

**THE PENNSYLVANIA RAILROAD
AND
THE BALTIMORE AND EASTERN RAILROAD
EXCLUDING
OHIO RIVER & WESTERN RAILWAY
WAYNESBURG AND WASHINGTON RAILROAD
LONG ISLAND RAIL ROAD**

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

**REGULATIONS EFFECTIVE MARCH 1, 1941
(Unless otherwise specified)
RATES EFFECTIVE OCTOBER 1, 1937**

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WEIGHT ON DRIVERS OF ENGINES IN WORKING CONDITION

STEAM				ELECTRIC ENGINES	
Class	Weight on Drivers	Class	Weight on Drivers	Class	Weight on Drivers
A5s.....	131,750	I1s (Except		A6.....	130,000
B6.....	170,000	No. 3717) ..	352,500	A6b.....	130,000
B6s.....	170,500	I1sa.....	352,500	AA5.....	200,000
B6sa.....	180,700	K2s.....	188,000	B1.....	157,045
B6sb.....	180,300	K2sa.....	191,000	DD1.....	199,000
B8.....	143,450	K3s.....	196,300	Odd DD...	208,000
B8a.....	167,700	K4s.....	201,830	DD2.....	286,000
B28s.....	167,200	K4s		GG1 (Nos.	
C1.....	278,000	(Stoker)....	209,300	4800, 4858	
CC2s.....	458,150	K4s (No.		to 4868)...	303,000
D16sb.....	98,500	3768).....	223,000	GG1 (Ex-	
E3sd.....	127,200	K4s (No.		cept Nos.	
E5s.....	128,900	5399).....	216,930	4800, 4858	
E6s.....	136,000	K5.....	209,410	to 4868)...	300,000
G5s.....	178,000	L1s.....	240,200	L5paw.....	308,600
H6sb.....	180,900	L1s		L5pab.....	298,600
H6sb (LW) ..	187,700	(Stoker)....	232,500	L5pdg.....	308,400
H8a.....	211,000	L1s (No.		L5pdw.....	298,500
H8sa.....	219,500	2861).....	242,690	L6.....	220,000
H8b.....	210,900	L1s 1556		L6a.....	220,890
H8sb.....	225,000	(Booster on		O1.....	148,000
H8sc.....	225,000	Trailer) ...	298,075	O1a.....	156,100
H9s.....	223,300	L2s.....	220,000	O1b.....	150,400
H9sa.....	210,575	M1.....	267,300	O1c.....	150,000
H9sc.....	216,450	M1a.....	271,000	P5.....	220,000
H10s.....	223,000	N1s.....	351,000	P5a (Box	
I1s (No.		N2sa.....	297,000	Type).....	220,000
3717).....	341,000	S1.....	281,440	P5a	
				(Stream-	
				lined).....	229,000
				P5b.....	233,400
				R1.....	230,000

Miles	PASSENGER MILEAGE RATES Effective October 1, 1937 (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	7.06¢	7.15¢	7.23¢	7.32¢	7.41¢	7.49¢	Hrs.	Min.
100.....	7.06	7.15	7.23	7.32	7.41	7.49	5	00
101.....	7.1306	7.2215	7.3023	7.3932	7.4841	7.5649	5	03
102.....	7.2012	7.293	7.3746	7.4664	7.5582	7.6398	5	06
103.....	7.2718	7.3645	7.4469	7.5396	7.6323	7.7147	5	09
104.....	7.3424	7.436	7.5192	7.6128	7.7064	7.7896	5	12
105.....	7.413	7.5075	7.5915	7.686	7.7805	7.8645	5	15
106.....	7.4836	7.579	7.6638	7.7592	7.8546	7.9394	5	18
107.....	7.5542	7.6505	7.7361	7.8324	7.9287	8.0143	5	21
108.....	7.6248	7.722	7.8084	7.9056	8.0028	8.0892	5	24
109.....	7.6954	7.7935	7.8807	7.9788	8.0769	8.1641	5	27
110.....	7.766	7.865	7.953	8.052	8.151	8.239	5	30
111.....	7.8366	7.9365	8.0253	8.1252	8.2251	8.3139	5	33
112.....	7.9072	8.008	8.0976	8.1984	8.2992	8.3888	5	36
113.....	7.9778	8.0795	8.1699	8.2716	8.3733	8.4637	5	39
114.....	8.0484	8.151	8.2422	8.3448	8.4474	8.5386	5	42
115.....	8.119	8.2225	8.3145	8.418	8.5215	8.6135	5	45
116.....	8.1896	8.294	8.3868	8.4912	8.5956	8.6884	5	48
117.....	8.2602	8.3655	8.4591	8.5644	8.6697	8.7633	5	51
118.....	8.3308	8.437	8.5314	8.6376	8.7438	8.8382	5	54
119.....	8.4014	8.5085	8.6037	8.7108	8.8179	8.9131	5	57
120.....	8.472	8.58	8.676	8.784	8.892	8.988	6	00
121.....	8.5426	8.6515	8.7483	8.8572	8.9661	9.0629	6	03
122.....	8.6132	8.723	8.8206	8.9304	9.0402	9.1378	6	06
123.....	8.6838	8.7945	8.8929	9.0036	9.1143	9.2127	6	09
124.....	8.7544	8.866	8.9652	9.0768	9.1884	9.2876	6	12
125.....	8.825	8.9375	9.0375	9.15	9.2625	9.3625	6	15
126.....	8.8956	9.009	9.1098	9.2232	9.3366	9.4374	6	18
127.....	8.9662	9.0805	9.1821	9.2964	9.4107	9.5123	6	21
128.....	9.0368	9.152	9.2544	9.3696	9.4848	9.5872	6	24
129.....	9.1074	9.2235	9.3267	9.4428	9.5589	9.6621	6	27
130.....	9.178	9.295	9.399	9.516	9.633	9.737	6	30
131.....	9.2486	9.3665	9.4713	9.5892	9.7071	9.8119	6	33
132.....	9.3192	9.438	9.5436	9.6624	9.7812	9.8868	6	36
133.....	9.3898	9.5095	9.6159	9.7356	9.8553	9.9617	6	39
134.....	9.4604	9.581	9.6882	9.8088	9.9294	10.0366	6	42
135.....	9.531	9.6525	9.7605	9.882	10.0035	10.1115	6	45
136.....	9.6016	9.724	9.8328	9.9552	10.0776	10.1864	6	48
137.....	9.6722	9.7955	9.9051	10.0284	10.1517	10.2613	6	51
138.....	9.7428	9.867	9.9774	10.1016	10.2258	10.3362	6	54
139.....	9.8134	9.9385	10.0497	10.1748	10.2999	10.4111	6	57
140.....	9.884	10.01	10.122	10.248	10.374	10.486	7	00
141.....	9.9546	10.0815	10.1943	10.3212	10.4481	10.5609	7	03
142.....	10.0252	10.153	10.2666	10.3944	10.5222	10.6358	7	06
143.....	10.0958	10.2245	10.3389	10.4676	10.5963	10.7107	7	09
144.....	10.1664	10.296	10.4112	10.5408	10.6704	10.7856	7	12
145.....	10.237	10.3675	10.4835	10.614	10.7445	10.8605	7	15
146.....	10.3076	10.439	10.5558	10.6872	10.8186	10.9354	7	18
147.....	10.3782	10.5105	10.6281	10.7604	10.8927	11.0103	7	21
148.....	10.4488	10.582	10.7004	10.8336	10.9668	11.0852	7	24
149.....	10.5194	10.6535	10.7727	10.9068	11.0409	11.1601	7	27

Miles	PASSENGER MILEAGE RATES Effective October 1, 1937 (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	7.58¢	7.66¢	7.75¢	7.84¢	7.92¢	8.14¢	Hrs.	Min.
100.....	7.58	7.66	7.75	7.84	7.92	8.14	5	00
101.....	7.6558	7.7366	7.8275	7.9184	7.9992	8.2214	5	03
102.....	7.7316	7.8132	7.905	7.9968	8.0784	8.3028	5	06
103.....	7.8074	7.8898	7.9825	8.0752	8.1576	8.3842	5	09
104.....	7.8832	7.9664	8.06	8.1536	8.2368	8.4656	5	12
105.....	7.959	8.043	8.1375	8.232	8.316	8.547	5	15
106.....	8.0348	8.1196	8.215	8.3104	8.3952	8.6284	5	18
107.....	8.1106	8.1962	8.2925	8.3888	8.4744	8.7098	5	21
108.....	8.1864	8.2728	8.37	8.4672	8.5536	8.7912	5	24
109.....	8.2622	8.3494	8.4475	8.5456	8.6328	8.8726	5	27
110.....	8.338	8.426	8.525	8.624	8.712	8.954	5	30
111.....	8.4138	8.5026	8.6025	8.7024	8.7912	9.0354	5	33
112.....	8.4896	8.5792	8.68	8.7808	8.8704	9.1168	5	36
113.....	8.5654	8.6558	8.7575	8.8592	8.9496	9.1982	5	39
114.....	8.6412	8.7324	8.835	8.9376	9.0288	9.2796	5	42
115.....	8.717	8.809	8.9125	9.016	9.108	9.361	5	45
116.....	8.7928	8.8856	8.99	9.0944	9.1872	9.4424	5	48
117.....	8.8686	8.9622	9.0675	9.1728	9.2664	9.5238	5	51
118.....	8.9444	9.0388	9.145	9.2512	9.3456	9.6052	5	54
119.....	9.0202	9.1154	9.2225	9.3296	9.4248	9.6866	5	57
120.....	9.096	9.192	9.30	9.408	9.504	9.768	6	00
121.....	9.1718	9.2686	9.3775	9.4864	9.5832	9.8494	6	03
122.....	9.2476	9.3452	9.455	9.5648	9.6624	9.9308	6	06
123.....	9.3234	9.4218	9.5325	9.6432	9.7416	10.0122	6	09
124.....	9.3992	9.4984	9.61	9.7216	9.8208	10.0936	6	12
125.....	9.475	9.575	9.6875	9.80	9.90	10.175	6	15
126.....	9.5508	9.6516	9.765	9.8784	9.9792	10.2564	6	18
127.....	9.6266	9.7282	9.8425	9.9568	10.0584	10.3378	6	21
128.....	9.7024	9.8048	9.92	10.0352	10.1376	10.4192	6	24
129.....	9.7782	9.8814	9.9975	10.1136	10.2168	10.5006	6	27
130.....	9.854	9.958	10.075	10.192	10.296	10.582	6	30
131.....	9.9298	10.0346	10.1525	10.2704	10.3752	10.6634	6	33
132.....	10.0056	10.1112	10.23	10.3488	10.4544	10.7448	6	36
133.....	10.0814	10.1878	10.3075	10.4272	10.5336	10.8262	6	39
134.....	10.1572	10.2644	10.385	10.5056	10.6128	10.9076	6	42
135.....	10.233	10.341	10.4625	10.584	10.692	10.989	6	45
136.....	10.3088	10.4176	10.54	10.6624	10.7712	11.0704	6	48
137.....	10.3846	10.4942	10.6175	10.7408	10.8504	11.1518	6	51
138.....	10.4604	10.5708	10.695	10.8192	10.9296	11.2332	6	54
139.....	10.5362	10.6474	10.7725	10.8976	11.0088	11.3146	6	57
140.....	10.612	10.724	10.85	10.976	11.088	11.396	7	00
141.....	10.6878	10.8006	10.9275	11.0544	11.1672	11.4774	7	03
142.....	10.7636	10.8772	11.005	11.1328	11.2464	11.5588	7	06
143.....	10.8394	10.9538	11.0825	11.2112	11.3256	11.6402	7	09
144.....	10.9152	11.0304	11.16	11.2896	11.4048	11.7216	7	12
145.....	10.991	11.107	11.2375	11.368	11.484	11.803	7	15
146.....	11.0668	11.1836	11.315	11.4464	11.5632	11.8844	7	18
147.....	11.1426	11.2602	11.3925	11.5248	11.6424	11.9658	7	21
148.....	11.2184	11.3368	11.47	11.6032	11.7216	12.0472	7	24
149.....	11.2942	11.4134	11.5475	11.6816	11.8008	12.1286	7	27

Miles	PASSENGER MILEAGE RATES Effective October 1, 1937 (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	7.06¢	7.15¢	7.23¢	7.32¢	7.41¢	7.49¢	Hrs.	Min.
150.....	10.59	10.725	10.845	10.98	11.115	11.235	7	30
151.....	10.6606	10.7965	10.9173	11.0532	11.1891	11.3099	7	33
152.....	10.7312	10.868	10.9896	11.1264	11.2632	11.3848	7	36
153.....	10.8018	10.9395	11.0619	11.1996	11.3373	11.4597	7	39
154.....	10.8724	11.011	11.1342	11.2728	11.4114	11.5346	7	42
155.....	10.943	11.0825	11.2065	11.346	11.4855	11.6095	7	45
156.....	11.0136	11.154	11.2788	11.4192	11.5596	11.6844	7	48
157.....	11.0842	11.2255	11.3511	11.4924	11.6337	11.7593	7	51
158.....	11.1548	11.297	11.4234	11.5656	11.7078	11.8342	7	54
159.....	11.2254	11.3685	11.4957	11.6388	11.7819	11.9091	7	57
160.....	11.296	11.44	11.568	11.712	11.856	11.984	8	00
161.....	11.3666	11.5115	11.6403	11.7852	11.9301	12.0589	8	03
162.....	11.4372	11.583	11.7126	11.8584	12.0042	12.1338	8	06
163.....	11.5078	11.6545	11.7849	11.9316	12.0783	12.2087	8	09
164.....	11.5784	11.726	11.8572	12.0048	12.1524	12.2836	8	12
165.....	11.649	11.7975	11.9295	12.078	12.2265	12.3585	8	15
166.....	11.7196	11.869	12.0018	12.1512	12.3006	12.4334	8	18
167.....	11.7902	11.9405	12.0741	12.2244	12.3747	12.5083	8	21
168.....	11.8608	12.012	12.1464	12.2976	12.4488	12.5832	8	24
169.....	11.9314	12.0835	12.2187	12.3708	12.5229	12.6581	8	27
170.....	12.002	12.155	12.291	12.444	12.597	12.733	8	30
171.....	12.0726	12.2265	12.3633	12.5172	12.6711	12.8079	8	33
172.....	12.1432	12.298	12.4356	12.5904	12.7452	12.8828	8	36
173.....	12.2138	12.3695	12.5079	12.6636	12.8193	12.9577	8	39
174.....	12.2844	12.441	12.5802	12.7368	12.8934	13.0326	8	42
175.....	12.355	12.5125	12.6525	12.81	12.9675	13.1075	8	45
176.....	12.4256	12.584	12.7248	12.8832	13.0416	13.1824	8	48
177.....	12.4962	12.6555	12.7971	12.9564	13.1157	13.2573	8	51
178.....	12.5668	12.727	12.8694	13.0296	13.1898	13.3322	8	54
179.....	12.6374	12.7985	12.9417	13.1028	13.2639	13.4071	8	57
180.....	12.708	12.87	13.014	13.176	13.338	13.482	9	00
181.....	12.7786	12.9415	13.0863	13.2492	13.4121	13.5569	9	03
182.....	12.8492	13.013	13.1586	13.3224	13.4862	13.6318	9	06
183.....	12.9198	13.0845	13.2309	13.3956	13.5603	13.7067	9	09
184.....	12.9904	13.156	13.3032	13.4688	13.6344	13.7816	9	12
185.....	13.061	13.2275	13.3755	13.542	13.7085	13.8565	9	15
186.....	13.1316	13.299	13.4478	13.6152	13.7826	13.9314	9	18
187.....	13.2022	13.3705	13.5201	13.6884	13.8567	14.0063	9	21
188.....	13.2728	13.442	13.5924	13.7616	13.9308	14.0812	9	24
189.....	13.3434	13.5135	13.6647	13.8348	14.0049	14.1561	9	27
190.....	13.414	13.585	13.737	13.908	14.079	14.231	9	30
191.....	13.4846	13.6565	13.8093	13.9812	14.1531	14.3059	9	33
192.....	13.5552	13.728	13.8816	14.0544	14.2272	14.3808	9	36
193.....	13.6258	13.7995	13.9539	14.1276	14.3013	14.4557	9	39
194.....	13.6964	13.871	14.0262	14.2008	14.3754	14.5306	9	42
195.....	13.767	13.9425	14.0985	14.274	14.4495	14.6055	9	45
196.....	13.8376	14.014	14.1708	14.3472	14.5236	14.6804	9	48
197.....	13.9082	14.0855	14.2431	14.4204	14.5977	14.7553	9	51
198.....	13.9788	14.157	14.3154	14.4936	14.6718	14.8302	9	54
199.....	14.0494	14.2285	14.3877	14.5668	14.7459	14.9051	9	57

Miles	PASSENGER MILEAGE RATES Effective October 1, 1937 (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	7.58¢	7.66¢	7.75¢	7.84¢	7.92¢	8.14¢	Hrs.	Min.
150.....	11.37	11.49	11.625	11.76	11.88	12.21	7	30
151.....	11.4458	11.5666	11.7025	11.8384	11.9592	12.2914	7	33
152.....	11.5216	11.6432	11.78	11.9168	12.0384	12.3728	7	36
153.....	11.5974	11.7198	11.8575	11.9952	12.1176	12.4542	7	39
154.....	11.6732	11.7964	11.935	12.0736	12.1968	12.5356	7	42
155.....	11.749	11.873	12.0125	12.152	12.276	12.617	7	45
156.....	11.8248	11.9496	12.09	12.2304	12.3552	12.6984	7	48
157.....	11.9006	12.0262	12.1675	12.3088	12.4344	12.7798	7	51
158.....	11.9764	12.1028	12.245	12.3872	12.5136	12.8612	7	54
159.....	12.0522	12.1794	12.3225	12.4656	12.5928	12.9426	7	57
160.....	12.128	12.256	12.40	12.544	12.672	13.024	8	00
161.....	12.2038	12.3326	12.4775	12.6224	12.7512	13.1054	8	03
162.....	12.2796	12.4092	12.555	12.7008	12.8304	13.1868	8	06
163.....	12.3554	12.4858	12.6325	12.7792	12.9096	13.2682	8	09
164.....	12.4312	12.5624	12.71	12.8576	12.9888	13.3496	8	12
165.....	12.507	12.639	12.7875	12.936	13.068	13.431	8	15
166.....	12.5828	12.7156	12.865	13.0144	13.1472	13.5124	8	18
167.....	12.6586	12.7922	12.9425	13.0928	13.2264	13.5938	8	21
168.....	12.7344	12.8688	13.02	13.1712	13.3056	13.6752	8	24
169.....	12.8102	12.9454	13.0975	13.2496	13.3848	13.7566	8	27
170.....	12.886	13.022	13.175	13.328	13.464	13.838	8	30
171.....	12.9618	13.0986	13.2525	13.4064	13.5432	13.9194	8	33
172.....	13.0376	13.1752	13.33	13.4848	13.6224	14.0008	8	36
173.....	13.1134	13.2518	13.4075	13.5632	13.7016	14.0822	8	39
174.....	13.1892	13.3284	13.485	13.6416	13.7808	14.1636	8	42
175.....	13.265	13.405	13.5625	13.72	13.86	14.245	8	45
176.....	13.3408	13.4816	13.64	13.7984	13.9392	14.3264	8	48
177.....	13.4166	13.5582	13.7175	13.8768	14.0184	14.4078	8	51
178.....	13.4924	13.6348	13.795	13.9552	14.0976	14.4892	8	54
179.....	13.5682	13.7114	13.8725	14.0336	14.1768	14.5706	8	57
180.....	13.644	13.788	13.95	14.112	14.256	14.652	9	00
181.....	13.7198	13.8646	14.0275	14.1904	14.3352	14.7334	9	03
182.....	13.7956	13.9412	14.105	14.2688	14.4144	14.8148	9	06
183.....	13.8714	14.0178	14.1825	14.3472	14.4936	14.8962	9	09
184.....	13.9472	14.0944	14.26	14.4256	14.5728	14.9776	9	12
185.....	14.023	14.171	14.3375	14.504	14.652	15.059	9	15
186.....	14.0988	14.2476	14.415	14.5824	14.7312	15.1404	9	18
187.....	14.1746	14.3242	14.4925	14.6608	14.8104	15.2218	9	21
188.....	14.2504	14.4008	14.57	14.7392	14.8896	15.3032	9	24
189.....	14.3262	14.4774	14.6475	14.8176	14.9688	15.3846	9	27
190.....	14.402	14.554	14.725	14.896	15.048	15.466	9	30
191.....	14.4778	14.6306	14.8025	14.9744	15.1272	15.5474	9	33
192.....	14.5536	14.7072	14.88	15.0528	15.2064	15.6288	9	36
193.....	14.6294	14.7838	14.9575	15.1312	15.2856	15.7102	9	39
194.....	14.7052	14.8604	15.035	15.2096	15.3648	15.7916	9	42
195.....	14.781	14.937	15.1125	15.288	15.444	15.873	9	45
196.....	14.8568	15.0136	15.19	15.3664	15.5232	15.9544	9	48
197.....	14.9326	15.0902	15.2675	15.4448	15.6024	16.0358	9	51
198.....	15.0084	15.1668	15.345	15.5232	15.6816	16.1172	9	54
199.....	15.0842	15.2434	15.4225	15.6016	15.7608	16.1986	9	57

Miles	PASSENGER MILEAGE RATES Effective October 1, 1937 (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	7.06¢	7.15¢	7.23¢	7.32¢	7.41¢	7.49¢	Hrs.	Min.
200.....	14.12	14.30	14.46	14.64	14.82	14.98	10	00
201.....	14.1906	14.3715	14.5323	14.7132	14.8941	15.0549	10	03
202.....	14.2612	14.443	14.6046	14.7864	14.9682	15.1298	10	06
203.....	14.3318	14.5145	14.6769	14.8596	15.0423	15.2047	10	09
204.....	14.4024	14.586	14.7492	14.9328	15.1164	15.2796	10	12
205.....	14.473	14.6575	14.8215	15.006	15.1905	15.3545	10	15
206.....	14.5436	14.729	14.8938	15.0792	15.2646	15.4294	10	18
207.....	14.6142	14.8005	14.9661	15.1524	15.3387	15.5043	10	21
208.....	14.6848	14.872	15.0384	15.2256	15.4128	15.5792	10	24
209.....	14.7554	14.9435	15.1107	15.2988	15.4869	15.6541	10	27
210.....	14.826	15.015	15.183	15.372	15.561	15.729	10	30
211.....	14.8966	15.0865	15.2553	15.4452	15.6351	15.8039	10	33
212.....	14.9672	15.158	15.3276	15.5184	15.7092	15.8788	10	36
213.....	15.0378	15.2295	15.3999	15.5916	15.7833	15.9537	10	39
214.....	15.1084	15.301	15.4722	15.6648	15.8574	16.0286	10	42
215.....	15.179	15.3725	15.5445	15.738	15.9315	16.1035	10	45
216.....	15.2496	15.444	15.6168	15.8112	16.0056	16.1784	10	48
217.....	15.3202	15.5155	15.6891	15.8844	16.0797	16.2533	10	51
218.....	15.3908	15.587	15.7614	15.9576	16.1538	16.3282	10	54
219.....	15.4614	15.6585	15.8337	16.0308	16.2279	16.4031	10	57
220.....	15.532	15.73	15.906	16.104	16.302	16.478	11	00
221.....	15.6026	15.8015	15.9783	16.1772	16.3761	16.5529	11	03
222.....	15.6732	15.873	16.0506	16.2504	16.4502	16.6278	11	06
223.....	15.7438	15.9445	16.1229	16.3236	16.5243	16.7027	11	09
224.....	15.8144	16.016	16.1952	16.3968	16.5984	16.7776	11	12
225.....	15.885	16.0875	16.2675	16.47	16.6725	16.8525	11	15
226.....	15.9556	16.159	16.3398	16.5432	16.7466	16.9274	11	18
227.....	16.0262	16.2305	16.4121	16.6164	16.8207	17.0023	11	21
228.....	16.0968	16.302	16.4844	16.6896	16.8948	17.0772	11	24
229.....	16.1674	16.3735	16.5567	16.7628	16.9689	17.1521	11	27
230.....	16.238	16.445	16.629	16.836	17.043	17.227	11	30
231.....	16.3086	16.5165	16.7013	16.9092	17.1171	17.3019	11	33
232.....	16.3792	16.588	16.7736	16.9824	17.1912	17.3768	11	36
233.....	16.4498	16.6595	16.8459	17.0556	17.2653	17.4517	11	39
234.....	16.5204	16.731	16.9182	17.1288	17.3394	17.5266	11	42
235.....	16.591	16.8025	16.9905	17.202	17.4135	17.6015	11	45
236.....	16.6616	16.874	17.0628	17.2752	17.4876	17.6764	11	48
237.....	16.7322	16.9455	17.1351	17.3484	17.5617	17.7513	11	51
238.....	16.8028	17.017	17.2074	17.4216	17.6358	17.8262	11	54
239.....	16.8734	17.0885	17.2797	17.4948	17.7099	17.9011	11	57
240.....	16.944	17.16	17.352	17.568	17.784	17.976	12	00
241.....	17.0146	17.2315	17.4243	17.6412	17.8581	18.0509	12	03
242.....	17.0852	17.303	17.4966	17.7144	17.9322	18.1258	12	06
243.....	17.1558	17.3745	17.5689	17.7876	18.0063	18.2007	12	09
244.....	17.2264	17.446	17.6412	17.8608	18.0804	18.2756	12	12
245.....	17.297	17.5175	17.7135	17.934	18.1545	18.3505	12	15
246.....	17.3676	17.589	17.7858	18.0072	18.2286	18.4254	12	18
247.....	17.4382	17.6605	17.8581	18.0804	18.3027	18.5003	12	21
248.....	17.5088	17.732	17.9304	18.1536	18.3768	18.5752	12	24
249.....	17.5794	17.8035	18.0027	18.2268	18.4509	18.6501	12	27

Miles	PASSENGER MILEAGE RATES Effective October 1, 1937 (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	7.58¢	7.66¢	7.75¢	7.84¢	7.92¢	8.14¢	Hrs.	Min.
200.....	15.16	15.32	15.50	15.68	15.84	16.28	10	00
201.....	15.2358	15.3966	15.5775	15.7584	15.9192	16.3614	10	03
202.....	15.3116	15.4732	15.655	15.8368	15.9984	16.4428	10	06
203.....	15.3874	15.5498	15.7325	15.9152	16.0776	16.5242	10	09
204.....	15.4632	15.6264	15.81	15.9936	16.1568	16.6056	10	12
205.....	15.539	15.703	15.8875	16.072	16.236	16.687	10	15
206.....	15.6148	15.7796	15.965	16.1504	16.3152	16.7684	10	18
207.....	15.6906	15.8562	16.0425	16.2288	16.3944	16.8498	10	21
208.....	15.7664	15.9328	16.12	16.3072	16.4736	16.9312	10	24
209.....	15.8422	16.0094	16.1975	16.3856	16.5528	17.0126	10	27
210.....	15.918	16.086	16.275	16.464	16.632	17.094	10	30
211.....	15.9938	16.1626	16.3525	16.5424	16.7112	17.1754	10	33
212.....	16.0696	16.2392	16.43	16.6208	16.7904	17.2568	10	36
213.....	16.1454	16.3158	16.5075	16.6992	16.8696	17.3382	10	39
214.....	16.2212	16.3924	16.585	16.7776	16.9488	17.4196	10	42
215.....	16.297	16.469	16.6625	16.856	17.028	17.501	10	45
216.....	16.3728	16.5456	16.74	16.9344	17.1072	17.5824	10	48
217.....	16.4486	16.6222	16.8175	17.0128	17.1864	17.6638	10	51
218.....	16.5244	16.6988	16.895	17.0912	17.2656	17.7452	10	54
219.....	16.6002	16.7754	16.9725	17.1696	17.3448	17.8266	10	57
220.....	16.676	16.852	17.05	17.248	17.424	17.908	11	00
221.....	16.7518	16.9286	17.1275	17.3264	17.5032	17.9894	11	03
222.....	16.8276	17.0052	17.205	17.4048	17.5824	18.0708	11	06
223.....	16.9034	17.0818	17.2825	17.4832	17.6616	18.1522	11	09
224.....	16.9792	17.1584	17.36	17.5616	17.7408	18.2336	11	12
225.....	17.055	17.235	17.4375	17.64	17.82	18.315	11	15
226.....	17.1308	17.3116	17.515	17.7184	17.8992	18.3964	11	18
227.....	17.2066	17.3882	17.5925	17.7968	17.9784	18.4778	11	21
228.....	17.2824	17.4648	17.67	17.8752	18.0576	18.5592	11	24
229.....	17.3582	17.5414	17.7475	17.9536	18.1368	18.6406	11	27
230.....	17.434	17.618	17.825	18.032	18.216	18.722	11	30
231.....	17.5098	17.6946	17.9025	18.1104	18.2952	18.8034	11	33
232.....	17.5856	17.7712	17.98	18.1888	18.3744	18.8848	11	36
233.....	17.6614	17.8478	18.0575	18.2672	18.4536	18.9662	11	39
234.....	17.7372	17.9244	18.135	18.3456	18.5328	19.0476	11	42
235.....	17.813	18.001	18.2125	18.424	18.612	19.129	11	45
236.....	17.8888	18.0776	18.29	18.5024	18.6912	19.2104	11	48
237.....	17.9646	18.1542	18.3675	18.5808	18.7704	19.2918	11	51
238.....	18.0404	18.2308	18.445	18.6592	18.8496	19.3732	11	54
239.....	18.1162	18.3074	18.5225	18.7376	18.9288	19.4546	11	57
240.....	18.192	18.384	18.60	18.816	19.008	19.536	12	00
241.....	18.2678	18.4606	18.6775	18.8944	19.0872	19.6174	12	03
242.....	18.3436	18.5372	18.755	18.9728	19.1664	19.6988	12	06
243.....	18.4194	18.6138	18.8325	19.0512	19.2456	19.7802	12	09
244.....	18.4952	18.6904	18.91	19.1296	19.3248	19.8616	12	12
245.....	18.571	18.767	18.9875	19.208	19.404	19.943	12	15
246.....	18.6468	18.8436	19.065	19.2864	19.4832	20.0244	12	18
247.....	18.7226	18.9202	19.1425	19.3648	19.5624	20.1058	12	21
248.....	18.7984	18.9968	19.22	19.4432	19.6416	20.1872	12	24
249.....	18.8742	19.0734	19.2975	19.5216	19.7208	20.2686	12	27

Miles	THROUGH FREIGHT MILEAGE RATES Effective October 1, 1937 (See Regulation F-A-1)						Overtime Limit on Speed Basis of 12½ miles per hour	
	7.79¢	7.88¢	7.97¢	8.22¢	8.40¢	8.57¢	Hrs.	Min.
100.....	7.79	7.88	7.97	8.22	8.40	8.57	8	00
101.....	7.8679	7.9588	8.0497	8.3022	8.484	8.6557	8	05
102.....	7.9458	8.0376	8.1294	8.3844	8.568	8.7414	8	10
103.....	8.0237	8.1164	8.2091	8.4666	8.652	8.8271	8	14
104.....	8.1016	8.1952	8.2888	8.5488	8.736	8.9128	8	19
105.....	8.1795	8.274	8.3685	8.631	8.82	8.9985	8	24
106.....	8.2574	8.3528	8.4482	8.7132	8.904	9.0842	8	29
107.....	8.3353	8.4316	8.5279	8.7954	8.988	9.1699	8	34
108.....	8.4132	8.5104	8.6076	8.8776	9.072	9.2556	8	38
109.....	8.4911	8.5892	8.6873	8.9598	9.156	9.3413	8	43
110.....	8.569	8.668	8.767	9.042	9.24	9.427	8	48
111.....	8.6469	8.7468	8.8467	9.1242	9.324	9.5127	8	53
112.....	8.7248	8.8256	8.9264	9.2064	9.408	9.5984	8	58
113.....	8.8027	8.9044	9.0061	9.2886	9.492	9.6841	9	02
114.....	8.8806	8.9832	9.0858	9.3708	9.576	9.7698	9	07
115.....	8.9585	9.062	9.1655	9.453	9.66	9.8555	9	12
116.....	9.0364	9.1408	9.2452	9.5352	9.744	9.9412	9	17
117.....	9.1143	9.2196	9.3249	9.6174	9.828	10.0269	9	22
118.....	9.1922	9.2984	9.4046	9.6996	9.912	10.1126	9	26
119.....	9.2701	9.3772	9.4843	9.7818	9.996	10.1983	9	31
120.....	9.348	9.456	9.564	9.864	10.08	10.284	9	36
121.....	9.4259	9.5348	9.6437	9.9462	10.164	10.3697	9	41
122.....	9.5038	9.6136	9.7234	10.0284	10.248	10.4554	9	46
123.....	9.5817	9.6924	9.8031	10.1106	10.332	10.5411	9	50
124.....	9.6596	9.7712	9.8828	10.1928	10.416	10.6268	9	55
125.....	9.7375	9.85	9.9625	10.275	10.50	10.7125	10	00
126.....	9.8154	9.9288	10.0422	10.3572	10.584	10.7982	10	05
127.....	9.8933	10.0076	10.1219	10.4394	10.668	10.8839	10	10
128.....	9.9712	10.0864	10.2016	10.5216	10.752	10.9696	10	14
129.....	10.0491	10.1652	10.2813	10.6038	10.836	11.0553	10	19
130.....	10.127	10.244	10.361	10.686	10.92	11.141	10	24
131.....	10.2049	10.3228	10.4407	10.7682	11.004	11.2267	10	29
132.....	10.2828	10.4016	10.5204	10.8504	11.088	11.3124	10	34
133.....	10.3607	10.4804	10.6001	10.9326	11.172	11.3981	10	38
134.....	10.4386	10.5592	10.6798	11.0148	11.256	11.4838	10	43
135.....	10.5165	10.638	10.7595	11.097	11.34	11.5695	10	48
136.....	10.5944	10.7168	10.8392	11.1792	11.424	11.6552	10	53
137.....	10.6723	10.7956	10.9189	11.2614	11.508	11.7409	10	58
138.....	10.7502	10.8744	10.9986	11.3436	11.592	11.8266	11	02
139.....	10.8281	10.9532	11.0783	11.4258	11.676	11.9123	11	07
140.....	10.906	11.032	11.158	11.508	11.76	11.998	11	12
141.....	10.9839	11.1108	11.2377	11.5902	11.844	12.0837	11	17
142.....	11.0618	11.1896	11.3174	11.6724	11.928	12.1694	11	22
143.....	11.1397	11.2684	11.3971	11.7546	12.012	12.2551	11	26
144.....	11.2176	11.3472	11.4768	11.8368	12.096	12.3408	11	31
145.....	11.2955	11.426	11.5565	11.919	12.18	12.4265	11	36
146.....	11.3734	11.5048	11.6362	12.0012	12.264	12.5122	11	41
147.....	11.4513	11.5836	11.7159	12.0834	12.348	12.5979	11	46
148.....	11.5292	11.6624	11.7956	12.1656	12.432	12.6836	11	50
149.....	11.6071	11.7412	11.8753	12.2478	12.516	12.7693	11	55

Miles	THROUGH FREIGHT MILEAGE RATES Effective October 1, 1937 (See Regulation F-A-1)						Overtime Limit on Speed Basis of 12½ miles per hour	
	8.72¢	8.87¢	9.08¢	9.62¢	9.86¢		Hrs.	Min.
100.....	8.72	8.87	9.08	9.62	9.86	.....	8	00
101.....	8.8072	8.9587	9.1708	9.7162	9.9586	.....	8	05
102.....	8.8944	9.0474	9.2616	9.8124	10.0572	.....	8	10
103.....	8.9816	9.1361	9.3524	9.9086	10.1558	.....	8	14
104.....	9.0688	9.2248	9.4432	10.0048	10.2544	.....	8	19
105.....	9.156	9.3135	9.534	10.101	10.353	.....	8	24
106.....	9.2432	9.4022	9.6248	10.1972	10.4516	.....	8	29
107.....	9.3304	9.4909	9.7156	10.2934	10.5502	.....	8	34
108.....	9.4176	9.5796	9.8064	10.3896	10.6488	.....	8	38
109.....	9.5048	9.6683	9.8972	10.4858	10.7474	.....	8	43
110.....	9.592	9.757	9.988	10.582	10.846	.....	8	48
111.....	9.6792	9.8457	10.0788	10.6782	10.9446	.....	8	53
112.....	9.7664	9.9344	10.1696	10.7744	11.0432	.....	8	58
113.....	9.8536	10.0231	10.2604	10.8706	11.1418	.....	9	02
114.....	9.9408	10.1118	10.3512	10.9668	11.2404	.....	9	07
115.....	10.028	10.2005	10.442	11.063	11.339	.....	9	12
116.....	10.1152	10.2892	10.5328	11.1592	11.4376	.....	9	17
117.....	10.2024	10.3779	10.6236	11.2554	11.5362	.....	9	22
118.....	10.2896	10.4666	10.7144	11.3516	11.6348	.....	9	26
119.....	10.3768	10.5553	10.8052	11.4478	11.7334	.....	9	31
120.....	10.464	10.644	10.896	11.544	11.832	.....	9	36
121.....	10.5512	10.7327	10.9868	11.6402	11.9306	.....	9	41
122.....	10.6384	10.8214	11.0776	11.7364	12.0292	.....	9	46
123.....	10.7256	10.9101	11.1684	11.8326	12.1278	.....	9	50
124.....	10.8128	10.9988	11.2592	11.9288	12.2264	.....	9	55
125.....	10.90	11.0875	11.35	12.025	12.325	.....	10	00
126.....	10.9872	11.1762	11.4408	12.1212	12.4236	.....	10	05
127.....	11.0744	11.2649	11.5316	12.2174	12.5222	.....	10	10
128.....	11.1616	11.3536	11.6224	12.3136	12.6208	.....	10	14
129.....	11.2488	11.4423	11.7132	12.4098	12.7194	.....	10	19
130.....	11.336	11.531	11.804	12.506	12.818	.....	10	24
131.....	11.4232	11.6197	11.8948	12.6022	12.9166	.....	10	29
132.....	11.5104	11.7084	11.9856	12.6984	13.0152	.....	10	34
133.....	11.5976	11.7971	12.0764	12.7946	13.1138	.....	10	38
134.....	11.6848	11.8858	12.1672	12.8908	13.2124	.....	10	43
135.....	11.772	11.9745	12.258	12.987	13.311	.....	10	48
136.....	11.8592	12.0632	12.3488	13.0832	13.4096	.....	10	53
137.....	11.9464	12.1519	12.4396	13.1794	13.5082	.....	10	58
138.....	12.0336	12.2406	12.5304	13.2756	13.6068	.....	11	02
139.....	12.1208	12.3293	12.6212	13.3718	13.7054	.....	11	07
140.....	12.208	12.418	12.712	13.468	13.804	.....	11	12
141.....	12.2952	12.5067	12.8028	13.5642	13.9026	.....	11	17
142.....	12.3824	12.5954	12.8936	13.6604	14.0012	.....	11	22
143.....	12.4696	12.6841	12.9844	13.7566	14.0998	.....	11	26
144.....	12.5568	12.7728	13.0752	13.8528	14.1984	.....	11	31
145.....	12.644	12.8615	13.166	13.949	14.297	.....	11	36
146.....	12.7312	12.9502	13.2568	14.0452	14.3956	.....	11	41
147.....	12.8184	13.0389	13.3476	14.1414	14.4942	.....	11	46
148.....	12.9056	13.1276	13.4384	14.2376	14.5928	.....	11	50
149.....	12.9928	13.2163	13.5292	14.3338	14.6914	.....	11	55

Miles	THROUGH FREIGHT MILEAGE RATES Effective October 1, 1937 (See Regulation F-A-1)						Overtime Limit on Speed Basis of 12½ miles per hour	
	7.79¢	7.88¢	7.97¢	8.22¢	8.40¢	8.57¢	Hrs.	Min.
150....	11.685	11.82	11.955	12.33	12.60	12.855	12	00
151....	11.7629	11.8988	12.0347	12.4122	12.684	12.9407	12	05
152....	11.8408	11.9776	12.1144	12.4944	12.768	13.0264	12	10
153....	11.9187	12.0564	12.1941	12.5766	12.852	13.1121	12	14
154....	11.9966	12.1352	12.2738	12.6588	12.936	13.1978	12	19
155....	12.0745	12.214	12.3535	12.741	13.02	13.2835	12	24
156....	12.1524	12.2928	12.4332	12.8232	13.104	13.3692	12	29
157....	12.2303	12.3716	12.5129	12.9054	13.188	13.4549	12	34
158....	12.3082	12.4504	12.5926	12.9876	13.272	13.5406	12	38
159....	12.3861	12.5292	12.6723	13.0698	13.356	13.6263	12	43
160....	12.464	12.608	12.752	13.152	13.44	13.712	12	48
161....	12.5419	12.6868	12.8317	13.2342	13.524	13.7977	12	53
162....	12.6198	12.7656	12.9114	13.3164	13.608	13.8834	12	58
163....	12.6977	12.8444	12.9911	13.3986	13.692	13.9691	13	02
164....	12.7756	12.9232	13.0708	13.4808	13.776	14.0548	13	07
165....	12.8535	13.002	13.1505	13.563	13.86	14.1405	13	12
166....	12.9314	13.0808	13.2302	13.6452	13.944	14.2262	13	17
167....	13.0093	13.1596	13.3099	13.7274	14.028	14.3119	13	22
168....	13.0872	13.2384	13.3896	13.8096	14.112	14.3976	13	26
169....	13.1651	13.3172	13.4693	13.8918	14.196	14.4833	13	31
170....	13.243	13.396	13.549	13.974	14.28	14.569	13	36
171....	13.3209	13.4748	13.6287	14.0562	14.364	14.6547	13	41
172....	13.3988	13.5536	13.7084	14.1384	14.448	14.7404	13	46
173....	13.4767	13.6324	13.7881	14.2206	14.532	14.8261	13	50
174....	13.5546	13.7112	13.8678	14.3028	14.616	14.9118	13	55
175....	13.6325	13.79	13.9475	14.385	14.70	14.9975	14	00
176....	13.7104	13.8688	14.0272	14.4672	14.784	15.0832	14	05
177....	13.7883	13.9476	14.1069	14.5494	14.868	15.1689	14	10
178....	13.8662	14.0264	14.1866	14.6316	14.952	15.2546	14	14
179....	13.9441	14.1052	14.2663	14.7138	15.036	15.3403	14	19
180....	14.022	14.184	14.346	14.796	15.12	15.426	14	24
181....	14.0999	14.2628	14.4257	14.8782	15.204	15.5117	14	29
182....	14.1778	14.3416	14.5054	14.9604	15.288	15.5974	14	34
183....	14.2557	14.4204	14.5851	15.0426	15.372	15.6831	14	38
184....	14.3336	14.4992	14.6648	15.1248	15.456	15.7688	14	43
185....	14.4115	14.578	14.7445	15.207	15.54	15.8545	14	48
186....	14.4894	14.6568	14.8242	15.2892	15.624	15.9402	14	53
187....	14.5673	14.7356	14.9039	15.3714	15.708	16.0259	14	58
188....	14.6452	14.8144	14.9836	15.4536	15.792	16.1116	15	02
189....	14.7231	14.8932	15.0633	15.5358	15.876	16.1973	15	07
190....	14.801	14.972	15.143	15.618	15.96	16.283	15	12
191....	14.8789	15.0508	15.2227	15.7002	16.044	16.3687	15	17
192....	14.9568	15.1296	15.3024	15.7824	16.128	16.4544	15	22
193....	15.0347	15.2084	15.3821	15.8646	16.212	16.5401	15	26
194....	15.1126	15.2872	15.4618	15.9468	16.296	16.6258	15	31
195....	15.1905	15.366	15.5415	16.029	16.38	16.7115	15	36
196....	15.2684	15.4448	15.6212	16.1112	16.464	16.7972	15	41
197....	15.3463	15.5236	15.7009	16.1934	16.548	16.8829	15	46
198....	15.4242	15.6024	15.7806	16.2756	16.632	16.9686	15	50
199....	15.5021	15.6812	15.8603	16.3578	16.716	17.0543	15	55

Miles	THROUGH FREIGHT MILEAGE RATES Effective October 1, 1937 (See Regulation F-A-1)						Overtime Limit on Speed Basis of 12½ miles per hour	
	8.72¢	8.87¢	9.08¢	9.62¢	9.86¢		Hrs.	Min.
150.	13.08	13.305	13.62	14.43	14.79	.....	12	00
151.	13.1672	13.3937	13.7108	14.5262	14.8886	.....	12	05
152.	13.2544	13.4824	13.8016	14.6224	14.9872	.....	12	10
153.	13.3416	13.5711	13.8924	14.7186	15.0858	.....	12	14
154.	13.4288	13.6598	13.9832	14.8148	15.1844	.....	12	19
155.	13.516	13.7485	14.074	14.911	15.283	.....	12	24
156.	13.6032	13.8372	14.1648	15.0072	15.3816	.....	12	29
157.	13.6904	13.9259	14.2556	15.1034	15.4802	.....	12	34
158.	13.7776	14.0146	14.3464	15.1996	15.5788	.....	12	38
159.	13.8648	14.1033	14.4372	15.2958	15.6774	.....	12	43
160.	13.952	14.192	14.528	15.392	15.776	.....	12	48
161.	14.0392	14.2807	14.6188	15.4882	15.8746	.....	12	53
162.	14.1264	14.3694	14.7096	15.5844	15.9732	.....	12	58
163.	14.2136	14.4581	14.8004	15.6806	16.0718	.....	13	02
164.	14.3008	14.5468	14.8912	15.7768	16.1704	.....	13	07
165.	14.388	14.6355	14.982	15.873	16.269	.....	13	12
166.	14.4752	14.7242	15.0728	15.9692	16.3676	.....	13	17
167.	14.5624	14.8129	15.1636	16.0654	16.4662	.....	13	22
168.	14.6496	14.9016	15.2544	16.1616	16.5648	.....	13	26
169.	14.7368	14.9903	15.3452	16.2578	16.6634	.....	13	31
170.	14.824	15.079	15.436	16.354	16.762	.....	13	36
171.	14.9112	15.1677	15.5268	16.4502	16.8606	.....	13	41
172.	14.9984	15.2564	15.6176	16.5464	16.9592	.....	13	46
173.	15.0856	15.3451	15.7084	16.6426	17.0578	.....	13	50
174.	15.1728	15.4338	15.7992	16.7388	17.1564	.....	13	55
175.	15.26	15.5225	15.89	16.835	17.255	.....	14	00
176.	15.3472	15.6112	15.9808	16.9312	17.3536	.....	14	05
177.	15.4344	15.6999	16.0716	17.0274	17.4522	.....	14	10
178.	15.5216	15.7886	16.1624	17.1236	17.5508	.....	14	14
179.	15.6088	15.8773	16.2532	17.2198	17.6494	.....	14	19
180.	15.696	15.966	16.344	17.316	17.748	.....	14	24
181.	15.7832	16.0547	16.4348	17.4122	17.8466	.....	14	29
182.	15.8704	16.1434	16.5256	17.5084	17.9452	.....	14	34
183.	15.9576	16.2321	16.6164	17.6046	18.0438	.....	14	38
184.	16.0448	16.3208	16.7072	17.7008	18.1424	.....	14	43
185.	16.132	16.4095	16.798	17.797	18.241	.....	14	48
186.	16.2192	16.4982	16.8888	17.8932	18.3396	.....	14	53
187.	16.3064	16.5869	16.9796	17.9894	18.4382	.....	14	58
188.	16.3936	16.6756	17.0704	18.0856	18.5368	.....	15	02
189.	16.4808	16.7643	17.1612	18.1818	18.6354	.....	15	07
190.	16.568	16.853	17.252	18.278	18.734	.....	15	12
191.	16.6552	16.9417	17.3428	18.3742	18.8326	.....	15	17
192.	16.7424	17.0304	17.4336	18.4704	18.9312	.....	15	22
193.	16.8296	17.1191	17.5244	18.5666	19.0298	.....	15	26
194.	16.9168	17.2078	17.6152	18.6628	19.1284	.....	15	31
195.	17.004	17.2965	17.706	18.759	19.227	.....	15	36
196.	17.0912	17.3852	17.7968	18.8552	19.3256	.....	15	41
197.	17.1784	17.4739	17.8876	18.9514	19.4242	.....	15	46
198.	17.2656	17.5626	17.9784	19.0476	19.5228	.....	15	50
199.	17.3528	17.6513	18.0692	19.1438	19.6214	.....	15	55

Miles	LOCAL FREIGHT MILEAGE RATES Effective October 1, 1937 (See Regulation F-A-2)						Overtime Limit on Speed Basis of 12½ miles per hour	
	8.31¢	8.40¢	8.49¢	8.74¢	8.92¢	9.09¢	Hrs.	Min.
100.....	8.31	8.40	8.49	8.74	8.92	9.09	8	00
101.....	8.3931	8.484	8.5749	8.8274	9.0092	9.1809	8	05
102.....	8.4762	8.568	8.6598	8.9148	9.0984	9.2718	8	10
103.....	8.5593	8.652	8.7447	9.0022	9.1876	9.3627	8	14
104.....	8.6424	8.736	8.8296	9.0896	9.2768	9.4536	8	19
105.....	8.7255	8.82	8.9145	9.177	9.366	9.5445	8	24
106.....	8.8086	8.904	8.9994	9.2644	9.4552	9.6354	8	29
107.....	8.8917	8.988	9.0843	9.3518	9.5444	9.7263	8	34
108.....	8.9748	9.072	9.1692	9.4392	9.6336	9.8172	8	38
109.....	9.0579	9.156	9.2541	9.5266	9.7228	9.9081	8	43
110.....	9.141	9.24	9.339	9.614	9.812	9.999	8	48
111.....	9.2241	9.324	9.4239	9.7014	9.9012	10.0899	8	53
112.....	9.3072	9.408	9.5088	9.7888	9.9904	10.1808	8	58
113.....	9.3903	9.492	9.5937	9.8762	10.0796	10.2717	9	02
114.....	9.4734	9.576	9.6786	9.9636	10.1688	10.3626	9	07
115.....	9.5565	9.66	9.7635	10.051	10.258	10.4535	9	12
116.....	9.6396	9.744	9.8484	10.1384	10.3472	10.5444	9	17
117.....	9.7227	9.828	9.9333	10.2258	10.4364	10.6353	9	22
118.....	9.8058	9.912	10.0182	10.3132	10.5256	10.7262	9	26
119.....	9.8889	9.996	10.1031	10.4006	10.6148	10.8171	9	31
120.....	9.972	10.08	10.188	10.488	10.704	10.908	9	36
121.....	10.0551	10.164	10.2729	10.5754	10.7932	10.9989	9	41
122.....	10.1382	10.248	10.3578	10.6628	10.8824	11.0898	9	46
123.....	10.2213	10.332	10.4427	10.7502	10.9716	11.1807	9	50
124.....	10.3044	10.416	10.5276	10.8376	11.0608	11.2716	9	55
125.....	10.3875	10.50	10.6125	10.925	11.15	11.3625	10	00
126.....	10.4706	10.584	10.6974	11.0124	11.2392	11.4534	10	05
127.....	10.5537	10.668	10.7823	11.0998	11.3284	11.5443	10	10
128.....	10.6368	10.752	10.8672	11.1872	11.4176	11.6352	10	14
129.....	10.7199	10.836	10.9521	11.2746	11.5068	11.7261	10	19
130.....	10.803	10.92	11.037	11.362	11.596	11.817	10	24
131.....	10.8861	11.004	11.1219	11.4494	11.6852	11.9079	10	29
132.....	10.9692	11.088	11.2068	11.5368	11.7744	11.9988	10	34
133.....	11.0523	11.172	11.2917	11.6242	11.8636	12.0897	10	38
134.....	11.1354	11.256	11.3766	11.7116	11.9528	12.1806	10	43
135.....	11.2185	11.34	11.4615	11.799	12.042	12.2715	10	48
136.....	11.3016	11.424	11.5464	11.8864	12.1312	12.3624	10	53
137.....	11.3847	11.508	11.6313	11.9738	12.2204	12.4533	10	58
138.....	11.4678	11.592	11.7162	12.0612	12.3096	12.5442	11	02
139.....	11.5509	11.676	11.8011	12.1486	12.3988	12.6351	11	07
140.....	11.634	11.76	11.886	12.236	12.488	12.726	11	12
141.....	11.7171	11.844	11.9709	12.3234	12.5772	12.8169	11	17
142.....	11.8002	11.928	12.0558	12.4108	12.6664	12.9078	11	22
143.....	11.8833	12.012	12.1407	12.4982	12.7556	12.9987	11	26
144.....	11.9664	12.096	12.2256	12.5856	12.8448	13.0896	11	31
145.....	12.0495	12.18	12.3105	12.673	12.934	13.1805	11	36
146.....	12.1326	12.264	12.3954	12.7604	13.0232	13.2714	11	41
147.....	12.2157	12.348	12.4803	12.8478	13.1124	13.3623	11	46
148.....	12.2988	12.432	12.5652	12.9352	13.2016	13.4532	11	50
149.....	12.3819	12.516	12.6501	13.0226	13.2908	13.5441	11	55

Miles	LOCAL FREIGHT MILEAGE RATES Effective October 1, 1937 (See Regulation F-A-2)						Overtime Limit on Speed Basis of 12½ miles per hour	
	9.24¢	9.39¢	9.60¢	10.14¢	10.38¢		Hrs.	Min.
100.....	9.24	9.39	9.60	10.14	10.38	.....	8	00
101.....	9.3324	9.4839	9.696	10.2414	10.4838	.....	8	05
102.....	9.4248	9.5778	9.792	10.3428	10.5876	.....	8	10
103.....	9.5172	9.6717	9.888	10.4442	10.6914	.....	8	14
104.....	9.6096	9.7656	9.984	10.5456	10.7952	.....	8	19
105.....	9.702	9.8595	10.08	10.647	10.899	.....	8	24
106.....	9.7944	9.9534	10.176	10.7484	11.0028	.....	8	29
107.....	9.8868	10.0473	10.272	10.8498	11.1066	.....	8	34
108.....	9.9792	10.1412	10.368	10.9512	11.2104	.....	8	38
109.....	10.0716	10.2351	10.464	11.0526	11.3142	.....	8	43
110.....	10.164	10.329	10.56	11.154	11.418	.....	8	48
111.....	10.2564	10.4229	10.656	11.2554	11.5218	.....	8	53
112.....	10.3488	10.5168	10.752	11.3568	11.6256	.....	8	58
113.....	10.4412	10.6107	10.848	11.4582	11.7294	.....	9	02
114.....	10.5336	10.7046	10.944	11.5596	11.8332	.....	9	07
115.....	10.626	10.7985	11.04	11.661	11.937	.....	9	12
116.....	10.7184	10.8924	11.136	11.7624	12.0408	.....	9	17
117.....	10.8108	10.9863	11.232	11.8638	12.1446	.....	9	22
118.....	10.9032	11.0802	11.328	11.9652	12.2484	.....	9	26
119.....	10.9956	11.1741	11.424	12.0666	12.3522	.....	9	31
120.....	11.088	11.268	11.52	12.168	12.456	.....	9	36
121.....	11.1804	11.3619	11.616	12.2694	12.5598	.....	9	41
122.....	11.2728	11.4558	11.712	12.3708	12.6636	.....	9	46
123.....	11.3652	11.5497	11.808	12.4722	12.7674	.....	9	50
124.....	11.4576	11.6436	11.904	12.5736	12.8712	.....	9	55
125.....	11.55	11.7375	12.00	12.675	12.975	.....	10	00
126.....	11.6424	11.8314	12.096	12.7764	13.0788	.....	10	05
127.....	11.7348	11.9253	12.192	12.8778	13.1826	.....	10	10
128.....	11.8272	12.0192	12.288	12.9792	13.2864	.....	10	14
129.....	11.9196	12.1131	12.384	13.0806	13.3902	.....	10	19
130.....	12.012	12.207	12.48	13.182	13.494	.....	10	24
131.....	12.1044	12.3009	12.576	13.2834	13.5978	.....	10	29
132.....	12.1968	12.3948	12.672	13.3848	13.7016	.....	10	34
133.....	12.2892	12.4887	12.768	13.4862	13.8054	.....	10	38
134.....	12.3816	12.5826	12.864	13.5876	13.9092	.....	10	43
135.....	12.474	12.6765	12.96	13.689	14.013	.....	10	48
136.....	12.5664	12.7704	13.056	13.7904	14.1168	.....	10	53
137.....	12.6588	12.8643	13.152	13.8918	14.2206	.....	10	58
138.....	12.7512	12.9582	13.248	13.9932	14.3244	.....	11	02
139.....	12.8436	13.0521	13.344	14.0946	14.4282	.....	11	07
140.....	12.936	13.146	13.44	14.196	14.532	.....	11	12
141.....	13.0284	13.2399	13.536	14.2974	14.6358	.....	11	17
142.....	13.1208	13.3338	13.632	14.3988	14.7396	.....	11	22
143.....	13.2132	13.4277	13.728	14.5002	14.8434	.....	11	26
144.....	13.3056	13.5216	13.824	14.6016	14.9472	.....	11	31
145.....	13.398	13.6155	13.92	14.703	15.051	.....	11	36
146.....	13.4904	13.7094	14.016	14.8044	15.1548	.....	11	41
147.....	13.5828	13.8033	14.112	14.9058	15.2586	.....	11	46
148.....	13.6752	13.8972	14.208	15.0072	15.3624	.....	11	50
149.....	13.7676	13.9911	14.304	15.1086	15.4662	.....	11	55

Miles	LOCAL FREIGHT MILEAGE RATES Effective October 1, 1937 (See Regulation F-A-2)						Overtime Limit on Speed Basis of 12½ miles per hour	
	8.31¢	8.40¢	8.49¢	8.74¢	8.92¢	9.09¢	Hrs.	Min.
150.....	12.465	12.60	12.735	13.11	13.38	13.635	12	00
151.....	12.5481	12.684	12.8199	13.1974	13.4692	13.7259	12	05
152.....	12.6312	12.768	12.9048	13.2848	13.5584	13.8168	12	10
153.....	12.7143	12.852	12.9897	13.3722	13.6476	13.9077	12	14
154.....	12.7974	12.936	13.0746	13.4596	13.7368	13.9986	12	19
155.....	12.8805	13.02	13.1595	13.547	13.826	14.0895	12	24
156.....	12.9636	13.104	13.2444	13.6344	13.9152	14.1804	12	29
157.....	13.0467	13.188	13.3293	13.7218	14.0044	14.2713	12	34
158.....	13.1298	13.272	13.4142	13.8092	14.0936	14.3622	12	38
159.....	13.2129	13.356	13.4991	13.8966	14.1828	14.4531	12	43
160.....	13.296	13.44	13.584	13.984	14.272	14.544	12	48
161.....	13.3791	13.524	13.6689	14.0714	14.3612	14.6349	12	53
162.....	13.4622	13.608	13.7538	14.1588	14.4504	14.7258	12	58
163.....	13.5453	13.692	13.8387	14.2462	14.5396	14.8167	13	02
164.....	13.6284	13.776	13.9236	14.3336	14.6288	14.9076	13	07
165.....	13.7115	13.86	14.0085	14.421	14.718	14.9985	13	12
166.....	13.7946	13.944	14.0934	14.5084	14.8072	15.0894	13	17
167.....	13.8777	14.028	14.1783	14.5958	14.8964	15.1803	13	22
168.....	13.9608	14.112	14.2632	14.6832	14.9856	15.2712	13	26
169.....	14.0439	14.196	14.3481	14.7706	15.0748	15.3621	13	31
170.....	14.127	14.28	14.433	14.858	15.164	15.4530	13	36
171.....	14.2101	14.364	14.5179	14.9454	15.2532	15.5439	13	41
172.....	14.2932	14.448	14.6028	15.0328	15.3424	15.6348	13	46
173.....	14.3763	14.532	14.6877	15.1202	15.4316	15.7257	13	50
174.....	14.4594	14.616	14.7726	15.2076	15.5208	15.8166	13	55
175.....	14.5425	14.70	14.8575	15.295	15.61	15.9075	14	00
176.....	14.6256	14.784	14.9424	15.3824	15.6992	15.9984	14	05
177.....	14.7087	14.868	15.0273	15.4698	15.7884	16.0893	14	10
178.....	14.7918	14.952	15.1122	15.5572	15.8776	16.1802	14	14
179.....	14.8749	15.036	15.1971	15.6446	15.9668	16.2711	14	19
180.....	14.958	15.12	15.282	15.732	16.056	16.362	14	24
181.....	15.0411	15.204	15.3669	15.8194	16.1452	16.4529	14	29
182.....	15.1242	15.288	15.4518	15.9068	16.2344	16.5438	14	34
183.....	15.2073	15.372	15.5367	15.9942	16.3236	16.6347	14	38
184.....	15.2904	15.456	15.6216	16.0816	16.4128	16.7256	14	43
185.....	15.3735	15.54	15.7065	16.169	16.502	16.8165	14	48
186.....	15.4566	15.624	15.7914	16.2564	16.5912	16.9074	14	53
187.....	15.5397	15.708	15.8763	16.3438	16.6804	16.9983	14	58
188.....	15.6228	15.792	15.9612	16.4312	16.7696	17.0892	15	02
189.....	15.7059	15.876	16.0461	16.5186	16.8588	17.1801	15	07
190.....	15.789	15.96	16.131	16.606	16.948	17.271	15	12
191.....	15.8721	16.044	16.2159	16.6934	17.0372	17.3619	15	17
192.....	15.9552	16.128	16.3008	16.7808	17.1264	17.4528	15	22
193.....	16.0383	16.212	16.3857	16.8682	17.2156	17.5437	15	26
194.....	16.1214	16.296	16.4706	16.9556	17.3048	17.6346	15	31
195.....	16.2045	16.38	16.5555	17.043	17.394	17.7255	15	36
196.....	16.2876	16.464	16.6404	17.1304	17.4832	17.8164	15	41
197.....	16.3707	16.548	16.7253	17.2178	17.5724	17.9073	15	46
198.....	16.4538	16.632	16.8102	17.3052	17.6616	17.9982	15	50
199.....	16.5369	16.716	16.8951	17.3926	17.7508	18.0891	15	55

Miles	LOCAL FREIGHT MILEAGE RATES Effective October 1, 1937 (See Regulation F-A-2)						Overtime Limit on Speed Basis of 12½ miles per hour	
	9.24¢	9.39¢	9.60¢	10.14¢	10.38¢		Hrs.	Min.
150.....	13.86	14.085	14.40	15.21	15.57		12	00
151.....	13.9524	14.1789	14.496	15.3114	15.6738		12	05
152.....	14.0448	14.2728	14.592	15.4128	15.7776		12	10
153.....	14.1372	14.3667	14.688	15.5142	15.8814		12	14
154.....	14.2296	14.4606	14.784	15.6156	15.9852		12	19
155.....	14.322	14.5545	14.88	15.717	16.089		12	24
156.....	14.4144	14.6484	14.976	15.8184	16.1928		12	29
157.....	14.5068	14.7423	15.072	15.9198	16.2966		12	34
158.....	14.5992	14.8362	15.168	16.0212	16.4004		12	38
159.....	14.6916	14.9301	15.264	16.1226	16.5042		12	43
160.....	14.784	15.024	15.36	16.224	16.608		12	48
161.....	14.8764	15.1179	15.456	16.3254	16.7118		12	53
162.....	14.9688	15.2118	15.552	16.4268	16.8156		12	58
163.....	15.0612	15.3057	15.648	16.5282	16.9194		13	02
164.....	15.1536	15.3996	15.744	16.6296	17.0232		13	07
165.....	15.246	15.4935	15.84	16.731	17.127		13	12
166.....	15.3384	15.5874	15.936	16.8324	17.2308		13	17
167.....	15.4308	15.6813	16.032	16.9338	17.3346		13	22
168.....	15.5232	15.7752	16.128	17.0352	17.4384		13	26
169.....	15.6156	15.8691	16.224	17.1366	17.5422		13	31
170.....	15.708	15.963	16.32	17.238	17.646		13	36
171.....	15.8004	16.0569	16.416	17.3394	17.7498		13	41
172.....	15.8928	16.1508	16.512	17.4408	17.8536		13	46
173.....	15.9852	16.2447	16.608	17.5422	17.9574		13	50
174.....	16.0776	16.3386	16.704	17.6436	18.0612		13	55
175.....	16.17	16.4325	16.80	17.745	18.165		14	00
176.....	16.2624	16.5264	16.896	17.8464	18.2688		14	05
177.....	16.3548	16.6203	16.992	17.9478	18.3726		14	10
178.....	16.4472	16.7142	17.088	18.0492	18.4764		14	14
179.....	16.5396	16.8081	17.184	18.1506	18.5802		14	19
180.....	16.632	16.902	17.28	18.252	18.684		14	24
181.....	16.7244	16.9959	17.376	18.3534	18.7878		14	29
182.....	16.8168	17.0898	17.472	18.4548	18.8916		14	34
183.....	16.9092	17.1837	17.568	18.5562	18.9954		14	38
184.....	17.0016	17.2776	17.664	18.6576	19.0992		14	43
185.....	17.094	17.3715	17.76	18.759	19.203		14	48
186.....	17.1864	17.4654	17.856	18.8604	19.3068		14	53
187.....	17.2788	17.5593	17.952	18.9618	19.4106		14	58
188.....	17.3712	17.6532	18.048	19.0632	19.5144		15	02
189.....	17.4636	17.7471	18.144	19.1646	19.6182		15	07
190.....	17.556	17.841	18.24	19.266	19.722		15	12
191.....	17.6484	17.9349	18.336	19.3674	19.8258		15	17
192.....	17.7408	18.0288	18.432	19.4688	19.9296		15	22
193.....	17.8332	18.1227	18.528	19.5702	20.0334		15	26
194.....	17.9256	18.2166	18.624	19.6716	20.1372		15	31
195.....	18.018	18.3105	18.72	19.773	20.241		15	36
196.....	18.1104	18.4044	18.816	19.8744	20.3448		15	41
197.....	18.2028	18.4983	18.912	19.9758	20.4486		15	46
198.....	18.2952	18.5922	19.008	20.0772	20.5524		15	50
199.....	18.3876	18.6861	19.104	20.1786	20.6562		15	55

TABLE OF MINUTE OVERTIME RATES (One minute to sixty minutes inclusive)

No. of Minutes	PASSENGER OVERTIME MINUTE RATE TABLE											
	Minimum Day Rates											
	\$7.06	\$7.15	\$7.23	\$7.32	\$7.41	\$7.49	\$7.58	\$7.66	\$7.75	\$7.84	\$7.92	\$8.14
	Hourly Overtime Rates ($\frac{1}{2}$ of minimum day rates)											
	\$.8825	\$.895	\$.905	\$.915	\$.9275	\$.9375	\$.9475	\$.9575	\$.97	\$.98	\$.99	\$1.0175
	Overtime Minute Rates											
1...	\$.0147	\$.0149	\$.0151	\$.0153	\$.0155	\$.0156	\$.0158	\$.016	\$.0162	\$.0163	\$.0165	\$.017
2...	.0294	.0298	.0302	.0305	.0309	.0313	.0316	.0319	.0323	.0327	.033	.0339
3...	.0441	.0448	.0452	.0458	.0464	.0469	.0474	.0479	.0485	.049	.0495	.0509
4...	.0588	.0597	.0603	.061	.0618	.0625	.0632	.0638	.0647	.0653	.066	.0678
5...	.0735	.0746	.0754	.0763	.0773	.0781	.079	.0798	.0808	.0817	.0825	.0848
6...	.0882	.0895	.0905	.0915	.0927	.0938	.0948	.0957	.097	.098	.099	.1017
7...	.103	.1044	.1056	.1068	.1082	.1094	.1105	.1117	.1132	.1143	.1155	.1187
8...	.1177	.1193	.1207	.122	.1237	.125	.1263	.1277	.1293	.1307	.132	.1357
9...	.1324	.1343	.1357	.1373	.1391	.1406	.1421	.1436	.1455	.147	.1485	.1526
10...	.1471	.1492	.1508	.1525	.1546	.1563	.1579	.1596	.1617	.1633	.165	.1696
11...	.1618	.1641	.1659	.1678	.17	.1719	.1737	.1755	.1778	.1797	.1815	.1865
12...	.1765	.179	.181	.183	.1855	.1875	.1895	.1915	.194	.196	.198	.2035
13...	.1912	.1939	.1961	.1983	.201	.2031	.2053	.2075	.2102	.2123	.2145	.2205
14...	.2059	.2088	.2112	.2135	.2164	.2188	.2211	.2234	.2263	.2287	.231	.2374
15...	.2206	.2238	.2262	.2288	.2319	.2344	.2369	.2394	.2425	.245	.2475	.2544
16...	.2353	.2387	.2413	.244	.2473	.25	.2527	.2553	.2587	.2613	.264	.2713
17...	.25	.2536	.2564	.2593	.2628	.2656	.2685	.2713	.2748	.2777	.2805	.2883
18...	.2647	.2685	.2715	.2745	.2782	.2813	.2843	.2872	.291	.294	.297	.3052
19...	.2795	.2834	.2866	.2898	.2937	.2969	.30	.3032	.3072	.3103	.3135	.3222
20...	.2942	.2983	.3017	.305	.3092	.3125	.3158	.3192	.3233	.3267	.33	.3392
21...	.3089	.3133	.3167	.3203	.3246	.3281	.3316	.3351	.3395	.343	.3465	.3561
22...	.3236	.3282	.3318	.3355	.3401	.3438	.3474	.3511	.3557	.3593	.363	.3731
23...	.3383	.3431	.3469	.3508	.3555	.3594	.3632	.367	.3718	.3757	.3795	.39
24...	.353	.358	.362	.366	.371	.375	.379	.383	.388	.392	.396	.407
25...	.3677	.3729	.3771	.3813	.3865	.3906	.3948	.399	.4042	.4083	.4125	.424
26...	.3824	.3878	.3922	.3965	.4019	.4063	.4106	.4149	.4203	.4247	.429	.4409
27...	.3971	.4028	.4072	.4118	.4174	.4219	.4264	.4309	.4265	.441	.4455	.4579
28...	.4118	.4177	.4223	.427	.4328	.4375	.4422	.4468	.4527	.4573	.462	.4748
29...	.4265	.4326	.4374	.4423	.4483	.4531	.458	.4628	.4688	.4737	.4785	.4918
30...	.4412	.4475	.4525	.4575	.4637	.4688	.4738	.4787	.485	.49	.495	.5087
31...	.456	.4624	.4676	.4728	.4792	.4844	.4895	.4947	.5012	.5063	.5115	.5257
32...	.4707	.4773	.4827	.488	.4947	.50	.5053	.5107	.5173	.5227	.528	.5427
33...	.4854	.4923	.4977	.5033	.5101	.5156	.5211	.5266	.5335	.539	.5445	.5596
34...	.5001	.5072	.5128	.5185	.5256	.5313	.5369	.5426	.5497	.5553	.561	.5766
35...	.5148	.5221	.5279	.5338	.541	.5469	.5527	.5585	.5658	.5717	.5775	.5935
36...	.5295	.537	.543	.549	.5565	.5625	.5685	.5745	.582	.588	.594	.6105
37...	.5442	.5519	.5581	.5643	.572	.5781	.5843	.5905	.5982	.6043	.6105	.6275
38...	.5589	.5668	.5732	.5795	.5874	.5938	.6001	.6064	.6143	.6207	.627	.6444
39...	.5736	.5818	.5882	.5948	.6029	.6094	.6159	.6224	.6305	.637	.6435	.6614
40...	.5883	.5967	.6033	.61	.6183	.625	.6317	.6383	.6467	.6533	.66	.6783
41...	.603	.6116	.6184	.6253	.6338	.6406	.6475	.6543	.6628	.6697	.6765	.6953
42...	.6177	.6265	.6335	.6405	.6492	.6563	.6633	.6702	.679	.686	.693	.7122
43...	.6325	.6414	.6486	.6558	.6647	.6719	.679	.6862	.6952	.7023	.7095	.7292
44...	.6472	.6563	.6637	.671	.6802	.6875	.6948	.7022	.7113	.7187	.726	.7462
45...	.6619	.6713	.6787	.6863	.6956	.7031	.7106	.7181	.7275	.735	.7425	.7631
46...	.6766	.6862	.6938	.7015	.7111	.7188	.7264	.7341	.7437	.7513	.759	.7801
47...	.6913	.7011	.7089	.7168	.7265	.7344	.7422	.75	.7598	.7677	.7755	.797
48...	.706	.716	.724	.732	.742	.75	.758	.766	.776	.784	.792	.814
49...	.7207	.7309	.7391	.7473	.7575	.7656	.7738	.782	.7922	.8003	.8085	.831
50...	.7354	.7458	.7542	.7625	.7729	.7813	.7896	.7979	.8083	.8167	.825	.8479
51...	.7501	.7608	.7692	.7778	.7884	.7969	.8054	.8139	.8245	.833	.8415	.8649
52...	.7648	.7757	.7843	.793	.8038	.8125	.8212	.8298	.8407	.8493	.858	.8818
53...	.7795	.7906	.7994	.8083	.8193	.8281	.837	.8458	.8568	.8657	.8745	.8988
54...	.7942	.8055	.8145	.8235	.8347	.8438	.8528	.8617	.873	.882	.891	.9157
55...	.809	.8204	.8296	.8388	.8502	.8594	.8685	.8777	.8892	.8983	.9075	.9327
56...	.8237	.8353	.8447	.854	.8657	.875	.8843	.8937	.9053	.9147	.924	.9497
57...	.8384	.8503	.8597	.8693	.8811	.8906	.9001	.9096	.9215	.931	.9405	.9666
58...	.8531	.8652	.8748	.8845	.8966	.9063	.9159	.9256	.9377	.9473	.957	.9836
59...	.8678	.8801	.8899	.8998	.912	.9219	.9317	.9415	.9538	.9637	.9735	1.0005
60...	.8825	.895	.905	.915	.9275	.9375	.9475	.9575	.97	.98	.99	1.0175

THROUGH FREIGHT OVERTIME MINUTE RATE TABLE

Minimum Day Rates

No. of Min-utes	\$7.79	\$7.88	\$7.97	\$8.22	\$8.40	\$8.57	\$8.72	\$8.87	\$9.08	\$9.62	\$9.86
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Hourly Overtime Rates (3/16 of minimum day rates)

	\$1.4625	\$1.4775	\$1.495	\$1.5425	\$1.575	\$1.6075	\$1.635	\$1.665	\$1.7025	\$1.805	\$1.85
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Overtime Minute Rates

	\$0.244	\$0.246	\$0.249	\$0.257	\$0.263	\$0.268	\$0.273	\$0.278	\$0.284	\$0.301	\$0.308
1. ....	.0488	.0493	.0498	.0514	.0525	.0536	.0545	.0555	.0568	.0602	.0617
2. ....	.0731	.0739	.0748	.0771	.0788	.0804	.0818	.0833	.0851	.0902	.0925
3. ....	.0975	.0985	.0997	.1028	.105	.1072	.109	.111	.1135	.1203	.1233
4. ....	.1219	.1231	.1245	.1285	.1323	.134	.1363	.1388	.1419	.1504	.1542
5. ....	.1463	.1478	.1495	.1542	.1575	.1608	.1635	.1665	.1703	.1805	.185
6. ....	.1706	.1724	.1744	.18	.1838	.1875	.1908	.1943	.1986	.2106	.2158
7. ....	.195	.197	.1993	.2057	.21	.2143	.218	.222	.227	.2407	.2467
8. ....	.2494	.2516	.2543	.2614	.2663	.2711	.2753	.2798	.2845	.3007	.3075
9. ....	.2438	.2463	.2492	.2571	.2625	.2679	.2725	.2775	.2838	.3008	.3083
10. ....	.2681	.2709	.2741	.2828	.2888	.2947	.2998	.3053	.3121	.3309	.3392
11. ....	.2925	.2955	.299	.3085	.315	.3215	.327	.333	.3405	.361	.37
12. ....	.3169	.3201	.3239	.3342	.3413	.3483	.3543	.3608	.3689	.3911	.4008
13. ....	.3413	.3448	.3488	.3599	.3675	.3751	.3815	.3885	.3973	.4212	.4317
14. ....	.3656	.3694	.3738	.3856	.3938	.4019	.4088	.4163	.4256	.4512	.4625
15. ....	.39	.394	.3987	.4113	.42	.4287	.436	.444	.454	.4813	.4933
16. ....	.4144	.4186	.4236	.437	.4463	.4555	.4633	.4718	.4824	.5114	.5242
17. ....	.4388	.4433	.4485	.4627	.4725	.4823	.4905	.4995	.5108	.5415	.555
18. ....	.4631	.4679	.4734	.4885	.4988	.509	.5178	.5273	.5391	.5716	.5858
19. ....	.4875	.4925	.4983	.5142	.525	.5358	.545	.555	.5675	.6017	.6167
20. ....	.5119	.5171	.5233	.5399	.5513	.5626	.5723	.5828	.5959	.6317	.6475
21. ....	.5363	.5418	.5482	.5656	.5775	.5894	.5995	.6105	.6243	.6618	.6783
22. ....	.5606	.5664	.5731	.5913	.6038	.6162	.6268	.6383	.6526	.6919	.7092
23. ....	.585	.591	.598	.617	.63	.643	.654	.666	.681	.722	.74
24. ....	.6094	.6156	.6229	.6427	.6563	.6698	.6813	.6938	.7094	.7521	.7708
25. ....	.6338	.6403	.6478	.6684	.6825	.6966	.7085	.7215	.7378	.7827	.8017
26. ....	.6581	.6649	.6728	.6942	.7088	.7234	.7358	.7493	.7673	.8122	.8325
27. ....	.6825	.6895	.6977	.7198	.735	.7502	.763	.777	.7945	.8423	.8633
28. ....	.7069	.7141	.7226	.7455	.7613	.777	.7903	.8048	.8229	.8724	.8942
29. ....	.7313	.7388	.7475	.7712	.7875	.8038	.8175	.8325	.8513	.9025	.925
30. ....	.7556	.7634	.7724	.797	.8138	.8306	.8443	.8603	.8796	.9326	.9558
31. ....	.78	.788	.7973	.8227	.84	.8573	.872	.888	.908	.9627	.9867
32. ....	.8044	.8126	.8223	.8484	.8663	.8841	.8993	.9158	.9364	.9927	1.0175
33. ....	.8288	.8373	.8472	.8741	.8925	.9109	.9265	.9435	.9648	1.0228	1.0483
34. ....	.8531	.8619	.8721	.8998	.9188	.9377	.9538	.9713	.9931	1.0529	1.0792
35. ....	.8775	.8865	.897	.9255	.945	.9645	.981	.999	1.0215	1.083	1.11
36. ....	.9019	.9111	.9219	.9512	.9713	.9913	1.0083	1.0268	1.0499	1.1131	1.1408
37. ....	.9263	.9358	.9468	.9769	.9975	1.0181	1.0355	1.0545	1.0783	1.1432	1.1717
38. ....	.9506	.9604	.9718	1.0026	1.0238	1.0449	1.0628	1.0823	1.1066	1.1732	1.2025
39. ....	.975	.985	.9967	1.0283	1.05	1.0717	1.09	1.11	1.135	1.2033	1.2333
40. ....	.9994	1.0096	1.0216	1.054	1.0763	1.0985	1.1173	1.1378	1.1634	1.2334	1.2642
41.	1.0238	1.0343	1.0465	1.0797	1.1025	1.1253	1.1445	1.1655	1.1918	1.2635	1.295
42.	1.0481	1.0589	1.0714	1.1055	1.1281	1.1521	1.1718	1.1933	1.2201	1.2936	1.3258
43.	1.0725	1.0835	1.0963	1.1312	1.155	1.1788	1.199	1.221	1.2485	1.3237	1.3567
44.	1.0969	1.1081	1.1213	1.1569	1.1813	1.2056	1.2263	1.2488	1.2769	1.3537	1.3875
45.	1.1213	1.1328	1.1462	1.1826	1.2075	1.2324	1.2535	1.2765	1.3053	1.3838	1.4183
46.	1.1456	1.1574	1.1711	1.2083	1.2338	1.2592	1.2808	1.3043	1.3336	1.4139	1.4492
47.	1.17	1.182	1.196	1.234	1.26	1.286	1.308	1.332	1.362	1.444	1.48
48.	1.1944	1.2066	1.2209	1.2597	1.2863	1.3128	1.3353	1.3598	1.3904	1.4741	1.5108
49.	1.2188	1.2313	1.2458	1.2854	1.3125	1.3396	1.3625	1.3875	1.4188	1.5042	1.5417
50.	1.2431	1.2559	1.2708	1.3111	1.3388	1.3664	1.3898	1.4153	1.4471	1.5342	1.5725
51.	1.2675	1.2805	1.2957	1.3368	1.365	1.3932	1.417	1.443	1.4755	1.5643	1.6033
52.	1.2919	1.3051	1.3206	1.3625	1.3913	1.42	1.4443	1.4708	1.5039	1.5944	1.6342
53.	1.3163	1.3298	1.3455	1.3883	1.4175	1.4468	1.4715	1.4985	1.5323	1.6245	1.665
54.	1.3406	1.3544	1.3704	1.414	1.4438	1.4736	1.4988	1.5263	1.5606	1.6546	1.6958
55.	1.365	1.379	1.3953	1.4397	1.47	1.5004	1.526	1.554	1.589	1.6846	1.7266
56.	1.3894	1.4036	1.4203	1.4654	1.4963	1.5271	1.5533	1.5818	1.6174	1.7147	1.7575
57.	1.4138	1.4283	1.4452	1.4911	1.5225	1.5539	1.5805	1.6095	1.6458	1.7448	1.7883
58.	1.4381	1.4529	1.4701	1.5168	1.5488	1.5807	1.6078	1.6373	1.6741	1.7749	1.8191
59.	1.4625	1.4775	1.495	1.5425	1.575	1.6075	1.635	1.665	1.7025	1.805	1.85

LOCAL FREIGHT OVERTIME MINUTE RATE TABLE

Minimum Day Rates

No. of Minutes	\$8.31	\$8.40	\$8.49	\$8.74	\$8.92	\$9.09	\$9.24	\$9.39	\$9.60	\$10.14	\$10.38
	Hourly Overtime Rates (3/16 of minimum day rates)										
	\$1.56	\$1.575	\$1.5925	\$1.64	\$1.6725	\$1.705	\$1.7325	\$1.7625	\$1.80	\$1.9025	\$1.9475
Overtime Minute Rates											
1....	\$0.26	\$0.263	\$0.265	\$0.273	\$0.279	\$0.284	\$0.289	\$0.294	\$0.3	\$0.317	\$0.325
2....	.052	.0525	.0531	.0547	.0558	.0568	.0578	.0588	.06	.0634	.0649
3....	.078	.0788	.0796	.082	.0836	.0853	.0866	.0881	.09	.0951	.0974
4....	.104	.105	.1062	.1093	.1115	.1137	.1155	.1175	.12	.1268	.1298
5....	.13	.1313	.1327	.1367	.1394	.1421	.1444	.1469	.15	.1585	.1623
6....	.156	.1575	.1593	.164	.1673	.1705	.1733	.1763	.18	.1902	.1947
7....	.182	.1838	.1858	.1913	.1951	.1989	.2021	.2056	.21	.222	.2272
8....	.208	.21	.2123	.2187	.223	.2273	.231	.235	.24	.2537	.2597
9....	.234	.2363	.2389	.246	.2509	.2558	.2599	.2644	.27	.2854	.2921
10....	.26	.2625	.2654	.2733	.2788	.2842	.2898	.2938	.3	.3171	.3246
11....	.286	.2888	.292	.3007	.3066	.3126	.3176	.3231	.33	.3488	.357
12....	.312	.315	.3185	.328	.3345	.341	.3465	.3525	.36	.3805	.3895
13....	.338	.3413	.345	.3553	.3624	.3694	.3754	.3819	.39	.4122	.422
14....	.364	.3675	.3716	.3827	.3903	.3978	.4043	.4113	.42	.4439	.4544
15....	.39	.3938	.3981	.41	.4181	.4263	.4331	.4406	.45	.4756	.4869
16....	.416	.42	.4247	.4373	.446	.4547	.462	.47	.48	.5073	.5193
17....	.442	.4463	.4512	.4647	.4739	.4831	.4909	.4994	.51	.539	.5518
18....	.468	.4725	.4778	.492	.5018	.5115	.5198	.5288	.54	.5707	.5842
19....	.494	.4988	.5043	.5193	.5296	.5399	.5486	.5581	.57	.6025	.6167
20....	.52	.525	.5308	.5467	.5575	.5683	.5775	.5875	.6	.6342	.6492
21....	.546	.5513	.5574	.574	.5854	.5968	.6064	.6169	.63	.6659	.6816
22....	.572	.5775	.5839	.6013	.6133	.6252	.6353	.6463	.66	.6976	.7141
23....	.598	.6038	.6105	.6287	.6411	.6536	.6641	.6756	.69	.7293	.7465
24....	.624	.63	.637	.656	.669	.682	.693	.705	.72	.761	.779
25....	.65	.6563	.6636	.6833	.6969	.7104	.7219	.7344	.75	.7927	.8115
26....	.676	.6825	.6901	.7107	.7248	.7388	.7508	.7638	.78	.8244	.8439
27....	.702	.7088	.7166	.738	.7526	.7673	.7796	.7931	.81	.8561	.8764
28....	.728	.735	.7432	.7653	.7805	.7957	.8085	.8225	.84	.8878	.9088
29....	.754	.7613	.7697	.7927	.8084	.8241	.8374	.8519	.87	.9195	.9413
30....	.78	.7875	.7963	.82	.8363	.8525	.8663	.8813	.9	.9512	.9737
31....	.806	.8138	.8228	.8473	.8641	.8809	.8951	.9106	.93	.983	1.0062
32....	.832	.84	.8493	.8747	.892	.9093	.924	.94	.96	1.0447	1.0387
33....	.858	.8663	.8759	.902	.9199	.9378	.9529	.9694	.99	1.0464	1.0711
34....	.884	.8925	.9024	.9293	.9478	.9662	.9818	.9988	1.02	1.0781	1.1036
35....	.91	.9188	.929	.9567	.9756	.9946	1.0106	1.0281	1.05	1.1098	1.136
36....	.936	.945	.9555	.984	1.0035	1.023	1.0395	1.0575	1.08	1.1415	1.1685
37....	.962	.9713	.9821	1.0113	1.0314	1.0514	1.0684	1.0869	1.11	1.1732	1.201
38....	.988	.9975	1.0086	1.0387	1.0593	1.0798	1.0973	1.1163	1.14	1.2049	1.2344
39....	1.014	1.0238	1.0351	1.066	1.0871	1.1083	1.1261	1.1456	1.17	1.2366	1.2659
40....	1.04	1.05	1.0617	1.0933	1.115	1.1367	1.155	1.175	1.2	1.2683	1.2983
41....	1.066	1.0763	1.0882	1.1207	1.1429	1.1651	1.1839	1.2044	1.23	1.3	1.3308
42....	1.092	1.1025	1.1148	1.148	1.1708	1.1935	1.2128	1.2338	1.26	1.3317	1.3632
43....	1.118	1.1288	1.1413	1.1753	1.1986	1.2219	1.2416	1.2631	1.29	1.3635	1.3957
44....	1.144	1.155	1.1678	1.2027	1.2266	1.2503	1.2705	1.2925	1.32	1.3952	1.4282
45....	1.17	1.1813	1.1944	1.23	1.2544	1.2788	1.2994	1.3219	1.35	1.4269	1.4606
46....	1.196	1.2075	1.2209	1.2573	1.2823	1.3072	1.3283	1.3513	1.38	1.4586	1.4931
47....	1.222	1.2338	1.2475	1.2847	1.3101	1.3356	1.3571	1.3806	1.41	1.4903	1.5255
48....	1.248	1.26	1.274	1.312	1.338	1.364	1.386	1.41	1.44	1.522	1.558
49....	1.274	1.2863	1.3006	1.3393	1.3659	1.3924	1.4149	1.4394	1.47	1.5537	1.5905
50....	1.30	1.3125	1.3271	1.3667	1.3938	1.4208	1.4438	1.4688	1.5	1.5854	1.6229
51....	1.326	1.3388	1.3536	1.394	1.4216	1.4493	1.4726	1.4981	1.53	1.6171	1.6554
52....	1.352	1.365	1.3802	1.4213	1.4495	1.4777	1.5015	1.5275	1.56	1.6488	1.6878
53....	1.378	1.3913	1.4067	1.4486	1.4774	1.5061	1.5304	1.5569	1.59	1.6805	1.7203
54....	1.404	1.4175	1.4333	1.476	1.5053	1.5345	1.5593	1.5863	1.62	1.7122	1.7527
55....	1.43	1.4438	1.4598	1.5033	1.5331	1.5629	1.5881	1.6156	1.65	1.744	1.7852
56....	1.456	1.47	1.4864	1.5306	1.561	1.5913	1.617	1.645	1.68	1.7757	1.8177
57....	1.482	1.4963	1.5129	1.558	1.5889	1.6198	1.6459	1.6744	1.71	1.8074	1.8501
58....	1.508	1.5225	1.5394	1.5853	1.6168	1.6482	1.6748	1.7038	1.74	1.8391	1.8826
59....	1.534	1.5488	1.566	1.6126	1.6446	1.6766	1.7036	1.7331	1.77	1.8708	1.915
60....	1.56	1.575	1.5925	1.64	1.6725	1.705	1.7325	1.7625	1.8	1.9025	1.9475

YARD SERVICE OVERTIME MINUTE RATE TABLE

Minimum Day Rates

\$7.66	\$7.84	\$8.01	\$8.13	\$8.83	\$9.08
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Hourly Overtime Rates (3/16 of minimum day rates)

\$1.4375	\$1.47	\$1.5025	\$1.535	\$1.6575	\$1.7025
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Overtime Minute Rates

No. of Min- utes						
1.....	\$.024	\$.0245	\$.025	\$.0256	\$.0276	\$.0284
2.....	.0479	.049	.0501	.0512	.0533	.0568
3.....	.0719	.0735	.0751	.0767	.0829	.0851
4.....	.0958	.098	.1002	.1023	.1105	.1135
5.....	.1198	.1225	.1252	.1279	.1381	.1419
6.....	.1437	.147	.1503	.1535	.1658	.1703
7.....	.1677	.1715	.1753	.1791	.1934	.1986
8.....	.1917	.196	.2003	.2047	.221	.227
9.....	.2156	.2205	.2254	.2302	.2486	.2554
10.....	.2396	.245	.2504	.2558	.2763	.2838
11.....	.2635	.2695	.2755	.2814	.3039	.3121
12.....	.2875	.294	.3005	.307	.3315	.3405
13.....	.3115	.3185	.3255	.3326	.3591	.3689
14.....	.3354	.343	.3506	.3582	.3868	.3973
15.....	.3594	.3675	.3756	.3837	.4144	.4256
16.....	.3833	.392	.4007	.4093	.442	.454
17.....	.4073	.4165	.4257	.4347	.4696	.4824
18.....	.4312	.441	.4508	.4605	.4973	.5108
19.....	.4552	.4655	.4758	.4861	.5249	.5391
20.....	.4792	.49	.5008	.5117	.5525	.5675
21.....	.5031	.5145	.5259	.5372	.5801	.5959
22.....	.5271	.539	.5509	.5628	.6078	.6243
23.....	.551	.5635	.576	.5884	.6354	.6526
24.....	.575	.588	.601	.614	.663	.681
25.....	.599	.6125	.626	.6396	.6906	.7094
26.....	.6229	.637	.6511	.6652	.7183	.7378
27.....	.6469	.6615	.6761	.6907	.7459	.7661
28.....	.6708	.686	.7012	.7163	.7735	.7945
29.....	.6948	.7105	.7262	.7419	.8011	.8229
30.....	.7187	.735	.7513	.7675	.8288	.8513
31.....	.7427	.7595	.7763	.7931	.8564	.8796
32.....	.7667	.784	.8013	.8187	.884	.908
33.....	.7906	.8085	.8264	.8442	.9116	.9364
34.....	.8146	.833	.8514	.8698	.9393	.9648
35.....	.8385	.8575	.8765	.8954	.9669	.9931
36.....	.8625	.882	.9015	.921	.9945	1.0215
37.....	.8865	.9065	.9265	.9466	1.0221	1.0499
38.....	.9104	.931	.9516	.9722	1.0498	1.0783
39.....	.9344	.9555	.9766	.9977	1.0774	1.1066
40.....	.9583	.98	1.0017	1.0233	1.105	1.135
41.....	.9823	1.0045	1.0267	1.0489	1.1326	1.1634
42.....	1.0062	1.029	1.0518	1.0745	1.1603	1.1918
43.....	1.0302	1.0535	1.0768	1.1001	1.1879	1.2201
44.....	1.0542	1.078	1.1018	1.1257	1.2155	1.2485
45.....	1.0781	1.1025	1.1269	1.1512	1.2431	1.2769
46.....	1.1021	1.127	1.1519	1.1768	1.2708	1.3053
47.....	1.126	1.1515	1.177	1.2024	1.2984	1.3336
48.....	1.15	1.176	1.202	1.228	1.326	1.362
49.....	1.174	1.2005	1.227	1.2536	1.3536	1.3904
50.....	1.1979	1.225	1.2521	1.2792	1.3813	1.4188
51.....	1.2219	1.2495	1.2771	1.3047	1.4089	1.4471
52.....	1.2458	1.274	1.3022	1.3303	1.4365	1.4755
53.....	1.2698	1.2985	1.3272	1.3559	1.4641	1.5039
54.....	1.2937	1.323	1.3523	1.3815	1.4918	1.5323
55.....	1.3177	1.3475	1.3773	1.4071	1.5194	1.5606
56.....	1.3417	1.372	1.4023	1.4326	1.547	1.589
57.....	1.3656	1.3965	1.4274	1.4582	1.5748	1.6174
58.....	1.3896	1.421	1.4524	1.4838	1.6023	1.6458
59.....	1.4135	1.4454	1.4775	1.5094	1.6299	1.6741
60.....	1.4375	1.47	1.5025	1.535	1.6575	1.7025

TIME & MILEAGE TABLE No. 1
SHOWING
TIME EQUIVALENT TO MILES
AT TIME AND ONE-HALF

NUMBER OF MINUTES	EQUAL IN MILES
1	0
2 to 4 inc.	1
5 to 7 "	2
8 to 11 "	3
12 to 14 "	4
15 to 17 "	5
18 to 20 "	6
21 to 23 "	7
24 to 27 "	8
28 to 30 "	9
31 to 33 "	10
34 to 36 "	11
37 to 39 "	12
40 to 43 "	13
44 to 46 "	14
47 to 49 "	15
50 to 52 "	16
53 to 55 "	17
56 to 59 "	18
60	19

NUMBER OF HOURS	EQUAL IN MILES
1	19
2	38
3	56
4	75
5	94
6	113
7	131
8	150

TIME & MILEAGE TABLE No. 2
SHOWING
TIME EQUIVALENT TO MILES
AT PRO-RATA TIME

NUMBER OF MINUTES	EQUAL IN MILES
1 to 2 inc.	0
3 to 7 "	1
8 to 11 "	2
12 to 16 "	3
17 to 21 "	4
22 to 26 "	5
27 to 31 "	6
32 to 35 "	7
36 to 40 "	8
41 to 45 "	9
46 to 50 "	10
51 to 55 "	11
56 to 59 "	12
60	13

NUMBER OF HOURS	EQUAL IN MILES
1	13
2	25
3	38
4	50
5	63
6	75
7	88
8	100

THE PENNSYLVANIA RAILROAD

AND

BALTIMORE AND EASTERN RAILROAD

EXCLUDING

OHIO RIVER & WESTERN RAILWAY

WAYNESBURG AND WASHINGTON RAILROAD

LONG ISLAND RAIL ROAD

SCHEDULE OF REGULATIONS

AND RATES OF PAY

FOR THE

GOVERNMENT OF ENGINEERS

IN ROAD AND YARD SERVICE

PASSENGER SERVICE

P-A-1. Rates for passenger service shall be as follows: Basic Rates

Weight on Drivers	Rate Per Mile	Rate Per Day	Regu- lar and Over- time Hourly Rate
Less than 80,000 pounds	7.06c	\$7.06	\$.8825
80,000 to 100,000 "	7.06	7.06	.8825
100,000 to 140,000 "	7.15	7.15	.895
140,000 to 170,000 "	7.23	7.23	.905
170,000 to 200,000 "	7.32	7.32	.915
200,000 to 250,000 "	7.41	7.41	.9275
250,000 to 300,000 "	7.49	7.49	.9375
300,000 to 350,000 "	7.58	7.58	.9475
350,000 to 400,000 "	7.66	7.66	.9575
400,000 to 450,000 "	7.75	7.75	.97
450,000 to 500,000 "	7.84	7.84	.98
500,000 pounds and over	7.92	7.92	.99
Mallets regardless of weight	8.14	8.14	1.0175

Backouts

P-A-2. Backout rates will be allowed engineers at the points and for the movements outlined below, and will be paid in addition to overtime or final terminal delay.

PHILADELPHIA :

For backing trains from Broad Street Station to points between 20th Street and the Schuylkill River, to Powelton Avenue Yard, to Pennsylvania Coach Yard, to milk platform 31st and Chestnut Streets, or vice versa, or for movement of cars from trains scheduled via Pennsylvania Station to Powelton Avenue Yard, or to points beyond Race Street in Pennsylvania Coach Yard, or vice versa, engineers will be paid twenty and one-tenth cents.

For backing trains from Broad Street Station around "we" via "Arsenal" and "Zoo" thence to Powelton Avenue Yard or to Pennsylvania Coach Yard, when less than one hour is consumed between arrival at Broad Street Station and the time the engine passes 44th Street or 52nd Street, enroute to 46th Street Enginehouse, or the time engine passes "Zoo" enroute to Camden, or the time electric engine passes "A" Tower enroute to 20th Street Electric Engine Terminal, engineers will be paid forty and two-tenths cents.

For backing trains from Broad Street Station around "we" via "Arsenal" and "Zoo" thence to Broad Street Station, engineers will be paid sixty and three-tenths cents.

If one hour or more is consumed they will, in lieu of these rates, be paid regular hourly rates.

For performing terminal work between Schuylkill River and Broad Street Station requiring more than two additional movements, other than that of the en-

gine to or from the station, engineers will be paid twenty and one-tenth cents.

PITTSBURGH :

Engineers will be paid as shown below for moving cars between the points indicated:

1. Station to "PH" to Station — twenty and one-tenth cents.
2. Station to "US" to Station — twenty and one-tenth cents.
3. Station to "PH" to Hill — twenty and one-tenth cents.
4. Station to "US" to Hill — twenty and one-tenth cents.
5. Station to "PH" to Yard A, B, or C — forty and two-tenths cents.
6. Station to "US" to Yard A, B, or C — forty and two-tenths cents.
7. Station to Hill — twenty and one-tenth cents.
8. Station to Hill and return to station — twenty and one-tenth cents.
9. Station to Hill to Station, two or more round trips — forty and two-tenths cents.
10. Station to Yard A, B, or C — twenty and one-tenth cents.
11. Station to Yard D — forty and two-tenths cents.
12. Station to Yard E including movement as far east as "DV" when necessary — sixty and three-tenths cents.
13. Station to "PH" to Yard D or E — sixty and three-tenths cents.
14. Station to "US" to Yard D or E — sixty and three-tenths cents.
15. Yard A, B, or C to Station — twenty and one-tenth cents.

16. Yard A, B, or C to "PH" to Station — forty and two-tenths cents.
17. Yard A, B, or C to "US" to Station — forty and two-tenths cents.
18. Hill to Station—twenty and one-tenth cents.
19. Hill to "PH" to Station — twenty and one-tenth cents.
20. Hill to "US" to Station — twenty and one-tenth cents.
21. "PH" to Station — twenty and one-tenth cents.
22. Mail Pit formerly Express Pit to Station — forty and two-tenths cents.
23. Station to Mail Pit formerly Express Pit — forty and two-tenths cents.
24. Mail Pit to Yard A, C, or Hill — twenty and one-tenth cents.
25. Yard D to Station — forty and two-tenths cents.
26. Yard D to Hill — twenty and one-tenth cents.
27. Yard E, including movement from as far east as "DV" when necessary — to Station — sixty and three-tenths cents.
28. Yard E to Hill—to apply in connection with movement of eastward trains only—forty and two-tenths cents.
29. Yard E to "PH" to Station — sixty and three-tenths cents.
30. Hill to Yard A, B, or C — twenty and one-tenth cents.
31. Hill to Yard D — twenty and one-tenth cents.
32. Hill to Yard E — forty and two-tenths cents.
33. Yard A, B, or C to Hill — twenty and one-tenth cents.
34. East end of Express House to Station — twenty and one-tenth cents.
35. Yard A to east end of Express House — twenty and one-tenth cents.

36. From Station to Post Office, or reverse — twenty and one-tenth cents.
37. From Station to Hill or "UF" interlocking to Post Office, or reverse — forty and two-tenths cents.
38. From Station to Hill or "UF" interlocking to Post Office to Hill — forty and two-tenths cents.
39. From Station to Westbound "S" Loop — twenty and one-tenth cents.

JERSEY CITY:

For backing trains into or out of Station to and from Waldo Avenue passenger car yard, engineers will be paid twenty and one-tenth cents.

WASHINGTON:

For moving car or cars from Union Station to any point beyond "J" bridge (except to clear signals for reverse movement) engineers will be paid twenty and one-tenth cents.

For reverse movement with car or cars from any point beyond "J" bridge to Union Station (except when having gone beyond "J" bridge to clear signal for reverse movement) engineers will be paid twenty and one-tenth cents.

For performing terminal work between "J" bridge and Union Station requiring more than two additional movements other than that of the engine between enginehouse and station, engineers will be paid twenty and one-tenth cents.

WILMINGTON:

For trips between West Yard and enginehouse, engineers will be paid twenty and one-tenth cents.

For taking Wilmington and Philadelphia accommodation trains from West Yard to Wilmington and return, or vice versa, including turning engine on "Wye", engineers will be paid twenty and one-tenth cents.

BUFFALO:

For turning trains on "Wye", engineers will be paid twenty and one-tenth cents.

BALTIMORE:

For movement of light B. and P. local passenger engines between Baltimore and Orangeville or Bay View per round trip, engineers will be paid seventy two and one-tenth cents.

NEW YORK:

1. For cutting off from train, dropping or setting off revenue car or cars from eastbound train on a track at "Hudson" (old Manhattan Transfer) controlled by "Hudson" interlocking, engineers will be paid twenty and one-tenth cents.
2. For setting over car or cars from eastbound train to one other track in Pennsylvania Station area, engineers will be paid twenty and one-tenth cents.
3. When an eastbound train drops a car or cars at Pennsylvania Station and moves the balance of train to Sunnyside, road passenger engineers will be paid twenty and one-tenth cents for dropping these cars. This payment will not be made when the entire train is disposed of on a track in Pennsylvania Station or when car or cars are taken from the rear of train by a "pool" (yard) crew.
4. For movement of train from Pennsylvania Station to Sunnyside Yard via Line 1 or 3, road passenger engineers will be paid forty and two-tenths cents.

If more than twenty-five minutes is consumed between the time train passes "JO" or "C" and "R", engineers will, in lieu of the forty and two-tenths cents, be paid at regular hourly rate until engine is placed on designated track or relief point.

5. For movement of train from Pennsylvania Station to Sunnyside Yard via Line 2 or 4, road passenger engineers will be paid forty and two-tenths cents. If more than twenty-five minutes is consumed between the time train passes "JO" or "C" and "Q", engineers will, in lieu of the forty and two-tenths cents, be paid at regular hourly rate until engine is placed on designated track or relief point.
6. For movement of train from Pennsylvania Station to Third Street Siding, road passenger engineers will be paid forty and two-tenths cents. If more than twenty-five minutes is consumed between the time train passes "JO" or "C" and Signal 44-L at "F", engineers will, in lieu of the forty and two-tenths cents, be paid at regular hourly rate until engine is placed on designated track or relief point.
7. For movement of train from Pennsylvania Station to "Harold", road passenger engineers will be paid forty and two-tenths cents. If more than twenty-five minutes is consumed between the time train passes "JO" or "C" and "Harold", engineers will, in lieu of the forty and two-tenths cents, be paid at regular hourly rate until engine is placed on designated track or relief point.
8. For movement of train from Pennsylvania Station to Gossman Avenue Yard, road passenger engineers will be paid forty and two-tenths cents. If more than twenty-five minutes is consumed between time train passes "JO" or "C" and Signal 20-Rb at "R", engineers will, in lieu of the forty and two-tenths cents, be paid at regular hourly rate un-

til engine is placed on designated track or relief point.

9. For movement of train from Gossman Avenue Yard to Pennsylvania Station, road passenger engineers will be paid forty and two-tenths cents. If more than twenty-five minutes is consumed between the time train passes "R" and "JO" or "C", engineers will, in lieu of the forty and two-tenths cents, be paid at the regular hourly rate until the train stops in Pennsylvania Station.
10. For movement of train from Sunnyside Yard to Pennsylvania Station, road passenger engineers will be paid forty and two-tenths cents. If more than twenty-five minutes is consumed between the time train passes "Q" and "JO" or "C", engineers will, in lieu of the forty and two-tenths cents, be paid at the regular hourly rate until the train stops in Pennsylvania Station.
11. For movement of train from "Harold" to Pennsylvania Station, road passenger engineers will be paid forty and two-tenths cents. If more than twenty-five minutes is consumed between the time train passes "Harold" and "JO" or "C", engineers will, in lieu of the forty and two-tenths cents, be paid at the regular hourly rate until the train stops in Pennsylvania Station.
12. For movement of train from the westbound freight or westbound passenger tracks of the Long Island Rail Road controlled by "F" to Pennsylvania Station, road passenger engineers will be paid forty and two-tenths cents. If more than twenty-five minutes is consumed between the time train passes "F" and "JO" or "C", engineers will, in lieu of the forty and two-tenths cents, be paid at the regular hourly rate until the train stops in Pennsylvania Station.

13. When a portion of a westbound train has been moved to Pennsylvania Station by road passenger engine crew, engineer will be paid twenty and one-tenth cents for picking up and coupling to their train car or cars from one other track in Pennsylvania Station area.
14. When a portion of a westbound train has been moved to Pennsylvania Station by road passenger engine crew and a car or cars are dropped for placement on the rear of the train, engineer will be paid twenty and one-tenth cents for dropping such cars and coupling to the rear portion of the train on a station track.
15. (a) When no cars are handled to the station, road passenger engineers may pick up cars for movement in westbound trains from one other track in Pennsylvania Station area and couple to their train and will be paid twenty and one-tenth cents.
(b) When no cars are handled to the station, road passenger engineers may pick up cars for movement in westbound trains from two other tracks in Pennsylvania Station area and couple to their train and will be paid forty and two-tenths cents.
16. (a) When a westbound train arrives at Pennsylvania Station and engine is detached to permit adding car or cars by a "pool" (yard) crew, no payments will be allowed for coupling to the train.
(b) When a car or cars are added to the rear of a westbound train at Pennsylvania Station by a "pool" (yard) crew, no payments will accrue to the road passenger engineers.

P-A-3. In all passenger service earnings accruing under mileage, overtime, backout and other regulations for each calendar day service is performed, shall be not less than \$7.97. **Minimum daily earnings**

Example 1: Engineer has assignment making round trip on alternate days (including or excluding Sundays) and is paid the equivalent of a day in each direction. Not less than \$7.97 will be allowed for each leg of each round trip.

Example 2: Engineer on assignment covering equivalent of one and one-half days per day or trip, works two successive days and his assignment requires that he be off the third day thus making an average of a day for each of the three days. If the earnings made in the two days worked is less than an average of \$7.97 for each of the three days, the average of \$7.97 for the three days will be paid.

Example 3: Engineer has assignment equivalent to eight days per week, works on Mondays, Tuesdays, Thursdays and Fridays, and his assignment requires that he be off Wednesdays and Saturdays and is paid two days for each day worked. As this engineer makes a daily average of more than \$7.97 for each six-day period, Regulation P-A-3 does not apply.

Example 4: Engineer on daily assignment rotates on three different runs, first two days making in excess of \$7.97 each day, but on third day making minimum day of less than \$7.97. The minimum of \$7.97 applies for the third day.

Example 5: Engineer on weekday assignment is required to work as extra engineer on Sunday. Minimum of \$7.97 applies for the service performed on Sunday.

Example 6: Engineer completes assignment at 2.00 P. M. and is called at 4.00 P. M. on same day to perform service as extra man for which a separate day is paid. The minimum of \$7.97 applies to the regular assignment and also to the extra service.

Example 7: Engineer upon arrival at terminal is required to perform service for which he is paid under

Regulation 4-D-1. Regulation P-A-3 applies to the combined earnings of both the assigned and the additional service.

Example 8: Engineer reports for duty 10.30 P. M., relieved 3.00 A. M., earning less than \$7.97 for the trip. Will be paid minimum of \$7.97.

Example 9: Engineer is deadheaded from A to B under the provisions of Regulation 4-E-4; is used to perform passenger service at B; is then deadheaded from B to A under the provisions of Regulation 4-E-4. Engineer is entitled to a minimum day at the basic rate applicable for the deadheading from A to B, plus not less than a minimum of \$7.97 for the passenger service performed at B, plus a minimum day at basic rate applicable for the deadheading from B to A.

Example 10: An extra engineer is called and performs a tour of duty in freight service. Later on, on the same calendar day, he is called to perform a tour of duty in passenger service. He is entitled to not less than a minimum day for the freight service performed, plus not less than a minimum of \$7.97 for the passenger service.

Example 11: Engineer is required to qualify, to attend court or inquest, to attend investigation or to deadhead, for which payment of a day's pay is made independently of service. Regulation P-A-3 does not apply.

This example is not intended to modify, in any way, Regulation P-A-3 payments otherwise accruing to regular passenger engineers under the provisions of paragraph (a) of Regulation 4-C-1, paragraph (a) or (b) of Regulation 4-I-1, and paragraph (c) of Regulation 4-J-1.

P-A-4. Engineers on electric engines shall be paid the rates shown in Regulation P-A-1, based upon ^{Electric engine rates}

weight on drivers. In the application of the rates for various driver weights in electric engine service, the total weight on drivers of all units operated by one engine crew shall be the basis for establishing the rate.

P-A-5. Electric car service, whether operated in multiple unit or single unit, shall be paid the minimum rate shown in Regulation P-A-1.

P-A-6. Motor cars used in passenger service operated under train rules by engineers, whether operated by gasoline, steam, electricity, or other motive power, shall be paid the minimum rate shown in Regulation P-A-1.

Basic day

P-B-1. One hundred miles or less, either straight-away or turnaround (including mileage made at terminal with or without train), five hours or less, except as provided in Regulation P-C-2, shall constitute a day's work; miles in excess of one hundred will be paid for at the mileage rate provided, according to class of engine (weight on drivers) or other power used.

**OVERTIME—
Basis of**

P-C-1. Overtime shall be paid for on the minute basis at a rate per hour of one-eighth of the daily rate provided in Regulation P-A-1, according to class of engine (weight on drivers) or other power used.

**Overtime—
Short
turnaround
runs**

P-C-2. On short turnaround runs, no single trip of which exceeds eighty miles, including suburban and branch line service, overtime shall be paid for all time actually on duty, or held for duty, in excess of eight hours (computed on each run from the time required to report for duty to the end of that run) within ten consecutive hours; and also for all time in excess of ten consecutive hours computed continuously from the time first required to report to the final release at the end of the last run. Time shall be counted as continuous

service in all cases where the interval of release from duty at any point does not exceed one hour. This regulation (P-C-2) applies regardless of mileage made.

For calculating overtime under this regulation (P-C-2) the initial trip will be designated.

Question 1.—Does this regulation (P-C-2) apply to extra and unassigned service?

Decision.—Yes; call shall specify whether crew is to be paid on turnaround or straightaway basis.

Example 1: Engineer in short turnaround service, making several turns from 7.00 A. M. to 5.00 P. M., is released 61 minutes at some period during the day.

The 61 minutes is deducted from the 10 hours, and engineer is entitled to 59 minutes overtime.

Example 2: Engineer in short turnaround service from 8.00 A. M. to 8.00 P. M. is relieved during this period several times for a few minutes—10, 15, 25 and in one case 59 minutes. Due to the fact that engineer was not relieved over one hour in any one period, continuous time is allowed, and engineer is entitled to 4 hours overtime.

Example 3: Engineer in short turnaround service starts work at 6.00 A. M.; relieved at 9.00 A. M.; again goes on duty at 3.00 P. M., and is finally released at 8.00 P. M.

Engineer is on duty or held for duty only 4 hours in the first 10 consecutive hours between 6.00 A. M. and 4.00 P. M.; therefore no overtime accrues under the 8-hour provision, and he is entitled to only 4 hours overtime for the period from 4.00 P. M. to 8.00 P. M.

Example 4: On a given day this engineer is held on duty in regular assignment from 6.00 A. M. to 2.30 P. M., and again goes on duty at 3.31 P. M., being finally released at 8.05 P. M.

Fifty-nine minutes overtime has accrued in the first 10 consecutive hours, and in addition 4 hours 5 minutes after the expiration of the first 10 hours (4 o'clock), or a total of 5 hours 4 minutes overtime.

Example 5: Engineer on duty from 7.00 A. M. to 3.30 P. M.; resumes duty at 6.00 P. M., and is released at 7.00 P. M.

Engineer on duty 8 hours and 30 minutes within the first 10-hour period, which produces 30 minutes overtime. Time in excess of 10 consecutive hours (5.00 to 7.00 P. M.), 2 hours. Total overtime, 2 hours 30 minutes.

Example 6: Engineer on duty 6.00 A. M. to 12.00 noon; resumes duty at 1.30 P. M., and is released at 7.00 P. M.

Engineer on duty 8 hours and 30 minutes within the first 10-hour period is entitled to 30 minutes overtime (having been relieved more than one hour between 12.00 noon and 1.30 P. M., this time is deducted). Time in excess of 10 consecutive hours, 3 hours. Total overtime, 3 hours 30 minutes.

Example 7: Engineer reports at 4.00 P. M.; relieved 1.10 A. M.; on duty 9 hours 10 minutes (10 hours expire 2.00 A. M.); resumes duty at 3.00 A. M.; released 7.00 A. M.; elapsed time, 15 hours.

Engineer having been relieved more than one hour between 1.10 A. M. and 3.00 A. M., one hour and ten minutes overtime accrues under the 8-within-10-hour provision, and 5 hours overtime under 10-hour provision. Total overtime, 6 hours 10 minutes.

Example 8: Engineer leaves A, runs in southeasterly direction to B, distance 50 miles, thence in northeasterly direction to C, distance 32 miles. The same day makes reverse movement to terminal A, changes equipment at B, taking different train number.

The service is turnaround, but over 80 miles in one direction and, therefore, does not come under the 8-within-10-hour regulation.

Example 9: Engineer reports at A at 8.00 A. M.; runs 50 miles to B; relieved at 9.45 A. M.; resumes duty at B at 11.00 A. M.; runs through A to C, distance of 85 miles in one direction; relieved at 1.30 P. M.; resumes duty at C at 4.10 P. M.; runs 35 miles to A and is finally released at 5.45 P. M.; total distance 170 miles.

This service is turnaround, but one leg is in excess of 80 miles in one direction and, therefore, does not come under the 8-within-10-hour regulation.

Example 10: Engineer assigned in short turnaround service operating between A and B, a distance of 50 miles in one direction, A being the home terminal, makes one and one-half trips, 150 miles daily, being released at opposite terminals alternate nights.

The 8-within-10-hour regulation applies to service so operated.

P-C-3. Overtime on other than short turnaround runs shall be paid on a speed basis of twenty miles per hour computed continuously from the time required to report for duty until released at the end of the last run. Overtime shall be computed on the basis of actual overtime worked or held for duty, except that when the minimum day is paid for the service performed, overtime shall not accrue until the expiration of five hours from the time of first reporting for duty.

Overtime.
other-than
short turn-
around runs

Runs over eighty and less than one hundred miles will be paid on the basis of one hundred miles in each direction if released; continuous time if not released.

Turnaround runs will be definitely specified; this, not to apply to officers' and inspection trains.

FREIGHT SERVICE

BASIC RATES—
Through
freight, etc.

F-A-1. Rates for through and irregular freight, pusher, helper, roustabout, belt line or transfer, work, wreck, construction, circus trains, trains established for the exclusive purpose of handling milk, and all other unclassified service shall be as follows:

Weight on Drivers	Rate Per Mile	Rate Per Day	Hourly Rate	
			Regu- lar	Over- time
Less than 80,000 pounds _____	7.79c	\$7.79	\$.975	\$1.4625
80,000 to 100,000 " _____	7.88	7.88	.985	1.4775
100,000 to 140,000 " _____	7.97	7.97	.9975	1.495
140,000 to 170,000 " _____	8.22	8.22	1.0275	1.5425
170,000 to 200,000 " _____	8.40	8.40	1.05	1.575
200,000 to 250,000 " _____	8.57	8.57	1.0725	1.6075
250,000 to 300,000 " _____	8.72	8.72	1.09	1.635
300,000 to 350,000 " _____	8.87	8.87	1.11	1.665
350,000 pounds and over _____	9.08	9.08	1.135	1.7025
Mallets less than 275,000 pounds .	9.62	9.62	1.2025	1.805
Mallets 275,000 pounds and over .	9.86	9.86	1.2325	1.85

F-A-2. Rates for local or way freight, mine run, Basic Rates—
Local Freight and snow plow service shall be as follows:

Weight on Drivers	Rate Per Mile	Rate Per Day	Hourly Rate	
			Regu- lar	Over- time
Less than 80,000 pounds	8.31c	\$8.31	\$1.04	\$1.56
80,000 to 100,000 pounds	8.40	8.40	1.05	1.575
100,000 to 140,000 "	8.49	8.49	1.0625	1.5925
140,000 to 170,000 "	8.74	8.74	1.0925	1.64
170,000 to 200,000 "	8.92	8.92	1.115	1.6725
200,000 to 250,000 "	9.09	9.09	1.1375	1.705
250,000 to 300,000 "	9.24	9.24	1.155	1.7325
300,000 to 350,000 "	9.39	9.39	1.175	1.7625
350,000 pounds and over	9.60	9.60	1.20	1.80
Mallets less than 275,000 pounds	10.14	10.14	1.2675	1.9025
Mallets 275,000 pounds and over	10.38	10.38	1.2975	1.9475

F-A-3. The rates for mine service are applicable to Mine
service—
Definition of engineers engaged in that service primarily, which generally consists of handling cars between yards and mines and performing the necessary switching of empties or loads at mines.

When freight engineers are required to perform switching other than bad order cars at a mine or mines, the rates for mine service apply for the entire day. Placing empties at, or removing loads from mines, which does not require switching, does not constitute mine service.

F-A-4. Engineers will be paid forty and six-tenths Light
freight
engine
moves—
Baltimore cents for movement of light N. C. Ry. freight engines from Orangeville to Mt. Vernon or Calvert for trains.

or from Mt. Vernon or Union Yard to Orangeville after having been released from train, and such payments will be in addition to overtime or final terminal delay.

Electric
engine
rates

F-A-5. Engineers on electric engines shall be paid the rate shown in Regulation F-A-1 or F-A-2 based on weight on drivers. In the application of the rates for various driver weights in electric engine service, the total weight on drivers of all units operated by one engine crew shall be the basis for establishing the rate.

Basic day

F-B-1. In all classes of service covered by Regulations F-A-1 and F-A-2, one hundred miles or less, eight hours or less, either straightaway or turnaround, shall constitute a day's work; miles in excess of one hundred will be paid for at the mileage rates provided, according to class of engine (weight on drivers) or other power used.

Overtime—
Basis of

F-C-1. On runs of one hundred miles or less overtime will begin at the expiration of eight hours; on runs of over one hundred miles overtime will begin when the time on duty exceeds the miles run divided by twelve and one-half. Overtime shall be paid for on the minute basis, at an hourly rate of three-sixteenths of the daily rate provided in Regulations F-A-1 and F-A-2, according to class of engine (weight on drivers) or other power used.

YARD SERVICE

Y-A-1. Rates for yard service shall be as follows: Basic rates

Weight on Drivers	Rate Per Day	Hourly Rate	
		Regu- lar	Over- time
Less than 140,000 pounds	\$7.66	\$.9575	\$1.4375
140,000 to 200,000 "	7.84	.98	1.47
200,000 to 300,000 "	8.01	1.0025	1.5025
300,000 pounds and over	8.18	1.0225	1.535
Mallets under 275,000 pounds	8.83	1.105	1.6575
Mallets 275,000 pounds and over	9.08	1.135	1.7025

Y-A-2. Yard rates and yard service regulations will Shop yard
service apply to shop yard engines.

This regulation (Y-A-2) is without prejudice to seniority of employees who were, on October 24, 1919, assigned to shop yard engines; but as engineer vacancies occur, or new positions are created, they will be filled from the roster of engineers.

Y-A-3. Engineers on electric engines shall be paid Electric
engine rates the rate shown in Regulation Y-A-1 based on weight on drivers. In the application of the rates for various driver weights in electric engine service, the total weight on drivers of all units operated by one engine crew shall be the basis for establishing the rate.

"MU"
switching
rates—
Camden
Terminal

Y-A-4. Rate for Multiple unit electric switching at Camden Terminal shall be as follows:

Rate Per Day	Hourly Rate	
	Regu- lar	Over- time
\$8.15	\$1.02	\$1.53

Basic day

Y-B-1. Eight hours or less shall constitute a day's work, except as outlined below:

Exception 1.—An engineer in yard service will be allowed actual time at overtime rates for continuing duty on the succeeding trick when engineer of such succeeding trick fails to report at the fixed starting time. If an extra engineer is available at the fixed starting time of the crew, he will be allowed a minimum day if not called for service.

Exception 2.—An engineer may be used on two or more yard crews during a tour of duty without involving payment of a minimum day for service with each crew, provided he is not required to report earlier or remain on duty later than his regular crew on that day, or, in case of an extra engineer, the crew to which first assigned.

Overtime—
Basis of

Y-C-1. Except when changing off where it is the practice to work alternately days and nights for certain periods, working through two shifts to change off; or where exercising seniority from one assignment to another; or when extra engineers are required by schedule regulations to be used, all time worked in excess of eight hours' continuous service in a twenty-four hour period shall be paid for as overtime, on the minute basis, at an hourly rate of three-sixteenths of the

daily rate, according to weight of engine on drivers. This regulation (Y-C-1) applies only to service paid on hourly or daily basis and not to service paid on mileage or road basis.

Question 1.—What compensation should be allowed for additional service where a crew is regularly assigned to work 12.00 midnight to 8.00 A. M. and (service performed not affected by exceptions outlined in this regulation);

(a) Is required to cover the third shift on the same day, 4.00 P. M. to 12.00 midnight?

Decision.—Eight hours at time and one-half.

(b) Is required in an emergency to work 8.30 A. M. to 11.30 A. M.?

Decision.—Eight hours at time and one-half.

(c) Is required in an emergency to work 8.00 P. M. to 12.00 midnight (4 hours) on the same day?

Decision.—Eight hours at time and one-half.

(d) Is given 48 hours' notice and assignment is moved up an hour, starting at 11.00 P. M. and being released at 7.00 A. M. and consequently in the twenty-four hour period works nine hours, but not more than eight hours on a shift?

Decision.—On account of complying with the forty-eight hour provision of Regulation 5-M-1, which makes it permissible to change beginning time, crew only entitled to a minimum day.

Question 2.—An extra engineer is worked on two eight hour shifts within the same twenty-four hour period, or on one eight hour shift, and is started on another shift in the same twenty-four hour period that spreads into the next twenty-four hour period. How shall he be paid for such service?

Decision.—It should be understood that under that portion of Regulation Y-C-1 applying to extra engineers when required to remain on duty in excess of

eight hours in continuous service, they will receive overtime at time and one-half on the minute basis. When they start a second trick within a twenty-four hour period they will not be paid under the overtime regulation, but will start a new day and will receive for eight hours or less straight-time rates. The intent of this is not to deprive extra engineers of extra work, which would result if time and one-half had to be paid for the second shift.

Question 3.—What compensation should be allowed an extra engineer who is called and at 4.00 A. M. relieves a regular engineer who is covering an assignment, 12.00 midnight to 8.00 A. M., and the assignment works until 9.00 A. M.:

Regular engineer working 4 hours;

Extra engineer working 5 hours;

Remainder of crew working 9 hours?

Decision.—Extra engineer will receive a minimum day only.

Note.—Exceptions under Regulation Y-B-1 also apply.

Reporting
and
relieving
points

Y-D-1. Yard engineers will have a designated point for going on duty and a designated point for going off duty and will be relieved at specified relieving points; when not so relieved, they will be considered on duty. Yard engineers waiting at specified relieving points will be considered on duty.

The points for going on and off duty will be governed by local conditions and will not be confined to any fixed number of feet, but the designations will indicate definite and recognized locations.

Y-D-2. When yard engineers are required to report for duty at one point and be relieved at another, and the distance between these points is sufficient to impose a hardship, the matter will be a subject for negotiation.

Y-E-1. The time for fixing the beginning of assignment or meal period for yard engineers is to be calculated from the time fixed for the crew to begin work as a unit, without regard to preparatory or individual duties.

Calculating assignment and meal period—basis for

MOTIVE POWER OTHER THAN COAL-BURNING LOCOMOTIVES

M-A-1. Wherever electric or other power is installed as a substitute for steam, or is now in operation on any of the tracks operated or controlled by this system in the territory covered by these regulations, engineers shall have preference for positions as engineers or motormen in electric service, but this preference shall not operate to displace any men holding such positions as of April 10, 1919.

Preference for positions

M-A-2. Employment of engineers on the self-propelled devices hereinafter listed will be governed by the following:

Self-propelled devices—Use of engineers thereon

1. When a device which engineers are entitled to operate is used on a division, engineers will be so advised and will be afforded opportunity, upon their written request, to qualify on their own time to operate such device, and they will not be regarded as being available for call to perform service on such device unless they become so qualified.

Engineers qualified to operate self-propelled cranes, wrecking derricks, steam shovels, pile drivers and ditchers (referred to below as devices) will be entitled to be used in the following service:

- (a) Moving a device, under its own power, from a point beyond the first available siding to the first available siding or to point where service is to be performed by the device.

- (b) Where device, with cars attached, moves under its own power as a train unit on main track under the supervision of Division Superintendent, beyond the first available siding, as covered in paragraph 1 (a), and is coupled to a car or cars into or from which material is loaded or unloaded.
- (c) Moving a car or cars from outside shop yard territory to within shop yard territory or vice versa.
- (d) Moving a car or cars from one track in shop yard territory to another track in shop yard territory when the sole purpose of such move is storage, except as provided in paragraphs 2 (g) and 2 (h).
- (e) Moving a car or cars from one track in shop yard territory to another track in shop yard territory when the purpose of such move is the loading and or unloading of a car by some means other than a locomotive crane.

2. Engineers are not entitled to be used in the following service in connection with operation of self-propelled cranes, wrecking derricks, steam shovels, pile drivers and ditchers (referred to below as devices) :

- (a) Device handled under its own power, with a car or cars attached, used to load from or into a car or cars on construction tracks under the jurisdiction of contractor.
- (b) Device handled as part of a train to which an engine, with or without cars, is attached, the operation of the device being to load from or into a car or cars of the train, or of a car or cars on adjacent tracks, or to perform ditching service, etc.
- (c) The moving of device, under its own power,

with no cars attached, on yard tracks, from one shop yard to another shop yard, for the purpose of transferring the device from one shop yard to another.

- (d) The use of device for loading from or into a car or cars which are spotted for such purpose by locomotives.
- (e) The operation of device, with a car or cars attached, into or from which loading or unloading is made, in connection with the building by contractor of new tracks, and the work in connection therewith and the replacement of piling, which does not require a main or yard running track movement beyond the first available siding from which the device was first moved.
- (f) Moving device, under its own power, from first available siding to point where service is required of the device in constructing new tracks, roadways, etc.
- (g) The movement of a car or cars from one track to another within shop yard territory by a locomotive crane when such movement is for the purpose of enabling the locomotive crane to load and or unload such car or cars or to place them for repair or remove them after having been repaired. This movement includes any shifting within shop yard territory necessary to enable the locomotive crane to handle the car or cars to be loaded and or unloaded by it or to place for repair or remove after having been repaired.
- (h) The moving of a car or cars which the locomotive crane has loaded and or unloaded to some other track within the shop yard territory.
- (i) The operation of devices not equipped with flanged wheels and, therefore, not capable of being operated on the rails of the railroad.

- (j) The operation of devices not equipped with so-called standard couplers.
- (k) The operation of devices not having sufficient tractive effort to move a so-called standard railroad car.

REGULATION NO. 1—PROMOTION

Qualifications
for

1-A-1. Ability, fitness, and seniority entitle engineers to promotion as opportunity may offer. The proper officer shall decide whether the candidate or applicant is qualified therefor. Engineers passed around for promotion will, upon request to the Superintendent, be informed in writing the reason therefor.

Examination

1-B-1. When examinations are required, officers will arrange as far as practicable for engineers to take same without loss of time.

Official
positions

1-C-1. Engineers will be considered in connection with special duty pertaining to engine service.

Note.—Claims arising from application of Regulations 1-D-1 to 1-D-3, inclusive, involving any expense to the Company will not be entertained nor allowed.

Promotion
of engineers

1-D-1. Employees will be notified in writing by the proper officer of the Company of the date of promotion to engineer, which date will establish roster standing as engineer, subject to Regulation 3-B-1. Bulletin showing date of promotion will be posted within ten days on all bulletin boards of the seniority district.

1-D-2. An engineer will not be permitted to hold position of fireman while a junior man is working as engineer in the same seniority district except: (1) when placed under Regulation 8-A-1, and (2) where Regulation 1-D-3 is in effect.

1-D-3. (a) Where mutually agreeable to the Management and the Local Committees representing engineers and firemen, working zones may be established in a seniority district, which will permit an engineer to remain in his own working zone in a position of fireman in lieu of accepting position of engineer in another working zone providing in such other zone there are sufficient engineers to fulfill the requirements of the service.

(b) No engineer will be permitted to work as a fireman while a junior man is working as engineer in the same working zone except when placed under Regulation 8-A-1.

(c) An engineer may exercise seniority as engineer over the entire seniority district.

Working
zones

REGULATION NO. 2—SELECTION OF RUNS

2-A-1. (a) New runs and all vacancies, except those caused by sickness, temporary disability, suspension, or leave of absence, will be advertised on the bulletin boards within ten days. Ten days after the posting of such advertisement, said run or vacancy will be given to the senior engineer making application in writing, subject to Regulation 1-A-1. The ten-day advertising time limit may be reduced on any division or seniority district if mutually agreeable to the division officers and the local committees.

ADVERTISE-
MENT AND
ASSIGNMENT
OF
New runs
and
vacancies

(b) Vacancies caused by sickness, temporary disability, suspension, or leave of absence will, when it is known that the engineer will be off duty more than thirty days, or when such engineer shall have been off for a period of thirty days, be advertised and filled in the manner provided in paragraph (a) of this regulation (2-A-1). The engineer whose position is so filled may, within five days after return to duty, select any run to which his seniority entitles him, subject to Regulation 1-A-1.

(c) An engineer, who is occupying an assignment or pool job when it is advertised in accordance with the provisions of Regulation 2-A-4 may, except as provided in "Note" following Regulation 2-A-5 or 2-A-6 (a), remain on same until it is filled, after which he will be allowed five days in which to exercise his seniority.

(d) An application from an engineer for the run he has just vacated by bid, will not be considered until it is again vacated, unless for any cause such engineer has been displaced from a run to which he had bid, in which event his application for the run he has just vacated will be considered.

(e) When one or more vacancies are advertised on bulletin boards, all vacancies created by the filling of such advertised vacancies will be filled at the same time. This paragraph (e) is only to become effective when mutually agreeable to the division officers and the local committees.

(f) When it is known that an engineer who has been placed on a job under the provisions of Regulation 8-A-1 will be off duty more than thirty days from any of the causes enumerated in the first sentence of paragraph (b) of this regulation (2-A-1), such vacancy will be advertised in the manner outlined in paragraph (a) of this regulation (2-A-1), being advertised as a temporary vacancy. When the disabled engineer resumes duty, he will return to his regular job, which has been temporarily filled, and the engineer who has been filling such temporary vacancy will then have the right to exercise his seniority under the provisions of Regulation 2-B-1.

2-A-2. (a) The following method may be used on a division or seniority district instead of Regulation 2-A-1, if mutually agreeable to the division officers and the local committees:

(b) New runs and first vacancies in road and yard service will be advertised on the bulletin boards for ten days and at the expiration of that time will be given promptly to the senior engineer making application in writing on a card provided for that purpose, subject to Regulation 1-A-1. The ten-day advertising time limit may be reduced on any division or seniority district if mutually agreeable to the division officers and the local committees.

(c) A bulletin will be posted on bulletin boards on each seniority district, describing and numbering each assignment, pool and extra list.

(d) Immediately after bulletin is posted, each engineer will file an application card showing the order in which he prefers each assignment, pool and extra list described in bulletin, to be used in filling vacancies subsequent to the date thereof.

(e) Engineers will be privileged to change their cards at any time except between the time an advertisement has been closed and the time the closed advertisement and the subsequent vacancies have been filled.

(f) When one or more vacancies are advertised, all vacancies created by the filling of such advertised vacancies will be filled at the same time.

(g) When the fluctuation of business necessitates an increase or reduction in force, such changes as are required by the 5-N Regulations will be made in accordance with the cards on file, without advertising.

2-A-3. An engineer absent on account of sickness, temporary disability, suspension, or leave of absence when a new run or vacancy is advertised will be permitted to take such new run or vacancy immediately upon return to duty if his seniority entitles him to it.

Failure to
bid due to
absence

Rearranged
runs

2-A-4. The following changes will be sufficient to require readvertisement of regular assignments:

- Changing the initial or final terminal in any class of service;
- changing the initial starting time fifteen minutes or more in any class of service;
- increasing or decreasing the tour of duty thirty minutes or over in passenger service;
- changing the reporting or relieving point in yard service;
- changing the route or mileage between the initial and final terminals in any class of road service;
- increasing or decreasing the number of days per week in any class of service;
- annulment of an assignment other than straightaway on two consecutive days or for one round trip in straightaway service out of the home terminal, exclusive of Sundays and holidays in any class of service;
- permanently changing from yard to road basis of pay or vice versa;
- changing from steam to electric or other power, or vice versa, where such change is for five or more consecutive days or two consecutive round trips out of the home terminal;
- adding a train which has not previously been a part of an assignment to a straightaway assignment;
- when an assignment in straightaway service is changed to turnaround service, or vice versa.

The substitution of a new train number in lieu of an old train number for the same train will not be considered a change in an assignment.

Runs not
applied for

2-A-5. Should a new run or vacancy be advertised and no applications received, said run or vacancy shall be filled by assigning thereto the junior extra engineer

in that class of service except where Regulation 1-D-3 is in effect.

Note: When mutually agreeable to management and local committees, an assignment or pool job which has been advertised and no bids received may be left as a vacancy to be advertised as such until filled. An engineer who is occupying such assignment or pool job while it is being advertised must bid it in if he desires to remain on it after the advertisement is closed and assignment has been made. If he is not assigned to a regular job as a result of that advertisement, he will immediately leave the run he has been holding and will be allowed five days in which to exercise his seniority and select any job held by a junior man except the job which he has been occupying and on which he did not bid.

2-A-6. (a) Where Regulation 1-D-3 is in effect, and no applications are received for a new run or vacancy it will be filled by assigning thereto the junior extra engineer working as engineer in the zone in which the new run or vacancy exists.

Note: When mutually agreeable to management and local committees, an assignment or pool job which has been advertised and no bids received may be left as a vacancy to be advertised as such until filled. An engineer who is occupying such assignment or pool job while it is being advertised must bid it in if he desires to remain on it after the advertisement is closed and assignment has been made. If he is not assigned to a regular job as a result of that advertisement, he will immediately leave the run he has been holding and will be allowed five days in which to exercise his seniority and select any job held by a junior man except the job which he has been occupying and on which he did not bid.

(b) Where it is necessary to increase the number of engineers working as such in a working zone, the senior qualified engineer working as fireman in that zone will be required to accept position of engineer except when placed under Regulation 8-A-1.

(c) When there is no qualified engineer in a working zone working as fireman, the junior qualified engineer working as fireman in the seniority district will be assigned to the run or vacancy.

2-A-7. If the extra list is increased after the run has been filled, the engineer who has been assigned under Regulation 2-A-5 or paragraph (a) of Regulation 2-A-6, may retain the run or vacancy to which he has been assigned or return to the extra list and the run or vacancy will again be advertised.

2-A-8. An engineer filing application for a new run or vacancy under Regulation 2-A-1, or filing card under Regulation 2-A-2, must file it with the division officer signing the advertisement and will receive acknowledgment from him.

2-A-9. (a) All engineers in assigned road service will have a designated reporting time which may be set back for any day or trip provided notice of such change is given to the engineer prior to his leaving his calling place to report for duty and, when such notice of change is given, the time of the day or trip will begin at the time the engineer is required, in accordance with said notice of change, to report for duty. If not so notified the reporting time will be as provided in the assignment.

(b) For assigned road service the advertisement bulletin will show:

The home terminal, and, if straightaway, the away-from-home terminal; the days on which the assignment will work and the assigned reporting time.

Filing
application
and receipt
therefor

Reporting
time and
outline of
assignment

(c) For pool service, the advertisement bulletin will show:

The home terminal; the service or trains which the pool will operate; for each service operated by a pool, whether it is on a straightaway or turnaround basis and if straightaway, the away-from-home terminal will be given.

2-B-1. In reduction in force or rearrangement of runs or crews, seniority of engineers shall govern. **Reduction in force**

An engineer entitled to exercise his seniority under this regulation (2-B-1) must do so within five days; except that when he is sick, temporarily disabled, suspended, or on leave of absence, this time limit will apply from the time he reports for duty.

An engineer who fails to exercise his seniority within the prescribed five days will be considered as having selected the extra list.

REGULATION NO. 3—SENIORITY

3-A-1. A classified roster giving the dates engineers enter the service and the dates of their promotion will be printed and posted at all enginehouses, in frame under glass. Rosters will be revised as of January 1st of each year. **Roster**

Local Chairmen will, upon request, be furnished two copies of roster.

3-B-1. All appeals from roster dates of engineers will be limited to sixty days from date of posting roster, except that in case of engineers off on leave of absence, sickness or disability at time roster is posted, this time limit will apply from the date they report for duty. A note will be placed on each roster stating the time limit of appeal. Necessary corrections in roster will be made on next issue. **Appeal from roster date**

3-C-1. (a) When interdivisional runs are established, the total mileage of all such runs in all service covered by Regulations F-A-1 and F-A-2 (excluding belt line and transfer service), in which the engineers on the same divisions are entitled to participate, shall be determined, and these runs divided between the engineers of the divisions entitled to participate on the basis of the percentage which the mileage actually run on each of the divisions entitled to participate, bears to the total mileage made in such service on these participating divisions.

(b) All interdivisional runs in all services covered by Regulation P-A-1 will be computed and allotted on the basis outlined in paragraph (a) of this regulation (3-C-1).

(c) All interdivisional runs in belt line service will be computed and allotted on the basis of car movement. All interdivisional runs in yard service will be computed and allotted on the basis of time consumed on each division.

(d) When computing the mileage of an interdivisional run under the provisions of either paragraph (a) or (b) of this regulation (3-C-1) whose actual mileage is less than 100, such actual mileage shall be proportionately expanded to 100 miles.

Example: Interdivisional run makes 25 miles over division A, 15 miles over division B, and 10 miles over division C, such run making a total of 50 actual miles. In computing mileage of this run, division A should be credited with 50 miles, division B with 30 miles, and division C with 20 miles.

(e) Services covered by paragraphs (a), (b), and (c) of this regulation (3-C-1) will each be computed and allotted separately.

(f) Where computations under paragraph (a), (b), or (c) of this regulation (3-C-1) develop that the engineers on no one division are entitled to all

of a run or assignment, such run or assignment will be considered as a rotating run or assignment to be periodically covered by the engineers of each division entitled to participate in proportion to their percentage interest in such run or assignment.

In such cases, the length of time in the complete cycle of periodic occupancy may be determined by mutual agreement of the interested local chairmen, but in no event shall it exceed one year, nor be for a shorter period than sixty days.

Example: Interdivisional run makes 50 miles over division A, 33.4 miles over division B, and 16.6 miles over division C; such runs may be allotted to engineers on division A for three months, division B for two months, and to division C for one month. Such cycle, however, could not be greater than six months to division A, four months to division B, and two months to division C.

(g) Where service or services covered by paragraph (c) of this regulation (3-C-1) fluctuate materially from time to time, periodic computations and allotments of such service or services will be made upon request from the engineers of any of the interested divisions.

The lapsed time between such periodic computations and allotments may be determined by mutual agreement between the interested divisions, but in no event shall it exceed one year, nor be for a shorter period than sixty days.

(h) In computing and allotting runs under paragraphs (a) and (b) of this regulation (3-C-1), the mileage made over terminal or yard divisions, or over foreign railroads, shall be considered neutral mileage to which none of the participating divisions are entitled to credit.

(i) Engineers on terminal or yard divisions are not

entitled to representation in transdivisional service nor in interdivisional service covered by paragraphs (a) and (b) of this regulation (3-C-1), but are entitled to representation in service covered by paragraph (c) of this regulation (3-C-1).

(j) In computing and allotting service under the provisions of paragraphs (a) and (b) of this regulation (3-C-1), mileage made by extra crews shall be debited to the division furnishing such extra crews in periodic checks which shall be made of such service. Such periodic check may be made as determined by mutual agreement of interested divisions, but in no event shall it be less often than once a year, nor more often than once in sixty days.

(k) Engineers on interdivisional runs will not acquire any seniority therefrom beyond the limits of their own division.

(l) The delivery of trains to the nearest available terminal of the receiving division is not considered interdivisional service.

(m) This regulation (3-C-1), also applies to inter-seniority district runs.

(n) This regulation (3-C-1), is not retroactive.

**MERGER OR
SEPARATION—
Agreement
and effective
date**

3-D-1. (a) When mergers or separations of two or more Superintendents' divisions or parts of such divisions are made, they will not affect the seniority of the engineers then in the service, including those out of service in reduction in force, except by agreement between the General Manager or General Managers and General Chairman or General Chairmen having jurisdiction over the territory involved. When agreements are made to merge or separate seniority of engineers the agreement will provide the effective date.

(b) When Superintendents' divisions or parts of such divisions are merged or separated and agreement

is entered into, as provided in paragraph (a) of this regulation (3-D-1), that such merger or separation affects the seniority of engineers, the seniority of engineers then in the service, including those out of service in reduction in force, shall be confined to the original territory on which they shall have earned it. They shall also have seniority on the combined divisions over engineers promoted or hired after date of merger. Engineers promoted or hired after date of merger will have seniority on combined divisions.

3-D-2. When it is desired to consolidate the seniority of engineers of two or more separate seniority districts the basis of such consolidation of seniority will be a matter of agreement between the General Chairman and the General Manager. This regulation (3-D-2) has no application to mergers or separations of Superintendents' Divisions or parts thereof as provided for in Regulation 3-D-1.

**Consolidation
of seniority**

3-E-1. Engineers accepting official positions with the Company will retain their seniority and the names of those holding official positions below the rank of Superintendent will continue to appear on the roster.

**RETENTION
OF SENIORITY—
Official
positions**

3-E-2. Engineers will, upon request, be given the necessary leaves of absence for committee work or elective or appointive public office without impairment of seniority.

**Committee
work, etc.**

3-F-1. Nothing in these regulations will prevent the reinstatement of discharged engineers to their former seniority if such action is considered advisable.

REGULATION NO. 4—TIME ALLOWANCES

4-A-1. In all classes of service time of engineers will commence at the time they are required to report for duty, and shall end at the time the engine is placed

**Time begins
and ends**

on designated track or they are relieved at terminal; except that actual time, with a maximum of fifteen minutes, will be allowed engineers in road service for outside inspection and making out necessary reports at end of tour of duty. Such time will be included in total time on duty in calculating overtime, but will not be included in calculating final terminal delay.

Called and
not used—
road

4-B-1. Road engineers called, or required to report without being called, and released without having performed service, will be paid one-half of a minimum day's pay and, in unassigned service, retain their relative standing on the crew or extra list; if held over two hours and released without having performed service, they will be paid a minimum day's pay and, in unassigned service, will be placed at the foot of the crew or extra list. Pay will be at the minimum rate provided for engines assigned to the service for which called or for which reporting.

An engineer will not be entitled to the compensation provided in this regulation (4-B-1) if he is notified after having been called, but before leaving his calling place, that his call has been cancelled.

Called and
not used—
yard

4-B-2. Extra yard engineers called and released without having performed service will be paid one-half of a minimum day's pay and retain their relative standing on the extra list; if held over two hours and released without having performed service, they will be paid a minimum day's pay and will be placed at the foot of the extra list. Pay will be at the minimum rate provided for engines assigned to the service for which reporting.

An extra engineer will not be entitled to the compensation provided in this regulation (4-B-2) if he is notified after having been called, but before leaving his calling place, that his call has been cancelled.

4-B-3. (a) Regular engineer assignments will not be annulled on days there is work to be performed which is ordinarily included in the regular engineer's assignment, except when such work can be absorbed by other existing regular assignments. Annulment
of assign-
ments

(b) If a regular engineer assignment is annulled and extra engineers are used to perform the service ordinarily included in the annulled assignment, the regular engineer of such assignment is entitled to compensation under the provisions of Regulation 4-R-3.

4-B-4. When it is known that a yard assignment is to be discontinued for one day or longer, engineer filling such assignment will be so notified at least sixteen hours in advance of such annulment; if not known at or prior to sixteen hours in advance of annulment of assignment, engineers living within calling distance (and those outside of calling distance who have a telephone) shall be notified at least eight hours in advance when not required for service. If they are not so notified, they shall be allowed one day's pay. Pay will be at the minimum rate provided for engines assigned to the service in which ordinarily engaged.

4-C-1. Engineers required to qualify or re-qualify on territory over which they hold no permanent seniority will, for a specified time to be decided by the proper officer, be paid for qualifying or re-qualifying on the following bases: Qualifying

(a) On calendar days regular pool or assigned engineers are held off their pool or assignment, they will be paid for the time lost; on calendar days they are not assigned to work they will be paid a minimum day at the rate provided for the engines assigned to the service in which ordinarily engaged.

(b) Extra engineers will be paid a minimum through freight day for extra freight engineers, and a minimum

passenger day for extra passenger engineers, for each calendar day or part of a calendar day. Pay will be based on the minimum rate for engines assigned to the service for which such extra engineers are qualifying.

(c) Pay will not be allowed engineers for qualifying on their own division or seniority district, except when required to qualify over territory added by merger.

**PASSENGER
SERVICE
covered by
trip mileage
and hourly
rates**

4-D-1. (a) The established mileage and hourly rates applying to passenger engineers cover: 1, the preparation and handling of the light engine within the initial and final terminals; 2, picking up cars first out for the outbound train from not more than two tracks at the initial terminal, including yard, running and main tracks, except that where more than two tracks are required to hold the cars of the outbound train, such cars may be picked up from the minimum required number of tracks; 3, setting out cars on which defects develop during the assembling of the train; 4, the road movement between the initial and final terminals; 5, leaving all of the train on a station track in the final terminal on which it arrived or leaving a portion of it on such station track and disposing of the remainder of it on a minimum number of storage tracks that will hold it, or disposing of the entire train on the minimum number of storage tracks that will hold it. When a yard storage track at the final terminal will not hold all of the cars to be disposed of, only those cars in excess of the capacity of such storage track may be placed on an adjacent track. The foregoing is subject to the following:

**IRREGULAR
SERVICE—
initial
terminal**

(b) At initial terminals where yard crew or crews are employed, passenger engineers required to perform any work other than that set forth in paragraph (a) of this regulation (4-D-1) will be paid a minimum

of a yard day's pay separate and apart from the road trip pay for performing such work. When a yard day is paid under the provisions of this paragraph (b) the road trip pay will begin at the time the yard pay ends.

(c) At points intermediate between the initial and final terminals where yard crews are employed, passenger engineers who are required to perform any work except to set out cars from their train to the minimum number of tracks that will hold such cars, to pick up cars for their train first out from the minimum number of tracks that will hold such cars, will be paid a minimum of a yard day's pay in addition to the road trip pay and without any deduction therefrom for the time consumed in performing such work; except that at turning points in turnaround passenger service, the provisions of paragraph (a) of this regulation (4-D-1) and not the provisions of this paragraph (c) apply to the disposal of trains, handling light engine incident thereto and the picking up of the outbound trains and handling the engines incident thereto.

IRREGULAR
SERVICE—
enroute

(d) At points intermediate between the initial and final terminals where no yard crews are employed, passenger engineers may be required, as a part of their regular road trip to set out cars from their train to such number of tracks as directed, pick up cars for their train from such number of tracks as directed and to pick up cars not first out for their train. If any other work is required, passenger engineers will be paid a minimum of three hours at the road rate in addition to the road trip pay and without any deduction therefrom for the time consumed in performing such work.

(e) At final terminals where yard crews are employed, passenger engineers required to perform any work other than that provided in paragraph (a) of this regulation (4-D-1) will be paid a yard day's pay sepa-

IRREGULAR
SERVICE—
final
terminal

rate and apart from the road trip pay for performing such work. When a yard day is paid under the provisions of this paragraph (e), the road trip pay will end at the time the yard pay begins.

IRREGULAR
SERVICE—
outlying
points

(f) At outlying points where no yard crews are employed, passenger engineers, in addition to service outlined in paragraph (a) of this regulation (4-D-1), may be required to assemble the outbound train and/or dispose of the inbound train in such manner as directed. If such outlying point is the initial or intermediate terminal and a passenger engineer is required to perform any other work than that provided above, he will be paid a minimum of three hours at road rate in addition to the road trip pay and without any deduction therefrom for performing such work. If the outlying point be a final terminal and the passenger engineer is required to perform any work other than that outlined above, he will be paid a yard day's pay separate and apart from the road trip pay. When a yard day is paid under the provisions of this paragraph (f), the road trip pay will end at the time the yard pay begins.

(g) Paragraphs (b), (c), (d), (e), and (f) of this regulation (4-D-1) are not applicable to movements, compensation for which is provided for in Regulation P-A-2.

FREIGHT
SERVICE
covered by
trip mileage
and hourly
rates

4-D-2. (a) The established mileage and hourly rates applying to freight engineers cover: 1, the preparation of the engine and the handling of the light engine and the cabin car within the initial and final terminals; 2, picking up for their train car or cars first out from not more than four tracks including yard, running or main tracks when the train is picked up in a single yard in the initial terminal, except that when more than four tracks are required to hold the cars of the train so picked up it will be from the minimum number of

tracks, or picking up for their train car or cars first out from the minimum number of tracks that will hold such cars in each separate yard when the train is picked up in more than one yard of the initial terminal; 3, setting out cars on which defects develop during the assembling of the train; 4, the road movement between the initial and final terminal; 5, the setting off of a car or cars on the minimum number of tracks in separate yards at the final terminal between the point of entrance to the terminal to and including the final yard at which the last car or cars are disposed of. When a yard storage track at the final terminal will not hold all of the cars to be disposed of, only those cars in excess of the capacity of such storage track may be placed on an adjacent track. The foregoing is subject to the following:

(b) At initial terminals where yard crews are employed, freight engineers required to perform any work other than that set forth in paragraph (a) of this regulation (4-D-2) will be paid a minimum yard day's pay separate and apart from the road trip pay for performing such work. When a yard day is paid under the provisions of this paragraph (b), the road trip pay will begin at the time the yard pay ends.

IRREGULAR
SERVICE—
initial
terminal

(c) At points intermediate between the initial and final terminals where yard crews are employed, freight engineers may be required, as a part of their regular road trip, to set out cars from their train to the minimum number of tracks that will hold such cars, and to pick up for their train cars first out from the minimum number of tracks that will hold such cars. When such intermediate point is a turning point in turnaround freight service, freight engineers may be required to perform service in connection with their train in a manner set forth in paragraph (a) of this regulation

IRREGULAR
SERVICE—
enroute

(4-D-2). Freight engineers required to perform any work other than that set forth in this paragraph (c) will be paid a minimum of a yard day's pay in addition to road trip pay and without any deduction therefrom for the time consumed in performing such work.

(d) At points intermediate between the initial and final terminals where no yard crews are employed, freight engineers other than local freight engineers, may be required, as a part of their regular road trip, to set out cars from their train to such tracks as directed, to pick up cars for their train from such tracks as directed, and to pick up cars not first out. If any other work is required of freight engineers other than local freight engineers, they will be paid a minimum of three hours at the road rate in addition to the road trip pay and without any deduction therefrom for the time consumed in performing such work.

(e) At points intermediate between the initial and final terminals where no yard crews are employed, local freight engineers may be required, as a part of their regular road trip, to perform switching and station work as directed.

(f) At final terminals where yard crews are employed, freight engineers required to perform work other than that provided in paragraph (a) of this regulation (4-D-2), will be paid a yard day's pay separate and apart from the road trip pay for performing such work. When a yard day is paid, the road trip pay will end at the time the yard pay begins.

(g) At outlying points where no yard crews are employed, local freight engineer assignments, in addition to service outlined in paragraph (a) of this regulation (4-D-2) may include, as a part of their regular road trip, switching and station work other than that necessary in making up or disposing of their train, provided

IRREGULAR
SERVICE—
final
terminal

Added service
to regular
assignments
at outlying
points

such service, when performed at the final terminal, is completed within one hour. Local freight engineers required to perform any other work than that provided for in this paragraph (g) at the initial or final terminals will be paid a minimum of a yard day's pay in addition to the road trip pay. When a yard day is paid at the initial terminal, the road trip pay will begin at the time the yard pay ends. When a yard day is paid at the final terminal, the road trip pay will end at the time the yard pay begins.

Exception 1. At a final terminal where yard crew **Exceptions** or crews are employed, a freight engineer arriving at such terminal at a time when no switch engine is on duty will be paid on a continuous time basis for placing within the terminal the perishable or merchandise cars brought in in his own train, provided that such service is terminated within forty-five minutes.

Exception 2. Engineers in work, wreck, or construction train service more than half of whose tour of duty has been consumed in work, wreck, or construction train service within their terminal limits will be paid on a continuous time basis for performing such work, wreck, or construction train service within their terminal limits until relieved.

Engineers in work, wreck, or construction train service less than half of whose tour of duty has been consumed in work, wreck, or construction train service within their terminal limits, will be paid on a continuous time basis for performing such work, wreck, or construction train service within their terminal limits provided such service is terminated within one hour.

Exception 3. Engineers in circus train service arriving at their terminal at a time when no switch engine is on duty within such terminal limits will be paid on a continuous time basis for performing service in con-

nection with the disposal or placing of their circus train cars within their terminal until relieved.

Definition of
terminal and
yard

4-D-3. The term "terminal" as used in Regulations 4-D-1 and 4-D-2 means the switching limits of such terminal.

The term "yard" as used in Regulation 4-D-2 applies to one or more parallel or convergent storage tracks connected at one or both ends to a common lead or ladder and separated at either or both ends by a main or running track from other yards within the terminal. A series of parallel storage tracks divided by a main or running track, does not constitute two separate yards within the meaning and intent of Regulation 4-D-2.

Exchanging
engines

4-D-4. Engineers required to exchange engines at any point during their tour of duty when such exchange is not necessary to the movement of their own engine or train will be paid a minimum of three hours at the rate of the run in connection with which such service is performed in addition to the regular day's work and without any deduction therefrom for performing such service. The foregoing does not apply to engineers called or assigned to exchange engine service nor to engineers, who during a tour of duty exchange engines because of defects of the engine to which assigned.

Deadheading

4-E-1. Deadheading and service may be combined in any manner that traffic conditions require, and when so combined will be paid actual miles or hours on a continuous time basis, with not less than a minimum day, for the combined service and deadheading.

4-E-2. When deadheading is to be combined with service or when service is to be combined with deadheading, away-from-home crews may be deadheaded in any manner traffic conditions require, without regard to standing of other crews on the board, and Regulation 4-R-1 will not apply in such cases.

4-E-3. Engineers deadheading into home terminal can be continued in service out of that terminal only when such service comes within the provisions of Regulation 4-F-1.

4-E-4. When deadheading is paid for separately and apart from service, a minimum day, at the basic rate applicable to the class of engines used in the service in connection with which deadheading is performed, will be allowed for the deadheading, unless actual time consumed is greater, in which event the latter amount will be allowed.

4-E-5. Engineers are not entitled to deadhead pay for traveling from one point to another in exercising seniority.

4-F-1. Engineers in pool or irregular freight service may be called to make short trips and turnarounds, with the understanding that one or more turnaround trips may be started out of the same terminal and paid actual miles, with a minimum of one hundred miles per day, provided (1) that the mileage of all the trips does not exceed one hundred miles, (2) that the distance run from the terminal to the turning point does not exceed twenty-five miles, (3) that engineers shall not be required to begin work on a succeeding trip out of the initial terminal after having been on duty eight consecutive hours, except as a new day, subject to Regulation 5-C-1.

Short
turnaround
freight
service

This regulation (4-F-1) does not apply to engineers in pusher or helper, mine, work or wreck train service.

4-G-1. Engineers will be paid passenger rates for light running necessitated by performance of passenger service; through freight rates for light running necessitated by performance of freight service.

Light engine
service

Pilot service

4-H-1. Engineers, when acting as pilots, will be paid engineer's rate provided for class of service in which used.

**Attending
court or
inquest**

4-I-1. (a) Regular engineers attending court or inquest by direction of proper supervisory authority will be paid for the time actually lost on their assignments or pool jobs and necessary expenses will be paid when away from home.

(b) Unassigned and/or extra engineers attending court or inquest by direction of proper supervisory authority will be paid the amount they would have earned had they been called in their turns from the unassigned or extra list; necessary expenses will be paid when away from home, and they will hold their same relative standing on the board.

(c) Regular and unassigned and/or extra engineers, when no time is lost, will be paid a day based on the minimum rate provided for engines assigned to the service in which ordinarily engaged and will retain their same relative standing on the crew board.

(d) No payment will be made to engineers for any traveling necessary to their attendance at court or inquest.

(e) Witness fees and mileage will be remitted to the Company.

**Attending
investigation
or trial**

4-J-1. (a) An engineer who is required to report for investigation or trial just prior to reporting for work or immediately after having finished work will, if found not guilty, be paid for the time so held for investigation on a continuous time basis, and the time thus paid for will be at the regular hourly rate.

(b) If an engineer is required to attend investigation or trial at any other than the above mentioned times except when under pay, he will, if found not guilty, be paid a minimum day's pay, based on the minimum rate

provided for the engines that are assigned to the service in which such engineer is ordinarily engaged.

(c) If attendance at investigation or trial necessitates an engineer's losing time on his assignment, pool job, or extra list, he will, if found not guilty, be paid for the time so lost.

(d) No payment will be made to an engineer for any traveling necessary to attendance at an investigation or trial.

(e) Except when held off because of a major offense, an unassigned and/or extra engineer required to attend investigation or trial will retain his relative standing on the crew or extra list.

(f) This regulation (4-J-1) also applies to an engineer required to attend investigation or trial as witness.

(g) When a statement is prepared for the signature of an engineer in connection with any inquiry, investigation or trial, he will be furnished with a copy.

4-K-1. A regularly assigned engineer required to hold himself available for call on days his assignment does not work will be advised, whether he is to hold himself available for passenger, freight, or yard service, and if not used he will be allowed a minimum day for each day so held, unless notified before the expiration of rest period that he will not be needed. Pay will be based on the minimum rate provided for engines used in the class of service protected.

Regular
engineer
held for
call

4-K-2. Extra engineers required to protect an assigned run on days it does not work, will be allowed a minimum day for each day so held at the rate of the engine protected.

Protecting
assignments

4-L-1. Engineers taken from their regular pool or assignment to perform any service other than that covered by their regular pool or assignment will, for

Taken from
regular
pool or
assignment

each day so used, be paid the rate and under the overtime conditions of the service performed, with not less than the earnings of their regular pool or assignment.

Services
other than
regular
duties

4-L-2. Engineers (assigned and pool), used as such on days they would make no time in their regular assignment or pool, and extra engineers, will be paid the rate and under the overtime conditions applicable to the engine service performed; when required to perform work other than engine service, they will be paid not less than a day at the through freight rate provided for engines weighing 200,000 to 250,000 pounds on drivers, except that when filling positions that pay a higher rate they will receive the higher rate.

Held at
other than
home
terminal

4-M-1. Engineers in pool freight and in unassigned service held at other than home terminal will be paid continuous time for all time so held after the expiration of sixteen hours from the time released from previous duty, at the regular rate per hour paid them for the last service performed. If held sixteen hours after the expiration of the first twenty-four hour period, they will be paid continuous time for the next succeeding eight hours, or until the end of the twenty-four hour period, and similarly for each twenty-four hour period thereafter. Should an engineer be called for duty after pay begins, time will be computed continuously, provided that, if overtime accrues on the trip, that portion of the overtime due to starting pay at the expiration of the sixteen hour period, instead of at the time actually required to report for duty, shall be paid at the regular hourly rate.

For the purpose of applying this regulation (4-M-1), the management will designate a home terminal for each crew in pool freight and in unassigned service.

4-M-2. When engineers leave initial terminal on assigned trains and are held at other than their home terminals to take their turn in pool freight or unassigned service, they will be compensated under Regulation 4-M-1.

4-N-1. Engineers in through freight service required to pick up and/or set off a car or cars at four or more points during any one tour of duty, will be paid local freight rates for the entire service performed. Stops made (1) at the first point to pick up cars other than cabin and at last point to set off cars other than cabin, (2) at four foreign line junction points when only interchange cars are picked up and/or set off, (3) for setting off defective cars, (4) doubling hills, will not be counted as stops under this regulation (4-N-1). A stop covers the work done at one point between the time train is stopped and entire train is coupled up ready to start.

Pick-up
and drop
service

When, in either straightaway or turnaround service, a stop is made at a point where all cars other than cabin are set off and the engine and cabin is moved as a train to another point, where other cars are picked up, such set off and pick up will constitute two stops under this regulation (4-N-1).

When a crew in turnaround service sets off all cars other than cabin at one place at the turning point and picks up other cars for the return trip at another place at the turning point, such set off and pick up will constitute two stops under this regulation (4-N-1).

4-N-2. Engineers on trains into or from which freight is loaded or unloaded during the trip, and engineers required to perform station switching will be paid local freight rates. Switching necessary in picking up cars will not be considered "station switching".

Station
switching

Switching for the purpose of placing cars of the train at loading or unloading places will be considered

"station switching". If, in order to set out a car or cars from or pick up a car or cars for the train, it is necessary to remove from "spot" a car or cars that have been set for loading or unloading, the replacing on "spot" of such car or cars will be considered "station switching".

Classifying
cars in
train
enroute

4-N-3. When a through freight engineer is stopped enroute between the initial and final terminals and is required to classify the cars then in his train, he will be paid a minimum of a yard day's pay in addition to the road trip pay and without any deduction therefrom for the time consumed in performing such service.

Combined
road
service

4-O-1. Engineers performing more than one class of road service in a tour of duty shall be paid for the entire service at the highest rate applicable to any class of service performed with a minimum of one hundred miles for the combined service. The overtime basis for the rate paid shall apply for the entire tour of duty, except that the total earnings shall not be less than the earnings ordinarily accruing to the assignment.

Service
beyond
switching
limits—
yard
engineers

4-O-2. (a) Where regularly assigned to perform service within switching limits, yard engineers shall not be used in road service beyond such switching limits when road engineers are available, except in case of emergency. When yard engineers are used in road service beyond their switching limits under the conditions just referred to, they shall be paid miles or hours, whichever is greater, with a minimum of one hour, for the class of road service performed beyond their switching limits, in addition to their regular day's pay and without any deduction therefrom for the time consumed in said service.

(b) Engineers assigned to perform a combination yard-belt or yard-transfer service will be paid road rates of pay as provided in Regulation F-A-1 and will

not be entitled to compensation under the provisions of paragraph (a) of this regulation (4-O-2) for the transfer or belt line service performed beyond the switching limits of their terminal as covered by their assignment.

(c) Yard engineers used beyond their switching limits to perform belt or transfer service will be paid as provided in paragraph (a) of this regulation (4-O-2) for the time spent beyond their switching limits, but they will not be regarded as having run around any regular or extra road engineers when performing such belt or transfer service.

4-O-3. A yard engineer used during a tour of duty to perform within his switching limits a combination of yard service and any service paying a road rate, will be paid for the entire tour the highest rate applicable to any of the services performed. The overtime basis for the rate paid will apply for the entire tour of duty.

Road
service
within
switching
limits—
yard
engineers

4-O-4. When two or more engines of different weights on drivers are used during a tour of duty in any class of service, the highest rate applicable to any engine used shall be paid for the entire tour of duty.

Rate—two or
more engines
used

4-O-5. Nothing in Regulations 4-O-1, 4-O-2, 4-O-3 or 4-O-4 modifies in any way the application of Regulations 4-D-1, 4-D-2, 4-D-4 and 4-N-3.

4-P-1. (a) Time card claims for pay under all regulations, except Regulation 4-R-1, 4-R-2, and 4-R-3, or under the provisions of the last sentence of Exception 1 to Regulation Y-B-1 should be turned in at completion of service in connection with which the claim is made, but must be turned in not later than thirty days from the date of the occurrence on which claim is based.

TIME CLAIMS
Time limit
to file

(b) Time card claims for pay under Regulations 4-R-1, 4-R-2 and 4-R-3 or under the provisions of the last sentence of Exception 1 to Regulation Y-B-1 must be turned in within sixty days from the date of the occurrence on which such claim is based.

(c) An engineer whose name is ordinarily carried on the time card of some other employe and who for that reason could justifiably expect such other employe to have made time card claim for pay, the thirty day time limit for claims coming under the provisions of paragraph (a) of this regulation (4-P-1) begins on the date on which such engineer who believes certain pay is properly due him acquires knowledge of the fact that the other employe has not made time card claims therefor for him. In no event will time card claims under this paragraph (c) be recognized beyond ninety days from the date of the occurrence on which such claim is based.

(d) Time off duty on account of sickness, leave of absence, suspension or reduction in force will extend the time limits specified in paragraphs (b) and (c) of this regulation (4-P-1) accordingly.

The provisions applying to engineers out of service on account of reduction in force applies only to cases where the occurrence on which such claims could be based happens within thirty days of the date on which such engineers have been taken out of service in reduction in force.

(e) Time card claims not turned in within the specified time limits stipulated in paragraphs (a), (b) and (c) of this regulation (4-P-1) will not be considered nor allowed, except as provided in paragraph (d) of this regulation (4-P-1).

(f) When a time card claim is not allowed the interested engineer will be notified in writing giving the reason therefor within thirty days from the date the

Invalid
claims

Claims not
allowed—
Notification
of

time card claim was turned in, except that for time card claims involving service on two or more divisions, the time limit will be within sixty days from the date the time card claim was turned in. If engineer has not been so notified, claims will be paid, except as provided in paragraph (g) of this regulation (4-P-1).

Time card claims of engineers who, during a portion of their tour of duty, perform work on a foreign railroad or on the tracks of a yard or terminal division or a terminal company will, for the purpose of this regulation (4-P-1), be treated the same as for engineers who perform service on two or more divisions.

(g) Engineers will be furnished with receipts for penalty time card claims and will acknowledge receipt of written denials of claims. **Receipts for claims filed**

When management claims that properly filed time cards have not been received or that they have been received late, or when engineers claim that management's written denials of claims have not been received or that they have been received late, such claims will be matters for investigation.

(h) Each engineer desiring to have a pay claim given consideration must establish such claim by filing a time card in accordance with the provisions of paragraphs (a), (b), (c) or (d) of this regulation (4-P-1). If it is desired that further consideration be given by management of pay claims which have been denied, such pay claims must be listed for discussion with the Superintendent within sixty days after the date on which the interested engineer received notification of denial of such claim. While pay claims will not be regarded as valid unless submitted covering each date or tour of duty such claims are intended to cover, it will not be necessary to list for discussion with the Superintendent any claims of an individual engineer for the same serv- **Initial and subsequent claims**

ice for dates subsequent to the date of the original claim. Time card claims of engineers, not listed for discussion as provided herein, will not be paid.

Example 1: Engineer Doe, on passenger train No. 9, after arrival within final terminal, X, was required to dispose of his train on two yard storage tracks in the coach yard. He presented claim for a day's pay under Regulation 4-D-1.

On a following date, Engineer Doe, on passenger train No. 7, after arrival within final terminal, X, was required to dispose of his train on two yard storage tracks in the coach yard. He presented claim for a day's pay under Regulation 4-D-1.

The claims presented by Engineer Doe for the work performed in disposing of No. 9 on one day and No. 7 on a following day are "for the same service" within the meaning of paragraph (h) of Regulation 4-P-1, and the claim for the work he performed in the disposal of No. 7 on a following day will be considered properly listed with the Superintendent within the meaning of paragraph (h) of Regulation 4-P-1, by the listing of his claim for the work he did in disposing of No. 9 on the first day.

Example 2: On a date later than that involved in Example 1, Engineer Doe, on passenger train No. 9, after arrival within final terminal, X, was required to dispose of his train on two yard storage tracks in Yard "A". He presented claim for a day's pay under Regulation 4-D-1.

The claim presented by Engineer Doe for the work performed in disposing of train No. 9, on two yard storage tracks in Yard "A" is "for the same service" within the meaning of paragraph (h) of Regulation 4-P-1, as the claims he presented for disposing of trains Nos. 9 and 7 on two yard storage tracks in the coach yard, as shown in Example 1.

Example 3: On a date subsequent to that involved in Example 1, Engineer Doe, on passenger train No. 9, after arrival within final terminal, X, in disposing of his train on one yard storage track in the coach yard, was required to couple to, shove and "stretch" cars standing on that track. He presented claim for a day's pay under Regulation 4-D-1.

The claim presented by Engineer Doe for the work performed in disposing of No. 9 on one yard storage track in the coach yard in which he was required to couple to, shove and "stretch" cars is not a claim "for the same service" as that covered in Example 1, within the meaning of paragraph (h) of Regulation 4-P-1, and in order to receive further consideration, this particular claim must be listed with the Superintendent as provided in paragraph (h) of Regulation 4-P-1.

Example 4: On a date subsequent to that involved in Example 3, Engineer Doe, on through freight train after arrival within final terminal, X, was required to dispose of his train on two yard storage tracks in Yard "A". He presented claim for a day's pay under Regulation 4-D-2.

The claim presented by Engineer Doe for the work performed in disposing of freight train on two yard storage tracks in Yard "A" is not "for the same service", within the meaning of paragraph (h) of Regulation 4-P-1, as the claim he presented for disposing of train No. 9 on two yard storage tracks in coach yard as shown in Example 1, since in Example 1, the claim is under Regulation 4-D-1, whereas in Example 4 the claim is under Regulation 4-D-2 and this claim must be listed with the Superintendent as provided in paragraph (h) of this regulation (4-P-1).

Example 5: Engineer Doe, in straightaway service between "A" and "B" made claim for pay for "irregular service" alleged to have been performed at initial

terminal "A". On return trip, claim was made for pay for "irregular service" alleged to have been performed at initial terminal "B". These claims are not "for the same service".

The foregoing examples are used for the purpose of showing the intent of the application of this regulation (4-P-1). They have no application in determining whether or not claims presented are proper under the regulation on which claims are based.

Any denied time claims presented by Engineer Doe under Regulation 4-D-1 or 4-D-2 by reason of performance of similar work at terminals other than in terminal X, must, in order to receive further consideration, be listed with the Superintendent as outlined in the foregoing examples, separately for each terminal at which the work is performed, and separately for each kind of work performed.

No further consideration will be given denied time claims of engineers, other than Engineer Doe, for the performance of service similar to that performed by Engineer Doe unless the claims of each engineer are listed with the Superintendent in the manner outlined in the foregoing examples.

**Directed
not to file**

(i) When question of fact is established that the failure of an engineer to turn in time cards within the stipulated time is due to the direction of a supervisory officer, the time limits of this regulation (4-P-1) will apply from the date such fact is established.

**Denied
claims
later
allowed**

(j) When time claims which have been denied are later allowed, the interested engineers will be advised in writing the amounts involved and the payrolls on which payments will be made.

**Shortage
adjustment**

(k) When an engineer's pay is short one day or more, adjustment will be made upon request.

4-P-2. Engineers will, upon request, be furnished information showing each deduction made from their earnings for the period covered by the pay check together with the amount of such deduction and the purpose for which it was deducted. Payroll deductions

4-Q-1. Road engineers in straightaway service cut off enroute between their initial terminal and the terminal for which called, and road engineers in turn-around service cut off at other than their initial terminal, will be paid miles or hours, whichever is greater, with not less than a minimum day, from the initial terminal to the cut-off point. Cut off enroute

4-Q-2. Road engineers cut off enroute as provided in Regulation 4-Q-1, shall again be considered on duty and under pay immediately upon the expiration of the legal period off duty required for any member of the crew.

4-Q-3. When road engineers resume duty as provided in Regulation 4-Q-2, a new day will begin.

4-Q-4. Road engineers will not be cut off as provided in Regulation 4-Q-1, except at points where food and lodging can be procured.

4-Q-5. Should a road engineer be released a second time between initial point and destination called for, he will be deadheaded on continuous time basis to such destination or to home terminal.

4-Q-6. If crew is towed to terminal, continuous time will be allowed with no deduction of time waiting to be towed.

4-Q-7. Engineers cut off under the law will not be required to watch or care for engine or perform other duties while so cut off.

Yard
engineers
worked
16 hours

4-Q-8. Yard engineers required to work sixteen hours will resume work when their rest period is up under the Federal Law, and then be permitted to work eight hours or be paid therefor, provided they would ordinarily work the succeeding tour of duty.

Run
around

4-R-1. Unassigned and/or extra engineers who are marked up on the crew board and not called in their turn as compared with other available unassigned and/or extra engineers who are marked up on the crew board but who are called out of turn, will be considered as having been run around and will be allowed pay for one-half day and retain their relative standing on the crew board.

4-R-2. Engineers paid minimum day under Regulations 4-D-1 and 4-D-2 will be considered as having run around the first available unassigned and/or extra engineer marked up on the crew board. The engineer thus run around will be allowed pay for one-half day and will remain first out on the crew board.

Not used on
assignment

4-R-3. A regular engineer who is not called in his turn to perform service with his crew will be paid, or be permitted to earn, not less than though called with his crew.

Preparatory
time—
yard

4-S-1. Yard engineers required, for the purpose of preparing engine, to report in advance of time fixed for crew to begin work as a unit, will receive actual time with not less than thirty minutes at regular hourly rate, according to weight of engine on drivers, in addition to regular day's pay.

INITIAL
TERMINAL
DELAY
Freight

4-T-1. (a) In freight service, initial terminal delay shall be computed from the time engine is ready to leave enginehouse to time train departs from the initial yard in which cars for train are first picked up. Engin-

eers will be paid on the minute basis at the regular hourly rate applicable to class of engine used and service performed for all initial terminal time in excess of one hour and thirty minutes, plus 4.8 minutes for each mile of route traversed between enginehouse and initial yard. Such payment will be in addition to the road trip pay and without any deductions therefrom.

(b) In passenger service, initial terminal delay shall Passenger be computed from the time engine is ready to leave enginehouse to time train departs from the passenger station. Engineers will be paid on the minute basis at the regular hourly rate applicable to class of engine used and service performed for all initial terminal time in excess of one hour and thirty minutes, plus 3 minutes for each mile of route traversed between enginehouse and initial passenger station. Such payment will be in addition to the road trip pay and without any deductions therefrom.

(c) In either freight or passenger relay service, initial terminal delay shall be computed from the time engineer is ordered to report for duty to time train departs from initial yard or passenger station. Engineers will be paid on the minute basis at the regular hourly rate applicable to class of engine used and service performed for all time in excess of one hour and thirty minutes. Such payment will be in addition to the road trip pay and without any deductions therefrom. Relay service

(d) This regulation (4-T-1) does not apply to road service the initial terminal of which is an outlying point where no yard crews are employed.

Question No. 1: What is meant by "terminal" as used in this regulation (4-T-1)?

Answer: The term "terminal" means the switching limits of such terminal.

Question No. 2: What is meant by "time engine is ready to leave enginehouse" as used in this regulation (4-T-1)?

Answer: The phrase "ready to leave enginehouse" means the time the engine crew is ready to move after all necessary terminal inspections and preparatory work have been completed on the engine with which the crew departs from the enginehouse.

Question No. 3: How shall fractional parts of a mile be computed?

Answer: The actual miles and fractions thereof will be computed and the time will be on the minute basis calculated to the nearest minute.

Example 1: A freight engineer reports for duty at 5.45 A.M. His engine is ready to leave enginehouse at 6.00 A.M., departs from enginehouse at 6.05 A.M., moves five miles to Yard "A" within his initial terminal where cars of his train are first picked up and train clears that yard at 8.00 A.M., passing the terminal limits at 8.50 A.M.

Answer: One hour and thirty minutes plus twenty-four minutes (5 miles times 4.8 minutes) equals one hour and fifty-four minutes. Therefore, initial terminal delay payment time begins at 7.54 A.M. and ends at 8.00 A.M. Engineer will be paid for six minutes initial terminal delay time.

Example 2: A freight engineer reports for duty at 5.45 A.M. His engine is ready to leave enginehouse at 6.00 A.M. and departs from enginehouse at 6.05 A.M. moves five miles to Yard "A" within his initial terminal where cars for his train are first picked up. Train clears Yard "A" at 8.00 A.M., proceeds to Yard "B", also within his initial terminal, where additional cars for his train are

picked up and train leaves Yard "B" at 9.00 A.M., passing his initial terminal limits at 9.30 A.M.

Answer: One hour and thirty minutes plus twenty-four minutes (5 miles times 4.8 minutes) equal one hour and fifty-four minutes. Therefore, initial terminal delay payment time begins at 7.54 A.M., and ends at 8.00 A.M., the time train clears Yard "A". Engineer will be paid for six minutes initial terminal delay time.

Example 3: A freight engineer leaves his initial terminal with light engine or with engine and cabin, picking up no cars within his initial terminal.

Answer: No initial terminal delay time is payable.

4-T-2. In freight service, final terminal delay shall be computed from time engine reaches the designated main track switch connection with the yard track, or signal governing such connection, to time of arrival at point of final release; and for following freight trains destined to that yard when held within yard limits by such preceding train. After the lapse of one hour, final terminal delay shall be paid for on the minute basis at the regular hourly rate, according to weight of engine on drivers, up to the period when overtime commences; time thereafter shall be paid for as overtime.

FINAL
TERMINAL
DELAY
Freight

4-T-3. In passenger service, final terminal delay shall be computed from time train reaches final terminal station to time of arrival at point of final release. After the lapse of one hour, final terminal delay will be paid for on the minute basis at the regular hourly rate, according to weight of engine on drivers, up to the period when overtime commences; time thereafter shall be paid for as overtime.

Passenger

Boosters--
added
weight
on
drivers

4-U-1. The following defines the bases for fixing the weight on drivers of a booster-equipped locomotive:

Booster on Locomotive Trailer: The weight on the power driven trailer wheels will be added to the weight on drivers.

Booster on Tender: When a locomotive leaves a terminal with booster in condition to operate, the weight on drivers will be determined by adding the tractive effort of the booster to the tractive effort of the locomotive to establish new weight on drivers proportionate to the increased tractive effort.

Example: Locomotive without booster weighs 224,000 pounds on drivers, with tractive effort of 47,500 pounds. Tractive effort equals 21.2% of weight on drivers. Booster adds 10,000 pounds to the tractive effort, making total tractive effort 57,500 pounds. 57,500 pounds is 21.2% of 271,000 pounds, the new weight on drivers.

REGULATION NO. 5—HANDLING OF ENGINEERS.

Method of
calling

5-A-1. Engineers will be called as nearly as possible one hour before time required to report for duty.

A longer time may be established at any terminal if mutually agreeable to the division officers and the local committee.

Where callers are provided with a book in which engineers called are required to sign their names and the time called, such practice shall be continued. The regular places from which they are to be called shall be designated, and permission must be obtained from the proper officer to be called elsewhere.

5-A-2. Freight engineers, when called, will be advised whether it is for straightaway or turnaround service; when called for straightaway runs, the destination of the run will be given before leaving the terminal.

It will be the endeavor, when practicable, to notify engineers in straightaway service destination to which called before leaving home.

5-B-1. Where callers are located, road engineers living within calling limits at the terminals of their runs will be called as follows:

Road extra and pool engineers when wanted (except extra engineers when filling regular assignments other than in pool service).

Engineers required to report for duty on regular runs between the hours of 11.00 P.M. and 7.00 A.M.

At points where callers are located, regularly assigned engineers will, upon request, be called at their away-from-home terminals at any time during the twenty-four hour period.

5-B-2. Crew boards showing the order in which **Crew Boards** crews are to go out will be maintained.

5-C-1. Pool and extra engineers will be called first **First in** in first out as registered on crew board. If mutually **first out** agreeable to the division officers and the local committee, some other suitable arrangement may be followed.

5-C-2. An engineer whose rest is up and who has **Missing** become first out, who misses a proper call for service **call** on assignment covered by extra list on which he is working, will be dropped to the foot of the extra list.

The provisions of Regulation 4-R-1 will not apply to a man so marked to the foot of the extra list.

In case a man is found to be responsible for missing a call, no compensation will accrue and the fact that he is marked to the foot of the extra list will have no bearing on the application of discipline if it is deemed necessary.

In case a man is found not responsible for missing a call, he will be allowed the amount he would have

earned had he performed the first tour of duty in the service specified in the call.

If mutually agreeable to the division officers and local committees, some other suitable arrangement, may be followed.

**Called out
of turn**

5-D-1. Pool or assigned engineers called to go out ahead of their turn will not be disciplined if not found at their calling places, unless previously notified.

**Working at
outlying
points**

5-E-1. Extra engineers sent away from their home terminals to outlying points will not remain there longer than one week at a time unless the business requires it. This time limit may be reduced on any seniority district if mutually agreed to by the division officers and local committee. Deadhead pay will be allowed only to the first engineer for the going trip and to the last engineer for the returning trip.

**Pools and
extra lists**

5-F-1. Where there is sufficient extra passenger service to provide work for an extra passenger list, such list may be established, if mutually agreeable to the division officers and the local committee.

Where separate extra freight and extra passenger lists are maintained at the same terminal, the extra short turnaround passenger work may be assigned to the extra freight list, if mutually agreeable to the division officers and the local committee.

Where extra passenger lists are established, engineers will be assigned to each list in accordance with the provisions of Regulation 2-A-1 or 2-A-2.

**Pool
limits**

5-F-2. Where freight pools are established, engineers will be assigned to such pools in accordance with the advertising regulations and their work will be confined to the territory for which such pools are established; except that a crew may be used for service outside

of the assigned limits when there is no available crew assigned to the pool limits where the service is required.

5-G-1. Unless mutually agreeable to the division officers and local committee to follow some other suitable arrangement, pool and assigned engineers will not be used for extra service when competent extra engineers are available, except as permitted in Regulation 4-R-3.

Use of
regular men
for extra
service

5-H-1. Engineers will not be used on other than their own division when there is a sufficient number of engineers available on such other division.

Service on
foreign
divisions

This regulation (5-H-1) does not apply to interdivisional service.

5-H-2. Engineers in interseniority district through freight service may be required to set off, in the same seniority district in which they were picked up, cars loaded with perishable freight or live stock, or a small block of cars requiring emergency movement.

Intra-district
service by
inter-district
crews

5-I-1. Engineers in pool freight service will not be required to make more than one round trip or short turnaround tour of duty out of their away-from-home terminal. This regulation (5-I-1) applies only to divisions where it is now the practice for pool freight engineers to make short turns out of their away-from-home terminals.

Pool service
at other than
home
terminal

5-J-1. Engineers unable to work on account of sickness or disability must give ample notice to the proper officer.

Notice of
disablement

5-K-1. Rest periods will be regulated in accordance with the Federal Statute commonly known as the "Sixteen-Hour Law".

Rest
period

Rest period means actual time of rest, due allowance being made for the time consumed in getting to and from the resting place. Additional rest period will be

allowed when engineers request it and conditions warrant it.

Disturbed
during
rest period

5-K-2. Engineers will not be disturbed by a call for the purpose of investigation until expiration of time specified for rest, except in cases of emergency.

Assignment
of yard
crews

5-L-1. Yard engineers shall be assigned for a fixed period of time which shall be for the same hours daily for all regular members of a crew. So far as practicable assignments shall be restricted to eight hours' work.

Question.—If a yard crew is assigned for ten hours and for some reason is released at the expiration of eight hours, what number of hours is to be allowed?

Decision.—A minimum of eight hours. Assignments should be for eight hours and time worked in excess thereof should be paid as overtime.

STARTING
TIME—
YARD
Fixed
time

5-M-1. Regularly assigned yard crews shall each have a fixed starting time, which will not be changed without at least forty-eight hours' advance notice. Practices now in effect for handling transfer crews are not affected by this regulation (5-M-1).

Three
shifts

5-M-2. Where three eight-hour shifts are worked in continuous service, the time for the first shift to begin work will be between 6.30 A.M. and 8.00 A.M.; the second, 2.30 P.M. and 4.00 P.M.; and the third, 10.30 P.M. and 12.00 midnight.

Two shifts—
continuous

5-M-3. Where two shifts are worked in continuous service, the first shift may be started during any one of the periods named in Regulation 5-M-2.

Two shifts—
not
continuous

5-M-4. Where two shifts are worked not in continuous service, the time for the first shift to begin work will be between the hours of 6.30 A.M. and 10.00 A.M. and the second not later than 10.30 P.M.

5-M-5. Where an independent assignment is worked regularly, the starting time will be during one of the periods provided in Regulation 5-M-2 or 5-M-4. Independent assignment

5-M-6. At points where only one yard crew is regularly employed, they can be started at any time, subject to Regulation 5-M-1. Single crew

5-M-7. Where mutually agreeable, on account of conditions produced by having two standards of time, starting time may be changed one hour from periods above provided. Two standards of time

Question.—Should it be understood that Regulations 5-M-5 and 5-M-6 apply only to regular assignments, with no change in present practice for starting extra yard crews?

Decision.—Yes.

Note.—Claims arising from application of Regulations 5-N-1 to 5-N-5, inclusive, involving any expense to the Company, will not be entertained nor allowed.

5-N-1. In the regulation of service a sufficient number of engineers will be assigned to keep the mileage, or equivalent thereof, per month, as follows: REGULATION OF SERVICE
Minimum and maximum earnings

Class of Service	Limitations of Miles or equivalent
Regular and Extra Passenger	4000 and 4800
Regular, paid road rate, other than Passenger	3200 and 3800
Regular, paid yard rate	30 and 35 (days)
Road Extra, other than Passenger (Common Extra Lists)	2600 and 3800
Extra, paid yard rate.	26 and 35 (days)

Note.—Where the preponderance of the service performed by engineers on a common extra list in a check-

ing period is passenger service, the passenger mileage limitations will apply.

Engineers
returned to:
Firemen's
lists—Engi-
neers' lists

5-N-2. (a) When from any cause it becomes necessary to reduce the number of engineers on the engineers' working lists on any seniority district, those taken off may, if they so elect, displace any fireman their junior in that seniority district under the following conditions:

(b) That no reductions will be made so long as extra engineers other than exclusive extra passenger (common extra lists) are earning an average of 2600 miles per month and extra yard engineers are earning an average of 26 days per month.

(c) Engineers demoted to firemen as provided in paragraph (b) of this regulation shall be returned to service as engineers in the order of their seniority as engineers as soon as it can be shown that extra engineers other than exclusive passenger engineers (common extra lists) earn an average of 3200 miles per month and extra yard engineers earn an average of 31 days per month; provided that men returned to such list will not reduce the average below 2600 miles per month on common extra lists and 26 days per month on extra yard lists.

(d) Management will be responsible for keeping a proper record of monies earned by engineers, and the removal of engineers from their jobs when they have earned the maximum mileage for the class of service in which engaged.

(e) Statements of earnings of engineers will be furnished to local chairmen.

Adjustment
of engineers'
common
extra lists

5-N-3. Automatic adjustment of engineers' common extra lists.

(a) All mileage (includes all mileage made by extra engineers, regular engineers, and firemen, for the performance of services covered by the engineers' common

extra lists; excludes all mileage made by the above classes for the performing of extra passenger service out of terminals at which there is located an engineers' exclusive passenger extra list) made in services covered by the assignments of the engineers' common extra lists (includes pools, part or all of the assignments of which include the performing of extra engineer service ordinarily assigned to the engineers' common extra lists) of each seniority district will be used in determining the engineers' common extra list mileage of that seniority district.

(b) The average mileage of the engineers' common extra lists of that seniority district will be determined by dividing the total mileage arrived at by calculation under paragraph (a) of this regulation (5-N-3) by the number of engineers actually working on these common extra lists the last day of the checking period for which the total mileage has been calculated. An engineer who, though assigned to the list, did not perform any service assigned to the list during the preceding checking period, will not be considered in determining the average mileage of such list. An engineer who, it is reasonable to assume, will not perform any service during the current checking period due to illness, disability, suspension or proper leave of absence, will not be considered as being assigned to the common extra list during the current checking period.

(c) When calculations under the provisions of paragraphs (a) and (b), of this regulation (5-N-3), disclose that the average mileage is less than 2600 miles, a sufficient number of junior engineers will be returned to the firemen's working lists to bring the average mileage of those remaining on the engineers' common extra lists to 3200 miles (considering any fractional part of a man a whole man).

(d) When calculations under the provisions of paragraphs (a) and (b), of this regulation (5-N-3), disclose that the average mileage is in excess of 3200 miles, senior demoted engineers will be returned to the engineers' working lists, the number of men to be determined by dividing the total mileage of the common extra lists by 2600 miles (dropping any fractional part of a man) and subtracting therefrom the number of men used in determining the average mileage as provided in paragraph (b) of this regulation (5-N-3).

(e) If, at any time during the current checking period, the number of engineers on the common extra lists of any seniority district exceeds the number produced by dividing the total miles accruing to these common extra lists during the preceding checking period by 2600 (dropping any fractional part of a man), those in excess will be returned at once to the firemen's working lists.

(f) If, at any time during the current checking period, the number of engineers on the common extra lists of any seniority district falls below the number produced by dividing the total miles accruing to these common extra lists during the preceding checking period by 3200 (considering any fractional part of a man a whole man), a number of senior demoted engineers, equal to the difference between the number produced by these calculations and the number of engineers actually on the lists at that time, will be returned at once to the engineers' working lists.

(g) As promptly as possible after the completion of the preceding checking period, the Road Foreman of Engines on each seniority district will make the calculations provided for in the preceding paragraphs and any necessary adjustments resulting therefrom. Such calculations and adjustments will be made without any request or concurrence on the part of any interested local chairmen.

If, at any time, any interested local chairman believes that any calculation and/or adjustment, which has been made by the Road Foreman of Engines, is incorrect and he, the interested local chairman, desires that this matter be given further consideration, his complaint should be taken up with the Superintendent the same as any other grievance.

(h) The Road Foremen of Engines will promptly furnish the interested local chairmen with copies of all earnings calculations and adjustments thereunder as made by them under the provisions of the preceding paragraphs.

(i) Calculations and adjustments, provided for in the preceding paragraphs of this regulation (5-N-3), may be accelerated or delayed by the Road Foreman of Engines when it is known in advance that such action is justified.

This provision is intended to cover a situation where it is known in advance there will be a material increase or decrease in the service during the current checking period. It is intended to cover emergency situations, such as floods, wash-outs, holiday season extra service and/or the beginning and ending of seasonal or heavy increases or decreases in service and to give discretion in making equitable variations from the normal routine of check and adjustment when abnormal changes arise.

(j) On small seniority districts and at small terminals where there is but one man assigned to the extra list and the check discloses that the monthly mileage accruing to the list has been less than 2600 miles, the question of whether such list of one man shall be abolished or continued shall be left to the judgment of the man assigned thereto.

5-N-4. When engineers have earned the equivalent of the maximum appropriate mileage or maximum number of days contained in Regulation 5-N-1, they will lay

**Maximum
not to be
exceeded**

off at their home terminal the remainder of the month; provided, however, that an engineer will be permitted to make an additional trip if the preceding trip did not permit of total mileage earned equaling the appropriate maximum contained in Regulation 5-N-1.

**Assignments
below
minimum**

5-N-5. Assignments, the earnings of which are less than the minimum mileage provided in Regulation 5-N-1, may be established by agreement between the General Chairman and General Manager.

**Meal
period**

5-O-1. Yard engineers will be allowed twenty minutes for lunch without deduction in pay. The lunch period must be given and completed within four and one-half and six hours after starting work.

When a yard engineer has been on duty eleven hours and forty minutes he will be allowed a minimum of forty minutes to eat without deduction in pay.

5-O-2. When it is deemed necessary that opportunity be afforded engineers on certain road freight trains to eat enroute, such matter may be handled by the interested local chairman or chairmen and the Superintendent. The points at which opportunity to eat is afforded, when mutually agreed upon, will not necessarily be confined to any fixed location.

The foregoing in no way obligates the management to establish eating houses, nor to supply food, nor is it intended that stops for purpose of eating must be made at eating houses.

**Change of
terminals**

5-P-1. Established terminals will not be changed nor new terminals created except by agreement between the interested local chairman or chairmen and the Superintendent.

**Cleaning
engines,
etc.**

5-Q-1. Engineers will not be required to clean engines. At points where enginehouse forces are maintained, engineers will not be required to fill lubricators,

fill, or tighten rod or grease cups, nor fill or clean oil lamps, nor place supplies on engines. Engineers will be held responsible for knowing that engines for which they are called are properly equipped.

5-Q-2. At points where enginehouse forces are maintained supplies should be placed on double-crewed or triple-crewed engines by enginehouse force when such engines go to the enginehouse for supplies, fire cleaning and other work.

5-R-1. Matters with respect to which the interested local chairman or chairmen and the Superintendent are unable to reach agreement, may be handled by the General Chairman or Chairmen and the General Superintendent, and by the General Chairman or Chairmen and General Manager, in turn.

Handling
local
disagree-
ments

REGULATION NO. 6—DISCIPLINE

6-A-1. Engineers will not be suspended nor dismissed from the service without having a fair and impartial trial, nor will they be held from duty for minor offenses pending investigation, trial, and decision.

Trials

6-A-2. Any engineer directed to attend an investigation or trial will be notified of the place, date and time of the investigation or trial and may be accompanied by the local chairman of his organization, or a representative of his own choosing, who will be permitted to question witnesses and those conducting investigation, or trial, so far as the interests of the engineer are concerned. No expense incident to the attendance of such local chairman, or representative, at the investigation, or trial, will be borne by the Company.

Notice of
investiga-
tion and
trial—
Representa-
tion at

6-A-3. An engineer directed to report for trial will, at that time, be informed in writing of the exact charge for which he is to be tried.

Notice of
charge

So far as practicable, investigations and/or trials will be arranged so that no time will be lost by engineers.

Notice of
discipline

6-A-4. Engineers will be given written notice of discipline to be imposed and, except in cases involving major offenses, such written notice will be given ten days before discipline is effective. When discipline is by suspension, time lost as result of being held off duty pending investigation, trial, and decision will be applied against the suspension.

Statements

6-A-5. Copies of all statements resulting in charges being filed against, or discipline being imposed upon, an engineer, will be furnished the local chairman, or representative, upon request.

REGULATION NO. 7—APPEALS

Time
limits

7-A-1. Any engineer, who considers that an injustice has been done him, should appeal in writing to his Superintendent within ten days.

Method of

7-A-2. Any engineer, who considers that an injustice has been done him and who has appealed his case to the Superintendent in accordance with the provisions of the regulation applying, will be given a hearing, at which he may be accompanied by an employe of the above classes from the division on which he is employed to assist him in presenting his case.

Representa-
tion

7-B-1. The Engineers' Committee will represent the engineers in all matters pertaining to rates, regulations, working conditions and general grievances.

REGULATION NO. 8—MISCELLANEOUS

DISABLED
MEN—
Placement of

8-A-1. In filling positions that can be taken by permanently disabled engineers, preference will be given to such employes as are capable of performing the service.

8-B-1. When an engineer has been removed from his position on account of his physical condition and the organization desires the question of his physical fitness to be finally decided before he is permanently removed from his position, the case will be handled in the following manner:

Physical
fitness—
Determination of

The General Chairman will bring the case to the attention of the General Manager. The management and the General Chairman will each select a doctor to represent them, each notifying the other of the name and address of the doctor selected. The two doctors thus selected will confer and appoint a third doctor.

Such Board of Doctors will then fix a time and place for the employe to meet them. After completion of the examination they will make a full report in triplicate, one copy each to be sent the General Manager, Superintendent of Relief Department and the General Chairman.

The decision of the Board of Doctors on the physical fitness of the employe to continue in his regular occupation will be final, but this does not mean that a change in physical condition will preclude a re-examination at a later time.

The doctors selected for such board shall be experts in the disease from which the employe is alleged to be suffering, and they shall be located at a convenient point so that it will only be necessary for the employe to travel a minimum distance, and, if possible, not be away from home for a longer period than one day.

The management and the organization will each defray the expenses of their respective appointee. At the time their report is made, a bill for the fee and traveling expenses, if there are any, of the third appointee should be made in duplicate, one copy to be sent to the Superintendent of Relief Department and one copy to the General Chairman. The management and the organiza-

tion will each pay one-half of the fee and traveling expenses of the third appointee.

**Service
letters**

8-C-1. Engineers leaving the service after having been continuously employed six months, will, upon request, be given a service letter by the Superintendent which they must sign when presented.

**Signing for
general
orders**

8-D-1. Engineers will be required to sign for general orders on their own divisions and only on those portions of other divisions over which they are qualified to run.

**Water
vessels
and ice**

8-E-1. Protected water vessels and tin cups will be placed on all engines, and ice will be furnished from April 1st to November 1st.

**Bunk
rooms**

8-F-1. Where bunk rooms are deemed necessary, it will be a matter for negotiation between the proper officers and committees.

**Local
agreements**

8-G-1. Local agreements which in any manner conflict with any of the provisions of this schedule are not permissible.

**Time
Tables**

8-H-1. The General Chairman will be furnished with copies of current time tables and special instructions.

REGULATION NO. 9—NOTICE OF CHANGES

**Changes in
regulations**

9-A-1. This Schedule of Regulations shall become effective March 1, 1941 (Rates of Pay effective October 1, 1937), and shall remain in full force and effect until changed or terminated as provided in the Railway Labor Act, as amended.

The Pennsylvania Railroad Company:
The Baltimore and Eastern Railroad:

Engineers, in road and yard service, employees of the Pennsylvania Railroad Company and the Baltimore and Eastern Railroad:

By: H. C. Higgins
General Manager, Eastern Region.

By: Brotherhood of Locomotive
Engineers:

J. White
General Manager, Central Region.

J. M. Symes
General Manager, Western Region.

J. A. Appleton
General Manager, New York Zone.

By: J. M. McCormick
General Chairman.

S. D. Parr
General Chairman.

Oliver King
General Chairman.

Philadelphia, Pa.
January 29, 1941.

**COPY OF
AGREEMENT COVERING THE USUAL MANNER OF HAND-
LING DISPUTES BETWEEN THE PENNSYLVANIA
RAILROAD COMPANY AND THE BALTIMORE
AND EASTERN RAILROAD AND
ENGINEERS IN ROAD AND
YARD SERVICE**

This agreement is entered into this fourteenth day of December, 1939, by and between The Pennsylvania Railroad Company and Engineers in Road and Yard Service , employes of said Company, for the purpose of setting forth the usual manner of handling disputes growing out of grievances, or out of the interpretation or application of agreements concerning rates of pay, rules or working conditions, up to and including the General Manager (chief operating officer designated to handle such disputes).

It is agreed:

1. The steps in the said usual manner of handling such disputes will be successively, with:

- (a) Superintendent.
- (b) General Superintendent.
- (c) General Manager.

2. Each Superintendent will meet monthly with the Local Chairmen, and each General Superintendent and General Manager will meet monthly with the General Chairmen, for the purpose of disposing, if possible, of matters coming within the purview of the foregoing and which have been listed, at least ten (10) days in advance, for discussion at such meeting by either party. These meetings will be held on dates scheduled in advance. Decisions of Superintendent, General Superintendent and General Manager shall be rendered, with reasonable promptness, in writing.

3. A submission, in the following form, will be prepared, with reasonable promptness, by the Superintendent and Local Chairman, and by the General Superintendent and General Chairman, as the case may be, covering a controversial matter not disposed of with the Superintendent or General Superintendent, respectively:

- (a) Subject (which shall specifically set forth the nature of the controversy, date or dates, name of employe or employes, and the regulation or regulations involved).
- (b) Joint Statement of Agreed Upon Facts.
- (c) Position of Employes.
- (d) Position of Company.

4. In addition to "disputes growing out of grievances, or out of the interpretation or application of agreements concerning rates of pay, rules or working conditions", other questions may be presented and handled in the manner prescribed above, at the monthly meetings.

5. This agreement shall become effective on the fifteenth day of December, 1939, and shall remain in full force and effect until changed or terminated as provided in the Railway Labor Act, as amended.

