

MEDIATION AGREEMENT

This Agreement made as of December 1, 1941, by and between the participating carriers listed in Appendices (A), (B), and (C), attached hereto and made a part hereof, and the five railroad labor organizations signatory hereto representing the employees as shown and described on said Appendices, WITNESSETH:

R E C I T A L S

On or about May 26 and June 2, 1941, by notices duly served under the Railway Labor Act the carriers proposed changes in working conditions agreements. On or about June 10, 1941, by notices likewise duly served under the Railway Labor Act the employees proposed increases in wages of thirty percent with a minimum money increase of \$1.80 on the minimum day.

After failure to reach an agreement under the negotiation and mediation processes of the Railway Labor Act, the President of the United States, on September 10, 1941, pursuant to Section 10 of the Railway Labor Act, appointed an Emergency Fact-finding Board composed of Wayne L. Morse, Chairman, Thomas Reed Powell, James C. Bonbright, Joseph H. Willits, and Huston Thompson, to investigate and report concerning the dispute. This Emergency Board, on November 5, 1941, filed its report with the President - but the recommendations contained therein were not accepted by the Labor organizations. Thereafter the Emergency Board was reconvened by the President for the purpose of using its good offices in an effort to bring about a settlement of the dispute to the end that there should be no interruption in the railroad transportation of the country. Upon direction of the President the Board carried on mediation proceedings during the course of which it set forth the principles which should constitute a mediation agreement.

A G R E E M E N T S

Now, therefore, it is agreed:

General

1. (a) All basic daily rates of pay will be increased in the amount of seventy-six cents (76¢) 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 seventy-six cents (76¢).
- (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.

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 August 31, 1941, 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.

Engine Service

- 3.
- In local freight service the same differential in excess of through freight rates as now paid shall be maintained.

Dining Car Employees

- 4.
- All monthly rates shall be increased \$22.80.

Yardmasters

- 5.
- All monthly rates shall be increased \$22.80.

- 6.
- All increases provided for in the foregoing paragraphs 1 to 5, both inclusive, shall be effective as of December 1, 1941.

- 7.
- The compensation of all employees covered by this Agreement will be increased retroactively for the period from September 1, 1941 to November 30, 1941, both inclusive, by seven and one-half per cent ($7\frac{1}{2}\%$).

- 8.
- It is hereby agreed by and between the parties hereto that all proposals with respect to changes in rules submitted by the carriers at the conferences commencing July 24, 1941 and the proposals with respect to rule changes submitted to the carriers by the Brotherhood of Railroad Trainmen November 24, 1941 are hereby withdrawn. It is further agreed by the signatories to this instrument that none of such proposals shall be resubmitted for the purpose of handling in regional or national conference or on any individual railroad, and that no proposals for changes in rules or working conditions will be initiated or progressed within a period of 18 months from December 1, 1941, provided, however, this paragraph shall not be construed to prohibit adjustments of contracts on individual railroads to meet changing local conditions during the period of this moratorium.

FOR THE ORGANIZATIONS:

FOR THE CARRIERS:

R. K. Nichols
P. J. Kovacs
H. J. Hoover
W. M. Mackay
H. C. Cushman

H. E. Green

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

REPRESENTED BY THE

EASTERN CARRIERS' CONFERENCE COMMITTEE-1941

ON WHICH THE FOLLOWING NOTICE WAS
 FILED, JUNE 10, 1941, BY THE FIVE
 ENGINE & TRAIN SERVICE ORGANIZATIONS:

"That effective July 10, 1941, all existing basic daily wage rates be increased thirty (30) per cent with a minimum money increase of \$1.80 on the minimum day. The same percentage of increase applied to the basic day will be applied to all arbitraries, miscellaneous rates or special allowances and to daily and monthly guarantees".

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

RAILROADS, etc.	ENGINEERS (B. of L. E.)	FIREMEN (B. of L. F. & E.)	CONDUCTORS (O. of B. C.)	TRAINMEN (B. of R. T.)	SWITCHMEN (S. U. of N. A.)
(1)	(2)	(3)	(4)	(5)	(6)
Akron & Barberton Belt Railroad Company, The		X		X	
Akron, Canton & Youngstown Railway (incl. Northern Ohio Railway) (T)	X	X	X	X	X
Ann Arbor Railroad Company, The (R)	X	X	X	X	
Baltimore & Ohio Railroad Company, The	X	X	X	X (e)	
Bessemer & Lake Erie Railroad Company		X (a)	X	X	X
Boston & Maine Railroad	X	X	X	X (b)	
Brooklyn Eastern District Terminal	X			X	
Bush Terminal Company		X		X	
Central Railroad Company of New Jersey, The (T)	X	X	X	X	
Central Vermont Railway, Inc.	X	X	X	X	
Chicago, Indianapolis & Louisville Railway Co. (T)	X	X	X	X	
Chicago Union Station Company				X	
Cincinnati Union Terminal Company		X		X	
Delaware & Hudson Railroad Corporation	X	X	X (f)	X	
Delaware, Lackawanna & Western Railroad Company	X	X	X	X (e)	X
Detroit & Toledo Shore Line Railroad Company	X	X	X (f)	X	X
Detroit Terminal Railroad Company	X (c)			X	X (d)
Detroit, Toledo & Ironton Railroad Company	X	X		X (b)	
East Broad Top Railroad & Coal Company, The		X	X	X	
Erie Railroad Company (T)	X	X	X (f)	X	
Chicago & Erie Railroad Company	X	X	X (f)	X	
New Jersey & New York Railroad Company (T)	X	X	X (f)	X	
Grand Trunk Western Railroad Company	X	X	X	X (e)(h)	
Huntingdon & Broad Top Mountain Railroad & Coal Co., The	X	X		X	
Indianapolis Union Railway Company	X	X	X		
Jay Street Terminal				X	
Lehigh & New England Railroad Company		X (a)	X	X	
Lehigh Valley Railroad Company	X	X	X	X (e)(i)	
Maine Central Railroad Company	X	X	X	X (h)	
Portland Terminal Company	X	X		X (h)	
Monongahela Railway Company, The	X	X	X	X	
NEW YORK CENTRAL RAILROAD COMPANY, THE				(e)	
AND ALL LEASED LINES:					
New York Central Railroad Co. - Buffalo & East	X	X	X	X	
New York Central Railroad Co. - West of Buffalo, (incl. Ohio Central Division)	X	X	X	X (h)	X
Boston & Albany Railroad	X	X	X (n)	X	
C. R. & I. R. R. Co. - C. Jet. Railway Co.	X	X		X	
Cleveland Union Terminals Company, The	X	X			X
C. C. C. & St. L. Railway Co., (incl. L. & J. B. & R. R. and P. & E. Railway)	X	X	X	X	
Indiana Harbor Belt Railroad Company	X	X		X (k)	
Michigan Central Railroad Co., The	X	X	X	X	X
Pittsburgh & Lake Erie R.R. Co. (incl. L. E. & E.)	X	X	X	X	
New York Dock Railway	X			X	
New York, Chicago & St. Louis Railroad Company	X	X	X	X	
New York, New Haven & Hartford Railroad Co. (T)	X	X		X (b)(e)	
New York, Susquehanna & Western Railroad (T)	X	X	X (f)	X	
Pennsylvania Railroad Company, The	X	X	X	X (e)(L)	
Baltimore & Eastern Railroad Company	X	X	X	X	
Long Island Railroad Company, The	X	X	X	X (j)	
Pennsylvania-Reading Seashore Lines	X	X	X	X	
Pere Marquette Railway Company	X	X	X	X	X (g)
Ft. Street Union Depot Company	X	X		X	
Pittsburg & Shawmut Railroad Company, The	X	X	X	X	
Pittsburg, Shawmut & Northern Railroad Co., The (R)	X	X	X	X	
Pittsburgh & West Virginia Railway Company, The	X	X	(f)	X (b)	
Pittsburgh, Chartiers & Youghiogheny Railway Company	X (c)			X	
Reading Company	X	X	X	X (h)(m)	
River Terminal Railway Company, The	X	X		X	
Staten Island Rapid Transit Railway Company, The	X	X	X	X	
Union Belt of Detroit				X	
Union Depot Company (Columbus, Ohio)				X	
Union Freight Railroad Company (Boston, Mass.)		X		X	
Washington Terminal Company, The		X (a)		X	
Wheeling & Lake Erie Railroad Co. (incl. Lorain & West Virginia Railway Co., The)	X	X	X	X	

(R) - Receivership (T) - Trusteeship

(See following page for Notes) -

REPRESENTED BY THE

EASTERN CARRIERS' CONFERENCE COMMITTEE-1941

ON WHICH THE FOLLOWING NOTICE WAS
FILED, JUNE 10, 1941, BY THE FIVE
ENGINE & TRAIN SERVICE ORGANIZATIONS:

"That effective July 10, 1941, all existing basic daily wage rates be increased thirty (30) percent with a minimum money increase of \$1.80 on the minimum day. The same percentage of increase applied to the basic day will be applied to all arbitraries, miscellaneous rates or special allowances and to daily and monthly guarantees."

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

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NOTES:

- # - Includes New York Connecting Railroad.

- (a) - Bessemer & Lake Erie Railroad) Includes engineers represented by the -
 Lehigh & New England Railroad) Brotherhood of Locomotive Firemen and
 Washington Terminal Company) Enginemen.

- (b) - Detroit, Toledo & Ironton R. R. Co.) Includes conductors represented by the -
 N. Y., N. H. & H. Railroad Co.) Brotherhood of Railroad Trainmen.
 Pittsburgh & West Virginia Rwy. Co.)

- (c) - Detroit Terminal Railroad Co.) Includes firemen represented by the -
 P. C. & Y. Railway Co.) Brotherhood of Locomotive Engineers.

- (d) - Detroit Terminal Railroad Co.) Yardmasters only.

- (e) - Baltimore & Ohio Railroad Co.)
 Delaware, Lackawanna & Western R.R.)
 Grand Trunk Western Railroad Co.) Includes Dining Car Stewards represented
 Lehigh Valley Railroad) by the - Brotherhood of Railroad Trainmen.
 N.Y.C.R.R. (Full-line Agreements))
 N. Y., N. H. & H. Railroad Co.)
 Pennsylvania Railroad Co.)

- (f) - Delaware & Hudson Railroad Corp.)
 Detroit & Toledo Shore Line R.R. Co.)
 Erie Railroad Company) Includes Yardmasters represented by the -
 Chicago & Erie Railroad Company) Order of Railway Conductors.
 N. J. & N. Y. Railroad Company)
 N. Y. S. & W. Railroad)
 Pittsburgh & West Virginia Rwy. Co.)

- (g) - Pere Marquette Railway Company) Includes Yardmasters represented by the -
) Switchmen's Union of North America.

- (h) - Boston & Maine Railroad)
 Grand Trunk Western Railroad Co.)
 Maine Central Railroad) Includes Yardmasters represented by the -
 Portland Terminal Company) Brotherhood of Railroad Trainmen.
 N.Y.C.R.R. (Ohio Central Divn.))
 Reading Company)

- (i) - Lehigh Valley Railroad) Includes Car Riders, Perth Amboy Coal
) Dock, represented by the - Brotherhood
) of Railroad Trainmen.

- (j) - Long Island Railroad) Includes Guards represented by the -
) Brotherhood of Railroad Trainmen.

- (k) - Indiana Harbor Belt Railroad) Includes Telegraphers, Levermen and Switch-
) tender-operators represented by the -
) Brotherhood of Railroad Trainmen.

- (L) - Pennsylvania Railroad Company) Includes Hump Motor Car Operators represented
) by the - Brotherhood of Railroad Trainmen.

- (m) - Reading Company) Includes Car Droppers, Port Reading Terminal
) represented by the - Brotherhood of Railroad
) Trainmen.

- (n) - Boston & Albany Railroad) Includes Road Brakemen, Baggage-men and Flag-
) men, represented by the - Order of Railway
) Conductors.

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APPENDIX B

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

LIST OF CARRIERS AS REPRESENTED BY THE WESTERN CARRIERS' CONFERENCE COMMITTEE, AND THEIR EMPLOYEES REPRESENTED BY THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS, BROTHERHOOD OF LOCOMOTIVE FIREMEN & ENGINEERS, ORDER OF RAILWAY CONDUCTORS, BROTHERHOOD OF RAILROAD TRAINMEN AND SWITCHMEN'S UNION OF NORTH AMERICA, AS INDICATED BY "X", IN CONNECTION WITH NOTICES FOR WAGE INCREASES SERVED BY THE ORGANIZATIONS.

Carriers	: Bof L:	: S U :
	: BofLE: F & E: OofRC:	: BofRT : of NA:
Alton RR	: X : X :	: X :
Alton & Southern RR	: : 3-X :	: X :
Atchison, Topeka & Santa Fe Ry	: X : X : X :	: X :
Gulf, Colorado & Santa Fe Ry	: X : X : X :	: X :
Pan Handle & Santa Fe Ry	: X : X : X :	: X :
Baltimore & Ohio Chicago Terminal RR	: X : X :	: X :
Belt Railway Company of Chicago	: X : X :	: X :
Burlington-Rock Island RR	: X : X : X :	: X :
Camas Prairie RR	: X : X : X :	: X :
Chicago & Eastern Illinois RR	: X : X : X :	: X :
Chicago & Illinois Midland Ry	: X : X : X :	: 2-X :
T-Chicago & North Western Ry	: X : X : 13-X → 9	: X :
Chicago & Western Indiana RR	: : 3-X :	: 2-X :
Chicago, Burlington & Quincy RR	: X : X : X :	: 7-8-X :
Chicago Great Western Ry	: 4-X : 4-X : 11-X :	: 4-X : X :
T-Chicago, Milwaukee, St. Paul & Pacific RR	: X : X : X :	: 2-7-X :
T-Chicago, Terre Haute & Southeastern Ry	: X : X : X :	: 2-7-X :
T-Chicago, Rock Island & Pacific Ry	: X : X : X :	: 7-X : X :
Chicago, St. Paul, Minneapolis & Omaha Ry	: X : X : 9-X :	: 7-X :
Colorado & Southern Ry	: X : X : X :	: 2-7-X :
Colorado & Wyoming Ry	: : 3-X :	: 2-10-X :
Davenport, Rock Island & Northwestern Ry	: : 3-X :	: : X :
T-Denver & Rio Grande Western RR	: X : X : X :	: 2-7-X :
Denver & Salt Lake Ry	: X : X : X :	: X :
Des Moines Union Ry	: X : X :	: X :
Duluth, Missabe & Iron Range Ry	: X : X : X :	: 16-17-X :
Duluth, Winnipeg & Pacific Ry	: X : X : X :	: X :
East St. Louis Junction Ry	: : 3-X :	: X :
Elgin, Joliet & Eastern Ry	: X : X : X :	: X :
Escanaba & Lake Superior RR	: : 3-X :	: 10-X :
Fort Worth and Denver City Ry	: X : X : X :	: X :
Wichita Valley Ry	: X : X : X :	: X :
Fort Worth Belt Ry	: : 3-X :	: : X :
Galveston, Houston & Henderson RR	: : 3-X :	: X :
Galveston Wharves	: : 3-X :	: : X :
Great Northern Ry	: X : X : 11-X :	: 7-X :
Green Bay & Western RR	: X : X : X :	: X :
Kewaunee, Green Bay & Western RR	: X : X : X :	: X :
Ahnapee and Western Ry	: X : X : X :	: X :

Carriers	: Bof L:	: S U :
	: BofLE:F & E:OofRC:	: BofRT :of NA:
Gulf Coast Lines - Comprising	:	:
T- New Orleans, Texas & Mexico Ry	: X :	: X : 14-X :
T- Beaumont, Sour Lake & Western Ry	: X :	: X : 14-X :
T- Orange & Northwestern Ry	:15-X :	: X : 14-X :
T- St. Louis, Brownsville and Mexico Ry	: X :	: X : 21-X :
T- Iberia, St. Mary and Eastern Ry	: X :	: X :
T- New Iberia & Northern RR	: X :	: X :
T- Houston & Brazos Valley Ry	: X :	: X : X :
T- San Antonio, Uvalde & Gulf RR	: X :	: X : X :
T- Sugar Land Ry	: X :	: X : X :
T- Rio Grande City Ry	: X :	: X : X :
T- Asherton and Gulf Ry	: X :	: X : X :
T- San Antonio Southern Ry	: X :	: X : X :
T- San Benito and Rio Grande Valley Ry	: X :	: X : X :
T- Asphalt Belt Ry	: X :	: X : X :
T- Houston North Shore Ry	: X :	: X : X :
T- International-Great Northern RR	: X :	: X : 2-7-X :
Houston Belt and Terminal Ry	: X :	: X : X :
Illinois Central Railroad	: X :	: X : 7-X :
Yazoo and Mississippi Valley RR	: X :	: X : X :
Vicksburg, Shreveport & Pacific Ry	: X :	: X : X :
Alabama and Vicksburg Ry	: X :	: X : X :
Gulf and Ship Island RR	:12-X :	: X : X :
Chicago and Illinois Western RR	: X :	: X : X :
Kansas City Southern Ry	: X :	: X : 22-X :
Kansas City Terminal Ry	: X :	: X : X :
Lake Superior Terminal & Transfer Ry	: :	: 3-X : : X :
Los Angeles Junction Ry	: X :	: : X : X :
Louisiana & Arkansas Ry	: X :	: 1-X : X : 1-X :
Manufacturers Railway	: :	: 3-X : : : X :
Midland Valley RR	: X :	: X : X : 2-X :
Kansas, Oklahoma & Gulf Ry	: X :	: X : X : X :
R-Minneapolis & St. Louis RR	: X :	: X : X : X : X : X :
Railway Transfer Co. of City of Mnpls.	: :	: : : : : X :
Minneapolis, Northfield and Southern Ry	: :	: 3-X : X : X : X :
T-Minneapolis, St. Paul & Sault Ste. Marie Ry	: X :	: X : X : X : X : X :
T- Duluth, South Shore & Atlantic Ry	: X :	: X : X : X : X : X :
T- Mineral Range RR	: X :	: X : X : X : X : X :
Minnesota and International Ry	: X :	: X : X : X : X : X :
Big Fork & International Falls Ry	: X :	: X : X : X : X : X :
Minnesota Transfer Ry	: :	: 3-X : : X : 5-X :
Missouri-Kansas-Texas RR	: X :	: X : X : X : 2-7-X :
Missouri-Kansas-Texas RR Company of Texas	: X :	: X : X : X : 2-7-X :
T-Missouri Pacific RR	: X :	: X : X : X : 7-X :
T- Missouri-Illinois RR	: :	: 3-X : X : X : X :
Northern Pacific Ry	: X :	: X : 9-X : 7-X :
Northern Pacific Terminal Co. of Oregon	: X :	: X : : 2-X :
Northwestern Pacific RR	: X :	: X : X : X : X :
Ogden Union Railway & Depot Company	: X :	: X : X : X : X :
Oregon, California and Eastern Ry	: X :	: X : X : X : X :
Outer Harbor Terminal Ry	: :	: 3-X : : X :

Carriers	: Bof L:	: G U :
	: BofLE:F & E:CofRC:	: of NA:
Peoria & Pekin Union Ry	: X : X :	: X :
Port Terminal Railroad Association	: : 3-X :	: X :
Pueblo Union Depot and Railroad Company	: : : :	: 6-X :
St. Joseph Terminal RR	: X : X :	: X :
T-St. Louis-San Francisco Ry	: X : X : X :	: 2-X :
St. Louis, San Francisco & Texas Ry	: X : X : X :	: 2-X :
T-St. Louis Southwestern Ry	: X : X : X :	: X :
T- St. Louis Southwestern Ry. Co. of Texas	: X : X : X :	: X :
St. Paul Union Depot Company	: X : X :	: : X :
San Diego & Arizona Eastern Ry	: X : X : 19-X :	: 20-X :
Sioux City Terminal Ry	: : 3-X :	: : X :
Southern Pacific Co. (Pacific Lines)	: X : X : X :	: 7-X :
Sou.Pac.Co.-Former El Paso & Southwestern	: X : X : X :	: X :
Sou.Pac.Co.-Former Arizona Eastern	: X : : :	: : :
South Omaha Terminal Ry	: X : X :	: X :
Spokane, Coeur d'Alene & Palouse Ry	: X : : X :	: X :
Spokane, Portland & Seattle Ry	: X : X : X :	: X :
Oregon Trunk Ry	: X : X : X :	: X :
Oregon Electric Ry	: X : X : X :	: X :
United Railways Company	: X : X : X :	: X :
Spokane Union Station	: : : :	: 6-X :
Terminal Railroad Association of St. Louis	: X : X :	: X :
Texas and New Orleans RR	: X : X : X :	: 7-X :
Texas and Pacific Ry	: X : X : X :	: 7-X :
Cisco & Northeastern Ry	: X : X : X :	: X :
Abilene & Southern Ry	: X : X : X :	: X :
Weatherford, Mineral Wells & Northwest'n Ry	: X : X : X :	: X :
Texas-New Mexico Railway	: X : X : X :	: X :
Texas Mexican Railway	: X : X : 18-X :	: X :
Texas Pacific-Mo.Pac.Ter. RR of New Orleans	: X : X :	: X :
Union Pacific RR	: X : X : X :	: 7-X :
Union Railway Company (Memphis)	: : 3-X :	: 2-X :
Union Terminal Company (Dallas)	: : X :	: X :
Union Terminal Railway Company (St. Joseph)	: : 3-X :	: X :
R-Wabash Railway	: X : X : X :	: 7-X :
T-Western Pacific RR	: X : X : X :	: 7-X : X :
Yakima Valley Transportation Company	: : : :	: X :

- NOTES:**
- 1 Covers white firemen, white flagmen and white yardmen only.
 - 2 Includes yardmasters.
 - 3 Includes engineers.
 - 4 Includes South St. Paul Terminal.
 - 5 Represents yardmasters only.
 - 6 Represents switchtenders only.
 - 7 Includes dining car stewards.
 - 8 Includes tap room stewards.
 - 9 Includes dining car chefs and cooks.
 - 10 Includes conductors.
 - 11 Includes yardmasters.
 - 12 Includes firemen and hostlers.

- NOTES: 13 Includes yard foremen, Chicago Switching District.
Cont'd. 14 Covers white flagmen, white brakemen and white yardmen only.
15 Includes white firemen.
16 Includes diamond switchtenders and switchtenders.
17 Includes 2 assistant yardmasters Iron Range Division
and 2 assistant yardmasters Missabe Division.
18 Includes foremen Laredo yard and switchmen in Laredo.
19 Includes brakemen.
20 Covers yardmen only.
21 Covers white engine foremen only.
22 Includes Arkansas Western Ry.

T - Trusteeship; R - Receivership; - Subject to approval of Court.

Chicago, October 9, 1941.

For the Carriers:

E. Murwin

For the Organizations:

J. P. Shields

H. K. Arvick

R. D. J. Hughes

A. D. Mackenzie

W. A. F. Latta

represented by the

SOUTHEASTERN CARRIERS' CONFERENCE COMMITTEE - 1941

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

(rw indicates representation for rules and wage matters)

Railroads	BofLE	BLF&E	OofRC	BofRT	SUofNA
Atlantic Coast Line	rw	rw	rw	rw(a)	
Atlanta & West Point	rw	rw	rw	rw	
Western Railway of Alabama	rw	rw	rw	rw	
Atlanta Joint Terminals	rw	rw		rw	
Central of Georgia (*)	rw	rw	rw	rw	
Charleston & Western Carolina	rw	rw	rw	rw	
Chesapeake & Ohio	rw	rw	rw	rw(a)	
Clinchfield	rw	rw	rw	rw	
Florida East Coast (*)	rw	rw(b)	rw	rw	
Georgia	rw	rw	rw	rw	
Gulf Mobile & Ohio	rw	rw	rw	rw	
Jacksonville Terminal	rw	rw		rw	
Kentucky & Indiana Terminal	rw	rw		rw	
Louisville & Nashville	rw	rw	rw	rw(a)	
Nashville Chattanooga & St. Louis	rw	rw	rw	rw(a)	
Norfolk & Portsmouth Belt Line	rw	rw		rw	
Norfolk & Western	rw	rw	rw	rw	
Richmond Fredericksburg & Potomac	rw	rw	rw	rw	
Seaboard Air Line (*)	rw	rw	rw	rw(a)	
Southern (c)	rw	rw	rw	rw(a)	
Alabama Great Southern	rw	rw	rw	rw	
Belt Railway Co. of Chattanooga	rw	rw		rw	
Cincinnati Burnside & Cumb. Riv.	rw	rw		rw	
Cincinnati New Orleans & Tex.Pac.	rw	rw	rw	rw	rw(d)
Georgia Southern & Florida	rw	rw	rw	rw	
Harriman & Northeastern	rw	rw	rw	rw	
New Orleans & Northeastern	rw	rw	rw	rw	
New Orleans Terminal	rw	rw		rw	
St. Johns River Terminal	rw	rw		rw	
Woodstock & Blocton	rw	rw	rw	rw	
Tennessee Central	rw	rw	rw	rw	
Virginian			rw	rw	

(a) Includes dining car stewards.

(c) Includes East St. Louis Terminal

(b) Covers hostlers and outside hostler helpers only.

(d) Cincinnati, Ohio, and Ludlow, Ky. terminals only.

(*) Authority given is subject to approval of court.

APPROVED:

[Signature]
For Railroads

[Signature]
For B. of L. E.

[Signature]
For B. of L. F. & E.

[Signature]
For O. of R. C.

[Signature]
For B. of R. T.

[Signature]
For S. U. of N. A.

The foregoing shall not apply to the Brotherhood of Locomotive Engineers' request of October 26, 1939, nor to the general request of the Brotherhood of Locomotive Firemen and Enginemen of May 10, 1941. These subjects are covered by a separate understanding.

9.

Any dispute or controversy arising out of the interpretation or application of any of the provisions of this agreement shall be referred for decision to a committee, the carrier members of which shall be five members of the Carriers Conference Committees signatories hereto, or their successors; and the employee members of which shall be the chief executives of the five organizations, or their representatives, or successors. Interpretation or application agreed upon by such committee shall be final and binding upon the parties to such dispute or controversy.

This Section is not intended by the parties as a waiver of any of their rights covered in the Railway Labor Act as amended in the event committee provided in this Section fails to dispose of any dispute or controversy.

10.


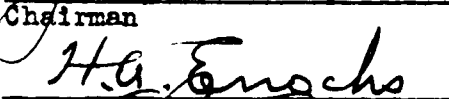

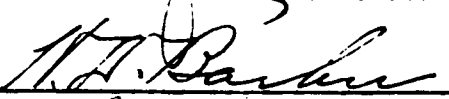

This Mediation Agreement is subject to approval of court with respect to carriers in hands of receivers or trustees.

11.

This Agreement is in settlement of the disputes described in the Recitals herein and shall be construed as a separate Agreement by and on behalf of each carrier party hereto and its railroad employees represented by each labor organization as heretofore stated; and shall be effective as of December 1, 1941, and remain in effect until changed or modified in accordance with the provisions of the Railway Labor Act.

SIGNED AT CHICAGO, ILLINOIS, this 5th DAY OF DECEMBER, 1941.

For the participating carriers
listed in Appendix A:



Chairman





For the employees represented by
the participating labor organizations:

Brotherhood of Locomotive Engineers

By 
Grand Chief Engineer

Brotherhood of Locomotive Firemen
and Enginemen

By 
Assistant President

For the participating carriers
listed in Appendix B:

J. S. Cullen
Chairman

J. D. [Signature]

[Signature]

J. J. [Signature]

[Signature]

C. L. [Signature]

For the employees represented by
the participating labor organizations:

Order of Railway Conductors

By H. W. [Signature]
President

Brotherhood of Railroad Trainmen

By A. J. [Signature]
President

Switchmen's Union of North America

By T. C. [Signature]
President

For the participating carriers
listed in Appendix C:

J. J. [Signature]
Chairman

[Signature]

[Signature]

[Signature]

[Signature]

WITNESS:

Thomas Reed Powell
Member, President's Emergency
Board, appointed September 10, 1941.