

AGREEMENT

of

OCTOBER 15, 1982

between railroads represented by the

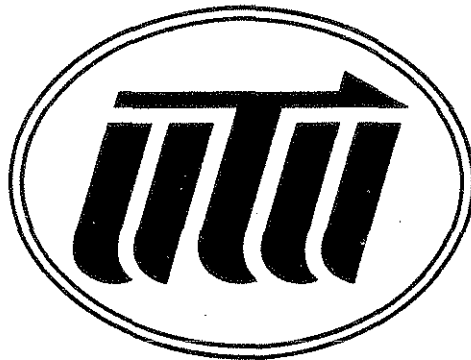
NATIONAL CARRIERS' CONFERENCE COMMITTEE

and

employees of such railroads

represented by the

UNITED TRANSPORTATION UNION



A G R E E M E N T

THIS AGREEMENT, made this 15th day of October, 1982 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 April 1, 1981, all standard basic daily and mileage rates of pay of employees represented by the United Transportation Union in effect on March 31, 1981 shall be increased by an amount equal to 2 percent. The cost-of-living allowance of 58 cents per hour in effect on March 31, 1981 will not be included with basic rates in computing the amount of this increase.

(b) In computing the increase for enginemen under paragraph (a) above, 2 percent shall be applied to the standard basic daily rates of pay, and 2 percent 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	- Less than 500,000 pounds (separate computation 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, 1981, all standard basic daily and mileage rates of pay of employees represented by the United Transportation Union in effect on September 30, 1981, shall be increased by an amount equal to 3 percent, computed and applied for enginemen in the manner prescribed in Section 1 above. The cost-of-living allowance of 90 cents per hour in

effect on September 30, 1981 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 2, which is a part of this Agreement.

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

Effective July 1, 1982, all standard basic daily and mileage rates of pay of employees represented by the United Transportation Union in effect on June 30, 1982, shall be increased by an amount equal to 3 percent, computed and applied for enginemen in the manner prescribed in Section 1 above. The cost-of-living allowance of \$1.25 per hour in effect on June 30, 1982 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, 1983, all standard basic daily and mileage rates of pay of employees represented by the United Transportation Union in effect on June 30, 1983, shall be increased by an amount equal to 3 percent, computed and applied for enginemen in the manner prescribed in Section 1 above. The amount of the cost-of-living allowance which will be in effect on June 30, 1983 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 4, which is a part of this Agreement.

Section 5 - Application of Wage Increases

(a) (i) 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.

(ii) 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.

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

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

(d) 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 March 31, 1981 shall be preserved.

(e) 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.

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

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

(h) The differential of \$4.00 per basic day in freight and yard service, and 4¢ 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.

(i) In computing the increases in rates of pay effective April 1, 1981 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 2 percent increase shall be applied to daily rates in effect March 31, 1981, 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 3 percent effective October 1, 1981, 3 percent effective July 1, 1982, and 3 percent effective July 1, 1983. 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 Appendices 1, 2, 3 and 4, which are a part of this Agreement.

(j) Other than standard rates:

(i) 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.

(ii) The differential of \$4.00 per basic day in freight and yard service, and 4¢ 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.

(iii) 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 (i) above.

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

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

Effective April 1, 1981 all basic monthly rates of pay of dining car stewards and yardmasters represented by the United Transportation Union in effect on March 31, 1981 shall be increased by 2 percent. The cost-of-living allowance of 58¢ per hour in effect on March 31, 1981 will not be included with basic rates in computing the amount of this increase.

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

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|---|---|----|
| Effective October 1, 1981 | - | 3% |
| The cost-of-living allowance of 90 cents per hour in effect on September 30, 1981 will not be included with basic rates in computing the amount of this increase. | | |
| Effective July 1, 1982 | - | 3% |
| The cost-of-living allowance of \$1.25 per hour in effect on June 30, 1982 will not be included with basic rates in computing the amount of this increase. | | |
| Effective July 1, 1983 | - | 3% |
| The amount of the cost-of-living allowance which will be in effect on June 30, 1983 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(g) of Article II, will not be reduced under Article II.

ARTICLE II - COST-OF-LIVING ADJUSTMENTS

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

(a) A cost-of-living adjustment increase of 32 cents per hour will be made effective July 1, 1981. The amount of such adjustment will be added to the cost-of-living allowance of 58 cents per hour remaining in effect. As result of such adjustment, the cost-of-living allowance effective July 1, 1981 will be 90 cents per hour.

(b) A further cost-of-living adjustment increase of 35 cents per hour will be made effective as of January 1, 1982. The amount of such adjustment will be added to the cost-of-living allowance of 90 cents per hour remaining in effect. As result of such adjustment the cost-of-living allowance effective January 1, 1982 will be \$1.25 per hour.

(c) A further cost-of-living adjustment increase of 22 cents per hour will be made effective as of July 1, 1982. The amount of such adjustment will be added to the cost-of-living allowance of \$1.25 per hour remaining in effect. As result of such adjustment the cost-of-living allowance effective July 1, 1982 will be \$1.47 per hour.

(d) The cost-of-living allowance resulting from the adjustments provided for in paragraphs (a), (b) and (c) above will subsequently be adjusted, in the manner set forth in and subject to all the provisions of paragraphs (h) and (i) below, on the basis of the "Consumer Price Index for Urban Wage Earners and Clerical Workers (Revised Series) (CPI-W)" (1967 = 100), U.S. Index, all items - unadjusted, 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 such cost-of-living adjustment shall be made effective January 1, 1983, based (subject to paragraph (h)(i) below) on the BLS Consumer Price Index for September 1982 as compared with the index for March 1982. Such adjustment, and further cost-of-living adjustments which will be made effective the first day of each sixth month thereafter, will be based on the change in the BLS Consumer Price Index during the respective measurement periods shown in the following table subject to the exception in paragraph (h)(ii) below, according to the formula set forth in paragraph (i) below:

<u>Measurement Periods</u>		<u>Effective Date of Adjustment</u>
<u>Base Month</u>	<u>Measurement Month</u>	
(1)	(2)	(3)
March 1982	September 1982	January 1, 1983
September 1982	March 1983	July 1, 1983
March 1983	September 1983	January 1, 1984

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

(f) 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.

(g) On December 31, 1983 the cost-of-living allowance in effect on January 1, 1983 shall be rolled into basic rates of pay and the cost-of-living allowance remaining in effect will be reduced by a like amount. On June 30, 1984, 50% of the cost-of-living allowance then in effect (rounded to the next higher cent if the allowance consists of an odd number of cents) shall be rolled into basic rates and the cost-of-living allowance remaining in effect will be reduced by a like amount.

(h) Cap. (i) In calculations under paragraph (i) below, the maximum increase in the BLS Consumer Price Index (C.P.I.) which will be taken into account will be as follows:

<u>Effective Date of Adjustment</u> (1)	<u>Maximum C.P.I. Increase Which May Be Taken into Account</u> (2)
January 1, 1983	4% of March 1982 CPI
July 1, 1983	8% of March 1982 CPI, less the increase from March, 1982 to September, 1982.
January 1, 1984	4% of March 1983 CPI

(ii) If the increase in the BLS Consumer Price Index from the base month of March 1982 to the measurement month of September 1982, exceeds 4% of the March base index, the measurement period which will be used for determining the cost-of-living adjustment to be effective the following July 1 will be the twelve-month period from such base month of March; the increase in the index which will be taken into account will be limited to that portion of increase which is in excess of 4% of such March base index, and the maximum increase in that portion of the index which may be taken into account will be 8% of such March base index less the 4% mentioned in the preceding clause, to which will be added any residual tenths of points which had been dropped under paragraph (i) below in calculation of the cost-of-living adjustment which will have become effective January 1 during such measurement period.

(iii) Any increase in the BLS Consumer Price Index from the base month of March 1982 to the measurement month of March 1983 in excess of 8% of the March 1982 base index, will not be taken into account in the determination of subsequent cost-of-living adjustments.

(i) Formula. The number of points change in the BLS Consumer Price Index during a measurement period, as limited by paragraph (h) above, will be converted into cents on the basis of one cent equals 0.3 full points. (By "0.3 full points" it is intended that any remainder of 0.1 point or 0.2 point of change after the conversion will not be counted.)

The cost-of-living allowance in effect on July 1, 1982 as result of application of Section 1(c) will be adjusted (increased or decreased) effective January 1, 1983 by the whole number of cents produced by dividing by 0.3 the number of points (including tenths of points) change, as limited by paragraph (h) above, in the BLS Consumer Price Index during the measurement period from the base month of March 1982 to the measurement month of September 1982. Any residual tenths of a point resulting from such division will be dropped. The result of such division will be added to the amount of the cost-of-living allowance in effect on July 1, 1982 if the Consumer Price Index will have been higher at the end than at the beginning of the measurement period, and subtracted therefrom only if the index will have been lower at the end than at the beginning of the measurement period.

The same procedure will be followed in applying subsequent adjustments.

(j) Continuance of the cost-of-living adjustments is dependent upon the availability of the official monthly BLS Consumer Price Index (CPI-W) calculated on the same basis as such Index, 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 CPI-W Index during a measurement period, then that Bureau shall be requested to furnish a conversion factor designed to adjust the newly revised index to the basis of the CPI-W Index during such measurement period.

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(g). 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(g) 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(g) 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(g) of this Article II.

ARTICLE III - VACATIONS

Insofar as applicable to employees represented by the United Transportation Union, the Vacation Agreement dated April 29, 1949, as amended, is further amended effective January 1, 1982, by substituting the following Section 1(c), 1(d) and 1(h) for the corresponding provisions contained in Section 1, as previously amended:

(c) Effective January 1, 1982, each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having eight or more years of continuous service with employing carrier will be qualified for an annual vacation of three weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to one hundred sixty (160) basic days in miles or hours paid for as provided in individual schedules and during the said eight or more years of continuous service renders service of not less than one thousand two hundred and eighty (1280) basic days in miles or hours paid for as provided in individual schedules.

Beginning with the effective date of the provisions of Article 3 of Agreement "A" dated September 25, 1950, May 25, 1951 or May 23, 1952, on an individual carrier, but not earlier than the year 1960, in the application of this Section 1(c) each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.6 days, and each basic day in all other services shall be computed as 1.3 days, for purposes of determining qualifications for vacations. (This is the equivalent of 100 qualifying days in a calendar year in yard service and 120 qualifying days in a calendar year in road service.) (See NOTE below.)

Beginning with the year 1960 on all other carriers, in the application of this Section 1(c) each basic day in all classes of service shall be computed as 1.3 days for purposes of determining qualifications for vacation. (This is the equivalent of 120 qualifying days.) (See NOTE below.)

(d) Effective January 1, 1982, each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having seventeen or more years of continuous service with employing carrier will be qualified for an annual vacation of four weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to one hundred sixty (160)

basic days in miles or hours paid for as provided in individual schedules and during the said seventeen or more years of continuous service renders service of not less than two thousand seven hundred and twenty (2720) basic days in miles or hours paid for as provided in individual schedules.

Beginning with the effective date of the provisions of Article 3 of Agreement "A" dated September 25, 1950, May 25, 1951 or May 23, 1952, on an individual carrier, but not earlier than the year 1960, in the application of this Section 1(d) each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.6 days, and each basic day in all other services shall be computed as 1.3 days, for purposes of determining qualifications for vacations. (This is the equivalent of 100 qualifying days in a calendar year in yard service and 120 qualifying days in a calendar year in road service.) (See NOTE below.)

Beginning with the year 1960 on all other carriers, in the application of this Section 1(d) each basic day in all classes of service shall be computed as 1.3 days for purposes of determining qualifications for vacation. (This is the equivalent of 120 qualifying days.) (See NOTE below.)

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(The NOTE referred to in Sections 1(c) and 1(d) above reads as follows:

"NOTE: - In the application of Section 1(a), (b), (c), (d) and (e), qualifying years accumulated, also qualifying requirements for years accumulated, prior to the effective date of the respective provisions hereof, for extended vacations shall not be changed.")

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(h) Where an employee is discharged from service and thereafter restored to service during the same calendar year with seniority unimpaired, service performed prior to discharge and subsequent to reinstatement during that year shall be included in the determination of qualification for vacation during the following year.

Where an employee is discharged from service and thereafter restored to service with seniority unimpaired, service before and after such discharge and restoration shall be included in computing three hundred twenty (320) basic days under Section 1(b), one thousand two hundred and eighty (1280) basic days under Section 1(c), two thousand seven hundred and twenty (2720) basic days under Section 1(d), and four thousand (4000) basic days under Section 1(e).

ARTICLE IV - HOLIDAYS

Effective January 1, 1983, the national holiday provisions will be revised to add the day after Thanksgiving Day and to substitute New Year's Eve (the day before New Year's Day is observed) for Veterans Day.

The holiday pay qualifications for Christmas Eve - Christmas shall also be applicable to the Thanksgiving Day - day after Thanksgiving Day and the New Year's Eve - New Year's Day holidays.

ARTICLE V - HEALTH AND WELFARE BENEFITS

Section 1. Continuation of Plan

The benefits now provided under The Railroad Employees National Health and Welfare Plan, modified as provided below, will be continued subject to the provisions of the Railway Labor Act, as amended. Contributions to the Plan will be offset by the expeditious use of such amounts as may at any time be in Special Account A or in one or more special accounts or funds maintained by the insurer in connection with Group Policy Contract GA-23000, and by the use of funds held in trust that are not otherwise needed to pay claims, premiums or administrative expenses which are payable from trust. Detailed contract language effectuating all changes in the Plan called for by this Agreement will be worked out by the Joint Policyholder Committee with the insurer.

Section 2. Benefit Changes

The following benefit changes will be made effective on the first day of the month after the month in which this Agreement becomes effective:

(a) Life Insurance - The maximum life insurance benefit for active employees will be increased from \$6,000 to \$10,000.

(b) Accidental Death, Dismemberment and Loss of Sight - The maximum accidental death, dismemberment and loss of sight benefit, called the "Principal Sum" in Group Policy Contract GA-23000, will be increased from \$4,000 to \$8,000. Those accidental death, dismemberment and loss of sight benefits that are payable in the amount of one-half the Principal Sum will thus be increased from \$2,000 to \$4,000.

(c) Hospital Miscellaneous Benefits - The provision for reimbursement for hospital charges for medical care and treatment (other than charges for room and board, nurses', and physicians' and surgeons' fees), and the excess of charges for intensive care in an intensive care unit over the amount payable otherwise, shall be increased from "not more than \$2,000 plus 80% of the excess over \$2,000," to "not more than \$2,500 plus 80% of the excess over \$2,500."

(d) Surgical Expense Benefit -

(i) The maximum surgical benefit for all surgical procedures due to the same or related causes, as well as the maximum basic benefit for any one surgical procedure, will be increased from \$1,000 to \$1,500; and the \$1,000 E Surgical Schedule will be replaced by a \$1,500 E Surgical Schedule.

(ii) No surgical expense benefits described in Part E of Article VII of Group Policy Contract GA-23000 will be payable under the Plan with respect to any non-emergency surgical procedure listed below and described in Schedule I to Policy Contract GA-23000 unless the opinions of two surgeons with respect to the medical necessity of the procedure have first been obtained and at least one of those opinions recommends the procedure. Major medical expense benefits described in Part J of such Article will, however, be payable with respect to such a procedure whether or not the opinion of a second surgeon is obtained. The surgical procedures referred to above are:

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|--------------------------|-----------------------------------|
| 1. Breast Surgery | 7. Gall Bladder Operations |
| 2. Bunion Surgery | 8. Knee Surgery |
| 3. Cataract Surgery | 9. Prostate Operations |
| 4. Hemorrhoid Operations | 10. Rhinoplasty |
| 5. Hernia Repairs | 11. Tonsillectomy & Adenoidectomy |
| 6. Hysterectomy | 12. Varicose Vein Operations |

(e) Radiation Therapy Expense Benefits - The radiation therapy expense benefits and the schedule listing them will be broadened to include chemotherapy treatments; the overall combined maximum radiation therapy and chemotherapy expense benefits for any one person during any one calendar year will be increased from \$400 to \$600; and the overall combined maximum radiation therapy and chemotherapy expense benefits for any one person for any one accident or sickness will be increased from \$400 to \$600.

(f) X-Ray or Laboratory Examinations - The maximum medical expense benefit for x-ray and laboratory examinations of any one person during any one calendar year will be increased from \$150 to \$250.

(g) Physician's Fee Benefit

(i) The maximum amount payable on behalf of an employee or dependent for physician's charges for visits while the employee or dependent is confined as a hospital in-patient will be increased from \$10.00 to \$12.00 per day of such confinement, and the maximum so payable during any one period of hospital confinement will be increased from \$3,650 to \$4,380.

(ii) The maximum amount payable for physician's office visits by an employee shall be increased from \$10.00 to \$12.00, and for home visits from \$12.00 to \$15.00, per visit, limited as at present to one home or office visit per day and a maximum of 180 such visits in a 12-month period; no benefit payable for the first visit on account of injury or first three visits on account of sickness.

(h) Major Medical Expense Benefits - The maximum aggregate amount payable as major medical expense benefits with respect to any eligible employee or dependent during such person's entire lifetime will be increased from \$250,000 to \$500,000.

(i) Hospital Emergency Room - To the extent not otherwise covered under the Plan, benefits will be payable for expenses in excess of \$50 incurred for the use of hospital emergency room by a covered employee or dependent. To the extent the first \$50 of such expenses are not covered by the Plan, they will count toward reaching the cash deductible amount of \$100 under the major medical expense benefits provisions of the Plan.

Section 3. Eligibility

The provision under which a new employee becomes a Qualifying Employee, and may become covered and eligible for benefits, on the first day of the first calendar month starting after such employee has completed 60 continuous days during which he has maintained an employment relationship, will be changed to provide that a new employee (employed on or after the first day of the calendar month following the month in which this agreement is executed) will become a Qualifying Employee on the first day of the first calendar month starting after the day on which such employee first performs compensated service; provided, however, that no employee or dependent health benefits described in Article VII of Group Policy Contract GA-23000, other than the major medical benefits described in Part J thereof, will be payable to or on behalf of an employee until the expiration of twelve months after the month during which he first performs compensated service.

Section 4. Coverage for Dependents Health Benefits

If an employee is covered immediately prior to his death with respect to an eligible dependent's health benefits described in Article VII of Group Policy Contract GA-23000, such coverage will continue with respect to those benefits until the end of the fourth month following the month in which the employee's death occurred.

Section 5. Suspended and Dismissed Employees

An employee who is suspended or dismissed from service and is thereafter awarded full back pay for all time lost as a result of such suspension or dismissal will be covered under the Plan as if he or she had not been suspended or dismissed in the first place.

ARTICLE VI - DENTAL BENEFITS

Section 1. Continuation of Plan

The benefits now provided under The Railroad Employees National Dental Plan, modified as provided below, will be continued subject to the provisions of the Railway Labor Act, as amended. Detailed contract language effectuating all changes in the Plan called for by this Agreement will be worked out by the National Carriers' Conference Committee with the insurer.

Section 2. Benefit Changes

The following benefit changes will be made effective on the first day of the month after the month in which this Agreement becomes effective:

- (a) The maximum benefit (exclusive of any benefits for orthodontia) which may be paid with respect to a covered employee or eligible dependent in any calendar year will be increased from \$750 to \$1,000.
- (b) The maximum aggregate benefit payable for all orthodontic treatment rendered to an eligible dependent child under the age of 19 during his or her lifetime will be increased from \$500 to \$750.
- (c) The benefit payable with respect to the Type A dental expenses described below will be increased to 100% (from 75%) of such expenses, but only to the extent that they exceed the deductible amount, which will not be changed:
 - a. Routine oral examinations and prophylaxis (scaling and cleaning of teeth), but not more than once each in any period of 6 consecutive months.
 - b. Topical application of fluoride for dependent children, but not more than once in any calendar year.
 - c. Space maintainers designed to preserve the space created by the premature loss of a tooth in a child with mixed dentition until normal eruption of the permanent tooth takes place.
 - d. Emergency palliative treatment (to alleviate pain or discomfort).
 - e. Dental x-rays, including full mouth x-rays (but not more than once in any period of 36 consecutive months), supplementary bitewing x-rays (but not more than once in any period of 6 consecutive months) and such other dental x-rays as are required in connection with the diagnosis of a specific condition requiring treatment.

ARTICLE VII - EARLY RETIREMENT MAJOR MEDICAL BENEFITS

Section 1. Continuation of Plan

The benefits now provided under The Railroad Employees National Early Retirement Major Medical Benefit Plan, modified as provided below, will be continued subject to the provisions of the Railway Labor Act, as amended. Detailed contract language effectuating all changes in the Plan called for by this Agreement will be worked out by the National Carriers' Conference Committee with the insurer.

Section 2. Benefit Changes

The following benefit change will be made effective on the first day of the month after the month in which this Agreement becomes effective: The maximum amount payable with respect to any retired or disabled employee covered by the Plan or to any eligible dependent of such a retired or disabled employee will be increased from \$50,000 to \$75,000.

ARTICLE VIII - NATIONAL HEALTH LEGISLATION

In the event that national health legislation should be enacted, benefits provided under The Railroad Employees National Health and Welfare Plan, The Railroad Employees National Early Retirement Major Medical Benefit Plan, and The Railroad Employees National Dental Plan with respect to a type of expense which is a covered expense under such legislation will be integrated so as to avoid duplication, and the parties will agree upon the disposition of any resulting savings.

ARTICLE IX - EXPENSES AWAY FROM HOME

Effective December 1, 1982, the meal allowance provided for in Article II, Section 2, of the June 25, 1964 National Agreement, as amended, is increased from \$2.75 to \$3.85.

ARTICLE X - CABOOSES

Pursuant to the recommendations of Emergency Board No. 195, the elimination of requirements for or affecting the utilization of cabooses, as proposed by the carriers in their notice served on or about February 2, 1981, will be handled on an individual railroad basis in accordance with the following agreed upon procedures and guidelines.

Cabooses may be eliminated from trains or assignments in any or all classes of service by agreement of the parties.

Cabooses in all classes of service other than through freight service are subject to elimination by agreement or, if necessary, by arbitration.

In through freight service, cabooses on all trains are subject to consideration in the negotiation of trains that may be operated without cabooses and there is no limit on the number that can be eliminated by agreement. However, there shall be a 25% limitation on the elimination of cabooses in through freight (including converted through freight) service, except by agreement. If arbitration becomes necessary to achieve the 25 percent of cabooses that may be eliminated in through freight service it shall be handled as hereinafter provided.

Section 1. Procedures

(a) When a carrier desires to operate without cabooses in any service, it shall give written notice of such intent to the General Chairman or General Chairmen involved, specifying the trains, runs or assignments, territory, operations and service involved. A meeting will be held within fifteen (15) days from the date of such notice to commence consideration of the carrier's request subject to the guidelines outlined in Section 2 below.

(b) There is no limit on the trains, runs or assignments in any class of service that may be operated without cabooses by agreement. If the carrier and the General Chairman or General Chairmen are able to reach an agreement, the elimination of cabooses pursuant to such agreement may be implemented at the convenience of the carrier.

(c) In the event the carrier and the General Chairman or General Chairmen cannot reach an agreement within sixty (60) days from the date of the notice, either party may apply to the National Mediation Board to provide the first available neutral from the panel provided for below.

(d) Within fifteen (15) days from the date of this Agreement, the parties signatory to the Agreement shall agree on a panel of five qualified neutrals and an alternate panel of five qualified neutrals who shall be available to handle arbitrations arising out of this Article. If the parties are unable to agree on all of the neutrals within fifteen (15) days, the National Mediation Board shall appoint the necessary members to complete the panels. If one or more members of a panel becomes unavailable he shall be replaced under this procedure. A neutral shall not be considered available if he is unable to serve within thirty (30) days from the date requested. Should a neutral be requested and none of the panel members is available to begin review of the dispute with the parties within thirty (30) days of such request, the National Mediation Board shall appoint a non panel neutral in such dispute.

(e) The neutral member will review the dispute and if unable to resolve by agreement the neutral member will, within thirty (30) days after the conclusion of the hearing, make a determination on the proposed elimination of cabooses involved in the dispute. The determination of the neutral member authorizing the elimination of cabooses shall be final and binding upon the parties except that the carrier may elect not to put such determination into effect on certain trains or assignments covered thereby by so notifying the General Chairman in writing within thirty (30) days from

the date of the determination by the neutral. If a carrier makes such an election it shall be deemed to have waived any right to renew the request to remove the caboose from any such train or assignment covered thereby for a period of one year following the date of such determination.

(f) It is recognized that the operating rules, general orders and special instructions should be reviewed and revised by the carrier, where necessary, to accommodate operations without cabooses. Any necessary revision will be in effect when trains are operated without cabooses.

Section 2. Guidelines

The parties to this Agreement adopt the recommendations of Emergency Board No. 195 that the elimination of cabooses should be an on-going national program and that this program can be most effectively implemented by agreements negotiated on the local properties by the representatives of the carriers and the organization most intimately acquainted with the complexities of individual situations.

In determining whether cabooses are to be eliminated, the following factors shall be considered:

- (a) safety of employees
- (b) operating safety, including train length
- (c) effect on employees' duties and responsibilities resulting from working without a caboose
- (d) availability of safe, stationary and comfortable seating arrangements for all employees on the engine consist
- (e) availability of adequate storage space in the engine consist for employees' gear and work equipment.

Section 3. Conditions

Pursuant to the guidelines described in Section 2, the following conditions shall be adhered to in an arbitration determination providing for operations without cabooses:

- (a) Where suitable lodging facilities for a crew are required and the caboose is presently used to provide such lodging, the carrier shall continue to provide a caboose for that purpose until alternate suitable lodging facilities become available.
- (b) Except by agreement cabooses will not be eliminated on certain mine runs, locals and road switchers where normal operations require crews to stand by waiting for cars or trains for extended periods of time and such crews cannot be provided reasonable access to the locomotive or other appropriate shelter during such extended periods.

(c) Except by agreement cabooses will not be eliminated from trains that regularly operate with more than 35 cars where the crews are normally required to provide rear-end flagging protection.

(d) Crew members will not as a result of the elimination of cabooses be required to ride on the side or rear of cars except in normal switching or service movements or reverse movements that are not for extended distances.

(e) Additional seating accommodations will not be required on trains having a locomotive consist with two or more cabs equipped with seats. Crews required to deadhead on the locomotive will be provided seating in accordance with Section 2(d).

(f) A carrier may operate a train, run or assignment with a caboose if it so desires despite the fact that it may have the right to operate such train without a caboose.

(g) The conditions and considerations applicable to the elimination of cabooses by agreement of the parties pursuant to this Agreement in each class or type of service shall not be disregarded by the neutral in formulating his award covering a similar class or type service.

Section 4. Through Freight Service

(a) There shall be a 25% limitation on the elimination of cabooses in through freight (including converted through freight) service, except by agreement. The 25% limitation shall be determined on the basis of the average monthly number of trains (conductor trips) operated in through freight service during the calendar year 1981. Trains on which cabooses are not presently required by local agreements or arrangements shall not be included in such count, shall not be counted in determining the 25% limitation, and any allowance paid under such agreements or arrangements shall not be affected by this Article. A carrier's proposal to eliminate cabooses may exceed the minimum number necessary to meet the 25% limitation. However, implementation of the arbitrator's decision shall be limited to such 25% and shall be instituted on the basis established below. In the event a carrier's proposal is submitted to arbitration, it shall be revised, if necessary, so that such proposal does not exceed 50% of the average monthly number of trains (conductor trips) operated in through freight service during the calendar year 1981.

(b) In the selection of through freight trains from which cabooses are to be eliminated, a carrier shall proceed on the basis of the following categories:

- (i) trains that regularly operate with 35 cars or less;
- (ii) trains that regularly operate with 70 cars or less which are scheduled to make no stops en route to pick up and/or set out cars;

(iii) trains that regularly operate with 70 cars or less which are scheduled to make no more than three stops en route to pick up and/or set out cars;

(iv) trains that regularly operate with 120 cars or less which are scheduled to make no stops en route to pick up and/or set out cars;

(v) trains that regularly operate with 120 cars or less which are scheduled to make no more than three stops en route to pick up and/or set out cars;

(vi) trains that regularly operate with more than 120 cars which are scheduled to make no stops en route to pick up and/or set out cars;

(vii) all other through freight trains.

(c) The implementation of the arbitrator's decision shall be phased in on the following basis: the carrier may immediately remove cabooses from one-third of the trains that may be operated without cabooses, another one-third may be removed thirty (30) days from the date of the arbitrator's decision and the final one-third sixty (60) days from the date of the arbitrator's decision.

Section 5. Purchase and Maintenance of Cabooses

In addition to the foregoing, a carrier shall not be required to purchase or place into service any new cabooses. A carrier shall not be required to send cabooses in its existing fleet through existing major overhaul programs nor shall damaged cabooses be required to undergo major repairs. However, all cabooses that remain in use must be properly maintained and serviced.

Section 6. Subsequent Notices

A carrier cannot again seek to eliminate a caboose on a train, run or assignment where the request has been denied in arbitration unless there has been a change in conditions warranting such resubmission. Conversely, where a carrier has eliminated a caboose on a train, run or assignment and the characteristics of that train, run or assignment are subsequently changed in a way that the General Chairman believes cause it to depart from the guidelines, he may propose restoration of the caboose and, if necessary, invoke binding arbitration.

Section 7. Penalty

If a train or yard ground crew has been furnished a caboose in accordance with existing agreement or practice on a train or assignment prior to the date of this Agreement and such train or assignment is operated without a caboose other than in accordance with the provisions of this Article or other local agreement or practice, the members of the train or yard ground crew will be allowed two hours' pay at the minimum basic rate of the assignment for which called in addition to all other earnings.

Section 8. Restrictions

The foregoing provisions are not intended to impose restrictions with respect to the elimination of cabooses or in connection with operations conducted without cabooses where restrictions did not exist prior to the date of this Agreement.

- - - - -

This Article shall become effective fifteen (15) days after the date of this Agreement.

ARTICLE XI - STUDY COMMISSION

Section 1. Pursuant to the recommendations of Emergency Board No. 195 the parties signatory to this Agreement hereby establish a Study Commission consisting of three partisan members representing the carriers, three partisan members representing the United Transportation Union and a neutral member who shall be Chairman. The Chairman shall be selected by the partisan members within 30 days from the date of this Agreement. If the partisan members of the Commission cannot agree on the Chairman within such 30 days, the partisan members shall request the National Mediation Board to confer with the members and within 15 days of such request select a Chairman.

Section 2. The Commission is authorized and directed to investigate and consider in accordance with the recommendations of Emergency Board No. 195 the subject matters listed below:

- Basis of pay and related alternatives
- Initial and Final terminal delay
- Air hose coupling
- Engine exchange
- Road/yard restrictions
- Supplemental sick pay
- Disability pay
- Personal leave
- Principles and procedures for stabilizing the pay structure of the operating crafts in response to earnings adjustments arising from crew consist agreements.

Section 3. The Commission shall promptly establish its operating procedures, including the formulation of a schedule designed to expedite and enhance the opportunity to reach agreement on all issues at the earliest possible date. The Chairman shall have authority to resolve any differences between the members with respect to determining the procedures under which it will operate, scheduling meetings and the priorities for consideration of the issues. In the event the Chairman is unable to continue his assignment or the partisan members unanimously concur that a successor should be appointed, the procedures set forth above shall be followed in selecting a replacement.

Section 4. In consultation with the members, the Chairman shall promptly establish a time table for negotiations between the parties on the issues submitted to the Commission. If, after 90 days from the date such negotiations begin, the parties have failed to reach agreement or demonstrate evidence of substantial progress in resolving the issues, the Chairman shall convene hearings on the matters in dispute and formulate substantive guidelines to further advance negotiations. The parties shall then negotiate within these guidelines for a period not to exceed 60 days.

Section 5. If, at the end of such 60 day period, agreement has not been reached on all issues, the Chairman shall make recommendations to the parties for disposing of all unresolved issues not later than December 1, 1983. While the recommendations of the Chairman shall not be considered final and binding, the parties affirm their good faith intentions to give full consideration to such recommendations as a means of resolving such matters.

Section 6. The Study Commission shall terminate, unless otherwise agreed to by the parties, 30 days from the date the recommendations have been made.

Section 7. If the parties are unable to resolve all of the issues covered thereby, either party may serve proposals within the framework of any such recommendations in accordance with the Railway Labor Act and the provisions of Article XIII, Section 2(c) of this Agreement.

ARTICLE XII - LUMP SUM PAYMENT

In lieu of personal leave days, a lump-sum payment of \$200.00 shall be made not later than the first payroll period ending in July, 1983, to employees covered by this Agreement who (a) have had an employment relationship with their employing carrier under the Agreement with the organization signatory hereto as of April 1, 1981, (b) have continued such employment relationship up to December 31, 1982 and (c) have performed compensated service under such Agreement during the period from April 1, 1981 to December 31, 1982.

There shall be no duplication of lump-sum payments by virtue of employment under an agreement with another organization.

An employee who otherwise meets all of the qualifications outlined above except that he did not have an employment relationship as of the dates specified above because he had been dismissed from service and such employee subsequently is or has been reinstated with seniority unimpaired will be considered eligible to receive the lump-sum payment.

The receipt of the lump-sum payment by an employee will not be considered a factor in connection with nor trigger any other benefit or compensation provided by agreement, such as health and welfare, vacations and guarantees.

ARTICLE XIII - 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 the notices served upon the carriers listed in Exhibit A by the organization signatory hereto dated on or about February 2, 1981 and February 12, 1982, and the notices served on or about February 2, 1981 by the carriers for concurrent handling therewith.

(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 June 30, 1984 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, 1984 (not to become effective before July 1, 1984) 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, and
- (3) proposals of the parties identified in Section 2(a) of this Article.

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

(d) Pending notices and new proposals properly served under the Railway Labor Act covering subject matters not specifically dealt with in Section 2(c) of this Article and which do not request compensation may be progressed under the provisions of the Railway Labor Act, as amended.

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

SIGNED AT WASHINGTON, D.C. THIS 15th DAY OF OCTOBER, 1982.

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.)

C. H. Burch

C. F. Christensen

W. R. Bentley

Y. Green

G. P. Egan

H. G. Kenyon

F. L. Eterman

P. Ellitt

P. E. Egan

S. J. Wotasyak

C. E. Mewins

T. C. Sheller

R. C. Steele, Jr.

Robert E. Egan

NATIONAL RAILWAY LABOR CONFERENCE

1901 L STREET, N.W. WASHINGTON, D.C. 20036/AREA CODE 202--862-7200

CHARLES I. HOPKINS, Jr.

Chairman

ROBERT BROWN
Vice Chairman

D. P. LEE
General Counsel

R. T. KELLY
Director of Labor Relations

October 15, 1982

Mr. Fred A. Hardin
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hardin:

This will confirm our understanding during the negotiations with respect to the provisions of Article X of the October 15, 1982 National Agreement concerning the elimination of cabooses.

It was the intention in referring to the number of cars in a train to avoid disputes, recognizing that the number of cars in a given train varies from day to day and from point to point on the same day as cars are added or set out. The number of cars stated in the Agreement refers to the usual number of cars in the train. As cars are added or subtracted en route it is not intended that there be disputes over the exact number of cars so long as the flexibility to add and subtract cars en route is exercised in line with normal operating practices and does not go beyond the intent of the Agreement or this letter.

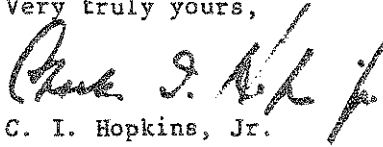
It was further understood that the provisions of Article X shall not be cited by either party with respect to any negotiations concerning crew consist.

The purpose of the provision in the Agreement requiring a carrier to give notice describing the train or type of trains constituting the assignments on which it intends to eliminate cabooses is so that the General Chairman (or Chairmen) will be adequately informed in advance of any discussions with respect to this matter. Such other details as may be appropriate can, of course, be developed during such discussions. For example, we agreed that adequate notice would be one that stated that it was a carrier's intention to eliminate cabooses on all local freights operating between two specified points. On the other hand, where only certain trains in a common territory with other trains are identified, sufficient information would be given to identify the types of runs or assignments involved.

Finally, it is understood that the appropriate General Chairmen will be provided on a periodic basis relevant information concerning the number of cabooses the carrier has eliminated. If disputes arise concerning the propriety of the elimination of a caboose from any particular train, run or assignment, the carrier shall provide the information it relied upon in making its decision to eliminate such caboose.

Please indicate your concurrence by affixing your signature in the space provided below.

Very truly yours,


C. I. Hopkins, Jr.

I concur:



NATIONAL RAILWAY LABOR CONFERENCE

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CHARLES I. HOPKINS, Jr.
Chairman

ROBERT BROWN
Vice Chairman

D. P. LEE
General Counsel

R. T. KELLY
Director of Labor Relations

October 15, 1982

Mr. Fred A. Hardin
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hardin:

This will confirm our discussions during the negotiations of the October 15, 1982 National Agreement concerning the continuation of the Joint Interpretation Committee which was informally established following the execution of the August 25, 1978 National Agreement.

Through utilization of the Joint Interpretation Committee numerous questions concerning the application of that Agreement were resolved and the invocation of formal disputes procedures avoided.

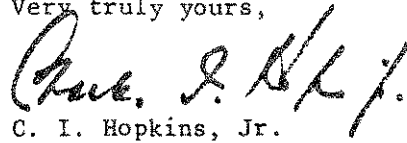
Accordingly, with the view of continuing the success in this regard insofar as disputes involving the 1978 National Agreement are concerned and with the expectation that the same results can be achieved relative to disputes which may arise under the October 15, 1982 National Agreement, the Joint Interpretation Committee previously established shall continue to function through the term of the October 15, 1982 National Agreement and is authorized to consider questions of application of its provisions that may arise for the purpose of providing a uniform application of such provisions.

In particular, the parties have established a procedure providing for the elimination of cabooses in a good-faith effort to follow the recommendations of Emergency Board No. 195. This procedure envisions a process that will be carried out on an individual railroad basis in accordance with the guidelines and procedures established under the National Agreement. In order that the intent of this provision be fulfilled, the Joint Interpretation Committee will review and attempt to resolve any issues that may arise concerning the implementation of this provision.

The Joint Committee shall consist of two representatives appointed by the organization and two representatives appointed by the National Carriers' Conference Committee.

Please indicate your concurrence by affixing your signature in the space provided below.

Very truly yours,

A handwritten signature in cursive script, appearing to read "C. I. Hopkins, Jr.", written in dark ink.

C. I. Hopkins, Jr.

I concur:

Fred Abbasi

NATIONAL RAILWAY LABOR CONFERENCE

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CHARLES I. HOPKINS, Jr.
Chairman

ROBERT BROWN
Vice Chairman

D. P. LEE
General Counsel

R. T. KELLY
Director of Labor Relations

October 15, 1982

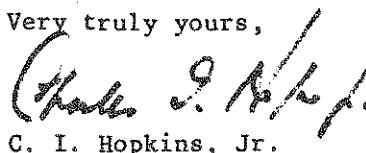
Mr. Fred A. Hardin
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hardin:

This will confirm our understanding that, for purposes of Article XII of the National Agreement dated October 15, 1982, any employee qualifying for the lump-sum payment shall receive \$230.00 if the employee's first service performed on or after January 1, 1982 was as a locomotive engineer and the organization signatory hereto represented the craft of locomotive engineers as of that date.

Please indicate your concurrence by affixing your signature in the space provided below.

Very truly yours,



C. I. Hopkins, Jr.

I concur:



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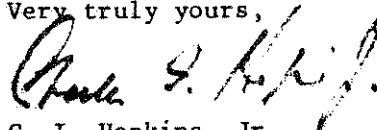
October 15, 1982

Mr. Fred A. Hardin
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hardin:

This will confirm the understanding reached during the negotiations of the October 15, 1982 National Agreement that the Joint Labor-Management Committee on Physical Disqualification Procedures established pursuant to the provisions of Article XIV of the August 25, 1978 National Agreement shall be continued through the term of the October 15, 1982 National Agreement.

Very truly yours,



C. I. Hopkins, Jr.

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R. T. KELLY
Director of Labor Relations

October 15, 1982

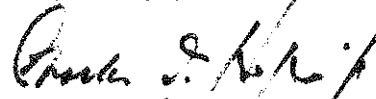
Mr. Fred A. Hardin
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hardin:

This will confirm our understanding reached in current negotiations that the moratorium provisions of the Agreement do not preclude the serving of local notices to correct conditions with respect to suitable lodging accommodations as provided in individual agreements; provided, however, that no such local notices will be served for the purpose of changing the amount of allowance being paid in lieu of lodging, nor the qualifying conditions for eligibility for away from home expenses.

Please indicate your concurrence by affixing your signature in the space provided below.

Very truly yours,



C. I. Hopkins, Jr.

I concur:

Fred A. Hardin

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General Counsel

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Director of Labor Relations

October 15, 1982

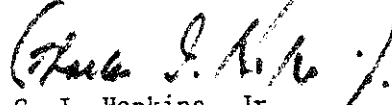
Mr. Fred A. Hardin
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hardin:

This confirms our understanding that to the extent possible employees eligible for an additional week of vacation in 1982 because of the revisions provided for in Article III of this Agreement should be granted such additional vacation prior to the end of this calendar year. However, if the carrier is unable to grant this additional vacation benefit during the balance of this year, such employees shall be paid in lieu of that additional week of vacation.

Please indicate your concurrence by affixing your signature in the space provided below.

Very truly yours,


C. I. Hopkins, Jr.

I concur:



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ROBERT BROWN
Vice Chairman

D. P. LEE
General Counsel

R. T. KELLY
Director of Labor Relations

October 15, 1982


Mr. Fred A. Hardin
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hardin:

This confirms our understanding reached during negotiations leading to the October 15, 1982 National Agreement that the carriers' withdrawal of their proposal with respect to entry rates is in recognition of the parties' understanding that the subject of entry rates is covered by the subject matters submitted to the Study Commission established pursuant to Article XI of this Agreement.

Please indicate your concurrence by affixing your signature in the space provided below.

Very truly yours,


C. I. Hopkins, Jr.

I concur:

Fred A. Hardin

NATIONAL RAILWAY LABOR CONFERENCE

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ROBERT BROWN
Vice Chairman

D. P. LEE
General Counsel

R. T. KELLY
Director of Labor Relations

October 15, 1982

Mr. Fred A. Hardin
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107


Dear Mr. Hardin:

This is to confirm our understanding that the provisions of Article XIII of the October 15, 1982 National Agreement are not applicable to pending notices, or new notices which may be served, seeking to adjust compensation with respect to compensation relationships between train crews or firemen and engineers where compensation, regardless of how derived, has been changed for engineers because of a crew consist agreement.

Any organization notice served which meets these conditions may be progressed within, but not beyond, the specific procedures for peacefully resolving disputes which are provided for in the Railway Labor Act, as amended.

Please indicate your concurrence by affixing your signature in the space provided below.

Very truly yours,


C. I. Hopkins, Jr.

I concur:



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D. P. LEE
General Counsel

R. T. KELLY
Director of Labor Relations

October 15, 1982

Mr. Fred A. Hardin
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hardin:

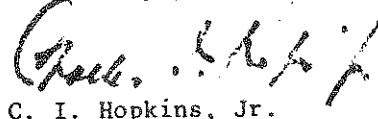
In accordance with our understanding, this is to confirm that the carriers will make their best efforts to provide the retroactive wage increases in a single, separate check no later than sixty (60) days following ratification.

If a carrier finds it impossible to make the retroactive payments within sixty days, it is understood that such carrier will notify the General Chairmen in writing as to why such payments have not been made and indicate when it will be possible to make such retroactive payments.

It is further understood that such retroactive wage increases are due only to employees who (a) have performed service during the period covered by the retroactive wage increases and (b) have continued their employment relationship up to the date of this Agreement or have in the meantime either retired or died.

Please indicate your concurrence by affixing your signature in the space provided below.

Very truly yours,



C. I. Hopkins, Jr.

I concur:



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D. P. LEE
General Counsel

R. T. KELLY
Director of Labor Relations

October 15, 1982


Mr. Fred A. Hardin
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hardin:

This confirms our understanding that the salary and expenses of the Chairman of the Study Commission, as provided for in Article XI, of the October 15, 1982 National Agreement, will be shared equally by the parties. Furthermore, it is agreed that this understanding will not constitute any precedent concerning the payment of neutrals by the parties for any other purpose.

Please indicate your concurrence by affixing your signature in the space provided below.

Very truly yours,


C. I. Hopkins, Jr.

I concur:

Fred A. Hardin

NATIONAL RAILWAY LABOR CONFERENCE

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ROBERT BROWN
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D. P. LEE
General Counsel

R. T. KELLY
Director of Labor Relations

October 15, 1982

Mr. Fred A. Hardin
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hardin:


A committee shall be established by the Joint Policyholders consisting of an equal number of organization and carrier representatives for the purpose of continuing exploration of ways to contain or decrease the costs of maintaining the National Health and Welfare Plan without decreasing the benefits or services that the plan provides. In pursuing cost containment measures the committee will be authorized to obtain and/or develop whatever information is necessary in order to determine where the Plan is incurring unnecessary or excessive expenses. The committee shall make such recommendations as it deems appropriate for implementing any of its findings.

The committee is also authorized to investigate and recommend the implementation of new experimental programs on a community or other basis for the purpose of determining whether existing benefits can be provided in ways which may reduce costs to the Plan while at the same time preserving the services currently provided.

In addition, the committee may consider alternatives to the current Joint Policyholder arrangement, and consider submitting the Plan to competitive bidding; and in this process identify insurers that are fit and able to provide the services necessary in connection with the Plan, the selection criteria and the bid specifications.

Please indicate your concurrence by affixing your signature in the space provided below.

Very truly yours,


C. I. Hopkins, Jr.

I concur:


Fred A. Hardin

NATIONAL RAILWAY LABOR CONFERENCE

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D. P. LEE
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Director of Labor Relations

October 15, 1982

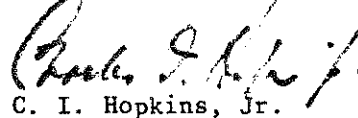
Mr. Fred A. Hardin
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hardin:

This confirms our understanding that upon notification of ratification of the tentative national settlement reached today the parties will take such steps as necessary to withdraw without prejudice Civil Action No. 82-0278, Atchison, Topeka and Santa Fe Railway Company v. United Transportation Union, currently pending before the United States District Court for the District of Columbia.

Please indicate your concurrence by affixing your signature in the space provided below.

Very truly yours,


C. I. Hopkins, Jr.

I concur:

Fred A. Hardin

NATIONAL RAILWAY LABOR CONFERENCE

1901 L STREET, N.W. WASHINGTON, D.C. 20036/AREA CODE 202-862-7200

CHARLES I. HOPKINS, Jr.
Chairman

ROBERT BROWN
Vice Chairman

D. P. LEE
General Counsel

R. T. KELLY
Director of Labor Relations

October 15, 1982

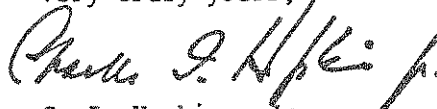
Mr. Fred A. Hardin
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hardin:

This will confirm our understanding that Article XII of the National Agreement dated October 15, 1982, providing a lump-sum payment in lieu of personal leave days, does not affect any local agreement on the subject of personal leave days.

Please indicate your concurrence by affixing your signature in the space provided below.

Very truly yours,


C. I. Hopkins, Jr.

I concur:


Fred A. Hardin



EXHIBIT A

RAILROADS REPRESENTED BY THE NATIONAL CARRIERS' CONFERENCE COMMITTEE IN CONNECTION WITH NOTICES, DATED ON OR ABOUT FEBRUARY 2, 1981, OF DESIRE TO CHANGE EXISTING AGREEMENTS IN ACCORDANCE WITH PROPOSITION IDENTIFIED AS UTU - ATTACHMENT 1 (WAGES AND RULES), AND NOTICES, DATED ON OR ABOUT FEBRUARY 2, 1981, OF DESIRE TO CHANGE EXISTING AGREEMENTS IN ACCORDANCE WITH PROPOSITION IDENTIFIED AS UTU - ATTACHMENT 2 (HEALTH AND WELFARE), SERVED ON RAILROADS GENERALLY BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES, OF THE UNITED TRANSPORTATION UNION (E), (C), (T) AND/OR (S), AND PROPOSALS SERVED BY THE CARRIERS FOR CONCURRENT HANDLING THEREWITH.

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 an "x" in the appropriate column(s) below:

RAILROADS	UNITED TRANSPORTATION UNION			
	(E)	(C)	(T)	(S)
Akron & Barberton Belt Railroad Company	x		x	
Akron, Canton and Youngstown Railroad Company	x		x	
Alameda Belt Line	x			x
Alton & Southern Railway Company	x		x	
Atchison, Topeka and Santa Fe Railway Company	x	x	x	
Atlanta & Saint Andrews Bay Railway Company	#-x		#-x	
Belt Railway Company of Chicago			x	
Bessemer and Lake Erie Railroad Company	@-x		@-x	
*Boston and Maine Corporation			¶-x	
Brooklyn Eastern District Terminal			#-x	
Burlington Northern Railroad Company	x	x	x	x
Butte, Anaconda & Pacific Railway Company	x		x	
Camas Prairie Railroad Company	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	
Canadian Pacific Limited	#-x		#-x	
Central of Georgia Railroad Company	x	x	x	x
Central Vermont Railway, Inc.	#-x		#-x	
THE CHESSIE SYSTEM:				
Baltimore and Ohio Railroad Company	2-x	3-x	4-x	
Baltimore and Ohio Chicago Terminal Railroad Company	x		x	
Chesapeake and Ohio Railway Company	x	x	x	
Chicago South Shore and South Bend Railroad	x		x	
Staten Island Railroad Corporation			x	
Western Maryland Railway Company	x	x	x	
Chicago & Illinois Midland Railway Company	x		x	
Chicago and North Western Transportation Company	x	x	x	x
Chicago and Western Indiana Railroad Company	x		x	
*Chicago, Milwaukee, St. Paul & Pacific Railroad, Lines East	x	x	x	
Chicago Union Station Company			x	
Chicago, West Pullman & Southern Railroad Company	x		x	
Colorado and Southern Railway Company		x	x	
Columbia & Cowlitz Railway Company	x		x	
Davenport, Rock Island and North Western Railway Company	x			x

RAILROADS	UNITED TRANSPORTATION UNION			
	(E)	(C)	(T)	(S)
Denver and Rio Grande Western Railroad Company	x	x	x	x
Des Moines Union Railway Company	x			x
Detroit and Mackinac Railway Company	x	x	x	
Detroit & Toledo Shore Line Railroad Company	x	x	x	
Detroit, Toledo and Ironton Railroad Company	x		x	
Duluth, Missabe and Iron Range Railway Company	@-x	@-x	@-x	
Duluth, Winnipeg & Pacific Railway Company	x		x	
Elgin, Joliet and Eastern Railway Company	@-x			
<u>THE FAMILY LINES:</u>				
Seaboard Coast Line Railroad Company	x	x	x	
Gainesville Midland Railroad Company			#-x	
Louisville and Nashville Railroad Company	x	x	x	
Clinchfield Railroad Company	x	x	x	x
Georgia Railroad		x	x	
Atlanta and West Point Railroad Company		x	x	
The Western Railway of Alabama		x	x	
Atlanta Joint Terminals			x	
Fort Worth and Denver Railway Company			x	x
Galveston, Houston and Henderson Railroad Company	x		x	
Grand Trunk Western Railroad Company		x	x	
Green Bay and Western Railroad Company	@-x		@-x	
Houston Belt and Terminal Railway Company			x	
Illinois Central Gulf Railroad	x	x	x	
Illinois Terminal Railroad Company	x		x	
Joint Texas Division of CRI&P-FW&D Railway Company	x	x	x	
Kansas City Southern Railway Company		x	x	
Kansas City Terminal Railway Company	x		x	x
Kentucky & Indiana Terminal Railroad Company	x		x	
Lake Erie, Franklin & Clarion Railroad Company	#-x		#-x	
Lake Superior Terminal & Transfer Railway Company	x			x
Lake Terminal Railroad Company	@-1-x		@-1-x	
Longview, Portland & Northern Railway Company			x	
Los Angeles Junction Railway Company	x			x
Louisiana & Arkansas Railway Company	5-x	x	x	
Maine Central Railroad Company	x	x	x	
Portland Terminal Company	x		x	
Manufacturers Railway Company	x		x	
McKeesport Connecting Railroad Company	@-x			
Meridian & Bigbee Railroad	#-x		#-x	
Minneapolis, Northfield and Southern Railway, Inc.	x		x	
Minnesota, Dakota & Western Railway Company	#-x		#-x	
Minnesota Transfer Railway Company	x		x	
Mississippi Export Railroad Company	#-x		#-x	
Missouri-Kansas-Texas Railroad Company	x	x	x	
Missouri Pacific Railroad Company	x	x	x	x
Monongahela Railway Company	x		x	
Montour Railroad Company	x		x	
Newburgh and South Shore Railway Company	@-1-x		@-1-x	
New Orleans Public Belt Railroad	x			x
New York Dock Railway			#-x	

RAILROADS	UNITED TRANSPORTATION UNION			
	(E)	(C)	(T)	(S)
Norfolk and Portsmouth Belt Line Railroad Company			X	
Norfolk and Western Railway Company	X	X	X	
Northwestern Pacific Railroad Company		X	X	
Oakland Terminal Railway				X
Ogden Union Railway and Depot Company			X	
Peoria and Pekin Union Railway Company	X		X	
Pittsburg & Shawmut Railroad Company	X		X	
Pittsburgh & Lake Erie Railroad			X	
Pittsburgh, Chartiers & Youghiogeny Railway Company	X		X	
Portland Terminal Railroad Company				X
Port Terminal Railroad Association	X		X	
Richmond, Fredericksburg and Potomac Railroad Company		6-x	6-x	
Sacramento Northern Railway				X
St. Joseph Terminal Railroad	X	X	X	
St. Louis Southwestern Railway Company			X	
Soo Line Railroad Company	X	X	X	
Southern Pacific Transportation Company - Western Lines	7-x	X	X	8-x
Eastern Lines	X	X	X	X
Southern Railway Company	X	X	X	
Alabama Great Southern Railroad Company	X	X	X	X
Cincinnati, New Orleans and Texas Pacific Railway Company	X	X	X	
Georgia Southern and Florida Railway Company	X	X	X	
New Orleans Terminal Company	X		X	
St. Johns River Terminal Company	X		X	
East St. Louis Terminal Company	X			X
Spokane International Railroad Company	X	X		X
Terminal Railroad Association of St. Louis	X		X	
Texas Mexican Railway Company	X		X	
Toledo, Peoria & Western Railroad Company	X		X	
Toledo Terminal Railroad Company			X	
Union Pacific Railroad Company	X	X	X	
Walla Walla Valley Railway Company			X	
Waterloo Railroad Company			X	
Western Pacific Railroad Company		X	X	X
Wichita Terminal Association	X		X	
Yakima Valley Transportation Company			X	
Youngstown & Southern Railway Company			X	

NOTES:

* - Subject to the approval of the Courts.

- Authorization excludes negotiation of the organization's notice dated February 2, 1981 of desire to change existing agreements to the extent indicated in Attachment 1 thereto, and such proposals as were served by the carrier for concurrent handling therewith.

NOTES:

- @ - Authorization excludes negotiation of the organization's notice dated February 2, 1981 of desire to change existing agreements to the extent indicated in Attachment 2 thereto, and such proposals as were served by the carrier for concurrent handling therewith.
- ¶ - Authorization covering Attachment 1 of the organization's notice dated February 2, 1981 and the carrier proposals is qualified to the extent they are prohibited by Arbitration Award No. 387.
- 1 - Authorization excludes negotiation of Item IX - Early Retirement Major Medical Expense Benefit - of Attachment 1 served by the organization on February 2, 1981.
- 2 - Authorization also covers former BR&P Territory, former Strouds Creek & Muddlety Territory and Curtis Bay Railroad.
- 3 - Authorization also covers former BR&P Territory and former Strouds Creek & Muddlety Territory.
- 4 - Authorization also covers former BR&P Territory and Curtis Bay Railroad.
- 5 - Authorization excludes Hostlers at Deramus Yard, Louisiana.
- 6 - Authorization excludes negotiation of Item VI - Personal Leave - of Attachment 1 served by the organization on February 2, 1981.
- 7 - Authorization also includes the former El Paso and Southwestern System and Nogales, Arizona, Yard.
- 8 - Authorization also includes the former El Paso and Southwestern System.

FOR THE CARRIERS:

FOR THE
UNITED TRANSPORTATION UNION:

Charles J. K. Jr.

Fred A. Bardin

Washington, D.C.
September 15, 1982

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective April 1, 1981

Resulting from application of 58 cents per hour cost-of-living allowance to the standard basic rates of pay effective April 1, 1981.

LOCOMOTIVE ENGINEERS (MOTORMEN) - PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$78.69	71.30¢
80,000 and less than 100,000	78.69	71.30
100,000 and less than 140,000	78.78	71.39
140,000 and less than 170,000	78.86	71.47
170,000 and less than 200,000	78.95	71.56
200,000 and less than 250,000	79.04	71.65
250,000 and less than 300,000	79.12	71.73
300,000 and less than 350,000	79.21	71.82
350,000 and less than 400,000	79.29	71.90
400,000 and less than 450,000	79.38	71.99
450,000 and less than 500,000	79.47	72.08
500,000 and less than 550,000	79.55	72.16
550,000 and less than 600,000	79.64	72.25
600,000 and less than 650,000	79.72	72.33
650,000 and less than 700,000	79.81	72.42
700,000 and less than 750,000	79.89	72.50
750,000 and less than 800,000	79.98	72.59
800,000 and less than 850,000	80.06	72.67
850,000 and less than 900,000	80.15	72.76
900,000 and less than 950,000	80.23	72.84
950,000 and less than 1,000,000	80.32	72.93
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	\$78.95	71.56¢
Daily Earnings Minimum	\$80.21	

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective April 1, 1981

LOCOMOTIVE ENGINEERS (MOTORMEN) - THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$85.13	77.16¢
140,000 and less than 200,000	85.56	77.59
200,000 and less than 250,000	85.73	77.76
250,000 and less than 300,000	85.88	77.91
300,000 and less than 350,000	86.03	78.06
350,000 and less than 400,000	86.24	78.27
400,000 and less than 450,000	86.45	78.48
450,000 and less than 500,000	86.66	78.69
500,000 and less than 550,000	86.87	78.90
550,000 and less than 600,000	87.05	79.08
600,000 and less than 650,000	87.23	79.26
650,000 and less than 700,000	87.41	79.44
700,000 and less than 750,000	87.59	79.62
750,000 and less than 800,000	87.77	79.80
800,000 and less than 850,000	87.95	79.98
850,000 and less than 900,000	88.13	80.16
900,000 and less than 950,000	88.31	80.34
950,000 and less than 1,000,000	88.49	80.52
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof	Add \$.18	Add .18¢
Note: Minimum daily earnings	\$86.64	

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).

UTU

STANDARD DAILY RATES OF PAY
Effective April 1, 1981

LOCOMOTIVE ENGINEERS (MOTORMEN) - YARD SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily Rates	
	Six- or Seven-Day Work Week	Five-Day Work Week
Less than 500,000	\$83.91	\$93.01
500,000 and less than 550,000	84.12	93.26
550,000 and less than 600,000	84.30	93.48
600,000 and less than 650,000	84.48	93.69
650,000 and less than 700,000	84.66	93.91
700,000 and less than 750,000	84.84	94.13
750,000 and less than 800,000	85.02	94.34
800,000 and less than 850,000	85.20	94.56
850,000 and less than 900,000	85.38	94.77
900,000 and less than 950,000	85.56	94.99
950,000 and less than 1,000,000	85.74	95.21
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.

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective April 1, 1981

LOCOMOTIVE FIREMEN (HELPERS) - PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$72.57	66.32¢
80,000 and less than 100,000	72.66	66.41
100,000 and less than 140,000	72.74	66.49
140,000 and less than 170,000	72.92	66.67
170,000 and less than 200,000	73.00	66.75
200,000 and less than 250,000	73.09	66.84
250,000 and less than 300,000	73.09	66.84
300,000 and less than 350,000	73.17	66.92
350,000 and less than 400,000	73.26	67.01
400,000 and less than 450,000	73.35	67.10
450,000 and less than 500,000	73.43	67.18
500,000 and less than 550,000	73.52	67.27
550,000 and less than 600,000	73.60	67.35
600,000 and less than 650,000	73.68	67.43
650,000 and less than 700,000	73.76	67.51
700,000 and less than 750,000	73.84	67.59
750,000 and less than 800,000	73.92	67.67
800,000 and less than 850,000	74.00	67.75
850,000 and less than 900,000	74.08	67.83
900,000 and less than 950,000	74.16	67.91
950,000 and less than 1,000,000	74.24	67.99
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof	Add \$.08	Add .09¢
Daily Earnings Minimum	\$73.91	

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective April 1, 1981

LOCOMOTIVE FIREMEN (HELPERS) — THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$76.69	70.00c
140,000 and less than 200,000	77.04	70.35
200,000 and less than 250,000	77.21	70.52
250,000 and less than 300,000	77.38	70.69
300,000 and less than 350,000	77.65	70.96
350,000 and less than 400,000	77.73	71.04
400,000 and less than 450,000	77.89	71.20
450,000 and less than 500,000	78.05	71.36
500,000 and less than 550,000	78.21	71.52
550,000 and less than 600,000	78.37	71.68
600,000 and less than 650,000	78.53	71.84
650,000 and less than 700,000	78.69	72.00
700,000 and less than 750,000	78.85	72.16
750,000 and less than 800,000	79.01	72.32
800,000 and less than 850,000	79.17	72.48
850,000 and less than 900,000	79.33	72.64
900,000 and less than 950,000	79.49	72.80
950,000 and less than 1,000,000	79.65	72.96
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof	Add \$.16	Add .16c
Note: Minimum daily earnings	\$78.11	
	Established by Article III(b) of Agreement of October 14, 1955	

UTU

STANDARD DAILY RATES OF PAY
Effective April 1, 1981
LOCOMOTIVE FIREMEN (HELPERS) — YARD SERVICE,
AND HOSTLERS AND HOSTLER HELPERS

WEIGHT ON DRIVERS (pounds)	Standard Daily Rates	
	Six- or Seven-Day Work Week	Five-Day Work Week
Less than 500,000	\$77.10	\$83.83
500,000 and less than 550,000	77.26	84.02
550,000 and less than 600,000	77.42	84.21
600,000 and less than 650,000	77.58	84.40
650,000 and less than 700,000	77.74	84.59
700,000 and less than 750,000	77.90	84.79
750,000 and less than 800,000	78.06	84.98
800,000 and less than 850,000	78.22	85.17
850,000 and less than 900,000	78.38	85.36
900,000 and less than 950,000	78.54	85.55
950,000 and less than 1,000,000	78.70	85.75
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof	Add \$.16	Add \$.19
HOSTLING SERVICE: OCCUPATION		
Outside Hostler	\$76.79	\$83.57
Inside Hostler	75.21	81.65
Outside Hostler Helper	73.82	79.85

UTU

STANDARD DAILY RATES OF PAY
Effective April 1, 1981
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 are calculated by subtracting the standard local freight differential of 43c per basic day from the short local standard basic daily rates of pay established under Article II(c) of the September 14, 1968 Agreement, adding all subsequent general wage increases and cost-of-living adjustments, and then adding the standard local freight differential of 43c per basic day.

WEIGHT ON DRIVERS (pounds)	Standard Daily Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$77.92	
140,000 and less than 200,000	78.27	
200,000 and less than 250,000	78.44	
250,000 and less than 300,000	78.61	
300,000 and less than 350,000	78.88	
350,000 and less than 400,000	78.96	
400,000 and less than 450,000	79.12	
450,000 and less than 500,000	79.28	
500,000 and less than 550,000	79.44	
550,000 and less than 600,000	79.60	
600,000 and less than 650,000	79.76	
650,000 and less than 700,000	79.92	
700,000 and less than 750,000	80.08	
750,000 and less than 800,000	80.24	
800,000 and less than 850,000	80.40	
850,000 and less than 900,000	80.56	
900,000 and less than 950,000	80.72	
950,000 and less than 1,000,000	80.88	
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof	Add \$.16	

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective April 1, 1981
CONDUCTORS AND TRAINMEN — PASSENGER SERVICE AND THROUGH FREIGHT SERVICE

	Daily Rates		Mileage Rates	
	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				
Conductors	\$79.42	\$79.34	48.06c	48.01c
Assistant Conductors - Ticket Collectors	73.90	73.81	45.11	45.03
Brakemen and Flagmen	71.79	71.86	43.89	43.85
Train Baggage-men	72.37	72.28	44.16	44.10
THROUGH FREIGHT CONDUCTORS				
Basic rates	\$77.67	\$77.58	70.55c	70.42c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$78.02	\$77.93	70.90c	70.77c
81 to 105 cars	78.67	78.58	71.55	71.42
106 to 125 cars	79.07	78.98	71.95	71.82
126 to 145 cars	79.32	79.23	72.20	72.07
146 to 165 cars	79.42	79.33	72.30	72.17
166 cars and over	*	*	**	**

THROUGH FREIGHT BRAKEMEN AND FLAGMEN				
For miles in excess of 100				
Basic rates	\$71.84	\$71.75	65.73c	65.63c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$72.19	\$72.10	66.08c	65.98c
81 to 105 cars	72.84	72.75	66.73	66.63
106 to 125 cars	73.24	73.15	67.13	67.03
126 to 145 cars	73.49	73.40	67.38	67.28
146 to 165 cars	73.59	73.50	67.48	67.38
166 cars and over	*	*	**	**

* 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.

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective April 1, 1981
CONDUCTORS AND TRAINMEN — LOCAL FREIGHT SERVICE AND YARD SERVICE

	Daily Rates		Mileage Rates	
	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 (a)				
Basic rates	\$78.23	\$78.14	71.11c	70.98c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$78.58	\$78.49	71.46c	71.33c
81 to 105 cars	79.23	79.14	72.11	71.98
106 to 125 cars	79.63	79.54	72.51	72.38
126 to 145 cars	79.88	79.79	72.76	72.63
146 to 165 cars	79.98	79.89	72.86	72.73
166 cars and over	*	*	**	**

LOCAL FREIGHT BRAKEMEN AND FLAGMEN (b)				
for miles in excess of 100				
Basic rates	\$72.27	\$72.18	66.16c	66.06c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$72.62	\$72.53	66.51c	66.41c
81 to 105 cars	73.27	73.18	67.16	67.06
106 to 125 cars	73.67	73.58	67.56	67.46
126 to 145 cars	73.92	73.83	67.81	67.71
146 to 165 cars	74.02	73.93	67.91	67.81
166 cars and over	*	*	**	**

Minimum daily earnings:
Conductors \$78.93 \$78.83
Brakemen, Flagmen 72.97 72.88
Established by Article III(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.

(a) Reflects standard local freight differential of 56c per basic day.
(b) Reflects standard local freight differential of 43c per basic day.

FIVE-DAY YARD SERVICE	
Occupation	Daily Rate
Yard Conductors (Foremen)	\$89.03
Yard Brakemen (Helpers)	84.75
Switchtenders	80.26

STANDARD DAILY RATES OF PAY
Effective April 1, 1981
FREIGHT CONDUCTORS AND TRAINMEN
WITHOUT A MILEAGE COMPONENT IN THEIR ASSIGNMENTS

	Standard 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	\$79.17	\$79.11	\$80.55	\$80.45
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$79.52	\$79.45	\$80.90	\$80.80
81 to 105 cars	80.17	80.11	81.55	81.45
106 to 125 cars	80.57	80.51	81.95	81.85
126 to 145 cars	80.82	80.75	82.20	82.10
146 to 165 cars	80.92	80.86	82.30	82.20
166 cars and over	*	*	*	*
FREIGHT BRAKEMEN AND FLAGMEN				
Basic rates	\$73.35	\$73.28	\$74.59	\$74.51
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$73.70	\$73.63	\$74.94	\$74.86
81 to 105 cars	74.35	74.28	75.59	75.51
106 to 125 cars	74.75	74.68	75.99	75.91
126 to 145 cars	75.00	74.93	76.24	76.16
146 to 165 cars	75.10	75.03	76.34	76.26
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, and the applicable cost-of-living allowance 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 III(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, and the applicable cost-of-living allowance, to standard basic through freight rates of pay.

YARD CONDUCTOR (FOREMAN) RATES -
APRIL 1, 1981

Basic Day - \$89.03
Pro-rata: Hour - \$11.1288 Overtime: Hour - \$16.6931
Minute - 0.1855 Minute - 0.2782
5-Minutes - 0.9275 5-Minutes - 1.3911

Min.	Overtime Table				
	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$ 89.03	\$105.72	\$122.42	\$139.11	\$155.80
5	90.42	107.11	123.81	140.50	157.19
10	91.81	108.51	125.20	141.89	158.58
15	93.20	109.90	126.59	143.28	159.98
20	94.59	111.29	127.98	144.67	161.37
25	95.99	112.68	129.37	146.06	162.76
30	97.38	114.07	130.76	147.46	164.15
35	98.77	115.46	132.15	148.84	165.54
40	100.16	116.85	133.55	150.24	166.93
45	101.55	118.24	134.94	151.63	168.32
50	102.94	119.63	136.33	153.02	169.71
55	104.33	121.03	137.72	154.41	171.10

YARD BRAKEMAN (HELPER) RATES -
APRIL 1, 1981

Basic Day - \$84.75
Pro-rata: Hour - \$10.5938 Overtime: Hour - \$15.8906
Minute - 0.1766 Minute - 0.2648
5-Minutes - 0.8828 5-Minutes - 1.3242

Min.	Overtime Table				
	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$84.75	\$100.64	\$116.53	\$132.42	\$148.31
5	86.07	101.96	117.86	133.75	149.64
10	87.40	103.29	119.18	135.07	150.96
15	88.72	104.61	120.50	136.39	152.28
20	90.05	105.94	121.83	137.72	153.61
25	91.37	107.26	123.15	139.04	154.93
30	92.70	108.59	124.48	140.37	156.26
35	94.02	109.91	125.80	141.69	157.58
40	95.34	111.23	127.12	143.01	158.91
45	96.67	112.56	128.45	144.34	160.23
50	97.99	113.88	129.77	145.66	161.55
55	99.32	115.21	131.10	146.99	162.88

SWITCHTENDER RATES -
APRIL 1, 1981

Basic Day - \$80.26
Pro-rata: Hour - \$10.0325 Overtime: Hour - \$15.0488
Minute - 0.1672 Minute - 0.2508
5-Minutes - 0.8360 5-Minutes - 1.2541

Min.	Overtime Table				
	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$80.26	\$ 95.31	\$110.36	\$125.41	\$140.46
5	81.51	96.56	111.61	126.66	141.71
10	82.77	97.82	112.87	127.92	142.97
15	84.02	99.07	114.12	129.17	144.22
20	85.28	100.33	115.37	130.42	145.47
25	86.53	101.58	116.63	131.68	146.73
30	87.78	102.83	117.88	132.93	147.98
35	89.04	104.09	119.14	134.19	149.24
40	90.29	105.34	120.39	135.44	150.49
45	91.55	106.60	121.65	136.69	151.74
50	92.80	107.85	122.90	137.95	153.00
55	94.06	109.10	124.15	139.20	154.25

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective July 1, 1981

UTU

Resulting from the application of 90 cents per hour cost-of-living allowance to the standard basic rates of pay effective April 1, 1981.

LOCOMOTIVE ENGINEERS (MOTORMEN) — PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)		Standard Daily and Mileage Rates	
		Daily Rates	Mileage Rates
Less than	80,000	\$81.25	73.86c
80,000 and less than	100,000	81.25	73.86
100,000 and less than	140,000	81.34	73.95
140,000 and less than	170,000	81.42	74.03
170,000 and less than	200,000	81.51	74.12
200,000 and less than	250,000	81.60	74.21
250,000 and less than	300,000	81.68	74.29
300,000 and less than	350,000	81.77	74.38
350,000 and less than	400,000	81.85	74.46
400,000 and less than	450,000	81.94	74.55
450,000 and less than	500,000	82.03	74.64
500,000 and less than	550,000	82.11	74.72
550,000 and less than	600,000	82.20	74.81
600,000 and less than	650,000	82.28	74.89
650,000 and less than	700,000	82.37	74.98
700,000 and less than	750,000	82.45	75.06
750,000 and less than	800,000	82.54	75.15
800,000 and less than	850,000	82.62	75.23
850,000 and less than	900,000	82.71	75.32
900,000 and less than	950,000	82.79	75.40
950,000 and less than	1,000,000	82.88	75.49
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		\$81.51	74.12c
Daily Earnings Minimum		\$82.77	

STANDARD DAILY RATES OF PAY
Effective July 1, 1981

UTU

LOCOMOTIVE ENGINEERS (MOTORMEN) — YARD SERVICE

WEIGHT ON DRIVERS (pounds)		Standard Daily Rates	
		Six- or Seven-Day Work Week	Five-Day Work Week
Less than	500,000	\$86.47	\$95.57
500,000 and less than	550,000	86.68	95.82
550,000 and less than	600,000	86.86	96.04
600,000 and less than	650,000	87.04	96.25
650,000 and less than	700,000	87.22	96.47
700,000 and less than	750,000	87.40	96.69
750,000 and less than	800,000	87.58	96.90
800,000 and less than	850,000	87.76	97.12
850,000 and less than	900,000	87.94	97.33
900,000 and less than	950,000	88.12	97.55
950,000 and less than	1,000,000	88.30	97.77
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.

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective July 1, 1981

UTU

LOCOMOTIVE ENGINEERS (MOTORMEN) — THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)		Standard Daily and Mileage Rates	
		Daily Rates	Mileage Rates
Less than	140,000	\$87.69	79.72c
140,000 and less than	200,000	88.12	80.15
200,000 and less than	250,000	88.29	80.32
250,000 and less than	300,000	88.44	80.47
300,000 and less than	350,000	88.59	80.62
350,000 and less than	400,000	88.80	80.83
400,000 and less than	450,000	89.01	81.04
450,000 and less than	500,000	89.22	81.25
500,000 and less than	550,000	89.43	81.46
550,000 and less than	600,000	89.61	81.64
600,000 and less than	650,000	89.79	81.82
650,000 and less than	700,000	89.97	82.00
700,000 and less than	750,000	90.15	82.18
750,000 and less than	800,000	90.33	82.36
800,000 and less than	850,000	90.51	82.54
850,000 and less than	900,000	90.69	82.72
900,000 and less than	950,000	90.87	82.90
950,000 and less than	1,000,000	91.05	83.08
1,000,000 pounds and over:			
For each additional 50,000 pounds or fraction thereof		Add \$.18	Add .18c
Note: Minimum Daily Earnings		\$89.20	

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).

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective July 1, 1981

UTU

LOCOMOTIVE FIREMEN (HELPERS) — PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)		Standard Daily and Mileage Rates	
		Daily Rates	Mileage Rates
Less than	80,000	\$75.13	68.88c
80,000 and less than	100,000	75.22	68.97
100,000 and less than	140,000	75.30	69.05
140,000 and less than	170,000	75.48	69.23
170,000 and less than	200,000	75.56	69.31
200,000 and less than	250,000	75.65	69.40
250,000 and less than	300,000	75.65	69.40
300,000 and less than	350,000	75.73	69.48
350,000 and less than	400,000	75.82	69.57
400,000 and less than	450,000	75.91	69.66
450,000 and less than	500,000	75.99	69.74
500,000 and less than	550,000	76.08	69.83
550,000 and less than	600,000	76.16	69.91
600,000 and less than	650,000	76.24	69.99
650,000 and less than	700,000	76.32	70.07
700,000 and less than	750,000	76.40	70.15
750,000 and less than	800,000	76.48	70.23
800,000 and less than	850,000	76.56	70.31
850,000 and less than	900,000	76.64	70.39
900,000 and less than	950,000	76.72	70.47
950,000 and less than	1,000,000	76.80	70.55
1,000,000 pounds and over:			
For each additional 50,000 pounds or fraction thereof		Add \$.08	Add .08c
Daily Earnings Minimum		\$76.47	

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective July 1, 1981

LOCOMOTIVE FIREMEN (HELPERS) — THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$79.25	72.56c
140,000 and less than 200,000	79.60	72.81
200,000 and less than 250,000	79.77	73.08
250,000 and less than 300,000	79.94	73.25
300,000 and less than 350,000	80.21	73.52
350,000 and less than 400,000	80.29	73.60
400,000 and less than 450,000	80.45	73.76
450,000 and less than 500,000	80.61	73.92
500,000 and less than 550,000	80.77	74.08
550,000 and less than 600,000	80.93	74.24
600,000 and less than 650,000	81.09	74.40
650,000 and less than 700,000	81.25	74.56
700,000 and less than 750,000	81.41	74.72
750,000 and less than 800,000	81.57	74.88
800,000 and less than 850,000	81.73	75.04
850,000 and less than 900,000	81.89	75.20
900,000 and less than 950,000	82.05	75.36
950,000 and less than 1,000,000	82.21	75.52
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof	Add \$.16	Add .16c
Note: Minimum Daily Earnings	\$80.67	
Established by Article III(b) of Agreement of October 14, 1955		

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective July 1, 1981

CONDUCTORS AND TRAINMEN — PASSENGER SERVICE AND THROUGH FREIGHT SERVICE

	Daily Rates		Mileage Rates	
	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	\$81.98	\$81.90	48.77c	49.72c
Assistant Conductors - Ticket Collectors	76.46	76.37	46.62	46.74
Brakemen and Flagmen	74.53	74.42	45.60	45.56
Train Baggage-men	74.93	74.84	45.87	45.81
THROUGH FREIGHT CONDUCTORS				
For miles in excess of 100				
Basic rates	\$80.23	\$80.14	73.11c	72.98c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$80.58	\$80.49	73.46c	73.33c
81 to 105 cars	81.23	81.14	74.11	73.98
106 to 125 cars	81.63	81.54	74.51	74.38
126 to 145 cars	81.88	81.79	74.76	74.63
146 to 165 cars	81.98	81.89	74.86	74.73
166 cars and over	*	*	**	**
THROUGH FREIGHT BRAKEMEN AND FLAGMEN				
For miles in excess of 100				
Basic rates	\$74.40	\$74.31	68.29c	68.19c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$74.75	\$74.66	68.64c	68.54c
81 to 105 cars	75.40	75.31	69.29	69.19
106 to 125 cars	75.80	75.71	69.69	69.59
126 to 145 cars	76.05	75.96	69.94	69.84
146 to 165 cars	76.15	76.06	70.04	69.94
166 cars and over	*	*	**	**
* 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.				

UTU

STANDARD DAILY RATES OF PAY
Effective July 1, 1981
LOCOMOTIVE FIREMEN (HELPERS) — YARD SERVICE, AND HOSTLERS AND HOSTLER HELPERS

YARD SERVICE: WEIGHT ON DRIVERS (pounds)	Standard Daily Rates	
	Six- or Seven-Day Work Week	Five-Day Work Week
Less than 500,000	\$79.66	\$86.39
500,000 and less than 550,000	79.82	86.58
550,000 and less than 600,000	79.98	86.77
600,000 and less than 650,000	80.14	86.96
650,000 and less than 700,000	80.30	87.15
700,000 and less than 750,000	80.46	87.35
750,000 and less than 800,000	80.62	87.54
800,000 and less than 850,000	80.78	87.73
850,000 and less than 900,000	80.94	87.92
900,000 and less than 950,000	81.10	88.11
950,000 and less than 1,000,000	81.26	88.31
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof	Add \$.16	Add \$.19
HOSTLING SERVICE: OCCUPATION		
Outside Hostler	\$79.35	\$86.13
Inside Hostler	77.77	84.21
Outside Hostler Helper	76.38	82.41

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective July 1, 1981
CONDUCTORS AND TRAINMEN — LOCAL FREIGHT SERVICE AND YARD SERVICE

	Daily Rates		Mileage Rates	
	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 (a)				
Basic rates	\$80.79	\$80.70	73.67c	73.54c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$81.14	\$81.05	74.02c	73.89c
81 to 105 cars	81.79	81.70	74.67	74.54
106 to 125 cars	82.19	82.10	75.07	74.94
126 to 145 cars	82.44	82.35	75.32	75.19
146 to 165 cars	82.54	82.45	75.42	75.29
166 cars and over	*	*	**	**
LOCAL FREIGHT BRAKEMEN AND FLAGMEN (b)				
Basic rates	\$74.83	\$74.74	68.72c	68.62c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$75.18	\$75.09	69.07c	68.97c
81 to 105 cars	75.83	75.74	69.72	69.62
106 to 125 cars	76.23	76.14	70.12	70.02
126 to 145 cars	76.48	76.39	70.37	70.27
146 to 165 cars	76.58	76.49	70.47	70.37
166 cars and over	*	*	**	**
Minimum daily earnings:				
Conductors	\$81.49	\$81.39		
Brakemen, Flagmen	75.53	75.44		
Established by Article III(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.				
(a) Reflects standard local freight differential of 56c per basic day.				
(b) Reflects standard local freight differential of 43c per basic day.				

UTU

STANDARD DAILY RATES OF PAY
Effective July 1, 1981
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 are calculated by subtracting the standard local freight differential of 43c per basic day from the short local standard basic daily rates of pay established under Article II(c) of the September 14, 1968 Agreement, adding all subsequent general wage increases and cost-of-living adjustments, and then adding the standard local freight differential of 43c per basic day.

WEIGHT ON DRIVERS (pounds)	Standard Daily Rates
	Less than 140,000
140,000 and less than 200,000	80.83
200,000 and less than 250,000	81.00
250,000 and less than 300,000	81.17
300,000 and less than 350,000	81.44
350,000 and less than 400,000	81.52
400,000 and less than 450,000	81.68
450,000 and less than 500,000	81.84
500,000 and less than 550,000	82.00
550,000 and less than 600,000	82.16
600,000 and less than 650,000	82.32
650,000 and less than 700,000	82.48
700,000 and less than 750,000	82.64
750,000 and less than 800,000	82.80
800,000 and less than 850,000	82.96
850,000 and less than 900,000	83.12
900,000 and less than 950,000	83.28
950,000 and less than 1,000,000	83.44
1,000,000 pounds and over:	
For each additional 50,000 pounds or fraction thereof	Add \$.16

UTU

FIVE-DAY YARD SERVICE

Occupation	Daily Rate
Yard Conductors (Foremen)	\$91.59
Yard Brakemen (Helpers)	87.31
Switchtenders	82.82

STANDARD DAILY RATES OF PAY
Effective July 1, 1981
FREIGHT CONDUCTORS AND TRAINMEN
WITHOUT A MILEAGE COMPONENT IN THEIR ASSIGNMENTS

	Standard 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	\$81.73	\$81.67	\$83.11	\$83.01
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$82.08	\$82.02	\$83.46	\$83.36
81 to 105 cars	82.73	82.67	84.11	84.01
106 to 125 cars	83.13	83.07	84.51	84.41
126 to 145 cars	83.38	83.32	84.76	84.66
146 to 165 cars	83.48	83.42	84.86	84.76
166 cars and over	*	*	*	*
FREIGHT BRAKEMEN AND FLAGMEN				
Basic rates	\$75.91	\$75.84	\$77.15	\$77.07
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$76.26	\$76.19	\$77.50	\$77.42
81 to 105 cars	76.91	76.84	78.15	78.07
106 to 125 cars	77.31	77.24	78.55	78.47
126 to 145 cars	77.56	77.49	78.80	78.72
146 to 165 cars	77.66	77.59	78.90	78.82
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, and the applicable cost-of-living allowance 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, and the applicable cost-of-living allowance, to standard basic through freight rates of pay.

YARD CONDUCTOR (FOREMAN) RATES -

JULY 1, 1981

Basic Day - \$91.59

Pro-rata: Hour - \$11.4488 Overtime: Hour - \$17.1731
Minute - 0.1908 Minute - 0.2862
5-Minutes - 0.9540 5-Minutes - 1.4311

Overtime Table

Min.	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$ 91.59	\$108.76	\$125.94	\$143.11	\$160.28
5	93.02	110.19	127.37	144.54	161.71
10	94.45	111.63	128.80	145.97	163.15
15	95.88	113.06	130.23	147.40	164.58
20	97.31	114.49	131.66	148.83	166.01
25	98.75	115.92	133.09	150.27	167.44
30	100.18	117.35	134.52	151.70	168.87
35	101.61	118.78	135.95	153.13	170.30
40	103.04	120.21	137.39	154.56	171.73
45	104.47	121.64	138.82	155.99	173.16
50	105.90	123.07	140.25	157.42	174.59
55	107.33	124.50	141.68	158.85	176.02

YARD BRAKEMAN (HELPER) RATES -

JULY 1, 1981

Basic Day - \$87.31

Pro-rata: Hour - \$10.9138 Overtime: Hour - \$16.3706
Minute - 0.1819 Minute - 0.2728
5-Minutes - 0.9095 5-Minutes - 1.3642

Overtime Table

Min.	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$ 87.31	\$103.68	\$120.05	\$136.42	\$152.79
5	88.67	105.04	121.01	137.78	154.15
10	90.04	106.41	122.78	139.15	155.52
15	91.40	107.77	124.14	140.51	156.88
20	92.77	109.14	125.51	141.88	158.25
25	94.13	110.50	126.87	143.24	159.61
30	95.50	111.87	128.24	144.61	160.98
35	96.86	113.23	129.60	145.97	162.34
40	98.22	114.59	130.96	147.33	163.71
45	99.59	115.96	132.33	148.70	165.07
50	100.95	117.32	133.69	150.06	166.44
55	102.32	118.69	135.06	151.43	167.80

SWITCHTENDER RATES -

JULY 1, 1981

Basic Day - \$82.82

Pro-rata: Hour - \$10.3525 Overtime: Hour - \$15.5288
Minute - 0.1725 Minute - 0.2588
5-Minutes - 0.8625 5-Minutes - 1.2941

Overtime Table

Min.	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$82.82	\$ 98.35	\$113.88	\$129.41	\$144.94
5	84.11	99.64	115.17	130.70	146.23
10	85.41	100.94	116.47	132.00	147.53
15	86.70	102.23	117.76	133.29	148.82
20	88.00	103.53	119.06	134.59	150.11
25	89.29	104.82	120.35	135.88	151.41
30	90.58	106.11	121.64	137.17	152.70
35	91.88	107.41	122.94	138.47	154.00
40	93.17	108.70	124.23	139.76	155.29
45	94.47	110.00	125.53	141.06	156.59
50	95.76	111.29	126.82	142.35	157.88
55	97.06	112.59	128.12	143.65	159.18

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective October 1, 1981

Resulting from the application of 90 cents per hour cost-of-living allowance to the standard basic rates of pay effective October 1, 1981.

LOCOMOTIVE ENGINEERS (MOTORMEN) — PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$83.50	75.89¢
80,000 and less than 100,000	83.50	75.89
100,000 and less than 140,000	83.59	75.98
140,000 and less than 170,000	83.67	76.06
170,000 and less than 200,000	83.76	76.15
200,000 and less than 250,000	83.85	76.24
250,000 and less than 300,000	83.93	76.32
300,000 and less than 350,000	84.02	76.41
350,000 and less than 400,000	84.10	76.49
400,000 and less than 450,000	84.19	76.58
450,000 and less than 500,000	84.28	76.67
500,000 and less than 550,000	84.36	76.75
550,000 and less than 600,000	84.45	76.84
600,000 and less than 650,000	84.53	76.92
650,000 and less than 700,000	84.62	77.01
700,000 and less than 750,000	84.70	77.09
750,000 and less than 800,000	84.79	77.18
800,000 and less than 850,000	84.87	77.25
850,000 and less than 900,000	84.96	77.35
900,000 and less than 950,000	85.04	77.43
950,000 and less than 1,000,000	85.13	77.52
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		
	\$83.76	76.16¢
Daily Earnings Minimum		
	\$85.02	

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective October 1, 1981

LOCOMOTIVE ENGINEERS (MOTORMEN) — THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$90.21	82.00¢
140,000 and less than 200,000	90.64	82.43
200,000 and less than 250,000	90.81	82.60
250,000 and less than 300,000	90.96	82.75
300,000 and less than 350,000	91.11	82.90
350,000 and less than 400,000	91.32	83.11
400,000 and less than 450,000	91.53	83.32
450,000 and less than 500,000	91.74	83.53
500,000 and less than 550,000	91.95	83.74
550,000 and less than 600,000	92.13	83.92
600,000 and less than 650,000	92.31	84.10
650,000 and less than 700,000	92.49	84.28
700,000 and less than 750,000	92.67	84.46
750,000 and less than 800,000	92.85	84.64
800,000 and less than 850,000	93.03	84.82
850,000 and less than 900,000	93.21	85.00
900,000 and less than 950,000	93.39	85.18
950,000 and less than 1,000,000	93.57	85.36
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof		
	Add \$.18	Add .18¢
Note: Minimum Daily Earnings		
	\$91.72	

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).

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STANDARD DAILY RATES OF PAY
Effective October 1, 1981

LOCOMOTIVE ENGINEERS (MOTORMEN) — YARD SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily Rates	
	Six- or Seven-Day Work Week	Five-Day Work Week
Less than 500,000	\$88.85	\$98.22
500,000 and less than 550,000	89.06	98.47
550,000 and less than 600,000	89.24	98.69
600,000 and less than 650,000	89.42	98.90
650,000 and less than 700,000	89.60	99.12
700,000 and less than 750,000	89.78	99.34
750,000 and less than 800,000	89.96	99.55
800,000 and less than 850,000	90.14	99.77
850,000 and less than 900,000	90.32	99.98
900,000 and less than 950,000	90.50	100.20
950,000 and less than 1,000,000	90.68	100.42
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.

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STANDARD DAILY AND MILEAGE RATES OF PAY
Effective October 1, 1981

LOCOMOTIVE FIREMEN (HELPERS) — PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$77.20	70.76¢
80,000 and less than 100,000	77.29	70.85
100,000 and less than 140,000	77.37	70.93
140,000 and less than 170,000	77.55	71.11
170,000 and less than 200,000	77.63	71.19
200,000 and less than 250,000	77.72	71.28
250,000 and less than 300,000	77.72	71.28
300,000 and less than 350,000	77.80	71.36
350,000 and less than 400,000	77.89	71.45
400,000 and less than 450,000	77.98	71.54
450,000 and less than 500,000	78.06	71.62
500,000 and less than 550,000	78.15	71.71
550,000 and less than 600,000	78.23	71.79
600,000 and less than 650,000	78.31	71.87
650,000 and less than 700,000	78.39	71.95
700,000 and less than 750,000	78.47	72.03
750,000 and less than 800,000	78.55	72.11
800,000 and less than 850,000	78.63	72.19
850,000 and less than 900,000	78.71	72.27
900,000 and less than 950,000	78.79	72.35
950,000 and less than 1,000,000	78.87	72.43
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof		
	Add \$.08	Add .08¢
Daily Earnings Minimum		
	\$78.54	

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective October 1, 1981

LOCOMOTIVE FIREMEN (HELPERS) - THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)		Standard Daily and Mileage Rates	
		Daily Rates	Mileage Rates
Less than 140,000	140,000	\$81.50	74.61¢
140,000 and less than 200,000	200,000	81.85	74.96
200,000 and less than 250,000	250,000	82.02	75.13
250,000 and less than 300,000	300,000	82.19	75.30
300,000 and less than 350,000	350,000	82.46	75.57
350,000 and less than 400,000	400,000	82.54	75.65
400,000 and less than 450,000	450,000	82.70	75.81
450,000 and less than 500,000	500,000	82.86	75.97
500,000 and less than 550,000	550,000	83.02	76.13
550,000 and less than 600,000	600,000	83.18	76.29
600,000 and less than 650,000	650,000	83.34	76.45
650,000 and less than 700,000	700,000	83.50	76.61
700,000 and less than 750,000	750,000	83.66	76.77
750,000 and less than 800,000	800,000	83.82	76.93
800,000 and less than 850,000	850,000	83.98	77.09
850,000 and less than 900,000	900,000	84.14	77.25
900,000 and less than 950,000	950,000	84.30	77.41
950,000 and less than 1,000,000	1,000,000	84.46	77.57
1,000,000 pounds and over:			
For each additional 50,000 pounds			
or fraction thereof		Add \$.16	Add .16¢
Note: Minimum Daily Earnings		\$82.92	
Established by Article III(b) of Agreement of October 14, 1955			

STANDARD DAILY RATES OF PAY
Effective October 1, 1981

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

YARD SERVICE: WEIGHT ON DRIVERS (pounds)		Standard Daily Rates	
		Six- or Seven- Day Work Week	Five-Day Work Week
Less than 500,000	500,000	\$81.83	\$88.77
500,000 and less than 550,000	550,000	81.99	88.96
550,000 and less than 600,000	600,000	82.15	89.15
600,000 and less than 650,000	650,000	82.31	89.34
650,000 and less than 700,000	700,000	82.47	89.53
700,000 and less than 750,000	750,000	82.63	89.73
750,000 and less than 800,000	800,000	82.79	89.92
800,000 and less than 850,000	850,000	82.95	90.11
850,000 and less than 900,000	900,000	83.11	90.30
900,000 and less than 950,000	950,000	83.27	90.49
950,000 and less than 1,000,000	1,000,000	83.43	90.69
1,000,000 pounds and over:			
For each additional 50,000 pounds			
or fraction thereof		Add \$.16	Add \$.19
HOSTLING SERVICE: OCCUPATION			
Outside Hostler		\$81.51	\$88.50
Inside Hostler		79.89	86.52
Outside Hostler Helper		78.46	84.67

STANDARD DAILY RATES OF PAY
Effective October 1, 1981

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 are calculated by subtracting the standard local freight differential of 43¢ per basic day from the short local standard basic daily rates of pay established under Article III(c) of the September 14, 1968 Agreement, adding all subsequent general wage increases and cost-of-living adjustments, and then adding the standard local freight differential of 43¢ per basic day.

WEIGHT ON DRIVERS (pounds)		Standard Daily Rates
Less than 140,000	140,000	\$82.75
140,000 and less than 200,000	200,000	83.10
200,000 and less than 250,000	250,000	83.27
250,000 and less than 300,000	300,000	83.44
300,000 and less than 350,000	350,000	83.71
350,000 and less than 400,000	400,000	83.79
400,000 and less than 450,000	450,000	83.95
450,000 and less than 500,000	500,000	84.11
500,000 and less than 550,000	550,000	84.27
550,000 and less than 600,000	600,000	84.43
600,000 and less than 650,000	650,000	84.59
650,000 and less than 700,000	700,000	84.75
700,000 and less than 750,000	750,000	84.91
750,000 and less than 800,000	800,000	85.07
800,000 and less than 850,000	850,000	85.23
850,000 and less than 900,000	900,000	85.39
900,000 and less than 950,000	950,000	85.55
950,000 and less than 1,000,000	1,000,000	85.71
1,000,000 pounds and over:		
For each additional 50,000 pounds		
or fraction thereof		Add \$.16

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STANDARD DAILY AND MILEAGE RATES OF PAY
Effective October 1, 1981

CONDUCTORS AND TRAINMEN - PASSENGER SERVICE AND THROUGH FREIGHT SERVICE

	Daily Rates		Mileage Rates	
	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	\$84.22	\$84.14	51.12¢	51.07¢
Assistant Conductors				
Ticket Collectors	78.54	78.45	48.08	48.00
Brakemen and Flagmen	76.55	76.44	46.82	46.78
Train Baggage-men	76.96	76.87	47.10	47.04
THROUGH FREIGHT CONDUCTORS				
For miles in excess of 100				
Basic rates	\$82.42	\$82.33	75.09¢	74.95¢
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$82.77	\$82.68	75.44¢	75.30¢
81 to 105 cars	83.42	83.33	76.09	75.95
106 to 125 cars	83.82	83.73	76.49	76.35
126 to 145 cars	84.07	83.98	76.74	76.60
146 to 165 cars	84.17	84.08	76.84	76.70
166 cars and over	*	*	**	**
THROUGH FREIGHT BRAKEMEN AND FLAGMEN				
For miles in excess of 100				
Basic rates	\$76.42	\$76.32	70.12¢	70.02¢
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$76.77	\$76.67	70.47¢	70.37¢
81 to 105 cars	77.42	77.32	71.12	71.02
106 to 125 cars	77.82	77.72	71.52	71.42
126 to 145 cars	78.07	77.97	71.77	71.67
146 to 165 cars	78.17	78.07	71.87	71.77
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.

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective October 1, 1981

CONDUCTORS AND TRAINMEN - LOCAL FREIGHT SERVICE AND YARD SERVICE

	Daily Rates		Mileage Rates	
	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 (a)				
Basic rates	\$82.98	\$82.89	75.65¢	75.51¢
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$83.33	\$83.24	76.00¢	75.86¢
81 to 105 cars	83.98	83.89	76.65	76.51
106 to 125 cars	84.38	84.29	77.05	76.91
126 to 145 cars	84.63	84.54	77.30	77.16
146 to 165 cars	84.73	84.64	77.40	77.26
166 cars and over	*	*	**	**
LOCAL FREIGHT BRAKEMEN AND FLAGMEN (b)				
Basic rates	\$76.85	\$76.75	70.55¢	70.45¢
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$77.20	\$77.10	70.90¢	70.80¢
81 to 105 cars	77.85	77.75	71.55	71.45
106 to 125 cars	78.25	78.15	71.95	71.85
126 to 145 cars	78.50	78.40	72.20	72.10
146 to 165 cars	78.60	78.50	72.30	72.20
166 cars and over	*	*	**	**
Minimum daily earnings:				
Conductors	\$83.68	\$83.58		
Brakemen, Flagmen	77.55	77.45		
Established by Article III(b) of ORC&B Agreement of December 21, 1955, and by Article III(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 0.20¢ for each additional block of 20 cars or portion thereof.				
(a) Reflects standard local freight differential of 56¢ per basic day. (b) Reflects standard local freight differential of 43¢ per basic day.				

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FIVE-DAY YARD SERVICE

Occupation	Daily Rate
Yard Conductors (Foremen)	\$94.12
Yard Brakemen (Helpers)	89.71
Switchtenders	85.09

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STANDARD DAILY RATES OF PAY
Effective October 1, 1981
FREIGHT CONDUCTORS AND TRAINMEN
WITHOUT A MILEAGE COMPONENT IN THEIR ASSIGNMENTS

	Standard 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	\$83.97	\$83.90	\$85.37	\$85.27
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$84.32	\$84.25	\$85.72	\$85.62
81 to 105 cars	84.97	84.90	86.37	86.27
106 to 125 cars	85.37	85.30	86.77	86.67
126 to 145 cars	85.62	85.55	87.02	86.92
146 to 165 cars	85.72	85.65	87.12	87.02
166 cars and over	*	*	*	*
FREIGHT BRAKEMEN AND FLAGMEN				
Basic rates	\$77.97	\$77.90	\$79.24	\$79.15
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$78.32	\$78.25	\$79.59	\$79.50
81 to 105 cars	78.97	78.90	80.24	80.15
106 to 125 cars	79.37	79.30	80.64	80.55
126 to 145 cars	79.62	79.55	80.89	80.80
146 to 165 cars	79.72	79.65	80.99	80.90
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, and the applicable cost-of-living allowance 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 III(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, and the applicable cost-of-living allowance, to standard basic through freight rates of pay.

YARD CONDUCTOR (FOREMAN) RATES -

OCTOBER 1, 1981

Basic Day - \$94.12

Pro-rata: Hour - \$11.7650 Overtime: Hour - \$17.6475
Minute - 0.1961 Minute - 0.2941
5-Minutes - 0.9805 5-Minutes - 1.4706

Overtime Table

Min.	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$ 94.12	\$111.77	\$129.42	\$147.06	\$164.71
5	95.59	113.24	130.89	148.53	166.18
10	97.06	114.71	132.36	150.00	167.65
15	98.53	116.18	133.83	151.47	169.12
20	100.00	117.65	135.30	152.94	170.59
25	101.47	119.12	136.77	154.41	172.06
30	102.94	120.59	138.24	155.88	173.53
35	104.41	122.06	139.71	157.36	175.00
40	105.88	123.53	141.18	158.82	176.47
45	107.36	125.01	142.66	160.30	177.95
50	108.83	126.48	144.13	161.77	179.42
55	110.30	127.95	145.60	163.24	180.89

YARD BRAKEMAN (HELPER) RATES -

OCTOBER 1, 1981

Basic Day - \$89.71

Pro-rata: Hour - \$11.2138 Overtime: Hour - \$16.8206
Minute - 0.1869 Minute - 0.2803
5-Minutes - 0.9345 5-Minutes - 1.4017

Overtime Table

Min.	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$ 89.71	\$106.53	\$123.35	\$140.17	\$156.99
5	91.11	107.93	124.75	141.57	158.39
10	92.51	109.33	126.15	142.97	159.79
15	93.92	110.74	127.56	144.38	161.20
20	95.32	112.14	128.96	145.78	162.60
25	96.72	113.54	130.36	147.18	164.00
30	98.12	114.94	131.76	148.58	165.40
35	99.52	116.34	133.16	149.98	166.80
40	100.92	117.74	134.56	151.38	168.20
45	102.33	119.15	135.97	152.79	169.61
50	103.73	120.55	137.37	154.19	171.01
55	105.13	121.95	138.77	155.59	172.41

SWITCHTENDER RATES -

OCTOBER 1, 1981

Basic Day - \$85.09

Pro-rata: Hour - \$10.6363 Overtime: Hour - \$15.9544
Minute - 0.1773 Minute - 0.2659
5-Minutes - 0.8864 5-Minutes - 1.3295

Overtime Table

Min.	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$85.09	\$101.04	\$117.00	\$132.95	\$148.91
5	86.42	102.37	118.33	134.28	150.24
10	87.75	103.70	119.66	135.61	151.57
15	89.08	105.03	120.99	136.94	152.90
20	90.41	106.36	122.32	138.27	154.23
25	91.74	107.69	123.65	139.60	155.56
30	93.07	109.02	124.98	140.93	156.89
35	94.40	110.35	126.31	142.26	158.22
40	95.73	111.68	127.64	143.59	159.55
45	97.06	113.01	128.97	144.92	160.88
50	98.39	114.34	130.30	146.25	162.21
55	99.71	115.66	131.62	147.57	163.53

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective January 1, 1982

UTU

Resulting from the application of 125 cents per hour cost-of-living allowance to the standard basic rates of pay effective January 1, 1982.

LOCOMOTIVE ENGINEERS (MOTORMEN) — PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$86.30	78.69¢
80,000 and less than 100,000	86.30	78.69
100,000 and less than 140,000	86.39	78.78
140,000 and less than 170,000	86.47	78.86
170,000 and less than 200,000	86.56	78.95
200,000 and less than 250,000	86.65	79.04
250,000 and less than 300,000	86.73	79.12
300,000 and less than 350,000	86.82	79.21
350,000 and less than 400,000	86.90	79.29
400,000 and less than 450,000	86.99	79.38
450,000 and less than 500,000	87.08	79.47
500,000 and less than 550,000	87.16	79.55
550,000 and less than 600,000	87.25	79.64
600,000 and less than 650,000	87.33	79.72
650,000 and less than 700,000	87.42	79.81
700,000 and less than 750,000	87.50	79.89
750,000 and less than 800,000	87.59	79.98
800,000 and less than 850,000	87.67	80.06
850,000 and less than 900,000	87.76	80.15
900,000 and less than 950,000	87.84	80.23
950,000 and less than 1,000,000	87.93	80.32
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	\$86.56	78.95¢
Daily Earnings Minimum	\$87.82	

STANDARD DAILY RATES OF PAY
Effective January 1, 1982

UTU

LOCOMOTIVE ENGINEERS (MOTORMEN) — YARD SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily Rates	
	Six- or Seven-Day Work Week	Five-Day Work Week
Less than 500,000	\$91.65	\$101.02
500,000 and less than 550,000	91.86	101.27
550,000 and less than 600,000	92.04	101.49
600,000 and less than 650,000	92.22	101.70
650,000 and less than 700,000	92.40	101.92
700,000 and less than 750,000	92.58	102.14
750,000 and less than 800,000	92.76	102.35
800,000 and less than 850,000	92.94	102.57
850,000 and less than 900,000	93.12	102.78
900,000 and less than 950,000	93.30	103.00
950,000 and less than 1,000,000	93.48	103.22
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.

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective January 1, 1982

UTU

LOCOMOTIVE ENGINEERS (MOTORMEN) — THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$93.01	84.80¢
140,000 and less than 200,000	93.44	85.23
200,000 and less than 250,000	93.61	85.40
250,000 and less than 300,000	93.76	85.55
300,000 and less than 350,000	93.91	85.70
350,000 and less than 400,000	94.12	85.91
400,000 and less than 450,000	94.33	86.12
450,000 and less than 500,000	94.54	86.33
500,000 and less than 550,000	94.75	86.54
550,000 and less than 600,000	94.93	86.72
600,000 and less than 650,000	95.11	86.90
650,000 and less than 700,000	95.29	87.08
700,000 and less than 750,000	95.47	87.26
750,000 and less than 800,000	95.65	87.44
800,000 and less than 850,000	95.83	87.62
850,000 and less than 900,000	96.01	87.80
900,000 and less than 950,000	96.19	87.98
950,000 and less than 1,000,000	96.37	88.16
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof	Add \$.18	Add .18¢
Note: Minimum Daily Earnings	\$94.52	

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).

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective January 1, 1982

UTU

LOCOMOTIVE FIREMEN (HELPERS) — PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$80.00	73.56¢
80,000 and less than 100,000	80.09	73.65
100,000 and less than 140,000	80.17	73.73
140,000 and less than 170,000	80.35	73.91
170,000 and less than 200,000	80.43	73.99
200,000 and less than 250,000	80.52	74.08
250,000 and less than 300,000	80.52	74.08
300,000 and less than 350,000	80.60	74.16
350,000 and less than 400,000	80.69	74.25
400,000 and less than 450,000	80.78	74.34
450,000 and less than 500,000	80.86	74.42
500,000 and less than 550,000	80.95	74.51
550,000 and less than 600,000	81.03	74.59
600,000 and less than 650,000	81.11	74.67
650,000 and less than 700,000	81.19	74.75
700,000 and less than 750,000	81.27	74.83
750,000 and less than 800,000	81.35	74.91
800,000 and less than 850,000	81.43	74.99
850,000 and less than 900,000	81.51	75.07
900,000 and less than 950,000	81.59	75.15
950,000 and less than 1,000,000	81.67	75.23
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof	Add \$.08	Add .08¢
Daily Earnings Minimum	\$81.34	

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective January 1, 1982
LOCOMOTIVE FIREMEN (HELPERS) — THROUGH FREIGHT SERVICE

UTU

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$84.30	77.41c
140,000 and less than 200,000	84.65	77.76
200,000 and less than 250,000	84.82	77.93
250,000 and less than 300,000	84.99	78.10
300,000 and less than 350,000	85.26	78.37
350,000 and less than 400,000	85.34	78.45
400,000 and less than 450,000	85.50	78.61
450,000 and less than 500,000	85.66	78.77
500,000 and less than 550,000	85.82	78.93
550,000 and less than 600,000	85.98	79.09
600,000 and less than 650,000	86.14	79.25
650,000 and less than 700,000	86.30	79.41
700,000 and less than 750,000	86.46	79.57
750,000 and less than 800,000	86.62	79.73
800,000 and less than 850,000	86.78	79.89
850,000 and less than 900,000	86.94	80.05
900,000 and less than 950,000	87.10	80.21
950,000 and less than 1,000,000	87.26	80.37
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof	Add \$.16	Add .16c
Note: Minimum Daily Earnings	\$85.72	
Established by Article III(b) of Agreement of October 14, 1955		

STANDARD DAILY RATES OF PAY
Effective January 1, 1982
LOCOMOTIVE FIREMEN (HELPERS) — YARD SERVICE, AND HOSTLERS AND HOSTLER HELPERS

UTU

WEIGHT ON DRIVERS (pounds)	Standard Daily Rates	
	Six- or Seven-Day Work Week	Five-Day Work Week
Less than 500,000	\$84.63	\$91.57
500,000 and less than 550,000	84.79	91.76
550,000 and less than 600,000	84.95	91.95
600,000 and less than 650,000	85.11	92.14
650,000 and less than 700,000	85.27	92.33
700,000 and less than 750,000	85.43	92.53
750,000 and less than 800,000	85.59	92.72
800,000 and less than 850,000	85.75	92.91
850,000 and less than 900,000	85.91	93.10
900,000 and less than 950,000	86.07	93.29
950,000 and less than 1,000,000	86.23	93.49
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof	Add \$.16	Add \$.19
HOSTLING SERVICE: OCCUPATION		
Outside Hostler	\$84.31	\$91.30
Inside Hostler	82.69	89.32
Outside Hostler Helper	81.26	87.47

STANDARD DAILY RATES OF PAY
Effective January 1, 1982
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

UTU

Rates are calculated by subtracting the standard local freight differential of 43c per basic day from the short local standard basic daily rates of pay established under Article III(c) of the September 14, 1968 Agreement, adding all subsequent general wage increases and cost-of-living adjustments, and then adding the standard local freight differential of 43c per basic day.

WEIGHT ON DRIVERS (pounds)	Standard Daily Rates
Less than 140,000	\$85.55
140,000 and less than 200,000	85.90
200,000 and less than 250,000	86.07
250,000 and less than 300,000	86.24
300,000 and less than 350,000	86.51
350,000 and less than 400,000	86.69
400,000 and less than 450,000	86.75
450,000 and less than 500,000	86.91
500,000 and less than 550,000	87.07
550,000 and less than 600,000	87.23
600,000 and less than 650,000	87.39
650,000 and less than 700,000	87.55
700,000 and less than 750,000	87.71
750,000 and less than 800,000	87.87
800,000 and less than 850,000	88.03
850,000 and less than 900,000	88.19
900,000 and less than 950,000	88.35
950,000 and less than 1,000,000	88.51
1,000,000 pounds and over:	
For each additional 50,000 pounds or fraction thereof	Add \$.16

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective January 1, 1982
CONDUCTORS AND TRAINMEN — PASSENGER SERVICE AND THROUGH FREIGHT SERVICE

UTU

	Daily Rates		Mileage Rates	
	Under agreements held by former			
	ORC&B-All Regions: BRT-Western 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	\$87.02	\$86.94	52.99c	52.94c
Assistant Conductors - Ticket Collectors	81.34	81.25	49.95	49.87
Brakemen and Flagmen	79.35	79.24	48.69	48.65
Train Baggage-men	79.76	79.67	48.97	48.91
THROUGH FREIGHT CONDUCTORS				
For miles in excess of 100				
Basic rates	\$85.22	\$85.13	77.89c	77.75c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$85.57	\$85.48	78.24c	78.10c
81 to 105 cars	86.22	86.13	78.89	78.75
106 to 125 cars	86.62	86.53	79.29	79.15
126 to 145 cars	86.87	86.78	79.54	79.40
146 to 165 cars	86.97	86.88	79.64	79.50
166 cars and over	*	*	**	**
THROUGH FREIGHT BRAKEMEN AND FLAGMEN				
For miles in excess of 100				
Basic rates	\$79.22	\$79.12	72.92c	72.82c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$79.57	\$79.47	73.27c	73.17c
81 to 105 cars	80.22	80.12	73.92	73.82
106 to 125 cars	80.62	80.52	74.32	74.22
126 to 145 cars	80.87	80.77	74.57	74.47
146 to 165 cars	80.97	80.87	74.67	74.57
166 cars and over	*	*	**	**

* 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.

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective January 1, 1982
CONDUCTORS AND TRAINMEN — LOCAL FREIGHT SERVICE AND YARD SERVICE

UTU

	Daily Rates		Mileage Rates	
	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 (a)				
Basic rates	\$85.78	\$85.69	78.45c	78.31c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$86.13	\$86.04	78.80c	78.66c
81 to 105 cars	86.78	86.69	79.45	79.31
106 to 125 cars	87.18	87.09	79.85	79.71
126 to 145 cars	87.43	87.34	80.10	79.96
146 to 165 cars	87.53	87.44	80.20	80.06
166 cars and over	*	*	**	**
LOCAL FREIGHT BRAKEMEN AND FLAGMEN (b)				
Basic rates	\$79.65	\$79.55	73.35c	73.25c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$80.00	\$79.90	73.70c	73.60c
81 to 105 cars	80.65	80.55	74.35	74.25
106 to 125 cars	81.05	80.95	74.75	74.65
126 to 145 cars	81.30	81.20	75.00	74.90
146 to 165 cars	81.40	81.30	75.10	75.00
166 cars and over	*	*	**	**
Minimum daily earnings:				
Conductors	\$86.48	\$86.38		
Brakemen, Flagmen	80.35	80.25		
Established by Article III(b) of ORC&B Agreement of December 21, 1955, and by Article III(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.				
(a) Reflects standard local freight differential of 56c per basic day. (b) Reflects standard local freight differential of 43c per basic day.				

FIVE-DAY YARD SERVICE

Occupation	Daily Rate
Yard Conductors (Foremen)	\$86.92
Yard Brakemen (Helpers)	82.51
Switchtenders	87.69

STANDARD DAILY RATES OF PAY
Effective January 1, 1982
FREIGHT CONDUCTORS AND TRAINMEN
WITHOUT A MILEAGE COMPONENT IN THEIR ASSIGNMENTS

	Standard 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, Western Southeast	BRT- Western Region	ORC&B-All Regions; BRT-East, Southeast	BRT- Western Region
FREIGHT CONDUCTORS				
Basic rates	\$86.77	\$86.70	\$88.17	\$88.07
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$87.12	\$87.05	\$88.52	\$88.42
81 to 105 cars	87.77	87.70	89.17	89.07
106 to 125 cars	88.17	88.10	89.57	89.47
126 to 145 cars	88.42	88.35	89.82	89.72
146 to 165 cars	88.52	88.45	89.92	89.82
166 cars and over	*	*	*	*
FREIGHT BRAKEMEN AND FLAGMEN				
Basic rates	\$80.77	\$80.70	\$82.04	\$81.95
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$81.12	\$81.05	\$82.39	\$82.30
81 to 105 cars	81.77	81.70	83.04	82.95
106 to 125 cars	82.17	82.10	83.44	83.35
126 to 145 cars	82.42	82.35	83.69	83.60
146 to 165 cars	82.52	82.45	83.79	83.70
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, and the applicable cost-of-living allowance 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, and the applicable cost-of-living allowance, to standard basic through freight rates of pay.

YARD CONDUCTOR (FOREMAN) RATES -

JANUARY 1, 1982

Basic Day - \$96.92

Pro-rata: Hour - \$12.1150

Overtime: Hour - \$18.1725

Minute - 0.2019

Minute - 0.3029

5-Minutes - 1.0095

5-Minutes - 1.5144

Overtime Table

Min.	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$ 96.92	\$115.09	\$133.27	\$151.44	\$169.61
5	98.43	116.60	134.78	152.95	171.12
10	99.95	118.12	136.30	154.47	172.64
15	101.46	119.63	137.81	155.98	174.15
20	102.98	121.15	139.33	157.50	175.67
25	104.49	122.66	140.84	159.01	177.18
30	106.01	124.18	142.36	160.53	178.70
35	107.52	125.69	143.87	162.04	180.21
40	109.04	127.21	145.39	163.56	181.73
45	110.55	128.72	146.90	165.07	183.24
50	112.06	130.23	148.41	166.58	184.75
55	113.58	131.75	149.93	168.10	186.27

YARD BRAKEMAN (HELPER) RATES -

JANUARY 1, 1982

Basic Day - \$92.51

Pro-rata: Hour - \$11.5638

Overtime: Hour - \$17.3456

Minute - 0.1927

Minute - 0.2891

5-Minutes - 0.9635

5-Minutes - 1.4455

Overtime Table

Min.	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$ 92.51	\$109.86	\$127.20	\$144.55	\$161.89
5	93.96	111.31	128.65	146.00	163.34
10	95.40	112.75	130.10	147.44	164.78
15	96.85	114.20	131.54	148.89	166.23
20	98.29	115.64	132.98	150.33	167.67
25	99.74	117.09	134.43	151.78	169.12
30	101.18	118.53	135.87	153.22	170.57
35	102.63	119.98	137.32	154.67	172.01
40	104.07	121.42	138.76	156.11	173.45
45	105.52	122.87	140.21	157.56	174.90
50	106.97	124.32	141.66	159.01	176.35
55	108.41	125.76	143.10	160.45	177.79

SWITCHTENDER RATES -

JANUARY 1, 1982

Basic Day - \$87.89

Pro-rata: Hour - \$10.9863

Overtime: Hour - \$16.4794

Minute - 0.1831

Minute - 0.2747

5-Minutes - 0.9155

5-Minutes - 1.3733

Overtime Table

Min.	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$ 87.89	\$104.37	\$120.85	\$137.33	\$153.81
5	89.26	105.74	122.22	138.70	155.18
10	90.64	107.12	123.60	140.08	156.56
15	92.01	108.49	124.97	141.45	157.93
20	93.38	109.86	126.34	142.82	159.30
25	94.76	111.24	127.72	144.20	160.68
30	96.13	112.61	129.09	145.57	162.05
35	97.50	113.98	130.46	146.94	163.42
40	98.88	115.36	131.84	148.32	164.80
45	100.25	116.73	133.21	149.69	166.17
50	101.62	118.10	134.58	151.06	167.54
55	103.00	119.48	135.96	152.44	168.92

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY

Effective July 1, 1982

Resulting from the application of 147 cents per hour cost-of-living allowance to the standard basic rates of pay effective July 1, 1982.

LOCOMOTIVE ENGINEERS (MOTORMEN) - PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$90.38	\$2.54¢
80,000 and less than 100,000	90.38	82.54
100,000 and less than 140,000	90.47	82.63
140,000 and less than 170,000	90.55	82.71
170,000 and less than 200,000	90.64	82.80
200,000 and less than 250,000	90.73	82.89
250,000 and less than 300,000	90.81	82.97
300,000 and less than 350,000	90.90	83.06
350,000 and less than 400,000	90.98	83.14
400,000 and less than 450,000	91.07	83.23
450,000 and less than 500,000	91.16	83.32
500,000 and less than 550,000	91.24	83.40
550,000 and less than 600,000	91.33	83.49
600,000 and less than 650,000	91.41	83.57
650,000 and less than 700,000	91.50	83.66
700,000 and less than 750,000	91.58	83.74
750,000 and less than 800,000	91.67	83.83
800,000 and less than 850,000	91.75	83.91
850,000 and less than 900,000	91.84	84.00
900,000 and less than 950,000	91.92	84.08
950,000 and less than 1,000,000	92.01	84.17
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	\$90.64	82.80¢
Daily Earnings Minimum	\$91.90	

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY

Effective July 1, 1982

LOCOMOTIVE ENGINEERS (MOTORMEN) -- THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 140,000	\$97.36	88.90¢
140,000 and less than 200,000	97.79	89.33
200,000 and less than 250,000	97.96	89.50
250,000 and less than 300,000	98.11	89.65
300,000 and less than 350,000	98.26	89.80
350,000 and less than 400,000	98.47	90.01
400,000 and less than 450,000	98.68	90.22
450,000 and less than 500,000	98.89	90.43
500,000 and less than 550,000	99.10	90.64
550,000 and less than 600,000	99.28	90.82
600,000 and less than 650,000	99.46	91.00
650,000 and less than 700,000	99.64	91.18
700,000 and less than 750,000	99.82	91.36
750,000 and less than 800,000	100.00	91.54
800,000 and less than 850,000	100.18	91.72
850,000 and less than 900,000	100.36	91.90
900,000 and less than 950,000	100.54	92.08
950,000 and less than 1,000,000	100.72	92.26
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof	Add \$.18	Add .18¢
Note: Minimum Daily Earnings	\$98.87	

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).

UTU

STANDARD DAILY RATES OF PAY

Effective July 1, 1982

LOCOMOTIVE ENGINEERS (MOTORMEN) -- YARD SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily Rates	
	Six- or Seven-Day Work Week	Five-Day Work Week
Less than 500,000	\$95.86	\$105.51
500,000 and less than 550,000	96.07	105.76
550,000 and less than 600,000	96.25	105.98
600,000 and less than 650,000	96.43	106.19
650,000 and less than 700,000	96.61	106.41
700,000 and less than 750,000	96.79	106.63
750,000 and less than 800,000	96.97	106.84
800,000 and less than 850,000	97.15	107.06
850,000 and less than 900,000	97.33	107.27
900,000 and less than 950,000	97.51	107.49
950,000 and less than 1,000,000	97.69	107.71
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.

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY

Effective July 1, 1982

LOCOMOTIVE FIREMEN (HELPERS) -- PASSENGER SERVICE

WEIGHT ON DRIVERS (pounds)	Standard Daily and Mileage Rates	
	Daily Rates	Mileage Rates
Less than 80,000	\$83.89	77.26¢
80,000 and less than 100,000	83.98	77.35
100,000 and less than 140,000	84.06	77.43
140,000 and less than 170,000	84.24	77.61
170,000 and less than 200,000	84.32	77.69
200,000 and less than 250,000	84.41	77.78
250,000 and less than 300,000	84.41	77.78
300,000 and less than 350,000	84.49	77.86
350,000 and less than 400,000	84.58	77.95
400,000 and less than 450,000	84.67	78.04
450,000 and less than 500,000	84.75	78.12
500,000 and less than 550,000	84.84	78.21
550,000 and less than 600,000	84.92	78.29
600,000 and less than 650,000	85.00	78.37
650,000 and less than 700,000	85.08	78.45
700,000 and less than 750,000	85.16	78.53
750,000 and less than 800,000	85.24	78.61
800,000 and less than 850,000	85.32	78.69
850,000 and less than 900,000	85.40	78.77
900,000 and less than 950,000	85.48	78.85
950,000 and less than 1,000,000	85.56	78.93
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof	Add \$.08	Add .08¢
Daily Earnings Minimum	\$85.23	

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective July 1, 1982
LOCOMOTIVE FIREMEN (HELPERS) — THROUGH FREIGHT SERVICE

WEIGHT ON DRIVERS (pounds)		Standard Daily and Mileage Rates	
		Daily Rates	Mileage Rates
Less than 140,000	140,000	\$88.38	81.28c
140,000 and less than 200,000	200,000	88.73	81.63
200,000 and less than 250,000	250,000	88.90	81.80
250,000 and less than 300,000	300,000	89.07	81.97
300,000 and less than 350,000	350,000	89.34	82.24
350,000 and less than 400,000	400,000	89.42	82.32
400,000 and less than 450,000	450,000	89.58	82.48
450,000 and less than 500,000	500,000	89.74	82.64
500,000 and less than 550,000	550,000	89.90	82.80
550,000 and less than 600,000	600,000	90.06	82.96
600,000 and less than 650,000	650,000	90.22	83.12
650,000 and less than 700,000	700,000	90.38	83.28
700,000 and less than 750,000	750,000	90.54	83.44
750,000 and less than 800,000	800,000	90.70	83.60
800,000 and less than 850,000	850,000	90.86	83.76
850,000 and less than 900,000	900,000	91.02	83.92
900,000 and less than 950,000	950,000	91.18	84.08
950,000 and less than 1,000,000	1,000,000	91.34	84.24
1,000,000 pounds and over:			
For each additional 50,000 pounds or fraction thereof		Add \$.16	Add .16c
Note: Minimum Daily Earnings		\$89.80	
Established by Article III(b) of Agreement of October 14, 1955			

UTU

STANDARD DAILY RATES OF PAY
Effective July 1, 1982
LOCOMOTIVE FIREMEN (HELPERS) — YARD SERVICE,
AND HOSTLERS AND HOSTLER HELPERS

YARD SERVICE: WEIGHT ON DRIVERS (pounds)		Standard Daily Rates	
		Six- or Seven-Day Work Week	Five-Day Work Week
Less than 500,000	500,000	\$88.63	\$95.78
500,000 and less than 550,000	550,000	88.79	95.97
550,000 and less than 600,000	600,000	88.95	96.16
600,000 and less than 650,000	650,000	89.11	96.35
650,000 and less than 700,000	700,000	89.27	96.54
700,000 and less than 750,000	750,000	89.43	96.74
750,000 and less than 800,000	800,000	89.59	96.93
800,000 and less than 850,000	850,000	89.75	97.12
850,000 and less than 900,000	900,000	89.91	97.31
900,000 and less than 950,000	950,000	90.07	97.50
950,000 and less than 1,000,000	1,000,000	90.23	97.70
1,000,000 pounds and over:			
For each additional 50,000 pounds or fraction thereof		Add \$.16	Add \$.19
HOSTLING SERVICE: OCCUPATION			
Outside Hostler		\$88.30	\$95.50
Inside Hostler		86.63	93.46
Outside Hostler Helper		85.16	91.55

UTU

STANDARD DAILY RATES OF PAY
Effective July 1, 1982
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 are calculated by subtracting the standard local freight differential of 43c per basic day from the short local standard basic daily rates of pay established under Article II(c) of the September 14, 1968 Agreement, adding all subsequent general wage increases and cost-of-living adjustments, and then adding the standard local freight differential of 43c per basic day.

WEIGHT ON DRIVERS (pounds)		Standard Daily Rates
140,000 and less than 200,000	200,000	90.00
200,000 and less than 250,000	250,000	90.17
250,000 and less than 300,000	300,000	90.34
300,000 and less than 350,000	350,000	90.61
350,000 and less than 400,000	400,000	90.69
400,000 and less than 450,000	450,000	90.85
450,000 and less than 500,000	500,000	91.01
500,000 and less than 550,000	550,000	91.17
550,000 and less than 600,000	600,000	91.33
600,000 and less than 650,000	650,000	91.49
650,000 and less than 700,000	700,000	91.65
700,000 and less than 750,000	750,000	91.81
750,000 and less than 800,000	800,000	91.97
800,000 and less than 850,000	850,000	92.13
850,000 and less than 900,000	900,000	92.29
900,000 and less than 950,000	950,000	92.45
950,000 and less than 1,000,000	1,000,000	92.61
1,000,000 pounds and over:		
For each additional 50,000 pounds or fraction thereof		Add \$.16

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective July 1, 1982
CONDUCTORS AND TRAINMEN — PASSENGER SERVICE AND THROUGH FREIGHT SERVICE

	Daily Rates		Mileage Rates	
	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	\$91.09	\$91.01	55.55c	55.50c
Assistant Conductors - Ticket Collectors	85.24	85.15	52.42	52.34
Brakemen and Flagmen	83.19	83.08	51.12	51.08
Train Baggage-men	83.61	83.52	51.41	51.35
THROUGH FREIGHT CONDUCTORS				
For miles in excess of 100				
Basic rates	\$89.24	\$89.14	81.69c	81.54c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$89.59	\$89.49	82.04c	81.89c
81 to 105 cars	90.24	90.14	82.69	82.54
106 to 125 cars	90.64	90.54	83.09	82.94
126 to 145 cars	90.89	90.79	83.34	83.19
146 to 165 cars	90.99	90.89	83.44	83.29
166 cars and over	*	*	**	**

UTU

STANDARD DAILY AND MILEAGE RATES OF PAY
Effective July 1, 1982
CONDUCTORS AND TRAINMEN — LOCAL FREIGHT SERVICE AND YARD SERVICE

	Daily Rates		Mileage Rates	
	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 (a)				
Basic rates	\$89.80	\$89.70	82.25c	82.10c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$90.15	\$90.05	82.60c	82.45c
81 to 105 cars	90.80	90.70	83.25	83.10
106 to 125 cars	91.20	91.10	83.65	83.50
126 to 145 cars	91.45	91.35	83.90	83.75
146 to 165 cars	91.55	91.45	84.00	83.85
166 cars and over	*	*	**	**
LOCAL FREIGHT BRAKEMEN AND FLAGMEN (b)				
Basic rates	\$83.49	\$83.38	77.00c	76.89c
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$83.84	\$83.73	77.35c	77.24c
81 to 105 cars	84.49	84.38	78.00	77.89
106 to 125 cars	84.89	84.78	78.40	78.29
126 to 145 cars	85.14	85.03	78.65	78.54
146 to 165 cars	85.24	85.13	78.75	78.64
166 cars and over	*	*	**	**
Minimum daily earnings:				
Conductors	\$90.50	\$90.39		
Brakemen, Flagmen	84.19	84.08		
Established by Article II(b) of ORC&B Agreement of December 21, 1955, and by Article III(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.				
(a) Reflects standard local freight differential of 56c per basic day.				
(b) Reflects standard local freight differential of 43c per basic day.				
FIVE-DAY YARD SERVICE				
Occupation	Daily Rate			
Yard Conductors (Foremen)	\$101.29			
Yard Brakemen (Helpers)	96.75			
Switchtenders	91.99			

STANDARD DAILY RATES OF PAY
Effective July 1, 1982
FREIGHT CONDUCTORS AND TRAINMEN
WITHOUT A MILEAGE COMPONENT IN THEIR ASSIGNMENTS

	Standard 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	\$90.83	\$90.76	\$92.26	\$92.16
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$91.18	\$91.11	\$92.61	\$92.51
81 to 105 cars	91.83	91.76	93.26	93.16
106 to 125 cars	92.23	92.16	93.66	93.56
126 to 145 cars	92.48	92.41	93.91	93.81
146 to 165 cars	92.58	92.51	94.01	93.91
166 cars and over	*	*	*	*
FREIGHT BRAKEMEN AND FLAGMEN				
Basic rates	\$84.65	\$84.58	\$85.95	\$85.86
Rates including car scale additives provided by the agreement of May 26, 1955:				
Less than 81 cars	\$85.00	\$84.93	\$86.30	\$86.21
81 to 105 cars	85.65	85.58	86.95	86.86
106 to 125 cars	86.05	85.98	87.35	87.26
126 to 145 cars	86.30	86.23	87.60	87.51
146 to 165 cars	86.40	86.33	87.70	87.61
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, and the applicable cost-of-living allowance 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, and the applicable cost-of-living allowance, to standard basic through freight rates of pay.

YARD CONDUCTOR (FOREMAN) RATES --

JULY 1, 1982

Basic Day -- \$101.29

Pro-rata: Hour - \$12.6613 Overtime: Hour - \$18.9919
Minute - 0.2110 Minute - 0.3165
5-Minutes - 1.0551 5-Minutes - 1.5827

Overtime Table

Min.	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$101.29	\$120.28	\$139.27	\$158.27	\$177.26
5	102.87	121.86	140.85	159.85	178.84
10	104.46	123.45	142.44	161.44	180.43
15	106.04	125.03	144.02	163.02	182.01
20	107.62	126.61	145.60	164.60	183.59
25	109.20	128.19	147.18	166.18	185.17
30	110.79	129.78	148.77	167.77	186.76
35	112.37	131.36	150.35	169.35	188.34
40	113.95	132.94	151.93	170.93	189.92
45	115.53	134.52	153.51	172.51	191.50
50	117.12	136.11	155.10	174.10	193.09
55	118.70	137.69	156.68	175.68	194.67

YARD BRAKEMAN (HELPER) RATES --

JULY 1, 1982

Basic Day -- \$96.75

Pro-rata: Hour - \$12.0938 Overtime: Hour - \$18.1406
Minute - 0.2016 Minute - 0.3023
5-Minutes - 1.01 5-Minutes - 1.5117

Overtime Table

Min.	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$ 96.75	\$114.89	\$133.03	\$151.17	\$169.31
5	98.26	116.40	134.54	152.68	170.82
10	99.77	117.91	136.05	154.19	172.33
15	101.29	119.43	137.57	155.71	173.85
20	102.80	120.94	139.08	157.22	175.36
25	104.31	122.45	140.59	158.73	176.87
30	105.82	123.96	142.10	160.24	178.38
35	107.33	125.47	143.61	161.75	179.89
40	108.84	126.98	145.12	163.26	181.40
45	110.36	128.50	146.64	164.78	182.92
50	111.87	130.01	148.15	166.29	184.43
55	113.38	131.52	149.66	167.80	185.94

SWITCHTENDER RATES --

JULY 1, 1982

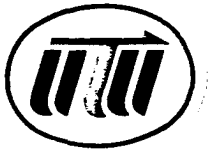
Basic Day -- \$91.99

Pro-rata: Hour - \$11.4988 Overtime: Hour - \$17.2481
Minute - 0.1916 Minute - 0.2875
5-Minutes - 0.9582 5-Minutes - 1.4373

Overtime Table

Min.	8-Hrs.	9-Hrs.	10-Hrs.	11-Hrs.	12-Hrs.
0	\$ 91.99	\$109.24	\$126.49	\$143.73	\$160.98
5	93.43	110.68	127.93	145.17	162.42
10	94.86	112.11	129.36	146.60	163.85
15	96.30	113.55	130.80	148.04	165.29
20	97.74	114.99	132.24	149.48	166.73
25	99.18	116.43	133.68	150.92	168.17
30	100.61	117.86	135.11	152.35	169.60
35	102.05	119.30	136.55	153.79	171.04
40	103.49	120.74	137.99	155.23	172.48
45	104.93	122.18	139.43	156.67	173.93
50	106.36	123.61	140.86	158.10	175.35
55	107.80	125.05	142.30	159.54	176.79





OPS-VAC.
Synthesis

Synthesis
of
Operating Vacation Agreement

Revised November 15, 1982
By The
UTU - R&S Department

(This is intended as a guide and is not to be construed as constituting a separate Agreement between the parties.)

Originally Prepared November 2, 1967, By Section 10 Committee Of The April 29, 1949 Operating Vacation Agreement, As Amended By Various National Agreements Up To And Including October 15, 1982.

Furnished For Your Information And Convenience By

President
United Transportation Union

Synthesis
of
OPERATING VACATION AGREEMENTS

The following represents a synthesis in one document for the convenience of the parties, of the National Vacation Agreement of April 29, 1949, between certain carriers represented by the National Carriers' Conference Committee and their employees represented by the Brotherhood of Locomotive Engineers and the United Transportation Union (formerly the Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brakemen, Brotherhood of Railroad Trainmen and Switchmen's Union of North America), and the several amendments made thereto in various national agreements up to October 15, 1982:*

This is intended as a guide and is not to be construed as constituting a separate agreement between the parties. If any dispute arises as to the proper interpretation or application of any vacation provision, the terms of the appropriate vacation agreement shall govern.

Section 1 (a) - Effective January 1, 1982, each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, will be qualified for an annual vacation of one week with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to one hundred sixty (160) basic days in miles or hours paid for, as provided in individual schedules.

Beginning with the effective date of the provisions of Article 3 of Agreement "A" dated September 21, 1950, May 25, 1951 or May 23, 1952, on an individual carrier, but not earlier than the year 1960, in the application of this Section 1(a) each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.3 days, and each basic day in all other services shall be computed as 1.1 days, for purposes of determining qualifications for vacations. (This is the equivalent of 120 qualifying days in a calendar year in yard service and 144 qualifying days in a calendar year in road service.) (See NOTE below.)

Beginning with the year 1960 on all other carriers, in the application of this Section 1(a) each basic day in all classes of service shall be computed as 1.1 days for purposes of determining qualifications for vacation. (This is the equivalent of 144 qualifying days.) (See NOTE below.)

*Agreement of 9/28/82 with the BLE

*Agreement of 10/15/82 with the UTU

(b) - Effective January 1, 1982, each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having two or more years of continuous service with employing carrier will be qualified for an annual vacation of two weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to one hundred sixty (160) basic days in miles or hours paid for as provided in individual schedules and during the said two or more years of continuous service renders service of not less than three hundred twenty (320) basic days in miles or hours paid for as provided in individual schedules.

Beginning with the effective date of the provisions of Article 3 of Agreement "A" dated September 21, 1950, May 25, 1951, or May 23, 1952, on an individual carrier, but not earlier than the year 1960, in the application of this Section 1(b) each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.4 days, and each basic day in all other services shall be computed as 1.2 days, for purposes of determining qualifications for vacations. (This is the equivalent of 110 qualifying days in a calendar year in yard service and 132 qualifying days in a calendar year in road service.) (See NOTE below.)

Beginning with the year 1960 on all other carriers, in the application of this Section 1(b) each basic day in all classes of service shall be computed as 1.2 days for purposes of determining qualifications for vacation. (This is the equivalent of 132 qualifying days.) (See NOTE below.)

(c) - Effective January 1, 1982, each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having eight or more years of continuous service with employing carrier will be qualified for an annual vacation of three weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to one hundred sixty (160) basic days in miles or hours paid for as provided in individual schedules and during the said eight or more years of continuous service renders service of not less than one thousand two hundred and eighty (1280) basic days in miles or hours paid for as provided in individual schedules.

Beginning with the effective date of the provisions of Article 3 of Agreement "A" dated September 21, 1950, May 25, 1951 or May 23, 1952, on an individual carrier, but not earlier than the year 1960, in the application of this Section 1(c) each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.6 days, and each basic day in all other services shall be computed as 1.3 days, for purposes of determining qualifications for vacations. (This is the equivalent of 100 qualifying days in a calendar year in yard service and 120 qualifying days in a calendar year in road service.) (See NOTE below.)

Beginning with the year 1960 on all other carriers, in the application of this Section 1(c) each basic day in all classes of service shall be computed as 1.3 days for purposes of determining qualifications for vacation. (This is the equivalent of 120 qualifying days.) (See NOTE below.)

(d) - Effective January 1, 1982, each employee subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having seventeen or more years of continuous service with employing carrier will be qualified for an annual vacation of four weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to one hundred sixty (160) basic days in miles or hours paid for as provided in individual schedules and during the said seventeen or more years of continuous service renders service of not less than two thousand seven hundred and twenty (2720) basic days in miles or hours paid for as provided in individual schedules.

Beginning with the effective date of the provisions of Article 3 of Agreement "A" dated September 21, 1950, May 25, 1951 or May 23, 1952, on an individual carrier, but not earlier than the year 1960, in the application of this Section 1(d) each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.6 days, and each basic day in all other services shall be computed as 1.3 days, for purposes of determining qualifications for vacations. (This is the equivalent of 100 qualifying days in a calendar year in yard service and 120 qualifying days in a calendar year in road service.) (See NOTE below.)

Beginning with the year 1960 on all other carriers, in the application of this Section 1(d) each basic day in all classes of service shall be computed as 1.3 days for purposes of determining qualifications for vacation. (This is the equivalent of 120 qualifying days.) (See NOTE below.)

(e) - Effective January 1, 1982, each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having twenty five or more years of continuous service with employing carrier will be qualified for an annual vacation of five weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to one hundred sixty (160) basic days in miles or hours paid for as provided in individual schedules and during the said twenty five or more years of continuous service renders service of not less than four thousand (4,000) basic days in miles or hours paid for as provided in individual schedules.

Beginning with the effective date of the provisions of Article 3 of Agreement "A" dated September 21, 1950, May 25, 1951 or May 23, 1952, on an individual carrier, but not earlier than the year 1960, in the application of this Section 1(e) each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.6 days, and each basic day in all other services shall be computed as 1.3 days, for purposes of determining qualifications for vaca-

tions. (This is the equivalent of 100 qualifying days in a calendar year in yard service and 120 qualifying days in a calendar year in road service.) (See NOTE below.)

Beginning with the year 1960 on all other carriers, in the application of this Section 1(e) each basic day in all classes of service shall be computed as 1.3 days for purposes of determining qualifications for vacation. (This is the equivalent of 120 qualifying days.) (See NOTE below.)

NOTE: In the application of Section 1(a), (b), (c), (d) and (e), qualifying years accumulated, also qualifying requirements for years accumulated, prior to the effective date of the respective provisions hereof, for extended vacations shall not be changed.

(f) - In dining car service, for service performed on and after July 1, 1949 each 7½ hours paid for shall be considered the equivalent of one basic day in the application of Section 1 (a), (b), (c), (d) and (e).

(g) - Calendar days on which an employee assigned to an extra list is available for service and on which days he performs no service, not exceeding sixty (60) such days, will be included in the determination of qualification for vacation; also, calendar days, not in excess of thirty (30), on which an employee is absent from and unable to perform service because of injury received on duty will be included.

The 60 and 30 calendar days referred to in this Section 1(g) shall not be subject to the 1.1, 1.2, 1.3, 1.4 and 1.6 computations provided for in Section 1(a), (b), (c), (d) and (e), respectively.

(h) - Where an employee is discharged from service and thereafter restored to service during the same calendar year with seniority unimpaired, service performed prior to discharge and subsequent to reinstatement during that year shall be included in the determination of qualification for vacation during the following year.

Where an employee is discharged from service and thereafter restored to service with seniority unimpaired, service before and after such discharge and restoration shall be included in computing three hundred twenty (320) basic days under Section 1(b), one thousand two hundred and eighty (1280) basic days under Section 1(c), two thousand seven hundred and twenty (2720) basic days under Section 1(d), and four thousand (4,000) basic days under Section 1(e).

(i) - Only service performed on one railroad may be combined in determining the qualifications provided for in this Section 1, except that service of an employee on his home road may be combined with service performed on other roads when the latter service is performed at the direction of the management of his home road or by virtue of the employee's seniority on his home road. Such service will not operate to relieve the home road of its responsibility under this agreement.

(j) - In instances where employees who have become members of the Armed Forces of the United States return to the service of the employing carrier in accordance with the Military Selective Service Act of 1967, as amended, the time spent by such employees in the Armed Forces subsequent to their employment by the employing carrier will be credited as qualifying service in determining the length of vacations for which they may qualify upon their return to the service of the employing carrier.

(k) - In instances where an employee who has become a member of the Armed Forces of the United States returns to the service of the employing carrier in accordance with the Military Selective Service Act of 1967, as amended, and in the calendar year preceding his return to railroad service had rendered no compensated service or had rendered compensated service on fewer days than are required to qualify for a vacation in the calendar year of his return to railroad service, but could qualify for a vacation in the calendar year of his return to railroad service if he had combined for qualifying purposes days on which he was in railroad service in such preceding calendar year with days in such year on which he was in the Armed Forces, he will be granted, in the calendar year of his return to railroad service, a vacation of such length as he could so qualify for under Section 1(a), (b), (c), (d) or (e) and (j) hereof.

(l) - In instances where an employee who has become a member of the Armed Forces of the United States returns to the service of the employing carrier in accordance with the Military Selective Service Act of 1967, as amended, and in the calendar year of his return to railroad service renders compensated service on fewer days than are required to qualify for a vacation in the following calendar year, but could qualify for a vacation in such following calendar year if he had combined for qualifying purposes days on which he was in railroad service in the year of his return with days in such year on which he was in the Armed Forces, he will be granted, in such following calendar year, a vacation of such length as he could so qualify for under Section 1 (a), (b), (c), (d) or (e) and (j) hereof.

Section 2 Employees qualified under Section 1 hereof shall be paid for their vacations as follows:

General

(a) - An employee receiving a vacation, or pay in lieu thereof, under Section 1 shall be paid for each week of such vacation 1/52 of the compensation earned by such employee under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, on the carrier on which he qualified under Section 1 (or carriers in case he qualified on more than one carrier under Section 1(i)) during the calendar year preceding the year in which the vacation is taken, but in no event shall such pay for each week of vacation be less than six (6) minimum basic days' pay at the rate of the last service rendered, except as provided in subparagraph (b).

(b) - Beginning on the date Agreement "A" dated September 21, 1950, May 25, 1951 or May 23, 1952, became or becomes effective on any carrier, the following shall apply insofar as yard service employees and employees having interchangeable yard and road rights covered by said agreement are concerned:

Yard Service

(1) An employee receiving a vacation, or pay in lieu thereof, under Section 1 shall be paid for each week of such vacation 1/52 of the compensation earned by such employee under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, on the carrier on which he qualified under Section 1 (or carriers in case he qualified on more than one carrier under Section 1(i)) during the calendar year preceding the year in which the vacation is taken, but in no event shall such pay for each week of vacation be less than five (5) minimum basic days' pay at the rate of the last service rendered.

Combination of Yard and Road Service

(2) An employee having interchangeable yard and road rights receiving a vacation, or pay in lieu thereof, under Section 1 shall be paid for each week of such vacation 1/52 of the compensation earned by such employee under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, on the carrier on which he qualified under Section 1 (or carriers in case he qualified on more than one carrier under Section 1(i)) during the calendar year preceding the year in which the vacation is taken; provided that, if the vacation is taken during the time such employee is working in road service such pay for each week of vacation shall be not less than six (6) minimum basic days' pay at the rate of the last road service rendered, and if the vacation is taken during the time such employee is working in yard service such pay for each week of vacation shall not be less than five (5) minimum basic days' pay at the rate of the last yard service rendered.

NOTE: Section 2(b) applicable to yard service shall apply to yard, belt line and transfer service and combinations thereof, and to hostling service.

Section 3 Vacations, or allowances therefor, under two or more schedules held by different organizations on the same carrier shall not be combined to create a vacation of more than the maximum number of days provided for in any of such schedules.

Section 4 Time off on account of vacation will not be considered as time off account employee's own accord under any guarantee rules and will not be considered as breaking such guarantees.

Section 5 The absence of an employee on vacation with pay, as provided in this agreement, will not be considered as a vacancy, temporary, or otherwise, in applying the bulletin rules of schedule agreements.

Section 6 Vacations shall be taken between January 1st and December 31st; however, it is recognized that the exigencies of the service create practical difficulties in providing vacations in all instances. Due regard, consistent with requirements of the service, shall be given to the preference of the employee in his seniority order in the class of service in which engaged when granting vacations. Representatives of the carriers and of the employees will cooperate in arranging vacation periods, administering vacations and releasing employees when requirements of the service will permit. It is understood and agreed that vacationing employees will be paid their vacation allowances by the carriers as soon as possible after the vacation period but the parties recognize that there may be some delay in such payments. It is understood that in any event such employee will be paid his vacation allowance no later than the second succeeding payroll period following the date claim for vacation allowance is filed.

Section 7 (a) - Vacations shall not be accumulated or carried over from one vacation year to another. However, to avoid loss of time by the employee at end of his vacation period, the number of vacation days at the request of the employee may be reduced in one year and adjusted in the next year.

(b) - After the vacation begins layover days during the vacation period shall be counted as a part of the vacation.

Section 8 The vacation provided for in this Agreement shall be considered to have been earned when the employee has qualified under Section 1 hereof. If an employee's employment status is terminated for any reason whatsoever, including but not limited to retirement, resignation, discharge, non-compliance with a union shop agreement, or failure to return after furlough, he shall, at the time of such termination, be granted full vacation pay earned up to the time he leaves the service, including pay for vacation earned in the preceding year or years and not yet granted, and the vacation for the succeeding year if the employee has qualified therefor under Section 1. If an employee thus entitled to vacation or vacation pay shall die, the vacation pay earned and not received shall be paid to such beneficiary as may have been designated, or, in the absence of such designation, the surviving spouse or children or his estate, in that order of preference.

Section 9 The terms of this agreement shall not be construed to deprive any employee of such additional vacation days as he may be entitled to receive under any existing rule, understanding or custom, which additional vacation days shall be accorded under and in accordance with the terms of such existing rule, understanding or custom.

Beginning on the date Agreement "A" dated September 21, 1950, May 25, 1951, or May 23, 1952, became or becomes effective on any carrier, such additional vacation days shall be reduced by 1/6th with respect to yard service employees, and with respect to any yard service employee having interchangeable yard and road rights who receives a vacation in yard service.

Section 10 Any dispute or controversy arising out of the interpretation or application of any of the provisions of this agreement will be handled on the property in the same manner as other disputes. If the dispute or controversy is not settled on the property and either the carrier or the organization desires that the dispute or controversy be handled further, it shall be referred by either party for decision to a committee, the carrier members of which shall be five members of the Carriers' Conference Committees signatory hereto, or their successors; and the employee members of which shall be the chief executives of the five organizations signatory hereto, or their representatives or successors. It is agreed that the Committee herein provided will meet between January 1 and June 30 and July 1 and December 31 of each year if any disputes or controversies have been filed for consideration. In event of failure to reach agreement the dispute or controversy shall be arbitrated in accordance with the Railway Labor Act, as amended, the arbitration being handled by such Committee. Interpretation or application agreed upon by such Committee, or fixed by such arbitration, shall be final and binding as an interpretation or application of this agreement.

Section 11 This vacation agreement shall be construed as a separate agreement by and on behalf of each carrier party hereto, and its railroad employees represented by the respective organizations signatory hereto, and effective July 1, 1949 supersedes the Consolidated Uniform Vacation Agreement dated June 6, 1945, insofar as said agreement applies to and defines the rights and obligations of the carriers parties to this agreement and the employees of such carriers represented by the Brotherhood of Locomotive Engineers and the United Transportation Union.

Section 12 This vacation agreement shall continue in effect until changed or modified in accordance with provisions of the Railway Labor Act, as amended.

Section 13 This agreement is subject to approval of courts with respect to carriers in hands of receivers or trustees.

Section 14 The parties hereto having in mind conditions which exist or may arise on individual carriers in making provisions for vacations with pay, agree that the duly authorized representative (General Chairman) of the employees, party to this agreement, and the officer designated by the carrier, may enter into additional written understandings to implement the purposes of this agreement, provided that such understandings shall not be inconsistent with this agreement.

SIGNATURES OMITTED

M E M O R A N D U M

Chicago, Illinois, April 29, 1949

Referring to agreement, signed this date, between employees represented by the Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors, Brotherhood of Railroad Trainmen, and the Switchmen's Union of North America, and Carriers represented by the Eastern, Western and Southeastern Carriers' Conference Committees, with respect to vacations with pay:

In computing basic days in miles or hours paid for, as provided in Section 1 of said agreement, the parties agree that the following interpretations shall apply:

1. A trainman in passenger service, on a trip of 300 miles, upon which no overtime or other allowances accrue, will be credited with two basic days.
2. An employee in freight service on a run of 125 miles, upon which no overtime or other allowances accrue, will be credited with 1-1/4 basic days.
3. An employee in freight service on a run of 125 miles, with a total time on duty of 14 hours on the trip, will be credited with 1-3/4 basic days.
4. An employee in yard service working 12 hours will be credited with 1-1/2 basic days.
5. An employee in freight service, run-around and paid 50 miles for same, will be credited with 1/2 basic day.
6. An employee in freight service, called and released and paid 50 miles for same, will be credited with 1/2 basic day.
7. An employee in freight service, paid no overtime or other allowances, working as follows:

1st trip,	150 miles
2nd trip,	140 miles
3rd trip,	120 miles
4th trip,	150 miles
5th trip,	140 miles
TOTAL	<u>700 miles</u>

will be credited with seven basic days.

8. An employee in freight service makes trip of 80 miles in 8 hours or less, for which he is paid 100 miles, will be credited with 1 basic day.

9. An engineman in passenger service makes a trip of 100 miles or less in 5 hours, will be credited with 1 basic day.
10. An engineman in short-turn-around passenger service, makes a trip of 100 miles or less, on duty eight hours within a spread of nine hours, will be credited with 1 basic day.
11. A trainman in short-turn-around passenger service, makes a trip of 150 miles or less, on duty eight hours within a spread of nine hours, will be credited with 1 basic day.
12. A trainman in short-turn-around passenger service, makes a trip of 150 miles or less, total spread of time 10 hours, on duty eight hours within the first nine hours, will be credited with 1-1/8 basic days.
13. An employee in freight service, deadheading is paid 50 miles for same, will be credited with 1/2 basic day.
14. An employee is paid eight hours under the held-away-from-home terminal rule, will be credited with 1 basic day.
15. An employee is allowed one hour as arbitrary allowance, will be credited with 1/8 basic day.

S/ A. Johnston

Grand Chief Engineer
Brotherhood of Locomotive Engineers

S/ D. P. Loomis

Chairman
Western Carriers' Conference Committee

S/ C. J. Goff

Asst. President
Brotherhood of Locomotive Firemen and
Enginemen

S/ H. A. Enochs by S. M. F.

Chairman
Eastern Carriers' Conference Committee

S/ R. O. Hughes by J. P.

Vice President
Order of Railway Conductors

S/ T. H. Benton

Chairman
Southeastern Carriers' Conference Com-
mittee

S/ A. F. Whitney

President
Brotherhood of Railroad Trainmen

S/ A. J. Glover

Intl. President
Switchmen's Union of North America

INTERPRETATION OF CONTINUOUS SERVICE PROVISIONS OF
SECTION 1 OF VACATION AGREEMENT

In the granting of vacations subject to agreements held by the five operating organizations, service rendered for the carrier will be counted in establishing five or fifteen or more years of continuous service, as the case may be, where the employee transferred in service to a position subject to an agreement held by an organization signatory to the April 29, 1949 Vacation Agreement, provided there was no break in the employee's service as a result of the transfer from a class of service not covered by an agreement held by an organization signatory to the April 29, 1949 Agreement. This understanding will apply only where there was a transfer of service.

This understanding will apply commencing with the year 1956 but will also be applicable to claims of record properly filed with the carrier on or after January 1, 1955, for 1955 vacations and on file with the carrier at the date of this understanding. No other claims for 1955 based on continuous service will be paid. Standby agreements will be applied according to their terms and conditions for the year 1955.

Signed at Chicago, Illinois, this 18th day of January, 1956.

CARRIER MEMBERS
SECTION 10 COMMITTEE

EMPLOYEE MEMBERS
SECTION 10 COMMITTEE

S/ Frank J. Goebel

S/ R. E. Davidson

S/ L. W. Horning

S/ S. C. Phillips

S/ D. P. Loomis

S/ J. A. Paddock

S/ E. H. Hallman

S/ S. Vander Hei

S/ F. K. Day, Jr.

S/ C. E. McDaniels

NATIONAL RAILWAY LABOR CONFERENCE

1225 CONNECTICUT AVENUE, N.W., WASHINGTON, D. C. 20036/AREA CODE: 202-659-9328

WILLIAM H. DEMPSEY, Chairman M. E. PARKS, Vice Chairman W. S. MACGILL, Assistant to Chairman
JAMES A. WILCOX, General Counsel H. E. GREER, Director of Research J. F. GRIFFIN, Administrative Secretary

July 19, 1972 T-2

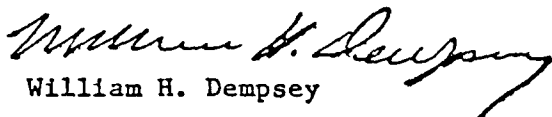
Mr. M. W. Hampton
Assistant President
United Transportation Union
15401 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hampton:

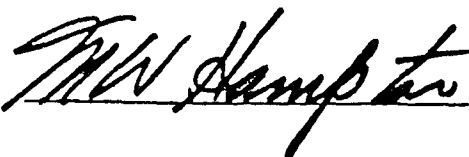
In accordance with our understanding, this is to confirm that, in the granting of vacations to firemen (helpers) subject to the provisions of the Operating Vacation Agreement of April 29, 1949, as amended, who have transferred (without a break in the employment relationship) to that class of service from a class of service not covered by an agreement held by an organization signatory to the Operating Vacation Agreement of April 29, 1949, all service rendered for the carrier in the class or classes of service not so covered will be counted in establishing the requirements of such Agreement as to the years of continuous service, the days of service rendered during the years of continuous service and the service rendered in the calendar year preceding the year in which the vacation is taken in the same manner as if the service not covered had been subject to the provisions of the Operating Vacation Agreement.

Will you please confirm your acceptance of this understanding by affixing your signature in the space provided therefor below.

Yours very truly,


William H. Dempsey

ACCEPTED:



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

March 6, 1975

Mr. Burrell N. Whitmire
President
Brotherhood of Locomotive Engineers
1365 Ontario Street
Cleveland, Ohio 44114

Dear Mr. Whitmire:


This confirms our understanding that an engineer who, while working as fireman, had become eligible to count in qualifying for a vacation prior service rendered for the carrier in a class or classes of service not covered by the operating employees' Vacation Agreement of April 29, 1949, may continue to count such prior service while working as engineer.

If you concur would you please sign below.

Yours very truly,


William H. Dempsey

I concur.


Burrell N. Whitmire, President
Brotherhood of Locomotive Engineers