

*W. L. Cornelius*  
*(Managers)*  
**ERIE RAILROAD SYSTEM LINES**

Comprised of the

**ERIE RAILROAD COMPANY  
CHICAGO AND ERIE RAILROAD COMPANY  
NEW YORK, SUSQUEHANNA AND WESTERN  
RAILROAD COMPANY**

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**RULES AND RATES OF PAY**

FOR

**Mechanical Department Employes**

COMPOSED OF

**MACHINISTS, BOILERMAKERS,  
BLACKSMITHS, SHEET METAL  
WORKERS, ELECTRICIANS,  
CARMEN**

ALSO THEIR

**APPRENTICES AND HELPERS**

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**Effective May 1st, 1929**



## **ADDENDUM NO. 1**

At the following points, the Eight (8) Hour Day will apply:

### **NEW YORK DISTRICT**

Weehawken  
Jersey City  
Pen Horn  
Secaucus  
Little Ferry, including Undercliff  
Stroudsburg  
Port Jervis  
North Paterson

### **EASTERN DISTRICT**

Dunmore  
Avoca  
Susquehanna  
Elmira  
Hornell  
Avon  
Buffalo  
Salamanca

### **WESTERN DISTRICT**

Meadville  
Sharon  
Brier Hill  
Cleveland  
Kent  
Marion  
Huntington  
51st Street, Chicago  
Hammond—Car



# GENERAL RULES

## Hours of Service

1. (a) Eight (8) hours shall constitute a day's work and eight (8) hours' work will be required for eight (8) hours' pay, except as otherwise specified in this agreement.

(b) At points where running repairs and terminal forces are maintained and the work is not continuous, eight (8) hours of work may be bulletined within a spread of ten (10) hours or ten (10) hours within a spread of twelve (12) hours. There shall be but one interval of release of not less than two (2) hours, these points to be mutually agreed upon.

(c) Paragraph (b) will not apply at points specified in Addendum No. 1.

## Starting Time

2. Starting time shall be regulated on all shifts to conform to the requirements of the service and shall be arranged after conference with duly authorized Committee, to meet the convenience of the employes so far as possible.

## Sunday and Holiday Work

3. Work performed on Sundays and the following legal holidays—namely, New Year's Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas (provided when any of the above holidays fall on Sunday, the day observed by the State, Nation or Proclamation shall be considered the holiday) shall be paid for at the rate of time and one-half except that employes necessary to the operation of power houses, millwright gangs, heat-treating plant, train yards, running repairs and inspection forces, will be compensated on the same basis as



on week days. Sunday and holiday work will be required only when absolutely essential to the continuous operation of the Railroad.

4. (a) Employees regularly assigned to work on Sundays or holidays or those called to take the place of such employes, will be allowed to complete the balance of the day unless released at their own request. Employes called will be advised as soon as possible after vacancies become known.

(b) At points, where a sufficient number of qualified employes are in service, employes shall not work two consecutive Sundays (holidays to be considered as Sundays).

#### **Overtime**

5. (a) Overtime shall be computed on the actual minute basis.

(b) Employes paid on an hourly basis working continuously in excess of eight (8) hours, exclusive of meal or other regular relief period, shall be paid for overtime at the rate of time and one-half. Except as otherwise provided, for time worked continuously in excess of sixteen (16) hours, double time will be allowed.

(c) At points where work is not continuous, overtime will be paid at the rate of time and one-half for all time worked in excess of the bulletined hours.

(d) Employes will be allowed rate of time and one-half, on actual minute basis, for work performed continuously in advance of the regular work period.

(e) When necessary for employes to work overtime they shall not be laid off during regular working hours to equalize time.

(f) Record will be kept of overtime worked and employes called with the purpose in view of distributing the overtime with reasonable equality.

#### **Pay for Calls**

6. (a) Employes called to report for work and reporting but not used will be paid a minimum of four (4) hours at straight time rates.

(b) When called for and assigned to work they will be allowed a minimum of four (4) hours for two hours and forty minutes work or less, and will be required to do only such work as called for or other emergency work.

#### **Meal Periods**

7. (a) Regular meal periods, without pay, shall be established, except in case of individuals or gangs working three (3) consecutive eight (8) hour shifts, when twenty (20) minutes will be allowed employes so engaged on each shift in which to eat without deduction in pay.

(b) The time and length of meal periods shall be subject to mutual agreement.

(c) Employes required to work during meal period shall receive pay for the length of the meal period regularly taken, at point employed, at straight time rates and will be allowed necessary time to procure meal (not to exceed thirty (30) minutes, without loss of time. This does not apply when employes are allowed the twenty (20) minutes for lunch without deduction in pay. (Amended February 1, 1924.)

#### **Emergency Road Work**

8. (a) Employees when sent out on the road, for emergency service away from home point, will be paid from the time required to report at their home station until their return for all time worked in accordance with the practice at home station, and straight time rate for all time traveling. If during the time on the road employes are relieved for five (5) or more hours, such relief time will not be paid for.



(b) Where meals and lodging are not provided by the Railroad Company actual necessary expenses will be allowed.

(c) Employes will receive all allowances for expenses as soon as possible after statement is rendered. Employes will be called as nearly as possible one hour before leaving time and on their return will deliver tools at point designated.

(d) Wrecking service employes will be paid under this rule, except that all time working, waiting or traveling on Sundays and holidays (as specified in Rule 3) will be paid for at rate of time and one-half, and all time working, waiting or traveling on week days after the recognized straight time hours at home station will also be paid for at rate of time and one-half.

#### **Temporary Vacancies**

9. When necessary to fill temporary vacancies, at outlying points, employees will be paid as follows:

(a) Continuous time from time required to leave home point up to time of arrival at designated point at straight time rates; the same provisions will apply for return trip.

(b) For work performed while at such point they will be paid straight time and overtime in accordance with the practice at the outlying points with a guarantee (for each day) of not less than eight (8) hours' pay at their established rate.

(c) When meals and lodging are not provided by the Railroad Company actual necessary expenses will be allowed.

#### **Assigned Road Work**

10. (a) Employes, regularly assigned to perform road work, will be paid on monthly basis. They shall be paid not less than the minimum hourly rate for the corresponding

class of employes coming under the provisions of this agreement on the basis of 365 eight (8) hour days per year. The monthly salary to be arrived at by dividing the earnings of 2920 hours by twelve (12); no overtime is to be allowed for time worked in excess of eight (8) hours and no time is to be deducted unless the employe lays off of his own accord.

(b) When the service requirements make the purchase of meals and lodging necessary, while away from home point, employes will be paid actual necessary expenses. Paragraph (b) will not apply to midday lunches.

(c) Employes coming under the provisions of this rule may be used, when at home point, to perform shop work in connection with the work of their regular assignments.

#### **Changing Shifts**

11. (a) Employes changed from one shift to another, by the Company, will be paid overtime rates for the first shift of each change. Employes working two shifts or more on a new shift shall be considered transferred.

(b) Employes changing shifts, by exercise of their seniority for new positions or vacancies, shall not come under the provisions of this rule.

(c) Employes on night shifts desiring day work shall have preference when vacancies occur, according to their seniority, if they have the necessary qualifications for the job that is open.

#### **Temporary Vacancies**

12. When an employe is required to fill the place of another employe receiving a higher rate of pay he shall receive the higher rate, but if required to fill temporarily the place of another employe receiving a lower rate, his rate will not be changed.



### Filling New Positions and Vacancies

13. (a) When new jobs are created or vacancies occur in the respective crafts, the oldest employe in point of service shall, if sufficient ability has been shown, be given preference in filling such new jobs or vacancies that may be desirable to them. All vacancies or new jobs will be bulletined. Bulletins must be posted five (5) days before vacancies are filled permanently. Employes desiring to avail themselves of this rule will make application to the official in charge and a copy of the application will be given to the local chairman.

(b) An employe exercising his seniority for a vacancy under this rule will lose his rights to the job he left, and if he fails to qualify for the position, he will take whatever position may be open in his craft.

### Promotions

14. (a) Mechanics in service will be considered for promotion to positions as Foremen.

(b) Mechanics promoted to position of Foremen will retain their full seniority as mechanics at the point from which promoted. If through a reduction in force or for any other reason a Foreman is demoted he shall have the privilege of taking a job on the trick he was working on at the time of promotion, provided that no other mechanic is displaced. When set back at his own request, he shall take whatever job that may be open, seniority to govern.

### Positions Abolished

15. A mechanic whose job is abolished will be given a job on the trick he was working on when he exercised his seniority to secure the job abolished, provided there is a junior employe on that trick. If he is taken off the job at his own request, he shall take whatever job that may be open, seniority to govern.

### Employes Transferred

16. (a) Employes transferred from one point to another, with a view to accepting a permanent transfer will, after thirty (30) days, lose their seniority at the point they left and their seniority at the point to which transferred will begin on date of transfer, seniority to govern.

(b) Employes will not be compelled to accept a permanent transfer to another point.

(c) All Foremen transferred or craftsmen promoted and transferred, by the Railroad Company, shall retain their seniority as craftsmen at the home point.

### Reduction of Forces

17. (a) When it becomes necessary to reduce expenses the hours may be reduced to forty (40) per week before reducing force. When the forces are reduced seniority as per Rule 18 will govern, the employes affected to take the rate of the job to which they are assigned.

(b) Forty-eight (48) hours' notice will be given before reduction in force is made and lists will be furnished local Committee. When necessary to reduce the hours per week, or in the event of a partial or total shut down, notice will be given the employes sometime prior to expiration of their trick on the day before.

(c) When forces are restored senior employes, who were laid off, will be given preference in returning to the service, if available within a reasonable time, and shall be returned to their former positions, if possible; regular hours to be reestablished prior to any additional increase in force.

(d) The local committee will be furnished a list of men to be returned to service.

(e) In the reduction of forces the ratio of apprentices shall be maintained.



(f) When reducing forces, if additional employes are needed at any other point, employes laid off will be given preference and be permitted to transfer to the nearest point with the privilege of returning to home station when force is increased, such transfer to be made without expense to the Company, seniority to govern.

18. Seniority for all classes of employes covered by this agreement shall be arranged according to departmental work as set out below, and shall in all respects be established so as to work no undue impairment of the service.

Maintenance of Equipment (except as otherwise specified).

Maintenance of Equipment—Car Department, may be divided to establish separate rosters for:

- (a) Pattern Makers
- (b) Upholsterers
- (c) Painters
- (d) Other Carmen

Additional subdivisions of Car Department rosters may be established by mutual agreement.

It is agreed that the seniority rights of employes of each class at each point as designated above shall be confined to the point at which employed and to the subdivision of the class as enumerated above.

• The seniority list will be open to inspection and copy furnished the committee.

19. Mechanics or apprentices, regularly employed as such, shall do work as defined in the special rules of each craft with the following exceptions:

- (a) Foremen at points where no mechanics are employed.
- (b) Any foreman or shop demonstrator in an emergency or when demonstrating work for the instruction of crafts-

men or apprentices, or as may be necessary in making tests and experiments.

(c) Foremen, in charge of small gangs, who can do work without detracting from their supervisory duties.

(d) Stationary engineers, crane engineers, steam shovel engineers, employes in pumping stations and other employes performing analogous service, to the extent of making minor repairs and attending to the ordinary care and maintenance of the machine, and appurtenances, in their charge or in connection with which they are employed, that they have the capability and time to do, along with their regular work.

(e) Any qualified employe of the Mechanical Department as conditions require.

### **Welding**

20. Mechanics or apprentices shall do thermit welding and shall operate oxyacetylene and electric welding or cutting apparatus. All such work shall be pooled and any operator of such processes for welding and (or) cutting may be assigned in the interests of economy and efficiency, to any job which these processes are applicable without regard to his class connections or the classification of the work under the special rules of the class. Operators shall be apportioned to the several classes as may be agreed upon between management and the representatives of the employes, but this shall not be construed as permitting a greater number of operators than efficient and economical operation requires.

### **Temporary Promotion**

21. (a) An employe temporarily assigned to fill the place of a foreman will be paid his own rate, straight time for straight time hours and overtime for overtime hours, if greater than the foremen's rate. If it is not, he will be paid the foremen's rate.



(b) When it is necessary to assign an employe, from the crafts, to such temporary service, he shall be selected from the craft affected.

### Grievances

22. (a) Should a dispute arise as to the relative standing of an employe, or any other controversy arise, growing out of this agreement or from other cause, that cannot be adjusted by the Erie Railroad Company and said employe, the matter in dispute shall be referred to one or both committees established and constituted as herein and hereinafter provided, for a decision by a majority vote thereof.

(b) Local shop conference committees representing all Shop Crafts will be elected from the employees from each shop point, as may be agreed on, who shall represent the employees on all matters involving any misunderstanding concerning discipline, wages, and working conditions. All such differences shall be adjusted, if possible, by the local conference committee at the meeting at which they are presented. If differences are not so adjusted they shall be referred to a District Adjustment Committee made up of the local Chairman and General Chairman of their respective crafts or their authorized representatives (2), representing the men; Shop Superintendent, District Master Mechanic or Assistant Superintendent of Motive Power; or their representatives (2) representing the Company. A majority vote of the District Committee to finally decide the controversy.

(c) Employes disciplined by suspension or dismissal and found blameless will be reinstated and reimbursed for any wage loss suffered by them.

(d) Committeemen will be granted necessary leave of absence when they desire to present any matter to an officer of the Company.

### Apprentices

23. (a) All apprentices must be able to speak, read and write the English language and understand the first four rules of arithmetic.

(b) Applicants for regular apprenticeship shall be between 16 and 23 years of age, and if accepted, shall serve four years of 290 days each calendar year.

(c) In selecting helper apprentices seniority will govern and all selections will be made in conjunction with the respective craft shop committees.

NOTE.—See special rules for each craft for additional apprentice rules.

(d) An apprentice shall be furnished with a copy of his application when filled out and shall receive a diploma at the completion of his apprenticeship.

The Railroad Company will also furnish every opportunity possible for the apprentice to secure a complete knowledge of the trade.

(e) Apprentices may be started at points where complete facilities are lacking to learn all branches of a trade, provided that they shall be transferred to a shop, preferably the nearest, having facilities to enable them to properly complete their trade. They shall not lose their seniority at the home shop when so transferred.

(f) The ratio of apprentices in their respective crafts shall not be more than one to every four mechanics.

(g) Two apprentices will not be worked together as partners.

(h) The distribution of apprentices, at shops where general repairs are made, shall be as nearly as possible in proportion to the mechanics in the respective trades employed therein.



(i) In computing the number of apprentices that may be employed in a trade, on a division, the total number of mechanics at that trade employed on the Division will be considered.

(j) If within six months an apprentice shows no aptitude to learn the trade, he will not be retained as an apprentice.

(k) An apprentice shall not be dismissed except for just and sufficient cause, or leave the service before completing his apprenticeship.

(1) Apprentices shall not be assigned to work on night shifts. An apprentice shall not be allowed to work overtime during the first three years of his apprenticeship.

(m) If an apprentice is retained in the service his seniority as a Mechanic will date back for a period of one (1) calendar year from the completion of his apprenticeship.

(n) Preference will be given to sons of employes in selection of apprentices to the extent of at least 80 per cent of the number employed.

#### **Leave of Absence**

24. (a) When the requirements of the service will permit, employes upon request, will be granted leave of absence for a limited time, with the privilege of renewal. An employe, absent on leave, who engages in outside employment will lose his seniority.

(b) An employee unavoidably kept from work will not be discriminated against.

An employe absent from work, on account of sickness or other good cause, shall notify his foreman as early as possible.

When able to return to work he shall notify his foreman in sufficient time to enable him to make proper arrangements.

#### **Miscellaneous**

25. (a) Good drinking water will be furnished, also ice where available. Sanitary drinking fountains, pits, floors, lockers, toilets and wash rooms will be provided, where necessary, and will be kept in good repair and in a clean and sanitary condition.

(b) Shops, locker rooms, and wash rooms will be lighted and heated in the best manner possible, consistent with the source of heat and light available at the point in question.

26. (a) Employes injured while at work will not be required to make accident reports before they are given medical attention, but will make them as soon as practicable thereafter. Proper medical attention will be given at the earliest possible moment, and employes shall be permitted to return to work without signing a release pending final settlement of the case.

(b) First aid cabinets will be maintained by the Railroad Company where necessary.

27. A place will be provided inside all shops and round-houses where proper notices of interest to employes may be posted. No notice to be posted without permission of the officer in charge at the point.

28. (a) Employes will not be required to work on engines or cars outside of shops during inclement weather if shop room and pits are available. This does not apply to work in engine cabs or emergency work on engines or cars set out for or attached to trains.

(b) Employes will not be assigned to job where they will be exposed to sand blast and paint blowers in operation.



(c) All acetylene or electrical welding, or cutting, will be protected by a suitable screen, when its use is required.

(d) Emery wheel and grind stones will be installed at convenient places in the shop and will be kept true and in order.

(e) Employes are forbidden to work under a locomotive or car without being protected by proper signal. Where the nature of the work to be done requires it, locomotives or passenger cars will be placed over a pit, if available.

(f) In shops and roundhouses, not equipped with connections for taking the steam from engines, arrangements will be made to equip them as soon as conditions will permit, so that steam from locomotives will not be blown off inside the house.

(g) All engines, when being fired up in engine houses, will be placed under smoke jacks, where practicable.

29. (a) Employees will be paid off during their regular working hours.

(b) When the regular pay day falls on Sunday, or on a holiday, or when the shops are closed down, employes will be paid the preceding day, if possible.

(c) Where there is a shortage of one (1) day or more in the pay of an employe, a voucher will be issued to cover the shortage.

30. The management will undertake to find employment, suitable to their capacity, for employes who have given long and faithful service and are unable to perform the work in which they have been engaged.

31. Except as provided for under the special rules of each draft, these general rules shall govern.

This agreement shall apply to all shops and roundhouses.

## SPECIAL RULES GOVERNING ALL CRAFTS

1. (A) Include regular and helper apprentices in connection with the work of craftsmen. Apprentices

(B) The course of study and instruction will be prescribed to give thorough training in each trade.

(C) They shall be given instruction in all branches of the trade in which indentured. The division of time on machines and other work of the trade, as prescribed shall be followed.

2. Apprentices may be given instruction in thermit welding and in the art of cutting and welding metals by the use of gases and electricity, at any time after the end of the second year.

3. Both parties hereto, affirming that the training of apprentices is essential to industry and that each has a duty to support and encourage it in every way, it is agreed:

On the part of the management:

That the present system of apprentice instruction will be continued; that, as far as conditions permit, it will be modified from time to time to keep pace with progress and the best thought on the subject, and that consideration will be given to suggestions made by the representatives of the employes, for the betterment of the course of instruction or the good of the apprentices in every way.



On the part of the representatives of the employes:

That they will co-operate with management to further the education of apprentices; that they will instruct the craftsmen, in the spirit of these rules, as to their proper relations to apprentices, and that they will advise and counsel with management on all matters affecting the welfare and progress of apprentices.

	Rates Per Hour
Regular Apprentices	
First six months.....	34 cents
Second six months.....	37 "
Third six months.....	42 "
Fourth six months.....	47 "
Fifth six months.....	52 "
Sixth six months.....	57 "
Seventh six months.....	65 "
Eighth six months.....	67 "

**Helper  
Apprentices**

4. Fifty per cent of the apprentices may be helpers who have had two years' consecutive experience on the Division where advanced. Helpers advanced shall not be over the following ages:

Machinist .....	25 years
Boilermakers .....	35 "
Blacksmiths .....	35 "
Carmen .....	35 "
Sheet Metal Workers.....	30 "
Electricians .....	30 "

5. Helper apprentices shall serve three years of 290 days each. They shall be governed by the rules prescribed.

	Rates Per Hour
Helper Apprentices	
First six months.....	57 cents
Second six months.....	59 "
Third six months.....	61 "
Fourth six months.....	63 "
Fifth six months.....	65 "
Sixth six months.....	67 "

6. Laborers will not be called upon to do helpers' work if regular helpers are available. Sufficient help will be provided at all times to do the work (competent help when available). When vacancies occur under classification of helpers (temporary or permanent) helpers in the service will be given preference in promotion to position paying higher wages, seniority to govern. Helpers while working with mechanics should in all cases be under orders of the mechanic, both under the orders of the foreman.

**Helpers**

7. Autogenous welders and cutters shall receive a minimum rate of 85 cents per hour. Proper protection will be provided autogenous welders and other employes at all times, necessary ventilation in connection with gas cutting and autogenous welding will be provided.

**Autogenous  
Welders**

8. Dangerous practices which lead to injuries are forbidden by the railroad company. With



safety always in mind, mechanics and helpers are not required to use defective tools and equipment.

### MACHINISTS' SPECIAL RULES

#### Qualifications

1. Any man who has served an apprenticeship or has had four years' experience at the machinist's trade, and who is either a capable and competent floor or machine hand.

#### Classification of Work

2. Machinists' work shall consist of laying out, fitting, adjusting, shaping, boring, slotting, milling and grinding of metals used in building, assembling, maintaining, dismantling and installing locomotives and engines (operated by steam or other power), pumps, cranes, hoists, elevators, pneumatic and hydraulic tools and machinery, scale building, shafting, and other shop machinery; ratchet and other skilled drilling and reaming; tool and die making, tool grinding and machine grinding, axle truing, axle, wheel and tire turning and boring; engine inspecting; air equipment, lubricator and injector work; removing, replacing, grinding, bolting and breaking of all joints on superheater; drill presses and bolt threaders using a facing boring or turning head or milling apparatus, and all other work generally recognized as machinists' work.

#### Machinist Helpers

3. Employes assigned to help machinists and apprentices, operators of drill presses and bolt threaders, bolt pointing and centering machines, wheel presses, nut tappers and facers; crane

men helpers, tool-room attendants, machinery oilers, box packers, grease-cup fillers and oilers, and applying all couplings between engine and tenders; locomotive tender and draft rigging work except when performed by carmen, and all other work generally recognized as helpers' work.

4. Running repair gangs and dead work gangs will be maintained where necessary.

5. In case of wrecks where engines are disabled, machinist and helper (more if necessary) shall accompany the wrecker. They will work under the direction of the wreck foreman.

#### Work at Wrecks

6. Machinists required to inspect locomotives and swear to reports required by the Federal locomotive inspection law shall receive 5 cents per hour above the minimum rate paid machinists at the point employed.

#### Differentials for Machinists

### BOILERMAKERS' SPECIAL RULES

1. Any man who has served an apprenticeship, or has had four (4) years' experience at the trade and is competent either to lay out, build or repair boilers, tanks, and details thereof, and complete same in a mechanical manner.

#### Qualifications

2. Boilermakers' work shall consist of laying out, cutting apart, building, or repairing boilers, tanks and drums; inspecting, patching, riveting, chipping, caulking, flanging, and flue

#### Classification of Work



work; building, repairing, removing, and applying steel cabs and running boards; laying out and fitting up any sheet iron or sheet steel work made of 16-gauge or heavier (present practice between boilermakers and sheetmetal workers to continue relative to gauge of iron), including fronts and doors; grate and grate rigging, ash pans, front end netting and diaphragm work; engine tender steel underframe and steel tender truck frames; removing and applying all staybolts, radials, sleeves; crown bolts, stay rods, and braces in boilers, tanks and drums, applying and removing arch pipes; operating punches and shears for shaping and forming pneumatic staybolt breakers, air rams, and hammers; bull, jam, and yoke riveters; boilermakers' work in connection with the building and repairing of steam shovels, derricks, booms, housing, circles, and coal buggies; I-beam, channel iron, angle iron, and tee iron work; all drilling, cutting, and tapping, and operating rolls in connection with boilermakers' work; and all other work generally recognized as boilermakers' work. Removing and applying flexible caps will be performed by boilermakers assisted by as many helpers as can be worked to advantage. It is understood that present practice in the performance of work between boilermakers and carmen will continue.

3. Sufficient experienced help will be furnished boilermakers when operating long stroke hammer or compound motor.

4. Hot and cold work gangs will be maintained where necessary.

5. Employes assigned to help boilermakers and their apprentices, operators of drill presses, and bolt cutters in the boiler shop, boiler washers, punch and shear operators (cutting only bar stock and scrap), attending tool room in boiler shop, flue blowers, scaling boilers, holding on rivets and staybolts, striking chisels, bars, sets and backing out punches, heating rivets, opening and closing front ends and all other work generally recognized as helpers' work.

**Boilermaker  
Helpers**

Rule 6. Flange turners, and layer outs shall be assigned in shops where flue sheets and half side sheets or fireboxes are flanged, removed and applied. One man may perform all these operations where the service does not require more than one man.

**Special  
Services**

Boiler Inspectors.—Staybolt inspectors will be assigned at all points where monthly staybolts and boiler inspection of 15 or more engines is required. When such employes have no inspection work to perform, they may be assigned to other boilermakers' work.

7. Boilers will have steam blown off when deemed necessary and be sufficiently cooled before boilermakers or apprentices are required to work in them; blowers will be furnished when possible to do so.

Fire boxes, front ends and ashpans will be



properly cleaned out before boilermakers or apprentices are required to work in them.

**Differentials  
for  
Boilermakers**

8. Boilermakers assigned as boiler inspectors, also flangers and layers out, shall receive five (5) cents per hour above the minimum rate paid boilermakers at the point employed.

Helpers on flange fires and boiler washers shall receive five (5) cents per hour above the helpers' rate at point employed.

**BLACKSMITHS' SPECIAL RULES**

**Qualifications**

1. Any man who has served an apprenticeship or who has had four years' varied experience at the blacksmiths' trade shall be considered a blacksmith. He must be able to take a piece of work pertaining to his class and bring it to a successful completion within a reasonable length of time.

**Classification  
of Work**

2. Blacksmiths' work shall consist of welding, forging, heating, shaping and bending of metal; tool dressing and tempering, spring making, tempering and repairing, potashing, case and bichloride hardening; flue welding under blacksmith foreman; operating furnaces, bull-dozers, forging machines, drop-forging machines, bolt machines, and Bradley hammers, hammersmiths, drop hammermen, trimmers, rolling mill operators; operating punches and shears doing shaping and forming in connection with blacksmiths' work, thermit welding, and all other work generally recognized as blacksmiths' work.

3. Employes assigned to helping blacksmiths and apprentices; heaters, hammer operators, machine helpers, drill press and bolt-cutter operators, punch and shear operators, in connection with blacksmiths' work and all other work generally recognized as blacksmith helpers' work.

**Blacksmith  
Helpers**

4. Blacksmith helpers required to prepare furnaces or build fires on their own time will be allowed a minimum of thirty (30) minutes at straight time for one or more fires built or prepared and when more than thirty (30) minutes is required, actual time will be allowed.

**Helpers  
Building  
Fires**

5. Furnace operators (heaters) will be assigned to operate furnaces used in connection with hammersmiths. They shall receive the minimum rate paid blacksmiths at the point employed.

**Furnace  
Operators  
and Heaters**

Heaters will be assigned on furnaces and fires working materials four (4) inches or over. They shall receive ten (10) cents per hour above the minimum rate paid helpers at point employed.

Steam hammer drivers will be furnished where necessary.

Steam hammer operators and helpers working with hammersmiths or differential blacksmith shall receive five (5) cents per hour above the minimum rate paid helpers at the point employed.

6. Hammersmiths working on big steam hammers at Meadville and Hornell shall receive one dollar and five cents (\$1.05) per hour.

**Differential  
for  
Blacksmiths**



Hammersmiths at other shops shall receive ten (10) cents per hour above the minimum rate paid blacksmiths at the point employed.

Heavy fire blacksmiths shall receive five (5) cents per hour above the minimum rate paid blacksmiths at the point employed.

### SHEET METAL WORKERS' SPECIAL RULES

#### Qualifications

1. Any man who has served an apprenticeship, or has had four or more years' experience at the various branches of the trade, who is qualified and capable of doing sheet metal work or pipe work as applied to buildings, machinery, locomotives, cars, etc., whether it be tin, sheet iron, or sheet copper, and capable of bending, fitting and brazing of pipe.

#### Classification of Work

2. Sheet metal workers shall include tanners, coppersmiths and pipe fitters employed in shop yards and buildings and on passenger coaches and engines of all kinds, skilled in the building, erecting, assembling, installing, dismantling, and maintainig parts made of sheet copper, brass, tin, zinc, white metal, lead, black, planished, pickled and galvanized iron of 10-gauge and lighter (present practice between sheet metal workers and boiler-makers to continue relative to gauge of iron), including brazing, soldering, tinning, leading and babbitting; the bending, fitting, cutting, threading, brazing, connecting and disconnecting of air, water, gas, oil, and steam pipes; the operation of babbit

fires and pipe-threading machines; and all other work generally recognized as sheet metal workers' work.

3. Employes regularly assigned as helpers to assist sheet metal workers and apprentices in their various classifications of work.

Sheet Metal  
Worker  
Helpers

### ELECTRICIANS' SPECIAL RULES

#### Qualifications

1. Any man who has served an apprenticeship or who has had four years' practical experience in electrical work and is competent to execute same to a successful conclusion will be rated as an electrical worker.

An electrician will not necessarily be an armature winder.

#### Classification of Work

2. Electricians' work shall consist of repairing, rebuilding, installing, inspecting and maintaining the electric wiring of generators, switchboards, meters, motors and control, rheostats and control, static and rotary transformers, motor generators, electric headlights and headlight turbo generators, electric welding machines, storage batteries, and axle-lighting equipment; winding armatures, fields, magnet coils, rotors, transformers, and starting compensators, wiring in shops, buildings, yards and structures, and on steam and electric locomotives and cars, including cable splicing and all other work properly recognized as electricians' work.



**Classification  
of Linemen,  
etc.**

3. Linemen's work shall consist of building, repairing and maintaining pole lines and supports for service wires and cables, catenary and monorail conductors, trolley and feed wires, overhead and underground, and all outside wiring in yards.

Men employed as motor attendants, generator attendants, and sub-station attendants who start, stop and oil and keep their equipment clean and in repair.

Electric crane operators in shops operating cranes of over thirty (30) tons capacity shall receive same rate as paid linemen.

**Classification  
of Ground-  
men, etc.**

4. Groundmen's work shall consist of assisting linemen in their duties when said work is performed on the ground.

**Electrical  
Worker  
Helpers**

5. Employes regularly assigned as helpers to assist electrical workers and apprentices, including lamp trimmers who do no mechanical work and electric crane operators other than those specified in Rule 3.

**Miscellaneous**

6. Men engaged in the handling of storage batteries and mixing acid must be provided with acidproof rubber gloves, hip boots, and aprons.

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### CARMEN'S SPECIAL RULES

**Qualifications**

1. Any man who has served an apprenticeship or who has had four years' practical experience at carmen's work, and who can lay out, build, or perform the work of his craft or occupation in a mechanical manner.

**Classification  
of Work**

2. Carmen's work shall consist of building, maintaining, stripping for repairs, painting, upholstering, and inspecting all passenger and freight cars, planing mill, cabinet and bench carpenter work, pattern and flash making, and all other carpenter work in shops and yards; carmen's work in building and repairing motor cars, lever cars, hand cars and station trucks; building, repairing and removing and applying locomotive cabs, pilots, pilot beams, running boards, foot and headlight boards, tender frames and trucks; pipe and inspection work in connection with airbrake equipment on freight cars; repairing steam heat hose for locomotives and cars; operating punches and shears doing shaping and forming, hand forges, and heating torches; painting, varnishing, surfacing, lettering, decorating, cutting of stencils, burning off paint and all other work generally recognized as painters' work under the supervision of the locomotive and car departments; car inspectors, wrecking derrick and locomotive crane engineers, and all other work generally recognized as carmen's work.

It is understood that present practice on the performance of work between the carmen and boilermakers will continue.

3. Employes regularly assigned to help carmen and apprentices, employes engaged in washing and scrubbing the inside and outside of passenger coaches preparatory to painting, removing paint and varnish, sandblasting, cleaning and dipping cushions and curtains in dye,

**Carmen  
Helpers**



car oilers and packers, stockkeepers, rivet heaters (except when performed by apprentices), operators of bolt threaders, nut tappers, drill presses and punch and shear operators, holding on rivets, striking chisel bars, and punches, assisting carmen in straightening metal parts of cars, jacking, removing and replacing wheels, draft rigging and couplers, erecting scaffolds, and all other work generally recognized as carmen helpers' work.

**Wrecking  
Crews**

4. Wrecking crews, including engineers and firemen, shall be composed of regularly assigned carmen.

**Inspectors**

5. Men assigned to inspecting must be able to speak and write the English language and have a knowledge of the A.R.A. rules and safety appliance laws.

Inspectors and other carmen in train yards will not be required to take record for conducting transportation purposes of seals, commodities or destination of cars.

**Protection  
for  
Repairmen**

6. Switches of repair tracks will be kept locked with special locks, and men working on such tracks shall be notified before any switching is done.

7. Employes inspecting or repairing cars in yards are required to protect themselves by standard signals, which will not be removed except by employes who place them.

8. Coach cleaners to be included in this agreement.

**RATES TO PAY**

Class of Employes	Minimum Rates Per Hour
Machinists .....	.80 cents
Boilermakers .....	.80 "
Blacksmiths .....	.80 "
Sheet Metal Workers.....	.80 "
Electricians .....	.80 "
Electric Crane Operator.....	.76 "
Carmen (Passenger Car Work) ..	.80 "
Carmen (Freight Car Work)....	.73 "
Helpers—all crafts	
Less than 1 Year's Experience....	.55 "
One (1) Year or more Experience.	.57 "

These rates of pay and rules shall become effective May 1, 1929, and will continue in force until May 1, 1930, and thereafter until revised or changed, of which intention thirty (30) days' notice shall be given by the party desiring the change.

For the Railroads,

CHAS. JAMES,  
Superintendent of Motive Power.

Accepted for the Shop Employes:

L. VALVANO,  
For Machinists.



JOHN A. MARVIN,  
For Boilermakers.

JOSEPH RINGLER,  
For Blacksmiths.

L. L. WARTERS,  
For Sheet Metal Workers.

CHARLES J. McCLOSKEY,  
For Electricians.

LOUIS MASTRIANI,  
For Carmen.

New York, N. Y., May 11, 1929.



