

THE PENNSYLVANIA RAILROAD

EXCLUDING

OHIO RIVER & WESTERN RAILWAY

WAYNESBURG AND WASHINGTON RAILROAD

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

REGULATIONS EFFECTIVE FEBRUARY 1, 1927

RATES EFFECTIVE FEBRUARY 1, 1927

Original document from the collection of Rob Schoenberg

scanned by Rob Schoenberg -- robs@railfan.net

<http://PRR.Railfan.net>

2023

THE PENNSYLVANIA RAILROAD

**EXCLUDING
OHIO RIVER & WESTERN RAILWAY
WAYNESBURG AND WASHINGTON RAILROAD**

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

**REGULATIONS EFFECTIVE FEBRUARY 1, 1927
RATES EFFECTIVE FEBRUARY 1, 1927**

TABLE OF CONTENTS.

SUBJECT.	PAGE
TABLE OF WEIGHT ON DRIVERS OF ENGINES IN WORKING CONDITION.....	3
TABLE OF PASSENGER MILEAGE RATES AND OVERTIME LIMITS	4
TABLE OF THROUGH FREIGHT MILEAGE RATES AND OVER- TIME LIMITS.....	10
TABLE OF LOCAL FREIGHT MILEAGE RATES AND OVER- TIME LIMITS.....	14
PASSENGER SERVICE:—	
Basic rates.....	19
Backouts.....	20
Minimum daily earnings.....	21
Electric engine rates.....	23
Basic day.....	23
Overtime—Basis of.....	23
FREIGHT SERVICE:—	
Basic rates—Through freight, pusher, helper, mine run, transfer, work, wreck, construction, snow-plow, circus, milk and unclassified service.....	28
Basic rates—Local freight.....	29
Basic day.....	29
Overtime—Basis of.....	30
YARD SERVICE:—	
Basic rates.....	30
Shop yard service.....	30
Basic day.....	31
Overtime—Basis of.....	31
Reporting and relieving points.....	33
Calculating beginning of assignment and meal period....	34
ELECTRIC SERVICE:—	
Preference for positions in.....	34
Helpers.....	34
HOSTLERS:—	
Basic rates.....	34
Basic day.....	34
Overtime—Basis of.....	35
Definition of.....	35

SUBJECT.	PAGE
PROMOTION—REGULATION No. 1:—	
Qualifications for.....	35
Transfer of firemen.....	36
Examinations for.....	36
Official positions.....	37
Hiring of engineers and promotion of firemen.....	37
SELECTION OF RUNS—REGULATION No. 2:—	
Advertisement and assignment of.....	41
Reduction of force.....	44
SENIORITY—REGULATION No. 3:—	
Roster.....	45
Appeal from roster date.....	45
Interdivisional runs.....	45
Merger of divisions.....	46
Official positions.....	47
Committee work—Leave of absence for.....	47
TIME ALLOWANCES—REGULATION No. 4:—	
Time begins and ends.....	47
Called and not used.....	47
Qualifying.....	48
Irregular service.....	49
Deadheading.....	51
Short turnaround freight service.....	52
Light running.....	53
Pilots.....	53
Attending court.....	53
Attending investigations.....	53
Protecting regular assignments.....	54
Services other than regular duties.....	54
Held at other than home terminal.....	55
Pick up and drop service.....	56
Combined service.....	56
Time not allowed.....	59
Cut off enroute.....	59
Run around.....	61
Preparatory time—yard firemen.....	61
Final Terminal delay.....	61
Boosters	62

SUBJECT.	PAGE
HANDLING OF FIREMEN—REGULATION No 5:—	
Method of calling.....	63
First in, first out.....	63
Called out of turn.....	64
Working at outlying points.....	64
Pools and extra lists.....	64
Use of regular men for extra service.....	65
Service on foreign divisions.....	65
Service at other than home terminal.....	65
Notice of disablement.....	65
Rest period.....	65
Assignment of yard crews.....	65
Starting time.....	66
Regulation of service.....	67
Meal periods.....	71
Change of terminals.....	71
Cleaning engines, etc.....	71
Assistance for fireman.....	72
DISCIPLINE—REGULATION No. 6:—	
How imposed.....	72
Notice of.....	72
APPEALS—REGULATION No. 7:—	
Method of.....	73
MISCELLANEOUS—REGULATION No. 8:—	
Disabled men.....	73
Crew boards.....	74
Physical fitness—Determination of.....	74
Service letters.....	75
Bulletin of weight of engines.....	75
Water vessels and ice.....	75
NOTICE OF CHANGES—REGULATION No. 9:—	
Changes in regulations.....	75
COPY OF MEMORANDUM OF UNDERSTANDING.....	77

Miles	PASSENGER MILEAGE RATES (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	4.90¢	4.99¢	5.07¢	5.25¢	5.33¢	5.42¢	Hrs.	Min.
100.....	4.90	4.99	5.07	5.25	5.33	5.42	5	00
101.....	4.949	5.0399	5.1207	5.3025	5.3833	5.4742	5	03
102.....	4.998	5.0898	5.1714	5.355	5.4366	5.5284	5	06
103.....	5.047	5.1397	5.2221	5.4075	5.4899	5.5826	5	09
104.....	5.096	5.1896	5.2728	5.46	5.5432	5.6368	5	12
105.....	5.145	5.2395	5.3235	5.5125	5.5965	5.691	5	15
106.....	5.194	5.2894	5.3742	5.565	5.6498	5.7452	5	18
107.....	5.243	5.3393	5.4249	5.6175	5.7031	5.7994	5	21
108.....	5.292	5.3892	5.4756	5.67	5.7564	5.8536	5	24
109.....	5.341	5.4391	5.5263	5.7225	5.8097	5.9078	5	27
110.....	5.39	5.489	5.577	5.775	5.863	5.962	5	30
111.....	5.439	5.5389	5.6277	5.8275	5.9163	6.0162	5	33
112.....	5.488	5.5888	5.6784	5.88	5.9696	6.0704	5	36
113.....	5.537	5.6387	5.7291	5.9325	6.0229	6.1246	5	39
114.....	5.586	5.6866	5.7798	5.985	6.0762	6.1788	5	42
115.....	5.635	5.7385	5.8305	6.0375	6.1295	6.233	5	45
116.....	5.684	5.7884	5.8812	6.09	6.1828	6.2872	5	48
117.....	5.733	5.8383	5.9319	6.1425	6.2361	6.3414	5	51
118.....	5.782	5.8882	5.9826	6.195	6.2894	6.3956	5	54
119.....	5.831	5.9381	6.0333	6.2475	6.3427	6.4498	5	57
120.....	5.88	5.988	6.084	6.30	6.396	6.504	6	00
121.....	5.929	6.0379	6.1347	6.3525	6.4493	6.5582	6	03
122.....	5.978	6.0878	6.1854	6.405	6.5026	6.6124	6	06
123.....	6.027	6.1377	6.2361	6.4575	6.5559	6.6666	6	09
124.....	6.076	6.1876	6.2868	6.51	6.6092	6.7208	6	12
125.....	6.125	6.2375	6.3375	6.5625	6.6625	6.775	6	15
126.....	6.174	6.2874	6.3882	6.615	6.7158	6.8292	6	18
127.....	6.223	6.3373	6.4389	6.6675	6.7691	6.8834	6	21
128.....	6.272	6.3872	6.4896	6.72	6.8224	6.9376	6	24
129.....	6.321	6.4371	6.5403	6.7725	6.8757	6.9918	6	27
130.....	6.37	6.487	6.591	6.825	6.929	7.046	6	30
131.....	6.419	6.5369	6.6417	6.8775	6.9823	7.1002	6	33
132.....	6.468	6.5868	6.6924	6.93	7.0356	7.1544	6	36
133.....	6.517	6.6367	6.7431	6.9825	7.0889	7.2086	6	39
134.....	6.566	6.6866	6.7938	7.035	7.1422	7.2628	6	42
135.....	6.615	6.7365	6.8445	7.0875	7.1955	7.317	6	45
136.....	6.664	6.7864	6.8952	7.14	7.2488	7.3712	6	48
137.....	6.713	6.8363	6.9459	7.1925	7.3021	7.4254	6	51
138.....	6.762	6.8862	6.9966	7.245	7.3554	7.4796	6	54
139.....	6.811	6.9361	7.0473	7.2975	7.4087	7.5338	6	57
140.....	6.86	6.986	7.098	7.35	7.462	7.588	7	00
141.....	6.909	7.0359	7.1487	7.4025	7.5153	7.6422	7	03
142.....	6.958	7.0858	7.1994	7.455	7.5686	7.6964	7	06
143.....	7.007	7.1357	7.2501	7.5075	7.6219	7.7506	7	09
144.....	7.056	7.1856	7.3008	7.56	7.6752	7.8048	7	12
145.....	7.105	7.2355	7.3515	7.6125	7.7285	7.859	7	15
146.....	7.154	7.2854	7.4022	7.665	7.7818	7.9132	7	18
147.....	7.203	7.3353	7.4529	7.7175	7.8351	7.9674	7	21
148.....	7.252	7.3852	7.5036	7.77	7.8884	8.0216	7	24
149.....	7.301	7.4351	7.5543	7.8225	7.9417	8.0758	7	27
150.....	7.35	7.485	7.605	7.875	7.995	8.13	7	30

Miles	PASSENGER MILEAGE RATES (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	5.50¢	5.59¢	5.68¢	5.76¢	5.85¢	6.19¢	Hrs.	Min.
100.....	5.50	5.59	5.68	5.76	5.85	6.19	5	00
101.....	5.555	5.6459	5.7368	5.8176	5.9085	6.2519	5	03
102.....	5.61	5.7018	5.7936	5.8752	5.967	6.3138	5	06
103.....	5.665	5.7577	5.8504	5.9328	6.0255	6.3757	5	09
104.....	5.72	5.8136	5.9072	5.9904	6.084	6.4376	5	12
105.....	5.775	5.8695	5.964	6.048	6.1425	6.4995	5	15
106.....	5.83	5.9254	6.0208	6.1056	6.201	6.5614	5	18
107.....	5.885	5.9813	6.0776	6.1632	6.2595	6.6233	5	21
108.....	5.94	6.0372	6.1344	6.2208	6.318	6.6852	5	24
109.....	5.995	6.0931	6.1912	6.2784	6.3765	6.7471	5	27
110.....	6.05	6.149	6.248	6.336	6.435	6.809	5	30
111.....	6.105	6.2049	6.3048	6.3936	6.4935	6.8709	5	33
112.....	6.16	6.2608	6.3616	6.4512	6.552	6.9328	5	36
113.....	6.215	6.3167	6.4184	6.5088	6.6105	6.9947	5	39
114.....	6.27	6.3726	6.4752	6.5664	6.669	7.0566	5	42
115.....	6.325	6.4285	6.532	6.624	6.7275	7.1185	5	45
116.....	6.38	6.4844	6.5888	6.6816	6.786	7.1804	5	48
117.....	6.435	6.5403	6.6456	6.7392	6.8445	7.2423	5	51
118.....	6.49	6.5962	6.7024	6.7968	6.903	7.3042	5	54
119.....	6.545	6.6521	6.7592	6.8544	6.9615	7.3661	5	57
120.....	6.60	6.708	6.816	6.912	7.02	7.428	6	00
121.....	6.655	6.7639	6.8728	6.9696	7.0785	7.4899	6	03
122.....	6.71	6.8198	6.9296	7.0272	7.137	7.5518	6	06
123.....	6.765	6.8757	6.9864	7.0848	7.1955	7.6137	6	09
124.....	6.82	6.9316	7.0432	7.1424	7.254	7.6756	6	12
125.....	6.875	6.9875	7.10	7.20	7.3125	7.7375	6	15
126.....	6.93	7.0434	7.1568	7.2576	7.371	7.7994	6	18
127.....	6.985	7.0993	7.2136	7.3152	7.4295	7.8613	6	21
128.....	7.04	7.1552	7.2704	7.3728	7.488	7.9232	6	24
129.....	7.095	7.2111	7.3272	7.4304	7.5465	7.9851	6	27
130.....	7.15	7.267	7.384	7.488	7.605	8.047	6	30
131.....	7.205	7.3229	7.4408	7.5456	7.6635	8.1089	6	33
132.....	7.26	7.3788	7.4976	7.6032	7.722	8.1708	6	36
133.....	7.315	7.4347	7.5544	7.6608	7.7805	8.2327	6	39
134.....	7.37	7.4906	7.6112	7.7184	7.839	8.2946	6	42
135.....	7.425	7.5465	7.668	7.776	7.8975	8.3565	6	45
136.....	7.48	7.6024	7.7248	7.8336	7.956	8.4184	6	48
137.....	7.535	7.6583	7.7816	7.8912	8.0145	8.4803	6	51
138.....	7.59	7.7142	7.8384	7.9488	8.073	8.5422	6	54
139.....	7.645	7.7701	7.8952	8.0064	8.1315	8.6041	6	57
140.....	7.70	7.826	7.952	8.064	8.19	8.666	7	00
141.....	7.755	7.8819	8.0088	8.1216	8.2485	8.7279	7	03
142.....	7.81	7.9378	8.0656	8.1792	8.307	8.7898	7	06
143.....	7.865	7.9937	8.1224	8.2368	8.3655	8.8517	7	09
144.....	7.92	8.0496	8.1792	8.2944	8.424	8.9136	7	12
145.....	7.975	8.1055	8.236	8.352	8.4825	8.9755	7	15
146.....	8.03	8.1614	8.2928	8.4096	8.541	9.0374	7	18
147.....	8.085	8.2173	8.3496	8.4672	8.5995	9.0993	7	21
148.....	8.14	8.2732	8.4064	8.5248	8.658	9.1612	7	24
149.....	8.195	8.3291	8.4632	8.5824	8.7165	9.2231	7	27
150.....	8.25	8.385	8.52	8.64	8.775	9.285	7	30

Miles	PASSENGER MILEAGE RATES (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	4.90¢	4.99¢	5.07¢	5.25¢	5.33¢	5.42¢	Hrs.	Min.
151.....	7.399	7.5349	7.6557	7.9275	8.0483	8.1842	7	33
152.....	7.448	7.5848	7.7064	7.98	8.1016	8.2384	7	36
153.....	7.497	7.6347	7.7571	8.0325	8.1549	8.2926	7	39
154.....	7.546	7.6846	7.8078	8.085	8.2082	8.3468	7	42
155.....	7.595	7.7345	7.8585	8.1375	8.2615	8.401	7	45
156.....	7.644	7.7844	7.9092	8.19	8.3148	8.4552	7	48
157.....	7.693	7.8343	7.9599	8.2425	8.3681	8.5094	7	51
158.....	7.742	7.8842	8.0106	8.295	8.4214	8.5636	7	54
159.....	7.791	7.9341	8.0613	8.3475	8.4747	8.6178	7	57
160.....	7.84	7.984	8.112	8.40	8.528	8.672	8	00
161.....	7.889	8.0339	8.1627	8.4525	8.5813	8.7262	8	03
162.....	7.938	8.0838	8.2134	8.505	8.6346	8.7804	8	06
163.....	7.987	8.1337	8.2641	8.5575	8.6879	8.8346	8	09
164.....	8.036	8.1836	8.3148	8.61	8.7412	8.8888	8	12
165.....	8.085	8.2335	8.3655	8.6625	8.7945	8.943	8	15
166.....	8.134	8.2834	8.4162	8.715	8.8478	8.9972	8	18
167.....	8.183	8.3333	8.4669	8.7675	8.9011	9.0514	8	21
168.....	8.232	8.3832	8.5176	8.82	8.9544	9.1056	8	24
169.....	8.281	8.4331	8.5683	8.8725	9.0077	9.1598	8	27
170.....	8.33	8.483	8.619	8.925	9.061	9.214	8	30
171.....	8.379	8.5329	8.6697	8.9775	9.1143	9.2682	8	33
172.....	8.428	8.5828	8.7204	9.03	9.1676	9.3224	8	36
173.....	8.477	8.6327	8.7711	9.0825	9.2209	9.3766	8	39
174.....	8.526	8.6826	8.8218	9.135	9.2742	9.4308	8	42
175.....	8.575	8.7325	8.8725	9.1875	9.3275	9.485	8	45
176.....	8.624	8.7824	8.9232	9.24	9.3808	9.5392	8	48
177.....	8.673	8.8323	8.9739	9.2925	9.4341	9.5934	8	51
178.....	8.722	8.8822	9.0246	9.345	9.4874	9.6476	8	54
179.....	8.771	8.9321	9.0753	9.3975	9.5407	9.7018	8	57
180.....	8.82	8.982	9.126	9.45	9.594	9.756	9	00
181.....	8.869	9.0319	9.1767	9.5025	9.6473	9.8102	9	03
182.....	8.918	9.0818	9.2274	9.555	9.7006	9.8644	9	06
183.....	8.967	9.1317	9.2781	9.6075	9.7539	9.9186	9	09
184.....	9.016	9.1816	9.3288	9.66	9.8072	9.9728	9	12
185.....	9.065	9.2315	9.3795	9.7125	9.8605	10.027	9	15
186.....	9.114	9.2814	9.4302	9.765	9.9138	10.0812	9	18
187.....	9.163	9.3313	9.4809	9.8175	9.9671	10.1354	9	21
188.....	9.212	9.3812	9.5316	9.87	10.0204	10.1896	9	24
189.....	9.261	9.4311	9.5823	9.9225	10.0737	10.2438	9	27
190.....	9.31	9.481	9.633	9.975	10.127	10.298	9	30
191.....	9.359	9.5309	9.6837	10.0275	10.1803	10.3522	9	33
192.....	9.408	9.5808	9.7344	10.08	10.2336	10.4064	9	36
193.....	9.457	9.6307	9.7851	10.1325	10.2869	10.4606	9	39
194.....	9.506	9.6806	9.8358	10.185	10.3402	10.5148	9	42
195.....	9.555	9.7305	9.8865	10.2375	10.3935	10.569	9	45
196.....	9.604	9.7804	9.9372	10.29	10.4468	10.6232	9	48
197.....	9.653	9.8303	9.9879	10.3425	10.5001	10.6774	9	51
198.....	9.702	9.8802	10.0386	10.395	10.5534	10.7316	9	54
199.....	9.751	9.9301	10.0893	10.4475	10.6067	10.7858	9	57
200.....	9.80	9.98	10.14	10.50	10.66	10.84	10	00

Miles	PASSENGER MILEAGE RATES (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	5.50¢	5.59¢	5.68¢	5.76¢	5.85¢	6.19¢	Hrs.	Min.
151.....	8.305	8.4409	8.5768	8.6976	8.8335	9.3469	7	33
152.....	8.36	8.4968	8.6336	8.7552	8.892	9.4088	7	36
153.....	8.415	8.5527	8.6904	8.8128	8.9505	9.4707	7	39
154.....	8.47	8.6086	8.7472	8.8704	9.009	9.5326	7	42
155.....	8.525	8.6645	8.804	8.928	9.0675	9.5945	7	45
156.....	8.58	8.7204	8.8608	8.9856	9.126	9.6564	7	48
157.....	8.635	8.7763	8.9176	9.0432	9.1845	9.7183	7	51
158.....	8.69	8.8322	8.9744	9.1008	9.243	9.7802	7	54
159.....	8.745	8.8881	9.0312	9.1584	9.3015	9.8421	7	57
160.....	8.80	8.944	9.088	9.216	9.36	9.904	8	00
161.....	8.855	8.9999	9.1448	9.2736	9.4185	9.9659	8	03
162.....	8.91	9.0558	9.2016	9.3312	9.477	10.0278	8	06
163.....	8.965	9.1117	9.2584	9.3888	9.5355	10.0897	8	09
164.....	9.02	9.1676	9.3152	9.4464	9.594	10.1516	8	12
165.....	9.075	9.2235	9.372	9.504	9.6525	10.2135	8	15
166.....	9.13	9.2794	9.4288	9.5616	9.711	10.2754	8	18
167.....	9.185	9.3353	9.4856	9.6192	9.7695	10.3373	8	21
168.....	9.24	9.3912	9.5424	9.6768	9.828	10.3992	8	24
169.....	9.295	9.4471	9.5992	9.7344	9.8865	10.4611	8	27
170.....	9.35	9.503	9.656	9.792	9.945	10.523	8	30
171.....	9.405	9.5589	9.7128	9.8496	10.0035	10.5849	8	33
172.....	9.46	9.6148	9.7696	9.9072	10.062	10.6468	8	36
173.....	9.515	9.6707	9.8264	9.9648	10.1205	10.7087	8	39
174.....	9.57	9.7266	9.8832	10.0224	10.179	10.7706	8	42
175.....	9.625	9.7825	9.94	10.08	10.2375	10.8325	8	45
176.....	9.68	9.8384	9.9968	10.1376	10.296	10.8944	8	48
177.....	9.735	9.8943	10.0536	10.1952	10.3545	10.9563	8	51
178.....	9.79	9.9502	10.1104	10.2528	10.413	11.0182	8	54
179.....	9.845	10.0061	10.1672	10.3104	10.4715	11.0801	8	57
180.....	9.90	10.062	10.224	10.368	10.53	11.142	9	00
181.....	9.955	10.1179	10.2808	10.4256	10.5885	11.2039	9	03
182.....	10.01	10.1738	10.3376	10.4832	10.647	11.2658	9	06
183.....	10.065	10.2297	10.3944	10.5408	10.7055	11.3277	9	09
184.....	10.12	10.2856	10.4512	10.5984	10.764	11.3896	9	12
185.....	10.175	10.3415	10.508	10.656	10.8225	11.4515	9	15
186.....	10.23	10.3974	10.5648	10.7136	10.881	11.5134	9	18
187.....	10.285	10.4533	10.6216	10.7712	10.9395	11.5753	9	21
188.....	10.34	10.5092	10.6784	10.8288	10.998	11.6372	9	24
189.....	10.395	10.5651	10.7352	10.8864	11.0565	11.6991	9	27
190.....	10.45	10.621	10.792	10.944	11.115	11.761	9	30
191.....	10.505	10.6769	10.8488	11.0016	11.1735	11.8229	9	33
192.....	10.56	10.7328	10.9056	11.0592	11.232	11.8848	9	36
193.....	10.615	10.7887	10.9624	11.1168	11.2905	11.9467	9	39
194.....	10.67	10.8446	11.0192	11.1744	11.349	12.0086	9	42
195.....	10.725	10.9005	11.076	11.232	11.4075	12.0705	9	45
196.....	10.78	10.9564	11.1328	11.2896	11.466	12.1324	9	48
197.....	10.835	11.0123	11.1896	11.3472	11.5245	12.1943	9	51
198.....	10.89	11.0682	11.2464	11.4048	11.583	12.2562	9	54
199.....	10.945	11.1241	11.3032	11.4624	11.6415	12.3181	9	57
200.....	11.00	11.18	11.36	11.52	11.70	12.38	10	00

Miles	PASSENGER MILEAGE RATES (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	4.90¢	4.99¢	5.07¢	5.25¢	5.33¢	5.42¢	Hrs.	Min.
201.....	9.849	10.0299	10.1907	10.5525	10.7133	10.8942	10	03
202.....	9.898	10.0798	10.2414	10.605	10.7666	10.9484	10	06
203.....	9.947	10.1297	10.2921	10.6575	10.8199	11.0026	10	09
204.....	9.996	10.1796	10.3428	10.71	10.8732	11.0568	10	12
205.....	10.045	10.2295	10.3935	10.7625	10.9265	11.111	10	15
206.....	10.094	10.2794	10.4442	10.815	10.9798	11.1652	10	18
207.....	10.143	10.3293	10.4949	10.8675	11.0331	11.2194	10	21
208.....	10.192	10.3792	10.5456	10.92	11.0864	11.2736	10	24
209.....	10.241	10.4291	10.5963	10.9725	11.1397	11.3278	10	27
210.....	10.29	10.479	10.647	11.025	11.193	11.382	10	30
211.....	10.339	10.5289	10.6977	11.0775	11.2463	11.4362	10	33
212.....	10.388	10.5788	10.7484	11.13	11.2996	11.4904	10	36
213.....	10.437	10.6287	10.7991	11.1825	11.3529	11.5446	10	39
214.....	10.486	10.6786	10.8498	11.235	11.4062	11.5988	10	42
215.....	10.535	10.7285	10.9005	11.2875	11.4595	11.653	10	45
216.....	10.584	10.7784	10.9512	11.34	11.5128	11.7072	10	48
217.....	10.633	10.8283	11.0019	11.3925	11.5661	11.7614	10	54
218.....	10.682	10.8782	11.0526	11.445	11.6194	11.8156	10	54
219.....	10.731	10.9281	11.1033	11.4975	11.6727	11.8698	10	57
220.....	10.78	10.978	11.154	11.55	11.726	11.924	11	00
221.....	10.829	11.0279	11.2047	11.6025	11.7793	11.9782	11	03
222.....	10.878	11.0778	11.2554	11.655	11.8326	12.0324	11	06
223.....	10.927	11.1277	11.3061	11.7075	11.8859	12.0866	11	09
224.....	10.976	11.1776	11.3568	11.76	11.9392	12.1408	11	12
225.....	11.025	11.2275	11.4075	11.8125	11.9925	12.195	11	15
226.....	11.074	11.2774	11.4582	11.865	12.0458	12.2492	11	18
227.....	11.123	11.3273	11.5089	11.9175	12.0991	12.3034	11	21
228.....	11.172	11.3772	11.5596	11.97	12.1524	12.3576	11	24
229.....	11.221	11.4271	11.6103	12.0225	12.2057	12.4118	11	27
230.....	11.27	11.477	11.661	12.075	12.259	12.466	11	30
231.....	11.319	11.5269	11.7117	12.1275	12.3123	12.5202	11	33
232.....	11.368	11.5768	11.7624	12.18	12.3656	12.5744	11	36
233.....	11.417	11.6267	11.8131	12.2325	12.4189	12.6286	11	39
234.....	11.466	11.6766	11.8638	12.285	12.4722	12.6828	11	42
235.....	11.515	11.7265	11.9145	12.3375	12.5255	12.737	11	45
236.....	11.564	11.7764	11.9652	12.39	12.5788	12.7912	11	48
237.....	11.613	11.8263	12.0159	12.4425	12.6321	12.8454	11	51
238.....	11.662	11.8762	12.0666	12.495	12.6854	12.8996	11	54
239.....	11.711	11.9261	12.1173	12.5475	12.7387	12.9538	11	57
240.....	11.76	11.976	12.168	12.60	12.792	13.008	12	00
241.....	11.809	12.0259	12.2187	12.6525	12.8453	13.0622	12	03
242.....	11.858	12.0758	12.2694	12.705	12.8986	13.1164	12	06
243.....	11.907	12.1257	12.3201	12.7575	12.9519	13.1706	12	09
244.....	11.956	12.1756	12.3708	12.81	13.0052	13.2248	12	12
245.....	12.005	12.2255	12.4215	12.8625	13.0585	13.279	12	15
246.....	12.054	12.2754	12.4722	12.915	13.1118	13.3332	12	18
247.....	12.103	12.3253	12.5229	12.9675	13.1651	13.3874	12	21
248.....	12.152	12.3752	12.5736	13.02	13.2184	13.4416	12	24
249.....	12.201	12.4251	12.6243	13.0725	13.2717	13.4958	12	27
250.....	12.25	12.475	12.675	13.125	13.325	13.55	12	30

Miles	PASSENGER MILEAGE RATES (See Regulation P-A-1)						Overtime Limit on Speed Basis of 20 miles per hour	
	5.50¢	5.59¢	5.68¢	5.76¢	5.85¢	6.19¢	Hrs.	Min.
201.....	11.055	11.2359	11.4168	11.5776	11.7585	12.4419	10	03
202.....	11.11	11.2918	11.4736	11.6352	11.817	12.5038	10	06
203.....	11.165	11.3477	11.5304	11.6928	11.8755	12.5657	10	09
204.....	11.22	11.4036	11.5872	11.7504	11.934	12.6276	10	12
205.....	11.275	11.4595	11.644	11.808	11.9925	12.6895	10	15
206.....	11.33	11.5154	11.7008	11.8656	12.051	12.7514	10	18
207.....	11.385	11.5713	11.7576	11.9232	12.1095	12.8133	10	21
208.....	11.44	11.6272	11.8144	11.9808	12.168	12.8752	10	24
209.....	11.495	11.6831	11.8712	12.0384	12.2265	12.9371	10	27
210.....	11.55	11.739	11.928	12.096	12.285	12.999	10	30
211.....	11.605	11.7949	11.9848	12.1536	12.3435	13.0609	10	33
212.....	11.66	11.8508	12.0416	12.2112	12.402	13.1228	10	36
213.....	11.715	11.9067	12.0984	12.2688	12.4605	13.1847	10	39
214.....	11.77	11.9626	12.1552	12.3264	12.519	13.2466	10	42
215.....	11.825	12.0185	12.212	12.384	12.5775	13.3085	10	45
216.....	11.88	12.0744	12.2688	12.4416	12.636	13.3704	10	48
217.....	11.935	12.1303	12.3256	12.4992	12.6945	13.4323	10	51
218.....	11.99	12.1862	12.3824	12.5568	12.753	13.4942	10	54
219.....	12.045	12.2421	12.4392	12.6144	12.8115	13.5561	10	57
220.....	12.10	12.298	12.496	12.672	12.87	13.618	11	00
221.....	12.155	12.3539	12.5528	12.7296	12.9285	13.6799	11	03
222.....	12.21	12.4098	12.6096	12.7872	12.987	13.7418	11	06
223.....	12.265	12.4657	12.6664	12.8448	13.0455	13.8037	11	09
224.....	12.32	12.5216	12.7232	12.9024	13.104	13.8656	11	12
225.....	12.375	12.5775	12.78	12.96	13.1625	13.9275	11	15
226.....	12.43	12.6334	12.8368	13.0176	13.221	13.9894	11	18
227.....	12.485	12.6893	12.8936	13.0752	13.2795	14.0513	11	21
228.....	12.54	12.7452	12.9504	13.1328	13.338	14.1132	11	24
229.....	12.595	12.8011	13.0072	13.1904	13.3965	14.1751	11	27
230.....	12.65	12.857	13.064	13.248	13.455	14.237	11	30
231.....	12.705	12.9129	13.1208	13.3056	13.5135	14.2989	11	33
232.....	12.76	12.9688	13.1776	13.3632	13.572	14.3608	11	36
233.....	12.815	13.0247	13.2344	13.4208	13.6305	14.4227	11	39
234.....	12.87	13.0806	13.2912	13.4784	13.689	14.4846	11	42
235.....	12.925	13.1365	13.348	13.536	13.7475	14.5465	11	45
236.....	12.98	13.1924	13.4048	13.5936	13.806	14.6084	11	48
237.....	13.035	13.2483	13.4616	13.6512	13.8645	14.6703	11	51
238.....	13.09	13.3042	13.5184	13.7088	13.923	14.7322	11	54
239.....	13.145	13.3601	13.5752	13.7664	13.9815	14.7941	11	57
240.....	13.20	13.416	13.632	13.824	14.04	14.856	12	00
241.....	13.255	13.4719	13.6888	13.8816	14.0985	14.9179	12	03
242.....	13.31	13.5278	13.7456	13.9392	14.157	14.9798	12	06
243.....	13.365	13.5837	13.8024	13.9968	14.2155	15.0417	12	09
244.....	13.42	13.6396	13.8592	14.0544	14.274	15.1036	12	12
245.....	13.475	13.6955	13.916	14.112	14.3325	15.1655	12	15
246.....	13.53	13.7514	13.9728	14.1696	14.391	15.2274	12	18
247.....	13.585	13.8073	14.0296	14.2272	14.4495	15.2893	12	21
248.....	13.64	13.8632	14.0864	14.2848	14.508	15.3512	12	24
249.....	13.695	13.9191	14.1432	14.3424	14.5665	15.4131	12	27
250.....	13.75	13.975	14.20	14.40	14.625	15.475	12	30

Miles	THROUGH FREIGHT MILEAGE RATES (See Regulation F-A-1)						Overtime Limit on Speed Basis of 12½ miles per hour	
	5 38¢	5.46¢	5.55¢	5.63¢	5.81¢	5.98¢	Hrs.	Min.
100.....	5.538	5.46	5.55	5.63	5.81	5.98	8	00
101.....	5.4338	5.5146	5.6055	5.6863	5.8681	6.0398	8	05
102.....	5.4876	5.5692	5.661	5.7426	5.9262	6.0996	8	10
103.....	5.5414	5.6238	5.7165	5.7989	5.9843	6.1594	8	14
104.....	5.5952	5.6784	5.772	5.8552	6.0424	6.2192	8	19
105.....	5.649	5.733	5.8275	5.9115	6.1005	6.279	8	24
106.....	5.7028	5.7876	5.883	5.9678	6.1586	6.3388	8	29
107.....	5.7566	5.8422	5.9385	6.0241	6.2167	6.3986	8	34
108.....	5.8104	5.8968	5.994	6.0804	6.2748	6.4584	8	38
109.....	5.8642	5.9514	6.0495	6.1367	6.3329	6.5182	8	43
110.....	5.918	6.006	6.105	6.193	6.391	6.578	8	48
111.....	5.9718	6.0606	6.1605	6.2493	6.4491	6.6378	8	53
112.....	6.0256	6.1152	6.216	6.3056	6.5072	6.6976	8	58
113.....	6.0794	6.1698	6.2715	6.3619	6.5653	6.7574	9	02
114.....	6.1332	6.2244	6.327	6.4182	6.6234	6.8172	9	07
115.....	6.187	6.279	6.3825	6.4745	6.6815	6.877	9	12
116.....	6.2408	6.3336	6.438	6.5308	6.7396	6.9368	9	17
117.....	6.2946	6.3882	6.4935	6.5871	6.7977	6.9966	9	22
118.....	6.3484	6.4428	6.549	6.6434	6.8558	7.0564	9	26
119.....	6.4022	6.4974	6.6045	6.6997	6.9139	7.1162	9	31
120.....	6.456	6.552	6.66	6.756	6.972	7.176	9	36
121.....	6.5098	6.6066	6.7155	6.8123	7.0301	7.2358	9	41
122.....	6.5636	6.6612	6.771	6.8686	7.0882	7.2956	9	46
123.....	6.6174	6.7158	6.8265	6.9249	7.1463	7.3554	9	50
124.....	6.6712	6.7704	6.882	6.9812	7.2044	7.4152	9	55
125.....	6.725	6.825	6.9375	7.0375	7.2625	7.475	10	00
126.....	6.7788	6.8796	6.993	7.0938	7.3206	7.5348	10	05
127.....	6.8326	6.9342	7.0485	7.1501	7.3787	7.5946	10	10
128.....	6.8864	6.9888	7.104	7.2064	7.4368	7.6544	10	14
129.....	6.9402	7.0434	7.1595	7.2627	7.4949	7.7142	10	19
130.....	6.994	7.098	7.215	7.319	7.553	7.774	10	24
131.....	7.0478	7.1526	7.2705	7.3753	7.6111	7.8338	10	29
132.....	7.1016	7.2072	7.326	7.4316	7.6692	7.8936	10	34
133.....	7.1554	7.2618	7.3815	7.4879	7.7273	7.9534	10	38
134.....	7.2092	7.3164	7.437	7.5442	7.7854	8.0132	10	43
135.....	7.263	7.371	7.4925	7.6005	7.8435	8.073	10	48
136.....	7.3168	7.4256	7.548	7.6568	7.9016	8.1328	10	53
137.....	7.3706	7.4802	7.6035	7.7131	7.9597	8.1926	10	58
138.....	7.4244	7.5348	7.659	7.7694	8.0178	8.2524	11	02
139.....	7.4782	7.5894	7.7145	7.8257	8.0759	8.3122	11	07
140.....	7.532	7.644	7.77	7.882	8.134	8.372	11	12
141.....	7.5858	7.6986	7.8255	7.9383	8.1921	8.4318	11	17
142.....	7.6396	7.7532	7.881	7.9946	8.2502	8.4916	11	22
143.....	7.6934	7.8078	7.9365	8.0509	8.3083	8.5514	11	26
144.....	7.7472	7.8624	7.992	8.1072	8.3664	8.6112	11	31
145.....	7.801	7.917	8.0475	8.1635	8.4245	8.671	11	36
146.....	7.8548	7.9716	8.103	8.2198	8.4826	8.7308	11	41
147.....	7.9086	8.0262	8.1585	8.2761	8.5407	8.7906	11	46
148.....	7.9624	8.0808	8.214	8.3324	8.5988	8.8504	11	50
149.....	8.0162	8.1354	8.2695	8.3887	8.6569	8.9102	11	55
150.....	8.07	8.19	8.325	8.445	8.715	8.97	12	00

Miles	THROUGH FREIGHT MILEAGE RATES (See Regulation F-A-1)					Overtime Limit on Speed Basis of 12½ miles per hour	
	6 15¢	6 32¢	6 59¢	6 67¢	7 00¢	Hrs.	Min.
100.....	6.15	6.32	6.59	6.67	7.00	8	00
101.....	6.2115	6.3832	6.6559	6.7367	7.07	8	05
102.....	6.273	6.4464	6.7218	6.8034	7.14	8	10
103.....	6.3345	6.5096	6.7877	6.8701	7.21	8	14
104.....	6.396	6.5728	6.8536	6.9368	7.28	8	19
105.....	6.4575	6.636	6.9195	7.0035	7.35	8	24
106.....	6.519	6.6992	6.9854	7.0702	7.42	8	29
107.....	6.5805	6.7624	7.0513	7.1369	7.49	8	34
108.....	6.642	6.8256	7.1172	7.2036	7.56	8	38
109.....	6.7035	6.8888	7.1831	7.2703	7.63	8	43
110.....	6.765	6.952	7.249	7.337	7.70	8	48
111.....	6.8265	7.0152	7.3149	7.4037	7.77	8	53
112.....	6.888	7.0784	7.3808	7.4704	7.84	8	58
113.....	6.9495	7.1416	7.4467	7.5371	7.91	9	02
114.....	7.011	7.2048	7.5126	7.6038	7.98	9	07
115.....	7.0725	7.268	7.5785	7.6705	8.05	9	12
116.....	7.134	7.3312	7.6444	7.7372	8.12	9	17
117.....	7.1955	7.3944	7.7103	7.8039	8.19	9	22
118.....	7.257	7.4576	7.7762	7.8706	8.26	9	26
119.....	7.3185	7.5208	7.8421	7.9373	8.33	9	31
120.....	7.38	7.584	7.908	8.004	8.40	9	36
121.....	7.4415	7.6472	7.9739	8.0707	8.47	9	41
122.....	7.503	7.7104	8.0398	8.1374	8.54	9	46
123.....	7.5645	7.7736	8.1057	8.2041	8.61	9	50
124.....	7.626	7.8368	8.1716	8.2708	8.68	9	55
125.....	7.6875	7.90	8.2375	8.3375	8.75	10	00
126.....	7.749	7.9632	8.3034	8.4042	8.82	10	05
127.....	7.8105	8.0264	8.3693	8.4709	8.89	10	10
128.....	7.872	8.0896	8.4352	8.5376	8.96	10	14
129.....	7.9335	8.1528	8.5011	8.6043	9.03	10	19
130.....	7.995	8.216	8.567	8.671	9.10	10	24
131.....	8.0565	8.2792	8.6329	8.7377	9.17	10	29
132.....	8.118	8.3424	8.6988	8.8044	9.24	10	34
133.....	8.1795	8.4056	8.7647	8.8711	9.31	10	38
134.....	8.241	8.4688	8.8306	8.9378	9.38	10	43
135.....	8.3025	8.532	8.8965	9.0045	9.45	10	48
136.....	8.364	8.5952	8.9624	9.0712	9.52	10	53
137.....	8.4255	8.6584	9.0283	9.1379	9.59	10	58
138.....	8.487	8.7216	9.0942	9.2046	9.66	11	02
139.....	8.5485	8.7848	9.1601	9.2713	9.73	11	07
140.....	8.61	8.848	9.226	9.338	9.80	11	12
141.....	8.6715	8.9112	9.2919	9.4047	9.87	11	17
142.....	8.733	8.9744	9.3578	9.4714	9.94	11	22
143.....	8.7945	9.0376	9.4237	9.5381	10.01	11	26
144.....	8.856	9.1008	9.4896	9.6048	10.08	11	31
145.....	8.9175	9.164	9.5555	9.6715	10.15	11	36
146.....	8.979	9.2272	9.6214	9.7382	10.22	11	41
147.....	9.0405	9.2904	9.6873	9.8049	10.29	11	46
148.....	9.102	9.3536	9.7532	9.8716	10.36	11	50
149.....	9.1635	9.4168	9.8191	9.9383	10.43	11	55
150.....	9.225	9.48	9.885	10.005	10.50	12	00

Miles	THROUGH FREIGHT MILEAGE RATES (See Regulation F-A-1)						Overtime Limit on Speed Basis of 12½ miles per hour	
	5.38¢	5.46¢	5.55¢	5.63¢	5.81¢	5.98¢	Hrs.	Min.
151.....	8.1238	8.2446	8.3805	8.5013	8.7731	9.0298	12	05
152.....	8.1776	8.2992	8.436	8.5576	8.8312	9.0896	12	10
153.....	8.2314	8.3538	8.4915	8.6139	8.8893	9.1494	12	14
154.....	8.2852	8.4084	8.547	8.6702	8.9474	9.2092	12	19
155.....	8.339	8.463	8.6025	8.7265	9.0055	9.269	12	24
156.....	8.3928	8.5176	8.658	8.7828	9.0636	9.3288	12	29
157.....	8.4466	8.5722	8.7135	8.8391	9.1217	9.3886	12	34
158.....	8.5004	8.6268	8.769	8.8954	9.1798	9.4484	12	38
159.....	8.5542	8.6814	8.8245	8.9517	9.2379	9.5082	12	43
160.....	8.608	8.736	8.88	9.008	9.296	9.568	12	48
161.....	8.6618	8.7906	8.9355	9.0643	9.3541	9.6278	12	53
162.....	8.7156	8.8452	8.991	9.1206	9.4122	9.6876	12	58
163.....	8.7694	8.8998	9.0465	9.1769	9.4703	9.7474	13	02
164.....	8.8232	8.9544	9.102	9.2332	9.5284	9.8072	13	07
165.....	8.877	9.009	9.1575	9.2895	9.5865	9.867	13	12
166.....	8.9308	9.0636	9.213	9.3458	9.6446	9.9268	13	17
167.....	8.9846	9.1182	9.2685	9.4021	9.7027	9.9866	13	22
168.....	9.0384	9.1728	9.324	9.4584	9.7608	10.0464	13	26
169.....	9.0922	9.2274	9.3795	9.5147	9.8189	10.1062	13	31
170.....	9.146	9.282	9.435	9.571	9.877	10.166	13	36
171.....	9.1998	9.3366	9.4905	9.6273	9.9351	10.2258	13	41
172.....	9.2536	9.3912	9.546	9.6836	9.9932	10.2856	13	46
173.....	9.3074	9.4458	9.6015	9.7399	10.0513	10.3454	13	50
174.....	9.3612	9.5004	9.657	9.7962	10.1094	10.4052	13	55
175.....	9.415	9.555	9.7125	9.8525	10.1675	10.465	14	00
176.....	9.4688	9.6096	9.768	9.9088	10.2256	10.5248	14	05
177.....	9.5226	9.6642	9.8235	9.9651	10.2837	10.5846	14	10
178.....	9.5764	9.7188	9.879	10.0214	10.3418	10.6444	14	14
179.....	9.6302	9.7734	9.9345	10.0777	10.3999	10.7042	14	19
180.....	9.684	9.828	9.99	10.134	10.458	10.764	14	24
181.....	9.7378	9.8826	10.0455	10.1903	10.5161	10.8238	14	29
182.....	9.7916	9.9372	10.101	10.2466	10.5742	10.8836	14	34
183.....	9.8454	9.9918	10.1565	10.3029	10.6323	10.9434	14	38
184.....	9.8992	10.0464	10.212	10.3592	10.6904	11.0032	14	43
185.....	9.953	10.101	10.2675	10.4155	10.7485	11.063	14	48
186.....	10.0068	10.1556	10.323	10.4718	10.8066	11.1228	14	53
187.....	10.0606	10.2102	10.3785	10.5281	10.8647	11.1826	14	58
188.....	10.1144	10.2648	10.434	10.5844	10.9228	11.2424	15	02
189.....	10.1682	10.3194	10.4895	10.6407	10.9809	11.3022	15	07
190.....	10.222	10.374	10.545	10.697	11.039	11.362	15	12
191.....	10.2758	10.4286	10.6005	10.7533	11.0971	11.4218	15	17
192.....	10.3296	10.4832	10.656	10.8096	11.1552	11.4816	15	22
193.....	10.3834	10.5378	10.7115	10.8659	11.2133	11.5414	15	26
194.....	10.4372	10.5924	10.767	10.9222	11.2714	11.6012	15	31
195.....	10.491	10.647	10.8225	10.9785	11.3295	11.661	15	36
196.....	10.5448	10.7016	10.878	11.0348	11.3876	11.7208	15	41
197.....	10.5986	10.7562	10.9335	11.0911	11.4457	11.7806	15	46
198.....	10.6524	10.8108	10.989	11.1474	11.5038	11.8404	15	50
199.....	10.7062	10.8654	11.0445	11.2037	11.5619	11.9002	15	55
200.....	10.76	10.92	11.10	11.26	11.62	11.96	16	00

Miles	THROUGH FREIGHT MILEAGE RATES (See Regulation F-A-1)					Overtime Limit on Speed Basis of 12½ miles per hour.	
	6.15¢	6.32¢	6.59¢	6.67¢	7.00¢	Hrs.	Min.
151.....	9.2865	9.5432	9.9509	10.0717	10.57	12	05
152.....	9.348	9.6064	10.0168	10.1384	10.64	12	10
153.....	9.4095	9.6696	10.0827	10.2051	10.71	12	14
154.....	9.471	9.7328	10.1486	10.2718	10.78	12	19
155.....	9.5325	9.796	10.2145	10.3385	10.85	12	24
156.....	9.594	9.8592	10.2804	10.4052	10.92	12	29
157.....	9.6555	9.9224	10.3463	10.4719	10.99	12	34
158.....	9.717	9.9856	10.4122	10.5386	11.06	12	38
159.....	9.7785	10.0488	10.4781	10.6053	11.13	12	43
160.....	9.84	10.112	10.544	10.672	11.20	12	48
161.....	9.9015	10.1752	10.6099	10.7387	11.27	12	53
162.....	9.963	10.2384	10.6758	10.8054	11.34	12	58
163.....	10.0245	10.3016	10.7417	10.8721	11.41	13	02
164.....	10.086	10.3648	10.8076	10.9388	11.48	13	07
165.....	10.1475	10.428	10.8735	11.0055	11.55	13	12
166.....	10.209	10.4912	10.9394	11.0722	11.62	13	17
167.....	10.2705	10.5544	11.0053	11.1389	11.69	13	22
168.....	10.332	10.6176	11.0712	11.2056	11.76	13	26
169.....	10.3935	10.6808	11.1371	11.2723	11.83	13	31
170.....	10.455	10.744	11.203	11.339	11.90	13	36
171.....	10.5165	10.8072	11.2689	11.4057	11.97	13	41
172.....	10.578	10.8704	11.3348	11.4724	12.04	13	46
173.....	10.6395	10.9336	11.4007	11.5391	12.11	13	50
174.....	10.701	10.9968	11.4666	11.6058	12.18	13	55
175.....	10.7625	11.06	11.5325	11.6725	12.25	14	00
176.....	10.824	11.1232	11.5984	11.7392	12.32	14	05
177.....	10.8855	11.1864	11.6643	11.8059	12.39	14	10
178.....	10.947	11.2496	11.7302	11.8726	12.46	14	14
179.....	11.0085	11.3128	11.7961	11.9393	12.53	14	19
180.....	11.07	11.376	11.862	12.006	12.60	14	24
181.....	11.1315	11.4392	11.9279	12.0727	12.67	14	29
182.....	11.193	11.5024	11.9938	12.1394	12.74	14	34
183.....	11.2545	11.5656	12.0597	12.2061	12.81	14	38
184.....	11.316	11.6288	12.1256	12.2728	12.88	14	43
185.....	11.3775	11.692	12.1915	12.3395	12.95	14	48
186.....	11.439	11.7552	12.2574	12.4062	13.02	14	53
187.....	11.5005	11.8184	12.3233	12.4729	13.09	14	58
188.....	11.562	11.8816	12.3892	12.5396	13.16	15	02
189.....	11.6235	11.9448	12.4551	12.6063	13.23	15	07
190.....	11.685	12.008	12.521	12.673	13.30	15	12
191.....	11.7465	12.0712	12.5869	12.7397	13.37	15	17
192.....	11.808	12.1344	12.6528	12.8064	13.44	15	22
193.....	11.8695	12.1976	12.7187	12.8731	13.51	15	26
194.....	11.931	12.2608	12.7846	12.9398	13.58	15	31
195.....	11.9925	12.324	12.8505	13.0065	13.65	15	36
196.....	12.054	12.3872	12.9164	13.0732	13.72	15	41
197.....	12.1155	12.4504	12.9823	13.1399	13.79	15	46
198.....	12.177	12.5136	13.0482	13.2066	13.86	15	50
199.....	12.2385	12.5768	13.1141	13.2733	13.93	15	55
200.....	12.30	12.64	13.18	13.34	14.00	16	00

Miles	LOCAL FREIGHT MILEAGE RATES (See Regulation F-A-2)						Overtime Limit on Speed Basis of 12½ miles per hour.	
	5.78¢	5.86¢	5.95¢	6.03¢	6.21¢	6.38¢	Hrs.	Min.
100.....	5.78	5.86	5.95	6.03	6.21	6.38	8	00
101.....	5.8378	5.9186	6.0095	6.0903	6.2721	6.4438	8	05
102.....	5.8956	5.9772	6.069	6.1506	6.3342	6.5076	8	10
103.....	5.9534	6.0358	6.1285	6.2109	6.3963	6.5714	8	14
104.....	6.0112	6.0944	6.188	6.2712	6.4584	6.6352	8	19
105.....	6.069	6.153	6.2475	6.3315	6.5205	6.699	8	24
106.....	6.1268	6.2116	6.307	6.3918	6.5826	6.7628	8	29
107.....	6.1846	6.2702	6.3665	6.4521	6.6447	6.8266	8	34
108.....	6.2424	6.3288	6.426	6.5124	6.7068	6.8904	8	38
109.....	6.3002	6.3874	6.4855	6.5727	6.7689	6.9542	8	43
110.....	6.358	6.446	6.545	6.633	6.831	7.018	8	48
111.....	6.4158	6.5046	6.6045	6.6933	6.8931	7.0818	8	53
112.....	6.4736	6.5632	6.664	6.7536	6.9552	7.1456	8	58
113.....	6.5314	6.6218	6.7235	6.8139	7.0173	7.2094	9	02
114.....	6.5892	6.6804	6.783	6.8742	7.0794	7.2732	9	07
115.....	6.647	6.739	6.8425	6.9345	7.1415	7.337	9	12
116.....	6.7048	6.7976	6.902	6.9948	7.2036	7.4008	9	17
117.....	6.7626	6.8562	6.9615	7.0551	7.2657	7.4646	9	22
118.....	6.8204	6.9148	7.021	7.1154	7.3278	7.5284	9	26
119.....	6.8782	6.9734	7.0805	7.1757	7.3899	7.5922	9	31
120.....	6.936	7.032	7.14	7.236	7.452	7.656	9	36
121.....	6.9938	7.0906	7.1995	7.2963	7.5141	7.7198	9	41
122.....	7.0516	7.1492	7.259	7.3566	7.5762	7.7836	9	46
123.....	7.1094	7.2078	7.3185	7.4169	7.6383	7.8474	9	50
124.....	7.1672	7.2664	7.378	7.4772	7.7004	7.9112	9	55
125.....	7.225	7.325	7.4375	7.5375	7.7625	7.975	10	00
126.....	7.2828	7.3836	7.497	7.5978	7.8246	8.0388	10	05
127.....	7.3406	7.4422	7.5565	7.6581	7.8867	8.1026	10	10
128.....	7.3984	7.5008	7.616	7.7184	7.9488	8.1664	10	14
129.....	7.4562	7.5594	7.6755	7.7787	8.0109	8.2302	10	19
130.....	7.514	7.618	7.735	7.839	8.073	8.294	10	24
131.....	7.5718	7.6766	7.7945	7.8993	8.1351	8.3578	10	29
132.....	7.6296	7.7352	7.854	7.9596	8.1972	8.4216	10	34
133.....	7.6874	7.7938	7.9135	8.0199	8.2593	8.4854	10	38
134.....	7.7452	7.8524	7.973	8.0802	8.3214	8.5492	10	43
135.....	7.803	7.911	8.0325	8.1405	8.3835	8.613	10	48
136.....	7.8608	7.9696	8.092	8.2008	8.4456	8.6768	10	53
137.....	7.9186	8.0282	8.1515	8.2611	8.5077	8.7406	10	58
138.....	7.9764	8.0868	8.211	8.3214	8.5698	8.8044	11	02
139.....	8.0342	8.1454	8.2705	8.3817	8.6319	8.8682	11	07
140.....	8.092	8.204	8.33	8.442	8.694	8.932	11	12
141.....	8.1498	8.2626	8.3895	8.5023	8.7561	8.9958	11	17
142.....	8.2076	8.3212	8.449	8.5626	8.8182	9.0596	11	22
143.....	8.2654	8.3798	8.5085	8.6229	8.8803	9.1234	11	26
144.....	8.3232	8.4384	8.568	8.6832	8.9424	9.1872	11	31
145.....	8.381	8.497	8.6275	8.7435	9.0045	9.251	11	36
146.....	8.4388	8.5556	8.687	8.8038	9.0666	9.3148	11	41
147.....	8.4966	8.6142	8.7465	8.8641	9.1287	9.3786	11	46
148.....	8.5544	8.6728	8.806	8.9244	9.1908	9.4424	11	50
149.....	8.6122	8.7314	8.8655	8.9847	9.2529	9.5062	11	55
150.....	8.67	8.79	8.925	9.045	9.315	9.57	12	00

Miles	LOCAL FREIGHT MILEAGE RATES (See Regulation F-A-2)					Overtime Limit on Speed Basis of 12½ miles per hour.	
	6.55¢	6.72¢	6.99¢	7.07¢	7.40¢	Hrs.	Min.
100.....	6.55	6.72	6.99	7.07	7.40	8	00
101.....	6.6155	6.7872	7.0599	7.1407	7.474	8	05
102.....	6.681	6.8544	7.1298	7.2114	7.548	8	10
103.....	6.7465	6.9216	7.1997	7.2821	7.622	8	14
104.....	6.812	6.9888	7.2696	7.3528	7.696	8	19
105.....	6.8775	7.056	7.3395	7.4235	7.77	8	24
106.....	6.943	7.1232	7.4094	7.4942	7.844	8	29
107.....	7.0085	7.1904	7.4793	7.5649	7.918	8	34
108.....	7.074	7.2576	7.5492	7.6356	7.992	8	38
109.....	7.1395	7.3248	7.6191	7.7063	8.066	8	43
110.....	7.205	7.392	7.689	7.777	8.14	8	48
111.....	7.2705	7.4592	7.7589	7.8477	8.214	8	53
112.....	7.336	7.5264	7.8288	7.9184	8.288	8	58
113.....	7.4015	7.5936	7.8987	7.9891	8.362	9	02
114.....	7.467	7.6608	7.9686	8.0598	8.436	9	07
115.....	7.5325	7.728	8.0385	8.1305	8.51	9	12
116.....	7.598	7.7952	8.1084	8.2012	8.584	9	17
117.....	7.6635	7.8624	8.1783	8.2719	8.658	9	22
118.....	7.729	7.9296	8.2482	8.3426	8.732	9	26
119.....	7.7945	7.9968	8.3181	8.4133	8.806	9	31
120.....	7.86	8.064	8.388	8.484	8.88	9	36
121.....	7.9255	8.1312	8.4579	8.5547	8.954	9	41
122.....	7.991	8.1984	8.5278	8.6254	9.028	9	46
123.....	8.0565	8.2656	8.5977	8.6961	9.102	9	50
124.....	8.122	8.3328	8.6676	8.7668	9.176	9	55
125.....	8.1875	8.40	8.7375	8.8375	9.25	10	00
126.....	8.253	8.4672	8.8074	8.9082	9.324	10	05
127.....	8.3185	8.5344	8.8773	8.9789	9.398	10	10
128.....	8.384	8.6016	8.9472	9.0496	9.472	10	14
129.....	8.4495	8.6688	9.0171	9.1203	9.546	10	19
130.....	8.515	8.736	9.087	9.191	9.62	10	24
131.....	8.5805	8.8032	9.1569	9.2617	9.694	10	29
132.....	8.646	8.8704	9.2268	9.3324	9.768	10	34
133.....	8.7115	8.9376	9.2967	9.4031	9.842	10	38
134.....	8.777	9.0048	9.3666	9.4738	9.916	10	43
135.....	8.8425	9.072	9.4365	9.5445	9.99	10	48
136.....	8.908	9.1392	9.5064	9.6152	10.064	10	53
137.....	8.9735	9.2064	9.5763	9.6859	10.138	10	58
138.....	9.039	9.2736	9.6462	9.7566	10.212	11	02
139.....	9.1045	9.3408	9.7161	9.8273	10.286	11	07
140.....	9.17	9.408	9.786	9.898	10.36	11	12
141.....	9.2355	9.4752	9.8559	9.9687	10.434	11	17
142.....	9.301	9.5424	9.9258	10.0394	10.508	11	22
143.....	9.3665	9.6096	9.9957	10.1101	10.582	11	26
144.....	9.432	9.6768	10.0656	10.1808	10.656	11	31
145.....	9.4975	9.744	10.1355	10.2515	10.73	11	36
146.....	9.563	9.8112	10.2054	10.3222	10.804	11	41
147.....	9.6285	9.8784	10.2753	10.3929	10.878	11	46
148.....	9.694	9.9456	10.3452	10.4636	10.952	11	50
149.....	9.7595	10.0128	10.4151	10.5343	11.026	11	55
150.....	9.825	10.08	10.485	10.605	11.10	12	00

Miles	LOCAL FREIGHT MILEAGE RATES (See Regulation F-A-2)						Overtime Limit on Speed Basis of 12½ miles per hour.	
	5.78¢	5.86¢	5.95¢	6.03¢	6.21¢	6.38¢	Hrs.	Min.
151.....	8.7278	8.8486	8.9845	9.1053	9.3771	9.6338	12	05
152.....	8.7856	8.9072	9.044	9.1656	9.4392	9.6976	12	10
153.....	8.8434	8.9658	9.1035	9.2259	9.5013	9.7614	12	14
154.....	8.9012	9.0244	9.163	9.2862	9.5634	9.8252	12	19
155.....	8.959	9.083	9.2225	9.3465	9.6255	9.889	12	24
156.....	9.0168	9.1416	9.282	9.4068	9.6876	9.9528	12	29
157.....	9.0746	9.2002	9.3415	9.4671	9.7497	10.0166	12	34
158.....	9.1324	9.2588	9.401	9.5274	9.8118	10.0804	12	38
159.....	9.1902	9.3174	9.4605	9.5877	9.8739	10.1442	12	43
160.....	9.248	9.376	9.52	9.648	9.936	10.208	12	48
161.....	9.3058	9.4346	9.5795	9.7083	9.9981	10.2718	12	53
162.....	9.3636	9.4932	9.639	9.7686	10.0602	10.3356	12	58
163.....	9.4214	9.5518	9.6985	9.8289	10.1223	10.3994	13	02
164.....	9.4792	9.6104	9.758	9.8892	10.1844	10.4632	13	07
165.....	9.537	9.669	9.8175	9.9495	10.2465	10.527	13	12
166.....	9.5948	9.7276	9.877	10.0098	10.3086	10.5908	13	17
167.....	9.6526	9.7862	9.9365	10.0701	10.3707	10.6546	13	22
168.....	9.7104	9.8448	9.996	10.1304	10.4328	10.7184	13	26
169.....	9.7682	9.9034	10.0555	10.1907	10.4949	10.7822	13	31
170.....	9.826	9.962	10.115	10.251	10.557	10.846	13	36
171.....	9.8838	10.0206	10.1745	10.3113	10.6191	10.9098	13	41
172.....	9.9416	10.0792	10.234	10.3716	10.6812	10.9736	13	46
173.....	9.9994	10.1378	10.2935	10.4319	10.7433	11.0374	13	50
174.....	10.0572	10.1964	10.353	10.4922	10.8054	11.1012	13	55
175.....	10.115	10.255	10.4125	10.5525	10.8675	11.165	14	00
176.....	10.1728	10.3136	10.472	10.6128	10.9296	11.2288	14	05
177.....	10.2306	10.3722	10.5315	10.6731	10.9917	11.2926	14	10
178.....	10.2884	10.4308	10.591	10.7334	11.0538	11.3564	14	14
179.....	10.3462	10.4894	10.6505	10.7937	11.1159	11.4202	14	19
180.....	10.404	10.548	10.71	10.854	11.178	11.484	14	24
181.....	10.4618	10.6066	10.7695	10.9143	11.2401	11.5478	14	29
182.....	10.5196	10.6652	10.829	10.9746	11.3022	11.6116	14	34
183.....	10.5774	10.7238	10.8885	11.0349	11.3643	11.6754	14	38
184.....	10.6352	10.7824	10.948	11.0952	11.4264	11.7392	14	43
185.....	10.693	10.841	11.0075	11.1555	11.4885	11.803	14	48
186.....	10.7508	10.8996	11.067	11.2158	11.5506	11.8668	14	53
187.....	10.8086	10.9582	11.1265	11.2761	11.6127	11.9306	14	58
188.....	10.8664	11.0168	11.186	11.3364	11.6748	11.9944	15	02
189.....	10.9242	11.0754	11.2455	11.3967	11.7369	12.0582	15	07
190.....	10.982	11.134	11.305	11.457	11.799	12.122	15	12
191.....	11.0398	11.1926	11.3645	11.5173	11.8611	12.1858	15	17
192.....	11.0976	11.2512	11.424	11.5776	11.9232	12.2496	15	22
193.....	11.1554	11.3098	11.4835	11.6379	11.9853	12.3134	15	26
194.....	11.2132	11.3684	11.543	11.6982	12.0474	12.3772	15	31
195.....	11.271	11.427	11.6025	11.7585	12.1095	12.441	15	36
196.....	11.3288	11.4856	11.662	11.8188	12.1716	12.5048	15	41
197.....	11.3866	11.5442	11.7215	11.8791	12.2337	12.5686	15	46
198.....	11.4444	11.6028	11.781	11.9394	12.2958	12.6324	15	50
199.....	11.5022	11.6614	11.8405	11.9997	12.3579	12.6962	15	55
200.....	11.56	11.72	11.90	12.06	12.42	12.76	16	00

Miles	LOCAL FREIGHT MILEAGE RATES (See Regulation F-A-2)					Overtime Limit on Speed Basis of 12½ miles per hour	
	6.55¢	6.72¢	6.99¢	7.07¢	7.40¢	Hrs.	Min.
151.....	9.8905	10.1472	10.5549	10.6757	11.174	12	05
152.....	9.956	10.2144	10.6248	10.7464	11.248	12	10
153.....	10.0215	10.2816	10.6947	10.8171	11.322	12	14
154.....	10.087	10.3488	10.7646	10.8878	11.396	12	19
155.....	10.1525	10.416	10.8345	10.9585	11.47	12	24
156.....	10.218	10.4832	10.9044	11.0292	11.544	12	29
157.....	10.2835	10.5504	10.9743	11.0999	11.618	12	34
158.....	10.349	10.6176	11.0442	11.1706	11.692	12	38
159.....	10.4145	10.6848	11.1141	11.2413	11.766	12	43
160.....	10.48	10.752	11.184	11.312	11.84	12	48
161.....	10.5455	10.8192	11.2539	11.3827	11.914	12	53
162.....	10.611	10.8864	11.3238	11.4534	11.988	12	58
163.....	10.6765	10.9536	11.3937	11.5241	12.062	13	02
164.....	10.742	11.0208	11.4636	11.5948	12.136	13	07
165.....	10.8075	11.088	11.5335	11.6655	12.21	13	12
166.....	10.873	11.1552	11.6034	11.7362	12.284	13	17
167.....	10.9385	11.2224	11.6733	11.8069	12.358	13	22
168.....	11.004	11.2896	11.7432	11.8776	12.432	13	26
169.....	11.0695	11.3568	11.8131	11.9483	12.506	13	31
170.....	11.135	11.424	11.883	12.019	12.58	13	36
171.....	11.2005	11.4912	11.9529	12.0897	12.654	13	41
172.....	11.266	11.5584	12.0228	12.1604	12.728	13	46
173.....	11.3315	11.6256	12.0927	12.2311	12.802	13	50
174.....	11.397	11.6928	12.1626	12.3018	12.876	13	55
175.....	11.4625	11.76	12.2325	12.3725	12.95	14	00
176.....	11.528	11.8272	12.3024	12.4432	13.024	14	05
177.....	11.5935	11.8944	12.3723	12.5139	13.098	14	10
178.....	11.659	11.9616	12.4422	12.5846	13.172	14	14
179.....	11.7245	12.0288	12.5121	12.6553	13.246	14	19
180.....	11.79	12.096	12.582	12.726	13.32	14	24
181.....	11.8555	12.1632	12.6519	12.7967	13.394	14	29
182.....	11.921	12.2304	12.7218	12.8674	13.468	14	34
183.....	11.9865	12.2976	12.7917	12.9381	13.542	14	38
184.....	12.052	12.3648	12.8616	13.0088	13.616	14	43
185.....	12.1175	12.432	12.9315	13.0795	13.69	14	48
186.....	12.183	12.4992	13.0014	13.1502	13.764	14	53
187.....	12.2485	12.5664	13.0713	13.2209	13.838	14	58
188.....	12.314	12.6336	13.1412	13.2916	13.912	15	02
189.....	12.3795	12.7008	13.2111	13.3623	13.986	15	07
190.....	12.445	12.768	13.281	13.433	14.06	15	12
191.....	12.5105	12.8352	13.3509	13.5037	14.134	15	17
192.....	12.576	12.9024	13.4208	13.5744	14.208	15	22
193.....	12.6415	12.9696	13.4907	13.6451	14.282	15	26
194.....	12.707	13.0368	13.5606	13.7158	14.356	15	31
195.....	12.7725	13.104	13.6305	13.7865	14.43	15	36
196.....	12.838	13.1712	13.7004	13.8572	14.504	15	41
197.....	12.9035	13.2384	13.7703	13.9279	14.578	15	46
198.....	12.969	13.3056	13.8402	13.9986	14.652	15	50
199.....	13.0345	13.3728	13.9101	14.0693	14.726	15	55
200.....	13.10	13.44	13.98	14.14	14.80	16	00

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 FIREMEN AND HOSTLERS IN ROAD AND YARD SERVICE

PASSENGER SERVICE.

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

Weight on Drivers	Firemen			Helpers		
	Rate per Mile	Rate per Day	Regular and Over- time Hourly Rate	Rate per Mile	Rate per Day	Regular and Over- time Hourly Rate
Less than 80,000 pounds...	4.90¢	\$4.90	\$.6125	4.90¢	\$4.90	\$.6125
80,000 to 100,000 " ...	4.99	4.99	.625	4.90	4.90	.6125
100,000 to 140,000 " ...	5.07	5.07	.635	4.90	4.90	.6125
140,000 to 170,000 " ...	5.25	5.25	.6575	4.90	4.90	.6125
170,000 to 200,000 " ...	5.33	5.33	.6675	4.90	4.90	.6125
200,000 to 250,000 " ...	5.42	5.42	.6775	5.07	5.07	.635
250,000 to 300,000 " ...	5.42	5.42	.6775	5.07	5.07	.635
300,000 to 350,000 " ...	5.50	5.50	.6875	5.07	5.07	.635
350,000 to 400,000 " ...	5.59	5.59	.70	5.07	5.07	.635
400,000 to 450,000 " ...	5.68	5.68	.71	5.25	5.25	.6575
450,000 to 500,000 " ...	5.76	5.76	.72	5.25	5.25	.6575
500,000 pounds and over.....	5.85	5.85	.7325	5.25	5.25	.6575
Mallets regardless of weight	6.19	6.19	.775	-----	-----	-----

Backouts.

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

PHILADELPHIA:

For backing trains from Broad Street Station to points between 20th Street and the Schuylkill River, to 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 (Gray's Ferry Branch), to West Philadelphia Yard, or vice versa, firemen will be paid thirteen and four-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, enroute to enginehouse, firemen will be paid twenty-six and eight-tenths cents.

For backing trains around "Y" via "HM," or "D-3," and "K," thence to Broad Street Station, firemen will be paid forty and two-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, firemen will be paid thirteen and four-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, firemen will be paid thirteen and four-tenths cents.

JERSEY CITY:

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

WASHINGTON:

For backing trains into or out of Union Station, firemen will be paid thirteen and four-tenths cents.

WILMINGTON:

For trips between West Yard and enginehouse, firemen will be paid thirteen and four-tenths cents.

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

BUFFALO:

For turning trains on "Y," firemen will be paid thirteen and four-tenths cents.

BALTIMORE:

For movement of light B. and P. local passenger engines between Baltimore and Orangeville or Bay View per round trip, firemen on engines weighing less than 100,000 pounds on drivers will be paid forty-five and nine-tenths cents; on engines weighing 100,000 pounds or more on drivers, firemen will be paid forty-six and six-tenths cents.

P-A-3. In all passenger service earnings accruing Minimum daily earnings. under mileage, overtime, backout and other regulations for each calendar day service is performed, shall be not less than \$5.64.

Example 1: Fireman 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 \$5.64 will be allowed for each leg of each round trip.

Example 2: Fireman 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 \$5.64 for each of the three days, the average of \$5.64 for the three days will be paid.

Example 3: Fireman 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 fireman makes a daily average of more than \$5.64 for each six day period, Regulation P-A-3 does not apply.

Example 4: Fireman on daily assignment rotates on three different runs, first two days making in excess of \$5.64 each day, but on third day making minimum day of less than \$5.64. The minimum of \$5.64 applies for the third day.

Example 5: Fireman on weekday assignment is required to work as extra fireman on Sunday. Minimum of \$5.64 applies for the service performed on Sunday.

Example 6: Fireman 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 \$5.64 applies to the regular assignment and also to the extra service.

Example 7: Fireman 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: Fireman reports for duty 10.30 P. M., relieved 3.00 A. M., earning less than \$5.64 for the trip, will be paid minimum of \$5.64.

P-A-4. Firemen or helpers 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. Electric engine rates.

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. Basic day.

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

P-C-2. On short turnaround runs, no single trip of which exceeds eighty miles, including suburban and branch line service, overtime shall be paid for all time Overtime—Short turnaround runs.

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: Fireman 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 fireman is entitled to 59 minutes overtime.

Example 2: Fireman 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 fireman was not relieved over one hour in any one period, continuous time is allowed, and fireman is entitled to 4 hours overtime.

Example 3: Fireman 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.

Fireman 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 fireman 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: Fireman 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.

Fireman 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: Fireman 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.

Fireman, 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: Fireman 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.

Fireman 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, six hours ten minutes.

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

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

Example 9: Fireman 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: Fireman assigned in short turnaround service operating between A and B, a distance of 50 miles in one direction, A being the home terminal, makes one and one-half trips, 150 miles daily, being released at opposite terminals alternate nights.

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

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

Overtime—
Other than
short
turnaround
runs.

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

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

FREIGHT SERVICE.

Basic rates—
Through
freight, etc.

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

Weight on Drivers	Firemen				Helpers			
	Rate per Mile	Rate per Day	Hourly Rate		Rate per Mile	Rate per Day	Hourly Rate	
			Regu- lar	Over- time			Regu- lar	Over- time
Less than 80,000 pounds	5.38¢	\$5.38	\$.6725	\$1.01	5.38¢	\$5.38	\$.6725	\$1.01
80,000 to 100,000 "	5.46	5.46	.6825	1.025	5.38	5.38	.6725	1.01
100,000 to 140,000 "	5.63	5.63	.705	1.0575	5.38	5.38	.6725	1.01
140,000 to 170,000 "	5.81	5.81	.7275	1.09	5.38	5.38	.6725	1.01
170,000 to 200,000 "	5.98	5.98	.7475	1.1225	5.38	5.38	.6725	1.01
200,000 to 250,000 "	6.15	6.15	.77	1.155	5.55	5.55	.695	1.0425
250,000 to 300,000 "	6.32	6.32	.79	1.185	5.55	5.55	.695	1.0425
300,000 to 350,000 "	6.50	6.50	.825	1.2375	5.55	5.55	.695	1.0425
350,000 lbs. and over.....	6.67	6.67	.835	1.2525	5.55	5.55	.695	1.0425
MALLETS:								
Less than 275,000 lbs.....	6.67	6.67	.835	1.2525	-----	-----	-----	-----
275,000 lbs. and over.....	7.00	7.00	.875	1.3125	-----	-----	-----	-----

F-A-2. Rates for local or way-freight service shall be as follows: Basic rates—
Local Freight.

Weight on Drivers	Firemen				Helpers			
	Rate per Mile	Rate per Day	Hourly Rate		Rate per Mile	Rate per Day	Hourly Rate	
			Regu- lar	Over- time			Regu- lar	Over- time
Less than 80,000 pounds	5.78	\$5.78	\$.7225	\$1.085	5.78	\$5.78	\$.7225	\$1.085
80,000 to 100,000 "	5.86	5.86	.7325	1.10	5.78	5.78	.7225	1.085
100,000 to 140,000 "	6.03	6.03	.755	1.1325	5.78	5.78	.7225	1.085
140,000 to 170,000 "	6.21	6.21	.7775	1.165	5.78	5.78	.7225	1.085
170,000 to 200,000 "	6.38	6.38	.7975	1.1975	5.78	5.78	.7225	1.085
200,000 to 250,000 "	6.55	6.55	.82	1.23	5.95	5.95	.745	1.1175
250,000 to 300,000 "	6.72	6.72	.84	1.26	5.95	5.95	.745	1.1175
300,000 to 350,000 "	6.99	6.99	.875	1.3125	5.95	5.95	.745	1.1175
350,000 pounds and over..	7.07	7.07	.885	1.3275	5.95	5.95	.745	1.1175
MALLETS:								
Less than 275,000 pounds	7.07	7.07	.885	1.3275	-----	-----	-----	-----
275,000 pounds and over..	7.40	7.40	.925	1.3875	-----	-----	-----	-----

F-A-3. Firemen will be paid twenty-five 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.

F-B-1. In all classes of service covered by Regulations F-A-1 and F-A-2, one hundred miles or less, eight hours or less, either straightaway or turnaround, shall constitute a day's work; miles in excess of Basic day.

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.

Basic rates.

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

Weight on Drivers	Firemen			Helpers		
	Rate per Day	Hourly Rate		Rate per Day	Hourly Rate	
		Regu- lar	Over- time		Regu- lar	Over- time
Less than 140,000 pounds...	\$5.68	\$.71	\$1.065	\$5.68	\$.71	\$1.065
140,000 to 200,000 " ..	5.81	.7275	1.09	5.68	.71	1.065
200,000 to 300,000 " ..	5.93	.7425	1.1125	5.68	.71	1.065
300,000 pounds and over.....	6.11	.765	1.1475	5.85	.7325	1.0975
MALLETS:						
Under 275,000 pounds.....	6.88	.86	1.29			
275,000 pounds and over.....	7.14	.8925	1.34			

Shop yard
service.
(h)

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

This regulation is without prejudice to seniority of employes who were, on October 24, 1919, assigned to

shop yard engines, but as vacancies occur, or new positions are created, they will be filled from the roster of firemen or engineers.

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

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

Exception 2.—A fireman 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 fireman, the crew to which first assigned.

Y-C-1. Except when changing off where it is the Overtime—
Basis of. 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 firemen 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 fireman 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 firemen 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 firemen 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 fireman who is called and at 4.00 A. M. relieves a regular fireman who is covering an assignment, 12.00 midnight to 8.00 A. M., and the assignment works until 9.00 A. M.:

Regular fireman working 4 hours;

Extra fireman working 5 hours;

Remainder of crew working 9 hours?

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

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

Y-D-1. Yard firemen 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 firemen 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.

Reporting
and relieving
points.

Y-D-2. When yard firemen 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
assignment and
meal period.

Y-E-1. The time for fixing the beginning of assignment or meal period for yard firemen 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.

Preference for.

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, firemen shall have preference for positions as helpers in electric service, but this preference shall not operate to displace any men holding such positions as of April 10, 1919.

Helpers.

E-A-2. All regulations and working conditions applicable to firemen will apply to helpers (second man employed on electric locomotives).

HOSTLERS.

Basic rates.
(h)

H-A-1. Rates for hostlers shall be as follows:

	Rate Per Day	Hourly Rate	
		Regular	Overtime
Outside hostlers.....	\$6.36	\$.795	\$1.1925
Inside hostlers.....	5.68	.71	1.065
Hostler helpers.....	5.07	.635	.9525

Basic day.
(h)

H-B-1. Eight hours or less shall constitute a day's work.

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

H-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 hostlers 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. Overtime—Basis of. (h)

NOTE.—Questions and decisions under Regulation Y-C-1 also apply.

H-D-1. The rates for outside hostler apply to hostlers handling engines between passenger stations and engine-houses or yards, or on main tracks. Hostlers—Definition of. (h)

The rates for hostler helpers apply to employees used to assist outside hostlers.

NOTE.—All regulations applicable to hostlers are marked in margin thus: (h).

REGULATION NO. 1—PROMOTION.

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

I-A-2. Firemen will not be eligible for promotion to engineers unless they have had at least the equivalent of 528 days' experience as firemen, nor will they be eligible for promotion to road freight engineers unless

they have had at least the equivalent of 264 days' experience as firemen in road freight service, nor unless they have had at least the equivalent of 66 days' experience as firemen in road service, either freight or passenger, within fifteen months prior to promotion.

Transfer of
firemen.

1-A-3. There will be no permanent transfers of engineers to a division or seniority district so long as there are firemen on such division or seniority district eligible for promotion. When the transfer of firemen in accordance with the foregoing becomes necessary, the fact will be advertised for ten days on the bulletin boards of all seniority districts where there is a surplus of eligible firemen. The senior eligible fireman making application will be the first one to be transferred. Firemen so transferred will have seniority only on the division or seniority district to which transferred and will become the senior eligible firemen on that division or seniority district. In case of demotion after date transfers are made under this regulation, men so demoted will rank as the then senior eligible firemen.

Examinations
for.
(b)

1-B-1. When examinations are required, officers will arrange as far as practicable for firemen to take same without loss of time. Written examinations will be reduced to a minimum.

1-B-2. Firemen failing to pass the first examination for promotion to engineers will be allowed thirty days in which to prepare for a second examination, and, failing to pass the second examination, will be allowed an additional thirty days further to prepare themselves. Firemen successfully passing the second or third examination will, as provided by Regulation 1-D-2, be senior to

any junior fireman or firemen who may have been promoted in the meantime; except that, when the junior fireman has actually been used as an engineer, thereby establishing his engineer's seniority date he, the junior fireman, will then become the senior engineer as provided by Regulation 1-D-7. Firemen failing to pass the third examination or declining examination or promotion, will become the junior extra firemen and can only come up again in their turn.

This regulation shall not be retroactive.

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

Note.—Claims arising from application of Regulations 1-D-1 to 1-D-11, inclusive, involving any expense to the Company will not be entertained nor allowed.

1-D-1. Firemen shall rank on the firemen's roster from the date of their first service as firemen when called for such service, except as provided in Regulation 1-D-11, and when qualified shall be promoted to positions as engineers in accordance with the following regulations: Hiring of engineers and promotion of firemen.

1-D-2. Firemen shall be examined for promotion according to seniority on the firemen's roster, and those passing the required examination shall be given certificates of qualification, and when promoted shall hold their same relative standing in the service to which assigned.

1-D-3. If for any reason the senior eligible fireman or engineer to be hired is not available and junior qualified fireman is promoted and used in actual service out of his turn, whatever standing the junior fireman so used

establishes, shall go to the credit of the senior eligible fireman or engineer to be hired, provided the engineer to be hired is available and qualifies within thirty days from date junior qualified fireman is promoted. As soon as the senior fireman or engineer to be hired is available, as provided herein, he shall displace the junior fireman, who shall drop back into whatever place he would have held had the senior fireman to be promoted or engineer to be hired been available and the junior fireman not used.

Qualification, as referred to herein, includes all examination required, but not the learning of road and or signals.

1-D-4. As soon as a fireman is promoted he will be notified in writing by the proper official of the company of the date of his promotion, and unless he file a written protest within sixty days against such date he cannot thereafter have it changed. When a date of promotion has been established in accordance with regulations, such date shall be posted, and if not challenged in writing within sixty days after such posting, no protest against such date shall afterwards be heard.

1-D-5. No fireman shall be deprived of his rights to examination, nor to promotion in accordance with his relative standing on the firemen's roster, because of any failure to take his examination by reason of the requirements of the company's service, by sickness, or by other proper leave of absence; provided, that upon his return, he shall be immediately called and required to take examination and accept proper assignment.

1-D-6. The posting of notice of seniority rank, as provided in Regulation 1-D-4, shall be done within ten days following date of promotion, and such notice shall be posted on every bulletin board of the district on which the man holds seniority.

1-D-7. (a) Firemen having successfully passed qualifying examination shall be eligible as engineers. Promotion and the establishment of a date of seniority as engineer, shall date from the first service as engineer, when called for such service, provided there are no demoted engineers firing. No engineer will be permitted to work as fireman while a junior engineer in the same seniority district is working as an engineer, except as provided in Regulation 8-A-1.

Where promotion is to road service only, promotion and establishment of seniority date as road engineer will obtain.

NOTE.—Upon written notice to the proper Division officer from the local Committee representing Engineers and the Local Committee representing Firemen, of their joint desire to apply Regulation 1-D-7 (b), this regulation will apply instead of Regulation 1-D-7 (a).

1-D-7. (b) Firemen having successfully passed qualifying examination shall be eligible as engineers. Promotion and the establishment of a date of seniority as engineer shall date from the first service as engineer, when called for such service, provided there are no demoted engineers firing. No engineer will be permitted to work as fireman out of any terminal on a seniority district while a junior engineer is working as an engineer out of such terminal, except as provided

in Regulation 8-A-1; it being understood that an engineer cut off the engineers' extra list at any terminal on a seniority district may displace any engineer his junior on that seniority district; it being further understood that engineers will be required to fill all positions of engineers on a seniority district before firemen are promoted or engineers hired on that seniority district.

Where promotion is to road service only, promotion and establishment of seniority date as road engineer will obtain.

1-D-8. On a seniority district where firemen are required to fire less than three years, all engineers will be hired:

If required to fire 3 and less than 4 years, 1 promoted and 1 hired;

If required to fire 4 and less than 5 years, 2 promoted to 1 hired;

If required to fire 5 and less than 6 years, 3 promoted to 1 hired;

If required to fire 6 and less than 7 years, 4 promoted to 1 hired;

If required to fire 7 and less than 8 years, 5 promoted to 1 hired.

On a seniority district where firemen are required to fire eight years or more, all engineers will be promoted.

The foregoing will not prevent the reinstatement of discharged engineers to their former seniority if such action is considered advisable.

1-D-9. If the engineer to be hired is not available when needed and the senior qualified fireman is pro-

moted, the date of seniority thus established shall fix the standing of the hired engineer, who, if available and qualified within thirty days from date senior qualified fireman is promoted, will rank immediately ahead of the promoted fireman. The promoted fireman will retain his date of seniority as engineer and will be counted in proportion of promotions.

1-D-10. In case an engineer is hired and used in actual service when, as provided in Regulation 1-D-8, a fireman (or firemen) should have been promoted, the date of seniority thus established shall fix the standing of the senior qualified fireman (or firemen) due to be promoted, who, providing he or they are eligible and qualify within thirty days, shall rank immediately ahead of the hired engineer on the engineers' seniority list. The hired engineer will retain his date of seniority and be counted in proportion of engineers to be hired.

1-D-11. The seniority date of the hired engineer shall be the date of his first service as engineer, except as provided in Regulations 1-D-3, 1-D-9 and 1-D-10. Engineers hired, or permanently transferred from one seniority district to another, shall be given a date of seniority as fireman corresponding with their date as engineer.

REGULATION NO. 2—SELECTION OF RUNS.

2-A-1. (a) New runs and all vacancies, except those caused by sickness, temporary disability, suspension or leave of absence, will be advertised on the bulletin boards within ten days. Ten days after the posting of such advertisement, said run or vacancy will be given to the senior fireman making application in writing, Advertisement and assignment of. (h)

subject to Regulation 1-A-1. Such applicant will be given reasonable trial to prove his ability. 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.

- (h) (b) Vacancies caused by sickness, temporary disability, suspension or leave of absence will, when it is known that the fireman will be off duty more than thirty days, be advertised and filled in the manner provided in paragraph (a). The fireman 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.
- (h) (c) The fireman 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.
- (h) (d) An application from a fireman for the run he has just vacated by bid, will not be considered until it is again vacated, unless for any cause such fireman 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.
- (h) **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:
- (h) (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 fireman making appli-

cation 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 fireman 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) Firemen 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-4 will be made in accordance with the cards on file, without advertising.

2-A-3. Firemen 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.

(h)

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.

(h)

2-A-5. Should a new run or vacancy be advertised and no applications received, said run shall be left as a vacancy and be advertised as such until filled.

(h)

2-A-6. Firemen 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.
(h)

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

A fireman 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.

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

REGULATION NO. 3—SENIORITY.

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

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

3-A-2. A roster of hostlers will be posted at each ^(b) enginehouse, in frame under glass, giving the date on which each man entered the service as hostler, same to be revised as of January 1st and July 1st of each year.

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

In filling hostler positions seniority will govern, subject to Regulations 1-A-1 and 2-A-1.

3-B-1. All appeals from roster dates of firemen and ^{Appeal from} hostlers will be limited to ninety days from date of ^{roster date.} ^(b) posting roster, except that in case of firemen or hostlers 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.

3-C-1. When interdivisional runs are established, ^{Interdivisional} ^{runs.} 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.

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

Firemen 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.
(h)

3-D-1. When two or more divisions are merged, or separated, the seniority of firemen 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 firemen entering the service after the date of merger. Firemen entering the service after the date of merger will have seniority on combined divisions.

3-D-2. When two or more divisions or parts of divisions are to be merged, all eligible firemen on the divisions affected who are older in the service as firemen than the senior eligible firemen on any of the other

divisions affected, will be promoted prior to the date the merger becomes effective, the then existing promotion regulation to govern.

3-D-3. After the merger of two or more divisions or parts of divisions, all firemen affected by the merger will be promoted in turn as they entered the service as firemen.

3-D-4. Regulations 3-D-1, 3-D-2 and 3-D-3 also (h) apply to the merging or separation of seniority districts, and shall not be retroactive.

3-E-1. Firemen accepting official positions with the Company will retain their seniority. Official positions. (h)

3-E-2. Firemen will, upon request, be given the necessary leave of absence for committee work, without impairment of seniority. Committee work. (h)

REGULATION NO. 4—TIME ALLOWANCES.

4-A-1. In all classes of service time of firemen 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. Time begins and ends. (h)

4-B-1. Road firemen 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, firemen 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, firemen 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.

- (h) **4-B-3.** Extra yard firemen 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.

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

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

(b) Extra firemen, a minimum through freight day for extra freight firemen, and a minimum passenger day for extra passenger firemen, 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 firemen are qualifying.

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

(d) Firemen 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.

4-D-1. Passenger firemen 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. Irregular service.

4-D-2. Firemen 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 firemen 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. Firemen 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 firemen 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 firemen 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.—Firemen in local, way-freight, roustabout, 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.—Firemen 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.—Firemen 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.

Firemen 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.—Firemen 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 firemen 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 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. ^(h)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. Firemen 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.

(h) **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.

(h) **4-E-5.** Firemen are not entitled to deadhead pay for traveling from one point to another in exercising seniority.

Short turnaround freight service. **4-F-1.** Firemen 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 firemen shall not be required to begin work on a succeeding trip out of the initial terminal after having been on duty eight consecu-

tive hours, except as a new day, subject to Regulation 5-C-1.

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

4-G-1. Firemen will be paid passenger rates for light ^{Light running.} running necessitated by performance of passenger service; through freight rates for light running necessitated by performance of freight service.

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

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

Extra firemen, or regular firemen 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.

This regulation also applies to hostlers.

4-J-1. Firemen and hostlers required to report for ^{Attending investigations.} investigation immediately after having finished or ^(h) 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 firemen and hostlers required to attend investigation as witnesses.

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

Protecting
assignments.

4-K-1. A regularly assigned fireman 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 firemen 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.
(h)

4-L-1. Firemen 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. Firemen (assigned and pool), used as such (h) on days they would make no time in their regular assignment or pool, and extra firemen, 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.

4-M-1. Firemen 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 a fireman 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 firemen 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.

Pick up and
drop service.

4-N-1. Firemen 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 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.
(h)

4-0-1. Firemen 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 firemen 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 addi-

tion 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 firemen at yard rates to assist trains out of terminals at points where this has heretofore been an established practice.

Question 1.—Under Regulation 4-O-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 fireman 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. A fireman used as engineer during a portion of his tour of duty will be paid for the entire tour at the highest rate applicable to the engineer's service performed, except:

That, if, before being used as engineer, he has been on duty eight hours or more, or has run one hundred miles or more, and has arrived at a point where a pool or extra engineer is available, he will be paid not less than an engineer's minimum day for his service as engineer, in addition to what he has already earned as fireman. If he has completed a tour of duty and is then used as engineer, his service as engineer will be paid for as a separate call at engineer's rate.

4-0-6. Nothing in Regulations 4-0-1, 4-0-2, 4-0-3, 4-0-4 or 4-0-5 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, firemen will be promptly notified in writing and the reason therefor given. Time not allowed. (h)

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

4-Q-1. Road firemen in straightaway service cut off enroute between their initial terminal and the ter- Cut off enroute.

minal for which called, and road firemen in turnaround 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.

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

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

4-Q-4. Road firemen 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 fireman 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. Firemen 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 firemen 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.

4-R-1. Unassigned and or extra firemen who are marked up on the crew board and are not called in their turn as compared with other available unassigned and or extra firemen 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. ^(h) Run around.

4-R-2. Firemen 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 fireman marked up on the crew board. The fireman 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 fireman 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. ^(h)

4-S-1. Yard firemen 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. ^{Preparatory time—} Yard Firemen.

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 ^{Final terminal delay.}

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.

Boosters.

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

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

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

5-A-1. Firemen will be called as nearly as possible ^{Method of calling.} one hour before time required to report for duty. Where callers are provided with a book in which firemen 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 firemen, 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 firemen in straightaway service destination to which called before leaving home.

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

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

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

5-C-1. Pool and extra firemen will be called first ^{First in, first out.} in first out as registered on crew board, except as ^(h) provided in Regulation 5-C-2.

5-C-2. Firemen on the extra list at any terminal may be worked on the "endless chain system" if mutually agreeable to the division officers and the local committee.

By the "endless chain system" is meant a method of handling extra firemen by placing them on the extra list in rotation order, after which they will follow each other in the same relative position. A fireman making overtime, causing him not to be available for his next turn, will be used on the first vacancy after he is available and will take his permanent place on the list when released.

Called out of
turn.

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

Working at
outlying points.
(b)

5-E-1. Extra firemen 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 fireman for the going trip and to the last fireman for the returning trip.

Pools and extra
lists.

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

5-F-2. Where freight pools are established, firemen 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. Pool and assigned firemen will not be used for extra service when competent extra firemen are available, except as permitted in Regulation 4-R-3. Use of regular men for extra service. (h)

5-H-1. Firemen will not be used on other than their own division when there is a sufficient number of firemen available on such other division. Service on foreign divisions.

This regulation does not apply to interdivisional service.

5-I-1. Firemen 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 firemen to make short turns out of their away-from-home terminals. Service at other than home terminal.

5-J-1. Firemen unable to work on account of sickness or disability must give ample notice to the proper officer. Notice of disablement. (h)

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

Rest period means actual time of rest, due allowance being made for the time consumed in getting to and from the resting place. Additional rest period will be allowed when firemen request the same and conditions warrant it.

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

5-L-1. Yard firemen shall be assigned for a fixed period of time which shall be for the same hours daily Assignment of yard crews.

for all regular members of a crew. So far as practicable assignments shall be restricted to eight hours' work.

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

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

Starting time.

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

5-M-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-6, inclusive, involving any expense to the Company, will not be entertained nor allowed.

5-N-1. In the adjustment of pooled and or assigned passenger service, a sufficient number of men will be assigned to keep the mileage or equivalent thereof within the limitations of 4000 and 4800 miles per month; in assigned service paying freight rates, a sufficient number of men will be assigned to keep the mileage or equivalent thereof within the limitations of 3200 and 3800 miles per month. To keep within the mileage limitations set forth in this regulation, additional crews may be added or swing men used to relieve the regular men on specified days. If adjustment cannot be made as provided herein, men will be required to lay off at the home terminal so that the equivalent of 4800 miles in passenger, or 3800 miles in the other assigned service, will not be exceeded.

Regulation of
service.

In assigned yard service, adjustment will be made by requiring each regularly assigned man to lay off when he has earned the equivalent of thirty-five days per month.

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

No reductions will be made so long as firemen in extra passenger service are averaging the equivalent of 4000 miles per month; in pooled or unassigned service, paying freight rates, are averaging the equivalent of 3200 miles per month; on the road extra list, other than passenger, are averaging the equivalent of 2400 miles per month; on the yard extra list are averaging the equivalent of twenty-five days per month.

When reductions are made they shall be in reverse order of seniority (except as provided in Regulation 1-D-7 (b) where in effect).

(h)

5-N-3. Firemen laid off on account of reduction in service, will retain all seniority; provided they return to actual service within thirty days from the date their services are required.

5-N-4. Firemen taken off under Regulation 5-N-2 shall be returned to service as firemen in the order of their seniority as firemen as soon as it can be shown that firemen in extra passenger service average the

equivalent of 4800 miles per month; in pooled or unassigned service paying freight rates average the equivalent of 3500 miles per month; in road extra service, other than passenger, average the equivalent of 3100 miles per month; in yard extra service average the equivalent of thirty (30) days per month.

5-N-5. In returning firemen to service under Regulation 5-N-4, sufficient number of men will be added to the working list to keep the mileage between the maximum stipulated in Regulation 5-N-4 and the minimum stipulated in Regulation 5-N-2. If an additional assignment would reduce the mileage below the minimum stipulated in Regulation 5-N-2 for the same class of service, adjustment will be made by requiring each man in the class of service affected to lay off at the home terminal, when he has earned the equivalent of the maximum mileage stipulated in Regulation 5-N-4.

NOTE.—Under the provisions of this regulation it is understood that if at a checking period it is found that the mileage in a pool averages the equivalent of 3500 miles per month and a man could not be added to the pool without reducing the average mileage below 3200 miles per month, adjustment will be effected in the following checking period by taking the individual man off when he has made the equivalent of 3500 miles per month; with the understanding that a man will be permitted to make an additional trip provided the preceding trip did not bring him up to the equivalent of 3500 miles per

month and with the further understanding that the mileage of the last trip would not make his total mileage for the month in excess of 3800 miles.

5-N-6. After all engineers or firemen have been returned to service, the following will apply with respect to further additions to the working lists:

(a) In the adjustment of extra passenger service, sufficient number of men will be assigned to keep the mileage, or equivalent thereof, within the limitations of 4000 and 4800 miles per month; in pooled or unassigned service paying freight rates, 3500 and 3800 miles per month; in road extra service, other than passenger, 3100 and 3800 miles per month; in yard extra service, thirty and thirty-four days per month.

(b) When the mileage of men in either of the classes of service specified in Regulation 5-N-6 (a) averages in excess of the maximum stipulated therein, and an additional assignment would reduce the mileage below 4000 miles per month in extra passenger service; 3500 miles per month in pooled or unassigned service paying freight rates; 3100 miles per month in road extra service, other than passenger; or thirty days per month in yard extra service, adjustment will be made by requiring each man in the class of service affected to lay off at the home terminal when he has earned the equivalent of the maximum mileage stipulated in Regulation 5-N-6 (a).

NOTE.—Under the provisions of this regulation, it is understood that if at a checking period, it is found that the mileage in extra passenger service averages in

excess of the equivalent of 4800 miles per month; in pooled or unassigned service paying freight rates averages in excess of the equivalent of 3800 miles per month; in road extra service, other than passenger, averages in excess of the equivalent of 3800 miles per month; in yard extra service averages in excess of the equivalent of thirty-four days per month, and if adjustment cannot be made by assigning men without reducing the average below the minimum as stipulated, then adjustment will be effected in the following checking period by taking the individual man or men off at the home terminal, so that the mileage equivalent will not exceed the maximum for each class of service as set forth in Regulation 5-N-6 (a).

5-0-1. Yard firemen will be allowed twenty minutes Meal period. 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 employees affected.

5-Q-1. Firemen will not be required to clean Cleaning engines, etc. engines. At points where enginehouse forces are maintained, firemen will not be required to fill lubricators, fill or care for headlights, markers or hand lamps, nor place supplies on engines. Firemen will be held responsible for knowing that engines for which they are called are properly equipped for service.

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.

Assistance for
firemen.

5-R-1. When a second fireman is deemed necessary on any engine, or assistance is deemed necessary on any engine where one fireman is employed, the matter will be taken up in turn with the proper officers by the firemen's committee. Failing to reach a settlement, the matter will be referred to the Joint Reviewing Committee.

REGULATION NO. 6—DISCIPLINE.

How imposed.
Notice of.
(h)

6-A-1. Firemen and hostlers 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. Firemen and hostlers will be notified in writing ten days prior to date suspension takes effect.

(h) **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.

(h) **6-A-3.** A fireman or hostler required to attend investigation may be accompanied by an employee of his

own selection, who will be permitted to question witnesses so far as the interests of the fireman or hostler is concerned.

6-A-4. When letters of suspension or censure are ^(b) given firemen and hostlers, they will be permitted to retain same.

REGULATION NO. 7—APPEALS.

7-A-1. An engineer, fireman or hostler who considers ^{Method of.} that an injustice has been done him, and who has ^(h) appealed his case in writing to his Superintendent within ten days, will be given a hearing at which he may be accompanied by an employe of either of the above classes from the division on which he is employed to assist him in presenting his case.

7-A-2. An engineer, fireman or hostler may have ^(h) the regularly constituted committee of his organization represent him in the handling of his grievances, under the interpretation placed upon the schedule involved; provided, when a member of either organization has a grievance, which the local committee of his organization is unable to adjust with the division officers, the matter may be further handled by the two general chairmen working jointly.

REGULATION NO. 8—MISCELLANEOUS.

8-A-1. In filling positions that can be taken by ^{Disabled men.} permanently disabled firemen or hostlers, preference ^(h) will be given to such employes as are capable of performing the service.

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

Physical fitness
—Determination of.
(h)

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

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 employee 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.

8-D-1. Firemen and hostlers leaving the service after ^{Service letters.} having been continuously employed six months, will, ^(h) upon request, be given a service letter by the Superintendent, which they must sign when presented.

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

8-F-1. Protected water vessels and tin cups will be ^{Water vessels and ice.} 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 fire- ^{Changes in regulations.} men desire to change any or all of these 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:

C. W. Smith

General Manager,
Eastern Region.

C. J. Leiper

General Manager,
Central Region.

H. E. Munro

General Manager,
Western Region.

M. J. Munro

Works Manager,
Altoona Works.

FOR THE EMPLOYEES:

H. E. Gore

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

D. D. Miller

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

February 1, 1927.

**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 dis-

posing, 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.

NOTE.—In discipline cases arising at Altoona Works, appeals from the decision of the Works Manager will be made to the Works Manager as General Manager by the General Chairman.

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 repre-

senting 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.

MAKE-UP OF JOINT REVIEWING COMMITTEE.

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 Employes, which, as at present constituted, consists of nine (9) members.

NOTE.—Under the provisions of this paragraph, the Eastern Region and Altoona Works 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 employes 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.

(Article 20 revised July 9, 1925.)

