

THE PENNSYLVANIA RAILROAD

EXCLUDING

OHIO RIVER & WESTERN RAILWAY

WAYNESBURG AND WASHINGTON RAILROAD

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

REGULATIONS EFFECTIVE AUGUST 15, 1928

RATES EFFECTIVE AUGUST 1, 1927

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WEIGHT ON DRIVERS OF ENGINES IN WORKING CONDITION

Class	Weight on Drivers	Class	Weight on Drivers	Class	Weight on Drivers
A3a.....	98,600	H6b.....	178,700	L1s(equipped with	
A4.....	116,500	H6sb.....	180,900	Duplex,	
A5s.....	131,750	H6sb		Elvin or	
B6.....	170,000	(LW).....	187,700	Standard	
B6s.....	170,500	H8.....	209,800	stoker).....	233,000
B6sa.....	180,700	H8s.....	217,600	L1s 1556	
B6sb.....	180,300	H8sa.....	211,000	(booster on	
B8.....	143,450	H8b.....	219,500	trailer).....	298,075
B8a.....	167,700	H8sb.....	210,900	L2s.....	220,000
B23.....	148,700	H8sc.....	225,000	M1 (No.	
B28s.....	167,200	H8s.....	214,500	4700).....	285,100
B29.....	135,000	H9.....	225,000	M1 (except	
C1.....	278,000	H9s.....	211,000	No. 4700)...	267,000
CC1s.....	408,700	H9sa.....	223,300	N1s.....	351,000
CC2s.....	458,150	H9sc.....	210,575	N2s.....	293,000
D16sb.....	98,500	H10s.....	216,450	N2sa.....	297,000
E2a.....	123,000	I1s (except	223,000	Electric Engines	
E2sd.....	125,800	Nos. 4225		A6.....	130,000
E3a.....	118,400	to 4699 inc.)	341,000	BB1 Nos.	
E3sa.....	126,100	I1s (Nos.		3900 and	
E3sd.....	127,200	4225 to		3901 (each	
E5s.....	128,900	4699 inc.)...	352,500	single unit)...	158,000
E6s.....	136,000	K2s.....	188,000	BB2.....	313,000
E7s.....	121,000	K2sa.....	191,000	DD1.....	199,000
E7sa.....	120,000	K2sb.....	192,500	3951.....	195,140
E23s.....	106,600	K3s.....	196,300	3996-3999...	208,000
G5s.....	178,000	K4s.....	201,830	FF1.....	439,500
HC1s		K21s.....	167,200	L5 paw.....	308,600
(No. 3700)...	572,450	K28s.....	182,100	L5 pdw.....	298,500
H6s.....	168,600	K29s.....	197,800	L5 pdb.....	298,600
H6a.....	175,700	L1s.....	240,200	L5 pdg.....	308,400
H6sa.....	177,900				

Miles	PASSENGER MILEAGE RATES (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	6.62¢	6.71¢	6.79¢	6.88¢	6.97¢	7.05¢	Hrs.	Min.
100.....	6.62	6.71	6.79	6.88	6.97	7.05	5	00
101.....	6.6862	6.7771	6.8579	6.9488	7.0397	7.1205	5	03
102.....	6.7524	6.8442	6.9258	7.0176	7.1094	7.191	5	06
103.....	6.8186	6.9113	6.9937	7.0864	7.1791	7.2615	5	09
104.....	6.8848	6.9784	7.0616	7.1552	7.2488	7.332	5	12
105.....	6.951	7.0455	7.1295	7.224	7.3185	7.4025	5	15
106.....	7.0172	7.1126	7.1974	7.2928	7.3882	7.473	5	18
107.....	7.0834	7.1797	7.2653	7.3616	7.4579	7.5435	5	21
108.....	7.1496	7.2468	7.3332	7.4304	7.5276	7.614	5	24
109.....	7.2158	7.3139	7.4011	7.4992	7.5973	7.6845	5	27
110.....	7.282	7.381	7.469	7.568	7.667	7.755	5	30
111.....	7.3482	7.4481	7.5369	7.6368	7.7367	7.8255	5	33
112.....	7.4144	7.5152	7.6048	7.7056	7.8064	7.896	5	36
113.....	7.4806	7.5823	7.6727	7.7744	7.8761	7.9665	5	39
114.....	7.5468	7.6494	7.7406	7.8432	7.9458	8.037	5	42
115.....	7.613	7.7165	7.8085	7.912	8.0155	8.1075	5	45
116.....	7.6792	7.7836	7.8764	7.9808	8.0852	8.178	5	48
117.....	7.7454	7.8507	7.9443	8.0496	8.1549	8.2485	5	51
118.....	7.8116	7.9178	8.0122	8.1184	8.2246	8.319	5	54
119.....	7.8778	7.9849	8.0801	8.1872	8.2943	8.3895	5	57
120.....	7.944	8.052	8.148	8.256	8.364	8.46	6	00
121.....	8.0102	8.1191	8.2159	8.3248	8.4337	8.5305	6	03
122.....	8.0764	8.1862	8.2838	8.3936	8.5034	8.601	6	06
123.....	8.1426	8.2533	8.3517	8.4624	8.5731	8.6715	6	09
124.....	8.2088	8.3204	8.4196	8.5312	8.6428	8.742	6	12
125.....	8.275	8.3875	8.4875	8.60	8.7125	8.8125	6	15
126.....	8.3412	8.4546	8.5554	8.6688	8.7822	8.883	6	18
127.....	8.4074	8.5217	8.6233	8.7376	8.8519	8.9535	6	21
128.....	8.4736	8.5888	8.6912	8.8064	8.9216	9.024	6	24
129.....	8.5398	8.6559	8.7591	8.8752	8.9913	9.0945	6	27
130.....	8.606	8.723	8.827	8.944	9.061	9.165	6	30
131.....	8.6722	8.7901	8.8949	9.0128	9.1307	9.2355	6	33
132.....	8.7384	8.8572	8.9628	9.0816	9.2004	9.306	6	36
133.....	8.8046	8.9243	9.0307	9.1504	9.2701	9.3765	6	39
134.....	8.8708	8.9914	9.0986	9.2192	9.3398	9.447	6	42
135.....	8.937	9.0585	9.1665	9.288	9.4095	9.5175	6	45
136.....	9.0032	9.1256	9.2344	9.3568	9.4792	9.588	6	48
137.....	9.0694	9.1927	9.3023	9.4256	9.5489	9.6585	6	51
138.....	9.1356	9.2598	9.3702	9.4944	9.6186	9.729	6	54
139.....	9.2018	9.3269	9.4381	9.5632	9.6883	9.7995	6	57
140.....	9.268	9.394	9.506	9.632	9.758	9.87	7	00
141.....	9.3342	9.4611	9.5739	9.7008	9.8277	9.9405	7	03
142.....	9.4004	9.5282	9.6418	9.7696	9.8974	10.011	7	06
143.....	9.4666	9.5953	9.7097	9.8384	9.9671	10.0815	7	09
144.....	9.5328	9.6624	9.7776	9.9072	10.0368	10.152	7	12
145.....	9.599	9.7295	9.8455	9.976	10.1065	10.2225	7	15
146.....	9.6652	9.7966	9.9134	10.0448	10.1762	10.293	7	18
147.....	9.7314	9.8637	9.9813	10.1136	10.2459	10.3635	7	21
148.....	9.7976	9.9308	10.0492	10.1824	10.3156	10.434	7	24
149.....	9.8638	9.9979	10.1171	10.2512	10.3853	10.5045	7	27

Miles	PASSENGER MILEAGE RATES (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	7.14¢	7.22¢	7.31¢	7.40¢	7.48¢	7.70¢	Hrs.	Min.
100.....	7.14	7.22	7.31	7.40	7.48	7.70	5	00
101.....	7.2114	7.2922	7.3831	7.474	7.5548	7.777	5	03
102.....	7.2828	7.3644	7.4562	7.548	7.6296	7.854	5	06
103.....	7.3542	7.4366	7.5293	7.622	7.7044	7.931	5	09
104.....	7.4256	7.5088	7.6024	7.696	7.7792	8.008	5	12
105.....	7.497	7.581	7.6755	7.77	7.854	8.085	5	15
106.....	7.5684	7.6532	7.7486	7.844	7.9288	8.162	5	18
107.....	7.6398	7.7254	7.8217	7.918	8.0036	8.239	5	21
108.....	7.7112	7.7976	7.8948	7.992	8.0784	8.316	5	24
109.....	7.7826	7.8698	7.9679	8.066	8.1532	8.393	5	27
110.....	7.854	7.942	8.041	8.14	8.228	8.47	5	30
111.....	7.9254	8.0142	8.1141	8.214	8.3028	8.547	5	33
112.....	7.9968	8.0864	8.1872	8.288	8.3776	8.624	5	36
113.....	8.0682	8.1586	8.2603	8.362	8.4524	8.701	5	39
114.....	8.1396	8.2308	8.3334	8.436	8.5272	8.778	5	42
115.....	8.211	8.303	8.4065	8.51	8.602	8.855	5	45
116.....	8.2824	8.3752	8.4796	8.584	8.6768	8.932	5	48
117.....	8.3538	8.4474	8.5527	8.658	8.7516	9.009	5	51
118.....	8.4252	8.5196	8.6258	8.732	8.8264	9.086	5	54
119.....	8.4966	8.5918	8.6989	8.806	8.9012	9.163	5	57
120.....	8.568	8.664	8.772	8.88	8.976	9.24	6	00
121.....	8.6394	8.7362	8.8451	8.954	9.0508	9.317	6	03
122.....	8.7108	8.8084	8.9182	9.028	9.1256	9.394	6	06
123.....	8.7822	8.8806	8.9913	9.102	9.2004	9.471	6	09
124.....	8.8536	8.9528	9.0644	9.176	9.2752	9.548	6	12
125.....	8.925	9.025	9.1375	9.25	9.35	9.625	6	15
126.....	8.9964	9.0972	9.2106	9.324	9.4248	9.702	6	18
127.....	9.0678	9.1694	9.2837	9.398	9.4996	9.779	6	21
128.....	9.1392	9.2416	9.3568	9.472	9.5744	9.856	6	24
129.....	9.2106	9.3138	9.4299	9.546	9.6492	9.933	6	27
130.....	9.282	9.386	9.503	9.62	9.724	10.01	6	30
131.....	9.3534	9.4582	9.5761	9.694	9.7988	10.087	6	33
132.....	9.4248	9.5304	9.6492	9.768	9.8736	10.164	6	36
133.....	9.4962	9.6026	9.7223	9.842	9.9484	10.241	6	39
134.....	9.5676	9.6748	9.7954	9.916	10.0232	10.318	6	42
135.....	9.639	9.747	9.8685	9.99	10.098	10.395	6	45
136.....	9.7104	9.8192	9.9416	10.064	10.1728	10.472	6	48
137.....	9.7818	9.8914	10.0147	10.138	10.2476	10.549	6	51
138.....	9.8532	9.9636	10.0878	10.212	10.3224	10.626	6	54
139.....	9.9246	10.0358	10.1609	10.286	10.3972	10.703	6	57
140.....	9.996	10.108	10.234	10.36	10.472	10.78	7	00
141.....	10.0674	10.1802	10.3071	10.434	10.5468	10.857	7	03
142.....	10.1388	10.2524	10.3802	10.508	10.6216	10.934	7	06
143.....	10.2102	10.3246	10.4533	10.582	10.6964	11.011	7	09
144.....	10.2816	10.3968	10.5264	10.656	10.7712	11.088	7	12
145.....	10.353	10.469	10.5995	10.73	10.846	11.165	7	15
146.....	10.4244	10.5412	10.6726	10.804	10.9208	11.242	7	18
147.....	10.4958	10.6134	10.7457	10.878	10.9956	11.319	7	21
148.....	10.5672	10.6856	10.8188	10.952	11.0704	11.396	7	24
149.....	10.6386	10.7578	10.8919	11.026	11.1452	11.473	7	27

Miles	PASSENGER MILEAGE RATES (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per Hour	
	6.62¢	6.71¢	6.79¢	6.88¢	6.97¢	7.05¢	Hrs.	Min.
150.....	9.93	10.065	10.185	10.32	10.455	10.575	7	30
151.....	9.9962	10.1321	10.2529	10.3888	10.5247	10.6455	7	33
152.....	10.0624	10.1992	10.3208	10.4576	10.5944	10.716	7	36
153.....	10.1286	10.2663	10.3887	10.5264	10.6641	10.7865	7	39
154.....	10.1948	10.3334	10.4566	10.5952	10.7338	10.857	7	42
155.....	10.261	10.4005	10.5245	10.664	10.8035	10.9275	7	45
156.....	10.3272	10.4676	10.5924	10.7328	10.8732	10.998	7	48
157.....	10.3934	10.5347	10.6603	10.8016	10.9429	11.0685	7	51
158.....	10.4596	10.6018	10.7282	10.8704	11.0126	11.139	7	54
159.....	10.5258	10.6689	10.7961	10.9392	11.0823	11.2095	7	57
160.....	10.592	10.736	10.864	11.008	11.152	11.28	8	00
161.....	10.6582	10.8031	10.9319	11.0768	11.2217	11.3505	8	03
162.....	10.7244	10.8702	10.9998	11.1456	11.2914	11.421	8	06
163.....	10.7906	10.9373	11.0677	11.2144	11.3611	11.4915	8	09
164.....	10.8568	11.0044	11.1356	11.2832	11.4308	11.562	8	12
165.....	10.923	11.0715	11.2035	11.352	11.5005	11.6325	8	15
166.....	10.9892	11.1386	11.2714	11.4208	11.5702	11.703	8	18
167.....	11.0554	11.2057	11.3393	11.4896	11.6399	11.7735	8	21
168.....	11.1216	11.2728	11.4072	11.5584	11.7096	11.844	8	24
169.....	11.1878	11.3399	11.4751	11.6272	11.7793	11.9145	8	27
170.....	11.254	11.407	11.543	11.696	11.849	11.985	8	30
171.....	11.3202	11.4741	11.6109	11.7648	11.9187	12.0555	8	33
172.....	11.3864	11.5412	11.6788	11.8336	11.9884	12.126	8	36
173.....	11.4526	11.6083	11.7467	11.9024	12.0581	12.1965	8	39
174.....	11.5188	11.6754	11.8146	11.9712	12.1278	12.267	8	42
175.....	11.585	11.7425	11.8825	12.04	12.1975	12.3375	8	45
176.....	11.6512	11.8096	11.9504	12.1088	12.2672	12.408	8	48
177.....	11.7174	11.8767	12.0183	12.1776	12.3369	12.4785	8	51
178.....	11.7836	11.9438	12.0862	12.2464	12.4066	12.549	8	54
179.....	11.8498	12.0109	12.1541	12.3152	12.4763	12.6195	8	57
180.....	11.916	12.078	12.222	12.384	12.546	12.69	9	00
181.....	11.9822	12.1451	12.2899	12.4528	12.6157	12.7605	9	03
182.....	12.0484	12.2122	12.3578	12.5216	12.6854	12.831	9	06
183.....	12.1146	12.2793	12.4257	12.5904	12.7551	12.9015	9	09
184.....	12.1808	12.3464	12.4936	12.6592	12.8248	12.972	9	12
185.....	12.247	12.4135	12.5615	12.728	12.8945	13.0425	9	15
186.....	12.3132	12.4806	12.6294	12.7968	12.9642	13.113	9	18
187.....	12.3794	12.5477	12.6973	12.8656	13.0339	13.1835	9	21
188.....	12.4456	12.6148	12.7652	12.9344	13.1036	13.254	9	24
189.....	12.5118	12.6819	12.8331	13.0032	13.1733	13.3245	9	27
190.....	12.578	12.749	12.901	13.072	13.243	13.395	9	30
191.....	12.6442	12.8161	12.9689	13.1408	13.3127	13.4655	9	33
192.....	12.7104	12.8832	13.0368	13.2096	13.3824	13.536	9	36
193.....	12.7766	12.9503	13.1047	13.2784	13.4521	13.6065	9	39
194.....	12.8428	13.0174	13.1726	13.3472	13.5218	13.677	9	42
195.....	12.909	13.0845	13.2405	13.416	13.5915	13.7475	9	45
196.....	12.9752	13.1516	13.3084	13.4848	13.6612	13.818	9	48
197.....	13.0414	13.2187	13.3763	13.5536	13.7309	13.8885	9	51
198.....	13.1076	13.2858	13.4442	13.6224	13.8006	13.959	9	54
199.....	13.1738	13.3529	13.5121	13.6912	13.8703	14.0295	9	57

Miles	PASSENGER MILEAGE RATES (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	7.14¢	7.22¢	7.31¢	7.40¢	7.48¢	7.70¢	Hrs.	Min.
150.....	10.71	10.83	10.965	11.10	11.22	11.55	7	30
151.....	10.7814	10.9022	11.0381	11.174	11.2948	11.627	7	33
152.....	10.8528	10.9744	11.1112	11.248	11.3696	11.704	7	36
153.....	10.9242	11.0466	11.1843	11.322	11.4444	11.781	7	39
154.....	10.9956	11.1188	11.2574	11.396	11.5192	11.858	7	42
155.....	11.067	11.191	11.3305	11.47	11.594	11.935	7	45
156.....	11.1384	11.2632	11.4036	11.544	11.6688	12.012	7	48
157.....	11.2098	11.3354	11.4767	11.618	11.7436	12.089	7	51
158.....	11.2812	11.4076	11.5498	11.692	11.8184	12.166	7	54
159.....	11.3526	11.4798	11.6229	11.766	11.8932	12.243	7	57
160.....	11.424	11.552	11.696	11.84	11.968	12.32	8	00
161.....	11.4954	11.6242	11.7691	11.914	12.0428	12.397	8	03
162.....	11.5668	11.6964	11.8422	11.988	12.1176	12.474	8	06
163.....	11.6382	11.7686	11.9153	12.062	12.1924	12.551	8	09
164.....	11.7096	11.8408	11.9884	12.136	12.2672	12.628	8	12
165.....	11.781	11.913	12.0615	12.21	12.342	12.705	8	15
166.....	11.8524	11.9852	12.1346	12.284	12.4168	12.782	8	18
167.....	11.9238	12.0574	12.2077	12.358	12.4916	12.859	8	21
168.....	11.9952	12.1296	12.2808	12.432	12.5664	12.936	8	24
169.....	12.0666	12.2018	12.3539	12.506	12.6412	13.013	8	27
170.....	12.138	12.274	12.427	12.58	12.716	13.09	8	30
171.....	12.2094	12.3462	12.5001	12.654	12.7908	13.167	8	33
172.....	12.2808	12.4184	12.5732	12.728	12.8656	13.244	8	36
173.....	12.3522	12.4906	12.6463	12.802	12.9404	13.321	8	39
174.....	12.4236	12.5628	12.7194	12.876	13.0152	13.398	8	42
175.....	12.495	12.635	12.7925	12.95	13.09	13.475	8	45
176.....	12.5664	12.7072	12.8656	13.024	13.1648	13.552	8	48
177.....	12.6378	12.7794	12.9387	13.098	13.2396	13.629	8	51
178.....	12.7092	12.8516	13.0118	13.172	13.3144	13.706	8	54
179.....	12.7806	12.9238	13.0849	13.246	13.3892	13.783	8	57
180.....	12.852	12.996	13.158	13.32	13.464	13.86	9	00
181.....	12.9234	13.0682	13.2311	13.394	13.5388	13.937	9	03
182.....	12.9948	13.1404	13.3042	13.468	13.6136	14.014	9	06
183.....	13.0662	13.2126	13.3773	13.542	13.6884	14.091	9	09
184.....	13.1376	13.2848	13.4504	13.616	13.7632	14.168	9	12
185.....	13.209	13.357	13.5235	13.69	13.838	14.245	9	15
186.....	13.2804	13.4292	13.5966	13.764	13.9128	14.322	9	18
187.....	13.3518	13.5014	13.6697	13.838	13.9876	14.399	9	21
188.....	13.4232	13.5736	13.7428	13.912	14.0624	14.476	9	24
189.....	13.4946	13.6458	13.8159	13.986	14.1372	14.553	9	27
190.....	13.566	13.718	13.889	14.06	14.212	14.63	9	30
191.....	13.6374	13.7902	13.9621	14.134	14.2868	14.707	9	33
192.....	13.7088	13.8624	14.0352	14.208	14.3616	14.784	9	36
193.....	13.7802	13.9346	14.1083	14.282	14.4364	14.861	9	39
194.....	13.8516	14.0068	14.1814	14.356	14.5112	14.938	9	42
195.....	13.923	14.079	14.2545	14.43	14.586	15.015	9	45
196.....	13.9944	14.1512	14.3276	14.504	14.6608	15.092	9	48
197.....	14.0658	14.2234	14.4007	14.578	14.7356	15.169	9	51
198.....	14.1372	14.2956	14.4738	14.652	14.8104	15.246	9	54
199.....	14.2086	14.3678	14.5469	14.726	14.8852	15.323	9	57

Miles	PASSENGER MILEAGE RATES (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	6.62¢	6.71¢	6.79¢	6.88¢	6.97¢	7.05¢	Hrs.	Min.
200.....	13.24	13.42	13.58	13.76	13.94	14.10	10	00
201.....	13.3062	13.4871	13.6479	13.8288	14.0097	14.1705	10	03
202.....	13.3724	13.5542	13.7158	13.8976	14.0794	14.241	10	06
203.....	13.4386	13.6213	13.7837	13.9664	14.1491	14.3115	10	09
204.....	13.5048	13.6884	13.8516	14.0352	14.2188	14.382	10	12
205.....	13.571	13.7555	13.9195	14.104	14.2885	14.4525	10	15
206.....	13.6372	13.8226	13.9874	14.1728	14.3582	14.523	10	18
207.....	13.7034	13.8897	14.0553	14.2416	14.4279	14.5935	10	21
208.....	13.7696	13.9568	14.1232	14.3104	14.4976	14.664	10	24
209.....	13.8358	14.0239	14.1911	14.3792	14.5673	14.7345	10	27
210.....	13.902	14.091	14.259	14.448	14.637	14.805	10	30
211.....	13.9682	14.1581	14.3269	14.5168	14.7067	14.8755	10	33
212.....	14.0344	14.2252	14.3948	14.5856	14.7764	14.946	10	36
213.....	14.1006	14.2923	14.4627	14.6544	14.8461	15.0165	10	39
214.....	14.1668	14.3594	14.5306	14.7232	14.9158	15.087	10	42
215.....	14.233	14.4265	14.5985	14.792	14.9855	15.1575	10	45
216.....	14.2992	14.4936	14.6664	14.8608	15.0552	15.228	10	48
217.....	14.3654	14.5607	14.7343	14.9296	15.1249	15.2985	10	51
218.....	14.4316	14.6278	14.8022	14.9984	15.1946	15.369	10	54
219.....	14.4978	14.6949	14.8701	15.0672	15.2643	15.4395	10	57
220.....	14.564	14.762	14.938	15.136	15.334	15.51	11	00
221.....	14.6302	14.8291	15.0059	15.2048	15.4037	15.5805	11	03
222.....	14.6964	14.8962	15.0738	15.2736	15.4734	15.651	11	06
223.....	14.7626	14.9633	15.1417	15.3424	15.5431	15.7215	11	09
224.....	14.8288	15.0304	15.2096	15.4112	15.6128	15.792	11	12
225.....	14.895	15.0975	15.2775	15.48	15.6825	15.8625	11	15
226.....	14.9612	15.1646	15.3454	15.5488	15.7522	15.933	11	18
227.....	15.0274	15.2317	15.4133	15.6176	15.8219	16.0035	11	21
228.....	15.0936	15.2988	15.4812	15.6864	15.8916	16.074	11	24
229.....	15.1598	15.3659	15.5491	15.7552	15.9613	16.1445	11	27
230.....	15.226	15.433	15.617	15.824	16.031	16.215	11	30
231.....	15.2922	15.5001	15.6849	15.8928	16.1007	16.2855	11	33
232.....	15.3584	15.5672	15.7528	15.9616	16.1704	16.356	11	36
233.....	15.4246	15.6343	15.8207	16.0304	16.2401	16.4265	11	39
234.....	15.4908	15.7014	15.8886	16.0992	16.3098	16.497	11	42
235.....	15.557	15.7685	15.9565	16.168	16.3795	16.5675	11	45
236.....	15.6232	15.8356	16.0244	16.2368	16.4492	16.638	11	48
237.....	15.6894	15.9027	16.0923	16.3056	16.5189	16.7085	11	51
238.....	15.7556	15.9698	16.1602	16.3744	16.5886	16.779	11	54
239.....	15.8218	16.0369	16.2281	16.4432	16.6583	16.8495	11	57
240.....	15.888	16.104	16.296	16.512	16.728	16.92	12	00
241.....	15.9542	16.1711	16.3639	16.5808	16.7977	16.9905	12	03
242.....	16.0204	16.2382	16.4318	16.6496	16.8674	17.061	12	06
243.....	16.0866	16.3053	16.4997	16.7184	16.9371	17.1315	12	09
244.....	16.1528	16.3724	16.5676	16.7872	17.0068	17.202	12	12
245.....	16.219	16.4395	16.6355	16.856	17.0765	17.2725	12	15
246.....	16.2852	16.5066	16.7034	16.9248	17.1462	17.343	12	18
247.....	16.3514	16.5737	16.7713	16.9936	17.2159	17.4135	12	21
248.....	16.4176	16.6408	16.8392	17.0624	17.2856	17.484	12	24
249.....	16.4838	16.7079	16.9071	17.1312	17.3553	17.5545	12	27

Miles	PASSENGER MILEAGE RATES (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	7.14¢	7.22¢	7.31¢	7.40¢	7.48¢	7.70¢	Hrs.	Min.
200.....	14.28	14.44	14.62	14.80	14.96	15.40	10	00
201.....	14.3514	14.5122	14.6931	14.874	15.0348	15.477	10	03
202.....	14.4228	14.5844	14.7662	14.948	15.1096	15.554	10	06
203.....	14.4942	14.6566	14.8393	15.022	15.1844	15.631	10	09
204.....	14.5656	14.7288	14.9124	15.096	15.2592	15.708	10	12
205.....	14.637	14.801	14.9855	15.17	15.334	15.785	10	15
206.....	14.7084	14.8732	15.0586	15.244	15.4088	15.862	10	18
207.....	14.7798	14.9454	15.1317	15.318	15.4836	15.939	10	21
208.....	14.8512	15.0176	15.2048	15.392	15.5584	16.016	10	24
209.....	14.9226	15.0898	15.2779	15.466	15.6332	16.093	10	27
210.....	14.994	15.162	15.351	15.54	15.708	16.17	10	30
211.....	15.0654	15.2342	15.4241	15.614	15.7828	16.247	10	33
212.....	15.1368	15.3064	15.4972	15.688	15.8576	16.324	10	36
213.....	15.2082	15.3786	15.5703	15.762	15.9324	16.401	10	39
214.....	15.2796	15.4508	15.6434	15.836	16.0072	16.478	10	42
215.....	15.351	15.523	15.7165	15.91	16.082	16.555	10	45
216.....	15.4224	15.5952	15.7896	15.984	16.1568	16.632	10	48
217.....	15.4938	15.6674	15.8627	16.058	16.2316	16.709	10	51
218.....	15.5652	15.7396	15.9358	16.132	16.3064	16.786	10	54
219.....	15.6366	15.8118	16.0089	16.206	16.3812	16.863	10	57
220.....	15.708	15.884	16.082	16.28	16.456	16.94	11	00
221.....	15.7794	15.9562	16.1551	16.354	16.5308	17.017	11	03
222.....	15.8508	16.0284	16.2282	16.428	16.6056	17.094	11	06
223.....	15.9222	16.1006	16.3013	16.502	16.6804	17.171	11	09
224.....	15.9936	16.1728	16.3744	16.576	16.7552	17.248	11	12
225.....	16.065	16.245	16.4475	16.65	16.83	17.325	11	15
226.....	16.1364	16.3172	16.5206	16.724	16.9048	17.402	11	18
227.....	16.2078	16.3894	16.5937	16.798	16.9796	17.479	11	21
228.....	16.2792	16.4616	16.6668	16.872	17.0544	17.556	11	24
229.....	16.3506	16.5338	16.7399	16.946	17.1292	17.633	11	27
230.....	16.422	16.606	16.813	17.02	17.204	17.71	11	30
231.....	16.4934	16.6782	16.8861	17.094	17.2788	17.787	11	33
232.....	16.5648	16.7504	16.9592	17.168	17.3536	17.864	11	36
233.....	16.6362	16.8226	17.0323	17.242	17.4284	17.941	11	39
234.....	16.7076	16.8948	17.1054	17.316	17.5032	18.018	11	42
235.....	16.779	16.967	17.1785	17.39	17.578	18.095	11	45
236.....	16.8504	17.0392	17.2516	17.464	17.6528	18.172	11	48
237.....	16.9218	17.1114	17.3247	17.538	17.7276	18.249	11	51
238.....	16.9932	17.1836	17.3978	17.612	17.8024	18.326	11	54
239.....	17.0646	17.2558	17.4709	17.686	17.8772	18.403	11	57
240.....	17.136	17.328	17.544	17.76	17.952	18.48	12	00
241.....	17.2074	17.4002	17.6171	17.834	18.0268	18.557	12	03
242.....	17.2788	17.4724	17.6902	17.908	18.1016	18.634	12	06
243.....	17.3502	17.5446	17.7633	17.982	18.1764	18.711	12	09
244.....	17.4216	17.6168	17.8364	18.056	18.2512	18.788	12	12
245.....	17.493	17.689	17.9095	18.13	18.326	18.865	12	15
246.....	17.5644	17.7612	17.9826	18.204	18.4008	18.942	12	18
247.....	17.6358	17.8334	18.0557	18.278	18.4756	19.019	12	21
248.....	17.7072	17.9056	18.1288	18.352	18.5504	19.096	12	24
249.....	17.7786	17.9778	18.2019	18.426	18.6252	19.173	12	27

Miles	THROUGH FREIGHT MILEAGE RATES (See Regulation F-A-1)						Overtime Limit on Speed Basis of 12½ miles per hour	
	7.35¢	7.44¢	7.53¢	7.78¢	7.96¢	8.13¢	Hrs.	Min.
100.....	7.35	7.44	7.53	7.78	7.96	8.13	8	00
101.....	7.4235	7.5144	7.6053	7.8578	8.0396	8.2113	8	05
102.....	7.497	7.5888	7.6806	7.9356	8.1192	8.2926	8	10
103.....	7.5705	7.6632	7.7559	8.0134	8.1988	8.3739	8	14
104.....	7.644	7.7376	7.8312	8.0912	8.2784	8.4552	8	19
105.....	7.7175	7.812	7.9065	8.169	8.358	8.5365	8	24
106.....	7.791	7.8864	7.9818	8.2468	8.4376	8.6178	8	29
107.....	7.8645	7.9608	8.0571	8.3246	8.5172	8.6991	8	34
108.....	7.938	8.0352	8.1324	8.4024	8.5968	8.7804	8	38
109.....	8.0115	8.1096	8.2077	8.4802	8.6764	8.8617	8	43
110.....	8.085	8.184	8.283	8.558	8.756	8.943	8	48
111.....	8.1585	8.2584	8.3583	8.6358	8.8356	9.0243	8	53
112.....	8.232	8.3328	8.4336	8.7136	8.9152	9.1056	8	58
113.....	8.3055	8.4072	8.5089	8.7914	8.9948	9.1869	9	02
114.....	8.379	8.4816	8.5842	8.8692	9.0744	9.2682	9	07
115.....	8.4525	8.556	8.6595	8.947	9.154	9.3495	9	12
116.....	8.526	8.6304	8.7348	9.0248	9.2336	9.4308	9	17
117.....	8.5995	8.7048	8.8101	9.1026	9.3132	9.5121	9	22
118.....	8.673	8.7792	8.8854	9.1804	9.3928	9.5934	9	26
119.....	8.7465	8.8536	8.9607	9.2582	9.4724	9.6747	9	31
120.....	8.82	8.928	9.036	9.336	9.552	9.756	9	36
121.....	8.8935	9.0024	9.1113	9.4138	9.6316	9.8373	9	41
122.....	8.967	9.0768	9.1866	9.4916	9.7112	9.9186	9	46
123.....	9.0405	9.1512	9.2619	9.5694	9.7908	9.9999	9	50
124.....	9.114	9.2256	9.3372	9.6472	9.8704	10.0812	9	55
125.....	9.1875	9.30	9.4125	9.725	9.95	10.1625	10	00
126.....	9.261	9.3744	9.4878	9.8028	10.0296	10.2438	10	05
127.....	9.3345	9.4488	9.5631	9.8806	10.1092	10.3251	10	10
128.....	9.408	9.5232	9.6384	9.9584	10.1888	10.4064	10	14
129.....	9.4815	9.5976	9.7137	10.0362	10.2684	10.4877	10	19
130.....	9.555	9.672	9.789	10.114	10.348	10.569	10	24
131.....	9.6285	9.7464	9.8643	10.1918	10.4276	10.6503	10	29
132.....	9.702	9.8208	9.9396	10.2696	10.5072	10.7316	10	34
133.....	9.7755	9.8952	10.0149	10.3474	10.5868	10.8129	10	38
134.....	9.849	9.9696	10.0902	10.4252	10.6664	10.8942	10	43
135.....	9.9225	10.044	10.1655	10.503	10.746	10.9755	10	48
136.....	9.996	10.1184	10.2408	10.5808	10.8256	11.0568	10	53
137.....	10.0695	10.1928	10.3161	10.6586	10.9052	11.1381	10	58
138.....	10.143	10.2672	10.3914	10.7364	10.9848	11.2194	11	02
139.....	10.2165	10.3416	10.4667	10.8142	11.0644	11.3007	11	07
140.....	10.29	10.416	10.542	10.892	11.144	11.382	11	12
141.....	10.3635	10.4904	10.6173	10.9698	11.2236	11.4633	11	17
142.....	10.437	10.5648	10.6926	11.0476	11.3032	11.5446	11	22
143.....	10.5105	10.6392	10.7679	11.1254	11.3828	11.6259	11	26
144.....	10.584	10.7136	10.8432	11.2032	11.4624	11.7072	11	31
145.....	10.6575	10.788	10.9185	11.281	11.542	11.7885	11	36
146.....	10.731	10.8624	10.9938	11.3588	11.6216	11.8698	11	41
147.....	10.8045	10.9368	11.0691	11.4366	11.7012	11.9511	11	46
148.....	10.878	11.0112	11.1444	11.5144	11.7808	12.0324	11	50
149.....	10.9515	11.0856	11.2197	11.5922	11.8604	12.1137	11	55

Miles	THROUGH FREIGHT MILEAGE RATES (See Regulation F-A-1)						Overtime Limit on Speed Basis of 12½ miles per hour	
	8.28¢	8.43¢	8.64¢	9.18¢	9.42¢		Hrs.	Min.
100.....	8.28	8.43	8.64	9.18	9.42		8	00
101.....	8.3628	8.5143	8.7264	9.2718	9.5142		8	05
102.....	8.4456	8.5986	8.8128	9.3636	9.6084		8	10
103.....	8.5284	8.6829	8.8992	9.4554	9.7026		8	14
104.....	8.6112	8.7672	8.9856	9.5472	9.7968		8	19
105.....	8.694	8.8515	9.072	9.639	9.891		8	24
106.....	8.7768	8.9358	9.1584	9.7308	9.9852		8	29
107.....	8.8596	9.0201	9.2448	9.8226	10.0794		8	34
108.....	8.9424	9.1044	9.3312	9.9144	10.1736		8	38
109.....	9.0252	9.1887	9.4176	10.0062	10.2678		8	43
110.....	9.108	9.273	9.504	10.098	10.362		8	48
111.....	9.1908	9.3573	9.5904	10.1898	10.4562		8	53
112.....	9.2736	9.4416	9.6768	10.2816	10.5504		8	58
113.....	9.3564	9.5259	9.7632	10.3734	10.6446		9	02
114.....	9.4392	9.6102	9.8496	10.4652	10.7388		9	07
115.....	9.522	9.6945	9.936	10.557	10.833		9	12
116.....	9.6048	9.7788	10.0224	10.6488	10.9272		9	17
117.....	9.6876	9.8631	10.1088	10.7406	11.0214		9	22
118.....	9.7704	9.9474	10.1952	10.8324	11.1156		9	26
119.....	9.8532	10.0317	10.2816	10.9242	11.2098		9	31
120.....	9.936	10.116	10.368	11.016	11.304		9	36
121.....	10.0188	10.2003	10.4544	11.1078	11.3982		9	41
122.....	10.1016	10.2846	10.5408	11.1996	11.4924		9	46
123.....	10.1844	10.3689	10.6272	11.2914	11.5866		9	50
124.....	10.2672	10.4532	10.7136	11.3832	11.6808		9	55
125.....	10.35	10.5375	10.80	11.475	11.775		10	00
126.....	10.4328	10.6218	10.8864	11.5668	11.8692		10	05
127.....	10.5156	10.7061	10.9728	11.6586	11.9634		10	10
128.....	10.5984	10.7904	11.0592	11.7504	12.0576		10	14
129.....	10.6812	10.8747	11.1456	11.8422	12.1518		10	19
130.....	10.764	10.959	11.232	11.934	12.246		10	24
131.....	10.8468	11.0433	11.3184	12.0258	12.3402		10	29
132.....	10.9296	11.1276	11.4048	12.1176	12.4344		10	34
133.....	11.0124	11.2119	11.4912	12.2094	12.5286		10	38
134.....	11.0952	11.2962	11.5776	12.3012	12.6228		10	43
135.....	11.178	11.3805	11.664	12.393	12.717		10	48
136.....	11.2608	11.4648	11.7504	12.4848	12.8112		10	53
137.....	11.3436	11.5491	11.8368	12.5766	12.9054		10	58
138.....	11.4264	11.6334	11.9232	12.6684	12.9996		11	02
139.....	11.5092	11.7177	12.0096	12.7602	13.0938		11	07
140.....	11.592	11.802	12.096	12.852	13.188		11	12
141.....	11.6748	11.8863	12.1824	12.9438	13.2822		11	17
142.....	11.7576	11.9706	12.2688	13.0356	13.3764		11	22
143.....	11.8404	12.0549	12.3552	13.1274	13.4706		11	26
144.....	11.9232	12.1392	12.4416	13.2192	13.5648		11	31
145.....	12.006	12.2235	12.528	13.311	13.659		11	36
146.....	12.0888	12.3078	12.6144	13.4028	13.7532		11	41
147.....	12.1716	12.3921	12.7008	13.4946	13.8474		11	46
148.....	12.2544	12.4764	12.7872	13.5864	13.9416		11	50
149.....	12.3372	12.5607	12.8736	13.6782	14.0358		11	55

Miles	THROUGH FREIGHT MILEAGE RATES (See Regulation F-A-1)						Overtime Limit on Speed Basis of 12½ miles per hour	
	7.35¢	7.44¢	7.53¢	7.78¢	7.96¢	8.13¢	Hrs.	Min.
150.....	11.025	11.16	11.295	11.67	11.94	12.195	12	00
151.....	11.0985	11.2344	11.3703	11.7478	12.0196	12.2763	12	05
152.....	11.172	11.3088	11.4456	11.8256	12.0992	12.3576	12	10
153.....	11.2455	11.3832	11.5209	11.9034	12.1788	12.4389	12	14
154.....	11.319	11.4576	11.5962	11.9812	12.2584	12.5202	12	19
155.....	11.3925	11.532	11.6715	12.059	12.338	12.6015	12	24
156.....	11.466	11.6064	11.7468	12.1368	12.4176	12.6828	12	29
157.....	11.5395	11.6808	11.8221	12.2146	12.4972	12.7641	12	34
158.....	11.613	11.7552	11.8974	12.2924	12.5768	12.8454	12	38
159.....	11.6865	11.8296	11.9727	12.3702	12.6564	12.9267	12	43
160.....	11.76	11.904	12.048	12.448	12.736	13.008	12	48
161.....	11.8335	11.9784	12.1233	12.5258	12.8156	13.0893	12	53
162.....	11.907	12.0528	12.1986	12.6036	12.8952	13.1706	12	58
163.....	11.9805	12.1272	12.2739	12.6814	12.9748	13.2519	13	02
164.....	12.054	12.2016	12.3492	12.7592	13.0544	13.3332	13	07
165.....	12.1275	12.276	12.4245	12.837	13.134	13.4145	13	12
166.....	12.201	12.3504	12.4998	12.9148	13.2136	13.4958	13	17
167.....	12.2745	12.4248	12.5751	12.9926	13.2932	13.5771	13	22
168.....	12.348	12.4992	12.6504	13.0704	13.3728	13.6584	13	26
169.....	12.4215	12.5736	12.7257	13.1482	13.4524	13.7397	13	31
170.....	12.495	12.648	12.801	13.226	13.532	13.821	13	36
171.....	12.5685	12.7224	12.8763	13.3038	13.6116	13.9023	13	41
172.....	12.642	12.7968	12.9516	13.3816	13.6912	13.9836	13	46
173.....	12.7155	12.8712	13.0269	13.4594	13.7708	14.0649	13	50
174.....	12.789	12.9456	13.1022	13.5372	13.8504	14.1462	13	55
175.....	12.8625	13.02	13.1775	13.615	13.93	14.2275	14	00
176.....	12.936	13.0944	13.2528	13.6928	14.0096	14.3088	14	05
177.....	13.0095	13.1688	13.3281	13.7706	14.0892	14.3901	14	10
178.....	13.083	13.2432	13.4034	13.8484	14.1688	14.4714	14	14
179.....	13.1565	13.3176	13.4787	13.9262	14.2484	14.5527	14	19
180.....	13.23	13.392	13.554	14.004	14.328	14.634	14	24
181.....	13.3035	13.4664	13.6293	14.0818	14.4076	14.7153	14	29
182.....	13.377	13.5408	13.7046	14.1596	14.4872	14.7966	14	34
183.....	13.4505	13.6152	13.7799	14.2374	14.5668	14.8779	14	38
184.....	13.524	13.6896	13.8552	14.3152	14.6464	14.9592	14	43
185.....	13.5975	13.764	13.9305	14.393	14.726	15.0405	14	48
186.....	13.671	13.8384	14.0058	14.4708	14.8056	15.1218	14	53
187.....	13.7445	13.9128	14.0811	14.5486	14.8852	15.2031	14	58
188.....	13.818	13.9872	14.1564	14.6264	14.9648	15.2844	15	02
189.....	13.8915	14.0616	14.2317	14.7042	15.0444	15.3657	15	07
190.....	13.965	14.136	14.307	14.782	15.124	15.447	15	12
191.....	14.0385	14.2104	14.3823	14.8598	15.2036	15.5283	15	17
192.....	14.112	14.2848	14.4576	14.9376	15.2832	15.6096	15	22
193.....	14.1855	14.3592	14.5329	15.0154	15.3628	15.6909	15	26
194.....	14.259	14.4336	14.6082	15.0932	15.4424	15.7722	15	31
195.....	14.3325	14.508	14.6835	15.171	15.522	15.8535	15	36
196.....	14.406	14.5824	14.7588	15.2488	15.6016	15.9348	15	41
197.....	14.4795	14.6568	14.8341	15.3266	15.6812	16.0161	15	46
198.....	14.553	14.7312	14.9094	15.4044	15.7608	16.0974	15	50
199.....	14.6265	14.8056	14.9847	15.4822	15.8404	16.1787	15	55

Miles	THROUGH FREIGHT MILEAGE RATES (See Regulation F-A-1)					Overtime Limit on Speed Basis of 12½ miles per hour	
	8.28¢	8.43¢	8.64¢	9.18¢	9.42¢	Hrs.	Min.
150.....	12.42	12.645	12.96	13.77	14.13	12	00
151.....	12.5028	12.7293	13.0464	13.8618	14.2242	12	05
152.....	12.5856	12.8136	13.1328	13.9536	14.3184	12	10
153.....	12.6684	12.8979	13.2192	14.0454	14.4126	12	14
154.....	12.7512	12.9822	13.3056	14.1372	14.5068	12	19
155.....	12.834	13.0665	13.392	14.229	14.601	12	24
156.....	12.9168	13.1508	13.4784	14.3208	14.6952	12	29
157.....	12.9996	13.2351	13.5648	14.4126	14.7894	12	34
158.....	13.0824	13.3194	13.6512	14.5044	14.8836	12	38
159.....	13.1652	13.4037	13.7376	14.5962	14.9778	12	43
160.....	13.248	13.488	13.824	14.688	15.072	12	48
161.....	13.3308	13.5723	13.9104	14.7798	15.1662	12	53
162.....	13.4136	13.6566	13.9968	14.8716	15.2604	12	58
163.....	13.4964	13.7409	14.0832	14.9634	15.3546	13	02
164.....	13.5792	13.8252	14.1696	15.0552	15.4488	13	07
165.....	13.662	13.9095	14.256	15.147	15.543	13	12
166.....	13.7448	13.9938	14.3424	15.2388	15.6372	13	17
167.....	13.8276	14.0781	14.4288	15.3306	15.7314	13	22
168.....	13.9104	14.1624	14.5152	15.4224	15.8256	13	26
169.....	13.9932	14.2467	14.6016	15.5142	15.9198	13	31
170.....	14.076	14.331	14.688	15.606	16.014	13	36
171.....	14.1588	14.4153	14.7744	15.6978	16.1082	13	41
172.....	14.2416	14.4996	14.8608	15.7896	16.2024	13	46
173.....	14.3244	14.5839	14.9472	15.8814	16.2966	13	50
174.....	14.4072	14.6682	15.0336	15.9732	16.3908	13	55
175.....	14.49	14.7525	15.12	16.065	16.485	14	00
176.....	14.5728	14.8368	15.2064	16.1568	16.5792	14	05
177.....	14.6556	14.9211	15.2928	16.2486	16.6734	14	10
178.....	14.7384	15.0054	15.3792	16.3404	16.7676	14	14
179.....	14.8212	15.0897	15.4656	16.4322	16.8618	14	19
180.....	14.904	15.174	15.552	16.524	16.956	14	24
181.....	14.9868	15.2583	15.6384	16.6158	17.0502	14	29
182.....	15.0696	15.3426	15.7248	16.7076	17.1444	14	34
183.....	15.1524	15.4269	15.8112	16.7994	17.2386	14	38
184.....	15.2352	15.5112	15.8976	16.8912	17.3328	14	43
185.....	15.318	15.5955	15.984	16.983	17.427	14	48
186.....	15.4008	15.6798	16.0704	17.0748	17.5212	14	53
187.....	15.4836	15.7641	16.1568	17.1666	17.6154	14	58
188.....	15.5664	15.8484	16.2432	17.2584	17.7096	15	02
189.....	15.6492	15.9327	16.3296	17.3502	17.8038	15	07
190.....	15.732	16.017	16.416	17.442	17.898	15	12
191.....	15.8148	16.1013	16.5024	17.5338	17.9922	15	17
192.....	15.8976	16.1856	16.5888	17.6256	18.0864	15	22
193.....	15.9804	16.2699	16.6752	17.7174	18.1806	15	26
194.....	16.0632	16.3542	16.7616	17.8092	18.2748	15	31
195.....	16.146	16.4385	16.848	17.901	18.369	15	36
196.....	16.2288	16.5228	16.9344	17.9928	18.4632	15	41
197.....	16.3116	16.6071	17.0208	18.0846	18.5574	15	46
198.....	16.3944	16.6914	17.1072	18.1764	18.6516	15	50
199.....	16.4772	16.7757	17.1936	18.2682	18.7458	15	55

Miles	LOCAL FREIGHT MILEAGE RATES (See Regulation F-A-2)						Overtime Limit on Speed Basis of 12½ miles per hour	
	7.87¢	7.96¢	8.05¢	8.30¢	8.48¢	8.65¢	Hrs.	Min.
100.....	7.87	7.96	8.05	8.30	8.48	8.65	8	00
101.....	7.9487	8.0396	8.1305	8.383	8.5648	8.7365	8	05
102.....	8.0274	8.1192	8.211	8.466	8.6496	8.823	8	10
103.....	8.1061	8.1988	8.2915	8.549	8.7344	8.9095	8	14
104.....	8.1848	8.2784	8.372	8.632	8.8192	8.996	8	19
105.....	8.2635	8.358	8.4525	8.715	8.904	9.0825	8	24
106.....	8.3422	8.4376	8.533	8.798	8.9888	9.169	8	29
107.....	8.4209	8.5172	8.6135	8.881	9.0736	9.2555	8	34
108.....	8.4996	8.5968	8.694	8.964	9.1584	9.342	8	38
109.....	8.5783	8.6764	8.7745	9.047	9.2432	9.4285	8	43
110.....	8.657	8.756	8.855	9.13	9.328	9.515	8	48
111.....	8.7357	8.8356	8.9355	9.213	9.4128	9.6015	8	53
112.....	8.8144	8.9152	9.016	9.296	9.4976	9.688	8	58
113.....	8.8931	8.9948	9.0965	9.379	9.5824	9.7745	9	02
114.....	8.9718	9.0744	9.177	9.462	9.6672	9.861	9	07
115.....	9.0505	9.154	9.2575	9.545	9.752	9.9475	9	12
116.....	9.1292	9.2336	9.338	9.628	9.8368	10.034	9	17
117.....	9.2079	9.3132	9.4185	9.711	9.9216	10.1205	9	22
118.....	9.2866	9.3928	9.499	9.794	10.0064	10.207	9	26
119.....	9.3653	9.4724	9.5795	9.877	10.0912	10.2935	9	31
120.....	9.444	9.552	9.66	9.96	10.176	10.38	9	36
121.....	9.5227	9.6316	9.7405	10.043	10.2608	10.4665	9	41
122.....	9.6014	9.7112	9.821	10.126	10.3456	10.553	9	46
123.....	9.6801	9.7908	9.9015	10.209	10.4304	10.6395	9	50
124.....	9.7588	9.8704	9.982	10.292	10.5152	10.726	9	55
125.....	9.8375	9.95	10.0625	10.375	10.60	10.8125	10	00
126.....	9.9162	10.0296	10.143	10.458	10.6848	10.899	10	05
127.....	9.9949	10.1092	10.2235	10.541	10.7696	10.9855	10	10
128.....	10.0736	10.1888	10.304	10.624	10.8544	11.072	10	14
129.....	10.1523	10.2684	10.3845	10.707	10.9392	11.1585	10	19
130.....	10.231	10.348	10.465	10.79	11.024	11.245	10	24
131.....	10.3097	10.4276	10.5455	10.873	11.1088	11.3315	10	29
132.....	10.3884	10.5072	10.626	10.956	11.1936	11.418	10	34
133.....	10.4671	10.5868	10.7065	11.039	11.2784	11.5045	10	38
134.....	10.5458	10.6664	10.787	11.122	11.3632	11.591	10	43
135.....	10.6245	10.746	10.8675	11.205	11.448	11.6775	10	48
136.....	10.7032	10.8256	10.948	11.288	11.5328	11.764	10	53
137.....	10.7819	10.9052	11.0285	11.371	11.6176	11.8505	10	58
138.....	10.8606	10.9848	11.109	11.454	11.7024	11.937	11	02
139.....	10.9393	11.0644	11.1895	11.537	11.7872	12.0235	11	07
140.....	11.018	11.144	11.27	11.62	11.872	12.11	11	12
141.....	11.0967	11.2236	11.3505	11.703	11.9568	12.1965	11	17
142.....	11.1754	11.3032	11.431	11.786	12.0416	12.283	11	22
143.....	11.2541	11.3828	11.5115	11.869	12.1264	12.3695	11	26
144.....	11.3328	11.4624	11.592	11.952	12.2112	12.456	11	31
145.....	11.4115	11.542	11.6725	12.035	12.296	12.5425	11	36
146.....	11.4902	11.6216	11.753	12.118	12.3808	12.629	11	41
147.....	11.5689	11.7012	11.8335	12.201	12.4656	12.7155	11	46
148.....	11.6476	11.7808	11.914	12.284	12.5504	12.802	11	50
149.....	11.7263	11.8604	11.9945	12.367	12.6352	12.8885	11	55

Miles	LOCAL FREIGHT MILEAGE RATES (See Regulation F-A-2)						Overtime Limit on Speed Basis of 12½ miles per hour	
	8.80¢	8.95¢	9.16¢	9.70¢	9.94¢		Hrs.	Min.
100	8.80	8.95	9.16	9.70	9.94		8	00
101	8.888	9.0395	9.2516	9.797	10.0394		8	05
102	8.976	9.129	9.3432	9.894	10.1388		8	10
103	9.064	9.2185	9.4348	9.991	10.2382		8	14
104	9.152	9.308	9.5264	10.088	10.3376		8	19
105	9.24	9.3975	9.618	10.185	10.437		8	24
106	9.328	9.487	9.7096	10.282	10.5364		8	29
107	9.416	9.5765	9.8012	10.379	10.6358		8	34
108	9.504	9.666	9.8928	10.476	10.7352		8	38
109	9.592	9.7555	9.9844	10.573	10.8346		8	43
110	9.68	9.845	10.076	10.67	10.934		8	48
111	9.768	9.9345	10.1676	10.767	11.0334		8	53
112	9.856	10.024	10.2592	10.864	11.1328		8	58
113	9.944	10.1135	10.3508	10.961	11.2322		9	02
114	10.032	10.203	10.4424	11.058	11.3316		9	07
115	10.12	10.2925	10.534	11.155	11.431		9	12
116	10.208	10.382	10.6256	11.252	11.5304		9	17
117	10.296	10.4715	10.7172	11.349	11.6298		9	22
118	10.384	10.561	10.8088	11.446	11.7292		9	26
119	10.472	10.6505	10.9004	11.543	11.8286		9	31
120	10.56	10.74	10.992	11.64	11.928		9	36
121	10.648	10.8295	11.0836	11.737	12.0274		9	41
122	10.736	10.919	11.1752	11.834	12.1268		9	46
123	10.824	11.0085	11.2668	11.931	12.2262		9	50
124	10.912	11.098	11.3584	12.028	12.3256		9	55
125	11.00	11.1875	11.45	12.125	12.425		10	00
126	11.088	11.277	11.5416	12.222	12.5244		10	05
127	11.176	11.3665	11.6332	12.319	12.6238		10	10
128	11.264	11.456	11.7248	12.416	12.7232		10	14
129	11.352	11.5455	11.8164	12.513	12.8226		10	19
130	11.44	11.635	11.908	12.61	12.922		10	24
131	11.528	11.7245	11.9996	12.707	13.0214		10	29
132	11.616	11.814	12.0912	12.804	13.1208		10	34
133	11.704	11.9035	12.1828	12.901	13.2202		10	38
134	11.792	11.993	12.2744	12.998	13.3196		10	43
135	11.88	12.0825	12.366	13.095	13.419		10	48
136	11.968	12.172	12.4576	13.192	13.5184		10	53
137	12.056	12.2615	12.5492	13.289	13.6178		10	58
138	12.144	12.351	12.6408	13.386	13.7172		11	02
139	12.232	12.4405	12.7324	13.483	13.8166		11	07
140	12.32	12.53	12.824	13.58	13.916		11	12
141	12.408	12.6195	12.9156	13.677	14.0154		11	17
142	12.496	12.709	13.0072	13.774	14.1148		11	22
143	12.584	12.7985	13.0988	13.871	14.2142		11	26
144	12.672	12.888	13.1904	13.968	14.3136		11	31
145	12.76	12.9775	13.282	14.065	14.413		11	36
146	12.848	13.067	13.3736	14.162	14.5124		11	41
147	12.936	13.1565	13.4652	14.259	14.6118		11	46
148	13.024	13.246	13.5568	14.356	14.7112		11	50
149	13.112	13.3355	13.6484	14.453	14.8106		11	55

Miles	LOCAL FREIGHT MILEAGE RATES (See Regulation F-A-2)						Overtime Limit on Speed Basis of 12½ miles per hour	
	7.87¢	7.96¢	8.05¢	8.30¢	8.48¢	8.65¢	Hrs.	Min.
150.....	11.805	11.94	12.075	12.45	12.72	12.975	12	00
151.....	11.8837	12.0196	12.1555	12.533	12.8048	13.0615	12	05
152.....	11.9624	12.0992	12.236	12.616	12.8896	13.148	12	10
153.....	12.0411	12.1788	12.3165	12.699	12.9744	13.2345	12	14
154.....	12.1198	12.2584	12.397	12.782	13.0592	13.321	12	19
155.....	12.1985	12.338	12.4775	12.865	13.144	13.4075	12	24
156.....	12.2772	12.4176	12.558	12.948	13.2288	13.494	12	29
157.....	12.3559	12.4972	12.6385	13.031	13.3136	13.5805	12	34
158.....	12.4346	12.5768	12.719	13.114	13.3984	13.667	12	38
159.....	12.5133	12.6564	12.7995	13.197	13.4832	13.7535	12	43
160.....	12.592	12.736	12.88	13.28	13.568	13.84	12	48
161.....	12.6707	12.8156	12.9605	13.363	13.6528	13.9265	12	53
162.....	12.7494	12.8952	13.041	13.446	13.7376	14.013	12	58
163.....	12.8281	12.9748	13.1215	13.529	13.8224	14.0995	13	02
164.....	12.9068	13.0544	13.202	13.612	13.9072	14.186	13	07
165.....	12.9855	13.134	13.2825	13.695	13.992	14.2725	13	12
166.....	13.0642	13.2136	13.363	13.778	14.0768	14.359	13	17
167.....	13.1429	13.2932	13.4435	13.861	14.1616	14.4455	13	22
168.....	13.2216	13.3728	13.524	13.944	14.2464	14.532	13	26
169.....	13.3003	13.4524	13.6045	14.027	14.3312	14.6185	13	31
170.....	13.379	13.532	13.685	14.11	14.416	14.705	13	36
171.....	13.4577	13.6116	13.7655	14.193	14.5008	14.7915	13	41
172.....	13.5364	13.6912	13.846	14.276	14.5856	14.878	13	46
173.....	13.6151	13.7708	13.9265	14.359	14.6704	14.9645	13	50
174.....	13.6938	13.8504	14.007	14.442	14.7552	15.051	13	55
175.....	13.7725	13.93	14.0875	14.525	14.84	15.1375	14	00
176.....	13.8512	14.0096	14.168	14.608	14.9248	15.224	14	05
177.....	13.9299	14.0892	14.2485	14.691	15.0096	15.3105	14	10
178.....	14.0086	14.1688	14.329	14.774	15.0944	15.397	14	14
179.....	14.0873	14.2484	14.4095	14.857	15.1792	15.4835	14	19
180.....	14.166	14.328	14.49	14.94	15.264	15.57	14	24
181.....	14.2447	14.4076	14.5705	15.023	15.3488	15.6565	14	29
182.....	14.3234	14.4872	14.651	15.106	15.4336	15.743	14	34
183.....	14.4021	14.5668	14.7315	15.189	15.5184	15.8295	14	38
184.....	14.4808	14.6464	14.812	15.272	15.6032	15.916	14	43
185.....	14.5595	14.726	14.8925	15.355	15.688	16.0025	14	48
186.....	14.6382	14.8056	14.973	15.438	15.7728	16.089	14	53
187.....	14.7169	14.8852	15.0535	15.521	15.8576	16.1755	14	58
188.....	14.7956	14.9648	15.134	15.604	15.9424	16.262	15	02
189.....	14.8743	15.0444	15.2145	15.687	16.0272	16.3485	15	07
190.....	14.953	15.124	15.295	15.77	16.112	16.435	15	12
191.....	15.0317	15.2036	15.3755	15.853	16.1968	16.5215	15	17
192.....	15.1104	15.2832	15.456	15.936	16.2816	16.608	15	22
193.....	15.1891	15.3628	15.5365	16.019	16.3664	16.6945	15	26
194.....	15.2678	15.4424	15.617	16.102	16.4512	16.781	15	31
195.....	15.3465	15.522	15.6975	16.185	16.536	16.8675	15	36
196.....	15.4252	15.6016	15.778	16.268	16.6208	16.954	15	41
197.....	15.5039	15.6812	15.8585	16.351	16.7056	17.0405	15	46
198.....	15.5826	15.7608	15.939	16.434	16.7904	17.127	15	50
199.....	15.6613	15.8404	16.0195	16.517	16.8752	17.2135	15	55

Miles	LOCAL FREIGHT MILEAGE RATES (See Regulation F-A-2)						Overtime Limit on Speed Basis of 12½ miles per hour	
	8.80¢	8.95¢	9.16¢	9.70¢	9.94¢		Hrs.	Min.
150.....	13.20	13.425	13.74	14.55	14.91	.....	12	00
151.....	13.288	13.5145	13.8316	14.647	15.0094	.....	12	05
152.....	13.376	13.604	13.9232	14.744	15.1088	.....	12	10
153.....	13.464	13.6935	14.0148	14.841	15.2082	.....	12	14
154.....	13.552	13.783	14.1064	14.938	15.3076	.....	12	19
155.....	13.64	13.8725	14.198	15.035	15.407	.....	12	24
156.....	13.728	13.962	14.2896	15.132	15.5064	.....	12	29
157.....	13.816	14.0515	14.3812	15.229	15.6058	.....	12	34
158.....	13.904	14.141	14.4728	15.326	15.7052	.....	12	38
159.....	13.992	14.2305	14.5644	15.423	15.8046	.....	12	43
160.....	14.08	14.32	14.656	15.52	15.904	.....	12	48
161.....	14.168	14.4095	14.7476	15.617	16.0034	.....	12	53
162.....	14.256	14.499	14.8392	15.714	16.1028	.....	12	58
163.....	14.344	14.5885	14.9308	15.811	16.2022	.....	13	02
164.....	14.432	14.678	15.0224	15.908	16.3016	.....	13	07
165.....	14.52	14.7675	15.114	16.005	16.401	.....	13	12
166.....	14.608	14.857	15.2056	16.102	16.5004	.....	13	17
167.....	14.696	14.9465	15.2972	16.199	16.5998	.....	13	22
168.....	14.784	15.036	15.3888	16.296	16.6992	.....	13	26
169.....	14.872	15.1255	15.4804	16.393	16.7986	.....	13	31
170.....	14.96	15.215	15.572	16.49	16.898	.....	13	36
171.....	15.048	15.3045	15.6636	16.587	16.9974	.....	13	41
172.....	15.136	15.394	15.7552	16.684	17.0968	.....	13	46
173.....	15.224	15.4835	15.8468	16.781	17.1962	.....	13	50
174.....	15.312	15.573	15.9384	16.878	17.2956	.....	13	55
175.....	15.40	15.6625	16.03	16.975	17.395	.....	14	00
176.....	15.488	15.752	16.1216	17.072	17.4944	.....	14	05
177.....	15.576	15.8415	16.2132	17.169	17.5938	.....	14	10
178.....	15.664	15.931	16.3048	17.266	17.6932	.....	14	14
179.....	15.752	16.0205	16.3964	17.363	17.7926	.....	14	19
180.....	15.84	16.11	16.488	17.46	17.892	.....	14	24
181.....	15.928	16.1995	16.5796	17.557	17.9914	.....	14	29
182.....	16.016	16.289	16.6712	17.654	18.0908	.....	14	34
183.....	16.104	16.3785	16.7628	17.751	18.1902	.....	14	38
184.....	16.192	16.468	16.8544	17.848	18.2896	.....	14	43
185.....	16.28	16.5575	16.946	17.945	18.389	.....	14	48
186.....	16.368	16.647	17.0376	18.042	18.4884	.....	14	53
187.....	16.456	16.7365	17.1292	18.139	18.5878	.....	14	58
188.....	16.544	16.826	17.2208	18.236	18.6872	.....	15	02
189.....	16.632	16.9155	17.3124	18.333	18.7866	.....	15	07
190.....	16.72	17.005	17.404	18.43	18.886	.....	15	12
191.....	16.808	17.0945	17.4956	18.527	18.9854	.....	15	17
192.....	16.896	17.184	17.5872	18.624	19.0848	.....	15	22
193.....	16.984	17.2735	17.6788	18.721	19.1842	.....	15	26
194.....	17.072	17.363	17.7704	18.818	19.2836	.....	15	31
195.....	17.16	17.4525	17.862	18.915	19.383	.....	15	36
196.....	17.248	17.542	17.9536	19.012	19.4824	.....	15	41
197.....	17.336	17.6315	18.0452	19.109	19.5818	.....	15	46
198.....	17.424	17.721	18.1368	19.206	19.6812	.....	15	50
199.....	17.512	17.8105	18.2284	19.303	19.7806	.....	15	55

TIME AND 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 AND 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

EXCLUDING

OHIO RIVER & WESTERN RAILWAY
WAYNESBURG AND WASHINGTON RAILROAD

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

PASSENGER SERVICE.

Basic rates.

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

WEIGHT ON DRIVERS	Rate per Mile	Rate per Day	Regu- lar and Over- time Hourly Rate
Less than 80,000 pounds.....	6.62	\$6.62	\$.8275
80,000 to 100,000 pounds.....	6.62	6.62	.8275
100,000 to 140,000 ".....	6.71	6.71	.84
140,000 to 170,000 ".....	6.79	6.79	.85
170,000 to 200,000 ".....	6.88	6.88	.86
200,000 to 250,000 ".....	6.97	6.97	.8725
250,000 to 300,000 ".....	7.05	7.05	.8825
300,000 to 350,000 ".....	7.14	7.14	.8925
350,000 to 400,000 ".....	7.22	7.22	.9025
400,000 to 450,000 ".....	7.31	7.31	.915
450,000 to 500,000 ".....	7.40	7.40	.925
500,000 pounds and over.....	7.48	7.48	.935
Mallets regardless of weight.....	7.70	7.70	.9625

P-A-2. Backout rates will be allowed engineers at Backouts. 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 West Philadelphia Yard, to milk platform, 31st and Chestnut Streets, or vice versa, or for movement of cars from trains scheduled via West Philadelphia Station (Grays Ferry Branch), to West Philadelphia Yard, or vice versa, engineers will be paid eighteen and nine-tenths cents.

For backing trains around "Y" via "HM," or "D-3," and "K," thence to West Philadelphia Yard, when less than one hour is consumed between arrival at Broad Street Station and the time the engine passes "CY" Block Station, or Engine Starter's Office, Spring Garden Street, en route to enginehouse, engineers will be paid thirty-seven and eight-tenths cents.

For backing trains around "Y" via "HM," or "D-3," and "K," thence to Broad Street Station, engineers will be paid fifty-six and seven-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 engine to or from the station, engineers will be paid eighteen and nine-tenths cents.

PITTSBURGH:

For backing or pulling trains into or out of Pennsylvania Station, from or to yard, from or to milk platform, from or to American Railway Express tracks or "pit" at Pennsylvania Station, engineers will be paid eighteen and nine-tenths cents.

JERSEY CITY:

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

WASHINGTON:

For backing trains into or out of Union Station, engineers will be paid eighteen and nine-tenths cents.

WILMINGTON:

For trips between West Yard and enginehouse, engineers will be paid eighteen and nine-tenths cents.

For taking Wilmington and Philadelphia accommodation trains from West Yard to Wilmington and return, or vice versa, including turning engine on "Y," engineers will be paid eighteen and nine-tenths cents.

BUFFALO:

For turning trains on "Y," engineers will be paid eighteen and nine-tenths 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 sixty-seven and nine-tenths cents.

Minimum daily
earnings.

P-A-3. In all passenger service earnings accruing under mileage, over-time, backout and other regulations for each calendar day service is performed shall be not less than \$7.53.

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 \$7.53 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 \$7.53 for each of the three days, the average of \$7.53 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 \$7.53 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 \$7.53 each day, but on third day making minimum day of less than \$7.53. The minimum of \$7.53 applies for the third day.

Example 5: Engineer on weekday assignment is required to work as extra engineer on Sunday. Minimum of \$7.53 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 \$7.53 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-4. 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 \$7.53 for the trip. Will be paid minimum of \$7.53.

Electric engine
rates.

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

Multiple unit
rates.

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.

Motor car
rates.

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.

P-C-2. On short turnaround runs, no single trip <sup>Overtime—
Short
turnaround
runs.</sup> 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 applies regardless of mileage made.

For calculating overtime under this regulation the initial trip will be designated.

Question 1.—Does this regulation 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 ten 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 north-easterly 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.

Overtime—
Other than
short
turnaround
runs.

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.

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.

F-A-1. Rates for through and irregular freight, ^{Basic rates—}pusher, helper, mine run or roustabout, belt line or ^{Through}transfer, work, wreck, construction, snow plow, circus ^{freight, etc.}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.....	7.35¢	\$ 7.35	\$.92	\$1.38
80,000 to 100,000 "	7.44	7.44	.93	1.395
100,000 to 140,000 "	7.53	7.53	.9425	1.4125
140,000 to 170,000 "	7.78	7.78	.9725	1.46
170,000 to 200,000 "	7.96	7.96	.995	1.4925
200,000 to 250,000 "	8.13	8.13	1.0175	1.525
250,000 to 300,000 "	8.28	8.28	1.035	1.5525
300,000 to 350,000 "	8.43	8.43	1.055	1.5825
350,000 pounds and over.....	8.64	8.64	1.08	1.62
Mallets less than 275,000 pounds.....	9.18	9.18	1.1475	1.7225
Mallets 275,000 pounds and over	9.42	9.42	1.1775	1.7675

Basic rates—
Local freight.

F-A-2. Rates for local or way-freight 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.....	7.87¢	\$ 7.87	\$.985	\$ 1.4775
80,000 to 100,000 "	7.96	7.96	.995	1.4925
100,000 to 140,000 "	8.05	8.05	1.0075	1.51
140,000 to 170,000 "	8.30	8.30	1.0375	1.5575
170,000 to 200,000 "	8.48	8.48	1.06	1.59
200,000 to 250,000 "	8.65	8.65	1.0825	1.6225
250,000 to 300,000 "	8.80	8.80	1.10	1.65
300,000 to 350,000 "	8.95	8.95	1.12	1.68
350,000 pounds and over.....	9.16	9.16	1.145	1.7175
Mallets less than 275,000 pounds.....	9.70	9.70	1.2125	1.82
Mallets 275,000 pounds and over.....	9.94	9.94	1.2425	1.865

F-A-3. Engineers will be paid thirty-eight and five-tenths 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.

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 turn-around, 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.....	\$7.22	\$.9025	\$1.355
140,000 to 200,000 "	7.40	.925	1.3875
200,000 to 300,000 "	7.57	.9475	1.42
300,000 pounds and over.....	7.74	.9675	1.4525
Mallets under 275,000 pounds.....	8.39	1.05	1.575
Mallets 275,000 pounds and over.....	8.64	1.08	1.62

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

This regulation 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-B-1. Eight hours or less shall constitute a day's Basic day. 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 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.

Calculating
beginning of
assignment
and meal
period.

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.

ELECTRIC SERVICE.

E-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.

	Rate Per Day	Hourly Rate	
		Regular	Overtime
Multiple Unit Electric Switching, Camden Terminal.....	\$7.71	\$9.65	\$1.4475

REGULATION NO. 1—PROMOTION.

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.

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

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.
Working zones.

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.

REGULATION NO. 2—SELECTION OF RUNS.

Advertisement
and assignment
of.

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.

(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, be advertised and filled in the manner provided in paragraph (a). 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) The engineer who is occupying an assignment or pool when it is advertised may 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.

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 of force, such changes as are required by Regulations 5-N-2 and 5-N-3 will be made in accordance with the cards on file, without advertising.

2-A-3. Engineers absent on account of sickness, temporary disability, suspension or leave of absence when new runs or vacancies are advertised will be permitted to take such new run or vacancy immediately upon return to duty if their seniority entitles them to it.

2-A-4. The following changes will be sufficient to require advertisement of regular assignments: changing the initial or final terminal in any class of service; changing the initial starting time thirty minutes or over in any class of service; increasing or decreasing the tour of duty thirty minutes or over in passenger service; changing the route or mileage to the extent of five miles in any class of service; increasing or decreasing the number of days per week of an assignment in any class of service; or permanently changing from yard to road basis of pay, or vice versa.

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, a run which has been advertised and no bids received may be left as a vacancy to be advertised as such until filled.

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, a run which has been advertised and no bids received may be left as a vacancy to be advertised as such until filled.

(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. Engineers making application for a new run or vacancy under Regulation 2-A-1, or filing cards under Regulation 2-A-2, must file same with the division officer signing the advertisement and will receive acknowledgment from him.

Reduction of
force.

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

An engineer entitled to exercise his seniority under this regulation must do so within five days; except, that when 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.

Roster.

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.

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. When interdivisional runs are established, the total mileage of all such runs (passenger and freight service to be computed separately) in which the same divisions participate shall be determined, and these crews divided between the participating divisions on the basis of the percentage which the mileage actually run on each division bears to the total mileage made in such service. The mileage made over terminal or yard divisions or over foreign railroads shall be considered neutral mileage and not assigned to any of the participating divisions. The mileage made by unassigned trains operated as extras or as extra sections of assigned interdivisional runs shall not be considered in apportioning crews.

Interdivisional
runs.

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

Engineers on terminal or yard divisions are not entitled to representation in inter- or trans-divisional service.

The delivery of trains to the nearest available terminal of the receiving division is not considered inter-divisional service.

This regulation also applies to inter-seniority district runs and shall not be retroactive.

**Merger of
divisions.**

3-D-1. When two or more divisions are merged, or separated, the seniority of engineers then in the service 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.

This regulation also applies to the merging or separation of seniority districts and shall not be retroactive.

**Official
positions.**

3-E-1. Engineers accepting official positions with the Company will retain their seniority.

**Committee
work—leave of
absence for.**

3-E-2. Engineers will, upon request, be given the necessary leave of absence for committee work, without impairment of seniority.

**Reinstatement
of discharged
engineers.**

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.

**Time begins
and ends.**

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 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.

4-B-1. Road engineers called, or required to report without being called, and released without performing service, will be paid one-half of a minimum day and, in unassigned service, stand first out; if held over four hours they will be paid a minimum day and, in unassigned service, be placed at the foot of the board. Called and not used.

4-B-2. When it is known that a yard assignment is to be discontinued for one day or longer, engineers 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 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, and report for duty, they shall be allowed one day's pay.

4-B-3. Extra yard engineers called and released without performing service will be paid one-half of a minimum day and stand first out; if held over four hours they will be paid a minimum day and will be placed at the foot of the board.

4-B-4. Under Regulations 4-B-1, 4-B-2 and 4-B-3, pay will be based on the minimum rate provided for engines assigned to the service for which called or for which reporting.

4-C-1. Engineers required to qualify or requalify on territory over which they hold no permanent seniority Qualifying.

will, for a specified time to be decided by the proper officer, be paid for qualifying or requalifying on the following bases:

(a) Pool or assigned engineers, time actually lost by reason of not working regular pool or assignment.

(b) Extra engineers, 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 provided 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.

(d) Engineers promoted after date of merger will not be allowed pay for qualifying over territory added to their division or seniority district by merger, except when promoted within one year following date of merger.

Irregular
service.

4-D-1. Passenger engineers performing irregular service, not in connection with their own train, before completing their regular day's work, or held on duty after the completion of their regular day and not used, or required to deliver part or all of their train beyond the terminal, will be paid miles or hours, whichever is greater, with a minimum of three hours, at the regular hourly rate of the run in connection with which the service is performed.

4-D-2. Engineers in road service other than passenger will be paid in accordance with Regulation 4-D-1,

except (1) no separate payment will be made for irregular service performed between the initial and final terminals, but the mileage so made will be included with the mileage of the run, (2) when engineers in pool or irregular freight service are required to deliver part or all of their train to a point more than ten miles beyond any points in their terminal at which the train could have been set off on a continuous time or mileage basis, a separate day will be paid.

4-D-3. Engineers in road service required to go to some point beyond the regular terminal to pick up any part or all of their train, will be paid miles or hours, whichever is greater, with a minimum of one hour, in addition to allowance for the trip, at the regular hourly rate of the run in connection with which the service is performed, except that when engineers in pool or irregular freight service are required to go to a point beyond their terminal in excess of ten miles from any points in such terminal at which the train could have been picked up on a continuous time or mileage basis, they will be paid a separate day. Amounts allowed under this regulation will, except in short turnaround passenger service and except when a separate day is paid to crews in pool or irregular freight service, extend time of trip proportionately.

4-D-4. Road freight engineers arriving at their terminal after having been on duty eight hours or more, or having run one hundred miles or more, or having completed an assignment, will be entitled to the additional compensation of a separate day under

the provisions of Regulations F-A-1 or F-A-2 and F-C-1 if required to perform any further service other than disposing of their own trains, except:

Exception 1.—Engineers in local, way-freight, roust-about, belt line or transfer service arriving at their terminal after having been on duty eight hours or more or having run one hundred miles or more will be paid on a continuous time basis for performing service covered by their assignment; provided, such service is terminated within one (1) hour.

Exception 2.—Engineers in through freight 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 connection with the disposal or placing within their terminal of the perishable or merchandise cars brought in in their own train; provided, such service is terminated within forty-five (45) minutes.

Exception 3.—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 (1) hour.

Exception 4.—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 connection with the disposal or placing of their circus train cars within their terminal until relieved.

The payment of a separate day also applies to road passenger engineers used after completion of their assignment, to perform service other than disposing of their own trains.

4-E-1. Deadheading and service may be combined in Deadheading. 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.

Short
turnaround
freight service.

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.

This regulation does not apply to engineers in pusher or helper, mine, work or wreck train service.

Light running.

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.

Pilots.

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

4-1-1. Engineers attending court or inquest by ^{Attending court.} direction of an officer of the Company will be paid actual time lost, and necessary expenses will be allowed when away from home.

Extra engineers, or regular engineers on days 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.

No allowance will be made for deadheading necessary to attend court or inquest.

Witness fees and mileage will be remitted to the Company.

4-J-1. Engineers required to report for investi- ^{Attending investigations.} gation immediately after having finished or just prior to reporting for work will, if found not guilty, be allowed continuous time, the time thus allowed to be at regular hourly rates.

If required to attend investigation at any other than the above mentioned times, except when under pay, they will, if found not guilty, be allowed a day based on the minimum rate provided for engines assigned to the service in which ordinarily engaged. If time is lost, actual time lost will be allowed.

No allowance will be made for deadheading necessary to attend investigation.

This regulation also applies to engineers required to attend investigation as witnesses.

When statements are prepared for signature of engineers in connection with any inquiry or investigation, they will be furnished copy of same upon request.

Protecting
regular
assignments.

4-K-1. A regularly assigned engineer required to hold himself available for call on days his assignment does not work, will, if not used, 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 service protected.

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.

Services other
than regular
duties.

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 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.

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 170,000 to 200,000 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, 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 and mine run 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 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

Pick up and drop service.

hills, will not be counted as stops under this regulation. A stop covers the work done at one point between the time train is stopped and entire train is coupled up ready to start.

Combined
service.

4-0-1. Engineers performing more than one class of road service in a tour of duty, will 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 will apply for the entire tour of duty.

4-0-2. Yard engineers paid yard rates and regularly assigned to perform service within switching limits, will, if used in road service beyond their switching limits, be paid miles or hours, whichever is greater, at regular rates for the class of service performed, with a minimum of one hour for each time so used, in addition to yard pay and without any deduction therefrom for time consumed in road service beyond their switching limits.

This regulation does not affect present practice of using yard engineers at yard rates to assist trains out of terminals at points where this has heretofore been an established practice.

Question 1.—Under Regulation 4-0-2 how should yard crews regularly assigned to perform service within switching limits be paid in the following examples:

(a) Work five hours in yard, then used in road service four hours, making 20 miles; total spread, nine hours?

Decision.—One day at yard rates, one hour at yard overtime rates, and four hours at regular hourly road rates.

(b) Work three hours in yard, then used in road service two hours, making 10 miles, returning to yard for four hours; total spread, nine hours?

Decision.—One day at yard rates, one hour at yard overtime rates, and two hours at regular hourly road rates.

(c) Work seven hours in yard, then used in road service three hours, making 18 miles; total spread, ten hours?

Decision.—One day at yard rates, two hours at yard overtime rates, and three hours at regular hourly road rates.

(d) Work two hours in yard; used in road service 30 minutes, making 5 miles; returns to yard and works two hours; again used in road service for one hour, making 10 miles; then returns to yard and works two hours and 30 minutes; total spread, eight hours?

Decision.—One day at yard rates, one hour at regular hourly road rates for first road service and one hour at regular hourly road rates for second road service.

(e) Work one hour in yard; used in road service for one hour, making 20 miles; returns to yard and works five hours; again used in road service for two hours, making 15 miles; total spread, nine hours?

Decision.—One day at yard rates, one hour at yard overtime rates, 20 miles at road mileage rates for first road service, and two hours at regular hourly road rates for second road service.

(f) Assigned from 7.00 A. M. to 3.00 P. M.; work two hours in yard; used in road service for one hour, making

10 miles; returns to yard and works four hours; again used in road service for five hours, making 25 miles; relieved at 7.00 P. M.; total spread, twelve hours?

Decision.—One day at yard rates, four hours at yard overtime rates, and six hours at regular hourly road rates.

(g) Assigned from 7.00 A. M. to 3.00 P. M.; work one hour in yard; used in road service nine hours, making 30 miles; relieved at 5.00 P. M.; total spread, ten hours?

Decision.—One day at yard rates, two hours at yard overtime rates, and nine hours at regular hourly road rates.

4-0-3. 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.

4-0-4. 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.

4-0-5. Nothing in Regulations 4-0-1, 4-0-2, 4-0-3 or 4-0-4 modifies in any way the application of Regulations 4-D-1, 4-D-2, 4-D-3 or 4-D-4.

4-P-1. When time claimed is not allowed, engineers will be promptly notified in writing and the reason therefor given.

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

Time not
allowed.

4-Q-1. Road engineers in straightaway service cut off en route 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 en route.}

4-Q-2. Road engineers cut off en route 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.

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 are 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-2, 4-D-3 or 4-D-4, 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.

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
engineers.**

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.

**Final terminal
delay.**

4-T-1. In freight service, final terminal delay shall be computed from the time engine reaches the designated main track switch connection with the yard track, or signal governing the same, 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 will be paid for on the minute basis at 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.

4-T-2. 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.

4-U-1. The following defines the bases for fixing the ^{Boosters.} weight on drivers of a locomotive with 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 and 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. 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 terminal 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).

Road engineers required to report on regular runs leaving between the hours of 11.00 P. M. and 7.00 A. M.

First in,
first out.

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

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.

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. Working at outlying points.

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 committees. Pools and extra lists.

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 committees 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 does not apply to interdivisional service.

Service at other
than home
terminal.

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 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.

Notice of
disablement.

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

Rest period.

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

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 the same and conditions warrant it.

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.

5-M-1. Regularly assigned yard crews shall each ^{Starting time.} 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-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.

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.

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 Regulations 5-M-2 or 5-M-4.

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.

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.

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.

Regulation of
service.

5-N-1. In the regulation of regular and extra passenger service, sufficient number of engineers will be assigned to keep the average mileage or equivalent thereof within 4000 and 4800 miles per month; in regular and extra road service other than passenger 3200 and 3800 miles per month and in extra yard service 25 and 35 days per month.

5-N-2. Reductions in force will not be made for the purpose of adjusting average mileage limitations or equivalent thereof so long as engineers earn the equivalent of the respective minimum average mileage limits provided in Regulation 5-N-1.

5-N-3. Engineers taken off under Regulation 5-N-2 will be returned to service as engineers as soon as regular and extra passenger engineers average the equivalent of 4500 miles per month; regular and extra road engineers other than passenger average the equivalent of 3500 miles per month, and extra yard engineers average the equivalent of 30 days per month.

5-N-4. When engineers have earned the equivalent of the maximum mileage limits provided in Regulation 5-N-1, they will lay off during the balance of the month, as provided in Regulation 5-N-5; provided that an

engineer will be permitted to make an additional trip if the preceding trip did not permit of total mileage earned during the month equaling the proper maximum provided in Regulation 5-N-1.

5-N-5. Reductions in force under Regulation 5-N-2, increases in force under Regulation 5-N-3 and the taking off of engineers under Regulation 5-N-4 will take place at request of Local Chairmen when business will permit.

NOTE:—When mutually agreeable to the Division Officers and the Local Committees, the 5-N Regulations will not apply during periods of continued depression in business, where to do so would work serious hardship to many deserving employees.

5-O-1. Yard engineers will be allowed twenty min- Meal periods.
utes for lunch between four and one-half and six hours after starting work without deduction in pay.

5-P-1. Established terminals will not be changed Change of terminals.
nor new terminals created without conference with committees representing employes affected.

5-Q-1. Engineers will not be required to clean Cleaning engines, etc.
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.

REGULATION NO. 6—DISCIPLINE.

How imposed.
Notice of.

6-A-1. Engineers will not be suspended nor dismissed from the service without a fair and impartial trial; neither will they be held off duty for minor offenses pending investigation or decision. Witnesses will be examined separately, but in the event of conflicting testimony, those whose evidence conflicts will be examined together. Engineers will be notified in writing ten days prior to date suspension takes effect.

6-A-2. Time lost attending investigations will be applied against suspension and notice of discipline will be worded accordingly. Time lost as a result of appeals from discipline will not be applied against suspension.

6-A-3. An engineer required to attend investigation may be accompanied by an employe of his own selection, who will be permitted to question witnesses so far as the interests of the engineer is concerned.

6-A-4. When letters of suspension or censure are given engineers, they will be permitted to retain same.

REGULATION NO. 7—APPEALS.

Method of.

7-A-1. An engineer who considers that an injustice has been done him, and who has appealed his case in writing to his Superintendent within ten days, will be given a hearing at which he may be accompanied by an engineer 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.

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

8-B-1. Crew boards showing the order in which Crew boards. crews are to go out will be maintained.

8-C-1. When an engineer has been removed from Physical fitness
his position on account of his physical condition and —Determina-
tion of. 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:

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

Service letters. **8-D-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-E-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.

Bulletin of weight of engines. **8-F-1.** Bulletins will be posted at principal terminals showing accurately the weight on drivers, in working condition, of all engines in service.

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

REGULATION NO. 9—NOTICE OF CHANGES.

9-A-1. Should either the management or the en- Changes in
gineers desire to change any or all of these regulations, Regulations.
the party desiring to make the change shall notify the
other party in writing of the desired change; and no
change will be made, except by mutual consent, until
thirty days after such notice has been given.

For the Management:

R. K. Rochester
General Manager,
Eastern Region.

G. J. Lipson
General Manager,
Central Region.

A. E. McCormick
General Manager,
Western Region.

For the Employees:

W. L. Shauburger
General Chairman,
B. of L. E.

J. O. Enders
General Chairman,
B. of L. E.

Elmer G. Boling
General Chairman,
B. of L. E. *a. d.*

August 15, 1928.

**COPY OF
MEMORANDUM OF UNDERSTANDING COVERING METHOD
TO BE FOLLOWED IN THE HANDLING OF QUESTIONS
BETWEEN THE PENNSYLVANIA SYSTEM
MANAGEMENT AND ITS EMPLOYES
IN ENGINE AND TRAIN
SERVICE.**

PREAMBLE:

1. The outline of the method in which controversial matters are to be handled as given below is for the purpose of expeditious adjustment of matters presented, to the end that there may be a satisfied spirit among the officers and employes, and it is important, therefore, that so far as is possible, decisions will be reached at the time of meeting, such decision to be confirmed in writing as promptly thereafter as is possible.

2. This plan for handling schedule and other matters can be successful only by full and conscientious co-operation on the part of both the Management and the employes, and it is expected that when questions are presented for disposition that the spirit of absolute fairness will be the factor in adjusting these matters.

DIVISIONAL HANDLING.

MONTHLY MEETINGS—SUPERINTENDENT AND LOCAL CHAIRMEN:

3. Each Division Superintendent will hold joint monthly meetings with the Local Chairmen representing the Engineers, Firemen, Hostlers, Conductors, Trainmen and Switchtenders, for the purpose of disposing, if possible, of all controversial matters arising

on the division, and these matters may be placed before the meeting by either the employes or the Superintendent.

4. The Local Chairmen will furnish the Superintendent not less than five days in advance of the meeting a list of the questions they desire to discuss and the Superintendent will likewise advise all Local Chairmen not less than five days in advance of the meeting of the questions he desires to have discussed.

SCHEDULE—METHOD OF HANDLING WHEN THERE IS NO DISAGREEMENT:

5. Questions relating to schedule matters which are discussed and agreed upon between the Superintendent and Local Chairmen will be placed in effect at once and referred by them to the Joint Reviewing Committee immediately for review with a joint statement prepared by the Superintendent and Local Committee stating the case at hand and giving their reasons for such agreement. Copies of this joint submission will be furnished the Local Chairman, the General Superintendent and the General Manager.

SCHEDULE—METHOD OF HANDLING WHEN THERE IS DISAGREEMENT:

6. In cases where the Superintendent and Local Committee are not agreed that the language of a schedule rule exactly covers the situation at hand, and there having been no interpretation placed on same by the Joint Reviewing Committee, they will at once

prepare and refer to the Joint Reviewing Committee for decision a joint submission showing: (1) joint statement of agreed upon facts; (2) position of Committee; (3) position of Superintendent. Copies will be furnished the Local Chairman, General Superintendent and General Manager.

INTERPRETATIONS OF SCHEDULE—METHOD OF HANDLING WHEN THERE IS DISAGREEMENT:

7. In cases where the Superintendent and Local Committee are not agreed that an interpretation that has been placed on a Rule by the Joint Reviewing Committee exactly covers the situation at hand, a joint statement will at once be prepared by the Superintendent and the Local Chairman showing: (1) joint statement of agreed upon facts; (2) position of Local Chairman or Committee; (3) position of Superintendent. Copies of this joint submission will be furnished the Superintendent and Local Chairman. If further action is taken on the case it will be with the General Superintendent.

DISCIPLINE APPEALS—METHOD OF HANDLING:

8. Discipline matters subject of appeal by Local Chairman will be handled in accordance with schedule regulations, or may be handled at the monthly meetings providing the employe involved has complied with the regulations covering the method of appeal from discipline.

9. In the event the Local Chairman is not satisfied with the decision of the Superintendent on a discipline

case, joint statement will at once be prepared by the Superintendent and the Local Chairman showing: (1) joint statement of agreed upon facts; (2) position of Local Chairman or Committee; (3) position of Superintendent. Copies of this joint submission will be furnished the Superintendent and Local Chairman. If further action is taken on the case it will be with the General Superintendent.

OTHER THAN SCHEDULE AND DISCIPLINE MATTERS— METHOD OF HANDLING:

10. In addition to schedule and discipline matters, all other controversial questions will be handled at the Superintendent's monthly meeting. In case Local Chairman or Committee is not satisfied with the Superintendent's decision, joint submission will be made in the same form as outlined in Paragraph 9.

GENERAL DIVISIONAL HANDLING.

MONTHLY MEETINGS—GENERAL SUPERINTENDENT AND GENERAL CHAIRMEN:

11. Each General Superintendent will hold joint monthly meetings with the General Chairmen representing the Engineers, Firemen, Hostlers, Conductors, Trainmen and Switchtenders for the purpose of disposing, if possible, of all controversial matters referred to him by the General Chairmen and upon which the Superintendent and the Local Chairmen have been unable to agree. Questions for discussion will be referred to the General Superintendent by the General Chairmen not less than five days in advance of meeting

and the General Superintendent will likewise furnish the General Chairmen a list of questions he desires to discuss not less than five days in advance of meeting.

OTHER THAN SCHEDULE MATTERS—METHOD OF HANDLING:

12. In the event the General Chairman is not satisfied with the decision of the General Superintendent on any controversial matters, other than schedule matters, referred to the General Superintendent by the General Chairman, such cases will at once be jointly referred by the General Superintendent and the General Chairman to the General Manager giving: (1) joint statement of agreed upon facts; (2) position of Committee; (3) position of General Superintendent. Copies of this joint submission will be furnished the General Chairman.

SCHEDULE—METHOD OF HANDLING WHEN THERE IS NO DISAGREEMENT:

13. Questions relating to schedule matters which are discussed and agreed upon between the General Superintendent and the General Chairmen will be placed in effect at once and referred by them to the Joint Reviewing Committee immediately for review with a joint statement prepared by the General Superintendent and General Committee, stating the case and giving their reasons for such agreement. Copies of this joint submission will be furnished the General Chairman and the General Manager.

INTERPRETATIONS OF SCHEDULE—METHOD OF HANDLING WHEN THERE IS DISAGREEMENT:

14. In cases where the General Superintendent and General Committee are not agreed that an interpretation that has been placed on a rule by the Joint Reviewing Committee exactly covers the situation, a joint statement will at once be prepared by the General Superintendent and the General Chairman and referred to the General Manager giving: (1) a joint statement of agreed upon facts; (2) position of Committee; (3) position of General Superintendent. Copy of this joint submission will be furnished the General Chairman.

REGIONAL HANDLING.

MONTHLY MEETINGS—GENERAL MANAGER AND GENERAL CHAIRMEN:

15. Each General Manager will hold joint monthly meetings with the General Chairmen representing the Engineers, Firemen, Hostlers, Conductors, Trainmen and Switchtenders for the purpose of disposing, if possible, of all questions which have been submitted to him by the General Chairmen as a result of disagreeing with decisions of the General Superintendent. General Chairmen will furnish the General Manager not less than five days before meeting, a list of subjects to be discussed and the General Manager will likewise furnish list to the General Chairmen not less than five days before meeting, of questions he desires to discuss.

SCHEDULE AND OTHER MATTERS—METHOD OF HANDLING WHEN THERE IS DISAGREEMENT:

16. All controversial matters, including those referred to in Paragraph 7, which have been appealed to the General Manager as a result of the General Superintendent and General Committee not being able to arrive at a common understanding will, if not disposed of between the General Manager and the General Chairmen, be referred by them to the Joint Reviewing Committee for decision, giving: (1) joint statement of agreed upon facts; (2) position of Committee; (3) position of General Manager. Copies of this joint submission will be furnished the General Chairman.

SCHEDULE—METHOD OF HANDLING WHEN THERE IS NO DISAGREEMENT:

17. Questions relating to schedule matters which are discussed and agreed upon between the General Manager and the General Chairmen will be placed in effect at once and be referred by them immediately to the Joint Reviewing Committee for review with a joint statement prepared by the General Manager and the General Committee stating the case and giving their reasons for such agreement. Copies of this joint submission will be furnished the General Chairman.

JOINT REVIEWING COMMITTEE.

INTERPRETATIONS—PROMULGATION OF:

18. Interpretations of schedule matters made by the Joint Reviewing Committee will be promulgated to all interested railroad officers. A sufficient number

of copies of these interpretations will be furnished the General Chairmen for distribution to their Local Chairmen.

SCHEDULE OF MONTHLY MEETINGS.

19. The schedule of monthly meetings for the purpose of carrying out the provisions set forth above will be arranged so as to afford the General Chairmen sufficient latitude to satisfactorily cover the schedule of meetings and to the end that the cases may be carried through monthly meetings to the Joint Reviewing Committee, if necessary, without delay.

Paste over Article 20, Memorandum of Understanding:

Page 73, Engineers' Schedule.

Page 84, Firemen's and Hostlers' Schedule.

Page 79, Conductors', Trainmen's and Switch-tenders' Schedule.

20. The Joint Reviewing Committee shall consist, for the management, of three representatives from each Region of the System; for the employees, the General Chairmen of the Engine and Train Service Employees, which, as at present constituted, consists of nine (9) members.

NOTE.—Under the provisions of this paragraph, the Eastern Region and that portion of the New York Zone formerly in the Eastern Region shall jointly be entitled to three representatives on the Joint Reviewing Committee.

METHOD TO BE FOLLOWED BY JOINT REVIEWING COMMITTEE.

21. In all matters other than discipline the entire Committee will sit.

22. In cases of discipline the representatives of the Management in the Region where the case arises, together with the representatives of the employe involved

in that Region where the case arises, will not sit on the Committee but will present the case to the remaining members of the Committee, who will hear and determine the matter at issue.

23. The Management and the employees will have equal voting power and not less than a two-thirds vote will be necessary to reach a decision.

24. In case a decision is not reached by the Joint Reviewing Committee not later than subsequent monthly meeting at which the case was first brought up, further procedure will be had as determined upon at the time of such disagreement.

25. Meeting place of the Joint Reviewing Committee will be fixed from time to time by the Committee.

The Joint Reviewing Committee will begin at once to function on all questions submitted except interpretations of schedules, and will function on schedule interpretations when the System schedules are completed.

The foregoing becomes effective January 1, 1921, and shall remain in full force and effect until after thirty days' notice has been given by either party to the other of a desire to change.

FOR THE MANAGEMENT:

C. S. KRICK,
General Manager,
Eastern Region.

R. E. McCARTY,
General Manager,
Central Region.

T. B. HAMILTON,
General Manager,
Northwestern Region.

I. W. GEER,
General Manager,
Southwestern Region.

P. F. SMITH, JR.,
Altoona Works Manager.

FOR THE EMPLOYEES:

WM. PARK,
General Chairman,
B. of L. E.

H. R. KARNS,
General Chairman,
B. of L. E.

HUGO W. PFENNING,
General Chairman,
B. of L. E.

S. C. COWEN,
General Chairman,
O. R. C.

W. T. SAUL,
General Chairman,
O. R. C.

H. E. CORE,
General Chairman,
B. of L. F. & E.

D. D. MILLER,
General Chairman,
B. of L. F. & E.

R. A. KNOFF,
General Chairman,
B. of R. T.

C. E. MUSSER,
General Chairman,
B. of R. T.

December 29, 1920.



