

AGREEMENT

This agreement made this 4th day of October, 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 South-eastern Carriers' Conference Committees, and the employees shown thereon and represented by the ORDER OF RAILWAY CONDUCTORS and BROTHERHOOD OF RAILROAD TRAINMEN 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.
- (f) In determining new hourly rates, fractions of a cent will be disposed of by applying next higher quarter of a cent.

Train Service

2. (a) Standard monthly rates and money monthly guarantees in passenger service shall be thirty (30) times the new standard daily rate. Other than standard monthly rates and money monthly guarantees shall be so adjusted that differentials existing as of October 15, 1948, shall be preserved.
- (b) Existing monthly rates and money monthly guarantees applicable in other than passenger service will be increased in the same proportion as the daily rate for the class of service involved is increased.

Dining Car Employees

3. All monthly rates shall be increased \$24.00.

Yardmasters

4. All monthly rates shall be increased \$24.00
5. All increases provided for in the foregoing paragraphs 1 to 4, both inclusive, shall be effective as of October 16, 1948.

- 6. This agreement is subject to approval of courts with respect to carriers in hands of receivers or trustees.
- 7. This agreement is in settlement of the dispute growing out of notices, served by the employees parties hereto on or about June 30, 1948, in accordance with Section 6 of the Railway Labor Act, on the carriers parties hereto, of intended changes in agreements affecting rates of pay, rules and working conditions reading in part as follows:

"That effective August 1, 1948, all existing basic daily wage rates be increased twenty-five (25) per cent with a minimum money increase of \$2.50 on the basic day. The same percentage of increase applied to the basic day will be applied to all arbitraries, miscellaneous rates, special allowances, and to daily and monthly guarantees."

- 8. This agreement shall be construed as a separate agreement by and on behalf of each carrier party hereto and those employees represented by the ORDER OF RAILWAY CONDUCTORS and BROTHERHOOD OF RAILROAD TRAINMEN 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 4TH DAY OF OCTOBER, 1948.

For the participating carriers listed in Exhibit A:

H. A. Enoch
Chairman

[Signature]

M. Forming

[Signature]

[Signature]

For the employees represented by the participating labor organizations:

Order of Railway Conductors:

[Signature] President
H. W. Fraser

[Signature] Vice President
R. O. Hughes

[Signature]
A. L. Moore, Chairman Dist. No. 1

[Signature]
F. L. Smith, Vice Chmn. Dist. No. 1

[Signature]
Geo. K. Dunn, Secy. Dist. No. 1

[Signature]
C. E. Bingham

[Signature]
J. K. Hinks

For the participating carriers listed in Exhibit B:

L. D. Loomis
Chairman

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

For the participating carriers listed in Exhibit C:

[Signature]
Chairman

[Signature]

[Signature]

[Signature]

[Signature]

W. O. Cooney
W. O. Cooney, Chairman Dist. No. 2

James P. Kelly
James P. Kelly, Vice Chmn. Dist. No. 2

Edward J. Ballman
Edward J. Ballman, Secy., Dist. No. 2

F. B. Hanaway
F. B. Hanaway

C. M. Kenyon
C. M. Kenyon

W. E. King
W. E. King, Chairman Dist. No. 3

O. K. Pemberton
O. K. Pemberton, Vice Chmn. Dist. No. 3

J. A. Scott
J. A. Scott, Secy., Dist. No. 3

J. V. Tillman
J. V. Tillman

E. H. Johnson
E. H. Johnson

Brotherhood of Railroad Trainmen:

D. A. MacKenzie
D. A. MacKenzie, President

W. E. B. Chase
W. E. B. Chase, President

C. J. McClain
C. J. McClain, Chmn. Wage Committee

J. J. Gorcoran
J. J. Gorcoran, Vice Chmn. Wage Com.

[Signature]

K. H. Jones
K. H. Jones, Secy. Wage Committee

H. K. Gelzer

H. K. Gelzer

P. K. Byers

P. K. Byers

John J. Klein

John J. Klein

J. J. Hammill

J. J. Hammill

J. C. Porter

J. C. Porter

B. L. Wedding

B. L. Wedding

C. J. Jenkins

C. J. Jenkins

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 JUNE 30, 1948, SERVED UPON RAILROADS BY THE ORDER OF RAILWAY CONDUCTORS AND THE BROTHERHOOD OF RAILROAD TRAINMEN REQUESTING THAT, EFFECTIVE AUGUST 1, 1948, ALL EXISTING BASIC DAILY WAGE RATES BE INCREASED TWENTY-FIVE (25) PER CENT WITH A MINIMUM MONEY INCREASE OF \$2.50 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	OofRC	BoFRT	Dining Car Stewards	Yard- masters	
			BoFRT	ORC	BRT
	1	2	3	4	5
Akron & Barberton Belt Railroad Co.		(a)			
Akron, Canton & Youngstown Railroad Co.		(a)			x
Ann Arbor Railroad Company	x	x			
Baltimore & Ohio Railroad Company	x	x	x		
B & O Chicago Terminal RR Co.		x			
Curtis Bay Railroad Co.		x			
Bessmer & Lake Erie Railroad Co.	x	(b)			
Boston and Maine Railroad		(a) (c)			
Boston Terminal Company		x			
Brooklyn Eastern District Terminal		(a)			
Bush Terminal Railroad Company		(a)			
Canadian National Railways					
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.		(a)			
Central RR Co. of New Jersey	x	x			
Central RR Co. of Pennsylvania	x	(c)			
Central Vermont Railway Inc.	x	x			x
Chesapeake & Ohio Railway Co.-					
Pere Marquette District	x	x			
Fort Street Union Depot Co.		x			
Chicago, Indianapolis & Louisville Ry. Co.	x	x	x		x
Chicago Union Station Company		x			
Cincinnati Union Terminal Company		(a)			x
Delaware & Hudson Railroad Corp.	x	x	x	x	
Delaware, Lackawanna & Western RR Co.		(a)	x		
Detroit & Toledo Shore Line RR Co.	(d)			x	
Detroit Terminal Railroad Company		(a)			
Detroit, Toledo & Ironton Railroad Co.		(a)			

R a i l r o a d s	CofRC	BofRT	Dining Car Stewards	Yard- masters	
			BofRT	ORC	BRT
	1	2	3	4	5
Erie Railroad Company		(a)(c)			x
Grand Trunk Western Railroad Co.	x	x	x		x
Jay Street Connecting Railroad Co.		(a)			
Lake Terminal Railroad Company		(a)			x
Lehigh & New England Railroad Co.	(e)	x			x
Lehigh Valley Railroad Company	x	(f)	x		
Maine Central Railroad Company		(a)			x
Portland Terminal Company		x			x
Monongahela Railway Company	x	x			
Montour Railroad Company		(a)			
New York Central RR (Full Line Agreements)			x		
NYC RR - Buffalo & East	x	x			
NYC RR - West of Buffalo	(g)	(h)(c)			(i)
Michigan Central Railroad	x	(j)			
C.C.C. & St. L. Railway	x	(k)			
Peoria & Eastern Railway	x	(k)			
L. & J. B. & Railroad		(k)			
Boston & Albany Railroad	x	x			
Indiana Harbor Belt Railroad		(c)(l)			
Chicago River & Indiana (C.J.Ry.)		x			
Pittsburgh & Lake Erie RR (L.E.&E.)		(a)			
Cleveland Union Terminals		x			
New York, Chicago & St. Louis RR Co.	x	x			
New York Dock Railway		x			
New York, New Haven & Hartford RR Co.		(a)(c)	x		
New York, Ontario & Western Railway	x	x			x
Pennsylvania Railroad Company		(a)(m)	x		
Baltimore & Eastern Railroad Co.	(e)	x			
Long Island Rail Road Company		(a)(n)			
Pennsylvania-Reading Seashore Lines		(a)			x
Pittsburgh & West Virginia Railway Co.		(a)		x	
Pittsburgh, Chartiers & Youghiogeny Ry.		(a)			
Reading Company	(e)	(o)	x		x
River Terminal Railway Co.		(a)			
Staten Island Rapid Transit Railway	x	x			x
Union Freight RR Co. (Boston)		(a)			
Washington Terminal Company		x			
Wheeling & Lake Erie Railway Co.	x	x			
Lorain & West Virginia Railway Co.	x	x			

FOOTNOTES:

- (a) - A. B. & B. Jay St. Conn.)
A. C. & Y. Lake Terminal) Includes
Boston & Maine Maine Central) Conductors rep-
B. E. D. T. Montour) resented by the
Bush Tml. N. Y., N. H. & H.) Brotherhood of
Can. Pac. Pennsylvania) Railroad
Cinn. Un. Tml. Long Island) Trainmen.
D. L. & W. P-R SS Lines)
Detroit Tml. P. & W. Va.)
D. T. & I. P. C. & Y.)
Erie River Terminal)
Un. Frt.(Boston)

(b) - Bessemer & Lake Erie - Except Yardmen in Conneaut Yard.

- (c) - Boston & Maine
C. RR of Pa.
Erie
I. H. B.
NYC-West (Ohio Cent. Div.)
N.Y., N. H. & H.

Includes Car Retarder Operators represented by the Brotherhood of Railroad Trainmen.

(d) - Detroit & Toledo Shore Line

Includes Trainmen represented by The Order of Railway Conductors.

- (e) - Baltimore & Eastern
Lehigh & New England
Reading

Road conductors only.

(f) - Lehigh Valley - Includes Car Riders represented by the Brotherhood of Railroad Trainmen.

(g) - NYC-West - Includes employes represented by the organization indicated on the Ohio Central Division.

(h) - NYC-West - Includes employes represented by the Brotherhood of Railroad Trainmen on the Ohio Central Division and Federal Valley.

(i) - NYC-West - Yardmasters represented by the Brotherhood of Railroad Trainmen on the Ohio Central Division only.

(j) - Michigan Central - Includes Conductors on the Canada Division represented by the Brotherhood of Railroad Trainmen.

FOOTNOTES - continued - -

- (k) - C. C. C. & St. L.) Includes Car Retarder Operators, Motor
Peoria & Eastern) Car Operators represented by the
L. & J. B. & RR) Brotherhood of Railroad Trainmen.
- (l) - Indiana Harbor Belt - Includes Yard Conductors represented
by the Brotherhood of Railroad
Trainmen.
- (m) - Pennsylvania - Includes Hump Motor Car Operators and
Car Retarder Operators represented by the
Brotherhood of Railroad Trainmen.
- (n) - Long Island - Includes Guards represented by the
Brotherhood of Railroad Trainmen.
- (o) - Reading - Includes Car Droppers at Port Reading and Chauffeurs
represented by the Brotherhood of Railroad Trainmen.

FOR THE CARRIERS:

J. E. Jones

FOR THE EMPLOYEES:

A. Young

The Order of Railway Conductors

M. Masterson

The Brotherhood of Railroad Trainmen

Chicago, Ill.
September 30, 1948

WESTERN RAILROADS

LIST OF CARRIERS AS REPRESENTED BY THE WESTERN CARRIERS' CONFERENCE COMMITTEE-1948, AND THEIR EMPLOYEES REPRESENTED BY THE ORDER OF RAILWAY CONDUCTORS AND BROTHERHOOD OF RAILROAD TRAINMEN, AS INDICATED BY "X", IN CONNECTION WITH NOTICES DATED ON OR ABOUT JUNE 30, 1948, SERVED UPON CERTAIN WESTERN RAILROADS OF DESIRE TO CHANGE AND INCREASE ALL EXISTING BASIC DAILY WAGE RATES TWENTY-FIVE PER CENT WITH A MINIMUM MONEY INCREASE OF \$2.50 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	Q of R C: B of R T	
	1	2
Alton & Southern RR		x
Atchison, Topeka & Santa Fe Ry	x	1-x
Gulf, Colorado & Santa Fe Ry	x	1-x
Panhandle & Santa Fe Ry	x	1-x
Belt Ry Co. of Chicago		2-x
Burlington-Rock Island RR	x	x
Camas Prairie RR	x	x
Chicago & Eastern Illinois RR		1-3-x
Chicago & Illinois Midland Ry		3-x
Chicago & North Western Ry	1-4-x	x
Chicago & Western Indiana RR		2-3-x
Chicago, Burlington & Quincy RR	x	1-5-x
Chicago Great Western Ry	x	x
Chicago, Milwaukee, St. Paul & Pacific RR	x	1-x
Chicago, Terre Haute & Southeastern Ry	x	1-x
Chicago, Rock Island & Pacific RR	x	1-x
Chicago, St. Paul, Minneapolis & Omaha Ry	6-x	1-x
Colorado & Southern Ry		2-3-x
Colorado & Wyoming Ry		3-7-x
Denver & Rio Grande Western RR		1-3-x
Denver & Rio Grande Western RR (Former D&SL)	x	x
Des Moines Union Ry		x
Duluth, Missabe & Iron Range Ry (Iron Range Div.)	x	2-x
" " " " " " (Missabe Div.)	x	2-x
Duluth Union Depot and Transfer Company		x
Duluth, Winnipeg & Pacific Ry	x	x
East St. Louis Junction RR		x
Elgin, Joliet & Eastern Ry	x	2-x
Fort Worth & Denver City Ry	x	1-x
Wichita Valley Ry	x	x
Galveston, Houston & Henderson RR		x
Great Northern Ry	2-8-x	1-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		3-x
T- Beaumont, Sour Lake & Western Ry	x	x

CARRIERS	O of R C: B of R T	
	1	2
T- Houston & Brazos Valley Ry	x	x
T- Houston North Shore Ry	x	x
T- Iberia, St. Mary & Eastern RR	x	
T- International-Great Northern RR	x	2-x
T- New Iberia & Northern RR	x	
T- New Orleans, Texas & Mexico Ry	x	x
T- Orange & Northwestern RR	x	x
T- Rio Grande City Ry	x	
T- St. Louis, Brownsville & Mexico Ry	x	9-x
T- San Antonio Southern Ry	x	x
T- San Antonio, Uvalde & Gulf RR		2-3-x
T- San Benito & Rio Grande Valley Ry	x	
T- Sugar Land Ry	x	x
Houston Belt & Terminal Ry		2-x
Illinois Central RR	x	x
Chicago & Illinois Western RR		x
Kansas City Southern Ry	10-x	10-x
Kansas City Terminal Ry		x
King Street Passenger Station		x
Los Angeles Junction Ry		2-x
Louisiana & Arkansas Ry	x	2-x
Manufacturers Ry		x
Midland Valley RR	x	2-x
Kansas, Oklahoma & Gulf Ry	x	x
Oklahoma City-Ada-Atoka Ry	x	x
Minneapolis & St. Louis Ry	x	x
Minneapolis, St. Paul & Sault Ste. Marie RR	x	x
T- Duluth, South Shore & Atlantic Ry	x	x
T- Mineral Range RR	x	x
Minnesota Transfer Ry		x
Missouri-Kansas-Texas RR	x	1-2-x
Missouri-Kansas-Texas RR Co. of Texas	x	1-2-x
T-Missouri Pacific RR	x	1-x
Missouri-Illinois RR	x	x
Northern Pacific Ry	8-x	1-x
Northern Pacific Terminal Co. of Oregon		x
Northwestern Pacific RR	x	x
Ogden Union Railway & Depot Co		x
Oregon, California & Eastern Ry	11-x	
Peoria & Pekin Union Ry		2-x
Port Terminal Railroad Association		x
Pueblo Union Depot and Railroad Co		x
St. Joseph Terminal RR		x
St. Louis-San Francisco Ry	x	1-x
St. Louis, San Francisco & Texas Ry	x	1-x
St. Louis Southwestern Ry		2-3-x
St. Louis Southwestern Ry. Co. of Texas		2-3-x
San Diego & Arizona Eastern Ry	12-x	1-13-x

CARRIERS	:	
	O of R C	B of R T
	1	2
Southern Pacific Co. (Pacific Lines) - Excluding former El Paso & Southwestern System	x	1-13-14-x
Sou. Pac. Co.-Former El Paso & Southwestern System	x	x
Spokane, Portland & Seattle Ry	x	1-x
Oregon Electric Ry	x	1-x
Oregon Trunk Ry	x	1-x
Terminal Railroad Association of St. Louis		x
Texas & New Orleans RR		1-2-3-15-x
Texas & Pacific Ry	x	1-2-x
Abilene & Southern Ry	x	x
Fort Worth Belt Ry		x
Texas-New Mexico Ry	x	x
Weatherford, Mineral Wells & Northwestern Ry	x	x
Texas Mexican Ry		3-x
Texas Pacific-Mo. Pac. Ter. RR of N.O.		2-x
Union Pacific RR	x	1-x
Union Railway Co. (Memphis)		2-x
Union Terminal Co. (Dallas)		2-x
Wabash RR	x	1-x
Western Pacific RR	x	1-x

- NOTES:**
1. Authorization includes Dining Car Stewards.
 2. Authorization includes Yardmasters.
 3. Authorization includes Road Conductors.
 4. Authorization includes Yard Foremen, Chicago Switching District
 5. Authorization includes Tap Room Stewards.
 6. Authorization does not include the classes of dining car chefs and cooks, and snack car attendants.
 7. Authorization includes Assistant Yardmasters.
 8. Authorization includes Dining Car Chefs and Cooks.
 9. Authorization covers Engine Foremen only.
 10. Applies also to the Arkansas Western Railway Company insofar as covered by the rules of the Kansas City Southern Agreements.
 11. Authorization includes Road Brakemen.
 12. Authorization includes Brakemen and Train Baggage-men.
 13. Authorization includes Cafe Car Stewards.
 14. Agreement covering Dining Car Stewards includes former El Paso and Southwestern System.
 15. Authorization includes Bus and Truck Drivers (New Orleans Terminals)

SEPTEMBER 17, 1948

FOR THE CARRIERS:



FOR THE ORGANIZATIONS:


 ORDER OF RAILWAY CONDUCTORS


 BROTHERHOOD OF RAILROAD TRAINMEN

SOUTHEASTERN RAILROADS

Which Have Authorized Their Representation by the

SOUTHEASTERN CARRIERS' CONFERENCE COMMITTEE - 1948IN CONNECTION WITH PROPOSAL FOR INCREASE IN WAGE RATES
SUBMITTED ON BEHALF OF CERTAIN EMPLOYEE GROUPS ON OR ABOUT JUNE 30, 1948Such 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	O. of R.C.	B. of R.T.	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	✓	✓	
Charleston & Western Carolina	✓	✓	
Chesapeake & Ohio-Chesapeake Dist. (b)	✓	✓	
Clinchfield	✓	✓	
Florida East Coast (a)	✓	✓	
Georgia	✓	✓	
Gulf Mobile & Ohio Southern Region	✓	✓	
Northern Region (East. & West. Divs.- formerly Alton R.R.)	✓	✓	
Jacksonville Terminal	✓	✓	(c) Includes Potomac Yard.
Kentucky & Indiana Terminal	✓	✓	
Louisville & Nashville	✓	✓	
Nashville Chattanooga & St. Louis	✓	✓	
Norfolk & Portsmouth Belt Line	✓	✓	(d) Includes State University R.R.
Norfolk & Western	✓	✓	
Norfolk Southern	✓	✓(c)	
Richmond Fredericksburg & Potomac	✓	✓	
Seaboard Air Line	✓	✓	
Southern Railway (d)	✓	✓	(e) Includes Woodstock & Blocton Ry.
Alabama Great Southern (e)	✓	✓	
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	✓	✓	

A. Bier
.....
For the Railroads

a. young *W. Mackenzie*
.....
For O. of R.C. For B. of R.T.

September 14, 1948