

R.Y.A.
NOVEMBER 29, 1967

AGREEMENT

DATED NOVEMBER 29, 1967

between

RAILROADS REPRESENTED BY THE
NATIONAL RAILWAY LABOR CONFERENCE

and the

EASTERN, WESTERN AND SOUTHEASTERN CARRIERS' CONFERENCE COMMITTEES

AND THEIR EMPLOYEES

REPRESENTED BY THE

RAILROAD YARDMASTERS OF AMERICA

This Agreement made this 29th day of November, 1967, by and between the participating carriers listed in Exhibits A, B and C, attached hereto and hereby made a part hereof, and represented by the National Railway Labor Conference and the Eastern, Western and Southeastern Carriers' Conference Committees and the employees shown thereon and represented by the Railroad Yardmasters of America, witnesseth:

IT IS AGREED:

ARTICLE I - WAGE INCREASE

Section 1. Effective January 1, 1967, each basic monthly rate of pay shall be increased by 5%. Where basic monthly rates are not in effect, an equivalent adjustment shall be made.

Section 2. Effective January 1, 1968, each basic monthly rate of pay shall be increased by 2½%. Where basic monthly rates are not in effect, an equivalent adjustment shall be made. This increase is to be applied after the adjustments provided for in Article III, Section 5, are made.

Section 3. No party to this Agreement shall serve any notice or proposal or progress any pending notice or proposal to change the rates of pay resulting from Article I of this Agreement prior to March 1, 1968. No such notice or proposal shall become effective before July 1, 1968.

ARTICLE II - VACATIONS

Effective January 1, 1967, Section 1 (a) (2) and Section 1 (b) (2) of Article III of the Agreement of January 29, 1965 are amended to read as follows:

On carriers where Agreement "A", dated November 2, 1950, as amended, or its equivalent is in effect:

Section 1 (a) (2)

An annual vacation of three weeks (15 working days) with pay will be granted, subject to the conditions set forth in Section 2, to each yardmaster who rendered compensated service as yardmaster on not less than one hundred (100) days during the preceding calendar year and who at the beginning of the vacation year has ten or more years of continuous service with the employing carrier.

On carriers where Agreement "A", dated November 2, 1950, as amended, or its equivalent is not in effect:

Section 1 (b) (2)

An annual vacation of three weeks (18 working days) with pay will be granted, subject to the conditions set forth in Section 2, to each yardmaster who rendered compensated service as yardmaster on not less than one hundred twenty (120) days during the preceding calendar year and who at the beginning of the vacation year has ten or more years of continuous service with the employing carrier.

ARTICLE III - HOLIDAYS

Section 1. Effective January 1, 1968, yardmasters shall be paid at the rate of time and one-half for working on any of the following enumerated holidays, in addition to their regular pay:

New Year's Day	Labor Day
Washington's Birthday	Thanksgiving Day
Decoration Day	Christmas
Fourth of July	Employee's birthday

Note: This rule does not disturb agreements or practices now in effect under which any other day is substituted or observed in place of any of the above numerated holidays.

Section 2. If an employee's birthday falls on one of the seven holidays named above, he may, by giving reasonable notice to his supervisor, have the following day or the day immediately preceding the first day during which he is not scheduled to work following such holiday considered as his birthday for the purposes of this Section.

Section 3. Under no circumstances will a yardmaster be allowed more than one time and one-half payment for service performed by him on any day, whether it is a work day, a rest day, or a vacation day, which also is a holiday. It is understood that this provision will not modify or cancel any existing rules which provide for payment at the rate of time and one-half for service over eight hours.

Section 4. In instances when a recognized holiday, or the day such holiday is observed by the State or nation, falls on an assigned work day of a regular yardmaster assignment, the carrier shall have the right to blank such position on that day and the yardmaster then holding such assignment shall be paid for that day on the basis of his regular straight time rate of pay, provided he does not render other compensated service for the railroad during the hours of such yardmaster assignment. If any work of such position is performed by other than the incumbent on the shift on which it is blanked, it shall be performed in accordance with existing schedule rules.

Section 5. Effective January 1, 1968, each yardmaster's monthly rate of pay shall be further adjusted by (a) deducting the money equivalent of the holiday pay adjustment (28 straight time hours annually) provided for by Article III of the September 27, 1961 Agreement, and by (b) deducting the money equivalent of the holiday pay adjustment (8 straight time hours annually) provided for by Article II of the January 29, 1965 Agreement. Percentage adjustments made to these amounts in subsequent settlements shall not be added to these deductions.

Thereafter -

- (1) The daily rate shall be determined by multiplying the monthly rate by 12 and dividing by 261.
- (2) The straight time hourly rate shall be determined by dividing the monthly rate by 174.

This Section 5 of Article III shall not apply on any road on which under existing rules yardmasters were paid additionally for work on holidays on the effective dates of Article III of the Agreement of September 27, 1961 and Article II of the Agreement of January 29, 1965, captioned "Holiday Pay".

ARTICLE IV - COURT APPROVAL

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

ARTICLE V - EFFECT OF THIS AGREEMENT

This Agreement is in settlement of the dispute growing out of notices served on the carriers listed in Exhibits A, B and C on or about May 26, 1966 and June 22, 1966, and the proposals served by the individual railroads on organization representatives of the employees involved on or about June 18, 1966 and June 26, 1966 to be handled concurrently with the organization's notices, and shall be construed as a separate agreement by and on behalf of each of said carriers and its employees represented by the organization signatory hereto.

SIGNED AT CHICAGO, ILLINOIS, THIS 29TH DAY OF NOVEMBER, 1967.

FOR THE PARTICIPATING CARRIERS LISTED IN EXHIBIT A:

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

J. H. Oram
Chairman

R. H. Hackowick
Chairman and President

J. B. Zee

Gary W. Bright

R. W. Pickard

R. M. Semple

W. A. Snyder

C. E. Falconer

FOR THE PARTICIPATING CARRIERS LISTED IN EXHIBIT B:

Reinhold Schmidt

M. E. Parks
Chairman

J. B. Guppings

E. B. Hani

W. H. Gray

C. B. Ball

Carl Oliver

J. C. McButts

M. J. Harris

FOR THE PARTICIPATING CARRIERS
LISTED IN EXHIBIT C:

W. S. Macgill

Chairman

F. K. Dwyer

W. S. Schell

L. G. Tallerson

APPROVED:

[Signature]

Chairman,
National Railway Labor Conference

EASTERN RAILROADS

LIST OF EASTERN RAILROADS REPRESENTED BY THE EASTERN CARRIERS' CONFERENCE COMMITTEE IN CONNECTION WITH NOTICES, DATED ON OR ABOUT MAY 26, 1966 AND JUNE 22, 1966, SERVED UPON VARIOUS INDIVIDUAL EASTERN RAILROADS BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES, OF THE RAILROAD YARDMASTERS OF AMERICA, OF DESIRE TO REVISE AND SUPPLEMENT EXISTING AGREEMENTS IN ACCORDANCE WITH THE PROPOSALS ATTACHED THERETO, AND PROPOSALS WHICH WERE SERVED BY THE CARRIERS FOR CONCURRENT HANDLING THEREWITH.

This authorization is co-extensive with the provisions of current schedule agreements applicable to the employees represented by the Railroad Yardmasters of America.

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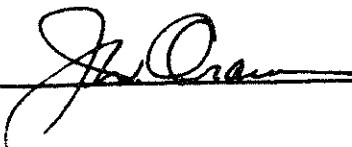
- Baltimore and Ohio Railroad Company, The
- Baltimore and Ohio Chicago Terminal Railroad Company, The
- Staten Island Rapid Transit Railway Company, The
- Boston and Maine Corporation
- *Boston Terminal Corporation, The
- Buffalo Creek Railroad
- Chicago River & Indiana Railroad, The
- Cleveland Union Terminals Company, The
- Delaware and Hudson Railroad Corporation, The
- Detroit and Toledo Shore Line Railroad Company, The
- Detroit Terminal Railroad Company
- Erie Lackawanna Railroad
- Grand Trunk Western Railroad Company
- Lehigh and New England Railway Company
- Lehigh Valley Railroad
- Monon Railroad
- Norfolk and Western Railway Company
- (Lines of former New York, Chicago and St. Louis Railroad Company)
- (Lines of former Pittsburgh and West Virginia Railway Company)
- Pennsylvania Railroad Company, The
- Pittsburgh & Lake Erie Railroad, The
- Pittsburgh, Chartiers & Youghioghenny Railway Company
- Washington Terminal Company, The
- Western Maryland Railway Company

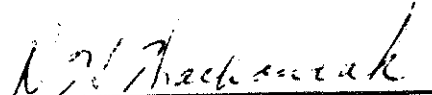
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* - Subject to approval of the Courts.

FOR THE CARRIERS:

FOR THE ORGANIZATION:





Chicago, Illinois
February 16, 1967

WESTERN RAILROADS

LIST OF WESTERN RAILROADS REPRESENTED BY THE WESTERN CARRIERS' CONFERENCE COMMITTEE IN CONNECTION WITH NOTICES DATED ON OR ABOUT MAY 26, 1966 AND JUNE 22, 1966, SERVED UPON VARIOUS INDIVIDUAL WESTERN RAILROADS BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES, OF THE RAILROAD YARDMASTERS OF AMERICA, OF DESIRE TO REVISE AND SUPPLEMENT EXISTING AGREEMENTS IN ACCORDANCE WITH THE PROPOSALS ATTACHED THERETO, AND PROPOSALS WHICH WERE SERVED BY THE CARRIERS FOR CONCURRENT HANDLING THEREWITH.

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

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Alton and Southern Railroad
Atchison, Topeka and Santa Fe Railway Company, The
Chicago and North Western Railway Company
(Excluding former L&M)
Chicago, Burlington and Quincy Railroad Company
Chicago Great Western Railway Company
1:Chicago, Milwaukee, St. Paul and Pacific Railroad Company (System)
Chicago Produce Terminal Company
Chicago, Rock Island and Pacific Railroad Company
Chicago, West Pullman and Southern Railroad Company
Davenport, Rock Island and North Western Railway Company
Denver and Rio Grande Western Railroad Company, The
Des Moines Union Railway Company
Duluth, Missabe and Iron Range Railway Company
Fort Worth and Denver Railway Company
Fort Worth Belt Railway
Great Northern Railway Company
Houston Belt & Terminal Railway Company
Illinois Northern Railway
Kansas City Southern Railway Company, The
King Street Passenger Station
Louisiana & Arkansas Railway Company
Minnesota Transfer Railway Company, The
Missouri-Kansas-Texas Railroad Company
Missouri Pacific Railroad
Norfolk and Western Railway Company
(Lines formerly operated by Wabash Railroad Company)
Northern Pacific Railway
Ogden Union Railway and Depot Company, The
Peoria and Pekin Union Railway Company
Port Terminal Railroad Association
St. Louis-San Francisco Railway Company
Saint Paul Union Depot Company, The
Soo Line Railroad Company
Spokane, Portland and Seattle Railway Company (System Lines)
Terminal Railroad Association of St. Louis

Texas and Pacific Railway
Texas Pacific-Missouri Pacific Terminal Railroad
of New Orleans
Union Pacific Railroad Company
Union Terminal Company (Dallas), The
Western Pacific Railroad Company, The

NOTES: -

- 1: Authorization covers Yardmasters (all grades except footboard-yardmasters and agent-yardmasters); Telephone Directors at Chicago, Illinois and Milwaukee, Wisconsin, and Assistant Stationmasters at Milwaukee, Wisconsin.
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FOR THE CARRIERS:

M E Parks

FOR THE ORGANIZATION:

R.H. Hackworth

Chicago, Illinois
February 16, 1967

SOUTHEASTERN RAILROADS

LIST OF SOUTHEASTERN RAILROADS REPRESENTED BY THE SOUTHEASTERN CARRIERS' CONFERENCE COMMITTEE IN CONNECTION WITH NOTICES, DATED ON OR ABOUT MAY 26, 1966 AND JUNE 22, 1966, SERVED UPON VARIOUS INDIVIDUAL SOUTHEASTERN RAILROADS BY THE GENERAL CHAIRMEN, OR OTHER RECOGNIZED REPRESENTATIVES, OF THE RAILROAD YARDMASTERS OF AMERICA, OF DESIRE TO REVISE AND SUPPLEMENT EXISTING AGREEMENTS IN ACCORDANCE WITH THE PROPOSALS ATTACHED THERETO, AND PROPOSALS WHICH WERE SERVED BY THE CARRIERS FOR CONCURRENT HANDLING THEREWITH.

This authorization is limited in coverage to those classes of employees, the rates of pay and working conditions of which are covered by the current schedule agreements under which such classes of employees are represented by the above-named organization, and on behalf of which and on which classes such notices were submitted.

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- Central of Georgia Railway
- Clinchfield Railroad
- Gulf, Mobile & Ohio Railroad
- Jacksonville Terminal
- Kentucky & Indiana Terminal Railroad
- Louisville and Nashville Railroad
- New Orleans Public Belt Railroad
- Norfolk and Western Railway
(Atlantic and Pocahontas Regions)
- Norfolk Southern Railway
- Southern Railway
 - Cincinnati, New Orleans and Texas Pacific Railway
 - Alabama Great Southern Railroad
 - New Orleans and Northeastern Railroad
 - New Orleans Terminal
 - Georgia Southern and Florida Railway

FOR THE CARRIERS:

FOR THE ORGANIZATION:

W. S. Macgill

B. H. Acknowled.

Chicago, Illinois
February 16, 1967