AGREEMENT

DATED OCTOBER 30, 1978

between railroads represented by the

NATIONAL CARRIERS' CONFERENCE COMMITTEE

and

employees of such railroads represented by the

BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES
MEDIATION AGREEMENT

THIS AGREEMENT, made this 30th day of October, 1978 by and between the participating carriers listed in Exhibit A, attached hereto and made a part hereof, and represented by the National Carriers' Conference Committee, and the employees of such carriers shown thereon and represented by the Brotherhood of Maintenance of Way Employees, witnesses:

IT IS HEREBY AGREED:

ARTICLE I - GENERAL WAGE INCREASES

Section 1 - First General Wage Increase

Effective April 1, 1978, all hourly, daily, weekly, monthly and piece work rates of pay in effect on March 31, 1978, for employees covered by this Agreement shall be increased in the amount of 3 percent, applied so as to give effect to this increase in pay irrespective of the method of payment. The amount of any cost-of-living allowance which remained in effect after a portion of the allowance was incorporated into basic rates pursuant to Article II, Section 1(d) of the Agreement of January 29, 1975 will not be included with basic rates in computing the amount of this increase.

Section 2 - Second General Wage Increase

Effective October 1, 1978, all hourly, daily, weekly, monthly and piece work rates of pay in effect on September 30, 1978, for employees covered by this Agreement shall be increased in the amount of 2 percent, applied so as to give effect to this increase in pay irrespective of the method of payment. The amount of any cost-of-living allowance which remains in effect after a portion of the allowance was incorporated into basic rates pursuant to Article II, Section 1(f) hereof, will not be included with basic rates in computing the amount of this increase.

Section 3 - Third General Wage Increase

Effective July 1, 1979, all hourly, daily, weekly, monthly and piece work rates of pay in effect on June 30, 1979, for employees covered by this Agreement shall be increased in the amount of 4 percent applied so as to give effect to this increase in pay irrespective of the method of payment. The amount of any cost-of-living allowance which may remain in effect after a portion of the allowance has been incorporated into basic rates pursuant to Article II, Section 1(f) hereof, will not be included with basic rates in computing the amount of this increase.

Section 4 - Fourth General Wage Increase

Effective July 1, 1980, all hourly, daily, weekly, monthly and piece work rates of pay in effect on June 30, 1980, for employees covered by this Agreement shall be increased in the amount of 5 percent, applied so as to give effect to this increase in pay irrespective of the method of payment. The amount of any cost-of-living allowance which may remain in effect after a portion of the allowance has been incorporated into basic rates pursuant to Article II, Section 1(f) hereof, will not be included with basic rates in computing the amount of this increase.
Section 5 - Application of Wage Increases

The increases provided for by Sections 1 through 4 above shall be applied as follows:

(a) Hourly Rates - Add the specified percent to the existing hourly rates of pay.

(b) Daily Rates - Add the specified percent to the existing daily rates of pay.

(c) Weekly Rates - Add the specified percent to the existing weekly rates of pay.

(d) Monthly Rates - Add the specified percent to the existing monthly rates of pay.

(e) Piece Work - Adjustment of piece work rates of pay shall be based on the amount of increase applicable to the basic hourly rate for the class of work performed. Where piece work rates of pay are in effect on carriers having special rules as to the application of any increase, or decrease, in such rates, such rules shall apply.

(f) Deductions - Insofar as concerns deductions, which may be made from the rates resulting from the increases herein granted, under Section 3(m) of the Fair Labor Standards Act of 1938, they may continue to be made to the extent that such deductions were being legally made as of August 31, 1941.

(g) Application of Wage Increases - The increases in wages provided for in this provision shall be applied in accordance with the wage or working conditions agreement in effect between each carrier and its employees represented by the Brotherhood of Maintenance of Way Employees. Special allowances not included in fixed daily, weekly or monthly rates of pay for all services rendered will not be increased. Overtime hours will be computed in accordance with the individual schedules for all overtime hours paid for.

(h) Wage rates resulting from the increases provided for in this Article I, and in Section 1(f) of Article II, will not be reduced under Article II.

ARTICLE II - COST-OF-LIVING ADJUSTMENT

Section 1 - Amount and Effective Dates of Cost-of-Living Adjustments

(a) A cost-of-living adjustment increase of 19 cents per hour, based upon the increase in the Consumer Price Index (old series) between March 1977 and September 1977, will be made effective as of January 1, 1978. The amount of such adjustment will be added to the cost-of-living allowance of 15 cents per hour which became effective December 31, 1977 resulting from incorporation into basic rates of 16 cents per hour effective that date, as provided in Article II, Section 1(d)(iii) of the 1975 General Wage Increase Agreement and the Letter of Understanding of September 6, 1977 as to the amount to be so incorporated. As result of such adjustment, the cost-of-living allowance effective January 1, 1978 will be 34 cents per hour.
(b) A further cost-of-living adjustment increase of 19 cents per hour, based upon the increase in the Consumer Price Index between September 1977 (old series) and March 1978 (using the old series CPI for September-December 1977 and the new CPI-W identified in paragraph (c) below for January-March 1978), will be made effective as of July 1, 1978. The amount of such adjustment will be added to the cost-of-living allowance of 17 cents per hour which will become effective as of June 30, 1978 resulting from incorporation into basic rates of 17 cents per hour of the cost-of-living allowance effective that date, as provided in paragraph (f)(i) below. As result of such adjustment, the cost-of-living allowance effective July 1, 1978 will be 36 cents per hour.

(c) The cost-of-living allowance resulting from the adjustments provided for in paragraphs (a) and (b) above will subsequently be adjusted, in the manner set forth in and subject to all the provisions of paragraphs (g) and (h) below, on the basis of the "Consumer Price Index for Urban Wage Earners and Clerical Workers (Revised series) (CPI-W)" (1967 = 100), U.S. Index, all items - unadjusted, as published by the Bureau of Labor Statistics, U. S. Department of Labor, and hereinafter referred to as the BLS Consumer Price Index. The first such cost-of-living adjustment shall be made effective January 1, 1979, based (subject to paragraph (g)(i) below) on the BLS Consumer Price Index for September 1978 as compared with the index of 189.7 for March 1978. Such adjustment and further cost-of-living adjustments will be made effective the first day of each sixth month thereafter based on the change in the BLS Consumer Price Index during the respective measurement periods shown in the following table subject to the exception in paragraph (g)(ii) below, according to the formula set forth in paragraph (h) below:

<table>
<thead>
<tr>
<th>Measurement Periods</th>
<th>Effective Date of Adjustment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Base Month</strong> (1)</td>
<td><strong>Measurement Month</strong> (2)</td>
</tr>
<tr>
<td>March 1978</td>
<td>September 1978</td>
</tr>
<tr>
<td>September 1978</td>
<td>March 1979</td>
</tr>
<tr>
<td>March 1979</td>
<td>September 1979</td>
</tr>
<tr>
<td>September 1979</td>
<td>March 1980</td>
</tr>
</tbody>
</table>

(d) While a cost-of-living allowance is in effect, such cost-of-living allowance will apply to straight-time, overtime, vacations, holidays and to special allowances and arbitraries in the same manner as basic wage adjustments have been applied in the past.

(e) The amount of the cost-of-living allowance, if any, which will be effective from one adjustment date to the next may be equal to, or greater or less than, the cost-of-living allowance in effect in the preceding adjustment period.

(f)(i) Effective as of June 30 and December 31 of each year, 50% of the cost-of-living allowance then in effect will be incorporated into basic rates of pay for all purposes, and the cost-of-living allowance will be reduced by 50%.

(ii) If as of June 30 or December 31 of any year prior to the incorporation referred to in subparagraph (i) the amount of the cost-of-living allowance in effect should be an odd number of cents, the amount which will be
rolled into basic rates of pay will be the number of whole cents next above 50% of the amount of the cost-of-living allowance then in effect, and the cost-of-living allowance will be reduced by that amount.

(iii) The provisions of this paragraph (f) will have no effect on the amount of cost-of-living allowance in effect as of March 31, 1981. Disposition of that allowance or any portion thereof will remain for handling in connection with notices which may be served on or after January 1, 1981.

(g) Cap. (i) In calculations under paragraph (h) below, the maximum increase in the BLS Consumer Price Index (C.P.I.) which will be taken into account will be as follows:

<table>
<thead>
<tr>
<th>Effective Date of Adjustment</th>
<th>Maximum C.P.I. Increase Which May Be Taken into Account</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1, 1979</td>
<td>4% of March 1978 CPI</td>
</tr>
<tr>
<td>July 1, 1979</td>
<td>8% of March 1978 CPI, less increase from March to September 1978</td>
</tr>
<tr>
<td>January 1, 1980</td>
<td>4% of March 1979 CPI</td>
</tr>
<tr>
<td>July 1, 1980</td>
<td>8% of March 1979 CPI, less increase from March to September 1979</td>
</tr>
<tr>
<td>January 1, 1981</td>
<td>4% of March 1980 CPI</td>
</tr>
</tbody>
</table>

(ii) If the increase in the BLS Consumer Price Index from the base month of March 1978 to the measurement month of September 1978, or from the base month of March 1979 to the measurement month of September 1979, exceeds 4% of the March base index, the measurement period which will be used for determining the cost-of-living adjustment to be effective the following July 1 will be the twelve-month period from such base month of March; the increase in the index which will be taken into account will be limited to that portion of increase which is in excess of 4% of such March base index, and the maximum increase in that portion of the index which may be taken into account will be 8% of such March base index less the 4% mentioned in the preceding clause, to which will be added any residual tenths of points which had been dropped under paragraph (h) below in calculation of the cost-of-living adjustment which will have become effective the January 1 during such measurement period.

(iii) Any increase in the BLS Consumer Price Index from the base month of March 1978 to the measurement month of March 1979 in excess of 8% of the March 1978 base index, or from the base month of March 1979 to the measurement month of March 1980 in excess of 8% of the March 1979 base index, will not be taken into account in the determination of subsequent cost-of-living adjustments.

(h) Formula. The number of points change in the BLS Consumer Price Index during a measurement period, as limited by paragraph (g) above, will be converted into cents on the basis of one cent equals 0.3 full points. (By "0.3 full points" it is intended that any remainder of 0.1 point or 0.2 point of change after the conversion will not be counted.)

The cost-of-living allowance of 18 cents per hour which will become effective December 31, 1978 as result of application of paragraph (f)(i) will be adjusted (increased or decreased) effective January 1, 1979 by the whole number of cents produced by dividing by 0.3 the number of points (including tenths of points) change, as limited by paragraph (g) above, in the BLS Consumer Price Index during the measurement period from the base month of March 1978 to the
measurement month of September 1978. Any residual tenths of a point resulting from such division will be dropped. The result of such division will be added to the amount of the allowance which will have become effective December 31, 1978 if the Consumer Price Index will have been higher at the end than at the beginning of the measurement period, and subtracted therefrom only if the index will have been lower at the end than at the beginning of the measurement period.

The same procedure will be followed in applying subsequent adjustments.

(i) Continuance of the cost-of-living adjustments is dependent upon the availability of the official monthly BLS Consumer Price Index (CPI-W) calculated on the same basis as such Index, except that, if the Bureau of Labor Statistics, U. S. Department of Labor, should during the effective period of this Agreement revise or change the methods or basic data used in calculating the BLS Consumer Price Index in such a way as to affect the direct comparability of such revised or changed index with the CPI-W Index during a measurement period, then that Bureau shall be requested to furnish a conversion factor designed to adjust the newly revised index to the basis of the CPI-W Index during such measurement period.

Section 2 - Application of Cost-of-Living Adjustments

In application of the cost-of-living adjustments provided for by Section 1 of this Article II, the cost-of-living allowance will not become part of basic rates of pay except as provided in Section 1(f). Such allowance will be applied as follows:

(a) Hourly Rates - Add the amount of the cost-of-living allowance to the hourly rate of pay produced by application of Article I and by Section 1(f) of this Article II.

(b) Daily Rates - Determine the equivalent hourly rate by dividing the established daily rate by the number of hours comprehended by the daily rate. The amount of the cost-of-living allowance multiplied by the number of hours comprehended by the daily rate shall be added to the daily rate produced by application of Article I and by Section 1(f) of this Article II.

(c) Weekly Rates - Determine the equivalent hourly rate by dividing the established weekly rate by the number of hours comprehended by the weekly rate. The amount of the cost-of-living allowance multiplied by the number of hours comprehended by the weekly rate shall be added to the weekly rate produced by application of Article I and by Section 1(f) of this Article II.

(d) Monthly Rates - Determine the equivalent hourly rate by dividing the established monthly rate by the number of hours comprehended by the monthly rate. The amount of the cost-of-living allowance multiplied by the number of hours comprehended by the monthly rate shall be added to the monthly rate produced by application of Article I and by Section 1(f) of this Article II.

(e) Piece Work - Adjustment of piece-work rates of pay shall be based on the amount of increase applicable to the basic hourly rate for the class of work performed. Where piece-work rates of pay are in effect on carriers having special rules as to the application of any increase, or decrease, in such rates, such rules shall apply. In the absence of any definite rule governing, the equivalent of the hourly amount of the cost-of-living allowance shall be added to the established unit piece-work price.
(f) Minimum Daily Increases - The increase in rates of pay described in paragraphs (a) to (e), inclusive, shall be not less than eight times the applicable increase per hour for each full time day of eight hours, required to be paid for by the rules agreement. In instances where under the existing rules agreement an employee is worked less than eight hours per day, the increase will be determined by the number of hours required to be paid for by the rules agreement.

ARTICLE III - VACATIONS

Insofar as applicable to the employees covered by this Agreement who are also parties to the Vacation Agreement of December 17, 1941, as amended, that Agreement is further amended effective January 1, 1979, by substituting the following Article 1(c) and (d) for the corresponding provisions contained in Section 1 of Article IV of the Agreement of February 10, 1971:

(c) Effective with the calendar year 1979, an annual vacation of fifteen (15) consecutive work days with pay will be granted to each employee covered by this Agreement who renders compensated service on not less than one hundred (100) days during the preceding calendar year and who has nine (9) or more years of continuous service and who, during such period of continuous service renders compensated service on not less than one hundred (100) days (133 days in the years 1950-1959 inclusive, 151 days in 1949 and 160 days in each of such years prior to 1949) in each of nine (9) of such years, not necessarily consecutive.

(d) Effective with the calendar year 1979, an annual vacation of twenty (20) consecutive work days with pay will be granted to each employee covered by this Agreement who renders compensated service on not less than one hundred (100) days during the preceding calendar year and who has eighteen (18) or more years of continuous service and who, during such period of continuous service renders compensated service on not less than one hundred (100) days (133 days in the years 1950-1959 inclusive, 151 days in 1949 and 160 days in each of such years prior to 1949) in each of eighteen (18) of such years, not necessarily consecutive.

ARTICLE IV - HEALTH AND WELFARE BENEFITS; EARLY RETIREMENT MAJOR MEDICAL EXPENSE BENEFITS; AND DENTAL BENEFITS.

PART A. HEALTH AND WELFARE BENEFITS

Section 1. Continuation of Plan. The benefits now provided under The Railroad Employees National Health and Welfare Plan, modified as provided in Sections 2 and 3 below, will be continued subject to the provisions of the Railway Labor Act, as amended. Contributions to the Plan will be offset by the expeditious use of such amounts as may at any time be in Special Account A or in one or more special accounts or funds maintained by the insurer in connection with Group Policy Contract GA-23000, and by the use of funds held in trust that are not otherwise needed to pay claims, premiums or administrative expenses which are payable from trust. Detailed contract language specifying the new benefits and the changes in existing benefit and eligibility provisions is to be worked out by the Joint Policyholder Committee with the insurer.
Section 2. Benefit Changes. The following benefit changes will be made effective as of January 1, 1979:

a. Alcoholism Treatment. For treatment of alcoholism of an employee which has been diagnosed as such by the employee's attending physician, as a result of which the employee is confined at an approved treatment center which provides medical and therapeutic treatment for alcoholism under a program approved by both the attending physician and the insurer, on an in-patient basis requiring full-time participation by the patient, and certain evaluation, diagnostic and counseling services; a benefit will be provided to cover charges by the treatment center for room and board, care and treatment, exclusive of custodial care, up to $50 per day for not more than 31 days per calendar year with a lifetime maximum of $3,000.

b. Ambulatory Surgical Centers. Charges incurred by an employee or dependent for services rendered and supplies furnished by an approved ambulatory surgical center within the time limits and for the purposes specified in the out-patient expense provisions of the plan shall be treated as if they were hospital out-patient expenses.

c. Second Surgical Opinion. A benefit will be provided to pay reasonable charges incurred by an employee or dependent for consultations (including the reasonable charges for laboratory and X-ray examinations and other diagnostic procedures in connection therewith) with one or more qualified specialist surgeons for additional opinions as to the medical necessity for the performance of a recommended surgical procedure for which benefits are payable under the surgical expenses provisions of the Plan, provided the consultant surgeon examines the patient and furnishes the insurer either copy of his written report to the patient or a written report setting forth his opinion.

d. Pre-Admission Testing. Charges incurred by an employee or dependent in connection with pre-admission testing ordered by a physician will be covered as hospital in-patient expenses provided such tests are related to the performance of scheduled surgery in connection with a confirmed hospital admission, and (i) the person involved is subsequently admitted to the hospital as a resident in-patient unless the scheduled confinement is cancelled or postponed because of the unavailability of a bed or a change in his condition which precludes surgery or (ii) the surgery is performed in an out-patient facility (which may be an ambulatory surgical center) unless there is a change in the patient's condition which precludes surgery.

e. Surgical Expense Benefit. The maximum basic benefit for a surgical procedure will be increased from $650 to $1,000; the maximum allowance for administration of anesthetics will be increased from $162.50 to $250; and the $650 E Surgical Schedule will be replaced by a $1,000 E Surgical Schedule.

f. Hospital Miscellaneous Benefit. The provision for reimbursement for hospital charges for medical care and treatment (other than charges for room and board, nurses', and physicians' and surgeons' fees), and the excess of charges for intensive care in an intensive care unit over the amount payable otherwise, shall be increased from "not more than $1,000 plus 80% of the excess over $1,000," to "not more than $2,000 plus 80% of the excess over $2,000."
g. Out-Patient Expense Benefit, and Supplemental Out-Patient Medical Expense Benefit. The provision for reimbursement for hospital out-patient expenses, and the supplemental out-patient medical expense benefit provision, covering certain emergency medical care and treatment on account of accidental bodily injuries and additional subsequent medical care and treatment in connection with such emergency care, and medical care and treatment in connection with surgical operations, will be increased to provide for reimbursement for such expenses in full on a reasonable and customary basis (an increase from the maximum of $100 plus 80% of the excess over $100).

h. Ambulance Benefit. Necessary ambulance charges for transportation to and from hospital for an employee or dependent who is confined as a hospital in-patient, or who receives out-patient care of a nature referred to in g. above in a hospital, will be provided in full on a reasonable and customary basis (an increase from the maximum of $25 for such benefit).

i. Physician's Fee Benefit.

(i) The maximum amount payable on behalf of an employee or dependent for physician charges for visits while the employee or dependent is confined as a hospital in-patient will be increased from $6.00 to $10.00 per day of such confinement, and the maximum so payable during any one period of hospital confinement will be increased from $2,190 to $3,650.

(ii) The maximum amount payable for physicians' office visits by an employee shall be increased from $6.00 to $10.00, and for home visits from $7.50 to $12.00, per visit limited as at present to one home or office visit per day and a maximum of 180 such visits in a 12-month period; no benefit payable for the first visit on account of injury or the first three visits on account of sickness.

j. Major Medical Expense Limit Benefit. A provision will be added to the major medical expense benefit section of the Plan to the effect that if in a calendar year a covered employee or dependent has incurred expenses not otherwise reimbursed under the Plan which aggregate $2,000 including (i) the individual's cash deductible and (ii) the individual's 20% share of coinsurance under the hospital miscellaneous benefits and major medical expense benefit provisions, all further "covered expenses" of that individual in that calendar year which would otherwise come under the 80%/20% coinsurance provisions will instead be reimbursed under the major medical expense benefit provisions on a 100% basis. The four exclusions in the major medical expense benefit section will apply to this benefit.

k. Living Tissue Donor Benefit. Benefit will be provided for the living donor of an organ or tissue to an employee or dependent covered by The Railroad Employees National Health and Welfare Plan, with respect to the donation involved, on the same basis as if the donor were himself an employee covered by the Policy Contract to the extent such donor is not covered under any other health insurance program.
Section 3. Eligibility. The provision under which a new employee becomes a Qualifying Employee, and may become insured and eligible for benefits, on the first day of the first calendar month starting after such employee has completed 30 continuous days during which he has maintained an employment relationship, will be changed to provide that a new employee (employed on or after August 1, 1978) will become a qualifying employee on the first day of the first calendar month starting after such employee has completed 60 continuous days during which he has maintained an employment relationship.

Section 4. Restructuring. The parties to this Agreement will seek to work out with the insurer reasonable and practicable arrangements designed to decrease federal income taxes payable by the insurer in connection with the Plan, to decrease the insurer's reserves for its liabilities under the Plan, or otherwise to lessen the cost of maintaining the Plan without decreasing the benefits or services that the Plan provides.

PART B: EARLY RETIREMENT MAJOR MEDICAL EXPENSE BENEFIT

Section 1. Establishment and Effective Date. The railroads will establish an Early Retirement Major Medical Benefit Plan to provide specified major medical expense benefits for certain retired or disabled railroad employees and their dependents, to become effective on November 1, 1978 and to continue subject to the provisions of the Railway Labor Act, as amended, according to the following provisions:

a. Employees Eligible:

   (i) Age. An employee who, on or after July 1, 1978, retires at or after 61 years of age under the 60/30 provisions of the Railroad Retirement Act of 1974, if immediately prior to the date he retired he was covered for employee or dependent health benefits under The Railroad Employees National Health and Welfare Plan and had a current connection with the railroad industry.

   (ii) Disability.

      (a) An employee of a non-hospital association railroad who on or after July 1, 1978 and at or after age 61 was receiving employee health benefits (or still eligible for such benefits under the disability waiver provisions) under The Railroad Employees National Health and Welfare Plan, and who meets the requirements of subparagraph (c) below.

      (b) An employee of a hospital association railroad who would have met the requirements of subparagraph (a) above in full if he had been an employee of a non-hospital association railroad, and who meets the requirements of subparagraph (c) below.

      (c) To be eligible as a disabled employee, an employee must, in addition to fulfilling the requirements of subparagraph (a) or subparagraph (b) above,
(1) solely because of his disability be prevented from working in his regular occupation;

(2) be entitled to an annuity by reason of disability under the Railroad Retirement Act of 1974; however, he need not have filed application for disability annuity under the Railroad Retirement Act if he is receiving sickness benefits under the Railroad Unemployment Insurance Act, but when he is no longer receiving such sickness benefits if he does not apply for such disability annuity his eligibility under the Plan will terminate;

(3) have had a current connection with the railroad industry on the date immediately prior to the date on which he became entitled to such disability annuity; and

(4) have had by his eligibility date a total period, consisting of his railroad service prior to the onset of such disability plus the period of such disability itself, totaling not less than 30 years.

b. **Dependents Eligible:** Spouse and dependent children of eligible employees who are within definition of "dependent" in The Railroad Employees National Health and Welfare Plan.

c. **Scope of Coverage:**

(i) Eligible employees of non-hospital association railroads, and, to the extent provided in Section 3, of hospital association railroads.

(ii) Dependents of eligible employees of either hospital association or non-hospital association railroads.

d. **Duration of Coverage:**

(i) Coverage for all covered employees and dependents will begin when the employee becomes eligible under paragraph a., but not earlier than the effective date, and except that an employee's or dependent's coverage will not begin earlier than such employee's or dependent's eligibility for benefits under The Railroad Employees National Health and Welfare Plan ceases.

(ii) Coverage for covered employees will terminate on the earlier of -

(a) The date the employee becomes eligible for Medicare (even though his coverage may not yet have begun, e.g., if a disabled employee becomes eligible for Medicare before he becomes eligible under paragraph a.), or

(b) The date the employee's Railroad Retirement annuity terminates.
(iii) Coverage for all dependents of an employee will terminate on the earlier of:

(a) The date the employee's coverage terminates for any cause other than (1) death or (2) eligibility for Medicare by reason of disability, or

(b) If the employee predeceases dependent(s), or becomes eligible for Medicare by reason of disability, the date the employee would have become eligible for Medicare by reason of age if he had not died.

(iv) Coverage for any dependent will terminate if such individual dependent, while covered, -

(a) becomes eligible for Medicare, or

(b) is no longer within the above-referred-to definition of dependent, or

(c) is the widow or widower of a covered employee and remarries.

Note: As used in this paragraph d. Duration of Coverage, "Medicare" means the full measure of benefits under the Health Insurance for The Aged and Disabled Program under Title XVIII of the Social Security Act, as amended and as it may be further amended, which are normally available to an individual at age 65 or on general disability. Benefits under the Plan will be so adjusted to avoid duplication between Plan benefits and any other Medicare benefits.

e. Plan:

(i) Elements:

(a) Deductible: $100 per calendar year for each individual.

(b) Coinsurance proportions: 80/20, except 65/35 for out-of-hospital mental-nervous treatments.

(c) Lifetime benefit limit: $50,000 for each individual.

(ii) Benefits: Covered benefits will be benefits of the same categories as are covered major medical expense benefits under The Railroad Employees National Health and Welfare Plan.

(iii) The same Coordination of Benefits provisions as in Group Policy Contract GA-23000 will be included.

Section 2. Administration.

a. The railroads, which will be sole policyholder, will work out arrangements for the Plan to be administered and insurance thereunder to be provided by the same insurer as is handling those functions under The Railroad Employees National Health and Welfare Plan.
b. The railroads will work out with the insurer detailed contract language setting forth the eligibility and benefit provisions.

c. The insurer will furnish financial data, statistical and actuarial reports, and claim experience information to the organizations in the same detail and at the same time that it furnishes such data to the railroads.

d. Any dividends or retroactive rate refunds or credits will be paid into a special fund or account held by the insurer or into a trust established in connection with the Plan. Withdrawals may be made from such fund, account or trust only to provide or finance benefits.

Section 3. Employees of Hospital Association Railroads.
Hospital association railroads will pay the respective hospital associations such portion of the cost of the plan as is attributable to coverage for retired employees (but not for their dependents) contingent on commitments* from the hospital associations to provide benefits similar to those provided by the plan to such retired employees of the respective railroads as meet the above eligibility requirements and were members of the hospital association. In absence of such a commitment, no payment such as provided for in this paragraph shall be made to the hospital association involved, and the employees involved will be regarded as employees of a hospital association railroad for purposes of eligibility for early retirement medical benefits but shall be provided such benefits under the national plan the same as employees of non-hospital association railroads. On a railroad on which the hospital association has furnished such a commitment, individual retired or disabled employees who had not been members of the hospital association or who had been such members but elected to leave the association on discontinuing active railroad service, or who forego association benefits, will not have an option of electing coverage under the national plan; nor on a railroad on which there has been no such commitment from the hospital association will individual employees have an option of electing hospital association coverage in place of coverage under the national plan.

*Including acceptance of the following obligation: If a hospital association having furnished the commitment referred to in Section 3 should subsequently withdraw such commitment, the employees involved will thereafter be provided their benefits under the national plan as provided in the second sentence of Section 3. If any special contribution to the national plan is required to cover any liability which the hospital association may have incurred during the period it covered the employees involved (and while it was receiving the contribution identified in the first sentence of Section 3), which liability the national plan assumes by reason of the employees' coverage being transferred from the hospital association to the national plan, such special contribution will be made by the hospital association.

PART C. DENTAL BENEFITS

Section 1. Continuation of Plan. The benefits now provided under The Railroad Employees National Dental Plan, modified as provided in Sections 2 and 3 below, will be continued subject to the provisions of the Railway Labor Act, as amended. Detailed contract language specifying the changes in existing benefit and eligibility provisions is to be worked out by the Policyholder with the insurer.
Section 2. Benefit Changes. The following changes in the benefit area will be made effective as of January 1, 1979:

a. The maximum benefit (exclusive of any benefits for orthodontia) which may be paid with respect to a covered employee or dependent in any calendar year will be increased from $500 to $750 for all expenses incurred.

b. A limit of $100 will be placed on the amount of the deductible per calendar year to be paid by all members of an employee's family, to apply as follows:

(i) Any covered individual who has incurred and paid $50 of covered dental expenses in a calendar year has met the deductible with respect to himself.

(ii) When a covered employee and/or any one or more of his defined dependents have collectively incurred and paid $100 of covered dental expenses, counting not more than $50 with respect to any individual, in a calendar year, the deductible has been met with respect to such employee and all his defined dependents.

c. Extended coverage will be provided for disabled, pregnant, furloughed and discharged or dismissed employees on exactly the same basis as under The Railroad Employees National Health and Welfare Plan.

Section 3. Orthodontia. No change will be made with respect to benefits for orthodontia, except for the extended coverage provision described in paragraph c. of Section 2 above.

PART D. GENERAL

National Health Legislation. In the event that national health legislation should be enacted, benefits provided under The Railroad Employees National Health and Welfare Plan, The Early Retirement Major Medical Benefit Plan, and The Railroad Employees National Dental Plan with respect to a type of expense which is a covered expense under such legislation will be integrated so as to avoid duplication, and the parties will agree upon the disposition of any resulting savings.

ARTICLE V - JURY DUTY

Article V-A - Jury Duty of the Agreement of February 10, 1971, is amended to read as follows:

When a regularly assigned employee is summoned for jury duty and is required to lose time from his assignment as a result thereof, he shall be paid for actual time lost with a maximum of a basic day's pay at the straight time rate of his position for each day lost less the amount allowed him for jury service for each such day, excepting allowances paid by the court for meals, lodging or transportation, subject to the following qualification requirements and limitations:

(1) An employee must furnish the carrier with a statement from the court of jury allowances paid and the days on which jury duty was performed.
(2) The number of days for which jury duty pay shall be paid is limited to a maximum of 60 days in any calendar year.

(3) No jury duty pay will be allowed for any day as to which the employee is entitled to vacation or holiday pay.

(4) When an employee is excused from railroad service account of jury duty the carrier shall have the option of determining whether or not the employee's regular position shall be blanked, notwithstanding the provisions of any other rules.

(5) Except as provided in paragraph (6), an employee will not be required to work on his assignment on days on which jury duty:

(a) ends within four hours of the start of his assignment; or

(b) is scheduled to begin during the hours of his assignment or within four hours of the beginning or ending of his assignment.

(6) On any day that an employee is released from jury duty and four or more hours of his work assignment remain, he will immediately inform his supervisor and report for work if advised to do so.

This Article shall become effective fifteen (15) days after the date of this Agreement.

ARTICLE VI - OFF-TRACK VEHICLE ACCIDENT BENEFITS

Article V(b) of the Agreement of February 10, 1971 is hereby amended to read as follows:

(b) Payments to be Made:

In the event that any one of the losses enumerated in subparagraphs (1), (2) and (3) below results from an injury sustained directly from an accident covered in paragraph (a) and independently of all other causes and such loss occurs or commences within the time limits set forth in subparagraphs (1), (2) and (3) below, the carrier will provide, subject to the terms and conditions herein contained, and less any amounts payable under Group Policy Contract GA-23000 of The Travelers Insurance Company or any other medical or insurance policy or plan paid for in its entirety by the carrier, the following benefits:

(1) Accidental Death or Dismemberment

The carrier will provide for loss of life or dismemberment occurring within 120 days after date of an accident covered in paragraph (a):

- Loss of Life: $150,000
- Loss of Both Hands: $150,000
- Loss of Both Feet: $150,000
- Loss of Sight of Both Eyes: $150,000
- Loss of One Hand and One Foot: $150,000
- Loss of One Hand and Sight of One Eye: $150,000
- Loss of One Foot and Sight of One Eye: $150,000
- Loss of One Hand or One Foot or Sight of One Eye: $75,000
"Loss" shall mean, with regard to hands and feet, dismemberment by severance through or above wrist or ankle joints; with regard to eyes, entire and irrecoverable loss of sight.

No more than $150,000 will be paid under this paragraph to any one employee or his personal representative as a result of any one accident.

(2) Medical and Hospital Care

The carrier will provide payment for the actual expense of medical and hospital care commencing within 120 days after an accident covered under paragraph (a) of injuries incurred as a result of such accident, subject to limitation of $3,000 for any employee for any one accident, less any amounts payable under Group Policy Contract GA-23000 of The Travelers Insurance Company or under any other medical or insurance policy or plan paid for in its entirety by the carrier.

(3) Time Loss

The carrier will provide an employee who is injured as a result of an accident covered under paragraph (a) hereof and who is unable to work as a result thereof commencing within 30 days after such accident 80% of the employee's basic full-time weekly compensation from the carrier for time actually lost, subject to a maximum payment of $150.00 per week for time lost during a period of 156 continuous weeks following such accident provided, however, that such weekly payment shall be reduced by such amounts as the employee is entitled to receive as sickness benefits under provisions of the Railroad Unemployment Insurance Act.

(4) Aggregate Limit

The aggregate amount of payments to be made hereunder is limited to $1,000,000 for any one accident and the carrier shall not be liable for any amount in excess of $1,000,000 for any one accident irrespective of the number of injuries or deaths which occur in or as a result of such accident. If the aggregate amount of payments otherwise payable hereunder exceeds the aggregate limit herein provided, the carrier shall not be required to pay as respects each separate employee a greater proportion of such payments than the aggregate limit set forth herein bears to the aggregate amount of all such payments.

This Article will become effective November 1, 1978.

ARTICLE VII - BEREAVEMENT LEAVE

Bereavement leave, not in excess of three calendar days, following the date of death will be allowed in case of death of an employee's brother, sister, parent, child, spouse or spouse's parent. In such cases a minimum basic day's pay at the rate of the last service rendered will be allowed for the number of working days lost during bereavement leave. Employees involved will make provision for taking leave with their supervising officials in the usual manner. Any restrictions against blanking jobs or realigning forces will not be applicable when an employee is absent under this provision.
This Article shall become effective thirty (30) days after the date of this Agreement except on such Carriers where the organization representatives may elect to preserve existing rules or practices and so notify the authorized Carrier representative on or before such effective date.

ARTICLE VIII - ENTRY RATES

Section 1 - Service First 12-Months

Except as otherwise provided in this Article VIII, employees entering service on and after the effective date of this Article shall be paid as follows for all service performed within the first twelve (12) calendar months of service:

(a) For the first twelve (12) calendar months of employment, new employees shall be paid 90% of the applicable rates of pay (including COLA) for the class and craft in which service is rendered. However, an employee promoted to a higher class shall not be paid at a rate of pay lower than the rate he would have been paid had he remained in the lower class.

(b) When an employee has completed a total of twelve (12) calendar months of employment in any maintenance of way position (or combination thereof) the provisions of sub-paragraph (a) above will no longer be applicable. Employees who have had a maintenance of way employment relationship with the carrier and are rehired in a maintenance of way position will be paid at the full applicable rate after completion of a total of twelve (12) calendar months combined employment.

(c) Any calendar month in which an employee does not render compensated service due to voluntary absence, suspension, or dismissal shall not count toward completion of the twelve (12) month period.

(d) The reduced rates provided by this Article are applicable to trackmen; extra gangmen; sectionmen; all laborers, gardeners, farmers and helpers; firemen; upgraded mechanics; flagmen, gate men and watchmen; and roadway equipment and machine operators who have not established seniority as such.

Section 2 - Preservation of Lower Rates

Agreements which provide for training or entry rates that are lower than those provided for in Section 1 are preserved. However, if such agreements provide for payment at a lower rate for less than the first twelve (12) calendar months of actual service, Section 1 of this Article will be applicable during any portion of that period in which such lower rate is not applicable.

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This Article shall become effective 15 days after the date of this Agreement except on such carriers as may elect to preserve existing rules or practices and so notify the authorized employee representative on or before such effective date.
ARTICLE IX - EXPENSES AWAY FROM HOME

Section 1

Effective November 1, 1978 the allowances specified in the Award of Arbitration Board No. 298 (rendered September 30, 1967) shall be adjusted as follows:

(a) the maximum reimbursement for actual reasonable lodging expense provided for in Article I, Section A(3) is increased from $4.00 per day to $6.40 per day;

(b) the meal allowances provided for in Article I, Sections B(1), B(2) and B(3) are increased from $1.00, $2.00 and $3.00 per day respectively to $1.60, $3.20 and $4.80 per day respectively;

(c) the allowance for the use of an employee's personal automobile provided for in Article I, Section C(2) shall be increased from nine cents a mile to fifteen cents a mile; and

(d) the maximum reimbursement for actual reasonable meals and lodging costs provided for in Article II, Section B is increased from $7.00 per day to $11.20 per day.

Section 2

Effective July 1, 1979 the daily allowances specified in paragraphs (a), (b) and (d) of Section 1 above will be adjusted to (a) $7.00; (b) $1.75, $3.50 and $5.25 respectively, and (d) $12.25.

ARTICLE X - UNION DUES DEDUCTION

Not later than the month of December, 1979, each railroad party to this Agreement and the organization signatory to this Agreement will reach an understanding or agreement to modify their union dues deduction agreement effective with the month of January, 1980, to provide that deductions will be made monthly and will be limited to union dues, initiation fees, and assessments (not including fines and penalties) which are uniformly required as a condition of acquiring or retaining membership.

ARTICLE XI - APPLICATION FOR EMPLOYMENT

Section 1 - Probationary Period

Applications for employment will be rejected within sixty (60) calendar days after seniority date is established, or applicant shall be considered accepted. Applications rejected by the carrier must be declined in writing to the applicant.

Section 2 - Omission or Falsification of Information

An employee who has been accepted for employment in accordance with Section 1 will not be terminated or disciplined by the carrier for furnishing incorrect information in connection with an application for employment or for withholding information therefrom unless the information involved was of such a nature that the employee would not have been hired if the carrier had had timely knowledge of it.
ARTICLE XII - GENERAL PROVISIONS

Section 1 - Court Approval

This Agreement is subject to approval of the courts with respect to participating carriers in the hands of receivers or trustees.

Section 2 - Effect of this Agreement

(a) The purpose of this Agreement is to fix the general level of compensation during the period of the Agreement, and to settle the disputes growing out of the notices served upon the carriers listed in Exhibit A by the organization signatory hereto dated on or about January 17, 1977 (wage and rules); February 15, 1977 and August 15, 1977 (health and welfare and dental), and proposals served on April 28, 1978 by the carriers for concurrent handling therewith. This Agreement shall be construed as a separate agreement by and on behalf of each of said carriers and their employees represented by the organization signatory hereto, and shall remain in effect through March 31, 1981 and thereafter until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

(b) No party to this Agreement shall serve, prior to January 1, 1981 (not to become effective before April 1, 1981), any notice or proposal for the purpose of changing the subject matter of the provisions of this Agreement or which proposes matters covered by the proposals of the parties cited in paragraph (a) of this Article, and any proposals in pending notices relating to such subject matters are hereby withdrawn.

(c) Any pending proposals relating to inequity wage adjustments are hereby withdrawn and no such proposals will be served prior to January 1, 1981 (not to become effective before April 1, 1981), with the exception that if a carrier party hereto proposes a merger or coordination or a major technological change, the organization may in relation thereto, serve and progress proposals for changes in rates of pay on an individual position basis based upon increased duties and/or responsibilities by reason of such contemplated merger, coordination or major technological change.

Note: For purposes of this Agreement a "major technological change" is one involving 25 or more employees subject to the pay provisions of the collective bargaining agreement between an individual railroad and the organization party to this Agreement.

(d) During the term of this Agreement, pending proposals covering subject matters not specifically dealt with in paragraphs (b) and (c) of this Article need not be withdrawn and new proposals covering such subject matters may be served, and such pending or new proposals may be progressed within, but not beyond, the specific procedures for peacefully resolving disputes which are provided for in the Railway Labor Act, as amended.

(e) This Article will not debar transactions under Article III of the Agreement of October 7, 1959, Mediation Case No. A-5987, covering employees represented by the Brotherhood of Maintenance of Way Employees.
(f) This Article will not bar management and committees on individual railroads from agreeing upon any subject of mutual interest.


FOR THE PARTICIPATING CARRIERS LISTED IN EXHIBIT A:

Chairman

FOR THE EMPLOYEES REPRESENTED BY THE BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES:

Witness:

Member, National Mediation Board
October 30, 1978

Mr. Ole M. Berge
President
Brotherhood of Maintenance
of Way Employes
12050 Woodward Avenue
Detroit, Michigan 48203

Dear Mr. Berge:

This has reference to Article VIII - Entry Rates - of the Agreement dated October 30, 1978 and, in particular, the provisions of Section 1(d) thereof.

This will confirm our understanding that in specifying the classifications in Section 1(d) the parties have agreed that the following positions are not subject to entry rates:

- Apprentices
- B&B skilled tradesmen
- Assistant foremen
- Foremen
- Roadway equipment and machine operators who have established seniority as such (but not helpers and firemen)
- Camp car cooks (but not helpers)
- Pumping equipment operators (but not helpers)
- Bridge operators (but not helpers)
- Welders (but not helpers)
- Maintenance of Way and Scale Inspectors
- Water service mechanics
- Roadway equipment mechanics

If any question arises as to classifications not covered by Section 1(d), or this letter, the matter will be discussed by the National Carriers' Conference Committee and the Brotherhood of Maintenance of Way Employes Negotiating Committee for determination as to whether or not entry rates are applicable.

Will you please indicate your concurrence by affixing your signature in the space provided below.

Yours very truly,

C. I. Hopkins, Jr.

I concur:

[Signature]

Mr. Ole M. Berge
President
Brotherhood of Maintenance
of Way Employees
12050 Woodward Avenue
Detroit, Michigan 48203

Dear Mr. Berge:

This refers to Section 1(d) of Article VIII - Entry Rates - and the application of same to roadway equipment and machine operators.

It is understood that even though an employee has established seniority as a roadway equipment or machine operator, when working as a trackman and used under composite service rules to operate equipment or machines for which he is compensated under such rules, entry rates will apply unless such employee is filling a bonafide vacancy as a roadway equipment or machine operator.

Will you please indicate your concurrence by affixing your signature in the space provided below.

Yours very truly,

[Signature]
C. I. Hopkins, Jr.

I concur: [Signature]
October 30, 1978

Mr. Ole M. Berge
President
Brotherhood of Maintenance
of Way Employes
12050 Woodward Avenue
Detroit, Michigan 48203

Dear Mr. Berge:

This confirms our understanding reached in current negotiations with respect to the provisions of Article IX - Expenses Away From Home.

There was discussion of individual railroad situations where existing rules provide certain allowances in accordance with Arbitration Board Award No. 298 and other allowance(s) different from those provided for in the Award. For example, a railroad pays the allowances provided for in Article I, Sections B(1) and B(2) but, where neither a cook nor cooking facilities is furnished, actual expenses are allowed. The provisions of Article IX of this Agreement provide for increases in those allowances under the Award of Board 298 that are applicable on a railroad but do not disturb those arrangements which have become effective under a local agreement, so that in this particular example the Article I B(1) and B(2) allowances would be increased under the National Agreement but the provision for actual expenses would continue in effect.

We also discussed situations where agreements have been reached, prior to this agreement, on individual railroads to increase the allowances under Article I, Sections A(3), B(1), B(2) and B(3) and Article II, Section B, of the Award of Arbitration Board No. 298 and in such situations the employee representatives are to be afforded an option, to be exercised within fifteen days after the date of this agreement, to retain all allowances specified in such agreements or to accept all allowances specified in this agreement in lieu thereof.

Will you please indicate your concurrence by affixing your signature in the space provided below.

Yours very truly,

C. I. Hopkins, Jr.

I concur:

[Signature]
October 30, 1978

Mr. Ole M. Berge
President
Brotherhood of Maintenance
of Way Employees
12050 Woodward Avenue
Detroit, Michigan 48203

Dear Mr. Berge:

This confirms our understanding reached in current negotiations that, notwithstanding the provisions of Article XII - General Provisions of the Agreement dated October 30, 1978, where rules and agreements are in effect on individual railroads providing for allowances for employees, in lieu of those provided by Arbitration Award No. 298, notices may be served to revise such rules and agreements and may be progressions within, but not beyond, the specific procedures for peacefully resolving disputes which are provided for in the Railway Labor Act, as amended. A railroad on which such a notice is served may serve counterproposals dealing with working conditions of such employees, to be handled concurrently therewith.

Will you please indicate your concurrence by affixing your signature in the space provided below.

Yours very truly,

[Signature]

C. I. Hopkins, Jr.

I concur:

[Signature]
October 30, 1978

Mr. Ole M. Berge
President
Brotherhood of Maintenance
of Way Employees
12050 Woodward Avenue
Detroit, Michigan 48203

Dear Mr. Berge:

In accordance with our understanding, this is to confirm that the carriers will make all reasonable efforts to make the retroactive increase payments provided for in the Agreement signed today as soon as possible.

If a carrier finds it impossible to make the retroactivity payments within sixty days, it is understood that such carrier will notify you in writing as to why such payments have not been made and indicate when it will be possible to make such retroactive payments.

Yours very truly,

C. I. Hopkins, Jr.
RAILROADS REPRESENTED BY THE NATIONAL CARRIERS' CONFERENCE COMMITTEE IN CONNECTION WITH NOTICES DATED ON OR ABOUT JANUARY 17, 1977 OF DESIRE TO REVISE AND SUPPLEMENT EXISTING AGREEMENTS IN ACCORDANCE WITH ATTACHMENTS "A" AND "B" THERETO, AND NOTICES DATED ON OR ABOUT FEBRUARY 15, 1977 AND AUGUST 15, 1977 OF DESIRE TO REVISE AND SUPPLEMENT EXISTING AGREEMENTS PERTAINING TO HOSPITAL, SURGICAL AND MEDICAL BENEFITS AND GROUP LIFE INSURANCE (GROUP POLICY CONTRACT GA-23000) AND DENTAL BENEFITS (GROUP POLICY CONTRACT GP-12000) IN ACCORDANCE WITH PROPOSALS SET FORTH IN ATTACHMENT "A" AND ATTACHMENT "B", RESPECTIVELY, SERVED ON RAILROADS GENERALLY BY THE GENERAL CHAIR- MEN, OR OTHER RECOGNIZED REPRESENTATIVES, OF THE BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES, AND PROPOSALS SERVED BY THE CARRIERS FOR CONCURRENT HANDLING THEREWITH.

Subject to indicated footnotes, this authorization is co-extensive with notices filed and with provisions of current schedule agreements applicable to employees represented by the Brotherhood of Maintenance of Way Employees.

NOTE: This authorization is subject to the stipulation contained in Letter of Understanding dated August 19, 1960.

Akron & Barberton Belt Railroad Company
Akron, Canton & Youngstown Railroad Company
Alton & Southern Railway Company
Atchison, Topeka and Santa Fe Railway Company
#-Atlanta & Saint Andrews Bay Railway Company
#-Bangor and Aroostook Railroad Company
Belt Railway Company of Chicago
Bessemer and Lake Erie Railroad Company
*#-Boston and Maine Corporation
Burlington Northern Inc.
Butte, Anaconda & Pacific Railway Company
Camas Prairie Railroad
Canadian National Railways -
  Great Lakes Region, Lines in the United States
  St. Lawrence Region, Lines in the United States
#-Canadian Pacific Limited
Central of Georgia Railroad Company
Central Vermont Railway, Inc.
THE CHESSIE SYSTEM:
  Baltimore and Ohio Railroad Company
  Baltimore and Ohio Chicago Terminal Railroad Company
  Chesapeake and Ohio Railway Company
  Staten Island Railroad Corporation
  Western Maryland Railway Company
Chicago & Illinois Midland Railway Company
Chicago and North Western Transportation Company
Chicago and Western Indiana Railroad Company
*#-Chicago, Milwaukee, St. Paul and Pacific Railroad Company
*#-Chicago, Rock Island and Pacific Railroad Company
Chicago Short Line Railway Company
Chicago South Shore and South Bend Railroad
Chicago Union Station Company
Chicago, West Pullman & Southern Railroad Company
Colorado and Southern Railway Company
Colorado & Wyoming Railway Company
Davenport, Rock Island and North Western Railway Company
Delaware & Hudson Railway Company
Denver and Rio Grande Western Railroad Company
Denver Union Terminal Railway Company
Des Moines Union Railway Company
Detroit & Mackinac Railway Company
Detroit & Toledo Shore Line Railroad Company
Detroit Terminal Railroad Company
Detroit, Toledo and Ironton Railroad Company
Duluth, Missabe and Iron Range Railway Company
Duluth, Winnipeg & Pacific Railway
Elgin, Joliet and Eastern Railway

THE FAMILY LINES:
- Seaboard Coast Line Railroad Company
- Louisville & Nashville Railroad Company
- Clinchfield Railroad Company
- Georgia Railroad
- Atlanta & West Point Railroad Company
- Atlanta Joint Terminals
- Western Railway of Alabama
- Fort Worth and Denver Railway Company
- Galveston, Houston and Henderson Railroad Company
- Grand Trunk Western Railroad Company
- Green Bay and Western Railroad Company
- Houston Belt & Terminal Railway Company
- Illinois Central Gulf Railroad Company
- Illinois Terminal Railroad Company
- Indiana Harbor Belt Railroad Company
- Joint Texas Division of the CRI&P and FW&D Railway
- Kansas City Southern Railway Company
- Kansas City Terminal Railway Company
- Kentucky & Indiana Terminal Railroad Company
- Lake Erie, Franklin & Clarion Railroad Company
- Lake Superior & Ishpeming Railroad Company
- Lake Superior Terminal & Transfer Railway Company
- Longview, Portland & Northern Railway Company
- Los Angeles Junction Railway Company
- Louisiana & Arkansas Railway Company
- Maine Central Railroad Company
- Portland Terminal Company
- Meridian & Bigbee Railroad Company
- Minneapolis, Northfield and Southern Railway
- Minnesota & Manitoba Railroad
- Minnesota Transfer Railway Company
- Mississippi Export Railroad Company
- Missouri-Kansas-Texas Railroad Company
- Missouri Pacific Railroad Company
- Abilene & Southern Railway Company
- Fort Worth Belt Railway Company
- Missouri-Illinois Railroad Company
- Texas-New Mexico Railway Company
- Weatherford, Mineral Wells and Northwestern Railway Company
- Monongahela Railway Company
- Montour Railroad Company
- New Orleans Public Belt Railroad
- New York, Susquehanna and Western Railroad
- Norfolk and Portsmouth Belt Line Railroad Company
- Norfolk and Western Railway Company
- Northwestern Pacific Railroad Company
Oregon, California & Eastern Railway Company
Peoria and Pekin Union Railway Company
Pittsburgh & Shawmut Railroad Company
Pittsburgh & Lake Erie Railroad Company, Lake Erie & Eastern
Railroad Company
Pittsburgh, Chahier's & Youghiogheny Railway Company
Portland Terminal Railroad Company
Port Terminal Railroad Association
Quanah, Acme & Pacific Railway Company
Richmond, Fredericksburg and Potomac Railroad Company
St. Joseph Terminal Railroad Company
2-St. Louis-San Francisco Railway Company
St. Louis Southwestern Railway Company
Saint Paul Union Depot Company
Soo Line Railroad Company
Southern Pacific Transportation Company, Pacific Lines and
Texas and Louisiana Lines
Southern Railway Company
Alabama Great Southern Railroad Company
Cincinnati, New Orleans and Texas Pacific Railway Company
Georgia Southern and Florida Railway Company
New Orleans Terminal Company
Atlantic and East Carolina Railway Company
Georgia Northern Railway Company (Albany and Northern
Seniority District)
Interstate Railroad Company
Live Oak, Perry and South Georgia Railroad Company
Louisiana Southern Railway Company
Norfolk Southern Railway Company
Spokane International Railroad Company
Terminal Railroad Association of St. Louis
Terminal Railway, Alabama State Docks
Texas Mexican Railway Company
Toledo, Peoria and Western Railroad Company
Toledo Terminal Railroad Company
Union Pacific Railroad Company
Union Terminal Railway-St. Joseph Belt Railway
Upper Merion & Plymouth Railroad Company
Walla Walla Valley Railway Company
Washington Terminal Company
Western Pacific Railroad Company
Wichita Terminal Association
Wichita Union Terminal Railway Company
Yakima Valley Transportation Company

NOTES:

* - Subject to the approval of the Courts.

# - Authorization is confined to negotiation of the organization's notices

© - Authorization is confined to negotiation of the organization’s notice
1 - Authorization also includes the former C&EI, former T&P and former TP-MP Terminal RR. of New Orleans.

2 - Authorization also includes the AT&N District.

FOR THE CARRIERS:

[Signature]

FOR THE BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES:

[Signature]

Washington, D. C.,
January 25, 1978