

A G R E E M E N T

THIS AGREEMENT, made this 24th day of January, 1975, by and between the participating carriers listed in Exhibit A, attached hereto and made a part hereof, and represented by the National Carriers' Conference Committee, and the employees of such carriers shown thereon and represented by the United Transportation Union, witnesseth:

IT IS HEREBY AGREED:

ARTICLE I - GENERAL WAGE INCREASES

Section 1 - First General Wage Increase (for others than Dining Car Stewards and Yardmasters)

(a) Effective January 1, 1975, all standard basic daily and mileage rates of pay of employees represented by the United Transportation Union in effect on December 31, 1974 shall be increased by an amount equal to 10%.

(b) In computing the increase for enginemen under paragraph (a) above, 10% shall be applied to the standard basic daily rates of pay, and 10% shall be applied to the standard mileage rates of pay, respectively, applicable in the following weight-on-drivers brackets, and the amounts so produced shall be added to each standard basic daily or mileage rate of pay:

Passenger - 600,000 and less than 650,000 pounds
Freight - 950,000 and less than 1,000,000 pounds
(through freight rates)
Yard Engineers - Less than 500,000 pounds
Yard Firemen - 250,000 and less than 300,000 pounds
(separate computations covering five-day rates and other than five-day rates)

(c) The standard basic daily and mileage rates of pay produced by application of the increases provided for in this Section 1 are set forth in Appendix 1, which is a part of this Agreement.

Section 2 - Second General Wage Increase (for others than Dining Car Stewards and Yardmasters)

Effective October 1, 1975, all standard basic daily and mileage rates of pay of employees represented by the United Transportation Union in effect on September 30, 1975, shall be increased by an amount equal to 5 percent, computed and applied for enginemen in the same manner as the first general wage increase provided under Section 1 above. The standard basic daily and mileage rates of pay produced by application of this increase are set forth in Appendix 2, which is a part of this Agreement.

Section 3 - Third General Wage Increase (for others than Dining Car Stewards and Yardmasters)

Effective April 1, 1976, all standard basic daily and mileage rates of pay of employees represented by the United Transportation Union in effect on March 31, 1976, shall be increased by an amount equal to 3 percent, computed and applied for enginemen in the same manner as the first general wage increase provided under Section 1 above. The amount of any cost-of-living allowance which may be in effect will not be included with basic rates in computing the amount of this increase. The standard basic daily and mileage rates of pay produced by application of this increase are set forth in Appendix 3, which is a part of this Agreement.

Section 4 - Fourth General Wage Increase (for others than Dining Car Stewards and Yardmasters)

Effective July 1, 1977, all standard basic daily and mileage rates of pay of employees represented by the United Transportation Union in effect on June 30, 1977 shall be increased by an amount equal to 4 percent, computed and applied for enginemen in the same manner as the first general wage increase provided under Section 1 above. The amount of any cost-of-living allowance which may remain in effect after a portion of the allowance has been incorporated into basic rates pursuant to Article II, Section 1(d), will not be included with basic rates in computing the amount of this increase. The standard basic daily and mileage rates of pay produced by application of this increase will be published as soon as the amount to be incorporated into basic rates effective June 30, 1977, referred to above, is known.

Section 5 - Application of Wage Increases

(i) (a) In engine service, all arbitraries, miscellaneous rates or special allowances, based upon mileage, hourly or daily rates of pay, as provided in the schedules or wage agreements, shall be increased commensurately with the wage increases provided for in this Article I.

(b) In train and yard ground service, arbitraries, miscellaneous rates or special allowances, including those expressed in terms of miles, as provided in the schedules or wage agreements, shall be increased under this Agreement in the same manner as heretofore increased under previous wage agreements.

(ii) In determining new hourly rates, fractions of a cent will be disposed of by applying the next higher quarter of a cent.

(iii) Daily earnings minima shall be increased by the amount of the respective daily increase.

(iv) Standard monthly rates and money monthly guarantees in passenger train service shall be thirty times the new standard daily rates. Other than standard monthly rates and money monthly guarantees shall be so adjusted that differentials existing as of December 31, 1974 shall be preserved.

(v) Existing monthly rates and money monthly guarantees applicable in train service other than passenger will be increased in the same proportion as the daily rate for the class of service involved is increased.

(vi) Existing money differentials above existing standard daily rates shall be maintained.

(vii) In local freight service, the same differential in excess of through freight rates shall be maintained.

(viii) The differential of \$4.00 per basic day in freight and yard service, and 4c per mile for miles in excess of 100 in freight service, will be maintained for engineers working without firemen on locomotives on which under the former National Diesel Agreement of 1950 firemen would have been required.

(ix) In computing the increases in rates of pay effective January 1, 1975 under Section 1 for firemen, conductors, brakemen and flagmen employed in local freight service, or on road switchers, roustabout runs, mine runs, or in other miscellaneous service, on runs of 100 miles or less which are therefore paid on a daily basis without a mileage component, whose rates had been increased by "an additional \$.40" effective July 1, 1968, the 10% increase shall be applied to daily rates in effect December 31, 1974, exclusive of car scale additives, local freight differentials, and any other money differential above existing standard daily rates. For firemen, the rates applicable in the weight-on-drivers bracket 950,000 and less than 1,000,000 pounds shall be utilized in computing the amount of increase. The same procedure shall be followed in computing the increases of 5 percent effective October 1, 1975, 3 percent effective April 1, 1976, and 4 percent effective July 1, 1977. The rates produced by application of the standard local freight differentials and the above-referred-to special increase of "an additional \$.40" to standard basic through freight rates of pay are set forth in Appendixes 1, 2 and 3.

(x) Other than standard rates:

(a) Existing basic daily and mileage rates of pay other than standard shall be increased, effective as of the effective dates specified in Sections 1 through 4 hereof, by the same respective percentages as set forth therein, computed and applied in the same manner as the standard rates were determined.

(b) The differential of \$4.00 per basic day in freight and yard service, and 4c per mile for miles in excess of 100 in freight service, will be maintained for engineers working without firemen on locomotives on which under the former National Diesel Agreement of 1950 firemen would have been required.

(c) Daily rates of pay, other than standard, of firemen, conductors, brakemen and flagmen employed in local freight service, or on road switchers, roustabout runs, mine runs, or in other miscellaneous service, on runs of 100 miles or less which are therefore paid on a daily basis without a mileage component, shall be increased as of the effective dates specified in Sections 1 through 4 hereof, by the same respective percentages as set forth therein, computed and applied in the same manner as provided in paragraph (ix) above.

(xi) Wage rates resulting from the increases provided for in Sections 1, 2, 3 and 4 of this Article I, and in Section 1(d) of Article II, will not be reduced under Article II.

Section 6 - General Wage Increases for Dining Car Stewards and Yardmasters

Effective January 1, 1975 all basic monthly rates of pay of dining car stewards and yardmasters represented by the United Transportation Union in effect on December 31, 1974 shall be increased by 10%.

The rates produced by such increase shall be further increased as follows:

Effective October 1, 1975 - 5%

Effective April 1, 1976 - 3%

The amount of any cost-of-living allowance which may be in effect will not be included with basic rates in computing the amount of this increase.

Effective July 1, 1977 - 4%

The amount of any cost-of-living allowance which may remain in effect after a portion of the allowance has been incorporated into basic rates pursuant to Article II, Section 1(d), will not be included with basic rates in computing the amount of this increase.

Rates of pay resulting from the increases provided for in this Section 6, and Section 1(d) of Article II, will not be reduced under Article II

ARTICLE II - COST-OF-LIVING ADJUSTMENT

Section 1 - Amounts and Effective Dates of Cost-of-Living Adjustments

(a) Cost-of-living adjustments will be determined from the "Consumer Price Index - United States city average for urban wage earners and clerical workers - All Items - Unadjusted" (1967 = 100) as published by the Bureau of Labor Statistics, U. S. Department of Labor, and hereinafter referred to as the BLS Consumer Price Index. The first cost-of-living adjustment shall be made effective January 1, 1976 based on the BLS Consumer Price Index for September 1975 as compared with such index for March 1975. Further cost-of-living adjustments shall be made effective the first day of each sixth month thereafter based on the BLS Consumer Price Indexes for the respective months shown in the following table, as provided in paragraphs (f) and (g):

<u>BLS Consumer Price Index for</u>	<u>Effective Date of Adjustment</u>
September 1975	January 1, 1976
March 1976	July 1, 1976
September 1976	January 1, 1977
March 1977	July 1, 1977

(b) While a cost-of-living allowance is in effect, such cost-of-living allowance will apply to straight-time, overtime, vacations, and holidays, and to special allowances and arbitraries, in the same manner as basic wage adjustments have been applied in the past.

(c) The amount of the cost-of-living allowance, if any, which will be effective from one adjustment date to the next may be equal to, or greater or less than, the cost-of-living allowance in effect in the preceding adjustment period.

(d) (1) Effective December 31, 1976, 75 percent of the cost-of-living allowance then payable will be incorporated into basic rates of pay for all purposes, and the cost-of-living allowance will be reduced by 75 percent.

(ii) Effective June 30, 1977, the remainder of the cost-of-living allowance resulting from application of paragraph (d)(i), less the amount of any downward adjustment in the cost-of-living allowance effective January 1, 1977 by reason of a decline in the BLS Consumer Price Index, will be incorporated into basic rates of pay for all purposes, and the cost-of-living allowance will be reduced commensurately.

(iii) Effective December 31, 1977, 50 percent of the cost-of-living allowance then payable will be incorporated into basic rates of pay for all purposes, and the cost-of-living allowance will be reduced by 50 percent.

(e) The cumulative amount of the cost-of-living allowance which may be in effect at any time shall not exceed the maximum amount shown in the following table:

<u>Adjustment Date</u>	<u>Maximum Cumulative Allowance</u>
January 1, 1976	12 cents per hour
July 1, 1976	28 cents per hour
January 1, 1977	45 cents per hour, as adjusted by Note 1.
July 1, 1977	68 cents per hour, as adjusted by Note 2.

Note 1 - Less 75 percent of the allowance which had been payable as of December 31, 1976 prior to application of paragraph (d)(i).

Note 2 - Less the entire amount of the allowance payable as of December 31, 1976 which was incorporated into basic rates pursuant to paragraphs (d)(i) and (d)(ii).

(f) (i) The cost-of-living allowance effective January 1, 1976, July 1, 1976, and January 1, 1977 will be one cent per hour for each full four-tenths point by which the BLS Consumer Price Index for the respective month shown in the first column of paragraph (a) exceeds such index for March 1975, but will not be more than the maximum amount for the respective date shown in paragraph (e).

(ii) In determining the cost-of-living allowance effective January 1, 1977, there will be deducted from the amount determined under paragraph (f)(i) above 75 percent of the cost-of-living allowance which had been payable as of December 31, 1976 prior to application of paragraph (d)(i).

NOTE: As soon as the BLS Consumer Price Index for March 1975 becomes available, a table will be prepared showing the amount of the cost-of-living allowance, prior to the December 31, 1976 incorporation into basic rates of 75 percent of the allowance then payable, for each BLS Consumer Price Index figure.

(g) The cost-of-living allowance effective July 1, 1977 will be the allowance effective January 1, 1977, increased by one cent per hour for each full three-tenths point by which the BLS Consumer Price Index for March 1977 exceeds such index for September 1976. If the BLS Consumer Price Index for March 1977 is less than such index for September 1976, the cost-of-living allowance effective July 1, 1977 will be the allowance effective January 1, 1977, reduced by one cent per hour for each full three-tenths point by which the BLS Consumer Price Index for March 1977 is less than such index for September 1976. If the amount of the cost-of-living allowance which became effective January 1, 1977 was limited by operation of the 45-cent maximum in paragraph (e) above, the increase or reduction will be applied to the amount of the cost-of-living allowance which would have become effective January 1, 1977 in the absence of such 45-cent maximum. In any event the cost-of-living allowance effective July 1, 1977 will not be more than 68 cents per hour less the entire amount of the allowance payable as of December 31, 1976 which was incorporated into basic rates pursuant to paragraphs (d)(i) and (d)(ii).

NOTE: As soon as the BLS Consumer Price Index for September 1976 becomes available, a table will be prepared showing the amount of the cost-of-living allowance for each BLS Consumer Price Index figure.

(h) Continuance of the cost-of-living adjustment is dependent upon the availability of the official monthly BLS Consumer Price Index in its present form and calculated on the same basis as the Index for March 1975, except that, if the Bureau of Labor Statistics, U. S. Department of Labor, should during the effective period of this Agreement revise or change the methods or basic data used in calculating the BLS Consumer Price Index in such a way as to affect the direct comparability of such revised or changed index with the index for March 1975 or the index for September 1976, then that Bureau shall be requested to furnish a conversion factor designed to adjust the revised index to the basis of the index(es) for March 1975 and/or September 1976, described in paragraph (a) of this Section 1.

Section 2 - Application of Cost-of-Living Adjustments

In application of the cost-of-living adjustments provided for by Section 1 of this Article II, the cost-of-living allowance will not become part of basic rates of pay except as provided in Section 1(d). Such allowance will be applied as follows:

(a) For others than dining car stewards and yardmasters, each one cent per hour of cost-of-living allowance will be treated as an increase of 8 cents in the basic daily rates of pay produced by application of Sections 2, 3 and 4 of Article I and by Section 1(d) of this Article II. The cost-of-living allowance will otherwise be applied in keeping with the provisions of Section 5 of Article I.

(b) For dining car stewards, each one cent per hour of cost-of-living allowance will be treated as an increase of \$1.80 in the monthly rates of pay produced by application of Section 6 of Article I and by Section 1(d) of this Article II.

(c) For yardmasters, each one cent per hour of cost-of-living allowance will be treated as an increase of \$2.00 in the monthly rates of pay produced by application of Section 6 of Article I and by Section 1(d) of this Article II.

ARTICLE III - HOLIDAYS

Section 1. In 1976, Christmas Eve (the day before Christmas is observed) will be added to the list of paid holidays for employees receiving holiday pay. Details of the holiday provision will be agreed upon by the parties by July 1, 1975.

Section 2. The National Carriers' Conference Committee, on behalf of the carriers party to this Agreement, may exercise a national option prior to January 1, 1976 to substitute Good Friday for the birthday holiday effective January 1, 1976, for the employees represented by the United Transportation Union.

ARTICLE IV - EMPLOYEE INFORMATION

Commencing June 1975, the carriers will provide each General Chairman with a list of employees who are hired or terminated, their home addresses, and Social Security numbers if available, otherwise the employees' identification numbers. This information will be limited to the employees covered by the collective bargaining agreement of the respective General Chairmen. The data will be supplied within 30 days after the month in which the employee is hired or terminated. Where railroads can not meet the 30-day requirement, the matter will be worked out with the General Chairman.

ARTICLE V - HEALTH AND WELFARE BENEFITS

Subject to the Letter of Understanding of January 1975 (Attachment 1), the benefits now provided under Group Policy Contract GA-23000 are to be continued during the three-year period commencing January 1, 1975, the railroads to pay the premium cost offset by such amounts as may be available from the Special Account. Details of the agreement covering the foregoing to be worked out by the parties by July 1, 1975.

ARTICLE VI - NATIONAL DENTAL PLAN

A National Dental Plan will be established to be effective March 1, 1976 with features as described in Memorandum identified as "Description of National Dental Plan" (Attachment 2). The plan will be established and administered as follows:

- (a) The entire cost of the dental plan will be borne by the railroads.
- (b) The railroads and the unions will jointly invite insurers to submit proposals, and will select the insurer which submits the most favorable proposal to issue an insurance contract to the railroads as the policyholder.
- (c) The insurer will furnish financial data, statistical and actuarial reports, and claim experience information to the unions in the same detail and at the same time that it furnishes such data to the railroads.
- (d) Any dividends or retroactive rate refunds or credits will be paid into a special fund established for such purpose, to be held by the insurer. Withdrawals may be made from such fund only to provide dental care benefits to employees unless otherwise agreed to.
- (e) No notices relating to dental benefits or the financing thereof shall be served prior to January 1, 1977 (not to become effective before January 1, 1978). If no agreement thereon is reached prior to January 1, 1978 the railroads parties to this agreement will continue payments to the insurer of the dental plan at the rates previously established as the premium rates under such plan until the payment rates are changed or modified under the provisions of the Railway Labor Act, and the policyholder railroads will make arrangements to provide such benefits as can be financed from such payments.

ARTICLE VII - NATIONAL HEALTH LEGISLATION

In the event that national health legislation is enacted during the three-year period commencing January 1, 1975, benefits and payments will be integrated so as to avoid duplication, and any savings resulting from such integration will be credited to the Special Account maintained in connection with the health and welfare plan or to the special fund referred to in Article VI (d), or will be apportioned between such Account and such fund, according to the source of such savings.

ARTICLE VIII - GENERAL PROVISIONS

Section 1 - Court Approval

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

Section 2 - Effect of this Agreement

(a) The purpose of this Agreement is to fix the general level of compensation during the period of the Agreement and is in settlement of the dispute growing out of notice served upon the carriers listed in Exhibit A by the United Transportation Union (E-C-T-S) dated on or about July 1, 1974 (Wages) and August 1, 1974 (Health and Welfare).

(b) This Agreement shall be construed as a separate agreement by and on behalf of each of said carriers and their employees represented by the organization signatory hereto, and shall remain in effect through December 31, 1977 and thereafter until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

(c) The parties to this Agreement shall not serve nor progress prior to January 1, 1977 (not to become effective before January 1, 1978) any notice or proposal for changing any matter contained in:

(1) this Agreement,

(2) Section 2(c) of Article XV of the Agreement of January 27, 1972, except that notices may be served regarding vacations or holidays so long as they do not relate to length of paid vacations in excess of the maximum provided in the national agreement, or number of paid holidays in excess of the maximum provided in the national agreement,

* With respect to the Penn Central Transportation Company, the power of attorney to the National Carriers' Conference Committee was conditioned upon the right of the trustees to approve the agreement, and the trustees have so approved.

(3) except as hereinafter provided in paragraph (d) of this Section 2, the following items, which have been referred to the Standing Committee created by Article XIV of the Agreement of January 27, 1972:

- Basis of pay
- Car-scale additives
- Elimination of arbitraries applicable to road and yard employees
- Mileage holddown
- Road-yard proposals not disposed of in the January 27, 1972 Agreement
- Reduction of work month for dining car stewards
- Overtime in passenger service
- Time and one-half for working during vacation periods
- Sick leave pay
- Elimination of hostlers
- Paid holidays for employees not now eligible for paid holidays

(4) or regarding bereavement or funeral pay

and any pending notices which propose such matters are hereby withdrawn.

(d) The parties to this Agreement will continue in effect during the term of this Agreement the Standing Committee established by Article XIV of the Agreement of January 27, 1972, including the procedures worked out by the parties. However, if either party signatory to this Agreement decides that the Standing Committee procedure should no longer be continued, the carriers or the union may after December 31, 1975 serve national (but not local) Section 6 notices on the matters listed in paragraph (c)(3) of this Section.

(e) This Article will not debar management and committees on individual railroads from agreeing upon any subject of mutual interest.

SIGNED AT WASHINGTON, D. C. THIS 29th DAY OF JANUARY, 1975.

FOR THE PARTICIPATING CARRIERS
LISTED IN EXHIBIT A:

FOR THE EMPLOYEES REPRESENTED BY
THE UNITED TRANSPORTATION UNION:

Chairman

FOR THE PARTICIPATING CARRIERS
LISTED IN EXHIBIT A: (CONT'D.)

FOR THE EMPLOYEES REPRESENTED BY
THE UNITED TRANSPORTATION UNION:
(CONT'D.)

INDEX TO RATE TABLES

Occupation and Class of Service	Section of Article I; Effective Date; and Appendix Number		
	Section 1 1-1-75 Appendix 1	Section 2 10-1-75 Appendix 2	Section 3 4-1-76 Appendix 3
	Page	Page	Page
Engineers:			
Passenger	13	21	29
Through Freight	14	22	30
Yard	14	22	30
Firemen:			
Passenger	15	23	31
Freight-Through	16	24	32
Short Local ^a	19	27	35
Yard	16	24	32
Hostlers	16	24	32
Conductors:			
Passengers	17	25	33
Freight-Through	17	25	33
Local	18	26	34
Daily Basis ^a	20	28	36
Short Local ^b	20	28	36
Yard	18	26	34
Flagmen and Brakemen:			
Passenger	17	25	33
Freight-Through	17	25	33
Local	18	26	34
Daily Basis ^a	20	28	36
Short Local ^b	20	28	36
Yard	18	26	34
Baggagemen	17	25	33
Switchtenders	18	26	34

- a. Those who are without a mileage component in their assignments and are therefore paid on a daily basis. (Through freight rates, including \$1.00 per day special adjustment effective January 1, 1973.)
- b. Those who are regularly assigned in local freight service, or on road switchers, roustabout runs, mine runs, or in other miscellaneous service, on runs of 100 miles or less which are therefore paid on a daily basis without a mileage component. (Local freight rates, including 40¢ per day special increase effective July 1, 1968 and \$1.00 per day special adjustment effective January 1, 1973.)

Note

Additional rate tables will be prepared when the amounts of the respective cost-of-living adjustments are known. These tables will include tables of basic rates reflecting the amounts of the cost-of-living allowance resulting from the adjustment effective July 1, 1976 which are to be incorporated into basic rates effective December 31, 1976 and June 30, 1977.

APPENDIX 1

STANDARD BASIC DAILY AND MILEAGE RATES OF PAY

As of January 1, 1975

LOCOMOTIVE ENGINEERS (MOTORMEN) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$44.42	38.81¢
80,000 and less than 100,000	44.42	38.81
100,000 and less than 140,000	44.51	38.90
140,000 and less than 170,000	44.59	38.98
170,000 and less than 200,000	44.68	39.07
200,000 and less than 250,000	44.77	39.16
250,000 and less than 300,000	44.85	39.24
300,000 and less than 350,000	44.94	39.33
350,000 and less than 400,000	45.02	39.41
400,000 and less than 450,000	45.11	39.50
450,000 and less than 500,000	45.20	39.59
500,000 and less than 550,000	45.28	39.67
550,000 and less than 600,000	45.37	39.76
600,000 and less than 650,000	45.45	39.84
650,000 and less than 700,000	45.54	39.93
700,000 and less than 750,000	45.62	40.01
750,000 and less than 800,000	45.71	40.10
800,000 and less than 850,000	45.79	40.18
850,000 and less than 900,000	45.88	40.27
900,000 and less than 950,000	45.96	40.35
950,000 and less than 1,000,000	46.05	40.44
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof - Add alternately	\$.08 and \$.09	.08¢ and .09¢
MOTOR OR ELECTRIC CARS in Multiple or Single Unit	\$44.68	39.07¢
Daily Earnings Minimum	\$45.94	

APPENDIX 1
Standard Basic Daily and Mileage Rates of Pay - As of January 1, 1975

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$48.75	42.70c
140,000 and less than 200,000	49.18	43.13
200,000 and less than 250,000	49.35	43.30
250,000 and less than 300,000	49.50	43.45
300,000 and less than 350,000	49.65	43.60
350,000 and less than 400,000	49.86	43.81
400,000 and less than 450,000	50.07	44.02
450,000 and less than 500,000	50.28	44.23
500,000 and less than 550,000	50.49	44.44
550,000 and less than 600,000	50.67	44.62
600,000 and less than 650,000	50.85	44.80
650,000 and less than 700,000	51.03	44.98
700,000 and less than 750,000	51.21	45.16
750,000 and less than 800,000	51.39	45.34
800,000 and less than 850,000	51.57	45.52
850,000 and less than 900,000	51.75	45.70
900,000 and less than 950,000	51.93	45.88
950,000 and less than 1,000,000	52.11	46.06
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.18	Add .18c

Note: Minimum daily earnings \$50.26

established by Article III(b) of Agreement of October 14, 1955

Differential for Engineers Working Without Firemen

For engineers working without firemen on locomotives on which under the former National Diesel Agreement of 1950 firemen would have been required, a uniform differential of \$4.00 per basic day and 4c per mile for miles in excess of 100 will be added to the above rates (in addition to the local freight differential if applicable).

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily Rates	
	Six- or Seven- Day Work Week	Five-Day Work Week
Less than 500,000	\$48.64	\$55.54
500,000 and less than 550,000	48.85	55.79
550,000 and less than 600,000	49.03	56.01
600,000 and less than 650,000	49.21	56.22
650,000 and less than 700,000	49.39	56.44
700,000 and less than 750,000	49.57	56.66
750,000 and less than 800,000	49.75	56.87
800,000 and less than 850,000	49.93	57.09
850,000 and less than 900,000	50.11	57.30
900,000 and less than 950,000	50.29	57.52
950,000 and less than 1,000,000	50.47	57.74
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.18	Add \$.215

Differential for Engineers Working Without Firemen

For engineers working without firemen on locomotives on which under the former National Diesel Agreement of 1950 firemen would have been required, a uniform differential of \$4.00 per basic day will be added to the above rates.

APPENDIX 1

Standard Basic Daily and Mileage Rates of Pay - As of January 1, 1975

LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$39.76	34.99c
80,000 and less than 100,000	39.85	35.08
100,000 and less than 140,000	39.93	35.16
140,000 and less than 170,000	40.11	35.34
170,000 and less than 200,000	40.19	35.42
200,000 and less than 250,000	40.28	35.51
250,000 and less than 300,000	40.28	35.51
300,000 and less than 350,000	40.36	35.59
350,000 and less than 400,000	40.45	35.68
400,000 and less than 450,000	40.54	35.77
450,000 and less than 500,000	40.62	35.85
500,000 and less than 550,000	40.71	35.94
550,000 and less than 600,000	40.79	36.02
600,000 and less than 650,000	40.87	36.10
650,000 and less than 700,000	40.95	36.18
700,000 and less than 750,000	41.03	36.26
750,000 and less than 800,000	41.11	36.34
800,000 and less than 850,000	41.19	36.42
850,000 and less than 900,000	41.27	36.50
900,000 and less than 950,000	41.35	36.58
950,000 and less than 1,000,000	41.43	36.66
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.08	Add .08c
Daily Earnings Minimum	\$41.10	

APPENDIX 1

Standard Basic Daily and Mileage Rates of Pay - As of January 1, 1975

LOCOMOTIVE FIREMEN (HELPERS) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$42.43	37.34c
140,000 and less than 200,000	42.78	37.69
200,000 and less than 250,000	42.95	37.86
250,000 and less than 300,000	43.12	38.03
300,000 and less than 350,000	43.39	38.30
350,000 and less than 400,000	43.47	38.38
400,000 and less than 450,000	43.63	38.54
450,000 and less than 500,000	43.79	38.70
500,000 and less than 550,000	43.95	38.86
550,000 and less than 600,000	44.11	39.02
600,000 and less than 650,000	44.27	39.18
650,000 and less than 700,000	44.43	39.34
700,000 and less than 750,000	44.59	39.50
750,000 and less than 800,000	44.75	39.66
800,000 and less than 850,000	44.91	39.82
850,000 and less than 900,000	45.07	39.98
900,000 and less than 950,000	45.23	40.14
950,000 and less than 1,000,000	45.39	40.30
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.16	Add .16c

Note: Minimum daily earnings \$43.85
established by Article III(b) of Agreement of October 14, 1955

LOCOMOTIVE FIREMEN (HELPERS) -- YARD SERVICE,
AND HOSTLERS AND HOSTLER HELPERS

YARD SERVICE: WEIGHT ON DRIVERS (pounds)	Standard Basic Daily Rates	
	Six- or Seven- Day Work Week	Five Day Work Week
Less than 140,000	\$42.41	\$47.31
140,000 and less than 200,000	42.54	47.46
200,000 and less than 250,000	42.71	47.67
250,000 and less than 300,000	42.88	47.87
300,000 and less than 350,000	43.15	48.20
350,000 and less than 400,000	43.23	48.29
400,000 and less than 450,000	43.39	48.48
450,000 and less than 500,000	43.55	48.68
500,000 and less than 550,000	43.71	48.87
550,000 and less than 600,000	43.87	49.06
600,000 and less than 650,000	44.03	49.25
650,000 and less than 700,000	44.19	49.44
700,000 and less than 750,000	44.35	49.64
750,000 and less than 800,000	44.51	49.83
800,000 and less than 850,000	44.67	50.02
850,000 and less than 900,000	44.83	50.21
900,000 and less than 950,000	44.99	50.40
950,000 and less than 1,000,000	45.15	50.60
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.16	Add \$.19
HOSTLING SERVICE: OCCUPATION		
Outside Hostler	\$43.22	\$48.36
Inside Hostler	42.02	46.90
Outside Hostler Helper	40.96	45.55

APPENDIX 1

Standard Basic Daily and Mileage Rates of Pay - as of January 1, 1975

CONDUCTORS AND TRAINMEN - PASSENGER SERVICE AND THROUGH FREIGHT SERVICE

	Daily Rate		Mileage Rate	
	Under agreements held by former			
	ORC&B-All Regions; BRT-East, Southeast	BRT-Western Region	ORC&B-All Regions; BRT-East, Southeast	BRT-Western Region
PASSENGER CONDUCTORS AND TRAINMEN				
			For miles in excess of 150	
Conductors	\$45.23	\$45.16	26.44¢	26.40¢
Assistant Conductors - Ticker Collectors	41.03	40.95	24.19	24.13
Brakemen and Flagmen	39.56	39.48	23.27	23.23
Train Baggage-men	39.86	39.79	23.46	23.42
THROUGH FREIGHT CONDUCTORS				
			For miles in excess of 100	
Basic rates	\$43.89	\$43.82	38.48¢	38.38¢
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$44.24	\$44.17	38.83¢	38.73¢
81 to 105 cars	44.89	44.82	39.48	39.38
106 to 125 cars	45.29	45.22	39.88	39.78
126 to 145 cars	45.54	45.47	40.13	40.03
146 to 165 cars	45.64	45.57	40.23	40.13
166 cars and over	*	*	**	**
THROUGH FREIGHT BRAKEMEN AND FLAGMEN				
			For miles in excess of 100	
Basic rates	\$39.46	\$39.39	34.82¢	34.74¢
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$39.81	\$39.74	35.17¢	35.09¢
81 to 105 cars	40.46	40.39	35.82	35.74
106 to 125 cars	40.86	40.79	36.22	36.14
126 to 145 cars	41.11	41.04	36.47	36.39
146 to 165 cars	41.21	41.14	36.57	36.49
166 cars and over	*	*	**	**

*Add 20¢ for each additional block of 20 cars or portion thereof.

**Add 0.20¢ for each additional block of 20 cars or portion thereof.

Appendix 1

Standard Basic Daily and Mileage Rates of Pay - as of January 1, 1975

CONDUCTORS AND TRAINMEN - LOCAL FREIGHT SERVICE AND YARD SERVICE

	Daily Rate		Mileage Rate for miles in excess of 100	
	Under agreements held by former			
	ORC&B-All Regions; BRT-East, Southeast	BRT- Western Region	ORC&B-All Regions; BRT-East, Southeast	BRT- Western Region
LOCAL FREIGHT CONDUCTORS				
Basic rates	\$44.45	\$44.38	39.04c	38.94c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$44.80	\$44.73	39.39c	39.29c
81 to 105 cars	45.45	45.38	40.04	39.94
106 to 125 cars	45.85	45.78	40.44	40.34
126 to 145 cars	46.10	46.03	40.69	40.59
146 to 165 cars	46.20	46.13	40.79	40.69
166 cars and over	*	*	**	**
LOCAL FREIGHT BRAKEMEN AND FLAGMEN				
Basic rates	\$39.89	\$39.82	35.25c	35.17c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$40.24	\$40.17	35.60c	35.52c
81 to 105 cars	40.89	40.82	36.25	36.17
106 to 125 cars	41.29	41.22	36.65	36.57
126 to 145 cars	41.54	41.47	36.90	36.82
146 to 165 cars	41.64	41.57	37.00	36.92
166 cars and over	*	*	**	**
Minimum daily earnings:				
Conductors	\$45.15	\$45.07		
Brakemen, Flagmen	40.59	40.52		
Established by Article II(b) of ORC&B Agreement of December 21, 1955, and by Article II(b) of BRT Agreement of October 4, 1955, supplemented December 21, 1955.				

*Add 20¢ for each additional block of 20 cars or portion thereof.
 **Add 0.20c for each additional block of 20 cars or portion thereof.

FIVE-DAY YARD SERVICE	
Occupation	Daily Rate
Yard Conductors (Foremen)	\$52.53
Yard Brakemen (Helpers)	49.27
Switchtenders	45.86

APPENDIX 1

Standard Daily Rates of Pay - As of January 1, 1975

LOCOMOTIVE FIREMEN IN SHORT LOCAL FREIGHT SERVICE
ON RUNS OF 100 MILES OR LESS
WHICH ARE THEREFORE PAID ON A DAILY BASIS WITHOUT A MILEAGE COMPONENT

Rates produced by application of the standard local freight differential
of 43¢ per basic day, and the special increase under
Article II(c) of the September 14, 1968 Agreement,
to standard basic through freight rates of pay

WEIGHT ON DRIVERS (pounds)	Daily Rates
Less than 140,000	\$43.46
140,000 and less than 200,000	43.81
200,000 and less than 250,000	43.98
250,000 and less than 300,000	44.15
300,000 and less than 350,000	44.42
350,000 and less than 400,000	44.50
400,000 and less than 450,000	44.66
450,000 and less than 500,000	44.82
500,000 and less than 550,000	44.98
550,000 and less than 600,000	45.14
600,000 and less than 650,000	45.30
650,000 and less than 700,000	45.46
700,000 and less than 750,000	45.62
750,000 and less than 800,000	45.78
800,000 and less than 850,000	45.94
850,000 and less than 900,000	46.10
900,000 and less than 950,000	46.26
950,000 and less than 1,000,000	46.42
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	\$.16

100 19
100 19

Appendix 1

Standard Daily Rates of Pay - as of January 1, 1975FREIGHT CONDUCTORS AND TRAINMEN
WITHOUT A MILEAGE COMPONENT IN THEIR ASSIGNMENTS

	Standard Basic Daily Rates in Through Freight Service without a Mileage Component ^a		Standard Daily Rates in Short Local Freight Service ^b	
	Under agreements held by former			
	ORC&B-All Regions; BRT-East, Southeast	BRT- Western Region	ORC&B-All Regions; BRT-East, Southeast	BRT- Western Region
FREIGHT CONDUCTORS				
Basic rates	\$45.03	\$44.97	\$46.21	\$46.12
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$45.38	\$45.32	\$46.56	\$46.47
81 to 105 cars	46.03	45.97	47.21	47.12
106 to 125 cars	46.43	46.37	47.61	47.52
126 to 145 cars	46.68	46.62	47.86	47.77
146 to 165 cars	46.78	46.72	47.96	47.87
166 cars and over	*	*	*	*
FREIGHT BRAKEMEN AND FLAGMEN				
Basic rates	\$40.60	\$40.54	\$41.65	\$41.58
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$40.95	\$40.89	\$42.00	\$41.93
81 to 105 cars	41.60	41.54	42.65	42.58
106 to 125 cars	42.00	41.94	43.05	42.98
126 to 145 cars	42.25	42.19	43.30	43.23
146 to 165 cars	42.35	42.29	43.40	43.33
166 cars and over	*	*	*	*

* Add 20¢ for each additional block of 20 cars or portion thereof.

- a. Applicable to freight conductors and trainmen paid through freight rates who are without a mileage component in their assignments and are therefore paid on a daily basis. Rates produced by application of the special adjustment of \$1.00 per day under Article I, Section 7 of the January 27, 1972 Agreement to standard basic through freight rates of pay.
- b. Applicable where local freight rates are paid to conductors and trainmen in local freight service, or on road switchers, roustabout runs, mine runs, or in other miscellaneous service, on runs of 100 miles or less which are therefore paid on a daily basis without a mileage component. Rates produced by application of the standard local freight differential of 56¢ per basic day for conductors and 43¢ per basic day for brakemen and flagmen, the special increase of \$.40 per day under Article VI, Section 1(c) of the March 19, 1969 Agreement and Article II(c) of the July 17, 1968 Agreement, and the special adjustment of \$1.00 per day under Article I, Section 7 of the January 27, 1972 Agreement, to standard basic through freight rates of pay.

APPENDIX 2

STANDARD BASIC DAILY AND MILEAGE RATES OF PAY

As of October 1, 1975

LOCOMOTIVE ENGINEERS (MOTORMEN) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$46.69	40.80¢
80,000 and less than 100,000	46.69	40.80
100,000 and less than 140,000	46.78	40.89
140,000 and less than 170,000	46.86	40.97
170,000 and less than 200,000	46.95	41.06
200,000 and less than 250,000	47.04	41.15
250,000 and less than 300,000	47.12	41.23
300,000 and less than 350,000	47.21	41.32
350,000 and less than 400,000	47.29	41.40
400,000 and less than 450,000	47.38	41.49
450,000 and less than 500,000	47.47	41.58
500,000 and less than 550,000	47.55	41.66
550,000 and less than 600,000	47.64	41.75
600,000 and less than 650,000	47.72	41.83
650,000 and less than 700,000	47.81	41.92
700,000 and less than 750,000	47.89	42.00
750,000 and less than 800,000	47.98	42.09
800,000 and less than 850,000	48.06	42.17
850,000 and less than 900,000	48.15	42.26
900,000 and less than 950,000	48.23	42.34
950,000 and less than 1,000,000	48.32	42.43
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof - Add alternately	\$.08 and \$.09	.08¢ and .09¢
MOTOR OR ELECTRIC CARS in Multiple or Single Unit	\$46.95	41.06¢
Daily Earnings Minimum	\$48.21	

APPENDIX 2

Standard Basic Daily and Mileage Rates of Pay - As of October 1, 1975

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$51.36	45.00c
140,000 and less than 200,000	51.79	45.43
200,000 and less than 250,000	51.96	45.60
250,000 and less than 300,000	52.11	45.75
300,000 and less than 350,000	52.26	45.90
350,000 and less than 400,000	52.47	46.11
400,000 and less than 450,000	52.68	46.32
450,000 and less than 500,000	52.89	46.53
500,000 and less than 550,000	53.10	46.74
550,000 and less than 600,000	53.28	46.92
600,000 and less than 650,000	53.46	47.10
650,000 and less than 700,000	53.64	47.28
700,000 and less than 750,000	53.82	47.46
750,000 and less than 800,000	54.00	47.64
800,000 and less than 850,000	54.18	47.82
850,000 and less than 900,000	54.36	48.00
900,000 and less than 950,000	54.54	48.18
950,000 and less than 1,000,000	54.72	48.36
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.18	Add .18c

Note: Minimum daily earnings **\$52.87**
established by Article III(b) of Agreement of October 14, 1955

Differential for Engineers Working Without Firemen

For engineers working without firemen on locomotives on which under the former National Diesel Agreement of 1950 firemen would have been required, a uniform differential of \$4.00 per basic day and 4c per mile for miles in excess of 100 will be added to the above rates (in addition to the local freight differential if applicable).

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily Rates	
	Six- or Seven- Day Work Week	Five-Day Work Week
Less than 500,000	\$51.07	\$58.32
500,000 and less than 550,000	51.28	58.57
550,000 and less than 600,000	51.46	58.79
600,000 and less than 650,000	51.64	59.00
650,000 and less than 700,000	51.82	59.22
700,000 and less than 750,000	52.00	59.44
750,000 and less than 800,000	52.18	59.65
800,000 and less than 850,000	52.36	59.87
850,000 and less than 900,000	52.54	60.08
900,000 and less than 950,000	52.72	60.30
950,000 and less than 1,000,000	52.90	60.52
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.18	Add \$.215

Differential for Engineers Working Without Firemen

For engineers working without firemen on locomotives on which under the former National Diesel Agreement of 1950 firemen would have been required, a uniform differential of \$4.00 per basic day will be added to the above rates.

APPENDIX 2

Standard Basic Daily and Mileage Rates of Pay - As of October 1, 1975

LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$41.80	36.80c
80,000 and less than 100,000	41.89	36.89
100,000 and less than 140,000	41.97	36.97
140,000 and less than 170,000	42.15	37.15
170,000 and less than 200,000	42.23	37.23
200,000 and less than 250,000	42.32	37.32
250,000 and less than 300,000	42.32	37.32
300,000 and less than 350,000	42.40	37.40
350,000 and less than 400,000	42.49	37.49
400,000 and less than 450,000	42.58	37.58
450,000 and less than 500,000	42.66	37.66
500,000 and less than 550,000	42.75	37.75
550,000 and less than 600,000	42.83	37.83
600,000 and less than 650,000	42.91	37.91
650,000 and less than 700,000	42.99	37.99
700,000 and less than 750,000	43.07	38.07
750,000 and less than 800,000	43.15	38.15
800,000 and less than 850,000	43.23	38.23
850,000 and less than 900,000	43.31	38.31
900,000 and less than 950,000	43.39	38.39
950,000 and less than 1,000,000	43.47	38.47
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.08	Add .08c
Daily Earnings Minimum	\$43.14	

APPENDIX 2

Standard Basic Daily and Mileage Rates of Pay - As of October 1, 1975

LOCOMOTIVE FIREMEN (HELPERS) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$44.70	39.36¢
140,000 and less than 200,000	45.05	39.71
200,000 and less than 250,000	45.22	39.88
250,000 and less than 300,000	45.39	40.05
300,000 and less than 350,000	45.66	40.32
350,000 and less than 400,000	45.74	40.40
400,000 and less than 450,000	45.90	40.56
450,000 and less than 500,000	46.06	40.72
500,000 and less than 550,000	46.22	40.88
550,000 and less than 600,000	46.38	41.04
600,000 and less than 650,000	46.54	41.20
650,000 and less than 700,000	46.70	41.36
700,000 and less than 750,000	46.86	41.52
750,000 and less than 800,000	47.02	41.68
800,000 and less than 850,000	47.18	41.84
850,000 and less than 900,000	47.34	42.00
900,000 and less than 950,000	47.50	42.16
950,000 and less than 1,000,000	47.66	42.32
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.16	Add .16¢

Note: Minimum daily earnings \$46.12
established by Article III(b) of Agreement of October 14, 1955

LOCOMOTIVE FIREMEN (HELPERS) -- YARD SERVICE,
AND HOSTLERS AND HOSTLER HELPERS

YARD SERVICE: WEIGHT ON DRIVERS (pounds)	Standard Basic Daily Rates	
	Six- or Seven- Day Work Week	Five Day Work Week
Less than 140,000	\$44.55	\$49.70
140,000 and less than 200,000	44.68	49.85
200,000 and less than 250,000	44.85	50.06
250,000 and less than 300,000	45.02	50.26
300,000 and less than 350,000	45.29	50.59
350,000 and less than 400,000	45.37	50.68
400,000 and less than 450,000	45.53	50.87
450,000 and less than 500,000	45.69	51.07
500,000 and less than 550,000	45.85	51.26
550,000 and less than 600,000	46.01	51.45
600,000 and less than 650,000	46.17	51.64
650,000 and less than 700,000	46.33	51.83
700,000 and less than 750,000	46.49	52.03
750,000 and less than 800,000	46.65	52.22
800,000 and less than 850,000	46.81	52.41
850,000 and less than 900,000	46.97	52.60
900,000 and less than 950,000	47.13	52.79
950,000 and less than 1,000,000	47.29	52.99
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.16	Add \$.19
HOSTLING SERVICE: OCCUPATION		
Outside Hostler	\$45.38	\$50.78
Inside Hostler	44.12	49.25
Outside Hostler Helper	43.01	47.83

APPENDIX 2

Standard Basic Daily and Mileage Rates of Pay - as of October 1, 1975

CONDUCTORS AND TRAINMEN - PASSENGER SERVICE AND THROUGH FREIGHT SERVICE

	Daily Rate		Mileage Rate	
	Under agreements held by former			
	ORC&B-All Regions; BRT-East, Southeast	BRT-Western Region	ORC&B-All Regions; BRT-East, Southeast	BRT-Western Region
PASSENGER CONDUCTORS AND TRAINMEN				
			For miles in excess of 150	
Conductors	\$47.49	\$47.42	27.76¢	27.72¢
Assistant Conductors - Ticket Collectors	43.08	43.00	25.40	25.34
Brakemen and Flagmen	41.54	41.45	24.43	24.39
Train Baggage-men	41.85	41.78	24.63	24.59
THROUGH FREIGHT CONDUCTORS				
			For miles in excess of 100	
Basic rates	\$46.08	\$46.01	40.40¢	40.30¢
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$46.43	\$46.36	40.75¢	40.65¢
81 to 105 cars	47.08	47.01	41.40	41.30
106 to 125 cars	47.48	47.41	41.80	41.70
126 to 145 cars	47.73	47.66	42.05	41.95
146 to 165 cars	47.83	47.76	42.15	42.05
166 cars and over	*	*	**	**
THROUGH FREIGHT BRAKEMEN AND FLAGMEN				
			For miles in excess of 100	
Basic rates	\$41.43	\$41.36	36.56¢	36.48¢
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$41.78	\$41.71	36.91¢	36.83¢
81 to 105 cars	42.43	42.36	37.56	37.48
106 to 125 cars	42.83	42.76	37.96	37.88
126 to 145 cars	43.08	43.01	38.21	38.13
146 to 165 cars	43.18	43.11	38.31	38.23
166 cars and over	*	*	**	**

*Add 20¢ for each additional block of 20 cars or portion thereof.

**Add 0.20¢ for each additional block of 20 cars or portion thereof.

Appendix 2

Standard Basic Daily and Mileage Rates of Pay - as of October 1, 1975

CONDUCTORS AND TRAINMEN - LOCAL FREIGHT SERVICE AND YARD SERVICE

	Daily Rate		Mileage Rate for miles in excess of 100	
	Under agreements held by former			
	ORCS&B-All Regions; BRT-East, Southeast	BRT- Western Region	ORCS&B-All Regions; BRT-East, Southeast	BRT- Western Region
LOCAL FREIGHT CONDUCTORS				
Basic rates	\$46.64	\$46.57	40.96c	40.86c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$46.99	\$46.92	41.31c	41.21c
81 to 105 cars	47.64	47.57	41.96	41.86
106 to 125 cars	48.04	47.97	42.36	42.26
126 to 145 cars	48.29	48.22	42.61	42.51
146 to 165 cars	48.39	48.32	42.71	42.61
166 cars and over	*	*	**	**
LOCAL FREIGHT BRAKEMEN AND FLAGMEN				
Basic rates	\$41.86	\$41.79	36.99c	36.91c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$42.21	\$42.14	37.34c	37.26c
81 to 105 cars	42.86	42.79	37.99	37.91
106 to 125 cars	43.26	43.19	38.39	38.31
126 to 145 cars	43.51	43.44	38.64	38.56
146 to 165 cars	43.61	43.54	38.74	38.66
166 cars and over	*	*	**	**
Minimum daily earnings:				
Conductors	\$47.34	\$47.26		
Brakemen, Flagmen	42.56	42.49		
Established by Article II(b) of ORCS&B Agreement of December 21, 1955, and by Article II(b) of BRT Agreement of October 4, 1955, supplemented December 21, 1955.				

*Add 20c for each additional block of 20 cars or portion thereof.

**Add 0.20c for each additional block of 20 cars or portion thereof.

FIVE-DAY YARD SERVICE	
Occupation	Daily Rate
Yard Conductors (Foremen)	\$55.16
Yard Brakemen (Helpers)	51.73
Switchtenders	48.15

APPENDIX 2

Standard Daily Rates of Pay - As of October 1, 1975

LOCOMOTIVE FIREMEN IN SHORT LOCAL FREIGHT SERVICE
ON RUNS OF 100 MILES OR LESS
WHICH ARE THEREFORE PAID ON A DAILY BASIS WITHOUT A MILEAGE COMPONENT

Rates produced by application of the standard local freight differential
of 43c per basic day, and the special increase under
Article II(c) of the September 14, 1968 Agreement,
to standard basic through freight rates of pay

WEIGHT ON DRIVERS (pounds)	Daily Rates
Less than 140,000	\$45.76
140,000 and less than 200,000	46.11
200,000 and less than 250,000	46.28
250,000 and less than 300,000	46.45
300,000 and less than 350,000	46.72
350,000 and less than 400,000	46.80
400,000 and less than 450,000	46.96
450,000 and less than 500,000	47.12
500,000 and less than 550,000	47.28
550,000 and less than 600,000	47.44
600,000 and less than 650,000	47.60
650,000 and less than 700,000	47.76
700,000 and less than 750,000	47.92
750,000 and less than 800,000	48.08
800,000 and less than 850,000	48.24
850,000 and less than 900,000	48.40
900,000 and less than 950,000	48.56
950,000 and less than 1,000,000	48.72
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	\$.16

Appendix 2

Standard Daily Rates of Pay - as of October 1, 1975

FREIGHT CONDUCTORS AND TRAINMEN
WITHOUT A MILEAGE COMPONENT IN THEIR ASSIGNMENTS

	Standard Basic Daily Rates in Through Freight Service without a Mileage Component ^a		Standard Daily Rates in Short Local Freight Service ^b	
	Under agreements held by former			
	ORC&B-All Regions; BRT-East, Southeast	BRT- Western Region	ORC&B-All Regions; BRT-East, Southeast	BRT- Western Region
FREIGHT CONDUCTORS				
Basic rates	\$47.28	\$47.22	\$48.49	\$48.40
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$47.63	\$47.57	\$48.64	\$48.75
81 to 105 cars	48.28	48.22	49.49	49.40
106 to 125 cars	48.68	48.62	49.89	49.80
126 to 145 cars	48.53	48.87	50.14	50.05
146 to 165 cars	49.03	48.97	50.24	50.15
166 cars and over	*	*	*	*
FREIGHT BRAKEMEN AND FLAGMEN				
Basic rates	\$42.63	\$42.57	\$43.71	\$43.64
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$42.98	\$42.92	\$44.06	\$43.99
81 to 105 cars	43.63	43.57	44.71	44.64
106 to 125 cars	44.03	43.97	45.11	45.04
126 to 145 cars	44.28	44.22	45.36	45.29
146 to 165 cars	44.38	44.32	45.46	45.39
166 cars and over	*	*	*	*

* Add 20¢ for each additional block of 20 cars or portion thereof.

. Applicable to freight conductors and trainmen paid through freight rates who are without a mileage component in their assignments and are therefore paid on a daily basis. Rates produced by application of the special adjustment of \$1.00 per day under Article I, Section 7 of the January 27, 1972 Agreement to standard basic through freight rates of pay.

. Applicable where local freight rates are paid to conductors and trainmen in local freight service, or on road switchers, roustabout runs, mine runs, or in other miscellaneous service, on runs of 100 miles or less which are therefore paid on a daily basis without a mileage component. Rates produced by application of the standard local freight differential of 56¢ per basic day for conductors and 43¢ per basic day for brakemen and flagmen, the special increase of \$.40 per day under Article II, Section 1(c) of the March 19, 1969 Agreement and Article II(c) of the July 17, 1968 Agreement, and the special adjustment of \$1.00 per day under Article I, Section 7 of the January 27, 1972 Agreement, to standard basic through freight rates of pay.

APPENDIX 3

STANDARD BASIC DAILY AND MILEAGE RATES OF PAY

As of April 1, 1976

LOCOMOTIVE ENGINEERS (MOTORMEN) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$48.12	42.05c
80,000 and less than 100,000	48.12	42.05
100,000 and less than 140,000	48.21	42.14
140,000 and less than 170,000	48.29	42.22
170,000 and less than 200,000	48.38	42.31
200,000 and less than 250,000	48.47	42.40
250,000 and less than 300,000	48.55	42.48
300,000 and less than 350,000	48.64	42.57
350,000 and less than 400,000	48.72	42.65
400,000 and less than 450,000	48.81	42.74
450,000 and less than 500,000	48.90	42.83
500,000 and less than 550,000	48.98	42.91
550,000 and less than 600,000	49.07	43.00
600,000 and less than 650,000	49.15	43.08
650,000 and less than 700,000	49.24	43.17
700,000 and less than 750,000	49.32	43.25
750,000 and less than 800,000	49.41	43.34
800,000 and less than 850,000	49.49	43.42
850,000 and less than 900,000	49.58	43.51
900,000 and less than 950,000	49.66	43.59
950,000 and less than 1,000,000	49.75	43.68
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof - Add alternately	\$.08 and \$.09	.08c and .09c
MOTOR OR ELECTRIC CARS in Multiple or Single Unit	\$48.38	42.31c
Daily Earnings Minimum	\$49.64	

APPENDIX 3

Standard Basic Daily and Mileage Rates of Pay - As of April 1, 1976

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$53.00	46.45c
140,000 and less than 200,000	53.43	46.88
200,000 and less than 250,000	53.60	47.05
250,000 and less than 300,000	53.75	47.20
300,000 and less than 350,000	53.90	47.35
350,000 and less than 400,000	54.11	47.56
400,000 and less than 450,000	54.32	47.77
450,000 and less than 500,000	54.53	47.98
500,000 and less than 550,000	54.74	48.19
550,000 and less than 600,000	54.92	48.37
600,000 and less than 650,000	55.10	48.55
650,000 and less than 700,000	55.28	48.73
700,000 and less than 750,000	55.46	48.91
750,000 and less than 800,000	55.64	49.09
800,000 and less than 850,000	55.82	49.27
850,000 and less than 900,000	56.00	49.45
900,000 and less than 950,000	56.18	49.63
950,000 and less than 1,000,000	56.36	49.81
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.18	Add .18c

Note: Minimum daily earnings \$54.51 established by Article III(b) of Agreement of October 14, 1955

Differential for Engineers Working Without Firemen

For engineers working without firemen on locomotives on which under the former National Diesel Agreement of 1950 firemen would have been required, a uniform differential of \$4.00 per basic day and 4¢ per mile for miles in excess of 100 will be added to the above rates (in addition to the local freight differential if applicable).

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily Rates	
	Six- or Seven- Day Work Week	Five-Day Work Week
Less than 500,000	\$52.60	\$60.07
500,000 and less than 550,000	52.81	60.32
550,000 and less than 600,000	52.99	60.54
600,000 and less than 650,000	53.17	60.75
650,000 and less than 700,000	53.35	60.97
700,000 and less than 750,000	53.53	61.19
750,000 and less than 800,000	53.71	61.40
800,000 and less than 850,000	53.89	61.62
850,000 and less than 900,000	54.07	61.83
900,000 and less than 950,000	54.25	62.05
950,000 and less than 1,000,000	54.43	62.27
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.18	Add \$.215

Differential for Engineers Working Without Firemen

For engineers working without firemen on locomotives on which under the former National Diesel Agreement of 1950 firemen would have been required, a uniform differential of \$4.00 per basic day will be added to the above rates.

APPENDIX 3

Standard Basic Daily and Mileage Rates of Pay - As of April 1, 1976

LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$43.09	37.94c
80,000 and less than 100,000	43.18	38.03
100,000 and less than 140,000	43.26	38.11
140,000 and less than 170,000	43.44	38.29
170,000 and less than 200,000	43.52	38.37
200,000 and less than 250,000	43.61	38.46
250,000 and less than 300,000	43.61	38.46
300,000 and less than 350,000	43.69	38.54
350,000 and less than 400,000	43.78	38.63
400,000 and less than 450,000	43.87	38.72
450,000 and less than 500,000	43.95	38.80
500,000 and less than 550,000	44.04	38.89
550,000 and less than 600,000	44.12	38.97
600,000 and less than 650,000	44.20	39.05
650,000 and less than 700,000	44.28	39.13
700,000 and less than 750,000	44.36	39.21
750,000 and less than 800,000	44.44	39.29
800,000 and less than 850,000	44.52	39.37
850,000 and less than 900,000	44.60	39.45
900,000 and less than 950,000	44.68	39.53
950,000 and less than 1,000,000	44.76	39.61
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.08	Add .08c
Daily Earnings Minimum	\$44.43	

APPENDIX 3

Standard Basic Daily and Mileage Rates of Pay - As of April 1, 1976

LOCOMOTIVE FIREMEN (HELPERS) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Basic Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$46.13	40.63c
140,000 and less than 200,000	46.48	40.98
200,000 and less than 250,000	46.65	41.15
250,000 and less than 300,000	46.82	41.32
300,000 and less than 350,000	47.09	41.59
350,000 and less than 400,000	47.17	41.67
400,000 and less than 450,000	47.33	41.83
450,000 and less than 500,000	47.49	41.99
500,000 and less than 550,000	47.65	42.15
550,000 and less than 600,000	47.81	42.31
600,000 and less than 650,000	47.97	42.47
650,000 and less than 700,000	48.13	42.63
700,000 and less than 750,000	48.29	42.79
750,000 and less than 800,000	48.45	42.95
800,000 and less than 850,000	48.61	43.11
850,000 and less than 900,000	48.77	43.27
900,000 and less than 950,000	48.93	43.43
950,000 and less than 1,000,000	49.09	43.59
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.16	Add .16¢

Note: Minimum daily earnings \$47.55
established by Article III(b) of Agreement of October 14, 1955

LOCOMOTIVE FIREMEN (HELPERS) -- YARD SERVICE,
AND HOSTLERS AND HOSTLER HELPERS

YARD SERVICE: WEIGHT ON DRIVERS (pounds)	Standard Basic Daily Rates	
	Six- or Seven- Day Work Week	Five Day Work Week
Less than 140,000	\$45.90	\$51.21
140,000 and less than 200,000	46.03	51.36
200,000 and less than 250,000	46.20	51.57
250,000 and less than 300,000	46.37	51.77
300,000 and less than 350,000	46.64	52.10
350,000 and less than 400,000	46.72	52.19
400,000 and less than 450,000	46.88	52.38
450,000 and less than 500,000	47.04	52.58
500,000 and less than 550,000	47.20	52.77
550,000 and less than 600,000	47.36	52.96
600,000 and less than 650,000	47.52	53.15
650,000 and less than 700,000	47.68	53.34
700,000 and less than 750,000	47.84	53.54
750,000 and less than 800,000	48.00	53.73
800,000 and less than 850,000	48.16	53.92
850,000 and less than 900,000	48.32	54.11
900,000 and less than 950,000	48.48	54.30
950,000 and less than 1,000,000	48.64	54.50
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	Add \$.16	Add \$.19
HOSTLING SERVICE: OCCUPATION		
Outside Hostler	\$46.74	\$52.30
Inside Hostler	45.44	50.73
Outside Hostler Helper	44.30	49.26

APPENDIX 3

Standard Basic Daily and Mileage Rates of Pay - as of April 1, 1976

CONDUCTORS AND TRAINMEN - PASSENGER SERVICE AND THROUGH FREIGHT SERVICE

	Daily Rate		Mileage Rate	
	Under agreements held by former			
	ORC&B-All Regions; BRT-East, Southeast	BRT-Western Region	ORC&B-All Regions; BRT-East, Southeast	BRT-Western Region
PASSENGER CONDUCTORS AND TRAINMEN				
			For miles in excess of 150	
Conductors	\$48.91	\$48.84	28.59¢	28.55¢
Assistant Conductors - Ticket Collectors	44.37	44.29	26.16	26.10
Brakemen and Flagmen	42.79	42.69	25.16	25.12
Train Baggage-men	43.11	43.03	25.37	25.33
THROUGH FREIGHT CONDUCTORS				
			For miles in excess of 100	
Basic rates	\$47.46	\$47.39	41.61¢	41.51¢
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$47.81	\$47.74	41.96¢	41.86¢
81 to 105 cars	48.46	48.39	42.61	42.51
106 to 125 cars	48.86	48.79	43.01	42.91
126 to 145 cars	49.11	49.04	43.26	43.16
146 to 165 cars	49.21	49.14	43.36	43.26
166 cars and over	*	*	**	**
THROUGH FREIGHT BRAKEMEN AND FLAGMEN				
			For miles in excess of 100	
Basic rates	\$42.67	\$42.60	37.66¢	37.57¢
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$43.02	\$42.95	38.01¢	37.92¢
81 to 105 cars	43.67	43.60	38.66	38.57
106 to 125 cars	44.07	44.00	39.06	38.97
126 to 145 cars	44.32	44.25	39.31	39.22
146 to 165 cars	44.42	44.35	39.41	39.32
166 cars and over	*	*	**	**

*Add 20¢ for each additional block of 20 cars or portion thereof.

**Add 0.20¢ for each additional block of 20 cars or portion thereof.

Appendix 3

Standard Basic Daily and Mileage Rates of Pay - as of April 1, 1976

CONDUCTORS AND TRAINMEN - LOCAL FREIGHT SERVICE AND YARD SERVICE

	Daily Rate		Mileage Rate for miles in excess of 100	
	Under agreements held by former			
	ORC&B-All Regions; BRT-East, Southeast	BRT- Western Region	ORC&B-All Regions; BRT-East, Southeast	BRT- Western Region
LOCAL FREIGHT CONDUCTORS				
Basic rates	\$48.02	\$47.95	42.17c	42.07c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$48.37	\$48.30	42.52c	42.42c
81 to 105 cars	49.02	48.95	43.17	43.07
106 to 125 cars	49.42	49.35	43.57	43.47
126 to 145 cars	49.67	49.60	43.82	43.72
146 to 165 cars	49.77	49.70	43.92	43.82
166 cars and over	*	*	**	**
LOCAL FREIGHT BRAKEMEN AND FLAGMEN				
Basic rates	\$43.10	\$43.03	38.09c	38.00c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$43.45	\$43.38	38.44c	38.35c
81 to 105 cars	44.10	44.03	39.09	39.00
106 to 125 cars	44.50	44.43	39.49	39.40
126 to 145 cars	44.75	44.68	39.74	39.65
146 to 165 cars	44.85	44.78	39.84	39.75
166 cars and over	*	*	**	**
Minimum daily earnings:				
Conductors	\$48.72	\$48.64		
Brakemen, Flagmen	43.80	43.73		
Established by Article II(b) of ORC&B Agreement of December 21, 1955, and by Article II(b) of BRT Agreement of October 4, 1955, supplemented December 21, 1955.				

*Add 20c for each additional block of 20 cars or portion thereof.

**Add 0.20c for each additional block of 20 cars or portion thereof.

FIVE-DAY YARD SERVICE	
Occupation	Daily Rate
Yard Conductors (Foremen)	\$56.81
Yard Brakemen (Helpers)	53.28
Switchtenders	49.59

APPENDIX 3

Standard Daily Rates of Pay - As of April 1, 1976

LOCOMOTIVE FIREMEN IN SHORT LOCAL FREIGHT SERVICE
ON RUNS OF 100 MILES OR LESS
WHICH ARE THEREFORE PAID ON A DAILY BASIS WITHOUT A MILEAGE COMPONENT

Rates produced by application of the standard local freight differential
of 43¢ per basic day, and the special increase under
Article II(c) of the September 14, 1968 Agreement,
to standard basic through freight rates of pay

WEIGHT ON DRIVERS (pounds)	Daily Rates
Less than 140,000	\$47.21
140,000 and less than 200,000	47.56
200,000 and less than 250,000	47.73
250,000 and less than 300,000	47.90
300,000 and less than 350,000	48.17
350,000 and less than 400,000	48.25
400,000 and less than 450,000	48.41
450,000 and less than 500,000	48.57
500,000 and less than 550,000	48.73
550,000 and less than 600,000	48.89
600,000 and less than 650,000	49.05
650,000 and less than 700,000	49.21
700,000 and less than 750,000	49.37
750,000 and less than 800,000	49.53
800,000 and less than 850,000	49.69
850,000 and less than 900,000	49.85
900,000 and less than 950,000	50.01
950,000 and less than 1,000,000	50.17
1,000,000 pounds and over: For each additional 50,000 pounds or fraction thereof	\$.16

Appendix 3

Standard Daily Rates of Pay - as of April 1976

FREIGHT CONDUCTORS AND TRAINMEN
WITHOUT A MILEAGE COMPONENT IN THEIR ASSIGNMENTS

	Standard Basic Daily Rates in Through Freight Service without a Mileage Component ^a		Standard Daily Rates in Short Local Freight Service ^b	
	Under agreements held by former			
	ORC&B-All Regions; BRT-East, Southeast	BRT- Western Region	ORC&B-All Regions; BRT-East, Southeast	BRT- Western Region
FREIGHT CONDUCTORS				
Basic rates	\$48.70	\$48.64	\$49.93	\$49.84
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$49.05	\$48.99	\$50.28	\$50.19
81 to 105 cars	49.70	49.64	50.93	50.84
106 to 125 cars	50.10	50.04	51.33	51.24
126 to 145 cars	50.35	50.29	51.58	51.49
146 to 165 cars	50.45	50.39	51.68	51.59
166 cars and over	*	*	*	*
FREIGHT BRAKEMEN AND FLAGMEN				
Basic rates	\$43.91	\$43.85	\$45.01	\$44.94
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$44.26	\$44.20	\$45.36	\$45.29
81 to 105 cars	44.91	44.85	46.01	45.94
106 to 125 cars	45.31	45.25	46.41	46.34
126 to 145 cars	45.56	45.50	46.66	46.59
146 to 165 cars	45.66	45.60	46.76	46.69
166 cars and over	*	*	*	*

* Add 20¢ for each additional block of 20 cars or portion thereof.

- a. Applicable to freight conductors and trainmen paid through freight rates who are without a mileage component in their assignments and are therefore paid on a daily basis. Rates produced by application of the special adjustment of \$1.00 per day under Article I, Section 7 of the January 27, 1972 Agreement to standard basic through freight rates of pay.
- b. Applicable where local freight rates are paid to conductors and trainmen in local freight service, or on road switchers, roustabout runs, mine runs, or in other miscellaneous service, on runs of 100 miles or less which are therefore paid on a daily basis without a mileage component. Rates produced by application of the standard local freight differential of 56¢ per basic day for conductors and 43¢ per basic day for brakemen and flagmen, the special increase of \$.40 per day under Article II, Section 1(c) of the March 19, 1969 Agreement and Article II(c) of the July 17, 1968 Agreement, and the special adjustment of \$1.00 per day under Article I, Section 7 of the January 27, 1972 Agreement, to standard basic through freight rates of pay.

EXHIBIT A

RAILROADS REPRESENTED BY THE NATIONAL CARRIERS' CONFERENCE COMMITTEE IN CONNECTION WITH NOTICES, DATED ON OR ABOUT JULY 1, 1974, SERVED UPON VARIOUS RAILROADS BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES, OF THE UNITED TRANSPORTATION UNION (E), (C), (T) AND (S), OF DESIRE TO REVISE AGREEMENTS TO THE EXTENT INDICATED IN ATTACHMENT 1 THERETO, AND IN CONNECTION WITH NOTICES, DATED ON OR ABOUT AUGUST 1, 1974, SERVED BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES, OF THE UNITED TRANSPORTATION UNION (E), (C), (T) AND (S) PERTAINING TO HOSPITAL, SURGICAL AND MEDICAL BENEFITS (INCLUDING DENTAL BENEFITS) AND GROUP LIFE INSURANCE, AS SET FORTH IN ATTACHMENT "A" THERETO.

Subject to indicated footnotes, this authorization is co-extensive with notices filed and with provisions of current schedule agreements applicable to employees represented by the United Transportation Union (E), (C), (T) and/or (S), as indicated by "x" inserted in the appropriate column(s) below:

RAILROADS	UNITED TRANSPORTATION UNION			
	(E)	(C)	(T)	(S)
Akron & Barberton Belt Railroad	x		x	
Akron, Canton & Youngstown Railroad	x		x	
@Alameda Belt Line	x			x
Alton & Southern Railway	x		x	
*Ann Arbor Railroad	x		x	
Atchison, Topeka and Santa Fe Railway	x	x	x	
Atlanta and West Point Rail Road, The Western Railway of Alabama	x		x	
Atlanta Joint Terminals			x	
Baltimore and Ohio Railroad	1-x	2-x	3-x	
Baltimore and Ohio Chicago Terminal Railroad	x		x	
Bangor and Aroostook Railroad	x		x	
#Bauxite and Northern Railway	x		x	
Belt Railway Company of Chicago			x	
@Bessemer and Lake Erie Railroad	x		x	
*Boston and Maine Corporation			x	
Brooklyn Eastern District Terminal			x	
Buffalo Creek Railroad	x			x
Burlington Northern Inc.	x	x	x	x
Butte, Anaconda & Pacific Railway	x		x	
Camas Prairie Railroad	x	x	x	x
Canadian National Railways -				
Great Lakes Region-- Lines in the United States			x	
St. Lawrence Region- Lines in the United States	#-x		x	
#Canadian Pacific Limited	x		x	
Central of Georgia Railroad	x	x	x	x
*Central Railroad Company of New Jersey		x	x	
New York & Long Branch Railroad			x	
Central Vermont Railway, Inc.	x		x	
Chesapeake and Ohio Railway	x	x	x	
Chicago & Eastern Illinois Railroad			x	
Chicago & Illinois Midland Railway	x		x	
Chicago and North Western Transportation Company	x	x	x	x
Chicago and Western Indiana Railroad	x		x	
Chicago, Milwaukee, St. Paul and Pacific Railroad	x	x	x	

RAILROADS	UNITED TRANSPORTATION UNION			
	(E)	(C)	(T)	(S)
Chicago Produce Terminal Company			x	
#Chicago River and Indiana Railroad			x	
Chicago, Rock Island and Pacific Railroad	x		x	x
Chicago Short Line Railway	x		x	
Chicago South Shore and South Bend Railroad	x		x	
Chicago Union Station Company			x	
Chicago, West Pullman and Southern Railroad	x		x	
Clinchfield Railroad	x	x	x	x
Colorado and Southern Railway		x	x	
Columbia & Cowlitz Railway	x		x	
#Columbia, Newberry & Laurens Railroad			x	
Davenport, Rock Island and North Western Railway	x			x
Delaware and Hudson Railway	x	x	x	
Denver and Rio Grande Western Railroad	x	x	x	x
Des Moines Union Railway	x			x
#Detroit and Mackinac Railway	x		x	
Detroit and Toledo Shore Line Railroad	x	x	x	
Detroit, Toledo & Ironton Railroad	x		x	
@Duluth, Missabe and Iron Range Railway	x	x	x	
Duluth, Winnipeg and Pacific Railway	x		x	
@Elgin, Joliet and Eastern Railway	x			
*Erie Lackawanna Railway	x		x	
Fort Worth and Denver Railway	x		x	x
#Gainesville Midland Railroad			x	
Georgia Railroad		x	x	
Grand Trunk Western Railroad	4-x	x	x	
Green Bay and Western Railroad	x		x	
Houston Belt & Terminal Railway			x	
Illinois Central Gulf Railroad	x	x	x	
Illinois Northern Railway	x		x	
Illinois Terminal Railroad	x		x	
Indiana Harbor Belt Railroad	x		x	
Indianapolis Union Railway	x			x
Joint Texas Division of the CRI&P RR. and FW&D Ry.	x	x	x	
Kansas City Southern Railway	x	x	x	
Kansas City Terminal Railway	x		x	x
Kentucky & Indiana Terminal Railroad	x		x	
#Lake Erie, Franklin & Clarion Railroad	x		x	
#Lake Superior & Ishpeming Railroad	x		x	
Lake Superior Terminal and Transfer Railway	x			x
@Lake Terminal Railroad			x	
*Lehigh and Hudson River Railway	x		x	
Lehigh and New England Railway	x	x	x	
*Lehigh Valley Railroad		x	x	
Longview, Portland & Northern Railway			x	
Los Angeles Junction Railway	x			x
Louisiana & Arkansas Railway	x	x	x	
Louisville and Nashville Railroad	x	x	x	
Maine Central Railroad	x	x	x	
Portland Terminal Company	x		x	

RAILROADS	UNITED TRANSPORTATION UNION			
	(E)	(C)	(I)	(S)
Manufacturers Railway	x		x	
@McKeesport Connecting Railroad	x			
Minneapolis, Northfield and Southern Railway	x		x	
Minnesota, Dakota & Western Railway	x		x	
Minnesota Transfer Railway	x		x	
#Mississippi Export Railroad	x		x	
Missouri-Kansas-Texas Railroad	5-x	5-x	5-x	
Missouri Pacific Railroad	x	x	x	
Missouri-Illinois Railroad	x	x	x	
Monongahela Railway	x	x	x	
Montour Railroad	x		x	
@Newburgh and South Shore Railway			x	
New Orleans Public Belt Railroad	x			x
New Orleans Union Passenger Terminal	x		x	
New York, Susquehanna and Western Railroad	x	x	x	
Norfolk and Portsmouth Belt Line Railroad			x	
Norfolk and Western Railway	x	x	x	
@Northampton and Bath Railroad	x		x	
Northwestern Pacific Railroad		x	x	
@Oakland Terminal Railway	x			x
Ogden Union Railway and Depot Company			x	
Oregon, California and Eastern Railway	x	x	x	
**Penn Central Transportation Company	6-x	7-x	8-x	
Pennsylvania-Reading Seashore Lines	x		9-x	
Peoria and Pekin Union Railway	x		x	
Pittsburg & Shawmut Railroad	x		x	
Pittsburg & Lake Erie Railroad	x	x	x	
Pittsburgh, Chartiers & Youghiogheny Railway	x		x	
Portland Terminal Railroad Company				x
Port Terminal Railroad Association	x		x	
Quana, Acme & Pacific Railway	x		x	
*Reading Company	x	x	x	
Ironton Railroad	x	x	x	
Richmond, Fredericksburg and Potomac Railroad		x	x	
Sacramento Northern Railway				x
St. Joseph Terminal Railroad	x		x	
St. Louis-San Francisco Railway Company	10-x		11-x	
St. Louis Southwestern Railway	x		x	
Saint Paul Union Depot Company				x
@Salt Lake City Union Depot and Railroad Company				x
San Diego and Arizona Eastern Railway		x	x	
Seaboard Coast Line Railroad	x	x	x	
Soo Line Railroad	x	x	x	
Southern Pacific Transportation Company				
Pacific Lines and Texas and Louisiana Lines	12-x	x	x	13-x
Southern Railway Company	x	x	x	
Alabama Great Southern Railroad	x	x	x	x
Cincinnati, New Orleans & Texas Pacific Railway	x	x	x	
Georgia Southern & Florida Railway	x	x	x	
New Orleans Terminal Company	x		x	
St. Johns River Terminal Company	x		x	

RAILROADS	UNITED TRANSPORTATION UNION			
	(E)	(C)	(T)	(S)
South Omaha Terminal Railway	x		x	
Spokane International Railroad	x	x		x
Staten Island Railroad Corporation			x	
Terminal Railroad Association of St. Louis	x		x	
Texas and Pacific Railway	x	x	x	
Abilene & Southern Railway		x	x	
Fort Worth Belt Railway	x		x	
New Orleans and Lower Coast Railroad	x		x	
Texas-New Mexico Railway	x	x	x	
Weatherford, Mineral Wells and Northwestern Railway		x	x	
Texas Mexican Railway	x		x	
Texas Pacific-Missouri Pacific Terminal Railroad of New Orleans				x
Toledo, Peoria and Western Railroad	x		x	
Toledo Terminal Railroad	x		x	
Union Depot Company, Columbus, Ohio				x
Union Pacific Railroad Company	x	x	x	
Union Terminal Railway-St. Joseph Belt Railway	x		x	
Walla Walla Valley Railway	@-x		x	
@Warren and Ouachita Valley Railroad		x	x	
Washington Terminal Company	x		x	
@Waterloo Railroad			x	
Western Maryland Railway	x		x	
Western Pacific Railroad		x	x	x
Wichita Terminal Association	x		x	
Yakima Valley Transportation Company			x	
@Youngstown and Northern Railroad	x			
Youngstown & Southern Railway			x	

NOTES: -

- * - Subject to the approval of the Courts.
- ** - Subject to the approval of the Trustees of the Property and to the approval of the Courts. The Trustees have approved.
- # - Authorization covers negotiation of the organization's August 1, 1974 notice, only.
- @ - Authorization covers negotiation of the organization's July 1, 1974 notice, only.
- 1 - Authorization includes Firemen on Buffalo Division (BR&P Territory) and Engineers and Firemen on Curtis Bay Railroad and in Strouds Creek and Muddlety Territory.
- 2 - Authorization includes Conductors on Buffalo Division (BR&P Territory) and Conductors and Trainmen in Strouds Creek and Muddlety Territory.

- Continued -

NOTES: - Continued -

- 3 - Authorization includes Trainmen on Buffalo Division (BR&P Territory) and on Curtis Bay Railroad.
- 4 - Authorization applies to only one Engineer on the former MP&N Railroad, Muskegon, Michigan.
- 5 - Authorization excludes any issue involving the right of employees, or the organization, to unilaterally withdraw from a hospital association in favor of GA-23000 coverage.
- 6 - Authorization includes Engineers on Canada Division of the former New York Central Railroad and excludes Firemen and Hostlers on the Louisville and Jeffersonville Bridge and Railroad Company.
- 7 - Authorization covers Road Conductors on the former New York Central Railroad Southern District only.
- 8 - Authorization includes Yardmasters on the Canada Division; however, authorization covering Road Conductors on the former New York Central Railroad, except Southern District, and Dining Car Stewards on the former Pennsylvania Railroad, is limited to the negotiation of the August 1, 1974 notice, only.
- 9 - Authorization also includes the organization's separate notice dated July 1, 1974 served on behalf of Yardmasters.
- 10 - Authorization includes employees on the AT&N District.
- 11 - Authorization includes employees on the AT&N and NEO Districts.
- 12 - Authorization includes former El Paso and Southwestern System and Nogales, Arizona, Yard.
- 13 - Authorization includes former El Paso and Southwestern System.

FOR THE CARRIERS:

FOR THE UNITED TRANSPORTATION UNION:

W. A. Hupp

Al H. Chesser

Washington, D. C.,
January 29, 1975.

NATIONAL RAILWAY LABOR CONFERENCE

1225 CONNECTICUT AVENUE, N.W., WASHINGTON, D. C. 20036/AREA CODE: 202-659-9320

WILLIAM H. DEMPSEY, Chairman H. E. GREER, Vice Chairman ROBERT BROWN, Vice Chairman
W. L. BURNER, Jr., Director of Research J. F. GRIFFIN, Director of Labor Relations
D. P. LEE, General Counsel T. F. STRUNCK, Administrator of Disputes Committees

January 29, 1975

Messrs. C. J. Chamberlain, President
Brotherhood of Railroad Signalmen
601 West Golf Road
Mount Prospect, Illinois 60056

H. C. Crotty, President
Brotherhood of Maintenance of Way Employees
12050 Woodward Avenue
Detroit, Michigan 48203

Al H. Chesser, President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

J. W. O'Brien, General Vice President
Sheet Metal Workers' International Association
1750 New York Avenue, N. W.
Washington, D. C. 20006

Gentlemen:

As I indicated during our recent discussions respecting health and welfare and related matters, while the carriers are prepared to continue the present benefits provided under Group Policy Contract GA-23000 for a three-year period commencing January 1, 1975, that willingness is conditioned upon the policyholder labor organizations' agreeing to certain changes designed to avoid unnecessary expense without affecting the benefits to the employees or participation of the organizations in the administration of this program.

The changes are:

1. Agreement by the organizations to expeditious use of the amounts in the Special Account to offset premium payments, with the objective of maintaining the necessary balance in the Account consistent with the assurance of continued Medicare premium payments.

2. Agreement in principle to adoption of a premium-plus-account approach to funding GA-23000, provided that further thorough exploration confirms the advice given us jointly by Travelers that the interests of the Policyholder will not be adversely affected.
3. Inclusion of a subrogation provision similar to that included in the supplemental sickness benefits agreements between the carriers and the Signalmen's, Sheet Metal Workers' and Maintenance of Way organizations.

What we have in mind, as a typical case, is this:

An employee is injured on duty. He sues the employer for \$10,000, and includes in his claim \$1,000 of medical expenses which have already been paid under GA-23000. If he wins the suit, he should collect \$9,000, not \$10,000, for otherwise he would be collecting twice for the same thing.

Our understanding is that, in light of the terms agreed to by the carriers in our Memorandum of Understanding dated January 21, 1975, on behalf of your organizations you do not object to these changes, but that you do not purport to speak for any other organizations.

If you concur, would you please sign below.

Yours very truly,

William H. Dempsey

DESCRIPTION OF NATIONAL DENTAL PLAN

EFFECTIVE DATE - March 1, 1976

ELIGIBILITY

Employee - An employee of a railroad who is eligible for employee or dependent coverage under GA-23000, provided he has completed one year of service with the railroad.

Dependent - For other than orthodontia, the spouse and children of a covered employee, as they are defined in GA-23000 (i.e. unmarried children under age 19, between 19 and 25 if in school, or over 19 if physically or mentally incapacitated). For orthodontia, unmarried children under age 19.

INDIVIDUAL TERMINATION OF INSURANCE

Upon termination of railroad service; i.e., no special extensions such as those for furloughed or disabled employees as provided under GA-23000.

BENEFITS FOR OTHER THAN ORTHODONTIA

What is Payable - The plan pays the dentist's charges for covered expenses on the following basis:

75%	Group A - Preventive and Basic Services and Emergency Visits
50%	Group B - Prosthetic Services, including Crowns and Gold Restorations

Deductible - \$50 per individual for each calendar year.

Maximum - The maximum benefit for each calendar year is \$500. This maximum applies separately to each insured family member.

What Dental Expenses are Covered - The plan covers charges up to those made by most dentists in the area for the services and supplies described in the following section.

What Dental Services are Covered - The plan covers the following services and supplies, for which a charge is made by a dentist or physician, that are required in connection with the dental care and treatment of any disease or defect. In addition, the plan covers certain preventive services.

GROUP A - Preventive and Basic Services and Emergency Visits1. Oral Examinations and Prophylaxis

Routine oral examination and prophylaxis (scaling and cleaning of teeth), but not more than once for each covered person during any period of six (6) consecutive months.

2. Fluoride Treatment

The plan covers a fluoride treatment once each calendar year for children.

3. Space Maintainers

The plan covers all space maintainers.

4. Emergency Visits

Emergency palliative treatment.

5. X-rays

Dental x-rays, including full mouth x-rays (but not more than once in any period of thirty-six (36) consecutive months), supplementary bitewing x-rays (but not more than once in any period of six (6) consecutive months) and such other dental x-rays as are required in connection with the diagnosis of a specific condition requiring treatment.

6. Extractions

The plan covers all extractions. Allowances for extraction include routine post-operative care.

7. Oral Surgery

The plan covers all necessary oral surgery. Allowances include routine post-operative care.

8. Fillings

The plan covers amalgam, acrylic, synthetic porcelain and composite fillings that are necessary to restore the structure of teeth that have been broken down by decay.

9. General Anesthetic

The plan covers a separate charge for general anesthetic in conjunction with oral surgery and periodontics.

10. Treatment of Gum Disease

The plan covers necessary periodontic treatment of the gums and supporting structure of the teeth.

11. Endodontic Treatment

The plan covers endodontic treatment, including root canal therapy.

12. Drugs

The plan covers charges for injectable antibiotics administered by a dentist or physician.

13. Repair and Rebasing

Repair or recementing of crowns, inlays, onlays, bridgework or dentures; or relining or rebasing of dentures more than six (6) months after the installation of an initial or replacement denture, but not more than one relining or rebasing in any period of thirty-six (36) consecutive months. If the plan pays for a new denture it will not also cover the repair or rebasing of the old denture.

GROUP B - Prosthetic Services

1. Initial Installation

The plan covers initial installation of fixed bridgework, including inlays and crowns used as abutments, and partial or full removable dentures (including any adjustments during the six (6) month period following installation).

2. Replacement of Existing Prosthetic Appliances

The plan covers replacement of an existing partial or full removable denture or fixed bridgework by a new denture or by new bridgework, or the addition of teeth to an existing partial removable denture or to bridgework, but only if satisfactory evidence is presented that:

- (a) The replacement or addition of teeth is required to replace one or more teeth extracted after the existing denture or bridgework was installed, or
- (b) The existing denture or bridgework cannot be made serviceable and is more than 5 years old, or
- (c) The existing denture is an immediate temporary denture which cannot be made permanent and replacement by a permanent denture takes place within twelve (12) months from the date of initial installation of the immediate temporary denture. When a permanent denture replaces an immediate temporary denture for which benefits were provided under this plan, the allowance for both appliances will be limited to the maximum benefit for a permanent denture.

3. Crowns and Gold Restorations

The plan covers crowns, inlays, onlays and gold fillings that are necessary to restore the structure of teeth that have been broken down by decay, provided the tooth cannot be reconstructed by an amalgam, acrylic, synthetic porcelain or composite filling.

Benefit Determination - The plan covers treatment performed while insured. Treatment will be considered to have been performed when the service is actually rendered, except as specified for the following procedures:

- (a) Dentures, Full or Partial - when the impression is taken for the appliances.

- (b) Fixed bridgework, crowns and gold restorations - when the tooth is first prepared.
- (c) Endodontics, including root canal therapy - when the tooth is opened.

Extended Benefits - For the procedures listed under Benefit Determination, benefit payments will be made for treatment performed while insured with respect to services rendered within 30 days following termination of insurance.

Dental Charges Not Covered - Covered Dental Expenses do not include and no benefits are payable for:

- ... Charges for services for which benefits are otherwise provided under surgical and major medical coverage under Group Policy Contract GA-23000.
- ... Charges for treatment by other than a legally licensed dentist or physician, except that scaling or cleaning of teeth and topical application of fluoride may be performed by a licensed dental hygienist if the treatment is rendered under the supervision and guidance of the dentist.
- ... Charges for veneers or similar properties of crowns and pontics placed on or replacing teeth, other than the ten upper and lower anterior teeth.
- ... Charges for services or supplies that are cosmetic in nature, including charges for personalization or characterization of dentures, specialized techniques, or precision attachments.
- ... Charges for the replacement of a lost, missing, or stolen prosthetic device.
- ... Charges for appliances or procedures to increase vertical dimension or occlusion.
- ... Charges for orthodontic diagnostic procedures and treatment, including appliance therapy, surgical therapy and functional or myofunctional therapy.
- ... Charges for services or supplies which are compensable under a Workmen's Compensation or Employer's Liability Law.
- ... Charges for services rendered through a medical department, clinic, or similar facility provided or maintained by the patient's employer.
- ... Charges for services or supplies for which no charge is made that the employee is legally obligated to pay or for which no charge would be made in the absence of dental expense coverage.
- ... Charges for services or supplies which do not meet or are not necessary according to accepted standards of dental practice, including charges for services or supplies which are experimental in nature.
- ... Charges for services or supplies received as a result of dental disease, defect or injury due to an act of war, declared or undeclared.

- ... Charges for any services to the extent for which benefits are payable under any health care program supported in whole or in part by funds of the federal government or any state or political subdivision thereof.
- ... Charges for education or training and supplies used for personal oral hygiene or dental plaque control, or dietary or nutritional counseling.
- ... Charges for implantology.
- ... Charges for sealants.
- ... Charges for failure to keep a scheduled visit with the dentist or hygienist.
- ... Charges for the completion of any forms.

Optional Treatment - Occasionally, a patient may select a more expensive procedure rather than a suitable alternate procedure. In such case, plan benefits will be paid on the basis of a less expensive procedure that is consistent with good dental care.

Co-ordination of Benefits - If the individual is eligible to receive dental benefits under another program, co-ordination of benefits will be applied between the two with respect to dental charges.

BENEFITS FOR ORTHODONTIA

What Is Payable -

The plan pays the dentist's charge at 50% of covered orthodontic expenses up to a lifetime maximum amount payable of \$500 for each child under 19 years of age.

Covered Orthodontic Treatment -

The plan covers orthodontic treatment that is required to correct malposed teeth, and which begins while the child is covered by the plan. Treatment consists of appliance therapy, surgical therapy, functional and myofunctional therapy, and includes related diagnostic procedures, surgery and extractions performed by a dentist.

Payment Sequence -

The sequence of payments for orthodontic services is determined in the following manner. If the dentist estimates that active treatment will continue for two or more years, then the total benefit is divided into eight equal portions. The first portion will be payable when the orthodontic appliance is installed and subsequent installments will be payable at 90 day intervals until the maximum has been paid or until insurance terminates. If the estimated course of treatment is less than two years, the total charge is divided into portions so as to make payments at 90 day intervals, beginning with the date the appliance is inserted.

Payment Sequence (Cont'd) -

Orthodontic benefits will be payable while treatment continues provided insurance remains in force with respect to the individual. Benefits will be payable provided the individual is covered at the beginning of the 90 day interval. Orthodontic coverage will terminate at the end of the quarter during which the child attains his 19th birthday.

If an employee's insurance is terminated and he subsequently again becomes insured, he will be entitled to any unpaid remainder of the original payable benefit, as long as active orthodontic treatment is continued. Such remainder will be payable at 90 day intervals calculated in accordance with the original payment sequence.

Orthodontic Charges Not Covered -

Since it is contemplated that this plan would be written in conjunction with a plan covering other dental services, the appropriate exclusions set forth in the description of such plan would also apply to this plan.

Co-ordination of Benefits -

If the individual is eligible to receive orthodontic benefits under another program, co-ordination of benefits will be applied between the two with respect to orthodontic charges.