

Markase, Joe

From: Markase, Joe
Sent: Monday, January 17, 2000 1:19 PM
To: Rietman, Paul
Cc: DeWitt, John
Subject: Vacation Qualifications

The question regarding qualifying days for vacation in the Operating Agreement (UTU, BLE) has surfaced again.

The confusion seems to stem from the terminology, days versus hours. The National Vacation Agreement seems to specifically indicate that it is qualifying days, which is somewhat misleading. Over the years, there has always been a piece of the puzzle missing regarding hours, which seems to add to the confusion. After extensive research and the expertise help of the NRLC, I believe that this dilemma is now understood.

In 1981, the NRLC sent out a synopsis regarding the National Vacation Agreement for the Operating Crafts (UTU and BLE). In this synopsis is a memorandum dated April 29, 1949, that I believe answers our questions. Particularly, item #4 specifies that an employee in yard service working 12 hours will be credited with 1½ days. Therefore, the past practice of, in addition to keeping track of the days, to keep track of the hours, has some importance to it. I am now of the understanding how this works.

We recently had an employee who worked the following in 1999. Mr. Watkins, ID 7207, 66 actual days worked including 4 guaranteed days for a total of 794 hours, 13 extra board days totaling 104 hours, totaling 79 days, 898 hours.

In accordance with the above mentioned memorandum, and the official verification of the NRLC, using the formula as outlined in the National Vacation Agreement breaks down as follows.

• 898 hours divided by 8 = 112.25 adjusted days.

• You then take the 112.25 x the calculating formula of 1.6, which equals 179.6 qualifying days in 1999 to earn a vacation in the year 2000.

The National Vacation Agreement requires that this employee must have 160 qualifying days using this formula in order to qualify. Obviously, 179.6 does qualify him for vacation in the year 2000.

I will send you the 1980 synopsis, which is the current interpretation of the National Vacation Agreement on the IHB.

Please advise your payroll staff of this and correct your records for Mr. Watkins accordingly.

If you or John have any questions, please advise and I will meet with you guys (Dago Talk).

Joe

P.P

Pls. Send Copy to Paul

T.Y. Joe
1/17/00

NA-3

NRLC Revised Vacation Agreement
Synthesis of the Operating Vacation Agreement
12-19-97

Re: 4-29-49 Operating Vacation Agreement revised as of
December 1997, effective January 1, 1997.

NATIONAL RAILWAY LABOR CONFERENCE

1901 L STREET, N.W., WASHINGTON, D.C. 20036-3506/AREA CODE: 202-862-7200 FAX: 202-862-7230

ROBERT F. ALLEN
Chairman

D. P. LEE
Vice Chairman and
General Counsel

A. K. GRADIA
Director of Labor Relations

*COPY TO:
PAUL REITMAN
J.E.D.
M.S.H.*

December 19, 1997

*File
VAC Agreement*

REC
DEC 29 1997
AD PERSONNEL

CIRCULAR NO. 9-5(d)

TO MEMBER ROADS:

Referring to our Circular No. 9-5 dated November 13, 1967 with which was transmitted a **Synthesis of the Operating Vacation Agreement** and amendments thereof which was prepared by the Disputes Committee established under Section 10 of that Agreement, and to our Circular No. 9-5(c) dated April 1, 1981 with which was transmitted an up-dated copy of the Synthesis:

This Synthesis has again been up-dated, a copy of which is attached.

Yours very truly,

A. K. GRADIA

Director of Labor Relations

Attachment

**OPS-VACATION
SYNTHESIS**

**NATIONAL RAILWAY LABOR
CONFERENCE**

SYNTHESIS

of

OPERATING VACATION AGREEMENT

1997

(This is intended as a guide and is not to be construed
as constituting a separate Agreement between the parties.)

**Originally prepared November 2, 1967, by
Section 10 Committee of the April 29, 1949
Operating Vacation Agreement, as amended,
Revised as of December 1997.**

Synthesis
of
OPERATING VACATION AGREEMENTS

The following represents a synthesis in one document for the convenience of the parties, of the National Vacation Agreement of April 29, 1949 between certain carriers represented by the National Carriers' Conference Committee and their employees represented by the Brotherhood of Locomotive Engineers and the United Transportation Union (formerly the Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors and Brakemen, Brotherhood of Railroad Trainmen and Switchmen's Union of North America), and the several amendments made thereto in various national agreements up to the Award of Arbitration Board No. 559 dated May 8, 1996 and the 1996 BLE Core National Agreement.

This is intended as a guide and is not to be construed as constituting a separate agreement between the parties. If any dispute arises as to the proper interpretation or application of any vacation provision, the terms of the appropriate vacation agreement on the property involved shall govern.

Section 1 (a) - Effective January 1, 1997, each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, will be qualified for an annual vacation of one week with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to two hundred forty (240) basic days in miles or hours paid for, as provided in individual schedules.

Beginning with the year 1997, in the application of this Section 1(a) each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.6 days, and each basic day in all other services shall be computed as 1.3 days, for purposes of determining qualification for vacations. (This is the equivalent of 150 qualifying days in a calendar year in yard service and 180 qualifying days in a calendar year in road service.) This qualifying condition and multiplying factor pertains only to service performed by yard and road employees in the preceding calendar year so as to determine qualification for vacation on that basis only. (See NOTE below.)

Beginning with the effective date of the provisions of Article 3 of Agreement "A" dated September 21, 1950, May 25, 1951 or May 23, 1952, on an individual carrier, but not earlier than the year 1960, in the application of this Section 1(a) each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.3 days, and each basic day in all other services shall be computed as 1.1 days, for purposes of determining qualifications for vacations. (This is the equivalent of 120 qualifying days in a calendar year in yard service and 144 qualifying days in a calendar year in road service.) (See NOTE below.)

(c) - Effective January 1, 1997, each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having eight or more years of continuous service with employing carrier will be qualified for an annual vacation of three weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to two hundred forty (240) basic days in miles or hours paid for as provided in individual schedules and during the said eight or more years of continuous service renders service of not less than one thousand two hundred and eighty (1280) basic days in miles or hours paid for as provided in individual schedules.

Beginning with the year 1997, in the application of this Section 1(c) each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.6 days, and each basic day in all other services shall be computed as 1.3 days, for purposes of determining qualification for vacations. (This is the equivalent of 150 qualifying days in a calendar year in yard service and 180 qualifying days in a calendar year in road service.) This qualifying condition and multiplying factor pertains only to service performed by yard and road employees in the preceding calendar year so as to determine qualification for vacation on that basis only. (See NOTE below.)

Beginning with the effective date of the provisions of Article 3 of Agreement "A" dated September 21, 1950, May 25, 1951, or May 23, 1952, on an individual carrier, but not earlier than the year 1960, in the application of this Section 1(c) each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.6 days, and each basic day in all other services shall be computed as 1.3 days, for purposes of determining qualifications for vacations. (This is the equivalent of 100 qualifying days in a calendar year in yard service and 120 qualifying days in a calendar year in road service.) (See NOTE below.)

Beginning with the year 1960 on all other carriers, in the application of this section 1(c) each basic day in all classes of service shall be computed as 1.3 days for purposes of determining qualifications for vacation. (This is the equivalent of 120 qualifying days.) (See NOTE below.)

(d) - Effective January 1, 1997, each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having seventeen or more years of continuous service with employing carrier will be qualified for an annual vacation of four weeks with pay, or pay in lieu thereof, if during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement amounting to two hundred forty (240) basic days in miles or hours paid for as provided in individual schedules and during the said seventeen or more years of continuous service renders service of not less than two thousand seven hundred and twenty (2720) basic days in miles or hours paid for as provided in individual schedules.

Beginning with the effective date of the provisions of Article 3 of Agreement "A" dated September 21, 1950, May 25, 1951 or May 23, 1952, on an individual carrier, but not earlier than the year 1960, in the application of this Section 1(e) each basic day in yard service performed by a yard service employee or by an employee having interchangeable road and yard rights shall be computed as 1.6 days, and each basic day in all other services shall be computed as 1.3 days, for purposes of determining qualifications for vacations. (This is the equivalent of 100 qualifying days in a calendar year in yard service and 120 qualifying days in a calendar year in road service.) (See NOTE below.)

Beginning with the year 1960 on all other carriers, in the application of this Section 1(e) each basic day in all classes of service shall be computed as 1.3 days for purposes of determining qualifications for vacation. (This is the equivalent of 120 qualifying days.) (See NOTE below.)

NOTE: In the application of Section 1(a), (b), (c), (d) and (e), qualifying years accumulated, also qualifying requirements for years accumulated, prior to the effective date of the respective provisions hereof, for extended vacations shall not be changed.

(f) - In dining car service, for service performed on and after July 1, 1949 each 7 1/2 hours paid for shall be considered the equivalent of one basic day in the application of Section 1(a), (b), (c), (d) and (e).

(g) - Calendar days on which an employee assigned to an extra list is available for service and on which days he performs no service, not exceeding ninety (90) such days, will be included in the determination of qualification for vacation; also, calendar days, not in excess of forty-five (45), on which an employee is absent from and unable to perform service because of injury received on duty will be included.

The 90 and 45 calendar days referred to in this Section 1(g) shall not be subject to the 1.1, 1.2, 1.3, 1.4 and 1.6 computations provided for in Section 1(a), (b), (c), (d) and (e), respectively.

(h) - Where an employee is discharged from service and thereafter restored to service during the same calendar year with seniority unimpaired, service performed prior to discharge and subsequent to reinstatement during that year shall be included in the determination of qualification for vacation during the following year.

Where an employee is discharged from service and thereafter restored to service with seniority unimpaired, service before and after such discharge and restoration shall be included in computing three hundred twenty (320) basic days under Section 1(b), one thousand two hundred and eighty (1280) basic days under Section 1(c), two thousand seven hundred and twenty (2720) basic days under Section 1(d), and four thousand (4,000) basic days under Section 1(e).

(o) - An employee may make up to two splits in his annual vacation in any calendar year.

(p) - An employee may take up to one week of his annual vacation in single day increments, provided, however, that such employee shall be automatically marked up for service upon the expiration of any single day vacation.

Section 2 Employees qualified under Section 1 hereof shall be paid for their vacations as follows:

General

(a) - An employee receiving a vacation, or pay in lieu thereof, under Section 1 shall be paid for each week of such vacation 1/52 of the compensation earned by such employee under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, on the carrier on which he qualified under Section 1 (or carriers in case he qualified on more than one carrier under Section 1(i)) during the calendar year preceding the year in which the vacation is taken, but in no event shall such pay for each week of vacation be less than six (6) minimum basic days' pay at the rate of the last service rendered, except as provided in subparagraph (b).

(b) - Beginning on the date Agreement "A" dated September 21, 1950, May 25, 1951 or May 23, 1952, became or becomes effective on any carrier, the following shall apply insofar as yard service employees and employees having interchangeable yard and road rights covered by said agreement are concerned:

Yard Service

(1) An employee receiving a vacation, or pay in lieu thereof, under Section 1 shall be paid for each week of such vacation 1/52 of the compensation earned by such employee under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, on the carrier on which he qualified under Section 1 (or carriers in case he qualified on more than one carrier under Section 1(i)) during the calendar year preceding the year in which the vacation is taken, but in no event shall such pay for each week of vacation be less than five (5) minimum basic days' at the rate of the last service rendered.

Section 6 Vacations shall be taken between January 1st and December 31st; however, it is recognized that the exigencies of the service create practical difficulties in providing vacations in all instances. Due regard, consistent with requirements of the service, shall be given to the preference of the employee in his seniority order in the class of service in which engaged when granting vacations. Representatives of the carriers and of the employees will cooperate in arranging vacation periods, administering vacations and releasing employees when requirements of the service will permit. It is understood and agreed that vacationing employees will be paid their vacation allowances by the carriers as soon as possible after the vacation period but the parties recognize that there may be some delay in such payments. It is understood that in any event such employee will be paid his vacation allowance no later than the second succeeding payroll period following the date claim for vacation allowance is filed.

Section 7 (a) - Vacations shall not be accumulated or carried over from one vacation year to another. However, to avoid loss of time by the employee at end of his vacation period, the number of vacation days at the request of the employee may be reduced in one year and adjusted in the next year.

(b) - After the vacation begins layover days during the vacation period shall be counted as a part of the vacation.

Section 8 The vacation provided for in this agreement shall be considered to have been earned when the employee has qualified under Section 1 hereof. If an employee's employment status is terminated for any reason whatsoever, including but not limited to retirement, resignation, discharge, noncompliance with a union shop agreement, or failure to return after furlough, he shall, at the time of such termination, be granted full vacation pay earned up to the time he leaves the service, including pay for vacation earned in the preceding year or years and not yet granted, and the vacation for the succeeding year if the employee has qualified therefor under Section 1. If an employee thus entitled to vacation or vacation pay shall die, the vacation pay earned and not received shall be paid to such beneficiary as may have been designated, or, in the absence of such designation, the surviving spouse or children or his estate, in that order of preference.

MEMORANDUM

Chicago, Illinois, April 29, 1949

Referring to agreement, signed this date, between employees represented by the Brotherhood of Locomotive Engineers, Brotherhood of Railroad Trainmen, and the Switchmen's Union of North America, and Carriers represented by the Eastern, Western and Southeastern Carriers' Conference Committees, with respect to vacations with pay:

In computing basic days in miles or hours paid for, as provided in Section 1 of said agreement, the parties agree that the following interpretations shall apply:

1. A trainman in passenger service, on a trip of 300 miles, upon which no overtime or other allowances accrue, will be credited with two basic days.
2. An employee in freight service on a run of 125 miles, upon which no overtime or other allowances accrue, will be credited with 1-1/4 basic days.
3. An employee in freight service on a run of 125 miles, with a total time on duty of 14 hours on the trip, will be credited with 1-3/4 basic days.
4. An employee in yard service working 12 hours will be credited with 1-1/2 basic days.
5. An employee in freight service, run-around and paid 50 miles for same, will be credited with 1/2 basic day.
6. An employee in freight service, called and released and paid 50 miles for same, will be credited with 1/2 basic day.
7. An employee in freight service, paid no overtime or other allowances, working as follows:

1st trip,	150 miles
2nd trip,	140 miles
3rd trip,	120 miles
4th trip,	150 miles
5th trip,	<u>140 miles</u>
TOTAL	700 miles

will be credited with seven basic days.

8. An employee in freight service makes trip of 80 miles in 8 hours or less, for which he is paid 100 miles, will be credited with 1 basic day.
9. An engineman in passenger service makes a trip of 100 miles or less in 5 hours, will be credited with 1 basic day.

ATTACHMENT 1

- 1 -

INTERPRETATION OF CONTINUOUS SERVICE PROVISIONS OF
SECTION I OF VACATION AGREEMENT

In the granting of vacations subject to agreements held by the five operating organizations, service rendered for the carrier will be counted in establishing five or fifteen or more years of continuous service, as the case may be, where the employee transferred in service to a position subject to an agreement held by an organization signatory to the April 29, 1949 Vacation Agreement, provided there was no break in the employee's service as a result of the transfer from a class of service not covered by an agreement held by an organization signatory to the April 29, 1949 Agreement. This understanding will apply only where there was a transfer of service.

This understanding will apply commencing with the year 1956 but will also be applicable to claims of record properly filed with the carrier on or after January 1, 1955, for 1955 vacations and on file with the carrier at the date of this understanding. No other claims for 1955 based on continuous service will be paid. Standby agreements will be applied according to their terms and conditions for the year 1955.

Signed at Chicago, Illinois, this 18th day of January, 1956.

CARRIER MEMBERS
SECTION 10 COMMITTEE

s/ Frank J. Goebel

s/ L. W. Horing

s/ D. P. Loomis

s/ E. H. Hallman

s/ F. K. Day, Jr.

EMPLOYEE MEMBERS
SECTION 10 COMMITTEE

s/ R. E. Davidson

s/ S. C. Phillips

s/ J. A. Paddock

s/ S. Vander Hei

s/ C. E. McDaniels

ATTACHMENT 2**NATIONAL RAILWAY LABOR CONFERENCE**

1225 CONNECTICUT AVENUE, N.W., WASHINGTON, D.C. 20036/AREA CODE: 202-659-9320

WILLIAM H. DEMPSEY, Chairman M. E. PARKS, Vice Chairman W. S. MACGILL, Assistant to Chairman
JAMES A. WILCOX, General Counsel H. E. GREER, Director of Research J. F. GRIFFIN, Administrative Secretary

July 19, 1972

T-2

Mr. M. W. Hampton
Assistant President
United Transportation Union
15401 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Hampton:

In accordance with our understanding, this is to confirm that, in the granting of vacations to firemen (helpers) subject to the provisions of the Operating Vacation Agreement of April 29, 1949, as amended, who have transferred (without a break in the employment relationship) to that class of service from a class of service not covered by an agreement held by an organization signatory to the Operating Vacation Agreement of April 29, 1949, all service rendered for the carrier in the class or classes of service not so covered will be counted in establishing the requirements of such Agreement as to the years of continuous service, the days of service rendered during the years of continuous service and service rendered in the calendar year preceding the year in which the vacation is taken in the same manner as if the service not covered had been subject to the provisions of the Operating Vacation Agreement.

Will you please confirm your acceptance of this understanding by affixing your signature in the space provided therefor below.

Yours very truly,

s/ William H. Dempsey

William H. Dempsey

ACCEPTED:

s/ M. W. Hampton

ATTACHMENT 3**NATIONAL RAILWAY LABOR CONFERENCE**

1225 CONNECTICUT AVENUE, N.W., WASHINGTON, D.C. 20036/AREA CODE: 202-659-9320

WILLIAM H. DEMPSEY, Chairman H. E. GREER, Vice Chairman ROBERT BROWN, Vice Chairman**W. L. BURNER, JR., Director of Research****J. F. GRIFFIN, Director of Labor Relations****D. P. LEE, General Counsel****T. F. STRUNCK, Administrator of Disputes Committees**

March 6, 1975

Mr. Burrell N. Whitmire
President
Brotherhood of Locomotive Engineers
1365 Ontario Street
Cleveland, Ohio 44114

Dear Mr. Whitmire:

This confirms our understanding that an engineer who, while working as fireman, had become eligible to count in qualifying for a vacation prior service rendered for the carrier in a class or classes of service not covered by the operating employees' Vacation Agreement of April 29, 1949, may continue to count such prior service while working as engineer.

If you concur would you please sign below.

Yours very truly,

s/ W. H. Dempsey

William H. Dempsey

I concur.

s/ B. N. Whitmire
Burrell N. Whitmire, President
Brotherhood of Locomotive Engineers

ATTACHMENT 4

May 8, 1996

#7

Mr. Charles L. Little
President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107

Dear Mr. Little:

This confirms our understanding regarding Article V - Benefits Eligibility of Document "A" of the Agreement of this date.

This will confirm our understanding that vacation qualification criteria in effect on the date of this Agreement shall continue to apply to employees represented by the organization who hold positions as working General Chairmen, Local Chairmen, and state legislative directors ("local officials"). In other words, the changes in qualification as set forth in Article V, Section 2 are not intended to revise vacation qualification conditions for such local officials. It is further understood that by providing this exclusion it is not intended that the total number of such officials covered be expanded.

Please acknowledge your agreement by signing your name in the space provided below.

Yours very truly,

Robert F. Allen

I agree:

C. L. Little

ATTACHMENT 5

May 31, 1996
#6

Mr. Ronald P. McLaughlin
President
Brotherhood of Locomotive Engineers
Standard Building
1370 Ontario Street
Cleveland, OH 44113-1702

General Chairman

Gentlemen:

This confirms our understanding regarding Article V - Benefits Eligibility of the Agreement of this date.

This will confirm our understanding that vacation qualification criteria in effect on the date of this Agreement shall continue to apply to employees represented by the organization who hold positions as working General Chairmen, Local Chairmen, and State Legislative Board Chairmen ("local officials"). In other words, the changes in qualification as set forth in Article V, Section 2 are not intended to revise vacation qualification conditions for such local officials. It is further understood that by providing this exclusion it is not intended that the total number of such officials covered be expanded.

Please acknowledge your agreement by signing your name in the space provided below.

Yours very truly,

s/ R. F. Allen

Robert F. Allen

I agree:

s/ R. P. McLaughlin
R. P. McLaughlin

s/ General Chairman
General Chairman

s/ J. B. Dagnon

s/ Dennis A. Arouca

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 $AB\bar{C}\bar{E}$
 $AB\bar{C}E$

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VACATION AGREEMENT

dated April 29, 1949 between certain Eastern, Western and Southeastern Carriers and their employees represented by the Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors, Brotherhood of Railroad Trainmen and Switchmen's Union of North America.

EFFECTIVE JULY 1, 1949



VACATION AGREEMENT

This Vacation Agreement made this 29th day of April, 1949, by and between the participating carriers listed in Exhibits A, B and C, attached hereto and made a part hereof and represented by the Eastern, Western and Southeastern Carriers' Conference Committees, and the employees shown thereon and represented respectively by the BROTHERHOOD OF LOCOMOTIVE ENGINEERS, BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEERS, ORDER OF RAILWAY CONDUCTORS, BROTHERHOOD OF RAILROAD TRAINMEN, and the SWITCHMEN'S UNION OF NORTH AMERICA.

IT IS HEREBY AGREED:

Section 1 (a) - Effective July 1, 1949, each employee, subject to the scope of schedule agreements held by the organizations signatory hereto, will be qualified for an annual vacation of one week with pay, or pay in lieu thereof, if, during the preceding calendar year, the employee renders service under schedule agreements held by the organizations signatory hereto amounting to one hundred sixty (160) basic days in miles or hours paid for, as provided in individual schedules.

(b) - Effective July 1, 1949, each employee, subject to the scope of schedule agreements held by the organizations signatory hereto, having five or more years of continuous service with employing carrier will be qualified for an annual vacation of two weeks with pay, or pay in lieu thereof, if, during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory hereto amounting to one hundred sixty (160) basic days in miles or hours paid for as provided in individual schedules and during the said five or more years of continuous service renders service of not less than eight hundred (800) basic days in miles or hours paid for as provided in individual schedules.

(c) - In dining car service, for service performed on and after July 1, 1949 - each seven and one-half ($7\frac{1}{2}$) hours paid for shall be considered the equivalent of one basic day in the application of Sections 1(a) and 1(b).

(d) - Calendar days on which an employee assigned to an extra list is available for service and on which days he performs no service, not exceeding sixty (60) such days, will be included in the determination of qualification for vacation; also, calendar days, not in excess of thirty (30), on which an employee is absent from and unable to perform service because of injury received on duty will be included.

(e) - Where an employee is discharged from service and thereafter restored to service during the same calendar year with seniority unimpaired, service performed prior to discharge and subsequent to reinstatement during that year shall be included in the

- 2 -

determination of qualification for vacation during the following year.

Where an employee is discharged from service and thereafter restored to service with seniority unimpaired, service before and after such discharge and restoration shall be included in computing eight hundred (800) basic days under Section 1 (b).

(f) - Only service performed on one railroad may be combined in determining the qualifications provided for in this Section 1, except that service of an employee on his home road may be combined with service performed on other roads when the latter service is performed at the direction of the management of his home road or by virtue of the employee's seniority on his home road. Such service will not operate to relieve the home road of its responsibility under this agreement.

Section 2 - Employees qualified under Section 1 hereof shall be paid for their vacation as follows:

(a) - An employee receiving one week's vacation, or pay in lieu thereof, under Section 1 (a) shall be paid 1/52 of the compensation earned by such employee, under schedule agreements held by the organizations signatory hereto, on the carrier on which he qualified under Section 1 (or carriers in case he qualified on more than one carrier under Section 1 (f)) during the calendar year preceding the year in which the vacation is taken, but in no event shall such pay be less than six (6) minimum basic days' pay at the rate of the last service rendered.

(b) - An employee receiving two weeks' vacation, or pay in lieu thereof, under Section 1 (b) shall be paid 1/26 of the compensation earned by such employee, under schedule agreements held by the organizations signatory hereto, on the carrier on which he qualified under Section 1 (or carriers in case he qualified on more than one carrier under Section 1 (f)) during the calendar year preceding the year in which the vacation is taken, but in no event shall such pay be less than twelve (12) minimum basic days' pay at the rate of the last service rendered.

Section 3 - Vacations, or allowances therefor, under two or more schedules held by different organizations on the same carrier shall not be combined to create a vacation of more than the maximum number of days provided for in any of such schedules.

Section 4 - Time off on account of vacation will not be considered as time off account employee's own accord under any guarantee rules and will not be considered as breaking such guarantees.

Section 5 - The absence of an employee on vacation with pay, as provided in this agreement, will not be considered as a vacancy, temporary, or otherwise, in applying the bulletin rules of schedule agreements.

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Section 6 - Vacations shall be taken between January 1st and December 31st; however, it is recognized that the exigencies of the service create practical difficulties in providing vacations in all instances. Due regard, consistent with requirements of the service, shall be given to the preference of the employee in his seniority order in the class of service in which engaged when granting vacations. Representatives of the carriers and of the employees will cooperate in arranging vacation periods, administering vacations and releasing employees when requirements of the service will permit. It is understood and agreed that vacationing employees will be paid their vacation allowances by the carriers as soon as possible after the vacation period but the parties recognize that there may be some delay in such payments. It is understood that in any event such employee will be paid his vacation allowance no later than the second succeeding payroll period following the date claim for vacation allowance is filed.

Section 7 (a) - Vacations shall not be accumulated or carried over from one vacation year to another. However, to avoid loss of time by the employee at end of his vacation period, the number of vacation days at the request of the employee may be reduced in one year and adjusted in the next year.

(b) - After the vacation begins layover days during the vacation period shall be counted as a part of the vacation.

Section 8 - No vacation with pay, or payment in lieu thereof, will be due an employee whose employment relation with a carrier has terminated prior to the scheduled vacation period as provided in Section 6, except that employees retiring under the provisions of the Railroad Retirement Act shall receive payment for vacation due.

Section 9 - The terms of this agreement shall not be construed to deprive any employee of such additional vacation days as he may be entitled to receive under any existing rule, understanding or custom, which additional vacation days shall be accorded under and in accordance with the terms of such existing rule, understanding or custom.

Section 10 - Any dispute or controversy arising out of the interpretation or application of any of the provisions of this agreement will be handled on the property in the same manner as other disputes. If the dispute or controversy is not settled on the property and either the carrier or the organization desires that the dispute or controversy be handled further, it shall be referred by either party for decision to a committee, the carrier members

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of which shall be five members of the Carriers' Conference Committees signatory hereto, or their successors; and the employee members of which shall be the chief executives of the five organizations signatory hereto, or their representatives, or successors. It is agreed that the Committee herein provided will meet between January 1 and June 30 and July 1 and December 31 of each year if any disputes or controversies have been filed for consideration. In event of failure to reach agreement the dispute or controversy shall be arbitrated in accordance with the Railway Labor Act, as amended, the arbitration being handled by such Committee. Interpretation or application agreed upon by such committee, or fixed by such arbitration, shall be final and binding as an interpretation or application of this agreement.

Section 11 - This vacation agreement shall be construed as a separate agreement by and on behalf of each carrier party hereto, and its railroad employees represented by the respective organizations signatory hereto, and effective July 1, 1949 supersedes the Consolidated Uniform Vacation Agreement dated June 6, 1945, in so far as said agreement applies to and defines the rights and obligations of the carriers parties to this agreement and the employees of such carriers represented by the Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors, Brotherhood of Railroad Trainmen and Switchmen's Union of North America.

An employee who has taken or is scheduled to commence his vacation during the year 1949 prior to July 1, 1949 shall not be entitled to the increased vacation nor to the vacation allowance provided for herein during the period July 1, 1949 - December 31, 1949.

Section 12 - This vacation agreement shall continue in effect until changed or modified in accordance with provisions of the Railway Labor Act, as amended.

Section 13 - This agreement is subject to approval of courts with respect to carriers in hands of receivers or trustees.

Section 14 - The parties hereto having in mind conditions which exist or may arise on individual carriers in making provisions for vacations with pay, agree that the duly authorized representative (General Chairman) of the employees, party to this agreement, and the officer designated by the carrier, may enter into additional written understandings to implement the purposes of this agreement, provided that such understandings shall not be inconsistent with this agreement.

- 5 -

SIGNED AT CHICAGO, ILLINOIS, THIS 29TH DAY OF APRIL, 1949.

For the participating carriers
listed in Exhibit A:H.A. Enoch
ChairmanWm. G. HubelL. W. HorningE. B. PerryR. B. RandallFor the participating carriers
listed in Exhibit B:L. P. Loomis
ChairmanW. C. AndersonR. K. LewisA. ShortW. H. MillerFor the participating carriers
listed in Exhibit C:T. A. Benton
ChairmanW. C. BaconF. K. Day, Jr.For the employees represented by the
participating labor organizations:

Brotherhood of Locomotive Engineers

P. Johnston Grand Chief Engineer

A. Johnston

D. I. Minichan

D. I. Minichan

Wm. R. Hamm

Wm. R. Hamm

Grover C. Davidson

Grover C. Davidson

Angus Tolley

Angus Tolley

Brotherhood of Locomotive Firemen
and EnginemenC. J. Goff Asst. Pres.

C. J. Goff

J. H. McDonald

J. H. McDonald

H. R. Morgan

H. R. Morgan

W. F. Newson

W. F. Newson

- 6 -

C. B. Hooker
C. O. Mackay

Order of Railway Conductors

R. O. Hughes
 Vice President

R. O. Hughes

A. Young

Asst. Vice Pres.

A. Young

A. L. Moore
 A. L. Moore, Chairman Dist. No. 1

F. L. Smith
 F. L. Smith, Vice Chmn. Dist. No. 1

Geo. M. Dunn
 Geo. M. Dunn, Secy. Dist. No. 1

C. H. Bingham
 C. H. Bingham

T. S. Roe
 T. S. Roe

W. O. Cooney
 W. O. Cooney, Chairman Dist. No. 2

James R. Kelly
 James R. Kelly, Vice Chmn. Dist. No. 2

Edward J. Tallman
 Edward J. Tallman, Secy. Dist. No. 2

F. B. Hanaway
 F. B. Hanaway

C. M. Kenyon
 C. M. Kenyon

W. E. King
 W. E. King, Chairman Dist. No. 3

O. K. Pemberton
 O. K. Pemberton, Vice Chmn. Dist. No. 3

- 7 -

J. A. Scott
J. A. Scott, Secy. Dist. No. 3

J. V. Tillman
J. V. Tillman

E. H. Johnson
E. H. Johnson

Brotherhood of Railroad Trainmen

A. F. Whitney President
A. F. Whitney

D. A. MacKenzie Pres.
D. A. MacKenzie

C. J. McClain
C. J. McClain, Chairman, Wage Comm.

H. K. Gelzer Vice Chmn. Wage Comm.
H. K. Gelzer, Vice Chmn. Wage Comm.

K. H. Jones Secretary Wage Comm.
K. H. Jones, Secretary Wage Comm.

H. E. Nevala
H. E. Nevala

J. J. Hammill
J. J. Hammill

J. J. Klein
J. J. Klein

Walter E. Grady
W. E. Grady

B. L. Wedding
B. L. Wedding

- 8 -

Switchmen's Union of North America

A. J. Glover Intl. President
A. J. Glover

E. F. Hampton
E. F. Hampton

D. J. Millet
D. J. Millet

EASTERN RAILROADSEXHIBIT A

EASTERN RAILROADS REPRESENTED BY THE EASTERN CARRIERS' CONFERENCE COMMITTEE IN THE HANDLING OF REQUEST CONTAINED IN NOTICES DATED NOVEMBER 18, 1948 SERVED UPON THE RAILROADS BY THE ORDER OF RAILWAY CONDUCTORS AND BROTHERHOOD OF RAILROAD TRAINMEN AND DATED NOVEMBER 30, 1948 SERVED UPON THE RAILROADS BY THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS, BROTHERHOOD OF LOCOMOTIVE FIREMEN & ENGINEMEN, AND THE SWITCHMEN'S UNION OF NORTH AMERICA, REQUESTING CHANGES IN THE CONSOLIDATED UNIFORM VACATION AGREEMENT, SIGNED JUNE 6, 1945; ALSO, CARRIERS' PROPOSALS SERVED ON THE ORGANIZATIONS ON OR ABOUT SAME DATES TO CHANGE SAID VACATION AGREEMENT.

(Authority is co-extensive with the notices filed and with scope of agreements as to classes of employees)

R a i l r o a d s	BLE	BLF&E	ORC	BRT	SUNA	Dining Car Stew- ards	Yard masters	
							BRT	ORC
	1	2	3	4	5	6	7	8
Akron, Canton & Youngstown Railroad Co.	x	x		(g)				x
Ann Arbor Railroad Company	x	x	x	x				
Baltimore & Ohio Railroad Company	x	x	x	x		x		
B&O Chicago Terminal RR Co.	x	x		x				
Curtis Bay Railroad Company		(b)		x				
Staten Island Rapid Transit Railway	x	x	x	x				
Strouds Creek & Muddlety R.R.		(b)	(j)					
Bessemer & Lake Erie Railroad Co.		(b)	x	(h)	(a)			
Boston & Maine Railroad	x	x		(g)(i)				
Brooklyn Eastern District Terminal	x			(g)				
<u>Canadian National Railways</u>								
Canadian Natl. Rys.-Lines in N.E.	x	x	x	x				
Champlain & St. Lawrence Railroad	x	x	x	x				
United States & Canada Railroad	x	x	x	x				
St. Clair Tunnel Company	x	x	x	x				
Canadian Pacific Railway Co.	x	x		(g)				
Central Railroad Co. of New Jersey	x	x	x	(i)				
Central RR Co. of Pennsylvania	x	x	x	(i)				
New York and Long Branch RR Co.	x	x	x	(i)				
Wharton & Northern Railroad Co.	x	x	x	(i)				
Central Vermont Railway Inc.	x	x	x	x				x
<u>Chesapeake & Ohio Railway Co.</u>								
Pere Marquette District	x	x	x	x				
Fort Street Union Depot Co.	x	x		x				
Chicago, Indianapolis & Louisville Ry. Co.	x	x	x	x		x		x
Cincinnati Union Terminal Company	x	x		x				x
Delaware & Hudson Railroad Corporation	x	x	x	x		x	x	
Delaware, Lackawanna & Western RR Co.	x	x		(g)	x	x		
Detroit & Toledo Shore Line RR Co.		(b)	(j)		x		x	
Detroit Terminal Railroad Company	(c)			(g)				
Detroit, Toledo & Ironton Railroad Co.	x	x		(g)				
Erie Railroad Company	x	x		(g)(i)				x
Grand Trunk Western Railroad Company	x	x	x	x		x		x
Indianapolis Union Railway Company	x	x			x			
Jay Street Connecting RR Co.	(c)			(g)				
Lehigh & New England RR Co.		(b)	(k)	x				x

- 3 -

FOOTNOTES - continued -

- (e) - NYC-West - Includes employees represented by the organization indicated on the Ohio Central Division.
- (f) - NYC-West - Includes employees represented by the organization indicated on the Ohio Central Division and Federal Valley.
- (g) - A. C. & Y. Maine Cent.)
Boston & Maine Montour) Includes
B. E. D. T. N.Y., N.H. & H.) Conductors represented by the
Can. Pac. Pennsylvania) Brotherhood of
D. L. & W. P-R SS Lines) Railroad
Detroit Tml. P. & L. E.) Trainmen.
D. T. & I. P. & W. Va.)
Erie P. C. & Y.)
Jay St. Conn. Union Frt.(Boston).)
- (h) - Bessemer & Lake Erie - Except Yardmen in Conneaut Yard;
- (i) - Boston & Maine)
C. R. R. of N. J.) Includes Car Retarder
C.R.R. of Pa.) Operators represented
N.Y. & L.B. RR.) by the Brotherhood of
W. & N. RR Co.) Railroad Trainmen.
Erie)
I. H. B.)
L. V.)
NYC-West (Ohio Cent. Div.))
N. Y. N. H. & H.)
- (j) - Detroit & Toledo Shore Line) Includes Trainmen represented
Strouds Creek & Muddlety) by the Order of Railway
Conductors
- (k) - Baltimore & Eastern)
Lehigh & New England) Road Conductors only.
Reading)
- (L) - Lehigh Valley - Includes Car Riders at Perth Amboy represented by the Brotherhood of Railroad Trainmen.
- (m) - NYC-West - Includes employees represented by the organization indicated on the Ohio Central Division;
- (n) - NYC-West - Includes employees represented by the Brotherhood of Railroad Trainmen on the Ohio Central Division and Federal Valley.

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FOOTNOTES - continued -

- (o) - Michigan Central - Includes Conductors on the Canada Division represented by the Brotherhood of Railroad Trainmen.
- (p) - C.C.C. & St. L.) Includes Car Retarder Operators,
Peoria & Eastern) Motor Car Operators represented by
L. & J. B. & RR) the Brotherhood of Railroad Trainmen.
- (q) - Indiana Harbor Belt - Includes Yard Conductors represented by the Brotherhood of Railroad Trainmen.
- (r) - Pennsylvania - Includes Hump Motor Car Operators and Car Retarder Operators represented by the Brotherhood of Railroad Trainmen.
- (s) - Reading - Includes Car Droppers at Port Reading and Chauffeurs represented by the Brotherhood of Railroad Trainmen.

FOR THE CARRIERS:

J. E. Jones

FOR THE EMPLOYEES:

Geo. B. Hooper
Brotherhood of Locomotive EngineersE. J. Hoff
Brotherhood of Locomotive Firemen
and Enginemena. young
Order of Railway ConductorsB. M. Martin
Brotherhood of Railroad TrainmenA. J. Glavin
Switchmen's Union of North America

Chicago, Ill.
April 19, 1949

WESTERN RAILROADS

EXHIBIT B

LIST OF CARRIERS AS REPRESENTED BY THE WESTERN CARRIERS' CONFERENCE COMMITTEE-1949 IN CONNECTION WITH (1) NOTICES DATED NOVEMBER 18, 1948, SERVED BY THE ORDER OF RAILWAY CONDUCTORS AND BROTHERHOOD OF RAILROAD TRAINMEN, AND (2) NOTICES DATED NOVEMBER 30, 1948 SERVED BY THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS, BROTHERHOOD OF LOCOMOTIVE FIREMEN AND ENGINEMEN AND SWITCHMEN'S UNION OF NORTH AMERICA, REQUESTING CERTAIN CHANGES IN THE CONSOLIDATED UNIFORM VACATION AGREEMENT, SIGNED JUNE 6, 1945, AND EFFECTIVE JULY 1, 1945 TO THE EXTENT INDICATED THEREIN; AND IN CONNECTION WITH NOTICES SERVED ON OR ABOUT THE SAME DATES BY INDIVIDUAL WESTERN RAILROADS UPON EMPLOYEES REPRESENTED BY THE BEFORE-MENTIONED ORGANIZATIONS REQUESTING CERTAIN CHANGES IN SAID VACATION AGREEMENT.

(Authorization is co-extensive with the provisions of current schedule agreements applicable to the employees represented by the organizations listed above.)

CARRIERS	B of L E	B of L F & E	O of R C	B of R T	S U of N A
Alton & Southern RR		1-x		x	
Atchison, Topeka & Santa Fe Ry	x	x	x	2-x	
Gulf, Colorado & Santa Fe Ry	x	x	x	2-x	
Panhandle & Santa Fe Ry	x	x	x	2-x	
Belt Ry Co. of Chicago	x	x		3-4-x	
Burlington-Rock Island RR	x	x	x	x	
Camas Prairie RR	6-x	6-x	5-x	5-x	
Chicago & Eastern Illinois RR	x	x		2-7-x	
Chicago & Illinois Midland Ry	x	x		8-x	
Chicago & North Western Ry	x	x	2-4-9-x	4-x	
Chicago & Western Indiana RR	x	x		3-7-x	
Chicago, Burlington & Quincy RR	x	x	x	2-x	
Chicago Great Western Ry	10-x	10-x	x	x	10-x
Chicago, Milwaukee, St. Paul & Pacific RR	x	x	x	2-x	
Chicago, Terre Haute & Southeastern Ry	x	x	x	2-x	
Chicago, Rock Island & Pacific RR	x	x	x	2-11-x	x
Chicago, St. Paul, Minneapolis & Omaha Ry	x	x	12-x	2-x	
Colorado & Southern Ry	x	x		2-3-7-x	
Colorado & Wyoming Ry		1-x		3-7-x	

CARRIERS	B of L E	B of L F & E	O of R C	B of R T	S U of N A
Davenport, Rock Island & North Western Ry		1-x			
Denver & Rio Grande Western RR		1-x			x
Denver & Rio Grande Western RR(Former D&SL)	x	x		2-7-x	x
Des Moines Union Ry		1-x	x	x	
Duluth, Missabe & Iron Range Ry(Iron Range Div.)	x	x	x	x	
Duluth, Missabe & Iron Range Ry(Missabe Div.)	13-x	x	x	x	
Duluth Union Depot and Transfer Company				x	
Duluth, Winnipeg & Pacific Ry	x	x	x	x	
East St. Louis Junction RR		1-x		x	
Elgin, Joliet & Eastern Ry	x	x	x	x	
Fort Worth & Denver City Ry	x	x	x	14-x	
Wichita Valley Ry	x	x	x	2-x	
Galveston, Houston & Henderson RR		1-x	x	x	
Great Northern Ry	x	x	3-15-x	3-x	
Green Bay & Western RR	x	x		2-x	x
Kewaunee, Green Bay & Western RR	x	x	x	x	
Gulf Coast Lines - Comprising			x	x	
T- Asherton & Gulf Ry	x	x	x	x	
T- Asphalt Belt Ry	x	x		7-x	
T- Beaumont, Sour Lake & Western Ry	x		x	x	
T- Houston & Brazos Valley Ry	x	x	x	x	
T- Houston North Shore Ry	17-x		x	x	
T- Iberia, St. Mary & Eastern RR	x		x		
T- International-Great Northern RR	x	x	x	x	
T- New Iberia & Northern RR	x		x		
T- New Orleans, Texas & Mexico Ry	18-x		x	x	
T- Orange & Northwestern RR	17-x		x	x	
T- Rio Grande City Ry	x	x	x		
T- St. Louis, Brownsville & Mexico Ry	x	x	x	16-x	
T- San Antonio Southern Ry	x	x	x	x	
T- San Antonio, Uvalde & Gulf RR	x	x		7-x	
T- San Benito & Rio Grande Valley Ry	x	x	x		
T- Sugar Land Ry	x	x	x	x	

CARRIERS	B of LE	B of LF & E	O of RC	B of RT	S U of NA
Houston Belt & Terminal Ry	19-x	20-x		3-x	
Illinois Central RR	x	x	x	2-4-21-x	
Kansas City Southern Ry	x	x	x	x	
Kansas City Terminal Ry		1-x		x	
King Street Passenger Station				x	
Los Angeles Junction Ry	17-x			3-x	
Louisiana & Arkansas Ry	x	23-x	x	22-x	
Manufacturers Ry		1-x		x	
Midland Valley RR	x	x	x	3-x	
Kansas, Oklahoma & Gulf Ry	x	x	x	x	
Oklahoma City-Ada-Atoka Ry	x	x	24-x		
Minneapolis & St. Louis Ry	x	x	x	x	x
Railway Transfer Co. of City of Mpls.		1-x			x
Minneapolis, St. Paul & Sault Ste. Marie RR	x	x	x	x	
T- Duluth, South Shore & Atlantic Ry	x	x	x	x	
T- Mineral Range RR	x	x	x	x	
Minnesota Transfer Ry		1-x		x	
Missouri-Kansas-Texas RR	x	x	x	2-3-x	
Missouri-Kansas-Texas RR Co. of Texas	x	x	x	2-3-x	
T-Missouri Pacific RR	x	x	x	2-x	
Missouri-Illinois RR		1-x	x	x	
Northern Pacific Ry	x	x	25-x	2-x	
Northern Pacific Terminal Company of Oregon	x	x			x
Northwestern Pacific RR	x	x	x	x	
Ogden Union Railway & Depot Co.	x	x		x	
Oregon, California & Eastern Ry	x	x	26-x		
Peoria & Pekin Union Ry		1-27-x		3-x	
Port Terminal Railroad Association		1-x		x	
St. Joseph Terminal RR		1-x		28-x	
St. Louis-San Francisco Ry	x	x	x	2-x	
St. Louis, San Francisco & Texas Ry	x	x	x	2-x	
St. Louis Southwestern Ry	x	x		3-7-x	
St. Louis Southwestern Ry. Co. of Texas	x	x		3-7-x	
St. Paul Union Depot Co.	x	x			x

CARRIERS	B of L E	B of L F & E	O of R C	B of R T	S U of N A
Salt Lake City Union Depot & RR Co.					x
San Diego & Arizona Eastern Ry	x	x	29-x	30-x	
Sioux City Terminal Ry		1-x			x
Southern Pacific Co. (Pacific Lines) - Excluding former El Paso & Southwestern System	33-x	x	x	30-31-32-x	
Sou. Pac. Co.-Former El Paso & Southwestern System	x	x	x	x	
Sou. Pac. Co. (Pacific Lines) Former Arizona Eastern RR Co. - Phoenix District	x				
Spokane, Portland & Seattle Ry	x	x	x	2-x	
Oregon Electric Ry	x	x	x	2-x	
Oregon Trunk Ry	x	x	x	2-x	
Terminal Railroad Association of St. Louis	x	x		x	
Texas & New Orleans RR	x	x		2-3-7-34-x	
Texas & Pacific Ry	x	x	x	2-3-x	
Abilene & Southern Ry	x	x	x	x	
Fort Worth Belt Ry		1-x		x	
Texas-New-Mexico Ry		1-x	x	x	
Texas Short Line Ry	x	x			
Weatherford, Mineral Wells & Northwestern Ry	x	x	x	x	
Texas Mexican Ry	x	x		7-x	
Texas Pacific-Mo. Pac. Ter. RR of N. O.	x	x		3-x	
Toledo, Peoria & Western RR		1-x		3-7-x	
Union Pacific RR	36-x	x	x	2-35-x	
Union Railway Co. (Memphis)		1-x		3-x	
Union Terminal Co. (Dallas)		1-x		3-x	
Wabash RR (Lines West of Detroit)	x	x	x	2-37-x	
Wabash RR Lines East of Detroit (Buffalo Division)	x	x		38-x	
Western Pacific RR	x	x	x	2-x	x

- NOTES: -
- 1 - Authorization includes Engineers.
 - 2 - Authorization includes Dining Car Stewards.
 - 3 - Authorization includes Yardmasters.
 - 4 - Authorization includes Car Retarder Operators.
 - 5 - Authorization includes only such employees covered by Northern Pacific Conductors' Schedule, and Northern Pacific Train and Yardmen's Schedule.
 - 6 - Authorization includes only such employees covered by Northern Pacific Engineers' and Firemen's Schedules.
 - 7 - Authorization includes Road Conductors.
 - 8 - Authorization includes Conductors, Assistant Conductors and Ticket Collectors.
 - 9 - Authorization includes Yard Foremen, Chicago Switching District.
 - 10 - Authorization includes South St. Paul Terminal.
 - 11 - Authorization includes Suburban Collectors.
 - 12 - Authorization does not include the classes of Dining Car Chefs, and Second and Third Cooks.
 - 13 - Authorization includes Shop Motor Car Operators.
 - 14 - Authorization includes Asst. Gen. Yardmasters, Yardmasters and Asst. Yardmasters.
 - 15 - Authorization includes Dining Car Chefs and Cooks.
 - 16 - Authorization covers Engine Foremen only.
 - 17 - Authorization includes Firemen.
 - 18 - Authorization includes Hostlers.
 - 19 - Authorization includes Firemen, Hostlers and Hostler Helpers only.
 - 20 - Authorization includes Engineers only.
 - 21 - Authorization includes Hump Motor Car Operators.
 - 22 - Authorization includes only Flagmen and Yardmen covered by agreement effective December 1, 1931.
 - 23 - Authorization includes only Firemen, Hostlers and Helpers covered by agreement effective November 1, 1931.
 - 24 - Authorization includes Brakemen.
 - 25 - Authorization includes Dining Car Chefs, Cafe Coach Cooks, Dining Car Second, Third and Fourth Cooks.
 - 26 - Authorization includes Road Trainmen.
 - 27 - Authorization includes Motormen and Motorman-Helpers.
 - 28 - Authorization includes Footboard Yardmasters.
 - 29 - Authorization includes Brakemen and Train Baggage-men.
 - 30 - Authorization includes Dining Car and Cafe Car Stewards.
 - 31 - Agreement covering Dining Car Stewards includes former El Paso and Southwestern System.
 - 32 - Authorization includes Ticket Collectors.
 - 33 - Agreement covering Locomotive Engineers excludes Phoenix District of the former Arizona Eastern Railroad.
 - 34 - Authorization includes Bus Drivers (New Orleans).

NOTES: - (Continued)

- 35 - Authorization includes Engine Herders and Engine Turners.
- 36 - Authorization includes Motormen.
- 37 - Authorization includes yardmen - Chicago Switching District.
- 38 - Authorization includes Road Conductors and Road Brakemen only.

T - Denotes Trusteeship.

April 19, 1949.

FOR THE CARRIERS:

R. E. Davis

FOR THE ORGANIZATIONS:

Geo. B. Hooper
Brotherhood of Locomotive Engineers

E. J. Boyd
Brotherhood of Locomotive Firemen
and Enginemen

A. Young
Order of Railway Conductors

B. Mackenz
Brotherhood of Railroad Trainmen

H. J. Shorn
Switchmen's Union of North America

SOUTHEASTERN RAILROADS

EXHIBIT C

Which Have Authorized Their Representation By

SOUTHEASTERN CARRIERS' COMMITTEE ON VACATION PROPOSALS - OPERATING EMPLOYEES

IN THE MATTER OF PROPOSALS FOR CERTAIN CHANGES IN THE CONSOLIDATED UNIFORM
VACATION AGREEMENT OF JUNE 6, 1945, SUBMITTED ON BEHALF OF
CONDUCTORS AND TRAINMEN UNDER DATE OF NOVEMBER 18, 1948

and

ENGINEERS AND FIREMEN UNDER DATE OF NOVEMBER 30, 1948

AND

PROPOSAL FOR REVISION OF SAID AGREEMENT SUBMITTED BY SUCH RAILROADS
BETWEEN NOVEMBER 18 and DECEMBER 9, 1948

Such authority being limited to those employee groups whose rates of pay and
working conditions are governed by existing schedule agreements covering the
crafts or classes represented by the respective organizations indicated by ✓,
and on behalf of and to which groups such proposals were submitted

Railroads	BLE	BLF&E	ORC	BRT	Remarks
Atlantic Coast Line	✓	✓	✓	✓	(a)
Atlanta & West Point	✓	✓	✓	✓	Includes Hocking Div.
Western Railway of Alabama	✓	✓	✓	✓	
Atlanta Joint Terminals	✓	✓	✓	✓	
Central of Georgia	✓	✓	✓	✓	
Charleston & Western Carolina	✓	✓	✓	✓	(b)
Chesapeake & Ohio-Chesapeake Dist. (a)	✓	✓	✓	✓	In trusteeship. Any commitment on its behalf is subject to court approval.
Clinchfield	✓	✓	✓	✓	
Florida East Coast (b)	✓	✓	✓	✓	
Georgia	✓	✓	✓	✓	
Gulf Mobile & Ohio (c)	✓	✓	✓	✓	(c)
Jacksonville Terminal	✓	✓	✓	✓	Includes Eastern & Western Divisions. (formerly Alton R.R.)
Kentucky & Indiana Terminal	✓	✓	✓	✓	
Louisville & Nashville	✓	✓	✓	✓	
Nashville, Chattanooga & St. Louis	✓	✓	✓	✓	
Norfolk & Portsmouth Belt Line	✓	✓	✓	✓	(d)
Norfolk Southern	✓	✓	✓	✓	
Norfolk & Western	✓	✓	✓	✓	
Richmond, Fredericksburg & Potomac (d)	✓	✓	✓	✓	
Seaboard Air Line	✓	✓	✓	✓	Includes Potomac Yard.
Southern (e)	✓	✓	✓	✓	
Alabama Great Southern (f)	✓	✓	✓	✓	(e)
Cin. Burnside & Cumberland River	✓	✓	✓	✓	
Cin. New Orleans & Texas Pacific	✓	✓	✓	✓	
Georgia Southern & Florida	✓	✓	✓	✓	
Harriman & Northeastern	✓	✓	✓	✓	Includes State University R.R.
New Orleans & Northeastern	✓	✓	✓	✓	
New Orleans Terminal	✓	✓	✓	✓	
St. Johns River Terminal	✓	✓	✓	✓	
Tennessee Central	✓	✓	✓	✓	(f)
Virginian	✓	✓	✓	✓	Includes Woodstock & Blocton Ry.

A. Bier *Geo. B. Hooper* *E. J. Safford* *W. C. Young* *D. Macken*
For Railroads E. of L.E. E. of L.F. & E. O. of R.C. E. of R.T.

April 21, 1949

M E M O R A N D U M

Chicago, Illinois, April 29, 1949

Referring to agreement, signed this date, between employees represented by the Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors, Brotherhood of Railroad Trainmen, and the Switchmen's Union of North America, and Carriers represented by the Eastern, Western and Southeastern Carriers' Conference Committees, with respect to vacations with pay:

In computing basic days in miles or hours paid for, as provided in Section 1 of said agreement, the parties agree that the following interpretations shall apply:

1. A trainman in passenger service, on a trip of 300 miles, upon which no overtime or other allowances accrue, will be credited with two basic days.
2. An employee in freight service on a run of 125 miles, upon which no overtime or other allowances accrue, will be credited with 1-1/4 basic days.
3. An employee in freight service on a run of 125 miles, with total time on duty of 14 hours on the trip, will be credited with 1-3/4 basic days.
4. An employee in yard service working 12 hours will be credited with 1-1/2 basic days.
5. An employee in freight service, run-around and paid 50 miles for same, will be credited with 1/2 basic day.
6. An employee in freight service, called and released and paid 50 miles for same, will be credited with 1/2 basic day.
7. An employee in freight service, paid no overtime or other allowances, working as follows:

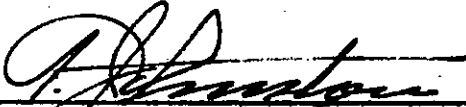
1st trip,	150 miles
2nd trip,	140 miles
3rd trip,	120 miles
4th trip,	150 miles
5th trip,	140 miles
Total	700 miles

will be credited with seven basic days.

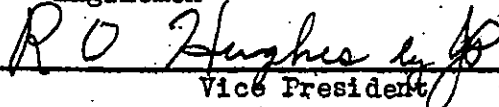
8. An employee in freight service makes trip of 80 miles in 8 hours or less, for which he is paid 100 miles, will be credited with 1 basic day.

- 2 -

9. An engineman in passenger service makes a trip of 100 miles or less in 5 hours, will be credited with 1 basic day.
10. An engineman in short-turn-around passenger service, makes a trip of 100 miles or less, on duty eight hours within a spread of nine hours, will be credited with 1 basic day.
11. A trainman in short-turn-around passenger service, makes a trip of 150 miles or less, on duty eight hours within a spread of nine hours, will be credited with 1 basic day.
12. A trainman in short-turn-around passenger service, makes a trip of 150 miles or less, total spread of time 10 hours, on duty eight hours within the first nine hours, will be credited with 1-1/8 basic days.
13. An employee in freight service, deadheading is paid 50 miles for same, will be credited with 1/2 basic day.
14. An employee is paid eight hours under the held-away-from-home terminal rule, will be credited with 1 basic day.
15. An employee is allowed one hour as arbitrary allowance, will be credited with 1/8 basic day.


 Grand Chief Engineer
 Brotherhood of Locomotive Engineers


 Asst. President
 Brotherhood of Locomotive Firemen and
 Enginemen

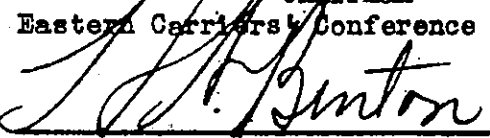

 Vice President
 Order of Railway Conductors


 President
 Brotherhood of Railroad Trainmen


 Intl. President
 Switchmen's Union of North America


 Chairman
 Western Carriers' Conference Committee


 Chairman
 Eastern Carriers' Conference Committee


 Chairman
 Southeastern Carriers' Conference Committee

