

A G R E E M E N T

This agreement made this 12th day of November, 1948, by and between the participating carriers listed in Exhibits A, B and C, attached hereto and made a part hereof and represented by the Eastern, Western and Southeastern Carriers' Conference Committees, and the employees shown thereon and represented respectively by the BROTHERHOOD OF LOCOMOTIVE ENGINEERS, BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN, and the SWITCHMEN'S UNION OF NORTH AMERICA through their Conference Committees.

IT IS HEREBY AGREED:

General

1. (a) All basic daily rates of pay will be increased in the amount of Eighty Cents (80¢) per day.
- (b) Mileage rates shall be determined by dividing the new daily rates by the miles constituting a basic day's work in the respective classes of service.
- (c) Daily earnings minima shall be increased Eighty Cents (80¢).
- (d) All arbitraries, miscellaneous rates, or special allowances as provided in the schedules or wage agreements shall be increased under this agreement in proportion to the daily increase herein granted.
- (e) Existing money differentials above existing standard daily rates shall be maintained.

Engine Service

2. In local freight service the same differential in excess of through freight rates as now paid shall be maintained.

3. All increases provided for in the foregoing paragraphs 1 and 2 shall be effective as of October 16, 1948.
4. This agreement is subject to approval of courts with respect to carriers in hands of receivers or trustees.
5. This agreement is in settlement of the dispute covered by the Memorandum of Understanding entered into by the parties at Washington, D. C., on August 11, 1948, providing:

"It is understood between the carriers represented by the Eastern, Western and Southeastern Carriers' Conference Committees, parties to the wage settlement executed this date and the employees parties thereto represented respectively by the Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen and Switchmen's Union of North America, that a wage request limited to the matter of the difference between the \$1.24 per day, covered by the wage agreement of this date, and the amount requested in the notices served by the employees represented by those organizations on or about September 30, 1947 shall be given the same status as if it had been served as a new request on June 30, 1948. The purpose of this understanding is to avoid the serving of new notices by the employees represented by said organizations on individual carriers and negotiations thereon on such individual carriers. This understanding is made under the peculiar circumstances of this present wage settlement and shall establish no precedent for the handling of other cases."

6. This agreement shall be construed as a separate agreement by and on behalf of each carrier party hereto and those employees represented respectively by the BROTHERHOOD OF LOCOMOTIVE ENGINEERS, BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN, and the SWITCHMEN'S UNION OF NORTH AMERICA, as heretofore stated; and shall remain in effect until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

SIGNED AT CHICAGO, ILLINOIS THIS 12TH DAY OF NOVEMBER, 1948.

For the participating carriers listed in Exhibit A:

HA Enoch
Chairman

W. W. Baird

G. H. Caley

Frank Powell

M. Forming

E. B. Perry

For the employees represented by the participating labor organizations:

Brotherhood of Locomotive Engineers:

A. B. ...
Grand Chief Engineer

J. P. Shields
First Assistant Grand Chief Engineer

D. J. Minichan

John R. Hamm

A. J. ...

A. W. Kelley

For the participating carriers
listed in Exhibit B:

L. P. Loomis
Chairman

[Signature]

[Signature]

[Signature]

[Signature]

For the participating carriers
listed in Exhibit C:

[Signature]
Chairman

[Signature]

[Signature]

[Signature]

Brotherhood of Locomotive Firemen
and Engineering:

[Signature]
International President

[Signature]
Vice President

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

Switchmen's Union of North America:

[Signature]
President

[Signature]
Vice President

[Signature]

[Signature]

EXHIBIT A

E A S T E R N R A I L R O A D S

EASTERN RAILROADS REPRESENTED BY THE EASTERN CARRIERS' CONFERENCE COMMITTEE IN THE HANDLING OF REQUEST CONTAINED IN NOTICES, DATED SEPTEMBER 30, 1947, SERVED UPON RAILROADS BY THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS, BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEERS, AND THE SWITCHMEN'S UNION OF NORTH AMERICA, REQUESTING THAT, EFFECTIVE NOVEMBER 1, 1947, ALL EXISTING BASIC DAILY WAGE RATES BE INCREASED THIRTY (30) PER CENT WITH A MINIMUM MONEY INCREASE OF \$3.00 ON THE BASIC DAY.

(Authority is co-extensive with the notices filed and with scope of agreements as to classes of employees)

R a i l r o a d s	BofLE	BofLF&E	SUofNA	Yard- masters
				SUofNA
	1	2	3	4
Akron, Canton & Youngstown Railroad Co.	x	x		
Ann Arbor Railroad Company	x	x		
Baltimore & Ohio Railroad Company	x	x		
B & O Chicago Terminal RR Co.	x	x		
Curtis Bay Railroad Company		(b)		
Strouds Creek & Muddlety R.R.		(b)		
Bessemer & Lake Erie Railroad Co.		(b)	(a)	
Boston and Maine Railroad	x	x		
Brooklyn Eastern District Terminal	x			
Buffalo Creek Railroad		(b)		
Bush Terminal Railroad Company	x	x		
<u>Canadian National Railways</u>				
Canadian Natl.Rys.--Lines in N.E.	x	x		
Champlain & St. Lawrence Railroad	x	x		
United States & Canada Railroad	x	x		
St. Clair Tunnel Company	x	x		
Canadian Pacific Railway Co.	x	x		
Central Vermont Railway Inc.	x	x		
<u>Chesapeake & Ohio Railway Co.</u>				
Pere Marquette District	x	x		
Fort Street Union Depot Co.	x	x		
Chicago, Indianapolis & Louisville Ry.Co.	x	x		
Cincinnati Union Terminal Company	x	x		
Delaware & Hudson Railroad Corporation	x	x		
Delaware, Lackawanna & Western RR Co.	x	x	x	
Detroit & Toledo Shore Line RR Co.		(b)	x	
Detroit Terminal Railroad Company	(c)			
Detroit, Toledo & Ironton Railroad Co.	x	x		
Erie Railroad Company	x	x		
Grand Trunk Western Railroad Company	x	x		
Huntingdon & Broad Top Mt. RR & Coal Co.	x	x		
Indianapolis Union Railway Company	x	x	x	
Jay Street Connecting RR Co.	(c)			
Lehigh & New England RR Co.		(b)		
Lehigh Valley Railroad Company	x	x		
Maine Central Railroad Company	x	x		
Portland Terminal Company	x	x		
Monongahela Railway Company	x	x		
Montour Railroad Company		(b)		

R a i l r o a d s	BofLE	BofLF&E	SUofNA	Yard- masters SUofNA
	1	2	3	4
New York Central RR (Full Line Agreements)				
NYC RR - Buffalo & East	x	x		
NYC RR - West of Buffalo	(e)	(f)		
Michigan Central Railroad	x	x		
C.C.C. & St. L. Railway	x	x		
Peoria & Eastern Railway	x	x		
L. & J. B. & Railroad	(c)			
Boston & Albany Railroad	x	x		
Indiana Harbor Belt Railroad	x	x		
Chicago River & Indiana (C.J.Ry.)	x	x		
Pittsburgh & Lake Erie RR (L.E.&E.)	x	x		
Cleveland Union Terminals	x	x		
New York, Chicago & St. Louis RR Co.	x	x		
New York, New Haven & Hartford RR Co.	x	x		
Pennsylvania Railroad Company	x	x		
Baltimore & Eastern Railroad Co.	x	x		
Long Island Rail Road Company	x	x		
Pennsylvania-Reading Seashore Lines	x	x		
Pittsburgh & West Virginia Railway Co.		(b)		
Pittsburgh, Chartiers & Youghiogeny Ry.		(b)		
Reading Company	x	x		
River Terminal Railway Company	x	x		
Staten Island Rapid Transit Railway	x	x		
Union Freight RR Co. (Boston)		(b)(d)		
Washington Terminal Company		(b)		
Wheeling & Lake Erie Railway Co.	x	x		
Lorain & West Virginia Railway Co.	x	x		

FOOTNOTES:

- (a) - Bessemer & Lake Erie - Yardmen in Conneaut Yard only.
- (b) - B. & L. E. P. C. & Y.)
 Curtis Bay Strouds Creek &) Includes Engineers
 D. & T. S. L. Muddlety) represented by the
 L. & N. E. Un. Frt.(Boston)) Brotherhood of Locomotive
 Montour Wash. Tml.) Firemen and Enginemen.
 P. & W. Va. Buffalo Creek)
- (c) - Detroit Terminal)
 Jay St. Connecting) Includes Firemen represented by the
 L. & J. B. & RR.) Brotherhood of Locomotive Engineers.
- (d) - Union Freight (Boston) - Includes Enginehousemen represented by
 the Brotherhood of Locomotive Firemen
 and Enginemen.

(Footnotes continued on next page)

FOOTNOTES - continued - -

- (e) - NYC-West - Includes employees represented by the organization indicated on the Ohio Central Division.
- (f) - NYC-West - Includes employees represented by the organization indicated on the Ohio Central Division and Federal Valley.

FOR THE CARRIERS:

J. E. Jones

FOR THE EMPLOYEES:

J. Shields
Brotherhood of Locomotive
Engineers

A. L. Brown
Brotherhood of Locomotive
Firemen and Enginemen

W. Daniels
Switchmen's Union of North
America

Chicago, Ill.
April 23, 1948.

WESTERN RAILROADS

LIST OF CARRIERS AS REPRESENTED BY THE WESTERN CARRIERS' CONFERENCE COMMITTEE-1947, AND THEIR EMPLOYEES REPRESENTED BY THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS, BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEERS, AND SWITCHMEN'S UNION OF NORTH AMERICA, AS INDICATED BY "X" IN CONNECTION WITH NOTICES DATED ON OR ABOUT SEPTEMBER 30, 1947 SERVED UPON CERTAIN WESTERN RAILROADS OF DESIRE TO CHANGE AND INCREASE ALL EXISTING BASIC DAILY WAGE RATES THIRTY PER CENT WITH A MINIMUM MONEY INCREASE OF \$3.00 ON THE BASIC DAY.

• (AUTHORIZATION IS CO-EXTENSIVE WITH THE PROVISIONS OF CURRENT SCHEDULE AGREEMENTS APPLICABLE TO THE EMPLOYEES REPRESENTED BY THE ORGANIZATIONS LISTED ABOVE.)

CARRIERS	B O F L E		B O F L F & E		S U O F N A
	1	2	1	2	3
ATCHISON, TOPEKA & SANTA FE RY					
GULF, COLORADO & SANTA FE RY	X		X		
PANHANDLE & SANTA FE RY	X		X		
BELT RY CO. OF CHICAGO	X		X		
BURLINGTON-ROCK ISLAND RR	X		X		
CAMAS PRAIRIE RR					
CHICAGO & EASTERN ILLINOIS RR	X		X		
CHICAGO & ILLINOIS MIDLAND RY	X		X		
CHICAGO & NORTH WESTERN RY	X		X		
CHICAGO & WESTERN INDIANA RR	X		X		
CHICAGO, BURLINGTON & QUINCY RR					
CHICAGO GREAT WESTERN RY (INC. S. ST. PAUL TERM'L)	X		X		
CHICAGO, MILWAUKEE, ST. PAUL & PACIFIC RR	X		X		X
CHICAGO, TERRE HAUTE & SOUTHEASTERN RY	X		X		
T-CHICAGO, ROCK ISLAND & PACIFIC RY	X		X		X
CHICAGO, ST. PAUL, MINNEAPOLIS & OMAHA RY					
COLORADO & SOUTHERN RY	X		X		
COLORADO & WYOMING RY			X		
DAVENPORT, ROCK ISLAND & NORTHWESTERN RY			1-X		
DENVER & RIO GRANDE WESTERN RR			1-X		X
DENVER & RIO GRANDE WESTERN RR (FORMER D&SL)	X		1-X		X
DES MOINES UNION RY					
DULUTH, MISSABE & IRON RANGE RY (IRON RANGE DIV.)	X		1-2-X		
" " " " " (MISSABE DIV.)	X		3-X		
DULUTH, WINNIPEG & PACIFIC RY	X		X		
EAST ST. LOUIS JUNCTION RR	X		X		
ELGIN, JOLIET & EASTERN RY					
FORT WORTH & DENVER CITY RY	X		X		
WICHITA VALLEY RY	X		X		
GALVESTON, HOUSTON & HENDERSON RR			1-X		
GREAT NORTHERN RY	X		X		X
GREEN BAY & WESTERN RR	X		X		
KEWAUNEE, GREEN BAY & WESTERN RR	X		X		
GULF COAST LINES - COMPRISING					
T- ASHERTON & GULF RY	X		X		
T- ASPHALT BELT RY	X		X		
T- BEAUMONT, SOUR LAKE & WESTERN RY	X		X		
T- HOUSTON & BRAZOS VALLEY RY	X		X		
T- HOUSTON NORTH SHORE RY	4-X				
T- IBERIA, ST. MARY & EASTERN RR					
T- INTERNATIONAL-GREAT NORTHERN RR	X		X		
T- NEW IBERIA & NORTHERN RR	X		X		
T- NEW ORLEANS, TEXAS & MEXICO RY	5-X				
T- ORANGE & NORTHWESTERN RR	4-X				
T- RIO GRANDE CITY RY					
T- ST. LOUIS, BROWNSVILLE & MEXICO RY	X		X		
T- SAN ANTONIO SOUTHERN RY	X		X		
T- SAN ANTONIO, UVALDE & GULF RR	X		X		
T- SAN BENITO & RIO GRANDE VALLEY RY	X		X		
T- SUGAR LAND RY	X		X		

EXHIBIT B
(continued)


CARRIERS	B OF L E	B OF L F & E	S U OF N A
	1	2	3
HOUSTON BELT & TERMINAL RY ILLINOIS CENTRAL RR CHICAGO & ILLINOIS WESTERN RR KANSAS CITY SOUTHERN RY KANSAS CITY TERMINAL RY LOS ANGELES JUNCTION RY	6-X X X 8-X 4-X	7-X X X 8-X 1-X	
LOUISIANA & ARKANSAS RY MANUFACTURERS RY MIDLAND VALLEY RR KANSAS, OKLAHOMA & GULF RY OKLAHOMA CITY-ADA-ATOKA RY	X X X X	X 1-X X X X	
MINNEAPOLIS & ST. LOUIS RY RAILWAY TRANSFER CO. OF CITY OF MNPLS. MINNEAPOLIS, ST. PAUL & SAULT STE. MARIE RR T- DULUTH SOUTH SHORE & ATLANTIC RY T- MINERAL RANGE RR	X X X X	X 1-X X X X	X X
MINNESOTA TRANSFER RY MISSOURI-KANSAS-TEXAS RR MISSOURI-KANSAS-TEXAS RR CO. OF TEXAS T-MISSOURI PACIFIC RR NORTHERN PACIFIC RY	X X X 9-X	1-X X X X 10-X	
NORTHERN PACIFIC TERMINAL CO. OF OREGON NORTHWESTERN PACIFIC RR OGDEN UNION RY. & DEPOT CO. OREGON, CALIFORNIA & EASTERN RY PEORIA & PEKIN UNION RY	X X X X	X X X X 1-X	
PORT TERMINAL RAILROAD ASSOCIATION ST. JOSEPH TERMINAL RR ST. LOUIS-SAN FRANCISCO RY ST. LOUIS, SAN FRANCISCO & TEXAS RY ST. LOUIS SOUTHWESTERN RY ST. LOUIS SOUTHWESTERN RY. CO. OF TEXAS	X X X X	1-X 1-X X X X X	
ST. PAUL UNION DEPOT CO. SAN DIEGO & ARIZONA EASTERN RY SIOUX CITY TERMINAL RY SOUTHERN PACIFIC CO. (PACIFIC LINES) - EXCLUDING FORMER EL PASO & SOUTHWESTERN SYSTEM SOU. PAC. CO.-FORMER EL PASO & SOUTHWESTERN SYSTEM SOU. PAC. CO.-FORMER ARIZONA EASTERN RR - PHOENIX DIST.	X X X 11-X X X	X X 1-X X X X	X X
SPOKANE, PORTLAND & SEATTLE RY OREGON ELECTRIC RY OREGON TRUNK RY TERMINAL RAILROAD ASSOCIATION OF ST. LOUIS TEXAS & NEW ORLEANS RR	X X X X X	X X X X X	
TEXAS & PACIFIC RY ABILENE & SOUTHERN RY FORT WORTH BELT RY TEXAS-NEW MEXICO RY TEXAS SHORT LINE RY WEATHERFORD, MINERAL WELLS & NORTHWESTERN RY	X X X X X	X X 1-X 1-X X	
TEXAS MEXICAN RY TEXAS PACIFIC-MO. PAC. TER. RR OF N.O. UNION PACIFIC RR UNION RAILWAY CO. (MEMPHIS) UNION TERMINAL CO. (DALLAS)	X X X	X X 1-X 1-X	
WABASH RR - LINES WEST OF DETROIT AND TOLEDO " - LINES EAST OF DETROIT (BUFFALO DIV.) WESTERN PACIFIC RR	X X X	X X X	X

NOTES:


- 1- INCLUDES ENGINEERS.
- 2- AUTHORIZATION DOES NOT INCLUDE HOSTLER HELPERS.
- 3- EXCLUDES HOSTLERS.
- 4- INCLUDES FIREMEN.
- 5- INCLUDES HOSTLERS.
- 6- REPRESENTS FIREMEN ONLY.
- 7- REPRESENTS ENGINEERS ONLY.
- 8- APPLIES ALSO TO THE ARKANSAS WESTERN RAILWAY CO., IN SO FAR AS COVERED BY THE RULES OF THE KANSAS CITY SOUTHERN AGREEMENTS.
- 9- AUTHORIZATION INCLUDES LOCOMOTIVE ENGINEERS EMPLOYED BY THE KING STREET PASSENGER TERMINAL COVERED BY THE AGREEMENT BETWEEN THE NORTHERN PACIFIC RAILWAY COMPANY AND THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS EFFECTIVE FEBRUARY 16, 1925 AS REVISED EFFECTIVE AUGUST 1, 1947.
- 10- AUTHORIZATION INCLUDES LOCOMOTIVE FIREMEN AND HOSTLERS EMPLOYED BY THE KING STREET PASSENGER TERMINAL COVERED BY THE AGREEMENT BETWEEN THE NORTHERN PACIFIC RAILWAY COMPANY AND THE BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEERS EFFECTIVE FEBRUARY 16, 1925 AS REVISED EFFECTIVE JUNE 1, 1947.
- 11- AGREEMENT COVERING LOCOMOTIVE ENGINEERS EXCLUDES PHOENIX DISTRICT OF THE FORMER ARIZONA EASTERN RAILROAD COMPANY.

NOVEMBER 14, 1947


FOR THE CARRIERS:



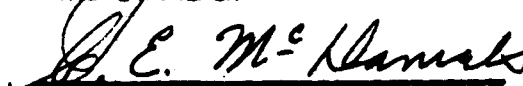
FOR THE ORGANIZATIONS:



BROTHERHOOD OF LOCOMOTIVE ENGINEERS



BROTHERHOOD OF LOCOMOTIVE FIREMEN
AND ENGINEERS



SWITCHMEN'S UNION OF NORTH AMERICA

S O U T H E A S T E R N R A I L R O A D S

Which Have Authorized Their Representation by the

SOUTHEASTERN CARRIERS' CONFERENCE COMMITTEE - 1947

IN CONNECTION WITH PROPOSAL FOR INCREASE IN WAGE RATES
 SUBMITTED ON BEHALF OF CERTAIN EMPLOYEE GROUPS ON OR ABOUT SEPTEMBER 30, 1947

Such authority relates only to the employee groups covered by current
 schedule-agreements, as represented by the organizations indicated
 by ✓, and on behalf of which groups such proposal was submitted.

Railroads	B. of L.F.	B. of L.F. & E.	Remarks	
Atlantic Coast Line	✓	✓	(a) In trusteeship. Any commitment on its behalf is subject to court approval.	
Atlanta & West Point	✓	✓		
Western Railway of Alabama	✓	✓		
Atlanta Joint Terminals	✓	✓		
Central of Georgia (a)	✓	✓		
Charleston & Western Carolina	✓	✓		
Chesapeake & Ohio-Chesapeake District (b)	✓	✓		
Clinchfield	✓	✓		
Florida East Coast (a)	✓	✓		(b) Includes Hocking Div.
Georgia	✓	✓		
Gulf Mobile & Ohio (c)	✓	✓	(c) Includes Eastern & Western Divisions. (formerly Alton R.R.)	
Jacksonville Terminal	✓	✓		
Kentucky & Indiana Terminal	✓	✓		
Louisville & Nashville	✓	✓		
Nashville Chattanooga & St. Louis	✓	✓	(d) Includes Potomac Yard.	
Norfolk & Portsmouth Belt Line	✓	✓		
Norfolk & Western	✓	✓		
Richmond Fredericksburg & Potomac (d)	✓	✓	(e) Includes State University R.R.	
Seaboard Air Line	✓	✓		
Southern (e)	✓	✓	(f) Includes Woodstock & Blocton Ry.	
Alabama Great Southern (f)	✓	✓		
Cin. Burnside & Cumberland River	✓	✓		
Cin. New Orleans & Texas Pacific	✓	✓		
Georgia Southern & Florida	✓	✓		
Harriman & Northeastern	✓	✓		
New Orleans & Northeastern	✓	✓		
New Orleans Terminal	✓	✓		
St. Johns River Terminal	✓	✓		
Tennessee Central	✓	✓		
Virginian	✓	✓		

APPROVED:

A. Beer
 For the Railroads

Geo. B. Hooper
 For B. of L.F.

R. J. Davis
 For B. of L.F. & E.