



**Fifty-Third and
Fifty-Fourth
Annual Report**

**For Fiscal Years Ended September 30, 1987 and September 30, 1988 Including the
Report of the National Railroad Adjustment Board**

NATIONAL MEDIATION BOARD



Fifty-Third and Fifty-Fourth Annual Report

Including the Report of the
National Railroad Adjustment Board

For the Fiscal Years Ended
September 30, 1987 and September 30, 1988

National Mediation Board

Fiscal Years 1987 and 1988

Board Members

Walter C. Wallace, Chairman—1988

Helen M. Witt, Chairman—1987

Joshua M. Javits

Charles R. Barnes

Executive Director

William A. Gill, Jr.
Asst. Executive Director*

Ronald M. Etters
General Counsel

Mary C. Pricci
Administrative Officer

Roland Watkins
Hearing Officer

Mary L. Johnson
Hearing Officer

Meredith S. Buel
Special Asst. to the Chairman

Roy J. Carvatta
Staff Director/Grievances

Sheldon M. Kline
Research Director

Donald L. West
Manager, Computer System

David J. Strom
Hearing Officer

* Mr. Gill became Asst. Executive Director July 3, 1988.



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 to you the Fifty-Third and Fifty-Fourth Annual Report of the National Mediation Board for Fiscal Years 1987 and 1988 pursuant to the provisions of Section 4, Second, of Public Law No. 442, 73rd Congress, approved June 21, 1934.

The report reviews twenty-four months of the Board's administration of the Railway Labor Act -- the collective bargaining statute that governs labor relations in the rail and air transportation industries. The law provides comprehensive 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.

These were eventful years for the National Mediation Board as the two essential transportation industries continued to undergo significant changes associated with deregulation. Aided by the National Mediation Board's administration of the Railway Labor Act, these industries pursued their changing characters with no major disruptions to interstate commerce.

Respectfully,

Walter C. Wallace
Chairman

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Registry of Board Members

Name	Appointed		
Joshua M. Javits	01-19-88 . . .	Term Exp.	07-01-89
Charles L. Woods	01-09-86 . . .	Resigned	01-15-88
Helen M. Witt	11-18-83 . . .	Resigned	09-18-88
Walter C. Wallace	10-12-82 . . .	Term Exp.	07-01-90
Robert J. Brown	08-20-79 . . .	Resigned	06-01-82
Robert O. Harris.	08-03-77 . . .	Resigned	07-31-84
Kay McMurray	10-05-72 . . .	Term Exp.	07-01-77
Peter C. Benedict	08-09-71 . . .	Deceased	04-12-72
David H. Stow	12-10-70 . . .	Retired	07-01-79
George S. Ives	09-19-69 . . .	Retired	09-01-81
Howard G. Gamser	03-11-63 . . .	Resigned	05-31-69
Robert O. Boyd	12-28-53 . . .	Resigned	10-14-62
Leverett Edwards	04-21-50 . . .	Resigned	07-31-70
John Thad Scott, Jr.. . . .	03-05-48 . . .	Resigned	07-31-53
Francis A. O'Neill, Jr. . . .	04-01-47 . . .	Resigned	04-30-71
Frank P. Douglass	07-03-44 . . .	Resigned	03-01-50
Harry H. Schwartz	02-26-43 . . .	Term Exp.	01-31-47
William M. Leiserson	03-01-43 . . .	Resigned	05-31-44
David J. Lewis	06-03-39 . . .	Resigned	02-05-43
George A. Cook	01-07-38 . . .	Resigned	08-01-46
Otto S. Beyer.	02-11-36 . . .	Resigned	02-11-43
John M. Carmody.	07-21-34 . . .	Resigned	09-30-35
James W. Carmalt.	07-21-34 . . .	Deceased	12-02-37
William M. Leiserson	07-21-34 . . .	Resigned	05-31-39



Walter C. Wallace

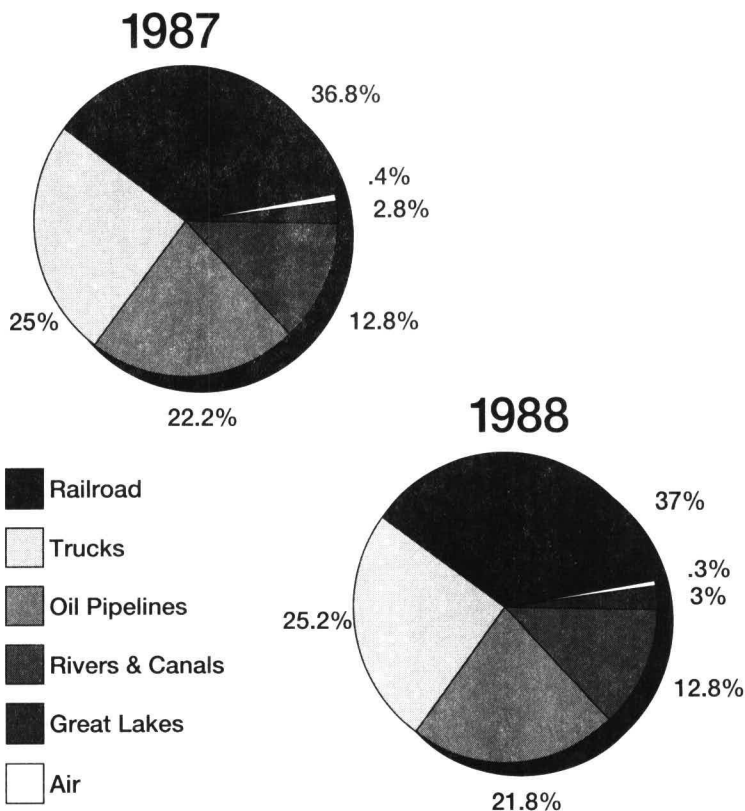


Helen M. Witt



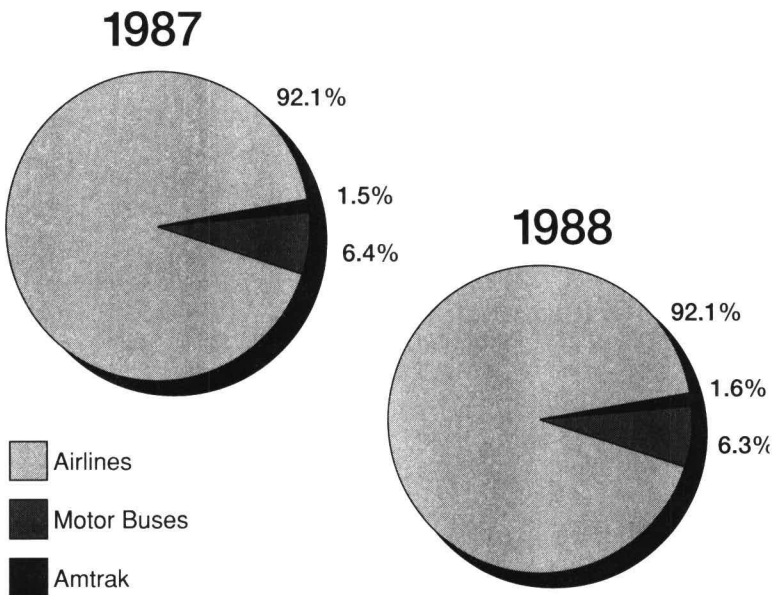
Joshua M. Javits

**U.S. Intercity
Revenue Freight
Ton-Mile Distribution
By Mode**



Source: Association of American Railroads

**U.S. Intercity
Passenger Travel Miles
By Common Carrier**



Source: Air Transport Association

I. Summary of Activities, Fiscal 1987–1988

The National Mediation Board was established in 1934 to administer the Railway Labor Act, which governs labor-management relations in the railroad and airline industries. The Act imposes on carriers and their employees the duty of settling their disputes through a process of negotiation, mediation and arbitration. Work stoppages are possible but only after all processes of the Act have been exhausted.

Under amendments to the Act, the Board has numerous responsibilities but its two principal functions are the mediation of collective bargaining disputes and the determination of the choice of employee representatives for the purpose of collective bargaining.

The Board mediates disputes involving proposed changes in contract terms that define rates of pay, rules or working conditions, disputes that are termed “major” disputes under the Act, in contrast to “minor” disputes. The latter refer to controversies that arise over the interpretation or application of a collective bargaining agreement and commonly are called contract “grievances.”

Collective bargaining to obtain new contracts is premised on the parties resolving their differences without interference. But in cases where they cannot, the Congress has determined that the public interest in the continued availability of railroad and airline services requires the Federal Government to take an active interest and role in helping the parties resolve their differences.

The Board’s second principal function involves disputes that arise among railroad or airline employees as to what organization they desire to represent them in collective bargaining. In these cases, the Board investigates the dispute, conducting hearings when necessary, and makes a determination. If the determination calls for conducting an election, the Board has the responsibility to identify the eligible voters and to establish the rules governing the balloting. Added information on the organization of the National Mediation Board is provided in Chapter IV and a historical perspective of the Railway Labor Act, along with details of the Act, can be found in Chapter VI.

Helping the Industries Through Changing Times

Transportation is the adhesive that binds together this nation’s economic and social structure and is vital to both. As the airline and railroad industries undergo massive changes, the National Mediation Board reached new levels of activity with low levels of disruption to the free flow of commerce.

Fiscal 1987 and 1988 were exceptionally busy periods. In FY 1987, the Board resolved 184 mediation cases, slightly more than double the number in each of the two prior years. The Board, with its cadre of veteran staff mediators and support staff, further resolved 83 representation cases in 1987, six percent more than a year earlier but roughly in line with the average over the past five years.

FY 1988 also was marked by a relatively high level of activity but closeout rates were more moderate than in the previous 12

months. In 1988, the Board resolved 93 mediation and 68 representation cases. New cases docketed, however, totaled 123 mediation and 74 representation cases, virtually unchanged from the levels of added workload in each category the prior year.

Why the Board Had A Heavy Workload

Several reasons accounted for this dramatic and impressive record of successfully closed cases and influx of added workload. In the airline industry, an unprecedented number of mergers brought new and difficult problems to the representation and collective bargaining processes. The creation of combined bargaining units—called crafts or classes—through mergers presented issues of what labor organization, if any, would represent employees on the surviving airline. Because of this, the Board faced some of its largest representation elections ever conducted.

Also, as the carriers were forced by market conditions to become more competitive, there was increased pressure to reduce labor costs that, before deregulation, were not as critical to their financial bottom lines because such costs were mostly offset by government-approved increases in industrywide fares. Thus, understandably, significant conflicts between management and labor were the result.

One of the most complex mediation cases of 1988 involved Eastern Air Lines and the International Association of Machinists and Aerospace Workers (IAM), which represents the carrier's mechanics and related personnel. This became one of the most difficult cases in the history of the Board.

The Changing Railroad Industry

While the airline industry churned with change and growth, corporate and operating structures of the freight railroad industry continued to evolve, with a decrease in personnel, and increased attention to the need for commuter lines. The pace of mergers between major railroads slowed but restructuring continued through purchases or transfers of smaller portions of rail systems of the large carriers to new owners, expanding the number of Short Line railroads. As an example of the shifting operating structure, carrier purchasing of electric motive power from independent contractors was a matter of continuing concern to some major railroad unions. Following a rash of legal maneuvering by both sides, an agreement on the contentious issue was reached through collective bargaining. The agreement effectively retained for the memberships of affected unions the maintenance and repair of locomotives involved in such arrangements, while vesting supervision and control of the work with the independent contractor.

Employment at the 14 remaining Class I railroads and Amtrak dropped to about 260,000 from 300,000 during the 24-month period, continuing a trend that began in the 1950's and which accelerated with passage of the Staggers Rail Act of 1980 that largely deregulated the railroads. Roughly 35,000 other workers are employed by the smaller regional, local, and switching and terminal railroads.

Despite these turbulent, transitional times, the nation benefitted from a period of relative peace on the transportation labor fronts.

Caseloads had accumulated over the years, especially at the National Railroad Adjustment Board, but the Board took steps to reduce them. The Board adapted to meet its statutory duties.

Reducing the NRAB Case Backlog

Computerization played a big part in reducing the caseload of grievances filed with the National Railroad Adjustment Board by labor organizations and their members. In 1987, for example, the National Mediation Board, through its computerizing efforts with input from the parties, compelled the parties to review their pending cases. This review resulted in the closing of 6,458 cases as a result of settlements. This approach proved so successful that the Board included in its plans the tracking of all cases by computer to give a more accurate picture of the NRAB's grievance caseload.

Recognizing the need to re-evaluate the overall railroad grievance system, labor and management, at the urging of the Board, established a joint committee to review the entire grievance process. This effort produced recommendations for improving the system, which subsequently were presented to the Congress and to rail labor and management officials at an industry-wide conference in Washington, D.C. This conference attracted more than 240 rail labor and management representatives. This joint labor-management committee will continue to function with the Board serving to help put the committee's recommendations into practice.

Efforts of the committee so far have been instrumental in adoption of uniform rules for the NRAB's four divisions for the first time in their 53-year history. Cooperation from both sides also has made it possible to streamline the NRAB's various boards and to better adapt their operations to current needs without a requirement for statutory changes.

The Board has been able to achieve these gains and handle workload increases with little or no increase in personnel. The last time a staff increase was made was in 1976, when three persons were added.

High Success Rate in Mediation

The National Mediation Board's stewardship of the Railway Labor Act's mediation process has produced peaceful settlements in more than 98.5% of all mediation cases during the past decade. The prestige and confidence earned by the Board over the years places it in good stead to continue the resolution of disputes that otherwise could disrupt vital interstate commerce.

Successes in mediation, attributable in large measure to maintaining a position of neutrality in resolving disputes, have been achieved through the efforts of a series of Board Members and an experienced staff. During Fiscal Years 1987 and 1988, Board Members were Helen M. Witt, Walter C. Wallace and Joshua M. Javits. Mrs. Witt was chairman in fiscal 1987 and Mr. Wallace was chairman in fiscal 1988.

A staff total of 57 persons (58 authorized) performs the varied tasks assigned to the Board. Twenty skilled mediators—whose service with the Board averages more than 15 years—handle the airline and railroad collective bargaining and representation disputes in cities wherever they occur in the nation.

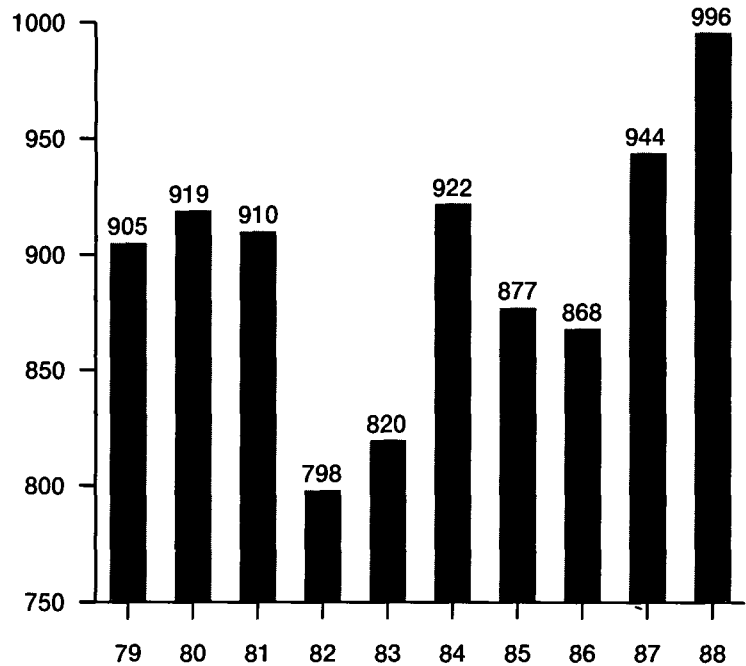
The following, more comprehensive report covers activities in more detail and includes discussion of other aspects of the Board's activities: legal, freedom of information requests, representation case hearings, and highlights of specific important cases.

In summary, these two years continued the productive and effective work of the National Mediation Board that was built over its more than 50-year history. Adaptations to change positioned the Board to offer increased effectiveness in maintaining transportation stability in the national interest.

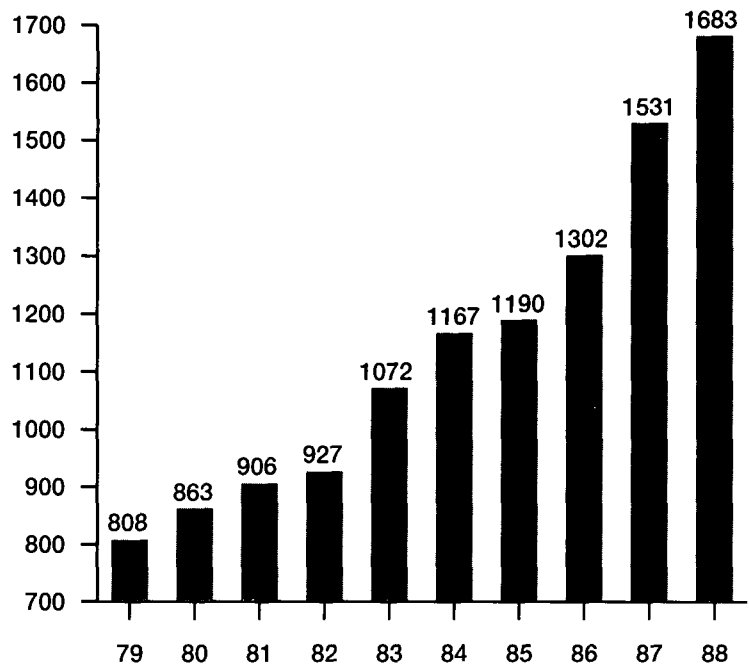
Overview of U.S. Railroad Industry

Freight Revenue Ton-Miles

(Amounts in Billions)



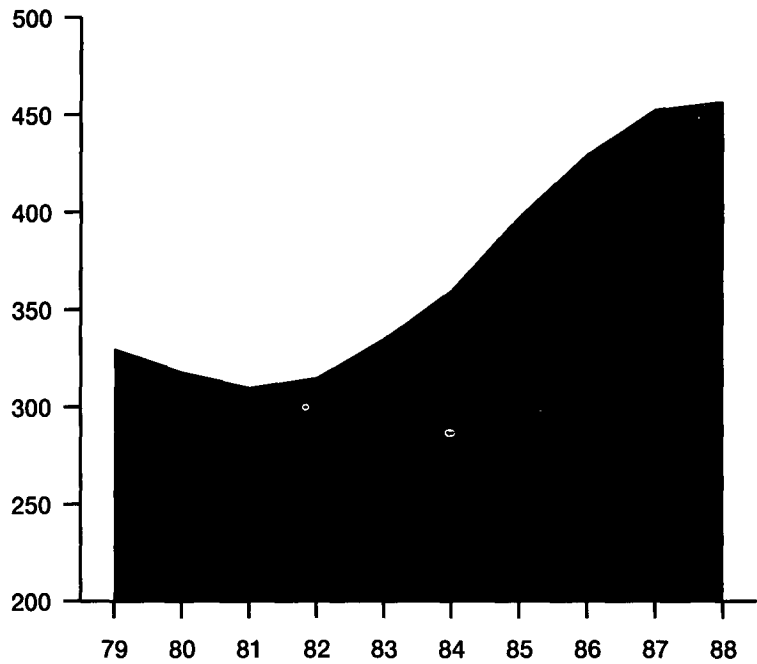
Freight Revenue Ton-Miles Per Employee Hour



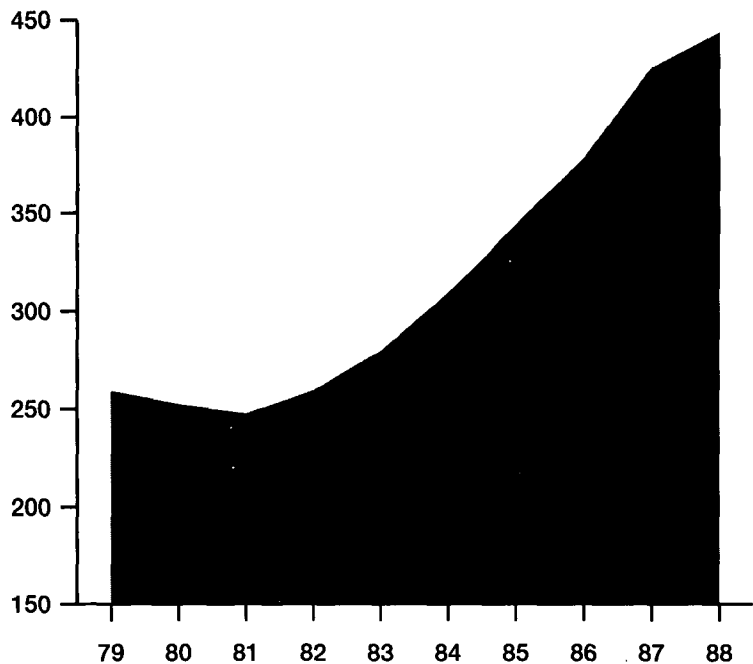
Source: Association of American Railroads.

Overview of U.S. Scheduled Airlines (Large Aircraft Operation)

**Revenue Passengers
Enplaned**
(Millions)



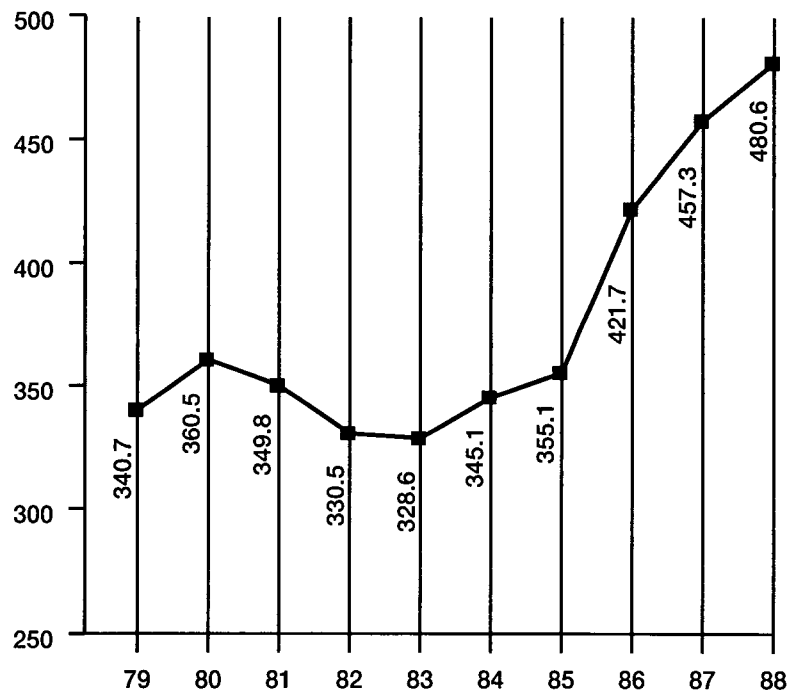
**Revenue Passenger Miles
(RPMs)**
(Billions)



Source: Air Transportation Association

Employees in the Airline Industry

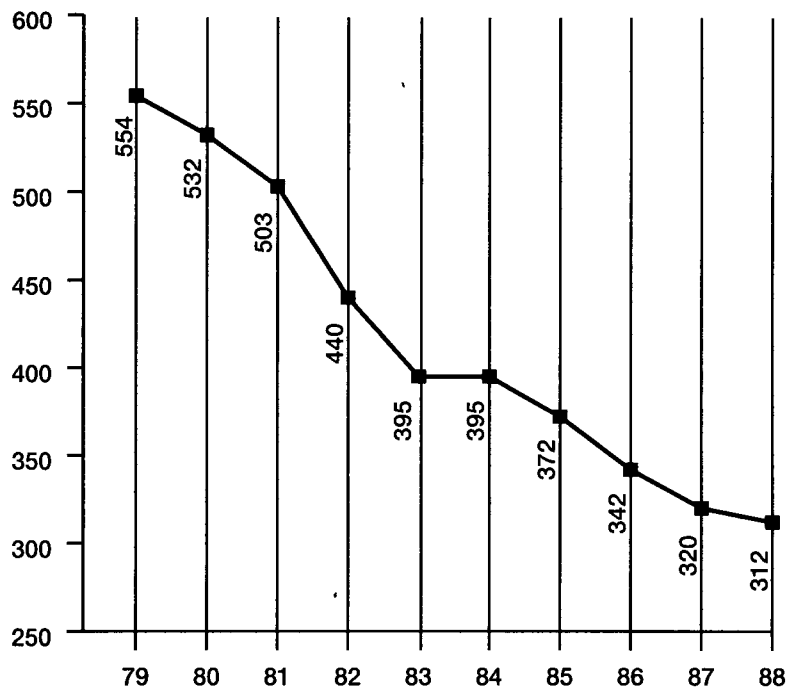
(Thousands)



Source: Air Transport Association.

Employees in the Railroad Industry

(Thousands)



Note: Includes Class I, II and III Railroads, plus Amtrak.

Source: Association of American Railroads.

II. Highlights

Change is the constant. As the railroads and airlines continued to change in response to a deregulated environment, the National Mediation Board adopted new technology to computerize its caseloads and keep a constant command of its responsibility.

Although the 24-month period brought some of the heaviest workloads in the history of the Board, computerization helped reduce the pending caseload of grievances at the National Railroad Adjustment Board and two related tribunals, Special Boards of Adjustment and Public Law Boards. Their combined caseload during this period was reduced by more than 1,100 cases, from nearly 20,400 at the start of FY 1987 to less than 19,300 at the end of FY 1988. The Board also resolved in FY 1987, more than double the mediation cases of the previous year and handled a six percent increase in representation cases.

As the sharp growth in successful closeouts of mediation cases reflects, FY 1987 was one of the busiest in recent Board history. The mediation caseload, as detailed in Table 1, was at its second highest level since the airlines and railroads were deregulated. As the Board closed cases, however, additional ones were added to the workload. There were 335 pending mediation cases as of September 30, 1987. That was down from 396 a year earlier, when the pending caseload was at its highest level during the post-deregulation period.

During these two years, the Board faced some of its largest employee representation elections. These resulted from the unprecedented merger activity that swept through the airline industry. The surviving labor organizations on each of the several large carriers involved in mergers faced difficult problems in representing employees with potentially divergent interests in the combined crafts or classes. The carriers, likewise, had extremely difficult problems combining two employee groups into one.

Despite the changing state of the industries during these transitional times, there were no major disruptions of transportation service. No strikes occurred in the airline industry. However, a 10-day strike on the Long Island Rail Road disrupted commuter travel in FY 1987.

The Long Island Rail Road Dispute

Contract disputes on the Long Island Rail Road show the types of commitment in resources and staff the Board must make in handling labor-management conflicts on commuter railroads. The Board docketed 30 separate mediation cases involving 13 labor organizations on the Long Island Rail Road during 1984 and 1985. A mediator was assigned virtually full-time to the cases. Mediation, however, could not resolve the disputes and in April 1986 proffers of binding arbitration were made by the Board. Five of the unions rejected the proffer of arbitration. The carrier rejected the proffer of arbitration with respect to all the disputes and the Board released the parties from mediation.

During the subsequent 30-day “cooling-off” period after which the parties would be free to engage in self-help, a Board Member, assisted by a staff mediator, commenced public interest mediation in an effort to head off the possible disruption in commuter service provided by the railroad. This, too, however, was unsuccessful in moving the parties to reach an agreement. In May 1986, the carrier, under section 159A of the Railway Labor Act, asked the President to create an emergency board. Emergency Board No. 210 was created and reported its findings and recommendations to the President on June 25, 1986. After issuance of the report, the National Mediation Board conducted additional mediation.

The Board further conducted public hearings on remaining disputes between the parties. At the hearings, representatives of both sides explained their reasons for not accepting the recommendations of the emergency board. Mediation continued but, unfortunately, again proved fruitless.

As allowed under section 159A of the Act, a second emergency board was requested by the carrier and created by the President. After a thorough study of the “final” offers by the parties, this board, Emergency Board No. 212, submitted its report to the President on November 17, 1986 and the National Mediation Board again conducted mediation.

When the period of mandated continuance of the status quo under section 159A ended in January 1987, a strike occurred, hindering commuter travel between Long Island communities and New York City. After 10 days, Congress intervened, imposing a new 60-day status quo period and creating a Congressional Advisory Board comprised of experienced neutrals to investigate and report on the lengthy dispute.

Voluntary settlements were reached by the parties during this congressionally-imposed 60-day extension of the status quo.

Increased Focus on Rail Commuter Lines

The lengthy and involved efforts associated with the Long Island Railroad disputes illustrate the complexity of the many cases on which the Board worked during this period. The importance of commuter railroads to the economic well-being of the nation increases as governments at all levels become more keenly aware of congestion, pollution and other facets of the highly urbanized communities. Intercity passenger rail services provided by these carriers reduce clogged highways. Increased use of commuter rail travel within some of the nation’s large metropolitan areas also underscores the enormous transportation and economic problems that are caused when they are involved in work stoppages. In general, a massive influx of automobiles return to the highways causing immense backups in traffic.

Concluding the 1984 Round of Railroad Bargaining

The round of national railroad bargaining that began in FY 1984 came to a successful conclusion in FY 1988 with no disruption of service. Agreements were reached during the first quarter of FY 1988 with the two unions which had remained unsigned to the national agreement: the International Association of Machinists and Aerospace Workers and the International Brotherhood of Electrical Workers.

Tentative agreements had been reached with each union during FY 1987 but a dispute that arose on the Burlington Northern Railroad clouded ratification of the pacts. The belated dispute stemmed from the carrier's purchasing of motive power from an independent contractor on an as-required basis. Under terms of the original agreement with the railroad, the contractor would also be responsible for maintaining, servicing and repairing locomotives through which the power was delivered.

The two unions questioned this arrangement, contending it violated union contracts on subcontracting. They refused to release the results of their respective national ratification votes until the issue was resolved. The carrier and the unions filed law suits against each other. Courts also issued injunctions.

An innovative agreement eventually was reached through collective bargaining by the two unions and the National Railway Labor Conference, the umbrella negotiating organization for the major railroads. This agreement exempted section 156 notices pertaining to carrier purchases of locomotive electrical power from the moratoria provisions of the national agreements. At the same time, it restored the work of maintenance and repair of locomotives to the two complaining unions but vested supervision and control of the work to the contractor.

Moratoria in the railroad industry ended in 1988 with section 6 notices filed in April of that year. There were no reports of significant progress made by the parties in direct negotiations in the new round at the close of FY 1988. The Board anticipates direct involvement again, at some point, in the new round of national bargaining. There were indications that some major carriers might break away from industrywide negotiations and negotiate individually with their unions.

Reducing Backlog of Railroad Grievances

When Congress amended the Railway Labor Act in 1934, it created the National Railroad Adjustment Board (NRAB). The NRAB's responsibility is to hear and decide disputes involving railroad employee grievances and questions about the application and interpretation of work rules. The amendment gave administrative and fiscal management of the NRAB to the National Mediation Board.

Since its inception, the NRAB has decided approximately 90,000 employee disputes, and Special Boards of Adjustment and Public Law Boards have decided more than 110,000, providing to the parties a substantial body of precedents. Yet, over the years the grievance system became overburdened with a large number of undecided cases. Also, a substantial number of cases heard but undecided by neutrals and a perceived increase in the time required to issue awards further aggravated the situation.

Recognizing the need to reevaluate this grievance system, and with the assistance of the National Mediation Board, rail labor and management set up a joint committee to review the entire grievance handling process. Committee members agreed to recommendations for improving the system and a copy of their report and recommendations was sent to Congress in February 1988.

A month later, during a conference in Washington, D.C., rail management and labor leaders received details on the committee's

specific suggestions and recommendations and what they were designed to achieve. This committee's work brought substantive changes in procedures. As labor and management further study and implement the comprehensive recommendations, more progress is expected. Among other things, the recommendations urge the parties to settle disputes—without going to arbitration—by using the precedents set by resolving similar disputes.

The committee has been instrumental in implementing the following changes in procedures:

1. Uniform rules have been adopted for all four Divisions of the NRAB for the first time in its history.
2. Effective February 1, 1988, neutrals with 50 or more cases heard and not decided were prohibited from hearing additional cases until their backlogs are reduced below 50 cases.
3. Neutrals now are authorized monthly a number of work days based on their productivity (average hours per decision) and the number of cases they have heard but not decided.

The National Mediation Board also is considering indexing key awards with precedential value for distribution to all parties with the expectation that these awards could be the basis for settling similar claims without the need for arbitration.

While it must be understood that the committee has no legal authority or power to require compliance, it also is considering making the following recommendations to the industry:

1. Require the parties to file one claim per issue, rather than flood the system with multiple claims over the same issue.
2. Expedite decisions on cases where an individual has been dismissed from the carrier's service.
3. Use of bench decisions by neutrals on minor cases with little, if any, precedential value.
4. Establish grievance review boards on individual properties to reduce caseloads by screening cases for possible settlement or withdrawal in order to avoid the cost and delay associated with arbitration.
5. Establish grievance mediation boards to increase neutrals' productivity and better utilize arbitration funds.
6. Increase the use of "vice president dockets" at the local level to reduce the large number of cases filed with Public Law Boards.
7. Establish a subcommittee made up of members of the committee to investigate certain unions and companies with a disproportionate number of cases in the system and to make recommendations for improvement.
8. Establish term appointments of neutrals to the NRAB. To the extent practicable, neutrals would be appointed from the greater Chicago area to minimize travel costs.

Airline Adjustments in Competitive Environment

By Fiscal Years 1987 and 1988, the airline industry had shown the effects of intense competition brought by deregulation. When routes had been protected and fares regulated by the Federal government, air carriers had less incentive to control operating costs, knowing that no other carrier would have a competitive advantage. This ended in 1978.

After deregulation, to become more price competitive and produce higher returns for investors, carriers sought new ways to reduce operating costs and increase revenue passenger miles (RPMs). Airlines established airport hubs to keep passengers on the same carrier and to reduce interline transfers. The hubs also served to give the dominant carrier at such airports even more dominance into and out of the hub community. On the cost side of the ledger, many of the industry's expenses are not controllable by individual carriers and are fixed, such as equipment and fuel. However, labor costs are seen as variable costs. Labor costs became a primary differential between carriers.

Merger activity slowed, somewhat, but did not stop. Among the mergers during this period were: Trans World Airlines' acquisition of Ozark; Delta's takeover of Western; USAir's acquisition of Pacific Southwest and Piedmont; and American's takeover of AirCal. The changing nature of the industry also produced more groups of employees with which the Board would have involvement. In 1987, for example, 15 previously unorganized groups of employees became unionized. In 1988, there were 22 more.

Major carriers intensified efforts to strengthen control over smaller feeder airlines into the hubs where they concentrated their operations. Some purchased the feeder lines, also called regional or commuter airlines. Others, rather than acquiring smaller feeder lines, arranged marketing agreements that effectively tied the smaller airlines to the majors. For instance, these agreements allowed the smaller airlines to use the major's identifier code for their flights, a distinct advantage for the feeder lines in the listing of their flights in computer reservation systems used by travel agents. The arrangements also included, in many cases, allowing the smaller carriers to use airport gates held by their larger marketing partner. These and other actions were beneficial to the feeder lines but they also tied their operations closer to those of the major carrier involved.

Responding to Unique Problems

All of these shifts created unique problems and difficult collective bargaining issues. For example, labor organizations on Western Air Lines and Pacific Southwest Airlines had in previous bargaining rounds negotiated agreements that anticipated their companies either would become an acquirer or a target in a merger. Specifically included in the agreements were successor clauses, which were intended to provide for continued representation by the same union after any merger or acquisition.

Delta Air Lines, as previously mentioned, acquired Western, and USAir purchased Pacific Southwest. In each case, there was a different resolution of difficulties posed by the successorship clauses.

In the Delta-Western merger, union demands to submit the successorship question to binding arbitration were rejected by the carriers. Court action followed and the matter eventually reached the U.S. Supreme Court. Since the merger already had occurred prior to the Supreme Court consideration of the matter, the case was referred back to the U.S. Court of Appeals for resolution. A decision by that court was still pending at the close of FY 1988.

The parties took a different approach at Pacific Southwest. After intensive negotiations, a “buyout” of the successorship clause was completed by USAir through various concessions and other inducements by management, and the merger with USAir proceeded unimpeded.

A settlement involving United Air Lines and the International Association of Machinists and Aerospace Workers represented a unique solution to the uncertainties of the changing competitive environment. United, despite its size as one of the nation’s largest carriers, had been a target of a hostile financial takeover attempt. The union represents more than 20,000 mechanics and ground service workers at United.

In negotiating a new contract, the union, with the acquiescence of the carrier’s management which was seeking ways to forestall a hostile takeover, won the right to match any bid to take control of the airlines. In addition, if any would-be acquirer of United purchased as much as 20 percent of the carrier’s stock outstanding, the union had the right to strike, reopen negotiations, or extend its contract for another three years, locking in an additional 11 percent pay increase. The parties reached this agreement on the last day of the statutory 30-day cooling-off period under the Railway Labor Act.

Some of these provisions, however, were strongly opposed by the Air Line Pilots Association, which represents United’s pilots, and led to lawsuits that subsequently invalidated parts of the agreement.

The Eastern Air Lines Challenge

In January 1988, the Board began what proved to be one of the most challenging tasks it had ever faced. Eastern Air Lines and the Machinists union had held only eight meetings in direct negotiations in October and early November 1987 before negotiations broke down and the parties petitioned the Board for mediation assistance.

When the Board entered the case, there were 2,000-plus items in dispute. Many items were sufficiently serious to assure difficult negotiations.

During the first six months of mediation—from January to July 1988—much time and effort were devoted to resolving many issues that might be considered the least serious. For example, by mid-April 1988, the initial 2,000-plus disputed items were reduced to about 165. An important factor in this reduction was the carrier’s withdrawal of a request for separate contracts covering mechanics and service workers.

After six months of mediation, however, all the major issues involved in achieving a replacement contract were still open and unresolved.

Eastern made a comprehensive proposal to the union in July 1988. The proposal was put to a vote by the union’s rank-and-file membership. This voting occurred during August and much of September. The proposal was rejected by the union’s membership.

By the close of FY 1988, the Eastern situation was still unsettled, still in mediation and becoming more troublesome for the Board to help provide a peaceful solution.

Reasserting The Board’s Role in Representation

Unprecedented merger and acquisition activity in the airline industry over the years since deregulation indicated a need for a com-

plete Board review of its policy regarding union representation rights after mergers. Sparking the review was Trans World Airlines' acquisition of Ozark Airlines in October 1986. The Board became concerned that carriers were misapplying its previous merger policy by terminating Board certifications without the approval of the Board.

To correct and clarify this, the Board reasserted to the industry that the creation, change, and termination of representation certifications are within the exclusive province of the Board. The Railway Labor Act provides this authority.

The Board stated these basic principles in the TWA-Ozark decision. To further clarify and establish its position, the Board asked for and received from the industry valuable suggestions as to new ways to handle representation issues arising from mergers, acquisitions and consolidations.

The Board on July 31, 1987, issued new procedures covering these issues. Using the interim procedures, the Board determined that certifications should be extinguished on Western Air Lines following its merger into Delta, and also on Air California following its merger into American Airlines.

Petitions for Procedure Changes Denied

In July 1987, the Board issued another major ruling relating to its employee representation function. It denied petitions for rule changes, one filed by the Chamber of Commerce of the United States and the other by the International Brotherhood of Teamsters.

The Chamber of Commerce asked the Board to amend its rules to include specific procedures for conducting decertification elections. After lengthy hearings and a review of oral and written testimony, the Board determined the Chamber had not made a convincing case, that the Railway Labor Act did not mandate decertification procedures, that Congress had chosen not to amend the Act to include decertification procedures when it passed the National Labor Relations Act, which does have decertification procedures, and that such procedures were not essential to the administration of the Board's employee representation responsibilities.

The Teamsters Union sought a number of changes in the way the Board handled representation cases. Among these was a request for a new ballot to be used in elections and union access to employee address lists maintained by airline and railroad companies. The Board concluded these changes were not mandated by the Railway Labor Act and denied the Teamsters' petition.

Large Elections for Representation

Mergers of major airlines created some of the largest employee representation elections ever conducted by the Board. At Northwest Airlines, for example, 14,000 persons participated in an election to determine which of three unions would represent the carrier's office clerical, fleet and passenger service employees. No union received a majority of votes and the Board conducted a runoff election between the Brotherhood of Railway and Airline Clerks and the International Association of Machinists and Aerospace Workers.

The employees chose the Machinists union, solidifying that labor organization's position as the largest union in the airline industry.

Also at Northwest, the Board conducted an election involving the carrier's 6,400 flight attendants. The Teamsters Union won this election and was certified as the collective bargaining agent for these employees.

Hearing Activity

Considerable public hearing activity was generated in FY 1987 and 1988 by mergers in the airline industry. Hearings are conducted by the Board's Hearing Officers when it is necessary to compile a sufficient record to make determinations where factual differences exist between the parties, or where the Board may examine an issue not previously considered. Hearings sometimes commence in one fiscal year and are not concluded until the next year. All hearings normally generate a large body of oral testimony and documents that must be carefully reviewed and analyzed before Board determinations are made.

Eight days of hearings were conducted in 1987 and 28 in 1988. Hearings in 1988 included some associated with the previously mentioned petitions filed by the U.S. Chamber of Commerce and the International Brotherhood of Teamsters relating to the representation function of the Board.

Most of the 1988 hearings, however, were devoted to the question of whether Eastern Air Lines and Continental Airlines constituted a single transportation system for purposes of the Railway Labor Act. All but four of the hearing days in 1988 dealt with this question. During the first three months of Fiscal 1989, an additional 22 days of hearings were held on this case. The hearings produced more than 8,000 pages of transcript and over 200,000 pages of exhibits. Because of the lengthy hearings required and thousands of documents submitted into evidence, a Board determination on this case is not expected before the latter part of Fiscal 1989 or early the following year.

Extensive Litigation

The Board's legal staff—one attorney and a secretary—continued to handle a large litigation workload. During FY 1987, the General Counsel's Office closed 23 cases. Most of these cases involved complaints over arbitration awards. Some centered on the Board's representation functions. There also were unique matters, such as defending a challenge to the constitutionality of legislation enacted to end a bitter dispute on the Maine Central Railroad.

During 1988, 20 cases were closed. As in the previous year, most involved complaints over arbitration awards but there also was an increased number of cases involving the Board's representation functions. In addition, besides continued involvement with defending the constitutionality of the legislation ending the dispute on the Maine Central, the General Counsel's Office was involved with defending a challenge to the Board's discretion to schedule mediation cases.

Freedom of Information Requests

The National Mediation Board received 89 requests in FY 1987 and 92 in FY 1988 for information to be released under the Freedom of

Information Act. Of these, the Board provided the requested information in 150 cases. It denied in total or in part 31 requests.

The Board's FOIA office is designed to benefit the public by providing full access to agency documents not restricted from disclosure under specific statutory exemptions. When requests are made in accordance with the Board's procedural regulations, they are processed as quickly as the volume and nature of each request permits.

Requests for records must be in writing to the Executive Director, National Mediation Board, Washington, DC 20572. Requests for records of the National Railroad Adjustment Board must be in writing and addressed to the Administrative Officer, National Railroad Adjustment Board, 175 West Jackson Blvd., Room A935, Chicago, IL 60604.

The requests must reasonably describe the records being sought in a manner that permits identification and location of the records. Seekers of information will incur financial liability for the search.

Public Affairs and Communications

Clear, rapid communications are essential to maintaining public confidence in the Board, assuring national awareness of the Board's obligation to maintain stability in the railroad and airline industries, and expediting the Board's work. This is conducted primarily through the Public Information Office.

During the fiscal years covered by this report, as in each year, the Public Information Office responded to inquiries and supplied information to the news media, members of Congress, government agencies, shippers, labor and management representatives, and the general public. High visibility of railroads and airlines, and the critical positions these industries hold in the economic and social structure of the nation, require that the Board keep the public properly informed as to its programs and activities.

The public information officer serves as the Board's spokesperson during mediation, sets up news conferences, arranges interviews with Members of the Board, and helps plan and conduct public interest industry conferences dealing with labor-management relations in the two industries.

III. A Review of Case Records

The Board's caseload, as shown in Table 1, remained at a relatively high level during the 24 months covered by this report. At the end of FY 1988, there was a combined total of 382 pending and unresolved mediation and representation cases, up from 346 at the close of FY 1987, but down from 415 at the end of FY 1986. At the same time, 161 cases were closed in FY 1988. That compared to 267 in FY 1987 and 167 in FY 1986.

The decline in cases closed in 1988 was concentrated in mediation cases. Due to the rash of mergers and acquisitions in the airline industry the past couple of years, negotiating replacement contracts has been marked by contentious issues and has become more complex. At the end of FY 1988, there were 365 open, unresolved mediation cases on the docket, about nine percent more than the 335 at the beginning of the fiscal year.

In FY 1988, 123 mediation cases were added to the docket, the same number as in FY 1987. Of the new cases in FY 1988, 75 percent involved airlines and 25 percent railroads. There were 93 mediation cases closed in FY 1988, down from 184 in FY 1987, but slightly more than the number closed in each of the two preceding years. It also was a busy two years for employee representation cases. In FY 1988, 74 representation cases were docketed and 68 closed, compared to 75 and 83, respectively, in the prior year. At the end of FY 1988, 17 cases were open and unresolved, compared with 11 a year earlier.

Major Groups of Employees Involved

Roughly 32,000 railroad and airline employees were affected by representation cases determined by the Board in FY 1987, and another 6,000-plus in 1988. Airline employees made up the vast majority of those affected in both years, mainly due to airline mergers and acquisitions.

Out of the 83 representation cases closed in FY 1987, airline employee groups accounted for 54 of the total cases and 28,671—or 90 percent—of the nearly 32,000 affected employees in the two industries. About 18,600 of the affected airline employees were in the Office, Clerical, Fleet Service and Passenger Service Employees crafts or classes. Flight Attendants made up the next largest group, accounting for nearly 8,500 of the total airline employees. Out of the 29 railroad cases, Trainmen accounted for about 2,300 of the 3,179 railroad employees involved in such elections in FY 1987. The next largest group—205—was Train Dispatchers.

Of the 68 representation cases closed in FY 1988, there were 49 involving 5,542 airline employees and 19 affecting 501 railroad employees. There was significantly greater diversity in the number of affected airline employees and the crafts or classes during this 12-month period. There were, for example, 11 cases involving a total of 1,879 Flight Deck Crew Members, 12 cases affecting 1,055 Flight Attendants, and four cases involving nearly 1,000 Fleet Service Employees. Cases involving the Mechanics and Related craft or class made up the next largest group, some 570 employees, followed closely by Passenger Service Employees affecting roughly

460 employees. In the 19 railroad representation cases in FY 1988, Train Dispatchers made up the largest group, accounting for 325 of the 501 total employees involved in representation elections during this 12 month period.

Interest Arbitration

An important part of the Board's activities involves assistance in resolving "interest disputes," as authorized under section 157 of the Railway Labor Act. These basically are major disputes where wages and/or work rules of one or more ongoing labor contracts would be altered. They also involve instances where the parties have reached a tentative agreement on a new contract, generally through mediation, but there remain a few unresolved issues concerning wages and/or work rules. There were 12 interest arbitration cases in FY 1987 and six in FY 1988.

The Board's role in these cases essentially is to arrange binding arbitration of the unresolved issues. Evolution of these cases as an important aspect of Board activities mostly can be dated to 1972. That is when the nation's railroads and two unions—the United Transportation Union and the Brotherhood of Locomotive Engineers—agreed during national bargaining to the resolution of certain disputes by binding interest arbitration on a continuing basis. Specific railroad issues resolved in this manner include: (1) Switching limits; and (2) Inter-divisional service.

Either party or the parties jointly can request the Board's interest arbitration services. Over the years, these proceedings have proved extremely beneficial in disposing of specific unresolved major issues. Instances of court actions to set aside awards have been rare. The Board's role in these cases is ministerial and generally the costs of the proceedings are paid for by the parties. Depending upon the wishes of the parties, the name of one or more qualified arbitrators from the private sector is provided to the parties from a roster of neutrals that is maintained by the Board.

For example, in the case of a panel of three arbitrators, which frequently is the size of such panels, labor and management representatives each select the name of one arbitrator and these two, in turn, select a third arbitrator, or "neutral." When the two chosen arbitrators cannot agree on a third member, the Railway Labor Act authorizes the National Mediation Board to name the third person. Occasionally, the Board also appoints a partisan member to an arbitration board if requested to do so by one of the parties. The Board handled a combined total of 18 interest arbitration cases in Fiscal 1987 and 1988.

Arbitration Task Force

An earlier agreement between certain employees represented by the United Transportation Union and railroads represented by the National Carriers' Conference Committee of the National Railway Labor Conference also provided for individual carrier implementation of inter-divisional, inter-seniority districts and intra-divisional or intra-seniority district services in freight or passenger service. Under this agreement, an individual carrier and a union each designates representatives to serve on a "task force" that meets and discusses the implementation of railroad runs specified

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

Caboose Issue

In the 1982 settlement between the United Transportation Union and the nation's railroads, the parties further agreed to an interest arbitration procedure designed specifically to deal with disputes over the elimination of cabooses from trains. From the carriers' perspective, cabooses are expensive to purchase, maintain and supply, and are not needed on most railroad runs. The union's concern was that elimination of cabooses could adversely affect the safe operation of a train. The parties agreed in 1982 to form a special panel of 10 arbitrators, known as Arbitration Board No. 419, to rule on each dispute involving this issue. This arbitration board remains a permanent entity until disbanded by the parties. The 47 caboose cases handled by this special board since its creation are shown in Table 11.

IV. Organization and Finances of the National Mediation Board 1987-1988



Located at 1425 K Street NW, Washington, DC
Mailing Address: National Mediation Board
Washington, DC 20572

The National Mediation Board is comprised of three members appointed by the President with the advice and consent of the Senate. The terms of office are for three years, except in the case of filling a vacancy of an unexpired term. On July 1 each year, the term of one of the three members expires. No more than two members may be of the same political party.

An amendment to the Railway Labor Act in 1964 provides that a member will continue serving past the expiration of the term until a successor is appointed and qualified. The Act requires that the Board designate one member to serve as chairman.

Subject to the Board's direction, administration is the responsibility of the Executive Director. The agency has 57 Civil Service Employees. This includes 20 field mediators stationed at strategic locations around the country and 10 employees who work for the National Railroad Adjustment Board in Chicago.

Besides its two principal functions of mediating replacement contract disputes over rates of pay, rules or working conditions, and making determinations regarding the choice of employee representatives, the Board has numerous other duties.

Some of these include: liaison with rail and airline labor-management representatives; legal activities involving the agency, including litigation and liaison with the Department of Justice; notification to the President when major disputes arise that are not likely to be resolved through mediation and arbitration, so that the President can appoint an emergency board; interpretation of agreements reached in mediation; appointment of neutral referees and arbitrators as required by law; administrative and legal support to the National Railroad Adjustment Board; and keeping the news media and general public informed of the Board's programs and activities.

Staff mediators in FY 1987 and 1988, all of whom were selected through Civil Service procedures, are:

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

* Mr. Gill became Asst. Executive Director July 3, 1988.

** Mr. Smith retired in January 1988.

National Mediation Board staff mediators are well experienced in the field of labor-management relations. Except for the substitution of education provided under Civil Service procedures, applicants for a mediator's position must have had six years of progressively responsible experience in making or interpreting labor agreements covering a large number of employees or a number of different crafts or classes, on such matters as wages, hours of work, and working conditions, or in mediating between or negotiating with, management and employee representatives in the application of labor agreements.

This experience must show that the applicant has been a responsible participant in the negotiation or mediation of labor agreements involving difficult matters, or has assisted in the resolution of large and complex issues in this field.

NMB Financial Statement for FY 1987

In fiscal year 1987, the Congress appropriated \$6,505,000. Accounting for all moneys appropriated by Congress for the fiscal year 1987, pursuant to the authority conferred by the Railway Labor Act approved May 20, 1926 (amended June 21, 1934):

	<u>1987 Actual</u>
Expenses and obligations:	
Personnel compensation	\$4,477,000
Personnel benefits	300,000
Travel and transportation of persons	456,000
Rental payments to GSA	301,000
Other rent, communications and utilities	194,000
Printing and reproduction	27,000
Other services	92,000
Supplies and materials	40,000
Equipment	70,000
Unobligated balance, lapsing	<u>548,000</u>
Budget authority	\$6,505,000

NMB Financial Statement for FY 1988

In fiscal year 1988, the Congress appropriated \$7,004,000. Accounting for all moneys appropriated by Congress for the fiscal year 1988, pursuant to the authority conferred by the Railway Labor Act approved May 20, 1926 (amended June 21, 1934):

	<u>1988 Actual</u>
Expenses and obligations:	
Personnel compensation	\$4,732,000
Personnel benefits	339,000
Travel and transportation of persons	480,000
Transportation of things	5,000
Rental payments to GSA	382,000
Other rent, communications and utilities	211,000
Printing and reproduction	29,000
Other services	141,000
Supplies and materials	42,000
Equipment	37,000
Unobligated balance, lapsing	<u>606,000</u>
Budget authority	\$7,004,000

V. The National Railroad Adjustment Board

When the Railway Labor Act was amended in 1934, it established the National Railroad Adjustment Board (NRAB) to handle grievances arising under the terms of collective bargaining agreements in the railroad industry. Under the Act, these are "minor disputes." Specifically, the NRAB hears and decides disputes involving railway employee grievances and questions concerning the application and interpretation of rules. Its decisions are final and binding on both parties to the dispute.

The bipartisan NRAB is composed of four divisions on which the carriers and rail labor organizations are equally represented. A total of 34 members are authorized to serve on the four divisions. The NRAB and its four divisions are headquartered in Chicago.

Approximately 15 percent of the several thousand grievances filed yearly on disputes arising between an employee or group of employees and a carrier or carriers is adjusted by the NRAB and its divisions. The remainder are handled by two other primary tribunals—Special Boards of Adjustment and Public Law Boards—that came into being after the NRAB and which are described separately.

The NRAB's first division has eight members, the second and third divisions each have 10 members, and the fourth division six members. Members of each division are equally divided between carriers and labor organizations.

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 members of any of the four divisions cannot agree on an award for a dispute being considered—because of deadlock or inability to obtain a majority vote—they are required under the Railway Labor Act to attempt to agree on a neutral person within 10 days to sit with the division as a member and make an award. If the regular members of the division fail to agree upon a neutral person within that time period, the Act provides that the National Mediation Board will select the neutral.

Qualifications of the referee are indicated by his designation in the Act as a "neutral person," and the National Mediation Board is bound by the same provisions of the law that apply to the appointment of arbitrators. These appointees must be wholly disinterested in the controversy, impartial and without bias as relates to the parties in dispute.

The NRAB and its four divisions docketed 916 new cases in FY 1987 and 951 in FY 1988, while closing out 884 and 1,343 cases, respectively, during the same periods. Open cases on hand at the close of FY 1988 totaled 1,350, down from 1,742 at the end of FY 1987 and 1,711 a year earlier.

Persons serving as referees of the four NRAB divisions in FY 1987 and 1988 are shown in Appendix A. They are compensated for their services by the National Mediation Board.

Special Boards of Adjustment— Railroads

Special Boards of Adjustment are set up by agreement of the parties, usually on an individual railroad and with a single labor organization, to consider and decide specifically agreed-to dockets of disputes arising out of grievances or out of interpretation or application of provisions of a collective bargaining agreement. Such disputes otherwise would be sent to the NRAB for adjudication, as provided in section 153 of the Railway Labor Act, but, in these instances, the parties agree to adopt the special board procedures to ensure prompt and local disposition of these disputes.

The first Special Board of Adjustment (SBA) was established in 1943 at the suggestion of the National Mediation Board to expedite disposition of disputes through an adaptation of the grievance function of the NRAB divisions to help reduce the backlog of cases pending before the four divisions.

SBAs usually consist of three members—a railroad member, a labor organization member and a neutral chairman. The National Mediation Board designates the neutral if the parties fail to agree upon his or her selection. The SBAs received 992 new cases in FY 1987 and closed 1,171. In FY 1988, these tribunals received 1,920 new cases, closed 1,830 and had 5,685 cases pending at the end of the year.

Public Law Boards—Railroads

In 1966, Public Law 89-456 was enacted which amended certain provisions 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 a representative of employees or a railroad. The purpose of these latter boards is to resolve disputes otherwise referable to the NRAB, or disputes pending before the NRAB for 12 months or more.

Only one party need request establishment of a Public Law Board. In the case of regular Special Boards of Adjustment, both parties must agree before one of these boards can be established.

The amendment also makes final all awards of the NRAB and Special Boards of Adjustment established pursuant to the amendment—including money awards—and provides opportunity for limited judicial review of the awards. The National Mediation Board has rules and regulations defining responsibilities, and prescribing related procedures under the amendment, for establishment of Special Boards of Adjustment, their designation as Public Law Boards, the filing of agreements and 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 themselves. Besides neutrals appointed to dispose of disputes involving grievances, interpretations or application of collective bargaining agreements, neutrals also may be appointed to dispose of procedural issues that arise regarding establishment of the board itself.

Employee protection provisions of the Northeast Rail Service Act of 1981 increased the caseload of Public Law Boards. Under the Act, the National Mediation Board pays for neutrals to resolve disputes stemming from negotiation of implementing agreements affecting the transfer of Consolidated Rail Corp. (ConRail) employees

to commuter authorities and other railroads. In FY 1987, Public Law Boards received 4,706 new cases and reported closing 11,648. Of the closed cases, 6,458 were withdrawn upon the advice of the parties who asserted these cases had been settled by them. In FY 1988, Public Law Boards received 4,817 new cases and closed 6,074. The closed cases included 1,505 that were withdrawn at the end of FY 1988; there were 12,223 Public Law Board cases pending.

Amtrak Rail Workers Protection Plan

An arrangement to protect rights of employees adversely affected by curtailment of intercity passenger service went into effect in 1971. It was designed to protect the interest of employees displaced or dismissed due to the creation of the passenger-carrying National Railroad Passenger Corp., also known as Amtrak.

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

Among other things, these workers are considered for other employment by individual railroads on the basis of seniority rules. Because of the cutbacks in passenger service, some workers could be displaced into lower-paying jobs or dismissed. The plan is designed to provide protection for these employees for up to six years.

The plan further provides for prompt arbitration of disputes over whether a specific employee is adversely affected by train discontinuances. Under the 1970 law, neutral referees are designated by the National Mediation Board to dispose of these types of disputes.

Airline System Boards of Adjustment

Unlike the situation for railroads and their employees, no national adjustment board exists for the arbitration of airline contract grievances. The Railway Labor Act, as amended, provides for the establishment of such a board, if judged necessary by the National Mediation Board. To date, this has not been considered necessary.

The airlines and their employees, instead, have negotiated collective bargaining agreements that include individual procedures for handling contract grievances at each airline. Final jurisdiction for resolving these disputes rests with an Airline System Board of Adjustment.

Agreements between airlines and employee groups usually provide for designation of neutral referees to break deadlocks. Where the parties cannot agree on a neutral to serve as referee, the National Mediation Board is asked to name the neutral. These neutrals are compensated solely by the parties and serve without cost to the Federal government. Persons designated by the National Mediation Board to serve as referees on Airline System Boards of Adjustment are listed in Appendix B.

VI. The Railway Labor Act

Transportation advancements have brought social and economic gains since the invention of the wheel. For example, the railroads played a major role in settling the western United States in the 19th Century. They provided a means for the West to transport grain, livestock and other products to eastern markets.

Recognizing the central importance of the railroad to the economy, several states enacted laws controlling certain aspects of rate setting and the Supreme Court in 1877 upheld those states' right to do so. Meanwhile, the Congress was considering ways to curb what some considered unlimited powers of railroads.

First Interstate Commerce Act

In 1887, Congress passed the Interstate Commerce Act, which essentially established the principle that the Federal government had the right to regulate aspects of the economic life of industries vital to the whole economy. A year earlier, in 1886, the Supreme Court reversed its earlier position on states' rights and said only Congress could set the rates of goods traveling by railroad in interstate commerce.

But besides the problems of rate inequities, the public faced some devastating and bloody labor disputes in the industry. In 1877, for example, Federal troops were brought in to keep the railroads running during a bitter strike that affected most major lines in most parts of the country. The disruption in rail service was caused mainly by repeated wage cuts for workers following a Depression.

Widespread industrial strife broke out again in 1886, prompting President Grover Cleveland to recommend creation of a voluntary arbitration tribunal to deal with labor-management problems. It was not until two years later, when another bloody railroad strike occurred, that Congress passed the first arbitration law—the Arbitration Act of 1888—that attempted to deal with labor-management problems in the industry. By virtually all accounts, it was ineffective.

The Federal government, in confirming that the railroads were vital to the nation's economic strength and security, also determined the public should be able to depend on the regular availability of such service. Thus, labor-management disputes were no longer isolated and private matters. They represented threats to the national well-being. Over the years, various other legislation was enacted affecting labor-management relations but none fully kept the peace in the industry.

The Railway Labor Act Comes Into Being

In 1926, Congress passed and the President signed the Railway Labor Act (RLA). With a few minor but fundamental amendments, this Act remains viable, proven legislation more than six decades later. Amendments to the Act in 1934 created the National Mediation Board and established a mechanism for resolving disputes concerning representation of employees. Provisions of the Act were extended to include the airlines in 1936. In 1981, the North-

east Rail Service Act was passed by Congress and added to the RLA Emergency Dispute Procedure for dealing with labor management problems on publicly funded and operated commuter passenger railroads, which have become increasingly important to the nation's transportation system.

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.

Created by an unusual display of unity between railroad management and labor working with legislators, the Act was built around the indispensable ingredient of an industrial society—free collective bargaining. An underlying theme is the personal initiative of both parties in reaching agreements.

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.”

Purposes of The Act

The Act has five basic purposes:

1. To avoid any interruption to commerce.
2. To ensure an unhindered right of employees to bargain collectively through representatives of their choosing.
3. To provide complete independence of organization by both parties to carry out the purposes of the Act.
4. To assist in the prompt and orderly settlement of disputes covering rates of pay, work rules, or working conditions.
5. To assist in the prompt and orderly settlement of disputes growing out of grievances or out of the interpretation or application of existing contracts covering the rates of pay, work rules or working conditions.

The Act imposes positive duties on carriers and employees alike. It defines rights, makes provisions for their protection and prescribes methods for settling various types of disputes. It 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 organizations representing their employees concerning new agreements or changing existing agreements affecting rates of pay, rules, and working conditions. These are referred to as “major disputes” and the Board acts after the parties have been unsuccessful in their bargaining efforts.

(2) Ascertain and certify to the carrier the representative of any craft or class of employee after investigation using secret ballot elections. The Act states that the “majority of any craft or class of employee shall have the right to determine who shall be representative of the craft or class” Two types of elections have been held: mail-in and ballot box. In mail-in elections, each employee appearing on the eligible list is sent a ballot along with an instruction sheet or explanation on casting a secret ballot. At ballot box elec-

tions, a staff mediator or team of mediators monitors the voting process. Any eligible voter unable to come to the polls receives a ballot by mail.

To eliminate the possibility of coercion or intimidation, the Board takes every step to ensure that each employee has the opportunity to cast a vote in complete privacy. Carriers are not a party to representation elections, but the Board notifies them of the outcome of the election and what labor organization, if any, will be authorized to represent the employees.

Steps To Resolving Major Disputes

Either party involved may announce intentions to change an existing agreement. The procedure for this is specified in Section 6 of the Railway Labor Act and, therefore, is referred to as a "Section 6 notice." After the notice is served, the two sides must agree within 10 days to confer. The conference must be held within 30 days of the notice and may continue until a settlement or a deadlock is reached. During this period and for 10 days after conferences end, the Act provides the "status quo will be maintained and rates of pay, rules or working conditions shall not be altered by the carrier."

If 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. When this occurs, the "status quo" remains in effect while the Board retains jurisdiction.

Mediation—A Success Story

Mediation under the Act frequently is termed mandatory mediation. This does not mean mandatory settlement. As a Board Chairman told a Congressional committee: "...collective bargaining can work only when both parties to a dispute want to make it work." The compulsion to settle lies in the procedures of the Act requiring the parties to keep searching for possible agreements through the mediation process—sometimes longer than a party may deem desirable.

Such procedures are important and productive. The authority of the Board to assume a role in a dispute 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. It also encourages the parties to resolve their disputes without dealing a crippling blow to the economy. Only the Railway Labor Act provides this unique device.

Settlement Statistics

By the close of FY 1988, the Board was approaching an aggregate number of nearly 18,000 cases closed. Of the 17,651 disputes resolved since the Board's inception, 11,701 involved mediation, 5,805 employee representation, and 145 were interpretation of contract settlements mediated by the Board. The overall successful settlement rate has exceeded 97 percent. During the past decade, this rate climbed to 98.5 percent.

This exceptional rate is considered to be unmatched in any other major unionized industry. It is a tribute and impressive testimony to the effectiveness of the Act, to the work of the Board Members, staff mediators and support staff.

This success in maintaining stability in two essential industries becomes even more remarkable considering that each mediation case is different. There is no set formula that can be applied. Procedures adopted must be fitted to the issues involved, the time and circumstances of the dispute and to the personalities of the representatives of the parties involved. It is here that the skills, talents, patience of the mediator, extensive knowledge of the industries and combined experience gained over the years by Board Members and staff are put to the test.

Voluntary Arbitration

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

If either party declines, arbitration does not go forward. If the parties accept the “proffer of arbitration,” 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 disputes not settled by mediation. (In the airline industry, some agreements provide that issues remaining in dispute, after negotiation 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 cooling-off period, if the Board determines the dispute threatens “substantially to interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation services,” it shall notify the President, who may, in his discretion, “create a board to investigate and report respecting such dispute.”

If the President creates an emergency board—usually consisting of three persons—that body has 30 days to investigate the dispute and report its findings. While the parties are not required to accept the recommendations of an emergency board, the framers of the Railway Labor Act expected that public opinion would play a strong role in forcing labor and management to abide by the recommendations of such boards.

During the long and successful history of the National Mediation Board, there have been 204 presidentially-appointed emergency boards under Section 10 of the Act. In Fiscal Years 1987 and 1988, the Board was called on to provide administrative support for one emergency board created by the President under Section 10.

In 1981, Congress added a separate emergency dispute procedure for publicly owned and operated commuter railroads through passage of the Northeast Rail Service Act (Public Law 97-35). This

legislation added Section 159A to the Railway Labor Act. If a dispute involving any of these carriers is not resolved under the mediation and arbitration sections of the Act, any party to the dispute, or the Governor of the State, may request the President to establish an emergency board under Section 159A. The President is required to establish an emergency board upon such request. Section 159A effectively provides an up to eight-month emergency dispute procedure during which time the status quo has to be maintained by the parties. No Section 159A emergency boards were established in FY 1987 but three were created in FY 1988.

Only 31 Section 10 emergency boards have been created to cope with airline disputes. There has not been an airline emergency board appointed by the President since 1966. Collective bargaining resolves most disputes. When direct negotiations fail, the Act's series of steps have been successful in holding down the number of potential and actual strikes in the two industries.

Minor Disputes

Minor disputes arise when individual carriers and employees disagree over the interpretation and application of existing contracts. The Act provides machinery for resolving these through the National Railroad Adjustment Board (NRAB). Functions of the NRAB are explained in other sections of this report.

Summary

In the labor field, the railroads were the first to be governed by Federal legislation. Now there has been a century of experience of Federal assistance since President Cleveland signed the Arbitration Act of 1888.

The Railway Labor Act, which was enacted by Congress in 1926, has adapted well to handling two separate transportation industries—railroads and airlines. Railroads negotiate on both a national and local basis, covering most major carriers and many unions. By contrast, airlines bargain independently with unions on a system-wide basis. There are indications that major railroads are moving toward negotiations on a carrier-by-carrier basis, similar to the airlines, but this is not expected to happen in the next couple of years.

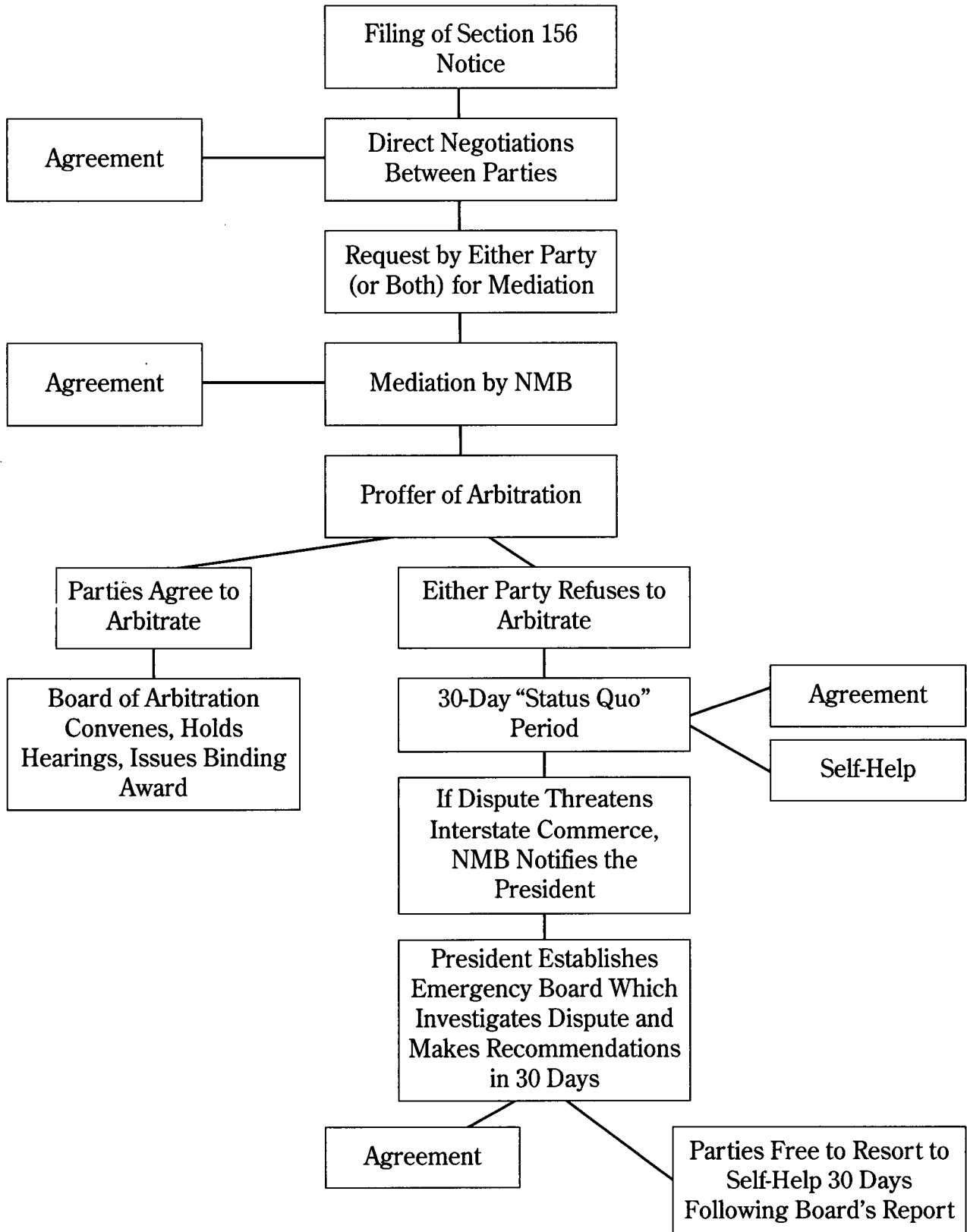
Mediation becomes involved when unresolved issues and situations come to a head in disputes and it is designed to prevent the parties from taking precipitous actions that could result in national stoppage in the flow of people, goods and services. The result has been peaceful settlement of literally thousands of potentially volatile issues without strikes. Also, there are untold numbers of single-company disputes involving every individual labor organization and carrier in the railroad and airline industries that are settled without the need for mediation.

As with any system or plan that seeks to retain freedom of contract and the right to resort to economic force, there have been periods of crisis. In the aggregate, though, the Act and the system have worked extremely well. The statute has provided a model labor relations policy based on equal rights and mutual responsibilities.

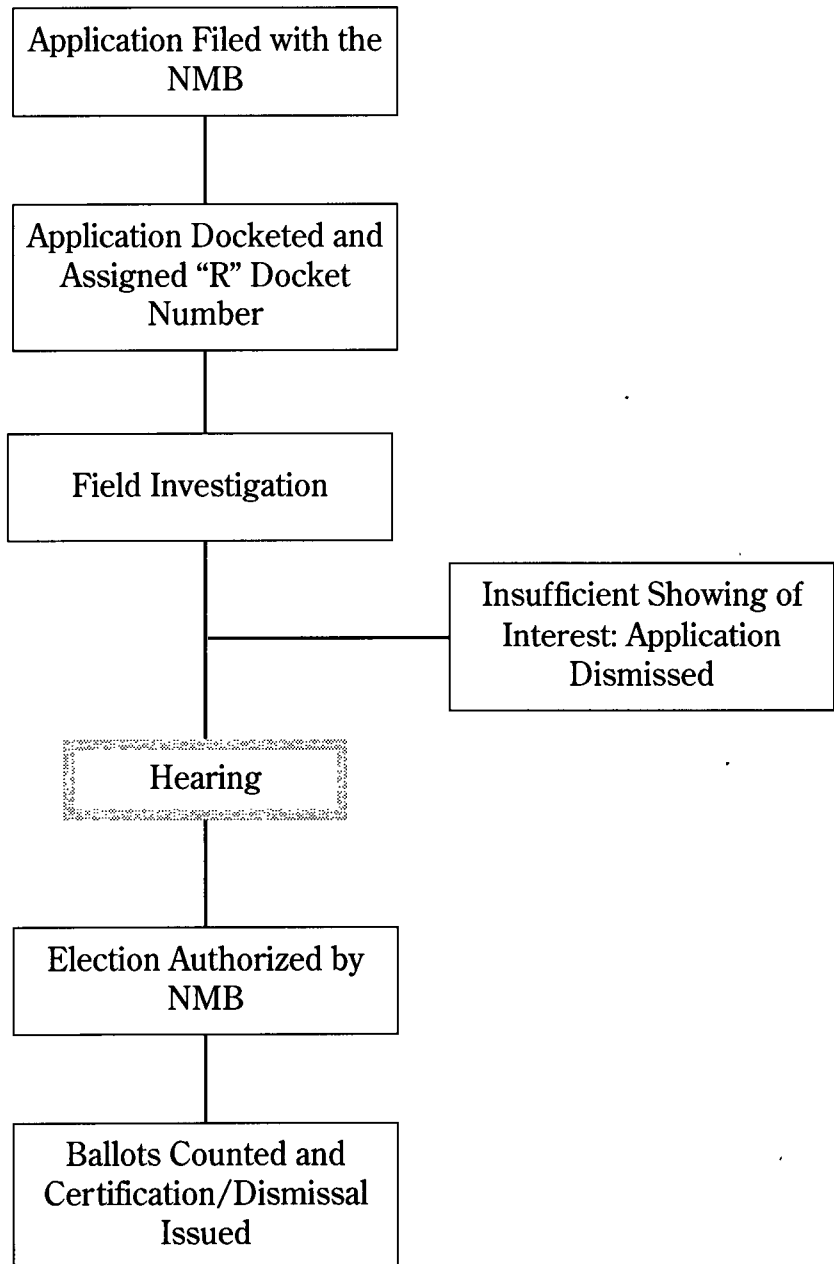
In the final analysis, the Railway Labor Act works because those it covers usually—over the long-haul—practice the art of give and take and depend on good will and compromise to reach final agreements.

Despite the passage of time and changing social and business philosophy, the Act and its application have withstood the tests. Now, even more than in the past, transportation is a key to economic and social well-being. The industries covered by the Railway Labor Act continue to be vital. By almost any measure, the Act has been successful in adapting to the many changes that have occurred over the years—while at the same time providing a level of labor-management peace in rail and air services that is unmatched by any other industrialized nation in the world.

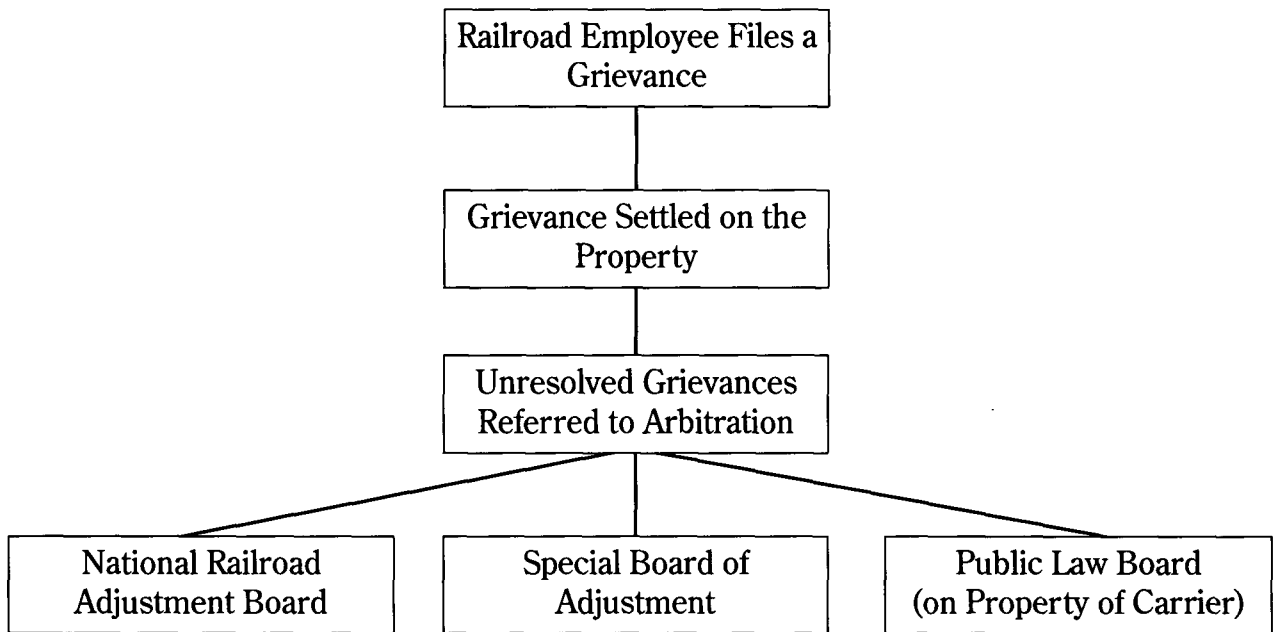
Collective Bargaining Process Under the Railway Labor Act



Representation Procedure Under the Railway Labor Act

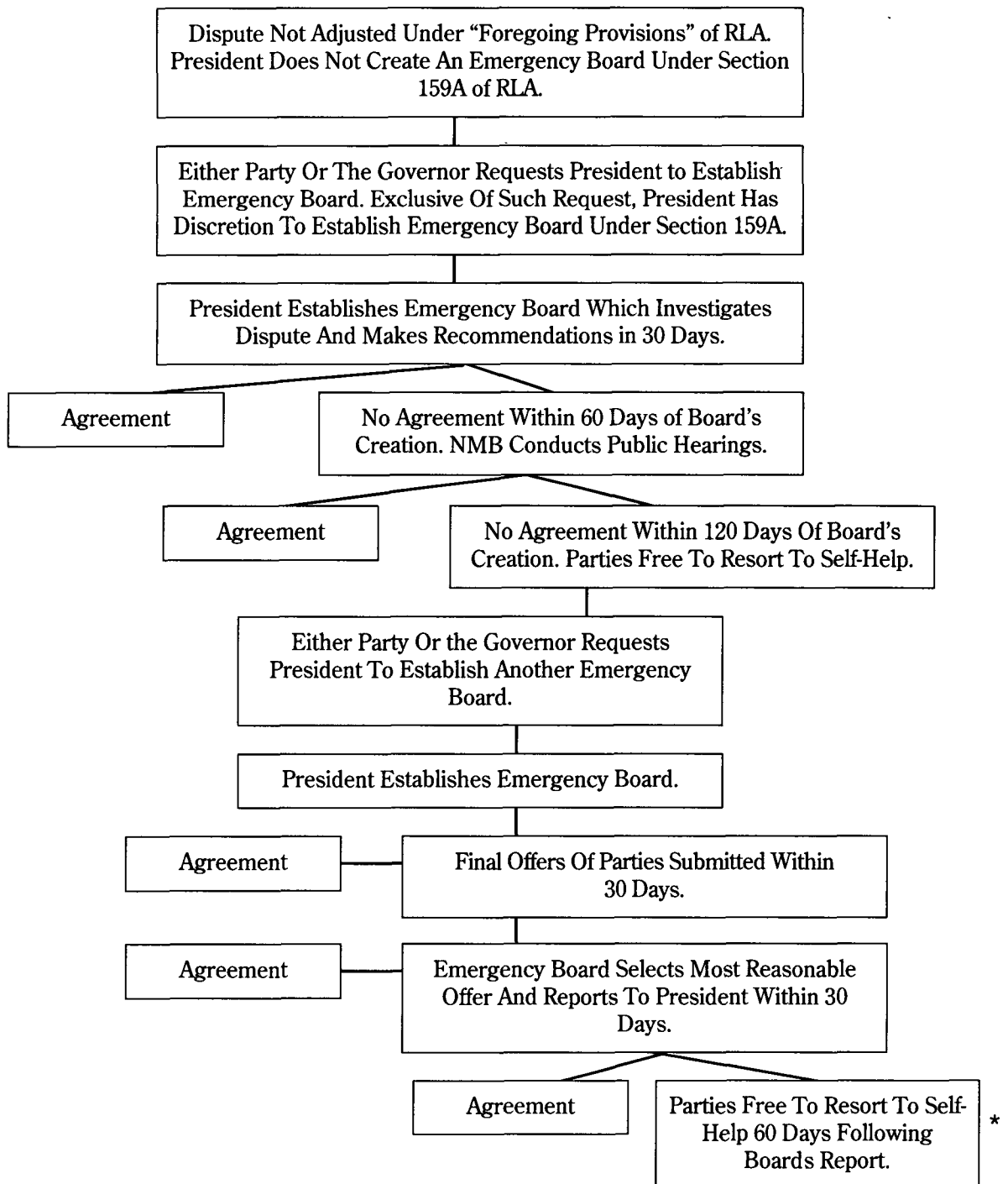


Grievance Machinery for Railroads Under Railway Labor Act



Process Under Section 159A of the Railway Labor Act

(For Publicly Owned and Operated Commuter Railroads)



* If emergency board selects carrier's final offer and employees strike, employees ineligible for railroad unemployment benefits during period of strike. If emergency board selects employees' final offer, which carrier refuses to accept, carrier ineligible for strike benefits from any agreement between carriers should employees strike.

Tables

TABLE 1—Number of Cases Received and Closed Out During Fiscal Years 1935-1988

Status of Cases	54-Year Period 1935-1988	1988	1987	1986	1985	1980-84 5-Year Period (Avg.)	1975-79 5-Year Period (Avg.)
<u>All Types of Cases</u>							
Cases Pending and Unsettled at Beginning of Period.....	96	346	415	344	250	269	290
New Cases Docketed.....	17,937	197	198	238	261	293	319
Total Cases on Hand and Received.....	18,033	543	613	582	511	562	609
Cases Closed.....	17,651	161	267	167	167	304	315
Cases Pending and Unsettled at End of Period.....	382	382	346	415	344	259	94
<u>Representation Cases</u>							
Cases Pending and Unsettled at Beginning of Period.....	24	11	19	18	21	33	41
New Cases Docketed.....	5,798	74	75	79	79	100	111
Total Cases on Hand and Received.....	5,822	85	94	97	100	132	152
Cases Closed.....	5,805	68	83	78	82	106	104
Cases Pending and Unsettled at End of Period.....	17	17	11	19	18	27	48
<u>Mediation Cases</u>							
Cases Pending and Unsettled at Beginning of Period.....	72	335	396	326	229	237	247
New Cases Docketed.....	11,994	123	123	159	181	193	207
Total Cases on Hand and Received.....	12,066	458	519	485	410	430	454
Cases Closed.....	11,701	93	184	89	84	198	208
Cases Pending and Unsettled at End of Period.....	365	365	335	396	326	232	246

TABLE 1—Number of Cases Received and Closed Out During Fiscal Years 1935-1988—CONTINUED

Status of Cases	54-Year Period 1935-1988	1988	1987	1986	1985	1980-84 5-Year Period (Avg.)	1975-79 5-Year Period (Avg.)
<u>Interpretation Cases</u>							
Cases Pending and Unsettled at Beginning of Period.....	0	0	0	0	0	0	0
New Cases Docketed.....	145	0	0	0	1	0	2
Total Cases on Hand and Received.....	145	0	0	0	1	0	2
Cases Closed.....	145	0	0	0	1	0	2
Cases Pending and Unsettled at End of Period.....	0	0	0	0	0	0	0

**TABLE 2—Representation Case Disposition By Craft or Class, Employees Involved
and Participating, October 1, 1986 to September 30, 1988**

FY 1987	Railroads				Airlines			
	Number of Cases	Number of Crafts or Classes	Number of Employees Involved	Number of Participating Employees	Number of Cases	Number of Crafts or Classes	Number of Employees Involved	Number of Participating Employees
Total.....	29	29	3,179	2,078	54	54	28,671	21,759
Disposition:								
Certification.....	21	21	3,151	2,065	24	24	23,818	20,582
Dismissals.....	8	8	28	13	30	30	4,853	1,177
Combined Railroad & Airline Cases.....	83	83	31,850	23,837				

FY 1988	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.....	19	19	501	200	49	49	5,542	3,036
Disposition:								
Certification.....	15	15	172	137	27	27	3,341	2,273
Dismissals.....	4	4	329	63	22	22	2,201	763
Combined Railroad & Airline Cases.....	68	68	6,043	3,236				

TABLE 3a — Number of Cases Closed by Major Groups of Employees,
October 1, 1986 to September 30, 1987

	All Types of Cases	Represen- tation Cases	Mediation Cases	Interpre- tation Cases
Grand Total, All Groups of Employees.....	267	83	184	0
Railroad Total.....	179	29	150	0
Agents, Telegraphers & Towermen..	3	1	2	0
Boilermakers and Blacksmiths.....	5	0	5	0
Brakemen.....	2	0	2	0
Carmen.....	18	3	15	0
Clerical, Office, Station and Storehouse.....	12	1	11	0
Conductors.....	7	1	6	0
Dining Car Employees, Train and Pullman Porters.....	0	0	0	0
Electricians.....	8	1	7	0
Engineers.....	16	3	13	0
Firemen and Oilers.....	7	1	6	0
Machinists.....	7	1	6	0
Maintenance of Equipment.....	3	1	2	0
Maintenance of Way.....	11	1	10	0
Marine Service.....	1	0	1	0
Mechanical Foremen and/or Supervisors of Mechanics.....	5	0	5	0
Police Officers Below the Rank of Captain.....	7	2	5	0
Sheet Metal Workers.....	3	0	3	0
Signalmen.....	4	0	4	0
Subordinate Officials in Main- tenance of Way.....	5	1	4	0
Technical Engineers, Architects, Draftsmen and Allied Workers....	1	0	1	0
Train Dispatchers.....	11	1	10	0
Train, Engine and Yard Service...	22	2	20	0
Yardmasters.....	5	2	3	0
Combined Groups, Railroad.....	0	0	0	0
Miscellaneous Railroad.....	16	7	9	0
Airline Total.....	88	54	34	0
Commissary/Catering Employees....	0	0	0	0
Fleet and Passenger Service.....	1	0	1	0
Fleet Service.....	5	5	0	0
Flight Attendants.....	16	8	8	0
Flight Deck Crew Members.....	9	7	2	0

TABLE 3a — Number of Cases Closed by Major Groups of Employees,
October 1, 1986 to September 30, 1987 — Continued

	All Types of Cases	Represent- ation Cases	Mediation Cases	Interpre- tation Cases
Flight Dispatchers.....	4	2	2	0
Flight Engineers.....	2	1	1	0
Guards.....	0	0	0	0
Mechanics and Related.....	16	9	7	0
Meteorologists.....	1	0	1	0
Nurses.....	0	0	0	0
Office Clerical.....	1	1	0	0
Office Clerical, Fleet and Passenger Service.....	4	2	2	0
Passenger Service.....	4	3	1	0
Pilots.....	9	3	6	0
Port Stewards.....	0	0	0	0
Radio and Teletype Operators.....	1	1	0	0
Stock and Stores.....	5	4	1	0
Combined Groups, Airline.....	1	0	1	0
Miscellaneous Airline.....	9	8	1	0

TABLE 3b — Number of Cases Closed by Major Groups of Employees,
October 1, 1987 to September 30, 1988

	All Types of Cases	Represent- ation Cases	Mediation Cases	Interpre- tation Cases
Grand Total, All Groups of Employees.....	161	68	93	0
Railroad Total.....	89	19	70	0
Agents, Telegraphers & Towermen..	1	1	0	0
Boilermakers and Blacksmiths.....	0	0	0	0
Brakemen.....	1	1	0	0
Carmen.....	4	1	3	0
Clerical, Office, Station and Storehouse.....	8	1	7	0
Conductors.....	4	2	2	0
Dining Car Employees, Train and Pullman Porters.....	0	0	0	0
Electricians.....	5	0	5	0
Engineers.....	8	1	7	0
Firemen and Oilers.....	3	2	1	0
Machinists.....	5	1	4	0

TABLE 3b — Number of Cases Closed by Major Groups of Employees,
October 1, 1987 to September 30, 1988 — Continued

	All Types of Cases	Represent- ation Cases	Mediation Cases	Interpre- tation Cases
Maintenance of Equipment.....	1	0	1	0
Maintenance of Way.....	10	2	8	0
Marine Service.....	0	0	0	0
Mechanical Foremen and/or Supervisors of Mechanics.....	1	0	1	0
Police Officers Below the Rank of Captain.....	2	1	1	0
Sheet Metal Workers.....	2	0	2	0
Signalmen.....	5	1	4	0
Subordinate Officials in Main- tenance of Way.....	0	0	0	0
Technical Engineers, Architects, Draftsmen and Allied Workers....	0	0	0	0
Train Dispatchers.....	8	1	7	0
Train, Engine and Yard Service...	16	1	15	0
Yardmasters.....	0	0	0	0
Combined Groups, Railroad.....	0	0	0	0
Miscellaneous Railroad.....	5	3	2	0
Airline Total.....	72	49	23	0
Commissary/Catering Employees....	0	0	0	0
Fleet and Passenger Service.....	1	1	0	0
Fleet Service.....	5	4	1	0
Flight Attendants.....	17	12	5	0
Flight Deck Crew Members.....	11	11	0	0
Flight Dispatchers.....	3	3	0	0
Flight Engineers.....	0	0	0	0
Guards.....	0	0	0	0
Mechanics and Related.....	13	5	8	0
Meteorologists.....	0	0	0	0
Nurses.....	0	0	0	0
Office Clerical.....	2	2	0	0
Office, Clerical, Fleet and Passenger Service.....	3	1	2	0
Passenger Service.....	2	2	0	0
Pilots.....	5	2	3	0
Port Stewards.....	0	0	0	0
Radio and Teletype Operators.....	0	0	0	0
Stock and Stores.....	3	3	0	0
Combined Groups, Airline.....	2	0	2	0
Miscellaneous Airline.....	5	3	2	0

TABLE 4a — Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees, October 1, 1986 to September 30, 1987

Major Groups of Employees	Number of Cases	Number of Craft or Class Determinations	<u>Employees Involved</u> Number Percent 1/	
Grand Total, All Groups of Employees.....	83	83	31,850	100
Railroad Total.....	29	29	3,179	10
Agents, Telegraphers & Towermen.	1	1	1	*
Brakemen.....	0	0	0	0
Carmen.....	3	3	11	*
Clerical, Office, Station and Storehouse Employees.....	1	1	27	*
Conductors.....	1	1	2	*
Dining Car Employees, Train and Pullman Porters.....	0	0	0	0
Electricians.....	1	1	13	*
Engineers.....	3	3	29	*
Firemen & Oilers.....	1	1	155	*
Machinists.....	1	1	0	0
Maintenance of Equipment.....	1	1	25	*
Maintenance of Way.....	1	1	10	*
Marine Service.....	0	0	0	0
Mech. Dept. Foremen and/or Supervisors of Mechanics.....	0	0	0	0
Police Officers Below the Rank of Captain.....	2	2	0	0
Sheet Metal Workers.....	0	0	0	0
Signalmen.....	0	0	0	0
Subordinate Officials, Main- tenance of Way.....	1	1	10	*
Tech. Engineers, Architects, Draftsmen and Allied Workers..	0	0	0	0
Train Dispatchers.....	1	1	205	*
Trainmen.....	1	1	2,299	7
Yardmasters.....	2	2	35	*
Yard Service.....	1	1	10	*
Miscellaneous, Railroad.....	7	7	347	1
Airline Total.....	54	54	28,671	90
Commissary Employees.....	0	0	0	0
Fleet and Passenger Service....	0	0	0	0
Fleet Service Employees.....	5	5	1,821	6
Flight Attendants.....	8	8	8,455	26
Flight Deck Crew Members.....	7	7	419	1

TABLE 4a—Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees, October 1, 1986 to September 30, 1987 — 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 Dispatchers.....	2	2	18	*
Flight Engineers.....	1	1	9	*
Guards.....	0	0	0	0
Mechanics and Related.....	9	9	637	2
Meteorologists.....	0	0	0	0
Office Clerical Employees.....	1	1	23	*
Office, Clerical, Fleet and Passenger Service Employees...	2	2	14,125	44
Passenger Service Employees....	3	3	2,643	8
Pilots.....	3	3	243	*
Radio and Teletype Operators...	1	1	20	*
Stock and Stores Employees.....	4	4	32	*
Miscellaneous, Airline.....	8	8	226	*

* Less than 1 percent.

1/ Percent listing for each group represents the percentage of the 31,850 employees involved in all railroad and airline cases in fiscal 1987.

TABLE 4b — Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees, October 1, 1987 to September 30, 1988

<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.....	68	68	6,043	100
Railroad Total.....	19	19	501	8
Agents, Telegraphers & Towermen.	1	1	21	*
Brakemen.....	1	1	1	*
Carmen.....	1	1	14	*
Clerical, Office, Station and Storehouse Employees.....	1	1	5	*
Conductors.....	2	2	1	*

TABLE 4b — Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees, October 1, 1987 to September 30, 1988 — 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
Engineers.....	1	1	8	*
Firemen & Oilers.....	2	2	15	*
Machinists.....	1	1	9	*
Maintenance of Equipment.....	0	0	0	0
Maintenance of Way.....	2	2	69	1
Marine Service.....	0	0	0	0
Mech. Dept. Foremen and/or Supervisors of Mechanics.....	0	0	0	0
Police Officers Below the Rank of Captain.....	1	1	7	*
Sheet Metal Workers.....	0	0	0	0
Signalmen.....	1	1	3	*
Subordinate Officials, Maintenance of Way.....	0	0	0	0
Tech. Engineers, Architects, Draftsmen and Allied Workers..	0	0	0	0
Train Dispatchers.....	1	1	325	5
Trainmen.....	1	1	4	*
Yardmasters.....	0	0	0	0
Yard Service.....	0	0	0	0
Miscellaneous, Railroad.....	3	3	19	*
Airline Total.....	49	49	5,542	92
Commissary Employees.....	0	0	0	0
Fleet and Passenger Service....	1	1	185	3
Fleet Service Employees.....	4	4	982	16
Flight Attendants.....	12	12	1,055	17
Flight Deck Crew Members.....	11	11	1,879	31
Flight Dispatchers.....	3	3	58	*
Flight Engineers.....	0	0	0	0
Guards.....	0	0	0	0
Mechanics and Related.....	5	5	571	9
Meteorologists.....	0	0	0	0
Office Clerical Employees.....	2	2	53	*
Office, Clerical, Fleet and Passenger Service Employees...	1	1	1	*
Passenger Service Employees....	2	2	458	7

TABLE 4b — Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees, October 1, 1987 to September 30, 1988 — 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>
Pilots.....	2	2	250	4
Radio and Teletype Operators...	0	0	0	0
Stock and Stores Employees.....	3	3	50	*
Miscellaneous, Airline.....	3	3	0	0

* Less than 1 percent.

1/ Percent listing for each group represents the percentage of the 6,043 employees involved in all railroad and airline cases in fiscal 1988.

TABLE 5a — Number of Crafts or Classes Certified and Employees Involved in Various Types of Representation Cases, October 1, 1986 to September 30, 1987

	National Organizations			Local Unions and/or Individuals			Total		
	Craft or Class	Employees Involved Number	Percent 1/	Craft or Class	Employees Involved Number	Percent 1/	Craft or Class	Employees Involved Number	Percent 1/
RAILROADS									
Representation Acquired:									
Elections.....	6	36	*	0	0	0	6	36	*
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections.....	4	155	*	6	464	1	10	619	2
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections.....	4	197	*	1	2,299	7	5	2,496	9
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Total, Railroad.....	14	388	1	7	2,763	9	21	3,151	10
AIRLINES									
Representation Acquired:									
Elections.....	13	846	3	2	93	*	15	939	3
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections.....	6	15,955	50	0	0	0	6	15,955	50
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections.....	2	6,740	21	1	184	*	3	6,924	22
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Total, Airline.....	21	23,541	74	3	277	1	24	23,818	75
Total, Combined Railroad and Airlines.....	35	23,929	75	10	3,040	9	45	26,969	85

* Less than one percent.

1/ Percent listing for each group represents the percentage of the 31,850 employees involved in all railroad and airline cases in fiscal 1987.

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, 1987 to September 30, 1988

	National Organizations			Local Unions and/or Individuals			Total		
	Craft or Class	Employees Involved Number	Percent 1/	Craft or Class	Employees Involved Number	Percent 1/	Craft or Class	Employees Involved Number	Percent 1/
RAILROADS									
Representation Acquired:									
Elections.....	3	20	*	0	0	0	3	20	*
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections.....	8	117	2	2	2	*	10	119	2
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections.....	2	33	*	0	0	0	2	33	*
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Total, Railroad.....	13	170	3	2	2	*	15	172	3
AIRLINES									
Representation Acquired:									
Elections.....	21	2,929	48	1	246	4	22	3,175	52
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections.....	4	137	2	0	0	0	4	137	2
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections.....	1	29	*	0	0	0	1	29	*
Proved Authorizations.....	0	0	0	0	0	0	0	0	0
Total, Airline.....	26	3,095	51	1	246	4	27	3,341	55
Total, Combined Railroad and Airlines.....	39	3,265	54	3	248	4	42	3,513	58

* Less than one percent.

1/ Percent listing for each group represents the percentage of the 6,043 employees involved in all railroad and airline cases in fiscal 1988.

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, 1987

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	TCU	EMWE	TCU	SA
Burlington Northern	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
Chicago & North Western Transportation Co.	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
Consolidated Rail Corp.	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
CSX Transportation, Inc.	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	DSC
Denver & Rio Grande Western RR	BLE	UTU	UTU	UTU	UTU	DSC	TCU	EMWE	TCU	DSC
Florida East Coast Rwy.	FFRE	X	FFRE	FFRE	X	FFRE	FFRE	FFRE	FFRE	FFRE
Grand Trunk Western RR	BLE	BLE	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
Illinois Central Gulf RR	BLE	UTU	UTU	UTU	UTU	SA	TCU	EMWE	TCU	SA
Kansas City Southern Rwy.	BLE	BLE	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
Missouri-Kansas-Texas RR	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
National RR Passenger Corp.	BLE	BLE	(*)	(*)	(*)	UTU	TCU	EMWE	TCU	ATDA
Norfolk & Western Rwy.	BLE	UTU	UTU	UTU	UTU	X	TCU	EMWE	TCU	ATDA
St. Louis Southwestern Rwy.	BLE	BLE	UTU	UTU	UTU	WRSA	TCU	EMWE	TCU	ATDA
Soo Line Railroad	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	(*)
Southern Pacific Transp. Co.	BLE	UTU	UTU	UTU	UTU	WRSA	TCU	EMWE	TCU	ATDA
Southern Railway Co.	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
Union Pacific Railroad Co.	BLE	UTU	UTU	UTU	UTU	YSC	TCU	EMWE	TCU	IU

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

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

Table 6—Continued—Employee Representation on Selected Rail Carriers as of September 30, 1987

Railroad	Machin- ists	Boiler- makers and Black- smiths	Sheet Metal Workers	Elec- trical Workers	Carmen & Coach Cleaners	Power House Em'ees and Rwy. Shop Laborers	Rwy. Sig- nalmen	Mech. Dept. Foremen and/or Supv. of Mechanics	Dining Car Stewards	Dining Car Cooks and Waiters
Atchison, Topeka & Santa Fe Rwy.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	(*)	UTU	(*)
Burlington Northern	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	X	(*)	(*)
Chicago & North Western Transportation Co.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	UTU	HERE
Consolidated Rail Corp.	IAM&AW	BB	SMWIA	IBEW	TCU/TWU	IBFO	BRS	URSA	(*)	(*)
CSX Transportation, Inc.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	UTU	TCU/HERE
Denver & Rio Grande Western RR	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	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	TCU-Carmen	IBFO	BRS	TCU	UTU	HERE
Illinois Central Gulf RR	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	(*)	UTU	HERE
Kansas City Southern Rwy.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	(*)	(*)
Missouri-Kansas-Texas RR	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	(*)	(*)
National RR Passenger Corp.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	UTU	HERE
Norfolk & Western Rwy.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	UTU	HERE
St. Louis Southwestern Rwy.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	X	HERE
Soo Line Railroad	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	(*)	(*)
Southern Pacific Transp. Co.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	UTU	HERE
Southern Railway Co.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	UTU	TCU
Union Pacific Railroad	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	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, 1987—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, 1987

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
Northwest Airlines, Inc.	ALPA	IAM&AW	TWU	IBT	TWU	IAM&AW	IAM&AW	IAM&AW
Pacific Southwest Airlines	ALPA	—	SDA	AFA	—	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

1/ Reservations Agents.

2/ Fleet Service Employees only.

3/ Passenger Service Employees only.

Table 6 - Employee Representation on Selected Rail Carriers as of September 30, 1988

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	TCU	EMWE	TCU	SA
Burlington Northern	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
Chicago & North Western Transportation Co.	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
Consolidated Rail Corp.	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
CSX Transportation, Inc.	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
Denver & Rio Grande Western RR	BLE	UTU	UTU	UTU	UTU	DSC	TCU	EMWE	TCU	DSC
Florida East Coast Rwy.	FFRE	X	FFRE	FFRE	X	FFRE	FFRE	FFRE	FFRE	FFRE
Grand Trunk Western RR	BLE	BLE	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
Illinois Central Gulf RR	BLE	UTU	UTU	UTU	UTU	SA	TCU	EMWE	TCU	SA
Kansas City Southern Rwy.	BLE	BLE	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
Missouri-Kansas-Texas RR	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
National RR Passenger Corp.	BLE	BLE	(*)	(*)	(*)	UTU	TCU	EMWE	TCU	ATDA
Norfolk & Western Rwy.	BLE	UTU	UTU	UTU	UTU	X	TCU	EMWE	TCU	ATDA
St. Louis Southwestern Rwy.	BLE	BLE	UTU	UTU	UTU	WRSA	TCU	EMWE	TCU	ATDA
Soo Line Railroad	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	(*)
Southern Pacific Transp. Co.	BLE	UTU	UTU	UTU	UTU	WRSA	TCU	EMWE	TCU	ATDA
Southern Railway Co.	BLE	UTU	UTU	UTU	UTU	UTU	TCU	EMWE	TCU	ATDA
Union Pacific Railroad Co.	BLE	UTU	UTU	UTU	UTU	YSC	TCU	EMWE	TCU	X

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

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

Table 6—Continued—Employee Representation on Selected Rail Carriers as of September 30, 1988

Railroad	Machin- ists	Boiler- makers and Black- smiths	Sheet Metal Workers	Elec- trical Workers	Carmen & Coach Cleaners	Power House Em'ees and Rwy. Shop Laborers	Rwy. Sig- nalmen	Mech. Dept. Foremen and/or Supv. of Mechanics	Dining Car Stewards	Dining Car Cooks and Waiters
Atchison, Topeka & Santa Fe Rwy.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	(*)	UTU	(*)
Burlington Northern	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	X	(*)	(*)
Chicago & North Western Transportation Co.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	UTU	HERE
Consolidated Rail Corp.	IAM&AW	BB	SMWIA	IBEW	TCU/TWU	IBFO	BRS	URSA	(*)	(*)
CSX Transportation, Inc.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	UTU	TCU/HERE
Denver & Rio Grande Western RR	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	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	TCU-Carmen	IBFO	BRS	TCU	UTU	HERE
Illinois Central Gulf RR	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	(*)	UTU	HERE
Kansas City Southern Rwy.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	(*)	(*)
Missouri-Kansas-Texas RR	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	(*)	(*)
National RR Passenger Corp.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	UTU	HERE
Norfolk & Western Rwy.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	UTU	HERE
St. Louis Southwestern Rwy.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	X	HERE
Soo Line Railroad	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	(*)	(*)
Southern Pacific Transp. Co.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	UTU	HERE
Southern Railway Co.	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	UTU	TCU
Union Pacific Railroad	IAM&AW	BB	SMWIA	IBEW	TCU-Carmen	IBFO	BRS	TCU	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, 1988—MARINE

Railroad (Marine)	Licensed Deck Employees	Licensed Engineer Employees	Unlicensed Deck Employees	Unlicensed Engineer 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, 1988

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
Northwest Airlines, Inc.	ALPA	IAM&AW	TWU	IBT	TWU	IAM&AW	IAM&AW	IAM&AW
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 2/	IBT
Trans World Airlines, Inc.	ALPA	ALPA	TWU	IFFA	—	IAM&AW	IAM&AW 2/	IAM&AW
United Air Lines, Inc.	ALPA	ALPA	IAM&AW	AFA	IAM&AW	IAM&AW	IAM&AW 1/	IAM&AW
USAir	ALPA	—	—	AFA	—	IAM&AW	IBT 1/	IAM&AW

1/ Fleet Service Employees only.

2/ 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
ASWC	Amtrak Service Workers Council (composed of TCU, TWU and HERE)
ATDA	American Train Dispatchers Association
ATU	Amalgamated Transit Union
BB	International Brotherhood of Boilermakers, Iron Ship-builders, Blacksmiths, Forgers & Helpers
BLE	Brotherhood of Locomotive Engineers
BMWE	Brotherhood of Maintenance of Way Employes
BRB	Brotherhood of Railroad Signalmen
CMR	Committee for Management Representation
CRSA	Consolidated Railway Supervisors Association
CTD	Chicago Truck Drivers, Helpers & Warehousemen Workers Union
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
LIUNA	Laborers' International Union of North America
LU	Local Union
M&PSCA	M&P Shop Crafts of America
MTU	Metropolitan Train Union
NTSA	National Transportation Supervisors Association
PBA-LIRRP	Police Benevolent Association-Long Island Rail Road Police
ROWU	Railway Office Workers Union
SA	System Association, Committee or Individual
SMWIA	Sheet Metal Workers' International Association
TCU	Transportation Communications International Union (Also: TCU-ARSA Division and TCU-Carmen Division)
TCU-ARSA	American Railway and Airline Supervisors Association, a Division of TCU
TCU-Carmen	Brotherhood Railway Carmen, a Division of TCU
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	Alaska Dispatchers Association
AEA	Aviation Employees Association
AFA	Association of Flight Attendants
AFDROS	Association of Flight Dispatchers & Related Operational Specialists
ALEA	Air Line Employees Association
ALPA	Air Line Pilots Association
AMFA	Aircraft Mechanics Fraternal Association
APA	Allied Pilots Association
APFA	Association of Professional Flight Attendants
ATE	Air Transport Employees
CAPA	Challenge Air Pilots Association
FAFC	Flight Attendants For a Free Choice
FEIA	Flight Engineers International Association
HERE	Hotel Employees & Restaurant Employees International Union
HERE-GWUPR	HERE-Gastronomical Workers Union of Puerto Rico
IAM&AW	International Association of Machinists & Aerospace Workers
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
IFFA	Independent Federation of Flight Attendants
IFSSA	Independent Flight Support Services Association
IGSIA	Independent Ground School Instructors' Association
IUFA	Independent Union of Flight Attendants
PAFCA	Professional Airline Flight Control Association
POCA	Professional Cabin Crew Association
PFCA	Pacific Flight Crew Association
RAPA	Regional Airline Pilots Association
RWPA	Royal West Pilots Association
SAEA	Southwest Airlines Employees Association
SAM	Society of Airline Meteorologists
SCCA	Southwest Crew Controllers Association
SDA	Southwest Dispatchers Association
TCU	Transportation Communications International Union (Also: TCU-ARSA Division and TCU-Carmen Division)
TCU-ARSA	American Railway and Airline Supervisors Association, a Division of TCU
TWU	Transport Workers Union of America
UAW	United Automobile, Aerospace, Agricultural Implement Workers of America
UFA	Union of Flight Attendants
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
USWA	United Steelworkers of America

Table 9 -- Interest Arbitration Cases, FY 1972-FY 1988

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

Table 9 --

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

Table 9 --

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
465...	Southern Railway System.....	UTU	Switching limits
467...	Chicago & North Western Transportation Co.....	UTU	Switching limits

Table 9 --

Interest Arbitration Cases—Continued

Arb. Bd. No.	Carrier	Organi- zation	Issue
468...	Southern Pacific Transp. Co...	BLE	Interdivisional service
470...	Norfolk & Western Railway.....	UTU	Switching limits
471...	Norfolk & Western Railway.....	BLE	Switching limits
472...	Atchison, Topeka & Santa Fe...	BLE	Interdivisional service
475...	Union Pacific Railroad Co.....	UTU	Switching limits
476...	Elgin, Joliet & Eastern Ry....	BLE	Interdivisional service
477...	CSX Transportation.....	UTU	Interdivisional service
478...	CSX Transportation.....	BLE	Interdivisional service
479...	Chicago & Illinois Midland....	UTU & BLE ...	Switching limits
481...	Central of Georgia RR.....	UTU	Switching limits
482...	Atchison, Topeka & Santa Fe...	UTU	Interdivisional service
483...	Duluth, Missabe & Iron Range..	UTU & BLE ...	Switching limits
484...	Burlington Northern RR.....	UTU	Switching limits
486...	Atchison, Topeka & Santa Fe...	BLE	Interdivisional service
488...	Burlington Northern RR.....	BLE	Interdivisional service
489...	Norfolk Southern Corp.....	UTU	Interdivisional service

Table 10 -- Arbitration Task Force Cases, FY 1972-FY 1988

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

Table 11-- 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
...Interpretation of Award.....				12-12-87
...Interpretation of Award.....				12-17-87
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

Table 11--Appointments Made Under Arbitration Board No. 419 -- Caboose Issue
(Continued)

Carrier	Org- aniza- tion	Name of Arbitrator	Date of Appoint- ment	Date Award Rendered
Union Pacific RR Co.....	UTU	John N. Gentry	02-23-84	09-24-84
...Interpretation of Award.....				04-10-86
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
...Interpretation of Award.....				06-20-88
Missouri-Kansas-Texas RR....	UTU	George S. Roukis	02-04-86	04-02-86
Chicago & Illinois Midland Railway.....	UTU	Preston J. Moore	01-09-87	01-27-87
Burlington Northern RR.....	UTU	George S. Roukis	06-15-87	06-24-87
Manufacturers Railway Co....	UTU	John N. Gentry	06-29-87	08-10-88
Norfolk & Western Rwy. Co....	UTU	Gilbert H. Vernon	03-07-88	

TABLE 12 -- Cases Docketed and Closed by the National Railroad Adjustment Board:
October 1, 1983 to September 30, 1988

Cases	54-Year Period	1988	1987	1986	1985	1984	1983
<u>ALL DIVISIONS</u>							
Open and on hand at beginning of period.....	-----	1,742	1,710*	1,745*	2,036*	2,007*	2,109
New cases docketed.....	88,359	951	916	1,025	1,084	1,284	1,141
Total number of cases on hand and docketed..	88,359	2,693	2,626	2,770	3,120	3,291	3,250
Cases closed.....	87,009	1,343	884	1,059	1,389	1,257	1,249
Decided without referee.....	12,896	296	2	0	1	1	16
Decided with referee.....	47,414	830	837	977	1,263	1,126	1,006
Withdrawn.....	26,699	217	45	82	125	130	227
Open cases on hand at close of period.....	1,350	1,350	1,742	1,711	1,731	2,034	2,001
<u>FIRST DIVISION</u>							
Open and on hand at beginning of period.....	-----	54	44	45*	105	300*	492
New cases docketed.....	43,580	71	38	27	24	26	38
Total number of cases on hand and docketed..	43,580	125	82	72	129	326	530
Cases closed.....	43,516	61	28	28	82	221	236
Decided without referee.....	10,920	0	0	0	1	0	0
Decided with referee.....	12,963	53	26	24	81	157	161
Withdrawn.....	19,634	8	2	4	0	64	75
Open cases on hand at close of period.....	64	64	54	44	47	105	294
<u>SECOND DIVISION</u>							
Open and on hand at beginning of period.....	-----	282	471*	655*	819	765	694
New cases docketed.....	11,623	172	165	220	311	476	446
Total number of cases on hand and docketed..	11,623	454	636	875	1,130	1,241	1,140

TABLE 12 -- Cases Docketed and Closed by the National Railroad Adjustment Board:
October 1, 1983 to September 30, 1988--CONTINUED

Cases	54 Year Period	1988	1987	1986	1985	1984	1983
Cases closed.....	11,397	228	354	403	491	422	375
Decided without referee.....	736	0	1	0	0	1	0
Decided with referee.....	9,477	215	335	373	406	396	275
Withdrawn.....	1,216	13	18	30	85	25	100
Open cases on hand at close of period.....	226	226	282	472	639	819	765
<u>THIRD DIVISION</u>							
Open and on hand at beginning of period.....	-----	1,332	1,101	924	909*	781	792
New cases docketed.....	28,469	649	648	684	629	639	507
Total number of cases on hand and docketed..	28,469	1,981	1,749	1,608	1,538	1,420	1,299
Cases closed.....	27,490	1,002	417	507	614	513	518
Decided without referee.....	1,235	296	1	0	0	0	13
Decided with referee.....	21,584	515	401	472	588	485	472
Withdrawn.....	4,671	191	15	35	26	28	33
Open cases on hand at close of period.....	979	979	1,332	1,101	924	907	781
<u>FOURTH DIVISION</u>							
Open and on hand at beginning of period.....	-----	74	94	121	203	161	133
New cases docketed.....	4,687	59	65	94	120	143	148
Total number of cases on hand and docketed..	4,687	133	159	215	323	304	281
Cases closed.....	4,606	52	85	121	202	101	120
Decided without referee.....	3	0	0	0	0	0	3
Decided with referee.....	3,418	47	75	108	188	88	98
Withdrawn.....	1,185	5	10	13	14	13	19
Open cases on hand at close of period.....	81	81	74	94	121	203	161

*Adjusted Figure.

Appendix A—FY 1987

Fifty-Third Annual Report of the National Railroad Adjustment Board Chicago, Illinois Fiscal Year 1987



National Railroad Adjustment Board (Created June 21, 1934)

J. E. Yost, Chairman
W. R. Miller, Vice Chairman¹
R.J. Carvatta, Staff Director/Grievances
N.J. Dever, Executive Secretary

¹ Replaced N. D. Schwitalla, Effective 4/15/87.

Accounting for all moneys appropriated by Congress for the fiscal year 1987 pursuant to the authority conferred by the Railway Labor Act, as amended (Public Law 442, 73rd Congress-Approved June 21, 1934.)

Regular appropriation: National Railroad Adjustment Board Board's portions of Salaries and Expenses, National Mediation Board	\$847,093.00
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Expenditure:

Salaries of employes	258,080.00
Salaries of Referees	341,990.00
Personnel benefits	35,194.00
Travel expenses (including referees)	52,190.00
Transportation of things	1,000.00
Other Rent	23,969.00
Communication Services	35,000.00
Standard Level user charges	64,850.00
Postage	11,304.00
Other contractual services	8,240.00
Supplier and materials	9,610.00
Equipment	5,660.00

Total Expenditures	\$847,093.00*
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*Approximately 19% of this amount other than Referee Salary and travel is expended for Public Law Boards and Special Boards of Adjustment

NRAB Government Employees, Salaries and Duties

Name	Title	Salary Paid	Duties
Administration			
Carvatta, Roy J.	Staff Director/ Grievances	\$33,389.45*	Subject to direction of National Mediation Board, Administers, N.R.A.B. Governmental affairs
Swanson, Ronald A.	Asst. Adm. Officer	15,955.20*	Accounting and auditing
Szewczyk, Bernice A.	Clerical Assistant	11,513.04*	Assists in accounting and auditing
Brasch, Rosemarie	AIS Coordinator	12,598.32*	Coordinates Automated Information System
Loughrin, Catherine A.	AIS Clerical Asst.	10,113.28*	Assists in Coordinating Automated Information System
Llamas, Florencio M.	Clerk	7,603.68	Clerical
Divisional			
Dever, Nancy J.	Exec. Secretary	28,648.40	Executive Secretary- responsible for all Divisions
Albert, Albert J.	Clerk(Typing)	13,215.68	Clerical
Vorphal, Joan A.	Clerk(Typing)	20,226.56	Clerical
Woods, Linda A.	Clerk(Typing)	14,913.76	Clerical

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

NATIONAL RAILROAD ADJUSTMENT BOARD

NRAB REFEREE SALARIES

FROM 10/01/86 TO 09/30/87

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

	REFEREE NAME	SALARY PAID
DIVISION - 1		
	DENNIS, R. E.	2,860.00
	GOLD, C. H. ✓	220.00
	LAROCOCO, J. B.	1,320.00
	TWOMEY, D. P.	4,400.00
DIVISION - 2		
	BENN, E. H.	4,400.00
	BRIGGS, S. R.	2,860.00
	CAREY, T. F.	1,980.00
	CARTER, P. C.	16,720.00
	COHEN, H.	8,360.00
	DENNIS, R. E.	1,320.00
	GOLDSTEIN, E. H.	10,120.00
	HALL, L. K.	1,320.00
	KLAUS, I.	330.00
	KLEIN, J. I.	330.00
	MCALLISTER, R. W.	8,250.00
	MCALPIN, R. E.	14,190.00
	MEYERS, P. R.	5,940.00
	MIKRUT, J. J., JR.	8,250.00
	MUESSIG, E.	2,860.00
	NELSON, R.	3,300.00
	SHARP, T. P.	5,280.00
	STALLWORTH, L. E.	9,790.00
	ZUSMAN, M. E.	10,120.00

DIVISION - 3

BENN, E. H.	20,460.00
BOYLE, G. V.	220.00
CARTER, P. C.	7,150.00
CLONEY, J. E.	6,875.00
DENNIS, R. E.	8,360.00
EISCHEN, D. E.	2,420.00
GAINES, J. W.	220.00
GOLD, C. H.	4,840.00
GOLDSTEIN, E. H.	9,460.00
HARRIS, P.	330.00
JOHNSON, J. R.	11,220.00
LAROCCO, J. B.	3,025.00
LIEBERMAN, I. M.	10,560.00
MARX, H. L., JR.	5,170.00
MCALLISTER, R. W.	12,760.00
MEYERS, P. R.	4,620.00
MUESSIG, E.	4,097.50
ROUKIS, G. S.	1,540.00
SCHEINMAN, M. F.	7,260.00
SIREFMAN, J. P.	2,200.00
STALLWORTH, L. E.	2,200.00
SUNTRUP, E. L.	4,840.00
THIAS, E. F.	5,390.00
VERNON, G. H.	6,380.00
ZUSMAN, M. E.	12,430.00

DIVISION - 4

EISCHEN, D. E.	2,200.00
LAROCCO, J. B.	2,365.00
MARX, H. L., JR.	3,960.00
MCALLISTER, R. W.	5,775.00
MUESSIG, E.	3,905.00
STALLWORTH, L. E.	5,555.00
ZUSMAN, M. E.	4,977.50

**Fifty-Third
Annual Report of the**

First Division

**of the
National Railroad
Adjustment Board
to the
National Mediation Board**

For the Fiscal Year Ended September 30, 1987

NATIONAL RAILROAD ADJUSTMENT BOARD

FIRST DIVISION

M E M B E R S H I P

M. W. Fingerhut, Chairman

R. K. Radek, Vice Chairman

G. E. Bruce

G. T. DuBose

G. D. DeBolt

D. W. Hise

M. Humphrey

D. F. Patterson (1)

L. W. Swert

(1) Replaced G. E. Bruce 2/17/87

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.

OPERATIONS

The tables attached set out results of operations of the division during fiscal year 1986-1987.

NATIONAL RAILROAD ADJUSTMENT BOARD
 WORKLOAD REPORT - DOCKETED CASES
 DIVISION-1 FROM 10/01/86 TO 09/30/87

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	44
New cases docketed.....	38
Cases disposed of.....	28
On hand at end of year.....	54

BREAKDOWN OF CASES DISPOSED OF:

Decided without Referee.....	0
Decided with Referee.....	26
Otherwise closed (withdrawn).....	2

BREAKDOWN OF CASES ON HAND:

In Referee Assignment including cases heard.....	37
Record not closed.....	17
Record closed but not assigned to Referee.....	0

OTHER TOTALS:

Cases heard by referee including paneled cases....	52
Cases deadlocked.....	32

NATIONAL RAILROAD ADJUSTMENT BOARD
CARRIERS PARTY TO DOCKETED CASES
DIVISION-1 FROM 10/01/86 TO 09/30/87

ATCHILSON, TOPEKA & SANTA FE RW.....	2
BURLINGTON NORTHERN RR CO	11
CHICAGO & NORTH WESTERN RW CO	5
CONRAIL-CONSOLIDATED RAIL CORP.....	1
DELAWARE & HUDSON RW CO.	1
FLORIDA EAST COAST RY CO	1
METRO NORTH RAILROAD (MTA)	1
MISSOURI-KANSAS-TEXAS RR CO.	1
SEABOARD SYSTEM	2
SOUTHEASTERN PA. TRANS. AUTH.	1
SOUTHERN RAILWAY	1
UNION PACIFIC RR	11
TOTAL DOCKETED CASES.....	38

NATIONAL RAILROAD ADJUSTMENT BOARD
UNIONS PARTY TO DOCKETED CASES
DIVISION-1 FROM 10/01/86 TO 09/30/87

BROTHERHOOD OF LOCO.ENGINEERS	21
MISCELLANEOUS	15
UNITED TRANSPORTATION UNION	2
TOTAL DOCKETED CASES.....	38

**Fifty-Third
Annual Report of the**

Second Division

**of the
National Railroad
Adjustment Board
to the
National Mediation Board**

For the Fiscal Year Ended September 30, 1987

NATIONAL RAILROAD ADJUSTMENT BOARD

SECOND DIVISION

M E M B E R S H I P

N. D. Schwitalla, Vice Chairman	P. V. Varga, Chairman
M. J. Cullen	J. K. Beatty
C. D. Easley	A. D. Dula
M. Filipovic (2)	M. W. Fingerhut
D. A. Hampton	R. L. Hicks
R. A. Johnson	T. N. Tancula
R. E. Kowalski (1)	

(1) Replaced N. D. Schwitalla 4/15/87

(2) Replaced C. D. Easley 8/25/87

NATIONAL RAILROAD ADJUSTMENT BOARD
 WORKLOAD REPORT - DOCKETED CASES
 DIVISION-2 FROM 10/01/86 TO 09/30/87

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	471
New cases docketed.....	165
Cases disposed of.....	354
On hand at end of year.....	282

BREAKDOWN OF CASES DISPOSED OF:

Decided without Referee.....	1
Decided with Referee.....	335
Otherwise closed (withdrawn).....	18

BREAKDOWN OF CASES ON HAND:

In Referee Assignment including cases heard.....	186
Record not closed.....	8
Record closed but not assigned to Referee.....	88

OTHER TOTALS:

Cases heard by referee including paneled cases....	229
Cases deadlocked.....	186

NATIONAL RAILROAD ADJUSTMENT BOARD
CARRIERS PARTY TO DOCKETED CASES
DIVISION-2 FROM 10/01/86 TO 09/30/87

AMTRAK	3
ATCHISON, TOPEKA & SANTA FE RW.....	7
BALTIMORE & OHIO RR CO.	2
BELT RW CO. OF CHICAGO	2
BIRMINGHAM SOUTHERN RR CO.	3
BURLINGTON NORTHERN RR CO	18
CHESAPEAKE & OHIO RW CO	3
CHICAGO & NORTH WESTERN RW CO	20
CONRAIL-CONSOLIDATED RAIL CORP.....	5
CSX TRANSPORTATION, INC.	19
DENVER & RIO GRANDE WESTERN RR.....	2
DULUTH, MISSABE & IRON RANGE	4
ELGIN, JOLIET & EASTERN RY CO	1
FRUIT GROWERS' EXPRESS	3
GRAND TRUNK WESTERN RW CO.	2
HOUSTON BELT & TERM. RW CO.	1
ILLINOIS CENTRAL GULF	1
INDIANA HARBOR BELT RW	1
LOUISVILLE & NASHVILLE RR CO.	1
MISSOURI PACIFIC RR CO.	5
MISSOURI-KANSAS-TEXAS RR CO.	1
NE ILLINOIS REGIONAL COMMUTER	3
NORFOLK & WESTERN RY CO.	7
PORT AUTHORITY TRANS-HUDSON	2
SEABOARD SYSTEM	14
SOO LINE	2

SOUTHERN PACIFIC RR CO	22
SOUTHERN RAILWAY	2
ST. LOUIS SOUTHWESTERN	3
UNION PACIFIC FRUIT EXPRESS CO.....	2
UNION PACIFIC RR	4
TOTAL DOCKETED CASES.....	165

NATIONAL RAILROAD ADJUSTMENT BOARD
UNIONS PARTY TO DOCKETED CASES
DIVISION-2 FROM 10/01/86 TO 09/30/87

BRO.RW CARMEN OF U.S. & CANADA.....	62
INT'L. BRO. OF FIREMEN & OILER.....	11
INT'L.ASSN.OF MACH.&AEROSPACE	25
INT'L.BRO OF ELECTRICAL WRKRS	42
MISCELLANEOUS	7
SHEET METAL WRKRS.INT'L.UNION	18
TOTAL DOCKETED CASES.....	165

**Fifty-Third
Annual Report of the**

Third Division

**of the
National Railroad
Adjustment Board
to the
National Mediation Board**

For the Fiscal Year Ended September 30, 1987

NATIONAL RAILROAD ADJUSTMENT BOARD

THIRD DIVISION

M E M B E R S H I P

W. R. Miller, Vice Chairman	J. E. Yost, Chairman
D. D. Bartholomay	B. J. East
R. J. Irvin	J. S. Godfrey
E. E. Monroe	M. D. McCarthy
V. M. Speakman	R. L. Hicks

JURISDICTION

THIRD DIVISION: 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 (Para.(h) and (c), sec. 153, First, Railway Labor Act, 1934).

NATIONAL RAILROAD ADJUSTMENT BOARD
 WORKLOAD REPORT - DOCKETED CASES
 DIVISION-3 FROM 10/01/86 TO 09/30/87

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	1101
New cases docketed.....	648
Cases disposed of.....	417
On hand at end of year.....	1332

BREAKDOWN OF CASES DISPOSED OF:

Decided without Referee.....	1
Decided with Referee.....	401
Otherwise closed (withdrawn).....	15

BREAKDOWN OF CASES ON HAND:

In Referee Assignment including cases heard.....	584
Record not closed.....	285
Record closed but not assigned to Referee.....	463

OTHER TOTALS:

Cases heard by referee including paneled cases....	492
Cases deadlocked.....	606

NATIONAL RAILROAD ADJUSTMENT BOARD
CARRIERS PARTY TO DOCKETED CASES
DIVISION-3 FROM 10/01/86 TO 09/30/87

ALTON & SOUTHERN	1
AMTRAK	57
ATCHISON, TOPEKA & SANTA FE RW.....	152
BALTIMORE & OHIO RR CO.	5
BELT RW CO. OF CHICAGO	1
BESSEMER AND LAKE ERIE	6
BOSTON & MAINE CORP.	3
BURLINGTON NORTHERN RR CO	37
CENTRAL OF GEORGIA RAILWAY CO.....	3
CHESAPEAKE & OHIO RW CO	9
CHICAGO & NORTH WESTERN RW CO	7
CHICAGO & W. INDIANA RR	1
CHICAGO UNION STATION	1
CONRAIL-CONSOLIDATED RAIL CORP.....	100
CSX TRANSPORTATION, INC.	12
DELAWARE & HUDSON RW CO.	20
DENVER & RIO GRANDE WESTERN RR.....	4
DETROIT AND TOLEDO SHORE LINE	1
DETROIT, TOLEDO & IRONTON	3
DULUTH, MISSABE & IRON RANGE	16
DULUTH, WINNIPEG & PACIFIC RR	1
ELGIN, JOLIET & EASTERN RY CO	2
FRUIT GROWERS' EXPRESS	1
GRAND TRUNK WESTERN RW CO.	3
HOUSTON BELT & TERM. RW CO.	3
ILL.CENTRAL GULF HOSPITAL ASSO.....	1

ILLINOIS CENTRAL GULF	2
KANSAS CITY SOUTHERN RW CO.	9
KANSAS CITY TERMINAL	6
LAKE TERMINAL	1
LOUISVILLE & NASHVILLE RR CO.	1
METRO NORTH RAILROAD (MTA)	2
MISSOURI PACIFIC RR CO.	10
MISSOURI-KANSAS-TEXAS RR CO.	9
NE ILLINOIS REGIONAL COMMUTER	2
NEW JERSEY TRANSIT RAIL OP., IN.....	1
NEW ORLEANS PUBLIC BELT RR	4
NORFOLK & WESTERN RY CO.	9
NORFOLK SOUTHERN RW CO.	1
NORTH LOUISIANA & GULF RR	1
OKLA, KANSAS & TEXAS RY CO	3
PITTSBURGH & LAKE ERIE RR CO.	3
PORT TERMINAL RAILROAD ASS.	1
PORTLAND TERMINAL RAILROAD CO.....	1
PROVIDENCE AND WORCESTER RR	1
RR PERISABLE INSPECTION AGENCY.....	1
SEABOARD SYSTEM	4
SOO LINE	25
SOUTHERN PACIFIC RR CO	43
SOUTHERN RAILWAY	6
SPOKANE INTERNATIONAL RR CO.	1
ST. LOUIS SOUTHWESTERN	12
TRANS-CONTINENTAL FREIGHT BUR.....	1

UNION PACIFIC RR	33
WESTERN MARYLAND RR CO.	4
WESTERN WEIGHING & INSPEC. BUR.....	1
TOTAL DOCKETED CASES.....	648

NATIONAL RAILROAD ADJUSTMENT BOARD
UNIONS PARTY TO DOCKETED CASES
DIVISION-3 FROM 10/01/86 TO 09/30/87

AMERICAN TRAIN DISPATCHERS ASN.....	14
BRO. OF RAILROAD SIGNALMEN	62
BRO.MAINTEN.OF WAY EMPLOYES	356
BRO.RY.AL & SS CLERKS,FRT.HND	65
MISCELLANEOUS	151
TOTAL DOCKETED CASES.....	648

**Fifty-Third
Annual Report of the**

Fourth Division

**of the
National Railroad
Adjustment Board
to the
National Mediation Board**

For the Fiscal Year Ended September 30, 1987

NATIONAL RAILROAD ADJUSTMENT BOARD

FOURTH DIVISION

M E M B E R S H I P

D. R. Carver, Vice Chairman

M. C. Lesnik, Chairman

F. Ferlin

W. M. Cunningham

R. E. Kowalski (1)

B. E. Simon

(1) Appointed 4/15/87

STATEMENT

On June 21, 1934, by the passage of Public Law No. 440, Seventy-Third Congress, here was created the National Railroad Adjustment Board.

Members of the National Railroad Adjustment Board, selected in accordance with the Act, met on July 31, 1934, organized, and adopted rules of procedure, following which the Fourth Division met, organized and elected a Chairman, a Vice Chairman and a Secretary.

JURISDICTION

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

CLASSES OF DISPUTES TO BE HANDLED

"The disputes between an employee or group of employees and a carrier or carriers growing out of grievances or out of the interpretation or application of agreements concerning rates of pay, rules, or working conditions, including cases pending and unadjusted on June 21, 1934, shall be handled in the usual manner up to and including the chief operating officer of the carrier designated to handle such disputes; but, failing to reach an adjustment in this manner, the disputes may be referred by petition of the parties or by either party to the appropriate division of the Adjustment Board with a full statement of the facts and all supporting data bearing upon the disputes." (Paragraph (i), Section 153, First, Railway Labor Act, 1934.)

NATIONAL RAILROAD ADJUSTMENT BOARD

WORKLOAD REPORT - DOCKETED CASES

DIVISION-4 FROM 10/01/86 TO 09/30/87

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	94
New cases docketed.....	65
Cases disposed of.....	85
On hand at end of year.....	74

BREAKDOWN OF CASES DISPOSED OF:

Decided without Referee.....	0
Decided with Referee.....	75
Otherwise closed (withdrawn).....	10

BREAKDOWN OF CASES ON HAND:

In Referee Assignment including cases heard.....	66
Record not closed.....	6
Record closed but not assigned to Referee.....	2

OTHER TOTALS:

Cases heard by referee including paneled cases....	62
Cases deadlocked.....	61

NATIONAL RAILROAD ADJUSTMENT BOARD
CARRIERS PARTY TO DOCKETED CASES
DIVISION-4 FROM 10/01/86 TO 09/30/87

AMTRAK	2
BALTIMORE & OHIO RR CO.	4
BOSTON & MAINE CORP.	1
BURLINGTON NORTHERN RR CO	2
CHESAPEAKE & OHIO RW CO	4
CHICAGO & NORTH WESTERN RW CO	9
CHICAGO, MILW. ST PAUL, & PAC	1
CONRAIL-CONSOLIDATED RAIL CORP.	4
CSX TRANSPORTATION, INC.	1
DELAWARE & HUDSON RW CO.	1
DULUTH, MISSABE & IRON RANGE	4
FLORIDA EAST COAST RY CO	4
GRAND TRUNK WESTERN RW CO.	3
HOUSTON BELT & TERM. RW CO.	1
ILLINOIS CENTRAL GULF	2
INDIANA HARBOR BELT RW	1
KANSAS CITY SOUTHERN RW CO.	1
MICHIGAN-WISCONSIN TRANS. CO.	1
NORFOLK & WESTERN RY CO.	6
SOO LINE	1
SOUTHERN PACIFIC RR CO	11
UNION PACIFIC RR	1
TOTAL DOCKETED CASES	65

NATIONAL RAILROAD ADJUSTMENT BOARD
UNIONS PARTY TO DOCKETED CASES
DIVISION-4 FROM 10/01/86 TO 09/30/87

AMER.RY.SUPVRS.ASSN. (BRAC)	30
ASSN. OF RW TECH. EMPLOYEES	1
BRO.RY.AL & SS CLERKS,FRT.HND	9
INT'L. LONGSHOREMEN'S ASSN.	1
MISCELLANEOUS	7
NATIONAL MARITIME UNION	1
RAILROAD YARDMASTERS OF AMER.	15
UNITED TRANSPORTATION UNION	1
TOTAL DOCKETED CASES.....	65

Appendix A—FY 1988

Fifty-Fourth Annual Report of the National Railroad Adjustment Board Chicago, Illinois Fiscal Year 1988



National Railroad Adjustment Board (Created June 21, 1934)

W. R. Miller, Chairman

J. E. Yost, Vice Chairman

R. J. Carvatta, Staff Director/Grievances

N. J. Dever, Executive Secretary

NRAB Government Employees, Salaries and Duties

Name	Title	Salary Paid	Duties
Administration			
Carvatta, Roy J.	Staff Director/ Grievances	\$34,733.12*	Subject to direction of National Mediation Board, Administers, N.R.A.B. Governmental affairs
Swanson, Ronald A.	Asst. Adm. Officer	16,381.00*	Accounting and auditing
Szewczyk, Bernice A.	Clerical Assistant	11,846.32*	Assists in accounting and auditing
Brasch, Rosemarie	AIS Coordinator	3,850.00*	Coordinates Automated Information System
Loughrin, Catherine A.	AIS Clerical Asst.	10,886.68*	Assists in Coordinating Automated Information System
Llamas, Florencio M.	Clerk	8,212.52	Clerical
Marsden, Virginia A.	Clerk(Typing)	3,303.40	Clerical
Divisional			
Dever, Nancy J.	Exec. Secretary	28,989.68	Executive Secretary- responsible for all Divisions
Albert, Albert J.	Clerk(Typing)	6,091.81	Clerical
Duffy, Maurice	Clerk(Typing)	6,016.80	Clerical
Ramirez, Michele	Clerk(Typing)	2,612.00	Clerical
Vorphal, Joan A.	Clerk(Typing)	20,768.96	Clerical
Woods, Linda A.	Clerk(Typing)	14,884.91	Clerical

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

Accounting for all moneys appropriated by Congress for the fiscal year 1988 pursuant to the authority conferred by the Railway Labor Act, as amended (Public Law 442, 73rd Congress-Approved June 21, 1934.)

Regular appropriation: National Railroad Adjustment Board Board's portions of Salaries and Expenses, National Mediation Board	\$1,099,809.00
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Expenditure:

Salaries of employees	261,450.00
Salaries of Referees	557,837.00
Personnel benefits	40,167.00
Travel expenses (including referees)	46,763.00
Transportation of things	704.00
Other Rent	25,329.00
Communication Services	21,273.00
Standard Level user charges	105,282.00
Postage	13,004.00
Other contractual services	9,802.00
Supplier and materials	10,263.00
Equipment	7,935.00

Total Expenditures	\$1,099,809.00*
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*Approximately 19% of this amount other than Referee Salary and travel is expended for Public Law Boards and Special Boards of Adjustment

NATIONAL RAILROAD ADJUSTMENT BOARD

NRAB REFEREE SALARIES

FROM 10/01/87 TO 09/30/88

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

	REFEREE NAME	SALARY PAID
DIVISION - 1	BENN, E. H.	880.00
	FLETCHER, J. C.	3,960.00
	GOLD, C. H.	440.00
	LAROCOCO, J. B.	3,960.00
	TWOMEY, D. P.	13,750.00
DIVISION - 2	BENN, E. H.	8,140.00
	CAREY, T. F.	9,460.00
	CARTER, P. C.	1,100.00
	FLETCHER, J. C.	5,280.00
	GOLDSTEIN, E. H.	440.00
	KASHER, R. R.	220.00
	KLAUS, I.	1,100.00
	MASON, J. E.	3,740.00
	MCALLISTER, R. W.	1,595.00
	MCALPIN, R. E.	9,460.00
	MEYERS, P. R.	9,240.00
	MILLER, R. L.	9,900.00
	MUESSIG, E.	2,475.00
	O'BRIEN, R. M.	440.00
	ROUKIS, G. S.	2,200.00
	STALLWORTH, L. E.	1,320.00
	ZUSMAN, M. E.	14,740.00

DIVISION - 3

BENN, E. H.	17,270.00
CLONEY, J. E.	5,830.00
DENNIS, R. E.	5,500.00
EISCHEN, D. E.	10,780.00
FLETCHER, J. C.	7,040.00
GOLD, C. H.	2,200.00
GOLDSTEIN, E. H.	16,170.00
JOHNSON, J. R.	880.00
LAROCOC, J. B.	2,035.00
LIEBERMAN, I. M.	1,980.00
MARX, H. L., JR.	16,720.00
MCALLISTER, R. W.	10,065.00
MEYERS, P. R.	6,710.00
MILLER, R. L.	5,720.00
MUESSIG, E.	7,205.00
ROUKIS, G. S.	5,170.00
SCHEINMAN, M. F.	4,180.00
STALLWORTH, L. E.	1,870.00
SUNTRUP, E. L.	11,110.00
THIAS, E. F.	1,567.50
VERNON, G. H.	16,390.00
WARSHAW, J. A.	3,300.00
ZUSMAN, M. E.	15,647.50

DIVISION - 4

FISHER, A. J.	4,840.00
FLETCHER, J. C.	440.00
MARX, H. L., JR.	330.00
MCALLISTER, R. W.	5,115.00
MUESSIG, E.	1,732.50
SUNTRUP, E. L.	6,050.00
ZUSMAN, M. E.	4,042.50

**Fifty-Fourth
Annual Report of the**

First Division

**of the
National Railroad
Adjustment Board
to the
National Mediation Board**

For the Fiscal Year Ended September 30, 1988

NATIONAL RAILROAD ADJUSTMENT BOARD
FIRST DIVISION

MEMBERSHIP

R. K. Radek, Chairman	G. D. Debolt
M. W. Fingerhut, Vice Chairman	D. H. Hise
G.E. Bruce	M. Humphrey
G. T. DuBose	L. W. Swert

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.

OPERATIONS

The tables attached set out results of operations of the division during fiscal year 1988.

NATIONAL RAILROAD ADJUSTMENT BOARD
WORKLOAD REPORT - DOCKETED CASES
DIVISION-1 FROM 10/01/87 TO 09/30/88

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	54
New cases docketed.....	71
Cases disposed of.....	61
On hand at end of year.....	64
 BREAKDOWN OF CASES DISPOSED OF:	
Decided without Referee.....	0
Decided with Referee.....	53
Otherwise closed (withdrawn).....	8
 BREAKDOWN OF CASES ON HAND:	
In Referee Assignment including cases heard.....	51
Record not closed.....	2
Record closed but not assigned to Referee..	11
 OTHER TOTALS:	
Cases heard by Referee including paneled cases.....	45
Cases deadlocked.....	79

NATIONAL RAILROAD ADJUSTMENT BOARD
CARRIERS PARTY TO DOCKETED CASES
DIVISION-1 FROM 10/01/87 TO 09/30/88

Atchison, Topeka & Santa Fe Rwy.....	9
Belt Railway Co. of Chicago.....	2
Burlington Northern Railroad Co.....	9
Chicago & North Western Rwy. Co.....	11
CONRAIL-Consolidated Rail Corportation.....	1
CSX Transportation, Inc.....	6
Elgin, Joliet & Eastern Rwy. Co.....	2
Illinois Central Gulf.....	2
Iowa Interstate Railway Co.....	1
Maryland Midland Railway.....	1
Metro-North Railroad (MTA).....	1
Norfolk & Western Railway Co.....	2
Southern Pacific Railroad Co.....	21
Union Pacific Railroad.....	3
Total Docketed Cases.....	71

NATIONAL RAILROAD ADJUSTMENT BOARD
UNIONS PARTY TO DOCKETED CASES
DIVISION-1 FROM 10/01/87 TO 09/30/88

Brotherhood of Locomotive Engineers.....	46
Miscellaneous.....	8
United Transportation Union.....	17
Total Docketed Cases.....	71

**Fifty-Fourth
Annual Report of the
Second Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

For the Fiscal Year Ended September 30, 1988

NATIONAL RAILROAD ADJUSTMENT BOARD

SECOND DIVISION

M E M B E R S H I P

R. A. Johnson, Chairman

P. V. Varga, Vice Chairman

M. J. Cullen

J. K. Beatty

M. Filipovic

A. D. Dula

D. A. Hampton

M. W. Fingerhut

R. E. Kowalski

R. L. Hicks

B. T. Proffitt (1)

T. N. Tancula

(1) Replaced M. J. Cullen 6/30/88

NATIONAL RAILROAD ADJUSTMENT BOARD
 WORKLOAD REPORT - DOCKETED CASES
 DIVISION-2 FROM 10/01/87 TO 09/30/88

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	282
New cases docketed.....	172
Cases disposed of.....	228
On hand at end of year.....	226

BREAKDOWN OF CASES DISPOSED OF:

Decided without Referee.....	0
Decided with Referee.....	215
Otherwise closed (withdrawn).....	13

BREAKDOWN OF CASES ON HAND:

In Referee Assignment including cases heard.....	142
Record not closed.....	13
Record closed but not assigned to Referee.....	71

OTHER TOTALS:

Cases heard by referee including paneled cases....	202
Cases deadlocked.....	112

NATIONAL RAILROAD ADJUSTMENT BOARD
CARRIERS PARTY TO DOCKETED CASES
DIVISION-2 FROM 10/01/87 TO 09/30/88

AMTRAK	9
ATCHILSON, TOPEKA & SANTA FE RW.....	3
BELT RW CO. OF CHICAGO	3
BURLINGTON NORTHERN RR CO	18
CHICAGO & NORTH WESTERN RW CO	13
CONRAIL-CONSOLIDATED RAIL CORP.....	8
CSX TRANSPORTATION, INC.	23
DENVER & RIO GRANDE WESTERN RR.....	5
DETROIT & MACKINAC RW CO.	1
DULUTH, MISSABE & IRON RANGE	9
DULUTH, WINNIPEG & PACIFIC RR	1
ELGIN, JOLIET & EASTERN RY CO	2
FRUIT GROWERS' EXPRESS	2
ILLINOIS CENTRAL GULF	3
INDIANA HARBOR BELT RW	4
KANSAS CITY SOUTHERN RW CO.	3
KANSAS CITY TERMINAL	1
LOUISVILLE & NASHVILLE RR CO.	1
MISSOURI PACIFIC RR CO.	7
MISSOURI-KANSAS-TEXAS RR CO.	2
NE ILLINOIS REGIONAL COMMUTER	8
NORFOLK & WESTERN RY CO.	6
NORFOLK SOUTHERN RW CO.	1
PACIFIC FRUIT EXPRESS COMPANY	1
PADUCAH & LOUISVILLE RWY, INC.....	2
SOO LINE	4

SOUTHERN PACIFIC RR CO	13
SOUTHERN RAILWAY	7
ST. LOUIS SOUTHWESTERN	7
UNION PACIFIC RR	5
TOTAL DOCKETED CASES.....		172

NATIONAL RAILROAD ADJUSTMENT BOARD
UNIONS PARTY TO DOCKETED CASES
DIVISION-2 FROM 10/01/87 TO 09/30/88

BRO.FW CARMEN OF U.S. & CANADA.....	68
INT'L. BRO. OF FIREMEN & OILER.....	18
INT'L.ASSN.OF MACH.&AEROSPACE	12
INT'L.BRO OF ELECTRICAL WRKRS	49
MISCELLANEOUS	7
SHEET METAL WRKRS.INT'L.UNION	17
TRANS. COMMUNICATIONS UNION	1
TOTAL DOCKETED CASES.....	172

**Fifty-Fourth
Annual Report of the**

Third Division

**of the
National Railroad
Adjustment Board
to the
National Mediation Board**

For the Fiscal Year Ended September 30, 1988

NATIONAL RAILROAD ADJUSTMENT BOARD

THIRD DIVISION

M E M B E R S H I P

W. R. Miller, Chairman	J. E. Yost, Vice Chairman
D. D. Bartholomay	B. J. East
R. R. Foley (1)	J. S. Godfrey
R. J. Irvin	M. D. McCarthy
E. E. Monroe	J. W. Carter
V. M. Speakman	

(1) Replaced V. M. Speakman 10/1/87

JURISDICTION

THIRD DIVISION: 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 (Para.(h) and (c), sec. 153, First, Railway Labor Act, 1934).

NATIONAL RAILROAD ADJUSTMENT BOARD
 WORKLOAD REPORT - DOCKETED CASES
 DIVISION-3 FROM 10/01/87 TO 09/30/88

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	1332
New cases docketed.....	649
Cases disposed of.....	1002
On hand at end of year.....	979

BREAKDOWN OF CASES DISPOSED OF:

Decided without Referee.....	296
Decided with Referee.....	515
Otherwise closed (withdrawn).....	191

BREAKDOWN OF CASES ON HAND:

In Referee Assignment including cases heard.....	519
Record not closed.....	68
Record closed but not assigned to Referee.....	392

OTHER TOTALS:

Cases heard by referee including paneled cases....	569
Cases deadlocked.....	574

NATIONAL RAILROAD ADJUSTMENT BOARD
CARRIERS PARTY TO DOCKETED CASES
DIVISION-3 FROM 10/01/87 TO 09/30/88

AKRON & BARBERTON BELT RR	1
ALTON & SOUTHERN	1
AMTRAK	37
ATCHILSON, TOPEKA & SANTA FE RW.....	224
BALTIMORE & OHIO RR CO.	1
BELT RW CO. OF CHICAGO	2
BESSEMER AND LAKE ERIE	1
BOSTON & MAINE CORP.	1
BURLINGTON NORTHERN RR CO	24
CANADIAN PACIFIC LTD	1
CHESAPEAKE & OHIO RW CO	2
CHICAGO & ILLINOIS MIDLAND RR	3
CHICAGO & NORTH WESTERN RW CO	7
CHICAGO,CENTRAL & PACIFIC RR	1
CONRAIL-CONSOLIDATED RAIL CORP.....	60
CSX TRANSPORTATION, INC.	37
DELAWARE & HUDSON RW CO.	7
DENVER & RIO GRANDE WESTERN RR.....	7
DETROIT, TOLEDO & IRONTON	3
DULUTH, MISSABE & IRON RANGE	13
DULUTH, WINNIPEG & PACIFIC RR	5
ELGIN, JOLIET & EASTERN RY CO	7
FRUIT GROWERS' EXPRESS	1
GRAND TRUNK WESTERN RW CO.	8
HOUSTON BELT & TERM. RW CO.	4
ILL.CENTRAL GULF HOSPITAL ASSO.....	1

ILLINOIS CENTRAL GULF	4
INDIANA HARBOR BELT RW	2
KANSAS CITY SOUTHERN RW CO.	9
KANSAS CITY TERMINAL	2
LONG ISLAND RAIL ROAD	7
LOUISIANA & ARKANSAS RW	1
MAINE CENTRAL RR CO	3
MISSOURI PACIFIC RR CO.	7
MISSOURI-KANSAS-TEXAS RR CO.	11
NE ILLINOIS REGIONAL COMMUTER	6
NEW ORLEANS PUBLIC BELT RR	1
NORFOLK & WESTERN RY CO.	8
PORTLAND TERMINAL RAILROAD CO.....	1
SOO LINE	30
SOUTHERN PACIFIC RR CO	19
SOUTHERN RAILWAY	3
ST. LOUIS SOUTHWESTERN	1
TERMINAL RR ASS. OF ST. LOUIS	10
THE MONONGAHELA RW CO	1
UNION PACIFIC RR	63
WESTERN RAILROAD ASSOCIATION	1
TOTAL DOCKETED CASES.....	649

NATIONAL RAILROAD ADJUSTMENT BOARD
UNIONS PARTY TO DOCKETED CASES
DIVISION-3 FROM 10/01/87 TO 09/30/88

AMER.RY.SUPVRS.ASSN. (BRAC)	1
AMERICAN TRAIN DISPATCHERS ASN.....	11
BRO. OF RAILROAD SIGNALMEN	54
BRO.MAINTEN.OF WAY EMPLOYES	291
BRO.RY.AL & SS CLERKS,FRT.HND	46
MISCELLANEOUS	195
TRANS. COMMUNICATIONS UNION	51
TOTAL DOCKETED CASES.....	649

**Fifty-Fourth
Annual Report of the**

Fourth Division

**of the
National Railroad
Adjustment Board
to the
National Mediation Board**

For the Fiscal Year Ended September 30, 1988

NATIONAL RAILROAD ADJUSTMENT BOARD
FOURTH DIVISION

MEMBERSHIP

D. R. Carver, Chairman
M. C. Lesnik, Vice Chairman
R. C. Arthur (1)

W. M. Cunningham
F. Ferlin
B. E. Simons

(1) Replaced D. R. Carver 11/1/87.

STATEMENT

On June 21, 1934, by the passage of Public Law No. 440, Seventy-Third Congress, the National Railroad Adjustment Board was created.

Members of the National Railroad Adjustment Board, selected in accordance with the Act, met on July 31, 1934, organized, and adopted rules of procedure, following which the Fourth Division met, organized and elected a Chairman, a Vice Chairman and a Secretary.

JURISDICTION

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

CLASSES OF DISPUTES TO BE HANDLED

"The disputes between an employee or group of employees and a carrier or carriers growing out of grievances or out of the interpretation or application of agreements concerning rates of pay, rules, or working conditions, including cases pending and unadjusted on June 21, 1934, shall be handled in the usual manner up to and including the chief operating officer of the carrier designated to handle such disputes; but, failing to reach an adjustment in this manner, the disputes may be referred by petition of the parties or by either party to the appropriate division of the Adjustment Board with a full statement of the facts and all supporting data bearing upon the disputes." (Paragraph (i), Section 153, First, Railway Labor Act, 1934.)

NATIONAL RAILROAD ADJUSTMENT BOARD
WORKLOAD REPORT - DOCKETED CASES
DIVISION-4 FROM 10/01/87 TO 09/30/88

TOTAL CASELOADS:	NO. OF CASES
On hand at beginning of year.....	74
New cases docketed.....	59
Cases disposed of.....	52
On hand at end of year.....	81
 BREAKDOWN OF CASES DISPOSED OF:	
Decided without Referee.....	0
Decided with Referee.....	47
Otherwise closed (withdrawn).....	5
 BREAKDOWN OF CASES ON HAND:	
In Referee Assignment including cases heard.....	62
Record not closed.....	11
Record closed but not assigned to Referee..	8
 OTHER TOTALS:	
Cases heard by Referee including paneled cases.....	47
Cases deadlocked.....	50

NATIONAL RAILROAD ADJUSTMENT BOARD
CARRIERS PARTY TO DOCKETED CASES
DIVISION-4 FROM 10/01/87 TO 09/30/88

Amtrak.....	5
Baltimore & Ohio Railroad Co.....	2
Burlington Northern Railroad.....	2
Chesapeake & Ohio Railway Co.....	3
Chicago & North Western Rwy. Co.....	12
Conrail-Consolidated Rail Corporation.....	4
CSX Transportation, Inc.....	7
Delaware & Hudson Rwy. Co.....	1
Duluth, Missabe & Iron Range.....	1
Illinois Central Gulf Railroad.....	2
Indiana Harbor Belt Rwy.....	1
Missouri Pacific Railroad Co.....	2
Missouri-Kansas-Texas Railroad Co.....	1
NE Illinois Regional Commuter.....	2
Norfolk Southern Railway Co.....	2
Seaboard System.....	1
Soo Line.....	1
Southern Pacific Railroad Co.....	3
Southern Railway System.....	5
Union Pacific Railroad.....	2
Total Docketed Cases.....	59

NATIONAL RAILROAD ADJUSTMENT BOARD
UNIONS PARTY TO DOCKETED CASES
DIVISION-4 FROM 10/01/87 TO 09/30/88

American Railway Supervisors Assn. (BRAC).....	28
Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express & Station Employes.....	1
International Brotherhood of Electrical Workers.	1
Joint Council of General Chairmen.....	1
Miscellaneous.....	8
Railroad Yardmasters of America.....	14
Transportation Communications Int'l Union.....	2
United Transportation Union.....	4
Total Docketed Cases.....	59

1a. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), FISCAL YEAR 1987

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
QUINN, F. X.	2	TULSA	OK	10/29/86	0452	ST. LOUIS SOUTHWESTERN Rwy CO BLE
MEYERS, P. R.	2	CHICAGO	IL	05/21/87	2481	SOUTHERN RAILWAY BRAC
ZACK, A.	2	BOSTON	MA	05/19/87	2545	CENTRAL VERMONT Rwy CO. UTU
FISCHBACH, C. P.	2	CHICAGO,	IL	04/21/87	2736	CHICAGO, MILW., ST PAUL, & PAC RR CO IAM&AW
FISCHBACH, C. P.	2	CHICAGO,	IL	02/03/87	3008	BURLINGTON NORTHERN RR CO IAM&AW
O'BRIEN, R. M.	2	MILTON	MA	02/10/87	3549	BOSTON & MAINE CORP. BLE
BENN, E. H.	2	GLENCOE	IL	02/03/87	3558	SOUTHERN PACIFIC TRANS CO BMWE
COHEN, H.	2	UNIVERSITY HEIGHTS	OH	05/26/87	3777	CUYAHOGA VALLEY UTU
HARRIS, R. O.	2	WASHINGTON	DC	11/12/86	3778	GRAND TRUNK WESTERN Rwy CO. UTU
CAIN, P.	2	AUSTIN	TX	05/07/87	3825	LONGVIEW SWITCHING CO UTU
MARX, H. L., JR.	2	NEW YORK	NY	08/17/87	3829	SEABOARD SYSTEM ATDA
CLUSTER, H. R.	2	BALTIMORE	MD	12/05/86	4016	BURLINGTON NORTHERN RR CO UTU
CLUSTER, H. R.	2	BALTIMORE	MD	04/21/87	4023	UNION PACIFIC RR UTU
PETERSON, R. E.	1	BRIARCLIFF MANOR	NY	10/16/86	4026	DELAWARE & HUDSON Rwy CO. BLE
HARRIS, R. O.	2	WASHINGTON	DC	05/18/87	4063	GRAND TRUNK WESTERN Rwy CO. UTU
LAZAR, J.	2	BOULDER	CO	02/26/87	4066	BURLINGTON NORTHERN RR CO UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	06/10/87	4118	HOUSTON BELT & TERM. Rwy CO. UTU
VAN WART, A. T., SR.	2	WILMINGTON	DE	10/16/86	4134	KANSAS CITY SOUTHERN Rwy CO. UTU
BROWN, D. H.	2	SHERMAN	TX	10/14/86	4156	UTAH IAM&AW
SUNTRUP, E. L.	2	EVANSTON	IL	01/05/87	4157	ATCHISON, TOPEKA & SANTA FE Rwy CO BRAC

MEYERS, P. R.	2	CHICAGO	IL	10/06/86	4158	NE ILLINOIS REGIONAL COMMUTER IAM&AW
EISCHEN, D. E.	2	ITHACA	NY	10/06/86	4159	ST. LOUIS SOUTHWESTERN Rwy CO ATDA
BERGMAN, I. T.	2	ROCKVILLE CENTRE	NY	10/06/86	4160	LONG ISLAND RAIL ROAD CO BLE
SCHEINMAN, M. F.	2	BAYSIDE	NY	10/16/86	4162	LONG ISLAND RAIL ROAD CO IBEW
BLACKWELL, F. R.	2	CAITHERSBURG	MD	10/14/86	4163	NEW JERSEY TRANSIT RAIL OP., INC UTU
MURPHY, M. A.	2	SPRINGFIELD	VA	10/14/86	4164	UNION PACIFIC RR UTU
DWORKIN, J.	2	SHAKER HEIGHTS	OH	04/28/87	4166	RIVER TERMINAL RR CO. UTU
VAUGHN, M. D.	2	BETHESDA	MD	11/13/86	4167	DENVER & RIO GRANDE WESTERN RR CO UTU
DENNIS, R. E.	2	NEW YORK	NY	11/10/86	4168	KANSAS CITY SOUTHERN RW CO. IBEW
CLUSTER, H. R.	2	BALTIMORE	MD	10/28/86	4169	CHESAPEAKE & OHIO RW CO BLE
MCALLISTER, R. W.	2	CHICAGO	IL	11/06/86	4170	SOUTHERN RAILWAY IAM&AW
COLLINS, D. G.	2	NEW YORK	NY	11/13/86	4171	LONG ISLAND RAIL ROAD CO NATL. TRANS. SUPVRS. ASSN
LAROCCO, J. B.	2	SACRAMENTO	CA	11/13/86	4172	BURLINGTON NORTHERN RR CO IAM&AW
LAROCCO, J. B.	2	SACRAMENTO	CA	11/12/86	4173	UNION PACIFIC RR IAM&AW
LOWRY, A. R.	2	ANNAPOLIS	MD	01/30/87	4174	PITTSBURGH & LAKE ERIE RR CO. BRAC
PECK, C. J.	2	SEATTLE	WA	11/13/86	4176	SAN MANUEL ARIZONA RR CO USWA
HAWKINS, R. R.	2	ALBUQUERQUE	NM	11/18/86	4177	TEXAS MEXICAN RW CO UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	12/05/86	4178	SEABOARD SYSTEM BLE
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	12/05/86	4179	SOUTHERN PACIFIC TRANS CO BRAC
HARRIS, P.	2	LAWRENCE	NY	12/09/86	4180	PORT AUTHORITY TRANS-HUDSON BRCoFUS&C
GOLDSTEIN, E. H.	2	CHICAGO	IL	12/01/86	4181	SOO LINE IBFO
SUNTRUP, E. L.	2	EVANSTON	IL	12/04/86	4182	UNION PACIFIC RR BRCoFUS&C
HAWKINS, R. R.	2	ALBUQUERQUE	NM	12/04/86	4183	SOUTHERN PACIFIC TRANS CO UTU

TWOMEY, D. P.	2	QUINCY	MA	12/05/86	4184	HOUSTON BELT & TERM. RW CO. BLE
SUNTRUP, E. L.	2	EVANSTON	IL	12/05/86	4185	GREEN BAY & WESTERN RR CO. BRCoFUS&C
BROWN, D. H.	2	SHERMAN	TX	12/05/86	4186	BURLINGTON NORTHERN RR CO UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	01/13/87	4187	NORFOLK & WESTERN RY CO. BRS
SEIDENBERG, J.	2	FALLS CHURCH	VA	02/09/87	4188	CONRAIL-CONSOLIDATED RAIL CORP URSA
CARBERRY, J. P.	2	CHAUMONT,	NY	01/08/87	4189	UNION PACIFIC RR BLE
CAIN, P.	2	AUSTIN	TX	01/07/87	4190	UNION PACIFIC RR BLE
FLETCHER, J. C.	2	MT. PROSPECT	IL	01/08/87	4191	BELT RW CO. OF CHICAGO BRS
LIEBERMAN, I. M.	2	STAMFORD	CT	12/19/86	4192	CSX TRANSPORTATION, INC. BMWE
MILLER, R. L.	2	HINSDALE	IL	04/21/87	4192	CSX TRANSPORTATION, INC. BMWE
LAROCCO, J. B.	2	SACRAMENTO	CA	12/30/86	4193	UNION PACIFIC RR UTU
LAROCCO, J. B.	2	SACRAMENTO	CA	12/30/86	4194	UNION PACIFIC RR UTU
SUNTRUP, E. L.	2	EVANSTON	IL	12/15/86	4195	LONG ISLAND RAIL ROAD CO UTU
SCHEINMAN, M. F.	2	BAYSIDE	NY	01/05/87	4197	LONG ISLAND RAIL ROAD CO UTU
O'BRIEN, T. H.	2	DORCHESTER	MA	02/25/87	4198	BANGOR & AROOSTOOK RR CO UTU
PETERSEN, D. A.	2	PITTSBURGH	PA	01/07/87	4199	UNION RAILWAY CO. USWA
DENNIS, R. E.	2	NEW YORK	NY	02/02/87	4200	ATCHISON, TOPEKA & SANTA FE RW CO BLE
CASSLE, J. W.	1	CHEYENNE	WY	05/07/87	4201	MISSOURI-KANSAS-TEXAS RR CO. UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	01/20/87	4202	ATCHISON, TOPEKA & SANTA FE RW CO UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	01/20/87	4203	ATCHISON, TOPEKA & SANTA FE RW CO UTU
MOORE, P. J.	2	OKLAHOMA CITY	OK	01/27/87	4204	ATCHISON, TOPEKA & SANTA FE RW CO UTU
TWOMEY, D. P.	2	QUINCY	MA	01/13/87	4205	ATCHISON, TOPEKA & SANTA FE RW CO UTU
DENNIS, R. E.	2	NEW YORK	NY	02/09/87	4206	LONG ISLAND RAIL ROAD CO UTU

PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	02/05/87	4207	STATEN ISLAND RAPID TRANSIT OP UTU
GOLD, C. H.	2	NEW YORK	NY	02/03/87	4208	AMTRAK BRAC
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	01/30/87	4209	NORFOLK & WESTERN RY CO. SMWIA
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	01/20/87	4210	ATCHISON, TOPEKA & SANTA FE RW CO BLE
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	01/20/87	4211	ATCHISON, TOPEKA & SANTA FE RW CO BLE
MARX, H. L., JR.	2	NEW YORK	NY	01/27/87	4212	BURLINGTON NORTHERN RR CO UTU
VAUGHN, M. D.	2	BETHESDA	MD	01/27/87	4213	BURLINGTON NORTHERN RR CO UTU
SEIDENBERG, J.	2	FALLS CHURCH	VA	01/20/87	4214	ATCHISON, TOPEKA & SANTA FE RW CO BLE
CAIN, P.	2	AUSTIN	TX	01/27/87	4215	SOUTHERN PACIFIC RR CO UTU
CASSLE, J. W.	2	CHEYENNE	WY	01/20/87	4216	NORFOLK & WESTERN RY CO. BRCoFUS&C
MEYERS, P. R.	2	CHICAGO	IL	01/20/87	4217	NORFOLK & WESTERN RY CO. IBFO
SCHEINMAN, M. F.	2	BAYSIDE	NY	02/09/87	4218	CONRAIL-CONSOLIDATED RAIL CORP ATDA
STALLWORTH, L. E.	2	CHICAGO	IL	02/03/87	4219	UNION PACIFIC RR BMWE
DENNIS, R. E.	2	NEW YORK	NY	02/06/87	4220	FL EAST COAST HWY DISPATCH UTU
PETERSON, R. E.	1	BRIARCLIFF MANOR	NY	01/28/87	4221	DENVER & RIO GRANDE WESTERN RR BRCoFUS&C
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	02/06/87	4222	AMTRAK UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	02/03/87	4223	LOUISIANA & ARKANSAS RW CO BLE
TWOMEY, D. P.	2	QUINCY	MA	02/17/87	4224	SOUTHERN PACIFIC TRANS CO IAM&AW
ZAMPERINI, C. J.	2	DENVER	CO	02/18/87	4225	UNION PACIFIC RR BMWE
FISHER, A. J.	2	EVANSTON	IL	03/02/87	4226	CHICAGO, CENTRAL & PACIFIC RR UTU
LAZAR, J.	2	BOULDER	CO	07/28/87	4227	BURLINGTON NORTHERN RR CO UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	02/20/87	4228	SOUTHERN PACIFIC TRANS CO UTU
SEIDENBERG, J.	2	FALLS CHURCH	VA	02/24/87	4229	UNION PACIFIC RR UTU

PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	06/01/87	4230	PORT AUTHORITY TRANS-HUDSON BRS
FISHER, A. J.	2	EVANSTON	IL	02/26/87	4231	ATCHISON, TOPEKA & SANTA FE RW CO IAM&AW
MILLER, A. H.	2	GLENVIEW	IL	02/25/87	4232	BELT RW CO. OF CHICAGO BRCoFUS&C
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	02/17/87	4233	SOUTHERN PACIFIC TRANS CO WRSA
MEYERS, P. R.	2	CHICAGO	IL	02/26/87	4234	NORFOLK & WESTERN RY CO. IAM&AW
ZUMAS, N. H.	2	WASHINGTON	DC	02/24/87	4235	BALTIMORE & OHIO RR CO. JOINT COUNCIL OF GC
SHARP, T. P.	2	MCLEAN	VA	02/26/87	4236	AMTRAK IBEW
MOORE, P. J.	2	OKLAHOMA CITY	OK	02/25/87	4237	UNION PACIFIC RR UTU
LOWRY, A. R.	2	ANNAPOLIS	MD	06/10/87	4238	PITTSBURGH & LAKE ERIE RR CO. UTU
SICKLES, J. A.	2	BETHESDA	MD	06/15/87	4239	BESSEMER AND LAKE ERIE UTU
WANKE, W. J.	2	N. OLMSTED	OH	03/02/87	4240	CHESAPEAKE & OHIO RW CO BLE
TWOMEY, D. P.	2	QUINCY	MA	05/18/87	4241	MAINE CENTRAL RR CO UTU
CASSLE, J. W.	2	CHEYENNE	WY	03/12/87	4242	SOUTHERN PACIFIC TRANS CO UTU-E
CRISWELL, J. B.	2	STIGLER	OK	03/16/87	4243	NORFOLK & WESTERN RY CO. UTU-T
FISHER, A. J.	2	EVANSTON	IL	03/18/87	4244	ATCHISON, TOPEKA & SANTA FE RW CO BMWE
SCEARCE, J. F.	2	ATLANTA	GA	05/26/87	4245	CSX TRANSPORTATION, INC. IBFO
LEFKOW, D. M.	2	CHICAGO	IL	03/12/87	4246	SOUTHERN PACIFIC TRANS CO IAM&AW
GOLD, C. H.	2	NEW YORK	NY	03/16/87	4247	BELT RW CO. OF CHICAGO BRAC
SICKLES, J. A.	2	BETHESDA	MD	04/13/87	4248	GRAND TRUNK WESTERN RW CO. UTU
HARKLESS, J. M.	2	WASHINGTON	DC	08/17/87	4249	AMTRAK AMER.FED. OF POLICE
FREDENBERGER, W. E., JR.	1	STAFFORD	VA	04/01/87	4250	NORFOLK & WESTERN RY CO. UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	05/26/87	4250	NORFOLK & WESTERN RY CO. UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	03/31/87	4251	KANSAS CITY SOUTHERN RW CO. BRCoFUS&C

DENNIS, R. E.	2	NEW YORK	NY	05/29/87	4252	DENVER & RIO GRANDE WESTERN RR CO BRACS
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	03/30/87	4254	BURLINGTON NORTHERN RR CO UTU
COHEN, H.	2	UNIVERSITY HEIGHTS	OH	05/26/87	4255	CUYAHOGA VALLEY UTU
SEIDENBERG, J.	2	FALLS CHURCH	VA	03/31/87	4258	UNION PACIFIC RR BLE
VERNON, G. H.	2	EAU CLAIRE	WI	03/26/87	4259	AMTRAK BMWE
LAZAR, J.	2	BOULDER	CO	04/20/87	4260	BURLINGTON NORTHERN RR CO BLE
LOWRY, A. R.	2	ANNAPOLIS	MD	04/10/87	4261	THE MONONGAHELA RW CO BRAC
GOLD, C. H.	2	NEW YORK	NY	04/09/87	4262	AMTRAK AMTRAK SERV. WORKERS
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	04/14/87	4263	ATCHISON, TOPEKA & SANTA FE RW CO BRS
LAROCCO, J. B.	2	SACRAMENTO	CA	04/23/87	4264	UNION PACIFIC RR BLE
LAROCCO, J. B.	2	SACRAMENTO	CA	04/23/87	4265	UNION PACIFIC RR BLE
EISCHEN, D. E.	2	ITHACA	NY	04/22/87	4266	UNION PACIFIC RR BLE.
SHARP, T. P.	2	MCLEAN	VA	04/21/87	4267	AMTRAK AMTRAK SERV. WORKERS
HAYS, D. B.	2	SHERMAN	TX	04/29/87	4269	CSX TRANSPORTATION, INC. UTU
MILLER, A. H.	2	GLENVIEW	IL	05/11/87	4270	BELT RW CO. OF CHICAGO UTU
LAZAR, J.	2	BOULDER	CO	04/28/87	4271	BURLINGTON NORTHERN RR CO UTU
SICKLES, J. A.	2	BETHESDA	MD	04/21/87	4272	ILLINOIS CENTRAL GULF UTU
GENTRY, J. N.	2	RESTON	VA	04/28/87	4273	CHICAGO & NORTH WESTERN RW CO UTU
WESMAN, E. C.	2	ITHACA	NY	04/14/87	4275	SOUTHERN PACIFIC RR CO BRAC
SHARP, T. P.	1	MCLEAN	VA	06/03/87	4276	NORFOLK & WESTERN RY CO. USWA
WESTON, H. M.	1	HASTINGS-ON-HUDSON	NY	09/09/87	4277	DELAWARE & HUDSON RW CO. UTU
MEYERS, P. R.	2	CHICAGO	IL	06/15/87	4278	GREEN BAY & WESTERN RR CO. BRCoFUS&C
SHARP, T. P.	2	MCLEAN	VA	04/29/87	4279	CSX TRANSPORTATION, INC. UTU

HALL, L. K.	2	BROOKFIELD	MO	05/07/87	4280	UNION PACIFIC RR BM/BK
SICKLES, J. A.	2	BETHESDA	MD	05/05/87	4281	GRAND TRUNK WESTERN RW CO. BLE
CASSLE, J. W.	2	CHEYENNE	WY	05/08/87	4282	NORFOLK & WESTERN RY CO. UTU
CARTER, P. C.	2	WHEATON	IN	05/19/87	4284	CHICAGO & ILLINOIS MIDLAND RR BRCoFUS&C
HAWKINS, R. R.	2	ALBUQUERQUE	NM	05/19/87	4285	SOUTHERN PACIFIC TRANS CO IAM&AW
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	05/05/87	4287	CSX TRANSPORTATION, INC. IBEW
GOLD, C. H.	2	NEW YORK	NY	05/21/87	4288	UNION PACIFIC RR BRAC
ORDMAN, A.	2	BETHESDA	MD	05/19/87	4289	NORFOLK & WESTERN RY CO. BRAC
SUNTRUP, E. L.	2	EVANSTON	IL	05/18/87	4290	CHESAPEAKE & OHIO RW CO BRCoFUS&C
HAYS, D. B.	2	SHERMAN	TX	08/24/87	4291	CONRAIL-CONSOLIDATED RAIL CORP IAM&AW
HENLE, P.	2	ARLINGTON	VA	05/07/87	4292	BALTIMORE & OHIO RR CO. UTU
KASHER, R. R.	2	BRYN MAWR	PA	05/26/87	4295	NEW JERSEY TRANSIT RAIL OP., INC IAM&AW
FLETCHER, J. C.	2	MT. PROSPECT	IL	06/02/87	4296	BELT RW CO. OF CHICAGO IBFO
PROVER, D. E.	2	FARMINGTON HILLS	MI	05/21/87	4297	BELT RW CO. OF CHICAGO BRAC
MEYERS, P. R.	2	CHICAGO	IL	06/10/87	4298	ILLINOIS CENTRAL GULF RR CO IAM&AW
MARX, H. L., JR.	2	NEW YORK	NY	05/29/87	4299	PROVIDENCE AND WORCESTER RR CO UTU
TWOMEY, D. P.	2	QUINCY	MA	05/29/87	4300	MIDSOUTH RAIL CORP. BLE
MCDONNELL, J. R.	2	SNYDER,	NY	06/02/87	4301	CONRAIL-CONSOLIDATED RAIL CORP BLE
FISHER, A. J.	2	EVANSTON	IL	05/29/87	4302	MIDSOUTH RAIL CORP. UTU
STALLWORTH, L. E.	2	CHICAGO	IL	08/03/87	4304	AMTRAK BRAC
MOORE, P. J.	2	OKLAHOMA CITY	OK	05/29/87	4305	ATCHISON, TOPEKA & SANTA FE RW CO ATDA
DENNIS, R. E.	2	NEW YORK	NY	06/10/87	4306	BANGOR & AROOSTOOK RR CO BMWE
GERMANO, T. J.	2	GLEN COVE	NY	06/10/87	4307	LONG ISLAND RAIL ROAD CO UTU

DOERING, B. W.	2	WEST LAFAYETTE	IN	06/12/87	4309	BELT RW CO. OF CHICAGO BLE
SUNTRUP, E. L.	2	EVANSTON	IL	07/30/87	4310	CSX TRANSPORTATION, INC. SMWIA
HARRIS, R. O.	2	WASHINGTON	DC	06/10/87	4312	METRO NORTH RAILROAD (MTA) UTU
LYSAGHT, W. J.	2	E. SETAUKET,	NY	06/16/87	4313	RICHMOND FREDERICKSBUR & POTOMAC UTU
MOERKE, J. E.	2	GREENVILLE	PA	08/21/87	4313	RICHMOND FREDERICKSBUR & POTOMAC UTU
YAGODA, L.	2	NEW ROCHELLE	NY	06/16/87	4314	DELAWARE & HUDSON RW CO. UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	08/24/87	4315	ATCHISON, TOPEKA & SANTA FE RW CO UTU
LOWRY, A. R.	2	ANNAPOLIS	MD	06/15/87	4316	PITTSBURGH & LAKE ERIE RR CO. TWU
YAGODA, L.	2	NEW ROCHELLE	NY	06/16/87	4318	BOSTON & MAINE CORP. UTU
HAWKINS, R. R.	2	ALBUQUERQUE	NM	06/16/87	4319	SOUTHERN PACIFIC TRANS CO BM/BK
LAZAR, J.	2	BOULDER	CO	06/10/87	4320	BURLINGTON NORTHERN RR CO SMWIA
MEYERS, P. R.	2	CHICAGO	IL	06/19/87	4321	SOUTHERN RAILWAY CO IBEW
MILLER, R. L.	2	HINSDALE	IL	06/26/87	4322	GRAND TRUNK WESTERN RW CO. IBFO
MEYERS, P. R.	2	CHICAGO	IL	06/23/87	4323	NORFOLK & WESTERN RY CO. BRCoFUS&C
CRISWELL, J. B.	2	STIGLER	OK	06/25/87	4324	NORFOLK & WESTERN RY CO. UTU
YAGODA, L.	2	NEW ROCHELLE	NY	06/26/87	4326	AMTRAK UTU
FREDENBERGER, W. E., JR.	1	STAFFORD	VA	08/03/87	4327	LOWER LAKE DOCK CO. INTL. LONGSHOREMEN ASSN.
CRISWELL, J. B.	1	STIGLER	OK	07/06/87	4328	NORFOLK & WESTERN RY CO. UTU
MILLER, R. L.	2	HINSDALE	IL	07/17/87	4331	ILLINOIS CENTRAL GULF BMWE
CREO, R. A.	2	PITTSBURGH,	PA	07/30/87	4332	UNION RAILWAY CO. USWA
KELLY, D. T.	2	LIVONIA	MI	07/22/87	4335	CHESAPEAKE & OHIO RW CO BLE
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	08/03/87	4336	CONRAIL-CONSOLIDATED RAIL CORP BRS
MOORE, P. J.	2	OKLAHOMA CITY	OK	07/27/87	4338	UNION PACIFIC RR BMWE

HAMRICK, J. M.	2	BETHLEHEM	PA	07/30/87	4339	BALTIMORE & OHIO RR CO. BRCofUS&C
LAZAR, J.	2	BOULDER	CO	07/28/87	4340	BURLINGTON NORTHERN RR CO BMWE
BROWN, D. H.	2	SHERMAN	TX	07/20/87	4341	CSX TRANSPORTATION, INC. UTU
CASSLE, J. W.	2	CHEYENNE	WY	09/10/87	4342	MISSOURI-KANSAS-TEXAS RR CO. UTU
KAHN, R. E.	2	SOUTHFIELD	MI	08/03/87	4347	GRAND TRUNK WESTERN RW CO. IAM&AW
MOORE, P. J.	2	OKLAHOMA CITY	OK	08/03/87	4348	GULF & MISSISSIPPI RR CORP. UTU
LIEBERMAN, I. M.	2	STAMFORD	CT	08/03/87	4349	ELGIN, JOLIET & EASTERN RY CO BRAC
KELLY, D. T.	2	LIVONIA	MI	08/13/87	4350	NORFOLK & PORTSMOUTH BELTLINE BLE
GOLD, C. H.	2	NEW YORK	NY	08/17/87	4353	AMTRAK BMWE
GENTRY, J. N.	2	RESTON	VA	08/18/87	4354	CHICAGO & NORTH WESTERN RW CO UTU
BROWN, D. H.	2	SHERMAN	TX	08/24/87	4355	ATLANTA AND ST.ANDREWS BAY UTU
MOORE, P. J.	2	OKLAHOMA CITY	OK	08/18/87	4356	WINSTON-SALEM SOUTHBOUND UTU
CARTER, P. C.	2	WHEATON	IN	08/20/87	4358	CHICAGO & NORTH WESTERN RW CO SMWIA
DENNIS, R. E.	2	NEW YORK	NY	08/25/87	4359	KANSAS CITY SOUTHERN RW CO. UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	08/21/87	4360	PORT AUTHORITY TRANS-HUDSON BRCofUS&C
SUNTRUP, E. I.	2	EVANSTON	IL	08/19/87	4361	AMTRAK RYA
MEYERS, P. R.	2	CHICAGO	IL	08/21/87	4362	NORFOLK & WESTERN RY CO. BMWE
VAUGHN, M. D.	2	BETHESDA	MD	08/19/87	4363	LAKE TERMINAL BRAC
LAROCCO, J. B.	2	SACRAMENTO	CA	08/21/87	4365	PACIFIC FRUIT EXPRESS COMPANY BRCofUS&C
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	08/24/87	4366	UNION PACIFIC RR BM/BK
MIKRUT, J. J., JR.	2	COLUMBIA	MO	09/11/87	4367	UNION PACIFIC RR UTU
VAN WART, A. T., SR.	2	WILMINGTON	DE	09/09/87	4368	CHESAPEAKE & OHIO RW CO BLE
WESMAN, E. C.	2	ITHACA	NY	09/10/87	4369	GULF & MISSISSIPPI RR CORP. BLE

MARX, H. L., JR.	2	NEW YORK	NY	09/09/87	4370	BURLINGTON NORTHERN RR CO BMWE
LAROCCO, J. B.	2	SACRAMENTO	CA	09/11/87	4371	UNION PACIFIC RR UTU
ZUMAS, N. H.	2	WASHINGTON	DC	08/31/87	4372	BURLINGTON NORTHERN RR CO UTU
EISCHEN, D. E.	2	ITHACA	NY	09/14/87	4375	KANSAS CITY SOUTHERN RW CO. UTU
SUNTRUP, E. L.	2	EVANSTON	IL	09/09/87	4378	CSX TRANSPORTATION, INC. IBFO
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	09/14/87	4379	LOUISIANA & ARKANSAS RW CO BLE
SUNTRUP, E. L.	2	EVANSTON	IL	09/09/87	4380	BALTIMORE & OHIO CHICAGO TERM BRCoFUS&C
SEIDENBERG, J.	2	FALLS CHURCH	VA	09/14/87	4382	CONRAIL-CONSOLIDATED RAIL CORP UTU

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

1b. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS), FISCAL YEAR 1988

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
ZACK, A.	1	BOSTON	MA	10/02/87	2252	LAMOILLE VALLEY UTU
GAHERIN, J. J.	2	BRADENTON	FL	02/08/88	2472	SOUTHERN PACIFIC TRANS CO UTU
HAYS, D. B.	2	SHERMAN	TX	08/19/88	2915	SOUTHERN PACIFIC TRANS CO UTU
MANGUM, G. L.	2	SALT LAKE CITY	UT	01/11/88	3839	UNION PACIFIC RR CO UTU
LAROCCO, J. B.	2	SACRAMENTO	CA	08/04/88	4070	UNION PACIFIC RR CO BRAC
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	02/24/88	4081	CHICAGO & NORTH WESTERN RW CO BLE
LIEBERMAN, I. M.	2	STAMFORD	CT	03/16/88	4090	UNION PACIFIC RR CO UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	12/11/87	4127	UNION PACIFIC RR CO UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	10/14/87	4165	ATCHISON, TOPEKA & SANTA FE RW CO UTU
KELLY, D. T.	2	LIVONIA	MI	03/18/88	4178	SEABOARD SYSTEM BLE
HARRIS, R. O.	2	WASHINGTON	DC	01/11/88	4259	AMTRAK BMWE
DORR, J. V. N.	2	DURHAM	NH	06/24/88	4277	DELAWARE & HUDSON RW CO. UTU
HARRIS, P.	2	LAWRENCE	NY	06/02/88	4293	PORT AUTHORITY TRANS-HUDSON UTW
VERNON, G. H.	2	EAU CLAIRE	WI	09/19/88	4294	ELGIN, JOLIET & EASTERN RY CO UTU
TWOMEY, D. P.	2	QUINCY	MA	03/23/88	4308	GRAND TRUNK WESTERN RW CO. UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	11/09/87	4311	SOUTHERN PACIFIC TRANS CO BRAC
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	10/02/87	4325	SOUTHERN PACIFIC TRANS CO IBEW
MANGUM, G. L.	2	SALT LAKE CITY	UT	03/14/88	4329	UNION PACIFIC RR CO UTU
TWOMEY, D. P.	2	QUINCY	MA	04/11/88	4344	PORT TERMINAL RAILROAD ASSOC UTU
O'BRIEN, T. H.	1	DORCHESTER	MA	11/09/87	4345	DELAWARE & HUDSON RW CO. UTU

DORR, J. V. N.	2	DURHAM	NH	06/24/88	4345	DELAWARE & HUDSON RW CO. UTU
SUNTRUP, E. L.	2	EVANSTON	IL	11/06/87	4346	CHICAGO SHORT LINE RW CO. BRAC
ZUMAS, N. H.	2	WASHINGTON	DC	10/14/87	4351	ILLINOIS CENTRAL GULF RR CO BLE
LIEBERMAN, I. M.	1	STAMFORD	CT	11/30/87	4357	SOUTHERN RAILWAY RYA
MOORE, P. J.	2	OKLAHOMA CITY	OK	10/05/87	4364	SAN MANUEL ARIZONA RR CO UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	10/05/87	4373	SOUTHERN PACIFIC TRANS CO BMWE
BENN, E. H.	2	GLENCOE	IL	05/11/88	4374	DULUTH, MISSABE & IRON RANGE IAM&AW
CRISWELL, J. B.	2	STIGLER	OK	12/14/87	4376	MISSOURI-KANSAS-TEXAS RR CO. UTU
SHARP, T. P.	2	MCLEAN	VA	10/14/87	4377	NEW JERSEY TRANSIT RAIL OP., IN IBFO
MILLER, R. L.	2	HINSDALE	IL	10/09/87	4381	BURLINGTON NORTHERN RR CO BMWE
EISCHEN, D. E.	2	ITHACA	NY	12/03/87	4383	DULUTH, MISSABE & IRON RANGE BLE
DUDA, N. H., JR.	2	MANSFIELD	OH	11/17/87	4384	PITTSBURGH & CONNEAUT DOCK CO USWA
EISCHEN, D. E.	2	ITHACA	NY	11/03/87	4385	MISSOURI-KANSAS-TEXAS RR CO. UTU
ROBINS, E.	2	NEW YORK	NY	10/05/87	4386	LONG ISLAND RAIL ROAD UTU
BROWN, D. H.	2	SHERMAN	TX	10/05/87	4387	CSX TRANSPORTATION, INC. UTU
SICKLES, J. A.	2	BETHESDA	MD	10/02/87	4388	HOUSTON BELT & TERM. RW CO. BRAC
WARSHAW, J. A.	2	BETHESDA	MD	10/09/87	4389	SOUTHERN PACIFIC TRANS CO UTU
CLUSTER, H. R.	2	BALTIMORE	MD	10/21/87	4390	BURLINGTON NORTHERN RR CO UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	10/05/87	4391	SOUTHERN PACIFIC TRANS CO UTU
BROWN, D. H.	2	SHERMAN	TX	10/21/87	4392	AMTRAK UTU
SUNTRUP, E. L.	2	EVANSTON	IL	10/21/87	4393	MISSOURI PACIFIC RR CO. IBB
DWORKIN, J.	1	SHAKER HEIGHTS	OH	10/15/87	4395	ILLINOIS CENTRAL GULF RR CO UTU
ZACK, A.	1	BOSTON	MA	11/23/87	4396	DELAWARE & HUDSON RW CO. TCU

FLETCHER, J. C.	2	MT. PROSPECT	IL	06/06/88	4397	CHICAGO SHORT LINE RW CO. UTU
ZACK, A.	1	BOSTON	MA	11/23/87	4398	BOSTON & MAINE CORP. TCU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	12/14/87	4400	AMTRAK TCU
SICKLES, J. A.	2	BETHESDA	MD	11/18/87	4401	NEWBURGH & SOUTH SHORE RR CO UTU
BENN, E. H.	2	GLENCOE	IL	10/26/87	4402	BURLINGTON NORTHERN RR CO BMWE
MARX, H. L., JR.	2	NEW YORK	NY	02/10/88	4403	SOUTHERN PACIFIC RR CO TCU
GENTRY, J. N.	2	RESTON	VA	10/26/87	4404	CHICAGO & NORTH WESTERN RW CO UTU
SHARP, T. P.	2	MCLEAN	VA	11/18/87	4405	ELGIN, JOLIET & EASTERN RY CO UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	11/06/87	4406	PORT AUTHORITY TRANS-HUDSON UTU
VERNON, G. H.	2	EAU CLAIRE	WI	10/26/87	4407	SOUTHERN RAILWAY ARASA
MEYERS, P. R.	2	CHICAGO	IL	11/02/87	4408	GRAND TRUNK WESTERN RW CO. IAM&AW
MEYERS, P. R.	2	CHICAGO	IL	11/02/87	4409	AMTRAK IAM&AW
BLACKWELL, F. R.	2	GAITHERSBURG	MD	10/26/87	4410	CONSOLIDATED RAIL CORP BRC
TWOMEY, D. P.	2	QUINCY	MA	11/05/87	4411	TEXAS MEXICAN RW UTU
SCHEINMAN, M. F.	2	BAYSIDE	NY	02/08/88	4413	MISSOURI-KANSAS-TEXAS RR CO. BRS
EISCHEN, D. E.	2	ITHACA	NY	11/03/87	4414	ILLINOIS CENTRAL GULF RR CO TCU
SUNTRUP, E. L.	2	EVANSTON	IL	10/29/87	4415	GRAND TRUNK WESTERN RW CO. TCU
WESMAN, E. C.	2	ITHACA	NY	11/13/87	4416	GALVESTON, HOUSTON & HENDERSON TCU
CRISWELL, J. B.	2	STIGLER	OK	11/03/87	4417	NORFOLK & WESTERN RY CO. BLE
STALLWORTH, L. E.	2	CHICAGO	IL	11/09/87	4418	AMTRAK TCU
EDGETT, W. M.	2	ELLCOTT CITY	MD	11/03/87	4419	BURLINGTON NORTHERN RR CO UTU
GAHERIN, J. J.	2	BRADENTON	FL	10/30/87	4420	GULF & MISSISSIPPI RR CORP. UTU/BLE
CRISWELL, J. B.	2	STIGLER	OK	11/18/87	4421	TEXAS MEXICAN RW UTU

LAZAR, J.	2	BOULDER	CO	11/19/87	4422	NEVADA NORTHERN RW CO. UTU
CASSLE, J. W.	2	CHEYENNE	WY	11/09/87	4423	NORFOLK & WESTERN RY CO. TCU
SHARP, T. P.	2	MCLEAN	VA	11/18/87	4424	AMTRAK IBB
MARX, H. L., JR.	2	NEW YORK	NY	11/18/87	4425	WESTERN FRUIT EXPRESS BRC
BUCHHEIT, S. E.	2	PHILADELPHIA	PA	11/17/87	4426	CENTRAL VERMONT RW CO. BMWE
EISCHEN, D. E.	2	ITHACA	NY	01/13/88	4427	MISSOURI-KANSAS-TEXAS RR CO. UTU
DUDA, N. H., JR.	2	MANSFIELD	OH	11/30/87	4428	PITTSBURGH & OHIO VALLEY RW CO UTU
CRISWELL, J. B.	2	STIGLER	OK	12/14/87	4429	NORFOLK & WESTERN RY CO. UTU
GENTRY, J. N.	2	RESTON	VA	12/14/87	4430	CHICAGO & NORTH WESTERN RW CO UTU
DENNIS, R. E.	2	NEW YORK	NY	12/21/87	4431	BURLINGTON NORTHERN RR CO BMWE
MCKEE, W. L.	2	DENTON	TX	12/02/87	4432	BURLINGTON NORTHERN RR CO UTU
MEYERS, P. R.	2	CHICAGO	IL	12/17/87	4433	SOUTHERN RAILWAY BRS
SICKLES, J. A.	1	BETHESDA	MD	02/11/88	4434	ELGIN, JOLIET & EASTERN RY CO UTU
SEIDENBERG, J.	1	FALLS CHURCH	VA	12/03/87	4435	AMTRAK IAM&AW
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	01/11/88	4436	UNION PACIFIC RR CO UTU
FISHER, A. J.	2	EVANSTON	IL	01/15/88	4437	NE ILLINOIS REGIONAL COMMUTER UTU
MCALLISTER, R. W.	2	CHICAGO	IL	04/28/88	4439	GRAND TRUNK WESTERN RW CO. IAM&AW
GOLDSTEIN, E. H.	2	CHICAGO	IL	01/12/88	4440	ATCHISON, TOPEKA & SANTA FE RW IAM&AW
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	09/22/88	4441	ILLINOIS CENTRAL GULF RR CO UTU
CRISWELL, J. B.	2	STIGLER	OK	01/14/88	4444	MISSOURI-KANSAS-TEXAS RR CO. UTU
MEYERS, P. R.	2	CHICAGO	IL	01/11/88	4445	BURLINGTON NORTHERN RR CO IBB
CRISWELL, J. B.	2	STIGLER	OK	02/16/88	4446	DULUTH, WINNIPEG & PACIFIC RR UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	08/17/88	4447	CHICAGO & NORTH WESTERN RW CO UTU

GOLD, C. H.	2	NEW YORK	NY	02/04/88	4448	NORFOLK & WESTERN RY CO. UTU
MOORE, P. J.	2	OKLAHOMA CITY	OK	02/04/88	4449	NORFOLK & WESTERN RY CO. UTU
CRISWELL, J. B.	1	STIGLER	OK	03/07/88	4451	UNION PACIFIC RR CO UTU
CRISWELL, J. B.	2	STIGLER	OK	07/25/88	4451	UNION PACIFIC RR CO UTU
SICKLES, J. A.	2	BETHESDA	MD	02/12/88	4452	KELLYS CREEK RR CO. UTU
FLETCHER, J. C.	2	MT. PROSPECT	IL	02/09/88	4453	LONG ISLAND RAIL ROAD IBB
BENN, E. H.	2	GLENCOE	IL	02/04/88	4454	NORFOLK & WESTERN RY CO. TCU
MANGUM, G. L.	2	SALT LAKE CITY	UT	02/16/88	4455	UNION PACIFIC RR CO UTU
LAROCCO, J. B.	2	SACRAMENTO	CA	02/12/88	4456	CENTRAL CALIFORNIA TRACTION UTU
DENNIS, R. E.	2	NEW YORK	NY	07/25/88	4457	SOUTHERN PACIFIC TRANS CO IBEW
BROWN, D. H.	2	SHERMAN	TX	07/06/88	4458	ILLINOIS CENTRAL GULF RR CO UTU
ABLES, R. J.	2	WASHINGTON	DC	02/09/88	4459	CSX TRANSPORTATION, INC. UTU
LAROCCO, J. B.	2	SACRAMENTO	CA	02/08/88	4460	SOUTHERN RAILWAY ATDA
QUINN, F. X.	1	TULSA	OK	02/03/88	4461	NORFOLK & WESTERN RY CO. UTU
MARX, H. L., JR.	1	NEW YORK	NY	02/22/88	4462	SPRINGFIELD TERMINAL-VERMONT UTU
ZACK, A.	2	BOSTON	MA	04/25/88	4462	SPRINGFIELD TERMINAL-VERMONT UTU
QUINN, F. X.	2	TULSA	OK	05/19/88	4462	SPRINGFIELD TERMINAL-VERMONT UTU
SEIDENBERG, J.	2	FALLS CHURCH	VA	02/02/88	4463	SOUTHERN PACIFIC TRANS CO BLE
QUINN, F. X.	2	TULSA	OK	02/12/88	4464	FLORIDA EAST COAST RY CO FFRRE
CASSLE, J. W.	2	CHEYENNE	WY	02/08/88	4466	DENVER & RIO GRANDE WESTERN RR BLE
BROWN, D. H.	2	SHERMAN	TX	04/05/88	4467	DENVER & RIO GRANDE WESTERN RR UTU
QUINN, F. X.	1	TULSA	OK	03/17/88	4468	NORFOLK & WESTERN RY CO. UTU
CRISWELL, J. B.	2	STIGLER	OK	02/22/88	4469	NORFOLK & WESTERN RY CO. UTU

O'BRIEN, R. M.	2	MILTON	MA	02/24/88	4470	PORT AUTHORITY TRANS-HUDSON BLE
FISCHBACH, C. P.	2	CHICAGO,	IL	02/22/88	4471	DULUTH, MISSABE & IRON RANGE BLE
KELLY, D. T.	2	LIVONIA	MI	03/07/88	4472	CSX TRANSPORTATION, INC. UTU
CRISWELL, J. B.	2	STIGLER	OK	03/10/88	4473	TERM.RY.OF ALA.-ALA.STATE DOCK UTU
O'BRIEN, T. H.	2	DORCHESTER	MA	03/11/88	4474	BOSTON & MAINE CORP. UTU
WARSHAW, J. A.	2	BETHESDA	MD	03/08/88	4475	CSX TRANSPORTATION, INC. UTU
FLETCHER, J. C.	2	MT. PROSPECT	IL	03/10/88	4476	ATCHISON, TOPEKA & SANTA FE RW CO BRC/TCU
KLEIN, J. I.	2	CLEVELAND	OH	03/08/88	4477	PORT AUTHORITY TRANS-HUDSON BRC/TCU
CRISWELL, J. B.	2	STIGLER	OK	03/15/88	4478	UNION PACIFIC RR CO UTU
EUKER, W. F.	2	MARENGO	IL	03/10/88	4480	SOUTHERN RAILWAY BLE
EISCHEN, D. E.	2	ITHACA	NY	04/08/88	4482	KANSAS CITY SOUTHERN RW CO. TCU
FISCHBACH, C. P.	2	CHICAGO,	IL	04/28/88	4483	NE ILLINOIS REGIONAL COMMUTER IAM&AW
GOLDSTEIN, E. H.	2	CHICAGO	IL	03/18/88	4484	ELGIN, JOLIET & EASTERN RY CO TCU
SCHEINMAN, M. F.	2	BAYSIDE	NY	05/06/88	4485	CSX TRANSPORTATION, INC. IAM&AW
HARRIS, R. O.	2	WASHINGTON	DC	07/01/88	4486	MISSOURI-KANSAS-TEXAS RR CO. UTU
MOORE, P. J.	2	OKLAHOMA CITY	OK	03/18/88	4487	NORFOLK & WESTERN RY CO. UTU
MOORE, P. J.	2	OKLAHOMA CITY	OK	03/18/88	4488	NORFOLK & WESTERN RY CO. UTU
MCDONNELL, J. R.	2	SNYDER,	NY	03/18/88	4489	PORT AUTHORITY TRANS-HUDSON BLE
LAROCCO, J. B.	2	SACRAMENTO	CA	03/18/88	4490	UNION PACIFIC RR CO UTU
BROWN, D. H.	2	SHERMAN	TX	03/22/88	4491	BURLINGTON NORTHERN RR CO UTU
EUKER, W. F.	2	MARENGO	IL	03/18/88	4492	SOUTHERN RAILWAY UTU
MEYERS, P. R.	2	CHICAGO	IL	03/24/88	4493	CSX TRANSPORTATION, INC. IBEW
SCHEINMAN, M. F.	2	BAYSIDE	NY	04/04/88	4494	SOUTHERN RAILWAY SMWIA

MUESSIG, E.	2	ARLINGTON	VA	07/06/88	4494	SOUTHERN RAILWAY SMWIA
MIKRUT, J. J., JR.	2	COLUMBIA	MO	04/12/88	4495	DULUTH, MISSABE & IRON RANGE SMWIA
SEIDENBERG, J.	2	FALLS CHURCH	VA	04/08/88	4496	LONG ISLAND RAIL ROAD BRC/TCU
DOERING, B. W.	2	WEST LAFAYETTE	IN	04/04/88	4497	INDIANA HI-RAIL CORPORATION UTU
HAWKINS, R. R.	2	ALBUQUERQUE	NM	04/18/88	4498	ATLANTA AND ST.ANDREWS BAY TCU
MASON, J. E.	2	PALM COAST	FL	04/04/88	4499	AMTRAK UTU
FISCHBACH, C. P.	2	CHICAGO,	IL	04/06/88	4500	MANUFACTURERS RY CO UTU
CASSLE, J. W.	2	CHEYENNE	WY	04/05/88	4501	GALVESTON WHARVES UTU
CLUSTER, H. R.	2	BALTIMORE	MD	04/06/88	4502	BURLINGTON NORTHERN RR CO UTU
EISCHEN, D. E.	2	ITHACA	NY	04/13/88	4503	ALTON & SOUTHERN UTU
STALLWORTH, L. E.	2	CHICAGO	IL	04/04/88	4505	CSX TRANSPORTATION, INC. TCU
GOLDSTEIN, E. H.	2	CHICAGO	IL	04/06/88	4506	BURLINGTON NORTHERN RR CO SMWIA
LAROCCO, J. B.	2	SACRAMENTO	CA	04/08/88	4507	MODESTO & EMPIRE TRACTION CO. UTU
VAN WART, A. T., SR.	2	WILMINGTON	DE	04/12/88	4508	UNION PACIFIC RR CO UTU
CRISWELL, J. B.	2	STIGLER	OK	04/08/88	4509	NORFOLK & WESTERN RY CO. BLE
MILLER, R. L.	2	HINSDALE	IL	04/08/88	4510	MONTANA RAIL LINK IBFO
PROVER, D. E.	2	FARMINGTON HILLS	MI	06/06/88	4511	CUYAHOGA VALLEY UTU
ROUKIS, G. S.	2	MANHASSET HILLS	NY	06/24/88	4512	SOUTHERN PACIFIC TRANS CO IAM&AW
QUINN, F. X.	2	TULSA	OK	04/28/88	4513	BURLINGTON NORTHERN RR CO UTU
ZACK, A.	2	BOSTON	MA	07/28/88	4514	FL EAST COAST HWY DISPATCH UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	04/28/88	4515	SOUTHERN PACIFIC TRANS CO UTU
QUINN, F. X.	1	TULSA	OK	04/28/88	4517	BOSTON & MAINE CORP. BMWE
SUNTRUP, E. L.	2	EVANSTON	IL	08/09/88	4518	UNION PACIFIC RR CO IBB

CRISWELL, J. B.	2	STIGLER	OK	05/03/88	4519	GRAND TRUNK WESTERN RW CO. UTU
LARNEY, G. E.	2	EVANSTON	IL	06/02/88	4522	BELT RW CO. OF CHICAGO UTU
O'BRIEN, R. M.	2	MILTON	MA	06/08/88	4523	BURLINGTON NORTHERN RR CO UTU
SCEARCE, J. F.	2	ATLANTA	GA	06/09/88	4524	UNION RAILWAY CO. USWA
VERNON, G. H.	2	EAU CLAIRE	WI	06/09/88	4525	SOO LINE UTU/RYA
ZUMAS, N. H.	2	WASHINGTON	DC	06/08/88	4526	BURLINGTON NORTHERN RR CO IBEW
MEYERS, P. R.	2	CHICAGO	IL	06/02/88	4527	DULUTH, MISSABE & IRON RANGE BLE
MEYERS, P. R.	2	CHICAGO	IL	06/02/88	4528	ILLINOIS CENTRAL GULF RR CO BRC
CASSLE, J. W.	2	CHEYENNE	WY	06/08/88	4529	TERMINAL RR ASS. OF ST. LOUIS UTU
MCKEE, W. L.	2	DENTON	TX	06/03/88	4530	BURLINGTON NORTHERN RR CO BLE
EDGETT, W. M.	2	ELLCOTT CITY	MD	06/29/88	4531	BELT RW CO. OF CHICAGO BLE
HARRIS, R. O.	2	WASHINGTON	DC	09/09/88	4532	METRO NORTH RAILROAD (MTA) IAM&AW
VAN WART, A. T., SR.	2	WILMINGTON	DE	06/09/88	4533	CSX TRANSPORTATION, INC. IBB
VAN WART, A. T., SR.	2	WILMINGTON	DE	05/27/88	4534	CSX TRANSPORTATION, INC. IBEW
MEYERS, P. R.	2	CHICAGO	IL	09/13/88	4535	ILLINOIS CENTRAL GULF RR CO SMWIA
BROWN, D. H.	1	SHERMAN	TX	06/29/88	4536	LOS ANGELES JUNCTION RW CO UTU
MIKRUT, J. J., JR.	2	COLUMBIA	MO	06/07/88	4537	ST. LOUIS SOUTHWESTERN RWY CO BLE
SICKLES, J. A.	2	BETHESDA	MD	06/28/88	4538	ILLINOIS CENTRAL GULF RR CO TCU
SHARP, T. P.	2	MCLEAN	VA	06/29/88	4539	NEW JERSEY TRANSIT RAIL OP., IN UTU
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	06/28/88	4540	ATCHISON, TOPEKA & SANTA FE RW UTU
VAN WART, A. T., SR.	2	WILMINGTON	DE	06/17/88	4542	NORFOLK & WESTERN RY CO. BLE
FLETCHER, J. C.	2	MT. PROSPECT	IL	06/21/88	4544	CHICAGO & NORTH WESTERN RW CO BRC/TCU
SICKLES, J. A.	2	BETHESDA	MD	08/02/88	4545	CHICAGO & NORTH WESTERN RW CO UTU

SICKLES, J. A.	2	BETHESDA	MD	08/02/88	4546	CHICAGO & NORTH WESTERN RW CO UTU
SICKLES, J. A.	2	BETHESDA	MD	08/02/88	4547	CHICAGO & NORTH WESTERN RW CO UTU
CLUSTER, H. R.	2	BALTIMORE	MD	06/24/88	4548	CHICAGO & NORTH WESTERN RW CO UTU
KASHER, R. R.	2	BRYN MAWR	PA	06/30/88	4549	AMTRAK BMWE
DENNIS, R. E.	2	NEW YORK	NY	07/06/88	4550	CSX TRANSPORTATION, INC. ATDA
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	07/06/88	4551	PORT AUTHORITY TRANS-HUDSON TWU
SCHECTER, W. L.	2	NEW YORK	NY	08/17/88	4552	SOUTHERN PACIFIC TRANS CO IAM&AW
LEFKOW, D. M.	2	CHICAGO	IL	07/12/88	4553	CSX TRANSPORTATION, INC. IAM&AW
CARTER, P. C.	2	WHEATON	IN	07/11/88	4554	CSX TRANSPORTATION, INC. IBEW
HAYS, D. B.	2	SHERMAN	TX	07/11/88	4555	CSX TRANSPORTATION, INC. UTU
VAN WART, A. T., SR.	2	WILMINGTON	DE	07/12/88	4556	CHICAGO, MISSOURI & WESTERN RY UTU
MURPHY, M. A.	2	SPRINGFIELD	VA	09/22/88	4557	MISSOURI-KANSAS-TEXAS RR CO. UTU
LIEBERMAN, I. M.	2	STAMFORD	CT	08/02/88	4559	NORFOLK & WESTERN RY CO. TCU-ALLIED SERV. DIV
SEIDENBERG, J.	2	FALLS CHURCH	VA	08/04/88	4561	UNION PACIFIC RR UTU
FISHER, A. J.	2	EVANSTON	IL	08/08/88	4562	NE ILLINOIS REGIONAL COMMUTER UTU
CARTER, P. C.	2	WHEATON	IN	08/05/88	4563	DULUTH, MISSABE & IRON RANGE IBEW
MCALLISTER, R. W.	2	CHICAGO	IL	08/05/88	4566	ILLINOIS CENTRAL GULF RR CO. IBEW
VERNON, G. H.	2	EAU CLAIRE	WI	08/02/88	4567	NORFOLK & WESTERN RY CO. UTU
MEYERS, P. R.	2	CHICAGO	IL	08/05/88	4568	AMTRAK BRS
SELTZER, L. E.	2	PHILADELPHIA	PA	09/20/88	4569	ELGIN, JOLIET & EASTERN RY CO UTU
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	08/09/88	4571	ELGIN, JOLIET & EASTERN RY CO UTU
KELLY, D. T.	2	LIVONIA	MI	08/17/88	4572	CSX TRANSPORTATION, INC. BLE
KASHER, R. R.	2	BRYN MAWR	PA	08/08/88	4573	METRO NORTH RAILROAD (MTA) IAM&AW

MOORE, P. J.	2	OKLAHOMA CITY	OK	08/17/88	4574	NORFOLK & WESTERN RY CO. UTU
CASSLE, J. W.	2	CHEYENNE	WY	08/17/88	4575	NORFOLK & WESTERN RY CO. UTU
SHARP, T. P.	2	MCLEAN	VA	08/18/88	4578	AMTRAK UTU
TWOMEY, D. P.	2	QUINCY	MA	08/18/88	4580	ATCHISON, TOPEKA & SANTA FE RW UTU
VERNON, G. H.	2	EAU CLAIRE	WI	08/22/88	4583	BURLINGTON NORTHERN RR CO BMWE
MEYERS, P. R.	2	CHICAGO	IL	09/19/88	4584	BURLINGTON NORTHERN RR CO IAM&AW
MCALLISTER, R. W.	2	CHICAGO	IL	09/13/88	4585	ILLINOIS CENTRAL GULF RR CO BLE
STALLWORTH, L. E.	2	CHICAGO	IL	09/13/88	4586	CSX TRANSPORTATION, INC. TCU-ALLIED SERV DIV
DENNIS, R. E.	2	NEW YORK	NY	09/13/88	4587	MISSOURI PACIFIC RR CO. IAM&AW
MEYERS, P. R.	2	CHICAGO	IL	08/13/88	4588	NE ILLINOIS REGIONAL COMMUTER IBF&O
SUNTRUP, E. I.	2	EVANSTON	IL	09/13/88	4589	ELGIN, JOLIET & EASTERN RY CO BRC
BENN, E. H.	2	GLENCOE	IL	09/19/88	4590	BESSEMER AND LAKE ERIE TCU
MEYERS, P. R.	2	CHICAGO	IL	09/12/88	4592	GRAND TRUNK WESTERN RW CO. IBF&O
SHARP, T. P.	2	MCLEAN	VA	09/22/88	4593	PITTSBURGH & OHIO VALLEY RW CO UTU
QUINN, F. X.	2	TULSA	OK	09/22/88	4594	BURLINGTON NORTHERN RR CO UTU
SEIDENBERG, J.	2	FALLS CHURCH	VA	09/22/88	4595	ST. LOUIS SOUTHWESTERN UTU
VAUGHN, M. D.	2	BETHESDA	MD	09/22/88	4596	GRAND TRUNK WESTERN RW CO. TCU

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

2a. Arbitrators Appointed—Arbitration Boards, October 1, 1986
to September 30, 1988

Name	Residence	Date of Appt.	Arb. No.	Parties
John B. Criswell.....	Stigler, OK.....	10-01-86	465	Southern Railway System & UTU
Arthur T. Van Wart.....	Brooksville, FL.....	10-11-86	466	Maine Central RR/ Portland Terminal Co. & EMWE
Gilbert H. Vernon.....	Eau Claire, WI.....	10-29-86	467	Chicago & North Western Transp. Co. & UTU
Dana E. Eischen.....	Ithaca, NY.....	12-04-86	468	Southern Pacific Transp. Co. & BLE
David P. Twomey.....	Chestnut Hill, MA.....	12-18-86	469	Atchison, Topeka & Santa Fe & UTU and BLE
William E. Fredenberger.	Stafford, VA.....	12-23-86	470	Norfolk & Western Ry. & UTU
William E. Fredenberger.	Stafford, VA.....	12-23-86	471	Norfolk & Western Ry. & BLE
William L. McKee.....	Denton, TX.....	01-09-87	454	Burlington Northern RR & EMWE
Robert E. Peterson.....	Briarcliff Manor, NY..	03-24-87	472	Atchison, Topeka & Santa Fe Ry. & BLE
Joseph A. Sickles.....	Bethesda, MD.....	05-22-87	473	CSX Transp. (B&O, Western Maryland) & UTU
William E. Fredenberger.	Stafford, VA.....	06-15-87	474	Denver & Rio Grande Western RR & TCU-Carmen
John N. Gentry.....	Washington, DC.....	06-26-87	475	Union Pacific RR & UTU
Jacob Seidenberg.....	Falls Church, VA.....	07-13-87	476	Elgin, Joliet & Eastern Ry. & BLE
David H. Brown.....	Sherman, TX.....	08-19-87	477	CSX Transp. Co. & UTU
David H. Brown.....	Sherman, TX.....	08-24-87	478	CSX Transp. Co. & BLE
Marty E. Zusman.....	Munster, IN.....	09-01-87	479	Chicago & Illinois Mid- land Ry. & UTU and BLE
Charlotte Gold.....	New York, NY.....	09-14-87	480	Nat'l RR Pass. Corp. (Amtrak) & TCU-ARSA Div.
Robert E. Peterson.....	Briarcliff Manor, NY..	09-18-87	481	Central of Georgia RR & UTU
William E. Fredenberger.	Stafford, VA.....	11-05-87	482	Atchison, Topeka & Santa Fe Ry. & UTU
William M. Edgett.....	Hunt Valley, MD.....	02-02-88	483	Duluth, Missabe & Iron Range Ry. & UTU and BLE
H. Raymond Cluster.....	Baltimore, MD.....	04-15-88	484	Burlington Northern RR & UTU
Scott E. Buchheit.....	Haddonfield, NY.....	04-27-88	485	Nat'l RR Pass. Corp. (Amtrak) & BB
Gilbert H. Vernon.....	Eau Claire, WI.....	05-17-88	486	Atchison, Topeka & Santa Fe Ry. & BLE

2a. Arbitrators Appointed—Arbitration Boards, October 1, 1986
to September 30, 1988—CONTINUED

Name	Residence	Date of Appt.	Arb. No.	Parties
Gilbert H. Vernon.....	Eau Claire, WI.....	08-09-88	488	Burlington Northern RR & BLE
John B. Criswell.....	Stigler, OK.....	08-30-88	489	Norfolk Southern Corp. & UTU
Nicholas H. Zumas.....	Washington, DC.....	09-09-88	490	Chicago & North Western & UTU

2b. Public Members—Fact-Finding Boards, October 1, 1986
to September 30, 1988

Name	Residence	Date of Appt.	Case No.	Parties
Robert O. Harris.....	Washington, D.C.....	04-10-87	A-11714, A-11715, A-11716	Belt Rwy. Co. of Chicago and BRAC
Edward L. Suntrup.....	Evanston, IL.....	04-10-87	A-11714, A-11715, A-11716	Belt Rwy. Co. of Chicago and BRAC

3a. NEUTRALS APPOINTED (SPECIAL BOARDS OF ADJUSTMENT), FISCAL YEAR 1987

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	SBA NO.	PARTIES
VERNON, G. H.	2	EAU CLAIRE	WI	06/16/87	0140	CHICAGO, MILW. ST PAUL, & PAC RWY CO UTU
BENN, E. H.	2	GLENCOE	IL	02/18/87	0280	ST. LOUIS SOUTHWESTERN RWY CO BMWE
MUESSIG, E.	2	ARLINGTON	VA	02/26/87	0570	NATL RAILWAY LABOR CONFERENCE RED
MARX, H. L., JR.	2	NEW YORK	NY	03/24/87	0570	NATL RAILWAY LABOR CONFERENCE RED
CAREY, T. F.	2	JERICO	NY	09/14/87	0631	LONG ISLAND RAIL ROAD CO IAM&AW
CAREY, T. F.	2	JERICO	NY	09/14/87	0631	LONG ISLAND RAIL ROAD CO IBEW
BROWN, D. H.	2	SHERMAN	TX	02/06/87	0894	CONRAIL-CONSOLIDATED RAIL CORP BLE
BUCHHEIT, S. E.	2	PHILADELPHIA	PA	05/21/87	0901	AMTRAK BMWE
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	10/01/86	0910	CONRAIL-CONSOLIDATED RAIL CORP UTU
YAGODA, L.	2	NEW ROCHELLE	NY	10/01/86	0910	CONRAIL-CONSOLIDATED RAIL CORP UTU
SKONIER, J. M.	2	NORRISTOWN,	PA	09/01/87	0928	AMTRAK BLE
SELTZER, L. E.	2	PHILADELPHIA	PA	06/10/87	0933	SOUTHEASTERN PA. TRANS. AUTH. BLE
MCDONNELL, J. R.	2	SNYDER,	NY	07/07/87	0933	SOUTHEASTERN PA. TRANS. AUTH. BLE
ZUMAS, N. H.	2	WASHINGTON	DC	04/28/87	0949	METRO NORTH RAILROAD (MTA) ATDA
BUCHHEIT, S. E.		PHILADELPHIA	PA	04/28/87	0957	SOUTHEASTERN PA. TRANS. AUTH. BMWE
LOWRY, A. R.	2	ANNAPOLIS	MD	05/08/87	0961	SOUTHEASTERN PA. TRANS. AUTH. TWU
SELTZER, L. E.	2	PHILADELPHIA	PA	07/07/87	0968	SOUTHEASTERN PA. TRANS. AUTH. IBEW
PEACOCK, C. A.	2	SALISBURY	NC	12/11/86	0976	CONRAIL-CONSOLIDATED RAIL CORP BMWE
MINNI, D. E.	2	STRONGSVILLE	OH	05/20/87	0979	SOUTHEASTERN PA. TRANS. AUTH. BRAC
MEYERS, P. R.	2	CHICAGO	IL	10/16/86	0986	AMTRAK BMWF

SUNTRUP, E. L.	2	EVANSTON	IL	12/11/86	0987	AMTRAK BMW
SICKLES, J. A.	2	BETHESDA	MD	01/20/87	0988	CSX TRANSPORTATION, INC. BRAC
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	01/05/87	0989	NY, SUSQUEHANNA & WESTERN RW BLE
O'BRIEN, R. M.	2	MILTON	MA	12/23/86	0990	LONG ISLAND RAIL ROAD CO BLE
SELTZER, L. E.	2	PHILADELPHIA	PA	03/17/87	0991	NEW JERSEY TRANSIT RAIL OP., INC POLICE BENE. ASSOC - NJ
MARX, H. L., JR.	2	NEW YORK	NY	03/16/87	0992	NEW JERSEY TRANSIT RAIL OP., INC ATDA
DORR, J. V. N.	2	DURHAM	NH	04/08/87	0993	SOUTHERN PACIFIC TRANS CO UTU
PETERSEN, D. A.	2	PITTSBURGH	PA	04/08/87	0993	SOUTHERN PACIFIC TRANS CO UTU
ZAMPERINI, C. J.	2	DENVER	CO	04/08/87	0993	SOUTHERN PACIFIC TRANS CO UTU
GAHERIN, J. J.	2	BRADENTON	FL	04/08/87	0993	SOUTHERN PACIFIC TRANS CO UTU
THIAS, E. F.	2	SEVERNA PARK	MD	05/05/87	0994	AMTRAK
PHIPPS, W. L.	2			05/05/87	0995	AMTRAK SERV. WORKERS SOUTHERN PACIFIC TRANS CO UTU
PEACOCK, C. A.	2	SALISBURY	NC	05/07/87	0996	CONRAIL-CONSOLIDATED RAIL CORP BRS
MCDONNELL, J. R.	2	SNYDER,	NY	05/18/87	0997	CONRAIL-CONSOLIDATED RAIL CORP BLE
SHARP, T. P.	2	MCLEAN	VA	08/17/87	0998	METRO NORTH RAILROAD (MTA) TWU
GOLD, C. H.	2	NEW YORK	NY	06/09/87	1000	AMTRAK BRAC
WANKE, W. J.	2	N. OLMSTED	OH	09/10/87	1002	SOUTHERN PACIFIC TRANS CO BLE
SEIDENBERG, J.	2	FALLS CHURCH	VA	09/10/87	1002	SOUTHERN PACIFIC TRANS CO BLE

1 PREVIOUS NEUTRAL RESIGNED
2 PREVIOUS NEUTRAL TERM EXPIRED

3b. NEUTRALS APPOINTED (SPECIAL BOARD OF ADJUSTMENT), FISCAL YEAR 1988

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	NO.	PARTIES
TWOMEY, D. P.	2	QUINCY	MA	06/24/88	0423	PORT TERMINAL RAILROAD ASS. UTU
FLETCHER, J. C.	2	MT. PROSPECT	IL	05/27/88	0570	NATL RAILWAY LABOR CONFERENCE RED
BENN, E. H.	2	GLENCOE	IL	05/27/88	0570	NATL RAILWAY LABOR CONFERENCE RED
ZUSMAN, M. E.	2	MUNSTER	IN	07/07/88	0570	NATL RAILWAY LABOR CONFERENCE RED
MCALPIN, R. E.	2	PARK RIDGE	IL	09/22/88	0597	SOUTHERN RAILWAY IBEW
BENN, E. H.	2	GLENCOE	IL	09/22/88	0597	SOUTHERN RAILWAY IBB
CLONEY, J. E.	2	PARK RIDGE	IL	09/22/88	0597	SOUTHERN RAILWAY IBFO
DOERING, B. W.	2	WEST LAFAYETTE	IN	09/22/88	0597	SOUTHERN RAILWAY IAM&AW
SELTZER, L. E.	2	PHILADELPHIA	PA	01/11/88	0934	METRO NORTH RAILROAD (MTA) IBEW
MCDONNELL, J. R.	2	SNYDER,	NY	08/09/88	0961	SOUTHEASTERN PA. TRANS. AUTH. TWUA-BRC
LOWRY, A. R., INC.	2	MERCER ISLAND,	WA	10/15/87	0966	SOUTHEASTERN PA. TRANS. AUTH. BRS
MINNI, D. E.	2	STRONGSVILLE	OH	02/10/88	0973	AMTRAK BRAC
TOOMEY, W. A., JR.	2	ALBANY	NY	02/08/88	0974	METRO NORTH RAILROAD (MTA) UTU
TOOMEY, W. A.	2	ALBANY	NY	01/11/88	1001	METRO NORTH RAILROAD (MTA) ARASA
PETERSON, R. E.	2	BRIARCLIFF MANOR	NY	10/14/87	1003	ATCHISON, TOPEKA & SANTA FE RW CO BRS
CRISWELL, J. B.	2	STIGLER	OK	10/27/87	1004	SOUTHERN RAILWAY TCU
VAN WART, A. T., SR.	2	WILMINGTON	DE	02/05/88	1007	CSX TRANSPORTATION, INC. IAM&AW
GOLD, C. H.	2	NEW YORK	NY	04/28/88	1008	CSX TRANSPORTATION, INC. TCU
SELTZER, L. E.	2	PHILADELPHIA	PA	05/09/88	1009	NEW JERSEY TRANSIT RAIL OP., IN TCU

LOWRY, A. R., INC.	2	MERCER ISLAND,	WA	05/09/88	1009	NEW JERSEY TRANSIT RAIL OP., IN TCU
CAREY, T. F.	2	JERICO	NY	06/02/88	1010	METRO NORTH RAILROAD (MTA) IBT
HARRIS, P.	2	LAWRENCE	NY	06/02/88	1010	METRO NORTH RAILROAD (MTA) IBT
FREDENBERGER, W. E., JR.	2	STAFFORD	VA	07/05/88	1011	CONSOLIDATED RAIL CORP TCU
SUNTRUP, E. L.	2	EVANSTON	IL	07/05/88	1011	CONSOLIDATED RAIL CORP TCU
MARX, H. L., JR.	2	NEW YORK	NY	07/05/88	1011	CONSOLIDATED RAIL CORP TCU
GOLD, C. H.	2	NEW YORK	NY	06/29/88	1013	AMTRAK BMWE
SEIDENBERG, J.	2	FALLS CHURCH	VA	07/18/88	1014	NORFOLK SOUTHERN RW CO. BRC
CAREY, T. F.	2	JERICO	NY	08/05/88	1015	STATEN ISLAND RAPID TRANSIT OP TCU
BLACKWELL, F. R.	2	GAITHERSBURG	MD	08/19/88	1016	CONSOLIDATED RAIL CORP BMWE
DENNIS, R. E.	2	NEW YORK	NY	08/19/88	1016	CONSOLIDATED RAIL CORP BMWE
WESTON, H. M.	2	HASTINGS-ON-HUDSON	NY	08/19/88	1016	CONSOLIDATED RAIL CORP BMWE
GAHERIN, J. J.	2	BRADENTON	FL	08/09/88	1017	SOUTHERN PACIFIC TRANS CO UTU
VAN WART, A. T., JR.	2	SALEM	NJ	09/20/88	1019	NEW JERSEY TRANSIT RAIL OP., IN ARASA

1 PREVIOUS NEUTRAL RESIGNED

2 PREVIOUS NEUTRAL TERM EXPIRED

4. Neutrals Nominated Pursuant to Union Shop Agreements, October 1, 1986
to September 30, 1988

Name	Residence	Date of Appt.	Carrier/Union	Individual Involved
Francis X. Quinn....	Tulsa, OK.....	10-29-86	Southern Pacific Transportation Co. and BRAC.....	Carl R. Davies
Francis X. Quinn....	Tulsa, OK.....	02-10-87	National RR Passenger Corp. and UIU.....	F.C. Sweat
Herbert Fishgold....	Washington, DC....	04-14-87	Amtrak and BRAC..	Florence N. Graham
Robert O. Harris....	Washington, DC....	06-24-87	Conrail and TWU..	E.R. Croft
Scott E. Buchheit...	Haddonfield, NJ...	09-01-87	Conrail and URSA and IBEW.....	G.L. Mulhair, Jr.
Jacob Seidenberg....	Falls Church, VA..	09-09-87	Amtrak and TCU...	Dorothy M. Bryant
Louis E. Seltzer....	Philadelphia, PA..	09-16-87	Amtrak and EMWE..	Horace Reeves
Robert J. Ables.....	Washington, DC....	08-19-88	Amtrak and TCU...	Michael Pinder
Anne H. Miller.....	Glenview, IL.....	08-23-88	Elgin, Joliet & Eastern Rwy. and TCU.....	Constance Anderson

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1986
to September 30, 1988

Name	Residence	Date of Appt.	Parties
Robert O. Harris*.....	Washington, DC.....	01-09-87	Pan Am World Airways-IBT
Edward Levin*.....	New York, NY.....	01-14-87	Pan Am World Airways-IBT
Edward Levin.....	New York, NY.....	01-14-87	Pan Am World Airways-IBT
Martin F. Scheinman*.....	Bayside, NY.....	01-14-87	Pan Am World Airways-IBT
Francis X. Quinn.....	Tulsa, OK.....	01-15-87	Eastern Air Lines-TWU
Panel submitted but dispute settled prior to arbitration.....		01-16-87	Air Wisconsin-ALPA
Panel submitted but no referee selected as yet....		01-16-87	Alaska Airlines-IAM&AW
John J. Gaherin.....	Bradenton, FL.....	01-20-87	Eastern Air Lines-TWU
Jacob Seidenberg.....	Falls Church, VA.....	01-20-87	Eastern Air Lines-TWU
Arthur T. Van Wart.....	Brookville, FL.....	01-20-87	Eastern Air Lines-TWU
Panel submitted but no referee selected as yet....		01-20-87	Western Air Lines-AFA
John C. Hilly.....	Lantana, FL.....	01-21-87	Eastern Air Lines-TWU
Philip Harris.....	Lawrence, NY.....	01-21-87	Eastern Air Lines-TWU
John N. Gentry.....	Reston, VA.....	01-21-87	Eastern Air Lines-TWU
Two panels submitted but no referees selected as yet.....		01-23-87	Pan Am World Airways-IBT
Two panels submitted but no referees selected as yet.....		01-23-87	Southwest Airlines-IAM&AW
W. Lloyd Lane.....	Titusville, FL.....	01-27-87	Eastern Air Lines-TWU
Two panels submitted but no referees selected as yet.....		02-02-87	Pan Am World Airways-IBT
Marvin J. Feldman*.....	Cleveland, OH.....	02-02-87	Alaska Airlines-ALPA
Mark L. Kahn*.....	Detroit, MI.....	02-02-87	Alaska Airlines-ALPA
Anne Harmon Miller*.....	Glenview, IL.....	02-02-87	Alaska Airlines-ALPA
Edmond W. Schedler*.....	Dallas, TX.....	02-02-87	Alaska Airlines-ALPA
William Levin*.....	N. Hollywood, CA.....	02-02-87	Alaska Airlines-ALPA
Thomas J. DiLauro*.....	Springfield, PA.....	02-02-87	Alaska Airlines-ALPA
William Eaton*.....	San Francisco, CA.....	02-02-87	Alaska Airlines-ALPA
Donald H. Wollett*.....	Sacramento, CA.....	02-02-87	Alaska Airlines-ALPA
Sam Kagel*.....	San Francisco, CA.....	02-02-87	Alaska Airlines-ALPA
Robert M. Leventhal*.....	Culver City, CA.....	02-02-87	Alaska Airlines-ALPA
Tedford E. Schoonover*...	Colorado Springs, CO...	02-02-87	Alaska Airlines-ALPA
David C. Nevins*.....	San Francisco, CA.....	02-02-87	Alaska Airlines-ALPA
Anthony V. Sinicropi*....	Iowa City, IA.....	02-02-87	Alaska Airlines-ALPA
Jack Clarke*.....	Tuscaloosa, AL.....	02-02-87	Avianca Airlines-IBT
Eckehard Muessig.....	Arlington, VA.....	02-03-87	Eastern Air Lines-TWU
Nicholas H. Zumas.....	Washington, DC.....	02-03-87	Eastern Air Lines-TWU
Jack A. Warshaw.....	Bethesda, MD.....	02-03-87	Eastern Air Lines-TWU
James F. Searce.....	Atlanta, GA.....	02-03-87	Eastern Air Lines-TWU
Michael J. Jedel.....	Atlanta, GA.....	02-03-87	Eastern Air Lines-TWU
Robert O. Harris.....	Washington, DC.....	02-03-87	Eastern Air Lines-TWU
Panel submitted but no referee selected as yet....		02-04-87	Pan Am World Airways-IBT
William E. Fredenberger..	Stafford, VA.....	02-04-87	Eastern Air Lines-TWU

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1986
to September 30, 1988—CONTINUED

Name	Residence	Date of Appt.	Parties
Peter Henle.....	Arlington, VA.....	02-04-87	Eastern Air Lines-TWU
Jerome G. Greene.....	Miami, FL.....	02-04-87	Eastern Air Lines-TWU
Three panels submitted but no referees selected as yet.....		02-04-87	Alaska Airlines-ALPA
Robert J. Ables.....	Washington, DC.....	02-05-87	AFA-Service Charge Objections
Thomas J. DiLauro.....	Springfield, PA.....	02-05-87	Eastern Air Lines-TWU
Gladys Gershenfeld.....	Flourtown, PA.....	02-06-87	Eastern Air Lines-TWU
Marian Kincaid Warns.....	Louisville, KY.....	02-06-87	Eastern Air Lines-TWU
Marcia L. Greenbaum.....	Essex, MA.....	02-06-87	Eastern Air Lines-TWU
Panel submitted but no referee selected as yet....		02-12-87	Midway Airlines-AFA
Rodney Dennis.....	New York, NY.....	02-13-87	Eastern Air Lines-TWU
James J. Sherman.....	Tampa, FL.....	02-13-87	Eastern Air Lines-TWU
J. Earl Williams.....	Houston, TX.....	02-17-87	Eastern Air Lines-TWU
Earl Baker Ruth*.....	Salisbury, NC.....	02-20-87	Piedmont Airlines-IAM&AW
Panel submitted but no referee selected as yet....		03-03-87	Midway Airlines (1984)-IBT
Robert O. Harris.....	Washington, DC.....	03-05-87	Eastern Air Lines-TWU
John Remington.....	Louisville, KY.....	03-06-87	Eastern Air Lines-TWU
Susan T. Mackenzie.....	New York, NY.....	03-06-87	Eastern Air Lines-TWU
William P. Murphy.....	Chapel Hill, NC.....	03-06-87	Eastern Air Lines-TWU
William M. Edgett*.....	Hunt Valley, MD.....	03-06-87	Piedmont Airlines-AFA
Charles Feigenbaum*.....	Wheaton, MD.....	03-06-87	Piedmont Airlines-AFA
Beverly K. Schaffer*.....	Atlanta, GA.....	03-06-87	Piedmont Airlines-AFA
Bernard Cushman*.....	Silver Spring, MD.....	03-06-87	Piedmont Airlines-AFA
Joan Stern Kiok.....	New York, NY.....	03-10-87	Eastern Air Lines-TWU
Bernard A. Frank.....	Miami Beach, FL.....	03-11-87	Eastern Air Lines-TWU
Paul J. Fasser.....	Vienna, VA.....	03-11-87	Eastern Air Lines-TWU
Paul J. Fasser.....	Vienna, VA.....	03-11-87	Eastern Air Lines-TWU
Charles H. Frost.....	Tampa, FL.....	03-11-87	Eastern Air Lines-TWU
Francis X. Quinn.....	Tulsa, OK.....	03-12-87	Eastern Air Lines-TWU
James F. Searce.....	Atlanta, GA.....	03-12-87	Eastern Air Lines-TWU
Robert O. Harris.....	Washington, DC.....	03-12-87	Eastern Air Lines-TWU
Panel submitted but no referee selected as yet....		03-13-87	Henson Airlines-ALPA
Panel submitted but no referee selected as yet....		03-24-87	Western Air Lines-ATE
Robert E. Peterson.....	Briarcliff Manor, NY...	03-26-87	Eastern Air Lines-TWU
John C. Hilly*.....	Lantana, FL.....	03-26-87	Avianca Airlines-IBT
Arthur T. Van Wart.....	Brookville, FL.....	03-27-87	Eastern Air Lines-TWU
Gilbert H. Vernon*.....	Eau Claire, WI.....	04-09-87	Air Wisconsin-AFA
Robert E. Peterson*.....	Briarcliff Manor, NY...	04-15-87	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		04-16-87	Pan Am World Airways-IBT
Two panels submitted but no referees selected as yet.....		04-16-87	Transamerica Airlines-IBT
Eckehard Muessig.....	Arlington, VA.....	04-21-87	Eastern Air Lines-TWU
Robert O. Harris.....	Washington, DC.....	04-21-87	Eastern Air Lines-TWU

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1986
to September 30, 1988—CONTINUED

Name	Residence	Date of Appt.	Parties
Robert O. Harris.....	Washington, DC.....	04-21-87	Eastern Air Lines-TWU
Thomas J. DiLauro.....	Springfield, PA.....	04-21-87	Eastern Air Lines-TWU
Christine D. Ver Ploeg*..	St. Paul, MN.....	04-23-87	Air Wisconsin-AFA
Jacob Seidenberg.....	Falls Church, VA.....	04-24-87	Eastern Air Lines-TWU
Jacob Seidenberg.....	Falls Church, VA.....	04-24-87	Eastern Air Lines-TWU
James M. Harkless.....	Washington, DC.....	04-30-87	Eastern Air Lines-TWU
John C. Hilly.....	Lantana, FL.....	04-30-87	Eastern Air Lines-TWU
Susan T. Mackenzie.....	New York, NY.....	04-30-87	Eastern Air Lines-TWU
William E. Fredenberger..	Stafford, VA.....	04-30-87	Eastern Air Lines-TWU
John J. Gaherin.....	Bradenton, FL.....	04-30-87	Eastern Air Lines-TWU
Susan T. Mackenzie*.....	New York, NY.....	05-04-87	Pan Am World Airways-TWU
J. Earl Williams*.....	Houston, TX.....	05-07-87	Southwest Airlines-IAM&AW
Thomas J. McDermott*.....	San Antonio, TX.....	05-08-87	Southwest Airlines-IAM&AW
Gilbert H. Vernon*.....	Eau Claire, WI.....	05-19-87	Midway Airlines (1984)-IBT
Panel submitted but parties selected their own referee.....		05-20-87	Pan Am World Airways-IBT
Irving T. Bergman*.....	Rockville Center, NY...	05-20-87	Pan Am World Airways-IBT
Howard Edelman*.....	Freeport, NY.....	05-20-87	Pan Am World Airways-TWU
Four panels submitted but no referees selected as yet.....		05-21-87	Henson Airlines-ALPA
Panel submitted but no referee selected as yet....		05-26-87	Midway Airlines (1984)-AFA
Jacob Seidenberg.....	Falls Church, VA.....	05-26-87	Eastern Air Lines-TWU
Jacob Seidenberg.....	Falls Church, VA.....	05-26-87	Eastern Air Lines-TWU
William E. Fredenberger..	Stafford, VA.....	05-26-87	Eastern Air Lines-TWU
Robert O. Harris.....	Washington, DC.....	05-26-87	Eastern Air Lines-TWU
Philip Harris.....	Lawrence, NY.....	05-27-87	Eastern Air Lines-TWU
Philip Harris.....	Lawrence, NY.....	05-27-87	Eastern Air Lines-TWU
Philip Harris*.....	Lawrence, NY.....	06-02-87	Air India-IBT
Vincent Foy.....	Boynton Beach, FL.....	06-09-87	Eastern Air Lines-TWU
Jack A. Warshaw.....	Bethesda, MD.....	06-09-87	Eastern Air Lines-TWU
Charles H. Frost.....	Tampa, FL.....	06-09-87	Eastern Air Lines-TWU
Howard Edelman*.....	Freeport, NY.....	06-26-87	Pan Am World Airways-IBT
William Eaton*.....	San Francisco, CA.....	06-26-87	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, DC.....	06-29-87	Braniff, Inc.-ALPA
Howard Edelman.....	Freeport, NY.....	06-29-87	Air India-IBT
George S. Ives*.....	Sarasota, FL.....	07-02-87	L.A.B. Airlines-IBT
Paul J. Fasser.....	Vienna, VA.....	07-06-87	Eastern Air Lines-TWU
Thomas J. DiLauro.....	Springfield, PA.....	07-06-87	Eastern Air Lines-TWU
Shyam Das.....	Philadelphia, PA.....	07-06-87	Eastern Air Lines-TWU
William H. Holley.....	Auburn, AL.....	07-08-87	Eastern Air Lines-TWU
George S. Ives*.....	Sarasota, FL.....	07-13-87	Braniff, Inc.-IBT
Panel submitted but no referee selected.....		07-20-87	Pan Am World Airways-IBT
Four panels submitted but no referees selected as yet.....		07-21-87	Pan Am World Airways-IBT

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1986
to September 30, 1988—CONTINUED

Name	Residence	Date of Appt.	Parties
Panel submitted but no referee selected.....		07-21-87	TranStar Airlines-ALPA
Gladys W. Gruenberg*.....	St. Louis, MO.....	07-24-87	Northwest Airlines-IBT
Howard Edelman*.....	Freeport, NY.....	07-26-87	Pan Am World Airways-TWU
Michael A. Murphy.....	Springfield, VA.....	07-27-87	Eastern Air Lines-TWU
Thomas Page Sharp.....	McLean, VA.....	07-27-87	Eastern Air Lines-TWU
Eckehard Muessig.....	Arlington, VA.....	07-27-87	Eastern Air Lines-TWU
Dennis O. Lynch.....	Miami, FL.....	07-27-87	Eastern Air Lines-TWU
Peter R. Meyers.....	Chicago, IL.....	07-27-87	Eastern Air Lines-TWU
Jack Clarke.....	Tuscaloosa, AL.....	07-27-87	Eastern Air Lines-TWU
Panel submitted but no referee selected as yet....		07-30-87	Northwest Airlines-IBT
James E. Jones*.....	Madison, WI.....	08-05-87	Air Wisconsin-ALPA
James E. Jones*.....	Madison, WI.....	08-05-87	Air Wisconsin-ALPA
James E. Jones*.....	Madison, WI.....	08-05-87	Air Wisconsin-ALPA
Panel submitted but no referee selected as yet....		08-05-87	Southern NJ Airways-IBT
Henry L. Sisk*.....	Dallas, TX.....	08-10-87	Southwest Airlines-IAM&AW
Panel submitted but dispute settled prior to arbitration.....		08-12-87	Pan Am World Airways-IBT
Jack A. Warshaw*.....	Bethesda, MD.....	08-12-87	Piedmont Airlines-IAM&AW
William H. Holley*.....	Auburn University, AL..	08-12-87	Piedmont Airlines-IAM&AW
Panel submitted but no referee selected as yet....		08-17-87	Northwest Airlines-IBT
David M. Beckerman*.....	W. Orange, NJ.....	08-18-87	Pan Am World Airways-IBT
Stanley Aiges*.....	Ft. Lee, NJ.....	08-18-87	Pan Am World Airways-IBT
Bernard Cushman*.....	Silver Spring, MD.....	08-18-87	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		08-18-87	Piedmont Airlines-IAM&AW
Arthur Stark*.....	New York, NY.....	08-20-87	Pan Am World Airways-TWU
Panel submitted but no referee selected as yet....		08-20-87	Lufthansa Airlines-IAM&AW
Dennis O. Lynch*.....	Miami, FL.....	08-24-87	Pan Am World Airways-IBT
Joseph A. Sickles*.....	Bethesda, MD.....	08-27-87	Piedmont Airlines-AFA
Nicholas H. Zumas*.....	Washington, DC.....	09-08-87	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		09-08-87	Midway Airlines (1984)-AFA
Robert O'Brien*.....	Milton, MA.....	09-10-87	Pan Am World Airways-IBT
David P. Twomey*.....	Chestnut Hill, NJ.....	09-10-87	Pan Am World Airways-IBT
Charles H. Frost*.....	Tampa, FL.....	09-14-87	Pan Am World Airways-IBT
Stanley L. Aiges*.....	Ft. Lee, NJ.....	09-14-87	Avianca Airlines-IBT
Panel submitted but no referee selected as yet....		09-14-87	Braniff, Inc.-IBT
Edmond W. Schedler*.....	Dallas, TX.....	09-15-87	Southwest Airlines-IAM&AW
J. Earl Williams*.....	Houston, TX.....	09-15-87	Southwest Airlines-IAM&AW
Seven panels submitted but no referees selected as yet.....		09-15-87	Transamerica Airlines-IBT
George Roukis*.....	Manhasset Hills, NY....	09-25-87	Air India-IBT
Walter L. Eisenberg*.....	Brooklyn, NY.....	09-25-87	Air India-IBT
Robert O. Harris.....	Washington, DC.....	09-29-87	Eastern Air Lines-TWU
Robert O. Harris.....	Washington, DC.....	09-29-87	Eastern Air Lines-TWU
Francis X. Quinn.....	Tulsa, OK.....	09-29-87	Eastern Air Lines-TWU

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1986
to September 30, 1988—CONTINUED

Name	Residence	Date of Appt.	Parties
Jacob Seidenberg.....	Falls Church, VA.....	09-30-87	Eastern Air Lines-TWU
Jacob Seidenberg.....	Falls Church, VA.....	09-30-87	Eastern Air Lines-TWU
Don B. Hays*.....	Sherman, TX.....	10-06-87	Aeromexico Airlines-IAM&AW
Robert O. Harris*.....	Washington, DC.....	10-09-87	Alaska Airlines-IAM&AW
C. Robert Roadley*.....	Williamsburg, VA.....	10-09-87	Piedmont Airlines-AFA
John Remington*.....	Louisville, KY.....	10-09-87	Piedmont Airlines-AFA
Dennis O. Lynch*.....	Miami, FL.....	10-09-87	Piedmont Airlines-AFA
Anthony V. Sinicropi*....	Iowa City, IA.....	10-13-87	Alaska Airlines-IAM&AW
Panel submitted but no referee selected.....		10-13-87	Air Midwest-IAM&AW
David C. Randles*.....	Clifton Park, NY.....	10-13-87	Pan Am World Airways-IBT
Ernest E. Marlatt*.....	Houston, TX.....	10-14-87	Southwest Airlines-IAM&AW
David C. Randles*.....	Clifton Park, NY.....	10-15-87	Air India-IBT
George S. Ives*.....	Sarasota, FL.....	10-15-87	TAN Airlines-IAM&AW
Martin F. Scheirman*.....	Bayside, NY.....	10-26-87	Pan Am World Airways-IBT
Howard Edelman*.....	Freeport, NY.....	11-04-87	Pan Am World Airways-TWU
Six panels submitted but no referees selected.....		11-04-87	Piedmont Airlines-AFA
Anthony V. Sinicropi*....	Iowa City, IA.....	11-05-87	Alaska Airlines-ALPA
Panel submitted but dispute settled prior to arbitration.....		11-05-87	Alaska Airlines-ALPA
Panel submitted but no referee selected.....		11-05-87	Alaska Airlines-ALPA
Panel submitted but dispute withdrawn prior to arbitration.....		11-05-87	Alaska Airlines-ALPA
Panel submitted but dispute withdrawn prior to arbitration.....		11-05-87	Alaska Airlines-ALPA
Panel submitted but dispute settled prior to arbitration.....		11-05-87	Alaska Airlines-ALPA
Panel submitted but dispute withdrawn prior to arbitration.....		11-05-87	Alaska Airlines-ALPA
Panel submitted but dispute withdrawn prior to arbitration.....		11-05-87	Alaska Airlines-ALPA
Panel submitted but dispute settled prior to arbitration.....		11-05-87	Alaska Airlines-ALPA
Panel submitted but parties selected their own arbitrator.....		11-05-87	Alaska Airlines-ALPA
Panel submitted but dispute withdrawn prior to arbitration.....		11-05-87	Alaska Airlines-ALPA
Panel submitted but no referee selected.....		11-05-87	Alaska Airlines-ALPA
Panel submitted but parties selected their own arbitrator.....		11-05-87	Alaska Airlines-ALPA
Panel submitted but dispute settled prior to arbitration.....		11-05-87	Flying Tiger Line-ALPA
Thomas F. Carey*.....	Jericho, NY.....	11-09-87	Pan Am World Airways-IBT
Jacob Seidenberg.....	Falls Church, VA.....	11-09-87	Eastern Air Lines-TWU
Robert O. Harris*.....	Washington, DC.....	11-09-87	Alaska Airlines-IAM&AW

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1986
to September 30, 1988—CONTINUED

Name	Residence	Date of Appt.	Parties
William T. Lowe.....	Naples, FL.....	11-09-87	Eastern Air Lines-TWU
Jack A. Warshaw.....	Bethesda, MD.....	11-10-87	Eastern Air Lines-TWU
Robert O. Harris.....	Washington, DC.....	11-10-87	Eastern Air Lines-TWU
Edward E. McDaniel.....	Pittsburgh, PA.....	11-13-87	Eastern Air Lines-TWU
Edward E. McDaniel.....	Pittsburgh, PA.....	11-13-87	Eastern Air Lines-TWU
George S. Ives.....	Sarasota, FL.....	11-13-87	Eastern Air Lines-TWU
George S. Ives.....	Sarasota, FL.....	11-13-87	Eastern Air Lines-TWU
Peter Henle.....	Arlington, VA.....	11-13-87	Eastern Air Lines-TWU
Peter Henle.....	Arlington, VA.....	11-13-87	Eastern Air Lines-TWU
Robert L. Douglas.....	Woodmere, NY.....	11-13-87	Eastern Air Lines-TWU
Robert L. Douglas.....	Woodmere, NY.....	11-13-87	Eastern Air Lines-TWU
Charles H. Frost.....	Tampa, FL.....	11-13-87	Eastern Air Lines-TWU
Michael J. Jedel.....	Atlanta, GA.....	11-18-87	Pan Am World Airways-IBT
Michael J. Jedel.....	Atlanta, GA.....	11-18-87	Pan Am World Airways-IBT
Dennis O. Lynch*.....	Miami, FL.....	11-19-87	Avianca Airlines-IBT
Charles H. Frost*.....	Tampa, FL.....	11-19-87	Avianca Airlines-IBT
Panel submitted but no referee selected.....		11-20-87	Air India-IBT
Preston J. Moore*.....	Oklahoma City, OK.....	11-20-87	Braniff, Inc.-IBT
Charles W. Steese*.....	Los Angeles, CA.....	11-24-87	Pan Am World Airways-IBT
Two panels submitted but no referees selected.....		11-30-87	Northwest Airlines-IBT
Martin F. Scheirman*.....	Bayside, NY.....	11-30-87	Pan Am World Airways-IBT
Panel submitted but no referee selected.....		12-03-87	Pan Am Express-IBT
Panel submitted but no referee selected.....		12-07-87	Northwest Airlines-IBT
Robert L. Douglas*.....	Woodmere, NY.....	12-14-87	Pan Am World Airways-TWU
Panel submitted but dispute settled prior to arbitration.....		12-14-87	Southwest Airlines-IAM&AW
Arthur A. Brennan.....	Cotuit, MA.....	12-14-87	Eastern Air Lines-TWU
Arthur A. Brennan.....	Cotuit, MA.....	12-14-87	Eastern Air Lines-TWU
Robert B. Moberly.....	Gainesville, FL.....	12-14-87	Eastern Air Lines-TWU
Robert B. Moberly.....	Gainesville, FL.....	12-14-87	Eastern Air Lines-TWU
Joseph A. Sickles.....	Bethesda, MD.....	12-14-87	Eastern Air Lines-TWU
Joseph A. Sickles.....	Bethesda, MD.....	12-14-87	Eastern Air Lines-TWU
Francis X. Quinn.....	Tulsa, OK.....	12-15-87	Eastern Air Lines-TWU
Francis X. Quinn.....	Tulsa, OK.....	12-15-87	Eastern Air Lines-TWU
Panel submitted but dispute withdrawn prior to arbitration.....		12-16-87	Pocono Airlines-ALPA
Robert O. Harris*.....	Washington, DC.....	12-28-87	Air India-IBT
Ronald J. Betso*.....	Brooklyn, NY.....	12-28-87	Pan Am World Airways-IBT
Thomas F. Carey*.....	Jericho, NY.....	12-28-87	Pan Am World Airways-IBT
A. Robert Lowry*.....	Mercer Island, WA.....	12-28-87	Alaska Airlines-IAM&AW
Dennis O. Lynch.....	Miami, FL.....	12-28-87	Eastern Air Lines-TWU
Dennis O. Lynch.....	Miami, FL.....	12-28-87	Eastern Air Lines-TWU
Francis X. Quinn.....	Tulsa, OK.....	12-29-87	Braniff, Inc.-AFA
Harold D. Jones.....	Atlanta, GA.....	12-29-87	Eastern Air Lines-TWU

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1986
to September 30, 1988—CONTINUED

Name	Residence	Date of Appt.	Parties
George S. Ives.....	Sarasota, FL.....	01-12-88	Eastern Air Lines-TWU
Arthur T. Van Wart.....	Brooksville, FL.....	01-12-88	Eastern Air Lines-TWU
William T. Lowe.....	Naples, FL.....	01-12-88	Eastern Air Lines-TWU
Panel submitted but dispute settled prior to arbitration.....		01-12-88	Northwest Airlines-IBT
Dennis O. Lynch*.....	Miami, FL.....	01-12-88	Pan Am World Airways-IBT
Jerome H. Ross.....	McLean, VA.....	01-13-88	Eastern Air Lines-TWU
Gladys Gershenfeld.....	Flourtown, PA.....	01-20-88	Eastern Air Lines-TWU
Eva Robins.....	New York, NY.....	01-20-88	Eastern Air Lines-TWU
James F. Searce.....	Atlanta, GA.....	01-20-88	Eastern Air Lines-TWU
Marcia L. Greenbaum.....	Essex, MA.....	01-20-88	Eastern Air Lines-TWU
Herbert L. Marx, Jr.....	New York, NY.....	01-20-88	Eastern Air Lines-TWU
Michael J. Jedel.....	Atlanta, GA.....	01-20-88	Eastern Air Lines-TWU
Paul J. Fasser.....	Vienna, VA.....	01-21-88	Eastern Air Lines-TWU
Nicholas H. Zumas.....	Washington, DC.....	01-22-88	AFA-Service Charge Objectors
Harold D. Jones, Jr.....	Atlanta, GA.....	01-25-88	Eastern Air Lines-TWU
Earl Baker Ruth.....	Salisbury, NC.....	01-27-88	Eastern Air Lines-TWU
Lloyd W. Lane.....	Titusville, FL.....	01-27-88	Eastern Air Lines-TWU
Panel submitted but dispute settled prior to arbitration.....		02-01-88	Air Wisconsin-ALPA
Panel submitted but parties selected their own referee.....		02-01-88	Air Wisconsin-ALPA
Panel submitted but dispute settled prior to arbitration.....		02-01-88	Air Wisconsin-ALPA
Thomas F. Carey*.....	Jericho, NY.....	02-01-88	Pan Am World Airways-IBT
Panel submitted but dispute settled prior to arbitration.....		02-08-88	AeroPeru Airlines-IAM&AW
William Eaton*.....	San Francisco, CA.....	02-09-88	Mexicana Airlines-IAM&AW
Peter R. Meyers*.....	Chicago, IL.....	02-16-88	Airborne Express-IBT
Francis X. Quinn*.....	Tulsa, OK.....	02-16-88	Airborne Express-IBT
Lloyd W. Lane*.....	Titusville, FL.....	02-16-88	Ecuadoriana Airlines -IAM&AW
M. David Vaughn.....	Washington, DC.....	02-17-88	Eastern Air Lines-TWU
Herbert Fishgold.....	Washington, DC.....	02-17-88	Eastern Air Lines-TWU
Millard Cass.....	Bethesda, MD.....	02-19-88	Eastern Air Lines-TWU
David A. Concepcion*.....	Berkeley, CA.....	02-22-88	Pan Am World Airways-IBT
James M. Harkless.....	Washington, DC.....	02-24-88	Eastern Air Lines-TWU
Mark L. Kahn*.....	Detroit, MI.....	02-26-88	MarkAir-Markair Pilots Association
Robert Bennett Lubic.....	Washington, DC.....	03-01-88	Eastern Air Lines-TWU
Panel submitted but no referee selected.....		03-07-88	Alaska Airlines-IAM&AW
Panel submitted but dispute settled prior to arbitration.....		03-11-88	Pan Am World Airways-IBT

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1986
to September 30, 1988—CONTINUED

Name	Residence	Date of Appt.	Parties
Thomas F. Carey*	Jericho, NY	03-14-88	Pan Am World Airways-TWU
Martin F. Scheinman*	Bayside, NY	03-14-88	Pan Am World Airways-TWU
Panel submitted but no referee selected		03-16-88	Piedmont Airlines-IAM&AW
Panel submitted but no referee selected		03-24-88	Braniff, Inc.-IBT
John C. Hilly	Lantana, FL	03-24-88	Eastern Air Lines-TWU
Panel submitted but dispute settled prior to arbitration		03-24-88	Southwest Airlines-IAM&AW
John C. Shearer	Stillwater, OK	03-28-88	Eastern Air Lines-TWU
William Miller	Washington, DC	03-28-88	Eastern Air Lines-TWU
Renee E. Kamm	Washington, DC	03-29-88	Eastern Air Lines-TWU
Marilyn M. Levine	Valley Stream, NY	03-29-88	Eastern Air Lines-TWU
Nine panels submitted but no referees selected		04-04-88	Air Wisconsin-ALPA
Arthur A. Brennan*		04-05-88	Air India-IBT
George S. Ives*	Sarasota, FL	04-05-88	Pan Am World Services -UPGWA
Panel submitted but no referee selected		04-05-88	Pan Am World Services -UPGWA
John Remington*	Louisville, KY	04-05-88	Pan Am World Services -UPGWA
Panel submitted but no referee selected		04-05-88	Pan Am World Services -UPGWA
Panel submitted but dispute withdrawn prior to arbitration		04-05-88	Pan Am World Services -UPGWA
Charles H. Frost*	Tampa, FL	04-07-88	Pan Am World Services -UPGWA
Charles H. Frost	Tampa, FL	04-07-88	Pan Am World Services -UPGWA
Ellen M. Bussey	McLean, VA	04-06-88	Eastern Air Lines-TWU
Herbert L. Marx*	New York, NY	04-11-88	KLM Royal Dutch Airlines -TWU
Panel submitted but no referee selected		04-11-88	Piedmont Airlines-IAM&AW
C. Robert Roadley*	Williamsburg, VA	04-13-88	Piedmont Airlines-IAM&AW
Mark L. Kahn*	Detroit, MI	04-26-88	Air Canada-IBT
Panel submitted but parties selected their own arbitrator		04-26-88	Pan Am World Airways-IUFA
Don B. Hays*	Sherman, TX	04-26-88	Southwest Airlines-IAM&AW
Rodney E. Dennis*	New York, NY	04-27-88	Pan Am World Airways-TWU
Panel submitted but no referee selected		04-29-88	Piedmont Airlines-IAM&AW
Panel submitted but dispute withdrawn prior to arbitration		05-04-88	Alaska Airlines-ALPA
Panel submitted but dispute settled prior to arbitration		05-04-88	Alaska Airlines-ALPA
Richard R. Kashner*	Bryn Mawr, PA	05-04-88	Alaska Airlines-ALPA
Anne H. Miller*	Glenview, IL	05-04-88	Southwest Airlines-IAM&AW

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1986
to September 30, 1988—CONTINUED

Name	Residence	Date of Appt.	Parties
Three panels submitted but no referees selected			
as yet.....		05-06-88	Pan Am World Airways-IUFA
Alan R. Krebs*.....	Redmond, WA.....	05-19-88	Alaska Airlines-AFA
Thomas J. DiLauro*.....	Springfield, PA.....	05-24-88	Pan Am World Airways-TWU
Philip Harris*.....	Lawrence, NY.....	05-24-88	Pan Am World Airways-TWU
Marilyn M. Levine*.....	Valley Stream, NY.....	05-24-88	Pan Am World Airways-TWU
Panel submitted but no referee selected.....		05-24-88	Ross Aviation-ALPA
Panel submitted but parties selected their			
own arbitrator.....		05-27-88	Mexicana Airlines-IAM&AW
Michael J. Jedel*.....	Atlanta, GA.....	05-31-88	Pan Am World Airways-TWU
Panel submitted but dispute was resolved prior			
to arbitration.....		06-01-88	Alaska Airlines-IAM&AW
Jack A. Warshaw.....	Bethesda, MD.....	06-01-88	Eastern Air Lines-TWU
Mark L. Kahn*.....	Detroit, MI.....	06-01-88	Southwest Airlines-IAM&AW
Thomas J. McDermott*.....	San Antonio, TX.....	06-01-88	Southwest Airlines-IAM&AW
Peter R. Meyers.....	Chicago, IL.....	06-02-88	Eastern Air Lines-TWU
Panel submitted but no referee selected.....		06-06-88	Alaska Airlines-IAM&AW
William E. Fredenberger..	Stafford, VA.....	06-09-88	Eastern Air Lines-TWU
Robert J. Ables*.....	Washington, DC.....	06-13-88	Piedmont Airlines-AFA
Charles H. Frost*.....	Tampa, FL.....	06-13-88	Piedmont Airlines-AFA
Jack A. Warshaw*.....	Bethesda, MD.....	06-13-88	Piedmont Airlines-AFA
Mark L. Kahn*.....	Detroit, MI.....	06-15-88	Alaska Airlines-IAM&AW
Donald H. Wollett*.....	Sacramento, CA.....	06-15-88	Alaska Airlines-IAM&AW
Robert O. Harris.....	Washington, DC.....	06-16-88	Piedmont Airlines-AFA
Panel submitted but no referee selected as yet....		06-21-88	Alitalia Airlines-IAM&AW
Joseph Glasser.....	Storrs, CT.....	06-22-88	Eastern Air Lines-TWU
Robert O. Harris*.....	Washington, DC.....	06-23-88	Alaska Airlines-AFA
Edgar A. Jones*.....	Los Angeles, CA.....	06-23-88	Mexicana Airlines-IAM&AW
Ellen Bussey.....	McLean, VA.....	06-28-88	Eastern Air Lines-TWU
Don B. Hays*.....	Sherman, TX.....	06-28-88	Southwest Airlines-IAM&AW
Charles H. Frost.....	Tampa, FL.....	07-01-88	Eastern Air Lines-TWU
Arthur Talmadge.....	Flushing, NY.....	07-07-88	Eastern Air Lines-TWU
Panel submitted but dispute settled prior			
to arbitration.....		07-07-88	Pan Am World Airways-TWU
Andria S. Knapp*.....	San Francisco, CA.....	07-11-88	Alaska Airlines-IAM&AW
Gary L. Axon*.....	Ashland, OR.....	07-11-88	Alaska Airlines-IAM&AW
Three panels submitted but no referees selected...			
		07-19-88	Pan Am World Airways-IBT
Rodney E. Dennis*.....	New York, NY.....	07-19-88	Pan Am World Airways-IBT
Panel submitted but dispute settled prior			
to arbitration.....		07-21-88	Pan Am World Airways-TWU
Rodney E. Dennis*.....	New York, NY.....	07-21-88	Varig Brazilian Airlines -IAM&AW

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1986
to September 30, 1988—CONTINUED

Name	Residence	Date of Appt.	Parties
Richard I. Bloch.....	Washington, DC.....	07-29-88	Airborne Express-IBT
Panel submitted but no referee selected.....		08-03-88	Alaska Airlines-AFA
Panel submitted but parties selected their own arbitrator.....		08-03-88	Alaska Airlines-AFA
Panel submitted but dispute settled prior to arbitration.....		08-03-88	Alaska Airlines-AFA
Panel submitted but no referee selected.....		08-03-88	Alaska Airlines-AFA
Jacob Seidenberg*.....	Falls Church, VA.....	08-03-88	Varig Brazilian Airlines -IAM&AW
Susan T. MacKenzie*.....	New York, NY.....	08-15-88	Pan Am World Airways-IBT
Panel submitted but parties selected their own arbitrator.....		08-22-88	Aspen Airways-ALEA
Herbert L. Haber*.....	Englewood, NJ.....	08-23-88	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		08-30-88	Flying Tiger Line-IBT
Panel submitted but dispute withdrawn prior to arbitration.....		09-08-88	Pan Am World Airways-IUFA
James E. Rimmel*.....	Canfield, OH.....	09-08-88	Southwest Airlines-IAM&AW
Clara H. Friedman.....	New York, NY.....	09-12-88	Eastern Air Lines-TWU
Andria S. Knapp.....	Washington, DC.....	09-12-88	Eastern Air Lines-TWU
James F. Searce*.....	Atlanta, GA.....	09-12-88	Pan Am World Airways-IBT
Dennis O. Lynch*.....	Coral Gables, FL.....	09-12-88	Pan Am World Airways-IBT
Harold D. Jones.....	Atlanta, GA.....	09-15-88	Eastern Air Lines-TWU
Panel submitted but no referee selected as yet....		09-16-88	Pan Am World Airways-IBT
Panel submitted but dispute withdrawn prior to arbitration.....		09-16-88	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		09-16-88	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		09-16-88	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		09-16-88	Pan Am World Airways-IBT
Panel submitted but dispute withdrawn prior to arbitration.....		09-16-88	Pan Am World Airways-IBT
Panel submitted but dispute withdrawn prior to arbitration.....		09-16-88	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		09-16-88	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		09-16-88	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		09-16-88	Pan Am World Airways-IBT
Panel submitted but dispute withdrawn prior to arbitration.....		09-16-88	Pan Am World Airways-IBT
Panel submitted but no referee selected as yet....		09-16-88	Pan Am World Airways-IBT
Don B. Hays*.....	Sherman, TX.....	09-19-88	Alaska Airlines-IAM&AW
Robert O. Harris*.....	Washington, DC.....	09-19-88	Alaska Airlines-IAM&AW
Susan T. MacKenzie*.....	New York, NY.....	09-19-88	Pan Am World Airways-IUFA
Raymond L. Britton*.....	Houston, TX.....	09-19-88	Southwest Airlines-IAM&AW
Robert O. Harris.....	Washington, DC.....	09-21-88	Alaska Airlines-IAM&AW
Paul J. Fasser*.....	Vienna, VA.....	09-21-88	Piedmont Airlines-AFA
Millard Cass*.....	Bethesda, MD.....	09-21-88	Piedmont Airlines-AFA

5. Referees Appointed—System Boards of Adjustment (Airlines), October 1, 1986 to September 30, 1988—CONTINUED

Name	Residence	Date of Appt.	Parties
C. Richard Miserendino...	Fairfax, VA.....	09-22-88	Eastern Air Lines-TWU
Robert O. Harris.....	Washington, DC.....	09-26-88	Eastern Air Lines-TWU
Panel submitted but parties selected their own arbitrator.....		09-26-88	Pan Am World Airways-IUFA
David C. Randles*.....	Clifton Park, NY.....	09-27-88	Air India-IBT
Robert L. Douglas*.....	Woodmere, NY.....	09-27-88	Pan Am World Airways-TWU
Arnold M. Zack.....	Boston, MA.....	09-30-88	Eastern Air Lines-TWU

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

5a. Arbitrators Appointed—CAB Labor Protective Provisions, October 1, 1986 to September 30, 1988

Name	Residence	Date of Appt.	Parties
Panel submitted but dispute withdrawn prior to arbitration.....		03-24-87	Trans World Airlines/Ozark Air Lines Merger (flight attendants-Seniority)
Thomas T. Roberts*.....	Rolling Hills, CA....	06-19-87	Western Airlines/Delta Air Lines Merger (flight attendants-Seniority)
Panel submitted but no arbitrator selected.....		07-20-87	Western Airlines/Delta Air Lines Merger (pilot-Seniority)
Panel submitted but no arbitrator selected.....		10-19-87	Western Airlines/Delta Air Lines Merger (LPPs)
Panel submitted but no arbitrator selected.....		06-06-88	USAir/Pacific Southwest Airlines Merger (flight attendants-Seniority)
Panel submitted but no arbitrator selected.....		06-28-88	USAir/Pacific Southwest Airlines Merger (LPPs)
Panel submitted but no arbitrator selected.....		06-28-88	USAir/Pacific Southwest Airlines Merger (LPPs)
Sylvester Garrett.....	Pittsburgh, PA.....	07-08-88	Alaska Airlines/Jet America Airlines (pilots-Seniority)
Walter L. Phipps*.....	Stockton, CA.....	08-31-88	USAir and Stephanie L. Sloggett (Allegheny-Mohawk LPP)
Panel submitted but no arbitrator selected.....		09-07-88	USAir/PSA Merger and IBT (LPPs)

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

5b. Neutrals Appointed Pursuant to Interstate Commerce Commission's Orders,
October 1, 1986 to September 30, 1988

Name	Residence	Date of Appt.	Parties
Robert M. O'Brien.....	Milton, MA.....	10-07-86	Boston & Maine Corp./ Delaware & Hudson Rwy. Co.-IAM&AW
Arnold M. Zack.....	Boston, MA.....	12-08-86	Boston & Maine Corp./ Delaware & Hudson Rwy. Co./Maine Central RR Co.-IAM&AW
Arnold M. Zack.....	Boston, MA.....	12-08-86	Boston & Maine Corp./ Delaware & Hudson Rwy. Co./Maine Central RR Co.-IBEW
Robert O. Harris.....	Washington, DC.....	12-09-86	Norfolk & Western Rwy. Co./Southern Rwy. Co.- ATDA
Eckehard Muessig.....	Arlington, VA.....	02-03-87	Grand Trunk Western RR Co.-UTU
Raymond Cluster.....	Baltimore, MD.....	02-18-87	CSX Transportation-UTU
Joseph A. Sickles.....	Bethesda, MD.....	02-19-87	Norfolk & Western Rwy. Co.-Non-contract employee
Jacob Seidenberg*.....	Falls Church, VA.....	03-19-87	Missouri Pacific RR/Union Pacific RR Co.-Benjamin J. Maeser
Joseph A. Sickles*.....	Bethesda, MD.....	03-25-87	Burlington Northern, Inc. -Cosby, et al.
Gladys Gershenfeld.....	Flourtown, PA.....	03-27-87	Boston & Maine Corp.-EMWE
William M. Edgett.....	Hunt Valley, MD.....	05-07-87	CSX Transportation-UTU
Robert J. Ables.....	Washington, DC.....	07-22-87	Guilford Transportation Co.-UTU and BLE
Robert J. Ables.....	Washington, DC.....	07-27-87	Guilford Transportation Co.-EMWE and IAM&AW
Robert J. Ables.....	Washington, DC.....	07-31-87	Guilford Transportation Co.-IBEW
Donald T. Kelly.....	Livonia, MI.....	08-25-87	Grand Trunk Western RR Co.-G.R. Bradford
Robert O. Harris.....	Washington, DC.....	10-20-87	Norfolk & Western Rwy. Co.-Arthur Schon
T. Page Sharp.....	McLean, VA.....	11-16-87	Norfolk & Western Rwy. Co.-EMWE
Jacob Seidenberg.....	Falls Church, VA.....	12-28-87	CSX Transportation-UTU
Joseph A. Sickles.....	Bethesda, MD.....	12-30-87	Norfolk & Western Rwy. Co./Southern Rwy. Co. -IAM&AW

5b. Neutrals Appointed Pursuant to Interstate Commerce Commission's Orders,
October 1, 1986 to September 30, 1988—CONTINUED

Name	Residence	Date of Appt.	Parties
H. Raymond Cluster*.....	Baltimore, MD.....	02-17-88	Burlington Northern/St. Louis Southwestern-KCEC Group
Fred Blackwell.....	Gaithersburg, MD.....	03-16-88	Conrail/Penn Central- Knopik, et al.
John B. Criswell.....	Stigler, OK.....	04-11-88	Norfolk Southern Corp.- TCU
Jacob Seidenberg.....	Falls Church, VA.....	04-11-88	Norfolk & Western Rwy./ Southern Rwy. Co.-IAM&AW
Robert J. Ables.....	Washington, DC.....	04-27-88	CSX Transportation-ATDA
Jacob Seidenberg.....	Falls Church, VA.....	05-09-88	CSX Transportation-UTU
Jacob Seidenberg.....	Falls Church, VA.....	05-10-88	CSX Transportation-UTU
James F. Scearce.....	Atlanta, GA.....	05-10-88	CSX Transportation-UTU
Leonard K. Hall.....	Brookfield, MO.....	06-07-88	Chicago & Northwestern RR-John E. Wolfe

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

5c. Referees Appointed—System Boards of Adjustment (Railroads),
October 1, 1986 to September 30, 1988

Name	Residence	Date of Appt.	Parties
Martin F. Scheirman*.....	Bayside, NY.....	08-03-87	Long Island Rail Road -BLE/IBEW/UTU
Arthur T. Van Wart.....	Wilmington, DE.....	08-17-87	Norfolk & Western Rwy. Co.-ATDA
Richard R. Kasher*.....	Bryn Mawr, PA.....	08-31-87	Long Island Rail Road -BRAC
Nicholas H. Zumas*.....	Washington, DC.....	09-10-87	Regional Transportation Authority-RLEA (repre- senting 11 unions)
John C. Fletcher.....	Mt. Prospect, IL.....	09-15-87	Norfolk & Western Rwy. Co.-ATDA

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

6. Neutral Referees Appointed to Public Law 91-518—Rail Passenger Service
Act of 1970 (Amtrak), October 1, 1986 to September 30, 1988

Name	Residence	Date of Appt.	Amtrak No.	Parties
Joseph A. Sickles.....	Bethesda, MD.....	05-27-88	32-11	CSX Transportation and UTU
Edward L. Suntrup.....	Winnetka, IL.....	06-14-88	33-11	Denver & Rio Grande Western Railroad and BRC

7. Arbitrators Appointed Pursuant to Public Law 93-236—Regional Rail
Reorganization Act of 1973 (ConRail), October 1, 1986 to September 30, 1988

Name	Residence	Date of Appt.	ConRail No.	Parties
NONE				

