

Twentieth
ANNUAL REPORT OF THE
NATIONAL
MEDIATION
BOARD

INCLUDING
THE REPORT OF THE
NATIONAL RAILROAD
ADJUSTMENT BOARD



For the Fiscal Year Ended JUNE 30, 1954

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NATIONAL MEDIATION BOARD

Fiscal Year Ended June 30, 1954

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

JOHN THAD SCOTT, Jr.¹

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EUGENE C. THOMPSON, *Secretary*

¹ Resigned July 31, 1953.

² Appointed December 28, 1953, for term expiring February 1, 1954.

³ Appointed February 8, 1954, for term expiring February 1, 1957.

LETTER OF TRANSMITTAL

NATIONAL MEDIATION BOARD,
OFFICE OF THE CHAIRMAN,
Washington, D. C., November 1, 1954.

*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 Twentieth Annual Report of the National Mediation Board for the fiscal year ended June 30, 1954, 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.

CONTENTS

	Page
Letter of transmittal.....	III
I. Summary and observations.....	1
1. General.....	1
2. Strikes and threatened strikes.....	2
3. Developments in the airline industry.....	6
4. Union shop amendment.....	9
5. Representation disputes.....	9
6. Items of special interest.....	12
7. National Railroad Adjustment Board.....	16
8. Labor agreements.....	17
II. Record of cases.....	18
1. Cases handled by the Board.....	18
2. Disposition of cases.....	19
3. Carriers involved in disputes.....	23
4. Major groups of employees involved in cases.....	24
III. Representation disputes.....	26
1. Elections and certification of representatives.....	26
2. Major groups of employees involved in representation dis- putes.....	27
3. Certifications issued.....	27
4. Extent and nature of labor representation.....	31
IV. Mediation disputes.....	37
1. Mediation and arbitration agreements.....	37
2. Other disposition of mediation cases.....	38
3. Airline mediation cases.....	38
V. Arbitration and emergency boards.....	39
1. Arbitration boards.....	39
2. Emergency boards—section 10, Railway Labor Act.....	44
VI. Wage and rule agreements.....	47
1. Agreements covering rates of pay, rules, and working con- ditions.....	47
2. Classes of employees covered by agreements.....	48
3. Agreements on principal carriers.....	48
VII. Interpretation and application of agreements.....	54
1. Interpretation of wage and rule agreements.....	55
2. Airline adjustment boards.....	57
3. Interpretation of mediation agreements.....	58
VIII. Organization and finances of National Mediation Board.....	60
1. Organization.....	60
2. Financial statement.....	61

APPENDIX A

Report of National Railroad Adjustment Board.....	62
---	----

APPENDIX B

Neutral Arbitrators.....	72
--------------------------	----

LIST OF TABLES

Table No.	Page
1. Number of cases received and disposed of, fiscal years 1935-54.....	19
2. Number of cases disposed of, by type of case and method of disposition, fiscal years 1935-54.....	20
3. Number of different carriers involved in cases by classes of carrier with percentages, fiscal year 1954.....	24
4. Number of cases disposed of by major group of employees, fiscal year 1954.....	25
5. Number of cases, crafts, or classes, and employees involved in representation disputes, by method of disposition, fiscal years 1935-54...	28
6. Number of crafts or classes and number of employees involved in representation cases, by major groups of employees, fiscal year 1954.....	29
7. Number of crafts or classes certified and employees involved in representation cases by types of results, fiscal year 1954.....	30
8. Number and mileage of principal carriers by railroad where employees are represented by various labor organizations, by crafts or classes, June 30, 1954....	31
8A. Representation of marine department and related miscellaneous groups of employees, by organization and crafts or classes, June 30, 1954.....	35
9. Issues involved in cases disposed of by mediation agreements, fiscal years 1935-54.....	38
10. Number of labor agreements on file with the National Mediation Board according to type of labor organizations, by class of carriers, fiscal years 1935-54.....	47
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, 1954.....	48
12A. Collective labor agreements and employee representation on 135 selected rail carriers as of June 30, 1954.....	50
12B. Collective labor agreements and employee representation on Pullman and express companies as of June 30, 1954.....	52
12C. Collective labor agreements and employee representation on principal airline carriers as of June 30, 1954.....	52
13. Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal years 1935-54, inclusive.....	54

I. SUMMARY AND OBSERVATIONS

1. GENERAL

The National Mediation Board completed 20 years of uninterrupted operation at the close of the fiscal year on June 30, 1954. 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 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, 1954, therefore marked the 28th 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 has, since 1936, progressively increased the workload of the Board and its staff of mediators, due to the rapid expansion of air transport service.

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, permitting 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

5 av
10 MR During the fiscal year 1954, actual work stoppages handled by the Board numbered 15. This was five less than the preceding fiscal year. Five of these occurred on airlines, the remainder on rail carriers. All of these work stoppages occurred on single carriers, and with 2 exceptions, involved only 1 organization. A majority of these strikes lasted less than 1 week. Only one was of prolonged duration, and that affecting only the express shipment operations of the Railway Express Agency in the cities of Detroit, Pittsburgh, and Milwaukee. Practically all of these strikes were brought about by issues confined to the individual properties. A few strikes of a day or less duration occurred, which were settled by the parties without invoking the services of the Board. These generally were local situations, involving only a part of the operations of a carrier.

A number of disputes, involving potential strike, or threats of strike, were disposed of through the efforts of the National Mediation Board before the stage of actual emergency was reached. Others were settled by agreements to submit the controversies to arbitration, or were settled following hearings and reports by emergency boards created under section 10 of the act.

Divided into the main categories, the following tabulation shows the principal causes of the 15 strikes which took place during the past fiscal year.

Wage increase requests.....	2
Wages and rules requests.....	4
Changes in rules.....	3
Time claims and grievances.....	5
Grievances, rules changes.....	1

The following table contains a brief description of the causes and duration of the strikes occurring in the fiscal year ending June 30, 1954.

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 referable to 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 threatened 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 disputes involving large dockets of grievance cases to section 10 emergency boards has practically ceased.

The strike involving the largest number of employees and of the longest duration in the past fiscal year arose out of a series of demands of the Brotherhood of Railway and Steamship Clerks on the Railway Express Agency (Cases A-4279 and A-4295). Successive demands were served on the Agency between June 2, 1953, and August 28, 1953, for adjustment of alleged inequities in wage rates in the cities of Detroit, Pittsburgh, and Milwaukee. These were handled in mediation without composing the differences. Later the Brotherhood served demands for comparable increases in 10 additional metropolitan areas, and for rate adjustments in 3 suburban areas. A request for adjustment of claimed discriminatory rates paid Negro employees in the Southeastern territory was also an issue.

The members of the Brotherhood went on strike in Pittsburgh September 24, 1953, in Milwaukee October 19, 1953, and in Detroit, October 21, 1953, and remained on strike until December 16, 1953, when by Executive Order, an emergency board was created to investigate the dispute. Strike threats were also pending in the remaining cities, but these were withdrawn and the employees on strike in the three above cities returned to work upon the creation of the emergency board.

The dispute was finally settled by negotiations between the parties, using the recommendations of the Board as a basis.

While certain of the strikes occurring during the fiscal year adversely affected small localities, such as in the case of a 14-day strike by engine, yard, and shop craft employees on the Aliquippa & Southern Railroad at Aliquippa, Pa., their severity in most cases was reduced by the relatively short duration of the strikes.

Strikes in the railroad and airline industries—fiscal year ended June 30, 1954

Case No.	Carrier	Organization	Craft or class	Number employees	Date work stoppage	Date work resumed	Duration (days)	Issues	Disposition
C-2146.....	Long Island Railroad Co.	Brotherhood of Railroad Trainmen.	Trainmen and yardmen.	465	July 2, 1953	July 3, 1953	1	200 cases unsettled claims and other items.	Memo. agreement settling some items and understanding reached on others with respect to disposition of such items.
C-2154.....	Trans-World Airways, Inc.	Air Line Navigators Association (TWU-CIO).	Navigators.....	94	July 10, 1953	July 21, 1953	12	Protest against removal of navigators from Rome-Paris run.	Mediation agreement.
A-4272.....	Minnesota, Dakota & Western Railway.	Brotherhood of Railroad Trainmen.	Trainmen and yardmen.	32	July 24, 1953	July 29, 1953	6	Failure to reach settlement in negotiating agreement.	Mediation agreement.
A-4292.....	Sacramento Northern Ry.	Brotherhood of Railroad Trainmen.	Conductors and brakemen.	60	Aug. 11, 1953	Aug. 23, 1953	12	Docket of 8 grievances.	Mediation and arbitration agreements.
A-4317 and A-4322.	Donora Southern RR.	United Railroad Workers of America, CIO.	M. of W., shop craft and clerks.	130	Sept. 10, 1953	Sept. 11, 1953	1	Grievances-wage increase and rules.	Mediation agreement wage increase, paid holidays and rule changes.
A-4295 and A-4279.	Railway Express Agency.	Brotherhood of Railway and Steamship Clerks.	Drivers and express handlers.	1,545	Sept. 14, 1953	Dec. 17, 1953	94	Increase in pay, change in rules and working conditions.	Emergency Board No. 105 settled on basis of Emergency Board recommendations.
C-2189.....	Cambria & Indiana R.R. Co.	United Steelworkers of America.	Nonoperating employees except clerks.	150	Sept. 30, 1953	Oct. 24, 1953	24	Terms of new contract-increase in wages.	Agreement signed 10-23 in negotiations between parties.
C-2175.....	St. Paul Union Depot Co.	Switchmen's Union of North America.	Switchmen.....	50	Oct. 7, 1953	Oct. 28, 1953	21	Jurisdictional dispute—seniority rights, time claims.	Mediation agreement—time claims withdrawn.
A-4310.....	Atlantic Coast Line R.R. Co.	BLE, BLF & E, ORC and BRT.	Engine, train, and yard service employees.	125	Oct. 7, 1953	Oct. 11, 1953	4	Request for transportation to Sanford, Fla. station.	Mediation agreement, transportation furnished.
A-4325.....	Aliquippa & Southern.	Brotherhood of Railroad Trainmen BLE, URRWA.	Yard and engine service and shop craft employees.	650	Nov. 16, 1953	Nov. 30, 1953	14	Wages.....	Mediation agreement—wage increase.
A-4296.....	Northwest Air Lines, Inc.	Brotherhood of Railway and Steamship Clerks.	Clerks.....	1,500	Nov. 5, 1953	Nov. 9, 1953	5	Increase in wages....	Arbitration agreement.

A-4341.....	British Overseas Airways Corp.	International Association of Machinists.	Mechanics.....	39	Nov. 13, 1953	Nov. 16, 1953	3	Wage and rules revision.	Mediation agreement—wage increase, paid vacations and rules revision.
C-2220.....	Trans World Airlines.	International Association of Machinists.	Mechanics, cargo handlers and ground workers.	350	Jan. 7, 1954	Jan. 13, 1954	6	Discharge of an employee.	Employees returned to work without formal settlement.
A-4378.....	Trans Texas Airways.	Airline Dispatchers Association.	Dispatchers.....	9	Mar. 22, 1954	Mar. 23, 1954	1	Revision of agreement and wages.	Rule changes and increase in pay.
A-4304, A-4437 and A-4438.	Chicago & Illinois Midland R.R.	Brotherhood of Locomotive Firemen and Enginemen.	Firemen.....	35	April 6, 1954	April 11, 1954	5	Jurisdictional differences between firemen and engineers over mileage regulations; other rule changes.	Mediation agreements on mileage reg. and other items. Items not settled referred to Spec. Bd. of adjustment.

There were no major strikes on any of the large trunk line rail carriers.

Eleven of the strikes listed in the above table were settled by agreements reached in mediation. In three of these settlements, part of the issues not settled in mediation were submitted either to arbitration or a special board of adjustment for decision. In one where the strike resulted over a discharged employee, the employees returned to work, without formal settlement. Two others, which had received handling in mediation, were later settled by direct negotiations between the parties.

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, even by the threat of strike, which in turn adversely affects employment opportunities. The fullest use of the procedures 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, 1954, a total of 250 cases were disposed of through the process of mediation, the grand total of such dispositions during the present Board's history of 20 years being 4,457.

3. DEVELOPMENTS IN THE AIRLINE INDUSTRY

There were no major strikes or threats of strikes on air-carriers requiring resort to the emergency provisions of the act during the fiscal year. Four strikes briefly outlined below developed in the airline industry in which the services of the Board were required.

Case A-4264, Trans World Airways, Inc., and Airline Navigators Association, TWU-CIO. Strike was called when the carrier discontinued use of navigators on Rome-Paris flights and affected portions of the carrier's international operations. Employees returned to work after 12 days when dispute was settled by agreement reached in mediation.

Case A-4296, Northwest Airlines and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. Strike occurred after mediation and proffer of arbitration and continued for a period of 5 days when settlement was reached in resumed mediation proceedings by the parties agreeing to submit certain issues to arbitration and withdrawal of others.

Case A-4341, Britain Overseas Airways Corp. and International Association of Machinists. Strike was called after the parties failed to reach agreement in direct negotiations and before services of the Board were invoked. After a work stoppage of 3 days, the employees returned to work when the Board assumed jurisdiction. The dispute was settled by an agreement reached in mediation proceedings.

Case A-4378, Trans-Texas Airways and Airline Dispatchers Association. Strike occurred after mediation and proffer of arbitration,

but lasted only 1 day when agreement was reached by the parties in direct negotiations.

During the year, the Board disposed of a total of 103 airline cases of which 79 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.

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 relatively 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 present 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 covering airline mechanics 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.

During the past year, several 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.

As mentioned in the preceding Annual Report, controversies had arisen since the 1947 findings of the Board in Case R-1706, et al., concerning the proper classification of stock and storeroom employees and cargo and ramp service employees. During the year the Board had occasion to reconsider its previous certification in a dispute between the International Association of Machinists, and the Brotherhood of Railway and Steamship Clerks, Case R-2357 on Northwest Airlines, Inc. After a hearing, the Board issued its Findings on February 16, 1954 (Case R-2783), concluding that the Stock and Storeroom Employees of the Northwest Airlines are a separate craft or class for the purposes of the Railway Labor Act.

In the same Findings, the Board reaffirmed its previous findings that "fleet" service employees should be included among the craft or class of Clerical, Office, Fleet and Passenger Service Employees on Northwest Airlines, Inc.

Two separate applications for representation of Dispatch Clerks of United Air Lines (Case C-2138), and Flight Control Clerks of National Airlines, Inc. (Case C-2139), were the subject of hearings by the Board on contention of the Air Line Dispatchers Association, AFL, that these employees are part of the craft or class of Air Line Dispatchers. The Board in its Findings, dismissed both applications. The question of representation of dispatch clerks of United Air Lines had been previously considered by the Board (Case R-2482, decided May 16, 1952) on the contention in that case, by the same

organization, that these employees were a separate craft or class. The application in that case was dismissed by the Board, on Finding that dispatch clerks were a part of the craft or class of clerical, office, stores, fleet and passenger service employees. The Board also found that the duties of the employees involved in the two cases considered this year and the previous case were substantially the same, although shown on carriers' payrolls under different job title designations.

Application of Transport Workers Union, CIO, to represent "Passenger and Cargo Agents, Operations Clerks, Fleet Service and Stores Clerks, Chauffeurs and Commissary Personnel" employees of KLM Royal Dutch Airlines was also dismissed by the Board in its Findings (Case C-2098). The organization described the employees involved as "operating clerical employees," contending that these employees should be considered as a "representation unit" or "bargaining unit" separate and apart from so-called "nonoperating or office clerical employees" of the same carrier. In its findings the Board adhered to the well-established craft or class principle of the act for representation purposes and dismissed the application for the reason that the organization sought to represent only a portion of a generally recognized craft or class.

The Board also dismissed an application of the Air Line Pilots Association to represent Pilots of the Friedkin Aeronautics, Inc., doing business as Pacific Southwest Airlines. Based on the evidence submitted in the hearing, the Board found it had no jurisdiction over this carrier.

During the early part of 1953, by agreement reached with six major airlines, concurrent mediation proceedings were conducted on a wage increase request of the International Association of Machinists. On July 9, 1953, the parties reached a settlement in mediation, providing for a 9 cents per hour increase in basic rates. The settlement also provided that second and third shift differentials would be 7 cents and 12 cents per hour, respectively. The airlines involved were Capital, Eastern, National, Northwest, Trans-World, and United.

This is the first instance where a group of airlines and an organization have agreed to participate jointly in the handling of a dispute under the Board's auspices.

Another development, occurring near the end of the fiscal year June 30, 1954, is worthy of note. On June 14, 1954, the Civil Aeronautics Board amended its regulations to permit air carriers (under certain specified conditions), in the conduct of scheduled transcontinental nonstop flights, to schedule flight crew members for more than 8 hours but not more than 10 hours of continuous duty aloft without an intervening rest period.

The amendment was unsuccessfully opposed in the CAB hearings by the Airline Pilots Association and the Flight Engineers Association, International. Later, flight scheduling, as permitted by the amended regulations by American Airlines, resulted in a strike by the pilots on that carrier, commencing July 31, 1954. The Board proffered its services in an endeavor to avert the strike, but was unsuccessful. However, mediatory efforts were continued while the strike was in progress, through which the parties were induced to submit the controversy to a neutral for recommendations and the pilots returned to service on August 25, 1954. Final recommendations have not as yet been made by the neutral, but interim recommendations have been

advanced by the neutral for consideration of the parties. In the meantime, scheduled nonstop transcontinental flights are in operation. In this type of procedure, while the recommendations of the neutral are not binding, in several instances in the past they have been accepted by the parties to a dispute, or have provided a basis for further negotiations leading to settlement.

4. UNION SHOP AMENDMENT

Since the January 10, 1951, amendment to the act, permitting negotiation of union shop contracts covering rail and airline employees and authorizing the carriers and representatives of the employees to enter into contracts calling for the checkoff of periodic dues, initiation fees and assessments, practically all of the major rail carriers have made agreements with organizations representing the nonoperating railroad employees covering the union shop provision. A smaller percentage of operating railroad employees are covered by such agreements, since the operating organizations have not made an intensive campaign for union shop coverage. There has not as yet developed any general movement for checkoff agreements.

On the airlines subject to the Railway Labor Act, it was estimated that approximately 50 percent of the estimated total of 104,000 airline employees were covered by union shop agreements at the close of the fiscal year on June 30, 1954.

Several actions have been filed in the courts attacking the validity of union shop contracts on various grounds, including the question of constitutionality of the amendment.

In some cases, the validity of the contracts and the amendment has been upheld but there have been several recent decisions in lower courts to the contrary. It is anticipated that such decisions will be appealed to the higher courts.

5. 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. Following verification of authorizations by an on-the-ground investigation by one of the Board's Mediators, he is directed to con-

duct an election or use other appropriate means for ascertaining the duly authorized representative of the employees.

After certifications are issued, it is the policy of the Board not to conduct a repeat election until the organization certified has had a reasonable period to function as the duly authorized representative of the employees. Under rules promulgated by the Board effective May 1, 1947, a period of 2 years must elapse between representation elections involving the same craft or class where the Board had, after an investigation, issued a certification designating the representative. During the fiscal year, the Board revised rule 4 by imposing a 1 year limitation on the filing of applications for investigation of a representation dispute in 3 special types of situations. This revision is reproduced later in this section.

It is the Board's view that the basic principles of the law, which impose on carriers and employees the duty to exert every reasonable effort to make and maintain agreements, cannot be realized if the representation issues 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. It is contemplated that the revision above referred to adopted by the Board will prevent hasty refiling of applications which have previously been dismissed by the Board for lack of supporting evidence, or where withdrawn by the applicant, or after an election was held, no certification was issued because a majority of the eligible employees failed to vote.

In accordance with Notice of Intention to Change Rule 4 (Time Limit on Applications—adopted May 1, 1947), a public hearing was held pursuant to section 4 (c) of the Administrative Procedures Act, in Washington, D. C., on June 2, 1953. Representatives of the operating and nonoperating railroad labor organizations, Railway Labor Executive's Association, United Railroad Operating Crafts, Air Transport Division, TWU-CIO, Pan American World Airways and Air Lines Personnel Relations Conference appeared. Briefs and arguments were presented for proposed changes advocated by certain of these representatives.

After due consideration of the views and proposals presented at the hearing, rule 4 was revised by the adoption of paragraph (b), the rule now reading as follows:

4. *Time Limit on Applications (Rule revised April 13, 1954)*

(a) The National Mediation Board will not accept an application for the investigation of a representation dispute for a period of two (2) years from the date of a certification 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.

Rule 4 (b) will not apply to employees of a craft or class who are not represented for purposes of collective bargaining.

Several representation cases presenting new or unusual type questions, were decided by the Board during the fiscal year.

In six representation cases considered jointly, the Board, in its Findings issued August 7, 1953, held that "Chief Dispatchers," of the Chesapeake & Ohio Railway Co. (Case R-2550, Grand Trunk Western Railroad Co. (Case R-2551) and the Chicago, Burlington & Quincy Railroad (Case R-2553) were a part of the craft or class of train dispatchers, and also that the work performed by two so-called Division Trainmasters of the International Great Northern Railroad Co. (Case R-2310) and Gulf Coast Lines of the Missouri Pacific Lines (Case R-2316) brought them within the craft or class of train dispatchers.

The American Train Dispatchers Association filed these representation disputes for the purpose of ascertaining its right to represent the employees who hold positions of chief train dispatchers. The organization contended that these employees were part of the craft or class of train dispatchers. The carriers had voluntarily recognized the ATDA as representative and agreements were in effect covering the craft or class of train dispatchers, but certain chief train dispatchers were not covered by these agreements. Generally the reason for such exception was the view of the carrier that the occupants of these positions were "officials" of the carrier and not subject to representation rights under the act.

Representatives of the carriers appeared at the hearing for the purpose of presenting objection to the Board's assuming jurisdiction of these disputes, on the grounds that the issue involved was solely within the jurisdiction of the Interstate Commerce Commission.

The Board concluded that the status of chief dispatchers as "subordinate officials" (and hence entitled to representation rights under the act) had been defined by the Interstate Commerce Commission (ex parte 72, issued Feb. 5, 1924) and that the Board had the authority, in the light of the clear and unambiguous definition of chief dispatcher as found in the ICC order, to determine the eligibility of the employees involved in these cases to participate in the choice of a representative for collective bargaining purposes under the act.

The carriers also contended that no representation dispute existed, inasmuch as the American Train Dispatchers Association presently represented the craft or class of train dispatchers, and no other organization or individual was challenging that right. The Board concluded, however, that a representation dispute did exist, as evidenced by the authorizations of the employees submitted in these cases, and that it was not necessary under the act, that there be more than one organization or individual contending for the right to represent employees of a craft or class.

The Board dismissed the application involving the train dispatchers on the Delaware, Lackawanna & Western Railroad Co.

(Case R-2549) for the reason that the American Train Dispatchers Association had been previously certified in Case R-313 to represent the craft or class of train dispatchers.

In Case R-2606 decided October 7, 1953, an application of an individual was presented to represent as a separate craft or class, a group of employees known as "Assistant Chief Engineers, Substation Motor Attendants and Their Helpers," employed at the St. Paul General Office Building Power Plant jointly by the Great Northern Railway Co., and the Northern Pacific Railway Co. Railway Employees' Department, AFL contended that the group involved here were employees of the Northern Pacific Railway Co., and were under the current agreement with that carrier covering the craft or class of electrical workers. The hearing developed that (1) the duties of the employees involved embraced functions which applied to several different crafts or classes, including electrical workers, machinists and sheet-metal workers; (2) that the employees were alternately semiannually carried on the payrolls of the two carriers; (3) that an organization had been voluntarily recognized by the carriers to represent these employees as a separate group, and that there was an existing agreement in effect covering these employees as a group.

The Board held that in view of the special status and of the composite duties performed by these employees, they were entitled, as a group, to select a representative for the purposes of the act.

In Case C-2185, decided March 24, 1954, the Board dismissed an application of Hotel & Restaurant Employees & Bartenders International Union, AFL to investigate a representation dispute among dining car employees of the Chicago, Burlington & Quincy Railroad Co. for the reason the application was filed prior to the expiration of the 2-year period provided in rule 4 of the Board's Rules and Regulations. The employees involved were represented by the United Transport Service Employees, CIO, under the Board's Certification in Case No. R-2618, issued November 10, 1952.

In its Findings, the Board concluded that there was effective representation of the employees at the present time, and the intra-union difficulties on which applicant relied, did not come within the "unusual or extraordinary circumstances" exception of the rule.

6. ITEMS OF SPECIAL INTEREST

During the fiscal year ending June 30, 1954, the following so-called Standard Railway Labor Organizations representing operating and nonoperating railroad employees had pending or initiated general movements for wage increases or rules changes on the principal carriers of the Nation. The carriers countered these requests by serving notice for a number or rules changes:

Brotherhood of Locomotive Engineers.....	Wage increase request.
Brotherhood of Locomotive Firemen and Enginemen.....	Wage increase request and interpretation of National Diesel Agreements.
Order of Railway Conductors.....	Request for graduated pay scale, based on weight of locomotive.
Brotherhood of Railroad Trainmen.....	Wage increase request.
Switchmen's Union of North America.....	Wage increase and rules changes.
Fifteen Non-Operating Railway Labor Organizations.....	Health and welfare plan, free transportation and other rules requests.
American Train Dispatchers Assn.....	Request for sick leave rule and increased vacations.
Railroad Yardmasters of America.....	Wage increase and new rest day rule.

These disputes after being handled on the individual carriers at local levels, without settlement being reached, eventually were referred to Regional Committees of the carriers and National Committees of the employees for further negotiations. Two of these disputes (Brotherhood of Railroad Trainmen and Brotherhood of Locomotive Firemen and Enginemen) were settled in direct negotiations at the national level. The remaining disputes received handling in mediation and other procedures provided for in the act. A brief outline of the handling and disposition of these disputes follows:

Fifteen cooperating organizations representing the nonoperating rail employees served requests on the principal carriers of the Nation on May 22, 1953, for (1) increased vacation benefits; (2) holidays with pay; (3) premium pay for Sunday work as such; (4) a comprehensive health and welfare program for employees and their dependents to be provided by the carriers, and (5) increased free transportation for employees and their families. The carriers involved served counter proposals for a number of rules changes.

Direct negotiations were conducted first on the individual carriers and later at the national level, but these failed to produce a settlement. The carriers took the position that two items in the requests, (1) health and welfare plan and (2) rights to free transportation, did not involve rates of pay, rules and working conditions, and hence, were not proper subjects for collective bargaining under the Railway Labor Act. The carriers, however, offered to negotiate on the other items in the dispute.

On failure of direct negotiations, the organizations on November 20, 1953, invoked the services of the Board. On November 3, 1953, the carriers filed a petition in the United States District Court for the Eastern District of Illinois for a Declaratory Judgment, requesting the court to decide whether or not carriers were within their rights in refusing to negotiate with the organizations on the health and welfare plan and free transportation items of the request.¹

The Board, however, assumed jurisdiction and on November 11, 1953, commenced mediation proceedings in an effort to compose the dispute. Mediation was unsuccessful and arbitration was proffered December 18, 1953. The organizations expressed willingness to arbitrate, but the carriers declined. Since strike action was imminent, the Board notified the President, as provided in section 10 of the act. On December 28, 1953, the President issued an Executive Order creating an emergency board to investigate and report on this dispute.

After hearings, the Emergency Board (No. 106) submitted its Report to the President on May 15, 1954. Direct negotiations were subsequently resumed by the regional committees of the carriers and national committees of the employees to consider the recommendations of the Emergency Board.

On August 21, 1954, an agreement was reached,² providing for (1) a health and welfare plan (2) an additional week's vacation for employees with 15 or more years service (3) holiday pay. The agreement also provided for certain rules changes which had been requested by the carrier, among them (1) time limits on filing employee claims and grievances; (2) permission to carriers to lay off

¹ This action is still pending in the courts.

² Certain carriers in the Southeastern territory, however, declined to complete the agreements. Negotiations are still in progress on these carriers.

employees on short notice when emergency conditions, such as flood, snow-storm, hurricane, earthquake, fire or strike, force suspension of portions or all of the operations of carrier, and affects the work of the employees involved; (3) use of furloughed employees, under certain conditions, to perform extra or relief work.³

The health and welfare plan above referred to includes hospital, medical, and surgical insurance for the employees involved. Premium costs are to be shared equally by each employee contributing \$3.40 per month, and the carriers a like amount per employee.

In lieu of the above health and welfare plan, the carriers having hospital associations, will assume 50 percent of the hospital dues required to be paid by the employees represented by the organizations involved in these proceedings, not to exceed \$3.40 per month per employee toward the maintenance of the hospital associations.

In two instances during the fiscal year general wage movements on a national basis were settled in separate direct negotiations. The first settlement was reached near the end of the calendar year 1953 by the Brotherhood of Railroad Trainmen and shortly thereafter by the Brotherhood of Locomotive Firemen and Enginemen. These agreements provide for:

5 cents per hour basic wage increase, effective December 16, 1953.

An additional week's vacation for employees having 15 or more years service.

Incorporation into basic rates, 13 cents per hour accruing under so-called escalator or cost-of-living clause of agreement, and cancellation of such clause.

Mediation proceedings were conducted by the Board on a national basis with the committees representing the Nation's principal carriers, and representatives of the Order of Railway Conductors (Case A-4374). This dispute involved the request of the organization for a graduated rate of pay scale, based on the weight of locomotives, similar to that in effect for engine-service employees. In support of their request the organization, representing certain train-services employees, contended that the lack of a third pay factor in the basis of pay of train-service employees has resulted in an inequity or widening differential in earnings of train-service employees as compared with engine-service employees.

During mediation proceedings, the parties on February 5, 1954, reached an agreement, the provisions of which conformed to the current general "pattern" settlement for operating railroad employees. The request of the organization for a graduated rate of pay was deferred for handling at a later date. This phase of the dispute was still pending at the close of the fiscal year.

Joint mediation proceedings were also conducted with committees representing a number of carriers in the Western territory and representatives of the Switchmen's Union of North America (Case A-4450) covering request of the organization for increase in wages and a number of rules changes, including increase in pay differential for yard foremen, holiday pay, shift differentials, health and welfare plan and sick leave. On April 22, 1954, the parties reached agreement in mediation proceedings conforming to the current general "pattern" for operating railroad employees. One item of the dispute relating to adjustment of differential in pay between yard foremen and their

³ One of the organizations (Hotel and Restaurant Employees and Bartenders, International Union) adopted a settlement similar to the current "pattern" for railroad operating employees, in place of the above settlement.

helpers was deferred for later handling. The remaining issues were withdrawn.

Mediation of the request of the Brotherhood of Locomotive Engineers, served on the principal carriers of the Nation on October 1, 1953 (Case A-4400, etc.), was also conducted by the Board with national committees of the organization and regional committees of the carriers. The demands were (1) inclusion in basic rates of accruals as of October 1, 1953, under the cost-of-living clause; (2) 30 percent increase in basic daily rates so revised. The organization, in negotiating their request for a percentage increase, contended that it was necessary in order to restore former wage differentials which existed between engine service employees and other skilled crafts, and which it is claimed have been eliminated by flat cents per hour wage increases granted during the past 20 years. Although settlement was not reached in mediation, the parties agreed to submit the controversy to arbitration. The Arbitration Board rendered its award in this case on August 13, 1954. The percentage increase request was not granted. The award conformed to the current general "pattern" settlements for operating railroad employees.

Arbitration hearings on the interpretation of National Diesel Agreements between the Brotherhood of Locomotive Firemen and Engineers and the Nation's principal carriers were held and award rendered on April 13, 1954. The details of the award are covered in a later section of this report dealing with arbitration boards.

Mediation proceedings were also conducted by the Board on a national basis involving request of the American Train Dispatchers Association on the principal carriers of the Nation for sick leave allowances and improved vacations (Case A-4401). The dispute also contained a request of the carriers for certain rules changes. Settlement of this dispute was reached by agreement of the parties in mediation proceedings on June 10, 1954, providing for \$10 per month increase in pay, improved vacation allowances and elimination of the cost-of-living clause in existing contracts after incorporation into basic rates the current accruals from the clause.

On May 21, 1954, the services of the Board were invoked jointly by the Railroad Yardmasters of America and the regional committees of the carriers, on a request of the organization served November 30, 1953 (Case A-4521), for an increase in wages of 45 percent and change in present rest day rule, and also counter proposals of the carriers for a number of rules changes. Settlement of this dispute was reached by agreement between the parties in mediation proceedings on August 12, 1954, providing for \$10 per month increase in pay, improved vacation allowances, a new and uniform rest day rule for yardmasters on a 5 day workweek and elimination of the cost-of-living clause in existing contracts after incorporation into basic rates the current accruals from the clause. The agreement also provided for a time limit on filing employees claims and grievances.

A representation dispute which arose during the fiscal year is worthy of brief mention in this report. On January 25, 1954, the Brotherhood of Railway and Steamship Clerks, invoked the services of the Board (Case R-2815) to investigate a representation dispute among chauffeurs, helpers, and garagemen of the Railway Express Agency. Both the Brotherhood of Railway and Steamship Clerks and the International Brotherhood of Teamsters represent employees in these classifications in various cities in which the agency operates.

The controversy between these two organizations as to jurisdiction or right to represent the employees involved has been of long standing. In 1937, an agreement on a jurisdictional arrangement was reached by these two organizations. In the intervening period, several disputes arose as to the proper application of the agreement, which in one instance resulted in a strike in the city of Detroit in 1941, which dispute was the subject of an Emergency Board hearing. Since 1941 several other minor disputes arose over the right of representation of the employees in certain cities in which the agency operates. Therefore, the application of the Brotherhood of Railway and Steamship Clerks was intended to have the Board determine the representative for the above named employees on a systemwide basis.

During the investigation which commenced on February 23, 1954, the International Association of Machinists also intervened to assert claims to representation rights for some of the employees involved who performed certain vehicle servicing work. During the progress of the investigation, the Board held formal hearings on May 12-14, 1954, but decision was made unnecessary when the dispute was withdrawn by the Brotherhood of Railway and Steamship Clerks on May 25, 1954, after an understanding had been reached between the Brotherhood of Railway and Steamship Clerks and the International Brotherhood of Teamsters to continue the agreement reached in 1937 for the handling of jurisdictional problems in the future, and provision that unresolved disputes between the two organizations would be submitted to the President of the American Federation of Labor.

Near the close of the fiscal year 1954, two brotherhoods representing operating railroad employees had initiated concerted wage movements on the principal rail carriers of the Nation.

The Brotherhood of Railroad Trainmen, on June 7, 1954, served notice on individual carriers on behalf of employees represented by it, a request concerning the (1) matter of train length; (2) inequities in the earnings of yardmen; (3) holiday pay; (4) time and one-half pay for work required during assigned vacation period in addition to regular vacation pay.

The Brotherhood of Locomotive Firemen and Enginemen, on July 1, 1954, served notice on the individual carriers, on behalf of employees represented by it. In substance the request is to change Article 1 (d) of the 5 day workweek agreement of May 23, 1952, to provide for an additional increase of 28 cents per hour for employees in yard service and (2) minimum daily earnings guarantee of \$20 for engineers and \$18 for firemen in passenger and freight service. Changes to be effective August 1, 1954.

The notices of both organizations contain the request that in event settlement is not reached on the individual carriers, that they join with other carriers in authorizing a national conference committee to represent them in dealing with the subject.

7. 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.

During the 20 years the Adjustment Board has been in existence, the First Division has received a total of 32,107 cases, and has disposed of 29,309. At the close of the fiscal year 1954, the First Division had on hand an unadjusted 2,798 cases, which was a reduction of 127 cases under the 2,825 on hand at the close of the previous year. Reference to table 13 in this report shows that a total of 313 cases were disposed of by the Division during fiscal 1954 by decision, and that 714 were withdrawn. The corresponding figures for fiscal 1953 were 813 cases decided and 1,979 withdrawn. New cases received during fiscal 1954 numbered 1,000 compared with 1,431 in fiscal 1953. The marked reductions noted in new cases received during 1954, as well as the cases withdrawn, 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, 1954, 35 special adjustment boards had been set up on the rail carriers which handled and disposed of approximately 3,492 cases. These cases normally would have been presented to the First Division of the Adjustment Board. At the close of the fiscal year, 20 special adjustment boards had been set up by agreement to handle and decide pending 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.

8. 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 also be filed with this Board.

As shown in table 10 of this report, as of June 30, 1954, a total of 5,157 working agreements were on file in the office of this Board, or an increase of 20 agreements over the 5,137 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 1954 was 425, as compared to 395 during the previous fiscal year. The number of mediation cases docketed during the fiscal year 1954 was 288, as compared to 255 during the previous fiscal year. The number of representation cases docketed during the fiscal year 1954 was 127, as compared to 137 during the previous fiscal year.

There were 10 interpretation cases docketed during the fiscal year 1954. This is a substantial increase as this represents almost a third of the total number of interpretation cases handled by the Board since its inception, there being only 31 such cases handled since the amendment of the act in 1934.

Cases disposed of totaled 396 during the fiscal year 1954, as compared with 454 during the fiscal year 1953. Mediation cases disposed of during the same period were 250, as compared with 297 the previous fiscal year. Representation cases disposed of for fiscal year 1954 totaled 140, as compared with 154 for the previous year.

There were 129 mediation cases and 21 representation cases pending and unsettled at the end of the fiscal year 1954, which is 25 more cases than on record at the close of the 1953 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 1954, a total of 36 applications were disposed of by correspondence as a result of this preliminary investigation. Adding these to the 425 applications which were docketed makes a grand total of 461 applications for Board services received during the year. This compares with a grand total of 433 in 1953, 494 in 1952, 455 in 1951, 421 in 1950 and 443 in 1949.

Table 1 summarizes the various types of cases received and disposed of from June 21, 1934, when the Board commenced operations, through June 30, 1954. During this 20-year period, 7,392 new cases were docketed. The inclusion of 96 pending disputes inherited from the former Board (United States Board of Mediation) increases to 7,488 the total cases requiring services of the present Board since it began operations. As of June 30, 1954, settlements have been effected in 7,334 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 20-year period total 4,514, as compared with 2,843 representation cases. The percentage ratio is 61 and 39 for the 2 types of cases. During the 20-year period, 31 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 1935-54

Status of cases	20-year period 1935-54	Fiscal year 1954	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	125	184	153	125	93	172	126	151
New cases docketed.....	7,392	425	395	448	418	394	463	381	219
Total cases on hand and received..	7,488	550	579	601	543	487	635	507	370
Cases disposed of.....	7,334	396	454	417	390	362	496	347	220
Cases pending and unsettled at end of period.....	154	154	125	184	153	125	139	160	150
Representation cases									
Cases pending and unsettled at begin- ning of period.....	24	34	51	36	23	23	50	34	43
New cases docketed.....	2,843	127	137	159	133	128	176	149	108
Total cases on hand and received..	2,867	161	188	195	156	151	226	183	151
Cases disposed of.....	2,846	140	154	144	120	128	186	139	107
Cases pending and unsettled at end of period.....	21	21	34	51	36	23	40	44	44
Mediation cases									
Cases pending and unsettled at begin- ning of period.....	72	91	133	117	102	70	122	91	108
New cases docketed.....	4,514	288	255	289	284	266	286	230	110
Total cases on hand and received..	4,586	379	388	406	386	336	408	321	218
Cases disposed of.....	4,457	250	297	273	269	234	309	206	112
Cases pending and unsettled at end of period.....	129	129	91	133	117	102	99	115	106
Interpretation cases									
Cases pending and unsettled at begin- ning of period.....	0	0	0	0	0	0	0	1	0
New cases docketed.....	35	10	3	0	1	0	1	2	1
Total cases on hand and received..	35	10	3	0	1	0	1	3	1
Cases disposed of.....	31	6	3	0	1	0	1	2	1
Cases pending and unsettled at end of period.....	4	4	0	0	0	0	0	1	0

2. DISPOSITION OF CASES

During the fiscal year 1954, the Board disposed of 396 docketed disputes. This total includes 140 representation cases, 250 mediation cases, and 6 interpretation cases. Table 2 summarizes by method of disposition all cases handled to conclusion during the 20-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 1935-54*

Type of case and method of disposition	Fiscal year ended June 30—								
	20-year period 1935-54	1954	1953	1952	1951	1950	5-year period 1945-49 (aver- age)	5-year period 1940-44 (aver- age)	5-year period 1935-39 (aver- age)
Grand total.....	7,334	396	454	417	390	362	496	347	220
Representation cases, total.....	2,846	140	154	144	120	128	186	139	107
Certification based on:									
Elections.....	1,720	99	99	97	87	62	113	74	68
Check of authorizations.....	592	20	17	21	16	39	37	38	21
Representation recognized.....	63			1			2	6	4
Closed without certification.....	38						5	3	
Withdrawn after investigation.....	260	13	16	9	13	13	16	11	8
Withdrawn before investigation.....	59	1	10	9	1	3	6	4	2
Dismissal.....	114	7	12	7	3	11	7	3	4
Mediation cases, total.....	4,457	250	297	273	269	234	309	206	112
Mediation agreements.....	2,427	183	171	146	145	129	161	116	52
Arbitration agreements.....	162	8	4	6	15	14	16	6	2
Withdrawn after mediation.....	674	20	58	35	36	41	32	39	26
Withdrawn before mediation.....	387	7	20	13	11	11	25	22	18
Refusal to arbitrate by:									
Carriers.....	376	12	12	33	31	14	38	9	8
Employees.....	166	4	20	7	15	11	16	4	2
Both parties.....	174	3	3	5	3	12	19	9	2
Dismissal.....	91	13	9	28	13	2	2	1	2
Interpretation of mediation agreements..	31	6	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 140 representation disputes disposed of during the year, 99 were settled by secret ballot elections. Thirty of these elections were conducted exclusively by United States mail. In practically all elections it is necessary to send out some ballots by mail in order to afford voting opportunity to those eligible employees who are off work due to sickness, vacations, or other reasons and are thus unable to vote at the polling place. In general, ballot box elections are preferred, but elections are conducted entirely by mail where employees are widely scattered. The method is determined by the Board in each case after consideration of the circumstances.

Twenty 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 20 cases represent 14 percent of the total number of representation cases settled during 1953. The ratio for the 20-year period 1935-54 is 21 percent.

Of the remaining 21 representation cases disposed of during the years, 13 were withdrawn prior to a mediator's investigation and 1 was withdrawn after such an investigation. Withdrawals are usually made when investigation shows an insufficient number of employee authorizations to warrant an election under applicable rules and regulations. The applications in 7 cases were dismissed. 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 2,846 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, 2,375, or 83 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 930,975 employees, or 87 percent of the total employees involved in all representation disputes disposed of by the Board during the period of 1934-54.

MEDIATION DISPUTES

The primary function of the National Mediation Board is the mediation of disputes between the carriers subject to the act and the organizations representing their employees. By this means, the Board aids the carriers and their employees to carry out their duties in collective bargaining, which are clearly defined in section 2, First, of the Railway Labor Act. These duties, imposed by the Congress in the passage of the act in 1926, read as follows:

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.

In carrying out these duties, it is the legal obligation of both parties to exhaust every reasonable effort to come to an agreement over their differences in direct negotiations. When these break down, the mediatory efforts of the Board and its staff come into play. If, after diligent mediation efforts, the dispute remains unsolved, the next step provided by the law, that of submitting the dispute to arbitration, is then invoked, and offers a quick and usually a satisfactory method of disposing of the controversy. The Board is pleased to note a growing tendency on the part of many carriers and organizations to resolve their disputes in this manner. Good-faith bargaining, by representatives of both sides clothed with the proper authority to negotiate, together with the procedures of mediation and arbitration, have been found over the years to be the best methods of disposing of controversies concerning changes in rates, rules and working conditions. Their continued use will minimize the resort to the use of so-called "economic strength" with its attendant

losses to all parties to the dispute, and the general public served by the transportation industry.

It is again important to call attention to the distinct line of demarcation drawn by the act between the duties and functions of the National Mediation Board and those of the National Railroad Adjustment Board. The latter agency, created by the 1934 amendments to the act which placed section 3 in the law, is charged with hearing and deciding disputes involving the application or interpretation of agreement rules and grievances arising thereunder. The Board regrets to state that during the past fiscal year it has again been found necessary to extend its mediation efforts to resolving threatened labor emergencies brought about by the setting of strike dates by certain of the operating organizations on dockets of time claims and grievances. In most cases of this nature, the Board's mediation efforts are directed to securing agreements between the parties to submit such claim dockets to special boards of adjustment for hearing and decision. It has, however, been found necessary, due to the recalcitrant attitude of one or both parties, to mediate out a few cases of this nature to a final conclusion. As noted in previous reports, it has been found impracticable to refer disputes of this nature to Emergency Boards created under section 10 of the act. It is, therefore, becoming more generally understood in the industry that such strike dockets must be settled on the property, and that neither the law nor the policy of the Board contemplate the creation of section 10 Boards in such instances.

As noted elsewhere in this report, a total of 8 arbitration boards were held under the act in the past fiscal year, an increase of 4 over 1953.

A total of 183 mediation agreements were executed in the fiscal year 1954, the largest number in the Board's history, being 12 in excess of the mediation settlements made in fiscal 1953. A grand total of 250 cases were disposed of through mediation in the last fiscal year. Of this number, 218 were disposed of by mediation agreements, arbitration agreements, withdrawals after mediation or withdrawals prior to mediation. The 218 cases so disposed of represent 87 percent of all dispositions of mediation cases in the past fiscal year. A grand total of 162 arbitration agreements have been made during the 20 years of the Board's experience.

PROBLEMS IN MEDIATION

The continued high rate of incidence of strike dates set on the rail carriers by various organizations, principally those representing operating employees, continues to give the Board much concern. During the fiscal year 1954 it was necessary for the Board to proffer its mediation services under the provisions of section 5, First, paragraph B of the act in 34 separate cases. In each instance, the organizations setting the strike date deferred such action pending the provision of mediation services. These instances fall into two main categories: first, those where strike dates are set to force the prompt disposition of dockets of time claims and grievances; and second, those relating to rules and rate of pay disputes which properly and normally come under the jurisdiction of the Board, but on which the organizations have not chosen to request mediation in the usual manner. Such cases neces-

sitate the frequent rescheduling of the Board's mediation staff, and at the same time tend to delay unduly the handling of applications for the Board's mediation services made in the usual manner. The Board realizes that situations occur in the handling of labor relations on the carriers which seem to require immediate strike action. However, in a great many instances of this kind, the normal procedures of the act could be utilized without incurring undue delay in effecting settlements. The Board commends this situation to the careful attention and scrutiny of the heads of the various organizations with the view of minimizing the rather indiscriminate use of the strike threat method to bring about quick and sometimes forced settlements.

The Board has again been confronted with a number of cases involving jurisdictional questions between various organizations. These include the perennial question of mileage regulation for men in engine service and disputes between nonoperating organizations on jurisdiction over certain work. Disputes of this nature can be disposed of only by agreement between the interested organizations. The alternative of conflicting rules on such subjects with different labor organizations is not conducive either to good labor relations or peaceful conditions on the properties. Settlement of such disputes in mediation unless with the concurrence of the opposing organizations, is seldom effected. Greater cooperation between the organizations involved in such disputes will provide the answer to many problems of this nature.

Two situations encountered in the handling of mediation cases constantly recur. One of these is the lack of sufficient and proper direct negotiation between the parties prior to invoking mediation. This makes it necessary in some cases to recess mediation to permit more negotiation between the parties. The other, and often a very annoying situation, is the very apparent lack of authority of representatives of one or both parties to negotiate the dispute to a conclusion. A corollary to the second class of situation is the practice of some organizations to make settlements subject to ratification by the membership. The Board has a reasonable right to expect that the representatives delegated by both parties to deal with the Mediator will have authority to execute an agreement when one is reached through mediatory efforts.

Another class of problems in mediation are those arising in cases coming up under various provisions in the 1951 and 1952 National Agreements with the organizations representing the operating employees of the rail carriers. These problems have arisen in instances where the carriers have sought to extend switching limits, pool cabooses and institute interdivisional services. Many of the points raised by the parties in such cases are of a nature that can probably be resolved only by the referral of such questions to the disputes committees set up under these agreements. So far, none of the basic questions arising under these agreements have reached the stage of arbitration or consideration by the disputes tribunals.

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. Approx-

mately 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, 124 or 95 percent, were involved in disputes considered by the Board during the year.

It will be noted that during 1954, the Board considered disputes involving employees of 43 different airlines.

TABLE 3.—Number of different carriers involved in cases by classes with percentages, fiscal year 1954

Class of carrier	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.....	130	100	124	95	55	42	124	95	2	2
Class II railroads.....	170	100	14	8	8	5	6	4	-----	-----
Class III railroads.....	168	100	5	3	4	2	1	1	-----	-----
Switching and terminal companies.....	249	100	38	15	19	8	22	9	-----	-----
Electric railroads.....	47	100	11	23	2	4	11	23	1	2
Miscellaneous carriers.....	(2)	-----	4	-----	1	-----	4	-----	-----	-----
Air carriers.....	102	100	43	42	20	20	35	34	3	3

¹ Carriers reporting to Interstate Commerce Commission during 1953.

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, train dispatchers, 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 1954, airline employees accounted for 106 disputes, whereas rail carriers accounted for 290 disputes, or 73 percent of the total. It should be noted that in 1950, 1951, 1952, 1953, and 1954, 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 a gradual increase during the past 5 years. The proportion of airline cases to the total of all disputes was 27 percent in 1954, as compared to 21 percent in 1953 and 1952.

During the year 1953 the number of airline cases disposed of under the terms of the Railway Labor Act increased, the total being 106 in 1954, as compared to 96 cases in 1953. It is interesting to note that the number of representation cases remained the same as in the previous year, 24, while the number of mediation cases increased from 72 in 1953 to 79 in 1954. Three interpretation cases were disposed of in the airline industry during 1954. None were handled in 1953.

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

TABLE 4.—Number of cases disposed of by major groups of employees, fiscal year 1954

Major groups of employees	Number of—			
	All types of cases	Representation cases	Mediation cases	Interpretation cases
Grand total, all groups of employees.....	396	140	250	6
Railroad, total.....	290	116	171	3
Combined groups, railroad.....	17	9	8	-----
Train, engine, and yard service.....	149	44	102	3
Mechanical foremen.....	4	4	-----	-----
Maintenance of equipment.....	14	8	6	-----
Clerical, office, station and storehouse.....	30	2	28	-----
Yardmasters.....	14	11	3	-----
Maintenance-of-way and signal.....	9	5	4	-----
Subordinate officials in maintenance-of-way.....	2	2	-----	-----
Agents, telegraphers, and towermen.....	6	1	5	-----
Train dispatchers.....	14	6	8	-----
Technical engineers, architects, draftsmen, etc.....	1	1	-----	-----
Dining-car employees, train and pullman porters.....	10	8	2	-----
Patrolmen and special officers.....	3	2	1	-----
Marine service.....	9	8	1	-----
Miscellaneous railroad.....	8	5	3	-----
Airline, total.....	106	24	79	3
Combined airline.....	3	2	1	-----
Mechanics.....	26	1	24	1
Radio and teletype operators.....	5	1	4	-----
Clerical, office, stores, fleet, and passenger service.....	11	6	5	-----
Stewards, stewardesses, and flight personnel.....	10	1	9	-----
Pilots.....	24	4	19	1
Dispatchers.....	11	3	8	-----
Mechanical foremen.....	1	1	-----	-----
Meteorologists.....	-----	-----	-----	-----
Flight engineers.....	7	3	3	1
Miscellaneous.....	8	2	6	-----

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	46	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	1954.....	24	79	103
1946.....	24	33	57	Total.....	303	558	861

III. REPRESENTATION DISPUTES

1. ELECTIONS AND CERTIFICATION OF REPRESENTATION

The Board docketed 127 representation disputes during the fiscal year 1954. Adding this number to the 34 disputes pending at the at the beginning of the year makes a total of 161 representation cases requiring the services of the Board. Of this total, 140 were disposed of during the year, leaving 21 disputes pending on the Board's docket on June 30, 1954.

The number of representation disputes docketed during 1954 is a decline from the previous year. The 127 representation disputes docketed during 1954 is a decrease of 10 from the 137 disputes docketed during the previous year and represents 78 percent of 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 140 representation disputes disposed of in 1954 is a decrease of 9 percent over the 154 disputes disposed of in 1953. The number of employees involved in representation disputes settled in 1954 was 43,463, as compared to 36,043 in 1953. This represents an increase of 21 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 151 crafts or classes in the 140 cases disposed of in 1954.

Of the 140 representation cases disposed of during 1954, certifications were issued in 119 cases involving 129 separate crafts or classes. Representation rights were thus determined under provisions of the Act for a total of 10,499 employees. The remaining 21 cases were disposed of as follows: In one case, the application was withdrawn prior to investigation by a mediator; in 13 cases, the applications were withdrawn following the mediator's investigation; in 7 cases, the applications were dismissed. Dismissals are made for various reasons. Under the Board's rules a majority of eligible employees must cast valid ballots in representation cases before certifications are issued. In elections where less than a majority participates, the cases are dismissed without certification. Five cases were dismissed when the results of the election showed less than a majority of the

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.

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. One case was dismissed when, after a hearing, the Board concluded the applicant organization already represented the employees covered by the application.

During the fiscal year 1954, 9,339 employees participated in cases where elections were conducted or authorizations were checked. This constitutes 90 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 20-year period 1935-54, 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 44 cases in 1954, as compared to 46 in the previous year.

Table 6 shows maintenance of way and signal employees as accounting for the largest proportion of employees in representation cases. It is not unusual for this craft or class of employees to bulk largest in the Board's representation cases.

The 24 cases involving 2,735 airline employees during 1954 compare with the same number of cases involving 2,242 employees during the previous year. Of the 24 cases among airline employees, 9 were for designation of representation for the first time; 10 were disputes between contesting organizations for representation rights; 4 were dismissed; 1 was withdrawn after investigation by the mediator.

3. CERTIFICATIONS ISSUED

Table 7 represents a distribution, by types of labor organizations, of certifications issued by the Board during the fiscal year 1954. 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 10,499 employees; and, of this number, 94 percent designated national labor organizations.

The table also shows that of the 10,499 employees for whom certifications were issued, representation was changed as a result of elections for only 33 percent of the employees and remained unchanged for 55 percent. The table also shows that representation rights were acquired for the first time for 12 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 1935-54

Method of disposition	20-year period 1935-54	Number of cases									20-year period 1935-54	Number of crafts or classes								
		Fiscal year—										Fiscal year—								
		1954	1953	1952	1951	1950	Average 5-year period 1945-49	Average 5-year period 1940-44	Average 5-year period 1935-39	1954		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	2,846	140	154	144	120	128	186	139	107	3,871	151	189	161	144	154	220	179	215		
Elections	1,720	99	99	97	87	62	113	74	68	2,419	102	123	111	108	77	136	101	142		
Check of authorizations	592	20	17	21	16	39	37	38	21	801	27	19	21	19	46	43	49	42		
Representation recognized	63			1			2	6	4	82			1			3	7	7		
Withdrawn after investigation	260	13	16	9	13	13	16	11	8	293	13	22	12	13	15	19	11	13		
Withdrawn before investigation	59	1	10	9	1	3	6	4	2	106	1	12	9	1	5	6	5	4		
Dismissal	114	7	12	7	3	11	7	3	4	132	8	13	7	3	11	8	3	7		
Closed without certification	38						5	3		38					5		3			

Method of disposition	20-year period 1935-54	Number of employees involved									20-year period 1935-54	Number of employees participating								
		Fiscal year—										Fiscal year—								
		1954	1953	1952	1951	1950	Average 5-year period 1945-49	Average 5-year period 1940-44	Average 5-year period 1935-39	1954		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	1,066,980	43,463	36,043	84,676	21,822	66,859	66,285	31,486	65,053	772,319	9,530	27,404	52,209	19,207	59,691	48,960	24,241	47,658		
Elections	860,775	10,131	30,814	61,454	21,128	60,174	58,783	25,811	50,815	738,440	9,038	26,417	51,209	18,699	58,597	47,467	22,786	44,640		
Check of authorizations	44,097	368	483	1,004	658	1,198	1,144	2,254	4,679	28,957	301	389	875	482	941	826	1,350	3,018		
Representation recognized	26,103			1			259	267	4,695											
Withdrawn after investigation	92,699	32,203	2,021	19,747		2,746	2,962	1,709	2,535											
Withdrawn before investigation	14,859	183	1,071	129		292	1,435	1,030	172											
Dismissal	24,231	578	1,654	2,341	36	2,449	973	305	2,157	1,936	191	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 1953-54*

Major groups of employees	Number of cases	Number of crafts or classes	Employees involved	
			Number	Percent
Grand total, all groups of employees.....	140	151	43,463	100
Railroad, total.....	116	125	40,596	93
Train service.....	15	15	998	2
Engine service.....	17	17	1,650	4
Yard service.....	12	12	6,755	16
Mechanical foremen.....	4	4	201	(1)
Maintenance of equipment.....	8	8	296	(1)
Clerical, office, station, and storehouse.....	2	2	338	(1)
Yardmasters.....	11	11	532	1
Maintenance-of-way and signal.....	5	5	14,220	33
Subordinate officials, maintenance-of-way.....	2	2	188	(1)
Agents, telegraphers, and towermen.....	1	1	2	(1)
Dispatchers.....	6	6	399	(1)
Technical engineers, architects, draftsmen, etc.....	1	1	105	(1)
Dining-car employees, train, and pullman porters.....	8	8	1,047	2
Patrolmen and special officers.....	2	2	35	(1)
Marine service.....	8	8	753	1
Combined groups, railroad.....	9	18	57	(1)
Miscellaneous railroad.....	5	5	13,152	30
Airline, total.....	24	26	2,735	7
Mechanics.....	1	1	23	(1)
Radio and teletype operators.....	1	1	79	(1)
Clerical, office, stores, fleet, and passenger service.....	6	6	1,045	2
Stewards, stewardesses, and pursers.....	1	1	258	(1)
Dispatchers.....	3	3	34	(1)
Pilots.....	4	4	276	(1)
Mechanical foremen.....	1	1	6	(1)
Flight engineers.....	3	3	48	(1)
Combined groups, airline.....	2	4	351	(1)
Miscellaneous.....	2	2	615	2

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 1954

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, 119 cases	129	10, 499	100	114	9, 904	100	6	499	100	9	95	100
Elections.....	104	10, 131	96	95	9, 581	97	3	477	95	6	73	77
Proved authorizations	25	368	4	19	323	3	3	23	5	3	22	23
Representation acquired	49	1, 291	12	41	1, 210	13	1	5	1	7	76	80
Elections.....	31	1, 096	10	27	1, 042	11	—	—	—	4	54	57
Proved authorizations	18	195	2	14	168	2	1	5	1	3	22	23
Representation changed	37	3, 408	34	31	2, 913	29	5	495	99	1	1	1
Elections.....	30	3, 235	31	26	2, 758	28	3	477	95	1	1	1
Proved authorizations	7	173	2	5	155	1	2	18	4	—	—	—
Representation unchanged	43	5, 799	55	42	5, 781	58	—	—	—	1	18	19
Elections.....	43	5, 799	55	42	5, 781	58	—	—	—	1	18	19
Proved authorizations	—	—	—	—	—	—	—	—	—	—	—	—

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, 1954. 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, 1954*

Organization and craft or class	Extent of representation on June 30, 1954		Percent of total mileage covered on June 30—							
	Number of carriers	Mileage covered	1954	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.....	116	218, 151	97	97	97	93	97	96	97	93
Locomotive firemen, hostlers, and hostler helpers.....	5	807	(2)	(2)	(1)	(1)	3	(2)	(2)	(2)
Brotherhood of Locomotive Firemen and Enginemen:										
Locomotive firemen, hostlers, and hostler helpers.....	127	222, 570	99	99	99	99	99	98	99	98
Locomotive engineers.....	18	5, 483	(2)	3	3	(1)	(1)	3	2	1
International Association of Railway Employees:										
Locomotive firemen, hostlers, and hostler helpers.....	4	913	(2)	(2)	(1)	(1)	(1)	(2)	---	---
Train porters.....	2	4, 403	2	---	---	---	---	---	---	---
Railroad Industrial Union:										
Locomotive engineers.....	1	836	(2)	(2)	(1)	(1)	(1)	(2)	---	---
Locomotive firemen, hostlers, and hostler helpers.....	1	836	(2)	(2)	(1)	(1)	(1)	(2)	---	---
Order of Railway Conductors of America:										
Conductors (road).....	97	195, 586	87	88	88	87	86	85	95	---
Brakemen, flagmen, baggagemen (road).....	123	214, 149	4	4	(1)	(1)	(1)	(2)	(2)	(2)
Yard foremen, helpers, and switch-tenders.....	2	8, 253	4	4	4	3	3	4	4	4
Yardmasters.....	2	170	(2)	(2)	(1)	(1)	4	4	6	5
Dining-car stewards.....	1	7, 923	3	3	4	3	3	4	6	10
Dining-car cooks.....	3	15, 537	7	7	7	7	7	7	8	6
Parlor- and sleeping-car conductors.....	1	10, 671	5	5	4	4	---	---	---	---
Brotherhood of Railroad Trainmen:										
Conductors (road).....	37	28, 173	13	12	12	15	14	15	7	2
Brakemen, flagmen, baggagemen (road).....	123	214, 149	95	95	98	99	99	99	99	99
Yard foremen, helpers, and switch-tenders.....	115	192, 586	86	86	86	90	93	89	92	92
Yardmasters.....	21	14, 665	7	7	11	12	13	11	13	7
Dining-car stewards.....	39	150, 914	67	67	67	65	73	73	69	59
Dining-car cooks and waiters.....	1	324	(2)	(2)	(4)	3	(1)	(2)	(2)	---
Passenger representatives.....	2	11, 796	5	5	5	5	2	3	---	---
Taproom attendants.....	1	8, 830	4	4	4	3	---	---	---	---
Motorcar operators.....	1	---	---	---	---	---	---	---	---	---
Bus and/or truck drivers.....	1	4, 316	2	2	2	2	2	2	---	---
Gate-men.....	1	8, 129	4	4	4	3	4	4	---	---
Hump-motorcar operators.....	1	10, 112	5	5	5	4	4	4	---	---
Switchmen's Union of North America:										
Yard foremen, helpers, and switch-tenders.....	12	32, 353	14	14	14	10	10	11	9	10
Railroad Yardmasters of America:										
Yardmasters.....	55	156, 639	70	65	64	60	64	61	45	34
Stationmasters.....	2	8, 924	4	4	2	4	4	4	(2)	(2)
Portmasters.....	1	10, 671	5	5	5	4	5	5	---	---
Railroad Yardmasters of North America:										
Yardmasters.....	10	29, 625	13	13	10	7	5	6	5	4
Stationmasters.....	3	10, 948	5	5	5	4	5	5	3	3

See footnotes at end of table.

TABLE 8.—Number and mileage of principal carriers by railroad where employees are represented by various labor organizations, by crafts or classes, June 30, 1954—Continued

Organization and craft or class	Extent of representation on June 30, 1954		Percent of total mileage covered on June 30—							
	Number of carriers	Mileage covered	1954	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	233,805	99	99	99	99	99	99	98	96
Redcaps, ushers, and station attendants	3	18,321	8	8	8	5	8	4	—	—
Stationmasters	1	5,116	2	2	2	2	2	2	—	—
Grain-elevator employees	2	16,915	7	7	7	7	7	7	—	—
Coal-pier foremen	1	5,116	2	2	2	2	2	—	—	—
Coal cranimen	1	966	(2)	(2)	(1)	(1)	(1)	(2)	—	—
Coal-dumper employees	1	564	(2)	(2)	(1)	(1)	(1)	(1)	—	—
Ore-dock workers	3	13,076	6	6	6	5	6	6	—	—
Gatemmen	1	10,112	5	5	4	4	4	4	—	—
Bus and/or truck drivers	1	6,344	3	3	3	3	3	3	—	—
Laundry workers and/or seamstresses	2	16,064	7	7	3	3	7	4	—	—
Hotel and restaurant employees	1	9,720	4	4	4	4	4	4	—	—
Telegraphers, towermen and agents	1	191	(2)	(2)	(1)	(1)	(1)	(2)	(2)	(2)
Timber-treating plant employees	1	13,073	6	6	6	—	—	—	—	—
United Transport Service Employees:										
Dining-car cooks and waiters	6	25,328	11	15	15	14	14	14	2	—
Malds and chair car attendants	1	4,778	2	2	2	2	2	2	—	—
Train coach, parlor, sleeping, and club-car porters	7	22,175	10	10	10	9	5	6	(1)	—
Taproom attendants	1	1,815	(1)	(1)	(1)	(1)	(1)	1	—	—
Redcaps, ushers and station attendants	14	65,369	29	29	29	25	28	33	27	12
Order of Railroad Telegraphers:										
Telegraphers, towermen, and agents	127	223,642	99	99	99	99	99	99	99	98
Train dispatchers	5	2,857	1	1	1	8	1	1	3	2
Telegraph and telephone linemen	6	10,572	5	5	5	7	2	5	5	4
Brotherhood of Railroad Signalmen of America:										
Signalmen	106	216,151	96	96	96	92	96	95	91	87
Telegraph and telephone linemen	4	2,021	(1)	(1)	1	1	1	2	1	—
American Train Dispatchers Association:										
Train dispatchers	117	212,799	95	95	95	91	94	93	80	78
Boat dispatchers	2	14,867	7	7	7	6	6	6	—	—
Power dispatchers	2	2,279	1	1	1	1	1	(2)	—	—
Railway Employees' Department, AFL:										
Supervisors of mechanics	6	9,426	4	5	6	6	6	10	3	—
Molders	1	6,186	3	3	3	2	2	3	—	—
Laundry workers and/or seamstresses	1	8,129	4	4	4	3	4	4	—	—
Motorcar repairmen	1	1,193	(1)	(1)	(1)	(1)	(1)	(1)	—	—
Brotherhood of Maintenance of Way Employees:										
Maintenance-of-way employees	133	224,161	99	99	99	99	93	94	94	92
Shop laborers	3	564	(2)	—	—	—	—	—	—	—
Stockyard employees	1	8,830	4	4	4	3	4	4	—	—
Coal-pier operators	1	966	(2)	(2)	(1)	(1)	(1)	(2)	—	—
Drawbridge operators	2	3,406	2	2	1	1	1	2	—	—
Foremen in electric-traction department	1	10,112	5	5	5	4	4	4	—	—
Crossing tenders	1	981	(2)	(2)	(1)	(1)	(1)	(2)	—	—
Hoisting engineers	1	4,634	2	2	2	2	2	2	—	—
Hump-motorcar operators	1	5,116	2	2	2	2	2	—	—	—
Water-service employees	1	6,960	3	3	3	3	3	—	—	—
International Association of Machinists:										
Machinists	127	222,441	99	99	99	99	99	94	87	81
International Brotherhood of Boilermakers, Iron Shop Builders and Helpers of America:										
Boilermakers	125	211,921	94	94	94	95	95	94	87	76
International Brotherhood of Blacksmiths, Drop Forgers, and Helpers:										
Blacksmiths	124	216,248	96	94	97	95	96	89	81	77
Sheet Metal Workers International Association:										
Sheet-metal workers	125	222,309	99	99	99	99	99	94	87	76
Molders	3	8,644	4	4	4	3	4	4	—	—
Foundry employees	1	10,671	5	5	5	4	5	5	—	—
Water-service employees	2	5,636	3	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, 1954—Continued

Organization and craft or class	Extent of representation on June 30, 1954		Percent of total mileage covered on June 30—								
	Number of car-riers	Mile-age cov-ered	1954	1953	1952	1951	1950	5-year period 1945-49 (aver-age)	5-year period 1940-44 (aver-age)	4-year period 1936-39 (aver-age)	
International Brotherhood of Electrical Workers:											
Electrical workers.....	121	211,502	94	94	94	94	94	93	87	79	
Telegraph and telephone linemen.....	28	110,276	49	48	50	44	48	40	33	—	
Signalmen.....	4	2,003	(1)	(1)	1	(1)	(1)	1	1	1	
Coal-pier operators.....	1	5,116	2	2	2	2	3	3	—	—	
Coal-dumper employees.....	1	5,116	2	2	2	2	2	2	—	—	
Substation operators.....	1	10,671	5	5	5	5	5	5	—	—	
Brotherhood of Railway Carmen of America:											
Carmen.....	127	212,533	95	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	94	95	95	94	87	71	
Hotel and Restaurant Employees International Alliance and Bartenders Union:											
Cooks and waiters.....	46	96,813	43	39	63	57	62	65	71	58	
Coach, sleeping-car, parlor-car and club-car porters.....	8	37,829	17	17	17	15	18	15	9	—	
Hotel and restaurant employees.....	4	33,442	15	15	17	11	14	5	—	—	
Bartenders.....	3	25,772	11	11	11	10	11	10	—	—	
Maids and chair-car attendants.....	1	571	(1)	(1)	(1)	(1)	(1)	—	—	—	
Platform vendor service employees.....	1	6,539	3	3	3	3	3	3	—	—	
American Railway Supervisors Association:											
Yardmasters.....	3	2,844	1	5	5	4	5	5	4	4	
Supervisors of mechanics.....	48	119,321	53	52	45	40	35	31	17	6	
Wire chiefs.....	1	7,923	4	4	4	3	4	4	—	—	
Stationmasters.....	1	7,923	4	4	4	3	4	3	—	—	
Roadmasters.....	2	11,166	5	5	5	4	4	3	—	—	
Technical employees.....	7	22,877	10	10	10	9	11	2	—	—	
Subordinate officials in maintenance-of-way and structures department.....	13	48,159	21	20	15	10	9	6	—	—	
Foundry employees.....	1	6,344	3	3	3	3	—	—	—	—	
Brotherhood of Sleeping Car Porters:											
Coach, sleeping-car, parlor-car, and club-car porters.....	29	111,198	50	52	44	47	49	45	31	10	
Maids and chair-car attendants.....	3	23,532	10	10	10	9	9	8	—	—	
Porter brakemen.....	1	13,073	6	6	6	5	6	5	—	—	
Railway patrolmen's International Union, AFL:											
Railway patrolmen.....	40	133,466	59	59	43	43	47	46	17	—	
Brotherhood of Railroad Shop Crafts of America:											
Machinists.....								4	4	—	
Boilermakers.....								—	4	—	
Blacksmiths.....	1	981	(1)	(1)	(1)	(1)	—	(5)	3	—	
Sheet-metal workers.....								(2)	4	—	
Electrical workers.....						(1)	(1)	(3)	4	—	
Carmen.....								(2)	4	—	
Bricklayers.....							4	—	—	—	
Powerhouse employees and railway shop laborers.....								—	4	—	
American Federation of Technical Engineers:											
Technical engineers, architects, draftsmen, and allied workers.....	1	1,702	(1)	(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.....	5	22,639	10	7	7	3	7	—	4	—	
Grain elevator employees.....								3	—	—	
International Longshoremen's Association:											
Wharf-freight handlers.....	1	172	(1)	(1)	(1)	2	(1)	(2)	—	—	
Grain-elevator employees.....	1	172	(1)	(1)	(1)	2	(1)	(2)	—	—	
Coal-dumper employees.....	3	1,628	(1)	(1)	(1)	(1)	(1)	(2)	—	—	
Coal-pier operators.....	2	5,236	2	2	2	2	—	2	—	—	
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and helpers: Bus and Truck Drivers.....	1	8,315	4	4	4	3	4	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, 1954—Continued

Organization and craft or class	Extent of representation on June 30, 1954		Percent of total mileage covered on June 30—							
	Number of carriers	Mileage covered	1954	1953	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 (average)
American Brotherhood of Railway Police:										
Patrolmen.....	1	6, 905	3	3	3	3	3	3	-----	-----
United Railroad Workers of America, CIO:										
Boilermakers.....	2	10, 209	5	5	5	-----	4	4	-----	-----
Blacksmiths.....	1	4, 778	(2)	2	-----	-----	-----	4	-----	-----
Carmen and coach cleaners.....	1	97	(2)	-----	-----	-----	-----	-----	-----	-----
Electrical workers.....	2	10, 209	5	5	5	-----	-----	4	-----	-----
Sheet-metal workers.....	-----	-----	-----	-----	-----	-----	-----	4	-----	-----
Powerhouse employees and railway shop laborers.....	2	10, 209	5	5	5	-----	4	4	-----	-----
Molders.....	1	10, 112	5	5	5	-----	4	4	-----	-----
Maintenance-of-way employees.....	-----	-----	-----	-----	-----	-----	6	-----	-----	-----
Grain-boat captains.....	1	10, 112	5	5	-----	-----	-----	-----	-----	-----
Coal-dumper employees.....	2	13, 716	6	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)	(1)	(2)	-----	-----
System Associations:										
Locomotive engineers.....	-----	-----	-----	-----	-----	-----	-----	-----	1	1
Locomotive firemen, hostlers, and hostler helpers.....	-----	-----	-----	-----	-----	-----	-----	-----	1	1
Yardmasters.....	8	9, 271	4	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	3	11	11
Maintenance-of-way employees.....	-----	-----	-----	-----	-----	-----	-----	-----	6	19
Machinists.....	3	1, 198	(1)	(1)	(1)	(1)	(1)	(2)	11	18
Boilermakers.....	4	1, 361	(1)	(1)	(1)	(1)	(1)	1	12	23
Blacksmiths.....	2	2, 165	1	(1)	(1)	(1)	(1)	2	17	23
Sheet-metal workers.....	3	1, 250	(1)	(1)	(1)	(1)	(1)	(2)	11	22
Electrical workers.....	2	1, 042	(1)	(1)	(1)	(1)	(1)	1	11	23
Carmen.....	4	1, 361	(1)	(1)	(1)	(1)	(1)	1	11	22
Powerhouse employees and railway shop laborers.....	1	163	(1)	(1)	(1)	(1)	(1)	(2)	10	22
Dining car stewards.....	2	1, 702	(1)	(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	6	7	6	4	-----
Stationmasters.....	3	10, 850	5	5	5	4	5	4	-----	-----
Foundry employees.....	-----	-----	-----	-----	-----	-----	-----	3	-----	-----
Printer.....	1	6, 188	3	3	3	2	3	3	-----	-----
Wire chief.....	1	211	(1)	(1)	(1)	(1)	(1)	(2)	3	-----
Technical engineers; architects, draftsmen, and allied workers.....	9	16, 143	7	7	6	6	6	6	-----	-----
Nurses.....	1	8, 129	4	4	4	3	4	-----	-----	-----
Drawbridge operators.....	1	29	(1)	(1)	(1)	(1)	(1)	-----	-----	-----
Subordinate officials in Maintenance-of-Way and Structures Department.....	5	20, 382	9	9	7	7	8	8	4	4
Foremen in electric-traction Dept.....	1	365	(1)	(1)	(1)	(1)	(1)	(2)	-----	-----
Local unions:										
Firemen and hostlers.....	2	1, 032	(1)	(1)	(1)	(1)	(1)	(2)	1	2
Brakemen, flagmen, and baggagemen.....	3	1, 548	(1)	(1)	(1)	(1)	(1)	(2)	(2)	(2)
Yard foremen, helpers and switch-tenders.....	3	1, 548	(1)	(1)	(1)	(1)	(1)	(2)	(2)	(2)
Cooks and waiters.....	1	539	(1)	(1)	(1)	(1)	6	6	5	-----
Coach, parlor-car, club-car, and sleeping-car porters.....	1	4, 634	2	2	2	3	3	3	8	-----
Supervisors of mechanics.....	2	1, 617	(1)	(1)	(1)	(1)	(1)	(2)	1	-----
Technical engineers, architects, draftsmen, and allied workers.....	1	1, 474	(1)	(1)	(1)	-----	(1)	1	-----	-----
Wharf-freight handlers.....	1	6, 905	3	3	3	3	3	3	-----	-----
Subordinate officials, maintenance-of-way and structures department.....	3	9, 627	4	4	4	3	4	4	-----	-----
Hump-motorcar operators.....	1	643	(1)	(1)	(1)	(1)	-----	-----	-----	-----

(1) Less than 1 percent. (2) Less than ½ of 1 percent.

(2) 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, 1954

Organization and craft or class	Number of railroads as of June 30—							
	1954	1953	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 (average)
International Organization Masters, Mates and Pilots:								
Licensed deck.....	21	22	20	19	20	22	23	23
Unlicensed deck.....	9	9	9	9	9	9	8	3
Float watchmen.....	5	5	5	5	5	4	3	-----
National Marine Engineers' Beneficial Association:								
Licensed engine.....	15	15	15	16	16	17	20	18
Unlicensed engine.....	-----	-----	-----	-----	-----	-----	2	1
Seafarers' International Union of North America:								
Unlicensed deck.....	-----	-----	-----	-----	-----	-----	2	-----
Unlicensed engine.....	2	1	1	1	1	1	4	-----
Marine cooks and stewards.....	-----	-----	-----	-----	-----	1	2	4
International Longshoremen's Association:								
Licensed deck.....	2	2	2	2	2	2	4	9
Licensed engine.....	3	3	3	2	2	2	3	26
Unlicensed deck.....	1	1	1	1	1	1	6	25
Unlicensed engine.....	2	2	2	2	2	1	6	26
Lighter captains.....	7	7	7	6	6	6	-----	-----
Float watchmen.....	1	1	1	1	1	1	3	1
Longshoremen.....	2	2	2	2	2	1	6	6
Marine-shop employees.....	1	1	1	-----	1	1	-----	-----
Hoisting engineers.....	1	1	1	1	1	1	-----	-----
Grain-boat captains.....	1	1	1	1	1	-----	-----	-----
National Maritime Union:								
Unlicensed deck.....	5	5	5	5	5	-----	1	-----
Unlicensed engine.....	5	5	5	5	5	5	1	-----
Marine cooks and stewards.....	3	3	3	3	3	3	-----	-----
Grain-elevator employees.....	1	1	1	1	1	1	-----	-----
United Mine Workers, District 50: Licensed deck.....	1	1	1	3	3	3	-----	-----
International Brotherhood of Firemen, Oilers, Helpers, Roundhouse and Railway Shop Laborers:								
Unlicensed deck.....	1	1	1	1	1	1	1	-----
Unlicensed engine.....	1	1	1	1	1	1	1	-----
United Railroad Workers of America, CIO:								
Bargemen.....	1	-----	-----	-----	-----	-----	-----	-----
Licensed deck.....	1	1	2	1	1	1	-----	-----
Licensed engine.....	3	3	4	5	5	3	-----	-----
Unlicensed deck.....	5	5	4	5	5	5	-----	-----
Unlicensed engine.....	6	6	5	6	6	5	-----	-----
Lighter captains.....	-----	-----	-----	1	1	1	-----	-----
Boat dispatchers.....	1	1	1	1	1	1	-----	-----
Marine-shop employees.....	1	1	1	1	1	-----	-----	-----
Float watchmen.....	3	3	1	-----	-----	-----	-----	-----
Coal-dumper employees.....	1	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	1	-----	-----
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees: Pursers and assistants.....	1	1	1	1	1	1	-----	-----
Inlandboatmen's Union of the Pacific:								
Unlicensed deck.....	1	1	2	2	1	1	-----	-----
Unlicensed engine.....	1	1	2	2	1	1	-----	-----
International Association of Railway Employees:								
Unlicensed deck.....	1	1	1	1	1	1	-----	-----
Unlicensed engine.....	1	1	1	1	1	1	-----	-----
Great Lakes Licensed Officers' Organization:								
Licensed deck.....	2	2	2	-----	-----	-----	-----	-----
Licensed engine.....	4	4	3	-----	-----	-----	-----	-----

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, 1954—Con.

Organization and craft or class	Number of railroads as of June 30--							
	1954	1953	1952	1951	1950	5-year period 1945-49 (aver- age)	5-year period 1940-44 (aver- age)	4-year period, 1936-39 (aver- age)
Hotel and Restaurant Employees and Bar- tenders International Alliance: Marine chefs, cooks, and waiters.....	1	1	1	1	1	1	-----	-----
System Associations:								
Licensed deck.....	1	1	1	1	1	1	2	3
Licensed engine.....	1	1	1	1	1	1	2	6
Unlicensed deck.....	1	1	1	1	1	1	1	1
Unlicensed engine.....	2	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	2	3	3	3	4 6	
Unlicensed engine.....	2	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, 1939 only.

⁴ For fiscal year ended June 30, 1944 only.

IV. MEDIATION DISPUTES

During the fiscal year 1954, the total number of mediation cases disposed of was 250, or a decrease of 47 over the previous year. A total of 288 mediation cases were docketed during the year 1954, or an increase of 33 cases over the number docketed in the fiscal year 1953. The 288 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 10 years.

As of June 30, 1954, there were 129 mediation cases remaining open and unsettled on the Board's docket, as compared with 91 on this date at the end of the previous fiscal year. Of these 129 cases, 110 were with railroad carriers and 19 with air carriers.

1. MEDIATION AND ARBITRATION AGREEMENTS

As previously stated in chapter II of this report, a grand total of 218 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 75 percent of the 288 mediation cases closed during the fiscal year. A total of 2 docketed mediation cases were referred to emergency boards created under section 10 of the Railway Labor Act during 1954, 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 20 years, since the passage of the 1934 amendments to the act, mediation agreements have accounted for 54 percent of the total number of mediation cases disposed of. This percentage during the fiscal year 1954 was 73 or an increase of 15.5 over 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 1954, arbitration agreements were executed disposing of eight docketed cases.

TABLE 9.—*Issues involved in cases disposed of by mediation agreements, fiscal years 1935-54*

	20-year period 1935-54	1954	1953	1952	1951	1950	Average 5-year period	Average 5-year period	Average 5-year period
Total, all cases.....	2,445	189	171	146	145	129	164	117	54
Negotiation of new agreements, etc.....	251	9	8	1	12	9	16	15	12
Changes in rates of pay.....	840	86	57	63	62	29	45	50	14
Changes and revisions in rules, etc.....	1,187	71	85	73	57	71	95	46	25
Miscellaneous cases.....	167	17	21	9	14	20	8	6	3

2. OTHER DISPOSITION OF MEDIATION CASES

In addition to the 211 mediation cases settled by mediation and arbitration agreements and withdrawals, 39 additional mediation cases were disposed of by other methods. Of this number, 19 were closed after 1 or both parties had declined to submit the dispute to arbitration. Seven other cases were withdrawn by the parties prior to mediation. Thirteen cases were dismissed by Board action.

Of the 19 instances in which proffers of arbitration were declined, this action was taken by the carriers in 12 cases and by the employees in 19. 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 1954, the Board handled and disposed of a total of 79 cases involving the commercial airlines and various groups of their employees. This figure indicates an increase of seven over the number of airline cases settled during the previous fiscal year. It represents 32 percent of the total of 250 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 15 arbitration agreements entered into, 8 of which were from cases handled in mediation and reported as arbitration agreements in the disposition of cases handled by the Board, the remaining 7 cases were reported closed by mediation agreements but included a clause to arbitrate relatively minor issues. There were 13 arbitration cases disposed of during the year as summarized below:

CASE A-3391, ARB. 140.—*Eastern, Western, and Southeastern Conference Committees and Brotherhood of Locomotive Firemen and Enginemen.*

Members of the Arbitration Board were C. H. Buford and R. W. Brown, representing the carriers; A. J. Chipman and W. B. Woodward, representing the organization; and Edward F. Carter of Lincoln, Neb. and Dudley E. Whiting of Detroit, Mich., appointed by the National Mediation Board as neutral members of the Arbitration Board. During the hearing, C. H. Buford was succeeded by W. L. More, pursuant to a stipulation of the parties, because of illness of the former. The six designated arbitrators organized themselves into a statutory board of arbitration.

Hearings were held in Chicago, Ill., commencing October 27, 1953, and concluded on January 18, 1954. By stipulation of the parties the time for making and filing of the Board's award was extended to April 15, 1954, the award being rendered on April 13, 1954. The specific question submitted for arbitration was: "Have the carriers violated or are they violating section 3 of the Eastern Diesel Agreement of August 13, 1943; and section 4 of the Southeastern Diesel Agreement of May 11, 1944?" The carriers contended that the issues to be resolved involved the construction of 4 component parts of the 3 regional agreements and the national agreement of May 17, 1950. The carriers designated the four parts as the watching rule, the assignment rule, the claim rule, and the Diesel Maintainer Memoranda. The organization took the position that the watching rule was not here involved. The Board, in its findings and conclusions, held that the watching rule was before the Board for interpretation, such interpretation being that the watching rule should be construed

to require its application by railroad divisions and that a train's pertinent characteristics over such divisions shall determine whether the watching rule applied. Organization had contended that a through train's classification with reference to the watching rule must exist from the initial to the final terminal.

Regarding the assignment rule, the Board found that firemen do not have the exclusive right to perform engineroom work on diesel locomotives. As pertains to the claim rule, the Board held that if a carrier elects to comply with the requirements of the watching rule by assigning a second man to the locomotive to perform operational work, a failure to select him from the ranks of the firemen constitutes a violation of the agreement. In conclusion, the Board found that the Diesel Maintainer Memorandum is explanatory and purports to maintain old rights and not to create new ones. The award stated that "the carriers have not violated the regional diesel agreements, except as otherwise indicated in our opinion and findings." The organization members of the Board dissented.

CASE A-4135, ARB. 179.—*National Airlines, Inc., and Air Line Stewards and Stewardesses Association, International.*

The 19th annual report of the National Mediation Board indicated that this arbitration case was pending at the close of that fiscal year and would be reported at this time. Prior to the convening of the arbitration board the parties withdrew from arbitration on September 22, 1953, and the file on this case was closed on September 25, 1953.

CASE A-4175, ARB. 181.—*The Dispatchers of the Former Mid-Continent Air Line and the Dispatchers of the Original Braniff Airways, Inc.*

Members of the Arbitration Board were Harry Darby, representing former Braniff dispatchers; T. R. McCall, representing former Mid-Continent dispatchers; and Frank P. Douglass, neutral member appointed by the National Mediation Board. During the proceedings, T. R. McCall became ill and was replaced by Halford Earle, which was agreed to by all parties. Frank P. Douglass was selected to be chairman of the Board.

Hearings were held in Dallas, Tex. on May 29, and 30, 1953, and the award was rendered on July 15, 1953. The specific question submitted to the Board was to establish a composite seniority list of original Braniff dispatchers and former Mid-Continent dispatchers. The issue to be decided herein grew out of the merger of Mid-Continent Air Line and Braniff Airways, Inc. With certain individual exceptions and protective provisions, covering specified employees, the Board rendered its award in the form of a composite seniority roster in which all members of the Arbitration Board concurred.

CASE A-3926, ARB. 182.—*Northwest Airlines, Inc. and the Air Line Communication Employees Association, Unaffiliated.*

Members of the Arbitration Board were Arnold R. Erickson, representing the carrier; Mil Senior, representing the organization; and Harrington Wimberly, Washington, D. C., neutral member named by the National Mediation Board. Mr. Wimberly was selected chairman.

Hearings were held in St. Paul, Minn. on September 3 and 4, 1953, and the award was rendered October 27, 1953. The questions submitted to the Board were: (1) Should the rates of compensation and method of progression be changed; (2) should the amount of shift premium presently provided be changed; (3) what shall be the effective date and duration of items (1) and (2). In its award the Board granted wage increases to radio and teletype operators in vary-

ing amounts based upon length of service, said increases being retro-active to January 1, 1952, for those employees on the company payroll on October 1, 1953. The minimum amount of the increase was \$5 and the maximum amount of increase was \$20, the increases to be paid over a 2-year period through December 31, 1954. No change was made in the shift premium. The organization member dissented.

CASE A-3911, ARB. 183.—*Illinois Central Railroad Company and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.*

Members of the Arbitration Board were G. J. Willingham, representing the carrier; G. B. Goble, representing the organization; and Frank M. Swacker, New York, neutral member named by the National Mediation Board. Mr. Swacker was selected chairman of the Board.

Hearings began on August 3, 1953, in Chicago, Ill., and the award was rendered on August 14, 1953. The specific question submitted to the Board was to determine what rules of the schedule of rules and working conditions should apply to employees listed on exhibit B (clerical employees presently wholly excepted from the scope of the existing agreement between the parties). In its award, the Board found that with the exception of four positions deleted by the parties, all the positions shown in exhibit B should be subject to certain investigation, grievance and dismissal rules of the agreement. The Board designated certain other positions to be subject to full coverage of the agreement. Finally, the award designated that certain positions should be fully covered by all rules and working conditions except rating positions, bulletin and assignment rules. All members of the Board concurred in the award.

CASE A-4266, ARB. 184.—*Duluth, Missabe & Iron Range Railway Company and Brotherhood of Railroad Trainmen.*

Members of the Arbitration Board were R. E. Hastings, representing the carrier; G. D. Houser, representing the organization; and Charles Loring, neutral member named by the National Mediation Board. Mr. Loring was selected chairman of the Board.

Hearings were held in Duluth, Minn., beginning on October 15, 1953, and continuing until October 23, 1953. Briefs were then submitted and the Board held oral arguments on February 9, 10, and 11, 1954, at Tucson, Ariz., the award being rendered on March 24, 1954. The questions submitted to the Board were: 1. Are all time claims of record, as of the date of the current Mediation Agreement, involving operations on the outside loading track at the Minnewas Crusher and the loading track at the Extaca Plant valid; 2. Whether or not future time claims paid under paragraph 1, of the Mediation Agreement referred to herein, are valid and should be paid by the carrier. In its award the Board found that the time claims in question 1 were not valid and thus were denied and the time claims in question 2 were also not valid and such claims in the future should not be paid by the carrier. The organization member dissented.

CASE A-4293, ARB. 185.—*National Airlines, Inc. and International Association of Machinists.*

Members of the Arbitration Board were J. M. Rosenthal, representing the carrier; Frank Heisler, representing the organization; and Paul N. Guthrie, neutral member named by the National Mediation Board and selected as chairman.

Hearings were held in Miami, Fla., beginning on December 7, 1953, and the award was rendered on January 25, 1954. There were 15 specific questions submitted to the Board for decision; 2 related to changes in rates of pay for clerical, office, and station employees, 5 related to overtime pay, 2 related to establishment of a 40 hour workweek, and the remaining 6 issues related to general working conditions. In its award the Board granted wage increases of \$10.50 per month to clerical and office employees and \$15.50 per month to agent classifications; the issues relative to overtime were denied except the method of computation which was established to the nearest one-tenth hour; a standard workweek of 40 hours was established; the remaining issues were denied. The organization member dissented on the denial of issue 13 (overtime for sixth day worked due to shift rotation and change of days off), and the effective date of the wage increases.

CASE A-4267, ARB. 186.—*Fort Worth and Denver Railway Company and American Train Dispatchers Association.*

Members of the Arbitration Board were W. O. Frame, representing the carrier; J. B. Tipler, representing the organization; and Frank Elkouri, neutral member named by the National Mediation Board and selected chairman.

Hearings were held at Ft. Worth, Tex., beginning on February 8, 1954, and continuing through February 11, 1954, the award being rendered on February 22, 1954. The specific question submitted to the Board was whether or not second and third trick train dispatchers at Wichita Falls, Tex., should be paid additional compensation during that portion of their assignment when there is no chief or night dispatcher on duty. Also, the Board was requested to provide a rule covering the above. In its award the Board held that the trick dispatcher should be paid an additional compensation of the difference between the trick dispatcher rate and the night chief dispatcher rate for, but only for, the entire part of the said portion of the trick dispatcher's assignment when performing duties exclusive to chief or night chief dispatcher. The award also provided a new rule to cover this situation. The carrier member of the Board dissented.

CASE A-4268, ARB. 187.—*National Airlines, Inc. and Air Line Dispatchers' Association.*

Members of the Arbitration Board were J. M. Rosenthal, representing the carrier; P. A. Williams, representing the organization; and Frank P. Douglass, neutral member named by the National Mediation Board and selected by the parties as chairman.

Hearings began in Miami, Fla., on January 19, 1954, and continued through January 21, 1954, the award being rendered on January 22, 1954. The question before the Board was should the rates of pay for flight superintendents be increased and, if so, what should be the duration terms of the entire agreement. The Board awarded an increase in rates of pay in the amount of \$25 per month for each step in the scale of rates and added two additional steps at the top to provide for a 9th and 10th year rate. Also, the effective date of the agreement was July 1, 1953, to continue in effect for 1 year.

CASE A-4296, ARB. 188.—*Northwest Airlines, Inc. and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.*

Members of the Arbitration Board were Linus C. Glotzbach, representing the carrier; G. B. Goble, representing the organization; and Paul N. Guthrie, neutral member named by the National Mediation Board and selected chairman.

Hearings were held before the Board in St. Paul, Minn., from February 8, 1954, through February 12, 1954, the award being rendered on March 11, 1954. The issues before the Board were: (1) Request for changes in the basic wage rates for Clerical, Office, Stores, Fleet and Passenger Service employees; (2) increase the afternoon and night shift differential; (3) increase differential rate for certain specified employees; (4) request that the effective date for issue No. 1 be January 1, 1953, and the effective date for issue No. 2 be July 1, 1953. The award provided the following: (1) Rate to be increased 9 cents per hour for hourly paid employees, and from \$10 per month to \$13.50 per month, depending upon classification, for the other employees; (2) shift differential be increased by 2 cents per hour; (3) denied; (4) the effective date for issue No. 1 shall be January 1, 1953, and the effective date for issue No. 2 shall be April 1, 1954. The entire adjustments awarded herein to run until December 31, 1954. All members of the Board concurred in the award.

CASE A-4365, ARB. 189.—*American Airlines, Inc. and Transport Workers Union of America, CIO.*

Members of the Arbitration Board were Edward G. Hamilton, representing the carrier; William G. Lindner, representing the organization; and David L. Cole, neutral member named by the National Mediation Board and selected as chairman.

Hearings began on March 22, 1954, in New York, N. Y., and were concluded on March 31, 1954. The parties then stipulated that briefs would be filed on or before April 10, 1954, and the date for filing the award was extended until May 12, 1954. The award was rendered on April 30, 1954.

The specific question before the Board was: "To what extent, if any, are the employees entitled to a flat wage increase over existing rates of pay, equally applicable to all employees of the bargaining units, taken together, on an across-the-board basis?" The company had suggested an increase of 5 cents per hour and the organization requested an increase of 32 cents per hour. The award directed that an increase of 13 cents per hour be granted to all employees involved. All members concurred in the award.

CASE A-4408, ARB. 193.—*The Pullman Company and Order of Railway Conductors of America.*

Members of the arbitration board were M. B. Osborn, representing the carrier; Roger Sarchet, representing the organization, and Langley Coffey, neutral member selected by the parties and named chairman.

Hearings began on May 4, 1954, in Chicago, Ill., and the award was rendered on June 1, 1954. The specific questions before the Board were: (1) Should the hours in the basic month be reduced to 174, or if such reduction should not be granted or denied in its entirety, what other reduction of hours is justified under the record; (2) should the ten (10) hour spread of prorata overtime between the hours constituting the basic month and the commencement of the period for payment of punitive overtime be eliminated; (3) should the ten (10) hour spread used in scheduling regular assignments above the hours constituting the basic month be eliminated or reduced; (4) what shall be the hours off duty each month in 24 consecutive hour periods or multiples thereof. In each instance, the organization had proposed a new rule be adopted. The award denied the organization proposals but granted a reduction in the hours of the basic month for Pullman Conductors from 210 to 205 per month.

CASE A-4444, ARB. 195.—*United Air Lines, Inc. and Air Line Pilots Association, International.*

The members of the Arbitration Board were Charles M. Mason, carrier representative; Charles R. Barnes, organization representative and David L. Cole; neutral member selected by the parties and designated chairman.

Hearings were held in Chicago, Ill., on June 1, 2, and 3, 1954, and the award was rendered on June 10, 1954. The specific question before the Board was "What shall be the speed of the DC-7 for hourly pay and mileage pay, purposes." The award directed that the speed of the DC-7 for hourly pay purposes shall be 325 m. p. h. and that the speed of the DC-7 for mileage pay purposes shall be 325 m. p. h. The carrier representative dissented in this award.

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 is 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 a 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 two such emergency boards during the fiscal year ended June 30, 1954. Reports made by emergency boards during the fiscal year are summarized below:

CASE NO. A-4358, EMERGENCY BOARD NO. 105.—*Railway Express Agency, Inc. and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.*

The emergency board created under the President's Executive Order dated December 16, 1953, was composed of Judge Fred W. Messmore of Lincoln, Nebr. (chairman), Mr. William E. Grady, Jr., of New York, N. Y., and Mr. G. Allan Dash, Jr., of Philadelphia, Pa. Hearings were held in Chicago, Ill., beginning on January 6, 1954, and continuing to and including January 20, 1954. The report to the President was issued on February 17, 1954.

The issues in this dispute were primarily centered around the elimination of differences between wages of white and negro platform employees of the carrier in the Southeast section of the country and the correction of certain alleged inequities between agency wage rates and local wage rates for similar jobs in specified metropolitan areas such as Detroit, Pittsburgh, Milwaukee, New York City, and Chicago. Agency employees had been on strike in Detroit, Pittsburgh, and Milwaukee for over 8 weeks, prior to the appointment of the Board, over this dispute.

In its report the Board referred to the agency national minimum wage paid to white platform employees and recommended that all rates below that minimum, \$273.75 per month, be raised to that minimum and that the principle of equal pay for equal work be applied, without regard to race, to jobs carrying wage rates above the

agency minimum. To this end the Board recommended that such adjustment in rates be accomplished in installments to be completed approximately 1 year from the date of the report. As regards wage inequities in certain metropolitan areas, the Board recommended a rate for express drivers of \$350 per month and for express sorters of \$335 per month in the larger northern cities and lower wage levels in other regions depending upon the size of the city. In Detroit, Pittsburgh, and Milwaukee drivers would receive increases of approximately \$21, \$36, and \$28 per month, respectively, and sorters \$11, \$32, and \$23 per month, respectively. In New York City and Chicago, where only sorters were involved, increases of \$17 and \$14 per month, respectively, were recommended. In recommending these increases the Board further recommended a moratorium upon demands for a general wage increase in those areas for a period of 1 year.

CASE NO. A-4336, EMERGENCY BOARD NO. 106.—*The Akron, Canton & Youngstown Railroad Company and other carriers, represented by the Eastern, Western, and Southeastern Carriers' Conference Committees and certain of their employees represented by the 15 cooperating (nonoperating) Railway Labor Organizations.*

The emergency board created under the President's Executive Order dated December 28, 1953, was composed of Charles E. Loring, Tucson, Ariz. (chairman), Adolph E. Wenke, Lincoln, Nebr. and Martin P. Catherwood, Ithaca, N. Y. Hearings commenced in Chicago, Ill., on January 19, 1954, and continued until April 3, 1954. The report to the President was issued on May 15, 1954, the original date for submission of the report having been extended from time to time by agreement between the parties and with the approval of the National Mediation Board and the President.

On May 22, 1953, the employees submitted a series of proposals to the Carriers concerning changes in rules and working conditions the rejection of which by the carriers gave rise to this dispute. The carriers countered with 31 proposed changes in rules and working conditions, 16 of which were subsequently withdrawn, said proposals being rejected by the organizations. The dispute was referred to the National Mediation Board on October 20, 1953, and conferences were arranged beginning November 3, 1953. A formal proffer of arbitration was subsequently made to the parties which was accepted by the organizations and declined by the carriers.

In substance, the organizations' proposals can be summarized as follows: (1) More extended vacations; (2) holidays with pay; (3) premium pay for Sunday work as such; (4) a comprehensive health and welfare program to be provided by the carriers; and (5) increased free transportation for employees and their families. In varying degrees, the carriers' proposals related to the impact of craft or class lines and of seniority on employment and on work assignments. The organizations took the position that the carriers' proposals were advanced primarily for bargaining purposes and were without merit, but that if there was any merit in such proposals, the only approach was through bargaining at the individual carrier level. The carriers insisted that the organizations' proposals for a health and welfare program and for improved free transportation were not bargainable under the Railway Labor Act and therefore should not be considered by the Board. Carriers stressed the importance of the so-called "pattern settlement," along with certain rules changes, as the only

proper settlement of the dispute. Much evidence and argument was submitted on the subject of pattern relationships in wage and fringe benefits among various groups of railroad employees, especially in view of the fact that the "pattern settlement" was offered to and accepted by substantial groups of the operating employees and some of the nonoperating employees not before this Board. The organizations, on the other hand, argued that the "pattern settlement" was inadequate and inappropriate and had no bearing on the present controversy. The "pattern settlement" referred to included: (1) Incorporation in the regular wage rates of some 13 cents per hour already being received in the form of cost of living adjustments; (2) a wage increase of 5 cents per hour; and (3) a modification of the vacation agreement.

The following recommendations were submitted by the Board to the President: (1) A third week vacation after 15 years of service be made applicable for the year 1954; (2) whenever 1 of the 7 enumerated holidays falls on a workday of the workweek of a regularly assigned hourly rated employee, he shall receive the pro rata rate of his position for that day, monthly rated employees to have their monthly pay increased to include on an annual average the approximate number of holidays that would be expected to fall in the workdays of a workweek; (3) the proposal that work performed on Sunday as a scheduled workday be paid for at time and one-half should be withdrawn; (4) the parties should agree to a program, to be effective as soon as possible, providing hospital, medical, and surgical benefits, the cost to the Carriers and Employees to be on a fifty-fifty basis; (5) the proposal for increased free transportation should be withdrawn. In addition the Board recommended certain other miscellaneous rules changes.

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, 1954, there was on file with this Board a total of 5,157 such agreements, or an increase of 20 new agreements received during the year. Of this increase, 11 new agreements covered airline employees and the remainder are applicable to railroads or miscellaneous employees. Table 10 shows for the 20-year period 1935-54, the number of agreements 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

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 1935-54

Types of labor organizations and fiscal years	All carriers	Class I	Class II	Class III	Switching and terminal	Electric	Express and pull-man	Miscellaneous carriers	Airline carriers
All organizations:									
1954.....	5,157	3,106	645	115	760	162	13	86	270
1953.....	5,137	3,104	642	115	756	162	13	86	259
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	2,355	319	18	334		5		
National organizations:									
1954.....	4,520	2,786	553	98	662	135	10	71	205
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	295		5		
System associations:									
1954.....	544	266	90	15	80	23	3	14	53
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:									
1954.....	93	54	2	2	18	4		1	12
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							

amendments to existing agreements. During the fiscal year ended June 30, 1954, a total of 1,275 such revisions and supplements were filed with the Board. It is interesting to note that of this total only 43 pertained to union shop provisions. Adding the 1,275 revised and supplemental agreements to the 20 new basic agreements produces a total of 1,295 agreements of all types received in the Board's office during the fiscal year 1954.

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 indicates 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, 1954, 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.

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, 1954*

Craft or class of employees	Number of agreements held by—			No organizations	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.....	127	3		1	4
Sheet metal 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.....	109			6	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	1		2	106
Other marine employees.....	24	2	2	2	105

See table 12.

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, 1954.

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 truck drivers.
- ²⁸ Formerly class I but now class II carrier.
- ²⁹ Foremen only.
- ³⁰ Powerhouse employees only.
- ³¹ Shop laborers.
- ³² Hump-motorcar operators.
- ³³ Crossing tenders.
- ³⁴ Motorcar operators.
- ³⁵ Police-department employees.
- ³⁶ Firemen only.
- ³⁷ Hostlers.
- ³⁸ Telephone and telegraph linemen.
- ³⁹ Substation operators.
- ⁴⁰ Lighter captains.
- ⁴¹ Stockyard employees.
- ⁴² Cooks only.
- ⁴³ Waiters only.
- ⁴⁴ Coal-pier operators.
- ⁴⁵ Water-service employees.
- ⁴⁶ 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 cranemen.
- 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, stokersmen, and assistant stokersmen in maintenance-of-way and structures department.
- ⁷¹ Grain-boat captains.
- ⁷² Hostesses.
- ⁷³ Timber-treating-plant employees.
- ⁷⁴ Ice-plant employees.
- ⁷⁵ Supervisors, and inspectors, dining-car department.
- ⁷⁶ Bargemen.
- ⁷⁷ Mail pilers.

TABLE 12A.—Collective labor agreements and employee representation of 135 selected rail carriers as of June 30, 1954

		Railroad																				Marine employees				All other employees, miscellaneous groups
		Engineers	Firemen and hostlers	Conductors	Brakemen, flagmen, and baggage men	Yard foremen, switchtenders	Yardmasters	Machinists	Boiler-makers	Blacksmiths	Sheet metal workers	Electrical workers	Carmen and coach cleaners	Powerhouse employees and railway shop laborers	Clerical, office, station, and storehouse employees	Maintenance-of-way employees	Telegraphers	Signalmen	Dispatchers	Dining-car stewards	Dining-car cooks and waiters	Mechanical foremen and/or supervisors	Masters, mates and pilots	Marine engineers	Others	
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	(*)	(*)	(*)	(*)	(*)	(*)	
2	Ann Arbor Railroad Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	
3	Atchafalaya, Topoka & Santa Fe Ry. Co.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	
4	Gulf, Colorado & Santa Fe Ry. Co.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	
5	Panhandle & Santa Fe Ry. Co.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	
6	Atlantic & Western RR Co.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	
7	Western Ry. of Alabama	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	
8	Atlantic Coast Line RR Co.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	
9	Baltimore & Ohio RR Co.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	
10	Bangor & Aroostook RR Co.	BLF&E	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	(*)	(*)	(*)	(*)	
11	Bessemer & Lake Erie RR Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	UTSE	(*)	(*)	(*)	(*)	
12	Boston & Maine Railroad	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	UTSE	(*)	(*)	(*)	(*)	
13	Burlington-Rock Island RR Co.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	
14	Cambria & Indiana RR Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	
15	Canadian National Lines in New England	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	
16	Central of Georgia Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	BRT	(*)	(*)	(*)	(*)	
17	Central Railroad of New Jersey	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	UTSE	(*)	(*)	(*)	(*)	
18	Central Railroad of New Jersey	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	UTSE	(*)	(*)	(*)	(*)	
19	Central Vermont Ry. Co., Inc.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	UTSE	(*)	(*)	(*)	(*)	
20	Charleston & Western Carolina Ry. Co.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	(*)	(*)	(*)	(*)	
21	Chesapeake & Ohio Ry. Co.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	UTSE	(*)	(*)	(*)	(*)	
22	Pere Marquette Division	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	(*)	(*)	(*)	(*)	
23	Chicago & Eastern Ill. RR Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	(*)	(*)	(*)	(*)	
24	Chicago & Illinois Midland Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	(*)	(*)	(*)	(*)	
25	Chicago & North Western Ry. Co.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	UTSE	(*)	(*)	(*)	(*)	
26	Chicago, Burlington & Quincy RR	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	UTSE	(*)	(*)	(*)	(*)	
27	Chicago Great Western Ry. Co.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	(*)	(*)	(*)	(*)	
28	Chicago, Indianapolis & Louisville Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	(*)	(*)	(*)	(*)	
29	Chicago, Milwaukee, St. Paul & Pacific RR Co.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	(*)	(*)	(*)	(*)	
30	Chicago, Rock Island & Pacific Ry. Co.	BLE	BLF&E	ORC	ORC	ORC	ORC	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	(*)	(*)	(*)	(*)	
31	Chicago, St. Paul, Minneapolis & Omaha Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	(*)	(*)	(*)	(*)	
32	Clinchfield Railroad Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	(*)	(*)	(*)	(*)	
33	Colorado & Southern Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	(*)	(*)	(*)	(*)	
34	Colorado & Wyoming Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	(*)	(*)	(*)	(*)	
35	Columbus & Greenville Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA</							

SYMBOLS

(*)	Carrier reports no employees in this craft or class.
(c)	Some employees in this craft or class but not covered by agreement.
(f)	Included in system agreement.
AASER	Amalgamated Association, Street, Electric Railway & Motor Coach Employees of America, AFL.
ABRP	American Brotherhood of Railway Police.
AFTE	American Federation of Technical Engineers.
ARSA	American Railway Supervisors Association.
ATDA	American Train Dispatchers Association.
BLE	Brotherhood of Locomotive Engineers.
BLF&E	Brotherhood of Locomotive Firemen & 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.
BSCP	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.
IBEW	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 & Helpers, AFL.
ILA	International Longshoremen's Association.
IL&WU	International Longshoremen & Warehousemen's Unions, CIO.
IOE	International Union of Steam & Operating Engineers.
IUP	Inlandboatmen's Union of the Pacific.
LU	Local union.
MEBA	National Marine Engineers Beneficial Association.
MMP	International 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	Sheet Metal 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, 1954

Carrier.	Sleeping-car conductors	Sleeping-car porters, attendants and maids	Machinists	Blacksmiths	Sheet metal workers	Electrical workers	Carmen	Powerhouse employees and railway shop laborers	Chaufeurs, 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. 50.

TABLE 12C.—Collective labor agreements and employee representation on principal airline carriers as of June 30, 1954

	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.....	ALPA.....	-----	-----	-----	IAM.....	ALDA.....	-----	ALSSA.....	-----	-----
American Airlines, Inc.....	ALPA.....	ACFEA.....	ALCEA.....	-----	IAW.....	ALDA.....	-----	ALSSA ¹³	-----	-----
Allegheny Airlines.....	ALPA.....	-----	-----	-----	IAW ¹	SA.....	-----	ALSSA.....	-----	ALSSA ²⁰
Braniff Airways, Inc.....	ALPA.....	ALPA.....	ALCEA.....	-----	ACMA.....	ATDA.....	BRC.....	ALSSA.....	UAW.....	SAM ¹⁶
Capital Airlines, Inc.....	ALPA.....	ALPA.....	ALCEA.....	-----	IAW.....	ALDA.....	BRC.....	ALSSA ¹³	-----	UTSE ^{8 15} ; IAM ¹⁰
Colonial Airlines, Inc.....	ALPA.....	-----	IAW.....	-----	IAW.....	ALDA.....	IAW.....	ALSSA ¹³	-----	IAM ¹⁸
Continental Airlines, Inc.....	ALPA.....	FES.....	-----	-----	UAW ¹²	ALDA.....	-----	ALSSA ¹³	UAW.....	SAM ¹⁵ ; IAM ²⁵
Delta-C&S Airlines, Inc. (formerly Delta Airlines, Inc. and Chicago & Southern Airlines, Inc.).	ALPA.....	FEIA.....	ACCOA.....	-----	UAW ¹²	ALDA.....	-----	ALSSA ¹³	-----	-----
Eastern Airlines, Inc.....	ALPA.....	FEIA.....	ALCEA.....	-----	IAW ⁷	-----	-----	ALSSA.....	-----	-----
Flying Tiger Lines, Inc.....	ALPA.....	IAW.....	ACCOA.....	ACNA.....	IAW.....	-----	IAW ⁷	LASSA.....	IAW.....	IBTCW&H ¹⁰
Frontier Airlines, Inc.....	ALPA.....	-----	-----	-----	IAW.....	ALDA.....	-----	ALSSA.....	-----	SA ²⁶
Mohawk Airlines, Inc.....	ALPA.....	-----	-----	-----	ACMA.....	ALDA.....	-----	ALSSA.....	-----	ALSSA ²⁰
National Airlines, Inc.....	ALPA.....	FEIA.....	ALCEA.....	-----	IAW.....	ALDA.....	IAW.....	ALSSA ¹³	-----	-----
North Central.....	ALPA.....	-----	-----	-----	IAW.....	ALDA [*]	ALAA.....	ALSSA.....	-----	-----
Northeast Airlines, Inc.....	ALPA.....	-----	ROU.....	-----	IAW.....	ALDA.....	IAW.....	ALSSA ¹³	-----	-----
Northwest Airlines, Inc.....	ALPA.....	IAW.....	ALCEA.....	ACNA.....	IAW ¹	ALDA.....	IAW ⁵ ; BRC.....	ALSSA.....	IAW.....	IBTCW&H ¹⁰ ; IAM ^{11 15 18 21} ; SAM ¹⁵ ; ALAA ²⁰
Pacific Northern Airlines.....	-----	-----	-----	-----	ACMA.....	ALDA.....	-----	-----	-----	-----

Pan American World Airways, Inc.	ALPA	FEIA	TWU ¹	TWU	ALDA	IAM ⁸ BRC ⁴	TWU	TWU	TWU ^{11 14} ; AMA ¹⁶ ; UTSE ¹²
Piedmont Aviation, Inc.	ALPA				ALDA		ALSSA		
Pioneer Airlines	ALPA				ALDA		ALSSA		
Slick Airways, Inc.	ALPA	SA		ALA				ALA	ALA ⁷
Southwest Airways, Inc.	ALPA			IAM ¹	ALDA		ALSSA		
Trans World Airlines, Inc.	ALPA	FEIA	ACCOA ² ALNA TWU	IAM ^{14 13}	ALDA		ALSSA	IAM	IAM ²² ; IBTCH&W ²³
Trans Pacific Airlines, Ltd.	ALPA			IAM	ALDA	IAM ^{7 10}	IAM		
Trans Texas Airways	ALPA			IAM					
United Air Lines, Inc.	ALPA	FEIA	ALCEA ² TWU	IAM	ALDA	IAM ^{7 10}	ALSSA ¹³	IAM	SAM ¹⁶ ; IAM ^{11 21}
Western Air Lines, Inc.	ALPA	ACFEA	ALEA	ACMA	ALDA	BRC	ALSSA ¹³		UAW-19.
Hawaiian Air Lines, Ltd.	ALPA	SA		IAM	SA	IAM	SA ¹³	IAM	

FOOTNOTES

¹ Also represents stockroom personnel.

² Includes flight radio officers.

³ Fire inspectors.

⁴ Includes teletype operators.

⁵ Stockroom personnel only.

⁶ Station managers only.

⁷ Represents stockroom personnel and cargo handlers.

⁸ Redcaps, ushers, and porters.

⁹ Stationary firemen.

¹⁰ Truck drivers.

¹¹ Restaurant and flight-kitchen personnel.

¹² Marine-terminal porters.

¹³ Stewardesses only.

¹⁴ Also represents commissary clerks.

¹⁵ Unskilled workers.

¹⁶ Meteorologists.

¹⁷ Technical engineers, architects, draftsmen, below rank of officials.

¹⁸ Mechanical-department foremen and/or supervisors of mechanics.

¹⁹ District maintenance managers, maintenance foremen, and assistant foremen.

²⁰ Flight agents.

²¹ Guards.

²² Food-unit employees.

²³ Truck drivers.

²⁴ Link-trainer instructors.

²⁵ Commissary employees.

²⁶ Station agents.

SYMBOLS

ACCOA	Air Carrier Communication Operator's Association.
ACMA	Air Carrier Mechanics Association, International.
ACNA	Air Carrier Navigators Association, International.
ALA	Airfreight Labor Association.
ACFEA	Air Carrier Flight Engineers Association, International.
ALAA	Air Line Agents Association, International.
ALCEA	Air Line Communication Employees Assn. (Unaffiliated).
ALDA	Air Line Dispatchers Association, AFL.
ALPA	Air Line Pilots Association, International.
ALSSA	Air Line Stewards & Stewardesses Assn., International.
AMA	Airline Meteorologists 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, CIO.
SA	System Association, committee or individual.
FES	Flight Engineers Society.

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 1935-54, inclusive

ALL DIVISIONS							
Cases	20-year period 1935-54	1954	1953	1952	1951	1950	1949
Open and on hand at beginning of period.....	-----	3,388	4,717	3,855	3,548	3,271	2,722
New cases docketed.....	42,061	1,601	2,090	2,815	2,027	2,342	1,875
Total number of cases on hand and docketed.....	42,061	4,989	6,807	6,670	5,575	5,623	4,597
Cases disposed of.....	38,750	1,678	3,419	1,953	1,720	2,072	1,326
Decided without referee.....	10,129	139	197	184	258	265	242
Decided with referee.....	14,535	772	1,181	1,335	1,217	1,188	818
Withdrawn.....	14,086	767	2,041	434	245	619	266
Open cases on hand close of period.....	3,311	3,311	3,388	4,717	3,855	3,551	3,271
Heard.....	800	800	750	4,190	904	763	1,340
Not heard.....	2,511	2,511	2,638	527	2,951	2,788	1,931
FIRST DIVISION							
Open and on hand at beginning of period.....	-----	2,825	4,186	3,472	3,167	2,842	2,347
New cases docketed.....	32,107	1,000	1,431	2,027	1,415	1,766	1,226
Total number of cases on hand and docketed.....	32,107	3,825	5,617	5,499	4,582	4,608	3,573
Cases disposed of.....	29,309	1,027	2,792	1,313	1,110	1,438	732
Decided without referee.....	8,563	76	155	128	221	221	165
Decided with referee.....	8,120	237	658	802	701	669	389
Withdrawn.....	12,617	714	1,979	383	188	548	177
Open cases on hand close of period.....	2,798	2,798	2,825	4,186	3,472	3,170	2,842
Heard.....	403	403	289	3,796	626	468	1,062
Not heard.....	2,395	2,395	2,536	390	2,846	2,702	1,780
SECOND DIVISION							
Open and on hand at beginning of period.....	-----	54	66	57	31	34	34
New cases docketed.....	1,852	123	109	110	95	63	63
Total number of cases on hand and docketed.....	1,852	177	175	167	126	97	97

TABLE 13.—Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal years 1935-54, inclusive—Continued

SECOND DIVISION—Continued

Cases	20-year period 1935-54	1954	1953	1952	1951	1950	1949
Cases disposed of.....	1,791	116	121	101	69	66	63
Decided without referee.....	600	31	16	19	11	13	10
Decided with referee.....	899	73	99	73	51	45	43
Withdrawn.....	292	12	6	9	7	8	10
Open cases on hand close of period.....	61	61	54	66	57	31	34
Heard.....	51	51	39	24	49	24	24
Not heard.....	10	10	15	32	8	7	10

THIRD DIVISION

Open and on hand at beginning of period.....	-----	477	417	306	328	362	338
New cases docketed.....	7,094	404	463	575	459	420	495
Total number of cases on hand and docketed.....	7,094	881	880	881	787	782	833
Cases disposed of.....	6,666	453	403	464	481	454	471
Decided without referee.....	738	24	19	30	31	10	42
Decided with referee.....	4,909	396	344	401	420	412	358
Withdrawn.....	1,019	33	40	33	40	32	71
Open cases on hand close of period.....	428	428	477	417	306	328	362
Heard.....	332	332	405	324	221	254	235
Not heard.....	96	96	72	93	85	74	127

FOURTH DIVISION

Open and on hand at beginning of period.....	-----	32	48	20	22	33	3
New cases docketed.....	1,008	74	87	103	58	103	91
Total number of cases on hand and docketed.....	1,013	106	135	123	80	136	94
Cases disposed of.....	984	82	103	75	60	114	61
Decided without referee.....	228	8	7	7	5	21	25
Decided with referee.....	598	66	80	59	45	62	28
Withdrawn.....	158	8	16	9	10	31	8
Open cases on hand close of period.....	24	24	32	48	20	22	33
Heard.....	14	14	17	36	8	17	19
Not heard.....	10	10	15	12	12	5	14

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 1954 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 1935-54. 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 42,061 cases docketed by the Board since it began operation, 32,107 have been docketed by the first division. Thus for the 20-year period during which the National Railroad Adjustment Board has been in operation, the first division has accounted for 74 percent of all cases docketed.

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		
Carey, James P.....	Chicago, Ill.....	Aug. 20, 1953	11
Scott, John Thad, Jr. ¹	Houston, Tex.....	Aug. 3, 1953	39
Loring, Charles ¹	Tucson, Ariz.....	Sept. 14, 1953	49
Yeager, John W.....	Lincoln, Nebr.....	Nov. 30, 1953	43
Carey, James P.....	Chicago, Ill.....	Jan. 15, 1954	40
Johnson, Howard A.....	Butte, Mont.....	Apr. 5, 1954	40
Yeager, John W.....	Lincoln, Nebr.....	Apr. 8, 1954	31
McMahon, Donald F.....	Oklahoma City, Okla.....	Apr. 30, 1954	38
Leedom, Boyd ¹	Pierre, S. Dak.....	May 19, 1954	40

SECOND DIVISION

Wenke, Adolph E.....	Lincoln, Nebr.....	Aug. 5, 1953	21
Gilden, Harold M.....	Chicago, Ill.....	Aug. 25, 1953	1
Gilden, Harold M.....	do.....	Sept. 3, 1953	2
Wenke, Adolph E. ¹	Lincoln, Nebr.....	Oct. 19, 1953	32
Carter, Edward F. ¹	do.....	Mar. 25, 1954	48

THIRD DIVISION

Whiting, Dudley E.....	Detroit, Mich.....	Aug. 3, 1953	37
McMahon, Donald F. ¹	Oklahoma City, Okla.....	Sept. 11, 1953	18
Ferguson, Emmett.....	Lafayette, Ind.....	Sept. 14, 1953	35
Wyckoff, Hubert ²	Watsonville, Calif.....	Oct. 8, 1953	32
Leiserson, William M.....	Washington, D. C.....	Nov. 5, 1953	2
Leiserson, William M.....	do.....	Nov. 5, 1953	32
Sharpe, Edward M.....	Bay City, Mich.....	Nov. 30, 1953	21
Sharpe, Edward M.....	do.....	Nov. 30, 1953	2
Rader, Leroy A.....	Storm Lake, Iowa.....	Dec. 28, 1953	44
Simmons, Robert G.....	Lincoln, Nebr.....	Jan. 15, 1954	2
Shake, Curtis G.....	Vincennes, Ind.....	Feb. 25, 1954	38
Bakke, Norris C.....	Silver Spring, Md.....	Mar. 4, 1954	40
Robertson, Francis J.....	Washington, D. C.....	Apr. 2, 1954	36
Donaldson, J. Glenn.....	Denver, Colo.....	May 20, 1954	33
Parker, Jay S. ³	Topeka, Kans.....	June 21, 1954	40

FOURTH DIVISION

Wimberly, Harrington.....	Washington, D. C.....	Nov. 24, 1953	17
Simmons, Robert G.....	Lincoln, Nebr.....	Jan. 11, 1954	7
Ferguson, Emmett.....	Lafayette, Ind.....	Apr. 2, 1954	20

¹ Appointed for first time during fiscal year 1954.

² Selected by NRAB Division and appointment made by an addendum to certificate of appointment.

³ Selected by NRAB Division.

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
Wimberly, Harrington	Washington, D. C.	Aug. 24, 1953	Wabash RR. Co. and National Maritime Union of America.
Yeager, John W.	Lincoln, Nebr.	Sept. 11, 1953	Missouri Pacific RR. Co. and Brotherhood of Sleeping Car Porters.
Fitzsimons, John F.	Forest Hills, N. Y.	Sept. 14, 1953	Pennsylvania RR. Co. and Dining Car and Railroad Food Workers Union.
Kiernan, James P.	Venice, Fla.	Sept. 15, 1953	Pan American World Airways, Inc., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Miami Field Board of Adjustment).
Miller, Joseph L.	Washington, D. C.	Sept. 16, 1953	Pennsylvania RR. Co. and United Railroad Workers of America, CIO.
Yeager, John W.	Lincoln, Nebr.	Sept. 25, 1953	Missouri Pacific RR. Co. and Brotherhood of Sleeping Car Porters.
Miller, Joseph L.	Washington, D. C.	do.	Pennsylvania RR. Co. and United Railroad Workers of America, CIO.
Wimberly, Harrington	do.	Oct. 2, 1953	Pan American World Airways, Inc., and Transport Workers Union of America, CIO (Atlantic Division Field Board of Adjustment).
Warren, Edgar L.	Los Angeles, Calif.	Oct. 8, 1953	Union Pacific RR. Co. and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express, and Station Employees.
Cluster, H. Raymond	Baltimore, Md.	Oct. 12, 1953	British Overseas Airways Corp. and International Association of Machinists.
Leahy, Daniel A.	Albany, N. Y.	Oct. 16, 1953	Mohawk Airlines, Inc., and Air Carrier Mechanics Association, International.
Clay, Henry J.	New York, N. Y.	Oct. 23, 1953	Pan American World Airways, Inc., and Transport Workers Union of America, CIO (Atlantic Division Field Board of Adjustment).
Wirtz, Willard W.	Winnetka, Ill.	Oct. 28, 1953	North Central Air Lines, Inc., and Air Line Pilots Association, International.
Elkouri, Frank	Norman, Okla.	Nov. 5, 1953	Trans-Texas Airways and Air Line Pilots Association, International.

See footnotes at end of table.

Referees appointed—Continued
SYSTEM BOARD OF ADJUSTMENT

Name	Residence	Date of appointment	Parties
Guthrie, Paul N.....	Chapel Hill, N. C.....	Nov. 5, 1953	Eastern Airlines and International Association of Machinists.
Yeager, John W.....	Lincoln, Nebr.....	Nov. 24, 1953	Trans World Airlines, Inc., and International Association of Machinists.
Stowe, David H.....	Washington, D. C.....	Nov. 30, 1953	Capital Airlines and International Association of Machinists.
Sanders, Paul H.....	Nashville, Tenn.....	Dec. 2, 1953	Southern Airways, Inc., and Air Carrier Mechanics Association, International.
Lindquist, Leonard E...	Minneapolis, Minn...	Jan. 7, 1954	North Central Airlines, Inc., and Airline Agents Association, International.
Ferguson, Emmett.....	Lafayette, Ind.....	Jan. 15, 1954	Trans World Airways, Inc., and International Association of Machinists.
Lindquist, Leonard E...	Minneapolis, Minn...	Jan. 26, 1954	Northwest Airlines, Inc., and Air Line Stewards and Stewardesses Association, International.
Wallen, Saul.....	Boston, Mass.....	Feb. 24, 1954	Eastern Airlines and International Association of Machinists.
Begley, Thomas.....	Cleveland, Ohio.....	.....do.....	Pennsylvania R.R. Co. and Brotherhood of Maintenance-of-Way Employees.
Singer, Morton.....	New York, N. Y.....	Mar. 19, 1954	Pan American World Airways, Inc., and International Association of Machinists.
Lindquist, Leonard E...	Minneapolis, Minn...	Apr. 1, 1954	Trans World Airlines, Inc., and International Association of Machinists.
Dodd, Paul A.....	Los Angeles, Calif.....	Apr. 6, 1954	Slick Airways, Inc., merging with Flying Tiger Line, Inc., and International Association of Machinists and Air Freight Labor Association (Individual).
Warren, Edgar L.....	.....do.....	.....do.....	Airline Transport Carriers, Inc., and International Association of Machinists, Lodge 1903.
Kiernan, James P.....	Venice, Fla.....	Apr. 9, 1954	Pan American World Airways, Inc., and Transport Workers Union of America, CIO (Miami Field Board of Adjustment).
Leedom, Boyd Stewart...	Pierre, S. Dak.....	.....do.....	Northwest Airlines, Inc., and General Drivers, Helpers and Truck Terminal Employees Union, Local 120, I. B. of T. C. W. and H. of A.
Fitzsimons, John F.....	Forest Hills, N. Y.....	.....do.....	Pan American World Airways, Inc., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
Elkouri, Frank.....	Norman, Okla.....	Apr. 12, 1954	Braniff Airways and Air Line Pilots Association, International.
Rogers, Daniel C.....	Fayette, Mo.....	May 3, 1954	Trans World Airlines, Inc., and International Association of Machinists.
Guthrie, Paul M.....	Chapel Hill, N. C.....	May 20, 1954	Eastern Air Lines, Inc., and International Association of Machinists.
Drake, Robert T.....	Chicago, Ill.....	.....do.....	Trans World Airlines, Inc., and Air Line Stewards and Stewardesses Association, International.
Daugherty, Carroll.....	Evanston, Ill.....	May 21, 1954	Trans World Airlines, Inc., and Air Line Pilots Association, International.
Miller, Joseph L.....	Washington, D. C.....	.....do.....	Eastern Air Lines, and Air Line Pilots Association, International.
Kiernan, James P.....	Venice, Fla.....	May 24, 1954	Pan American World Airways, Inc., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Miami Field Board of Adjustment).
Guthrie, Paul N.....	Chapel Hill, N. C.....	May 26, 1954	Southern Airways, Inc., and Air Carrier Mechanics Association, International.

¹ Appointed under provision of Union Shop Agreement.

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 1954, this Board was called upon to interpret the terms of 10 mediation agreements. At the conclusion of the fiscal year 6 requests had been disposed of while 4 requests were pending. Since the passage of the 1934 amendment to the act, the Board has disposed of 31 cases under the provisions of section 5, second, of the Railway Labor Act as compared to a total of 2,427 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 Department of Interior Building, Eighteenth and E 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.
Tedford E. Schoonover.
H. Albert Smith.
Frank K. Switzer.
Thomas A. Tracy.
Charles F. Wahl.

Accounting of all moneys appropriated by Congress for the fiscal year 1954, 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.....	¹ 348, 000
Total appropriations.....	<u>777, 000</u>
Obligations:	
Salaries, National Mediation Board.....	318, 340
Travel expenses.....	93, 150
Other expenses.....	17, 510
Total operating expenses.....	<u>429, 000</u>
Expenses, arbitration and emergency boards.....	<u>303, 170</u>
Grand total.....	<u>732, 170</u>
Unobligated balances:	
Salaries and expenses.....	
Arbitration and emergency boards.....	44, 830
Total unobligated.....	<u>44, 830</u>

¹ Includes \$85,000 allocated from Emergency Fund for the President.

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)

BLAKE, R. W., *Chairman*
CASTLE, W. H., *Vice Chairman*

ANDERSON, J. A.	KEMP, J. E.
BARNES, C. R.	LOSEY, T. E.
BORDWELL, H. V. ¹	MCDANIELS, C. E.
BURTNESS, H. W.	MILLER, D. A.
BUTLER, R. M.	ORNDORFF, GERALD
CARTER, P. C. ²	PURCELL, T. F.
DUGAN, C. P.	REESER, H. J.
DUGAN, G. H.	RYAN, W. J.
FEE, L. B.	SARCHET, ROGER
FERN, B. W.	SMITH, V. W.
GOODLIN, C. E. ³	SOMERLOTT, M. E.
HAGERMAN, H. K.	SWAN, O. E.
HICKS, D. H.	SYLVESTER, J. H.
HINKS, J. K. ⁴	TAHNEY, J. P. ⁵
HORSLEY, E. T.	WHITEHOUSE, J. W.
JOHNSON, R. P.	WIESNER, E. W.
KEALEY, C. W.	WRIGHT, GEORGE

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 1954, 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.....	\$497, 000. 00
Expenditures:	
Salaries of employees.....	\$218, 055. 48
Salaries of referees.....	135, 703. 25
Travel expenses (including referees).....	20, 145. 55
Transportation of things.....	120. 89
Communication services.....	7, 501. 80
Printing and binding.....	62, 672. 25
Other contractual services.....	2, 817. 79
Supplies and materials.....	4, 278. 13
Equipment.....	5, 140. 08
Total expenditures.....	456, 435. 22
Unexpended balance.....	40, 564. 78

¹ Replaced L. E. Pangburn, resigned, who replaced T. L. Green, retired.

² Replaced T. F. Purcell, who replaced C. S. Cannon, retired.

³ Replaced A. C. Bowen, retired.

⁴ Replaced B. C. Johnson, resigned.

⁵ Replaced R. A. Walton, resigned.

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

Name	Title	Salary paid	Duties
Howard, Leland.....	Administrative officer.....	\$8, 070. 90	Subject to direction of Board, administers its governmental affairs.
Dillon, Mary E.....	Secretary.....	4, 491. 74	Secretarial, stenographic, accounting, and auditing.
Larson, George.....	Clerk.....	3, 155. 24	Clerical.

FIRST DIVISION

MacLeod, John M.....	Executive secretary.....	\$7, 468. 51	Administration of affairs of Division and subject to its direction.
Pope, Patrick V.....	Assistant executive secretary.....	4, 546. 78	Assists executive secretary.
Mueller, Richard F.....	do.....	642. 25	Do.
Killeen, Bert F.....	Principal clerk-stenographer.....	1, 294. 63	Clerical and stenographic.
Fostof, Evelyn F.....	Secretary.....	4, 445. 37	Secretarial, stenographic, and clerical.
Smith, Margaret J.....	do.....	4, 445. 37	Do.
Blee, Ruth W.....	do.....	4, 319. 85	Do.
Ellwanger, Dorothy M.....	do.....	4, 260. 69	Do.
Karlcock, Mae J.....	do.....	1, 612. 00	Do.
Schroeter, Marie A.....	do.....	4, 194. 31	Do.
Meehan, Elizabeth E.....	do.....	3, 921. 66	Do.
Smith, Joan M.....	do.....	3, 912. 06	Do.
Finnegan, Marian.....	do.....	3, 732. 79	Do.
Gross, Dorothy J.....	do.....	3, 649. 57	Do.
Lewandowski, Jeanette T.....	do.....	3, 731. 34	Do.
Brotman, Sarah.....	do.....	1, 311. 50	Do.
Terangle, Rhoda E.....	Clerk-stenographer.....	3, 441. 29	Stenographic and clerical.
Johnson, Mildred R.....	Secretary.....	1, 416. 42	Secretarial, stenographic, and clerical.
Fox, Doris S.....	Clerk-stenographer.....	3, 423. 79	Stenographic and clerical.
Targett, Margaret F.....	Clerk-typist.....	2, 124. 30	Clerical and typing.
Siegel, Wayne H.....	Clerk.....	3, 297. 39	Clerical.

REFEREES

Carey, James P., Jr., 22½ days at \$75 per day.....	-----	\$1, 687. 50	Sat with Division as member to make awards, upon failure of Division to agree or secure majority vote.
Chappell, E. B., 3¾ days at \$75 per day.....	-----	281. 25	Do.
Daugherty, Carroll R., 59½ days at \$75 per day.....	-----	4, 462. 50	Do.
Johnson, Howard A., 60 days at \$75 per day.....	-----	4, 500. 00	Do.
Leedom, Boyd, 13¼ days at \$75 per day.....	-----	1, 012. 50	Do.
Loring, Charles, 42 days at \$75 per day.....	-----	3, 150. 00	Do.
McGown, Floyd, ½ day at \$75 per day.....	-----	37. 50	Do.
McMahon, Donald F., 43¼ days at \$75 per day.....	-----	3, 243. 75	Do.
Roll, Curtis W., 55 days at \$75 per day.....	-----	4, 125. 00	Do.
Scott, John Thad, Jr., 54 days at \$75 per day.....	-----	4, 050. 00	Do.
Smith, Forrest, 56½ days at \$75 per day.....	-----	4, 237. 50	Do.
Tipton, Ernest M., 2¼ days at \$75 per day.....	-----	206. 25	Do.
Yeager, John W., 107½ days at \$75 per day.....	-----	8, 062. 50	Do.

SECOND DIVISION

Sassaman, Harry J.....	Executive secretary.....	\$7, 366. 24	Administration of affairs of Division and subject to its direction.
Glenn, Allise N.....	Secretary.....	4, 429. 49	Secretarial, stenographic, and clerical.
Groble, Agatha E.....	do.....	4, 445. 37	Do.
Lindberg, Robert L.....	do.....	4, 445. 37	Do.
Morrison, Margaret E.....	do.....	4, 429. 49	Do.
Shaughnessy, Margaret V.....	do.....	4, 395. 82	Do.

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

SECOND DIVISION—Continued

Name	Title	Salary paid	Duties
Williams, Dorothy M.....	Secretary.....	\$4, 445. 37	Secretarial, stenographic, and clerical.
Vought, Marcella R.....	do.....	4, 319. 85	Do.
Sturman, Alta M.....	do.....	4, 194. 31	Do.
Watson, Muriel G.....	do.....	4, 194. 31	Do.
Thomas, Cecelia G.....	do.....	3, 071. 83	Do.
Fountaine, Dorothy T.....	do.....	3, 956. 69	Do.

REFEREES

Carter, Edward F., 51¼ days at \$75 per day.	-----	\$3, 881. 25	Sat with Division as member to make awards, upon failure of division to agree or secure majority vote.
Gilden, Harold M., 4¼ days at \$75 per day.	-----	337. 50	Do.
Wenke, Adolph E., 72 days at \$75 per day.	-----	5, 400. 00	Do.

THIRD DIVISION

Tummon, A. Ivan.....	Executive secretary....	\$7, 150. 15	Administration of affairs of Division and subject to its direction.
Lightner, Hazel I.....	Secretary.....	4, 445. 37	Secretarial, stenographic, and clerical.
Morse, Frances.....	do.....	4, 445. 37	Do.
Anderson, Loreto C.....	do.....	4, 319. 85	Do.
Anderson, Kouise S.....	do.....	4, 183. 80	Do.
Balskey, Clare Virginia.....	do.....	4, 319. 85	Do.
Sanford, Jewel C.....	do.....	4, 299. 17	Do.
Killeen, Eugene C.....	do.....	4, 101. 48	Do.
Smith, Lois E.....	do.....	4, 194. 31	Do.
Karlcek, Blanche R.....	do.....	3, 450. 76	Do.
Sommerfeld, Carol A.....	do.....	3, 452. 70	Do.
Frey, Catherine E.....	do.....	3, 508. 63	Do.
Targett, Margaret F.....	do.....	996. 78	Do.
Griswold, Edgar M.....	Clerk.....	3, 396. 16	Clerical.

REFEREES

Bakke, Norris C., 90¼ days at \$75 per day.	-----	\$6, 768. 75	Sat with Division as member to make awards, upon failure of division to agree or secure majority vote.
Begley, Thomas C., 2¼ days at \$75 per day.	-----	187. 50	Do.
Carter, Edward F., 2 days at \$75 per day.	-----	150. 00	Do.
Donaldson, J. Glenn, 20¼ days at \$75 per day.	-----	1, 518. 75	Do.
Elkouri, Frank, 47¼ days at \$75 per day.	-----	3, 562. 50	Do.
Ferguson, Emmett, 78¾ days at \$75 per day.	-----	5, 906. 25	Do.
Kellther, Peter M., 35 days at \$75 per day.	-----	2, 625. 00	Do.
Leiserson, William M., 118¼ days at \$75 per day.	-----	8, 959. 50	Do.
McMahon, Donald F., 114¼ days at \$75 per day.	-----	8, 606. 25	Do.
Messmore, Fred W., 4 days at \$75 per day.	-----	300. 00	Do.
Munro, Angus, 3¼ days at \$75 per day.	-----	262. 50	Do.
Rader, LeRoy A., 107¼ days at \$75 per day.	-----	8, 043. 75	Do.
Robertson, Francis J., 33 days at \$75 per day.	-----	2, 475. 00	Do.
Shake, Curtis W., 28¼ days at \$75 per day.	-----	2, 137. 50	Do.
Sharpe, Edward M., 42¾ days at \$75 per day.	-----	3, 206. 25	Do.
Simmons, Robert G., 12¼ days at \$75 per day.	-----	937. 50	Do.
Smith, Livingston, 75¼ days at \$75 per day.	-----	5, 643. 75	Do.

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

REFEREES—Continued

Name	Title	Salary paid	Duties
Wenke, Adolph E., 21 days at \$75 per day.	-----	\$1,575.00	Sat with Division as member to make awards, upon failure of division to agree or secure majority vote.
Whiting, Dudley E., 57 days at \$75 per day.	-----	4,275.00	Do.
Wyckoff, Hubert, 60¾ days at \$75 per day.	-----	4,556.25	Do.

FOURTH DIVISION

Parkhurst, Raymond B.	Executive Secretary...	\$8,070.90	Administration of affairs of Division and subject to its direction.
Humfreville, Muriel Long.....	Secretary	4,395.82	Secretarial, stenographic, and clerical.
Zimmerman, R. Hazel.....	.....do.....	4,445.37	Do.
Adams, Henrietta.....	.....do.....	4,275.12	Do.

REFEREES

Bailer, Lloyd H., 56 days at \$75 per day.	-----	\$4,200.00	Sat with Division as member to make awards, upon failure of division to agree or secure majority vote.
Carey, James P., Jr., 30¾ days at \$75 per day.	-----	2,300.00	Do.
Ferguson, Emmet 55¾ days at \$75 per day.	-----	4,181.25	Do.
Simmons, Robert G., 26 days at \$75 per day.	-----	1,950.00	Do.
Wimberly, Harrington, 36 days at \$75 per day.	-----	2,700.00	Do.

FIRST DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

39 South La Salle Street, Chicago 3, Ill.

ORGANIZATION OF THE DIVISION, FISCAL YEAR 1953-54

C. E. McDANIELS, *Chairman*

HAROLD W. BURTNESS, *Vice Chairman*

HAROLD V. BORDWELL ¹
 GEORGE H. DUGAN
 B. W. FERN
 T. L. GREEN ²
 J. K. HINKS ³
 B. C. Johnson ⁴

C. W. KEALEY
 D. A. MILLER
 LAWRENCE E. PANGBURN ⁵
 H. J. REESER
 O. E. SWAN

J. M. MACLEOD, *Executive Secretary*

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.

¹ Succeeded L. E. Pangburn March 1, 1954.

² Retired November 1, 1953.

³ Succeeded B. C. Johnson November 30, 1953.

⁴ Appointed Senior Vice President, ORC, November 30, 1953.

⁵ Succeeded T. L. Green November 1, 1953; resigned March 1, 1954.

TABLE 1—Cases docketed fiscal year 1953-54; classified according to carrier party to submission

Name of carrier	Number of cases docketed	Name of carrier	Number of cases docketed
Akron, Canton & Youngstown Ry.....	1	Joint Texas Division of:	
Alton & Southern RR.....	2	Chicago, Rock Island & Pacific RR:	
Ann Arbor RR.....	1	Fort Worth & Denver Ry..	4
Atchison, Topeka & Santa Fe Ry.—Coast.....	2	Kansas City Southern Ry.....	18
Atchison, Topeka & Santa Fe Ry.—East and West.....	23	Kansas City Terminal Ry.....	1
Atlanta & West Point RR.....	2	Kentucky & Indiana Terminal RR.....	8
Atlantic Coast Line RR.....	14	Lehigh Valley RR.....	22
Baltimore & Ohio RR.....	87	Long Island RR.....	7
Baltimore & Ohio Chicago Terminal RR.....	1	Louisiana & Arkansas Ry.....	8
Bangor & Aroostook RR.....	2	Louisville & Nashville RR.....	8
Birmingham Southern RR.....	1	Maine Central RR.....	2
Boston & Maine RR.....	7	Milwaukee-Kansas City Southern Joint Agency.....	4
Buffalo Creek RR.....	3	Minneapolis & St. Louis Ry.....	2
Central Railroad Co. of New Jersey.....	2	Minneapolis, St. Paul & Sault Ste. Marie RR.....	2
Central of Georgia Ry.....	18	Mississippi Central RR.....	2
Charleston & Western Carolina Ry.....	1	Missouri Pacific RR.....	3
Chesapeake & Ohio Ry.....	46	Monongahela RR.....	1
Chicago & Eastern Illinois RR.....	2	Nashville, Chattanooga & St. Louis Ry.....	2
Chicago & North Western Ry.....	79	New Orleans & North Eastern RR & New Orleans Terminal Co.....	1
Chicago, Burlington & Quincy RR.....	10	Norfolk & Portsmouth Belt Line RR.....	5
Chicago Great Western Ry.....	6	Norfolk & Western Ry.....	1
Chicago, Indianapolis & Louisville Ry.....	1	Northern Pacific Terminal Co. of Oregon.....	1
Chicago Junction Ry.....	1	Northwestern Pacific RR.....	4
Chicago, Milwaukee, St. Paul & Pacific—East.....	63	Northern Pacific Ry.....	2
Chicago, Milwaukee, St. Paul & Pacific—West.....	5	Pacific Electric Ry.....	5
Chicago, North Shore & Milwaukee Ry.....	2	Pennsylvania RR—Central.....	4
Chicago, Rock Island & Pacific RR.....	11	Pennsylvania RR—East.....	14
Chicago, St. Paul, Minneapolis & Omaha Ry.....	4	Pennsylvania RR—West.....	3
Cincinnati, New Orleans & Texas Pacific Ry.....	2	Philadelphia, Bethlehem & New England RR.....	3
Cleveland, Cincinnati, Chicago & St. Louis Ry.....	3	Pittsburgh & Lake Erie RR.....	1
Clinchfield RR.....	1	Reading Co.....	38
Colorado & Southern Ry.....	2	Richmond, Fredericksburg & Potomac RR.....	3
Cuyahoga Valley Ry.....	2	St. Louis-San Francisco Ry.....	1
Delaware & Hudson RR.....	15	St. Louis Southwestern Ry.....	8
Delaware, Lackawanna & Western RR.....	47	Seaboard Air Line RR.....	24
Denver and Rio Grande Western RR.....	19	South Buffalo Ry.....	9
Des Moines Union Ry.....	6	South Omaha Terminal Ry.....	1
Elgin, Joliet & Eastern Ry.....	1	Southern Pacific—Pacific.....	43
Erie Ry.....	2	Southern Pacific—Texas and Louisiana.....	2
Florida East Coast Ry.....	26	Southern Ry.....	24
Fort Worth & Denver Ry.....	13	Spokane, Portland & Seattle Ry.....	1
Georgia, Southern & Florida Ry.....	1	Tacoma Municipal Belt.....	3
Grand Trunk Western RR.....	9	Terminal Railroad Association of St. Louis.....	1
Great Northern Ry.....	27	Texas & New Orleans RR.....	1
Gulf, Colorado & Santa Fe Ry.....	7	Texas & Northern Ry.....	1
Gulf, Mobile & Ohio RR.....	2	Texas & Pacific Ry.....	1
Illinois Central RR.....	5	Union Depot Co.—Columbus, Ohio.....	2
		Union Pacific RR.—Central District.....	1

TABLE 1—Cases docketed fiscal year 1953-54; classified according to carrier party to submission—Continued

Name of carrier	Number of cases docketed	Name of carrier	Number of cases docketed
Union Pacific R.R.—Eastern District.....	19	Union Terminal Co.—Dallas.....	1
Union Pacific R.R.—Northwestern District.....	8	Virginian Ry.....	2
Union Pacific R.R.—South Central District.....	11	Western Maryland Ry.....	21
Union Railroad—Pittsburgh.....	7	Western Pacific RR.....	41
		Wichita Falls & Southern RR.....	1
		Total.....	1, 000

TABLE 2.—Cases docketed fiscal year 1953-54; classified according to organization party to submission

Name of organization	Number of cases docketed	Name of organization	Number of cases docketed
Engineers.....	121	Trainmen.....	395
Engineers—Firemen.....	21	Switchmen's Union of North America.....	87
Engineers—Firemen—Conductors.....	1	Railroad Industrial Union.....	16
Engineers—Firemen—Trainmen.....	1	United Railroad Operating Crafts.....	10
Engineers—Firemen—Conductors—Trainmen.....	2	United Steelworkers of America, CIO.....	1
Engineers—Trainmen.....	1	Individual.....	18
Firemen.....	255		
Firemen—Trainmen.....	3	Total.....	1, 000
Conductors.....	58		
Conductors—Trainmen.....	10		

SECOND DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago 4, Ill.

E. W. WIESNER, *Chairman*
M. E. SOMERLOTT, *Vice Chairman*
J. A. ANDERSON
R. W. BLAKE
C. E. GOODLIN ¹

D. H. HICKS
R. P. JOHNSON
T. E. LOSEY
T. F. PURCELL ²
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 employes, 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 employes.

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 the procedure necessary to properly present cases to this Division for adjustment. Some of the correspondents recite their complaints of an alleged violation of rules in existing agreements; others make an attempt to file cases with the Division from properties upon which System Boards of Adjustment exist; and still others present disputes which may develop into cases that should properly be referred to this Division for adjudication. These potential cases, fifty-three (53) in number, developed during the fiscal year ending June 30, 1954, and, in addition, much correspondence was carried on in connection with similar potential cases listed in our report for previous fiscal years. Many of these cases required special study and consideration which involved a great deal 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.

¹ Appointed to succeed Mr. A. C. Bowen, January 1, 1954.

² Appointed to succeed Mr. C. S. Cannon, September 1, 1953.

TABLE 1.—*Carriers party to cases docketed*

	<i>Number of cases</i>		<i>Number of cases</i>
Alton and Southern RR.....	1	Missouri-Kansas-Texas RR. Co. of Texas.....	1
American Refrigerator Transit Co.....	1	Missouri Pacific RR. Co.....	6
Atchison, Topeka & Santa Fe Ry. Co.....	21	Nashville, Chattanooga & St. Louis Ry., The.....	1
Atlantic Coast Line RR. Co.....	1	New York, Chicago & St. Louis RR. Co., The.....	1
Buffalo Creek & Gauley RR.....	1	Pennsylvania RR. Co., The.....	26
Chesapeake & Ohio Ry. Co.....	3	Pittsburgh & West Virginia Ry. Co., The.....	1
Chicago & Eastern Illinois RR.....	2	Port Terminal RR. Association.....	2
Chicago, Burlington & Quincy RR.....	1	Pullman Co., The.....	10
Chicago Great Western Ry.....	1	Reading Co.....	2
Chicago, Rock Island & Pacific RR. Co.....	1	St. Louis-San Francisco Ry. Co.....	2
Donora Southern RR. Co.....	1	Seaboard Air Line RR. Co.....	1
Elgin, Joliet & Eastern Ry. Co.....	1	Southern Pacific Co. (Pacific Lines).....	3
Great Northern Ry. Co.....	4	Southern Ry. Co.....	4
Illinois Central RR. Co.....	3	Texas & Pacific Ry. Co., The.....	2
International-Great Northern RR. Co.....	2	Union Pacific RR.....	2
Kansas City Terminal Ry. Co.....	1	Union Termial Co. (Dallas, Tex.).....	1
Lake Terminal RR. Co., The.....	5	Wabash RR. Co.....	2
Lehigh Valley RR. Co.....	1		
Long Island RR. Co., The.....	1		
Louisville & Nashville RR. Co.....	4	Total.....	123

TABLE 2.—*Organizations, etc., party to cases docketed*

	<i>Number of cases</i>		<i>Number of cases</i>
Brotherhood Railway Carmen of America.....	41	International Brotherhoods of Boilermakers, Iron Ship Build- ers, Blacksmiths, Forgers and Helpers ¹	4
International Brotherhood of Electrical Workers.....	12	Federated Trades.....	2
International Association of Machinists.....	11	United Railroad Workers of America, CIO.....	24
International Brotherhood of Firemen and Oilers.....	12	United Steel Workers of America CIO.....	5
Sheet Metal Workers Interna- tional Association.....	2	Individually submitted cases, etc.....	16
		Total.....	123

¹ This organization represents an amalgamation of the International Brotherhood of Blacksmiths, Drop Forgers and Helpers with the International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America. Of the 4 cases shown above, 3 involved employees of the boilermaker craft; the other, involved an employee of the blacksmith craft.

THIRD DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago 4, Ill.

ROGER SARCHET, *Chairman*
R. M. BUTLER, *Vice Chairman*
C. R. BARNES
W. H. CASTLE
C. P. DUGAN

E. T. HORSLEY
J. E. KEMP
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, sleeping-car conductors, sleeping-car porters and maids, and dining-car employees. This division shall consist of 10 members, 5 of whom shall be selected by the carriers and 5 by the national labor organizations of employees (pars. (h) and (c), sec. 3, First, Railway Labor Act, 1934).

Report of cases handled by the Third Division fiscal year 1954

	<i>Number of cases</i>		<i>Number of cases</i>
Open and on hand July 1, 1953.....	477	Deadlocked.....	371
Docketed.....	404	Decided by referee.....	396
Heard.....	304	Open and on hand June 30, 1954.....	428
Decided.....	453	Interpretations.....	13
Withdrawn.....	33		

TABLE 1.—Carriers party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
Akron, Canton & Youngstown.....	1	Kansas City Terminal.....	8
Atchison, Topeka & Santa Fe.....	17	Kentucky & Indiana Terminal.....	1
Atlanta & West Point.....	2	Lake Terminal.....	3
Atlanta Joint Terminal.....	1	Long Island.....	4
Atlantic Coast Line.....	15	Louisiana & Arkansas.....	2
Baltimore & Ohio.....	15	Louisville & Nashville.....	3
Birmingham Southern.....	1	Maine Central.....	1
Boston & Maine.....	9	Midland Valley.....	2
Brooklyn Eastern District Ter- minal.....	1	Missouri-Kansas-Texas.....	2
Central of Georgia.....	6	Missouri Pacific RR.....	12
Central Railroad of New Jersey.....	4	Monongahela connecting rail- road.....	1
Chesapeake & Ohio.....	2	Nashville, Chattanooga & St. Louis.....	1
Chicago & Eastern Illinois.....	1	New Orleans Terminal.....	1
Chicago & North Western.....	2	New York Central.....	11
Chicago & Western Indiana.....	1	New York, Chicago & St. Louis.....	1
Chicago, Burlington & Quincy.....	10	New York, New Haven & Hart- ford.....	4
Chicago Great Western.....	6	New York, Susquehanna & West- ern.....	1
Chicago, Milwaukee, St. Paul & Pacific.....	17	Northern Pacific.....	8
Chicago, North Shore & Mil- waukee.....	3	Norfolk Southern.....	1
Chicago River & Indiana.....	1	Norfolk & Western.....	1
Chicago, Rock Island & Pacific.....	11	Pennsylvania.....	29
Chicago Union Station.....	1	Pittsburgh & West Virginia.....	1
Cincinnati, New Orleans & Texas Pacific.....	2	Pullman.....	20
Cincinnati Union Terminal.....	1	Railway Express.....	16
Colorado & Southern.....	1	Rutland.....	1
Delaware & Hudson.....	1	Sacramento Northern.....	1
Delaware, Lackawanna & West- ern.....	6	St. Louis-San Francisco.....	4
Denver & Rio Grande Western.....	5	St. Louis Southwestern.....	6
Elgin, Joliet & Eastern.....	1	Seaboard Air Line.....	9
Erie.....	4	Southern.....	8
Florida East Coast.....	1	Southern Pacific (Pacific Lines).....	16
Fort Worth & Denver.....	2	Southern Pacific (Texas & Loui- siana).....	1
Fruit Growers Express.....	1	Spokane, Portland & Seattle.....	3
Georgia.....	1	Terminal Railroad Association of St. Louis.....	5
Georgia & Florida.....	2	Texas & Pacific.....	1
Georgia, Southern & Florida.....	1	Union Depot (Columbus).....	1
Grand Trunk Western.....	3	Union Pacific.....	14
Great Northern.....	4	Wabash.....	1
Gulf Coast-IGN.....	5	Western Pacific.....	5
Gulf, Colorado & Santa Fe.....	4	Western Weighing & Inspection Bureau.....	3
Gulf, Mobile & Ohio.....	3	Wichita Union Terminal.....	1
Houston Belt & Terminal.....	6		
Hudson & Manhattan.....	1		
Illinois Central.....	6		
Indiana Harbor Belt.....	1		
Jacksonville Terminal.....	1		
		Total.....	404

TABLE 2.—Organizations party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
American Train Dispatchers Association.....	16	The Order of Railroad Telegraphers.....	84
Brotherhood of Maintenance of Way Employees.....	50	Order of Railway Conductors (Pullman System).....	16
Brotherhood of Railroad Signalmen of America.....	18	United Transport Service Employees of America.....	5
Brotherhood of Railroad Trainmen.....	12	United Railroad Workers of America, CIO.....	1
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.....	171	United Steelworkers of America, CIO.....	1
Brotherhood of Sleeping Car Porters.....	11	Miscellaneous Classes of Employees.....	12
Joint Council of Dining Car Employees.....	7	Total.....	404

FOURTH DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

39 South State Street, Chicago 4, Ill.

V. W. SMITH, Chairman

L. B. FEE

H. K. HAGERMAN, Vice Chairman

W. J. RYAN

P. C. CARTER¹J. P. TAHNEY²R. 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 6 members, 3 of whom shall be selected by the carriers and 3 by the national labor organizations of the employees (par. (h), sec. 3, First, Railway Labor Act, 1934).

TABLE 1.—Carriers party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
Atchison, Topeka & Santa Fe Ry Co.....	8	Indiana Harbor Belt RR.....	1
Baltimore & Ohio RR Co.....	9	Long Island RR Co.....	1
Central Railroad Co. of New Jersey.....	2	Louisiana & Arkansas Ry Co....	2
Chicago & North Western Ry Co.....	3	Missouri-Kansas-Texas RR Co....	1
Chicago & North Western Ry Co.....	3	New York Central RR Co.....	2
Chesapeake & Ohio Ry Co (Pere Marquette District).....	1	New York, Chicago & St. Louis RR Co.....	4
Chesapeake & Ohio Ry Co.....	1	New York, New Haven & Hartford RR Co.....	2
Chicago, Burlington & Quincy RR Co.....	2	Northern Pacific Ry Co.....	1
Chicago Great Western Ry Co....	2	Pennsylvania RR Co.....	1
Chicago, Rock Island & Pacific RR Co.....	2	Pittsburgh & Lake Erie RR Co....	3
Cincinnati Union Terminal Co....	1	Pullman Company.....	1
Colorado & Wyoming Ry Co....	1	St. Louis-San Francisco Ry Co....	3
Delaware & Hudson RR Corp....	1	St. Louis Southwestern Ry Co....	1
Delaware, Lackawanna & Western RR Co.....	1	Seaboard Air Line RR Co.....	2
Grand Trunk Western RR Co....	3	Southern Ry Co.....	3
Houston Belt & Terminal Co....	1	Terminal Railroad Association of St. Louis.....	1
		Union Pacific RR Co.....	6
		Washington Terminal Co.....	1
			74

¹ Appointed effective September 1, 1953, to replace T. F. Purcell, who resigned to accept appointment Member, Second Division.

² Appointed effective March 1, 1954, to replace R. A. Walton, resigned.

TABLE 2.—Organizations—Employees party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
American Ry Supervisors As- sociation-----	9	Miscellaneous Classes of Em- ployes-----	5
Brotherhood of Railroad Train- men-----	4	Railroad Yardmasters of America	35
Brotherhood of Sleeping Car Porters-----	7	Railroad Yardmasters of North America, Inc-----	1
Dining Car Employees Union, Local No. 372-----	1	Railway Patrollmen's Interna- tional Union, AFL-----	8
Great Lakes Licensed Officers Organization-----	1	United Railroad Workers of Am- erica, CIO-----	1
Lighter Captains Union, Local 996, ILA-----	2		<hr/> 74

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
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.
Shugrue, Dwer W.	New York, N. Y.	Aug. 24, 1953	Arb. 179, A-4135.	National Airlines, Inc., and Air Line Stewards and Stewardesses Association, International.
Loring, Charles.	Tucson, Ariz.	Sept. 14, 1953	Arb. 184, A-4266.	Duluth, Missabe & Iron Range Railway Company and Brotherhood of Railroad Trainmen.
Carter, Edward F. ¹	Lincoln, Nebr.	Oct. 1, 1953	Arb. 140, A-3391.	Eastern, Western and Southeastern Carriers' Conference Committees and Brotherhood of Locomotive Firemen and Enginemen.
Whiting, Dudley E. ¹	Detroit, Mich.	Oct. 1, 1953	Arb. 140, A-3391.	Do.
Guthrie, Paul M.	Chapel Hill, N. C.	Nov. 25, 1953	Arb. 185, A-4293.	National Airlines, Inc., and International Association of Machinists.
Douglass, Frank P.	Pine, Colo.	Dec. 2, 1953	Arb. 187, A-4268.	National Airlines, Inc., and Air Line Dispatchers Association, AFL.
Elkouri, Frank.	Norman, Okla.	Jan. 12, 1954	Arb. 186, A-4267.	Fort Worth and Denver Railway Company and American Train Dispatchers Association.
Guthrie, Paul M.	Chapel Hill, N. C.	Jan. 12, 1954	Arb. 188, A-4296.	Northwest Airlines, Inc., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
Cole, David L.	Paterson, N. J.	Mar. 2, 1954	Arb. 189, A-4365.	American Airlines, Inc., and Transport Workers Union of America, CIO.
Lester, Richard A. ^{1, 2}	Princeton, N. J.	Apr. 2, 1954	Arb. 192, A-4400.	Eastern, Western and Southeastern Carriers' Conference Committees and Brotherhood of Locomotive Engineers.
Cox, Archibald ^{1, 2}	Cambridge, Mass. ....	.....do.....	.....do.....	Do.
Coffey, A. Langley ²	Tulsa, Okla.	Apr. 19, 1954	Arb. 193, A-4408.	The Pullman Company and Order of Railway Conductors.
Ferguson, Emmett D. ²	Lafayette, Ind.	Apr. 23, 1954	Arb. 191.	Union Railroad Company and Brotherhood of Locomotive Engineers.
Cole, David L. ²	Paterson, N. J.	May 11, 1954	Arb. 195, A-4444.	United Air Lines, Inc., and Air Line Pilots Association, International.
Parker, Jay S.	Topeka, Kans.	May 24, 1954	Arb. 194.	St. Louis Southwestern Railway Company and American Train Dispatchers Association.

¹ Appointed as 1 of 2 neutrals to 6-member Arbitration Board.

² Selected by the parties to the dispute.

Arbitrators appointed—Special boards of adjustment, fiscal year ending June 30, 1954

Name	Residence	Date of appointment	Special Board of adjustment	Parties
Douglass, Frank P.....	Pine, Colo.....	July 16, 1953	No. 44.....	Chicago, Rock Island and Pacific Railroad Company and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors, Brotherhood of Railroad Trainmen.
Robertson, Francis J.....	Washington, D. C.....	July 30, 1953	No. 45.....	Union Railroad Company and Brotherhood of Railroad Trainmen.
Douglass, Frank P. ¹	Pine, Colo.....	Aug. 13, 1953	No. 46.....	New York, New Haven and Hartford Railroad Company and Brotherhood of Railroad Trainmen.
Leiserson, William M.....	Washington, D. C.....	Aug. 19, 1953	No. 47.....	Pittsburgh and Lake Erie Railroad Company and Brotherhood of Railroad Trainmen.
Scott, John Thad, Jr.....	Houston, Tex.....	Aug. 21, 1953	No. 39.....	Wabash Railroad Company and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brotherhood of Railroad Trainmen.
Douglass, Frank P.....	Pine, Colo.....	Sept. 4, 1953	No. 43.....	Atlanta Joint Terminals and Brotherhood of Railroad Trainmen.
Munro, Angus ¹	Dallas, Tex.....	Sept. 18, 1953	No. 52.....	Texas and New Orleans Railroad Company and Order of Railway Conductors.
Gilden, Harold M.....	Chicago, Ill.....	Sept. 21, 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. ¹	New York, N. Y.....	Oct. 5, 1953	No. 53.....	Union Terminal Company and Brotherhood of Locomotive Firemen and Enginemen.
Robertson, Francis J. ¹	Washington, D. C.....	Oct. 21, 1953	No. 48.....	Delaware and Hudson Railroad Corporation and Brotherhood of Railroad Trainmen.
Douglass, Frank P. ¹	Pine, Colo.....	Oct. 23, 1953	No. 54.....	Boston and Maine Railroad and Brotherhood of Railroad Trainmen.
Swacker, Frank M. ¹	New York, N. Y.....	do.....	No. 55.....	Texas and Northern Railway Company and Brotherhood of Railroad Trainmen.
Simmons, Robert G. ¹	Lincoln, Nebr.....	Nov. 5, 1953	No. 51.....	Sacramento Northern Railway and Brotherhood of Railroad Trainmen.
Gilden, Harold M. ¹	Chicago, Ill.....	Nov. 20, 1953	No. 49.....	Union Pacific Railroad Company and Order of Railway Conductors.
Douglass, Frank P. ¹	Pine, Colo.....	Dec. 2, 1953	No. 41.....	Texas and New Orleans Railroad Company and Brotherhood of Railroad Trainmen.
Douglass, Frank P. ¹	do.....	Dec. 14, 1953	No. 56.....	Missouri-Kansas-Texas Railroad Company, Missouri-Kansas-Texas Railroad Company of Texas and Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brotherhood of Railroad Trainmen.
Douglass, David R. ¹	Oklahoma City, Okla.....	Jan. 21, 1954	No. 29.....	The Texas and Pacific Railway Company and its subsidiary lines, The Fort Worth Belt Railway Company and 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.
Guthrie, Paul M.....	Chapel Hill, N. C.....	Feb. 1, 1954	No. 57.....	Georgia Railroad and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brotherhood of Railroad Trainmen.
Douglass, David R. ¹	Oklahoma City, Okla.....	Feb. 15, 1954	No. 59.....	Chicago, Burlington and Quincy Railroad Company and Order of Railway Conductors.
Douglass, Frank P. ¹	Pine, Colo.....	Mar. 11, 1954	No. 65.....	Galveston, Houston and Henderson Railroad Company and Brotherhood of Railroad Trainmen.
Douglass, Frank P. ¹	do.....	Mar. 16, 1954	No. 68.....	Michigan Central Railroad Company and Brotherhood of Railroad Trainmen.
Douglass, Frank P. ¹	do.....	Mar. 17, 1954	No. 64.....	Texas and New Orleans Railroad Company and Brotherhood of Locomotive Engineers.
Coffey, A. Langley ¹	Oklahoma City, Okla.....	Mar. 18, 1954	No. 60.....	Rutland Railway and Brotherhood of Locomotive Firemen and Enginemen, Brotherhood of Railroad Trainmen and Order of Railway Conductors.

See footnote at end of table.

Arbitrators appointed—Special boards of adjustment, fiscal year ending June 30, 1954—Continued

Name	Residence	Date of appointment	Special Board of adjustment	Parties
Whiting, Dudley E. ¹	Detroit, Mich.	Mar. 22, 1954	No. 66	Youngstown and Northern Railroad Company and Brotherhood of Locomotive Firemen and Enginemen.
Leiserson, William M. ¹	Washington, D. C.	do	No. 67	Kansas, Oklahoma and Gulf Railway and Brotherhood of Railroad Trainmen.
Whiting, Dudley E. ¹	Detroit, Mich.	Mar. 23, 1954	No. 62	Erie Railroad Company and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen.
Coffey, A. Langley ¹	Oklahoma City, Okla.	do	No. 58	Chicago, Milwaukee, St. Paul and Pacific Railroad Company and Order of Railway Conductors and Brotherhood of Railroad Trainmen.
Jackson, Andrew	New York, N. Y.	Apr. 12, 1954	No. 69	Union Railroad Company and United Steelworkers of America, Local 1913, CIO.
Duglass, Frank P. ¹	Pine, Colo.	Apr. 15, 1954	No. 71	New Orleans Public Belt Railroad and Brotherhood of Railroad Trainmen.
Robertson, Francis J. ¹	Washington, D. C.	Apr. 26, 1954	No. 72	Florida East Coast Railway Company and Order of Railway Conductors and Brotherhood of Railroad Trainmen.
Leiserson, William M. ¹	do	Apr. 29, 1954	No. 70	Chicago and Illinois Midland Railway Company and Brotherhood of Locomotive Firemen and Enginemen.
Gilden, Harold M. ¹	Chicago, Ill.	June 3, 1954	No. 73	Pittsburgh and Lake Erie Railroad Company, the Lake Erie and Eastern Railroad Company and Brotherhood of Railroad Trainmen.
Whiting, Dudley E.	Detroit, Mich.	June 22, 1954	No. 39	Wabash Railroad and Brotherhood of Locomotive Firemen and Enginemen.
Guthrie, Paul M.	Chapel Hill, N. C.	do	No. 75	Cuyahoga Valley Railroad Company and Brotherhood of Railroad Trainmen.
Simmons, Robert G.	Lincoln, Nebr.	June 28, 1954	No. 74	Los Angeles Junction Railway Company and Switchmen's Union of North America.

¹ Selected by the parties to the dispute.