

# **National Mediation Board**



## **Sixty-Fourth Annual Report**

Including the Report of the  
National Railroad Adjustment Board

For the Fiscal Year Ended  
September 30, 1998





## 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-Fourth Annual Report of the National Mediation Board (NMB) for Fiscal Year 1998, pursuant to Section 4, Second of the Railway Labor Act.

This report reviews twelve months of the Board's activities under the Railway Labor Act (RLA)—the law that governs labor relations in the rail and air transportation industries. The RLA 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.

For the second consecutive year, the NMB continued to resolve disputes at a very high rate and no RLA Presidential Emergency Boards or PEBs were created. The year was marked by difficult mediation disputes, however, as airlines earned record profits and bargaining often became contentious as labor organizations sought to increase wages and other benefits for their members. The fifteen day strike by Northwest Airlines' pilots following a year in mediation was a very contentious dispute, which ultimately was resolved by a mediated agreement and without resorting to a PEB. No disruptions of essential railroad transportation services occurred during the year and the Board continued to facilitate the rail freight labor-management committee charged with developing options for the FY 2000 round of national bargaining.

The Board accelerated its implementation of the Government Performance and Results Act (GPRA) and adopted the GPRA annual performance plan as the NMB's management operating plan. It also improved administrative and support services. Finally, the Board continued to expand its alternative dispute resolution (ADR) program by increasing the range of services and by serving more carriers and labor organizations.

Respectfully,

Stephen E. Crable  
Chief of Staff

# NATIONAL MEDIATION BOARD

Fiscal Year 1998

Ernest W. DuBester, Chairman  
Magdalena G. Jacobsen, Member  
Kenneth B. Hipp, Member

Stephen E. Crable, Chief of Staff  
Jeffrey MacDonald, Assistant Chief of Staff

Ronald M. Etters  
General Counsel

John J. Bavis  
Senior Mediator

Lawrence Gibbons  
Senior Mediator

James E. Armshaw  
Director, Development &  
Technical Services

June D.W. King  
Chief Financial Officer

Priscilla C. Zeigler  
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

Benetta Mansfield\*  
Senior Hearing Officer/  
Legal Counsel

Joyce M. Klein  
Senior Hearing Officer/  
Legal Counsel

\*Joined the NMB staff subsequent to the 1998 fiscal year.

NATIONAL MEDIATION BOARD  
Fiscal Year 1998

Mediators

John J. Bavis	Lawrence Gibbons
Samual Cognata	Pat Sims
Richard Hanusz	Rich Frey
Jack Kane	Thomas Ingles
Les A. Parmelee*	Gale Oppenberg
Laurette Piculin	John Schrage
Linda A. Puchala*	

\*Joined the NMB staff subsequent to the 1998 Fiscal Year.

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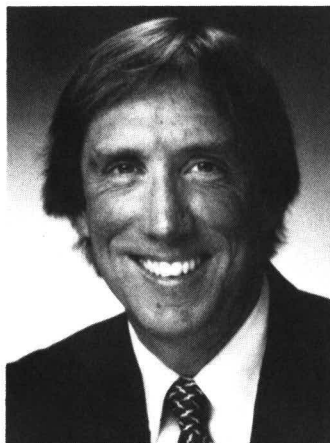


## REGISTRY OF BOARD MEMBERS

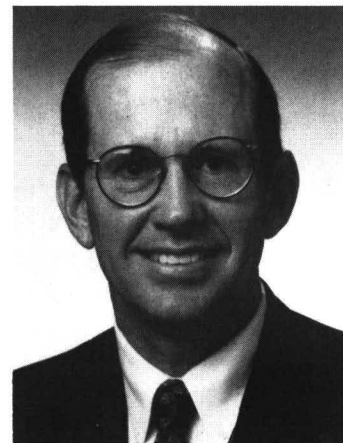
NAME	ENTERED OFFICE		
Ernest W. DuBester	11-15-93	Term Exp.	07-01-98
Magdalena G. Jacobsen	12-01-93	Term Exp.	07-01-99
Kenneth B. Hipp	05-19-95	Resigned	12-31-98
Kimberly A. Madigan	08-20-90	Resigned	11-30-93
Patrick J. Cleary	12-04-89	Resigned	01-31-95
Joshua M. Javits	01-19-88	Resigned	11-14-93
Charles L. Woods	01-09-86	Resigned	01-15-88
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
William M. Leiserson	03-01-43	Resigned	05-31-44
Harry H. Schwartz	02-26-43	Term Exp.	01-31-47
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



Magdalena G. Jacobsen



Ernest W. DuBester



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 interstate 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 transportation services.

### **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:

- conducting initial investigation of representation applications;
- determining and certifying collective bargaining representatives of employees; and
- ensuring 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. The NMB provides a range of arbitration processes in the railroad industry and facilitates the selection of arbitrators in the airline industry 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. The Board also provides a continuing education program for its professional staff to ensure that staff receive practitioner-oriented classroom and on-the-job training in ADR and traditional approaches.

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

## **II. Summary of NMB Activities, Fiscal Year 1998**

The NMB recorded an increased number of case closures for the second consecutive year. Mediation/ADR and representation case closures increased by 21 percent for FY 1998. Mediation case closures increased by 32 percent and representation case closures increased by nearly 10 percent. The Board continued to move ahead and expand its new alternative dispute resolution (ADR) initiative.

This was the first year that the NMB evaluated its performance under the Government Performance Results Act. Performance for FY 1998 showed that the agency is substantially meeting most of its performance plan and strategic plan goals relating to timeliness and quality of its mediation, representation and arbitration services. However, the results also showed that there are still areas that need improvement and adjustment.

In reviewing the agency's performance under the FY 1998 annual plan, the Board revised its FY 1999 plan in several areas, consolidating and simplifying the overall plan. One of the primary changes moved the customer services standards, which predated and stood apart from the plan, into the FY 1999 and subsequent plans. By incorporating the customer service plan into the annual performance plan, the agency ensures that the annual performance plan supports and complements the customer service goals of the agency. After extensive research and review, the NMB completed plans for an integrated case management system. This system will centralize information for Mediation, Representation and Arbitration. The current system is being revised to allow the agency to better measure, report and manage its performance under the strategic and annual performance plans.

Consistent with the goals and objectives of the Board's strategic plan, information technology has become an integral part of the agency's management process. The NMB improved its remote computer access capabilities to better enable mediation staff to report case status and provide the agency with the information needed to effectively monitor customer service standards. This change also allowed the flexibility of more users simultaneously accessing the agency's computer system.

An end of year review of Y2K compatibility showed that all of the network servers and individual work stations are fully Y2K compatible. The agency's E-mail and remote access systems were replaced in August 1998. This change has positioned the agency to capitalize on revised and improved software as new versions are released. The Board will continue to expand user groups in the IT area. The concept of user groups is key to the success of any IT program and allows users to fully take advantage of the efficiency offered by new and upgraded hardware and software.

The NMB is moving toward an improved electronic financial management system, which will enhance management's ability to make and implement effective policy and program decisions. Because of the Board's size, the agency's financial mandates are limited to the core requirements of the Financial Management Improvement Act and the Joint Financial Management Improvement Program. The Board is coordinating with other small agencies in our endeavor to procure a new financial system. While the Board is not covered by the Chief Financial Officers Act, for the past four years the agency has undergone voluntary financial audits. The FY 1998 audit of the NMB's Financial Position and Changes in Net Position marked the fourth consecutive year that the NMB had voluntary financial audits. The agency is pleased to report that success was achieved during FY 1998 with the agency receiving an unqualified audit opinion.

The Board launched its web site, [www.nmb.gov](http://www.nmb.gov), on February 25, 1998. Extensive coordination between the NMB staff and labor, management, neutral parties and the public enabled the Board to develop a customer-focused and user-friendly site. The NMB's web site focuses on the principal functions of Mediation, Representation, Arbitration and PEBs under the RLA. Documents are easily accessible to the public and the staff time needed to respond to "paper" requests is showing a decrease. Documents on the web site include the Railway Labor Act, as amended and the NMB's Rules, Representation Manual, Strategic Plan and Customer Service Plan. Instructions and forms for the parties to request NMB services and for arbitrators to request inclusion on the NMB arbitration roster are also on the web site. Beginning with FY 1998, all NMB Representation Determinations are archived on the site and these may be viewed and copied directly from the site without additional user software.

A Weekly Activity Report highlights current Mediation, Representation, Arbitration and other activities occurring during a given week. The site also includes contact and office location information about the Board and its staff. By the end of the fiscal year, the NMB web site contained approximately eighty Internet pages and more than seventy-five documents and forms with plans in place for additional information and features.

### **III. FY 1998 Highlights and Review of Case Record**

The NMB is responsible for providing carriers and labor organizations with dispute resolution services in the railroad and airline industries. The Board's "customers" include more than 100 scheduled airlines, 500 railroads, and dozens of labor organizations. These carriers employ more than 900,000 employees. NMB jurisdiction also extends to hundreds of smaller certificated air carriers, commuters, and air taxis, including ambulance, sightseeing, commercial helicopter and certain airport, air freight and related services as well as the employees working for these carriers.

By successfully resolving mediation and representation disputes and facilitating the resolution of arbitration disputes, the Board contributes to the stable, reliable and efficient transportation of passenger, freight, cargo and mail services, both nationally and internationally.

#### **Mediation Services**

The NMB is statutorily mandated to assist the parties in resolving their collective bargaining disputes and to avoid if possible, interruptions to interstate commerce due to strikes, lockouts or other forms of economic self-help. Strikes or other interruptions to commerce and transportation services in these industries lawfully may occur, but only after the Board has determined that its mediation efforts have been exhausted. While such disruptions in service potentially take a toll on the economy, businesses and individuals, the services of the Board are instrumental in minimizing them. Since 1980, only slightly more than one percent of cases involved a disruption of service.

#### **Railroads**

The focus of collective bargaining for rail freight has been twofold. RLA Section 6 bargaining over replacement agreements has been centered on those carriers which were not part of national handling (the last round of national bargaining). The primary issue in these negotiations was whether replacement agreements adopt or vary the patterns set by the last round. Even before this railroad bargaining cycle is closed out, preparation by the parties has begun for the next round of national bargaining which starts in November 1999.

A second overriding consideration impacting labor relations in the railroad industry during FY 1998 was the "mega-mergers" between Class I railroads. During the year, a merger was announced between the Illinois Central Railroad and the Canadian National Railroad. The Surface Transportation Board also approved the acquisition and division of Conrail between CSX and Norfolk Southern. The operational merger associated with

this transaction was scheduled to begin during the coming year. Finally, the Union Pacific - Southern Pacific continued to face operational, financial and labor relations issues as it struggled to more effectively operate as a single carrier. The impact of these three mergers created a full collective bargaining agenda, as labor and management parties bargained over "implementation" agreements to ensure a smooth transition for the newly expanded carriers and their respective represented employee groups.

On the rail-passenger side, as a result of recent Congressional action, Amtrak undertook a reorganization of its Board and conducted negotiations with all its employee labor organizations for new employee labor protective provisions. Following settlements between Amtrak and the BMW, TCIU and BLE, the carrier and several other labor organizations remained in mediation at the end of the year.

### Airlines

During FY 1998, the airline industry enjoyed record profits, and collective bargaining tended to become more contentious as labor organizations bargained aggressively to increase wages and other benefits for their memberships. In most cases, the outcome of these negotiations has been successful with a minimal amount of public disruption. For example, the Board successfully mediated an agreement between Continental Airlines and the Independent Association of Continental Pilots. After years of pay concessions, the agreement restored Continental pilots to pay rates consistent with industry standards. This agreement occurred without a cooling off period or strike.

In another case, however, the rising expectations of employees and the inability of the carrier to satisfy these expectations led to a disruption of service. Northwest Airlines and the Air Line Pilots Association were unable to reach an agreement after a year of mediation culminating in a two-week strike. The parties reached a mediated agreement ending the strike following intensive mediation. Finally, the apparent increasing frequency with which tentative agreements were being rejected by employees, continued to challenge the Board to assist carriers and labor organizations in negotiating agreements which carriers can afford and employees will accept.

A major development in the airline industry which has significance for collective bargaining is the aggressive expansion of marketing alliances. These alliances or "virtual mergers" are intended to gain the clout which comes from sharing flight identifier codes and other marketing assets, while avoiding the difficulties which often accompany operational mergers. Numerous air carriers, including major carriers such as Continental, Northwest, United, Delta, and American, have concluded code-share or alliance agreements with other national, regional or foreign carriers. These alliances portend difficult collective bargaining as employee groups negotiate for protection of



“their” work from encroachment by the employees of their alliance partners.

The advent of new, fuel efficient regional jet aircraft created similar tensions. Who will crew and service regional jets and where these jets will operate is a contentious issue, which potentially pits the interests of regional carriers and their employees against the interests of major airlines with their code-share partners and their employees.

A list of mediation cases docketed and closed for the fiscal year is provided in the Mediation Case Record at the end of this section of the report.

### **Alternative Dispute Resolution Services**

During FY 1998, the NMB greatly accelerated its initiative to train, facilitate and educate the railroad and airline labor and management parties on ADR techniques. Although it is too soon to judge the effectiveness of these initiatives, there is anecdotal evidence which suggests the initiatives are beginning to have a positive effect on the collective bargaining culture in the railroad and airline industries. These techniques, if successful, will lead to improved relationships, more durable agreements and fewer problems in the future.

Although the concepts of grievance mediation, interest-based problem solving negotiations and other alternate dispute resolution techniques are relatively new to railroads and airlines, the techniques are gaining popularity throughout these two industries. These practices are gaining acceptance of the airlines faster than the railroads. The number of interest-based problem solving cases has increased dramatically this year and continues to be a popular alternative to or supplement of traditional negotiations. Nearly one third of the dispute resolution cases docketed during 1998 involved some form of interest-based initiative.

The NMB continues to train its mediator staff on the techniques of interest-based negotiations and grievance mediation to handle the increased demand. The Board also believes that in having these skills, the mediators can be more effective problem solvers in traditional negotiations.

The NMB is actively involved in grievance mediation, interest-based problem solving negotiations, and labor-management committee facilitation. Recent NMB grievance mediation training and facilitation recipients included: America West/ALPA\*, PSA/ALPA, AIA/IBT, Metro North/BLE and UTU, CC Air/AFA, Airborne/IBT, American Airlines/APA, DHL/ALPA and Grand Trunk/UTU. Interest-based bargaining

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\*See the Appendix C key list of labor organizations and their associated acronyms for those used in the report

training and facilitation recipients included: Northwest Airlines/TWU, Conrail/BLE/UTU, Piedmont/ALPA, Business Express/ALPA, Horizon Airlines/IBT, Comair/ALPA, World Airways/IBT, Allegheny/ALPA, PSA/ALPA, Atlantic Southeast Airlines/AFA, Reno Air/ALPA, American Trans Air/AFA and Aloha Air/ALPA. Labor-management committee activities centered on the facilitation of meetings of the UTU/National Carriers' Conference Committee (NCCC) National Wage and Rule Panel.

### **Mediation/ADR Case Statistics**

During FY 1998 the NMB docketed 82 new mediation/ADR cases. The number of cases closed in FY 1998 increased dramatically by nearly 32 percent over FY 1997 (108 versus 82). The following shows the combined Mediation/ADR caseload for the last three years:

	FY-1998	FY-1997	FY-1996
Pending Start of Year	184	150	151
Received During Year	82	116	63
Resolved During Year	108	82	64
Pending End of Year	158	184	150

# **MEDIATION CASE RECORD FY 1998** **DOCKETED RAILROAD CASES**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT-CLASS</b>
Amtrak	UTU	Conductors & Asst. Conductors
Argenbright Security	SEIU	Baggage Screeners
Bessemer & Lake Erie RR	BMWE	Maintenance of Way
Bessemer & Lake Erie RR	UTU	Enginemen
Birmingham Southern RR	BLE	Locomotive Engineers
Birmingham Southern RR	TCU-BRC	Carmen
CN-Grand Trunk Western	UTU	Yardmaster
Cuyahoga Valley RR	UTU	Engineers Firemen Hostlers(21) Diesel Mechanics(10)Clerks(5)
Delaware & Hudson	BMWE	Maintenance of Way
Duluth, Missabe & Iron Range	BLE	Engineers, Firemen & Yardman
Elgin, Joliet & Eastern RW	UTU	Trainmen & Yardman
Florida East Coast RW	BMWE	Maintenance of Way Employees
Iowa Interstate	TCU	Carmen
Kyle Railroad Co., Inc.	UTU	Carmen
Lake Terminal Railroad	USWA	Locomotive Repairmen & Maintenance of Way
Long Island RR	IRSA	Gang Foremen, Supervisors (etc.)
Long Island RR	IRSA	Gang Foremen, Equipment Supervisors
Louisiana & N. West RR	TCU	Carmen
Louisiana & N. West RR	UTU	Conductor & Trainmen
Maryland & Penn. RR	UTU	Engineers, Conductors, Brakemen, Car Inspectors

**MEDIATION CASE RECORD FY 1998**  
**DOCKETED RAILROAD CASES (continued)**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT-CLASS</b>
New England Central RR	UTU	Transportation Specialists Operator Employees
Paducah & Louisville Rwy	BMWE	Maintenance of Way
Patapsco & Back Rivers	TCU-BRC	Carmen
Port Authority Trans Hudson	BLE	Yard Supervisors & Engineers
River Terminal Railway	UTU	Conductor & Brakeman
Sand Springs Railway	BLE	Locomotive Engineers
Soo Line Railroad	BLE	Locomotive Engineers
Soo Line Railroad	TCU/ ARASA	Technical Engineers
Soo Line Railroad	UTU	Yardmasters
Springfield Terminal RW	UTU	Trainmen
Union Railroad Co.	USWA	Clerks
Union Railroad Co.	USWA	Track Cart Locomotive Dept. Crafts
W Texas & Lubbock RR	UTU	Operating Employees
Wheeling & Lake Erie RW	BRS	Signalmen
Wheeling & Lake Erie RW	BRS	Locomotive Mechanics
Wisconsin Central, LTD	UTU	Conductors

# **MEDIATION CASE RECORD FY 1998** **CLOSED RAILROAD CASES**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT-CLASS</b>
Amtrak	BLE	Engineers
Amtrak	BMWE	Maintenance of Way
Amtrak	BMWE	Maintenance of Way
Amtrak	BRS	Signalmen
Amtrak	TCU	Clerical
Berlin Mills Railway	UTU	Trainmen
Berlin Mills Railway	UTU	Engineers
Berlin Mills Railway	UTU	Conductors
Birmingham Southern RR	TCU-BRC	Carmen
Boston & Maine	IBF&O	Firemen & Oilers
ConRail	ILA	Longshoremen
ConRail	URSA	Foremen
Cuyahoga Valley RR Co.	UTU	Maintenance of Way
Delaware & Hudson	BRS	Foremen
Delaware & Hudson	BRS	Instructors
Delaware & Hudson	BRS	Signalmen
Delaware & Hudson	BRS	Maintainers
Delaware & Hudson	IBF&O	Firemen & Oilers
Delaware & Hudson	TCU	Clerical
Delaware & Hudson	UTU	Conductors
Delaware & Hudson	UTU	Switchmen
Delaware & Hudson	UTU	Trainmen
Duluth, Winnipeg & Pacific	BMWE	Maintenance of Way
Eastern Idaho RR	BLE	Engineers

**MEDIATION CASE RECORD FY 1998  
CLOSED RAILROAD CASES (continued)**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT-CLASS</b>
Eastern Idaho RR	BLE	Trainmen
Escanaba & Lake Superior	BMWE	Maintenance of Way
Ft. Smith Railroad Company	BLE-ATDA	Conductors
Ft. Smith Railroad Company	BLE-ATDA	Carmen
Ft. Smith Railroad Company	BLE-ATDA	Engineers
Gateway Western Railway	UTU	All Crafts-classes
Grand Trunk Western RW	BMWE	Maintenance of Way
Iowa Interstate	TCU	Carmen
Kyle Railroad Co., Inc.	UTU	Carmen
Lake Terminal Railroad	USWA	Locomotive Repairmen & Maintenance of Way
Lake Terminal Railroad	UTU	Enginemen
Long Island RR	IBEW	Electrical Workers
Long Island RR	IRSA	Gang Foremen, Equipment Supervisors
Long Island RR	SMWIA	Sheet Metal Workers & Pipe Fitters
Maine Central Railroad	IBF&O	Firemen & Oilers
Maryland & Penn. RR	UTU	Engineers, Conductors, Brakemen, Car Inspectors
Metro-North	TCU	Clerks
Michigan Livestock	UFCW	Laborers
Minnesota & Manitoba	BMWE	Maintenance of Way
Montana Rail Link	BMWE	Maintenance of Way
Montana Rail Link	BRS	Signalmen

# **MEDIATION CASE RECORD FY 1998**

## **CLOSED RAILROAD CASES (continued)**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT-CLASS</b>
Montana Rail Link	IAM	Machinists
Montana Rail Link	IAM	Carmen
Montana Rail Link	IBEW	Electrical Workers
Montana Rail Link	IBEW	Firemen & Oilers
NLRC (NCCC/Conrail)	TCU	Clerks
No. Indiana Transportation District	UTU	Engineers
No. Indiana Transportation District	UTU	Trainmen
No. Indiana Transportation District	UTU	Conductors
Norfolk & Western RR	UTU	Conductors, Trainmen, Firemen, & Engineers
Norfolk & Western RR	UTU	Conductors, Trainmen, Firemen, & Engineers
Norfolk Southern	BMWE	Maintenance of Way
Paducah & Louisville Rwy	BMWE	Maintenance of Way
Patapsco & Back Rivers	TCU-BRC	Carmen
Patapsco & Back Rivers	UTU	Conductors & Engineers
PATH	BLE-ATDA	Dispatchers
PATH	UTU	Conductor
PATH	UTU	Tower
PATH	UTU	Crew Dispatchers
Portland Terminal Company	IBF&O	Firemen & Oilers
River Terminal Railway	UTU	Engineers

**MEDIATION CASE RECORD FY 1998**  
**CLOSED RAILROAD CASES (continued)**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT-CLASS</b>
River Terminal RR	UTU	All Craft-class Except Clerks
River Terminal RR	UTU	Mechanics
River Terminal RR	UTU	Clerks
River Terminal RR	UTU	Car Inspectors
River Terminal RR	UTU	Signal Maintainers
Sand Springs RR	BLE	Locomotive Engineers
SEPTA	UTU	Conductors & Assistants
Soo Line Railroad	TCU	Clerks
Soo Line Railroad	UTU	Brakemen
Soo Line Railroad	UTU	Switchmen
Soo Line Railroad	UTU	Firemen
Soo Line Railroad	UTU	Switchmen
Soo Line Railroad	UTU	Firemen
Steelton & Highspire Railroad	USWA	Maintenance of Way



# **MEDIATION CASE RECORD FY 1998** **DOCKETED AIRLINE CASES**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT-CLASS</b>
Aeronautical Radio, Inc.	IBT	Radio Operator Technicians
Air Wisconsin	AFA	Flight Attendants
Alaska Airlines, Inc.	IAM	Ramp Service & Stores Employees
Aloha Airlines	ALPA	Pilots
Aloha Airlines	IAM	Mechanics & Related; COFPS
American Int'l Airways	IBT	Pilots & Flight Engineer
Atlantic Coast Airlines	AFA	Flight Attendants
Chautauqua Airlines, Inc. (d/b/a USAir Express)	IBT	Pilots
Grand Aire Express, Inc.	IBT	Pilots
Great Lakes Aviation	IBT	Pilots
Mesa Airlines	AFA	Flight Attendants
Mesaba Airlines	AMFA	Mechanics & Related Personnel
Northwest Airlines, Inc.	IAM	Flight Kitchen
Northwest Airlines, Inc.	IAM	Plant Protection
Northwest Airlines, Inc.	IAM	Mechanics & Related
Northwest Airlines, Inc.	IAM	Clerical Office Fleet & Passenger Service Employees
Northwest Airlines, Inc.	IAM	Equipment Service & Stock Clerks
Offshore Logistics	OPEIU	Flight Crew Members
Pakistan Int'l Airlines	IBT	Airfreight
Polar Air Cargo	ALPA	Flight Deck Crew Members

**MEDIATION CASE RECORD FY 1998**  
**DOCKETED AIRLINE CASES**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT-CLASS</b>
Sun Country Airlines	IBT	Flight Attendant
Swiss Air Transport Co.	IAM	Cargo Agents
Trans World Airlines	IAM	Flight Attendants
US Airways	IAM	Mechanics & Related
USAir, Inc.	IAM	Fleet Service Employees

# **MEDIATION CASE RECORD FY 1998** **CLOSED AIRLINE CASES**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT-CLASS</b>
Aeronautical Radio, Inc.	IBT	Radio Operator Technicians
Air Wisconsin Airlines	IAM	Mechanics & Related
Air Wisconsin Airlines	IAM	Clerical, Office, Fleet & Passenger
Alitalia Airlines	IAM	Cargo, Passenger, Sales & Traffic
Aloha Airlines	ALPA	Pilots
Atlantic Southeast Airlines	APA	Pilots
Atlantic Coast Airlines	AMFA	Mechanics & Related
Continental Airlines	IACP	Pilots
Executive Jet Aviation	IBT	Mechanics & Related
Great Lakes Airlines	IBT	Pilots
Horizon Air	AFA	Flight Attendants
Lineas Areas Costarricenses	IBT	Fleet Service Employees(Ramp)
Lloyd Aereo Boliviano, SA	IBT	Clerical, Office, Fleet & Passenger
Mexicana De Aviacion	IAM	Office, clerical, Fleet & Passenger Service Emp.
Northwest Airlines, Inc.	ALPA	Pilots
Northwest Airlines, Inc.	IAM	Equipment Service & Stock Clerks
Rich Int'l Airways	RPA	Pilots
Skyway Airlines	ALPA	Flight Deck Crew
Southern Air Transport	IBT	Pilots
Southern Air Transport	IBT	Flight Engineers

**MEDIATION CASE RECORD FY 1998**  
**CLOSED AIRLINE CASES (continued)**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT-CLASS</b>
Sun Country Airlines	ALPA	Flight Deck Crew
UFS	TWU	Flight Attendants
United Parcel Service	IPA	Flight Deck Crew
West Air Commuter	AFA	Flight Attendants
Westair Commuter Airlines	ALPA	Pilots
World Airways	IBT	Flight Attendants

## Representation

The National Mediation Board is responsible for effectuating airline and railroad employee rights of self-organization under the Railway Labor Act. The Board 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 number of representation cases resolved during FY 1998 increased by 10 percent when compared to the previous year, while new case filings remained the same. The following table shows the representation caseload for the last three years:

	FY-98	FY-97	FY-96
Pending Start of Year	24	29	29
Received During Year	78	78	68
Resolved During Year	91	83	68
Pending End of Year	11	24	29

The NMB's election procedures require that the applicant's showing of interest must be provided at an early point in the investigation. Where the employees are not represented for collective bargaining purposes, a 35 percent showing is required in order for the NMB to continue the investigation. If the craft or class covered by the application already is represented and a collective bargaining agreement is in effect, the showing of interest requirement is a majority of the employees in the craft or class. Should the applicant meet the showing of interest requirement, the NMB will continue the investigation and usually conduct a secret ballot election. In order for a representative to be certified, a majority of the eligible voters must cast valid ballots.

The selection of employee representatives under the RLA is accomplished on a system-wide basis. This frequently involves conducting investigations at numerous operating locations across the nation. In many instances, labor and management raise substantial

issues relating to the composition of the electorate, the eligibility of particular employees to vote, allegations of election interference and other complex matters which require careful investigation by the NMB. The following cases during FY 1998 involved large elections and/or raised complex issues.

The IAM filed an application with the NMB in April 1998 to represent nearly 18,000 Passenger Service employees at United Airlines. The ensuing election was the largest election involving airline employees and one of the largest representation elections conducted under any labor-management statute in the United States\*. The employees in this craft or class occupy numerous positions ranging from staffing airport ticket counters to the telephone reservations agents stationed at office locations. Due to the large and diverse electorate, there were thousands of eligibility issues to resolve by the NMB's investigative staff. These issues were resolved so effectively that no appeals were filed. Based on the election results, the IAM was certified to represent the craft or class in July 1998.

Another large election conducted during the year involved the application by the Aircraft Mechanics Fraternal Association (AMFA) to represent 10,000 Mechanics and Related employees at Northwest Airlines. At the time the NMB investigated the case, the employees were then currently represented and the labor-management environment had several unresolved collective bargaining disputes, including contract bargaining directly affecting the employees involved in this case. The NMB completed its investigation, conducted an election and was reviewing post-election challenges filed in this case at the close of the fiscal year.

Under the RLA, the NMB has the duty to ensure that the employees' choice regarding representation is made without interference, influence or coercion. In a representation case involving Petroleum Helicopters, Inc., the Office and Professional Employees International Union (OPEIU) alleged, in September 1997, that the carrier had impermissibly interfered with the freedom of choice of the carrier's Flight Deck Crew Members. The OPEIU had narrowly lost the election among the approximately 600 employees in this craft or class. Following an extensive investigation, including numerous on-site interviews, the NMB concluded in January 1998 that an additional election was justified. OPEIU narrowly lost the re-run election and alleged, in March 1998, that the carrier had impermissibly interfered with the Flight Deck Crew Members' freedom of choice. The NMB's investigation of those allegations led the Board to conclude that there had not been interference with the election. Accordingly, the OPEIU's application was dismissed.

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\*The largest representation election under the Railway Labor Act involved 35,560 REA Express employees in R-3750, December 10, 1965.

In a case involving Delta Airlines' Fleet Service employees, the participants disagreed substantially over the appropriate composition of the craft or class. The Transport Workers Union of America (TWU) asserted that it had satisfied the NMB's required showing of interest from the Fleet Service employees. Delta maintained that its Fleet Service and Passenger Service employees belonged in the same craft or class. As a result, the asserted number of potentially eligible voters ranged from approximately 9,000 claimed by the TWU to almost 18,000 alleged by Delta. Based on the NMB's determination that the showing of interest provided for Fleet Service employees alone was less than the required 35 percent, the Board dismissed the TWU's application.

Representation disputes involving large numbers of employees tend to be more publicly visible. However, all cases require and receive neutral and professional investigations by the Board. The dynamic evolution of both the railroad and airline industries assures that the NMB will continue to be faced with challenging representation issues to investigate and resolve during the coming years. A continuing volume of new representation cases can be expected due to the proliferation of short-line railroads and the ongoing efforts to organize employees at the regional airlines and the remaining unrepresented employees at the larger air carriers.

# REPRESENTATION CASE RECORD FY 1998

## DOCKETED RAILROAD CASES

CARRIER	UNION	CRAFT/CLASS
Atlanta & Gulf/Georgia & Florida Railroads	BMWE	Maintenance of Way
Atlanta & Gulf/Georgia & Florida Railroads	BMWE	Signalmen
Buffalo & Pittsburgh RR	IBEW	Electricians
Burlington Northern & Santa Fe Railway Company	BLE	Dispatchers
Columbus & Greenville Ry Co.	CCA-TCU	Carmen
Conrail/Monongahela Ry	--	(Merger Procedure)
CSX Transportation, Inc.	--	(Merger Procedure)
CSX Transportation, Inc.	--	(Merger Procedure)
Delaware & Hudson Ry Co.	--	(Merger Procedure)
Delaware-Lackawanna RR, Inc.	BMWE	Op. & Non-Op. Emp.
Delaware-Lackawanna RR, Inc.	BMWE	Flight Deck...
Delaware-Lackawanna RR, Inc.	BMWE	Train & Engine...
Delaware-Lackawanna RR, Inc.	BMWE	Mechanics & Related
Delaware-Lackawanna RR, Inc.	BMWE	Stock Clerks
Florida East Coast Ry	BMWE	Maintenance of Way
Ft. Smith Railroad Company	FSREU-BLE	Engineers +
I&M Rail Link	BRS	Signalmen
I&M Rail Link	IBEW	Electricians...
Illinois & Midland RR	TCU	Clerical Office.
Illinois & Midland RR	TCU	Carmen
Indiana Southern RR	UTU	Op. & Non-Op. Emp.
Missouri & Northern RR Co., Inc.	BLE	Train & Engine...
N.E. Illinois Regional Commuter Railroad Corp.	CCPA-TCU	Police Officers...
Toledo, Peoria & Western RR	UTU	Yardmasters



# REPRESENTATION CASE RECORD FY 1998

## CLOSED RAILROAD CASES

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT/CLASS</b>	<b>DISPOSITION</b>
Arkansas & Missouri RR	BLE	Mechanics	Certification
Arkansas & Missouri RR	BLE	Trainmen	Certification
Arkansas & Missouri RR	BLE	Engineers	Certification
Atlantic & Gulf...	BLE	Train & Engine...	Certification
Atlantic & Gulf...	BMWE	Signalmen	Certification
Atlantic & Gulf...	BMWE	Maintenance of Way	Certification
Buffalo & Pittsburgh RR	IBEW	Electricians	Certification
Columbus & Greenville	CCA	Carmen	Certification
Conrail, Monongahela	RLEA	All Craft/Class	Dismissal
CSX Transportation	RLEA	All Craft/Class	Dismissal
CSX Transportation	RLEA	All Craft/Class	Dismissal
Dakota-Minnesota-Eastern RR	BMWE	Maintenance of Way	Dismissal
Delaware & Hudson	RLEA	Trainmen	Dismissal
Florida East Coast	BMWE	Maintenance of Way	Certification
Fort Smith RR	BLE +	Engineers +	Cert-revoked
Georgia Ports Authority	IBT	Marine Dock...	Dismissal
I&M Rail Link	IBEW	Electricians...	Certification
I&M Rail Link	BRS	Signalmen	Certification
Illinois & Midland RR	TCIU	Clerical Office...	Certification
Illinois & Midland RR	TCIU	Carmen	Certification
Indiana RR Company	UTU	Train & Engine...	Certification
Indiana Southern RR	UTU	Op. & Non-Op Emp.	Dismissal
Mo. & N. Ark. RR	BLE	Train & Engine...	Certification
NE Ill. Regional...	CCPA+	Police Officers...	Certification
New England Central RR	UTU	Train & Engine...	Certification
Toledo, Peoria &...RR	UTU	Yardmasters	Dismissal

**REPRESENTATION CASE RECORD FY 1998**  
**DOCKETED AIRLINE CASES**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT/CLASS</b>
Air Logistics LLC	OPEIU	Mechanics-Ground Sup
AirTran Airlines	AFA	Flight Attendants
AirTran Airlines	IBT	Ground Service
AirTran Airlines	IBT	Fleet & Passenger Serv
AirTran Airlines	IBT	Stock Clerks
Alaska Airlines	AMFA-IAM	Mechanics & Related
Allegheny Airlines	AAMA-IBT	Mechanics & Related
Allegheny Airlines	IBT	Stock Clerks
Allegheny Airlines d/b/a USAir Express	IBT	Fleet & Passenger Serv.
Aloha IslandAir	IBT	Fleet & Passenger Serv.
Aloha IslandAir	IBT	Flight Attendants
America West Airlines	IBT	Quality Control...
American International Airways	IBT	Flight Attendants
Amerijet International Airlines	IBT	Flight Deck...
ARC Security	IBT	Skycaps
Atlantic Southeast Airlines	TWU	Dispatchers
Atlantic Coast Airlines	AMTU	Mechanics & Related
Atlas Air	ALPA	Flight Deck...
Champion Air	CAPA	Flight Deck...
Capital Cargo Int'l Airlines	CCCA	Cockpit Crew...
Carnival Air Lines and Pan American World Airways	ALPA	Flight Deck...
CCAir	IBT	Stock Clerks
Challenge Air Cargo	IBT	Mechanics & Related

**REPRESENTATION CASE RECORD FY 1998**  
**DOCKETED AIRLINE CASES (continued)**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT/CLASS</b>
Challenge Air Cargo	IBT	Stock Clerks
Customized Transportation	IBT	Fuel Truck Drivers
Express Airlines I d/b/a Northwest Airlink	UPIU	Flight Attendants
Express Airlines I	IBT	Mechanics & Related
Express One International	IBT	Flight Deck...
Frontier Airlines	AFA	Flight Attendants
Great Lakes Aviation	IAM & AW	Stores Employees
Great Lakes Aviation, Ltd	IAM & AW	Stores Employees
Keystone Flight Services	OPEIU	Pilots
Kiwi International Airlines	IBT	Flight Deck...
Mesa Airlines	TWU	Dispatchers
Mesaba Aviation	IAM & AW	Fleet & Passenger Serv.
Midway Airlines	IAM & AW	Fleet Service...
Midway Airlines	ALPA	Flight Deck...
Midway Airlines	AFA	Flight Attendants
Northern Air Cargo	IBEW	Flight Deck...
Northwest Aerospace Training	IAM & AW	Simulator Tech...
Northwest Airlines	IAM-AMFA	Mechanics & Related
Polar Air Cargo	IBT	Mechanics & Helpers
Reeve Aleutian Airways	IBEW	Mechanics & Related
Reeve Aleutian Airways	IBEW	Dispatchers
Ryan International Airlines	ALPA	Flight Deck...
Simmons Airlines d/b/a American Eagle	ALPA, AFA, TWU, IBT	(Merger Procedure)

**REPRESENTATION CASE RECORD FY 1998**  
**DOCKETED AIRLINE CASES (continued)**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT/CLASS</b>
Sky Trek International Airlines	IAM & AW	Flight Attendants
Southern Air Transport	IBT	Flight Deck...
Tower Air	ALPA	Flight Deck...
United Airlines	IAM & AW	Training Prog. Maintenance
United Airlines	IAM & AW	Passenger Service...
United Parcel Service	IAM & AW	Simulator Tech...
United Parcel Service	IBT	Simulator Tech...
US Airways	CWA	Fleet Service...

# REPRESENTATION CASE RECORD FY 1998

## CLOSED AIRLINE CASES

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT/CLASS</b>	<b>DISPOSITION</b>
Air Logistics, LLC	OPEIU	Mechanics-Ground Support Personnel	Dismissal
Air South Airlines	ASPA	Pilots	Dismissal
Air Tran Airlines	IBT	Fleet & Passenger Service	Dismissal
Air Tran Airlines	IBT	Ground Service	Dismissal
Air Tran Airlines	IBT	Stock Clerks	Certification
Air Tran Airlines	ATPA	Pilots	Certification
Air Tran Airlines	IBT	Flight Attendants	Dismissal
Air Transport Int'l	IBT	Flight Deck Crew	Certification
Alaska Airlines, Inc.	AMFA	Mechanics & Related	Certification
Allegheny AL (USAIR Express)	IBT	Mechanics & Related	Certification
Allegheny AL (USAIR Express)	IBT	Fleet & Passenger Service	Dismissal
Allegheny AL (USAIR Express)	IBT	Stock Clerks	Certification
Aloha Islandair	TWU	Dispatchers	Certification
Aloha Islandair	IBT	Fleet & Passenger Service	Dismissal
Aloha Islandair	IBT	Fleet & Passenger Service	Dismissal
Aloha Islandair	IBT	Flight Attendants	Dismissal
America West A/L	IBT	Quality Control/Aircraft Inspectors	Dismissal
America West A/L	IBT	Stock Clerks	Dismissal
America West A/L	TWU	Fleet Service	Dismissal
American Int'l Airways	IBT	Flight Attendants	Dismissal

**REPRESENTATION CASE RECORD FY 1998**  
**CLOSED AIRLINE CASES (continued)**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT/CLASS</b>	<b>DISPOSITION</b>
Amerijet Int'l	IBT	Flight Deck Crew	Dismissal
ARC Security	IBT	Skycaps	Dismissal
Atlantic Coast A/L	AMTU	Mechanics & Related	Certification
Atlas Air	ALPA	Flight Deck Crew	Dismissal
Capital Cargo Int'l	CCCA	Cockpit Crew	Certification
Carnival AL + Pan Am. World	ALPA	Flight Deck Crew	Dismissal
CC Air	IBT	Stock Clerks	Certification
Challenge Air Cargo	IBT	Mechanics & Related	Certification
Challenge Air Cargo	IBT	Stock Clerks	Certification
Champion Air	CAPA	Flight Deck...	Certification
Customized Transportation	IBT	Fuel Truck Drivers	Certification
Delta Airlines	TWU	Fleet Service	Dismissal
Express I Airlines (NW Airlink)	UPIU	Flight Attendants	Certification
Express I Airlines (NW Airlink)	IBT	Mechanics & Related	Dismissal
Express One Int'l	IBT	Flight Deck Crew	Certification
Fine Airlines	IBT	Flight Deck Crew	Certification
Frontier Airlines	IBT	Mechanics & Related	Dismissal
Frontier Airlines	IBT	Stock Clerks	Dismissal
Great Lakes Aviation, LTD.	IAM & AW	Stores Employees	Certification
Keystone Flight Services	OPEIU	Pilots	Dismissal
KIWI Int'l Holdings	IBT	Flight Deck Crew	Certification
Mesa Airlines	TWU	Dispatchers	Dismissal
Mesaba Aviation	IAM & AW	Fleet & Passenger Service	Dismissal
Midway Airlines	IAM & AW	Fleet Service	Certification

**REPRESENTATION CASE RECORD FY 1998**  
**CLOSED AIRLINE CASES (continued)**

<b>CARRIER</b>	<b>UNION</b>	<b>CRAFT/CLASS</b>	<b>DISPOSITION</b>
Midway Airlines	ALPA	Flight Deck Crew	Certification
Midwest Express A/L	IBT	Pilots	Certification
Northern Air Cargo	IBEW	Flight Deck Crew	Certification
NW Aerospace...	IBT	Simulator Tech.	Certification
Polar Air Cargo, Inc.	IBT	Mechanics & Related	Dismissal
Reeve Aleutian	IBEW	Dispatchers	Dismissal
Reeve Aleutian	IBEW	Mechanics & Related	Certification
Ryan Int'l	ALPA	Flight Deck Crew	Certification
Simmons Airlines	RLEA	All Crafts/Classes (Merger Procedure)	Certification
Sky Trek International AL	IAM & AW	Flight Attendants	Dismissal
Southern Air Transport	IBT	Flight Deck...	Dismissal
Tower Air	ALPA	Flight Deck Crew	Certification
United Airlines, Inc.	IAM & AW	Passenger Service...	Certification
United Airlines, Inc.	IAM & AW	Training Program Maintenance Coordinators	Dismissal
United Parcel Service	IBT	Simulator Tech.	Dismissal
United Parcel Service	IAM & AW	Simulator Tech.	Dismissal
US Airways	CWA	Fleet Service	Dismissal
US Airways	CWA	Passenger Service	Certification
USA Jet Airlines	IBT	Flight Deck Crew	Dismissal
Worldwide Airline Service	IBT	Flight Attendants	Dismissal

## IV. NMB Customer Service Program

The National Mediation Board is committed to enhancing service to our customers through prudent innovation and continuous improvement in agency operations. Consistent with Executive Order 12862 (September 11, 1993), the President's Memorandum on Improving Customer Service (March 22, 1995), and the Government Performance and Results Act (GPRA), the NMB strives to provide the highest quality of service.

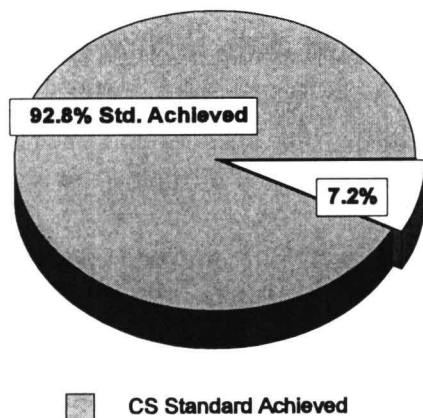
The Board uses a variety of approaches to obtain candid critiques and suggestions from our customers, concerning the agency's services and the most desirable means of effectively providing those services. Very useful information was obtained initially from a series of focus group meetings held in previous years. These focus groups involved a broad spectrum of the NMB's key labor/management customers.

### 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 for Fiscal Year 1998 compared to Fiscal Year 1997 are detailed below.

### Mediation Performance Goals

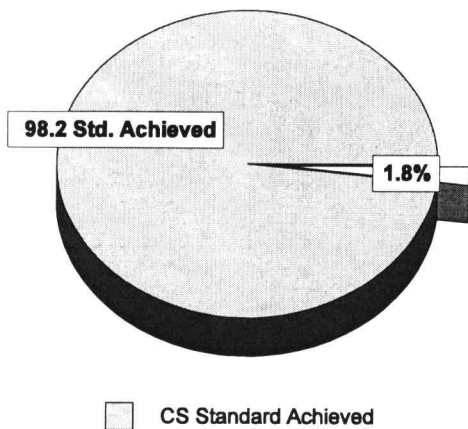
Performance Goal - A: "Mediation applications will be responded to within three business days following their receipt by the NMB."



Performance Review: For FY 1997, 88 percent of mediation applications were responded to within three business days. In FY 1998, the level of performance improved to 92.8 percent.

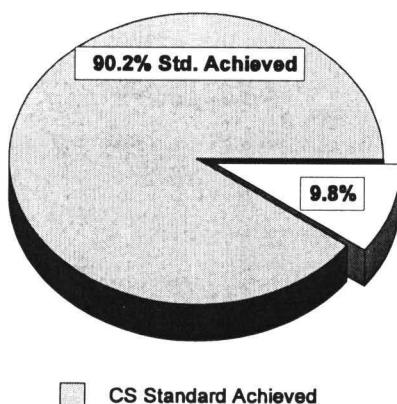


Performance Goal - B: "A Mediator will be assigned within 14 calendar days following docketing of a mediation case."



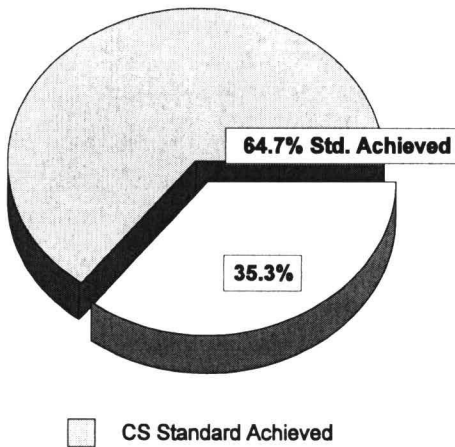
Performance Review: During FY 1997 a mediator was assigned within 14 calendar days of docketing in nearly 91 percent of the cases. The level of achievement exceeded 98 percent in FY 1998.

Performance Goal - C: "The assigned Mediator will make an initial contact with the parties within seven calendar days following his or her assignment to the mediation case."



Performance Review: During FY 1997, initial contact with the parties was made within seven calendar days following assignment in 65 percent of the cases. Performance in FY 1998 improved significantly to 90.2 percent.

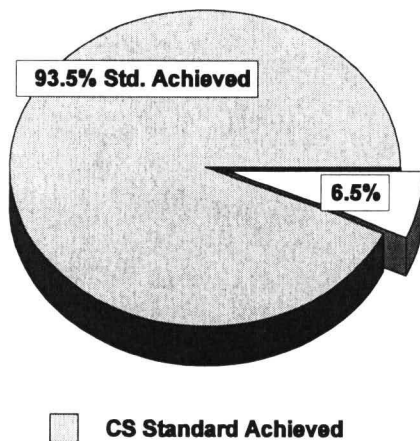
Performance Goal - D: "The first mediation conference will be scheduled to take place within 25 calendar days following the Mediator's assignment."



Performance Review: During FY 1997, a first mediation conference was scheduled to take place within 25 calendar days following the mediator's assignment in only about 17 percent of mediation cases. While performance remains below the targeted standard, it improved significantly in FY 1998 to nearly 65 percent.

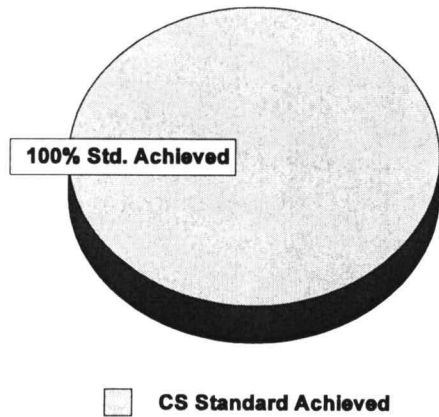
### Representation Performance Goals

Performance Goal - A: "Representation applications will be responded to within three business days following their receipt by the NMB."



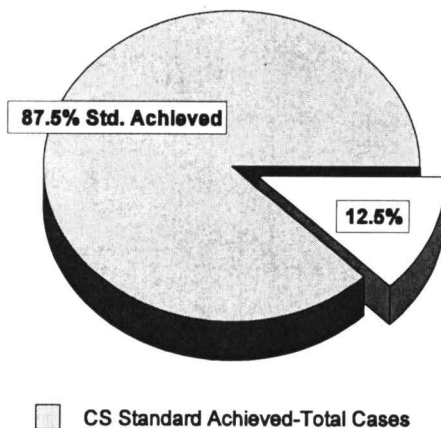
Performance Review: During FY 1997 and FY 1998, more than 97 percent of all representation applications filed during the review period were responded to within three business days. Performance in FY 1998 was also excellent, although the achievement level dropped slightly to 93.5 percent.

Performance Goal - B: "An NMB investigator will be assigned to investigate representation cases within five business days of docketing."



Performance Review: During FY 1997 and FY 1998, all applications filed during the review period were assigned to an investigator within five business days of docketing.

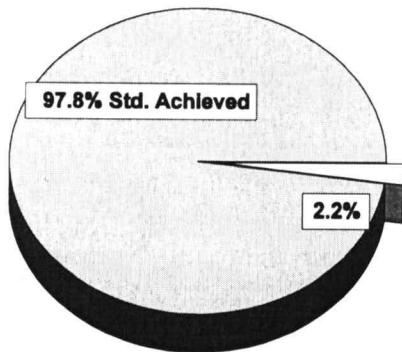
Performance Goal - C: "At least 90 percent of representation cases not involving a participant's request for Board-level action will be completed within 90 calendar days of docketing."



Performance Review: During FY 1997, more than 89 percent of cases were resolved within 90 days. A level of performance of 87.5 percent was achieved in FY 1998.

## Arbitration Performance Goals

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



☐ CS Standard Achieved

Performance Review: During FY 1997, 85 percent of the vouchers submitted during the reporting period were responded to within 14 days. Agency performance in FY 1998 improved to almost 98 percent.

## **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. 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 enters 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 is the responsibility of the Chief of Staff. There were 46 full time equivalent (FTE) employees at the end of the fiscal year. Included in this total number of FTE were two employees who provide administrative support for the National Railroad Adjustment Board, which is headquartered in Chicago. 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 resolving representation disputes by making determinations regarding the choice of employees' 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 1998, the Congress appropriated \$8,256,265 pursuant to the authority conferred by the Railway Labor Act as follows:

### **NMB Financial Statement FY 1998**

<b><u>Expenses and obligations</u></b>	<b><u>1998 Actual</u></b>
Personnel Compensation . . . . .	\$ 5,354,583
Personnel Benefits . . . . .	600,611
Benefits for Former Personnel . . . . .	11,105
Travel and Transportation of Persons . . . . .	534,167
Transportation of Things . . . . .	21,394
Rent, Communications, Utilitie . . . . .	944,422
Printing and Reproduction . . . . .	25,053
Other Services . . . . .	410,118
Supplies and Materials . . . . .	120,461
Equipment . . . . .	234,351
<b>Total . . . . .</b>	<b>\$8,256,265</b>

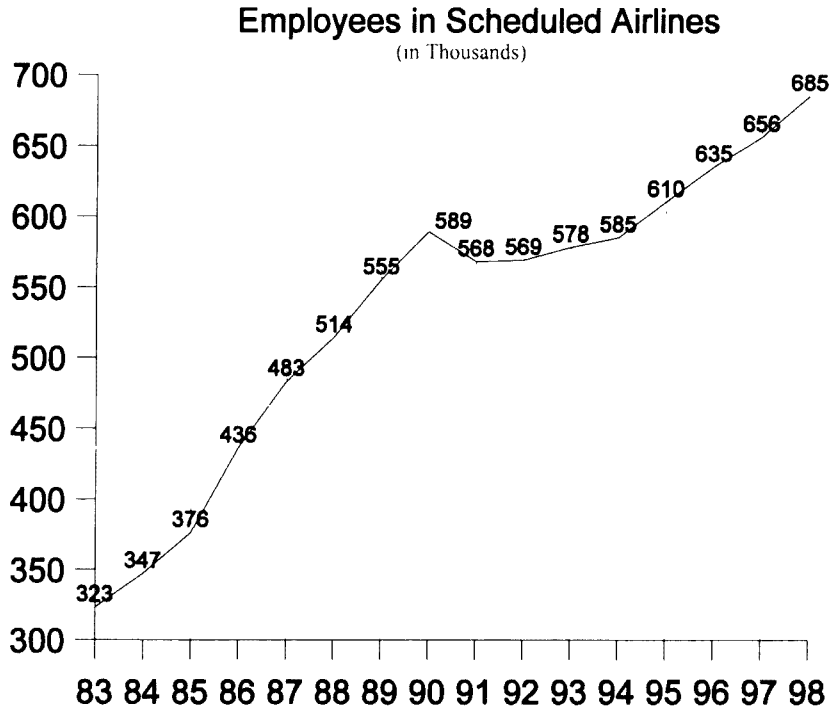
## **VI. Railroad and Airline Employment Levels and Trends**

The charts on the next three pages detail employment levels and trend indicators in the U.S. Airline and Railroad industries.

Employment in the scheduled airline industry reached a new record high of 685,000 in 1998, the fourth consecutive record-setting year. For the first time in fourteen years, the level of railroad employment increased over the previous year—a modest 4,000 increase to 257,000 but a significant change of trend. Freight-ton miles in 1998 for the nation's rail-freight industry at 1,377 billion also set a record high, reversing a slight dip in 1997. U.S. Scheduled Airlines continued their record-setting trend in revenue passenger miles, attaining 619 billion in 1998.

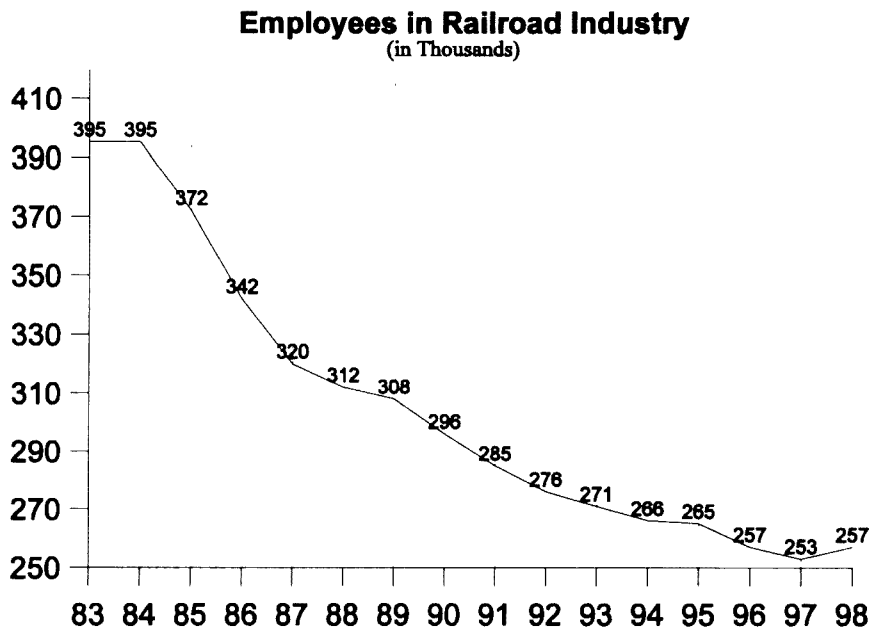
Trend data for each industry from 1983 through 1998 is shown in the following charts.

## Employees in the U.S. Airline and Railroad Industries



Note: This chart reflects all full-time and part-time employees in the scheduled airline industry only.

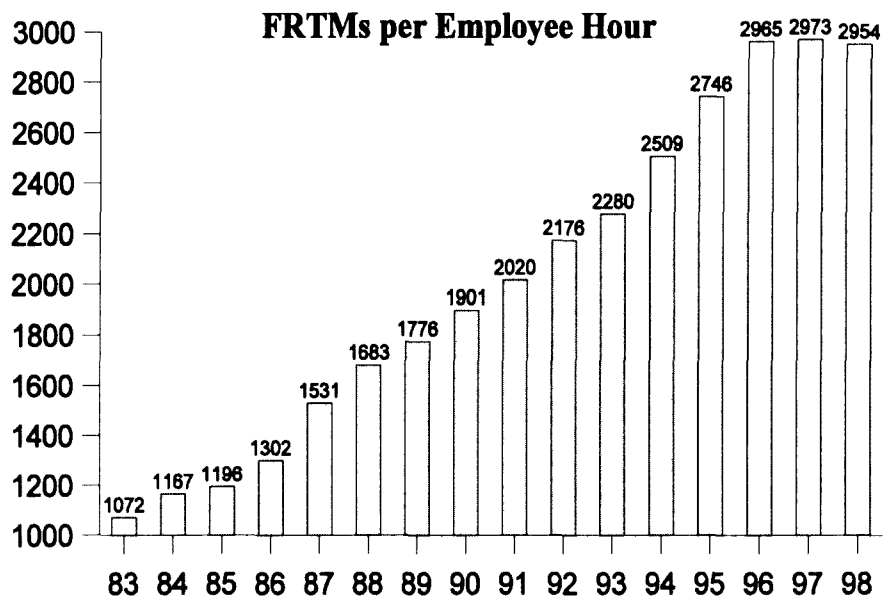
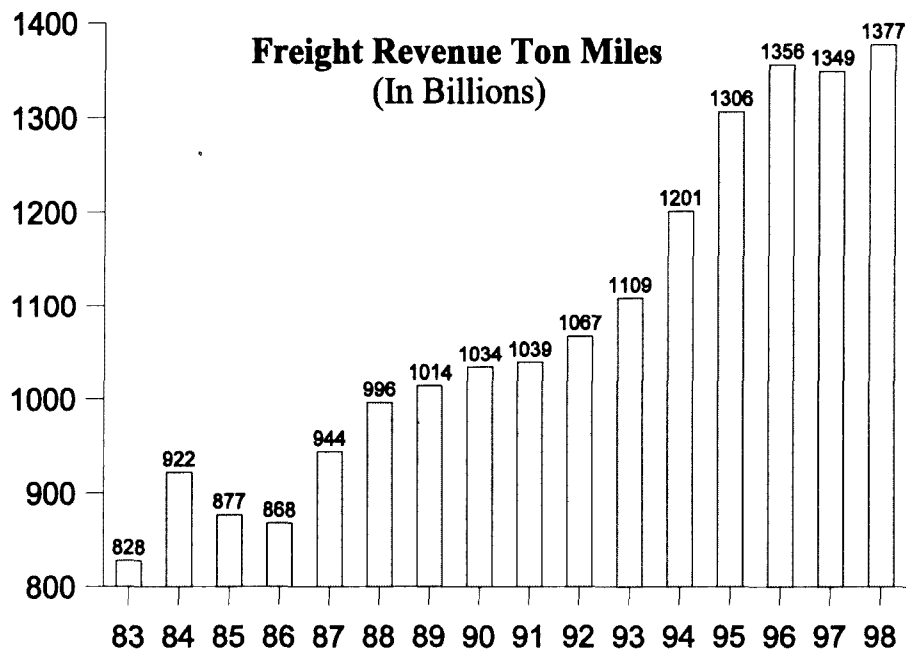
Source: Department of Transportation, Form-41



Source: Association of American Railroads. Data: Class I, II, and III, plus Amtrak. 1997 and 1996 data revised since 1997 Annual Report.



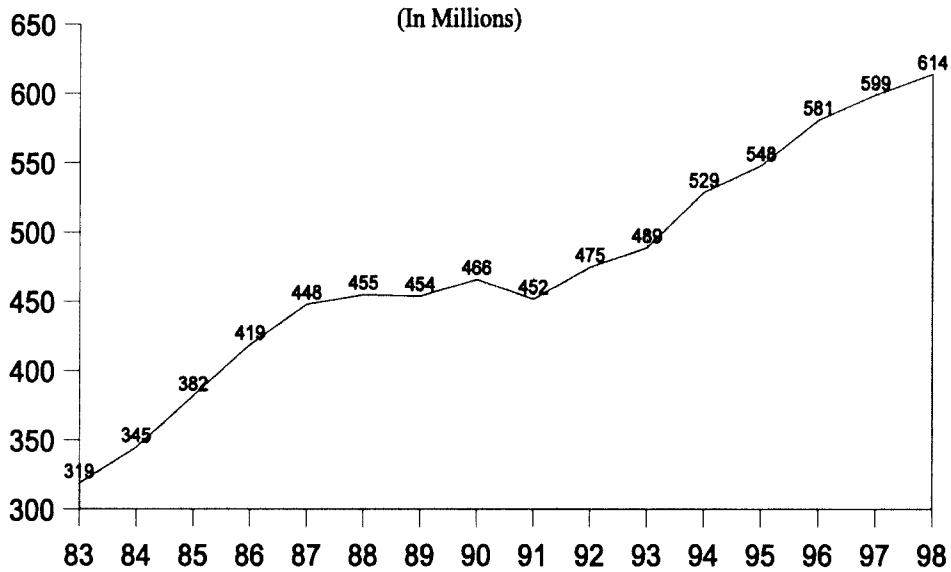
## Overview of U.S. Rail-Freight Industry



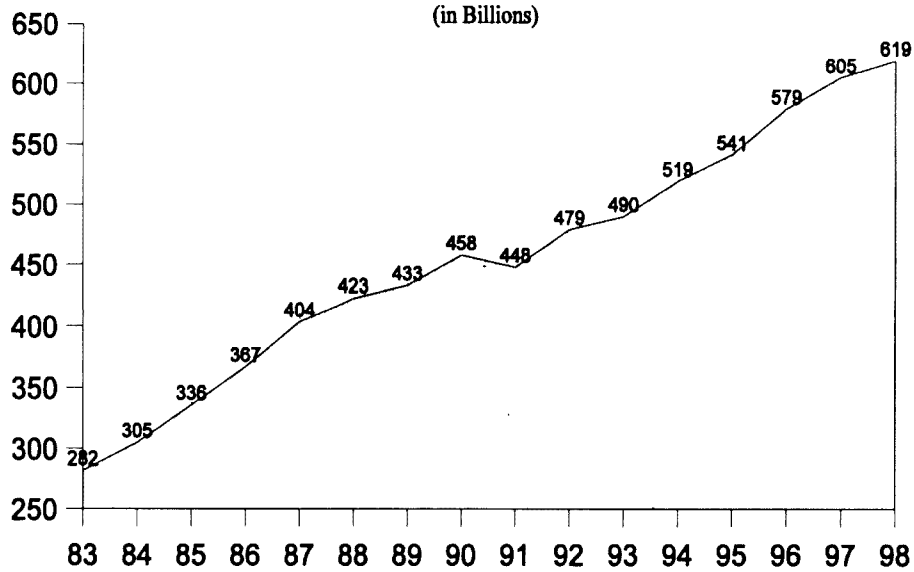
Source: Association of American Railroads. Data represents Class I railroads.

## Overview of U.S. Scheduled Airlines

### Revenue Passengers Enplaned



### Revenue Passenger Miles



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

## **VII. History and Description of RLA**

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 broke out again in 1886, prompting President Grover Cleveland to recommend creation of a voluntary arbitration tribunal to deal with labor-management problems. It was not until two years later, 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 1898, 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 and the mission of the National Mediation Board 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 at the end of this section.

## **Mediation**

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.

The Board’s 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.

## **Section 10 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. 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. See Charts A, B and C at the end of this section.

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.

Since the creation of the National Mediation Board in 1934 under the Railway Labor Act through 1998, only 32 Section-10 emergency boards have been established to deal with airline disputes. In more recent years, airline PEBs have been very rare. Only one airline PEB has been established since 1966.\*

## **Section 9a Emergency Boards**

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

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\*By special legislation in 1979, Congress mandated the establishment of a PEB in a regional dispute involving Wein Air Alaska Airlines which is not counted in the above reference.

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, at the end of this section.

Through 1998 there were a total of 234 PEB's. Of these, 214 boards were established under Section 10 with the remaining 20 under Section 9a. Use of Section-10 boards has declined dramatically over the years. Chart D at the end of this section shows the frequency of airline and railroad PEB's between 1934 and 1998, including the section 9a commuter railroad boards.

## **Representation Disputes**

The NMB is responsible for resolving 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 E, at the end of this section, summarizes the principal steps in the NMB's investigation of representation disputes.

## **Minor Disputes**

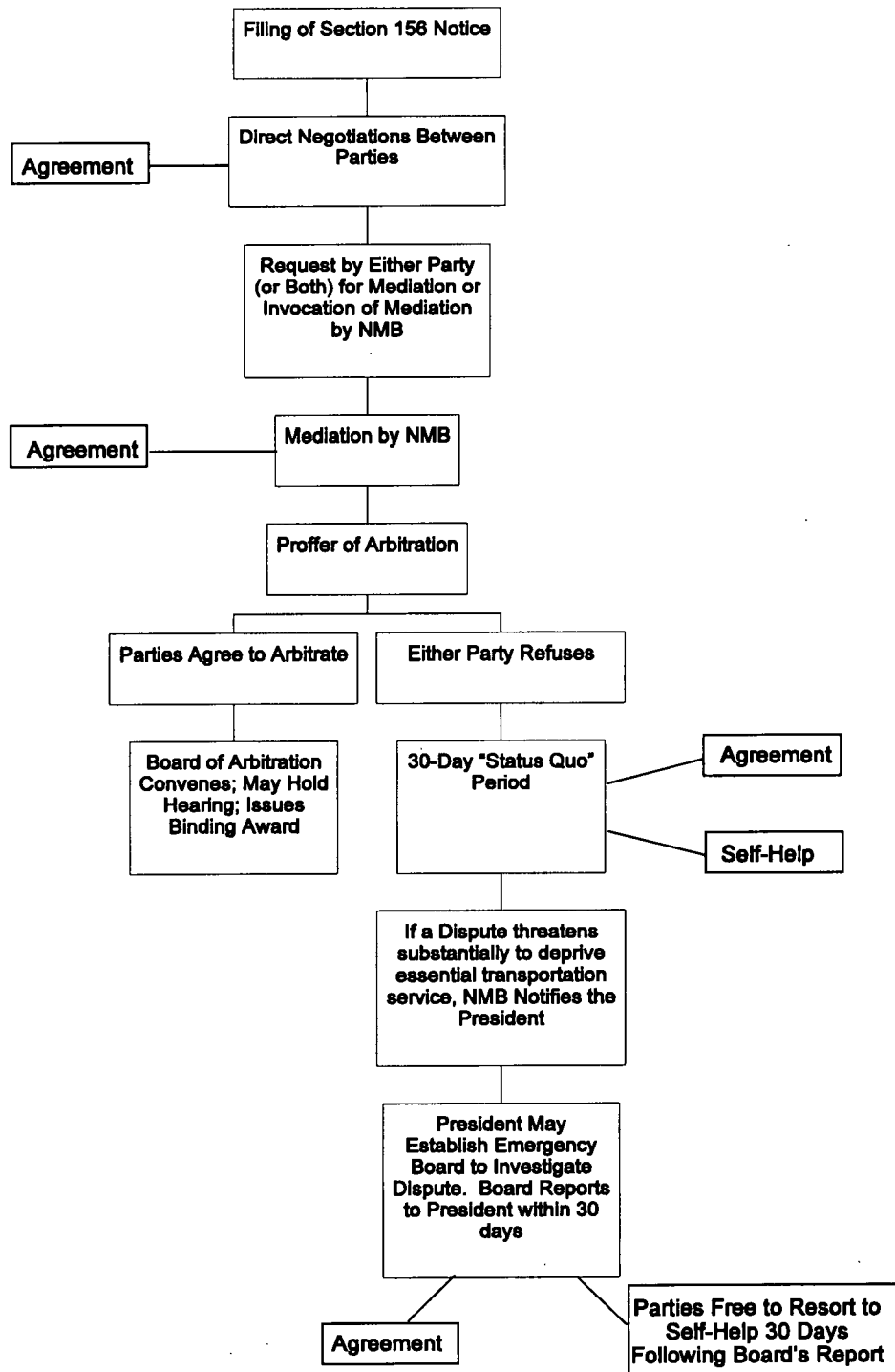
Minor disputes arise when individual carriers and employees disagree over the interpretation and application of existing contracts. The RLA provides processes and machinery for resolving these disputes, chiefly through arbitration, in both industries and under the National Railroad Adjustment Board (NRAB).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

## **RLA Process Charts**

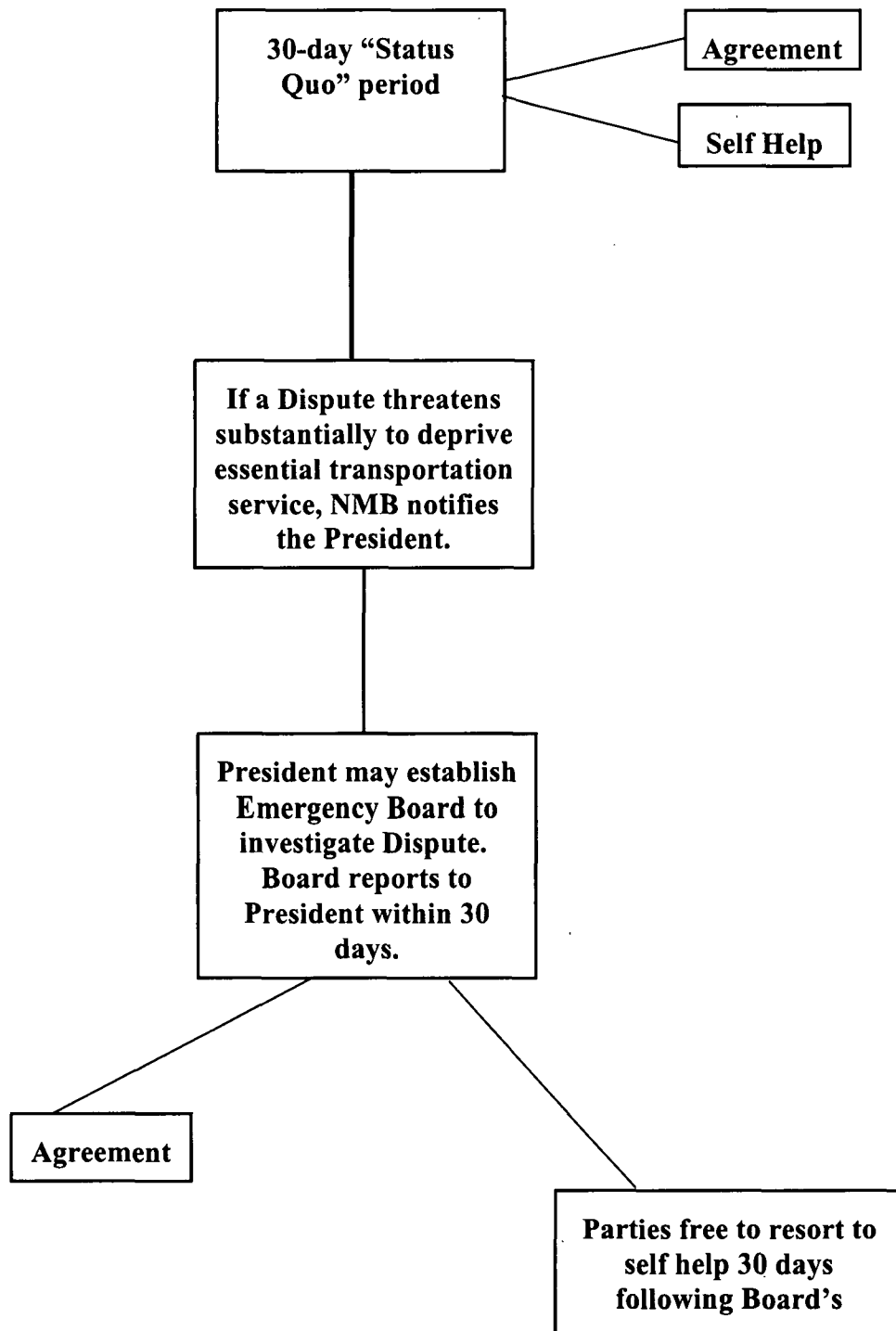
Process charts A through F on pages 47 through 52 illustrate the RLA procedures for resolving collective bargaining/mediation, presidential emergency board, representation and railroad grievance disputes under the Railway Labor Act.



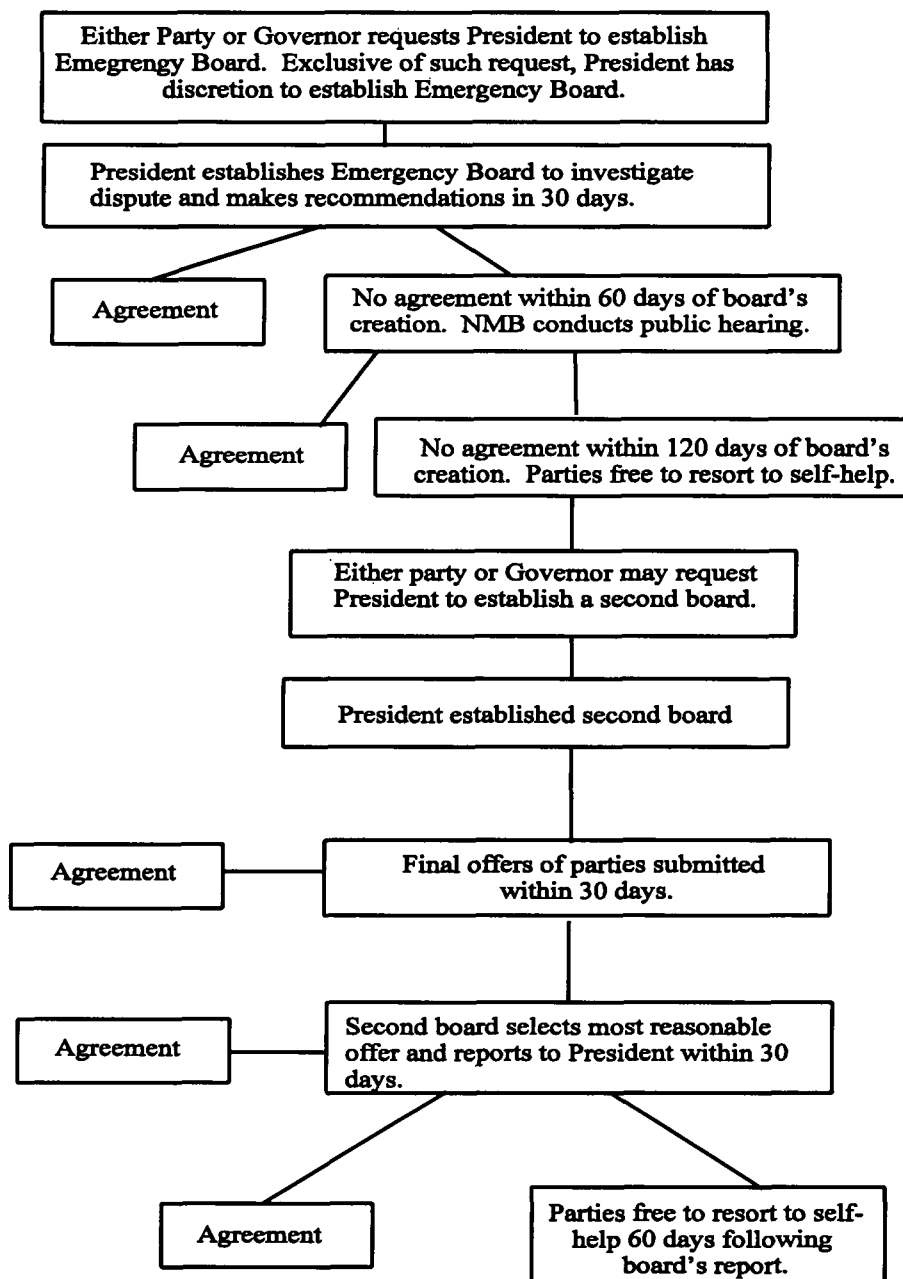
## Collective Bargaining Process Under the Railway Labor Act



# **Presidential Emergency Board Process Under Section 10 of the Railway Labor Act**

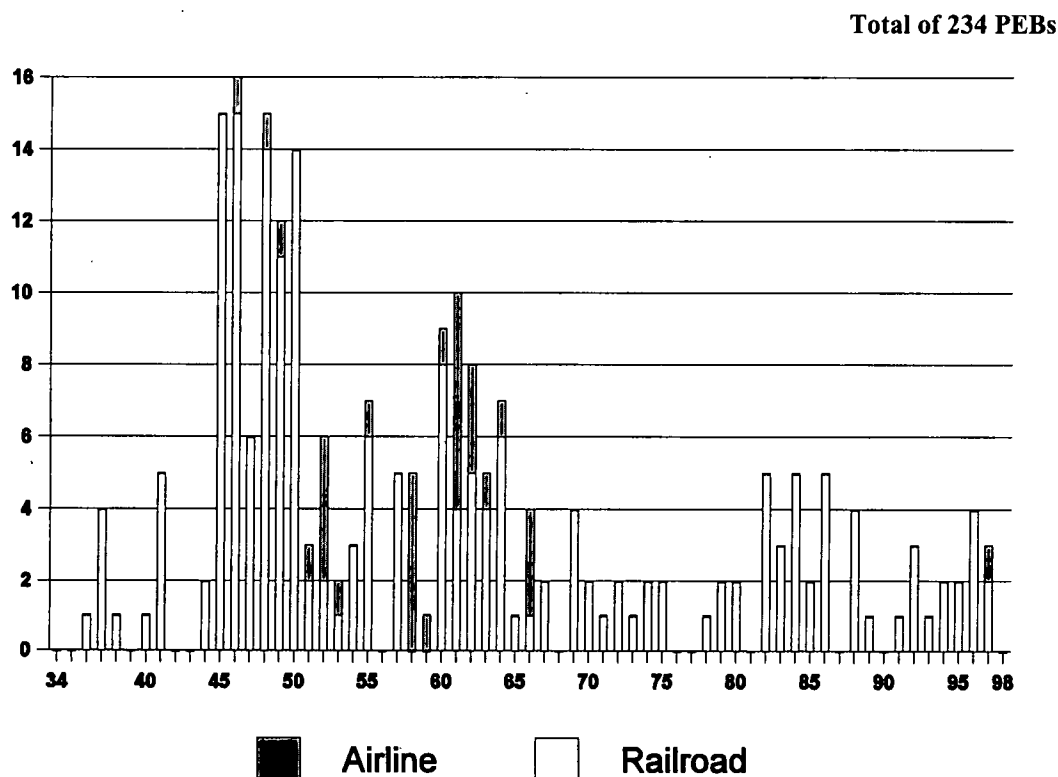


## Presidential Emergency Board Process Under Section 159a of the Railway Labor Act



\*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.

# **Frequency of Presidential Emergency Boards in Railroad and Airline Collective Bargaining Disputes under the Railway Labor Act (RLA), 1934 - 1998**

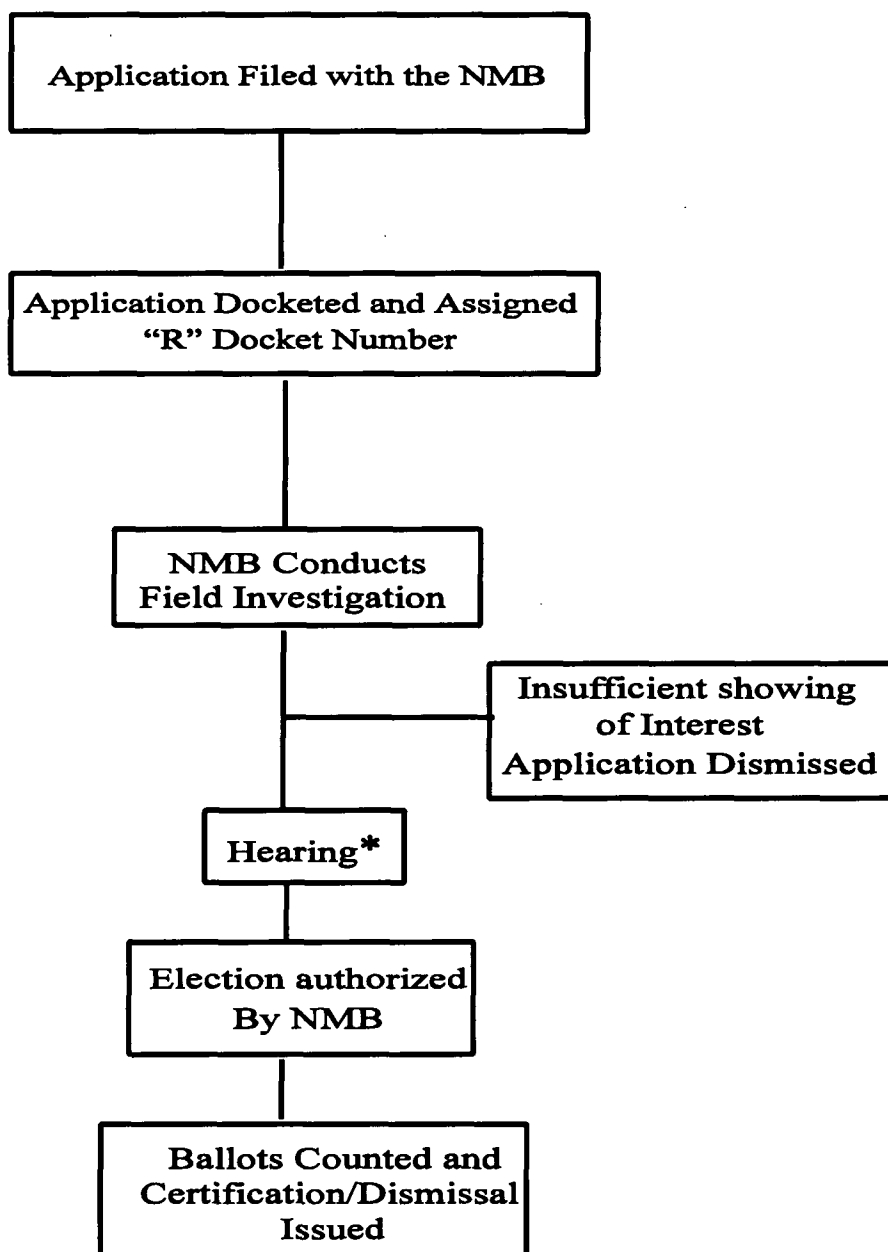


- ▶ Out of more than 13,000 mediation disputes, Presidential Emergency Boards (PEBs) were established in 201 railroad and only 33 airline disputes.
- ▶ Only one Airline PEB was established under RLA procedures over the past 32 years. \*
- ▶ Since the mid-1960's, Government policy has discouraged the use of PEBs in airline labor-management disputes.
- ▶ The PEB established in the American Airlines - Allied Pilots Association dispute (PEB No. 233) on March 19, 1997 was an exception to this long-standing policy.

\* By special legislation in 1979, Congress mandated the establishment of a PEB in a regional dispute involving Wein Air Alaska Airlines which is not included above as a PEB under the RLA.

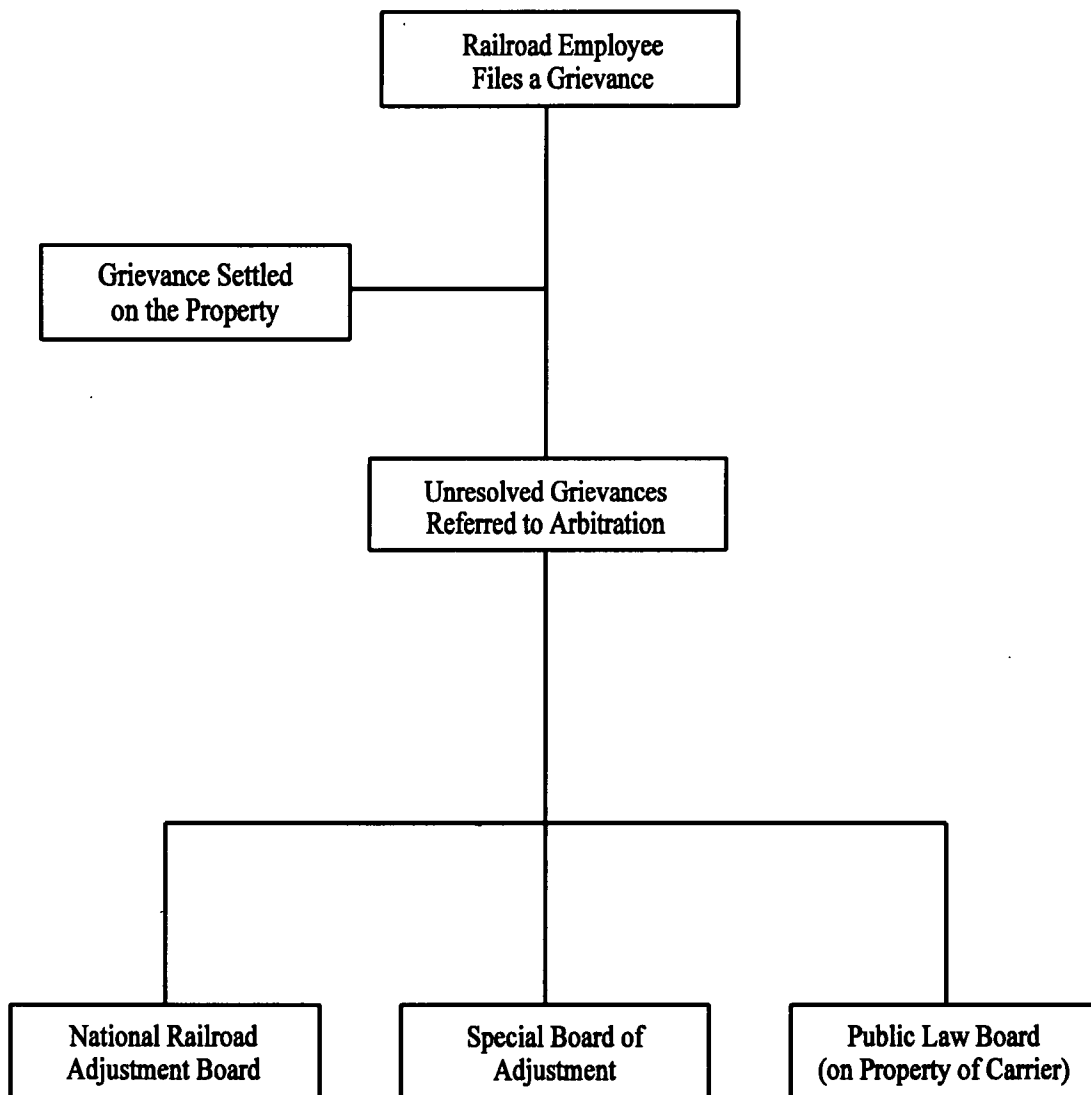
<sup>1</sup> Graphic years are based on dates of Reports to the President on a Calendar-year basis.

## **Representation Procedure Under the Railway Labor Act**



**\*Conducted when determined by the Board to be necessary**

## **Railroad Grievance Processes 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 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 approximately 20 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 majority 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 sometimes is called an arbitrator or referee.

The actions and qualifications of these individuals are implicit in the RLA'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 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 1998, the NRAB and its four divisions docketed 961 new cases and resolved 892. At the end of FY 1998, the NRAB and its four divisions had 2,443 cases open and pending (see Appendix A).

### **Railroad Special Boards of Adjustment**

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 and to help reduce the then backlog of cases pending before the NRAB's four divisions.

During FY 1998, SBA tribunals docketed a total of 830 new cases, and they resolved 749 cases. At the end of FY 1998, a total of 1,608 SBA cases were pending.

### **Railroad Public Law Boards**

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 (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 procedures under the amendment for the establishment of PLBs, and the filing of agreements and disposition of records. Neutral members of PLBs are appointed by the National Mediation Board when the parties are unable to select a neutral chairperson themselves. In addition to disposing of disputes involving the 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.

In FY 1998, 2,620 new PLB cases were docketed and 2,179 cases were closed, with 7,111 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 Boards of Adjustment**

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 NMB. 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 contract procedures for handling grievances. Generally the labor-management parties have established carrier-based 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 may 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 in Appendix B-5.

## **IX. Mediation, Representation and Interest Arbitration Tables**

This section contains a series of eight tables which detail a range of NMB activities. Table-1 shows airline and railroad mediation and representation caseloads for the 1995 through 1998 Fiscal Years. Tables 2 through 5 provide a breakdown of 1998 representation caseload by craft-class, type of disposition, and the employees involved. Interest arbitration cases are listed in Table-6 showing the carrier and labor organization involved and the disputed issue. Finally, Tables 7 and 8 show any airline or railroad strikes, authorized under the Railway Labor Act, which occurred during FY-1998.

**Table 1—Number of Cases Received and Closed Out During Fiscal Years 1935-1998**

Status of Cases	64-Years 1935-1998	1998	1997	1996	1995
<b>Total Cases - Mediation and Representation</b>					
Cases Pending and Unsettled at Beginning of Period	96	208	179	180	135
New Cases Docketed	19,631	160	194	131	198
Total Cases on Hand and Received	19,727	368	373	311	333
Cases Closed	19,558	199	165	132	153
Cases Pending and Unsettled at End of Period	169	169	208	179	180
<b>Mediation/ADR Cases</b>					
Cases Pending and Unsettled at Beginning of Period	72	184	150	151	113
New Cases Docketed	13,025	82	116	63	118
Total Cases on Hand and Received	13,097	266	266	214	231
Cases Closed	12,939	108	82	64	80
Cases Pending and Unsettled at End of Period	158	158	184	150	151
<b>Representation Cases</b>					
Cases Pending and Unsettled at Beginning of Period	24	24	29	29	22
New Cases Docketed	6,606	78	78	68	80
Total Cases on Hand and Received	6,630	102	107	97	102
Cases Closed	6,619	91	83	68	73
Cases Pending and Unsettled at End of Period	11	11	24	29	29

**Table 2—Representation Case Disposition By Craft or Class, Employees Involved and Participating,  
October 1, 1997 to September 30, 1998**

	Railroads				Airlines			
	Number of Cases	Number of Crafts or Classes	Number of Employees Involved	Number of Participating Employees	Number of Cases	Number of Crafts or Classes	Number of Employees Involved	Number of Participating Employees
<b>Total</b>	27	27	984	572	64	64	34,318	18,561
Certifications	17	17	396	297	31	31	30,056	16,880
Dismissals	10	10	588	275	33	33	4,262	1,681

**Table 3—Number of Cases Closed by Major Groups of Employees,  
October 1, 1997 to September 30, 1998**

<b>Craft-classes</b>	<b>All Types of Cases</b>	<b>Representation Cases</b>	<b>Mediation Cases</b>
<b><u>Railroads</u></b>			
Carmen	8	2	6
Clerical, Office, Station or Storehouse	7	1	6
Conductors and other	11	0	11
Electricians and/or Electrical Workers	4	2	2
Engineers	10	2	8
Firemen and/or Oilers	7	0	7
Foremen, Supervisors, etc.	4	0	4
Machinists and/or Mechanics	4	1	3
Maintenance of Way	15	3	12
Operating/Non-Operating Employees	1	1	0
Sheet Metal Workers	1	0	1
Signalmen and/or Switchmen	9	2	7
Train Dispatchers	3	1	2
Train, Engine and Yard Service	7	3	4
Yardmasters	1	1	0
Combined Groups, Railroad	6	4	2
Miscellaneous Railroad	8	4	4
<b>Railroad Total</b>	<b>106</b>	<b>27</b>	<b>79</b>

**Table 3—Number of Cases Closed by Major Groups of Employees,  
October 1, 1997 to September 30, 1998 (continued)**

<b>Craft-classes</b>	<b>All Types of Cases</b>	<b>Representation Cases</b>	<b>Mediation Cases</b>
<b>Airlines</b>			
Flight Attendants	11	7	4
Flight Deck Crew Members	19	15	4
Flight Dispatchers	3	3	0
Mechanics and Related Employees	13	10	3
Office, Clerical, Fleet and/or Passenger	14	10	4
Pilots	12	4	8
Stock and Stores	7	7	0
Combined Groups, Airline	1	1	0
Miscellaneous, Airline	10	7	3
<b>Airline Total</b>	<b>90</b>	<b>64</b>	<b>26</b>
<b>Grand Total, Railroad &amp; Airline</b>			
	<b>196</b>	<b>91</b>	<b>105</b>

**Table 4 - Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees  
October 1, 1997 to September 30, 1998**

<b>Craft-classes</b>	<b>Number of Cases</b>	<b>Number of Craft or Class Determinations</b>	<b>Number of Employees</b>	<b>Percent* Employees Involved</b>
<b>Railroads</b>				
Agents, Telegraphers & Towermen	0	0	0	0
Boilermakers and Blacksmiths	0	0	0	0
Brakemen and Conductors	0	0	0	0
Carmen	2	2	6	..
Clerical, Office, Station and Storehouse	1	1	8	..
Conductors	0	0	0	0
Dining Car Employees, Train and Pullman Porters	0	0	0	0
Electricians	2	2	13	..
Firemen and Oilers	0	0	0	0
Locomotive Engineers	2	2	20	..
Locomotive Firemen & Hostlers	0	0	0	0
Machinists	1	1	3	..
Maintenance of Way	3	3	101	..
Marine Service	1	1	233	..
Mechanical Foremen and/or Supervisors of Mechanics	0	0	0	0
Operating/Non-Operating Employees	1	1	11	..
Police Officers Below the Rank of Captain	1	1	59	..
Sheet Metal Workers	0	0	0	0
Signalmen	2	2	11	..
Subordinate Officials, Maintenance of Equipment Dept.	0	0	0	0



**Table 4 - Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees  
October 1, 1997 to September 30, 1998 (continued)**

<b>Craft-classes</b>	<b>Number of Cases</b>	<b>Number of Craft or Class Determinations</b>	<b>Number of Employees</b>	<b>Percent* Employees Involved</b>
Subordinate Officials, Maintenance of Way Dept.	0	0	0	0
Train Dispatchers	1	1	31	..
Train, Engine and Yard Service	3	3	57	..
Yardmasters	1	1	0	0
Combined Groups, Railroad	4	4	0	0
Miscellaneous Railroad	2	2	19	..
<b>Railroad Total</b>	<b>27</b>	<b>27</b>	<b>572</b>	<b>2</b>
<b>Airlines</b>				
Commissary/Catering Employees	0	0	0	0
Fleet and Passenger Service	4	4	431	1
Fleet Service	3	3	1,004	3
Flight Attendants	7	7	120	..
Flight Deck Crew Members	15	15	1,206	3
Flight Dispatchers	3	3	22	..
Flight Engineers	0	0	0	0
Guards	0	0	0	0
Mechanics and Related Employees	10	10	1,079	3
Meteorologists	0	0	0	0
Office Clerical Employees	1	1	7	..
Office Clerical, Fleet and Passenger Service Employees	0	0	0	0
Passenger Service Employees	2	2	14,369	41
Pilots	4	4	210	..
Radio and Teletype Operators	0	0	0	0

**Table 4 - Number of Craft or Class Determinations and Number of Employees Involved in Representation Cases, By Major Groups of Employees  
October 1, 1997 to September 30, 1998 (continued)**

<b>Craft-classes</b>	<b>Number of Cases</b>	<b>Number of Craft or Class Determinations</b>	<b>Number of Employees</b>	<b>Percent* Employees Involved</b>
Stock and Stores	7	7	61	..
Combined Groups, Airline	1	1	0	0
Miscellaneous, Airline	7	7	52	..
<b>Airline Total</b>	64	64	18,561	52
<b>Grand Total, All Groups of Employees</b>	91	91	19,133	54

\* Percent listing for each group represents the percentage of the 35,302 employees involved in all railroad and airline cases in Fiscal year 1998.

(..) Less than one percent

**Table 5 - Number of Crafts or Classes Certified and Percent<sup>1</sup> of Employees Involved in Various Types of Representation Cases, October 1, 1997 to September 30, 1998**

	<u>National Organizations</u>			<u>Loc Unions/Individuals</u>			<u>Total</u>		
	Craft or Class	Employees Involved Number	Percent	Craft or Class	Employees Involved Number	Percent	Craft or Class	Employees Involved Number	Percent
<b><u>Railroads</u></b>									
Representation Acquired:									
Elections	13	216	..	0	0	0	13	216	..
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections	2	18	..	2	63	..	4	81	..
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
<b>Total Railroads</b>	<b>15</b>	<b>234</b>	<b>..</b>	<b>2</b>	<b>63</b>	<b>..</b>	<b>17</b>	<b>297</b>	<b>..</b>
<b><u>Airlines</u></b>									
Representation Acquired:									
Elections	26	15,871	45	1	29	..	27	15,900	45
Proved Authorizations	0	0	0	0	0	0	0	0	0
Representation Changed:									
Elections	3	912	2	0	0	0	3	912	2
Proved Authorizations	0	0	0	0	0	0	0	0	0

**Table 5 - Number of Crafts or Classes Certified and Percent<sup>1</sup> of Employees Involved in Various Types of Representation Cases, October 1, 1997 to September 30, 1998 (continued)**

	<u>National Organizations</u>			<u>Loc Unions/Individuals</u>			<u>Total</u>		
	Craft or Class	Employees Involved Number	Percent	Craft or Class	Employees Involved Number	Percent	Craft or Class	Employees Involved Number	Percent
Representation Unchanged:									
Elections	1	68	..	0	0	0	1	68	..
Proved Authorizations	0	0	0	0	0	0	0	0	0
<b>Total Airline</b>	30	16,851	48	1	29	..	31	16,880	4
<b>Total, Combined Railroads and Airlines</b>	45	17,085	48	3	92	..	48	17,177	49

<sup>1</sup> Percent listing for each group represents the percentage of the 35,302 employees involved in all rail and airline cases in FY 1998.

(..) 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, 1997 to September 30, 1998**

<b>Board Number</b>	<b>Carrier</b>	<b>Organization</b>	<b>Issue</b>
NONE			

**TABLE 7 -- Strikes in the Airline Industries: Fiscal Year 1998**

<b>Carrier (Case No.)</b>	<b>Union</b>	<b>Craft or Class</b>	<b>Date of Strike</b>	<b>Date Work Resumed</b>	<b>Duration</b>	<b>Issues</b>	<b>No. of Emp's</b>	<b>Disposition</b>
<b>Skyway Airlines (A-12845)</b>	<b>ALPA</b>	<b>Pilots</b>	<b>12-20-97</b>	<b>12-20-97</b>	<b>89 minutes</b>	<b>First Contract</b>	<b>120</b>	<b>Mediated Agreement</b>
<b>Northwest (A-12908)</b>	<b>ALPA</b>	<b>Pilots</b>	<b>8-29-98</b>	<b>9-12-98</b>	<b>15 days</b>	<b>Re- negotiation</b>	<b>6000</b>	<b>Mediated Agreement following strike</b>

**TABLE 8 -- Strikes in the Railroad Industries: Fiscal Year 1998**

<b>Carrier (Case No.)</b>	<b>Union</b>	<b>Craft or Class</b>	<b>Date of Strike</b>	<b>Date Work Resumed</b>	<b>Duration</b>	<b>Issues</b>	<b>No. of Emp's</b>	<b>Disposition</b>
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(NONE)

# **APPENDIX A**

## **FY 1998**

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

National Railroad Adjustment Board  
(Created June 1, 1934)

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

Priscilla C. Zeigler, Staff Coordinator/Arbitration  
Linda A. Woods, Arbitration Assistant



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## Arbitration Monies Obligated for FY 1998\*

---

### Referee Services:

Referee salaries .....	\$1,907,662.00
- NRAB, PLB, SBA & ARB	
Referee travel .....	124,826.00
- NRAB, PLB, SBA & ARB	
 Total Obligations for Referee Services .....	 \$2,032,488.00

### Section 153 Administration:

---

Salaries for employees (including personnel benefits: retirement, health, etc) .....	\$ 287,974.00
Travel expenses .....	55,717.00
Transportation of Things (to record center) .....	500.00
Other Services .....	30,116.00
Communication Services (phones) .....	16,753.00
Standard Level user charges (rent) .....	20,040.00
Supplies and materials .....	3,898.00
Equipment (computers, printers, etc.) .....	32,865.00
Printing .....	\$ 720.00
 Administrative Obligations .....	 \$ 448,583.00
 Total Section 153 and 157 Obligations .....	 \$2,481,071.00
 Unobligated balance .....	 \$ 168,929.00
 Total appropriations .....	 \$2,650,000.00

---

\*Accounting for all monies appropriated by Congress for the fiscal year 1998 pursuant to the authority conferred by the Railway Labor Act, as amended (Public Law 442, 73d Congress - Approved June 21, 1934)

## 1998 Arbitration Government Employees and Duties

	Title	Duties
Zeigler, Priscilla	Staff Coordinator for Arbitration	Responsible for Arbitration Services, including NRAB governmental affairs.
Conrad, Carol	Admin. Asst. of Arbitration	Assists in Sections 153 & 157 Arbitration activities.
Washington, Carolyn	Amin. Asst. of Arbitration (Data Entry)	Coordinates automated information systems.
<b>Divisional</b>		
Woods, Linda A.	Arbitration Assistant	Arbitration Assistant responsible for all divisions of NRAB.
Safford, Linda	Office Assistant	Office Assistant responsible for all divisions of NRAB.

**National Railroad Adjustment Board Referee Salaries**  
**October 1, 1997 to September 30, 1998**

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

Referee Name	Salary Paid
<b>Division - 1</b>	
Benn, Edwin H. ....	\$ 440.00
Dennis, Rodney E. ....	15,620.00
Eischen, Dana E. ....	4,345.00
Gersternberger, Katherine L. ....	1,210.00
LaRocco, John B, ....	4,620.00
Malin, Martin H. ....	3,520.00
Marx, Herbert L., Jr. ....	1,210.00
Meyers, Peter R. ....	3,960.00
Peterson, Robert E. ....	1,980.00
Simon, Barry E. ....	2,860.00
Wesman, Elizabeth C. ....	3,960.00
Zusman, Marty E. ....	2,447.00
<b>Division - 2</b>	
Fletcher, John C. ....	1,980.00
Hicks, Robert L. ....	3,960.00
Marx, Herbert, L., Jr. ....	4,620.00
Muessig, Eckehard ....	19,533.00
Newman, Margo R. ....	11,000.00
Richter, Robert G. ....	13,420.00
<b>Division - 3</b>	
Abernathy, John H. ....	\$ 1,100.00
Benn, Edwin H. ....	11,550.00

Cohen, Hyman .....	\$ 1,320.00
Conway, James E. ....	29,260.00
Eischen, Dana E. ....	10,725.00
Fletcher, John C. ....	18,040.00
Fredenberger, William E., Jr. ....	8,360.00
Gerstenberger, Katherine L. ....	880.00
Larney, George E. ....	1,100.00
LaRocco, John B. ....	4,400.00
Liebowitz, Jonathan S. ....	5,380.00
Malin, Martin H. ....	7,260.00
Marx, Herbert L., Jr. ....	6,380.00
Mason, James E. ....	5,060.00
Meyers, Peter R. ....	2,310.00
Murphy, Nancy F. ....	6,380.00
Newman, Margo R. ....	4,400.00
Perkovich, Robert ....	12,100.00
Richter, Robert G. ....	440.00
Suntrup, Edward L. ....	7,810.00
Wallin, Gerald E. ....	7,845.00
Wesman, Elizabeth C. ....	11,880.00
Yost, James E. ....	6,820.00
Zusman, Marty E. ....	7,452.00

#### Division - 4

---

Benn, Edwin H. ....	5,060.00
Fredenberger, William E., Jr. ....	3,300.00
Hicks, Robert L. ....	220.00
Livingood, John M. ....	2,860.00
Yost, James E. ....	1,320.00

**Cases Docketed and Closed by the National Railroad Adjustment Board:  
October 1, 1997 to September 30, 1998**

<b>ALL DIVISIONS</b>	<b>64 Year Period</b>	<b>1998</b>	<b>1997</b>
Open and on hand at beginning of Period	_____	2,374*	2,005
New Cases Docketed	97,971	961	1,227
Total Number of cases on hand and docketed	97,971	3,335	3,232
Cases Closed	95,528	892	880
Decided without referee	12,935	0	2
Decided with referee	54,810	703	777
Withdrawn	27,783	189	101
Open Cases on hand at close of period	2,443	2,443	2,352

\*Statistical Adjustment

**Cases Docketed and Closed by the National Railroad Adjustment Board:  
October 1, 1997 to September 30, 1998 (Continued)**

<b>FIRST DIVISION</b>	<b>64 Year Period</b>	<b>1998</b>	<b>1997</b>
Open and on hand at beginning of Period	_____	204	330
New Cases Docketed	44,782	110	96
Total Number of cases on hand and docketed	44,782	314	426
Cases Closed	44,567	99	222
Decided without referee	10,923	0	1
Decided with referee	13,959	86	221
Withdrawn	19,685	13	0
Open cases on hand at close of period	215	215	204

**Cases Docketed and Closed by the National Railroad Adjustment Board:  
October 1, 1997 to September 30, 1998 (Continued)**

<b>SECOND DIVISION</b>	<b>64 Year Period</b>	<b>1998</b>	<b>1997</b>
Open and on hand at beginning of Period	_____	254	244
New Cases Docketed	13,340	82	112
Total Number of cases on hand and docketed	13,340	336	356
Cases Closed	13,166	162	102
Decided without referee	738	0	0
Decided with referee	11,028	144	88
Withdrawn	1,400	18	14
Open cases on hand at close of period	174	174	254



**Cases Docketed and Closed by the National Railroad Adjustment Board:  
October 1, 1997 to September 30, 1998 (Continued)**

<b>THIRD DIVISION</b>	<b>64 Year Period</b>	<b>1998</b>	<b>1997</b>
Open and on hand at beginning of Period	_____	1,872	1,404
New Cases Docketed	34,797	767	994
Total Number of cases on hand and docketed	34,797	2,639	2,398
Cases Closed	32,755	597	526
Decided without referee	1,264	0	1
Decided with referee	26,020	446	448
Withdrawn	5,471	151	77
Open cases on hand at close of period	2,042	2,042	1,872

**Cases Docketed and Closed by the National Railroad Adjustment Board:  
October 1, 1997 to September 30, 1998 (Continued)**

<b>FOURTH DIVISION</b>		<b>64 Year Period</b>	<b>1998</b>	<b>1997</b>
Open and on hand at beginning of Period		_____	44*	27
New Cases Docketed		5,052	2	25
Total Number of cases on hand and docketed		5,052	46	52
Cases Closed		5,040	34	30
Decided without referee		9*	0	0
Decided with referee		3,803	27	20
Withdrawn		1,228	7	10
Open cases on hand at close of period		12	12	22

\* Adjusted figure

**Sixty-fourth  
Annual Report of the**

**FIRST DIVISION**

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

**For the Fiscal Year Ended  
September 30, 1998**

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**M E M B E R S H I P**

R. K. Radek, Vice Chairman  
M. J. Ruef  
C. Bryant  
B. R. Wigent

M. W. Fingerhut, Vice Chairman  
R. Settle  
R. Burney  
W. B. Murphy

**Jurisdiction**

In accordance with the Railway Labor Act, as amended, 45 U.S.C. §153, First (h), 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. This division shall consist of eight members, four of whom shall be selected and designated by the carriers and four of whom shall be selected and designated by the labor organizations.

**Division 1**  
**Workload Report - Docketed Cases**  
**October 1, 1997 to September 30, 1998**

<b>Total Caseloads:</b>	<b>No. of Cases</b>
On hand at beginning of year .....	204
New cases docketed .....	110
Cases disposed of .....	99
On hand at end of year .....	215

**Breakdown of Cases Disposed of:**

Decided without Referee .....	0
Decided with Referee .....	86
Otherwise closed (withdrawn) .....	13

**Division 1**  
**Carriers Party to Docketed Cases**  
**October 1, 1997 to September 30, 1998**

Amtrak .....	1
Burlington Northern Railroad Co. ....	3
Conrail-Consolidated Rail Corp .....	1
Eastern Idaho Railroad Company .....	2
Econo-Rail Corporation .....	1
Emons Transportation Group .....	1
Grand Trunk Western Railway Company .....	4
Illinois Central Railroad .....	1
Mid-South Rail Corporation .....	1
Midland Terminal Company .....	1
Northeast Illinois Regional Commuter .....	1
New Jersey Transit Rail Operation Incorporation .....	2
Norfolk Southern Railway Company .....	1
Soo Line Railroad .....	21
Southeastern Pennsylvania Transit Authority .....	4
Union Pacific Railroad .....	60
Union Railroad Company .....	1
Wisconsin Central, LTD .....	3
<b>Total Docketed Cases .....</b>	<b>110</b>

**Division 1**  
**Unions Party to Docketed Cases**  
**October 1, 1997 to September 30, 1998**

Brotherhood of Locomotive Engineers .....	72
Miscellaneous .....	17
United Transportation Union .....	21
<b>Total Cases Docketed .....</b>	<b>110</b>

**Sixty-fourth  
Annual Report of the  
  
SECOND DIVISION**

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

**For the Fiscal Year Ended  
September 30, 1998**

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**M E M B E R S H I P**

R. S. Bauman, Chairman  
D. S. Anderson  
A. M. Novakovic  
J. T. Varsel  
J. R. Hurtubise

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

**Jurisdiction**

The Second Division of the National Railroad Adjustment Board has jurisdiction over disputes involving machinists, boilermakers, blacksmiths, sheet metal workers, electrical workers, carmen, the helpers and apprentices of all the foregoing, coach cleaners, power-house employees, and the railroad shop laborers. This division shall consists of ten members, five of whom shall be selected by the carriers and five by the national labor organizations of the employees. (*The Railway Labor Act, as amended, 45 U.S.C. §153, First (h)*)

**Division 2**  
**Workload Report - Docketed Cases**  
**October 1, 1997 to September 30, 1998**

<b>Total Caseloads:</b>	<b>No. of Cases</b>
On hand at beginning of year .....	254
New cases docketed .....	82
Cases disposed of .....	162
On hand at end of year .....	174

**Breakdown of Cases Disposed of:**

Decided without Referee .....	0
Decided with Referee .....	144
Otherwise closed (withdrawn) .....	18

**Division 2**  
**Carriers Party to Docketed Cases**  
**October 1, 1997 to September 30, 1998**

Amtrak .....	4
Baltimore & Annapolis Railway .....	2
Burlington Northern Railroad Company .....	6
Conrail-Consolidated Rail Corporation .....	4
CSX Transportation .....	23
Delaware & Hudson Railway Company .....	2
Florida East Coast Ry Company .....	1
Grant Trunk Western Railway Company .....	5
Kansas City Southern Railway Company .....	1
Montana Rail Link .....	1
Northeast Illinois Regional Commuter .....	2
Soo Line Railroad .....	1
Springfield Terminal-Vermont .....	23
Union Pacific Railroad .....	7
<b>Total Docketed Cases .....</b>	<b>82</b>

**Division 2**  
**Unions Party to Docketed Cases**  
**October 1, 1997 to September 30, 1998**

Brotherhood Railway Carmen .....	50
International Association of Machinists & Aerospace Workers .....	13
International Brotherhood of Firemen & Oilers .....	5
International Brotherhood of Electrical Workers .....	9
Miscellaneous .....	2
Sheet Metal Workers International Union .....	3
<b>Total Cases Docketed .....</b>	<b>82</b>



**Sixty-fourth  
Annual Report of the**

**THIRD DIVISION**

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

**For the Fiscal Year Ended  
September 30, 1998**

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**M E M B E R S H I P**

W. R. Miller, Chairman  
C. A. McGraw  
L. A. Parmelee  
R. C. Robinson  
M. D. McCarthy

M. C. Lesnik, ViceChairman  
L. Berkshire  
J. S. Godfrey  
P. A. Engle

**Jurisdiction**

The Third Division of the National Railroad Adjustment Board has 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 ten members, five of whom shall be selected by the carriers and five by the national labor organizations of employees. (*The Railway Labor Act, as amended, 45 U.S.C. §153, First (h)*)

**Division 3**  
**Workload Report - Docketed Cases**  
**October 1, 1997 to September 30, 1998**

<b>Total Caseloads:</b>	<b>No. of Cases</b>
On hand at beginning of year .....	1,872
New cases docketed .....	767
Cases disposed of .....	597
On hand at end of year .....	2,042

**Breakdown of Cases Disposed of:**

Decided without Referee .....	0
Decided with Referee .....	446
Otherwise closed (withdrawn) .....	151

**Division 3**  
**Carriers Party to Docketed Cases**  
**October 1, 1997 to September 30, 1998**

Amtrak .....	49
Belt Railway Company of Chicago .....	1
Bessemer and Lake Erie .....	1
Burlington Northern Railroad Company .....	56
Canadian Pacific LTD .....	1
Castlemen Rier Railroad Company .....	1
Conrail-Consolidated Rail Corporation .....	242
CSX Transportation .....	187
Delaware & Hudson Railway Company .....	6
Denver & Rio Grande Western Railroad .....	1
Denver Union Terminal Railway Company .....	1
Duluth, Missabe & Iron Range Railway .....	3
Elgin, Joliet & Eastern Railway Company .....	1
Grand Trunk Western Railway Company .....	11
Illinois Central Railroad Company .....	1
Indiana Harbor Belt Railway .....	6
Kansas City Southern Railway Company .....	6
Long Island Rail Road .....	8
Maryland & Pennsylvania Railroad Company .....	2
Metro North Railroad (MTA) .....	3
Montana Rail Link .....	3
Northeast Illinois Regional Commuter .....	1
New Jersey Transit Rail Operation Incorporation .....	2
Norfolk Southern Railway Company .....	1
Paducah & Louisville Railroad .....	1
Port Authority Trans-Hudson .....	2
Soo Line Railroad .....	19
Southern Pacific Transportation Company .....	1
Springfield Terminal-Vermont .....	15
Terminal Railroad Association of St. Louis .....	2
Texas Mexican Railway .....	1
Union Pacific Railroad .....	125
Wheeling & Lake Erie Railway .....	7
<b>Total Docketed Cases .....</b>	<b>767</b>

**Division 3**  
**Unions Party to Docketed Cases**  
**October 1, 1997 to September 30, 1998**

American Train Dispatchers Association .....	23
Brotherhood of Locomotive Engineers .....	1
Brotherhood of Maintenance of Way Employees .....	374
Brotherhood of Railroad Signalmen .....	96
Brotherhood Railway Carmen .....	1
Indiana Railroad Company .....	1
Miscellaneous .....	22
Transportation Communications Union .....	250
<b>Total Cases Docketed .....</b>	<b>767</b>

**Sixty-fourth  
Annual Report of the  
FOURTH DIVISION**

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

**For the Fiscal Year Ended  
September 30, 1998**

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**M E M B E R S H I P**

R. C. Arthur, Chairman  
W. R. Miller  
J. Hurtubise  
E. C. Snyder

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

**Jurisdiction**

The Fourth Division of the National Railroad Adjustment Board has 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. (*The Railway Labor Act, as amended, 45 U.S.C. §153, First (h)*)

**Division 4**  
**Workload Report - Docketed Cases**  
**October 1, 1997 to September 30, 1998**

<b>Total Caseloads:</b>	<b>No. of Cases</b>
On hand at beginning of year . . . . .	* 44
New cases docketed . . . . .	2
Cases disposed of . . . . .	34
On hand at end of year . . . . .	12

**Breakdown of Cases Disposed of:**

Decided without Referee . . . . .	0
Decided with Referee . . . . .	27
Otherwise closed (withdrawn) . . . . .	7

\*Statistical Adjustment from FY-97

**Division 4**  
**Carriers Party to Docketed Cases**  
**October 1, 1997 to September 30, 1998**

Amtrak .....	1
Pittsburgh & Conneaut Dock Company .....	1
<b>Total Docketed Cases .....</b>	<b>2</b>

**Division 4**  
**Unions Party to Docketed Cases**  
**October 1, 1997 to September 30, 1998**

American Railway Supervisors Association(ARSA) .....	1
Association Of P&C Dock Company Longshoremen .....	1
<b>Total Cases Docketed .....</b>	<b>2</b>

# **APPENDIX B**

**FY 1998**

Nominations, Appointments or Selections of Neutrals  
to Railroad Tribunals (other than the NRAB)  
and Selection of Neutrals for  
Airline System Boards of Adjustment



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## APPENDIX B - FY 1998

### 1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards) October 1, 1997 to September 30, 1998

Name	Type	City	State	Date of Appointment	PLB No.	Parties
Robert E. Peterson	2	Briarcliff Manor	NY	11-18-97	0912	Norfolk & Western Railway Co. and United Transportation Union
Robert M. O'Brien	2	Milton	MA	12-17-97	2570	Conrail-Consolidated Rail Corp and United Transportation Union
Marty E. Zusman	2	Highland	IN	06-16-98	4877	Conrail-Consolidated Rail Corp and Fraternal Order of Railway Police
Frank T. Lynch	2	Potomac	MD	11-07-97	5059	CSX Transportation and United Transportation Union
Martin H. Malin	2	Oak Park	IL	10-08-97	5234	Southern Railway Company and American Train Dispatchers Association

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
William E. Fredenberger, Jr.	2	Stafford	VA	02-24-98	5483	Paducah & Louisville Railroad and United Transportation Union
James R. McDonnell	2	Snyder	NY	02-20-98	5633	Norfolk Southern Railway Co. And United Transportation Union
Peter R. Meyers	2	Chicago	IL	07-08-98	5681	Union Pacific Railroad and Brotherhood of Locomotive Engineers
M. David Vaughn	2	Gaithersburg	MD	08-18-98	5743	Cuyahoga Valley Railway Company and United Transportation Union
Robert E. Peterson	2	Briarcliff Manor	NY	11-18-97	5785	Cuyahoga Valley Railway Company and United Transportation Union
Francis Domzalski	2	Philadelphia	PA	06-18-98	5806	Conrail-Consolidated Rail Corp and Sheet Metal Workers International Union

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)**  
**October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Edwin H. Benn	2	Glenco	IL	10-30-97	5808	AMTRAK and Joint Counsel of Carmen, Helpers, Coach Cleaners & Apprentices
Barbara C. Deinhardt	2	Brooklyn	NY	02-09-98	5808	AMTRAK and Joint Counsel of Carmen, Hostlers, Coach Cleaners & Apprentices
Thomas N. Rinaldo	2	Buffalo	NY	08-14-98	5863	AMTRAK and International Brotherhood of Electrical Workers
Elizabeth C. Wesman	2	Ithaca	NY	11-17-97	5871	Norfolk & Western Railway Co. and American Train Dispatchers Department/ BLE
Don B. Hays	2	Sherman	TX	12-08-97	5873	CSX Transportation and Sheet Metal Workers International Union
Elizabeth C. Wesman	2	Ithaca	NY	11-17-97	5877	Norfolk Southern Railway Co. and American Train Dispatchers Dept/BLE

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

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<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
David P. Twomey	2	Quincy	NY	04-06-98	5993	Illinois Central Railroad Company and United Transportation Union
Marvin Hill	2	Dekalb	IL	06-09-98	6002	Cuyahoga Valley Railway Company and United Transportation Union
Edwin H. Benn	2	Glenco	IL	01-05-98	6012	South Carolina Public Railway Association and United Transportation Union
Thomas N. Rinaldo	1	Buffalo	NY	10-08-97	6014	Terminal Railroad Association of St. Louis and American Train Dispatchers Department/BLE
Thomas N. Rinaldo	2	Buffalo	NY	03-25-98	6014	Terminal Railroad Association of St. Louis and American Train Dispatchers Department/BLE

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Peter C. Schaumber	2	Washington	DC	08-17-98	6023	Cuyahoga Valley Railway Corporation and United Transportation Union
Robert J. Irvin	2	Warrior	AL	10-07-97	6026	Apalachicola Northern Railroad Company and International Association of Machinists & Aerospace Workers
Marty E. Zusman	2	Highland	IN	07-08-98	6031	Burlington Northern Railroad Company and United Transportation Union
Gilbert H. Vernon	2	Eau Claire	WI	12-02-97	6038	Burlington Northern Railroad Company and Brotherhood of Locomotive Engineers
Marty E. Zusman	2	Highland	IN	10-06-97	6039	River Terminal Railroad Company and United Transportation Union

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)**  
**October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Marty E. Zusman	2	Highland	IN	10-09-97	6044	AMTRAK and International Brotherhood of Electrical Workers
William E. Fredenberger, Jr.	2	Stafford	VA	10-06-97	6045	CSX Transportation and United Transportation Union
Helen M. Witt	2	Pittsburgh	PA	12-16-97	6046	Philadelphia, Bethlehem & New England and United Transportation Union
Robert M. O'Brien	2	Milton	MA	10-06-97	6047	Bangor & Aroostook Railroad Company and United Transportation Union
Herbert L. Marx, Jr.	2	New York	NY	10-15-97	6048	Delaware & Hudson Railway Company and United Transportation Union
Robert E. Peterson	2	Briarcliff	NY	10-15-97	6049	CSX Transportation and United Transportation Union

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Charles P. Fischbach	2	Chicago	IL	10-15-97	6050	Norfolk Southern Railway Company and United Transportation Union
Charles P. Fischbach	2	Chicago	IL	10-15-97	6051	Union Pacific Railroad Company and International Association of Machinists & Aerospace Workers
Barry E. Simon	2	Arlington Heights	IL	11-07-97	6052	Burlington Northern Railroad Company and International Association of Machinists & Aerospace Workers
Marty E. Zusman	2	Highland	IN	10-22-97	6053	Union Pacific Railroad and United Transportation Union
James R. Johnson	2	McLean	VA	10-23-97	6054	AMTRAK and Brotherhood of Maintenance of Way Employees
Elizabeth C. Wesman	2	Ithaca	NY	10-24-97	6055	CSX Transportation and Brotherhood Railway Carmen



**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)**  
**October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Gerald E. Wallin	2	St. Paul	MN	10-28-97	6056	Soo Line Railroad and Brotherhood of Maintenance of Way Employees
Marty E. Zusman	2	Highland	IN	10-28-97	6057	AMTRAK and United Transportation Union
Barry E. Simon	2	Arlington Heights	IL	11-04-97	6058	Union Pacific Railroad Company and International Association of Machinists & Aerospace Workers
Frank T. Lynch	2	Potomac	MD	11-07-97	6059	CSX Transportation and United Transportation Union
Robert E. Peterson	2	Briarcliff	NY	11-14-97	6060	Steelton & Highspire Railroad Company and United Transportation Union
James R. Johnson	2	McLean	VA	11-28-98	6062	AMTRAK and American Railway Supervisors Association (ARSA)

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Barry E. Simon	2	Arlington Heights	IL	12-01-97	6063	Burlington Northern Railroad Company and International Association of Machinists and Aerospace Workers
Francis J. Domzalski	2	Philadelphia	PA	12-02-97	6064	Conrail-Consolidated Rail Corporation and Transport Workers Union of America
Robert O. Harris	2	Washington	DC	12-02-97	6065	Union Pacific Railroad and United Transportation Union
Elizabeth C. Wesman	2	Ithaca	NY	12-02-97	6066	Long Island Rail Road and Transportation Communications Union
Edward L. Suntrup	2	Winnetka	IL	12-3-97	6067	Burlington Northern Railroad Company and Transportation Communications Union
Robert M. O'Brien	2	Milton	MA	12-03-97	6068	Port Authority Trans-Hudson and American Railway Supervisors Association

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards  
October 1, 1997 to September 30, 1998 (Continued))**

Name	Type	City	State	Date of Appointment	PLB No.	Parties
David M. Lefkow	2	Chicago	IL	08-19-98	6069	River Terminal Railroad Company and United Transportation Union
Marty E. Zusman	2	Highland	IN	12-16-97	6070	Soo Line Railroad and American Train Dispatchers Department/BLE
George E. Larney	2	Chicago	IL	01-05-98	6071	Terminal Railroad Association of St. Louis and United Transportation Union
Barry E. Simon	1	Arlington Heights	IL	01-12-98	6072	Conrail-Consolidated Rail Corporation and International Association of Machinists & Aerospace Workers
Frederick R. Blackwell	2	Gaithersburg	MD	01-14-98	6073	Springfield Terminal Railway Company and Brotherhood Railway Carmen/TCU

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Hugh C. Duffy	2	Deale	MD	01-14-98	6074	Conrail-Consolidated Rail Corporation and International Association of Machinists & Aerospace Workers
Charles P. Fischbach	2	Chicago	IL	01-14-98	6075	Norfolk & Western Railway Co. and United Transportation Union
Peter R. Meyers	2	Chicago	IL	01-14-98	6076	CSX Transportation and United Transportation Union
Helen M. Witt	2	Pittsburgh	PA	01-27-98	6077	AMTRAK and United Transportation Union
Robert E. Peterson	2	Briarcliff	NY	01-16-98	6078	Iowa Interstate Railway Company and United Transportation Union
Rodney E. Dennis	2	Palm Beach Gardens	FL	01-20-98	6079	Dakota, Minnesota & Eastern Railroad and United Transportation Union

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Elizabeth Wesman	2	Ithaca	NY	04-06-98	6080	Norfolk Southern Railway Co. and American Train Dispatchers Department/BLE
James E. Conway	2	Great Falls	VA	01-22-98	6082	Burlington Northern Railroad Company and United Transportation Union
Robert E. Peterson	2	Briarcliff Manor	NY	01-22-98	6083	Long Island Rail Road and International Brotherhood of Electrical Workers
Helen M. Witt	2	Pittsburgh	PA	01-27-98	6084	Florida East Coast Railway Company and United Transportation Union
Peter R. Meyers	2	Chicago	IL	03-03-98	6085	Conrail-Consolidated Rail Corporation and American Train Dispatchers Department/BLE

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)**  
**October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Rodney E. Dennis	2	Palm Beach Gardens	FL	02-11-98	6086	Terminal Railroad Association of St. Louis and Brotherhood of Maintenance of Way Employees
David M. Vaughn	2	Gaithersburg	MD	02-20-98	6087	St. Lawrence & Hudson Railroad and United Transportation Union
Martin H. Malin	2	Oak Park	IL	02-24-98	6089	Union Pacific Railroad and Brotherhood of Maintenance of Way Employees
Herbert L. Marx, Jr.	2	New York	NY	02-27-98	6090	Conrail-Consolidated Rail Corporation and Transportation Communications Union
Edwin H. Benn	2	Glencoe	IL	02-27-98	6091	Conrail-Consolidated Rail Corporation and Transportation Communications Union

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards  
October 1, 1997 to September 30, 1998 (Continued))**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
James E. Conway	2	Great Falls	VA	02-27-98	6092	Conrail-Consolidated Rail Corporation and Transportation Communications Union
Marty E. Zusman	2	Highland	IN	02-27-98	6093	Conrail-Consolidated Rail Corporation and Transportation Communications Union
David P. Twomey	2	Quincy	MA	03-02-98	6094	Kansas City Southern Railway Company and Brotherhood of Locomotive Engineers
Frank T. Lynch	1	Potomac	MD	03-03-98	6095	Norfolk & Western Railroad and United Transportation Union
Herbert L. Marx, Jr.	2	New York	NY	03-03-98	6096	AMTRAK and Transport Workers Union of America
Edwin H. Benn	2	Glencoe	IL	03-03-98	6097	South Carolina Division of Public Railroad and United Transportation Union

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

Frank T. Lynch	2	Potomac	MD	03-03-98	6098	New Orleans Public Belt Railroad and United Transportation Union
Francis X. Quinn	2	Tulsa	OK	03-04-98	6099	Union Pacific Railroad Company and United Transportation Union
Charles P. Fischbach	2	Chicago	IL	01-14-98	6100	Northern Indiana Communications Transportation and United Transportation Union
Robert G. Richter	2	Scottsdale	AZ	03-05-98	6101	M&B Railroad L.L.C. and United Transportation Union
Robert J. Irvin	2	Warrior	AL	03-26-98	6102	Burlington Northern Railroad Company and Brotherhood of Maintenance of Way Employees
Robert L. Hicks	2	Elgin	IL	03-26-98	6103	Burlington Northern Railroad Company and Brotherhood of Maintenance of Way Employees



**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

David P. Twomey	2	Quincy	MA	03-25-98	6104	CSX Transportation and Brotherhood of Locomotive Engineers
James R. McDonnell	2	Snyder	NY	05-11-98	6105	Norfolk & Western Railway Company and United Transportation Union
William E. Fredenberger, Jr.	2	Stafford	VA	09-29-98	6106	Paducah & Louisville Railroad and United Transportation Union
Gerald E. Wallin	2	St. Paul	MN	04-22-98	6107	Union Pacific Railroad and Brotherhood of Railroad Signalmen
Robert E. Douglas	2	Woodmere	NY	05-05-98	6108	Long Island Rail Road and Brotherhood of Railroad Signalmen
Peter C. Schaumber	2	Washington	DC	04-06-98	6109	Burlington Northern Railroad Company and United Transportation Union
Ellen J. Alexander	2	Skokie	IL	04-29-98	6110	Elgin, Joliet & Eastern Railway Company and United Transportation Union

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)**  
**October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Elizabeth C. Wesman	2	Ithaca	NY	04-14-98	6111	Duluth, Missabe & Iron Range Railway and Brotherhood of Locomotive Engineers
Edwin H. Benn	2	Glencoe	IL	04-14-98	6112	CSX Transportation and Brotherhood Locomotive Engineers
Eckehard Muessig	2	Arlington	VA	04-14-98	6113	Paducah & Louisville Railroad and Brotherhood of Locomotive Engineers
William H. Holley, Jr.	2	Auburn	AL	06-01-98	6114	Birmingham Southern Railroad Company and United Transportation Union
Martin H. Malin	2	Oak Park	IL	04-24-98	6115	AMTRAK and Brotherhood of Locomotive Engineers
Robert E. Peterson	2	Briarcliff Manor	NY	04-27-98	6116	Indiana Harbor Belt Railway and National Conference of Firemen & Oilers

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Francis X. Quinn	2	Tulsa	OK	04-28-98	6117	CSX Transportation and United Transportation Union
Martin H. Malin	2	Oak Park	IL	06-24-98	6118	Illinois Central Railroad Company and Transportation Communications Union
M. David Vaughn	2	Gaithersburg	MD	06-18-98	6119	Norfolk & Western Railway Company and Transportation Communications Union
Hyman Cohen	2	Beachwood	OH	07-08-98	6120	Cuyahoga Valley Railway Company and United Steel Workers of America
John C. Fletcher	2	Mt. Prospect	IL	04-30-98	6121	Norfolk & Western Railway Company and International Brotherhood of Electrical Workers
Joseph A. Sickles	2	Bethesda	MD	05-05-98	6122	Lake Terminal Railroad and United Transportation Union

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Charles P. Fischbach	2	Chicago	IL	05-11-98	6123	Indiana Harbor Belt Railway and United Transportation Union
Eckehard Muessig	2	Arlington	VA	08-20-98	6124	AMTRAK and American Train Dispatchers Department/BLE
Barry E. Simon	2	Arlington Heights	IL	05-19-98	6125	Illinois Central Railroad Company and United Transportation Union
Francis J. Domzalski	2	Philadelphia	PA	05-19-98	6126	Conrail-Consolidated Rail Corporation and United Railway Supervisors Association
Robert T. Simmelkjaer	2	Haworth	NJ	06-16-98	6127	Long Island Rail Road and Independent Railway Supervisors Association
Daniel F. Brent	2	Princeton	NJ	02-25-98	6128	Conemaugh & Black Lick Railroad and United Steel Workers of America

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Joseph M. Fagnani	2	Sewell	NJ	05-26-98	6128	Conemaugh & Black Lick Railroad and United Steel Workers of America
Edward L. Suntrup	2	Winnetaka	IL	05-29-98	6129	Chicago S. Shore and S. Bend and Transportation Communications Union
Robert O. Harris	2	Washington	DC	06-01-98	6130	Illinois Central Railroad Company and United Transportation Union
Robert E. Peterson	2	Briarcliff Manor	NY	06-01-98	6131	Illinois Central Railroad Company and United Transportation Union
Robert E. Peterson	2	Briarcliff Manor	NY	06-01-98	6132	Illinois Central Railroad Company and United Transportation Union
Robert E. Peterson	2	Briarcliff Manor	NY	06-02-98	6133	Port Authority Trans-Hudson and American Train Dispatchers Department/BLE

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Andree Y. McKissick	2	Chevy Chase	MD	06-08-98	6134	Canton Railroad Company and Brotherhood Railway Carmen
Elizabeth C. Wesman	2	Ithaca	NY	06-08-98	6135	Soo Line Railroad and Brotherhood Railway Carmen
Barry E. Simon	2	Arlington Heights	IL	06-09-98	6137	Chicago Central & Pacific Railroad and United Transportation Union
Thomas N. Rinaldo	2	Buffalo	NY	06-10-98	6138	Chicago Central & Pacific Railroad and United Transportation Union
James R. Johnson	2	McLean	VA	06-15-98	6139	AMTRAK and American Railway Supervisors Association
James R. Johnson	2	McLean	VA	06-16-98	6140	AMTRAK and American Railway Supervisors Association

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB. No.</b>	<b>Parties</b>
Barry E. Simon	2	Arlington Heights	IL	07-28-98	6141	Norfolk & Western Railway Company and Brotherhood Railway Carmen
Charlotte Gold	2	Palm Beach Gardens	FL	06-22-98	6142	CSX Transportation and International Brotherhood of Boilermakers & Blacksmiths
Elizabeth C. Wesman	2	Ithaca	NY	06-24-98	6143	New Orleans Public Belt Railroad and Transportation Communications Union
Frank T. Lynch	2	Potomac	MD	07-06-98	6144	Union Pacific Railroad and United Transportation Union
Robert E. Peterson	2	Briarcliff Manor	NY	07-07-98	6145	Springfield Terminal Railway Co. and International Association of Machinists & Aerospace Workers
Jack A. Warshaw	2	Bethesda	MD	07-07-98	6146	Conrail-Consolidated Rail Corporation and National Conference of Firemen & Oilers

**1. Arbitrators Appointed to Public Law 89-456 (Public Law Boards)**  
**October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB. No.</b>	<b>Parties</b>
John C. Fletcher	2	Mt. Prospect	IL	07-10-98	6147	Duluth, Missabe & Iron Range Railway and International Brotherhood of Electrical Workers
John C. Fletcher	2	Mt. Prospect	IL	07-10-98	6148	Duluth, Missabe & Iron Range Railway and International Brotherhood of Electrical Workers
John Cook, Jr.	2	Portland	OR	07-14-98	6149	Union Pacific Railroad and Brotherhood of Locomotive Engineers
Eckehard Muessig	2	Arlington	VA	07-20-98	6150	CSX Transportation and International Brotherhood of Electrical Workers
Robert E. Peterson	1	Briarcliff Manor	NY	07-23-98	6151	Bessemer and Lake Erie and International Association of Machinists & Aerospace Workers



**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
John B. Criswell	2	Stigler	OK	08-10-98	6153	Norfolk & Portsmouth Beltline and United Transportation Union
Joseph Lazar	2	Boulder	Co	09-29-98	6154	Burlington Northern Railroad Company and United Transportation Union
Carol J. Zamperini	2	Denver	Co	08-17-98	6155	Union Pacific Railroad Company and Brotherhood of Locomotive Engineers
Martin H. Malin	2	Oak Park	IL	08-20-98	6156	Belt Railway Company of Chicago and Brotherhood Railway Carmen
Elizabeth C. Wesman	2	Ithaca	NY	08-24-98	6157	Lawrence & Atlantic and Brotherhood of Maintenance of Way Employees
Martin H. Malin	2	Oak Park	IL	09-011-98	6158	Chicago Central & Pacific Railroad and Transportation Communications Union

**1. Arbitrators Appointed Pursuant to Public Law 89-456 (Public Law Boards)**  
**October 1, 1997 to September 30, 1998**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>PLB No.</b>	<b>Parties</b>
Carol J. Zamperini	2	Denver	Co	09-09-98	6159	Union Pacific Railroad and United Transportation Union
Thomas N. Rinaldo	1	Buffalo	NY	09-10-98	6161	Colorado & Wyoming Railway Company and National Conference of Firemen & Oilers
Francis X. Quinn	2	Tulsa	OK	09-18-98	6164	Union Pacific Railroad and Brotherhood of Locomotive Engineers
Carol J. Zamperini	2	Denver	CO	09-21-98	6165	Union Pacific Railroad and United Transportation Union
Carol J. Zamperini	2	Denver	CO	09-21-98	6166	Union Pacific Railroad and United Transportation Union
Raymond H. Cluster	1	N. Turo	MA	09-29-98	6167	CSX Transportation and United Transportation Union
Charles P. Fischbach	2	Chicago	IL	09-29-98	6168	Texas Mexican Railway and United Transportation Union

Type - 1 (Procedural Board)  
Type - 2 (Merits Board)

**2. Arbitrators Appointed-Arbitration Boards**  
**October 1, 1997 to September 30, 1998**

<b>Name</b>	<b>Residence</b>	<b>Date of Appt.</b>	<b>Arb. No.</b>	<b>Parties</b>
Robert E. Peterson	Briarcliff Manor, NY	07-14-98	566	The Texas Mexican Railway and United Transportation Union
Frank T. Lynch	Potomac, MD	08-18-98	567	Union Pacific Railroad and Brotherhood of Locomotive Engineers and United Transportation Union

**3. Arbitrators Appointed to Special Boards of Adjustment  
October 1, 1997 to September 30, 1998**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>SBA No.</b>	<b>Parties</b>
Conway, James E.	2	Greets Falls	VA	06-09-98	0909	Conrail-Consolidated Rail Corporation & United Transportation Union
Wallin, Gerald E.	2	St. Paul	MN	03-03-98	0933	Southeastern Pennsylvania Transportation Authority & Brotherhood of Locomotive Engineers
O'Brien, Robert M.	2	Milton	MA	01-16-98	0950	Metro North Railroad (META) & International Association of Machinists & Aerospace Workers
Meyers, Peter R.	2	Chicago	IL	03-31-98	0954	New Jersey Transit Rail Operations & Brotherhood of Railroad Signalmen
Lowry, Robert A.	2	San Antonio	TX	12-08-97	0961	Southeastern Pennsylvania Transportation Authority & Transport Workers Union of America

**3. Arbitrators Appointed to Special Boards of Adjustment  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Application</b>	<b>SBA No.</b>	<b>Parties</b>
Domzalski, Francis J.	2	Philadelphia	PA	02-27-98	0966	Southeastern Pennsylvania Transportation Authority & Brotherhood of Railroad Signalmen
O'Brien, Robert M.	2	Milton	MA	07-30-98	0974	Metro North Railroad (META) & United Transportation Union
Conway, James, E.	2	Great Falls	VA	09-03-98	0981	Conrail-Consolidated Rail Corporation & United Transportation Union
Murphy Nancy F.	2	Meridian	NY	06-09-98	1001	Metro North Railroad (META) & International Association of Machinists & Aerospace Workers
Fragnani, Joseph M.	2	Sewell	NJ	03-09-98	1009	New Jersey Transit Rail Operations & Transportation Communication Union
Liebowitz, Jonathan s.	2	White Plains	NY	09-22-98	1009	New Jersey Transit Rail Operations & Transportation Communication Union

**3. Arbitrators Appointed to Special Boards of Adjustment  
October 1, 1997 to September 30, 1998 (Continued)**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>SBA No.</b>	<b>Parties</b>
Conway, James, E.	2	Great Falls	VA	01-28-98	1012	Conrail-Consolidated Rail Corporation & International Longshoremens Association
Wallin, Gerald E.	2	St. Paul	MN	12-08-97	1048	Norfolk Southern Railway Company & Brotherhood of Maintenance of Way Employees
Wallin, Gerald E.	2	St. Paul	MN	12-08-97	1049	Norfolk Southern Railway Company & Brotherhood of Maintenance of Way Employees
McDonnell, James R.	2	Snyder	NY	10-20-97	1063	Norfolk Southern Railway Company & Brotherhood of Locomotive Engineers
Peterson, Robert E.	2	Briarcliff Manor	NY	10-15-97	1064	CSX Transportation & Transportation Communication Union

**3. Arbitrators Appointed to Special Boards of Adjustment  
October 1, 1997 to September 30, 1998**

<b>Name</b>	<b>Type</b>	<b>City</b>	<b>State</b>	<b>Date of Appointment</b>	<b>SBA No.</b>	<b>Parties</b>
Conway, James E.	2	Great Falls	Va	02-03-98	1078	Conrail-Consolidated Rail Corporation & Brotherhood of Railroad Signalmen
Suntrup, Edward L.	2	Winnetka	IL	03-26-98	1090	TTX Company & Brotherhood of Railway Carmen
Zack, Arnold M.	2	Boston	MA	11-18-97	1099	Conrail-Consolidated Rail Corporation & Brotherhood of Maintenance of Way Employees
Das, Shyam	2	Pittsburgh	PA	01-20-98	1100	Burlington Northern Railroad Company & Brotherhood of Maintenance of Way Employees
Malin, Martin H.	2	Oak Park	IL	07-27-98	1102	Conrail-Consolidated Rail Corporation & Brotherhood of Railroad Signalmen
Das, Shyam	2	Pittsburgh	PA	03-09-98	1103	Norfolk & Western Railway Company & Brotherhood of Maintenance of Way Employees

**4. Arbitrators Nominated Pursuant to Union Shop Agreements**  
**October 1, 1997 to September 30, 1998**

<b>Name</b>	<b>Residence</b>	<b>Date of Appointment</b>	<b>Individual Carrier/ Union</b>
NONE			



**5. Arbitrators Selected to System Boards of Adjustment (Airlines)**  
**October 1, 1997 to September 30, 1998**

<b>Name of Arbitrator</b>	<b>Residence</b>	<b>Date of Panel</b>	<b>Parties</b>
Homer C. La Rue	Washington, DC	08/28/98	Association of Flight Attendants Service Charge Objections
Charles A. Frost	Tampa, FL	10/21/97	Air Canada and Teamsters Local Union No. 769
Charlotte Gold	Palm Beach Gardens, FL	10/21/97	Air Canada and Teamsters Local Union No. 769
Barry E. Simon	Arlington Hts., IL	10/21/97	Air Canada and Teamsters Local Union No. 769
Panel Submitted	No Arbitrator Selected	10/30/97	Air Canada and Teamsters Local Union No. 210
Robert L. Douglas	Woodmere, NY	02/18/98	Air Canada and Teamsters Local Union No. 769
Panel Submitted	No Arbitrator Selected	03/25/98	Air Canada and Teamsters Local Union No. 210
George S. Ives	Sarasota, FL	04/21/98	Air Canada and Teamsters Local Union No. 769
Thomas F. Carey	Mattituck, NY	06/15/98	Air Canada and Teamsters Local Union No. 210
David P. Twomey	Quincy, MA	07/06/98	Air Canada and Teamsters Local No. 25
Panel Submitted	No Arbitrator Selected	05/05/98	Airport Group International and IAM&AW District 141
Panel Submitted	Dispute in Negotiations	06/29/98	Antillean Airlines & IAM&AW
Robert L. Douglas	Woodmere, NY	02/03/98	CCAir and Air Line Pilots Association

**5. Arbitrators Selected to System Boards of Adjustment (Airlines)**  
**October 1, 1997 to September 30, 1998 (continued)**

<b>Name of Arbitrator</b>	<b>Residence</b>	<b>Date of Panel</b>	<b>Parties</b>
George Nicolau	New York, NY	01/28/98	Continental Airlines and IAM&AW
Panel Submitted	No Arbitrator Selected	04/23/98	Continental Airlines/ Continental Express & Independent Assoc. Of Continental Pilots
Panel Submitted	No Arbitrator Selected	09/22/98	KIWI International Holding, Inc. and TWUA
Panel Submitted	No. Arbitrator Selected	05/28/98	Piedmont Airlines and Association of Flight Attendants
Robert L. Douglas	Woodmere, NY	05/29/98	Piedmont Airlines and Association of Flight Attendants
Panel Submitted	No Arbitrator Selected	06/01/98	Piedmont Airlines and Association of Flight Attendants
Panel Submitted	No Arbitrator Selected	02/18/98	Rowland, Schulman Grievance with Great Lakes Aviation, Ltd.
Panel Submitted	No Arbitrator Selected	10/20/97	Trans State Airlines and Automotive Petroleum Allied Industries Employees Union
Panel Submitted	No Arbitrator Selected - Dispute Settled	11/18/97	Trans State Airlines and Automotive Petroleum Allied Industries Employees Union
Panel Submitted	No Arbitrator Selected-Dispute Settled	05/11/98	Trans State Airlines and Air Line Pilots Association
Panel Submitted	No Arbitrator Selected - Dispute Settled	05/11/98	Trans State Airlines and Air Line Pilots Association

**5. Arbitrators Selected to System Boards of Adjustment (Airlines)**  
**October 1, 1997 to September 30, 1998 (continued)**

<b>Name of Arbitrator</b>	<b>Residence</b>	<b>Date of Panel</b>	<b>Parties</b>
Panel Submitted	No Arbitrator Selected	06/15/98	United Parcel Services and Independent Pilots Association
Scott E. Buchheit	Haddonfield, NJ	06/25/98	United Parcel Services and Teamsters Local Union 2727
Rolf Valtin	Lovettsville, VA	06/25/98	United Parcel Services and Teamsters Local Union 2727
Panel Submitted	No Arbitrator Selected - Dispute Settled	11/10/97	US Airways and IAM&AW
Robert J. Ables	Falls Church, VA	12/30/97	US Airways and IAM&AW
Panel Submitted	No Arbitrator Selected - Dispute Settled	12/30/97	US Airway and IAM&AW
James E. Conway	Great Falls, VA	12/30/97	US Airways and IAM&AW
Panel Submitted	No Arbitrator Selected - Case withdrawn	12/30/97	US Airways and IAM&AW
Panel Submitted	No Arbitrator Selected - Dispute Settled	12/30/97	US Airways and IAM&AW
Nicholas H. Zumas	Washington, DC	04/14/98	US Airways and IAM&AW
Herbert Fishgold	Washington, DC	06/01/98	US Airways Shuttle, Inc. And Air Line Pilots Association
Panel Submitted	No Arbitrator Selected	07/21/98	Ronald Price and US Airways Retirement Board
Panel Submitted	Dispute Settled by Parties	08/03/98	US Airways and IAM&AW

**5a. Arbitrators Selected to Labor Protective Provisions**  
**October 1, 1997 to September 30, 1998**

<b>Name</b>	<b>Residence</b>	<b>Date of Appt.</b>	<b>Parties</b>
Roy J. Carvatta	Chicago, IL	05-13-98	Union Pacific/Southern Pacific Railroad and United Transportation Union
Joseph Sickles	Behtesda, MD	06-22-98	Union Pacific Railroad and United Transportation Union
William E. Fredenberger	Stafford, VA	07-14-98	Burlington Northern Santa Fe and United Transportation Union
Peter R. Meyers	Chicago, IL	07-30-98	Consolidated Rail Corporation and Brotherhood of Locomotive Engineers

**5b. Arbitrators Selected--System Boards of Adjustment (Railroads),  
October 1, 1997 to September 30, 1998**

<b>Name</b>	<b>Residence</b>	<b>Date of Panel</b>	<b>Parties</b>
Panel Submitted	No Arbitrator Selected	04-07-98	Burlington Northern Santa Fe and Brotherhood of Maintenance of Way Employees
Peter R. Meyers	Chicago, IL	06-11-98	CSX Transportation, Inc.. and Mr. B.M. Myers
Panel Submitted	No Arbitrator Selected	06-12-98	Union Pacific Railroad for Section 3 Tribunal
Robert O. Harris	Washington, DC	07-21-98	Wheeling & Lake Erie Railroad and Brotherhood of Railroad Signalmen
Panel Submitted	No Arbitrator Selected	08-07-98	AMTRAK Transportation Communications International Union
Panel Submitted	No Arbitrator Selected	08-17-98	AMTRAK and IAM&AW
Shyam Das	Pittsburgh, PA	08-28-98	Norfolk & Western Railway Company and Brotherhood of Maintenance of Way Employees
Joseph Sickles	Bethesda, MD	09-01-98	Burlington Northern Santa Fe and Brotherhood of Maintenance of Way Employees

**6. Arbitrators Appointed to Public Law 91-518--Rail Passenger Service  
Act of 1970 (Amtrak), October 1, 1997 to September 30, 1998**

Name	Residence	Date of Appt.	Amtrak No.	Parties
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NONE

**7. Arbitrators Appointed Pursuant to Public Law 93-236--Regional Rail  
Reorganization Act of 1973 (ConRail), October 1, 1997 to September 30, 1998**

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<b>Name</b>	<b>Residence</b>	<b>Date of Appt.</b>	<b>ConRail No.</b>	<b>Parties</b>
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NONE

# **APPENDIX C**

**FY 1998**

Selected Labor Organizations and Associated Acronyms



## **Selected Labor Organizations and Associated Acronyms**

### **AIRLINES**

AAMA	Allegheny Airlines Mechanics Association
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
AMTU	Aviation Maintenance Technician's Union
APA	Allied Pilots Association
APFA	Association of Professional Flight Attendants
ASPA	Air South Pilots Association
ATE	Air Transport Employees
ATPA	Air Tran Pilots Association
AWPA	Air Wisconsin Pilots Association
CAPA	Champion Air Pilots Association
CCCA	Capital Cargo Crewmember Association
CWA	Communication Workers of America
FAFC	Flight Attendants for a Free Choice
FEIA	Flight Engineers' International Association
FTTE	Freedom to the Employees
HERE	Hotel Employees & Restaurant Employees International Union
IACP	International Association of Continental Pilots
IAM	(See IAM&AW)
IAM&AW	International Association of Machinists & Aerospace Workers
IBEW	International Brotherhood of Electrical Workers
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
IFFA	Independent Federation of Flight Attendants
IPA	Independent Pilots Association
IUFA	Independent Union of Flight Attendants
OPEIU	Office and Professional Employees International Union
PAFCA	Professional Airline Flight Control Association
PCCA	Professional Cabin Crew Association
PFCA	Pacific Flight Crew Association
RAPA	Regional Airline Pilots Association
RILDC	Rhode Island Laborers' District Council

RPA	Rich 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
SEIU	Service Employer International Union
SJPA	Southern Jersey Pilots Association
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
UPIU	United Paperworkers International 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
BLE-ATDA	American Train Dispatchers Association, Division of BLE
BMWE	Brotherhood of Maintenance of Way Employees
BRS	Brotherhood of Railroad Signalmen
CCA	Columbus Carmen's Association
CCPA	Combined Counties Police Association
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
FSREU	Ft. Smith Railroad Engineers Union
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
IBF & O	(See IBFO)
IBT	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
ILA	International Longshoremen Association
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
RLEA	Railway Labor Executives Association
ROWU	Railway Office Workers Union
SA	System Association, Committee or Individual
SMWIA	Sheet Metal Workers' International Association
TCIU	(See TCU)
TCU	Transportation Communications International Union
TCU-ARASA	American Railway and Airline Supervisors Association, a Division of TCU
TCU-BRC	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
UFCW	United Firemen Communications Workers
UPIU	United Paperworkers International Union
URSA	United Railway Supervisors Association
USWA	United Steelworkers of America
UTU	United Transportation Union
YSC	Yardmasters Steering Committee

