

National Mediation Board



Sixty-Second Annual Report

Including the Report of the
National Railroad Adjustment Board

For the Fiscal Year Ended
September 30, 1996



NATIONAL MEDIATION BOARD
WASHINGTON, D.C. 20572

(202) 692-5000

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


Sirs:

It is an honor to submit to you the Sixty-Second Annual Report of the National Mediation Board for Fiscal Year 1996 pursuant to Section 4, Second of the Railway Labor Act.

This report reviews twelve months of the Board's activities pursuant to 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 in these vital industries while, at the same time, ensuring the right of employees to organize and bargain collectively through representatives of their own choosing.

The NMB's major achievement for the fiscal year was the mediated resolution of the national rail-freight negotiations, which involved more than fifty rail carriers and rail labor organizations representing tens of thousands of industry employees. This marked the first time in twenty years that Congress did not have to enact legislation to impose a settlement. FY 1996 also witnessed the launching of an ambitious agency realignment that will result in enhanced dispute resolution services for NMB customers without a corresponding increase in agency staff. There were no disruptions of essential railroad or airline transportation services.

Respectfully,


Stephen E. Crable
Chief of Staff

NATIONAL MEDIATION BOARD

Fiscal Year 1996*

Magdalena G. Jacobsen, Chairwoman

Kenneth B. Hipp, Member

Ernest W. DuBester, Member

Stephen E. Crable, Chief of Staff

Jeffrey MacDonald, Assistant Chief of Staff

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Technical Services

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Staff Coordinator/Arbitration

Roland Watkins
Senior Hearing Officer/
Legal Counsel

Mary L. Johnson
Senior Hearing Officer/
Legal Counsel

Sean Rogers
Senior Hearing Officer/
Legal Counsel

John J. Bavis
Senior Mediator

Lawrence Gibbons
Senior Mediator

* Board Members and senior staff as of the date of publication.

NATIONAL MEDIATION BOARD

Mediators

John J. Bavis	Lawrence Gibbons
Samual Cognata	Rich Frey
Richard Hanusz	Thomas Ingles
Jack Kane	Gale Oppenberg
Laurette Piculin	John Schrage
Pat Sims	

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REGISTRY OF BOARD MEMBERS

NAME	ENTERED OFFICE		
Kenneth B. Hipp	05-19-95	Term Exp.	07-01-97
Magdalena G. Jacobsen	12-01-93	Term Exp.	07-01-99
Ernest W. DuBester	11-15-93	Term Exp.	07-01-98
Kimberly A. Madigan	08-20-90	Resigned	11-30-93
Patrick J. Cleary	12-04-89	Resigned	01-31-95
Joshua M. Javits	01-19-88	Resigned	11-14-93
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. Stowe	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



Ernest W. DuBester



Magdalena G. Jacobsen



Kenneth B. Hipp

I. NMB MISSION AND RESPONSIBILITIES

The National Mediation Board (NMB), established by the 1934 amendments to the Railway Labor Act of 1926, is an independent agency that performs a central role in facilitating harmonious labor-management relations within two of the nation's key transportation modes--the railroads and airlines. Pursuant to the Railway Labor Act, NMB programs provide an integrated dispute resolution process to effectively meet the statutory objective of minimizing work stoppages in the airline and railroad industries. The NMB's integrated processes specifically are designed to promote three statutory goals:

- The prompt and orderly resolution of disputes arising out of the negotiation of new or revised collective bargaining agreements;
- The effectuation of employee rights of self-organization where a representation dispute exists; and
- The prompt and orderly resolution of disputes over the interpretation or application of existing agreements.

Mediation

The purpose of mediation under the Railway Labor Act is to foster the prompt and orderly resolution of collective bargaining disputes in the railroad and airline industries. These disputes, referred to as "major" disputes, involve the establishment or revision of rates of pay, rules, or working conditions. The parties should attempt to resolve collective bargaining disputes through direct negotiations. Failing that, either party may request the Board's services or the Board may involve itself on its own initiative. In its mediatory role, the Board may employ a variety of methods, including traditional mediation, interest-based problem solving, or facilitation. The Board views the objective of mediation as assistance to the parties in achieving agreement and sees the role of the mediator as an active participant in the process as a key to that assistance. NMB expertise in mediation and its discretion to determine when mediation has been exhausted, however, ensures that bargaining disputes rarely escalate into disruptions of passenger service and the transportation of commerce. Historically, some 97 percent of all NMB mediation cases have been successfully resolved without interruptions to public service. Since 1980, only slightly more than 1 percent of cases have involved a disruption of service.

Presidential Emergency Boards

In rare situations, when a disruption of essential transportation services, which meets the standards specified by the RLA, the NMB may recommend that the President create a Presidential Emergency Board. A Presidential Emergency Board temporarily prevents a work stoppage or a lock out for up to sixty days and provides recommendations for resolving the dispute.

Representation

Under the Railway Labor Act, the NMB is responsible for effectuating employee rights of self-organization where a representation dispute exists. The NMB representation process ensures that potentially disruptive disputes over who represents employees for collective bargaining purposes are resolved peacefully. Peaceful resolution of representation disputes is crucial to the airline and railroad industries because of the central role they play in the U.S. transportation system. The NMB's effective determination of collective bargaining representation enhances the stability of collective bargaining in the railroad and airline industries.

The primary representation dispute responsibilities of the NMB are as follows:

- Conduct initial investigation of representation applications
- Determine and certify collective bargaining representatives of employees
- Ensure that the process occurs without interference, influence or coercion

Arbitration

Under the Railway Labor Act, employee grievances arising under the terms of collective bargaining agreements (minor disputes) are subject to compulsory arbitration. Effective arbitration processes are therefore necessary to resolve such disputes.

Alternative Dispute Resolution and Dispute Prevention Activities

The NMB's alternative dispute resolution and dispute prevention activities consist of training and education including interest-based bargaining and facilitation, pre-dispute mediation, and grievance mediation among other services. The overall goal is to help the parties bring about a positive change in the collective bargaining culture in the railroad and airline industries and achieve a more timely resolution of disputes. To help achieve a positive change in bargaining culture at a time of increasingly complex negotiations, the NMB initiated a training and facilitation process to assist the parties in undertaking innovative negotiation and dispute resolution approaches. In addition to training offered by the Board to the parties, the Board has undertaken a continuing education program for its professional staff to ensure that all staff receive practitioner-oriented classroom and on-the-job training in communications and conflict management, consensual decision making, group problem solving, interest-based and traditional bargaining, and grievance mediation.

Further information concerning the National Mediation Board and the Railway Labor Act is available on the NMB web page (www.nmb.gov)

II. Summary of NMB Activities, Fiscal Year 1996

The National Mediation Board (NMB) has provided an integrated labor dispute resolution process for more than 60 years. NMB programs include mediation, emergency dispute procedures, employee representation proceedings, a range of arbitration service, training programs, and alternative dispute resolution (ADR) services. Throughout FY 1996 the NMB experienced remarkable success in accomplishing its program responsibilities under the RLA and in meeting the challenges of organizational rededication and realignment.

The major achievement in NMB case handling was the mediated resolution of the national rail-freight negotiations, which involved more than fifty rail carriers and rail labor organizations representing tens of thousands of industry employees. This marked the first time in twenty years that Congress did not have to enact legislation to impose a settlement. Overall case handling statistics for the October 1, 1995 - September 30, 1996-period show that, despite two Government shutdowns, the NMB resolved 64 mediation disputes; sixty-three new disputes were received and 150 mediation disputes were pending at the end of the year. The NMB resolved 68 representation disputes, docketed 68 new disputes and 29 disputes were pending at the close of the period.

FY 1996 also witnessed the launching of an ambitious agency reorganization that will result in enhanced services for NMB customers without a corresponding increase in agency staff, a reduction in travel expenses, and lower equipment and other costs. The reorganization anticipates that all agency mediators will be based in Washington, D.C. At the close of FY 1996, half of the mediators' corps was based outside the Washington, D.C. metropolitan area, working out of their homes. The relocation of the mediators was recommended by the customers of the NMB in separate reports issued by two committees of labor/management representatives of the airline and railroad industries. The reorganization will permit greater utilization of staff to work on mediation and representation caseloads and to otherwise support agency operations.

During the last quarter of the year, the agency began to build staff competencies and offer customer training in interest-based bargaining and other forms of alternative dispute resolution. The goal of this initiative is to effect positive change in the bargaining culture in the airline and railroad industries to evaluate the possibility that collective bargaining disputes can be effectively resolved without resorting to lengthy third party dispute resolution processes.

The NMB's statutory authority as national mediator is critical to protecting essential air and rail transportation services. Historically, some 97 percent of all NMB mediation cases have been successfully resolved without interruptions to public service. Since 1980, only slightly more than 1 percent of cases have involved a disruption of service. During FY 1996, no NMB mediation dispute resulted in a disruption of transportation services.

The following pages provide a more detailed account of the NMB program and administrative actions and highlights of mediation and representation case activities for the 1996 Fiscal Year.

III. FY 1996 Highlights and Review of Case Record

Fiscal year 1996 was a good year overall for the airline and railroad industries. The Major air carriers as a group ended each quarter of the year with all-time highs in both operating and net income. Net income improved to more than \$244 million in the fourth quarter with 11 of the 12 major carriers reporting net profit for the year. Total employment for the scheduled airline industry was 635,000. Total revenue ton miles was almost 76 billion which was a 6.4 percent increase over the previous year. Total railroad industry employment was 256,000. Class 1 freight railroads accounted for 127,000 or seventy-three percent of the 174,000 total railroad industry miles operated and \$32 billion or 91 percent of the \$35 billion in total freight revenue. Railroad employee productivity rose to 7.5 million revenue ton-miles per employee.

Both the railroad and airline industries, however, continued to struggle with change and the complex challenges triggered by deregulation. These challenges and changes took a variety of forms, including rapid expansions and contractions of carriers, aggressive cost cutting efforts by management, partial or complete sales of assets, rail mergers of unprecedented size, employee ownership and participation in corporate governance structures, internationalization and complex code sharing/marketing agreements, fare wars, bankruptcies, intense competition, and two mandated shutdowns of the Federal government. All these factors deeply affected labor relations, the working life of employees and the basic operations of rail and air carriers. Railroad and airline labor-management relations consequently became increasingly complex during the fiscal year as the parties searched for new solutions to unprecedented and ever-changing problems.

Mediation

The statutory mandate of the NMB is to assist the parties in resolving their disputes through free collective bargaining and to avoid, if possible, interruptions to essential transportation services due to strikes, lockouts or other forms of economic self-help. Strikes or other interruptions to rail or air transport services lawfully may occur, but only after the Board has determined that further mandatory mediation would not be productive.

During FY 1996, no NMB mediation dispute resulted in a disruption of transportation services. The Board closed 64 mediation cases, 20 of these cases were in the airlines and the other 44 were in the railroads. At the close of FY 1996, the Board had 150 pending mediation cases. The Board's major mediatory achievement for the year was the mediated resolution of the rail freight collective bargaining disputes between the

nation's rail carriers and the seven major labor organizations representing their employees. This marked the first time in twenty years that Congress did not enact legislation to impose a settlement.

The following shows the Mediation Caseload for the last three years:

	FY-96	FY-95	FY-94
Pending start of year	151	113	123
Received during year	63	118	59
Resolved during year	64	80	69
Pending end of year	150	151	113

Rail Freight Industry

Railroad collective bargaining disputes during the period created a heavy demand for the Board's mediatory services. National bargaining over replacement contracts for agreements reached during the last round of national bargaining began in late 1994 and continued throughout 1995 and on into 1996. Individual rail labor organizations representing more than a dozen crafts and classes bargained with the carriers' representative—the National Railway Labor Conference and its negotiating committee known as the National Carriers' Conference Committee (NCCC). The 1995-1996 round of national rail-freight negotiations covering more than 400 individual contracts involved more than 50 railroads represented by the NCCC and tens of thousands of rail workers represented by the major rail labor organizations

NMB mediation during this round of national bargaining occurred against the backdrop of the previous round, which took nearly four years to complete and ended in several congressionally mandated settlements. Mediation was further complicated by labor organization and carrier lawsuits over national versus local or on-property bargaining and a political environment marked by two Government shutdowns, primary elections and the 1996 Presidential election. Along with these challenges, the 30-day cooling off period in five of the national bargaining situations expired on the same day.

Despite the foregoing, and without any of the parties having to resort to self-help, the NMB successfully assisted the parties to achieve voluntary agreements. These national settlements between Rail Labor and the NCCC required the utilization of all of the dispute resolution processes available under the RLA. This included the use of mandatory mediation, voluntary but binding arbitration, Presidential Emergency Boards and intense mediation efforts by the NMB following each board's report to the President.

United Transportation Union (UTU) and the National Carrier Conference Committee (NCCC): Mediation began on March 13, 1995 in the simultaneous handling of five disputes involving UTU represented Conductors, Engineers, Yardmasters, Brakemen, and Yardmen. Mediation continued until a tentative agreement was reached. The tentative agreement was overwhelmingly approved by the UTU General Chairmen. It failed membership ratification, however, because the UTU Constitution requires that all craft units within UTU ratify, not all did. The NMB, concluding that further mediation would not be productive, proffered voluntary but binding interest arbitration on April 15, 1996. Both parties accepted the offer to arbitrate.

Arbitration Board No. 559 adopted the tentative agreement and these disputes were timely resolved on May 8, 1996. Settlement in this round of bargaining between the NCCC and the UTU occurred in less than six (6) months—a benchmark in the agency's goal of resolving disputes expeditiously. These UTU agreements became a source of reference and greatly influenced other settlements in this round of national negotiations. Highlights of these agreements included lump-sum payments of one percent on signing the agreement and 3 percent on July 1, 1996. General wage increases of 3.5 percent became effective for December 1, 1995, July 1, 1997, and July 1, 1999 as well as another 3.5 percent lump sum on July 1, 1998.

National Wage and Rule Panel: Born out of this round of national bargaining was an agreement to establish a National Wage and Rule Panel designed to comprehensively examine fourteen interrelated and complex issues with the intent that constructive changes, acceptable to both labor and management, would evolve. These issues were tied to the changing nature of the railroad industry not only in terms of economic realities, technological innovations and customer needs, but also quality of life issues which impact upon the health and safety of railroad employees. The first meeting of the UTU-NCCC National Wage and Rule Panel is planned for January 1997.

Brotherhood of Locomotive Engineers (BLE) and NCCC: The parties concluded an agreement that included the above UTU-NCCC general wage and benefit provisions. The BLE had previously filed suit over the issue of a national versus local bargaining structure in the rail-freight industry. However, the parties continued to bargain on both a national and a local basis without prejudice to their court positions. The BLE and NCCC agreed to treat with wages, benefits and other general issues on a national basis and carrier-specific issues on a local basis.

Brotherhood of Railroad Signalmen (BRS) and NCCC: The parties entered into a mediated agreement on August 8, 1996, using the framework of the above UTU agreement for general wages and benefits.

Transportation Communications International Union (TCU) and the NCCC: Direct negotiations between the parties were held between November 1994 and February 1995 on proposed changes in the collective bargaining agreements involving the Clerks. On March 1, 1995, the TCU applied for mediation in the Clerks' dispute. Direct talks on the Carmen's dispute were held between November 1994 and May 9, 1995. The TCU applied for mediation May 11, 1995. Mediation involving the Carmen and Clerks were handled concurrently. When the NMB concluded that further mediation would not be productive, it urged the parties to submit their disputes to interest arbitration as provided in Section 8 of the Act. Lacking an agreement to arbitrate, the NMB terminated its mediation services. The President subsequently created the Emergency Board 228 on May 8, 1996 and the board issued its report on June 23, 1996.

In its report to the President, the board recommended that the parties adopt the above UTU five-year wage package, and, among other things, enhanced health benefits, increased skill differentials for carmen, and continuation of the clerks' national salary plan with some modifications. These recommendations served as a basis for intensive negotiations between the parties and a mediated agreement was reached on September 9, 1996.

Brotherhood of Maintenance of Way Employees (BMWE): During October 1994, the BMWE notified the individual carriers that it would bargain locally on behalf of maintenance of way employees employed by the carriers. The BMWE subsequently served notices on each of the Carriers proposing changes in then current collective bargaining agreements. The Carriers responded by filing a lawsuit in U.S. District Court seeking to compel the BMWE to bargain nationally. The BMWE filed a counterclaim alleging that the Carriers were in violation of the RLA by refusing to bargain locally on an individual property basis.

On March 30, 1995, the Carriers filed an application for mediation services covering disputes between BMWE and more than 50 railroads and railways. In a related dispute, the NMB found that a labor emergency within the meaning of RLA Section 5, First existed on Conrail and proffered its mediation services. The Board's invocation of mediation preserved the status quo under the RLA; it did not constitute an NMB determination of whether bargaining should proceed on a "national" or "local" basis. On October 11, 1995, the NMB assigned mediation sub-case numbers to all class I carriers represented by the NCCC in this round of bargaining.

On April 29, 1996, the NMB found that further mediation would not be productive and asked the parties to submit their differences to arbitration. The NMB's proffer of arbitration was without prejudice to the parties' legal positions on bargaining structure.

On May 13, 1996, the BMW declined to arbitrate. The NMB subsequently notified the parties that it was terminating its mediatory services. The President subsequently created Emergency Board No. 229 to investigate and report concerning these disputes. On May 28, 1996, the U.S. District Court for the District of Columbia held that bargaining should proceed on a national basis.

In its June 23, 1996 report to the President, the board recommended, among other things, that the parties accept the above UTU five-year wage package, an equity wage adjustment for 70 percent of the craft who perform work in skilled positions, the application of *New York Dock* job protection in certain situations, and increases in travel expense payments. These recommendations served as a basis for further negotiations between the parties and a mediated agreement was reached on September 26, 1996.

Shopcrafts: On November 1, 1994, the NCCC notified the International Association of Machinists & Aerospace Workers (IAM&AW) of proposed changes in numerous collective bargaining agreements. The IAM&AW subsequently served its notice of proposed changes on the individual railroads. The parties engaged in a period of direct negotiations, which did not result in an agreement. The IAM&AW applied for mediation on August 22, 1995. On November 1, 1994, the International Brotherhood of Electrical Workers (IBEW) served notice on the individual railroads. The NCCC also served notice on the IBEW. Following unsuccessful direct negotiations, the IBEW applied for mediation on August 24, 1995. The NCCC served notice on the Sheet Metal Workers' International Association (SMWIA) on November 1, 1994. The SMWIA subsequently notified the individual railroads. Following unsuccessful direct negotiations, the SMWIA applied for mediation on August 23, 1995.

Mediation concerning the three applications was handled concurrently until April 15, 1996, when the NMB concluded that further mediation would not be productive. It therefore urged the parties to submit their respective disputes to arbitration. On April 17, 1996, each union declined this proffer. Consequently, the NMB terminated its mediatory efforts and advised the President that the disputes threatened to interrupt essential transportation services. The President subsequently created Emergency Board No 230 to investigate and report concerning these disputes.

In its June 23, 1996 report to the President, the board recommended, among other things, that the parties accept the above UTU general wage increase—with some modifications to improve the relative position of the shopcraft employees, which had suffered some wage erosion during the earlier period of wage restraint attributable to financial and competitive pressures. These recommendations served as a framework for further negotiations. Mediated agreements were subsequently reached between the NCCC and

the IAM&AW on August 27, 1996, with the SMWIA on September 12, 1996 and with the IBEW on September 16, 1996.

Boilermakers & Blacksmiths, Firemen & Oilers and Train Dispatchers: Mediation agreements between the NCCC and the International Brotherhood of Boilermakers and Blacksmiths and the National Conference of Firemen and Oilers were concluded respectively on September 25, 1996 and October 9, 1996. The American Train Dispatchers Association division of the BLE also concluded a national agreement with the NCCC.

This was the first time in more than eight years that voluntary agreements had been achieved by all parties in national negotiations. Moreover, consistent with the NMB's announced goal of reaching voluntary agreements in an expeditious time frame, these national agreements were achieved in less than 18 months, a nearly unprecedented accomplishment in recent times.

Commuter Railroads

Southeastern Pennsylvania Transportation Authority (SEPTA) and Brotherhood of Locomotive Engineers (BLE): An earlier dispute over the transfer of commuter rail operations from Conrail to SEPTA led to the creation of Emergency Board No. 196 and a subsequent 108-day strike before the parties reached settlement. The parties subsequently resolved their major disputes through negotiations and mediation. In this dispute, the BLE served a Section 6 notice on July 20, 1993 for changes in rates of pay, rules and working conditions. The parties were unable to reach an agreement during direct negotiations. Consequently, on April 5, 1994, BLE filed for mediation with the NMB. Mediation under the auspices of NMB continued until the Board concluded that further mandatory mediation would not be productive. The NMB then proffered arbitration under Section 5 of the Act on May 31, 1996. In the weeks that followed, the NMB continued its mediatory efforts in the public interest. However, these efforts were unsuccessful and, on June 18, 1996, the BLE rejected the proffer of arbitration. On that same date, the NMB released the parties from mediation into a 30-day "cooling off" period during which they were required to maintain the status quo.

On June 24, 1996, SEPTA requested the President to create an emergency board pursuant to Section 9a of the Act. This Board was created on July 18, 1996, and a new status quo period was established. In its August 16, 1996 report to the President, the board recommended, among other things, that the parties adopt the SEPTA wage pattern settlement followed by other SEPTA labor organizations, provide for a job certification allowance and a training allowance, and a modification of vacation benefits. The emergency board's recommendations provided the framework for the parties to successfully conclude a mediated agreement.

Metro North Commuter Railroad: Fifteen especially difficult mediation cases involving virtually all of the unions on the Metro North were resolved. The mediatory services of the Board were invoked in January 1995. Following a period of intense mediation, the NMB offered arbitration to resolve all outstanding issues. The arbitration proffer was rejected and on January 23, 1995, the Board released all parties into a 30-day cooling-off period. Two presidential emergency boards (Numbers 226 and 227) were required and the last board's selection of each union's or the management's final offer became the framework for intensive mediation. Mediation agreements were reached in all fifteen cases without an interruption in service. (Further details on these disputes were reported in last year's annual report at page 29).

Long Island Railroad (LIRR): Four disputes on the Long Island Railroad were resolved in fiscal-year 1996. These disputes involved 580 Electricians represented by the International Brotherhood of Electric Workers (IBEW), 200 Police Officers represented by the Police Benevolent Association (PBA), 430 Locomotive Engineers represented by the Brotherhood of Locomotive Engineers (BLE) and 2,400 employees in multiple crafts and classes represented by the United Transportation Union (UTU). The latter case was docketed on September 19, 1995 and set the pace for resolving these disputes. The UTU and LIRR reached a mediated settlement on March 30, 1996—six months from when mediation was opened with the NMB. The UTU-LIRR dispute was resolved during mandatory mediation, without a release or proffer of arbitration. The BLE and the IBEW also resolved their disputes with LIRR without a proffer. While the IBEW tentative agreement at first failed to receive employee ratification, with some additional work by the parties it was ratified. The PBA-LIRR dispute was more problematic. It required a release from mediation and a proffer of arbitration. Both the Long Island and the PBA accepted and agreed to use the RLA's interest arbitration procedure and an agreement was concluded on June 18, 1996.

Beyond the successful renegotiations of the national rail-freight agreements, 47 additional railroad mediation cases were docketed or opened and 38 local mediation cases were closed during the year. A complete listing of opened and closed railroad mediation cases for the year is provided in the Medication Case Record in this section of the report. A review of the record will show the diversity of rail carriers—from large class 1's to regional and commuter carriers and short lines.

Airline Industry Mediation

FY 1996 also was an active year for airline mediation. The NMB successfully assisted labor and management to reach agreement in twenty (20) individual airline contract disputes during the year. Flight crews, flight attendants, mechanics, dispatchers, fleet and passenger service workers, agents and other employees were involved in these disputes. All disputes were resolved without a disruption of service.

Continental Airlines and Independent Association of Continental Pilots (IACP): The successful mediation of a new collective bargaining agreement between Continental Airlines and approximately 4,000 pilots represented by the IACP was one of the first airline mediation case closings for the year. This was a milestone in the carrier's labor-management relations, because it was the first agreement to cover pilots since the carrier's 1983 bankruptcy.

Delta Airlines and Air Line Pilots Association (ALPA): Contract negotiations between ALPA and Delta Airlines covering 8,900 pilot employees began on June 22, 1995. The back-drop of the 1996 Summer Olympic Games in Atlanta added urgency to the negotiations. The case was docketed for mediation on April 18, 1995 and a tentative agreement was reached on June 20, 1996. Significant agreement provisions included improved job security, a non-voting seat on Delta's board of directors, employee stock-options and a profit-sharing plan, revised medical benefits, and agreed-to provisions for administering difficult Government regulations covering pensions more than \$150,000 per year. The agreement also allowed Delta to operate a more competitive lowcost regional operation.

American Airlines and Allied Pilots Association (APA): A contract renegotiations dispute between the APA and American Airlines was docketed on January 17, 1996. This case covered approximately 9,500 pilots. The parties reached a tentative agreement after seven months of intensive mediation--an example of the NMB's policy of encouraging more expeditious bargaining. However, the APA membership did not ratify this tentative agreement and the dispute continued in mediation at the end of the fiscal year.

Federal Express and ALPA: Mediation of a contract dispute for a first pilots' agreement between Federal Express and its pilots represented by ALPA began on November 18, 1994. After nearly 18 months of difficult bargaining, the NMB successfully assisted the parties in reaching their first collective bargaining agreement. However, that tentative agreement failed membership ratification. ALPA's right to represent the pilots was subsequently challenged in a representation election and the Fedex Pilots Association (FPA) was certified to represent the pilots. FPA and Federal Express were in negotiations at the end of the reporting period.

Other airline cases actively mediated during the year included the following: United Parcel Service (UPS) and aircraft mechanics represented by the International Brotherhood of Teamsters (IBT), USAir Shuttle and pilots represented by ALPA, AMR Services and mechanics and related employees represented by the Transport Workers Union of America (TWU), Atlantic Southeast Airlines separately with ALPA representing pilots and the Association of Flight Attendants (AFA) representing its flight

attendants, Atlantic Coast Airlines and ground employees represented by the Aircraft Mechanics Fraternal Association (AMFA), Airborne Express and pilots represented by the IBT, and Continental Airlines and its flight attendant employees represented by the International Association of Machinists and Aerospace Workers (IAM&AW), Southwest Airlines and ground employees represented by the Ramp Operations Provisioning Association (ROPA), and American Trans Air and pilots represented by IBT. A complete list of airline mediation cases received or closed during the year appears in the Mediation Case Record in this section of the report.

Alternative Dispute Resolution Initiatives

The Board views the objective of mediation as assistance to the parties in achieving agreement and sees the revitalized role of the mediator as an active participant in the mediation process. Concerning the latter, it is the Board's view that changing the role of the mediator without changing the collective bargaining culture of the parties will not materially advance the collective bargaining process under the RLA. To support a revitalized role for the mediator and positively influence the labor-management bargaining culture in both the airlines and railroads, the NMB launched an alternative dispute resolution program, which focuses on education and facilitation services.

This initiative will include enhanced development and training for NMB mediators and other staff and program training and facilitation services for the parties. Education and facilitation services for pre-dispute mediation, grievance mediation, interest-based bargaining and other alternative dispute resolution services are planned. The overarching goal is to achieve a more timely resolution of disputes and to help bring about a positive change in the collective bargaining culture in the railroad and airline industries.

The first recipients of this new service were the union and management bargaining committees for AMR-Eagle and its pilots represented by the Air Line Pilots Association (ALPA). They were provided with NMB conducted training in interest-based bargaining to prepare for their first integrated contract negotiations. American Eagle's four divisions previously bargained separately (see Representation Highlights, page 20). By the end of FY-1996, these negotiations were proceeding quickly toward the goal of a single collective bargaining agreement which covered all AMR-Eagle carriers.

MEDIATION CASE RECORD FY-96

CLOSED RAILROAD CASES

CARRIER	UNION	CRAFT-CLASS
Bangor & Aroostook RR	SMWIA	Sheet Metal Workers
Bangor & Aroostook RR	TCU	Carmen
Bangor & Aroostook RR	UTU	Enginemen, Hostlers
Bangor & Aroostook RR	UTU	Trainmen
Berline Mills Railway	UTU	Trainmen
Berline Mills Railway	UTU	Firemen & Engineers
Cedar Rapids & Iowa City	BMWE	Maintenance of Way Employees
Duluth Missabe & Iron Range	BLE	Engineers
Gateway Western Railway	TCU	Clerical Employees
Grand Trunk Western RR	TCU	Clerical Employees
Kansas City Southern Ry	IAM	Machinists
Long Island RR	BLE	Engineers
Long Island RR	IBEW	Electricians
Long Island RR	PBA	Police Officers
Long Island RR	UTU	All Crafts or Classes
Metro North Commuter	BLE	Locomotive Engineers
Metro North Commuter	BLE-ATDA	Power Department Supervisors
Metro North Commuter	BLE-ATDA	Dispatchers
Metro North Commuter	BRS	Signalmen
Metro North Commuter	IAM	Machinists
Metro North Commuter	IBBB	Boilermakers
Metro North Commuter	IBEW	Supervisors
Metro North Commuter	IBEW	Electrical Workers
Metro North Commuter	IBFO	Firemen & Oilers
Metro North Commuter	IBT	Maintenance of Way Employees
Metro North Commuter	MNPBA	Railroad Policemen

MEDIATION CASE RECORD FY-96 CLOSED RAILROAD CASES (Continued)

CARRIER	UNION	CRAFT-CLASS
Metro North Commuter	SMWIA	Sheet Metal Workers
Metro North Commuter	TWU	Carmen
Metro North Commuter	UTU	Yardmasters
Metro North Commuter	UTU	Conductors, Hostlers, Trainmen
Metro-North	TCU	Supervisors
NCCC	IAM	Machinists & Helpers
NCCC	UTU	Conductors
NCCC	UTU	Brakemen
NCCC	UTU	Yardmasters
NCCC	UTU	Engineers
NCCC	UTU	Yardmen
New Jersey Transit Rail	BLE	Engineers
New Jersey Transit Rail	BRS	Signalmen
NY, Susquehanna & Western	BMWE	Maintenance of Way Employees
Phil., Beth. & New England	UTU	Carmen & Helpers
SEPTA	BRS	Signalmen
South Buffalo Railway	TCU	Carmen
Wheeling & Lake Erie RW	BRS	Signalmen

MEDIATION CASE RECORD FY-96 DOCKETED RAILROAD CASES

CARRIER	UNION	CRAFT-CLASS
Amtrak	AFRP	Police Officers Below the Rank of Captain
Amtrak	BLE ATDA	Dispatchers
Amtrak	BLE	Engineers
Amtrak	BMWE	Maintenance of Way Employees
Amtrak	BMWE	Maintenance of Way Employees
Amtrak	BRS	Signalmen
Amtrak	IAM	Machinists
Amtrak	IBB	Boilermakers
Amtrak	IBEW	Electricians
Amtrak	JCC	Carmen
Amtrak	SEIU-NCFO	Laborers
Amtrak	SMWIA	Sheet Metal Workers
Amtrak	TCU ARASA	Maintenance of Way Supervisors
Amtrak	TCU ARASA	Maintenance of Equipment Employees
Amtrak	TCU ARASA	O.B.S. Supervisors
Amtrak	UTU	Yardmasters
Amtrak	UTU	Conductors & Assistants
Amtrak	UTU	Stewards
Belt Railway Co. of Chicago	UTU	Engineers
Belt Railway Co. of Chicago	UTU	Switchmen
Birmingham Southern RR	UTU	Trainmen
Cedar Rapids & Iowa City	BMWE	Maintenance of Way Employees
ConRail	NCFO	Firemen & Oilers
ConRail	UTU	Conductors

MEDIATION CASE RECORD FY-96 DOCKETED RAILROAD CASES (Continued)

CARRIER	UNION	CRAFT-CLASS
ConRail	UTU	Yardmen
ConRail	UTU	Trainmen
Grand Trunk Western RW	BMWE	Maintenance of Way Employees
Grand Trunk Western RR	UTU	Brakemen
Illinois Central RR	BLE	Engineers
Montana Rail Link	BMWE	Maintenance of Way Employees
Montana Rail Link	BRS	Signalmen
Montana Rail Link	IAM	Machinists
Montana Rail Link	IAM	Machinists
Montana Rail Link	IBEW	Electrical Workers
Montana Rail Link	IBEW	Firemen & Oilers
Montana Rail Link	TCU	Clerks
NRLC	NCFO	Firemen & Oilers
PATH	BLE-ATDA	Dispatchers
Phil., Beth. & New England	UTU	Trainmen
Phil., Beth. & New England	UTU	Carmen & Helpers
Sand Springs Railway	BMWE	Maintenance of Way Employees
SEPTA	BMWE	Maintenance of Way Employees
SEPTA	BRS	Signalmen
SEPTA	TCU	Clerks
SEPTA	UTU	Conductors & Assistants
South Buffalo Railway	UTU	Conductors, Brakemen
Terminal RR Association	BLE-ATDD	Train Dispatchers & Asst. Chief Train Dispatchers

MEDIATION CASE RECORD FY-96

CLOSED AIRLINE CASES

CARRIER	UNION	CRAFT-CLASS
American Airlines	APFA	Flight Attendants
AMR Services Corp.	TWU	Mechanics & Related
Bemidji Aviation Services	IAM	Mechanics & Related
Bemidji Aviation Services	IAM	Stock Clerks
Business Express	AFA	Flight Attendants
BWIA Int'l (British W. Ind)	IAM	Clerical, Mechanics, Stock, Fleet & Passenger
Cargo Development	IAM	Cargo Agents
CCAir	AFA	Flight Attendants
Continental Airlines	IACP	Pilots
Continental Express	IACP	Pilots
Delta Air Lines	ALPA	Pilots
Express Airlines I, Inc	ALPA	Pilots
GP Express Airlines	REPA	Pilots
Grand Airways	IBT	Pilots
Jetstream Int'l Airlines	ALPA	Pilots
SAHSA (Servico...Honduras)	IAM	Dispatchers, Clerical, Office, Fleet & Passenger
Southwest Airlines	ROPA	Fleet Service
UFS	IBT	Pilots
USAir Shuttle	ALPA	Pilots
Zantop Int'l Airlines	IBT	Cockpit Crew

MEDIATION CASE RECORD FY-96

DOCKETED AIRLINE CASES

CARRIER	UNION	CRAFT-CLASS
ABX Air	IBT	Flight Deck Crew
American Airlines	APA	Pilots
Atlantic Southeast Airlines	AFA	Flight Attendants
Atlantic Southeast Airlines	APA	Pilots
Bemidji Aviation Services	IAM	Mechanics & Related
Bemidji Aviation Services	IAM	Stock Clerks
Dalfort Corp.	IBT	Stock Clerks, Mechanics & Related
Executive Jet Aviation	IBT	Mechanics & Related
Lloyd Aereo Boliviano, SA	IBT	Clerical, Office, Fleet and Passenger
Mesa Airlines	ALPA	Pilots
PSA Airlines	IBT	Fleet & Passenger
Rich Int'l Airways	RPA	Pilots
Sun Country Airlines	ALPA	Flight Deck Crew
UFS	TWU	Flight Attendants
United Parcel Service	IBT	Mechanics & Related
West Air Commuter	AFA	Flight Attendants

Representation Highlights

Under the Railway Labor Act, the National Mediation Board is responsible for effectuating employee rights of self-organization where a representation dispute exists. The NMB Investigates employees' representation disputes, conducts representation elections and otherwise determines the collective bargaining representative of employees, if any. In doing so, the Board ensures that self-organization occurs without interference, influence or coercion.

The great majority of employees in the scheduled airline and rail freight and commuter railroad industries are represented for purposes of collective bargaining. The extent of union representation in the railroad industry is between 80 and 85 percent; in the scheduled airlines it is between 65 and 70 percent. These rates are two to three times that of most comparable industries and the society in general.

The following shows the representation dispute caseload for the last three years:

	FY-1996	FY-1995	FY-1994
Pending start of year	29	22	21
Received during year	68	80	103
Resolved during year	68	73	102
Pending end of year	29	29	22

While the number of cases is one measure of activity, the size or the number of people involved in each representation dispute is another. Some cases, for example, a small short-line railroad may involve only a handful of employees. Other cases, for example, a major airline may involve thousands at multiple locations. Because self-organization under the RLA is accomplished on a system-wide basis, covering numerous operating locations across the nation, staffing representation dispute activities requires a high commitment of agency resources.

During the year there were many representation dispute cases requiring complex investigation and determination. Representation dispute applications filed with the Board that involved large numbers of employees at diverse and multiple locations included major carriers such as USAir, Federal Express, Continental, and the largest regional carrier, AMR Eagle. In *USAir*, for example, the case involved 11,000 Passenger Service employees and two labor organizations who sought to represent them, the International Association of Machinists and Aerospace Workers (IAM&AW) the

Communications Workers of America (CWA). Employees were located at scores of USAir locations across the country. Determining who is eligible to vote in a representation election is a major part of any investigation and determination. More than 2,000 challenges were filed in the USAir case. Sorting out and resolving these challenges required substantial investigative staff and resources.

The application in *AMR Eagle* was especially complex because of the corporate structure of the carrier and the number of labor organizations involved. The carrier was doing business as four separate airlines. The involved flight deck employees, at all four carriers, were already represented. Employees at Executive Airlines and Flagship Airlines were represented by the Allied Pilots Association. The Air Line Pilots Association represented those at Simmons Airlines and the Regional Airline Pilots Association represented those at Wings West. During the investigation the NMB held a formal hearing to resolve questions of fact and law and determined that all four carriers were doing business as a single transportation system. Accordingly, an election on a system-wide basis was authorized and conducted by the Board to enable the involved employees to choose a single AMR Eagle collective bargaining representative or none at all.

The RLA requires the NMB to conduct representation elections in an atmosphere free of carrier interference, influence or coercion. If and when the NMB determines that a carrier has engaged in such improper activities, the Board will use an appropriate means to gauge employee sentiment. In *Sky Valet d/b/a Commercial Aviation Services of Boston, Inc. and the Service Employees International Union (SEIU)*, the union sought to represent the carrier's aircraft service employees. After an election was authorized, but before an election could be conducted, SEIU filed allegations of carrier interference. The Board assigned a mediator to investigate and to interview employees, many of whom did not speak English, and who were interviewed through an interpreter. SEIU alleged that 12 employees were discharged in retaliation for their organizing activities, and that employees were told that they would be discharged if they signed authorization cards.

From the facts acquired during the investigation, the Board found that most of the discharged employees were terminated because they signed authorization cards or otherwise exercised their right to representation. Finding that this conduct was so "pervasive and egregious," that it was "outrageous" and that the "atmosphere of surveillance, fear and intimidation" created by the carrier's threats, followed by the employee discharges, made an authorization card check the appropriate method for ascertaining the employees' choice of representative. Based upon the authorization card check, SEUI was certified as the representative of the employees.

The Board had the opportunity to examine the extent of its jurisdiction over certain employees of an integrated air express delivery service. In *Federal Express*, the National Labor Relations Board (NLRB) asked the NMB for its opinion as to whether Federal Express' ground service employees in the Liberty District (the greater Philadelphia area) were covered by the Railway Labor Act. The United Automobile Workers (UAW), which had filed a representation petition with the NLRB in Philadelphia, asserted that, under the trucking exemption of RLA Section 151, First, the ground employees were exempt from RLA jurisdiction, and were covered by the National Labor Relations Act. The Board, interpreting the plain language of Section 181, found that because Federal Express was a common carrier, by air, all of its employees were engaged in performing a service for the carrier and, therefore, were subject to the RLA.

During FY 1996, overall, 48 elections were authorized by the Board: 35 in the airlines and 13 in the railroads. The average number of employees eligible to participate in the railroad industry elections was 38; in the airlines the average was much higher at 228. The largest election held during the year involved 2,314 AMR Eagle flight deck employees. Of the sixty-eight representation cases closed for the year, 43 were in the airline and 25 were in the railroads. As for the disposition of the cases, there were nine employee representation certifications in the railroads and 24 in the airlines.

A complete listing of all representation cases docketed and closed for the fiscal year may be found under the Representation Case Record within this section of the report.

REPRESENTATION CASE RECORD FY-1996 CLOSED RAILROAD CASES

CARRIER	UNION	CRAFT/CLASS	DISPOSITION
Arkansas Midland Railroad Company, Inc.	BLE	Operating/non-operating Employees	Dismissal
Arkansas Midland Railroad Company, Inc.	BLE	Operating/non-operating Employees	Certification
Dakota, Minnesota & Eastern Railroad Corp.	IAM	Mechanics & Mechanic Helpers	Dismissal
Eastern Idaho Railroad	BLE	Locomotive Engineers	Certification
Eastern Idaho Railroad	BLE	Conductors	Certification
Florida East Coast Railway Company	IBEW	Maintenance of Way Employees	Dismissal
Indiana Harbor Belt Railroad Company	IND, TCU	Patrolmen	Certification
Kansas Southwestern Railway Company	UTU	Train and Engine Service Employees	Certification
Kiamichi Railroad Co. Inc.	BLE	Mechanics	Certification
Kiamichi Railroad Co. Inc.	BLE	Carmen	Certification
Kyle Railroad Company, Inc.	BLE	Train Dispatchers	Certification
Syracuse, Binghamton and New York Railroad	BLE	Engineers	Dismissal-WDI
Tuscola and Saginaw Bay Railway Company	TSBREA	Trainmen	Revocation of Certification
Tuscola and Saginaw Bay Railway Company	TSBREA	Clerical, Office, Station And Storehouse Employees	Revocation of Certification
Union Pacific Railroad Co.	BLE-ATDD	Train Dispatchers	Dismissal
Western Railroad Company	UTU	Clerks	Dismissal-WDI

REPRESENTATION CASE RECORD FY-1996 CLOSED RAILROAD CASES (Continued)

CARRIER	UNION	CRAFT/CLASS	DISPOSITION
Western Railroad Company	UTU	Carmen	Dismissal-WDI
Western Railroad Company	UTU	Engineers	Dismissal-WDI
Wheeling and Lake Erie Railroad Company	UTU	Machinists	Certification
Willamette And Pacific Railroad, Inc.	BLE	Conductors	Dismissal
Willamette And Pacific Railroad, Inc.	BLE	Locomotive Engineers	Dismissal
Wisconsin Central Ltd./Fox Valley & Western, Ltd.	BLE	Conductors	Dismissal-ISI
Wisconsin Central Ltd./Fox Valley & Western, Ltd	BLE	Locomotive Engineers	Dismissal-ISI

REPRESENTATION CASE RECORD FY-1996 DOCKETED RAILROAD CASES

CARRIER	UNION	CRAFT/CLASS
Allegheny & Eastern Railroad, Inc.	UTU	Train and Engine Service Employees
Arkansas & Missouri Railroad Co.	BLE-ATDD	Carmen
Arkansas & Missouri Railroad Co.	BLE-ATDD	Mechanics
Arkansas & Missouri Railroad Co.	BLE-ATDD	Trainmen
Arkansas & Missouri Railroad Co.	BLE-ATDD	Dispatchers
Arkansas & Missouri Railroad Co.	BLE-ATDD	Mechanics
Canton Railroad Company	CLU	Maintenance of Way Employees
Florida East Coast Railway	IBEW	Maintenance of Way Employees
Indiana Harbor Belt Railroad Co.	TCU-IND	Patrolmen
Iowa Interstate Railroad, Inc.	TCU	Carmen
Iowa Interstate Railroad, Inc.	TCU	Electricians
Iowa Interstate Railroad, Inc.	TCU	Machinist/mechanics
Kansas Southwestern Railway	UTU	Train & Engine Service Employees
Kansas Southwestern Railway	UTU	Train & Engine Service Employees
Kiamichi Railroad Co.	BLE	Mechanics
Kiamichi Railroad Co.	BLE	Carmen
Kyle Railroad Co., Inc.	BLE	Train Dispatchers
LSG Lufthansa Services	HERE	Kitchen and Commissary Employees
Pittsburgh & Shawmut Railroad Co.	UTU	Train and Engine Service Employees

REPRESENTATION CASE RECORD FY-1996 DOCKETED RAILROAD CASES (Continued)

CARRIER	UNION	CRAFT/CLASS
Union Pacific Railroad	BLE-ATDD	Train Dispatchers
Wheeling & Lake Erie Railway Co.	UTU-BRS	Machinists
Wisconsin Central Ltd.	BLE	Conductors
Wisconsin Central Ltd.	BLE	Conductors

REPRESENTATION CASE RECORD FY-1996 CLOSED AIRLINE CASES

CARRIER	UNION	CRAFT/CLASS	DISPOSITION
Aeronautical Radio, Inc	IBT	Radio & Teletype Operators	Dismissal-WDI
Air Tran Airways, Inc.	ATPA	Pilots	Dismissal
Air Tran Airways, Inc.	IAM	Mechanics & Related Employees	Certification
Air Transport International, L.C.C.	TWU	Flight Engineers	Dismissal
Air Transport International, L.C.C.	TWU	Pilots	Dismissal
Airtran Airways	TWU	Dispatchers	Dismissal
Aloha IslandAir, Inc.	IAM	Mechanics & Related Employees	Dismissal
America West Airlines, Inc.	IBT	Mechanics & Related Employees	Certification
America West Airlines, Inc.	TWU	Fleet Service Employees	Dismissal-WDI
American Eagle (Executive Airlines, Flagship Airlines, Simmons Airlines & Wings West Airlines)	APA	Flight Deck Crew Members	Certification
American Eagle (Executive Airlines, Flagship Airlines, Simmons Airlines and Wings West Airlines)	TWU	Mechanics & Related Employees	Dismissal-WDI
American Eagle (Executive Airlines, Flagship Airlines, Simmons Airlines & Wings West Airlines)	AFA	Flight Attendants	Certification

REPRESENTATION CASE RECORD
FY-1996 CLOSED AIRLINE CASES (Continued)

CARRIER	UNION	CRAFT/CLASS	DISPOSITION
Atlantic Southeast Airlines, Inc.	IBT	Fleet and Passenger Service Employees	Dismissal
Carnival Air Lines, Inc.	ALPA	Flight Deck Crew Members	Certification.
Challenge Air Cargo, Inc	IBT	Mechanics & Related Employees	Dismissal.
Challenge Air Cargo, Inc.	IBT	Stock Clerks	Dismissal-WDI
Citiserive Corporation	UITA	Passenger Service Employees	Certification
Comair, Inc.	IBT	Flight Attendants	Dismissal
Dalfort Aviation	IBT	Booth Coordinators	Certification
Desert Sun Airlines	DSPU	Pilots	Certification
Emery Worldwide Airlines	IBT	Flight Deck Crew Members	Dismissal
GP Express Airlines, Inc.	ALPA	Flight Deck Crew Members	Certification
Great Lakes Aviation, Ltd.	IBT	Flight Attendants	Certification
Great Lakes Aviation, Ltd.	IBT, GLPA	Pilots	Certification
Liberty Express Airlines	ALPA	Flight Deck Crew Members	Certification
Mesaba Airlines	AMFA	Mechanics & Related Employees	Certification
Midway Airlines, Corp.	TWU	Dispatchers	Dismissal

**REPRESENTATION CASE RECORD
FY-1996 CLOSED AIRLINE CASES (Continued)**

CARRIER	UNION	CRAFT/CLASS	DISPOSITION
Mountain West Airlines	IAM	Passenger Service Employees	Dismissal-WDI
Northwest Airlines Federal Credit Union	IAM	Clerical, Office, Station And Storehouse Employees	Dismissal
Precision Valley Aviation, Inc. (d/b/a Precision Airlines) and Valley Flying Service, Inc. (d/b/a Northeast Express Regional Airlines)	ALPA	Flight Deck Crew Members	Certification
Prime Air, Inc. (d/b/a Transmeridian Airlines)	IBT	Pilots	Dismissal-WDI
PSA Airlines, Inc.	IBT	Stock Clerks	Certification
Rich International Airways, Inc.	RPA	Flight Engineers	Certification
Ross Aviation, Inc	IBT	Stock Clerks	Certification
Sky Valet (d/b/a Commercial Aviation Services of Boston, Inc.)	SEIU	Airplane Cleaners	Certification
Southern Air Transport	IBT	Pilots	Certification
Spirit Airlines, Inc.	ALPA	Flight Deck Crew Members	Certification
Sun Country Airlines, Inc.	IBT	Flight Attendants	Certification
Trans Continental Airlines, Inc.	IBT, TCPA	Flight Deck Crew Members	Certification
UFS, Inc.	TWU	Fleet and Passenger Service Employees	Dismissal

REPRESENTATION CASE RECORD
FY-1996 CLOSED AIRLINE CASES (Continued)

CARRIER	UNION	CRAFT/CLASS	DISPOSITION
United Feeder Service, Inc.	IBT	Mechanics & Related Employees	Dismissal
Western Pacific Airlines	IBT	Mechanics & Related Employees	Certification

Note: WDI means Withdrawn During Investigation

REPRESENTATION CASE RECORD FY-1996

DOCKETED AIRLINE CASES

CARRIER	UNION	CRAFT/CLASS
Aeronautical Radio, Inc.	IBT	Radio & Teletype Operators
Air Tran Airways, Inc.	AMFA	Pilots
Air Tran Airways	IAM	Mechanics & Related Employees
Air Transport International, Inc.	TWU	Flight Engineers
Air Transport International, Inc.	TWU	Pilots
Aloha Island Air	IAM	Mechanics & Related Employees
America West Airlines, Inc.	IBT	Stock Clerks
America West Airlines, Inc.	TWU	Dispatchers
America West Airlines, Inc.	TWU	Fleet Service Employees
America West Airlines, Inc.	IBT	Mechanics & Related Employees
American Eagle	TWU	Mechanics & Related Employees
Carnival Air Lines	ALPA	Flight Deck Crew Members
Challenge Air Cargo	IBT	Stock Clerks
Challenge Air Cargo	IBT	Mechanics & Related Employees
Comair, Inc.	IBT	Flight Attendants
Commercial Aviation of Boston	SEIU	Airplane Cleaners
Continental Airlines	IAM	Fleet Service Employees
Desert Sun Airlines	DSPU	Pilots
DHL Airways, Inc.	TWU	Dispatchers
Emery Worldwide Airlines	IBT	Flight Deck Crew Members
Evergreen International Airlines	IBT	Pilots
Evergreen International Airlines	IBT	Flight Engineers
Federal Express Corporation	FPA-ALPA	Flight Deck Crew Members

REPRESENTATION CASE RECORD FY-1996 DOCKETED AIRLINE CASES (Continued)

CARRIER	UNION	CRAFT/CLASS
GP Express Airlines, Inc.	ALPA	Flight Deck Crew Members
Great Lakes Aviation, Ltd.	IBT	Flight Attendants
Great Lakes Aviation, Ltd.	IBT-GLPA	Pilots
Ground Handling, Inc.	IBT	Fleet and Passenger Service Employees
Horizon Air	IBT	Pilots
Kiwi International Air Lines	TWU	Flight Attendants
Kiwi International Air Lines	TWU	Flight Deck Crew Members
Mesaba Airlines	AMFA	Mechanics & Related Employees
Midway Airlines	TWU	Dispatchers
NWA Federal Credit Union	IAM	Clerical, Office, Station and Storehouse Employees
Polar Air Cargo	ALPA	Flight Deck Crew Members
Prime Air, Inc. d/b/a Trans Meridian Airlines	IBT	Pilots
PSA Airlines, inc.	IBT	Stock Clerks
Rich International Airways, Inc.	RPA	Flight Engineers
Southern Air Transport	IBT	Pilots
Spirit Airlines, Inc.	ALPA	Flight Deck Crew Members
Sun Country Airlines	IBT	Flight Attendants
Trans Continental Airlines, Inc.	IBT	Flight Deck Crew Members
UFS, Inc.	TWU	Fleet and Passenger Service Employees
USAir, Inc.	IAM-CWA	Passenger Service Employees
Valujet Airlines	IBT	Mechanics & Related Employees
Western Pacific Airlines	IBT	Mechanics & Related Employees

RLA Section 10 Presidential Emergency Boards

If a dispute threatens substantially to interrupt interstate commerce so as to deprive any section of the country of essential transportation services, the NMB may recommend and the President may create an emergency board to investigate and report on the dispute. Status-quo conditions are maintained for 30 days following the board's recommendations. These boards are commonly called Section 10-boards. Emergency board members conduct fact-finding, work with the parties to help resolve their differences and report their recommendation to the President. These recommendations often establish a framework for more intensive mediation and final voluntary agreement. They also have in the past become the basis for legislative action which resulted in settlements imposed on the parties by Congress.

During FY 1996, three Section 10 presidential emergency boards (PEB) were created to resolve disputes involving employees of national freight rail carriers.

PEB NO./ DATE	RAIL FREIGHT CARRIER	LABOR ORGANIZATION	DISPOSITION
228 6/23/96	NCCC	TCU	Mediated Agreement
229 6/23/96	NCCC	BMWE	Mediated Agreement
230 6/23/96	NCCC	IAM, IBEW, SMWIA	Mediated Agreement

All three emergency boards addressed disputes by carriers represented by the NCCC. The labor organizations involved included the following: PEB No. 228, Transportation Communications International Union; PEB No. 229, the Brotherhood of Maintenance of Way Employees; PEB No. 230, shop craft organizations, including the International Association of Machinists and Aerospace Workers, the Sheet Metal Workers International Union, and the International Brotherhood of Electrical Workers. Once the reports and recommendations were received by the parties, final agreements were reached in mediation with the assistance of the NMB.

RLA Section 9a Presidential Emergency Boards

The RLA provides a multi-step emergency board process for unresolved disputes affecting publicly funded and publicly operated commuter railroads and their employees. If mediation procedures are exhausted, the parties to the dispute or the Governor of any state (where the railroad operates) may request the President to establish a so-called Section 9A board. The President is required to establish such a board once requested. If the dispute remains unresolved sixty (60) days following the creation of the board, the NMB is required to conduct a public hearing on the dispute. If the dispute continues to remain unresolved, within 120 days after the creation of the first 9A board, any party may request a second 9A board.

During FY 1996, one Section 9A presidential emergency board was created to resolve a collective bargaining dispute at a regional commuter rail carrier.

PEB NO./ DATE	COMMUTER RAIL CARRIER	LABOR ORGANIZATION(S)	DISPOSITIONS
231 8/16/96	SEPTA	BLE	Mediated Agreement

PEB No. 231 involved a dispute between the Southeastern Pennsylvania Transportation Authority and the Brotherhood of Locomotive Engineers. This was the first of two possible PEBs which were available in this case under Section 9A of the RLA. The parties were able to reach a mediated agreement without resorting to a second 9A emergency board.

IV. NMB Customer Service Program

For the past two years, the Board has utilized a variety of approaches to obtain candid critiques and suggestions from our customers concerning the agency's services -- and the most desirable means of effectively providing those services. Very useful information was obtained initially from a series of focus group meetings that involved a broad spectrum of the NMB's key labor/management customers. The independent report submitted by the focus groups provided detailed statements of service needs for the NMB's mission activities.

Customer Service Commitment

The Board is committed to enhancing service to our customers through prudent innovation and continuous improvement in its dispute resolution activities. Consistent with Executive Order 12862 (September 11, 1993), the NMB will continue to strive to provide the highest quality services possible.

NMB Report Card

Twelve customer service "report cards" were issued during fiscal years 1995-96. These reports compare the customers' stated objectives with actual agency performance. They were used to redirect the service priorities.

Because of our customers' general interest in expediting the agency processes, a number of the standards relate to the speed at which the NMB acts in response to matters filed with the Board. The graphs and other data which follow reflect a real culture change in NMB processing emphasis. For example, the prompt assignment of investigators in representation cases is a priority under the Customer Service Plan. During the October 1994 - January 1995 base period, the average time required to assign a mediator/investigator was over seven business days. However, by the end of September 1996 the cumulative average assignment time had dropped to 1.2 business days, an 81 percent reduction.

In addition, we briefly have summarized relevant NMB reinvention initiatives under the National Performance Review (NPR) process that also enhance NMB customer service.

National Performance Review (NPR)

NPR reinvention approaches are progressing in mediation, representation and arbitration. In mediation, for example, the Board implemented key proposals developed by the labor-management focus groups and is in the process of implementing recommendations of the 1996 labor-management committees. The agency also held a series of intensive internal reviews with its employees and also sought broad-based recommendations for improvement from labor, management and neutrals. Board mediators have been professionally empowered and have substantial discretion in applying varying mediation approaches as they determine the cases require. NMB mediation services may be invoked by a simple one-page form, and they otherwise involve minimal administrative burden on the public.

In representation case operations, the NMB delegated additional certification and dismissal actions to the staff level, implemented time deadlines detailed in the Board's Customer Service Plan and reorganized the entire representation process – based substantially on the recommendations of the Board's customers. In addition, the NMB assisted other agencies at the state and federal level in the effective use of automated mail balloting procedures.

In arbitration services, the Board began to expand the use of improved case resolution methods, such as precedent-setting boards, expedited arbitration, grievance mediation and case prioritization by issue. A time limit was established that requires all proposed decisions be issued within six months from the hearing. This resulted in an increase in the timeliness of arbitration decisions.

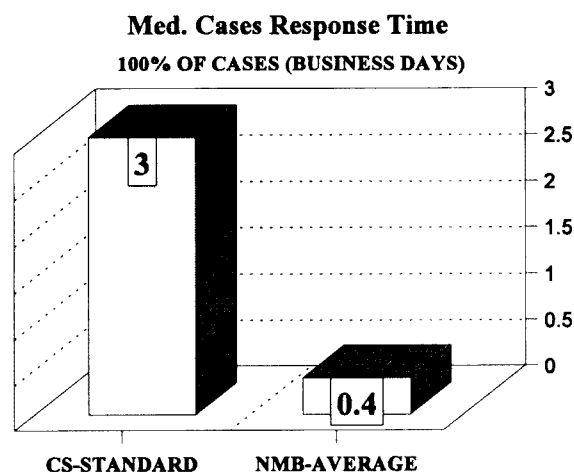
Program Breakdown of Customer Service:

NMB customers identified certain performance goals for improving the agency's services. Those goals established service priorities that were implemented by objective commitments made to the NMB's customers. The performance goals and the agency's achievement of those goals through September 1996 are detailed below.

Mediation Performance Goal:

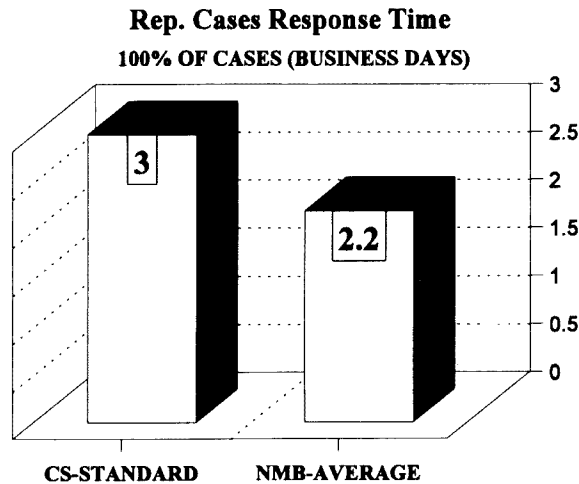
Applications for service will be responded to within three business days following their receipt by the NMB.

Performance: The average time from the receipt of an application until an NMB response was 0.38 business days. During FY-1994, the average response time was 2.4 calendar days, over six times as long.



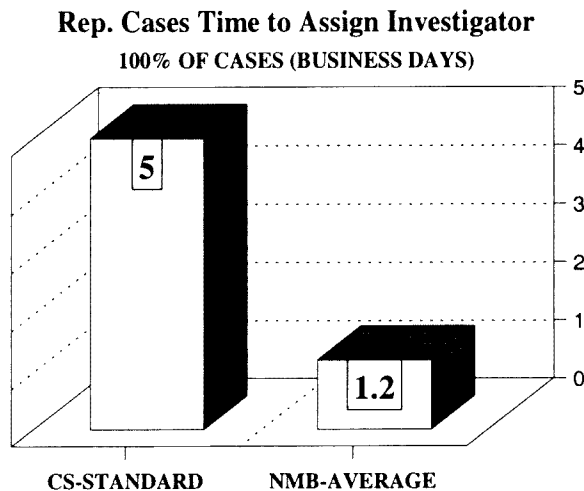
Representation Performance Goal I: Applications for service will be responded to within three business days following their receipt by the NMB.

Performance: The NMB has responded to representation applications in an average of 2.16 business days from receipt of an application.



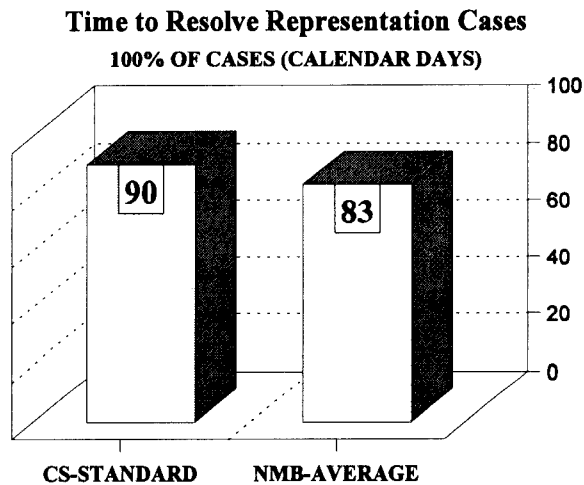
Representation Performance Goal II: An NMB investigator will be assigned to investigate representation cases within 5 business days of docketing.

Performance: The average time from docketing until the assignment of an investigator for representation cases was 1.17 business days. The average had been 7.3 days during the start-up period under the CS plan (October 1994 through January 1995). A hearing officer was assigned to each case upon receipt of the application.

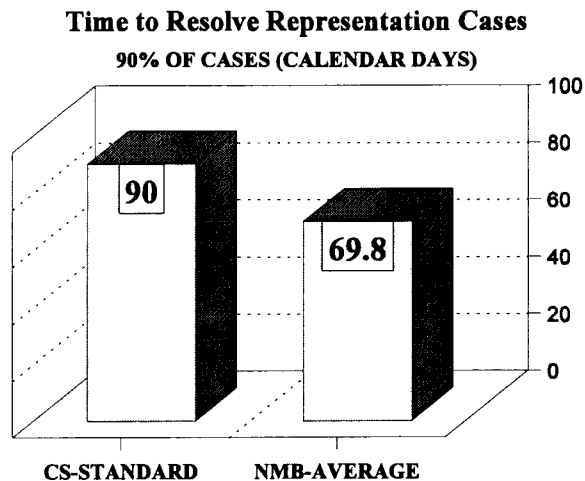


Representation Performance Goal III: At least 90 percent of representation cases not involving a participant's request for Board-level action will be completed within 90 calendar days of docketing.

Performance: The representation cases resolved at the delegated handling level have averaged 83.0 calendar days from docketing to completion. During FY-94, the average completion time for representation cases was 98.3 days per case.

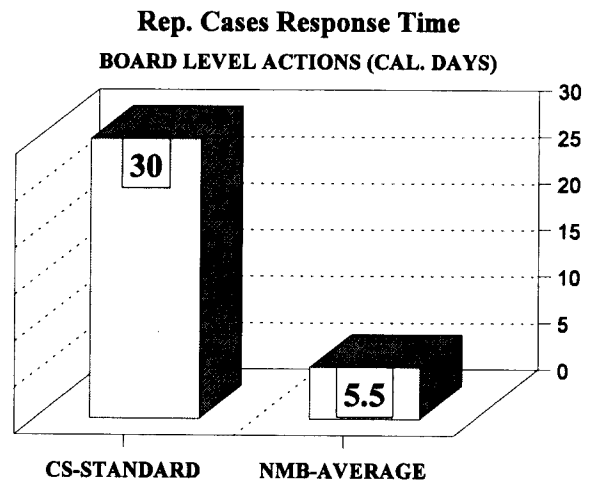
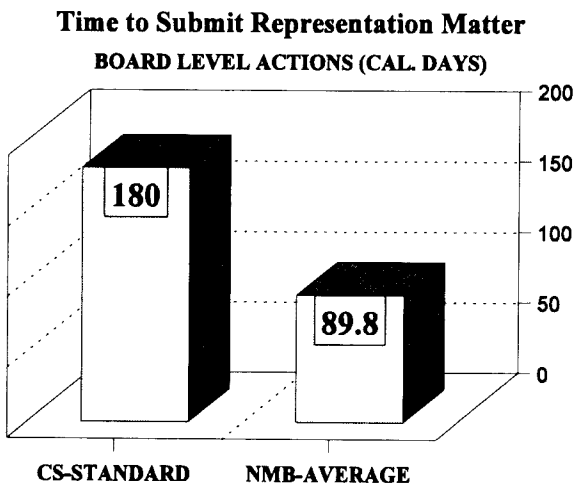


In ninety percent of the cases, NMB averaged 69.83 days to complete a representation case .



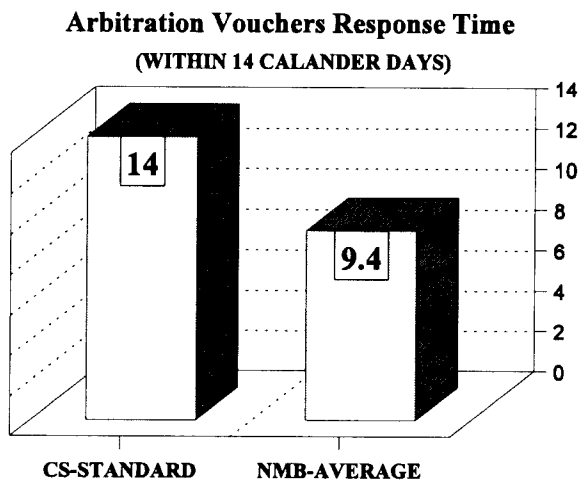
Representation Performance Goal IV: In at least 90 percent of representation cases involving a participant's request for Board-level action, the NMB staff will submit a recommendation to the Board within 180 calendar days of docketing and the Board will respond within an additional 30 calendar days.

Performance: Staff recommendations have been submitted to the Board in an average of 89.77 calendar days following docketing. The Board has responded to these recommendations in an average of 5.5 calendar days. All of the staff recommendations and Board responses have been completed within the 180-day and 30-day goals.



Arbitration Services Performance Goal: Arbitrators compensated by the NMB will be sent their payment within 14 days following the NMB's receipt of an appropriate voucher.

Performance: Arbitrators serviced by the NMB were sent their checks in an average of 9.44 calendar days from the NMB's receipt of their completed vouchers.



V. Organization and Finances

The National Mediation Board is comprised of three members appointed by the President with the advice and consent of the U.S. Senate. The members' terms of office are for three years with the exception of members appointed to fill a vacancy of an unexpired term. Terms are staggered so that on July 1 of each year one of the three terms expires. A member may stay in office after the expiration of his or her term until a successor has been appointed and entered office. No more than two members may be of the same political party. The Railway Labor Act requires that the Board annually designate one member to serve as its chair.

Subject to the Board's direction, administration had been the responsibility of the Chief of Staff. The agency had 48 employees at the end of this fiscal year, including 15 mediators. Included in this total number of full-time NMB employees were two employees in Chicago who provided administrative support for the National Railroad Adjustment Board, which is headquartered there. The NMB also administers an average active nucleus of about 60 private arbitrators who address grievance issues in the Railroad industry.

The Board's two principal functions are mediating contract disputes over rates of pay, rules or working conditions and making determinations regarding the choice of employee representatives. The Board has many other duties, which include the following: 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 significant major disputes arise that are not likely to be resolved through mediation or arbitration; 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.

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 position must have had six years of experience in making or interpreting labor agreements or in mediating between or negotiating with management and employee representatives in 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 the field.

Finances

In fiscal year 1996, the Congress appropriated \$7,467,314 pursuant to the authority conferred by the Railway Labor Act as follows:

NMB Financial Statement FY 1996

<u>Expenses and obligations</u>	<u>1996 Actual</u>
Personnel Compensation	\$ 4,993,446
Personnel Benefits	631,610
Benefits for Former Personnel	58,512
Travel and Transportation of Persons	163,586
Transportation of Things	11,884
Rent, Communications, Utilities	931,455
Printing and Reproduction	26,260
Other Services	450,659
Supplies and Materials	123,436
Equipment	<u>76,466</u>
Total:	\$ 7,467,314

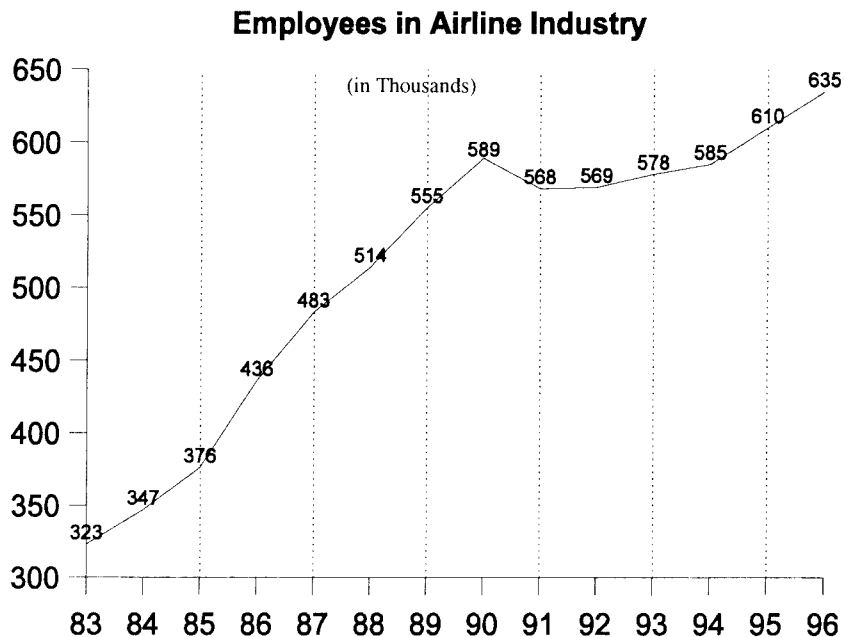
VI. Railroad and Airline Employment Levels and Productivity Trends

The graphs on the next three pages depict employment levels and productivity indicators in the U.S. Airline and Railroad industries.

Employment in the airline industry reached a record high of 635,000 in 1996. By contrast, railroad employment decreased to a record low of 256,000. In spite of a declining trend of employment in the railroad industry, however, freight-ton miles for the nation's rail-freight industry set a record high of 1,356 billion in 1996. U.S. Scheduled Airlines set a record high of 578 billion revenue passenger miles.

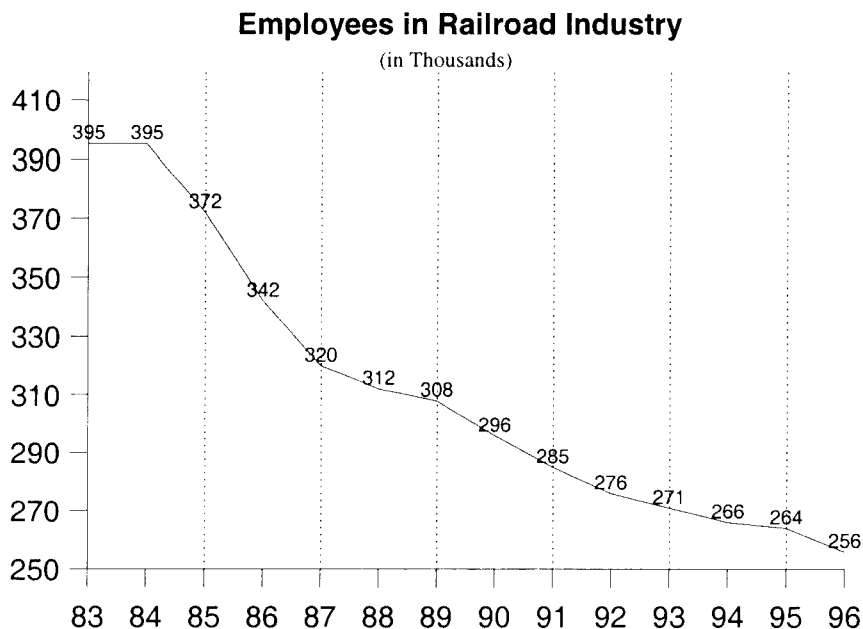
Trend data for each industry from 1983 through 1996 is shown in the following charts.

Employees in the U.S. Airline and Railroad Industries



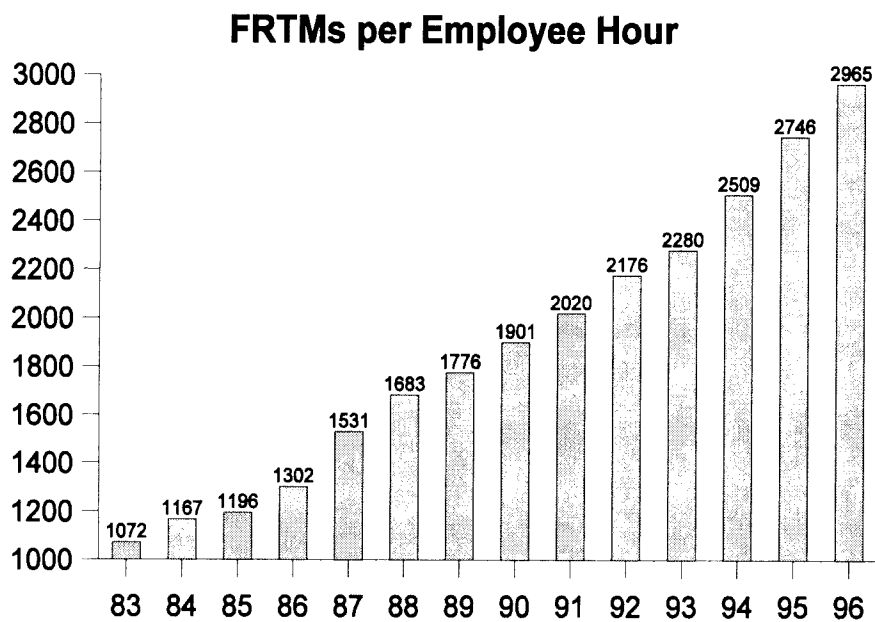
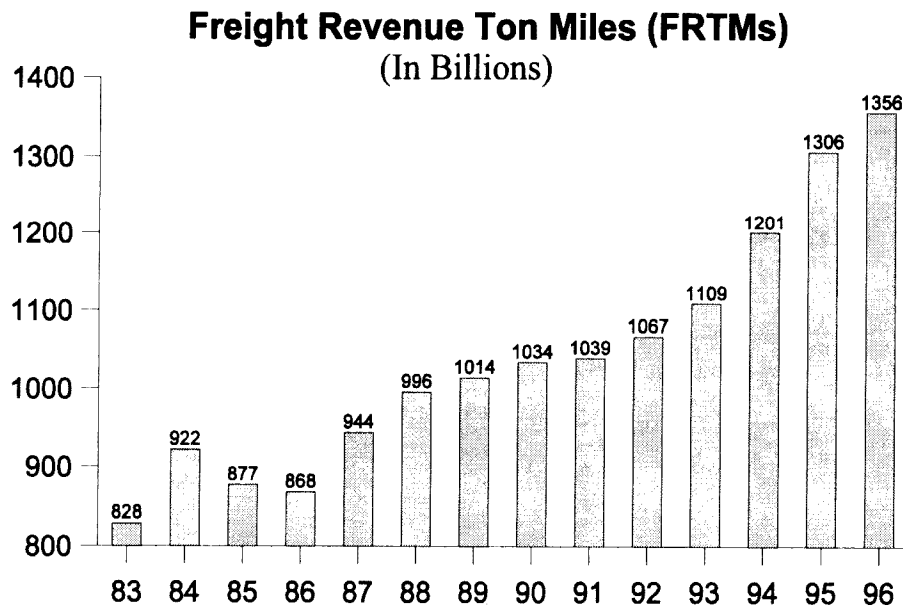
Note: This chart reflects all full-time and part-time employees versus calculated full-time-equivalent figures used in previous NMB Annual Reports.

Source: Department of Transportation, Form-41



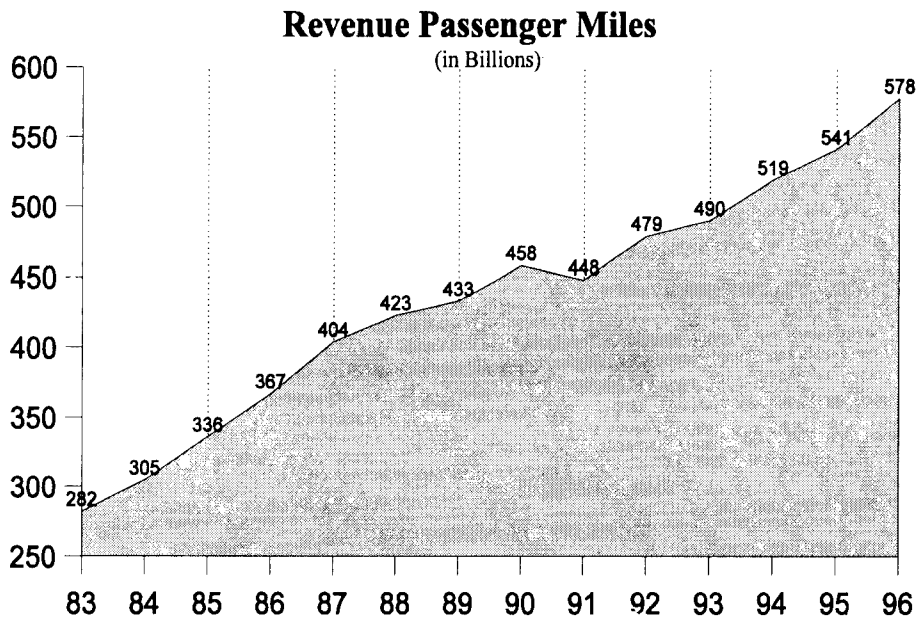
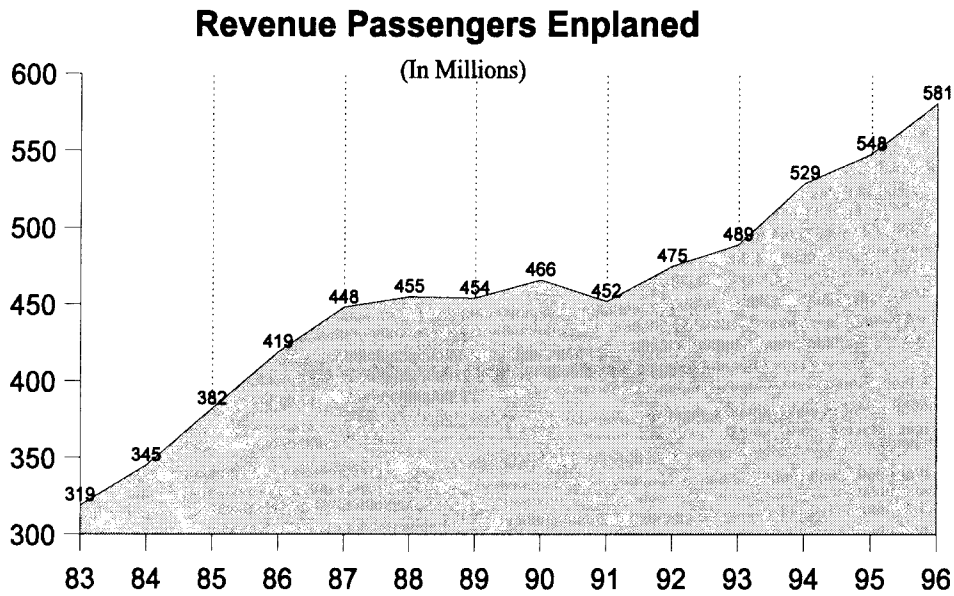
Source: Association of American Railroads. Data: Class I, II, and III, plus Amtrak.

Overview of U.S. Rail Freight Industry¹



¹ Source: Association of American Railroads. Data represents Class I railroads.

Overview of U.S. Scheduled Airlines¹



¹ Source: Air Transport Association. Data: U.S. Scheduled Airlines.

VII. History and Description of RLA –Purpose and Function

Railroads have played a major role in the economy of the United States since the mid 19th Century. They were instrumental in settling the western United States, providing a means for the West to transport grain, livestock and other products to eastern markets and receiving manufactured goods in return.

Governmental regulation of railroads began in the late 1800s. For example, several states enacted laws controlling certain aspects of rate setting, and, in 1877, the Supreme Court upheld those states' right to do so. Meanwhile, the Congress was considering ways to curb what some considered excessive powers of railroads.

The First Interstate Commerce Act

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

In addition to the problems of rate inequities, the public faced devastating and bloody labor disputes in the rail 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 rail strike was caused mainly by repeated wage cuts for workers following an economic depression.

Widespread industrial strife occurred 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, however, when another violent railroad strike occurred, that Congress passed the first arbitration law--the Arbitration Act of 1888--which attempted to deal with labor-management problems in the industry. Congress soon determined that various modifications of this law were required and subsequently passed replacement legislation that included the Erdman Act of 1889, the Newlands Act of 1913, the Transportation Act of 1920 and finally, the Railway Labor Act, as amended.

The Federal government, through the passage of this labor-related legislation, confirmed that railroads were vital to the nation's economic strength and security and also determined that the public should be able to depend on the regular availability of rail service. Labor-management disputes were no longer isolated private matters. This legislation recognized that these disputes represented threats to the national economy and well-being.

Congress Passes the Railway Labor Act

Seven decades later, the Railway Labor Act, enacted in 1926, remains viable, proven legislation. Amendments to the Act in 1934 created the National Mediation Board and established a mechanism for resolving disputes concerning representation of employees. In 1936, the Act was extended to include airlines. In 1981, the Northeast Rail Services Act was passed by Congress and added to the RLA an emergency dispute procedure for resolving labor-management problems on publicly funded and operated commuter passenger railroads which have become increasingly important to the nation's economy.

The primary goal of the Railway Labor Act—administered by the National Mediation Board (Board or NMB)—is to maintain a free flow of commerce in the railroad and airline industries by promptly 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 based on an underlying requirement that both management and labor should exert every reasonable effort to reach agreements. As one former Secretary of Labor told 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 agreements covering rates of pay, rules or working conditions.

The Act imposes affirmative duties on carriers and employees alike. It defines their rights, provides for their protection and prescribes methods for settling various types of disputes. It sets up the procedural machinery for adjusting labor differences.

Duties of the Board

The National Mediation Board is the only federal labor relations agency with jurisdiction over both mediation and employee representation disputes. Its major duties are to:

- (1) Mediate disputes between carriers and organizations representing their employees concerning new agreements or changes to 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 direct bargaining efforts.
- (2) Ascertain and certify to the carrier the representative of any craft or class of employees after investigation. Section 2, Fourth of the Act states that the “majority of any craft or class of employees shall have the right to determine who shall be the representative of the craft or class” Two types of elections have been held, mail ballot and ballot box. In mail ballot elections each employee appearing on the eligibility list is sent a ballot along with instructions explaining how to cast a secret ballot. In ballot box elections, a staff mediator or team of mediators monitors the voting process. In recent years, the Board has conducted mail ballot elections to eliminate the possibility of coercion or intimidation and to reduce costs. The Board’s processes are designed to ensure that each employee has the opportunity to cast a vote in complete privacy.

Resolving Major Disputes

Either party to a collective bargaining agreement may announce its intention to change an existing agreement. The procedure for this action 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 to confer within ten days. The conference or meeting must be held within thirty days of the notice and may continue until a settlement or a deadlock is reached. During this period and for ten 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 the Board, in the national interest, may intercede without invitation. Throughout negotiations, including mediation, the “status quo” remains in effect while the Board retains jurisdiction. The collective bargaining process under the Railway Labor Act is described in Chart A located on page 54.

Mediation—A Success Story

Mediation under the Act frequently is termed mandatory mediation. This does not mean mandatory settlement. 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 neutral role in a dispute and to require the parties to refrain from taking independent action detrimental to the nation prevents interruption to commerce. It also encourages the parties to resolve their dispute without crippling the economy.

High Settlement Rate

Since its establishment by Congress under the Railway Labor Act, the National Mediation Board has had a high rate of success in the mediation of contract or “major” disputes. Historically, some ninety-seven percent of all NMB mediation cases have been successfully resolved without interruptions to Public Service. Since 1980, only slightly more than one percent of cases involved a disruption of service. This achievement is a tribute to the effectiveness of the Act as well as to the work of a series of Board Members, staff mediators, and support staff.

The overall success in maintaining relative stability in these two essential industries is somewhat remarkable considering that each mediation case is different. No set formula can be applied. The approach must be tailored to the issues involved, the time and circumstances of the dispute, and to the parties involved. Defining the approach in each case tests the skills, talents, and patience of the mediator. Extensive knowledge of the industries and experience gained over the years by Board Members and staff are key to the Board's success.

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 voluntarily submit any issues remaining in dispute to arbitration for final and binding settlement.

If either party declines, arbitration does not go forward. If both parties accept the "proffer" of arbitration, the Act provides a comprehensive process for the conduct of the arbitration proceeding. The Board has always believed that arbitration of disputes not settled by mediation has been underutilized.

If the Board determines that further mediation will not help the parties resolve their dispute and the proffer of arbitration is rejected by either party, a 30-day countdown, commonly called a "cooling-off" period, begins. During this period, the parties must maintain the status quo and refrain from self-help. Self-help may take the form of a strike, lock-out or unilateral change in terms and conditions of employment.

Emergency Boards

Section-510 of the Railway Labor Act, commonly referred to as Section-10, provides that, if the National Mediation Board determines during a "cooling-off" period that a dispute substantially threatens "to interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation services," the NMB shall notify the President, who may, in his discretion, "create a board to investigate and report respecting such dispute." Such boards are referred to as Presidential Emergency Boards (PEBs) or just Emergency Boards . . . see the diagram entitled "Collective Bargaining Process Under the Railway Labor Act." Section-10 includes all airlines and railroads under the jurisdiction of the Act, except publicly owned and operated commuter railroads which are covered under Section 9-A discussed below.

If the President creates an emergency board, such board has thirty days in which to investigate the dispute and report its findings. An emergency board usually consists of three persons. After formation of an emergency board, and for 30 days after the emergency board has submitted its report to the President, the status quo must be maintained. 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 or to use them as a basis for reaching a peaceful settlement of their dispute.

Through 1996 there were a total of 231 presidentially-appointed emergency boards. Of these, 212 boards were established under Section-10 with the remaining 19 under Section 9a applicable only to publicly owned and operated commuter railroads. Use of Section-10 boards has declined dramatically over the years. For example, from 1940 through 1949, 72 Section-10 presidential emergency boards were created. In contrast, during the 1960 through 1969 period, only 51, and from 1980 through 1989 there were only 14. Refer to page 55 for “Frequency Chart B” depicting airline and railroad boards from 1936 through 1996.

Since the creation of the National Mediation Board in 1934 under the Railway Labor Act through 1996, only 31 Section-10 emergency boards have been established to deal with airline disputes. Due to the effectiveness of the collective bargaining process under the RLA, there haven’t been any emergency boards in the airline industry since 1966. One emergency board, beyond the statute of the RLA, however, was mandated by Congress on Wein Air Alaska in 1979.

In 1981, Congress added a separate emergency dispute resolution 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, commonly referred to as Section 9a. Under this section, if a dispute involving one of these carriers is not resolved under the mediation and arbitration sections of the Act, any party to the dispute, or the governor of a state where the carrier provides service, may request the President to establish up to two successive emergency boards under Section 159a. The President is required to establish an emergency board upon such a request. The first board investigates and reports in a manner similar to Section 10. When after the first board’s report the dispute is not resolved, and a second board is necessary, the second board is charged with selecting the “most reasonable offer.” Section 9a effectively provides an extended emergency dispute procedure during which time the status quo must be maintained by the parties. The 9a process is described on Chart C, page 56.

Representation Disputes

The NMB is responsible for resolving the highly charged disputes among employees regarding whether they will be represented for collective bargaining purposes and, if so, by which representative. Such disputes among employees are characterized as representation disputes.

Under the RLA, employees in the airline and railroad industries, or those institutions acting on their behalf such as labor unions, may invoke the Board's services to investigate and resolve representation disputes. Chart D, on page 57, summarizes the principal steps in the NMB's investigation of representation disputes.

Minor Disputes

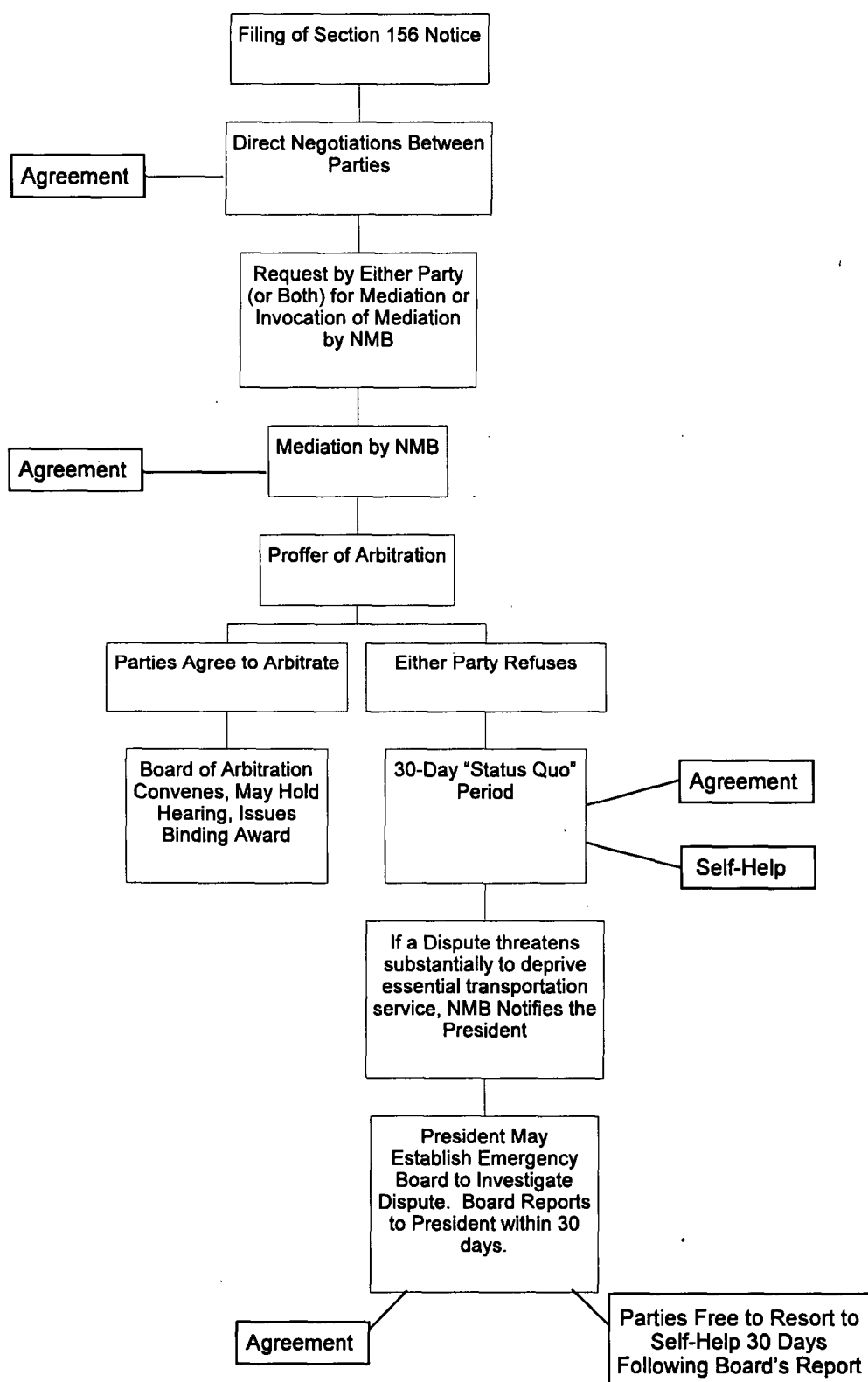
Minor disputes arise when individual carriers and employees disagree over the interpretation and application of existing contracts. The Act provides processes and machinery for resolving these disputes, chiefly through arbitration, in both industries and under the National Railroad Adjustment Board (NRAB). Functions of the NRAB and other arbitration mechanisms are explained in other sections of this report. Chart E, on page 58, describes the grievance machinery for railroads under the Railway Labor Act.

Summary

Railroads were the first companies to be governed by federal labor legislation. Now there has been over a century of experience with federal assistance. The Railway Labor Act, which was enacted by Congress in 1926, has adapted well to handling two separate industries—railroad 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.

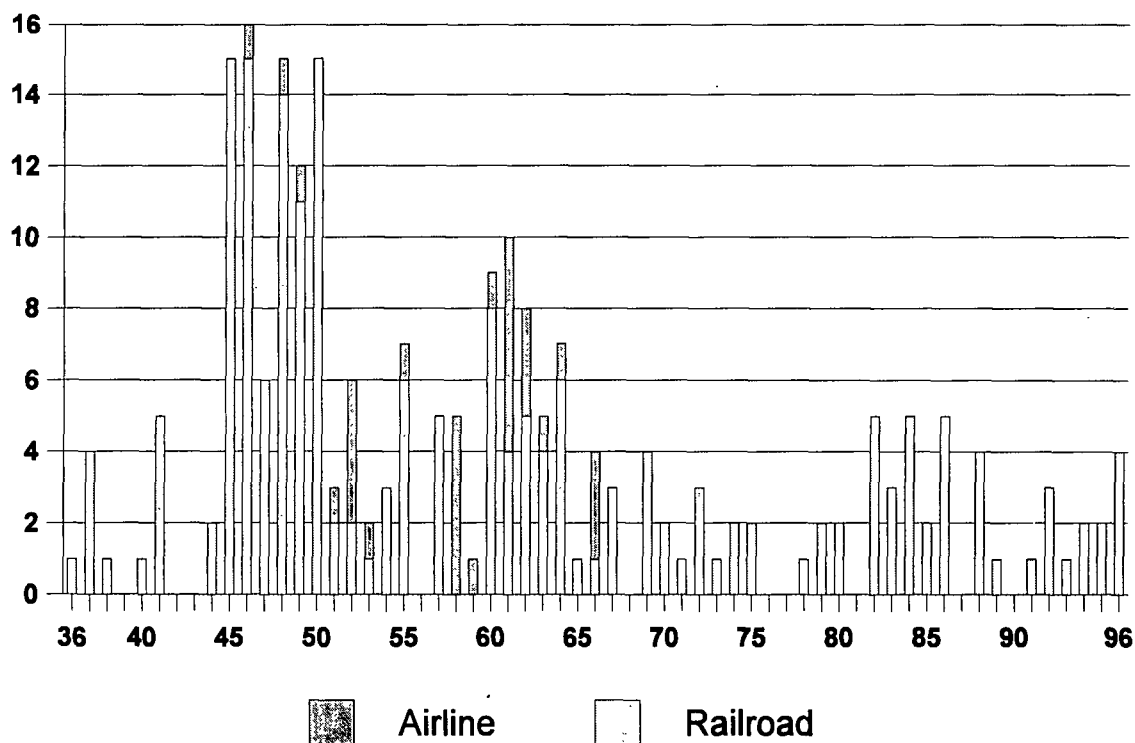
Mediation is used when unresolved issues and situations come to a head in disputes. It is designed to prevent the parties from engaging in work stoppages which interrupt the flow of people, goods, and services. The result has been peaceful settlement of literally thousands of potentially volatile issues without strikes.

Collective Bargaining Process Under The Railway Labor Act



Frequency of Presidential Emergency Boards in Railroad and Airline Collective Bargaining Disputes under the Railway Labor Act (RLA), 1936 - 1996¹

Total of 231 PEBs

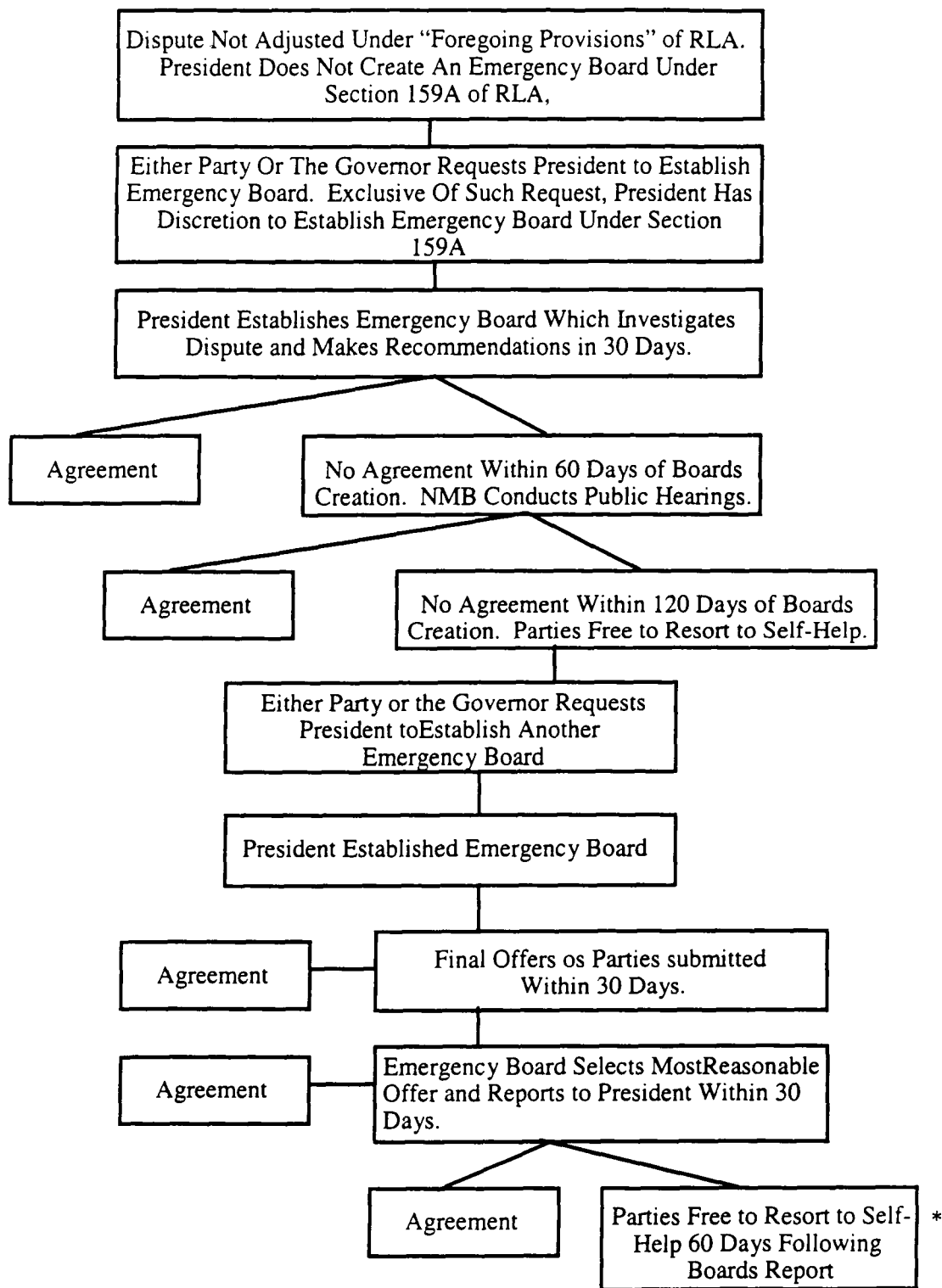


- ▶ Out of roughly 13,000 mediation disputes, Presidential Emergency Boards (PEBs) were established in 200 railroad and only 31 airline disputes.*
- ▶ No Airline PEBs were established under RLA procedures over the past 30 years. *
- ▶ Since the mid-1960's, Government policy has discouraged the use of PEBs in airline labor-management disputes.

* By special legislation in 1979, Congress mandated the establishment of a PEB in a regional dispute involving Wein Air Alaska Airlines.

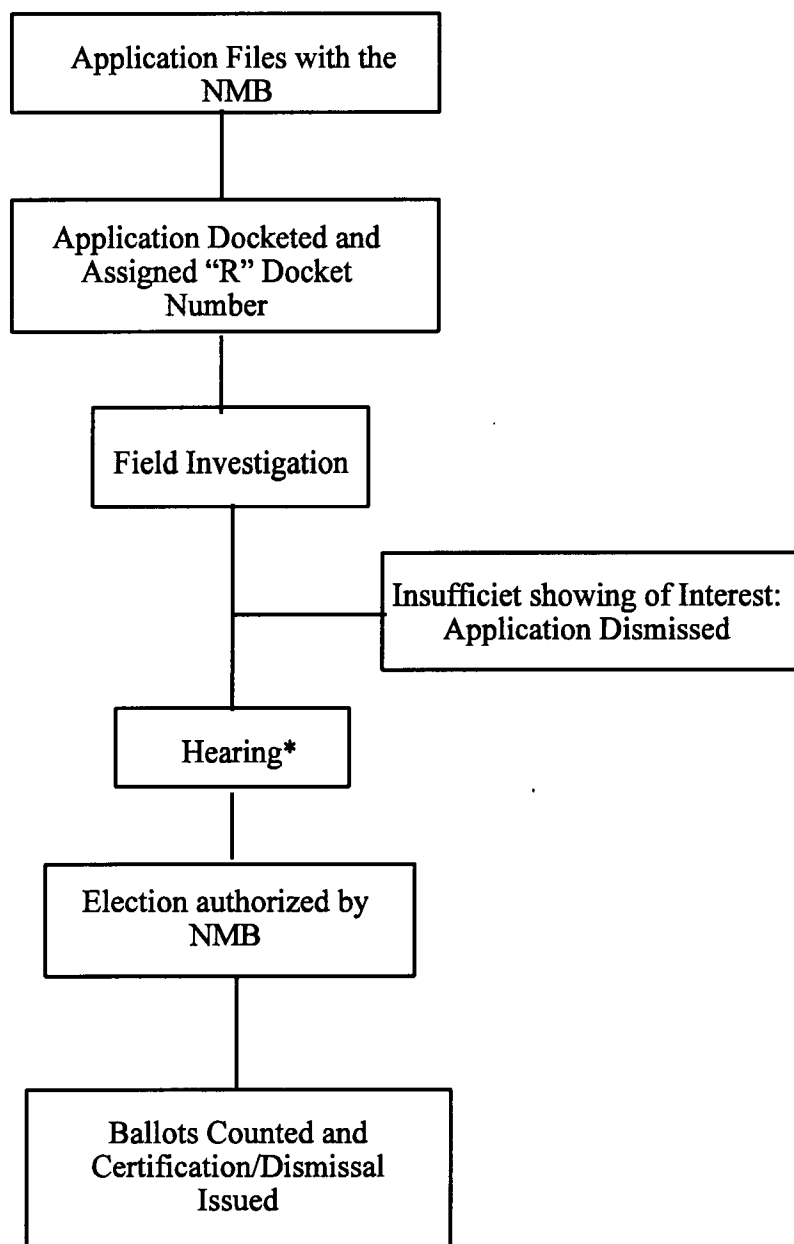
¹ Graph years are based on dates of Reports to the President on a Calendar-year basis.

Process Under Section 159A of the Railway Labor Act



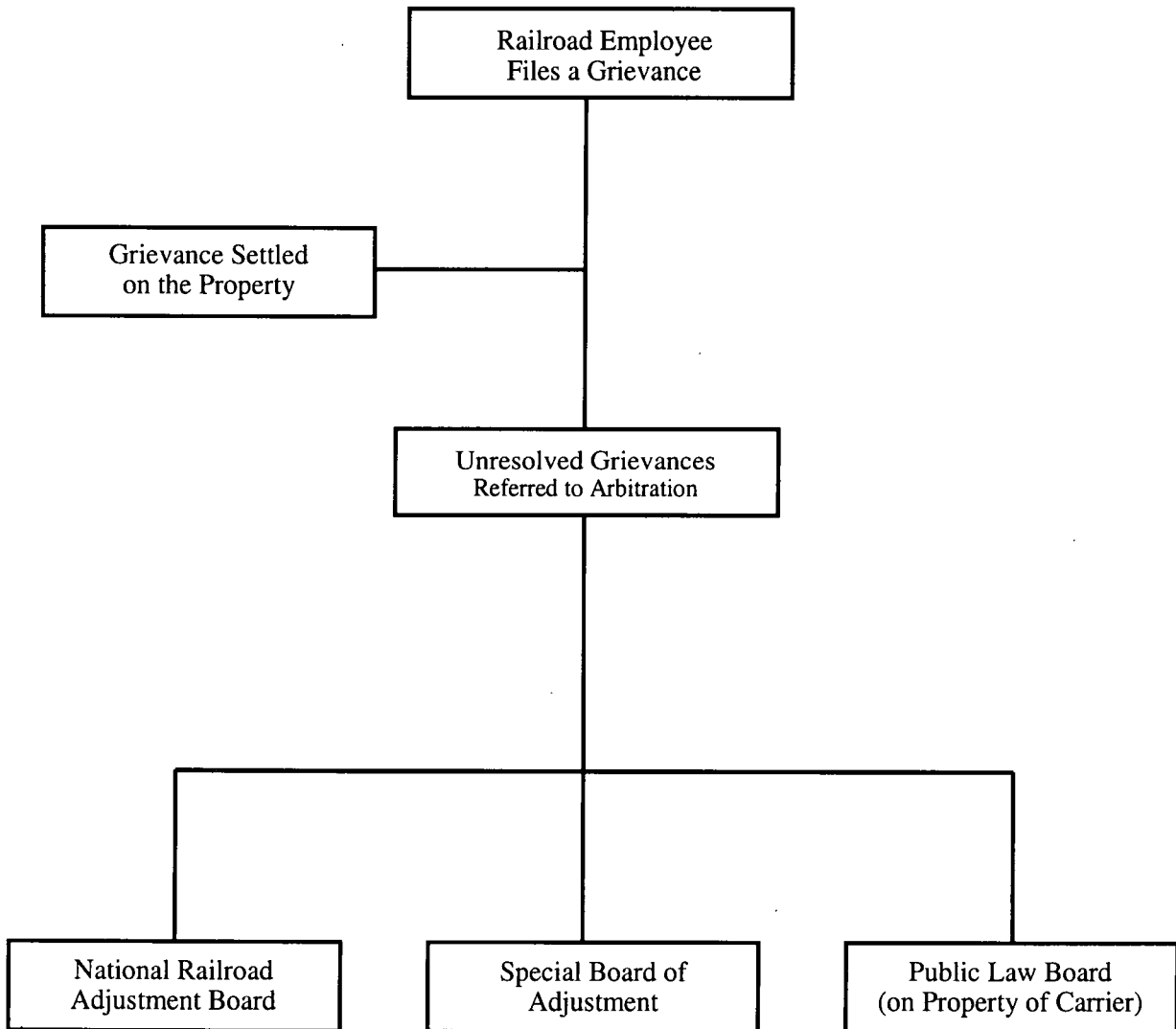
*If emergency board selects the carrier's final offer and employees strike, employees are ineligible for railroad unemployment benefits during period of strike. If the emergency board selects employees' final offer and the carrier refuses to accept it, the carrier is ineligible for strike benefits from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

Representation Procedure Under the Railway Labor Act



*Conducted only when determined by the Board to be necessary

Grievance Machinery for Railroads Under the Railway Labor Act



VIII. Adjustment of Grievance Disputes

The National Railroad Adjustment Board

In 1934, Congress amended the Railway Labor Act. Some of those amendments established the National Railroad Adjustment Board (NRAB) to administer the arbitrated process for resolving grievances -- known as "minor disputes" -- arising under the terms of collective bargaining agreements in the railroad industry. 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, subject to extraordinarily narrow court review.

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

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

The NRAB and its four divisions adjust less than 15 percent of the several thousand grievances filed under NMB administration yearly in the railroad industry. The remainder are handled by two other types of tribunals—Special Boards of Adjustment and Public Law Boards—that came into being after the NRAB was established and are described later in this report.

When a minority of the members of any of the four NRAB divisions cannot agree on an award for a dispute being considered, the division members are required under the Act to attempt to agree on a neutral person to sit with the division members and make an award. If the regular members of the division fail to agree upon a neutral within ten days after considering the dispute, the Act provides that the National Mediation Board will select the neutral who is sometimes called a referee.

The actions and qualifications of these individuals are implicit in the Act's designation of such individuals as a "neutral person." In appointing neutrals, the National Mediation Board is bound by the same provisions of the law that apply to the appointments of arbitrators. The law requires that appointees to such positions be wholly disinterested in the controversy, impartial and without bias as relates to the parties in dispute. As required by the Railway Labor Act, persons serving as neutrals or referees for the NRAB's four divisions are compensated by the Federal government through the National Mediation Board. The names of all appointed individuals and their compensation are listed in Appendix A.

During FY 1996, the NRAB and its four divisions docketed 835 new cases, while resolving 765. At the end of FY 1996, the NRAB and its four divisions had 1,999 cases open and pending (see Appendix A).

Special Boards of Adjustment - Railroads

Special Boards of Adjustment, or SBAs, are set up by agreement on an individual railroad and with a single labor organization to decide specifically agreed-to dockets of disputes arising out of grievances, or out of interpretation or application of provisions of a collective bargaining agreement. Such disputes could be sent to the appropriate division of the NRAB for adjudication but, in these instances, the parties by voluntary agreement adopt the procedures of an SBA to ensure prompt disposition of disputes. Concurrence of both parties is required to establish an SBA.

SBAs usually consist of three members: a railroad member, a labor organization member, and a neutral chairperson. The National Mediation Board designates the neutral if the parties fail to agree upon this person, and it also pays for the neutral's services and expenses. The first SBA was established in 1949, 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 NRAB's four divisions.

During FY 1996, SBA tribunals docketed a total of 1,081 new cases, while they resolved 871. At the end of FY 1996, SBAs had a total of 1,527 cases pending.

Public Law Boards - Railroads

In 1966, Public Law 89-456 was enacted which amended certain provisions of the Railway Labor Act. The amendments authorize the establishment of Special Boards of Adjustment that can be designated Public Law Boards (PLBs) on individual railroads. PLBs resolve disputes that otherwise are referable to one of the NRAB's four divisions, or disputes that have been pending before the NRAB for 12 months or longer. PLBs can be established upon the written request of either the collective bargaining representative for a craft or class of employees or the railroad's management. Unlike the earlier mentioned SBA tribunals, which require the concurrence of both parties before they can be established, PLBs can be established by either party without the concurrence of the other. P.L. 89-456 also makes final all awards of the NRAB and Special Boards of Adjustment designated as PLBs that are established pursuant to the amendment (including money awards) and provides opportunity for limited judicial review of such awards. The National Mediation Board has rules and regulations defining responsibilities and prescribing related procedures under the amendment for the establishment of Special Boards of Adjustment and their designation as PLBs, as well as the filing of agreements and disposition of records. Neutral members of PLBs are appointed by the National Mediation Board only if the parties are unable to select a neutral chairperson themselves. In addition to disposing of disputes involving grievances, interpretation or application of collective bargaining agreements, neutrals also may be appointed to dispose of procedural issues that arise regarding establishment of a PLB itself.

Employee protection provisions of the Northeast Rail Service Act of 1981 increased the caseload of PLBs. Under this 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 1996, the PLBs received 2,699 new cases and closed 2,500, with 6,608 cases open and pending at the end of the year.

Amtrak Rail Workers Protection Plan

An arrangement to protect the 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 creation of the passenger-carrying National Railroad Passenger Corp., known as Amtrak.

Under the Rail Passenger 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 discontinuations. Under the 1970 law, neutral referees are designated by the National Mediation Board to dispose of these types of disputes. During this reporting period, there were no neutral appointments under the Amtrak Rail Workers Protection Plan.

Airline System Board 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 the labor organizations representing their employees, instead, have negotiated collective bargaining agreements that include individual procedures for handling contract grievances at each airline. Generally the labor-management parties have established one or more System Boards of Adjustment with final jurisdiction for resolving contract grievances.

Agreements between airlines and employee groups usually provide for designation of neutral arbitrators to break deadlocks. Where the parties cannot agree on a neutral, they usually ask the National Mediation Board to select an arbitrator. These neutral arbitrators are compensated solely by the parties and serve without cost to the Federal government. Persons designated by the National Mediation Board as arbitrators on airline System Boards of Adjustment are listed, as required by the Railway Labor Act, in Appendix B-7.

Table 1—Number of Cases Received and Closed Out During Fiscal Years 1935-1996

Status of Cases	62-Years 1935-1996	1996	1995	1994	1993
Total Cases - Representation and Mediation					
Cases Pending and Unsettled at Beginning of Period	96	180	135	144	184
New Cases Docketed	19,277	131	198	162	140
Total Cases on Hand and Received	19,373	311	333	306	324
Cases Closed	19,194	132	153	171	180
Cases Pending and Unsettled at End of Period	179	179	180	135	144
Mediation Cases					
Cases Pending and Unsettled at Beginning of Period	72	151	113	123	164*
New Cases Docketed	12,827	63	118	59	62
Total Cases on Hand and Received	12,899	214	231	182	226
Cases Closed	12,749	64	80	69	103
Cases Pending and Unsettled at End of Period	150	150	151	113	123*
Representation Cases					
Cases Pending and Unsettled at Beginning of Period	24	29	22	21	20*
New Cases Docketed	6,450	68	80	103	78*
Total Cases on Hand and Received	6,474	97	102	124	98
Cases Closed	6,445	68	73	102	77*
Cases Pending and Unsettled at End of Period	29	29	29	22	21

* Numbers Adjusted

**Table 2—Representation Case Disposition By Craft or Class, Employees Involved and Participating
October 1, 1995 to September 30, 1996**

Railroads					Airlines			
FY 1996	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	25	25	517	167	43	43	8,030	5,470
Certifications	9	9	112	81	24	24	6,361	4,922
Dismissals	16	16	405	86	19	19	1,669	548

**Table 3—Number of Cases Closed by Major Groups of Employees,
October 1, 1995 to September 30, 1996**

	All Types of Cases	Represen- tation Cases	Mediation Cases
<u>Grand Total, All Groups of Employees</u>	132	68	64
<u>Railroad Total</u>	69	25	44
Boilermakers and Blacksmiths	1	0	1
Brakemen and Conductors	1	0	1
Carmen	7	3	4
Clerical, Office, Station and Storehouse	3	1	2
Conductors	7	5	2
Electricians	2	0	2
Firemen and Oilers	2	0	2
Locomotive Engineers	11	6	5
Machinists	6	3	3
Maintenance of Way	5	2	3
Operating/Non-Operating Employees	1	1	0
Police Officers Below the Rank of Captain	2	0	2
Sheet Metal Workers	2	0	2
Signalmen	5	1	4
Supervisors	2	0	2
Train Dispatchers	3	2	1
Train, Engine and Yard Service	4	0	4
Yardmasters	2	0	2
Combined Groups, Railroad	1	0	1
Miscellaneous Railroad	2	1	1

**Table 3—Number of Cases Closed by Major Groups of Employees,
October 1, 1995 to September 30, 1996 (Continued)**

	All Types of Cases	Represen- tation Cases	Mediation Cases
<u>Airline Total</u>	63	43	20
Fleet and Passenger Service	2	2	0
Fleet Service	3	1	2
Flight Attendants	7	4	3
Flight Deck Crew Members	0	8	0
Flight Dispatchers	2	2	0
Flight Engineers	2	2	0
Mechanics and Related Employees	11	10	1
Office Clerical Employees	1	1	0
Passenger Service Employees	2	2	0
Pilots	17	6	11
Radio and Teletype Operators	1	1	0
Stock and Stores	4	3	1
Combined Groups, Airline	2	0	2
Miscellaneous, Airline	1	1	0

**Table 4—Number of Craft or Class Determinations and Number of Employees
Involved in Representation Cases, By Major Groups of Employees
October 1, 1995 to September 30, 1996**

	Number of Cases	Number of Craft or Class Determin- ations	Number of Employees	Percent ¹ Employees Involved
<u>Grand Total, All Groups of Employees</u>	68	68	5,637	66
<u>Railroad Total</u>	25	25	167	2
Carmen	3	3	5	..
Clerical, Office, Station and Storehouse	1	1	0	0
Conductors	5	5	24	..
Locomotive Engineers	6	6	12	..
Locomotive Firemen & Hostlers	0	0	0	0
Machinists	3	3	28	..
Maintenance of Way	2	2	56	..
Operating/Non-Operating Employees	1	1	10	..
Signalmen	1	1	0	0
Train Dispatchers	2	2	22	..
Miscellaneous Railroad	1	1	10	..
<u>Airline Total</u>	43	43	5,470	64
Fleet and Passenger Service	2	2	268	3
Fleet Service	1	1	0	0
Flight Attendants	4	4	1,074	12
Flight Deck Crew Members	8	8	2,749	33
Flight Dispatchers	2	2	0	0
Flight Engineers	2	2	74	..

**Table 4—Number of Craft or Class Determinations and Number of Employees
Involved in Representation Cases, By Major Groups of Employees
October 1, 1995 to September 30, 1996 (Continued)**

	Number of Cases	Number of Craft or Class Determin- ations	Number of Employees	Percent ¹ Employees Involved
Mechanics and Related Employees	10	10	741	9
Office Clerical Employees	1	1	24	..
Passenger Service Employees	2	2	29	..
Pilots	6	6	457	6
Radio and Teletype Operators	1	1	0	0
Stock and Stores	3	3	16	..
Miscellaneous, Airline	1	1	38	..

(..) Less than one percent.

1. Percent listing for each group represents the percentage of the 8,547 employees involved in all railroad and airline cases in Fiscal Year 1996.

Table 5—Number of Crafts or Classes Certified and Percent¹ of Employees Involved in Various Types of Representation Cases, October 1, 1995 to September 30, 1996

	National Organizations			Local Unions and/or Ind.			Total		
	<u>Craft or Class</u>	<u>Employees Involved Number</u>	<u>Percent</u>	<u>Craft or Class</u>	<u>Employees Involved Number</u>	<u>Percent</u>	<u>Craft or Class</u>	<u>Employees Involved Number</u>	<u>Percent</u>
<u>Railroads</u>									
Representation Acquired:									
Elections	8	71	-	0	0	0	8	71	-
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections	0	0	0	1	10	-	1	10	-
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections	0	0	0	0	0	0	0	0	0
Proved Authorizations	0	0	0	0	0	0	0	0	0
Total Railroads	8	71	-	1	10	-	9	81	-
<u>Airlines</u>									
Representation Acquired:									
Elections	14	1,430	17	2	56	-	16	1,486	17
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections	5	3,148	37	1	251	3	6	3,399	40
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Unchanged:									
Elections	1	9	-	1	28	-	2	37	-
Proved Authorizations	0	0	0	0	0	0	0	0	0
Total Airline	20	4,587	54	4	335	4	24	4,922	57
Total, Combined Railroads and Airlines	28	4,658	54	5	345	4	33	5,003	58

¹ Percent listing for each group represents the percentage of the 8,547 employees involved in all rail and airline cases in FY 1996.

(-) Less than one percent.

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

Table 6 -- Interest Arbitration Cases - October 1, 1995 to September 30, 1996

Arb. Board Number	Carrier	Organization	Issue
557	CSX Transportation, Inc.	UTU	Switching limits
558	Elgin, Joliet & Eastern Rwy	UTU	Interdivisional service
559	National Rwy Labor Conf.	UTU	National negotiations

TABLE 7 -- Strikes in the Airline Industries: Fiscal Year 1996

(Note: Strikes of less than 24 hours are not included in this Report.)

Carrier (Case No.)	Union	Craft or Class	Date of Strike	Date Work Resumed	No. of Days	Issues	No. of Em'ees	Disposition
NONE								

TABLE 8 -- Strikes in the Railroad Industries: Fiscal Year 1996

(Note: Strikes of less than 24 hours are not included in this Report.)

Carrier (Case No.)	Union	Craft or Class	Date of Strike	Date Work Resumed	No. of Days	Issues	No. of Em'ees	Disposition
NONE								

APPENDIX A

FY-1996

Sixty-Second Annual Report of the
National Railroad Adjustment Board
Chicago, Illinois

National Railroad Adjustment Board
(Created June 1, 1934)

W.R. Miller, Chairman
M. W. Fingerhut, Vice Chairman

Priscilla Zeigler, Staff Coordinator of Arbitration
Linda A. Woods, Arbitration Assistant

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Appendix A

Sixty-second Annual Report of the National Railroad Adjustment Board Chicago, Illinois

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Report of the National Railroad Adjustment Board	
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Accounting for all monies appropriated by Congress for the fiscal year 1996 pursuant to the authority conferred by the Railway Labor Act, as amended (Public Law 442, 73d Congress - Approved June 21, 1934)

Arbitration Monies Obligated for FY 1996

Referee Services:

NRAB Referee salaries.....	\$,233,199.00
NRAB Referee travel.....	37,696.00
PLB-SBA Referee salaries.....	899,717.00
PLB-SBA Referee travel.....	113,088.00
Arbitration Board.....	2,585.00
Total Obligations for Referee Services	<hr/> \$1,276,285.00

Section 153 Administration:

Salaries for employees.....	\$ 236,619.00
Personnel benefits (retirement, health, etc).....	67,590.00
Travel expenses.....	11,065.00
Transportation of Things (to record center).....	2,480.00
Other services.....	20,040.00
Communication Services (phones)	18,360.00
Standard Level user charges (rent).....	140,600.00
Supplies and materials.....	6,000.00
Equipment (computers, printers, etc.).....	25,000.00
Printing.....	\$ 500.00

Administrative Obligation	\$ 528,254.00
---------------------------------	---------------

Total Section 153 & 157 Obligations.....	\$1.804,539.00
--	----------------

Unobligated balance.....	\$ 116,461.00
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Total appropriations.....	\$1,921,000.00
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1996 Arbitration Government Employees, Salaries and Duties

	Title	Salary	Duties
Carvatta, Roy J.	Director of Arbitration	\$58,421.88	Responsible for Arbitration Services, including NRAB governmental affairs.
Zeigler, Priscilla	Senior Assistant	56,800.40	Senior Assistant. In the absence of Director of Arbitration insures the day to day operations of . Arbitration Services.
Conrad, Carol	Admin. Asst. of Arbitration	35,625.20	Assists in Sections 153 & 157 arbitration activities.
Washington, Carolyn	Admin. Asst. of Arbitration (Data Entry)	34,216.40	Coordinates automated information systems.
Matthews, Sharon	Admin. Asst. of Arbitration (Vouchering)	4,499.20	Vouchering.

Divisional

Woods, Linda A.	Arbitration Assistant	25,288.40	Arbitration Assistant responsible for all divisions of NRAB.
Mardsen, Virginia	Office Assistant	21,767.68	Office Assistant responsbile for all divisions of NRAB.

National Railroad Adjustment Board Referee Salaries
From 10/1/95 to 09/30/96

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.....	\$ 600.00
Dennis, R. E.....	6,160.00
Eischen, D. E.....	440.00
Euker, W. F.....	220.00
Fletcher, J. C.....	3,520.00
LaRocco, J. B.....	14,520.00
Marx, H. L., Jr.....	440.00
Meyers, P. R.....	4,840.00
Mikrut, J. J., Jr.....	3,080.00
Muessig, E.....	220.00
Peterson, R. E.....	5,940.00
Richter, R. G.....	11,011.00
Twomey, D. P.....	4,400.00
Van Wart, A. T., Sr.....	687.50
Zamperini, C. J.....	220.00
Division - 2	
Benn, E. H.....	440.00
Euker, W. F.....	660.00
Harkless, J. M.....	321.75
Harris, R. O.....	1,320.00
Hicks, R. L.....	2,860.00
Marx, H. L., Jr.....	4,620.00
Mikrut, J.J. Jr.....	330.00
Newman, M. H.....	2,828.58
O'Brien, R. M.....	220.00

Peterson, R. E.....	\$ 6,160.00
Sickles, J. A.....	440.00
Wesman, E. C.....	5,830.00
Zusman, M. E.....	8,940.00

Division - 3

Benn, E. H.....	\$ 28,360.00
Blackwell, F. R.....	1,870.00
Conway, J. E.....	4,400.00
Eischen, D. E.....	13,200.00
Euker, W. F.....	400.00
Fletcher, J. C.....	4,180.00
Hicks, R. L.....	7,480.00
Johnson, J. R.....	1,540.00
Malin, M.H.....	14,190.00
Mason, J. E.....	7,590.00
McAllister, R. M.....	1,100.00
McKissick, A. Y.....	2,200.00
Meyers, P. R.....	4,180.00
Mikrut, J. J., Jr.....	10,670.00
Muessig, J. J., Jr.....	5,133.50
Newman, M. R.....	6,631.42
O'Brien, R. M.....	400.00
Richter, R. G.....	19,129.00
Scheinman, M. F.....	1,760.00
Seidenberg, J.....	5,060.00
Sickles, J. A.....	2,420.00
Simmelkjaer, R. T.....	880.00
Vaughn, M. D.....	440.00
Wallin, G. E.....	3,410.00
Wesman, E. C.....	1,760.00
Witt, H. M.....	1,210.00
Zusman, M. E.....	7,797.73

Division - 4

Fagnani, J. M.....	2,200.00
Zusman, M. E.....	3,749.00

**Cases Docketed and Closed by the National Railroad Adjustment Board
October 1, 1995 to September 30, 1996 and 63 Year Period**

Cases	62 Year Period	1996	1995
<u>ALL DIVISIONS</u>			
Open and on hand at beginning of Period.....		1,929	2,138
New Cases Docketed.....	95,755	835	857
Total number of cases on hand and docketed.....	95,755	2,764	2,995
Cases Closed.....	93,756	765	1,066
Decided without referee.	12,932	1	1
Decided with referee....	53,330	670	945
Withdrawn.....	27,494	94	120
Open cases on hand at close of period.....	1,999	1,999	1929

**Cases Docketed and Closed by the National Railroad Adjustment Board
October 1, 1995 to September 30, 1996 and 63 Year Period (continued)**

Cases	62 Year Period	1996	1995
<u>FIRST DIVISION</u>			
Open and on hand at beginning of Period.....		327	228
New Cases Docketed.....	44,576	121	234
Total number of cases on hand and docketed.....	44,576	448	462
Cases Closed.....	44,246	118	135
Decided without referee.	10,922	0	0
Decided with referee....	13,652	108	119
Withdrawn.....	19,672	10	16
Open cases on hand at close of period.....	330	330	327

**Cases Docketed and Closed by the National Railroad Adjustment Board
October 1, 1995 to September 30, 1996 and 63 Year Period (continued)**

Cases	62 Year Period	1996	1995
<u>SECOND DIVISION</u>			
Open and on hand at beginning of Period.....		231	302
New Cases Docketed.....	13,146	114	134
Total number of cases on hand and docketed.....	13,146	345	436
Cases Closed.....	12,902	101	205
Decided without referee.	738	0	0
Decided with referee....	10,796	76	195
Withdrawn.....	1,368	25	10
Open cases on hand at close of period.....	244	244	231

**Cases Docketed and Closed by the National Railroad Adjustment Board
October 1, 1995 to September 30, 1996 and 63 Year Period (continued)**

Cases	62 Year Period	1996	1995
<u>THIRD DIVISION</u>			
Open and on hand at beginning of Period.....		1,369	1,597
New Cases Docketed.....	33,036	564	459
Total number of cases on hand and docketed.....	33,036	1,933	2,056
Cases Closed.....	31,632	529	687
Decided without referee.	1,263	0	1
Decided with referee....	25,126	471	593
Withdrawn.....	5,243	58	93
Open cases on hand at close of period.....	1,404	1,404	1,369

**Cases Docketed and Closed by the National Railroad Adjustment Board
October 1, 1995 to September 30, 1996 and 63 Year Period (continued)**

Cases	62 Year Period	1996	1995
<u>FOURTH DIVISION</u>			
Open and on hand at beginning of Period.....		8	17
New Cases Docketed.....	5,003	36	30
Total number of cases on hand and docketed.....	5,003	44	47
Cases Closed.....	4,976	17	39
Decided without referee.	1	1	0
Decided with referee....	3,756	15	38
Withdrawn.....	1,211	1	1
Open cases on hand at close of period.....	27	27	8

**Sixty-second
Annual Report of the
First Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1996**

M E M B E R S H I P

R. K. Radek, Chairman
B. R. Wigent
G. R. DeBolt
C. Bryant

M. W. Fingerhut, Vice Chairman
R. R. Settle
M. H. Siegele
W. B. Murphy

Jurisdiction

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

Workload Report - Docketed Cases
Division 1
From 10/1/95 to 9/30/96

	No. of Cases
<hr/>	
Total Caseloads:	
On hand at beginning of year.....	327
New cases docketed.....	121
Cases disposed of.....	118
On hand at end of year.....	330
 Breakdown of Cases Disposed of:	
Decided without Referee.....	0
Decided with Referee.....	108
Otherwise closed (withdrawn).....	10
 Breakdown of Cases on Hand:	
In Referee Assignment.....	115
Record closed but not assigned to Referee.....	162

Carriers Party to Docketed Cases

Division 1

From 10/1/95 to 9/30/96

Amtrak.....	1
Atchison, Topeka & Santa Fe Rwy/Burlington Northern.....	2
Atchison, Topeka & Santa Fe Rwy.....	2
Burlington Northern Railroad Co.....	7
Chicago & North Western Transportation Co.....	1
CSX Transportation.....	4
Duluth, Missabe & Iron Range Rwy.....	1
Durham Transport, Inc.....	1
Grand Trunk Western Railroad Co.....	29
Illinois Central Railroad.....	5
Indiana Habor Belt Rwy.....	1
Manufacturers Railway Co.....	1
Midsouth Rail Corp.....	3
Missouri & Northern Arkansas RR.....	1
South Rail Corporation.....	1
Southern Pacific Transportation Co.....	1
St. Louis Southwestern/S. Pacific.....	1
Tacoma Municipal Beltline.....	2
Union Pacific (C&NW).....	1
Union Pacific Railroad.....	55
Total Docketed Cases.....	121

Unions Party to Docketed Cases

Division 1

From 10/1/95 to 9/30/96

Brotherhood of Locomotive Engineers.....	75
Miscellaneous.....	10
United Transportation Union.....	36
Total Docketed Cases.....	121

**Sixty-second
Annual Report of the
Second Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1996**

M E M B E R S H I P

D. L. Davis, Chairman
J. T. Varsel
J. H. Grant
L. L. Shelton
R. S. Bauman

P. V. Varga, Vice Chairman
J. K. Beatty
J. F. Ingham
J. M. Harvieux
T. N. Tancula

Jurisdiction

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

Workload Report - Docketed Cases
Division 2
From 10/1/95 to 9/30/96

	No. of Cases
<hr/>	
Total Caseloads:	
On hand at beginning of year.....	231
New cases docketed.....	114
Cases disposed of.....	101
On hand at end of year.....	244
 Breakdown of Cases Disposed of:	
Decided without Referee.....	0
Decided with Referee.....	76
Otherwise closed (withdrawn).....	25
 Breakdown of Cases on Hand:	
In Referee Assignment.....	85
Record closed but not assigned to Referee.....	48
<hr/>	

Carriers Party to Docketed Cases
Division 2
From 10/1/95 to 9/30/96

Amtrak.....	4
Atchison, Topeka & Santa Fe	3
Burlington Northern RR Co.....	9
Chicago & North Western Transportation Co.....	1
Conrail- Consolidated Rail Corp.....	10
CSX Transportation.....	50
Delaware & Hudson Railway Co.....	4
Duluth, Missabe & Iron Range Rwy.....	1
Elgin, Joliet & Eastern Railway Co.....	1
Florida East Coast Ry Co.....	1
Grand Trunk Western Railroad Co.....	3
Indiana Harbor Belt Rwy.....	1
Meridian & Bigbee Railroad Co.....	3
Montana Rail Link.....	2
NE Illinois Regional Commuter.....	1
Norfolk Southern Railway Co.....	1
Soo Line Railroad Co.....	4
Southern Pacific Transportation Co.....	6
Springfield Terminal Railway Co.....	3
Springfield Terminal-Vermont.....	2
Union Pacific (C&NW).....	1
Union Pacific Railroad.....	3
Total Docketed Cases.....	114

Unions Party to Docketed Cases
Division 2
From 10/1/95 to 9/30/96

Brotherhood of Railway Carmen/TCU.....	39
Brotherhood of Maintenance of Way Employees.....	1
International Association of Machinists & Aerospace Workers.....	32
International Brotherhood of Firemen & Oilers.....	11

Unions Party to Docketed Cases
Division 2
From 10/1/95 to 9/30/96

International Brotherhood of Electrical Workers.....	18
Miscellaneous.....	3
Sheet Metal Workers International Associatioan.....	8
Transportation Communications Union.....	2
Total Docketed Cases.....	114

**Sixty-second
Annual Report of the
Third Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1996**

M E M B E R S H I P

W. R. Miller, Chairman
G. L. Hart
C. A. McGraw
I. Monroe
L. A. Parmelee

M. C. Lesnik, Vice Chairman
L. Berkshire
J. S. Godfrey
V. J. Guilian
M. D. McCarthy

Jurisdiction

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

Workload Report - Docketed Cases
Division 3
From 10/1/95 to 9/30/96

	No. of Cases
<hr/>	
Total Caseloads:	
On hand at beginning of year.....	1,369
New cases docketed.....	564
Cases disposed of.....	529
On hand at end of year.....	1,404
 Breakdown of Cases Disposed of:	
Decided without Referee.....	0
Decided with Referee.....	471
Otherwise closed (withdrawn).....	58
 Breakdown of Cases on Hand:	
In Referee Assignment.....	609
Record closed but not assigned to Referee.....	780
<hr/>	

**Carriers Party to Docketed Cases
Division 3
From 10/1/95 to 9/30/96**

Alton & Southern.....	2
Amtrak.....	48
AT&SF/Burlington Northern.....	4
Atchison, Topeka & Santa Fe	9
Belt Railway Co. Of Chicago.....	1
Burlington Northern RR Co.....	54
Chicago & North Western Transportation Co.....	1
Chicago, Central & Pacific RR.....	4
Conrail-Consolidated Rail Corp.....	50
CSX Transportation.....	203
Delaware & Hudson Railway Co.....	3
Denver & Rio Grande Western RR.....	3
Denver Union Terminal Rwy Co.....	1
Duluth, Missabe & Iron Range Rwy.....	4
Elgin, Joliet & Eastern Rwy Co.....	2
Florida East Coast Ry Co.....	1
Grand Trunk Western Rwy Co.....	6
Houston Belt & Terminal Rwy Co.....	3
Illinois Central Railroad Co.....	11
Indiana Harbor Belt Rwy.....	1
Kansas City Southern Rwy Co.....	9
Metro North Railroad (MTA).....	1
Montana Rail Link.....	2
New Jersey Transit Rail Op. In.....	3
Norfolk Southern Railway Co.....	4
Northern Indiana Comm. Transp.....	1
Port Authority Trans-Hudson.....	2
Soo Line Railroad.....	15
Southern Pacific Transportation Co.....	31
Springfield Terminal/Maine Central.....	1
St. Lawrence & Atlantic Railroad.....	3
St. Louis Southwestern.....	5
Terminal Railroad Association of St. Louis.....	20

Union Pacific (C&NW).....	7
Union Pacific Railroad.....	44
Western Weighing & Inspection Bureau.....	2
Wheeling & Lake Erie Railway.....	3
Total Docketed Cases.....	564

Unions Party to Docketed Cases
Division 3
From 10/1/95 to 9/30/96

American Train Dispatchers Department/BLE.....	35
Brotherhood of Maintenance of Way.....	359
Brotherhood of Railroad Signalmen.....	74
Hotel & Resturant Emp. & Bart. Int.....	1
Miscellaneous.....	23
Transportation Communication Union.....	72
Total Docketed Cases.....	564

**Sixty-second
Annual Report of the
Fourth Division
of the
National Railroad
Adjustment Board
to the
National Mediation Board**

**For the Fiscal Year Ended
September 30, 1996**

M E M B E R S H I P

R. C. Arthur, Chairman
D. L. Davis
E. C. Snyder

A. K. Gradia, Vice Chairman
J. S. Gibbons
W. M. Cunningham

Jurisdiction

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

Workload Report - Docketed Cases
Division 4
From 10/1/95 to 9/30/96

	No. of Cases
<hr/>	
Total Caseloads:	
On hand at beginning of year.....	8
New cases docketed.....	36
Cases disposed of.....	17
On hand at end of year.....	27
 Breakdown of Cases Disposed of:	
Decided without Referee.....	1
Decided with Referee.....	15
Otherwise closed (withdrawn).....	1
 Breakdown of Cases on Hand:	
In Referee Assignment.....	24
Record closed but not assigned to Referee.....	26

Carriers Party to Docketed Cases
Division 4
From 10/1/95 to 9/30/96

Amtrak.....	6
Amtrak-New Jersey Transit Rail Operations.....	1
Burlington Northern RR Co.....	2
Chicago & North Western Transportation Co.....	1
CSX Transportation.....	3
Indiana Harbor Belt Rwy.....	1
Long Island Rail Rail.....	1
Pittsburgh & Conneaut Dock Co.....	16
Soo Line Railroad.....	1
Southern Pacific Transportation Co.....	3
Union Pacific Railroad.....	1
Total Docketed Cases.....	36

Unions Party to Docketed Cases
Division 4
From 10/1/95 to 9/30/96

American Railway Supervisors Assn. (ARSA).....	14
American Federal of Railroad Police.....	1
Assn. P&C Dock Co. Longshoremen.....	16
Miscellaneous.....	2
Transportation Communications Union.....	1
United Transportation Union.....	2
Total Docketed Cases.....	36

APPENDIX B

FY-1996

Nominations, Appointments or Selections of Neutrals
to Railroad Tribunals (other than the NRAB)

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Appendix B

Nominations, Appointments or Selections of Neutrals to Railroad Tribunals (other than the NRAB)

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APPENDIX B - FY 1996

1. NEUTRALS APPOINTED PURSUANT TO SPECIAL BOARDS OF ADJUSTMENT October 1, 1995 to September 30, 1996

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	SBA NO.	PARTIES
Lynch, F. T.	2	Potomac	MD	04-23-96	0235	UTU
Douglas, R. L.	2	Woodmere	NY	02-26-96	0884	Chicago & North Western UTU
Germano, T. J.	2	Deer Park	NY	02-26-96	0884	Long Island Rail Road UTU
Scheinman, M. F.	2	Manhasset	NY	02-26-96	0884	Long Island Rail Road UTU
Wittenberg, C. A.	2	Chappaqua	NY	02-26-96	0884	Long Island Rail Road UTU
Wesman, E. C.	2	Ithaca	NY	02-12-96	0928	Long Island Rail Road BLE
O'Brien, R. M.	2	Milton	MA	11-20-95	0933	Amtrak BLE
Skonier, J. M.	2	Norristown	PA	06-25-96	0933	Southeastern PA. Trans. Auth BLE
Hicks, R. L.	2	Elgin	IL	07-16-96	0940	Southeastern Pa. Trans. Auth BLE New Jersey Transit Rail Op.

APPENDIX B - FY 1996

1. NEUTRALS APPOINTED PURSUANT TO SPECIAL BOARDS OF ADJUSTMENT October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	SBA NO.	PARTIES
Benn, E. H.	2	Glencoe	IL	02-12-96	0958	BRAC
Skonier, J. M.	2	Norristown	PA	10-17-95	0960	Southeastern PA Trans. Auth UTU
Zusman, M. E.	2	Highland	IN	09-04-96	0973	Southeastern Pa. Trans. Auth TCU
Murphy, N. F.	2	Meridan	NY	09-18-96	1010	Amtrak IBT
Gold, C.	2	P. Beach Gardens	FL	08-06-96	1031	Metro North Railroad (MTA) TCU
Zusman, M. E.	2	Highland	IN	12-11-95	1044	Atchison, Topeka & Santa Fe UTU
Wesman, E. C.	2	Ithaca	NY	02-12-96	1082	Consolidated Rail Corp TCU
Harkless, J. M.	2	Washington	DC	02-15-96	1083	Amtrak TCU
Peterson, R. E.	2	Briarcliff Manor	NY	06-24-96	1084	Consolidated Rail Corp. BLE
Krinsky, E. B.	2	Madison	WI	06-24-96	1084	Wheeling & Lake Erie Rwy BLE Wheeling & Lake Erie

APPENDIX B - FY 1996

1. NEUTRALS APPOINTED PURSUANT TO SPECIAL BOARDS OF ADJUSTMENT October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	SBA NO.	PARTIES
Twomey, D. P.	2	Quincy	MA	06-24-96	1084	BLE
Muessig, E.	2	Arlington	VA	08-03-96	1085	Wheeling & Lake Erie ATDD/BLE
Gold, C.	2	P. Beach Gardens	FL	08-13-96	1086	New Jersey Transit Op TCU CSX Transportation

1 Procedural

2 Merits

APPENDIX B - FY 1996

2. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS) October 1, 1995 to September 30, 1996

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
Domzalski, F. J.	2	Philadelphia	PA	05-06-96	2720	Nat'l Conf. of Firemen & Oilers Consolidated Rail Corp
Klein, J. I.	2	Univ. Heights	OH	08-13-96	4244	BMW Atchison, Topeka & Santa Fe
Richter, R. G.	2	Scottsdale	AZ	02-05-96	4729	UTU Norfolk & Western Railway
Fletcher, J. C.	2	Mt. Prospect	IL	05-29-96	4741	UTU Norfolk & Western Railway
Lynch, F. T.	2	Potomac	MD	07-16-96	4853	UTU Union Pacific Railroad
Lynch, F. T.	2	Potomac	MD	07-16-96	4897	UTU Union Pacific Railroad
Klein, J. I.	2	Univ. Heights	OH	08-13-96	5124	UTU Chicago & North Western Trans
Domzalski, F. J.	2	Philadelphia	PA	07-24-96	5418	BMW Springfield Terminal-Vermont

APPENDIX B - FY 1996

2. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS) October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
Euker, W. F.	2	Marengo	IL	04-15-96	5433	UTU Chicago&North Western Trans
Wallin, G. E.	2	St. Paul	MN	07-31-96	5455	UTU Terminal RR Assn. of St. Louis
Moore, P. J.	2	Oklahoma City	OK	06-25-96	5633	UTU Norfolk Southern Railway Co
Malin, M. H.	2	Chicago	IL	05-06-96	5655	BRC Chicago, Central & Pacific RR
Witt, H. M.	2	Pittsburgh	PA	09-17-96	5672	UTU Maryland & Pennsylvania RR
Criswell, J. B.	2	Sigler	OK	08-01-96	5691	UTU Burlington Northern RR Co.
Newman, M. R.	2	Chicago	VA	08-14-96	5696	BMWE Burlington Northern RR Co.
Fischbach, C. P.	2	Chicago	IL	11-20-95	5730	IAM&AW Chicago & Illinois Midland Rwy
Hays, D. B.	2	Sherman	TX	08-02-96	5756	UTU CSX Transportation
Twomey, D. P.	2	Qunicy	MA	11-02-95	5768	BRC/TCU CSX Transportation
O'Brien, R. M.	2	Milton	MA	11-02-95	5779	BLE Consolidated Rail Corp
Lieberman, I. M.	2	Stamford	CT	11-02-95	5779	BLE Consolidated Rail Corp

APPENDIX B - FY 1996

2. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS) October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
Twomey, D. P.	2	Qunicy	MA	11-02-95	5779	BLE
Harris, R. O.	2	Washington	DC	10-17-95	5784	Consolidated Rail Corp UTU
Lynch, F. T.	2	Potomac	MD	09-17-96	5786	Elgin, Joliet & Eastern Rwy UTU
Gold, Charlotte	2	P. Beach Gardens	FL	10-23-95	5788	CSX Transportation UTU
Wallin, G. E.	2	St. Paul	MN	10-02-95	5790	Elgin, Joliet & Eastern Rwy TCU
Zamperini, C. J.	2	Denver	CO	11-20-95	5794	Amtrak ATDD/BLE
Larney, G. E.	2	Chicago	IL	10-11-95	5795	Southern Pacific Trans. Co UTU
Domzalski, F. J.	2	Philadelphia	PA	10-17-95	5796	Davenport, Rock Island & NW BRS
Cook, John Jr.	2	Portland	OR	10-17-95	5797	Springfield Terminal Rwy Co. UTU
Malin, M. H.	2	Chicago	IL	10-20-95	5798	Portland Terminal RR Co. SMWIA
Witt, H. M.	1	Pittsburgh	PA	10-20-95	5800	NE Illinois Regional Commuter TWUA
Witt, H. M.	2	Pittsburgh	PA	10-31-95	5801	Consolidated Rail Corp UTU
						Elgin, Joliet & Eastern Rwy

APPENDIX B - FY 1996

2. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS) October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
Peterson, R. E.	2	Briarcliff	MA	10-23-95	5802	UTU Southern Pacific Trans. Co
Fischbach, C. P.	2	Chicago	IL	10-23-95	5803	UTU CSX Transportation
Hicks, R. L.	2	Elgin	IL	10-31-95	5805	BRC Springfield Terminal Rwy Co.
Fibish, N. C.	2	Chevy Chase	MD	10-31-95	5806	SMWIA Consolidated Rail Corp
Wesman, E. C.	2	Ithaca	NY	11-09-95	5807	IBEW NE Illinois Regional Commuter
Domzalski, F. J.	2	Philadelphia	PA	11-09-95	5808	Jt.Cnsl.Carmen.H.,Co.Clnrs& Amtrak
Harris, R. O.	1	Washington	DC	04-15-96	5809	UTU Paducah & Louisville RR
Meyers, P. R.	2	Chicago	IL	11-21-95	5810	BMWE CSX Transportation
Peterson, R. E.	2	Briarcliff	MA	11-21-95	5811	UTU Norfolk Southern Railway Co
Peterson, R. E.	2	Briarcliff	MA	01-17-96	5812	ATDD/BLE Norfolk Southern Railway Co
McDonnell, J. R.	2	Snyder	NY	01-23-96	5813	BRAC/TCIU South Buffalo Rwy Co
Rinaldo, T. N.	2	Buffalo	NY	11-21-95	5813	BRAC/TCIU South Buffalo Rwy Co

APPENDIX B - FY 1996

2. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS) October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
Seidenberg, J.	2	Falls Church	VA	11-21-95	5814	BLE Burlington Northern RR Co.
Wallin, G. E.	2	St. Paul	MN	01-17-96	5815	IAM&AW Illinois Central Railroad Co.
Klein, J. I.	2	Univ. Heights	OH	12-12-95	5816	IAM&AW Atchison, Topeka & Santa Fe
Wallin, G. E.	1	St. Paul	MN	11-29-95	5817	UTU Gateway Western Railway
Mason, J. E.	2	Palm Coast	FL	01-17-96	5819	ATDD/BLE Norfolk Southern Railway Co
Kasher, R. R.	2	Bryn Mawr	PA	12-06-95	5820	BRC Port Authority Trans-Hudson
Malin, M. H.	2	Chicago	IL	12-06-95	5821	UTU NE Illinois Regional Commuter
Larney, G. E.	2	Chicago	IL	12-06-95	5822	TCU Amtrak
Lynch, F. T.	2	Potomac	MD	12-06-95	5823	UTU Union Pacific Railroad
Johnson, J. R.	2	McLean	VA	12-06-95	5824	ARSA Amtrak
Klein, J. I.	2	Univ. Heights	OH	02-23-96	5825	UTU Duluth, Missabe & Iron Rng
Peterson, R. E.	2	Briarcliff	MA	12-12-95	5826	UTU DeQueen & Eastern RR Co

APPENDIX B - FY 1996

2. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS) October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
Muessig, E.	2	Arlington	VA	12-12-95	5827	IBEW
Fisher, A. J.	2	Elgin	IL	12-12-95	5828	Duluth, Missabe & Iron Range UTU
Johnson, J. R.	2	McLean	VA	12-12-95	5829	Burlington Northern RR Co. IAM & AW
Skonier, J. M.	2	Norristown	PA	12-14-95	5830	Amtrak USWA
Vaughn, M. D.	2	Gaithersburg	MD	09-20-96	5830	Conemaugh & Black Lick RR USWA
Twomey, D. P.	2	Qunicy	MA	01-11-96	5831	Conemaugh & Black Lick RR BLE
O'Brien, R. M.	2	Milton	MA	03-20-96	5832	Union Pacific Railroad BLE
Simon, B. E.	2	Arlington Hts,	IL	01-17-96	5833	Union Pacific Railroad IAM & AW
Gold, Charlotte	2	P. Beach Gardens	FL	01-17-96	5835	CSX Transportation TCU
Seidenberg, J.	2	Falls Church	VA	09-17-96	5836	Union Pacific Railroad TCU
Peterson, R. E.	2	Briarcliff	MA	04-08-96	5837	Kansas City Southern Rwy Co. UTU
Wesman, E. C.	2	Ithaca	NY	01-17-96	5838	Cuyahoga Valley Railway SMWIA Southern Pacific Trans. Co

APPENDIX B - FY 1996

2. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS) October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
Meyers, P. R.	2	Chicago	IL	01-18-96	5839	BMWE Union Pacific Railroad
Peterson, R. E.	2	Briarcliff	MA	08-13-96	5841	UTU Norfolk Southern Railway Co
Meyers, P. R.	2	Chicago	IL	02-05-96	5842	BMWE Southern Pacific Trans. Co
Duffy, H. C.	2	Deale	MD	02-05-96	5843	SMWI CSX Transportation
Lefkow, D. M.	2	Chicago	IL	02-05-96	5844	UTU Belt Rwy Co. of Chicago
Hicks, R. L.	2	Elgin	IL	02-12-96	5845	BRC Burlington Northern RR Co.
Vaughn, M. D.	2	Gaithersburg	MD	06-06-96	5846	UTU Norfolk Southern Railway Co
LaRocco, J. B.	2	Sacramento	CA	05-07-96	5847	ARSA Pacific Fruit Express Company
Harris, R. O.	2	Washington	DC	04-23-96	5848	UTU Ind. Hi-Rail Corporation
Fletcher, J. C.	2	Mt. Prospect	IL	02-16-96	5848	UTU CSX Transportation
Hicks, R. L.	2	Elgin	IL	02-23-96	5850	BMWE Atchison, Topeka & Santa FE
Fletcher, J. C.	2	Mt. Prospect	IL	02-23-96	5851	BRC CSX Transportation

APPENDIX B - FY 1996

2. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)

October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
Fletcher, J. C.	2	Mt. Prospect	IL	02-28-96	5853	BRC Illinois Central Railroad Co.
Van Wart, A. T., Sr.	2	Brooksville	FL	02-28-96	5855	BMWE Union Pacific Railroad
Zusman, M. E.	2	Highland	IN	03-04-96	5856	IBEW C-P Rail (Soo Line)
Zusman, M. E.	2	Highland	IN	03-04-96	5857	IBEW C-P Rail (Soo Line)
Muessig, E.	2	Arlington	VA	03-11-96	5858	BLE Houston Belt & Term. Rwy Co.
Fredenberger, W. E., Jr.	2	Stafford	VA	03-20-96	5859	BRAC/TCU Denver & Rio Grande Western
Peterson, R. E.	2	Briarcliff	MA	03-20-96	5860	IBEW Springfield Terminal Rwy Co
Peterson, R. E.	2	Briarcliff	MA	03-22-96	5861	UTU Norfolk & Western Rwy
Fredenberger, W. E., Jr.,	2	Stafford	VA	03-27-96	5862	UTU Texas Mexican Railway
Fagnani, J. M.	2	Sewell	NJ	03-29-96	5863	IBEW Amtrak
Wesman, E.C.	2	Ithaca	NY	04-05-96	5864	ATDD/BLE Burlington Northern RR Co.
Peterson, R. E.	2	Briarcliff	MA	04-08-96	5865	UTU Cuyahoga Valley Railway

APPENDIX B - FY 1996

2. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS) October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
Criswell, J. B.	2	Stigler	OK	04-15-96	5866	UTU Central of Georgia Rwy Co.
Peterson, R. E.	2	Briarcliff	MA	04-15-96	5867	BLE Kansas City Southern Rwy Co.
Peterson, R. E.	2	Briarcliff	MA	04-15-96	5868	BRC Port Terminal Railroad Assoc.
Boyda, S. W.	2	Marysville	KS	05-09-96	5869	UTU Central Kansas Railway, Inc.
Criswell, J. B.	2	Stigler	OK	04-23-96	5870	UTU Southern Pacific Trans. Co.
LaRocco, J. B.	2	Sacramento	CA	04-23-96	5872	UTU Southern Pacific Trans. Co
Lieberman, I. M.	2	Stamford	CT	04-23-96	5873	SMWIA CSX Transportation
Wallin, G.E.	2	St. Paul	MN	08-06-96	5874	UTU East Erie Commercial Rwy Co.
Johnson, J. R.	2	McLean	VA	05-03-96	5875	BRS Amtrak
Simon, B. E.	2	Arlington Hts,	IL	05-03-96	5876	IAM&AW Texas City Terminal Railway
Malin, M. H.	1	Chicago	IL	05-05-96	5878	BLE Duluth, Missabe&Iron Range
O'Brien, R. M.	2	Milton	MA	05-07-96	5879	IBB&B Consolidated Rail Corp

APPENDIX B - FY 1996

2. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS) October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
Domzalski, F. J.	2	Philadelphia	PA	07-02-96	5879	IBBB Consolidated Rail Corp.
Newman, M. R.	2	Chicago	IL	05-09-96	5880	SMWIA CSX Transportation
O'Brien, R. M.	2	Milton	MA	05-10-96	5881	BLE CSX Transportation
Muessig, E.	2	Arlington	VA	05-14-96	5882	IBEW Duluth, Missabe & Iron Range
Meyers, P. R.	2	Chicago	IL	05-15-96	5883	Nat'l Conf. of Firemen & Oilers Illinois Central Railroad Co.
Peterson, R. E.	2	Briarcliff	MA	05-22-96	5884	UTU Dakota, Minnesota & Eastern
Meyers, P. R.	2	Chicago	IL	05-23-96	5885	BMWE St. Louis Southwestern
Kelly, D. T.	2	Livonia	MI	05-23-96	5886	BLE CSX Transportation
Larney, G. E.	1	Chicago	IL	05-24-96	5887	UTU Terminal RR Assn. of St. Louis
Cook, John Jr.	2	Portland	OR	07-02-96	5888	Nat'l Conf. of Firemen & Oilers Montana Rail Link
Gold, Charlotte	2	P. Beach Gardens	FL	07-17-96	5889	IAM & AW Norfolk & Western Ry Co.
Fletcher, J. C.	2	Mt. Prospect	IL	06-07-96	5890	UTU Union Pacific Railroad

APPENDIX B - FY 1996

2. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)

October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
Fredenberger, W. E., Jr.	2	Stafford	VA	06-10-96	5891	UTU
Meyers, P. R.	2	Chicago	IL	06-12-96	5892	Denver & Rio Grande Western BMW
Suntrup, E. L.	2	Winnetka	IL	06-11-96	5893	CSX Transportation BRC
Criswell, J. B.	2	Stigler	OK	06-14-96	5894	Indiana Harbor Belt Rwy. UTU
Witt, H. M.	2	Pittsburgh	PA	06-24-96	5895	Tacoma Municipal Beltline UTU
Meyers, P. R.	2	Chicago	IL	06-25-96	5896	Illinois Central Railroad Co. BMW
Miller, R. L.	2	Corvallis	OR	07-16-96	5897	CSX Transportation BRC/TCU
Newman, M. R.	2	Chicago	IL	08-07-96	5898	CSX Transportation IAM&AW
Goldstein, E. H.	2	Chicago	IL	07-01-96	5900	Atchison, Topeka & Santa FE Nat'l Conf. of Firemen & Oilers
Meyers, P. R.	2	Chicago	IL	07-23-96	5901	NE Illinois Regional Commuter Nat'l Conf. of Firemen & Oilers
Peterson, R. E.	2	Briarcliff	MA	07-02-96	5902	Soo Line Railroad UTU
Fredenberger, W. E., Jr.	1	Stafford	VA	07-08-96	5903	Norfolk & Western Railway UTU
						Long Island Rail Road

APPENDIX B - FY 1996

2. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS) October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
Miller, R. L.	2	Corvallis	OR	07-16-96	5904	BRC CSX Transportation
Malin, M. H.	2	Chicago	IL	07-16-96	5905	BMWE Elgin, Joliet & Eastern Rwy
Malin, M. H.	2	Chicago	IL	07-16-96	5906	TCU NE Illinois Regional Commuter
Richter, R. G.	2	Scottsdale	AZ	07-23-96	5907	UTU CSX Transportation
Marx, H. L., Jr.	2	New York	NY	07-23-96	5908	BRC Atchison, Topeka & Santa FE
Peterson, R. E.	2	Briarcliff	MA	07-23-96	5909	UTU Patapsco & Back Rivers RR
Peterson, R. E.	2	Briarcliff	MA	08-06-96	5910	BRC Norfolk & Western Railway
Vause, W. G.	2	Gulfport	FL	07-26-96	5911	IAM&AW CSX Transportation
Lynch, F. T.	2	Potomac	MD	07-29-96	5912	UTU Union Pacific Railroad
Dennis, R. E.	2	P. Beach Gardens	FL	08-01-96	5913	TCU CSX Transportation
Skonier, J. M.	2	Norristown	PA	08-06-96	5915	UTU Amtrak
Peterson, R. E.	2	Briarcliff	MA	08-14-96	5916	UTU CSX Transportation

APPENDIX B - FY 1996

2. NEUTRALS APPOINTED PURSUANT TO PUBLIC LAW 89-456 (PUBLIC LAW BOARDS)

October 1, 1995 to September 30, 1996 (Continued)

NAME	TYPE	CITY	STATE	DATE OF APPOINTMENT	PLB NO.	PARTIES
Yost, J. E.	2	Dania	FL	08-15-96	5917	Nat'l Conf. of Firemen & Oilers CSX Transportation
Eischen, D. E.	2	Aurora	NY	08-23-96	5918	BLE Southern Pacific Trans. Co
Meyers, P. R.	2	Chicago	IL	09-03-96	5919	BMWE CSX Transportation
Fagnani, J. M.	2	Sewell	NJ	09-03-96	5920	Nat'l Conf. of Firemen & Oilers New Jersey Transit
Fletcher, J. C.	2	Mt. Prospect	IL	09-18-96	5922	BMWE Norfolk & Western Rwy Co
Moore, P. J.	2	Oklahoma City	OK	09-18-96	5923	UTU Norfolk & Portsmouth Beltline
Irvin, R. J.	2	Warrior	AL	09-19-96	5924	UTU Apalachicola Northern RR Co.
Goldstein, E. H.	2	Chicago	IL	09-19-96	5925	IBEW NE Illinois Regional Commuter
Criswell, J. B.	2	Stigler	OK	09-18-96	5926	UTU Columbus & Greenville Rwy
Richter, R. G.	2	Scottsdale	AZ	09-18-96	5927	TCU Burlington Northern RR Co.
Klein, J. I.	2	Univ. Heights	OH	09-26-96	5928	UTU Burlington Northern RR Co.

1 Procedural

2 Merits

3. Neutrals Appointed – Arbitration Boards Under RLA Section 157
October 1, 1995 to September 30, 1996

Name	Residence	Date of Appt.	Arb. No.	Parties
Harris, Robert O.....	Washington, DC.....	10-10-95	557	CSX Transportation UTU
Kasher, Richard K*.....	Bryn Mawr, PA.....	03-12-96	558	Elgin, Joliet & Eastern Rwy. Co. - UTU
Criswell, John B*.....	Stigler, OK.....	04-29-96	559	National Rwy Labor Conf. UTU
Moore, Preston, J*.....	Oklahoma City, OK.....	04-29-96	559	National Rwy Labor Conf. UTU
Harris, Robert, O*.....	Washington, DC.....	04-29-96	559	National Rwy Labor Conf. UTU
Moore, Preston, J*.....	Oklahoma City, OK.....	06-14-96	560	Norfolk Southern Railway Co. UTU
Harris, Robert, O.....	Washington, DC.....	07-15-96	561	Norfolk Southern Railway Co. UTU
Criswell, John, B*.....	Stigler, OK.....	08-06-96	562	Union Pacific Railroad UTU

* Selected by the parties.

4. Neutrals Appointed – Interest Arbitration
October 1, 1995 to September 30, 1996

Name	Residence	Date of Appt.	Arb. No.	Parties
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Criswell, John B*	Stigler, OK.....	04-29-96	559	National Rwy Labor Conf. UTU
Moore, Preston, J*	Oklahoma City, OK.....	04-29-96	559	National Rwy Labor Conf. UTU
Harris, Robert, O*	Washington, DC.....	04-29-96	559	National Rwy Labor Conf. UTU

* Selected by the parties.

5. Neutrals Selected – Labor Protective Provisions
October 1, 1995 to September 30, 1996

Name	Residence	Date of Appt.	Parties
David P. Twomey.....	Chestnut Hill, MA.....	10-23-95	Southern Pacific Transportation ATDD/BLE
James F. Searce.....	Tallahassee, FL.....	11-28-95	Grand Trunk Western Railroad TCIU
Eckehard J. Muessig.....	Arlington, VA.....	12-05-95	Norfolk Southern Railway UTU
Robert O. Harris.....	Washington, DC.....	01-31-96	CSX Transportation UTU
Robert G. Richter.....	Chicago, IL.....	04-29-96	CSX Transportation IAM&AW
Jacob Seidenberg.....	Falls Church, VA.....	06-17-96	CSX Transportation UTU
Herbert L. Marx, Jr.....	New York, NY.....	07-01-96	Burlington Northern Santa Fe J. Hofacker/R. Galbacy
Robert M. O'Brien.....	Milton, MA.....	08-22-96	CSX Transportation SMWIA
Peter R. Meyers.....	Chicago, IL.....	09-01-96	CSX Transportation IBEW
Thomas N. Rinaldo.....	Buffalo, NY.....	09-17-96	Buffalo & Pittsburgh RR UTU
Arthur T. Van Wart, Sr.....	Brooksville, FL.....	09-30-96	CSX Transportation IBEW/BRS/TCU

**6. Neutrals from Panels for Railroad System Boards of Adjustment
October 1, 1995 to September 30, 1996**

Name	Residence	Date of Panel	Parties
Dana E. Eischen.....	Ithaca, NY.....	10-13-95	CSX Transportation BMWE
Panel submitted.....		12-05-95	Northern Indiana Commuter Trans. Dist. & UTU
Panel submitted but no arbitrator selected.....		12-06-95	Atchison, Topeak & Santa Fe BMWE
Panel submitted.....		01-13-96	Norfolk Southern Rwy Co. IAM&AW
Panel submitted but no arbitrator selected.....		04-19-96	Burlington Northern RR IBT

7. Neutrals Selected—Airline System Boards of Adjustment
October 1, 1995 to September 30, 1996

Name	Residence	Date of Panel	Parties
Joseph A. Weston.....	Belleair Beach, FL.....	06-25-96	Air Canada and IBT
Two Panels submitted..no arbitrators selected.....		09-24-96	Air Canada and IBT
One Panel submitted..dispute settled by Parties.....		11-08-95	American International Airways and IBT
One Panel submitted. no arbitrator selected.....		04-08-96	American International Airways and IBT
Peter J. Maniscalco.....	St Louis, MO.....	04-08-96	American International Airways and IBT
Two Panels submitted...disputes settled by Parties.....		04-17-96	American International Airways and IBT
Lawrence T. Holden, Jr.....	Aspen, CO.....	06-04-96	Atlantic Southeast Airlines, Inc. and ALPA
Charlotte Gold.....	Palm Springs Garden, FL	12-11-95	Atlantic Southeast Airlines, Inc. and ALPA
One Panel submitted..dispute settled by parties.....		12-11-95	Atlantic Southeast Airlines, Inc. and ALPA
Michael H. Beck.....	Seattle, WA.....	06-04-96	Atlantic Southeast Airlines, Inc. and ALPA
Benjamin M. Shieber.....	Baton Rouge, LA.....	06-04-96	Atlantic Southeast Airlines, Inc. and ALPA
William Eaton.....	San Francisco, CA.....	06-04-96	Atlantic Southeast Airlines, Inc. and ALPA
Herbert Fishgold.....	Washington, DC.....	06-04-96	Atlantic Southeast Airlines, Inc. and ALPA
Four Panels submitted..no arbitrator selected		09-20-96	Atlantic Southeast Airlines, Inc. and ALPA
Roger P. Kaplan.....	Alexandria, VA.....	08-21-96	Association of Flight Attendants-Service Charge Objections.
One Panel submitted... no arbitrator selected.....		01-17-96	Bahamasair and IAM&AW

* Selected from a panel submitted by the National Mediation Board

7. Neutrals Selected—Airline System Boards of Adjustment
October 1, 1995 to September 30, 1996 (Continued)

Name	Residence	Date of Panel	Parties
One Panel submitted...no arbitrator selected.....		12-11-95	CCAir and IBT
Robert O. Harris.....	Washington, DC.....	05-14-96	CCAir and IBT
One Panel submitted dispute settled by parties.....		11-21-95	Great Lake Aviation and Great Lakes -Pilots Association
Anthony Sinicropi.....	Iowa City, IA.....	07-16-96	Northwest Airlines and ALPA
One Panel submitted...dispute settled by parties.....		03-18-96	Philippine Airlines, Inc. and IAM&AW
William E. Fredenberger, Jr.....	Stafford, VA.....	08-14-96	Piedmont Airlines and Airline Machinists
William E. Fredenberger, Jr.....	Stafford, VA.....	08-14-96	Piedmont Airlines and Airline Machinists
Two Panels submitted...no arbitrators selected.....		04-12-96	Piedmont Airlines and AFA
Two Panels submitted...no arbitrators selected.....		02-26-96	Ross Aviation and ALPA
One Panel submitted...dispute settled by parties.....		09-03-96	Tampa Airlines and IAM
One Panel submitted...dispute withdrawn by parties.....		03-21-96	Trans State Airlines and ALPA
Two Panels submitted...disputes withdrawn by parties.....		04-30-96	Trans State Airlines and ALPA
Randall Kelly.....	New York, NY.....	03-11-96	United Parcel Service Co. and IBT
James E. Conway.....	Great Falls, VA.....	09-24-96	USAir and IAM
Nicholas H. Zumas.....	Washington, DC.....	09-24-96	USAir and IAM
Eckehard Muessig.....	Arlington, VA.....	09-24-96	USAir and IAM
William E. Fredenberger, Jr.....	Stafford, VA.....	09-24-96	USAir and IAM
Rolf Valtin.....	Lovettsville, VA.....	09-24-96	USAir and IAM
One Panel submitted...withdrawn by parties.....		08-21-96	USAir and IAM
Roger P. Kaplan.....	Alexandria, VA.....	05-07-96	USAir and IAM
Nicholas H. Zumas.....	Washington, DC.....	03-25-96	USAir and IAM
Nicholas H. Zumas.....	Washington, DC.....	03-25-96	USAir and IAM
Robert G. Williams.....	Mooresville, NC.....	03-25-96	USAir and IAM
One Panel submitted...withdrawn by parties.....		03-25-96	USAir and IAM
Gilbert H. Vernon.....	Eau Claire, WI.....	03-25-96	USAir and IAM
David P. Twomey.....	Chestnut Hill, MA.....	03-25-96	USAir and IAM
Milton Rubin.....	Groton-on-Hudson, NY...	03-25-96	USAir and IAM
Roger P. Kaplan.....	Alexandria, VA.....	03-25-96	USAir and IAM
Hyman Cohen.....	Beachwood, OH.....	03-11-96	USAir and IAM

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

**7. Neutrals Selected—Airline System Boards of Adjustment
October 1, 1995 to September 30, 1996 (Continued)**

Name	Residence	Date of Panel	Parties
Robert O'Brien.....	Milton, MA.....	10-19-95	USAir and IAM
Margery F. Gootnick.....	Rochester, NY.....	10-19-95	USAir and IAM
Howard Edelman.....	Rockville Centre, NY.....	08-20-96	USAIR Shuttle and AFA
W. William Hockenberry.....	Falls Church, VA.....	08-14-96	USAIR Shuttle and AFA
M. David Vaughn.....	Gaithersburgh, MD.....	02-20-96	USAIR Shuttle and AFA
I. M. Lieberman.....	Stamford, CT.....	02-20-96	USAIR Shuttle and AFA
Robert O. Harris.....	Washington, DC.....	12-06-95	USAIR Shuttle and AFA
Robert E. Peterson.....	Briarcliff Manor, NY.....	12-06-95	USAIR Shuttle and AFA

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

NOTE:

During FY-1996 there were no neutral appointments to panels charged with resolving disputes pursuant to Public Law 91518 - Rail Passenger Service Act of 1970 (AMTRAK), Public Law 93236 - Regional Rail Reorganization Act of 1973 (Conrail) or for disputes concerning Union Shop Agreements.

APPENDIX C

FY-1996

Selected Labor Organizations and Associated Acronyms

Select Labor Organizations and Associated Acronyms

AIRLINES

ADA	Alaska Dispatchers Association
AEA	Aviation Employees Association
AFA	Association of Flight Attendants
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
AWPA	Air Wisconsin Pilots Association
FAFC	Flight Attendants for a Free Choice
FEIA	Flight Engineers' International Association
FTTE	Freedom to the Employees
HERE	Hotel Employees & Restaurant Employees International Union
IAM&AW	International Association of Machinists & Aerospace Workers
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
IFFA	Independent Federation of Flight Attendants
IUFA	Independent Union of Flight Attendants
PAFCA	Professional Airline Flight Control Association
PCCA	Professional Cabin Crew Association
PFCA	Pacific Flight Crew Association
RAPA	Regional Airline Pilots Association
SAEA	Southwest Airlines Employees Association
SAM	Society of Airline Meteorologists
SAPIA	Southwest Airlines Professional Instructors Association
SCCA	Southwest Crew Controllers Association
SDA	Southwest Dispatchers Association
SJPA	Southern Jersey Pilots Association
TCU	Transportation Communications International Union
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

RAILROADS

AFRP	American Federation of Railroad Police, Inc.
AMREA	Arkansas & Missouri Railroad Engineers Association
ATDA	American Train Dispatchers Association
BB	International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers & Helpers
BLE	Brotherhood of Locomotive Engineers
BMWE	Brotherhood of Maintenance of Way Employees
BRS	Brotherhood of Railroad Signalmen
CTD	Chicago Truck Drivers, Helpers & Warehousemen Workers Union
DM&IRRP	Duluth, Missabe & Iron Range Railway Patrolmen
DSC	Dispatchers' Steering Committee
FFRE	Florida Federation of Railroad Employees
FICU	First Independent Carmen's Union
FOP	Fraternal Order of Police
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
IWA	International Woodworkers of America
LIUNA	Laborers' International Union of North America
LU	Local Union
M&PSCA	M&P Shop Crafts of America
MSEA	Modesto Shop Employees Association
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
TCU-ARSA	American Railway and Airline Supervisors Association, a Division of TCU
TCU-Carmen	Brotherhood Railway Carmen, a Division of TCU
TSBREA	Tuscola & Saginaw Bay Railway Employees Association
TWU	Transport Workers Union of America
UAW	United Automobile Workers of America
UPIU	United Paperworkers International Union
URSA	United Railway Supervisors Association
USWA	United Steelworkers of America
UTU	United Transportation Union
YSC	Yardmasters Steering Committee

