

Thirty-Fifth
ANNUAL REPORT OF THE
NATIONAL
MEDIATION
BOARD

INCLUDING
THE REPORT OF THE
NATIONAL RAILROAD
ADJUSTMENT BOARD

For the Fiscal Year Ended June 30, 1969

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NATIONAL MEDIATION BOARD

Fiscal Year Ended June 30, 1969

LEVERETT EDWARDS, *Chairman*

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

HOWARD G. GAMSER, *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.

*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-fifth Annual Report of the National Mediation Board for the fiscal year ended June 30, 1969 together with the annual report of the National Railroad Adjustment Board, as required by section 3, first (w), of the same act.

FRANCIS A. O'NEILL, Jr., *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, 1969. 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 in 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 fiscal year 1969 the Board participated in extensive mediation of disputes involving most of the Nation's railroads and the Standard Railway Labor Organizations representing the operating employees. The negotiations and subsequent mediation were conducted through the National Railway Labor Conference, representing the carriers, and committees of each of the separate labor organizations. Although each dispute was handled independently for each labor organization the negotiations of such disputes were industrywide in scope.

The settlement of these disputes established, in the main, a national wage pattern for the industry and resulted in a uniform contract term period extending until December 31, 1969. The agreements provided

that new notices could be served under section 6 of the act on or after September 1, 1969. In addition to the wage issues, these agreements provided improvements in holidays, vacations, and health and welfare insurance.

Three of these disputes were referred to emergency boards created under section 10 of the act. The issues involving the Brotherhood of Locomotive Engineers and the Order of Railway Conductors and Brakemen (now United Transportation Union) were referred to Emergency Board No. 174 and covered wages, overmile rates, senior-craft inequities, car-scale additive compensation and other fringe benefits. The dispute involving the Brotherhood of Railroad Signalmen was referred to Emergency Board No. 175 and covered wages, skill differentials, and a cost of living adjustment. Subsequent to the report of the emergency boards, agreements were reached in mediation disposing of the disputes involving the ORC&B and the BRS. The parties concluded an agreement involving the BLE in further direct negotiations.

One significant category of disputes that was the subject of extensive mediation and direct negotiations during the fiscal year was the continuing effort to resolve the question of the size of crews to be used in road and yard train operations. Many of these longstanding disputes, the background of which is covered in preceding annual reports, were settled on numerous major railroads on the basis of a crew consisting of one conductor and two trainmen for the major portion of the service performed. On three railroads, the Illinois Central Railroad Co., the Louisville and Nashville Railroad Co., and the Belt Railway Co. of Chicago, the crew consist dispute was referred to Emergency Board No. 172 and an agreement was reached by the parties after the report of the Emergency Board had been rendered. This situation is discussed in more detail in this annual report under "Items of Special Interest" and chapter V.

The major disputes in the airline industry during the fiscal year involved negotiations of agreements covering rates of pay, rules, and working conditions covering mechanics and related employees. The labor organizations involved were the International Association of Machinists and Aerospace Workers, the Transport Workers Union of America, and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America representing these employees on most of the Nation's airlines. These disputes have been handled on an individual carrier basis. Two such disputes resulted in work stoppages, some were settled in direct negotiations between the parties, and others were settled in mediation. At the close of the fiscal year many of these disputes were continuing in either direct negotiations or mediation.

Disputes involving wages and other monetary items have become progressively more contentious during the past several months due to the continuing rise in the cost of living and this factor, more than any other, has made settlements more difficult to reach. The continuing rise in the Consumer Price Index has made proposals for cost of living adjustments a significant factor in most of the negotiations, in addition to requests for substantial increases in the basic hourly pay scales. Most, if not all, of the agreements reached were submitted to the employees for ratification and, as a result of being rejected, many were brought back to the bargaining table for further adjustments.

It is the continuing hope of the Board that the parties will reexamine their respective responsibilities to each other and to the public in a forthright effort to compose their differences through the process of free collective bargaining as contemplated by the act.

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.

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 agreements 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,

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

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

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 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 transportation 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 processes. 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 accented 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 dis-

posing 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 of 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 35 years the National Mediation Board has been in existence, 175 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 lockouts 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 threat-

ened 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, 1942. 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 51 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 provided effective and necessary 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 statute is based on the principle that when a dispute involves the 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

crisis 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 sep-

arately, 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 proceeding, 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 10 work stoppages occurring in industries covered by the Railway Labor Act. Four of these stoppages occurred in the airline industry and six occurred in the railroad industry.

Work stoppages of short duration (less than 24 hours) 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-7521 (EB No. 172)—*Belt Railway Co. of Chicago and the Brotherhood of Railroad Trainmen (now the United Transportation Union)*.

A strike of 101 days' duration occurred as the result of the failure of the parties to reach agreement relative to the size of traincrews, commonly referred to as a crew consist dispute. The issues in dispute involved proposals of both parties relating to contract rules governing the number of employees to be used on yard crews. The dispute arose after the expiration of the award of Arbitration Board No. 282, which had resulted in reduction of "crew size" on numerous railroads. The background of such disputes and the creation of Arbitration Board No. 282 is described in the 30th and 31st annual reports of the National Mediation Board.

This strike, beginning on July 29, 1968, was terminated upon the issuance of Executive Order 11433, issued November 6, 1968, creating Emergency Board No. 172. The emergency board issued its report to the President on December 13, 1968. The parties then resumed direct negotiations and an agreement was reached disposing of the issues in dispute.

C-3878—*Standard Airways, Inc., and Standard Airways Flight Employers Association.*

This strike, which began on August 31, 1968, was the outgrowth of a dispute involving negotiation of a first labor-management contract covering pilots and copilots. Certain of these employees were furloughed as the result of reduction in the number of aircraft being operated. Navigators and flight attendants were also involved in the work stoppage. The initial position of the company was that absent a labor-management contract they were not precluded from reducing forces in whatever manner they deemed appropriate.

The parties continued to negotiate during the strike and on October 15, 1968, the employees canceled the work stoppage.

E-326—*Clinchfield Railroad Co. and the Brotherhood of Locomotive Engineers.*

The strike began on October 9, 1968, and ended on October 10, 1968, by the execution of a mediation agreement. The dispute involved negotiation of changes in rates of pay and rules as embodied in the existing agreement between the parties. The strike involved approximately 100 locomotive engineers.

A-8347—*Reeve Aleutian Airlines and the International Association of Machinists and Aerospace Workers.*

This strike, involving 96 mechanics and related employees, began on October 19, 1968, and was the result of failure to reach agreement covering improvement in rates of pay, rules, and working conditions as embodied in the existing labor-management contract. During the strike the company continued to operate on a reduced flight schedule. The employees returned to work on January 2, 1969, without an agreement having been reached. This company provided air service to many of the major cities in Alaska.

A-7566 and A-7567 (E.B. No. 172)—*Louisville & Nashville Railroad Co. and the Brotherhood of Railroad Trainmen (now United Transportation Union).*

This dispute was over the issue of "crew consist" and is the same issue as described in case A-7521. The strike began on November 6, 1968, and service was restored by November 7, 1968, when Emergency Board No. 172 was created by Executive Order 11433.

The employees caused a second work stoppage on January 13, 1969, over the same dispute upon the expiration of the 30-day period following the issuance of the report of Emergency Board No. 172 on December 13, 1968. This strike terminated on January 18, 1969, by the issuance of an injunction by the Federal court in Nashville, Tenn. The basis of the court order was the alleged failure of the organization to negotiate. The dispute was settled by an agreement between the parties resolving the issue.

A-8363—*Chicago & Illinois Midland Railway Co. and Brotherhood of Locomotive Firemen and Enginemen (now United Transportation Union).*

The issue in this dispute concerned the method of filling engineer assignments when the engineer's extra board is exhausted. The issue was the subject of mediation without agreement being reached. The

Board's proffer of arbitration was declined by the organization and the strike began on December 13, 1968. The parties reached agreement on December 16, 1968, at which time the employees returned to work. There were approximately 75 employees involved in this dispute.

A-8497—National Airlines, Inc., and the International Association of Machinists and Aerospace Workers.

This dispute concerns proposed changes in rates of pay, rules, and working conditions as described in section 6 notices exchanged by the parties on October 31, 1968, which was docketed by the Board as case No. A-8497. On January 17, 1969, the employees participated in a work stoppage due to the suspension, by the company, of two employees who refused to taxi aircraft with two rather than three mechanics in the cockpit. On January 21, 1969, the carrier was ordered by Federal court action to restore the three-man taxi crew and the employees were ordered to return to work under the status quo provisions of the act. When the employees refused to return to work they were terminated by the carrier and replaced. As of the close of the fiscal year this matter was under appeal.

The parties have been participating in mediation in an effort to resolve the issues in dispute concerning changes in the basic labor-management agreement and these proceedings were continuing as of the close of the fiscal year.

A-8415—American Airlines and Transport Workers Union of America.

This strike, which began on February 26, 1969, and ended on March 20, 1969, involved approximately 12,000 mechanics and related employees and ground service employees. The issues were rates of pay, rules, and working conditions including improved pensions, hospitalization, vacations, etc. This dispute was the subject of intensive mediation and was finally settled by execution of a mediation agreement dated March 16, 1969, which was ratified by the employees on March 19, 1969.

A-7538—Illinois Central Railroad Co. and the United Transportation Union.

This strike began on April 8, 1969, and continued until April 13, 1969, when agreement was reached by the parties. There were approximately 4,000 employees in train and yard service involved over the issue of "crew consist."

The original dispute was referred to Emergency Board No. 172 and is similar to the dispute described in NMB case A-7521. The proceedings of Emergency Board No. 172 are outlined in chapter V in this annual report.

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.

The following is a list of emergency boards created during the fiscal year by Executive orders of the President, after notification by this Board pursuant to section 10 of the act. In each instance the parties

had not composed their differences in direct negotiations nor with the mediation assistance of the Board. In addition, one or both of the parties had declined to submit the dispute to arbitration. Out of this failure by the parties to resolve their dispute, grew a strike situation which required action under section 10 of the act.

- No. 172 (E.O. 11433), issued Nov. 7, 1968. Illinois Central Railroad Co. Louisville & Nashville Railroad Co., Belt Railway Co. of Chicago, Brotherhood of Railroad Trainmen.
- No. 173 (E.O. 11442), issued Dec. 27, 1968. Long Island Railroad Co., Brotherhood of Railroad Trainmen.
- No. 174 (E.O. 11443), issued Jan. 13, 1969. (E.O. 11444) issued Jan. 13, 1969. National Railway Labor Conference and The Eastern, Western, & Southeastern Carriers' Conference Committees and The Order of Railway Conductors & Brakemen (since Jan. 1, 1969, the Conductors' Division of the United Transportation Union).
- No. 175 (E.O. 11445) issued Jan. 13, 1969. Brotherhood of Locomotive Engineers. National Railway Labor Conference and Eastern, Western, & Southeastern Carriers' Conference Committees and Brotherhood of Railroad Signalmen.

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

Union Mergers

Effective January 1, 1969, a merger or unification of the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors and Brakemen, the Brotherhood of Railroad Trainmen, and the Switchmen's Union of North America became effective. The merger or unification of the above named four organizations was approved by the necessary tribunals of each organization and by a substantial majority of the respective memberships voting in a referendum election. The new organization, thus created, was named the United Transportation Union.

Effective January 1, 1969, the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees assumed the rights and obligations of the Railway Patrolmen's International Union. This action was taken after approval by the necessary tribunals of the two organizations and a majority of the membership of the Railway Patrolmen's International Union.

Effective February 21, 1969, a merger of the Transportation Communication Employees Union into the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees became effective, pursuant to an agreement executed by the two organizations that date. The former Transportation Communication Employees Union by this action became the Transportation-Communication Division of the BRAC.

Effective July 1, 1969, the Railroad Yardmasters of North America, Inc., and the Railroad Yardmasters of America agreed upon a unification of their respective organizations. The Railroad Yardmasters of America acquired on that date the rights of the Railroad Yardmasters of North America, Inc. This action was approved by the governing bodies of each of the organizations and in a referendum among members of the Railroad Yardmasters of North America, Inc.

Major Disputes—Railroads

As mentioned elsewhere in this chapter I, the several Standard Railway Labor Organization's, representing practically all of the operating employees on the Nation's railroads, negotiated agreements with the Nation's carriers on an industrywide basis through the National Railway Labor Conference and committees of the individual labor organizations. These negotiations covered, basically, changes in rates of pay and improvements in holiday, vacation, and health and welfare provisions of the existing collective bargaining agreements. The separate disputes involving the Brotherhood of Locomotive Engineers, the Order of Railway Conductors and Brakemen (now United Transportation Union), and the Brotherhood of Railroad Signalmen were referred to Emergency Boards, under section 10 of the act, and subsequently settled by agreement between the parties in further mediation, thus eliminating the threat of work stoppages in these three disputes.

Additionally, the separate wage and rules movements of the organizations representing the majority of the shop-craft employees of the major railroads of the country were being handled in mediation by the Board at the close of the fiscal year.

The 30th and 31st annual reports of the National Mediation Board described the creation of Arbitration Board No. 282, established pursuant to Public Law Board 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 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. The disputes involving the use of firemen (helpers) were, by agreement between the parties, being handled on an industrywide basis and remained unresolved at the close of the fiscal year.

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 351 “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 1969, the Board handled 84 “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 1969 was 315. This is exactly the same number that was docketed in the previous year; an increase of six mediation cases and a decrease of four representation cases. One interpretation of mediation agreement case was docketed in fiscal 1969 as compared to three docketed in fiscal year 1968.

2. DISPOSITION OF CASES

Table 1 further indicates that a total of 415 cases were disposed of in fiscal year 1969. When this is compared to fiscal year 1968 in which 373 cases were disposed of there is noted an increase of 42 cases overall. There was a decrease of 3 representation cases; 70 in 1969, 73 in 1968. The total of mediation cases disposed of in 1969 was 343, up from 298 in the prior year. The total of interpretation dispositions was two and there were two in 1968. In the 35-year period, the Board has disposed of 12,565 cases.

3. MAJOR GROUP OF EMPLOYEES INVOLVED IN CASES

Table 3 shows that 49,416 employees were involved in 70 representation cases in fiscal 1969. This figure is up considerably from the prior year of 36,992. Railroad employees accounted for 21,169 of the total in 39 disputes. Airline disputes, totaling 31 in number, involved 28,247.

Table 4 shows that of the total of all cases disposed of, railroad employees were involved in 346 cases while airline employees were involved in 69 cases. In the railroad industry the greatest activity was among the train, engine and yard service employees with a total of 239 cases: broken down into nine representation cases, 229 mediation cases, and one interpretation of a mediation agreement case.

In the airline industry, the same table indicates that mechanics were involved in 20 cases: four representation and 16 mediation. Clerical, office, stores, fleet and passenger service employees were involved in 14 cases: 12 representation and two mediation. Pilots accounted for 13 cases: four representation and eight mediation. The pilots' group accounted for the one interpretation of mediation agreement in the airline industry.

Table 5 is a summary of crafts or classes of employees involved in representation cases disposed of in fiscal 1969. Involved in a total of 70 disputes were 85 crafts or classes covering 49,416 employees. There were 49 railroad crafts or classes numbering 21,169 or 43 percent of all involved.

In the airline industry 36 crafts or classes were involved in 31 cases covering 28,247 people or 57 percent of the total. Clerical, office, stores, fleet and passenger service employees were involved in 29 percent of the total number of cases in 12 elections covering 14,316 people, and airline mechanics were involved in 25 percent of the total number of cases in four elections covering 12,215 people.

4. RECORD OF MEDIATION CASES

As seen from table 1, mediation cases docketed during fiscal 1969 totaled 315 which is exactly the same number that was docketed in fiscal 1968. The total of cases docketed and the number pending from the prior year made 801 cases which were considered by the Board. The Board disposed of 343 cases, leaving 458 cases pending and unsettled at the end of the year.

Table 2 summarizes mediation cases disposed of during fiscal 1969, subdivided into method of disposition, class of carrier, and issues involved. Of the total 343 cases, 306 were railroad while 37 were airline. Mediation agreements were obtained in 147 cases: 122 railroad and 25 airline. One agreement to arbitrate was reached in the airline industry. Cases withdrawn after mediation totaled three, all of which were railroad cases. Thirty-eight cases were withdrawn before mediation, all of which were in the railroad industry. Carriers declined to arbitrate unresolved issues in one case, which was a railroad case; the employees refused to arbitrate in 14 cases, 13 railroad and one airline.

The Board dismissed 139 cases; 129 railroad and 10 airline. Of the total of 306 railroad cases, class I carriers were involved in 215 disputes, class II carriers in 40, switching and terminal companies in 41, and miscellaneous carriers in eight. Two cases involved an electric railroad.

5. ELECTION AND CERTIFICATION OF REPRESENTATIVES

Table 3 shows that 40,945 of a total of 49,416 employees actively participated in the outcome of the 70 representation cases. Certifications based on election were issued in 50 cases: 26 railroad and 24 airline. Of the 26 railroad cases 31 crafts or classes were involved among 20,342 employees of which 18,646 actively participated in the selection of the representative. In the 24 airline cases, among 26 crafts or classes, 27,242 employees were involved, of which 21,504 exercised their right to cast a ballot.

Certifications based on verification of authorizations were issued in nine cases in fiscal 1969. Six of these cases were on railroads involving 359 employees and three airline cases involving 768 employees.

During fiscal 1969 one airline case was withdrawn before investigation involving 64 employees and two railroad cases were withdrawn before investigation involving three employees.

Cases withdrawn after investigation totaled six: four railroad and two airline involving, respectively, 435 and 145 employees.

The Board dismissed two cases: one railroad and one airline. The railroad case involved 30 employees and the airline case involved a total of 28 employees.

Table 6 shows that 1,804 railroad employees in 10 crafts or classes acquired representation for the first time by means of an election by a national organization. In the airline industry 2,682 employees representing 16 crafts or classes acquired representation via an election.

In the railroad industry 356 employees representing four crafts or classes acquired representation on the basis of authorizations submitted by a national organization. In the airline industry 232 employees representing two crafts or classes acquired representation on the basis of authorizations submitted.

Table 6 also shows that 1,560 employees in six crafts or classes acquired representation for the first time by means of an election by a local union; and three employees in one craft or class acquired representation on the basis of authorizations submitted.

A new representative was selected by 16,564 employees in 13 crafts or classes. Of this total 192 employees in one craft or class selected a local union for their representative whereas 16,372 in 12 crafts or classes retained a national organization for their collective bargaining representative.

Among airline employees, there were 13,290 people representing seven crafts or classes who acquired a new bargaining agent in an election. Their bargaining agents were all national organizations.

In the railroad industry 414 employees in three crafts or classes, retained, in an election, their same organization after there was a challenge by another union. In the airline industry 11,260 employees in three 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. Chapter 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 bargain-

ing 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.¹

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 instances prior to invoking the services of the Board, the parties have only met in

¹ See *The Detroit and Toledo Shore Line R.R. Co. v. United Transportation Union No. 29*, October Term 1969 U.S. Supreme Court, Decided December 9, 1969.

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 agreement are to be concluded.

The Board deplores 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 a 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 procedural 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 on 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 making or changing of collective bargaining agreements covering rates of pay, rules, or working conditions. Arbitration procedures are also used 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. The latter consists of the procedures set forth in section 3 of the act as described in chapter VII of this report.

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 partisan member 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.

Summarized below are awards rendered during the fiscal year 1969 on disputes submitted to arbitration.

ARB. 299—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; R. G. Fawcett, representing the organization; 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 and to what extent, if any, payments for unused sick leave should be increased for carrier's various classifications of mechanics, ground service, and commissary employees located in the territory of Guam, U.S.A..

In its award, filed February 27, 1968, the Board established a scale of hourly rates for a 2-year period effective August 1, 1967, with periodic increases effective August 1, 1968, and February 1, 1969.

The following is a tabulation of the starting and top hourly rates awarded for the period (omitting the interim progression steps in the wage scale at 6-month intervals).

<i>Classification</i>	<i>Effective August 1, 1967</i>	<i>Effective August 1, 1968</i>	<i>Effective February 1, 1969</i>
Mechanic helper:			
Start.....	\$1. 64	\$1. 72	\$1. 81
Top.....	2. 07	2. 17	2. 28
Mechanic:			
Start.....	2. 16	2. 27	2. 38
Top.....	2. 67	2. 80	2. 93
Lead mechanic:			
Flat rate.....	2. 82	2. 95	3. 08
Mechanic 1/C:			
Start.....	2. 79	2. 93	3. 07
Top.....	3. 11	3. 26	3. 42

<i>Classification</i>	<i>Effective August 1, 1967</i>	<i>Effective August 1, 1968</i>	<i>Effective February 1, 1969</i>
Lead mechanic 1/C:			
Flat rate.....	\$3. 26	\$3. 41	\$3. 57
Inspector:			
Flat rate.....	3. 32	3. 48	3. 65
Lead inspector:			
Flat rate.....	3. 47	3. 63	3. 80
Fleet serviceman:			
Start.....	1. 51	¹ 1. 60	1. 67
Top.....	1. 89	1. 98	2. 07
Lead fleet serviceman:			
Flat rate.....	2. 04	2. 13	2. 22
Cleaner/janitor/porter:			
Start.....	1. 44	¹ 1. 60	1. 60
Top.....	1. 73	1. 81	1. 89
Lead cleaner/janitor/porter:			
Flat rate.....	1. 88	1. 96	2. 04
Commissary representative:			
Start.....	1. 88	1. 97	2. 07
Top.....	2. 39	2. 50	2. 62
Lead commissary representative:			
Flat rate.....	2. 54	2. 65	2. 77

¹ \$1.60 per hour minimum becomes effective Feb. 1, 1968.

This award also provided an increase in pay for unused sick leave in the preceding year from \$5 per day to a maximum of 12 days (\$60) to \$10 per day to a maximum of 12 days (\$120).

ARB. 300 (Case A-8148)—*Colorado & Southern Railway Co. and Order of Railway Conductors and Brakemen.*

Members of the arbitration board were R. D. Wolfe, representing the carrier; George P. Lechner, representing the organization; and A. Langley Coffey, neutral member and chairman, appointed by the National Mediation Board.

This arbitration board was established by agreement of the parties to determine the following issue:

What monetary compensation, if any, is to be paid as an arbitrary allowance by the carrier to road conductors employed thereon concurrently with the pooling of cabooses?

It was the position of the employees that since a preponderance of agreements negotiated on common carrier railroads throughout the country, subsequent to the May 23, 1952, National Rules Agreement, provided generally a minimum compensation of 1 cent per mile for the privilege of pooling cabooses, anything less than this monetary allowance was unacceptable to road conductors on this property.

The carrier defense against the employees' request was twofold: (1) Since the carrier, as a result of the June 25, 1964, National Rules Agreement, had to enter into agreement providing for lodging at all terminals where conductors layover, it owes them nothing more for the privilege of pooling cabooses; (2) since the Brotherhood of Railroad Trainmen agreed to pooling of cabooses without any monetary compensation to trainmen for this privilege, conductors should not be favored with any additional compensation.

In rendering its decision, the Board gave credence to the argument that the loss of assigned cabooses involved more than the mere lodging arrangements. The Board pointed out:

The caboose is the conductor's office; he is required, under carrier rules and regulations, to compile a considerable number of reports. In addition, the caboose

provided locker space for conductors' clothes, including such clothing as is required by inclement weather, i.e., rain clothes and snow clothing.

It is also a place for the crew to obtain some measure of rest and relaxation when they are released en route, or at the away-from-home terminal, but not tied up. To some extent, crews with assigned cabooses can prepare a form of warm meals when they are delayed en route and are not at points where restaurants are readily available to them.

On April 24, 1968, the Board filed its award disposing of the question as follows:

Conductors in freight service, whose cabooses are pooled under the agreement signed at Denver, Colo., the 17th of January 1968, will be allowed one-half cent per mile for each road mile actually operated with a minimum allowance of 75 cents for each continuous trip, separate and apart from the trip allowance. This allowance will not be subject to proportionate increases or decreases where rates of pay are adjusted on or subsequent to the effective date hereon.

ARB. 301—*St. Louis-San Francisco Railway Co. and American Train Dispatchers Association.*

Members of the arbitration board were T. P. Deaton, representing the carrier; C. E. Gray, representing the organization; and Don Hamilton, neutral member and chairman, selected by the parties and appointed by the National Mediation Board.

The question to be decided by the Board was whether six specified extra train dispatchers were entitled to moving allowances and extra-compensation for change of residence as a result of centralization. (National Mediation Board Case A-7460—National Railway Labor Conference and the American Train Dispatchers Association.)

The Board filed its award on October 8, 1968, finding in favor of the employees. The carrier was ordered to comply by making the payments required before November 8, 1968.

ARB. 302 (Case A-8288)—*Pan American World Airways, Inc., and Air Line Dispatchers Association.*

Members of the arbitration board were Albert E. Philipp, Jr., representing the carrier; F. R. Keithley, representing the organization; and Lewis M. Gill, neutral member and chairman, selected by the parties and appointed by the National Mediation Board.

This arbitration board was established pursuant to an arbitration agreement executed by the parties on August 2, 1968.

The specific questions submitted to the Board were:

1. What shall be the monthly rates of pay for assistant aircraft dispatchers and aircraft dispatchers as set forth in article 6 of the agreement and what shall be the distribution thereof considering the factors of longevity in grade and compensation for meal breaks, in time and money?

2. What shall be the effective dates of the new monthly rates of pay and the duration of the agreement of which such monthly rates shall be a part? (The parties have agreed that the first scheduled of such new monthly rates shall be effective Jan. 1, 1968.)

In its award filed October 22, 1968, the Board set salary schedules for aircraft dispatchers and assistant aircraft dispatchers for a 3-year period through December 31, 1970 (table below). The organization's requests for additional increases based on longevity in grade, and for compensation for meal breaks, in time or money, were not granted.

Assistant Aircraft Dispatchers

	<i>Effective Jan. 1, 1968</i>	<i>Effective Jan. 1, 1969</i>	<i>Effective Jan. 1, 1970</i>
Starting rates.....	\$640	\$690	\$715
Top rate (5th year and after).....	780	840	865

Aircraft Dispatchers

Starting rate.....	\$970	\$1, 045	\$1, 080
Top rate (10th year and after).....	1, 305	1, 405	1, 450

(Table indicates starting and top rates. Interim progression steps are omitted.)

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, 1969.

EMERGENCY BOARD No. 172 (NMB Cases A-7521, A-7521 Sub-1, A-7538, A-7538 Sub-1, A-7566, A-7566 Sub-1, A-7567, A-7567 Sub-1)—*Illinois Central Railroad Co., Louisville & Nashville Railroad Co., and the Belt Railway Co. of Chicago, and Certain of Their Employees Represented by the Brotherhood of Railroad Trainmen.*

The emergency board was created by Executive Order No. 11433, issued by the President, November 6, 1968, consisted of Monsignor George G. Higgins, chairman; Byron R. Abernethy, member; and A. Langley Coffey, member.

This emergency board was convened to investigate disputes involving the Illinois Central Railroad Co., the Louisville & Nashville Railroad Co., and the Belt Railway Co. of Chicago and their employees represented by the Brotherhood of Railroad Trainmen, arising out of section 6 notices served by the parties proposing to revise and supplement existing rules relating to crew consists.

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 proffers of arbitration were rejected by the organization. The parties were notified by the Board that in its judgment all practical methods provided in the Railway Labor Act had been exhausted without affecting a settlement and that it was terminating its services under section 5 first (b) of the act. This notice was given on the Belt Railway of Chicago on June 10, 1968; the Illinois Central Railroad Co. on August 21, 1968, and on the Louisville & Nashville Railroad Co. on September 3, 1968. The employees of the Belt Railway Co. of Chicago withdrew from service on July 29, 1968, and remained on strike for 101 days, until November 6, 1968, when the strike was terminated by the Executive order establishing this emergency board. The employees of the Louisville & Nashville Railroad Co. struck on November 6, 1968, but returned to service the same day.

In its report to the President filed December 13, 1968, the Board commented that: * * *

* * * the conclusion becomes clear and inescapable that the parties have not, as the Railway Labor Act contemplates they will, bargained responsibly and creatively in a conscientious attempt to resolve these disputes for themselves.

The Board recommended that the parties concerned immediately resume negotiations on their respective properties in a conscientious attempt to resolve the matters at issues without further delay.

In compliance with the recommendations of the Board, the parties resumed negotiations on the manning issue. The dispute was settled on the Louisville & Nashville Railroad Co. by interim agreement dated February 8, 1969; on the Belt Railway Co. of Chicago by agreement dated April 4, 1969; and on the Illinois Central Railroad Co. on April 21, 1969, after a strike which commenced on April 8, 1969. All of these agreements followed a pattern of restoring the two-man crew on a specified percentage of the train crews and the parties negotiating the crew consist on a job by job basis on the remaining crew assignments.

EMERGENCY BOARD No. 173 (NMB Case E-346)—*Long Island Rail Road Co. and certain of its employees, represented by the United Transportation Union (BRT), AFL-CIO.*

The emergency board was created by Executive Order No. 11442, issued by the President, December 27, 1968, and consisted of Frank J.

Dugan, professor of law, Georgetown University Law Center; chairman; Thomas G. S. Christensen, professor of law, New York University, member; and George S. Ives, attorney and arbitrator, Washington, D.C., member.

This emergency board was appointed to investigate a dispute involving the Long Island Rail Road Co. and its employees represented by the United Transportation Union (BRT), arising out of section 6 notice filed by the organization on July 2, 1968, requesting a general wage increase of 10 percent; a job protection agreement; improved pension benefits; improved leave and holiday benefits and a 4-day, 32-hour work week. In addition to these general demands, the organization submitted detailed demands pertaining to each class of service represented (passenger, yard, and freight) as well as police and special service attendants. Subsequently, on August 1, 1968, the carrier served section 6 notices on the union for: elimination of the dual basis of pay in train service (miles in addition to time) with establishment of a pay structure based on elapsed time of assignment; elimination of all arbitrary and special allowance payments (except as provided by the June 1964 National Agreement) in road and yard service; and a comprehensive elimination of existing rules considered by the carrier to be restrictive of interservice movement or assignment of train crews.

Months of intensive mediation following the appointment of the board led to a substantial narrowing of the issues in dispute between the parties. In its report to the President filed on April 21, 1969, the Board recommended a wage increase to offset rising costs of living in New York City and a 2-year contract from January 1, 1969; a co-operative effort between the parties to seek improved retirement benefits; continued discussion of a position guarantee form of job protection; and an increase in carrier contributions to the health and welfare program administered by the organization. The board further recommended that the central issue in the dispute, the carrier's need to modernize its operation and the organization's apprehension concerning resulting employment impact, be the subject of a 6 months' study by a joint committee of carrier and organization representatives. The parties were then to negotiate a further wage increase as an equitable distribution of the savings resulting from changes in work rules.

The issues in the dispute were resolved through further mediation efforts conducted by the National Mediation Board.

EMERGENCY BOARD No. 174 (NMB Case A-8458, A-8478 Sub Nos. 1-7, and A-8448)—*Certain Carriers represented by the National Railway Labor Conference and the Eastern, Western and Southeastern Carriers' Conference Committees and certain of their employees represented by the Order of Railway Conductors and Brakemen (since Jan. 1, 1969, the Conductors' Division of the United Transportation Union) and by the Brotherhood of Locomotive Engineers.*

The emergency board was created by Executive Orders 11443 and 11444 dated January 13, 1969, and consisted of the Reverend Leo C. Brown, S.J., professor of economics, St. Louis University, chairman; Abram H. Stockman, Esq., attorney and arbitrator from New York City, member; and Paul N. Guthrie, professor of economics, University of North Carolina, member.

The disputes arose from section 6 notices served on the carriers by the United Transportation Union (former ORC&B) and the Brotherhood of Locomotive Engineers. The conductors requests involved: (1) An increase of 72 cents (9 cents per hour) per basic day; (2) a gen-

eral wage increase of 15 percent; (3) an increase in overmile rates; (4) a senior craft inequity adjustment of \$4.50/basic day and 4.5 cents per overmile; (5) an increase in car-scale additive compensation; (6) a 10-percent increase to local-freight employees in addition to other increases; and (7) an automatic cost-of-living provision. The organization presented a number of other proposals for nonwage or fringe benefit improvements. These involved vacations, holidays, sick leave, away-from-home expenses and changes in the held-away-from-home terminal rule.

The engineers' dispute involved requests for: (1) A general wage increase of 15 percent, (2) an additional 10-percent increase on all basic and mileage rates of engineers operating without a fireman, and (3) an additional 10-percent increase in all basic and mileage rates of engineers operating locomotives equipped with radio-telephones.

In its report to the President filed on February 12, 1969, the Board made the following recommendations:

In the conductors' dispute:

1. That the organization accept the carrier's offer of a general wage increase of 5 percent of basic daily rates and 3½ percent of mileage rates, effective July 1, 1968, of a further 2 percent of both basic daily and mileage rates, effective January 1, 1969, and of a further 3 percent of both basic daily and mileage rates, effective July 1, 1969.

2. That the parties provide a fund that would equal in amount a 1-percent general increase plus 5 cents per hour for each ORC&B conductor and that they negotiate the distribution of that fund to accomplish, in such proportions as the parties may determine, a senior-craft adjustment for the whole craft, and an adjustment to local-freight-service employees, or any other purpose on which the parties may agree. That in the event the parties fail to agree either upon the amount of this fund or its distribution, they submit the matter for final determination to an Arbitrator jointly selected, or, if unable to agree in naming an Arbitrator, to an Arbitrator designated by the National Mediation Board.

3. That the organization withdraw its proposal pertaining to car-scale additives and that the parties submit this matter to joint study and future negotiations.

4. That the organization accept the carriers' offer to modify the present vacation rule by granting 2 weeks' paid vacation after 2 years' service and increase the number of paid holidays from 7 to 8, subject to a prohibition against multiple time-and-one-half payments for work on holidays.

5. That the parties agree to a moratorium on section 6 notices to the extent that they cannot be progressed beyond peaceful means before January 1, 1970.

6. That all other proposals of both the organization and the carriers be withdrawn.

In the engineers' dispute:

1. That the organization accept the carriers' offer of a general wage increase of 5 percent of basic daily rates and 3½ percent of the mileage rates, effective July 1, 1968, of a further 2 percent of both basic daily and mileage rates, effective January 1, 1969, and of a further 3 percent of both basic daily and mileage rates effective July 1, 1969.

2. That the parties negotiate a fund that would equal an amount derived in accordance with the considerations discussed in this report for the correction of intracraft inequities through distribution to yard and local-freight-service employees, or for any other purpose on which the parties may agree. That in the event the parties fail to agree either upon the amount of this fund or its distribution, they submit the matter for final determination to an arbitrator jointly selected, or, if unable to agree in naming an arbitrator, to an arbitrator designated by the National Mediation Board.

3. That the parties resume their negotiations with respect to the organization's request for an increase in wages for engineers who operate locomotives without firemen and consider the allocation of some portion of the inequity fund to this purpose.

4. That the parties agree to a moratorium on section 6 notices to the extent that they cannot be progressed beyond peaceful means before January 1, 1970.

5. That the organization withdraw its proposal for an increase in basic daily and mileage rates of operating locomotives equipped with radio-telephones.

6. That all other proposals of both the organization and the carriers be withdrawn.

EMERGENCY BOARD No. 175 (NMB Case A-8433)—*National Railway Labor Conference and the Eastern, Western, and Southeastern Carriers' Conference Committees and certain of their employees represented by the Brotherhood of Railroad Signalmen*

The emergency board was created by Executive Order 11445, issued January 13, 1969, pursuant to section 10 of the Railway Labor Act, as amended to investigate and report its findings of the unadjusted dispute between the railroad carriers represented by the National Railway Labor Conference (comprised of the Eastern, Western, and Southeastern Carriers' Conference Committees) and certain of their employees represented by the Brotherhood of Railroad Signalmen.

The members of the Board appointed by the President were: Lawrence E. Seibel, attorney and arbitrator from Washington, D.C., chairman; Dr. Jacob Seidenberg, attorney and arbitrator from Falls Church, Va., member; and Rolf Valtin, arbitrator from Washington, D.C., member. The dispute arose from section 6 notices served by the parties in March of 1967. The organization demands involved general wage increases, a skill differential and cost-of-living escalator clause. The carrier proposed the elimination of certain punitive payments, compulsory retirement, elimination of sick pay rules and other rule changes.

In its report to the President filed March 7, 1969, the Board recommended that the organization accept the carrier offer of a general wage increase of 3.5 percent effective July 1, 1968, 2 percent effective January 1, 1969, and 3 percent effective July 1, 1969. On the question of the skill differential the Board recommended 20 cents per hour for all the skilled employees. The Board did not recommend a cost-of-living escalator provision. The Board further proposed that all other issues not treated in these recommendations be withdrawn by the parties.

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 35-year period of 1935-69. During the last fiscal year, one new agreement in the railroad industry and one in the airline industry were filed with the Board. A total of 5,404 agreements are on file in the Board's office; of these, 354 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 other places as may be necessary to make them accessible to all em-

ployees. 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, 1969, the Board was called upon to interpret the terms of one mediation agreement, which added to the four requests on hand at the beginning of the fiscal year made a total of five under consideration. At the conclusion of the fiscal year two requests had been disposed of while three were pending. Since the passage of the 1934 amendment to the act, the Board has disposed of 116 cases under the provisions of section 5, second, of the Railway Labor Act, as compared to a total of over 4,671 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 management. 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 B. During its 35-year existence the adjustment board has received 69,101 cases and disposed of 64,823. Table 9, this report, shows that 1,724 cases were disposed of in fiscal 1969—1,126 by decision and 598 by withdrawal. In the fiscal year 1969, 978 new cases were received compared with 1,395 received during fiscal 1968.

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. Twelve new special boards of adjustment were created and during this period a total of 74 boards convened. These boards had disposed of 1,290 cases as of June 30, 1969.

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 192 Public Law Boards were established and 222 convened. Twenty-nine of these boards were appointed to handle procedural issues and 193 were appointed to handle merit disputes, disposing of 1,652 cases during fiscal 1969.

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 13176 and 13177.

No objections have been received and the proposed regulations are hereby 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, an 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 is 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 procedural 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 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 PL Boards, filing of agreements, and disposition of records.*

(a) *Designation of PL 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
Rowland K. Quinn, Jr.
Tedford E. Schoonover
Joseph W. Smith
John B. Willits

REGISTER

MEMBERS, NATIONAL MEDIATION BOARD

<i>Name</i>	<i>Appointed</i>	<i>Terminations</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	Resigned May 31, 1969.
George S. Ives	Sept. 19, 1969	Term expires July 1, 1972.

Financial Statement

For the fiscal year 1969 the Congress appropriated \$2,492,000 for administration of the Railway Labor Act.

Obligations and expenses incurred for the various activities of the Board were as follows: mediations, \$791,882; voluntary arbitration and emergency disputes, \$583,842; adjustment of railroad grievances, \$831,311.

Accounting of all moneys appropriated by Congress for the fiscal year 1969, 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	\$1,750,513
Personnel benefits	101,201
Travel and transportation of persons	221,253
Rent, communications, and utilities	64,145
Printing	37,914
Other services	14,401
Supplies and materials	12,904
Equipment	4,704
Unobligated balance	284,965

Amount available 2,492,000

Accounting for all moneys appropriated by Congress for the fiscal year 1969, 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..... \$815,000

Expenditures:

Salaries of employees	\$482,703
Salaries of referees	204,083
Personnel benefits	43,899
Travel expenses (including referees)	37,775
Transportation of things	112
Communication services	17,333
Printing and reproduction	29,194
Other contractual services	3,811
Supplies and materials	9,006
Equipment	3,395
Total expenditures	¹ 831,311

¹ This includes \$16,311 transferred from the National Mediation Board.

APPENDIX A

NATIONAL RAILROAD ADJUSTMENT BOARD

(Created June 21, 1934)

HUMPHREYS, P. R., *Chairman*

LEVIN, K., *Vice Chairman*

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

KASAMIS, G. P.
KIEF, C. E.
LEE, D. P.
MCDERMOTT, E. J.
MILLER, D. A.
MORRISSEY, J. F.
NAYLOR, G. L.
ORNDORFF, GERALD
OTTO, A. T., Jr.
RYAN, W. J.
SMITH, R. W.⁴
STENZINGER, R. E.
STRUNCK, T. F.
TAHNEY, J. P.
WERTZ, O.
WHITE, G. C.
WOLFE, E. H.⁵

Third Division Supplemental Board

ALTUS, W. W.
BLAKE, R. J.⁶
DEROSSETT, R. A.
MANOOGIAN, C. H.
MATHIEU, J. R.

MELBERG, C. L.
SMITH, R. W.
TANSLEY, H. S.⁷
WATKINS, D. E.
WHITEHOUSE, J. W.⁸

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

Name	Title	Salary paid	Duties
Carvatta, Roy J.....	Administrative officer.....	\$15, 193. 76	Subject to direction of Board, administers its governmental affairs.
Swanson, Ronald A.....	Assistant administrative officer.	9, 608. 08	Secretarial, accounting and auditing.
Brasch, Rosemarie.....	Clerical assistant.....	6, 916. 24	Assists in accounting and auditing.
Tuttle, George J.....	Clerk (typing).....	6, 319. 44	Clerical.

¹ Retired Dec. 31, 1968. Vacancy unfilled pending amendment to the Railway Labor Act.

² Replaced C. R. Barnes.

³ Replaced R. E. Delaney.

⁴ Replaced J. W. Whitehouse.

⁵ Replaced C. E. Bagwell.

⁶ Replaced H. G. Harper.

⁷ Replaced W. M. Roberts.

⁸ Replaced J. M. Willemin.

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

FIRST DIVISION

Name	Title	Salary paid	Duties
Killeen, Eugene A.....	Executive secretary.....	\$13,812.24	Administration of affairs of division and subject to its direction.
Dever, Nancy J.....	Secretary (administrative assistant).	7,818.40	Secretarial, stenographic and clerical.
Ellwanger, D. M.....	Secretary (confidential assistant).	9,091.68	Do.
Fisher, Doris S.....	do.....	8,403.44	Do.
Howat, Helen S.....	do.....	8,173.76	Do.
Milligan, June R.....	do.....	823.68	Do.
Modjeski, P. L.....	do.....	4,949.03	Do.
Morgan, Ruth B.....	do.....	8,527.52	Do.
Pett, Lawrence H.....	Clerical assistant.....	7,924.00	Do.
Roudebush, E. A.....	Secretary (confidential assistant).	5,606.50	Do.
Smith, Joan M.....	do.....	8,898.08	Do.
Sullivan, J. A.....	do.....	8,173.76	Do.
Williams, M. M.....	do.....	8,862.00	Do.
Zukas, Mary E.....	do.....	5,255.04	Do.

REFEREES

Dorsey, John H.; 8½ days, @ \$100 per day.....	\$850.00	Sat with division as a member to make awards, upon failure of division to agree or secure majority vote.
Hall, Levi M.; 10 days, @ \$100.00 per day.....	1,000.00	Do.
Hamilton, Donald E.; 17¼ days @ \$100 per day.....	1,775.00	Do.
McCandless, John R.; 33¾ days @ \$100 per day.....	3,375.00	Do.

SECOND DIVISION

McCarthy, C. C.....	Executive secretary.....	\$13,145.92	Administration of affairs of division and subject to its direction.
Cabay, A. C.....	Secretary (confidential assistant).	3,377.12	Secretarial, stenographic and clerical.
Gebbia, C. A.....	do.....	7,386.24	Do.
Lamborn, D. T.....	Secretary (administrative assistant).	8,898.08	Do.
Loughrin, C. A.....	Secretary (confidential assistant).	7,844.80	Do.
Mills, Frances.....	do.....	7,553.52	Do.
Shaughnessy, M. V.....	do.....	9,091.68	Do.
Smith, Lois E.....	do.....	9,091.68	Do.
Stanger, D. M.....	do.....	7,694.32	Do.
Thomas, C. G.....	do.....	8,871.68	Do.
Vought, M. R.....	do.....	9,091.68	Do.
Williams, D. M.....	do.....	9,091.68	Do.
Hudson, L. B.....	Clerk (typing).....	6,132.24	Typing and clerical.

REFEREES

Coburn, William H.; 20 days @ \$100 per day.....	\$2,000.00	Sat with division as a member to make awards, upon failure of division to agree or secure majority vote.
Coffey, A. Langley; 67½ days @ \$100 per day.....	6,750.00	Do.
Dorsey, John H.; 65½ days @ \$100 per day.....	6,550.00	Do.
Dugan, Paul C.; 53 days @ \$100 per day.....	5,300.00	Do.
Ives, George S.; 129¼ days @ \$100 per day.....	12,975.00	Do.
Murphy, Francis B.; 62 days @ \$100 per day.....	6,200.00	Do.
Ritter, Gene T.; 67½ days @ \$100 per day.....	6,750.00	Do.

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

THIRD DIVISION

Name	Title	Salary paid	Duties
Schulty, S. H.	Executive secretary	\$13,416.32	Administration of affairs of division and subject to its direction.
Paulos, A. W.	Assistant executive secretary.	9,214.24	Assists executive secretary.
Bulis, Eugenia	Secretary (confidential assistant).	8,403.44	Secretarial, stenographic and clerical.
Carley, Y. V.	do.	8,028.72	Do.
Donfris, V. D.	do.	3,856.80	Do.
Frey, C. E.	do.	8,898.08	Do.
Glassman, Sarah	do.	5,229.60	Do.
Harding, E. L.	do.	8,173.76	Do.
LaChance, K. V.	do.	8,324.24	Do.
Musage, M. A.	do.	305.36	Do.
Price, G. L.	do.	7,641.52	Do.
Schiller, B. J.	do.	7,924.00	Do.
Steele, B. M.	do.	3,799.28	Do.
Telma, D. A.	Secretary (administrative assistant).	5,878.88	Do.
Vorphal, J. A.	Secretary (confidential assistant).	8,632.32	Do.
Czerwinka, V. C.	Clerk (typing).	6,788.08	Typing and clerical.
Wozniak, B. C.	do.	6,715.36	Do.
Parker, B. J.	Clerk.	6,130.16	Clerical.

REFEREES

Brown, David H.; 65½ days @ \$100 per day.	\$6,550.00	Sat with division as member to make awards, upon failure of division to agree or secure majority vote.
Criswell, John B.; 87¼ days @ \$100 per day.	8,725.00	Do.
Devine, Arthur W.; 124¼ days @ \$100 per day.	12,425.00	Do.
Dorsey, John H.; 97¼ days @ \$100 per day.	9,725.00	Do.
Engelstein, Nathan; 54 days @ \$100 per day.	5,400.00	Do.
Goodman, Jerry L.; 71 days @ \$100 per day.	7,100.00	Do.
Hamilton, Donald E.; 4 days @ \$100 per day.	400.00	Do.
McCandless, Robert C.; 44¼ days @ \$100 per day.	4,425.00	Do.
McGovern, John J.; 75 days @ \$100 per day.	7,500.00	Do.
Perelson, Bernard E.; 48½ days @ \$100 per day.	4,850.00	Do.
Yagoda, Louis; 9¾ days @ \$100 per day.	975.00	Do.
Zumas, Nicholas H.; 40 days @ \$100 per day.	4,000.00	Do.

THIRD DIVISION SUPPLEMENTAL BOARD

Arnold, E. L.	Secretary (confidential assistant).	\$7,912.80	Secretarial, stenographic and clerical.
Donfris, V. D.	do.	3,432.64	Do.
Erickson, L. H.	do.	8,373.68	Do.
Glassman, Sarah	do.	1,970.96	Do.
Glenn, A. N.	do.	9,091.68	Do.
Humes, E. A.	do.	7,540.48	Do.
Musage, M. A.	do.	7,211.08	Do.
Niles, E. L.	do.	796.80	Do.
Powers, J. L.	do.	7,410.87	Do.
Rafti, J. M.	do.	7,068.56	Do.
Walsh, P. A.	do.	6,907.28	Do.

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

REFEREES

Name	Title	Salary paid	Duties
Brown, David H.; 29 days @ \$100 per day.	-----	\$2,900.00	Sat with division as member to make awards, upon failure of division to agree or secure majority vote.
Cartwright, Jan Eric; 45¼ days @ \$100 per day.	-----	4,525.00	Do.
Devine, Arthur W.; 20 days @ \$100 per day.	-----	2,000.00	Do.
Dolnick, David; 3¼ days @ \$100 per day.	-----	350.00	Do.
Dugan, Paul C.; 63½ days @ \$100 per day.	-----	6,350.00	Do.
Franden, Robert A.; 61½ days @ \$100 per day.	-----	6,150.00	Do.
Friedman, Milton; 21½ days @ \$100 per day.	-----	2,150.00	Do.
Heskett, Billy L.; 26¼ days @ \$100 per day.	-----	2,625.00	Do.
House, Daniel; 60¾ days @ \$100 per day.	-----	6,075.00	Do.
Jones, James R.; 32½ days @ \$100 per day.	-----	3,250.00	Do.
McGovern, John J.; 76¾ days @ \$100 per day.	-----	7,675.00	Do.
Mesigh, Herbert J.; 33 days @ \$100 per day.	-----	3,300.00	Do.
Meyers, Morris L.; 44¼ days @ \$100 per day.	-----	4,425.00	Do.
Ritter, Gene T.; 49¾ days @ \$100 per day.	-----	4,975.00	Do.
Rohman, Murray M.; 6½ days @ \$100 per day.	-----	650.00	Do.
Woody, Claude S.; 8¼ days @ \$100 per day.	-----	825.00	Do.
Zack, Arnold M.; 27¼ days @ \$100 per day.	-----	2,725.00	Do.

FOURTH DIVISION

Humfreville, M. L.	Executive secretary	\$12,509.20	Administration of affairs of division and subject to its direction.
Adams, H. V.	Secretary (confidential assistant).	9,091.68	Secretarial, stenographic, and clerical.
Castellanos, H. M.	Secretary (administrative assistant).	6,925.04	Do.
Tichacek, J. R.	Secretary (confidential assistant).	7,694.32	Do.

REFEREES

Bailer, Lloyd H.; 4½ days @ \$100 per day.	-----	\$450.00	Sat with division as member to make awards, upon failure of division to agree to secure majority vote.
Coburn, William H.; 9 days @ \$100 per day.	-----	900.00	Do.
Dorsey, John H.; 69¾ days @ \$100 per day.	-----	6,983.33	Do.
Larkin, John Day; 44 days @ \$100 per day.	-----	4,400.00	Do.
Seidenberg, Jacob; 39 days @ \$100 per day.	-----	3,900.00	Do.

FIRST DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

32 West Randolph Street, Chicago, Ill. 60601

ORGANIZATION OF THE DIVISION, FISCAL YEAR 1968-69

H. V. BORDWELL, *Chairman*¹
 DON A. MILLER, *Vice Chairman*
 J. E. CARLISLE
 R. E. DELANEY²
 G. T. DuBOSE
 W. F. EUKER³

Q. C. GABRIEL
 W. A. HIRST⁴
 E. T. HORSLEY
 K. LEVIN
 T. F. STRUNCK

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

Cases docketed fiscal year 1968-69; 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.....	2	Louisville & Nashville.....	14
Atchison, Topeka & Santa Fe....	8	Missouri Pacific.....	5
Belt Ry. Co. of Chicago.....	3	Modesto & Empire Traction.....	1
Baltimore & Ohio.....	3	Monongahela Connecting.....	1
Boston & Maine.....	1	New York, New Haven & Hartford.....	2
California State Belt.....	1	Norfolk & Western.....	5
Central of Georgia.....	4	Northern Pacific.....	4
Chesapeake & Ohio.....	2	Pennsylvania.....	1
Chicago, Milwaukee, St. Paul & Pacific.....	1	Penn-Central.....	1
Chicago River & Indiana.....	1	Philadelphia, Bethlehem & New England.....	1
Chicago, Rock Island & Pacific....	1	Reading.....	11
Cincinnati, New Orleans & Texas Pacific.....	4	Richmond, Fredericksburg & Potomac.....	9
Colorado & Wyoming.....	1	St. Louis-San Francisco.....	2
Delaware & Hudson.....	3	Seaboard Coast Line.....	9
Denver & Rio Grande Western....	1	Southern Railway.....	2
Detroit Toledo & Ironton.....	1	Southern Pacific-Pacific.....	22
Elgin, Joliet & Eastern.....	1	Southern Pacific-Texas & Louisiana.....	4
Florida East Coast.....	1	Spokane, Portland & Seattle.....	1
Great Northern.....	1	Terminal Railway, Alabama State Docks.....	2
Gulf, Mobile & Ohio.....	3	Union Pacific.....	1
Illinois Central.....	19		
Kansas City Southern.....	1		
Kentucky & Indiana Terminal....	1		
Lehigh Valley.....	1		
Louisiana & Arkansas.....	1		
		Total.....	164

¹ Retired Dec. 31, 1968.

² Reassigned Apr. 1, 1969.

³ Succeeded Mr. Boardwell as Chairman for remainder of fiscal year.

⁴ Succeeded Mr. Delaney Apr. 1, 1969.

Cases docketed fiscal year 1968-69; 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>
Conductors -----	10	United Transportation Union—	
Engineers -----	19	Conductors -----	3
Firemen -----	23	United Transportation Union—	
Firemen-Trainmen -----	1	Firemen -----	28
Individual -----	24	United Transportation Union—	
Switchmen -----	2	Trainmen -----	14
Trainmen -----	40		
		Total -----	164

SECOND DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago, Ill. 60604

MEMBERSHIP

P. R. HUMPHREYS, <i>Chairman</i>	W. R. HARRIS
D. S. ANDERSON, <i>Vice Chairman</i>	E. J. McDERMOTT
H. F. M. BRAIDWOOD	R. E. STENZINGER
F. P. BUTLER	O. L. WERTZ
H. K. HAGERMAN	E. H. WOLFE ¹
C. C. MCCARTHY, <i>Executive Secretary</i>	

JURISDICTION

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

Carriers party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
Alton & Southern RR. Co.-----	3	Jacksonville Terminal-----	1
American Refrigerator Transit Co -----	1	Kansas City Terminal Ry. Co.-----	1
Atchison Topeka & Santa Fe Ry. Co -----	5	Lake Terminal RR. Co.-----	2
Bangor & Aroostook RR. Co.-----	1	Lehigh Valley RR. Co.-----	2
Belt Ry. Co. of Chicago, The-----	3	Louisville & Nashville RR. Co.-----	1
Butte Anaconda & Pacific Ry. Co.-----	1	Maine Central RR. Co.-----	1
Chesapeake & Ohio Ry. Co.-----	9	Missouri-Kansas-Texas RR. Co.-----	1
Chicago, Burlington & Quincy RR. Co -----	6	Missouri Pacific RR. Co.-----	5
Chicago & Eastern Illinois RR.-----	1	New Orleans Public Belt RR.-----	1
Chicago, Milwaukee St. Paul & Pacific RR. Co.-----	1	New York, New Haven & Hart- ford RR. Co.-----	3
Chicago & Northwestern Ry. Co.-----	2	Norfolk & Western Ry. Co.-----	20
Chicago, Rock Island & Pacific RR. Co.-----	1	Northern Pacific Ry. Co.-----	1
Chicago, South Shore & South Bend RR.-----	1	Penn Central Co.-----	3
Cincinnati Union Terminal Co.-----	1	Pennsylvania-Reading Seashore Lines -----	1
Delaware & Hudson Ry. Co., The-----	1	Pullman Co., The-----	1
Denver & Rio Grande Western RR. Co., The-----	2	Reading Co.-----	5
Des Moines & Central Iowa Ry. Co -----	1	St. Louis-San Francisco Ry. Co.-----	1
Detroit & Toledo Shore Line RR. Co -----	1	St. Louis Southwestern Ry. Co.-----	3
Duluth, Missabe & Iron Range Ry. Co.-----	1	Seaboard Coast Line-----	6
Elgin, Joliet & Eastern Ry. Co.-----	2	Southern Pacific Co. (Pacific Lines) -----	7
Great Northern Ry. Co.-----	2	Southern Pacific Co. (Texas & Louisiana Lines)-----	3
Gulf, Mobile & Ohio RR. Co.-----	3	Southern Railway Co.-----	6
Houston Belt & Terminal Ry. Co.-----	1	Texas & Pacific Ry. Co., The-----	1
Illinois Central RR. Co.-----	2	Toledo Peoria & Western RR. Co.-----	1
		Union Pacific RR. Co.-----	1
		Washington Terminal Co., The-----	3
		Western Maryland Ry. Co.-----	2
		Western Pacific RR. Co.-----	3
		Total -----	138

¹ Replaced C. E. Bagwell.

Organizations, etc., party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
Brotherhood Railway Carmen of America -----	83	International Brotherhood of Boilermakers, Iron Ship Build- ers, Blacksmiths, Forgers and Helpers -----	2
International Brotherhood of Electrical Workers-----	20	Sheet Metal Workers Interna- tional Association-----	10
International Association of Ma- chinists & Aerospace Workers--	12	Federated Trades-----	1
International Brotherhood of Firemen, Oilers, Helpers Roundhouse and Railway Shop Laborers -----	5	United Steel Workers of America-- Individually Submitted Cases, etc -----	2 3
		Total -----	138

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.

Examples of these cases originating during the fiscal year which ended June 30, 1969 are:

Robert Randolph, Florida East Coast Ry. Co. ; carmen.
 John L. Lewis, Chesapeake & Ohio R.R. Co. ; carmen.
 Leon Donovan, New York Central R.R. ; carmen.
 W. T. Hancock, Chicago & Northwestern Ry. Co. ; firemen and oilers.
 W. M. Cardwell, Chesapeake & Ohio R.R. Co. ; carmen.
 Raymond F. Berry, Maine Central R.R. Co. ; carmen.
 Francis I. Hullar, New York Central R.R. ; carmen.
 Frank J. Hogan, The Pullman Co. ; electrical workers.
 Roger M. Marks, Atlantic Coast Line R.R. Co. ; machinists.
 David Cline, Penn Central Co. ; firemen and oilers.
 C. O. Gruden, Baltimore & Ohio R.R. Co. ; carmen.
 J. B. Campbell, Louisville & Nashville R.R. Co. ; machinists.
 Albert W. Kelley, Unnamed ; carmen.

THIRD DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago, Ill. 60604

W. B. JONES, *Chairman*
 GERALD ORNDORFF, *Vice Chairman*
 C. R. BARNES
 R. E. BLACK
 P. C. CARTER
 H. G. HARPER¹

G. P. KASAMIS
 C. E. KIEF
 G. L. NAYLOR
 R. W. SMITH²
 G. C. WHITE
 J. W. WHITEHOUSE

SUPPLEMENTAL BOARD

J. R. MATHIEU, *Chairman*
 J. M. WILLEMIN, *Vice Chairman*
 W. W. ALTUS
 R. J. BLAKE^{3,4}
 R. A. DEROSSETT
 R. H. HACK⁵
 H. G. HARPER

C. H. MANOOGIAN
 C. L. MELBERG
 W. M. ROBERTS
 R. W. SMITH
 H. S. TANSLEY⁶
 D. E. WATKINS
 J. W. WHITEHOUSE⁷

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, five of whom shall be selected by the carriers and five by the national labor organizations of employees (par. (h) and (c), sec. 3, first, Railway Labor Act, 1934).

Carriers party to cases docketed

	Number of cases		Number of cases
Akron, Canton & Youngstown---	1	Carolina & Northwestern-----	1
Alabama, Tennessee & Northern--	3	Central of Georgia-----	7
Alton and Southern-----	6	Central RR. Co. of New Jersey--	4
Ann Arbor-----	1	Chesapeake & Ohio-----	19
Atchison, Topeka & Santa Fe-----	12	Chicago & Eastern Illinois-----	4
Atlanta Joint Terminal-----	1	Chicago & Illinois Midland-----	5
Atlanta Terminal Co-----	1	Chicago & Northwestern-----	3
Baltimore & Ohio-----	5	Chicago & Western Indiana-----	1
Belt Railway of Chicago-----	4	Chicago, Burlington & Quincy---	11
Boston & Maine-----	4	Chicago Great Western-----	1
Brooklyn Eastern District Termi- nal-----	1	Chicago, Milwaukee, St. Paul & Pacific-----	36
Canadian Pacific-----	1	Chicago, Rock Island & Pacific---	23

¹ H. G. Harper replaced C. R. Barnes July 8, 1968.

² R. W. Smith replaced J. W. Whitehouse Mar. 24, 1969.

³ R. J. Blake replaced H. G. Harper July 8, 1968.

⁴ R. J. Blake replaced J. M. Willemin as Vice Chairman Mar. 24, 1969.

⁵ R. H. Hack replaced J. M. Willemin Mar. 24, 1969.

⁶ H. S. Tansley replaced W. M. Roberts Sept. 1, 1968.

⁷ J. W. Whitehouse replaced D. E. Watkins Mar. 24, 1969.

Carriers party to cases docketed—Continued

	<i>Number of cases</i>		<i>Number of cases</i>
Chicago, South Shore & South Bend	1	New York, Susquehanna & Western	1
Chicago Union Station	1	Norfolk & Western	17
Cincinnati, New Orleans & Texas Pacific	3	Northern Pacific	7
Clinchfield	4	Northwestern Pacific	1
Colorado & Southern	1	Pacific Fruit Express	1
Delaware & Hudson	2	Penn Central	51
Denver & Rio Grande Western	5	Piedmont & Northern	1
Elgin, Joliet & Eastern	3	Pittsburgh & Lake Erie	1
Erie-Lackawanna	36	Pullman	1
Fort Worth & Denver	1	Railroad Perishable Inspection Agency	1
Fruit Growers Express Co.	2	Railway Express Agency	3
Grand Trunk Western	2	Reading	2
Great Northern	2	Richmond, Fredericksburg & Potomac	3
Gulf, Mobile & Ohio	4	St. Louis-San Francisco	14
Illinois Central	7	St. Louis Southwestern	10
Illinois Terminal	1	Seaboard Coast Line	16
Indianapolis Union Railway	1	Soo Line	8
Jacksonville Terminal	1	Southern	38
Kansas City Southern	5	Southern Pacific (Pacific Lines) ..	22
Kansas City Terminal	5	Southern Pacific (Texas & Louisiana Lines)	7
Kentucky & Indiana Terminal ..	1	Spokane, Portland & Seattle	1
Lehigh Valley	12	Texas & Pacific	11
Long Island	5	Union Pacific	18
Louisville & Nashville	22	Utah Railway Co.	2
Maine Central	1	Western Maryland	5
Minnesota Transfer Co.	1	Western Pacific	4
Mississippi Export	1	Western Weighing & Inspection Bureau	1
Missouri Pacific	27	Wichita Terminal Association ..	1
New Orleans & Northeastern	2		
New Orleans Public Belt	1		
New Orleans Union Passenger Terminal	1		
New York, New Haven & Hartford	14	Total	578

Organizations party to cases docketed

	<i>Number of cases</i>		<i>Number of cases</i>
American Train Dispatchers Association	26	International Brotherhood of Electrical Workers	1
Brotherhood of Maintenance of Way Employees	59	Joint Council of Dining Car Employees	13
Brotherhood of Railroad Signalmen	104	Transportation - Communication Employees Union	200
Brotherhood of Railroad Trainmen	1	Order of Railway Conductors & Brakemen (Pullman System) ..	1
Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees	158	Miscellaneous Class of Employees ..	14
		United Transport Service Employees	1
		Total	578

FOURTH DIVISION—NATIONAL RAILROAD ADJUSTMENT BOARD

220 South State Street, Chicago, Ill. 60604

C. A. CONWAY, *Chairman*
A. T. OTTO, JR., *Vice Chairman*
D. P. LEE

J. F. MORRISSEY
W. J. RYAN
J. P. TAHNEY

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. This division shall consist of six members, three of whom shall be selected by the carriers and three by the national labor organizations of the employees (par. (h), sec. 3, first, Railway Labor Act, 1934).

Carriers party to cases docketed

	Number of cases		Number of cases
Atchison, Topeka & Santa Fe Ry. Co -----	4	Norfolk & Western Ry. Co. (Lake Region) -----	2
Baltimore & Annapolis RR. Co., The -----	1	Norfolk & Western Ry. Co. (NKP) -----	1
Baltimore & Ohio Chicago Termi- nal RR. Co.-----	1	Norfolk & Western Ry. Co. (Wab.) -----	4
Central RR. Co. of New Jersey, The -----	1	Penn Central Co. (NYC)-----	4
Chesapeake & Ohio Ry. Co. (PM District) -----	5	Penn Central Co. (PRR)-----	16
Chicago & North Western Ry. Co. Chicago, Milwaukee, St. Paul & Pacific RR. Co.-----	1	Pittsburgh & Lake Erie RR. Co., The -----	2
Chicago, Rock Island & Pacific RR. Co., The-----	1	St. Louis-San Francisco Ry. Co.--	1
Denver & Rio Grande Western RR. Co., The-----	12	Southern Pacific Co. (Pacific Lines) -----	1
Erie Lackawanna RR. Co.-----	6	Southern Pacific Co. (T&L)-----	1
Grand Trunk Western RR. Co.--	2	Southern Ry. Co.-----	1
Illinois Terminal RR. Co.-----	1	Terminal Railroad Association of St. Louis-----	1
Jacksonville Terminal Co.-----	1	Texas & Pacific Ry. Co., The-----	4
Lehigh Valley RR. Co.-----	9	Texas - Pacific - Missouri Pacific Terminal RR. of New Orleans--	1
Long Island RR. Co., The-----	5	Union Belt of Detroit-----	1
Missouri-Kansas-Texas RR. Co.--	1	Union Pacific RR. Co.-----	1
Missouri Pacific RR. Co.-----	2	Washington Terminal Co., The--	1
		Western Maryland Ry. Co.-----	2
		Total -----	98

Organizations—Employees party to cases docketed

	Number of cases		Number of cases
American Ry. Supervisors Asso- ciation, The-----	17	RR. Yardmasters of America----	53
Brotherhood of Sleeping Car Porters -----	1	Ry. Employees Dept., AFL-CIO--	1
Lighter Captains' Union, Local 996, ILA, AFL-CIO-----	12	Ry. Patrolmen & Security Officers Section, Allied Services Divi- sion, BRAC (RPIU)-----	11
Miscellaneous Classes of Em- ployes -----	1	United Transportation Union (BRT) -----	2
		Total -----	98

APPENDIX B

1. *Neutrals appointed pursuant to Public Law 89-456 (Public Law Boards), fiscal year 1969*

Name	Residence	Date of appointment	Public Law Board No.	Parties
Paul D. Hanlon ¹	Milton, Mass.....	Nov. 16, 1968	38	Grand Trunk Western R.R. Co. and Brotherhood of Locomotive Engineers.
Levi M. Hall ¹	Minneapolis, Minn.....	Aug. 7, 1968	42	Minnesota, Dakota & Western Ry. Co. and Brotherhood of Railroad Trainmen.
Howard A. Johnson ¹	Butte, Mont.....	Apr. 9, 1968	46	Elgin, Joliet & Eastern Ry. Co. and Order of Railway Conductors & Brakemen.
David Kabaker ¹	Cleveland, Ohio.....	Nov. 27, 1968	56	Akron & Barbertown Belt R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Paul D. Hanlon ¹	Milton, Mass.....	Oct. 14, 1968	63	Great Northern Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Paul N. Guthrie ¹	Chapel Hill, N.C.....	May 23, 1969	64	Savannah & Atlanta Ry. Co. and United Transportation Union (E).
Arthur W. Sempliner ¹	Grosse Pointe Farms, Mich.....	Aug. 5, 1968	73	Butte, Anaconda & Pacific Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Jacob Seidenberg ¹	Falls Church, Va.....	Sept. 18, 1968	86	Atchison, Topeka & Santa Fe Ry. Co. and Brotherhood of Locomotive Engineers.
Preston J. Moore ¹	Oklahoma City, Okla.....	July 23, 1968	² 94	Norfolk & Western Ry. Co. and Brotherhood of Railroad Trainmen.
Do. ¹	do.....	Oct. 1, 1968	137	Denver & Rio Grande Western Ry. Co. and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen & Enginemen.
Phillip G. Sheridan ¹	Everett, Wash.....	July 17, 1968	138	Spokane, Portland & Seattle Ry. Co. and Brotherhood of Railroad Signalmen.
Lloyd H. Bailer ¹	Los Angeles, Calif.....	Sept. 17, 1968	160	Norfolk & Western Ry. Co. (Nickel Plate & Clover Leaf Districts) and Brotherhood of Locomotive Firemen & Enginemen.
Martin I. Rose ¹	New York, N.Y.....	Feb. 23, 1968	161	Baltimore & Ohio R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Harold M. Gilden ¹	Chicago, Ill.....	July 31, 1968	168	Spokane, Portland & Seattle Ry. Co. and Brotherhood of Maintenance of Way Employees.
David Dolnick ²	do.....	July 3, 1968	175	Chicago, Milwaukee, St. Paul & Pacific R.R. Co. and Brotherhood of Railroad Trainmen.
Dudley E. Whiting ¹	Southfield, Mich.....	Sept. 17, 1968	175	Do.
Lloyd H. Bailer ¹	Los Angeles, Calif.....	Nov. 6, 1968	179	Norfolk & Western Ry. Co. (Wheeling and Lake Erie Districts) and Order of Railway Conductors & Brakemen.
Robert O. Boyd ¹	Washington, D.C.....	Dec. 30, 1968	180	Norfolk & Western Ry. Co. (Wheeling and Lake Erie Districts) and Brotherhood of Locomotive Firemen & Enginemen.
John Criswell ¹	do.....	June 25, 1969	186	Houston Belt & Terminal Ry. Co. and United Transportation Union (T).
H. Raymond Cluster ¹	Baltimore, Md.....	Dec. 3, 1968	189	Union Pacific R.R. Co. and Brotherhood of Railroad Trainmen.
Paul D. Hanlon ¹	Milton, Mass.....	Mar. 18, 1969	192	Atchison, Topeka & Santa Fe Ry. Co. (Coast Lines) and United Transportation Union (E).
H. Raymond Cluster ¹	Baltimore, Md.....	July 24, 1968	201	Norfolk & Western Ry. Co. and Brotherhood of Locomotive Engineers.
Jacob Seidenberg ¹	Falls Church, Va.....	July 25, 1968	206	Penn Central and Brotherhood of Locomotive Firemen & Enginemen.
Robert O. Boyd ²	Washington, D.C.....	July 19, 1968	209	Butte, Anaconda & Pacific Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen and Brotherhood of Railroad Trainmen.
Do ¹	do.....	Apr. 21, 1969	209	Butte, Anaconda & Pacific Ry. Co. and United Transportation Union (T-E).
Howard A. Johnson ¹	Butte, Mont.....	Aug. 8, 1968	211	Southern Pacific Co. (Pacific Lines) 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 1969—Continued*

Name	Residence	Date of appointment	Public Law Board No.	Parties
David R. Douglass ¹	Oklahoma City, Okla.....	Oct. 10, 1968	212	Aliquippa & Southern R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen.
A. Langley Coffey ¹	Sand Springs, Okla.....	Aug. 8, 1968	213	Illinois Central R.R. Co. and Brotherhood of Railroad Trainmen.
David Dolnick ¹	Chicago, Ill.....	July 2, 1968	214	Chicago Great Western Ry. Co. and Brotherhood of Locomotive Engineers.
Robert O. Boyd ¹	Washington, D.C.....	Sept. 11, 1968	215	Union Pacific R.R. Co. and Brotherhood of Locomotive Engineers.
Do. ¹	do.....	Sept. 19, 1968	216	Detroit & Toledo Shore Line R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Jacob Seidenberg ¹	Falls Church, Va.....	July 8, 1968	217	Central of Georgia Ry. Co. and Switchmen's Union of North America.
Paul D. Hanlon ¹	Milton, Mass.....	July 9, 1968	218	Union Railroad Co. and Brotherhood of Locomotive Engineers.
Robert O. Boyd ¹	Washington, D.C.....	Nov. 19, 1968	219	Cuyahoga Valley Ry. Co. and Brotherhood of Locomotive Fireman & Enginemen.
David Dolnick ¹	Chicago, Ill.....	Aug. 16, 1968	220	Duluth, Winnipeg & Pacific Ry. Co. and Brotherhood of Railroad Trainmen.
Kieran P. O'Gallagher ¹	do.....	July 17, 1968	221	Belt Ry. Co. of Chicago and Brotherhood of Railroad Trainmen.
Paul D. Hanlon ¹	Milton, Mass.....	Aug. 5, 1968	222	Monon R.R. Co. and Brotherhood of Locomotive Engineers.
Jacob Seidenberg ¹	Falls Church, Va.....	Dec. 31, 1968	223	Penn Central Co. (Southern Region) and Brotherhood of Railroad Trainmen.
Hubert Wyckoff ¹	Watsonville, Calif.....	Aug. 9, 1968	224	Stockton Terminal & Eastern R.R. Co. and Brotherhood of Railroad Trainmen.
Preston J. Moore ³	Oklahoma City, Okla.....	Aug. 7, 1968	225	Chesapeake & Ohio Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
John McGovern ¹	Washington, D.C.....	Apr. 25, 1969	226	Chesapeake & Ohio Ry. Co. and United Transportation Union (E).
Carroll R. Daugherty ¹	Evanston, Ill.....	Oct. 31, 1968	227	Bessemer & Lake Erie R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Paul N. Guthrie ¹	Chapel Hill, N.C.....	Aug. 14, 1968	228	Chicago, Milwaukee, St. Paul & Pacific R.R. Co. and Brotherhood of Railroad Trainmen.
Preston J. Moore ¹	Oklahoma City, Okla.....	Aug. 9, 1968	229	Terminal Ry. Alabama State Docks and Brotherhood of Railroad Trainmen.
Kieran P. O'Gallagher ¹	Chicago, Ill.....	Aug. 12, 1968	230	New York, New Haven & Hartford R.R. Co. and Brotherhood of Locomotive Engineers.
Murray M. Rohman ¹	Fort Worth, Tex.....	Oct. 3, 1968	231	Colorado & Southern Ry. Co. and Brotherhood of Locomotive Engineers.
Levi M. Hall ³	Minneapolis, Minn.....	Sept. 17, 1968	232	Great Northern Ry. Co. and Order of Railway Conductors & Brakemen.
Paul D. Hanlon ¹	Milton, Mass.....	Nov. 27, 1968	232	Great Northern Ry. Co. and Order of Railway Conductors & Brakemen.
David S. Kabaker ¹	Cleveland, Ohio.....	Sept. 13, 1968	233	Great Northern Ry. Co. and Order of Railway Conductors & Brakemen.
David Dolnick ¹	Chicago, Ill.....	Aug. 20, 1968	234	Chesapeake & Ohio Ry. Co. and Brotherhood of Locomotive Engineers.
Gene T. Ritter ¹	Ardmore, Okla.....	Sept. 19, 1968	235	Colorado & Southern Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Preston J. Moore ¹	Oklahoma City, Okla.....	Sept. 17, 1968	236	Denver & Rio Grande Western R.R. Co. and Brotherhood of Railroad Trainmen.
Robert F. Koretz ³	Syracuse, N. Y.....	Sept. 13, 1968	237	Penn Central Co. and Brotherhood of Locomotive Engineers.
David R. Douglass ¹	Oklahoma City, Okla.....	May 27, 1969	237	Penn Central Co. and Brotherhood of Locomotive Engineers.
Robert O. Boyd ¹	Washington, D.C.....	Sept. 6, 1968	238	Erie Lackawanna R.R. Co. and Brotherhood of Railroad Trainmen.
Jacob Seidenberg ¹	Falls Church, Va.....	Aug. 27, 1968	239	South Buffalo Ry. Co. and Brotherhood of Railroad Trainmen.
David Dolnick ¹	Chicago, Ill.....	Aug. 30, 1968	240	Chicago, Milwaukee, St. Paul and Pacific R.R. Co. and Order of Railway Conductors & Brakemen.
William P. Murphy ³	Columbia, Mo.....	Sept. 13, 1968	241	St. Louis-San Francisco Ry. Co. and Brotherhood of Railroad Trainmen.
Martin I. Rose ¹	New York, N. Y.....	Sept. 4, 1968	242	Boston & Maine Corp. and Brotherhood of Locomotive Firemen & Enginemen.
H. Raymond Cluster ¹	Baltimore, Md.....	Nov. 21, 1968	243	Louisville & Nashville R.R. Co. and Brotherhood of Railroad Trainmen.

Preston J. Moore ¹	Oklahoma City, Okla.	Jan. 14, 1969	⁴ 244	Denver & Rio Grande Western R.R. Co. and United Transportation Union (S).
David Dolnick ¹	Chicago, Ill.	Sept. 5, 1968	245	Chicago, Milwaukee, St. Paul & Pacific R.R. Co. and Brotherhood of Railroad Trainmen.
Lloyd H. Bailer ¹	Los Angeles, Calif.	Nov. 6, 1968	246	Delaware & Hudson Ry. Co. and Brotherhood of Maintenance of Way Employees.
Do. ¹	do.	Oct. 2, 1968	247	Los Angeles Junction Ry. and Switchmen's Union of North America.
Dudley E. Whiting ¹	Southfield, Mich.	Sept. 17, 1968	248	Chicago, Milwaukee, St. Paul & Pacific R.R. Co. and Brotherhood of Railroad Trainmen.
Paul D. Hanlon ¹	Milton, Mass.	Sept. 24, 1968	250	Erie Lackawanna R.R. Co. and Brotherhood of Locomotive Engineers.
Arthur W. Sempliner ²	Grosse Pointe Farms, Mich.	Oct. 14, 1968	251	Newburgh & South Shore Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Paul D. Hanlon ²	Milton, Mass.	Mar. 11, 1969	⁵ 251	Newburgh & South Shore Ry. Co., and United Transportation Union (E).
Do. ¹	do.	June 18, 1969	251	Newburgh & South Shore Ry. Co. and United Transportation Union (E).
Phillip G. Sheridan ²	Everett, Wash.	Feb. 6, 1969	252	Spokane, Portland & Seattle Ry. Co. and United Transportation Union (T).
Jacob Seidenberg ¹	Falls Church, Va.	Sept. 23, 1968	254	The Long Island R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Thomas T. Roberts ¹	Rollings Hills, Calif.	Oct. 10, 1968	255	Los Angeles Junction Ry. Co. and the Brotherhood of Railway Trainmen.
A. Langley Coffey ²	Sand Springs, Okla.	Oct. 30, 1968	256	Atchison, Topeka & Santa Fe Ry. Co. and Order of Railway Conductors & Brakemen and Brotherhood of Railroad Trainmen.
Preston J. Moore ¹	Oklahoma City, Okla.	Mar. 26, 1969	256	Atchison, Topeka & Santa Fe Ry. Co. and Order of Railway Conductors & Brakemen and Brotherhood of Railroad Trainmen.
Lloyd H. Bailer ¹	Los Angeles, Calif.	Sept. 27, 1968	257	Illinois Central R.R. Co. and Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees.
Phillip G. Sheridan ²	Everett, Wash.	Feb. 7, 1969	258	Sacramento Northern Ry. Co. and United Transportation Union (S).
David H. Brown ¹	Sherman, Tex.	Oct. 28, 1968	259	Atchison, Topeka & Santa Fe Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Lloyd H. Bailer ¹	Los Angeles, Calif.	Mar. 7, 1969	260	Norfolk & Western Ry. Co. and United Transportation Union (E).
Byron R. Abernethy ¹	Lubbock, Tex.	Oct. 4, 1968	261	Atchison, Topeka & Santa Fe Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Paul D. Hanlon ¹	Milton, Mass.	Oct. 30, 1968	262	Union Railroad Co. and Brotherhood of Railroad Trainmen.
Do. ¹	do.	Oct. 17, 1968	263	Western Pacific R.R. Co. and American Train Dispatchers Association.
Hubert Wyckoff ¹	Watsonville, Calif.	Oct. 31, 1968	264	Atchison, Topeka & Santa Fe Ry. Co. and Brotherhood of Railroad Trainmen.
John E. Dietz ²	Pompano Beach, Fla.	Oct. 30, 1968	265	Louisville & Nashville R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Robert O. Boyd ¹	Washington, D.C.	June 11, 1969	265	Louisville & Nashville R.R. Co. and United Transportation Union (E).
Preston J. Moore ¹	Oklahoma City, Okla.	Oct. 28, 1968	266	Norfolk & Western Ry. Co. and Brotherhood of Railroad Trainmen.
David R. Douglass ¹	do.	Oct. 21, 1968	267	Mississippi Export R.R. Co. and Brotherhood of Railroad Trainmen.
Joseph Shister ²	Snyder, N.Y.	Nov. 19, 1968	268	South Buffalo Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Do. ¹	do.	Jan. 23, 1969	268	South Buffalo Ry. Co. and United Transportation Union (E).
Murray M. Rohman ²	Fort Worth, Tex.	Dec. 3, 1968	269	Atchison, Topeka & Santa Fe Ry. Co. (Western Lines) and Brotherhood of Railroad Trainmen.
Paul D. Hanlon ¹	Milton, Mass.	Nov. 6, 1968	270	Atchison, Topeka & Santa Fe Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
William Coburn ¹	Washington, D.C.	do.	271	Lehigh & Hudson River Ry. Co. and Brotherhood of Railroad Trainmen.
Harold M. Gilden ²	Chicago, Ill.	Dec. 3, 1968	272	Chicago, Milwaukee, St. Paul & Pacific R.R. Co. and Order of Railway Conductors & Brakemen.
Don E. Hamilton ¹	Oklahoma City, Okla.	Nov. 15, 1968	273	Norfolk & Western Ry. Co. (Atlantic and Pocahontas Region) and Transportation Communication Employees Union.
Paul C. Dugan ²	Kansas City, Mo.	Nov. 29, 1968	274	St. Louis Southwestern Ry. Lines and Transportation-Communication Employees Union.

See footnotes at end of table.

1. Neutrals appointed pursuant to Public Law 89-456 (Public Law Boards), fiscal year 1969—Continued

Name	Residence	Date of appointment	Public Law Board No.	Parties
Levi M. Hall ¹	Minneapolis, Minn.	Jan. 15, 1969	275	Ahnapee & Western Ry. Co. and United Transportation Union (E).
George S. Ives ¹	Washington, D.C.	Nov. 29, 1968	276	Seaboard Coast Line R.R. Co. and Brotherhood of Railroad Trainmen.
Preston J. Moore ¹	Oklahoma City, Okla.	Mar. 5, 1969	277	Fairport, Painesville & Eastern R.R. Co. and United Transportation Union (E).
George M. Catlett ¹	Frankfort, Ky.	Dec. 4, 1968	278	Atlanta & St. Andrews Bay Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
H. Raymond Cluster ¹	Baltimore, Md.	Nov. 25, 1968	279	The Pullman Co. and Brotherhood of Sleeping Car Porters.
Preston J. Moore ¹	Oklahoma City, Okla.	Nov. 29, 1968	280	Union R.R. Co. and United Steelworkers of America.
Peter Florey ¹	Pittsburgh, Pa.	Mar. 25, 1969	280	Union R.R. Co. and United Steelworkers of America.
Paul D. Hanlon ¹	Milton, Mass.	Dec. 4, 1968	281	Southern Pacific Co. (T&L Lines) and Brotherhood of Locomotive Firemen & Enginemen.
Do ¹	do.	Dec. 3, 1968	282	Chicago, Burlington & Quincy R.R. Co. and Brotherhood of Railroad Trainmen.
Jacob Seidenberg ¹	Falls Church, Va.	do.	283	Southern Ry. System (Southern Ry. Co., Cincinnati, New Orleans & Texas Pacific Ry. Co. and New Orleans & Northeastern R.R. Co.) and Brotherhood of Locomotive Engineers.
Paul D. Hanlon ¹	Milton, Mass.	Dec. 12, 1968	284	Spokane, Portland & Seattle Ry. Co. and Brotherhood of Railroad Trainmen.
Robert O. Boyd ¹	Washington, D.C.	Apr. 7, 1969	285	Illinois Terminal R.R. Co. and United Transportation Union (E).
Paul D. Hanlon ¹	Milton, Mass.	Dec. 12, 1968	286	Northern Pacific Ry. Co. and Brotherhood of Railroad Trainmen.
Arnold M. Zack ¹	Boston, Mass.	Dec. 10, 1968	287	Canadian Pacific Ry. Co. (Atlantic Region) and Brotherhood of Railroad Trainmen.
Paul N. Guthrie ¹	Chapel Hill, N.C.	do.	288	Seaboard Coast Line R.R. Co. and Order of Railway Conductors & Brakemen.
Lloyd H. Bailor ¹	Los Angeles, Calif.	Mar. 27, 1969	289	Indianapolis Union Ry. Co. and United Transportation Union (E).
Paul N. Guthrie ¹	Chapel Hill, N.C.	Dec. 10, 1968	290	Seaboard Coast Line R.R. Co. and United Transportation Union (C).
Do ¹	do.	Feb. 7, 1969	290	Seaboard Coast Line R.R. Co. and United Transportation Union (C).
Robert O. Boyd ¹	Washington, D.C.	Dec. 5, 1968	291	Union Pacific R.R. Co. and Order of Railway Conductors & Brakemen.
Paul N. Guthrie ¹	Chapel Hill, N.C.	Dec. 24, 1968	292	Norfolk & Southern Ry. Co. and Brotherhood of Railroad Trainmen.
Paul D. Hanlon ¹	Milton, Mass.	Apr. 28, 1969	293	Penn Central Co. and United Transportation Union (C).
Jacob Seidenberg ¹	Falls Church, Va.	Jan. 14, 1969	294	Elgin, Joliet & Eastern Ry. Co. and United Transportation Union (T).
Roy R. Ray ¹	Dallas, Tex.	Dec. 12, 1968	295	Atchison, Topeka & Santa Fe Ry. Co. (Western Lines) and Brotherhood of Locomotive Engineers.
Byron R. Abernethy ¹	Lubbock, Tex.	Apr. 21, 1969	295	Do.
Roy R. Ray ¹	Dallas, Tex.	Dec. 12, 1968	296	Atchison, Topeka & Santa Fe Ry. Co. and Brotherhood of Railroad Trainmen.
Charles J. Morris ¹	do.	Jan. 15, 1969	297	Seaboard Coast Line R.R. Co. and United Transportation Union.
Kieran P. O'Gallagher ¹	Chicago, Ill.	Dec. 16, 1968	298	Duluth, Missabe & Iron Range Ry. Co. and Order of Railway Conductors & Brakemen.
Robert O. Boyd ¹	Washington, D.C.	Dec. 30, 1968	299	Western Maryland Ry. Co. and Brotherhood of Locomotive Firemen & Enginemen.
Preston J. Moore ¹	Oklahoma City, Okla.	Feb. 5, 1969	300	St. Louis-San Francisco Ry. Co. and American Train Dispatchers Association.
Do ¹	do.	Apr. 28, 1969	302	Union Pacific R.R. Co. and United Transportation Union (T).
Kieran P. O'Gallagher ¹	Chicago, Ill.	Dec. 23, 1968	303	Soo Line R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen.
H. Raymond Cluster ¹	Baltimore, Md.	Jan. 6, 1969	305	Indiana Harbor Belt R.R. Co. and United Transportation Union (T).
Daniel A. Lynch ¹	New York, N.Y.	Feb. 7, 1969	306	Long Island R.R. Co. and Brotherhood of Railway Carmen of America.

Jacob Seidenberg ¹	Falls Church, Va.	Jan. 3, 1969	307 Penn Central Co. (Southern Region) and Brotherhood of Locomotive Firemen & Enginemen.
Nicholas H. Zumas ¹	Washington, D.C.	Feb. 7, 1969	308 Richmond, Fredericksburg & Potomac R.R. Co. and United Transportation Union (T).
Howard A. Johnson ¹	Butte, Mont.	Jan. 17, 1969	309 Louisville & Nashville R.R. Co. and United Transportation Union.
Robert O. Boyd ¹	Washington, D.C.	Jan. 23, 1969	312 Brooklyn Eastern District Terminal R.R. Co. and United Transportation Union (T).
A. Langley Coffey ¹	Sand Springs, Okla.	Jan. 17, 1969	311 Lake Terminal R.R. Co. and United Transportation Union (E).
H. Raymond Cluster ¹	Baltimore, Md.	Feb. 4, 1969	313 Penn Central Co. and United Transportation Union (T).
Donald E. Hamilton ¹	Oklahoma City, Okla.	Jan. 27, 1969	314 Western Pacific R.R. Co. and Brotherhood of Railroad Signalmen.
Kieran P. O'Gallagher ¹	Chicago, Ill.	do.	315 Penn Central Co. (New Haven Region) and United Transportation Union (T).
Paul D. Hanlon ¹	Milton, Mass.	Feb. 3, 1969	316 Chicago, Rock Island & Pacific R.R. Co., Fort Worth & Denver Ry. Co. and United Transportation Union (E).
Donald E. Hamilton ³	Oklahoma City, Okla.	Feb. 5, 1969	317 Western Pacific R.R. Co. and Brotherhood of Railroad Signalmen.
David H. Brown ¹	Sherman, Tex.	Mar. 26, 1969	318 Atchison, Topeka & Santa Fe Ry. Co. and United Transportation Union (T-C).
John H. Dorsey ¹	Washington, D.C.	Feb. 4, 1969	319 The Pullman Co. and Brotherhood of Railway Airline & Steamship Clerks, Freight Handlers, Express & Station Employees.
David R. Douglass ¹	Oklahoma City, Okla.	Feb. 12, 1969	320 Indiana Harbor Belt R.R. Co. and Brotherhood of Locomotive Engineers.
Levi M. Hall ³	Minneapolis, Minn.	do.	321 Great Northern Ry. Co. and United Transportation Union (C).
John F. Sembower ³	Chicago, Ill.	Feb. 17, 1969	322 Illinois Northern Ry. and United Transportation Union (E).
John H. Dorsey ³	Washington, D.C.	Feb. 10, 1969	323 Norfolk & Western Ry. Co. (Atlantic and Pocahontas Region) and United Transportation Union (E).
Jacob Seidenberg ¹	Falls Church, Va.	Feb. 24, 1969	324 Great Northern Ry. Co. and Transportation-Communication Employees Union.
Paul C. Dugan ¹	Kansas City, Mo.	Mar. 25, 1969	325 Atchison, Topeka & Santa Fe Ry. Co. and United Transportation Union (T-C).
Jacob Seidenberg ¹	Falls Church, Va.	Feb. 13, 1969	326 Penn Central Co. and Brotherhood of Locomotive Engineers.
Paul D. Hanlon ¹	Milton, Mass.	Feb. 24, 1969	327 Gulf, Mobile & Ohio R.R. Co. and United Transportation Union (T).
John E. Gorsuch ¹	Denver, Colo.	Mar. 26, 1969	328 Colorado & Southern Ry. Co. and Brotherhood of Locomotive Engineers.
Don E. Hamilton ¹	Oklahoma City, Okla.	Mar. 11, 1969	329 Denver & Rio Grande Western R.R. Co. and Transportation-Communication Employees Union.
Arthur W. Sempliner ¹	Grosse Pointe Farms, Mich.	Feb. 20, 1969	330 Piedmont & Northern Ry. Co. and United Transportation Union.
Do. ¹	do.	do.	331 Louisville & Nashville R.R. Co. and United Transportation Union.
Martin I. Rose ¹	New York, N.Y.	Feb. 18, 1969	332 Penn Central Co. (New Haven Region) and Brotherhood of Locomotive Engineers.
Robert O. Boyd ¹	Washington, D.C.	Feb. 28, 1969	333 Peoria & Pekin Union Ry. Co. and United Transportation Union (T).
Byron R. Abernethy ¹	Lubbock, Tex.	Mar. 5, 1969	335 Pittsburgh & Lake Erie R.R. Co. and United Transportation Union.
Preston J. Moore ¹	Oklahoma City, Okla.	Feb. 26, 1969	336 Seaboard Coast Line R.R. Co. and United Transportation Union (C).
David H. Brown ¹	Sherman, Tex.	Apr. 25, 1969	338 Atchison, Topeka & Santa Fe Ry. Co. (Western Lines) and United Transportation Union (T).
Paul N. Guthrie ³	Chapel Hill, N.C.	Apr. 3, 1969	341 Atlanta & St. Andrews Bay Ry. Co. and United Transportation Union (E).
George S. Ives ¹	Washington, D.C.	Mar. 6, 1969	342 Florida East Coast Ry. Co. and United Transportation Union (T-E).
Robert O. Boyd ¹	do.	Mar. 11, 1969	343 Western Maryland Ry. Co. and United Transportation Union (T-E).
Do. ¹	do.	Mar. 13, 1969	344 Chicago, Rock Island & Pacific R.R. Co. and United Transportation Union (T-E).
David Dolnick ¹	Chicago, Ill.	Mar. 18, 1969	345 Western Maryland Ry. Co. and United Transportation Union (T-E).
H. Raymond Cluster ¹	Baltimore, Md.	June 30, 1969	346 Ogden Union Ry. & Depot Co. and United Transportation Union (T).
Arthur W. Sempliner ¹	Grosse Pointe Farms, Mich.	Mar. 17, 1969	347 Chesapeake & Ohio Ry. Co. and United Transportation Union (T-C).
David R. Douglass ¹	Oklahoma City, Okla.	Mar. 19, 1969	348 River Terminal Ry. Co. and United Transportation Union (T).
John Criswell ³	Washington, D.C.	May 26, 1969	349 Texas & Pacific Ry. Co. and Brotherhood of Locomotive Engineers.
Robert O. Boyd ¹	do.	Apr. 7, 1969	350 Chicago, Rock Island & Pacific R.R. Co. and Brotherhood of Locomotive Engineers.
Paul C. Dugan ¹	Kansas City, Mo.	May 1, 1969	351 Kansas City Terminal Co. and United Transportation Union (S).

See footnotes at end of table.

1. Neutrals appointed pursuant to Public Law 89-456 (Public Law Boards), fiscal year 1969—Continued

Name	Residence	Date of appointment	Public Law Board No.	Parties
Nelson M. Bortz ³	Bethesda, Md.....	Apr. 17, 1969	352	Louisville & Nashville R.R. Co. and Transportation, Communication Division-Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express & Station Employees.
Arthur W. Sempliner ¹	Grosse Pointe Farms, Mich....	Apr. 10, 1969	353	The Pullman Co. and United Transportation Union (C).
Preston J. Moore ¹	Oklahoma City, Okla.....	do.....	354	Chicago, Rock Island & Pacific R.R. Co. and United Transportation Union (S).
Do. ¹	do.....	do.....	355	Kansas, Oklahoma & Gulf Ry. Co. and United Transportation Union (T).
Jacob Seidenberg ¹	Falls Church, Va.....	do.....	356	Monongahela Ry. Co. and Brotherhood of Locomotive Engineers.
Preston J. Moore ¹	Oklahoma City, Okla.....	Apr. 16, 1969	357	Texas & Pacific Ry. Co. and United Transportation Union (T).
Paul D. Hanlon ¹	Milton, Mass.....	Apr. 28, 1969	358	Southern Pacific Co.-Texas & Louisiana Lines and United Transportation Union (C).
Arnold M. Zack.....	Boston, Mass.....	May 5, 1969	360	Bangor & Aroostook R.R. Co. & United Transportation Union (E).
Jacob Seidenberg ¹	Falls Church, Va.....	Apr. 18, 1969	361	Akron & Barberton Belt R.R. Co. and United Transportation Union (T).
George S. Ives ¹	Washington, D.C.....	Apr. 21, 1969	362	Monon R.R. and United Transportation Union (T).
Milton Friedman ³	New York, N.Y.....	May 5, 1969	363	The Long Island R.R. Co. and United Transportation Union (T).
William H. Coburn ¹	Washington, D.C.....	Apr. 24, 1969	364	Erie Lackawanna Ry. Co. and United Transportation Union (T).
Jacob Seidenberg ¹	Falls Church, Va.....	Apr. 28, 1969	365	Cambria & Indiana R.R. Co. and United Transportation Union (E).
Paul D. Hanlon ¹	Milton, Mass.....	do.....	366	Spokane, Portland & Seattle Ry. Co. and Brotherhood of Locomotive Engineers.
Levi M. Hall ¹	Minneapolis, Minn.....	May 6, 1969	367	Great Northern Ry. Co. and Joint Council of Teamsters No. 23.
Joseph Shister ¹	Snyder, N.Y.....	Apr. 29, 1969	368	South Buffalo Ry. Co. and United Transportation Union (E).
David Dolnick ¹	Chicago, Ill.....	May 1, 1969	369	Penn Central Co. and Transportation, Communication Division—Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees.
Paul D. Hanlon ¹	Milton, Mass.....	do.....	371	Southern Pacific Co. and Brotherhood of Locomotive Engineers.
Robert O. Boyd ¹	Washington, D.C.....	May 7, 1969	372	Norfolk & Western Ry. Co. and United Transportation Union (C).
Paul D. Hanlon ¹	Milton, Mass.....	May 1, 1969	373	Northern Pacific Ry. Co. and Brotherhood of Locomotive Engineers.
Do. ¹	do.....	do.....	374	Denver & Rio Grande Western Ry. Co. and Brotherhood of Locomotive Engineers.
J. Fred Holly ³	Knoxville, Tenn.....	June 11, 1969	375	Clinchfield R.R. Co. and United Transportation Union (E).
Robert O. Boyd ¹	Washington, D.C.....	May 8, 1969	376	Chicago & Western Indiana R.R. Co. and United Transportation Union (T).
Murray M. Rohman ¹	Fort Worth, Tex.....	May 8, 1969	377	Chicago, Milwaukee, St. Paul & Pacific R.R. Co. and United Transportation Union (C).
Jacob Seidenberg ¹	Falls Church, Va.....	May 20, 1969	378	Penn Central Co. & Brotherhood of Locomotive Engineers.
Preston J. Moore ¹	Oklahoma City, Okla.....	May 27, 1969	379	Denver & Rio Grande Western R.R. Co. and United Transportation Union (E).
Martin I. Rose ¹	New York, N.Y.....	May 16, 1969	381	Penn Central Co. & United Transportation Union (E).
Paul D. Hanlon ¹	Milton, Mass.....	May 13, 1969	383	Long Island R.R. Co. and United Transportation Union (E).
Preston J. Moore ¹	Oklahoma City, Okla.....	June 12, 1969	386	Atchison, Topeka & Santa Fe Ry. Co. (Eastern Lines) and Brotherhood of Locomotive Engineers.
A. W. Epstein ¹	New York, N.Y.....	June 10, 1969	387	Long Island R.R. Co. and Brotherhood of Railroad Signalmen.
Robert O. Boyd ¹	Washington, D.C.....	May 29, 1969	388	Western Pacific R.R. Co. and United Transportation Union (T-C).
John Criswell ¹	do.....	June 10, 1969	389	Houston Belt & Terminal Ry. Co. and United Transportation Union (T).
Richard E. Morley ¹	Panama City, Fla.....	June 3, 1969	390	Atlanta & St. Andrews Bay Ry. Co. and Brotherhood of Locomotive Engineers.
Preston J. Moore ¹	Oklahoma City, Okla.....	June 4, 1969	391	Clinchfield R.R. Co. and United Transportation Union (T).

Laurence E. Seibel ¹	Washington, D.C.	June 10, 1969
Preston J. Moore ¹	Oklahoma City, Okla.	June 5, 1969
Do. ¹	do.	do.
David L. Kabaker ¹	Cleveland, Ohio	June 11, 1969
Phillip G. Sheridan ¹	Everett, Wash.	June 30, 1969
Jacob Seidenberg ¹	Falls Church, Va.	June 10, 1969
David R. Douglass ¹	Chicago, Ill.	June 13, 1969
Kieran P. O'Gallagher ¹	Oklahoma City, Okla.	do.

¹ Merits.

² Public Law Board No. 94 Vice, H. Raymond Cluster, resigned.

³ Procedural.

⁴ Public Law Board No. 244 Vice, Phillip G. Sheridan, appointed Oct. 28, 1968, resigned.

⁵ Public Law Board No. 251 Vice, Arthur W. Sempliner, unavailable.

392	Union R.R. Co. and Brotherhood of Railroad Signalmen.
393	Central California Traction Co. and United Transportation Union (T).
394	Missouri Pacific R.R. Co. and United Transportation Union (T).
395	Akron, Canton & Youngstown R.R. Co. and United Transportation Union (T).
396	Atchison, Topeka & Santa Fe Ry. Co. (Eastern Lines) and United Transportation Union.
397	Patapsco & Back Rivers R.R. Co. and United Transportation Union (E).
400	Missouri Pacific R.R. Co. and United Transportation Union (E).
401	Chicago & North Western Ry. Co. and Brotherhood of Locomotive Engineers.

⁶ Public Law Board No. 289 Vice, Carroll R. Daugherty, appointed Dec. 6, 1968, unavailable.

⁷ Public Law Board. No. 349 Vice, David H. Brown, appointed May 21, 1969, unavailable.

NOTE.—Cases where neutrals were not appointed are not shown.

2. Arbitrators appointed—Arbitration boards, fiscal year 1969

Name	Residence	Date of appointment	Arbitration and case number	Parties
Lewis M. Gill.....	Philadelphia, Pa.....	Aug. 14, 1968	Arbitration 302; Case A-8288.	Pan American World Airways, Inc., and Air Line Dispatchers Association.
Howard A. Johnson.....	Butte, Mont.....	Nov. 13, 1968	Arbitration 303, Case A.....	Elgin, Joliet & Eastern Ry. Co. and Brotherhood of Locomotive Firemen and Enginemen.

3. Arbitrators appointed—Special Board of Adjustment (Railroad), fiscal year 1969

Name	Residence	Date of appointment	Special Board No.	Parties
Jacob Seidenberg.....	Falls Church, Va.....	Nov. 8, 1968	746	Western Ry. of Alabama, Atlanta & West Point R.R. Co. Atlanta Jt. Terminals and Brotherhood of Locomotive Engineers. Brotherhood of Locomotive Firemen & Enginemen and Brotherhood of Railroad Trainmen.
Charles J. Morris.....	Dallas, Tex.....	Jan. 15, 1969	747	Seaboard Coast Line R.R. Co. and Brotherhood of Locomotive Firemen & Enginemen, Order of Railway Conductors & Brakemen, Brotherhood of Railroad Trainmen.
Do.....	do.....	do.....	748	Do.
John H. Dorsey.....	Washington, D.C.....	Dec. 30, 1968	749	REA Express and Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees.
Nelson M. Bortz.....	Bethesda, Md.....	Feb. 7, 1969	750	Louisville & Nashville R.R. Co. and American Train Dispatchers Association.
Howard A. Johnson.....	Butte, Mont.....	Feb. 12, 1969	751	Seaboard Coast Line R.R. Co. and United Transportation Union.
Jacob Seidenberg.....	Falls Church, Va.....	Apr. 14, 1969	752	REA Express and Brotherhood of Railroad, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees.
Robert O. Boyd.....	Washington, D.C.....	May 5, 1969	753	Disputes Committee—Eastern, Western & Southeastern Carriers Conference Committees and United Transportation Union.
H. Raymond Cluster.....	Baltimore, Md.....	June 2, 1969	754	Do.
Robert O. Boyd.....	Washington, D.C.....	June 9, 1969	755	Dispute Committee—Western Carriers Conference Committee and United Transportation Union.
John H. Dorsey.....	do.....	June 10, 1969	756	Long Island R.R. Co. (Board of Inquiry) and United Transportation Union.

4. Arbitrators appointed pursuant to Union Shop Agreements, fiscal year 1969

Name	Residence	Date of appointment	Carrier	Organizations	Individual involve
David Dolnick.....	Chicago, Ill.....	Dec. 2, 1968	Participating Carriers and Organizations of the Washington Job Protection Agree- ment of May, 1936. (Under provisions of Sec. 13.)		Certain miscellaneous cases.
William H. Coburn.....	Washington, D.C.....	June 13, 1969	Penn Central Co.....	Transport Workers Union of America, AFL-CIO.	File #1363 (Special Arbi- tration)
Martin I. Rose.....	New York, N.Y.....	do.....	Penn Central Co. and Baltimore & Eastern Railroad Co.	United Transportation Union (BRT)..	Joseph McCoy, Jr.

5. Referees appointed—System Board of Adjustment (Airlines), fiscal year 1969

Name	Residence	Date of appointment	Parties
David S. McLaughlin.....	New York, N. Y.....	July 15, 1968	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
Nicholas H. Zumas.....	Washington, D. C.....	July 16, 1968	Do.
Howard A. Johnson.....	Butte, Mont.....	do.....	Western Air Lines, Inc., and Air Line Pilots Association, International.
Rolf Valtin.....	Washington, D. C.....	July 22, 1968	National Airlines, Inc., and Air Line Pilots Association, International.
Jan E. Cartwright.....	Muskogee, Okla.....	July 23, 1968	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
Louis L. Szep.....	Oklahoma City, Okla.....	Aug. 12, 1968	Do.
Cornelius J. Peck.....	Seattle, Wash.....	Sept. 12, 1968	Reeve-Aleutian Airways, Inc., and Air Line Pilots Association, International.
Nelson M. Bortz.....	Bethesda, Md.....	Sept. 13, 1968	Ozark Air Lines, Inc., and Air Line Pilots Association, International.
Louis A. Crane.....	Detroit, Mich.....	Sept. 16, 1968	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
Phillip G. Sheridan.....	Everett, Wash.....	Sept. 19, 1968	Northwest Airlines, Inc., and Air Line Pilots Association, International.
John E. Dietz.....	Silver Spring, Md.....	Sept. 23, 1968	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
Albert Epstein.....	New York, N. Y.....	Sept. 30, 1968	Do.
John C. Harrington.....	Oklahoma City, Okla.....	Oct. 1, 1968	Do.
N. Martin Stringer.....	do.....	do.....	Western Air Lines, Inc., and Air Line Pilots Association, International (S&S Division).
Nicholas H. Zumas.....	Washington, D. C.....	Oct. 2, 1968	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
David S. McLaughlin.....	New York, N. Y.....	Oct. 21, 1968	Do.
Ronald W. Haughton.....	Grosse Pointe Farms, Mich.....	Oct. 28, 1968	Northwest Airlines, Inc., and Air Line Pilots Association, International.
Nelson M. Bortz.....	Bethesda, Md.....	do.....	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
Don Gladden.....	Fort Worth, Tex.....	do.....	Do.
Ronald W. Haughton.....	Grosse Pointe Farms, Mich.....	do.....	National Airlines, Inc., and Flight Engineers International Association, AFL-CIO.
Nicholas H. Zumas.....	Washington, D. C.....	Oct. 29, 1968	Alaska Airlines, Inc., and International Association of Machinists and Aerospace Workers.
Milton Friedman.....	New York, N. Y.....	do.....	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
Jacob Seidenberg.....	Falls Church, Va.....	do.....	Do.
Bert Luskin.....	Chicago, Ill.....	do.....	Do.
Louis A. Crane.....	Detroit, Mich.....	do.....	Do.
Nicholas H. Zumas.....	Washington, D. C.....	do.....	Do.
Ross Hutchins.....	Tulsa, Okla.....	do.....	Do.
Laurence E. Seibel.....	Washington, D. C.....	do.....	Do.
John H. Dorsey.....	do.....	Nov. 27, 1968	Frontier Airlines, Inc., and Air Line Pilots Association, International.
Arnold M. Zack.....	Boston, Mass.....	do.....	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
David S. McLaughlin.....	New York, N. Y.....	Dec. 2, 1968	Do.
Kieran P. O'Gallagher.....	Chicago, Ill.....	Dec. 6, 1968	Do.
Arthur Ross.....	Ann Arbor, Mich.....	Dec. 9, 1968	United Airlines, Inc., and Air Line Pilots Association (Review Board).
Sylvester Garrett.....	E. Lansing, Mich.....	do.....	Do.
Charles Killingsworth.....	Pittsburgh, Pa.....	do.....	Do.

Francis J. Robertson.....	Washington, D.C.....	Dec. 20, 1968	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
Nicholas H. Zumas.....	do.....	do.....	Do.
Nelson M. Bortz.....	Bethesda, Md.....	do.....	Northwest Airlines, Inc. and Air Line Stewards and Stewardesses Association.
Preston J. Moore.....	Oklahoma City, Okla.....	do.....	Braniff International, and International Association of Machinists and Aerospace Workers.
Louis L. Szep.....	do.....	Dec. 24, 1968	Do.
John H. Dorsey.....	Washington, D.C.....	Jan. 13, 1969	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
Nelson M. Bortz.....	Bethesda, Md.....	Jan. 21, 1969	North Central Airlines, Inc., and Air Line Employees Association, International.
Ralph Seward.....	Washington, D.C.....	do.....	National Airlines, Inc., and Air Line Dispatchers Association.
William H. Coburn.....	do.....	do.....	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
G. Dan Rambo.....	Norman, Okla.....	do.....	Do.
N. Martin Stringer.....	Oklahoma City, Okla.....	Jan. 22, 1969	Do.
Jerome Lande.....	New York, N.Y.....	do.....	Do.
Nicholas H. Zumas.....	Washington, D.C.....	do.....	Do.
John C. Harrington.....	Oklahoma City, Okla.....	do.....	Do.
James R. Jones.....	Tulsa, Okla.....	Feb. 5, 1969	Ozark Air Lines, Inc., and Air Line Pilots Association, International.
Nicholas H. Zumas.....	Washington, D.C.....	Feb. 6, 1969	Seaboard World Airlines, Inc., and Air Line Pilots Association, International.
Louis A. Crane.....	Detroit, Mich.....	do.....	Do.
David P. Miller.....	do.....	do.....	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
Laurence E. Siebel.....	Washington, D.C.....	do.....	Do.
Nicholas H. Zumas.....	do.....	do.....	Capital International Airways, Inc., and Air Line Pilots Association, International.
Milton Friedman.....	New York, N.Y.....	do.....	Do.
Sar A. Levitan.....	Washington, D.C.....	do.....	Do.
James R. Jones.....	Tulsa, Okla.....	Feb. 7, 1969	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
N. Martin Stringer.....	Oklahoma City, Okla.....	do.....	Do.
Herbert J. Mesigh.....	do.....	do.....	Capital International Airways, Inc., and Air Line Pilots Association, International.
G. Dan Rambo.....	Norman, Okla.....	do.....	Do.
John C. Harrington, Jr.....	Oklahoma City, Okla.....	Feb. 13, 1969	Do.
Jerome J. Lande.....	New York, N.Y.....	Mar. 21, 1969	Overseas National Airways, Inc., and Air Line Pilots Association, International.
James C. Hill.....	Centerport, N.Y.....	Mar. 21, 1969	Eastern Airlines, Inc. (Non-Management Request for Review Procedures).
Rev. Leo C. Brown.....	St. Louis, Mo.....	Mar. 24, 1969	Northwest Airlines, Inc., and Air Line Pilots Association, International.
Joseph Shister.....	Buffalo, N.Y.....	Mar. 25, 1969	Mohawk Airlines, Inc., and Air Line Pilots Association, International.
William H. Coburn.....	Washington, D.C.....	do.....	Eastern Airlines, Inc., and Airline Dispatchers Association.
Allan Weisenfeld.....	Newark, N.J.....	do.....	National Airlines, Inc., and Air Line Dispatchers Association.
Paul N. Guthrie.....	Chapel Hill, N.C.....	Apr. 2, 1969	Braniff International, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express & Station Employees.
Preston J. Moore.....	Oklahoma City, Okla.....	Apr. 15, 1969	Braniff International and International Association of Machinists and Aerospace Workers.
Nicholas H. Zumas.....	Washington, D.C.....	do.....	Do.
Charles W. Ellis.....	Oklahoma City, Okla.....	do.....	Do.
Thomas T. Roberts.....	Rolling Hills, Calif.....	Apr. 17, 1969	Los Angeles Airways, Inc., and Air Line Pilots Association, International.
Edgar A. Jones.....	Los Angeles, Calif.....	Apr. 21, 1969	Do.
Lloyd H. Bailer.....	do.....	Apr. 23, 1969	Do.

5. Referees appointed—System Board of Adjustment (Airlines), fiscal year 1969—Continued

Name	Residence	Date of appointment	Parties
Thomas T. Roberts.....	Rolling Hills, Calif.....	May 1, 1969	Los Angeles Airways, Inc., and Air Line Pilots Association, International.
Francis J. Robertson.....	Washington, D.C.....	do.....	Pan American World Airways and Transport Workers Union of America (Boston Field Bd.).
Arthur Stark.....	New York, N.Y.....	do.....	Overseas National Airways and Air Line Pilots Association, International.
John Gorsuch.....	Denver, Colo.....	May 2, 1969	Frontier Airlines, Inc., and International Association of Machinists and Aerospace Workers.
David S. McLaughlin.....	New York, N.Y.....	do.....	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
Albert W. Epstein.....	do.....	do.....	Do.
Nicholas H. Zumas.....	Washington, D.C.....	do.....	Do.
Milton Friedman.....	New York, N.Y.....	do.....	Do.
Nelson M. Bortz.....	Bethesda, Md.....	do.....	Do.
Sar A. Levitan.....	Washington, D.C.....	do.....	Do.
Nicholas H. Zumas.....	do.....	do.....	Do.
Laurence E. Seibel.....	do.....	do.....	Do.
Ronald W. Haughton.....	Grosse Pointe Farms, Mich.....	do.....	Do.
Rev. Leo C. Brown.....	St. Louis, Mo.....	May 5, 1969	Northwest Airlines, Inc., and Air Line Pilots Association, International.
Daniel A. Lynch.....	New York, N.Y.....	do.....	Eastern Airlines, Inc., and Air Line Dispatchers Association.
Roger F. Lewis.....	Washington, D.C.....	May 9, 1969	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
John H. Dorsey.....	do.....	do.....	Do.
John F. Sembower.....	Chicago, Ill.....	do.....	Do.
Don J. Harr.....	Tulsa, Okla.....	May 12, 1969	Do.
G. Dan Rambo.....	Norman, Okla.....	do.....	Do.
Howard Upp.....	Oklahoma City, Okla.....	May 21, 1969	Do.
Richard Freeman.....	do.....	do.....	Do.
Barney W. Miller.....	do.....	do.....	Do.
Hugh A. Baysinger.....	do.....	do.....	Do.
Nelson M. Bortz.....	Bethesda, Md.....	June 9, 1969	Do.
Paul N. Guthrie.....	Chapel Hill, N.C.....	June 10, 1969	Airlift International, Inc., and Air Force Line Pilots Association, International.
Frank J. Dugan.....	Washington, D.C.....	do.....	Do.
David H. Brown.....	Sherman, Tex.....	do.....	Do.
Charles W. Ellis.....	Oklahoma City, Okla.....	June 12, 1969	Southern Airways, Inc., and Air Line Pilots Association, International.
Paul H. Sanders.....	Nashville, Tenn.....	do.....	Capitol International Airways (Capitol Air Sales, Inc.) and International Brotherhood of Teamsters.
Don Gladden.....	Fort Worth, Tex.....	do.....	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
John Zerboni.....	Oklahoma City, Okla.....	do.....	Do.
Phillip G. Sheridan.....	Everett, Wash.....	do.....	Do.
Don J. Harr.....	Tulsa, Okla.....	do.....	Frontier Airlines, Inc., and International Association of Machinists and Aerospace Workers.
G. Dan Rambo.....	Norman, Okla.....	do.....	Do.

Martin I. Rose.....	New York, N. Y.	June 13, 1969	Pan American World Airways Inc. and Transport Workers Union of America, AFL-CIO (New York Field Board of Adjustment).
Nelson M. Bortz.....	Bethesda, Md.	June 26, 1969	North Central Airlines, Inc., and Air Line Employees Association, International.
Albert W. Epstein.....	New York, N. Y.	June 27, 1969	Northwest Airlines, Inc., and International Association of Machinists and Aerospace Workers.
Mrs. Olivia Jones.....	Tulsa, Okla.	do.....	Do.
David S. McLaughlin.....	New York, N. Y.	do.....	Do.
Sam Kagel.....	San Francisco, Calif.	do.....	National Airlines, Inc., and International Association of Machinists and Aerospace Workers.
Byron R. Abernethy.....	Lubbock, Tex.	do.....	National Airlines, Inc. and Air Line Pilots Association, International.
David H. Brown.....	Sherman, Tex.	do.....	Do.
William H. Coburn.....	Washington, D.C.	do.....	Do.
Francis J. Robertson.....	do.....	do.....	Do.
Phillip G. Sheridan.....	Everett, Wash.	June 30, 1969	Do.

5. Referees appointed—System Board of Adjustment (Railroads) fiscal year 1969

Lewis M. Gill.....	Merion, Pa.	July 22, 1968	The Pennsylvania R.R. Co. and Brotherhood of Railroad Shop Crafts Supervisors.
David Dolnick.....	Chicago, Ill.	July 29, 1968	Chicago, Burlington & Quincy R.R. Co. and Brotherhood of Sleeping Car Porters.
Patrick J. Fisher.....	Indianapolis, Ind.	Mar. 24, 1969	Penn Central Co. and R. V. Curtis.

APPENDIX C

TABLE 1.—Number of cases received and disposed of, fiscal years 1935-69

Status of cases	35-year period, 1935-69	Fiscal year 1969	Fiscal year 1968	Fiscal year 1967	Fiscal year 1966	Fiscal year 1965	5-year period, 1965-69 (average)	5-year period, 1960-64 (average)	5-year period, 1955-59 (average)	5-year period, 1950-54 (average)	5-year period, 1945-49 (average)
All types of cases											
Cases pending and unsettled at beginning of period.....	96	571	629	545	336	281	472	248	202	136	172
New cases docketed.....	12,940	315	315	420	560	359	394	302	413	415	463
Total cases on hand and received.....	13,036	886	944	965	896	640	866	550	615	551	635
Cases disposed of.....	12,565	415	373	336	351	304	356	289	401	403	496
Cases pending and unsettled at end of period.....	471	471	571	629	545	336	510	261	214	148	139
Representation cases											
Cases pending and unsettled at beginning of period.....	24	17	23	16	42	13	22	17	22	34	50
New cases docketed.....	4,062	63	67	99	84	95	82	62	100	136	176
Total cases on hand and received.....	4,086	80	90	115	126	108	104	79	122	170	226
Cases disposed of.....	4,076	70	73	92	110	66	82	62	102	137	186
Cases pending and unsettled at end of period.....	10	10	17	23	16	42	22	17	20	33	40
Mediation cases											
Cases pending and unsettled at beginning of period.....	72	550	603	526	290	265	447	228	173	102	122
New cases docketed.....	8,761	251	245	319	472	261	309	235	304	276	286
Total cases on hand and received.....	8,833	801	848	845	762	526	756	463	477	378	408
Cases disposed of.....	8,375	343	298	242	236	236	271	221	290	264	309
Cases pending and unsettled at end of period.....	458	458	550	603	526	290	485	241	187	114	99
Interpretation cases											
Cases pending and unsettled at beginning of period.....	None	4	3	3	4	3	3	3	6	0	0
New cases docketed.....	119	1	3	2	4	3	3	5	9	3	1
Total cases on hand and received.....	119	5	6	5	8	6	6	8	15	3	1
Cases disposed of.....	116	2	2	2	5	2	3	5	8	2	1
Cases pending and unsettled at end of period.....	3	3	4	3	3	4	3	3	7	1	0

TABLE 2.—Disposition of mediation cases by method, class of carrier, issue involved, fiscal year 1969

	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	Switch- ing and terminal	Electric railroads	Miscel- laneous carriers	Rail- road			Air- line	Rail- road	Air- line	Rail- road	Air- line	
Total.....	343	215	40	41	2	8	306	37		1	1	7	0	297	37
Mediation agreement.....	147	89	13	17	0	3	122	25		1	1	7	0	118	24
Arbitration agreement.....	1	0	0	0	0	0	0	1		0	0	0	0	0	1
Withdrawn after mediation.....	3	3	0	0	0	0	3	0		0	0	0	0	3	0
Withdrawn before mediation.....	38	26	8	3	0	1	38	0		0	0	2	0	35	1
Refusal to arbitrate by:															
Carrier.....	1	0	0	0	0	1	1	0		0	0	0	0	1	0
Employees.....	14	9	0	1	0	3	13	1		0	0	1	0	12	1
Both.....	0	0	0	0	0	0	0	0		0	0	0	0	0	0
Dismissal.....	139	88	19	20	2	0	129	10		0	0	1	0	128	10

TABLE 3.—*Representation cases disposition by craft or class, employees involved and participating, fiscal year 1969*

	Railroads				Airlines			
	Number cases	Number crafts and classes	Employees involved	Number participating	Number cases	Number crafts and classes	Employees involved	Number participating
Total	39	49	21, 169	18, 943	31	36	28, 247	22, 002
DISPOSITION								
Certification based on election	26	31	20, 342	18, 646	24	26	27, 242	21, 504
Certification based on authorization	6	6	359	283	3	3	768	490
Withdrawn before investigation	2	7	3	0	1	1	64	0
Withdrawn after investigation	4	4	435	0	2	5	145	0
Dismissal	1	1	30	14	1	1	28	8
Total all cases—70			49, 416	40, 945				

TABLE 4.—*Number of cases disposed of by major groups of employees, fiscal year 1969*

Major groups of employees	Number of—			
	All types of cases	Representation cases	Mediation cases	Interpretation cases
Grand total, all groups of employees	415	70	343	2
Railroad total	346	39	306	1
Combined groups, railroad	14	3	11	0
Train, Engine and Yard Service	239	9	229	1
Mechanical foremen	5	2	3	0
Maintenance of equipment	0	0	0	0
Clerical, office, station and storehouse	30	4	26	0
Yardmasters	3	2	1	0
Maintenance of way and signal	8	4	4	0
Subordinate officials in maintenance of way	1	1	0	0
Agents, telegraphers, and towermen	9	1	8	0
Train dispatchers	2	1	1	0
Technical engineers, architects, draftsmen, etc.	1	1	0	0
Dining-car employees, train and pullman porters	13	6	7	0
Patrolmen and special officers	3	2	1	0
Marine servicemen	14	0	14	0
Miscellaneous railroad	4	3	1	0
Airline total	69	31	37	1
Combined groups, airline	3	3	0	0
Mechanics	20	4	16	0
Radio and teletype operators	2	1	1	0
Clerical, office, stores, fleet and passenger service	14	12	2	0
Stewards, stewardesses, and flight pursers	5	3	2	0
Pilots	13	4	8	1
Dispatchers	4	2	2	0
Meteorologists	3	1	2	0
Flight engineers	4	0	4	0
Miscellaneous airline	1	1	0	0

TABLE 5.—*Number of crafts or classes and number of employees involved in representation cases, by major groups of employees, fiscal year 1969*

Major groups of employees	Number of cases	Number of crafts or classes	Employees involved	
			Number	Percent
Grand total, all groups of employees.....	70	85	49,416	100
Railroad, total.....	39	49	21,169	43
Dining car employees, train and pullman porters.....	5	6	1,142	2
Train service.....	1	1	1	(1)
Engine service.....	8	8	92	(1)
Yard service.....	0	0	0	(1)
Mechanical foremen.....	2	2	1,630	3
Maintenance of equipment.....	0	0	0	(1)
Clerical, office, station, and storehouse.....	4	4	203	(1)
Yardmasters.....	2	2	697	1
Maintenance of way and signal.....	4	4	425	1
Subordinate officials, maintenance of way.....	1	1	39	(1)
Agents, telegraphers, and towermen.....	1	1	14	(1)
Dispatchers.....	1	1	30	(1)
Technical engineers, architects, draftsmen, etc.....	1	1	55	(1)
Patrolmen and special officers.....	3	3	791	2
Marine service.....	0	0	0	(1)
Combined groups, railroad.....	3	12	15,948	32
Miscellaneous railroad.....	3	3	102	(1)
Airline, total.....	31	36	28,247	57
Mechanics.....	4	4	12,215	25
Flight navigators.....	0	0	0	(1)
Clerical, office, stores, fleet and passenger service.....	11	9	14,316	29
Stewards, stewardesses, and pursers.....	3	3	470	1
Stocks and stores employees.....	0	2	151	(1)
Pilots.....	4	4	626	1
Flight engineers.....	0	0	0	(1)
Combined groups, airline.....	3	10	404	1
Dispatchers.....	2	2	36	(1)
Commissary employees.....	0	0	0	(1)
Radio and Teletype Operators.....	1	1	6	(1)
Miscellaneous airline.....	1	1	23	(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 1969*

Certifications issued to—								
National organizations				Local unions			Craft or class	Number of employees involved
Craft or class	Employees involved		Craft or class	Employees involved				
	Num- ber	Per- cent		Num- ber	Per- cent			
RAILROADS								
Representation acquired:								
Elections.....	10	1,804	4	6	1,560	89	16	3,364
Proved authorizations.....	4	356	1	1	3	(1)	5	359
Representation changed:								
Elections.....	12	16,372	34	1	192	11	13	16,564
Proved authorizations.....	0	0	0	0	0	0	0	0
Representation unchanged:								
Elections.....	3	414	1	0	0	0	3	414
Total railroads.....	29	18,946	40	8	1,755	100	37	20,701
AIRLINES								
Representation acquired:								
Elections.....	16	2,682	6				16	2,682
Proved authorizations.....	2	232	(1)				2	232
Representation changed:								
Elections.....	7	13,290	29				7	13,290
Proved authorizations.....	1	536	1				1	536
Representation unchanged:								
Elections.....	3	11,260	24				3	11,260
Total airlines.....	29	28,000	60				29	28,000
Total, combined railroad and airline.....								
	58	46,946	100	8	1,755	100	66	48,701

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, 1968 to June 30, 1969*¹

Case number	Carrier	Organization	Craft or class	Number of employees	Date of work stoppage	Date work resumed	Days duration	Issues	Disposition
A-7521	Belt Railway Co. of Chicago.	BRT	Trainmen—Yardmen.	1,100	July 29, 1968	Nov. 6, 1968	101	Crew consist.....	Employees returned to work upon establishment of Emergency Board 172 by Executive Order 11433.
C-3878	Standard Airways, Inc.....	SAFEA	Flight crews.....	145	Aug. 31, 1968	Oct. 15, 1968	46	Negotiation of initial contract.	Strike ended by employees. Continued to negotiate agreement.
E-326	Clinchfield R.R. Co.....	BLE	Engineers.....	100	Oct. 9, 1968	Oct. 10, 1968	1	Rates of pay and rules.	Mediation agreement.
A-8347	Reeve Aleutian Airlines....	IAM & AW	Mechanics.....	96	Oct. 19, 1968	Jan. 2, 1969	75	Rates of pay, rules and working conditions.	No contract agreed to. Dormant.
A-7566	Louisville & Nashville R.R. Co.	BRT	Trainmen—Yardmen.	4,000	Nov. 6, 1968	Nov. 7, 1968	2	Crew consist.....	Emergency Board 172.
A-8363	Chicago & Illinois Midland Ry. Co.	BLF & E	Firemen.....	76	Dec. 13, 1968	Dec. 15, 1968	3	Rules.....	Agreement between parties.
A-7567	Louisville & Nashville R.R. Co.	BRT	Trainmen—Yardmen.	4,000	Jan. 13, 1969	Jan. 13, 1969	1	Crew consist.....	Federal court injunction followed by agreement between parties.
A-8497	National Airlines, Inc.....	IAM & AW	Mechanics.....	1,200	Jan. 17, 1969	Jan. 21, 1969	7	Grievances.....	Federal court order.
A-8415	American Airlines, Inc.....	TWU	Mechanics—Ground crew employees.	12,700	Feb. 27, 1969	Mar. 19, 1969	20	Rates of pay, rules and working conditions.	Agreement reached in mediation.
A-7538	Illinois Central R.R. Co.....	UTU	Trainmen—Yardmen.	7,000	Apr. 8, 1969	Apr. 12, 1969	5	Crew consist.....	Agreement between parties.

¹ Not included are those strikes of less than 24 hours duration.

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 1935-69

Fiscal year	All carriers	Class I	Class II	Switching and terminal	Electric	Express and pullman	Miscellaneous railroad carriers	Air carriers
1969	5,404	3,200	785	791	166	16	92	354
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:								
1969	5,279	3,142	781	773	162	16	91	342
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	66	91
1940	4,128	2,668	681	588	106	8	38	39
1935	2,940	2,254	347	334	-----	6	-----	-----
Other organizations:								
1969	97	58	4	18	4	-----	1	12
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 1935-69 inclusive

ALL DIVISIONS

Cases	35-year period, 1935-69	1969	1968	1967	1966	1965
Open and on hand at beginning of period.....		5,024	5,346	6,090	6,245	² 6,559
New cases docketed.....	69,101	978	1,395	1,689	1,554	1,571
Total number of cases on hand and docketed.....	69,101	6,002	6,741	7,778	7,799	8,130
Cases disposed of.....	64,823	1,724	1,717	2,433	1,709	1,884
Decided without referee.....	12,595	34	150	143	166	163
Decided with referee.....	29,435	1,092	1,064	1,295	1,140	1,172
Withdrawn.....	22,793	598	503	995	403	¹ 559
Open cases on hand close of period.....	4,278	4,278	5,024	5,346	6,090	6,245
Heard.....	336	336	427	586	560	702
Not heard.....	3,454	3,454	4,597	4,760	5,530	5,543

FIRST DIVISION

Open and on hand at beginning of period.....		3,299	3,509	4,049	4,056	4,062
New cases docketed.....	42,385	164	358	446	490	564
Total number of cases on hand and docketed.....	42,385	3,463	3,867	4,495	4,546	4,626
Cases disposed of.....	39,445	523	568	986	497	570
Decided without referee.....	10,666	32	110	135	158	141
Decided with referee.....	10,849	66	140	107	79	79
Withdrawn.....	17,930	425	318	744	260	350
Open cases on hand close of period.....	2,940	2,940	3,299	3,509	4,049	4,056
Heard.....	138	138	127	150	163	172
Not heard.....	2,779	2,779	3,172	3,359	3,886	3,884

SECOND DIVISION

Open and on hand at beginning of period.....		304	380	337	286	270
New cases docketed.....	5,906	138	211	338	238	205
Total number of cases on hand and docketed.....	5,906	442	591	675	524	475
Cases disposed of.....	5,720	256	287	295	187	189
Decided without referee.....	727	0	36	1	0	2
Decided with referee.....	4,070	253	236	264	156	182
Withdrawn.....	923	3	15	30	31	5
Open cases on hand close of period.....	186	186	304	380	337	286
Heard.....	32	32	51	65	90	141
Not heard.....	149	149	253	315	247	172

THIRD DIVISION

Open and on hand at beginning of period.....		1,324	1,361	1,666	1,872	² 2,196
New cases docketed.....	18,308	578	715	776	719	693
Total number of cases on hand and docketed.....	18,308	1,902	2,076	2,442	2,591	2,889
Cases disposed of.....	17,221	815	751	1,081	925	1,017
Decided without referee.....	901	1	1	5	4	19
Decided with referee.....	12,886	664	596	867	837	822
Withdrawn.....	3,434	150	154	209	84	176
Open cases on hand close of period.....	1,087	1,087	1,324	1,361	1,666	1,872
Heard.....	110	110	157	321	276	399
Not heard.....	518	518	1,167	1,040	1,390	1,472

See footnotes at end of table.

TABLE 9.—*Cases docketed and disposed of by the National Railroad Adjustment Board, fiscal years 1935-69 inclusive—Continued*

FOURTH DIVISION

Cases	35-year period, 1935-69	1969	1968	1967	1966	1965
Open and on hand at beginning of period.....		97	97	39	32	31
New cases docketed.....	2, 502	98	111	129	107	109
Total number of cases on hand and docketed.....	2, 502	145	208	168	139	140
Cases disposed of.....	2, 437	130	111	71	100	108
Decided without referee.....	311	1	3	2	4	1
Decided with referee.....	1, 620	109	92	57	68	79
Withdrawn.....	506	20	16	12	28	28
Open cases on hand close of period.....	65	64	97	97	39	32
Heard.....	56	56	92	50	32	17
Not heard.....	8	8	5	47	7	15

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.

TABLE 10.—Employee representation on selected rail carriers as of June 30, 1969

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

Great Northern Ry.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Green Bay & Western RR.....	UTU	UTU	UTU	UTU	UTU	UTU	X	BRAC	BMW	BRAC	ATDA
Gulf, Mobile & Ohio RR.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Illinois Central RR.....	BLE	UTU	UTU	UTU	UTU	UTU	SA	BRAC	BMW	BRAC	ATDA
Illinois Terminal RR.....	UTU	UTU	UTU	UTU	UTU	UTU	UTU	BRAC	BMW	BRAC	ATDA
Kansas City Southern Ry.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Kansas City Terminal Ry.....	UTU	UTU	UTU	UTU	UTU	UTU	UTU	BRAC	BMW	BRAC	(*)
Kansas, Oklahoma & Gulf Ry.....	BLE	UTU	UTU	UTU	UTU	UTU	(*)	BRAC	BMW	BRAC	(*)
Lake Superior & Ishpeming RR.....	UTU	UTU	UTU	UTU	UTU	UTU	X	BRAC	BMW	X	X
Lehigh & Hudson River Ry.....	UTU	UTU	UTU	UTU	UTU	UTU	(*)	BRAC	BMW	BRAC	ATDA
Lehigh & New England RR.....	UTU	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Lehigh Valley RR.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Long Island RR.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Louisiana & Arkansas Ry.....	BLE	UTU	UTU	UTU	UTU	UTU	UTU	BRAC	BMW	BRAC	ATDA
Louisville & Nashville RR.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Maine Central RR.....	UTU	UTU	UTU	UTU	UTU	UTU	UTU	BRAC	BMW	BRAC	ATDA
Midland Valley RR.....	BLE	UTU	UTU	UTU	UTU	UTU	UTU	BRAC	BMW	BRAC	ATDA
Mississippi Central RR.....	BLE	BLE	UTU	UTU	UTU	UTU	(#)	X	BMW	BRAC	BRAC
Missouri-Illinois RR.....	UTU	UTU	UTU	UTU	UTU	UTU	(*)	BRAC	BMW	BRAC	(*)
Missouri-Kansas-Texas RR.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Missouri-Kansas-Texas RR. of Texas.....	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Missouri Pacific RR.....	UTU	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Monon RR.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Monongahela Ry.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Montour RR.....	UTU	UTU	UTU	UTU	UTU	UTU	X	BRAC	BMW	(*)	(*)
Nevada Northern Ry.....	BLE	BLE	UTU	UTU	(*)	(*)	(*)	X	MMSW	X	ATDA
New York, New Haven & Hartford RR. ²	BLE	UTU	UTU	UTU	UTU	UTU	UTU	BRAC	BMW	BRAC	ATDA
New York, Susquehanna & Western RR.....	BLE	UTU	UTU	UTU	UTU	UTU	X	BRAC	BMW	BRAC	ATDA
Norfolk & Western Ry.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Norfolk Southern Ry.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Northern Pacific Ry.....	BLE	UTU	UTU	UTU	UTU	UTU	(*)	BRAC	BMW	BRAC	ATDA
Northwestern Pacific RR.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Penn Central.....	BLE	UTU	UTU	UTU	UTU	UTU	UTU	BRAC	BMW	BRAC	ATDA
Pennsylvania Reading Seashore Lines.....	BLE	UTU	UTU	UTU	UTU	UTU	UTU	BRAC	BMW	BRAC	ATDA
Pittsburgh & Lake Erie RR.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Pittsburgh & Shawmut RR.....	UTU	UTU	UTU	UTU	(*)	(*)	X	BMW	(*)	ATDA	ATDA
Reading Co.....	BLE	UTU	UTU	UTU	UTU	UTU	UTU	BRAC	BMW	BRAC	ATDA
Richmond, Fredericksburg & Potomac RR.....	BLE	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	X
St. Louis-San Francisco Ry.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
St. Louis Southwestern Ry.....	BLE	UTU	UTU	UTU	UTU	UTU	UTU	BRAC	BMW	BRAC	ATDA
San Diego & Arizona Eastern Ry.....	BLE	BLE	UTU	UTU	UTU	UTU	(*)	BRAC	BMW	BRAC	(*)
Seaboard Coast Line RR.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Soo Line RR.....	BLE	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Southern Pacific Co. (Pacific Lines).....	BLE	UTU	UTU	UTU	UTU	UTU	WRSB	BRAC	BMW	BRAC	ATDA
Southern Pacific Co. (Texas & Louisiana Lines).....	BLE	UTU	UTU	UTU	UTU	UTU	WRSB	BRAC	BMW	BRAC	ATDA

See footnotes and symbol list at end of table.

TABLE 10.—Employee representation on selected rail carriers as of June 30, 1969—Continued

Railroad	Engineers	Firemen and hostlers	Conductors	Brakemen, flagmen, and baggage-men	Yard-foremen, helpers, and switch-tenders	Yard-masters	Clerical, office, station, and store-house	Maintenance of way employees	Telegraphers	Dispatchers
Southern Ry.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Georgia, Southern Florida Ry.	UTU	(#)	(#)	UTU	UTU	(#)	(#)	(#)	(#)	(#)
Cincinnati, New Orleans & Texas Pacific Ry.	(#)	(#)	(#)	UTU	UTU	(#)	(#)	(#)	(#)	(#)
New Orleans & Northeastern RR.	(#)	(#)	(#)	UTU	UTU	(#)	(#)	(#)	(#)	(#)
Alabama Great Southern Ry.	(#)	(#)	(#)	UTU	UTU	(#)	(#)	(#)	(#)	(#)
Spokane International RR.	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	LU
Spokane, Portland & Seattle Ry.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Staten Island Rapid Transit Ry.	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Tennessee Central Ry.	BLE	UTU	UTU	UTU	UTU	UTU	BRAC	BMW	BRAC	ATDA
Texas & Pacific Ry.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Texas Mexican Ry.	BLE	UTU	UTU	UTU	UTU	(*)	BRAC	BMW	BRAC	(*)
Toledo, Peoria & Western RR.	UTU	UTU	UTU	UTU	UTU	(*)	BRAC	BMW	BRAC	(*)
Union Pacific RR.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	(*)	LU
Utah Ry.	UTU	UTU	UTU	UTU	UTU	(*)	X	BMW	BRAC	ATDA
Western Maryland Ry.	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Western Pacific RR.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA

Railroad	Machinists	Boiler-makers and black-smiths	Sheet metal workers	Electrical workers	Carmen and coach cleaners	Powerhouse employees and shop laborers	Signalmen	Mechanical foremen and supervisors	Dining car stewards	Dining car cooks and waiters
Akron, Canton & Youngstown Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Ann Arbor RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Atchison, Topeka & Santa Fe Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		UTU	(*)
Gulf, Colorado & Santa Fe Ry.	(#)	(#)	(#)	(#)	(#)	(#)	(#)		(#)	(#)
Panhandle & Santa Fe Ry.	(#)	(#)	(#)	(#)	(#)	(#)	(#)		(#)	(#)
Atlanta & West Point RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Baltimore and Ohio RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	RED	UTU	UTSE
Bangor & Aroostook RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	HRE
Bessemer & Lake Erie RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Boston & Maine Corp.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	SA	UTSE
Central of Georgia Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA		UTSE
Central RR. of New Jersey	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	RED	(*)	(*)

Central Vermont Ry., Inc.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Chesapeake & Ohio Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Chicago & Eastern RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	HRE
Chicago & Illinois Midland Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	(*)
Chicago & North Western Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	HRE
Chicago, Burlington & Quincy RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	HRE
Chicago, Rock Island & Pacific Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	MRMFA	UTU	HRE
Chicago Great Western Railway ¹	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	HRE
Clinchfield RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Colorado & Southern Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	BSCP
Colorado & Wyoming Ry.	IAM&AW	BB	SMWIA	(*)	BRCA	IBFO	(*)		(*)	(*)
Delaware & Hudson Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		UTU	HRE
Denver & Rio Grande Western RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		UTU	SA
Detroit & Toledo Shore Line RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		UTU	(*)
Detroit, Toledo & Ironton RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		UTU	(*)
Duluth, Missabe & Iron Range Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		UTU	(*)
Duluth, Winnipeg & Pacific Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	IBEW	MDFA		(*)
Elgin, Joliet & Eastern Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA		(*)
Eric-Lackawanna Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)
Florida East Coast Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	HRE
Fort Worth & Denver Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	X
Georgia R.R. Lessee Organization	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	SA	UTU	HRE
Grand Trunk Western RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	HRE
Great Northern Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	HRE
Green Bay & Western RR.	IAM&AW	BB	SMWIA	X	BRCA	IBFO	BRS			(*)
Gulf, Mobile & Ohio RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	LU	HRE
Illinois Central RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		UTU	HRE
Illinois Terminal RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA		(*)
Kansas City Southern Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA		(*)
Kansas City Terminal Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	(*)		(*)
Kansas, Oklahoma & Gulf Ry.	(*)	(*)	(*)	(*)	(*)	IBFO	(*)			(*)
Lake Superior & Ishpeming RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	IBEW	(*)		(*)
Lehigh & Hudson River Ry.	IAM&AW	BB	X	X	BRCA	IBFO	BRS	(*)		(*)
Lehigh & New England RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	X	(*)		(*)
Lehigh Valley RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	(*)	UTU	HRE
Long Island RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA		(*)
Louisiana & Arkansas Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	(*)		(*)
Louisville & Nashville RR.	IAM&AW	BB/TWU	SMWIA	IBEW	BRCA	IBFO	BRS		UTU	HRE
Maine Central RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA		(*)
Midland Valley RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	IBEW			(*)
Mississippi Central RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	(*)			(*)
Missouri-Illinois RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	(*)			(*)
Missouri-Kansas-Texas RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	HRE
Missouri-Kansas-Texas R.R. of Texas	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)	(#)
Missouri Pacific RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	HRE
Monon RR.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	HRE
Monongahela Ry.	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS		(*)	(*)

See footnotes and symbol list at end of table.

TABLE 10.—Employee representation on selected rail carriers as of June 30, 1969—Continued

Railroad	Machinists	Boiler- makers and black- smiths	Sheet metal workers	Electrical workers	Carmen and coach cleaners	Powerhouse employees and shop laborers	Signalmen	Mechanical foremen and supervisors	Dining car stewards	Dining car cooks and waiters
Montour RR.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	X	-----	(*)	(*)
Nevada Northern Ry.....	X	X	X	X	SA	X	X	-----	(*)	(*)
New York, New Haven & Hartford RR. ²										
New York, Susquehanna & Western RR.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	(*)	(*)	(*)
Norfolk & Western Ry.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	-----	(*)	(*)
Norfolk Southern Ry.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	IBEW	-----	(*)	(*)
Northern Pacific Ry.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	AMS	UTU	HRE
Northwestern Pacific RR.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	(*)	LU	(*)	(*)
Penn Central.....	IAM&AW	BB	SMWIA	IBEW	TWU	IBFO	BRS	ARSA	UTU	TWU
Pennsylvania Reading Seashore Lines.....	IAM&AW	(*)	SMWIA	IBEW	BRCA	IBFO	BRS	-----	(*)	(*)
Pittsburgh & Lake Erie RR.....	IAM&AW	BB	SMWIA	IBEW	TWU	IBFO	UMW	ARSA	(*)	(*)
Pittsburgh & Shawmut RR.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	-----	(*)	(*)
Reading Co.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	RED	UTU	HRE
Richmond, Fredericksburg & Potomac RR.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	-----	(*)	(*)
St. Louis-San Francisco Ry.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	(*)	UTU	HRE
St. Louis Southwestern Ry.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	-----	X	HRE
San Diego & Arizona Eastern Ry.....	IAM&AW	BB	SMWIA	IBEW	BRCA	X	(*)	-----	UTU	HRE
Seaboard Coast Line RR.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	HRE
Soo Line RR.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Southern Pacific Co. (Pacific Lines).....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	HRE
Southern Pacific Co. (Texas & Louisiana Lines).....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	HRE
Southern Ry.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	UTSE
Georgia, Southern & Florida Ry.....	(#)	(#)	(#)	(#)	(#)	(#)	(#)	-----	(*)	(*)
Cincinnati, New Orleans & Texas Pacific Ry.....	(#)	(#)	(#)	(#)	(#)	(#)	(#)	-----	(*)	(*)
New Orleans & Northeastern RR.....	(#)	(#)	(#)	(#)	(#)	(#)	(#)	-----	(*)	(*)
Alabama Great Southern Ry.....	(#)	(#)	(#)	(#)	(#)	(#)	(#)	-----	(*)	(*)
Spokane International RR.....	IAM&AW	BB	(*)	(*)	BRCA	IBFO	(*)	-----	(*)	(*)
Spokane, Portland & Seattle Ry.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	-----	UTU	HRE
Staten Island Rapid Transit Ry.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	-----	(*)	(*)
Tennessee Central Ry.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	(*)	RED	(*)	(*)
Texas & Pacific Ry.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	RED	UTU	HRE
Texas Mexican Ry.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	(*)	-----	(*)	(*)
Toledo, Peoria & Western RR.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	-----	(*)	(*)
Union Pacific RR.....	IAM&AW	BB	SMWIA	IBEW	BKCA	IBFO	BRS	ARSA	UTU	HRE
Utah Ry.....	IAM&AW	(*)	(*)	IBEW	BRCA	X	(*)	-----	(*)	(*)
Western Maryland Ry.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	(*)	(*)
Western Pacific RR.....	IAM&AW	BB	SMWIA	IBEW	BRCA	IBFO	BRS	ARSA	UTU	HRE

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

Airline	Pilots	Flight engineers	Flight naviga- tors	Flight dis- patchers	Steward- esses and purser	Radio and teletype operators	Mechanics	Clerical, office, stores, fleet and passenger service	Stock and stores
Air West, Inc.	ALPA			ALDA	ALPA		IAM&AW	ALEA	IAM&AW
Allegheny Airlines, Inc.	ALPA			LU	ALPA		IAM&AW		IAM&AW
American Airlines, Inc.	APA	FEIA		ALDA	TWU	TWU	TWU	TWU	TWU
Braniff International	ALPA			ADA	ALPA	CWA	IAM&AW	IBT	IBT
Central Airlines, Inc.	ALPA			ALDA	ALPA		IAM&AW	ALEA	IAM&AW
Continental Airlines, Inc.	ALPA			ALDA	ALPA		IAM&AW	IAM&AW	IAM&AW
Delta Air Lines, Inc.	ALPA			ALDA					
Eastern Air Lines, Inc.	ALPA	ALPA		ALDA	TWU	CWA	IAM&AW	IAM&AW	IAM&AW
Flying Tiger Lines, Inc.	ALPA	IBT	TWU	ALDA	IBT		IAM&AW	IAM&AW	IAM&AW
Frontier Airlines, Inc.	ALPA			ALDA	ALPA		IAM&AW	ALEA	IAM&AW
Los Angeles Airways, Inc.	ALPA			ALDA	ALPA		IAM&AW	IAM&AW	IBT
Mohawk Airlines, Inc.	ALPA			ALDA	ALPA		IAM&AW		IAM&AW
National Airlines, Inc.	ALPA	FEIA		ALDA	ALPA	CWA	IAM&AW	ALEA	IAM&AW
North Central Airlines, Inc.	ALPA			ALDA	ALPA		IAM&AW	ALEA	IAM&AW
Northeast Airlines, Inc.	ALPA			ALDA	TWU	TWU	IAM&AW	TWU	(?)
Northwest Airlines, Inc.	ALPA	IAM&AW	TWU	ALDA	TWU	TWU	IAM&AW	BRAC	IAM&AW
Ozark Air Lines, Inc.	ALPA			ALDA	ALPA	IBT	AMFA	IAM&AW	IBT
Pan American World Airways, Inc.	ALPA	FEIA		ALDA	TWU		TWU	IBT	IBT
Piedmont Airlines, Inc.	ALPA			ALDA	ALPA				
Southern Airways, Inc.	ALPA			ALDA	TWU			ALEA	
Trans-Texas Airways, Inc.	ALPA			ALDA	TWU		IAM&AW	ALEA	IAM&AW
Trans World Airlines, Inc.	ALPA	ALPA	TWU	TWU	TWU	ALEA	IAM&AW		
United Air Lines, Inc.	ALPA		TWU	ALDA	ALPA	CWA	IAM&AW		IAM&AW
Western Airlines, Inc.	ALPA			ALDA	ALPA	CWA	IBT	BRAC	IBT

See footnotes and symbol list at end of table.

TABLE 10.—Employee representation on selected rail carriers as of June 30, 1969—Continued

Railroad	Licensed deck employ-ees	Licensed engine-room employ-ees	Un-licensed deck employ-ees	Un-licensed engine-room employ-ees	Captains, lighters, grain boats	Holst-ing engi-neers	Float-watch-men, bridge-men, bridge operators	Cooks, chefs, waiters
Ann Arbor RR.....	MEBA	MEBA	SIU	SIU	-----	SIU	-----	SIU
Atchison, Topeka & Santa Fe Ry.	MMP	MEBA	IUP	IUP	-----	-----	-----	-----
Baltimore and Ohio RR..	MMP	TWU	SIU	TWU	ILA	IUOE	MMP	-----
Central R.R. of New Jersey.	MMP	MEBA	TWU	TWU	ILA	IUOE	TWU	-----
Chesapeake & Ohio Ry.:								
Chesapeake District..	MMP	MEBA	SIU	UMW	-----	-----	-----	-----
Pere Marquette District.	MMP	GLLO	NMU	NMU	-----	-----	-----	NMU
Chicago, Milwaukee, St. Paul & Pacific RR.	MMP	MEBA	IUP	IUP	-----	IUP	-----	IUP
Erie-Lackawanna Ry.	MMP	MEBA	SIU	TWU	TWU	TWU	UMW	-----
Grand Trunk Western RR.	GLLO	MEBA	NMU	NMU	-----	-----	-----	NMU
Long Island RR.....	MMP	MEBA	TWU	TWU	-----	-----	IBT	-----
Missouri-Illinois RR.....	MMP	MEBA	MMP	MEBA	-----	-----	-----	-----
Norfolk & Western Ry....	GLLO	MEBA	UMW	UMW	MEBA	-----	-----	-----
Penn Central.....	MMP	NMU	SIU	TWU	-----	IOE	-----	HRE
Reading Co.....	MMP	MEBA	NMU	NMU	NMU	-----	-----	NMU
Southern Pacific Co. (Pacific Lines).	MMP	MEBA	IUP	IUP	-----	-----	-----	IUP
Southern Ry.....	MMP	MEBA	MMP	-----	MEBA	-----	-----	-----
Staten Island Rapid Transit.	MMP	-----	MMP	TWU	TWU	-----	-----	-----
Western Maryland Ry.....	-----	-----	-----	-----	-----	-----	SIU	-----
Western Pacific RR.....	MMP	MEBA	IUP	IUP	-----	-----	-----	-----

¹ Merged into Chicago & North Western Ry. Co., effective Apr. 20, 1967.

² Merged into Penn Central effective Feb. 1, 1968.

³ Included in clerical, Office, stores, fleet, and passenger service.

⁴ Representing only a portion of the craft or class.

#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.

MARINE

GLLO	Great Lakes Licensed Officers' Organization.
HRE	Hotel and Restaurant Employees and Bartenders International Union.
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.
MEBA	National Marine Engineers' Beneficial Association.
NMU	National Maritime Union of America.
SIU	Seafarers' International Union of North America.
TWU	Transport Workers Union of America.
UMW	United Mine Workers of America.

RAILROADS

ARSA	American Railway Supervisors Association.
ATDA	American Train Dispatchers Association.
AMS	Association of Mechanical Supervisors.
BB	International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers.
BMW	Brotherhood of Maintenance of Way Employees.
BRAC	Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express and Station Employees.
BRCA	Brotherhood Railway carmen of United States and Canada.
BRS	Brotherhood of Railroad Signalmen.
BSCP	Brotherhood of Sleeping Car Porters.
HRE	Hotel and Restaurant Employees and Bartenders International Union.
IAM&AW	International Association of Machinists and Aerospace Workers.
IARE	International Association of Railway Employees.
IBEW	International Brotherhood of Electrical Workers.
IBFO	International Brotherhood of Firemen and Oilers.
LU	Local Union.
MDFA	Mechanical Department Foremen's Association.
MMSW	International Union of Mine, Mill and Smelter Workers.
MRMFA	Milwaukee Road Mechanical Foremen's Association.
RED	Railway Employees' Department.
RYA	Railroad Yardmasters of America.
SA	System Association, Committee or Individual.
SMWIA	Sheet Metal Workers' International Association.
TWU	Transport Workers Union of America.

UMW	United Mine Workers of America.
USWA	United Steelworkers of America.
UTSE	United Transport Service Employees.
UTU	United Transportation Union.
WRSA	Western Railway Supervisors Association.

AIRLINES

ADA	Air Transport Dispatchers Association.
ALEA	Air Line Employees Association.
ALDA	Air Line Dispatchers Association.
ALPA	Air Line Pilots Association.
AMFA	Aircraft Mechanics Fraternal Association.
APA	Allied Pilots Association.
BRAC	Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express and Station Employees.
CWA	Communications Workers of America.
FEIA	Flight Engineers' International Association.
IAM&AW	International Association of Machinists and Aerospace Workers.
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America.
OPEIU	Office & Professional Employees International Union.
TWU	Transport Workers Union of America.

