NMB CASE NO. A-6804

- - - - -

AGREEMENT DATED APRIL 3, 1963,

BETWEEN RAILROADS REPRESENTED BY THE

EASTERN, WESTERN AND SOUTHEASTERN

CARRIERS' CONFERENCE COMMITTEES

AND THEIR EMPLOYEES

REPRESENTED BY THE

RAILROAD YARDMASTERS OF AMERICA,

and related papers.
National Mediation Board
Mediation Agreement
Between
Railroad Yardmasters of America
and
Railroads represented by Eastern, Western and
Southeastern Carriers' Conference Committees
as shown on Exhibits A, B and C attached hereto

In settlement of differences described in docket Case A-6804 of the
National Mediation Board and in accordance with the provisions of the
Railway Labor Act as amended, it is mutually agreed that the questions
so submitted are hereby disposed of by the execution of an agreement
simultaneously herewith, copy of which is attached hereto but not made
a part hereof.

Signed at Chicago, Illinois, this 3rd day of April, 1963.

NATIONAL RAILWAY LABOR
CONFERENCE

Chairs

FOR THE EMPLOYEES REPRESENTED BY THE
RAILROAD YARDMASTERS OF AMERICA,
YARDMASTERS' NATIONAL CONFERENCE
COMMITTEE:

Chairman

EASTERN CARRIERS' CONFERENCE
COMMITTEE

By

Chairman

WESTERN CARRIERS' CONFERENCE
COMMITTEE

By

Chairman

SOUTHEASTERN CARRIERS'
CONFERENCE COMMITTEE

By

Witness

Mediator
AGREEMENT

This Agreement made this 3rd day of April, 1963, 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 as shown thereon represented by the RAILROAD YARDMASTERS OF AMERICA, through its National Conference Committee, witnesseth:

IT IS AGREED:

ARTICLE I - INCREASES IN RATES OF PAY

(a) Effective March 3, 1962, each basic monthly rate of pay shall be increased by $8.00.

(b) Effective May 1, 1962, each basic monthly rate of pay shall be further increased by two and one-half per cent.

(c) In the application of the increases in rates of pay provided in paragraphs (a) and (b) of this Article I -

(1) The daily rate shall be determined by multiplying the monthly rate by 12 and dividing by 261.

(2) The straight time hourly rate shall be determined by dividing the monthly rate by 176-1/3.

(d) All employees who were on the payroll of the carrier on March 3, 1962, or who were hired subsequent thereto, regardless of whether they are now in the employ of the carrier, shall receive the amounts to which they are entitled under this Article I.

ARTICLE II - HEALTH AND WELFARE PLAN

(1) Effective May 1, 1963, the basic monthly rates established in conformity with Article I hereof shall be reduced by $21.01, which represents a wage equivalent to finance the protection afforded under Policy Contract Number GA-23000.

(2) Qualifying employees subject to the provisions of this agreement who under the terms of the Travelers Insurance Company Group Policy Contract Number GA-23000 are insured with respect to both employee benefits and dependent benefits, and qualifying employees with respect to dependent benefits only will be subject to all of the terms and conditions applying to employees who are now insured under said Group Policy Contract Number GA-23000.

(3) Carriers parties to this agreement will transmit to the Travelers Insurance Company the amounts stipulated in Article V Section (2) of the Agreement of August 19, 1960 (less 1%) and, in addition, will
transmit to the Travelers Insurance Company 51¢ (less 1%) per qualifying employee per month who are insured with respect to both employee benefits and dependent benefits in conformity with the requirements of Article V Section (1), (d) (1), as premium for insured benefit payments resulting from on duty injuries.

(4) All of the provisions of Article V of the Agreement of August 19, 1960 applicable to employees of Hospital Association railroads as amended or interpreted will be applicable to such employees.

(5) The effectiveness of all the provisions of this Article II is contingent upon an understanding between the carriers and organizations constituting the policy holder under the Travelers Insurance Company Group Policy Contract Number GA-23000, which will permit the qualifying employees subject to the provisions of this agreement to be insured under said policy contract, with the further understanding that such agreement must be ratified and accepted by the Travelers Insurance Company. This contemplates a definite understanding between the carriers and the organizations constituting the policy holder of Group Policy Contract Number GA-23000, and acceptance of such understanding by Travelers Insurance Company, as to the application of Article II "Qualifying Employees" and Article V "Payments to Insurer" of Group Policy Contract Number GA-23000, respecting employees who customarily perform service in a capacity not covered by Exhibits L, M, N, O and P either prior, subsequent or intermittent to service which is covered by this agreement.

(6) In the event of failure to reach the understandings referred to in Section (5), between the carriers and organizations constituting the policy holder under Group Policy Contract Number GA-23000, and acceptance of such understandings by the Travelers Insurance Company, the basic monthly rates established under Article I hereto shall continue in effect and the provisions of this Article II shall thereafter be null and void.

ARTICLE III - DURATION OF AGREEMENT

The increases provided in Article I shall be effective from the respective dates specified therein until May 1, 1963, and thereafter until changed in accordance with the Railway Labor Act. No other increases or decreases in rates of pay shall be made effective before May 1, 1963. Notices to change the rates of pay established by this agreement may be served on or after April 3, 1963, provided such notices do not contemplate effective dates earlier than May 1, 1963.

ARTICLE IV - COURT APPROVAL

This agreement is subject to approval of the courts with respect to carriers in the hands of receivers or trustees.

ARTICLE V - EFFECT OF THIS AGREEMENT

This agreement is in settlement of the dispute growing out of notices served on the carriers listed in Exhibits A, B and C, on or about
February 1, 1962, and shall be construed as a separate agreement by and on behalf of each of said carriers and its employees represented by the organization signatory hereto and shall remain in effect, except as provided in Article II hereof, until changed or modified in accordance with the provisions of the Railway Labor Act.

Signed at Chicago, Illinois, this 3rd day of April 1963.

FOR THE NATIONAL RAILWAY LABOR
CONFERENCE

[Signature]
CHAIRMAN

FOR THE PARTICIPATING CARRIERS
LISTED IN EXHIBIT A:

[Signature]
CHAIRMAN

[Signature]

[Signature]

[Signature]

FOR THE EMPLOYEES REPRESENTED BY THE
RAILROAD YARIMASTERS OF AMERICA, YARD-
MASTERS' NATIONAL CONFERENCE COMMITTEE:

[Signature]
CHAIRMAN

[Signature]

[Signature]

[Signature]

FOR THE PARTICIPATING CARRIERS
LISTED IN EXHIBIT B:

[Signature]
CHAIRMAN

[Signature]

[Signature]

[Signature]
FOR THE PARTICIPATING CARRIERS
LISTED IN EXHIBIT C:

H. D. Schell
CHAIRMAN

[Signatures]

[Signatures]

[Signatures]

[Signatures]
EASTERN RAILROADS

Eastern railroads which have authorized representation by the Eastern Carriers' Conference Committee in the handling of notice served on February 1, 1962, on the individual railroads by the General Chairman, or other recognized representatives, of the RAILROAD YARDMASTERS OF AMERICA of desire to revise and supplement all existing agreements effective March 3, 1962, as follows:

1. $30.00 per month wage increase to eliminate inequities.

2. 8% increase in rates of pay.

3. Hospital and Medical Plan and Group Life Insurance equal to benefits provided for nonoperating employees.

(Authority, as to classes of employees, is co-extensive with notices filed and with the provisions of current schedule agreements applicable to employees represented by the Railroad Yardmasters of America)

Baltimore and Ohio R.R. Co., The
Baltimore and Ohio Chicago Terminal R.R. Co., The
Staten Island Rapid Transit Ry. Co., The
Boston and Maine R.R.
Boston Terminal Corporation, The
Buffalo Creek R.R.
Chicago River & Indiana R.R. Co., The
Cleveland Union Terminals, The
Delaware and Hudson R.R. Corp., The
Detroit Terminal R.R. Co.
Erie-Lackawanna R.R. Co.
Grand Trunk Western R. R. Co.
Lehigh Valley R.R. Co.
Long Island Rail Road Co., The (Notice dated 2-15-62)
Monon R. R. Co.
New York, Chicago and St. Louis R. R. Co., The
Pennsylvania R. R. Co., The
Pittsburgh & Lake Erie R. R. Co., The
Pittsburgh & West Virginia Ry. Co., The
Pittsburgh, Chartiers & Youghiogheny Ry. Co.
Washington Terminal Co., The

FOR THE CARRIERS:

W. S. MacMill

3-6-63

FOR THE EMPLOYEES:

W. A. Snyder
WESTERN RAILROADS

LIST OF WESTERN RAILROADS REPRESENTED BY THE WESTERN CARRIERS' CONFERENCE COMMITTEE, IN CONNECTION WITH NOTICES, DATED ON OR ABOUT FEBRUARY 1, 1962, SERVED UPON VARIOUS INDIVIDUAL WESTERN RAILROADS BY THE GENERAL CHAIRMAN, OR OTHER RECOGNIZED REPRESENTATIVES, OF THE RAILROAD YARDMASTERS OF AMERICA, OF DESIRE TO REVISE AND SUPPLEMENT EXISTING AGREEMENTS TO PROVIDE INCREASES IN RATES OF PAY AND INSURANCE PLANS AS SET FORTH THEREIN.

Subject to the indicated footnotes, this authorization is co-extensive with the provisions of current schedule agreements applicable to the employees represented by the Railroad Yardmasters of America.

- - - - -

Alton and Southern Railroad
1: Atchison, Topeka and Santa Fe Railway, The
1: Gulf, Colorado and Santa Fe Railway
1: Panhandle and Santa Fe Railway

Chicago and North Western Railway (Including former CSTPM&O, M&StL, and Railway Transfer Co. of the City of Minneapolis, but excluding former L&N)
2: Chicago, Burlington & Quincy Railroad

Chicago Great Western Railway
3: Chicago, Milwaukee, St. Paul and Pacific Railroad

Chicago Produce Terminal Company
4: Chicago, Rock Island and Pacific Railroad

Davenport, Rock Island and North Western Railway
6: Denver and Rio Grande Western Railroad, The

Des Moines Union Railway
7: Duluth, Missabe and Iron Range Railway Co.

Fort Worth and Denver Railway

Great Northern Railway

Houston Belt & Terminal Railway

Illinois Northern Railway

Kansas City Southern Railway, The

Louisiana & Arkansas Railway

Missouri Transfer Railway, The

Missouri-Kansas-Texas Railroad Company

8: Missouri Pacific Railroad

9: Northern Pacific Railway (Including King Street Passenger Station)

2: Ogden Union Railway and Depot Co., The

Peoria and Pekin Union Railway

Port Terminal Railroad Association

St. Louis-San Francisco Railway

St. Louis, San Francisco and Texas Railway

St. Paul Union Depot Co., The

Soo Line Railroad Co.

Spokane International Railroad Co.

2: Spokane, Portland and Seattle Railway
10: Terminal Railroad Association of St. Louis
11: Texas and Pacific Railway, The
   Fort Worth Belt Railway
12: Texas Pacific-Missouri Pacific Terminal Railroad
    of New Orleans
2: Union Pacific Railroad
   Union Railway Co. (Memphis)
   Union Terminal Co., The (Dallas)
2: Wabash Railroad
13: Western Pacific Railroad, The

NOTES:

1: Authorization covers Yardmasters, Assistant Yardmasters and
   Relief Yardmasters (not including Agent-Yardmasters or
   Footboard Yardmasters).

2: Authorization covers Assistant General Yardmasters, Yardmasters
   and Assistant Yardmasters.

3: Authorization covers Yardmasters (all grades except Footboard-
   Yardmasters and Agent-Yardmasters), Phone Directors at
   Chicago, Illinois and Milwaukee, Wisconsin, and Assistant
   Stationmasters at Milwaukee, Wisconsin.

4: Authorization covers Assistant General Yardmasters and Yard-
   masters.

5: Authorization covers General Yardmaster, Yardmasters and
   Assistant Yardmasters.

6: Authorization covers General Yardmasters, Assistant General
   Yardmasters, Yardmasters and Assistant Yardmasters.

7: Authorization covers Assistant General Yardmasters, Yardmasters
   and Assistant Yardmasters and covers only that portion of
   notice dealing with rates of pay.

8: Authorization covers yardmasters on the Northern, Southern
   and Central Districts, and Kingsville Division on the Gulf
   District only.

9: Authorization covers General Yardmasters, except positions of
   General Yardmasters specified in Rule 1(c) of Agreement, ef-
   fective February 1, 1962, Assistant General Yardmasters, Yard-
   masters and Assistant Yardmasters. Also, General Yardmasters,
   Assistant General Yardmasters and Yardmasters employed by
   King Street Passenger Station, and covered by the agreement
   between the Northern Pacific Railway and Railroad Yardmasters
   of America, effective February 1, 1962.
NOTES: - (Continued)

10: Authorization covers Assistant General Yardmasters and Assistant Yardmasters.

11: Authorization covers Yardmasters (excluding General Yardmasters at Texarkana, Dallas and Fort Worth).

12: Authorization does not include General Yardmaster.

13: Authorization covers Yardmasters and Assistant Yardmasters.

FOR THE CARRIERS:

FOR THE RAILROAD YARDMASTERS OF AMERICA:

Chicago, Illinois
March 15, 1963
Southeastern Railroads which have authorized their representation by Southeastern Carriers' Conference Committee - 1962 in the handling of notice for INCREASE OF $30 PER MONTH TO ELIMINATE INEQUITIES IN EXISTING RATES OF PAY; FURTHER INCREASE OF 8 PER CENT IN RESULTANT RATES; AND HEALTH AND WELFARE PLAN AND GROUP LIFE INSURANCE served on behalf of employee groups as represented by the RAILROAD YARDMASTERS OF AMERICA on or about February 1, 1962 such authority being limited in coverage to those classes of employees the rates of pay and working conditions of which are covered by the current schedule-agreement under which such classes of employees are represented by the above-named Organization, and on behalf of which classes such notices were submitted.

Clinchfield
Gulf Mobile & Ohio
Kentucky & Indiana Terminal
Louisville & Nashville:
    N.C. & St.L. District
    Nashville Terminals
Norfolk Southern
Norfolk & Western
Western Railway of Alabama

For the Railroads

For R.Y.A.

3-15-63
April 2, 1963

Mr. M. G. Schoch,
President,
Railroad Yardmasters of America,
537 South Dearborn Street,
Chicago 5, Illinois,

Dear Mr. Schoch:

This will confirm the oral advice given you today concerning our understanding of the application of Article II(5) of the Agreement of April 3, 1963 with respect to the definition of the term "qualifying employee" as used therein:

(a) All regularly assigned yardmasters on the effective date of this agreement.

(b) Unassigned yardmasters* on the effective date of the agreement.

(c) All employees when performing service as a yardmaster if they are "qualifying employees" in a group already covered by the terms of The Travelers Insurance Company Group Policy Contract No. GA-23000.

(d) All other employees when performing service as a yardmaster after they have completed 50-days of continuous status as a yardmaster and have established seniority in that capacity.

* An unassigned yardmaster is an employee who has acquired yardmaster seniority but who is not regularly assigned as such.

It is further understood that only one premium will be paid for any
one employee during any calendar month, and further an employee will only be entitled to receive benefits as the result of coverage by a single policy.

Yours very truly,

[Signature]

Chairman,
National Railway Labor Conference

[Signature]

Chairman,
Eastern Carriers' Conference Committee

[Signature]

Chairman,
Western Carriers' Conference Committee

[Signature]

Chairman,
Southeastern Carriers' Conference Committee

ACCEPTED:

[Signature]

President,
Railroad Yardmasters of America
April 3, 1963

Mr. J. E. Wolfe,
Chairman,
National Railway Labor Conference,
Room 474, Union Station Building,
Chicago 6, Illinois.

Mr. C. E. Leightly,
Chairman,
Employees' National Conference Committee,
Cooperating Railway Labor Organizations,
3860 Lindell Boulevard,
St. Louis 8, Missouri.

Gentlemen:

There is attached copy of Agreement entered into today between the carriers represented by the Eastern, Western and Southeastern Carriers' Conference Committees and the employees of such carriers represented by the Railroad Yardmasters of America, through its National Conference Committee, together with copy of Exhibits A, B and C thereto.

Paragraph (5) of Article II - Health and Welfare Plan - of the Agreement provides -

"(5) The effectiveness of all the provisions of this Article II is contingent upon an understanding between the carriers and organizations constituting the policy holder under the Travelers Insurance Company Group Policy Contract Number GA-23000, which will permit the qualifying employees subject to the provisions of this agreement to be insured under said policy contract, with the further understanding that such agreement must be ratified and accepted by the Travelers Insurance Company. This contemplates a definite understanding between the carriers and the organizations constituting the policy holder of Group Policy Contract Number GA-23000, and acceptance of such understanding by Travelers Insurance Company, as to the application of Article II 'Qualifying Employees' and Article V 'Payments to Insurer' of Group Policy Contract Number GA-23000, respecting employees who customarily perform service in a capacity not covered by Exhibits L, M, N, O and P either prior, subsequent or intermittent to service which is covered by this agreement."

There also is attached copy of letter of understanding between the parties concerning the application of Article II(5) of the Agreement with respect to the definition of the term "qualifying employee" as used therein.

It will be appreciated if you will take such steps as are
appropriate, in accordance with Article II(5) of the Agreement, to permit the provisions of Article II to become effective as specified.

Yours very truly,

FOR THE RAILROAD YARMSTERS OF AMERICA:

By [Signature]
Grand President

FOR THE PARTICIPATING CARRIERS LISTED IN EXHIBITS A, B AND C OF THE AGREEMENT OF APRIL 3, 1963:

EASTERN CARRIERS' CONFERENCE COMMITTEE

By [Signature]
Chairman

WESTERN CARRIERS' CONFERENCE COMMITTEE

By [Signature]
Chairman

SOUTHEASTERN CARRIERS' CONFERENCE COMMITTEE

By [Signature]
Chairman

cc: Mr. S. G. Dulaney,
Second Vice President,
The Travelers Insurance Company,
700 Main Street,
Hartford, Connecticut.
THE ORDER OF RAILROAD TELEGRAPHERS
3860 Lindell Boulevard
St. Louis 8, Missouri

April 12, 1963.

Mr. S. G. Dulaney, Vice President,
Travelers Insurance Co.,
Hartford 15, Conn.

Group Policy Contract GA-23000
As Amended and Revised

Dear Mr. Dulaney:

As you were previously advised the Eastern, Western and South-
eastern Carriers Conference Committees and the Railroad Yardmasters of
America entered into an agreement on April 3, 1963 which provides, in
part, that subject to the required approvals most of the employees repre-
sented by that organization will be placed under the provisions of Group
Policy Contract No. GA-23000, as amended and revised, first premium pay-
ments to be made for the month of May 1963 with benefits to become effec-
tive June 1, 1963.

The Carriers Conference Committees and the Employees National
Conference Committee, Cooperating Railway Labor Organizations, have agreed
to this inclusion and I am enclosing herewith one jointly signed supple-
ment to each of the following exhibits showing the names of the railroads
involved and the extent of the coverage on each railroad:

1. Supplement No. 11 to Exhibit L Non-Hosp. Railroads
2. Supplement No. 9 to Exhibit M Do
3. Supplement No. 5 to Exhibit N Do
4. Supplement No. 9 to Exhibit O Hospital Assn Railroads
5. Supplement No. 1 to Exhibit P Do

Please acknowledge receipt sending a copy of your letter to
Mr. Wolfe and to Mr. Schoch.

Very truly yours,

(Signed) G. E. LEIGHTY

Chairman
Employees National Conference Committee
Cooperating Railway Labor Organizations

cc - Mr. J. E. Wolfe
    Mr. M. G. Schoch
EASTERN RAILROADS

LIST OF EASTERN CARRIERS, REPRESENTED BY THE EASTERN CARRIERS' CONFERENCE COMMITTEE, AND ORGANIZATIONS PARTIES TO TRAVELERS INSURANCE COMPANY GROUP POLICY CONTRACT NUMBER GA-23000, AS AMENDED AND EXPANDED, EFFECTIVE MARCH 1, 1961, COVERING HOSPITAL, SURGICAL AND MEDICAL BENEFITS FOR EMPLOYEES AND DEPENDENTS, AND GROUP LIFE INSURANCE FOR EMPLOYEES, ONLY.

<table>
<thead>
<tr>
<th>RAILROADS</th>
<th>Effective Date</th>
<th>Railroad</th>
<th>Yardmasters of America</th>
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<td>May 1, 1963</td>
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<td>Baltimore and Ohio Chicago Terminal R.R. Co., The</td>
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<td>Staten Island Rapid Transit Ry. Co., The</td>
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<td>Boston Terminal Corporation, The</td>
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<td>Buffalo Creek R.R.</td>
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<td>Chicago River &amp; Indiana R.R. Co., The</td>
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<td>Cleveland Union Terminals, The</td>
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<td>Delaware and Hudson R.R. Corp., The</td>
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<td>Monon R. R. Co.</td>
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<td>New York, Chicago and St. Louis R. R. Co., The</td>
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<td>Pennsylvania R. R. Co., The</td>
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<td>Pittsburgh &amp; Lake Erie R. R. Co., The</td>
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<tr>
<td>Washington Terminal Co., The</td>
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FOR THE CARRIERS:  

W. L. MacGill

FOR THE ORGANIZATIONS:  

J. E. Leighty

April 10, 1963
### WESTERN RAILROADS

LIST OF WESTERN CARRIERS, REPRESENTED BY THE WESTERN CARRIERS' CONFERENCE COMMITTEE, AND ORGANIZATIONS PARTIES TO TRAVELERS INSURANCE COMPANY GROUP POISON CONTRACT NUMBER GA-23000, AS AMENDED AND EXPANDED, EFFECTIVE MARCH 1, 1961, COVERING HOSPITAL, SURGICAL AND MEDICAL BENEFITS FOR EMPLOYEES AND DEPENDENTS, AND GROUP LIFE INSURANCE FOR EMPLOYEES, ONLY.

<table>
<thead>
<tr>
<th>RAILROADS</th>
<th>Effective Date</th>
<th>Railroad of America</th>
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</thead>
<tbody>
<tr>
<td>Chicago and North Western Railway (Including Former CSTFM20, M&amp;St., and Railway Transfer Co. of the City of Minneapolis, but excluding former L&amp;M)</td>
<td>May 1, 1963</td>
<td>x</td>
</tr>
<tr>
<td>Chicago, Burlington &amp; Quincy Railroad</td>
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<td>1-x</td>
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<tr>
<td>Chicago Great Western Railway</td>
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<td>x</td>
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<tr>
<td>Chicago, Milwaukee, St. Paul and Pacific Railroad-Lines East of Mobridge, South Dakota</td>
<td></td>
<td>2-x</td>
</tr>
<tr>
<td>Chicago, Rock Island and Pacific Railroad-Lines East and North of Missouri River</td>
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<td>3-x</td>
</tr>
<tr>
<td>Davenport, Rock Island and North Western Railway</td>
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<td>4-x</td>
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<tr>
<td>Des Moines Union Railway</td>
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<tr>
<td>Great Northern Railway</td>
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<tr>
<td>Illinois Northern Railway</td>
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<tr>
<td>Minnesota Transfer Railway, The</td>
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<td>3-x</td>
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<tr>
<td>Peoria and Pekin Union Railway</td>
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<tr>
<td>St. Paul Union Depot Co., The</td>
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<td>x</td>
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<tr>
<td>Soo Line Railroad Company</td>
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<td>x</td>
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<tr>
<td>Spokane International Railroad Co.</td>
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<td>x</td>
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**Notes:**

1. Covers Assistant General Yardmasters, Yardmasters and Assistant Yardmasters.
2. Covers Yardmasters (all grades except Footboard-Yardmasters and Agent-Yardmasters), 'Phone Directors at Chicago, Illinois and Milwaukee, Wisconsin, and Assistant Stationmasters at Milwaukee, Wisconsin.
3. Covers Assistant General Yardmasters and Yardmasters.
4. Covers General Yardmaster, Yardmasters and Assistant Yardmasters.

FOR THE CARRIERS: [Signature]

April 10, 1963

FOR THE ORGANIZATIONS: [Signature]

April 10, 1963
SOUTHEASTERN RAILROADS
Represented by
SOUTHEASTERN CARRIERS' CONFERENCE COMMITTEE - 1960
and in relation thereto
the
ORGANIZATIONS
which are
PARTIES
to
GROUP POLICY CONTRACT NO. GA-23000, AS AMENDED - EMPLOYEES AND DEPENDENTS

<table>
<thead>
<tr>
<th>RAILROADS</th>
<th>Effective Date</th>
<th>Railroad Masters of America</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gulf Mobile &amp; Ohio - Louisiana Div. only (a)</td>
<td>May 1, 1963</td>
<td>X X X</td>
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<tr>
<td>Kentucky and Indiana Terminal</td>
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<tr>
<td>Norfolk Southern</td>
<td></td>
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<tr>
<td>Norfolk &amp; Western</td>
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</tbody>
</table>

(a) Except at Jackson, Miss. and certain employees at New Orleans, La.

For the Employers  

For the Employees  

April 10, 1963
WESTERN RAILROADS

LIST OF WESTERN CARRIERS, REPRESENTED BY THE WESTERN CARRIERS' CONFERENCE COMMITTEE, AND ORGANIZATIONS PARTIES TO TRAVELERS INSURANCE COMPANY GROUP POLICY CONTRACT NUMBER GA-23000, AS AMENDED AND EXPANDED, EFFECTIVE MARCH 1, 1961, COVERING HOSPITAL, SURGICAL AND MEDICAL BENEFITS FOR DEPENDENTS, ONLY, AND GROUP LIFE INSURANCE FOR EMPLOYEES, ONLY.

<table>
<thead>
<tr>
<th>RAILROADS</th>
<th>Effective Date May 1, 1963</th>
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</thead>
<tbody>
<tr>
<td>Alton and Southern Railroad</td>
<td>x</td>
</tr>
<tr>
<td>Atchison, Topeka and Santa Fe Railway</td>
<td>1-x</td>
</tr>
<tr>
<td>Gulf, Colorado and Santa Fe Railway</td>
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<tr>
<td>Panhandle and Santa Fe Railway</td>
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<tr>
<td>Chicago, Milwaukee, St. Paul and Pacific Railroad-Lines West of Mobridge, South Dakota</td>
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<tr>
<td>Chicago Produce Terminal Company</td>
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<td>Chicago, Rock Island and Pacific Railroad-Lines</td>
<td>3-x</td>
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<tr>
<td>South and West of Missouri River</td>
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<tr>
<td>Denver and Rio Grande Western Railroad, The</td>
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<tr>
<td>Fort Worth and Denver Railway</td>
<td>x</td>
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<tr>
<td>Houston Belt &amp; Terminal Railway</td>
<td>x</td>
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<tr>
<td>Kansas City Southern Railway, The</td>
<td></td>
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<tr>
<td>King Street Passenger Station</td>
<td>5-x</td>
</tr>
<tr>
<td>Louisiana &amp; Arkansas Railway</td>
<td>x</td>
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<tr>
<td>Missouri-Kansas-Texas Railroad Company</td>
<td>x</td>
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<td>Missouri Pacific Railroad</td>
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<tr>
<td>Northern Pacific Railway</td>
<td>7-x</td>
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<tr>
<td>Ogden Union Railway and Depot Company, The</td>
<td>8-x</td>
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<tr>
<td>Port Terminal Railroad Association</td>
<td>x</td>
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<td>St. Louis-San Francisco Railway</td>
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<tr>
<td>St. Louis, San Francisco and Texas Railway</td>
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<tr>
<td>Spokane, Portland and Seattle Railway</td>
<td>8-x</td>
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<tr>
<td>Terminal Railroad Association of St. Louis</td>
<td>9-x</td>
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<tr>
<td>Texas and Pacific Railway, The</td>
<td>10-x</td>
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<tr>
<td>Fort Worth Belt Railway</td>
<td>x</td>
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<tr>
<td>Texas Pacific-Missouri Pacific Terminal Railroad of New Orleans</td>
<td>11-x</td>
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<tr>
<td>Union Pacific Railroad</td>
<td>8-x</td>
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<tr>
<td>Union Railway Company (Memphis)</td>
<td>x</td>
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<tr>
<td>Union Terminal Company (Dallas), The</td>
<td>x</td>
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<tr>
<td>Wabash Railroad</td>
<td>8-x</td>
</tr>
<tr>
<td>Western Pacific Railroad, The</td>
<td>12-x</td>
</tr>
</tbody>
</table>
Notes:

1 - Covers Yardmasters, Assistant Yardmasters and Relief Yardmasters (not including Agent-Yardmasters or Footboard Yardmasters).

2 - Covers Yardmasters (all grades except Footboard-Yardmasters and Agent-Yardmasters).

3 - Covers Assistant General Yardmasters and Yardmasters.

4 - Covers General Yardmasters, Assistant General Yardmasters, Yardmasters and Assistant Yardmasters.

5 - General Yardmasters, Assistant General Yardmasters and Yardmasters covered by the agreement between the Northern Pacific Railway and Railroad Yardmasters of America, effective February 1, 1962.

6 - Covers Yardmasters on the Northern, Southern and Central Districts, and Kingsville Division on the Gulf District only.

7 - Covers General Yardmasters, except positions of General Yardmasters specified in Rule 1(c) of Agreement, effective February 1, 1962, Assistant General Yardmasters, Yardmasters and Assistant Yardmasters.

8 - Covers Assistant General Yardmasters, Yardmasters and Assistant Yardmasters.

9 - Covers Assistant General Yardmasters and Assistant Yardmasters.

10 - Covers Yardmasters (excluding General Yardmasters at Texarkana, Dallas and Fort Worth).

11 - Does not cover General Yardmaster.

12 - Covers Yardmasters and Assistant Yardmasters.

FOR THE CARRIERS:

For the Organizations:

April 10, 1963
SOUTHEASTERN RAILROADS
Represented by
SOUTHEASTERN CARRIERS' CONFERENCE COMMITTEE - 1960
and in relation thereto
the
ORGANIZATIONS
which are
PARTIES
to
GROUP POLICY CONTRACT NO. GA-23000, AS AMENDED - DEPENDENTS
(including group life insurance for employees)

<table>
<thead>
<tr>
<th>RAILROAD</th>
<th>Effective Date</th>
<th>Railroad Yardmasters of America</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gulf, Mobile &amp; Ohio (a)</td>
<td>May 1, 1963</td>
<td>x</td>
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</tbody>
</table>

(a) Excluding Louisiana Div., except at Jackson, Miss. and certain employees at New Orleans, Louisiana.

For the Employers

For the Employees

April 10, 1963
April 18, 1963

Mr. J. E. Wolfe, Chairman
National Railway Labor Conference
Room 474, Union Station
517 West Adams Street
Chicago 6, Illinois

Mr. G. E. Leighty, Chairman
Employees' National Conference Committee
Cooperating Railway Labor Organizations
3860 Lindell Blvd.
St. Louis 8, Missouri

Group Policy Contract GA-23000

Gentlemen:

This will acknowledge and thank you for the copies of Exhibits forwarded with Chairman Leighty's letter of April 12 and copy of the Agreement and letter of understanding, forwarded by Chairman Wolfe with copy of his letter to Mr. Leighty dated April 9, 1963.

The enlargement of Group Policy Contract GA-23000, as amended, has been made in accordance with Article III of the policy contract and is, of course, acceptable to us. The letter of understanding of April 2, referred to above, is somewhat unusual but does not appear to conflict with the eligibility requirements in the contract. I assume, therefore, that the primary intent of the letter of understanding is for clarification so that there can be no misunderstanding on the part of Mr. Schoch or the railroads involved as to the interpretation of the term "qualifying employee" as applied to the non-operating employees in the Yardmasters category.

As you are aware, we obtain certification of "qualifying employee" only when a claim is involved, and in such instances rely on the certification furnished to us by the railroads. Consequently, if Mr. Schoch and the railroads fully understand the letter of understanding, I do not believe questions will be referred to us. If any questions which we are unable to answer should be raised, we will, as in the past, refer them to the Joint Committees for interpretation.

Very truly yours

(Signed) S. G. DULANEY
S. G. Dulaney
Second Vice President

SGD:SSN

cc: Mr. M. G. Schoch, President
Railroad Yardmasters of America
Chicago, Ill.
Mr. G. E. Leighty,
Chairman,
Employees' National Conference Committee,
Cooperating Railway Labor Organizations,
3860 Lindell Boulevard,
St. Louis 8, Missouri.

Dear Mr. Leighty:

Reference is made to letter dated April 3, 1963, jointly addressed to you and me by the Chairmen of the Carriers' Conference Committees and President Schoch of the Railroad Yardmasters of America, concerning the enlargement of Group Policy Contract Number GA-23000, as amended, pursuant to Article II of the Agreement of that date enclosed therewith and accompanying letter of understanding concerning application of Article II(5) with respect to the definition of the term "qualifying employee" as used therein.

As you were informed by Mr. Hallmann, I reviewed the April 3, 1963 Agreement and accompanying letter of understanding with Messrs. Dulaney and Kremidinger of the Travelers Insurance Company and they have verbally agreed in behalf of Travelers to accept the requested enlargement of the Group Policy Contract in accordance with the terms of the April 3rd settlement, such enlargement to become effective May 1, 1963 as specified, with benefits to be available to qualified employees effective June 1, 1963.

In accordance with your understanding with Mr. Hallmann, we have prepared and enclose herewith seven copies each of Supplements to Exhibits to GA-23000 to accomplish this enlargement as follows:

1. Supplement No. 11 to Exhibit L.
2. Supplement No. 9 to Exhibit M.
3. Supplement No. 5 to Exhibit N.
4. Supplement No. 9 to Exhibit O.
5. Supplement No. 1 to Exhibit P.

It will be appreciated if you will sign these Supplements, forwarding one signed copy of each to Mr. Dulaney and returning three signed copies to the undersigned.
In the interest of the Travelers Insurance Company having a complete record, I am taking the liberty of furnishing Mr. Dulaney with copy of this letter, copy of the April 3rd settlement, including the aforementioned letter of understanding.

Yours very truly,

(signed) J. E. WOLFE

cc: Messrs,

S. G. Dulaney
J. J. Caherin
E. H. Hallmann
W. S. Scholl
R. W. Pickard
C. A. McRee
W. S. Macgill
J. F. Griffin
W. L. Burner, Jr.
AGREEMENT

This Agreement made this 3rd day of April, 1963, 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 as shown thereon represented by the RAILROAD YARDMASTERS OF AMERICA, through its National Conference Committee, witnesseth:

IT IS AGREED:

ARTICLE I - INCREASES IN RATES OF PAY

(a) Effective March 3, 1962, each basic monthly rate of pay shall be increased by $8.00.

(b) Effective May 1, 1962, each basic monthly rate of pay shall be further increased by two and one-half per cent.

(c) In the application of the increases in rates of pay provided in paragraphs (a) and (b) of this Article I -

(1) The daily rate shall be determined by multiplying the monthly rate by 12 and dividing by 261.

(2) The straight time hourly rate shall be determined by dividing the monthly rate by 176-1/3,

(d) All employees who were on the payroll of the carrier on March 3, 1962, or who were hired subsequent thereto, regardless of whether they are now in the employ of the carrier, shall receive the amounts to which they are entitled under this Article I.

ARTICLE II - HEALTH AND WELFARE PLAN

(1) Effective May 1, 1963, the basic monthly rates established in conformity with Article I hereof shall be reduced by $21.01, which represents a wage equivalent to finance the protection afforded under Policy Contract Number GA-23000.

(2) Qualifying employees subject to the provisions of this agreement who under the terms of the Travelers Insurance Company Group Policy Contract Number GA-23000 are insured with respect to both employee benefits and dependent benefits, and qualifying employees with respect to dependent benefits only will be subject to all of the terms and conditions applying to employees who are now insured under said Group Policy Contract Number GA-23000.

(3) Carriers parties to this agreement will transmit to the Travelers Insurance Company the amounts stipulated in Article V Section (2) of the Agreement of August 19, 1960 (less 1%) and, in addition, will
transmit to the Travelers Insurance Company 61c (less 1%) per qualifying employee per month who are insured with respect to both employee benefits and dependent benefits in conformity with the requirements of Article V Section (1), (d) (1), as premium for insured benefit payments resulting from on duty injuries.

(4) All of the provisions of Article V of the Agreement of August 19, 1960 applicable to employees of Hospital Association railroads as amended or interpreted will be applicable to such employees.

(5) The effectiveness of all the provisions of this Article II is contingent upon an understanding between the carriers and organizations constituting the policy holder under the Travelers Insurance Company Group Policy Contract Number GA-23000, which will permit the qualifying employees subject to the provisions of this agreement to be insured under said policy contract, with the further understanding that such agreement must be ratified and accepted by the Travelers Insurance Company. This contemplates a definite understanding between the carriers and the organizations constituting the policy holder of Group Policy Contract Number GA-23000, and acceptance of such understanding by the Travelers Insurance Company, as to the application of Article II "Qualifying Employees" and Article V "Payments to Insurer" of Group Policy Contract Number GA-23000, respecting employees who customarily perform service in a capacity not covered by Exhibits L, M, N, O and P either prior, subsequent or intermittent to service which is covered by this agreement.

(6) In the event of failure to reach the understandings referred to in Section (5), between the carriers and organizations constituting the policy holder under Group Policy Contract Number GA-23000, and acceptance of such understandings by the Travelers Insurance Company, the basic monthly rates established under Article I hereof shall continue in effect and the provisions of this Article II shall thereafter be null and void.

ARTICLE III - DURATION OF AGREEMENT

The increases provided in Article I shall be effective from the respective dates specified therein until May 1, 1963, and thereafter until changed in accordance with the Railway Labor Act. No other increases or decreases in rates of pay shall be made effective before May 1, 1963. Notices to change the rates of pay established by this agreement may be served on or after April 3, 1963, provided such notices do not contemplate effective dates earlier than May 1, 1963.

ARTICLE IV - COURT APPROVAL

This agreement is subject to approval of the courts with respect to carriers in the hands of receivers or trustees.

ARTICLE V - EFFECT OF THIS AGREEMENT

This agreement is in settlement of the dispute growing out of notices served on the carriers listed in Exhibits A, B and C, on or about