

Thirty-Fourth
ANNUAL REPORT OF THE
NATIONAL
MEDIATION
BOARD

INCLUDING
THE REPORT OF THE
NATIONAL RAILROAD
ADJUSTMENT BOARD

For the Fiscal Year Ended JUNE 30, 1968

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NATIONAL MEDIATION BOARD

Fiscal Year Ended June 30, 1968

HOWARD G. GAMSER, *Chairman*

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

LEVERETT EDWARDS, *Member*

THOMAS A. TRACY, *Executive Secretary*

C. ROBERT ROADLEY, *Assistant Executive Secretary*

LETTER OF TRANSMITTAL

NATIONAL MEDIATION BOARD,
OFFICE OF THE CHAIRMAN

Washington, D.C., November 1, 1968

*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 Thirty-fourth Annual Report of the National Mediation Board for the fiscal year ended June 30, 1968, together with the annual report of the National Railroad Adjustment Board, as required by section 3, first (w), of the same act.

LEVERETT EDWARDS, *Chairman.*

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I. SUMMARY AND OBSERVATIONS

This report summarizes the activity of the National Mediation Board in its work of administering the Railway Labor Act during the fiscal year ending June 30, 1968. This report also includes a summary of the activities of the National Railroad Adjustment Board for the same period.

The Railway Labor Act is the Federal legislation specifically designed to establish a code of procedure for handling labor relations in the vital rail and air transportation industries. The statute provides a complete set of tools to be used in achieving industrial peace at all levels of negotiations.

These procedures include in the first instance a requirement that the parties directly negotiate in an effort to resolve differences which may arise in making new agreements or revising existing agreements. Subsequent steps include assistance to the parties through the mediatory services of the National Mediation Board, final and binding arbitration by an impartial neutral person, and, in certain instances, investigation and recommendation by a Presidential board.

Procedures are available to dispose of disputes involving the interpretation or application of existing agreements between the parties.

All of these tools are available for use by the parties in finding a solution to their own labor relations problems. Providing tools, however, does not in itself assure a peaceful resolution of the differences between the parties. The procedures of the Railway Labor Act provide the means by which the parties may reach a settlement of their problems but the duty of the parties to make their own decisions is not usurped by the act. The act should not be used as a shield by the parties to avoid their duties and responsibilities to the public to settle promptly all disputes relating to making and maintaining agreements concerning rates of pay, rules, and working conditions of employees. The parties themselves have an obligation to conduct their labor relations in a manner that will prevent interruption to transportation services so vital to the needs of the public and the general welfare of the nation.

During the past fiscal year, major efforts of the Board were devoted to disputes involving the 1968 periodic wage increase and rules change proposals of practically all of the Standard Railway Labor Organizations, representing operating and nonoperating employees of the major railroads of the country.

Agreements having industrywide application were completed during and shortly after the close of the fiscal year, between major carriers and three Organizations representing operating employees and also with four Organizations representing nonoperating employees. The settlements reached in these instances followed a uniform "pattern" with respect to wage increases and certain "fringe" benefits and a uniform contract term period extending until December 31, 1969.

Other contract improvements and revisions were also included in these settlements.

The 1968 wage and rules movement of three other Standard Railway Labor Organizations (two representing operating employees and one representing nonoperating employees) were being progressed through the procedures of the Act at the close of the fiscal year.

The six Standard Railway Labor Organizations representing "Shopcraft" employees were precluded from initiating proposals for wages increases and rules changes of their collective bargaining agreements with major carriers until September 1, 1968, by the terms of the Determination of the Special Railroad Board, established pursuant to Public Law 90-54 which prescribed a wage increase and pay differential settlement and duration term extending to December 31, 1968, of a wage dispute growing out of proposals of these Organizations initiated during 1966.

As outlined in "Items of Special Interest" in chapter I of this report, other disputes of particular significance to the railroad industry were being progressed through the procedures of the Act during the past fiscal year. These disputes relate to proposals for the manning of locomotives and the number of employees to be used in road and yard train operations.

These disputes have been under consideration since the expiration in early 1966 of the Award of Arbitration Board No. 282, established pursuant to Public Law 88-108. While a number of settlements have been made on individual rail carriers of the road and yard train "crew consist" issue, in one instance during the past fiscal year, disputes over this issue resulted in a work stoppage of 5 days duration on three major rail carriers before settlement was made of the disputes.

In the airline industry, settlements of wage increase and rules change proposals were achieved by representatives of the carriers and employees without interruption to the operation of any major domestic air carrier. However, as outlined elsewhere in this chapter I, the services of one international air carrier were interrupted by a work-stoppage resulting from an unsettled dispute over wage and rules change proposals of the parties.

The Board is hopeful that the problems which confront the railroad and airline industries will be resolved by a recognition on the part of representatives of carriers and organizations of their responsibility to work with each other and their duty to the public to reconcile and compose their differences within the framework of free collective bargaining.

Railway Labor Act—Development

The 1926 Railway Labor Act encompassed proposals advanced by representatives of management and labor outlining comprehensive procedures and methods for the handling of labor disputes founded upon practical experience gained by the parties under many previous laws and regulations in this field.¹

Because of the importance of the transportation service provided by the railroads and because of the peculiar problems encountered in this industry, special and separate legislation was enacted to avoid interruptions to interstate commerce as a result of unsettled labor disputes.

¹ Act of 1888; Erdman Act, 1898; Newlands Act, 1913; labor relations under Federal control 1917-20; Transportation Act of 1920.

In 1934 the original act was amended and supplemented in important procedural respects. Principally, these amendments provided for: (1) Protection of the right of employees to organize for collective bargaining purposes, (2) a method by which the National Mediation Board could authoritatively determine and certify the collective bargaining agent to represent the employees, and (3) a positive procedure to insure disposition of grievance cases, or disputes involving the interpretation or application of the terms of existing collective-bargaining agreements by their submission to the National Railroad Adjustment Board.

The amended act of 1934 retained the procedures in the 1926 act for the handling of controversies between carriers and their employees growing out of proposals to make or change collective bargaining agreements concerning rates of pay, rules, or working conditions. The procedures outlined in the act for handling this type of dispute are: Conferences by the parties on the individual properties in an effort to settle the dispute, mediation by the National Mediation Board, voluntary arbitration, and, in special cases, Emergency Board procedure.

The National Railroad Adjustment Board was created in 1934 by section 3 of the amended act for the purpose of resolving disputes arising out of grievances or out of the interpretation or application of collective bargaining agreement in the railroad industry. Disputes of this type are sometimes referred to as "minor disputes."

The amended act provided that either party could process a "minor dispute" to the newly created Adjustment Board for final determination, without, as previously required, the necessity of securing the consent or concurrence of the other party to have the controversy decided by a special form of arbitration.²

The airlines and their employees were brought within the scope of the act on April 10, 1936, by the addition of title II. All of the procedures of title I of the act, except section 3 (National Railroad Adjustment Board procedure) were made applicable to common carriers by air engaged in interstate commerce or transporting mail for or under contract with the U.S. Government. Special provisions, however, were made in title II of the act for the handling of disputes arising out of grievances or out of the interpretation or applications of existing collective bargaining agreements in the airline industry.

The act was amended January 10, 1951, so as to permit carriers and labor organizations to make agreements, requiring as a condition of continued employment, that all employees of a craft or class represented by the labor organization, become members of that organization. This amendment (sec. 2, eleventh) also permitted the making of agreements providing for the checkoff of union dues, subject to specific authorization of the individual employee.

Purposes of Act

The general purposes of the act are described in section 2 as follows:

(1) To avoid any interruption to commerce or to the operation of any carrier engaged therein; (2) to forbid any limitation upon freedom of association among employees or any denial, as a condition of employment or otherwise, of the right

² By amendment June 20, 1966 (Public Law 89-456), "minor disputes" may be processed to special boards of adjustment on individual carriers.

of employees to join a labor organization; (3) to provide for the complete independence of carriers and of employees in the matter of self-organization; (4) to provide for the prompt and orderly settlement of all disputes concerning rates of pay, rules, or working conditions; (5) to provide for the prompt and orderly settlement of all disputes growing out of grievances or out of the interpretation or application of agreements covering rates of pay, rules, or working conditions.

To promote the fulfillment of these general purposes, legal rights are established and legal duties and obligations are imposed on labor and management. The act provides "that representatives of both sides are to be designated by the respective parties without interference, influence or coercion by either party over the designation by the other" and "all disputes between a carrier or carriers and its or their employees shall be considered and if possible decided with all expedition in conference between authorized representatives of the parties." The principle of collective bargaining is aided by the provision that "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."

Duties of the Board

In the administration of the act, two major duties are imposed on the National Mediation Board, viz:

(1) The mediation of disputes between carriers and the labor organizations representing their employees, relating to the making of new agreements or the changing of existing agreements, affecting rates of pay, rules, and working conditions, after the parties have been unsuccessful in their at-home bargaining efforts to compose their differences. These disputes are sometimes referred to as "major disputes." Disputes of this nature hold the greatest potential for interrupting commerce.

(2) The duty of ascertaining and certifying the representative of any craft or class of employees to the carriers after investigation through secret-ballot elections or other appropriate methods of employees' representation choice. This type of dispute is confined to controversies among employees over the choice of a collective bargaining agent. The carrier is not a party to such disputes. Under section 2, ninth, of the act the Board is given authority to make final determination of this type of dispute.

In addition to these major duties, the Board has other duties imposed by 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 notifying the President of the United States when labor disputes which in the judgment of the Board threaten substantially to interrupt interstate commerce to a degree such as to deprive any section of the country of essential trans-

portation service. In such cases the President may in his discretion appoint an emergency board to investigate and report to him on the dispute.

Labor Disputes Under the Railway Labor Act

The Railway Labor Act provides procedures for the consideration and progression of labor disputes in a definite and orderly manner. Broadly speaking, these disputes fall into three general groups: (1) Representation Disputes, controversies arising among employees over the choice of a collective bargaining representative; (2) Major Disputes, controversies between carriers and employees arising out of proposals to make or revise collective bargaining agreements; and (3) Minor Disputes, controversies between carriers and employees over the interpretation or application of existing agreements.

Representation Disputes

Experience during the period 1926 and 1934 showed that the absence of a provision in the law of a definite procedural method to impartially determine the right of the representative at the bargaining table to act as spokesman on behalf of the employees was a deterrent to reaching the merits of proposals advanced and often frustrated the collective bargaining process. To remedy this deficiency in the law, section 2 of the act was amended in 1934 so that in case a dispute arose among a carrier's employees as to who represented the employees, the National Mediation Board could investigate and determine the representation desires of employees with finality.

In order to accomplish this duty, the Board was authorized to take a secret ballot of the employees involved or to utilize any other appropriate method of ascertaining the duly designated and authorized representative of the employees. The Board upon completion of its investigation certifies the name of the representative and the carrier then is required to treat with that representative for the purposes of the act. Through this procedure a definite determination is made as to who may represent the employees at the bargaining table.

Major Disputes

The step-by-step procedure of direct negotiation, mediation, arbitration, and emergency boards for handling proposals to make, amend, or revise agreements between labor and management incorporated in the 1926 act was retained by the 1934 amendments. This procedure contemplates that direct negotiations between the parties will be initiated by a written notice by either of the parties at least 30 days prior to the date of the intended change in the agreement. Acknowledgment of the notice and arrangements for the conference by the parties on the subject of the notice is made within 10 days. The conference must begin within the 30 days provided in the notice. In this manner direct negotiations between the parties commence on a definite written proposal by either of the parties. Those conferences may continue from time to time until a settlement or deadlock is reached. During this period and for a period of 10 days after the termination of conference between the parties the act provides the "status quo will be maintained and rates of pay, rules, or working conditions shall not be altered by the carrier."

There are no accurate statistics to indicate how many disputes have been settled at this level by the parties without outside assistance; however, each year the Board receives well over a thousand amendments or revisions of agreements. Such settlements outnumber those that are made with the assistance of the Board, and clearly indicate the effectiveness of the first step of the procedures outlined in the act that it shall be the duty of carriers and employees to exert every reasonable effort to make and maintain agreements concerning rates of pay, rules, and working conditions. In the event that the parties do not settle their problem in direct negotiations either party may request the services of the National Mediation Board in settling the dispute or the Board may proffer its services to parties. In the event this occurs, the "status quo" continues in effect and the carrier shall not alter the rates of pay, rules, or working conditions as embodied in existing agreements while the Board retains jurisdiction. At this point the Board, through its mediation services, attempts to reconcile the differences between the parties so that a mutually acceptable solution to the problem may be found. The mediation function of the Board cannot be described as a routine process following a predetermined formula. Each case is singular and the procedure adopted must be fitted to the issue involved, the time and circumstances of the dispute, and personality of the representatives of the parties. It is here that the skill of the mediator, based on extensive knowledge of the problems in the industries served, and the accumulated experience the Board has acquired is put to the test. In mediation the Board does not decide how the issue between the parties must be settled, but it attempts to lead the parties through an examination of facts and alternative considerations which will terminate in an agreement acceptable to the parties.

When the best efforts of the Board have been exhausted without a settlement of the issue in dispute the law requires that the Board urge the parties to submit the dispute to arbitration for final and binding settlement. This is not compulsory arbitration but a freely accepted procedure by the parties which will conclusively dispose of the issue at hand. The parties are not required to accept the arbitration procedure; one or both parties may decline to utilize this method of disposing of the dispute. But if the parties do accept this method of terminating the issue the act provides in sections 7, 8, and 9 a comprehensive arrangement by which the arbitration proceedings will be conducted. The Board has always felt that arbitration should be used by the parties more frequently in disposing of disputes which have not been settled in mediation.

In the event that mediation fails and the parties refuse to arbitrate their differences the Board notifies both parties in writing that its mediatory efforts have failed and for 30 days thereafter, unless in the intervening period the parties agree to arbitration, or an emergency board shall be created under section 10 of the act, no change shall be made in the rates of pay, rules, or working conditions or established practices in effect prior to the time the dispute arose.

At this point it should be noted that the provisions of section 5 of the act permit the Board to proffer its services in case any labor emergency is found to exist at any time. The Board under this section of the act is able under its own motion to promptly communicate with the parties when advised of any labor conflict which threatens

a carrier's operations and use its best efforts, by mediation, to assist the parties in resolving the dispute. The Board has found that this section of the act is most helpful in averting what otherwise might become serious problems.

The final step in the handling of major disputes is not one which is automatically invoked when mediation is unsuccessful. Section 10 of the act pertaining to the establishment of emergency boards provides that if a dispute has not been settled by the parties after the various provisions of the act have been applied and if, in the judgment of the National Mediation Board, the dispute threatens substantially to interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation service, the President shall be notified, who may thereupon, in his discretion, create a board to investigate and report respecting such dispute. The law provides that the board shall be composed of such number of persons as seems desirable to the President. Generally, a board of three is appointed to investigate the dispute and report thereon. The report must be submitted within 30 days from the date of appointment and for that period and 30 days after, no change shall be made by the parties to the controversy in the conditions out of which the dispute arose. This latter period permits the parties to consider the report of the board as a basis for settling the dispute.

During the 34 years the National Mediation Board has been in existence, 171 emergency boards have been created. In most instances the recommendations of the boards have been accepted by the parties as a basis for resolving their disputes without resorting to a final test of economic strength. In other instances, the period of conflict has been shortened by the recommendations of the boards which narrowed the area of disagreement between the parties and clarified the issues in dispute.

In the early days of World War II, the standard railway labor organizations, as represented by the Railway Labor Executives Association, and the carriers agreed that there should be no strikes or lock-outs and that all disputes would be settled by peaceful means. The procedure under the Railway Labor Act presupposes strike ballots and the fixing of strike dates as necessary preliminaries to any threatened interruption to interstate commerce and the appointment of an emergency board by the President. The Railway Labor Executives Association suggested certain supplements to the procedures of the act for the peaceful settlement of all disputes between carriers and their employees for the duration of the war. As a result of these suggestions the National Railway Labor Panel was created by Executive Order 9172, May 22, 1952. The order provided for a panel of nine members appointed by the President. The order provided that if a dispute concerning changes in rates of pay, rules, or working conditions was not settled under the provisions of sections 5, 6, 7, 8, or 9 of the Railway Labor Act, the duly authorized representatives of the employees involved could notify the chairman of the panel of the failure of the parties to adjust the dispute. If, in his judgment the dispute was such that if unadjusted even in the absence of a strike vote it would interfere with the prosecution of the war, the chairman was empowered by order to select from the panel three members to serve as an emergency board to investigate the dispute and report to the President.

The National Railway Labor Panel operated from May 22, 1942, to August 11, 1947, when it was discontinued by Executive Order 9883. During the period of its existence, the panel provided 58 emergency boards. Except for a few cases, the recommendations of these boards were accepted by the parties in settlement of dispute.

Minor Disputes

Agreements made in accordance with the procedure outlined above for handling major disputes provide the basis on which the day to day relationship between labor and management in the industries served by the Railway Labor Act are governed. In the application of these agreements to specific factual situations, disputes frequently arise as to the meaning and intent of the agreement. These are called minor disputes.

The 1926 act provided that carriers or groups of carriers and their employees would agree to the establishment of boards of adjustment composed equally of representatives of labor and management to resolve disputes arising out of interpretation of agreements. The failure on the part of the parties to agree to establish boards of adjustment negated the intent of this provision of the law.

In 1934 the Railway Labor Act was amended so as to establish a positive procedure for handling minor disputes. Under the amended law, grievances or claims that the existing employment agreement have been violated are first handled under the established procedure outlined in the agreement and if not disposed of by this method they may be submitted for a final decision to the adjustment board. The act states that these disputes "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 National Railroad Adjustment Board with a full statement of facts and all supporting data bearing upon the dispute."

In 1966, section 3 of the act was amended to provide a procedure for establishment of special boards of adjustment on individual railroads to dispose of "minor disputes" on demand of the railroad or the representative of a craft or class of employees of such railroad. Prior to this amendment the statute did not make provision for establishing by unilateral action special boards of adjustment on the individual railroads for disposition of "minor disputes." Such boards could only be established by agreement between the parties. Special boards of adjustment established under this amendment are designated as PL Boards to distinguish them from other special boards of adjustment.

The National Railroad Adjustment Board, with headquarters in Chicago, Ill., is composed of equal representation of labor and management who if they cannot dispose of the dispute may select a neutral referee to sit with them and break the tie or in the event they cannot agree upon the referee the act provides that the National Mediation Board shall appoint a referee to sit with them and dispose of the dispute. The Supreme Court has stated that the provisions dealing with the adjustment board were to be considered as compulsory arbitration in this limited field. (*Brotherhood of Railroad Trainmen v. Chicago River and Indiana Railroad Co.*, 353 U.S. 30.)

Summary

As will be seen from the foregoing outline, the Railway Labor Act provides a comprehensive system for the settlement of labor disputes in the railroad and airline industries. The various principles and procedures of that system were incorporated in it only after they had proved effective and necessary by experience under previous statutes.

The first annual report of the National Mediation Board for the fiscal year ending June 30, 1935, stated:

Whereas the early legislation for the railroads * * * made no attempt to differentiate labor controversies but treated them as if they were all of a kind, the amended Railway Labor Act clearly distinguishes various kinds of disputes, provides different methods and principles for setting the different kinds, and sets up separate agencies for handling the various types of labor disputes. These principles and methods, built up through years of experimentation, provide a model labor policy, based on equal rights and equitable relations.

The first annual report of the National Mediation Board for the fiscal making or changing of a collective bargaining agreement under which the parties must live and work, an agreed upon solution is more desirable than one imposed by decision. This principle preserves the freedom of contract in conformity with the freedom inherent in our system of government.

The design of the act is to place on the parties to any dispute of this character the responsibility to weigh and consider the merit and practicality of their proposal and to hear and consider opposing views and offers of compromise and adjustment—and time to reflect on the consequences to their own interest and the interest of the public of any other course than a peaceful solution of their problems.

Procedures in themselves do not guarantee mechanical simplicity in disposing of industrial disputes, which the Supreme Court of the United States has aptly described as “a subject highly charged with emotion.” Good faith efforts of the parties and a will to solve their own problems are essential ingredients to the maintenance of peaceful relations and uninterrupted service.

As with any system or plan which seeks to retain freedom of contract and the right to resort to economic force, there have been periods of crises under the act, but in the aggregate, the system has worked well—it has settled large numbers of disputes both at the local and national level with a minimum of disturbance to the public.

It cannot, however, be overemphasized that whatever the success that has been achieved in maintaining industrial peace in the industries served by the Railway Labor Act has resulted from the cooperation of carriers and organizations in solving their own problems. The future success of the law depends upon continued respect for the processes of free collective bargaining and consideration of the public interest involved.

Railroad Industrywide Bargaining

In the railroad industry, there has been a practice followed for many years by agreement between representatives of management and labor to conduct collective bargaining negotiations of periodic wage and rules requests on an industrywide basis. These are generally referred to as concerted or national wage and rules movements.

In the initiation of such movements, the Standard Railway Labor Organizations representing practically all railroad employees on the

major trunkline carriers and other important rail transportation facilities will serve proposals on the individual carriers throughout the country. These proposals also include a request that if the proposals are not settled on the individual property, the carrier join with other carriers receiving a like proposal, in authorizing a carriers' conference committee to represent it in handling the matter in negotiations at the national level.

Conversely, counterproposals or new proposals for wage adjustments or revision of collective bargaining contract rules, which the railroads desire to progress for negotiations at the national level, are served by the officials of the individual carriers on the local representatives of labor organizations involved.

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. Recently, the carriers established a National Railway Labor Conference on a permanent basis. The employees involved are represented by national conference committees established by the labor organizations.

Generally, 11 Standard Railway Labor Organizations, representing the vast majority of nonoperating employees (those not directly involved in the movement of trains, such as shop crafts, maintenance-of-way and signal forces, clerical and communication employees), jointly progress a uniform national wage and rules movement.

Other organizations representing certain nonoperating employees, such as yardmasters and train dispatchers, generally progress their national wage and rule movements separately, although at times in the past, they have joined with the larger group of Standard Railway Labor Organizations representing nonoperating employees.

The five labor organizations representing practically all the major railroads' operating employees (those engaged directly in the movement of trains, such as locomotive engineers, locomotive firemen, road conductors, road trainmen, and yardmen), progress their wages and rules proposals for national handling in the same manner but separately, as a general rule. In some instances, the proposals of these organizations will be substantially similar in the amount of wage increases or improvement in working conditions requested. In other instances in the past, there has been a variety of proposals by some of these organizations, differing particularly in the number and character of rules changes proposed. These instances have usually produced proposals by the carriers of a broad scope for changes in the wage structure and working rules, applicable to operating employees. The experience in handling has been generally satisfactory when the requests are relatively uniform as to wages or involve only a few rules proposals. On the other hand, numerous proposals for changes in rules, and those seeking substantial departure from existing rules, produce controversies extremely difficult to compose.

The benefit of negotiations, national in scope, is that when settlement is effected, it establishes a "pattern" for the entire industry, extending generally to all of the major carriers of the country. Other important rail transportation facilities and smaller carriers which do not participate actively in the national negotiations will, as a rule, adopt the same or similar pattern. Thus, a single negotiating proceedings, if successful, disposes of problems which otherwise would

probably result in hundreds of serious disputes developing at the same time or closely following one another on the various railroads of the country.

1. *Strikes*

Table 7, appendix C, of this report indicates a tabulation of five work stoppages occurring in industries covered by the Railway Labor Act. Two of these stoppages occurred in the airline industry and three occurred in the railroad industry.

Work stoppages of short duration or those involving a few employees which were settled without the intervention of this Board, are not included in this report.

A brief summary of the work stoppages which occurred during the fiscal year follows:

A-8032—*West Coast Airlines, Inc., and the Air Line Employees Association.*

A strike of 8 days duration occurred on this local service air carrier, based in Seattle, Washington, commencing on July 3, 1967. The issues in dispute involved proposals of both parties for changes in existing rates of pay, rules and working conditions of their collective bargaining agreement covering passenger service employees. This dispute was the subject of mediation proceedings which culminated in a proffer by the Board to submit the controversy to voluntary arbitration, which proffer was declined.

Further mediation was conducted by the National Mediation Board, in the public interest, which resulted in an agreement between the parties dated July 10, 1967 disposing of the dispute.

A-7949 (EB No. 169)—*Carriers Represented by the National Railway Labor Conference and International Association of Machinists and Aerospace Workers; International Brotherhood of Boiler-makers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers; Sheet Metal Workers International Association; International Brotherhood of Electrical Workers; Brotherhood of Railway Carmen of America; International Brotherhood of Firemen and Oilers.*

The background and disposition of this dispute is described in detail in the Thirty-Third Annual Report of the National Mediation Board, Chapter I, Items of Special Interest. Sporadic work stoppages occurred on certain major railroads on July 16 and 17, 1967, and they were terminated by the enactment of Public Law 90-54 on July 17, 1967. This legislation provided a procedure for final disposition of this dispute by a five-member Special Board which issued its report and determinations on September 15, 1967.

A-7544—*Missouri Pacific Railroad Company*, A-7556—*Texas and Pacific Railway Company*, A-7533, A-7520—*Seaboard Coast Line Railroad Company*, and the *Brotherhood of Railroad Trainmen.*

A work stoppage of 5 days duration occurred on the above trunk line rail carriers, beginning on February 5, 1968 and ending on February 9, 1968 when an agreement between the parties was reached. The issues in dispute involved proposals of both parties relating to contract rules governing the number of employees to be used on train

and yard crews. The dispute arose after the expiration of the Award of Arbitration Board No. 282, which had resulted in reductions of "crew size" in certain instances. The settlement of these disputes has become known as the "Jacksonville Agreement" and provided for the restoration of certain agreed upon jobs.

A-7470—Interstate Railroad Company and Brotherhood of Locomotive Firemen and Enginemen.

This strike, on this comparatively small railroad, began on August 2, 1967, and continued for 143 days until settlement was reached on December 22, 1967. The dispute involved the organization's proposal for increases in rates of pay and improvements in fringe benefits for engine service employees and the carrier's request for the elimination of locomotive firemen positions. The carrier proposed that the positions be eliminated through the principle of attrition. The dispute was settled in direct negotiations between the parties. The parties agreed, with respect to the "manning issue" to meet for the purpose of implementing such eventual settlement as is reached on a national basis involving those carriers subject to the Award of Arbitration Board No. 282. Certain rules governing the use of firemen were made applicable during the interim period.

A-8163—Qantas Empire Airways, Ltd. and International Association of Machinists and Aerospace Workers, AFL-CIO.

A work stoppage on this international air carrier began on December 18, 1967, by mechanics and related employees at the carrier's bases in San Francisco and Honolulu. The dispute involved failure of the parties to reach agreement on proposed changes in rates of pay, rules and working conditions of their collective bargaining agreement. The Board urged the parties to submit the controversy to voluntary arbitration, after initial mediation proved unsuccessful, but this proffer was declined. Further mediation was conducted by the National Mediation Board, in the public interest, while the strike was in progress and the dispute was settled by execution of a mediation agreement on February 17, 1968. The agreement was ratified by the employees and carrier's services restored promptly thereafter.

2. THREATENED STRIKES

Section 10 of the Railway Labor Act provides that if, in the judgment of the National Mediation Board, a dispute not settled by the mediation and arbitration procedures of the act threatens substantially to deprive any section of the country of essential transportation, the Board shall notify the President who, in his discretion, may create a board to investigate and report respecting such dispute.

During the fiscal year there were no emergency boards created. However, Emergency Board No. 171, created by Executive Order of the President on May 30, 1967, issued its Report to the President on July 8, 1967. The parties were the various carriers represented by the National Railway Labor Conference and the Order of Railway Conductors and Brakemen. The Emergency Board reported that during the course of its investigation, and mediation efforts, the parties reached agreement providing for settlement of all the issues in dispute.

The report of Emergency Board No. 171 and subsequent handling of the dispute is summarized in chapter V of this report.

Section 5 of the act also provides a procedure for handling threatened strikes. Under this provision of the act the Mediation Board may proffer its services in case any labor emergency is found to exist at any time. The Board will, if the occasion warrants action under this provision, enter into an emergency situation which threatens to interrupt interstate commerce and endeavor to assist the parties in working out an arrangement which will dispose of the threat to rail or air transportation.

Usually these emergency situations occur when a notice is issued by the employees that they intend to withdraw from the service of the carrier. Investigation often indicates that the procedures of the act have not been exhausted when the notice of withdrawal from service by the employees is issued. Frequently, the point at issue involves a "minor dispute" which is under the jurisdiction of the National Railroad Adjustment Board. In such instances the parties are urged to follow the established and recognized procedures for the adjudication of such matters.

In other instances, it is found that the notice procedures of section 6 of the act have not been followed, or the procedures of direct negotiations required by the act have not been exhausted. The Board will offer its services to the parties and endeavor to work out a settlement of the differences between the parties. However, the Board does not look with favor upon those situations where a crisis is created without regard for the procedures of the act. Special Boards of Adjustment and the procedures of the National Railroad Adjustment Board are available to dispose of "minor" disputes in the railroad industry. System Boards of Adjustment serve the same purpose for the airline industry. The mediation and arbitration procedures of the act are available to handle "major" disputes in both industries. The scheme of the act is such that its orderly procedures should be followed step by step to a resolution of every dispute.

3. ITEMS OF SPECIAL INTEREST

Major Disputes—Railroads

In the railroad industry during the fiscal year, the several Standard Railway Labor Organizations, representing practically all of the operating and nonoperating employees of the major railroads of the country, served notices under section 6 of the Act to negotiate changes in the existing rates of pay, rules and working conditions of their collective bargaining agreements. These negotiations were handled by the parties on a national basis through conference committees established by the parties. The disputes involving the Brotherhood of Locomotive Firemen and Enginemen, the Brotherhood of Railroad Trainmen, and the Switchmen's Union of North America were the subject of individual mediation by the National Mediation Board and were resolved by separate mediation agreements between the parties subsequent to the close of the fiscal year.

The disputes involving the major railroads and the Brotherhood of Locomotive Engineers, the Order of Railway Conductors and Brakemen and the Brotherhood of Railroad Signalmen were in direct negotiations between the parties at the close of the fiscal year.

The 1967-68 wage and rules movements of the Organizations representing the majority of the nonoperating employees (other than shop-

craft employees) of the major railroads of the country were disposed of during the fiscal year by a series of industry-wide agreements reached in direct negotiations between the respective national committees of the employees and carriers concerned.

The disposition of the wage dispute between the majority of the Class I railroads of the country and their shopcraft employees, on October 16, 1967 resulting from the procedures established by Public Law 90-54, as described in the Thirty-Third Annual Report of the National Mediation Board, precluded the serving of new wage notices until after September 1, 1968 to be effective only on or after January 1, 1969.

The Thirtieth and Thirty-First Annual Reports of the National Mediation Board described the creation of Arbitration Board No. 282, established pursuant to Public Law 88-108, approved August 28, 1963, and the Award of the Arbitration Board. The issues involved were:

(1) Use of Firemen (Helpers) on other than Steam Power.

(2) Consist of Train Road and Yard Crews (other than engine crews).

The award of Arbitration Board No. 282, with respect to the "crew consist" issue, expired on January 25, 1966, and, by special understanding between the parties, on March 31, 1966, with respect to the firemen issue. The "crew consist" issue was remanded to the parties for negotiations on a local basis under the terms of the arbitration award. The question as to the use of Firemen (Helpers) on other than steam power became the subject of new Section 6 notices served by the Brotherhood of Locomotive Firemen and Enginemen upon the various carriers on or about November 15, 1965, and counter notices served upon the employees by the carriers on or about January 31, 1966.

Negotiations between the parties were in progress on these two major issues during the latter portion of the fiscal year. Numerous agreements with individual carriers were consummated, covering the "crew consist" issue, either through direct negotiations between the parties or in mediation conferences conducted by the National Mediation Board. Identical disputes on many of the other carriers remained unresolved at the close of the fiscal year. The disputes involving the use of Firemen (Helpers) were, by agreement between the parties, being handled on an industry wide basis and remained unresolved at the close of the fiscal year.

Decisions of Significance

During the past year, the National Mediation Board was a party in a case in which the issues involved concerned the Board's handling of representation disputes pursuant to Section 2, Ninth, of the Railway Labor Act.

Aeronautical Radio, Inc. v. National Mediation Board, et al. (380 F. 2d 624, June 2, 1967; U.S.C., *certiorari denied* Oct. 23, 1967, No. 434)

This dispute arose after the National Mediation Board had certified the International Brotherhood of Teamsters as bargaining representative for certain employees of Aeronautical Radio, Inc.

The Board had certified the Teamsters after an election involving 400 eligible employees resulted in 147 voting for the International Brotherhood of Teamsters, 74 voting for the Air Line Dispatchers

Association, 25 casting void ballots and 154 failing to return ballots. Aeronautical Radio, Inc. had sought to set aside the National Mediation Board's certification, on the basis that the Board's investigation was deficient in that the results of the election did not permit a rational and nonarbitrary conclusion that the Teamsters were the choice of the majority.

The Court held that: "The Board's certification reflects a conclusion that since a majority of the employees obviously had voted for *some* representation, the union which became the choice of a majority of those thus voting should be certified. The ballot expressly provided that if 'less than a majority of the employees cast valid ballots, no representative will be certified.' Even after taking account of the fact that failure to vote at all is to be treated as a vote for no representation and that the same is true of failure to cast a valid ballot, it is clear that the Board was entitled to view the circumstances in light of the 'practicalities of voting the fact that many who favor some representation will not vote . . .'" *Railway Clerks, et al. v. Employees Assn., etc.*, 380 U.S., at 669 N. 5."

On this basis, the Court of Appeals found that the District Court properly held that it was without jurisdiction and the Dismissal of Aeronautical Radio, Inc.'s complaint was proper.

II. RECORD OF CASES

1. CASES HANDLED BY THE BOARD

The three categories of formally docketed disputes which form the basis of tables 1 through 6, inclusive, are as follows:

(1) *Representation*.—Dispute among a craft or class of employees as to who will be their representative for the purpose of collective bargaining with their employer. (See sec. 2, ninth, of the act.) These cases are commonly referred to as “R” cases.

(2) *Mediation*.—Disputes between carriers and their employees concerning the making of or changes of agreements affecting rates of pay, rules, or working conditions not adjusted by the parties in conference. (See sec. 5, first, of the act.) These cases are commonly referred to as “A” cases.

(3) *Interpretation*.—Controversies arising over the meaning or the application of an agreement reached through mediation. (See sec. 5, second, of the act.) These cases are commonly referred to as interpretation cases.

Each of these categories will be discussed later in this report.

The Board’s services may be invoked by the parties to a dispute, either separately or jointly, by the filing of an application in the form prescribed by the Board. Upon receipt of an application, it is promptly subjected to a preliminary investigation to develop or verify the required information. Later, where conditions warrant, the application may be assigned to a mediator for field handling. Both preliminary investigations and subsequent field investigations often disclose that applications for this Board’s services have been filed in disputes properly referable to other tribunals authorized by the act, and therefore should not be docketed by this agency.

In addition to the three categories of disputes set forth above, the Board, since November 1955, has been assigning an “E” number designation to controversies wherein the Board’s services have been proffered under the emergency provision of section 5, first (b), of the act. A total of 341 “E” cases have been docketed since the beginning of the series.

Another type of case which has been consuming an increasing amount of the Board’s time is the “C” number designation series. The “C” number is given to both representation and mediation applications when it is not readily apparent that those applications should be docketed. A large percentage of these cases are assigned to a mediator for an on-the-ground investigation to secure sufficient facts in order for the Board to decide whether the subject should be docketed or dismissed. Moreover, the mediator aids the parties in getting to the crux of their problem regardless of the procedural differences, and he is often able to settle the dispute while making his investigation. During fiscal 1968, the Board handled 76 “C” cases.

It is apparent then that when we speak of total number of cases docketed in the following paragraphs, we are speaking of formally docketed A, R, and Interpretation cases, and not necessarily the total services of the Board which would include "C" and "E" cases.

It is not uncommon, particularly in the railroad industry, for one case to have a number of parties. For instance, the Board has handled disputes between as many as 10 unions, or more, and nearly 200 railroads involving a score or more issues. The Board has in the past and continues to consider such controversy for statistical purposes as one case when it is handled jointly on a national basis.

NEW CASES DOCKETED

Table 1, located in the appendix, indicates that the total number of all cases formally docketed during fiscal 1968 was 315. This is 105 less cases than the number docketed in the previous year; a decrease of 74 mediation cases, a decrease of 1 interpretation of mediation agreement cases and a decrease of 32 representation cases.

During the 34-year period of the Boards existence 12,721 cases (A, R, and Interpretation) have been received and docketed.

2. DISPOSITION OF CASES

Table 1 further indicates that a total of 359 cases were disposed of in fiscal year 1968. When this is compared to fiscal year 1967 in which 336 cases were disposed of there is noted an increase of 23 cases overall. There was a decrease of 19 representation cases: 73 in 1968, 92 in 1967. The total of mediation cases disposed of in 1968 was 284, up from 242 in the prior year. The total of interpretation dispositions was two and there were two in 1967. In the 34-year period, the Board has disposed of 12,136 cases.

3. MAJOR GROUP OF EMPLOYEES INVOLVED IN CASES

Table 3 shows that 36,992 employees were involved in 73 representation cases in fiscal 1968. This figure is up considerably from the prior year of 6,889. Railroad employees accounted for 8,840 of the total in 37 disputes. Airline disputes, totaling 39 in number involved 28,152.

Table 4 shows that of the total of all cases disposed of, railroad employees were involved in 249 cases while airline employees were involved in 110 cases. In the railroad industry the greatest activity was among the train, engine and yard service employees with a total of 154 cases involving them: broken down into seven representation cases and 147 mediation cases.

In the airline industry, the same table indicates that mechanics were involved in 28 cases: 7 representation and 20 mediation. Pilots accounted for 17 cases: 3 representation and 14 mediation. Clerical, office, stores, fleet and passenger service employees accounted 14 cases: 9 representation and 5 mediation. There were 2 interpretations of mediation agreements in the airline industry.

Table 5 is a summary of crafts or classes of employees involved in representation cases disposed of in fiscal 1968. Involved in a total of 73 disputes were 85 crafts or classes covering 36,992 employees. There were 46 railroad crafts or classes numbering 8,840 or 24 percent of all involved. Yard service forces in three cases accounted for 9 percent of the total number.

In the airline industry 39 crafts or classes were involved in 36 cases, covering 28,152 people or 76 percent of the total. Clerical, office, stores, fleet and passenger service employees were involved in 60 percent of the total number of cases in 7 elections covering 22,175 people.

4. RECORD OF MEDIATION CASES

As seen from table 1, mediation cases docketed during fiscal 1968 totaled 245, a decrease of 74 cases from fiscal 1967. The total of cases docketed and the number pending from the prior year made 848 cases which were considered by the Board. The Board disposed of 284 cases, leaving 550 cases pending and unsettled at the end of the year.

Cases withdrawn after investigation totaled four: one railroad and three airlines involving, respectively, 1 and 20,796 employees.

During fiscal 1968 no airline cases were withdrawn before investigation, however, there were two such cases on the railroads involving 1,451 employees.

The Board dismissed 12 cases: 3 railroad and 9 airline. The railroad cases involved 83 employees and the airline cases involved a total of 1,530 employees.

Table 2 summarizes mediation cases disposed of during fiscal 1968, subdivided into method of disposition, class of carrier, and issues involved. Of the total 284 cases, 212 were railroad while 72 were airline. Mediation agreements were obtained in 180 cases: 130 railroad and 50 airlines. One agreement to arbitrate was reached in the railroad industry. Cases withdrawn after mediation totaled 9, 7 railroad and 2 airline. Fifteen cases were withdrawn before mediation, all of which were railroad cases. Carriers declined to arbitrate unresolved issues in 12 cases, 10 railroad and 2 airline; the employees refused to arbitrate in 13 cases, 12 railroad and 1 airline.

The Board dismissed 54 cases: 37 railroad and 17 airline. Of the total of 212 railroad cases, Class I carriers were involved in 142 disputes, Class II carriers in 49, switching and terminal companies in 10, and miscellaneous carriers in 10. One case involved an electric railroad.

5. ELECTION AND CERTIFICATION OF REPRESENTATIVES

Table 3 shows that 13,397 of a total of 36,992 employees actively participated in the outcome of the 73 representation cases. Certifications based on elections were issued in 50 cases: 27 railroad and 23 airline. Of the 27 railroad cases 35 craft or classes were involved among 4,588 employees of which 4,197 actively participated in the selection of the representative. In the 23 airline cases, among 25 crafts or classes, 5,819 employees were involved, of which 4,979 exercised their right to cast a ballot.

Certifications based on verification of authorizations were issued in five cases in fiscal 1968. Four of these cases were on railroads involving 2,717 employees and one airline case involving seven employees.

Table 6 shows that 62 railroad employees in 7 crafts or classes acquired representation for the first time by means of an election. In the airline industry 244 employees representing 14 crafts or classes acquired representation via an election. Eleven employees in the railroad industry representing three crafts or classes acquired representation on the basis of authorizations submitted.

A new representative was selected by 2,602 in 20 crafts or classes. Of this total 130 employees 6 crafts or classes selected a local union for their representative, whereas 2,602 employees in 20 crafts or classes retained a national organization for their collective bargaining representative.

Among airline employees, there were 3,949 people representing 9 crafts or classes who acquired a new bargaining agent in an election. Their bargaining agents were all national organizations.

In the railroad industry 1,923 employees in four crafts or classes retained, in an election, their same organization after there was a challenge by another union. In the airline industry 1,522 employees in two crafts or classes retained their existing representation following a challenge by another union.

III. MEDIATION DISPUTES

The Railway Labor Act is intended to provide an orderly procedure by which representatives of the carriers and employees will make and maintain agreements. Section 6 of the act outlines in detail the guidelines which must be followed when either party desires to change an agreement affecting rates of pay, rules, and working conditions. The first requirement is that a 30-day written notice of the intended change must be served upon the other party. Within 10 days after receipt of the notice of intended change, the parties shall agree upon the time and place for conference on the notice. This conference must be within 30 days provided in the notice of intended change. Thus, in the first step, the parties are required to place on record, with advance notice, their intention to change the agreement between them. Arrangements must be made promptly for direct conferences between the parties on the subject covered by the notice in an effort to dispose of any dispute affecting rules, wages, and working conditions. It is at this level of direct negotiation that the majority of labor disputes are disposed of without the assistance of or intervention by an outside party. Charter VI of this report indicates that during the past fiscal year, numerous revisions in agreements covering rates of pay, rules, and working conditions were made without the active assistance of the National Mediation Board.

In the event that settlement of the dispute is not reached in the first stage, section 5, first, of the act permits either party—carrier or labor organization—or both, to invoke the services of the National Mediation Board. Applications for the assistance of the Board in disposing of disputes may be made on printed forms NMB-2, copies of which may be obtained from the Executive Secretary, National Mediation Board, Washington, D.C. 20572.

APPLICATIONS FOR MEDIATION

The instructions for filing application for mediation services of the Board call attention to the following provisions of the Railway Labor Act bearing directly on the procedures to be followed in handling disputes in which the services of the Board have been invoked. These instructions follow:

Item 1.—THE SPECIFIC QUESTION IN DISPUTE

The specific question in dispute should be clearly stated, and special care exercised to see that it is in accord with the notice or request of the party serving same, as well as in harmony with the basis upon which direct negotiations were conducted. If the question is stated in general terms, the details of the proposed rates or rules found to be in dispute after conclusion of direct negotiations should be attached in an appropriate exhibit referred to in the question. This will save the time of all concerned in developing the essential facts through correspondence by the office or preliminary investigation by a mediator upon which the Board may determine its jurisdiction. The importance of having

the specific question in dispute clearly stated is especially apparent when mediation is unsuccessful and the parties agree to submit such question to arbitration.

Item 2.—COMPLIANCE WITH RAILWAY LABOR ACT

Attention is directed to the following provisions of the Railway Labor Act bearing directly on the procedure to be followed in handling disputes and invoking the services of the National Mediation Board:

Notice of Intended Change

"SEC. 6. Carriers and representatives of the employees shall give at least thirty days' written notice of an intended change in agreements affecting rates of pay, rules, or working conditions, and the time and place for the beginning of conference between the representatives of the parties interested in such intended changes shall be agreed upon within ten days after the receipt of said notice, and said time shall be within the thirty days provided in the notice. * * *"

Conferences Between the Parties

"SEC. 2. Second. All disputes between a carrier or carriers and its or their employees shall be considered, and, if possible, decided, with all expedition, in conference between representatives designated and authorized so to confer, respectively, by the carrier or carriers and by the employees thereof interested in the dispute.

Services of Mediation Board

"SEC. 5. First. The parties or either party, to a dispute between an employee or group of employees and a carrier may invoke the services of the Mediation Board in any of the following cases:

"(a) A dispute concerning changes in rates of pay, rules, or working conditions not adjusted by the parties in conference. * * *"

Status Quo Provisions

"SEC. 6. * * * In every case where such notice of intended change has been given, or conferences are being held with reference thereto, or the services of the Mediation Board have been requested by either party, or said Board has proffered its services, rates of pay, rules, or working conditions shall not be altered by the carrier until the controversy has been finally acted upon as required by section 5 of this Act, by the Mediation Board, unless a period of ten days has elapsed after termination of conferences without request for or proffer of the services of the Mediation Board."

Care should be exercised in filling out the application to show the exact nature of the dispute, number of employees involved, name of the carrier and name of the labor organization, date of agreement between the parties, if any, date and copy of notice served by the invoking party to the other, and date of final conference between the parties.

Section 5, first permits the Board to proffer its services in case any labor emergency is found to exist at any time. Threatened labor emergencies created by the threats to use economic strength to settle issues in dispute without regard to the regular procedures of the act handicap the Board in assigning a mediator in an orderly manner to handle docketed cases. Cases in which the Board proffered its mediation services are assigned an "E" docket number.

1. PROBLEMS IN MEDIATION

A voluntary agreement made by representatives of carriers and labor organizations with the assistance of the National Mediation Board indicates that the problems which separated the parties at the time

the services of the Board were invoked have been resolved. A reappraisal of the situation which led to the dispute and a critical examination of the factual situation under the guidance of a mediator has resulted in accommodation by the parties to each others problems. Experience has shown that such agreements made on voluntary basis during mediation create an atmosphere of mutual respect and understanding in the administration of the contract on a day-to-day basis.

When the Board finds it impossible to bring about a settlement of any case by mediation, it endeavors, as required by section 5, first, of the act, "to induce the parties to submit their controversy to arbitration." The provisions for such arbitration proceedings are given in section 7 of the act. Arbitration must be mutually desired and there is no compulsion on either party to agree to arbitrate. The alternative to arbitration is a test of economic strength between the parties. A considered appraisal of the immediate and long-range effects of such a test, which eventually must be settled, indicates that arbitration is by far the preferable solution. There are few, if any, issues which cannot be arbitrated if that course becomes necessary. The Board firmly believes that more use should be made of the arbitration provisions of the act in settling disputes that cannot be disposed of in mediation.

Applications for the mediation services of the Board frequently indicate a misunderstanding as to the jurisdiction of the National Mediation Board and that of the National Railroad Adjustment Board. Such applications are received with the advice that a change made or proposed to be made by the carrier "constitutes a unilateral change by the carrier in the working conditions of the employees without serving notice or conducting negotiations under section 6 of the act." The Board is requested to take immediate jurisdiction of the dispute and call the carriers' attention to the "status quo" provisions of section 6 of the act, i.e., have the carrier withhold making the change in working conditions, or restore the preexisting conditions if the change has already been made, until the dispute has been processed by the National Mediation Board.

Section 6 of the Railway Labor Act reads as follows:

Carriers and representatives of the employees shall give at least thirty days' written notice of an intended change in agreements affecting rates of pay, rules, or working conditions, and the time and place for the beginning of conference between the representatives of the parties interested in such intended changes shall be agreed upon within ten days after the receipt of said notice, and said time shall be within the thirty days provided in the notice. In every case where such notice of intended change has been given, or conferences are being held with reference thereto, or the services of the Mediation Board have been requested by either party, or said Board has proffered its services, rates of pay, rules, or working conditions shall not be altered by the carrier until the controversy has been finally acted upon as required by section 5 of this Act, by the Mediation Board, unless a period of ten days has elapsed after termination of conferences without request for or proffer of the services of the Mediation Board.

The organization in these instances will contend that proposed changes by the carrier should not be made without following the procedures cited in section 6 above. These changes may involve assignment of individual employees or crews in road passenger or freight service, relocation of the point for going on and off duty in yard service, reduction of the number of employees through consolidations of facilities and changes which arise from development of new and improved method of work performance.

The carrier, on the other hand, will maintain that the procedure of notice and conference outlined in section 6 does not apply as the section has application only to those working conditions incorporated in written rules which have been made a part of the collective bargaining agreement with the representative of the employees and by which the carrier has expressly restricted or limited its authority to direct the manner in which certain services shall be rendered by its employees.

It is clear then that disputes of this nature involve a problem as to whether the proposed change can be instituted without serving a notice of intended change in the agreement on the other party. This raises a question of application of the existing agreement to the pending proposal. Such a dispute is referable to the National Railroad Adjustment Board. On the other hand, if it is contended by the organization that the carrier has no right to make the proposed changes, and the carrier maintains that it is not restricted by the terms of the agreement from making the change, then the dispute pertains to the question of what the agreement requires and the dispute should be referred to the National Railroad Adjustment Board in accordance with section 3 of the Railway Labor Act for decision.

Another type of situation involves the case where an organization serves a proper section 6 notice on the carrier proposing to restrict the right of the carrier to unilaterally act in a certain area. Handling of the proposal through various stages of the Railway Labor Act has not been completed when complaints will sometimes be made that the carrier is not observing the "status quo" provisions of section 6 when it institutes an action which would be contrary to the agreement if the proposed section 6 notice had at that time been accepted by both parties.

Section 6 states that where notice of intended change in an agreement has been given, rates of pay, rules, and working conditions as expressed in the agreement shall not be altered by the carrier until the controversy has been finally acted upon in accordance with specified procedures. Positively stated, section 6 is intended to maintain the contract as it existed between the parties until the provisions of the act have been complied with. When the procedures of the act have been exhausted without an agreement between the parties on the 30-day notice of intended change, the carrier may alter the contract to the extent indicated in the 30-day notice, and the organization is free to take such action as it deems advisable under the circumstances. The other provisions of the contract are not affected and remain unchanged. In brief, the rights of the parties which they had prior to serving the notice of intention to change remain the same during the period the proposal is under consideration, and remain so until the proposal is finally acted upon. The Board has stated in instances of this kind that the serving of a section 6 notice for a new rule or a change in an existing rule does not operate as a bar to carrier actions which are taken under rules currently in effect.

In the handling of mediation cases the following situations constantly recur: One is the lack of sufficient and proper direct negotiations between the parties prior to invoking mediation. Failure to do this makes it necessary after a brief mediation session to recess mediation in order that further direct conferences may be held between the parties to cover preliminary data which should have been explored prior to invoking the services of the Board. In other in-

stances prior to invoking the services of the Board, the parties have only met in brief session without a real effort to resolve the dispute or consideration of alternative approaches to the issues in dispute. Under such circumstances the parties do not have a thorough knowledge of the issues in controversy or the views of the other party. Here again the mediation handling of the case must be postponed while the parties spend time preparing basic data which should have been explored prior to invoking the services of the Board. Frequent recesses of this nature do not permit a prompt disposition of the dispute as anticipated by the act.

In other instances mediation proceeds for only a short time before it becomes apparent that the designated representative of one or both sides lacks the authority to negotiate the dispute to a conclusion. Mediation cannot proceed in an orderly fashion if the designated representatives do not have the authority to finally decide issues as the dispute is handled. The Board has a reasonable right to expect that the representatives designated by the parties to negotiate through the mediator will have full authority to execute an agreement when one is reached through mediatory efforts.

Another facet of this problem is the requirement that an agreement which has been negotiated by the designated representatives must be ratified by the membership of the organization. Failure of the employees, in some instances, to ratify the action of their designated representatives casts a doubt on the authority of these leaders and a question as to the extent to which they can negotiate settlement of disputes. In time this situation may have far reaching effects unless corrected for it is basic that negotiators must speak with authority which can be respected if agreements are to be concluded.

The Board deplors the failure of the parties to cloak their representatives with sufficient authority to conduct negotiations to a conclusion. The general duties of the act stipulate that all disputes between a carrier or carriers and its or their employees shall be considered and, if possible, decided with expedition, in conference between representatives designated and authorized so to confer, respectively, by the carrier or carriers and by the employees thereof interested in the dispute.

IV. REPRESENTATION DISPUTES

One of the general purposes of the act is stated as follows: "to provide for the complete independence of carriers and of employees in the manner of self-organization." To implement this purpose, the act places positive duties upon the carrier and the employees alike. Under the heading of "General Duties," paragraph third reads as follows:

Representatives, for the purposes of this act, shall be designated by the respective parties without interference, influence, or coercion by either party over the designation of representatives by the other; and neither party shall in any way interfere with, influence, or coerce the other in its choice of representatives. Representatives of employees for the purpose of this act need not be persons in the employ of the carrier, and no carrier shall, by interference, influence, or coercion seek in any manner to prevent the designation by its employees as their representatives of those who or which are not employees of the carrier.

The act makes no mention as to how carrier representatives are selected. In practice, the carrier's chief executive designates the person or persons authorized to act in behalf of the carrier for the purposes of the act.

Paragraph fourth of general duties of the act grants to the employees the right to organize and bargain collectively through representatives of their own choosing.

To insure the employees of a free choice in naming their collective-bargaining representative, paragraph fourth of the act further states that "No carrier, its officers or agents, shall deny or in any way question the right of its employees to join, organize, or assist in organizing the labor organization of their choice, and it shall be unlawful for any carrier to interfere in any way with the organization of its employees, or to use the funds of the carrier in maintaining or assisting or contributing to any labor organization, labor representative, or other agency of collective bargaining, or in performance of any work therefor, * * *." Section 2, tenth, provides a fine and imprisonment for the violation of this and other parts of section 2.

The act provides that enforcement of this provision may be carried out by any district attorney of the United States proceeding under the direction of the Attorney General of the United States.

Section 2, ninth, of the act sets forth the duty of the Board in representation disputes. This provision makes it a statutory duty of the Board to investigate a representation dispute to determine the representative of the employees. Thereafter the Board certifies the representatives to the carrier, and the carrier is then obligated to deal with that representative.

The Board's services are invoked by the filing of Form NMB-3, "Application for Investigation of Representation Disputes," accompanied by sufficient evidence that a dispute exists. This evidence usually is in the form of authorization cards. These cards must have been signed by the individual employees within a 12-month period, and

must authorize the applicant organization or individual to represent for the purpose of the Railway Labor Act the employees who signed the authorization cards. The names of all employees signing authorizations must be shown on a typewritten list prepared in alphabetical order and submitted in duplicate at the time the application is filed.

In disputes where employees are already represented, the applicant must file authorization cards in support of the application from at least a majority of the craft or class of employees involved. In disputes where the employees are unrepresented, a showing of at least 35 percent authorization cards from the employees in the craft or class is required.

In a dispute between two labor organizations, each seeking to represent the craft or class involved, the parties, obviously, are the two labor organizations. However, in a dispute where employees are seeking to designate a representative for the first time, the dispute is between those who favor having a representative as opposed to those who are either indifferent or are opposed to having a representative for the purpose of the act.

Often the question arises as to who is a party to a representation dispute. Initially, it is well to point out the Board has consistently interpreted the second and third general purpose of the act along with section 2, first and third, to exclude the carrier as a party to section 2, ninth, disputes.

The carrier is notified, however, of every dispute affecting its employees and requested to furnish information to permit the Board to conduct an investigation. When a dispute is assigned to a mediator for field investigation, the carrier is requested to name a representative to meet with the mediator and furnish him information required to complete his assignment. This procedure is in accordance with the last sentence of section 2, ninth, reading :

The Board shall have access to and have power to make copies of the books and records of the carrier to obtain and utilize such information as may be deemed necessary by it to carry out the purposes and provisions of this paragraph.

Upon receipt of an application by the Board, a preliminary investigation is made to determine whether or not the application should be docketed and assigned to a mediator for an on-the-ground investigation. The preliminary investigation usually consists of an examination to determine if there is any question as to craft or class, if sufficient authorization cards accompanied the application, and to resolve any other precedural question before it is assigned to field handling. Once the application has been found in proper order, it is docketed for field investigation.

Field investigation requires the compilation of a list of eligible employees and an individual check of the validity of the authorization cards. After receiving the mediator's report and all other pertinent information, the Board either dismisses the application or finds that a dispute exists which ordinarily necessitates an election.

Section 2, ninth, clearly states. "In the conduct of any election for the purposes herein indicated the Board shall designate who may participate in the election and establish the rules to govern the election." The mediator endeavors to have the contending union representatives agree upon the list of eligible voters. In most instances, the

parties do agree, but in a few cases where the parties cannot, it is necessary for the Board to exercise its statutory authority and establish the voting list.

The act requires elections conducted by the Board to be by secret ballot and precautions are taken to insure secrecy. Furthermore, the Board affords every eligible voter an opportunity to cast a ballot. In elections conducted entirely by U.S. mail, every person appearing on the eligible list is sent a ballot along with an instruction sheet explaining how to cast a secret ballot. In ballot box elections, eligible voters who cannot come to the polls are generally sent a ballot by U.S. mail. The tabulation of the ballots is delayed for a period of time sufficient for mail ballots to be cast and returned.

In elections where it is not possible to tabulate the ballots immediately, the ballots are mailed to a designated U.S. post office for safe-keeping. At a prearranged time the mediator secures the ballots from the postmaster and makes the tabulation. The parties, if they so desire, may have an observer at these proceedings.

If the polling of votes results in a valid election, the outcome is certified to the carrier designating the name of the organization or individual authorized to represent the employees for the purposes of the act.

In disputes where there is a collective bargaining agreement in existence and the Board's certification results in a change in the employees' representative, questions frequently arise concerning the effect of the change on the existing agreement. The Board has taken the position that a change in representation does not alter or cancel any existing agreement made in behalf of the employees by their previous representatives. The only effect of a certification by the Board is that the employees have chosen other agents to represent them in dealing with the management under the existing agreement. If a change in the agreement is desired, the new representatives are required to give due notice of such desired change as provided by the agreement or by the Railway Labor Act. Conferences must then be held to agree on the changes exactly as if the original representatives had been continued. The purpose of such a policy is to emphasize a principle of the Railway Labor Act that agreements are between the employees and the carrier, and that the change of an employee representative does not automatically change the contents of an agreement. The procedures of section 6 of the Railway Labor Act are to be followed if any changes in agreements are desired.

1. RULES AND REGULATIONS

The Board's rules and regulations applying to representation disputes as they appear in the Code of Federal Regulations, title 29, chapter X, are set forth below.

§ 1202.3. *Representation disputes.*

If any dispute shall arise among a carrier's employees as to who are the representatives of such employees designated and authorized in accordance with the requirements of the Railway Labor Act, it is the duty of the Board, upon request of either party to the dispute, to investigate such dispute and certify to both parties, in writing, the name or names of individuals or organizations that have been designated and authorized to represent the employees involved in the dispute, and to certify the same to the carrier.

§ 1202.4 *Secret ballot.*

In conducting such investigation, the Board is authorized to take a secret ballot of the employees involved, or to utilize any other appropriate method of ascertaining the names of their duly designated and authorized representatives in such manner as shall insure the choice of representatives by the employees without interference, influence, or coercion exercised by the carrier.

§ 1202.5 *Rules to govern elections.*

In the conduct of a representation election, the Board shall designate who may participate in the election, which may include a public hearing on craft or class and establish the rules to govern the election, or may appoint a committee of three neutral persons who after hearing shall within 10 days designate the employees who may participate in the election.

§ 1202.6 *Access to carrier records.*

Under the Railway Labor Act the Board has access to and has power to make copies of the books and records of the carriers to obtain and utilize such information as may be necessary to fulfill its duties with respect to representative of carrier employees.

§ 1202.7 *Who may participate in elections.*

As mentioned in Section 1202.3, when disputes arise between parties to a representation dispute, the National Mediation Board is authorized by the act to determine who may participate in the selection of employees' representatives.

§ 1202.8 *Hearings in craft or class.*

In the event the contesting parties or organizations are unable to agree on the employees eligible to participate in the selection of representatives, and either party makes application by letter for a formal hearing before the Board to determine the dispute, the Board may in its discretion hold a public hearing, at which all parties interested may present their contentions and argument, and at which the carrier concerned is usually invited to present factual information. At the conclusion of such hearings the Board customarily invites all interested parties to submit briefs supporting their views, and after considering the evidence and briefs, the Board makes a determination or finding, specifying the craft or class of employees eligible to participate in the designation of representatives.

§ 1203.2 *Investigation of representation disputes.*

Applications for the services of the National Mediation Board under section 2, Ninth, of the Railway Labor Act to investigate representation disputes among carriers employees may be made on printed forms N.M.B. 3 copies of which may be secured from the Board's Secretary. Such applications and all correspondence connected therewith should be filed in duplicate and the applications should be accompanied by signed authorization cards from the employees composing the craft or class involved in the dispute. The applications should show specifically the name or description of the craft or class of employees involved, the name of the invoking organization, the name of the organization currently representing the employees, if any, the estimated number of employees in each craft or class involved, and the number of signed authorizations submitted from employees in each craft or class. The applications should be signed by the chief executive of the invoking organization, or other authorized officer of the organization. These disputes are given docket numbers in series "R".

§ 1206.1 *Run-off elections.*

(a) If in an election among any craft or class no organization or individual receives a majority of the legal votes cast, or in the event of a tie, a second or run-off election shall be forthwith: *Provided*, That a written request by an individual or organization entitled to appear on the run-off ballot is submitted to the Board within ten (10) days after the date of the report of results of the first election.

(b) In the event a run-off election is authorized by the Board, the names of the two individuals or organizations which received the highest number of votes cast in the first election shall be placed on the run-off ballot, and no blank line on which voters may write in the name of any organization or individual will be provided in the run-off ballot.

(c) Employees who were eligible to vote at the conclusion of the first election shall be eligible to vote in the run-off election except (1) those employees whose employment relationship has terminated, and (2) those employees who are no longer employed in the craft or class.

§ 1206.2 *Percentage of valid authorizations required to determine existence of a representation dispute.*

(a) Where the employees involved in a representation dispute are represented by an individual or labor organization, either local or national in scope, and are covered by a valid existing contract between such representative and the carrier, a showing of proved authorizations (checked and verified as to date, signature and employment status) from at least a majority of the craft or class must be made before the National Mediation Board will authorize an election or otherwise determine the representation desires of the employees under the provisions of section 2, Ninth, of the Railway Labor Act.

(b) Where the employees involved in a representation dispute are unrepresented, a showing of proved authorizations from at least thirty-five (35) percent of the employees in the craft or class must be made before the National Mediation Board will authorize an election or otherwise determine the representation desires of the employees under the provisions of section 2, Ninth, of the Railway Labor Act.

§ 1206.3 *Age of authorization cards.*

Authorizations must be signed and dated in the employees' own handwriting or witnessed mark. No authorization will be accepted by the National Mediation Board in any employee representation dispute which bear a date prior to one year before the date of the application for the investigation of such dispute.

§ 1206.4 *Time limit on applications.*

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

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

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

(2) A docketed representation dispute among the same craft or class on the same carrier has been dismissed by the Board account no dispute existed as defined in § 1206.2 (Rule 2); or

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

NOTE: § 1206.4(b), will not apply to employees of a craft or class who are not represented for purposes of collective bargaining.
[19 F.R. 2121, Apr. 13, 1954; 19 F.R. 2205, Apr. 16, 1954]

§ 1206.5 *Necessary evidence of intervenor's interest in a representation dispute.*

In any representation dispute under the provisions of section 2, Ninth, of the Railway Labor Act, an intervening individual or organization must produce approved authorizations from at least thirty-five (35) percent of the craft or class of employees involved to warrant placing the name of the intervenor on the ballot.

§ 1206.6 *Eligibility of dismissed employees to vote.*

Dismissed employees whose requests for reinstatement account of wrongful dismissal are pending before proper authorities, which include the National Railroad Adjustment Board or other appropriate adjustment board are eligible to participate in elections among the craft or class of employees in which they are employed at time of dismissal. This does not include dismissed employees whose guilt has been determined, and who are seeking reinstatement on a leniency basis.

§ 1206.7 *Construction of this part.*

The rules and regulations in this part shall be literally construed to effectuate the purposes and provisions of the act.

§ 1206.8 *Amendment or rescission of rules in this part.*

(a) Any rule or regulation in this part may be amended or rescinded by the Board at any time.

(b) Any interested person may petition the Board, in writing, for the issuance, amendment, or repeal of a rule or regulation in this part. An original and three copies of such petition shall be filed with the Board in Washington, D.C., and shall state the rule or regulation proposed to be issued, amended, or repealed, together with a statement of grounds in support of such petition.

(c) Upon the filing of such petition, the Board shall consider the same, and may thereupon either grant or deny the petition in whole or in part, conduct an appropriate hearing thereon and make other disposition of the petition. Should the petition be denied in whole or in part, prompt notice shall be given of the denial, accompanied by a simple statement of the grounds unless the denial is self-explanatory.

V. ARBITRATION AND EMERGENCY BOARDS

1. ARBITRATION BOARDS

Arbitration is one of the important procedures made available to the parties for peacefully disposing of disputes. Generally, this provision of the act is used for disposing of so-called major disputes, i.e., those growing out of the making or changing of collective bargaining agreements covering rates of pay, rules, or working conditions, but it is not unusual for the parties to agree on the arbitration procedures in certain instances to dispose of other types of disputes, for example, the so-called minor disputes, i.e., those arising out of grievances or interpretation or application of existing collective bargaining agreements.

In essence, this procedure under the act is a voluntary undertaking by the parties by which they agree to submit their differences to an impartial arbitrator for final and binding decision to resolve the controversy.

Under section 5, first (b), of the act, provision is made that if the efforts of the National Mediation Board to bring about an amicable settlement of a dispute through mediation shall be unsuccessful, the Board shall at once endeavor to induce the parties to submit their controversy to arbitration, in accordance with the provisions of the act.

Generally the practice of the Board, after it has exhausted its efforts to settle a dispute within its jurisdiction through mediation proceedings, is to address a formal written communication to the parties advising that its mediatory efforts have been unsuccessful. In this formal proffer of arbitration the parties are urged by the Board to submit the controversy to arbitration under the procedures provided by the act. In some instances through informal discussions during mediation, the parties will agree to arbitrate the dispute, without awaiting the formal proffer of the Board.

Under sections 7, 8 and 9 of the act, a well-defined procedure is outlined to fulfill the arbitration process. It should be understood that this is not "compulsory arbitration," as there is no requirement in the act to compel the parties to arbitrate under these sections of the act. However, the availability of this procedure for peacefully disposing of controversy between carriers and employees places a responsibility on the parties to give serious consideration to this method for resolving a dispute, especially in the light of the general duties imposed on the parties to accomplish the general purposes of the act and particularly the command of section 2, 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.

While the act provides for arbitration boards of either three or six members, six-member boards are seldom used and generally these

boards are composed of three members. Each party to the dispute appoints one member favorable to its cause and these two members are required by the act to endeavor to agree upon the third or neutral member to complete the arbitration board. Should they fail to agree in this respect, the act provides that the neutral member shall be selected by the National Mediation Board.

The agreement to arbitrate contains provisions as required by the act to the effect that the signatures of a majority of the board of arbitration affixed to the award shall be competent to constitute a valid and binding award; that the award and the evidence of the proceedings relating thereto when certified and filed in the clerk's office of the district court of the United States for the district wherein the controversy arose or the arbitration was entered into, shall be final and conclusive upon the parties as to the facts determined by the award and as to the merits of the controversy decided; and that the respective parties to the award will each faithfully execute the same.

The purpose of the arbitration procedure is to insure a definite and final determination of a controversy. Over the years, arbitration proceedings have proved extremely beneficial in disposing of disputes involving fundamental differences between disputants, and instances of court actions to impeach awards have been rare. Specific limitations are provided in the act of governing such procedure.

Summarized below are awards rendered during the fiscal year 1968 on disputes submitted to arbitration.

ARB. 293 (Case E-312).—*Atchison, Topcka and Santa Fe Railway Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees.*

Members of the Arbitration Board were John C. Fletcher, representing the organization; O. H. Osborn, representing the carrier; and J. Glen Donaldson, neutral member and chairman selected by the National Mediation Board. Russell A. Smith was subsequently substituted by the National Mediation Board in place of Mr. Donaldson, deceased.

This Arbitration Board was established for the purpose of disposing of a dispute relating to adjustments and comparability of rates of pay of individual positions in various localities of certain employees of the carrier, represented by the Organization.

June 19, 1968, the partisan members of the Board advised that the controversy which was to have been submitted to arbitration had been settled by mutual agreement of the parties.

ARB. 296. (A-8106).—*Pan American World Airways, Inc. and Transport Workers Union of America, AFL-CIO.*

Members of the arbitration board were Wyatt F. Fisher, representing the carrier, Bernard J. Spera, Jr., representing the Union and Sam Kagel, neutral member and chairman, selected by the parties and appointed by the National Mediation Board.

This arbitration board was established by agreement of the parties to decide the amount of increases in basic rates of pay, and effective dates thereof, to be allowed carrier's various classifications of commissary employees located at San Francisco, Honolulu and Seattle.

In its Award, filed September 13, 1967, the Board established a scale of hourly rates for a 2-year period (1967 and 1968) to be applicable to the various classifications during the first six months of employ-

ment, subsequent increased rates at 6 months intervals of employment until the top hourly rate awarded is reached.

The parties agreed that the span of the wage award would be January 1, 1967 to January 1, 1969 and that the Board had the authority to add progression steps to the classifications.

The following is a tabulation of the starting hourly rate and top hourly rate awarded for the 2-year period January 1, 1967 to January 1, 1969 (omitting the interim progression steps in the wage scale at 6 months intervals).

<i>Classification</i>	<i>Effective date</i>	<i>Starting hourly rate</i>	<i>Top hourly rate</i>	<i>After (years of service)</i>
Dishwasher, Bus Boy/Girl-----	1-1-67	2. 21	2. 47	2
	1-1-68	2. 32	2. 59	2
	7-1-68	2. 44	2. 72	2
Counter Boy/Girl Porter-----	1-1-67	2. 27	2. 48	1½
	1-1-68	2. 38	2. 60	1½
	7-1-68	2. 50	2. 73	1½
Pantryman/Woman-----	1-1-67	2. 50	2. 76	1½
	1-1-68	2. 63	2. 90	1½
	7-1-68	2. 76	3. 04	1½
Cashier/Checker-----	1-1-67	2. 56	2. 81	1½
	1-1-68	2. 69	2. 95	1½
	7-1-68	2. 82	3. 10	1½
Cook-----	1-1-67	2. 87	3. 28	3
	1-1-68	3. 01	3. 44	3
	7-1-68	3. 16	3. 61	3
Cook 1/c-----	1-1-67	3. 31	3. 49	1
	1-1-68	3. 48	3. 66	1
	7-1-68	3. 66	3. 83	1

Note: Employees assigned to freezer work shall receive ten cents (10¢) per hour in addition to the Pantryman wage rate.

Note: All employees in the above classifications shall receive one cent (1¢) per hour per year longevity pay after three (3) years of service in the above classifications to a maximum of ten cents (10¢) per hour.

ARB. 297 (Case A-8024).—*The Chesapeake & Ohio Railway Company and Railway Marine Region, Inland Boatmen's Union of the Seafarers' International Union of North America, AFL-CIO, Atlantic, Gulf, Lakes, and Inland Waterways.*

Members of the arbitration board were Lloyd W. Burks, representing the carrier, Richard H. Avery, representing the Organization, and Harry H. Platt, Neutral member and chairman, appointed by the National Mediation Board.

Mechanization of the manual work connected with the floatbridges used in transfer of railroad cars to and from car floats and other vessels to land railroad tracks, dispensed with the need for Float Bridge Tenders, in connection with carrier's marine operations between Newport News, Va., and Norfolk, Va., and this arbitration board was established by agreement of the parties, to dispose of an unsettled dispute relating to rates of pay, rules and working conditions to be applicable to Captain-Engineers and Deckhands with respect to additional duties (coupling and uncoupling car floats to floatbridges) when the position of Float Bridge Tender is abolished.

On August 17, 1967, the Board disposed of the dispute as follows:

Award

1. Upon elimination of the Float Bridge Tender classification and installation of equipment for coupling and/or uncoupling car floats at the floatbridge, Captain-Engineers on car floats will have the duty and responsibility of coupling

and/or uncoupling car floats under the new operation. It will also be the duty of the Captain-Engineer on the car float to communicate with the Boatmaster's office pertaining to operation of the car floats.

2. Upon elimination of the Float Bridge Tender classification, Deckhands will have the duty and responsibility of coupling and/or uncoupling car floats without crews thereon (unmanned), i.e., they will assume the duties and work which the Captain-Engineer would perform on manned car floats. Deckhands will continue to assist in whatever manner may be required in handling car floats with crews thereon under the new plan of operation.

3. As compensation for such additional work to be performed by Captain-Engineers and Deckhands their present rates shall be increased by fifteen cents (15¢) and ten (10¢) per hour, respectively.

4. Employees who are displaced or lose their positions or are otherwise affected by elimination of Float Bridge Tenders under the new arrangement will be paid the protection due them under the February 7, 1965, Employment Stabilization Agreement and applicable rules of the General Agreement.

5. This award shall become effective September 1, 1967.

ARB. 298 (Case A-7948).—*Carriers represented by the National Railway Labor Conference, the Southeastern, Eastern and Western Carriers' Conference Committees and Employees' National Conference Committee, representing Five Cooperating Railway Labor Organizations, i.e., the Brotherhood of Airline, Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Brotherhood of Maintenance of Way Employees, Transportation Communication Employees Union, Brotherhood of Railroad Signalmen and the Hotel and Restaurant Employees and Bartenders International Union.*

Members of the Arbitration Board were A. E. Egbers and R. H. Harvey, representing the carriers, G. E. Leighty and H. C. Crotty, representing the Organizations, and Paul D. Hanlon and David H. Stowe, neutral members appointed by the National Mediation Board.

The issues submitted to arbitration by agreement of the parties related to detailed proposals of the employees for contract rules and expense allowances under the general heading:

"Travel Time and Expenses for Employees Required to Work Away from their Home Stations."

and was the remaining unsettled item in section 6 notices of May 10, 1966 of these Organizations, served on the major carriers of the country for wage increases and rules changes in their respective collective bargaining agreements.

In its consideration of the issues, the Board noted that uniform rules were sought to cover five different classes of employees. The Board noted that in its discussions and award, it arranged the issues into three basic sections, the first dealing, essentially with employees living in camp cars, the second, dealing with employees required to work away from their headquarter points, other than those assigned to camp cars, and the third, dealing with issues relating to dining car employees.

In opposing changes in present rules and practices applying to these employees, the carriers contended that these away-from-home conditions have always existed and that over the years the organizations have elected to stress these costs and conditions as one ground for basic wage increases rather than pressing for specific away-from-home expense allowances; that these employees are already well compensated in comparison with their counterparts in other industries, particularly in the light of the wage benefit increases already negotiated in current settlements, the additional financial burden to the industry of any increases in expense allowances, or provision for furnishing lodging and other facilities, and that due to variations in local

conditions, provisions of the type sought here are better negotiated on a local basis on each individual railroad.

In its discussion the Board noted that it had given consideration to the objections of the carriers, and had made its award with the object of eliminating existing inequities as between employees living at home and those required to do the same job for the same pay at any away-from-home location.

In its Award the Board detailed expense allowances for lodging, meals and promulgated specific rules relating to employees traveling to and from various work points, establishing and changing of head-quarter points for regularly assigned and regularly assigned relief positions, payment for travel time, etc., subject, however, to provisions already made in existing contracts covering the furnishing of meals, lodging facilities, expenses allowances and other working conditions.

Since issuance of its Award, the Board has received a number of requests for interpretation of various provisions of the Award.

2. EMERGENCY BOARDS—SECTION 10, RAILWAY LABOR ACT

As a last resort in the design of the act to preserve industrial peace on the railways and airlines, section 10 provides for the creation of emergency boards to deal with emergency situations:

If a dispute between a carrier and its employees be not adjusted under the foregoing provisions of this Act and should, in the judgment of the Mediation Board, threaten substantially to interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation service, the Mediation Board shall notify the President, who may thereupon, in his discretion, create a board to investigate and report respecting such dispute * * *.

This section further provides:

After the creation of such board, and for 30 days after such board has made its report 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.

Emergency boards are not permanently established, as the act provides that "such Boards shall be created separately in each instance." The act leaves to the discretion of the President, the actual number of appointees to the Board. Generally, these boards are composed of three members, although there have been several instances when such boards have been composed of as many as five members. There is a requirement also in the act that "no member appointed shall be pecuniarily or otherwise interested in any organization of employees or any carrier."

In some cases, the emergency boards have been successful through mediatory efforts in having the parties reach a settlement of the dispute, 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.

In general the procedure followed by the emergency boards in making investigations is to conduct public hearings giving the parties involved the opportunity to present factual data and contentions in support of their respective positions. At the conclusion of these hearings the board prepares and transmits its report to the President.

The parties to the dispute are not compelled by any requirement of the act to adopt the recommendations of an emergency board. When the provision for emergency boards was included in the Railway Labor

Act, it was based on the theory that this procedure would further aid the parties in a calm dispassionate study of the controversy and also afford an opportunity for the force of public opinion to be exerted on the parties to reach a voluntary settlement by accepting the recommendations of such board or use them as a basis for resolving their differences.

While there have been instances where the parties have declined to adopt emergency board recommendations and strike action has followed, the experience over the years has been that the recommendations of such boards have contributed substantially to amicable settlements of serious controversies which might otherwise have led to far-reaching interruptions of interstate commerce.

Summarized below are the Reports to the President issued by Emergency Boards during the fiscal year ending June 30, 1968.

EMERGENCY BOARD NO. 171 (NMB Cases A-6258 and A-7981) *Carriers represented by the National Railway Labor Conference and certain of their employees represented by the Order of Railway Conductors and Brakemen.*

The Emergency Board created by Executive Order No. 11356, issued by the President May 30, 1967, consisted of Monsignor George S. Higgins of Washington, D.C., Chairman; Lloyd H. Bailer of New York City, Member; and Rolf Valtin of Washington, D.C., Member.

This Emergency Board was convened to investigate disputes involving carriers represented by the Eastern, Western and Southeastern Carrier Conference Committees and the National Railway Labor Conference and their employees represented by the Order of Railway Conductors and Brakemen, arising out of the organization's section 6 notices for an increase in basic rates of pay, improved holiday and vacation agreements and certain other improvements. Direct negotiations between the parties had not resulted in agreement and the services of the National Mediation Board were requested. Efforts by the Board to resolve the dispute through mediation were unsuccessful. Thereafter, the Board's proffer of arbitration was rejected by the Organization. The Board then was advised by the Organization that its members had been authorized to withdraw from service, of the railroads involved, on June 2, 1967.

The Emergency Board commenced its proceedings June 6, 1967. On June 20, 1967, the parties entered into a stipulation on the record of the proceedings in this case reading in part:

... in further consideration of their mutual interests in exhausting all reasonable avenues of reaching a settlement of the issues before this Board agreed to extend the 30-day time limit for the Board's reporting to the President imposed by section 10 of the Railway Labor Act for an additional 15 days, thereby changing the date the report is due from June 29, 1967, to July 14, 1967.

It is further understood and intended by the parties that the effect of this extension is to also extend the period of statutory restraint within which the exercise of economic force is unlawful for a similar period, thereby changing the expiration date of such restraint from July 29, 1967, to August 13, 1967.

This stipulation was approved by the President.

On July 1, 1967, the members of the Emergency Board addressed a letter to the Chairman of the National Railway Labor Conference and the President of the Order of Railway Conductors and Brakemen commending them for their diligent and sincere efforts which resulted in an agreement disposing of all of the issues which were before the Emergency Board.

No formal report was issued by the Board. On July 8, 1967, the Board advised the President of the disposition of the dispute referred to in Executive Order 11356, as follows:

The Emergency Board you appointed under Section 10 of the Railway Labor Act by Executive Order 11356 on May 30, 1967, to investigate a dispute between Carriers represented by the National Railway Labor Conference and certain of their employees represented by the Order of Railway Conductors and Brakemen, has the honor to report that during the course of our mediation efforts the parties reached agreement providing for settlement of all matters at issue, and therefore the threatened interruption of interstate commerce posed by this dispute has ceased to exist.

The agreement between the parties provided in part for:

1. Effective August 12, 1966, the basic rates of pay of the employees represented by the organization would be increased by 6 percent.

2. Qualifications for three weeks vacation were reduced from 15 years to 10 years.

3. Basic rates of pay in all classes of service were adjusted upward so as to eliminate the differential that existed between Western region rates and rates in the Eastern and Southeastern Regions.

In addition, the parties agreed that the members of the Emergency Board should constitute a Board of Arbitration to which the parties would submit for final and binding determination two issues upon which they had been unable to agree.

On the first issue, the Board denied the Organization's contention as to the meaning of a memorandum designed to assure wage increase parity, in its national wage settlement of 1957 with major carriers and a subsequent separate national wage settlement in 1957 between the same carriers and the Brotherhood of Locomotive Engineers.

On the second issue, relating to the Organizations efforts to correct a claimed pay rate inequity by restoration of the 1956 average-basic-daily-rate ratio between Engineers and Conductors, the Board awarded the following:

... For conductors in through-freight and local-freight service, effective August 1, 1967, the graduated-scale additives shall be increased to the levels shown below:

<i>Bracket</i>		
Less than 81 cars	-----	\$0. 35
81 to 105 cars	-----	1. 00
106 to 125 cars	-----	1. 40
126 to 145 cars	-----	1. 65
146 to 165 cars	-----	1. 75
Add 20¢ for each additional block of 20 cars or portion thereof.		

The opinion and award of the Board of Arbitration was issued July 25, 1967.

On September 25, 1967, the Board of Arbitration, in response to a question submitted by the parties, issued an interpretation "applying the above car scale additive pay rates to all miles run, including those in excess of 100 miles."

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 provision 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

Table 8 shows the number of agreements subdivided by class of carrier and type of labor organization which have been filed with the Board during the 34 year period of 1935-68. During the last fiscal year, 4 new agreements in the railroad industry and 6 in the airline industry were filed with the Board. A total of 5,285 agreements are on file in the Board's office; of these, 324 are with air carriers.

In addition to the agreements indicated above, the Board received copies of numerous revisions and supplements to existing agreements previously filed.

2. NOTICES REGARDING CONTRACTS OF EMPLOYMENT

Section 2, eighth, of the Railway Labor Act, as amended June 21, 1934, reads as follows:

Eighth. Every carrier shall notify its employees by printed notices in such form and posted at such times and places as shall be specified by the Mediation Board that all disputes between the carrier and its employees will be handled in accordance with the requirements of this Act, and in such notices there shall be printed verbatim, in large type, the third, fourth, and fifth paragraphs of this section. The provisions of said paragraphs are hereby made a part of the contract of employment between the carrier and each employee, and shall be held binding upon the parties, regardless of any other express or implied agreements between them.

Order No. 1 was issued August 14, 1934, by the Board requiring that notices regarding the Railway Labor Act shall be posted and maintained continuously in a readable condition on all the usual and customary bulletin boards giving information to employees and at such

other places as may be necessary to make them accessible to all employees. Such notices shall not be hidden by other papers or otherwise obscured from view.

After the air carriers were brought under the Railway Labor Act by the April 10, 1936, amendment, the Board issued its Order No. 2 directed to air carriers which had the same substantial effect as Order No. 1. Poster MB-1 is applicable to rail carriers while poster MB-6 has been devised for air carriers. In addition to these two posters, poster MB-7 was devised to conform to the January 10, 1951, amendments to the act. This poster should be placed adjacent to poster No. MB-1 or MB-6. Sample copies of these posters, which may be reproduced as required, may be obtained from the Executive Secretary of the Board.

VII. INTERPRETATION AND APPLICATION OF AGREEMENTS

Agreements or contracts made in accordance with the Railway Labor Act governing rates of pay, rules, and working conditions are consummated in two manners: First, and the most frequent, are those arrived at through direct negotiations between carriers and representatives of their employees; and second, mediation agreements made by the same parties but assisted by and under the auspices of the National Mediation Board. Frequently differences arise between the parties as to the interpretation or application of these two types of agreements. The act, in such cases, provides separate procedures for disposing of these disputes. These tribunals are briefly outlined below.

1. 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 be given 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 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.

The Board's policy in this respect was stated as follows in interpretation No. 72 (a), (b), (c), issued January 14, 1959:

The Board has said many times that it will not proceed under section 5, second, to decide specific disputes. This is not a limitation imposed upon itself by the Board, but is a limitation derived from the meaning and intent of section 5, second, as distinguished from the meaning and intent of section 3.

We have by our intermediate findings held that it was our duty under the facts of this case to proceed to hear the parties on all contentions that each might see fit to make. That was not a finding, however, that we had authority to make an interpretation which would in effect be a resolution of the specific dispute between the parties. The intent and purpose of section 5, second, is not so broad.

The legislative history of the Railway Labor Act clearly shows that the parties who framed the proposal in 1926 and took it to Congress for its approval, did not intend that the Board then created would be vested with any large or general adjudicatory powers. It was pointed out in the hearings and debate, that it was

desirable that the Board not have such power or duty. During the debate in Congress, there was a proposal to give the Board power to issue subpoenas. This was denied because of the lack of need. It was believed by the sponsors of the legislation that the Board should have no power to decide issues between the parties to a labor dispute before the Board. The only exception was the provision in section 5, second. This language was not changed when section 3 was amended in 1934 and the National Railroad Adjustment Board was created.

We do not believe that the creation of the National Railroad Adjustment Board was in any way an overlapping of the Board's duty under section 5, second, or that section 3 of the act is in any way inconsistent with the duty of the Mediation Board under section 5, second. These two provisions of the act have distinctly separate purposes.

The act requires the National Mediation Board upon proper request to make an interpretation when a "controversy arises over the *meaning* or application of any agreement reached through mediation." It would seem obvious that the purpose here was to call upon the Board for assistance when a controversy arose over the meaning of a mediation agreement because the Board, in person, or by its mediator, was present at the formation of the agreement and presumably knew the intent of the parties. Thus, the Board was in a particularly good position to assist the parties in determining "the meaning or application" of an agreement. However, this obligation was a narrow one in the sense that the Board shall interpret the "meaning" of agreements. In other words, the duty was to determine the intent of the agreement in a general way. This is particularly apparent when the language is compared to that in section 3, first (i). In that section the National Railroad Adjustment Board is authorized to handle *disputes* growing out of grievances or out of the interpretation or application of agreements, whether made in mediation or not. This section has a different concept of what parties may be concerned in the dispute. That section is concerned with disputes between an employee or group of employees, and a carrier or group of carriers. In section 5, second, the parties to the controversy are limited to the parties making the mediation agreement. Further, making an interpretation as to the meaning of an agreement is distinguishable from making a final and binding award in a dispute over a grievance or over an interpretation or application of an agreement. The two provisions are complementary and in no way overlapping or inconsistent. Section 5, second, in a real sense, is but an extension of the Board's mediatory duties with the added duty to make a determination of issues in proper cases.

During the fiscal year, 1968, the Board was called upon to interpret the terms of three mediation agreements, which added to the three requests on hand at the beginning of the fiscal year made a total of six under consideration. At the conclusion of the fiscal year two requests had been disposed of while four were pending. Since the passage of the 1934 amendment to the act the Board has disposed of 114 cases under the provisions of section 5, second, of the Railway Labor Act, as compared to a total of over 4524 mediation agreements completed during the same period.

2. 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 board is composed of 36 members, 18 representing, chosen, and compensated by the carriers and 18 representing, chosen, and compensated 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 man-

agement. The fourth division has six members, also equally divided. The law establishes the headquarters of the adjustment board at Chicago, Ill. A report of the board's operations for the past fiscal year is contained in appendix A.

When the members of any of the four divisions of the adjustment board are unable to agree upon an award on any dispute being considered, because of 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 the 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 its 34 year existence the adjustment board has received 68,123 cases and disposed of 63,099. Table 9, this report, shows that 1,717 cases were disposed of in fiscal 1968—1,214 by decision and 503 by withdrawal. In the fiscal year 1968, 1,395 new cases were received compared with 1,689 received during fiscal 1967.

3. 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 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.

4. SPECIAL BOARDS OF ADJUSTMENT—RAILROADS

Special Boards of Adjustment are tribunals set up by agreement usually on an individual railroad, and with a single labor organization of employees, to consider and decide specifically agreed to dockets of disputes arising out of grievances or out of the interpretation or application of provisions of a collective bargaining agreement. Such disputes normally would be sent to the National Railroad Adjustment Board for adjudication as provided in Section 3 of the Railway Labor Act, but in these instances, the parties by agreement adopt the Special Board procedure in order to secure prompt disposition of these disputes.

The Special Board of Adjustment procedure had its inception in the 1940's at the suggestion of the National Mediation Board as an effective method for expediting the disposition of such disputes through an adaption of the grievance function of the Divisions of the National Railroad Adjustment Board, and also as a means of reducing the backlog of cases pending before certain divisions of the National Railroad Adjustment Board.

These Special Boards usually consist of three members—a railroad member, an organization member, and a neutral chairman. The National Mediation Board designates the neutral in the event the party members fail to agree upon the selection of a neutral.

The number of special boards of adjustment created under this procedure increased as a result of the decision of the U.S. Supreme Court, March 25, 1957 (*BRT v. CRI RR Co.*, 353 U.S. 30).

Special Boards of Adjustment continued to function during the past fiscal year. Ten new special boards of adjustment were created and during this period a total of 83 boards convened. These boards had disposed of 2,420 cases as of June 30, 1968.

5. PUBLIC LAW BOARDS

(Special Boards of Adjustment under Public Law 89-456 of June 20, 1966)

On June 20, 1966, the President approved Public Law 89-456 (H.R. 706), which amended certain provisions of Section 3 of the Railway Labor Act.

In general, the amendment authorizes the establishment of special boards of adjustment on individual railroads upon the written request of either the representatives of employees or of the railroad to resolve disputes otherwise referable to the National Railroad Adjustment Board and disputes pending before the board for 12 months.

The amendments also make all awards of the National Railroad Adjustment Board and special boards of adjustment established pursuant to the amendment, final (including money awards) and provide opportunity to both employees and employers for limited judicial review of such awards.

The National Mediation Board has adopted rules and regulations defining responsibilities and prescribing related procedures under the amendment for the establishment of special boards of adjustment, their designation as PL Boards, the filing of agreements and the disposition of records. These rules and regulations are reproduced in this chapter VII.

The Board anticipates that Public Law (PL) Boards will eventually supplant the Special Board of Adjustment procedure, which has been utilized by many representatives of carriers and employees by agreement over the past 20 years, and also reduce the caseload of various divisions of the National Railroad Adjustment Board.

Neutral members of Public Law Boards are appointed by the National Mediation Board. In addition to neutrals appointed to dispose of disputes involving grievances, or interpretations or application of collective bargaining agreements neutrals may be appointed to dispose of procedural issues which arise as to the establishment of the Board itself.

During the past year 147 Public Law Boards were established of which 125 convened. These Boards had disposed of 1,440 cases as of June 30, 1968.

Title 29—LABOR

Chapter X—National Mediation Board

PART 1207—ESTABLISHMENT OF SPECIAL ADJUSTMENT BOARDS

On pages 13946 and 13947 of the Federal Register of November 1, 1966, there was published a notice of proposed rule making to issue rules governing the establishment of special adjustment boards upon the request of either representatives of employees or of carriers to resolve disputes otherwise referable to the National Railroad Adjustment Board. Interested persons were given an additional ten (10) days to submit written comments, suggestions, or objections regarding the proposed rules which had first appeared at pages 10697 and 10698 of the Federal Register of August 11, 1966, and had then appeared subsequently in the Federal Register of October 12, 1966 at pages 13176 and 13177.

No objections having been received and the proposed regulations were adopted without change and are set forth below.

Effective date. These regulations became effective upon their publication in the Federal Register, Nov. 17, 1966.

THOMAS A. TRACY,
Executive Secretary.

Sec.

1207.1 Establishment of special adjustment boards (PL Boards).

1207.2 Requests for Mediation Board action.

1207.3 Compensation of neutrals.

1207.4 Designation of PL Boards, filing of agreements, and disposition of records.

AUTHORITY: The provisions of this Part 1207 issued under the Railway Labor Act, as amended (45 U.S.C. 151-163).

§ 1207.1 *Establishment of special adjustment boards (PL Boards).*

Public Law 89-456 (80 Stat. 208) governs procedures to be followed by carriers and representatives of employees in the establishment and functioning of special adjustment boards, hereinafter referred to as PL Boards. Public Law 89-456 requires action by the National Mediation Board in the following circumstances:

(a) *Designation of party member of PL Board.* Public Law 89-456 provides that within thirty (30) days from the date a written request is made by an employee representative upon a carrier, or by a carrier upon an employee representative, for the establishment of a PL Board, and agreement establishing such a Board shall be made. If, however, one party fails to designate a member of the Board, the party making the request may ask the Mediation Board to designate a member on behalf of the other party. Upon receipt of such request, the Mediation Board will notify the party which failed to designate a partisan member for the establishment of a PL Board of the receipt of the request. The Mediation Board will then designate a representative on behalf of the party upon whom the request was made. This representative will be an individual associated in interest with the party he to represent. The designee, together with the member appointed by the party requesting the establishment of the PL Board, shall constitute the Board.

(b) *Appointment of a procedure neutral to determine matters concerning the establishment and/or jurisdiction of a PL Board.* (1) When the members of a

PL Board constituted in accordance with paragraph (a) of this section, for the purpose of resolving questions concerning the establishment of the Board and/or its jurisdiction, are unable to resolve these matters, then and in that event, either party may ten (10) days thereafter request the Mediation Board to appoint a neutral member to determine these procedural issues.

(2) Upon receipt of this request, the Mediation Board will notify the other party to the PL Board. The Mediation Board will then designate a neutral member to sit with the PL Board and resolve the procedural issues in dispute. When the neutral has determined the procedural issues in dispute, he shall cease to be a member of the PL Board.

(c) *Appointment of neutral to sit with PL Boards and dispose of disputes.*

(1) When the members of a PL Board constituted by agreement of the parties, or by the appointment of a party member by the Mediation Board, as described in paragraph (a) of this section, are unable within ten (10) days after their failure to agree upon an award to agree upon the selection of a neutral person, either member of the Board may request the Mediation Board to appoint such neutral person and upon receipt of such request, the Mediation Board shall promptly make such appointment.

(2) A request for the appointment of a neutral under paragraph (b) of this section or this paragraph (c) shall:

- (i) Show the authority for the request—Public Law 89-456, and
- (ii) Define and list the proposed specific issues or disputes to be heard.

§ 1207.2 Requests for Mediation Board action.

(a) Requests for the National Mediation Board to appoint neutrals or party representatives should be made on NMB Form 5.

(b) Those authorized to sign request on behalf of parties:

(1) The "representative of any craft or class of employees of a carrier," as referred to in Public Law 89-456, making request for Mediation Board action, shall be either the General Chairman, Grand Lodge Officer (or corresponding officer of equivalent rank), or the Chief Executive of the representative involved. A request signed by a General Chairman or Grand Lodge Officer (or corresponding officer of equivalent rank) shall bear the approval of the Chief Executive of the employee representative.

(2) The "carrier representative" making such a request for the Mediation Board's action shall be the highest carrier officer designated to handle matters arising under the Railway Labor Act.

(c) Docketing of PL Board agreements: The National Mediation Board will docket agreements establishing PL Board, which agreements meet the requirements of coverage as specified in Public Law 89-456. No neutral will be appointed under § 1207.1(c) until the agreement establishing the PL Board has been docketed by the Mediation Board.

§ 1207.3 Compensation of neutrals.

(a) *Neutrals appointed by the National Mediation Board.* All neutral persons appointed by the National Mediation Board under the provisions of § 1207.1 (b) and (c) will be compensated by the Mediation Board in accordance with legislative authority. Certificates of appointment will be issued by the Mediation Board in each instance.

(b) *Neutrals selected by the parties.* (1) In cases where the party members of a PL Board created under the Public Law 89-456 mutually agree upon a neutral person to be a member of the Board, the party members will jointly so notify the Mediation Board, which Board will then issue a certificate of appointment to the neutral and arrange to compensate him as under paragraph (a) of this section.

(2) The same procedure will apply in cases where carrier and employee representatives are unable to agree upon the establishment and jurisdiction of a PL Board, and mutually agree upon a procedural neutral person to sit with them as a member and determine such issues.

§ 1207.4 Designation of P.L. Boards filing of agreements, and disposition of records.

(a) *Designation of P.L. Boards.* All special adjustment boards created under Public Law 89-456 will be designated PL Boards, and will be numbered serially, commencing with No. 1, in the order of their docketing by the National Mediation Board.

(b) *Filing of agreements.* The original agreement creating the PL Board under Public Law 89-456 shall be filed with the National Mediation Board at the time it is executed by the parties. A copy of such agreement shall be filed by the parties with the Administrative Officer of the National Railroad Adjustment Board, Chicago, Ill.

(c) *Disposition of records.* Since the provisions of section 2(a) of Public Law 89-456 apply also to the awards of PL Boards created under this Act, two copies of all awards made by the PL Boards, together with the record of proceedings upon which such awards are based, shall be forwarded by the neutrals who are members of such Boards, or by the parties in case of disposition of disputes by PL Boards without participation of neutrals, to the Administrative Officer of the National Railroad Adjustment Board, Chicago, Ill., for filing, safekeeping, and handling under the provisions of section 2(q), as may be required.

[F.R. Doc. 66-12451 ; Filed, Nov. 16, 1966 ; 8 :47 a.m.]

VIII. ORGANIZATION AND FINANCES OF THE NATIONAL MEDIATION BOARD

1. ORGANIZATION

The National Mediation Board replaced the U.S. 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 July 1 of each year. An amendment to the act approved August 31, 1964 (78 Stat. 748), provides: "upon the expiration of his term of office, a member shall continue to serve until his successor is appointed and shall have qualified." The act 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 National Rifle Association Building, Washington, D.C. 20572. 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 executive 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 consists 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 elections 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:

Charles H. Callahan
A. Alfred Della Corte
Charles M. Dulen
Lawrence Farmer
Robert J. Finnegan
Eugene C. Frank
Arthur J. Glover
Edward F. Hampton
Richard R. Kasher
Matthew E. Kearney

Thomas C. Kinsella
Warren S. Lane
Raymond McElroy
Michael J. O'Connell
Charles A. Peacock
Walter L. Phipps
William H. Pierce
Rowland K. Quinn, Jr.
Tedford E. Schoonover
Joseph W. Smith

REGISTER

MEMBERS, NATIONAL MEDIATION BOARD

<i>Name</i>	<i>Appointed</i>	<i>Termination</i>
William M. Leiserson-----	July 21, 1934	Resigned May 31, 1939.
James W. Carmalt-----	do-----	Deceased Dec. 2, 1937.
John M. Carmody-----	do-----	Resigned Sept. 30, 1935.
Otto S. Beyer-----	Feb. 11, 1936	Resigned Feb. 11, 1943.
George A. Cook-----	Jan. 7, 1938	Resigned Aug. 1, 1946.
David J. Lewis-----	June 3, 1939	Resigned Feb. 5, 1943.
William M. Leiserson-----	Mar. 1, 1943	Resigned May 31, 1944.
Harry H. Schwartz-----	Feb. 26, 1943	Term expired Jan. 31, 1947.
Frank P. Douglass-----	July 3, 1944	Resigned Mar. 1, 1950.
Francis A. O'Neill, Jr-----	Apr. 1, 1947	Term expires July 1, 1971.
John Thad Scott, Jr-----	Mar. 5, 1948	Resigned July 31, 1953.
Leverett Edwards-----	Apr. 21, 1950	Term expires July 1, 1970.
Robert O. Boyd-----	Dec. 28, 1953	Resigned Oct. 14, 1962.
Howard G. Gamser-----	Mar. 11, 1963	Term expires July 1, 1969.

Financial statement

For the fiscal year 1968 the Congress appropriated \$2,150,000 for administration of the Railway Labor Act.

Obligations and expenses incurred for the various activities of the Board were as follows: mediations, \$727,531; voluntary arbitration and emergency disputes, \$503,350; adjustment of railroad grievances, \$844,000.

Accounting of all moneys appropriated by Congress for the fiscal year 1967, pursuant to the authority conferred by "An Act to amend the Railway Labor Act approved May 20, 1962" (amended June 29, 1934);

Expenses and obligations:

Personnel services-----	\$1, 597, 533
Personnel benefits-----	90, 167
Travel and transportation of persons-----	194, 723
Rent, communications, and utilities-----	54, 238
Printing-----	99, 675
Other services-----	11, 766
Supplies and materials-----	15, 728
Equipment-----	11, 051
Total-----	2, 074, 881
Non-expenditure transfer GSA (office rent)-----	2, 342
Unobligated balance-----	72, 777
Amount available-----	2, 150, 000

APPENDIX A

NATIONAL RAILROAD ADJUSTMENT BOARD

(Created June 21, 1934)

STENZINGER, R. E., *Chairman*

HUMPHREYS, P. R., *Vice Chairman*

ANDERSON, D. S.
BAGWELL, C. E.
BARNES, C. R.
BLACK, R. E.
BORDWELL, H. V.
BRAIDWOOD, H. F. M.
BUTLER, F. P.
CARLISLE, J. E.
CARTER, P. C.
CONWAY, C. A.
DELANEY, R. E.
DUBOSE, G. T.¹
EUKER, W. F.
GABRIEL, Q. C.²
HAGERMAN, H. K.
HARRIS, W. R.³
HORSLEY, E. T.

JONES, W. B.⁴
KASAMIS, G. P.
KIEF, C. E.
LEVIN, K.
LEE, D. P.⁵
MCDERMOTT, E. J.
MILLER, D. A.
MORRISSEY, J. F.⁶
NAYLOR, G. L.
ORNDORFF, GERALD
OTTO, A. T., JR.
RYAN, W. J.
STRUNCK, T. F.⁷
TAHNEY, J. P.
WERTZ, O.
WHITE, G. C.
WHITEHOUSE, J. W.

Third Division Supplemental Board

ALTUS, W. W.
DEROSSETT, R. A.
HARPER, H. G.
MANOOGIAN, C. H.
MATHIEU, J. R.

MELBERG, C. L.⁸
ROBERTS, W. M.
SMITH, R. W.⁹
WATKINS, D. E.
WILLEMEN, J. M.

¹ Replaced W. R. Meyers.

² Replaced S. Vander Hei.

³ Replaced C. L. Melberg.

⁴ Replaced T. F. Strunck.

⁵ Replaced A. H. Deane.

⁶ Replaced B. G. Upton.

⁷ Replaced H. W. Burtness.

⁸ Replaced W. B. Jones.

⁹ Replaced R. H. Hack.

Accounting for all moneys appropriated by Congress for the fiscal year 1968 pursuant to the authority conferred by "An Act to Amend the Railway Labor Act, approved May 20, 1926."

[Approved June 21, 1934]

Regular appropriation; National Railroad Adjustment Board's portion of Salaries and Expenses, National Mediation Board-----		\$701, 000
Transferred from National Mediation Board-----		143, 000
Total -----		844, 000
Expenditures:		
Salaries of employees-----	\$468, 611	
Salaries of referees-----	172, 650	
Personnel benefits-----	40, 237	
Travel expenses (including referees)-----	32, 328	
Transportation of things-----	169	
Communication services-----	16, 517	
Printing and reproduction-----	91, 546	
Other contractual services-----	3, 492	
Supplies and materials-----	10, 416	
Equipment -----	8, 034	
Total expenditures-----		844, 000
Unexpended balance-----		0

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

Name	Title	Salary paid	Duties
*Carvatta, Roy J.....	Administrative officer.....	\$2, 415. 60	Subject to direction of Board, administers its Governmental affairs.
Pope, Patrick V.....	do.....	5, 719. 68	Do.
Dillon, Mary E.....	Assistant administrative officer	10, 813. 92	Secretarial, accounting, and auditing.
Swanson, Ronald A.....	do.....	8, 473. 60	Do.
Brasch, Rosemarie.....	Clerical assistant.....	0	Assists in accounting and auditing.
Tuttle, George J.....	Clerk.....	470. 40	Clerical.
FIRST DIVISION			
Killeen, Eugene A.....	Executive secretary.....	12, 790. 40	Administration of affairs of division and subject to its direction.
Dever, Nancy J.....	Secretary (administrative assistant).	7, 320. 80	Secretarial, stenographic, and clerical.
Ellwanger, D. M.....	Secretary (confidential assistant).	8, 650. 40	Do.
Glover, Katherine A.....	do.....	2, 991. 35	Do.
Fisher, Doris S.....	do.....	7, 978. 40	Do.
Howat, Helen S.....	do.....	7, 727. 20	Do.
Milligan, June R.....	do.....	3, 888. 00	Do.
Modjeski, Patricia L.....	do.....	6, 669. 60	Do.
Morgan, Ruth B.....	do.....	7, 996. 00	Do.
Pett, Lawrence H.....	Clerical assistant.....	7, 479. 20	Do.
Roudebush, Ethel A.....	Secretary (confidential assistant).	8, 427. 20	Do.
Smith, Joan M.....	do.....	8, 427. 20	Do.
Sullivan, J. A.....	do.....	7, 552. 80	Do.
Williams, M. M.....	do.....	8, 419. 20	Do.
Tuttle, George J.....	Clerk.....	4, 496. 00	Clerical.

*Appointed April 29, 1968.

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

Name	Title	Salary paid	Duties
REFEREES			
Anrod, Charles W., 3¼ days @	-----	\$325.00	Sat with division as a member to make awards upon failure of division to agree or secure majority vote.
Daugherty, Carroll R.; 4 days @ \$100 per day.	-----	400.00	Do.
Dolnick, David: 2 days @ \$100 per day.	-----	200.00	Do.
Hall, Levi M.; 22 days @ \$100 per day.	-----	2,200.00	Do.
Hamilton, Donald E.; 29 days @ \$100 per day.	-----	2,900.00	Do.
Larkin, John Day; 2½ days @ \$100 per day.	-----	250.00	Do.
Moore, Preston J., 11¼ days @ \$100 per day.	-----	1,125.00	Do.
Rohman, Murray M.; 70¼ days @ \$100 per day.	-----	7,025.00	Do.
SECOND DIVISION			
McCarthy, C. C.	Executive secretary	11,832.00	Administration of affairs of division and subject to its direction.
Cabat, A. C.	Secretary (confidential assistant).	6,784.00	Secretarial, stenographic and clerical.
Gebbia, C. A.	do	6,810.40	Do.
Lamborn, D. T.	Secretary (administrative assistant).	8,427.20	Do.
Loughrin, C. A.	Secretary (confidential assistant).	7,320.80	Do.
Mills, Frances	do	6,912.80	Do.
Shaughnessy, M. V.	do	8,650.40	Do.
Smith, L. E.	do	8,444.80	Do.
Stanger, D. M.	do	7,272.80	Do.
Thomas, C. G.	do	8,427.20	Do.
Vought, M. R.	do	8,650.40	Do.
Williams, D. M.	do	8,650.40	Do.
Brasch, Rosemarie	Clerk (typing)	6,229.60	Typing and clerical.
Hudson, Lucile B.	do	114.00	Do.
Knorr, Kenton H.	do	2,261.20	Do.
REFEREES			
Coburn, William H.: 51 days at \$100 per day.	-----	5,100.00	Sat with division as a member to make awards, upon failure of division to agree or secure majority vote.
Dolnick, David: 47 days @ \$100 per day.	-----	4,700.00	Do.
Dugan, Paul C.: 8¾ days @ \$100 per day.	-----	875.00	Do.
Ives, George S.: 35 days @ \$100 per day.	-----	3,500.00	Do.
Johnson, Howard A.: 19 days @ \$100 per day.	-----	1,900.00	Do.
Kane, Joseph S.: 35 days @ \$100 per day.	-----	3,500.00	Do.
Knox, James E.: 32½ days @ \$100 per day.	-----	3,250.00	Do.
Ritter, Gene T.: 58½ days @ \$100 per day.	-----	5,850.00	Do.
Seif, Bernard J.: 3 days @ \$100 per day.	-----	300.00	Do.
Weston, Harold M.: 64½ days @ \$100 per day.	-----	6,450.00	Do.

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

Name	Title	Salary paid	Duties
THIRD DIVISION			
Schulty, S. H.	Executive secretary	\$12,459.20	Administration of affairs of division and subject to its direction.
Paulos, A. W.	Assistant executive secretary.	8,380.80	Assist executive secretary.
Bulis Eugenia	Secretary (confidential assistant).	622.40	Secretarial, stenographic, and clerical.
Carley, Y. V.	do	7,552.80	Do.
Frey, C. E.	do	8,427.20	Do.
Glassman, Sarah	do	5,892.00	Do.
Harding, E. L.	do	7,552.80	Do.
LaChance, K. V.	do	7,525.28	Do.
Mainellis, P. E.	do	8,206.06	Do.
Musage, M. A.	do	979.76	Do.
Patela, L. A.	Secretary (administrative assistant).	1,264.80	Do.
Price, G. L.	Secretary (confidential assistant).	7,044.80	Do.
Schiller, B. J.	do	7,400.00	Do.
Steele, B. M.	do	4,455.20	Do.
Vorphal, J. A.	do	8,204.00	Do.
Czerwonka, V. C.	Clerk (typing)	6,416.80	Do.
Telma, D. A.	do	4,628.00	Do.
Wozniak, B. C.	do	2,620.80	Do.
Zalenski, J. C.	do	544.35	Do.
Parker, B. J.	Clerk	5,756.80	Clerical.
REFEREES			
Devine, Arthur W.; 37¼ days @ \$100 per day.		3,775.00	Sat with division as a member to make awards upon failure of division to agree or secure majority vote.
Dolnick, David; 2½ days @ \$100 per day.		250.00	Do.
Dorsey, John H.; 11¼ days @ \$100 per day.		1,175.00	Do.
Englestein, Nathan; 102½ days @ \$100 per day.		10,250.00	Do.
Harr, Don J.; 15½ days @ \$100 per day.		1,550.00	Do.
Ives, George S.; 109½ days @ \$100 per day.		10,975.00	Do.
Lynch, Edward A.; 2¾ days @ \$100 per day.		275.00	Do.
McGovern, John J.; 164½ days @ \$100 per day.		16,450.00	Do.
Mesigh, Herbert J.; 20¼ days @ \$100 per day.		2,025.00	Do.
Miller, Wesley; 64½ days @ \$100 per day.		6,450.00	Do.
Perelson, Bernard E.; 55¾ days @ \$100 per day.		5,575.00	Do.
Stark, Arthur; 1½ days @ \$100 per day.		150.00	Do.
Zumas, Nicholas H.; 45 days @ \$100 per day.		4,500.00	Do.
THIRD DIVISION SUPPLEMENTAL BOARD			
Arnold, E. L.	Secretary (confidential assistant).	7,320.80	Secretarial, stenographic, and clerical.
Balskey, C. V.	do	5,311.87	Do.
Bulis, Eugenia	do	5,045.60	Do.
Conroy, S. T.	do	5,131.60	Do.
Donfris, V. D.	do	6,569.60	Do.
Erickson, L. H.	do	7,552.80	Do.
Glenn, A. N.	do	8,650.40	Do.
Humes, E. A.	do	6,792.80	Do.
Musage, M. A.	do	2,540.16	Do.
Niles, E. L.	do	2,125.44	Do.
Pippenger, F. E.	do	3,874.40	Do.
Powers, J. L.	do	6,660.80	Do.
Raffi, J. M.	do	1,944.00	Do.
Steele, B. M.	do	3,088.80	Do.
Walsh, P. A.	do	1,944.00	Do.

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

Name	Title	Salary paid	Duties
REFEREES			
Dolnick, David: 3 days @ \$100 per day.	-----	300.00	Sat with division as member to make awards, upon failure of division to agree or secure majority vote.
Dugan, Paul C.: 47¾ days @ \$100 per day.	-----	4,775.00	Do.
Engelstein, Nathan: 1 day @ \$100 per day.	-----	100.00	Do.
Friedman, Milton: 36 days @ \$100 per day.	-----	3,600.00	Do.
Goodman, Jerry J.: 21¼ days @ \$100 per day.	-----	2,150.00	Do.
Heskett, Billy L.: 69¼ days @ \$100 per day.	-----	6,925.00	Do.
House, Daniel: 63¾ days @ \$100 per day.	-----	6,375.00	Do.
Kenan, Thomas J.: 38 days @ \$100 per day.	-----	3,800.00	Do.
Lynch, Edward A.: 31¼ days @ \$100 per day.	-----	3,125.00	Do.
McGovern, John J.: 69¼ days @ \$100 per day.	-----	6,925.00	Do.
Mesigh, Herbert J.: 30½ days @ \$100 per day.	-----	3,050.00	Do.
Woody, Claude S.: 15¼ days @ \$100 per day.	-----	1,525.00	Do.
Zack, Arnold M.: 33¼ days @ \$100 per day.	-----	3,325.00	Do.
FOURTH DIVISION			
Humfreville, M. L.	Executive secretary	10,993.60	Administration of affairs of division and subject to its direction.
Adams, H. V.	Secretary (confidential assistant).	8,650.40	Secretarial, stenographic and clerical.
Bulis, Eugenia.	Secretary (administrative assistant).	2,125.60	Do.
Castellanos, H. M.	do	259.20	Do.
Lane, R. M.	do	2,252.57	Do.
O'Brien, K. M.	Secretary (confidential assistant).	5,408.00	Do.
Tichacek, J. R.	do	1,811.60	Do.
Gallagher, M. M.	Secretary (administrative assistant).	1,128.50	Do.
REFEREES			
Coburn, William H.: 37½ days @ \$100 per day.	-----	3,750.00	Sat with division as a member to make awards, upon failure of division to agree or secure majority vote.
Dolnick, David: 1½ days @ \$100 per day.	-----	150.00	Do.
Dorsey, John H.: 32¼ days @ \$100 per day.	-----	3,275.00	Do.
Larkin, John Day.: 36 days @ \$100 per day.	-----	3,600.00	Do.
Seidenberg, Jacob: 26½ days @ \$100 per day.	-----	2,650.00	Do.

FIRST DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

433 West Van Buren Street, Chicago, Ill. 60607

ORGANIZATION OF THE DIVISION, FISCAL YEAR 1966-1967

K. LEVIN, *Chairman*

H. V. BORDWELL, *Vice Chairman*

H. W. Burtness¹
J. E. Carlisle
R. E. Delaney
G. T. DuBose³
W. F. Euker
Q. C. Gabriel⁶

E. T. Horsley
W. R. Meyers²
Don A. Miller
T. F. Strunck⁵
S. Vander Hei¹

E. A. KILLEEN, *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.

Cases docketed fiscal year 1967-1968; classified according to carrier party to submission

<i>Name of carrier</i>	<i>Number of cases docketed</i>	<i>Name of Carrier</i>	<i>Number of cases docketed</i>
Alabama Great Southern-----	4	Grand Trunk Western-----	1
Atchison, Topeka & Santa Fe-----	8	Great Northern-----	1
Atlantic Coast Line-----	14	Green Bay & Western-----	2
Baltimore & Ohio-----	3	Gulf Mobile and Ohio-----	1
Belt Railway of Chicago-----	14	Illinois Central-----	25
Carolina & Northwestern-----	2	Kansas City Terminal-----	4
Central of Georgia-----	14	Kewaunee Green Bay & Western--	2
Chesapeake & Ohio-----	1	Lake Terminal-----	18
Chicago, Milwaukee, St. Paul & Pacific-----	1	Lehigh Valley-----	1
Chicago River & Indiana-----	1	Louisiana & Arkansas-----	4
Chicago, Rock Island & Pacific-----	5	Louisville & Nashville-----	15
Cincinnati, New Orleans & Texas Pacific-----	8	Manufacturer's Railway-----	1
Colorado & Southern-----	7	Minneapolis, Northfield & Southern Railway-----	1
Delaware & Hudson-----	6	Minnesota Dakota & Western-----	1
Detroit, Toledo & Shore Line-----	1	Missouri Pacific-----	2
Duluth, Missabe & Iron Range-----	7	Monon-----	1
East St. Louis Junction-----	2	Monongahela Connecting-----	9
Erie-Lackawanna-----	9	New Orleans & Northeastern-----	1
Florida East Coast-----	1	New Orleans Public Belt-----	1
Georgia Southern & Florida-----	5	New York, New Haven & Hartford-----	1

¹ Deceased September, 1967.

² Reassigned November 6, 1967.

³ Succeeded Mr. Meyers November 6, 1967.

⁴ Retired November 30, 1967.

⁵ Succeeded Mr. Burtness, December 1, 1967.

⁶ Succeeded Mr. Vander Hei, December 1, 1967.

Cases docketed fiscal year 1967-1968; classified according to carrier party to submission—Continued

<i>Name of Carrier</i>	<i>Number of cases docketed</i>	<i>Name of Carrier</i>	<i>Number of cases docketed</i>
Norfolk & Western-----	2	Seaboard Coast Line-----	9
Norfolk & Portsmouth Belt Line--	1	Soo Line-----	2
Northwestern Pacific-----	2	Southern Pacific-Pacific-----	3
Patapsco & Back Rivers-----	1	Southern Pacific-T&L-----	5
Pennsylvania -----	1	Southern -----	62
Pittsburgh & Ohio Valley-----	8	Spokane Portland & Seattle-----	5
Portland Terminal (Oregon)-----	5	Terminal Railway Association of	
Portland Traction Co.-----	1	St. Louis-----	1
Richmond, Fredericksburg & Po-		Union Pacific-----	1
tomac -----	25	Union Railroad Co. (Pittsburgh) -	1
St. Mary's Railroad-----	1		
Savannah & Atlanta-----	2	Total -----	358
Seaboard Air Line-----	15		

Cases docketed fiscal year 1967-1968; classified according to organization party to submission

<i>Name of organization</i>	<i>Number of cases docketed</i>	<i>Name of organization</i>	<i>Number of cases docketed</i>
Association of Railway Trainmen		International Association of	
& Locomotive Firemen-----	2	Machinists & Aerospace	
Amalgated Transit Union -----	1	Workers -----	1
Conductors -----	20	Switchmen -----	15
Engineers -----	53	Trainmen -----	151
Firemen -----	104		
Individual -----	11	Total -----	358

SECOND DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago, Ill. 60604

MEMBERSHIP

O. L. WERTZ, *Chairman*
D. S. ANDERSON
C. E. BAGWELL
H. F. M. BRAIDWOOD
F. P. BUTLER

P. R. HUMPHREYS, *Vice Chairman*
H. K. HAGERMAN
W. R. HARRIS¹
E. J. McDERMOTT
R. E. STENZINGER

C. C. McCARTHY, *Executive Secretary*

JURISDICTION

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

Carriers party to cases docketed

	Number of cases		Number of cases
Alton & Southern RR. Co	2	Memphis Union Station Co	1
American Refrigerator Transit Co	1	Missouri Pacific RR. Co	2
Atchison, Topeka & Santa Fe Ry. Co	7	Monon RR. Co	1
Atlanta Terminal Co	1	Newburgh & South Shore Ry. Co	1
Baltimore & Ohio RR. Co	11	New Orleans Public Belt RR	8
Birmingham Southern RR. Co	1	New York Central RR. Co	4
Boston & Maine RR	1	New York, New Haven & Hartford RR. Co	6
Chesapeake & Ohio Ry. Co	3	Norfolk & Western Ry. Co	18
Chicago, Burlington & Quincy RR. Co	11	Northern Pacific Ry. Co	1
Chicago & Eastern Illinois RR	2	Penn Central RR. Co	3
Chicago, Milwaukee, St. Paul & Pacific RR. Co	4	Pennsylvania RR. Co	5
Chicago, Rock Island & Pacific RR. Co	6	Portland Terminal RR. Co	1
Cincinnati, New Orleans & Texas Pacific Ry. Co	2	Pullman Co., The	8
Cincinnati Union Terminal Co	1	Railway Express Agency, Inc	1
Clinchfield RR. Co	1	St. Louis-San Francisco Ry. Co	2
Duluth, Missabe & Iron Range Ry. Co	2	St. Louis Southwestern Ry. Co	3
Elgin, Joliet & Eastern Ry. Co	1	Seaboard Coast Line	5
Erie Lackawanna RR. Co	2	Soo Line RR. Co	3
Great Northern Ry. Co	19	Southern Pacific Co. (Pacific Lines)	16
Gulf, Mobile & Ohio RR. Co	2	Southern Pacific Co. (Texas & Louisiana Lines)	4
Illinois Central RR. Co	10	Southern Ry. Co	14
Jacksonville Terminal	1	Terminal Railroad Association of St. Louis	1
Lehigh Valley RR. Co	8	Union Pacific RR. Co	1
Louisville & Nashville RR. Co	2	Western Maryland Ry. Co	1
		Total	211

¹ Replaced C. L. Melberg.

Organizations, etc., party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
Brotherhood Railway Carmen of America -----	121	International Brotherhood of Boilermakers, Iron Ship Build- ers, Blacksmiths, Forgers & Helpers -----	3
International Brotherhood of Electrical Workers -----	35	Sheet Metal Workers Internation- al Association -----	7
International Association of Machinists -----	35	United Mine Workers of America -----	1
International Brotherhood of Firemen, Oilers, Helpers Roundhouse & Railway Shop Laborers -----	8	Individually Submitted Cases, etc -----	1
		Total -----	211

In addition to the cases regularly presented and docketed the Division has also been called upon to handle a substantial number of potential cases. Communications were received from many individuals seeking information as to the method and procedure to be followed in presenting cases for adjustment. Some correspondents complain of alleged violations of existing agreements; some attempt to file cases with the Division from properties upon which system boards of adjustment exist, while yet others relate disputes which might properly be submitted to the Division for adjustment. Such cases arose during the fiscal year ending June 30, 1968, and, in addition thereto much correspondence was carried on in connection with similar cases listed in the Division's reports for prior years. Many of these cases require special study and consideration involving a great deal of correspondence and consuming a considerable portion of the time of the division in an effort to secure the information necessary for the proper presentation and/or handling to a conclusion.

The following cases originated during the fiscal year which ended June 30, 1968:

George M. Anderson, Jr., Atchison, Topeka & Santa Fe Ry. Co.; laborer.
L. Gassaway, Pennsylvania RR. Co.; machinist.
Miguel Revera, unnamed; laborer.
E. A. English, Southern Ry. Co.; electrician.
Paul Massock, Southern Pacific Co. (Pacific Lines); carman.
Lee Thomas, Southern Ry. Co.; car cleaner.
W. F. McCarley, Southern Ry. Co.; machinist.
Roy E. Smith, Southern Ry. Co.; carman.
John Kaczmarek, Chicago, Milwaukee, St. Paul & Pacific RR Co.; laborer.
Jacob F. Burdett, Atchison, Topeka, Santa Fe Ry. Co.; labor foreman.
H. E. Rudasill, Pennsylvania RR Co.; machinist.
Harold Sabin, Missouri Pacific RR Co.; sheet metal worker.
Edward G. Laushman, Chicago, Burlington & Quincy RR. Co.; carman.
John H. Plumley, Jr., Chesapeake & Ohio RR. Co.; machinist.
Ralph M. Harty, Jr., Northern Pacific Ry. Co.; carman.
Albertha Young, Houston Belt & Terminal Co.; coach cleaner.
Mason Stoaker, Chicago, Burlington & Quincy RR. Co.; unnamed.
Theodore R. Barnett, Chicago, Burlington & Quincy RR. Co.; electrician.
C. W. Copeland, St. Louis Southwestern Ry. Co.; electrician.
Fay J. Smalley, Chicago, Burlington & Quincy RR. Co.; carman.
John Collinsworth, Louisville & Nashville RR. Co.; unnamed.
Walter O. Mann, Jr., Gulf, Mobile & Ohio RR. Co.; stationary fireman.
Max Chilson, Lehigh Valley RR. Co.; fireman.
Richard Schreiber, Northern Pacific Ry. Co.; carman.
Joseph Broda, Seaboard Coast Lines; unnamed.
Steward Baines, Central Illinois Midland RR. Co.; unnamed.
W. W. Washington, The Pullman Co.; carman.
Thomas Perry, Sr., New York Central RR. Co.; carman.
Harold Stoner, Illinois Central RR. Co.; unnamed.
John W. Ruff, Penn Central RR. Co.; sheet metal worker.
Donald Doty, New York Central RR. Co.; fireman & oiler.
James Veale, Denver & Rio Grande Western RR. Co.; electrician.
George Bailey, Long Island RR. Co.; fireman & oiler.

THIRD DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago, Ill. 60604

C. R. BARNES, *Chairman*
W. B. JONES, *Vice Chairman*¹
R. E. BLACK
P. C. CARTER
G. P. KASAMIS
C. E. KIEF

G. L. NAYLOR
GERALD ORNDORFF
T. F. STRUNCK
G. C. WHITE
J. W. WHITEHOUSE

SUPPLEMENTAL BOARD

D. E. WATKINS, *Chairman*
J. R. MATHIEU, *Vice Chairman*
W. W. ALTUS
R. A. DEROSSETT
R. H. HACK
H. G. HARPER

W. B. JONES
C. H. MANOOGIAN
C. L. MELBERG²
W. M. ROBERTS
R. W. SMITH³
J. M. WILLEMIN

STANLEY H. SCHULTY, *Executive Secretary*

JURISDICTION

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

Carriers party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
American Refrigerator Transfer Co.-----	1	Chicago Great Western-----	8
Atchison, Topeka & Santa Fe-----	9	Chicago, Milwaukee, St. Paul & Pacific-----	29
Atchison Union Depot-----	1	Chicago, Rock Island & Pacific-----	21
Atlanta & West Point-----	2	Chicago Union Station-----	1
Atlanta Terminal Co-----	1	Cincinnati, New Orleans & Texas Pacific-----	1
Atlantic Coast Line-----	1	Dayton Union Ry-----	1
Baltimore & Ohio-----	10	Delaware & Hudson-----	2
Belt Ry. of Chicago-----	6	Denver & Rio Grande Western-----	9
Brooklyn Eastern District Terminal-----	1	Denver Union Stock Yards Co-----	1
Canadian Pacific-----	1	Detroit, Toledo & Ironton-----	1
Carolina & Northwestern-----	2	Elgin, Joliet & Eastern-----	5
Central California Traction Co-----	1	Erie-Lackawanna-----	44
Central of Georgia-----	9	Fort Worth & Denver-----	3
Central Rr. Co. of New Jersey-----	1	Georgia-----	1
Chesapeake & Ohio-----	15	Georgia & Florida-----	1
Chicago & Northwestern-----	5	Georgia, Southern & Florida-----	1
Chicago, Burlington & Quincy-----	12	Gulf, Mobile & Ohio-----	13

¹ W. B. Jones replaced T. F. Strunck December 1, 1967.

² C. L. Melberg replaced W. B. Jones January 1, 1968.

³ R. W. Smith replaced R. H. Hack September 18, 1967.

Carriers party to cases docketed—Continued

	<i>Number of cases</i>		<i>Number of cases</i>
Harbor Belt Line.....	1	Reading	4
Houston Belt & Terminal.....	2	Richmond, Fredericksburg & Potomac	1
Illinois Central.....	16	St. Louis-San Francisco.....	11
Illinois Terminal.....	1	St. Louis Southwestern.....	7
Indiana Harbor Belt.....	2	Seaboard Air Line.....	1
Indianapolis Union Ry.....	1	Seaboard Coast Line.....	14
Jacksonville Terminal.....	1	Soo Line.....	2
Kansas City Southern.....	6	Southern.....	41
Kansas City Terminal.....	4	Southern Pacific (Pacific Lines).....	55
Kentucky & Indiana Terminal.....	2	Southern Pacific (Texas & Louisiana Lines).....	6
Lehigh Valley.....	14	Spokane, Portland & Seattle.....	2
Long Island.....	2	Tennessee Central.....	4
Louisville & Nashville.....	44	Terminal RR Association of St. Louis	1
Maine Central.....	1	Terminal Ry. Alabama State Docks	1
Missouri-Kansas-Texas	2	Texas & Pacific.....	3
Missouri Pacific.....	41	Texas City Terminal.....	2
New Orleans & Northeastern.....	1	Texas Pacific-Missouri Pacific Terminal RR. of New Orleans.....	3
New York Central.....	18	Union Pacific.....	4
New York, New Haven & Hartford	18	Union RR. Co.....	6
Norfolk & Western.....	43	Union Terminal Co.....	2
Northern Pacific.....	4	Utah Railway Co.....	1
Northwestern Pacific.....	1	Western Maryland.....	3
Ogden Union Railway Depot Co..	1	Western Pacific.....	27
Pacific Fruit Express.....	6	Western Ry. of Alabama.....	1
Penn Central.....	21	Western Weighing & Inspection Bureau	2
Pennsylvania	25		
Peoria Terminal Co.....	1		
Pittsburgh & Lake Erie.....	3		
Port Terminal Railroad Association	1		
Pullman	2		
Railroad Perishable Inspection Agency	1		
Railway Express Agency.....	5		
		Total	715

Organization party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
American Train Dispatchers Association	14	Brotherhood of Sleeping Car Porters	1
Brotherhood of Maintenance of Way Employees.....	95	Joint Council of Dining Car Employees	8
Brotherhood of Railroad Signalmen	110	Transportation - Communication Employees Union.....	281
Brotherhood of Railroad Trainmen	1	Order of Railway Conductors & Brakemen (Pullman System).....	1
Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees	184	United Steelworkers of America.....	2
		Miscellaneous Class of Employees	18
		Total	715

FOURTH DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago, Ill. 60604

A. T. OTTO, JR., *Chairman*
C. A. CONWAY, *Vice Chairman*
A. H. DEANE
R. L. HARVEY ¹
W. R. HARRIS ²

D. P. LEE ³
J. F. MORRISSEY ⁴
W. J. RYAN
J. P. TAHNEY
B. G. UPTON

M. L. HUMFREVILLE, *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.

Carriers party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
Ann Arbor RR. Co., The-----	1	Los Angeles Junction Ry. Co-----	1
Atchison, Topeka & Santa Fe Ry. Co -----	6	Missouri-Kansas-Texas Rail Co--	1
Baltimore & Ohio Chicago Ter- minal RR. Co-----	1	Missouri Pacific RR. Co-----	2
Baltimore & Ohio RR. Co., The--	8	New York Central RR. Co., The--	18
Boston & Maine Corp-----	1	Norfolk & Western Ry. Co-----	1
Chesapeake & Ohio Ry. Co. (PM District) -----	3	Norfolk & Western Ry. Co. (Lake Region) -----	7
Chicago & North Western Ry. Co--	8	Northern Pacific Ry. Co-----	1
Chicago & Western Indiana-----	1	Pennsylvania RR. Co., The-----	11
Chicago, Burlington & Quincy RR. Co -----	1	Portland Terminal-----	2
Chicago, Milwaukee, St. Paul & Pacific RR. Co-----	1	Seaboard Coast Line RR-----	2
Erie Lackawanna RR. Co-----	4	Southern Pacific Co. (Pacific Lines) -----	3
Grand Trunk Western RR. Co-----	3	Southern Ry. Co-----	2
Houston Belt & Terminal Ry. Co -----	1	Terminal RR. Association of St. Louis -----	6
Illinois Central RR. Co-----	1	Union Pacific RR. Co-----	3
Lehigh Valley RR. Co-----	6	Washington Terminal Co., The--	2
Long Island RR. Co., The-----	2	Western Maryland Ry. Co-----	1
		Total -----	111

Organizations—Employees party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
American Ry. Supervisors Associ- ation, The-----	20	Police Officers Benevolent Asso- ciation -----	2
Brotherhood of RR. Trainmen---	3	RR. Yardmasters of America-----	46
Brotherhood of Sleeping Car Porters -----	3	Ry. Employees Dept., AFL-CIO---	5
Great Lakes Licensed Officers---	1	Ry. Patrolmen's International Union, AFL-CIO-----	21
Lighter Captains' Union, Local 996, ILA, AFL-CIO-----	3	Switchmens Union of North Amer- ica -----	1
Miscellaneous Classes of Em- ployes -----	6	Total -----	111

¹ Appointed Aug. 15, 1967, to replace A. H. Deane.

² Appointed Nov. 1, 1967, to replace R. L. Harvey.

³ Appointed Apr. 1, 1968, to replace W. R. Harris.

⁴ Appointed Apr. 22, 1968, to replace B. G. Upton.

APPENDIX B

1. Neutrals appointed pursuant to Public Law 89-456 (Public Law Boards), fiscal year 1967

Name	Residence	Date of appointment	Public Law Board number	Parties
Arthur W. Sempliner ²	Grosse Pointe Farms, Mich.	Sept. 28, 1967	1	Southern Pacific Co. and Switchmen's Union of North America.
Martin I. Rose ²	New York, N.Y.	Oct. 17, 1967	9(b)	N.Y. Harbor Carriers Conference Committee (Erie-Lackawanna R.R.) and MEBA.
Harold N. Weston ²	do.	Jan. 3, 1968	9(c)	Erie Lackawanna R.R. and Marine Engineers Group.
Arthur W. Sempliner ²	Grosse Pointe Farms, Mich.	Jan. 9, 1968	12-3	Grand Trunk Western R.R. Co. and Order of Railway Conductors & Brakemen.
David Dolnick ²	Chicago, Ill.	Aug. 14, 1967	23	Missouri Pacific R.R. and Brotherhood of Railway and Steamship Clerks.
Arthur W. Sempliner ²	Grosse Pointe Farms, Mich.	Dec. 27, 1967	24	Norfolk & Western Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Byron R. Abernethy ²	Lubbock, Tex.	Aug. 11, 1967	28	Ogden Union Ry. and Depot Co. and Brotherhood of Railroad Trainmen.
Preston J. Moore ²	Oklahoma City, Okla.	June 30, 1967	37	St. Louis-San Francisco Ry. Co. and Brotherhood of Railroad Trainmen.
Ronald W. Haughton ²	Grosse Pointe Farms, Mich.	Aug. 25, 1967	40	Detroit & Toledo Shore Line R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Levi M. Hall ¹	Minneapolis, Minn.	do.	42	Minnesota, Dakota & Western Ry. Co. and Brotherhood of Railroad Trainmen.
Robert O. Boyd ²	Washington, D.C.	July 28, 1967	43	Louisville & Nashville R.R. Co. and Brotherhood of Railroad Trainmen.
Jacob Seidenberg ¹	Falls Church, Va.	Aug. 9, 1967	46	Elgin, Joliet & Eastern Ry. Co. and Order of Railway Conductors & Brakemen.
Howard A. Johnson ²	Butte, Mont.	April 9, 1968	46	Do.
Byron R. Abernethy ²	Lubbock, Tex.	Nov. 24, 1967	48	Union Pacific R.R. and Brotherhood of Railroad Trainmen.
Paul D. Hamon ¹	Boston, Mass.	Oct. 18, 1967	50	Spokane, Portland & Seattle Ry. Co. and Order of Railway Conductors & Brakemen.
Kieran P. O'Gallagher ²	Chicago, Ill.	Aug. 1, 1967	55	New York, New Haven & Hartford R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Lloyd H. Bailer ²	Los Angeles, Calif.	Nov. 22, 1967	62	New York Central R.R. (Penn Central) and Brotherhood of Locomotive Firemen & Enginemen.
David R. Douglass ²	Oklahoma City, Okla.	Jan. 29, 1968	69	Belt Ry. Co. of Chicago and Brotherhood of Railroad Trainmen.
Arthur W. Sempliner ¹	Grosse Pointe Farms, Mich.	Oct. 18, 1967	73	Butte, Anaconda & Pacific R.R. and Brotherhood of Locomotive Firemen & Enginemen.
Dudley E. Whiting ²	Detroit, Mich.	Aug. 1, 1967	74	Detroit & Toledo Shore Line R.R. Co. and Order of Railway Conductors & Brakemen.
Roy R. Ray ²	Dallas, Tex.	July 28, 1967	76	Missouri-Kansas-Texas R.R. Co. and Brotherhood of Maintenance of Way Employees.
Kieran P. O'Gallagher ²	Chicago, Ill.	do.	77	New York, New Haven & Hartford R.R. Co. and Brotherhood of Locomotive Enginemen.
Lloyd H. Bailer ²	Los Angeles, Calif.	April 15, 1968	78	Norfolk & Western Railway Co. (Nickel Plate & Clover Leaf Dist.) Brotherhood of Locomotive Firemen & Enginemen.
David Dolnick ²	Chicago, Ill.	Jan. 31, 1968	79	Illinois Central R.R. Co. and Brotherhood of Railroad Trainmen.
Edgar A. Jones, Jr. ¹	Los Angeles, Calif.	Aug. 15, 1967	80	Atchison, Topeka & Santa Fe R.R. Co. and Brotherhood of Railroad Trainmen.
Lloyd H. Bailer ²	do.	Mar. 27, 1968	80	Do.
Harold M. Weston ²	New York, N.Y.	Aug. 30, 1967	81	Erie-Lackawanna R.R. Co. and Brotherhood of Locomotive Engineers.
Hubert Wyckoff ¹	Watsonville, Calif.	do.	82	Western Pacific R.R. Co. and Transportation-Communication Employees Union.
Jacob Seidenberg ²	Falls Church, Va.	Aug. 4, 1967	83	Western Maryland Ry. and Brotherhood of Locomotive Firemen & Enginemen.

See footnotes at end of table.

1. *Neutrals appointed pursuant to Public Law 89-456 (Public Law Boards), fiscal year 1967—Continued*

Name	Residence	Date of appointment	Public Law Board number	Parties
John H. Dorsey ²	Washington, D.C.....	Jan. 23, 1968	85	Chicago, Rock Island & Pacific R.R. Co. and Brotherhood of Maintenance of Way Employees.
Edgar A. Jones, Jr. ¹	Los Angeles, Calif.....	Dec. 18, 1967	86	Atchison, Topeka & Santa Fe Ry. Co. and Brotherhood of Locomotive Engineers.
Archibald Cox ¹	Cambridge, Mass.....	Aug. 11, 1967	87	Boston & Maine R.R. and Brotherhood of Railroad Trainmen.
Leo C. Brown, S. J. ²	do.....	Feb. 29, 1968	87	Do.
Benjamin Wolf ¹	Tarrytown, N. Y.....	Aug. 14, 1967	88	Delaware & Hudson R.R. Corp. and Brotherhood of Railroad Trainmen.
Paul D. Hanlon ²	Boston, Mass.....	Nov. 24, 1967	88	Do.
Preston J. Moore ²	Oklahoma City, Okla.....	Aug. 16, 1967	89	Houston Belt & Terminal Ry. Co. and Brotherhood of Railroad Trainmen.
A. Langley Coffey ¹	Tulsa, Okla.....	Aug. 18, 1967	90	River Terminal R.R. Co. and Brotherhood of Railroad Trainmen.
Edward A. Lynch ²	Washington, D.C.....	Jan. 3, 1968	90	Do.
H. Raymond Cluster ²	Baltimore, Md.....	Sept. 6, 1967	91	New York Central R.R.—“T&OC”—Southern District and Brotherhood of Railroad Trainmen.
Arthur W. Sempliner ²	Grosse Pointe Farms, Mich.....	Aug. 30, 1967	92	Clinchfield R.R. Co. and Switchmen's Union of North America.
John H. Dorsey ²	Washington, D.C.....	Oct. 25, 1967	93	Pennsylvania R.R. Co. and Brotherhood of Railroad Trainmen.
H. Raymond Cluster ²	Baltimore, Md.....	Dec. 22, 1967	94	Norfolk & Western Ry. Co. and Brotherhood of Railroad Trainmen.
Arthur W. Sempliner ²	Grosse Pointe Farms, Mich.....	Sept. 13, 1967	95	Indianapolis Union Ry. Co. and Switchmen's Union of North America.
H. Raymond Cluster ²	Baltimore, Md.....	Sept. 14, 1967	96	Pittsburgh & Lake Erie and the Lake Erie & Eastern R.R. Co. and Brotherhood of Locomotive Engineers.
Dudley E. Whiting ²	Detroit, Mich.....	Oct. 9, 1967	97	Chicago, Milwaukee, St. Paul & Pacific R.R. and Brotherhood of Railroad Trainmen.
David L. Kabaker ²	Cleveland, Ohio.....	Nov. 13, 1967	101	River Terminal R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Leo C. Brown, S. J. ²	Cambridge, Mass.....	Oct. 18, 1967	102	Bangor & Aroostook R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Preston J. Moore ²	Oklahoma City, Okla.....	Oct. 23, 1967	103	Denver & Rio Grande Western R.R. and Switchmen's Union of North America.
Preston J. Moore ²	do.....	Dec. 8, 1967	103	Do.
Byron R. Abernethy ²	Lubbock, Tex.....	Nov. 7, 1967	104	Atchison, Topeka & Santa Fe Ry. Co. and Brotherhood of Railroad Trainmen.
Paul D. Hanlon ¹	Boston, Mass.....	Oct. 18, 1967	105	Maine Central R.R. Co. and Order of Railway Conductors and Brakemen.
Paul D. Hanlon ²	do.....	Oct. 26, 1967	106	Bangor & Aroostook R.R. Co. and Brotherhood of Railroad Trainmen.
Jacob Seidenberg ²	Falls Church, Va.....	Oct. 23, 1967	107	Port Authority Trans-Hudson Corp. and Brotherhood of Railroad Trainmen.
Robert O. Boyd ²	Washington D.C.....	Feb. 19, 1968	108	Youngstown & Northern R.R. and Brotherhood of Locomotive Firemen & Enginemen.
David R. Douglass ²	Oklahoma City, Okla.....	Nov. 2, 1967	109	Chicago River & Indiana R.R. Co. and Brotherhood of Locomotive Engineers.
A. Langley Coffey ²	Tulsa, Okla.....	Oct. 27, 1967	110	Southern Pacific Co. (T&L Lines) and Switchmen's Union of North America.
Robert O. Boyd ²	Washington, D.C.....	Dec. 4, 1967	111	Norfolk & Western Ry. Co. and Brotherhood of Railroad Trainmen.
Thomas C. Begley ²	Cleveland, Ohio.....	Nov. 3, 1967	112	Chicago, Milwaukee, St. Paul & Pacific R.R. Co. and Brotherhood of Railroad Trainmen.
Levi M. Hall ²	Minneapolis, Minn.....	Nov. 9, 1967	113	Pittsburgh & Shawmut R.R. Co. and Transport Workers Union of America, AFL-CIO (Railroad Division).
Edward A. Lynch ²	Washington, D.C.....	Nov. 7, 1967	114	Baltimore & Ohio R.R. Co. and Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees.

Don J. Harr ²	Tulsa, Okla.	do.	115	Southern Pacific Co. (Texas & Louisiana Lines) and Transportation-Communication Employees Union.
Dudley E. Whiting ²	Detroit, Mich.	Mar. 25, 1968	116	Detroit, Toledo & Ironton RR. and Brotherhood of Railroad Trainmen.
Jacob Seidenberg ²	Falls Church, Va.	Dec. 27, 1967	117	Atlanta Joint Terminals and Brotherhood of Railroad Trainmen.
Carroll R. Daugherty ²	Evanston, Ill.	Dec. 21, 1967	118	Chicago & North Western Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
John H. Dorsey ²	Washington, D.C.	Nov. 21, 1967	119	Detroit & Toledo Shore Line RR. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees.
Robert O. Boyd ²	do.	Nov. 22, 1967	123	Chicago, Rock Island & Pacific RR. Co. & Brotherhood of Locomotive Engineers.
Thomas A. Kenan ²	Oklahoma City, Okla.	Jan. 30, 1968	124	Southern Pacific Co. (Pacific System) and Brotherhood of Locomotive Firemen & Enginemen.
David R. Douglass ²	do.	Dec. 14, 1967	125	Chicago, West Pullman & Southern RR. Co. and Brotherhood of Railroad Trainmen.
Robert O. Boyd ²	Washington, D.C.	Nov. 28, 1967	126	Erie-Lackawanna RR. Co. and Brotherhood of Railroad Trainmen.
Martin I. Rose ¹	New York, N.Y.	Dec. 14, 1967	127	Long Island RR. and Brotherhood of Locomotive Engineers.
David Dolnick ²	Chicago, Ill.	June 21, 1968	127	Do.
Robert O. Boyd ²	Washington, D.C.	Dec. 19, 1967	128	Indiana Harbor Belt RR. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Reynold C. Seitz ¹	Milwaukee, Wis.	Feb. 5, 1968	129	Annapee & Western Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Reynolds C. Seitz ²	do.	Mar. 5, 1968	129	Do.
Kieran P. O'Gallagher ²	Chicago, Ill.	Dec. 13, 1967	130	Soo Line RR. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Carroll R. Daugherty ¹	Evanston, Ill.	Dec. 14, 1967	131	St. Louis-San Francisco Ry. Co. and Brotherhood of Locomotive Engineers.
Carroll R. Daugherty ²	do.	Jan. 24, 1968	131	Do.
Don J. Harr ²	Tulsa, Okla.	Dec. 18, 1967	132	Atchison, Topeka & Santa Fe Ry. Co. and Transportation-Communication Employees Union.
David Dolnick ¹	Chicago, Ill.	Dec. 22, 1967	133	Great Northern Ry. Co. and Order of Railway Conductors & Brakemen.
Harold W. Davey ²	Ames, Iowa	Dec. 21, 1967	134	Des Moines Union Ry. Co. and Switchmen's Union of North America.
Paul D. Hanlon ²	Boston, Mass.	Jan. 17, 1968	135	Monon Railroad Co. and Brotherhood of Locomotive Firemen & Enginemen.
Howard A. Johnson ¹	Butte, Mont.	Dec. 21, 1967	137	Denver & Rio Grande Western RR. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Paul D. Hanlon ¹	Boston, Mass.	Mar. 15, 1968	138	Spokane, Portland & Seattle Ry. and Brotherhood of Railroad Signalmen.
Ronald W. Haughton ²	Detroit, Mich.	Feb. 9, 1968	139	New York Central RR. (Northern District) and Brotherhood of Locomotive Firemen & Enginemen.
Robert O. Boyd ²	Washington, D.C.	Jan. 12, 1968	140	Missouri Pacific RR. Co. and Brotherhood of Railroad Trainmen.
Robert O. Boyd ²	do.	Mar. 26, 1968	141	Aliquippa & Southern RR. Co. and Brotherhood of Railroad Trainmen.
A. Langley Coffey ²	Sand Springs, Okla.	Jan. 4, 1968	142	Lake Terminal RR. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Eugene W. DuFlocq ²	New York, N.Y.	Jan. 10, 1968	143	New York Central RR. (New York & Eastern District) except Boston & Albany Division) and BLF&E.
Jacob Seidenberg ²	Falls Church, Va.	Jan. 5, 1968	144	Philadelphia, Bethlehem & New England RR. and Steelton & Highspire RR. and Brotherhood of Locomotive Firemen & Enginemen.
Mortimer Stone ²	Denver, Colo.	Jan. 10, 1968	145	Colorado & Southern Ry. Co. and Brotherhood of Locomotive Engineers.
Robert O. Boyd ²	Washington, D.C.	Apr. 10, 1968	146	Louisville & Nashville RR. (NC&St.L. District) & Brotherhood of Railroad Trainmen.

See footnotes at end of table.

1. Neutrals appointed pursuant to Public Law 89-456 (Public Law Boards), fiscal year 1967—Continued

Name	Residence	Date of appointment	Public Law Board number	Parties
Robert O. Boyd ¹	Washington, D.C.	Jan. 10, 1968	147	South Buffalo Ry. Co. and Brotherhood of Railroad Trainmen.
Lloyd H. Bailer ²	Los Angeles, Calif.	Jan. 24, 1968	148	Galveston Wharves and Brotherhood of Maintenance of Way Employees.
Mortimer Stone ²	Denver, Colo.	Jan. 22, 1968	149	Colorado & Southern Ry. Co. and Order of Railway Conductors & Brakemen.
Robert O. Boyd ²	Washington, D.C.	Jan. 23, 1968	150	Western Maryland Ry. Co. and Brotherhood of Railroad Trainmen.
William Coburn ²	do.	May 17, 1968	151	Penn Central (Southern Region) and Brotherhood of Locomotive Engineers.
Robert O. Boyd ²	do.	Jan. 31, 1968	152	Ogden Union Railway & Depot Co. and Brotherhood of Locomotive Firemen & Enginemen.
Daniel House ²	New York, N.Y.	Feb. 19, 1968	153	Baltimore & Ohio Railroad and Transportation-Communication Employees Union.
Robert O. Boyd ²	Washington, D.C.	Feb. 7, 1968	154	Delaware & Hudson R.R. Corp. and Brotherhood of Locomotive Firemen & Enginemen.
Arthur W. Sempliner ²	Grosse Pointe Farms, Mich.	Feb. 5, 1968	155	Chesapeake & Ohio Ry. Co. and Brotherhood of Railroad Trainmen.
David R. Douglass ²	Oklahoma City, Okla.	Feb. 7, 1968	156	Illinois Terminal R.R. Co. and Brotherhood of Railroad Trainmen.
Preston Moore ²	do.	Feb. 14, 1968	157	Chicago, Rock Island & Pacific R.R. Co. and Switchmen's Union of North America.
Paul N. Guthrie ²	Chapel Hill, N.C.	June 26, 1968	158	Birmingham Southern R.R. Co. and United Steelworkers of America (Diesel Shop Employees).
John J. McGovern ¹	Washington, D.C.	Feb. 15, 1968	159	Chicago & Illinois Midland Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
David Dolnick ²	Chicago, Ill.	Mar. 27, 1968	159	Do.
Martin I. Rose ²	New York, N.Y.	Feb. 23, 1968	161	Baltimore & Ohio R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Robert O. Boyd ²	Washington, D.C.	Feb. 26, 1968	163	Erie Lackawanna R.R. Co. and Brotherhood of Locomotive Firemen and Enginemen.
Carroll R. Daugherty ²	Evanston, Ill.	do.	164	Union Pacific R.R. Co. and Brotherhood of Railroad Trainmen.
Preston J. Moore ²	Oklahoma City, Okla.	Apr. 8, 1968	165	Atchison, Topeka & Santa Fe Ry. Co. (Western Lines) and Brotherhood of Railroad Trainmen.
Carroll R. Daugherty ²	Evanston, Ill.	Mar. 6, 1968	166	Western Pacific R.R. Co. and Brotherhood of Railroad Trainmen.
Murray M. Rohman ²	Fort Worth, Tex.	Apr. 3, 1968	167	Erie Lackawanna R.R. Co. and Transportation-Communication Employees Union.
Edgar A. Jones, Jr. ¹	Los Angeles, Calif.	Apr. 19, 1968	169	Atchison, Topeka & Santa Fe R.R. Co. and Brotherhood of Railroad Trainmen.
Preston J. Moore ²	Oklahoma City, Okla.	Mar. 15, 1968	170	Western Pacific R.R. Co. and Switchmen's Union of North America.
Preston J. Moore ²	do.	do.	172	Oakland Terminal Ry. and Alameda Belt Line and Switchmen's Union of North America.
Paul D. Hanlon ¹	Milton, Mass.	Mar. 19, 1968	173	Spokane, Portland & Seattle Ry. Co. and Brotherhood Railway Carmen of America.
John H. Dorsey ²	Washington, D.C.	May 17, 1968	174	Long Island R.R. Co. and Brotherhood Railway Carmen of America.
David Dolnick ¹	Chicago, Ill.	July 3, 1968	175	Chicago, Milwaukee, St. Paul & Pacific R.R. Co. and Brotherhood of Railroad Trainmen.
Paul D. Hanlon ²	Boston, Mass.	May 3, 1968	176	Penn Central (Boston & Albany Division of Northeastern Region) and Brotherhood of Railroad Trainmen.

Paul D. Hanlon ²	do	May 21, 1968	177	Lake Superior Terminal & Transfer Ry. Co. and Switchmen's Union of North America.
Paul D. Hanlon ²	do	Mar. 26, 1968	178	McCloud River R.R. and Order of Railway Conductors & Brakemen.
Robert O. Boyd ²	Washington, D.C.	Apr. 18, 1968	181	Kewaunee, Green Bay & Western R.R. Co. and Brotherhood of Locomotive Firemen & Engineers.
H. Raymond Cluster ²	Baltimore, Md.	Apr. 16, 1968	182	Pittsburgh & Lake Erie R.R. Co. and Transport Workers Union of America.
Jacob Seidenberg ²	Falls Church, Va.	Apr. 3, 1968	183	Stelton & Highspire R.R. Co. and Brotherhood of Locomotive Firemen & Engineers.
Jacob Seidenberg ²	do	Apr. 8, 1968	184	Atlanta & West Point R.R. Co. and Brotherhood of Locomotive Firemen & Engineers.
Arnold M. Zack ¹	New York, N.Y.	Apr. 22, 1968	185	Boston & Maine Corp. and Brotherhood of Locomotive Engineers.
Donald Hamilton ¹	Oklahoma City, Okla.	Apr. 15, 1968	186	Houston Belt & Terminal Ry. Co. and Brotherhood of Railroad Trainmen.
Paul D. Hanlon ²	Boston, Mass.	Apr. 17, 1968	188	Chicago, Burlington & Quincy R.R. and Brotherhood of Locomotive Firemen & Engineers.
Jacob Seidenberg ²	Falls Church, Va.	Apr. 22, 1968	190	Atchison, Topeka & Santa Fe R.R. Co. and Brotherhood of Locomotive Firemen & Engineers.
Carroll R. Daugherty ¹	Evanston, Ill.	Apr. 29, 1968	192	Do.
Nicholas H. Zumas ²	Washington, D.C.	May 16, 1968	193	Missouri Pacific R.R. Co. (Western & Southern District) and Transportation-Communication Employees Union.
Donald E. Hamilton ²	Oklahoma City, Okla.	May 17, 1968	194	Seaboard Coast Line R.R. and Transportation-Communication Employees Union.
Lloyd H. Bailer ²	Los Angeles, Calif.	June 3, 1968	195	Atchison, Topeka & Santa Fe R.R. Co. and Brotherhood of Railroad Trainmen.
Robert O. Boyd ²	Washington, D.C.	June 17, 1968	196	Butte, Anaconda & Pacific Ry. Co. and Brotherhood of Railroad Trainmen.
Edward A. Lynch ²	do	May 22, 1968	197	Lehigh & New England Ry. Co. and Brotherhood of Railroad Trainmen.
Robert O. Boyd ²	do	May 21, 1968	198	Chicago & Western Indiana R.R. Co. and Brotherhood of Railroad Trainmen.
Jacob Seidenberg ²	Falls Church, Va.	May 17, 1968	199	Florida East Coast Ry. Co. and Brotherhood of Railroad Trainmen.
Preston J. Moore ²	Oklahoma City, Okla.	May 22, 1968	200	Alabama, Tennessee & Northern R.R. Co. and Brotherhood of Railroad Trainmen.
Carroll R. Daugherty ²	Evanston, Ill.	June 6, 1968	202	Western Pacific R.R. Co. and Brotherhood of Locomotive Engineers.
Robert O. Boyd ²	Washington, D.C.	June 10, 1968	203	Missouri Pacific R.R. Co. (Gulf District) Brotherhood of Railroad Trainmen.
Byron R. Abernethy ²	Lubbock, Tex.	do	204	Portland Terminal R.R. Co. and Brotherhood of Locomotive Firemen & Engineers.
Jacob Seidenberg ²	Falls Church, Va.	do	205	Chicago, Milwaukee, St. Paul & Pacific R.R. Co. and Brotherhood of Railroad Trainmen.
Do	do	June 12, 1968	207	Do.
Robert O. Boyd ²	Washington, D.C.	June 17, 1968	208	Western Maryland Ry. Co. and Brotherhood of Locomotive Firemen & Engineers.
Lloyd H. Bailer ²	Los Angeles, Calif.	June 21, 1968	210	Lehigh Valley R.R. Co. and Transportation-Communication Employees Union.
Lloyd H. Bailer ²	Los Angeles, Calif.	June 21, 1968	210	Do.

Note: Cases where neutrals were not appointed are not shown.

¹ Procedural neutral.

² Merits neutral.

3. Arbitrators appointed—Special Board of Adjustment (Railroad), fiscal year 1968

Name	Residence	Date of appointment	Special Board number	Parties
Arthur W. Sempliner ¹	Grosse Point Farms, Mich.	Feb. 16, 1968	195	Grand Trunk Western R.R. Co. and Brotherhood of Railroad Trainmen.
William H. Coburn ²	Washington, D.C.	Jan. 15, 1968	251	Chicago River Indiana R.R. Co. and Brotherhood of Railroad Trainmen.
Martin Wagner ³	Champaign, Ill.	Dec. 6, 1967	570	National Railway Labor Conference and Railway Employees' Department.
David Dolnick ⁴	Chicago, Ill.	do.	570	Do.
Gene T. Ritter ⁵	Ardmore, Okla.	do.	570	Do.
W. H. McPherson ⁶	Champaign, Ill.	Jan. 2, 1968	570	Do.
Harold M. Gilden ⁷	Chicago, Ill.	Nov. 20, 1967	597	Southern Railway System and Railway Employees' Department.
William H. Coburn ⁸	Washington, D.C.	do.	597	Do.
Harold M. Gilden ⁷	Chicago, Ill.	do.	612	Central of Georgia Ry. Co. and Railway Employees' Department.
William H. Coburn ⁸	Washington, D.C.	do.	612	Do.
Harold M. Gilden ⁷	Chicago, Ill.	do.	613	Birmingham Terminal Co. and Railway Employees' Department.
William H. Coburn ⁸	Washington, D.C.	do.	613	Do.
Harold M. Gilden ⁷	Chicago, Ill.	do.	614	Atlanta Terminal Co. and Railway Employees' Department.
William H. Coburn ⁸	Washington, D.C.	do.	614	Do.
Harold M. Gilden ⁷	Chicago, Ill.	do.	615	Savannah and Atlanta Ry. Co. and Railway Employees' Department.
William H. Coburn ⁸	Washington, D.C.	do.	615	Do.
Lewis M. Gill.	Philadelphia, Pa.	Aug. 28, 1967	682-1	Pennsylvania R.R. Co. o Pennsylvania-Reading Seashore Lines and Brotherhood of Railroad Trainmen.
A. Langley Coffey	Sand Springs, Okla.	Sept. 12, 1967	733	Atchison, Topeka & Santa Fe Ry. Co.-Eastern Lines and Brotherhood of Locomotive Firemen and Enginemen.
Peter Florey	Pittsburgh, Pa.	June 19, 1968	736	Monongahela R.R. Co. and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen & Enginemen.
H. Raymond Cluster	Baltimore, Md.	Sept. 26, 1967	737	Disputes Committee and Brotherhood of Railroad Trainmen.
Harold M. Weston	New York, N. Y.	do.	738	Long Island Rail Road Co. and American Railway Supervisors Association.
David Dolnick	Chicago, Ill.	Dec. 7, 1967	739	Long Island Rail Road Co. and Brotherhood of Railway Carmen of America.
Martin Wagner	Champaign, Ill.	do.	739	Do.
Gene T. Ritter	Ardmore, Okla.	do.	739	Do.
Jacob Seidenberg	Falls Church, Va.	do.	739	Do.
Harold M. Gilden	Chicago, Ill.	do.	739	Do.
Harold M. Weston	New York, N. Y.	do.	739	Do.
W. H. McPherson ⁶	Champaign, Ill.	Jan. 2, 1968	739	Do.
Jacob Seidenberg	Falls Church, Va.	Mar. 7, 1968	740	Penn Central and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen & Enginemen, Brotherhood of Railroad Trainmen.
Harold M. Gilden	Chicago, Ill.	Feb. 1, 1968	741	Eastern, Western and Southeastern Carriers Conference Committees and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Switchmen's Union of North America.
Laurence E. Seibel	Washington, D.C.	Feb. 15, 1968	742	Union R.R. Co. and United Steelworkers of America.
Milton Friedman	New York, N. Y.	May 23, 1968	744	Long Island Rail Road Co. and International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America.
A. Langley Coffey	Tulsa Okla.	May 28, 1968	745	Southern Pacific Co. (Texas and Louisiana Lines) and Switchmen's Union of North America.

¹ Replaced David R. Douglass, resigned.

² Replaced Francis J. Robertson, resigned.

³ Replaced Robben W. Fleming, resigned.

⁴ Replaced Howard A. Johnson, resigned.

⁵ Replaced Paul Dugan, resigned.

⁶ Replaced Martin Wagner, resigned.

⁷ Replaced Charles Anrod, resigned.

⁸ Replaced J. Harvey Daly, resigned.

2. Arbitrators appointed—Arbitration boards, fiscal year 1968

Name	Residence	Date of appointment	Arbitration and case number	Parties
Russell A. Smith ¹	Ann Arbor, Mich.....	Apr. 3, 1968	Arbitration 293, case E-312..	Atchison, Topeka & Santa Fe Ry. Co. and Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers Express & Station Employees.
Sam Kagel.....	San Francisco, Calif.....	July 6, 1967	Arbitration 296, case A-8106.	Pan American World Airways, Inc. and Transport Workers Union of America.
Harry Platt.....	Detroit, Mich.....	Aug. 21, 1967	Arbitration 297, case A-8024.	Chesapeake & Ohio Ry. Co. and Seafarers' Int'l. Union of North America AFL/CIO.
Paul D. Hanlon.....	Portland, Oreg.....	July 31, 1967	Arbitration 298, case A-7948.	National Railway Labor Conference and Five Cooperating Railway Labor Organizations.
Sam Kagel.....	San Francisco, Calif.....	Oct. 17, 1967	Arbitration 299, case A.....	Pan American World Airways, Inc. and Transport Workers Union of America.
A. Langley Coffey.....	Tulsa, Okla.....	Feb. 20, 1968	Arbitration 300, case A-8148.	Colorado & Southern Ry. Co. and Order of Railway Conductors & Brakemen.
Don Hamilton.....	Oklahoma City, Okla.....	May 22, 1968	Arbitration 301, case A.....	St. Louis-San Francisco Ry. Co. and American Train Dispatchers Association.

¹ Vice J. Glenn Donaldson, deceased.

4. Arbitrators appointed pursuant to Union Shop Agreements, fiscal year 1968

Name	Residence	Date of appointment	Carrier	Organization	Individuals involved
Ronald W. Haughton....	Grosse Point Farms, Mich.	Dec. 4, 1967	Chesapeake & Ohio Ry. Co. (Pere Marquette District).	International Association of Machinists & Aerospace Workers.	James E. Andres.
Paul N. Guthrie.....	Chapel Hill, N.C.....	Feb. 16, 1968	Gulf, Mobile & Ohio R.R. Co.....	International Association of Machinists & Aerospace Workers.	Richard L. Gray.

APPENDIX B

5. Referees appointed—System Board of Adjustment (Airline), fiscal year 1968

Name	Residence	Date of appointment	Parties
Arthur S. Sachs	New Haven, Conn.	July 7, 1967	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
Ronald W. Haughton	Detroit, Mich.	do	Do.
Benjamin H. Wolf	Tarrytown, N. Y.	do	Do.
John R. McCandless	Oklahoma City, Okla.	do	Do.
John C. Harrington	do	do	Do.
N. Martin Stringer	do	do	Do.
Sar A. Levitan	Washington, D. C.	July 10, 1967	Do.
Nicholas H. Zumas	do	Aug. 3, 1967	Do.
Albert Epstein	New York, N. Y.	do	Do.
Don Gladden	Ft. Worth, Tex.	do	Do.
John R. McCandless	Oklahoma City, Okla.	do	Do.
J. Fred Holly	Knoxville, Tenn.	do	Northwest Airlines, Inc., and Air Line Pilots Association, International.
Edgar Allan Jones, Jr.	Los Angeles, Calif.	do	Qantas Airways and Air Line Dispatchers Association.
Don Gladden	Ft. Worth, Tex.	do	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
John J. McGovern	Washington, D. C.	Aug. 4, 1967	Do.
Frank J. Gleeson	Minneapolis, Minn.	Aug. 9, 1967	North Central Airlines, Inc., and Air Line Pilots Association, International.
George S. Ives	Washington, D. C.	Aug. 14, 1967	Eastern Air Lines, Inc., and Air Line Dispatchers Association.
Laurence E. Seibel	do	do	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
Herbert J. Mesigh	Oklahoma City, Okla.	Aug. 16, 1967	Do.
Albert Epstein	New York, N. Y.	do	Do.
David H. Brown	Sherman, Tex.	Aug. 17, 1967	Do.
Phillip G. Sheridan	Everett, Wash.	Aug. 18, 1967	Braniff International Airways, and Air Line Pilots Association, International.
David H. Brown	Sherman, Tex.	do	Do.
Paul C. Dugan	Kansas City, Mo.	Aug. 25, 1967	Ozark Airlines, Inc. and Air Line Pilots Association, International.
Wilmont Sweeney	Oakland, Calif.	do	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
Albert Epstein	New York, N. Y.	Aug. 28, 1967	Do.
Arthur Stark	do	Sept. 11, 1967	Do.
Arthur Stark	do	Sept. 25, 1967	American Airlines, Inc., and Air Line Dispatchers Association.
David H. Brown	Sherman, Tex.	Sept. 28, 1967	Trans World Airlines, Inc., and International Association of Machinists & Aerospace Workers.
James C. Vadakin	Coral Gables, Fla.	Sept. 29, 1967	British West Indian Airways, Inc., and International Association of Machinists & Aerospace Workers.
Donald Marrs	Oklahoma City, Okla.	Oct. 9, 1967	Ozark Airlines, Inc. Aircraft Mechanics Fraternal Association.
Benjamin Wolf	Tarrytown, N. Y.	Oct. 17, 1967	Pan American World Airways, Inc., and Transport Workers Union of America.
Frank J. Gleeson	Minneapolis, Minn.	do	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.

Paul N. Guthrie	Chapel Hills, N.C.	Oct. 18, 1967	Airlift International, and Airline Pilots Association, International.
Milton Friedman	Merrick, N.Y.	Oct. 17, 1968	Aeronaves de Mexico and International Association of Machinists & Aerospace Workers.
Francis J. Robertson	Washington, D.C.	Oct. 18, 1967	Trans World Airlines, Inc. and Air Line Employees Association.
David H. Stowe	Bethesda, Md.	do.	Airlift International and Air Line Pilots Association.
Laurence E. Seibel	Washington, D.C.	do.	Airlift International and Air Line Employees Association.
Nicholas H. Zumas	do.	Oct. 23, 1967	Airlift International, Inc. and Air Line Pilots Association.
Ross Hutchins	Tulsa, Okla.	Oct. 24, 1967	Braniff International Airways and Air Line Pilots Association.
David H. Stowe	Bethesda, Md.	Oct. 25, 1967	Do.
Nathan Cayton	Washington, D.C.	do.	Do.
John H. Dorsey	do.	do.	Do.
L. W. Horning	Sarasota, Fla.	Oct. 27, 1967	Do.
Nicholas H. Zumas	Washington, D.C.	do.	Do.
Laurence E. Seibel	do.	do.	Do.
John J. McGovern	do.	Oct. 30, 1967	Do.
Claude S. Woodie	Oklahoma City, Okla.	Nov. 8, 1967	Braniff International Airways and International Association of Machinists & Aerospace Workers.
Albert Epstein	New York, N.Y.	Nov. 9, 1967	New York Airways and International Association of Machinists & Aerospace Workers.
Joseph Shister	Buffalo, N.Y.	do.	Trans-Texas Airways and International Association of Machinists & Aerospace Workers.
Laurence E. Seibel	Washington, D.C.	Nov. 14, 1967	Capitol Airways, Inc., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America.
J. Fred Holly	Knoxville, Tenn.	Nov. 30, 1967	Capitol Airways, Inc., and International Association of Machinists & Aerospace Workers.
Milton Friedman	Merrick, N.Y.	do.	New York Airways, Inc., and International Association of Machinists & Aerospace Workers.
Kieran P. O'Gallagher	Chicago, Ill.	Dec. 4, 1967	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
Laurence E. Seibel	Washington, D.C.	Dec. 5, 1968	Do.
David H. Brown	Sherman, Tex.	Dec. 5, 1967	British Overseas Airways Corporation, and International Association of Machinists & Aerospace Workers.
John Zarboni	Oklahoma City, Okla.	do.	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
Frank J. Gleeson	Minneapolis, Minn.	Dec. 15, 1967	North Central Airlines, Inc., and Americal Railway Supervisors Association.
John F. Sembower	Chicago, Ill.	do.	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
LeRoy Powers	Oklahoma City, Okla.	do.	Do.
N. Martin Stringer	Oklahoma City, Okla.	Dec. 18, 1967	Do.
Sar A. Levitan	Washington, D.C.	do.	Do.
John J. McGovern	do.	do.	Do.
Robert A. Franden	Tulsa, Okla.	do.	Do.
John C. Harrington	Oklahoma City, Okla.	Dec. 19, 1967	Do.
Nicholas H. Zumas	Washington, D.C.	Dec. 28, 1967	Do.
Albert W. Epstein	New York, N.Y.	do.	New York Airways, Inc., and International Association of Machinists & Aerospace Workers.
David H. Stowe	Washington, D.C.	do.	National Airlines, Inc., and Air Line Pilots Association, International.
Milton Friedman	Merrick, N.Y.	do.	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
Frank Gleeson	Minneapolis, Minn.	Dec. 29, 1967	Do.
Harold M. Gilden	Chicago, Ill.	do.	Do.
Mark Kahn	Detroit, Mich.	Jan. 26, 1968	Trans-Texas Airways, Inc., and Air Line Pilots Association, International.

See footnotes at end of table.

5. Referees appointed—System Board of Adjustment (Airline), fiscal year 1968—Continued

Name	Residence	Date of appointment	Parties
Nicholas H. Zumas.....	Washington, D.C.....	Jan. 30, 1968	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
Preston J. Moore.....	Oklahoma City, Okla.....	do.....	Branniff International Airways, and International Association of Machinists & Aerospace Workers.
John McGovern.....	Washington, D.C.....	do.....	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
Paul C. Dugan.....	Kansas City, Mo.....	Jan. 31, 1968	Ozark Airlines, Inc., and Air Line Pilots Association, International.
Jerome J. Lande.....	New York, N.Y.....	Feb. 5, 1968	Pan American World Airways, Inc., and Transport Workers Union of America, Railroad Division.
J. B. Gillingham.....	Seattle, Wash.....	do.....	Northern Consolidated Airlines, Inc., and Air Line Dispatchers Association.
Ronald W. Haughton.....	Detroit, Mich.....	Feb. 9, 1968	British Overseas Airways Corporation, and International Association of Machinists & Aerospace Workers.
Milton Friedman.....	Merrick, N.Y.....	Feb. 14, 1968	Do.
Albert Epstein.....	New York, N.Y.....	do.....	British Overseas Airways Corporation, and Communication Workers of America.
Nicholas H. Zumas.....	Washington, D.C.....	do.....	National Airlines, Inc., and Air Line Pilots Association, International.
Harry H. Platt.....	Detroit, Mich.....	Feb. 16, 1968	Tag Airlines, Inc., and Air Line Pilots Association, International.
Jerome J. Lande.....	New York, N.Y.....	Feb. 19, 1968	Air France, and International Association of Machinists & Aerospace Workers.
James C. Hill.....	Huntington, N.Y.....	do.....	Eastern Airlines, and nonmanagement request for review procedures.
John C. Harrington.....	Oklahoma City, Okla.....	Mar. 13, 1968	Western Airlines, and International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America.
Robert A. Franden.....	Tulsa, Okla.....	do.....	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
Arthur S. Sachs.....	New Haven, Conn.....	Mar. 14, 1968	National Airlines, Inc., and Air Line Pilots Association, International.
Lewis M. Gill.....	Merion, Pa.....	do.....	Bonanza/West Coast/Pacific (Merger Panel) and Air Line Pilots Association International.
Wilmont Sweeney.....	Oakland, Calif.....	Mar. 15, 1968	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
Milton Friedman.....	Merrick, N.Y.....	do.....	British Overseas Airways Corporation, and Communication Workers of America.
Sar Levitan.....	Washington, D.C.....	do.....	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
Arthur Stark.....	New York, N.Y.....	Mar. 18, 1968	Pan American World Airways, Inc., and Brotherhood of Railway, Airline and Steamship clerks, Freight Handlers, Express & Station Employees.
Dallas A. Blankenship.....	Dallas, Tex.....	Mar. 26, 1968	Northwest Airlines, Inc., and Air Line Stewards and Stewardesses Association, International.
Lloyd H. Bailer.....	Los Angeles, Calif.....	Mar. 27, 1968	Western Air Lines, Inc.-Pacific Northern Airlines (Merger), and Air Line Pilots Association, International.
Frank J. Gleeson.....	Minneapolis, Minn.....	do.....	Northwest Airlines, Inc., and Air Line Stewards and Stewardesses Association, International.
Robert A. Franden.....	Tulsa, Okla.....	Apr. 22, 1968	Do.
Bert L. Luskin.....	Chicago, Ill.....	Apr. 25, 1968	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.

David H. Brown.....	Sherman, Tex.....	Apr. 26, 1968	Alaska Airlines/Cordova Airlines, and Air Line Pilots Association, International.
Murray M. Rohman.....	Fort Worth, Tex.....	do	Northwest Airlines, Inc., and Air Line Stewards and Stewardesses Association, International.
Benjamin H. Wolfe.....	Tarrytown, N.Y.....	do	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
Albert Epstein.....	New York, N.Y.....	do	Air France and International Association of Machinists & Aerospace Workers.
Jan E. Cartwright.....	Muskogee, Okla.....	do	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
Peyton M. Williams.....	Oklahoma City, Okla.....	Apr. 29, 1968	Do.
George S. Ives.....	Washington, D.C.....	do	Do.
John J. McGovern.....	do.....	May 3, 1968	Do.
James C. Vadakin.....	Coral Gables, Fla.....	Mar. 27, 1968	Airlift International Inc, and Air Line Employees Association.
Samuel Kagel.....	San Francisco, Calif.....	Apr. 2, 1968	Pan American World Airways, Inc., and Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees.
Nicholas H. Zumas.....	Washington, D.C.....	Apr. 5, 1968	Northeast Airlines, and Air Line Stewards and Stewardesses Association, International.
Nelson M. Bortz.....	Bethesda, Md.....	Apr. 8, 1968	British Overseas Airways Corporation and International Association of Machinist & Aerospace Workers.
Nicholas H. Zumas.....	Washington, D.C.....	Apr. 17, 1968	Ozark Airlines, Inc., and Airlift Mechanics Fraternal Association.
Francis J. Robertson.....	do.....	Apr. 18, 1968	Northwest Airlines, Inc., and Air Line Stewards and Stewardesses Association, International.
Laurence E. Seibel.....	do.....	do	Do.
Albert Epstein.....	New York, N.Y.....	do	Air France and International Association of Machinists & Aerospace Workers.
Thomas G. S. Christensen.....	do.....	May 10, 1968	Pan American World Airways, Inc., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express & Station Employees.
Sar A. Levitan.....	Washington, D.C.....	May 17, 1968	Northwest Airlines, Inc., and International Association of Machinists & Aerospace Workers.
David S. McLaughlin.....	New York, N.Y.....	do	Do.
Jerry L. Goodman.....	Tulsa, Okla.....	May 20, 1968	Do.
Bert Luskin.....	Chicago, Ill.....	May 22, 1968	Do.
John A. Zerboni.....	Oklahoma City, Okla.....	May 27, 1968	Do.
John J. McGovern.....	Washington, D.C.....	do	Do.
David H. Stowe.....	do.....	June 6, 1968	Pan American World Airways, Inc., and Transport Workers Union of America, Airline Division.
Nicholas H. Zumas.....	Washington, D.C.....	June 13, 1968	Northwest Airlines, Inc. and International Association of Machinists & Aerospace Workers.
Laurence E. Seibel.....	do.....	do	Do.
David H. Brown.....	Sherman, Tex.....	June 14, 1968	Do.
John J. McGovern.....	Washington, D.C.....	do	Do.
Preston J. Moore.....	Oklahoma City, Okla.....	do	American Flyers Airlines, and International Association of Machinists & Aerospace Workers.
Albert Epstein.....	New York, N.Y.....	do	Northwest Airlines, and Air Line Stewards and Stewardesses Association, International.
Laurence E. Seibel.....	Washington, D.C.....	June 20, 1968	National Airlines, Inc., and International Association of Machinists & Aerospace Workers.
David H. Brown.....	Sherman, Tex.....	do	Do.
Nelson Bortz.....	Bethesda, Md.....	do	National Airlines, Inc., and Air Line Dispatchers Association.
Jerome Lande.....	New York, N.Y.....	June 28, 1968	Northwest Airlines, Inc., and Air Line Stewards and Stewardesses Association, International.

¹ Replaced William H. Christian.

APPENDIX C

TABLE 1.—Number of cases received and disposed of, fiscal years 1935-68

Status of cases	34-year period, 1935-68	Fiscal year 1968	Fiscal year 1967	Fiscal year 1966	Fiscal year 1965	Fiscal year 1964	5-year period, 1960-64 (average)	5-year period, 1955-59 (average)	5-year period, 1950-54 (average)	5-year period, 1945-49 (average)	5-year period, 1940-44 (average)
All types of cases											
Cases pending and unsettled at beginning of period.....	96	629	545	336	281	286	248	202	136	172	126
New cases docketed.....	12, 625	315	420	560	359	306	302	413	415	463	381
Total cases on hand and received.....	12, 721	944	965	896	640	592	550	615	551	635	507
Cases disposed of.....	12, 136	359	336	351	304	311	289	401	403	496	347
Cases pending and unsettled at end of period.....	571	571	629	545	336	281	261	214	148	139	160
Representation cases											
Cases pending and unsettled at beginning of period.....	24	23	16	42	13	13	17	22	34	50	34
New cases docketed.....	3, 999	67	99	84	95	54	62	100	136	176	149
Total cases on hand and received.....	4, 023	90	115	126	108	67	79	122	170	226	183
Cases disposed of.....	4, 006	73	92	110	66	54	62	102	137	186	139
Cases pending and unsettled at end of period.....	17	17	23	16	42	13	17	20	33	40	44
Mediation cases											
Cases pending and unsettled at beginning of period.....	72	603	526	290	265	271	228	173	102	122	91
New cases docketed.....	8, 510	245	319	472	261	246	235	304	276	286	230
Total cases on hand and received.....	8, 582	848	845	762	526	517	463	477	378	408	321
Cases disposed of.....	8, 018	284	242	236	236	252	221	290	264	309	203
Cases pending and unsettled at end of period.....	560	560	603	526	290	265	241	187	114	99	115
Interpretation cases											
Cases pending and unsettled at beginning of period.....	None	3	3	4	3	2	3	6	0	0	1
New cases docketed.....	118	3	2	4	3	6	5	9	3	1	2
Total cases on hand and received.....	118	6	5	8	6	8	8	15	3	1	3
Cases disposed of.....	114	2	2	5	2	5	5	8	2	1	2
Cases pending and unsettled at end of period.....	4	4	3	3	4	3	3	7	1	0	1

TABLE 2.—Disposition of mediation cases by method, class of carrier, issue involved, fiscal year 1968

	Disposition by type of carrier							Rail-roads, total	Air-lines, total	Disposition by major issue involved					
	Railroads						New agreement Rates of pay Rules								
	Total, all cases	Class I	Class II	Switching and terminal	Electric railroads	Miscellaneous carriers	Rail-road			Air-line	Rail-road	Air-line	Rail-road	Air-line	
Total	284	142	49	10	1	10	212	72	2	3	51	50	159	19	
Mediation agreement.....	180	90	25	10	0	5	130	50	2	3	32	33	96	14	
Arbitration agreement.....	1	1	0	0	0	0	1	0	0	0	1	0	0	0	
Withdrawn after mediation.....	9	3	3	0	0	1	7	2	0	0	2	1	5	1	
Withdrawn before mediation.....	15	12	3	0	0	0	15	0	0	0	4	0	11	0	
Refusal to arbitrate by:															
Carrier.....	12	4	5	0	0	1	10	2	0	0	2	1	8	1	
Employees.....	13	11	0	0	0	1	12	1	0	0	3	1	9	0	
Both.....	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Dismissal.....	54	21	13	0	1	2	37	17	0	0	7	14	30	3	

TABLE 3.—Representation cases disposition by craft or class, employees involved and participating, fiscal year 1968

	Railroads					Airlines			
	Total all cases	Number cases	Number of craft or class	Number employees involved	Number of employees participating	Number cases	Number of craft or class	Number employees involved	Number of employees participating
Total.....	37	46	8,840	6,882	36	39	28,152	6,515	
DISPOSITION									
Certification based on election.....	27	35	4,588	4,197	23	25	5,819	4,970	
Certification based on authorization.....	4	5	2,717	2,651	1	1	7	6	
Withdrawn after investigation.....	1	1	1	0	3	4	20,796	0	
Withdrawn before investigation.....	2	2	1,451	0	0	0	0	0	
Dismissal.....	3	3	83	34	9	9	1,530	443	
Total all cases.....	73		36,992	13,397					

TABLE 4.—Number of cases disposed of by major groups of employees, fiscal year 1968

Major groups of employees	Number of—			
	All types of cases	Representation cases	Mediation cases	Interpretation cases
Grand total, all groups of employees.....	359	73	284	2
Railroad total.....	249	37	212	0
Combined groups, railroad.....	17	4	13	0
Train, engine and yard service.....	154	7	147	0
Mechanical foremen.....	6	2	4	0
Maintenance of equipment.....	4	2	2	0
Clerical, office, station and storehouse.....	10	0	10	0
Yardmasters.....	4	3	1	0
Maintenance-of-way and signal.....	10	2	8	0
Subordinate officials in maintenance of way.....	1	1	0	0
Agents, telegraphers, and towerman.....	6	2	4	0
Train dispatchers.....	3	0	3	0
Technical engineers, architects, draftsman, etc.....	0	0	0	0
Dining-car employees, train and pullman porters.....	6	2	4	0
Patrolmen and special officers.....	3	2	1	0
Marine servicemen.....	16	7	9	0
Miscellaneous railroad.....	9	3	6	0
Airline total.....	110	36	72	2
Combined airline.....	9	3	5	1
Mechanics.....	28	7	20	1
Radio and teletype operators.....	3	1	2	0
Clerical, office, stores, fleet and passenger service.....	14	9	5	0
Stewards, stewardesses, and flight pursuers.....	13	2	11	0
Pilots.....	17	3	14	0
Dispatchers.....	9	4	1	0
Meteorologists.....	2	1	1	0
Flight engineers.....	3	1	2	0
Miscellaneous airline.....	12	6	7	0

TABLE 5.—Number of crafts or classes and number of employees involved in representation cases, by major groups of employees, fiscal year 1968

	Number of cases	Number of crafts or classes	Employees involved	
			Number	Percent
Grand total, all groups of employees.....	73	85	36,992	100
Railroad, total.....	37	46	8,840	24
Train service.....	3	3	251	(1)
Engine service.....	3	3	881	2
Yard service.....	3	3	3,276	9
Mechanical foremen.....	2	2	78	(1)
Maintenance of equipment.....	2	2	80	(1)
Clerical, office, station, and storehouse.....	0	0	0	0
Yardmasters.....	3	3	1,212	3
Maintenance of way and signal.....	2	2	37	(1)
Subordinate officials, maintenance of way.....	1	1	5	(1)
Agents, telegraphers, and towermen.....	2	2	9	(1)
Dispatchers.....	0	0	0	0
Technical engineers, architects, draftsman, etc.....	0	0	0	0
Patrolmen and special officers.....	2	2	8	(1)
Marine service.....	7	7	251	(1)
Combined groups, railroad.....	4	13	2,744	7
Miscellaneous railroad.....	3	3	8	(1)
Airline, total.....	36	39	28,152	76
Mechanics.....	7	7	3,092	8
Flight navigators.....	1	1	9	(1)
Clerical, office, stores, fleet and passenger service.....	7	7	22,175	60
Stewards, stewardesses, and pursers.....	2	2	316	(1)
Stocks and stores employees.....	2	2	65	(1)
Pilots.....	3	3	45	(1)
Flight engineers.....	1	1	1,360	4
Combined groups, airline.....	3	6	732	2
Dispatchers.....	4	4	25	(1)
Commissary.....	1	1	102	(1)
Radio operators and teletype.....	1	1	18	(1)
Miscellaneous airline.....	4	4	213	(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 1968

	Certifications issued to—						Number of employees involved	
	National organizations			Local unions				
	Craft or class	Employees involved		Craft or class	Employees involved			
		Number	Per- cent		Number	Per- cent		
RAILROADS								
Representation acquired:								
Elections.....	7	62	(1)	-----	0	0	7	62
Proved authorizations.....	3	11	(1)	-----			3	11
Representation changed:								
Elections.....	14	2,472	20	6	130	49	20	2,602
Proved authorizations.....	2	2,706	21	0	0	0	2	2,706
Representation unchanged:								
Elections.....	3	1,847	15	1	76	29	4	1,923
Proved authorizations.....	0	0	0	0	0	0	0	0
Total, railroads.....	29	7,098	56	7	206	78	36	7,304
AIRLINES								
Representation acquired:								
Elections.....	11	286	(1)	3	58	22	14	244
Proved authorizations.....	1	7	(1)	0	0	0	1	7
Representation changed:								
Elections.....	9	3,949	31	0	0	0	9	3,949
Proved authorizations.....	0	0	0	0	0	0	0	0
Representation unchanged:								
Elections.....	2	1,522	12	0	0	0	2	1,522
Total, airlines.....	23	5,764	44	3	58	22	26	5,822
Total, combined railroad and airline.....	52	12,862	100	10	264	100	62	13,126

¹ Less than 1 percent.

Note.—These figures do not include cases that were either dismissed or withdrawn.

TABLE 7.—*Strikes in the railroad and airline industries, July 1, 1967, to June 30, 1968*

Case number	Carrier	Union	Craft or class	Number of employees	Date began	Date ended	Days duration	Issues	Disposition
A-8032	West Coast Airlines.....	ALEA.....	Agents.....	734	July 3, 1967	July 10, 1967	8	Wages and rules.....	Mediation agreement.
A-7949	Carriers represented by	IAMAW.....	Shopcrafts.....	(1)	July 16, 1967	July 17, 1967	2	Wages.....	Settled by determination of Special Railroad Board under Public Law 90-54.
EB-169	National Railway Labor Conference.	BB SMWIA IBEW BRCA IBFO							
A-7470	Interstate Railroad.....	BLFE.....	Enginemen.....	152	Aug. 2, 1967	Dec. 22, 1967	143	Wages and rules.....	Settled by parties.
A-8163	Qantas Empire Airways, Ltd.	IAM.....	Mechanics.....	350	Dec. 18, 1967	Feb. 21, 1968	66	do.....	Mediation agreement.
A-7544	Missouri Pacific R.R.....	BRT.....	Trainmen-yardmen	8,500	Feb. 5, 1968	Feb. 9, 1968	5	Crew consist.....	Settled by parties.
A-7556	Texas & Pacific R.R.....	BRT.....	do.....						
A-7663	Seaboard Coast Line R.R....	BRT.....	do.....						

¹ Not available—Sporadic work stoppages started on certain major carriers but were terminated on passage of Public Law 90-54.

TABLE 8.—*Number of labor agreements on file with the National Mediation Board according to type of labor organization and class of carrier, fiscal years 1935-68*

Fiscal year	All carriers	Class I	Class II	Switching and terminal	Electric	Express and pullman	Miscellaneous railroad carriers	Air carriers
1968.....	5,285	3,145	780	771	164	14	87	324
1967.....	5,275	3,143	778	771	164	14	87	318
1966.....	5,235	3,134	776	770	164	14	87	290
1965.....	5,230	3,132	775	770	164	14	87	288
1964.....	5,228	3,132	775	769	164	14	87	287
1963.....	5,226	3,132	774	769	164	14	87	286
1962.....	5,221	3,131	772	767	164	14	87	286
1961.....	5,220	3,131	772	767	164	14	87	285
1960.....	5,218	3,131	772	766	164	14	87	284
1959.....	5,215	3,130	772	766	164	14	87	282
1958.....	5,205	3,126	770	764	164	14	87	280
1957.....	5,196	3,117	770	764	164	14	87	280
1956.....	5,190	3,117	769	763	164	14	86	277
1955.....	5,180	3,116	763	763	163	14	86	275
1950.....	5,092	3,094	752	749	159	13	84	241
1945.....	4,665	2,913	735	705	150	8	56	98
1940.....	4,193	2,708	684	603	108	8	38	44
1935.....	3,021	2,335	347	334	-----	5	-----	-----
National organizations:								
1968.....	5,160	3,087	776	753	160	14	86	312
1967.....	5,150	3,085	774	753	160	14	86	306
1966.....	5,139	3,077	772	752	160	14	86	278
1965.....	5,135	3,076	771	752	160	14	86	276
1964.....	5,133	3,076	771	751	160	14	86	275
1963.....	5,131	3,076	770	751	160	14	86	274
1962.....	5,127	3,076	768	749	160	14	86	274
1961.....	5,126	3,076	768	749	160	14	86	273
1960.....	5,124	3,076	768	748	160	14	86	272
1959.....	5,121	3,075	768	748	160	14	86	270
1958.....	5,111	3,071	766	746	160	14	86	268
1957.....	5,102	3,062	766	746	160	14	86	268
1956.....	5,096	3,062	765	745	160	14	85	265
1955.....	5,086	3,061	759	745	159	14	85	263
1950.....	4,999	3,040	748	731	155	13	83	229
1945.....	4,585	2,865	732	687	146	8	56	91
1940.....	4,128	2,668	681	588	106	8	38	39
1935.....	2,940	2,254	347	334	-----	6	-----	-----
Other organizations:								
1968.....	97	58	4	18	4	-----	1	12
1967.....	97	58	4	18	4	-----	1	12
1966.....	96	57	4	18	4	-----	1	12
1965.....	95	56	4	18	4	-----	1	12
1964.....	95	56	4	18	4	-----	1	12
1963.....	95	56	4	18	4	-----	1	12
1962.....	94	55	4	18	4	-----	1	12
1961.....	94	55	4	18	4	-----	1	12
1960.....	94	55	4	18	4	-----	1	12
1959.....	94	55	4	18	4	-----	1	12
1958.....	94	55	4	18	4	-----	1	12
1957.....	94	55	4	18	4	-----	1	12
1956.....	94	55	4	18	4	-----	1	12
1955.....	94	55	4	18	4	-----	1	12
1950.....	93	54	4	18	4	-----	1	12
1945.....	80	48	3	18	4	-----	-----	7
1940.....	65	40	3	15	2	-----	-----	5
1935.....	81	81	-----	-----	-----	-----	-----	-----

TABLE 9.—Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal years 1935-68 inclusive

ALL DIVISIONS

Cases	34 year period, 1935-67	1968	1967	1966	1965	1964
Open and on hand at beginning of period.....		5,346	6,090	6,245	² 6,559	¹ 6,864
New cases docketed.....	68,123	1,395	1,689	1,554	1,571	1,731
Total number of cases on hand and docketed.....	68,123	6,741	7,778	7,799	8,130	8,595
Cases disposed of.....	63,099	1,717	2,433	1,709	1,884	2,035
Decided without referee.....	12,561	150	143	166	163	49
Decided with referee.....	28,343	1,064	1,295	1,140	1,172	1,346
Withdrawn.....	22,195	503	995	403	¹ 559	640
Open cases on hand close of period.....	5,024	5,024	5,346	6,090	6,245	6,560
Heard.....	427	427	586	560	702	784
Not heard.....	4,597	4,597	4,760	5,530	5,543	5,776

FIRST DIVISION

Open and on hand at beginning of period.....		3,509	4,049	4,056	4,062	² 3,847
New cases docketed.....	42,221	358	446	490	564	738
Total number of cases on hand and docketed.....	42,221	3,867	4,495	4,546	4,626	4,585
Cases disposed of.....	38,922	568	986	497	570	523
Decided without referee.....	10,634	110	135	158	141	37
Decided with referee.....	10,783	140	107	79	79	103
Withdrawn.....	17,505	318	744	260	350	383
Open cases on hand close of period.....	3,299	3,299	3,509	4,049	4,056	4,062
Heard.....	127	127	150	163	172	185
Not heard.....	3,172	3,172	3,359	3,886	3,884	3,877

SECOND DIVISION

Open and on hand at beginning of period.....		380	337	286	270	355
New cases docketed.....	5,768	211	338	238	205	198
Total number of cases on hand and docketed.....	5,768	591	675	524	475	553
Cases disposed of.....	5,404	287	295	187	189	283
Decided without referee.....	727	36	1	0	2	1
Decided with referee.....	3,817	236	264	156	182	267
Withdrawn.....	920	15	30	31	5	15
Open cases on hand close of period.....	304	304	380	337	286	270
Heard.....	51	51	65	90	141	55
Not heard.....	253	253	315	247	172	215

THIRD DIVISION

Open and on hand at beginning of period.....		1,361	1,666	1,872	² 2,196	2,598
New cases docketed.....	17,732	715	776	719	693	715
Total number of cases on hand and docketed.....	17,732	2,076	2,442	2,591	2,889	3,313
Cases disposed of.....	16,408	751	1,081	925	1,017	1,116
Decided without referee.....	900	1	5	4	19	4
Decided with referee.....	12,232	596	867	837	822	893
Withdrawn.....	3,285	154	209	84	176	219
Open cases on hand close of period.....	1,324	1,324	1,361	1,666	1,872	2,197
Heard.....	157	157	321	276	399	520
Not heard.....	1,167	1,167	1,040	1,390	1,472	1,677

See footnotes at end of table.

TABLE 9.—Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal years 1935-68 inclusive—Continued

FOURTH DIVISION

Cases	34 year period, 1935-67	1968	1967	1966	1965	1964
Open and on hand at beginning of period.....		97	39	32	31	64
New cases docketed.....	2,404	111	129	107	109	80
Total number of cases on hand and docketed.....	2,404	208	108	139	140	144
Cases disposed of.....	2,307	111	71	100	108	113
Decided without referee.....	310	3	2	4	1	7
Decided with referee.....	1,511	92	57	68	79	83
Withdrawn.....	486	16	12	28	28	23
Open cases on hand close of period.....	97	97	97	39	32	31
Heard.....	92	92	50	32	17	24
Not heard.....	5	5	47	7	15	7

¹ Adjusted to correct error of 54 First Division cases previously reported as withdrawn.

² Adjusted to reflect closing 1 case in previous fiscal year.

ERRATA SHEET

(Substitute this sheet for Pages 79 and 80—34th Annual Report of National Mediation Board for fiscal year ended June 30, 1968.)

TABLE 9.—Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal years 1935-68 inclusive

ALL DIVISIONS

Cases	34 year period, 1935-68	1968	1967	1966	1965	1964
Open and on hand at beginning of period.....		5,346	6,090	6,245	6,559	6,864
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Heard.....	427	427	586	560	702	784
Not heard.....	4,597	4,597	4,760	5,530	5,543	5,776

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Cases disposed of.....	38,922	568	986	497	570	523
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Not heard.....	3,172	3,172	3,359	3,886	3,884	3,877

SECOND DIVISION

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New cases docketed.....	5,768	211	338	238	205	198
Total number of cases on hand and docketed.....	5,768	591	675	524	475	553
Cases disposed of.....	5,464	287	295	187	189	283
Decided without referee.....	727	36	1	0	2	1
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Open cases on hand close of period.....	304	304	380	337	286	270
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THIRD DIVISION

Open and on hand at beginning of period.....		1,361	1,666	1,872	2,196	2,598
New cases docketed.....	17,732	715	776	719	693	715
Total number of cases on hand and docketed.....	17,732	2,076	2,442	2,591	2,889	3,313
Cases disposed of.....	16,406	751	1,081	925	1,017	1,116
Decided without referee.....	900	1	5	4	19	4
Decided with referee.....	12,222	596	867	837	822	893
Withdrawn.....	3,284	154	209	84	176	219
Open cases on hand close of period.....	1,324	1,324	1,361	1,666	1,872	2,197
Heard.....	167	167	321	276	399	520
Not heard.....	1,167	1,167	1,040	1,390	1,472	1,677

See footnotes at end of table.

TABLE 9.—Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal years 1935-68 inclusive—Continued

FOURTH DIVISION

Cases	34 year period, 1935-68	1968	1967	1966	1965	1964
Open and on hand at beginning of period.....		97	39	32	31	64
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Total number of cases on hand and docketed.....	2,404	208	168	139	140	144
Cases disposed of.....	2,307	111	71	100	108	113
Decided without referee.....	310	3	2	4	1	7
Decided with referee.....	1,511	92	57	68	79	83
Withdrawn.....	486	16	12	28	28	23
Open cases on hand close of period.....	97	97	97	39	32	31
Heard.....	92	92	50	32	17	24
Not heard.....	5	5	47	7	15	7

¹ Adjusted to correct error of 54 First Division cases previously reported as withdrawn.

² Adjusted to reflect closing 1 case in previous fiscal year.

NOTE:

Certain numerical footnotes omitted or incorrectly designated in Table 10 (Pages 81 through 86—Employee representation on selected rail carriers) were intended to indicate the following:

New York, Chicago & St. Louis RR	} Merged into Norfolk & Western Ry. Co. 10-16-64
Pittsburgh & West Va. Ry.	
Wabash RR.	

Atlantic Coast Line RR	} Merger into Seaboard Coast Line RR Co. 7-1-67.
Seaboard Air Line RR	

New York Central RR	} Merged into Penn Central 2-1-68
Pennsylvania RR	

TABLE 10.—Employee representation on selected rail carriers as of June 30, 1968

Railroad	Engineers	Firemen and hostlers	Conductors	Brakemen, flagmen, and baggage-men	Yard-foremen, helpers, and switch-tenders	Yard-masters	Clerical office, station, storehouse	Maintenance-of-way employees	Telegraphers	Dispatcher
Akron, Canton & Youngstown Ry.	BLE	BLF&E	BRT	BRT	BRT	BRT	BRAC	BMW	TCEU	ATDA
Ann Arbor RR.	BLF&E	BLF&E	BRT	BRT	BRT	ARSA	BRAC	BMW	TCEU	ATDA
Atchison, Topeka & Santa Fe Ry.	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Gulf, Colorado & Santa Fe Ry.	BLE	BLF&E	ORCB	BRT	BRT	RYA	(#)	(#)	(#)	(#)
Panhandle & Santa Fe Ry.	BLE	BLF&E	ORCB	BRT	BRT	RYA	(#)	(#)	(#)	(#)
Atlanta & West Point RR.	BLE	BLF&E	BRT	BRT	BRT	X	BRAC	BMW	TCEU	ATDA
Atlantic Coast Line RR. ¹	BLE	BLF&E	ORCB	BRT	BRT	RYNA	BRAC	BMW	TCEU	ATDA
Baltimore & Ohio RR.	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Bangor & Aroostock RR.	BLF&E	BLF&E	BRT	BRT	BRT	X	BRAC	BMW	TCEU	ATDA
Bessemer & Lake Erie RR.	BLF&E	BLF&E	BRT	BRT	BRT	X	BRAC	BMW	TCEU	X
Boston & Maine RR.	BLE	BLF&E	BRT	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Central of Georgia Ry.	BLE	BLF&E	ORCB	BRT	SUNA	RYA	BRAC	BMW	TCEU	ATDA
Central RR. of New Jersey	BLE	BLF&E	ORCB	BRT	BRT	RYNA	BRAC	BMW	TCEU	ATDA
Central Vermont Ry.	BLE	BLF&E	BRT	BRT	BRT	BRT	BRAC	BMW	TCEU	ATDA
Chesapeake & Ohio Ry.	BLE	BLF&E	ORCB	BRT	BRT	RYNA	BRAC	BMW	TCEU	ATDA
Chicago & Eastern Illinois RR.	BLE	BLF&E	BRT	BRT	BRT	ARSA	BRAC	BMW	TCEU	ATDA
Chicago & Illinois Midland Ry.	BLF&E	BLF&E	BRT	BRT	BRT	X	BRAC	BMW	TCEU	ATDA
Chicago & North Western Ry.	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Chicago, Burlington & Quincy RR.	BLE	BLF&E	ORCB	BRT	BRT	ORCB	RYA	BRAC	BMW	TCEU
Chicago, Great Western Ry.	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Chicago, Milwaukee, St. Paul & Pacific RR.	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Chicago, Rock Island & Pacific Ry.	BLE	BLF&E	BRT	BRT	SUNA	RYA	BRAC	BMW	TCEU	ATDA
Clinchfield RR.	BLE	BLF&E	ORCB	BRT	SUNA	RYA	BRAC	BMW	TCEU	ATDA
Colorado & Southern Ry.	BLE	BLF&E	ORCB	BRT	BRT	BRT	BRAC	BMW	TCEU	ATDA
Colorado & Wyoming Ry.	BLF&E	BLF&E	BRT	BRT	BRT	BRT	BRAC	BMW	X	(#)
Delaware & Hudson RR.	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Denver & Rio Grande Western RR.	BLE	BLF&E	ORCB	BRT	SUNA	RYA	BRAC	BMW	TCEU	ATDA
Detroit & Toledo Shore Line RR.	BLF&E	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Detroit, Toledo & Ironton RR.	BLE	BLF&E	BRT	BRT	BRT	X	BRAC	BMW	TCEU	ATDA
Duluth, Missabe & Iron Range Ry.	BLF&E	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Duluth, Winnipeg & Pacific Ry.	BLF&E	BLF&E	BRT	BRT	BRT	RYA	BRAC	BMW	TCEU	TCEU
Elgin, Joliet & Eastern	BLE	BLF&E	ORCB	BRT	ORCB	BRT	BRAC	BMW	TCEU	LU
Erie Lackawanna RR.	BLE	BLF&E	BRT	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Florida East Coast Ry.	BLE	BLF&E	ORCB	BRT	BRT	LU	BRAC	BMW	TCEU	LU

¹ Merged int. Seaboard Coast Line RR. Co., effective July 1, 1967.

TABLE 10.—Employee representation on selected rail carriers as of June 30, 1968—Continued

Railroad	Engineers	Firemen and hostlers	Conductors	Brakemen, flagmen, and baggage-men	Yard-foremen, helpers, and switch-tenders	Yard-masters	Clerical office, station, storehouse	Maintenance-of-way employees	Telegraphers	Dispatcher
Fort Worth & Denver Ry.	BLE	BLF&E	BRT	BRT	SUNA	RYA	BRAC	BMW	TCEU	ATDA
Georgia & Florida RR.	BLE	BLF&E	BRT	BRT	BRT	X	BRAC	BMW	TCEU	ATDA
Georgia R.R., Lessee org.	BLE	BLE	ORCB	BRT	BRT	X	BRAC	BMW	TCEU	ATDA
Grand Trunk Western RR.	BLE	BLF&E	ORCB	ORCB	BRT	RYA	BRAC	BMW	TCEU	ATDA
Great Northern Ry.	BLE	BLF&E	ORCB	ORCB	SUNA	RYA	BRAC	BMW	TCEU	ATDA
Green Bay & Western RR.	BLE	BLF&E	BRT	BRT	BRT	X	BRAC	BMW	TCEU	(*)
Gulf, Mobile & Ohio RR.	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Illinois Central RR.	BLE	BLF&E	ORCB	BRT	BRT	SA	BRAC	BMW	TCEU	SA
Illinois Terminal RR.	BLF&E	BLF&E	BRT	BRT	BRT	BRC	BRAC	BMW	TCEU	ATDA
Kansas City Southern Ry.	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Kansas, Oklahoma & Gulf Ry.	BLF&E	BLF&E	ORCB	BRT	BRT	(*)	BRAC	BMW	TCEU	(*)
Lake Superior & Ishpeming RR.	BLE	BLF&E	BRT	BRT	BRT	X	BRAC	BMW	X	X
Lehigh & Hudson River Ry.	BLF&E	BLF&E	BRT	BRT	BRT	(*)	BRAC	BMW	TCEU	ATDA
Lehigh & New England RR.	BLF&E	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	BRC	ATDA
Lehigh Valley RR.	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Long Island RR.	BLE	BLF&E	BRT	BRT	BRT	RYA	BRAC	IBT	TCEU	LU
Louisiana & Arkansas Ry.	BLE	BLF&E	ORCB	BRT-LU	BRT-LU	RYA	BRAC	BMW	TCEU	ATDA
Louisville & Nashville RR.	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Maine Central RR.	BLF&E	BLF&E	ORCB	BRT	BRT	BRT	BRAC	BMW	TCEU	ATDA
Midland Valley RR.	BLE	BLF&E	BRT	BRT	BRT	BRT	BRAC	BMW	TCEU	ATDA
Mississippi Central RR.	BLE	BLE	BRT	BRT	BRT	(#)	X	BMW	TCEU	TCEU
Missouri-Kansas-Texas RR.	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Missouri-Kansas-Texas RR. of Texas	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Missouri Pacific RR.	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Monon RR.	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Monongahela Ry.	BLE	BLF&E	ORCB	BRT	BRT	RYNA	BRAC	BMW	TCEU	ATDA
Montour RR.	BLF&E	BLF&E	BRT	BRT	BRT	X	BRAC	BMW	(*)	(*)
Nevada Northern Ry.	BLE	BLE	BRT	BRT	(*)	X	X	USWA	X	ATDA
New York Central RR.	BLE	BLF&E	ORCB	BRT	BRT	RYNA	BRAC	BMW	TCEU	ATDA
Ohio Central Lines.	BLE	BLF&E	ORCB	BRT	BRT	RYNA	(#)	(#)	(#)	(#)
Cleveland, Cincinnati, Chicago & St. Louis Ry.	BLE	BLF&E	ORCB	BRT	BRT	RYNA	BRAC	BMW	TCEU	ATDA
Michigan Central RR.	BLE	BLF&E	ORCB	BRT	BRT	RYNA	BRAC	BMW	TCEU	TCEU
Boston & Albany RR.	BLE	BLF&E	ORCB	BRT	BRT	RYNA	BRAC	BMW	TCEU	ATDA

New York, Chicago & St. Louis RR ¹	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
New York, New Haven & Hartford RR	BLE	BLF&E	BRT	BRT	BRT	BRT	BRT	BRAC	BMW	TCEU	ATDA
New York, Susquehanna & Western RR	BLE	BLF&E	ORCB	BRT	BRT	BRT	BRT	BRAC	BMW	TCEU	ATDA
Norfolk & Western Ry	BLE	BLF&E	ORCB	BRT	BRT	BRT	X	BRAC	BMW	TCEU	TCEU
Norfolk Southern Ry	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Northern Pacific Ry	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Northern Pacific RR	BLE	BLF&E	ORCB	BRT	ORCB	BRT	(*)	BRAC	BMW	TCEU	ATDA
Pennsylvania RR	BLE	BLF&E	BRT	BRT	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Pennsylvania Reading Seashore Lines	BLE	BLF&E	BRT	BRT	BRT	BRT	BRT	BRAC	BMW	TCEU	ATDA
Pittsburgh & Lake Erie RR	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Pittsburgh & Shawmut RR	BLF&E	BLF&E	BRT	BRT	(*)	(*)	X		BMW	(*)	ATDA
Pittsburgh & West Virginia Ry ¹	BLE	BLF&E	BRT	BRT	BRT	BRT	RYA	BRAC	BMW	TCEU	ATDA
Reading Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	BRT	BRC	BMW	TCEU	ATDA
Richmond, Fredericksburg & Potomac RR	BLE	BLE	ORCB	ORCB	BRT	BRT	RYNA	BRC	BMW	TCEU	X
St. Louis-San Francisco Ry	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	BRC	BMW	TCEU	ATDA
St. Louis Southwestern Ry	BLE	BLF&E	BRT	BRT	BRT	BRT	BRT	BRC	BMW	TCEU	ATDA
San Diego & Arizona Eastern Ry	BLE	BLE	ORCB	ORCB	BRT	(*)	BRC	BMW	TCEU	(*)	
Seaboard Air Line RR ²	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYNA	BRC	BMW	TCEU	ATDA
Soo Line RR. Co.	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	BRC	BMW	TCEU	ATDA
Southern Pacific Co. (Pacific Lines)	BLE	BLF&E	ORCB	BRT	SUNA	RYNA	RYNA	BRC	BMW	TCEU	ATDA
Southern Pacific Co. (Texas and Louisiana Lines)	BLE	BLF&E	ORCB	BRT	SUNA	RYNA	RYNA	BRC	BMW	TCEU	ATDA
Southern Ry	BLE	BLF&E	ORCB	BRT	BRT	BRT	RYA	BRC	BMW	TCEU	ATDA
Georgia, Southern Florida Ry	BLF&E	BLF&E	ORCB	BRT	BRT	BRT	RYA	BRC	BMW	TCEU	ATDA
Cincinnati, New Orleans & Texas Pacific Ry	BLE	BLF&E	ORCB	BRT	SUNA	RYA	(#)	(#)	(#)	TCEU	(#)
New Orleans & Northeastern RR	BLE	BLF&E	ORCB	BRT	SUNA	RYA	(#)	(#)	(#)	(#)	(#)
Alabama Great Southern Ry	BLE	BLF&E	ORCB	BRT	BRT	RYA	(#)	(#)	(#)	(#)	(#)
Spokane International RR	BLF&E	BLF&E	ORCB	ORCB	SUNA	RYA	BRC	BMW	TCEU	LU	
Spokane, Portland & Seattle Ry	BLE	BLF&E	ORCB	ORCB	BRT	RYA	BRC	BMW	TCEU	ATDA	
Staten Island Rapid Transit Ry	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRC	BMW	TCEU	ATDA	
Tennessee Central Ry	BLE	BLF&E	ORCB	ORCB	BRT	BRT	BRC	BMW	TCEU	ATDA	
Texas & Pacific Ry	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRC	BMW	TCEU	ATDA	
Texas Mexican Ry	BLE	BLF&E	BRT	BRT	BRT	(*)	BRC	BMW	TCEU	(*)	
Toledo, Peoria & Western RR	BLF&E	BLF&E	BRT	BRT	BRT	(*)	BRC	BMW	TCEU	(*)	
Union Pacific RR	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRC	BMW	(*)	ATDA	
Utah Ry	BLE	BLF&E	ORCB	ORCB	BRT	(*)	X	BMW	TCEU	ATDA	
Wabash RR ¹	BLE	BLF&E	ORCB	BRT	BRT	RYA	BRC	BMW	TCEU	ATDA	
Western Maryland Ry	BLF&E	BLF&E	BRT	BRT	BRT	RYA	BRC	BMW	TCEU	ATDA	
Western Pacific RR	BLE	BLF&E	ORCB	BRT	SUNA	RYA	BRC	BMW	TCEU	ATDA	

¹ Merged into Norfolk and Western Ry. Co., effective Oct. 16, 1964.

Merged into Seaboard Coast Line RR. Co., effective July 1, 1967.

Merged into Penn Central effective Feb. 1, 1968.

TABLE 10.—Employee representation on selected rail carriers as of June 30, 1968—Continued

Railroad	Machinists	Boiler- makers, black- smiths	Sheet metal workers	Electrical workers	Carmen, coach cleaners	Power house employees, shop laborers	Signalmen	Mechanical foremen, supervisors	Dining-car stewards	Dining-car cooks and waiters
Akron, Canton & Youngstown Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Ann Arbor RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Atchison, Topeka & Santa Fe Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Gulf, Colorado & Santa Fe Ry.	(#)	(#)	(#)	(#)	(#)	(#)	(#)		(*)	(*)
Panhandle & Santa Fe Ry.	(#)	(#)	(#)	(#)	(#)	(#)	(#)		(*)	(*)
Atlanta & West Point RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Atlantic Coast Line RR ¹	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		BRT	HRE.
Baltimore & Ohio RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	RED	BRT	UTSE.
Bangor & Aroostook RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	HRE.
Bessemer & Lake Erie RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Boston & Maine RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	SA	UTSE.
Central of Georgia Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	UTSE.
Central R.R. of New Jersey	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	RED	(*)	(*)
Central Vermont Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Chesapeake & Ohio Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	BRT	HRE.
Chicago & Eastern Illinois RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	BRT	HRE.
Chicago & Illinois Midland Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Chicago & North Western Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	ORCB	HRE.
Chicago, Burlington & Quincy RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	BRT	BSCP.
Chicago Great Western Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Chicago, Milwaukee, St Paul & Pacific RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	(#)	BRT	HRE.
Chicago, Rock Island & Pacific Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	BRT	HRE.
Clinchfield RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	ORCB.
Colorado & Southern Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	BMW	BRS	ARSA	BRT	BSCP.
Colorado & Wyoming Ry.	IAMAW	BB	SMWIA	(*)	BRCA	IBFO	(*)		(*)	(*)
Delaware & Hudson RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		BRT	HRE.
Denver & Rio Grande Western RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		BRT	SA.
Detroit & Toledo Shore Line RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Detroit, Toledo & Ironton R.R.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Duluth, Missabe & Iron Range Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	IBEW		(*)	(*)
Duluth, Winnipeg & Pacific Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Elgin, Joliet & Eastern Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Erie-Lackawanna RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	HRE.
Florida East Coast Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	X.
Fort Worth & Denver Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	X	BRT	BSCP.
Georgia & Florida RR	IAMAW	BB	SMWIA	X	BRCA	X	(*)		(*)	(*)
Georgia R.R. Lessee org.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Grand Trunk Western RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	BRT	HRE.

Great Northern Ry.	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	(#)	BRT	HRE-ORCB.
Green Bay & Western RR	IAMAW	BB	SMWIA	X	BRCA	BMW	BRS		(*)	(*)
Gulf Mobile & Ohio RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	LU	HRE.
Illinois Central RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		BRT	
Illinois Terminal RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	IBEW	ARSA	(*)	(*)
Kansas City Southern Ry	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	X	HRE.
Kansas Oklahoma & Gulf Ry	X	(*)	(*)	(*)	BRCA	IBFO	(*)		(*)	(*)
Lake Superior & Ishpeming	SA	SA	SA	X	SA	IBFO	X		(*)	(*)
Lehigh & Hudson River Ry	IAMAW	BB	X	X	BRCA	IBFO	BRS		(*)	(*)
Lehigh & New England RR	IAMAW	BB	SMWIA	IBEW	BRCA	X	X		(*)	(*)
Lehigh Valley RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	RED	BRT	HRE.
Long Island Railroad	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Louisiana & Arkansas Ry	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	RED	(*)	(*)
Louisville & Nashville RR	IAMAW	BB/URRWA	SMWIA	IBEW	BRCA	IBFO	BRS		BRT	HRE.
Maine Central RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Midland Valley RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	IBEW		(*)	(*)
Mississippi Central RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	(#)		(*)	(*)
Missouri-Kansas-Texas RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	BRT	HRE.
Missouri-Kansas-Texas RR. of Texas	(#)	(#)	(#)	(#)	(#)	(#)	(#)		(#)	(#)
Missouri Pacific RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	BRT	HRE.
Monon RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	BRT	HRE.
Monongahela Ry	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Montour RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	X		(*)	(*)
Nevada Northern Ry	X	SA	SA	X	LU	SA	X		(*)	(*)
New York Central RR ³	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	ARSA	HRE.
Ohio Central Lines	(#)	(#)	(#)	(#)	(#)	(#)	BRS	ARSA	ARSA	(#)
Cleveland, Cincinnati, Chicago & St. Louis Ry	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	ARSA	(#)
Michigan Central RR	(#)	(#)	(#)	(#)	(#)	IBFO	BRS	ARSA	ARSA	(#)
Boston & Albany RR	(#)	(#)	(#)	(#)	(#)	IBFO	BRS	ARSA	ARSA	(#)
New York, Chicago & St. Louis RR ¹	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	HRE.
New York, New Haven & Hartford	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		BRT	HRE.
New York, Susquehanna & Western RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	HRE.
Norfolk & Western Ry	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		BRT	HRE.
Norfolk Southern Ry	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Northern Pacific Ry	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	(#)	BRT	ORCB-HRE.
Northwestern Pacific RR	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	(#)	LU	(*)	(*)
Pennsylvania RR ²	IAMAW	BB/URRWA	SMWIA	IBEW	BRCA	IBFO	BRS	SA	BRT	RRFWU.
Pennsylvania Reading Seashore Ln	IAMAW	(*)	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Pittsburgh & Lake Erie RR	IAMAW	BB	SMWIA	IBEW	URRWA	IBFO	UMW	ARSA	(*)	(*)
Pittsburgh & Shawmut RR	URRWA	(*)	URRWA	(*)	URRWA	URRWA	(*)		(*)	(*)
Pittsburgh & West Virginia Ry ¹	IAMAW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)

¹ Merged into Norfolk and Western Ry. Co., effective Oct. 16, 1964.² Merged into Penn Central effective Feb. 1 1968.

TABLE 10.—Employee representation on selected rail carriers as of June 30, 1968—Continued

Railroad	Machinists	Boiler- makers, black- smiths	Sheet metal workers	Electrical workers	Carmen, coach cleaners	Power house employees, shop laborers	Signalmen	Mechanical foremen, supervisors	Dining-car stewards	Dining-car cooks and waiters
Reading Co.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....	RED.....	BRT.....	HRE.
Richmond, Fredericksburg & Potomac RR.....	IAMAW..	BB/ IBEW.	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....		(*).....	(*)..
St. Louis-San Francisco Ry.....	IAMAW..	BB/ IBEW.	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....	(*).....	BRT.....	HRE.
St. Louis Southwestern Ry.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....		X.....	(#).
San Diego & Arizona Eastern Ry.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	X.....	(*).....		BRT.....	HRE.
Seaboard Air Line RR 2.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....	ARSA	BRT.....	HRE.
Soo Line RR. Co.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....	ARSA	X.....	HRE.
Southern Pacific Co. (Pacific Lines).....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....	ARSA	BRT.....	HRE.
Southern Pacific Co. (Texas and Louisiana Lines).....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....	ARSA	BRT.....	HRE.
Southern Ry.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....	ARSA	BRT.....	UTSE.
Georgia, Southern & Florida.....	(#).....	(#).....	(#).....	(#).....	(#).....	(#).....	(#).....	ARSA	(*).....	(#).
Cincinnati, New Orleans & Texas Pacific Ry.....	(#).....	(#).....	(#).....	(#).....	(#).....	(#).....	(#).....	ARSA	(*).....	(#).
New Orleans & Northeastern RR.....	(#).....	(#).....	(#).....	(#).....	(#).....	(#).....	(#).....	ARSA	(*).....	(#).
Alabama Great Southern Ry.....	(#).....	(#).....	(#).....	(#).....	(#).....	(#).....	(#).....	ARSA	(*).....	(#).
Spokane International RR.....	IAMAW..	BB.....	(*).....	(*).....	BRCA....	IBFO....	(*).....		(*).....	(#).
Spokane Portland & Seattle Ry.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....	SA	BRT.....	HRE.
Staten Island Rapid Transit Ry.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....		(*).....	(#).
Tennessee Central Ry.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	(*).....	RED.....	(*).....	(#).
Texas & Pacific Ry.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....	(#).....	BRT.....	HRE.
Texas Mexican Ry.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	(*).....		(*).....	(#).
Toledo, Peoria & Western RR.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....		(*).....	(#).
Union Pacific RR.....	IAMAW..	BB.....	WMSIA...	IBEW...	BRCA....	IBFO....	BRS.....		BRT.....	HRE.
Utah Ry.....	SA.....	SA.....	(*).....	SA.....	SA.....	X.....	(*).....	ARSA	(*).....	(#).
Wabash RR 1.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....		BRT.....	HRE.
Western Maryland Ry.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....		(*).....	(#).
Western Pacific RR.....	IAMAW..	BB.....	SMWIA...	IBEW...	BRCA....	IBFO....	BRS.....	ARSA	BRT.....	HRE.

*Included in System Agreement.

*Carriers report no employees in this craft or class.

X Employees in this craft or class but not covered by agreement.

1. Merged into Norfolk and Western Ry. Co., effective Oct. 16, 1964.

2. Merged into Seaboard Coast Line RR. Co., effective July 1, 1967.

3. Merged into Penn Central effective Feb. 1, 1968.

TABLE 10.—Employee representation on selected air carriers as of June 30, 1968—Continued

Airline	Pilots	Flight engineers	Flight navigators	Flight dispatchers	Stewardesses and pursers	Radio and teletype operators	Mechanics	Clerical, office, stores, fleet and passenger service	Stock and stores
Allegheny Airlines, Inc.	ALPA			LU	ALPA		IAMAW		IAMAW.
American Airlines, Inc.	APA	FEIA		ALDA	TWU	TWU	TWU	TWU ¹	TWU.
Bonanza Airlines*	ALPA			ALDA	ALPA		IBT	OPEIU	IBT.
Braniff Airways, Inc.	ALPA			ALDA	ALPA	CWA	IAMAW	BRC	(?)
Central Airlines	ALPA			ALDA	ALPA		IAMAW	ALEA	IAMAW.
Continental Airlines, Inc.	ALPA	(?)		ALDA	ALPA		IAMAW	IAMAW ¹	IAMAW.
Delta Air Lines, Inc.	ALPA			ALDA					
Eastern Air Lines, Inc.	ALPA	ALPA		ALDA	TWU	CWA	IAMAW	IAMAW ¹	IAMAW.
Flying Tiger Lines, Inc.	ALPA	FEIA	TWU	ALDA	IBT		IAMAW	IAMAW ¹	IAMAW.
Frontier Airlines	ALPA			ALDA	ALPA		IAMAW	ALEA	IAMAW.
Los Angeles Airways	ALPA			ALDA	ALPA				
Mohawk Airlines, Inc.	ALPA			ALDA	ALPA		IAMAW		IAMAW.
National Airlines, Inc.	ALPA	FEIA		ALDA	ALPA	CWA	IAMAW	ALEA	IAMAW. ¹
North Central Airlines, Inc.	ALPA			ALDA	ALPA		IAMAW	ALEA	IAMAW.
Northeast Airlines, Inc.	ALPA	IAM		ALDA	TWU	TWU	IAMAW	TWU	(?)
Northwest Airlines, Inc.	ALPA	IAM	TWU	ALDA	TWU	TWU	IAMAW	BRC	IAMAW.
Ozark Air Lines	ALPA			ALDA	ALPA	IBT	AMFA	IAMAW	IBT.
Pacific Air Lines, Inc.*	ALPA	ALPA		ALDA	ALPA		AMFA	ALEA	IAMAW.
Pan American World Airways, Inc.	ALPA	FEIA		ALDA	TWU		TWU	BRC	IBT.
Piedmont Aviation, Inc.	ALPA			ALDA	ALPA				
Southern Airways, Inc.	ALPA			ALDA	ALSSA		ALEA		
Trans-Texas Airways	ALPA			ALDA	TWU		IAMAW	ALEA	IAMAW.
Trans World Airlines, Inc.	ALPA	ALPA	TWU	TWU	TWU	ALEA	IAMAW	IAMAW ¹	IAMAW.
United Air Lines, Inc.	(?)	(?)	TWU	ALDA	ALPA	CWA	IAMAW	IAMAW ¹	IAMAW.
Western Airlines, Inc.	ALPA	(?)		ALDA	ALPA		IBT	BRC	IBT.
West Coast Airlines*	ALPA			ALDA	ALPA		IAMAW	ALEA	IAMAW. ¹

¹ Representing only a portion of the craft or class.² Included in C.O.S.F. & P.S.³ There is an agreement on file with the Board providing that Continental Airlines recognizes ALPA as the exclusive bargaining agent for all flight deck operating crew members.⁴ In case R-3463 it was found that all flight deck crew members on United Air Lines, Inc., in job classifications of pilot or captain, reserve pilot, copilot and second

officer or flight engineer constitute one craft or class. Following an election ALPA was certified for this craft or class.

⁵ There is an agreement on file with the Board providing that the Second Officers Association has relinquished representation in favor of ALPA.⁶ Employees represented by Monty Ward, an individual.^{*} Merged into Air West, Inc., effective Apr. 9, 1968.

TABLE 10.—*Employee representation on selected rail carriers as of June 30, 1968—Continued*

Railroad	Licensed deck employ- ees	Licensed engine- room employ- ees	Un- licensed deck employ- ees	Un- licensed engine- room employ- ees	Cap- tains, lighters, grain boats	Hoist- ing engi- neers	Float- watch- men, bridge- men, bridge operators	Cooks, chefs, waiters
Ann Arbor.....	NMEBA	NMEB	SIUA	SIUA	-----	SIUA	-----	SIUA
Atchison, Topeka & Sante Fe.....	MMP	NMEB	IUP	IUP	-----	-----	-----	-----
Baltimore & Ohio.....	MMP	TWU	SIUA	TWU	ILA	IOE	MMP	-----
Central R.R. of New Jersey.....	MMP	NMEB	TWU	TWU	ILA	IOE	TWU	-----
Chesapeake & Ohio (P.M. Division).....	MMP	NMEB	SIUA	UMW	-----	-----	-----	-----
Chicago, Milwaukee, St. Paul & Pacific.....	MMP	GLLO	NMU	NMU	-----	-----	-----	NMU
Erie-Lackawanna R. R. Co.....	MMP	NMEB	IUP	IUP	-----	IUP	-----	IUP
Grand-Trunk Western Lehigh Valley.....	MMP	NMEB	SIUA	IBT	TWU- ILA	TWU	UMW	-----
Long Island.....	GLLO	NMEBA	NMU	NMU	-----	-----	-----	NMU
Missouri-Illinois.....	TWU	NMEB	NMU	NMU	ILA	IOE	TWU	-----
New York Central.....	RMU	NMEB	RMU	RMU	-----	-----	TWU	-----
New York, New Haven & Hartford.....	MMP	NMEB	MMP	NMEB	-----	-----	-----	-----
Norfolk Southern.....	MMP	SIUA	SIUA	TWU	ILA	-----	SIUA	-----
Pennsylvania.....	MMP	NMEB	SIUA	TWU	ILA	-----	NMEB	-----
Reading.....	MMP	NMU	NMU	NMU	-----	-----	-----	-----
Southern Pacific (Pac. Lines).....	MMP	NMEB	IUP	IUP	-----	-----	-----	HRE
Southern.....	MMP	NMEB	IUP	IUP	-----	-----	-----	NMU
Staten Island Rapid Trans.....	MMP	NMEB	MMP	MMP	-----	-----	-----	IUP
Wabash.....	MMP	NMEB	TWU	TWU	-----	-----	-----	-----
Western Maryland.....	GLLO	GLLO	UMW	UMW	-----	-----	-----	-----
Western Pacific.....	GLLO	GLLO	IUP	IUP	-----	-----	SIUA	-----

MARINE

BRAC	Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees
GLLO	Great Lakes Licensed Officers Organization
HRE	Hotel & Restaurant Employees & Bartenders International Union
IBL	International Brotherhood of Longshoremen
ILA	International Longshoremen's Association
IOE	International Union of Operating Engineers
IUP	Inlandboatmen's Union of the Pacific
MMP	International Organization of Masters, Mates and Pilots
NMEBA	National Marine Engineers Beneficial Association
NMU	National Maritime Union of America
RMU	Railroad Marine Union
SIUA	Seafarers International Union of North America
TWU	Transport Workers Union of America, Railroad Division
UMW	United Mine Workers of America, District 50

RAILROADS

ARSA	American Railway Supervisors Association
ATDA	American Train Dispatchers Association
BB	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
BLE	Brotherhood of Locomotive Engineers
BLF&E	Brotherhood of Locomotive Firemen and Enginemen
BMW	Brotherhood of Maintenance of Way Employees
BRAC	Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees
BRCA	Brotherhood of Railway Carmen of America
BRS	Brotherhood of Railroad Signalmen
BRT	Brotherhood of Railroad Trainmen
BSCP	Brotherhood of Sleeping-Car Porters
RRFWU	Railroad Food Workers Union—TWU-AFL-CIO
ERE	Hotel & Restaurant Employees & Bartenders International Union
IAMAW	International Association of Machinists and Aerospace Workers, AFL-CIO
IARE	International Association of Railway Employees
IBEW	International Brotherhood of Electrical Workers
IBFO	International Brotherhood of Firemen and Oilers
LU	Local Union
ORCB	Order of Railway Conductors and Brakemen
RED	Railway Employees' Department, AFL-CIO
RYA	Railroad Yardmasters of America
RYNA	Railroad Yardmasters of North America
SA	System Association, Committee or Individual
SMWIA	Sheet Metal Workers International Association
SUNA	Switchmen's Union of North America
TCEU	Transportation-Communication Employees Union
URRWA	Transport Workers Union of America, Railroad Division
UMW	United Mine Workers of America, District 50
UTSE	United Transport Service Employees
USWA	United Steel Workers of America

AIRLINES

ALEA	Air Line Employees Association
ALDA	Air Line Dispatchers Association
ALPA	Air Line Pilots Association International
ALSSA	Air Line Stewards & Stewardesses Association, Int'l.
AMFA	Aircraft Mechanics Fraternal Association
APA	Allied Pilots Association
BRAC	Brotherhood of Railway Airline & Steamship Clerks, Freight Handlers, Express & Station Employees
CWA	Communication Workers of America
FEIA	Flight Engineers International Association
IAMAW	International Association of Machinists & Aerospace Workers, AFL-CIO
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
OPEIU	Office & Professional Employees International Union, AFL-CIO
TWU	Transport Workers Union of America, Airline Division

