

PENNSYLVANIA RAILROAD COMPANY

EASTERN PENNSYLVANIA DIVISION

MIDDLE DIVISION

**REGULATIONS AND
RATES OF PAY
FOR THE
GOVERNMENT OF TRAINMEN
IN ROAD AND YARD SERVICE**

EFFECTIVE AUGUST 1st, 1910

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The following rates of pay and general rules will apply alike to all territory covered by these regulations, except when otherwise specified, but it is the intention to apply them in such a manner as to neither increase nor decrease any existing higher rates.

PASSENGER SERVICE

In all passenger train service, not otherwise specified, standard rates of pay in both steam and electric service will be as follows:

	<i>Rate per Mile</i>	<i>Overtime Rate per Hour</i>
Conductors.....	2.68 cents	42 cents
Baggagemasters....	1.55 “	25 “
Brakemen.....	1.50 “	24 “

Minimum allowance for employes in passenger service for each day used, exclusive of overtime, will be as follows:

Conductors.....	\$4.20 per day
Baggagemasters.....	2.75 “
Brakemen.....	2.55 “

Unless otherwise specified, regularly assigned passenger train employees who are ready for service the entire month and who do not lay off of their own accord will receive the following minimum sums, exclusive of overtime, for the calendar month:

Conductors.....	\$125.00
Baggagemasters.....	75.00
Brakemen.....	70.00

Unless otherwise specified, overtime in passenger service will be allowed as follows:

(a) On straightaway or turn-around runs where the single trip exceeds 80 miles, overtime will be paid on a speed basis of 20 miles per hour, each part of the run to be computed separately. •

(b) On short turn-around runs, no single leg of which exceeds 80 miles, overtime will be paid for all time actually on duty or held for duty in excess of eight (8) hours within a period of twelve (12) consecutive hours and for all time in excess of twelve (12) hours, computed continuously from time required to report for duty until final release at end of last run, deducting all home terminal layovers of three (3) or more consecutive hours. It is understood that the eight (8) hour and twelve (12) hour time limits referred to will be automatically increased to the extent of the increased rate paid the different classes of service over the minimum day of \$4.20 for conductors, \$2.75 for baggagemasters and \$2.55 for brakemen.

FREIGHT SERVICE

In through freight service, unless otherwise specified, the following rates will be paid:

	<i>Rate per Mile</i>	<i>Overtime Rate per Hour</i>
Conductors.....	3.63 cents	36 cents
Flagmen.....	2.525 "	25 "
Brakemen.....	2.42 "	24 "

Unless otherwise specified, in all freight and mixed train service, including mine runs and pusher or helper service, 100 miles or less, ten hours or less will constitute a day's work; on runs of 100 miles or less overtime will be paid for time in excess of ten hours, and on runs of over 100 miles overtime will be paid for time used in excess of the time necessary to complete the trip at an average speed of ten miles per hour.

In freight service, runs of less than 100 miles will be paid as 100 miles, this not to change assigned runs. The Superintendent and local committee to agree as to points where extra crews make two or more short runs in continuous service without being entitled to 100 miles for each trip.

In local freight service, unless otherwise specified, the following rates will be paid:

	<i>Rate per Mile</i>	<i>Overtime Rate per Hour</i>
Conductors.....	3.975 cents	40 cents
Flagmen.....	2.80 "	28 "
Brakemen.....	2.70 "	27 "

Unless otherwise specified, 100 miles or less, ten hours or less, to constitute a day.

ROAD AND YARD SERVICE—GENERAL REGULATIONS.

1. Ability, fitness and seniority entitle trainmen to promotion as opportunity may offer. The Superintendent shall decide whether the candidate, or applicant, is qualified therefor. Trainmen passed around for promotion will, if they so desire, be informed upon request to the Superintendent the reason for so doing.

2. The word "Trainmen" as herein used applies to conductors, brakemen, flagmen and train baggage-masters.

3. Regularly assigned trainmen will not be used for extra service when competent extra men are available.

4. Passenger and freight road trainmen called to report for duty and through no fault of their own not used as called, will be paid for the time held for duty, with a minimum of three (3) hours, and not lose their turn. If used, not less than a minimum day will be allowed, and stand last out.

5. New runs and permanent vacancies in road, train and yard crews will be advertised on the bulletin board for ten days, and at the expiration of that time given to the oldest trainmen in the service making application in writing. Failure to make application for a run will not affect seniority except where it is a promotion.

In case no application is received for a new run or permanent vacancy, the oldest extra trainman in that grade will be required to accept same or lose his rights over the man who does accept it.

All temporary runs and prolonged vacancies will be filled by the senior trainmen making application for the same.

When layover of a run is changed from one point to another, it will be considered a new run and advertised as such. The crew thereon will be entitled to any run that is theirs by seniority.

Trainmen making application for a new run or vacancy must file the same with the division officer signing the advertisement, and will receive acknowledgment from him.

6. Overtime in passenger, freight and work service will be computed for each employe on the basis of actual overtime worked or held for duty, allowing time to the nearest tenth of an hour.

7. Time of trainmen will begin when they are required to report for duty and continue until relieved from responsibility for train, cabin or engine.

8. Freight trainmen running light or deadheading with cabin on another freight train will be allowed full time; on passenger trains half time and mark up on arrival.

Passenger trainmen will be allowed full time when deadheading under orders.

9. Trainmen used as pilots will receive conductor's pay.

10. Trainmen called as witnesses in court in the interest of the Railroad Company or before a coroner's inquest will be allowed time for same, with a minimum of one day, also traveling expenses and board when away from home.

11. Road freight trainmen will not be required to switch at the end of their runs where shifting engines are in use, except such switching as may be necessary to put away their trains. If, in addition, any classification or other switching work is necessary yard rates will be paid for the time so consumed, exclusive of trip rates.

12. Passenger trainmen required to do switching other than their own train will be paid for actual time made with a minimum of one (1) hour, if not covered by regular trip rate.

13. Trainmen required to attend switches, watch crossings or do any work outside of their regularly assigned duties will be paid their regular wages, except that when filling positions that pay a higher rate, they will receive the higher rate.

14. When the time claimed is not allowed, trainmen will be promptly notified in writing and reasons therefor given.

15. A classified roster will be kept on each division, under frame, giving the dates trainmen enter the service and the time of their promotion, and will be revised every six months.

16. A certificate will be given each trainman after he has been in the service six months, or earlier if promoted, showing the date of entering the service,

and thereafter each promotion or demotion affecting his seniority rights will be added. In the event of leaving the service this certificate must be returned to the Superintendent.

17. When additional freight or passenger conductors, or flagmen, are needed a list of eligible trainmen will be posted for ten days prior to the time of examination, except in cases of emergency.

18. Trainmen failing to pass the first examination will be given thirty days to further prepare themselves. If they then pass the examination, they will be the senior to any junior trainmen who may have been promoted in the meantime. Failure to pass, or if he declines the examination, he will be dropped back to the youngest regular brakeman and can only come up again in his turn. This shall not be retroactive.

A freight conductor failing to pass the required examination for passenger conductor will retain his seniority rights as a freight conductor.

19. The line of promotion in passenger service will be: Extra passenger brakeman, regular passenger brakeman, baggagemaster, extra passenger conductor and regular passenger conductor. The line of promotion in freight service will be: Extra freight brakeman, regular freight brakeman, extra freight flagman, regular freight flagman, extra freight conductor and regular freight conductor.

In the selection of passenger conductors, the practice now in vogue on this division will prevail.

20. In filling vacancies in the list of passenger brakemen, the applications of freight trainmen will be

considered. Notice will be posted on bulletin boards giving trainmen ample time to file their applications.

21. Trainmen in Maintenance of Way service desiring to enter the Conducting Transportation Department may do so and will be placed on the roster as junior regular men in their class.

Trainmen entering the Maintenance of Way Department carry their C. T. seniority with them and may return to the C. T. Department with all their seniority rights in their respective classes when Maintenance of Way trains are withdrawn or vacancies in the C. T. Department exist.

22. Trainmen desiring of their own accord to be demoted will return to the foot of the extra brakemen's list, unless incapacitated by sickness or injury. Request to be made in writing.

23. Trainmen are eligible to promotion to the position of yard master, station master or their assistants.

24. Trainmen accepting promotion to official positions may retain their seniority rights in train service.

25. When, in the judgment of the Superintendent, it is advisable to pool crews, they will be run first in, first out.

26. When two or more divisions are merged, or inter-divisional runs are established, the rights of trainmen then in the service will be confined to the original territory on which they shall have earned their seniority. They shall also have seniority rights on the combined division over men entering the service after the date of merger. Men entering the service after the date of merger will have seniority rights on the

combined division. On trains running over more than one division, each division will furnish its proportion of the crews. These crews to be allotted fairly between the divisions on track percentage according to mileage made.

27. Trainmen will be called as nearly as possible one hour before the time required to report for duty. The caller will be provided with a book in which the trainmen called shall sign their names and the time called. The regular places from which they are to be called should be designated, but permission must be obtained from the official in charge to be called elsewhere.

28. Road passenger and freight trainmen on regular runs leaving between the hours of 7.00 A. M. and 11.00 P. M. will not be called, but between 11.00 P. M. and 7.00 A. M. will be called within calling limits where callers are located.

29. Regular crews, or members thereof, called to go out ahead of their turn, will not be disciplined if not found at their calling places unless previously notified.

30. Rest periods will be regulated in accordance with the Federal Statute commonly known as the "16 hour law".

31. Trainmen will not be disturbed by a call for the purpose of investigation until expiration of time specified for rest, except in cases of emergency.

32. Trainmen who have been in the Company's service six months will, if they so desire, be given a service letter by the Superintendent when leaving the service, which they must sign when presented.

33. Trainmen will not be suspended nor dismissed from the Company's service without a fair and impartial trial. Neither will they be suspended for minor offenses, pending investigation or decision. Witnesses will be examined separately, but in the event of conflicting testimony, those whose evidence conflicts will be examined together. Trainmen will receive ten days' notice prior to the date suspension takes effect.

If called for investigation and found not guilty, they will be allowed lost time, but expenses and board will not be allowed.

34. It will not be the practice to start a train from a terminal without a full crew, except in cases of emergency.

35. Where through freight trains have but one brakeman, they will be given an additional brakeman when conditions warrant it.

36. Freight crews will be assigned a cabin car or its substitute, as far as practicable to do so.

37. In the event of cabin car being used by another crew, the crew to which car has been assigned will be notified.

38. Cabin tracks will be provided in yards where it is practicable to do so.

39. Yardmen will not switch with cabin car in train.

40. On passenger trains made up of express and postal cars, a coach will be provided on the rear for the use of crews when practicable.

41. Trainmen will not be compelled to purchase globes or lamps unless responsible for their loss or damage.

42. Road trainmen have no seniority rights in yard or yard trainmen on the road, except as qualified by yard regulation No. 8, and as provided for in special bulletin designating the names of the yards which are interchangeable or not interchangeable with road service.

43. Under ordinary conditions it will be the endeavor to so regulate the service that regular trainmen can make at least 26 days per month; the latter not to apply during periods of continued depression where to do so would work serious hardship to many deserving employees.

44. Fines shall not be imposed except such as may be enforced under the United States Mail Regulations.

45. In reduction of force and rearrangement of crews consequent thereto, seniority of trainmen shall govern. Trainmen relieved from service will be given preference in re-employment, if available, and previous service has been satisfactory.

46. In filling positions that can be taken by permanently disabled trainmen, preference will be given to such employes as are capable of performing the service.

47. Trainmen assigned to permanent work, wreck or construction train service, will be paid for same on an hourly basis at the overtime rates paid local freight crews, with a minimum of 10 hours per day. A minimum of six (6) hours will be allowed for subsequent calls after completion of regular day's work.

Extra work, wreck or construction train service will be paid on an hourly basis at the overtime rates paid through freight crews, with a minimum of 10 hours per day.

48. If a trainman should consider that any injustice has been done him, he should appeal in writing to his Superintendent within ten days.

49. Crews starting out with tonnage requiring them to double hills will be paid for the same in addition to trip rate with a minimum of one hour. Time allowed for doubling hills will extend overtime limit proportionately. This rule is not to apply where compensation for doubling is included in the trip rate.

50. Trainmen performing irregular service in connection with their regular day's work, such as held on duty after completion of their regular day and not used or required to deliver any part or all of their train to some point other than the designated terminal, will be paid miles or hours, whichever is the greater, with a minimum of three (3) hours at the overtime rate of the run in connection with which the service is performed.

When required to go to some point beyond the regular terminal to pick up any part or all of their train, or make side trips in connection with regular trip, they will be paid miles or hours, whichever is the greater, with a minimum of one (1) hour in addition to trip rate at the overtime rate of the run in connection with which the service is performed, and time allowed under this rule will extend time of trip accordingly.

When irregular work is performed as a separate service, it will be paid for under the minimum day rule.

51. Short freight runs based on less than a minimum day may be combined in any manner that traffic conditions may require, the minimum day rates applying, unless the combined rates of the runs exceed the minimum day, in which case they shall be paid the combined rates of the runs made with overtime computed separately for each published run. This rule is not to be construed so as to keep men working on continuous duty away from their home terminal.

52. Changes in rates will be bulletined.

53. Should either the officers of the Company or the trainmen desire to change these regulations, twenty (20) days' notice of the desired change will be given, and, if appealed, no change will be made until approved by the General Superintendent, the General Manager, and the duly authorized committee representing the trainmen shall have been heard. The appeal must be made within thirty (30) days.

YARD SERVICE REGULATIONS

1. The rules for the government of road trainmen will govern yard trainmen where they apply.

2. Crews working between 6.00 A. M. and 6.00 P. M. shall be considered day crews, and between 6.00 P. M. and 6.00 A. M., night crews. In the event of an equal division of service, they will be considered night crews and paid night rates.

Day rates will be paid for the hours worked between 6.00 A. M. and 6.00 P. M., and night rates between 6.00 P. M. and 6.00 A. M.

3. One hour, without pay, will be allowed for meals between the hours of 11.00 and 1.00 A. M. or P. M. If not relieved for meals until 12.30 A. M. or P. M., they will be given thirty minutes within which to eat and be paid for the hour.

4. When yard trainmen are required to report for investigation after having finished their work, they shall be given an audience promptly after being relieved. If found not guilty, they will be allowed time held for investigation at their regular hourly rates.

5. Yard trainmen will report for duty and be relieved as nearly as practicable at specified points; when not so relieved they will be considered on duty. Yard trainmen waiting at specified relieving points will also be considered on duty.

6. When regular or extra yard trainmen are required to attend switches, watch crossings or do outside work they shall receive their regular yard rates.

7. The order of promotion in yards will be from brakeman to conductor. Flagmen (regular or extra) having acquired a higher standing in seniority by being promoted under regulations of November 4, 1903, will take precedence for promotion to conductor.

8. Yard trainmen will not have seniority rights outside of their respective yards or districts. When yards are abolished, trainmen so affected will have their choice of being placed in other yards on the division or district, according to seniority, or on the extra brakeman's list in road service according to seniority.

9. Unless previously notified that they will not be needed, regularly assigned yardmen (and extra yardmen while filling regular assignments) reporting for work and not used, and regular or extra yardmen working less than ten hours, will be paid for a minimum of ten hours unless they discontinue work of their own accord or are assigned to other duty.

10. Ten hours or less shall constitute a day; overtime at regular hourly rates.

11. Overtime to be computed for each employe on the basis of actual overtime worked or held for duty, allowing time to the nearest tenth of an hour.

APPLICATION OF SIXTEEN-HOUR LAW

(a) Under the laws limiting the hours on duty, crews in road service shall not be tied up unless it is apparent that the trip cannot be completed within the lawful time; and not then, until after the expiration of fourteen hours on duty under the Federal law, or within two hours of the time limit provided by State laws if State laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew, provided, the longest period of rest required by any member of the crew, either eight or ten hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement straight-away or turn-around from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Road crews tied up under the law, shall be paid the time or mileage of their schedule, from initial point to tie-up point. When such crews resume duty on a continuance trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheaded into terminal, with or without caboose, shall be paid therefor as per paragraph (e) the same as if they had run the train to such terminal.

(g) Train employes tied up in obedience to law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employes who are relieved for rest in compliance with law shall be permitted to resume work when the lawful rest period is up and to work ten hours or be paid for ten hours.

SPECIFIED RUNS MIDDLE

CHARACTER OF SERVICE	RUNS BETWEEN
Through Passenger.....	Altoona and Harrisburg.....
Semi-Local ".....	" ".....
Local ".....	" ".....
" ".....	Harrisburg and Lewiston Junction and return.....
" ".....	Altoona and Huntingdon via Branch.....
" ".....	Altoona and Williamsburg and Brs. and return..
" ".....	Altoona and Henrietta " " and return..
" ".....	Altoona and Cumberland.....
" ".....	" " and return.....
Through Freight.....	Altoona and Harrisburg.....
" ".....	Altoona and Enola.....
" ".....	Hollidaysburg and Harrisburg.....
" ".....	Hollidaysburg and Enola.....
" ".....	Harrisburg, Clover Creek and return to Hun- } tingdon.....
" ".....	Tyrone and Harrisburg.....
" ".....	Tyrone and Enola.....
" ".....	Huntingdon (long siding) and Harrisburg.....
" ".....	Huntingdon (long siding) and Enola.....
" ".....	Altoona and Mifflin.....
" ".....	Altoona and Lewistown Junction.....
" ".....	Tyrone and Mifflin.....
" ".....	Tyrone and Lewistown Junction.....
" ".....	Branch Runs.....
" ".....	Altoona and Hollidaysburg (side trip).....

AND RATES OF PAY DIVISION

DISTANCE	NO. OF TRIPS	TOTAL MILEAGE	CONDUCTOR		BAGGAGE MASTER OR FLAGMAN		BRAKEMAN		TIME LIMIT OF RUN
			Trip Rate	Over-time Rate	Trip Rate	Over-time Rate	Trip Rate	Over-time Rate	
132	1	132	3.54	.42	2.82	.25	1.98	.24
132	1	132	4.04	.42	2.82	.25	2.24	.24
132	1	132	4.67	.42	2.82	.25	2.44	.24
121.4	1	121.4	4.67	.42	2.82	.25	2.55	.24
45.2	3	135.6	4.67	.42	2.57	.25	2.55	.24
61.2	2	122.4	4.67	.42	2.57	.25	2.55	.24
57.9	2	115.8	4.67	.42	2.57	.25	2.55	.24
83	1	83	3.35	.42	1.94	.25	1.75	.24
166	1	166	6.70	.42	3.88	.25	3.50	.24
127	1	127	4.80	.40	3.47	.29	3.07	.26	12 hours
124	1	124	4.80	.40	3.47	.29	3.05	.25	12 "
134	1	134	4.86	.41	3.47	.29	3.24	.27	12 "
131	1	131	4.80	.40	3.47	.29	3.17	.26	12 "
142	1	142	5.15	.43	3.59	.30	3.44	.29	12 "
117	1	117	4.62	.40	3.34	.29	2.82	.24	11½ "
114	1	114	4.62	.40	3.34	.29	2.82	.24	11½ "
98	1	98	4.04	.37	2.82	.26	2.66	.24	11 "
95	1	95	4.04	.37	2.82	.26	2.66	.24	11 "
80	1	80	3.63	.36	2.57	.26	2.42	.24	10 "
68	1	68	3.63	.36	2.57	.26	2.42	.24	10 "
68	1	68	3.63	.36	2.53	.25	2.42	.24	10 "
57	1	57	3.63	.36	2.53	.25	2.42	.24	10 "
Less than		110	4.04	.37	2.82	.26	2.66	.24	11 "
			.56	.38	.38	.25	.36	.24	1½ "

SPECIFIED RUNS MIDDLE

CHARACTER OF SERVICE	RUNS BETWEEN
Local Freight.....	Harrisburg and Mifflin.....
“ “	Altoona and Mifflin.....
“ “	Harrisburg and Huntingdon.....
“ “	Altoona and Huntingdon and return.....
“ “	Huntingdon and Mt. Union and return, in- } cluding shifting..... }
“ “	Altoona and East Tyrone and return.....
“ “	Altoona and East Tyrone via “FR” and return....
“ “	Branch Runs.....
Work Train.....	Permanent—Main Line.....
“ “	“ —Branch.....
“ “	Extra—Main Line.....
“ “	“ —Branch.....
Yard.....	All Yards..... Day
“	“ Night

Brakemen, while assisting firemen between specified points, are paid, in addition to the trip rate, the difference between the hourly rate of the brakemen and the hourly rate of the firemen.

Approved: G. W. CREIGHTON,
General Superintendent.

AND RATES OF PAY DIVISION—Continued

DISTANCE	NO. OF TRIPS	TOTAL MILEAGE	CONDUCTOR		BAGGAGE MASTER OR FLAGMAN		BRAKEMAN		TIME LIMIT OF RUN
			Trip Rate	Over-time Rate	Trip Rate	Over-time Rate	Trip Rate	Over-time Rate	
48	1	48	4.80	.40	3.47	.29	3.24	.27	12 hours
80	1	80	4.80	.40	3.47	.29	3.24	.27	12 "
96	1	96	4.80	.40	3.47	.29	3.24	.27	12 "
62	1	62	4.80	.40	3.47	.29	3.24	.27	12 "
24	1	24	4.80	.40	3.47	.29	3.24	.27	12 "
28	3	84	4.80	.40	3.47	.29	3.24	.27	12 "
30	2	60	4.80	.40	3.47	.29	3.24	.27	12 "
Less than		110	4.37	.40	3.08	.28	2.97	.27	11 "
RATES PER HOUR									
-----				.40	-----	.29*	-----	.27	-----
-----				.40	-----	.28*	-----	.27	-----
-----				.40	-----	.29*	-----	.27	-----
-----				.37	-----	.26*	-----	.24	-----
-----				.36	-----		-----	.33	-----
-----				.38	-----		-----	.35	-----

* Assistant Conductor

C. A. PRESTON,
Superintendent.



