
Fiftieth
Annual Report



National Mediation Board

Including the Report of the
National Railroad
Adjustment Board

For The Fiscal
Year Ended
September 30, 1984

NATIONAL MEDIATION BOARD
Fiscal Year Ended September 30, 1984

Board Members

Helen M. Witt, Chairman

Walter C. Wallace

Robert O. Harris
(Resigned July 31, 1984)

Rowland K. Quinn, Jr.
Executive Secretary

Meredith S. Buel
Special Assistant to the Chairman

Ronald M. Etters
General Counsel

Roy J. Carvatta
Staff Director/Grievances

Mary C. Pricci
Administrative Officer

Sheldon M. Kline
Research Director

Roland Watkins
Hearing Officer

Donald L. West
Manager Computer Systems

Mary L. Johnson
Hearing Officer



NATIONAL MEDIATION BOARD
WASHINGTON, D. C. 20572

OFFICE OF THE CHAIRMAN

The President
President of the Senate
Speaker of the House of Representatives

Sirs:

It is my honor to submit the Fiftieth Annual Report of the National Mediation Board for fiscal year 1984, pursuant to the provisions of Section 4, Second, of Public Law No. 442, 73rd Congress, approved June 21, 1934.

The report is a comprehensive twelve-month review of the Board's administration of the Railway Labor Act — the collective bargaining statute which governs labor relations in the rail and air transportation industries. The law provides a complete set of procedures for preserving industrial peace while, at the same time, ensuring the right of employees to organize and bargain collectively through representatives of their own choosing.

This was a particularly significant year as the Board celebrated its Golden Anniversary — 50 years of serving the public through its administration of the Railway Labor Act. Since the Board's inception, 97% of all cases handled by its mediators have been resolved without a work stoppage. Only one strike occurred in fiscal 1984 — involving a foreign-flag air carrier — representing the lowest incidence of strikes since World War II. The Board handled a number of significant representation and mediation disputes in both industries. A new round of national rail bargaining began, promising a busy period for the Board in the months ahead.

Following is an in-depth review of our varied activities that once again illustrates the Act continues to be as effective today as when enacted over half a century ago.

Respectfully,

A handwritten signature in cursive script, reading "Helen M. Witt".

Helen M. Witt
Chairman

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Register — Members, National Mediation Board

Name	Appointed	Terminations
William M. Leiserson	July 21, 1934	Resigned May 31, 1939
James W. Carmalt	July 21, 1934	Deceased Dec. 2, 1937
John M. Carmody	July 21, 1934	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	Resigned April 30, 1971
John Thad Scott, Jr.	Mar. 5, 1948	Resigned July 31, 1953
Leverett Edwards	Apr. 21, 1950	Resigned July 31, 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	Retired Sept. 1, 1981
David H. Stowe	Dec. 10, 1970	Retired July 1, 1979
Peter C. Benedict	Aug. 9, 1971	Deceased April 12, 1972
Kay McMurray	Oct. 5, 1972	Term expired July 1, 1977
Robert O. Harris	Aug. 3, 1977	Resigned July 31, 1984
Robert J. Brown	Aug. 20, 1979	Resigned June 1, 1982
Walter C. Wallace	Oct. 12, 1982	Nominated for a new term July 19, 1984
Helen M. Witt	Nov. 18, 1983	Term expires July 1, 1985



I. Fiscal 1984—A Golden Year

It was more than a good year. It was a golden year.

The National Mediation Board celebrated its Golden Anniversary in 1984—50 years of serving the public through its administration of the Railway Labor Act, widely acclaimed as a model labor law that governs collective bargaining and representation disputes in the airlines and railroads.

The Board has had remarkable success in maintaining labor peace and a free flow of commerce in these two industries over half a century. At the end of the current fiscal year, the NMB had handled nearly 11,500 air and rail mediation cases resulting in less than 350 strikes—an impressive 97% settlement rate.

During the Board's 50th Anniversary only one strike occurred, the lowest in 40 years. The strike, involving the International Association of Machinists and Aerospace Workers and El Al Israel Airlines,

began March 16, 1984, and, as of this date, is still in progress. There were no railroad strikes during the fiscal year. This year of labor peace is unmatched since World War II when, in 1944, a single strike occurred in the railroad industry.

The Board has established a record of labor peace in the airlines and railroads during the 1980s. And this has been accomplished against a background of deregulation, technological change, uncertain economic conditions, high unemployment and the capability of certain carriers to operate during a strike.

A significant 1984 highlight was a 50-year study on the Board's operations and activities prepared by the much respected dean of the School of Industrial and Labor Relations at Cornell University, Charles M. Rehmus, who had edited a report on the first 50 years of the RLA in 1976. Dr. Rehmus was commissioned by the Board to conduct an independent and



MEMBERS OF THE BOARD—NMB Chairman Helen M. Witt is flanked by Board Members Walter C. Wallace and Robert O. Harris. Mr. Harris (right) resigned from the Board during fiscal year 1984.



impartial study, tracing the agency's growth and flexibility in handling airline and railroad disputes from its inception on June 21, 1934 to the present.

"For the last 50 years the three-member National Mediation Board has helped provide essential stability and substantial peace to industrial relations in the railroad and airline industries," Dr. Rehmus reported. "The Board had done so despite the fact that its powers have remained essentially unchanged in the face of immense changes in the industrial and economic environments affecting both industries."

One well known railroad magazine columnist concluded after reviewing the study: "The National Mediation Board . . . has to be regarded as one of the most successful agencies that the Federal Government ever created. To put it another way, how many government agencies can you name that have a 97% success rate for what they do?"

(More details on the study's findings are outlined in a subsequent chapter.)

The Board had another busy year in resolving mediation cases in the two industries which together employ about 700,000 employees. Continued inroads made by new airlines spawned by deregulation six years ago continued to contribute to labor-management problems in the airline industry. There were 38 airlines at the time of deregulation. Today, there are over 100 certified carriers, including major, national and regional carriers, plus about 150 commuter airlines, most of which are not certified.

There were a number of down-to-the-wire mediation cases where strikes seemed apparent and then, with the Board's assistance, were averted at the last minute. These settlements were notable because bargaining was protracted as carrier attempts were

made to reduce costs through wage and benefit concessions, increased productivity, lower pay scales for new employees, subcontracting and increased use of part-time workers.

A new round of national rail bargaining began in fiscal 1984, with 13 major rail unions and most of the nation's railroads serving notice that the current 39-month contracts were to be amended. National rail agreements were amendable July 1, 1984 but, under Railway Labor Act procedures, remain in effect until changed by the parties. Mediation is expected to begin shortly after the beginning of the next fiscal year with the National Railway Labor Conference, management's bargaining arm, and the two operating unions, the Brotherhood of Locomotive Engineers and the United Transportation Union.

In the last round of national negotiations the BLE struck the carriers, the first national railroad strike in over a decade. The strike ultimately was settled by Congressional action.

The Board's mediation efforts in fiscal 1984 were primarily directed to issues in dispute on local rail properties as well as with two commuter railroads, The Long Island Rail Road and the Port Authority Trans-Hudson. The LIRR and PATH cases ultimately required Emergency Boards under the RLA's Section 9A, which provides protracted emergency dispute procedures for publicly funded and operated commuter railroads and their employees. These disputes were unresolved at the end of the fiscal year.

A more detailed account of mediation activities in the railroads and airlines and what lies ahead in bargaining in fiscal 1985 are discussed in the "highlights" chapter that follows.

Additionally, in fiscal 1984 the Board and its staff,

spent considerable time in carrying out the Act's mandates to investigate representation disputes and hold elections to certify collective bargaining agents to negotiate contracts for various groups of rail and airline employees.

Union organizing efforts declined during fiscal 1984. Eighty rail and airline representation cases were closed in 1984, a decrease from the 92 cases resolved in fiscal 1983.

Organizing activities were primarily confined to smaller carriers in the railroads. Only three of the 29 rail cases closed involved a Class I carrier. Most of the representation activity in the industry involved short line railroads.

Certifications in fiscal 1984 were issued in 21 of the 29 rail cases closed, an organizing success rate of 72%. In fiscal 1983, certifications were issued in 22 of the 33 cases closed — a 67% success rate. In 15 of the 21 cases closed by certification in 1984, employees either chose a new bargaining representative or were choosing union representation for the first time. There were 15 cases where a challenging union attempted to supplant an incumbent union. The challenger was successful in 9 such efforts.

In the airlines, where most union organizing attempts have been made in recent years, 51 representation cases were resolved in fiscal 1984, a decrease of 14 percent over last year. Commuter and regional air carriers received most of the organizational attention. In contrast to past years, organizing on the foreign flag carriers sharply declined in FY 1984: only 6 of the 51 airline cases involved an attempt to organize employees on a foreign flag air carrier. In FY 1983, 22 percent of the airline cases were organizing attempts in this sector.

Unions were certified in a smaller proportion of airline cases in fiscal 1984 compared with fiscal 1983, 39 percent versus 49 percent. Of the 20 certifications issued, 14 covered groups of previously unrepresented

employees. Challengers to incumbent organizations were generally successful during the year: of 6 challenges, incumbents lost bargaining rights in 4 cases.

Other subjects of interest in this report include the Board's involvement in legal, representation, hearing, public affairs, and Freedom of Information Act activities. The sixth in a series of special reports, prepared by the Board's research staff, covers a study on "Voter Participation in NMB Elections."

The Board Members this year were Helen M. Witt, who served as Chairman, Walter C. Wallace, and Robert O. Harris. Mr. Harris resigned July 31, 1984, to become Ombudsman of the International Monetary Fund, after seven years as a Board Member and having twice served as Chairman.

An experienced staff of specialists is assigned to the varied labor relations activities affecting the Board. Twenty skilled mediators, most of whom are veterans in the labor relations field, handle airline and railroad collective bargaining and representation disputes in cities throughout the country.

The NMB has administrative responsibility over the National Railroad Adjustment Board, which handles grievance disputes under existing rail contracts. NRAB's fiscal 1984 activities are summarized in this issue.

The Board looks to the next fiscal year with confidence. Possibly we can base our confidence in the future on our good works of the past, as evidenced in the following comprehensive report of the previous 12 months' activities.

To Better Understand . . .

To better understand the varied activities and statistics that follow, it may be helpful to read first, "The Railway Labor Act — How It Works," a brief summary at the end of the NMB Annual Report. The four-page analysis of the Act begins on page 44.

II. Highlights: Airlines—Railroads

The Airlines: 'A Triumph For Collective Bargaining'

"A triumph for collective bargaining."

The Board has said this time and again when announcing to the news media a settlement reached in mediation. Certainly these five words rang true in the airlines in fiscal 1984. Successful collective bargaining was never more evident in the industry than during the past year.

Fiscal 1984 was a period of concessionary bargaining, with airlines negotiating for wage cuts and freezes, continuing implementation of the two-tier system, subcontracting, and more productive work rules. On the union side there was resistance to such changes and mediation frequently became a prolonged and difficult procedure.

Yet, the willingness of the parties to work together and finally reach settlement in mediation was manifested in the fact that the U.S.-flag airline industry had **no** strikes in the 12-month period, which set a 21-year record (1963). There was one strike against a foreign-flag carrier, El Al Israel Airlines, by the International Association of Machinists and Aerospace Workers.

Both airline management and labor were mindful of financial problems prompted by deregulation which spawned increased competition from many new as well as established carriers. The collective bargaining process was used to resolve difficulties and to maintain labor peace.

This record — a single air line strike in each of the last three years — does indeed exemplify "a triumph for collective bargaining."

After several years of severe financial losses, the airlines made a dramatic recovery in 1984. A record 343 million passengers and five million tons of cargo were carried. Operating profits were close to \$2 billion, an all-time industry record. The industry bases its turnaround on a significant improvement in the U.S. economy, a decline in fuel prices, less intensive price wars and a significant moderation in labor costs.*

*Certain carriers, however, experienced losses for the year, including Pan American, Eastern, Western, Frontier, Midway, New York Air and Pacific Southwest Airlines.



One significant cost reduction approach, achieved in collective bargaining, has been the two-tier wage scale plan for new employees. Under this salary structure a new hire is paid a lower hourly rate than the base rate for current employees, resulting in a continuing reduction in long-term operating costs. At the end of fiscal 1984, the dual pay scale applied to pilots on American, Frontier, Piedmont and Republic; to flight attendants on Alaska, Air California, American, Delta (non-union), Eastern, Frontier, Northwest, Ozark, Piedmont, Republic, United and Western; and to mechanics on American and United.

Most dual pay plans provide for a merger with the regular wage progression scale after a specified number of years. However, the two-tier systems relating to flight attendants on American, Republic and Western

airlines do not provide for a merger with the regular pay brackets.

The Board, when unable to reach settlement in mediation, proffered arbitration in a dozen airline cases, with only the El Al Israel-IAM dispute reaching the strike stage. The 30-day clock frequently ran down to the final hours - or minutes - before agreement was finalized.

One proffer situation that drew national attention early in the fiscal year involved Eastern Airlines and the Transport Workers Union, representing the carrier's 6,000 flight attendants. The Board, in round-the-clock mediation, reached settlement on October 12, 1983, after 13 months of mediation and 18 hours before the strike deadline. This agreement was significant as it resulted in an all-encompassing labor-management program that kept the carrier from declaring bankruptcy, as Continental Airlines had done a few weeks earlier following a strike by its mechanics.

Mediation played an important role during the year in resolving 48 airline mediation disputes. One agreement in mediation involved the largest employee group in the industry. This was the settlement between over 14,000 mechanics and United Airlines. United also reached agreement through mediation with 9,100 flight attendants. Other significant settlements in which mediation helped defuse the strike potential included American Airlines and 6,500 flight attendants; Republic Airlines and 6,500 clerical, office, fleet and passenger service employees; Northwest Airlines and 3,000 flight attendants; Frontier Airlines and 2,500 clerical, office, fleet and passenger service employees; and Western Airlines and 2,050 flight attendants.

More than 60,000 airline employees were represented by unions involved in airline disputes resolved through mediation in fiscal 1984 - the largest number of airline workers affected by mediation in recent years.

As To The Future?

In fiscal 1985 nearly 70 contracts were amendable between various air carriers and their employees. Approximately 35 contracts will be negotiable for pilots, mechanics and flight attendants. New agreements will also be negotiated for fleet and passenger service, clerical, stocks and stores, dispatchers, meteorologists and other ground personnel.

As the airlines financial conditions continue to improve there is always the possibility that unions may become more resistant to the acceptance of wage and other concessions. Under these circumstances, the

Board's mediation efforts would become even more difficult.

Fiscal 1985, therefore, could develop into one of the Board's busiest years.

The Railroads: Gearing Up For National Bargaining

The National Mediation Board once again has geared up to assist in another crucial round of National Railroad Bargaining.

The National Railway Labor Conference, the bargaining arm for some 75 railroads across the country, including most of the Class I line-haul carriers, opened a new round of national contract negotiations with 13 major rail unions in fiscal 1984.

Railroad unions began last January to file their notices with management, listing negotiation demands for a new work agreement to succeed the 39-month pact with an amendable date of July 1, 1984.

National bargaining covers, basically, changes in rates of pay, job security, cost of living adjustments, vacations, holidays, and health and welfare benefits in the existing collective bargaining agreements.

In national bargaining, the moratorium on major issues in each labor contract expires simultaneously. Common amendable dates have created a coordinated bargaining effort enabling a "pattern" to be developed acceptable to the preponderance of carriers and employees in the industry. Twenty-one of the 25 Class I freight-hauling railroads participate in national bargaining. Conrail, Boston and Maine, Delaware and Hudson and Florida and East Coast railroads do not, nor does the passenger-carrying AMTRAK. Class I railroads handle 95% of the freight carriage in an industry with roughly 260,000 miles of track.

The unions face this round of bargaining with the continuing concern for a shrinking work force while railroad management continues its effort to achieve a greater rate of return on investment. The Brotherhoods represent most of the approximately 350,000 rail employees, a work force that once peaked to a million following World War II.

Compared with the previous year, railroad earnings rose sharply in 1984. Net railway operating income exceeded \$2.5 billion, nearly double 1983 operating income figures. Wage concessions and other cost containment measures are expected to be major issues as the carriers seek to strengthen their competitive position against the motor carrier industry.

In the past the two operating unions settled first in national handling and set a "pattern" for those to



follow. In the last round, however, the non operating unions led the way and were the first to reach settlement.

Both the BLE and the UTU were unable to settle with the NRLC after prolonged mediation and emergency boards were subsequently recommended by the Board and appointed by the President. The UTU became the 12th of the 13 unions to settle but the BLE struck over maintenance of pay differentials in September 1982. Emergency legislation brought an end to the four-day strike, the first national rail strike since 1971 and the first participated in by the BLE since 1946.

There was not one strike involved in the 98 rail cases resolved in mediation in fiscal 1984. This impressive record is a tribute to the collective bargaining efforts of rail labor and management and to the Board for the assistance it provided in settling the parties' disputes. The industry experienced only three strikes from 1981 through 1984, the lowest rail strikes covering a four-year period since the mid 1940s.

The Board in fiscal 1984 devoted considerable time to settling a large number of disputes on local rail properties. Local disputes of this kind involved: railroads not subject to national negotiations; issues left unresolved in industry bargaining and left for negotia-

tion on individual properties; and issues involving commuter railroads and their employees.

Mediation resolved disputes on a wide range of carriers from the Burlington Northern, Illinois Central Gulf and Soo Line, to the Ashley, Drew and Northern, Southern Pacific Transportation Co. and the Denver and Rio Grande Western railroads.

Extensive mediation was conducted in three commuter railroad disputes that eventually led to three Presidential Emergency Boards, appointed under Section 9 A of the Act. The 9 A amendment, added to the RLA in 1981, attempts to resolve contract disputes between the parties through a series of emergency board procedures that can stretch over an eight-month status quo period. Section 9 A is invoked only after the step by step procedures of the Act have proven unsuccessful in settling the disputes.

Two disputes involved The Long Island Rail Road and the BLE, the Brotherhood of Railway, Airline and Steamship Clerks, and the American Railway Supervisors Association, a Division of BRAC. Individuals represented by the labor organizations were recently organized professionals and supervisory-type employees seeking their first LIRR agreements. (Last year, the LIRR and certain unions were involved in the first dispute under Section 9 A,

which was ultimately settled in Board mediation.)

The BLE and BRAC-ARSA disputes with the LIRR could not be resolved through the normal procedures of the RLA. The unions then requested the President to appoint Emergency Boards 202 and 203 under Section 9 A, triggering a 120-day cooling off period. Emergency Board reports to the President, a hearing by the NMB and continued Board mediation subsequently followed, but these cases remained unresolved at the end of the fiscal year.

A third commuter dispute involved the Port Authority Trans-Hudson and the Brotherhood of Railroad Signalmen. And a third board—Emergency Board 204—was appointed in the PATH-BRS dispute after nearly a year of Board mediation proved unsuccessful in achieving an agreement. This case, too, remains unsettled at fiscal year end.

As to the future?

The NMB will participate in a variety of important rail negotiations during the next fiscal year.

National rail bargaining will undoubtedly take much of the Board Members' time in fiscal 1985 as mediation is yet to begin with the NRLC and the major unions. Settlement with each labor organization is

imperative as any work stoppage in national negotiations has the potential of shutting down much of the nation's rail system and inflicting severe damage to the economy. It remains to be seen whether the best efforts of the Board can bring about settlement of all 13 unions with the rail carriers in what may be the most complex and difficult negotiations in modern times.

In addition, the burgeoning short-line sector will continue to add to the Board's caseload. In recent years the number of short lines has increased from 100 to 365. Some 10,000 workers are employed by these railroads, about a third of whom are organized for collective bargaining purposes. Unions look on this sector as fertile organizing ground and have indicated a strong bid will be made to add many additional short-line employees to their memberships in the next 24 months.

Bargaining will peak in the commuter railroads next year, adding to the Board's workload. More than 40 contracts are up for amendment on the LIRR, PATH and the New Jersey Transit railroads. The New Jersey commuter line is the outgrowth of the Northeast Rail Service Act's mandate of transferring Conrail passenger employees to state commuter authorities. This will be New Jersey Transit's first round of bargaining under terms of the Railway Labor Act.



EMERGENCY BOARDS MEET ON LIRR—The President in fiscal 1984 appointed Emergency Boards 202 and 203 to investigate disputes between The Long Island Rail Road and the Brotherhood of Locomotive Engineers, the Brotherhood of Railway, Airline and Steamship Clerks and the American Railway Supervisors Association, a Division of BRAC. Richard R. Kasher, chairman (center), Margery F. Gootnick and Rodney E. Dennis, members, served on both emergency boards.

Interest Arbitration Cases

Interest arbitration ensures final and binding determination of a controversy. Over the years, arbitration proceedings have proved most beneficial in disposing of major disputes, and instances of court actions to set aside awards have been rare.

In 1972, the nation's railroads and the United

Transportation Union and Brotherhood of Locomotive Engineers agreed to the resolution of certain disputes by binding interest arbitration. Specific issues resolved in this manner were:

- (a) Switching limits
- (b) Interdivisional service

Following are 91 arbitration cases that have emanated from these national agreements:

Arbitration Board No.	Carrier	Organization	Issue
314	Baltimore & Ohio RR Co.	United Transportation Union	Switching limits
315	Southern Pacific Transportation Co. (Texas and Louisiana Lines)	Brotherhood of Locomotive Engineers	Interdivisional service
316	Southern Pacific Transportation Co. (Texas and Louisiana Lines)	United Transportation Union (C&T)	Interdivisional service
317	The Chesapeake & Ohio Ry. Co.	Brotherhood of Locomotive Engineers	Switching limits
318	The Chesapeake & Ohio Ry. Co.	United Transportation Union (E&T)	Switching limits
319	The Central RR Co. of New Jersey	Brotherhood of Locomotive Engineers	Switching limits
320	The Central RR Co. of New Jersey	United Transportation Union	Switching limits
322	Soo Line RR Co.	United Transportation Union	Interdivisional service
323	St. Louis-San Francisco RR Co.	Brotherhood of Locomotive Engineers	Interdivisional service
325	Denver & Rio Grande Western Ry. Co.	United Transportation Union	Interdivisional service and switching limits
327	Lehigh Valley RR Co.	Brotherhood of Locomotive Engineers	Interdivisional service
328	Penn Central Transportation Co.	United Transportation Union (T)	Switching limits
329	Atchison, Topeka & Santa Fe Ry. Co.	United Transportation Union	Interdivisional service
330	Penn Central Transportation Co.	United Transportation Union (E)	Switching limits
331	Denver & Rio Grande Western RR Co.	United Transportation Union (C&E&T)	Interdivisional service
332	Penn Central Transportation Co.	United Transportation Union (C&E&T)	Switching limits
334	Penn Central Transportation Co.	United Transportation Union (C&E&T)	Switching limits
336	Norfolk & Western Ry. Co. (Proper)	United Transportation Union (C&T)	Interdivisional service
337	Boston & Maine Corp.	United Transportation Union	Switching limits
338	Penn Central Transportation Co.	Brotherhood of Locomotive Engineers	Switching limits
339	Penn Central Transportation Co.	United Transportation Union (E)	Switching limits
340	Green Bay & Western RR Co.	United Transportation Union	Protection of employees
342	Erie Lackawanna Ry. Co.	United Transportation Union (T)	Protection of employees
343	Penn Central Transportation Co.	United Transportation Union	Switching limits
344	Penn Central Transportation Co.	United Transportation Union	Switching limits
346	Norfolk & Western Ry. Co.	United Transportation Union (E&C&T)	Interdivisional service
347	Western Pacific RR Co.	Brotherhood of Locomotive Engineers	Switching limits
348	Reading Co.	Brotherhood of Locomotive Engineers	Switching limits
349	Lehigh Valley RR Co.	Brotherhood of Locomotive Engineers	Switching limits
351	St. Louis-San Francisco Ry. Co.	United Transportation Union	Protection of employees
352	Norfolk & Western Ry. Co.	United Transportation Union	Interdivisional service
353	Lehigh Valley RR Co.	United Transportation Union	Switching limits
354	Reading Co.	Brotherhood of Locomotive Engineers	Switching limits
356	Southern Pacific Transportation Co.	Brotherhood of Locomotive Engineers	Switching limits
357	Penn Central Transportation Co.	Brotherhood of Locomotive Engineers	Interdivisional service
358	Southern Pacific Transportation Co.	United Transportation Union	Switching limits
359	Norfolk & Western Ry. Co.	Brotherhood of Locomotive Engineers	Interdivisional service
360	Atchison, Topeka & Santa Fe Ry. Co.	Brotherhood of Locomotive Engineers	Switching limits
361	Atchison, Topeka & Santa Fe Ry. Co.	United Transportation Union	Switching limits
362	Chicago, Rock Island & Pacific RR Co.	Brotherhood of Locomotive Engineers	Interdivisional service
364	St. Louis-San Francisco Ry. Co.	Brotherhood of Locomotive Engineers	Switching limits
365	St. Louis-San Francisco Ry. Co.	United Transportation Union (C-T-Y-E)	Switching limits
366	Grand Trunk Western RR Co.	United Transportation Union	Switching limits
368	Denver & Rio Grande Western RR Co.	Brotherhood of Locomotive Engineers	Interdivisional service
372	Louisville & Nashville RR Co.	United Transportation Union	Switching limits

Arbitration Board No.	Carrier	Organization	Issue
373	Boston & Maine Corp.	United Transportation Union	Switching limits
374	Seaboard Coast Line RR Co.	Brotherhood of Locomotive Engineers	Interdivisional service
375	Southern Ry. Co.	United Transportation Union	Switching limits
376	Norfolk & Western Ry. Co.	United Transportation Union	Protection of employees
378	Illinois Central Gulf RR Co.	Brotherhood of Locomotive Engineers	Switching limits
379	Grand Trunk Western RR Co.	United Transportation Union	Switching limits
380	Illinois Central Gulf RR Co.	United Transportation Union (C&T&E)	Switching limits
381	Illinois Central Gulf RR Co.	United Transportation Union	Switching limits
382	Norfolk & Western Ry. Co.	United Transportation Union	Protection of employees
383	Consolidated Rail Corporation	United Transportation Union	Switching limits
384	Richmond Fredericksburg & Potomac RR Co.	United Transportation Union	Switching limits
388	Atchison, Topeka & Santa Fe Railway Co.	Brotherhood of Locomotive Engineers	Interdivisional service
390	Consolidated Rail Corporation	United Transportation Union	Switching limits
391	Consolidated Rail Corporation	United Transportation Union	Switching limits
393	Consolidated Rail Corporation	United Transportation Union	Interdivisional service
394	Consolidated Rail Corporation	United Transportation Union	Switching limits
395	Consolidated Rail Corporation	United Transportation Union	Switching limits
396	Consolidated Rail Corporation	United Transportation Union	Switching limits
399	Louisiana and Arkansas Ry. Co.	United Transportation Union	Switching limits
400	Burlington Northern, Inc.	United Transportation Union	Switching limits
401	Burlington Northern, Inc.	United Transportation Union	Switching limits
403	Burlington Northern, Inc.	Brotherhood of Locomotive Engineers	Switching limits
404	Illinois Central Gulf RR Co.	Brotherhood of Locomotive Engineers	Switching limits
405	Illinois Central Gulf RR Co.	United Transportation Union	Interdivisional service
410	Consolidated Rail Corporation	Brotherhood of Locomotive Engineers	Switching limits
411	Illinois Central Gulf RR	Brotherhood of Locomotive Engineers	Interdivisional service
414	Consolidated Rail Corporation	United Transportation Union (E) and (C&T)	Switching limits
418	Consolidated Rail Corporation	United Transportation Union (C-T-E)	Switching limits
420	Consolidated Rail Corporation	United Transportation Union	Switching limits
421	Consolidated Rail Corporation	United Transportation Union	Switching limits
424	Consolidated Rail Corporation	United Transportation Union	Switching limits
426	Duluth, Missabe and Iron Range Railway Company	United Transportation Union (C&T)	Interdivisional service
427	Consolidated Rail Corporation	Brotherhood of Locomotive Engineers	Switching limits
428	Consolidated Rail Corporation	United Transportation Union (C&T)	Switching limits
429	Consolidated Rail Corporation	United Transportation Union	Switching limits
430	Consolidated Rail Corporation	United Transportation Union	Switching limits
431	Consolidated Rail Corporation	Brotherhood of Locomotive Engineers	Switching limits
432	Chicago, Milwaukee, St. Paul and Pacific Railroad Co.	United Transportation Union	Allocation of seniority between Rock Island employees and Milwaukee employees
433	Consolidated Rail Corporation	Brotherhood of Locomotive Engineers	Switching limits
434	Norfolk and Western Railway Co.	Brotherhood of Locomotive Engineers	Switching limits
435	Illinois Central Gulf Railroad Co.	Brotherhood of Locomotive Engineers	Interconsolidated seniority district freight service between Jackson, Mississippi and Monroe, Louisiana
436	Southern Pacific Transportation Co.	Brotherhood of Locomotive Engineers	Interdivisional service
437	Missouri Pacific Railroad Co.	Brotherhood of Locomotive Engineers	Interseniority freight service between St. Louis Missouri and Kansas City, Missouri
440	Alabama Great Southern Railway Co.	United Transportation Union	Switching limits
441	Atchison, Topeka and Santa Fe Railway Co.	Brotherhood of Locomotive Engineers	Interdivisional service
443	Consolidated Rail Corporation	United Transportation Union	Switching limits

Arbitration Task Force

An agreement between certain employees represented by the United Transportation Union and the railroads represented by the National Carriers' Conference Committee set forth an arrangement to effect individual carrier implementation of interdivisional, interseniority districts and intradivisional or intraseniority district services, in freight or passenger service.

This arrangement provides for the carrier and

union to each designate representatives to serve on a "task force" appointed for the purpose of meeting and discussing implementation of the runs specified by the carrier.

If the task force is unable to agree, the matter is submitted to interest arbitration for a final and binding decision. Arbitrators are appointed by the National Mediation Board.

The following Arbitration Task Force decisions have been rendered since 1972:

Arbitration Task Force No.	Carrier	Organization	Issue
1	Penn Central Transportation Co.	United Transportation Union	Interdivisional service
2	Southern Pacific Transportation Co.	United Transportation Union	Interdivisional service
3	Lehigh Valley RR Co.	United Transportation Union	Interdivisional service
4	Baltimore & Ohio RR Co.	United Transportation Union	Interdivisional service
5	Southern Ry. Co. Alabama Great Southern RR Co. Cincinnati, New Orleans, & Texas Pacific Ry. Co., Georgia Southern & Florida Ry. Co., Central of Georgia RR Co.	United Transportation Union	Interdivisional service
6	Denver & Rio Grande Western RR Co.	United Transportation Union	Interdivisional Service
7	Missouri Pacific RR Co.	United Transportation Union	Interdivisional service
8	Chicago, Rock Island & Pacific RR Co.	United Transportation Union	Interdivisional service
9	Norfolk & Western Ry. Co.	United Transportation Union	Interdivisional service
10	Chessie System	United Transportation Union	Interdivisional service
11	Grand Trunk Western RR Co.	United Transportation Union	Interdivisional service
12	Southern Ry. Co.	United Transportation Union	Interdivisional service
13	Detroit & Mackinac Ry. Co.	United Transportation Union	Interdivisional service
14	Seaboard Coast Line RR Co.	United Transportation Union	Interdivisional service
15	Delaware & Hudson Ry. Co.	United Transportation Union	Interdivisional service
16	Delaware & Hudson Ry. Co.	United Transportation Union	Interdivisional service
17	Norfolk & Western Ry. Co.	United Transportation Union	Interdivisional service
18	Delaware & Hudson Ry. Co.	United Transportation Union	Interdivisional service
19	Delaware & Hudson Ry. Co.	United Transportation Union	Interdivisional service
20	Missouri-Kansas-Texas RR Co.	United Transportation Union	Interdivisional service
21	Delaware and Hudson Ry. Co.	United Transportation Union	Interdivisional service
22	Norfolk and Western Ry. Co.	United Transportation Union	Interdivisional service
23	Baltimore and Ohio RR Co.	United Transportation Union (E-C-T)	Interdivisional service
24	Illinois Central Gulf RR Co.	United Transportation Union	Interdivisional service

Caboose Issue

In the 1982 settlement between the United Transportation Union and the nation's carriers, the parties agreed to an interest arbitration procedure concerning elimination of cabooses.

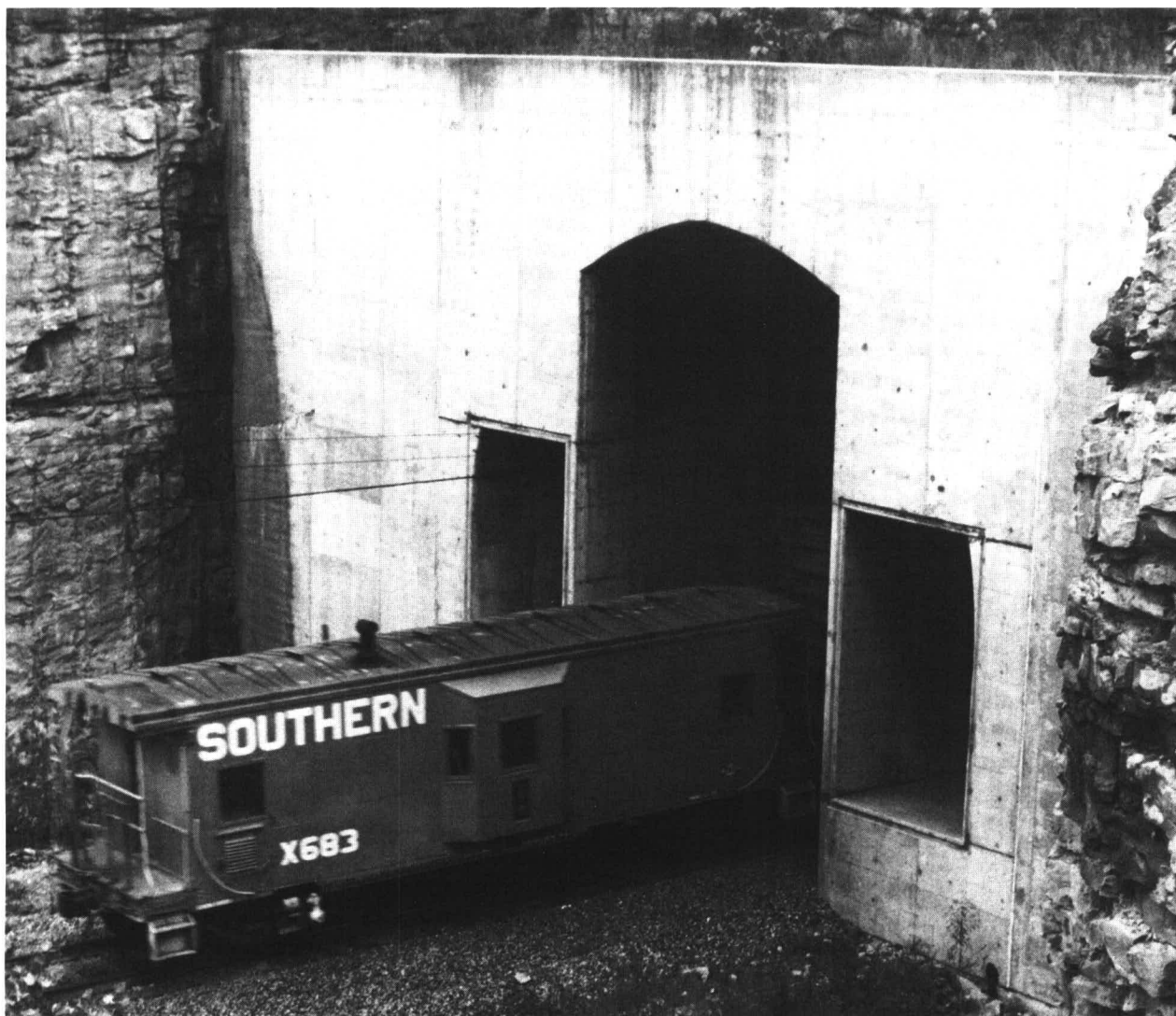
From the Carriers' perspective, cabooses are expensive to purchase — \$70,000 or more fully equipped — and costly to maintain and supply. The union's primary concern is that the elimination of the caboose will adversely affect the safe operation of the train.

The agreement between the UTU and the carriers addresses this concern. It states, that in determining whether or not cabooses are to be eliminated, a number of factors must be considered, including safety of employees, operating safety, effect on employees'

duties and responsibilities resulting from working without a caboose, availability of safe, stationary and comfortable seating arrangements for all employees on the engine consist and the availability of adequate storage space for employees' gear and work equipment.

A list of 10 arbitrators was agreed to by representatives of the UTU and the National Carriers' Conference Committee, pursuant to the provisions of Section 1(d) of Article X in the contract. The arbitrators are Leverett Edwards, John N. Gentry, Richard R. Kasher, Preston J. Moore, Robert M. O'Brien, Robert E. Peterson, George S. Roukis, Gilbert H. Vernon, Harold M. Weston and Nicholas H. Zumas.

These disputes come under Arbitration Board No. 419. Caboose cases handled, to date, are shown in the following table:



Appointments Made Under Arbitration Board No. 419—Caboose Issue

Carrier	Organization	Name of Arbitrator	Date of Appointment	Award Rendered
Chessie System Railroads . . .	United Transportation Union	Leverett Edwards	April 7, 1983	September 7, 1983
INTERPRETATION OF AWARD, March 22, 1985				
Illinois Central Gulf RR Co. . .	United Transportation Union	Nicholas H. Zumas . . .	April 7, 1983	February 6, 1984
Southern Railway System . . .	United Transportation Union	Robert M. O'Brien . . .	April 13, 1983	December 2, 1983
*Seaboard System Railroad Co. .	United Transportation Union	Robert E. Peterson . . .	April 13, 1983	September 26, 1983
Norfolk & Western Railway Co. .	United Transportation Union	Gilbert H. Vernon	May 6, 1983	October 24, 1983
Consolidated Rail Corporation	United Transportation Union	Preston J. Moore	May 16, 1983	January 3, 1984
Chicago & North Western Transportation Co.	United Transportation Union	Harold M. Weston . . .	June 6, 1983	May 19, 1984
Burlington Northern Railroad Company	United Transportation Union	George S. Roukis	June 20, 1983	December 19, 1983
Chicago & North Western Transportation Co.	United Transportation Union	Harold M. Weston . . .	July 1, 1983	May 19, 1984
Illinois Central Gulf Railroad Company	United Transportation Union	Nicholas H. Zumas	July 1, 1983	March 2, 1984
Des Moines Union Railway Co. .	United Transportation Union	John N. Gentry	July 5, 1983	October 31, 1984

Appointments Made Under Arbitration Board No. 419—Caboose Issue (Continued)

Carrier	Organization	Name of Arbitrator	Date of Appointment	Award Rendered
Seaboard System Railroad Co. *(Former Louisville & Nashville Railroad Company)	United Transportation Union	Robert E. Peterson	August 8, 1983	December 27, 1983
Illinois Central Gulf Railroad Co.	United Transportation Union	Nicholas H. Zumas	August 24, 1983	March 3, 1984
Illinois Central Gulf Railroad Co.	United Transportation Union	Nicholas H. Zumas	August 26, 1983	April 9, 1984
Norfolk & Western Railway Co. Chicago & North Western Railway Company	United Transportation Union	Gilbert H. Vernon	November 4, 1983	May 8, 1984
Grand Trunk Western Railroad Company	United Transportation Union	Harold M. Weston	November 16, 1983	May 19, 1984
Detroit, Toledo & Ironton Railroad Company	United Transportation Union	Richard R. Kasher	November 23, 1983	November 30, 1984
Kansas City Southern Railway Company	United Transportation Union	Addendum	February 9, 1984	November 30, 1984
Louisiana & Arkansas Railway Company	United Transportation Union	Robert E. Peterson	December 2, 1983	April 12, 1984
Norfolk & Western Railway Co.	United Transportation Union	Gilbert H. Vernon	December 12, 1983	May 8, 1984
Consolidated Rail Corporation	United Transportation Union	Preston J. Moore	December 15, 1983	March 29, 1984
Southern Pacific Transportation Co. (Western & Eastern Lines)	United Transportation Union	Leverett Edwards	January 10, 1984	June 9, 1984
St. Louis Southwestern Railway Company	United Transportation Union	Leverett Edwards	January 16, 1984	June 19, 1984
Atchison, Topeka and Santa Fe Railway Company	United Transportation Union	Preston J. Moore	January 13, 1984	May 22, 1984
Chicago, Milwaukee, St. Paul & Pacific Railroad Co.	United Transportation Union	Gilbert H. Vernon	January 12, 1984	July 3, 1984
Union Pacific Railroad Co. . . .	United Transportation Union	John N. Gentry	February 23, 1984	September 24, 1984
Duluth, Missabe & Iron Range Railway Company	United Transportation Union	Leverett Edwards	March 21, 1984	October 2, 1984
Grand Trunk Western Railroad Company	United Transportation Union	Richard R. Kasher	March 12, 1984
Detroit, Toledo & Shore Line Railroad Company	United Transportation Union	Preston J. Moore	April 26, 1984	August 4, 1984
Missouri Pacific Railroad Co. . .	United Transportation Union	Richard R. Kasher	March 29, 1984
Alton & Southern Railway Co. Grand Trunk Western Railway Company	United Transportation Union	John N. Gentry	May 30, 1984	January 22, 1985
Denver & Rio Grande Western Railway Company	United Transportation Union	Leverett Edwards	June 11, 1984	October 2, 1984
Soo Line Railroad Co.	United Transportation Union	George S. Roukis	June 14, 1984
Maine Central Railroad Co. . .	United Transportation Union	Preston J. Moore	June 26, 1984	September 18, 1984
Atchison, Topeka & Santa Fe Railway Company	United Transportation Union	Robert E. Peterson	June 28, 1984	November 9, 1984
Seaboard System Railroad Co. (Georgia Railroad & Western Railway of Alabama)	United Transportation Union	Robert E. Peterson	September 10, 1984
Seaboard System Railroad Co. (Clinchfield Railroad Co.) . .	United Transportation Union	Preston J. Moore	September 26, 1984
Delaware & Hudson Railway Co.	United Transportation Union			

*Interpretation award rendered March 28, 1985

'The National Mediation Board At 50'

The National Mediation Board, observing its Golden Anniversary this year, has released an extensive study on its operations and activities in the past half century. The Board was established in 1934 through an amendment to the Railway Labor Act of 1926.

In observance of its 50th anniversary, the agency in April 1984 commissioned Charles M. Rehmus, Dean of the School of Industrial and Labor Relations, Cornell University, to conduct an independent study of the Board's functions and role in handling railroad and airline labor disputes.

Dr. Rehmus interviewed numerous practitioners in the airline and railroad industries regarding their perception of the Board's effectiveness in handling mediation and representation cases under the Railway Labor Act. Particular attention was given in the study to how well the Board and its mediators have adjusted and adapted over the years to the needs of two fundamentally different transportation modes facing the challenges of deregulation and changing economic environments.

"The economic environment of the airline industry changed fundamentally in the 1970s," according to Dr. Rehmus. Pointing to the passage of the Airline Deregulation Act of 1978, which facilitated the entry of a number of new carriers into the airline industry, Dr. Rehmus noted that the "enhanced competition and the virtually complete freedom given each air carrier to design its own route structure and to set levels of service and charges to passengers fundamentally altered the character of the industry."

The railroad industry was also affected by a new economic order as it too was deregulated through the enactment of the Staggers Rail Act of 1980. As a result of rail deregulation, Dr. Rehmus observed that "there has been an identifiable movement towards the merging of carriers into even larger systems," a development which generated unanticipated instability within the industry.

How the Board and its mediators adapted to the changing trends and new challenges triggered by deregulation of both industries is covered in depth in the report, titled "The National Mediation Board at 50 — Its Impact on Railroad and Airline Labor Disputes."

Subjects in the report include: (1) the historical framework leading up to the passage of the Railway Labor Act; (2) functions, powers and staffing of the Board; (3) the duties of the Board, including developments since deregulation in representation and mediation; (4) arbitration and Presidential emergency boards; (5) litigation involving the Board; (6) griev-

ance handling of minor disputes; (7) continuing and new problems facing the Board; and (8) brief biographical sketches of past and current Members of the Board.

Dr. Rehmus concluded in the study that, "Over the decades the Mediation Board's single partiality has been to the mandate given it by the Railway Labor Act, to maintain the utmost in industrial peace."

He also commended labor and management for their good faith efforts in working with the Board to make the collective bargaining process work.

"The system the parties created in the Railway Labor Act has worked because for most of the time and over the decades both the parties and the members of the National Mediation Board have been aware of the parties' constituent interests while simultaneously fulfilling their underlying responsibility to the public interest," Dr. Rehmus reported. "The Act and the National Mediation Board's major role in making its system work will continue so long as this remains true."

Hearing Activity in Fiscal Year 1984

The Board's hearing officers conducted 21 days of hearings in fiscal 1984, which coincidentally, is the same number of hearing days held last year.

The issues involved in these cases were unusually complex, including the impact of railroad mergers, creation of airline subsidiaries, craft or class composition and carrier interference.

Proceedings before the Board's hearing officers are formal, as carriers and labor organizations rely primarily on attorneys to present their cases. This formalization has been accompanied by a proliferation of contested issues associated with each case, particularly with respect to evidentiary problems involving admissibility and the scope of discovery of carrier books and records. In addition, the Board is confronted with novel factual or legal questions arising out of representation investigations, and hearings are frequently the most appropriate means for resolving these questions.

In view of the potential labor-management conflict in such cases, it has been the Board's experience that the labor and carrier representatives generally participate as fully as possible in the development of evidence and other information which form the basis for Board actions. Many issues not resolved in prior years have now been settled as the result of hearings.

It should be emphasized that hearing proceedings before the NMB result in agency determinations directly evaluated and approved by the Board Members rather than by staff decision. In this way the Board car-



AIRLINE HEARING—Hearing Officer Roland Watkins conducts a hearing involving a Frontier Airlines' jurisdictional dispute. Discussing the case with him are Clinton J. Miller III, representing the International Association of Machinists and Aerospace Workers (left), and James E. Hautzinger, an attorney with Frontier.

ries out its quasi-judicial functions under the Railway Labor Act. Significantly, public hearings present a variety of novel propositions for Board consideration and, accordingly, require thorough analysis and research by agency personnel.

Public demand and the policy objectives of Government in the Sunshine and the Freedom of Information Acts enhancing public disclosure and participation, have required more extensive public hearings. Other factors, including the growing pattern of litigation and threatened litigation to set aside Board actions have, as a practical matter, increased the requirement for public hearings to ensure that the Board's final determinations are structured on as firm a factual and legal foundation as possible.

FOIA Requests

The National Mediation Board received 114 FOIA requests in fiscal year 1984. This is consistent with the level of activity reported in prior years. Of the requests received 20 were denied in whole or in part. In addition, 2 appeals were filed from the Executive Secretary's initial decisions.

The NMB's Freedom of Information Act (FOIA)

Office is designed to benefit the public by providing full access to agency documents not restricted from disclosure under the specific statutory exemptions. Requests should be made in full compliance with the NMB's procedural regulations. FOIA requests are processed in a timely manner according to the volume and nature of each request. Appointments must be scheduled with the agency's FOIA officer to review records.

Freedom of Information Regulations

Part 1208 of Title 29 of the Code of Federal Regulations has been issued to conform to the requirements of the Freedom of Information Act as amended by Public Law 93-502, 88 Stat. 1561.

The FOIA provides that the National Mediation Board "shall make available to the public" agency records not falling within certain specified exemptions.

Requests for records must be in writing to the Executive Secretary, National Mediation Board, Washington, DC 20572. Requests for records of the National Railroad Adjustment Board must be in writing and addressed to the Administrative Officer, National Railroad Adjustment Board, 175 West Jackson Boulevard, Room A931, Chicago, Illinois 60604. The requests shall reasonably describe the records being

sought in a manner which permits identification and location of the record. Request should contain an assumption of financial liability for charges incurred in response to the request.

The National Mediation Board will make available for public inspection and copying a current index of the materials available at the Board offices.

Information regarding the FOIA index or general FOIA processing may be obtained from the NMB's FOIA Officer, Ms. J. A. Femi.

Staff Conference Convenes To Exchange Views—And Celebrate '50th'

It was the right time to celebrate our 50th!

Each year the NMB holds a staff conference attended by Board Members, mediators and other staff personnel to discuss policy matters and current problems affecting the agency as well as to exchange views on labor relations issues.

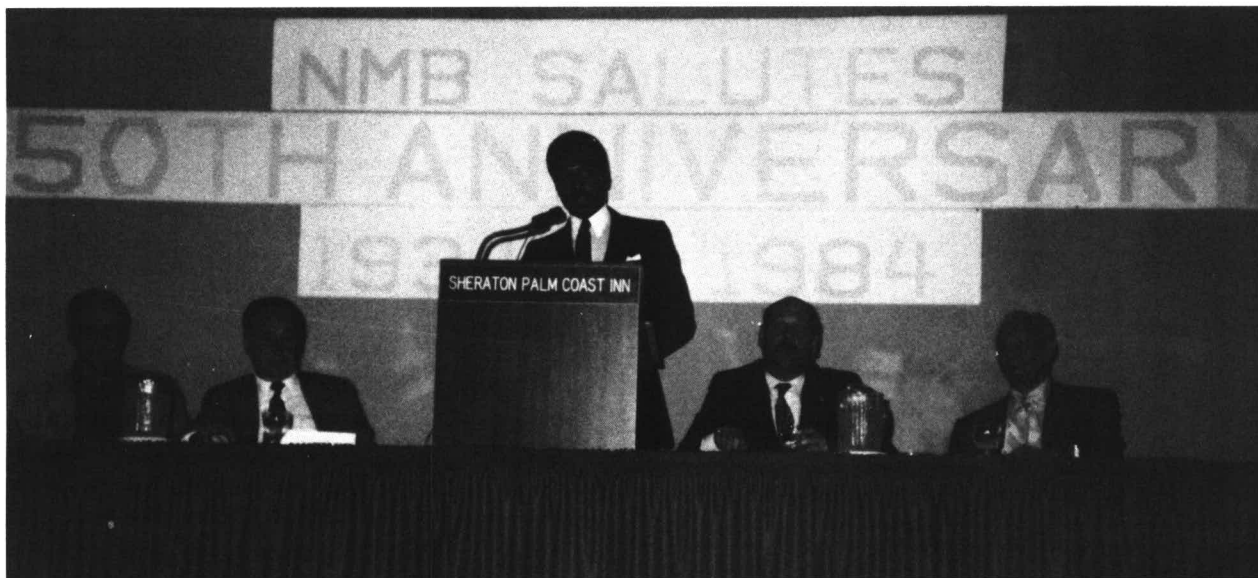
Such a meeting was called in May by then NMB Chairman Walter C. Wallace, with Board Members Robert O. Harris and Helen M. Witt and the staff participating in a three-day work session in Palm Coast, Florida.

The conference room banner read, "NMB Salutes 50th Anniversary—1934-1984." As a tribute to this significant anniversary, four distinguished speakers formerly associated with the Board addressed the group. There were former NMB Chairmen and Board



SHOP TALK—Mediators Robert J. Brown and Charles R. Barnes discuss an airline mediation case.

Members: Kay McMurray, Director, Federal Mediation and Conciliation Service, and George S. Ives and Leverett Edwards, both of whom are arbitrators. Richard R. Kasher, a former NMB General Counsel and now an arbitrator, also addressed the conference.



A SALUTE TO OUR 50th—Hearing Officer Roland Watkins addresses annual staff conference during Golden Anniversary observance. Others at head table (left to right) are then Chairman Walter C. Wallace; Kay McMurray, Director, Federal Mediation and Conciliation Service; Richard R. Kasher and Leverett Edwards, both arbitrators.



During the conference, John A. Sage, Vice President, Southern Pacific Transportation Co., discusses the Railway Labor Act as applied to airlines and railroads, and Mediator Robert B. Martin outlines tactics used in settling a certain railroad dispute.



HAPPY ANNIVERSARY!—Board Member Helen M. Witt cuts the NMB's 50th anniversary cake as then Board Chairman Walter C. Wallace and Executive Secretary Rowland K. Quinn, Jr., stand by for a slice.

Mr. McMurray, in reflecting his views on changing bargaining tactics, raised the question whether pattern bargaining is on the way out in certain industries with future settlements more tailored to the parties' individual concerns. Mr. Ives outlined comparisons on being a mediator and an arbitrator, and Messrs. Edwards and Kasher provided an insight into railroad arbitrations.

Other guest speakers included Charles I. Hopkins, Chairman, National Railway Labor Conference, who gave an in-depth review of national rail negotiations, and John A. Sage, Vice President, Southern Pacific Transportation Co., who covered the pros and cons of negotiating rail and airline contracts under Railway Labor Act procedures.

Other topics included a report by a committee of mediators and hearing officers on recommended changes in the Representation Manual and a summary of court cases which involved the NMB in the past year.

The conference ended on a high note with attendees enjoying a colorful Golden Anniversary cake topped with a train and an airplane designed in the icing, representative of the two industries the Board assists in labor disputes.

More Effective Mediator Communications

Recognizing the problem of coordinating the efforts of and exchanging information with the mediators, the Board has moved in two specific directions to improve its modes of communications.

Direct telephone contact was the primary method of exchanging information and disseminating assignments. This method proved inadequate due to "telephone tag," too many interruptions at inopportune times, coast-to-coast time-zone variations, and mediators on-the-go.

The two new directions of communications are electronic messaging systems. That is, both modes employ computers to temporarily hold messages until the recipients are able to retrieve them. One of these systems is **text-based** whereby messages can be read only when printed on paper or displayed on a CRT (TV-like screen). The other system is **voice-based** whereby messages can be heard through the use of readily-available, easy-to-use telephones.

The text-based approach undertaken by the Board to improve communications is a pilot project in which four of the Board's mediators (Ralph Colliander, Robert Martin, Gale Oppenberg, and John Willits) used small briefcase-size computers to link into West-

ern Union's Easylink text-based messaging system. That pilot project is still active; however, based upon certain findings of that test project, the Board also evaluated and implemented a voice-based electronic messaging system.

Unlike the text-based system which requires the use of small but complex computers, GTE's Tele-messenger voice-based messaging system only requires access to a telephone. Voice-mail has been very well received by the Board Members and staff. The text-based pilot project using computers is still active, however, because that approach has the potential of aiding the mediators in various ways such as accessing data on the Board's central computer, preparing and transmitting case reports, and processing elections.

Both types of electronic messaging systems resolve all the problems noted above but, when a two-way conversation is necessary, the telephone remains available.

Public Affairs and Communications

An open communication line to the public is essential in the Board's daily work.

This is primarily accomplished through the Public Affairs Office. In fiscal 1984, for example, it answered inquiries and supplied information to the news media, Members of Congress, government agencies, shippers, labor, management and the general public. These ac-



IMPROVING COMMUNICATIONS—Donald L. West, Manager, Computer Systems, busy programming new data applications for the NMB.



NEWS BRIEFING—Meredith S. Buel, who handles NMB public affairs (right), discusses an airline dispute with Rick Valliere, Airline Editor for the *Daily Labor Report*, Bureau of National Affairs.

tivities are especially important due to the Board's handling of mediation and representation disputes in two highly visible and critical industries, the airlines and railroads.

The Public Affairs Office is responsible for assisting the Board in a continuing policy of keeping the public informed about its programs and activities. A major goal is to create a better understanding of the Board's role in collective bargaining as it applies to both industries under the Railway Labor Act. Board Members, mediators and other staff personnel from the Washington and Chicago Offices addressed a number of audiences in working toward this end in fiscal 1984.

The Public Affairs officer is called on in various airline and railroad collective bargaining disputes to act as the Board's spokesman, arrange press interviews, and set up news conferences for Board Members with television, radio and print media.

The Office also issues news releases on major Agency developments, maintains ongoing relations with other labor reporters, writes speeches, and provides photographic services when needed. Additional duties include publishing annual reports, brochures, an in-house newsletter, as well as other information

concerning NMB programs. It also handles details for the Board's annual staff meetings, works on NMB business conferences sponsored in cooperation with industry to achieve new labor relations objectives, and briefs foreign labor relations visitors on NMB and RLA procedures.

The Public Affairs Office in 1984 continued its efforts to develop a more acute awareness of the Board's activities and services, which are dedicated to the national interest and directed toward maintaining labor peace in two vital industries.

Foreign Labor Relations Visitors Briefed on Railway Labor Act

The National Mediation Board annually participates in a program to meet with labor relations leaders of foreign governments to discuss the agency's administration of the Railway Labor Act and to summarize generally how labor relations are conducted in the United States.

Board officials outline the representation and mediation functions of the RLA to these visitors who have learned of the NMB's high success rate in settling contract disputes under the Act. An interest has been expressed in possibly incorporating certain of the statute's procedures into their own labor relations systems.

Agencies who cooperate with the NMB in the program include the U.S. Department of Labor's Bureau of International Labor Affairs, the U.S. Information Agency, the Institute of International Education and the African-American Institute.

Certain foreign visitors are shown in the accompanying photographs.

NMB Publishes Eleventh Volume of Determinations

The National Mediation Board has published its eleventh volume in a series titled, "Determinations of the National Mediation Board." Volume 11 covers determinations of craft or class as well as other significant determinations of the Board relating to Section 2, Ninth, of the Railway Labor Act.

There are 123 determinations, each of which carries an 11 NMB number, covering the period from October 1, 1983, through September 30, 1984.



FOREIGN VISITOR—Gladstone R. Bassett, head of the Department of Labor for Bermuda (left), is briefed on the NMB's administration of the Railway Labor Act during a visit to the Board's offices. Providing the information are Mediators Maurice A. Parker (standing) and Richard A. Hanusz.



ALL THE WAY FROM AUSTRALIA—Board Members Helen M. Witt and Robert O. Harris, at far end of table, meet with a tripartite study group comprised of government, unions and airline management from Australia. The Australians were visiting the Board to discuss labor relations practices in the U.S. airline industry.

III. Representation Case Developments

A number of important representation cases were resolved by the Board in fiscal 1984. Some of these cases, involving significant policy decisions, are summarized below:

Mergers and Acquisitions

The increasing pattern of railroad mergers required the Board to re-evaluate the criteria used to determine what constitutes a "system" for purposes of representation under the Act. In *Seaboard System Railroad - Clinchfield Line*, 11 NMB No. 81 (1984), the Board examined its traditional standards and found them still sound. The Board dismissed an application to represent employees on the Clinchfield, which at

one time had been a separate railroad but had recently been merged into the Seaboard System. The Board found that the existence of separate collective bargaining agreements and separate seniority rosters did not offset the fact that the Clinchfield employees were subject to common management and control with other employees of the Seaboard System Railroad.

In making its determination, the Board reaffirmed its commitment to the system-wide nature of collective bargaining in the railroad industry. That principle was upheld in three cases decided subsequent to *Seaboard System*, *supra*. In *Texas Pacific-Missouri Pacific Terminal Railroad of New Orleans*, 11 NMB No. 88 (1984), the Board found that the Terminal Railroad



ALL HANDS PITCH IN—A ballot count takes much preparation and a number of staff professionals to carry out all details of a representation election. A majority of eligible employees in a craft or class must cast valid ballots to determine who will be the collective bargaining representative. Mediators and hearing officers work on this particular election. They are (clockwise) David J. Strom, Richard A. Hanusz, Thomas B. Ingles, Roland Watkins and Samuel J. Cognata.

had ceased to exist as a separate carrier but instead was part of the Missouri Pacific. However, in *Winston-Salem Southbound Railway Company*, 11 NMB No. 91 (1984), the Board found that the Winston-Salem was operated as a separate carrier.

The question of what constitutes a system was also before the Board in *National Railroad Passenger Corporation/Amtrak*, 11 NMB No. 103 (1984). The Board issued a Notice of Hearing to determine whether the Auto-Train was a separate system and also to determine the appropriate craft or class of certain Auto-Train employees. The Board subsequently held hearings and found that Auto-Train was not a separate system for purposes of representation under the Act.

Jurisdiction

As in past years, the Board received several jurisdictional cases in 1984. These cases arose either by the filing of an Application for Investigation of a Representation Dispute by a labor organization, or by a referral from the National Labor Relations Board.

In *Rochester Air Freight Company, Inc.*, 11 NMB No. 54 (1984) the Board found that a company which was engaged solely in the business of air freight forwarding was not subject to the jurisdiction of the Act.

In *Allied Aviation Service Company of Texas*, 11 NMB No. 87 (1984), the Board found it did not have jurisdiction over employees of a company which provided security and certain other services at Dallas-Fort Worth Airport. The Board applied its two-pronged test and ascertained that while the nature of the work performed by airline employees was that traditionally performed by airline employees, there was no ownership or control, direct or indirect, exercised by a common carrier by air over Allied's employees.

In *Ohio Barge Line, Inc.*, 11 NMB No. 106 (1984), the Board considered the jurisdictional question of whether this barge line was a carrier within the meaning of Section 1, First of the Railway Labor Act. Ohio Barge Line is a subsidiary of United States Steel Corporation. The Board found that Ohio Barge Line did not perform any service for any of the railroads owned by its parent corporation and none of its customers were railroads. Since the barge line did not perform service in connection with the transportation of property transported by railroads, the Board concluded that Ohio Barge Line was not a carrier within the meaning of the Act.

Interference with NMB Elections

As reported in the Board's Forty-Ninth Annual Report, in *Sea Airmotive*, 11 NMB No. 33 (1983), the

Board ordered remedial ballots where the U.S. District Court had found that the carrier had engaged in conduct which may have violated the employees' rights. The Board conducted ballot counts among Sea Airmotive employees in four crafts or classes, and issued dismissals in three of them. Subsequently, in 11 NMB No. 77 (1984), the Board took note of the fact that the Federal District Court had found the carrier in violation of the Railway Labor Act during most of the election period. Finding that the carrier's actions had tainted the laboratory conditions which the Board requires in its representation elections, the Board found that if the union should file new applications, the bar rule under Section 1206.4 and the showing of interest requirement under Section 1206.2 would be waived. The union filed new applications and subsequently was certified as the representative of Flight Deck Crew Members.

In *Rio Airways, Inc.*, 11 NMB No. 28 (1983), the Board found that the Carrier interfered with the employees' free choice of a representative. The prior mail election was set aside and a ballot box election was conducted. The carrier later sought to have the results of the second election set aside. The Carrier claimed that the union engaged in electioneering. The Board, in *Rio Airways, Inc.*, 11 NMB No. 58 (1984), denied the Carrier's request finding that the union's actions did not mislead or interfere with the employee's free choice of representation in violation of the Act.

Representation Elections

The Board conducted a number of representation elections in fiscal 1984 among various crafts or classes on several carriers. It issued a number of decisions concerning voter eligibility.

In a series of cases involving employees of *Sea Airmotive*, 11 NMB Nos. 62, 92, and 97 (1984), the Board upheld the eligibility of employees who had been discharged but who had filed claims for reinstatement, pursuant to Section 1206.6 of the Board's Rules. This policy was also applied in *Crown Air/Dorado Wings*, 11 NMB No. 121 (1984). The Board also ruled in *Sea Airmotive* that an employee who had the authority to hire and fire other employees was ineligible as a management official.

In *Tampa Airlines*, 11 NMB No. 72, (1984), the Board held that employees described by the carrier as "supervisors," nevertheless did not possess sufficient indicia of managerial authority to render them ineligible.

In *United Air Lines, Inc.*, 11 NMB No. 17 (1983), the Board held that individuals presently working as Flight Operations Training Instructors were eligible. Although the organization argued that the positions



ELECTION UNDERWAY—Envelopes containing ballots are opened only after key numbers on envelopes are checked against a master employee eligibility list. Matching key numbers with names on lists during a typical election are (left to right) Board Representatives Laurette M. Piculin and Gale L. Oppenberg.

were temporary, the Board noted that the Railway Labor Act deals with the present status and present interest of the employees involved and not with potential future status and potential future interest of employees. In *Providence and Worcester Railroad Company*, 11 NMB No. 38 (1983), the Board upheld the eligibility of 21 individuals who were terminated by the carrier for what the carrier alleged to be strike misconduct. Unsuccessful in its attempt to seek the reinstatement of the employees through the U.S. District Court, the organization then invoked the procedures of Section 153, Second (second paragraph), of the Railway Labor Act to compel the establishment of a public law board. Notwithstanding the apparent finality of the litigation, the Board noted that the employees had appeals for reinstatement pending before a proper authority and on that basis found that the subject individuals were eligible.

In *Offshore Logistics, Aviation Services Division d/b/a Air Logistics*, 11 NMB No. 56 (1984), the Board considered several eligibility issues. First, based upon its longstanding policy that the Railway Labor Act is territorial in its application, the Board ruled that several employees based in foreign countries were ineligible. Second, the Board found that employees stationed in

various states were eligible noting that the Act provides for representation on a system-wide, rather than a local basis. In making this finding, the Board pierced the corporate veil for purposes of rational labor management relations. Third, the Board ruled several employees eligible after finding that a preponderance of their time was spent performing work in the craft or class. In *Arrow Airways*, 11 NMB No. 57 (1984), the Board ruled that certain individuals were ineligible because they were not on the carrier's payroll on the cut-off date and, in addition, were working for other airlines. An individual was found ineligible because he did not perform the work of members of the craft or class. In *Jet America*, 11 NMB No. 61 (1984), the Board denied a request to waive the two (2) year bar covering certifications. This decision is important because the Board stated the rationale behind the two year bar. The Board stated "the rule is based on the principle that stability is enhanced by providing labor and management with a reasonable period of time to establish a collective bargaining relationship." In *Horizon Air*, 11 NMB No. 104 (1984), the Board concluded that certain individuals were not management officials and were eligible voters.

The Board denied the Carrier's request to consolidate several traditional crafts or classes in *Metro-North Commuter Railroad*, 11 NMB No. 93 (1984). In *Kyle Railroad*, 11 NMB No. 94 (1984), the Board found that the organization's application covering employees described as "operating employees" and "non-operating employees" did not constitute appropriate crafts or classes. As a result of its investigation, the Board was able to determine that the applications covered traditional crafts or classes.

In a case involving the *Atchison, Topeka & Santa Fe Railway Company*, 11 NMB No. 85 (1984), the Board ordered that a hearing be conducted on several issues raised during the field investigation. The Board found, among other things, that the Atchison, Topeka and Santa Fe Railway Co. and the Southern Pacific Railroad were separate systems for purposes of the Railway Labor Act. The Board further found that the Santa Fe did not interfere with, influence or coerce its employees in their choice of a bargaining representative.

IV. NMB Legal Activities During Fiscal Year 1984

Comment:

Over forty years ago, the Supreme Court specifically recognized that the judicial process and the mediation process are based on conflicting principles: "[t]he concept of mediation is the antithesis of justiciability." *General Committee of Adjustment v. Missouri-Kansas-Texas R.R. Co.*¹ Despite the Supreme Court's well reasoned caution, the Board's mediation process has been the subject of four judicial adjudications during the past fifteen years, with three of them occurring since 1980. In each of these cases one of the parties—twice management and twice labor—have sought to circumvent the statutory processes of the Railway Labor Act and obtain a judicially compelled termination of mediation.

Certainly any party before the NMB or any other administrative agency is entitled to seek redress through litigation. However, in the case of mediation, the litigation is itself a serious threat to the success of the process. The D.C. Circuit's seminal decision in *International Association of Machinists v. National Mediation Board*² recognized that mediation "under the shadow of litigation" is "not the kind of mediation envisaged by Congress."³ The Court concluded that judicial inquiry into the Board's reasoning process with regard to maintaining mediation would be "destructive of the mediation process in general, including future cases not yet born."⁴ Because the Board must scrupulously maintain the confidentiality of the mediation process entrusted to it by the Act, an unusually strong factual presumption in favor of the Board's position has been recognized: "[t]he Mediation Board is entitled to as strong a presumption as the legislature, that if any state of facts might be supposed that would support its action, those facts must be presumed to exist."⁵

The Board has prevailed in all four of the cases challenging the maintenance of mediation. The most recent of those cases is summarized below. Under the very narrow standard of review applicable to such agency discretion, the realistic prospect of a successful challenge is minimal. Accordingly, in lieu of litigation it may be prudent to give careful consideration to the D.C. Circuit's accurate observation that "[w]hat is involuntary about mediation under this



NMB General Counsel Ronald M. Etters (right) and John C. Hoyle, of the Department of Justice Appellate Staff, discuss a significant court case affecting the Board in Justice's Great Hall.

Act is the obligation to engage in the mediation process even though a party is not unreasonable from his point of view in his conviction that further mediation is futile."⁶ Given this limited judicial review and the NMB's historical success in resolving even the thorniest disputes, maximum effort should be given to working within the statutory process.

¹ 320 U.S. 323, 337 (1943).

² 425 F. 2d 527 (D.C. Cir. 1970).

³ 425 F. 2d 527 at 542.

⁴ 425 F. 2d 527 at 540.

⁵ 425 F. 2d 527 at 540.

⁶ 425 F. 2d 527 at 541.

In keeping with the foregoing philosophy, there is an instructive quotation in the NMB's General Counsel's office which reads as follows:

Discourage litigation. . . . Persuade your neighbors to compromise whenever you can. Point out to them how the nominal winner is often the real loser—in fees, expenses and waste of time.

The author, of course, is Abraham Lincoln and the message for labor relations matters is equally clear. The public interest and the parties' best interests are both best served when the emphasis is on communication rather than litigation.

In addition to the mediation case noted above, we also have summarized the other cases resolved through the circuit court level which were initiated during fiscal year 1984. One of those cases deals with the NMB's delegation of authority to a single Board Member in 1982 which initially was addressed in *Railroad Yardmasters of America v. National Mediation Board, et al.*⁷ and reported in the FY-83 Annual Report. The other cases we have reported involve the Board's representation procedures.

Principal Court Decisions Affecting the National Mediation Board

The Eighth Circuit vacated the District Court's judgment in *Scheduled Skyways, Inc. v. National Mediation Board*.⁸ The District Court had held that a Board certification was invalid because only one Board Member had been in office at the time of its issuance. Concurrent with dismissing the NMB's appeal as moot, the Court of Appeals remanded the case to the District Court with instructions to "vacate its judgment, to the extent that it held that action by one member of the Board was invalid." Following the filing of the NMB's appeal, certain protests which had been pending regarding a second election among the same craft or class were withdrawn by the applicant. The Court of Appeals concluded that finalizing the dismissal of the second election mooted the quorum issue presented in the first election.

Now that the District Court's decision formally has been vacated, there is no adverse judicial precedent holding that the NMB cannot lawfully delegate its functions to a single Member of the Board. The D.C. Circuit previously held in the Board's favor on that issue,⁹ reversing the District Court, and another case in Los Angeles, now pending on appeal, was also resolved favorably.¹⁰

In *Zantop International Airlines, Inc. v. National Mediation Board*¹¹ the U.S. Court of Appeals for the Sixth Circuit upheld the NMB's discretion regarding its majority voting policy and ballot instructions. The court held that "neither the method by which the Board determined that a majority favored representation . . . nor the form of the ballot is subject to judicial review." However, the Court also observed that the NMB's ballot instructions could be improved by the addition of a notice advising the electorate that the Board would certify a representative if "a majority voted for some representation."

Zantop argued that because the NMB's ballot instructions were inadequate several employees inadvertently had caused the applicant to achieve certification when they cast write-in ballots. In accordance with long-standing NMB policy, the valid ballots in each case were totaled to determine whether a majority of the eligible voters favored representation. The write-in votes resulted in the required majority for Board certification in both cases.

The Eleventh Circuit dismissed an appeal by Lan-Chile Airlines as moot but declined to vacate the decision below. *Lan-Chile Airlines v. National Mediation Board, et al.*,¹² Lan-Chile had sought to compel the NMB to proffer arbitration in a mediation case which had been pending for 16 months. The District Court denied Lan-Chile's motion for a preliminary injunction and dismissed the complaint, holding that "Board mediations can be reviewed, 'if at all,' only for exceptional instances of unprecedented delay under circumstances in which there is no possible reason to believe that the board might have facts available to it that could justify even the slightest hope that further mediation could possibly bring the parties together." Following dismissal of the complaint and subsequent mediation, the NMB proffered arbitration and Lan-Chile then filed its notice of appeal. Because the Court of Appeals declined to vacate the District Court's decision, it has been preserved as a precedent supporting the Board's discretion to proffer arbitration in mediation cases.

⁷ 721 F. 2d 1332 (D.C. Cir. 1983).

⁸ 117 LRRM 2813 (8th Cir. 1984), *vacating* 114 LRRM 3205 (W.D. Ark. 1983).

⁹ *Railroad Yardmasters of America v. National Mediation Board, et al.*, *supra*.

¹⁰ *Richard Hunter v. National Mediation Board, et al.*, Civil No. CV-83-6514-LEW (C.D. Cal. April 23, 1984.)

¹¹ 116 LRRM 2030 (6th Cir. 1984).

¹² 115 LRRM 3655 (S.D. Fla. 1984), *appeal dismissed as moot*, Appeal No. 84-5387 (11th Cir. November 27, 1984).

The long-term validity and enforceability of an NMB certification was confirmed in *International Association of Machinists and Aerospace Workers v. Alitalia Airlines; National Mediation Board - Third Party In Interest*.¹³ Alitalia attempted to oppose the bargaining order sought by the IAM by challenging the validity of the underlying NMB certification. Procedurally, Alitalia joined the Board in the case as a third party in interest based on the suggestion that such joinder may be necessary in *British Airways Board v. National Mediation Board*.¹⁴ It was argued by Alitalia that the NMB was under a present duty to investigate the continued validity of its 1952 certification issued to the IAM. The Board recently had determined that the certification was valid and not appropriately subject to further investigation.

The District Court held that the Board has neither the duty nor the authority to hold a representation investigation until a statutory representation “dispute” arises. Because there was no such dispute involving the particular employees in question and the NMB had violated no “statutory mandate,” the Court held that the 1952 certification remained valid and enforceable. The Second Circuit affirmed on the opinion below and further held that bargaining was mandated by the certification under Section 2, Ninth of the Act¹⁵ regardless of allegations that the incumbent representative currently lacked majority support.

¹³ 116 LRRM 3214 (S.D.N.Y. 1984), *aff'd.*, 118 LRRM 2237 (2nd Cir. 1985).

¹⁴ 685 F. 2d 52 (2nd Cir. 1982).

¹⁵ 45 U.S.C. §152, Ninth.

V. A Look at Our Case Record

The report that follows is a statistical overview of mediation, representation and interpretation cases as set forth in Tables 1 through 5 at the end of this chapter.

Overall Assessment of Closed Out Cases

The National Mediation Board aggregate number of closed out cases (1935-1984) is getting closer to the 17,000 mark. To date, 16,889 disputes have been resolved. The case distribution included 11,251 mediation, 5,494 representation and 144 interpretation cases stamped "closed."

During fiscal 1984 the Board resolved 146 mediation and 80 representation cases. Both statistics were below fiscal 1983 operating results, but generally comparable with 1982 statistics. The decline in the mediation caseload was due to the cyclical nature of bargaining in the rail and airline industries. Fiscal 1983 was a peak year in the most recent bargaining cycle as the number of closed mediation cases that year reached a 10-year high.

In the airlines in fiscal 1984, 10 mediation cases were settled involving over 1,000 employees in each dispute. In the railroads, there were seven resolved mediation cases covering more than 1,000 workers. Sixty thousand airline and 25,000 railroad employees were involved in all mediation disputes resolved by the Board during the fiscal year.

The decrease in resolved representation disputes — 80 cases in 1984 and 92 cases in 1983 — does not tell the full story. The number of representation cases closed in fiscal 1984 was significant due to the complex issues faced by the Board in such cases as Air Logistics, Continental and Frontier airlines and the Clinchfield and Kyle railroads. The Board also was faced with more complicated commuter railroad representation disputes and there was increased representation activity in the short line railroad sector.

Definitions

The three dispute categories covered in this chapter are:

Mediation — Contract disputes entered into by NMB between carriers and employees affecting rates of pay, rules or working conditions not settled through direct negotiations. These cases are commonly referred to as "A" cases.

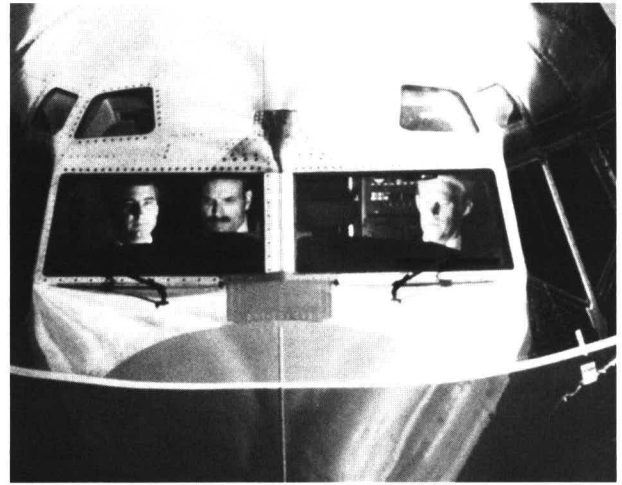
Representation — Disputes among crafts or classes of employees as to who will represent them for purposes of collective bargaining with employers. These cases are commonly referred to as "R" cases.

Interpretation — Controversies arising over the meaning of the application of an agreement reached through mediation. These cases are commonly referred to as interpretation cases.

Cases Docketed

The Board's docketed caseload of railroad and airline cases went over the 17,000 mark for the first time as a result of 221 new cases being added in fiscal 1984 — 17,043 cases, all told. Table 1 shows the Board docketed 74 rail and airline representation cases. With a 27-case carryover, and 74 cases docketed, there were 101 representation cases pending at the beginning of fiscal 1984 — 18 cases less than in the previous fiscal year. Eighty cases were resolved, leaving 21 representation disputes unsettled at the end of fiscal 1984.

The Board's mediation caseload remains heavy. At the close of fiscal 1984, approximately the same number of cases remained unsettled on the mediation docket as at the end of fiscal 1983, 229 cases compared to 228. Including new cases docketed, there were 375 mediation cases still to be settled at the start of fiscal 1984. As previously stated, 146 of these cases were resolved during the year.



ESSENTIAL TRANSPORTATION SERVICES—Railroads and airlines move freight and passengers daily across a nation dependent on their transportation services. Heart and soul of the two industries are its employees, many of whom have been organized into groups known as crafts or classes to designate representatives for bargaining purposes under the Act. Crafts or classes represented in the above photos are Airline Pilots and Co-Pilots and Railroad Maintenance of Way Employees.

Major Groups of Employees Involved in Various Cases

The rail and air industries are among the most heavily unionized in the United States. Over 80% of the rail industry and about 60% of the airline industry are currently organized. Virtually all non-management employees of the major railroads are represented by labor unions. Extent of union organization in the airline industry varies considerably by craft or class. At one extreme is the pilot craft or class which is 100% unionized on the major and national air carriers. At the other end of the continuum is the clerical employee grouping: somewhat less than one-quarter of the employees in this grouping are represented for collective bargaining purposes. In total, the railroads have on their payrolls over 350,000 persons and the airlines over 320,000.

Given the high degree of unionization in these two industries, it is not surprising that the bulk of union organizing efforts involves small groups of employees. Only four elections conducted by the Board during FY 1984 involved more than 200 employees, while 44 cases involved 50 or fewer employees. Of cases that went to an election, the "average" airline case involved 121 employees and the "average" railroad case involved 38 employees. Table 2 shows that in total 5,364 airline and railroad employees were involved in representation cases closed during the current year compared to 15,010 employees last year. Following the trend of recent years, most of the employees involved in representation proceedings were in the airlines. The 80 representation cases resolved in fiscal year 1984, represented a 13 percent decrease over fiscal year 1983.

Table 3 covers the major groups of employees involved in the closing of 226 mediation and representation cases in fiscal 1984. Employees in the railroads were involved in 127 mediation and representation cases and employees in the airlines were involved in 99 mediation and representation cases closed by the Board. Table 4 is a summary of the various crafts or classes and the number of employees involved in representation cases in fiscal 1984.

Elections and Certifications of Representatives

Certifications were issued in 41 rail and airline cases, 10 fewer than in fiscal 1983. Railroads led with 21 certifications involving 874 employees. Some 3,357 airline workers were involved in 20 certified elections in fiscal 1984.

Table 5 reports the number of crafts or classes certified and the number of employees involved in elections. It also shows the number of national labor organizations, local unions and/or individuals who participated in organizing drives.

In the railroads, employees involved in 15 of the 21 certifications either chose a new bargaining representative or were involved in union representation for the first time. In the 20 airline certified elections, unions won the right to represent 14 crafts or classes of previously unorganized workers. However, the combined number of unorganized workers was only 560. Challenging national labor unions also were successful in unseating incumbents in four other representation cases.

Table 1 — Number of Cases Received and Closed Out During Fiscal Years 1935 - 1984

Status of Cases	50-Year Period 1935-1984	1984	1983	1982	1981	1980	1975-79 5-Year Period (Avg.)	1970-74 5-Year Period (Avg.)	1965-69 5-Year Period (Avg.)	1960-64 5-Year Period (Avg.)
All Types of Cases										
Cases Pending and Unsettled at Beginning of Period	96	255	368	212	209	302	290	447	472	248
New Cases Docketed	17,043	221	288	391	299	268	319	300	394	302
Total Cases on Hand and Received	17,139	476	656	603	508	570	609	747	866	550
Cases Closed	16,889	226	401	235	296	361	315	339	356	289
Cases Pending and Unsettled at End of Period	250	250	255	368	212	209	294	408	510	261
Representation Cases										
Cases Pending and Unsettled at Beginning of Period	24	27	21	29	35	51	41	11	22	17
New Cases Docketed	5,491	74	98	73	125	128	111	76	82	62
Total Cases on Hand and Received	5,515	101	119	102	160	179	152	87	104	79
Cases Closed	5,494	80	92	81	131	144	104	74	82	62
Cases Pending and Unsettled at End of Period	21	21	27	21	29	35	48	13	22	17
Mediation Cases										
Cases Pending and Unsettled at Beginning of Period	72	228	347	183	174	251	247	435	447	228
New Cases Docketed	11,408*	147	190	318	173	139	207	221	309	235
Total Cases on Hand and Received	11,480	375	537	501	347	390	454	656	756	463
Cases Closed	11,251*	146	309	154	164	216	208	261	271	221
Cases Pending and Unsettled at End of Period	229	229	228	347	183	174	246	395	485	242
Interpretation Cases										
Cases Pending and Unsettled at Beginning of Period	0	0	0	0	0	0	0	2	3	3
New Cases Docketed	144	0	0	0	1	1	2	2	3	5
Total Cases on Hand and Received	144	0	0	0	1	1	2	4	6	8
Cases Closed	144	0	0	0	1	1	2	3	3	5
Cases Pending and Unsettled at End of Period	0	0	0	0	0	0	0	1	3	3

*This figure does not include reopened and reclosed cases.

**Table 2 - Representation Case Disposition By Craft or Class, Employees Involved and Participating,
October 1, 1983 to September 30, 1984**

	Railroads				Airlines			
	Number of Cases	Number of Crafts or Classes	Number of Employees Involved	Number of Participating Employees	Number of Cases	Number of Crafts or Classes	Number of Employees Involved	Number of Participating Employees
Total	29	29	883	687	51	51	4,481	2,990
Disposition:								
Certification	21	21	874	684	20	20	3,357	2,593
Dismissals	8	8	9	3	31	31	1,124	397
Combined Railroad and Airline Cases	80	80	5,364	3,677				

**Table 3 — Number of Cases Closed by Major Groups of Employees,
October 1, 1983 to September 30, 1984**

	All Types of Cases	Representation Cases	Mediation Cases	Interpretation Cases
Grand Total, All Groups of Employees	226	80	146	0
Railroad Total	127	29	98	0
Agents, Telegraphers and Towermen	1	0	1	0
Boilermakers and Blacksmiths	0	0	0	0
Carmen	8	1	7	0
Dining Car Employees, Train and Pullman Porters	0	0	0	0
Electricians	5	1	4	0
Firemen and Oilers	0	0	0	0
Machinists	5	1	4	0
Maintenance of Equipment	0	0	0	0
Maintenance of Way and Signalmen	11	4	7	0
Marine Service	2	0	2	0
Mechanical Foremen and/or Supervisors of Mechanics	1	1	0	0
Office, Clerical, Station and Storehouse	8	3	5	0
Police Officers Below the Rank of Captain	2	1	1	0
Sheet Metal Workers	4	0	4	0
Subordinate Officials in Maintenance of Way	0	0	0	0
Technical Engineers, Architects, Draftsmen and Allied Workers	1	1	0	0
Train Dispatchers	3	1	2	0
Train, Engine and Yard Service	36	15	41	0
Yardmasters	2	0	2	0
Combined Groups, Railroad	4	0	4	0
Miscellaneous Railroad	14	0	14	0

**Table 3 — Number of Cases Closed of by Major Groups of Employees,
October 1, 1983 to September 30, 1984 — Continued**

	All Types of Cases	Represen- tation Cases	Mediation Cases	Interpre- tation Cases
Airline Total	99	51	48	0
Airline Dispatchers	4	2	2	0
Commissary/Catering Employees	0	0	0	0
Fleet and Passenger Service	2	0	2	0
Fleet Service	5	3	2	0
Flight Attendants	20	8	12	0
Flight Deck Crew Members	10	9	1	0
Flight Engineers	0	0	0	0
Guards	1	1	0	0
Mechanics and Related	15	9	6	0
Meteorologists	0	0	0	0
Nurses	0	0	0	0
Office Clerical	2	1	1	0
Office, Clerical, Fleet and Passenger Service	12	4	8	0
Passenger Service	4	4	0	0
Pilots	6	1	5	0
Port Stewards	0	0	0	0
Radio and Teletype Operators	0	0	0	0
Stock and Stores	5	4	1	0
Combined Groups, Airline	3	1	2	0
Miscellaneous Airline	10	4	6	0

**Table 4 — Number of Craft or Class Determinations and Number of Employees
Involved in Representation Cases, by Major Groups of Employees,
October 1, 1983 to September 30, 1984**

Major Groups of Employees	Number of Cases	Number of Craft or Class Determinations	Employees Involved	
			Number	Percent ¹
Grand Total, All Groups of Employees	80	80	5,364	100
Railroad Total	29	29	883	16
Agents, Telegraphers and Towermen	0	0	0	0
Brakemen	1	1	6	*
Carmen	1	1	1	*
Conductors	1	1	2	*
Dining Car Employees, Train and Pullman Porters	0	0	0	0
Electricians	1	1	5	*
Locomotive Engineers	6	6	89	2
Locomotive Firemen	3	3	35	*
Machinists	1	1	4	*
Maintenance of Equipment	0	0	0	0
Maintenance of Way	3	3	525	10
Marine Service	0	0	0	0
Mechanical Department Foremen and/or Supervisors of Mechanics	1	1	4	*
Office, Clerical, Station and Storehouse Employees	3	3	33	*
Police Officers Below the Rank of Captain	1	1	100	2
Signalmen	1	1	1	*
Subordinate Officials, Maintenance of Way	0	0	0	0
Technical Engineers, Architects, Draftsmen and Allied Workers	1	1	0	*
Train Dispatchers	1	1	3	*
Trainmen	3	3	75	1
Yardmasters	0	0	0	0
Yard Service	1	1	0	*
Miscellaneous, Railroad	0	0	0	0
Airline Total	51	51	4,481	82
Airline Dispatchers	2	2	20	*
Commissary Employees	0	0	0	0
Fleet and Passenger Service	0	0	0	0
Fleet Service Employees	3	3	114	2
Flight Attendants	8	8	319	6
Flight Deck Crew Members	9	9	663	12
Flight Engineers	0	0	0	0
Guards	1	1	15	*
Mechanics and Related	9	9	2,957	55
Meteorologists	0	0	0	0
Office Clerical Employees	1	1	0	*
Office, Clerical, Fleet and Passenger Service Employees	4	4	14	*
Passenger Service Employees	4	4	194	4
Pilots	1	1	0	*
Radio and Teletype Operators	0	0	0	0
Stock and Stores Employees	4	4	31	*
Miscellaneous, Airline	5	5	154	3

*Less than 1 percent.

¹ Percent listing for each group represents the percentage of the 5,364 employees involved in all railroad and airline cases in fiscal 1984.

Table 5 — Number of Crafts or Classes Certified and Employees Involved in Various Types of Representation Cases, October 1, 1983 to September 30, 1984

	National Organizations			Local Unions and/or Individuals			Total		
	Craft or Class	Employees Involved		Craft or Class	Employees Involved		Craft or Class	Employees Involved	
		Number	Percent ¹		Number	Percent ¹		Number	Percent ¹
RAILROADS									
Representation Acquired:									
Elections	5	43	*	0	0	0	5	43	*
Proved Authorizations	1	5	*	0	0	0	1	5	*
Representation Changed:									
Elections	9	303	6	0	0	0	9	303	6
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections	2	507	9	0	0	0	2	507	9
Proved Authorizations	4	16	*	0	0	0	4	16	*
Total, Railroad	21	874	16	0	0	0	21	874	16
AIRLINES									
Representation Acquired:									
Election	10	243	4	4	317	6	14	560	10
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Changed:									
Election	3	302	6	0	0	0	3	302	6
Proved Authorizations	1	15	0	0	0	0	1	15	0
Representation Unchanged:									
Election	2	2,587	50	0	0	0	2	2,587	50
Proved Authorizations	0	0	0	0	0	0	0	0	0
Total, Airline	16	3,147	60	4	317	6	20	3,464	66
Total, Combined Railroad and Airlines	37	4,021	76	4	317	6	41	4,338	82

* Less than one percent.

¹ Percent listing for each group represents the percentage of the 5,364 employees involved in all railroad and airline cases in fiscal 1984.

NOTE — These figures do not include cases that were either withdrawn or dismissed. Because of rounding, sums of individual items may not equal totals.

Table 6 — Employee Representation On Selected Rail Carriers As Of September 30, 1984

Railroad	Engineers	Firemen and Hostlers	Conductors	Brakemen, Flagmen, and Baggagemen	Yard- Foremen, Helpers, and Switch- tenders	Yardmasters	Clerical, Office, Station and Store- house	Maintenance of Way Employees	Tele- graphers	Train Dispatchers
Alabama Great Southern RR Co.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Atchison, Topeka & Santa Fe Rwy.	BLE	UTU	UTU	UTU	UTU	X	BRAC	BMW	BRAC	ATDA
Baltimore & Ohio RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Bessemer & Lake Erie RR	UTU	UTU	UTU	UTU	UTU	X	BRAC	BMW	BRAC	X
Boston & Maine Corp.	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Burlington Northern	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Central of Georgia Rwy. Co.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Chesapeake & Ohio Rwy.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Chicago & North Western Transportation Co.	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
Cincinnati, New Orleans and Texas Pacific Rwy. Co.	UTU	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Consolidated Rail Corp.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Delaware & Hudson Rwy. 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
Duluth, Missabe & Iron Range Rwy.	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Elgin, Joliet & Eastern Rwy.	BLE	UTU	UTU	UTU	UTU	UTU	BRAC	BMW	BRAC	LU
Florida East Coast Rwy.	FFRE	X	FFRE	FFRE	X	FFRE	FFRE	FFRE	FFRE	FFRE
Grand Trunk Western RR	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Illinois Central Gulf RR	BLE	UTU	UTU	UTU	UTU	SA	BRAC	BMW	BRAC	ITDA
Kansas City Southern Rwy.	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Missouri-Kansas-Texas RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Missouri Pacific RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
National RR Passenger Corp.	(*)	(*)	(*)	(*)	(*)	RYA	BRAC	BMW	BRAC	ATDA
Norfolk & Western Rwy.	BLE	UTU	UTU	UTU	UTU	X	BRAC	BMW	BRAC	ATDA
Pittsburgh & Lake Erie RR	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
St. Louis Southwestern Rwy.	BLE	BLE	UTU	UTU	UTU	WRSA	BRAC	BMW	BRAC	ATDA
Seaboard System RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Soo Line RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	(*)
Southern Pacific Transportation Co.	BLE	UTU	UTU	UTU	UTU	WRSA	BRAC	BMW	BRAC	ATDA
Southern Rwy.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA
Union Pacific RR	BLE	UTU	UTU	UTU	UTU	YSC	BRAC	BMW	BRAC	LU
Western Pacific RR	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	BMW	BRAC	ATDA

See footnotes at end of table.

Table 6 — Employee Representation On Selected Rail Carriers As Of September 30, 1984—Continued

Railroad	Machinists	Boiler-makers and Black-smiths	Sheet Metal Workers	Electrical Workers	Carmen and Coach Cleaners	Power House Employees and Railway Shop Laborers	Railway Signalmen	Mech. Dept. Foremen and/or Super-visors of Mechanics	Dining Car Stewards	Dining Car Cooks and Waiters
Alabama Great Southern RR Co.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	BRAC	BRAC
Atchison, Topeka & Santa Fe Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	(*)	UTU	(*)
Baltimore & Ohio RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	REI	UTU	BRAC
Bessemer & Lake Erie RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	(*)	(*)	(*)
Boston & Maine	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	SA	BRAC
Burlington Northern	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	X	(*)	(*)
Central of Georgia Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	(*)	(*)
Chesapeake & Ohio Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Chicago & North Western Transportation Co.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Chicago, Milwaukee, St. Paul and Pacific RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	MRSA	UTU	HRE
Cincinnati, New Orleans and Texas Pacific Rwy. Co.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	(*)	(*)
Consolidated Rail Corporation	IAM&AW	BB	SMWIA	IBEW	BRC/TWU	IBFO	BRS	BRAC	(*)	(*)
Delaware & Hudson Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Denver & Rio Grande Western RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	X	UTU	SA
Duluth, Missabe & Iron Range Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	MDEA	(*)	(*)
Elgin, Joliet & Eastern Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	(*)	(*)	(*)
Florida East Coast Rwy.	FFRE	FFRE	SMWIA	IBEW	FFRE	FFRE	FFRE	FFRE	(*)	(*)
Grand Trunk Western RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Illinois Central Gulf RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	(*)	UTU	HRE
Kansas City Southern Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	(*)	(*)
Missouri-Kansas-Texas RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	(*)	(*)
Missouri Pacific RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	(*)	BRAC	(*)	(*)
National RR Passenger Corporation	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Norfolk & Western Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Pittsburgh & Lake Erie RR	IAM&AW	BB	SMWIA	IBEW	TVU	IBFO	BRS	BRAC	(*)	(*)
St. Louis Southwestern Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	X	HRE
Seaboard System RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Soo Line RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	(*)	(*)
Southern Pacific Transportation Co.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Southern Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	BRAC
Union Pacific RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE
Western Pacific RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HRE

(*) Carriers report no employees in this craft or class.

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

Table 6a — Employee Representation On Selected Rail Carriers As Of September 30, 1984—(Marine)

Railroad (Marine)	Licensed Deck Employees	Licensed Engineroom Employees	Unlicensed Deck Employees	Unlicensed Engineroom Employees	Captains, Lighters, Grain Boats	Floatwatchmen, Bridgemen, Bridge Operators	Cooks, Chefs, Waiters
Chesapeake & Ohio Rwy.:							
Chesapeake District	MMP	MEBA	SIU	USWA	—	—	—
Pere Marquette District	MMP	GLLOO	NMU	NMU	—	—	NMU
Norfolk & Western Rwy.	GLLOO	MEBA	USWA	USWA	—	—	—

Table 6b — Employee Representation On Selected Air Carriers As Of September 30, 1984

Airline	Pilots	Flight Engineers	Flight Dispatchers	Flight Attendants	Radio and Teletype Operators	Mechanics	Clerical, Office, Fleet and Passenger Service	Stock and Stores
American Airlines, Inc.	APA	FEIA	TWU	APFA	TWU	TWU	—	TWU
Continental Airlines, Inc.	ALPA	ALPA	TWU	UFA, LU 1	—	IAM&AW	—	IAM&AW
Delta Air Lines, Inc.	ALPA	—	PAFCA	—	—	—	—	—
Eastern Air Lines, Inc.	ALPA	ALPA	IAM&AW	TWU	IAM&AW	IAM&AW	—	IAM&AW
Frontier Airlines, Inc.	ALPA	—	TWU	AFA	—	IAM&AW	ALEA	IAM&AW
Northwest Airlines, Inc.	ALPA	IAM&AW	TWU	IBT	TWU	IAM&AW	BRAC	IAM&AW
Ozark Air Lines, Inc.	ALPA	—	TWU	AFA	IBT	AMFA	IAM&AW	IBT
Pacific Southwest Airlines, Inc.	ALPA	—	SDA	IBT	—	IBT	IBT	IBT
Pan American World Airways, Inc.	ALPA	FEIA	TWU	IUFA	—	TWU	IBT	IBT
Piedmont Airlines, Inc.	ALPA	—	TWU	AFA	—	IAM&AW	—	IAM&AW
Republic Airlines, Inc.	ALPA	—	TWU	AFA	ALEA	IAM&AW	ALEA	IAM&AW
Southwest Airlines, Inc.	SAPA	—	SAEA	TWU	—	IBT	IAM&AW	SAEA
Trans World Airlines, Inc.	ALPA	ALPA	TWU	IFFA	—	IAM&AW	—	IAM&AW
United Air Lines, Inc.	ALPA	ALPA	IAM&AW	AFA	IAM&AW	IAM&AW	—	IAM&AW
U.S. Air	ALPA	—	—	AFA	—	IAM&AW	IBT	IAM&AW
Western Airlines, Inc.	ALPA	ALPA	TWU	AFA	—	IBT	ATE	IBT

* Fleet Service Employees Only.

* Fleet Service and Passenger Service Employees.

* Reservations Agents.

Table 7 — Unions Associated With Rail And Air Carriers

RAILROADS

ADPA	Association of Data Processors-Analysts
AFRP	American Federation of Railroad Police, Inc.
APA	AMTRAK Police Association
ATDA	American Train Dispatchers Association
BB	International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers & Helpers
BLE	Brotherhood of Locomotive Engineers
BMWE	Brotherhood of Maintenance of Way Employees
BRAC	Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employees
BRC	Brotherhood Railway Carmen of United States and Canada
BRS	Brotherhood of Railroad Signalmen
CMR	Committee for Management Representation
FFRE	Florida Federation of Railroad Employees
FPREU	Fordyce & Princeton Railroad Employees Union
HRE	Hotel & Restaurant Employees & Bartenders International Union
IAM&AW	International Association of Machinists & Aerospace Workers
IBEW	International Brotherhood of Electrical Workers
IBFO	International Brotherhood of Firemen and Oilers
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
IRSA	Independent Railway Supervisors Association
ITDA	Illinois Train Dispatchers Association
IYT	Independent Yardmasters of Tacoma
LU	Local Union
MDFA	Mechanical Department Foremen's Association
PBA-LIRRP	Police Benevolent Association-Long Island Rail Road Police
ROWU	Railway Office Workers Union
RYA	Railroad Yardmasters of America
SA	System Association, Committee or Individual
SMWIA	Sheet Metal Workers' International Association
TWU	Transport Workers Union of America
UAW	United Automobile Workers of America
UPIU	United Paperworkers International Union
USA	United Steelworkers of America
UTU	United Transportation Union
WRSA	Western Railway Supervisors Association
YSC	Yardmasters Steering Committee

Table 7—Unions Associated With Rail And Air Carriers—Continued

AIRLINES	
AAAA	Aspen Airways Agents Association
AAPA	Atlantis Airlines Pilots Association
ADA	Air Transport Dispatchers Association
AFA	Association of Flight Attendants
AFFAA	Air Florida Flight Attendants Association
ALEA	Air Line Employees Association
ALPA	Air Line Pilots Association
AMFA	Aircraft Mechanics Fraternal Association
APA	Allied Pilots Association
APFA	Association of Professional Flight Attendants
ATE	Air Transport Employees
BRAC	Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express and Station Employees
CAEA	Cascade Airways Employees Association
FEIA	Flight Engineers International Association
GPA	Gifford Pilots Association
IAM&AW	International Association of Machinists & Aerospace Workers
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
IFFA	Independent Federation of Flight Attendants
IUFA	Independent Union of Flight Attendants
LIUNA	Laborers' International Union of North America
LU	Local Union
MPA	Midstate Pilots Association
OPEIU	Office & Professional Employees International Union
PAFCA	Professional Airline Flight Control Association
PAPA	Professional Association of Pilots for Apollo
PFCA	Pacific Flight Crew Association
SAEA	Southwest Airlines Employees Association
SAPA	Southwest Airlines Pilots Association
SDA	Southwest Dispatchers Association
TWU	Transport Workers Union of America
UFA, Local 1	Union of Flight Attendants, Local 1
UBCJA	United Brotherhood of Carpenters & Joiners of America
UF&CW	United Food & Commercial Workers Union

MARINE	
GLLOO	Great Lakes Licensed Officers' Organization
ILA	International Longshoremen's Association
IUP	Inlandboatmen's Union of the Pacific
MMP	International Organization of Masters, Mates & Pilots
MEBA	National Marine Engineers' Beneficial Association
NMU	National Maritime Union of America
SIU	Seafarers International Union of North America
USA	United Steelworkers of America

VI. 1984—The Lowest Strike Year Since World War II

For the first time since World War II, there were no strikes in the nation's airlines or railroads in fiscal year 1984. There was, however, one strike involving a foreign-flag airline carrier which is summarized below. Strikes of less than 24 hours are not included in this report.

Airlines:

A-11266, A-11267, A-11268, A-11269 and A-11270
— The International Association of Machinists and Aerospace Workers struck El Al Israel Airlines on March 16, 1984, in a dispute that was to have international repercussions.

The financially troubled carrier was in receivership in Israel. Mediation began in May 1983 and continued for 10 months with El Al, Israel's national airline, which annually transports 250,000 passengers in and out of the United States. The company met stiff opposition from the IAM in its demand for wage cuts and work rule changes.

When it became apparent a settlement could not be reached in mediation, the Board urged the parties to accept voluntary arbitration which was rejected by the IAM, triggering a 30-day cooling off period that began in mid February 1984. Board Member Helen M. Witt and Mediator Ralph T. Colliander were in prolonged public interest mediation with the parties prior to the strike deadline. But down-to-the-wire mediation proved unsuccessful, triggering the March 16 strike by 225 IAM members against the carrier. In subsequent months Mrs. Witt and Mediator Colliander resumed public interest meetings with the parties in an effort to resolve the issues. El Al continued operating out of Kennedy International Airport by bringing in workers with dual American/Israeli citizenship. The carrier later hired replacements for the IAM members.

What once was considered by the news media as a "small strike" became a widely publicized dispute, which was still in progress at the end of the 1984 fiscal year.

Table 8 — Strikes in the Airline Industry; October 1, 1983 to September 30, 1984

Carrier (Case No.)	Organization	Date of Work Stoppage	Date Work Resumed	Number of Days	Issues	Number of Employees	Disposition
ElAL Israel Airlines (Case Nos. A-11266; A-11267; A-11268; A-11269; and A-11270)	Int'l Assn. of Machinists & Aerospace Workers	03-16-84	July 14, 1986	851	Wages; Pro- posed work rule changes; Contracting out	225	Agreement reached between the parties.



VII. Interpretation and Application of Agreements and Arbitration of Minor Disputes (Grievances)

Interpretation of Agreements Reached Through Mediation (Major Disputes)

Under Section 5 of the Railway Labor Act, the National Mediation Board is required under some circumstances to interpret contested provisions of collective bargaining agreements reached through mediation.

Requests for an interpretation may be made by either party to the agreement, or by both parties jointly. The law provides for the Board to make interpretations within 30 days following a hearing, at which both parties may present and defend their respective positions. This 30-day period is construed as advisory rather than mandatory.

In order to prevent incursions on various railroad and airline boards of adjustment, the Board has consistently interpreted its duties narrowly under Section 5 of the Act. Therefore, the Board does not accept a request for interpretation once an agreement negotiated through mediation has been implemented, or applied by the parties. Any subsequent dispute involving the interpretation or application of the provisions of the agreement is to be considered either by the National Railroad Adjustment Board under Title I of the Act or a System Board of Adjustment under Title II of the Act.

There were no interpretation cases closed or pending in fiscal 1984.

National Railroad Adjustment Board Handles Grievances (Minor Disputes)

The National Railroad Adjustment Board hears and decides disputes involving railway employee grievances and questions concerning the application and interpretation of agreement rules. Its decisions are final and binding on both parties to the dispute.

The bipartisan Board is comprised of four divisions on which the carriers and the organizations representing employees are equally represented. Thirty-four members are authorized to serve on the Board, 17 representing carriers and 17 representing labor organizations.

The first division has eight members, four selected by carriers and four by labor.

The second and third divisions each have 10 members also equally divided. The fourth division has six members, also equally divided. The NRAB and its four divisions are headquartered in Chicago. A report of the Board's operations is contained in Appendix A.

The first division has jurisdiction over disputes involving train and yard service employees; the second division, shop crafts; the third division, clerical, maintenance-of-way, signal and dispatcher forces; and the fourth division, water transportation and miscellaneous classifications.

When the members of any of the four divisions of the Adjustment Board are unable to agree on an award for any dispute being considered, because of deadlock or inability to obtain a majority vote, they are required under Section 3 of the Act to attempt to agree on and select a neutral person to sit with the division as a member and make an award. In the event the members fail to agree upon a neutral person within 10 days, the Act provides that the National Mediation Board will select the neutral.

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 to the appointment of arbitrators. The law requires that appointees to such positions must be wholly disinterested in the controversy, impartial and without bias as relates to the parties in dispute.

Persons serving as referees of the four divisions of the NRAB are compensated by the National Mediation Board and are shown in Appendix A.

During its 50-year existence, the NRAB has closed out 82,350 of the 84,384 cases received. Table 9 shows that 1,257 cases were closed in fiscal year 1984 — 1,126 by decision with referee, 1 by decision without referee and 130 by withdrawal. In fiscal year 1984, 1,284 new cases were received as compared to 1,141 for fiscal year 1983.

**Table 9 — Cases Docketed and Closed by the National Railroad Adjustment Board;
October 1, 1983 to September 30, 1984**

Cases	49 Year Period	1984	1983	1982	1981	1980	1979
ALL DIVISIONS							
Open and on hand at beginning of period	—	2,007*	2,109	2,268	1,664	1,513	1,405
New cases docketed	84,384	1,284	1,141	1,144	1,478	1,065	1,071
Total number of cases on hand and docketed . . .	84,384	3,291	3,250	3,412	3,142	2,578	2,476
Cases closed	82,350	1,257	1,249	1,303	874	914	963
Decided without referee	12,604	1	16	3	2	4	5
Decided with referee	43,517	1,126	1,006	1,247	795	834	885
Withdrawn	26,299	130	227	53	77	76	75
Open cases on hand close of period	2,034	2,034	2,001	2,109	2,268	1,664	1,513
FIRST DIVISION							
Open and on hand at beginning of period	—	300*	492	508	512	507	518
New cases docketed	43,414	26	38	53	69	61	65
Total number of cases on hand and docketed . . .	43,414	326	530	561	581	568	583
Cases closed	43,315	221	236	69	73	56	76
Decided without referee	10,919	0	0	0	0	0	1
Decided with referee	12,779	157	161	58	69	48	71
Withdrawn	19,617	64	75	11	4	8	4
Open cases on hand close of period	105	105	294	492	508	512	507
SECOND DIVISION							
Open and on hand at beginning of period	—	765	694	757	562	402	394
New cases docketed	10,756	476	446	476	523	469	463
Total number of cases on hand and docketed . . .	10,756	1,241	1,140	1,233	1,085	871	857
Cases closed	9,937	422	375	539	328	309	455
Decided without referee	735	1	0	0	0	0	0
Decided with referee	8,132	396	275	535	303	295	439
Withdrawn	1,070	25	100	4	25	14	16
Open cases on hand close of period	819	819	765	694	757	562	402
THIRD DIVISION							
Open and on hand at beginning of period	—	781	792	925	542	564	439
New cases docketed	25,859	639	507	487	766	430	460
Total number of cases on hand and docketed . . .	25,859	1,420	1,299	1,412	1,308	994	919
Cases closed	24,952	513	518	620	383	452	355
Decided without referee	940	0	13	3	2	4	4
Decided with referee	19,608	485	472	596	359	408	321
Withdrawn	4,404	28	33	21	24	41	32
Open cases on hand close of period	907	907	781	792	925	542	564
FOURTH DIVISION							
Open and on hand at beginning of period	—	161	133	80	48	40	34
New cases docketed	4,349	143	148	128	120	105	83
Total number of cases on hand and docketed . . .	4,349	304	281	208	168	145	117
Cases closed	4,146	101	120	75	88	97	77
Decided without referee	3	0	3	0	0	0	0
Decided with referee	3,000	88	98	58	64	84	54
Withdrawn	1,143	13	19	17	24	13	23
Open cases on hand close of period	203	203	161	133	80	48	40

* Adjusted Figure

Special Boards of Adjustment — Railroads

Special Boards of Adjustment are set up by agreement on an individual railroad and with a single labor organization to 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 could be sent to the National Railroad Adjustment Board for adjudication but, in these instances, the parties by agreement adopt the special board procedure to ensure prompt disposition of disputes.

The board of adjustment procedure began in the late 1940's at the suggestion of the National Mediation Board to expedite disposition of disputes through an adaptation of the grievance function of the divisions of the NRAB, and as a means of reducing the backlog of cases pending before the four divisions.

Special Boards usually consist of three members — a railroad member, an organization member and neutral chairman. The National Mediation Board designates the neutral if the parties fail to agree and pays for the neutral's services and expenses.

There were 28 new Special Boards of Adjustment established in 1984. A total of 21 boards convened. There were 624 cases closed out during 1984.

Inquiries and correspondence in regard to Special Boards of Adjustment should be addressed to Staff Director/Grievances, National Mediation Board, 175 West Jackson Boulevard, Room A935, Chicago, IL 60604.

Public Law Boards — Railroads

In 1966 Public Law 89-456 was enacted which amended certain provisions of Section 3 of the Railway Labor Act.

The amendment authorizes the establishment of Special Boards of Adjustment, known as public law boards, on individual railroads upon written request of either the representatives of employees or of the railroad to resolve disputes otherwise referable to the National Railroad Adjustment Board or disputes pending before that Board for 12 months. (Only one party need request establishment of a PL Board. In the case of Special Boards of Adjustment, both parties must agree before one is established.)

The amendment also makes final all awards of the National Railroad Adjustment Board and Special Boards of Adjustment established pursuant to the amendment (including money awards) and provides opportunity 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 public law boards, the filing of agreements and the disposition of records.

Neutral members of Public Law Boards are appointed by the National Mediation Board only if the parties are unable to select a neutral chairman. In addition to neutrals appointed to dispose of disputes involving grievances, 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.

The employee protection provisions of the Northeast Rail Service Act of 1981 have increased the caseload of the PL Boards. Under the Act, the NMB pays for neutrals to resolve disputes arising from the negotiation of implementing agreements that affect the transfer of Conrail employees to commuter authorities and other railroads.

The NMB has attempted in recent years to increase the total number of neutral referees who are appointed to adjustment boards to minimize the delays caused by heavy individual caseloads.

In fiscal year 1984, 262 Public Law Boards were established. Five involved procedural issues and 257 merit issues. During the year 288 boards were convened — 5 involved procedural issues and 283 dealt solely with the merits of specific grievances. Public Law Boards closed (decided and/or withdrawn) 7,010 cases during the fiscal year. Five covered procedural and 7,005 merit issues.

Amtrak Rail Worker Protection Plan

An arrangement to protect the rights of workers adversely affected by curtailment of intercity passenger rail service, which went into effect in 1971, was designed to protect the interest of employees displaced or dismissed as a result of the new route system created by the National Railroad Passenger Corporation (Amtrak).

Under the Rail Passenger Service Act of 1970, workers adversely affected by discontinuation of intercity passenger rail service receive prescribed protection.

These workers are considered for other employment by the individual railroads on the basis of established seniority rules. Because of the cutback in passenger service, some workers could be displaced into lower-paying jobs or released. The plan is designed to provide protection for displaced and dismissed employees for up to 6 years.

The plan further provides for prompt arbitration of disputes over whether an employee is adversely affected by train discontinuances.

Neutral referees are designated by the National Mediation Board pursuant to provisions of the Rail Passenger Service Act. The one neutral referee appointed by the Board in fiscal 1984 is listed in Appendix B, Table 6.

Airline System Boards of Adjustment

No national adjustment board exists for settlement of airline grievances. The Act provides for its establishment if judged necessary by the National Mediation Board. The NMB, to date, has not considered such a national board necessary.

As more and more crafts or classes of airline employees have established collective bargaining relationships, the employees and carriers have agreed to 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 on a neutral to serve as referee, the National Mediation Board is called on to name neutrals. They are compensated solely by the parties and serve without cost to the Government. Requests to the Board to designate referees have increased considerably in the wake of the increase in airline collective bargaining agreements.

A list of persons designated by the Board to serve as referees with system boards of adjustment is shown in Table 5, Appendix B.

VIII. Organization and Finances of the National Mediation Board

Located at 1425 K Street, N.W., Washington, D.C.

Mailing Address: National Mediation Board,
Washington, D.C. 20572

Organization

The National Mediation Board is comprised 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. A 1964 amendment to the Railway Labor Act 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 a member to serve as chairman. Not more than two members may be of the same political party.

Subject to the Board's direction, administration is the responsibility of the Executive Secretary. The agency has 56 Civil Service employees. This total includes 20 field mediators stationed throughout the U.S. and 10 employees who work for the National Railroad Adjustment Board in Chicago.

The Board performs two distinct functions under the Railway Labor Act. First, it mediates contract disputes over wages, rules and working conditions between the employees and the carriers. A party may request the mediatory services of the Board, or the Board at its own initiative may intervene in negotiations. In either case, once the agency's services have been invoked, the status quo must be maintained until the parties



NEW BOARD MEMBER: Helen M. Witt, a Pittsburgh arbitrator and attorney, was sworn in as a Member of the National Mediation Board on November 18, 1983. Among those who attended the ceremony were her husband, Edward A. Witt, and their five children. Shown in the family portrait are (left to right) Edward, Jr., Helen, Paul, Mr. and Mrs. Witt, Maria and Charles. Mrs. Witt is the first woman Member in the Board's 50-year history.



THEY HELP KEEP THE WHEELS TURNING—Three of the women in the office whose jobs are essential in carrying out successfully the agency's daily workload are (left to right) Olybia Angelopoulos, Secretary to the Executive Secretary; Robin A. Stein, Secretary to the Research Director, and Joyce Beech, Administrative Assistant to the Executive Secretary.

are released by the Board. Second, the Board administers procedures in connection with representation disputes involving labor organizations which seek to represent railroad or airline employees. This includes investigating the dispute, conducting a hearing when issues arise that require defining the proper craft or class, and certifying the results of the employees' choice.

Other Board duties include overall supervision of office and field personnel; liaison with rail and airline labor-management representatives; legal activities involving the agency, including litigation and liaison with the Department of Justice; public information responsibilities to keep the news media and general public informed of the Board's programs and activities; notification to the President when disputes arise which could interrupt interstate commerce so that he, in his discretion, can appoint an emergency board; interpretation of agreements reached in mediation; appoint-

ment of neutral referees and arbitrators as required by law; and administrative and legal support to the National Railroad Adjustment Board.

The list of mediators, all of whom were selected through civil service procedures, follows:

Joseph E. Anderson	Thomas B. Ingles
Charles R. Barnes	Thomas C. Kinsella
Harry D. Bickford	(Retired June 1, 1984)
Robert J. Brown	Faye M. Landers
Charles H. Callahan	Robert B. Martin
Robert J. Cerjan	E. B. Meredith
Samuel J. Cognata	Gale L. Oppenberg
Ralph T. Colliander	Maurice A. Parker
Richard P. Cosgrave	Laurette M. Piculin
Francis J. Dooley	Joseph W. Smith
(Deceased June 22, 1984)	John B. Willits

NMB Financial Statement for Fiscal Year 1984

The Congress appropriated \$6,238,000 for fiscal year 1984.

Accounting for all moneys appropriated by Congress for the fiscal year 1984, pursuant to the authority conferred by the Railway Labor Act approved May 20, 1926 (amended June 21, 1934):

	1984 Actual
Expenses and obligations:	
Personnel compensation	\$ 4,201,000
Personnel benefits	231,000
Travel and transportation of persons . .	521,000
Standard level user charges	339,000
Other rent, communications and utilities	146,000
Printing and reproduction	36,000
Other services	54,000
Supplies and materials	39,000
Equipment	22,000
Unobligated balance, lapsing	649,000
Budget authority	\$ 6,238,000

IX. The Railway Labor Act—How it Works

The primary goal of the Railway Labor Act—administered by the National Mediation Board—is to maintain a free flow of commerce in the railroad and airline industries by resolving disputes that could disrupt travel or imperil the economic health of the nation.

The oldest of labor relations statutes, having completed its 58th year, is as meaningful today as it was in 1926 when, in an unusual display of unity, railroad labor and management worked together on the provisions and solidly supported its passage. The Act was built around the indispensable ingredient of an industrial society—free collective bargaining. It is based on the principles of freedom of contract and maximum self-determination rather than government coercion. Personal initiative by both parties in reaching settlement is the Act's underlying theme.

Most Complete Development of Mediation

As one former Secretary of Labor told the Congress: "The Railway Labor Act embodies the fullest and most complete development of mediation, conciliation, voluntary agreement and arbitration that is to be found in any law governing labor relations."

The National Mediation Board was established when the Act was amended in 1934. Coverage under the act was extended to the airlines in 1936.

Purposes of Act

The five basic purposes of the Act are to (1) prevent interruption of service, (2) ensure the right of employees to organize and bargain collectively through



TRIBUTE TO FRANK DOOLEY—Labor and management leaders of the New York City area gather to pay tribute to Francis J. Dooley, who died in June, 1984, after serving 11 years as an NMB mediator. A testimonial award in honor of Mr. Dooley was presented to his widow, Mrs. Eileen Jennings Dooley.

Shown (left to right) are John F. DeSanto, Vice President-Personnel Management, The Long Island Rail Road; Robin H. Wilson, former LIRR President and now President of Western Airlines; Edward Hanley, Jr., General Chairman, Brotherhood of Railway and Airline Clerks; Mrs. Dooley, John Mahoney, Jr., Secretary Treasurer, Teamsters Local 808; Joseph Cassidy, Jr., General Chairman, Brotherhood of Locomotive Engineers; Walter J. Lysaght, LIRR Labor Relations Director; and Anthony Russo, General Chairman, Brotherhood Railway Carmen.

representatives of their own choosing, (3) provide complete independence of organization by both parties, (4) assist in prompt settlement of disputes over rates of pay, work rules or working conditions, and (5) assist in prompt settlement of disputes or grievances over interpretation or application of existing contracts.

The Act, therefore, imposes positive duties on carriers and employees alike, defines rights, makes provisions for their protection and prescribes methods for settling various types of disputes. It also sets up machinery for adjusting differences.

Duties of the Board

The National Mediation Board is the only Federal labor relations agency to handle both mediation and representation disputes. Its major duties are to:

(1) Mediate disputes between carriers and the labor organizations representing their employees concerning 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 bargaining efforts. These are referred to as “major disputes.”

(2) Ascertain and certify the representative of any craft or class of employees to the carriers after investigation utilizing secret ballot elections. The Act states that the “majority of any craft or class of employees shall have the right to determine who shall be representative of the craft or class . . .” Two types of elections are held — mail-in and ballot box. In mail-in, each employee appearing on the eligible list is sent a ballot along with an instruction sheet or explanation on casting a secret ballot. A mediator monitors ballot box elections and if there are eligible voters who can’t make it to the polls, he or she is sent a ballot by mail.

The Board leaves no stone unturned to ensure that each employee has the opportunity to cast a vote in complete privacy to eliminate the possibility of coercion or intimidation. The carrier, though not a party to the dispute, is notified of the outcome of the election and what organization will be authorized to represent the employees.

Major Disputes (Step-by-Step Procedures)

The announcement of an intention to change an existing agreement can be made by either party in the form of a “Section 6” notice — so named because the procedure for giving notice is spelled out in Section 6 of the Railway Labor Act. After the notice is served the two sides must agree within ten days to confer. The



Fred A. Hardin, President, United Transportation Union, and Helen M. Witt, NMB Chairman, pose with a model of a locomotive during a discussion of collective bargaining in the railroad industry.

conference must be held within 30 days of the notice and may continue until a settlement or deadlock is reached. During this period and for ten days after the conference ends the Act provides the “status quo will be maintained and rates of pay, rules or working conditions shall not be altered by the carrier.”

Mediation — A Success Story

When negotiations reach a stalemate, either party may request the services of the National Mediation Board in settling the dispute or, in the national interest, the Board may intercede without invitation. If this occurs the “status quo” remains in effect while the Board retains jurisdiction.

Mediation under the Act is frequently termed *mandatory mediation*. This does not mean mandatory settlement. The compulsion lies in the procedures of the Act requiring the parties to keep searching for a possible settlement through the mediation process — sometimes even longer than the parties deem worthwhile.

However, such procedures are most important. The authority of the Board to “move in” in a case and to require the parties to refrain from taking independent action detrimental to the nation while under the Board’s jurisdiction, prevents interruption to essential commerce and also encourages the parties to resolve their dispute without dealing a crippling blow to the economy. This unique device is found only in the Railway Labor Act.

97% Settlement Rate

Each mediation case is different. The procedures adopted must be fitted to the issues involved, the time and circumstances of the dispute and the personalities 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 are put to the test.

In mediation the Board does not decide how the issues in dispute must be settled, but rather attempts to lead the parties through an examination of facts and alternative considerations which will lead to a settlement acceptable to both parties. Since the Board's inception, nearly 11,500 airline and railroad mediation cases have been settled. Only 345 strikes have occurred in 50 years. This 97% settlement rate, thought to be unparalleled in any other major unionized industry, is impressive testimony to the work of Board mediators and to the Board Members themselves.

Voluntary Arbitration

When the mediatory efforts of the Board have been exhausted without settlement, the law requires that the Board urge the parties to submit the dispute to arbitration for final and binding settlement. This is a voluntary procedure — not compulsory arbitration.

Arbitration does not go forward if either party says "No." But if the parties do accept, the Act provides a comprehensive arrangement by which the arbitration proceedings will be conducted. The Board has always believed that arbitration should be used by the parties more frequently in disposing of disputes which have not been settled in mediation. (In the airline industry some agreements provide that issues remaining in dispute, after direct negotiations and mediation fail to produce a settlement in a predetermined number of days, will be submitted to final and binding arbitration without either party resorting to independent action.)

If the Board determines that further mediation will not help the parties resolve the dispute, and the proffer of arbitration is rejected by either party, a 30-day countdown or "cooling-off" period comes into effect. During this period the parties must maintain the status quo and refrain from self help.

Emergency Boards

The Act provides that during the 30-day status quo period, if the Board decides the dispute "should threaten substantially to interrupt interstate commerce

to a degree such as to deprive any section of the country of essential transportation service," it shall notify the President who, in his discretion, may then "create a board to investigate and report respecting such dispute."

If the President names an emergency board — usually consisting of three members — that body has 30 days to investigate the dispute and report its findings. If the parties accept the findings the dispute is over. But an emergency board's recommendations are not binding. Either side may reject them. If recommendations are rejected, neither party may act, except to reach an agreement, for 30 more days. The Act therefore provides the President with a method of postponing a strike for at least 60 days. If an agreement has still not been reached, the parties are then legally free to act.

During the long and successful history of the National Mediation Board there have been 204 Presidentially-appointed boards. In fiscal 1984, the NMB was called on to provide administrative support to three railroad emergency boards under Section 9A of the Railway Labor Act.

Section 9A provides an 8-month emergency dispute procedure for publicly funded and operated commuter carriers and their employees. Prior to August 13, 1981, these kinds of disputes were historically handled under the emergency board provision — Section 10 — of the Railway Labor Act.

Only 33 Section 10 boards have been created to cope with airline disputes. There has not been an air carrier emergency board appointed by the President since 1966.

However, in a precedent-setting action, there was a board appointed in 1978 by an act of Congress. Public Law Board No. 95-504 was the result of legislative action directing the President to appoint such a board under terms of the Airline Deregulation Act. The Board, created November 2, 1978, resulted in an agreement ending a 620-day strike between Wien Air Alaska and the Air Line Pilots Association.

Actually, collective bargaining resolves most major disputes. But when direct negotiations fail, the Act's series of steps that follow have been successful in holding down the number of potential strikes.

Minor Disputes

Minor disputes — and there are hundreds of them — arise when individual carriers and employees disagree over the interpretation and application of existing contracts. Grievance machinery, relatively successful in maintaining industrial peace in recent years, is explained in more detail in a previous chapter.

Summary

The Railway Labor Act is the culmination of nearly a century of experience with Federal legislation to govern labor relations in the railroad and airline industries, all of which began when President Cleveland signed the Arbitration Act of 1888.¹

The railroads, in the labor relations field, were the first U.S. industry to be governed by the Federal legislation. The Act, it should be noted, is well adapted to handle bargaining of two entirely different industries — railroads which negotiate on both a national and local basis, covering most major carriers and a large number of unions and airlines which bargain independently with unions on a system-wide basis.

Mediation becomes involved when unresolvable issues and situations arise in disputes which prevent the parties from taking precipitous action that could result in national chaos. The result has been peaceful settlement of literally thousands of potentially volatile issues without strikes. Additionally, there are untold

numbers of single-company disputes involving every individual labor organization and carrier in both the railroad and airline industries that are settled in direct negotiations without the need for mediation.

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. The statute has provided a model labor relations policy, based on equal rights and mutual responsibilities.

The Act has been successful in resolving labor disputes in the railroad and airline industries against a background of change and deregulation.

In the final analysis, the Railway Labor Act works because those it covers, over the long haul, usually practice the art of "give and take" and depend on good will and compromise to reach final agreement.

¹ Other important actions included the Erdman Act, 1898; Newlands Act, 1913; Federal Control of Railroads, 1917-1920; and Transportation Act of 1920.



Special Report:

Voter Participation Rates: NMB Elections Resulting in a Union Victory, 1964-1984¹

The rules governing representation elections conducted by the National Mediation Board require that before a labor representative will be certified pursuant to Section 2, Ninth of the Railway Labor Act a majority of the electorate must cast valid ballots in the election. Once this standard is met, the representative which receives a majority of the votes cast will be certified to the carrier as the bargaining representative for the involved craft or class. These rules apply even where the employees are currently represented at the time of the election. In *Alitalia Airlines*, 10 NMB 331, the Board held that, where a representation election is conducted between an incumbent and applicant organization, and less than a majority of the eligible employees vote for a representative, the employees in the craft or class subject to that particular election are thereafter unrepresented for purposes of the Railway Labor Act. Since that decision was issued in 1983, formerly unionized employees have reverted to an unorganized bargaining status on four airlines and three railroads.

This study examines one subset of the Board's representation matters, that is, where a majority of employees did cast valid ballots and a labor organization was certified. Election data over the past two decades show that where employees did choose to unionize they left little doubt that they were firmly behind that decision. Approximately 83 percent of the 279,000 air and rail employees involved in representation elections resulting in a certification between 1965 and 1984 voted in favor of collective bargaining representation. Only rarely did a slight majority decide the bargaining status of a large minority. Rather, a high rate of voter involvement existed throughout the review period.

Table 1 provides data on voter participation rates in elections resulting in a certification for the 1965-1984 period. During this period, bargaining representatives were certified for 611 railroad and 561 airline crafts or classes. About 85 percent of the 144,000 railroad workers involved in these elections and 80 percent of the 135,000

airline workers participated in the balloting. The voter participation rate was 90 percent or above for 5 years in the railroad industry and 2 years in the airline industry. However, the last year that this mark was reached in either industry was 1978. In the most recent three years in the airline industry and three of the last four years in the railroads, the voter participation was less than 80 percent of the total electorate, showing some slight erosion in overall union support.

Table 2 breaks down the twenty-year period into four equal subperiods. Generally speaking, voting trends in the two industries were exactly opposite. For the railroads, higher voter participation rates, and considerably larger elections, occurred in the 1965-1969 and 1970-1974 subperiods compared with two later subperiods. In the airline industry generally higher voting rates and larger elections occurred in the two more recent subperiods. For the years 1980-1984, the voter participation rate was an identical 79 percent in both the airline and railroad industries.

A somewhat closer examination of elections was conducted for the 1983-1984 period. Table 3 shows that the Board issued certifications in 47 cases in the rail and air industries where the employees were already represented for collective bargaining purposes and in 42 cases where the employees were unrepresented.² Looking first to those situations where the employees were already represented at the time of the Board's election, data from Table 3 confirm that the employees were solidly behind remaining unionized. In 86 percent of the railroad cases and 63 percent of the airline cases, the voter participation rate exceeded 80 percent. In both industries the largest number of cases falling within any of the percentile distributions occurred in the 91-100 percent voter participation category. Generally speaking, the higher the voter partici-

¹ This is the sixth in a series of special reports prepared by the Research Department of the NMB for the Annual Report. The Board intends to include in subsequent Annual Reports other studies of general interest to the railroad and airline industries.

² In addition, voters chose a representative in 3 elections conducted when the Board used a "yes/no" ballot. In this type of election, the desires of the majority of those actually casting valid ballots determines the outcome, whether or not a majority of those eligible participate in the election.

**Table 1. Voter Participation Rates in Elections Resulting in a Certification,
By Industry, FY 1965 — FY 1984**

Fiscal Year	Railroads			Airlines		
	Number of Crafts/ Classes	Employees Involved In Elections	Voter Participation Rate	Number of Crafts/ Classes	Employees Involved In Elections	Voter Participation Rate
1984	21	874	78%	20	3,357	77%
1983	22	951	77%	29	4,351	71%
1982	16	378	85%	22	2,736	76%
1981	37	1,458	78%	21	8,043	84%
1980	22	535	82%	35	11,147	81%
1979	32	3,464	70%	24	3,250	82%
1978	29	1,507	80%	26	9,178	90%
1977	26	773	76%	37	24,745	81%
1976	42	2,104	79%	39	7,944	77%
1975	17	339	81%	26	4,067	87%
1974	27	2,320	87%	15	1,419	69%
1973	11	156	92%	20	1,701	83%
1972	20	661	87%	43	3,681	81%
1971	40	24,055	84%	28	2,336	77%
1970	26	13,129	89%	28	5,312	71%
1969	37	20,701	91%	29	28,010	79%
1968	40	7,305	94%	26	5,826	86%
1967	38	1,874	91%	39	1,795	80%
1966	69	49,807	79%	37	3,193	79%
1965	39	12,006	95%	17	2,670	91%
Total	611	144,397	85%	561	134,761	80%

pation rate, the smaller the craft or class involved. In the railroad industry, the average size of the electorate where the participation rate exceeded 90 percent was 17 voters, and in the airline industry, the average size was 33 voters.

A different pattern of experience emerges in those situations where the employees were not then represented by a labor organization at the time of the election. Looking first to the airline industry, Table 3 shows that a much larger proportion of the cases fell within the two lower voter participation rate categories. In 13 of the 27 airline cases involving unorganized employees, the voter participation rate was 70 percent or less and the highest incidence of cases fell within the lowest percentile distribution (7 cases within the 51-60 category). In the railroad industry, on the other hand, the victorious labor organization never received less than 71 percent of the eligible vote. Over 90 percent of the voters cast valid ballots in 11 of 15 railroad cases. Continuing a trend in both the railroad and airline industries, new organizing efforts were directed at small bargaining groups of employees. The average size of the electorate in the railroad industry was 6 voters and 37 voters in the airline industry. Both figures were considerably smaller than those situations

**Table 2. Voter Participation Rates, By Industry,
Five-Year Intervals, FY 1965 — FY 1984**

Railroad Industry			
Fiscal Years	Employees Involved	Voter Participation Rate	Average Size of Electorate
1980-1984	4,200	79%	36
1975-1979	8,200	75%	56
1970-1974	40,300	86%	325
1965-1969	91,700	85%	411
Airline Industry			
1980-1984	29,600	79%	233
1975-1979	49,200	82%	324
1970-1974	14,400	76%	108
1965-1969	41,500	80%	280

where one union was attempting to supplant an existing representative.

There is at least one observation which can be drawn from Table 3 experience. When employees are in an unorganized status, there is a large minority sentiment to remain so when faced with the choice whether to unionize. This sentiment apparently disap-

**Table 3. Percent Distribution of Voter Participation Rates in Elections Resulting
in a Certification, by Industry and Representation Status,
FY 1983 and FY 1984 Combined**

Percentile Distribution	Employees Previously Represented		Employees Previously Unrepresented	
	Number of Cases	Average Size of Electorate	Number of Cases	Average Size of Electorate
Railroad Industry				
51-60	1	12	—	—
61-70	1	499	—	—
71-80	2	347	3	6
81-90	3	60	1	21
91-100	21	17	11	5
Total	28	44	15	6
Airline Industry				
51-60	1	126	7	30
61-70	2	1405	6	43
71-80	4	717	4	19
81-90	5	127	6	36
91-100	7	33	4	22
Total	19	351	27	37

**Table 4. Percent Distribution of Voter Participation Rates in Elections Resulting
in a Certification, by Employee Grouping and Representation Status, FY 1983 and FY 1984 Combined**

Per- Centile Distri- bution	Airline Industry						Railroad Industry							
	Total	Flight Atten- dants	Fleet Service, Passen- ger Service	Mech- anics, Stock Clerks	Pilots, Flight Deck Crew Members	Other	Total	Eng- ineers, Fire- men	Clerical Empley- ees, Patrol- men	Con- ductors, Trainmen, Brakemen	Maint. of Way, Signal	Shop- crafts	Sub. off. (various Depts.)	Other
Employees Previously Represented														
51-60	1	—	1	—	—	—	1	—	—	—	—	—	1	—
61-70	2	1	—	1	—	—	1	—	—	—	1	—	—	—
71-80	4	—	—	3	1	—	2	—	—	—	2	—	—	—
81-90	5	—	2	3	—	—	3	2	1	—	—	—	—	—
91-100	7	—	1	1	1	4	21	7	4	4	1	2	1	2
Total	19	1	4	8	2	4	28	9	5	4	4	2	2	2
Employees Previously Unrepresented														
51-60	7	3	1	—	2	1	—	—	—	—	—	—	—	—
61-70	6	—	—	3	3	—	—	—	—	—	—	—	—	—
71-80	4	1	1	1	—	1	3	1	—	—	1	1	—	—
81-90	6	1	1	1	3	—	1	—	—	—	1	—	—	—
91-100	4	—	1	1	1	1	11	2	1	2	3	1	2	—
Total	27	5	4	6	9	3	15	3	1	2	5	2	2	—

pears, however, after the employees have been represented by a union. Employees for the most part continue to remain unionized even though they may choose a different labor organization to represent them.

Table 4 examines employee voting patterns on a functionally-oriented basis. In airline situations where employees were previously organized, the most interesting characteristic involves employees in the mechanics and related and stock clerk crafts or classes. Four of the seven cases in which less than 80 percent of the employees participated in the voting involved cases affecting these types of employees. On the railroad side, there was virtually total participation in the Board's elections involving all the crafts or classes with the exception of the maintenance of way and signalmen crafts or classes. In those groupings, three of four cases

saw a participation rate of 80 percent or less.

Where previously unorganized airline workers were involved, it is interesting that 8 of 13 cases in the two lowest percentile groups concerned flight operating employees, either pilots or flight attendants. By the same token, the majority of new organizing in the industry was directed at these groups of workers.

Table 5 provides a listing of situations in which an incumbent labor organization was challenged by another organization, and a majority of voters did not participate in the election so that a dismissal was issued by the Board. Under the aforementioned *Alitalia* doctrine the involved employees would be unrepresented for Railway Labor Act purposes. Approximately 1,000 employees reverted to an unrepresented status as a result of these cases.

Table 5. Listing of Cases Involving an Incumbent Labor Organization Where a Majority of Electorate Did Not Vote, January 1, 1982—December 31, 1985

Case Number	Carrier	Craft or Class	Number of Employees
R-5134	Alitalia Airlines	Office Clerical	92
R-5504	Southwest Airlines	Fleet Service	696
R-5489	Florida East Coast Ry.	Electricians	19
R-5514	Wright Air Lines	Fleet Service	47
R-5506	Seaboard System Railroad	Police Officers Below the Rank of Captain	114
R-5551	Jet America Airlines	Mechanics & Related	37
R-5552	Jet America Airlines	Stock Clerks	5
R-5587	Jet America Airlines	Fleet Service	29
R-5594	Southeastern Pennsylvania Transportation Authority	Yardmasters	12

Appendix A

National Railroad Adjustment Board (Created June 21, 1934)

HARPER, H.G., *Chairman*

EUKER, W. J., *Vice Chairman*

CARVATTA, R. M. *Staff Director/Grievances*

DEVER, N. J. *Executive Secretary*

Accounting for all moneys appropriated by Congress for the fiscal year 1984 pursuant to the authority conferred by the Railway Labor Act, as amended (Public Law 442, 73rd Congress — Approved June 21, 1934).

Financial Statement National Railroad Adjustment Board for Fiscal Year 1984

Regular appropriation: National Railroad Adjustment Board	
Board's portions of Salaries and Expenses, National Mediation Board	\$ 976,000.00
Transferred from National Mediation Board	66,839.00
	\$1,042,839.00
Expenditure:	
Salaries of employes	234,735.00
Salaries of Referees	482,438.00
Personnel benefits	25,810.00
Travel expenses (including referees)	54,794.00
Transportation of things	1,512.00
Other Rent	21,022.00
Communication services	13,643.00
Standard level user charges	172,616.00
Postage	11,987.00
Printing and reproduction	10,315.00
Other contractual services	6,364.00
Supplies and materials	7,603.00
Total expenditures	\$1,042,839.00*

* Approximately 19% of this amount other than Referee salary and travel is expended for Public Law Boards and Special Boards of Adjustment.

NRAB Government Employees, Salaries and Duties

Name	Title	Salary Paid	Duties
Administration			
Carvatta, Roy J.	Staff Director/Grievances	\$29,905.60*	Subject to direction of National Mediation Board, Administers N.R.A.B. Governmental affairs
Swanson, Ronald A.	Asst. Adm. Officer	14,594.80*	Accounting and Auditing
Szewczyk, Bernice E.	Clerical Assistant	10,432.40*	Assists in accounting and auditing
Bradley, Rochelle E.	Clerk-Typist	7,507.40*	Clerical and Typing
Lauraitis, John J.	Clerk	8,651.60*	Clerical
Llamas, Florencio M.	Clerk	595.00*	Clerical
Divisional			
Dever, Nancy J.	Executive Secretary	25,925.60	Executive Secretary responsible for all Divisions
Brasch, Rosemarie	Asst. Exec. Secretary	22,863.20	Assists Executive Secretary
Hudson, Lucile B.	Clerk (Typing)	6,967.84	Clerical
Loughrin, Catherine A.	Clerk (Typing)	17,844.80	Clerical
Vorphal, Joan A.	Clerk (Typing)	17,844.80	Clerical
Woods, Linda A.	Clerk (Typing)	190.40	Clerical

*Portion of salary relating to Public Law Boards and Special Boards of Adjustment not included.

Neutral Referees' Services for All Divisions of NRAB

Name	Salary Paid	Duties
Referees		
First Division		
Cohen, Hyman	\$ 4,070.00	Sat with divisions as a member to make awards upon failure of division to agree or secure majority vote
Dennis, Rodney E.	3,520.00	"
Dolnick, David	330.00	"
Herrington, Clarence H.	1,760.00	"
LaRocco, John B.	4,510.00	"
Moore, Preston J.	660.00	"
Peterson, Robert E.	4,620.00	"
Quinn, Francis X.	2,640.00	"
Scearce, James F.	5,280.00	"
Scheinman, Martin F.	4,180.00	"
Twomey, David P.	605.00	"
Referees		
Second Division		
Briggs, Steven	8,800.00	"
Carey, Thomas F.	7,040.00	"
Carter, Paul C.	7,480.00	"
Cohen, Hyman	9,020.00	"
Dennis, Rodney E.	2,420.00	"
Dolnick, David	2,970.00	"
Goldstein, Elliott H.	15,620.00	"
Klein, Jonathan	3,355.00	"
LaRocco, John B.	5,280.00	"
Marx, Herbert L.	8,030.00	"
McAllister, Robert W.	15,730.00	"
Meyers, Peter R.	19,800.00	"
Muessig, Eckehard	6,820.00	"
Mulligan, Francis M.	2,090.00	"
O'Brien, Robert M.	3,300.00	"
Peck, W. J.	6,380.00	"
Roukis, George S.	3,080.00	"
Scearce, James F.	5,060.00	"
Scheinman, Martin F.	4,840.00	"
Schoonover, Tedford E.	9,240.00	"
Sirefman, Josef P.	1,760.00	"
Suntrup, Edward L.	1,870.00	"
Twomey, David P.	3,740.00	"
Vernon, Gilbert H.	4,510.00	"
Referees		
Third Division		
Ables, Robert	\$ 1,320.00	Sat with division as a member to make awards upon failure of division to agree or secure majority vote.
Boyle, George V.	8,140.00	"
Carey, Thomas F.	9,900.00	"
Carter, Paul C.	36,740.00	"
Cloney, John E.	1,842.50	"
Cohen, Hyman	8,690.00	"
Dennis, Rodney E.	2,200.00	"
Fishgold, Herbert	5,940.00	"
Kasher, Richard R.	440.00	"
Klaus, Ida	3,410.00	"
LaRocco, John B.	4,235.00	"
Lieberman, Irwin M.	8,580.00	"
Lowry, A. Robert	550.00	"
McAllister, Robert W.	13,310.00	"
Marx, Herbert L., Jr.	4,620.00	"

Neutral Referees' Services for All Divisions of NRAB—Continued

Name	Salary Paid	Duties
Muessig, Eckehard	9,735.00	"
Roukis, George S.	9,790.00	"
Scheinman, Martin F.	12,760.00	"
Schoonover, Tedford E.	19,580.00	"
Sickles, Joseph A.	660.00	"
Sirefman, Josef P.	4,180.00	"
Suntrup, Edward L.	18,150.22	"
Vaughn, David	6,765.00	"
Vernon, Gilbert H.	220.00	"
Zusman, Marty E.	10,010.00	"
Referees		
Fourth Division		
Lieberman, Irwin M.	3,300.00	"
McAllister, Robert W.	8,305.00	"
Marx, Herbert L., Jr.	1,540.00	"
Scearce, James F.	5,280.00	"
Scheinman, Martin F.	13,860.00	"
Sirefman, Josef P.	1,100.00	"
Stallworth, Lamont E.	11,220.00	"
Suntrup, Edward L.	8,415.00	"

**First Division—National Railroad
Adjustment Board
175 West Jackson Boulevard
Chicago, Illinois 60604**

Organization of the Division, Fiscal Year 1983-1984

E. E. Blakeslee, *Chairman*
W. F. Euker, *Vice Chairman*

G. T. DuBose ¹	R. K. Radek
J. G. Gibbons	J. R. O'Connell
H. E. Nelson	M. D. Quin

Nancy J. Dever, *Executive Secretary*

¹ Replaced G. J. Cahill 1-1-84

JURISDICTION

In accordance with Section 3 (h) of the Railway Labor Act, as amended, the First Division of the National Railroad Adjustment Board has jurisdiction over disputes between employees or group of employees and carriers involving train and yard service employees; that is, engineers, firemen, hostlers, and outside hostler helpers, conductors, trainmen and yard service employees.

OPERATIONS

The tables attached set out results of operations of the Division during fiscal year 1983-1984.

**TABLE 1—Cases Docketed Fiscal Year 1983-1984;
Classified according to Carrier Party to Submission**

Name of Carrier	Number of Cases Docketed
Atchison, Topeka and Santa Fe	1
Boston and Maine	1
Burlington Northern	2
Cambres and Toltec	1
Chicago and North Western	6
Delaware and Hudson	8
Seaboard Coast Line	2
Seaboard System	4
Southern	1
Total	26

**TABLE 2—Cases Docketed Fiscal Year 1983-1984;
Classified According to Organization Party to Submission**

Name of Organization	Number of Cases Docketed
Brotherhood of Locomotive Engineers	22
Individual	3
United Transportation Union	1
Total	26

**Second Division—National Railroad
Adjustment Board
175 West Jackson Boulevard
Chicago, Illinois 60604**

Organization of the Division, Fiscal Year 1983-1984

N. D. Schwitalla, *Chairman* J. K. Beatty³
F. Celona¹ M. C. Lesnick
M. J. Cullen J. Werner
D. A. Hampton J. E. Yost
E. D. Smart²

A. J. Fisher resigned September 7, 1984

¹ Replaced R. J. McCarthy effective July 1, 1984

² Replaced J. C. Clementi effective January 23, 1984

³ Replaced J. D. Ditto effective September 1, 1984

JURISDICTION

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

**Table 1—Cases Docketed Fiscal Year 1983-1984;
Classified According to Carrier Party to Submission**

Name of Carrier	Number of Cases Docketed
Atchison, Topeka & Santa Fe Railway Company . . .	16
Baltimore & Ohio Chicago Terminal Railroad Company	1
Baltimore & Ohio Railroad Company	35
Bangor & Aroostook Railroad Company	1
Belt Railway Company of Chicago	2
Bessemer & Lake Erie Railroad Company	1
Boston & Maine Corporation	7
Burlington Northern Railroad Company	26
Central of Georgia Railroad Company	1
Chesapeake & Ohio Railway Company	4
Chicago & North Western Transportation Company	52
Chicago, Milwaukee, St. Paul & Pacific Railroad Company	9
Chicago Union Station Company	1
Consolidated Rail Corporation	22
Denver & Rio Grande Western Railroad Company .	10
Duluth, Missabe & Iron Range Railway Company .	5
Grand Trunk Western Railroad Company	2
Green Bay & Western Railroad Company	1
Houston Belt & Terminal Railway Company	9
Illinois Central Gulf Railroad Company	3
Kansas City Southern Railway Company	3
Louisville & Nashville Railroad Company	7
Maine Central Railroad Company	2
Metro-North Commuter Railroad Company	11
Milwaukee-Kansas City Southern Joint Agency . . .	2
Missouri-Kansas-Texas Railway Company	9
Missouri Pacific Railroad Company	49
National Railroad Passenger Corporation	21
New Jersey Transit Rail Operations, Inc.	1

**Table 1—Cases Docketed Fiscal Year 1983-1984;
Classified According to Carrier Party to Submission—
Continued**

Name of Carrier	Number of Cases Docketed
New Orleans Public Railroad Company	1
Norfolk & Western Railway Company	14
Norfolk Southern Railway Company	1
Northeast Illinois Passenger Corporation	1
Northeast Illinois Railroad Corporation	5
Pacific Fruit Express Company	2
Philadelphia, Bethlehem & New England Railroad Company	1
Port Authority Trans-Hudson Railroad Company . .	3
St. Louis Southwestern Railway Company	6
Seaboard Coast Line Railroad Company	9
Seaboard System Railroad	46
Soo Line Railroad Company	24
Southern Pacific Transportation Company	29
Southern Railway Company	8
Union Pacific Fruit Express Company	1
Union Pacific Railroad Company	3
Washington Terminal Company	8
Western Maryland Railroad Company	1
Total	476

**Table 2—Cases Docketed Fiscal Year 1983-1984;
Classified According to Organization Party to Submission**

Name of Organization	Number of Cases Docketed
Brotherhood Railway Carmen of the United States and Canada	254
International Brotherhood of Electrical Workers . .	69
International Association of Machinists & Aerospace Workers	82
International Brotherhood of Firemen, Oilers, Helpers, Roundhouse and Railway Shop Laborers	38
Sheet Metal Workers' International Association . .	22
Individually Submitted Cases	11
Total	476

**Third Division—National Railroad
Adjustment Board
175 West Jackson Boulevard
Chicago, Illinois 60604**

Organization of the Division, Fiscal Year 1983-1984

H.G. Harper, *Chairman* W.R. Miller (5)
W.W. Altus, Jr. E. Monroe (4)
J.D. Crawford R.W. Smith
B.J. East (1) T.F. Strunck (2)
J.S. Godfrey E.L. Thias (3)
R.J. Irvin G.R. Toppen
M.D. McCarthy P.V. Varga
Nancy J. Dever, *Executive Secretary*

JURISDICTION

THIRD DIVISION: To have jurisdiction over disputes involving station, tower and telegraph employees, train dispatchers, maintenance of way men, clerical employees, freight handlers, express, station and store employees, signalmen, sleeping car conductors, sleeping car porters and maids, and dining car employees. This Division shall consist of 10 members, 5 of whom shall be selected by the Carriers and 5 by the national labor organizations of employees (Para. (h) and (c), Sec. 153, First, Railway Labor Act, 1934).

**Table 1—Cases Docketed Fiscal Year 1983-1984;
Classified According to Carrier Party to Submission**

Name of Carrier	Number of Cases Docketed
Alton and Southern Railway Company	1
Ann Arbor Railroad System	7
Atchison, Topeka and Santa Fe Railway Company	105
Baltimore and Ohio Railroad Company	5
Bangor and Aroostook Railroad Company	1
Belt Railway Company of Chicago	3
Bessemer and Lake Erie Railroad Company	7
Boston and Maine Corporation	1
Burlington Northern Railroad Company	22
Canadian Pacific Railroad Company	1
Central of Georgia Railway Company	2
Central Vermont Railway Company	2
Chesapeake and Ohio Railway Company	76
Chicago and Illinois Midland Railway Company ..	1
Chicago and North Western Transportation Company	17
Chicago and Western Indiana Railroad Company	1
Chicago, Milwaukee, St. Paul and Pacific Railroad Company	20
Chicago Union Station Company	1
Cincinnati Union Station Company	1
City of Prineville Railway Company	1
Colorado and Southern Railway Company	1
Consolidated Rail Corporation	69
Delaware and Hudson Railroad Company	3
Denver and Rio Grande Western Railroad Company	16
Detroit, Toledo and Ironton Railroad Company ...	6
Duluth, Missabe and Iron Range Railway Company	2
Elgin, Joliet and Eastern Railway Company	8
Escanaba and Lake Superior Railroad Company ..	3
Georgia Southern and Florida Railway Company	1
Grand Trunk Western Railroad Company	1
Green Bay and Western Railroad Company	1
Houston Belt and Terminal Railway Company ...	2
Illinois Central Gulf Railroad	10
Kansas City Southern Railway Company	5
Kansas City Terminal Railway Company	5
Louisiana and Arkansas Railway Company	1

**Table 1—Cases Docketed Fiscal Year 1983-1984;
Classified According to Carrier Party to Submission—
Continued**

Name of Carrier	Number of Cases Docketed
Maine Central Railroad Company-Portland Terminal Company	1
Manufacturers Railway Company	1
Metro-North Commuter Authority	1
Missouri-Kansas-Texas Railroad Company	3
Missouri Pacific Railroad Company	19
National Railroad Passenger Corporation	52
New Orleans Public Belt Railroad Company	1
Norfolk and Portsmouth Belt Line Railroad Company	1
Norfolk and Western Railway Company	15
Northeast Illinois Regional Commuter Rail- road Corporation	10
Peoria and Pekin Union Railway Company	4
Pittsburgh and Lake Erie Railroad Company	3
Port Terminal Railroad Association	1
St. Louis Southwestern Railway Company	3
Seaboard Coast Line Railroad Company	1
Seaboard System Railroad Company	34
Soo Line Railroad Company	3
Southern Pacific Transportation Company (Eastern Lines)	30
Southern Pacific Transportation Company (Western Lines)	13
Southern Railway Company	3
Terminal Railroad Association of St. Louis	13
Texas-Mexican Railway Company	1
Union Pacific Railroad Company	12
Washington Terminal Company	4
Western Weighing and Inspection Bureau	1
Total	639

**Table 2—Cases Docketed Fiscal Year 1983-1984;
Classified According to Organization Party to Submission**

Name of Organization	Number of Cases Docketed
American Train Dispatchers Association	21
Brotherhood of Maintenance of Way Employees	275
Brotherhood of Railroad Signalmen	66
Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees	125
Total Organizations	487
Miscellaneous Class of Employees	152
Total	639

**Fourth Division—National Railroad
Adjustment Board
175 West Jackson Boulevard
Chicago, Illinois 60604**

Organization of the Division, Fiscal Year 1983-1984

D. D. Bartholomay, Chairman W. M. Cunningham
P. V. Varga, Vice Chairman E. H. Nadolney
A. J. Fisher, Vice Chairman¹ D. R. Carver
E. H. Crow

¹Replaced P. V. Varga as Vice Chairman effective May 1, 1984.

JURISDICTION

To have jurisdiction over disputes involving employees of carrier 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. (Paragraph (h), Section 3, First, Railway Labor Act, 1934.)

**Table 1—Cases Docketed Fiscal Year 1983-1984;
Classified According to Carrier Party to Submission**

Name of Carrier	Number of Cases Docketed
Atchison Topeka and Santa Fe	2
Baltimore and Ohio	14
Boston and Maine	5
Chesapeake and Ohio	17
Chicago and North Western	15
Consolidated Rail Corporation	21
Denver and Rio Grande Western	1
Detroit, Toledo and Ironton	1
Grand Trunk Western	2
Houston Belt and Terminal	1
Illinois Central Gulf	1

**Table 1—Cases Docketed Fiscal Year 1983-1984;
Classified According to Carrier Party to Submission—
Continued**

Name of Carrier	Number of Cases Docketed
Indiana Harbor Belt	1
Long Island	8
Louisville and Nashville	1
Lower Lakes Dock	3
Metro-North Commuter	4
Missouri Pacific	5
National Railroad Passenger Corporation	8
Norfolk and Western	5
Northeast Illinois Regional Commuter Railroad Corporation	4
Peoria and Pekin Union	1
Richmond, Fredericksburg and Potomac	1
Seaboard System	1
Seattle North Coast	1
Southern	6
Southern Pacific - Pacific Lines	12
Union Pacific	2
Total	143

**Table 2—Cases Docketed Fiscal Year 1983-1984;
Classified According to Organization Party to Submission**

Name of Organization	Number of Cases Docketed
American Railway and Airway Supervisors Association	67
BRAC(RP&SOS)	32
Individual	7
Railroad Yardmasters of America	31
Professional and Technical Engineers	3
International Longshoremen's Association	3
Total	143

Appendix B

1. Neutrals Appointed Pursuant to Public Law 89-456 (Public Law Boards), Fiscal Year 1984

Name	Residence	Date of Appointment	Public Law Board No.	Parties
Elliott H. Goldstein 3	Chicago, IL	November 28, 1983	2636	Illinois Central Gulf RR. Co. and International Brotherhood of Firemen and Oilers
H. Raymond Cluster 3	North Truro, MA	August 31, 1984	2707	Elgin, Joliet and Eastern Rwy. Co. and United Transportation Union
Arthur T. Van Wart 2	Wilmington, DE	June 1, 1984	3053	Delaware and Hudson Rwy. Co. and United Transportation Union
John B. Criswell 2	Stigler, OK	December 28, 1983	3065	Indiana Harbor Belt RR. Co. and United Transportation Union
Donald E. Prover 3	Farmington Hills, MI	August 9, 1984	3091	Philadelphia, Bethlehem and New England RR. Co. and United Transportation Union
John B. LaRocco 3	Sacramento, CA	November 25, 1983	3189	Louisville and Nashville RR. Co. and International Brotherhood of Electrical Workers
Tedford E. Schoonover 2	Colorado Spring, CO	November 14, 1983	3273	The Denver and Rio Grande Western RR. Co. and Allied Services Division/BRAC
Arthur W. Sempliner 2	Grosse Pointe Farms, MI	October 10, 1983	3276	Missouri-Kansas-Texas RR. Co. and Brotherhood of Locomotive Engineers
William E. Fredenberger, Jr. 2	Stafford, VA	September 24, 1984	3301	Union Pacific RR. Co. and United Transportation Union (C&T)
Robert M. O'Brien 3	Boston, MA	November 3, 1983	3304	Burlington Northern RR. Co. and United Transportation Union
Peter Henle 2	Arlington, VA	November 4, 1983	3324	The Baltimore and Ohio RR. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Robert W. McAllister 2	Chicago, IL	February 6, 1984	3325	Illinois Central Gulf RR. Co. and Sheet Metal Workers International Association
A. Thomas Van Wart 2	Salem, NJ	October 11, 1983	3327	Missouri-Kansas-Texas RR. Co. and Brotherhood of Locomotive Engineers
Joseph A. Sickles 2	Bethesda, MD	November 28, 1983	3341	Illinois Central Gulf RR. Co. and International Brotherhood of Firemen and Oilers
Preston J. Moore 2	Oklahoma City, OK	February 15, 1984	3382	The Atchison, Topeka and Santa Fe Rwy. Co. (Excluding Northern and Southern Divisions) and United Transportation Union (C-T-Y)
Arthur W. Sempliner 2	Grosse Pointe Farms, MI	November 1, 1983	3383	Grand Trunk Western RR. Co. and United Transportation Union
Dana E. Eischen 2	Ithaca, NY	October 4, 1983	3399	Southern Pacific Transportation Co. (Eastern Lines) and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Fred Blackwell 2	Gaithersburg, MD	February 14, 1984	3403	Consolidated Rail Corp. and Sheet Metal Workers International Association
Herbert L. Marx, Jr. 2	New York, NY	March 7, 1984	3404	The Denver and Rio Grande Western RR. Co. and Brotherhood of Railroad Signalmen
Joseph A. Sickles 2	Bethesda, MD	December 9, 1983	3406	Metro-North Commuter RR. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Edward M. Hogan 2	Chicago, IL	October 4, 1983	3409	National Railroad Passenger Corp. and International Association of Machinists and Aerospace Workers
Robert M. O'Brien 2	Boston, MA	June 11, 1984	3411	Boston and Maine Corp. and United Transportation Union (T)
Robert W. McAllister 2	Chicago, IL	October 4, 1983	3412	Illinois Central Gulf RR. Co. and International Association of Machinists and Aerospace Workers
Irwin M. Lieberman 2	Stamford, CT	October 4, 1983	3413	Soo Line RR. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Alfred G. Albert 2	Scottsdale, AZ	November 28, 1983	3414	Union Pacific RR. Co. and United Transportation Union (T)
Alfred G. Albert 2	Scottsdale, AZ	November 28, 1983	3415	The Ogden Union Rwy. and Depot Co. and United Transportation Union (T)
Robert E. Peterson 2	Briarcliff, NY	November 28, 1983	3428	St. Louis Southwestern Rwy. Co. and Brotherhood of Railroad Signalmen
Fred Blackwell 2	Gaithersburg, MD	December 15, 1983	3431	Chicago and North Western Trans. Co. United Transportation Union
William E. Fredenberger, Jr. 2	Stafford, VA	January 11, 1984	3432	Metro-North Commuter RR. Co. and United Transportation Union
Donald E. Prover 2	Farmington Hills, MI	August 9, 1984	3435	Steelton and Highspire RR. Co. and United Transportation Union
William E. Fredenberger, Jr. 2	Stafford, VA	July 24, 1984	3436	Burlington Northern RR. Co. and United Transportation Union
Jacob Seidenberg 2	Falls Church, VA	January 26, 1984	3441	Missouri-Kansas-Texas RR. Co. and Brotherhood Railway Carmen of the United States and Canada
David Dolnick 2	Chicago, IL	October 13, 1983	3442	Illinois Central Gulf RR. Co. and United Transportation Union
Nicholas H. Zumas 2	Washington, DC	November 21, 1983	3445	Southern Rwy. Co. and Brotherhood of Maintenance of Way Employees
Robert E. Peterson	Briarcliff Manor, NY	October 3, 1983	3446	The Chesapeake and Ohio Rwy. Co. (The Baltimore and Ohio RR. Co. (Including Staten Island RR. Corp.) Western Maryland Rwy. Co. and International Association of Machinists and Aerospace Workers)
Arthur T. Van Wart 2	Waquoit, MA	October 4, 1983	3448	Norfolk and Western Rwy. Co. and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
Tedford E. Schoonover 2	Colorado Springs, CO	October 7, 1983	3449	Pacific and Arctic Rwy. and Navigation Co. and United Transportation Union
Harold M. Weston 2	New York, NY	October 4, 1983	3450	Delaware and Hudson Rwy. Co. and Brotherhood of Maintenance of Way Employees
Robert E. Peterson 2	Briarcliff Manor, NY	November 1, 1983	3452	Norfolk and Western Rwy. Co. and United Transportation Union
Clarence H. Herrington 2	Pleasanton, TX	October 13, 1983	3453	Union Pacific RR. Co. (Motive Power and Machinery Department) and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
H. Raymond Cluster 2	North Truro, MA	October 11, 1983	3454	Burlington Northern RR. Co. and United Transportation Union
Nicholas Duda, Jr. 2	Mansfield, OH	December 27, 1983	3456	Pittsburgh, and Shawmut RR. Co. and United Transportation Union
T. Page Sharp 2	McLean, VA	October 18, 1983	3457	Newburgh and South Shore Rwy. Co. and United Transportation Union (E)
David P. Twomey 2	Chestnut Hill, MA	February 15, 1984	3458	The Atchison, Topeka and Santa Fe Rwy. Co., Eastern and Western Lines (Excluding Northern and Southern Divisions) and United Transportation Union (C-T-Y)
Robert E. Peterson 2	Briarcliff Manor, NY	October 11, 1983	3459	Southern Pacific Transportation Co. (Western Lines) and Brotherhood Railway Carmen of the United States and Canada

See footnotes at end of table

1. Neutrals Appointed Pursuant to Public Law 89-456 (Public Law Boards), Fiscal Year 1984—Continued

Name	Residence	Date of Appointment	Public Law Board No.	Parties
Irwin M. Lieberman 2	Stamford, CT	October 13, 1983	3460	Burlington Northern RR. Co. and Brotherhood of Maintenance of Way Employees
Edward L. Suntrup 2	Evanston, IL	October 17, 1983	3461	Union Pacific RR. Co. (Motive Power and Machinery Department) and Sheet Metal Workers International Association
Louis Yagoda 2	New Rochelle, NY	October 17, 1983	3462	Norfolk and Western Rwy. Co. and Sheet Metal Workers International Association
Charles A. Peacock 2	Salisbury, NC	October 18, 1983	3463	Seaboard System RR. and United Transportation Union (E)
Arthur W. Sempliner 2	Grosse Pointe Farms, MI	October 17, 1983	3464	Toledo Terminal RR. Co. and United Transportation Union
Irwin M. Lieberman 2	Stamford, CT	October 17, 1983	3465	Union RR. Co. and United Steelworkers of America (AFL-CIO) Local 5697
Rodney E. Dennis 2	New York, NY	November 29, 1983	3466	National RR. Passenger Corporation and International Brotherhood of Electrical Workers
Arthur T. Van Wart 2	Wilmington, DE	October 17, 1983	3467	Southern Pacific Transportation Co. and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
Fred Blackwell 2	Gaithersburg, MD	October 17, 1983	3468	Chicago and North Western Transportation Co. and United Transportation Union
A. Thomas Van Wart 2	Salem, NJ	November 1, 1983	3469	St. Louis Southwestern Rwy. Co. and United Transportation Union (T)
Robert E. Peterson 2	Briarcliff Manor, NY	February 7, 1984	3470	Metro-North Commuter RR. Co. and Sheet Metal Workers International Association
George V. Boyle 2	Columbia, MO	November 2, 1983	3471	Missouri Pacific RR. Co. and Sheet Metal Workers International Association
Robert E. Peterson 2	Briarcliff Manor, NY	June 7, 1983	3472	Grand Trunk Western RR. Co. and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
Arthur T. Van Wart 2	Wilmington, DE	October 26, 1983	3473	Union Pacific RR. Co. (Northwestern Dist.-Oregon Division) and United Transportation Union (E)
Alfred G. Albert 2	Scottsdale, AZ	November 2, 1983	3474	Union Pacific RR. Co. (Northwestern Dist.-Idaho Division) and United Transportation Union (T)
H. Raymond Cluster 2	North Truro, MA	November 2, 1983	3475	Burlington Northern RR. Co. and Brotherhood of Locomotive Engineers
Harold M. Weston 2	New York, NY	November 2, 1983	3476	Southern Pacific Transportation Co. (Texas and Louisiana Lines) and United Transportation Union (E)
Irwin M. Lieberman 2	Stamford, CT	October 25, 1983	3477	Consolidated Rail Corporation and American Train Dispatchers Association
David P. Twomey 2	Chestnut Hill, MA	November 4, 1983	3478	The Long Island RR. Co. and International Brotherhood of Electrical Workers
Jack W. Cassle 2	Cheyenne, WY	November 7, 1983	3479	The Denver and Rio Grande Western RR. Co. and United Transportation Union (C-T)
Robert E. Peterson 2	Briarcliff Manor, NY	November 25, 1983	3480	St. Louis Southwestern Rwy. Co. and International Brotherhood of Electrical Workers
Robert E. Stenzinger 2	Glenview, IL	November 16, 1983	3481	Duluth, Missabe and Iron Range Rwy. Co. and United Transportation Union (E)
Herbert L. Marx, Jr. 2	New York, NY	November 22, 1983	3482	Duluth, Missabe and Iron Range Rwy. Co. and United Transportation Union (E)
David H. Brown 2	Sherman, TX	August 13, 1984	3484	Union Pacific RR. Co. and Brotherhood of Locomotive Engineers
Robert M. O'Brien 2	Boston, MA	November 14, 1983	3485	Maine Central RR. Co., Portland Terminal Co. and Brotherhood of Locomotive Engineers
Jacob Seidenberg 2	Falls Church, VA	January 11, 1984	3486	Missouri-Kansas-Texas RR. Co. and United Transportation Union (T-C)
Irwin M. Lieberman 2	Stamford, CT	February 27, 1984	3487	Portland Terminal RR. Co. and United Transportation Union
Martin F. Scheinman 2	Bayside, NY	November 22, 1983	3488	Missouri Pacific RR. Co. and Railroad Yardmasters of America
Robert E. Peterson 2	Briarcliff Manor, NY	March 6, 1984	3489	Delaware and Hudson Rwy. Co. and Brotherhood of Railroad Signalmen
Margery F. Gootnick 3	Rochester, NY	May 29, 1984	3489	Delaware and Hudson Rwy. Co. and Brotherhood of Railroad Signalmen
Arthur T. Van Wart 2	Wilmington, DE	November 21, 1983	3490	Delaware and Hudson Rwy. Co. and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
Jacob Seidenberg 2	Falls Church, VA	January 11, 1984	3491	Missouri-Kansas-Texas RR. Co. and United Transportation Union (T-C)
David Dolnick 2	Chicago, IL	November 16, 1983	3492	Davenport Rock Island and North Western Rwy. and United Transportation Union
Leonard K. Hall 2	St. Paul, MN	November 28, 1983	3493	The Belt Rwy. Co. of Chicago and Brotherhood of Locomotive Engineers
Robert Roadley 2	Williamsburg, VA	December 28, 1983	3494	Norfolk and Western Rwy. Co. and United Transportation Union
Herbert L. Marx, Jr. 2	New York, NY	November 14, 1983	3495	Union RR. Co. and United Steelworkers of America (AFL-CIO), Local 1913
David H. Brown 2	Sherman, TX	November 14, 1983	3496	Union Pacific RR. Co. (Eastern District) and United Transportation Union (E)
Robert W. McAllister 2	Chicago, IL	January 26, 1984	3497	Elgin, Joliet and Eastern Rwy. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Thomas J. Erbs 2	St. Louis, MO	November 16, 1983	3498	San Manuel Arizona RR. Co. and United Steelworkers of America (AFL-CIO-CLC), Local 937
John B. Criswell 2	Stigler, OK	November 28, 1983	3499	Indiana Harbor Belt RR. Co. and United Transportation Union
Ruth E. Kahn 2	Southfield, MI	December 1, 1983	3500	Burlington Northern RR. Co. and American Train Dispatchers Association
George E. Larney 2	Evanston, IL	May 29, 1984	3501	Chicago and North Western Transportation Co. and Sheet Metal Workers International Association
John B. LaRocco 2	Sacramento, CA	November 25, 1983	3502	Seaboard System RR. and International Brotherhood of Electrical Workers
Gilbert H. Vernon 2	Eau Claire, WI	November 29, 1983	3503	Burlington Northern RR. Co. and International Brotherhood of Electrical Workers
Rodney E. Dennis 2	New York, NY	December 5, 1983	3504	Grand Trunk Western RR. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Frederick R. Blackwell 2	Gaithersburg, MD	December 1, 1983	3505	Norfolk and Western Rwy. Co. and Brotherhood of Locomotive Engineers
John B. LaRocco 2	Sacramento, CA	November 29, 1983	3506	Consolidated Rail Corporation and International Association of Machinists and Aerospace Workers
Neil P. Speirs 2	Rohnert Park, CA	December 1, 1983	3507	Oregon, California and Eastern Rwy. Co. and United Transportation Union
Robert M. O'Brien 2	Boston, MA	July 16, 1983	3508	Port Authority Trans-Hudson Corporation and Brotherhood Railway Carmen of the United States and Canada
Glen M. Bendixsen 2	Mount Pleasant, MI	February 8, 1984	3509	Detroit, Toledo and Ironton RR. Co. and United Transportation Union
Herbert L. Marx, Jr. 2	New York, NY	December 15, 1983	3510	The Chesapeake and Ohio Rwy. Co. and United Transportation Union
Harold M. Weston 2	New York, NY	May 24, 1984	3511	Burlington Northern RR. Co. and United Transportation Union (T)
Robert M. O'Brien 2	Boston, MA	December 28, 1983	3512	Burlington Northern RR. Co. and United Transportation Union (T)
Irwin M. Lieberman 2	Stamford, CT	January 31, 1984	3513	Seaboard System RR. and Railroad Yardmasters of America
Harold M. Weston 2	New York, NY	January 24, 1984	3514	Consolidated Rail Corporation and Brotherhood of Maintenance of Way Employees
David H. Brown 2	Sherman, TX	December 29, 1983	3515	The Atchison, Topeka and Santa Fe Rwy. Co. (Northern and Southern Divisions) and Brotherhood of Locomotive Engineers
Louis Yagoda 2	New Rochelle, NY	December 27, 1983	3516	National RR. Passenger Corporation and United Transportation Union

See footnotes at end of table

1. Neutrals Appointed Pursuant to Public Law 89-456 (Public Law Boards), Fiscal Year 1984—Continued

Name	Residence	Date of Appointment	Public Law Board No.	Parties
Arthur T. Van Wart 2	Brooksville, FL	January 23, 1984	3517	Union Pacific RR. Co. (Eastern Division) and United Transportation Union (C-T)
David Dolnick 2	Chicago, IL	December 29, 1983	3518	The Belt Rwy. Co. of Chicago and United Transportation Union (E), Local 712
H. Raymond Cluster 2	Baltimore, MD	December 29, 1983	3519	The Chesapeake and Ohio Rwy. Co. and United Transportation Union
Robert E. Peterson 2	Briarcliff Manor, NY	December 28, 1983	3520	The Baltimore and Ohio RR. Co. and Joint Council of General Chairman
Gene T. Ritter 2	Ardmore, OK	December 28, 1983	3521	Clinchfield RR. Co. and Brotherhood of Locomotive Engineers
Howard Jenkins 2	Washington, DC	January 11, 1984	3522	The Chesapeake and Ohio Rwy. Co., The Baltimore and Ohio RR. Co. (Including the Staten Island RR. Corp.) Western Maryland Rwy. Co. and International Association of Machinists and Aerospace Workers
David P. Twomey 2	Chestnut Hill, MA	January 3, 1984	3523	The Atchison, Topeka and Santa Fe Rwy. Co. (Northern and Southern Divisions) and United Transportation Union (E)
George E. Larney 2	Evanston, IL	January 16, 1984	3525	Chicago and North Western Transportation Co. and United Transportation Union
David P. Twomey 2	Chestnut Hill, MA	January 16, 1984	3526	The Atchison, Topeka and Santa Fe Rwy. Co. (Western Lines-Northern and Southern Divisions)
Leverett Edwards 2	Fort Worth, TX	February 21, 1984	3527	Chicago, South Shore and South Bend RR. and Brotherhood Railway Carmen of the United States and Canada
Irvin M. Lieberman 2	Stamford, CT	January 17, 1984	3528	Chicago and North Western Transportation Co. and Brotherhood of Railroad Signalmen
Edward L. Suntrup 2	Evanston, IL	March 9, 1984	3529	Illinois Central Gulf RR. Co. and Brotherhood of Railroad Signalmen
Nicholas H. Zumas 2	Washington, DC	January 11, 1984	3530	Norfolk and Western Rwy. Co. and Brotherhood of Maintenance of Way Employees
Preston J. Moore 2	Oklahoma, OK	January 9, 1984	3531	Terminal Rwy.-Alabama State Docks and United Transportation Union
Robert B. Moberly 1	Gainesville, FL	January 4, 1984	3532	Seaboard System RR. and International Association of Machinists and Aerospace Workers
Arthur T. Van Wart 3	Brooksville, FL	January 20, 1984	3532	Seaboard System RR. and International Association of Machinists and Aerospace Workers
John B. LaRocco 2	Sacramento, CA	July 20, 1984	3532	Seaboard System RR. and International Association of Machinists and Aerospace Workers
Rodney E. Dennis 2	New York, NY	January 17, 1984	3533	Southern Pacific Transportation Co. (Western Lines) and International Brotherhood of Electrical Workers
W.J. Peck 2	Luck, WI	January 16, 1984	3534	Burlington Northern RR. Co. and International Brotherhood of Electrical Workers
Louis Yagoda 2	New Rochelle, NY	July 2, 1984	3535	Consolidated Rail Corporation and United Transportation Union
David P. Twomey 2	Quincy, MA	January 16, 1984	3536	Southern Pacific Transportation Co. (Western Lines) and International Association of Machinists and Aerospace Workers
Joseph A. Sickles 2	Bethesda, MD	February 7, 1984	3537	Norfolk and Portsmouth Belt Line RR. Co. and Brotherhood of Locomotive Engineers
David P. Twomey 2	Chestnut Hill, MA	January 16, 1984	3538	Illinois Central Gulf RR. Co. and Brotherhood of Locomotive Engineers
Dudley E. Whiting 2	Southfield, MI	March 26, 1984	3539	Missouri Pacific RR. Co. and Brotherhood of Maintenance of Way Employees
Martin F. Scheinman 2	Bayside, NY	March 13, 1984	3540	The Chesapeake and Ohio Rwy. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
William E. Fredenberger, Jr. 1	Stafford, VA	September 13, 1984	3541	Escanaba and Lake Superior RR. Co. and United Transportation Union
Rodney E. Dennis 2	New York, NY	February 7, 1984	3542	Consolidated Rail Corporation and Brotherhood of Maintenance of Way Employees
John C. Fletcher 2	Mt. Prospect, IL	February 7, 1984	3543	The Long Island Rail Road Co. and Sheet Metal Workers International Association
Robert E. Peterson 2	Briarcliff Manor, NY	February 6, 1984	3544	The Atchison, Topeka and Santa Fe Rwy. Co. (Coast Lines) and United Transportation Union (C-T-Y)
Irvin M. Lieberman 2	Stamford, CT	February 6, 1984	3545	Seaboard System RR. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Martin F. Scheinman 2	Bayside, NY	February 6, 1984	3546	Elgin, Joliet and Eastern Rwy. Co. and International Brotherhood of Electrical Workers
Arthur W. Black 2	Lakewood, OH	February 7, 1984	3547	Grand Truck Western RR. Co. and United Transportation Union
David P. Twomey 1	Chestnut Hill, MA	May 24, 1984	3549	Boston and Maine Corporation and Brotherhood of Locomotive Engineers
Robert J. Ables 2	Washington, DC	April 17, 1984	3555	The Belt Rwy. Co. of Chicago and United Transportation Union
Harold M. Weston 2	New York, NY	February 16, 1984	3556	The Long Island Rail Road Co. and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
Robert B. Lubic 2	Washington, DC	April 4, 1984	3557	Maine Central RR. Co., Portland Terminal Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Robert E. Peterson 2	Briarcliff Manor, NY	February 15, 1984	3558	Southern Pacific Transportation Co. (Eastern Lines) and Brotherhood of Maintenance of Way Employees
Robert E. Peterson 2	Briarcliff Manor, NY	June 11, 1984	3559	Maine Central RR. Co., Portland Terminal Co. and Sheet Metal Workers International Association
Robert A. Franden 2	Tulsa, OK	February 17, 1984	3560	Houston Belt and Terminal Rwy. and Brotherhood of Locomotive Engineers
Rodney E. Dennis 2	New York, NY	September 7, 1984	3561	The Baltimore and Ohio RR. Co. and Brotherhood of Maintenance of Way Employees
C. Robert Roadley 2	Williamsburg, VA	July 17, 1984	3562	Peoria and Pekin Union Rwy. Co. and United Transportation Union
Joseph A. Sickles 2	Bethesda, MD	March 23, 1984	3563	Port Terminal RR. Association and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
William E. Fredenberger, Jr. 2	Stafford, VA	March 6, 1984	3565	Consolidated Rail Corporation and International Brotherhood of Electrical Workers
Nicholas H. Zumas 2	Washington, DC	March 6, 1984	3566	Burlington Northern RR. Co. and Brotherhood of Maintenance of Way Employees
T.P. Sharp 2	McLean, VA	March 1, 1984	3567	National RR. Passenger Corporation and International Brotherhood of Firemen and Oilers
Martin F. Scheinman 2	Bayside, NY	March 7, 1984	3568	National RR. Passenger Corporation and American Federation of Railroad Police
Dana E. Eischen 2	Ithaca, NY	March 23, 1984	3569	Kansas City Southern Rwy. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
John B. LaRocco 2	Sacramento, CA	April 5, 1984	3570	Norfolk and Western Rwy. Co. and International Brotherhood of Firemen and Oilers
David P. Twomey 2	Chestnut Hill, MA	March 13, 1984	3571	Illinois Central Gulf RR. Co. and United Transportation Union
Preston J. Moore 2	Oklahoma City, OK	March 19, 1984	3572	Norfolk and Western Rwy. Co. and United Transportation Union (C-E-T)
Robert E. Peterson 2	Briarcliff Manor, NY	March 19, 1984	3573	Norfolk and Western Rwy. Co. and United Transportation Union (T)
Jacob Seidenberg 2	Falls Church, VA	March 15, 1984	3574	Union Pacific RR. Co. (Eastern District) and United Transportation Union (C-T)
Harold M. Weston 1	New York, NY	March 19, 1984	3575	The Chesapeake and Ohio Rwy. Co. and United Transportation Union
Harold M. Weston 2	New York, NY	September 18, 1984	3575	The Chesapeake and Ohio Rwy. Co. and United Transportation Union

See footnotes at end of table

1. Neutrals Appointed Pursuant to Public Law 89-456 (Public Law Boards), Fiscal Year 1984—Continued

Name	Residence	Date of Appointment	Public Law Board No.	Parties
William E. Fredenberger, Jr. 2	Stafford, VA	March 26, 1984	3576	Southern Pacific Transportation Co. (Western Lines) (Including former El Paso and Southwestern System) and United Transportation Union (S)
Nicholas H. Zumas 2	Washington, DC	March 26, 1984	3577	National RR. Passenger Corporation and Amtrak Service Workers Council
Paul D. Hanlon 2	Portland, OR	March 26, 1984	3579	Union Pacific RR. Co. (Eastern District) and United Transportation Union (C-T)
Robert M. O'Brien 2	Boston, MA	May 7, 1984	3580	Springfield Terminal Rwy. Co. and United Transportation Union
John C. Fletcher 2	Mt. Prospect, IL	March 30, 1984	3581	Northeast Illinois RR. Corporation and International Brotherhood of Firemen and Oilers
T.P. Sharp 2	McLean, VA	March 26, 1984	3582	Pittsburgh and Shawmut RR. Co. and Transport Workers Union of America
John B. LaRocco 2	Sacramento, CA	March 23, 1984	3583	Seaboard System RR. and International Brotherhood of Firemen and Oilers
Joseph A. Sickles 2	Bethesda, MD	September 25, 1984	3584	Consolidated Rail Corporation and United Transportation Union
A.R. Lowry 2	Annapolis, MD	June 12, 1984	3586	The Montour RR. Co. and International Association of Machinists and Aerospace Workers
Robert M. O'Brien 2	Boston, MA	April 2, 1984	3587	Delaware and Hudson Rwy. Co. and United Transportation Union (C)
Robert E. Peterson 2	Briarcliff Manor, NY	August 22, 1984	3588	Chicago, Milwaukee, St. Paul and Pacific RR. Co. and International Brotherhood of Electrical Workers
William E. Fredenberger, Jr. 2	Stafford, VA	March 26, 1984	3589	National RR. Passenger Corporation and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Anne H. Miller 2	Glenview, IL	June 7, 1984	3590	Union Pacific RR. Co. and Railroad Yardmasters of America
Leverett Edwards 2	Fort Worth, TX	April 4, 1984	3591	The Denver and Rio Grande Western RR. Co. and Brotherhood of Locomotive Engineers
Philip Harris 2	New York, NY	June 5, 1984	3592	Metro-North Commuter RR. Co. and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America
Joseph A. Sickles 2	Bethesda, MD	May 7, 1984	3593	Boston and Maine Corp. and International Federation of Professional and Technical Engineers
Charlotte Gold 2	New York, NY	March 30, 1984	3594	National RR. Passenger Corporation and American Railway and Airway Supervisors Association/A Division of BRAC
William G. Caples 2	Chicago, IL	August 29, 1984	3595	Terminal RR. Association of St. Louis and Allied Services Division/BRAC
H. Raymond Cluster 2	North Truro, MA	May 2, 1984	3597	Burlington Northern RR. Co. and United Transportation Union (T)
C. Robert Roadley 2	Williamsburg, VA	April 23, 1984	3598	Union Pacific Railroad Company (Eastern District) and United Transportation Union (E)
Robert J. Ables 2	Washington, DC	June 8, 1984	3599	Union Pacific RR. Co. and United Transportation Union (C-T)
Rodney E. Dennis 2	New York, NY	April 23, 1984	3600	Union Pacific RR. Co. (Motive Power and Machinery Department) and International Brotherhood of Electrical Workers
A.R. Lowry 2	Annapolis, MD	June 12, 1984	3601	The Pittsburgh and Lake Erie RR. Co., The Lake Erie and Eastern RR. Co. and Transport Workers Union of America—AFL-CIO
Gilbert H. Vernon 2	Eau Claire, WI	April 16, 1984	3602	Kyle Rwy. Inc. and Brotherhood of Locomotive Engineers
T. Page Sharp 2	McLean, VA	April 16, 1984	3603	National RR. Passenger Corporation and United Transportation Union
Jacob Seidenberg 2	Falls Church, VA	April 16, 1984	3604	Southern Pacific Transportation Co. (Texas and Louisiana Lines) and Brotherhood of Locomotive Engineers
Robert E. Peterson 2	Briarcliff Manor, NY	May 2, 1984	3605	Central of Georgia RR. Co., Georgia Northern Rwy. Co. and United Transportation Union
Joseph A. Sickles 2	Bethesda, MD	May 21, 1984	3606	Norfolk and Portsmouth Belt Line RR. Co. and United Transportation Union (C-T-Y)
Joseph A. Sickles 2	Bethesda, MD	May 21, 1984	3608	The River Terminal Rwy. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Bernard Cushman 2	Silver Spring, MD	May 8, 1984	3609	Richmond, Fredericksburg and Potomac RR. Co. and International Association of Machinists and Aerospace Workers
David H. Stowe 2	Bethesda, MD	May 2, 1984	3610	The Atchison, Topeka and Santa Fe Rwy. Co. and Brotherhood of Railroad Signalmen
Martin F. Scheinman 2	Bayside, NY	April 24, 1984	3611	The Long Island Rail Road Co. and International Brotherhood of Firemen and Oilers
Jacob Seidenberg 2	Falls Church, VA	May 2, 1984	3612	Union Pacific RR. Co. (Eastern District) and Yardmasters' Steering Committee
Thomas F. Carey 2	Jericho, NY	April 30, 1984	3613	The Long Island Rail Road Co. and International Association of Machinists and Aerospace Workers
Robert E. Peterson 2	Briarcliff Manor, NY	April 30, 1984	3614	Chicago, Milwaukee, St. Paul and Pacific RR. Co. and International Brotherhood of Electrical Workers
Robert E. Stenzinger 2	Glenview, IL	May 2, 1984	3615	Soo Line RR. Co. and International Association of Machinists and Aerospace Workers
Robert M. O'Brien 2	Boston, MA	May 7, 1984	3617	Chicago, Milwaukee, St. Paul and Pacific RR. Co. and Brotherhood of Locomotive Engineers
Robert E. Peterson 2	Briarcliff Manor, NY	May 14, 1984	3618	Chicago, Milwaukee, St. Paul and Pacific RR. Co. and Brotherhood Railway Carmen of the United States and Canada
John B. LaRocco 2	Sacramento, CA	May 7, 1984	3619	The Atchison, Topeka and Santa Fe Rwy. Co. (Coast Lines) and United Transportation Union (E)
Arthur T. Van Wart 2	Wauquoit, MA	June 12, 1984	3620	Bessemer and Lake Erie RR. Co. and United Transportation Union (E)
Robert M. O'Brien 2	Boston, MA	May 18, 1984	3621	Chicago, Milwaukee, St. Paul and Pacific RR. Co. and United Transportation Union
Robert E. Peterson 2	Briarcliff Manor, NY	May 14, 1984	3622	Southern Rwy. Co., The Cincinnati, New Orleans and Texas Pacific Rwy. Co., The Alabama Great Southern RR. Co., The New Orleans Terminal Co., Georgia Southern and Florida Rwy. Co., St. Johns River Terminal Co. and Brotherhood of Railroad Signalmen
T. Page Sharp 2	McLean, VA	May 18, 1984	3625	National RR. Passenger Corp. and Joint Council of Carmen
Joseph A. Sickles 2	Bethesda, MD	May 29, 1984	3626	Southern Pacific Trans. Co. (Eastern Lines) and Brotherhood of Maintenance of Way Employees
Eugene Thomas Herbert 2	Washington, DC	June 7, 1984	3627	Staten Island Rapid Transit Operating Authority and United Transportation Union (T)
Paul D. Hanlon 2	Portland, OR	June 5, 1984	3628	Longview Switching Co. and Brotherhood of Locomotive Engineers
John B. Criswell 2	Stigler, OK	June 11, 1984	3630	National RR. Passenger Corp. and Amtrak Service Workers Council
Arthur T. Van Wart 2	Wauquoit, MA	July 24, 1984	3632	The Kansas City Southern Rwy. Co. Louisiana and Arkansas Rwy. Co. and United Transportation Union (T)
Paul D. Hanlon 2	Portland, OR	June 11, 1984	3635	Union Pacific RR. Co. (Eastern District) and United Transportation Union
John B. LaRocco 2	Sacramento, CA	June 7, 1984	3636	Seaboard System RR. and Brotherhood Railway Carmen of the United States and Canada
Preston J. Moore 2	Oklahoma City, OK	June 15, 1984	3637	Norfolk and Western Rwy. Co. and Brotherhood of Locomotive Engineers
Irving T. Bergman 2	Rockville Centre, NY	June 15, 1984	3639	Duluth and Northeastern Rwy. and United Transportation Union
Robert E. Peterson 2	Briarcliff Manor, NY	June 18, 1984	3640	Southern Rwy. Co. and Railroad Yardmasters of America

See footnotes at end of table

1. Neutrals Appointed Pursuant to Public Law 89-456 (Public Law Boards), Fiscal Year 1984—Continued

Name	Residence	Date of Appointment	Public Law Board No.	Parties
Jacob Seidenberg 2	Falls Church, VA	June 27, 1984	3641	The Atchison, Topeka and Santa Fe Rwy. Co. and Brotherhood of Locomotive Engineers
George E. Larney 2	Evanston, IL	June 27, 1984	3642	The Atchison, Topeka and Santa Fe Rwy. Co. and International Association of Machinists and Aerospace Workers
Robert E. Stenzinger 2	Glenview, IL	June 25, 1984	3643	The Atchison, Topeka and Santa Fe Rwy. Co. and International Association of Machinists and Aerospace Workers
Jack W. Cassle 2	Cheyenne, WY	June 28, 1984	3644	Houston Belt and Terminal Rwy. Co. and Brotherhood of Locomotive Engineers
Dana E. Eischen 2	Ithaca, NY	July 2, 1984	3645	Southern Pacific Trans. Co. (Western Lines) (Including former El Paso and Southwestern System) and Western Railway Supervisors Association (A Division of BRAC)
David H. Brown 2	Sherman, TX	July 3, 1984	3646	Chicago, Milwaukee, St. Paul and Pacific RR. Co. and Brotherhood of Locomotive Engineers
Alfred G. Albert 2	Scottsdale, AZ	August 2, 1984	3647	San Manuel Arizona RR. Co. and United Transportation Union
Joseph A. Sickles 2	Bethesda, MD	July 3, 1984	3648	Patapsco and Back Rivers RR. Co. and Brotherhood Railway Carmen of the United States and Canada
David P. Twomey 2	Quincy, MA	July 2, 1984	3649	Burlington Northern RR. Co. (C & S) and United Transportation Union
Robert E. Peterson 2	Briarcliff Manor, NY	June 25, 1984	3651	Metro-North Commuter RR. Co. and International Association of Machinists and Aerospace Workers
Robert E. Peterson 2	Briarcliff Manor, NY	June 25, 1984	3652	The Chesapeake and Ohio Rwy. Co. and International Brotherhood of Electrical Workers, Local 8
David P. Twomey 2	Chestnut Hill, MA	August 30, 1984	3653	The Atchison, Topeka and Santa Fe Rwy. Co. (Coast Lines) and United Transportation Union (E)
David H. Brown 2	Sherman, TX	July 5, 1984	3655	The Chesapeake and Ohio Rwy. Co. and United Transportation Union
C. Robert Roadley 2	Williamsburg, VA	September 10, 1984	3656	Burlington Northern RR. Co. and United Transportation Union (T)
Charlotte Gold 2	New York, NY	July 5, 1984	3657	Norfolk and Western Rwy. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Irwin M. Lieberman 2	Stamford, CT	July 13, 1984	3658	Union Pacific RR. Co. (Motive Power and Machinery Department) and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
Harold M. Weston 2	New York, NY	July 13, 1984	3659	Southern Pacific Trans. Co. (Eastern Lines) and United Transportation Union (E)
T. Page Sharp 2	McLean, VA	July 13, 1984	3660	Indiana Harbor Belt RR. Co. and United Transportation Union
Herbert L. Marx, Jr. 2	New York, NY	July 13, 1984	3661	Union RR. Co. and United Steelworkers of America (AFL-CIO), Local 1913
Charles H. Frost 2	Tampa, FL	July 18, 1984	3662	Florida East Coast Rwy. Co. and Florida Federation of Railroad Employees
W.J. Peck 2	Luck, WI	July 19, 1984	3664	The Atchison, Topeka and Santa Fe Rwy. Co. and Brotherhood Railway Carmen of the United States and Canada
Robert E. Peterson 2	Briarcliff Manor, NY	July 17, 1984	3665	Seaboard System RR. and United Transportation Union
David Dolnick 2	Chicago, IL	July 30, 1984	3666	Indiana Harbor Belt RR. Co. and Brotherhood of Maintenance of Way Employees
John E. Cloney 2	Park Ridge, IL	August 1, 1984	3667	The Belt Rwy. Co. of Chicago and Brotherhood of Locomotive Engineers
Robert E. Peterson 2	Briarcliff Manor, NY	July 24, 1984	3668	Elgin, Joliet and Eastern Rwy. Co. and Brotherhood Railway Carmen of the United States and Canada
Preston J. Moore 2	Oklahoma City, OK	August 7, 1984	3669	Port Terminal RR. Association and United Transportation Union
Preston J. Moore 2	Oklahoma City, OK	August 3, 1984	3670	Norfolk and Western Rwy. Co. and United Transportation Union
Jack W. Cassle 2	Cheyenne, WY	August 9, 1984	3674	Terminal RR. Association of St. Louis and United Transportation Union
Jacob Seidenberg 2	Falls Church, VA	August 2, 1984	3675	The Atchison, Topeka and Santa Fe Rwy. Co. and Brotherhood of Locomotive Engineers
David H. Brown 2	Sherman, TX	August 2, 1984	3676	The Atchison, Topeka and Santa Fe Rwy. Co. and Brotherhood of Locomotive Engineers
Margery F. Gootnick 2	Rochester, NY	August 2, 1984	3677	South Buffalo Rwy. Co. and United Transportation Union
Margery F. Gootnick 2	Rochester, NY	August 2, 1984	3678	South Buffalo Rwy. Co. and United Transportation Union
Josef P. Sirefman 2	Glen Head, NY	August 13, 1984	3679	Consolidated Rail Corp. and International Association of Machinists and Aerospace Workers
Robert E. Peterson 2	Briarcliff Manor, NY	August 13, 1984	3680	Florida East Coast Highway Dispatch Co. and United Transportation Union
Paul D. Hanlon 2	Portland, OR	August 3, 1984	3681	The Atchison, Topeka and Santa Fe Rwy. Co. and Inlandboatmen's Union of the Pacific
W.J. Peck 2	Luck, WI	August 17, 1984	3682	Burlington Northern RR. Co. and International Brotherhood of Electrical Workers
Arthur T. Van Wart 2	Wauquoit, MA	August 13, 1984	3683	Delaware and Hudson Rwy. Co. and Brotherhood of Locomotive Engineers
M. David Vaughn 2	Bethesda, MD	August 1, 1984	3684	Burlington Northern RR. Co. and United Transportation Union
Harold M. Weston 2	New York, NY	August 16, 1984	3686	Burlington Northern RR. Co. and United Transportation Union (S)
Preston J. Moore 2	Oklahoma City, OK	August 9, 1984	3688	Houston Belt and Terminal Rwy. Co. and United Transportation Union
Herbert L. Marx, Jr. 2	New York, NY	August 17, 1984	3689	Union Pacific RR. Co. and Brotherhood of Maintenance of Way Employees
Robert W. McAllister 2	Chicago, IL	August 13, 1984	3692	Seaboard System RR. and International Association of Machinists and Aerospace Workers
John B. LaRocco 2	Sacramento, CA	September 10, 1984	3694	Burlington Northern RR. Co. and Brotherhood of Railroad Signalmen
William E. Fredenberger, Jr. 2	Stafford, VA	August 22, 1984	3695	The Texas Mexican Rwy. Co. and United Transportation Union
Edward L. Suntrup 2	Evanston, IL	August 22, 1984	3696	Seaboard System RR. and Brotherhood Railway Carmen of the United States and Canada
Irwin M. Lieberman 2	Stamford, CT	August 20, 1984	3698	Seaboard System RR. and Railroad Yardmasters of America (Former NC & StL)
Nicholas H. Zumas 2	Washington, DC	September 10, 1984	3699	Union Pacific RR. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Jack W. Cassle 2	Cheyenne, WY	August 27, 1984	3700	Houston Belt and Terminal Rwy. Co. and United Transportation Union
Arthur T. Van Wart 2	Wilmington, DE	September 10, 1984	3701	Consolidated Rail Corp. and Brotherhood of Locomotive Engineers
Gene T. Ritter 2	Ardmore, OK	September 13, 1984	3702	Burlington Northern RR. Co. and Brotherhood of Locomotive Engineers
T. Page Sharp	McLean, VA	September 14, 1984	3705	National RR. Passenger Corp. and Sheet Metal Workers International Association
David H. Brown 2	Sherman, TX	September 21, 1984	3706	Union Pacific RR. Co. (Eastern District) and Brotherhood of Locomotive Engineers
William E. Fredenberger, Jr. 2	Stafford, VA	September 21, 1984	3707	The Texas Mexican Rwy. Co. and United Transportation Union
James F. Searce 2	Atlanta, GA	September 25, 1984	3709	Elgin, Joliet and Eastern Rwy. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
James F. Searce 2	Atlanta, GA	September 25, 1984	3710	Elgin, Joliet and Eastern Rwy. Co. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Rodney E. Dennis 2	New York, NY	September 26, 1984	3711	National RR. Passenger Corp. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees

1Procedural 2Merits 3Previous Neutral Resigned

2. Arbitrators Appointed—Arbitration Boards, October 1, 1983 to September 30, 1984

Name	Residence	Date of Appointment	Arbitration Board No.	Parties
Robert O. Harris*	Washington, DC	August 24, 1984	395	Consolidated Rail Corporation and United Transportation Union
Robert M. O'Brien	Boston, MA	October 24, 1983 (Out of Case NMB A-11138-Merits Issue)	422	Delaware and Hudson Railway Company and Railroad Yardmasters of America
Robert J. Ables	Washington, DC	October 12, 1983	430	Consolidated Rail Corporation and United Transportation Union
Robert J. Ables	Washington, DC	October 12, 1983	431	Consolidated Rail Corporation and Brotherhood of Locomotive Engineers
David J. Dolnick	Chicago, IL	October 14, 1983	432	Chicago, Milwaukee, St. Paul and Pacific Railroad Company and United Transportation Union
Eckehard Muessig	Arlington, VA	November 8, 1983	433	Consolidated Rail Corporation and Brotherhood of Locomotive Engineers
Robert M. O'Brien	Boston, MA	November 23, 1983	434	Norfolk and Western Railway Company and Brotherhood of Locomotive Engineers
David P. Twomey	Squantum, MA	January 3, 1984	435	Illinois Central Gulf Railroad Company and Brotherhood of Locomotive Engineers
David Dolnick	Chicago, IL	February 10, 1984	436	Southern Pacific Transportation Company and Brotherhood of Locomotive Engineers
Preston J. Moore	Oklahoma City, OK	March 2, 1984	437	Missouri Pacific Railroad Company and Brotherhood of Locomotive Engineers
Nicholas Duda, Jr.	Mansfield, OH	March 15, 1984	438	Lake Terminal Railroad Company and United Transportation Union
Richard R. Kasher	Bryn Mawr, PA	March 29, 1984 (Out of NMB Case No. A-11231)	439	Air Cargo, Inc. and International Brotherhood of Teamsters
Arthur T. Van Wart	Wilmington, DE	April 6, 1984	440	Southern Railway System and United Transportation Union
Preston J. Moore	Oklahoma City, OK	June 10, 1984	441	The Atchison, Topeka and Santa Fe Railway Company and Brotherhood of Locomotive Engineers
Rodney E. Dennis	New York, NY	June 11, 1984 (Out of Case NMB A-11418)	442	Metro-North Commuter Railroad Company and International Brotherhood of Electrical Workers
Thomas J. DiLauro	Springfield, PA	June 27, 1984	443	Consolidated Rail Corporation and United Transportation Union

*Previous Neutral Resigned

2a. Arbitrators Appointed—Task Force Arbitration, October 1, 1983 to September 30, 1984

Name	Residence	Date of Appointment	Task Force Board No.	Parties
David P. Twomey	Chestnut Hill, MA	April 12, 1984	24	Illinois Central Gulf Railroad Company and United Transportation Union

2b. Arbitrators Selected—Interest Arbitration, October 1, 1983 to September 30, 1984

Name	Residence	Date of Appointment	Case No.	Parties
Thomas T. Roberts	Rolling Hills, CA	March 20, 1984	A-11389	Alaska Airlines, Inc. and Air Line Pilots Association

3. Neutrals Appointed—Special Board of Adjustment, Fiscal Year 1984

Name	Residence	Date of Appointment	Special Board No.	Parties
Harold M. Weston	New York, NY	October 13, 1983	931	Metro North Commuter RR. Co. and Railroad Yardmasters of America
Frances A. Penn	Chicago, IL	October 31, 1983	932	Union Pacific RR. Co. and International Brotherhood of Electrical Workers
Arthur T. Van Wart	Wilmington, DE	October 28, 1983	933	Southeastern Pennsylvania Trans. Co. and Brotherhood of Locomotive Engineers
Ida Klaus	New York, NY	January 16, 1984	934	Metro-North Commuter RR. Co. and International Brotherhood of Electrical Workers
Harold M. Weston	New York, NY	February 3, 1984	935	Metro-North Commuter RR. Co. and Transport Workers Union of America
Rodney E. Dennis	New York, NY	November 25, 1983	936	Norfolk and Western Rwy. Co. and Brotherhood of Maintenance of Way Employees
John B. LaRocco	Sacramento, CA	December 19, 1983	937	Norfolk and Western Rwy. Co. and Brotherhood Railway Carmen of the United States and Canada
William E. Fredenberger, Jr.	Stafford, VA	January 11, 1984	938	Metro-North Commuter RR. Co. and United Transportation Union (T)
Irwin M. Lieberman	Stamford, CT	June 12, 1984	939	Metro-North Commuter RR. Co. and Brotherhood of Railroad Signalmen
Frederick R. Blackwell	Gaithersburg, MD	February 6, 1984	940	New Jersey Transit Rail Operations and Brotherhood of Locomotive Engineers
Irwin M. Lieberman	Stamford, CT	March 7, 1984	942	Seaboard System RR. and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
Robert E. Peterson	Briarcliff Manor, NY	August 17, 1984	943	Metro-North Commuter RR. Co. and Sheet Metal Workers International Association
T.P. Sharp	McLean, VA	August 17, 1984	944	Metro-North Commuter RR. Co. and International Brotherhood of Firemen and Oilers
Carol J. Zamperini	Denver, CO	April 16, 1984	947	Southern Pacific Trans. Co. (Western Lines) and Brotherhood of Maintenance of Way Employees
Frederick R. Blackwell	Gaithersburg, MD	June 7, 1984	948	New Jersey Transit Rail Operations and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees-TC Division

3. Neutrals Appointed—Special Board of Adjustment, Fiscal Year 1984—Continued

Name	Residence	Date of Appointment	Special Board No.	Parties
Frederick R. Blackwell	Gaithersburg, MD	August 27, 1984	952	New Jersey Transit Rail Operations and United Transportation Union (C-T)
Robert W. McAllister	Chicago, IL	August 13, 1984	953	Seaboard System RR. and International Association of Machinists and Aerospace Workers
Don B. Hays	Sherman, TX	September 7, 1984	955	Seaboard System RR. and United Transportation Union
David H. Brown	Sherman, TX	September 7, 1984	955	Seaboard System RR. and United Transportation Union
Harold M. Weston	New York, NY	September 7, 1984	956	New Jersey Transit Rail Operations and Brotherhood of Maintenance of Way Employees
Josef P. Sirefman	Glen Head, NY	September 10, 1984	957	Southeastern Pennsylvania Trans. Authority and Brotherhood of Maintenance of Way Employees
Richard R. Kasher	Bryn Mawr, PA	September 21, 1984	958	Southeastern Pennsylvania Transportation Authority and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees

4. Neutrals Nominated Pursuant to Union Shop Agreements, October 1, 1983 to September 30, 1984

Name	Residence	Date of Appointment	Carrier	Organization	Individual Involved
Arvid Anderson*	New York, NY	January 24, 1984	New Jersey Transit Rail Operations	Sheet Metal Workers International Association	Michael Greenspan

*Selected from a panel submitted by NMB

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1983 to September 30, 1984

Name	Residence	Date of Appointment	Parties
George S. Roukis*	Manhasset Hills, NY	October 7, 1983	Pan American World Airways and Transport Workers Union Of America
Panel submitted but parties settled dispute prior to arbitration		October 7, 1983	Ozark Air Lines and Association of Flight Attendants
Charles A. Peacock*	Salisbury, NC	October 7, 1983	Piedmont Airlines, Inc. and Association of Flight Attendants
Panel submitted but parties selected their own arbitrator		October 11, 1983	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Laurence E. Seibel*	Washington, DC	October 12, 1983	Ozark Airlines, Inc. and Air Line Pilots Association
Two panels submitted but disputes have not been arbitrated		October 12, 1983	Taca International Airlines, S.A. and Air Line Pilots Association
John J. Mikrut*	Columbia, MO	October 13, 1983	Ozark Air Lines, Inc. and Aircraft Mechanics Fraternal Association
Panel submitted but parties settled dispute prior to arbitration		October 13, 1983	Piedmont Airlines, Inc. and Association of Flight Attendants
Leon B. Applewhaite*	Silver Spring, MD	October 13, 1983	Piedmont Airlines, Inc. and Association of Flight Attendants
Laurence E. Seibel*	Washington, DC	October 13, 1983	Piedmont Airlines, Inc. and Association of Flight Attendants
Bernard Cushman*	Silver Spring, MD	October 13, 1983	Piedmont Airlines, Inc. and Association of Flight Attendants
Patrick J. Fisher*	Indianapolis, IN	October 13, 1983	Piedmont Airlines, Inc. and Association of Flight Attendants
John J. Mikrut*	Columbia, MO	October 20, 1983	Ozark Air Lines, Inc. and Air Line Pilots Association
William E. Simkin*	Tucson, AZ	October 20, 1983	Frontier Airlines, Inc. and Association of Flight Attendants
John C. Hilly*	Lantana, FL	October 24, 1983	Air Florida and International Brotherhood of Teamsters
James E. Rimmel	Canfield, OH	November 8, 1983	Air Cargo, Inc. and International Brotherhood of Teamsters
George S. Ives	Sarasota, FL	November 10, 1983	Eastern Airlines, Inc. and Eastern Airlines Credit Union
James J. Sherman	Tampa, FL	November 10, 1983	Eastern Airlines, Inc. and Eastern Airlines Credit Union
Ida Klaus	New York, NY	November 10, 1983	Eastern Airlines, Inc. and Eastern Airlines Credit Union
James F. Seacree	Atlanta, GA	November 10, 1983	Eastern Airlines, Inc. and Eastern Airlines Credit Union
John P. Mead*	Key Biscayne, FL	November 14, 1983	Comair, Inc. and Air Line Pilots Association
Panel submitted but parties settled dispute prior to arbitration		November 16, 1983	Ross Aviation, Inc., and Air Line Pilots Association
Rodney E. Dennis*	New York, NY	November 16, 1983	Aeromexico Airlines and International Association of Machinists and Aerospace Workers
Nicholas H. Zumas	Washington, DC	November 21, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Harvey Letter*	Palo Alto, CA	November 21, 1983	Transamerica Airlines, Inc. and Air Line Pilots Association
Bernard Cushman*	Silver Spring, MD	November 25, 1983	Air Cargo, Inc. and International Brotherhood of Teamsters
Clair V. Duff	Pittsburgh, PA	November 29, 1983	U.S. Air, Inc. and International Association of Machinists and Aerospace Workers
Daniel F. Brent*	Princeton, NJ	November 29, 1983	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Lewis P. Amis	Washington, PA	November 29, 1983	U.S. Air, Inc. and International Association of Machinists and Aerospace Workers
David E. Feller*	Berkeley, CA	November 30, 1983	Alaska Airlines, Inc. and Air Line Pilots Association
Philip Ross*	New York, NY	December 6, 1983	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Ida Klaus	New York, NY	December 7, 1983	Air Cargo, Inc. and International Brotherhood of Teamsters
Thomas F. Carey*	Jericho, NY	December 13, 1983	Pan American World Airways, Inc. and Transport Workers Union of America
Ruth E. Kahn	Southfield, MI	December 15, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Nicholas H. Zumas	Washington, DC	December 15, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Eckehard Muessig	Arlington, VA	December 15, 1983	Eastern Air Lines, Inc. and Transport Workers Union of America
Nicholas H. Zumas*	Washington, DC	December 19, 1983	Pan American World Airways, Inc. and International Brotherhood of Teamsters

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1983 to September 30, 1984—Continued

Name	Residence	Date of Appointment	Parties
Thomas T. Roberts*	Rolling Hills, CA	December 19, 1983	Pan American World Airways, Inc. and Independent Union of Flight Attendants
Rodney E. Dennis*	New York, NY	December 19, 1983	Pan American World Airways, Inc. and Independent Union of Flight Attendants
Peter Henle*	Arlington, VA	December 19, 1983	Pan American World Airways, Inc. and Independent Union of Flight Attendants
Arnold M. Zack*	Boston, MA	December 19, 1983	Pan American World Airways, Inc. and Independent Union of Flight Attendants
Arvid Anderson	New York, NY	December 28, 1983	Air Cargo, Inc. and International Brotherhood of Teamsters
James J. Sherman*	Tampa, FL	January 5, 1984	Puerto Rican Airlines, Inc. and Aviation Employees Association
Jerome G. Greene*	Miami, FL	January 5, 1984	Puerto Rican Airlines, Inc. and Aviation Employees Association
Michael Jedel*	Atlanta, GA	January 5, 1984	Puerto Rican Airlines, Inc. and Aviation Employees Association
Panel submitted but parties settled dispute without arbitration		January 5, 1984	Pan American World Airways, Inc. and Transport Workers Union of America
Anthony V. Sinicropi*	Iowa City, IO	January 9, 1984	Alaska Airlines, Inc. and Air Line Pilots Association
Charles W. Steese*	Los Angeles, CA	January 17, 1984	Mexicana Airlines, Inc. and International Association of Machinists and Aerospace Workers
Donald H. Wollett*	Sacramento, CA	January 20, 1984	Pan American World Airways, Inc. and Independent Union of Flight Attendants
Harry N. MacLean*	Denver, CO	January 24, 1984	Alaska Airlines, Inc. and International Association of Machinists and Aerospace Workers
Charles H. Rehmus*	Ithaca, NY	January 30, 1984	Pan American World Airways, Inc. and Transport Workers Union of America
John J. Mikrut*	Columbia, MO	February 1, 1984	Ozark Air Lines, Inc. and Aircraft Mechanics Fraternal Association
Joseph Lazar*	Boulder, CO	February 2, 1984	Aspen Airways, Inc. and Air Line Employees Association
George S. Ives	Sarasota, FL	February 6, 1984	Eastern Air Lines, Inc. and Non-contract Request for Review Program
Joseph A. Sickles	Bethesda, MD	February 6, 1984	Eastern Air Lines, Inc. and Non-contract Request for Review Program
James F. Seearce	Atlanta, GA	February 6, 1984	Eastern Air Lines, Inc. and Non-contract Request for Review Program
Leon B. Applewhaite	Silver Spring, MD	February 6, 1984	Eastern Air Lines, Inc. and Non-contract Request for Review Program
Jacob Seidenberg	Falls Church, VA	February 6, 1984	Eastern Air Lines, Inc. and Non-contract Request for Review Program
David H. Stowe	Bethesda, MD	February 6, 1984	Eastern Air Lines, Inc. and Non-contract Request for Review Program
Margery F. Gootnick	Rochester, NY	February 6, 1984	Eastern Air Lines, Inc. and Non-contract Request for Review Program
Nicholas H. Zumas	Washington, DC	February 6, 1984	Eastern Air Lines, Inc. and Non-contract Request for Review Program
Francis X. Quinn	Tulsa, OK	February 10, 1984	Metro Airlines, Inc. and Air Line Pilots Association
Francis X. Quinn*	Tulsa, OK	February 13, 1984	Ozark Air Lines, Inc. and Aircraft Mechanics Fraternal Association
Alfred G. Albert*	Scottsdale, AZ	February 13, 1984	Alaska Airlines, Inc. and Air Line Pilots Association
Tedford E. Schoonover*	Colorado Springs, CO	February 14, 1984	Wien Air Alaska, Inc. and Air Line Pilots Association
Kenneth E. Moffett*	Adelphia, MD	February 15, 1984	Air Wisconsin, Inc. and Air Line Pilots Association
M. David Keefe*	Roseville, MI	February 15, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Bert L. Luskin*	Chicago, IL	February 15, 1984	Republic Airlines, Inc. and Air Line Pilots Association
Panel submitted but parties settled dispute prior to arbitration		February 16, 1984	Ozark Air Lines, Inc. and Association of Flight Attendants
Panel submitted but parties requested second panel		February 17, 1984	Airborne Express, Inc. and International Brotherhood of Teamsters
Two panels submitted but parties have not selected an arbitrator as yet		February 21, 1984	Transamerica Airlines, Inc. and Air Line Pilots Association
Panel submitted but parties settled dispute prior to arbitration		February 21, 1984	Transamerica Airlines, Inc. and Discharge of J. Johnson (ground employee-no union)
Jacob Seidenberg	Falls Church, VA	February 22, 1984	Eastern Air Lines, Inc. and Transport Workers Union of America
Bert L. Luskin*	Chicago, IL	February 22, 1984	Republic Airlines, Inc. and Air Line Pilots Association
William Levin*	North Hollywood, CA	February 22, 1984	Transamerica Airlines, Inc. and Association of Flight Attendants
David Concepcion*	Berkeley, CA	February 22, 1984	Transamerica Airlines, Inc. and Association of Flight Attendants
Florian Bartosic*	Davis, CA	February 22, 1984	Transamerica Airlines, Inc. and Association of Flight Attendants
James M. Harkless*	Washington, DC	February 22, 1984	Piedmont Airlines, Inc. and Association of Flight Attendants
Panel submitted but parties settled dispute prior to arbitration		February 22, 1984	Piedmont Airlines, Inc. and Association of Flight Attendants
Two panels submitted but parties withdrew disputes from arbitration		February 22, 1984	Piedmont Airlines, Inc. and Association of Flight Attendants
Panel submitted but parties selected their own arbitrator		February 27, 1984	Ozark Air Lines, Inc. and International Brotherhood of Teamsters
Robert M. Leventhal*	Culver City, CA	March 5, 1984	Transamerica Airlines, Inc. and Association of Flight Attendants
William S. Rule*	Rancho Santa Fe, CA	March 5, 1984	Alaska Airlines, Inc. and Association of Flight Attendants
Sam Kagel*	San Francisco, CA	March 5, 1984	Alaska Airlines, Inc. and Association of Flight Attendants
David C. Nevins*	San Francisco, CA	March 5, 1984	Alaska Airlines, Inc. and Association of Flight Attendants
Donald H. Wollett*	Sacramento, CA	March 5, 1984	Alaska Airlines, Inc. and Association of Flight Attendants
J.B. Gillingham*	Seattle, WA	March 5, 1984	Alaska Airlines, Inc. and Association of Flight Attendants
Arnold Barsamian*	San Rafael, CA	March 5, 1984	Alaska Airlines, Inc. and Association of Flight Attendants
John J. Mikrut*	Columbia, MO	March 6, 1984	Ozark Airlines, Inc. and Aircraft Mechanics Fraternal Association
Anne H. Miller*	Glenview, IL	March 6, 1984	Ozark Airlines, Inc. and Aircraft Mechanics Fraternal Association
Nicholas H. Zumas*	Washington, DC	March 12, 1984	Airborne Express, Inc. and International Brotherhood of Teamsters
Jacob Seidenberg	Falls Church, VA	March 13, 1984	Republic Airlines, Inc. and Association of Flight Attendants
Cornelius E. Peck*	Seattle, WA	March 13, 1984	Cascade Airways, Inc. and Cascade Airways Employees Association
Panel submitted but parties settled dispute without arbitration		April 3, 1984	Continental Airlines, Inc. and Air Line Pilots Association
Panel submitted but it was never used due to bankruptcy		April 3, 1984	Braniff Airways, Inc. and Association of Flight Attendants
Panel submitted but parties did not use		April 9, 1984	Alaska Airlines, Inc. and Association of Flight Attendants
Don J. Harr*	Oklahoma City, OK	April 17, 1984	Southwest Airlines, Inc. and International Association of Machinists and Aerospace Workers
Panel submitted but parties did not use		April 17, 1984	Southwest Airlines, Inc. and International Association of Machinists and Aerospace Workers
Panel submitted but parties settled dispute without arbitration		April 18, 1984	Frontier Airlines, Inc. and Association of Flight Attendants
Preston J. Moore*	Oklahoma, OK	April 18, 1984	Frontier Airlines, Inc. and Association of Flight Attendants

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1983 to September 30, 1984—Continued

Name	Residence	Date of Appointment	Parties
John P. Linn*	Denver, CO	April 18, 1984	Frontier Airlines, Inc. and Association of Flight Attendants
Clare B. McDermott*	Pittsburgh, PA	April 26, 1984	U.S. Air, Inc. and Association of Flight Attendants
James F. Searce*	Atlanta, GA	April 26, 1984	Pan American World Airways Inc. and United Plant Guard Workers Association
Thomas T. Roberts*	Rolling Hills, CA	April 27, 1984	Pan American World Airways, Inc. and Independent Union of Flight Attendants
Arnold M. Zack*	Boston, MA	May 9, 1984	Bar Harbor Airlines, Inc. and Bar Harbor Airline Pilots Association
Sheldon E. Bernstein*	Miami, FL	May 10, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
John Remington*	Miami, FL	May 10, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Merton C. Bernstein*	St. Louis, MO	May 11, 1984	Ozark Air Lines, Inc. and Aircraft Mechanics Fraternal Association
David C. Randles*	Clifton Park, NY	May 13, 1984	Pan American World Airways, Inc. and Transport Workers Union of America
Daniel House*	Roslyn, NY	May 13, 1984	Pan American World Airways, Inc. and Transport Workers Union of America
Thomas Christensen*	New York, NY	May 13, 1984	Pan American World Airways, Inc. and Transport Workers Union of America
James E. Foley*	North Palm Beach, FL	May 21, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Charles W. Rehms*	Ithaca, NY	May 21, 1984	Pan American World Airways, Inc. and Transport Workers Union of America
Charles W. Rehms*	Ithaca, NY	May 21, 1984	Pan American World Airways, Inc. and Transport Workers Union of America
Charles W. Rehms*	Ithaca, NY	May 21, 1984	Pan American World Airways, Inc. and Transport Workers Union of America
George S. Roukis*	Manhasset Hills, NY	May 21, 1984	Pan American World Airways, Inc. and Transport Workers Union of America
Two panels submitted but parties withdrew disputes from arbitration		May 23, 1984	Piedmont Airlines, Inc. and Association of Flight Attendants
Panel submitted but parties settled dispute prior to arbitration		May 23, 1984	Piedmont Airlines, Inc. and Association of Flight Attendants
Patrick J. Fisher*	Indianapolis, IN	May 23, 1984	Piedmont Airlines, Inc. and Association of Flight Attendants
William Levin*	North Hollywood, CA	May 23, 1984	Transamerica Airlines, Inc. and International Brotherhood of Teamsters
Three panel submitted but parties settled disputes prior to arbitration		May 23, 1984	Ozark Air Lines, Inc. and Association of Flight Attendants
Preston J. Moore*	Oklahoma, OK	May 23, 1984	Ozark Air Lines, Inc. and Association of Flight Attendants
Panel submitted but parties settled dispute prior to arbitration		June 7, 1984	Western Airlines, Inc. and Air Line Pilots Association
James F. Searce*	Atlanta, GA	June 8, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
James J. Sherman*	Tampa, FL	June 8, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Lewis R. Amis, Jr.*	Washington, PA	June 14, 1984	U.S. Air, Inc. and International Association of Machinists and Aerospace Workers
Panel submitted but parties withdrew dispute prior to arbitration		June 18, 1984	Air Canada and International Brotherhood of Teamsters
Panel submitted but parties settled dispute prior to arbitration		June 18, 1984	Braniff Airways, Inc. and International Association of Machinists and Aerospace Workers
Arthur Stark*	New York, NY	June 19, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Panel submitted but arbitrator has not been selected as yet		June 19, 1984	Lacsa Airlines, Inc. and International Brotherhood of Teamsters
Panel submitted but arbitrator has not been selected as yet		June 22, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Panel submitted but parties settled dispute prior to arbitration		June 22, 1984	Braniff Airways, Inc. and Air Line Pilots Association
Christine D. Ver Ploeg*	St. Paul, MN	June 26, 1984	Alaska Airlines, Inc. and International Association of Machinists and Aerospace Workers
Six panels submitted but no arbitrator selected as yet		June 29, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Gary L. Axon*	Ashland, OR	July 2, 1984	Mark Air, Inc. and Associated Pilots of Alaska International Air, Inc.
Robert L. Douglas*	Woodmere, NY	July 3, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Arnold Barsamian*	San Rafael, CA	July 3, 1984	Transamerica Airlines, Inc. and Air Line Pilots Association
Panel submitted but parties settled dispute prior to arbitration		July 3, 1984	Transamerica Airlines, Inc. and Air Line Pilots Association
Panel submitted but parties did not use panel		July 3, 1984	Imperial Airlines, Inc. and Air Line Pilots Association
Gary L. Axon*	Ashland, OR	July 3, 1984	Alaska Airlines, Inc. and International Association of Machinists and Aerospace Workers
George S. Roukis*	Manhasset Hills, NY	July 9, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
John Phillip Linn*	Denver, CO	July 9, 1984	Alaska Airlines, Inc. and International Association of Machinists and Aerospace Workers
Panel submitted but parties requested second panel		July 9, 1984	Air Wisconsin and Air Line Pilots Association
James R. Ryden	Chicago, IL	July 9, 1984	Air Wisconsin and Air Line Pilots Association
Ellen J. Alexander	Chicago, IL	July 9, 1984	Air Wisconsin and Air Line Pilots Association
Alfred G. Albert*	Scottsdale, AZ	July 19, 1984	Braniff International Airways, Inc. and Air Line Pilots Association
Eva Robins	New York, NY	July 24, 1984	Eastern Air Lines, Inc. and Transport Workers Union of America
Panel submitted but no arbitrator selected as yet		July 24, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Howard Edelman	Baldwin, NY	July 26, 1984	Pan American World Airways, Inc. and Independent Union of Flight Attendants
Robert B. Moberly	Gainesville, FL	July 30, 1984	Eastern Air Lines, Inc. and Transport Workers Union of America
Panel submitted but parties selected an arbitrator not listed on panel		August 1, 1984	Wien Air Alaska and Air Line Pilots Association
Philip Harris	New York, NY	August 8, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Two panels submitted but parties settled dispute prior to arbitration		August 8, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Samuel Dickey*	Springfield, MO	August 14, 1984	Ozark Air Lines, Inc. and Automotive, Petroleum and Allied Industries Employees Union
Walter L. Phipps*	Stockton, CA	August 20, 1984	Mark Air, Inc. and Associated Pilots of Alaska International Air, Inc.
Gilbert H. Vernon*	Eau Claire, WI	August 20, 1984	Air Wisconsin, Inc. and Air Line Pilots Association
Robert O. Harris*	Washington, DC	August 23, 1984	Braniff International Airways, Inc. and International Association of Machinists and Aerospace Workers
Panel submitted but parties dismissed dispute		August 24, 1984	Transamerica Airlines, Inc. and Air Line Pilots Association
William Eaton*	San Francisco, CA	August 24, 1984	Transamerica Airlines, Inc. and Air Line Pilots Association
Merton C. Bernstein*	St. Louis, MO	August 27, 1984	Ozark Air Lines, Inc. and Aircraft Mechanics' Fraternal Association
Bert L. Luskin*	Chicago, IL	August 27, 1984	Ozark Air Lines, Inc. and Aircraft Mechanics' Fraternal Association

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1983 to September 30, 1984—Continued

Name	Residence	Date of Appointment	Parties
William A. Toomey, Jr.*	Albany, NY	August 27, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Two panels submitted but parties resolved disputes without arbitration		August 30, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Christine D. Ver Ploeg*	St. Paul, MN	August 30, 1984	Air Wisconsin, Inc. and Air Line Pilots Association
Thomas J. DiLauro*	Springfield, PA	September 5, 1984	Alaska Airlines, Inc. and Air Line Pilots Association
Bernard A. Frank*	Miami Beach, FL	September 5, 1984	Puerto Rican International Airlines, Inc. and Aviation Employees Association
Harold Kramer*	Miami Beach, FL	September 5, 1984	Puerto Rican International Airlines, Inc. and Aviation Employees Association
Charles A. Peacock*	Salisbury, NC	September 5, 1984	Puerto Rican International Airlines, Inc. and Aviation Employees Association
Vincent Foy*	Boynton Beach, FL	September 5, 1984	Puerto Rican International Airlines, Inc. and Aviation Employees Association
Scott E. Buchheit	Philadelphia, PA	September 5, 1984	U.S. Air and International Association of Machinists and Aerospace Workers
Robert A. Creo	Pittsburgh, PA	September 5, 1984	U.S. Air and International Association of Machinists and Aerospace Workers
Three panels submitted but parties settled disputes prior to arbitration		September 6, 1984	Piedmont Airlines, Inc. and International Association of Machinists and Aerospace Workers
Panel submitted but parties selected arbitrators from Dallas-Fort Worth area		September 6, 1984	Braniff Airways, Inc. and Association of Flight Attendants
George S. Roukis*	Manhasset Hills, NY	September 7, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
L. Lawrence Schultz*	Washington, DC	September 7, 1984	Pan American World Airways, Inc. and Transport Workers Union of America
L. Lawrence Schultz*	Washington, DC	September 11, 1984	Pan American World Airways, Inc. and Transport Workers Union of America
Panel submitted but parties settled dispute prior to arbitration		September 11, 1984	Transamerica Airlines and Association of Flight Attendants
David A. Concepcion*	Berkeley, CA	September 11, 1984	Transamerica Airlines and Association of Flight Attendants
John J. Mangan*	Delray Beach, FL	September 18, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
James E. Rimmel	Canfield, OH	September 19, 1984	U.S. Air and International Association of Machinists and Aerospace Workers
Panel submitted but parties requested second panel		September 26, 1984	Pan American World Airways, Inc. and Independent Union of Flight Attendants
Robert L. Douglas*	Woodmere, NY	September 27, 1984	Pan American World Airways, Inc. and International Brotherhood of Teamsters
Michael J. Jedel*	Atlanta, GA	September 27, 1984	Puerto Rican International Airlines, Inc. and Aviation Employees Association
James J. Sherman*	Tampa, FL	September 27, 1984	Puerto Rican International Airlines, Inc. and Aviation Employees Association
John J. Mangan*	Delray Beach, FL	September 27, 1984	Puerto Rican International Airlines, Inc. and Aviation Employees Association
Howard Jenkins*	Washington, DC	September 27, 1984	Air Wisconsin, Inc. and Air Line Pilots Association

*Selected from a panel submitted by National Mediation Board

5a. Arbitrators Appointed—CAB Labor Protective Provisions, October 1, 1983 to September 30, 1984

Name	Residence	Date of Appointment	Parties
Charles M. Rehms*	Ithaca, NY	October 12, 1983	Republic Airlines, Inc. and International Association of Machinists and Aerospace Workers
Eva Robins*	New York, NY	October 20, 1983	Pan American World Airways, Inc.—Edward J. Boyd
Panel submitted on August 6, 1984 but no arbitrator has been selected as yet			Flying Tiger Line, Inc. and Estate of Paul Stamm

*Selected from a panel submitted by the NMB

5b. Neutrals Appointed Pursuant to Interstate Commerce Commission's Orders, October 1, 1983 to September 30, 1984

Name	Residence	Date of Appointment	Parties
William E. Fredenberger, Jr.	Stafford, VA	February 2, 1984	Delaware and Hudson Railway Company and the Brotherhood of Railway Carmen of the United States and Canada
Joseph A. Sickles	Bethesda, MD	February 7, 1984	Maine Central Railroad Company and Mr. Robert L. Baker
Fred Blackwell	Gaithersburg, MD	March 20, 1984	Chicago and North Western Transportation Company and Brotherhood of Railroad Signalmen
William E. Fredenberger, Jr.	Stafford, VA	March 26, 1984	Union Pacific Railroad Company and American Train Dispatchers Association
William E. Fredenberger, Jr.	Stafford, VA	March 30, 1984	Baltimore and Ohio Railroad Company, Seaboard System Railroad Company and Brotherhood Railway Carmen of United States and Canada
Bernard Cushman	Silver Spring, MD	April 2, 1984	Boston and Maine Corporation, Maine Central Railroad Company, and Brotherhood Railway Carmen of the United States and Canada
William E. Fredenberger, Jr.	Stafford, VA	June 8, 1984	Chicago and North Western Transportation Company and United Transportation Union
Arthur W. Sempliner	Grosse Pointe Farms, MI	June 26, 1984	Grand Trunk Western Railway Company and United Transportation Union
Robert E. Peterson	Briarcliff Manor, NY	June 27, 1984	Norfolk and Western Railway Company and United Transportation Union
Gladys Gershenfeld	Flourtown, PA	July 5, 1984	Delaware and Hudson Railway Company and Donna Gilchrist
David P. Twomey	Quincy, MA	July 9, 1984	Illinois Central Gulf Railroad Company and Brotherhood of Locomotive Engineers
Robert O. Harris	Washington, DC	September 21, 1984	Boston and Maine Corporation, Delaware and Hudson Railway Company and International Association of Machinists and Aerospace Workers
Irwin M. Lieberman	Stamford, CT	September 24, 1984	Maine Central Railroad Company and Brotherhood of Maintenance of Way Employees

5c. Referees Appointed—System Boards of Adjustment (Railroads), October 1, 1983 to September 30, 1984

Name	Residence	Date of Appointment	Parties
Thomas P. Sharp	McLean, VA	November 14, 1983 . .	Consolidated Rail Corporation and International Brotherhood of Teamsters
Thomas P. Sharp	McLean, VA	February 9, 1984 . . .	Consolidated Rail Corporation and International Brotherhood of Teamsters

6. Neutral Referees Appointed Pursuant to Public Law 91-518—Rail Passenger Service Act of 1970 (Amtrak), October 1, 1983 to September 30, 1984

Name	Residence	Date of Appointment	Amtrak No.	Parties
Gene T. Ritter	Ardmore, OK	December 8, 1983 . .	31-11	Denver and Rio Grande Western Railroad Company and Hotel Employees and Restaurant Employees International Union

7. Arbitrators Appointed Pursuant to Public Law 93-236—Regional Rail Reorganization Act of 1973 (ConRail), October 1, 1983 to September 30, 1984

Name	Residence	Date of Appointment	ConRail No.	Parties
Thomas N. Rinaldo	Buffalo, NY	November 4, 1983 . .	23	William M. Spain — Full Monthly Displacement Allowance

