
Fifty-First
and
Fifty-Second
Annual Report



**National
Mediation
Board**

Including the Report
of the
National Railroad
Adjustment Board

For the Fiscal
Years Ended
September 30, 1985
and
September 30, 1986



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 Fifty-First/Fifty-Second Annual Report of the National Mediation Board for fiscal years 1985 and 1986, pursuant to the provisions of Section 4, Second, of Public Law No. 442, 73rd Congress, approved June 21, 1934.

The report is a comprehensive 24-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.

Fiscal 1985 and 1986 were eventful years for the National Mediation Board.

The Board successfully mediated contract disputes in national rail bargaining that led to some of the most revolutionary changes in that industry in half a century. With the assistance of Board mediation, the 13 major rail unions and the nation's major freight carriers virtually completed industry-wide bargaining by the close of fiscal 1986. All of this was accomplished without a national rail strike.

During this period, the National Mediation Board witnessed a wave of airline mergers that changed the complexion of this deregulated industry and created complex employee representation problems that the Board would subsequently resolve. Concessionary airline bargaining continued in 1985 and 1986 and the Board successfully mediated settlements between major carriers and unions representing tens of thousands of employees.

The following in-depth review of our varied activities illustrates that the Act continues to be as effective today as when enacted 60 years ago.

Respectfully,

Walter C. Wallace
Chairman

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REGISTER -- MEMBERS, NATIONAL MEDIATION BOARD

Name	Appointed	Terminations
William M. Leiserson....	07-21-34....	Resigned 05-31-39
James W. Carmalt.....	07-21-34....	Deceased 12-02-37
John M. Carmody.....	07-21-34....	Resigned 09-30-35
Otto S. Beyer.....	02-11-36....	Resigned 02-11-43
George A. Cook.....	01-07-38....	Resigned 08-01-46
David J. Lewis.....	06-03-39....	Resigned 02-05-43
William M. Leiserson....	03-01-43....	Resigned 05-31-44
Harry H. Schwartz.....	02-26-43....	Term Exp. 01-31-47
Frank P. Douglass.....	07-03-44....	Resigned 03-01-50
Francis A. O'Neill, Jr..	04-01-47....	Resigned 04-30-71
John Thad Scott, Jr....	03-05-48....	Resigned 07-31-53
Leverett Edwards.....	04-21-50....	Resigned 07-31-70
Robert O. Boyd.....	12-28-53....	Resigned 10-14-62
Howard G. Gamser.....	03-11-63....	Resigned 05-31-69
George S. Ives.....	09-19-69....	Retired 09-01-81
David H. Stowe.....	12-10-70....	Retired 07-01-79
Peter C. Benedict.....	08-09-71....	Deceased 04-12-72
Kay McMurray.....	10-05-72....	Term Exp. 07-01-77
Robert O. Harris.....	08-03-77....	Resigned 07-31-84
Robert J. Brown.....	08-20-79....	Resigned 06-01-82
Walter C. Wallace.....	10-12-82....	Term Exp. 07-01-87
Helen M. Witt.....	11-18-83....	Term Exp. 07-01-88
Charles L. Woods.....	01-09-86....	Term Exp. 07-01-86



MEMBERS OF THE BOARD--NMB Chairman Charles L. Woods is flanked by Board Members Helen M. Witt and Walter C. Wallace.





I. SUMMARY OF ACTIVITIES, FISCAL 1985-1986 A Time of Revolutionary Change

Fiscal 1985 and 1986 rank among the most eventful 24-month periods in the 52-year history of the National Mediation Board.

During that period the Board successfully mediated contract disputes that led to some of the most revolutionary changes in the railroad industry since the days of the steam engine. At the same time, the agency witnessed a wave of airline mergers that changed the whole complexion of this deregulated industry and triggered a number of employee representation problems that the Board would have to examine and attempt to resolve in fiscal 1987. The Board in 1986 was also called on to resolve certain airline contract disputes that paved the way for one carrier to purchase another.

National rail bargaining was particularly critical. Both management and labor realized that the long-term financial health of the industry was at stake in this round. The dynamics of the transportation market made it increasingly difficult for railroads to compete effectively with trucks and barges which continued to push freight rates to record low levels.

Contracts for the 13 major rail unions were amendable as of June 30, 1984. Although negotiations got off to a slow start, Board mediation had enabled the parties to virtually complete national bargaining by the close of fiscal 1986. As a result of the Board's assistance, agreements were reached between the carriers and certain unions that led to historic work rule changes and other

significant breakthroughs essential to the improvement in the railroads' competitive position.

All of this was accomplished without a national rail strike. One has only to recall the relatively brief strike in 1982 of the Brotherhood of Locomotive Engineers to realize the devastation that can result from a nationwide rail shutdown. Congress settled that four-day strike following testimony by Administration officials that the strike would subsequently stem the flow of \$15 billion worth of commodities and cause layoffs of nearly two million workers.

There were no rail strikes in the two-year period covering fiscal 1984 and 1985. This was a major achievement. The railroad industry had not gone two consecutive years without a strike since the 1939-1940 period. In fiscal 1986 there was one rail strike involving a carrier in local bargaining. This strike was to have far reaching implications as secondary picketing was involved. Legislation was subsequently passed directing the NMB to appoint a special three-member board to report to Congress with recommendations for settlement.

As to the airlines, the disadvantages of crippling work stoppages during the unprecedented rate of merger activity kept strikes to a minimum in fiscal 1986. Only one airline strike occurred in that 12-month period, one of the best years for airline labor peace in the past decade. There were three airline strikes in fiscal 1985.

Board mediation was successful in settling a wide range of disputes involving major, national, regional, commuter and foreign airline carriers with U.S.-based employees.

Deregulation resulted in enormous changes in airline bargaining during the 1980s. Intense competition between carriers had the effect of making collective bargaining more highly contested where the system had previously operated in a highly regulated environment. A new era of concessionary bargaining developed, complicating the Board's efforts to reach settlement. Bargaining, at times, was with a tight fist as attempts were made to reduce costs through wage and benefit cuts, increased productivity, lower pay scales for new employees, subcontracting and increased use of part-time workers. In fiscal 1985-1986 there were several down-to-the-wire mediation cases where strikes appeared imminent but, with Board assistance, were averted at the last minute.

The Board, in 1985-1986, also helped resolve contract disputes on various local rail properties and mediated a number of cases on commuter railroads. The Board was in mediation with The Long Island Rail Road (LIRR), the Port Authority Trans-Hudson (PATH) and the Staten Island Rapid Transit Operating Authority. The LIRR and PATH cases subsequently required emergency boards under the RLA's section 159A, which provides prolonged emergency dispute procedures for publicly funded and operated commuter railroads and their employees.

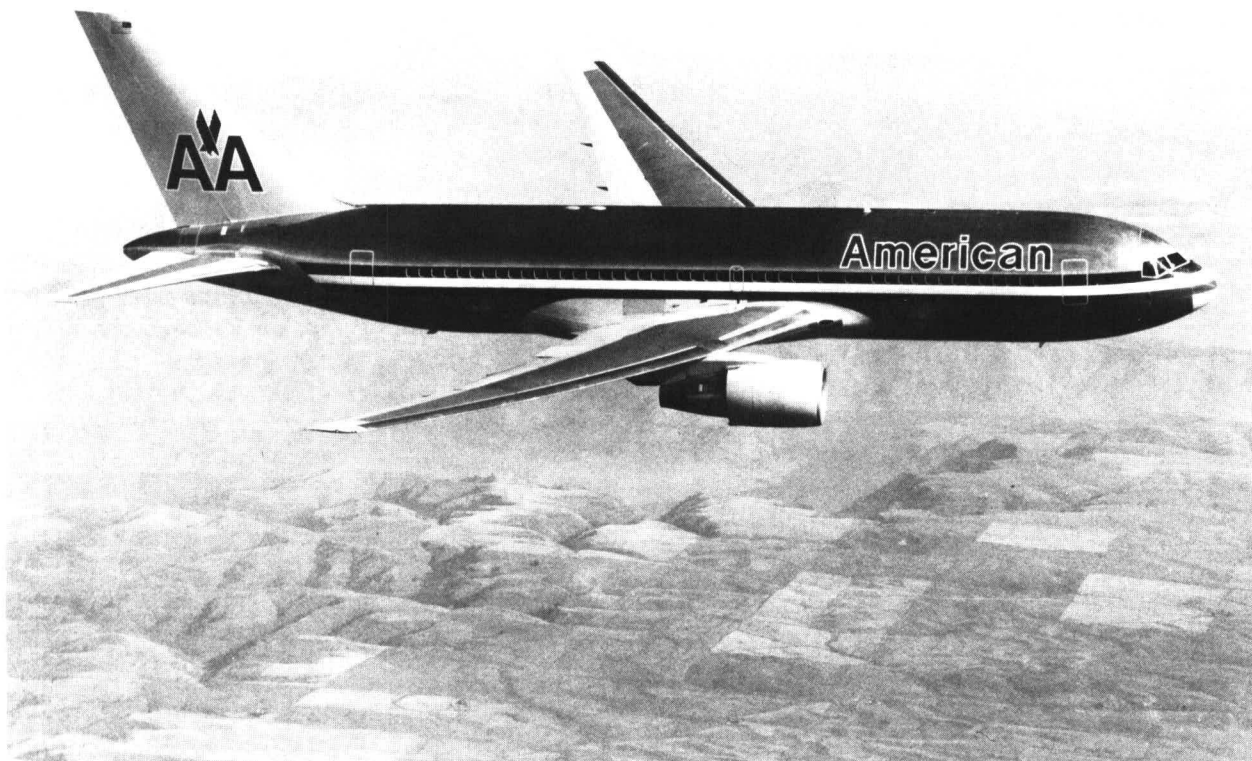
A more detailed account of mediation activities in the railroads and airlines is discussed in the chapter that follows.

The extensive mediation assistance the Board gave the parties in the airlines and railroads was a major factor in retaining labor stability during an extremely volatile two-year period in both industries. The Board, in administering the Railway Labor Act for over half a century, has been remarkably adept at maintaining labor peace and the free flow of commerce in the airlines and railroads. By the end of fiscal 1986, the NMB had handled over 11,800 air and rail mediation cases resulting in only some 350 strikes--an unparalleled 97% settlement rate. The few strikes in these industries in the decade of the '80s is a tribute to the parties and the Board's accomplishments against a background of deregulation, mergers and acquisitions, uncertain economic conditions and layoffs.

Additionally, in the 1985-1986 fiscal period 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 for various groups of rail and airline employees.

Some of the largest elections since airline deregulation were held in this fiscal period and will be discussed in the NMB "Case Record" chapter later in this report.

The Board resolved 78 railroad and airline representation cases in fiscal 1986, slightly lower than fiscal 1985, but generally consistent with Board figures in the last several years. In the 1985 and 1986 period there were 79 new representation disputes docketed. Six of every 10 new cases were airline disputes. About 80% of the airline cases closed in fiscal 1986 represented efforts by unions to organize non-union workers. The success record was less than 25%.



A number of subjects of interest are covered in this report, including legal, representation, mediation, hearing, and Freedom of Information Act activities.

The Board Members in fiscal 1985 and 1986 were Walter C. Wallace, Helen M. Witt, and Charles L. Woods. Mr. Wallace was Board Chairman from July 1, 1985 to June 30, 1986, at which time Mr. Woods became Chairman for a year's term.

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 1985-1986 activities are summarized in this issue.

Railway Labor Act--How It Works

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 six-page analysis of the Act begins on page 73.



II. HIGHLIGHTS — RAILROADS — AIRLINES

THE RAILROADS: National Bargaining Nearly Completed

The National Mediation Board participated prominently in this crucial round of national rail bargaining.

The rail agreements that were consummated contained some of the most sweeping changes in work rules in this century. Most of the major unions came to contract terms with the nation's freight railroads either during or shortly after the fiscal 1985-1986 period. While playing a significant role in these settlements, the Board helped the parties maintain extended rail labor peace during the extensive negotiations despite the charged environment existing since enactment of the Staggers Rail Act of 1980.

The National Railway Labor Conference (NRLC), the bargaining arm for some 75 railroads across the country, including most of the Class I line-haul carriers, opened the latest round of national contract negotiations with 13 labor organizations in fiscal 1984. In January 1984, rail unions began to file their Section 6 notices with management, listing negotiation demands for a new work agreement to succeed the 39-month pact, amendable as of July 1, 1984.

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

In national rail bargaining, the moratorium on major issues expires simultaneously in each labor contract. Common amendable dates have created a coordinated bargaining effort enabling a "pattern" to be developed acceptable to the preponderance of carriers and 325,000 rail employees.

The Board's mediation efforts with the NRLC and the two operating unions, the United Transportation Union and the Brotherhood of Locomotive Engineers, began in December 1984 with NMB Board Member Walter C. Wallace and Staff Mediator E.B. Meredith assisting the parties. Mediation with 10 non-operating unions began in March 1985, with Board Member Helen M. Witt and Staff Mediator Joseph W. Smith handling the workload.

Prolonged mediation led to a tentative agreement in June 1985 between the rail carriers and the UTU, the largest labor organization with 90,000 members. But the agreement was voted down when one of six crafts--firemen--narrowly rejected the pact. The parties were unsuccessful in reaching a second agreement in mediation and, following the UTU's rejection of binding arbitration, a 30-day cooling off period was triggered with the potential for a strike beginning September 20, 1985.

On recommendation of the NMB, the President appointed Emergency Board 208 on August 30, 1985, establishing a 60-day status quo period and delaying the possibility of a national strike that could adversely affect the economy.



NMB Staff Mediation Director E.B. Meredith watches as Charles I. Hopkins, Jr., Chairman, National Railway Labor Conference (left) and William Wanke, then Executive Vice President of the Brotherhood of Locomotive Engineers (right), sign a tentative agreement during national rail bargaining. The contract was rejected by BLE's firemen and the parties later agreed to binding arbitration to settle the dispute.

The age-old issue of eliminating firemen on locomotives was the roadblock to settlement. The firemen issue, as well as other issues involving work rules, were the subject of a comprehensive study conducted by the Presidential Railroad Commission (PRC), established by President Eisenhower in 1960. The PRC's two-year study was "the most comprehensive ever undertaken in the United States concerning the working rules and pay structure of operating employees of " the emergency board noted in its report to the President on September 25, 1985. "The PRC recommended sweeping changes in many of these complex rules (but) very few changes were made by the parties." The report added: "Undoubtedly one of the longest, most studied, and volatile labor disputes in the rail-

road industry, the fireman issue had its genesis over five decades ago when some railroads began programs to phase out steam locomotives and the primary job functions of the locomotive fireman." The diesel had taken the place of the steam locomotive.

In the earlier tentative agreement, the UTU and the carriers had agreed to certain rule changes which would eliminate firemen through negotiations and arbitration. Emergency Board 208 recommended that the 8,000 firemen's jobs be eliminated through attrition and emphasized, with the addition of protective benefits, the "future is assured" for affected employees. After the report was issued, the National Mediation Board resumed negotiations and a second tentative agreement reached on

October 2, 1985, was ratified on October 31 by the firemen and other crafts within the UIU.

Key features of the UIU contract, in addition to elimination of firemen jobs through attrition, included: raising the number of miles considered to constitute a basic work day from 100 to 108 over the term of the contract; eliminating special arbitrary allowances for exchanging engines and freezing other arbitrary payments; relaxing road, yard, switcher and deadheading rules; off-setting cost-of-living adjustments by the amount of the general pay increases; modifying the final terminal delay rule; and instituting a new-hire pay rate at a lower percentage than under prior contracts. The terms also included a 10.5% wage increase over the life of the agreement.

The rule changes envisioned by the Presidential Railroad Commission a quarter of a century earlier were finally realized. This historic agreement was reached after more than 50 mediation sessions. Negotiations were the most difficult in memory. The final agreement became a reality because of the long-standing cooperative relationship between the Board and the parties and their mutual interest in a rail industry able to compete effectively in the transportation market. The four-year contract (July 1, 1984 through June 30, 1988) was believed to be the longest duration in rail bargaining history.

More than a year of Board mediation including a final week of marathon negotiations resulted in a tentative agreement between the Brotherhood of Locomotive Engineers and the carriers on December 18, 1985. Certain terms of the agreement, including a 10.5% wage increase over the life of the contract, were similar to the UIU settlement, but there were variations in work rule changes. However, as happened in the first UIU agreement, the engineers' pact was

rejected. The rejection put the dispute back in the hands of the NMB.

More mediation followed and, when the parties were unable to resolve their differences, the Board proffered arbitration.

Charles L. Woods, a new NMB Board Member with 40 years labor relations experience, successfully urged the parties to accept binding arbitration. BLE had not submitted a national agreement to arbitration since 1953. The NRLC, on behalf of the carriers, accepted arbitration on March 25, as did the BLE on April 2, 1986. There was unanimous agreement between the BLE General Chairmen that a strike would not resolve the dispute nor would it be in the best interests of its 25,000 members.

Arbitration Board 458 issued its award on May 19, 1986. The board voted 2 to 1 on an award that was similar, with modifications, to the earlier tentative agreement that had been rejected by the engineers. The BLE dissented in the decision.

The award, in upholding the previous NRLC-BLE agreement, said:

"With the assistance of representatives of the National Mediation Board, (the parties) reached a comprehensive, voluntary settlement that incorporated a number of work and pay rule changes that had long been urged by various emergency boards and other distinguished bodies as both warranted and necessary. In return, the carriers made substantial compromises and agreed to retain various rules of special significance to the BLE."

Mediation with the non-operating unions began in March 1985. The first tentative agreement was reached a year later with the Brotherhood of Railway and Airline Clerks, the largest non-operating union with 85,000 members. Tough bargaining erupted over concessions. Although both sides were entrenched in their



Teams of negotiators from the United Transportation Union (right) and the National Railway Labor Conference meet with Presidential Emergency Board members (top of photo) at NMB headquarters. Emergency Board No. 208 was appointed by the President in fiscal 1985 after resumption of mediation proved unsuccessful following UTU rejection of the first tentative agreement. Board members are (left to right) Richard R. Kasher, Chairman Harold M. Weston and Robert E. Peterson, all nationally known arbitrators. Assisting the board is NMB Hearing Officer Roland Watkins, far left.

respective positions, a cooperative spirit of "give-and-take" was apparent between BRAC and the NRLC. The NMB worked night and day with the parties for 14 consecutive days climaxed by an around-the-clock session that led to the announcement of an agreement on March 5, 1986. This, too, was a historic settlement that finally came to grips with technological changes in the railroad industry, one such change involving direct control of trains by computers or other electronic devices.

The Board continued to mediate with the nine other non-operating unions. Tentative agreements were reached between the NRLC and the International Brotherhood of Boilermakers and Blacksmiths and the Sheet Metal Workers' International Association. However, Presidential Emergency Board No. 211 was appointed July 15, 1986, after mediation was unsuccessful in resolving disputes between the NRLC and six unions—The Brother-

hood of Maintenance of Way Employees, Brotherhood Railway Carmen, International Association of Machinists and Aerospace Workers, International Brotherhood of Electrical Workers, International Brotherhood of Firemen and Oilers and Brotherhood of Railroad Signalmen.

The White House reported that a national strike by any of these unions would idle 300,000 rail workers immediately and 1.1 million employees in other industries within four weeks. Following the August 14, 1986 emergency board's report to the President, the NMB worked diligently to reach tentative agreements between the NRLC and the six unions before the mid-September strike deadline. All six reached agreement shortly before the deadline, though it took intensive last-minute mediation by the NMB to keep 21,000 Carmen from striking the railroads over a controversial work-rule issue which was ultimately resolved.

In the midst of the ratification process, a controversy arose when two railroads contracted with leasing companies for "power by the hour" generated by locomotives. The Electricians and Machinists threatened to strike and refused to complete the ratification process. The unions contended that such action violated the national agreement, while the carriers argued that the controversy was really a local or minor (grievance) dispute. The dispute is currently before the U.S. District Court for the Northern District of Illinois.

The twelfth and thirteenth unions, the American Train Dispatchers Association and the Railroad Yardmasters of America, settled with the carriers in the next fiscal year.

A small local rail dispute evolved into a national controversy that would involve the National Mediation Board, the President of the United States, the Congress and the U.S. Supreme Court.

The dispute involved 123 members of the Brotherhood of Maintenance of Way Employes and the Maine Central Railroad/Portland Terminal Railway Co., owned by Guilford Transportation Industries. Board mediation began in December 1984 with the parties in a dispute over wage concessions, work rules and job protection issues. When the parties were unable to reach an agreement in mediation, the BMWE struck the carrier on March 3, 1986 and the carrier promulgated work rule spread to the Guilford-owned Boston and Maine and Delaware and Hudson Railroads, as well as the Richmond, Fredericksburg and Potomac Railroad. There was also the threat of picket lines spreading across the country, and conflicting decisions of the Federal courts permitting picketing of certain rail carriers not involved in the dispute aggravated the situation.

A full report on subsequent events that happened in this unusual dispute is carried in the Chapter Six Strike section.

National bargaining, of course, has dominated the labor picture but there have been other important developments in the industry involving local disputes. The largest single rail carrier agreement during this fiscal period occurred when ConRail settled with 8,600 UTU members. The multi-faceted pact included snapback wages of about 12% retroactive to July 1, 1984, placing employees on a parity level with those at other carriers. Local labor disputes were resolved in mediation on a number of other carriers in fiscal 1985-86, ranging from Burlington Northern, Illinois Central Gulf and the Chessie System to Seaboard Coast Line, Union Pacific and Chicago and North Western Transportation Co.

Extensive mediation was conducted in commuter railroad disputes that eventually led to several Presidential emergency boards, appointed under Section 9A of the Act. The 9A procedure, added to the RLA in 1981, attempts to resolve contract disputes between the parties through a series of steps that can include two 120-day emergency boards and cover an eight-month status quo period. Section 9A is invoked only after the pre-release procedures of the Act have proven unsuccessful in settling the dispute.

The Board was involved in commuter disputes involving 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. Emergency Boards 202 and 205 covered the BLE-LIRR dispute and Emergency Boards 203 and 206 the BRAC-ARSA-LIRR dispute. Many months of Board assistance were necessary to settle both disputes in fiscal 1985.



Board Member Walter C. Wallace is interviewed by a television reporter in New York City during a contract dispute between The Long Island Rail Road and certain of its employees.

The BRAC-ARSA disputes with the LIRR went down to the wire in mediation with an agreement reached on February 22, 1985, just hours before the strike deadline.

A prolonged dispute between the Port Authority Trans-Hudson and the Brotherhood of Railroad Signalmen required Emergency Boards 204 and 207. In March 1985 a settlement was reached after more than 20 months of Board mediation.

In fiscal 1986 the LIRR, which carries 283,000 weekday passengers, was again faced with labor negotiations--this time with 15 unions, representing 6,800 unionized workers. Mediation began in May 1985. Subsequently, after talks bogged down, Presidential Emergency Boards 210 and 212 were established in the LIRR

dispute, providing for an eight-month status quo period that continued well into fiscal 1987. Board Member Walter Wallace, who had handled all three LIRR disputes under Section 9A, worked with Mediator Paul Chorbajian in an effort to resolve the dispute. Agreements were reached with several unions, but 10 unions remained to settle with the carrier when an 11-day strike began in January 1987. Details of the strike and repercussions that developed from this dispute will be summarized in our next annual report.

It is interesting to note that, in recent years during the three LIRR disputes under Section 9A, six emergency boards have been created by the President covering a status quo period of 24 months. In addition, Board mediation has continued almost non-stop since May 1982.



Board Chairman Charles L. Woods (right) and Executive Director Charles R. Barnes shown on a familiarization inspection tour of facilities at the Chicago and North Western Transportation Co.

Contract negotiations also began in 1986 for three relatively new commuter authorities--Metro-North Commuter Railroad (New York), South-eastern Pennsylvania Transportation Authority, and New Jersey Transit Rail Operations--which were involved in the transfer of ConRail passenger employees and services in January 1983. This was their first round of negotiations under the jurisdiction of the NMB and the Railway Labor Act.

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

A list of the arbitration cases emanating from these national agreements through 1986 can be found at the end of this chapter.

Arbitration Task Force

An agreement between certain employees represented by the United Transportation Union and the railroads represented by the National Carriers' Conference Committee provided for individual carrier implementation of interdivisional, inter-seniority districts and intra-divisional or intraseniority district services, in freight or passenger service.

This arrangement provides for the carrier and union each to 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.

A list of Arbitration Task Force decisions rendered from 1972 through 1986 can be found at the end of this chapter.

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 where 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 were 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, through fiscal 1986, are shown at the end of this chapter.

AIRLINE COLLECTIVE BARGAINING: A Period of Historic Events

Fiscal years 1985 and 1986 marked the beginning of dramatic changes in the airline industry...changes that were to impact significantly on the NMB's handling of mediation and representation cases in the industry.

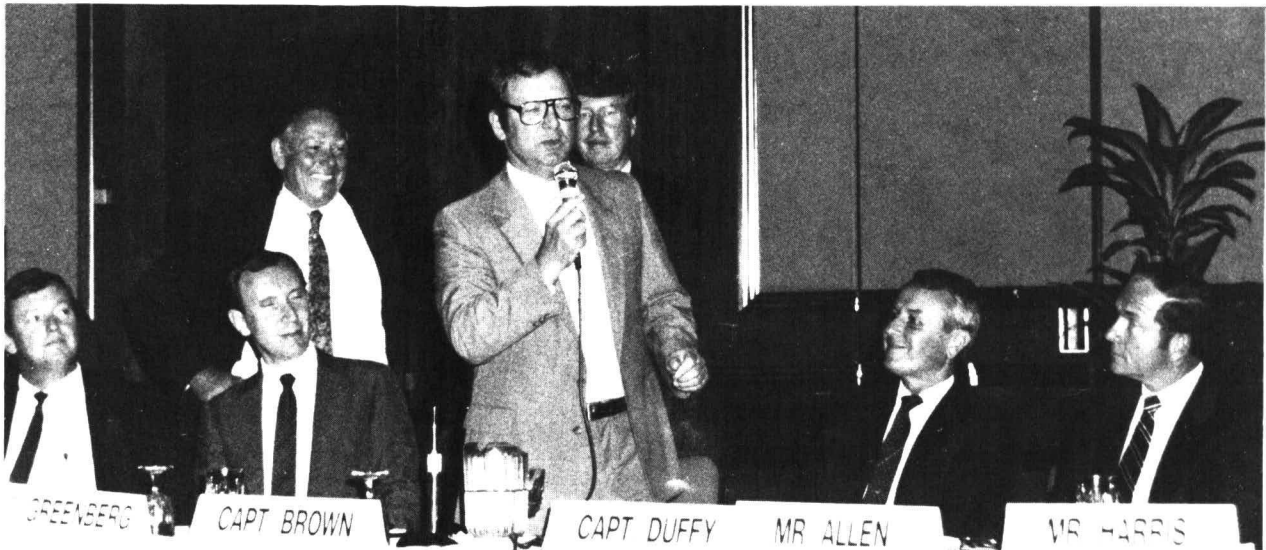
These changes were the result of changes that had taken place since passage of the Airline Deregulation Act of 1978. The Deregulation Act was to breathe new life into the industry,



NMB Chairman Walter C. Wallace addresses a news conference in Miami during the final hours before an early morning settlement between Eastern Air Lines and the flight attendants in 1986.

provide unrestrained, wide-open market development, and close down at the end of 1984 the Civil Aeronautics Board, which had nursed a complacent industry for 46 years, setting fares and awarding routes. When the curtain rang down on the CAB, its chairman said about the airlines: "Now they are on their own. Free enterprise and private industry do a better job than the Federal Government." As the years went by, these words were acclaimed and disputed by industry watchers.

What has happened since deregulation in the airline industry? Four important developments emerged: (1) established carriers were free to expand their operations over long desired new routes; (2) scores of lower cost, non-union carriers emerged, forcing old-line carriers to reduce their cost structures as they lost their competitive edge; (3)



Mediator Samuel J. Cognata, who accomplished a "first" when he achieved a settlement between Delta Airlines and its pilots in 1986, speaks of the cooperative effort of the parties during contract signing ceremonies in Atlanta. Standing at left is NMB Chairman Charles L. Woods; seated second from right is Captain Henry Duffy, President, Air Line Pilots Association.

pattern bargaining gave way to a more individualized bargaining format; and (4) a ground swell of mergers, acquisitions and consolidations erupted, which gave the NMB deep concern about stabilization of merger procedures as they relate to representation rights of employees.

The current "take over" surge had its beginnings in 1985, when United Air Lines acquired Pan American World Airways' Pacific Division with 18 jets and routes from the U.S. to Asia and Australia for \$750 million. The purchase resulted in United becoming a major international carrier while solidifying its dominance in the domestic market.

Fiscal 1986 became the "year of the merger." It was then that the industry experienced an unprecedented level of activity involving one carrier acquiring another, a development that undoubtedly will lead to substantive reshaping of the industry in the years ahead. Significant pro-

posed or completed transactions included the Northwest-Republic merger, Trans World Airlines' acquisition of Ozark Air Lines, Texas Air's purchase of Eastern Air Lines, Frontier Airlines and People Express (Texas Air had earlier acquired Continental), and the sale of Western Air Lines to Delta Air Lines, Pacific Southwest Airlines to USAir, and Air California to American Airlines.

Concessionary bargaining continued in 1985 and 1986 as major carriers struggled to maintain or regain their economic strength. Wage cuts, wage freezes, and more productive work rules were strenuously opposed by unions. Carriers sought long-term savings in labor costs through two-tier wage scales, whereby new employees are paid at a lower rate than current workers over a period of years. By the end of fiscal 1986 all major carriers had a two-tier plan in place covering various groups of employees.

The three airline strikes in fiscal 1985 were precipitated by carrier demands for concessions, including the establishment of two-tier systems. Long and bitter strikes involved the mechanics at Pan American, the pilots at United, and the mechanics at Alaska. It was the first major Pan Am strike in 16 years. The only airline strike in fiscal 1986 involved Trans World and the flight attendants who refused to accept wage and work-rule concessions. The 10-week flight attendant strike ended in May 1986 when the union agreed to return to work without a contract (see more strike details in a subsequent chapter).

The Board in fiscal 1986 had its hands full in defusing potential airline strike situations. That it averted all but one strike in 1986 was the result of hard but skillful bargaining. It was, however, in the best interests of labor and management alike that labor stability be maintained in a merger environment that affected a large part of the industry.

Every major carrier was to participate in some fashion, either as a target of a merger or acquisition or as a suitor. Gaining the support of employee bargaining representatives became the carrier's key to ensuring that a merger or acquisition was carried through smoothly.

The fact that carriers were positioning themselves for the possibility of a merger or take-over was evident in the way collective bargaining was conducted. Bargaining was viewed with a sense of urgency in some cases. For example, Delta Air Lines, after only a brief period in direct negotiations, requested mediation in a contract dispute with its pilots. It was the first time in history that Delta had asked for NMB assistance in pilot negotiations. With the help of Staff Mediator Samuel J. Cognata the parties reached settlement after

prolonged concessionary bargaining, including the addition of a two-tier wage scale. On reaching settlement with Delta, the Air Line Pilots Association hailed the new contract as a "partnership between management and labor which sees productivity concessions by the union tied to growth and expansion of the pilot work force by the company." Within weeks of signing the agreement, Delta announced its plans to acquire Western Air Lines.

Eastern Air Lines, after only brief negotiations with its pilots, requested Board mediation, but for different reasons. Eastern had seldom called on the Board for prompt assistance in pilots negotiations; but times for the carrier were grim. Eastern's economic condition was perilous and a February 28, 1986 deadline was fast approaching for payments of \$2.5 billion to banks and other lenders. Eastern's flight attendants were also in mediation and threatened to strike as the 30-day clock wound down. The debt-ridden airline needed to negotiate concessions from 4,300 pilots and 6,800 flight attendants or face the possibility of bankruptcy.

The NMB, with Board Member Walter C. Wallace and Mediators Harry D. Bickford and Robert J. Brown working on the disputes, achieved settlements before midnight, February 28. The Board's concerns, in accelerated negotiations, were that this major airline could well pass out of existence and the jobs of over 40,000 employees would evaporate. The Board accomplished its mission and Eastern remained in operation. The carrier did not remain an independent company, however, as its Board of Directors agreed to its purchase by Texas Air near the close of negotiations.

Mediation played an important role during 1985-1986 in resolving 76 airline contract disputes. Additional significant settlements in which

mediation helped eliminate the strike potential included Trans World Airlines and 9,000 mechanics and related employees; USAir and 2,100 flight attendants, 2,000 mechanics and related, 1,000 fleet service employees and 1,600 pilots; Pan Am and 6,000 flight attendants and 1,500 pilots; Piedmont and 1,200 pilots; British Airways and 1,083 mechanics and related; and Alaska with its 550 flight attendants, 426 pilots and 950 office clerical, fleet and passenger service employees.

U.S. scheduled carriers, despite the ups and downs associated with difficult bargaining and the complexities faced during merger activity, did well financially in 1986 and carried a record 418 million passengers. The majors as a whole were extremely profitable as their combined operating income rose to over \$1 billion due to an improved U.S. economy, a decline in fuel prices and a savings in labor costs. Only two major carriers showed a loss for the year--Pan Am and TWA--both of which had suffered losses in recent years and were burdened with a decreased passenger load due to terroristic threats overseas.

Fiscal 1987 could develop into one of the NMB's busiest years as more than 40 contracts will be amendable, a number of which affect tens of thousands of employees at large airlines. In addition, major decisions must be made by the Board concerning airline mergers and their effect on employees. Questions have been raised on certain properties as to which labor organization, if any, is the collective bargaining representative for employees on the combined carrier and whether a merger has indeed taken place for purposes of the Railway Labor Act. The Board is also determined to make it clear in the months ahead that, by law, it has the sole authority to grant and terminate representation certifications.

Hearing Activity in Fiscal Years 1985 and 1986

The Board's hearing officers conducted 17 days of hearings in fiscal 1985 and 1986.

The issues involved in these cases included appropriate crafts or classes on railroads and the impact of airline mergers. In addition, for the first time in the Board's history, hearings were held on proposed rule changes.

The proceedings involving proposed amendments to the Board's Rules on representation matters arose as the result of petitions from the United States Chamber of Commerce and the International Brotherhood of Teamsters (IBT). Both the Chamber and the IBT filed their petitions pursuant to 29 C.F.R. §1206.8 of the Board's Rules. The Chamber of Commerce requested that the Board add decertification procedures while the IBT sought various changes involving presentation elections.

Proceedings before the Board's hearing officers have become more formalized, as carriers and labor organizations have relied 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 complex 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 participation of carriers at hearings in addition to labor representatives often aid the devel-

opment 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 made by the Board Members rather than by staff decision. In this way the Board carries 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 as well as evaluation and approval by the Board Members.

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 docketed 92 Freedom of Information Act (FOIA) requests during fiscal year 1985 compared to 114 in fiscal 1984. Of the total requests received, 14 were denied in whole or in part. No appeals were filed from the Executive Director's initial decisions.

In fiscal year 1986, the Board docketed 111 FOIA cases, of which 12 were denied in whole or in part. Of the 12 denials, two appeals were filed and denied in full.

The NMB's 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.

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 Director, National Mediation Board, Washington, D.C. 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 A935, Chicago, Illinois 60604. The requests shall reasonably describe the records being sought in a manner which permits identification and location of the record. Requests should contain an assumption of financial liability for charges incurred in response to the request. Unless waived in accordance with the provisions of Section 1208.6 of the NMB Rules, there is a charge of \$.15 per copy of each page for reproduction of any record.

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

materials available at the Board's offices.

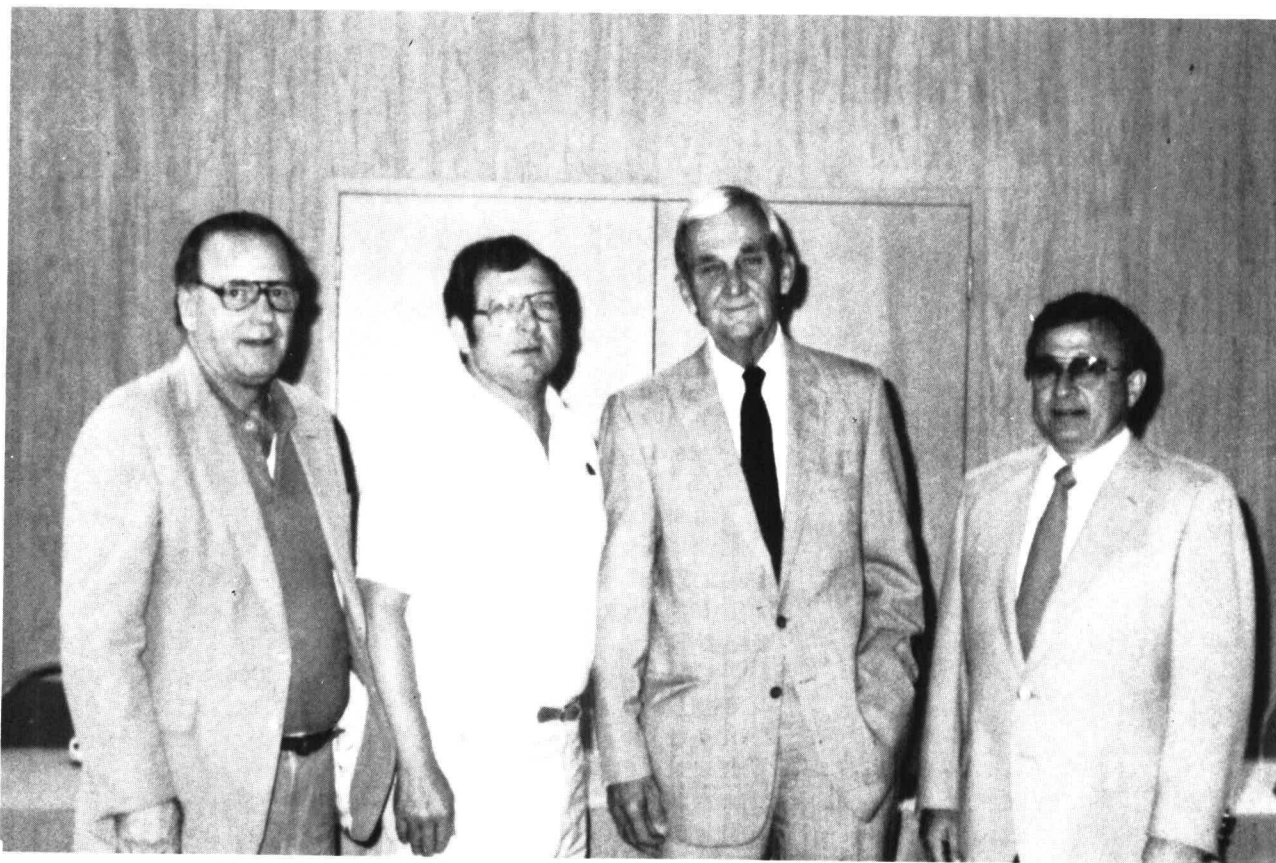
Information regarding the FOIA index or general FOIA processing may be obtained from the NMB's FOIA Officer, Ms. Judy A. Femi.

1985 and 1986 Staff Conferences —
They Were Great Years to Remember

Each year the National Mediation Board holds a Staff Conference with its field mediators to discuss policy matters and problems affecting the agency as well as to exchange ideas on various labor relations issues. Board Members, mediators and other staff personnel assigned to various labor relations activities affecting the agency participate.

The 1985 Pittsburgh Conference and the 1986 Washington, D.C. Conference were standout years. Such notable speakers as Joseph L. Cosetti, U.S. Bankruptcy Court Judge for the Western District of Pennsylvania, Donald H. Hoffman, President, Bessemer and Lake Erie Railroad Co., Fred A. Hardin, President, United Transportation Union, Fred Bradley, Senior Vice President, Citibank of New York, Robert Honig, Staff Director for the Federal Government Service Task Force, and former NMB Chairmen and Board Members David H. Stowe and George S. Ives, addressed the two Conferences.

The highlight of the May 1986 meeting in Washington was a Testimonial Luncheon for recently retired Executive Director Rowland K. Quinn,



NMB Mediators John B. Willits, Samuel J. Cognata and Robert J. Cerjan are shown with guest speaker, UTU President Fred A. Hardin (second from right), during the annual staff conference in Pittsburgh. All three mediators had earlier served on railroads and were former members of the UTU.

Jr., attended by over 200 top labor relations officials in the Government, airlines and railroads. Mr. Quinn's varied labor relations career spanned 36 years. He was an airline employee, a union leader, a mediator, a senior administrator and a key government official. During 21 of those years he served the National Mediation Board with distinction and dedication. He was an NMB mediator, Staff Mediation Director and for 13 years Executive Secretary/Executive Director.

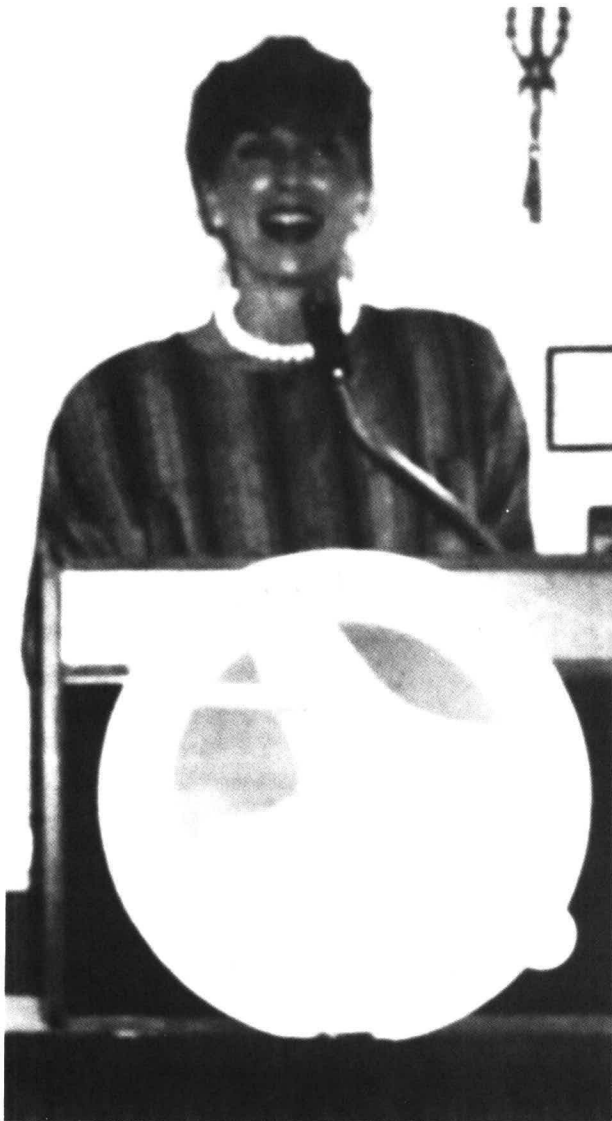
Ken Quinn will be remembered by all of us as a motivator, a counselor and a friend.

Charles R. Barnes, who had extensive experience in contract negotiations in the airlines and railroads for more than a decade as an NMB mediator, succeeded Mr. Quinn as Executive Director, effective May 5, 1986. Before becoming an NMB mediator in November 1975, he was a pilot with United Air Lines for more than 30 years and an active union leader at the carrier in affairs of the Air



ONE FOR THE BOOKS--Seldom does the NMB get its far-flung employees together in an informal setting for a photo such as this, taken during the Pittsburgh staff conference.

Kneeling, in center, is NMB Chairman Helen M. Witt; to her immediate left is Rowland K. Quinn, Jr., then Executive Director. Others in the photo include mediators, hearing officers and various other staff personnel who are either stationed at NMB headquarters in Washington or at other locations around the country.



Mediator Faye M. Landers speaks on the topic "Every Dispute is a Major Dispute" during the Staff Conference in Washington, D.C.

Line Pilots Association. Mr. Barnes helped resolve scores of collective bargaining and employee representation disputes in both industries, prior to his appointment as Executive Director.

Significant Progress Made at Labor Arbitration Conference

The National Mediation Board and the Society of Professionals in Dispute Resolution (SPIDR) held a unique conference on "Grievance Handling and



Board Member Helen M. Witt and Professor Lamont E. Stallworth, arbitrator and Second Vice President of SPIDR, who together spearheaded the rail grievance conference, go over the three-day program.

Labor Arbitration in the Railroad Industry" in October 1985.

In an announcement prior to the Conference, Board Member Helen M. Witt said: "This is the first time such a Conference has ever been held covering all aspects of grievance handling in the railroads. It is a working Conference designed to take a hard look at railroad arbitration procedures and philosophies. The

speakers and panel discussants will include high level officials from both the railroads and the rail unions, practitioners and neutrals with in-depth experience in the industry, and government agency officials. The Conference therefore has all the elements to create a good environment to permit meaningful discussion." Mrs. Witt, Professor Lamont E. Stallworth, an arbitrator and then Second Vice President of SPIDR, and Roy J. Carvatta, Staff Director/Grievances, National Railroad Adjustment Board, spearheaded the Conference.

More than 250 persons attended the three-day Conference, held in Palm Springs, CA. Some 40 speakers participated.

Participants concluded it was a most successful beginning toward development of new methods and policies in handling railroad grievance disputes. As a result of the Conference, the Labor-Management Committee on Grievance Handling in the Railroad Industry was created. Its Co-chairmen are Richard I. Kilroy, International President, Brotherhood of Railway, Airline and Steamship Clerks and Charles I. Hopkins, Jr., Chairman, National Railway Labor Conference. The Committee is now in the midst of preparing a set of recommendations which, if adopted by the railroad industry, will substantially improve the efficiency of the grievance system and the quality of its awards.

A second Conference will be announced at a later date.



BRAC President Richard I. Kilroy, a strong supporter of rail labor and management joining forces to improve grievance resolution procedures, addresses the arbitration conference. He is joined by panelists (left to right) UIU President Fred A. Hardin, Arbitrator John LaRocco, and John P. Frestel, Jr., Vice President Personnel and Labor Relations, Atchison, Topeka & Santa Fe Railway.

Interest Arbitration Cases

Arb. Bd. No.	Carrier	Organi- zation	Issue
314...	Baltimore & Ohio RR Co.....	UTU	Switching Limits
315...	Southern Pacific Transp. Co. (Texas & Louisiana Lines).....	BLE	Interdivisional service
316...	Southern Pacific Transp. Co. (Texas & Louisiana Lines).....	UTU (C-T)...	Interdivisional service
317...	The Chesapeake & Ohio Ry.....	BLE	Switching limits
318...	The Chesapeake & Ohio Ry.....	UTU (T-E)...	Switching limits
319...	The Central RR Co. of New Jersey.....	BLE	Switching limits
320...	The Central RR Co. of New Jersey.....	UTU	Switching limits
322...	Soo Line RR Co.....	UTU	Interdivisional service
323...	St. Louis-San Francisco RR....	BLE	Interdivisional service
325...	Denver & Rio Grande Western...	UTU	Interdivisional service and switching limits
327...	Lehigh Valley RR Co.....	BLE	Interdivisional service
328...	Penn Central Transp. Co.....	UTU (T).....	Switching limits
329...	Atchison, Topeka & Santa Fe...	UTU	Interdivisional service
330...	Penn Central Transp. Co.....	UTU (E).....	Switching limits
331...	Denver & Rio Grande Western...	UTU (C-T-E)..	Interdivisional service
332...	Penn Central Transp. Co.....	UTU (C-T-E)..	Switching limits
334...	Penn Central Transp. Co.....	UTU (C-T-E)..	Switching limits
336...	Norfolk & Western Ry. (Proper)	UTU (C-T)....	Interdivisional service
337...	Boston & Maine Corp.....	UTU	Switching limits
338...	Penn Central Transp. Co.....	BLE	Switching limits
339...	Penn Central Transp. Co.....	UTU (E).....	Switching limits
340...	Green Bay & Western RR Co.....	UTU	Protection of em'ees
342...	Erie Lackawanna Ry. Co.....	UTU (T).....	Protection of em'ees
343...	Penn Central Transp. Co.....	UTU	Switching limits
344...	Penn Central Transp. Co.....	UTU	Switching limits
346...	Norfolk & Western Ry. Co.....	UTU (C-T-E)..	Interdivisional service
347...	Western Pacific RR Co.....	BLE	Switching limits
348...	Reading Co.....	BLE	Switching limits
349...	Lehigh Valley RR Co.....	BLE	Switching limits
351...	St. Louis-San Francisco RR....	UTU	Protection of em'ees
352...	Norfolk & Western Ry. Co.....	UTU	Interdivisional service
353...	Lehigh Valley RR Co.....	UTU	Switching limits
354...	Reading Co.....	BLE	Switching limits
356...	Southern Pacific Transp. Co...	BLE	Switching limits
357...	Penn Central Transp. Co.....	BLE	Interdivisional service
358...	Southern Pacific Transp. Co...	UTU	Switching limits
359...	Norfolk & Western Ry. Co.....	BLE	Interdivisional service
360...	Atchison, Topeka & Santa Fe...	BLE	Switching limits
361...	Atchison, Topeka & Santa Fe...	UTU	Switching limits
362...	Chicago, Rock Island & Pacific RR Co.....	BLE	Interdivisional service

Interest Arbitration Cases--Continued

Arb. Bd. No.	Carrier	Organi- zation	Issue
364...	St. Louis-San Francisco RR....	BLE	Switching limits
365...	St. Louis-San Francisco RR....	UTU (C-T-E-Y)	Switching limits
366...	Grand Trunk Western RR Co.....	UTU	Switching limits
368...	Denver & Rio Grande Western RR Co.....	BLE	Interdivisional service
372...	Louisville & Nashville RR.....	UTU	Switching limits
373...	Boston & Maine Corp.....	UTU	Switching limits
374...	Seaboard Coast Line RR Co.....	BLE	Interdivisional service
375...	Southern Ry. Co.....	UTU	Switching limits
376...	Norfolk & Western Ry. Co.....	UTU	Protection of em'ees
378...	Illinois Central Gulf RR.....	BLE	Switching limits
379...	Grand Trunk Western RR Co.....	UTU	Switching limits
380...	Illinois Central Gulf RR.....	UTU (C-T-E)..	Switching limits
381...	Illinois Central Gulf RR.....	UTU	Switching limits
382...	Norfolk & Western Ry. Co.....	UTU	Protection of em'ees
383...	Consolidated Rail Corp.....	UTU	Switching limits
384...	Richmond, Fredericksburg & Potomac RR Co.....	UTU	Switching limits
388...	Atchison, Topeka & Santa Fe...	BLE	Interdivisional service
390...	Consolidated Rail Corp.....	UTU	Switching limits
391...	Consolidated Rail Corp.....	UTU	Switching limits
393...	Consolidated Rail Corp.....	UTU	Interdivisional service
394...	Consolidated Rail Corp.....	UTU	Switching limits
395...	Consolidated Rail Corp.....	UTU	Switching limits
396...	Consolidated Rail Corp.....	UTU	Switching limits
399...	Louisiana and Arkansas Ry.....	UTU	Switching limits
400...	Burlington Northern, Inc.....	UTU	Switching limits
401...	Burlington Northern, Inc.....	UTU	Switching limits
403...	Burlington Northern, Inc.....	BLE	Switching limits
404...	Illinois Central Gulf RR.....	BLE	Switching limits
405...	Illinois Central Gulf RR.....	UTU	Interdivisional service
410...	Consolidated Rail Corp.....	BLE	Switching limits
411...	Illinois Central Gulf RR.....	BLE	Interdivisional service
414...	Consolidated Rail Corp.....	UTU (C-T-E)..	Switching limits
418...	Consolidated Rail Corp.....	UTU (C-T-E)..	Switching limits
420...	Consolidated Rail Corp.....	UTU	Switching limits
421...	Consolidated Rail Corp.....	UTU	Switching limits
424...	Consolidated Rail Corp.....	UTU	Switching limits
426...	Duluth, Missabe & Iron Range Ry. Co.....	UTU (C-T)....	Interdivisional service
427...	Consolidated Rail Corp.....	BLE	Switching limits
428...	Consolidated Rail Corp.....	UTU (C-T)....	Switching limits
429...	Consolidated Rail Corp.....	UTU	Switching limits
430...	Consolidated Rail Corp.....	UTU	Switching limits
431...	Consolidated Rail Corp.....	BLE	Switching limits

Interest Arbitration Cases--Continued

Arb. Bd. No.	Carrier	Organi- zation	Issue
432...	Chicago, Milwaukee, St. Paul & Pacific RR Co.....	UTU	Allocation of seniority between Rock Island em'ees & Milwaukee em'ees
433...	Consolidated Rail Corp.....	BLE	Switching limits
434...	Norfolk & Western Ry. Co.....	BLE	Switching limits
435...	Illinois Central Gulf RR.....	BLE	Interconsolidated seniority district freight service between Jackson, Mississippi and Monroe, Louisiana
436...	Southern Pacific Transp. Co...	BLE	Interdivisional service
437...	Missouri Pacific RR Co.....	BLE	Interseniority freight service between St. Louis, Missouri and Kansas City, Missouri
440...	Alabama Great Southern Ry. Southern Railway Co.....	UTU	Switching limits
441...	Atchison, Topeka & Santa Fe...	BLE	Interdivisional service
443...	Consolidated Rail Corp.....	UTU	Switching limits
444...	Consolidated Rail Corp.....	UTU (C-T-E)..	Switching limits
445...	Consolidated Rail Corp.....	UTU (C-T-E)..	Switching limits
446...	Burlington Northern RR.....	BLE	Interdivisional service
447...	Illinois Central Gulf RR.....	UTU	Switching limits
448...	Seaboard System RR.....	IAM&AW	Protection of em'ees
449...	Southern Pacific Transp. Co...	BLE	Interdivisional service
451...	Consolidated Rail Corp.....	BLE	Switching limits
452...	Chessie System RR.....	BLE	Interdivisional service
453...	Illinois Central Gulf RR.....	BLE	Interdivisional service
455...	Chessie System RR.....	UTU & BLE....	Interdivisional service
457...	Chessie System RR.....	BLE	Interdivisional service
459...	Illinois Central Gulf RR.....	UTU	Interdivisional service
460...	Kansas City Southern Ry.....	UTU	Interdivisional service
461...	Duluth, Missabe & Iron Range Ry.....	UTU & BLE	Interdivisional service
462...	Atchison, Topeka & Santa Fe...	UTU	Interdivisional service
463...	Elgin, Joliet & Eastern Ry....	UTU	Interdivisional service
464...	Delaware & Hudson Ry Co.....	UTU	Protection of em'ees

Arbitration Task Force Decisions

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

Appointments Made Under Arbitration Board No. 419 -- Caboose Issue

Carrier	Org- aniza- tion	Name of Arbitrator	Date of Appoint- ment	Date Award Rendered
Chessie System RRs.....	UTU	Leverett Edwards	04-07-83	09-07-83
...Interpretation of Award.....				03-22-85
Illinois Central Gulf RR.....	UTU	Nicholas H. Zumas	04-07-83	02-06-84
Southern Railway System.....	UTU	Robert M. O'Brien	04-13-83	12-02-83
Seaboard System RR Co.....	UTU	Robert E. Peterson	04-13-83	09-26-83
...Interpretation of Award.....				03-28-85
Norfolk & Western Ry. Co.....	UTU	Gilbert H. Vernon	05-06-83	10-24-83
...Interpretation of Award.....				08-20-85
Consolidated Rail Corp.....	UTU	Preston J. Moore	05-16-83	01-03-84
Chicago & North Western Transp. Co.....	UTU	Harold M. Weston	06-06-83	05-19-84
Burlington Northern RR Co....	UTU	George S. Roukis	06-20-83	12-19-83
Chicago & North Western Transp. Co.....	UTU	Harold M. Weston	07-01-83	05-19-84
Illinois Central Gulf RR.....	UTU	Nicholas H. Zumas	07-01-83	03-02-84
Des Moines Union Ry. Co.....	UTU	John N. Gentry	07-05-83	10-31-84
Seaboard System RR Co. (former Louisville & Nashville RR Co.).....	UTU	Robert E. Peterson	08-08-83	12-27-83
...Interpretation of Award.....				03-28-85
Illinois Central Gulf RR.....	UTU	Nicholas H. Zumas	08-24-83	03-03-84
Illinois Central Gulf RR.....	UTU	Nicholas H. Zumas	08-26-83	04-09-84
Norfolk & Western Ry. Co.....	UTU	Gilbert H. Vernon	11-04-83	05-08-84
...Interpretation of Award.....				05-12-86
Chicago & North Western Transp. Co.....	UTU	Harold M. Weston	11-16-83	05-19-84
Grand Trunk Western RR Co....	UTU	Richard R. Kasher	11-23-83	11-30-84
Detroit, Toledo & Ironton RR. ---		Addendum	02-09-84	11-30-84
Kansas City Southern Ry.....	UTU	Robert E. Peterson	12-02-83	04-12-84
Louisiana & Arkansas Ry Co.;				
Norfolk & Western Ry. Co....	UTU	Gilbert H. Vernon	12-12-83	05-08-84
...Interpretation of Award.....				12-31-85
...Interpretation of Award.....				12-30-86
...Interpretation of Award.....				12-17-86
...Interpretation of Award.....				12-17-86
Consolidated Rail Corp.....	UTU	Preston J. Moore	12-15-83	03-29-84
Southern Pacific Transp. Co. (Western & Eastern Lines)...	UTU	Leverett Edwards	01-10-84	06-09-84
St. Louis Southwestern Ry....	UTU	Leverett Edwards	01-16-84	06-19-84
Atchison, Topeka & Santa Fe Ry.....	UTU	Preston J. Moore	01-13-84	05-22-84
Chicago, Milwaukee, St. Paul & Pacific RR Co.....	UTU	Gilbert H. Vernon	01-12-84	07-03-84
Union Pacific RR Co.....	UTU	John N. Gentry	02-23-84	09-24-84
...Interpretation of Award.....				04-10-86

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

Carrier	Org- aniza- tion	Name of Arbitrator	Date of Appoint- ment	Date Award Rendered
Duluth, Missabe & Iron Range Ry. Co.....	UTU	Leverett Edwards	03-21-84	10-02-84
Grand Trunk Western RR Co. (former Detroit, Toledo & Shore Line RR Co.).....	UTU	Richard R. Kasher	03-12-84	01-11-86
Missouri Pacific RR Co. (Alton & Southern Ry. Co.)..	UTU	Preston J. Moore	04-26-84	08-04-84
Grand Trunk Western RR Co....	UTU	Richard R. Kasher	03-29-84	01-11-86
Denver & Rio Grande Western Ry. Co.....	UTU	John N. Gentry	05-30-84	01-22-85
Soo Line RR Co.....	UTU	Leverett Edwards	06-11-84	10-02-84
Maine Central RR Co.....	UTU	George S. Roukis	06-14-84	12-06-85
Atchison, Topeka & Santa Fe Ry.....	UTU	Preston J. Moore	06-26-84	09-18-84
Seaboard System RR Co. (Georgia Railroad & Western Railway of Alabama).....	UTU	Robert E. Peterson	06-28-84	11-09-84
Seaboard System RR Co. (Clinchfield RR Co.).....	UTU	Robert E. Peterson	09-10-84	11-09-84
Delaware & Hudson Ry. Co....	UTU	Preston J. Moore	09-26-84	05-23-85
Burlington Northern RR.....	UTU	George S. Roukis	11-26-84	04-17-85
Elgin, Joliet & Eastern Ry...	UTU	John N. Gentry	11-29-84	07-31-85
Grand Trunk Western RR.....	UTU	Richard R. Kasher	01-02-85	01-11-86
Grand Trunk Western RR (former Detroit, Toledo & Shore Line RR Co.).....	UTU	Richard R. Kasher	01-02-85	01-11-86
Chicago & North Western Transp. Co.....	UTU	Preston J. Moore	06-03-85	10-04-85
Missouri-Kansas-Texas RR....	UTU	George S. Roukis	02-04-86	04-02-86
Grand Trunk Western RR (former Detroit, Toledo & Ironton RR; and former Detroit & Toledo Shore Line RR).....	UTU	Gilbert H. Vernon	06-18-86	----

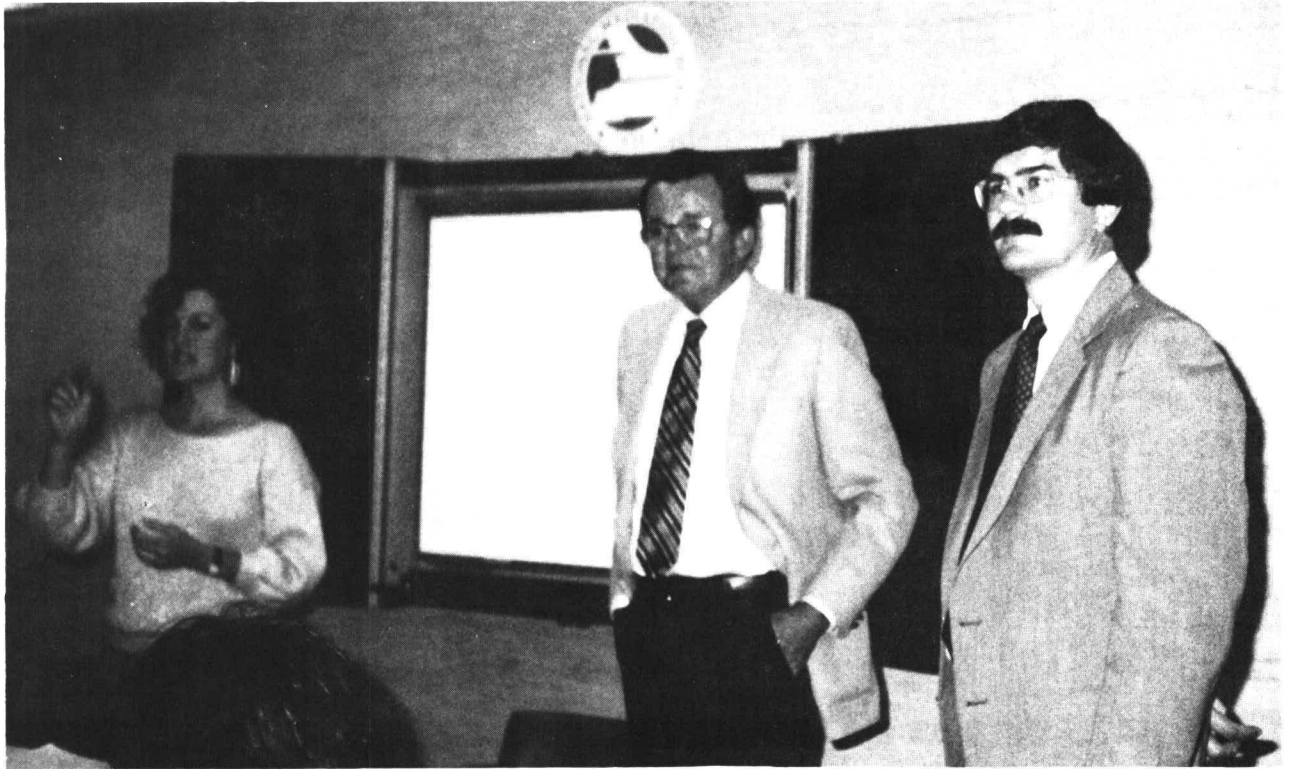
The National Mediation Board annually participates in a program to meet with labor relations leaders of foreign governments and foreign students to discuss the agency's administration of the Railway Labor Act and to summarize generally how labor relations are conducted in the United States. Certain visitors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



Board Member Helen M. Witt (left) discusses the NMB's role in airline and railroad collective bargaining with Jo Walgrave, the only woman mediator with the Ministry of Labor in Brussels, Belgium.



Rowland K. Quinn, Jr., then Executive Director, exchanges labor relations views with Lawson E. Osagie, Assistant General Secretary, Nigeria Labor Congress, Lagos, Nigeria.



Special Assistant to the Chairman Meredith S. Buel and General Counsel Ronald M. Eppers answer questions about the RIA posed by Costa Rican university student leaders, with the help of an interpreter.



General Counsel Ronald M. Eppers (right) discusses the Railway Labor Act with A.V.K. Chaitanya, General Secretary, South Central Railway Mazdoor Union, India.



Joyce Beech, Administrative Assistant to the Executive Director, and Alessandro Diotallevi, with the Labor Committee of the Chamber of Deputies in Italy, compare U.S. and Italian labor laws.



III. REPRESENTATION CASE DEVELOPMENTS

A number of important representation cases were resolved by the Board in fiscal 1985 and 1986. Some of these cases, involving significant policy decisions, are summarized below.

Mergers and Acquisitions

The increasing pattern of airline mergers required the Board to re-evaluate the criteria used to determine when a merger actually occurs and when certifications are extinguished. In Northwest Airlines, Inc., 13 NMB 399 (1986), the Board applied the standards enunciated in Republic Airlines, 8 NMB 49 (1980), to determine that the certifications on Republic Airlines expired on the date that Northwest and Republic consummated their merger. Subsequently, a number of other airlines merged, prompting the Board to conduct hearings into the issues created by the mergers, in particular the Board's exclusive authority to pronounce certifications terminated.

Representation Elections

The Board conducted a number of representation elections in fiscal 1985 and 1986 among various crafts or classes on several carriers. It issued decisions on eligibility and other significant issues dealing with representation.

In Metro-North Commuter Railroad, 12 NMB 38 (1984), the Board found appropriate three separate crafts or classes, rather than one as proposed by the carrier. In making this determination, the Board found that the Northeast Rail Service Act of 1981



Mediator Paul Chorbajian and Hearing Officer David J. Strom open ballots during an airline representation election.

(NERSA) did not restrict the Board in its obligation to investigate representation disputes.

In two cases involving employees of the Grand Trunk Western Railroad Co., 12 NMB 67 (1984) and 12 NMB 228 (1985), the Board re-affirmed its policy of conducting representation cases on a system-wide basis. The Board also found no basis in the

carrier's contention that the form of the NMB ballot was confusing and should be revised. The Board reiterated its commitment to a system-wide basis of representation in National Railroad Passenger Corporation (Amtrak), 13 NMB 412 (1986), as well as in several other cases. In Western Pacific Railroad, 12 NMB 160 (1985), the issue before the Board was whether the "system" was the Western Pacific or the Union Pacific. Although the Western Pacific was part of the larger Union Pacific system, it reported separately to the Interstate Commerce Commission and maintained a separate payroll and separate accounting system. Therefore, the Board held that the "system" for representation purposes was the Western Pacific. In another case, Amtrak, 13 NMB 128 (1986), the Board applied the same criteria, first established in Seaboard System Railroad-Clinchfield Line, 11 NMB 217 (1984).

The Board declined to set aside an election in Long Island Rail Road,

12 NMB 187 (1985), holding that an organization's distribution of a "Sample" ballot did not warrant remedial action. The Board also declined to set aside an election in Dalfort Corporation, 13 NMB 40 (1985). In its decision, the Board stated that variance in procedure from the Board's Representation Manual was not a violation of substantive rights, noting that the provisions in the Manual are not binding upon the Board.

However, in two other determinations, the Board held that its Rules, as codified in 29 C.F.R. §1200.735-1 et seq, are binding both upon the Board and upon those invoking the Board's services. In Atchison, Topeka & Santa Fe Railway, 13 NMB 76 (1985), the Board refused to reconsider its dismissal for insufficient showing of interest despite the applicant's argument that §1206.3 should be construed liberally. The Board upheld its policy of applying its Rules in an even-handed manner regardless of who invokes its services. Similarly,



Nationwide press are drawn to a large ballot count at NMB headquarters.

in Southwest Airlines Company, 13 NMB 82 (1985), the Board found that the minimum showing of interest pursuant to §1206.2(a) and (b) of the Board's rules was 35% where the "incumbent" organization disclaimed interest in representing the employees prior to the authorization of election.

In a series of cases involving employees of El Al Israel Airlines, Ltd., 12 NMB 238, 279 and 282 (1985), the Board: 1) upheld the eligibility of certain employees on strike and employees hired to replace the striking employees; 2) held that Stock and Stores Employees were separate from the craft or class of Fleet and Passenger Service Employees on El Al; and, 3) that individuals on furlough from the carrier's commissary department retained an employee-employer relationship despite the carrier's assertion that it had discontinued its commissary function.

Two cases pending since 1982 involved employees of Continental Airlines. In 12 NMB 258 (1985), the Board issued an ORDER TO SHOW CAUSE in connection with proceedings in which ballots had been impounded since January 1984. The United States Bankruptcy Court for the Southern District of Texas had enjoined the Board from counting the ballots. The court's order was reversed on May 31, 1985 by the United States District Court for the Southern District of Texas, an action upheld by the Fifth Circuit Court of Appeals in 1986. The Board counted the ballots in January, 1987.

In Jet America Airlines, 12 NMB 301 (1985) and 13 NMB 96 (1986), the Board applied its "Alitalia" doctrine and held that where a representation election involves an incumbent and an applicant and less than a majority of eligible employees vote for a representative, the employees are thereafter unrepresented for purposes of the Act.

In Eastern Airlines, Inc., 13 NMB 263 (1986) and 13 NMB 310 (1986), the Board dealt with, among other issues, the question of whether Scheduled Airlines Traffic Office (SATO) employees were eligible voters in an election held among Passenger Service Employees. The Board found certain SATO agents to be eligible as they performed work similar to that performed by City Ticket Agents.

In America West Airlines, 13 NMB 346 (1986), the carrier challenged the Board Representative's determination that eligibility in the craft or class of Flight Attendants should be based upon hours "in flight", rather than days assigned. The Board upheld the determination based upon days assigned as consistent with Board policy and Board practice.

Rule-Making

On September 9 and 30, 1985, the Board received petitions filed by the United States Chamber of Commerce and the International Brotherhood of Teamsters, respectively. These petitions, filed pursuant to §1206.8 of the Board's Rules, requested the Board to amend certain of its rules dealing with representation elections. Hearings on the petitions were held over a several-month period in 1986.

Jurisdiction

As in past years, the Board received several jurisdictional cases in fiscal 1985-1986. 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 Ebon Services International, Inc., 13 NMB 3 (1985), the Board found that a company which provides cleaning services to various employers located within the state of New

Jersey was not subject to the Railway Labor Act. The Board concluded that Ebon was an independent agency which was not directly or indirectly owned or controlled by, or under common control with, any carrier subject to the Railway Labor Act.

In Ground Handling, Inc., 13 NMB 116 (1986), the Board found that it had jurisdiction over a company which provided ground handling services for various airlines. The Board noted that Ground Handling performed its work when, where and in a manner determined by the carriers for which it provided services. Based upon the nature of the activities performed by Ground Handling which are traditionally performed by employees of carriers in the airline industry and the degree of control exercised by the airline which Ground Handling serves, the Board concluded that the activities and employees performing such activities were subject to the Railway Labor Act.

The Board, in ARA Ground Services, Inc., 13 NMB 175 (1986), found that a company which performs fleet services for several airlines in Florida to be a carrier within the meaning of the Act. The Board found that the employees of ARA were under the direction and on-going control of employees of the carriers with which the company contracts.

In Allied Maintenance Corporation, 13 NMB 255 (1986), the Board concluded that Allied was not subject to the Railway Labor Act. The Board found that the services provided by Allied's employees were of the type traditionally performed by airline employees. The degree of control exercised by the various air carriers, however, was insufficient to establish Allied as a carrier under the Act.

In Sky Cap, Inc., 13 NMB 292 (1986), the Board found that a corporation which provided baggage hand-

ling and other passenger services for various airlines to be subject to the Act. The Board noted that Sky Cap held contracts with common carriers by air subject to the Railway Labor Act for the performance of services in connection with the transportation of passengers and freight by air, subject to the direction and on-going control of employees of the carriers which Sky Cap serves. Based upon the nature of the activities performed by Sky Cap and other airlines and the degree of control exercised by these airlines, the Board found that the activities and employees performing such activities are subject to the Railway Labor Act.

In Sky Chefs, Inc., 13 NMB 340 (1986), the Board denied the request of Sky Chefs and the Hotel Employees and Restaurant Employees International Union for a "jurisdictional determination." The Board found that the request was one for an advisory opinion. Jurisdictional determinations are limited to representation cases properly brought under the Railway Labor Act and filed in conformance with the Board's rules as well as specific referrals to the NMB by the National Labor Relations Board or a court of competent jurisdiction.

In CFS Air Cargo, Inc., 13 NMB 369 (1986), the Board found that this company performed some services which are traditionally performed by airline employees but the employees are not subject to the control of a common carrier by air.

Interference with NMB Elections

In City of Prineville Railway, 13 NMB 63 (1985), the Board rejected the organization's contention that the carrier interfered with, influenced or coerced employees in their choice of a representative pursuant to Section 2, Ninth, of the Act. Specifically, the Board found that the establishment of a profit sharing plan

and an hourly wage rate would not influence the outcome of an election.

In Key Airlines, 13 NMB 153 (1986), the Board found that the carrier engaged in actions which had adversely affected the right of its employees to self-organization free of interference, influence or coercion. To remedy the situation, the Board ordered a "Laker" election (use of "yes-no" ballots, ballot boxes and notice posting by the carrier).

In Mid Pacific Airlines, 13 NMB 178 (1986), the Board found that the carrier had violated the Act by attempting to "poll" employees as to their representation choice, as well as attempting to influence them to discontinue their organizational

efforts. The Board ordered a "Laker" ballot to remedy the situation.

In Metroflight, Inc., 13 NMB 284 (1986), the Board found that the carrier violated the Act when it instructed the employees in a letter to turn in its ballots to a management official. The prior election was set aside and a "Laker" election was ordered.

In Southeastern Pennsylvania Transportation Authority, 13 NMB 357 (1986), the Board rejected the organization's contention that the carrier violated the Act and tainted the election process. The incumbent organization claimed that the carrier refused to bargain in good faith and permitted the applicant to post a letter regarding the representation dispute on a carrier bulletin board.



IV. NMB LEGAL ACTIVITIES DURING FISCAL YEARS 1985-1986

Litigation Developments

During fiscal years 1985 and 1986 the NMB successfully defended all suits brought against the agency. Consistent with past years, the Board's responsibilities for resolving representation disputes under Section 2, Ninth of the Act, 45 U.S.C. §152, Ninth, generated the largest category of litigation.

Other litigation areas included the NMB's appointment of arbitrators, a determination of "non-carrier" status, quorum requirements and administrative law as applicable to the National Railroad Adjustment Board. A summary of the principal cases reaching the courts of appeal during fiscal years 1985 and 1986 follows.

In Continental Airlines Corp. v. National Mediation Board, 790 F.2d 35 (5th Cir. 1986), aff'g, 50 B.R. 342, 119 LRRM 2752 (S.D. Tex. 1985), the Fifth Circuit affirmed the District Court's determination that NMB representation proceedings are not subject to the automatic stay or discretionary injunction under the Bankruptcy Code. Following its reversal of the Bankruptcy Court on the stay and injunctive issues, the District Court also withdrew the reference to the Bankruptcy Court and dismissed Continental's complaint for lack of subject matter jurisdiction.

The D.C. Circuit held that there is judicial authority to review NMB determinations finding that the Board lacks jurisdiction over a particular enterprise as a non-carrier. In the Circuit Court's assessment, federal

courts are empowered to review NMB decisions disclaiming such Board jurisdiction, but ordinarily may not review the NMB's assertion of jurisdiction. International Longshoremen's Association v. National Mediation Board, 785 F.2d 1098 (D.C. Cir. 1986).

Based on the principle of arbitral immunity, the Eighth Circuit held that the NMB may not be required to decide or justify the appropriateness of each Board appointment of an arbitrator. In reversing the District Court, the Court of Appeals held that such a requirement would seriously interfere with the NMB's neutrality and run counter to Congressional policy. Ozark Air Lines, Inc. v. National Mediation Board, 797 F.2d 557 (8th Cir. 1986).

In International Association of Machinists v. Alitalia Airlines and National Mediation Board, 753 F.2d 3 (2d Cir. 1985), the Court of Appeals held that Alitalia may not "withdraw recognition of the IAM because it has a good faith doubt that the IAM has majority status." Rather, the question of duty to bargain is "answered by Section 2, Ninth of the Railway Labor Act itself... [which] states that on receipt of the National Mediation Board's certification, 'the carrier shall treat with the representative so certified...' (emphasis in original).

The D.C. Circuit affirmed the District Court in holding that the Railway Labor Act does not require the NMB to "make private offices at government expense" available to the

partisan members of the National Railroad Adjustment Board. It was the NMB's position that funding priority must be given to the salaries of the neutral arbitrators rather than to the contested overhead expenses. Railway Labor Executives' Association v. National Mediation Board, et al., 118 LRRM 3435 (D.C. Cir. 1985), *aff'g*, 583 F. Supp. 279 (D.D.C. 1984).

In a challenge to a Board certification, the plaintiffs/appellants

argued that the NMB's administrative actions prior to the actual certification were void because the Board had acted without a quorum of Members. The Court of Appeals concluded that "[t]he only final action which is properly reviewable is the certification." Because the certification itself was issued by a quorum, the court declined to review the preliminary actions taken by the NMB. Hunter and Jet America Airlines, Inc. v. National Mediation Board, et al., 750 F.2d 1496 (9th Cir. 1985).



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 1-5 at the end of this chapter.

Overall Assessment of Closed Out Cases

The National Mediation Board aggregate number of closed out cases (1935-1986) topped the 17,000 mark. To date, 17,223 disputes have been resolved. The case distribution includes 11,424 mediation, 5,654 representation and 145 interpretation cases stamped "closed."

During fiscal 1986 the Board resolved 89 mediation disputes as compared to 84 mediation cases closed in fiscal 1985. Seventy-eight representation cases were resolved in fiscal 1986, slightly behind the fiscal 1985 figure of 82 cases closed. One interpretation dispute (an airline case) was resolved in fiscal 1985; there were none the following year.

Despite the minimal growth in mediation case closures, fiscal 1986 was one of the busiest years in the Board's recent history. The mediation caseload was at its heaviest level since the airlines and railroads were deregulated. As reported in Table 1, there were 396 unresolved airline and railroad mediation disputes pending September 30, 1986, compared to 326 cases in 1985, and 29 cases in fiscal 1984. On a percentage basis, the fiscal 1986 caseload level was 21% higher than that of

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 or application of an agreement reached through mediation. These cases are commonly referred to as interpretation cases.

fiscal 1985 and 73% higher than that of fiscal 1984. A major reason for the upsurge in cases was that a substantial number of commuter railroad labor contracts became amendable during that time.

Since the Board's inception in 1934, 17,638 railroad and airline cases have been docketed. Interestingly, not only has the NMB closed out 97% of those cases but, at the same time, recorded an unprecedented 97% overall settlement rate in its 52-year history.

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 nearly 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 about 325,000 persons and the airlines over 350,000.

Given the high degree of unionization in these two industries, it is not surprising that the bulk of union organizing efforts usually involves small groups of employees.

However, fiscal 1986 was a year when some of the largest representation elections were held since passage of the Airline Deregulation Act of 1978. Major carriers became the target of unions attempting to organize unorganized groups of employees numbering in the thousands.

For example, in fiscal 1986, the International Union of Electronic Workers (IUE) campaigned to organize the 11,000 passenger service employees of Eastern Air Lines, one of the largest organizing drives in any industry in the 1980s. The IUE, however, did not receive enough votes to win the election. On the other hand, the International Association of Machinists and Aerospace Workers was victorious in winning the right

to represent over 4,300 passenger service employees of Trans World Airlines. Airline merger activity led to another large ballot count shortly after the close of fiscal 1986. The Northwest-Republic Airlines merger resulted in the Board holding an election of the combined flight attendants on the two carriers. Ninety-three percent of the 6,420 eligible voters cast ballots in this election, won by the International Brotherhood of Teamsters. This is believed to be the largest percentage of voters to turn out for an election of this magnitude in NMB history.

Because of large airline elections, there were nearly nine times as many airline employees involved in representation elections in fiscal 1986 as there were in fiscal 1985. As Table 2 shows, in fiscal 1986, 19,530 airline workers were involved in elections as compared to 2,178 the previous year. The 1986 figure represents the largest number of airline employees involved in elections in the last decade.

Following the trend of recent years, most workers involved in representation proceedings were in the airlines. According to Table 2, there were a total of 21,848 railroad and airline employees involved in elections in fiscal 1986 as compared to 5,741 in fiscal 1985.

Tables 3a and 3b cover the major groups of employees involved in the closing of all types of cases--mediation, representation and interpretation disputes--in the airlines and railroads. As reported in Table 3, airline and railroad employees were involved in 167 cases closed out in fiscal 1985 and 1986. Tables 4a and 4b are a summary of the various crafts or classes and the number of employees involved in representation cases in fiscal 1985 and 1986. Interestingly, in Table 4b the passenger service

employees involved in elections represented 71% of the 21,848 workers involved in all railroad and airline representation cases in fiscal 1986.

Elections and Certifications of Representatives

Table 2 reveals that certifications were issued in 42 rail and airline representation cases in fiscal 1986, three more than in the previous fiscal year. In fiscal 1985, railroads led with 22 certifications involving 3,282 employees compared to the 17 airline certifications involving 1,031 employees. However, in fiscal 1986, the number of employees involved changed dramatically. The railroads did lead again in fiscal 1986 with 25 certifications involving 2,278 employees. Although the airlines had only 17 certifications in fiscal 1986, the number of workers involved increased to 6,095, representing nearly six times as many employees as were involved in airline certifications during the previous year.

Tables 5a and 5b report the number of crafts or classes certified and the number of airline and railroad employees involved in elections

in fiscal 1985 and 1986. These tables also show the number of national labor organizations, local unions and/or individuals who participated in organizing drives.

Unions continued to be active in their organizing attempts during both years.

In the railroads in fiscal 1985-1986, only a few small groups of unorganized employees were successfully unionized--five certifications in 1985 and three in 1986. However, challenging rail unions in fiscal 1986 were successful in ousting incumbent labor organizations in 21 representation disputes which more than doubled the success rate of challenging unions in fiscal 1985.

In the airlines, unions were successful in organizing eight previously unorganized crafts or classes in both fiscal 1985 and 1986. Fourteen groups of airline employees voted to change union representation in that 24-month period. Unions were certified in 81 elections representing 12,686 airline and railroad employees in the combined 1985-1986 fiscal period.

TABLE 1—Number of Cases Received and Closed Out During Fiscal Years 1935–1986

Status of Cases	52-Year Period 1935–1986	1986	1985	1980–84 5-Year Period (Avg.)	1975–79 5-Year Period (Avg.)	1970–74 5-Year Period (Avg.)	1965–69 5-Year Period (Avg.)
<u>All Types of Cases</u>							
Cases Pending and Unsettled at Beginning of Period.....	96	344	250	269	290	447	472
New Cases Docketed.....	17,542	238	261	293	319	300	394
Total Cases on Hand and Received.....	17,638	582	511	562	609	747	866
Cases Closed.....	17,223	167	167	304	315	339	356
Cases Pending and Unsettled at End of Period.....	415	415	344	259	94	408	510
<u>Representation Cases</u>							
Cases Pending and Unsettled at Beginning of Period.....	24	18	21	33	41	11	22
New Cases Docketed.....	5,649	79	79	100	111	76	82
Total Cases on Hand and Received.....	5,673	97	100	132	152	87	104
Cases Closed.....	5,654	78	82	106	104	74	82
Cases Pending and Unsettled at End of Period.....	19	19	18	27	48	13	22
<u>Mediation Cases</u>							
Cases Pending and Unsettled at Beginning of Period.....	72	326	229	237	247	435	447
New Cases Docketed.....	11,748	159	181	193	207	221	309
Total Cases on Hand and Received.....	11,820	485	410	430	454	656	756
Cases Closed.....	11,424	89	84	198	208	261	271
Cases Pending and Unsettled at End of Period.....	396	396	326	232	246	395	485

TABLE 1—Number of Cases Received and Closed Out During Fiscal Years 1935–1986—CONTINUED

Status of Cases	52-Year Period 1935–1986	1986	1985	1980–84 5-Year Period (Avg.)	1975–79 5-Year Period (Avg.)	1970–74 5-Year Period (Avg.)	1965–69 5-Year Period (Avg.)
<u>Interpretation Cases</u>							
Cases Pending and Unsettled at Beginning of Period.....	0	0	0	0	0	2	3
New Cases Docketed.....	145	0	1	0	2	2	3
Total Cases on Hand and Received.....	145	0	1	0	2	4	6
Cases Closed.....	145	0	1	0	2	3	3
Cases Pending and Unsettled at End of Period.....	0	0	0	0	0	1	3

TABLE 2—Representation Case Disposition By Craft or Class, Employees Involved
and Participating, October 1, 1984 to September 30, 1986

FY 1985	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.....	39	39	3,563	2,670	43	43	2,178	1,317
Disposition:								
Certification.....	22	22	3,28	22,584	17	17	1,031	817
Dismissals.....	17	17	281	86	26	26	1,147	500
Combined Railroad & Airline Cases.....	82	82	5,74	13,987				

FY 1986	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.....	35	35	2,318	1,779	43	43	19,530	6,665
Disposition:								
Certification.....	25	25	2,278	1,772	17	17	6,09	53,677
Dismissals.....	10	10	40	7	26	26	13,435	2,988
Combined Railroad & Airline Cases.....	78	78	21,848	8,444				

TABLE 3a — Number of Cases Closed by Major Groups of Employees,
October 1, 1984 to September 30, 1985

	All Types of Cases	Representa- tion Cases	Mediation Cases	Interpre- tation Cases
Grand Total, All Groups of Employees.....	167	82	84	1
Railroad Total.....	76	39	37	0
Agents, Telegraphers & Towermen..	0	0	0	0
Boilermakers and Blacksmiths.....	0	0	0	0
Carmen.....	4	2	2	0
Clerical, Office, Station and Storehouse.....	2	0	2	0
Dining Car Employees, Train and Pullman Porters.....	2	2	0	0
Electricians.....	6	1	5	0
Firemen and Oilers.....	0	0	0	0
Machinists.....	3	1	2	0
Maintenance of Equipment.....	0	0	0	0
Maintenance of Way and Signalmen.	3	2	1	0
Marine Service.....	1	0	1	0
Mechanical Foremen and/or Super- visors of Mechanics.....	1	1	0	0
Police Officers Below the Rank of Captain.....	5	4	1	0
Sheet Metal Workers.....	1	1	0	0
Subordinate Officials in Main- tenance of Way.....	1	1	0	0
Technical Engineers, Architects, Draftsmen and Allied Workers....	1	1	0	0
Train Dispatchers.....	7	3	4	0
Train, Engine and Yard Service...	20	15	5	0
Yardmasters.....	4	3	1	0
Combined Groups, Railroad.....	6	1	5	0
Miscellaneous Railroad.....	9	1	8	0
Airline Total.....	91	43	47	1
Airline Dispatchers.....	8	4	4	0
Commissary/Catering Employees....	2	0	2	0
Fleet and Passenger Service.....	2	2	0	0
Fleet Service.....	7	5	2	0
Flight Attendants.....	11	7	3	1
Flight Deck Crew Members.....	4	4	0	0
Flight Engineers.....	3	2	1	0
Guards.....	1	0	1	0
Mechanics and Related.....	14	7	7	0

TABLE 3a — Number of Cases Closed by Major Groups of Employees,
October 1, 1984 to September 30, 1985 — Continued

	All Types of Cases	Represent- ation Cases	Mediation Cases	Interpre- tation Cases
Meteorologists.....	0	0	0	0
Nurses.....	0	0	0	0
Office Clerical.....	3	1	2	0
Office, Clerical, Fleet and Passenger Service.....	3	0	3	0
Passenger Service.....	1	1	0	0
Pilots.....	14	4	10	0
Port Stewards.....	1	0	1	0
Radio and Teletype Operators.....	0	0	0	0
Stock and Stores.....	5	4	1	0
Combined Groups, Airline.....	6	0	6	0
Miscellaneous Airline.....	6	2	4	0

TABLE 3b — Number of Cases Closed by Major Groups of Employees,
October 1, 1985 to September 30, 1986

	All Types of Cases	Represent- ation Cases	Mediation Cases	Interpre- tation Cases
Grand Total, All Groups of Employees.....	167	78	89	0
Railroad Total.....	95	35	60	0
Agents, Telegraphers & Towermen..	2	0	2	0
Boilermakers and Blacksmiths.....	0	0	0	0
Carmen.....	1	0	1	0
Clerical, Office, Station and Storehouse.....	7	1	6	0
Dining Car Employees, Train and Pullman Porters.....	1	0	1	0
Electricians.....	2	0	2	0
Firemen and Oilers.....	0	0	0	0
Machinists.....	4	2	2	0
Maintenance of Equipment.....	0	0	0	0
Maintenance of Way and Signalmen.	2	2	0	0
Marine Service.....	1	0	1	0
Mechanical Foremen and/or Supervisors of Mechanics.....	3	3	0	0

TABLE 3b — Number of Cases Closed by Major Groups of Employees,
October 1, 1985 to September 30, 1986 — Continued

	All Types of Cases	Represent- ation Cases	Mediation Cases	Interpre- tation Cases
Police Officers Below the Rank of Captain.....	3	2	1	0
Sheet Metal Workers.....	1	0	1	0
Subordinate Officials in Main- tenance of Way.....	2	1	1	0
Technical Engineers, Architects, Draftsmen and Allied Workers...	2	2	0	0
Train Dispatchers.....	1	1	0	0
Train, Engine and Yard Service...	57	18	39	0
Yardmasters.....	1	1	0	0
Combined Groups, Railroad.....	1	0	1	0
Miscellaneous Railroad.....	4	2	2	0
Airline Total.....	72	43	29	0
Airline Dispatchers.....	3	1	2	0
Commissary/Catering Employees....	1	0	1	0
Fleet and Passenger Service.....	1	1	0	0
Fleet Service.....	6	6	0	0
Flight Attendants.....	8	5	3	0
Flight Deck Crew Members.....	5	5	0	0
Flight Engineers.....	2	2	0	0
Guards.....	0	0	0	0
Mechanics and Related.....	11	5	6	0
Meteorologists.....	0	0	0	0
Nurses.....	1	1	0	0
Office Clerical.....	1	0	1	0
Office, Clerical, Fleet and Passenger Service.....	2	0	2	0
Passenger Service.....	8	8	0	0
Pilots.....	9	2	7	0
Port Stewards.....	0	0	0	0
Radio and Teletype Operators.....	0	0	0	0
Stock and Stores.....	4	2	2	0
Combined Groups, Airline.....	1	1	0	0
Miscellaneous Airline.....	9	4	5	0

TABLE 4a — Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees, October 1, 1984 to September 30, 1985

<u>Major Groups of Employees</u>	<u>Number of Cases</u>	<u>Number of Craft or Class Determinations</u>	<u>Employees Involved</u>	
			<u>Number</u>	<u>Percent 1/</u>
Grand Total, All Groups of Employees.....	82	82	6,041	100
Railroad Total.....	39	39	3,563	59
Agents, Telegraphers & Towermen.....	0	0	0	0
Brakemen.....	1	1	2	*
Carmen.....	2	2	970	16
Clerical, Office, Station and Storehouse Employees.....	0	0	0	0
Conductors.....	3	3	522	8
Dining Car Employees, Train and Pullman Porters.....	2	2	0	0
Electricians.....	1	1	19	*
Locomotive Engineers.....	5	5	345	5
Locomotive Firemen.....	1	1	7	*
Machinists.....	1	1	5	*
Maintenance of Equipment.....	1	1	22	*
Maintenance of Way.....	2	2	821	14
Marine Service.....	0	0	0	0
Mech. Dept. Foremen and/or Supervisors of Mechanics.....	1	1	1	*
Police Officers Below the Rank of Captain.....	4	4	139	2
Sheet Metal Workers.....	1	1	4	*
Signalmen.....	0	0	0	0
Subordinate Officials, Maintenance of Way.....	0	0	0	0
Tech. Engineers, Architects, Draftsmen and Allied Workers..	1	1	20	*
Train Dispatchers.....	3	3	29	*
Trainmen.....	2	2	322	5
Yardmasters.....	3	3	104	2
Yard Service.....	3	3	222	4
Miscellaneous, Railroad.....	2	2	9	0
Airline Total.....	43	43	2,478	41
Airline Dispatchers.....	4	4	24	*
Commissary Employees.....	0	0	0	0
Fleet and Passenger Service....	2	2	226	4
Fleet Service Employees.....	5	5	761	13

TABLE 4a—Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees, October 1, 1984 to September 30, 1985 — Continued

<u>Major Groups of Employees</u>	<u>Number of Cases</u>	<u>Number of Craft or Class Determinations</u>	<u>Employees Involved</u>	
			<u>Number</u>	<u>Percent 1/</u>
Flight Attendants.....	7	7	239	4
Flight Deck Crew Members.....	4	4	437	7
Flight Engineers.....	2	2	9	*
Guards.....	0	0	0	0
Mechanics and Related.....	7	7	143	2
Meteorologists.....	0	0	0	0
Office Clerical Employees.....	1	1	48	*
Office, Clerical, Fleet and Passenger Service Employees...	0	0	0	0
Passenger Service Employees....	1	1	48	*
Pilots.....	4	4	133	2
Radio and Teletype Operators...	0	0	0	0
Stock and Stores Employees.....	4	4	15	*
Miscellaneous, Airline.....	2	2	95	2

* Less than 1 percent.

1/ Percent listing for each group represents the percentage of the 6,041 employees involved in all railroad and airline cases in fiscal 1985.

TABLE 4b — Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees, October 1, 1985 to September 30, 1986

<u>Major Groups of Employees</u>	<u>Number of Cases</u>	<u>Number of Craft or Class Determinations</u>	<u>Employees Involved</u>	
			<u>Number</u>	<u>Percent 1/</u>
Grand Total, All Groups of Employees.....	78	78	21,848	100
Railroad Total.....	35	35	2,318	11
Agents, Telegraphers & Towermen.	0	0	0	0
Brakemen.....	0	0	0	0
Carmen.....	0	0	0	0
Clerical, Office, Station and Storehouse Employees.....	1	1	3	*
Conductors.....	1	1	6	*

TABLE 4b — Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees, October 1, 1985 to September 30, 1986 — Continued

<u>Major Groups of Employees</u>	<u>Number of Cases</u>	<u>Number of Craft or Class Determinations</u>	<u>Employees Involved</u>	
			<u>Number</u>	<u>Percent 1/</u>
Dining Car Employees, Train and Pullman Porters.....	0	0	0	0
Electricians.....	0	0	0	0
Locomotive Engineers.....	8	8	677	3
Locomotive Firemen.....	6	6	205	1
Machinists.....	2	2	1	*
Maintenance of Equipment.....	0	0	0	0
Maintenance of Way.....	2	2	8	*
Marine Service.....	0	0	0	0
Mech. Dept. Foremen and/or Supervisors of Mechanics.....	3	3	561	3
Police Officers Below the Rank of Captain.....	2	2	126	1
Sheet Metal Workers.....	0	0	0	0
Signalmen.....	0	0	0	0
Subordinate Officials, Maintenance of Way.....	1	1	481	2
Tech. Engineers, Architects, Draftsmen and Allied Workers..	2	2	113	1
Train Dispatchers.....	1	1	8	*
Trainmen.....	3	3	40	*
Yardmasters.....	1	1	12	*
Yard Service.....	0	0	0	0
Miscellaneous, Railroad.....	2	2	77	*
Airline Total.....	43	43	19,530	89
Airline Dispatchers.....	1	1	0	0
Commissary Employees.....	0	0	0	0
Fleet and Passenger Service....	1	1	137	1
Fleet Service Employees.....	6	6	773	4
Flight Attendants.....	5	5	1,292	6
Flight Deck Crew Members.....	5	5	662	3
Flight Engineers.....	2	2	23	*
Guards.....	0	0	0	0
Mechanics and Related.....	5	5	683	3
Meteorologists.....	0	0	0	0
Office Clerical Employees.....	0	0	0	0
Office, Clerical, Fleet and Passenger Service Employees...	0	0	0	0
Passenger Service Employees....	8	8	15,546	71

TABLE 4b — Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees, October 1, 1985 to September 30, 1986 — Continued

<u>Major Groups of Employees</u>	Number of <u>Cases</u>	Number of Craft or Class <u>Determinations</u>	<u>Employees Involved</u>	
			<u>Number</u>	<u>Percent</u> ^{1/}
Pilots.....	2	2	248	1
Radio and Teletype Operators...	0	0	0	0
Stock and Stores Employees.....	2	2	41	*
Miscellaneous, Airline.....	6	6	125	1

* Less than 1 percent.

^{1/} Percent listing for each group represents the percentage of the 21,848 employees involved in all railroad and airline cases in fiscal 1986.

TABLE 5a -- Number of Crafts or Classes Certified and Employees Involved in Various Types of Representation Cases, October 1, 1984 to September 30, 1985

	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.....	4	52	*	1	9	*	5	61	1
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections.....	5	872	14	4	60	*	9	932	15
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections.....	5	1,627	30	3	662	11	8	2,289	38
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Total, Railroad.....	14	2,551	44	8	731	11	22	3,282	54
AIRLINES									
Representation Acquired:									
Elections.....	7	459	8	1	133	2	8	592	10
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections.....	2	109	2	5	92	2	7	201	3
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections.....	2	238	4	0	0	0	2	238	4
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Total, Airline.....	11	806	14	6	225	4	17	1,031	17
Total, Combined Railroad and Airlines.....	25	3,357	58	14	956	15	39	4,313	71

* Less than one percent.

1/ Percent listing for each group represents the percentage of the 6,041 employees involved in all railroad and airline cases in fiscal 1985.

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 5b -- Number of Crafts or Classes Certified and Employees Involved in Various Types of Representation Cases, October 1, 1985 to September 30, 1986

	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.....	3	54	*	0	0	0	3	54	*
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections.....	14	835	4	7	1,150	5	21	1,985	9
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections.....	1	239	1	0	0	0	1	239	1
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Total, Railroad.....	18	1,128	5	7	1,150	5	25	2,278	10
AIRLINES									
Representation Acquired:									
Elections.....	6	4,942	69	2	20	*	8	4,962	69
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections.....	7	752	10	0	0	0	7	752	10
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections.....	2	381	5	0	0	0	2	381	5
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Total, Airline.....	15	6,075	84	2	20	*	17	6,095	84
Total, Combined Railroad and Airlines.....	33	7,203	89	9	170	5	42	8,373	84

* Less than one percent.

^{1/} Percent listing for each group represents the percentage of the 21,848 employees involved in all railroad and airline cases in fiscal 1986.

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, 1985

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	Telegraphers	Train Dispatchers
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
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
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	DSC
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.	BLE	(*)	(*)	(*)	(*)	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	WPYA

See Footnotes at end of table.

Table 6 -- Employee Representation On Selected Rail Carriers as of September 30, 1985--Continued

Railroad	Machinists	Boiler- makers and Black- smiths	Sheet Metal Workers	Electrical Workers	Carmen and Coach Cleaners	Power House Em'ees and Railway Shop Laborers	Railway Signalmen	Mech. Dept. Foremen and/or Supervisors of Mechanics	Dining Car Stewards	Dining Car Cooks and Waiters
Atchison, Topeka & Santa Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	(*)	UTU	(*)
Baltimore and Ohio RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	RED	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	(*)	(*)
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
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	MDFA	(*)	(*)
Elgin, Joliet & Eastern Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	(*)	(*)	(*)
Florida East Coast Rwy.	FFRE	FFRE	FFRE	X	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	TWU	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.

52 Table 6a -- Employee Representation On Selected Rail Carriers as of September 30, 1985 (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, 1985

Airline	Pilots	Flight Engineers	Flight Dispatchers	Flight Attendants	Radio and Teletype Operators	Mechanics	Off. Cler., Fleet and Pass. Serv.	Stock and Stores
American Airlines, Inc.	APA	FEIA	TWU	APFA	TWU	TWU	---	TWU
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 <u>1/</u>	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	---	IAM&AW	ALEA	IAM&AW
Southwest Airlines, Inc.	SAPA	---	SAEA	TWU	---	IBT	IAM&AW <u>2/</u>	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>2/</u>	IAM&AW
U.S. Air	ALPA	---	---	AFA	---	IAM&AW	IBT <u>2/</u>	IAM&AW
Western Airlines, Inc.	ALPA	ALPA	TWU	AFA	---	IBT	ATE	IBT

1/ Reservations Agents.

2/ Fleet Service Employees only.

Table 6 - Employee Representation On Selected Rail Carriers as of September 30, 1986

Railroad	Engi- neers	Firemen and Hostlers	Con- ductors	Brakemen, Flagmen & Baggagemen	Yardmen, Foremen, Helpers & Switch- tenders	Yard- masters	Cler. Off., Station & Storehouse Employees	Maint. of Way Em- ployees	Teleg- raphers	Train Dis- patchers
Atchison, Topeka & Santa Fe Rwy.	BLE	UTU	UTU	UTU	UTU	X	BRAC	EMWE	BRAC	ATDA
Boston & Maine Corp.	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	EMWE	BRAC	ATDA
Burlington Northern	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	EMWE	BRAC	ATDA
Chicago & North Western Transportation Co.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	EMWE	BRAC	ATDA
Consolidated Rail Corp.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	EMWE	BRAC	ATDA
CSX Transportation, Inc.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	EMWE	BRAC	ATDA
Delaware & Hudson Rwy. Co.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	EMWE	BRAC	ATDA
Denver & Rio Grande Western RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	EMWE	BRAC	DSC
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	EMWE	BRAC	ATDA
Illinois Central Gulf RR	BLE	UTU	UTU	UTU	UTU	SA	BRAC	EMWE	BRAC	ITDA
Kansas City Southern Rwy.	BLE	BLE	UTU	UTU	UTU	RYA	BRAC	EMWE	BRAC	ATDA
Missouri-Kansas-Texas RR	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	EMWE	BRAC	ATDA
National RR Passenger Corp.	BLE	BLE	(*)	(*)	(*)	RYA	BRAC	EMWE	BRAC	ATDA
Norfolk & Western Rwy.	BLE	UTU	UTU	UTU	UTU	X	BRAC	EMWE	BRAC	ATDA
St. Louis Southwestern Rwy.	BLE	BLE	UTU	UTU	UTU	WRSA	BRAC	EMWE	BRAC	ATDA
Soo Line Railroad	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	EMWE	BRAC	(*)
Southern Pacific Transp. Co.	BLE	UTU	UTU	UTU	UTU	WRSA	BRAC	EMWE	BRAC	ATDA
Southern Railway Co.	BLE	UTU	UTU	UTU	UTU	RYA	BRAC	EMWE	BRAC	ATDA
Union Pacific Railroad Co.	BLE	UTU	UTU	UTU	UTU	YSC	BRAC	EMWE	BRAC	LU

See footnotes at end of table.

Table 6--Continued-- Employee Representation on Selected Rail Carriers as of September 30, 1986

Railroad	Machin- ists	Boiler-	Sheet Metal Workers	Elec- trical Workers	Carmen & Coach Cleaners	Power House Em'ees and Rwy. Shop Laborers	Rwy. Sig- nalmen	Mech. Dept.	Dining Car Stewards	Dining Car Cooks and Waiters
		makers and Black- smiths						Foremen and/or Supv. of Mechanics		
Atchison, Topeka & Santa Fe Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	(*)	UTU	(*)
Boston & Maine Corp.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	SA	BRAC
Burlington Northern	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	X	(*)	(*)
Chicago & North Western Transportation Co.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HERE
Consolidated Rail Corp.	IAM&AW	BB	SMWIA	IBEW	BRC/TWU	IBFO	BRS	URSA	(*)	(*)
CSX Transportation, Inc.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	BRAC/HERE
Delaware & Hudson Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HERE
Denver & Rio Grande Western RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	X	UTU	SA
Florida East Coast Rwy.	FFRE	FFRE	FFRE	X	FFRE	FFRE	FFRE	FFRE	(*)	(*)
Grand Trunk Western RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HERE
Illinois Central Gulf RR	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	(*)	UTU	HERE
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	(*)	(*)
National RR Passenger Corp.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HERE
Norfolk & Western Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HERE
St. Louis Southwestern Rwy.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	X	HERE
Soo Line Railroad	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	(*)	(*)
Southern Pacific Transp. Co.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HERE
Southern Railway Co.	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	BRAC
Union Pacific Railroad	IAM&AW	BB	SMWIA	IBEW	BRC	IBFO	BRS	BRAC	UTU	HERE

(*) 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, 1986 -- MARINE

Railroad (Marine)	Licensed Deck Employees	Licensed Engineroom Employees	Unlicensed Deck Employees	Unlicensed Engineroom Employees	Captains
CSX Transportation, Inc.	MMP	GLLO	NMU	---	MMP
Norfolk & Western Rwy.	GLLO	MEBA	USWA	MEBA	---

Table 6b. -- Employee Representation On Selected Air Carriers as of September 30, 1986

Airline	Pilots	Flight Engineers	Flight Dispatchers	Flight Attendants	Radio and Teletype Operators	Mechanics	Off. Cler., Fleet and Pass. Serv.	Stock & Stores
American Airlines, Inc.	APA	FEIA	TWU	APFA	TWU	TWU	---	TWU
Delta Air Lines, Inc.	ALPA	---	PAFCA	---	---	---	---	---
Eastern Air Lines, Inc.	ALPA	ALPA	IAM&AW	TWU	IAM&AW	IAM&AW	---	IAM&AW
Northwest Airlines, Inc.	ALPA	IAM&AW	TWU	IBT	TWU	IAM&AW	BRAC	IAM&AW
Pacific Southwest Airlines	ALPA	---	SDA	IBT	---	IBT	IBT 1/	IBT
Pan American World Airways	ALPA	FEIA	TWU	IUFA	---	TWU	IBT	IBT
Piedmont Airlines, Inc.	ALPA	---	TWU	AFA	---	IAM&AW	---	IAM&AW
Southwest Airlines, Inc.	SAPA	---	SAEA	TWU	---	IBT	IAM&AW 3/	SAEA
Trans World Airlines, Inc.	ALPA	ALPA	TWU	IFFA	---	IAM&AW	IAM&AW 3/	IAM&AW
United Air Lines, Inc.	ALPA	ALPA	IAM&AW	AFA	IAM&AW	IAM&AW	IAM&AW 2/	IAM&AW
USAir	ALPA	---	---	AFA	---	IAM&AW	IBT 2/	IAM&AW
Western Air Lines, Inc.	ALPA	ALPA	TWU	AFA	---	IBT	ATE	IBT

1/ Reservations Agents.

2/ Fleet Service Employees only.

3/ Passenger Service Employees only.

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
ARSA	American Railway and Airline Supervisors Association, a Division of BRAC
ATDA	American Train Dispatchers Association
BB	International Brotherhood of Boilermakers, Iron Ship- builders, Blacksmiths, Forgers & Helpers
BLE	Brotherhood of Locomotive Engineers
BMWE	Brotherhood of Maintenance of Way Employes
BRAC	Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express & Station Employes
BRC	Brotherhood Railway Carmen of United States and Canada
BRS	Brotherhood of Railroad Signalmen
CMR	Committee for Management Representation
DSC	Dispatchers Steering Committee
FFRE	Florida Federation of Railroad Employees
HERE	Hotel Employees & Restaurant Employees 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
IU	Local Union
M&PSCA	M&P Shop Crafts of America
MTU	Metropolitan Train Union
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
UBCJ	United Brotherhood of Carpenters & Joiners of America
UPIU	United Paperworkers International Union
URSA	United Railway Supervisors Association
USWA	United Steelworkers of America
UTU	United Transportation Union
WPYA	Western Pacific Yardmasters Association
WRSA	Western Railway Supervisors Association
YSC	Yardmasters Steering Committee

AIRLINES

ADA	Air Transport Dispatchers Association
AEA	Aviation Employees Association
AFA	Association of Flight Attendants

AIRLINES — Continued

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
ARSA	American Railway and Airline Supervisors Association, a Division of BRAC
ATE	Air Transport Employees
BRAC	Brotherhood of Railway, Airline & Steamship Clerks, Freight Handlers, Express and Station Employes
CAEA	Cascade Airways Employees Association
FEIA	Flight Engineers International 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
IU	Local Union
OPEIU	Office & Professional Employees International Union
PAFCA	Professional Airline Flight Control Association
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
UF&CW	United Food & Commercial Workers Union
UPGW	United Plant Guard Workers

MARINE

GLLO	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. 1985-1986 -- STRIKES HELD TO MINIMUM OVER TWO-YEAR PERIOD

There were no national railroad strikes during the 1985-1986 industry-wide bargaining period. One local rail strike occurred in fiscal 1986. The strike record in the airlines improved from three in 1985 to one strike in 1986. Strikes of less than 24 hours are not included in this report.

RAILROADS:

A-11478 and A-11479 -- Maine Central Railroad/Portland Terminal Co. and the Brotherhood of Maintenance of Way Employees.

The strike against this New England railroad illustrates how a small dispute can mushroom into a major dispute that necessitated a Presidential Emergency Board and unusual Congressional action. The Board was involved in this dispute over a two-year period.

The parties first met with Board Mediator Ralph T. Colliander December 4, 1984. In the months that followed all three Board Members--Helen M. Witt, Walter C. Wallace, and Charles L. Woods--would assist in mediating the dispute. On March 3, 1986, after 15 months of mediation, 123 BMW members walked off their jobs at the Guilford Transportation-owned Maine Central/Portland Terminal Co. system over wage concessions, work rules, protection and seniority issues.

The strike quickly spread to the Boston and Maine and Delaware and Hudson Railroads and moved to additional carriers including ConRail and the Richmond, Fredericksburg and

Potomac Railroad. The threat of picket lines spreading across the country and conflicting decisions of the Federal courts permitting picketing of certain railroads not involved in the dispute made matters worse.

Presidential Emergency Board 209 was established May 16, 1986, the day after the U.S. Court of Appeals lifted an injunction against the BMW picketing of ConRail. Former NMB Chairman and Board Member Robert O. Harris chaired the board with Richard R. Kasher and Robert E. Peterson as members.

The emergency board's report was accepted by the union, rejected by the carrier and mediation continued with the parties in an unsuccessful attempt to reach agreement. After all RIA procedures were exhausted and the carrier imposed certain concessionary changes, the Congress took action. A Joint Resolution (House Joint Resolution 683), passed by the Congress and signed by the President, authorized the NMB to appoint a special three-member advisory board to submit a "full and comprehensive" report with recommendations for settlement of the dispute to the Congress by September 8, 1986. The resolution provided for a 60-day status quo period retroactive to July 21, 1986, extending the two-month cooling off period mandated by the Presidential Executive Order creating Emergency Board 209.

The NMB appointed arbitrator Sylvester Garrett to chair the Congressional Advisory Board, so named

by the NMB, with arbitrators Jacob Seidenberg and Gilbert Vernon as members. The CAB in its September 8, 1986, report to the Congress suggested the parties adopt the recommendations of Emergency Board No. 209 and, if settlement was not reached by September 13, Congress should impose the terms by law. Special legislation imposing emergency board recommendations on the parties was signed by the President on September 30, 1986.

At the same time, the President stated the Administration would subsequently submit to the Congress legislation to restrict secondary picketing and "restore to the Railway Labor Act the same reasonable limitations on secondary activity that apply to workers in other industries."

The NMB later appointed Arthur Van Wart to arbitrate "unresolved implementing issues," as mandated by the Congressional legislation. We closed this particular case November 17, 1986 but the controversy still continues as Guilford has instigated litigation involving the NMB and has challenged the constitutionality of the precedent-setting Congressional action.

In the next fiscal year (1987) the Supreme Court was to rule on the legality of secondary picketing by railroad workers. The High Court ultimately held that Federal law does not prohibit secondary picketing by rail employees.

AIRLINES:

A-11496, A-11497, A-11498, A-11499, A-11500, A-11501 and A-11502 -- Pan American World Airways and Transport Workers Union of America.

One of the most difficult mediation cases in recent years went down to the wire only to reach a stalemate that triggered a strike by 6,000 members of the Transport Workers Union against Pan American World Airways on February 28, 1985. The breakdown in negotiations was particularly disappointing to the Board which had been in prolonged mediation with the parties in a complex dispute involving seven cases. Involved in the dispute were airline mechanics and ground service employees, port stewards, dispatchers, commissary workers, flight simulator technicians and engineers and building service employees.

Main areas of dispute were wages, pensions, job security, contracting out and hiring of part-time workers. The 58 year-old airline, with 400 daily flights to 90 cities covering several continents, was forced to cut back its operations significantly during the strike. In the days that followed the strike the Board, in the public interest, held extensive mediation sessions with the parties in New York. A primary hang-up was the union's demand that "employment or adequate compensation" be provided for 700 commissary employees whose jobs were eliminated when the company sold its food-commissary operations to an outside contractor after the strike began.

Mediator Robert J. Brown, who was assigned to the case, held daily mediation sessions with the parties as the strike continued in an effort to achieve a settlement. Certain concessions were subsequently agreed to by the union and an agreement was finally reached. Ratification was completed on March 27, 1985. Wages were increased by 20 percent over a three-year period. Part of that raise

included past concessions designed to give the financially-troubled carrier a chance to regain its profitability. The 700 commissary workers were to be offered new jobs as they opened or they could elect to receive special severance payments.

A-11429--United Air Lines and Air Line Pilots Association.

Over 5,000 pilots struck United Air Lines May 17, 1985, after mediation continued past the midnight deadline in a last-ditch effort by the Board to avert a shutdown of the nation's largest air carrier.

Virtually all major issues had been resolved, except merger of a two-tier wage scale, after more than nine months of mediation. United's proposal for "competitive new hire rates" was based on new pilots receiving lower wage rates until reaching captain status in 15 to 20 years. The Air Line Pilots Association was seeking a merger of pay scales by the end of the fifth year.

Then Chairman Helen M. Witt and Mediator Ralph T. Colliander held marathon mediation sessions with the parties in Boston throughout the week leading up to the end of the 30-day cooling off period mandated by the Railway Labor Act. The mediators made significant progress as the clock wound down and continued to work with the parties after the midnight strike deadline. An agreement eluded the parties, however, and the strike began in the early hours of May 17.

The next day both sides agreed to meet with the Board on May 20 in Arlington Heights, near Chicago, to resume mediation. Fourteen-to-16-hour mediation sessions were not unusual during the week. Near the end of the fifth day, May 24, Chairman Witt announced at a press confer-

ence that the parties "after intensive negotiations have resolved the contractual issues over which they have been bargaining for a year. The two-tier question is behind us." However, she added, a back-to-work agreement had not been reached.

At 7 a.m., May 25, the Board announced after an all-night session, the parties were still at odds over difficult back-to-work issues, primarily dealing with seniority rights of strikers and non-strikers involving pilots as well as flight attendants who had joined in the walkout.

This last major obstacle to a new contract dragged on for nearly three more weeks and finally was resolved when the parties agreed to a "mediator's proposal" to have remaining back-to-work issues resolved in court. ALPA's Master Executive Council ratified the four-year contract about midnight June 14, 1985, ending the 29-day nationwide strike. The two-tier wage system was narrowed to five years with a sizeable reduction in wages for new pilots. New pay rates were to be negotiated after five years and, if an agreement could not be reached, the dispute would be subject to binding arbitration.

A-11442--Alaska Airlines and International Association of Machinists and Aerospace Workers.

The National Mediation Board had worked for eight months to bring about a settlement between Alaska Airlines and the IAM&AW. Only on one previous occasion had the parties settled without going all the way to the strike deadline. This round of bargaining was to be no exception.

Due to carrier demands for a number of concessions from the union, the parties became entrenched in their positions and a settlement could not

be achieved. On March 4, 1985, 450 mechanics, ramp service and related employees struck the carrier. When mediation began in July 1984, more than 170 items were on the table. The handful of issues that remained at the time of the strike included a 15-year wage progression scale, contracting out of ramp work, the hiring of part-time workers, and increased productivity measures involving the cross utilization of work assignments.

The NMB continued to keep the parties in intensive negotiations, but there was little give and take regarding the issues. Other employees joined the picket lines and the carrier announced it had restored operations "virtually to pre-strike levels."

Finally, after 62 days, the Board was able to bring about a tentative agreement that was ratified by the union membership on May 4, 1985, ending the strike.

A-11419--Trans World Airlines and Independent Federation of Flight Attendants.

Board Member Helen M. Witt and Mediator Robert J. Brown worked diligently to stave off a strike that began after midnight March 7, 1986, by the Independent Federation of

Flight Attendants against Trans World Airlines. The case had been in mediation since July 1984. The carrier earlier had received sizeable concessions from its pilots and mechanics. Working closely with the mediators, Chairman Carl Icahn of TWA and IFFA President Vicki Frankovich headed the talks for their respective negotiating teams. TWA in the final hours of bargaining had reduced its proposal to cut flight attendants' wages from 22% to 17% but remained adamant on work rule changes that were unacceptable to IFFA. Mediation sessions that followed the walkout of 5,400 flight attendants proved fruitless. The 72-day strike ended May 17, 1986, when IFFA leadership told the members to unconditionally return to work with no assurance of strikers being rehired. TWA continued much of its operations during the strike, using about 2,800 replacements together with 1,300 picket line cross-overs. TWA took the position that strikers had been permanently replaced. Approximately 800 strikers were rehired with 3,800 remaining on a "preferential rehire" list. The union filed suit in court seeking reinstatement of all former strikers. Subsequent court action in favor of IFFA has prompted TWA to seek a U.S. Supreme Court determination "that cross-overs and trainees, as well as new hires, have job priority over striking flight attendants."

Table 8a — Strikes in the Railroad Industry: Fiscal 1985-1986

Carrier (Case No.)	Organi- zation	Craft or Class	Date of Strike	Date Work Resumed	No. of Days	Issues	No. of Em'ees	Disposition
Maine Central RR/Portland Terminal Co. (Case Nos. A-11478 and A-11479)	Bro. of Maint- enance of Way Employes	Maint- enance of Way Employees	03-03-86	05-16-86	75	Wage conces- sions; work rules; job protection; seniority	123	Congressional legislation imposed rec- ommendations of E.B. 209

Table 8b — Strikes in the Airline Industry: Fiscal 1985-1986

Carrier (Case No.)	Organi- zation	Craft or Class	Date of Strike	Date Work Resumed	No. of Days	Issues	No. of Em'ees	Disposition
Pan American World Airways (Case Nos. A-11496,A-11497, A-11498,A-11499, A-11500,A-11501 & A-11502)	Transport Workers Union of America	Mechanics & related; port stew- ards; dis- patchers; commissary wrkrs.; flt. simulator technicians & engineers; bldg. serv. employees	02-28-85	03-27-85	28	Wages; pensions; job security; contracting out	6,000	Agreement reached through mediation
United Air Lines (Case No. A-11429)	Air Line Pilots Assn.	Pilots	05-17-85	06-14-85	29	Two-tier wage system; back- to-work issues	5,000	Agreement reached through mediation

Table 8b Continued — Strikes in the Airline Industry: Fiscal 1985-1986

Carrier (Case No.)	Organi- zation	Craft or Class	Date of Strike	Date Work Resumed	No. of Days	Issues	No. of Em'ees	Disposition
Alaska Airlines (Case No. A-11442)	Int'l. Assn. of Machin- ists & Aerospace Workers	Mechanics & related	03-04-85	05-04-85	62	Two-tier wage system; con- tracting out; hiring of part-time workers	450	Agreement reached through mediation
Trans World Airlines (Case No. A-11419)	Independent Federation of Flight Attendants	Flight Attendants	03-07-86	05-17-86	72	Wage conces- sions; work rules	5,400	Carrier implements; case in litigation

NOTE: The three-union strike against Continental Airlines which began in the Fall of 1983 was over near the end of 1985. Labor unions representing the mechanics and flight attendants unilaterally ended their strikes in April 1985. The pilots association continued supporting its strike for an additional six months, when the strike was terminated pursuant to an order of the Federal bankruptcy court overseeing the Continental situation. Continental and the pilots union consented to the bankruptcy judge sitting as an interest arbitrator and permitted him to issue a final and binding decision in the dispute. Settlement terms included a back-to-work procedure for striking pilots, severance pay for pilots who did not wish to return to work, and an end to outstanding litigation.



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 or public law 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 years 1985 and 1986.

National Railroad Adjustment Board Handles Grievances (Minor Disputes)

The National Railroad Adjustment Board hears and decides disputes involving railway employee grievances concerning the application and interpretation of agreements. 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 classification.

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 52-year existence, the NRAB has closed out 84,782 of the 86,493 cases received. Table 9 shows that 1,059 cases were closed in fiscal year 1986--977 by decision with referee, none by decision without referee and 82 by withdrawal. In fiscal year 1986, 1,025 new cases were received as compared to 1,084 for fiscal year 1985.

Special Boards of Adjustment-- Railroads

Special Boards of Adjustment are set up by agreement of the parties 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 normally would 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 13 new Special Boards of Adjustment established in 1985. A total of 35 boards convened. There were 824 cases closed out during 1985.

There were 11 new Special Boards of Adjustment established in 1986. A total of 31 boards convened. There were 950 cases closed out during 1986.

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

Public Law Boards--Railroads

In 1966 Public Law 89-456 was enacted which amended certain provi-

sions 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 1985, 222 Public Law Boards were established. Eight involved procedural issues and 214 merit issues. During the year 302 boards were convened--14 involved procedural issues and 288 dealt solely with the merits of specific grievances. Public Law Boards closed (decided and/or withdrawn) 6,394 cases during the fiscal year. Fourteen covered procedural issues and 6,380 merit issues.

In fiscal year 1986, 221 Public Law Boards were established. Six involved procedural issues and 215 merit issues. During the year 329 boards were convened--six involved procedural issues and 323 dealt solely with the merits of specific grievances. Public Law Boards closed (decided and/or withdrawn) 4,857 cases during the fiscal year. Six covered procedural issues and 4,851 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 Corp. (Amtrak).

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

These workers are considered for other employment by the individual railroads on the basis of establishing 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.

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 upon grievance handling procedures with final jurisdiction resting with a system board of adjustment. Such agreements usually provide for designation of neutral referees to break deadlocks. Where the parties are unable to agree 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.

TABLE 9 -- Cases Docketed and Closed by the National Railroad Adjustment Board;
October 1, 1984 to September 30, 1986

Cases	52 Year Period	1986	1985	1984	1983	1982	1981
<u>ALL DIVISIONS</u>							
Open and on hand at beginning of period.....	-----	1,745	2,036*	2,007	2,109	2,268	1,664
New cases docketed.....	86,493	1,025	1,084	1,284	1,141	1,144	1,478
Total number of cases on hand and docketed..	86,493	2,770	3,120	3,291	3,250	3,412	3,142
Cases closed.....	84,782	1,059	1,389	1,257	1,249	1,303	874
Decided without referee.....	12,598	0	1	1	16	3	2
Decided with referee.....	45,747	977	1,263	1,126	1,006	1,247	795
Withdrawn.....	26,437	82	125	130	227	53	77
Open cases on hand at close of period.....	1,711	1,711	1,731	2,034	2,001	2,109	2,268
<u>FIRST DIVISION</u>							
Open and on hand at beginning of period.....	-----	45*	105	300*	492	508	512
New cases docketed.....	43,471	27	24	26	38	53	69
Total number of cases on hand and docketed..	43,471	72	129	326	530	561	581
Cases closed.....	43,427	28	82	221	236	69	73
Decided without referee.....	10,920	0	1	0	0	0	0
Decided with referee.....	12,884	24	81	157	161	58	69
Withdrawn.....	19,623	4	0	64	75	11	4
Open cases on hand at close of period.....	44	44	47	105	294	492	508
<u>SECOND DIVISION</u>							
Open and on hand at beginning of period.....	-----	655*	819	765	694	757	562
New cases docketed.....	11,287	220	311	476	446	476	523
Total number of cases on hand and docketed..	11,287	875	1,130	1,241	1,140	1,233	1,085

TABLE 9 Continued -- Cases Docketed and Closed by the National Railroad Adjustment Board;
October 1, 1984 to September 30, 1986

Cases	52 Year Period	1986	1985	1984	1983	1982	1981
Cases closed.....	10,815	403	491	422	375	539	328
Decided without referee.....	735	0	0	1	0	0	0
Decided with referee.....	8,895	373	406	396	275	535	303
Withdrawn.....	1,185	30	85	25	100	4	25
Open cases on hand at close of period.....	472	472	639	819	765	694	757
<u>THIRD DIVISION</u>							
Open and on hand at beginning of period.....	-----	924*	909	781	792	925	542
New cases docketed.....	27,172	684	629	639	507	487	766
Total number of cases on hand and docketed..	27,172	1,608	1,538	1,420	1,299	1,412	1,308
Cases closed.....	26,071	507	614	513	518	620	383
Decided without referee.....	938	0	0	0	13	3	2
Decided with referee.....	20,668	472	588	485	472	596	359
Withdrawn.....	4,465	35	26	28	33	21	24
Open cases on hand at close of period.....	1,101	1,101	924	907	781	792	925
<u>FOURTH DIVISION</u>							
Open and on hand at beginning of period.....	-----	121	203	161	133	80	48
New cases docketed.....	4,563	94	120	143	148	128	120
Total number of cases on hand and docketed..	4,563	215	323	304	281	208	168
Cases closed.....	4,469	121	202	101	120	75	88
Decided without referee.....	3	0	0	0	3	0	0
Decided with referee.....	3,296	108	188	88	98	58	64
Withdrawn.....	1,170	13	14	13	19	17	24
Open cases on hand at close of period.....	94	94	121	203	161	133	80

* Adjusted Figure.



VIII. ORGANIZATION AND FINANCES OF THE NATIONAL MEDIATION BOARD -- 1985-1986

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 Director. 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 any negotiations. In either case, once the agency's services have been invoked, the status quo must be maintained until the parties 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 the 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; appointment of neutral referees and arbitrators as required by law; and administrative and legal support to the National Railroad Adjustment Board.

The National Railroad Adjustment Board has resolved over 84,700 disputes involving railroad employee greivances during its 52-year history.

Key officials of the NRAB and its four divisions in fiscal 1986 are shown in the following photos:



N.D. Schwitalla (right) and J.E. Yost, NRAB Chairman and Vice Chairman, respectively.



First Division Chairman R.K. Radek and Vice Chairman M.W. Fingerhut.



Second Division Chairman N.D. Schwitalla (right) and Vice Chairman P.V. Varga.



Third Division Chairman W.R. Miller (right) and Vice Chairman J.E. Yost.



Fourth Division Chairman M.C. Lesnik with Executive Secretary Nancy Dever.



APPENDIX A--1985

NATIONAL RAILROAD ADJUSTMENT BOARD
(Created June 21, 1934)

EUKER, W.F., Chairman
 HARPER, H.G., Vice Chairman
 CARVATTA, R.J., Staff Director/Grievances
 DEVER, N.J., Executive Secretary

Accounting for all moneys appropriated by Congress for the fiscal year 1985 pursuant to the authority conferred by "An Act to amend the Railway Labor Act, approved May 20, 1926." Approved June 21, 1934.

Regular appropriation: National Railroad Adjustment Board
 Board's portions of Salaries and Expenses, National Mediation Board \$949,000.00

Expenditure:

Salaries of employees	\$246,142.00
Salaries of Referees	476,520.00
Personnel benefits	28,244.00
Travel expenses (including referees)	41,024.00
Other Rent	22,513.00
Communication Services	15,422.00
Standard level user charges	76,633.00
Postage	16,338.00
Supplies and materials	12,950.00
Equipment	12,471.00
Equipment Maintenance and Training	5,930.00

Total Expenditures \$949,000.00*

* 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
<u>Administration:</u>			
Carvatta, Roy J.....	Staff Director/ Grievances....	\$31,086.60*	Subj. to direction of NMB, Admin., NRAB Gov't. Affairs

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 involving labor disputes in the rail-

road 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.



CONGRATULATIONS--During fiscal 1985 two new mediators and a hearing officer were appointed to fill vacancies within the agency. Mediator Paul Chorbajian and Hearing Officer David J. Strom are sworn in by NMB Chairman Helen M. Witt. Mrs. Witt and Board Member Walter C. Wallace congratulate mediator Richard A. Hanusz (center) on joining the staff.

Advisory Board to submit a report to the House and Senate with recommendations for settlement of a local railroad dispute.

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 an unusual 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 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. Griev-

ance 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 to 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

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

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. Over 11,800 airline and railroad mediation cases have been handled since the Board's inception. Only 350 strikes have occurred in 52 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 the 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 for 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 212 Presidentially-appointed boards. In fiscal years 1985 and 1986, the NMB was called on to provide administrative support for several emergency boards relating to national rail handling, local rail negotiations and commuter rail bargaining, the latter involving Section 9A of the Railway Labor Act. The Congress in fiscal 1986 also passed precedent-setting, legislation authorizing the NMB to appoint a special three-member Congressional



Why does the NMB have a 97% settlement rate? Because of mediators such as these who resolve cases under the effective procedures of the Railway Labor Act. Discussing a railroad contract dispute are (left to right) Samuel J. Cognata, Paul Chorbajian, E.B. Meredith and Richard A. Hanusz.

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 the 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 notices 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 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.



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 60th 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 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 grievances relating to the 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

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

- Joseph E. Anderson Thomas B. Ingles
- *Charles R. Barnes Faye M. Landers
- Harry D. Bickford Robert B. Martin
- Robert J. Brown E. B. Meredith
- Charles H. Callahan Gale Oppenberg
- Robert J. Cerjan Maurice Parker
- Paul Chorbajian Laurette Piculin
- Samuel J. Cognata Joseph W. Smith
- Ralph T. Colliander John B. Willits
- Richard P. Cosgrave
- **William A. Gill, Jr.
- Richard A. Hanusz

- * Mr. Barnes became Executive Director in May, 1986.
- ** Mr. Gill became an NMB Mediator in March, 1986.

NMB Financial Statement for Fiscal Year 1985

In fiscal year 1985, the Congress appropriated \$6,358,000.

Accounting for all moneys appropriated by Congress for the fiscal year 1985, pursuant to the authority conferred by the Railway Labor Act approved May 20, 1926 (amended June 21, 1934):

	<u>1985 Actual</u>
Expenses & obligations:	
Personnel compensation...	\$4,385,000
Personnel benefits.....	243,000
Travel & transportation	
of persons.....	457,000
Standard level user	
charges.....	362,000
Other rent, communica-	
tions & utilities.....	167,000
Printing & reproduction..	52,000
Other services.....	79,000
Supplies & materials.....	40,000
Equipment.....	36,000
Unobligated balance,	
lapsing.....	537,000

Budget authority.....	\$6,358,000

NMB Financial Statement for Fiscal Year 1986

In fiscal year 1986, the Congress appropriated \$6,085,000.

Accounting for all moneys appropriated by Congress for the fiscal year 1986, pursuant to the authority conferred by the Railway Labor Act approved May 20, 1926 (amended June 21, 1934):

	<u>1986 Actual</u>
Expenses & obligations:	
Personnel compensation...	\$4,132,000
Personnel benefits.....	264,000
Travel & transportation	
of persons.....	434,000
Standard level user	
charges.....	348,000
Other rent, communica-	
tions & utilities.....	205,000
Printing & reproduction..	52,000
Other services.....	91,000
Supplies & materials.....	30,000
Equipment.....	58,000
Insurance claims &	
indemnities.....	26,000
Unobligated balance,	
lapsing.....	445,000

Budget authority.....	\$6,085,000



Charles L. Woods (right), whose career in the airline industry spanned more than 40 years, was sworn in as a Member of the National Mediation Board January 9, 1986. Kay McMurray, Director of the Federal Mediation and Conciliation Service and a former NMB Board Member and Chairman, conducts the ceremonies, assisted by Mrs. Woods holding the Bible.

NRAB Government Employees, Salaries and Duties -- Continued

Name	Title	Salary Paid	Duties
Swanson, Ronald A....	Asst. Adm. Off.	15,467.80*	Accounting & Auditing
Szewczyk, Bernice A..	Clerical Asst..	10,895.32*	Assts. in Accounting & Auditing
Bradley, Rochelle E..	Clerk-Typist...	4,177.60*	Clerical & Typing
Lauraitis, John J....	Clerk.....	2,363.20*	Clerical
Llamas, Florencio M..	Clerk.....	6,389.88*	Clerical
<u>Divisional:</u>			
Dever, Nancy J.....	Executive Secretary.....	26,667.92	Exec. Secretary-Responsible for all Divisions
Brasch, Rosemarie.....	Asst. Exec. Secretary.....	24,142.96	Assists Executive Secretary
Albert, Albert J.....	Clerk (Typing).	2,020.32	Clerical
Loughrin, Catherine A.	Clerk (Typing).	18,545.76	Clerical
Vorphal, Joan A.....	Clerk (Typing).	18,545.76	Clerical
Woods, Linda A.....	Clerk (Typing).	12,746.16	Clerical

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

NRAB REFEREE SALARIES - ALL DIVISIONS
October 1, 1984 to September 30, 1985

Duties: The following referees sat with divisions as members to make awards upon failure of division to agree or secure majority vote.

DIVISION	REFEREE NAME	SALARY PAID
DIVISION - 1	COHEN, H.	\$ 3,850.00
	DENNIS, R. E.	8,140.00
	TWOMEY, D. P.	3,410.00
DIVISION - 2	BENDER, T. V.	660.00
	CAREY, T. F.	880.00
	CARTER, P. C.	2,860.00
	COHEN, H.	5,390.00
	COX, J. R.	5,060.00
	DENNIS, R. E.	1,760.00
	DOERING, B. W.	3,300.00
	DOLNICK, D.	220.00
GOLDSTEIN, E. H.	2,420.00	

DIVISION - 2

Continued

HALL, L. K.	2,653.75
KLEIN, J. I.	14,207.50
LAROCCO, J. B.	2,310.00
MARX, H. L., Jr.	1,540.00
MCALLISTER, R. W.	11,935.00
MCALPIN, R. E.	8,140.00
MCBREARTY, J. C.	990.00
MEYERS, P. R.	19,470.00
MIKRUT, J. J., Jr.	440.00
MUESSIG, E.	10,967.50
O'BRIEN, R. M.	4,840.00
PECK, W. J.	880.00
RITTER, G. T.	330.00
ROUKIS, G. S.	4,840.00
SHARP, T. P.	9,020.00
SICKLES, C. R.	110.00
STALLWORTH, L. E.	3,520.00
TWOMEY, D. P.	2,750.00
VAUGHN, M. D.	3,080.00
ZUSMAN, M. E.	550.00

DIVISION - 3

AIGES, S. L.	8,140.00
BOYLE, G. V.	3,190.00
CARTER, P. C.	28,160.00
CLONEY, J. E.	2,420.00
COHEN, H.	7,700.00
COLEMAN, W.	8,140.00
COX, J. R.	11,825.00
DUDA, N. H., Jr.	6,600.00
FISHGOLD, H.	1,320.00
GAINES, J. W.	9,460.00
HERBERT, E. T.	4,070.00
KLAUS, I.	440.00
LIEBERMAN, I. M.	3,300.00
MARX, H. L., Jr.	10,120.00
MCALLISTER, R. W.	15,070.00
MUESSIG, E.	10,725.00
PENN, F.	5,940.00
ROUKIS, G. S.	11,110.00
SCHEINMAN, M. F.	11,440.00
SILAGI, R.	1,320.00
SIREFMAN, J. P.	4,840.00
SUNTRUP, E. L.	17,490.00
TWOMEY, D. P.	4,180.00
VAUGHN, M. D.	10,010.00
WESTON, H. M.	220.00
ZUSMAN, M. E.	9,767.50

DIVISION - 4

LAROCCO, J. B.	3,685.00
LIEBERMAN, I. M.	2,200.00

DIVISION - 4		
Continued	MCALLISTER, R. W.	19,690.00
	MCALPIN, R. E.	10,670.00
	MILLER, R. L.	4,620.00
	MUESSIG, E.	5,005.00
	SCHWARTZ, M.	3,960.00
	SICKLES, C. R.	330.00
	SIREFMAN, J. P.	4,180.00
	STALLWORTH, L. E.	4,620.00
	SUNTRUP, E. L.	11,659.94
	ZUSMAN, M. E.	7,370.00

**FIRST DIVISION
NATIONAL RAILROAD ADJUSTMENT BOARD
FISCAL YEAR 1985**

M E M B E R S H I P

W. F. Euker, Chairman	E. E. Blakeslee, Vice Chairman
J. G. Gibbons	R. E. Delaney (3)
M. Humphrey (4)	G. T. DuBose
H. E. Nelson	H. G. Kenyon (1)
J. R. O'Connell	
P. O'Connor (2)	
M. D. Quin	

- (1) Replaced H. E. Nelson 12-4-84
- (2) Replaced J. R. O'Connell 4-3-85
- (3) Replaced E. E. Blakeslee 5-16-85
- (4) Replaced P. O'Connor 8-30-85

JURISDICTION

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

WORKLOAD REPORT - DOCKETED CASES
October 1, 1984 to September 30, 1985

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	105
New cases docketed.....	24
Cases disposed of.....	82
On hand at end of year.....	47

BREAKDOWN OF CASES DISPOSED OF:

Decided without Referee.....	1
Decided with Referee.....	81
Otherwise closed (withdrawn).....	0

BREAKDOWN OF CASES ON HAND:

In Referee Assignment.....	34
Record not closed.....	0
Record closed but not assigned to Referee.....	13

OTHER TOTALS:

Cases heard by referee.....	2
Cases deadlocked.....	51

CARRIERS PARTY TO DOCKETED CASES

October 1, 1984 to September 30, 1985

ATCHISON, TOPEKA & SANTA FE RY.....	4
BESSEMER & LAKE ERIE RAILROAD.....	3
CAMAS PRAIRIE RAILROAD.....	1
CHESAPEAKE & OHIO RY CO.....	1
CHICAGO & NORTH WESTERN RW CO.....	1
CONSOLIDATED RAIL CORPORATION.....	1
DENVER & RIO GRANDE WESTERN RR.....	1
ELGIN, JOLIET & EASTERN RY CO.....	2
NORFOLK & WESTERN RAILWAY CO.....	1
SEABOARD SYSTEM RAILROAD.....	5
SOUTHERN RAILWAY COMPANY.....	1
UNION PACIFIC RAILROAD.....	3
TOTAL DOCKETED CASES.....	24

UNIONS PARTY TO DOCKETED CASES

October 1, 1984 to September 30, 1985

BROTHERHOOD OF LOCOMOTIVE ENGINEERS.....	13
MISCELLANEOUS.....	7
UNITED TRANSPORTATION UNION.....	4
TOTAL DOCKETED CASES.....	24

SECOND DIVISION
 NATIONAL RAILROAD ADJUSTMENT BOARD
 FISCAL YEAR 1985

M E M B E R S H I P

N. D. Schwitalla, Vice Chairman	J. K. Beatty
F. Celona	M. C. Lesnik
M. J. Cullen	J. Werner
D. A. Hampton	J. E. Yost
E. D. Smart	T. Tancula (1)

(1) Replaced F. Celona 10-7-85

JURISDICTION

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

WORKLOAD REPORT - DOCKETED CASES

October 1, 1984 to September 30, 1985

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	819
New cases docketed.....	311
Cases disposed of.....	491
On hand at end of year.....	639
BREAKDOWN OF CASES DISPOSED OF:	
Decided without Referee.....	0
Decided with Referee.....	406
Otherwise closed (withdrawn).....	85
BREAKDOWN OF CASES ON HAND:	
In Referee Assignment.....	145
Record not closed.....	11
Record closed but not assigned to Referee.....	483
OTHER TOTALS:	
Cases heard by referee.....	28
Cases deadlocked.....	199

CARRIERS PARTY TO DOCKETED CASES

October 1, 1985 to September 30, 1985

ALTON & SOUTHERN RAILWAY CO.....	2
ATCHISON, TOPEKA & SANTA FE RY.....	13
BALTIMORE & OHIO RAILWAY CO.....	14

CARRIERS PARTY TO DOCKETED CASES--Continued

BANGOR & AROOSTOOK RR CO.....	1
BELT RAILWAY COMPANY OF CHICAGO.....	3
BOSTON & MAINE CORP.....	3
BURLINGTON NORTHERN RR CO.....	16
CHESAPEAKE & OHIO RAILWAY CO.....	1
CHICAGO & NORTH WESTERN TRANSP. CO.....	20
CHICAGO & WESTERN INDIANA RR.....	2
CHICAGO, MILWAUKEE, ST PAUL & PACIFIC.....	7
CLINCHFIELD RAILROAD CO.....	1
CONSOLIDATED RAIL CORP.....	13
DENVER & RIO GRANDE WESTERN RR.....	1
DETROIT & MACKINAC RAILWAY CO.....	1
DULUTH, MISSABE & IRON RANGE RR.....	5
ELGIN, JOLIET & EASTERN RY CO.....	4
GALVESTON, HOUSTON & HENDERSON RR.....	1
GRAND TRUNK WESTERN RAILWAY CO.....	2
GREEN BAY & WESTERN RR CO.....	2
HOUSTON BELT & TERMINAL RY CO.....	2
ILLINOIS CENTRAL GULF RAILROAD.....	1
INDIANA HARBOR BELT RAILWAY.....	2
LAKE TERMINAL RAILWAY CO.....	1
LOUISVILLE & NASHVILLE RR CO.	7
MAINE CENTRAL RAILROAD CO.....	14
MISSOURI PACIFIC RAILROAD CO.....	50
MISSOURI-KANSAS-TEXAS RR CO.....	6
NATIONAL RR PASSENGER CORP (AMTRAK).....	24
NEW ORLEANS PUBLIC BELT RR.....	1
NORFOLK & WESTERN RAILWAY CO.....	4
NORTHEAST ILLINOIS REGIONAL COMMUTER.....	6
PACIFIC FRUIT EXPRESS COMPANY.....	2
PORTLAND TERMINAL RAILWAY CO.....	2
RICHMOND, FREDERICKSBURG & POTOMAC RR.....	1
ST. LOUIS SOUTHWESTERN RY CO.....	2
SEABOARD SYSTEM.....	33
SOO LINE RAILROAD.....	3
SOUTH BUFFALO RAILWAY CO.....	3
SOUTHERN PACIFIC TRANSP CO.....	23
SOUTHERN RAILWAY CO.....	5
TERMINAL RAILROAD ASSN. OF ST. LOUIS.....	1
TERMINAL RAILWAY ALABAMA STATE DOCKS.....	1
UNION PACIFIC FRUIT EXPRESS CO.....	1
UNION PACIFIC RAILROAD.....	1
WASHINGTON TERMINAL CO.....	3
TOTAL DOCKETED CASES.....	311

UNIONS PARTY TO DOCKETED CASES

October 1, 1984 to September 30, 1985

BROTHERHOOD RAILWAY CARMEN OF U.S. & CANADA.....	163
INT'L. BROTHERHOOD OF FIREMEN & OILERS.....	13
INT'L. ASSN. OF MACHINISTS & AEROSPACE WORKERS..	40

UNIONS PARTY TO DOCKETED CASES--Continued

INT'L. BROTHERHOOD OF ELECTRICAL WORKERS.....	64
MISCELLANEOUS.....	10
SHEET METAL WORKERS INT'L. UNION.....	20
UNITED STEELWORKERS OF AMERICA.....	1
TOTAL DOCKETED CASES.....	311

**THIRD DIVISION
NATIONAL RAILROAD ADJUSTMENT BOARD
FISCAL YEAR 1985**

M E M B E R S H I P

H. G. Harper, Vice Chairman	J. Carter (1)
W. W. Altus, Jr.	B. J. East
D. D. Bartholomay (3)	J. S. Godfrey
R. J. Irvin	M. D. McCarthy
E. E. Monroe (2)	T. F. Strunck
P. V. Varga	

- (1) Replaced T. F. Strunck 8-2-85
- (2) Replaced R. W. Smith 7-12-85
- (3) Replaced H. G. Harper 9-17-85

JURISDICTION

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

WORKLOAD REPORT - DOCKETED CASES
October 1, 1984 to September 30, 1985

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	909
New cases docketed.....	629
Cases disposed of.....	614
On hand at end of year.....	924
BREAKDOWN OF CASES DISPOSED OF:	
Decided without Referee.....	0
Decided with Referee.....	588
Otherwise closed (withdrawn).....	26

BREAKDOWN OF CASES ON HAND:	
In Referee Assignment.....	501
Record not closed.....	241
Record closed but not assigned to Referee.....	282
OTHER TOTALS:	
Cases heard by referee.....	175
Cases deadlocked.....	662

CARRIERS PARTY TO DOCKETED CASES
October 1, 1984 to September 30, 1985

ANN ARBOR RAILROAD SYSTEM.....	2
ATCHISON, TOPEKA & SANTA FE RY.....	26
BALTIMORE & OHIO RAILWAY CO.....	2
BANGOR & AROOSTOOK RR CO.....	1
BELT RAILWAY CO. OF CHICAGO.....	7
BESSEMER AND LAKE ERIE RR.....	2
BOSTON & MAINE CORP.....	1
BURLINGTON NORTHERN RR CO.....	22
CENTRAL OF GEORGIA RAILWAY CO.....	1
CENTRAL VERMONT RAILWAY CO.....	1
CHESAPEAKE & OHIO RAILWAY CO.....	96
CHICAGO & NORTH WESTERN TRANSP. CO.....	18
CHICAGO & WESTERN INDIANA RR.....	3
CHICAGO, MILWAUKEE, ST PAUL & PACIFIC.....	5
CHICAGO UNION STATION CO.....	3
CONSOLIDATED RAIL CORP.....	125
DELAWARE & HUDSON RAILWAY CO.....	6
DENVER & RIO GRANDE WESTERN RR.....	12
DULUTH, WINNIPEG & PACIFIC RR.....	1
ELGIN, JOLIET & EASTERN RY CO.....	9
ESCANABA & LAKE SUPERIOR RR.....	1
FRUIT GROWERS EXPRESS.....	2
GRAND TRUNK WESTERN RR CO.....	2
GREEN BAY & WESTERN RY CO.....	1
ILLINOIS CENTRAL GULF RAILROAD.....	4
INDIANA HARBOR BELT RR CO.....	4
KANSAS CITY SOUTHERN RAILWAY CO.....	4
KANSAS CITY TERMINAL RY CO.....	1
MAINE CENTRAL RAILROAD CO.....	4
MARYLAND & PENNSYLVANIA RR CO.....	1
MISSOURI PACIFIC RAILROAD CO.....	21
MISSOURI-KANSAS-TEXAS RR CO.....	8
MONONGAHELA CONNECTING RY CO.....	1
NATIONAL RR PASSENGER CORP (AMTRAK).....	72
NEW JERSEY TRANSIT RAIL OPERATIONS.....	2
NEW ORLEANS PUBLIC BELT RR.....	3
NORFOLK & WESTERN RAILWAY CO.....	15
NORTHEAST ILLINOIS REGIONAL COMMUTER.....	7

CARRIERS PARTY TO DOCKETED CASES--Continued

PEORIA & PEKIN UNION RY CO.....	1
PITTSBURGH & LAKE ERIE RR CO.....	2
PORT TERMINAL RAILROAD ASSN.....	1
PROVIDENCE & WORCHESTER RR CO.....	1
SEABOARD SYSTEM.....	22
SOO LINE RAILROAD.....	4
SOUTHERN PACIFIC TRANSP. CO.....	51
SOUTHERN RAILWAY COMPANY.....	6
ST. LOUIS SOUTHWESTERN RY.....	8
STATEN ISLAND RAPID TRANSIT OPERATING AUTH.....	2
TERMINAL RAILROAD ASSN. OF ST. LOUIS.....	10
TEXAS MEXICAN RAILWAY.....	2
UNION PACIFIC RAILROAD.....	19
WASHINGTON TERMINAL COMPANY.....	2
WESTERN MARYLAND RAILROAD CO.....	2
TOTAL DOCKETED CASES.....	629

UNIONS PARTY TO DOCKETED CASES

October 1, 1984 to September 30, 1985

AMERICAN TRAIN DISPATCHERS ASSOCIATION.....	30
BROTHERHOOD OF RAILROAD SIGNALMEN.....	51
BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES.....	413
BROTHERHOOD OF RY., AIRLINE & STEAMSHIP CLKS.....	82
MISCELLANEOUS.....	53
TOTAL DOCKETED CASES.....	629

**FOURTH DIVISION
NATIONAL RAILROAD ADJUSTMENT BOARD
FISCAL YEAR 1985**

M E M B E R S H I P

D. D. Bartholomay, Vice Chairman	J. D. Crawford
D. R. Carver	W. M. Cunningham
H. G. Harper (2)	C. L. Melberg
E. H. Nadolny	B. Simon (1)

- (1) Replaced J. D. Crawford 6-12-85
- (2) Replaced D. D. Bartholomay 9-17-85

JURISDICTION

To have jurisdiction over disputes involving employees of carriers directly or indirectly engaged in transportation of passengers or property by water, and all other employees of carriers over which jurisdiction is not given to the first, second and third divisions. This division shall consist of six members, three of whom shall be selected by the carriers and three by the national labor organizations of the employees. (Paragraph (h), Section 153, First, Railway Labor Act, 1934.)

WORKLOAD REPORT - DOCKETED CASES
 October 1, 1984 to September 30, 1985

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	203
New cases docketed.....	120
Cases disposed of.....	202
On hand at end of year.....	121

BREAKDOWN OF CASES DISPOSED OF:

Decided without Referee.....	0
Decided with Referee.....	188
Otherwise closed (withdrawn).....	14

BREAKDOWN OF CASES ON HAND:

In Referee Assignment.....	112
Record not closed.....	9
Record closed but not assigned to Referee.....	0

OTHER TOTALS:

Cases heard by referee.....	10
Cases deadlocked.....	111

CARRIERS PARTY TO DOCKETED CASES
 October 1, 1984 to September 30, 1985

BALTIMORE & OHIO RAILWAY CO.....	5
BOSTON & MAINE CORP.....	2
BURLINGTON NORTHERN RAILROAD.....	4
CHESAPEAKE & OHIO RAILWAY CO.....	11
CHICAGO, MILWAUKEE, ST PAUL & PACIFIC.....	3
CHICAGO & NORTH WESTERN TRANSP. CO.....	3
CHICAGO & WESTERN INDIANA RR.....	1
CONSOLIDATED RAIL CORP.....	25
DULUTH, MISSABE & IRON RANGE RR.....	1
ELGIN, JOLIET & EASTERN RY CO.....	2
GRAND TRUNK WESTERN RAILWAY CO.....	1
INDIANA HARBOR BELT RAILWAY.....	2
LONG ISLAND RAIL ROAD COMPANY.....	2
METRO-NORTH COMMUTER RAILROAD (MTA).....	8
MISSOURI PACIFIC RAILROAD CO.....	3
NATIONAL RR PASSENGER CORP (AMTRAK).....	16
NEW JERSEY TRANSIT RAIL OPERATIONS.....	1
NORFOLK & WESTERN RAILWAY CO.....	2
NORTHEAST ILLINOIS REGIONAL COMMUTER.....	4
PACIFIC FRUIT EXPRESS COMPANY.....	1
PORT OF GALVESTON.....	1
PORT TERMINAL RAILROAD ASSN.....	2
SEABOARD SYSTEM.....	2
SOO LINE RAILROAD.....	1

CARRIERS PARTY TO DOCKETED CASES--Continued

SOUTHERN PACIFIC RAILROAD CO.....	8
SOUTHERN RAILWAY CO.....	4
TERMINAL RAILROAD ASSN. OF ST. LOUIS.....	1
UNION PACIFIC RAILROAD.....	3
WESTERN MARYLAND RAILWAY.....	1
TOTAL DOCKETED CASES.....	120

UNIONS PARTY TO DOCKETED CASES

October 1, 1984 to September 30, 1985

AMERICAN RAILWAY SUPERVISORS ASSN. (BRAC).....	59
BROTHERHOOD OF RY., AIRLINE & STEAMSHIP CLKS.....	26
MISCELLANEOUS.....	8
POLICE BENEVOLENT ASSN.- NJTRO.....	1
RAILROAD YARDMASTERS OF AMERICA.....	22
UNITED FEDERATION OF POLICE.....	4
TOTAL DOCKETED CASES.....	120



APPENDIX A--1986

NATIONAL RAILROAD ADJUSTMENT BOARD
(Created June 21, 1934)

SCHWITALLA, N. D., Chairman
 YOST, J. E., Vice Chairman
 CARVATTA, R. J., Staff Director/Grievances
 DEVER, N. J., Executive Secretary

Accounting for all moneys appropriated by Congress for the fiscal year 1986 pursuant to the authority conferred by "An Act to amend the Railway Labor Act, approved May 20, 1926." Approved June 21, 1934.

Regular appropriation: National Railroad Adjustment Board
 Board's portions of Salaries and Expenses, National Mediation Board \$860,000.00

Expenditure:

Salaries of employes	\$246,406.00
Salaries of Referees	387,860.00
Personnel benefits	29,919.00
Travel expenses (including referees)	32,591.00
Other Rent	25,307.00
Communication Services	34,531.00
Standard level user charges	63,027.00
Postage	12,504.00
Supplies and materials	13,428.00
Equipment	11,000.00
Equipment Maintenance and Training	3,427.00

Total expenditures \$860,000.00*

* 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
<u>Administration:</u>			
Carvatta, Roy J.....	Staff Director/ Grievances....	\$32,663.76*	Subject to direction of NMB, Admin., NRAB Gov't. Affairs

NRAB Government Employees, Salaries and Duties — Continued

Name	Title	Salary Paid	Duties
Swanson, Ronald A....	Asst. Adm. Off.	15,607.80*	Acct. & Auditing
Szewczyk, Bernice A..	Clerical Asst..	10,993.32*	Assists in Acct. & Auditing
Llamas, Florencio M..	Clerk.....	6,987.36*	Clerical
Brasch, Rosemarie....	AIS Coordinator	12,183.48*	Coord. Automated Information System
Loughrin, Catherine A.	AIS Cler. Asst.	9,689.04*	Assists in Coord. Automated Info. Sys.

Divisional:

Dever, Nancy J.....	Executive Secretary.....	\$27,082.96	Executive Secretary-Responsible for all Divisions
Albert, Albert J....	Clerk (Typing).	11,688.24	Clerical
Vorphal, Joan A.....	Clerk (Typing).	19,378.08	Clerical
Woods, Linda A.....	Clerk (Typing).	13,679.95	Clerical

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

NRAB REFEREE SALARIES -- ALL DIVISIONS
October 1, 1985 to September 30, 1986

Duties:

The following referees sat with divisions as members to make awards upon failure of division to agree or secure majority vote.

DIVISION	REFEREE NAME	SALARY PAID
- 1	LAROCCO, J. B.	6,655.00
	TWOMEY, D. P.	1,980.00
- 2	BRIGGS, S. R.	11,660.00
	CARTER, P. C.	4,180.00
	COHEN, H.	13,860.00
	COX, J. R.	770.00
	GOLDSTEIN, E. H.	15,400.00
	HALL, L. K.	6,847.50
	KLEIN, J. I.	12,155.00
	LAROCCO, J. B.	385.00
	MARX, H. L., Jr.	220.00
	MCALLISTER, R. W.	13,860.00
MCALPIN, R. E.	16,060.00	

DIVISION - 2	-----	
Continued	MEYERS, P. R.	9,900.00
	MUESSIG, E.	6,682.50
	NELSON, R.	5,060.00
	PECK, W. J.	4,565.00
	ROUKIS, G. S.	1,210.00
	SCHOONOVER, T. E.	1,100.00
	SHARP, T. P.	11,660.00
	STALLWORTH, L. E.	880.00
	VAN WART, A. T., Sr.	440.00
	ZUSMAN, M. E.	550.00

DIVISION - 3	-----	
	BENN, E. H.	5,060.00
	BOYLE, G. V.	2,970.00
	CARTER, P. C.	9,130.00
	CLONEY, J. E.	4,345.00
	COHEN, H.	1,870.00
	COX, J. R.	440.00
	DENNIS, R. E.	660.00
	DUDA, N. H., Jr.	3,410.00
	FISHGOLD, H.	1,980.00
	GAINES, J. W.	19,140.00
	GOLD, C. H.	10,120.00
	HARRIS, P.	2,640.00
	JOHNSON, J. R.	1,320.00
	LAROCCO, J. B.	1,705.00
	LIEBERMAN, I. M.	220.00
	MARX, H. L., Jr.	7,480.00
	MCALLISTER, R. W.	7,645.00
	MEYERS, P. R.	6,380.00
	MUESSIG, E.	2,475.00
	ROUKIS, G. S.	7,590.00
	SCHOONOVER, T. E.	440.00
	SICKLES, J. A.	330.00
	STALLWORTH, L. E.	6,380.00
	TWOMEY, D. P.	4,180.00
	VAUGHN, M. D.	880.00
	VERNON, G. H.	1,320.00
	ZUSMAN, M. E.	20,900.00

DIVISION - 4	-----	
	EISCHEN, D. E.	2,640.00
	JOHNSON, J. R.	4,400.00
	LAROCCO, J. B.	1,430.00
	MARX, H. L., Jr.	3,740.00
	MCALLISTER, R. W.	1,980.00
	MCALPIN, R. E.	5,720.00
	MILLER, R. L.	440.00
	MUESSIG, E.	2,640.00
	O'BRIEN, R. M.	7,700.00
	SCHEINMAN, M. F.	1,320.00
	STALLWORTH, L. E.	5,500.00
	SUNTRUP, E. L.	3,190.00
	ZUSMAN, M. E.	3,080.00

**FIRST DIVISION
NATIONAL RAILROAD ADJUSTMENT BOARD
FISCAL YEAR 1986**

M E M B E R S H I P

R. K. Radek, Chairman	W. F. Euker, Vice Chairman
R. E. Delaney	G. E. Bruce (5)
G. T. DuBose	J. G. Gibbons
G. D. DeBolt (2)	M. W. Fingerhut, Vice Chairman (4)
H. G. Kenyon	M. Humphrey
L. W. Swert (1)	J. E. Roots (3)

- (1) Replaced H. G. Kenyon 8-19-86
- (2) Replaced R. E. Delaney 9-15-86
- (3) Replaced W. F. Euker 1-31-86
- (4) Replaced J. S. Gibbons 3-15-86; Elected Vice Chairman 6/11/86
- (5) Replaced J. E. Roots 9-12-86

JURISDICTION

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

WORKLOAD REPORT - DOCKETED CASES
October 1, 1985 to September 30, 1986

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	45*
New cases docketed.....	27
Cases disposed of.....	28**
On hand at end of year.....	44
 BREAKDOWN OF CASES DISPOSED OF:	
Decided without Referee.....	0
Decided with Referee.....	24
Otherwise closed (withdrawn).....	4
 BREAKDOWN OF CASES ON HAND:	
In Referee Assignment.....	29
Record not closed.....	12
Record closed but not assigned to Referee.....	3
 OTHER TOTALS:	
Cases heard by referee.....	2
Cases deadlocked.....	20

* Adjusted figure.

** Does not include second award on one (1) docket.

CARRIERS PARTY TO DOCKETED CASES
October 1, 1985 to September 30, 1986

ATCHISON, TOPEKA & SANTA FE RY.....	1
BURLINGTON NORTHERN RR CO.....	1
CHICAGO & NORTH WESTERN TRANSP CO.....	4
DELAWARE & HUDSON RAILWAY CO.....	3
ELGIN, JOLIET & EASTERN RY CO.....	10
GRAND TRUNK WESTERN RR CO.....	1
IOWA INTERSTATE RAILWAY CO.....	1
MISSOURI PACIFIC RAILROAD CO.....	1
NEW JERSEY TRANSIT RAIL OPERATIONS.....	1
SOUTHEASTERN PENNSYLVANIA TRANSP. AUTH.....	1
UNION PACIFIC RAILROAD CO.....	1
WINSTON-SALEM SOUTHBOUND.....	2
TOTAL DOCKETED CASES.....	27

UNIONS PARTY TO DOCKETED CASES
October 1, 1985 to September 30, 1986

BROTHERHOOD OF LOCOMOTIVE ENGINEERS.....	11
MISCELLANEOUS.....	5
UNITED TRANSPORTATION UNION.....	11
TOTAL DOCKETED CASES.....	27

SECOND DIVISION
NATIONAL RAILROAD ADJUSTMENT BOARD
FISCAL YEAR 1986

M E M B E R S H I P

N. D. Schwitalla, Chairman	P. V. Varga, Vice Chairman (3)
F. Celona	J. K. Beatty
M. J. Cullen	A. D. Dula (4)
C. D. Easley (1)	M. W. Fingerhut, Vice Chairman
D. A. Hampton	R. L. Hicks (5)
R. A. Johnson (2)	T. N. Tancula
E. D. Smart	M. C. Lesnik
	J. E. Yost

- (1) Replaced F. Celona 10-7-85
- (2) Replaced E. D. Smart 10-1-85
- (3) Replaced M. W. Fingerhut 3-15-86; elected Vice Chairman 6-11-86
- (4) Replaced M. C. Lesnik 3-15-86
- (5) Replaced J. E. Yost 3-15-86

JURISDICTION

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

WORKLOAD REPORT - DOCKETED CASES
October 1, 1985 to September 30, 1986

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	655*
New cases docketed.....	220
Cases disposed of.....	403**
On hand at end of year.....	472
BREAKDOWN OF CASES DISPOSED OF:	
Decided without Referee.....	0
Decided with Referee.....	373
Otherwise closed (withdrawn).....	30
BREAKDOWN OF CASES ON HAND:	
In Referee Assignment.....	414
Record not closed.....	4
Record closed but not assigned to Referee.....	54
OTHER TOTALS:	
Cases heard by referee.....	29
Cases deadlocked.....	525

* Adjusted figure.

** Does not include second award on two (2) dockets.

CARRIERS PARTY TO DOCKETED CASES
October 1, 1985 to September 30, 1986

ATCHISON, TOPEKA & SANTA FE RY.....	7
BALTIMORE & OHIO RAILWAY CO.....	11
BELT RAILWAY CO. OF CHICAGO.....	2
BIRMINGHAM SOUTHERN RR CO.....	5
BOSTON & MAINE CORP.....	2
BURLINGTON NORTHERN RR CO.....	18
CENTRAL OF GEORGIA RAILWAY CO.....	1
CHESAPEAKE & OHIO RAILWAY CO.....	5
CHICAGO & NORTH WESTERN TRANSP. CO.....	31
CHICAGO, MILWAUKEE, ST PAUL & PACIFIC.....	2
CONSOLIDATED RAIL CORP.....	13
DENVER & RIO GRANDE WESTERN RR.....	4
DULUTH, MISSABE & IRON RANGE RR.....	2

CARRIERS PARTY TO DOCKETED CASES -- Continued

ELGIN, JOLIET & EASTERN RY CO.....	1
GRAND TRUNK WESTERN RR CO.....	2
HOUSTON BELT & TERMINAL RY CO.....	1
ILLINOIS CENTRAL GULF RR.....	3
INDIANA HARBOR BELT RY.....	4
IOWA INTERSTATE RAILWAY CO.....	1
IOWA RAILROAD COMPANY.....	1
KANSAS CITY SOUTHERN RY CO.....	3
LOUISVILLE & NASHVILLE RR CO.....	3
MISSOURI PACIFIC RAILROAD CO.....	7
MISSOURI-KANSAS-TEXAS RR CO.....	9
NATIONAL RR PASSENGER CORP (AMTRAK).....	12
NORTHEAST ILLINOIS REGIONAL COMMUTER.....	3
NEW JERSEY TRANSIT RAIL OPERATIONS.....	1
NORFOLK & WESTERN RAILWAY CO.....	9
PORT AUTHORITY TRANS-HUDSON.....	1
RICHMOND, FREDERICKSBURG & POTOMAC RR.....	1
SEABOARD COAST LINE RAILROAD.....	1
SEABOARD SYSTEM.....	21
SOO LINE RAILROAD.....	3
SOUTHERN PACIFIC TRANSP. CO.....	16
SOUTHERN RAILWAY.....	7
ST. LOUIS SOUTHWESTERN RAILWAY.....	3
TERMINAL RAILROAD ASSN. OF ST. LOUIS.....	2
TEXAS MEXICAN RAILWAY CO.....	1
UNION PACIFIC RAILROAD.....	1
TOTAL DOCKETED CASES.....	220

UNIONS PARTY TO DOCKETED CASES

October 1, 1985 to September 30, 1986

BROTHERHOOD RAILWAY CARMEN OF U.S. & CANADA.....	110
INT'L. BROTHERHOOD OF FIREMEN & OILERS.....	10
INT'L. ASSN. OF MACHINISTS & AEROSPACE WORKERS...	21
INT'L. BROTHERHOOD OF ELECTRICAL WORKERS.....	49
MISCELLANEOUS.....	12
SHEET METAL WORKERS INT'L. UNION.....	18
TOTAL DOCKETED CASES.....	220

THIRD DIVISION
 NATIONAL RAILROAD ADJUSTMENT BOARD
 FISCAL YEAR 1986

M E M B E R S H I P

W. R. Miller, Chairman	J. E. Yost, Vice Chairman (3)
W. W. Altus, Jr. (1)	B. J. East
D. D. Bartholomay	J. S. Godfrey
R. J. Irvin	M. D. McCarthy
E. E. Monroe	J. W. Carter
V. M. Speakman (2)	P. V. Varga

- (1) Retired 10-1-85
 (2) Replaced W. W. Altus, Jr. 10-1-85
 (3) Replaced P. V. Varga 3-15-86

JURISDICTION

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

WORKLOAD REPORT - DOCKETED CASES
 October 1, 1985 to September 30, 1986

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	924
New cases docketed.....	684
Cases disposed of.....	507*
On hand at end of year.....	1101
BREAKDOWN OF CASES DISPOSED OF:	
Decided without Referee.....	0
Decided with Referee.....	472
Otherwise closed (withdrawn).....	35
BREAKDOWN OF CASES ON HAND:	
In Referee Assignment.....	501
Record not closed.....	241
Record closed but not assigned to Referee.....	359
OTHER TOTALS:	
Cases heard by referee.....	64
Cases deadlocked.....	653

* Does not include second award on one (1) docket.

CARRIERS PARTY TO DOCKETED CASES
 October 1, 1985 to September 30, 1986

ALTON & SOUTHERN RAILROAD CO.....	1
ANN ARBOR RAILWAY SYSTEM.....	1
ARKANSAS, LOUISIANA & MISSOURI RR.....	1
ATCHISON, TOPEKA & SANTA FE RY.....	36
BALTIMORE & OHIO CHICAGO TERMINAL.....	1
BALTIMORE & OHIO RAILWAY CO.....	12
BAY COLONY RAILROAD CORP.....	1
BELT RAILWAY COMPANY OF CHICAGO.....	9
BESSEMER AND LAKE ERIE RR.....	2
BURLINGTON NORTHERN RAILROAD CO.....	23
CANADIAN PACIFIC LTD.....	3
CENTRAL OF GEORGIA RAILWAY CO.....	1
CENTRAL VERMONT RAILWAY CO.....	2
CHESAPEAKE & OHIO RAILWAY CO.....	50
CHICAGO & ILLINOIS MIDLAND RR.....	1
CHICAGO & NORTH WESTERN TRANSP CO.....	13
CHICAGO & WESTERN INDIANA RR.....	3
CHICAGO UNION STATION CO.....	1
CHICAGO, MILWAUKEE, ST PAUL & PACIFIC.....	5
CONSOLIDATED RAIL CORP.....	189
DAVENPORT, ROCK ISLAND & NORTH WESTERN RY.....	2
DELAWARE & HUDSON RAILWAY CO.....	20
DENVER & RIO GRANDE WESTERN RR.....	12
DETROIT, TOLEDO & IRONTON RR.....	7
DULUTH, MISSABE & IRON RANGE.....	13
ELGIN, JOLIET & EASTERN RY CO.....	14
HOUSTON BELT & TERMINAL RY CO.....	5
ILLINOIS CENTRAL GULF RAILROAD.....	1
KANSAS CITY SOUTHERN RY CO.....	13
LONG ISLAND RAIL ROAD CO.....	3
LOUISIANA & ARKANSAS RAILWAY.....	3
MAINE CENTRAL RAILROAD CO.....	3
METRO NORTH RAILROAD (MTA).....	3
MISSOURI PACIFIC RAILROAD CO.....	10
MISSOURI-KANSAS-TEXAS RR CO.....	8
NATIONAL RR PASSENGER CORP (AMTRAK).....	85
NORTHEAST ILLINOIS REGIONAL COMMUTER RR.....	1
NEW ORLEANS PUBLIC BELT RR.....	3
NORFOLK & WESTERN RAILWAY CO.....	9
OKLAHOMA, KANSAS & TEXAS RY CO.....	3
PORT AUTHORITY TRANS-HUDSON.....	2
PORT TERMINAL RAILROAD ASSN.....	1
RICHMOND, FREDERICKSBURG & POTOMAC RR.....	2
RIVER TERMINAL RAILROAD CO.....	2
SEABOARD COAST LINE RAILROAD.....	1
SEABOARD SYSTEM.....	19
SOC LINE RAILROAD.....	15

CARRIERS PARTY TO DOCKETED CASES--Continued

SOUTHERN PACIFIC TRANSP. CO.....	20
SOUTHERN RAILWAY.....	6
ST. LOUIS SOUTHWESTERN RY.....	8
TERMINAL RAILROAD ASSN. OF ST. LOUIS.....	9
TEXAS MEXICAN RAILWAY CO.....	1
UNION PACIFIC RAILROAD.....	23
WASHINGTON TERMINAL CO.....	1
WESTERN WEIGHING & INSPECTION BUREAU.....	1
TOTAL DOCKETED CASES.....	684

UNIONS PARTY TO DOCKETED CASES

October 1, 1985 to September 30, 1986

AMERICAN TRAIN DISPATCHERS ASSN.....	27
BROTHERHOOD OF RAILROAD SIGNALMEN.....	57
BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES.....	459
BROTHERHOOD OF RY., AIRLINE & STEAMSHIP CLKS.....	83
MISCELLANEOUS.....	58
TOTAL DOCKETED CASES.....	684

**FOURTH DIVISION
NATIONAL RAILROAD ADJUSTMENT BOARD
FISCAL YEAR 1986**

M E M B E R S H I P

D. R. Carver, Chairman (3)	M. C. Lesnik, Vice Chairman (5)
F. Ferlin (2)	W. M. Cunningham
H. G. Harper (1)	B. E. Simon
E. H. Nadolny, Chairman	A. D. Dula (4)
	C. L. Melberg

- (1) Retired 8-30-86
- (2) Replaced E. H. Nadolny 1-1-86
- (3) Replaced E. H. Nadolny as Chairman 1-1-86
- (4) Replaced C. L. Melberg 1-31-86
- (5) Replaced A. D. Dula 3-15-86 and elected Vice Chairman 3-86

JURISDICTION

To have jurisdiction over disputes involving employees of carriers directly or indirectly engaged in transportation of passengers or property by water, and all other employees of carriers over which jurisdiction is not given to the first, second and third divisions. This division shall consist of six members, three of whom shall be selected by the carriers and three by the national labor organizations of the employees. (Paragraph (h), Section 153, First, Railway Labor Act, 1934.)

WORKLOAD REPORT - DOCKETED CASES
 October 1, 1985 to September 30, 1986

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	121
New cases docketed.....	94
Cases disposed of.....	121
On hand at end of year.....	94
BREAKDOWN OF CASES DISPOSED OF:	
Decided without Referee.....	0
Decided with Referee.....	108
Otherwise closed (withdrawn).....	13
BREAKDOWN OF CASES ON HAND:	
In Referee Assignment.....	85
Record not closed.....	9
Record closed but not assigned to Referee.....	0
OTHER TOTALS:	
Cases heard by referee.....	56
Cases deadlocked.....	90

CARRIERS PARTY TO DOCKETED CASES
 October 1, 1985 to September 30, 1986

BALTIMORE & OHIO RAILWAY CO.....	14
BURLINGTON NORTHERN RAILROAD.....	7
CHESAPEAKE & OHIO RAILWAY.....	2
CHICAGO & NORTH WESTERN TRANSP. CO.....	6
CONSOLIDATED RAIL CORP.....	17
DELAWARE OTSEGO SYSTEM.....	1
DENVER & RIO GRANDE WESTERN RR.....	2
HOUSTON BELT & TERMINAL RAILWAY.....	2
ILLINOIS CENTRAL GULF RAILROAD.....	2
INDIANA HARBOR BELT RAILWAY.....	2
LONG ISLAND RAIL ROAD CO.....	5
METRO NORTH RAILROAD (MTA).....	1
MISSOURI PACIFIC RAILROAD CO.....	2
MISSOURI-KANSAS-TEXAS RR CO.....	1
NATIONAL RR PASSENGER CORP. (AMTRAK).....	9
NEW JERSEY TRANSIT RAIL OPERATIONS.....	3
NORFOLK & WESTERN RAILWAY CO.....	5
PACIFIC FRUIT EXPRESS COMPANY.....	1
PITTSBURGH & CONNEAUT DOCK CO.....	1
RICHMOND, FREDERICKSBURG & POTOMAC RR.....	1
SOO LINE RAILROAD.....	3
SOUTHERN PACIFIC TRANSP. CO.....	5
TERMINAL RAILROAD ASSN. OF ST. LOUIS.....	1
UNION PACIFIC RAILROAD CO.....	1
TOTAL DOCKETED CASES.....	94

UNIONS PARTY TO DOCKETED CASES
October 1, 1985 to September 30, 1986

AMERICAN RAILWAY SUPERVISORS ASSN (BRAC).....	46
BROTHERHOOD RAILWAY CARMEN OF U.S. & CANADA.....	1
BROTHERHOOD OF RY., AIRLINE & STEAMSHIP CLKS.....	7
MISCELLANEOUS.....	4
POLICE BENEVOLENT ASSN.-NJTRO.....	3
RAILROAD YARDMASTERS OF AMERICA.....	31
RAILWAY PATROLMEN'S INT'L UNION (BRAC).....	1
UNITED STEELWORKERS OF AMERICA.....	1
TOTAL DOCKETED CASES.....	94



APPENDIX B--1985

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), FISCAL YEAR 1985

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
DENNIS, R. E.	3	NEW YORK	NY	10/23/84	1660	LONG ISLAND RAIL ROAD BRAC
SUNTRUP, E. L.	3	EVANSTON	IL	10/15/84	2998	SEABOARD COAST LINE RR BM & BK
BROWN, D. H.	2	SHERMAN	TX	01/21/85	3098	ATCHISON, TOPEKA & SANTA FE RR UTU
PETERSON, R. E.	3	BRIARCLIFF MANOR	NY	12/03/84	3169	BANGOR & ARCOSTOOK RR CO UTU
ROUKIS, G. S.	2	MANHASSET HILLS	NY	03/11/85	3190	DENVER & RIO GRANDE WESTERN RR UTU
COHEN, H.	3	UNIVERSITY HEIGHTS	OH	06/17/85	3229	BURLINGTON NORTHERN RR CO UTU
VAN WART, A. T., JR.	2	SALEM	NJ	06/24/85	3289	FORT WORTH & DENVER RW CO. BLE
CLUSTER, H. R.	2	BALTIMORE	MD	10/10/84	3393	ELGIN, JOLIET & EASTERN RY CO UTU
LARNEY, G. E.	3	EVANSTON	IL	11/02/84	3413	SOO LINE BRAC
SEMLINER, A. W.	2	GROSSEPOINTE FARMS	MI	03/11/85	3427	CONRAIL-CONSOLIDATED RAIL CORP UTU
LIEBERMAN, I. M.	2	STAMFORD	CT	06/24/85	3483	SOUTHERN PACIFIC RR CO BRAC
MUESSIG, E. J.	3	ARLINGTON	VA	12/03/84	3514	CONRAIL-CONSOLIDATED RAIL CORP BMWE
ROADLEY, C. R.	2	WILLIAMSBURG	VA	10/10/84	3564	MONONGAHELA RAILWAY CO. UTU
ZUMAS, N. H.	2	WASHINGTON	DC	07/15/85	3578	SOUTHERN PACIFIC TRANS. CO. BRAC
O'BRIEN, R. M.	2	MILTON	MA	11/26/84	3596	CUYAHOGA VALLEY RY. CO. UTU
TWOMEY, D. P.	2	QUINCY	MA	10/16/84	3607	BURLINGTON NORTHERN RR CO IAM & AW
EISCHEN, D. E.	2	ITHACA	NY	10/01/84	3623	UNION PACIFIC RR BLE
CLUSTER, H. R.	2	BALTIMORE	MD	11/06/84	3624	ATCHISON, TOPEKA & SANTA FE RW UTU
LIEBERMAN, I. M.	1	STAMFORD	CT	01/02/85	3629	METRO NORTH RAILROAD (MTA) CONRAIL-CONSOLIDATED RAIL CORP IBT
MOORE, P. J.	2	OKLAHOMA CITY	OK	01/08/85	3631	LOS ANGELES JUNCTION RW CO UTU
EISCHEN, D. E.	2	ITHACA	NY	07/29/85	3638	MISSOURI-KANSAS-TEXAS RR CO. BLE
DENNIS, R. E.	2	NEW YORK	NY	10/02/84	3650	MISSOURI-KANSAS-TEXAS RR CO. BRAC
KASHER, R. R.	2	BRYN MAWR	PA	10/22/84	3654	ILLINOIS CENTRAL GULF RR CO. UTU
VERNON, G. H.	3	EAU CLAIRE	WI	01/22/85	3654	ILLINOIS CENTRAL GULF RR CO. UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1985--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
LIEBERMAN, I. M.	2	STAMFORD	CT	10/16/84	3671	BURLINGTON NORTHERN RR CO UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	12/03/84	3672	UNION PACIFIC RR UTU
O'BRIEN, T. H.	2	DORCHESTER	MA	12/04/84	3685	CENTRAL VERMONT RW CO. UTU
MCALLISTER, R. W.	2	CHICAGO	IL	12/17/84	3687	AMTRAK IAM & AW
DENNIS, R. E.	2	NEW YORK	NY	03/26/85	3690	DENVER & RIO GRANDE WESTERN RR UTU
DENNIS, R. E.	2	NEW YORK	NY	10/26/84	3693	ILLINOIS CENTRAL GULF BRAC
KASHER, R. R.	2	BRYN MAWR	PA	11/26/84	3697	CHICAGO SHORT LINE RW CO. BRAC
VAN WART, A. T., SR.	2	WILMINGTON	DE	10/29/84	3703	OKLAHOMA, KANSAS & TEXAS RR CO. UTU
CRISWELL, J. B.	2	STIGLER	OK	10/29/84	3704	MISSOURI-KANSAS-TEXAS RR CO. UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	10/22/84	3708	BALTIMORE & OHIO RR CO. UTU
SCEARCE, J. F.	2	ATLANTA	GA	10/23/84	3712	BESSEMER AND LAKE ERIE BRAC
LAROCCO, J. B.	2	SACRAMENTO	CA	10/01/84	3713	AMTRAK UTU
GENTRY, J. N.	2	RESTON	VA	11/02/84	3714	DENVER & RIO GRANDE WESTERN RR UTU
LAZAR, J.	2	BOULDER	CO	10/02/84	3715	BURLINGTON NORTHERN RR CO UTU
DENNIS, R. E.	2	NEW YORK	NY	10/10/84	3716	BALTIMORE & OHIO RR CO. ASD/BRAC
DENNIS, R. E.	2	NEW YORK	NY	10/10/84	3717	BALTIMORE & OHIO RR CO. ATDA
MOORE, P. J.	2	OKLAHOMA CITY	OK	10/15/84	3718	NORFOLK & WESTERN RY CO. UTU
MOORE, P. J.	2	OKLAHOMA CITY	OK	10/16/84	3719	NORFOLK & WESTERN RY CO. UTU
MOORE, P. J.	2	OKLAHOMA CITY	OK	10/15/84	3720	CONRAIL-CONSOLIDATED RAIL CORP UTU
FLETCHER, J. C.	2	MT. PROSPECT	IL	10/23/84	3721	NE ILLINOIS REGIONAL COMMUTER BRC OF USC
VAN WART, A. T., SR.	2	WILMINGTON	DE	12/03/84	3722	BESSEMER AND LAKE ERIE UTU
TWOMEY, D. P.	2	QUINCY	MA	10/22/84	3723	BURLINGTON NORTHERN RR CO UTU
SHARP, T. P.	2	MCLEAN	VA	01/23/85	3724	AMTRAK IAM & AW
FLETCHER, J. C.	2	MT. PROSPECT	IL	10/16/84	3725	LONG ISLAND RAIL ROAD BRC OF USC
MARX, H. L., JR.	2	NEW YORK	NY	12/27/84	3726	CONRAIL-CONSOLIDATED RAIL CORP RYA
JENKINS, H.	2	WASHINGTON	DC	10/24/84	3727	NORFOLK & WESTERN RY CO. IAM & AW
SEIDENBERG, J.	2	FALLS CHURCH	VA	10/23/84	3728	UNION PACIFIC RR BLE

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1985--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
BUCHHEIT, S. E.	2	PHILADELPHIA	PA	12/07/84	3729	CONRAIL-CONSOLIDATED RAIL CORP EMWE
ROUKIS, G. S.	2	MANHASSET HILLS	NY	10/23/84	3730	SEABOARD SYSTEM BRAC
LIEBERMAN, I. M.	2	STAMFORD	CT	02/11/85	3731	BURLINGTON NORTHERN RR CO UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	10/30/84	3732	NORFOLK & WESTERN RY CO. BLE
KEARNEY, M. H.	2	MINNETONKA	MN	11/06/84	3733	NORFOLK & WESTERN RY CO. BLE
DENNIS, R. E.	2	NEW YORK	NY	10/30/84	3734	CHICAGO UNION STATION IBEW
LAROCCO, J. B.	2	SACRAMENTO	CA	12/03/84	3735	CHESAPEAKE & OHIO RW CO BALTIMORE & OHIO RR CO. BALTIMORE & CHICAGO TERM. RR CO. STATEN ISLAND RR CO. BRAC
GENTRY, J. N.	2	RESTON	VA	10/22/84	3736	UNION PACIFIC RR UTU
CAIN, P.	2	AUSTIN	TX	11/26/84	3737	MISSOURI PACIFIC RR CO. UTU
LARNEY, G. E.	2	EVANSTON	IL	11/07/84	3738	CHICAGO & NORTH WESTERN RW CO UTU
SPEIRS, N. P.	2	ROHNERT PARK	CA	12/27/84	3739	SAN MANUEL ARIZONA RR CO UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	11/27/84	3740	DULUTH, MISSABE & IRON RANGE UTU
WARSHAW, J. A.	2	BETHESDA	MD	11/13/84	3741	BALTIMORE & OHIO RR CO. BALTIMORE & CHICAGO TERM. RR UTU
SEIDENBERG, J.	2	FALLS CHURCH	VA	11/27/84	3742	UNION PACIFIC RR BLE
LOWE, W. T.	2	NAPLES	FL	12/17/84	3743	SEABOARD SYSTEM RR UTU
SHARP, T. P.	2	MCLEAN	VA	12/03/84	3744	NEWBURGH & SOUTH SHORE UTU
HAWKINS, R. R.	2	ALBUQUERQUE	NM	02/05/85	3747	UNION PACIFIC RR IAM & AW
MUESSIG, E.	3	ARLINGTON	VA	01/23/85	3748	DENVER & RIO GRANDE WESTERN RR BM & BK
LARNEY, G. E.	2	EVANSTON	IL	01/15/85	3749	CHICAGO & NORTH WESTERN TRANS. CO BRAC
SIREFMAN, J. P.	2	GLEN HEAD	NY	12/03/84	3750	CONRAIL-CONSOLIDATED RAIL CORP BRS
ROUKIS, G. S.	2	MANHASSET HILLS	NY	02/15/85	3751	NORFOLK SOUTHERN RW CO. CLERKS
MUESSIG, E.	2	ARLINGTON	VA	09/20/85	3751	NORFOLK SOUTHERN RW CO. BRAC
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	12/07/84	3753	CHICAGO & NORTH WESTERN TRANS CO. BRS
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	12/07/84	3754	LONG ISLAND RAIL ROAD UTU
BLACKWELL, F. R.	2	GAITHERSBURG	MD	12/03/84	3755	CONRAIL-CONSOLIDATED RAIL CORP IBT

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1985--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	12/07/84	3756	RICHMOND FREDERICKSBUR&POTOMAC SMWIA
MURPHY, M. A.	2	SPRINGFIELD	VA	11/30/84	3757	UNION PACIFIC RR UTU
CUSHMAN, B.	2	SILVER SPRING	MD	12/17/84	3758	WINSTON-SALEM SOUTHBOUND RR UTU
TWOMEY, D. P.	2	QUINCY	MA	12/18/84	3759	SOUTHERN PACIFIC TRANS CO. IAM & AW
MUESSIG, E.	2	ARLINGTON	VA	01/23/85	3760	DENVER & RIO GRANDE WESTERN RR IAM & AW
DENNIS, R. E.	2	NEW YORK	NY	12/18/84	3762	SEABOARD SYSTEM RR IBEW
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	12/27/84	3763	SOUTHERN PACIFIC TRANS CO. BRC OF USC
VERNON, G. H.	2	EAU CLAIRE	WI	12/27/84	3764	BURLINGTON NORTHERN RR CO IBEW
DENNIS, R. E.	2	NEW YORK	NY	12/27/84	3765	GRAND TRUNK WESTERN RW CO. BMWE
MUESSIG, E.	2	ARLINGTON	VA	01/08/85	3766	WASHINGTON TERMINAL CO. IAM & AW
SCEARCE, J. F.	2	ATLANTA	GA	01/14/85	3767	ALIQIUPPA & SOUTHERN RR TWUA
LEFKOW, D. M.	2	CHICAGO	IL	01/04/85	3768	ST. LOUIS SOUTHWESTERN RY CO. BRC OF USC
ZUMAS, N. H.	2	WASHINGTON	DC	01/03/85	3769	UNION PACIFIC RR UTU
HENLE, P.	2	ARLINGTON	VA	01/14/85	3770	NORFOLK & WESTERN RY CO. UTU
DENNIS, R. E.	2	NEW YORK	NY	12/28/84	3771	RR PERISHABLE INSPECTION AGENCY ASD/BRAC
QUINN, F. X.	2	TULSA	OK	03/08/85	3772	FLORIDA EAST COAST RY CO FF OF RR EMP
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	01/15/85	3773	BALTIMORE & OHIO RR CO. JT. COUNCIL OF CHMN
MCALLISTER, R. W.	2	CHICAGO	IL	01/14/85	3774	CONRAIL-CONSOLIDATED RAIL CORP TWUA
BUCHHEIT, S. E.	2	PHILADELPHIA	PA	01/15/85	3775	CONRAIL-CONSOLIDATED RAIL CORP BRAC
MOORE, P. J.	2	OKLAHOMA CITY	OK	12/28/84	3776	NORFOLK & WESTERN RY CO. UTU
SPEIRS, N. P.	2	ROHNERT PARK	CA	01/15/85	3778	GRAND TRUNK WESTERN RW CO. UTU
CLUSTER, H. R.	2	BALTIMORE	MD	01/03/85	3779	UNION PACIFIC RR UTU
MOORE, P. J.	2	OKLAHOMA CITY	OK	01/08/85	3780	NORFOLK & WESTERN RY CO. UTU
BLACKWELL, F. R.	2	GAITHERSBURG	MD	01/10/85	3781	CONRAIL-CONSOLIDATED RAIL CORP BMWE
SCHEINMAN, M. F.	2	BAYSIDE	NY	01/09/85	3782	AMTRAK BRAC
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	01/08/85	3783	AMTRAK JT. CNSL. CARMEN, H., COACH CLNRS
CASSLE, J. W.	2	CHEYENNE	WY	01/16/85	3784	DENVER & RIO GRANDE WESTERN RR BLE

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1985--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
SUNTRUP, E. L.	2	EVANSTON	IL	01/16/85	3785	BURLINGTON NORTHERN RR CO RYA
GENTRY, J. N.	2	RESTON	VA	01/16/85	3786	UNION PACIFIC RR UTU
GOLD, C. H.	2	NEW YORK	NY	01/17/85	3787	AMTRAK IBEW
FREDENBERGER, W. E., JR.	1	STAFFORD	VA	01/15/85	3788	UNION PACIFIC RR UTU
VAN WART, A. T., SR.	2	WILMINGTON	DE	01/22/85	3789	SOUTHERN RAILWAY CO BM & BK
LIEBERMAN, I. M.	2	STAMFORD	CT	01/22/85	3790	SOUTHERN PACIFIC TRANS CO BM & BK
MEYERS, P. R.	2	CHICAGO	IL	02/01/85	3791	SOUTHERN RAILWAY CO IBF & O
O'BRIEN, T. H., JR.	2	BOSTON	MA	06/13/85	3792	MONONGAHELA CONNECTING RR CO UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	01/30/85	3793	UNION PACIFIC RR UTU
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	01/31/85	3794	SEABOARD SYSTEM BMW
MOORE, P. J.	2	OKLAHOMA CITY	OK	02/04/85	3795	NORFOLK & WESTERN RY CO. UTU
CASSLE, J. W.	2	CHEYENNE	WY	02/04/85	3796	SOUTHERN PACIFIC TRANS CO UTU
WARSHAW, J. A.	2	BETHESDA	MD	02/04/85	3797	SOUTHERN PACIFIC TRANS CO UTU
ZUMAS, N. H.	2	WASHINGTON	DC	08/26/85	3798	PORT TERMINAL RAILROAD ASS. BRAC
SEMLINER, A. W.	2	GROSSEPOINTE FARMS	MI	02/11/85	3799	HOUSTON BELT & TERM. RW CO. BLE
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	02/11/85	3800	BURLINGTON NORTHERN RR CO UTU
MOORE, P. J.	2	OKLAHOMA CITY	OK	02/11/85	3801	NORFOLK & WESTERN RY CO. UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	02/11/85	3802	UNION PACIFIC RR UTU
VERNON, G. H.	2	EAU CLAIRE	WI	02/14/85	3803	ST. LOUIS SOUTHWESTERN ATDA
LIEBERMAN, I. M.	2	STAMFORD	CT	02/19/85	3804	BURLINGTON NORTHERN RR CO UTU
STALLWORTH, L. E.	2	CHICAGO	IL	02/19/85	3805	ILLINOIS CENTRAL GULF IAM & AW
SEIDENBERG, J.	2	FALLS CHURCH	VA	02/19/85	3806	DELAWARE & HUDSON RW CO. RYA
SCHEINMAN, M. F.	2	BAYSIDE	NY	02/22/85	3807	SEABOARD SYSTEM RR BRAC
SCHEINMAN, M. F.	2	BAYSIDE	NY	02/22/85	3808	BALTIMORE & OHIO RR CO. JT. COUNCIL OF GEN. CHMN
ZUMAS, N. H.	2	WASHINGTON	DC	02/28/85	3809	WASHINGTON TERMINAL CO. UTU
SEMLINER, A. W.	2	GROSSEPOINTE FARMS	MI	05/28/85	3810	GRAND TRUNK WESTERN RW CO. UTU
KEARNEY, M. H.	2	MINNETONKA	MN	03/01/85	3811	BURLINGTON NORTHERN RR CO BRC OF USC

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1985--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
MOERKE, J. E.	2	GREENVILLE	PA	03/05/85	3812	NORFOLK & WESTERN RY CO. UTU
LOWRY, A. R.	2	ANNAPOLIS	MD	03/04/85	3813	PITTSBURGH & LAKE ERIE RR CO. TWUA
BLACKWELL, F. R.	2	GAITHERSBURG	MD	03/08/85	3814	CHICAGO & NORTH WESTERN TRANS CO UTU
DENNIS, R. E.	2	NEW YORK	NY	03/12/85	3815	CONRAIL-CONSOLIDATED RAIL CORP TWUA-BRCUS&C
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	03/08/85	3816	UNION PACIFIC RR UTU
SEMLINER, A. W.	2	GROSSEPOINTE FARMS	MI	03/19/85	3817	LONG ISLAND RAIL ROAD BLE & UTU
O'BRIEN, R. M.	2	MILTON	MA	03/19/85	3818	BURLINGTON NORTHERN RR CO BLE
SCHEINMAN, M. F.	2	BAYSIDE	NY	03/19/85	3819	BALTIMORE & OHIO RR CO. BRC OF USC
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	03/25/85	3820	SEABOARD SYSTEM RR ATDA
CLUSTER, H. R.	2	BALTIMORE	MD	03/19/85	3821	UNION PACIFIC RR UTU
QUINN, F. X.	2	TULSA	OK	03/27/85	3822	SOUTHERN PACIFIC TRANS CO UTU
BRIGGS, S. R.	2	CEDARSBURG,	WI	03/26/85	3824	ATCHISON, TOPEKA & SANTA FE Rwy SMWIA
BROWN, D. H.	2	SHERMAN	TX	03/26/85	3826	CONRAIL-CONSOLIDATED RAIL CORP BLE
VAN WART, A. T., SR.	2	WILMINGTON	DE	07/12/85	3828	SEABOARD SYSTEM RR IBEW
FREDENBERGER, W. E., JR.	1	STAFFORD	VA	03/27/85	3829	SEABOARD SYSTEM RR ATDA
CASSLE, J. W.	1	CHEYENNE	WY	03/26/85	3830	DENVER & RIO GRANDE WESTERN RR UTU
SUNTRUP, E. L.	2	EVANSTON	IL	03/28/85	3831	SEABOARD SYSTEM RR ATDA
EDGETT, W. M.	2	ELLCOTT CITY	MD	04/02/85	3832	PORT TERMINAL RAILROAD ASS. UTU
SUNTRUP, E. L.	2	EVANSTON	IL	04/02/85	3833	SEABOARD SYSTEM RR RYA
MOORE, P. J.	2	OKLAHOMA CITY	OK	04/02/85	3834	ATCHISON, TOPEKA & SANTA FE Rwy UTU
GAHERIN, J. J.	2	BRADENTON	FL	03/27/85	3835	SOUTHERN PACIFIC TRANS CO BRC OF USC
GAHERIN, J. J.	2	BRADENTON	FL	03/28/85	3836	SOUTHERN PACIFIC TRANS CO BMWE
HERRINGTON, C. H.	2	PLEASANTON	TX	04/02/85	3837	ATCHISON, TOPEKA & SANTA FE Rwy ATDA
MURPHY, M. A.	2	SPRINGFIELD	VA	04/08/85	3838	UNION PACIFIC RR UTU
SUNTRUP, E. L.	2	EVANSTON	IL	04/16/85	3840	WESTERN WEIGHING & INSPEC. BUR ASD/BRAC
SUNTRUP, E. L.	2	EVANSTON	IL	05/07/85	3841	WESTERN RAILROAD TRAFFIC ASSOCIATION ASD/BRAC
FLETCHER, J. C.	2	MT. PROSPECT	IL	04/15/85	3842	BELT Rwy CO. OF CHICAGO IBF & O

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1985--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
CLUSTER, H. R.	2	BALTIMORE	MD	04/15/85	3843	KANSAS CITY SOUTHERN RWY CO. LOUISIANA & ARKANSAS RWY. CO. UTU
CRISWELL, J. B.	2	STIGLER	OK	04/16/85	3844	SAN MANUEL ARIZONA RR CO USWA
HERBERT, E. T.	2	WASHINGTON	DC	04/15/85	3845	NORFOLK & WESTERN RY CO. BMWE
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	04/23/85	3846	PORT AUTHORITY TRANS-HUDSON UTU
SHARP, T. P.	2	MCLEAN	VA	04/22/85	3847	NEWBURGH & SOUTH SHORE RWY UTU
BROWN, D. H.	2	SHERMAN	TX	07/03/85	3848	DAVENPORT, ROCK ISLAND & NW UTU
MJESSIG, E.	2	ARLINGTON	VA	04/15/85	3849	NORFOLK & WESTERN RY CO. BRAC
HERRINGTON, C. H.	2	PLEASANTON	TX	05/10/85	3850	ATCHISON, TOPEKA & SANTA FE RW LAWRENCE G. RUSSELL
SUNTRUP, E. L.	2	EVANSTON	IL	06/04/85	3851	BELT RW CO. OF CHICAGO BRAC
CLUSTER, H. R.	1	BALTIMORE	MD	08/15/85	3852	BOSTON & MAINE CORP. UTU
SEIDENBERG, J.	1	FALLS CHURCH	VA	08/15/85	3853	BOSTON & MAINE CORP. UTU
MARX, H. L., JR.	2	NEW YORK	NY	05/28/85	3854	CHESAPEAKE & OHIO RW CO UTU & BLE
CASSLE, J. W.	2	CHEYENNE	WY	04/29/85	3855	CHICAGO & NORTH WESTERN TRANS CO. UTU
HANLON, P. D.	2	PORTLAND	OR	05/06/85	3856	BURLINGTON NORTHERN RR CO. UTU
CLUSTER, H. R.	2	BALTIMORE	MD	06/13/85	3857	ATCHISON, TOPEKA & SANTA FE RW UTU
MJESSIG, E.	2	ARLINGTON	VA	06/10/85	3858	SOUTHERN RAILWAY CO. BRCS&C
VAN WART, A. T., SR.	2	WILMINGTON	DE	06/03/85	3859	SOUTHEASTERN PA. TRANS. AUTH. IBEW
MOORE, P. J.	2	OKLAHOMA CITY	OK	07/12/85	3861	HOUSTON BELT & TERM. RW CO. BRAC
SCHEINMAN, M. F.	2	BAYSIDE	NY	08/12/85	3862	CHICAGO & ILLINOIS MIDLAND RR BRAC
KLAUS, I.	2	NEW YORK	NY	06/10/85	3863	AMTRAK BMWE
CLUSTER, H. R.	2	BALTIMORE	MD	05/09/85	3864	BALTIMORE & OHIO RR CO. UTU
LOWRY, A. R.	2	ANNAPOLIS	MD	06/10/85	3865	PITTSBURGH & LAKE ERIE RR CO. TWUA
SEIDENBERG, J.	2	FALLS CHURCH	VA	05/20/85	3866	UNION PACIFIC RR BLE
BRIGGS, S. R.	2	CEDARSBURG,	WI	06/10/85	3867	SOUTHERN PACIFIC TRANS CO IAM&AW
VERNON, G. H.	2	EAU CLAIRE	WI	06/04/85	3868	UNION RAILROAD CO. USWA
SICKLES, J. A.	2	BETHESDA	MD	06/24/85	3869	HOUSTON BELT & TERM. RW CO. UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	09/20/85	3872	ATLANTA & WEST POINT RR WESTERN RWY. OF ALABAMA, GEORGIA RR BRS

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1985--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
SEIDENBERG, J.	2	FALLS CHURCH	VA	05/28/85	3873	NEW JERSEY TRANSIT RAIL OP. IAM & AW
SCHEINMAN, M. F.	2	BAYSIDE	NY	06/10/85	3874	GRAND TRUNK WESTERN RW CO. BRAC
DOLNICK, D.	2	CHICAGO	IL	06/10/85	3875	BELT RW CO. OF CHICAGO BRAC
MOORE, P. J.	2	OKLAHOMA CITY	OK	06/04/85	3876	NORFOLK & WESTERN RY CO. UTU
SEIDENBERG, J.	2	FALLS CHURCH	VA	06/04/85	3877	NEW JERSEY TRANSIT RAIL OP., IN IBEW
TWOMEY, D. P.	2	QUINCY	MA	07/01/85	3879	ILLINOIS CENTRAL GULF IAM&AW
TWOMEY, D. P.	2	QUINCY	MA	07/10/85	3880	LONG ISLAND RAIL ROAD RYA
PECK, W. J.	2	LUCK	WI	07/03/85	3881	BURLINGTON NORTHERN RR CO IBEW
CLUSTER, H. R.	2	BALTIMORE	MD	07/03/85	3882	CHESAPEAKE & OHIO RW CO UTU
PROVER, D. E.	2	FARMINGTON HILLS	MI	09/23/85	3883	MISSOURI-KANSAS-TEXAS RR CO. UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	07/03/85	3885	MISSOURI PACIFIC RR CO. BRCUS&C
SCHEINMAN, M. F.	2	BAYSIDE	NY	08/12/85	3886	RIVER TERMINAL RR CO. BRAC
VAN WART, A. T., JR.	2	SALEM	NJ	09/04/85	3887	MAINE CENTRAL RR CO BM&BK
CRISWELL, J. B.	2	STIGLER	OK	07/03/85	3889	MISSOURI PACIFIC RR CO. UTU
MARX, H. L., JR.	2	NEW YORK	NY	08/07/85	3890	ILLINOIS CENTRAL GULF BRCUS&C
HARRIS, R. O.	1	WASHINGTON	DC	07/03/85	3891	NEW JERSEY TRANSIT RAIL OP., IN IBEW
CLUSTER, H. R.	2	BALTIMORE	MD	09/23/85	3892	ELGIN, JOLIET & EASTERN RY CO UTU
PHIPPS, W. L.	2	STOCKTON	CA	07/23/85	3894	SOUTHERN PACIFIC TRANS CO UTU
SUNTRUP, E. L.	2	EVANSTON	IL	07/15/85	3895	UNION PACIFIC RR BRAC
O'BRIEN, R. M.	2	MILTON	MA	08/05/85	3896	ATCHISON, TOPEKA & SANTA FE RW BLE
SUNTRUP, E. L.	2	EVANSTON	IL	08/05/85	3897	SEABOARD SYSTEM RR BRCUS&C
SUNTRUP, E. L.	2	EVANSTON	IL	08/05/85	3898	SEABOARD SYSTEM RR BRCUS&C
STENZINGER, R. E.	2	GLENVIEW	IL	08/26/85	3899	DULUTH, MISSABE & IRON RANGE BLE
KLEIN, J. I.	2	CLEVELAND	OH	08/06/85	3900	NORFOLK & WESTERN RY CO. BRCUS&C
VAN WART, A. T., SR.	2	WILMINGTON	DE	08/05/85	3901	SEABOARD SYSTEM RR IBEW
LARNEY, G. E.	2	EVANSTON	IL	07/22/85	3902	CHICAGO & NORTH WESTERN TRANS CO. IBEW
O'BRIEN, R. M.	2	MILTON	MA	08/05/85	3903	CHICAGO, MILW. ST PAUL, & PAC BLE

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1985--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
SUNTRUP, E. L.	2	EVANSTON	IL	08/05/85	3904	SEABOARD SYSTEM RR IBF&O
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	08/02/85	3905	MISSOURI-KANSAS-TEXAS RR CO. BRCUS&C
MCALLISTER, R. W.	2	CHICAGO	IL	08/12/85	3906	HOUSTON BELT & TERM. RW CO. RYA
PROVER, D. E.	2	FARMINGTON HILLS	MI	08/12/85	3907	CHESAPEAKE & OHIO RW CO UTU
CASSLE, J. W.	2	CHEYENNE	WY	08/12/85	3908	TERMINAL RR ASS. OF ST. LOUIS UTU
SICKLES, J. A.	2	BETHESDA	MD	08/21/85	3911	ATCHISON, TOPEKA & SANTA FE RW UTU
EISCHEN, D. E.	2	ITHACA	NY	08/12/85	3912	MISSOURI PACIFIC RR CO. BRAC
GAHERIN, J. J.	1	CENTERVILLE	MA	08/22/85	3915	ELGIN, JOLIET & EASTERN RY CO UTU
ZUMAS, N. H.	2	WASHINGTON	DC	08/12/85	3916	RICHMOND FREDERICKSBUR&POTOMAC UTU
LAROCCO, J. B.	2	SACRAMENTO	CA	08/26/85	3919	UNION PACIFIC RR UTU
PHIPPS, W. L.	2	STOCKTON	CA	08/26/85	3920	SOUTHERN PACIFIC RR CO BRAC
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	08/26/85	3922	MICHIGAN INTERSTATE RY CO IAM&AW
EISCHEN, D. E.	2	ITHACA	NY	09/04/85	3923	UNION PACIFIC RR BLE
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	08/26/85	3924	SOUTHERN RAILWAY CO., ET AL BLE
SUNTRUP, E. L.	2	EVANSTON	IL	08/26/85	3925	UNION PACIFIC RR BRAC
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	09/23/85	3927	BURLINGTON NORTHERN RR CO UTU
SEIDENBERG, J.	2	FALLS CHURCH	VA	09/09/85	3930	ST. LOUIS SOUTHWESTERN WRSA/BRAC
SEIDENBERG, J.	2	FALLS CHURCH	VA	09/09/85	3931	SOUTHERN PACIFIC TRANS CO WRSA/BRAC
BUCHHEIT, S. E.	2	PHILADELPHIA	PA	09/27/85	3934	TEXAS MEXICAN RW UTU
CLUSTER, H. R.	2	BALTIMORE	MD	09/04/85	3935	BALTIMORE & OHIO RR CO. UTU
TWOMEY, D. P.	2	QUINCY	MA	09/27/85	3936	ILLINOIS CENTRAL GULF UTU
CARTER, P. C.	2	WHEATON	IN	09/18/85	3940	CHESAPEAKE & OHIO RW CO IBF&O
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	05/21/85	3983	SEABOARD SYSTEM RR SMWIA

- 1 PROCEDURAL
- 2 MERITS
- 3 PREVIOUS NEUTRAL RESIGNED

2. Arbitrators Appointed—Arbitration Boards, October 1, 1984
to September 30, 1985

Name	Residence	Date of Appt.	Arb. No.	Parties
Scott E. Buchheit.....	Philadelphia, PA.....	11-01-84	444	Consolidated Rail Corp. and UTU (C-T-E)
Joseph A. Raffaele.....	Philadelphia, PA.....	11-02-84	445	Consolidated Rail Corp. and UTU (C-T-E)
John B. LaRocco.....	Sacramento, CA.....	11-28-84	446	Burlington Northern RR and BLE
Gilbert H. Vernon.....	Eau Claire, WI.....	12-17-84	447	Illinois Central Gulf RR and UTU
William T. Lowe.....	Naples, FL.....	01-15-85	448	Seaboard System RR and IAM&AW
Jacob Seidenberg.....	Falls Church, VA.....	01-18-85	449	Southern Pacific Transp. Co. and BLE
Herbert L. Marx, Jr.....	New York, NY.....	07-19-85	450	National RR Passenger Corp. and AFRP
Irving T. Bergman.....	Rockville Centre, NY.	08-01-85	451	Consolidated Rail Corp. and BLE
James R. McDonnell.....	Snyder, NY.....	09-09-85	451	Consolidated Rail Corp. and BLE
Harold M. Weston.....	New York, NY.....	09-20-85	452	Chessie System RR and BLE
Robert W. McAllister....	Chicago, IL.....	09-30-85	453	Illinois Central Gulf RR and BLE

2a. Arbitrators Appointed—Task Force Arbitration, October 1, 1984
to September 30, 1985

Name	Residence	Date of Appt.	Task Force Bd.No.	Parties
NONE				

2b. Arbitrators Selected—Interest Arbitration, October 1, 1984
to September 30, 1985

Name	Residence	Date of Appt.	Case No.	Parties
Herbert L. Marx, Jr...	New York, NY.....	07-19-85	A-11483	National RR Pass. Corp. and AFRP

3. NEUTRALS APPOINTED (SPECIAL BOARDS OF ADJUSTMENT), FISCAL YEAR 1985

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	SBA NO.	PARTIES
PHIPPS, W. L.		STOCKTON	CA	06/06/85	0235	CHICAGO & NORTH WESTERN TRANS. CO UTU
PETERSON, R. E.		BRIARCLIFF MANOR	NY	01/10/85	0280	ST LOUIS SOUTHWESTERN RMY CO. BMWE
MUESSIG, E.	2	ARLINGTON	VA	04/26/85	0570	NRLC VARIOUS LABOR ORG (FORMERLY RED)
KLEIN, J. I.	2	CLEVELAND	OH	04/26/86	0570	NRLC VARIOUS LABOR ORG (FORMERLY RED)
BERGMAN, I. T.	2	ROCKVILLE CENTRE	NY	06/06/85	0884	LONG ISLAND RAIL ROAD UTU
HARRIS, R. O.	2	WASHINGTON	DC	08/22/85	0884	LONG ISLAND RAIL ROAD UTU
MARX, H. L., JR.	2	NEW YORK	NY	06/06/85	0884	LONG ISLAND RAIL ROAD UTU
STARK, A.	2	NEW YORK	NY	08/23/85	0884	LONG ISLAND RAIL ROAD UTU
ROUKIS, G. S.	1	MANHASSET HILLS	NY	09/23/85	0901	AMTRAK BMWE
FREDENBERGER, W. E., JR.		STAFFORD	VA	12/14/84	0949	METRO NORTH COMMUTER RAILROAD ATDA
CAREY, T. F.		JERICHO	NY	11/27/84	0950	METRO NORTH COMMUTER RAILROAD IAM&AW
FREDENBERGER, W. E., JR.		STAFFORD	VA	06/10/85	0951	METRO NORTH COMMUTER RAILROAD BRAC
BLACKWELL, P. R.		GAITHERSBURG	MD	01/15/85	0954	NEW JERSEY TRANSIT RAIL OP., INC BRS
WESTON, H. M.		HASTINGS-ON-HUDSON	NY	12/14/84	0959	METRO NORTH COMMUTER RAILROAD BLE
SELTZER, L. E.		PHILADELPHIA	PA	12/03/84	0960	SOUTHEASTERN PA. TRANS. AUTH. UTU
TRIPP, L. R.	1	BETHLEHEM	PA	12/03/84	0961	SOUTHEASTERN PA. TRANS. AUTH. BRCUS&C
VAN WART, A. T., SR.		WILMINGTON	DE	08/26/85	0961	SOUTHEASTERN PA. TRANS. AUTH. BRCUS&C
BLACKWELL, P. R.		GAITHERSBURG	MD	06/06/85	0963	NEW JERSEY TRANS RAIL OPER IBT
BLACKWELL, P. R.		GAITHERSBURG	MD	06/06/85	0964	NEW JERSEY TRANS RAIL OPER BRCUS&C
GAHERIN, J. J.		BRADENTON	FL	01/03/85	0965	SOUTHERN PACIFIC TRANS. CO. BRAC
DENNIS, R. E.		NEW YORK	NY	04/03/85	0966	SOUTHEASTERN PA. TRANS. AUTH. BRS
DENNIS, R. E.		NEW YORK	NY	04/03/85	0967	SOUTHEASTERN PA. TRANS. AUTH. BRAC-ARASA
EDGETT, W. M.		ELLICOTT CITY	MD	04/15/85	0968	SOUTHEASTERN PA. TRANS. AUTH. IBEW
VAN WART, A. T., JR.		SALEM	NJ	05/29/85	0969	CONSOLIDATED RAIL CORP. BRAC
SCHEINMAN, M. F.		BAYSIDE	NY	05/29/85	0970	METRO-NORTH COMMUTER RAILROAD UTU
HAYS, D. B.		SHERMAN	TX	07/08/85	0971	SEABOARD SYSTEM RR BLE
BROWN, D. H.		SHERMAN	TX	07/08/85	0971	SEABOARD SYSTEM RR BLE

1 PREVIOUS NEUTRAL RESIGNED
2 PREVIOUS NEUTRAL TERM EXPIRED

4. Neutrals Nominated Pursuant to Union Shop Agreements, October 1, 1984 to September 30, 1985

Name	Residence	Date of Appt.	Carrier/Union	Individual Involved
Robert J. Ables.....	Washington, D.C...	07-25-85	Amtrak and Amtrak Service Workers Council.....	George J. Zrust
Peter R. Meyers.....	Chicago, IL.....	09-26-85	Chicago & North-western Transp. Co. and BRC.....	Dennis B. Graver

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1984 to September 30, 1985

Name	Residence	Date of Appt.	Parties
Thomas C. DeButts*.....	Lake Oswego, OR.....	10-02-84	Cascade Airways-CAEA
Four panels submitted but no referee selected as yet.....		10-02-84	Transamerica Airlines-ALPA
Charles H. Frost.....	Tampa, FL.....	10-02-84	Eastern Air Lines-TWU
Two panels submitted but no referee selected as yet.....		10-03-84	Northwest Airlines-IBT
Panel submitted but dispute settled without arbitration.....		10-09-84	Republic Airlines-AFA
Robert O. Harris*.....	Washington, D.C.....	10-10-84	Frontier Airlines-AFA
Tedford E. Schoonover*...	Colorado Springs, CO...	10-10-84	Frontier Airlines-AFA
James E. Foley*.....	N. Palm Beach, FL.....	10-16-84	PRINAIR-AEA
George S. Ives*.....	Sarasota, FL.....	10-16-84	PRINAIR-AEA
Panel submitted but dispute settled prior to arbitration.....		10-17-84	Airborne Express-IBT
Panel submitted but dispute settled prior to arbitration.....		10-18-84	Airborne Express-IBT
Francis X. Quinn*.....	Tulsa, OK.....	10-22-84	Frontier Airlines-ALEA
Panel submitted but dispute settled prior to arbitration.....		10-22-84	Frontier Airlines-AFA
Panel submitted but no referee selected as yet....		10-25-84	TACA Int'l Airlines-ALPA
Panel submitted but parties did not use panel....		10-29-84	Pocono Airlines-ALPA
Robert M. Leventhal*.....	Culver City, CA.....	10-29-84	Mexicana Airlines-IAM&AW
Jonathan Dworkin*.....	Shaker Heights, OH.....	11-01-84	Mississippi Valley Airlines -ALPA
Panel submitted but no referee selected as yet....		11-05-84	Transamerica Airlines-Edward A. Griffith
Robert F. Grabb*.....	Edina, MN.....	11-05-84	Comair, Inc.-ALPA

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1984 to September 30, 1985 — CONTINUED

Name	Residence	Date of Appt.	Parties
Panel submitted but no referee selected as yet....		11-09-84	Air India-IBT
Philip Harris*.....	Lawrence, NY.....	11-09-84	Air India-IBT
Allen D. Schwartz*.....	Chicago, IL.....	11-16-84	Ozark Air Lines-AMFA
Jonathan Dworkin*.....	Shaker Heights, OH.....	11-16-84	Ozark Air Lines-AMFA
Gary L. Axon*.....	Ashland, OR.....	11-19-84	Alaska Airlines-AFA
Panel submitted but no referee selected as yet....		11-19-84	Transamerica Airlines-AFA
Gladys W. Gruenberg*.....	St. Louis, MO.....	11-26-84	Ozark Air Lines-ALPA
Panel submitted but dispute settled prior to arbitration.....		11-26-84	Piedmont Airlines-AFA
George S. Roukis*.....	Manhasset Hills, NY....	11-26-84	Pan Am World Airways-TWU
Charles Killingworth.....	East Lansing, MI.....	11-27-84	Air Wisconsin-IAM&AW
Robert F. Grabb*.....	Edina, MN.....	11-27-84	Air Wisconsin-IAM&AW
Harry H. Platt.....	Southfield, MI.....	11-27-84	Air Wisconsin-IAM&AW
Leonard E. Linquist.....	Minneapolis, MN.....	11-27-84	Air Wisconsin-IAM&AW
Panel submitted but dispute settled prior to arbitration.....		11-27-84	Air Wisconsin-IAM&AW
Panel submitted but dispute settled prior to arbitration.....		11-27-84	Air Wisconsin-IAM&AW
John J. Flagler*.....	Minneapolis, MN.....	11-27-84	Air Wisconsin-IAM&AW
Mark L. Kahn*.....	Detroit, MI.....	11-27-84	Air Wisconsin-IAM&AW
Anthony V. Sinicropi*....	Iowa City, IA.....	11-27-84	Air Wisconsin-IAM&AW
Bert L. Luskin*.....	Chicago, IL.....	11-27-84	Air Wisconsin-IAM&AW
Panel submitted but dispute settled prior to arbitration.....		11-27-84	Air Wisconsin-IAM&AW
Two panels submitted but dispute settled prior to arbitration.....		11-27-84	Air Wisconsin-IAM&AW
Panel submitted but no referee selected as yet....		11-28-84	Northwest Airlines-IBT
Panel submitted but no referee selected as yet....		11-29-84	Air Wisconsin-ALPA
Jay C. Fogelberg.....	Minneapolis, MN.....	11-29-84	Republic Airlines-ALPA
Panel submitted but no referee selected as yet....		12-07-84	Ozark Air Lines-IBT
Irving T. Bergman*.....	Rockville Center, NY...	12-07-84	Pan Am World Airways-IUFA
Robert O. Harris*.....	Washington, D.C.....	12-10-84	Alaska Airlines-IAM&AW
Panel submitted but no referee selected as yet....		12-10-84	Ozark Air Lines-AMFA
Panel submitted but no referee selected as yet....		12-10-84	Ozark Air Lines-AMFA
Panel submitted but no referee selected as yet....		12-10-84	Transamerica Airlines-AFA
Sylvester Garrett.....	Pittsburgh, PA.....	12-17-84	Ozark Air Lines-ALPA
George S. Roukis*.....	Manhasset Hills, NY....	12-17-84	Pan Am World Airways-IBT
Vincent Foy*.....	Boynton Beach, FL.....	12-21-84	Pan Am World Airways-IBT
John C. Hilly*.....	Lantana, FL.....	12-21-84	Pan Am World Airways-IBT
Harold Kramer*.....	Miami Beach, FL.....	12-21-84	Pan Am World Airways-IBT
John Remington*.....	Miami, FL.....	12-21-84	Pan Am World Airways-IBT
John Remington.....	Miami, FL.....	12-31-84	Pan Am World Airways-IBT
John Remington.....	Miami, FL.....	12-31-84	Pan Am World Airways-IBT

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1984 to September 30, 1985 — CONTINUED

Name	Residence	Date of Appt.	Parties
Martin F. Scheinman.....	Bayside, NY.....	12-31-84	Pan Am World Airways-IBT
Walter L. Eisenberg*.....	Brooklyn, NY.....	12-31-84	Pan Am World Airways-IBT
Ida Klaus.....	New York, NY.....	12-31-84	Air North-ALPA
Robert O. Harris.....	Washington, D.C.....	12-31-84	Eastern Air Lines-TWU
W. Lloyd Lane*.....	Titusville, FL.....	01-02-85	Pan Am World Airways-IBT
George S. Roukis*.....	Manhasset Hills, NY....	01-08-85	Pan Am World Airways-IBT
George S. Roukis*.....	Manhasset Hills, NY....	01-08-85	Pan Am World Airways-IBT
Michael J. Jedel*.....	Atlanta, GA.....	01-14-85	Eastern Air Lines-Non-contract Request for Review Program
Paul J. Fasser.....	Vienna, VA.....	01-14-85	Lufthansa Airlines-IAM&AW
Panel submitted but no referee selected as yet....		01-24-85	Transamerica Airlines-AFA
Ruth E. Kahn.....	Southfield, MI.....	01-25-85	Republic Airlines-AFA
John Remington*.....	Miami, FL.....	01-28-85	Pan Am World Airways-IBT
Gilbert H. Vernon.....	Eau Claire, WI.....	01-30-85	Republic Airlines-AFA
Mary H. Kearney*.....	St. Paul, MN.....	01-30-85	Republic Airlines-AFA
Mary H. Kearney.....	St. Paul, MN.....	01-30-85	Republic Airlines-AFA
Panels submitted on eight disputes but no referees selected as yet.....		02-07-85	Cascade Airways-ALPA
Panel submitted but no referee selected as yet....		02-07-85	Air India-IBT
Mary H. Kearney*.....	St. Paul, MN.....	02-11-85	Alaska Airlines-AFA
Two panels submitted but no referee selected as yet.....		02-11-85	Transamerica Airlines-ALPA
John C. Hilly.....	Lantana, FL.....	02-12-85	Eastern Air Lines-TWU
Panel submitted but dispute settled without arbitration.....		02-12-85	TAP Air Portugal-IBT
Panel submitted but dispute settled without arbitration.....		02-12-85	TAP Air Portugal-IBT
James J. Sherman.....	Tampa, FL.....	02-12-85	Eastern Air Lines-TWU
Charles H. Frost*.....	Tampa, FL.....	02-15-85	Pan Am World Airways-IBT
Robert O. Harris*.....	Washington, D.C.....	02-19-85	PRINAIR-AEA
David M. Helfeld*.....	Rio Piedras, P.R.....	02-19-85	PRINAIR-AEA
Charles H. Frost*.....	Tampa, FL.....	02-19-85	PRINAIR-AEA
George S. Ives*.....	Sarasota, FL.....	02-19-85	PRINAIR-AEA
Michael J. Jedel*.....	Atlanta, GA.....	02-19-85	PRINAIR-AEA
Robert B. Lubic.....	Washington, D.C.....	02-21-85	Republic Airlines-AFA
Nicholas H. Zumas*.....	Washington, D.C.....	02-25-85	Northwest Airlines-IBT
Michael J. Jedel*.....	Atlanta, GA.....	02-26-85	Pan Am World Services-UPGWA
Donald H. Wollett*.....	Sacramento, CA.....	02-26-85	Mexicana Airlines-IAM&AW
Charles A. Peacock*.....	Salisbury, NC.....	02-26-85	Piedmont Airlines-IAM&AW
Panel submitted but dispute did not go to arbitration.....		03-07-85	Ozark Air Lines-AFA
Anne Harmon Miller*.....	Glenview, IL.....	03-07-85	Ozark Air Lines-AFA

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1984 to September 30, 1985 — CONTINUED

Name	Residence	Date of Appt.	Parties
Panel submitted but dispute did not go to arbitration.....		03-13-85	Ozark Air Lines-AFA
Edgar A. Jones, Jr*.....	Los Angeles, CA.....	03-14-85	Alaska Airlines-ALPA
Panel submitted but dispute did not go to arbitration.....		03-15-85	Southwest Airlines-IAM&AW
Panel submitted but parties did not use panel.....		03-15-85	Southwest Airlines-IAM&AW
Tedford E. Schoonover*...	Colorado Springs, CO...	03-15-85	Southwest Airlines-IAM&AW
Ruth E. Kahn.....	Southfield, MI.....	03-19-85	Republic Airlines-AFA
James E. Rimmel.....	Canfield, OH.....	03-19-85	Republic Airlines-AFA
Thomas N. Rinaldo.....	Buffalo, NY.....	03-19-85	Republic Airlines-AFA
Thomas T. Roberts.....	Rolling Hills, CA.....	03-20-85	United Air Lines-ALPA
Thomas T. Roberts*.....	Rolling Hills, CA.....	04-04-85	MarkAir, Inc.-APATA
Thomas J. McDermott.....	San Antonio, TX.....	04-05-85	Eastern Air Lines-TWU
Preston J. Moore*.....	Oklahoma City, OK.....	04-08-85	Alaska Airlines-AFA
Panel submitted but no referee selected as yet....		04-08-85	Alaska Airlines-AFA
Dennis Nolan.....	Columbia, SC.....	04-08-85	Alaska Airlines-AFA
Panel submitted but no referee selected as yet....		04-08-85	Alaska Airlines-AFA
Panel submitted but no referee selected as yet....		04-08-85	Alaska Airlines-AFA
Nicholas H. Zumas.....	Washington, D.C.....	04-08-85	Northwest Airlines-IBT
Panel submitted but dispute settled prior to arbitration.....		04-08-85	Northwest Airlines-IBT
Panel submitted but dispute settled prior to arbitration.....		04-08-85	Northwest Airlines-IBT
Panel submitted but dispute settled prior to arbitration.....		04-08-85	Northwest Airlines-IBT
Panel submitted but dispute settled prior to arbitration.....		04-08-85	Northwest Airlines-IBT
Panel submitted but dispute settled prior to arbitration.....		04-08-85	Northwest Airlines-IBT
Panel submitted but no referee selected as yet....		04-15-85	Cascade Airways-ALPA
Panel submitted but parties withdrew dispute.....		04-15-85	Cascade Airways-ALPA
Panel submitted but parties withdrew dispute.....		04-15-85	Cascade Airways-ALPA
Panel submitted but no referee selected as yet....		04-15-85	Air India-IBT
Stanley L. Aiges*.....	Ft. Lee, NJ.....	04-15-85	Republic Airlines-ALPA
Three panels submitted but no referees selected as yet.....		04-15-85	PRINAIR-AEA
Two panels submitted but no referees selected as yet.....		04-18-85	Transamerica Airlines-ALPA
Charles H. Frost*.....	Tampa, FL.....	04-22-85	Pan Am World Services-UPGWA
Don B. Hays*.....	Sherman, TX.....	04-22-85	Aeromexico-IAM&AW
Irving T. Bergman*.....	Rockville Center, NY...	04-26-85	Republic Airlines-ALPA
Panel submitted but no referee selected as yet....		04-30-85	Avianca-IBT
Panel submitted but no referee selected as yet....		05-17-85	Ozark Air Lines-ALPA

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1984 to September 30, 1985 — CONTINUED

Name	Residence	Date of Appt.	Parties
Panel submitted but no referee selected as yet....		05-17-85	Ozark Air Lines-ALPA
Panel submitted but no referee selected as yet....		05-17-85	Ozark Air Lines-ALPA
Robert A. Creo*.....	Pittsburgh, PA.....	05-21-85	Republic Airlines-ALPA
Mark L. Kahn*.....	Detroit, MI.....	05-21-85	Republic Airlines-ALPA
George Nicolau.....	New York, NY.....	05-21-85	Republic Airlines-ALPA
Jonathan Dworkin*.....	Shaker Heights, OH.....	05-21-85	Republic Airlines-ALPA
Panel submitted but no referee selected as yet....		05-28-85	Transamerica Airlines-ALPA
Don B. Hays*.....	Sherman, TX.....	06-03-85	Airlift Int'l-IAM&AW
William E. Fredenberger..	Stafford, VA.....	06-10-85	Republic Airlines-AFA
Panel submitted but dispute settled without arbitration.....		06-11-85	Alaska Airlines-AFA
Arthur Stark*.....	New York, NY.....	06-12-85	Varig Airlines-IAM&AW
David C. Randles*.....	Clifton Park, NY.....	06-13-85	Pan Am World Airways-TWU
Robert O. Harris*.....	Washington, D.C.....	06-17-85	Piedmont Airlines-AFA
Harold D. Jones*.....	Atlanta, GA.....	06-17-85	Piedmont Airlines-AFA
Michael J. Jedel*.....	Atlanta, GA.....	06-25-85	Piedmont Airlines-IAM&AW
Walter L. Eisenberg*.....	Brooklyn, NY.....	06-25-85	Pan Am World Airways-TWU
Jay Kramer*.....	Great Neck, NY.....	06-25-85	Pan Am World Airways-TWU
David C. Randles*.....	Clifton Park, NY.....	06-25-85	Pan Am World Airways-TWU
Lloyd H. Bailer*.....	Los Angeles, CA.....	07-03-85	Alaska Airlines-ALPA
Panel submitted but no referee selected as yet....		07-03-85	Transamerica Airlines-ALPA
Don B. Hays*.....	Sherman, TX.....	07-03-85	Southwest Airlines-IAM&AW
Panel submitted but dispute settled prior to arbitration.....		07-09-85	Air Wisconsin-ALPA
Francis R. Walsh*.....	San Francisco, CA.....	07-15-85	Alaska Airlines-IAM&AW
Leo Weiss*.....	Brea, CA.....	07-15-85	Alaska Airlines-IAM&AW
Florian Bartosic*.....	Davis, CA.....	07-15-85	Alaska Airlines-IAM&AW
William Eaton*.....	San Francisco, CA.....	07-15-85	Alaska Airlines-IAM&AW
Leo Fried*.....	San Francisco, CA.....	07-15-85	Alaska Airlines-IAM&AW
Donald H. Wolett*.....	Sacramento, CA.....	07-15-85	Alaska Airlines-IAM&AW
Charles M. Rehmus*.....	San Diego, CA.....	07-15-85	Alaska Airlines-IAM&AW
Thomas F. Carey*.....	Jericho, NY.....	07-18-85	Pan Am World Airways-IBT
Howard Edelman*.....	Baldwin, NY.....	07-29-85	Pan Am World Airway-IBT
Oscar A. Ornati*.....	New York, NY.....	07-29-85	Pan Am World Airways-IBT
Lloyd Lane.....	Titusville, FL.....	07-31-85	Eastern Air Lines-TWU
Panel submitted but parties selected their own referee.....		08-05-85	Varig Airlines-IAM&AW
Panel submitted but parties selected referee from Miami area.....		08-05-85	Varig Airlines-IAM&AW
David T. Borland.....	Haslett, MI.....	08-08-85	Alaska Airlines-IAM&AW
Howard Edelman*.....	Baldwin, NY.....	08-08-85	Pan Am World Airways-IUFA
Robert J. Ables.....	Washington, D.C.....	08-08-85	Republic Airlines-AFA
George S. Roukis*.....	Manhasset Hills, NY....	08-09-85	Pan Am World Airways-IBT

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1984 to September 30, 1985 — CONTINUED

Name	Residence	Date of Appt.	Parties
Panel submitted but dispute settled prior to arbitration.....		08-12-85	Western Air Lines-AFA
Panels submitted in eight disputes but no referees selected on any of them as yet.....		08-19-85	Alaska Airlines-IAM&AW
Edgar A. Jones*.....	Los Angeles, CA.....	08-22-85	Air Micronesia-IBT
Lloyd H. Bailer*.....	Los Angeles, CA.....	08-23-85	Alaska Airlines-AFA
Robert LeProhn*.....	San Francisco, CA.....	08-23-85	Alaska Airlines-AFA
Harvey Letter*.....	Palo Alto, CA.....	08-23-85	Alaska Airlines-AFA
Panels submitted in six disputes but no referees selected in any of them as yet.....		08-26-85	Pan Am World Airways-IBT
Walter L. Eisenberg*.....	Brooklyn, NY.....	08-27-85	Pan Am World Airways-IBT
Walter L. Eisenberg*.....	Brooklyn, NY.....	08-27-85	Pan Am World Airways-IBT
Herbert L. Haber*.....	Englewood, NJ.....	08-27-85	Pan Am World Airways-IBT
Philip Harris*.....	New York, NY.....	08-27-85	Pan Am World Airways-IBT
Eva Robins*.....	New York, NY.....	08-27-85	Pan Am World Airways-IBT
Dana E. Eischen*.....	Ithaca, NY.....	08-27-85	Pan Am World Airways-IBT
Panel submitted but dispute was combined with the following dispute.....		08-27-85	Southwest Airlines-IAM&AW
Don B. Hays.....	Sherman, TX.....	08-27-85	Southwest Airlines-IAM&AW
Panel submitted but parties selected their own referee.....		08-28-85	Varig Airlines-IAM&AW
Panel submitted but no referee selected as yet....		08-25-85	Alaska Airlines-IAM&AW
Panel submitted but no referee selected as yet....		08-25-85	Alaska Airlines-IAM&AW
Preston J. Moore*.....	Oklahoma City, OK.....	08-25-85	Alaska Airlines-IAM&AW
Thomas G.S. Christensen*.....	New York, NY.....	08-29-85	Pan Am World Airways-IUFA
Jacob Seidenberg.....	Falls Church, VA.....	09-11-85	Eastern Air Lines-TWU
James F. Searce.....	Atlanta, GA.....	09-13-85	Eastern Air Lines-TWU
Mark L. Kahn*.....	Detroit, MI.....	09-13-85	Pan Am World Airways-IUFA
Panel submitted but no referee selected as yet....		09-13-85	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		09-13-85	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		09-13-85	Pan Am World Airways-IBT
Dana E. Eischen.....	Ithaca, NY.....	09-13-85	Pan Am World Airways-IBT
Lawrence T. Holden*.....	Lincoln Center, MA.....	09-13-85	Air India-IBT
Harold H. Leeper*.....	Dallas, TX.....	09-16-85	Southwest Airlines-IAM&AW
James F. Searce*.....	Atlanta, GA.....	09-19-85	Pan Am World Airways-IUFA
Joan Stern Kiok*.....	New York, NY.....	09-20-85	Pan Am World Airways-IUFA
Irá F. Jaffe*.....	Rockville, MD.....	09-20-85	Pan Am World Airways-IUFA
Lawrence T. Holden*.....	Lincoln Center, MA.....	09-20-85	Pan Am World Airways-IUFA
Donald E. Cullen*.....	New York, NY.....	09-23-85	Pan Am World Airways-IBT
Philip Harris*.....	New York, NY.....	09-23-85	Pan Am World Airways-IBT
Robert O. Harris*.....	Washington, D.C.....	09-23-85	Pan Am World Airways-IBT
Ida Klaus*.....	New York, NY.....	09-23-85	Pan Am World Airways-IBT
Arthur Talmadge.....	Flushing, NY.....	09-23-85	Pan Am World Airways-IBT

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1984 to September 30, 1985 — CONTINUED

Name	Residence	Date of Appt.	Parties
Stanley L. Aiges*.....	Ft. Lee, NJ.....	09-25-85	Pan Am World Airways-IBT
Tia Denenberg*.....	Red Hook, NY.....	09-30-85	Republic Airlines-ALPA
Laurence E. Siebel*.....	Chevy Chase, MD.....	09-30-85	Republic Airlines-ALPA
Richard R. Kasher*.....	Bryn Mawr, PA.....	09-30-85	Republic Airlines-ALPA
Jacob Seidenberg*.....	Falls Church, VA.....	09-30-85	Republic Airlines-ALPA

* Selected from a panel submitted by the National Mediation Board.

5a. Arbitrators Appointed—CAB Labor Protective Provisions, October 1, 1984 to September 30, 1985

Name	Residence	Date of Appt.	Parties
Charles M. Rehmus*.....	Ithaca, NY.....	10-10-84	Pan American World Airways/ National Airlines Merger (former Pilots)
Robert O. Harris*.....	Washington, D.C.....	12-04-84	Pan American World Airways/ National Airlines Merger
Panel submitted but no arbitrator selected as yet.		01-31-85	Flying Tiger/Seaboard World Airlines Merger
Panel submitted but carrier declined arbitration..		02-19-85	Continental Airlines/Texas Int'l and Charlayne Sudman
Panel submitted but dispute settled prior to arbitration.....		02-26-85	Sam Fischel and Tiger Int'l and Flying Tiger Line, Inc.

* Selected from a panel submitted by the National Mediation Board.

5b. Neutrals Appointed Pursuant to Interstate Commerce Commission's Orders, October 1, 1984 to September 30, 1985

Name	Residence	Date of Appt.	Parties
Walter L. Phipps.....	Stockton, CA.....	10-03-84	Union Pacific RR, Western Pacific RR, Sacramento Northern Ry. and UTU

5b. Neutrals Appointed Pursuant to Interstate Commerce Commission's Orders,
October 1, 1984 to September 30, 1985 — CONTINUED

Name	Residence	Date of Appt.	Parties
Robert O. Harris.....	Washington, D.C.....	10-09-84	Southern Railway Co. & J. M. Fischer
Patrick J. Duff.....	Pittsburgh, PA.....	11-07-84	Soo Line RR Co. & UIU
Louis E. Seltzer.....	Philadelphia, PA.....	11-29-84	Consolidated Rail Corp. & IBEW
Robert E. Peterson.....	Briarcliff Manor, NY...	12-06-84	Norfolk & Western Ry. Co. & UIU and D. J. Keim
Lamont E. Stallworth.....	Chicago, IL.....	01-31-85	Union Pacific RR, Missouri Pacific RR, Western Pacific & certain non-union em'ees
Jacob Seidenberg.....	Falls Church, VA.....	02-19-85	Southern Pacific Transp. Co. & UIU
David Brown*.....	Sherman, TX.....	02-19-85	Thomas P. Murphy, et al. and Missouri Pacific RR
William E. Fredenberger..	Stafford, VA.....	02-28-85	Norfolk & Western Ry. Co. & certain non-union em'ees
Eckehard Muessig.....	Arlington, VA.....	03-04-85	Grand Trunk Western RR (Detroit & Toledo Shore Line) & EMWE
Robert E. Peterson.....	Briarcliff Manor, NY...	03-06-85	Norfolk & Western Ry. Co. & UIU
Eckehard Muessig*.....	Arlington, VA.....	04-02-85	New York Dock Ry. & BRAC, BLE, IAM&AW, MM&P & UIU
Joseph A. Sickles.....	Bethesda, MD.....	05-07-85	Boston and Maine Corp. Maine Central RR & ATDA
Robert J. Ables.....	Washington, D.C.....	06-13-85	Norfolk & Western Ry. Co., Southern Ry. Co., Interstate RR Co. & UIU
Robert O. Harris.....	Washington, D.C.....	06-28-85	Norfolk & Western Ry. & four non-union em'ees of Illinois Terminal RR
Jacob Seidenberg.....	Falls Church, VA.....	07-12-85	Delaware & Hudson Ry. Co. & Michael Gilchrist
Robert O. Harris.....	Washington, D.C.....	07-30-85	Southern Pacific Transp. Co. & UIU
Dudley E. Whiting.....	Southfield, MI.....	08-02-85	Grand Trunk Western RR & RYA
Thomas Page Sharp.....	McLean, VA.....	08-08-85	Union Pacific RR Co. & BRAC
Walter L. Phipps.....	Stockton, CA.....	09-18-85	Butte, Anaconda & Pacific Ry. Co. and Wallace Stetson
William E. Fredenberger..	Stafford, VA.....	09-23-85	Chesapeake & Ohio RR & L. Jude

* Selected from a panel submitted by the National Mediation Board.

5c. Referees Appointed—System Boards of Adjustment (Railroads), October 1, 1984 to September 30, 1985

Name	Residence	Date of Appt.	Parties
NONE			

6. Neutral Referees Appointed to Public Law 91-518—Rail Passenger Service Act of 1970 (Amtrak), October 1, 1984 to September 30, 1985

Name	Residence	Date of Appt.	Amtrak No.	Parties
NONE				

7. Arbitrators Appointed Pursuant to Public Law 93-236—Regional Rail Reorganization Act of 1973 (ConRail), October 1, 1984 to September 30, 1985

Name	Residence	Date of Appt.	Con-Rail No.	Parties
NONE				



APPENDIX B -- 1986

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), FISCAL YEAR 1986

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
LAZAR, J.	3	BOULDER	CO	08/26/86	2049	FORT WORTH & DENVER RW CO. UTU
O'BRIEN, T. H.	3	DORCHESTER	MA	02/18/86	2500	MAINE CENTRAL RR CO PORTLAND TERMINAL RR CO UTU
HAYS, D. B.	3	SHERMAN	TX	06/09/86	2739	MISSOURI-KANSAS-TEXAS RR CO. UTU
O'BRIEN, T. H.	3	DORCHESTER	MA	03/06/86	2817	BANGOR & AROOSTOOK RR CO BRCUS&C
DWORKIN, J.	3	SHAKER HEIGHTS	OH	05/19/86	3161	CONRAIL-CONSOLIDATED RAIL CORP UTU
CAREY, T. F.	3	JERICHO	NY	03/25/86	3508	PORT AUTHORITY TRANS-HUDSON CORP BRC OF USC
VAN WART, A. T., SR.	3	WILMINGTON	DE	05/29/86	3539	MISSOURI PACIFIC RR CO. BMWE
MURPHY, M. A.	3	SPRINGFIELD	VA	02/18/86	3579	UNION PACIFIC RR UTU
O'BRIEN, T. H.	3	DORCHESTER	MA	03/07/86	3587	DELAWARE & HUDSON RW CO. UTU
ZAMPERINI, C. J.	3	DENVER	CO	04/09/86	3591	DENVER & RIO GRANDE WESTERN RR BLE
O'BRIEN, T. H.	2	DORCHESTER	MA	03/03/86	3616	ALIQUIPPA & SOUTHERN RR UTU
MANGUM, G. L.	2	SALT LAKE CITY	UT	10/31/85	3634	UNION PACIFIC RR UTU
BROWN, D. H.	3	SHERMAN	TX	03/10/86	3635	UNION PACIFIC RR UTU
CLUSTER, H. R.	2	BALTIMORE	MD	08/18/86	3691	ATCHISON, TOPEKA & SANTA FE RW CO. UTU
KLEIN, J. I.	3	CLEVELAND	OH	08/26/86	3824	ATCHISON, TOPEKA & SANTA FE RW CO. SMWIA
TOOMEY, W. A., JR.	2	ALBANY	NY	10/07/85	3827	METRO NORTH COMMUTER RAILROAD UTU
MUESSIG, E.	2	ARLINGTON	VA	07/18/86	3829	SEABOARD SYSTEM RR ATDA
CLUSTER, H. R.	3	BALTIMORE	MD	02/13/86	3856	BURLINGTON NORTHERN RR CO UTU
SICKLES, J. A.	2	BETHESDA	MD	10/11/85	3860	GALVESTON WHARVES CLERKS
PETERSEN, D. A.	3	PITTSBURGH	PA	11/15/85	3868	UNION RAILWAY CO. USWA
CLUSTER, H. R.	2	BALTIMORE	MD	03/24/86	3870	ATCHISON, TOPEKA & SANTA FE RW CO. UTU
MALLOY, T. E.	2	WESTLAKE	OH	09/29/86	3871	SOUTH BUFFALO RW CO. UTU
SICKLES, J. A.	2	BETHESDA	MD	10/11/85	3878	GALVESTON WHARVES BRAC
SUNTRUP, E. L.	2	EVANSTON	IL	08/04/86	3884	ILLINOIS CENTRAL GULF RR CO. SMWIA

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1986--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINT.	PLB NO.	PARTIES
GOLD, C. H.	2	NEW YORK	NY	03/07/86	3888	MAINE CENTRAL RR CO PORTLAND TERMINAL RR CO. BMWE
SICKLES, J. A.	2	BETHESDA	MD	01/22/86	3891	NEW JERSEY TRANSIT RAIL OP., IN IBEW
TWOMEY, D. P.	3	QUINCY	MA	05/09/86	3896	ATCHISON, TOPEKA & SANTA FE RW CO. BLE
PROVER, D. E.	2	FARMINGTON HILLS	MI	11/26/85	3909	MISSOURI-KANSAS-TEXAS RR CO. UTU
GENTRY, J. N.	2	RESTON	VA	10/18/85	3910	ELGIN, JOLIET & EASTERN RY CO UTU
SEIDENBERG, J.	2	FALLS CHURCH	VA	10/07/85	3913	SOUTHERN PACIFIC TRANS. CO BRAC
SHARP, T. P.	2	MCLEAN	VA	12/31/85	3914	GRAND TRUNK WESTERN RW CO. UTU
GAHERIN, J. J.	2	BRADENTON	FL	02/19/86	3915	ELGIN, JOLIET & EASTERN RY CO UTU
CAIN, P.	2	AUSTIN	TX	10/01/85	3918	UNION PACIFIC RR UTU
SUNTRUP, E. L.	2	EVANSTON	IL	10/18/85	3921	KANSAS CITY SOUTHERN RW CO. BRAC
CASSLE, J. W.	2	CHEYENNE	WY	04/09/86	3926	DENVER & RIO GRANDE WESTERN RR UTU
EISCHEN, D. E.	2	ITHACA	NY	06/11/86	3928	UNION PACIFIC RR BLE
GENTRY, J. N.	2	RESTON	VA	12/12/85	3929	DENVER & RIO GRANDE WESTERN RR BRAC
ZUMAS, N. H.	2	WASHINGTON	DC	10/01/85	3932	AMTRAK BLE
LIEBERMAN, I. M.	2	STAMFORD	CT	11/04/85	3933	BURLINGTON NORTHERN RR CO BLE
SCHEINMAN, M. F.	2	BAYSIDE	NY	02/20/86	3937	MISSOURI PACIFIC RR CO. BRAC
MURPHY, M. A.	2	SPRINGFIELD	VA	03/25/86	3938	SOUTHERN PACIFIC TRANS. CO BRAC
MIKRUT, J. J., JR.	2	COLUMBIA	MO	06/10/86	3939	KANSAS CITY SOUTHERN RW CO. LOUISIANA & ARKANSAS RWY. CO. BRAC
HARRIS, R. O.	2	WASHINGTON	DC	12/09/85	3941	GRAND TRUNK WESTERN RW CO. UTU
BERGMAN, I. T.	2	ROCKVILLE CENTRE	NY	10/01/85	3942	LONG ISLAND RAIL ROAD BRAC/ARSA
SUNTRUP, E. L.	2	EVANSTON	IL	11/19/85	3943	ATCHISON, TOPEKA & SANTA FE RWY. CO. BRAC
DWORKIN, J.	2	SHAKER HEIGHTS	OH	02/26/86	3944	CUYAHOGA VALLEY UTU
ZUMAS, N. H.	2	WASHINGTON	DC	10/07/85	3945	SOUTHERN RAILWAY BRAC/ARSA
GOLD, C. H.	2	NEW YORK	NY	03/07/86	3946	BALTIMORE & OHIO RR CO. BRAC/ARSA
ZUMAS, N. H.	2	WASHINGTON	DC	11/04/85	3948	WESTERN RAILROAD ASSOCIATION BRAC
MOORE, P. J.	2	OKLAHOMA CITY	OK	10/18/85	3949	SOUTHERN PACIFIC RR CO UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1986--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINT.	PLB NO.	PARTIES
SEIDENBERG, J.	2	FALLS CHURCH	VA	10/07/85	3950	BURLINGTON NORTHERN RR CO. UTU
MCALLISTER, R. W.	2	CHICAGO	IL	10/28/85	3951	ATCHISON, TOPEKA & SANTA FE RW CO. IAM&AW
SCHEINMAN, M. F.	2	BAYSIDE	NY	11/08/85	3952	GALVESTON, HOUSTON & HENDERSON RR CO. BRCOFUS&C
HAYS, D. B.	2	SHERMAN	TX	11/01/85	3953	SEABOARD SYSTEM RR CO. UTU
HAWKINS, R. R.	2	ALBUQUERQUE	NM	12/10/85	3954	TEXAS MEXICAN RW UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	11/08/85	3955	KANSAS CITY SOUTHERN RW CO. LOUISIANA & ARKANSAS RWY. CO. UTU
MOORE, P. J.	2	OKLAHOMA CITY	OK	11/08/85	3956	PHILA., BETHLEHEM & NEW ENG. UTU
DWORKIN, J.	2	SHAKER HEIGHTS	OH	02/26/86	3957	CUYOHOGA VALLEY RWY. CO. UTU
DUDA, N. H., JR.	2	MANSFIELD	OH	11/08/85	3958	LAKE TERMINAL RR CO. UTU
LAROCCO, J. B.	2	SACRAMENTO	CA	11/04/85	3959	SEABOARD SYSTEM RR CO IAM&AW
EDGETT, W.	2	HUNT VALLEY	MD	11/13/85	3960	BURLINGTON NORTHERN RR CO. UTU
DUDA, N. H., JR.	2	MANSFIELD	OH	11/08/85	3961	MCKEESPORT CONNECTING RR CO. UTU
MARX, H. L., JR.	2	NEW YORK	NY	11/08/85	3962	AMTRAK
DENNIS, R. E.	2	NEW YORK	NY	11/14/85	3963	AMER. FED. RR POLICE LONG ISLAND RAIL ROAD IBEW
MOORE, P. J.	2	OKLAHOMA CITY	OK	10/31/85	3964	MODESTO & EMPIRE TRACTION CO. UTU
SEIDENBERG, J.	2	FALLS CHURCH	VA	10/30/85	3965	UNION PACIFIC RR BLE
MOORE, P. J.	2	OKLAHOMA CITY	OK	11/19/85	3966	FL EAST COAST HWY DISPATCH UTU
CAIN, P.	2	AUSTIN	TX	12/12/85	3967	MISSOURI-KANSAS-TEXAS RR CO. UTU
SHARP, T. P.	2	MCLEAN	VA	11/20/85	3968	PEORIA & PEKIN UNION UTU
SCHEINMAN, M. F.	2	BAYSIDE	NY	02/20/86	3969	MISSOURI PACIFIC RR CO. BRAC
QUINN, F. X.	2	TULSA	OK	12/05/85	3970	BELT RW CO. OF CHICAGO BLE
JACKSON, O.	2	OVERLAND PARK	KS	11/20/85	3971	AMTRAK IBEW
EISCHEN, D. E.	2	ITHACA	NY	12/04/85	3972	UNION PACIFIC RR BLE
MOORE, P. J.	2	OKLAHOMA CITY	OK	12/04/85	3973	NORFOLK & WESTERN RY CO. BLE
KLEIN, J. I.	2	CLEVELAND	OH	11/19/85	3974	BURLINGTON NORTHERN RR CO. BRCUS&C
ZUSMAN, M. E.	2	GARY	IN	11/19/85	3975	BALTIMORE & OHIO RR CO. RYA
SUNTRUP, E. L.	2	EVANSTON	IL	02/04/86	3976	ILLINOIS CENTRAL GULF RR CO. BM&BK

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1986--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINT.	PLB NO.	PARTIES
CASSLE, J. W.	2	CHEYENNE	WY	01/07/86	3977	CHICAGO S. SHORE & S. BEND RR CO. UTU
VAN WART, A. T., SR.	2	WILMINGTON	DE	12/26/85	3978	MISSOURI PACIFIC RR CO. UTU
CASSLE, J. W.	2	CHEYENNE	WY	12/12/85	3979	TEXAS, OKLAHOMA & EASTERN RR CO. DEQUEEN & EASTERN RR CO. UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	02/14/86	3980	UNION PACIFIC RR UTU
EISCHEN, D. E.	2	ITHACA	NY	12/12/85	3981	PORTLAND TERMINAL RR CO. BLE
SUNTRUP, E. L.	2	EVANSTON	IL	04/28/86	3982	UTAH RW CO. BLE
LIEBERMAN, I. M.	2	STAMFORD	CT	12/12/85	3984	MAINE CENTRAL RR CO. PORTLAND TERMINAL RAILROAD CO. BRAC
QUINN, F. X.	2	TULSA	OK	12/16/85	3985	CHICAGO & NORTH WESTERN TRANS. CO. UTU
SUNTRUP, E. L.	2	EVANSTON	IL	12/04/85	3986	SOUTHERN PACIFIC TRANS. CO. IBF&O
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	12/04/85	3987	SOUTHERN PACIFIC TRANS. CO. BM&BK
SCHEINMAN, M. F.	2	BAYSIDE	NY	12/10/85	3989	BALTIMORE & OHIO RR CO. BRCUS&C
WARSHAW, J. A.	2	BETHESDA	MD	12/16/85	3990	SOUTHERN PACIFIC TRANS. CO. UTU
GOLD, C.	2	NEW YORK	NY	12/17/85	3991	AMTRAK JT COUNCIL CARMEN HLPRS. & COA. CLNRS.
VAN WART, A. T., SR.	2	WILMINGTON	DE	12/18/85	3992	SOUTHERN RAILWAY CO., ET AL ATDA
MARX, H. L., JR.	2	NEW YORK	NY	04/02/86	3993	ELGIN, JOLIET & EASTERN RY CO BLE
SUNTRUP, E. L.	2	EVANSTON	IL	01/07/86	3994	MISSOURI PACIFIC RR CO. RYA
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	01/02/86	3995	SOUTHERN PACIFIC TRANS. CO. UTU
CASSLE, J. W.	2	CHEYENNE	WY	01/02/86	3996	SOUTHERN PACIFIC TRANS. CO. UTU
ROUKIS, G. S.	2	MANHASSET HILLS	NY	04/10/86	3997	METRO NORTH COMMUTER RAILROAD UTU
TWOMEY, D. P.	2	QUINCY	MA	01/10/86	3998	LONG ISLAND RAIL ROAD UTU
DWORKIN, J.	2	SHAKER HEIGHTS	OH	02/26/86	3999	CUYAHOGA VALLEY UTU
O'BRIEN, T. H.	2	DORCHESTER	MA	01/24/86	4000	CHICAGO SHORT LINE RW CO. UTU
MARX, H. L., JR.	2	NEW YORK	NY	02/04/86	4001	BESSEMER AND LAKE ERIE UTU
MOORE, P. J.	1	OKLAHOMA CITY	OK	03/03/86	4002	NORFOLK & WESTERN RY CO. UTU
YAGODA, L.	2	NEW ROCHELLE	NY	01/22/86	4003	NORFOLK & WESTERN RY CO. BLE
DENNIS, R. E.	2	NEW YORK	NY	01/22/86	4004	GREEN BAY & WESTERN RR CO. BLE

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1986--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINT.	PLB NO.	PARTIES
SEIDENBERG, J.	2	FALLS CHURCH	VA	01/16/86	4005	CHICAGO & NORTH WESTERN TRANS. CO. UTU
LARNEY, G. E.	2	EVANSTON	IL	01/16/86	4006	CHICAGO & NORTH WESTERN TRANS. CO. UTU
CAPLES, W. G.	2	CHICAGO	IL	01/16/86	4007	CHICAGO & NORTH WESTERN TRANS. CO. UTU
BRIGGS, S. R.	2	CEDARSBURG,	WI	01/14/86	4008	ATCHISON, TOPEKA & SANTA FE RW CO. IAM&AW
LARNEY, G. E.	2	EVANSTON	IL	05/29/86	4008	ATCHISON, TOPEKA & SANTA FE RW CO. IAM&AW
SUNTRUP, E. L.	2	EVANSTON	IL	01/22/86	4009	LONG ISLAND RAIL ROAD BRAC
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	03/21/86	4011	SOUTHERN PACIFIC TRANS. CO. BRAC
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	01/29/86	4013	SEABOARD SYSTEM RR BLE
CAREY, T. F.	2	JERICO	NY	01/21/86	4014	SEABOARD SYSTEM RR IAM&AW
JOHNSON, J. R.	2	SPRINGFIELD	VA	01/24/86	4015	GRAND TRUNK WESTERN RW CO. IAM&AW
MEYERS, P. R.	2	CHICAGO	IL	02/24/86	4017	ILLINOIS CENTRAL GULF RR CO. IAM&AW
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	03/31/86	4018	CHESAPEAKE & OHIO RW CO BRS
CASSLE, J. W.	2	CHEYENNE	WY	01/28/86	4019	KANSAS CITY SOUTHERN RW CO. BLE
JOHNSON, J. R.	2	SPRINGFIELD	VA	01/28/86	4021	ATCHISON, TOPEKA & SANTA FE RW CO. BWME
CRISWELL, J. B.	2	STIGLER	OK	02/04/86	4022	GRAND TRUNK WESTERN RW CO. UTU
VAN WART, A. T., JR.	2	SALEM	NJ	02/04/86	4024	INDIANA HARBOR BELT RW BRAC
PHIPPS, W. L.	2	STOCKTON	CA	06/03/86	4025	PAC.&ARCTIC RR & NAVIGA. CO. IBT
MOORE, P. J.	2	OKLAHOMA CITY	OK	02/13/86	4027	NORFOLK & WESTERN RY CO. UTU
LARNEY, G. E.	2	EVANSTON	IL	02/21/86	4028	CHICAGO & NORTH WESTERN TRANS. CO. UTU
MURPHY, M. A.	2	SPRINGFIELD	VA	02/19/86	4029	ILLINOIS CENTRAL GULF RR CO. UTU
GOLD, C. H.	2	NEW YORK	NY	02/19/86	4030	ILLINOIS CENTRAL GULF RR CO. UTU
CLUSTER, H. R.	2	BALTIMORE	MD	02/19/86	4031	ILLINOIS CENTRAL GULF RR CO. UTU
COHEN, H.	2	UNIVERSITY HEIGHTS	OH	02/19/86	4032	ILLINOIS CENTRAL GULF RR CO. UTU
ZUMAS, N. H.	2	WASHINGTON	DC	02/11/86	4034	NORFOLK & WESTERN RY CO. RWY.LABOR EXEC.ASSOC.
ZUMAS, N. H.	2	WASHINGTON	DC	02/11/86	4035	GRAND TRUNK WESTERN RW CO. RWY LABOR EXEC.ASSOC.
ZUMAS, N. H.	2	WASHINGTON	DC	02/11/86	4036	DELAWARE & HUDSON RW CO. RWY.LABOR EXEC.ASSOC
TWOMEY, D. P.	2	QUINCY	MA	02/24/86	4037	LONG ISLAND RAIL ROAD UTU

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1986--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINT.	PLB NO.	PARTIES
VAN WART, A. T., SR.	2	WILMINGTON	DE	02/24/86	4038	MISSOURI PACIFIC RR CO. UTU
TWOMEY, D. P.	2	QUINCY	MA	03/07/86	4039	ST. LOUIS SOUTHWESTERN RW CO. IAM&AW
BROWN, D. H.	2	SHERMAN	TX	03/25/86	4040	NORFOLK & PORTSMOUTH BELTLINE RR CO. UTU
CAIN, P.	2	AUSTIN	TX	03/07/86	4041	UNION PACIFIC RR UTU
SUNTRUP, E. L.	2	EVANSTON	IL	03/03/86	4042	UNION PACIFIC RR BM&BK
MEYERS, P. R.	2	CHICAGO	IL	03/24/86	4043	CHICAGO & NORTH WESTERN TRANS. CO. BM&BK
LARNEY, G. E.	2	EVANSTON	IL	03/10/86	4044	TERMINAL RR ASS. OF ST. LOUIS IAM&AW
BLACKWELL, F. R.	2	GAITHERSBURG	MD	03/24/86	4045	GRAND TRUNK WESTERN RW CO. UTU
MARX, H. L., JR.	2	NEW YORK	NY	03/21/86	4046	CHESAPEAKE & OHIO RW CO UTU
MOERKE, J. E.	2	GREENVILLE	PA	06/24/86	4047	BESSEMER AND LAKE ERIE UTU
CASSLE, J. W.	2	CHEYENNE	WY	05/15/86	4048	TERMINAL RR ASSOC. OF ST. LOUIS BLE
VERNON, G. H.	2	EAU CLAIRE	WI	05/09/86	4049	NORFOLK & WESTERN RY CO. UTU
KELLY, D. T.	2	LIVONIA	MI	05/01/86	4050	GRAND TRUNK WESTERN RW CO. BLE
MARX, H. L., JR.	2	NEW YORK	NY	03/21/86	4051	BURLINGTON NORTHERN RR CO UTU
CLUSTER, H. R.	2	BALTIMORE	MD	05/09/86	4052	BURLINGTON NORTHERN RR CO UTU
CASSLE, J. W.	2	CHEYENNE	WY	03/24/86	4053	CHICAGO & NORTH WESTERN TRANS. CO. UTU
HAWKINS, R. R.	2	ALBUQUERQUE	NM	03/24/86	4054	SEABOARD SYSTEM RR CO. BRCUS&C
KASHER, R. R.	2	BRYN MAWR	PA	03/24/86	4055	BURLINGTON NORTHERN RR CO BMWE
SUNTRUP, E. L.	1	EVANSTON	IL	06/20/86	4056	ILLINOIS CENTRAL GULF RR CO. SMWIA
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	03/12/86	4057	SOUTHERN PACIFIC TRANS. CO. UTU
SEIDENBERG, J.	2	FALLS CHURCH	VA	06/01/86	4058	AMTRAK UTU
WESMAN, E. C.	2	ITHACA	NY	04/02/86	4059	MISSOURI-KANSAS-TEXAS RR CO. OKLAHOMA, KANSAS & TEXAS RR CO. BRAC
LAROCCO, J. B.	2	SACRAMENTO	CA	03/31/86	4060	BURLINGTON NORTHERN RR CO BRS
CRISWELL, J. B.	2	STIGLER	OK	04/02/86	4061	NORFOLK & WESTERN RW CO. UTU
PROVER, D. E.	2	FARMINGTON HILLS	MI	04/10/86	4062	BALTIMORE & OHIO RR CO. BALTIMORE & OHIO CHICAGO TERMINAL RR UTU
SUNTRUP, E. L.	2	EVANSTON	IL	04/02/86	4064	MISSOURI PACIFIC RR CO. ASD/BRAC

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1986--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINT.	PLB NO.	PARTIES
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	05/01/86	4065	SOUTHERN PACIFIC TRANS. CO. SMWIA
SCEARCE, J. F.	2	ATLANTA	GA	04/02/86	4067	BESSEMER AND LAKE ERIE IBF&O
ZACK, A.	2	BOSTON	MA	01/17/86	4068	MAINE CENTRAL RR CO. PORTLAND TERMINAL RR CO. UTU
MARX, H. L., JR.	2	NEW YORK	NY	04/10/86	4069	BALTIMORE & OHIO RR CO. UTU
MUESSIG, E.	2	ARLINGTON	VA	04/09/86	4070	UNION PACIFIC RR BRAC
SHARP, T. P.	2	MCLEAN	VA	04/14/86	4072	GRAND TRUNK WESTERN RW CO. IBEW
HAWKINS, R. R.	2	ALBUQUERQUE	NM	04/14/86	4073	UNION PACIFIC RR IAM&AW
GAHERIN, J. J.	2	BRADENTON	FL	04/14/86	4074	SOUTHERN PACIFIC TRANS. CO. IBF&O
HAWKINS, R. R.	2	ALBUQUERQUE	NM	04/14/86	4075	UNION PACIFIC RR IAM&AW
SEIDENBERG, J.	2	FALLS CHURCH	VA	04/14/86	4076	ATCHISON, TOPEKA & SANTA FE RW CO. UTU
SUNTRUP, E. L.	2	EVANSTON	IL	06/24/86	4077	UNION PACIFIC RR ATDA
LAROCCO, J. B.	2	SACRAMENTO	CA	05/29/86	4078	UNION PACIFIC RR BRS
BROWN, D. H.	2	SHERMAN	TX	05/13/86	4079	ATLANTA AND ST. ANDREWS BAY RW CO. UTU
ROUKIS, G. S.	2	MANHASSET HILLS	NY	05/01/86	4080	MISSOURI-KANSAS-TEXAS RR CO. IAM&AW
BLACKWELL, F. R.	2	GAITHERSBURG	MD	04/28/86	4081	CHICAGO & NORTH WESTERN TRANS. CO. BLE
CASSLE, J. W.	2	CHEYENNE	WY	05/16/86	4082	TERMINAL RR ASS. OF ST. LOUIS BLE & UTU
SCEARCE, J. F.	2	ATLANTA	GA	05/01/86	4083	UNION RAILWAY CO. USWA
CRISWELL, J. B.	2	STIGLER	OK	08/18/86	4084	NORFOLK & WESTERN RY CO. UTU
SUNTRUP, E. L.	2	EVANSTON	IL	05/09/86	4085	NE ILLINOIS REGIONAL COMMUTER RR CORP. BRCUS&C
CASSLE, J. W.	2	CHEYENNE	WY	09/29/86	4086	GALVESTON, HOUSTON & HENDERSON RR CO. UTU
EISCHEN, D. E.	2	ITHACA	NY	04/28/86	4087	ST. LOUIS SOUTHWESTERN RW CO. BRAC
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	04/28/86	4088	ST. LOUIS SOUTHWESTERN RW CO. BRAC
GOLD, C. H.	2	NEW YORK	NY	04/28/86	4089	UNION PACIFIC RR BRAC
VAN WART, A. T., SR.	2	WILMINGTON	DE	05/09/86	4091	UNION PACIFIC RR UTU
COHEN, H.	2	UNIVERSITY HEIGHTS	OH	05/13/86	4092	GALVESTON WHARVES UTU
ZUSMAN, M. E.	2	MUNSTER	IN	08/26/86	4093	CHESAPEAKE & OHIO RW CO RYA
SICKLES, J. A.	2	BETHESDA	MD	05/13/86	4094	PORT TERMINAL RAILROAD ASSOC. BRCUS&C

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1986--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINT.	PLB NO.	PARTIES
GOLDSTEIN, E. H.	2	CHICAGO	IL	08/20/86	4095	SOUTHERN PACIFIC TRANS. CO. IAM&AW
EDGETT, W. M.	2	ELLCOTT CITY	MD	06/10/86	4096	CHESAPEAKE & OHIO RR CO. BALTIMORE & OHIO RR CO. IAM&AW
LAROCCO, J. B.	2	SACRAMENTO	CA	05/13/86	4097	SOUTHERN PACIFIC TRANS. CO. BRCUS&C
MEYERS, P. R.	2	CHICAGO	IL	05/13/86	4098	CHICAGO & ILLINOIS MIDLAND RR CO. BRCUS&C
SEIDENBERG, J.	2	FALLS CHURCH	VA	08/11/86	4099	CHICAGO & NORTH WESTERN TRANS. CO. UTU
KEARNEY, M. H.		MINNETONKA	MN	05/21/86	4100	SOUTHERN PACIFIC TRANS. CO. BLE
TWOMEY, D. P.	2	QUINCY	MA	08/20/86	4101	MISSOURI-KANSAS-TEXAS RR CO. UTU
BROWN, D. H.	2	SHERMAN	TX	05/21/86	4102	SEABOARD SYSTEM RR UTU
VERNON, G. H.	2	EAU CLAIRE	WI	08/26/86	4103	ATCHISON, TOPEKA & SANTA FE RR CO. UTU
SCHEINMAN, M. F.	2	BAYSIDE	NY	05/21/86	4104	BURLINGTON NORTHERN RR CO BMWE
SUNTRUP, E. L.	2	EVANSTON	IL	05/20/86	4105	ATCHISON, TOPEKA & SANTA FE RR CO. BM&BK
TWOMEY, D. P.	2	QUINCY	MA	05/29/86	4106	BURLINGTON NORTHERN RR CO UTU
VAUGHN, M. D.	2	BETHESDA	MD	05/29/86	4107	BURLINGTON NORTHERN RR CO UTU
HARRIS, R. O.	2	WASHINGTON	DC	05/19/86	4108	ILLINOIS CENTRAL GULF RR CO. UTU
LARNEY, G. E.	2	EVANSTON	IL	06/10/86	4110	TERMINAL RR ASSOC. OF ST. LOUIS UTU
MURPHY, M. A.	2	SPRINGFIELD	VA	05/30/86	4111	UNION PACIFIC RR UTU
TWOMEY, D. P.	2	QUINCY	MA	05/30/86	4112	ILLINOIS CENTRAL GULF RR CO. UTU
LEFKOW, D. M.	2	CHICAGO	IL	06/11/86	4113	BELT RW CO. OF CHICAGO BLE
VERNON, G. H.	2	EAU CLAIRE	WI	05/30/86	4114	GREEN BAY & WESTERN RR CO. BRCUS&C
HARRIS, R. O.	2	WASHINGTON	DC	08/05/86	4115	RIVER TERMINAL RW CO. BRAC
SUNTRUP, E. L.	2	EVANSTON	IL	06/06/86	4116	SEABOARD SYSTEM RR ATDA
SEIDENBERG, J.	2	FALLS CHURCH	VA	06/02/86	4117	AMTRAK BLE
MOORE, P. J.	2	OKLAHOMA CITY	OK	06/11/86	4118	HOUSTON BELT & TERM. RW CO. UTU
LAROCCO, J. B.	2	SACRAMENTO	CA	06/19/86	4119	UNION PACIFIC RR UTU
FREDENBERGER, W. E., JR.	1	STAFFORD	VA	07/14/86	4120	CINCIN, NEW ORLEANS-TX PAC.RW CO. UTU
CLUSTER, H. R.	2	BALTIMORE	MD	06/24/86	4121	BURLINGTON NORTHERN RR CO UTU
MEYERS, P. R.	2	CHICAGO	IL	07/17/86	4123	CHICAGO & NORTH WESTERN TRANS. CO. IAM&AW

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1986--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINT.	PLB NO.	PARTIES
MCALLISTER, R. W.	1	CHICAGO	IL	07/14/86	4125	CHICAGO & NORTH WESTERN TRANS. CO. BRAC
CRISWELL, J. B.	2	STIGLER	OK	07/15/86	4126	NEW ORLEANS PUBLIC BELT RR CO. UTU
PETERSON, R. E.		BRIARCLIFF MANOR	NY	07/01/86	4128	BALTIMORE & OHIO RR CO. UTU-YARDMASTERS
VAN WART, A. T., SR.	2	WILMINGTON	DE	08/04/86	4129	CONRAIL-CONSOLIDATED RAIL CORP BM&BK
SUNTRUP, E. L.	2	EVANSTON	IL	07/14/86	4130	NORFOLK & WESTERN RY CO. IBF&O
SCHEINMAN, M. F.	2	BAYSIDE	NY	07/15/86	4131	MISSOURI-KANSAS-TEXAS RR CO. OKLAHOMA, KANSAS & TEXAS RR CO. BRAC
CRISWELL, J. B.	2	STIGLER	OK	09/29/86	4133	MISSOURI-KANSAS-TEXAS RR CO. UTU
VERNON, G. H.	2	EAU CLAIRE	WI	08/01/86	4135	NORFOLK & WESTERN RY CO. BLE
FLETCHER, J. C.	2	MT. PROSPECT	IL	08/01/86	4136	DENVER & RIO GRANDE WESTERN RR CO. IBF&O
CRISWELL, J. B.	2	STIGLER	OK	08/04/86	4137	TERM.RY.OF ALA.-ALA.STATE DOCK UTU
ZUMAS, N. H.	2	WASHINGTON	DC	08/11/86	4138	SEABOARD SYSTEM RR BMWE
ZUMAS, N. H.	2	WASHINGTON	DC	08/11/86	4139	SEABOARD SYSTEM RR BMWE
MILLER, A. H.	2	GLENVIEW	IL	08/14/86	4140	NORFOLK & WESTERN RY CO. GREAT LAKES LIC OFF.ORG.
HARRIS, R. O.	2	WASHINGTON	DC	09/29/86	4141	GALVESTON, HOUSTON & HENDERSON RR CO. UTU
BERGMAN, I. T.	2	ROCKVILLE CENTRE	NY	08/19/86	4142	CONRAIL-CONSOLIDATED RAIL CORP UTU
VAN WART, A. T., SR.	2	WILMINGTON	DE	08/13/86	4143	CONRAIL-CONSOLIDATED RAIL CORP BRCUS&C
HAYS, D. B.	1	SHERMAN	TX	08/25/86	4144	SEABOARD SYSTEM RR UTU
MCALPIN, R. E.	2	PARK RIDGE	IL	09/23/86	4145	ST. MARYS RR CO. IAM&AW
VAN WART, A. T., JR.	2	SALEM	NJ	08/26/86	4147	INDIANA HARBOR BELT RR CO. IBF&O
LAZAR, J.	2	BOULDER	CO	08/26/86	4148	BURLINGTON NORTHERN RR CO UTU
VERNON, G. H.	2	EAU CLAIRE	WI	08/26/86	4149	NORTH LOUISIANA & GULF RR UTU
BROWN, R.	2	MCLEAN	VA	08/26/86	4150	AMTRAK BLE
MUESSIG, E.	2	ARLINGTON	VA	09/16/86	4151	UNION PACIFIC RR BMWE
THIAS, E. F.	2	SEVERNA PARK	MD	09/16/86	4152	AMTRAK ARSA/BRAC
MUESSIG, E.	2	ARLINGTON	VA	09/16/86	4153	NORFOLK & PORTSMOUTH BELTLINE RR CO. BRAC
MOORE, P. J.	2	OKLAHOMA CITY	OK	09/17/86	4154	NORFOLK & WESTERN RY CO. UTU
VAUGHN, M. D.	2	BETHESDA	MD	09/29/86	4155	CHICAGO & NORTH WESTERN TRANS. CO. ATDA

1. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), 1986--CONTINUED

NAME	TYPE	CITY	STATE	DATE OF APPOINT.	PLB NO.	PARTIES
SUNTRUP, E. L.	2	EVANSTON	IL	09/29/86	4161	BURLINGTON NORTHERN RR CO BMW

1. PROCEDURAL
2. MERITS
3. PREVIOUS NEUTRAL RESIGNED OR DECEASED

2. Arbitrators Appointed—Arbitration Boards, October 1, 1985
to September 30, 1986

Name	Residence	Date of Appt.	PLB No.	Parties
Gene T. Ritter.....	Ardmore, OK.....	11-20-85	454	Burlington Northern RR & BMWE
Donald E. Prover.....	Farmington Hills, MI..	01-31-86	455	Chessie System RR & UTU and BLE
Arthur T. Van Wart.....	Wilmington, DE.....	06-25-86	456	Detroit & Mackinac Ry. Co. & UTU
Arthur T. Van Wart.....	Wilmington, DE.....	04-07-86	457	Chessie System RR & BLE
Rodney E. Dennis.....	New York, NY.....	04-18-86	458	National Carriers' Conference Committee & BLE
Charlotte Gold.....	New York, NY.....	07-01-86	459	Illinois Central Gulf RR & UTU
Robert E. Peterson.....	Briarcliff Manor, NY..	07-17-86	460	Kansas City Southern Ry. Co. & UTU
Gilbert H. Vernon.....	Eau Claire, WI.....	07-22-86	461	Duluth, Missabe & Iron Range Ry. - UTU & BLE
Robert E. Peterson.....	Briarcliff Manor, NY..	08-19-86	462	Atchison, Topeka & Santa Fe Ry. & UTU
Joseph A. Sickles.....	Bethesda, MD.....	08-21-86	463	Elgin, Joliet & Eastern Ry. Co. & UTUU (C)
Robert E. Peterson.....	Briarcliff Manor, NY..	09-15-86	464	Delaware & Hudson Ry. Co. & UTU

2a. Arbitrators Appointed—Task Force Arbitration, October 1, 1985
to September 30, 1986

Name	Residence	Date of Appt.	Task Force Bd. No.	Parties
NONE				

2b. Arbitrators Selected—Interest Arbitration, October 1, 1985
to September 30, 1986

Name	Residence	Date of Appt.	Case No.	Parties
Robert E. Peterson.....	Briarcliff Manor, NY.	03-27-86	A-11694	Detroit & Mackinac Ry. Co. & UTU
Arthur T. Van Wart.....	Wilmington, DE.....	06-25-86	A-11694	Detroit & Mackinac Ry. Co. & UTU

3. NEUTRALS APPOINTED (SPECIAL BOARDS OF ADJUSTMENT), FISCAL YEAR 1986

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	SBA NO.	PARTIES
FREDENBERGER, W. E.	1	STAFFORD	VA	09/17/86	0100	ST. LOUIS SOUTHWESTERN Rwy. UTU(T)
VAN WART, A. T., SR.	1	WILMINGTON	DE	06/03/86	0279	MISSOURI PACIFIC RR CO. BMWE
CAIN, P.	1	AUSTIN	TX	08/18/86	0423	PORT TERMINAL RR ASSOCIATION UTU
GOLDSTEIN, E. H.	2	CHICAGO	IL	04/29/86	0570	NRLC
STALLWORTH, L. E.	2	CHICAGO	IL	04/29/86	0570	VARIOUS LABOR ORG (FORMERLY RED)
LAROCCO, J. B.	2	SACRAMENTO	CA	12/17/85	0605	NRLC
PETERSON, R. E.	1	BRIARCLIFF MANOR	NY	01/29/86	0910	BRAC, BRS, BMWE, H&RE & BIU CONSOLIDATED RAIL CORP UTU(C-T)
MEYERS, P. R.	1	CHICAGO	IL	12/12/85	0924	CHICAGO & NO. WESTERN TRANS. BMWE
MUESSIG, E.	1	ARLINGTON	VA	07/31/86	0934	METRO-NORTH COMMUTER RAILROAD IBEW
BLACKWELL, F. R.		GAITHERSBURG	MD	05/21/86	0962	NEW JERSEY TRANSIT RAIL OP. SMWIA
CAREY, T. F.		JERICHO	NY	01/21/86	0972	LONG ISLAND RAIL ROAD CO. BRAC
MUESSIG, E.		ARLINGTON	VA	12/31/85	0973	NATIONAL RR PASSENGER CORP. BRAC
ABLES, R. J.		WASHINGTON	DC	05/19/86	0974	METRO-NORTH COMMUTER RAILROAD UTU
VAN WART, A. T., JR.		CARNEYS POINT	NJ	07/14/86	0975	NEW JERSEY TRANSIT RAIL OP. BRAC
PEACOCK, C. A.		SALISBURY	NC	02/11/86	0976	CONSOLIDATED RAIL CORP BMWE
PETERSON, R. E.		BRIARCLIFF MANOR	NY	03/26/86	0978	CONSOLIDATED RAIL CORP RLEA
WESTON, H. M.		NEW YORK	NY	03/26/86	0978	CONSOLIDATED RAIL CORP RLEA
BLACKWELL, F. R.		GAITHERSBURG	MD	03/26/86	0978	CONSOLIDATED RAIL CORP RLEA
VAN WART, A. T., JR.		SALEM	NJ	03/24/86	0979	SO. EASTERN PENN. TRANS. AUTH. BRAC
CAREY, T. F.		JERICHO	NY	05/06/86	0980	METRO-NORTH COMMUTER RAILROAD UFP
VAN WART, A. T., SR.		WILMINGTON	DE	06/27/86	0981	CONSOLIDATED RAIL CORP UTU(C&T)
HARRIS, R. O.		WASHINGTON	DC	06/23/86	0982	NORFOLK & WESTERN RY. CO. BRCUS&C
LAROCCO, J. B.		SACRAMENTO	CA	06/30/86	0983	NATIONAL RR PASSENGER CORP BRAC
DWORKIN, J.		SHAKER HEIGHTS	OH	09/29/86	0984	SOO LINE RAILROAD CO BRC
VAN WART, A. T., SR.		WILMINGTON	DE	09/29/86	0985	NEW JERSEY TRANSIT RAIL OP. IBEW

1 PREVIOUS NEUTRAL RESIGNED OR DECEASED
 2 PREVIOUS NEUTRAL TERM EXPIRED OR REPLACED

4. Neutrals Nominated Pursuant to Union Shop Agreements, October 1, 1985 to September 30, 1986

Name	Residence	Date of Appt.	Carrier/Union	Individual Involved
Robert O. Harris....	Washington, D.C...	11-04-85	Amtrak and EMWE..	Nicholas DeLucia
James M. Harkless...	Washington, D.C...	11-14-85	Amtrak and Amtrak Service Workers Council.....	Gerald M. Neish
Edward L. Suntrup...	Evanston, IL.....	03-25-86	Missouri Pacific RR and SMWIA.....	Steven Antonopolus

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1985 to September 30, 1986

Name	Residence	Date of Appt.	Parties
Howard S. Block*.....	Justin, CA.....	10-01-85	Western Air Lines-AFA
Michael J. Jedel*.....	Atlanta, GA.....	10-02-85	Pan Am World Airways-IBT
Julius N. Draznin*.....	Marina Del Ray, CA....	10-02-85	Pan Am World Airways-IBT
Edward Levin*.....	New York, NY.....	10-08-85	Pan Am World Airways-IBT
William A. Toomey.....	Albany, NY.....	10-08-85	Pan Am World Airways-IBT
Panel submitted but dispute consolidated with another case.....		10-08-85	Pan Am World Airways-IBT
Panel submitted but dispute settled prior to arbitration.....		10-15-85	TACA Int'l Airlines-ALPA
Walter L. Phipps.....	Stockton, CA.....	10-21-85	Eastern Air Lines-TWU
Jacob Seidenberg.....	Falls Church, VA.....	10-21-85	Eastern Air Lines-TWU
Preston J. Moore.....	Oklahoma City, OK.....	10-21-85	Eastern Air Lines-TWU
James B. Dworkin.....	West Lafayette, IN.....	10-22-85	Eastern Air Lines-TWU
James F. Searce.....	Atlanta, GA.....	10-22-85	Eastern Air Lines-TWU
John A. Grimes*.....	LaPorte, TX.....	10-22-85	Southwest Airlines-SAFSE
James F. Searce*.....	Atlanta, GA.....	10-24-85	Pan Am World Airways-IUFA
Panel submitted but parties did not use panel....		10-29-85	Pan Am World Airways-IUFA
Panel submitted but parties requested referee from Florida.....		10-29-85	TACA Int'l Airlines-IAM&AW
Isadore B. Helburn*.....	Austin, TX.....	10-29-85	Southwest Airlines-IAM&AW
Louis Yagoda*.....	New Rochelle, NY.....	10-29-85	Varig Brazilian Airlines-IAM&AW
Louis E. Seltzer*.....	Boca Raton, FL.....	11-12-85	TACA Int'l Airlines-IAM&AW
Panel submitted but request was premature.....		11-15-85	Airlift Int'l Airlines-AFA
Panel submitted but no referee selected due to merger of carrier into TWA.....		11-19-85	Ozark Air Lines-ALPA
Panel submitted but no referee selected due to merger of carrier into TWA.....		11-19-85	Ozark Air Lines-ALPA

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1985 to September 30, 1986 — CONTINUED

Name	Residence	Date of Appt.	Parties
Panel submitted but no referee selected			
due to merger of carrier into TWA.....		11-19-85	Ozark Air Lines-ALPA
Michael J. Jedel*.....	Atlanta, GA.....	11-25-85	AVIANCA Airlines-IBT
James F. Searce*.....	Atlanta, GA.....	11-25-85	AVIANCA Airlines-IBT
Bernard A. Frank*.....	Miami Beach, FL.....	11-26-85	Pan Am World Airway-IBT
Panel submitted but no referee selected			
due to merger of carrier into TWA.....		12-10-85	Ozark Air Lines-AMFA
Panel submitted but no referee selected			
due to merger of carrier into TWA.....		12-10-85	Ozark Air Lines-AMFA
Panel submitted but dispute settled prior to arbitration.....			
		12-11-85	KLM Royal Dutch Airlines-TWU
Joan Stern Kiok*.....	New York, NY.....	12-11-85	KLM Royal Dutch Airlines-TWU
George S. Ives.....	Sarasota, FL.....	12-11-85	Eastern Air Lines-TWU
Leo Weiss*.....	Brea, CA.....	12-11-85	Western Air Lines-AFA
George S. Ives*.....	Sarasota, FL.....	12-17-85	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....			
Nicholas H. Zumas*.....	Washington, D.C.....	12-23-85	Pan Am World Airways-IBT
Panel submitted but dispute settled prior to arbitration.....			
		12-26-85	Piedmont Airlines-AFA
Panel submitted but dispute settled prior to arbitration.....			
		12-27-85	TAP Air Portugal-IBT
Philip Harris*.....	New York, NY.....	12-27-85	TAP Air Portugal-IBT
David C. Randles*.....	Clifton Park, NY.....	12-30-85	Varig Brazilian Airlines -IAM&AW
Panel submitted but no referee selected as yet....			
George S. Roukis*.....	Manhasset Hills, NY....	01-07-86	Alaska Airlines-AFA
Hyman Cohen*.....	Univ. Hghts., OH.....	01-08-86	Pan Am World Airways-TWU
Barbara Zausner Lener....	Bordentown, NJ.....	01-13-86	Airborne Express-IBT
		01-14-86	Varig Brazilian Airlines -IAM&AW
Panel submitted but dispute settled prior to arbitration.....			
		01-14-86	Comair-ALPA
Panel submitted but dispute did not go to arbitration as carrier ceased operations.....			
		01-28-86	Transamerica Airlines-ALPA
Panel submitted but dispute did not go to arbitration.....			
		01-20-86	Air India-IBT
James E. Jones*.....	Madison, WI.....	02-04-86	Alaska Airlines-AFA
Francis X. Quinn*.....	Tulsa, OK.....	02-04-86	Alaska Airlines-AFA
Francis X. Quinn*.....	Tulsa, OK.....	02-04-86	Ozark Air Lines-AFA
Panel submitted but no referee selected as yet....			
		02-04-86	Ozark Air Lines-AFA
Dennis R. Nolan*.....	Columbia, SC.....	02-04-86	Ozark Air Lines-AFA
Jay C. Fogelberg*.....	Minneapolis, MN.....	02-06-86	Comair-ALPA

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1985
to September 30, 1986 — CONTINUED

Name	Residence	Date of Appt.	Parties
Panel submitted but dispute settled prior to arbitration.....		02-06-86	Comair-ALPA
Robert O. Harris.....	Washington, D.C.....	02-10-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	02-10-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	02-10-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	02-10-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	02-10-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	02-10-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	02-10-86	Alaska Airlines-IAM&AW
David T. Borland*.....	Haslett, MI.....	02-10-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	02-10-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	02-10-86	Alaska Airlines-IAM&AW
Elliott H. Goldstein*....	Chicago, IL.....	02-12-86	Mexicana Airlines-IAM&AW
Thomas F. Carey*.....	Jericho, NY.....	02-20-86	Pan Am World Airways-TWU
Panel submitted but dispute settled prior to arbitration.....		02-21-86	TAP Air Portugal-IBT
Sara Adler*.....	Los Angeles, CA.....	02-21-86	LACSA Airlines-IBT
Robert L. Douglas*.....	Woodmere, NY.....	02-25-86	Pan Am World Airways-IUFA
Panel submitted but dispute settled prior to arbitration.....		02-25-86	Pan Am World Airways-IUFA
Panel submitted but dispute settled prior to arbitration.....		02-25-86	Pan Am World Airways-IUFA
Panel submitted but dispute settled prior to arbitration.....		03-07-86	Pan Am World Airways-IUFA
Panel submitted but dispute settled prior to arbitration.....		03-07-86	Pan Am World Airways-IUFA
Rodney E. Dennis*.....	New York, NY.....	03-07-86	Pan Am World Airways-IUFA
Panel submitted but dispute settled prior to arbitration.....		03-07-86	Pan Am World Airways-IUFA
Panel submitted but dispute settled prior to arbitration.....		03-07-86	Pan Am World Airways-IUFA
Robert E. Peterson*.....	Briarcliff Manor, NY..	03-11-86	Pan Am World Airways-TWU
Herbert L. Marx, Jr.*....	New York, NY.....	03-11-86	Pan Am World Airways-TWU
Anne H. Miller*.....	Glenview, IL.....	03-11-86	Air Canada-IBT
Robert O. Harris.....	Washington, D.C.....	03-13-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	03-13-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	03-13-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	03-13-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	03-13-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	03-13-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	03-13-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	03-13-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	03-13-86	Alaska Airlines-IAM&AW

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1985 to September 30, 1986 — CONTINUED

Name	Residence	Date of Appt.	Parties
Robert O. Harris.....	Washington, D.C.....	03-13-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	03-13-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	03-13-86	Alaska Airlines-IAM&AW
Byron Yaffe*.....	Madison, WI.....	03-13-86	Air Wisconsin-IAM&AW
John J. Flagler*.....	Minneapolis, MN.....	03-13-86	Air Wisconsin-IAM&AW
Mark L. Kahn*.....	Detroit, MI.....	03-13-86	Air Wisconsin-IAM&AW
Henry L. Sisk*.....	Dallas, TX.....	03-17-86	Southwest Airlines-IAM&AW
Edgar A. Jones.....	Los Angeles, CA.....	03-18-86	Trans World Airlines -IAM&AW
Panel submitted but dispute settled prior to arbitration.....		03-18-86	Southwest Airlines-IAM&AW
Panel submitted but dispute settled prior to arbitration.....		03-21-86	Ross Aviation-ALPA
Panel submitted but dispute settled prior to arbitration.....		03-21-86	Ross Aviation-ALPA
Panel submitted but dispute settled prior to arbitration.....		03-21-86	Ross Aviation-ALPA
Walter N. Kaufman*.....	San Diego, CA.....	03-21-86	Ross Aviation-ALPA
Robert E. Peterson.....	Briarcliff Manor, NY...	03-28-86	Eastern Air Lines-TWU
Robert O. Harris*.....	Washington, D.C.....	03-28-86	Alaska Airlines-ALPA
Richard R. Kasher.....	Bryn Mawr, PA.....	03-28-86	Eastern Air Lines-TWU
Louis M. Zigman*.....	Los Angeles, CA.....	04-01-86	Mexicana Airlines-IAM&AW
Panel submitted but dispute did not go to arbitration as carrier ceased operations.....		04-01-86	Transamerica-ALPA
Panel submitted but dispute did not go to arbitration as carrier ceased operations.....		04-01-86	Transamerica-ALPA
Panel submitted but dispute did not go to arbitration as carrier ceased operations.....		04-01-86	Transamerica-ALPA
Panel submitted but dispute did not go to arbitration as carrier ceased operations.....		04-01-86	Transamerica-ALPA
Preston J. Moore.....	Oklahoma City, OK.....	04-02-86	Alaska Airlines-IAM&AW
Panel submitted but dispute settled prior to arbitration.....		04-09-86	Flying Tiger Line-IAM&AW
Arthur T. Van Wart.....	Brooksville, FL.....	04-15-86	Eastern Air Lines-TWU
Panel submitted but parties withdrew dispute.....		04-16-86	Alaska Airlines-IAM&AW
Robert A. Franden*.....	Tulsa, OK.....	04-16-86	Southwest Airlines-IAM&AW
Isadore B. Helburn*.....	Austin, TX.....	04-17-86	Southwest Airlines-IAM&AW
Robert J. Ables.....	Washington, D.C.....	04-21-86	Eastern Air Lines-TWU
Panel submitted but no referee selected as yet....		04-29-86	Alaska Airlines-AFA
Jack W. Cassle*.....	Cheyenne, WY.....	04-29-86	Alaska Airlines-AFA
Amedeo Greco*.....	Madison, WI.....	04-29-86	Alaska Airlines-AFA
Panel submitted but dispute settled prior to arbitration.....		05-06-86	Varig Brazilian Airlines -IAM&AW

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1985 to September 30, 1986 — CONTINUED

Name	Residence	Date of Appt.	Parties
Panel submitted but dispute did not go to arbitration as carrier ceased operations.....		05-06-86	Ozark Air Lines-AMFA
Panel submitted but dispute did not go to arbitration as carrier ceased operations.....		05-06-86	Ozark Air Lines-AMFA
Robert Roadley*.....	Williamsburg, VA.....	05-21-86	Piedmont Airlines-IAM&AW
Robert J. Ables*.....	Washington, D.C.....	05-23-86	Piedmont Airlines-AFA
Nicholas H. Zumas*.....	Washington, D.C.....	05-23-86	Piedmont Airlines-AFA
Robert O. Harris*.....	Washington, D.C.....	05-23-86	Piedmont Airlines-AFA
Richard R. Kasher*.....	Bryn Mawr, PA.....	05-23-86	Piedmont Airlines-AFA
Harold D. Jones*.....	Atlanta, GA.....	05-23-86	Piedmont Airlines-AFA
Laurence E. Seibel*.....	Chevy Chase, MD.....	05-23-86	Piedmont Airlines-AFA
Jack A. Warshaw*.....	Bethesda, MD.....	05-23-86	Piedmont Airlines-AFA
J. Earl Williams*.....	Atlanta, GA.....	05-23-86	Piedmont Airlines-AFA
Leon B. Applewhaite*.....	Silver Spring, MD.....	05-23-86	Piedmont Airlines-AFA
Richard R. Kasher*.....	Bryn Mawr, PA.....	05-23-86	Piedmont Airlines-AFA
Rodney E. Dennis*.....	New York, NY.....	05-30-86	Pan Am World Airways-IWU
Edward Levin.....	New York, NY.....	06-04-86	Pan Am World Airways-IUFA
Panel submitted but dispute settled prior to arbitration.....		06-04-86	Pan Am World Airways-IUFA
Edward Levin.....	New York, NY.....	06-04-86	Pan Am World Airways-IUFA
James F. Searce*.....	Atlanta, GA.....	06-05-86	Midway Airlines-IBT
Rodney E. Dennis*.....	New York, NY.....	06-05-86	Pan Am World Airways-IWU
Paul J. Fassler*.....	Vienna, VA.....	06-09-86	Piedmont Airlines-IAM&AW
David C. Nevins*.....	San Francisco, CA.....	06-10-86	Alaska Airlines-IAM&AW
Robert M. Leventhal*.....	Culver City, CA.....	06-10-86	Alaska Airlines-IAM&AW
Thomas F. Levak*.....	Lake Oswego, OR.....	06-10-86	Alaska Airlines-IAM&AW
Preston J. Moore*.....	Oklahoma City, OK.....	06-10-86	Alaska Airlines-IAM&AW
Anthony V. Sinicropi*.....	Iowa City, IA.....	06-10-86	Alaska Airlines-IAM&AW
John B. LaRocco*.....	Sacramento, CA.....	06-10-86	Alaska Airlines-IAM&AW
Armon Barsamian*.....	San Rafael, CA.....	06-11-86	Alaska Airlines-IAM&AW
Lewis R. Amis*.....	Washington, PA.....	06-12-86	Pan Am World Airways-IBT
Margery F. Gootnick*.....	Rochester, NY.....	06-12-86	Pan Am World Airways-IBT
Martin F. Scheinman*.....	Bayside, NY.....	06-12-86	Pan Am World Airways-IBT
Louis Yagoda*.....	New Rochelle, NY.....	06-12-86	Pan Am World Airways-IBT
Arthur T. Van Wart*.....	Wilmington, DE.....	06-12-86	Pan Am World Airways-IBT
Walter Eisenberg*.....	Brooklyn, NY.....	06-12-86	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		06-12-86	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		06-12-86	Pan Am World Airways-IBT
Eva Robins*.....	New York, NY.....	06-12-86	Pan Am World Airways-IBT
Bernard L. Balicer*.....	Short Hills, NJ.....	06-12-86	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		06-12-86	Pan Am World Airways-IBT
Martin F. Scheinman*.....	Bayside, NY.....	06-16-86	Pan Am World Airways-IWU

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1985 to September 30, 1986 — CONTINUED

Name	Residence	Date of Appt.	Parties
Louis Yagoda*	New Rochelle, NY	06-16-86	Pan Am World Airways-TWU
David C. Randles*	Clifton Park, NY	06-16-86	Pan Am World Airways-TWU
Charles H. Frost*	Tampa, FL	06-17-86	Aero Peru-IAM&AW
George S. Ives*	Sarasota, FL	06-17-86	Aero Peru-IAM&AW
Thomas F. Levak*	Lake Oswego, OR	06-17-86	MarkAir-APAIA
Panel submitted but no referee selected as yet		06-18-86	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet		06-18-86	Pan Am World Airways-IBT
Robert O. Harris*	Washington, D.C.	06-18-86	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet		06-18-86	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet		06-18-86	Pan Am World Airways-IBT
Nicholas H. Zumas	Washington, D.C.	06-19-86	Eastern Air Lines-TWU
Robert J. Ables	Washington, D.C.	06-19-86	Eastern Air Lines-TWU
Robert E. Peterson	Briarcliff Manor, NY	06-19-86	Eastern Air Lines-TWU
Jacob Seidenberg	Falls Church, VA	06-19-86	Eastern Air Lines-TWU
James F. Searce*	Atlanta, GA	06-23-86	Piedmont Airlines-AFA
Seymour Strongin*	Chevy Chase, MD	06-23-86	Piedmont Airlines-AFA
William G. Haemmel*	Waynesville, NC	06-26-86	Piedmont Airlines-IAM&AW
Preston J. Moore	Oklahoma City, OK	06-26-86	Alaska Airlines-IAM&AW
Robert O. Harris	Washington, D.C.	06-26-86	Alaska Airlines-IAM&AW
Walter L. Eisenberg*	Brooklyn, NY	06-26-86	Pan Am World Airways-IAM&AW
Rodney E. Dennis*	New York, NY	06-27-86	Pan Am World Airways-TWU
Harry N. MacLean*	Denver, CO	07-09-86	Alaska Airlines-AFA
Preston J. Moore	Oklahoma City, OK	07-10-86	Alaska Airlines-IAM&AW
Panel submitted but no referee selected due to merger of carrier into TWA		07-15-86	Ozark Air Lines-AMFA
Panel submitted but no referee selected due to merger of carrier into TWA		07-15-86	Ozark Air Lines-AMFA
Robert L. Mitrani*	Montclair, NJ	07-16-86	Suburban Airlines-UAW
Two panels submitted but no referees selected as yet		07-17-86	El Al Israel Airlines -IAM&AW
David A. Concepcion*	Berkeley, CA	07-17-86	Western Air Lines-AFA
Anne H. Miller	Glenview, IL	07-22-86	Republic Airlines-AFA
Daniel G. Collins	New York, NY	07-22-86	Republic Airlines-AFA
Arthur Stark	New York, NY	07-22-86	Republic Airlines-AFA
Christine D. Ver Ploeg	St. Paul, MN	07-22-86	Republic Airlines-AFA
Robert E. Peterson	Briarcliff Manor, NY	07-22-86	Republic Airlines-AFA
Ruth E. Kahn	Southfield, MI	07-22-86	Republic Airlines-AFA
Anthony V. Sinicropi	Iowa City, IA	07-22-86	Republic Airlines-AFA
Panel submitted but no referee selected as yet		07-22-86	AEROPERU Airlines-IAM&AW
David P. Twomey	Squantum, MA	07-23-86	Republic Airlines-AFA
Herbert L. Marx, Jr.	New York, NY	07-23-86	Republic Airlines-AFA
John B. LaRocco	Sacramento, CA	07-23-86	Republic Airlines-AFA

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1985 to September 30, 1986 — CONTINUED

Name	Residence	Date of Appt.	Parties
James R. Johnson.....	Springfield, VA.....	07-24-86	Republic Airlines-AFA
George S. Ives.....	Sarasota, FL.....	07-24-86	AEROPERU Airlines-IAM&AW
Renee E. Kamm.....	Washington, D.C.....	07-24-86	Republic Airlines-AFA
Robert O. Harris.....	Washington, D.C.....	07-24-86	Alaska Airlines-IAM&AW
Joe H. Henderson*.....	Santa Rosa, CA.....	07-24-86	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, D.C.....	07-24-86	Alaska Airlines-IAM&AW
Richard R. Kasher.....	Bryn Mawr, PA.....	07-25-86	Republic Airlines-AFA
Irving T. Bergman.....	Rockville Center, NY...	07-25-86	Pan Am World Airways-TWU
Thomas G.S. Christensen..	New York, NY.....	07-25-86	Pan Am World Airways-TWU
Panel submitted but parties withdrew dispute prior to arbitration.....		07-25-86	Pan Am World Airways-TWU
Oscar A. Ornati.....	New York, NY.....	07-25-86	Pan Am World Airways-TWU
Oscar A. Ornati.....	New York, NY.....	07-25-86	Pan Am World Airways-TWU
John P. Finneran.....	Suffern, NY.....	07-25-86	Pan Am World Airways-TWU
Robert O. Harris.....	Washington, D.C.....	07-28-86	Republic Airlines-AFA
Sylvester Garrett.....	Pittsburgh, PA.....	07-29-86	Republic Airlines-AFA
James F. Searce.....	Atlanta, GA.....	08-05-86	Eastern Air Lines-TWU
W. Lloyd Lane.....	Burnsville, NC.....	08-05-86	Eastern Air Lines-TWU
Jerome G. Greene.....	Miami, FL.....	08-05-86	Eastern Air Lines-TWU
Lawrence Kanzer.....	Miami, FL.....	08-05-86	Eastern Air Lines-TWU
George S. Ives.....	Sarasota, FL.....	08-05-86	Eastern Air Lines-TWU
Thomas J. DiLauro.....	Springfield, PA.....	08-05-86	Eastern Air Lines-TWU
Panel submitted but dispute settled prior to arbitration.....		08-06-86	KLM Royal Dutch Airlines-TWU
Panel submitted but dispute settled prior to arbitration.....		08-06-86	KLM Royal Dutch Airlines-TWU
Bernard A. Frank.....	Miami Beach, FL.....	08-07-86	Eastern Air Lines-TWU
Thomas F. Levak*.....	Lake Oswego, OR.....	08-07-86	Alaska Airlines-ALPA
Francis R. Walsh*.....	San Francisco, CA.....	08-07-86	Alaska Airlines-ALPA
J. Edgar Hale*.....	Lake Oswego, OR.....	08-07-86	Alaska Airlines-ALPA
Joe H. Henderson*.....	Santa Rosa, CA.....	08-07-86	Alaska Airlines-ALPA
Sharon K. Weizenbaum*....	Tucson, AZ.....	08-07-86	Alaska Airlines-ALPA
Sam Kagel*.....	San Francisco, CA.....	08-07-86	Alaska Airlines-ALPA
Thomas C. DeButts*.....	Lake Oswego, OR.....	08-07-86	Alaska Airlines-ALPA
L. Lawrence Schultz*.....	La Jolla, CA.....	08-07-86	Alaska Airlines-ALPA
Robert M. Leventhal*.....	Culver City, CA.....	08-07-86	Alaska Airlines-ALPA
Robert O. Harris.....	Washington, D.C.....	08-07-86	Alaska Airlines-IAM&AW
Panel submitted but no referee selected due to merger of carrier into TWA.....		08-08-86	Ozark Air Lines-AMFA

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1985 to September 30, 1986 — CONTINUED

Name	Residence	Date of Appt.	Parties
Panel submitted but no referee selected due to merger of carrier into TWA.....		08-08-86	Ozark Air Lines-AMFA
John C. Hilly.....	Lantana, FL.....	08-11-86	Eastern Air Lines-TWU
John Remington.....	Louisville, KY.....	08-11-86	Eastern Air Lines-TWU
Clair V. Duff*.....	Pittsburgh, PA.....	08-13-86	El Al Israel Airlines -IAM&AW
Adolph M. Koven*.....	San Francisco, CA.....	08-14-86	Western Air Lines-AFA
Donald H. Wollett*.....	Sacramento, CA.....	08-14-86	Western Air Lines-AFA
Panel submitted but no referee selected as yet....		08-14-86	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		08-14-86	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		08-14-86	Pan Am World Airways-IBT
Lawrence T. Holden*.....	Lincoln Center, MA.....	08-14-86	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		08-14-86	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		08-14-86	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		08-14-86	Pan Am World Airways-IBT
Sheldon E. Bernstein*....	Miami, FL.....	08-14-86	Pan Am World Airways-IBT
James F. Searce*.....	Atlanta, GA.....	08-14-86	Pan Am World Airways-IBT
J. Earl Williams*.....	Atlanta, GA.....	08-14-86	Pan Am World Airways-IBT
Marian Kincaid Warns.....	Louisville, KY.....	08-19-86	Eastern Air Lines-TWU
Anne H. Woolf.....	Norman, OK.....	08-19-86	Eastern Air Lines-TWU
Peter Henle.....	Moultonboro, NH.....	08-21-86	Eastern Air Lines-TWU
William E. Fredenberger..	Stafford, VA.....	08-26-86	Eastern Air Lines-TWU
James F. Searce*.....	Atlanta, GA.....	08-26-86	Pan Am World Airways-IUFA
Bernard L. Balicer*.....	Short Hills, NJ.....	08-28-86	Pan Am World Airways-TWU
Panel submitted but dispute did not go to arbitration as carrier ceased operations.....		08-28-86	TranStar Airlines-TWU
Daniel House*.....	Roslyn, NY.....	08-28-86	Pan Am World Airways-TWU
Irving T. Bergman*.....	Rockville Centre, NY...	08-28-86	Pan Am World Airways-TWU
Panel submitted but dispute settled prior to arbitration.....		08-28-86	Pan Am World Airways-TWU
Tedford E. Schoonover*...	Colorado Springs, CO...	08-28-86	Alaska Airlines-IAM&AW
John P. Linn*.....	Denver, CO.....	08-28-86	Alaska Airlines-IAM&AW
J. B. Gillingham*.....	Seattle, WA.....	09-02-86	Alaska Airlines-IAM&AW
Panel submitted but dispute settled prior to arbitration.....		09-02-86	Western Air Lines-AFA
Preston J. Moore*.....	Oklahoma City, OK.....	09-03-86	Alaska Airlines-IAM&AW
Preston J. Moore*.....	Oklahoma City, OK.....	09-05-86	Alaska Airlines-IAM&AW
Charles H. Frost.....	Tampa, FL.....	09-09-86	Eastern Air Lines-TWU
Anne H. Woolf*.....	Norman, OK.....	09-09-86	Alaska Airlines-IAM&AW
Martin F. Scheinman*.....	Bayside, NY.....	09-09-86	Pan Am World Airways-IBT
Robert O. Harris.....	Washington, D.C.....	09-10-86	AFA-Service Charge Objections
John Remington.....	Louisville, KY.....	09-12-86	Pan Am World Services -TWU

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1985 to September 30, 1986 — CONTINUED

Name	Residence	Date of Appt.	Parties
John Remington*.....	Louisville, KY.....	09-12-86	Pan Am World Services -TWU
John Remington.....	Louisville, KY.....	09-12-86	Pan Am World Services -TWU
John Remington.....	Louisville, KY.....	09-12-86	Pan Am World Services -TWU
Jack W. Cassle*.....	Cheyenne, WY.....	09-15-86	Big Sky Airlines-IAM&AW
Ronald J. Betso*.....	Brooklyn, NY.....	09-18-86	Pan Am World Airways-IBT
Nicholas H. Zumas*.....	Washington, D.C.....	09-22-86	Pan Am World Airways-IBT
Walter N. Kaufman*.....	San Diego, CA.....	09-26-86	Mexicana Airlines-IAM&AW

* Selected from a panel submitted by the National Mediation Board.

5a. Arbitrators Appointed—CAB Labor Protective Provisions, October 1, 1985 to September 30, 1986

Name	Residence	Date of Appt.	Parties
Sylvester Garrett*.....	Pittsburgh, PA.....	07-28-86	Republic Airlines/Northwest Airlines Merger (Flight Attendants)
Sylvester Garrett.....	Pittsburgh, PA.....	07-28-86	Republic Airlines/Northwest Airlines Merger (Flight Attendants)
Panel submitted but parties selected their own arbitrator.....		08-20-86	Republic Airlines/Northwest Airlines Merger (Pilots)

* Selected from a panel submitted by the National Mediation Board.

5b. Neutrals Appointed Pursuant to Interstate Commerce Commission's Orders, October 1, 1985 to September 30, 1986

Name	Residence	Date of Appt.	Parties
Charles M. Rehmus.....	San Diego, CA.....	10-01-85	Union Pacific RR Co.-UTU
Robert E. Peterson.....	Briarcliff Manor, NY.	12-12-85	Maine Central RR Co./ Boston & Maine Corp.-BRS

5b. Neutrals Appointed Pursuant to Interstate Commerce Commission's Orders, October 1, 1985 to September 30, 1986 — CONTINUED

Name	Residence	Date of Appt.	Parties
William E. Fredenberger..	Stafford, VA.....	02-11-86	Southern Railway System & Southern Freight Assoc.
Robert E. Peterson.....	Briarcliff Manor, NY.	04-09-86	Union Pacific System-UTU
Robert J. Ables.....	Washington, D.C.....	05-01-86	Chesapeake & Ohio Ry. Co.-UTU & BRAC
Robert E. Peterson.....	Briarcliff Manor, NY.	05-01-86	Grand Trunk Western RR Co.-UTU, Yardmaster Dept.
Jonathan Dworkin.....	Shaker Heights, OH...	07-31-86	Soo Line Railroad-IAM&AW
Francis X. Quinn.....	Tulsa, OK.....	08-15-86	Southern Pacific Transp. -UTU

5c. Referees Appointed—System Boards of Adjustment (Railroads), October 1, 1985 to September 30, 1986

Name	Residence	Date of Appt.	Parties
Jack A. Warshaw.....	Bethesda, MD.....	09-11-86	Nat'l RR Pass. Corp.-AFRP
Joseph A. Sickles.....	Bethesda, MD.....	09-11-86	Nat'l RR Pass. Corp.-AFRP
Lawrence E. Seibel.....	Chevy Chase, MD.....	09-11-86	Nat'l RR Pass. Corp.-AFRP
Nicholas H. Zumas.....	Washington, D.C.....	09-11-86	Nat'l RR Pass. Corp.-AFRP
Jacob Seidenberg.....	Falls Church, VA.....	09-11-86	Nat'l RR Pass. Corp.-AFRP
James M. Harkless.....	Washington, D.C.....	09-11-86	Nat'l RR Pass. Corp.-AFRP
Bernard E. Cushman.....	Silver Spring, MD....	09-11-86	Nat'l RR Pass. Corp.-AFRP
Robert J. Ables.....	Washington, D.C.....	09-11-86	Nat'l RR Pass. Corp.-AFRP
Seymour Strongin.....	Chevy Chase, MD.....	09-11-86	Nat'l RR Pass. Corp.-AFRP

6. Neutral Referees Appointed to Public Law 91-518—Rail Passenger Service Act of 1970 (Amtrak), October 1, 1985 to September 30, 1986

Name	Residence	Date of Appt.	Amtrak No.	Parties
NONE				

7. Arbitrators Appointed Pursuant to Public Law 93-236—Regional Rail
Reorganization Act of 1973 (ConRail), October 1, 1985 to September 30, 1986

Name	Residence	Date of Appt.	ConRail No.	Parties
NONE				
