

ARTICLE II
Freight Service

Basic Day and overtime.

Rule 32.

(a) In all freight service 100 miles or less, 8 hours or less (straightaway or turnaround), shall constitute a day's work. Miles in excess of 100 will be paid for at the mileage rates provided.

(b) On runs of 100 miles or less overtime will begin at the expiration of 8 hours; on runs of over 100 miles overtime will begin when the time on duty exceeds the miles run divided by 12 1/2. Overtime shall be paid for on the minute basis, at a rate per hour of three-sixteenths of the daily rate.

(c) Conductors performing more than one class of road service in a day or trip will be paid for the entire service at the highest rate applicable to any class of service performed. The overtime basis for the rate paid will apply for the entire trip.

(d) Conditions in through freight service required to load or unload company material or engage in wrecking service, or service at a washout, will be paid work train rates for the entire trip.

Note: A train's classification is not changed by the application of sections (c) and (d) of this rule.

(e) Conductors in work or wrecking service, running over mountain and valley territory or working part of day in mountain and part of day in valley territory, will be paid mountain rate for entire service.

Beginning and Ending of Day.

Rule 33.

In all classes of served other than passenger, Conductors' time will commence at the time they are required to report for duty and shall continue until the time they are relieved from duty. The management may designate the time for reporting for duty.

Turn Around Runs.

Rule 34.

(a) In freight service, a turn-around run is a run from a terminal to an intermediate point and return to starting terminal, time to be continuous and not less than 100 miles will be allowed for each run, except as hereinafter provided.

(b) Regular assignments may be made consisting of a succession of short trips out of a terminal, provided the second or any succeeding run shall be started within eight (8) hours from the time Conductor was required to come on duty for the first trip, or when the actual miles run are less than one hundred (100); otherwise, the additional runs will be considered as commencing a new day.

Note: The turn-around point will be considered an intermediate point.

(c) Conductors in pool or irregular freight service may be called to make short trips or turn-arounds with the understanding that one or more turn-around trips may be started out of the same terminal and paid actual miles, with minimum of 100 miles for a day; provided - (1) That the mileage, and (2) That men shall not be required to begin work on a succeeding trip out of initial terminal after having been on duty 8 consecutive hours, except as a new day, subject to the first-in-first-out rule.

Note: When Conductors are to be used in turn-around service, they will be so advised when called.

Combination Road-Switch Runs.

Rule 35.

Assignments may be made between Cle Elum and Lakedale combining yard and road service.

At other points where switching service is not maintained turn-around assignments in road switch service may be made combining road and yard service providing the total mileage of the road trips does not exceed thirty five miles.

The combination service will be computed on continuous time basis at local freight rates. If conductors are required to leave home terminal after having been on duty eight consecutive hours, a new day will be started.

Conductors in such assignments will be allowed twelve (12) constructive miles for each day of eight (8) hours or less, and pro rata for time in excess of eight (8) hours.

Road rules will apply with the exception of Rules 70, 81 and 86 of this Article, which will not apply to such assignments.

Example 1:

Conductor comes on duty at 7:00 a.m.
Relieved at 3:00 p.m.
Allowance, 112 miles

Example 2:

Conductor comes on duty at 7:00 a.m.
Relieved at 4:00 p.m.
Allowance, 113 1/2 miles at the

mileage rate plus one hour overtime
at 3/16 of the daily rate.

Example 3:

Conductor comes on duty at 7:00 a.m.
Relieved at 5:00 p.m.
Allowance, 115 miles at the mileage
rate plus two hours overtime at 3/16
of the daily rate.

Note: Where the assignment is mixed train service, the
mixed train rate instead of the local rate will apply.

Through Freight Service.

Rule 36.

Conductors in through freight service will be paid:

Daily Rate. \$6.16
One-eighth of the daily rate.77
Three-sixteenths of the daily rate. 1.155

Mixed Train Service.

Rule 37.

A combination of passenger and freight service on one
train (except local freight trains that are regularly
permitted to carry passengers) or runs a portion of which are
passengers and the balance mixed or other freight, or both,
will be classed as mixed train service and Conductors will be
paid:

Daily Rate. \$7.27
One-eighth of the daily rate.91
Three-sixteenths of the daily rate. 1.365

Local Freight Service.

Rule 38.

Local freights are trains whose work is loading or
unloading of freight or doing station switching enroute.
Conductors on local freight trains will be paid:

Daily Rate. \$6.88
One-eighth of the daily rate.86
Three-sixteenths of the daily rate. 1.29

Rule 39.

(a) Conductors in through or irregular freight service
required to load or unload freight at more than two points
enroute or pick up or set out cars at four or more points

enroute, or do station switching at any point, will be paid local freight rate for the entire trip, setting out disabled cars and cars with hot boxes excepted.

(b) Local rate will apply to log trains (except straight-away log runs handled in through freight service), coal trains to and from mines, regularly assigned ore service, and transfer or switch runs handled by road Conductors.

When Compelled to Tie Up for Rest.

Rule 40.

When local or mixed train Conductors are compelled to tie up for rest, they will not be paid for resting time, but will be allowed full day at their regular rates for second day required to complete the run.

Note: A full day's pay as quoted above means what the Conductor would have earned had he made the entire trip from terminal to terminal without overtime.

Local or mixed train Conductors tied up under the law for rest will be paid under this rule for completing any part of their trip.

Local Via Crookston.

Rule 41.

When one train is operated west bound between Lake Park and East Grand Forks via Crookston, it will be classed and paid as a local.

Experienced Brakemen on Locals.

Rule 42.

Inexperienced brakemen will not be sent out on local freights when experienced brakemen are available on extra list.

Cleaning Combination Cars.

Rule 43.

It will not be the duty of Conductors to clean combination cars or cabooses used for carrying passengers.

Rates of Pay Work and Wrecking Services.

Rule 44.

Conductors in work or wrecking train service will be paid:

Valley Mountain

	Service	Service
Daily Rate.		\$6.35
\$6.98		
One-eighth of the daily rate. . .		.795
.8725		
Three-sixteenths of the daily rate		1.1925
1.31		

Work Train and Snow Plow Service.

Rule 45.

(a) Regularly assigned work train service and regularly assigned snow plow service of six (6) days or more will be bulletined for a period of six (6) days, the oldest Conductor applying for same shall be assigned, if competent. Conductors so assigned will guaranteed immunity from the application of the seniority rule, except that it will not prevent a conductor senior in service exercising his seniority when such conductor cannot hold regular service as Conductor.

(b) Work train service of less than six (6) days will be operated in accordance with rule 81; if fir six (6) days or more in accordance with paragraph (a) of this rule.

(c) Conductors in work train service of less than six (6) days will not be tied up between terminals prior to the expiration of ten (10) hours service; if tied up prior to ten (10) hours, time for ten (10) hours service will be allowed.

(d) Rule 86 will not apply to work train assignments consisting of six (6) days or more.

It is understood that conductors on single day work train assignments may be run into and out of terminal any number of times in connection with their work train work, without penalty of pay for fifty (50) miles for running around Conductors in terminal, and Rule 86 will not apply.

(e) Snow plow service of less than six (6) days will be operated in accordance with Rule 81, if for six (6) days or more in accordance with paragraph (a) of this rule.

(f) Conductors in snow plow service of less than six (6) days will not be tied up between terminals prior to the expiration of ten (10) hours service; if tied up prior to ten (10) hours service will be allowed.

(g) Rule 86 will not apply to snow plow assignments consisting of six (6) days or more. On assignments of less than six (6) days in snow plow service Rules 81 and 86 will not apply when in and out of the same terminal during the course of the day's assignment, but will apply on straight-away runs from one established chain gang terminal to another.

Sunday Service.

Rule 46.

Time will not be allowed for Sundays if no work is done, except as provided in Rule 48 of this article.

Additional Pay for Handling Pit.

Rule 47.

(a) Conductors having charge of pit or men other than their brakemen will be paid \$27.76 per month in addition to regular work train pay.

(b) Conductors assigned to work train service will be notified in writing when they are to have charge of pit or men other than their brakemen.

Sunday Lay-over.

Rule 48.

Conductors regularly assigned to work train service requiring them to be away from home over Sunday will, unless otherwise advised, be permitted to go home for that day, provided they can return before time for beginning work Monday morning. If advised to remain with car over Sunday and are not worked, they will be paid one day at work train rates.

Handling Side Doors, Aprons, Etc.

Rule 49.

It will not be the duty of conductors to handle cables, sideboards, side doors or aprons, spreaders, or to operate dump cars, weed burners or rail loaders.

Wrecking Service.

Rule 50.

It is agreed that the Railroad is permitted, in case of a wreck to continue a conductor assigned to wrecking service in that service until wreck is cleared, without incurring a penalty for run-arounds in case of conductors already at terminals, on and out of which the wrecking conductor may run. It is understood that this applies to wrecks and not when wrecking outfit is used in other than wrecking service. Rule 86 will not apply on intermediate trips.

Snow Plow Service.

Rule 51.

(a) Conductor engaged in snow plow service will be paid:

Daily Rate. \$7.00
One-eighth of the daily rate.875

Three-sixteenths of the daily rate. 1.3125

(b) When snow plow or flangers are run over road not in service, conductors will be paid at through freight rates, but if used enroute to widen cuts or flange sidings, conductors will be paid snow plow service rates for the entire trip.

Riding Russell Plows, Etc.

Rule 52.

Men will be provided to ride Russell plows and handle flanger and wings, or other snow plow appurtenances. It will not be the duty of Conductors to do this except in emergencies. It required to do so they will be paid for times consumed in addition to all other allowances for trip.

Transfer Service.

Rule 53.

Conductors will be assigned to transfer between:

Auburn, Seattle and Tacoma.
Laurel and Billings
Mandan and Bismarck.
Minneapolis or St. Paul and White Bear
Northtown or East Minneapolis and White Bear

Each Conductor assigned will be given a home terminal. Time will be continuous except that if conductors are required to leave their home terminal 8 hours more after time of beginning service for that day a new day will be started. No penalty of 50 miles will result as provided in Rule 59 because one transfer conductor entered the home terminal of another transfer conductor and left again while such conductor was off duty. Paragraph (a), Rule 76 to cover. Rule 86 will not apply on intermediate trips.

Note: On transfer assignments between Auburn, Seattle and Tacoma, and between Billings and Laurel, rules providing payment for switching at terminals and turning engines on turn-tables or ways will apply at initial and final terminal.

Transfers Lake Superior Division.

Rule 54.

(a) Lake Superior Division roadmen will handle two transfer runs between Duluth, Superior, Central Avenue, Hill Avenue and East End.

Transfers St. Paul Division.

(b) St. Paul Division roadmen will handle two transfer runs between St. Paul, Minneapolis and Northtown. (Yardmen will continue to handle transfer known as No. 55 run.)

Pilot Service.

Rule 55.

Where pilot conductors are assigned to cover helper service they will be given a home terminal and run first in and first out, except that after a conductor has started service he may be run in and out of home terminal any number of times up to the close of the eight hour period. If run out of home terminal after eight hours or more from time of beginning service for that day a new day will be started. No penalty will be allowed because one pilot conductor entered home terminal of other pilot conductors and left again while they were off duty. Pilot conductors will be paid through freight rate except when assigned in mountain territory they will be paid mountain rate. Paragraph (a), Rule 76 will govern and pay will be allowed for each calendar day. Rule 86 will not apply on intermediate trips.

Mountain Service.

Rule 56.

Conductors assigned to regular mountain service or for turn-around runs between:

Livingston and Bozeman,
Whitehall and Butte
Helena and Elkhorn,
Helena, Rimini and Marysville,
Helena and Elliston,
Missoula and Arlee or Dixon,
Wallace, Burke and Sunset,
St. Regus and Wallace,
Howell and Kendrick,
Hunts and Helix,
Smeltz and Hillsdale, Cle Elum and Lester.
Tunnel No. 1 and Robe,
Silverton and Monte Cristo,
Yacolt Branch, North of Yacolt, will be paid:

Daily Rate. \$7.49
One-eighth of the daily rate.9375
Three-sixteenths of the daily rate. 1.405

Constructive Mileage.

Rule 57.

(a) Freight conductors will be allowed 12 constructive miles running over mountain between:

Livingston and Bozeman,
Helena and Elliston,
Missoula and Arlee or Dixon,
Easton and Lester,
Whitehall and Butte,
Saltese and Wallace,
Six constructive miles between:
Howell and Kendrick,
and eight constructive miles between:
Hunts and Helix,
Smeltz and Hilldale.

Constructive Mileage, When Paid.

(b) Where constructive mileage is paid, it will be in addition to all other allowances for the trip.

Double-headers and Helpers.

Rule 58.

(a) On freight trains of over forty cars, exclusive of cabooses, the practice of doubleheading will be discontinued, except as hereinafter stated.

(b) Doubleheaders may be run on any district provided the rating of largest engine handling the train is not exceeded.

(c) In case of an accident to an engine, consolidation may be effected with another train and consolidated train brought into terminal as a doubleheader.

(d) It is recognized that the exigencies of the business may require additional helper service to that provided for, in which event the matter shall be settled by negotiations between the management and committee, and provisions for pusher or helper service may be made by management and committee for pusher or helper engines on any district to maintain the tonnage intact over grades.

(e) Helpers will be used between the following points:

Duluth and point three miles west of Carlton.

Duluth and Zebulon, The tonnage rating of trains between Duluth and three miles west of Carlton and between Duluth and Zebulon, will not exceed rating of road engine over the division.

St. Paul and Claymont.

East Minneapolis and point 2 1/2 miles toward White Bear.
Stillwater and point two miles out.

St. Paul and Minneapolis.

Little Falls and Lincoln.
Brainerd and point three miles toward St. Paul.

Koldok and Peak, and Peak and Berea via Valley City; with limitation of capacity of one locomotive between Dilworth and Koldok and between Peak or Berea and Jamestown.

Jamestown and Bloom.
Jamestown and Windsor.
Jamestown and Parkhurst.
Jamestown and point one and one half mile south on James River Branch.
Mandan and Bismarck

Livingston and Bozeman. In case of wrecks, snow blockades or washouts, rendering fourth subdivision between Logan and Bozeman impassable, helpers may be used to assist eastward freight trains, Logan to Bozeman, via second subdivision, with limitation that no more tonnage is hauled than road engine handles regularly via the fourth subdivision.

Townsend and Helena; with limitation that no more tonnage is taken out of Townsend than two engines will take Livingston to Bozeman.
Whitehall and Butte.

Helena and Garrison; with limitation that no more tonnage is taken from Garrison than two engines will take into Blossburg.

Stuart and Butte.
Missoula and Dixon.
Salters and Wallace.
Spokane and Cheney.
Sprague and Tayler.
Cunningham and Providence.

Pasco and Badger; with limitation that no more tonnage is hauled with the aid of helper between these two points than the road engine can haul over the balance of the freight district.

Kendrick and Howell.

Two engines may be used Auburn to Lester, via old or new lines, and three engines Lester to Easton. On such trains twenty-eight miles constructive mileage will be allowed in addition to the present mileage allowance. On all other trains, existing rates and conditions will govern.

It is not the intent of this rule to run turn-arounds into Lester for the purpose of filling out eastward trains at Lester.

South Prairie and Buckley.
South Prairie and Wilkeson.
South Prairie and Carbonado.
Tacoma and South Tacoma.

Centrilia and Castle Rock; with limitation that no more tonnage is hauled with the aid of helpers between these two points than the road engine can haul between Tacoma and Centrilia.

Tenino and Rainier.
Pe Ell and Francis.
Woodinville and Snohomish.
Nisqually and Camp Lewis.
Bellingham and Larson.
Wickersham and Park.

(f) The number of helpers to be used between any of the points above named will be such as is necessary to move a train brought to such points by a single engine without any increase in the tonnage.

(g) Helpers may be run on any district when necessary because of storms, engine failures, to avoid running engines light, and moving engines to and from shops of from one division of district to another, provided the tonnage rating of the largest engine handling the train is not exceeded.

(h) When, by change in operating conditions, it becomes necessary to move freight trains via old line between Trout Creek and Pinehurst, helper service may be established and freight conductors will be allowed eight (8) constructive miles for running via old line between Trout Creek and Pinehurst; and it is further agreed that if helper us used at any other time, to move freight trains over White Pine Hill, eight (8) constrictive miles will be allowed, if tonnage rating of the heaviest engine in the train is exceeded.

Calling Limits, Etc. Not Called in Turn.

Rule 59.

(a) When callers are employed. Conductors within one mile if office. and at such places as conditions require, one and one-half miles from office, will be called, as near as practicable, one and one-half hours before time required to report for duty. Conductors when called will sign call book, which will show time called and time required to report for duty. Conductors run around at terminals account not being called in turn, will be paid for 50 miles and stand first out.

Run Around After Being Called.

Rule 60.

Regularly assigned conductors will not be required to work on their layover days if other Conductors are available. If a Conductor is held for service on his layover day, he will be paid full day's pay at his regular rate.

Note: Extra conductors will be considered available provided they are subject to call and can be deadheaded to point where needed in time to be used.

Circus or Theater Trains.

Rule 61.

Conductors handling circus or theater trains that stop to exhibit will, except on the last move, be paid not less than 12 hours 48 minutes or 160 miles at through freight rate for each move, including loading and or unloading of circus; overtime at 3/16 of the daily rate will be allowed for time in excess of 12 hours 48 minutes and if the mileage exceeded 160, overtime will begin when the time on duty exceeds the miles run divided by 12 1/2.

On the last move, if less than 12 hours 48 minutes is used, actual time or miles will be paid with a minimum of 100 miles; overtime at 3/16 of the daily rate will be allowed for time ion excess of 8 hours and if the mileage exceeded 100, overtime will begin when the time on duty exceeded the miles run divided by 12 1/2.

Conductors used in other services during the time circus is exhibiting shall be paid extra therefor, according to the class of service performed, unless the service performed is switching made necessary by the presence of the circus train. Conductors handling these trains that do not exhibit between terminals will be paid at through freight rates ..

Tied up Between Terminals, Account Wreck, Washout or Snow Blockade.

Rule 62.

Conductors will not be tied up between terminals except in case of delay due to wrecks, washouts, or snow blockages, when they will be paid for the first eight hours so held in addition to time or moles made that day, and for each succeeding calendar day will be allowed not less than one hundred (100) miles. If not held full eight (8) hours time will be continuous.

Examples Applying to Unassigned Freight Service:

- (1) Run 80 miles in 3 hrs.
 (11:00 a.m. to 2:00 p.m.)
 80 miles
- Tied up 2:00 p.m. to 10:00 p.m.

100 miles

Continued tied up until 6:00 a.m.

Run to end of run (40 miles) in 4 hours.

6:00 a.m. to 10:00 a.m.
100 miles

Total Allowance. . . 280
miles

(2) Run 40 miles in 3 hrs.
(7:00 a.m. to 10:00 a.m.)
40 miles

Tied up 10:00 a.m. to 7:00 p.m.
100 miles

Run to end of run (40 miles) in 4 hours.

7:00 p.m. to 11:00 p.m.
50 miles

Total Allowance. . . 190
miles

(3) Run 40 miles in 3 hrs.
(7:00 a.m. to 10:00 a.m.)
40 miles

Tied up 10:00 a.m. to 6:00 p.m.
100 miles

Continued tied up until 12:00 midnight

2nd day (30 hrs.)
100 miles

Run to end of run (40 miles) in 4 hours.

12:00 midnight to 4:00 a.m.
100 miles

Total Allowance. . . 340
miles

(4) Run 40 miles in 4 hrs.
 (6:00 a.m. to 10:00 a.m.)
 50 miles

Tied up 10:00 a.m. to 6:00 p.m.
 100 miles

Continued tied up until 2:00

3rd day (32 hours.)
 100 miles

Run to end of run (80 miles) in 3 hours.
 2:00 a.m. to 5:00 a.m.
 100 miles

Total Allowance. . . 350
 miles

Examples Applying to Assigned Freight Service:

(1) Length of run 125 miles.

Run 80 miles in 6 hours.
 (8:00 a.m. to 2:00 p.m.)
 . . 125 miles

Tied up 2:00 p.m. to 10:00 p.m.
 . . 100 miles

Continued tied up until 6 a.m.

Run to end of run (45 miles) in 4 hrs.,
 6:00 a.m. to 10:00 a.m.
 . . 125 miles

Total allowance
 350 miles

(2) Length of run 100 miles.

Run 40 miles in 3 hours.
 (7:00 a.m. to 10:00 p.m.)
 . . 100 miles

Tied up 10:00 a.m. to 6:00 p.m.

. . 100 miles

Continued tied up until 12:00 midnight
second day (30 hrs.)
. 100 miles

Run to end of run (40 miles) in 4 hrs.,
12:00 midnight to 4:00 a.m.
. . 100 miles

Total allowance 400
miles

(3) Length of run 125 miles.

Run 80 miles in 11 hours.
(4:00 a.m. to 3:00 p.m.)
. . 125 miles

Tied up 3:00 p.m. to 11:00 p.m.
. . 100 miles

1 hr. O.T.

Run to end of run (450 miles) in 4 hrs.,
11:00 p.m. to 3:00 a.m.
. . 125 miles

Total allowance 350
miles

(4) Length of run 120 miles.

Run 40 miles in 4 hours.
(6:00 a.m. to 10:00 a.m.)
. . 125 miles

Tied up 10:00 a.m. to 6:00 p.m.
. . 100 miles

Continued tied up until 2:00 a.m. third
day
(32) hrs.)
. . 120 miles

Run to end of run (80 miles) in 3 hrs.,
2:00 a.m. to 5:00 a.m.
. . 120 miles

Total allowance 460

miles

Doubling Hills, Running for Water, etc.

Rule 63.

Actual mileage will be allowed and added to mileage for trip for doubling kills, running for water and for cutting off engines to help other trains.

EXAMPLES:

(1) Distance, 115 miles; required to double, 5 miles; total actual miles, 125.

Allowance, 125 miles at the mileage rate plus overtime, if any, accruing after 10 hours.

(2) Distance, 90 miles; total actual miles, 98.

Allowance, 100 miles.

(3) Mileage, same as shown in Example 2; conductor on duty, 10 hours.

Allowance, 100 miles at mileage rate, plus 2 hours overtime at 3/16th of the daily rate.

Mileage Allowances.

Rule 64.

(a) Mileage allowances will be computed on time table distances. In addition to the time table mileage following allowances will be made as long as present conditions continue:

Staples

(b) Staples. West-bound Lake Superior and St. Paul Divisions, freight Conductors, one-mile.

Dilworth

(c) Dilworth. West-bound Fargo and Southwestern freight conductors, one mile.

Mandan

(d) Mandan, First subdivision Yellowstone Division freight Conductors, one mile, on incoming and outgoing trains.

Dickenson

(e) Dickenson. First subdivision west-bound Yellowstone Division east bound Conductors, one mile.

Glendive

(f) Glendive. Third subdivision east-bound Yellowstone Division freight Conductors, one mile.

Forsyth.

(g) Forsyth. Fourth subdivision east-bound Yellowstone Division freight Conductors, one mile. Fourth subdivision west-bound freight Conductors, one mile.

Laurel.

(h) Laurel. Fourth subdivision east-bound Yellowstone Division freight Conductors, one mile.

Butte.

(i) butte. Montana Division freight Conductors who are required to go from roundhouse to "MU" yard with or for train, and Rocky Mountain Division freight Conductors accompanying engines between roundhouse and "MU" yard, 1.7 miles.

Missoula.

(j) Missoula. West-bound, first subdivision, freight Conductors delivering train in west yard, 1.5 miles.

Paradise.

(k) Paradise. West-bound via St Regis, freight Conductors, one mile.

Ellensburg.

(l) Ellensburg. Pasco Division, west-bound freight Conductors heading into west yard or backing into east yard, one mile.

Deadheading.**Rule 65.**

(a) Conductors will receive one day or one hundred miles for each calendar day when deadheading in railroad business, but in no case less than they would have earned if continued on their regular assignments.

(b) Conductors when deadheading on their own division, will be paid full time or mileage at their regular rates in their regular assignments.

Rates of pay of men having no regular assignment, for deadheading on their own division, will be that of the service which they are entering the apply the trip from and returning to headquarters.

(c) Conductors deadheading under the provisions of paragraph (b) across a division where constructive mileage is allowed will be paid such constructive mileage.

(d) Conductors will go with their cabooses when cabooses

are deadheading.

(e) First Conductor out will deadhead; second Conductor will run train; deadhead Conductor will be first out at end of run.

(f) When a crew is picked up on the road and deadheaded to the terminals the crew deadheading that would stand first out at end of run will be cut off.

(g) When a crew is picked up in the road and deadheaded to the terminal they will be first out.

(h) Conductors sent to or from an isolated point will be entitled to deadhead mileage for the trip at their regular rate.

If a Conductor is employed in isolated service and requests relief for his own accommodation, he is not entitled to deadhead mileage between the location of his work and headquarters in either direction.

Conductors going to take a run at his own request, to which he is entitled through seniority, will not be paid for deadheading to take the run.

(i) A Conductor going to take a run at an isolated point at his own request displacing a Conductor that has been sent to relieve the regular man. will not be entitled to deadhead mileage returning to headquarters unless he is displaced by the regular man or by a Conductor senior to the regular man.

Note: Paragraph (i) provides payment only to the first man displaced by the regular man.

(j) If a Conductor on an isolated run is displaced or run discontinued, selects another run at the same time point he will not be paid deadhead time but will be allowed 100 miles if a calendar day or more is lost by the change; or if when displaced, he selects a run at another isolated point he will be paid for the deadhead trip but not more than he would have received had he returned to headquarters.

(k) Freight Conductors deadheading from White Bear to St. Paul to enter passenger service, or deadheading from St. Paul to Northtown or Minneapolis after having run passenger train into St. Paul, or deadheading from Dilworth to Fargo to enter passenger service, and returning from Fargo to Dilworth after completing passenger work, will be paid for all times used with a minimum of twenty-five (25) miles of two (2) hours. This applies to the Conductor returning from St. Paul to White Bear after completing the assignment in passenger work.

(l) Conductors deadheading to or from Auburn and Seattle

and to or from Auburn and Tacoma will be allowed a minimum of one day for each deadhead trip, when no other service is performed on that date. In the event service is performed a minimum of one day will be allowed for service performed and one-half day instead of one day for each deadhead trip.

Note: This paragraph applies only to deadheading between Auburn and Seattle and between Auburn and Tacoma and does not apply to deadheading between Seattle and Tacoma.

Non Incident Work.

Rule 66.

(a) Conductors required to chain up cars set out by other trains and or rebrass or repack cars set out by other train on account of hot boxes, fill water barrels (except to give water to section houses or extra gangs) fill water cars or tanks, or thaw out water tanks, will be paid for actual time so consumed in addition to time or miles made on the trip.

Dilworth

(b) It is agreed that Conductors loading or unloading merchandise at Dilworth will be paid for same in addition to allowance for trip.

Coaling Engines.

Rule 67

Conductors required to coal engines will be paid minimum of two hours, at one-eighth of the daily rate for each engine coaled. If more than two hours is consumed they will be paid accordingly. This allowance in addition to all other allowance for the trip.

Conductors will not be required to coal engines when other men are available.

Pilot Service.

Rule 68.

(a) Conductors acting as pilot will be paid the rate applicable to the class of train piloted provided that when more than one class is piloted on same day the highest rate applicable to any class of service will be paid for the entire service.

(b) Where it is necessary to use pilots, it will be permissible to use regular Conductors assigned to service at isolated points, to act as pilots when it is necessary to bring these engines onto main line terminals for repairs, this to be considered as part of their regular assignment although they will be paid for such service, a minimum of 100 miles for piloting the light engine from the outlying point to the main line terminal and a minimum of 100 miles for returning from

the main line terminal to the outlying point, it being understood, however, that there will be no run arounds claimed by other Conductors on account of the Conductors on these outlying runs being used to pilot engines on their assignments into and out of main line terminals.

Additional Runs, How Paid.

Rules 69.

(a) Services rendered by regularly assigned conductors in excess of their regular run, will be paid for at regular rates for class of service rendered.

Note: Lap back trips or side trips within the starting and outer limits of an assignment will be paid for under the provisions of Rule 71 of this Article.

Guarantee Temporary Passenger Service.

(b) Freight Conductors will be paid freight rates for handling empty passenger equipment, and passenger rates for passenger trains, but not for temporary service not less than would earn if continued in freight service.

Terminal Switching

Rule 70.

(a) Freight and mixed train Conductors when required to do switching at terminals will be paid for time so employed.

Examples:

(1) Required to report at A, 7 a.m.; switches at A until 9 a.m.; Leaves A at 9 a.m. and runs to B, 100 miles; relieved at B, 3 p.m.

Compensation -- 100 miles; plus 2 hours switching at former rates.

(2) Required to report at A, 7 a.m.; switches at A until 9 a.m.; leaves A at 9 a.m. and runs to B, 100 miles; relieved at B, 4 p.m.

Compensation -- 100 miles plus 2 hours' switching at former rates, such allowance being greater than 1 hour overtime at one and one-half time .

(3) Required to report at A, 7 a.m.; switches at A until 9 a.m.; leaves A at 9 a.m. and runs to B, 100 miles; relieved at B, 4:20 p.m.

Compensation -- Either 100 miles plus 2 hours' switching at former rates or 100 miles and 1 hour 20 minutes road overtime at 3/16 of the daily rate per hour, because the money value of the road overtime at 3/16 of the daily rate are equal.

(4) Required to report at A, ____ a.m.; switches at A until 9 a.m.; leaves A at 9 a.m. and runs to B, 100 miles; relieved at B, 5 p.m.

Compensation -- 100 miles plus 2 hours' overtime at 3/16 of the daily rate per hour. In this case the money value of the road overtime at 3/16 of the daily rate exceeds the allowance of 2 hours' switching at former rates.

Note: In calculating the time engaged in switching it is understood that the time will be continuous from the time the work is begun until it is understood that the time will be continuous from the time the work is begun until it is completed and train is coupled together.

Turning Engines on Turntable or Wyes

(b) In freight service, turning engines on turntables or wye at terminals will be considered terminal switching.

Side or Lap Back Trips

Rule 71.

When a crew is required to make a side trip or lap back trip between their terminals, miles made in side trip or lap back trip will be paid for in addition to the regular mileage allowance for the trip between terminals, except if overtime accrues the mileage for the side trip or lap back trip, or the overtime, whichever is the greater, will be allowed; overtime to be computer in the basis if the mileage of the trip exclusive of the side or lap back trip.

It is understood that this rule does not apply when trains run between the same terminals over an alternate route.

Note: This rule will not apply where side trip or lap back trip is made a part of the regular assignment.

Special Passenger Trains.

Rule 72.

Freight Conductors handling special passenger trains, such as President's General Manager's, General Superintendents', Superintendents' and other officers' special also officers' specials, also officers' trains, will be paid through freight rate.

Run Off Own Division.

Rule 73.

A Conductor will not be run off his own division except in case of extreme emergency, in which event he will receive not less than one hundred miles for each calendar day held.

Tied Up and Towed In.

Rule 74.

Conductors tied up under the law and then towed in before having their required rest, will be paid the same as though they had not been tied up; no time being deducted.

Freight Service Between St. Paul and Duluth, How paid

Rule 75.

(a) Conductors in freight service on the Lake Superior Division will be paid on time basis between Duluth, Central Avenue Allouez and West Duluth Junction; and mileage basis between Allouez and Ashland, Central Avenue, St. Paul or Staples.

Freight Service Between E. Grand Forks, Pembina and Emerson, How paid.

(b) Conductors in freight service on the second district, Red River Branch, Minnesota Division, will be paid on mileage basis between East Grand Forks and Pembina; Time basis between Emerson.

Examples:

1. Report for duty at Duluth 7:00 a.m.
Leave Central Avenue 9:00 a.m.
Arrive St. Paul 8:30 a.m.
Actual mileage Central Ave. to St. Paul. 150.
Allowance: 150 miles at mileage rate plus 2 hours zone time at one eighth of the daily rate per hour.
2. Same train arrives St. Paul 9:30 a.m.
Switch 1 hour, tying up at 10:30 a.m.
Actual mileage Central Ave. to St. Paul, 150.
Allowance: 150 miles at mileage rate plus 2 hours zone time at one-eighths of the daily rate per hour. (Road time Central Ave. to St. Paul 13'30" overtime at three-sixteenths of the daily rate, which is greater than 1 hour for terminal switching at St. Paul at one-eighth of the daily rate.
3. Report for duty at St. Paul 7:00 a.m.
Arrive Central Avenue 5:00 p.m.
Arrive Duluth and ties up 7:30 p.m.
Actual mileage St. Paul to Central Avenue, 150.
Allowance: 150 miles at mileage rate plus 2'30" zone time at mileage eighth of the daily rate per hour, which is greater than 30 minutes road overtime at three-sixteenths of the daily rate.
4. Report for duty St. Paul 7:00 a.m.
Arrive Central Avenue 7:30 p.m.
Arrive Duluth and ties up 9:30 p.m.
Actual mileage St. Paul to Central Avenue, 150.
Allowance: 150 miles at mileage rate and 2'30" overtime

at three-sixteenths of the daily rate, which is greater than 2 hours zone time at one-eighth of the daily rate per hour, or the road overtime at three-sixteenths of the daily rate based on the total time on duty, whichever is the greater, will apply.

Guarantee.

Rule 76.

(a) The time of assigned conductors will not be discounted for days not used.

Note: Assigned conductors not used in their regular assignment, but used in other service, will be paid not less than their assignment.

Note: Payments to conductors under the provisions of this paragraph will be for the full mileage or hours of the assignment with minimum of one day. but will not include any overtime that may be made which is not part of the assignment.

(b) Conductors regularly assigned to six (6) day week assignments in freight service, not used on the sixth day and used out of terminal on the seventh day (their layover day) will be allowed one hundred (100) miles on account of not being used on the sixth day and paid for service performed on the seventh day at regular assignment rates.

Example 1:

Conductor regularly assigned in freight service between A and B.

Leave A at 7:30 a.m. Mondays, Wednesdays and Fridays.

Leave B at 9:00 a.m. Tuesdays, Thursdays and Saturdays.

Layover Sunday at A.

Conductor on Saturday (6th Day) is held at B and not ordered to leave B until after midnight.

Allowance, one hundred (100) miles for Saturday (the 6th day) and rates for regular assignment on Saturday (7th day), their layover day.

Example 2:

Conductor regularly assigned in freight service between A and B.

Leave A at 8:00 p.m. Sundays, Tuesdays and Thursdays.

Leave B at 3:00 p.m. Mondays, Wednesdays and Fridays.

Layover Saturday at A.

Conductor on Friday (6th day) is held at B and not ordered to leave B until after midnight.

Allowance, same as Examples 1.

Example 3:

Conductor regularly assigned in freight service between A and B, on turnaround run A to B and return, daily except Tuesday.

Leave A at 7:30 p.m.

Layover at A on Tuesdays.

Conductor on Monday (6th day) is held at B and not ordered to leave until after midnight.

Allowance, same as Examples 1 and 2

Note: This paragraph applies only to Conductors in freight service regularly assigned to six (6) day assignments and to the sixth and seventh day of such assignment only.

Called and Not Used.

Rule 77.

When a train for which Conductor has been called to report for service at a specified time is annulled, he will be paid at one-eighth of the daily rate for the time held until relieved from duty. If no service is performed the Conductor will be allowed one-quarter of one day and will stand first out. If Conductor performs service he will be allowed one day or one hundred miles at the regular established rate, for service rendered and stand last out.

Held Away From Home Terminal.

Rule 78.

Conductors in pool freight and in unassigned service held at other than home terminal will be paid continuous time for all time so held after the expiration of 16 hours from the time relieved from previous duty, at the regular rate per hour paid them for the last service performed. If held 16 hours after the expiration of the first 24 hour period, they will be paid continuous time for the next succeeding 8 hours, or until the end of the 24-hour period, and similarly for each 24-hour period thereafter. Should a Conductor be called for duty after pay begins, time will be computed continuously, provided that, if overtime accrues on the trip, that portion of the overtime due to station pay at the expiration of the 16-hour period instead of at the time actually required to report for duty shall be paid at the pro rata rate, in order that time and one-half time for overtime will not be so applied as to increase the rates paid for time growing out of the held-away-from-home-terminal rule.

For the purpose of applying this rule the railroad will designate a home terminal for each crew in pool freight and in unassigned service.

Note: This rule does not nullify the rule covering run arounds at terminal and the Conductor should be paid for run

arounds on addition to pay under the "Held-Away-From-Home-Terminal" rule.

Through Freight Guarantee.

Rule 79.

Conductors in through freight service will be permitted to make at least 3,000 miles per month exclusive of all other allowances (except road overtime) or be paid therefor.

This rule will not operate to prevent Conductors from making more than 3,000 miles per month.

Conductors working under the provisions of this rule who do not work all month will be paid not less than pro rata of the guarantee for days worked.

Note: Computations of overtime under this rule will be on the basis of 12 1/2 miles per hour.

Example:

Conductor in work train service up to and including the 28th of the month; then assigned to chain gang service and worked the 29th and 30th, making 100 miles on each date; on the 31st he was called for service.

Allowance, Regular pay while assigned to work train service, and in addition thereto, 200 miles earned in chain gang service. The through freight mileage guarantee applies to the last three days of the month, therefore conductor is entitled to equivalent of 3/31 of 3,000 miles or 290.3 miles. Conductor is entitled to difference of 90.3 miles to make up the pro rata of monthly mileage guarantee.

Transfer to Other Divisions.

Rule 80.

(a) In case of lack of force on one division and surplus on another, Conductors may be transferred temporarily and shall lose no rights on original division, provided they return within six months. Such men will not be paid while enroute from one point to another, and will have the privilege of returning before the force on the original division is otherwise increased; if permanently transferred, will rank as new men from date of temporary transfer.

(b) In the event of reduction of force, Conductors will be suspended or set back, commencing with the youngest man in the service. When the number of Conductor so suspended will resume his rank as Conductor.

First In, First out.

Rule 81.

Conductors not assigned to regular runs will, as far as practicable, run first in, first out, on district or division on which they are assigned.

Cars, Added After Train Is Made Up.

Rule 82.

Conductors will not be required to commence work on trains on yards until notified that trains are made up, and when cars are added to or taken off trains, Conductors will be so notified.

Supplies and Stationery.

Rule 83.

At terminals, where car men are employed, when supplies (except stationery, lamps and flagging material) are needed for cabooses, Conductor will, on arrival, leave note on caboose of what supplies are needed, and the same will be put on caboose if what supplies are needed and the same will be put on caboose by someone other than Conductor.

Coupling and Uncoupling Air Hose.

Rule 84.

It will not be the duty of Conductors to couple air hose, steam nose or test air at terminals where car men are employed.

Double Loads and Draw Bars.

Rule 85.

It will not be the duty of Conductors to chain up double loads to load draw bars.

Automatic Release.

Rule 86.

Conductors arriving at terminals or end of run are automatically released.

Road Conductors Assigned to Switch Service at Intermediate Points.

Rule 87.

At intermediate points where road crews have been doing the switching and it becomes necessary to assign a crew to switching service, a Conductor holding road rights will be assigned; road rates and rules will apply.

Reporting for Duty.

Rule 88.

Conductors who are laying off and are returning to their

runs must report for work not later than four hours from the time Conductor who is to be displaced has been relieved from duty.

Cabooses, Handling of; Equipment.

Rule 89.

(a) Cabooses will be equipped with stoves, tools, signal appliances, lamps and such other supplies as are required for the service.

(b) The following will be observed to the fullest possible extent:

There shall be a caboose track at all terminals. Cabooses will be taken off trains and put on caboose track immediately on arrival. Switching with cabooses is prohibited. Cabooses will not be taken from caboose track and put on train until two hours before leaving time of train.

Transfer Billings and Laurel.

Rule 90.

The transfer work between Laurel and Billings, and trains originating at Billings, and trains originating at Billings for the Montana Division, and for trains coming from the from the Montana Division terminating at Billings, will be performed by men employed on the Montana Division, under the jurisdiction of the Montana Division Superintendent.

Montana Division Crews Assigned to Yellowstone Division.

Rule 91.

Montana Division Conductors will be used between Laurel and Forsyth to offset the mileage lost by the Montana Division Conductors, on account of the Yellowstone Division Conductors running through to Laurel, the mileage being balanced at the end of each year, and the Conductors being permitted to work out the excess mileage.

Service Out of East Grand Forks.

Rule 92.

(a) Five (5) crews will be assigned between Lake Park and Pembina to trains 633, 748, 752, 129, 130 and one Extra East (East Grand Forks to Lake Park, Sunday only), and will run first in, first out of East Grand Forks.

(b) The mixed train rate will apply to trains Nos. 129 and 130. The local freight rate will apply to the other trains named in this rule.

(c) Extra men assigned to fill vacancy on any one of these five (5) regular cars for less than a full month will be paid not less than pro rata of monthly mileage made by such car, for days assigned. Miles allowed under this article to make up pro rata to be paid at local freight rate.

Example:

Conductor assigned to fill vacancy on regular car 15 days in 30-day month;
Makes 1,200 actual miles;
Car makes 2,600 actual miles that month;
Entitled to 15/30 of 2,600 actual miles, or 1,300 miles.

(d) The above will govern except during the fall grain shipping season, when it is necessary to place additional crews in service to handle the business. During such period crews will be run in pools first in, first out of East Grand Forks and will be permitted to make the money equivalent to 3,000 miles per month at through freight rates exclusive of all other allowances, except road overtime, or be paid therefor.

(e) Except as provided in paragraph (d) of this rule, extra crews run on the Red River Branch will not be pooled with regularly assigned crews, but will be handled independently and will not interfere with the regularly assigned service.

Note: Rule 78 of this article applies

New or Additional Train Service.

Rule 93.

In establishing new or additional train service covering a period of ten days or more notice of such service will be posted on all bulletin boards on that division.

Use of Telephones by Conductors.

Rule 94.

In every instance dispatchers will endeavor to plan train movements to enable them to issue orders to train crews at open telegraph office. Conductors will not be required to take orders over the telephone except in case of necessity to avoid unreasonable delay that could not be anticipated by dispatcher.

Setting Up Crews.

Rule 95.

Set up crews will stand first out after crews then in terminal who have had such a period of rest as makes them available for sixteen hours continuous service.

Dog-catcher Service.

Rule 96.

Conductors assigned exclusively to dig-catcher service will be paid at through freight rates and operated under provisions of Rule 34, Article II. Such assignments will

consist of not less than the calendar days of the month.

Ordering Crews for Brainerd and Staples.

Rule 97.

In ordering Conductors for Brainerd and Staples at Duluth, the terminal for each Conductor will be stated on the board or in the call, so that each will know when leaving Duluth whether his run will terminate at Brainerd or Staples. If the destination of the trip designated to end at Brainerd is changed to Staples will be figured as if a new trip were begun at Brainerd. If the trip designated to end at Staples is terminated at Brainerd, the time allowances will be figured under the law or under Rule 62. Art. II, Brainerd being an intermediate and not a terminal point for such crews.

The local officers will be requested to arrange to the greatest possible extent to turn chain gang Conductors tied up at Brainerd back to Duluth, after reasonable rest, without undue delay, with proper regard for economical operation.

Establishment of Conductors' Extra Board.

Rule 98.

(a) When business conditions warrant, the company may establish a Conductors' extra board at the following terminals:

Duluth	Forsyth
Northtown	Livingston
Staples	Missoula
Dilworth	Yardley
Jamestown	Pasco
Mandan	Auburn
Dickenson	Tacoma
Glendive	

(b) Conductors assigned to an extra board under the provisions of this rule will run first in, first out, except when a Conductor from extra board catches a run at an isolated point or in regularly assigned service, he will hold such vacancy for ten (10) days unless relieved by the regular man or by a senior Conductor not on the extra board.

(c) When extra boards are established the senior extra conductors will be withdrawn from the service as brakemen and given positions on the extra board.

(d) Conductors withdrawn from the service as brakemen and placed on extra board will be guaranteed under Rule 79, Article 2.

(e) All the extra running will be performed by the Conductors on extra board if they are available. If there is no extra Conductor available, the senior extra Conductor then

at the terminal who is braking, will be called upon to take extra service and will be considered as assigned to the extra board while so employed.

Yard or Switching Limits, How Changed.

Rule 99.

Yard or Switching limits will not be changed so as to deprive road or yardmen of any work until after conference is held and agreement reached.

Short Trips Account Accident, Running for Water, etc.

Rule 100.

Short trips from a terminal to an outlying point and return, from an outlying point to a terminal and return, or from an intermediate point to another intermediate point and return, on account of engine failure, running for fuel or water, running for wreck car or carmen, or on account of a derailment, when such conditions arise in connection with their own train, will be paid continuous time or mileage.

ARTICLE III

General Rules

The following rules are applicable to all classes of train service.

Time Slips.

Rule 101.

(a) Conductors will report time of their brakemen with their won and when Conductors' time is not allowed as per time slip they will be notified promptly reasons for disallowance and what allowances, if any, has been made. If no notice of disallowance is given, time as reported on time slip will be allowed.

(b) When time of Conductor is short, time check to cover shortage will be issued on request if shortage amounts to one dollar (\$1.00) or more.

(c) Time Claims that are settled by the Committee and the officers of the company will be paid by time check promptly.

Attending Court.

Rule 102.

Conductors attending court at request of an officer of the Railroad will be paid full amount they would have received at their regular work, but not less than a full day's pay in their class for each calendar day. If away from home station,

legitimate expenses will be paid; time and expenses to be certified to by Railroad's attorney. Conductors who are entitled to rest shall not be disturbed by call for purpose of investigation until expiration of time specified for rest, except on case of absolute necessity.

Loss or Damage to Equipment.

Rule 103.

Conductors will not be obliged to pay fines for loss or damage to equipment.

Notification of Deductions.

Rule 104.

When deductions are made from Conductor's pay they will be given statement in writing if requested in writing.

Meals on Duty.

Rule 105.

Time of Conductors will not be discounted for time required to get meals while on duty.

Paid for Time Held Off Run.

Rule 106.

If a Conductor is held off his regular car or run for any cause of is denied a run his seniority entitles him to, he will not be used in other service if other Conductors are available, and will be paid not less than he would have earned had he gone out on his run.

Note - This will not prevent the Management from deadheading the Conductor to an outside point to take his car or run.

Conductors Leaving Service.

Rule 107.

Conductors leaving the service will be paid at the earliest practicable time in full, less the authorized deductions which may be found against their pay.

Promoting and Hiring of Conductors

Rule 108.

(a) When it becomes necessary to increase the force of Conductors on any division, one Conductor will, when available, be hired to three brakemen promoted. When hiring Conductors under this rule, Conductors in service as brakemen will be given preference. No conductor will be hired under this rule who has been hired under this rule who has not had

at least two years' experience as Conductor on a steam surface railroad.

(b) In making promotions, arrangements will be made to examine four men in each class, consisting of three brakemen to be promoted, then one Conductor hired, if available. If Conductor is not available at the time the class is promoted, thirty days will be given to secure the Conductor to be hired, if available. If Conductor is not available at the time the class is promoted, thirty days will be given to secure the Conductor to be hired. If Conductor to be hired cannot be secured within the thirty days, this class will be considered closed. On seniority districts where brakemen have been in the service for six years and six months or more, all Conductors will be promoted.

Division Rights.

Rule 109.

Division rights on the Northern Pacific system will prevail.

Conductors to be Given a Certificate.

Rule 110.

Men employed as, or promoted to, Conductors, will be given a certificate dated the day they pass examination, which will be their date as Conductor on seniority list.

Seniority Date.

Rule 111.

Conductors will take rank from date of their appointment of promotion and except as otherwise provided will have choice of runs on their respective divisions to which their respective divisions to which their age and service entitles them. Temporary assignment as a Conductor, in emergency, does not constitute a promotion. In case two or more men are examined in the same date, seniority in service will govern relative standing. If on account of sickness or other cause beyond his control, a man is unable to present himself for examination in regular turn, it will not affect the record date of his promotion. Present standing of men will not be changed by this rule.

Assignments to be Bulletined.

Rule 112.

(a) On runs where home terminal is at a station other than an established division terminal, vacancies on permanent runs will be bulletined for a period of ten days and assigned to the senior Conductor applying from the number of Conductors who have been withdrawn from the service as brakemen to cover

permanent service on the division.

(b) If such runs are vacated, time of train schedule changed to the extent of five (5) hours or more, terminal or point of layover changed or service re-arranged sufficient to produce an increase or decrease of Fifteen Dollars (\$15.00) or more (based on the minimum daily rate) per month, the run will be bulletined and assigned to the senior Conductor applying.

(c) Conductors so assigned will be guaranteed immunity from the application of the seniority rule as applied to other Conductors, except that it will not prevent a Conductor senior in the service from exercising his seniority when such Conductors cannot hold regular assignment. Senior Conductor displaced desiring to take a bulletined run held by a junior Conductor must make his choice within seven (7) days from date of his displacement.

(d) A temporary vacancy in bulletined service for a period of sixty (60) days or more shall be treated as a regular vacancy and will be bulletined. In the event of the regular man returning before or after the expiration of sixty (60) days the displaced men will return to their former runs or any other runs which their seniority entitles them to hold that were established after sixty (60) days vacancy had been bulletined.

(e) Temporary vacancies on runs not bulletined or set up pooled cars will be considered regular positions at the end of thirty (30) days, and the senior extra Conductor will be withdrawn from the service as brakeman for such position.

(f) On divisions where a Conductors' extra list is not maintained in accordance with the provisions of Rule 98, Art. II., a Conductor assigned to a temporary vacancy will remain in such vacancy until displaced by regular or senior Conductor, except that he may exercise his seniority to runs in other classes of service.

(g) The right of Conductors to make application will not be prejudiced when they are not available at the time of assignment.

(h) A Conductor assigning himself to an isolated run will not be permitted to leave the run and displace other Conductors on regular assignments other than chain gang service.

(i) Runs origination or terminating at the following points on each division will not be bulletined:

Tacoma DivisionTacoma.
Seattle DivisionTacoma, Seattle and Auburn.

Pasco DivisionPasco for freight, Spokane for passenger.
 Idaho DivisionSpokane, Yardley and Parkwater.
 Rocky Mountain DivisionMissoula
 Montana DivisionLivingston. Billings for passenger only.
 Yellowstone DivisionForsyth, Glendive, Dickinson and Mandan
 Dakota Division.Jamestown for freight and passenger. Fargo for passenger.
 Fargo DivisionDilworth and Fargo.
 Minnesota DivisionStaples
 St. Paul Division.Minneapolis, St. Paul and Northtown.
 Lake Superior DivisionDuluth, St. Paul, Minneapolis.

Assigned to Other Service.

Rule 113.

In case a Conductor is assigned to a position other than in train service, or is employed by the Order of Railway Conductors or Brotherhood of Brotherhood of Railway trainmen, his seniority rights as a Conductor will not be impaired by reason of such assignment or employment, and his rank on the Conductors' list will be such as he would have gained had he been continuously employed in train service.

Separation or Consolidation of Divisions.

Rule 114.

If any established division is divided, or any portion is added to another, or is a new division is formed therefrom, Conductors will have choice of divisions upon which they will remain, in accordance with their seniority rights. The number of men required to operate the territory at the time transfer is made will be transferred with the territory on each class of service, viz; Passenger Conductors, freight Conductors, and up to that number, and no further, the men will be transferred.

Rights in Yard Service.

Rule 115.

Yardmen will have no rights in train service. Conductors temporarily assigned to yard service shall not lose their rights thereby. In case of emergency, Conductors may work in yard service, but not more than thirty days at any one time.

Investigations.

Rule 116.

(a) Conductors charged with offenses involving suspension or discharge will be discharged, suspended, or given record suspension without full investigation by Trainmaster or Superintendent (or an officer superior if desired by the Railroad) at which investigation all parties interested will be notified to be present and at which investigation all parties interested will be notified to be present at which any Conductors under investigation may be represented by an employee of his choice and that will be permitted to be present and hear all evidence submitted at investigation.

If the Conductor is not satisfied with decision he will have the right of appeal to the next higher officer, continuing such appeal, if desired.

If found blameless he will be immediately reinstated and will be paid mileage of his assignment for time lost with a minimum of one day or one hundred miles for each calendar day.

(b) Conductors, who are ordered to deadhead to attend investigations as witnesses on their layover days if deadheading in their own division, will be paid under the provision of section (b) Rule 65, Article II; of deadheaded on other than their home division, Conductors will be paid a minimum day for each calendar day while deadheading.

EXAMPLES:

1. Conductors at Northtown is ordered to deadhead to Staples to attend investigation as witness on his layover day. For deadheading on his own division, Conductor is entitled to actual mileage, but not less than a minimum day's pay.

2. Under similar conditions, ordered to deadhead from Northtown to Dilworth. For deadheading on his own division, entitled to actual mileage Northtown to Staples, but not less than a minimum day's pay, and not less than a minimum day for each calendar day for deadheading Staples to Dilworth over foreign division.

3. Under similar conditions, ordered to deadhead from Little Falls to Wadena: For deadheading on his own division from Little Falls to Staples, the actual mileage being less than 100, is entitled to a minimum day's pay for deadheading on foreign division from Staples to Wadena.

Note: Passenger Conductors assigned to runs operation jointly over two or more divisions will be considered as deadheading on their own division within the limits of the territory covered by the joint runs, in calculation allowances for deadheading under this rule.

Service Letters.

Rule 117.

When service letters are filed with application of Conductors they will be returned within thirty days after entering the service. When leaving the service they will be given a letter stating time of service and capacity, such letter to be given within a reasonable time from the receipt of application, and to be signed and stamped by Division Superintendent.

Grievances.

Rule 118.

(a) Any Conductor having a grievance shall present the same to his Superintendent within sixty days after the occurrence, and should he be not satisfied with decision of Superintendent and desire to appeal, he may, within sixty days thereafter, notify the Superintendent in writing that he desired to appeal the case, and the Superintendent will thereon submit all papers in the case, together with any statement the man desires to make, to the General Superintendent.

(b) No grievance will be considered unless presented in accordance with the above.

Reinstatements and Leave of Absence.

Rule 119.

(a) Conductors who are discharged and are returned to duty or re-employed after one year they will rank as new men. A Conductor who voluntarily leaves the service of the Railroad and is re-employed will rank as a new man.

(b) Except in case of sickness or disability, leave of absence exceeding six months will not be granted, except after a Conductor has been on Conductors' seniority list five years or more he may be granted one year's leave of absence.

Note 1: This will not permit a Conductor to take employment as Conductor with another Railroad.

Note 2: Under the application of paragraph (b) time exceeding one year may be granted at the option of the Management without requiring Conductor to make a trip in order to hold his seniority.

Transportation of Household Goods.

Rule 120.

When Conductors are obliged to transfer from one point to another on account of change of division or on account of changing runs, free transportation will be furnished for their household goods.

Tie-up Between Terminals.

Rule 121.

No train will tie up between terminals, except by permission of Superintendent.

Bond Premiums.

Rule 122.

Conductors will not be required to pay the premiums on bonds. With the exception of the payment of premiums of the payment of premiums on bonds, the agreement of May, 1908, between the Railroad and its Conductors, is reaffirmed.

Transcript of Investigations.

Rule 123.

When a stenographic transcript of the evidence is taken at an investigation copy will be furnished the representative of the accused, if requested.

Issuing Rulings.

Rule 124.

General Manager will furnish the General Chairman of the Conductors' Committee with copies of all rulings on the schedule for Conductors.

Electric of Motor Service

Rule 125.

Where steam power is supplanted by electric or Motor service, the rules and rates contained herein will apply.

Fruit, Berry, Fish, Etc. Specials.

Rule 126.

The handling of silk, berry, fish, fruit, etc., special trains run on passenger train time, either as a section of a passenger train, but not handling passengers, will be governed by the following:

On divisions where extra passenger crews are being maintained to do extra passenger work. such crews will be used, and under rules applying to passenger service.

Except as above, freight crews will be used, under rules applying to freight service, and at through freight service, and at through freight rates.

Extra passenger crews will not be made up for the purpose of handling individual trains of this class, and regular passenger crews will not be taken from their regular passenger crew be built up to take the regular assignment.

Examples;

A. TheDivision has more

or less extra passenger work to do, and makes up an extra crew to do it, the member of the crew being withdrawn from freight service during the time they are assigned to do this extra passenger work.

Under this rule it is proper to use this extra passenger crew to handle these as well as all other special or additional passenger trains.

B. TheDivision, to handle such additional passenger service as arises, uses the oldest available freight conductor for each case as it arises. If there are extra passenger brakemen available, they are used; if not, freight men are used temporarily, the members of the crew returning to freight service as soon as the particular service for which they were made up has been performed.

Under this rule it will be improper to make up a crew as outlined above to handle berry, etc., specials.

C. The volume of this business is such as to justify the expectation that it will be necessary to run these trains at least four days per week for two weeks, and it is arranged to run these specials regularly on one direction, utilizing the crews in passenger business in opposite direction.

Under these conditions it is proper to organize passenger crews under schedule rules, and use them to perform this service, but such crew is not to be utilized to handle freight business so long as so organized.

Mott Line, Mandan North Line Agreement.

Rule 127.

Memorandum of Agreement Between the Northern Pacific Railroad and the General Committee of Adjustment for the Order of Railway Conductors, Relative to the Manning and Operation of the Two Branch Lines Running Out of Mandan, One Known as the "Mott Line" and the other as the "Mandan North Line".

(a) The Mott Line and the Mandan North Line will be considered Yellowstone Division territory. Yellowstone Division Conductors will be assigned to the Mott Line and the Mandan North Line to do all regular work, with the exception that one Dakota Division Conductor will remain employed on each of the aforesaid branches, and will have choice of runs on those branch lines over all Yellowstone Division Conductors, the Dakota Division to have full control of the men while on these branches; for all extra service (handling extra trains, ditching trains, weed burners and work trains) Dakota Division Conductors will be assigned. In the event of the Mandan North Line being extended west of

Killdeer, requiring work train service Yellowstone Division Conductors may be assigned to such work.

(b) In the event of one or both of these branch lines being extended westward and connected with the main line, the Dakota Division Conductor assigned to service on that particular branch line will no longer hold this arbitrary right to runs over Yellowstone Division Conductors, but will be required to transfer and assume his seniority rights in accordance with the schedule in effect.

(c) In the event of a new division being formed, or a division change of any description affecting the branches included in this agreement, the schedule rule and regulations in effect will govern.

(d) No rule or rules in Conductors' schedule will operate to nullify, abrogate or obstruct the strict application of this agreement.

Fractions, Figuring of.

Rule 128.

In determining the hourly rate, fractions of a cent will be disposed of by applying next higher quarter of a cent.

Hour of Service Law Agreement.

Rule 129.

The following rules agreed to at Chicago, effective April 1st, 1908:

(a) Under the laws limiting the hours on duty, crews in road service will not be tied up unless it is apparent that the trip cannot be completed within the lawful time; and not then until after the expiration of fourteen hours on duty under the federal law, or within two hours of the time limit provided by state laws of state laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services will be paid for under the individual schedules of the different roads.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew: provided the longest period of rest required by any member of the crew, either eight or ten hours, to be the period of rest for the entire crew.

(d) A continuous trip will cover movement straightaway

or turnaround, from initial point to the destination train is making when ordered to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

(e) Road crews tied up under the law will be paid the time of mileage of their schedule from initial point to tie-up point. When such crews resume duty on a continuous trip, they will be paid from the tie-up point to the terminal, on the following basis; for fifty (50) miles or less of four (4) hours or less, one half day; for more than (50) miles or more than (4) hours actual miles or hours, whichever is the greater, with a minimum of one day. It is understood that this paragraph does not permit crews to be run through terminals.

(f) Road crews tied up for rest under the law and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor the same as if they had run the train to such terminal.

Promotion and Demotion of Conductors.

Rule 130.

Article II., of the Cleveland Compact, reading as follows, is adopted and is made a part of this schedule:

Hired or Promoted.

On roads where schedules provide for the hiring of Conductors, either from the ranks of brakemen on those lines or elsewhere the rights of such hired Conductors as Conductors shall date from the time of commencing first service as such, or in relation to promoted Conductors on the line, as provided for in the respective schedules. If such hired Conductors are taken from the ranks of brakemen on the line, their rights as brakemen shall date from the time they entered the service as brakemen. If hired from outside the ranks of train service employes on the line, their rights as brakemen shall accrue from the same date they hold rights as Conductors,