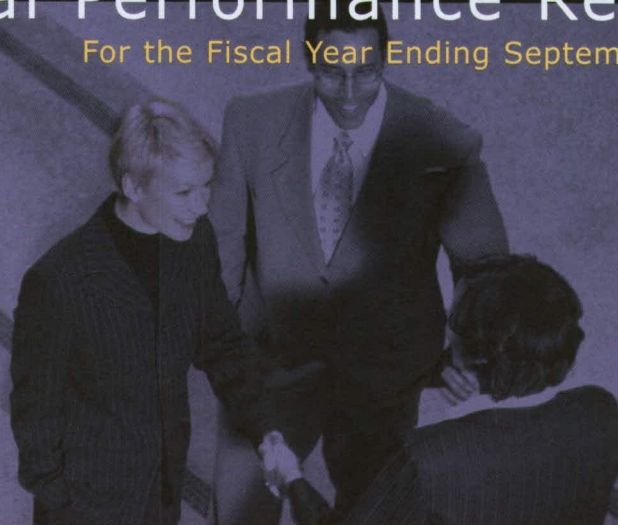


# NATIONAL MEDIATION BOARD

## 2000 Annual Performance Report

For the Fiscal Year Ending September 30, 2000







NATIONAL MEDIATION BOARD  
Washington, DC 20572



The President  
Speaker of the House of Representatives  
President *Pro Tempore* of the Senate

March 2001

It is an honor to submit to you the Report on Program Performance for the National Mediation Board (NMB or Board) for Fiscal Year 2000, pursuant to the provisions of Section 4 (b) of the Government Performance and Results Act, 31 U.S.C. 116 (a)-(f). The report covers programs and operations during the year and provides information on NMB performance and progress in achieving the goals set out in the Board's strategic and annual performance plans.

The NMB performed well for the 12 month period ending September 30, 2000. There were several challenging mediation disputes during the period that included some instances of confrontational bargaining and self-help activities which resulted in court injunctions. The number of new mediation and alternative dispute resolution cases increased by seven percent while the number of cases closed exceeded the 1995-1999 five-year average by 21 percent. The NMB successfully met all performance standards for its representation dispute program activities and remained current with its caseload throughout the fiscal year.

The NMB closed more than 8,700 railroad arbitration cases during the year. This was a 55 percent increase over the number of cases closed the previous year. The FY 2000 supplemental funding of NMB Section 3 activity was instrumental in this achievement. Improvements in administration and oversight, training, grievance mediation, and the Board's ongoing encouragement of labor and management efforts to resolve disputes without third-party intervention also contributed to this dramatic increase in closed cases.

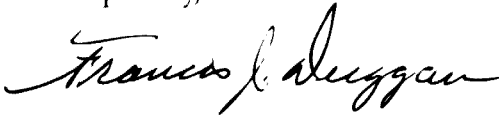
The results found in this report reflect the Revised FY-2000 NMB Performance Plan, which was previously shared with the House Appropriations Subcommittee on Labor, Health and Human Services, Education, and Related Agencies. The revision consolidated overlapping performance goals and targets and eliminated duplication. Certain goals and targets in the original plan were moved and tracked as management strategies or placed under subordinate departmental work plans. The strategic plan and annual performance plan outcome goals for NMB mediation, representation and arbitration activities appear in their respective sections of this report.

ii

This report and its appendix compare actual and projected performance and identify performance targets not achieved. Performance results are used in the day-to-day operations of the Board and are considered in revising the Board's performance and strategic plans. This report also contains tabular and narrative information, which is reported annually by the NMB and the National Railroad Adjustment Board pursuant to Section 4, Second of the Railway Labor Act.

For FY 2000, Congress authorized \$9,562,000 and 52 employees for the NMB. This appropriation resource level enabled the NMB to meet its statutorily mandated obligations, provide services to its airline and railroad labor, management and public customers, and meet its strategic performance outcome goals. More than 90 percent of NMB staff participated in direct customer contact in providing the services described in this report.

Respectfully,

A handwritten signature in black ink, reading "Francis J. Duggan". The signature is written in a cursive, flowing style with a large initial 'F'.

Francis J. Duggan  
Chairman

CC: Congressional Committee Addressees



# Mission Statement



The National Mediation Board (NMB), established by the 1934 amendments to the Railway Labor Act (RLA) of 1926, is an independent agency which performs a central role in facilitating harmonious labor-management relations within two of the nation's key transportation sectors—the railroads and airlines. Pursuant to the RLA, NMB programs have provided an integrated dispute resolution process that effectively meets the statutory objective of minimizing work stoppages in the railroad and airline industries by securing voluntary agreement. The NMB's integrated processes 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.

## TABLE OF CONTENTS

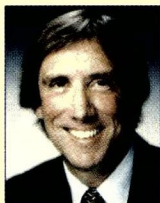
<b>i</b>	Letter of Transmittal
<b>iii</b>	Mission Statement
<b>iv</b>	National Mediation Board and its Staff
<b>v</b>	Board Member Registry
<b>1</b>	Organization and Structure
<b>2</b>	Financial Statement
<b>4</b>	Railway Labor Act and NMB Functions
<b>8</b>	Mediation & ADR Performance Results
<b>16</b>	Representation Performance Results
<b>22</b>	Arbitration Performance Results
<b>25</b>	Appendix

## NATIONAL MEDIATION BOARD

Fiscal Year 2000



Member  
Francis J. Duggan



Chairman  
Ernest W. DuBester



Member  
Magdalena G. Jacobsen

Chief of Staff  
Stephen E. Crable

Deputy Chief of Staff  
Benetta Mansfield

Director, Arbitration  
Roland Watkins

Hearing Officers  
Mary L. Johnson (Senior)  
Sean J. Rogers (Senior)  
Eileen M. Hennessey

Chief Financial Officer/  
Chief Information Officer  
June D.W. King

Director, Public Affairs  
James E. Armshaw

Director, Center for  
Advanced Studies  
Ronald M. Etters

Senior Mediators  
Lawrence E. Gibbons  
Patricia Sims  
John Schrage (ADR)  
John J. Bavis \*

Mediators  
Samuel Cognata  
Rich Frey  
Richard Hanusz  
Denise Hedges  
Thomas Ingles  
Zachery Jones

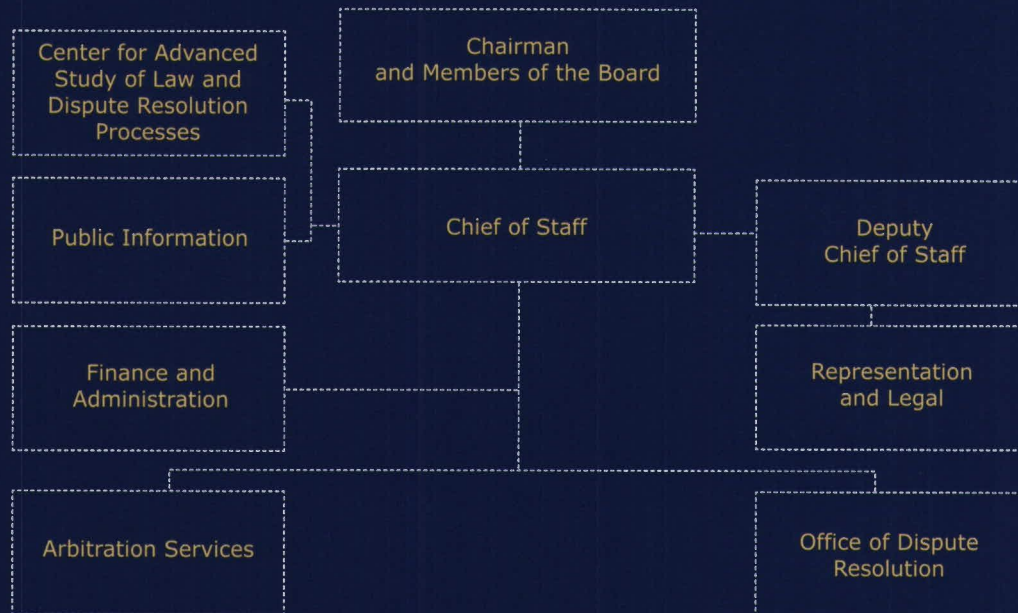
Jack Kane  
Fred Leif  
John Livingood  
Gale Oppenberg  
Les A. Parmelee  
Laurette Piculin  
Linda A. Puchala

\*resigned

# REGISTRY OF BOARD MEMBERS



Name	Entered Office		
Francis J. Duggan	11-22-99	Term Expires	07-01-03
Magdalena G. Jacobsen	12-01-93	Term Expires	07-01-02
Ernest W. DuBester	11-15-93	Term Expires	07-01-01
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
Helen M. Witt	11-18-83	Resigned	09-18-88
Walter C. Wallace	10-12-82	Term Expired	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 Expired	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 Expired	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



## Organization and Structure

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.

The Board is responsible for providing carriers and labor organizations with dispute resolution services in the railroad and airline industries. The Board's rail and air transportation customers include hundreds of airlines and railroads and dozens of labor organizations. These carriers employ more than 900,000 employees. The Board's 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 and their employees.



# Financial Statement FY 2000

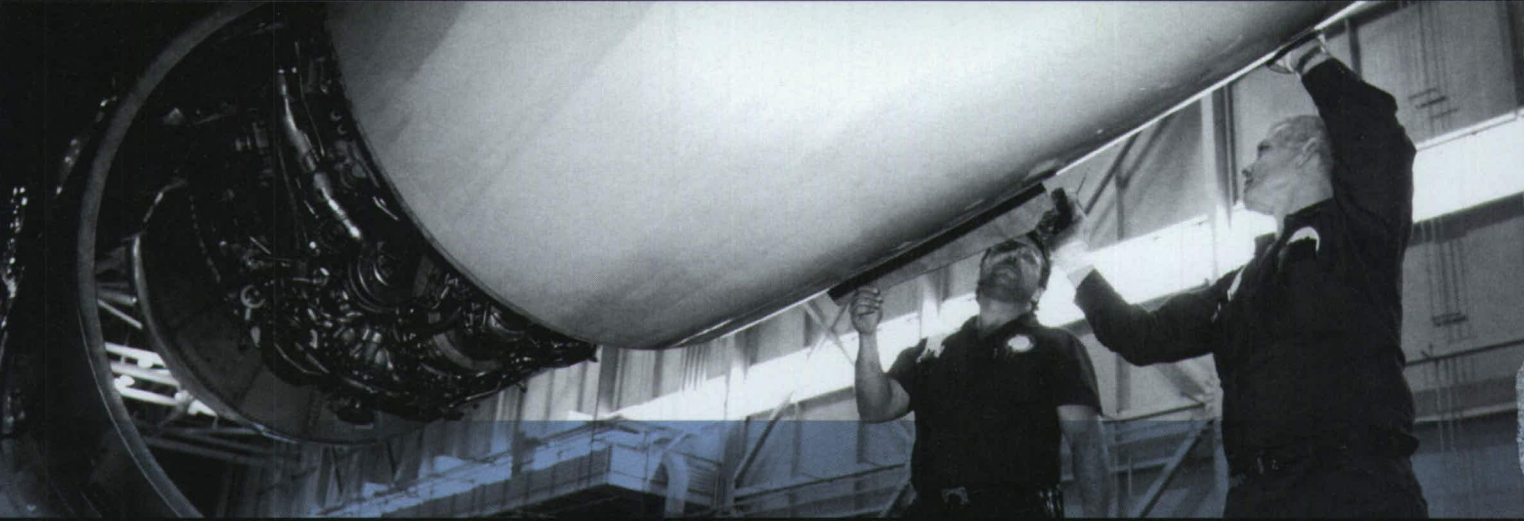
2

In the fiscal year 2000, the Congress appropriated \$9,562,000 for NMB operations.

Expenses and Obligations	2000 Actual
Personnel Compensation	\$ 5,539,733
Personnel Benefits	717,576
Benefits for Former Personnel	(4,601)
Travel and Transportation of Persons	472,167
Transportation of Things	31,979
Rent, Communications, Utilities	950,508
Printing and Reproduction	108,018
Other Services	632,200
Supplies and Materials	91,686
Equipment	13,947
Unvouchered	3,166
Total	8,556,379







NMB mediators apply a variety of dispute resolution techniques including traditional mediation, interest-based problem solving, and facilitation to resolve disputes.



# RAILWAY LABOR ACT

## and NMB Functions

The Railway Labor Act (RLA) provides a comprehensive statutory framework for the resolution of labor-management disputes in the airline and railroad industries. Enacted in 1926 as a collaborative effort of labor and management, the RLA succeeded several previous federal statutes dating back to 1888. The 1926 Act provided for mandatory mediation and voluntary arbitration in contract negotiations, as well as for Presidential Emergency Boards (PEBs) to enhance dispute resolution. Key amendments to the Act in 1934 established the current three-member National Mediation Board and authorized the resolution of employee representation disputes by the NMB. In 1936, the RLA's jurisdiction was expanded to include the airline industry. The Act's most recent substantive amendment in 1981 permitted the creation of specialized Presidential Emergency Boards for disputes at certain commuter railroads.

The RLA has five “general purposes”:

- Avoid interruptions to interstate commerce in the airline and railroad industries;
- Ensure the right of employees to freely determine whether they wish to be represented for collective bargaining purposes;
- Ensure the independence of labor and management for self-organization to carry out the purposes of the Act;
- Provide for the prompt and orderly settlement of collective bargaining disputes; and
- Provide for the prompt and orderly settlement of disputes over the interpretation of existing collective bargaining agreements.

### Mediation and Alternative Dispute Resolution

The RLA requires labor and management to make every reasonable effort to make and maintain collective bargaining agreements. Initially, the parties must give notice to each other of their proposals for new or revised agreements. Direct bargaining between the parties must commence promptly and continue in an effort to resolve or narrow their differences. Should the parties fail to reach agreement during direct negotiations, either party, or the parties jointly, may apply to the Board for mediation.\* Following receipt of an

\*An application for the NMB's mediation services may be obtained from the Board's web site at [www.nmb.gov](http://www.nmb.gov)

application, the NMB will promptly assign a mediator to assist the parties in reaching an agreement. The Board is obligated under the Act to use its “best efforts” to bring about a peaceful resolution of the dispute. NMB mediators apply a variety of dispute resolution techniques, including traditional mediation, interest-based problem solving, and facilitation to resolve the dispute.

If after such efforts the Board determines that mediation will fail to settle the dispute, the NMB advises the parties of that determination and offers arbitration as an alternative approach to resolve the remaining issues. If either party rejects this offer of arbitration, the Board promptly releases the parties from formal mediation. This release triggers a thirty-day cooling off period. During this thirty-day period, the Board will continue to work with the parties to achieve a peaceful solution to the dispute. However, if an agreement has not been reached by the end of the thirty-day period, the parties are free to exercise lawful self-help. Examples of lawful self-help include carrier-imposed working conditions or a strike by the union.

In addition to traditional mediation services, the NMB also provides, as resources and staff permit, Alternative Dispute Resolution services. ADR services include pre-mediation facilitation, training and grievance mediation. The purpose of the Board's ADR program is to assist the parties in learning and applying more constructive, less confrontational methods for resolving their disputes. Another goal is to help the parties resolve more of their own disputes without outside intervention. The Board believes that its ADR services, over time, will reduce and narrow the disputes which the parties bring to mediation.\*

## Interest Arbitration

Interest arbitration is a process to establish the terms of a new or modified collective bargaining

agreement through arbitration, rather than through negotiations. Although the RLA makes interest arbitration an option for resolving disputes, its use is not required by the statute. The NMB offers the parties the opportunity to use interest arbitration when the Board has determined that further mediation efforts will be unsuccessful. In situations where the parties have agreed to use interest arbitration, the arbitrator's award is final and binding with very narrow grounds for judicial review.

## Presidential Emergency Boards

The RLA authorizes the NMB to notify the President when a potential strike threatens “substantially to interrupt interstate commerce to a degree such as to deprive any section of the country of essential transportation service.” Upon receipt of notification, the President may create a Presidential Emergency Board (PEB) to investigate and report on the dispute. While the PEB processes are in progress, the parties are required to maintain the status quo and neither party to the dispute may exercise self-help which could involve a disruption of service. Thirty days after the PEB reports its findings, either party may resort to self-help absent an agreement or congressional action. Special PEB procedures apply to commuter rail disputes.

## Representation

Under the RLA, employees in the airline and railroad industries have the right to select a labor organization or individual to represent them for collective bargaining without “interference, influence or coercion” by the carrier. Employees may also decline representation. The RLA's representation unit is a “craft or class,” which consists of the grouping of employees performing similar types of related duties and functions on the carrier. The selection of employee representatives for collective bargaining is accomplished on a systemwide basis, which includes all employees in the craft or class

\*An application for the NMB's dispute resolution services and other agency forms are available at [www.nmb.gov](http://www.nmb.gov).

anywhere the carrier operates in the United States. Collective bargaining agreements cover 85 percent of railroad employees and 65 percent of scheduled airline employees.

When a labor organization files an application\* with the NMB to represent employees, the Board assigns an investigator. The investigator assigned to the case has the responsibility to determine if the craft or class the organization seeks to represent is system-wide and otherwise valid. The NMB's election procedures require that the application must be supported by a sufficient showing of interest by the employees to warrant continuing the investigation. Where the employees are not represented for collective bargaining purposes, a thirty-five percent showing is required. 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 craft or class.

Should the applicant meet the showing of interest requirement, the NMB will continue the investigation, usually with a secret ballot election. Only employees found eligible to vote by the NMB are permitted to participate in the election. In order for a representative to be certified, a majority of the eligible voters must cast valid ballots in support of representation. The Board is responsible for ensuring that the requirements for a fair election process have been maintained. If the employees vote to be represented, the Board issues a certification of that result which commences the carrier's statutory duty to bargain with the certified representative.

## Arbitration

The RLA provides for both grievance and interest arbitration. Grievance arbitration, involving the interpretation or application of an existing collective bargaining agreement, is mandatory under the

RLA. The NMB has significant administrative responsibilities for the three grievance-arbitration forums in the railroad industry under the RLA: the National Railroad Adjustment Board (NRAB), Special Boards of Adjustment (SBAs) and Public Law Boards (PLBs). The NRAB and its four divisions have statutory jurisdiction over all rail carriers and all crafts and classes of railroad employees. SBAs are created by mutual agreement of the parties. PLBs enable the establishment of special boards of adjustment on individual railroads upon the written request of either party to a dispute. Grievance arbitration in the airline industry is accomplished at the various system boards of adjustment created jointly by labor and management. The Board furnishes panels of prospective arbitrators\* for the parties' selection in both the airline and railroad industries. The NMB also has substantial financial management responsibilities for railroad arbitration proceedings. Arbitration decisions under the RLA are final and binding with very limited grounds for judicial review.

## NMB—GMU Center

As part of its efforts to build a public and private partnership to advance more effective dispute resolution, the NMB established a Center for Advanced Study of Law and Dispute Resolution Processes. This center was chartered by the George Mason University in July 2000 as a collaborative educational effort among the NMB, GMU's Institute for Conflict Analysis and Resolution and its School of Law. At the outset, the Center is focusing on labor-management dispute resolution issues associated with the airline and railroad industries. The Center also sponsors educational programs and seminars focusing on dispute resolution under the Railway Labor Act and internship programs providing practice-based educational opportunities for GMU students at the NMB.

\*An application for a representation investigation, a request to be placed on NMB's Roster of Arbitrators, and other agency forms are available at [www.nmb.gov](http://www.nmb.gov).





Strategic Plan/Performance Plan Outcome Goal:  
*NMB mediation and ADR assistance will foster the prompt and peaceful resolution of collective bargaining disputes in the airline and railroad industries.*

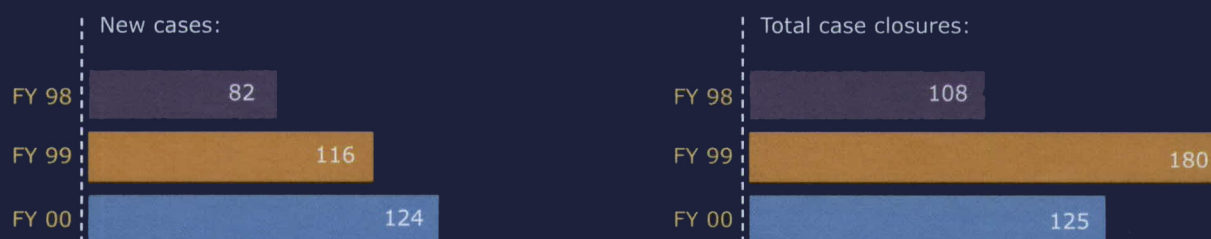
# MEDIATION AND ADR PERFORMANCE RESULTS

## Overview of Fiscal Year 2000

As measured by new cases docketed and cases closed, the NMB experienced a very productive year. The Board docketed 124 new mediation and alternative dispute resolution (ADR) cases during FY 2000. This was a seven percent increase over the 116 cases docketed during FY 1999. The number of new cases for the year exceeded the five-year average for FY 1995-1999 by 25 percent, 124 cases as compared to 99 cases. Focusing solely on ADR cases, the Board's intake increased to 59 cases, a 31 percent increase over the previous fiscal year. Significantly, the number of new ADR cases, which concentrate on training, facilitation and grievance mediation, nearly equaled the number of traditional mediation cases for the first time since the Board began its ADR initiative during 1997.

Despite the continued growth of new cases, the hard work and skill of the Board's mediators resulted in a reduction of pending cases at year end. During FY 2000, the NMB closed 125 cases, while docketing 124 new cases. The number of cases closed represents a 21 percent increase over the five year average for 1995-1999. By year end, pending cases primarily consisted of cases filed within the last 12 months, a dramatic turnaround from the mid-eighties and early-nineties when it was not uncommon to have cases pending for two to three years.

### MEDIATION AND ADR CASES





Total Cases (Mediation/ADR):

	FY 2000	FY 1999	FY 1995-1999 Five Year Average
Cases Pending at Start	90/74/16	154/127/27	150/NA/NA
Cases Docketed	124/65/59	116/71/45	99/NA/NA
Cases Closed	125/78/47	180/124/56	103/NA/NA
Cases Pending at End	89/61/28	90/74/16	146/NA/NA

## Mediation Standards

The NMB's FY 2000 Annual Performance Plan set five timeliness standards for mediation cases. These standards committed the Board to meet timeliness goals in docketing cases, assigning mediators, making initial contact with the parties, setting first meeting dates and setting subsequent meeting dates. In four of the five areas, docketing, mediator assignment, initial contact and first meeting dates, the NMB met or exceeded its standards.

In the fifth area, subsequent meeting dates, the NMB fell short of its target of holding a second mediation conference with the parties within 40 days of the initial mediation conference. The target was achieved in almost 70 percent of the cases. While this was an improvement over last year's 63 percent and the 1997 baseline of 58 percent, the Board deleted this standard from its 2001 performance plan because it did not add value to the mediation process. The Board replaced the "subsequent meeting" standard with two new targets in the 2001 NMB performance plan. One aims to assist the parties in reaching an agreement within a total of 45 mediation days; the other seeks to assist the parties in reaching an agreement within 365 calendar days of the date of docketing.

## FY 2000 Highlights

Overall, the airline and railroad industries continued to be profitable during the fiscal year, but a dramatic increase in fuel prices impacted both industries. Service reliability and customer satisfaction became major issues for shippers and travelers, with some calls for legislative action or limited re-regulation. The general environment in the airline industry centered on continued growth and expansion of aircraft fleets, route structures and mergers. Weather problems, air traffic control capacity issues, labor disputes, and unprecedented passenger and flight volume taxed the patience of travelers and impaired the reliability of some air carrier operations. The railroad industry focused on consolidating operations as a result of new or existing merger agreements between and among four of the country's major freight railroads.

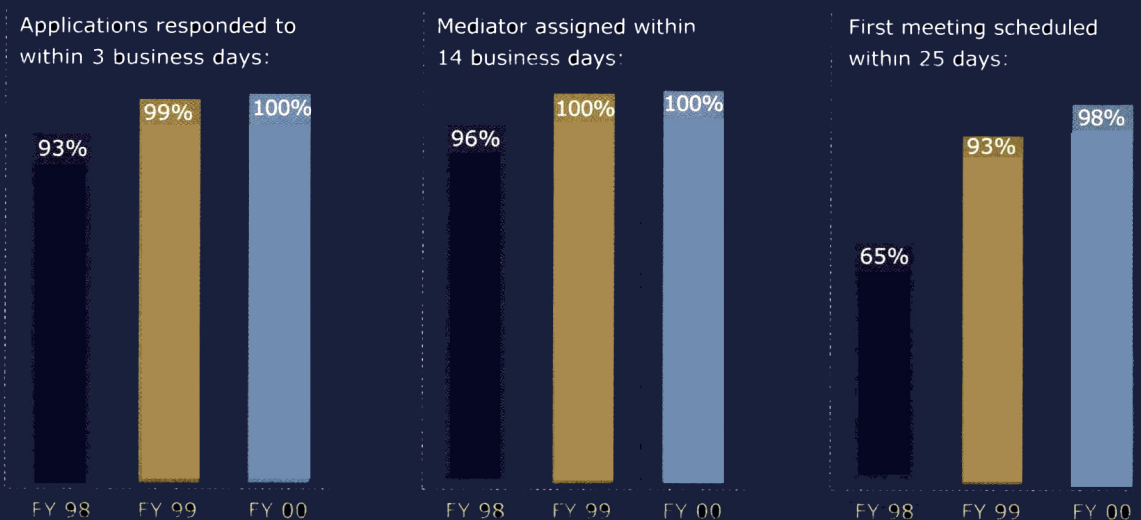
During the year, two huge merger announcements made news. United Airlines purchased US Airways. Justice Department approval of the merger remained uncertain by year end. Canadian National acquired the Burlington Northern and Sante Fe (BNSF). The Surface Transportation Board (STB) rejected this merger and imposed an 18-month moratorium on future mergers, pending the STB's issuance of new regulations addressing rail mergers.



**Self-help Activities:** The general profitability levels of the airline and railroad industries continued to lead to aggressive and, in some instances, confrontational bargaining. In some cases, like the contract disputes between Comair and the Air Line Pilots Association (ALPA) and Northwest Airlines and the Aircraft Mechanics Fraternal Association (AMFA - mechanics and related), alleged self-help activity occurred simultaneously with negotiations and resulted in court injunctions. In other disputes, like the one involving United Airlines and its ALPA-represented pilots, the parties publicly debated, but did not litigate, the question of whether service disruptions suffered by United during the summer resulted from weather, air traffic control delays, scheduling or pilot action. Ultimately, with the Board's assistance, United and ALPA reached an industry leading agreement after less than three months of mediation. The Comair-ALPA and Northwest-AMFA disputes remained unresolved at year end, as did the dispute between American Airlines and its flight attendants, represented by the Association of Professional Flight Attendants (APFA).

While there were no strikes during FY 2000, there were several situations that required a 30-day cooling off period to bring the parties to settlement. US Airways and its flight attendants represented by the Association of Flight Attendants (AFA) averted self-help with a settlement at the end of a 30-day countdown. Trans States Airlines and ALPA reached an agreement at the end of a cooling off period, but the pilots initially rejected this tentative agreement. With NMB assistance, the parties returned to the bargaining table and reached a modified agreement, subsequently ratified by the pilot membership. Northwest Airlines and its flight attendants represented by the International Brotherhood of Teamsters (IBT) reached an agreement short of a cooling off period, but only after a long and sometimes tense round of bargaining that included a failed tentative agreement and litigation over alleged illegal job actions by some flight attendants. Other agreements reached during a cooling off period included CC Air/IBT (stock clerks), Polar/ALPA and Midwest Express/ALPA.

#### MEDIATION STANDARDS



**Rejected Tentative Agreements:** Rejected tentative agreements made negotiations and reaching final settlements problematic. While it appears that this phenomenon has leveled off as compared with the previous two years, it still presents a challenge for the airlines, railroads, and their union counterparts. During FY 2000, Northwest, Comair, Trans States and Midway were among the airlines that reached tentative agreements only to see them fail ratification. On the railroad side, New Jersey Transit, Wheeling and Lake Erie, and SEPTA were among the railroads faced with the challenge of rejected tentative agreements.

**Voluntary Settlements:** Despite the publicity associated with a few, high profile cases which may have contributed to some service disruptions, the Board continued to resolve most of its mediation cases through voluntary agreement between the parties, without cooling off periods or strikes. Although not a complete list, the following airline cases settled by voluntary agreement without the need for a proffer of arbitration:

Alaska/International Association of Machinists (IAM-fleet service), Alaska/AMFA (mechanics), America West Airlines/TWU (fleet service), Comair/IAM (mechanics and related),

Continental/Continental Express/IAM (flight attendants); DHL/IBT (dispatchers), Emery Worldwide/ALPA (pilots), Midway Airlines/ALPA (pilots), Northwest Airlines/IBT (flight attendants), Piedmont/ALPA (pilots), and US Airways/CWA (passenger service).

Voluntary agreements in the railroad industry included: Amtrak/UTU (yardmasters, conductors and dining car), Bessemer and Lake Erie Railroad/UTU, IAM (trainmen, machinist), Delaware and Hudson/BLE (engineers), Florida East Coast/UTU, IBEW (train and engine service, foremen), Grand Trunk Western/UTU (police officers), LIRR/TCU (dispatchers, clerical), Norfolk & Western/UTU (Conductors), New Jersey Transit and four of its unions (IBEW, SMWIA, BRS, and BLE); SEPTA/BMWE, UTU (maintenance of way, conductors), Union Pacific/UPUYC (yardmasters) and Wheeling & Lake Erie/UTU, BLE (conductors, engineers).

Although the agreement remained subject to ratification at the end of the fiscal year, the National Carrier Conference Committee (NCCC) and United Transportation Union (UTU) reached an agreement covering most of the Class 1 railroads and approximately 30,000 employees represented



by the UTU. The parties reached this agreement without mediation assistance, but the agreement was a direct product of three years of monthly Wage and Work Rule Panel meetings between NCCC and UTU. These monthly meetings resulted from the last collective bargaining agreement between the NCCC and UTU. The NMB provided both training and facilitation services to the Panel in this endeavor. Other national rail cases in mediation during the year involved the NCCC and the Brotherhood of Maintenance of Way Employees (BMWE) and also the NCCC and the Transportation Communications International Union (TCU - carmen and clerks). These cases remained in mediation at year end.

**ADR Services:** Despite the attention drawn by several highly contentious airline labor disputes during FY 2000, the Board continued to make significant progress in moving a number of parties toward more constructive dialogue through its ADR services—training, facilitation and grievance mediation.

In several airline cases, the parties' commitment to a more constructive relationship and the ADR services provided by the Board resulted in tentative agreements without the need for mediation services. These cases included Midway Airlines/ALPA, Frontier Airlines/FAPA (pilots), and Vanguard Airlines/VAPA (pilots). Vanguard and VAPA used interest-based bargaining (IBB) to reach a first contract in only nine months, a major accomplishment in view of the two to three years typically consumed by negotiations for a first agreement. Similarly, Frontier and FAPA reached an agreement through the IBB process in less than a year.

Other airline parties who availed themselves of the Board's ADR services included American Eagle/ALPA (pilots), Hawaiian Airlines/ALPA (pilots), Hawaiian Airlines/AFA (flight attendants), PSA/ALPA (pilots), ACA/ALPA (pilots), Arrow

Air/ARWPA (pilots), America West/ALPA (pilots), ATA/ALPA (pilots), Sun Country/ALPA (pilots), Continental/IAM (flight attendants), and Frontier/TWU (dispatchers).

While ADR services have not been as widely accepted in the railroad industry, the Board continued to make progress on several fronts, including the Wage and Work Rule Panel established by the UTU/NCCC and presentations at various union and carrier conferences. Another rail success story involved the use of IBB to facilitate a change in work/rest rules covering BNSF employees represented by UTU and BLE.

In addition to ADR services related to Section 6 bargaining, the Board also provided training and grievance mediation services as part of its overall dispute resolution program. The purpose of these services is to enhance the parties' collective bargaining skills, decrease the time needed to resolve "minor" disputes and reduce the number of minor disputes subject to arbitration. Carriers and unions involved in grievance mediation included ASA/ALPA (pilots), Express Air/ALPA (pilots), CCAir/AFA (flight attendants), DHL/ALPA (pilots), Union Pacific Railroad/UTU (conductors) and Union Pacific Railroad/BLE (engineers). Grievance mediation at these carriers resolved several hundred disputes which would have taken months, if not years, to be resolved in the normal course of business.

**Railroad Retirement:** Most of rail labor and management agreed to major reforms in the Railroad Retirement System. The proposed changes would have increased benefits for employees, decreased contribution rates and allowed private investment of some fund assets. Notwithstanding wide support in Congress, Congress did not adopt these proposed changes.



**Regional Airline Industry:** The regional airlines grew at rates exceeding the major airlines. Passengers and revenue reached record levels due, in no small part, to the purchase and delivery of regional jet aircraft. American Airlines reached a tentative agreement with its pilots which would have allowed American Eagle to operate an unlimited number of regional jets, but limited the seating capacity of this equipment to 50 rather than 70 seats. The American pilots ultimately rejected this tentative agreement which also would have forgiven the \$45 million fine imposed on the Allied Pilots Association (APA) by a federal court as a result of the job actions which occurred in February 1999. United Airlines reached an agreement with its pilots which greatly expanded the carrier's ability to rely on regional jets operated by its partners to increase passenger feed.

Regional airlines, which are either owned by or code share with major airlines, rapidly expanded their fleets of regional jets. Atlantic Coast Airlines underwent explosive growth as it added regional jets to its fleet and expanded its feeder service for United Airlines as a United Express carrier and

Delta airlines as a Delta Connection carrier. Continental Express, Atlantic Southeast Airlines and Comair experienced similar growth.

Potential labor issues loomed as questions of merged seniority lists, "ownership" of flying, and new markets became contentious issues between the employees of major airlines and their regional, code-sharing counterparts.

**Mergers and Acquisitions:** Mega consolidations, contemplated as well as consummated, continued to dominate the railroad industry and heavily colored the bargaining agenda. Although the division of Conrail and its acquisition by Norfolk Southern and CSX started smoothly, both railroads quickly experienced many of the same customer service problems which plagued earlier acquisitions and mergers. Shippers, impacted most recently by the Union Pacific/Southern Pacific merger, aggressively called for regulatory action by the Surface Transportation Board (STB).

In this environment, Canadian National (CN), which previously acquired Illinois Central and







merged the operations without significant disruption, announced an agreement to acquire BNSF. Union Pacific and other Class 1 railroads opposed the merger, claiming that it would pressure them into further consolidations which would result in only two, or perhaps three, Class 1 railroads in North America. The STB, in response to CN's request to approve the acquisition, announced an 18-month moratorium on processing any further merger applications. The STB indicated that it would develop regulations during this moratorium which would take into account the effect on the overall industry of any further mergers. CN and BNSF challenged the STB's refusal to act on their merger, but lost the litigation and subsequently terminated their merger agreement.

Proposed changes in the regulatory structure protecting rail employees against the adverse impact of acquisitions and mergers remained unresolved. Following an apparent agreement between most of railroad labor and the Association of American Railroads (AAR) to resolve this issue, disagreements occurred and the overall solution to the problem evaporated.

Notwithstanding this setback, the UTU reached an agreement with the NCCC to improve the protection afforded UTU-represented employees. Other railroad unions continued their quest for improved protection.

The airline industry faced the prospect of dramatic change with the announcement of the proposed merger of United Airlines and US Airways. In anticipation of antitrust problems, this merger, if approved, would result in the creation of DC Air, the country's first minority owned airline. The proposed United/US Airways combination triggered rumors of a Delta/Continental merger and an American/Northwest deal. By the close of the fiscal year, the United/US Airways merger was still pending approval by the Department of Justice, and Congressional interest remained intense, particularly in light of the service problems experienced by United during the summer. The labor unions representing United and US Airways employees began struggling with the contractual and seniority issues which a merger would portend.





Strategic Plan/Performance Plan Outcome Goal:  
*Upon the request of employees of an airline or railroad, the NMB will promptly investigate representation disputes and definitively resolve the employees' representation status for collectively bargaining purposes.*



# REPRESENTATION PERFORMANCE RESULTS

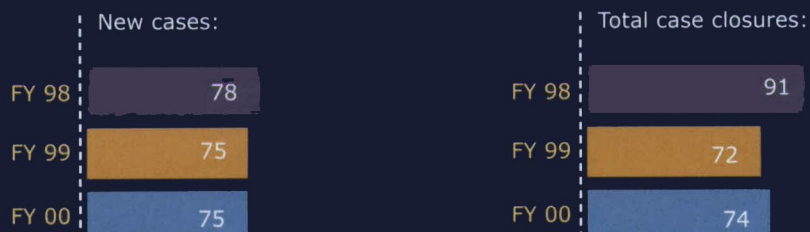
## Overview of Fiscal Year 2000

Most railroad and airline employees are represented for purposes of collective bargaining. Collective bargaining agreements cover 85 percent of railroad employees and 65 percent of scheduled airline employees. The NMB remained current with its representation caseload in FY 2000. During the fiscal year, the NMB closed 99 percent of incoming cases (74 closed; 75 received). This level of case intake and closure is consistent with the Board's five-year FY 1995 average of case activity.

The chart below reflects the NMB's representation caseload for FY 2000, FY 1999, and the five-year average for FY 1995-1999.

### REPRESENTATION CASES

	FY 2000	FY 1999	FY 1995-1999 Five Year Average
Cases Pending at Start	14	11	25
Cases Docketed	75	75	81
Cases Closed	74	72	83
Cases Pending at End	15	14	23



## Representation Standards

The NMB successfully met all of the standards set for representation cases under its FY 2000 Annual Performance Plan. Representation cases are measured by five benchmarks covering the key phases of the Board's investigation: docketing, investigator assignment, showing of interest determination, timely response following ballot count and overall timely resolution. All five standards for timely case processing were fully satisfied during FY 2000.

The Board responded to representation applications within three business days in 99 percent of all cases; assigned an investigator to representation cases within five business days in all cases; determined there was a sufficient showing of interest to authorize an election or dismiss a case within forty-five calendar days in 98 percent of all cases; issued certifications or dismissals within three business days of ballot counts (absent a timely appeal)\* in all cases; and completed all representation investigations within the 90-calendar day target set for all non-appellate cases.

## Significant Developments

Other significant representation developments included revision of the Board's Representation Manual in the areas of docketing and timing for certifications and dismissals; increased use of the NMB website to publicize Representation Manual changes and to access new or revised forms; the assignment of General Counsel Ronald M. Etters to the Center for Advanced Study of Law and Dispute Resolution Processes at George Mason University; and the selection of Benetta Mansfield as Deputy Chief of Staff, responsible for supervision and management of the representation and legal department.

## FY 2000 Highlights

Under the Railway Labor Act (RLA), the selection of employee representatives for collective bargaining is accomplished on a system-wide basis. Due to this

requirement, and the staffing practices in the airline and railroad industries, the Board's representation cases frequently involve numerous operating stations across the nation. In many instances, labor and management raise substantial issues relating to the composition of the electorate, jurisdictional challenges, allegations of election interference and other complex matters which require careful investigations and rulings by the NMB.

Representation disputes involving large numbers of employees generally are more publicly visible. However, all cases require and receive neutral and professional investigations by the Board. The NMB ensures that the employees' choices regarding representation are made without interference, influence or coercion. The case summaries that follow are examples of the varied representation matters which were investigated by the NMB during FY 2000.

**Union Pacific/UTU & BLE:** An inter-union contest continued during FY 2000 at the Union Pacific Railroad (UP) between the UTU and the BLE. These organizations represent more than 13,000 employees at the UP. Following unsuccessful union merger discussions, in May 1999 the UTU reactivated its previously filed representation application before the NMB. The UTU asserted that the UP's Train and Engine Service Employees should be represented in a single craft or class, while the BLE sought to retain the current division of the employees into two units. The NMB held an evidentiary hearing with numerous witnesses in July 1999. On December 30, 1999, the Board referred resolution of the matter to a three-member panel of prominent labor relations professionals. On March 1, 2000, the panel ruled that the conditions in this case did not support an order for the Board to impose a single craft or class. On the basis of this determination the Board dismissed UTU's application. On March 2, 2000, UTU filed a motion for reconsideration of the Board's dismissing the UTU's application for the craft or

\*During FY 2000, the Board changed its procedure. Dismissals and certifications take place the next business day following the count in all cases.

class of Train and Engine Service Employees. At year end, the motion remained pending.

**ERA Aviation/IBEW:** At ERA, an Alaska carrier, the Board ordered a rerun election for the Flight Attendants after finding that the carrier tainted laboratory conditions. Specifically, the Board found that ERA's Vice President of Flight Operations received a ballot from an eligible voter, which is a *per se* violation. In addition, the Carrier's General Counsel held one-on-one or small group meetings with the employees where she provided misinformation about the Railway Labor Act and the Board's voting procedures. The Board ordered a re-run election using a "Laker" ballot, where the employees' choice is "Yes" or "No" to representation and the majority of votes cast determines the outcome. The applicant organization, International Brotherhood of Electrical Workers, did not receive a sufficient number of "Yes" votes to be certified in the re-run election. Therefore, the application was dismissed.

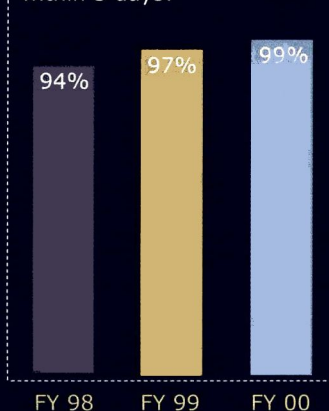
#### **Worldwide Flight Services/TWU:**

The Transport Workers Union (TWU) filed a representation application for the "Ramp Services Employees" at Worldwide Flight Services, Inc. (WFS). For many years, TWU represented the Ramp Services Employees at AMR Services,

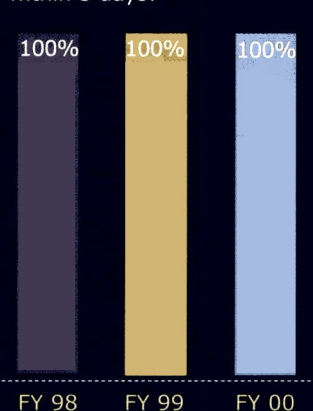
Inc. (AMR). In early 1999, AMR was sold to Castle Harlan, Inc. which changed the entity's name to WFS. WFS recognized TWU and assumed the existing collective bargaining agreement thereby becoming the successor to AMR. The investigation established that there was a collective bargaining relationship between TWU and WFS, and that TWU was the only organization involved. TWU and WFS agreed to certification without an election, and pursuant to Board's Representation Manual at §§ 10.1 and 10.4, the Board determined to proceed with the investigation which might result in certification without an election. The Board instructed WFS to post a "Notice to Employees" informing the craft or class of the investigation to determine whether a certification without election should be issued based on a showing of majority support for the TWU. WFS provided signed dues authorization cards and employee signature samples indicating majority support for TWU as the representative for Fleet Service Employees and Mechanics and Related Employees. TWU also provided evidence of signed dues authorization cards. The Board found a majority of both crafts or classes had chosen TWU as the representative. Therefore, the Board issued two certifications without unnecessary delay or disruption to the employees or WFS.

#### **REPRESENTATION STANDARDS**

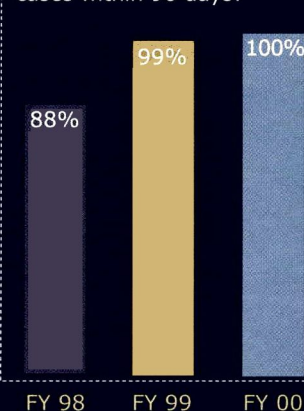
Applications responded to within 3 days:



Assigned investigator within 5 days:



Completed non-appellate cases within 90 days:





**DalFort Aerospace/IBT:** After the Board conducted elections for the Stock Clerks and the Mechanics and Related Employees, DalFort challenged the Board's continued jurisdiction over its operations. DalFort argued that factual changes rendered the company no longer subject to the RLA. After an extensive investigation, the Board found that the RLA's jurisdiction continued over the company, which provides aircraft repairs to common carriers by air. The Board applied its two-part test which examines whether the nature of the work performed is traditional airline work, and whether common carriers either own or exercise control over the company. Aircraft repair work is traditionally performed by airline employees. DalFort was not owned by an airline. Thus, the Board examined the record to determine whether the airlines DalFort contracted with exercised control over DalFort employees. The Board found that the airlines exercised substantial control, recommending employee assignments, reassignments, hiring employees, and directing DalFort's employees to redo work.

**Offshore Logistics/Air Logistics of Alaska/IUOE/OPEIU:** This was a complicated series of decisions involving helicopter carriers which service Gulf oil rigs and the Alaskan oil pipeline. Initially, the Office and Professional Employees International Union (OPEIU) filed an application to represent the Mechanics and Related Employees at Offshore Logistics. Offshore Logistics challenged the application asserting that it was no longer a carrier under the Act. After an investigation, the Board ruled that Offshore Logistics was no longer a carrier, but its subsidiaries, Air Logistics LLC and Air Logistics of Alaska were carriers. The Board, therefore, administratively amended OPEIU's application into two applications, one for the Mechanics and Related Employees at Air Logistics LLC, and the other for the Mechanics and Related Employees at Air Logistics of Alaska. Shortly after this decision, OPEIU withdrew the application at Air Logistics of Alaska. The Board issued a decision on withdrawal and applied its one-year bar on applications for the same employees at the same Carrier. In the other case, Air Logistics,







LLC, the OPEIU did not receive a sufficient number of votes to be certified. Therefore, the application was dismissed.

Approximately two weeks later, the Board received an application from the International Union of Operating Engineers (IUOE) seeking to represent the Mechanics and Related Employees at Air Logistics of Alaska. The IUOE argued that extraordinary circumstances existed in this case for waiver of the one-year bar. After reviewing the matter, the Board issued a decision finding extraordinary circumstances and waiving the one-year bar. The Board therefore, docketed a new application for Air Logistics of Alaska with IUOE as the applicant and OPEIU as the Intervener. The Board mailed out the ballots. Shortly before the scheduled count, the OPEIU asked the Board to impound the ballots and delay the count pending compliance proceedings against the IUOE for violating the AFL-CIO constitution. The Board temporarily impounded the ballots pending position statements from the

parties. The OPEIU withdrew the request and the count of ballots proceeded. The OPEIU was successful and a certification issued.

**Emery Worldwide Airlines/IBT:** This case was referred from the National Labor Relations Board (NLRB) for an advisory opinion as to whether certain work performed by employees of Emery Worldwide Airlines (EWA) fell within the Railway Labor Act jurisdiction. In 1997, EWA entered into a contract to sort and deliver two-day priority mail for the United States Postal Service. In order to do this, the contract required EWA to establish ten Priority Mail Processing Centers (PMPCs) on the East Coast. The International Brotherhood of Teamsters filed petitions with the NLRB to represent the truck drivers, operators and sorters at two PMPCs. Because of the complexity of the case, the NMB conducted an evidentiary hearing. At the close of the year, the case remained pending before the Board.





Strategic Plan/Performance Plan Outcome Goal:  
*The NMB will promote the prompt and orderly resolution  
of grievance disputes.*



# ARBITRATION PERFORMANCE RESULTS

## Overview of Fiscal Year 2000

During FY 2000, the NMB closed 8,751 cases. This was a 55 percent increase over FY 1999 and an 83 percent increase over the 1995-99 five-year average. Several considerations drove this remarkable increase in cases closed: \$500,000 of supplemental funding for Section 3 activities; improved administrative oversight by the NMB of Section 3 activities; the availability of training and grievance mediation services through the Board's ADR program; and regular encouragement of the parties' efforts to resolve disputes themselves, without the intervention of an arbitrator.

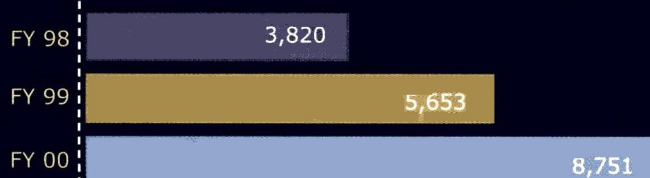
In addition to the extraordinary number of cases closed during the year, the parties added only 4,441 cases in FY 2000 compared to 5,880 in FY 1999. These two factors resulted in a 38 percent decline in the number of cases pending at year end. The NMB believes that these improvements show that its problem solving initiative is having a marked effect on improving the timeliness of resolving minor disputes in the rail industry and reducing the number of disputes which require Government paid arbitration.

### ARBITRATION CASES

#### New cases:

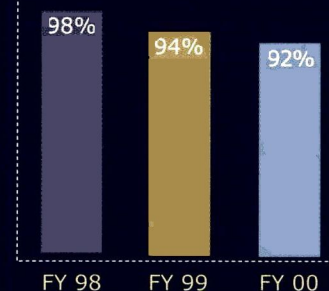


#### Total case closures:



Arbitration Standard: In FY 2000, the Arbitration and Financial Departments met the agency's arbitration performance goal by reimbursing arbitrators within 10 calendar days, in over 92 percent of all cases.

#### Payments to arbitrators meeting the standard:\*



\*The standard was changed from 14 calendar days to 10 work days starting FY 2000.

	FY 2000	FY 1999 Adjusted	FY 1995-1999 Five Year Average
Cases Pending at Start	11,237	11,010	10,294
Cases Docketed	4,441	5,880	5,006
Cases Closed	8,751	5,653	4,785
Cases Pending at End	6,927	11,237	10,467

## Arbitration Standards

The Arbitration and Financial Management Departments met the Board's FY 2000 performance plan goal for reimbursing arbitrators within 10 business days from its receipt of an invoice. Ninety-two percent of all payments were sent within 10 business days. This is a new target which covers all payments. The old target was to send 90 percent of the payments within 14 calendar days.

## FY 2000 Highlights

At the start of this fiscal year, the Board began a systematic review of its Section 3 caseload and administrative procedures. The Board worked with the Section 3 Committee, which consists of representatives of the rail freight and commuter carriers along with the major rail labor organizations, to find ways to reduce the time it takes to resolve arbitration cases and to increase the number of cases resolved. The Section 3 Committee and the Board created a subcommittee to cooperatively explore procedural changes. Several new and refined initiatives emerged from NMB's work with the Section 3 groups.

**Annual Case Audit:** In November of 1999, the Board began an intensive audit of all cases pending before Public Law Boards (PLB) and Special Boards of Adjustment (SBA). The NMB provided the National Railway Labor Conference (NRLC), Section 3 Committee members, commuter railroads, regional railroads and all labor organizations

representing railroad employees with lists of pending cases on PLBs and SBAs and directed the parties to report any discrepancies between its records and NMB records. During the first five months of the fiscal year, the audit resulted in the closure of approximately 2,627 cases.

## Arbitrator Compensation and Administrative Process Improvements:

As a result of the supplemental funding provided by the FY 2000 appropriations bill, the Board increased the arbitrator's daily rate of pay from \$220 to \$300. By increasing the rate, railroad arbitration work became more competitively priced. While the \$300 daily rate still falls short of the typical rate paid outside the rail sector, the Board believes that this pay increase contributed to the significant increase in case closures.

Along with the rate increase, the Board adjusted other administrative procedures intended to increase the number of cases resolved and enhance the speed of resolution. For example, the NMB began rigorously enforcing the six-month rule which requires arbitrators to issue decisions within six months from the date of the hearing. Arbitrators are notified in advance of cases which may run afoul of the rule and contacted on a regular basis to establish a schedule for deciding their outstanding cases. This process produced significant results, including one situation in which the arbitrator agreed to resolve 51 cases in one month.



### **Expedited Arbitration Pilot Projects:**

In an effort to encourage pilot projects which speed the resolution of cases and reduce costs, the Board approved a pilot PLB project agreement between Norfolk Southern and the Brotherhood of Locomotive Engineers (BLE). Under the terms of this agreement, the selected arbitrator agrees to hear a docket of 21 cases within 60 days and to render awards within thirty days from the date of the hearing. The agreement limits parties' briefs to five pages and the arbitrator's award to one page per case. The parties selected an experienced railroad arbitrator to serve as the neutral on this pilot PLB. The Board agreed to compensate the neutral \$50 for each case heard and \$150 for each decision rendered, payable upon receipt of the awards. The project is still underway and an assessment will be made when the project is completed. A similar project last year was very successful.

**Grievance Mediation:** The NMB actively promoted grievance mediation as a method of reducing the time and cost of resolving grievance disputes. The NMB conducted grievance mediation training with several labor organizations and carriers. One such project involved a team of mediators who conducted grievance mediation training at UTU regional meetings. The feedback from these sessions was positive and led to grievance mediation projects on several carriers. Additionally, the NMB held grievance mediation training for joint carrier/union audiences at Burlington Northern Santa Fe, Union Pacific Railroad and the Soo Line Railroad.

One notable new project involved an agreement between the major freight railroads and the UTU, the largest user of Section 3 services, to establish a pilot project that makes grievance mediation a routine option for each new PLB created by the UTU. The project commenced in January 2000. As a result of time and attention devoted by UTU and NCCC to national bargaining, this initiative remains in the formative stages.

### **New Case Management System and**

**Agency Web Site:** As part of an overall plan to improve its management information systems, the NMB procured and installed a new arbitration case management system. This new system will allow the Board to accurately monitor the Section 3 case-load and identify downward trends which require corrective action. Over time, the system will enable the Board to help the parties prioritize case issues, evaluate existing boards, screen new cases filed, and identify grievance issues by region, location and the parties involved.

The Board continued its program of aggressively using the NMB web site as a source for forms and documents needed by arbitrators and the parties. This use of the Internet allows arbitrators, the parties and the public to obtain information and forms instantaneously and reduces the staff time required to respond to questions and requests.





# APPENDIX

## Table of Contents

27

- I. FY 2000 Performance Report Supplement
  - Mediation Performance Goals/Targets
  - Representation Performance Goals/Targets
  - Arbitration Performance Goals/Targets
  - Management Support
    - Financial Management
    - Public Affairs
    - Human Resource Management
    - Information Technology

32

- II. Mediation and Representation Tables
  - Table 1 — Number of Cases Received and Closed
  - Table 2 — Representation Case Disposition By Craft or Class
  - Table 3 — Number of Cases Closed by Major Groups of Employees
  - Table 4 — Number of Craft or Class Determinations and Employees Involved
  - Table 5 — Number of Crafts or Classes Certified and Percent of Employees Involved
  - Table 6 — Voluntary Interest Arbitration
  - Table 7 — Strikes in the Airline Industry
  - Table 8 — Strikes in the Railroad Industry
  - Table 9 — RLA Section 10 Presidential Emergency Boards
  - Table 10 — RLA Section 9a Presidential Emergency Boards

40

- III. Mediation and Representation Case Record
  - Mediation
    - Airline Mediation Cases, Docketed and Closed
    - Railroad Mediation Cases, Docketed and Closed
  - Representation
    - Airline Representation Cases, Docketed and Closed
    - Railroad Representation Cases, Docketed and Closed

49

## IV. Sixty-Sixth Annual Report of the National Railroad Adjustment Board (NRAB)

- Arbitration Monies Obligated
- Government Employees and Duties
- NRAB Referee Salaries
- NRAB Docketed and Closed Cases
- First Division Report
- Second Division Report
- Third Division Report
- Fourth Division Report

56

## V. Nominations, Appointments or Selections of Neutrals (other than NRAB)

1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards)
2. Arbitrators Appointed – Arbitration Boards
3. Arbitrators Appointed – Special Boards of Adjustment
4. Arbitrators Nominated Pursuant to Union Shop Agreements
5. Arbitrator Panel Selection – System Boards of Adjustment (airlines)
6. Arbitrator Panel Selection – Special Boards of Adjustment (railroads)
7. Arbitrators Selected – Labor Protective Provisions
8. Arbitrators Appointed to Public Law 91-518 (Amtrak)
9. Arbitrators Appointed to Public Law 93-236 (Conrail)

62

## VI. Acronyms Used in this Report

## Strategic Plan Goal 1: MEDIATION

27

*NMB mediation assistance will foster the prompt and peaceful resolution of collective bargaining disputes in the airline and railroad industries.*

### FY 2000 Mediation Performance Goals/Targets

- I. In all non-excepted cases, mediation applications will be responded to within three business days following their receipt by the NMB.**

*Target Exceeded.* The target was met in all cases. The 1997 baseline was 88 percent.

- II. In all non-excepted cases, a mediator will be assigned within 14 calendar days following the docketing of a case.**

*Target Exceeded.* The target was met in all cases. The 1997 baseline was 91 percent.

- III. In all non-excepted cases, the assigned Mediator will make an initial contact with the parties within seven calendar days following his or her assignment to a case (initial contact is satisfied by speaking with both parties or leaving a voice mail message with both parties).**

*Target Exceeded.* Of 65 cases, 61 (94%) met the target. The 1997 baseline was 65 percent.

- IV. In all non-excepted cases, the assigned Mediator will establish the date for the first mediation conference within 25 calendar days following the Mediator's assignment to a case.**

*Target Exceeded.* Of 60 cases, 59 (98%) met the target. The 1997 baseline was 17 percent. However, the 1997 baseline was based on only 90 percent of the non-excepted cases while the 2000 target was based on all non-excepted cases.

- V. In non-excepted cases, subsequent mediation conferences will take place within 40 calendar days following the preceding conference.**

*Positive Movement Toward Target.* Of 16 cases, 11 (69%) met the target. The 1997 baseline was 58 percent. However, the 1997 baseline also was based on only 80 percent of the non-excepted cases while the 2000 target was based on all non-excepted cases. Notwithstanding, the target to hold a follow up mediation conference within 40 calendar days was deleted from the 2001 agency



performance plan, because it did not add value to the mediation process. Two new targets were instead added to the 2001 performance plan: one aims to assist the parties to reach agreement within a total of 45 days of mediation meetings; the other endeavors to assist the parties to reach agreement within 365 days of the date of docketing.

## Strategic Plan Goal 2: REPRESENTATION

*Upon the request of employees of an airline or railroad, the NMB will promptly investigate representation disputes and definitively resolve the employees' representation status for collective bargaining purposes.*

### FY 2000 Representation Performance Goals/Targets

- I. In all cases, a written response to a representation application will be sent within three business days.**

*Target Exceeded.* Of 75 cases, 74 (99%) met the target. The 1998 baseline was 94 percent. However, the 1998 baseline was based on only 90 percent of the non-excepted cases while the 2000 target was based on all non-excepted cases.

- II. In all cases, an NMB investigator will be assigned to investigate a representation matter within five business days following the initial NMB response, unless the NMB declines to process the application.**

*Target Exceeded.* The Target was met in all cases. The 1997 baseline was 100 percent. However, the 1997 baseline was based on only 90 percent of the non-excepted cases, while the 2000 target was based on all non-excepted cases.

- III. In all cases, the NMB's determination of whether there is sufficient showing of interest to warrant further investigation will be made within 45 calendar days of docketing.**

*Target Exceeded.* Of 51 cases, 50 (98%) met the target. While this is a new target, the 1999 baseline for a closely related target was 100 percent. However, that target's baseline was based on only 80 percent of the non-excepted cases while the 2000 target was based on all non-excepted cases.

- IV. **In all cases, a certification or a dismissal will be issued within three business days of the ballot count, unless timely post-election filings (i.e., allegations of election interference or motions for reconsideration) are made.**

*Target Exceeded.* The Target was met in all cases. This is a new target without a baseline period. The old target was to issue a certification or dismissal decision within five days.

- V. **All non-appellate representation cases will be completed within 90 calendar days of docketing.**

*Target Exceeded.* The Target was met in all cases. The 1999 and 1998 results for a closely related target were 88 and 99 percent respectively; however, those results were based on only 90 percent of the non-appellate cases while the 2000 target was based on all non-appellate cases.

## Strategic Plan Goal 3: ARBITRATION

*The NMB will promote the prompt and orderly resolution of grievance disputes.*

### FY 2000 Arbitration Performance Goals/Targets

- I. **All arbitrators compensated by the NMB will be sent their payment within 10 business days following the NMB's receipt of an appropriate voucher.**

*Target Exceeded.* Ninety-two percent of all payments were sent within 10 business days. This is a new target. The new target covers 100 percent of the payments. The old target was to send 90 percent of the payments within 14 calendar days and the 1997 baseline for the old target was 85 percent.

- II. **Reduce the average length of time between the hearing of cases and decisions by at least 5 percent.**

*Deferred Implementation of Target.* Because of the large number of carrier and labor organization grievance systems and the absence of a centralized reporting system to enable the calculation of average reporting time, the NMB deferred implementation of this target. NMB staff is working with the Section 3 Committee and other interested parties to develop a reporting method which would enable the calculation of the average time between the date of a hearing and the issuance of a decision.



## MANAGEMENT SUPPORT

### *Public Information, Human Resources, Financial Management, and Information Technology.*

30

#### **I. Public Affairs:**

The Office of Public Affairs serves as the voice of the agency for public information and media relations. It develops information for posting on the agency web site ([www.nmb.gov](http://www.nmb.gov)) and manages the content of the site. The office provides technical assistance for public, media, and Government information requests concerning the Railway Labor Act and the National Mediation Board. The office also compiles and publishes agency publications including NMB Determinations of Craft or Class and the agency's Annual Performance Report. During the fiscal year, Public Affairs responded to more than a thousand telephone and letter inquiries, and NMB web site information requests numbered in the hundreds of thousands.

#### **II. Human Resource Management:**

The Board recognizes that an ongoing investment in human capital is necessary to maximize successful operations. In recognizing this, the NMB continued its efforts to recruit and retain a diverse, highly-skilled workforce capable of meeting its strategic performance goals. During FY 2000, the NMB hired three new mediators and one team leader for administrative support services. These new hires continue the Board's effort to build a talented workforce. The Board continued its commitment to diversity, which is reflected in the make up of its senior management team. In addition, the agency entered into an intergovernmental transfer arrangement with Howard University which resulted in a Howard University professor joining the Board for a one year tour of duty.

The Board continued to align its employee performance plans with the agency's annual performance plan and the agency strategic plan. In addition, the agency established individual development plans for each employee. These two steps allow the agency to enhance individual career goals and to meet the performance objectives of the agency.

#### **III. Financial Management:**

The Federal Financial Management Improvement Act (FFMIA) requires agencies to identify and report on weaknesses in their financial systems. The Board upgraded its current financial system in October 1999 to a system that has passed the Joint Financial Management Improvement Program (JFMIP) testing process. The new system will improve the Board's compliance with financial laws and regulations.

The Government Management Reform Act (GMRA) and Government Performance and Results Act (GPRA) require the implementation of managerial cost accounting and performance reporting. Because the Board is a small agency with only three program areas, these program costs are already reported. The Finance and Administration Department (FAD) has processes in place which will identify and account for any new initiatives that the Board establishes within its program areas.

The NMB continued to improve its mission performance, productivity, and administrative processes through better employee utilization of Information Technology (IT). The aim is to empower Board staff to effectively perform their duties and responsibilities and to meet agency performance objectives. The Board is in the process of providing refresher training on all its software. After completion of this training, user groups will be established to provide in-house expertise in various areas.

#### **IV. Information Technology:**

The NMB completed implementation of its Case Management System (CMS) which tracks all caseload data and activities for Mediation, Representation and Arbitration cases. As the Board continues to integrate its IT functions, the NMB is implementing a plan which outlines investments for the future. This process ensures that the agency stays technologically sound. Based on its plan, the agency will begin replacing servers and upgrading current software to ensure that the Board's internal customers have the tools and technology necessary to accomplish agency performance objectives.

The NMB's website is located at [www.nmb.gov](http://www.nmb.gov). The website is being redesigned to comply with Section 508 of the Disabilities Act. In making these needed and necessary changes, the Board moved its web site to the Government Printing Office Access System. While GPO will support the NMB's website, the NMB's Office of Public Affairs will be responsible for site content. The primary purpose of the website is to provide useful information on the principal functions of the NMB and the Railway Labor Act. In keeping with the requirements of the Government Paperwork Elimination Act and meeting disclosure regulations, the NMB posts most of its forms, rules and decisions on the website.

As required by the privacy act, the NMB does not use "cookies" to gather any information on its users. The Board's privacy statement clearly states the information which will and will not be collected during a visit at the website.



Table 1—Number of Cases Received and Closed Out During Fiscal Years 1935-2000

Status of Cases	66-Years/1935-2000	2000	1999	1998	1997
<b>Total Cases Mediation* and Representation:</b>					
Cases Pending and Unsettled at Beginning of Period	96	104	165	207	179
New Cases Docketed	20,017	199	191	160	194
Total Cases on Hand and Received	20,113	303	356	367	373
Cases Closed	20,009	199	252	199	165
Cases Pending and Unsettled at End of Period	104	104	104	168	208
<b>Mediation/ADR Cases*:</b>					
Cases Pending and Unsettled at Beginning of Period	72	90	154	183	150
New Cases Docketed	13,261	124	116	82	116
Total Cases on Hand and Received	13,333	214	270	265	266
Cases Closed	13,244	125	180	108	83
Cases Pending and Unsettled at End of Period	89	89	90	157	184
<b>Representation Cases:</b>					
Cases Pending and Unsettled at Beginning of Period	24	14	11	24	29
New Cases Docketed	6,756	75	75	78	78
Total Cases on Hand and Received	6,780	89	86	102	107
Cases Closed	6,765	74	72	91	83
Cases Pending and Unsettled at End of Period	15	15	14	11	24

\* Number of cases pending at the beginning of FY 1998 and FY 1999 were adjusted due to a case audit.

Table 2—Representation Case Disposition By Craft or Class and Employees Involved FY 2000

Railroads	Number of Cases	Craft of Classes	Employees Involved	Participating Employees
Certifications	9	9	1,215	1,133
Dismissals	5	5	203	22
<b>Totals</b>	<b>14</b>	<b>14</b>	<b>1,418</b>	<b>1,155</b>
<b>Airlines</b>				
Certifications	27	27	6,849	5,560
Dismissals	33	33	8,566	2,980
<b>Totals</b>	<b>60</b>	<b>60</b>	<b>15,415</b>	<b>8,540</b>
<b>Railroad &amp; Airline Totals</b>	<b>74</b>	<b>74</b>	<b>16,833</b>	<b>9,695</b>

Table 3—Number of Cases Closed by Major Groups of Employees FY 2000

	Total Cases*	Representation Cases	Mediation Cases*
<b>Railroads</b>			
Agents, Telegraphers & Towermen	0	0	0
Boilermakers and Blacksmiths	0	0	0
Brakemen and Conductors	0	0	0
Carmen	3	0	3
Clerical, Office, Station and Storehouse Employees	5	0	5
Conductors	10	1	9
Dining Car Employees, Train and Pullman Porters	1	0	1
Electricians	4	0	4
Firemen and Oilers	0	0	0
Locomotive Engineers	8	3	5
Locomotive Firemen & Hostlers	0	0	0
Longshoremen	0	0	0
Machinists	2	0	2
Maintenance of Way Employees	3	0	3
Marine Service Employees	0	0	0
Mechanical Department Foremen and/or Supervisors of Mechanics	0	0	0
Operating/Non-Operating Employees	3	0	3
Police Officers Below the Rank of Captain	1	0	1
Power Directors (Supervisors)	1	1	0
Sheet Metal Workers	1	0	1
Signalmen	2	0	2
Subordinate Officials in the Maintenance of Equipment Department	0	0	0
Subordinate Officials in the Maintenance of Way and Structures Department	0	0	0
Technical Engineers, Architects, Draftsmen & Allied Workers	0	0	0
Train Dispatchers	4	2	2
Train, Engine, and Yard Service	14	6	8
Yardmasters	3	1	2
Combined Groups, Railroad	0	0	0
Miscellaneous Railroad	1	0	1
<b>Railroad Total</b>	<b>66</b>	<b>14</b>	<b>52</b>

	<b>Total Cases*</b>	<b>Representation Cases</b>	<b>Mediation Cases*</b>
<b>Airlines</b>			
Fleet and Passenger Service	4	3	1
Fleet Service Employees	6	5	1
Flight Attendants	12	6	6
Flight Deck Crew Members	6	2	4
Flight Dispatchers	7	6	1
Flight Engineers	0	0	0
Flight Kitchen and Commissary Employees	1	1	0
Ground School Instructors	2	2	0
Mechanics and Related Employees	18	13	5
Office Clerical Employees	2	2	0
Office Clerical, Fleet and Passenger Service Employees	0	0	0
Passenger Service Employees	7	5	2
Pilot Ground Training Instructors	1	1	0
Pilots	10	7	3
Skycaps	4	4	0
Stock and Store Employees	4	2	2
Combined Groups, Airline	0	0	0
Miscellaneous, Airline	2	1	1
<b>Airline Total</b>	<b>86</b>	<b>60</b>	<b>26</b>
<b>Railroads &amp; Airlines Grand Total</b>	<b>152</b>	<b>74</b>	<b>78</b>

\* Mediation cases reported here do not include ADR cases.



Table 4—Number of Craft or Class Determinations and Employees Involved FY 2000

	Number of Cases	Number of Craft or Class Determinations	Number of Employees	Percent <sup>1</sup> Employees Involved
<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	0	0	0	0
Clerical, Office, Station, and Storehouse Employees	0	0	0	0
Conductors	1	1	669	3
Dining Car Employees, Train, and Pullman Porters	0	0	0	0
Electricians	0	0	0	0
Firemen and Oilers	0	0	0	0
Locomotive Engineers	3	3	308	..
Locomotive Firemen & Hostlers	0	0	0	0
Longshoremen	0	0	0	0
Machinists	0	0	0	0
Maintenance of Way Employees	0	0	0	0
Marine Service Employees	0	0	0	0
Mechanical Department Foremen and/or Supervisors of Mechanics	0	0	0	0
Operating/Non-Operating Employees	0	0	0	0
Police Officers Below the Rank of Captain	0	0	0	0
Power Directors (Supervisors)	1	1	20	..
Sheet Metal Workers	0	0	0	0
Signalmen	0	0	0	0
Subordinate Officials in the Maintenance of Equipment Department	0	0	0	0
Subordinate Officials in the Maintenance of Way and Structures Department	0	0	0	0
Technical Engineers, Architects, Draftsmen and Allied Workers	0	0	0	0
Train Dispatchers	2	2	55	..
Train, Engine, and Yard Service	6	6	78	..
Yardmasters	1	1	25	..
Combined Groups, Railroad	0	0	0	0
Miscellaneous Railroad	0	0	0	0
<b>Railroad Total</b>	<b>14</b>	<b>14</b>	<b>1,155</b>	<b>6</b>

	<b>Number of Cases</b>	<b>Number of Craft or Class Determinations</b>	<b>Number of Employees</b>	<b>Percent<sup>1</sup> Employees Involved</b>
<b>Airlines</b>				
Fleet and Passenger Service	3	3	767	4
Fleet Service Employees	5	5	246	1
Flight Attendants	6	6	3,811	23
Flight Deck Crew Members	2	2	313	2
Flight Dispatchers	6	6	513	3
Flight Engineers	0	0	0	0
Flight Kitchen and Commissary Employees	1	1	119	..
Ground School Instructors	2	2	25	..
Mechanics and Related Employees	13	13	675	4
Office Clerical Employees	2	2	1,011	6
Office Clerical, Fleet and Passenger Service Employees	0	0	0	0
Passenger Service Employees	5	5	47	..
Pilot Ground Training Instructors	1	1	55	..
Pilots	7	7	793	5
Skycaps	4	4	156	..
Stock and Store Employees	2	2	9	..
Combined Groups, Airline	0	0	0	0
Miscellaneous, Airline	1	1	0	0
<b>Airline Total</b>	<b>60</b>	<b>60</b>	<b>8,540</b>	<b>51</b>
<b>Railroads &amp; Airlines Grand Total</b>	<b>74</b>	<b>74</b>	<b>9,695</b>	<b>58</b>

1. Percent listing for each group represents the percentage of the 16,833 employees involved in all railroad and airline cases during fiscal year 2000.  
 (..) Less than one percent.

Table 5 — Number of Crafts or Classes Certified and Percent<sup>1</sup> of Employees Involved FY 2000

	Craft or Class	NATIONAL ORGANIZATIONS	
		Employees Involved	
		Number	Percent
<b>RAILROADS</b>			
<b>Representation Acquired:</b>			
Elections	3	45	..
Proved Authorizations	0	0	0
<b>Representation Changed:</b>			
Elections	1	15	..
Proved Authorizations	0	0	0
<b>Representation Unchanged:</b>			
Elections	0	0	0
Proved Authorizations	0	0	0
<b>TOTAL RAILROADS</b>	<b>4</b>	<b>60</b>	<b>..</b>
 <b>AIRLINES</b>			
<b>Representation Acquired:</b>			
Elections	19	1,468	9
Proved Authorizations	0	0	0
<b>Representation Changed:</b>			
Elections	1	101	..
Proved Authorizations	0	0	0
<b>Representation Unchanged:</b>			
Elections	5	3,805	23
Proved Authorizations	0	0	0
<b>TOTAL AIRLINES</b>	<b>25</b>	<b>5,374</b>	<b>32</b>
 <b>TOTAL COMBINED</b>			
<b>RAILROADS &amp; AIRLINES</b>	<b>29</b>	<b>5,434</b>	<b>32</b>



LOCAL UNIONS AND/OR INDIVIDUALS			TOTAL		
Craft or Class	Employees Involved		Craft or Class	Employees Involved	
	Number	Percent		Number	Percent
0	0	0	3	45	..
0	0	0	0	0	0
5	1,073	6	6	1,088	6
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
<b>5</b>	<b>1,073</b>	<b>6</b>	<b>9</b>	<b>1,133</b>	<b>7</b>
1	23	..	20	1,491	9
0	0	0	0	0	0
1	163	..	2	264	1
0	0	0	0	0	0
0	0	0	5	3,805	23
0	0	0	0	0	0
<b>2</b>	<b>186</b>	<b>1</b>	<b>27</b>	<b>5,560</b>	<b>33</b>
<b>7</b>	<b>1,259</b>	<b>7</b>	<b>36</b>	<b>6,693</b>	<b>40</b>

1. Percent listing for each group represents the percentage of the 16,833 employees involved in all railroad and airline cases during fiscal year 2000.  
 (..) 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 FY 2000

Board Number	Carrier	Organization	Issue
572	Wheeling & Lake Erie	BRS	Application of Wages & Benefits*

*\*Issue currently in litigation.*

Table 7—Strikes in the Airline Industries FY 2000

Carrier (Case No.)	Union	Craft/Class	Date of Strike	Date Work Resumed	Duration	Issues	Number of Employees	Disposition
NONE								

Table 8—Strikes in the Railroad Industries FY 2000

Carrier (Case No.)	Union	Craft/Class	Date of Strike	Date Work Resumed	Duration	Issues	Number of Employees	Disposition
NONE								

Table 9—RLA Section 10 Presidential Emergency Boards

PEB Number	Carrier	Union	Disposition
NONE			

Table 10—RLA Section 9a Presidential Emergency Boards

PEB Number	Carrier	Union	Disposition
NONE			

## Docketed Airline Mediation Cases FY 2000

Carrier	Union	Craft/Class
Air Wisconsin Airlines	ALPA	Pilots
Allegheny Airlines	IBT	Mechanics and Related Employees
American Airlines	APFA	Flight Attendants
American Trans Air	AFA	Flight Attendants
America West Airlines	TWU	Fleet Service
Atlas Air, Inc.	ALPA	Pilots
Continental Airlines, Inc.	IAM	Flight Attendants
Champion Air, Inc.	ALPA	Pilots
Champion Air, Inc.	IBT	Flight Attendants
Comair	IBT	Flight Attendants
Dalfort Aerospace	IBT	Mechanics and Related Employees
Fine Air Services, Inc.	IBT	Flight Deck Crew Members
Hawaiian Airlines	ALPA	Pilots
Aloha Island Air (d/b/a Island Air)	HTAW	Fleet Service Employees
Lineas Aereas Costerrienses, S.A (LACSA)	IBT	Fleet & Passenger Service Employees
Liat Caribbean Airlines	IAM	Passenger Service Employees
Midway Airlines	IAM	Fleet Service Employees
Midwest Express Airlines	AFA	Flight Attendants
Northern Air Cargo	IBEW	Flight Deck Crew Members
Northwest Airlines	AMFA	Mechanics and Related Employees
Petroleum Helicopters, Inc.	OPEIU	Flight Deck Crew Members
Piedmont Airlines, Inc.	AFA	Flight Attendants
Quality Aircraft Services, Inc.	IUISTHE	Skycaps
Southwest Airlines, Inc.	TWU	Fleet Service Employees
United Airlines, Inc.	ALPA	Pilots
United Airlines, Inc.	IAM	Mechanics and Related Employees
United Safeguard AVGR International Business	IUISTHE	Skycaps



## Closed Airline Mediation Cases FY 2000

41

<b>Carrier</b>	<b>Union</b>	<b>Craft/Class</b>
Alaska Airlines	AMFA	Mechanics & Related
Alaska Airlines	IAM	Mechanics & Related
American International Airways (Kitty Hawk International, Inc.)	IBT	Pilots
American Trans Air, Inc.	AFA	Flight Attendants
American West Airlines	TWU	Fleet Service Employees
Argenbright Security, Inc.	SEIU	Passenger Service Employees
Bemidji Aviation Services	IAM	Stock and Stores Employees
Bemidji Aviation Services	IAM	Mechanics and Related Employees
Continental Airlines, Inc.	IAM	Flight Attendants
CCAir	IBT	Stock and Stores Employees
Chautauqua Airlines	IBT	Fleet and Passenger Service Employees
Comair, Inc.	IAM	Mechanics and Related Employees
DHL Airways	IBT	Flight Dispatchers
Eastwind Airlines	IBT	Flight Attendants
Emery Worldwide Airlines	ALPA	Flight Deck Crew Members
Executive Jet, Inc.	IBT	Technical Engineers, Architects, Draftsmen & Allied Workers
Midway Airlines Corporation	ALPA	Flight Deck Crew Members
Northwest Airlines, Inc.	IBT	Flight Attendants
Piedmont Airlines, Inc.	ALPA	Pilots
Polar Air Cargo	ALPA	Flight Deck Crew Members
Reeve Aleutian Airways	IBEW	Mechanics and Related Employees
Reeve Aleutian Airways	IBT	Flight Attendants
Trans Continental Airlines, Inc.	TCPA	Flight Deck Crew Members
Trans States Airlines, Inc.	ALPA	Pilots
US Airways, Inc.	CWA	Passenger Service Employees
US Airways, Inc.	AFA	Flight Attendants

## Docketed Railroad Mediation Cases FY 2000

<b>Carrier</b>	<b>Union</b>	<b>Craft/Class</b>
Alabama & Gulf Coast Railway	UTU	Train and Engine Service Employees
Alabama State Docks	ILA	Longshoreman
Amtrak	BMWE	Maintenance of Way Employees
Amtrak	IBEW	Electrical Workers
Bessemer & Lake Erie Railroad	IAM	Machinists
Bangor-Aroostook Railroad	UTU	Conductors
Canadian American Railroad	UTU	Conductors
Chicago, Central & Pacific Railroad	UTU	Yardmen
City of Prineville Railway	AFSCME	Operating/Non-Operating Employees
CSX Transportation	TCU	Clerical Office, Station & Storehouse Employees
Delaware & Hudson Railway Company	BLE	Locomotive Engineers
Duluth, Messaba & Iron Range Railroad	BLE	Engineers & Related Employees
Duluth, Winnipeg & Pacific Railway	IAM	Machinists
Elgin, Joliet & Eastern Railway	UTU	Conductors
C/N Grand Trunk Western Railway	UTU	Police Officer Below the Rank of Captain
C/N Grand Trunk Western Railway	BMWE	Maintenance of Way Employees
I & M Rail Link	BMWE	Maintenance of Way Employees
I & M Rail Link	BLE	Locomotive Engineers
Iowa Interstate Railroad	BMWE	Maintenance of Way Employees
Illinois Midland Railroad	UTU	Operating/Non-Operating Employees
Kansas City Southern Railway	BMWE	Maintenance of Way Employees
Louisiana & Delta Railroad	UTU	Train & Engine Service Employees
Lake Terminal Railroad Company	USWA	Carmen
Long Island Railroad	BLE	Locomotive Engineers
Metro-North Railroad	IBEW	Electrical Workers
National Carriers Conference Comm.	BMWE	Maintenance of Way Employees
National Carriers Conference Comm.	TCU	Carmen
National Carriers Conference Comm.	TCU	Clerical Office, Station & Storehouse Employees
Northern Indiana Commuter Transportation District	IBEW	Electrical Workers
Northern Vermont Railroad	UTU	Conductors
Paducah & Louisville Railway, Inc.	UTU	Trainmen
Paducah & Louisville Railway, Inc.	TCU	Carmen
Port Authority Trans Hudson	UTU	Conductors
San Joaquin Valley Railroad	UTU	Trainmen
South Buffalo Railway Company	TCU	Carmen
Terminal RR Association of St. Louis	UTU	Train and Engine Service Employees
Tuscola and Saginaw Bay Railroad	UTU	Train and Engine Service Employees
York Rail, Inc.	IBT	Trainmen

## Closed Railroad Mediation Cases FY 2000

43

Carrier	Union	Craft/Class
Alabama & Gulf Coast Railway	UTU	Train & Engine Service Employees
Amtrak	BLE-ATDD	Train Dispatchers
Amtrak	UTU	Dining Car Employees
Amtrak	UTU	Conductors
Amtrak	UTU	Yardmasters
Bessemer & Lake Erie Railroad	UTU	Trainmen (Train Service)
Bessemer & Lake Erie Railroad	IAM	Machinists
Chicago, Central & Pacific Railroad	TCU	Clerical Office, Station & Storehouse Employees
City of Prineville Railway	AFSCME	Operating/Non-Operating Employees
CSX Transportation	TCU	Clerical Office, Station & Storehouse Employees
Delaware & Hudson Railway Co.	BLE	Locomotive Engineers
Duluth, Winnepeg & Pacific Railway	TCU	Carmen
Duluth, Winnepeg & Pacific Railway	IAM	Machinists
Florida East Coast Railway Company	UTU	Train & Engine Service Employees
Florida East Coast Railway Company	IBEW	Foremen in the Maintenance of Equipment Dept.
C/N Grand Trunk Western	UTU	Police Officers Below the Rank of Captain
Illinois Midland Railroad	UTU	Operating/Non-Operating Employees
Louisiana & Delta Railroad	UTU	Train & Engine Service Employees
Louisiana & Northwest Railroad	UTU	Conductors
Long Island Railroad	BRS	Signalmen
Long Island Railroad	TCU	Clerical Office, Station & Storehouse Employees
Long Island Railroad	TCU	Train Dispatchers
Long Island Railroad	TCU	Clerical Office, Station & Storehouse Employees
Long Island Railroad	TCU	Clerical Office, Station & Storehouse Employees
Long Island Railroad	BLE	Locomotive Engineers
M&B Railroad, LLC	BMWE	Maintenance of Way Employees
Norfolk & Western Railway Company	UTU	Conductors
Norfolk & Western Railway Company	UTU	Conductors
New England Central Railroad	UTU	Operating/Non-Operating Employees
Northern Indiana Commuter Transportation District	IBEW	Electrical Workers
New Jersey Transit Rail Operations, Inc.	IBEW	Electrical Workers
New Jersey Transit Rail Operations, Inc.	BMWE	Maintenance of Way Employees
New Jersey Transit Rail Operations, Inc.	BLE	Locomotive Engineers
New Jersey Transit Rail Operations, Inc.	SMWIA	Sheet Metal Workers
New Jersey Transit Rail Operations, Inc.	BRS	Signalmen
New Jersey Transit Rail Operations, Inc.	IBEW	Electricians
National Railroad Passenger Corporation	UTU	Conductors
Paducah & Louisville Railway, Inc.	UTU	Trainmen (Train Service)
Paducah & Louisville Railway, Inc.	TCU	Carmen
River Terminal Railway Company	UTU	Electricians
South Carolina Central Railroad	UTU	Trainmen (Train Service)
South Carolina Public Railway	UTU	Conductors
South Carolina Public Railway	UTU	Trainmen (Train Service)
South Carolina Public Railway	UTU	Engineers & Related Employees
Southeastern Pennsylvania Transit Authority	UTU	Conductors
Southeastern Pennsylvania Transit Authority	BMWE	Maintenance of Way Employees
TTX Company	TCU	Carmen



<b>Carrier</b>	<b>Union</b>	<b>Craft/Class</b>
Union Pacific Railroad	UPUYC	Yardmasters
Wheeling & Lake Erie Railroad Company	UTU	Conductors
Wheeling & Lake Erie Railroad Company	BLE	Locomotive Engineers
Wheeling & Lake Erie Railroad Company	UTU	Conductors
York Rail, Inc.	IBT	Trainmen (Train Service)

## Docketed Airline Representation FY 2000

<b>Carrier</b>	<b>Union</b>	<b>Craft/Class</b>
Aeromexico	IAM	Passenger Service Employees
Air Logistics of Alaska, Inc.	IUOE-OPEIU	Mechanics and Related Employees
Air Logistics, L.L.C.	OPEIU	Mechanics and Related Employees
Air Logistics of Alaska, Inc.	OPEIU	Mechanics and Related Employees
Aircraft Service International Group	TTWISEU	Ramp Agents
AirTran Airlines	IAM	Fleet and Passenger Service
Air Wisconsin Airlines	TWU	Flight Dispatchers
Aloha IslandAir, Inc.	IBT	Stock and Stores Employees
Aloha IslandAir, Inc.	IBT	Mechanics and Related Employees
American Trans Air, Inc.	IAM	Fleet Service Employees
American Trans Air, Inc.	AMFA	Mechanics and Related Employees
Atlantic Coast Jet (ACJet)	AFA	Flight Attendants
Atlantic Southeast Airlines, Inc.	PAFCA	Flight Dispatchers
AVGR International Business (d/b/a United Safeguard Agency)	IUISTHE	Skycaps
Comair, Inc.	PAFCA	Flight Dispatchers
Continental Airlines, Inc./Continental Express, Inc.	IACP	Ground School Instructors
Continental Airlines, Inc./Continental Micronesia, Inc.	IBT	Mechanics and Related Employees
Continental Airlines, Inc./Continental Express, Inc.	IACP	Flight Instructors
Corporate Air	UTU	Pilots
Delta Air Lines, Inc.	TWU	Fleet Service Employees
Executive Air Terminal Aviation	IAM	Mechanics and Related Employees
Executive Jet Aviation	IBT	Flight Attendants
Fine Air Services, Inc.	TWU	Mechanics and Related Employees
Fine Air Services, Inc.	TWU	Fleet Service Employees
Frontier Airlines, Inc.	AFA	Flight Attendants
Frontier Airlines, Inc.	IAM	Fleet Service Employees
General Patrol Services	IUISTHE	Skycaps
Globe Aviation Services	AFSCME	Skycaps
Globe Aviation Services	AFSCME	Screeners (PDS/CDC)
Hawaiian Airlines, Inc.	HERE	Hawaiian Miles Account Representatives
Iberia Airlines of Spain	AFA	Flight Attendants
Kitty Hawk International, Inc. and Kitty Hawk Aircargo, Inc.	KPA-IBT	Pilots
Kitty Hawk Aircargo, Inc.	KPA-IBT	Pilots
Kitty Hawk Aircargo, Inc.	KPA-TWU	Pilots
Mesaba Aviation, Inc.	IAM	Fleet and Passenger Service Employees
National Airlines	IAM	Fleet Service Employees
Northwest Airlines, Inc.	IAM	Passenger Service Employees

## Docketed Airline Representation FY 2000 (continued)

<b>Carrier</b>	<b>Union</b>	<b>Craft/Class</b>
Petroleum Helicopters, Inc.	OPEIU	Flight Deck Crew Members
Quality Aircraft Services, Inc.	IUISTHE	Skycaps
Shuttle America Airlines, Inc.	IBT	Flight Deck Crew Members
Sky Trek International Airlines (d/b/a Discovery Airlines)	IBT	Flight Deck Crew Members
Spirit Airlines, Inc.	AFA	Flight Attendants
Spirit Airlines, Inc.	TWU	Flight Dispatchers
Transmeridian Airlines, Inc.	TPC	Pilots
Trans World Airlines, Inc.	CPFA-IAM	Flight Attendants
United Airlines, Inc.	PAFCA-IAM	Flight Dispatchers
United Airlines, Inc.	IAM	Office Clerical Employees
United Airlines, Inc.	IAM	Ground School Instructors
United Airlines, Inc.	IAM	Passenger Service Employees
United Parcel Service	IBT	Mechanics and Related Employees
United Parcel Service	TWU	Flight Dispatchers
US Airways, Inc.	IAM-CWA	Office Clerical Employees
US Airways, Inc.	CWA	Passenger Service Employees
Worldwide Flight Services	TWU	Fleet Service Employees
Worldwide Flight Services	TWU	Mechanics and Related Employees

## Closed Airline Representation Cases FY 2000

<b>Carrier</b>	<b>Union</b>	<b>Craft/Class</b>	<b>Disposition</b>
Aeromexico	IAM	Passenger Service Employees	Dismissal
Air Logistics of Alaska, Inc.	OPEIU	Mechanics and Related Employees	Dismissal—Withdrawn During Investigation
Air Logistics of Alaska, Inc.	IUOE-OPEIU	Mechanics and Related Employees	Certification
Air Logistics, L.L.C.	OPEIU	Mechanics and Related Employees	Dismissal
Aircraft Service International Group	TTWISEU	Ramp Agents	Dismissal—Withdrawn During Investigation
AirNet Systems, Inc.	IBT	Pilots	Dismissal
AirTran Airlines	IAM	Fleet & Passenger Service Employees	Dismissal
Aloha IslandAir, Inc.	IBT	Stock and Stores Employees	Certification
Aloha IslandAir, Inc.	IBT	Mechanics and Related Employees	Certification
American Trans Air, Inc.	IAM	Fleet Service Employees	Dismissal
American Trans Air, Inc.	TWU	Flight Dispatchers	Certification
American Trans Air, Inc.	AMFA	Mechanics and Related Employees	Dismissal
Atlantic Coast Jet	AFA	Flight Attendants	Certification
Atlantic Southeast Airlines, Inc.	PAFCA	Flight Dispatchers	Certification
AVGR International Business (d/b/a United Safeguard Agency)	IUISTHE	Skycaps	Certification
Big Sky Airlines	UTU	Flight Dispatchers	Certification
Comair, Inc.	PAFCA	Flight Dispatchers	Dismissal
Continental Airlines, Inc.			
/Continental Express, Inc.	IACP	Ground School Instructors	Dismissal
Continental Airlines, Inc.			
/Continental Micronesia, Inc.	IBT	Mechanics and Related Employees	Findings Upon Investigation—Dismissal

<b>Carrier</b>	<b>Union</b>	<b>Craft/Class</b>	<b>Disposition</b>
Corporate Air, Inc.	UTU	Pilots	Dismissal
DalFort Aerospace, L.P.	CBD-IBT	Mechanics and Related Employees	Determination of Jurisdiction—Certification
DalFort Aerospace, L.P.	CBD-IBT	Stock and Stores Employees	Determination of Jurisdiction—Certification
Delta Air Lines, Inc.	TWU	Pilot Ground Training Instructors	Certification
ERA Aviation, Inc.	IBEW	Flight Attendants	Dismissal
Executive Air Terminal, Inc.	IAM	Mechanics and Related Employees	Certification
Executive Jet Aviation	IBT	Flight Attendants	Dismissal
Fine Air Services, Inc.	TWU	Mechanics and Related Employees	Dismissal—Withdrawn During Investigation
Fine Air Services, Inc.	TWU	Fleet Service Employees	Certification
Frontier Airlines, Inc.	AFA	Flight Attendants	Dismissal
Frontier Airlines, Inc.	IAM	Fleet Service Employees	Dismissal
General Patrol Services	IUISTHE	Skycaps	Dismissal—Withdrawn During Investigation
Globe Aviation Services	AFSCME	Screeners (PDS-CDC)	Dismissal—Withdrawn During Investigation
Globe Aviation Services	AFSCME	Skycaps	Dismissal—Withdrawn During Investigation
Gulfstream International Airlines, Inc.	GPA-IBT	Pilots	Certification
Hawaiian Airlines, Inc.	HERE	Hawaiian Miles Account Representatives	Dismissal—Withdrawn During Investigation
Iberia Airlines of Spain	AFA	Flight Attendants	Certification
Kitty Hawk International, Inc. and Kitty Hawk Aircargo, Inc.	KPA-IBT	Pilots	Dismissal—Withdrawn During Investigation
Kitty Hawk Aircargo, Inc.	KPA-IBT	Pilots	Certification and Revocation of Certification
Kitty Hawk Aircargo, Inc.	KPA	Pilots	Certification
LSG Lufthansa Services	HERE	Flight Kitchen & Commissary Employees	Certification
Mesaba Aviation, Inc.	IAM	Fleet & Passenger Service Employees	Dismissal
Northwest Airlines, Inc.	IAM	Passenger Service Employees	Findings Upon Investigation—Dismissal
Petroleum Helicopters, Inc.	OPEIU	Flight Deck Crew Members	Certification
Quality Aircraft Services, Inc.	IUISTHE	Skycaps	Certification
Seaborne Virgin Islands, Inc.	TTWISEU	Fleet & Passenger Service Employees	Dismissal
Seaborne Virgin Islands, Inc.	TTWISEU	Mechanics and Related	Certification
Shuttle America Airlines	IAM	Mechanics and Related Employees	Dismissal
Sky Trek International Airlines, Inc. (d/b/a Discovery Airlines)	IBT	Flight Deck Crew Members	Certification
Spirit Airlines, Inc.	TWU	Flight Dispatchers	Certification
Trans World Airlines, Inc.	CPFA-IAM	Flight Attendants	Certification
United Airlines, Inc.	IFPTE	Engineers and Related Employees	Findings Upon Investigation—Dismissal
United Airlines, Inc.	IAM	Passenger Service Employees	Findings Upon Investigation—Dismissal



## Closed Airline Representation Cases FY 2000 (continued)

<b>Carrier</b>	<b>Union</b>	<b>Craft/Class</b>	<b>Disposition</b>
United Airlines, Inc.	IAM	Ground School Instructors	Findings Upon Investigation—Dismissal
United Airlines, Inc.	PAFCA-IAM	Flight Dispatchers	Certification
United Airlines, Inc.	IAM	Office Clerical Employees	Dismissal
United Parcel Service	IBT	Mechanics and Related Employees	Findings Upon Investigation—Dismissal
US Airways, Inc.	CWA	Passenger Service Employees	Findings Upon Investigation—Dismissal
US Airways, Inc.	IAM-CWA	Office Clerical Employees	Dismissal—Withdrawn During Investigation
Worldwide Flight Services	TWU	Fleet Service Employees	Certification
Worldwide Flight Services	TWU	Mechanics and Related Employees	Certification

## Docketed Railroad Representation Cases FY 2000

<b>Carrier</b>	<b>Union</b>	<b>Craft/Class</b>
Central Oregon & Pacific Railroad	UTU	Train and Engine Service Employees
Finger Lakes Railway Corp.	BLE	Train and Engine Service Employees
I&M Rail Link, L.L.C.	TCU	Train Dispatchers
Manufacturers Railway Company	UTU	Train and Engine Service Employees
Metro-North Commuter Railroad	ACRE-UTU	Yardmasters
Metro-North Commuter Railroad	ACRE-ATDD/BLE	Train Dispatchers
Metro-North Commuter Railroad	ACRE-UTU	Conductors
Metro-North Commuter Railroad	ACRE-ATDD/BLE	Power Directors (Supervisors)
Metro-North Commuter Railroad	CRE-BLE	Locomotive Engineers
Modesto & Empire Traction Co.	UBCJ	Engine Service Employees
Northern Indiana Commuter Transportation District	Bruce Richardson	Locomotive Engineers
Port Authority Trans Hudson Corp.	TCU-RITU	Carmen
Port Authority Trans Hudson Corp.	TCU-RITU	Electricians
Port Authority Trans Hudson Corp.	TCU-RITU	Machinists
Reading, Blue Mountain & Northern Railroad	UTU	Train and Engine Service
Terminal Railroad Association of St. Louis	TCU-Indiv.	Car Department Foremen/ Supervisors
Terminal Railroad Association of St. Louis	TCU-Indiv.	Mechanical Department Foremen/ Supervisors
Terminal Railroad Association of St. Louis	TCU-Indiv.	Building and Bridge Foremen/ Supervisors
Texas Mexican Railway Company	BLE-UTU	Train and Engine Service Employees
Union Pacific Railroad Company	UTU-BLE	Train and Engine Service Employees

## Closed Railroad Representation Cases FY 2000

<b>Carrier</b>	<b>Union</b>	<b>Craft/Class</b>	<b>Disposition</b>
Central Oregon & Pacific Railroad	UTU	Train & Engine Service Employees	Dismissal
I & M Rail Link, LLC	TCU	Train Dispatchers	Certification
Louisiana & Delta Railroad	UTU-BLE	Train & Engine Service Employees	Certification
Manufacturers Railway Company	UTU	Train & Engine Service Employees	Certification
Metro-North Commuter Railroad	ACRE-UTU	Conductors	Certification
Metro-North Commuter Railroad	ACRE-ATDD/BLE	Train Dispatchers	Certification
Metro-North Commuter Railroad	ACRE-BLE	Locomotive Engineers	Certification
Metro-North Commuter Railroad	ACRE-ATDD/BLE	Power Directors (Supervisors)	Certification
Metro-North Commuter Railroad	ACRE-UTU	Yardmasters	Certification
N. Indiana Commuter Trans. District	Bruce Richardson	Locomotive Engineers	Findings Upon Investigation — Dismissal
Reading Blue Mountain & Northern Railroad	UTU	Train & Engine Service Employees	Certification
Texas Mexican Railway Company	UTU-BLE	Locomotive Engineers	Findings Upon Investigation — Dismissal
Texas Mexican Railway Company	BLE-UTU	Train & Engine Service Employees	Dismissal
Union Pacific Railroad Company	UTU-BLE	Train & Engine Service Employees	Findings Upon Investigation — Dismissal

Sixty-Sixth Annual Report of the National Railroad Adjustment Board  
Chicago, Illinois  
FY 2000

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

### Arbitration Monies Obligated FY 2000\*

**Referee Service:**

Referee salaries	\$2,149,203
Referee travel	128,653
<b>Total Obligations for Referee Service</b>	<b>\$2,277,856</b>

**Section 153 Administration:**

Salaries for employees (including personnel benefits retirement, health, etc)	\$367,816
Travel Expense	5,813
Transportation of Things (to record center)	1,400
Standard Level user charges(rent)	33,596
Printing	185
Other Service	114,621
Supplies and Materials	3,994
<b>Administrative Obligations</b>	<b>\$527,425</b>

**Total Sections 153 and 157 Obligations** **\$2,805,281**

**Unobligated Balance** **\$ 66,719**

**Total appropriations** **\$2,872,000**

*\*Accounting for all monies appropriated by Congress for the fiscal year 2000 pursuant to the authority conferred by the Railway Labor Act, as amended (public Law 442, 73d Congress - Approved June 21, 1934)*

### 2000 Arbitration Government Employees & Duties

	<b>Title</b>	<b>Duties</b>
Watkins, Roland	Director	Responsible for Arbitration Services and NRAB Government affairs
Conrad, Carol	Lead Program Assistant	Assists in Sections 153 & 157 Arbitration activities
Washington, Carolyn	Administrative Assistant	Coordinates automated information systems

**Divisional**

Gathings, Linda	Arbitration Assistant	Responsible for all divisions of NRAB
Beaubien, Kimberly	Office Assistant	Responsible for all divisions of NRAB

## National Railroad Adjustment Board Referee FY 2000

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

50

<b>Division 1</b>	<b>Referee Names</b>			
	Edwin H. Benn	Robert G. Richter	Rodney E. Dennis	David P. Twomey
	Dana E. Eischen	Elizabeth C. Wesman	Robert E. Peterson	
<b>Division 2</b>	<b>Referee Names</b>			
	James E. Conway	Herbert L. Marx, Jr.	James L. Hicks	Margo R. Newman
	Martin H. Malin	Edward L. Suntrup		
<b>Division 3</b>	<b>Referee Names</b>			
	Edwin H. Benn	Margo R. Newman	Steven M. Bierg	Robert M. O'Brien
	Donald Cohen	Robert Perkovich	Robert L. Douglas	Robert E. Peterson
	Dana E. Eischen	Robert G. Richter	John C. Fletcher	Barry E. Simon
	Robert L. Hicks	Edward L. Suntrup	Ann S. Kenis	Gerald E. Wallin
	John B. LaRocco	Elizabeth C. Wesman	Martin L. Malin	James Yost
	James E. Mason	Marty E. Zusman	Peter R. Meyers	
<b>Division 4</b>	<b>Referee Name</b>			
	Martin L. Malin			

## Cases Docketed and Closed by the National Railroad Adjustment Board FY 2000

<b>All Divisions</b>	<b>66 Year Period</b>	<b>2000</b>	<b>1999</b>
Open and on hand at beginning of Period	0	2,445	2,365
New Cases Docketed	99,777	853	1,031
Total Number of cases on hand and docketed	99,777	3,298	3,396
Cases Closed	98,263	1,784	951
Decided without referee	13,373	438	1
Decided with referee	55,934	517	607
Withdrawn	28,956	829	343
Open cases on hand at close of period	1,514	1,514	2,445



## Cases Docketed and Closed by the National Railroad Adjustment Board FY 2000 (continued)

<b>First Division</b>	<b>66 Year Period</b>	<b>2000</b>	<b>1999</b>
Open and on hand at beginning of Period	0	148	164
New Cases Docketed	44,945	121	93
Total Number of cases on hand and docketed	44,945	269	257
Cases Closed	44,794	118	109
Decided without referee	10,935	11	1
Decided with referee	14,158	96	103
Withdrawn	19,701	11	5
Open cases on hand at close of period	151	151	148
<b>Second Division</b>	<b>66 Year Period</b>	<b>2000</b>	<b>1999</b>
Open and on hand at beginning of Period	0	131	162
New Cases Docketed	13,525	90	107
Total Number of cases on hand and docketed	13,525	221	269
Cases Closed	13,392	88	138
Decided without referee	738	0	0
Decided with referee	11,236	80	128
Withdrawn	1,418	8	10
Open cases on hand at close of period	133	133	131
<b>Third Division</b>	<b>66 Year Period</b>	<b>2000</b>	<b>1999</b>
Open and on hand at beginning of Period	0	2,162	*2,027
New Cases Docketed	36,251	638	831
Total Number of cases on hand and docketed	36,251	2,800	2,858
Cases Closed	35,026	1,575	696
Decided without referee	1,602	427	0
Decided with referee	26,815	338	368
Withdrawn	6,609	810	328
Open cases on hand at close of period	1,225	1,225	2,162
<b>Fourth Division</b>	<b>66 Year Period</b>	<b>2000</b>	<b>1999</b>
Open and on hand at beginning of Period	0	4	12
New Cases Docketed	5,056	4	0
Total Number of cases on hand and docketed	5,056	8	12
Cases Closed	5,051	3	8
Decided without referee	9	0	0
Decided with referee	3,814	3	8
Withdrawn	1,228	0	0
Open cases on hand at close of period	5	5	4

\* Adjusted figure

Sixty-Sixth Annual Report of the First Division  
of the National Railroad Adjustment Board to the National Mediation Board  
*For the Fiscal Year Ended September 30, 2000*

52

**Membership:** R. K. Radek, Chairman  
M. J. Ruef  
K. N. Thompson  
B. R. Wigent

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

**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 consists 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.

## Workload Report—Docket Cases for FY 2000

<b>Total Caseloads</b>	<b># Cases</b>	<b>Breakdown of Cases Disposed of</b>	<b># Cases</b>
On hand at beginning of year	148	Decided without Referee	11
New cases docketed	121	Decided with Referee	96
Cases disposed of	118	Otherwise closed (withdrawn)	11
On hand at end of year	151		

### Carriers Party to Docketed Cases for FY 2000

Amtrak	2	Northeast Illinois Regional Commuter	12
Burlington Northern Santa Fe Railroad Company	6	Paducah & Louisville Railroad	1
Belt Railway Company of Chicago	5	Port Terminal Railroad Association	2
Central Western Railway Company	1	Soo Line Railroad	14
CSX Transportation	3	Springfield Terminal-Vermont	1
Gateway Western Railway Company	1	Union Pacific Railroad Company	66
Illinois Railroad Company	4	Wisconsin Central, LTD	1
Montana Rail Link	2	<b>Total Docketed Cases</b>	<b>121</b>

### Unions Party to Docketed Cases for FY 2000

Brotherhood of Locomotive Engineers	101	Miscellaneous	0
Transportation Communications Union	1	United Transportation Union	19
		<b>Total Cases Docketed</b>	<b>121</b>

Sixty-Sixth Annual Report of the Second Division  
of the National Railroad Adjustment Board to the National Mediation Board  
*For the Fiscal Year Ended September 30, 2000*

**Membership:** R. S. Bauman, Chairman  
D. S. Anderson  
A. M. Novakovic  
J.R. Hurtubise  
J. Cronk

P. V. Varga, Vice Chairman  
M. W. Fingerhut  
M. C. Lesnik

**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))

## Workload Report—Docketed Cases for FY 2000

Total Caseloads	# Cases	Breakdown of Cases Disposed of	# Cases
On hand at beginning of year	131	Decided without Referee	0
New cases docketed	90	Decided with Referee	80
Cases disposed of	88	Otherwise closed (withdrawn)	8
On hand at end of year	133		

### Carriers Party to Docketed Cases for FY 2000

Burlington Northern Santa Fe Railroad	12	Kansas City Southern Railway Company	2
Conrail-Consolidated Rail Corporation	1	Montana Rail Link	1
CSX Transportation	7	Patapsco & Back Rivers Railroad Company	1
Delaware & Hudson Railway Company	4	Springfield Terminal-Vermont	35
Duluth, Missabe & Iron Range Railway	1	Union Pacific Railroad Company	25
Grand Trunk Western Railway Company	1	<b>Total Docketed Cases</b>	<b>90</b>

### Division 2 Unions Party to Docketed Cases for FY 2000

Brotherhood Railway Carmen	39	Int'l. Assoc. of Machinists & Aerospace Workers	32
International Brotherhood of Electrical Workers	9	National Conference of Firemen & Oilers	9
Miscellaneous	0	Sheet Metal Workers	1
		<b>Total Cases Docketed</b>	<b>90</b>

Sixty-Sixth Annual Report of the Third Division  
of the National Railroad Adjustment Board to the National Mediation Board  
*For the Fiscal Year Ended September 30, 2000*

54

**Membership:** W. R. Miller, Chairman  
C. A. McGraw  
D. Volz  
R. C. Robinson  
I. Monroe

M. C. Lesnik, Vice Chairman  
M. W. Fingerhut  
P. V. Varga  
L. D. Miller

**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))

### Workload Report—Docketed Cases for FY 2000

Total Caseloads	#Cases	Breakdown of Cases Disposed of	# Cases
On hand at beginning of year	2162	Decided without Referee	427
New cases docketed	638	Decided with Referee	338
Cases disposed of	1575	Otherwise closed (withdrawn)	810
On hand at end of year	1225		

#### Division 3 Carriers Party to Docketed Cases for FY 2000

Alton & Southern	1	Long Island Rail Road	1
Amtrak	47	Montana Rail Link	1
Burlington Northern Santa Fe Railroad Company	77	New Jersey Transit Rail Operation Inc.	5
Conrail-Consolidated Rail Corporation	119	New Orleans Public Belt Railway	2
CSX Intermodal	1	Paducah & Louisville Railroad	5
CSX Transportation	106	Port Authority Trans-Hudson	2
Delaware & Hudson Railway Company	1	Port Terminal Railroad Association	2
Duluth, Missabe & Iron Range Railway Company	12	Soo Line Railroad	23
Elgin, Joliet & Eastern Railway Company	1	Springfield Terminal-Vermont	4
Grand Trunk Western Railway Company	4	Texas Mexican Railway	2
Illinois Central Railroad Company	3	Terminal Railroad Association of St. Louis	2
Indiana Harbor Belt Railway Company	2	Union Pacific Railroad Company	200
I & M Rail Rink	6	Wheeling & Lake Erie Railroad	4
Kansas City Southern Railway Company	5	<b>Total Docketed Cases</b>	<b>638</b>

#### Unions Party to Docketed Cases for FY 2000

American Train Dispatchers Department	13	Miscellaneous	0
Brotherhood of Maintenance of Way Employees	340	Transportation Communications Union	138
Brotherhood of Railroad Signalmen	147	<b>Total Cases Docketed</b>	<b>638</b>



Sixty-Sixth Annual Report of the Fourth Division  
of the National Railroad Adjustment Board to the National Mediation Board  
*For the Fiscal Year Ended September 30, 2000*

**Membership:** J. D. Martin, Chairman

J. R. Britton

J. R. Hurtubise

M. C. Lesnik, Vice Chairman

M. W. Fingerhut

P. V. Varga

A. K. Gradia

**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))

## Workload Report—Docketed Cases for FY 2000

<b>Total Caseloads</b>	<b># Cases</b>	<b>Breakdown of Cases Disposed of</b>	<b># Cases</b>
On hand at beginning of year	4	Decided without Referee	0
New cases docketed	4	Decided with Referee	3
Cases disposed of	3	Otherwise closed (withdrawn)	0
On hand at end of year	5		
<b>Carriers Party to Docketed Cases for FY 2000</b>			
CSX Transportation	2	Grand Trunk Western Railway Company	1
Long Island Rail Road	1	<b>Total Docketed Cases</b>	<b>4</b>
<b>Unions Party to Docketed Cases for FY 2000</b>			
Miscellaneous	3	Transportation Communications Union	1
		<b>Total Cases Docketed</b>	<b>4</b>

# APPENDIX SECTION V — Nominations, Apointments, or Selections of Neutrals (Non-NRAB)

## 1. Arbitrators Appointed Pursuant To Public Law 89-456 (Public Law Boards) FY 2000

56

Name	Type of Board	Date Appointed	PLB	Parties
Martin E. Malin	Merits	2-18-00	6269	Paducah & Louisville Railway Co. and Brotherhood Railway Carmen/TCU
Robert E. Peterson	Merits	10-08-99	6270	Conemaugh & Black Lick Railroad and United Transportation Union
Robert O. Harris	Merits	10-08-99	6271	Elgin, Joliet & Eastern Railway and United Transportation Union
Vicki P. Cohen	Merits	10-18-99	6273	Northern Indiana Commuter Transportation District and United Transportation Union
Robert M. O'Brien	Merits	10-22-99	6276	Burlington Northern Santa Fe Railroad and Transportation Communications International Union
Robert M. O'Brien	Merits	11-05-99	6277	CSX Transportation, Inc. and Transportation Communications International Union
Charles P. Fischbach	Merits	11-05-99	6278	CSX Transportation, Inc. and United Transportation Union
Martin H. Malin	Merits	11-05-99	6279	Kansas City Southern Railroad and Brotherhood Railway Carmen/TCU
James E. Conway	Merits	11-05-99	6280	CSX Transportation, Inc. and United Transportation Union
Gilbert Vernon	Merits	11-05-99	6281	Soo Line Railroad and Brotherhood of Locomotive Engineers
James E. Conway	Merits	11-05-99	6282	CSX Transportation, Inc. and United Transportation Union
Eckehard Muessig	Merits	11-17-99	6283	Norfolk Southern Corporation and American Train Dispatchers Dept./BLE
David P. Twomey	Merits	11-22-99	6284	Burlington Northern Santa Fe and Brotherhood of Locomotive Engineers
Robert L. Hick	Merits	12-06-99	6285	Northern Indiana Railroad and Int'l Brotherhood of Electrical Workers
Herbert L. Marx, Jr.	Merits	12-06-99	6286	CSX Transportation, Inc. and Brotherhood Railway Carmen/TCU
Robert E. Peterson	Merits	12-10-99	6287	Kansas City Southern Railway and Brotherhood Railway Carmen/TCU
Charlotte Gold	Merits	12-10-99	6288	Norfolk Southern Corporation and Brotherhood Railway Carmen/TCU and Transport Workers Union
Robert E. Peterson	Merits	12-10-99	6289	CSX Transportation, Inc. and Brotherhood Railway Carmen/TCU
Eckehard Muessig	Merits	12-10-99	6290	CSX Transportation, Inc. and Transportation Communications International Union
Edward L. Suntrup	Merits	12-10-99	6291	Metro North Railroad and Transportation Communications International Union
Ann Kenis	Merits	12-10-99	6292	Belt Railway of Chicago and United Transportation Union
James F. Searce	Merits	12-10-99	6293	Alabama State Docks and International Longshoremen's Association
Helen M. Witt	Merits	12-10-99	6294	Union Railroad Co. and United Steelworkers of America
Robert E. Peterson	Merits	12-14-99	6295	Fruit Growers Express Co. and Brotherhood Railway Carmen/TCU
John B. Criswell	Merits	01-07-00	6296	CSX Transportation, Inc. and United Transportation Union
Gerald E. Wallin	Merits	12-29-99	6297	Northern Indiana Commuter Transportation District and Brotherhood of Maintenance of Way Employees
John C. Fletchers	Merits	01-07-00	6298	Lake Terminal Railroad and United Transportation Union
Robert M. O'Brien	Merits	01-24-00	6299	The Montana Rail Link and Brotherhood of Locomotive Engineers
Margo R. Newman	Merits	01-24-00	6300	The Bangor & Aroostook Railroad Co. and Brotherhood Railway Carmen/TCU
Gerald E. Wallin	Merits	01-24-00	6301	The Kansas City Southern Railway Co. and Brotherhood of Maintenance of Way Employees
Martin E. Malin	Merits	02-09-00	6302	Union Pacific Railroad Company and Brotherhood of Maintenance of Way Employees
Martin E. Malin	Merits	02-18-00	6303	Elgin, Joliet & Eastern Railway Co. and Brotherhood Railway Carmen/TCU

<b>Name</b>	<b>Type of Board</b>	<b>Date Appointed</b>	<b>PLB</b>	<b>Parties</b>
Elizabeth Wesman	Merits	02-23-00	6304	Norfolk Southern Railway Co. and Brotherhood Railway Carmen/TCU
Dana E. Eischen	Merits	02-23-00	6305	Union Pacific Railroad Co. and United Transportation Union
Gerald E. Wallin	Merits	02-24-00	6306	Duluth, Missabe & Iron Range Railway Co. and American Train Dispatchers Department/BLE
John B. Criswell	Merits	03-07-00	6307	Birmingham Southern Railroad Co. and United Transportation Union
Charles P. Fischbach	Merits	03-07-00	6308	Norfolk Southern Railway and United Transportation Union
Francis X. Quinn	Merits	03-15-00	6310	Union Pacific Railroad and Brotherhood of Locomotive Engineers
Thomas N. Rinaldo	Procedural	04-03-00	6311	Norfolk Southern Corporation and International Longshoremen's Assoc.
Thomas N. Rinaldo	Merits	04-04-00	6312	National Railroad Passenger Corp. (Amtrak) and United Transportation Union
Barry E. Simon	Merits	04-04-00	6313	Terminal Railroad Assoc. of St. Louis and United Transportation Union
Gerald E. Wallin	Merits	04-10-00	6314	Grand Trunk Western Railroad and Brotherhood of Maintenance of Way Employees
James E. Conway	Merits	04-11-00	6315	National Railroad Passenger Corp. (Amtrak) and Sheet Metal Workers International Association
Herbert L. Marx, Jr.	Merits	04-12-00	6316	Burlington Northern Santa Fe Rwy and Brotherhood Railway Carmen/TCU
John R. Binau	Merits	04-12-00	6317*	Norfolk Southern Railway Co. and Brotherhood of Locomotive Engineers
Martin H. Malin	Merits	04-24-00	6319	The Belt Railway Co of Chicago and Brotherhood of Maintenance of Way Employees
Edward L. Suntrup	Merits	05-05-00	6320	Soo Line Railroad Co. and United Transportation Union
Robert M. O'Brien	Merits	05-05-00	6321	Burlington Northern Railroad Co. and Transportation Communications International Union
Lewis L. Ellsworth	Merits	05-05-00	6322	Dakota, Minnesota & Eastern Railroad Corp. and United Transportation Union
Francis X. Quinn	Merits	05-05-00	6324	Union Pacific Railroad Co. and United Transportation Union
Charlotte H. Gold	Merits	05-05-00	6325	CSX Transportation, Inc. and Transport Workers Union
Peter R. Meyers	Merits	05-05-00	6326	The Kansas City Southern Railway Co. and International Association of Machinists & Aerospace Workers
James E. Yost	Merits	05-12-00	6327	Burlington Norther Santa Fe Rwy and Int'l Brotherhood of Boilermakers
Thomas N. Rinaldo	Merits	05-22-00	6330	Port Authority Trans-Hudson and United Transportation Union
John B. Criswell	Merits	06-02-00	6332	The Columbus & Greenfield Railway and United Transportation Union
Robert McCallister	Merits	06-02-00	6333	Indiana Harbor Belt Railroad and International Association of Machinists & Aerospace Workers
Robert L. Douglas	Merits	06-02-00	6334	The Texas Mexican Railway Co. and Brotherhood of Maintenance of Way Employees
M. David Vaughn	Merits	06-06-00	6335	CSX Transportation, Inc. and International Longshoremen's Assoc.
Robert L. Douglas	Merits	06-26-00	6336	CSX Transportation, Inc. and Transportation Communications International Union
John B. LaRocco	Merits	06-26-00	6337	CSX Transportation, Inc. and Transportation Communications International Union
Martin J. Scheinman	Merits	07-11-00	6338	Long Island Rail Road and Transportation Communications International Union
Martin H. Malin	Merits	07-13-00	6339	The Belt Railway Co. and United Transportation Union
Herbert L. Marx, Jr.	Merits	07-20-00	6340	Consolidated Rail Corporation and Transport Workers Union and Brotherhood Railway Carmen/TCU
Robert E. Peterson	Merits	07-25-00	6344	Providence & Worcester Railroad Co. and United Transportation Union
M. David Vaughn	Merits	08-11-00	6345	Burlington Northern Santa Fe and Brotherhood of Locomotive Engineers

<b>Name</b>	<b>Type of Board</b>	<b>Date Appointed</b>	<b>PLB</b>	<b>Parties</b>
Robert E. Peterson	Merits	08-10-00	6346	South Buffalo Railroad and United Transportation Union
Edwin H. Benn	Merits	08-15-00	6347	South Carolina Division of Public Railways and United Transportation Union
M. David Vaughn	Merits	08-15-00	6348	Wheeling & Lake Erie Railroad and United Transportation Union
Eckehard Muessig	Merits	08-09-00	6349	CSX Transportation, Inc. and Brotherhood of Locomotive Engineers
John R. Binau	Merits	08-15-00	6350	New Orleans Belt Railroad and United Transportation Union
Edwin H. Benn	Merits	08-15-00	6351	Union Pacific Railroad Co. and Transportation Communications International Union
Robert E. Peterson	Merits	08-15-00	6352	Burlington Northern Santa Fe and Brotherhood Railway Carmen/TCU
Thomas N. Rinaldo	Merits	08-24-00	6353	Norfolk Southern Railway and Int'l Brotherhood of Electrical Workers
Richard R. Kasher	Merits	08-25-00	6354	CSX Transportation, Inc. and International Longshoremen's Assoc.
Barry E. Simon	Merits	08-25-00	6355	Kansas City Southern and Brotherhood of Locomotive Engineers
Robert L. Hicks	Merits	09-26-00	6457	Montana Rail Link, Inc. and International Brotherhood of Electrical Workers
Lamont E. Stallworth	Merits	09-28-00	6458	Union Pacific Railroad Co. and International Association of Machinists & Aerospace Workers

*\*Special Projects Board*

## 2. Arbitrators Appointed—Arbitration Boards FY 2000

<b>Name</b>	<b>Date Appt.</b>	<b>Arb.#</b>	<b>Parties</b>
		573*	Union Pacific Railroad and Brotherhood of Locomotive Engineers
Robert E. Peterson	10-15-99	574	New Orleans Belt Railroad and United Transportation Union
M. David Vaughn	02-01-00	575	Norfolk Southern Corp. and Brotherhood of Maintenance of Way Employees
Richard Mittenthal	02-10-00	576	Norfolk Southern Corp. and Brotherhood of Maintenance of Way Employees

*\* Arbitration Board established—no arbitrator appointed to Board*

## 3. Arbitrators Appointed—Special Boards of Adjustment FY 2000

<b>Name</b>	<b>Date Appt.</b>	<b>SBA #</b>	<b>Parties</b>
James E. Yost	08-10-99	1118	Union Pacific Railroad & National Conference of Firemen & Oilers
James E. Conway	08-10-99	1119	CSX Transportation & United Transportation Union
Charles L. Chamberlain	11-05-99	1120	Northeast Illinois Regional Commuter Railroad & Transportation Communications Union
Francis X. Quinn	11-05-99	1121	Northern District of CSX (T) Corporation & United Transportation Union
Peter R. Meyers	11-05-99	1121	Northern District of CSX (T) Corporation & United Transportation Union
Charles L. Chamberlain	11-12-99	1122	Northeast Illinois Regional commuter Railroad & Brotherhood of Maintenance of Way Employees
Marty E. Zusman	12-13-99	1124	Lake Superior & Ishpeming Railroad Co. & Transportation Communication Union
Marty E. Zusman	12-13-99	1125	Allouez Ore Dock & Burlington Northern Santa Fe & Transportation Communication Union
Herbert L. Marx, Jr.	12-13-99	1126	Burlington Northern Santa Fe Railway Co. & Transportation Communication Union
Gerald E. Wallin	02-18-00	1127	Union Pacific Railroad Co. & Brotherhood of Maintenance of Way Employees
Richard Mittenthal	06-08-00	1129	Burlington Northern Santa Fe Railway Co. & Transportation Communication Union
Edwin H. Benn	08-02-00	1130	Union Pacific Railroad Co. & Brotherhood of Maintenance of Way Employees
Gerald E. Wallin	08-2-00	1131	Union Pacific Railroad Co. & Brotherhood of Maintenance of Way Employees
Peters R. Meyers	08-25-00	1132	Union Pacific Railroad Company & Brotherhood of Railroad Signalmen



#### 4. Arbitrators Nominated Pursuant to Union Shop Agreements FY 2000

<b>Name</b>	<b>Date Appointed</b>	<b>Individual Carrier/ Union</b>
Homer C. LaRue	12-15-99	Northeast Illinois Regional Commuter Corp. and Int'l Brotherhood of Electrical Workers

#### 5. Arbitrator Panel Selection—System Boards of Adjustment (Airlines) FY 2000

<b>Arbitrator</b>	<b>Status</b>	<b>Panel Date</b>	<b>Parties</b>
18 Panels Submitted	No Arbitrators Selected	06-05-00	ABX Air, Inc. and Airline Professionals Association
One Panel Submitted	No Arbitrator Selected	08-23-00	Air India and Airline, Airport & Aerospace Employees, Local 210
James Harkless		09-11-00	Air Tran Airways and Association of Flight Attendants
One Panel Submitted	No Arbitrator Selected	06-14-00	Air Tran Airways and Association of Flight Attendants
One Panel Submitted		08-23-00	Allegheny Airlines, Inc. and Association of Flight Attendants
One Panel Submitted	Dispute Settled	03-23-00	American Eagle Airlines, Inc. and Air Line Pilots Association
One Panel Submitted		05-15-00	Atlantic Coast Airlines and Association of Flight Attendants
Joyce M. Klein*		11-22-99	CCAir, Inc. and IBT Local No. 71
One Panel Submitted	No Arbitrator Selected	04-12-00	CCAir, Inc. and Association of Flight Attendants
One Panel Submitted	No Arbitrator Selected	07-13-00	Challenge Air Cargo, Inc. and IBT Local Union 769
Three Panels Submitted	Disputes Settled	04-24-00	Continental Airlines, Inc. and Teamsters Local Union 19
Five Panels Submitted	No Arbitrators Selected	08-15-00	Executive Jet Aviation and Teamsters Local 284
Colman Lalka		06-13-00	Executive Jet Aviation and Teamsters Local 284
Richard Kasher*		08-03-00	Northwest Airlines and Diane Klingeman
Robert O. Harris		02-28-00	Piedmont Airlines, Inc. and Association of Flight Attendants
Helen M. Witt		02-01-00	Piedmont Airlines, Inc. and Association of Flight Attendants
One Panel Submitted	Dispute Settled	03-21-00	Trans State Airlines and Air Line Pilots Association
Peter J. Maniscalco		04-05-00	Trans State Airlines, Inc. and Teamsters Local Union 618
Richard Kasher		07-13-00	United Parcel Services Co. and Teamsters Local 2727
Lois Rappaport		04-24-00	United Parcel Services Co. and Teamsters Local 2727
Robert O. Harris		04-04-00	United Parcel Services Co. and Teamsters Local 2727
Two Panels Submitted	No Arbitrators Selected	10-13-99	United Parcel Services Co. and Teamsters Local 2727
Lois Rappaport		02-01-00	United Parcel Services Co. and Teamsters Local 2727
Eckehard Muessig		10-13-99	US Airways, Inc. and International Associations of Machinists & Aerospace Workers
One Panel Submitted	Dispute Settled	11-17-99	Zantop International Airlines, Inc. and Teamsters Airline Dv. Local 747

\* Second Panel to Parties

## 6. Arbitrator Panel Selection—Special Boards of Adjustment (Railroads) FY 2000

60

<b>Name</b>	<b>Status</b>	<b>Panel Date</b>	<b>Parties</b>
One Panel Submitted	No Arbitrator Selected	11-19-99	Union Pacific Railroad Co. and BMWE and IAM&AW
James E. Conway		12-20-99	National Railroad Adjustment Board (Second Division)
Gerald E. Wallin		12-29-99	Northern Indiana Commute Transportation District and BMWE
Edwin H. Benn		12-29-99	National Railroad Adjustment Board (Third Division)
One Panel Submitted	No Arbitrator Selected	01-21-00	Norfolk Southern Railway Co. and BMWE
One Panel Submitted	No Arbitrator Selected	01-03-00	Burlington Northern Santa Fe Railway and BMWE
One Panel Submitted	No Arbitrator Selected	01-04-00	Consolidated Rail Corporation and BMWE
James E. Conway		02-14-00	National Railroad Adjustment Board (Second Division)
Barry E. Simon		02-22-00	Norfolk Southern Corporation and ILA
Edwin H. Benn		02-29-00	National Railroad Adjustment Board (Third Division)
Barry E. Simon		03-21-00	Norfolk Southern Corporation, United Transportation Union and Brotherhood of Locomotive Engineers
Josef P. Sirefman		03-22-00	Metro North Commuter Railroad and IBT
David P. Twomey		03-23-00	Kansas City Southern Railway and BMWE
Gerald E. Wallin		03-23-00	National Railroad Adjustment Board (Third Division)
Thomas N. Rinaldo		04-25-00	National Railroad Passenger Corporation (Amtrak) and UTU
Gerald E. Wallin		05-11-00	Metro-North Commuter Railroad and BRS
One Panel Submitted	No Arbitrator Selected	06-07-00	Southeastern Pennsylvania Transportation Authority (SEPTA) and Transport Workers Union of America
Barry E. Simon		06-21-00	Union Railroad Company and United Steelworkers of America
Robert L. Douglas		06-26-00	CSX Transportation, Inc. and TCU
Edward L. Suntrup		07-10-00	Soo Line Railroad and UTU
Martin H. Malin		07-13-00	The Belt Railway Company of Chicago and UTU
M. David Vaughn		07-13-00	Burlington Northern Santa Fe Railway Co. and BLE
John B. LaRocco		07-14-00	CSX Transportation, Inc. and TCU
One Panel Submitted	No Arbitrator Selected	07-26-00	Soo Line Railroad Company and UTU
One Panel Submitted	No Arbitrator Selected	08-22-00	National Railway Labor Conference and BMWE
One Panel Submitted	No Arbitrator Selected	08-23-00	Birmingham Southern Railroad Co. and UTU
One Panel Submitted	No Arbitrator Selected	09-06-00	New Jersey Transit and TCU
Eckehard Muessig		09-08-00	Norfolk Southern Corporation and ATDD/BLE
One Panel Submitted	No Arbitrator Selected	09-18-00	Consolidated Rail Corporation and IAM&AW
One Panel Submitted	No Arbitrator Selected	09-20-00	Norfolk Southern Corporation and ATDD/BLE
One Panel Submitted	No Arbitrator Selected	09-19-00	Union Pacific Railroad and BMWE
One Panel Submitted	No Arbitrator Selected	09-19-00	Union Pacific Railroad and BMWE
One Panel Submitted	No Arbitrator Selected	09-20-00	Norfolk Southern Corporation and BMWE

## 7. Arbitrators Selected—Labor Protective Provisions FY 2000

<b>Name</b>	<b>Date Appointed</b>	<b>Parties</b>
Eckehard Muessig	10-19-99	Norfolk Southern Corporation and American Train Dispatchers Department/BLE
Jonathan I. Klein	11-08-99	Union Pacific Railroad and National Conference of Firemen & Oilers
James McDonnell	11-18-99	Norfolk Southern Corporation and Brotherhood of Locomotive Engineers
Robert E. Peterson	01-31-00	Kansas City Southern Railway (Gateway Western Rwy) and Linda Carney
Barry E. Simon	03-15-00	Norfolk Southern Railway Company and International Longshoremen's Association
David P. Twomey	04-12-00	Kansas City Southern and Brotherhood of Maintenance of Way Employees
Barry E. Simon	05-08-00	Norfolk Southern Corporation, United Transportation Union and Brotherhood of Locomotive Engineers
Barry E. Simon	09-08-00	Union Railroad Company and United Steelworkers of America

## 8. Arbitrators Appointed to Public Law 91-518—Rail Passenger Service Act of 1970 (Amtrak) FY 2000

<b>Name</b>	<b>Date of Appointment</b>	<b>Amtrak No.</b>	<b>Parties</b>
NONE			

## 9. Arbitrators Appointed Pursuant to Public Law 93-236—Regional Rail Reorganization Act of 1973 (ConRail) FY 2000

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

## Acronyms Used in this Report

A-CASE	Mediation Case
AAR	Association of American Railroads
ACA	Atlantic Coast Airlines
ACRE	Association of Commuter Railroad Employees
ADR	Alternative Dispute Resolution
AFA	Association of Flight Attendants
AFL-CIO	American Federation of Labor and Congress of Industrial Organizations
AFSCME	American Federation of State, County and Municipal Employees
ALPA	Air Line Pilots Association
AMFA	Aircraft Mechanics Fraternal Association
AMR	AMR Services, Inc.
AMTRAK	National Railroad Passenger Corporation
APA	Allied Pilots Association
APFA	Association of Professional Flight Attendants
ARWPA	Arrow Pilots Association
ASA	Atlantic Southeast Airlines
ATA	American Trans Air
ATDD	American Train Dispatchers Department, BLE
BLE	Brotherhood of Locomotive Engineers
BMWE	Brotherhood of Maintenance of Way Employees
BNSF	Burlington Northern and Santa Fe
BRS	Brotherhood of Railroad Signalmen
CBD	Committee for a Better Daltfort
CMS	Case Management System
CN	Canadian National
COS	Chief of Staff
CPFA	Coalition of Professional Flight Attendants
CSX	CSX Transportation Incorporated
CWA	Communication Workers of America
DHL	DHL Worldwide Express
ERA	ERA Aviation
EWA	Emery Worldwide Airlines
FAD	Finance and Administration Department - NMB
FAPA	Frontier Airlines Pilots Association
FFMIA	Federal Financial Management Improvement Act
FTE	Full Time Equivalent
FY	Fiscal Year
GM	Grievance Mediation
GMRA	Government Management Reform Act
GMU	George Mason University
GPA	Gulfstream Pilots Association
GPRA	Government Performance and Results Act
HERE	Hotel and Restaurant Employees International Union
HTAW	Hawaii Teamsters and Allied Workers
IACP	International Association of Continental Pilots
IAM	International Association of Machinists & Aerospace Workers
IAM&AW	International Association of Machinists & Aerospace Workers



## Acronyms (continued)

IBB	Interest-Based Bargaining
IBEW	International Brotherhood of Electrical Workers
IBT	Int'l Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America
IFPTE	International Federation of Professional and Technical Engineers
ILA	International Longshoremen Association
IT	Information Technology
IUISTHE	International Union of Industrial Service, Transport and Health Employees
IUOE	International Union of Operating Engineers
JFMIP	Joint Financial Management Improvement Program
KPA	Kitty Hawk Pilots Association
LIRR	Long Island Railroad
NCCC	National Carriers' Conference Committee
NMB	National Mediation Board
NRAB	National Railroad Adjustment Board
NRLC	National Railway Labor Conference
OPEIU	Office and Professional Employees International Union
PAFCA	Professional Airline Flight Control Association
PEB	Presidential Emergency Board
PLB	Public Law Board
PMPC	Priority Mail Processing Centers
PSA	PSA Airlines
RITU	Railway Independent Transit Union
RLA	Railway Labor Act
SBA	Special Board of Adjustment
Section 10	Section 160 of the Railway Labor Act - Emergency Board
Section 9A	Section 159A of the Railway Labor Act - Emergency Board
SEIU	Service Employees' International Union
SEPTA	Southeastern Pennsylvania Transportation Authority
SMWIA	Sheet Metal Workers' International Association
STB	Surface Transportation Board
TCPA	Trans Continental Pilots Association
TCU	Transportation Communications International Union
TPC	Transmeridian Pilot Committee
TSA	Trans States Airlines
TTWISEU	Transportation, Technical, Warehouse, Industrial, and Service Employees Union
TWA	Trans World Airlines
TWU	Transport Workers Union of America
UBCJ	United Brotherhood of Carpenters and Joiners of America
UP	Union Pacific
UPUYC	Union Pacific Union Yardmaster Council
USWA	United Steelworkers of America
UTU	United Transportation Union
VAPA	Vanguard Airlines Pilots Association
WFS	Worldwide Flight Services
YTD	Year to Date

*A Note of Thanks: The NMB is especially appreciative of Ms. Susan Creswell (Brotherhood of Maintenance of Way Employees), Ms. Rhonda Broom (Norfolk Southern Corporation), Mr. Charlie Woodcock (Amtrak) and Ms. Celene Peurye (United Airlines) for making airline and railroad photographs available for inclusion in this report.*



National Mediation Board  
1301 K Street, NW  
Suite 250 E  
Washington, DC 20572