

Twenty-first
ANNUAL REPORT OF THE
NATIONAL
MEDIATION
BOARD

INCLUDING
THE REPORT OF THE
NATIONAL RAILROAD
ADJUSTMENT BOARD



For the Fiscal Year Ended JUNE 30, 1955

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NATIONAL MEDIATION BOARD

Fiscal Year Ended June 30, 1955

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

LEVERETT EDWARDS

ROBERT O. BOYD

EUGENE C. THOMPSON, *Secretary*

LETTER OF TRANSMITTAL

NATIONAL MEDIATION BOARD,
OFFICE OF THE CHAIRMAN,
Washington, D. C., November 1, 1955.

*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 Twenty-First Annual Report of the National Mediation Board for the fiscal year ended June 30, 1955, together with the annual report of the National Railroad Adjustment Board, as required by section 3, first (v), of the same act.

LEVERETT EDWARDS,
Chairman.

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I. SUMMARY AND OBSERVATIONS

During the fiscal year ending June 30, 1955, the National Mediation Board closed a total of 407 cases of all types, and although the past year witnessed the most severe and prolonged work stoppage in the railroad industry since the passage of the Railway Labor Act, the overall record of the Board indicates that the procedures provided for handling labor disputes in the railroad and airline industries are generally effective in maintaining industrial peace in the two essential transportation industries served by this Board.

The Railway Labor Act, passed May 20, 1926, has its origin in an act approved October 1, 1888, by President Cleveland which provided for voluntary arbitration and investigation of labor disputes in the railroad industry.

This legislation was a recognition by Congress of the necessity for special attention to the field of labor relations in the interstate transportation industry. Successive legislation¹ and a period of Federal control of railroads during World War I tested and developed different methods in dealing with the subject.

The experience accumulated during the period 1888 to 1926 was the basis upon which agreement was reached between rail carriers and labor organizations in proposing to Congress the legislation from which evolved the Railway Labor Act.

This law strengthened the principles of collective bargaining, reestablished on a more definite scale the practices of mediation and voluntary arbitration in the settlement of labor disputes, and included discretionary provisions for Presidential emergency boards.

In 1934 the act was amended by adding the adjustment board machinery provided for in section 3, and the addition of section 2 which provided a method by which the employees could designate their representatives for collective-bargaining purposes without interference, influence, or coercion.

In 1936 the airline industry was brought within the scope of the act by the addition of title II. Otherwise the act has remained virtually unchanged² and has continued to be an effective vehicle to achieve the general purposes for which it was enacted in 1926.

Section 2 of the act describes these general purposes 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 growing out of grievances or out of the interpretation or application of agreements covering rates of pay, rules, or working conditions.

Erdman Act 1898; Newlands Act, 1913; Adamson Act, 1916; labor relations under Federal control, 1917-20; and Transportation Act, 1920.

² An amendment permitting the negotiation of union shop and checkoff agreements was approved January 10, 1951.

In order to accomplish these general purposes the act imposes on the Board certain duties which may be briefly stated as follows:

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 designating the representatives for collective-bargaining purposes of any craft or class of carrier employees by conducting secret ballot box elections or by other appropriate methods.

The combination of these functions in the National Mediation Board places it in a unique position, for in no other administrative agency of the Federal Government dealing with labor matters are they so combined.

In addition to these primary functions, the Board has many other duties under the law, among which are: The interpretation of agreements made under its mediatory auspices; the appointment of neutral referees when requested by the various divisions of the National Railroad Adjustment Board to make awards in cases that have reached deadlock; the appointment of neutrals, when necessary in arbitrations held under the act; the appointment of neutrals, when requested, to sit with system and special boards of adjustment; certain duties prescribed by the act in connection with the eligibility of labor organizations to participate in the selection of the membership of the National Railroad Adjustment Board; and also the duty of reporting to the President of the United States, labor disputes which, in the judgment of the Board threaten to substantially interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation. In such cases, the President may in his discretion appoint an emergency board to investigate the report to him on the dispute.

There are approximately 1,200,000 employees of the 710 common carriers by rail and about 115,000 employees of the 102 common carrier airlines under the jurisdiction of the Railway Labor Act and the National Mediation Board. These employees are covered by many thousands of labor agreements.

The collective-bargaining unit under the Railway Labor Act is the "craft or class" of employees on the individual carrier, regardless of whether the carrier is a terminal or switching company whose operations are confined to a single city, or whether the carrier's lines extend through many States into great areas of the Nation.

Generally, the representation and collective-bargaining rights for these separate crafts or classes of employees are held by separate and independent unions, and separate contracts are negotiated for each craft or class.

While each contract has certain similar basic provisions relating to hours of service, seniority rights, grievance procedure, etc., most of the contracts differ as between crafts and classes in the special and in many instances complex rules and pay bases, according to the service performed. These rules have evolved from years of experience, legislation, arbitration and other awards, and collective-bargaining negotiations.

The first line of defense against interruption to commerce which might arise from unsettled labor disputes is collective-bargaining conferences on the individual properties. The heart of the law is in the command of Congress to the parties "to exert every reasonable

effort to make and maintain agreements concerning the rates of pay, rules, and working conditions * * *

The agreements resulting from collective bargaining, through direct negotiations on the individual properties, are in a sense the legislation that the parties adopt to govern their day-to-day relations. These agreements are constantly being changed or revised through collective-bargaining processes to meet changing needs or local problems. It is at this point that differences arise between the parties which, if not reconciled, grow into disputes.

The act sets forth detailed procedures for the handling of each type of dispute. Those arising out of grievances or out of the interpretation or application of agreements already in existence, if not settled through conferences on the individual properties, can be progressed to the various divisions of the National Railroad Adjustment Board for adjudication.

Disputes among employees in selecting their representatives for collective-bargaining purposes can be brought to a conclusion by the National Mediation Board, in accordance with the powers conferred on it by section 2, Ninth, of the act.

As to disputes over changes in rates of pay, rules, and working conditions, the act stresses the obligation on both parties to endeavor diligently to settle such matters across the conference table in direct negotiations. The vast majority of disputes are settled on the local properties without governmental assistance. If settlement is not effected in direct negotiations, the law provides for mediation services at the request of either party to the dispute, or the Board on its own initiative may proffer its services when the circumstances warrant such action. Mediation serves to foster friendly relations between the parties and aids in further exploration of the problems with a view to developing a basis for amicable settlement of the dispute.

If no settlement can be made in mediation, section 7 of the act requires that the Board use its best efforts to induce the parties to submit their dispute to arbitration. Acceptance of arbitration is not compulsory under the law. However, when arbitration is agreed to by the parties, the award of the arbitration board is final and binding. When settlement cannot be effected through mediation, arbitration is often found to be a satisfactory method of disposition of a troublesome dispute.

In the event all these procedures have been exhausted and the dispute still persists, the law provides that, in cases where in the Board's judgment substantial interruption to interstate commerce is threatened, the Board shall so report to the President, who may then, in his discretion, create an emergency board under section 10 of the act to investigate the dispute and report its finding to the President. These findings usually constitute recommendations for resolving the dispute.

There is nothing in the law which requires either employees or the carriers to accept the conclusions of a Presidential emergency board. There is nothing binding in such conclusions except the force of public opinion. However, having had recourse to all the process of collective bargaining, and then having had the dispute heard and considered by an impartial factfinding board, the implications are strong that the recommendations of such board should merit the favorable consideration of both parties as a proper basis for settling the dispute.

The procedures of the act are based upon the simple concept that reasonable men can meet and discuss their problems and failing to find a solution in this manner, can call for the assistance of an impartial governmental agency to aid them in explaining and clarifying the issues in dispute to the other party and also offer counsel on the merit or practicability of their respective positions. If this fails, they can agree to present their case to a neutral person and abide by his decision in the matter. Fundamental to the entire procedure is the principle of good-faith bargaining.

There is nothing in the procedures of the Railway Labor Act which compels the parties to reach agreement. Rather, the law is based on the theory that the parties should reach an agreement of their own accord. The law does not deny the employees the right to strike. The right, however, is subject to the obligations to enter into negotiations during which the nature of the dispute can be fully explored and the issues presented, if necessary, to disinterested persons for solution.

Experience has shown that as long as these procedures are followed and as long as negotiations continue between disputing parties there is a chance of agreement being reached. Certainly, the parties should fully understand each other's position before resorting to a test of economic strength.

The past success of the law is due largely to the cooperation of carriers and organizations in reaching settlements. The future success of the law will depend on a cooperative effort on the part of carriers and organizations to use the procedures of the law as originally intended.

1. STRIKES AND THREATENED STRIKES

During the fiscal year 1955, there were 13 instances of actual work stoppages which received handling by the Board. This was two less than in the preceding fiscal year. Four of the strikes occurred on airlines, the remainder on rail carriers. There was one major rail strike, involving the Louisville & Nashville Railroad and 7 other lines affiliated with this carrier. There was also a strike of 25 days' duration which interrupted operations of a large trunkline air carrier. The events leading to these strikes and the final settlements will be summarized later in this section, along with several other work stoppages that occurred during the fiscal year.

A few strikes of relatively short duration occurred which were settled by the parties without invoking the services of the Board. These generally were confined to yards or local operations of carriers.

Divided into main categories, the following tabulation shows the principal causes of the 13 strikes which took place during the fiscal year.

Rail carriers

Wages and rules requests.....	4
Rules change requests.....	2
Grievances and time claims.....	3

Air carriers

Wages and rules requests.....	2
Changes in rules.....	1
Jurisdictional issue.....	1

STRIKES ON RAIL CARRIERS

Of the 9 strikes which occurred on rail carriers, 3 lasted only a day or two. Apparently these work stoppages were more in the nature of protest demonstrations on the part of employees, in one case, to express dissatisfaction over settlement of a grievance matter, and in another "laying off from duty" by some employees, to protest holiday reduction in crews by the carrier. In these two instances it was not necessary to assign a mediator, but the headquarters of the organizations were notified by the Board and the employees returned to work. In the other instance the dispute had been the subject of mediation proceedings. Subsequently settlement of the controversy was reached after further mediation.

In 2 instances, strikes of approximately 2 weeks' and 3 weeks' duration occurred on small rail lines. Generally, the effects of these strikes were limited to the area served by the carriers. Both cases had received handling in mediation, but settlement was not reached. Proffer of arbitration was declined in one instance by the organization, and in the other by the carrier. Settlement of the issues resulted after further negotiations between the parties.

A tabulation of the strikes occurring during the fiscal year ended June 30, 1955, is shown as table 7 in the appendices.

The following strikes on rail carriers are summarized because of the duration of the strike or importance of the carriers involved:

The most serious and prolonged strike occurring during the fiscal year involved a group of carriers, generally referred to as the "Louisville & Nashville Railroad System."

This strike was called on March 14, 1955, by organizations representing certain nonoperating employees against the Louisville & Nashville Railroad, the Nashville, Chattanooga & St. Louis Railroad, and the Clinchfield Railroad. Several days later it was extended to the Atlanta & West Point Railroad, the Western Railway of Alabama, Georgia Railroad, Augusta Union Station, and Atlanta Joint Terminals.

Prior to the strike, all the procedures set forth in the Railway Labor Act, including an Emergency Board Hearing and Report, had been applied to this dispute without effecting a settlement.

Approximately 1 month after the start of this strike, operating employees, represented by the Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brakemen and Brotherhood of Railroad Trainmen and other nonoperating employees represented by the American Train Dispatchers Association and the Railroad Yardmasters of America, also took strike action against certain of these carriers, not on the issues involved in the original strike, but because of warnings of disciplinary action by certain of these carriers to some of the employees represented by the latter organizations who declined to cross picket lines of the striking nonoperating employees.

The lines of the carriers involved in the strike extended into 13 States, and while the effect of the strike on the economy of the territory directly served by these carriers was the most severe, other sections of the country suffered as a consequence to this extended interruption to commerce in such a wide area of the Nation.

Efforts by these carriers to continue operation of their lines resulted in a few minor work stoppages at connecting points with other railroads.

There were some incidents of violence during the course of the strike.

The dispute which led to the strike had its origin in a request of 15 cooperating railway employee organizations, representing practically all of the nonoperating employees on railroads throughout the country, for a health and welfare plan, the cost of which was to be borne in full by the carriers. This item was included along with other rules requests relating to longer vacations, paid holidays, free transportation, etc., served on the principal carriers of the Nation on May 22, 1953, including the several carriers later involved in the strike.

Agreements were not reached in negotiations on individual carriers or in later negotiations on a national basis between regional committees authorized to represent the principal carriers in the Eastern, Western, and Southeastern Territories and a national committee representing the nonoperating employees.

Mediation conducted by the Board was unsuccessful, and following declination to arbitrate by the carriers and threat of strike action by the organizations, the President was notified in accordance with section 10 of the act.

On December 28, 1953, the President created an Emergency Board (106) which held formal hearings and made its report to the President May 15, 1954.

In its report, the Board recommended in substance that the parties agree to a program for a health and welfare plan, benefits for employees to be available at joint cost of carriers and employees on a 50-50 basis, and also made recommendations for settlement of certain of the rules requests proposed by both the organizations and the carriers.

The committees representing the carriers and employees resumed direct negotiations in Chicago, Ill., to consider the report of the Emergency Board. These negotiations resulted in an agreement being reached August 21, 1954, between the organizations and carriers represented by the Eastern and Western Carriers' Conference Committees and some but not all of the carriers originally represented by the Southeastern Carriers' Conference Committee.

The agreement provided for certain improvement in some of the rules requested by the employees, and allowed some rules changes requested by the carriers.

It also set forth principles to guide the parties in negotiating for an insurance contract to provide health and welfare benefits to employees involved. These in substance were that all employees covered by the agreement would be required to contribute by payroll deduction \$3.40 per month toward premium cost, which amount the carriers would match. The principles did not apply to carriers having hospital associations. Instead these carriers were to assume 50 percent of the hospital dues required to be paid by the employees represented by the organizations, not to exceed \$3.40 per month for each employee.

However, during the course of these negotiations, on August 12, 1954, the carriers which eventually became involved in the strike, along with several other carriers in the Southeastern Territory, modified their authorizations to the Southeastern Carriers' Conference Committee by excluding therefrom the subject matter of the Emergency Board's recommendation relating to the health and welfare

plan, principally for the reason they were not willing to become a party to any health and welfare plan, participation in which was compulsory on the part of the employees, or to any plan based on a national fund.

No agreement was reached between these carriers and the organizations at the Chicago negotiations, and a short time later certain of these carriers endeavored to reach agreement with local representatives of the organizations on the individual properties to place in effect the other rules included in the Chicago agreement of August 21, 1954, excluding, however, the health and welfare plan. The organizations declined to accept this proposal without the health and welfare plan, and when certain of these carriers indicated intention to place the other rules in effect by unilateral action, strike action was threatened. The Board proffered its services and conferred with the parties. During these mediation proceedings, which were conducted during October, November, and December 1954, agreements were reached between the organizations and several of the carriers involved in the dispute on which this proffer was made.

However, no agreement was reached between the organizations and those carriers on which the strike later occurred. The deadlock in positions continued, and strike action ultimately followed.

During the period of actual work stoppage, the Board held almost continuous mediation sessions and was finally successful in having the parties agree to submit the dispute to a referee for decision. Under this arrangement the striking employees returned to work on May 11, 1955.

When the parties failed to reach agreement on the selection of a referee, the Board appointed Mr. Francis J. Robertson, of Washington, D. C.

After hearings the referee rendered his decision May 20, 1955, the principal points of which were that the parties should execute an agreement adopting the same rules on the issues of vacations, etc., allowed the employees, and the rules changes allowed the carriers, as contained in the Chicago agreement of August 21, 1954.

As to the health and welfare plan, the decision provided that the carriers involved in the strike secure a modification and extension of the group hospitalization, etc., policy existing on the Louisville & Nashville Railroad, to provide the same benefits to employees as those contained in the policy negotiated by the other carriers, parties to the August 21, 1954, agreement at Chicago, Ill., and make the same available to the employees, with full premium costs to be paid by the carriers involved.

Case A-4590. A strike of 6 days' duration of engine and yard service employees represented by the Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen & Enginemen and Brotherhood of Railroad Trainmen, occurred on the Atlanta Joint Terminals August 17 to August 23, 1954, precipitated by suspension of a yard crew for refusing to cross picket lines of a struck plant on the lines of this carrier. This work stoppage was followed by incidents of work stoppages on connecting lines of the Georgia Railroad and Atlanta & West Point Railroad.

Carrier sought an injunction, but the dispute, along with other grievance matters of the employees, was settled with the assistance of a mediator, and operations of the carrier resumed prior to court hearing.

Cases A-4380, -1, -2, -3. A strike of 25 days' duration occurred on the Northwestern Pacific Railway, predominately a freight line operating in California, which adversely affected the economy of the territory served by this carrier, particularly construction and lumbering operations.

The strike was called by the Brotherhood of Locomotive Engineers, who had served demands on October 30, 1953, on the carrier for changes in certain contract rules. Direct negotiations failed to produce settlement and a number of mediation efforts were unavailing. Carrier expressed willingness to arbitrate but the organization declined, and went on strike from November 11, 1954, to December 6, 1954, on which date the parties finally settled their differences and operation of the railroad was resumed.

Case A-4738. A strike of 58 days' duration of engine, train, and yard service employees represented by the Brotherhood of Railroad Trainmen occurred on the Niagara Junction Railway at Niagara Falls, N. Y.

The dispute involved request of the organization served on carrier September 30, 1954, covering increase in wages and other pay rules. Mediation was proffered when strike threat resulted on failure of direct negotiations to effect settlement.

Mediation was unavailing and arbitration was proffered March 2, 1955. The carrier indicated acceptance but the organization declined and went on strike March 17, 1955. Settlement of the dispute was finally made in further mediation proceedings on May 12, 1955, and the operation of the railroad was resumed the following day.

STRIKES ON AIR CARRIERS

Of the four strikes which occurred in the airline industry during the fiscal year, one was of short duration, with relatively minor consequences on the operations of the carrier involved.

The following is a summary of the remaining three work stoppages:

Case A-4559, American Airlines, Inc., and Air Line Pilots Association. A strike of 25 days' duration by pilots of this carrier developed over flight scheduling on westbound, nonstop, transcontinental flights.

These special flights had been a matter of controversy since the latter part of the calendar year 1953. This carrier and others conducted experiments with nonstop coast-to-coast flights. The east-bound flights generally were completed within the scheduled flying time of slightly less than 8 hours. However, on the westbound flights which the carrier had scheduled for completion within 8 hours, delays due chiefly to headwinds caused these flights generally to exceed the 8-hour maximum on duty flying time for pilots, as specified in the then existing regulations of the Civil Aeronautics Board.

On May 6, 1954, American Airlines petitioned the Civil Aeronautics Board for a waiver of the 8-hour pilots flying time limitation for these flights. Other air carriers intervened in the proceedings for the general purpose of securing extension of pilot flying time limitations for nonstop long-haul flights.

In the hearings before the Civil Aeronautics Board, the Air Line Pilots Association opposed extension of the 8-hour flight time maximum but were unsuccessful, and the Board issued amended regulations on June 14, 1954, permitting air carriers to schedule such

flights and the crew members for more than 8 hours but not more than 10 hours of continuous duty aloft without an intervening rest period, and specified also the special conditions under which these nonstop transcontinental flights could be operated.

The organization sought unsuccessfully in the United States courts a review and stay of the amended regulations of CAB and otherwise continued its efforts to have the carrier abandon scheduling of the nonstop transcontinental flights requiring continuous pilot duty aloft beyond 8 hours. These also were unsuccessful, and the pilots finally engaged in a strike which suspended all operations of the carrier from July 31 to August 25, 1954, on which date, through mediatory efforts of the Board, the parties were induced to submit the controversy to a neutral for recommendations and flight operations were resumed, including the nonstop transcontinental flights in dispute. Mr. David L. Cole of Paterson, N. J., was selected as neutral.

The controversy was finally disposed of by agreement between the parties based on the recommendations of the neutral issued January 26, 1955.

The principal points of the settlement, covering the operation of nonstop transcontinental flights, were (1) carrier could schedule pilots and copilots for flight service on such flights in excess of 8 hours but less than 10 hours, such scheduling to be limited to westbound, nonstop, transcontinental flights, with DC-7 aircraft; (2) additional pay to pilots of \$1.50 and to copilots of \$1 per hour for each hour actually flown or scheduled, whichever is greater; (3) pilots and copilots to receive an additional amount equal to 50 percent of their earnings for all flight time in excess of 8 hours on such flights; (4) allowance of additional flight time credit at the rate of time and one-half for the flight time in excess of 8 hours, to be applied in computing the 85 hours' monthly maximum flying time of pilots and copilots.

Case A-4761, The Flying Tiger Line, Inc., and International Association of Machinists.

Strike was called on this certificated cargo carrier on June 14, 1955, and was still in progress as of the close of the fiscal year.

The dispute grew out of a request by the organization served on carrier December 13, 1954, for wage adjustments and changes in a number of contract rules.

Direct negotiations failed to produce settlement and mediation was unavailing. Arbitration was proffered April 29, 1955. Efforts to complete an arbitration agreement were not successful and strike action followed.

Case A-4773, Air France and International Brotherhood of Teamsters.

The operations of this carrier were interrupted March 3 through March 9, 1955, as the result of a dispute over the organization's attempt to assert bargaining rights for certain employees.

The dispute was disposed of by the parties with the assistance of a mediator by submission of the issues involved to a neutral for decision.

Nine of the 13 strikes reported during the past fiscal year were settled through the processes of mediation whereby the parties signed mediation agreements, or submitted their dispute to a referee or neutral for decision, or otherwise the services of the Board disposed

of the differences between the parties. Three strikes were settled by direct negotiations of the parties. The only strike remaining unsettled at the end of the fiscal year was reported settled by the parties in direct negotiations as this report went to press.

During the fiscal year, three emergency boards were created by Executive order of the President. These three disputes involved major transportation facilities, and the emergency boards were created after strike threats were made following failure of negotiations, mediation, and refusal to arbitrate by one or both parties involved. However, the disputes were eventually settled without strike action. A review of these emergency boards' proceedings will be found in chapter V of this report.

In addition to the actual work stoppages, there were a number of threatened strikes, following a breakdown of direct negotiations and before the services of the Board were invoked in the usual manner. In these situations, the Board proffered its services under section 5, First (b) of the act, and the organization setting the strike date deferred such action pending the provision of mediation services. In the vast majority of these cases, settlements were reached in mediation. Others were disposed of by submission of the issues to arbitration, special boards of adjustment or other procedures of the act. The Board feels that the great majority of these instances could have been avoided by the exercise of restraint and patience and a resort to the orderly procedures set forth in the act for progressing each type of dispute.

By and large the number of individual cases disposed of peaceably during the past year were not under the pressure of a strike threat, which supports the Board's feeling that full utilization of the steps provided in the law, coupled with its intention that every reasonable effort be exerted by the parties to settle their differences, can operate to hold such threats or work stoppages to a minimum. The Board therefore continues to urge full utilization of and compliance with the procedural steps which have been so thoroughly grounded in the transportation industry, and to point out that deliberate and reasoned judgment in these matters will in many instances avoid strikes which are costly not only to the employer and employees, but to the public at large.

The protective rights of the act are highly valued by the parties, but it should also be observed that with such rights go obligations which must be observed if the processes of the law are to remain effective in peaceful settlement of labor disputes.

2. ITEMS OF SPECIAL INTEREST¹

As will be noted in chapter V, Emergency Board 109 in its report to the President issued March 25, 1955, in a dispute involving the Order of Railway Conductors and Brakemen and the principal carriers throughout the country, in which the organization sought a change in the basic-pay method applicable to train and yard service employees, recommended that a Commission be established to make a comprehensive review of the wage structure of the railroads, specifically in the operating classifications.¹

¹ The full text of the report, dealing with the subject of the Commission, is reproduced in ch. V.

In its discussion, the Emergency Board stated:

The proper agency to conduct an initial exploration of this matter is the National Mediation Board, which could determine from all interested parties and agencies whether the commission should be established directly by the parties or under the auspices of legislative or executive agencies of Government.

In compliance with the Board's recommendation, the National Mediation Board has communicated with officials of carrier associations and the presidents of the five organizations representing practically all operating employees on carriers throughout the country, requesting these representatives to appoint committees to confer with the Mediation Board for the purpose of determining whether or not the subject is a proper and desirable one to explore further, and if so, what action should be taken.

At this writing, the subject is under consideration of the parties and definite plans have not yet been formulated.

NATIONAL WAGE AND RULES CASES—RAILROADS

The 1953-54 national wage and rules movements of the five organizations representing railroad operating employees involving principal carriers throughout the country, which had been progressed separately to direct negotiations and mediation, were concluded prior to or shortly after the beginning of the fiscal year 1954-55. In two instances, settlements were reached by the parties in direct negotiations, and in the remaining three instances, settlements were concluded during mediation proceedings.

The national rules movement of 15 organizations representing non-operating employees which became the subject of Emergency Board Report 106, was settled August 21, 1954, by agreement between the parties by the adoption of rules providing improved vacations and paid holidays, and principles to be used in establishing a new type employee health and welfare program in the railroad industry. In accordance with the agreed-to principles, the carriers and organizations; parties to the August 21, 1954, agreement, negotiated on January 18, 1955, a policy providing hospitalization, medical, and surgical benefits to employees.

An agreement with similar vacation and paid holiday rules and health and welfare benefits for employees was completed with the Louisville & Nashville Railroad and seven affiliated carriers on May 20, 1955, following an award by a referee, as outlined in section 1 of this chapter.

The 15 nonoperating organizations also entered into an agreement on December 3, 1954, with the committees representing the principal carriers of the country, providing for the cancellation of the so-called escalator clause in its agreements, and accruals under the clause of 13 cents per hour were made a part of the basic rates of pay of the employees involved.

In the cases of two operating employee organizations, i. e., Order of Railway Conductors and Brakemen and Switchmen's Union of North America, items involved in previous disputes which by mutual agreement had been deferred for later handling, became the subject of mediation by the Board, this fiscal year, following failure of the parties to reach agreement in direct negotiations.

A brief outline of the handling of these two cases follows:

Case A-4374. Order of Railway Conductors and Brakemen's request for a graduated basis of pay was the subject of mediation

proceedings on a national basis October 5-15, 1954, and failing settlement, arbitration was proffered and declined by both parties. The dispute became the subject of Presidential Emergency Board 109 hearings and report. The Board's report included a recommendation that the parties negotiate to correct inequities in the basic daily rates of train service employees in through freight service.

The parties were unable to reach agreement after consideration of the Emergency Board's report, and strike action was threatened. The Board proffered its services, and in mediation proceedings an agreement was reached May 26, 1955, covering the following principal items:

(1) *Road Freight Conductors and Trainmen*.—Effective June 16, 1955, the basic daily rates of pay for conductors, brakemen, and flagmen in road freight service receiving road rates of pay shall be increased as follows:

<i>Maximum number of cars (including caboose) hauled in train in road movement at any one time on road trip anywhere between initial starting point and point of final release</i>	<i>Basis of pay</i>	<i>Amounts to be added to the basic daily road freight rates in effect as of June 15, 1955</i>
Conductors, Brakemen, and Flagmen		
Less than 81 cars.....		\$0. 20.
81 to 105 cars.....		. 55.
106 to 126 cars.....		. 95.
126 to 145 cars.....		1. 20.
146 to 165 cars.....		1. 30.
		Add 20 cents for each additional block of 20 cars or portion thereof.

(2) *Road Passenger Conductors and Trainmen*.—Effective June 16, 1955, an adjustment of 20 cents will be made by adding that amount to the respective daily rates of pay of conductors and trainmen in passenger service.

(3) The basic daily rate for yard conductors (foremen) shall be determined by adding \$1.10 to the basic daily rate paid to yard brakemen (helpers).

The agreement covering this settlement coincided with certain principles of an agreement reached May 11, 1955, in direct negotiations between the principal carriers of the country and the Brotherhood of Railroad Trainmen on the request of the organization dated June 7, 1954, but included certain additional benefits to employees. Following this settlement, an agreement, allowing the additional benefits of the settlement reached between the carriers and Order of Railway Conductors and Brakemen, was made by the carriers and the Brotherhood of Railroad Trainmen in direct negotiations on the same date.

These settlements providing for daily additional allowances in basic rate of pay based on the number of cars hauled in a train introduces into the railroad industry a new element in the wage structure of train service employees in road service.

Case A-4585. Switchmen's Union of North America and Western Carriers' Conference Committee representing certain carriers in the Western territory.

This dispute involved request of the organization for an increase from 85 cents to \$1.80 per day in basic daily rates of yard conductors (foremen) over yard brakemen (helpers).

During mediation, the parties on November 30, 1954, agreed to submit the controversy to arbitration.

The Award of Arbitration Board 201, rendered March 1, 1955, disallowed the request. Subsequently a settlement was reached between

the parties in direct negotiations, which provided for a daily rate differential of \$1.10 for yard conductors (foremen) over yard brakemen (helpers).

Mediation was conducted May 16-26, 1955, on a national basis in Case A-4854, Brotherhood of Locomotive Firemen and Enginemen and Regional Committees, representing principal carriers in the Eastern, Western, and Southeastern territories.

The dispute involved request of the organization of July 1, 1954, for (1) change in the existing 5-day-week agreements to provide increases in rates of pay of yard enginemen, (2) minimum daily earnings guarantee to engineers and firemen.

Mediation was unsuccessful and the organization declined to arbitrate. The dispute became the subject of a Presidential Emergency Board 110 hearing under date of June 17, 1955.

Hearings were in progress on this dispute at the close of the fiscal year.

1954-55 NATIONAL WAGE AND RULES MOVEMENTS

The following is a tabulation of wage and rules requests of various railroad labor organizations which have been made on principal carriers of the Nation immediately preceding, during, and shortly after the present fiscal year, and are at this writing either being considered on a national basis, or requests for handling on a national basis have been included in the notices to the individual carriers:

Brotherhood of Railroad Trainmen, June 7, 1954.	Increase pay to yardmen—5-day-week agreement. ¹
Brotherhood of Locomotive Firemen & Enginemen, July 1, 1954.	Increases in pay yard enginemen 5-day-week agreement and minimum daily earnings guarantee to engineers and firemen. ²
Switchmen's Union of North America, July 15, 1954.	Increase pay to yardmen—5-day-week agreement.
Brotherhood of Locomotive Engineers, Feb. 15, 1955.	22½ percent increase in basic daily rates.
Brotherhood of Railroad Trainmen, June 15, 1955.	\$2.50 increase in daily basic rates—all classifications.
15 nonoperating organizations, Apr. 2, 1955.	Carriers to pay full premium costs of existing health and welfare plan.
American Train Dispatchers Association, July 8, 1955.	Increase in monthly rates—all classifications.
11 Nonoperating employee organizations, Aug. 1, 1955.	25-cents-per-hour increase.
Order of Railway Conductors and Brakemen, Aug. 15, 1955.	\$2.50 and \$3 per day increase for employees in freight and passenger service, respectively, and rule to achieve equitable daily earnings for conductors and brakemen in road service who are on assignments with work opportunity limited to 100 miles or 8 hours.

Application for mediation services were received just prior to the close of the fiscal year on two of the above requests, viz: Brotherhood of Railroad Trainmen and Switchmen's Union of North America. Both requests relate to changes in the existing 5-day-week agreements covering yard service employees, to provide an increased conversion (pay) factor.

¹ Remaining unsettled item in original request of June 7, 1954.

² Emergency Board Report 110, now being considered by parties at this writing.

It will appear from the above outline that two economic items will be in the forefront of the demands of employees facing the railroad industry in the immediate future: (1) request for increase in conversion factor of 5-day-week agreements applying to operating employees in yard service, (2) a general wage increase to all employees in the industry.

In connection with this review of these national wage movements, it might be well to observe that the act makes no provision for industry-wide collective bargaining.

Usually, in the initiation of a general wage or rules movement, the organizations serve notices on the individual carriers throughout the country. These notices also include a request that if the demands are not settled on the individual property, that the carrier authorize a Carriers' Conference Committee to represent it in progressing the matter in negotiations at the national level.

When the parties are agreeable to negotiate on a national basis, three Regional Carriers' Conference Committees are usually established with authority to represent the principal carriers in the Eastern, Western, and Southeastern Territories, and the employees involved are represented by a National Conference Committee.

Generally, 15 labor organizations, representing the vast majority of nonoperating employees, jointly progress a uniform national wage or rules movement. There have been occasions in past years when the operating employee organizations have joined together in a uniform wage or rules movement, but in recent years the tendency has been for these operating organizations to progress their wage or rules movements separately. In many instances, the requests cover a variety of proposals differing in many respects from those served by the other operating employee organizations.

When requests of the operating and non-operating employee organizations are pending or made at the same time, although the negotiations are conducted separately, the overall effect comprehends the largest collective-bargaining operation applying to the greatest number of employers and employees in any single industry in the Nation.

The experience in national handling has been generally satisfactory when the requests are relatively uniform as to wages or involve only a few rules proposals. When numerous and varied rules proposals are included in the requests, settlements usually are extremely difficult to reach, and at times such proposals have resulted in major strikes or threats of strikes.

When it is considered that the settlements extend to numerous carriers and their employees throughout the country in a uniform pattern from a single negotiating effort, it may be said that the results in most instances compensate for the time spent in the extended negotiating processes sometimes required in concluding these national cases.

During the present fiscal year, there occurred the first instance in which an organization requested a group of air carriers to authorize a Carriers' Conference Committee to conduct initial joint negotiations with a committee representing certain employees on these airlines.

This request was contained in a notice of the International Association of Machinists, served May 26, 1954, on Capital, Eastern, National, Northwest, Trans-World, and United Airlines.

The carriers at first opposed the request for joint handling, and the issue developed a threat of strike. In mediation proceedings which followed, five of the airlines and the organization adopted rules or

principles outlining procedures for direct negotiations and later joint handling. One airline, however, declined to participate in joint handling, but conducted negotiations with the organization concurrently.

The dispute eventually became the subject of Emergency Board 108 hearings, and through the mediatory efforts of the Emergency Board members, agreements were reached between the organizations and five of the carriers on March 11, 1955, and with the remaining carrier involved a short time later.

One of the purposes of the organization in requesting joint handling was to achieve uniformity in certain pay rates and rules and standardization of job titles and occupational classifications of the employees on the airlines involved.

The important achievement of this joint handling procedure was the amicable disposition of a number of disputes in combined handling. Some progress toward the organization's objective of uniformity in pay rates, etc., was made by provision in all the agreements adopting a uniform starting rate for mechanics and also a uniform time and rate of pay scale for employees to advance from the lowest to the highest rate in the mechanic's classification.

The above experience followed a somewhat similar handling of a wage and rules request of the same organization on the same six major airlines in the preceding fiscal year. In that instance, after direct negotiations on the individual properties, certain unsettled pay and rules requests of like nature on each airline were progressed to mediation on application of the organization, and settlement was reached between all the parties involved in those mediation proceedings.

The joint handling procedure in these instances is of interest in that it represents a departure from the usual practice of conducting separate negotiations between individual organizations and carriers in the airline industry.

3. UNION-SHOP AMENDMENT

Relatively few union-shop or checkoff agreements have been received by the Board this fiscal year, compared with the preceding fiscal years. Such agreements result from negotiations on the railroads and airlines in accordance with the amendment to the act approved January 10, 1951, permitting carriers and representatives of their employees to enter into union-shop agreements and also agreements calling for the checkoff of union dues, initiation fees, and assessments under the conditions specified.

Railroad operating employee organizations have confined their activity in respect to these types of agreements to negotiations on the individual carriers. Neither the operating nor the nonoperating railroad employee organizations have initiated any general movement to secure checkoff agreements.

The nonoperating employee organizations as a result of their general movement on rail carriers for union-shop agreements have since 1951 secured extensive coverage of the major rail carriers, but there are still a number of large rail carriers that have not entered into such agreements.

In some of these instances, there are a number of court actions pending in the lower courts of various States, in which injunctions have been granted on the petition of certain employees, enjoining the carriers and the organizations from entering into such agreements. Two cases on this point have been progressed to the highest courts

in the States of North Carolina and Texas. The Supreme Court of North Carolina in a recent decision,¹ reversed the Superior Court of New Hanover County, N. C., which had granted an injunction preventing carrier and the labor organizations from entering into a union-shop agreement. Another case is awaiting decision of the Supreme Court of Texas, on appeal from the Texas Court of Civil Appeals, 7th Supreme Judicial District,² which reversed a decision of the Texas District Court, Potter County,³ granting an injunction enjoining the carrier and the labor organizations from entering into a union-shop agreement.

In other cases pending in State courts, petitions for injunction were filed by certain employees to prevent the enforcement of the provisions of agreements entered into, requiring employees as a condition of continued employment to become members of the union representing the craft or class of employees on the carriers involved. One such case is now awaiting decision of the Virginia Court of Appeals, on appeal from the decision of the Richmond, Va., Hustings Court, Part II,⁴ denying petition of certain employees for injunction to prevent the enforcement of a union-shop agreement.

In a decision rendered July 1, 1955, the Supreme Court of the State of Nebraska⁵ affirmed a decision of the District Court for Douglas County, Nebr.,⁶ which granted an injunction to prevent the railroad and labor organizations from applying to employees in the State of Nebraska the provisions of a union-shop agreement entered into between the carrier and the labor organizations. An appeal from the decision in this latter case has been filed with the Supreme Court of the United States by the labor organizations involved.

Generally the issues raised in the above cases involve the conflict between the so-called right-to-work laws of the individual States and the amendment to the Railway Labor Act of June 10, 1951, as well as the constitutionality of the amendment itself.

¹ *Hudson v. Atlantic Coast Line R.R. et al.*, 36 LRRM 2761, October 12, 1955.

² *Int'l. Assn. of Machinists v. Sandsberry et al.*, 35 LRRM 2104, 227 S. W. 2d 776, November 15, 1954.

³ *Sandsberry v. Gulf Colo. & Santa Fe Ry. et al.*, 33 LRRM 2475, February 6, 1954.

⁴ *Moore v. C. & O. Ry. et al.*, 34 LRRM 2666, July 28, 1954.

⁵ *Hanson v. Union Pacific R.R. et al.*, 36 LRRM 2381, 71 N. W. 2d 526, July 1, 1955.

⁶ *Hanson v. Union Pacific R.R. et al.*, 33 LRRM 2389, January 15, 1954.

II. RECORD OF CASES

1. CASES HANDLED BY THE BOARD

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

(1) Disputes involving representation of employees by various labor organizations for the purpose 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.

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 facilitates the work of the mediator in his handling of the case. In certain instances facts developed by correspondence or on-the-ground investigation disclose that the dispute is properly referable to the National Railroad Adjustment Board.

The total number of all cases docketed during the fiscal year 1955 was 451, an increase of 26 cases over the previous year. A total of 96 representation cases, 353 mediation cases, and 2 interpretation cases were docketed. While the number of representation cases docketed declined 25 percent from the 127 cases docketed during the previous fiscal year, the number of mediation cases increased from 288 docketed in 1954 to 353 in 1955, a gain of 22 percent. Interpretation cases accounted for less than 1 percent of the cases docketed, as only two such cases were added to the Board's docket.

2. DISPOSITION OF CASES

Table 2 shows that 312 mediation cases were disposed of during the fiscal year 1955, as contrasted with 250 cases disposed of during the previous year and making a total of 4,769 mediation cases disposed of during the 21-year period of the Board's operation. Railroads were involved in 241 of the cases disposed of, while the 71 remaining cases pertained to airlines.

As shown by table 3, 72 of the 90 representation cases disposed of involved railroads, 18 involved airlines. The Board has disposed of 2,936 representation cases since it began operation in 1934.

There were five interpretation cases disposed of in the past year, one involving an airline, the four others pertained to railroads. This

makes a total of 36 interpretation cases disposed of during the life of the Board.

3. MAJOR GROUPS OF EMPLOYEES INVOLVED IN CASES

A total of 13,653 employees were involved in the 90 representation cases disposed of by the Board. Train, engine and yard service employees accounted for 25 cases involving 8,509 employees; dining-car employees, train and pullman porters and marine service employees, each accounted for 11 representation cases. In the airline industry, pilots accounted for four representation cases. Miscellaneous groups, such as kitchen employees, were involved in five representation disputes on airlines.

Train, engine and yard service employees accounted for 147 of the 241 mediation cases in the railroad industry; mechanics accounted for 26 mediation cases in the airline industry, and pilots were involved in 19 of the total of 71 mediation cases in that industry.

4. RECORD OF MEDIATION CASES

During the fiscal year ending June 30, 1955, 353 mediation cases were docketed, an increase of 65 over the previous year. These added to the 129 on hand at the beginning of the fiscal year make a total of 482 cases considered during the period. A total of 312 cases were disposed of during the year, leaving 170 unresolved cases on hand at the end of the year.

Class I railroads were involved in 156 mediation cases while switching and terminal railroads accounted for 58 cases of the total of 241 cases involving rail carriers. The airline carriers were involved in 71 mediation cases.

Two hundred and five cases were settled by mediation agreements—158 of these on the railroads, 47 on the airlines. Five arbitration agreements were completed, 4 in railroad cases, 1 in an airline case. The parties withdrew their application for the services of the Board either before or during mediation in 35 cases. The Board dismissed 23 cases. In 44 cases either the carrier or employees refused to arbitrate the issue in controversy.

The major issue, as indicated in table 3, involved in 158 cases related to rules, 149 cases were on railroads contrasted with only 9 cases on this issue in the airline industry. Well over 50 percent of these cases were settled by mediation agreements, 91 railroad cases and 5 airline cases being settled by this method.

The question of rates of pay was about equally divided among mediation cases handled on railroads and airlines, 64 cases on the railroads related to this issue, 44 of which were settled by mediation agreements; 38 of the 54 cases on airlines pertaining to rates of pay were settled by mediation agreements. Four of the cases (three on the railroads, one on the airlines) were disposed of by an agreement to arbitrate the rate of pay.

Six cases involved the writing of a new agreement, 5 on the airlines and 1 on a rail carrier. The 30 (27 railroad, 3 airline) remaining cases involved miscellaneous issues, 24 of which were disposed of by mediation agreements.

Train, engine and yard service employees were involved in 147 of the 241 mediation cases relating to railroad employees; on the airline mechanics were involved in 26 mediation cases and pilots were in-

volved in 19 of the total of 71 cases relating to airline employees disposed of by the Board in the past fiscal year.

5. ELECTIONS AND CERTIFICATION OF REPRESENTATIVES

Representation disputes are handled by the National Mediation Board pursuant to section 2, Ninth, of the Railway Labor Act. This section of the act requires the Board to certify to the carrier, the designated representative of the employees. During the past fiscal year, the Board docketed 96 new representation cases for handling in accordance with this section of the act. These added to the 21 cases on hand at the beginning of the fiscal year made a total of 117 cases considered during the period. At the end of the fiscal year, 27 representation cases were on hand. In addition to those cases formally docketed, 21 applications were received which were rejected after preliminary and informal investigation disclosed that the applications did not conform to the Board's Rules and Regulations either because it was not supported by a sufficient number of authorizations; was in conflict with the 2-year time limit upon application rule of the Board, or in some other respect, failed to meet the requirements of the act.

Ninety representation cases were disposed of during the period July 1, 1954, to June 30, 1955; of these, 72 involved railroad carriers, with 11,188 employees in 90 crafts or classes. The airline carriers accounted for 18 cases, involving 2,465 employees in 21 crafts or classes.

Certifications were issued in 81 cases, 76 based upon secret-ballot election and 5 based upon a check of the authorizations against payroll or a similar record of the carrier. Nine cases were dismissed by the Board or withdrawn by the parties. Dismissals are generally issued by the Board in those cases where the investigation on the property indicates that the applicant organization does not have sufficient authorizations to meet the requirements of the Board or where less than a majority of those eligible cast valid ballots in an election. Four cases were closed by dismissal notices, all in the railroad industry. Five cases were withdrawn, only one of which was in the airline industry.

Sixty certifications issued in the railroad industry were based on secret-ballot elections in which 10,064 employees, 93 percent of those eligible, participated. In the airline industry, 1,951 employees out of 2,442 eligible participated in the balloting, 80 percent, which led to the issuance of 16 certifications. Only one certification was issued in the airline industry upon the basis of a check of authorization against carrier records. Four were issued upon this basis in the railroad industry. Only 2 of the 26 employees involved in these five disputes did not submit an authorization for the applicant organization.

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

III. 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.

1. PROBLEMS IN MEDIATION

During the past fiscal year the Board found it necessary to proffer its mediation services under the provisions of section 5, First, paragraph 6, of the act in 57 separate cases. Such action is taken after an organization sets a strike date. Generally these dates were set in an effort to force the prompt disposition of time claims and grievances or in a situation relating to rules and rates 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. In all instances the organization setting the strike date has deferred the test of economic strength pending the provision of mediation services by the Board. In previous reports the Board has condemned the indiscriminate use of the strike-threat method to bring about settlement of labor disputes. The Board realizes that situations occur in the handling of labor relations on the carriers which seem to require immediate strike action. However, in most instances of this kind, the normal procedures of the act could be utilized without creating an atmosphere of crisis which hampers

negotiations, requires frequent rescheduling of mediation assignments among the Board's mediation staff and causes undue delay in the handling of applications for the Board's mediation services filed in the usual manner.

The Board again urges the heads of various organizations to review and analyze this practice with the view of minimizing such situations. The Railway Labor Act contemplates that both parties will exhaust every reasonable effort to come to an agreement over their differences in direct negotiations before requesting the mediatory services of the Board. Frequently it is necessary for a mediator to spend an undue amount of time and effort in handling a dispute and mediating an agreement on issues which could have been agreed upon by the parties if they had given sufficient time and effort to them during direct negotiations.

During the past year the Board found it necessary to extend its mediation efforts to resolving threatened labor emergencies brought about by threats to use economic strength to force settlement on dockets of time claims and grievances. It should not be necessary to point out that such disputes can be resolved by resort to the procedures contained in section 3 of the act which permits the National Railroad Adjustment Board to hear and decide disputes involving the application or interpretation of agreement rules and grievances arising thereunder. The Board's mediation efforts, when faced with emergency situations of this type, are directed to securing agreements between the parties to submit such claim dockets to special boards of adjustment for hearing and decision. During the past fiscal year special boards of adjustment rendered awards in 3,623 cases. The number of days spent by referees hearing these cases averaged 1.6 days per case. The results thus achieved are worthy of consideration by both carrier and organization officials faced with finding a prompt and orderly solution to such claim dockets.

Notwithstanding the trend toward cooperation between labor organizations, the Board continues to be faced with a number of cases involving jurisdictional questions between various organizations. Those include disputes between nonoperating organizations on jurisdiction over certain work and the question of mileage regulation for engine service employees. Settlement of such disputes require the concurrence of interested organizations. Good labor relations and peaceful conditions on the property are not encouraged when disputes of this nature are allowed to exist. A cooperative effort on the part of the organizations involved would find an answer to many problems of this nature.

IV. 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 an on-the-ground investigation by one of the Board's mediators and a finding by the Board that a dispute exists, the mediator is directed to conduct an election or use other appropriate means for ascertaining the duly authorized representative of the employees.

1. PROBLEMS INVOLVED IN REPRESENTATION DISPUTES

Occasionally in a representation dispute, the contesting parties or organizations are unable to agree on the employees eligible to participate in the selection of representatives. The Board in this event, upon written application from either party, may if the subject warrants hold a public hearing, at which all parties interested may present their contentions and arguments, and at which the carrier concerned is usually invited to present factual information.

Cases disposed of during the past fiscal year in which hearings were held included:

R-2864, Representation of yardmasters, New Orleans Passenger Terminal, certification issued July 6, 1954. (Findings Upon Investigation issued June 9, 1954.) In this case the contending organizations were unable to agree upon the preponderance period, if any, which should be used in determining the eligibility of employees to participate in this dispute.

The applicant organization, the Railroad Yardmasters of America, contended that in accordance with the practice of the Board when employees work part time in more than one craft or class, their eligibility to participate in a representation dispute should be determined on the basis of the preponderance of time spent working in that craft or class in dispute during a representative period of time.

The Railroad Yardmasters of America suggested a 60-day period prior to the last available payroll period.

The Brotherhood of Railroad Trainmen, the incumbent organization, contended that it would not be appropriate in this case to use the preponderance period suggested by the RYA as the carrier had improperly assigned yardmen to yardmaster positions prior to the last payroll period available. The Board ruled in this instance that due to the circumstances involved, a preponderance period from October 26, 1953, to May 7, 1954, should be used to determine the eligibility of employees to participate in the election.

Other issues involved in this dispute include the right of employees classified as day general yardmasters and night general yardmasters-assistant superintendents to participate in the dispute. The Brotherhood of Railroad Trainmen contended that the duties of these positions are those of officials of the carrier. In deciding this issue the Board pointed out that in cases of this kind, it has been the practice of the Board to consider the nature of the work done by the individual involved and in those instances where general yardmasters perform the work of trick yardmasters, they are included on the list of eligible voters. Positive testimony was given during the hearing that the incumbent of these positions performed the work of trick yardmasters during their regular tour of duty. In the absence of contrary evidence, the Board ruled the employees in the positions in controversy should participate in the election.

An employee retired on disability who was last employed by the carrier in an official capacity was not allowed to participate in the dispute even though he held seniority as a yardmaster on the basis of the Board's past practice to determine the eligibility of employees on leave or disability on the basis of the class of service to which an employee is last regularly assigned.

Cases Nos. R-2753, R-2763, R-2805, Representation of (1) Road Conductors, (2) Road Brakemen, (3) Yardmen (Foremen, Helpers & Switchtenders), Spokane, Portland & Seattle Railway Co., certification issued August 19, 1954. (Findings Upon Investigation, issued June 11, 1954.) In this case, the Order of Railway Conductors and Brakemen, the applicant organization, contended in effect that there were no yardmen as such employed by this carrier except in four "closed" yards; that all other men in train service, including those assigned and working as yardmen in the "open" yards were roadmen.

The Brotherhood of Railroad Trainmen, the incumbent organization, contended that only those men who had worked a preponderance of their time in road service were entitled to vote as either road conductors or road brakemen, and that conductors and brakemen employed in the so called open yard are engaged in a separate craft or class from men engaged in road service, viz, yard service.

The Board concluded on the basis of the testimony presented in the hearing that the commonly accepted distinction between road and yard service prevailed on the Spokane, Portland & Seattle Railway and that the crews regularly assigned to yard switching work at the locations referred to as "open" yards were in fact and name yardmen and not roadmen. The eligible list of employees involved in this dispute should include all employees regularly assigned as (1) road conductors, (2) road brakemen, and (3) yardmen, and also those employees who had worked a preponderance of their time in each of

the three crafts or classes during a period of 2 months prior to the election.

Case No. R-2872, representation of coal trimmers, Walter C. Maher, contractor, certification issued November 5, 1954 (Findings Upon Investigation issued October 18, 1954). In this case a dispute arose as to the eligibility of certain individuals on an inactive or furloughed list of the carrier dated February 28, 1953, to participate in the election. The United Marine Workers, Division of District 50, United Mine Workers, contend that these individuals were furloughed employees who had retained their seniority and should be eligible to participate in the dispute. The International Longshoremen's Association contended that these individuals no longer held seniority rights with the carrier and should not be eligible to participate in the dispute. The Board concluded on the basis of the evidence presented at the hearing that the individuals who had failed to comply with the requirements of the agreement requiring certain notice in December 1953 as to their availability for work no longer held an employment relationship with the carrier and were not eligible to participate in this dispute.

The Board also ruled in this case that employees of this carrier working part time for other employees not subject to the Railway Labor Act were eligible to participate in this election.

File C-2279, Representation of Plumbers, Steam Fitters, Pipe Fitters, their helpers and apprentices, employees of the Chicago, Milwaukee, St. Paul & Pacific Railroad Co., (Findings Upon Investigation issued April 26, 1955.) An application was filed by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of United States and Canada (AFL) to investigate a representation dispute among plumbers, steamfitters, pipefitters, their helpers and apprentices, employees of the Chicago, Milwaukee, St. Paul & Pacific Railroad Co. These employees were, at the time of application, represented by the Sheet Metal Workers International Association and covered by an agreement between the carrier and System Federation No. 76 of the Railway Employees' Department, AFL. The applicant organization contended that plumbers, steamfitters, pipefitters, their helpers and apprentices, constituted a separate craft or class within the meaning of the Railway Labor Act. The incumbent organization maintained that these employees constituted only a portion of the generally recognized craft or class of sheet metal workers, their helpers and apprentices. The Board in its Finding Upon Investigation stated:

After consideration of all the evidence before it in this case, the Board cannot escape the fact that plumbers, steamfitters, pipefitters, their helpers and apprentices, have been represented as a part of the craft or class of sheet metal workers, helpers and apprentices, for the past 36 years in the railroad industry of the United States. That fact coupled with a careful analysis of the established precedents convinces us that the craft alignment on this carrier should not now be disturbed.

The application of the United Association was dismissed on the basis that it applied only to a part of the generally recognized craft or class of sheet metal workers, helpers and apprentices.

V. ARBITRATION AND EMERGENCY BOARDS

1. ARBITRATION BOARDS

If the efforts of the Board to effect an amicable settlement of a dispute by a mediation agreement or by withdrawal are unsuccessful, it is then required by the act to endeavor to induce the parties to submit their controversy to arbitration. While the act does not compel the parties to accept arbitration, the Mediation Board, in carrying out its obligation to endeavor to dispose of cases under the act, emphasizes the spirit and intent of the law to settle controversies peaceably. The Board has, therefore, not considered this requirement as a perfunctory action on its part, but rather that its efforts to endeavor to induce the parties to submit their differences to arbitration should be equally as intensive as those put forth in connection with efforts to secure disposition by a mediation agreement.

During the fiscal year 1955, eight arbitration awards were rendered, covering issues remaining unresolved after mediation. In one case the parties, after agreements to arbitrate had been signed, reached a settlement among themselves disposing of the controversy, thus making it unnecessary to convene an Arbitration Board. In another instance, the Board has not been advised of the selection of party arbitrators, and the matter was still pending at the close of the fiscal year. The awards are summarized below:

CASE A-4318, ARB 196.—*The Grand Trunk Western Railroad Co. and Canadian National Railways (Central Region Lines in the United States, viz, Canadian National Lines in New England; United States & Canada Railroad; Champlain & St. Lawrence Railroad and St. Clair Tunnel Co.) and the Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees.*

Members of the Arbitration Board were W. W. Byam, representing the carrier; G. B. Goble, representing the organization; and Paul N. Guthrie, neutral member named by the National Mediation Board. Mr. Guthrie was selected chairman of the Board.

Hearings began on October 19, 1954, in Detroit, Mich., and the award was rendered December 15, 1954.

Six questions were submitted to the Board covering items which had remained unsettled on a request of the organization for revision of agreement.

The award specified the rules or portions thereof, to be adopted by parties and incorporated into the basic working agreement, the important points of which were (1) changes in scope rule to extend agreement coverage to certain employees in off-line offices of the Freight, Passenger and Foreign Freight Traffic Department; (2) provision that all new positions and vacancies, except those of 30 or less days' duration, be bulletined for 5 calendar days in the seniority district effected, and specified the contents of the bulletin; (3) provision for the prompt transfer of employees awarded bulletined positions, after issuance of assignment bulletin; (4) specified time limits on changing starting times, and time limits and conditions permitting employees to transfer to other positions when starting times or rest days of positions held are changed; (5) provision for changes in the rule governing reduction in forces, allowing 5 days' advance notice to clerical and 48 hours' advance notice to nonclerical employees

holding regular assignments of 30 days or more duration (the advance notice may be reduced by carrier under certain conditions in emergencies to 16 hours); (6) provision of a 5-day weekly guarantee to regularly assigned employees and/or positions of 30 days or more duration.

CASE A-4363, ARB 197.—*Southern Airways, Inc., and Air Line Pilots Association, International.*

Members of the Arbitration Board were I. Walter Fisher, representing the carrier; Al Burrows, representing the association; and Saul Wallen, neutral member named by the National Mediation Board. Mr. Wallen was selected chairman of the Board.

Hearings began on November 22, 1954, in Atlanta, Ga., and the award was rendered January 15, 1955.

The dispute involved certain items in the pay structure of pilots and copilots, and effective date and duration of agreement.

The award provided for (1) a graduated scale of hourly pay rates for first pilots ranging from \$4.20 to \$6 for day flying and from \$6.30 to \$9 for night flying, based on a pegged speed scale of aircraft flown; (2) mileage pay for first pilots at the rate of 1½ cents per mile for each mile flown during each month up to 17,000 miles, 2½ cents per mile for each mile flown between 17,000 and 22,000 miles, and 3½ cents for each mile flown in excess of 22,000 miles; (3) provision for mileage pay computation for first pilots on the basis of actual or scheduled block-to-block time, whichever is greater, on any trip or segment of a trip for flights defined in section 15 (a) of the agreement and speed of Douglas DC-3 airplanes for mileage pay purposes to be 155 m. p. h.; (4). gross weight pay of 1½ cents for each 1,000 pounds of the maximum certificated gross weight of the aircraft for each paid hour flown; (5) copilots to be paid straight monthly salary of \$375 per month for the first year and \$427.50 per month for the second year; from the third to the eighth year a formula of monthly base pay with annual increases to the eighth year, inclusive, plus a percentage scale of pilots flight pay (hourly, mileage, and gross weight) of 39.5 percent for the third year, 45.5 percent for the fourth year, and 49.0 percent for the fifth year and thereafter; (6) minimum pay guarantees were also provided for pilots and copilots, the wording of the provision for utilization for such pilots entitled to the guarantee in accordance with seniority, was left with the parties for completion, subject to further consideration of the Board should the parties fail to agree; and (7) effective date of agreement to be December 1, 1953, with varying effective dates for certain pay items and other provisions of agreement. Duration to be until July 15, 1956.

CASE A-4463, ARB 198.—*Hawaiian Airlines, Ltd., and the Air Line Pilots Association, International.*

Members of the Arbitration Board were Ford Studebaker, representing the carrier; Walter Leo Rankin, representing the association; and David L. Cole, neutral member, named by the National Mediation Board. Mr. Cole was selected chairman of the Board. Hearings began August 12, 1954, in Los Angeles, Calif., and the award was rendered September 1, 1954.

The dispute involved certain items in the pay structure of pilots and copilots.

The award granted an increase in hourly flying pay rate scale which resulted in an increase of 23 cents per hour for day flying and an increase of 34.5 cents per hour for night flying on Douglas DC-3

and Convair CV-340 equipment. The change produced a new hourly flying pay rate for Douglas DC-3 to \$4.83 for day flying and \$7.245 for night flying and the Convair CV-340 to \$5.43 for day flying and \$8.145 for night flying. The award also provided that the contract should contain a provision allowing certain senior copilots, assigned to fly both Douglas DC-3 and Convair CV-340 equipment, the higher monthly salary rate applicable to the latter equipment, and for certain junior copilots a formula providing a differential allowance based on the number of hours per month the Convair CV-340 equipment is flown.

The award also provided that the pilot's base pay, monthly mileage pay, gross weight pay, and copilot's pay should remain the same as in the agreement between the parties effective February 1, 1953.

CASE A-4468, ARB 199.—*Indianapolis Union Railway Company and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees.*

The parties entered into an agreement on August 18, 1954, to submit to arbitration, the request of the organization for complete coverage of all the rules of the basic agreement between the parties to several positions in the Superintendent's Office and Accounting Department.

On December 9, 1954, the parties requested to withdraw from arbitration, as agreement had been reached disposing of the controversy obviating the necessity to convene an Arbitration Board.

CASES A-4075 AND A-4457, ARB. 200.—*Chicago & Eastern Illinois Railroad and the Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees.*

Members of the Arbitration Board were G. E. Morgan, representing the carrier, and G. B. Goble, representing the organization, and Mart J. O'Malley, neutral member agreed to by the parties. Mr. O'Malley was selected as chairman of the Board.

Hearing began on January 17, 1955, in Chicago, Ill., and the award was rendered April 17, 1955.

The dispute involved numerous unsettled items remaining from a request of the organization for complete revision of contract.

In the award, the Board specifies the changes to be incorporated into the basic working agreement between the parties covering the following rules: Scope, seniority datum, seniority districts, bulletin, changing starting time, reducing forces, roster, pending decision, overtime, notified and called, basis of pay—guarantee, attending court and witnesses, inexperienced clerical rate of pay.

The award disallowed a proposal of carrier for establishment of extra boards and also declined a proposal of the organization relating to contingencies in the use of certain mechanical devices. During arbitration two items of relatively minor importance were withdrawn by the parties on a compromise basis.

CASE A-4585, ARB. 201.—*Carriers represented by the Western Carrier's Conference Committee and Switchmen's Union of North America.*

Members of the Arbitration Board were D. P. Loomis, representing the carriers; C. E. McDaniels, representing the organization; and Frank Elkouri, neutral member, named by the National Mediation Board. Mr. Elkouri was selected chairman of the Board.

Hearings began on January 4, 1955, and the award was rendered March 1, 1955.

The dispute involved a request of the organization that the daily rate differential paid yard conductors over yard helpers be increased from 85 cents to \$1.80.

In its award the Board declined to grant any increase in the differential. The member of the Board representing the organization filed a dissenting opinion.

CASE A-4346, ARB. 202.—*Kansas City Terminal Railway Co. and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees.*

The dispute involved request of the organization for allowance of weekly rest days for certain employees in certain offices of officials and other departments of carrier, and allowance for equal time off when rest days are worked.

Agreement was entered into December 13, 1954, to submit the controversy to arbitration.

The matter was still pending at the close of the fiscal year, and an Arbitration Board had not been convened.

CASE A-4530, ARB. 203.—*Chicago Union Station Co. and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees.*

Members of the Arbitration Board were J. E. Wolfe, representing the carrier; G. B. Goble, representing the organization; and Emmett Ferguson, neutral member, agreed to by the parties. Mr. Ferguson was selected as chairman of the Board.

Hearings began on April 11, 1955, in Chicago, Ill., and the award was rendered May 26, 1955.

The dispute involved request of the organization for an increase in the allowance to ushers and redcaps of the fee charged passengers for handling baggage.

The award provided that carrier should pay each usher or redcap 15 cents for each baggage check issued in excess of 36 checks per day. Provision was made also for a sliding-scale allowance for checks issued by ushers or redcaps working less than 8 hours.

CASE A-4449, ARB. 204.—*Eastern Air Lines, Inc., and the Air Line Communication Employees Association.*

Members of the Arbitration Board were J. H. Brock, representing the carrier; Mil Senior, representing the association; and Frank P. Douglass, neutral member, agreed to by the parties. Mr. Douglass was selected as chairman of the Board.

Hearings began March 8, 1955, in Miami Beach, Fla., and the award was rendered March 17, 1955.

The dispute involved request of the association for an increase in the rates of pay for radio operators and teletype operators, and effective date and duration of the award.

The award provided for an increase in monthly rates of pay ranging from \$10 to \$20 per month for junior teletype operators, switching center attendants, junior radio operators, and chief switching center attendants, and for senior radio operators, increases ranging from \$25 to \$40 per month with reduction of 1 year in the length of time necessary to progress from the lowest to the highest rate in this classification. Shift differentials of 7 cents for afternoon shift and 12 cents for night shift currently being paid to remain the same. Duration of award is October 1, 1956.

The member of the Arbitration Board representing the association dissented.

Members of the Arbitration Board were W. O. Snyder, representing the carrier; Jeremiah R. Mele, representing the organization; and Andrew Jackson, neutral member, named by the National Mediation Board. Mr. Jackson was selected chairman of the Board.

Hearings were held on May 18, 1955, in New York, N. Y., and the award was rendered June 16, 1955.

The dispute involved request of the organization for increase in rates of pay and change in overtime rule of flight radio officers.

The award granted the employees (1) an increase of \$25 per month in the step-rate scale of monthly salaries, effective June 1, 1955; (2) a lump-sum payment of \$175 in lieu of retroactivity; and (3) an improved overtime rule, chiefly by increasing the rate for overtime from straight time to time and half; overtime to be applicable after 255 hours flight time for each 3 months period after 900 hours flight time in any calendar year.

2. EMERGENCY BOARDS—SECTION 10, RAILWAY LABOR ACT

Under the provisions of Section 10 of the Railway Labor Act, if a dispute between a carrier and its employees is not adjusted through mediation, or 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 noncompulsion features of the act are likewise applicable to reports of Presidential emergency boards. However, in keeping with the spirit and intent of the law it was contemplated that a report of such a board would command the support of public opinion and be accepted by the disputants as a basis on which their differences would be resolved. In some cases, the emergency board acts as a mediatory body and brings about a settlement by the parties without having to make formal recommendations. In the majority of instances, however, recommendations for settlement of the issues involved in the dispute are made in the report of the emergency board to the President.

Reports made by three emergency boards, created by the President during the fiscal year ended June 30, 1955, are summarized below:

CASE A-4599, EMERGENCY BOARD NO. 107.—*The Pullman Co. and certain of its employees represented by the Order of Railway Conductors and Brakemen.*

The emergency board created under the President's Executive order dated October 16, 1954, was composed of Edward F. Carter, of Lincoln, Nebr. (Chairman); Rev. Edward B. Bunn, of Washington, D. C.; and Howard A. Johnson, of Butte, Mont. Hearings were held in Chicago, Ill., beginning on November 8, 1954, and continued to November 16, 1954. The report to the President was issued on November 20, 1954.

The dispute involved request of the organization for an increase in the basic rates of pay for Pullman conductors; cancellation of agree-

ment relating to cost-of-living adjustments, and allowance of 3 weeks' vacation after 10 years of service. In support of the wage increase request, the organization contended an inequity existed between the monthly rates of pay of Pullman conductors and other rail passenger conductors.

The following conclusions for the settlement of the controversy were submitted to the President by the Board.

1. That the request for a 3 weeks' paid vacation after 10 years' service be denied and that 3 weeks' vacation be allowed after 15 years' service.
2. That the cost-of-living increase of 13 cents per hour on the Pullman conductor's basic month of 205 hours, amounting to \$26.65, be added to his basic monthly rate of pay.
3. That the pattern wage increase of 5 cents per hour on the Pullman conductor's basic month of 205 hours, amounting to \$10.25, be added to his basic monthly rate of pay.
4. That the effective date of the increases in the basic monthly rate of pay be December 16, 1953, the effective date of increases made pursuant to the current pattern of labor agreements made in the railroad industry.
5. That the monthly rate of pay applicable to Pullman conductors during their first year of service be fixed at \$394.75, effective December 16, 1953, pursuant to conclusions 2, 3, and 4 above, and that the pay differentials contained in Rule 1 (a), current schedule agreement, as amended, based on service periods therein described, be maintained.
6. That the request of the organization for wage increases based on claimed inequities and alleged differentials or disparities with employees of other crafts be denied.

The parties subsequently entered into an agreement based on the Emergency Board's report, which disposed of the controversy.

CASES A-4579, A-4580, -1, -2, -3, -4, EMERGENCY BOARD NO. 108.—*Capital Airlines, Inc., National Airlines, Inc., Northwest Airlines, Inc., Trans World Airlines, Inc., United Air Lines, Inc., Eastern Air Lines, Inc., and certain of their employees represented by the International Association of Machinists.*

The emergency board created under the President's Executive order dated November 16, 1954, was composed of Adolph E. Wenke (chairman), of Lincoln, Nebr.; Francis J. Robertson, Washington, D. C.; and James P. Carey, Jr., Chicago, Ill. Hearings were held in Washington, D. C., commencing on January 18, 1955. The report to the President was issued on April 13, 1955, 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.

The dispute involved a request of the organization dated May 26, 1954, served jointly on the air carriers involved for changes in rules relating to hours of service, overtime, holidays, vacations, shift premiums, severance pay, longevity pay, job titles, and rates of pay. The carriers served counterproposals on the organization for various changes in existing agreements.

Included in the organization's notice was a request that the air carriers join together in the creation of a carriers' conference committee, authorized to negotiate to a conclusion, the subject matter of the notice. In addition to improvement in the rules, the proposal of the organization contemplated establishing uniformity or stand-

ardization of certain pay rates, rules and job titles and classifications on the airlines involved. The airlines initially opposed conducting negotiations jointly, and when the issue became deadlocked with threat of strike action impending, the Board proffered its services. During this mediation an understanding was reached with five of the airlines involved on the matter of joint handling procedures. Negotiations with Eastern Air Lines was conducted separately but concurrently. Following failure of direct negotiations, further mediation, and a declination to arbitrate by the organization, the Emergency Board was created by the President.

During the course of the hearings, the Emergency Board members held mediatory sessions with the parties and eventually were successful in having them reach agreement composing and settling all matters and issues in dispute.

The settlement included a standard starting rate for mechanics of \$2.01 per hour, with automatic progression in 2 years to \$2.33 per hour; increases in hourly rate of pay of 7, 6, and 5 cents per hour based on employee classifications and retroactive to July 1, 1954, for inspectors, lead mechanics, mechanics, and other ground service employees; reduction from 3 to 2 years in the time required for mechanics to progress from the lowest to the highest rates of pay. Differences in pay rates and other conditions affecting employees' progression to the highest rate of pay on some of the airlines were also removed. Changes in some of the working rules of several of the airlines were agreed upon. Duration of the new agreements is October 1, 1956.

CASE A-4374, EMERGENCY BOARD NO. 109.—*Baltimore and Ohio Railroad Co. and certain other carriers represented by the Eastern, Western, and Southeastern Carriers' Conference Committees and certain of their employees represented by the Order of Railway Conductors & Brakemen.*

The emergency board created under the President's Executive order dated November 23, 1954, was composed of Edward M. Sharpe, Bay City, Mich. (Chairman); Charles A. Sprague, Salem, Oreg., and John T. Dunlop, Harvard University.

Hearings were conducted in Chicago, Ill., beginning December 6, 1954. The report to the President was issued on March 25, 1955, 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.

The dispute involved request of the organization for establishment of graduated rate of pay tables, covering all classes of service performed by road conductors, road brakemen, yard conductors (foremen), and yard brakemen (helpers).

The proposal contemplated that a formula be adopted to provide a relationship between basic daily rates of pay and weight on drivers of the locomotives used, so as to restore the rate of pay differentials previously existing between train service employees and engine service employees and to maintain them for the future.

The organization contended that the lack of a third pay factor in the wage structure of the train service employees, and the increasing use of heavier locomotives has produced a growing disparity in the pay-rate differentials between train and engine service employees; hence, train service employees suffer an inequity, and further that the lengthening of trains associated with the use of heavier power has

greatly added to the work assignment of the train crew, and to the productivity of the joint efforts of road operating employees.

The carriers contended that the difference in average basic daily rates of pay among the train service employees and engine service employees did not constitute an inequity, that pay structure has been built over the years to compensate properly each classification of employees in accordance with the skill, effort, and responsibility required of each, and that use of the graduated rate of pay tables based on weight on drivers in the pay structure of the engine crew derives from the special and peculiar duties of the engineer and fireman which are wholly unrelated to the duties and responsibilities of train service workers. Carriers also contended that the weight on drivers did not bear close relationship to the length of trains and that there has been no increase in the duties of the train crews, and that if there was any increased productivity it was attributable to general technological improvements rather than an increase of work or effort on the part of the train crews.

In its report the Board concluded that an inequity existed in the average basic daily rates of pay of conductors in through-freight service; but rejected the formula proposed by the organization to establish for all classes of service graduated rate of pay tables based on weight on drivers of locomotives. However, the Board recommended that the parties negotiate to correct the inequity, either by increasing the basic daily rate of conductors in through-freight service or other methods that might be developed by the parties in such negotiations.

The Board also recommended that a commission be established to review and to modernize the wage rate structure of the operating classifications in the railroad industry; that such a comprehensive review is long overdue and is essential to the correction of wage inequities, to mutually constructive industrial relations and to the efficient operation of the railroads; that such a commission be established in accordance with the principles and guidesposts outlined in its report.

In view of the importance of this recommendation and the interest expressed throughout the industry in regard to this report, the section of the report containing the observations of the Board is reproduced below:

(In chapter I under "Items of Special Interest," additional comments on this item have been made)

VI. DISCUSSION OF THE EMERGENCY BOARD

A. The Wage Rate Structure of Operating Classifications

(1) The proposal of the organization in this proceeding is a reflection of one of the major problems of the industry: the establishment and maintenance of an equitable and economically sound wage rate structure for the railroad industry as a whole. The contentions in this case concern a single feature of the total wage structure. We are asked to add a new element in the pay rules of certain employees who are part of a complex and highly interrelated wage structure. We are presented with a major problem, only a small part of which lies above the surface. This Board starts its discussion from the view that the wage rate structure of the railroads, or at least of the operating classifications, must be viewed as a highly integrated whole and each part related to that whole. (Tr. 2313, 2332.)

(2) The operating classifications in the railroad industry constitute a relatively self-contained group, at least for the purpose of wage rate administration and

comparison. While it is probably true that every wage rate in the whole country, in at least some small degree, is influenced by every other rate, there are significant differences in the degree of influence. The wages of operating employees on the railroads are certainly not independent of nonoperating wages for purposes of general wage changes. Nonetheless, the wage structure of operating employees for the present purposes constitutes a relatively self-contained entity.

The operating employees are engaged in train and engine service and are charged with the direct responsibility for the movement of trains. There were 248,504 operating employees reported for the second quarter of 1954, 22.75 percent of the total of 1,092,364 railroad employees. (Employee's Ex. 15, pp. 1-4; Carriers' Exs. 8, 11; Tr. 1229, 1359.) The operating employees are represented by five major labor organizations: Brotherhood of Railroad Trainmen; Brotherhood of Locomotive Firemen & Enginemen; Brotherhood of Locomotive Engineers; Order of Railway Conductors & Brakemen; and the Switchmen's Union of North America.

(3) Every wage rate, differential, element of compensation, and pay rule for an operating classification appears to have a close relationship to the wage structure of other operating classifications. Operating employees work in close proximity, frequently away from continuing supervision; the road crews are paid on a mileage basis; under the seniority and promotion rules the same employee may work from day to day in different classifications and in different types of service; employees hold membership in unions with overlapping jurisdiction. The result is that all operating employees are particularly sensitive to changes in the wage structure of other operating employees. (Carriers' Ex. 33, pp. 16-22; Tr. 2180-90). Labor costs of competing carriers are likewise sensitive to differential pay rules.

(4) One consequence of this highly interdependent wage structure for operating classifications is that the attempt to change one rate or pay rule may generate more trouble and dissatisfaction than it cures. (Tr. 2364.)

Piecemeal adjustments in the wage rate structure tend to generate a succession of attempts for further modifications and patches on the rate structure. Each of these attempted adjustments is cumbersome and time consuming under the protracted processes of railway labor relations. Moreover, an initial change in wage rate relationships may not persist as subsequent movements restore the old relationship. A recognized need to change the wage structure may not eventuate as a consequence of conflicting piecemeal adjustments. An illustration is provided by the differential between rates for yard conductors and brakemen in the 1947-48 wage movement. (Carriers' Ex. 33, pp. 48-49.)

(5) There has been no comprehensive review and revision of the wage structure in the railroad industry since the days of World War I. During the period of Federal control of the railroads from December 26, 1917, until March 1, 1920, at the direction of W. G. McAdoo, Director-General of Railroads, the four-man Lane Commission reviewed the railroad wage rate structure and made recommendations which were adopted and placed into effect in General Order 27.

The subsequent recommendations of the advisory Board of Railroad Wages and Working Conditions, composed of labor and carrier representatives (adopted as Supplements to General Order 27) constituted with the Lane Commission Report a thoroughgoing review, revision, and standardization of the railroad wage rate structure. (Employees' Ex. 3, pp. 3-6; 20, p. 3; Carriers' Ex. 38, pp. 56-66; 39, pp. 110-97.)

Perhaps the work of the Railroad Labor Board in determining the wage structure through decisions in 1920 and 1921 should also be cited. But, certainly, no general review in wage structure has since been made. Indeed, no comprehensive surveys or reports on wage structure problems have been made since the distinguished Report of the United States Eight-Hour Commission (1917) (particularly Appendix VI by Prof. William Z. Ripley), the studies of the Lane Commission and other Government bodies in World War I. However, mention should be made of the study under the direction of Federal Coordinator of Transportation, Joseph B. Eastman, made by Dr. Otto S. Beyer, in 1936, "A Survey of the Rules Governing Wage Payments in Railroad Train and Engine Service." The fact that the railroad wage rate structure, for operating classifications, has received no comprehensive review for more than 30 years, and no systematic study for almost 20 years, alone suggests that it may well be obsolete and ill-designed for a modern railroad system.

(6) It should not be inferred that the wage structure and earnings relationships have been unchanged over the period since World War I. There have been some few modifications in the wage rate structure for operating classifications, including the removal in 1944-45 of any ceiling on graduation and a cor-

responding extension of wage brackets for engineers and firemen, and the elimination at the same time of the Western differential for engineers and firemen and the increase in the rates for firemen on electric and oil-burning locomotives. (Tr. 2327.) Changes in wage rate relationships have also arisen as a consequence of the variable introduction of the 40-hour workweek for certain classes.

There have also been some significant changes in pay rules including arbitrariness, as a consequence of agreements between the carriers and the labor organizations, and as a result of changes in the administration of rules arising from decisions of the adjustment boards.

But despite an apparent relative equality of treatment of employees as a consequence of pattern settlements there have been substantial changes in average wage rate relationships and hourly and annual earnings relationships reflecting many technological developments in the industry, and the varying incidence of pay rules. In the past 30 years railway operations have undergone a whole variety of changes, of which the introduction of diesel power is only one of the most spectacular. Such changes have no doubt affected the actual work performed by the operating classifications, and the time required to perform the mileage standard. These changes also have substantially affected relative hourly earnings among classifications. The Carriers and different groups of employees no doubt differ as to the equity of these relative changes in earnings, but there can be no doubt that such differential changes have helped to create some feelings of injustice. (Employee's Ex. 11; Carriers' Ex. 18.)

(7) There are pending at the present time, in addition to the proposal of the Order of Railway Conductors & Brakemen, a variety of proposals by other major operating unions designed to change the wage structure for operating classifications in some particular. The Brotherhood of Locomotive Engineers is seeking a restoration of the 1936 percentage relationship between engineers and firemen through a 22½-percent wage increase. The Brotherhood of Railroad Trainmen has pending a series of demands including graduated rates of pay based upon train length, a limitation on train length, and wage rate changes for various classes of yardmen including an increase in the conductor-brakeman differential. The Brotherhood of Locomotive Firemen and Enginemen has demanded certain minimum daily guarantees and an increase in the yard service fireman's rate. (Carriers' Ex. 33, pp. 79-98; 34; Tr. 3276-80.)

It is apparent from these pending demands that the major operating labor organizations regard the rate structure—as distinct from the level of wage rates—as unsatisfactory in at least some particulars. These demands all constitute an attempt to change the operating wage structure.¹

As Arbitration Board 201 stated on March 1, 1955, in denying a proposal of the Switchmen's Union of North America, to increase the differential between yard foremen and yard helpers:

If (the differential relationships established under unified Federal control) have become outmoded, then it would seem that the industry would best be served not by individual effort for piecemeal adjustment but by cooperative effort toward reevaluation of differentials by all organizations representing comparable classifications of employees.

None of these cases is before this Board, and no remarks here are intended in any way to indicate any judgment on the merits of these or other pending proposals. (Tr. 2313.)

(8) Comprehensive reviews and revisions of wage structures have become common in American industry in the past ten years. E. L. Oliver for the Organization stated:

Most of the great industries in the United States have recast their wage structure fundamentally. * * * (Tr. 183.)

Many of these modernizations of wage structure have come to be regarded by both the affected unions and managements as a highly constructive contribution to fewer grievances, to improved morale, and to better relations between the parties. The revisions in the basic steel, iron ore, textiles, aircraft, shipbuilding, and meatpacking industries are noteworthy. There are a number of individual companies and plants which likewise have rationalized their internal wage rate structures for both office and production employees. Indeed, the concern with simplification and modernization of internal wage structures is one of the most significant developments of industrial relations in the United States in the past decade.

¹ National Mediation Board's observation: Certain of these proposals have been settled at time this annual report went to press.

This comprehensive attention to wage structures has escaped the railway industry and the operating classifications which are of particular concern here. Perhaps collective bargaining here has been preoccupied in view of the slow pace of settlements with more urgent problems including the adjustments in general wage changes to postwar inflation and with changes in the workweek and fringe benefits.

Mr. Loomis for the carriers stated:

I would venture to say that I would like to see the whole railroad rate structure examined in its entirety. * * * (Tr. 2372.)

It is significant that agencies of Government (National War Labor Board) played a key role in getting under way the programs of internal wage review in steel, textiles, shipbuilding, aircraft, and meatpacking. The wage stabilization programs of World War II and the Korean period further encouraged these developments. These agencies when confronted with disputes over particular issues of wage structure not infrequently developed a general program of review of the wage structure of the whole industry. Specific cases lead to general solutions. The only comprehensive review of the wage structure in railroads was likewise performed under government auspices in World War I. Thus far various governmental agencies concerned with railroad problems have not directed their attention to the long overdue modernization of the railroad wage structure.

(9) In addition to comprehensive ordering of wage rates in American industry, piece rate and incentive systems have likewise received widespread scrutiny and modernization in recent years. It is axiomatic that a piece rate or incentive system must be kept up to date, with changing conditions and technology, or it will develop serious inequities in earnings, and more important, it will then cease to provide any genuine incentive for increased output which brings lower costs and higher earnings. The standards of a piecework system need review with changes in job content and operations. It is agreed that the mileage basis of pay is a form of piece rate method of compensation. There has been no review of its incentive features for earnings or for labor costs.

(10) It is interesting to note in passing that a comprehensive review of the wage structure of the British railways has recently been undertaken. On December 16, 1953, the British Transport Commission and the interested unions agreed in part as follows:

The British Transport Commission are prepared to examine with the Trade Unions their whole wage and salary structure. The British Transport Commission contemplates that this examination would be completely exhaustive, without conditions of any kind. Its purposes would be to correct anomalies and give added incentives (including differentials) in desirable cases; and to investigate all standard rates of pay.⁸

(11) The railroad industry plays a vital role in the operation of the economy in peace or war. For this reason the carriers have stressed the importance of maintaining the railroads in a sound financial position. The significant role of the industry in the economy also underscores the importance of sound industrial relations and a modernized wage rate structure, specifically for operating classifications. It is the experience of American industry that the administration of a wage structure and incentive system is as significant for labor costs, and frequently more so, than changes in the general level of wage rates. It should be possible to revise the rate structure to increase daily and annual earnings of the employees and yet to reduce labor costs per ton-mile and per passenger-mile. A rationalized and modernized rate structure is essential to placing the railroad industry on a secure footing for peace or war.

If the railroads are to maintain a strong place in the intense competition among transportation industries, their obsolete wage structure must be carefully reviewed and revised. Many railroad operations have been abandoned in recent years leaving the field to competitors and reducing employment opportunities in the railroads. A revised wage structure among types of operations might provide labor costs which would justify continuation of the service. Herein lies further grounds for a comprehensive review of the wage structure.

(12) The Board has concluded that there is imperative need in this industry, and specifically in the operating classifications, for a thoroughgoing review and modernization of the internal wage structure. Indeed, such a review and rationalization is long overdue. This conclusion is not derived from an exhaustive wage survey. At this point we are not designating particular wage rate relationships or elements of the compensation system and pay rules that need attention, although

⁸ Final Report of a Court of Inquiry into a Dispute between the British Transport Commission and the National Union of Railwaymen, January 1955, Cmd. 9372.

some are quite obvious. The conclusion is based rather upon the general statistical materials presented in this case and upon the broad considerations outlined above.

The Board is aware that such a comprehensive review is not an easy task; it will require considerable time and energy. The railroads have unique problems. We are in sympathy with the Lane Commission when it said:

To ask of a man, "What wages should you in justice receive?" is to ask perhaps the profoundest of all human questions.

The task will challenge the leadership on both sides, and the capacity of the labor organizations to work together will be tested. Other industries with less experience in collective bargaining have met and solved these problems. There is every reason to believe that this industry can do as well.

(13) It should be made clear that the term "wage structure" is used to denote the whole complex of wage rates, methods and bases of wage payments, rules governing the mileage basis of pay and overtime, graduated rates of pay, region and other differentials, and all other rules governing compensation. Frequently one party or the other has called for a review of particular rules. It is the comprehensive consideration of the whole structure which is required.

In recent years there appears to be a tendency for some labor organizations among the operating classifications, in considering the wage structure, to emphasize the differentials among crafts or classifications. There are a great many other aspects of the wage structure in which the organizations and the carriers have much in common. Thus, there are problems among classes of service, overtime rules and the pay rules providing for an effective incentive or mileage system of pay. These common interests in a modernized wage rate structure need to be stressed. The growing tendency within the labor movement generally to set aside rivalries in the larger interests, to settle jurisdictional disputes directly, and to work together may also prevail among the operating labor organizations.

(14) For parties so experienced in collective bargaining it is not necessary to set forth the details or mechanics by which such a comprehensive review and revision of the operating wage rate structure of the railroads should be accomplished. The Board has felt, however, that it might be helpful in the further exploration of this recommendation by all the interested parties and agencies for the Board to indicate some suggestions or guideposts which may merit consideration. Participation in the work of the commission should not in advance bind any party to accept the conclusions or recommendations of the commission, except by prior agreement.

(a) A comprehensive review of the wage structure would require the establishment of a wage structure commission. It would be necessary that such a commission be composed of senior negotiators since they are most familiar with the wage rate structure of the industry. The effective operation of the commission would, no doubt, also require that there be selected several neutrals, with experience in collective bargaining and wage structure problems, to be members of the commission. One of the neutrals should be chairman.

(b) A truly comprehensive review requires that the commission include representatives from the three regional organizations of carriers and from all the major labor organizations of operating employees. It is essential to any comprehensive review and in keeping with longstanding precedent in this industry that all these interested and affected organizations be represented on such a commission.

(c) Each segment of the commission would, no doubt, find it necessary to appoint a small group of technical experts familiar with railroad wages and wage structure problems. All related Government agencies would be expected to provide the commission and its technical experts with all possible assistance and information.

(d) The effective work of the commission would require that studies be initiated to secure all relevant information on the wage rate structure and earnings of the industry among operating classifications. A comprehensive wage survey is independent of any particular proposal for revision of the rate structure and is essential to the consideration of such proposals. While such a survey should no doubt be planned by the technical experts, the commission should take responsibility for the study and should from time to time consider the problems and progress of any survey. Any survey must be factual and designed to compile all data needed to appraise proposals for the modification of the wage structure.

(e) All elements and aspects of the wage structure should be reviewed. In the language of the British agreement:

This examination would be completely exhaustive without conditions of any kind.

(f) The objective of the commission should be to propose for the consideration of carriers and the labor organizations a revised and modernized wage rate struc-

ture for the operating classifications. The objective is not to change the general level of rates but to reorganize the structure and pay rules.

It has been the experience of industry generally that improved wage rate structures pay for themselves, while they may result in some initial rise in average earnings. In these operating classifications it should be possible to reduce average labor costs per ton-mile and per passenger-mile and increase some earnings.

(g) This report does not contemplate any mechanical system of job evaluation or other formula for setting wages. A systematic survey of various job duties is essential to a wage review. The wage rate structure should be established by negotiations after a complete survey and a thorough review of the wage structure. In the tradition of this industry, Section 307 (d) of the Transportation Act of 1920 (Carriers' Ex. 14, p. 1; Tr. 356, 504, 555) sets forth some general principles for a review of wage structure.

(h) Industries which have revised their wage structures have invariably adopted a "red circle" or "incumbent" rule, under which no present employee by virtue of the wage rate revision suffers a loss in wage rate without adequate compensation. There may be some technical problems in applying literally this principle to the railroads in view of the operation of the seniority system under which employees may work in several different classifications from day to day, and in view of the variation in pay rules which create variations in earnings. The practicable application of this principle is needed to assure the full cooperation of the individual employees in the wage structure revision program.

(i) The work of the commission should be kept apart from the normal negotiations of the parties on other questions in view of the magnitude of the task and in order to assure the greatest possibility of achievement.

(15) The initiative for the establishment of the recommended wage structure commission ideally would come from the affected labor organizations, the carriers, or from both parties jointly. Or the initiative could come from Government agencies concerned with railroad problems, such as the National Mediation Board, the Interstate Commerce Commission, the Secretary of Labor, or from committees of Congress, or the President. In the past, all these agencies and officials have played a significant role in railroad labor relations. The proper agency to conduct an initial exploration of this matter is the National Mediation Board, which could determine from all interested parties and agencies whether the commission should be established directly by the parties or under the auspices of legislative or executive agencies of Government.

Recommendation: There should be established a commission to review and to modernize the wage rate structure of the operating classifications in the railroad industry. We believe that such a comprehensive review is long overdue and is essential to the correction of wage inequities, to mutually constructive industrial relations and to the efficient operation of the railroads. It is recommended that such a commission be established in accordance with the principles and guideposts outlined in the above discussion.

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.

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.

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

As of June 30, 1955, there was on file with this Board a total of 5,180 such agreements, or an increase of 23 new agreements received during the year. Of this increase, five new agreements covered airline employees and the remainder are applicable to railroad employees. Table 10 shows for the 21-year period 1935-1955, 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 amendments to existing agreements. During the fiscal year ended June 30, 1955, a total of 1,384 such revisions and supplements were filed with the Board. Adding the 1,384 revised and supplemental agreements to the 23 new basic agreements produces a total of 1,407 agreements of all types received in the Board's office during the fiscal year 1955.

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, 1955, 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.

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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, 1955.

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 those two types of agreements occasionally leads to differences between those who are parties to them.

1. 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 railway 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, Ill.

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.

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.

Lists of all persons serving as referees on the four divisions of the Adjustment Board are shown in appendix A.

During the 21 years the Adjustment Board has been in existence, the First Division has received a total of 33,053 cases, and has dis-

posed of 30,039. At the close of the fiscal year 1955, the First Division had on hand an unadjusted 3,014 cases, which was an increase of 216 cases over the 2,798 on hand at the close of the previous year. Reference to table 13 in this report shows that a total of 391 cases were disposed of by the Division during the fiscal 1955 by decision, and that 339 were withdrawn. The corresponding figures for fiscal 1954 were 313 cases decided and 714 withdrawn. New cases received during fiscal 1955 numbered 946 compared with 1,000 in fiscal 1954. These reductions noted in new cases received during 1955, 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, 1955, 46 special adjustment boards had been set up on the rail carriers which handled and disposed of approximately 3,623 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.

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.

A list of all persons designated by the National Mediation Board to serve as referees with system Boards of Adjustment is shown in appendix B.

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 1955, this Board was called upon to interpret the terms of 2 mediation agreements which added to the 4 requests on hand at the beginning of the fiscal year made a total of 6 under consideration. At the conclusion of the fiscal year 5 requests had been disposed of while one request was pending. Since the passage of the 1934 amendment to the act, the Board has disposed of 36 cases under the provisions of section 5, Second, of the Railway Labor Act as compared to a total of 2,632 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 the Interior Building, 18th 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
A. Alfred Della Corte
Clarence G. Eddy
Lawrence Farmer
Ross J. Foran
Patrick D. Harvey
James M. Holaren
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

2. FINANCIAL STATEMENT

Accounting of all moneys appropriated by Congress for the fiscal year 1955, 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.....	\$425, 500
Arbitration and emergency boards.....	300, 000
Total appropriations.....	<u>725, 500</u>
Obligations:	
Salaries, National Mediation Board.....	317, 612
Travel expenses.....	92, 910
Other expenses.....	17, 978
Total operating expenses.....	<u>1 428, 500</u>
Expenses, arbitration and emergency boards.....	231, 000
Grand total.....	<u><u>659, 500</u></u>
Unobligated balances:	
Salaries and expenses.....	
Arbitration and emergency boards.....	69, 000
Total unobligated.....	<u>69, 000</u>

¹ Includes \$3,000 transferred to this account from the funds of the National Railroad Adjustment Board.

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)

CASTLE, W. H., *Chairman*

FERN, B. W., *Vice Chairman*

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

STATEMENT

On June 21, 1934, by enactment of Public, No. 442, 73d 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 1955, 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.....	\$495, 000
Transferred to "Salaries and expenses, National Mediation Board"....	3, 000
Amount available for obligation.....	492, 000

Expenditures:

Salaries of employees.....	\$229, 911
Salaries of referees.....	119, 390
Travel expenses (including referees).....	19, 031
Transportation of things.....	116
Communication services.....	7, 909
Printing and binding.....	52, 513
Other contractual services.....	2, 816
Supplies and materials.....	5, 921
Equipment.....	5, 020

Total expenditures..... 442, 627

Unexpended balance..... 49, 373

¹ Replaced L. B. Fee on Fourth Division.

² Assigned to First Division, vice O. E. Swan, retired.

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

Name	Title	Salary paid	Duties
Howard, Leland.....	Administrative officer.....	\$8,389.28	Subject to direction of Board, administers its governmental affairs.
Dillon, Mary E.....	Secretary.....	4,847.52	Secretarial, stenographic, accounting, and auditing.
Larson, George.....	Clerk.....	3,310.19	Clerical.

FIRST DIVISION

MaeLeod, J. M.....	Executive secretary.....	\$7,842.61	Administration of affairs of division and subject to its direction.
Pope, Patrick V.....	Assistant executive secretary.....	5,431.78	Assists executive secretary.
Fostof, Evelyn F.....	Secretary.....	4,718.98	Secretarial, stenographic, and clerical.
Smith, Margaret J.....	do.....	4,718.98	Do.
Blee, Ruth W.....	do.....	4,590.56	Do.
Ellwanger, Dorothy M.....	do.....	4,590.56	Do.
Schroeter, Marie A.....	do.....	4,461.99	Do.
Finnegan, Marian.....	do.....	4,333.46	Do.
Lewandowski, Jeanette.....	do.....	4,333.46	Do.
Meehan, Elizabeth E.....	do.....	4,333.46	Do.
Smith, Joan M.....	do.....	4,333.46	Do.
Gross, Dorothy J.....	do.....	4,333.46	Do.
Johnson, Mildred R.....	do.....	3,823.01	Do.
Sirner, Rhoda E.....	Clerk-stenographer.....	3,650.87	Stenographic and clerical.
Fox, Doris S.....	do.....	3,520.60	Do.
Segel, Wayne H.....	Clerk.....	3,454.92	Clerical.

REFEREES

Bakke, Norris C., 82¼ days at \$75 per day.....	\$6,206.25	Sat with Division as member to make awards, upon failure of Division to agree or secure majority vote.
Cluster, H. Raymond, 63¼ days at \$75 per day.....	4,743.75	Do.
Ferguson, Emmett, 53¼ days at \$75 per day.....	3,993.75	Do.
Johnson, Howard A., 20½ days at \$75 per day.....	1,537.50	Do.
Leedom, Boyd, 67½ days at \$75 per day.....	5,062.50	Do.
Loring, Charles, 59¼ days at \$75 per day.....	4,443.75	Do.
McMahon, Donald F., 116¼ days at \$75 per day.....	8,718.75	Do.
Rogers, Daniel C., 48 days at \$75 per day.....	3,600.00	Do.
Shugrue, Dwyer, 73¼ days at \$75 per day.....	5,493.75	Do.
Stone, Mortimer, 11½ days at \$75 per day.....	862.50	Do.
Yeager, John W., 12 days at \$75 per day.....	900.00	Do.

SECOND DIVISION

Sassaman, H. J.....	Executive secretary.....	\$7,638.69	Administration of affairs of Division and subject to its direction.
Glenn, Allise N.....	Secretary.....	4,718.98	Secretarial, stenographic, and clerical.
Groble, Agatha E.....	do.....	4,718.98	Do.
Lindberg, Robert L.....	do.....	4,718.98	Do.
Morrison, Margaret E.....	do.....	4,718.98	Do.
Shaughnessy, Margaret V.....	do.....	4,718.98	Do.
Williams, Dorothy M.....	do.....	4,718.98	Do.
Vought, Marcella R.....	do.....	4,590.56	Do.
Sturman, Alta M.....	do.....	4,461.99	Do.
Watson, Muriel G.....	do.....	4,461.99	Do.
Fountainne, Dorothy T.....	do.....	4,333.46	Do.
Thomas, Cecelia G.....	do.....	4,333.46	Do.

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

REFEREES

Name	Title	Salary paid	Duties
Bailer, Lloyd H., 59½ days at \$75 per day.	-----	\$4,462.50	Sat with Division as member to make awards, upon failure of Division to agree or secure majority vote.
Carter, Edward F., 35½ days at \$75 per day.	-----	2,662.50	Do.
Donaldson, J. Glenn, 31½ days at \$75 per day.	-----	2,362.50	Do.
Stone, Mortimer, 76 days at \$75 per day.	-----	5,700.00	Do.
Wenke, Adolph E., 28 days at \$75 per day.	-----	2,100.00	Do.

THIRD DIVISION

Tummon, A. Ivan	Executive secretary	\$7,433.39	Administration of affairs of Division and subject to its direction. Secretarial, stenographic, and clerical.
Lightner, Hazel I.	Secretary	4,718.98	
Morse, Frances	do	4,718.98	Do.
Anderson, Loreto C.	do	4,590.56	Do.
Anderson, Louise S.	do	4,040.04	Do.
Balskey, C. Virginia	do	4,590.56	Do.
Sanford, Jewel C.	do	4,590.56	Do.
Killeen, Eugene A.	do	4,461.99	Do.
Smith, Lois E.	do	4,258.92	Do.
Frey, Catherine E.	do	4,333.46	Do.
Sommerfeld, Carol A.	do	4,333.46	Do.
Swanson, Ronald A.	do	330.68	Do.
Targett, Margaret F.	do	3,728.96	Do.
Griswold, Edgar M.	Clerk	3,520.60	Clerical.

REFEREES

Carter, Edward F., 83 days at \$75 per day.	-----	\$6,225.00	Sat with Division as member to make awards, upon failure of Division to agree or secure majority vote.
Coffey, A. Langley, 73¼ days at \$75 per day.	-----	5,493.75	Do.
Donaldson, J. Glenn, 35 days at \$75 per day.	-----	2,625.00	Do.
Leiserson, William M., 5 days at \$75 per day.	-----	375.00	Do.
Messmore, Fred W., 52½ days at \$75 per day.	-----	3,937.50	Do.
Parker, Jay S., 89¼ days at \$75 per day.	-----	6,731.25	Do.
Rader, LeRoy A., 123½ days at \$75 per day.	-----	9,262.50	Do.
Robertson, Francis J., 45 days at \$75 per day.	-----	3,375.00	Do.
Shake, Curgis G., 50 days at \$75 per day.	-----	3,750.00	Do.
Sharpe, Edward M., 2¼ days at \$75 per day.	-----	168.75	Do.
Smith, Livingston, 2¼ days at \$75 per day.	-----	206.25	Do.
Stone, Mortimer, 3½ days at \$75 per day.	-----	262.50	Do.
Wenke, Adolph E., 2 days at \$75 per day.	-----	150.00	Do.
Whiting, Dudley E., 40¼ days at \$75 per day.	-----	3,018.75	Do.
Wyckoff, Hubert, 22¼ days at \$75 per day.	-----	1,668.75	Do.

FOURTH DIVISION

Parkhurst, Raymond B.	Executive secretary	\$8,389.28	Administration of affairs of Division and subject to its direction. Secretarial, stenographic, and clerical.
Humfreville, Muriel L.	Secretary	4,718.98	
Zimmerman, R. Hazel	do	4,718.98	Do.
Adams, Henrietta V.	do	4,590.56	Do.

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

REFEREES

Name	Title	Salary paid	Duties
Begley, Thomas C., 2¾ days at \$75 per day.	-----	\$206.25	Sat with Division as member to make awards, upon failure of Division to agree or secure majority vote.
Dash, G. Allan, Jr., 43¾ days at \$75 per day.	-----	3,281.25	Do.
Ferguson, Emmett, 13 days at \$75 per day.	-----	975.00	Do.
Larkin, John Day, 25 days at \$75 per day.	-----	1,875.00	Do.
McCourt, John B., 20¼ days at \$75 per day.	-----	1,518.75	Do.
Simmons, Robert G., 4½ days at \$75 per day.	-----	337.50	Do.
Spillane, James J., 16 days at \$68.53 per day.	-----	1,096.48	Do.

FIRST DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

39 South La Salle Street, Chicago 3, Ill.

ORGANIZATION OF THE DIVISION, FISCAL YEAR 1954-55

H. W. BURTNESS, <i>Chairman</i>	C. W. KEALEY
B. W. FERN, <i>Vice Chairman</i>	C. E. MCDANIELS
HAROLD V. BORDWELL	D. A. MILLER
GEORGE H. DUGAN	H. J. REESER
L. B. FEE ¹	O. E. SWAN ²
J. K. HINKS	

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.

TABLE 1.—Cases docketed fiscal year 1954-55; classified according to carrier party to submission

Name of carrier	Number of cases docketed	Name of carrier	Number of cases docketed
Alabama, Tennessee & Northern	1	Chicago Great Western	14
Alton & Southern	1	Chicago, Indianapolis & Louisville	1
Arkansas & Louisiana Missouri	1	Chicago Junction	1
Atchison, Topeka & Santa Fe—East and West	6	Chicago, Milwaukee, St. Paul & Pacific—East	23
Atlanta & West Point	9	Chicago, North Shore & Milwaukee	1
Atlantic & East Carolina	2	Chicago River & Indiana Terminal	20
Atlantic Coast Line	1	Chicago, Rock Island & Pacific	14
Baltimore & Ohio	33	Chicago Short Line	1
Boston & Maine	36	Chicago, St. Paul, Minneapolis & Omaha	1
Butte, Anaconda & Pacific	1	Cleveland, Cincinnati, Chicago & St. Louis	1
Central Railroad Co. of New Jersey	10	Cleveland, Cincinnati, Chicago & St. Louis—Peoria & Eastern	2
Central of Georgia	4		
Central Vermont	1		
Chesapeake & Ohio	60		
Chicago & North Western	81		
Chicago, Burlington & Quincy	28		

¹ Succeeded O. E. Swan, March 1, 1955.

² Retired February 28, 1955.

TABLE 1.—Cases docketed fiscal year 1954-55; classified according to carrier party to submission—Continued

Name of carrier	Number of cases docketed	Name of carrier	Number of cases docketed
Clinchfield.....	1	New York Central—West.....	4
Colorado & Southern.....	2	New York, Chicago & St. Louis.....	8
Delaware, Lackawanna & Western.....	41	Norfolk & Portsmouth Belt Line.....	1
Denver & Rio Grande Western.....	7	Norfolk & Western.....	11
Des Moines Union.....	4	Northern Pacific Terminal Co. of Oregon.....	1
Duluth, Winnipeg & Pacific.....	1	Northwestern Pacific.....	8
Elgin, Joliet & Eastern.....	1	Northern Pacific.....	2
Erie.....	14	Pennsylvania—Central.....	4
Florida East Coast.....	1	Pennsylvania—East.....	8
Fort Worth & Denver.....	9	Pennsylvania—West.....	4
Georgia, Southern & Florida.....	1	Philadelphia, Bethlehem & New England.....	5
Grand Trunk Western.....	8	Pittsburgh & Lake Erie.....	3
Great Northern.....	1	Portland Terminal.....	2
Gulf Coast Lines.....	1	Pueblo Union Depot.....	1
Houston Belt Terminal.....	1	Reading.....	35
Illinois Central.....	5	Richmond, Fredericksburg & Potomac.....	1
International-Great Northern.....	2	River Terminal.....	1
Interstate.....	1	St. Louis-San Francisco.....	8
Joint Texas Division of Chicago, Rock Island & Pacific:		St. Louis Southwestern.....	6
Fort Worth & Denver.....	4	San Diego & Arizona Eastern.....	3
Kansas City Southern.....	50	Savannah & Atlanta.....	2
Kansas City Southern—Louisiana & Arkansas.....	1	Seaboard Air Line.....	16
Kentucky & Indiana Terminal.....	4	South Buffalo.....	2
Lake Superior Terminal & Transfer.....	2	Southern Pacific—Pacific.....	69
Lehigh & Hudson River.....	1	Southern.....	17
Lehigh Valley.....	30	Spokane International.....	6
Long Island.....	1	Terminal Railroad Association of St. Louis.....	6
Los Angeles Junction.....	5	Texas & Northern.....	1
Louisiana & Arkansas.....	17	Tuscon, Cornelia & Gila Bend.....	1
Louisville & Nashville.....	6	Union Pacific—Eastern District.....	10
Memphis Union Station.....	1	Union Pacific—Northwestern District.....	17
Milwaukee-Kansas City Southern Joint Agency.....	8	Union Pacific—South Central.....	16
Minneapolis, St. Paul & Sault Ste. Marie.....	2	Union Railroad—Pittsburgh.....	1
Mississippi Central.....	2	Virginian.....	7
Monongahela.....	2	Wabash.....	26
Nashville, Chattanooga & St. Louis.....	2	Weatherford, Mineral Wells & Northwestern.....	1
New Orleans Public Belt.....	1	Western Maryland.....	20
New Orleans Union Passenger Terminal.....	1	Western Pacific.....	16
New York Central—East.....	1	Total.....	946

TABLE 2.—Cases docketed fiscal year 1954-55; classified according to organization party to submission

Name of organization	Number of cases docketed	Name of organization	Number of cases docketed
Engineers.....	138	Trainmen.....	314
Engineers-Firemen.....	4	Switchmen's Union of North America.....	83
Engineers-Firemen-Conductors-Trainmen.....	1	Railroad Industrial Union.....	10
Engineers-Conductors.....	1	United Railroad Operating Crafts.....	7
Firemen.....	261	Individual.....	15
Firemen-Trainmen.....	6		
Firemen-Conductors-Trainmen.....	2		
Conductors.....	100	Total.....	946
Conductors-Trainmen.....	4		

SECOND DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago 4, Ill.

M. E. SOMERLOTT, *Chairman*
C. E. GOODLIN, *Vice Chairman*
J. A. ANDERSON
R. W. BLAKE
D. H. HICKS

R. P. JOHNSON
T. E. LOSEY
T. F. PURCELL
E. W. WIESNER
GEORGE WRIGHT

HARRY J. SASSAMAN, *Executive Secretary*

JURISDICTION

Second Division: To have jurisdiction over disputes involving machinists, boilermakers, blacksmiths, sheet-metal workers, electrical workers, carmen, the helpers and apprentices of all of the foregoing, coach cleaners, powerhouse employees, and railroad-shop laborers.

COMMENT

In addition to the regularly docketed cases, this Division has been called upon to handle a substantial volume of potential cases. Many communications were received from correspondents asking information as to the method and procedure necessary to properly present cases to the Division for adjustment. Some of these 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 might develop into cases which should properly be referred to the Division for Adjustment. These cases, fifty-three (53), developed during the fiscal year ending June 30, 1955, and in addition, much correspondence was carried on in connection with similar potential cases listed in our reports for previous 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.

TABLE 1.—*Carriers party to cases docketed*

	Number of cases		Number of cases
Aliquippa & Southern RR Co., The.....	3	Gulf, Colorado & Santa Fe Ry. Co.....	6
Atchison, Topeka & Santa Fe Ry. Co., The.....	23	Gulf, Mobile & Ohio RR. Co.....	3
Atlanta Joint Terminals.....	1	Illinois Central RR. Co.....	4
Atlanta & West Point RR Co.....	2	Lake Terminal RR. Co., The.....	2
Atlantic Coast Line RR.....	1	Louisville & Nashville RR. Co.....	5
Belt Ry. Co. of Chicago, The.....	2	Milwaukee Kansas City South- ern Joint Agency.....	1
Boston & Maine RR.....	4	Minneapolis & St. Louis Ry. Co The.....	1
Burlington Refrigerator Express Co.....	1	Missouri Pacific RR. Co.....	9
Central RR. Co. of New Jersey, The.....	1	Nashville, Chattanooga & St. Louis Ry., The.....	1
Chesapeake & Ohio Ry. Co., The.....	3	New Orleans & North Eastern RR. Co.....	1
Chicago, Burlington & Quincy RR Co.....	8	Norfolk & Western Ry. Co.....	2
Chicago, Milwaukee, St. Paul & Pacific RR. Co.....	5	Northern Pacific Ry. Co.....	1
Chicago, Rock Island & Pacific RR Co.....	7	Northwestern Pacific RR.....	1
Cincinnati, New Orleans & Texas Pacific Ry. Co., The.....	1	Panhandle & Santa Fe Ry. Co.....	1
Clinchfield RR. Co.....	1	Pennsylvania RR. Co., The.....	14
Delaware, Lackawanna & West- ern RR. Co., The.....	3	Pittsburgh & Lake Erie RR. Co., The.....	2
Donora Southern RR.....	1	Port Terminal RR. Association (Unincorporated).....	1
Florida East Coast Ry. Co.....	1	Pullman Co., The.....	22
Fruit Growers Express Co.....	1	St. Louis-San Francisco Ry. Co.....	1
Great Northern Ry. Co.....	5	Southern Pacific Co. (Pacific Lines).....	6
Gulf Coast Lines.....	3	Southern Pacific Co. (Texas & New Orleans RR., Co.).....	5

TABLE 1.—*Carriers party to cases docketed*—Continued

	Number of cases		Number of cases
Southern Ry. Co.....	1	Union Terminal Co. (Dallas)---	5
Terminal Railroad Association of St. Louis.....	1	Wabash RR. Co.....	1
Texas & Pacific Ry. Co., The...	1	Washington Terminal Co., The..	1
Texas Mexican Ry. Co., The...	1		
Union Pacific RR. Co.....	6	Total.....	183

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

	Number of cases		Number of cases
Brotherhood of Railway Carmen of America.....	65	International Brotherhoods of Boilermakers, Iron Ship Build- ers, Blacksmiths, Forgers & Helpers ¹	6
International Brotherhood of Electrical Workers.....	54	Federated Trades.....	1
International Association of Ma- chinists.....	19	Transport Workers Union of America, CIO—Railroad Di- vision ²	16
International Brotherhood of Firemen and Oilers.....	7	United Steel Workers of Amer- ica.....	2
Sheet - Metal Workers Inter- national Association.....	2	Individually submitted cases, etc.	11
		Total cases docketed.....	183

¹ This organization represents an amalgamation of the International Brotherhood of Blacksmiths, Drop Forgers & Helpers with the International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America.

² This organization represents the organization shown in prior years reports as the United Railroad Workers of America, CIO.

THIRD DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago 4, Ill.

R. M. BUTLER, <i>Chairman</i>	E. T. HORSLEY
J. W. WHITEHOUSE, <i>Vice Chairman</i>	J. E. KEMP
C. R. BARNES	GERALD ORNDORFF
W. H. CASTLE	ROGER SARCHET
C. P. DUGAN	J. H. SYLVESTER
	A. IVAN TUMMON, <i>Executive Secretary</i>

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).

TABLE 1.—*Carriers party to cases docketed*

	Number of cases		Number of cases
Alabama Great Southern.....	1	Butte Anaconda & Pacific.....	1
Aliquippa & Southern.....	1	Camas Prairie.....	1
Ann Arbor.....	1	Central of Georgia.....	3
Atchison, Topeka & Santa Fe...	12	Central RR. of New Jersey....	4
Atlanta & West Point.....	1	Chesapeake & Ohio.....	11
Atlantic Coast Line.....	3	Chicago & Eastern Illinois....	2
Baltimore & Ohio.....	16	Chicago and North Western....	3
Boston & Albany.....	1	Chicago, Burlington & Quincy...	7
Boston & Maine.....	9	Chicago, Indianapolis & Louis- ville.....	1
Brooklyn Eastern District Ter- minal.....	1	Chicago, Milwaukee, St. Paul & Pacific.....	30
Burlington-Rock Island.....	1		

TABLE 1.—*Carriers party to cases docketed*—Continued

	Number of cases		Number of cases
Chicago, Rock Island & Pacific.....	11	Nashville, Chattanooga & St. Louis.....	1
Chicago, St. Paul, Minneapolis & Omaha.....	1	New York Central.....	30
Chicago Union Station.....	1	New York, Chicago & St. Louis.....	4
Cincinnati, New Orleans & Texas Pacific.....	1	New York, New Haven & Hart- ford.....	6
Cincinnati Union Terminal.....	3	New York, Susquehanna & West- ern.....	1
Cleveland, Cincinnati, Chicago & St. Louis.....	1	New Orleans Terminal.....	1
Delaware & Hudson.....	5	Norfolk Southern.....	1
Delaware, Lackawanna & West- ern.....	11	Northern Pacific.....	4
Denver & Rio Grande Western.....	8	Northwestern Pacific.....	3
Detroit & Toledo Shore Line.....	2	Pacific Electric.....	1
Duluth, Missabe & Iron Range.....	3	Pennsylvania.....	29
Duluth, Winnipeg & Pacific.....	1	Port Terminal Railroad Associa- tion.....	1
Elgin, Joliet & Eastern.....	10	Potomac Yard-RF & P.....	1
Erie.....	3	Pullman Company.....	28
Florida East Coast.....	1	Pullman Co.-Brotherhood Sleep- ing Car Porters.....	1
Fonda, Johnstown & Glovers- ville.....	1	Railway Express.....	14
Fort Dodge, Des Moines & Southern.....	1	Reading.....	4
Fort Street Union Depot.....	1	Sacramento Northern.....	2
Fort Worth & Denver.....	4	St. Louis-San Francisco.....	5
Fruit Growers Express.....	1	St. Louis Southwestern.....	5
Georgia.....	2	St. Paul Union Depot.....	1
Grand Trunk Western.....	3	Seaboard Air Line.....	6
Graysonia Nashville & Ashdown.....	1	Southern.....	7
Great Northern.....	2	Southern Pacific Hospital De- partment.....	1
Gulf Coast-IGN.....	5	Southern Pacific (Pacific Lines).....	25
Gulf, Colorado & Santa Fe.....	7	Southern Pacific (Texas & Louis- iana).....	5
Gulf, Mobile & Ohio.....	10	Spokane, Portland & Seattle.....	4
Houston Belt & Terminal.....	5	Staten Island Rapid Transit.....	1
Illinois Central.....	9	Tennessee Central.....	1
International Great Northern.....	2	Tennessee RR.....	1
Jacksonville Terminal.....	1	Terminal Railroad Association of St. Louis.....	7
Kansas City Terminal.....	2	Texas & Pacific.....	8
Lake Terminal.....	2	Wabash.....	5
Long Island.....	1	Western Maryland.....	5
Los Angeles Junction Ry.....	1	Western Pacific.....	3
Louisiana & Northwest.....	1	Western Railway of Alabama.....	1
Louisville & Nashville.....	4	Western Weighing & Inspection Bureau.....	3
Lehigh Valley.....	1	Union Pacific.....	16
Maine Central.....	3		
Midland Valley.....	5		
Missouri-Kansas-Texas.....	9		
Missouri Pacific.....	27		
Missouri Pacific (T & L).....	3	Total.....	530

TABLE 2.—*Organizations party to cases docketed*

American Train Dispatchers As- sociation.....	23	Joint Council Dining Car Em- ployes.....	18
Brotherhood Maintenance-of- Way Employees.....	68	The Order of Railroad Teleg- raphers.....	127
Brotherhood of Railroad Signal- men of America.....	16	Order of Railway Conductors & Brakemen (Pullman System).....	8
Brotherhood of Railroad Train- men.....	7	United Transport Service Em- ployees of America.....	8
Brotherhood of Railway & Steam- ship Clerks, Freight Handlers, Express & Station Employees.....	225	Miscellaneous classes of em- ployes.....	6
Brotherhood of Sleeping Car Porters.....	24	Total.....	530

FOURTH DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago 4, Ill.

H. K. HAGERMAN, *Chairman*
V. W. SMITH, *Vice Chairman*
P. C. CARTER

C. A. CONWAY¹
W. J. RYAN
J. P. TAHNEY

R. B. PARKHURST, *Executive Secretary*

JURISDICTION

Fourth Division: To have jurisdiction over disputes involving employees of carriers directly or indirectly engaged in transportation of passengers or property by water, and all other employees of carriers over which jurisdiction is not given to the First, Second, and Third Divisions. This Division shall consist of 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.....	4	Illinois Central R.R. Co.....	1
Baltimore & Ohio R.R. Co.....	4	Indiana Harbor Belt R.R.....	1
Chicago & North Western Ry. Co.....	2	Mackinac Transportation Co.....	1
Chicago, Burlington & Quincy R.R. Co.....	1	Minneapolis, St. Paul & Sault Ste. Marie R.R. Co.....	1
Chicago Great Western Ry. Co.....	1	Missouri-Illinois R.R. Co.....	1
Chicago, Milwaukee, St. Paul & Pacific R.R. Co.....	4	Missouri Pacific R.R. Co.....	1
Chicago, Rock Island & Pacific R.R. Co.....	3	New York Central R.R. Co.....	3
Cincinnati, New Orleans & Texas Pacific Ry. Co.....	2	New York, Chicago & St. Louis R.R. Co.....	1
Cincinnati Union Terminal Co.....	1	Pennsylvania R.R. Co.....	1
Delaware, Lackawanna & Western R.R. Co.....	2	Seaboard Air Line R.R.....	1
Denver & Rio Grande Western R.R. Co.....	2	Southern Pacific Co. (Pacific Lines).....	3
Florida East Coast Ry.....	1	Southern Ry. Co.....	2
Grand Trunk Western R.R. Co.....	3	Terminal Railroad Association of St. Louis.....	2
Houston Belt & Terminal Ry. Co.....	3	Union Pacific R.R. Co.....	4
		Union R.R. Co. (Pittsburgh).....	1
		Virginian R.R. Co.....	1
		Wabash R.R. Co.....	1
		Total.....	59

TABLE 2.—*Organization—Employees party to cases docketed*

	<i>Number of cases</i>		<i>Number of cases</i>
American Railway Supervisors Association.....	3	Miscellaneous classes of employees.....	1
Association of Colored Railway Trainmen & Locomotive Firemen, Inc.....	1	National Marine Engineers Beneficial Association.....	1
Brotherhood of Railroad Trainmen.....	5	Police department employees....	2
Brotherhood of Sleeping Car Porters.....	2	Railroad Yardmasters of America.....	31
International Organization Masters, Mates & Pilots, Inc.....	1	Railway Patrolmen's International Union, AFL.....	6
Joint Council Dining Car Employees.....	3	Switchmen's Union of North America.....	1
Lighter Captains' Union—Local 996, ILA.....	2	Total.....	59

¹ Appointed effective March 1, 1955, to replace L. B. Fee, who resigned to accept appointment member, First Division.

APPENDIX B

Arbitrators appointed—Arbitration boards, fiscal year, 1955

RAILROADS

Name	Residence	Date of appointment	Arbitration and case No.	Parties
Parker, Jay S.....	Topeka, Kans.....	July 28, 1954	Arb. 190; A-4298-A-4299.....	Chicago & Western Indiana RR.; The Belt Railway & Brotherhood of Railway & Steamship Clerks.
Guthrie, Paul N.....	Chapel Hill, N. C.....	Aug. 2, 1954	Arb. 196; A-4318.....	Grand Trunk Western RR. and Canadian National Ry. (Central Region Lines in United States) and Brotherhood of Railway & Steamship Clerks.
Elkouri, Frank.....	Norman, Okla.....	Dec. 15, 1954	Arb. 201; A-4585.....	Carriers represented by Western Carriers' Conference Committee and Switchmen's Union of North America.
O'Malley, Mart J.....	Huntington, Ind.....	Dec. 16, 1954	Arb. 200; A-4075, A-4457.....	Chicago & Eastern Illinois RR. and Brotherhood of Railway Clerks.
Ferguson, Emmett.....	Lafayette, Ind.....	Apr. 1, 1955	Arb. 203; A-4530.....	Chicago Union Station Co. and Brotherhood of Railway & Steamship clerks.

AIRLINES

Cole, David L.....	Paterson, N. J.....	Aug. 2, 1954	Arb. 198; A-4463.....	Hawaiian Airlines, Ltd., and Air Line Pilots Association, International.
Wallen, Saul.....	Boston, Mass.....	Aug. 26, 1954	Arb. 197; A-4363.....	Southern Airways, Inc., and Air Line Pilots Association, International.
Douglass, Frank P.....	Pine, Colo.....	Jan 11, 1955	Arb. 204; A-4449.....	Eastern Air Lines, Inc., and Air Line Communication Employees Association.
Jackson, Andrew.....	New York, N. Y.....	Arb. 11, 1955	Abr. 205; A-4556.....	Pan American World Airways, Inc., and Transport Workers Union of America, CIO.
Scott, John Thad, Jr.....	Houston, Tex.....	June 23, 1955	Arb. 206; A-4727.....	Northwest Airlines, Inc., and Air Line Dispatchers Association, AFL.

Arbitrators appointed—Special Board of Adjustment, fiscal year 1955 (Railroad)

Name	Residence	Date of appointment	Special Board of Adjustment	Number of awards	Parties
Shake, Curtis G.....	Vincennes, Ind.....	July 6, 1954	No. 63.....	16	Chicago, Indianapolis & Louisville Ry. and Brotherhood of Locomotive Firemen & Enginemen.
Douglass, Frank P.....	Pine, Colo.....	July 30, 1954	No. 76.....	9	St. Louis, San Francisco Ry. Co., St. Louis, San Francisco & Texas Ry. Co., and Brotherhood of Locomotive Firemen & Enginemen.
Leiserson, William M. ¹	Washington, D. C.....	Aug. 17, 1954	No. 80.....	16	Cuyahoga Valley Railway Co. and Brotherhood of Railroad Trainmen.
Douglass, Frank P. ¹	Pine, Colo.....	Aug. 23, 1954	No. 81.....	1	Chicago, Indianapolis & Louisville Ry. and Brotherhood of Railway & Steamship Clerks.
Guthrie, Paul N.....	Chapel Hill, N. C.....	Aug. 27, 1954	No. 79.....	65	Monongahela Connecting Railroad and Brotherhood of Railroad Trainmen.
Yeager, John W.....	Lincoln, Nebr.....	Sept. 29, 1954	No. 83.....	54	Denver & Rio Grande R. R. and Switchmen's Union of North America.
Wyckoff, Hubert.....	Watsonville, Calif.....	Oct. 1, 1954	No. 38.....	73	Union Pacific RR. and Brotherhood of Railroad Trainmen.
Yeager, John W.....	Lincoln, Nebr.....	Oct. 4, 1954	No. 84.....	4	Great Northern Ry and Switchmen's Union of North America.
Kelliher, Peter M. ¹	Chicago, Ill.....	Oct. 5, 1954	No. 82.....	2	Minnesota, Dakota & Western Railway and Brotherhood of Railroad Trainmen.
Wyckoff, Hubert ¹	Watsonville, Calif.....	Oct. 20, 1954	No. 87.....	18	Union Pacific Railroad Co. and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen & Enginemen.
Douglass, David R. ¹	Oklahoma City, Okla.....	Oct. 21, 1954	No. 85.....	14	Western Pacific RR. Co. and Order of Railway Conductors & Brakemen.
Gilden, Harold M.....	Chicago, Ill.....	Oct. 29, 1954	No. 75.....	37	Cuyahoga Valley Ry. Co. and Brotherhood of Railroad Trainmen.
Douglass, David R. ¹	Oklahoma City, Okla.....	Nov. 1, 1954	No. 78.....	3	Chicago, Indianapolis & Louisville Ry. and Order of Railway Conductors & Brakemen, and Brotherhood of Railroad Trainmen.
Whiting, Dudley E. ¹	Detroit, Mich.....	Nov. 5, 1954	No. 91.....	14	Illinois Terminal RR. Co. and Brotherhood of Railroad Trainmen.
Gilden, Harold M. ¹	Chicago, Ill.....	Nov. 15, 1954	No. 86.....	10	Monongahela Ry. Co. and Order of Railway Conductors & Brakemen.
Douglass, Frank P. ¹	Pine, Colo.....	Nov. 16, 1954	No. 88.....	45	New Orleans RR. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Ferguson, Emmett ¹	Lafayette, Ind.....do.....	No. 89.....	44	Chicago & Illinois Midland Ry. and Brotherhood of Railroad Trainmen.
Yeager, John W. ¹	Lincoln, Nebr.....	Nov. 15, 1954	No. 90.....	70	Union Pacific RR. Co. and Brotherhood of Railroad Trainmen.
Coffey, A. Langley ¹	Oklahoma City, Okla.....	Nov. 16, 1954	No. 92.....	15	Carriers represented by Eastern, Western, and Southeastern Carriers' Conference Committee and Brotherhood of Railroad Trainmen.
Dunlop, John.....	Boston, Mass.....	Nov. 29, 1954	No. 93.....	2	Mystic Terminal Co. and International Longshoremen Association.
Whiting, Dudley E.....	Detroit, Mich.....	Dec. 8, 1954	No. 94.....	1	Union RR. Co. and United Steelworkers of America, CIO.

¹ Selected by the parties.

Arbitrators appointed—Special Board of Adjustment, fiscal year 1955 (Railroad)—Continued

Name	Residence	Date of appointment	Special Board of Adjustment	Number of awards	Parties
Douglass, Frank P. ¹	Pine, Colo.	Jan. 11, 1955	No. 96	14	Texas & New Orleans RR. Co. and Order of Railway Conductors & Brakemen.
Robertson, Francis J. ¹	Washington, D. C.	Jan. 12, 1955	No. 61	23	Missouri Pacific RR. Co. and Brotherhood of Railroad Trainmen.
Douglass, Frank P. ¹	Pine, Colo.	Jan. 14, 1955	No. 100	78	St. Louis Southwestern Ry. Co. and Brotherhood of Railroad Trainmen, and Order of Railroad Telegraphers.
Gilden, Harold M. ¹	Chicago, Ill.	Feb. 7, 1955	No. 99	28	Pittsburgh & Lake Erie RR. Co., The Lake Erie & Eastern RR. Co. and Order of Railway Conductors & Brakemen.
Ferguson, Emmett ¹	Lafayette, Ind.	Feb. 8, 1955	No. 97	37	Union RR. Co. and Brotherhood of Locomotive Engineers.
Loring, Charles ¹	Tucson, Ariz.	Feb. 21, 1955	No. 101	47	Chicago & North Western Ry. Co. and Order of Railway Conductors & Brakemen.
Douglass, Frank P. ¹	Pine, Colo.	Feb. 25, 1955	No. 102	7	Houston Belt & Terminal Co. and Brotherhood of Railroad Trainmen.
Simmons, Robert G. ¹	Lincoln, Nebr.	Mar. 16, 1955	No. 95	7	Western Pacific RR. Co. and Switchmen's Union of North America.
Douglass, David R. ¹	Oklahoma City, Okla.	Mar. 17, 1955	No. 104	(*)	Union Terminal Co. and Brotherhood of Railroad Trainmen.
Gilden, Harold M. ¹	Chicago, Ill.	Mar. 18, 1955	No. 105	(*)	Pittsburgh & Lake Erie RR. Co., The Lake Erie & Eastern RR. Co., and Brotherhood of Locomotive Engineers.
Whiting, Dudley E. ¹	Detroit, Mich.	Mar. 30, 1955	No. 106	(*)	Long Island RR. Co. and Brotherhood of Railroad Trainmen.
Mabry, Thomas J. ¹	Albuquerque, N. Mex.	Apr. 8, 1955	No. 107	(*)	Northwestern Pacific Ry. and Order of Railway Conductors & Brakemen and Brotherhood of Railroad Trainmen.
Shake, Curtis G.	Vincennes, Ind.	Apr. 11, 1955	No. 103	(*)	Central RR. Co. of New Jersey and Brotherhood of Railroad Trainmen.
Gilden, Harold M. ¹	Chicago, Ill.	May 26, 1955	No. 110	10	Pittsburgh & Lake Erie RR. Co., Lake Erie & Western RR. Co., and Brotherhood of Locomotive Firemen & Enginemen.
Gilden, Harold M. ¹	do.	May 27, 1955	No. 111	(*)	Michigan Central RR. Co. (New York Central RR., lessee) and Brotherhood of Locomotive Engineers.
Douglass, Frank P. ¹	Pine, Colo.	June 6, 1955	No. 112	(*)	St. Louis Southwestern Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Mabry, Thomas J. ¹	Albuquerque, N. Mex.	June 10, 1955	No. 113	(*)	Southern Pacific Co. (Pacific Lines) Nogales Yard and Brotherhood of Locomotive Firemen & Enginemen.

Arbitrator appointed—Special Board of Adjustment, fiscal year 1955 (Airline)

Guthrie, Paul N. ¹	Chapel Hill, N. C.	May 9, 1955	No. 109	(*)	National Airlines, Inc., and Flight Engineers International Association, NAL Chapter.
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¹ Selected by the parties.

*Not available.

Arbitrators appointed pursuant to union-shop agreements, fiscal year 1955

Name	Residence	Date of appointment	Carrier	Organization	Individual involved
Dash, C. Allen.....	Philadelphia, Pa.....	Aug. 4, 1954	Pennsylvania RR.....	Brotherhood of Railway & Steamship Clerks.....	W. B. Kinnon.
Begley, Thomas C.....	Cleveland, Ohio.....	Nov. 4, 1954	Erie RR.....	do.....	A. P. Regan.
Leahy, Daniel A.....	Albany, N. Y.....	Dec. 10, 1954	Delaware & Hudson RR.....	Brotherhood of Maintenance-of-Way Employees.....	L. J. Roman.
Fitzsimons, John F.....	Forest Hills, N. Y.....	do.....	Delaware, Lackawanna & Western RR.....	Brotherhood of Locomotive Firemen & Enginemen.....	C. Hallett.
Simkin, William E.....	Philadelphia, Pa.....	Jan. 18, 1955	Pennsylvania RR.....	Brotherhood of Railway and Steamship Clerks.....	E. A. Doyle.
Miller, Joseph L.....	Washington, D. C.....	Apr. 18, 1955	Cincinnati Union Terminal Co.....	do.....	R. J. Hamrick.

Referees appointed—System Board of Adjustment (Airline), fiscal year 1955

Name	Residence	Date of appointment	Parties
Parker, Jay S. ¹	Topeka, Kans.....	July 28, 1951	Trans-World Airlines, Inc., and International Association of Machinists.
Alexander, Gabriel N. ²	Detroit, Mich.....	Aug. 4, 1954	Airlines National Terminal Service Co. and International Association of Machinists.
Gilden, Harold M.....	Chicago, Ill.....	Aug. 23, 1954	Trans-World Airlines, Inc., and International Association of Machinists.
Rogers, Daniel C.....	Fayette, Mo.....	Aug. 30, 1954	Trans-World Airlines, Inc., and Air Line Dispatchers Association.
Sanders, Paul H. ²	Nashville, Tenn.....	Sept. 3, 1954	Eastern Air Lines and International Association of Machinists.
Sanders, Paul H.....	do.....	do.....	Pan American World Airways, Inc., and International Association of Machinists.
Horvitz, Aaron ²	New York, N. Y.....	Sept. 7, 1954	Pan American World Airways, Inc., and Air Line Pilots Association, International.
Gill, Warren M.....	Lebanon, Ore.....	Nov. 1, 1954	Flying Tiger Line, Inc., and International Association of Machinists.
Lynch, Daniel A.....	New York, N. Y.....	Nov. 4, 1954	Pan American World Airways, Inc., and Transport Workers Union of America, CIO.
Spillane, James J.....	Evanston, Ill.....	Dec. 2, 1954	Northwest Airlines, Inc., and International Association of Machinists.
Sanders, Paul H. ²	Nashville, Tenn.....	Dec. 9, 1954	Southern Airways, Inc., and Air Carrier Mechanics Association, International.
Horvitz, Aaron.....	New York, N. Y.....	Jan. 17, 1955	Colonial Airlines and Air Line Stewards & Stewardesses Association, International.
Jackson, Andrew.....	do.....	Jan. 18, 1955	do.....
Kiernan, James P. ²	Venice, Fla.....	Mar. 15, 1955	Eastern Air Lines and International Association of Machinists.
Jackson, Andrew.....	New York, N. Y.....	do.....	American Airlines, Inc., and Air Carrier Flight Engineers Association.
Vanderhill, William Amory.....	Washington, D. C.....	Mar. 16, 1955	United Air Lines and Air Line Stewards & Stewardesses Association.
Guthrie, Paul N.....	Chapel Hill, N. C.....	Mar. 23, 1955	National Airlines, Inc., and International Association of Machinists.
Scott, John Thad, Jr. ²	Houston, Tex.....	Apr. 8, 1955	Trans-World Airlines, Inc., and Air Line Stewards & Stewardesses Association, International.
Simmons, Robert G.....	Lincoln, Nebr.....	Apr. 26, 1955	Braniff International Airways, Inc., and Air Line Pilots Association.
Dodd, Paul A.....	Los Angeles, Calif.....	May 31, 1955	Flying Tigers Lines, Inc., and Air Line Pilots Association, International.
Lynch, Daniel A.....	New York, N. Y.....	do.....	American Airlines, Inc., and Air Line Pilots Association, International.
Jackson, Andrew.....	do.....	do.....	Pan American World Airways, Inc., and Air Line Pilots Association, International.
Kiernan, James P.....	Venice, Fla.....	June 2, 1955	Caribbean Atlantic Airlines, Inc., and Air Line Pilots Association, International.
Wallen, Saul.....	Boston, Mass.....	June 7, 1955	Southern Airways, Inc., and Air Carriers Mechanics Association, International.

See footnotes on p. 58.

Referees appointed—System Board of Adjustment (Railroad), fiscal year 1955

Name	Residence	Date of appointment	Parties
Shugrue, Dwyer ¹	New York, N. Y.....	July 1, 1954	Pennsylvania RR. and Railroad Food Workers Union.
McLaughlin, George W.....	do.....	Mar. 14, 1955	Do.
Do.....	do.....	do.....	Do.

¹ Appointed but did not serve.

² Service not utilized case withdrawn.

APPENDIX C

TABLE 1.—Number of cases received and disposed of, fiscal years 1935-55

Status of cases	21-year period, 1935-55	Fiscal year 1955	Fiscal year 1954	Fiscal year 1953	Fiscal year 1952	Fiscal year 1951	Fiscal year 1950	5-year period, 1945-49 (average)	5-year period, 1940-44 (average)	5-year period, 1935-39 (average)
All types of cases										
Cases pending and unsettled at beginning of period.	96	154	125	184	153	125	93	172	126	151
New cases docketed.....	7,843	451	425	395	448	418	394	463	381	219
Total cases on hand and received.....	7,939	605	550	579	601	543	487	635	507	370
Cases disposed of.....	7,741	407	396	454	417	390	362	496	347	220
Cases pending and unsettled at end of period.....	198	198	154	125	184	153	125	139	160	150
Representation cases										
Cases pending and unsettled at beginning of period.	24	21	34	51	36	23	23	50	34	43
New cases docketed.....	2,939	96	127	137	159	133	128	176	149	108
Total cases on hand and received.....	2,963	117	161	188	195	156	151	226	183	151
Cases disposed of.....	2,936	90	140	154	144	120	128	186	139	107
Cases pending and unsettled at end of period.....	27	27	21	34	51	36	23	40	44	44
Mediation cases										
Cases pending and unsettled at beginning of period.	72	129	91	133	117	102	70	122	91	108
New cases docketed.....	4,867	353	288	255	289	284	266	286	230	110
Total cases on hand and received.....	4,939	482	379	388	406	386	336	408	321	218
Cases disposed of.....	4,769	312	250	297	273	269	234	309	206	112
Cases pending and unsettled at end of period.....	170	170	129	91	133	117	102	99	115	106
Interpretation cases										
Cases pending and unsettled at beginning of period.	0	4	0	0	0	0	0	0	1	0
New cases docketed.....	37	2	10	3	9	1	0	1	2	1
Total cases on hand and received.....	37	6	10	3	9	1	0	1	3	1
Cases disposed of.....	36	5	6	3	0	1	0	1	2	1
Cases pending and unsettled at end of period.....	1	1	4	0	0	0	0	0	1	0

TABLE 2.—Disposition of mediation cases by method, class of carrier, issue involved, fiscal year, 1955

	Disposition by type of carrier									Disposition by issue involved							
	Total all cases	Railroads						Railroads total	Air-lines total	New agreement		Rates of pay		Rules		Miscellaneous	
		Class 1	Class 2	Class 3	Switching and terminal	Electric railroads	Miscellaneous carriers			Rail-road	Airline	Rail-road	Airline	Rail-road	Airline	Rail-road	Airline
Total.....	312	156	13	-----	58	5	9	241	71	1	5	64	54	149	9	27	3
Mediation agreement.....	205	94	9	-----	46	5	4	158	47	1	2	44	38	91	5	22	2
Arbitration agreement.....	5	1	-----	-----	3	-----	-----	4	1	-----	-----	3	1	1	-----	-----	-----
Withdrawn after mediation.....	24	16	2	-----	1	-----	3	22	2	-----	-----	8	1	12	1	2	-----
Withdrawn before mediation.....	11	5	-----	-----	2	-----	-----	7	4	-----	-----	1	4	5	-----	1	-----
Refusal to arbitrate by—																	
Carrier.....	23	14	1	-----	2	-----	-----	17	6	-----	2	2	2	15	2	-----	-----
Employees.....	21	14	1	-----	1	-----	1	17	4	-----	1	2	2	14	-----	1	1
Both.....																	
Dismissal.....	23	12	-----	-----	3	-----	1	16	7	-----	-----	4	6	11	1	1	1

TABLE 3.—Representation cases disposition by craft or class, employees involved and participating, fiscal year 1955

	Total all cases	Railroads				Airlines			
		Number cases	Number crafts or classes	Number employees involved	Number employees participating	Number cases	Number crafts or classes	Number employees involved	Number employees participating
Total.....		72	90	11, 188	10, 094	18	21	2, 465	1, 958
Disposition:									
Certification based on election.....	76	60	76	10, 872	10, 064	16	19	2, 442	1, 951
Certification based on authorizations.....	5	4	4	18	16	1	1	8	8
Withdrawn after investigation.....	4	3	3	210	-----	1	1	15	-----
Withdrawn before investigation.....	1	1	2	33	-----	-----	-----	-----	-----
Dismissal.....	4	4	5	55	14	-----	-----	-----	-----
Total all cases.....	90	-----	111	13, 653	12, 052	-----	-----	-----	-----

TABLE 4.—Number of cases disposed of by major groups of employees, fiscal year 1955

Major groups of employees	Number of—			
	All types of cases	Representation cases	Mediation cases	Interpretation cases
Grand total, all groups of employees.....	407	90	312	5
Railroad, total.....	317	72	241	4
Combined, groups, railroad.....	15	2	13	-----
Train, engine and yard service.....	174	25	147	2
Mechanical foremen.....	3	2	1	-----
Maintenance of equipment.....	17	4	13	-----
Clerical, office, station, and storehouse.....	26	1	24	1
Yardmasters.....	7	3	4	-----
Maintenance-of-way and signal.....	11	2	9	-----
Subordinate officials in maintenance of way.....	0	0	0	-----
Agents, telegraphers, and towermen.....	4	1	2	1
Train dispatchers.....	13	0	13	-----
Technical engineers, architects, draftsmen, etc.....	3	3	0	-----
Dining-car employees, train and pullman porters.....	16	11	5	-----
Patrolmen and special officers.....	5	2	3	-----
Marine service.....	15	11	4	-----
Miscellaneous railroad.....	8	5	3	-----
Airline, total.....	90	18	71	1
Combined airline.....	2	2	-----	-----
Mechanics.....	28	2	26	-----
Radio and teletype operators.....	5	-----	5	-----
Clerical, office, stores, fleet and passenger service.....	5	1	3	1
Stewards, stewardesses, and flight persons.....	6	1	5	-----
Pilots.....	23	4	19	-----
Dispatchers.....	7	-----	7	-----
Mechanical foremen.....	1	1	-----	-----
Meteorologists.....	1	-----	1	-----
Flight engineers.....	3	2	1	-----
Miscellaneous.....	9	5	4	-----

TABLE 5.—*Number of crafts or classes and number of employees involved in representation cases, by major groups of employees, fiscal year 1955*

Major groups of employees	Number of cases	Number of crafts or classes	Employees involved	
			Number	Percent
Grand total, all groups of employees.....	90	111	13, 653	100
Railroad, total.....	72	90	11, 188	82
Train service.....	9	11	1, 126	8
Engine service.....	9	12	2, 556	19
Yard service.....	7	7	4, 827	35
Mechanical foremen.....	2	2	34	(1)
Maintenance of equipment.....	4	8	171	1
Clerical, office, station, and storehouse.....	1	1	166	1
Yardmasters.....	3	3	89	(1)
Maintenance of way and signal.....	2	2	47	(1)
Subordinate officials, maintenance of way.....	0			
Agents, telegraphers, and towermen.....	1	1	4	(1)
Dispatchers.....	0			
Technical engineers, architects, draftsmen, etc.....	3	3	328	2
Dining-car employees, train and pullman porters.....	11	12	926	7
Patrolmen and special officers.....	2	2	37	(1)
Marine service.....	11	17	605	4
Combined groups, railroad.....	2	4	107	1
Miscellaneous railroad.....	5	5	165	1
Airline, total.....	18	21	2, 465	18
Mechanics.....	2	2	494	4
Radio and teletype operators.....				
Clerical, office, stores, fleet and passenger service.....	1	1	1, 110	8
Stewards, stewardesses, and pursers.....	1	1	22	(1)
Dispatchers.....				
Pilots.....	4	4	147	1
Mechanical foremen.....	1	1	21	(1)
Flight engineers.....	2	2	441	3
Combined groups, airline.....	2	5	82	(1)
Miscellaneous.....	5	5	148	1

¹ Less than 1 percent.

TABLE 6.—Number of crafts or classes certified and employees involved in representation cases by types of results, fiscal year 1955

	Certifications issued to—						Total	
	National organizations			Local unions ¹				
	Craft or class	Employees involved		Craft or class	Employees involved		Craft or class	Em- ploy- ees in- volved
		Number	Per- cent		Number	Per- cent		
RAILROADS								
Representation acquired:								
Elections.....	12	247	2				12	247
Proved authorizations.....	3	13	(2)				3	13
Representation changed:								
Elections.....	39	3, 240	24				39	3, 240
Proved authorizations.....	1	5	(2)				1	5
Representation unchanged:								
Elections.....	24	7, 383	55	1	2	100	25	7, 485
Proved authorizations.....								
Total railroads.....	79	10, 888	82	1	2	100	80	10, 890
AIRLINES								
Representation acquired:								
Elections.....	10	219	2				10	219
Proved authorizations.....	1	8	(2)				1	8
Representation changed:								
Elections.....	8	2, 201	16				8	2, 201
Proved authorizations.....								
Representation unchanged:								
Elections.....	1	22	(2)				1	22
Proved authorizations.....								
Total airlines.....	20	2, 450	18				20	2, 450
Total combined railroad air- line.....	99	13, 338	100	1	2	100	100	13, 340

¹ No certifications issued to system associations.

² Less than 1 percent.

TABLE 7.—*Strikes in the railroad and airline industries, July 1, 1954, to June 30, 1955*

Case No.	Carrier	Organization	Craft or class	Number employees	Date work stoppage	Date work resumed	Duration (days)	Issues	Disposition	Approximate man-days lost
<i>RR</i> C-2280	Western Pacific RR.....	Switchmen's Union of North America.	Switchmen.....	12	7-6-54	7-7-54	19	(Laying off sick—San Francisco yard.) Reduction in number of switch engines over holiday period.	Employees returned to work without formal settlement.	12
<i>RR</i> A-4323	The Ahnapsee & Western Ry. Co.	BLE, BLF & E, and BRT.	Engineers, firemen, and trainmen.	15	7-9-54	7-23-54	14	Abolishment of firemen job on diesel engines and rules, pay changes.	Settled by agreement between parties.	210
<i>AL</i> A-4559	American Air Lines, Inc.	Air Line Pilots Association, International.	Pilots.....	3,064	7-31-54	8-25-54	26	Pilots refusal to fly non-stop transcontinental flights which exceed 8-hour limit.	Settled by agreement reached between the parties, based on recommendation of a neutral.	79,784
<i>RR</i> A-4590 <i>of</i>	Atlanta Joint Terminals (Georgia RR. and Atlanta & West Point RR. also involved).	BRT, BLE, and BLF & E.	Switching crews: yardmen, trainmen, and engine-men.	230	8-17-54	8-23-54	6	Suspension of members of switching crew account refusal to cross picket line; also grievances.	Mediation agreement; grievances settled.	780
<i>AL</i> A-4439	West Coast Airlines, Inc.	International Association of Machinists.	Mechanics, stock clerks, ground communications technicians.	80	8-24-54	8-25-54	1	Revision of agreement...	Mediation agreement, wage increase, and rules changes.	80
<i>RR</i> A-4380 4381 4382	Northwestern Pacific RR. Co.	BLE.....	Engineers.....	100	11-11-54	12-6-54	25	Rules change request of organization.	Agreement reached through direct negotiations.	2,500
<i>RR</i> C-2349 and 4383.	Youngstown & Northern RR.	BRT.....	Trainmen.....	95	2-8-55	2-10-55	2	Protest—grievance settlement.	Settled by agreement between parties.	190
<i>AL</i> A-4773	Air France.....	International Brotherhood of teamsters.	Truck drivers.....	7	3-3-55	3-9-55	6	Assertion of representation claim.	Arbitration agreement...	42

1762	A-4626 A-4627 A-4628 and A-4850	Louisville & Nashville RR. and Nashville, Chattanooga & St. Louis Ry. and Clinch- field RR.	Nonoperating em- ployees (RED, BRC, BMW, E, ORT, and BRSA).	Clerks, machinists, electricians, car repairmen, telep- graphers, and other shopcraft workers, maintenance of way, and signal- men.	15,000	3-14-55	5-11-55	60	Health and welfare plan and rules changes.	Mediation agreement dispute submitted to neutral referee.	900,000
		Atlanta & West Point, Georgia RR, Western Ry. of Alabama, At- lanta Joint Terminal & Augusta Union Sta- tion.	Nonoperating em- ployees (RED, BRC, BMW, E, ORT, and BRSA).	Clerks, shopcraft, telegraphers, main- tenance of way, and signalmen.	1,100	3-16-55	5-11-55	58	Health and welfare plan and rules	-----do-----	63,800
	A-4797 A-4798 A-4799 A-4852	Louisville & Nashville RR and Nashville Terminals.	BLE----- BRT----- ORC----- ATDA & RYA-----	Engine, train, and yard service em- ployees. Dispatchers and yardmasters.	-----	4-18-55	5-11-55	24	Disciplinary action ac- count employees' re- fusal to cross picket lines.	Settled by mediation agreement.	-----
	RA-4738	Niagara Junction Ry.---	BRT-----	Train, engine, and yard service em- ployees.	70	3-17-55	5-12-55	58	Wges, paid holidays, shift differentials, and change in vacation agreement.	-----do-----	4,060
	RA-4425	Belfast & Moosehead Lake RR.	BMW-----	Maintenance-of-way employees.	15	4-6-55	4-28-55	22	Revision of agreement (40-hour week, stand- ard rates of pay, union- shop agreement).	Employees returned to work. No changes made in agreement.	330
65	RA-4655 and A-4698	South Buffalo Ry. Co.---	BRT-----	Trainmen-----	400	4-15-55	4-17-55	2	Rules—wage increase and inclusion of cost- of-living increase in basic rate of pay.	Closed by mediation agreement signed Apr. 21, 1955; wage increase and rules changes.	800
AL	A-4761	The Flying Tiger Line, Inc.	International Asso- ciation of Machin- ists.	Mechanics-----	400	6-14-55	-----	-----	Rules — Union shop, wages system board of adjustment, vacations, and other rules.	Settlement reached by parties.	-----

TABLE 8.—Number and mileage of principal carriers by railroad where employees are represented by various labor organizations, by crafts or classes, June 30, 1955

Organization and craft or class	Extent of representation on June 30, 1955		Percent of total mileage covered on June 30—								
	Number of carriers	Mileage covered	1955	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	115	217,859	97	97	97	93	97	97	96	97	93
Locomotive firemen, hostlers, and hostler helpers	5	807	(2)	(2)	(2)	(1)	(1)	3	(2)	(2)	(2)
Brotherhood of Locomotive Firemen and Enginemen:											
Locomotive firemen, hostlers, and hostler helpers	128	223,308	99	99	99	99	99	99	98	99	98
Locomotive engineers	20	6,513	3	(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)	(1)	(2)		
Train porters	2	4,403	2	2							
Order of Railway Conductors and Brakemen of America:											
Conductors (road)	97	195,586	87	87	88	88	87	86	85	95	
Brakemen, flagmen, baggagemen (road)		9,919	4	4	4	(1)	(1)	(1)	(2)	(2)	(2)
Yard foremen, helpers, and switch-tenders	2	8,253	4	4	4	4	3	3	4	4	4
Yardmasters	2	170	(2)	(2)	(2)	(1)	(1)	4	4	6	5
Dining-car stewards	1	7,923	3	3	3	4	3	3	4	6	10
Parlor and sleeping-car conductors	1	10,671	5	5	5	4	4				
Brotherhood of Railroad Trainmen:											
Conductors (road)	37	28,173	13	13	12	12	15	14	15	7	2
Brakemen, flagmen, baggagemen (road)	124	214,438	95	95	95	98	99	99	99	99	99
Yard foremen, helpers, and switch-tenders	116	192,902	86	86	86	90	93	89	92	92	92
Yardmasters	22	16,499	7	7	7	11	12	13	11	13	7
Dining-car stewards	39	150,914	67	67	67	67	65	73	73	69	59
Dining-car cooks and waiters	1	324	(2)	(2)	(2)	(1)	3	(1)	(2)	(2)	
Passenger representatives	2	11,796	5	5	5	5	5	2	3		
Taproom attendants	1	8,830	4	4	4	4	3				
Motorcar operators	1										
Bus and/or truck drivers	1	4,316	2	2	2	2	2	2	2		
Gate-men	1	8,129	4	4	4	4	3	4	4		
Hump-motorcar operators	1	10,112	5	5	5	5	4	4	4		
Switchmen's Union of North America:											
Yard foremen, helpers, and switch-tenders	11	32,037	14	14	14	14	10	10	11	9	10
Railroad Yardmasters of America:											
Yardmasters	53	150,725	67	70	65	64	60	64	61	45	34
Stationmasters	2	8,924	4	4	4	2	4	4	4	(2)	(2)
Portmasters	1	10,671	5	5	5	5	4	5	5		
Railroad Yardmasters of North America:											
Yardmasters	11	33,705	15	13	13	10	7	5	6	5	4
Stationmasters	3	10,948	5	5	5	5	4	5	5	3	3
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express, and Station Employees:											
Clerical, office, station, and storehouse employees	130	223,805	99	99	99	99	99	99	99	98	96
Redcaps, ushers, and station attendants	3	18,321	8	8	8	8	5	8	4		
Stationmasters	1	5,116	2	2	2	2	2	2	2		
Grain-elevator employees	2	16,915	7	7	7	7	7	7	7		
Coal-pier foremen	1	5,116	2	2	2	2	2	2			
Coal cranimen	1	966	(2)	(2)	(2)	(1)	(1)		(2)		
Coal-dumper employees	1	564	(2)	(2)	(2)	(1)	(1)		(2)		
Ore-dock workers	3	13,076	6	6	6	6	5	6	6		
Gate-men	1	10,112	5	5	5	4	4	4	4		
Bus and/or truck drivers	1	6,344	3	3	3	3	3	3	3		
Laundry workers and/or seamstresses	2	16,064	7	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)	(2)	(1)	(1)		(2)	(2)	(2)
Timber-treating plant employees	1	13,073	6	6	6	6					

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, 1955—Continued

Organization and craft or class	Extent of representation on June 30, 1955		Percent of total mileage covered on June 30—								
	Number of carriers	Mileage covered	1955	1954	1953	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 (average)
United Transport Service Employees:											
Dining-car cooks and waiters.....	2	34,194	15	11	15	15	14	14	14	2	-----
Majds and chair car attendants.....	1	4,778	2	2	2	2	2	2	2		-----
Train coach, parlor, sleeping, and clubcar porters.....	7	22,175	10	10	10	10	9	5	6	(1)	-----
Taproom attendants.....	1	1,815	(1)	(1)	(1)	(1)	(1)	(1)	1		-----
Redcaps, ushers and station attendants.....	14	65,369	29	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	99	98
Train dispatchers.....	5	2,857	1	1	1	1	8	1	1	3	2
Telegraph and telephone linemen.....	6	10,572	5	5	5	5	7	2	5	5	4
Brotherhood of Railroad Signalmen of America:											
Signalmen.....	106	216,151	96	96	96	96	92	96	95	91	87
Telegraph and telephone linemen.....	4	2,021	(1)	(1)	(1)	1	1	1	2	1	-----
American Train Dispatchers Association:											
Train dispatchers.....	117	212,799	95	95	95	95	91	94	93	80	78
Boat dispatchers.....	2	14,867	7	7	7	7	6	6	6		-----
Power dispatchers.....	2	2,279	1	1	1	1	1	1	(2)		-----
Railway Employees' Department, AFL:											
Supervisors of mechanics.....	6	9,426	4	4	5	6	6	2	10	3	-----
Molders.....	1	6,186	3	3	3	3	2	2	3		-----
Laundry workers and/or seamstresses.....	1	8,129	4	4	4	4	3	4	4		-----
Motorcar repairmen.....	1	1,193	(1)	(1)	(1)	(1)	(1)	(1)	(2)		-----
Brotherhood of Maintenance of Way Employees:											
Maintenance-of-way employees....	133	224,161	99	99	99	99	99	93	94	94	92
Shop laborers.....	3	564	(2)	(2)							-----
Stockyard employees.....	1	8,830	4	4	4	4	3	4	4		-----
Coal-pier operators.....	1	966	(2)	(2)	(2)	(1)	(1)	(1)	(2)		-----
Drawbridge operators.....	2	3,406	2	2	2	1	1	1	2		-----
Foremen in electric-traction department.....	1	10,112	5	5	5	5	4	4	4		-----
Crossing tenders.....	1	981	(2)	(2)	(2)	(1)	(1)	(1)	(2)		-----
Hoisting engineers.....	1	4,634	2	2	2	2	2	2	2		-----
Hump-motorcar operators.....	1	5,116	2	2	2	2	2	2			-----
Water-service employees.....	1	6,960	3	3	3	3	3	3			-----
International Association of Machinists:											
Machinists.....	127	222,441	99	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	94	95	95	94	87	76
International Brotherhood of Blacksmiths, Drop Forgers, and Helpers:											
Blacksmiths.....	124	216,248	96	96	94	97	95	96	89	81	77
Sheet Metal Workers International Association:											
Sheet-metal workers.....	125	222,309	99	99	99	99	99	99	94	87	76
Molders.....	3	8,044	4	4	4	4	3	4	4		-----
Foundry employees.....	1	10,671	5	5	5	5	4	5	5		-----
Water-service employees.....	2	5,636	3	3	3	2	2	1	4		-----
International Brotherhood of Electrical Workers:											
Electrical workers.....	121	211,502	94	94	94	94	94	94	93	87	79
Telegraph and telephone linemen.....	28	110,276	49	49	48	50	44	48	40	33	-----
Signalmen.....	4	2,003	(1)	(1)	(1)	1	(1)	(1)	1	1	1
Coal-pier operators.....	1	5,116	2	2	2	2	2	3	3		-----
Coal-dumper employees.....	1	5,116	2	2	2	2	2	2	2		-----
Substation operators.....	1	10,671	5	5	5	5	5	5	5		-----
Brotherhood of Railway Carmen of America:											
Carmen.....	127	212,533	95	95	95	95	96	95	94	87	78

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, 1955—Continued

Organization and craft or class	Extent of representation on June 30, 1955		Percent of total mileage covered on June 30—								
	Number of carriers	Mileage covered	1955	1954	1953	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 (average)
International Brotherhood of Firemen, Oilers, Helpers, Roundhouse and Railway Shop Laborers:											
Powerhouse employees and railway shop laborers.....	122	211,649	94	94	94	94	95	95	94	87	71
Hotel and Restaurant Employees International Alliance and Bartenders Union:											
Cooks and waiters.....	45	87,947	39	43	39	63	57	62	65	71	58
Coach, sleeping-car, parlor-car and club-car porters.....	8	37,829	17	17	17	17	15	18	15	9	-----
Hotel and restaurant employees.....	4	33,442	15	15	15	17	11	14	5	-----	-----
Bartenders.....	3	25,772	11	11	11	11	10	11	10	-----	-----
Maids and chair-car attendants.....	1	571	(1)	(1)	(1)	(1)	(1)	(1)	-----	-----	-----
Platform vendor service employees.....	1	6,539	3	3	3	3	3	3	3	-----	-----
American Railway Supervisors Association:											
Yardmasters.....	3	2,844	1	1	5	5	4	5	5	4	4
Supervisors of mechanics.....	47	120,718	53	53	52	45	40	35	31	17	6
Wire chiefs.....	1	7,923	4	4	4	4	3	4	4	-----	-----
Stationmasters.....	1	7,923	4	4	4	4	3	4	3	-----	-----
Roadmasters.....	2	11,166	5	5	5	5	4	4	3	-----	-----
Technical employees.....	7	22,877	10	10	10	10	9	11	2	-----	-----
Subordinate officials in maintenance-of-way and structures department.....	13	48,159	21	21	20	15	10	9	6	-----	-----
Foundry employees.....	1	6,344	3	3	3	3	3	-----	-----	-----	-----
Brotherhood of Sleeping Car Porters:											
Coach, sleeping-car, parlor-car, and club-car porters.....	29	111,198	50	50	52	44	47	49	45	31	10
Maids and chair-car attendants.....	3	23,532	10	10	10	10	9	9	8	-----	-----
Porter brakemen.....	1	13,073	6	6	6	6	5	6	5	-----	-----
Railway Patrolmen's International Union, AFL:											
Railway patrolmen.....	40	133,466	59	59	59	43	43	47	46	17	-----
Brotherhood of Railroad Shop Crafts of America:											
Machinists.....	-----	-----	-----	-----	-----	-----	-----	-----	4	34	-----
Boilermakers.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	34	-----
Blacksmiths.....	1	981	(1)	(1)	(1)	(1)	(1)	-----	(1)	37	-----
Sheet-metal workers.....	-----	-----	-----	-----	-----	-----	-----	-----	(2)	24	-----
Electrical workers.....	-----	-----	-----	-----	-----	-----	(1)	(1)	(2)	24	-----
Carmen.....	-----	-----	-----	-----	-----	-----	-----	-----	(2)	24	-----
Bricklayers.....	-----	-----	-----	-----	-----	-----	-----	4	4	-----	-----
Powerhouse employees and railway shop laborers.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	24	-----
American Federation of Technical Engineers:											
Technical engineers, architects, draftsmen, and allied workers.....	1	1,702	(1)	(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)	(1)	1	-----	-----
Hoisting engineers.....	5	22,639	10	10	7	7	3	7	4	-----	-----
Grain elevator employees.....	-----	-----	-----	-----	-----	-----	-----	-----	3	-----	-----
International Longshoremen's Association:											
Wharf-freight handlers.....	1	172	(1)	(1)	(1)	(1)	2	(1)	(2)	-----	-----
Grain-elevator employees.....	1	172	(1)	(1)	(1)	(1)	2	(1)	(2)	-----	-----
Coal-dumper employees.....	3	1,628	(1)	(1)	(1)	(1)	(1)	(1)	(2)	-----	-----
Coal-pier operators.....	2	5,236	2	2	2	2	2	-----	2	-----	-----
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers:											
Bus and Truck Drivers.....	1	8,315	4	4	4	4	3	4	4	-----	-----
American Brotherhood of Railway Police:											
Patrolmen.....	1	6,905	3	3	3	3	3	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, 1955—Continued

Organization and craft or class	Extent of representation on June 30, 1955		Percent of total mileage covered on June 30—								
	Number of carriers	Mileage covered	1955	1954	1953	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 (average)
United Railroad Workers of America, CIO:											
Boilermakers.....	2	10,209	5	5	5	5	---	4	4	---	---
Blacksmiths.....	1	4,778	2	2	2	---	---	---	4	---	---
Carmen and coach cleaners.....	1	97	(2)	(2)	---	---	---	---	---	---	---
Electrical workers.....	2	10,209	5	5	5	5	---	---	---	---	---
Sheet-metal workers.....	---	---	---	---	---	---	---	---	4	---	---
Powerhouse employees and railway shop laborers.....	2	10,209	5	5	5	5	---	4	4	---	---
Molders.....	1	10,112	5	5	5	5	---	4	---	---	---
Maintenance-of-way employees.....	---	---	---	---	---	---	---	6	---	---	---
Grain-boat captains.....	1	10,112	5	5	5	---	---	---	---	---	---
Coal-dumper employees.....	2	13,716	6	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)	(1)	(2)	---	---
System associations:											
Locomotive engineers.....	---	---	---	---	---	---	---	---	---	1	1
Locomotive firemen, hostlers, and hostler helpers.....	---	---	---	---	---	---	---	---	---	1	1
Yardmasters.....	8	9,271	4	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	3	11	11
Maintenance-of-way employees.....	3	---	---	---	---	---	---	---	(2)	6	8
Machinists.....	3	1,198	(1)	(1)	(1)	(1)	(1)	(1)	---	11	19
Boilermakers.....	4	1,361	(1)	(1)	(1)	(1)	(1)	(1)	1	12	23
Blacksmiths.....	2	2,165	1	1	(1)	(1)	(1)	(1)	2	17	23
Sheet-metal workers.....	3	1,250	(1)	(1)	(1)	(1)	(1)	(1)	(2)	11	22
Electrical workers.....	2	1,042	(1)	(1)	(1)	(1)	(1)	(1)	1	11	23
Carmen.....	4	1,361	(1)	(1)	(1)	(1)	(1)	(1)	1	11	22
Powerhouse employees and railway shop laborers.....	1	163	(1)	(1)	(1)	(1)	(1)	(1)	(2)	10	22
Dining-car stewards.....	2	1,702	(1)	(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	6	7	6	4	---
Stationmasters.....	3	10,850	5	5	5	5	4	5	4	---	---
Foundry employees.....	---	---	---	---	---	---	---	---	3	---	---
Printer.....	1	6,188	3	3	3	3	2	3	3	---	---
Wire chief.....	1	211	(1)	(1)	(1)	(1)	(1)	(1)	(2)	---	---
Technical engineers, architects, draftsmen, and allied workers.....	9	16,143	7	7	7	6	6	6	6	---	---
Nurses.....	1	8,129	4	4	4	4	3	4	---	---	---
Drawbridge operators.....	1	29	(1)	(1)	(1)	(1)	(1)	(1)	---	---	---
Subordinate officials in maintenance-of-way and structures department.....	5	20,382	9	9	9	7	7	8	8	4	4
Foremen in electric-traction Dept. Local unions:	1	365	(1)	(1)	(1)	(1)	(1)	(1)	(3)	---	---
Firemen and hostlers.....	1	294	(1)	(1)	(1)	(1)	(1)	(1)	(2)	1	2
Brakemen, flagmen, and baggage men.....	2	355	(1)	(1)	(1)	(1)	(1)	(1)	(2)	(2)	(2)
Yard foremen, helpers and switch-tenders.....	3	1,548	(1)	(1)	(1)	(1)	(1)	(1)	(2)	(2)	(2)
Cooks and waiters.....	1	539	(1)	(1)	(1)	(1)	(1)	6	6	5	---
Coach, parlor-car, club-car, and sleeping-car porters.....	1	4,634	2	2	2	2	3	3	3	8	---
Supervisors of mechanics.....	2	1,617	(1)	(1)	(1)	(1)	(1)	(1)	(2)	1	---
Technical engineers, architects, draftsmen, and allied workers.....	1	1,474	(1)	(1)	(1)	(1)	(1)	(1)	1	---	---
Wharf-freight handlers.....	1	6,905	3	3	3	3	3	3	3	---	---
Subordinate officials, maintenance-of-way and structures department.....	3	9,627	4	4	4	4	3	4	4	---	---
Hump-motorcar operators.....	1	643	(1)	(1)	(1)	(1)	(1)	---	---	---	---

¹ Less than 1 percent. ² Less than 1/4 of 1 percent.

³ For fiscal year ended June 30, 1944, only.

Table 9 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 9.—Representation of marine department and related miscellaneous groups of employees, by organization and crafts or classes, June 30, 1955

Organization and craft or class	Number of railroads as of June 30—								
	1955	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.....	22	21	22	20	19	20	22	23	23
Unlicensed deck.....	9	9	9	9	9	9	9	8	3
Float watchmen.....	5	5	5	5	5	5	4	3	
National Marine Engineers' Beneficial Association:									
Licensed engine.....	15	15	15	15	16	16	17	20	18
Unlicensed engine.....								2	1
Seafarers' International Union of North America:									
Unlicensed deck.....								2	
Unlicensed engine.....	2	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	2	4	9
Licensed engine.....	3	3	3	3	2	2	2	3	26
Unlicensed deck.....	1	1	1	1	1	1	1	6	25
Unlicensed engine.....	2	2	2	2	2	2	1	6	26
Lighter captains.....	7	7	7	7	6	6	6		
Float watchmen.....	1	1	1	1	1	1	1	3	1
Longshoremen.....	2	2	2	2	2	2	1	6	6
Marine-shop employees.....	1	1	1	1		1	1		
Hoisting engineers.....	1	1	1	1	1	1	1		
Grain-boat captains.....	1	1	1	1	1	1			
National Maritime Union:									
Unlicensed deck.....	5	5	5	5	5	5	5	1	
Unlicensed engine.....	5	5	5	5	5	5	5	1	
Marine cooks and stewards.....	3	3	3	3	3	3	3		
Grain-elevator employees.....	1	1	1	1	1	1	1		
United Mine Workers, District 50:									
Licensed deck.....	1	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	1	
Unlicensed engine.....	1	1	1	1	1	1	1	1	
United Railroad Workers of America, CIO:									
Bargemen.....	1	1							
Licensed deck.....	3	1	1	2	1	1	1		
Licensed engine.....	3	3	3	4	5	5	3		
Unlicensed deck.....	5	5	5	4	5	5	5		
Unlicensed engine.....	6	6	6	5	6	6	5		
Lighter captains.....					1	1	1		
Boat dispatchers.....	1	1	1	1	1	1	1		
Marine-shop employees.....	1	1	1	1	1	1			
Float watchmen.....	3	3	3	1					
Coal-dumper employees.....	1	1	1						
Foremen's Association of America:									
Licensed deck.....					3	2	2		
Licensed engine.....					4	4	2		

See footnotes at end of table.

TABLE 9.—Representation of marine department and related miscellaneous groups of employees, by organization and crafts or classes, June 30, 1955—Continued

Organization and craft or class	Number of railroads as of June 30—								
	1955	1954	1953	1952	1951	1950	5-year period 1945-49 (average)	5-year period 1940-44 (average)	4-year period 1936-39 ¹ (average)
The Order of Railroad Telegraphers:									
Pursers-radio operators.....	1	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	1	-----	-----
Inlandboatmen's Union of the Pacific:									
Unlicensed deck.....	1	1	1	2	2	1	1	-----	-----
Unlicensed engine.....	1	1	1	2	2	1	1	-----	-----
International Association of Railway Employees:									
Unlicensed deck.....	1	1	1	1	1	1	1	-----	-----
Unlicensed engine.....	1	1	1	1	1	1	1	-----	-----
Great Lakes Licensed Officers' Organization:									
Licensed deck.....	2	2	2	2	-----	-----	-----	-----	-----
Licensed engine.....	4	4	4	3	-----	-----	-----	-----	-----
Hotel and Restaurant Employees and Bartenders International Alliance:									
Marine chefs, cooks, and waiters.....	1	1	1	1	1	1	1	-----	-----
System associations:									
Licensed deck.....	1	1	1	1	1	1	1	2	3
Licensed engine.....	1	1	1	1	1	1	1	2	6
Unlicensed deck.....	1	1	1	1	1	1	1	1	1
Unlicensed engine.....	2	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	2	3	3	3	4 ⁶	-----
Unlicensed engine.....	2	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.

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 1935-55

Types of labor organizations and fiscal years	All carriers	Class I	Class II	Class III	Switching and terminal	Electric	Express and Pullman	Miscellaneous carriers	Air-line carriers
All organizations:									
1955.....	5,180	3,116	647	116	763	163	14	86	275
1954.....	5,157	3,106	645	115	780	162	13	86	270
1953.....	5,137	3,104	642	115	756	162	13	86	269
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:									
1955.....	4,541	2,795	555	99	665	136	11	71	209
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
1950.....	3,672	2,421	501	86	516	89	8	31	20
1935.....	2,222	1,652	265	6	295	-----	5	-----	-----
System associations:									
1955.....	545	266	90	15	80	23	3	14	54
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:									
1955.....	94	55	2	2	18	4	-----	1	12
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	-----	-----	-----	-----	-----	-----	-----

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, 1955

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.....	135				
Firemen and hostlers.....	134		1		
Conductors.....	135				
Brakemen, flagmen, and baggagemen.....	133		2		
Yard foremen, helpers, and switchtenders.....	127		3	1	4
Yardmasters.....	97	4		19	15
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		2	104
Licensed engine.....	26	1		2	106
Other marine employees.....	24	2	2	2	105

FOOTNOTES TO SECTIONS (A) AND (B): Table 12

- ¹ Train, coach, parlor, sleeping- and club-car porters.
- ² Unlicensed deck personnel.
- ³ Unlicensed engine personnel.
- ⁴ Marine cooks and stewards.
- ⁵ System agreement.
- ⁶ Hotel and restaurant employees.
- ⁷ Mechanical-department foremen and/or supervisors of mechanics.
- ⁸ Molders.
- ⁹ Ore-dock workers.
- ¹⁰ Printers.
- ¹¹ Wire chiefs.
- ¹² Wharf freight handlers.
- ¹³ Taproom attendants.
- ¹⁴ Coal-dumper employees.
- ¹⁵ Longshoremen.
- ¹⁶ Redcaps, ushers, and station attendants.
- ¹⁷ Roadmasters.
- ¹⁸ Nurses.
- ¹⁹ Float watchmen, bridgemen, and bridge operators.
- ²⁰ Not an operating class I carrier but included to show extent of system agreements.
- ²¹ Stationmasters.
- ²² Technical engineers, architects, draftsmen, and allied workers.
- ²³ Hoisting engineers.
- ²⁴ Bricklayers.
- ²⁵ Grain-elevator employees.
- ²⁶ Foundry employees.
- ²⁷ Bus and/or truck drivers.
- ²⁸ Formerly class I but now class II carrier.
- ²⁹ Foremen only.
- ³⁰ Powerhouse employees only.
- ³¹ Shop laborers.
- ³² Hump-motorcar operators.
- ³³ Crossing tenders.
- ³⁴ Motorcar operators.
- ³⁵ Police-department employees.
- ³⁶ Firemen only.
- ³⁷ Hostlers.
- ³⁸ Telephone and telegraph linemen.
- ³⁹ Substation operators.
- ⁴⁰ Lighter captains.
- ⁴¹ Stockyard employees.
- ⁴² Cooks only.
- ⁴³ Waiters only.
- ⁴⁴ Coal-pier operators.
- ⁴⁵ Water-service employees.
- ⁴⁶ Purser and assistants.
- ⁴⁷ Bartenders.
- ⁴⁸ Laundry workers and seamstresses.
- ⁴⁹ Gatemen.
- ⁵⁰ Drawbridge operators.
- ⁵¹ Coal-pier foremen.
- ⁵² Car riders.
- ⁵³ Foremen in electric-traction department.
- ⁵⁴ Purser-radio operators.
- ⁵⁵ Marine-shop employees.
- ⁵⁶ Maids and chair-car attendants.
- ⁵⁷ Hoisting and portable engineers in stores department.
- ⁵⁸ Parlor and sleeping-car conductors.
- ⁵⁹ Coal cranimen.
- ⁶⁰ Subordinate officials in maintenance-of-way and structures department.
- ⁶¹ Passenger representatives.
- ⁶² Platform vendor service employees.
- ⁶³ Power dispatchers.
- ⁶⁴ Boat dispatchers (including captains).
- ⁶⁵ Motorcar repairmen.
- ⁶⁶ Porter brakemen.
- ⁶⁷ Marine chefs, cooks and waiters.
- ⁶⁸ Baggage men not included.
- ⁶⁹ Portmaster.
- ⁷⁰ Watch engineers, stokers, and assistant stokers in maintenance-of-way and structures department.
- ⁷¹ Grain-boat captains.
- ⁷² Hostesses.
- ⁷³ Timber-treating-plant employees.
- 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 155 selected rail carriers as of June 30, 1955

Railroad		Engineers		Firemen and hostlers	Conductors	Brakemen, flagmen, and baggage men	Yard foremen, helpers, and switchtenders	Yard masters	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	Marine employees		All other employees, miscellaneous groups		
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	Master, mates, and pilots	Marine engineers	Others			
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, RR. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
3	Atchison, Topeka & Santa Fe Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
4	Gulf, Colorado & Santa Fe Ry. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
5	Panhandle & Santa Fe Ry. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
6	Atlanta & West Point RR Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
7	Western Ry. of Alabama	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
8	Atlantic Coast Line RR. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	MMP	MEBA	MMP	MEBA	ILAR	
9	Baltimore & Ohio RR. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	UTSE	RED	MMP	MMP-ILA	MEBA	ILAR	
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	Bassett & Lake Erie RR. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	UTSE	(*)	(*)	(*)	(*)	(*)	(*)
12	Boston & Maine Railroad	BLE	BLF&E	BRT	BRT	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	SA	(*)	ARSA	(*)	(*)	(*)	(*)	(*)
13	Burlington-Rock Island RR. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	(*)	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
14	Cambria & Indiana RR. Co.	BLF&E	BLF&E	BRT	BRT	BRT	BRT	(*)	USA	USA	USA	USA	USA	USA	USA	USA	USA	USA	USA	USA	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
15	Canadian National Lines in New England	BLE	BLF&E	ORCB	BRT	BRT	BRT	(*)	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
16	Canadian Pacific Lines in Maine and Vermont	BLE	BLF&E	ORCB	BRT	BRT	BRT	(*)	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
17	Central of Georgia Ry. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	UTSE	(*)	(*)	(*)	(*)	(*)	(*)
18	Central Railroad of New Jersey	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	(*)	(*)	(*)	(*)	(*)	(*)
19	Central Vermont Ry. Co. Inc.	BLE	BLF&E	ORCB	BRT	BRT	BRT	(*)	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
20	Charleston & Western Carolina Ry. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	(*)	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
21	Chesapeake & Ohio Ry. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	(*)	(*)	(*)	(*)	(*)	(*)
22	Pere Marquette Division	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYNA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	HRE	SA	MMP	GLLOO	NMU	ILAR	
23	Chicago & Eastern Ill. RR. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	ARS	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(*)	(*)	(*)	(*)	(*)
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	ORC	HRE	ARSA	(*)	(*)	(*)	(*)	(*)
25	Chicago & North Western Ry. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	ORC	HRE	ARSA	(*)	(*)	(*)	(*)	(*)
26	Chicago, Burlington & Quincy RR.	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(*)	(*)	(*)	(*)	(*)
27	Chicago Great Western Ry. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	SUNA	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	(*)
28	Chicago, Indianapolis & Louisville Ry. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
29	Chicago, Milwaukee, St. Paul & Pacific RR. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(*)	(*)	(*)	(*)	(*)
30	Chicago, Rock Island & Pacific Ry. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	SUNA	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(*)	(*)	(*)	(*)
31	Chicago, St. Paul, Minneapolis & Omaha Ry. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	BRT	HRE	ARSA	(*)	(*)	(*)	(*)	(*)
32	Cincinnati Railroad Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	RYA	IAM	IBBISB	IBBDF	SMWIA	IBEW	BRCA	IBFO	BRC	BMW	ORT	BRSA	ATDA	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
33	Colorado & Southern Ry. Co.	BLE	BLF&E	BRT	BRT	BRT	BRT	RYA	IAM	IBBIS																		

SYMBOLS

(*)	Carrier reports no employees in this craft or class.
(x)	Some employees in this craft or class but not covered by agreement.
(#)	Included in system agreement.
AASER	Amalgamated Association, Street, Electric Railway & Motor Coach Employees of America, AFL.
ABRP	American Brotherhood of Railway Police.
AFTE	Association of Colored Railway Trainmen and Locomotive Firemen.
ARSA	American Federation of Technical Engineers.
ATDA	American Railway Supervisors Association.
BLE	American Train Dispatchers Association.
BLF&E	Brotherhood of Locomotive Engineers.
BMW	Brotherhood of Locomotive Firemen & Enginemem.
BRC	Brotherhood of Maintenance-of-Way Employees.
BRCA	Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees.
BRSCA	Brotherhood Railway Carmen of America.
BBSA	Brotherhood of Railroad Shop Crafts of America.
BRT	Brotherhood of Railroad Signalmen of America.
BSCP	Brotherhood of Railroad Trainmen.
FAA	Brotherhood of Sleeping-Car Porters.
GILLOO	Foremen's Association of America.
HRE	Great Lakes Licensed Officers' Organization.
IAM	Hotel & Restaurant Employees & Bartenders International Union.
IARE	International Association of Machinists.
IBBDF	International Association of Railway Employees.
IBBISB	International Brotherhood of Blacksmiths, Drop Forgers & Helpers.
IBEW	International Brotherhood of Boilermakers, Iron Ship Builders & Helpers of America.
IBFO	International Brotherhood of Electrical Workers.
IBTCW&H	International Brotherhood of Firemen, Oilers, Helpers & Roundhouse & Railway Shop Laborers, AFL.
ILA	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers, AFL.
IL&WU	International Longshoremen's Association.
ISOE	International Longshoremen & Warehousemen's Unions, CIO.
IUP	International Union of Steam & Operating Engineers.
LU	Inlandboatmen's Union of the Pacific.
MEBA	Local union.
MMP	National Marine Engineers Beneficial Association.
NMU	International Organization Masters, Mates & Pilots of America.
ORCB	National Maritime Union.
ORT	Order of Railway Conductors & Brakemen of America.
PEC	The Order of Railroad Telegraphers.
RED	Professional Engineers' Committee.
RIU	Railway Employees' Department, AFL.
RPSEU-CIO	Railroad Industrial Union.
RPU	Railway Passenger Service Employees' Union, CIO.
RTE	Railway Patrolmen's International Union, AFL.
RYA	Railway Technical Engineers.
RYNA	Railroad Yardmasters of America, AFL.
SA	Railroad Yardmasters of North America.
SIUNA	System Association, committee or individual.
SMWIA	Seafarer's International Union of North America.
SUNA	Sheet Metal Workers International Association.
TWU	Switchmen's Union of North America.
UAW	Transport Workers Union, CIO.
UMWA	United Automobile, Aircraft & Agricultural Implement Workers of America, CIO.
URRWA	District 50, United Mine Workers of America.
USA	United Railroad Workers of America, CIO.
UTSE	United Steelworkers of America, CIO.
UWOC	United Transport Service Employees, CIO.
US&MWU	Utility Workers' Organizing Committee, CIO.
	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, 1955

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

NOTE.—See footnotes, p. 74

TABLE 12C.—Collective labor agreements and employee representation on principal airline carriers as of June 30, 1955

	Pilots	Flight engineers	Radio and teletype operators	Flight navigators	Mechanics	Flight dispatchers (superintendents)	Clerical office, stores, fleet and passenger service	Stewards and stewardesses	Guardswatchmen	Miscellaneous
Airline Transport Carriers.....	ALPA				IAM	ALDA		ALSSA		
American Airlines, Inc.	ALPA	FEIA	ALCEA		TWU	ALDA	TWU ⁶	ALSSA ¹³	IAM	
Allegheny Airlines.....	ALPA				IAM ¹	SA		ALSSA		ALSSA. ²⁰
Braniff Airways, Inc.	ALPA	ALPA	ALCEA		ACMA	ALDA	BRC	ALSSA	UAW	SAM. ¹⁰
Capital Airlines, Inc.	ALPA	ALPA	ALCEA		IAM	ALDA	BRC	ALSSA ¹³		UTSE ^{8 13} , IAM. ¹⁹
Colonial Airlines, Inc.	ALPA		IAM		IAM	ALDA	IAM	ALSSA ¹³		IAM. ¹⁸
Continental Airlines, Inc.	ALPA	FES			UAW ^{1 2}	ALDA		ALSSA ¹³	UAW	SAM ¹⁰ , IAM. ²¹
Delta-C&S Airlines, Inc. (formerly Delta Airlines, Inc. and Chicago & Southern Airlines, Inc.).	ALPA	FEIA	ACCOA		UAW ^{1 2}	ALDA		ALSSA ¹³		
Eastern Airlines, Inc.	ALPA	FEIA	ALCEA		IAM ⁷			ALSSA		
Flying Tiger Lines, Inc.	ALPA	IAM	ACCOA	ACNA	IAM		IAM ⁷	ALSSA	IAM	IBTCW&H. ¹⁰
Frontier Airlines, Inc.	ALPA				IAM	ALDA		ALSSA		SA. ²⁰
Mohawk Airlines, Inc.	ALPA				ACMA	ALDA		ALSSA		ALSSA. ²⁰
National Airlines, Inc.	ALPA	FEIA	ALCEA		IAM	ALDA	ALAA	ALSSA ¹³		
North Central	ALPA				IAM	ALDA*	ALAA	ALSSA		
Northeast Airlines, Inc.	ALPA		ROU		IAM	ALDA	TWU	ALSSA ¹³		
Northwest Airlines, Inc.	ALPA	IAM	ALCEA	ACNA	IAM ¹	ALDA	IAM; ⁵ BRC	ALSSA	IAM	IBTCW&H ¹⁰ ; IAM ^{11 13 18 21} ; SAM ¹⁰ ; ALAA. ²⁰
Pacific Northern Airlines.....					ACMA	ALDA				

Pan American World Airways, Inc.	ALPA	FEIA	TWU 1		TWU	ALDA	IAM; 4 BRC 4	TWU	TWU	TWU 9 11 12; AMA 15; UTSE 1
Piedmont Aviation, Inc.	ALPA					ALDA		ALSSA		
Pioneer Airlines	ALPA					ALDA		ALSSA		
Slick Airways, Inc.	ALPA	SA			ALA IAM 1				ALA	ALA 7
Southwest Airways, Inc.	ALPA				IAM 14 7 8	ALDA		ALSSA		
Trans World Airlines, Inc.	ALPA	FEIA	ACCOA 2	ALNA-TWU		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 15; IAM 11 21; ALAA 24
Western Air Lines, Inc.	ALPA	ACFEA	ALEA		IAM	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.	FEIA	Flight Engineers International Association.
ACMA	Air Carrier Mechanics Association, International.	IAM	International Association of Machinists.
ACNA	Air Carrier Navigators Association, International.	IBTCW&H	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America.
ALA	Airfreight Labor Association.	ROU	Radio Officers Union of the Commercial Telegraphers Union, AFL.
ACFEA	Air Carrier Flight Engineers Association, International.	SAM	Society of Airline Meteorologists.
ALAA	Air Line Agents Association, International.	TWU	Transport Workers Union of America, CIO.
ALCEA	Air Line Communication Employees Assn. (Unaffiliated).	UAW	United Automobile, Aircraft, Agriculture Implement Workers of America, CIO.
ALDA	Air Line Dispatchers Association, AFL.	UTSE	United Transport Service Employees, CIO.
ALPA	Air Line Association, International.	SA	System Association, committee or individual.
ALSSA	Air Line Stewards & Stewardesses Assn., International.	FES	Flight Engineers Society.
AMA	Airline Meteorologists Association.		
BRC	Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees.		

TABLE 13.—Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal years 1935–55, inclusive

ALL DIVISIONS

Cases	21-year period, 1935–55	1955	1954	1953	1952	1951	1950
Open and on hand at beginning of period.....	-----	3,311	3,388	4,717	3,855	3,548	3,271
New cases docketed.....	43,779	1,718	1,601	2,090	2,815	2,027	2,342
Total number of cases on hand and docketed.....	43,779	5,029	4,989	6,807	6,670	5,575	5,623
Cases disposed of.....	40,055	1,305	1,678	3,419	1,953	1,720	2,072
Decided without referee.....	10,270	141	139	197	184	258	265
Decided with referee.....	15,302	767	772	1,181	1,335	1,217	1,188
Withdrawn.....	14,483	397	767	2,041	434	245	619
Open cases on hand close of period.....	3,724	3,724	3,311	3,388	4,717	3,855	3,551
Heard.....	809	809	800	750	4,190	904	763
Not heard.....	2,915	2,915	2,511	2,638	527	2,951	2,788

FIRST DIVISION

Open and on hand at beginning of period.....	-----	2,798	2,825	4,186	3,472	3,167	2,842
New cases docketed.....	33,053	946	1,000	1,431	2,027	1,415	1,766
Total number of cases on hand and docketed.....	33,053	3,744	3,825	5,617	5,499	4,582	4,608
Cases disposed of.....	30,039	730	1,027	2,792	1,313	1,110	1,438
Decided without referee.....	8,646	83	76	155	128	221	221
Decided with referee.....	8,437	308	237	658	802	701	669
Withdrawn.....	12,956	339	714	1,979	383	188	548
Open cases on hand close of period.....	3,014	3,014	2,798	2,825	4,186	3,472	3,170
Heard.....	296	296	403	289	3,796	626	468
Not heard.....	2,718	2,718	2,395	2,536	390	2,846	2,702

SECOND DIVISION

Open and on hand at beginning of period.....	-----	61	54	66	57	31	34
New cases docketed.....	2,035	183	123	109	110	95	63
Total number of cases on hand and docketed.....	2,035	244	177	175	167	126	97
Cases disposed of.....	1,968	177	116	121	101	69	66
Decided without referee.....	623	23	31	16	19	11	13
Decided with referee.....	1,031	132	73	99	73	51	45
Withdrawn.....	314	22	12	6	9	7	8
Open cases on hand close of period.....	67	67	61	54	66	57	31
Heard.....	40	40	51	39	34	49	24
Not heard.....	27	27	10	15	32	8	7

TABLE 13.—Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal years 1935-55, inclusive—Continued

THIRD DIVISION

Cases	21-year period, 1935-55	1955	1954	1953	1952	1951	1950
Open and on hand at beginning of period.....	-----	428	477	417	306	328	362
New cases docketed.....	7, 624	530	404	463	575	459	420
Total number of cases on hand and docketed.....	7, 624	958	881	880	881	787	782
Cases disposed of.....	7, 008	342	453	403	464	481	454
Decided without referee.....	769	31	24	19	30	31	10
Decided with referee.....	5, 199	290	396	344	401	420	412
Withdrawn.....	1, 040	21	33	40	33	40	32
Open cases on hand close of period.....	616	616	428	477	417	306	328
Heard.....	455	455	332	405	324	221	254
Not heard.....	161	161	96	72	93	85	74

FOURTH DIVISION

Open and on hand at beginning of period.....	-----	24	32	48	20	22	33
New cases docketed.....	1, 067	59	74	87	103	58	103
Total number of cases on hand and docketed.....	1, 067	83	106	135	123	80	136
Cases disposed of.....	1, 040	56	82	103	75	60	114
Decided without referee.....	232	4	8	7	7	5	21
Decided with referee.....	635	37	66	80	59	45	62
Withdrawn.....	173	15	8	16	9	10	31
Open cases on hand close of period.....	27	27	24	32	48	20	22
Heard.....	18	18	14	17	36	8	17
Not heard.....	9	9	10	15	12	12	5

