mr. Milford Keidan, representing the organization; and Mr. Andrew Jackson of New York, N. Y., named by the National Mediation Board as the neutral arbitrator. Mr. Jackson was selected as chairman.

Hearings were held in Detroit, Michigan, commencing January 5, 1953, and the Board rendered its award on February 4, 1953. The issues submitted for decision were proposed changes in rules governing rates of pay and working conditions for Licensed Deck Officers and Licensed Marine Engineers employed on car ferries operated by the carriers.

In its award, the Arbitration Board denied the organization's proposed rule but provided rules for increased rates of pay and a cost-of-living adjustment, overtime, and certain other rules changes affecting working conditions. The carriers' representative dissented.

CASE NO. A-4044, ARB. 172.—*Braniff Airways, Inc. (Successor to Mid-Continent Airlines, Inc.) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*.

An Arbitration Agreement was entered into between the above named parties on October 24, 1953, and arbitrators representing the parties were chosen. Prior to completion of the Arbitration Board, however, full settlement of the dispute was reached in direct negotiations on November 13, 1952, and the agreement to arbitrate was cancelled.

CASE NO. A-4092, ARB. 173.—*Georgia Railroad and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors, and Brotherhood of Railroad Trainmen*.

By agreement dated November 13, 1952, the parties agreed to submit to a neutral referee a dispute concerning rates of pay for crews in service on switch locals at certain points. The parties failing to agree on the selection of a neutral, the National Mediation Board named Mr. A. Langley Coffey of Tulsa, Okla., to serve as a one-man board in this case.

The hearings were held in Atlanta, Ga., commencing January 5, 1953, recessed January 8, 1953; reconvened on February 2, 1953. The award was rendered March 7, 1953, determined that the crews in service on switch locals at Camak and Lithonia shall be compensated at standard yard rates of pay, and that the crews in service on switch locals between Atlanta and Stone Mountain are being properly paid when compensated at local freight rates of pay.

CASES NOS. A-3995 and A-4088, ARB. 174.—*Cuyahoga Valley Railway Company, Brotherhood of Railroad Trainmen, and Brotherhood of Locomotive Firemen and Enginemen*.

Members of the Arbitration Board were Mr. John J. Murray, representing the organizations; Mr. Andrew P. Martin, representing the carrier; and Hon. Mart J. O'Malley, selected by the party arbitrators as the third arbitrator. Due to Mr. John J. Murray's inability

to attend the hearings, the organizations then designated Mr. William L. Druce to represent the unions. Mr. O'Malley was chosen as chairman.

Hearings were held in Cleveland, Ohio, commencing January 19, 1953; and the award was rendered on January 25, 1953. The issue submitted for decision was the interpretation and application of a provision of a joint Memorandum of Understanding entered into by the parties on November 16, 1949, and the allowance or disallowance of all or any of the time claims submitted thereunder. The award denied all claims filed in connection with claimed violations of the specific item of said Memorandum of Understanding, in view of the interpretation thereof made by the Arbitration Board. The union arbitrator dissented.

CASE NO. A-3914, ARB. 175.—*Capital Airlines, Inc. and Air Line Communication Employees Association.*

Members of the Arbitration Board were Mr. J. W. Burke, Jr., for the carrier; Mr. Mil Senior, for the organization; and Mr. Carroll R. Daugherty of Evanston, Illinois, named by the National Mediation Board as the third arbitrator.

Hearings were held in Washington, D. C., beginning February 3, 1953, and award was rendered February 6, 1953. The issues submitted for arbitration concerned rates of pay, differentials, premium pay, moving expenses, and meal period during overtime work, for radio and teletype employees. The award provided an increase in rates of pay of \$50 per month for radio employees; \$40 per month for teletype employees; and that radio and teletype progression scales be extended by an additional 1 year step of \$10 per month, effective April 1, 1952, to endure until April 1, 1954 (unless reopened by mutual agreement of the parties), these dates also applying to overtime wage payments. The award further provided an increase of \$5 per month in differentials in favor of chiefs' rates of pay, effective April 1, 1952; and that shift differentials agreed on by the parties shall be effective April 1, 1952. A paid meal period of 30 minutes was allowed for employees working overtime for more than 2 hours continuously and immediately after regular work period. Requests for premium pay for teletype operators in the relay center in Washington and for payment of moving expenses were denied by the award. The carrier arbitrator dissented with respect to portions of the award.

CASE NO. A-3827, ARB. 176.—*Pan American World Airways, Inc. and Transport Workers Union of America, CIO.*

The Members of the Arbitration Board were Mr. W. O. Snyder, representing the carrier; Mr. James F. Horst, representing the organization; Professor Paul R. Hays of New York was named by the National Mediation Board as the third arbitrator, the party arbitrators having failed to agree on a neutral member.

Hearings were held in Long Island City, N. Y., on January 14, 1953. The issues submitted for determination involved wages for mechanics, ground service employees, port stewards and senior port stewards, employees of the carrier located outside the continental United States.

The award, dated January 21, 1953, was that the agreements of March 12 and April 14, 1952, require the payment to all master mechanics, wherever located, of the scale set forth in the agreement of March 12, 1952; that the agreements do not require Pan American

to add to the base wage of other mechanics or to the base wage of ground service employees, port stewards and senior port stewards, located outside the continental United States, the 4 cents which, prior to the effective dates of said agreements, had been paid as a cost-of-living increase only to covered employees within the continental United States. The arbitrator representing the employees dissented from the award.

CASE NO. A-4101, ARB. 177.—*Union Railroad Company and Brotherhood of Railroad Trainmen.*

The members of the Arbitration Board were Mr. J. E. DeSutter, representing the carrier; Mr. J. P. Cahill, representing the employees; and Mr. Harold M. Gilden named by the National Mediation Board as the third arbitrator.

Hearings were held in Pittsburgh, Pa., commencing January 5, 1953. The issues submitted for determination involved wage adjustments under the so-called annual improvement wage factor in addition to increases under the cost-of-living formula, and other wage demands of the organization to be considered in the light of the existing moratorium provision. The award, rendered March 24, 1953, provided that for the Union Railroad employees covered by the BRT yardmen's and yardmasters' agreements, a further wage adjustment was justified under the so-called annual improvement wage factor provision, in addition to increases previously received under the cost-of-living formula, and the pro rata hourly rates of pay of such employees should be increased by 4½ cents per hour, retroactive to October 1, 1952; such adjustment to remain in effect until September 30, 1953, and thereafter, subject to Section 6 notices under the Railway Labor Act. The other wage demands of the organization were denied. The carrier arbitrator dissented on the grounds that if any increase was justifiable it should have been limited to 4 cents per hour and the same should not have been made retroactive beyond the date of this decision.

CASE NO. A-4058, ARB. 178.—*Northeast Airlines, Inc. and International Association of Machinists.*

By agreement dated December 20, 1952, the parties agreed to submit their dispute to an arbitrator and named Professor John T. Dunlop of Harvard University to so serve. The question submitted to the arbitrator for decision involved increase in rates of pay for mechanical employees of the company as represented by the organization, and the effective date of such award.

The award of the arbitrator, rendered on February 24, 1953, provided increase in basic rates of pay in varying amounts of 6 cents per hour, 8 cents per hour, and 12 cents per hour for different classifications as listed in the award, such increases to be effective November 1, 1952.

CASE NO. A-4135, ARB. 179.—*National Airlines, Inc. and Air Line Stewards and Stewardesses Association, Int'l.*

At the close of the fiscal year, this arbitration case was pending, and will be reported in annual report for next year.

CASE NO. A-4127, ARB. 180.—*The Central Railroad Company of New Jersey and Brotherhood of Railroad Trainmen.*

Members of the Arbitration Board were Mr. J. J. Duffy, representing the carrier; Mr. Harry R. Woltman, representing the organization; and Mr. J. Glenn Donaldson of Denver, Colorado, selected by the parties as third arbitrator.

Hearings were held in Jersey City, N. J., commencing June 15, 1953. The issues submitted for decision involved 36 claims contained in strike ballot dated December 10, 1952, spread among train and engine service employees of the carrier. Prior to the issuance of the award, four of the claims were withdrawn by agreement of the parties. The award, rendered June 26, 1953, sustained 2 cases; denied 26; 3 cases were sustained in part and denied in part; and 1 case was remanded for handling in accordance with findings of the Arbitration Board. The organization arbitrator dissented.

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 four such emergency boards during the fiscal year ended June 30, 1953. Reports made by emergency boards during the fiscal year are summarized below:

CASE NO. A-3968, EMERGENCY BOARD NO. 101.—*Flight Engineers' International Association, TWA Chapter, and Trans World Airlines, Inc.*

The emergency board created under the President's Executive order dated July 9, 1952, was composed of Judge Adolph E. Wenke, of Lincoln, Nebr. (chairman), Mr. Robert O. Boyd, of Portland, Oreg., and Prof. I. L. Sharfman, of Ann Arbor, Mich. Hearings were held in Kansas City, Mo., beginning July 15, 1952. The report to the President was issued on August 29, 1952.

This dispute involved changes in the working agreement served by the union; and, subsequent thereto, the carrier served notice upon the union of its desire to negotiate changes in the current working agreement. At the first session of the proceedings, however, the parties stipulated that they would limit their presentation to the basic wage issue as the sole matter here in dispute, and they requested the Board to confine its recommendations to the basic wage issue but including the clearly related matters of retroactivity and duration of the recommended wage settlement. The proceedings were conducted on this basis, and the report of the Board was developed in conformity therewith.

The following recommendations were submitted by the Board to the President:

- (a) That the union withdraw its wage proposals;
- (b) That the carrier withdraw its wage proposals;
- (c) That the system of flat pay scales of the present agreement be retained;
- (d) That the pay scales of the present agreement be increased by

10 percent, so rounded out as to produce the following schedule—domestic and international:

	Do- mestic	Inter- national		Do- mestic	Inter- national
1st 6 months.....	\$465	\$525	7th 6 months.....	\$625	\$680
2d 6 months.....	490	550	8th 6 months.....	645	715
3d 6 months.....	520	580	9th 6 months.....	655	740
4th 6 months.....	545	605	10th 6 months.....	670	755
5th 6 months.....	575	635	11th 6 months.....	690	770
6th 6 months.....	600	660			

(e) That the recommended pay scale be made effective as of May 1, 1952; and

(f) That the duration of the contract contemplated under these recommendations be extended to April 30, 1954, subject to reopening as specified in the present agreement.

CASE NO. A-3894, EMERGENCY BOARD NO. 102.—*International Association of Machinists and Northwest Airlines, Inc.*

The emergency board created under the President's Executive order dated July 10, 1952, was composed of Judge Adolph Wenke, of Lincoln, Nebr. (chairman), Mr. Robert O. Boyd, of Portland, Oreg., and Prof. I. L. Sharfman, of Ann Arbor, Mich. Hearings were held in St. Paul, Minn., beginning August 4, 1952. The report to the President was issued on August 29, 1952.

On October 26 and November 30, 1951, the union proposed certain revisions in wage scale and related items and in working rules of its agreement with the carrier as it relates to the carrier's flight engineers. Many of the matters proposed by the union were either tentatively agreed upon pending final settlement of the entire matter, withdrawn by the union, or an understanding reached in regard thereto. However, the union's proposal relating to the following subjects remained unsettled and were the subject before the Board; namely, (1) wage schedule, (2) ground pay, (3) night-pay premium, (4) three-engine ferry flights, and (5) training pay.

The report to the President recommended the following:

WAGE SCHEDULE

That the parties adopt the following wage schedules for flight engineers:

Months of service	Do- mestic	Inter- national	Months of service	Do- mestic	Inter- national
1st 6 months.....	\$475	\$525	6th 6 months.....	\$675	\$690
2d 6 months.....	495	550	7th 6 months.....	695	675
3d 6 months.....	515	575	8th 6 months.....	610	700
4th 6 months.....	535	600	9th 6 months.....	625	715
5th 6 months.....	555	625	10th 6 months and thereafter..	650	725

GROUND PAY

That the parties adopt the following revision of article III (e) of their current agreement:

Where a flight is interrupted or delayed en route and the flight engineer is required to participate in correcting malfunctioning or make repairs because of lack of qualified personnel at the point, he will be paid at the rate of five dollars (\$5.00) per hour for each hour spent in such work on the ground in addition to his regular salary.

NIGHT-PAY PREMIUM

That the proposed provision for night-pay premium be withdrawn by the union.

THREE-ENGINE FERRY FLIGHTS

That proposed article XV (j) be withdrawn by the union.

However, the Board recommends that the parties endeavor to reach an understanding whereby, when a flight engineer expresses a desire not to make a three-engine ferry flight because he feels the plane is not airworthy, his desires in that regard will be respected if it is at all possible to do so.

TRAINING PAY

That the proposed revision of article XIII (g) of the parties currently effective agreement be withdrawn by the union.

RETROACTIVITY

That the recommended wage increases be made effective as of October 1, 1951.

CASE NO. A-3910, EMERGENCY BOARD NO. 103.—*Flight Engineers' International Association, UNA Chapter, and United Air Lines, Inc.*

The emergency board created under the President's Executive order dated November 6, 1952, was composed of Mr. Sol Wallen, of Boston, Mass. (chairman), Mr. Robert O. Boyd, of Portland, Oreg., and Mr. Harold R. Korey, of New York, N. Y. Hearings were conducted in Chicago, Ill., beginning November 19, 1952. The report to the President was issued on January 2, 1953.

On December 26, 1951, the association served notice upon the carrier that it desired to renegotiate the agreement between the parties and transmitted with such notice a draft of a proposed agreement incorporating its proposed changes. Subsequent thereto, the carrier served notice upon the association of its proposals for changes in the agreement. The report of the emergency board made specific recommendations for rules to cover numerous issues; namely, pay and retroactivity, mileage pay, gross-weight pay, guarantee, retroactivity, qualifications, no-strike/no-lockout clause, overseas bidding, expenses for meals and lodging, moving expenses, trans-continental flights, flight time for check and training flights, probation period, termination date, and miscellaneous and other minor items.

CASE NO. A-4182, EMERGENCY BOARD NO. 104.—*Brotherhood of Railroad Trainmen and New York, Chicago & St. Louis Railroad Co.*

Under Executive order of the President, dated April 24, 1953, an emergency board of 3 members was authorized to investigate and report its findings, within 30 days. The dispute consisted of 31 time claims. Subsequent to the date of the order, the parties entered into direct negotiations on the issues in dispute and by agreement reached between the parties on April 26, 1953, all of the issues were resolved; therefore, an emergency board was 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, 1953, there was on file with this Board a total of 5,137 such agreements, or an increase of 19 new agreements received during the year. Of this increase, 5 new agreements covered airline employees and the remainder are applicable to railroads or miscellaneous employees. Table 10 shows for the 19-year period 1935-53 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, 1953, a total of 1,319 such revisions and supplements were filed with the Board. It is interesting to note that, of this total, 155 pertained

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 1935-53

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:									
1953.....	5,137	3,104	642	115	756	162	13	86	250
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
1945.....	4,665	2,913	623	112	705	150	8	56	98
1940.....	4,193	2,708	582	102	603	108	8	38	44
1935.....	3,021	2,335	319	18	334		5		
National organizations:									
1953.....	4,505	2,784	551	98	659	135	10	71	197
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
1945.....	4,070	2,600	533	96	610	123	6	47	55
1940.....	3,672	2,421	501	86	516	89	8	31	20
1935.....	2,222	1,652	265	6	294		5		
System associations:									
1953.....	539	266	89	15	79	23	3	14	50
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
1945.....	515	265	88	15	77	23	2	9	36
1940.....	456	247	79	15	72	17		7	19
1935.....	718	602	64	12	40				
Local unions:									
1953.....	93	54	2	2	18	4		1	12
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
1945.....	80	48	2	1	18	4			7
1940.....	65	40	2	1	15	2			5
1935.....	81	91							

to union-shop provisions. Adding the 1,319 revised and supplemental agreements to the 19 new basic agreements produces a total of 1,338 agreements of all types received in the Board's office during the fiscal year 1953.

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.

3. AGREEMENTS ON PRINCIPAL CARRIERS

Tables 12A and 12B present a summary of the collective-bargaining agreements in effect as of June 30, 1953, 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, 1953.

TABLE 11.—Number of agreements between 135 carriers and their employees by crafts or classes of employees, according to types of labor organizations holding the agreements, June 30, 1953

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.....	134		1		
Firemen and hostlers.....	133		2		
Conductors.....	135				
Brakemen, flagmen, and baggagemen.....	132		3		
Yard foremen, helpers, and switchtenders.....	127		3	1	4
Yardmasters.....	97	4		18	16
Machinists.....	129	3			3
Boilermakers.....	128	4			3
Blacksmiths.....	126	4		1	4
Sheetmetal workers.....	125	3		2	5
Electrical workers.....	123	2		5	5
Carmen.....	131	4			
Powerhouse employees and railway shop laborers.....	128	1		5	1
Clerical, office, station, and storehouse.....	130			5	
Maintenance-of-way employees.....	134			1	
Telegraphers.....	128			5	2
Signalmen.....	108			7	20
Dispatchers.....	121	1		6	7
Dining-car stewards.....	50	2		4	79
Dining-car cooks and waiters.....	62	1	1	8	63
Marine service:					
Licensed deck.....	27	1		1	106
Licensed engine.....	26			2	106
Other marine employees.....	24	2	2	2	105

See table 12.

FOOTNOTES TO SECTIONS (A) AND (B)

- 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 truckdrivers.
- 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 Pursers 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.
- ⁷⁴ Ice-plant employees.

TABLE 12A.—Collective labor agreements and employee representation of 155 selected rail carriers as of June 30, 1953

	Railroad	Engineers	Firemen and hostlers	Conductors	Brakemen, flagmen, and baggage men	Yard foremen, helpers, and switchtenders	Yard masters	Machinists	Boiler makers	Blacksmiths	Sheetmetal workers	Electrical workers	Carmen and coach cleaners	Powerhouse employees and railway shop laborers	Clerical, office, station, and railway shop employees	Maintenance-of-way employees	Telegraphers	Signalmen	Dispatchers	Dining-car stewards	Dining-car cooks and waiters	Mechanical foremen and/or supervisors	Marine employees			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 Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	GLLOO	GLLOO	(C)	ORT; NMU	(X)	ARSA; RPU; IBEW	1			
2	Ann Arbor Railroad Co.	BLE	BLF&E	BRT	BRT	BRT	ARSA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	GLLOO	GLLOO	(C)	ORT; NMU	(X)	IBEW; RPU; HRE; BRO	2			
3	Athens, Topeka & Santa Fe Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(C)	(C)	(C)	GLLOO	GLLOO	(C)	ORT; NMU	(X)	ATDA; BSCP; IBEW	3			
4	Gulf, Colorado & Santa Fe Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	4		
5	Parhandle & Santa Fe Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	5		
6	Atlanta & West Point RR. Co.	BLE	BLF&E	ORC	BRT	BRT	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	6		
7	Western Ry. of Alabama	BLE	BLF&E	ORC	BRT	BRT	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	7		
8	Atlantic Coast Line RR. Co.	BLE	BLF&E	ORC	BRT	BRT	RYNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	MMP	MEBA	MMP; ILA	(C)	BSCP; IBEW; BRT	(X)	BSCP; IBEW; BRT	8			
9	Baltimore & Ohio RR. Co.	BLE	BLF&E	ORC	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	UTSE	RED	MMP-ILA	MEBA-ILA	ILA	(C)	BSCP; IBEW; BRT	(X)	BSCP; IBEW; BRT	9		
10	Bangor & Aroostook RR. Co.	BLE	BLF&E	BRT	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	10		
11	Bessemer & Lake Erie RR. Co.	BLE	BLF&E	BRT	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	11		
12	Boston & Maine Railroad	BLE	BLF&E	BRT	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	12		
13	Burlington-Rock Island RR. Co.	BLE	BLF&E	ORC	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	13		
14	Camden & Indiana RR. Co.	BLE	BLF&E	BRT	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	14		
15	Canadian National Lines in New England	BLE	BLF&E	ORC	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	15		
16	Canadian Pacific Lines in Maine and Vermont	BLE	BLF&E	ORC	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	16		
17	Central of Georgia Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	UTSE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	17	
18	Central R.R. of New Jersey	BLE	BLF&E	ORC	BRT	BRT	RYNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	UTSE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	18	
19	Central Vermont Ry. Co. Inc.	BLE	BLF&E	ORC	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	19		
20	Charleston & Western Carolina Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	20		
21	Chesapeake & Ohio Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	RYNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	MMP	MMP	MMP; ILA	(C)	BSCP; IBEW; BRT	(X)	BSCP; IBEW; BRT	21		
22	Pere Marquette Division	BLE	BLF&E	ORC	BRT	BRT	RYNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	MMP	GLLOO	NMU	(C)	BSCP; IBEW; BRT	(X)	BSCP; IBEW; BRT	22		
23	Chicago & Eastern Illinois RR. Co.	BLE	BLF&E	BRT	BRT	BRT	ARSA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	MMP	GLLOO	NMU	(C)	BSCP; IBEW; BRT	(X)	BSCP; IBEW; BRT	23		
24	Chicago & Midland Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	24		
25	Chicago & North Western Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	ARSA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	MMP	GLLOO	NMU	(C)	BSCP; IBEW; BRT	(X)	BSCP; IBEW; BRT	25		
26	Chicago, Burlington & Quincy RR.	BLE	BLF&E	ORC	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	UTSE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	26	
27	Chicago Great Western Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	SUNA	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(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	BRT	HRE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	28	
29	Chicago, Milwaukee, St. Paul & Pacific RR. Co.	BLE	BLF&E	ORC	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	29	
30	Chicago, Rock Island & Pacific Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	SUNA	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	UTSE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	30	
31	Chicago, St. Paul, Minneapolis & Omaha Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	ARSA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	31	
32	Cincinnati Railroad Co.	BLE	BLF&E	BRT	BRT	BRT	SUNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(C)	(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	BRT	UTSE	ARSA	(C)	(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	BRT	UTSE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	34	
35	Columbus & Greenville Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	35		
36	Delaware & Hudson R.R. Corp.	BLE	BLF&E	ORC	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	36	
37	Delaware, Lackawanna & Western RR. Co.	BLE	BLF&E	BRT	BRT	BRT	SUNA	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	37
38	Denver & Rio Grande Western RR. Co.	BLE	BLF&E	ORC	BRT	BRT	SUNA	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	SA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	38	
39	Detroit & Mackinac Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	39		
40	Detroit & Toledo Shore Line RR. Co.	BLE	BLF&E	BRT	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	40		
41	Detroit, Toledo & Eastern RR. Co.	BLE	BLF&E	BRT	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	41		
42	Duluth, Missabe & Iron Range Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	UTSE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	42	
43	Duluth, South Shore & Atlantic Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	UTSE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	43	
44	Duluth, Winnipeg & Pacific Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	44		
45	Edin, John & Eastern Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	SUNA	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	45	
46	Erie Railroad Co.	BLE	BLF&E	BRT	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	46	
47	Florida East Coast Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	47	
48	Fort Worth & Denver Railway Co.	BLE	BLF&E	ORC	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	48	
49	Georgia & Florida R.R. Co.	BLE	BLF&E	ORC	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	49		
50	Georgia Railroad, lessee organization	BLE	BLF&E	ORC	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	50		
51	Grand Trunk Western Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	51	
52	Great Northern Ry. Co.	BLE	BLF&E	ORC	BRT	BRT	SUNA	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	52
53	Green Bay & Western RR. Co.	BLE	BLF&E	ORC	BRT	BRT	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	53		
54	Gulf, Mobile & Ohio RR. Co.	BLE	BLF&E	ORC	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(C)	(C)	(C)	(C)	(C)	(C)	(C)	(C)	54	
55	Eastern & Western Division (Alton RR.)	BLE	BLF&E	ORC	BRT	BRT																										

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 & Motor Coach Employees of America, A. F. L.
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 & Enginemen.
BMW	Brotherhood of Maintenance-of-Way Employees.
BRC	Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees.
BRCA	Brotherhood Railway Carmen of America.
BRSCA	Brotherhood of Railroad Shop Crafts of America.
BRSA	Brotherhood of Railroad Signalmen of America.
BRT	Brotherhood of Railroad Trainmen.
BSOP	Brotherhood of Sleeping-Car Porters.
FAA	Foremen's Association of America.
GLLOO	Great Lakes Licensed Officers' Organization.
HRE	Hotel & Restaurant Employees & Bartenders International Union.
IAM	International Association of Machinists.
IARE	International Association of Railway Employees.
IBBDF	International Brotherhood of Blacksmiths, Drop Forgers & Helpers.
IBBISB	International Brotherhood of Boilermakers, Iron Ship Builders & Helpers of America.
IBFW	International Brotherhood of Electrical Workers.
IBFO	International Brotherhood of Firemen, Oilers, Helpers & Roundhouse & Railway Shop Laborers, AFL.
IBTCW&H	International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers, A. F. L.
ILA	International Longshoremen's Association.
IL&WU	International Longshoremen & Warehousemen's Unions, CIO.
ISOE	International Union of Steam & Operating Engineers.
IUP	Inlandboatmen's Union of the Pacific.
LU	Local union.
MEBA	National Marine Engineers Beneficial Association.
MMP	National Organization Masters, Mates & Pilots of America
NMU	National Maritime Union.
ORC	Order of Railway Conductors of America.
ORT	The Order of Railroad Telegraphers.
PEC	Professional Engineers' Committee.
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	Seafarer's International Union of North America.
SMWIA	Sheetmetal Workers International Association.
SUNA	Switchmen's Union of North America.
TWU	Transport Workers Union, CIO.
UAW	United Automobile, Aircraft & 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.
UWOC	Utility Workers Organizing Committee, CIO.
US&MWU	Utility Service & Maintenance Workers Union, Local 213, Independent.

TABLE 12B.—Collective labor agreements and employee representation on pullman and express companies as of June 30, 1953

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

NOTE.—See footnotes, p. 53.

TABLE 12C.—Collective labor agreements and employee representation on principal airline carriers as of June 30, 1953

Carrier	Pilots	Flight Engineers	Radio and teletype operators	Flight navigators	Mechanics	Flight dispatchers (*superintendents)	Clerical, office, stores fleet and passenger service	Stewards and stewardesses	Guards-watchmen	Miscellaneous
Airline Transport Carriers.										
American Airlines, Inc.	ALPA-----	ACFEA-----	ALCEA-----		IAM-----	ALDA-----	ALSSA-----	ALSSA 12	IAM-----	ALSSA 22.
Allegheny Airlines (formerly All American Airways, Inc.)	ALPA-----				IAM 1-----		ALSSA-----	ALSSA-----		
Braniff Airways, Inc.	ALPA-----	ALPA-----	ALCEA-----		ACMA-----	ATDA-----	BRC-----	ALSSA-----	UAW-----	SAM 15.
Capital Airlines, Inc.	ALPA-----	ALPA-----	ALCEA-----		IAM-----	ALDA-----	BRC-----	ALSSA 12		
Chicago & Southern Air Lines, Inc.	ALPA-----	FEIA-----	ACCOA 2-----		UAW 1 21-----	ALDA-----		ALSSA 12		UTSE 8 15; IAM 20.
Colonial Airlines, Inc.	ALPA-----				IAM-----	ALDA-----	IAM-----	ALSSA 12		IAM 10.
Continental Air Lines, Inc.	ALPA-----		IAM-----		UAW 1 2-----	ALDA-----		ALSSA 12	UAW-----	SAM 16.
Delta Air Lines, Inc.	ALPA-----									
Eastern Air Lines, Inc.	ALPA-----	FEIA-----	ALCEA-----		IAM 7-----			ALSSA-----		
Flying Tiger Lines, Inc.	ALPA-----		ACCOA-----	ACNA-----	IAM-----		IAM 7-----	ALSSA-----	IAM-----	IBTCW&H 10
Frontier Air Lines, Inc.	ALPA-----				IAM-----	ALDA-----		ALSSA-----		
Mid-Continent Airlines, Inc.	ALPA-----		ALCEA-----		UAW 8-----	ALDA-----	BRC-----	ALSSA 12		UAW 15; SA 6
Mohawk Airlines, Inc. (formerly Robinson Airlines.)	ALPA-----				ACMA-----			ALSSA-----		D. I. King and R. S. Waterberry (Ind.) 22
National Airlines, Inc.	ALPA-----	FEIA-----	IAM-----		IAM-----	ALDA-----	IAM-----	ALSSA 12		
Northeast Airlines, Inc.	ALPA-----		ROU-----		IAM-----	ALDA-----	BRC-----	ALSSA 12		
Northwest Airlines, Inc.	ALPA-----	IAM-----	ALCEA-----	ACNA-----	IAM 1-----	ALDA-----	BRC-----	ALSSA-----	IAM-----	IBTCW&H 10; IAM 11 13 23 19; SAM 15; ALAA 23.
Pacific Northern Airlines					ACMA-----	ALDA-----				

Pan American World Airways, Inc.	ALPA	FEIA	TWU ²		TWU	ALDA	BRC ⁴ IAM ⁵	TWU	TWU	TWU ^{9 11 13} ; AMA ¹⁶ ; UTSE ¹² .
Piedmont Aviation, Inc.	ALPA					ALDA		ALSSA		
Pioneer Air Lines	ALPA							ALSSA		
Slick Airways, Inc.	SAPA-SA				ALA					
Southwest Airways, Inc.	ALPA				IAM ¹	ALDA		ALSSA		
Trans World Airlines, Inc.	ALPA	FEIA	ACCOA ³	ALNA-TWU	IAM ^{14 15}	ALDA		ALSSA	IAM	IAM ²⁴ ; IBTCW&H ²⁵ .
Trans-Pacific Airlines, Ltd.	ALPA				IAM	ALDA	IAM	IAM		
Trans Texas Airways					IAM					
United Air Lines, Inc.	ALPA	FEIA	ALCEA ⁹	TWU	IAM	ALDA	IAM ^{7 10}	ALSSA ¹³	IAM	SAM ¹⁶ ; IAM ^{11 23} .
Western Air Lines, Inc.	ALPA		ALCEA		ACMA	ALDA	BRC	ALSSA ¹²		UAW ¹⁰
Wisconsin Central (now North Central) Airlines.	ALPA				IAM	ALDA*	ALAA	ALSSA		
Hawaiian Air Lines, Ltd.	ALPA		SA		IAM		SA	SA ¹³	IAM	

FOOTNOTES

- Also represents stockroom personnel.
- Includes flight radio officers.
- Fire inspectors.
- Includes teletype operators.
- Stockroom personnel only.
- Station managers only.
- Represents stockroom personnel and cargo handlers.
- Red caps, ushers, and porters.
- Stationary firemen.
- Truckdrivers.
- Restaurant and flight kitchen personnel.
- Marine Terminal porters.
- Stewardesses only.

- Also represents commissary clerks.
- Unskilled workers.
- Meteorologists.
- Transportation agents only.
- Technical engineers, architects, draftsmen, below rank of officials.
- Mechanical-department foremen and/or supervisors of mechanics.
- District maintenance managers, maintenance foremen, and assistant foremen.
- Includes cleaners, porters, and utility men.
- Flight agents.
- Guards.
- Food unit employees.
- Truckdrivers.
- Link trainer instructors.

SYMBOLS

ACCOA Air Carrier Communication Operator's Association.
ACMA Air Carrier Mechanics Association, International.
ACNA Air Carrier Navigators Association.
ALA Airfreight Labor Association.
ACFEA Air Carrier Flight Engineers Association.
ALAA Air Line Agents Association, International.
ALCEA Air Line Communication Employees Association (Unaffiliated).
ALDA Air Line Dispatchers Association, AFL.
ALPA Air Line Pilots Association, AFL.
ALSSA Air Line Stewards & Stewardesses Association, International.
AMA Airline Meteorologists Association.
ATDA Air Transport Dispatchers Association.
BRC Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees.

FEIA Flight Engineers International Association.
IAM International Association of Machinists.
IBTCW&H International Brotherhood of Teamsters, Chauffeurs, Warehousemen & 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 United Automobile, Aircraft, Agricultural Implement Workers of America, CIO.
UTSE United Transport Service Employees of America, CIO.
SA System Association, committee or individual.

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 1935-53, inclusive:*

ALL DIVISIONS							
Cases	19-year period 1935-53	1953	1952	1951	1950	1949	1948
Open and on hand at beginning of period.....	-----	4, 717	3, 855	3, 548	3, 271	2, 722	2, 590
New cases docketed.....	40, 460	2, 090	2, 815	2, 027	2, 342	1, 875	1, 573
Total number of cases on hand and docketed.....	40, 460	6, 807	6, 670	5, 575	5, 623	4, 597	4, 163
Cases disposed of.....	37, 072	3, 419	1, 953	1, 720	2, 072	1, 326	1, 339
Decided without referee.....	9, 990	197	184	258	265	242	174
Decided with referee.....	13, 763	1, 181	1, 335	1, 217	1, 188	818	909
Withdrawn.....	13, 319	2, 041	434	245	619	266	256
Open cases on hand close of period.....	3, 388	3, 388	4, 717	3, 855	3, 551	3, 271	2, 824
Heard.....	750	750	4, 190	904	763	1, 340	1, 431
Not heard.....	2, 638	2, 638	527	2, 951	2, 788	1, 931	1, 393

FIRST DIVISION							
Open and on hand at beginning of period.....	-----	4, 186	3, 472	3, 167	2, 842	2, 347	2, 321
New cases docketed.....	31, 107	1, 431	2, 027	1, 415	1, 766	1, 226	954
Total number of cases on hand and docketed.....	31, 107	5, 617	5, 499	4, 582	4, 608	3, 573	3, 275
Cases disposed of.....	28, 282	2, 792	1, 313	1, 110	1, 438	732	826
Decided without referee.....	8, 487	155	128	221	221	165	96
Decided with referee.....	7, 892	658	802	701	669	389	528
Withdrawn.....	11, 903	1, 979	383	188	548	177	202
Open cases on hand close of period.....	2, 825	2, 825	4, 186	3, 472	3, 170	2, 842	2, 449
Heard.....	289	289	3, 796	626	468	1, 062	1, 204
Not heard.....	2, 536	2, 536	390	2, 846	2, 702	1, 780	1, 245

¹ Includes 102 cases received, not docketed.

TABLE 13.—Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal years 1935-53, inclusive—Continued

SECOND DIVISION

Cases	19-year period 1935-53	1953	1952	1951	1950	1949	1948
Open and on hand at beginning of period.....	-----	66	57	31	34	34	16
New cases docketed.....	1,729	109	110	95	63	63	69
Total number of cases on hand and docketed.....	1,729	175	167	126	97	97	85
Cases disposed of.....	1,675	121	101	69	66	63	51
Decided without referee.....	569	16	19	11	13	10	12
Decided with referee.....	826	99	73	51	45	43	36
Withdrawn.....	280	6	9	7	8	10	3
Open cases on hand close of period.....	54	54	66	57	31	34	34
Heard.....	39	39	34	49	24	24	19
Not heard.....	15	15	32	8	7	10	15

THIRD DIVISION

Open and on hand at beginning of period.....	-----	417	306	328	362	338	245
New cases docketed.....	6,690	463	575	459	420	495	467
Total number of cases on hand and docketed.....	6,690	880	881	787	782	833	712
Cases disposed of.....	6,213	403	464	481	454	471	374
Decided without referee.....	714	19	30	31	10	42	37
Decided with referee.....	4,513	344	401	420	412	358	297
Withdrawn.....	986	40	33	40	32	71	40
Open cases on hand close of period.....	477	477	417	306	328	362	338
Heard.....	405	405	324	221	254	235	205
Not heard.....	72	72	93	85	74	127	133

FOURTH DIVISION

Open and on hand at beginning of period.....	-----	48	20	22	33	3	8
New cases docketed.....	934	87	103	58	103	91	83
Total number of cases on hand and docketed.....	934	135	123	80	136	94	91
Cases disposed of.....	902	103	75	60	114	61	88
Decided without referee.....	220	7	7	5	21	25	29
Decided with referee.....	532	80	69	45	62	28	48
Withdrawn.....	150	16	9	10	31	8	11
Open cases on hand close of period.....	32	32	48	20	22	33	3
Heard.....	17	17	36	8	17	19	3
Not heard.....	15	15	12	12	5	14	0

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 1953 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 1935-53. 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 40,460 cases docketed by the Board since it began operation, 31,107 have been docketed by the first division. Thus for the 19-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.

On December 22, 1952, the chief executive officers of the five train and service organizations notified the carrier committees of their desire to terminate the agreement under which the supplemental boards were established. As a result, the two supplemental boards were officially terminated on March 22, 1953.

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		
Carter, Edward F.	Lincoln, Nebr.	July 18, 1952	42
McMahon, Donald F.	Oklahoma City, Okla.	Aug. 27, 1952	43
Smith, Livingston	Dallas, Tex.	Sept. 12, 1952	42
Leiserson, Wm. M.	Washington, D. C.	Oct. 1, 1952	40
Loring, Charles	St. Paul, Minn.	Oct. 24, 1952	54
Chappell, E. B.	Lincoln, Nebr.	Nov. 21, 1952	45
Douglass, David R.	Oklahoma City, Okla.	Nov. 28, 1952	40
Rader, LeRoy A.	Storm Lake, Iowa	Jan. 8, 1953	49
Ferguson, Emmett	LaFayette, Ind.	Jan. 8, 1953	42
O'Malley, Mart J.	Huntington, Ind.	Feb. 2, 1953	43
Roll, Curtis W.	Kokomo, Ind.	Mar. 3, 1953	44
McGown, Floyd	San Antonio, Tex.	Mar. 26, 1953	45
Daugherty, Carol R.	Evanston, Ill.	May 15, 1953	35
Smith, Forrest	Jefferson City, Mo.	June 17, 1953	33

See footnotes at end of table.

Referees appointed—Continued

SECOND DIVISION

Referee		Date of appointment	Number of cases for which appointed
Name	Residence		
Daugherty, Carroll R. ¹	Evanston, Ill.	Aug. 5, 1952	38
Carter, Edward F. ¹	Lincoln, Nebr.	Oct. 29, 1952	23
Carter, Edward F. ²	do.	Dec. 15, 1952	38
Gilden, Harold M.	Chicago, Ill.	Dec. 16, 1952	2
Kelliher, Peter M.	do.	Apr. 15, 1953	1
Wenke, Adolph E. ¹	Lincoln, Nebr.	June 29, 1953	20

THIRD DIVISION

Messmore, Fred W.	Lincoln, Nebr.	Sept. 16, 1952	34
Whiting, Dudley E.	Detroit, Mich.	Oct. 9, 1952	36
Begley, Thomas C.	Cleveland, Ohio	Oct. 27, 1952	35
Wenke, Adolph E.	Lincoln, Nebr.	Dec. 16, 1952	37
Shake, Curtis G.	Vincennes, Ind.	Jan. 13, 1953	38
Stone, Mortimer ¹	Denver, Colo.	Jan. 14, 1953	23
Kelliher, Peter M.	Chicago, Ill.	Mar. 17, 1953	36
Wenke, Adolph E. ¹	Lincoln, Nebr.	Apr. 6, 1953	13
McMahon, Donald F.	Oklahoma City, Okla.	Apr. 30, 1953	36
El Kouri, Frank	do.	May 26, 1953	30
Smith, Livingston	Dallas, Tex.	May 26, 1953	33

FOURTH DIVISION

Conkling, Roscoe P. ³	Jefferson City, Mo.	July 15, 1952	16
Ferguson, Emmett.	LaFayette, Ind.	Aug. 27, 1952	11
Jones, Murray B. ³	Houston, Tex.	Nov. 17, 1952	8
Drake, Robert T. ³	Chicago, Ill.	Jan. 13, 1953	9
Begley, Thomas C.	Cleveland, Ohio	Apr. 17, 1953	20
Bailer, Lloyd H. ³	New York, N. Y.	June 8, 1953	19

¹ Cases deadlocked under the jurisdiction of the Conductors and Trainmen's Supplemental Board, First Division, NRAB.

² Cases deadlocked under the jurisdiction of the Engineers and Firemen's Supplemental Board, First Division, NRAB.

³ Appointed for the first time during fiscal year 1953.

⁴ Selected by NRAB Division.

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

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.

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

Referees appointed

SYSTEM BOARD OF ADJUSTMENT

Name	Residence	Date of appointment	Parties
Douglass, Frank P. ¹	Pine, Colo.	Aug. 6, 1952	Trans World Airlines, Inc., and International Association of Machinists, District Lodge No. 142.
McLaughlin, George W.	New York, N. Y.	Sept. 8, 1952	American Airlines, Inc., and Transport Workers Union of America, C. I. O.
Boyd, Robert O. ¹	Portland, Oreg.	Oct. 3, 1952	West Coast-Empire Airlines and Air Line Pilots Association, International.
Stone, Mortimer.....	Denver, Colo.	Oct. 24, 1952	Continental Air Lines, Inc., and International Union United Automobile Aircraft, Agricultural Implement Workers of America (UAW-CIO).
Douglass, Frank P. ¹	Pine, Colo.	Oct. 28, 1952	Eastern Air Lines, Inc., and International Association of Machinists, District 100.
Schedler, Carl.....	Washington, D. C.	Jan. 12, 1953	Pan American World Airways System and Transport Workers Union of America, CIO.
Wyckoff, Hubert.....	Watsonville, Calif.	Jan. 14, 1953	Caribbean American Lines, Inc., Air American, Inc., and Nonscheduled Air Carrier Pilots Association, International.
Douglass, Frank P. ²	Pine, Colo.	Jan. 22, 1953	Capital Airlines, Inc., and Air Line Communication Employees Association.
Schedler, Carl R. ²	Washington, D. C.	Jan. 30, 1953	Cincinnati Union Terminal Company and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
Douglass, Frank P. ¹	Pine, Colo.	Mar. 17, 1953	Trans World Airlines, Inc., and Air Line Dispatchers Association.
Shugrue, Dwyer W. ¹	Alexandria, Va.	Apr. 15, 1953	Pan American World Airways System and Transport Workers Union of America, CIO (Miami Field Board of Adjustment).
Leiserson, Wm. M. ¹	Washington, D. C.	Apr. 16, 1953	Delta-Chicago and Southern Air Lines, Inc., and Air Line Pilots Association, International.
Singer, Morton.....	New York, N. Y.	Apr. 27, 1953	Pennsylvania RR Co. and Dining and Railroad Food Workers Union.
Shugrue, Dwyer W.	Alexandria, Va.	May 7, 1953	Pan American World Airways System and International Association of Machinists.
Schedler, Carl R.	Washington, D. C.	June 17, 1953	Missouri-Kansas-Texas Ry. Co. and Brotherhood of Railway Carmen of America.
Munro, Angus.....	Dallas, Tex. ....	.....do.....	Pan American World Airways System and Transport Workers Union of America, CIO.
Schedler, Carl R.	Washington, D. C. ....	.....do.....	Kansas City Terminal Ry. Co. and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
Wimberly, Harrington ³.....	.....do.....	June 30, 1953	Pan American World Airways, Inc., and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Miami Field Board of Adjustment).
Wimberly, Harrington.....	.....do.....	.....do.....	Southern Airways, Inc., and Air Carrier Mechanics Association.

¹ To serve as fifth and neutral member of said system board.

² Nominated by the Chairman of the National Mediation Board at the specific request of the parties.

³ Services not utilized account dispute resolved between parties prior to date for hearing.

⁴ Appointed under sec. 5 (c) of union-shop agreement dated Aug. 29, 1952.

⁵ Appointed under sec. 4 (b) of union-shop agreement dated May 2, 1952.

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 1953, this Board was called upon to interpret the terms of three mediation agreements. Since the passage of the 1934 amendment to the act, the Board has handled 25 cases under the provisions of section 5, second, of the Railway Labor Act as compared to a total of 2,244 mediation agreements completed during the same period.

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.
A. Alfred Della Corte.
Clarence G. Eddy.
Lawrence Farmer.
Ross J. Foran.
Patrick D. Harvey.
James M. Holaren.
Cornelius E. Hurley.
Matthew E. Kearney.
Warren S. Lane.
Albert L. Lohm.

Geo. S. MacSwan.
Wm. F. Mitchell, Jr.
John F. Murray.
J. Earl Newlin.
Michael J. O'Connell.
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 1953, 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.....	\$429, 000
Arbitration and Emergency Boards.....	48, 000
Total appropriations.....	<u>577, 000</u>
Obligations:	
Salaries, National Mediation Board.....	319, 790
Travel Expenses.....	95, 844
Other Expenses.....	11, 883
Total operating expenses.....	<u>427, 517</u>
Expenses, arbitration and emergency boards.....	141, 962
Grand Total.....	<u>569, 479</u>
Unobligated balances:	
Salaries and Expenses.....	1, 483
Arbitration and emergency boards.....	6, 038
Total unobligated.....	<u>7, 521</u>

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)

Green, T. L., *Chairman*
Blake, R. W., *Vice Chairman*

ANDERSON, J. A.
BOWEN, A. C.
BRINDLEY, J. P.¹
BURTNESSE, H. W.
BUTLER, R. M.
CANNON, C. S.
CASTLE, W. H.
CUNNINGHAM, A. J.²
DUGAN, C. P.
DUGAN, GEORGE H.
FEE, L. B.
FERN, B. W.
HAGERMAN, H. K.
HICKS, D. H.
HORSLEY, E. T.
JOHNSON, B. C.
JOHNSON, R. P.

KEALEY, C. W.
KEMP, J. E.
LASH, W. C.³
LOSEY, T. E.
ORNDORFF, GERALD
PURCELL, T. F.
REESER, H. J.
RYAN, W. J.
SARCHET, Roger
SCHOCH, M. G.⁴
SOMERLOTT, M. E.
SWAN, O. E.
SYLVESTER, J. H.
WALTON, R. A.
WHITEHOUSE, J. W.
WIESNER, E. W.
WRIGHT, George

SUPPLEMENTAL BOARDS

(Terminated March 23, 1953)

BORDWELL, H. V.
BRENNAN, RICHARD
HOGLUND, H. J.

MAGILL, J. E.
MILLER, D. A.
SOUTHWORTH, P. C.

¹ Replaced by C. E. Poland; later by C. E. McDaniels.

² Replaced by C. R. Barnes.

³ Resigned; replaced by D. A. Miller.

⁴ Resigned; replaced by V. W. Smith.

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.

Accounting of all moneys appropriated by Congress for the fiscal year 1953, 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..... \$553, 000. 00

Expenditures:

Salaries of employees..... \$237, 058. 80
 Salaries of referees..... 171, 632. 69
 Travel expenses (including referees)..... 22, 179. 81
 Transportation of things..... 123. 52
 Communication services..... 6, 283. 28
 Printing and binding..... 71, 500. 73
 Other contractual services..... 3, 499. 12
 Supplies and materials..... 6, 220. 78
 Equipment..... 2, 480. 70

Total expenditures..... 520, 979. 43

Unexpended balance..... 32, 020. 57

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

Name	Title	Salary paid	Duties
Howard, Leland.....	Administrative officer.	\$8, 070. 91	Subject to direction of Board, administers its Governmental affairs.
Dillon, Mary E.....	Accounting and auditing assistant.	4, 348. 50	Secretarial, stenographic, accounting, and auditing.
Larson, George.....	Clerk.....	3, 074. 66	Clerical.

FIRST DIVISION

MacLeod, John M.....	Executive secretary ..	\$7, 365. 47	Administration of affairs of Division and subject to its direction.
Killeen, Bert F.....	Ass't executive sec'y ..	4, 910. 38	Assists executive secretary.
Mueller, Richard F.....	do.....	213. 99	Do.
Fostof, Evelyn F.....	Clerk-stenographer.....	4, 381. 86	Secretarial, stenographic, and clerical.
Smith, Margaret J.....	do.....	4, 381. 86	Do.
Blee, Ruth W.....	do.....	4, 280. 38	Do.
Ellwanger, Dorothy M.....	do.....	4, 176. 00	Do.
Karlceck, Mae J.....	do.....	4, 176. 00	Do.
Schroeter, Marie A.....	do.....	4, 154. 84	Do.
Gates, Shirley V.....	do.....	429. 47	Do.
McGhan, Elizabeth E.....	do.....	3, 764. 04	Do.
Smith, Joan M.....	do.....	3, 754. 42	Do.
Finnegan, Marian.....	do.....	3, 551. 91	Do.
Gross, Dorothy J.....	do.....	3, 464. 86	Do.
Lewandowski, Jeanette T.....	do.....	3, 546. 63	Do.
Keenan, Patricia.....	do.....	2, 764. 78	Do.
Terangle, Rhoda E.....	do.....	3, 216. 19	Do.
Fox, Doris S.....	do.....	605. 59	Stenographic and clerical.
Siegel, Wayne H.....	Clerk.....	2, 149. 08	Clerical.
Targett, Margaret F.....	Clerk-typist.....	1, 838. 07	Clerical and typing.

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

REFEREES

Name	Title	Salary paid	Duties
Carter, Edward F., 61 days, at \$75 per day.	-----	\$4,575.00	Sat with Division as member to make awards, upon failure of Division to agree or secure majority vote.
Chappell, E. B., 68 days at \$75 per day.	-----	5,100.00	Do.
Daugherty, Carroll R., 19 days, at \$75 per day.	-----	1,425.00	Do.
Douglass, David R., 54½ days, at \$75 per day.	-----	4,087.50	Do.
Ferguson, Emmitt, 17 days, at \$75 per day.	-----	1,275.00	Do.
Kelliher, Peter M., 10 days, at \$75 per day.	-----	750.00	Do.
McGown, Floyd, 84¼ days, at \$75 per day.	-----	6,356.25	Do.
Mabry, Thomas J., 24 days, at \$75 per day.	-----	1,800.00	Do.
O'Malley, Mart J., 55 days, at \$75 per day.	-----	4,125.00	Do.
Rader, LeRoy A., 79¼ days, at \$75 per day.	-----	5,943.75	Do.
Roll, Curtis W., 43¼ days, at \$75 per day.	-----	3,243.75	Do.
Smith, Forrest, 5¼ days, at \$75 per day.	-----	393.75	Do.
Smith, Livingston, 78¼ days, at \$75 per day.	-----	5,868.75	Do.
Tipton, Ernest M., 67½ days, at \$75 per day.	-----	5,062.50	Do.
Weeks, John A., 39 days, at \$75 per day.	-----	2,925.00	Do.

FIRST DIVISION—SUPPLEMENTAL C-T

Roudebush, Ethel A.-----	Clerk-stenographer....	\$2,701.45	Secretarial, stenographic, and clerical.
Marko, Helen E.-----	do.-----	2,926.58	Do.
Fox, Doris S.-----	do.-----	2,416.50	Do.
Kuczer, D. Marie.-----	do.-----	2,691.89	Do.

REFEREES

Ferguson, Emmett, 37½ days, at \$75 per day.	-----	\$2,812.50	Sat with Division as member to make awards, upon failure of Division to agree or secure majority vote.
Leiserson, William M., 73½ days, at \$75 per day.	-----	5,595.19	Do.
McMahon, Donald F., 77 days, at \$75 per day.	-----	5,775.00	Do.
O'Malley, Mart J., 60½ days, at \$75 per day.	-----	4,537.50	Do.
Stone, Mortimer, 5 days, at \$75 per day.	-----	375.00	Do.

FIRST DIVISION—SUPPLEMENTAL E-F

Schnase, Julia T.-----	Clerk-stenographer	\$3,632.36	Secretarial, stenographic, and clerical.
Fogelberg, Kay.-----	do.-----	3,499.03	Do.
Sullivan, Alice M.-----	do.-----	2,602.15	Do.
Dugan, Jean M.-----	do.-----	2,660.57	Do.

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

REFEREES

Name	Title	Salary paid	Duties
Colby, Alfred A., 67½ day, at \$75 per day.	-----	\$5,062.50	Sat with Division as member to make awards, upon failure of Division to agree or secure majority vote.
Gilden, Harold M., 73 days, at \$75 per day.	-----	5,475.00	Do.
Loring, Charles, 61½ days, at \$75 per day.	-----	4,612.50	Do.

SECOND DIVISION

Sassaman, Harry J.....	Executive secretary...	\$7,264.74	Administration of affairs of division and subject to its direction.
Groble, Agatha E.....	Clerk-stenographer...	542.78	Secretarial, stenographic, and clerical.
Lindberg, Robert L.....	do.....	4,381.86	Do.
Williams, Dorothy M.....	do.....	4,381.86	Do.
Bodenbender, Henry J.....	do.....	6,032.04	Do.
Glenn, Allise N.....	do.....	4,301.54	Do.
Morrison, Margaret E.....	do.....	4,301.54	Do.
Shaughnessy, Margaret V.....	do.....	4,301.54	Do.
Stomner, Mary A.....	do.....	3,716.46	Do.
Vought, Marcella R.....	do.....	4,280.38	Do.
Sturman, Alta M.....	do.....	4,140.41	Do.
Watson, Muriel G.....	do.....	4,063.45	Do.
Fountaine, Dorothy T.....	do.....	3,803.00	Do.

REFEREES

Carter, Edward F., 79¾ days, at \$75 per day.	-----	\$5,981.25	Sat with Division as member to make awards, upon failure of Division to agree or secure majority vote.
Dangherty, Carroll R., 69 days, at \$75 per day.	-----	5,175.00	Do.
Gilden, Harold M., 7¼ days, at \$75 per day.	-----	562.50	Do.
Wenke, Adolph E., 13¾ days, at \$75 per day.	-----	1,012.50	Do.

THIRD DIVISION

Tummon, A. Ivan.....	Executive secretary...	\$6,918.95	Administration of affairs of Division and subject to its direction.
Groble, Agatha E.....	Clerk-stenographer...	3,839.08	Secretarial, stenographic, and clerical.
Lightner, Hazel I.....	do.....	4,381.86	Do.
Morse, Frances.....	do.....	4,381.86	Do.
Anderson, Loreto C.....	do.....	4,280.38	Do.
Balskey, Clare V.....	do.....	4,188.99	Do.
Anderson, Louise S.....	do.....	4,176.00	Do.
Sanford, Jewel C.....	do.....	3,808.00	Do.
Smith, Lois E.....	do.....	4,176.00	Do.
Killeen, Eugene A.....	do.....	3,957.14	Do.
Karlcek, Blanche R.....	do.....	3,899.00	Do.
Frey, Catherine E.....	do.....	419.71	Do.
Keenan, Patricia.....	do.....	275.47	Do.
Patton, Dorothy F.....	do.....	2,639.42	Do.
Sommerfeld, Carol A.....	do.....	655.77	Do.
Griswold, Edgar M.....	Clerk.....	1,443.09	Clerical.
Keating, Patrick J.....	do.....	1,421.62	Do.

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

REFEREES

Name	Title	Salary paid	Duties
Begley, Thomas C., 94 days, at \$75 per day.	-----	\$7,050.00	Sat with Division as member to make awards, upon failure of Division to agree or secure majority vote.
Boyd, Robert O., 1½ days, at \$75 per day.	-----	112.50	Do.
Daugherty, Carroll R., 57 days, at \$75 per day.	-----	4,275.00	Do.
Donaldson, J. Glenn, 8 days, at \$75 per day.	-----	600.00	Do.
Douglass, David R., 57½ days, at \$75 per day.	-----	4,312.50	Do.
Elkouri, Frank, 28 days, at \$75 per day.	-----	2,100.00	Do.
Guthrie, Paul N., 22 days, at \$75 per day.	-----	1,650.00	Do.
Jasper, Paul G., 83 days, at \$75 per day.	-----	6,225.00	Do.
Kelliher, Peter M., 17 days, at \$75 per day.	-----	1,275.00	Do.
McMahon, Donald F., 35 days, at per day.	-----	2,625.00	Do
Messmore, Fred W., 67¼ days, at per day.	-----	5,043.75	Do.
Munro, Angus, 1½ days, at \$75 per day.	-----	100.00	Do.
Parker, Jay S., 74 days, at \$75 per day.	-----	5,550.00	Do.
Robertson, Francis J., 3¾ days, at \$75 per day	-----	281.25	Do.
Shake, Curtis G., 24½ days at \$75 per day.	-----	1,837.50	Do.
Smith, Livingston, 2¾ days, at \$75 per day.	-----	206.25	Do.
Stone, Mortimer, 38 days, at \$75 per day.	-----	2,850.00	Do.
Wenke, Adolph E., 73 days, at \$75 per day.	-----	5,457.00	Do.
Whiting, Dudley E., 66½ days, at \$75 per day.	-----	4,987.50	Do.
Wyckoff, Hubert, 2 days, at \$75 per day.	-----	150.00	Do.
Yeager, John W., 28 days, at \$75 per day.	-----	2,100.00	Do.

FOURTH DIVISION

Parkhurst, Raymond B.	Executive secretary....	\$8,070.91	Administration of affairs of Division and subject to its direction.
Zimmerman, R. Hazel.....	Clerk-stenographer....	4,381.86	Secretarial, stenographic, and clerical.
Humfreville, Muriel Long.....	.....do.....	4,301.54	Do.
Adams, Henrietta V. ....	.....do.....	4,176.00	Do.

REFEREES

Bailer, Lloyd H., 2½ days, at \$75 per day.	-----	\$187.50	Sat with Division as member to make awards, upon failure of Division to agree or secure majority vote.
Begley, Thomas C., 49½ days, at \$75 per day.	-----	3,712.50	Do.
Boyd, Robert O., 14 days, at \$75 per day.	-----	1,050.00	Do.
Conkling, Roscoe P., 33¼ days, at \$75 per day.	-----	2,512.50	Do.
Drake, Robert T., 8½ days, at \$75 per day.	-----	637.50	Do.
Ferguson, Emmett, 32 days, at \$75 per day.	-----	2,400.00	Do.
Jones, Murray B., 32¼ days, at \$75 per day.	-----	2,418.75	Do.

NOTE.—The number of cases handled by the National Railroad Adjustment Board for the fiscal year 1953 are shown in table 13.

FIRST DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

39 South La Salle Street, Chicago 3, Ill.

Organization of the Division fiscal year 1952-53

FIRST DIVISION BOARD

T. L. GREEN, *Chairman*
J. P. BRINDLEY, *Vice Chairman* (to March 31, 1953)
C. E. POLAND, *Vice Chairman* (April 1, 1953)
B. W. FERN, *Acting Vice Chairman* (April 16, 1953)
C. E. McDANIELS, *Vice Chairman* (May 16, 1953)

HAROLD W. BURTNESS
FRANK W. COYLE¹
GEORGE H. DUGAN
B. W. FERN²
B. C. JOHNSON

C. W. KEALEY
W. C. LASH³
DON A. MILLER⁴
H. J. REESER
O. E. SWAN

ENGINEERS-FIREMEN SUPPLEMENTAL BOARD⁵

H. J. HOGLUND, *Chairman*
DON A. MILLER,⁴ *Vice Chairman*
RUBEN ESCHLER,⁶ *Vice Chairman*

P. C. SOUTHWORTH, *Alternating Carrier Member*

CONDUCTORS-TRAINMEN SUPPLEMENTAL BOARD⁵

H. V. BORDWELL, *Chairman*
J. E. MACILL, *Vice Chairman*
B. C. JOHNSON, *Vice Chairman*⁷

RICHARD BRENNAN, *Alternating Carrier Member*

J. M. MACLEOD, *Executive Secretary*

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

B. ORGANIZATION

The First Division was established in 1934 by amendment to the Railway Labor Act (Public 442, 73d Cong.). This Division, during the fiscal year 1953, consisted of—

1. First Division Board; ten 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 employees 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

¹ Deceased.

² Succeeded Frank W. Coyle July 17, 1952.

³ Resigned August 31, 1952.

⁴ Succeeded W. C. Lash September 1, 1952.

⁵ Terminated March 23, 1953.

⁶ Succeeded Don A. Miller September 1, 1952.

⁷ Appointed Temporary Vice Chairman September 30, 1952, during absence of Mr. Magill on other duties.

boards were appointed and paid by the carriers associations and labor organizations, respectively.

The resolution establishing the supplemental boards provided in part: "Each of said supplemental boards shall be established for a period of one year, and thereafter subject to termination upon request of the chief executive officers of the five operating organizations or the three regional carrier committees upon ninety days' notice."

The chief executive officers of the five organizations, under date of December 22, 1952, notified the carrier committees of their desire to terminate in entirety the agreement under which the supplemental boards were established. As a result, the two supplemental boards were officially terminated March 23, 1953. Actual operations of these boards ceased at close of business March 20, 1953, the last business day in the notification period.

After disputes have been handled to conclusion through the usual channels on the property, they may be brought to this Division by means of written submissions by the parties. Oral hearings are held if requested by either party. When the submissions of both sides have been received, they are docketed and are considered when reached on the docket calendar. 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 Division to break the deadlock.

C. PERSONNEL AND OPERATIONS

During this fiscal year the number of cases docketed returned to the approximate average of recent years, except last year which was abnormally high. There were 596 fewer cases docketed in 1953 than 1952, a reduction of 29 percent.

The establishment of special boards of adjustment continued throughout the year with the result that, in addition to reduction in the number of cases docketed, the number of cases withdrawn was the highest of any year since the establishment of the Division. Whereas the average annual withdrawal during the preceding 18 years was approximately 550, the number of cases withdrawn during this fiscal year was 1,979; nearly four times the average. The reduction in submissions and increase in withdrawals were primarily responsible for reducing the backlog of pending cases from 4,186 to 2,825, thus substantially advancing the time claims remaining on the docket. (Reinstatement cases involving employees who are not working are given priority.)

Termination of the supplemental boards will mean an annual saving of more than \$32,000 in payroll costs for this Division, in addition to a substantial reduction in cost for referees and space.

TABLE 1.—Cases docketed fiscal year 1952-53, classified according to carrier party to submission

Name of carrier	Number of cases docketed	Name of carrier	Number of cases docketed
Ahnapee & Western Ry.....	1	Chesapeake & Ohio Ry.....	36
Alton & Southern RR.....	4	Chesapeake & Ohio Ry.—Pere.	
Ann Arbor RR.....	4	Marquette District.....	1
Atchison, Topeka & Santa Fe		Chicago & Eastern Illinois RR....	17
Railway—Coast.....	4	Chicago & Illinois Midland Ry....	1
Atchison, Topeka & Santa Fe		Chicago & North Western Ry....	59
Railway—East and West.....	30	Chicago, Burlington & Quincy	
Atlanta Joint Terminals.....	1	RR.....	93
Atlanta & West Point RR.—		Chicago Great Western Ry.....	18
Western Ry. of Alabama.....	4	Chicago, Milwaukee, St. Paul &	
Atlantic Coast Line RR.....	14	Pacific RR.....	29
Baltimore & Ohio RR.....	60	Chicago, North Shore & Mil-	
Baltimore & Ohio Chicago Termi-		waukee Ry.....	1
nal RR.....	1	Chicago, Rock Island & Pacific	
Beaumont, Sour Lake & Western		RR.....	16
Ry.....	1	Chicago, St. Paul, Minneapolis &	
Birmingham Southern RR.....	1	Omaha Ry.....	3
Boston & Albany RR.....	2	Cincinnati Union Terminal Co....	1
Boston & Maine RR.....	2	Delaware & Hudson RR.....	14
Buffalo Creek RR.....	1	Delaware, Lackawanna & West-	
Central of Georgia Ry.....	25	ern RR.....	132

TABLE 1.—Cases docketed fiscal year 1952-53, classified according to carrier party to submission—Continued

Name of carrier	Number of cases docketed	Name of carrier	Number of cases docketed
Denver & Rio Grande Western RR.....	13	New Orleans Public Belt RR.....	1
Des Moines Union Ry.....	15	New York Central System.....	4
East St. Louis Junction RR.....	1	New York, Chicago & St. Louis RR.....	10
Elgin, Joliet & Eastern Ry.....	2	Niagara Junction Ry.....	2
Erie RR.....	24	Norfolk & Portsmouth Belt Line RR.....	1
Florida East Coast Ry.....	34	Norfolk Southern Ry.....	9
Fort Worth & Denver Ry.....	3	Northern Pacific Ry.....	4
Grand Trunk Western RR.....	9	Northwestern Pacific RR.....	17
Great Northern Ry.....	9	Northern Pacific Terminal Co. of Oregon.....	1
Green Bay & Western RR.....	5	Ogden Union Railway & Depot Co.....	2
Gulf Coast Lines:		Pacific Electric Ry.....	3
St. Louis, Brownsville & Mexico Ry.....	4	Pennsylvania RR.—East.....	7
New Orleans, Texas & Mexico Ry.....	7	Pennsylvania RR.—West.....	1
Gulf, Colorado & Santa Fe Ry.....	5	Pennsylvania RR.—Central.....	4
Houston & North Shore Ry.....	2	Philadelphia, Bethlehem & New England RR.....	7
Hudson & Manhattan RR.....	1	Pittsburgh & Lake Erie RR.....	9
Illinois Central RR.....	9	Pittsburgh & West Virginia Ry.....	4
Illinois Northern Ry.....	1	Port Terminal Railroad Association of Houston, Tex.....	1
Indiana Harbor Belt RR.....	6	Reading Co.....	19
Indianapolis Union Ry.....	2	Richmond, Fredericksburg & Potomac RR.....	2
International-Great Northern RR.....	8	St. Louis-San Francisco Ry.....	3
Interstate RR.....	1	St. Louis Southwestern Ry.....	36
Iowa Transfer Ry.....	1	San Antonio, Uvalde & Gulf RR.....	3
Jacksonville Terminal Co.....	2	San Diego & Arizona Eastern Ry.....	2
Joint Texas Division of—		Seaboard Air Line RR.....	12
Chicago, Rock Island & Pacific RR.....	7	South Buffalo Ry.....	1
Fort Worth & Denver Ry.....	0	Southern Pacific Co.—Pacific.....	134
Kansas City Southern.....	4	Southern Pacific Co.—Texas and Louisiana.....	13
Kansas, Oklahoma & Gulf Ry.....	1	Southern Ry.—East.....	6
Kentucky & Indiana Terminal RR.....	10	Spokane, Portland & Seattle Ry.....	1
Lake Superior Terminal & Transfer Ry.....	1	Terminal Railroad Association of St. Louis.....	1
Lehigh Valley RR.....	11	Texas & Pacific Ry.....	6
Long Island RR.....	6	Union Pacific RR.—South Central.....	50
Longview, Portland & Northern Ry.....	1	Union Pacific RR.—Eastern.....	18
Los Angeles Junction Ry.....	11	Union Pacific RR.—Northwestern.....	14
Louisiana & Arkansas Ry.....	1	Union Railroad of Pittsburgh.....	2
Louisville & Nashville RR.....	4	Union Terminal Co.—Dallas.....	2
Maine Central RR.....	1	Virginian Ry.....	3
Michigan Central RR.....	5	Wabash RR.....	86
Milwaukee-Kansas City Joint Agency.....	1	Western Maryland Ry.....	16
Minneapolis & St. Louis Ry.....	17	Western Pacific RR.....	18
Minneapolis, St. Paul & Saulte St. Marie RR.....	1		
Mississippi Central RR.....	2		
Missouri-Kansas-Texas RR.....	20		
Missouri Pacific RR.....	47		
Nashville, Chattanooga & St. Louis Ry.....	5	Total.....	1,431

TABLE 2.—Cases docketed fiscal year 1952-53; classified according to organization party to submission

Name of organization	Number of cases docketed	Name of organization	Number of cases docketed
Engineers.....	249	Switchmen's Union of North America.....	154
Engineers-Firemen.....	28	Colored Trainmen of America.....	1
Engineers-Conductors.....	1	Railroad Industrial Union.....	8
Engineers-Firemen-Conductors-Trainmen.....	2	United Railroad Operating Crafts.....	1
Firemen.....	375	United Steelworkers of America (CIO).....	1
Firemen-Trainmen.....	7	Individual.....	14
Conductors.....	117		
Conductors-Trainmen.....	14		
Trainmen.....	459	Total.....	1,431

SECOND DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago 4, Ill.

R. P. JOHNSON, *Chairman*
E. W. WIESNER, *Vice Chairman*
J. A. ANDERSON
R. W. BLAKE
A. C. BOWEN

C. S. CANNON
D. H. HICKS
T. E. LOSEY
M. E. SOMERLOTT
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, 5 of whom shall be selected by the carriers and 5 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 this Division. Some recite their complaints of an alleged violation of rules in existing agreements, 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.

These potential cases, 34 in number, developed during the fiscal year ending June 30, 1953, 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 cases 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 a conclusion.

Carriers Party to Cases Docketed

	Number of cases		Number of cases
Atchison, Topeka & Santa Fe Ry. Co., The-----	1	International-Great Northern R.R. Co-----	1
Atlantic Coast Line R.R.-----	4	Lehigh Valley Railroad Co-----	1
Baltimore & Ohio R.R. Co., The-----	1	Louisville & Nashville R.R. Co.--	4
Baltimore & Ohio Chicago Terminal R.R.-----	1	Minneapolis & St. Louis Ry Co., The-----	1
Chesapeake & Ohio Ry. Co., The-----	2	Missouri Pacific R.R. Co-----	4
Chicago & North Western Ry. Co-----	1	New York Central R.R. Co-----	1
Chicago, Indianapolis & Louisville Ry Co-----	1	New York, New Haven & Hartford R.R. Co., The-----	1
Chicago, Milwaukee, St. Paul & Pacific R.R. Co-----	1	Norfolk & Western Ry. Co-----	1
Chicago, Rock Island & Pacific R.R. Co-----	6	Ogden Union Ry & Depot Co., The-----	1
Chicago, St. Paul, Minneapolis & Omaha Ry. Co-----	1	Pennsylvania R.R., The-----	8
Cleveland, Cincinnati, Chicago & St. Louis Ry-----	1	Pittsburgh & Lake Erie R.R. Co., The-----	3
Delaware and Hudson Railroad Corp-----	1	Pullman Co., The-----	17
Erie Railroad Co-----	1	Railway Express Agency, Inc-----	2
Fort Dodge, Des Moines & Southern Ry. Co-----	1	St. Louis-Southwestern Ry. Co--	1
Gulf, Colorado & Santa Fe Railway Co-----	11	Seaboard Air Line R.R. Co-----	1
Harbor Belt Line R.R.-----	1	Southern Pacific Lines (in Texas and Louisiana) Texas & New Orleans R.R. Co-----	2
Illinois Central R.R. Co-----	5	Texas & Pacific Ry Co., The-----	2
		Union Pacific R.R-----	1
		Union Terminal Co. (Dallas)-----	3
		Virginian Railway Co., The-----	1
		Washington Terminal Co., The--	1
		Total-----	109

Organization, Etc., Party to Cases Docketed

	Number of cases		Number of cases
Brotherhood Railway Carmen of America-----	47	International Brotherhood of Boilermakers, Iron Ship Builders, and Helpers of America---	1
International Brotherhood of Electrical Workers-----	24	International Brotherhood Blacksmiths, Drop Forgers and Helpers-----	1
International Association of Machinists-----	15	Federated Trades-----	2
International Brotherhood of Firemen, Oilers, Helpers, Roundhouse and Railway Shop Laborers-----	3	United Railroad Workers of America, CIO-----	8
Sheet Metal Workers International Association-----	2	Individually submitted cases, etc-----	6
		Total-----	109

THIRD DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago 4, Ill.

J. E. KEMP, *Chairman*
 ROGER SARCHET, *Vice Chairman*
 C. R. BARNES
 R. M. BUTLER
 W. H. CASTLE
 A. J. CUNNINGHAM ¹

C. P. DUGAN
 E. T. HORSLEY
 Gerald ORNDORFF
 J. H. SYLVESTER
 J. W. WHITEHOUSE

A. IVAN TUMMON, *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,

¹ A. J. Cunningham replaced by C. R. Barnes August 1, 1952.

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).

Carriers party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
Alabama, Tennessee & Northern	1	Midland Valley	1
Atchison, Topeka & Santa Fe	23	Minneapolis & St. Louis	3
Atlanta & West Point	4	Minneapolis, St. Paul & Sault Ste. Marie	2
Atlanta Joint Terminal	1	Missouri-Kansas-Texas	8
Atlantic Coast Line	3	Missouri-Illinois	1
Baltimore & Ohio	12	Missouri Pacific Lines	1
Bangor & Aroostook	6	Missouri Pacific Railroad	19
Boston & Albany	2	Missouri Pacific (Texas and Lou- isiana)	1
Boston & Maine	13	New York Central	7
Central of Georgia	4	New York Central (Grand Cen- tral Terminal)	2
Central Railroad of New Jersey	5	New York, Chicago & St. Louis	3
Chesapeake & Ohio (Chesa- peake district)	8	New York, New Haven & Hart- ford	8
Chesapeake & Ohio (Pere Mar- quette district)	2	New York, Susquehanna & West- ern	1
Chicago & Eastern Illinois	11	Northern Pacific	3
Chicago & North Western	7	Norfolk Southern	1
Chicago, Aurora & Elgin	1	Northern Pacific Terminal, Ore- gon	2
Chicago, Burlington & Quincy	5	Norfolk & Western	3
Chicago Great Western	3	Panhandle & Santa Fe	1
Chicago, Milwaukee, St. Paul & Pacific	8	Pennsylvania	33
Chicago, Rock Island & Pacific	12	Pittsburgh & Lake Erie	2
Cincinnati, New Orleans & Texas Pacific	3	Pittsburgh & West Virginia	1
Cincinnati Union Terminal	1	Potomac Yard (RF&P)	1
Clinchfield	1	Pullman	47
Colorado & Southern	2	Railway Express	12
Delaware & Hudson	4	Reading	6
Delaware, Lackawanna & West- ern	7	Rutland	1
Denver & Rio Grande Western	9	St. Joseph Union Depot	1
Erie	3	St. Louis-San Francisco	2
Florida East Coast	2	St. Louis Southwestern	9
Fort Worth & Denver	1	Seaboard Air Line	6
Georgia	3	Southern	13
Great Northern	10	Southern Pacific (Pacific Lines)	14
Gulf Coast-IGN	4	Southern Pacific (Texas and Lou- isiana)	1
Gulf, Colorado & Santa Fe	5	Spokane, Portland & Seattle	2
Gulf, Mobile & Ohio	4	Terminal Railroad Ass'n of St. Louis	5
Houston Belt & Terminal	2	Union Pacific	1
Hudson & Manhattan	1	Union Terminal (Dallas)	2
Illinois Central	7	Virginian	1
International Great Northern	3	Wabash	5
Kansas City Terminal	2	Western Pacific	4
Kansas, Oklahoma & Gulf	1	Western Weighing & Inspection Bureau	2
Lehigh Valley	2	Wichita Union Terminal	2
Long Island	9		
Los Angeles Union Passenger Terminal	2		
Louisville & Nashville	2		
Maine Central	1		
Michigan Central	1	Total	463

Organizations party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
American Train Dispatchers Association-----	21	Joint Council Dining Car Em- ployes-----	11
Brotherhood of Maintenance of Way Employes-----	70	The Order of Railroad Telegra- phers-----	89
Brotherhood of Railroad Signal- men of America-----	25	Order of Railway Conductors (Pullman System)-----	26
Brotherhood of Railroad Train- men-----	4	United Transport Service Em- ployees of America-----	8
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes-----	181	United Railroad Workers of America CIO-----	3
Brotherhood of Sleeping Car Porters-----	23	Miscellaneous Classes of Em- ployes-----	2
		Total-----	463

FOURTH DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

39 South State Street, Chicago 4, Ill.

L. B. FEE, *Chairman*

M. G. SCHOCH, *Vice Chairman*¹

H. K. HAGERMAN²

T. F. PURCELL

W. J. RYAN

V. W. SMITH³

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; replaced by V. W. Smith April 27, 1953.

² Appointed August 1, 1952 to replace D. H. Hicks, who resigned to accept appointment Member Second Division.

³ Elected Vice Chairman to fill unexpired term of M. G. Schoch.

Carriers party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
Atchison, Topeka & Santa Fe Ry. Co.....	6	Kentucky & Indiana Terminal RR. Co.....	3
Atlantic Coast Line RR. Co.....	1	Lehigh Valley RR. Co.....	2
Baltimore and Ohio RR. Co.....	5	Long Island RR. Co.....	1
Baltimore & Ohio Chicago Terminal RR. Co.....	2	Louisiana & Arkansas RR. Co..	1
Belt Railway Co. of Chicago.....	1	Missouri Pacific RR. Co.....	3
Central of Georgia Ry. Co.....	1	New Orleans & Northeastern RR. Co.....	1
Chesapeake & Ohio Ry. Co. (Pere Marquette District).....	1	New York Central RR. Co.....	14
Chicago, Burlington & Quincy RR. Co.....	2	Northern Pacific RR. Co.....	1
Chicago, Milwaukee, St. Paul & Pacific RR. Co.....	1	Pennsylvania RR. Co.....	4
Chicago, Rock Island & Pacific RR. Co.....	1	Railway Transfer Company of the city of Minneapolis.....	1
Cleveland Union Terminals Co..	1	Reading Co.....	3
Delaware & Hudson RR. Corp..	2	Seaboard Air Line RR. Co.....	2
Elgin, Joliet & Eastern Ry Co..	1	Southern Pacific Co. (Pacific Lines).....	4
Erie Railroad Co.....	1	Southern Railway Co.....	1
Grand Trunk Western RR. Co..	4	Spokane, Portland & Seattle Ry. Co.....	1
Great Northern Ry. Co.....	2	Terminal RR. Association of St. Louis.....	1
Harbor Belt Line RR.....	1	Union Pacific RR. Co.....	6
Illinois Central RR. Co.....	2	Virginian Ry. Co.....	1
Jay Street Connecting RR.....	1		
Kansas City Terminal Ry. Co..	1	Total.....	87

Organization—Employees party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
American Brotherhood of Railroad Police.....	1	Miscellaneous Classes of Employees.....	3
American Railway Supervisors Association, Inc.....	3	National Organization Masters, Mates & Pilots of America, Local No. 3 and Apprentice Local No. 1, AFL, and Railroad Marine Workers, Local 933-5, ILA, AFL.....	1
Brotherhood of Railroad Trainmen.....	7	Railroad Marine Workers, Local 933-5, ILA, AFL.....	2
Brotherhood of Sleeping Car Porters.....	15	Railroad Yardmasters of America.....	26
Great Lakes Licensed Officers Organization.....	2	Railway Patrolmen's International Union, AFL.....	24
Joint Council of Teamsters No. 23, Affiliated with International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America.....	1	United Railroad Workers of America, CIO.....	1
Order of Railway Conductors...	1	Total.....	87

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 1953 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
Coffey, A. Langley ^{1 2}	Tulsa, Okla.	Sept. 22, 1952	Arb. 168, A-3437 and A-3546	Carriers represented by Eastern, Western, and South-eastern Carriers' Conference Committees and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen and Order of Railway Conductors of America.
Guthrie, Paul N. ^{1 2}	Chapel Hill, N. C.	do	do	Do.
Simkin, William E. ^{1 2}	Philadelphia, Pa.	do	do	Do.
Davis, John C. ²	Norfolk, Va.	Sept. 23, 1952	Arb. 167, A-4019	Walter C. Maher, contractor, Norfolk & Western Co., Coal Piers and Coal Trimmers Local 978 (Independent).
Colby, Alfred A.	Washington, D. C.	Oct. 29, 1952	Arb. 170, A-4011	Pittsburgh & Ohio Valley Railway Company and United Steelworkers of America, CIO.
Daugherty, Carroll R.	Evanston, Ill.	Nov. 12, 1952	Arb. 169, A-4013	Midland Valley Railroad Company and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
Coffey, A. Langley ¹	Tulsa, Okla.	Nov. 20, 1952	Arb. 173, A-4092	Georgia Railroad and Brotherhood of Railroad Trainmen, Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen and Order of Railway Conductors of America.
(⁴)			Arb. 172, A-4044	Braniff Airways, Inc., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
O'Malley, Mart J. ²	Huntington, Ind.	Dec. 17, 1952	Arb. 174, A-3995 and A-4088	Cuyahoga Valley Railway Company and Brotherhood of Railroad Trainmen and Brotherhood of Locomotive Firemen and Enginemen.
Jackson, Andrew	New York, N. Y.	do	Arb. 171, A-3952 and A-3953	Ann Arbor Railway Company, Wabash Railroad Company and Great Lakes Licensed Officers' Organization.
Daugherty, Carroll R.	Evanston, Ill.	Dec. 22, 1952	Arb. 175, A-3914	Capital Airlines, Inc., and Air Line Communication Employees Association.
Hays, Paul R.	New York, N. Y.	Dec. 31, 1952	Arb. 176, A-3827	Pan American World Airways, Inc., and Transport Workers Union of America, CIO.

See footnotes at end of table.

Arbitrators appointed—Arbitration boards—Continued

Name	Residence	Date of appointment	Arbitration and Case No.	Parties
Gilden, Harold M. ¹	Washington, D. C.....	Dec. 31, 1952	Arb. 177, A-4101.....	Union Railroad Company and Brotherhood of Railroad Trainmen.
Dunlop, John ²	Boston, Mass.....	.....do.....	Arb. 178, A-4058.....	Northeast Airlines, Inc., and International Association of Machinists.
Donaldson, J. Glenn ²	Denver, Colo.....	Apr. 13, 1953	Arb. 180, A-4127.....	Central Railroad Company of New Jersey and Brotherhood of Railroad Trainmen.
Douglas, Frank P. ²	Pine, Colo.....	May 15, 1953	Arb. 181, A-4175.....	Braniff Airways, Inc., and Airline Dispatchers Association.
Swacker, Frank M.....	New York, N. Y.....	July 9, 1953	Arb. 183, A-3911.....	Illinois Central Railroad Company and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
Wimberly, Harrington.....	Washington, D. C.....	July 30, 1953	Arb. 182, A-3926.....	Northwest Airlines, Inc., and Air Line Communication Employees Association.

¹ Appointed as 1 of 3 neutrals to 9 member Arbitration Board.
² Selected by parties to dispute.

³ Appointed as 1-man board.
⁴ Case withdrawn Nov. 13, 1952, due to settlement reached between parties.

Arbitrators appointed—Special boards of adjustment, fiscal year ending June 30, 1953

Name	Residence	Date of appointment	Special Board of Adjustment	Parties
Mabry, Thomas J. ¹	Albuquerque, N. Mex.....	Oct. 20, 1952	No. 18.....	Southern Pacific Company (Pacific Lines), including former EP&SW system and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brotherhood of Railroad Trainmen.
Yeager, John W. ²	Lincoln, Nebr.....	Dec. 31, 1952	No. 13.....	Denver & Rio Grande Western Railroad Company and Brotherhood of Locomotive Firemen and Enginemen.
Simmons, Robert G. ¹	do.....	Jan. 5, 1953	No. 19.....	Fort Worth and Denver Railway Company and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen.
Robertson, Francis J.....	Washington, D. C.....	Jan. 27, 1953	No. 20.....	Terminal Railroad Association of St. Louis and Brotherhood of Locomotive Firemen and Enginemen.
Leiserson, William M.....	do.....	Jan. 28, 1953	No. 22.....	Belt Railway Company of Chicago and Brotherhood of Railroad Trainmen.
Swacker, Frank M. ³	New York, N. Y.....	Feb. 2, 1953	No. 19.....	Fort Worth and Denver Railway Company and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen.
Mabry, Thomas J. ¹	Albuquerque, N. Mex.....	Feb. 20, 1953	No. 21.....	San Diego & Arizona Eastern Railway Company and Order of Railway Conductors.
Leiserson, William M.....	Washington, D. C.....	Feb. 25, 1953	No. 25.....	Hudson & Manhattan Railroad Company and Order of Railroad Telegraphers and Brotherhood of Railroad Signalmen of America.
Gilden, Harold N. ⁴	Chicago, Ill.....	Mar. 20, 1953	No. 27.....	Erie Railroad Company and Brotherhood of Railroad Trainmen.

Swacker, Frank M. ¹	New York, N. Y.	Mar. 27, 1953	No. 29	Texas and Pacific Railway Company and its subsidiary lines, the Fort Worth Belt Railway Company, the Texas Pacific-Missouri Pacific Terminal Railroad of New Orleans and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brotherhood of Railroad Trainmen.
Coffey, A. Langley ¹	Tulsa, Okla.	Apr. 6, 1953	No. 28	Kansas City Terminal Railway Company and Switchmen's Union of North America.
Swacker, Frank M. ¹	New York, N. Y.	Apr. 13, 1953	No. 23	Indiana Harbor Belt Railroad and Brotherhood of Railroad Trainmen.
Shake, Curtis G. ¹	Vincennes, Ind.	Apr. 21, 1953	No. 30	Lake Terminal Railroad Company and Brotherhood of Railroad Trainmen.
Swacker, Frank M. ¹	New York, N. Y.	Apr. 8, 1953	No. 31	Colorado and Southern Railway Company and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen.
Douglass, Frank P. ¹	Pine, Colo.	May 4, 1953	No. 32	New York Central Railroad, Lines East of Buffalo, including Grand Central Terminal and Brotherhood of Railroad Trainmen.
Leiserson, William M.	Washington, D. C.	do	No. 36	New York, Chicago & St. Louis Railroad Company and Brotherhood of Railroad Trainmen.
Robertson, Francis J.	do	do	No. 26	Chicago Great Western Railway Company and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brotherhood of Railroad Trainmen.
Coffey, A. Langley ¹	Tulsa, Okla.	May 14, 1953	No. 33	Baltimore and Ohio Railroad Company and Order of Railway Conductors.
Jackson, Andrew ¹	New York, N. Y.	May 20, 1953	No. 34	Baltimore and Ohio Railroad Company, Baltimore and Ohio Chicago Terminal Railroad Company and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen & Enginemen.
Douglass, David R.	Oklahoma City, Okla.	do	No. 35	Atchison, Topeka and Santa Fe Railway Company (Coast Lines) and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Brotherhood of Railroad Trainmen and Order of Railway Conductors.
Guthrie, Paul	Chapel Hill, N. C.	May 26, 1953	No. 24	Missouri Pacific Lines in Texas and Louisiana and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brotherhood of Railroad Trainmen.
Swacker, Frank M.	New York, N. Y.	June 2, 1953	No. 37	Northwestern Pacific Railroad Company and Order of Railway Conductors.
Wyckoff, Hubert	Watsonville, Calif.	June 18, 1953	No. 38	Union Pacific Railroad Company and Brotherhood of Railroad Trainmen.
Munro, Angus ¹	Dallas, Texas	June 19, 1953	No. 42	Texas and New Orleans Railroad Company and Brotherhood of Locomotive Firemen and Enginemen.

¹ Selected by the parties to the dispute. ² Appointed in place of J. Glenn Donaldson who withdrew. ³ Appointed in place of Robert G. Simmons who withdrew.

