

STB FD 32760 (Sub 25) 11-12-97 D 183839 9/15

027

SUPERVISOR=> SGS0018 GANG NBR=> 9011

AS OF 970903

SSA NBR=> 509880863

NAME=> MILLER

B L

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

[illegible]

GMS SUPERVISOR APPROVAL STATUS REPORT

028

SUPERVISOR=> SGS0018 GANG NBR=> 9011 AS OF 970903
SSA NBR=> 511709738 NAME=> WORTHINGTON B J 970903
AY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01	W	SP RDW PWR TL MO	001	10.00	TD					42.50
02	W	SP RDW PWR TL MO	001	10.00	TD					42.50
03	W	EX GNG LABORER	087	8.00						42.50
04	A	EX GNG LABORER	009	8.00						42.50
05	R	EX GNG LABORER	999							42.50
06	R	EX GNG LABORER	999							42.50
07	W	SP RDW PWR TL MO	001	10.00	TD					42.50
07	W	SP RDW PWR TL MO	012	2.30	TD					
						TRAVEL	0600			
08	W	EX GNG LABORER	001	10.00						42.50
08	W	EX GNG LABORER	012	.30						
09	W	EX GNG LABORER	001	10.00						42.50
10	W	EX GNG LABORER	001	10.00						42.50
11	W	EX GNG LABORER	999							42.50
12	R	EX GNG LABORER	999							42.50
13	R	EX GNG LABORER	999							42.50
14	W	EX GNG LABORER	001	10.00						42.50
						TRAVEL	0606			
15	W	EX GNG LABORER	001	10.00						42.50

GMS SUPERVISOR APPROVAL STATUS REPORT

029

SUPERVISOR=> SGS0018 GANG NBR=> 9011

AS OF 970903

SSA NBR=> 512768547

NAME=> OSBORNE

D E

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01	W	SP RDW PWR TL MO	001	10.00	TD					42.50
02	W	SP RDW PWR TL MO	001	10.00	TD					42.50
03	W	EX GNG LABORER	087	8.00						42.50
04	A	EX GNG LABORER	009	8.00						42.50
05	R	EX GNG LABORER	999							42.50
06	R	EX GNG LABORER	999							42.50
07	W	SY TRK DR NS	001	10.00	TD					42.50
07	W	SY TRK DR NS	012	2.30	TD					
						TRAVEL	0610			
08	W	SY TRK DR NS	001	10.00	TD					42.50
08	W	SY TRK DR NS	012	.30	TD					
09	W	SYS BUS DRIVER	001	10.00	TD					42.50
10	W	SYS BUS DRIVER	001	10.00	TD					42.50
11	W	EX GNG LABOKER	999							42.50
12	R	EX GNG LABOREP	999							42.50
13	R	EX GNG LABORER	999							42.50
14	W	EX GNG LABORER	001	10.00						42.50
						TRAVEL	0610			
15	W	EX GNG LABORER	001	10.00						42.50

GMS SUPERVISOR APPROVAL STATUS REPORT

030

SUPERVISOR=> SGS0018 GANG NBR=> 9011 AS OF 970903
SSA NBR=> 510909998 NAME=> PATTERSON II R S 970903
1Y MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SYS MATERIAL FRM

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W SYS MATERIAL FRM	001	10.00						42.50
01		W SYS MATERIAL FRM	012	2.00						
02		W SYS MATERIAL FRM	001	10.00						42.50
03		W SYS MATERIAL FRM	087	8.00						42.50
04		A SYS MATERIAL FRM	009	8.00						42.50
05		R SYS MATERIAL FRM	999							42.50
06		R SYS MATERIAL FRM	999							42.50
07		W SYS MATERIAL FRM	001	10.00						42.50
07		W SYS MATERIAL FRM	012	2.30						
					TRAVEL	0668				
08		W SYS MATERIAL FRM	001	10.00						42.50
08		W SYS MATERIAL FRM	012	1.00						
09		W SYS MATERIAL FRM	001	10.00						42.50
10		W SYS MATERIAL FRM	001	10.00						42.50
11		W SYS MATERIAL FRM	999							42.50
12		R SYS MATERIAL FRM	999							42.50
13		R SYS MATERIAL FRM	999							42.50
14		W SYS MATERIAL FRM	001	10.00						42.50
					TRAVEL	0668				
15		W SYS MATERIAL FRM	001	10.00						42.50
15		W SYS MATERIAL FRM	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

031

SUPERVISOR=> SGS0018 GANG NBR=> 9011 AS OF 970903

SSA NBR=> 511780815 NAME=> JOSEPH D D 970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SY TRK DR NS

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01	W	SY TRK DR NS	001	10.00						42.50
02	W	SY TRK DR NS	001	10.00						42.50
03	W	SY TRK DR NS	087	8.00						42.50
04	A	SY TRK DR NS	009	8.00						42.50
05	R	SY TRK DR NS	999							42.50
06	R	SY TRK DR NS	999							42.50
07	W	SY TRK DR NS	001	10.00						42.50
07	W	SY TRK DR NS	012	2.30						
					TRAVEL	0610				
08	W	SY TRK DR NS	001	10.00						42.50
08	W	SY TRK DR NS	012	.30						
09	W	SY TRK DR NS	001	10.00						42.50
10	W	SY TRK DR NS	001	10.00						42.50
11	W	SY TRK DR NS	999							42.50
12	R	SY TRK DR NS	999							42.50
13	R	SY TRK DR NS	999							42.50
14	W	SY TRK DR NS	087	8.00						42.50
15	W	SY TRK DR NS	001	10.00						42.50

TRAVEL 0582

032

970903

[illegible]

GMS SUPERVISOR APPROVAL STATUS REPORT

001

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903

SSA NBR=> 489587319 NAME=> LALLY T K APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SY CRV GNG FRMN

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SY CRV GNG FRMN	001	10.00						42.50
17	W	SY CRV GNG FRMN	001	10.00						42.50
18	W	SY CRV GNG FRMN	999							42.50
19	R	SY CRV GNG FRMN	999							42.50
20	R	SY CRV GNG FRMN	999							42.50
21	W	SY CRV GNG FRMN	002	10.00						
22	W	SY CRV GNG FRMN	002	10.00						
23	W	SY CRV GNG FRMN	002	10.00						
24	W	SY CRV GNG FRMN	002	10.00						
25	W	SY CRV GNG FRMN	999							
26	R	SY CRV GNG FRMN	999							
27	R	SY CRV GNG FRMN	999							
28	W	SY CRV GNG FRMN	001	8.00					15.00	42.50
28	W	SY CRV GNG FRMN	012	1.30						
29	W	SY CRV GNG FRMN	001	8.00						42.50
29	W	SY CRV GNG FRMN	012	.30						
30	W	SY CRV GNG FRMN	001	8.00						42.50
30	W	SY CRV GNG FRMN	012	1.00						
31	W	SY CRV GNG FRMN	001	8.00						42.50
31	W	SY CRV GNG FRMN	012	1.30						

GMS SUPERVISOR APPROVAL STATUS REPORT

002

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 507781773 NAME=> COAN M J APPROVED 970805
4Y MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> A XTRA GNG FRMN

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W A XTRA GNG FRMN	001	10.00						42.50
17		W A XTRA GNG FRMN	001	10.00						42.50
18		W A XTRA GNG FRMN	999							42.50
19		R A XTRA GNG FRMN	999							42.50
20		R A XTRA GNG FRMN	999							42.50
21		W SY CRV GNG FRMN	001	10.00	TD					42.50
						TRAVEL	0570			
22		W SY CRV GNG FRMN	001	10.00	TD					42.50
22		W SY CRV GNG FRMN	012	.30	TD					
23		W SY CRV GNG FRMN	001	10.00	TD					42.50
24		W SY CRV GNG FRMN	001	10.00	TD					42.50
25		W A XTRA GNG FRMN	999							42.50
26		R A XTRA GNG FRMN	999							42.50
27		R A XTRA GNG FRMN	999							42.50
28		W A XTRA GNG FRMN	001	8.00					15.00	42.50
28		W A XTRA GNG FRMN	012	1.00						
						TRAVEL	0710			
29		W A XTRA GNG FRMN	001	8.00						42.50
30		W A XTRA GNG FRMN	001	8.00						42.50
30		W A XTRA GNG FRMN	012	1.00						
31		W A XTRA GNG FRMN	002	8.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

003

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903

SSA NBR=> 508605661 NAME=> BRANDT G R APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> TRK MACH OPR

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	TRK MACH OPR	001	10.00						42.50
17	W	TRK MACH OPR	001	10.00						42.50
18	W	TRK MACH OPR	999							42.50
19	R	TRK MACH OPR	999							42.50
20	R	TRK MACH OPR	999							42.50
21	W	TRK MACH OPR	087	10.00						42.50
22	W	TRK MACH OPR	001	10.00	TRAVEL	0410				42.50
23	W	TRK MACH OPR	001	10.00						42.50
24	W	TRK MACH OPR	001	10.00						42.50
25	W	TRK MACH OPR	999							42.50
26	R	TRK MACH OPR	999							42.50
27	R	TRK MACH OPR	999							42.50
28	W	TRK MACH OPR	001	8.00					15.00	42.50
28	W	TRK MACH OPR	012	1.00						
29	W	TRK MACH OPR	001	8.00	TRAVEL	0524				42.50
30	W	TRK MACH OPR	001	8.00						42.50
30	W	TRK MACH OPR	012	1.00						
31	W	TRK MACH OPR	001	8.00						42.50
31	W	TRK MACH OPR	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

004

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903

SSA NBR=> 508621315 NAME=> SWEET M J APPROVED 970805

4Y MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> TRK MACH OPR

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	TRK MACH OPR	001	10.00						42.50
17	W	TRK MACH OPR	001	10.00						42.50
18	W	TRK MACH OPR	999							42.50
19	R	TRK MACH OPR	999							42.50
20	R	TRK MACH OPR	999							42.50
21	W	TRK MACH OPR	001	10.00						42.50
22	W	TRK MACH OPR	001	10.00			TRAVEL 0605			42.50
23	W	TRK MACH OPR	001	10.00						42.50
24	W	TRK MACH OPR	001	10.00						42.50
25	W	TRK MACH OPR	999							42.50
26	R	TRK MACH OPR	999							42.50
27	R	TRK MACH OPR	999							42.50
28	W	TRK MACH OPR	001	8.00					15.00	42.50
28	W	TRK MACH OPR	012	1.00						
29	W	TRK MACH OPR	001	8.00			TRAVEL 0730			42.50
30	W	TRK MACH OPR	001	8.00						42.50
30	W	TRK MACH OPR	012	1.00						
31	W	TRK MACH OPR	001	8.00						42.50
31	W	TRK MACH OPR	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

005

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
 SSA NBR=> 219648560 NAME=> HUBBARD R G APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SP RDW PWR TL MO	902	10.00	PB					
17		W SP RDW PWR TL MO	001	10.00						42.50
18		W SP RDW PWR TL MO	999							42.50
19		R SP RDW PWR TL MO	999							42.50
20		R SP RDW PWR TL MO	999							42.50
21		W TRK MACH OPR	001	10.00	TD					42.50
22		W SP RDW PWR TL MO	001	10.00						42.50
23		W SP RDW PWR TL MO	001	10.00						42.50
24		W SP RDW PWR TL MO	001	10.00						42.50
25		W SP RDW PWR TL MO	999							42.50
26		R SP RDW PWR TL MO	999							42.50
27		R SP RDW PWR TL MO	999							42.50
28		W SP RDW PWR TL MO	001	8.00					15.00	42.50
28		W SP RDW PWR TL MO	012	1.00						
29		W SP RDW PWR TL MO	001	8.00						42.50
30		W SP RDW PWR TL MO	001	8.00						42.50
30		W SP RDW PWR TL MO	012	1.00						
31		W SP RDW PWR TL MO	001	8.00						42.50
31		W SP RDW PWR TL MO	012	1.00						

TRAVEL 0605

TRAVEL 0730

GMS SUPERVISOR APPROVAL STATUS REPORT

006

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 493640189 NAME=> FRASER T L APPROVED 970805
AY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SP RDW PWR TL MO	001	10.00						42.50
17	W	SP RDW PWR TL MO	001	10.00						42.50
18	W	SP RDW PWR TL MO	999							42.50
19	R	SP RDW PWR TL MO	999							42.50
20	R	SP RDW PWR TL MO	999							42.50
21	W	SP RDW PWR TL MO	001	10.00						42.50
22	W	SP RDW PWR TL MO	001	10.00						42.50
23	W	SP RDW PWR TL MO	001	10.00						42.50
24	W	SP RDW PWR TL MO	001	10.00						42.50
25	W	SP RDW PWR TL MO	999							42.50
26	R	SP RDW PWR TL MO	999							42.50
27	R	SP RDW PWR TL MO	999							42.50
28	W	SP RDW PWR TL MO	001	8.00					15.00	42.50
28	W	SP RDW PWR TL MO	012	1.00						
29	W	SP RDW PWR TL MO	001	8.00						42.50
30	W	SP RDW PWR TL MO	001	8.00						42.50
30	V	SP RDW PWR TL MO	012	1.00						
31	W	SP RDW PWR TL MO	001	8.00						42.50
31	W	SP RDW PWR TL MO	012	1.00						

TRAVEL 0710

TRAVEL 0815

GMS SUPERVISOR APPROVAL STATUS REPORT

007

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 505783191 NAME=> HIGEL K M APPROVED 970805
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SP RDW PWR TL MO	001	10.00						42.50
17	W	SP RDW PWR TL MO	001	10.00						42.50
18	W	SP RDW PWR TL MO	999							42.50
19	R	SP RDW PWR TL MO	999							42.50
20	R	SP RDW PWR TL MO	999							42.50
21	W	SP RDW PWR TL MO	001	10.00						42.50
22	W	SP RDW PWR TL MO	001	10.00	TRAVEL	0460				42.50
23	W	SP RDW PWR TL MO	001	10.00						42.50
24	W	SP RDW PWR TL MO	001	10.00						42.50
25	W	SP RDW PWR TL MO	999							42.50
26	R	SP RDW PWR TL MO	999							42.50
27	R	SP RDW PWR TL MO	999							42.50
28	W	SP RDW PWR TL MO	001	8.00					15.00	42.50
28	W	SP RDW PWR TL MO	012	1.00						
29	W	SP RDW PWR TL MO	001	8.00	TRAVEL	0567				42.50
30	W	SP RDW PWR TL MO	001	8.00						42.50
30	W	SP RDW PWR TL MO	012	1.00						
31	W	SP RDW PWR TL MO	001	8.00						42.50
31	W	SP RDW PWR TL MO	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

008

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 506805799 NAME=> DRAKE II J F APPROVED 970805
AY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SP RDW PWR TL MO	001	10.00						42.50
17	W	SP RDW PWR TL MO	001	10.00						42.50
18	W	SP RDW PWR TL MO	999							42.50
19	R	SP RDW PWR TL MO	999							42.50
20	R	SP RDW PWR TL MO	999							42.50
21	W	SP RDW PWR TL MO	002	10.00						
22	W	SP RDW PWR TL MO	002	10.00						
23	W	SP RDW PWR TL MO	002	10.00						
24	W	SP RDW PWR TL MO	002	10.00						
25	W	SP RDW PWR TL MO	999							
26	R	SP RDW PWR TL MO	999							
	R	SP RDW PWR TL MO	999							
28	W	SP RDW PWR TL MO	002	8.00						
29	W	SP RDW PWR TL MO	002	8.00						
30	W	SP RDW PWR TL MO	002	8.00						
31	W	SP RDW PWR TL MO	002	8.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

009

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 513623475 NAME=> BURTON J D APPROVED 970805
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SP RDW PWR TL MO	001	10.00						42.50
17	W	SP RDW PWR TL MO	001	10.00						42.50
18	W	SP RDW PWR TL MO	999							42.50
19	R	SP RDW PWR TL MO	999							42.50
20	R	SP RDW PWR TL MO	999							42.50
21	W	SP RDW PWR TL MO	001	10.00						42.50
22	W	SP RDW PWR TL MO	001	10.00						42.50
23	W	SP RDW PWR TL MO	001	10.00						42.50
24	W	SP RDW PWR TL MO	001	10.00						42.50
25	W	SP RDW PWR TL MO	999							42.50
26	R	SP RDW PWR TL MO	999							42.50
27	R	SP RDW PWR TL MO	999							42.50
28	W	SP RDW PWR TL MO	001	8.00					15.00	42.50
28	W	SP RDW PWR TL MO	012	1.00						
29	W	SP RDW PWR TL MO	001	8.00						42.50
30	W	SP RDW PWR TL MO	001	8.00						42.50
30	W	SP RDW PWR TL MO	012	1.00						
31	W	SP RDW PWR TL MO	001	8.00						42.50
31	W	SP RDW PWR TL MO	012	1.00						

TRAVEL 0640

TRAVEL 0786

GMS SUPERVISOR APPROVAL STATUS REPORT

010

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 513628172 NAME=> WETTER J L APPROVED 970805
AY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SP RDW PWR TL MO	001	10.00						42.50
17	W	SP RDW PWR TL MO	001	10.00						42.50
18	W	SP RDW PWR TL MO	999							42.50
19	R	SP RDW PWR TL MO	999							42.50
20	R	SP RDW PWR TL MO	999							42.50
21	W	SP RDW PWR TL MO	001	10.00						42.50
22	W	SP RDW PWR TL MO	001	10.00						42.50
23	W	SP RDW PWR TL MO	001	10.00						42.50
24	W	SP RDW PWR TL MO	001	10.00						42.50
25	W	SP RDW PWR TL MO	999							42.50
26	R	SP RDW PWR TL MO	999							42.50
27	R	SP RDW PWR TL MO	999							42.50
28	W	SP RDW PWR TL MO	001	8.00					15.00	42.50
28	W	SP RDW PWR TL MO	012	1.00						
29	W	SP RDW PWR TL MO	001	8.00						42.50
30	W	SP RDW PWR TL MO	001	8.00						42.50
30	W	SP RDW PWR TL MO	012	1.00						
31	W	SP RDW PWR TL MO	001	8.00						42.50
31	W	SP RDW PWR TL MO	012	1.00						

TRAVEL 0605

TRAVEL 0730

GMS SUPERVISOR APPROVAL STATUS REPORT

011

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
 SSA NBR=> 514626720 NAME=> PEACOCK K K APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SP RDW PWR TL MO	001	10.00						42.50
17	W	SP RDW PWR TL MO	001	10.00						42.50
18	W	SP RDW PWR TL MO	999							42.50
19	R	SP RDW PWR TL MO	999							42.50
20	R	SP RDW PWR TL MO	999							42.50
21	W	SP RDW PWR TL MO	001	10.00						42.50
TRAVEL 0722										
22	W	SP RDW PWR TL MO	001	10.00						42.50
23	W	SP RDW PWR TL MO	001	10.00						42.50
24	W	SP RDW PWR TL MO	001	10.00						42.50
25	W	SP RDW PWR TL MO	999							42.50
26	R	SP RDW PWR TL MO	999							42.50
27	R	SP RDW PWR TL MO	999							42.50
28	W	SP RDW PWR TL MO	001	8.00					15.00	42.50
28	W	SP RDW PWR TL MO	012	1.00						
TRAVEL 0847										
29	W	SP RDW PWR TL MO	001	8.00						42.50
30	W	SP RDW PWR TL MO	001	8.00						42.50
30	W	SP RDW PWR TL MO	012	1.00						
31	W	SP RDW PWR TL MO	001	8.00						42.50
31	W	SP RDW PWR TL MO	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

012

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
 SSA NBR=> 515545206 NAME=> REUST S P APPROVED 970805
 AY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SP RDW PWR TL MO	002	10.00						
17	W	SP RDW PWR TL MO	002	10.00						
18	W	SP RDW PWR TL MO	999							
19	R	SP RDW PWR TL MO	999							
20	R	SP RDW PWR TL MO	999							
21	W	SP RDW PWR TL MO	001	10.00						42.50
22	W	SP RDW PWR TL MO	001	10.00						42.50
23	W	SP RDW PWR TL MO	001	10.00						42.50
24	W	SP RDW PWR TL MO	001	10.00						42.50
25	W	SP RDW PWR TL MO	999							42.50
26	R	SP RDW PWR TL MO	999							42.50
	R	SP RDW PWR TL MO	999							42.50
28	W	SP RDW PWR TL MO	001	8.00					15.00	42.50
28	W	SP RDW PWR TL MO	012	1.00						
					TRAVEL	0786				
29	W	SP RDW PWR TL MO	001	8.00						42.50
30	W	SP RDW PWR TL MO	001	8.00						42.50
30	W	SP RDW PWR TL MO	012	1.00						
31	W	SP RDW PWR TL MO	001	8.00						42.50
31	W	SP RDW PWR TL MO	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

013

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
 SSA NBR=> 515702684 NAM ANDERSON J D APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD: ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SP RDW PWR TL MO	001	10.00						42.50
17	W	SP RDW PWR TL MO	001	10.00						42.50
18	W	SP RDW PWR TL MO	999							42.50
19	R	SP RDW PWR TL MO	999							42.50
20	R	SP RDW PWR TL MO	999							42.50
21	W	SP RDW PWR TL MO	001	10.00						42.50
22	W	SP RDW PWR TL MO	001	10.00	TRAVEL	0650				42.50
23	W	SP RDW PWR TL MO	001	10.00						42.50
24	W	SP RDW PWR TL MO	001	10.00						42.50
25	W	SP RDW PWR TL MO	999							42.50
26	R	SP RDW PWR TL MO	999							42.50
27	R	SP RDW PWR TL MO	999							42.50
28	W	SP RDW PWR TL MO	001	8.00					15.00	42.50
28	W	SP RDW PWR TL MO	012	1.00						
29	W	SP RDW PWR TL MO	001	8.00	TRAVEL	0807				42.50
30	W	SP RDW PWR TL MO	001	8.00						42.50
30	W	SP RDW PWR TL MO	012	1.00						
31	W	SP RDW PWR TL MO	001	8.00						42.50
31	W	SP RDW PWR TL MO	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

014

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 515787771 NAME=> KENWORTHY G D APPROVED 970805
1Y MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SP RDW PWR TL MO	001	10.00						42.50
17	W	SP RDW PWR TL MO	001	10.00						42.50
18	W	SP RDW PWR TL MO	999							42.50
19	R	SP RDW PWR TL MO	999							42.50
20	R	SP RDW PWR TL MO	999							42.50
21	W	SP RDW PWR TL MO	002	10.00						
22	W	SP RDW PWR TL MO	002	10.00						
23	W	SP RDW PWR TL MO	002	10.00						
24	W	SP RDW PWR TL MO	002	10.00						
25	W	SP RDW PWR TL MO	999							
26	R	SP RDW PWR TL MO	999							
	R	SP RDW PWR TL MO	999							
28	W	SP RDW PWR TL MO	001	8.00					15.00	42.50
28	W	SP RDW PWR TL MO	012	1.00						42.50
29	W	SP RDW PWR TL MO	001	8.00						
30	W	SP RDW PWR TL MO	001	8.00						42.50
30	W	SP RDW PWR TL MO	012	1.00						
31	W	SP RDW PWR TL MO	001	8.00						42.50
31	W	SP RDW PWR TL MO	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

015

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903

SSA NBR=> 509621807 NAME=> PACHA L V APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> RDWY PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	RDWY PWR TL MO	002	8.00						
17	W	RDWY PWR TL MO	087	10.00						42.50
18	W	RDWY PWR TL MO	999							42.50
19	R	RDWY PWR TL MO	999							42.50
20	R	RDWY PWR TL MO	999							42.50
21	W	RDWY PWR TL MO	001	10.00						42.50
					TRAVEL	0610				
22	W	RDWY PWR TL MO	001	10.00						42.50
23	W	RDWY PWR TL MO	001	10.00						42.50
24	W	RDWY PWR TL MO	001	10.00						42.50
25	W	RDWY PWR TL MO	999							42.50
26	R	RDWY PWR TL MO	999							42.50
27	R	RDWY PWR TL MO	999							42.50
28	W	RDWY PWR TL MO	001	8.00					15.00	42.50
28	W	RDWY PWR TL MO	012	1.00						
					TRAVEL	0738				
29	W	RDWY PWR TL MO	001	8.00						42.50
30	W	RDWY PWR TL MO	001	8.00						42.50
30	W	RDWY PWR TL MO	012	1.00						
31	W	RDWY PWR TL MO	001	8.00						42.50
31	W	RDWY PWR TL MO	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

016

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 511840231 NAME=> SCHROLLER D D APPROVED 970805
Y MONTE=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> RDWY PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W RDWY PWR TL MO	001	10.00						42.50
17		W RDWY PWR TL MO	001	10.00						42.50
18		W RDWY PWR TL MO	999							42.50
19		R RDWY PWR TL MO	999							42.50
20		R RDWY PWR TL MO	999							42.50
21		W RDWY PWR TL MO	001	10.00						42.50
22		W RDWY PWR TL MO	001	10.00		TRAVEL	0560			42.50
23		W RDWY PWR TL MO	001	10.00						42.50
24		W RDWY PWR TL MO	087	10.00						42.50
25		W RDWY PWR TL MO	999							42.50
26		R RDWY PWR TL MO	999							42.50
27		R RDWY PWR TL MO	999							42.50
28		W RDWY PWR TL MO	001	8.00					15.00	42.50
28		W RDWY PWR TL MO	012	1.00						
29		W RDWY PWR TL MO	001	8.00		TRAVEL	0708			42.50
30		W RDWY PWR TL MO	001	8.00						42.50
30		W RDWY PWR TL MO	012	1.00						
31		W RDWY PWR TL MO	001	8.00						42.50
31		W RDWY PWR TL MO	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

017

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 515766226 NAME=> LAND M R APPROVED 970805
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> RDWY PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W RDWY PWR TL MO	001	10.00						42.50
17		W RDWY PWR TL MO	001	10.00						42.50
18		W RDWY PWR TL MO	999							42.50
19		R RDWY PWR TL MO	999							42.50
20		R RDWY PWR TL MO	999							42.50
21		W RDWY PWR TL MO	002	10.00						
22		W RDWY PWR TL MO	002	10.00						
23		W RDWY PWR TL MO	002	10.00						
24		W RDWY PWR TL MO	002	10.00						
25		W RDWY PWR TL MO	999							
26		R RDWY PWR TL MO	999							
27		R RDWY PWR TL MO	999							
28		W RDWY PWR TL MO	001	8.00					15.00	42.50
28		W RDWY PWR TL MO	012	1.00						
29		W RDWY PWR TL MO	001	8.00						42.50
30		W RDWY PWR TL MO	001	8.00						42.50
30		W RDWY PWR TL MO	012	1.00						
31		W RDWY PWR TL MO	001	8.00						42.50
31		W RDWY PWR TL MO	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

018

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 526156233 NAME=> YORK K G APPROVED 970805
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> RDWY PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W RDWY PWR TL MO	001	10.00						42.50
17		W RDWY PWR TL MO	001	10.00						42.50
18		W RDWY PWR TL MO	999							42.50
19		R RDWY PWR TL MO	999							42.50
20		R RDWY PWR TL MO	999							42.50
21		W RDWY PWR TL MO	001	10.00						42.50
22		W RDWY PWR TL MO	001	10.00						42.50
23		W RDWY PWR TL MO	001	10.00						42.50
24		W RDWY PWR TL MO	001	10.00						42.50
25		W RDWY PWR TL MO	999							42.50
26		R RDWY PWR TL MO	999							42.50
27		R RDWY PWR TL MO	999							42.50
28		W RDWY PWR TL MO	001	8.00						42.50
28		W RDWY PWR TL MO	012	1.00					15.00	42.50
29		W RDWY PWR TL MO	001	8.00						42.50
30		W RDWY PWR TL MO	001	8.00						42.50
30		W RDWY PWR TL MO	012	1.00						42.50
31		W RDWY PWR TL MO	001	8.00						42.50
31		W RDWY PWR TL MO	012	1.00						42.50

TRAVEL 0562

TRAVEL 0740

GMS SUPERVISOR APPROVAL STATUS REPORT

019

SUPERVISOR=> SGS0018 GANG NBR=/ 9011 APPROVED AS OF 970903

SSA NBR=> 481929231 NAME=> YOPP K R APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	EX GNG LABORER	001	10.00						42.50
17	W	EX GNG LABORER	001	10.00						42.50
18	W	EX GNG LABORER	999							42.50
19	R	EX GNG LABORER	999							42.50
20	R	EX GNG LABORER	999							42.50
21	W	EX GNG LABORER	001	10.00						42.50
					TRAVEL	0580				
22	W	EX GNG LABORER	001	10.00						42.50
23	W	EX GNG LABORER	001	10.00						42.50
24	W	EX GNG LABORER	001	10.00						42.50
25	W	EX GNG LABORER	999							42.50
26	R	EX GNG LABORER	999							42.50
27	R	EX GNG LABORER	999							42.50
28	W	EX GNG LABORER	001	8.00					15.00	42.50
28	W	EX GNG LABORER	012	1.00						
					TRAVEL	0760				
29	W	EX GNG LABORER	001	8.00						42.50
30	W	EX GNG LABORER	001	8.00						42.50
30	W	EX GNG LABORER	012	1.00						
31	W	EX GNG LABORER	001	8.00						42.50
31	W	EX GNG LABORER	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

020

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 505526965 NAME=> JOSEPH P L APPROVED 970805
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SY TRK DR NS	001	10.00	TD					42.50
17	W	SY TRK DR NS	001	10.00	TD					42.50
18	W	EX GNG LABORER	999							42.50
19	R	EX GNG LABORER	999							42.50
20	R	EX GNG LABORER	999							42.50
21	W	SY TRK DR NS	001	10.00	TD					42.50
21	W	SY TRK DR NS	012	1.30	TD					
						TRAVEL	0610			
22	W	SY TRK DR NS	001	10.00	TD					42.50
23	W	SY TRK DR NS	001	10.00	TD					42.50
24	W	SY TRK DR NS	001	10.00	TD					42.50
25	W	EX GNG LABORER	999							42.50
26	R	EX GNG LABORER	999							42.50
27	R	EX GNG LABORER	999							42.50
28	W	EX GNG LABORER	002	8.00						
29	W	EX GNG LABORER	002	8.00						
30	W	EX GNG LABORER	002	8.00						
31	W	EX GNG LABORER	002	8.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

021

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 506844328 NAME=> GALVAN M APPROVED 970805
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W EX GNG LABORER	001	10.00						42.50
17		W EX GNG LABORER	001	10.00						42.50
18		W EX GNG LABORER	999							42.50
19		R EX GNG LABORER	999							42.50
20		R EX GNG LABORER	999							42.50
21		W EX GNG LABORER	001	10.00						42.50
22		W EX GNG LABORER	001	10.00						42.50
23		W EX GNG LABORER	001	10.00						42.50
24		W EX GNG LABORER	001	10.00						42.50
25		W EX GNG LABORER	999							42.50
26		R EX GNG LABORER	999							42.50
27		R EX GNG LABORER	999							42.50
28		W EX GNG LABORER	001	8.00					15.00	42.50
28		W EX GNG LABORER	012	1.00						
29		W EX GNG LABORER	001	8.00						42.50
30		W EX GNG LABORER	001	8.00						42.50
30		W EX GNG LABORER	012	1.00						
31		W EX GNG LABORER	001	8.00						42.50
31		W EX GNG LABORER	012	1.00						

TRAVEL 0308

TRAVEL 0417

GMS SUPERVISOR APPROVAL STATUS REPORT

022

SUPERVISOR=> SG0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 506922622 NAME=> RIES J A APPROVED 970805
1Y MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W EX GNG LABORER	001	10.00						42.50
17		W EX GNG LABORER	001	10.00						42.50
18		W EX GNG LABORER	999							42.50
19		R EX GNG LABORER	999							42.50
20		R EX GNG LABORER	999							42.50
21		W EX GNG LABORER	001	10.00						42.50
22		W EX GNG LABORER	001	10.00						42.50
23		W EX GNG LABORER	001	10.00						42.50
24		W EX GNG LABORER	001	10.00						42.50
25		W EX GNG LABORER	999							42.50
26		R EX GNG LABORER	999							42.50
27		R EX GNG LABORER	999							42.50
28		W EX GNG LABORER	001	8.00					15.00	42.50
28		W EX GNG LABORER	012	1.00						
29		W EX GNG LABORER	001	8.00						42.50
30		W EX GNG LABORER	001	8.00						42.50
30		W EX GNG LABORER	012	1.00						
31		W EX GNG LABORER	001	8.00						42.50
31		W EX GNG LABORER	012	1.00						

TRAVEL 0260

TRAVEL 0383

GMS SUPERVISOR APPROVAL STATUS REPORT

023

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
 SSA NBR=> 507237906 NAME=> FRERICHS J D APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W EX GNG LABORER	001	10.00						42.50
17		W EX GNG LABORER	001	10.00						42.50
18		W EX GNG LABORER	999							42.50
19		R EX GNG LABERER	999							42.50
20		R EX GNG LABORER	999							42.50
21		W EX GNG LABORER	001	8.00						42.50
21		W EX GNG LABORER	902	2.00	FB					
						TRAVEL	0503			
22		W EX GNG LABORER	001	10.00						42.50
23		W EX GNG LABORER	001	10.00						42.50
24		W EX GNG LABORER	001	10.00						42.50
25		W EX GNG LABORER	999							42.50
26		R EX GNG LABORER	999							42.50
27		R EX GNG LABORER	999							42.50
28		W EX GNG LABORER	001	8.00					15.00	42.50
28		W EX GNG LABORER	012	1.00						
						TRAVEL	0640			
29		W EX GNG LABORER	001	8.00						42.50
30		W EX GNG LABORER	001	8.00						42.50
30		W EX GNG LABORER	012	1.00						
31		W EX GNG LABORER	001	8.00						42.50
31		W EX GNG LABORER	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

024

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 508962545 NAME=> CAMPOS M APPROVED 970805
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	EX GNG LABORER	001	10.00						42.50
17	W	EX GNG LABORER	001	10.00						42.50
18	W	EX GNG LABORER	999							42.50
19	R	EX GNG LABORER	999							42.50
20	R	EX GNG LABORER	999							42.50
21	W	EX GNG LABORER	001	10.00						42.50
22	W	EX GNG LABORER	001	10.00						42.50
23	W	EX GNG LABORER	001	10.00						42.50
24	W	EX GNG LABORER	001	10.00						42.50
25	W	EX GNG LABORER	999							42.50
26	R	EX GNG LABORER	999							42.50
27	R	EX GNG LABORER	999							42.50
28	W	EX GNG LABORER	001	8.00					15.00	42.50
28	W	EX GNG LABORER	012	1.00						
29	W	EX GNG LABORER	001	8.00						42.50
30	W	EX GNG LABORER	001	8.00						42.50
30	W	EX GNG LABORER	012	1.00						
31	W	EX GNG LABORER	001	8.00						42.50
31	W	EX GNG LABORER	012	1.00						

TRAVEL 0308

TRAVEL 0417

025

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
-----	----	----------	-----	-----	------	-------	------	------	---------	-------

16	W	SYS BUS DRIVER	001	10.00	TD	42.50
17	W	SYS BUS DRIVER	001	10.00	TD	42.50
17	W	SYS BUS DRIVER	012	.30	TD	
18	W	EX GNG LABORER	999			42.50
19	R	EX GNG LABORER	999			42.50
20	R	EX GNG LABORER	999			42.50
21	W	SYS BUS DRIVER	001	10.00	TD	42.50
21	W	SYS BUS DRIVER	012	1.30	TD	
					TRAVEL 0602	
22	W	SYS BUS DRIVER	001	10.00	TD	42.50
22	W	SYS BUS DRIVER	012	.30	TD	
23	W	SYS BUS DRIVER	001	10.00	TD	42.50
23	W	SYS BUS DRIVER	012	.30	TD	
24	W	SYS BUS DRIVER	001	10.00	TD	42.50
25	W					
26	R					
27	R					
28	W					
29	W					
30	W					
31	W					

GMS SUPERVISOR APPROVAL STATUS REPORT

026

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 509743397 NAME=> HOGAN S A APPROVED 970805
Y MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W EX GNG LABORER	001	10.00						42.50
17		W EX GNG LABORER	001	10.00						42.50
18		W EX GNG LABORER	999							42.50
19		R EX GNG LABORER	999							42.50
20		R EX GNG LABORER	999							42.50
21		W EX GNG LABORER	001	10.00						42.50
22		W EX GNG LABORER	001	10.00						42.50
23		W EX GNG LABORER	001	10.00						42.50
24		W EX GNG LABORER	001	10.00						42.50
25		W EX GNG LABORER	999							42.50
26		R EX GNG LABORER	999							42.50
27		R EX GNG LABORER	999							42.50
28		W EX GNG LABORER	001	8.00					15.00	42.50
28		W EX GNG LABORER	012	1.00						
29		W EX GNG LABORER	001	8.00						42.50
30		W EX GNG LABORER	001	8.00						42.50
30		W EX GNG LABORER	012	1.00						
31		W EX GNG LABORER	001	8.00						42.50
31		W EX GNG LABORER	012	1.00						

TRAVEL 0290

TRAVEL 0415

GMS SUPERVISOR APPROVAL STATUS REPORT

027

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 511709738 NAME=> WORTHINGTON B J APPROVED 970805
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	EX GNG LABORER	001	10.00						42.50
17	W	EX GNG LABORER	001	10.00						42.50
18	W	EX GNG LABORER	999							42.50
19	R	EX GNG LABORER	999							42.50
20	R	EX GNG LABORER	999							42.50
21	W	EX GNG LABORER	001	10.00						42.50
22	W	EX GNG LABORER	001	10.00						42.50
23	W	EX GNG LABORER	001	10.00						42.50
24	W	EX GNG LABORER	001	10.00						42.50
25	W	EX GNG LABORER	999							42.50
26	R	EX GNG LABORER	999							42.50
27	R	EX GNG LABORER	999							42.50
28	W	EX GNG LABORER	001	8.00					15.00	42.50
28	W	EX GNG LABORER	012	1.00						
29	W	EX GNG LABORER	001	8.00						42.50
30	W	EX GNG LABORER	001	8.00						42.50
30	W	EX GNG LABORER	012	1.00						
31	W	EX GNG LABORER	001	8.00						42.50
31	W	EX GNG LABORER	012	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

028

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 512768547 NAME=> OSBORNE D E APPROVED 970805
Y MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W EX GNG LABORER	001	10.00						42.50
17		W EX GNG LABORER	001	10.00						42.50
18		W EX GNG LABORER	999							42.50
19		R EX GNG LABORER	999							42.50
20		R EX GNG LABORER	999							42.50
21		W A XTRA GNG FRMN	001	10.00	TD					42.50
22		W A XTRA GNG FRMN	001	10.00	TD					42.50
23		W A XTRA GNG FRMN	001	10.00	TD					42.50
24		W A XTRA GNG FRMN	001	10.00	TD					42.50
25		W EX GNG LABORER	999							42.50
26		R EX GNG LABORER	999							42.50
27		R EX GNG LABORER	999							42.50
28		W EX GNG LABORER	001	8.00					15.00	42.50
28		W EX GNG LABORER	012	1.00						
29		W EX GNG LABORER	001	8.00						42.50
30		W EX GNG LABORER	001	8.00						42.50
30		W EX GNG LABORER	012	1.00						
31		W EX GNG LABORER	001	8.00						42.50
31		W EX GNG LABORER	012	2.00						

TRAVEL 0610

TRAVEL 0750

GMS SUPERVISOR APPROVAL STATUS REPORT

029

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 510909998 NAME=> PATTERSON II R S APPROVED 970805
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SYS MATERIAL FRM

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SYS MATERIAL FRM	001	10.00						42.50
16		W SYS MATERIAL FRM	012	1.00						
17		W SYS MATERIAL FRM	001	10.00						42.50
18		W SYS MATERIAL FRM	999							42.50
19		R SYS MATERIAL FRM	999							42.50
20		R SYS MATERIAL FRM	999							42.50
21		W SYS MATERIAL FRM	001	10.00						42.50
21		W SYS MATERIAL FRM	012	3.00						
					TRAVEL	0668				
22		W SYS MATERIAL FRM	001	10.00						42.50
22		W SYS MATERIAL FRM	012	1.00						
23		W SYS MATERIAL FRM	001	10.00						42.50
23		W SYS MATERIAL FRM	012	1.00						
24		W SYS MATERIAL FRM	001	10.00						42.50
24		W SYS MATERIAL FRM	012	1.00						
25		W SYS MATERIAL FRM	999							42.50
26		R SYS MATERIAL FRM	999							42.50
27		R SYS MATERIAL FRM	999							42.50
28		W SYS MATERIAL FRM	001	8.00					15.00	42.50
28		W SYS MATERIAL FRM	012	1.00						
					TRAVEL	0805				
29		W SYS MATERIAL FRM	001	8.00						42.50
29		W SYS MATERIAL FRM	012	3.00						
30		W SYS MATERIAL FRM	001	8.00						42.50
30		W SYS MATERIAL FRM	012	3.00						
31		W SYS MATERIAL FRM	001	8.00						42.50
31		W SYS MATERIAL FRM	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

030

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903

SSA NBR=> 511780815 NAME=> JOSEPH D D APPROVED 970805

4Y MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SY TRK DR NS

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SY TRK DR NS	001	10.00						42.50
17	W	SY TRK DR NS	001	10.00						42.50
18	W	SY TRK DR NS	999							42.50
19	R	SY TRK DR NS	999							42.50
20	R	SY TRK DR NS	999							42.50
21	W	SY TRK DR NS	001	10.00						42.50
22	W	SY TRK DR NS	001	10.00	TRAVEL	0610				42.50
23	W	SY TRK DR NS	001	10.00						42.50
24	W	SY TRK DR NS	001	10.00						42.50
25	W	SY TRK DR NS	999							42.50
26	R	SY TRK DR NS	999							42.50
27	R	SY TRK DR NS	999							42.50
28	W	SY TRK DR NS	001	8.00					15.00	42.50
29	W	SY TRK DR NS	001	8.00	TRAVEL	0750				42.50
30	W	SY TRK DR NS	001	8.00						42.50
30	W	SY TRK DR NS	012	1.00						
31	W	SY TRK DR NS	001	8.00						42.50

GMS SUPERVISOR APPROVAL STATUS REPORT

031

SUPERVISOR=> SGS0018 GANG NBR=> 9011 APPROVED AS OF 970903
SSA NBR=> 509645800 NAME=> MOELLER R A APPROVED 970805
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SYS BUS DRIVER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W									
17	W									
18	W									
19	R									
20	R									
21	W									
22	W									
23	W									
24	W									
25	W	SYS BUS DRIVER	999							42.50
26	R	SYS BUS DRIVER	999							42.50
27	R	SYS BUS DRIVER	999							42.50
28	W	SYS BUS DRIVER	001	8.00					15.00	42.50
28	W	SYS BUS DRIVER	012	5.30						
					TRAVEL	0725				
29	W	SYS BUS DRIVER	001	8.00						42.50
29	W	SYS BUS DRIVER	012	.30						
30	W	SYS BUS DRIVER	001	8.00						42.50
30	W	SYS BUS DRIVER	012	1.00						
31	W	SYS BUS DRIVER	001	8.00						42.50
31	W	SYS BUS DRIVER	012	1.30						

GMS SUPERVISOR APPROVAL STATUS REPORT

001

SUPERVISOR=> SGMF111 GANG NBR=> 9021 AS OF 970903
SSA NBR=> 510709776 NAME=> MARSCHMAN D A 970903
1Y MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> REO-CL II MACH

CAL DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01	W REO-CL II MACH	002	8.00						
02	W REO-CL II MACH	002	8.00						
03	W REO-CL II MACH	002	8.00						
04	A REO-CL II MACH	009	8.00						42.50
05	R REO-CL II MACH	999							42.50
06	R REO-CL II MACH	999							42.50
07	W REO-CL II MACH	001	10.00						42.50
07	W REO-CL II MACH	012	3.30						
				TRAVEL 0470					
08	W REO-CL II MACH	001	10.00						42.50
08	W REO-CL II MACH	012	3.00		W REO-CL II MACH		014	1.00	
09	W REO-CL II MACH	001	10.00						42.50
09	W REO-CL II MACH	012	1.00		W REO-CL II MACH		014	1.00	
10	W REO-CL II MACH	001	10.00						42.50
10	W REO-CL II MACH	014	1.00						
11	W REO-CL II MACH	999							42.50
12	R REO-CL II MACH	999							42.50
13	R REO-CL II MACH	999							42.50
14	W REO-CL II MACH	001	10.00						42.50
				TRAVEL 0470					
15	W REO-CL II MACH	001	10.00						42.50

GMS SUPERVISOR APPROVAL STATUS REPORT

002

SUPERVISOR=> SGMP111 GANG NBR=> 9021 AS OF 970903

SSA NBR=> 512686604 NAME=> BAKER K R 970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> REO-CL II MACH

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W REO-CL II MACH	001	10.00						42.50
01		W REO-CL II MACH	014	1.00						
					TRAVEL	0609				
02		W REO-CL II MACH	001	10.00						42.50
02		W REO-CL II MACH	014	1.00						
03		W REO-CL II MACH	087	10.00						42.50
04		A REO-CL II MACH	009	8.00						42.50
05		R REO-CL II MACH	999							42.50
06		R REO-CL II MACH	999							42.50
07		W REO-CL II MACH	001	10.00						42.50
07		W REO-CL II MACH	012	3.30						
					TRAVEL	0615				
08		W REO-CL II MACH	001	10.00						42.50
08		W REO-CL II MACH	012	3.00				W REO-CL II MACH	014 1.00	
09		W REO-CL II MACH	001	10.00						42.50
09		W REO-CL II MACH	012	1.00				W REO-CL II MACH	014 1.00	
10		W REO-CL II MACH	001	10.00						42.50
10		W REO-CL II MACH	014	1.00						
11		W REO-CL II MACH	999							42.50
12		R REO-CL II MACH	999							42.50
13		R REO-CL II MACH	999							42.50
14		W REO-CL II MACH	001	10.00						42.50
					TRAVEL	0610				
15		W REO-CL II MACH	001	10.00						42.50

GMS SUPERVISOR APPROVAL STATUS REPORT

003

SUPERVISOR=> SGMP111 GANG NBR=> 9021

AS OF 970903

SSA NBR=> 520823936

NAME=> PINO

L A

970903

Y MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSIT=> SY DIST GNG FRMN

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01	W	SY DIST GNG FRMN	909		NS					
02	W	SY DIST GNG FRMN	909							
03	W	SY DIST GNG FRMN	909		NS					
04	A	SY DIST GNG FRMN	999		NS					
05	R	SY DIST GNG FRMN	999		NS					
06	R	SY DIST GNG FRMN	999		NS					
07	W	SY DIST GNG FRMN	001	10.00						42.50
07	W	SY DIST GNG FRMN	012	3.30		W SY DIST GNG FRMN		014	1.00	
08	W	SY DIST GNG FRMN	001	10.00						42.50
08	W	SY DIST GNG FRMN	012	3.30		W SY DIST GNG FRMN		014	1.00	
09	W	SY DIST GNG FRMN	001	10.00						42.50
09	W	SY DIST GNG FRMN	012	2.00		W SY DIST GNG FRMN		014	1.00	
10	W	SY DIST GNG FRMN	001	10.00						42.50
10	W	SY DIST GNG FRMN	014	1.00						
11	W	SY DIST GNG FRMN	999							42.50
	R	SY DIST GNG FRMN	999							42.50
13	R	SY DIST GNG FRMN	999							42.50
14	W	SY DIST GNG FRMN	001	10.00						42.50
14	W	SY DIST GNG FRMN	012	.30						
					TRAVEL	0438				
15	W	SY DIST GNG FRMN	001	10.00						42.50
15	W	SY DIST GNG FRMN	012	.30						

GMS SUPERVISOR APPROVAL STATUS REPORT

004

SUPERVISOR=> SGMF111 GANG NBR=> 9021 AS OF 970903
SSA NBR=> 528317474 NAME=> LEACH L T 970903
PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SY DIST CNG FRMN

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01	W	SY DIST GNG FRMN	001	10.00						42.50
01	W	SY DIST GNG FRMN	012	1.00		W SY DIST GNG FRMN		014	1.00	
02	W	SY DIST GNG FRMN	001	10.00						42.50
02	W	SY DIST GNG FRMN	012	2.00		W SY DIST GNG FRMN		014	1.00	
03	W	SY DIST GNG FRMN	087	10.00						42.50
04	A	SY DIST GNG FRMN	009	8.00						42.50
05	R	SY DIST GNG FRMN	999							42.50
06	R	SY DIST GNG FRMN	999							42.50
07	W	SY DIST GNG FRMN	001	10.00						42.50
07	W	SY DIST GNG FRMN	012	3.30		W SY DIST GNG FRMN		014	1.00	
08	W	SY DIST GNG FRMN	001	10.00						42.50
08	W	SY DIST GNG FRMN	012	3.00		W SY DIST GNG FRMN		014	1.00	
09	W	SY DIST GNG FRMN	001	10.00						42.50
09	W	SY DIST GNG FRMN	012	2.00		W SY DIST GNG FRMN		014	1.00	
10	W	SY DIST GNG FRMN	001	10.00						42.50
10	W	SY DIST GNG FRMN	014	1.00						
11	W	SY DIST GNG FRMN	999							42.50
12	R	SY DIST GNG FRMN	999							42.50
13	R	SY DIST GNG FRMN	999							42.50
14	W	SY DIST GNG FRMN	002	8.00						
15	W	SY DIST GNG FRMN	002	8.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

005

SUPERVISOR=> SGMF111 GANG NBR=> 9021

AS OF 970903

SSA NBR=> 506118831

NAME=> KLECAN

A J

970903

AY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W EX GNG LABORER	001	10.00						42.50
01		W EX GNG LABORER	014	1.00						
					TRAVEL	0720				
02		W EX GNG LABORER	001	10.00						42.50
02		W EX GNG LABORER	014	1.00						
03		W EX GNG LABORER	087	10.00						42.50
04		A EX GNG LABORER	009	8.00						42.50
05		R EX GNG LABORER	999							42.50
06		R EX GNG LABORER	999							42.50
07		W EX GNG LABORER	001	10.00						42.50
07		W EX GNG LABORER	012	3.30						
					TRAVEL	0528				
08		W EX GNG LABORER	001	10.00						42.50
08		W EX GNG LABORER	012	.30		W EX GNG LABORER		014	1.00	
09		W EX GNG LABORER	001	10.00						42.50
09		W EX GNG LABORER	012	1.00		W EX GNG LABORER		014	1.00	
10		W EX GNG LABORER	001	10.00						42.50
10		W EX GNG LABORER	014	1.00						
		W EX GNG LABORER	909		RL					
12		R EX GNG LABORER	909		TM					
13		R EX GNG LABORER	909		TM					
14		W EX GNG LABORER	909		TM					
15		W EX GNG LABORER	909		RL					

GMS SUPERVISOR APPROVAL STATUS REPORT

006

SUPERVISOR=> SGMF111 GANG NBR=> 9021

AS OF 970903

SSA NBR=> 515667938

NAME=> DEWEY

M A

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W EX GNG LABORER	001	10.00						42.50
01		W EX GNG LABORER	014	1.00						
					TRAVEL	0720				
02		W EX GNG LABORER	001	10.00						42.50
02		W EX GNG LABORER	014	1.00						
03		W EX GNG LABORER	087	10.00						42.50
04		A EX GNG LABORER	009	8.00						42.50
05		R EX GNG LABORER	999							42.50
06		R EX GNG LABORER	999							42.50
07		W EX GNG LABORER	001	10.00						42.50
07		W EX GNG LABORER	012	3.30						
					TRAVEL	0528				
08		W EX GNG LABORER	001	10.00						42.50
08		W EX GNG LABORER	012	.30		W EX GNG LABORER		014	1.00	
09		W EX GNG LABORER	001	10.00						42.50
09		W EX GNG LABORER	012	1.00		W EX GNG LABORER		014	1.00	
10		W EX GNG LABORER	001	10.00						42.50
10		W EX GNG LABORER	014	1.00						
11		W EX GNG LABORER	999							42.50
12		R EX GNG LABORER	999							42.50
13		R EX GNG LABORER	999							42.50
14		W EX GNG LABORER	001	10.00						.42
					TRAVEL	0528				
15		W EX GNG LABORER	001	10.00						.42

GMS SUPERVISOR APPROVAL STATUS REPORT

001

SUPERVISOR=> SGMF111 GANG NBR=> 9021 APPROVED AS OF 970903

SSA NBR=> 510709776 NAME=> MARSCHMAN D A APPROVED 970801

Y MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> REO-CL II MACH

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	REO-CL II MACH	001	10.00						42.50
17	W	REO-CL II MACH	001	10.00						42.50
18	W	REO-CL II MACH	999							42.50
19	R	REO-CL II MACH	999							42.50
20	R	REO-CL II MACH	999							42.50
21	W	REO-CL II MACH	001	10.00						42.50
22	W	REO-CL II MACH	001	10.00			TRAVEL 0470			42.50
23	W	REO-CL II MACH	001	10.00						42.50
23	W	REO-CL II MACH	014	1.00						42.50
24	W	REO-CL II MACH	001	10.00						42.50
25	W	REO-CL II MACH	999							42.50
26	R	REO-CL II MACH	999							42.50
27	R	REO-CL II MACH	999							42.50
28	W	REO-CL II MACH	001	8.00						42.50
29	W	REO-CL II MACH	001	8.00			TRAVEL 0520			42.50
30	W	REO-CL II MACH	001	8.00						42.50
31	W	REO-CL II MACH	001	8.00						42.50

GMS SUPERVISOR APPROVAL STATUS REPORT

002

SUPERVISOR=> SGMF111 GANG NBR=> 9021 APPROVED AS OF 970903
SSA NBR=> 512686604 NAME=> BAKER K R APPROVED 970801
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> REO-CL II MACH

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	REO-CL II MACH	001	10.00						42.50
17	W	REO-CL II MACH	001	10.00						42.50
18	W	REO-CL II MACH	999							42.50
19	R	REO-CL II MACH	999							42.50
20	R	REO-CL II MACH	999							42.50
21	W	REO-CL II MACH	001	10.00						42.50
22	W	REO-CL II MACH	001	10.00			TRAVEL 0524			42.50
23	W	REO-CL II MACH	001	10.00						42.50
23	W	REO-CL II MACH	014	1.00						42.50
24	W	REO-CL II MACH	001	10.00						42.50
25	W	REO-CL II MACH	999							42.50
26	R	REO-CL II MACH	999							42.50
27	R	REO-CL II MACH	999							42.50
28	W	REO-CL II MACH	001	8.00						42.50
29	W	REO-CL II MACH	001	8.00			TRAVEL 0651			42.50
30	W	REO-CL II MACH	001	8.00						42.50
31	W	REO-CL II MACH	001	8.00						42.50

GMS SUPERVISOR APPROVAL STATUS REPORT

003

SUPERVISOR=> SGMF111 GANG NBR=> 9021 APPROVED AS OF 970903
SSA NBR=> 520823936 NAME=> PINO L A APPROVED 970801
AY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SY DIST GNG FRMN

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SY DIST GNG FRMN	001	10.00						42.50
17	W	SY DIST GNG FRMN	001	10.00						42.50
18	W	SY DIST GNG FRMN	999							42.50
19	R	SY DIST GNG FRMN	999							42.50
20	R	SY DIST GNG FRMN	999							42.50
21	W	SY DIST GNG FRMN	001	10.00						42.50
21	W	SY DIST GNG FRMN	012	3.00						42.50
22	W	SY DIST GNG FRMN	001	10.00						42.50
22	W	SY DIST GNG FRMN	012	1.00						42.50
23	W	SY DIST GNG FRMN	001	10.00						42.50
23	W	SY DIST GNG FRMN	014	1.00						42.50
24	W	SY DIST GNG FRMN	001	10.00						42.50
25	W	SY DIST GNG FRMN	999							42.50
26	R	SY DIST GNG FRMN	999							42.50
	R	SY DIST GNG FRMN	999							42.50
28	W	SY DIST GNG FRMN	001	8.00						42.50
28	W	SY DIST GNG FRMN	012	1.00						42.50
29	W	SY DIST GNG FRMN	001	8.00						42.50
29	W	SY DIST GNG FRMN	012	2.00						42.50
30	W	SY DIST GNG FRMN	001	8.00						42.50
31	W	SY DIST GNG FRMN	001	8.00						42.50
31	W	SY DIST GNG FRMN	012	.30						42.50

004

SUPERVISOR=> SGMF111 GANG NBR=> 9021 APPROVED AS OF 970903
SSA NBR=> 528317474 NAME=> LEACH L T APPROVED 970801
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SY DIST GNG FRMN

[illegible]

GMS SUPERVISOR APPROVAL STATUS REPORT

005

SUPERVISOR=> SGMF111 GANG NBR=> 9001 APPROVED AS OF 970903
SSA NBR=> 515667938 NAME=> DEWEY M A APPROVED 970801
AY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	EX GNG LABORER	001	10.00						42.50
17	W	EX GNG LABORER	001	10.00						42.50
18	W	EX GNG LABORER	999							42.50
19	R	EX GNG LABORER	999							42.50
20	R	EX GNG LABORER	999							42.50
21	W	EX GNG LABORER	001	10.00						42.50
22	W	EX GNG LABORER	001	10.00	TRAVEL	0524				42.50
23	W	EX GNG LABORER	001	10.00						42.50
23	W	EX GNG LABORER	014	1.00						42.50
24	W	EX GNG LABORER	001	10.00						42.50
25	W	EX GNG LABORER	999							42.50
26	R	EX GNG LABORER	999							42.50
27	R	EX GNG LABORER	999							42.50
28	W	EX GNG LABORER	001	8.00						42.50
29	W	EX GNG LABORER	001	8.00	TRAVEL	0544				42.50
30	W	EX GNG LABORER	001	8.00						42.50
31	W	EX GNG LABORER	001	8.00						42.50

GMS SUPERVISOR APPROVAL STATUS REPORT

006

SUPERVISOR=> SGMF111 GANG NBR=> 9021 APPROVED AS OF 970903

SSA NBR=> 515823744 NAME=> RIVAS J L APPROVED 970801

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W									
17	W									
18	W	EX GNG LABORER	999		NS					
19	R	EX GNG LABORER	999		NS					
20	R	EX GNG LABORER	999		NS					
21	W	EX GNG LABORER	909		NS					
22	W	EX GNG LABORER	909		NS					
23	W	EX GNG LABORER	909		NS					
24	W	EX GNG LABORER	909		NS					
25	W	EX GNG LABORER	999							
26	R	EX GNG LABORER	999							42.50
27	R	EX GNG LABORER	999							42.50
28	W	EX GNG LABORER	001	8.00						42.50
29	W	EX GNG LABORER	001	8.00						42.50
30	W	EX GNG LABORER	001	8.00						42.50
31	W	EX GNG LABORER	001	8.00						42.50

EXHIBIT 20

9013 GANG AND SUPPORT GANG EXPENDITURES FOR MONTH OF JULY 1997

	Curve Gang 9013	Unloading Gang 9023					Total
Labor Costs							
Straight Time Labor	\$83,770.00	\$13,315.00					\$97,085.00
Overtime Labor	\$5,034.00	\$2,932.00					\$7,966.00
Per Diem Costs	\$56,352.00	\$8,887.00					\$65,839.00
(Including Travel Allowance)							
Total Labor Costs	\$145,756.00	\$25,134.00					\$170,890.00
Other Costs							
Material	\$1,662.00	\$887.00					
General Expenses	\$7,847.00	\$845.00					
Total Other Costs	\$9,509.00	\$1,732.00					\$11,241.00
	Gas	Rental	Repair	Taxes	Misc		
Vehicle Costs							
							\$0.00
							\$0.00
							\$0.00
							\$0.00
							\$0.00
							\$0.00
							\$0.00
Total Vehicle Costs	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Costs							\$182,131.00

QUARTERLY BUDGET DETAIL
COST CENTER E9013

97/05, J2
09:58
- = REDUCTION

[illegible]

COST CENTER E9013

09:58

- = REDUCTION

UCC CODE	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	UCC CODE TOTAL
----	---	---	---	---	---	---	---	---	---	---	---	---	-----
8180	VAC ALLOW-ACTUAL-NON-OP-AGRMT												8180
1351	2268	2323	1166	3531	2008	6202	3525	3436	3144	3143	3627		35724
8181	PER DIEM-M OF W-OE-AGR-NON-OP												8181
12636	-12027	458	372	-61	55	4	0	0	0	0	0		1437
8183	PER DIEM-MOFW-NON-OE-AG-NON-OP												8183
49754	58603	67946	45415	55771	59252	56881	29891	27709	30206	26491	17577		525496
8185	PERS LEAVE DAYS-NON-OPR-AGRMT												8185
133	247	345	112	346	0	610	0	0	0	0	0		1793
8186	HOLIDAY ALLOW-NON-OPR-AGRMT												8186
3090	3562	3320	0	3539	0	3745	0	2748	0	5029	4987		30420
8188	HEALTH & WEL ACCR-NONOP-AGRMT												8188
16577	16557	17447	14659	15594	15344	17399	13142	13283	14401	12655	9333		176391
8191	OTHER COMPENSATION-AGR-NON-OP												8191
4456	-3656	498	1264	0	0	190	0	0	0	0	0		2752
8192	RR RETIRE TAX ACCR-NONOP-AGRMT												8192
25179	25148	26499	23863	25384	2497	28322	21392	21623	23442	20598	15193		281620
8250	NON-OE PAYROLL OFFSET (AR/OTH)												8250
-15180	-20697	-20435	-18749	-19613	-20076	-22637	0	0	0	0	0		-137387
8270	NON-OE PAYROLL-OFFSET (PI)												8270
-66421	-66720	-71637	-68720	-68300	-71868	-73283	-77048	-75258	-85152	-69415	-48611		-842433
8271	PR & REL-INVEST ACCT TRANSFER												8271
-54387	-58263	-61366	-58298	-58594	-61280	-63931	-51314	-50122	-56711	-46230	-32374		-652870
8306	GASOLINE												8306
1872	1307	1037	2292	2039	1865	1146	1457	1456	1456	1457	1457		18841
8308	DSL FUEL (MON-TRN-NON-HEATING)												8308
0	1209	3703	930	0	1999	516	583	582	582	583	583		11270
8310	HEATING FUEL-PROPANE												8310
0	341	-750	0	0	0	0	0	0	0	0	0		-409
8316	PROPANE-OTHER												8316
0	409	335	-188	160	538	0	0	0	0	0	0		1254
8320	INDUSTRIAL GASES												8320
0	0	0	0	0	0	0	100	100	100	100	100		500

QUARTERLY BUDGET DETAIL
COST CENTER E9013

97/01J2
09:58
- = REDUCTION

UCC CODE ----	JAN ---	FEB ---	MAR ---	APR ---	MAY ---	JUN ---	JUL ---	AUG ---	SEP ---	OCT ---	NOV ---	DEC ---	UCC CODE TOTAL -----
8330 OTHER TRACK MATERIAL-ORD EXP 0 0 0	3897	155	1225	0	1515	1516	1517	1518	1519	8330 12862			
8334 ROADWAY MATERIAL-ORD EXP 0 0 0	0	4761	0	0	0	0	0	0	0	8334 4761			
8346 COMMUN SYS MATERIAL-ORD EXP 0 91 0	0	0	0	0	0	0	0	0	0	8346 91			
8352 LOCOMOTIVE REPAIR MATERIAL 0 0 0	0	0	1296	0	0	0	0	0	0	8352 1296			
8362 ROADWAY MACHINE MATERIAL 0 431 0	0	0	26785	-26785	0	0	0	0	0	8362 431			
8384 SM TOOLS & SUP FOR SM TOOLS 1074 3865 2850	6719	3302	4081	5147	1515	1516	1517	1518	1519	8384 34623			
8386 STATIONERY & OFFICE SUPPLIES 0 0 0	139	0	718	193	0	0	0	0	0	8386 1050			
8390 OTHER MATL & SUPPLIES-ORD EXP 211 1671 0	0	1484	0	0	150	151	151	151	151	8390 4120			
8515 JANITORIAL & RELATED SERVICES 0 160 443	-443	0	0	0	0	0	0	0	0	8515 160			
8733 SFTY/WRK EQUIP SUPLIED EMPLYES 168 1605 774	307	260	295	162	659	660	660	661	662	8733 6873			
8740 SAFETY PROMOTION 663 0 0	129	0	154	139	150	150	150	150	150	8740 1835			
8752 PERSONAL AND TRAVEL EXPENSES 0 0 0	17	0	0	0	0	0	0	0	0	8752 17			
8754 LEASED AUTO-LEASE COST-EX S/D 4971 4931 4903	4889	4894	4874	4373	5598	5603	5612	5621	5630	8754 61899			
8756 LEASED AUTO - MAINTENANCE 3349 1994 2257	3020	1142	3620	2902	1985	1987	1990	1993	1996	8756 28235			
8758 LEASED AUTO - OTHER EXPENSES 2340 265 270	354	448	377	263	611	611	612	613	614	8758 7378			
8804 OTHER GENERAL EXPENSES 0 0 0	7	0	368	7	0	0	0	0	0	8804 382			

QUARTERLY BUDGET DETAIL
COST CENTER E9013

97/09/02
09:58
- = REDUCTION

EMPLOYEE COUNTS:

	JAN ---	FEB ---	MAR ---	APR ---	MAY ---	JUN ---	JUL ---	AUG ---	SEP ---	OCT ---	NOV ---	DEC ---	TOTAL -----
AGREEMENT OPERATING 0		0	0	0	0	0	0	0	0	0	0	0	0
NON-OPER 31		35	32	28	32	32	31	28	26	28	25	16	29
TOTAL AGR 31		35	32	28	32	32	31	28	26	28	25	16	29
NON-AGR 0		0	0	0	0	0	0	0	0	0	0	0	0
TOTAL EMP 31		35	32	28	32	32	31	28	26	28	25	16	29

* NOTE: X972 COOPS AND INTERNS IS NOT INCLUDED IN THE TOTAL.

EXPENSES:

	JAN ---	FEB ---	MAR ---	APR ---	MAY ---	JUN ---	JUL ---	AUG ---	SEP ---	OCT ---	NOV ---	DEC ---	TOTAL -----
PAYROLL & RELATED EXPENSES 13079		-29917	-9754	-16993	-8907	-19804	-7452	-14973	-10710	-17623	-6353	-318	-129725
MATERIAL & SUPPLIES 3157		9324	7175	13789	11901	38507	-19783	5320	5321	5323	5327	5329	90690
PURCHASE SERVICES 0		160	443	-443	0	0	0	0	0	0	0	0	160
GENERAL EXPENSES 11491		8795	8204	8723	6744	9688	7846	9003	9011	9024	9038	9052	106619
DEPARTMENT TRANSFERS 0		0	0	0	0	0	0	0	0	0	0	0	0
TOTAL EXP 27727		-11638	5068	5076	9738	28391	-19389	-650	3622	-3276	8012	14063	67744

DETAIL OF JULY 1997 GELCO EXPENSES BY COST CENTER
COST CENTER E9013
(09/02/97 11.17.59)

COST CENTR	UNIT NO.	GAS	RENTAL	REPAIR	TAXES	MISC	TOTAL
E9013	G62982	74	8	305	4	.	390
	G66783	207	1,767	455	110	.	2,539
	G67782	156	639	828	32	15	1,669
	G67864	491	1,959	1,315	98	5	3,867
TOTAL		927	4,373	2,902	243	20	8,466

* * * * *
* * NOTE: GASOLINE CHARGES PYRAMID AGAINST UCC 8306 AND * *
* * LUBRICATION (MISC) PYRAMID AGAINST UCC 8305 * *
* * WHICH WILL BE SHOWN IN SIDATA UNDER MATL & PRCHSD SVCS * *
* * AS CHARGES TO FUEL & LUBRICANTS * *
* * * * *
A A *****

GMS593

REPORT OF ALL EMPLOYEES ASSIGNED TO A GANG

FOR GANG NBR: 9013

AS OF 07/31/97

GANG NO : 9013
 COMPANY : 01
 REGION : SY
 CALENDAR: A

GANG TYPE: 11
 COST CNTR: E9013
 DIVISION :
 STRT DATE: 122594

DEPT : 42
 SUPRV: SGMF049
 NAME : TIFFANY R C
 END DATE: 123199

ROSTER	POS	POS NAME	SSA NBR	EMPLOYEE NAME	ST	START	PRVD	PC	WK
9026	068	RDWY PWR TL	541628873	ALLEN	W R	W 040197	3299	1	X
9026	068	RDWY PWR TL	540344463	AMOS	C L	W 073197	3299	7	X
9026	067	SP RDW PWR T	533687056	ANDERSON	C L	W 040197	3299	1	X
9026	067	SP RDW PWR T	585627172	BEGAY	N A	W 022895	3213	7	X
9026	067	SP RDW PWR T	528043947	BIA	E B	W 022895	3213	7	X
9026	067	SP RDW PWR T	534402549	BLAND	L A	W 092695	3213	7	X
9026	067	SP RDW PWR T	542022359	BLAYLOCK	B M	W 041097	3299	5	X
9026	067	SP RDW PWR T	527620496	CHAVEZ	B R	W 041696	3213	1	X
9026	068	RDWY PWR TL	532625109	CORONADO	D	W 073197	0700	7	X
9026	067	SP RDW PWR T	540803597	DUNCAN	L A	W 040197	3299	7	X
9026	064	TRK MACH OPR	535640858	ENGLEHARDT	J L	W 092096	3299	7	Y
9026	096	EX GNG LABOR	543883888	EOFF	H T	W 032897	3299	7	Y
9026	061	A XTRA GNG F	585781578	GALLEGOS	M A	W 041197	3213	5	Y
9026	096	EX GNG LABOR	604102940	GARCIA	J G	W 040497	3299	4	Y
9020	098	REO-CL II MA	540726041	KNAPP	C W	W 021095	3299	7	Y
9026	067	SP RDW PWR T	551235796	MARTINEZ	A	W 031896	3213	7	X
9026	067	SP RDW PWR T	585822684	MORRISON	A	W 051597	3213	5	X
9026	067	SP RDW PWR T	526596169	MORRISON	E	W 070497	3213	1	X
9026	069	RDWY PWR TOO	533424058	PORTER	W D	W 022895	3299	7	X
9026	415	SY TRK DR NS	541721104	ROBERTS	T W	W 021095	3213	7	Y
9026	096	EX GNG LABOR	519239173	RODRIGUEZ	J C	W 031997	3213	7	Y
9026	068	RDWY PWR TL	540192610	SPRAY	S M	W 060797	0800	4	X
9026	067	SP RDW PWR T	585743113	TOLEDO	L	W 022895	3213	7	X
9026	096	EX GNG LABOR	527288643	TSO	K	W 021795	3213	7	Y
9026	049	SY CRV GNG F	543840692	UTTENREUTHER	K F	W 041996	3299	1	Y
9026	419	SYS BUS DRIV	542545523	WILHELM	A E	W 072597	3299	5	Y
9026	067	SP RDW PWR T	541421479	WITTEN	I J	W 041897	3299	7	X
9026	095	TONGMAN	585174273	YAZZIE	L M	W 073197	3213	1	X
9026	068	RDWY PWR TL	601100167	YAZZIE JR	W	W 041097	3213	5	X
9026	096	EX GNG LABOR	343424168	ZBYLUT	T L	W 051397	3299	7	H

*** END OF EMPLOYEE BY GANG REPORT ***

GMS SUPERVISOR APPROVAL STATUS REPORT

001

SUPERVISOR=> SGMF049 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 540726041

NAME=> KNAPP

C W

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> REO-CL II MACH

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W REO-CL II MACH	001	7.00						42.50
01		W REO-CL II MACH	014	1.00		W REO-CL II MACH		020	1.00	42.50
02		W REO-CL II MACH	001	7.00						42.50
02		W REO-CL II MACH	014	1.00		W REO-CL II MACH		020	1.00	42.50
03		W REO-CL II MACH	001	7.00						42.50
03		W REO-CL II MACH	014	1.00		W REO-CL II MACH		020	1.00	42.50
04		A REO-CL II MACH	009	8.00						42.50
05		R								
06		R								
07		W REO-CL II MACH	001	7.00						127.50
07		W REO-CL II MACH	014	1.00		W REO-CL II MACH		020	1.00	42.50
						TRAVEL 0456				
08		W REO-CL II MACH	001	7.00						42.50
08		W REO-CL II MACH	014	1.00		W REO-CL II MACH		020	1.00	42.50
09		W REO-CL II MACH	001	7.00						42.50
09		W REO-CL II MACH	014	1.00		W REO-CL II MACH		020	1.00	42.50
10		W REO-CL II MACH	001	7.00						42.50
10		W REO-CL II MACH	012	1.30		W REO-CL II MACH		014	1.00	42.50
10		W REO-CL II MACH	020	1.00						42.50
11		W REO-CL II MACH	001	7.00						42.50
11		W REO-CL II MACH	014	1.00		W REO-CL II MACH		020	1.00	42.50
12		R								
13		R								
14		W REO-CL II MACH	001	7.30						127.50
14		W REO-CL II MACH	014	1.00		W REO-CL II MACH		020	.30	42.50
						TRAVEL 0556				
15		W REO-CL II MACH	001	7.30						42.50
15		W REO-CL II MACH	014	1.00		W REO-CL II MACH		020	.30	42.50

GMS SUPERVISOR APPROVAL STATUS REPORT

002

SUPERVISOR=> SGMF049 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 543840692

NAME=> UTTENREUTHER K F

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SY CRV GNG FRMN

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01	W	SY CRV GNG FRMN	001	7.00						42.50
01	W	SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN			020 1.00	
02	W	SY CRV GNG FRMN	002	8.00						
03	W	SY CRV GNG FRMN	001	8.00						42.50
04	A	SY CRV GNG FRMN	009	8.00						42.50
05	R									
06	R									
07	W	SY CRV GNG FRMN	002	8.00						
08	W	SY CRV GNG FRMN	002	8.00						
09	W	SY CRV GNG FRMN	002	8.00						
10	W	SY CRV GNG FRMN	002	8.00						
11	W	SY CRV GNG FRMN	002	8.00						
12	R									
13	R									
14	W	SY CRV GNG FRMN	001	7.30						127.50
14	W	SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN			020 .30	
					TRAVEL 0140					
15	W	SY CRV GNG FRMN	001	7.30						42.50
15	W	SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN			020 .30	

STB FD 32760 (Sub 25) 11-12-97 D 183839 10/15

003

GMS SUPERVISOR APPROVAL STATUS REPORT

SUPERVISOR=> SGMFO49 GANG NBR=> 9013 AS OF 970903

SSA NBR=> 585781578 NAME=> GALLEGOS M A 970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> A XTRA GNG FRMN

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOS
01		W A XTRA GNG FRMN	002	8.00						
02		W A XTRA GNG FRMN	002	8.00						
03		W A XTRA GNG FRMN	001	8.00						42.50
04		A A XTRA GNG FRMN	009	8.00						42.50
05		R								
06		R								
07		W A XTRA GNG FRMN	001	7.00						127.50
07		W A XTRA GNG FRMN	014	1.00						
					W A XTRA GNG FRMN			020	1.00	
					TRAVEL 4270					
08		W A XTRA GNG FRMN	001	7.00						42.50
08		W A XTRA GNG FRMN	014	1.00						
09		W A XTRA GNG FRMN	001	7.00						42.50
09		W A XTRA GNG FRMN	014	1.00						
10		W A XTRA GNG FRMN	001	7.00						42.50
10		W A XTRA GNG FRMN	012	1.30						
10		W A XTRA GNG FRMN	020	1.00						
1		W A XTRA GNG FRMN	001	7.00						42.50
11		W A XTRA GNG FRMN	014	1.00						
					W A XTRA GNG FRMN			020	1.00	
12		R								
13		R								
14		W A XTRA GNG FRMN	001	7.30						127.50
14		W A XTRA GNG FRMN	014	1.00						
					W A XTRA GNG FRMN			020	.30	
					TRAVEL 2140					
15		W A XTRA GNG FRMN	001	7.30						42.50
15		W A XTRA GNG FRMN	014	1.00						
					W A XTRA GNG FRMN			020	.30	

GMS SUPERVISOR APPROVAL STATUS REPORT

004

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 535640858

NAME=> ENGLEHARDT

J L

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> TRK MACH OPR

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W TRK MACH OPR	001	7.00						42.50
01		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020 1.00	
02		W TRK MACH OPR	001	7.00						42.50
02		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020 1.00	
03		W TRK MACH OPR	001	7.00						42.50
03		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020 1.00	
04		A TRK MACH OPR	009	8.00						42.50
05		R								
06		R								
07		W TRK MACH OPR	001	7.00						127.50
07		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020 1.00	
					TRAVEL 0509					
08		W TRK MACH OPR	001	7.00						42.50
08		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020 1.00	
09		W TRK MACH OPR	001	7.00						42.50
09		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020 1.00	
10		W TRK MACH OPR	001	7.00						42.50
10		W TRK MACH OPR	012	1.30		W TRK MACH OPR			014 1.00	
10		W TRK MACH OPR	020	1.00						
11		W TRK MACH OPR	001	7.00						42.50
11		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020 1.00	
12		R								
13		R								
14		W TRK MACH OPR	001	7.30						127.50
14		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020 .30	
					TRAVEL 0504					
15		W TRK MACH OPR	001	7.30						42.50
15		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020 .30	

GMS SUPERVISOR APPROVAL STATUS REPORT

005

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 526596169

NAME=> MORRISON

E

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W								
02		W								
03		W								
04		A SP RDW PWR TL MO	009	8.00						42.50
05		R								
06		R								
07		W SP RDW PWR TL MO	001	7.00						127.50
07		W SP RDW PWR TL MO	014	1.00						
						W SP RDW PWR TL MO		020	1.00	
						TRAVEL	2140			
08		W SP RDW PWR TL MO	001	7.00						42.50
08		W SP RDW PWR TL MO	014	1.00						
						W SP RDW PWR TL MO		020	1.00	
09		W SP RDW PWR TL MO	001	7.00						42.50
09		W SP RDW PWR TL MO	014	1.00						
						W SP RDW PWR TL MO		020	1.00	
10		W SP RDW PWR TL MO	001	7.00						42.50
10		W SP RDW PWR TL MO	012	1.30						
						W SP RDW PWR TL MO		014	1.00	
10		W SP RDW PWR TL MO	020	1.00						
										42.50
		W SP RDW PWR TL MO	001	7.00						
11		W SP RDW PWR TL MO	014	1.00						
						W SP RDW PWR TL MO		020	1.00	
12		R								
13		R								
14		W SP RDW PWR TL MO	001	7.30						127.50
14		W SP RDW PWR TL MO	014	1.00						
						W SP RDW PWR TL MO		020	.30	
						TRAVEL	2140			
15		W SP RDW PWR TL MO	001	7.30						42.50
15		W SP RDW PWR TL MO	014	1.00						
						W SP RDW PWR TL MO		020	.30	

GMS SUPERVISOR APPROVAL STATUS REPORT

006

SUPERVISOR=> SGMF049 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 527620496

NAME=> CHAVEZ

B R

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SP RDW PWR TL MO

CAL DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01	W SP RDW PWR TL MO	001	7.00						42.50
01	W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
02	W SP RDW PWR TL MO	001	7.00						42.50
02	W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
03	W SP RDW PWR TL MO	011	8.00						42.50
04	A SP RDW PWR TL MO	009	8.00						42.50
05	R								
06	R								
07	W SP RDW PWR TL MO	001	7.00						127.50
07	W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
				TRAVEL 2018					
08	W SP RDW PWR TL MO	001	7.00						42.50
08	W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
09	W SP RDW PWR TL MO	001	7.00						42.50
09	W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
10	W SP RDW PWR TL MO	001	7.00						42.50
10	W SP RDW PWR TL MO	012	1.30		W SP RDW PWR TL MO			014 1.00	
10	W SP RDW PWR TL MO	020	1.00						
11	W SP RDW PWR TL MO	001	7.00						42.50
11	W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
12	R								
13	R								
14	W SP RDW PWR TL MO	001	7.30						127.50
14	W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 .30	
				TRAVEL 2018					
15	W SP RDW PWR TL MO	001	7.30						42.50
15	W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 .30	

GMS SUPERVISOR APPROVAL STATUS REPORT

007

SUPERVISOR=> SGMF049 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 528043947

NAME=> BIA

E B

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W SP RDW PWR TL MO	001	7.00						42.50
01		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	1.00
02		W SP RDW PWR TL MO	902	8.00	UA					
03		W SP RDW PWR TL MO	001	7.00						42.50
03		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	1.00
04		A SP RDW PWR TL MO	009	8.00						42.50
05		R								
06		R								
07		W SP RDW PWR TL MO	001	7.00						127.50
07		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	1.00
					TRAVEL 1010					
08		W SP RDW PWR TL MO	001	7.00						42.50
08		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	1.00
09		W SP RDW PWR TL MO	001	7.00						42.50
09		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	1.00
10		W SP RDW PWR TL MO	001	7.00						42.50
10		W SP RDW PWR TL MO	012	1.30		W SP RDW PWR TL MO			014	1.00
10		W SP RDW PWR TL MO	020	1.00						
11		W SP RDW PWR TL MO	001	7.00						42.50
11		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	1.00
12		R								
13		R								
14		W SP RDW PWR TL MO	001	7.30						127.50
14		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
					TRAVEL 0250					
15		W SP RDW PWR TL MO	001	7.30						42.50
15		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30

GMS SUPERVISOR APPROVAL STATUS REPORT

008

SUPERVISOR=> SGMF049 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 533687056

NAME=> ANDERSON

C L

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W SP RDW PWR TL MO	001	7.00						42.50
01		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
02		W SP RDW PWR TL MO	001	7.00						42.50
02		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
03		W SP RDW PWR TL MO	001	7.00						42.50
03		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
04		A SP RDW PWR TL MO	009	8.00						42.50
05		R								
06		R								
07		W SP RDW PWR TL MO	002	8.00						
08		W SP RDW PWR TL MO	002	8.00						
09		W SP RDW PWR TL MO	002	8.00						
10		W SP RDW PWR TL MO	002	8.00						
11		W SP RDW PWR TL MO	002	8.00						
12		R								
13		R								
14		W SP RDW PWR TL MO	001	7.30						127.50
14		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
					TRAVEL 0480					
15		W SP RDW PWR TL MO	001	7.30						42.50
15		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	

GMS SUPERVISOR APPROVAL STATUS REPORT

009

SUPERVISOR=> SGMF049 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 534402549

NAME=> BLAND

L A

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W SP RDW PWR TL MO	001	7.00						42.50
01		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
02		W SP RDW PWR TL MO	001	7.00						42.50
02		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
03		W SP RDW PWR TL MO	001	7.00						42.50
03		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
04		A SP RDW PWR TL MO	009	8.00						42.50
05		R								
06		R								
07		W SP RDW PWR TL MO	001	7.00						127.50
07		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
						TRAVEL 1400				
08		W SP RDW PWR TL MO	001	7.00						42.50
08		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
09		W SP RDW PWR TL MO	001	7.00						42.50
09		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
10		W SP RDW PWR TL MO	001	7.00						42.50
10		W SP RDW PWR TL MO	012	1.30		W SP RDW PWR TL MO			014 1.00	
10		W SP RDW PWR TL MO	020	1.00						
		W SP RDW PWR TL MO	001	7.00						42.50
11		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
12		R								
13		R								
14		W SP RDW PWR TL MO	001	7.30						127.50
14		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 .30	
						TRAVEL 0700				
15		W SP RDW PWR TL MO	001	7.30						42.50
15		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 .30	

GMS SUPERVISOR APPROVAL STATUS REPORT

010

SUPERVISOR=> SGMF049 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 540803597

NAME=> DUNCAN

L A

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W SP RDW PWR TL MO	001	7.00						42.50
01		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
02		W SP RDW PWR TL MO	001	7.00						42.50
02		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
03		W SP RDW PWR TL MO	001	7.00						42.50
03		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
04		A SP RDW PWR TL MO	009	8.00						42.50
05		R								
06		R								
07		W SP RDW PWR TL MO	001	7.00						127.50
07		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
					TRAVEL 0124					
08		W SP RDW PWR TL MO	001	7.00						42.50
08		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
09		W SP RDW PWR TL MO	001	7.00						42.50
09		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
10		W SP RDW PWR TL MO	001	7.00						42.50
10		W SP RDW PWR TL MO	012	1.30		W SP RDW PWR TL MO		014	1.00	
10		W SP RDW PWR TL MO	020	1.00						
11		W SP RDW PWR TL MO	001	7.00						42.50
11		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
12		R								
13		R								
14		W SY TRK DR NS	001	7.30	TD					127.50
14		W SY TRK DR NS	014	1.00		W SY TRK DR NS		020	.30	
					TRAVEL 0124					
15		W SY TRK DR NS	001	7.30	TD					42.50
15		W SY TRK DR NS	014	1.00		W SY TRK DR NS		020	.30	

GMS SUPERVISOR APPROVAL STATUS REPORT

011

SUPERVISOR=> SGMF049 GANG NER=> 9013

AS OF 970903

SSA NBR=> 541421479

NAME=> WITTEN

I J

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W SP RDW PWR TL MO	001	7.00						42.50
01		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
02		W SP RDW PWR TL MO	001	7.00						42.50
02		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
03		W SP RDW PWR TL MO	001	7.00						42.50
03		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
04		A SP RDW PWR TL MO	009	8.00						42.50
05		R								
06		R								
07		W SP RDW PWR TL MO	001	7.00						127.50
07		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
08		W SP RDW PWR TL MO	001	7.00						42.50
08		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
09		W SP RDW PWR TL MO	001	7.00						42.50
09		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
10		W SP RDW PWR TL MO	001	7.00						42.50
10		W SP RDW PWR TL MO	012	1.30		W SP RDW PWR TL MO		014	1.00	
10		W SP RDW PWR TL MO	020	1.00						
11		W SP RDW PWR TL MO	001	7.00						42.50
11		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
12		R								
13		R								
14		W SP RDW PWR TL MO	001	7.30						127.50
14		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
15		W SP RDW PWR TL MO	001	7.30						42.50
15		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	

GMS SUPERVISOR APPROVAL STATUS REPORT

012

SUPERVISOR=> SGMF049 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 542022359

NAME=> BLAYLOCK

B M

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W SP RDW PWR TL MO	001	7.00						42.50
01		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
02		W SP RDW PWR TL MO	001	7.00						42.50
02		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
03		W SP RDW PWR TL MO	001	7.00						42.50
03		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
04		A SP RDW PWR TL MO	009	8.00						42.50
05		R								
06		R								
07		W SP RDW PWR TL MO	001	7.00						127.50
07		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
08		W SP RDW PWR TL MO	002	8.00						
09		W SP RDW PWR TL MO	002	8.00						
10		W SP RDW PWR TL MO	002	8.00						
11		W SP RDW PWR TL MO	002	8.00						
12		R								
13		R								
14		W SP RDW PWR TL MO	001	7.30						127.50
14		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 .30	
15		W SP RDW PWR TL MO	001	7.30						42.50
15		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 .30	

GMS SUPERVISOR APPROVAL STATUS REPORT

013

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 551235796

NAME=> MARTINEZ

A

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W SP RDW PWR TL MO	001	7.00						42.50
01		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	42.50
02		W SP RDW PWR TL MO	001	7.00						42.50
02		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	42.50
03		W SP RDW PWR TL MO	001	7.00						42.50
03		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	42.50
04		A SP RDW PWR TL MO	009	8.00						
05		R								
06		R								
07		W SP RDW PWR TL MO	001	7.00						127.50
07		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	42.50
						TRAVEL 0312				
08		W SP RDW PWR TL MO	001	7.00						42.50
08		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	42.50
09		W SP RDW PWR TL MO	001	7.00						42.50
09		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	42.50
10		W SP RDW PWR TL MO	001	7.00						42.50
10		W SP RDW PWR TL MO	012	1.30		W SP RDW PWR TL MO		014	1.00	42.50
10		W SP RDW PWR TL MO	020	1.00						42.50
11		W SP RDW PWR TL MO	001	7.00						42.50
11		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	42.50
12		R								
13		R								
14		W SP RDW PWR TL MO	001	7.30						127.50
14		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	42.50
						TRAVEL 0312				
15		W SP RDW PWR TL MO	001	7.30						42.50
15		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	42.50

GMS SUPERVISOR APPROVAL STATUS REPORT

014

SUPERVISOR=> SGMF049 GANG NBR=> 9013 AS OF 970903
 SSA NBR=> 585627172 NAME=> BEGAY N A 970903
 PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W SP RDW PWR TL MO	002	8.00						
02		W SP RDW PWR TL MO	002	8.00						
03		W SP RDW PWR TL MO	011	8.00						42.50
04		A SP RDW PWR TL MO	009	8.00						42.50
05		R								
06		R								
07		W SP RDW PWR TL MO	001	7.00						127.50
07		W SP RDW PWR TL MO	C14	1.00		W SP RDW PWR TL MO		020	1.00	
					TRAVEL 2264					
08		W SP RDW PWR TL MO	001	7.00						42.50
08		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
09		W SP RDW PWR TL MO	001	7.00						42.50
09		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
10		W SP RDW PWR TL MO	001	7.00						42.50
10		W SP RDW PWR TL MO	012	1.30		W SP RDW PWR TL MO		014	1.00	
10		W SP RDW PWR TL MO	020	1.00						
11		W SP RDW PWR TL MO	001	7.00						42.50
11		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
12		R								
13		R								
14		W SP RDW PWR TL MO	001	7.30						127.50
14		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
					TRAVEL 2264					
15		W SP RDW PWR TL MO	001	7.30						42.50
15		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	

GMS SUPERVISOR APPROVAL STATUS REPORT

015

SUPERVISOR=> SGMF049 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 585743113

NAME=> TOLEDO

L

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W SP RDW PWR TL MO	001	7.00						42.50
01		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
02		W SP RDW PWR TL MO	001	7.00						42.50
02		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
03		W SP RDW PWR TL MO	001	7.00						42.50
03		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
04		A SP RDW PWR TL MO	009	8.00						42.50
05		R								
06		R								
07		W SP RDW PWR TL MO	001	7.00						127.50
07		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
08		W SP RDW PWR TL MO	001	7.00						42.50
08		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
09		W SP RDW PWR TL MO	001	7.00						42.50
09		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
10		W SP RDW PWR TL MO	001	7.00						42.50
10		W SP RDW PWR TL MO	012	1.30		W SP RDW PWR TL MO		014	1.00	
10		W SP RDW PWR TL MO	020	1.00						
11		W SP RDW PWR TL MO	001	7.00						42.50
11		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	1.00	
12		R								
13		R								
14		W SP RDW PWR TL MO	001	7.30						127.50
14		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
15		W SP RDW PWR TL MO	001	7.30						42.50
15		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	

GMS SUPERVISOR APPROVAL STATUS REPORT

016

SUPERVISOR=> SGMF049 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 585822684

NAME=> MORRISON

A

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN	TRN	ALLOW
01		W SP RDW PWR TL MO	001	7.00							42.50
01		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	1.00	
02		W SP RDW PWR TL MO	002	8.00							
03		W SP RDW PWR TL MO	002	8.00							
04		A SP RDW PWR TL MO	009	8.00							42.50
05		R									
06		R									
07		W SP RDW PWR TL MO	002	8.00							
08		W SP RDW PWR TL MO	002	8.00							
09		W SP RDW PWR TL MO	002	8.00							
10		W SP RDW PWR TL MO	002	8.00							
11		W SP RDW PWR TL MO	002	8.00							
12		R									
13		R									
14		W SP RDW PWR TL MO	902	8.00	PB						
15		W SP RDW PWR TL MO	001	7.30							42.50
15		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30	

017

GMS SUPERVISOR APPROVAL STATUS REPORT

SUPERVISOR=> SGMF049 GANG NBR=> 9013 AS OF 970903

SSA NBR=> 540192610 NAME=> SPRAY S M 970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> RDWY PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W TRK WLDR-HLPR	001	7.00	TD					42.50
01		W TRK WLDR-HLPR	014	1.00		W TRK WLDR-HLPR		020	1.00	
02		W TRK WLDR-HLPR	001	7.00	TD					42.50
02		W TRK WLDR-HLPR	014	1.00		W TRK WLDR-HLPR		020	1.00	
03		W TRK WLDR-HLPR	001	8.00						
04		A TRK WLDR-HLPR	009	8.00						42.50
05		R								
06		R								
07		W TRK WLDR-HLPR	001	7.00	TD					127.50
07		W TRK WLDR-HLPR	014	1.00		W TRK WLDR-HLPR		020	1.00	
08		W TRK WLDR-HLPR	001	7.00	TD					42.50
08		W TRK WLDR-HLPR	012	4.00		W TRK WLDR-HLPR		014	1.00	
08		W TRK WLDR-HLPR	020	1.00						
09		W TRK WLDR-HLPR	001	7.00	TD					42.50
09		W TRK WLDR-HLPR	012	4.00		W TRK WLDR-HLPR		014	1.00	
09		W TRK WLDR-HLPR	020	1.00						
10		W TRK WLDR-HLPR	001	7.00	TD					42.50
10		W TRK WLDR-HLPR	012	5.30		W TRK WLDR-HLPR		014	1.00	
10		W TRK WLDR-HLPR	020	1.00						
11		W TRK WLDR-HLPR	001	7.00	TD					42.50
11		W TRK WLDR-HLPR	014	1.00		W TRK WLDR-HLPR		020	1.00	
12		R								
13		R								
14		W TRK WLDR-HLPR	001	7.30	TD					127.50
14		W TRK WLDR-HLPR	012	4.00		W TRK WLDR-HLPR		014	1.00	
14		W TRK WLDR-HLPR	020	.30						
15		W TRK WLDR-HLPR	001	7.30	TD					42.50
15		W TRK WLDR-HLPR	012	4.00		W TRK WLDR-HLPR		014	1.00	
15		W TRK WLDR-HLPR	020	.30						

GMS SUPERVISOR APPROVAL STATUS REPORT

018

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 541628873

NAME=> ALLEN

W !

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> RDWY PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W RDWY PWR TL MO	001	7.00						42.50
01		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020 1.00	
02		W RDWY PWR TL MO	001	7.00						42.50
02		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020 1.00	
03		W RDWY PWR TL MO	001	7.00						42.50
03		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020 1.00	
04		A RDWY PWR TL MO	009	8.00						42.50
05		R								
06		R								
07		W RDWY PWR TL MO	001	7.00						127.50
07		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020 1.00	
08		W RDWY PWR TL MO	001	7.00						42.50
08		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020 1.00	
09		W RDWY PWR TL MO	001	7.00						42.50
09		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020 1.00	
10		W RDWY PWR TL MO	001	7.00						42.50
10		W RDWY PWR TL MO	012	1.30		W RDWY PWR TL MO			014 1.00	
10		W RDWY PWR TL MO	020	1.00						
11		W RDWY PWR TL MO	001	7.00						42.50
11		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020 1.00	
12		R								
13		R								
14		W RDWY PWR TL MO	001	7.30						127.50
14		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020 .30	
15		W RDWY PWR TL MO	001	7.30						42.50
15		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020 .30	

GMS SUPERVISOR APPROVAL STATUS REPORT

019

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 601100167

NAME=> YAZZIE JR E W

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> RDWY PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W RDWY PWR TL MO	002	8.00						
02		W RDWY PWR TL MO	002	8.00						
03		W RDWY PWR TL MO	002	8.00						
04		A RDWY PWR TL MO	909		UA					
05		R								
06		R								
07		W RDWY PWR TL MO	909		UA					
08		W RDWY PWR TL MO	001	7.00						42.50
08		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO		020	1.00	
09		W RDWY PWR TL MO	001	7.00						42.50
09		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO		020	1.00	
10		W RDWY PWR TL MO	001	7.00						42.50
10		W RDWY PWR TL MO	012	1.30		W RDWY PWR TL MO		014	1.00	
10		W RDWY PWR TL MO	020	1.00						
11		W RDWY PWR TL MO	001	7.00						42.50
11		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO		020	1.00	
12		R								
13		R								
14		W RDWY PWR TL MO	001	7.30						127.50
14		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO		020	.30	
					TRAVEL 2060					
15		W RDWY PWR TL MO	001	7.30						42.50
15		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO		020	.30	

GMS SUPERVISOR APPROVAL STATUS REPORT

020

SUPERVISOR=> SGMF049 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 533424058

NAME=> PORTER

W D

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> RDWY PWR TOOL OP

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W RDWY PWR TOOL OP	001	7.00						42.50
01		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP			020 1.00	
02		W RDWY PWR TOOL OP	001	7.00						42.50
02		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP			020 1.00	
03		W RDWY PWR TOOL OP	001	7.00						42.50
03		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP			020 1.00	
04		A RDWY PWR TOOL OP	009	8.00						42.50
05		R								
06		R								
07		W RDWY PWR TOOL OP	001	7.00						127.50
07		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP			020 1.00	
					TRAVEL 0426					
08		W RDWY PWR TOOL OP	001	7.00						42.50
08		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP			020 1.00	
09		W RDWY PWR TOOL OP	001	7.00						42.50
09		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP			020 1.00	
10		W RDWY PWR TOOL OP	001	7.00						42.50
10		W RDWY PWR TOOL OP	012	1.30		W RDWY PWR TOOL OP			014 1.00	
10		W RDWY PWR TOOL OP	020	1.00						
11		W RDWY PWR TOOL OP	001	7.00						42.50
11		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP			020 1.00	
12		R								
13		R								
14		W RDWY PWR TOOL OP	002	8.00						
15		W RDWY PWR TOOL OP	002	8.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

021

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 526596169

NAME=> MORRISON

E

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 POSITION=> TONGMAN

CAL	DY	POSITION	COT	HRS	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W TONGMAN	001	7.00					42.50
01		W TONGMAN	014	1.00	W TONGMAN			020 1.00	
02		W TONGMAN	001	7.00					42.50
02		W TONGMAN	014	1.00	W TONGMAN			020 1.00	
03		W TONGMAN	001	7.00					42.50
03		W TONGMAN	014	1.00	W TONGMAN			020 1.00	
04		A							
05		R							
06		R							
07		W							
08		W							
09		W							
10		W							
11		W							
2		R							
13		R							
14		W							
15		W							

GMS SUPERVISOR APPROVAL STATUS REPORT

022

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 343424168

NAME=> ZBYLUT

T L

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

CAL DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01	W A XTRA GNG FRMN	001	7.00	TD					42.50
01	W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN		020	1.00	
02	W SY CRV GNG FRMN	001	7.00	TD					42.50
02	W SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN		020	1.00	
03	W SY CRV GNG FRMN	001	7.00	TD					42.50
03	W SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN		020	1.00	
04	A EX GNG LABORER	009	8.00						42.50
05	R								
06	R								
07	W SY CRV GNG FRMN	001	7.00	TD					127.50
07	W SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN		020	1.00	
08	W SY CRV GNG FRMN	001	7.00	TD					42.50
08	W SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN		020	1.00	
09	W SY CRV GNG FRMN	001	7.00	TD					42.50
09	W SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN		020	1.00	
10	W SY CRV GNG FRMN	001	7.00	TD					42.50
10	W SY CRV GNG FRMN	012	1.30		W SY CRV GNG FRMN		014	1.00	
10	W SY CRV GNG FRMN	020	1.00						
11	W SY CRV GNG FRMN	001	7.00	TD					42.50
11	W SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN		020	1.00	
12	R								
13	R								
14	W A XTRA GNG FRMN	001	7.30	TD					127.50
14	W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN		020	.30	
15	W A XTRA GNG FRMN	001	7.30	TD					42.50
15	W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN		020	.30	

GMS SUPERVISOR APPROVAL STATUS REPORT

023

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 519239173

NAME=> RODRIGUEZ J C

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W EX GNG LABORER	001	7.00						42.50
01		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	42.50
02		W EX GNG LABORER	001	7.00						42.50
02		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	42.50
03		W EX GNG LABORER	001	7.00						42.50
03		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	42.50
04		A EX GNG LABORER	009	8.00						42.50
05		R								
06		R								
07		W EX GNG LABORER	001	7.00						127.50
07		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	42.50
						TRAVEL 0312				
08		W EX GNG LABORER	001	7.00						42.50
08		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	42.50
09		W EX GNG LABORER	001	7.00						42.50
09		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	42.50
10		W EX GNG LABORER	001	7.00						42.50
10		W EX GNG LABORER	012	1.30		W EX GNG LABORER		014	1.00	42.50
10		W EX GNG LABORER	020	1.00						42.50
11		W EX GNG LABORER	001	7.00						42.50
11		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	42.50
12		R								
13		R								
14		W EX GNG LABORER	001	7.30						127.50
14		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	.30	42.50
						TRAVEL 0312				
15		W EX GNG LABORER	001	7.30						42.50
15		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	.30	42.50

GMS SUPERVISOR APPROVAL STATUS REPORT

024

SUPERVISOR=> SGMF049 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 527288643

NAME=> TSO

K

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W EX GNG LABORER	001	7.00						42.50
01		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
02		W EX GNG LABORER	001	7.00						42.50
02		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
03		W EX GNG LABORER	001	7.00						42.50
03		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
04		A EX GNG LABORER	009	8.00						42.50
05		R								
06		R								
07		W EX GNG LABORER	001	7.00						127.50
07		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
08		W EX GNG LABORER	001	7.00						42.50
08		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
09		W EX GNG LABORER	001	7.00						42.50
09		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
10		W EX GNG LABORER	001	7.00						42.50
10		W EX GNG LABORER	012	1.30		W EX GNG LABORER		014	1.00	
10		W EX GNG LABORER	020	1.00						
11		W EX GNG LABORER	001	7.00						42.50
11		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
12		R								
13		R								
14		W EX GNG LABORER	001	7.30						127.50
14		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	.30	
15		W EX GNG LABORER	001	7.30						42.50
15		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	.30	

GMS SUPERVISOR APPROVAL STATUS REPORT

025

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 532625109

NAME=> CORONADO

D

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W EX GNG LABORER	001	7.00						42.50
01		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
02		W EX GNG LABORER	001	7.00						42.50
02		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
03		W EX GNG LABORER	001	7.00						42.50
03		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
04		A EX GNG LABORER	009	8.00						42.50
05		R								
06		R								
07		W EX GNG LABORER	001	7.00						127.50
07		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
						TRAVEL 0120				
08		W EX GNG LABORER	001	7.00						42.50
08		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
09		W EX GNG LABORER	001	7.00						42.50
09		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
10		W EX GNG LABORER	001	7.00						42.50
10		W EX GNG LABORER	012	1.30		W EX GNG LABORER		014	1.00	
10		W EX GNG LABORER	020	1.00						
1		W EX GNG LABORER	001	7.00						42.50
11		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
12		R								
13		R								
14		W EX GNG LABORER	001	7.30						127.50
14		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	.30	
						TRAVEL 0120				
15		W EX GNG LABORER	001	7.30						42.50
15		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	.30	

GMS SUPERVISOR APPROVAL STATUS REPORT

026

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 540344463

NAME=> AMOS

C L

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W SP RDW PWR TL MO	001	7.00	TD					42.50
01		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020 1.00	
02		W EX GNG LABORER	001	7.00						42.50
02		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 1.00	
03		W EX GNG LABORER	001	7.00						42.50
03		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 1.00	
04		A EX GNG LABORER	009	8.00						42.50
05		R								
06		R								
07		W EX GNG LABORER	001	7.00						127.50
07		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 1.00	
						TRAVEL 0140				
08		W EX GNG LABORER	001	7.00						42.50
08		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 1.00	
09		W EX GNG LABORER	001	7.00						42.50
09		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 1.00	
10		W EX GNG LABORER	011	8.00						42.50
11		W EX GNG LABORER	001	7.00						42.50
11		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 1.00	
12		R								
13		R								
14		W EX GNG LABORER	001	7.30						127.50
14		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 .30	
						TRAVEL 0140				
15		W EX GNG LABORER	001	7.30						42.50
15		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 .30	

GMS SUPERVISOR APPROVAL STATUS REPORT

027

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 543883888

NAME=> EOFF

H T

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W EX GNG LABORER	001	7.00						42.50
01		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
02		W A XTRA GNG FRMN	001	7.00	TD					42.50
02		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN		020	1.00	
03		W A XTRA GNG FRMN	001	7.00	TD					42.50
03		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN		020	1.00	
04		A EX GNG LABORER	009	8.00						42.50
05		R								
06		R								
07		W EX GNG LABORER	001	7.00						127.50
07		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
08		W EX GNG LABORER	001	7.00						42.50
08		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
09		W EX GNG LABORER	001	7.00						42.50
09		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
10		W EX GNG LABORER	001	7.00						42.50
10		W EX GNG LABORER	012	1.30		W EX GNG LABORER		014	1.00	
10		W EX GNG LABORER	020	1.00						
11		W EX GNG LABORER	001	7.00						42.50
1		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
12		R								
13		R								
14		W EX GNG LABORER	001	7.30						127.50
14		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	.30	
15		W EX GNG LABORER	001	7.30						42.50
15		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	.30	

GMS SUPERVISOR APPROVAL STATUS REPORT

028

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 585174273

NAME=> YAZZIE

L M

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W EX GNG LABOREX	909		NS					
02		W EX GNG LABORER	909		NS					
03		W EX GNG LABORER	909		NS					
04		A EX GNG LABORER	909		NS					
05		R								
06		R								
07		W EX GNG LABORER	909		NS					
08		W EX GNG LABORER	909		NS					
09		W EX GNG LABORER	001	7.00						42.50
09		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
10		W EX GNG LABORER	001	7.00						42.50
10		W EX GNG LABORER	012	1.30		W EX GNG LABORER		014	1.00	
10		W EX GNG LABORER	020	1.00						
11		W EX GNG LABORER	001	7.00						42.50
11		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	1.00	
12		R								
13		R								
14		W EX GNG LABORER	001	7.30						127.50
14		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	.30	
15		W EX GNG LABORER	001	7.30						42.50
15		W EX GNG LABORER	014	1.00		W EX GNG LABORER		020	.30	

TRAVEL 1679

TRAVEL 2018

GMS SUPERVISOR APPROVAL STATUS REPORT

029

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 604102940

NAME=> GARCIA

J G

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W EX GNG LABORER	001	7.00						42.50
01		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 1.00	
02		W EX GNG LABORER	001	7.00						42.50
02		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 1.00	
03		W EX GNG LABORER	001	7.00						42.50
03		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 1.00	
04		A EX GNG LABORER	009	8.00						42.50
05		R								
06		R								
07		W EX GNG LABORER	001	7.00						127.50
07		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 1.00	
						TRAVEL 0312				
08		W EX GNG LABORER	001	7.00						42.50
08		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 1.00	
09		W EX GNG LABORER	001	7.00						42.50
09		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 1.00	
10		W EX GNG LABORER	001	7.00						42.50
10		W EX GNG LABORER	012	1.30		W EX GNG LABORER			014 1.00	
10		W EX GNG LABORER	020	1.00						
11		W EX GNG LABORER	001	7.00						42.50
11		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 1.00	
12		R								
13		R								
14		W EX GNG LABORER	001	7.30						127.50
14		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 .30	
						TRAVEL 0312				
15		W EX GNG LABORER	001	7.30						42.50
15		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 .30	

GMS SUPERVISOR APPROVAL STATUS REPORT

030

SUPERVISOR=> SGMF049 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 541721104

NAME=> ROBERTS

T W

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SY TRK DR NS

CAL DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01	W SY TRK DR NS	001	7.00						42.50
01	W SY TRK DR NS	012	4.00		W SY TRK DR NS			014 1.00	
01	W SY TRK DR NS	020	1.00						
02	W SY TRK DR NS	001	7.00						42.50
02	W SY TRK DR NS	014	1.00		W SY TRK DR NS			020 1.00	
03	W SY TRK DR NS	001	7.00						42.50
03	W SY TRK DR NS	014	1.00		W SY TRK DR NS			020 1.00	
04	A SY TRK DR NS	009	8.00						42.50
05	R								
06	R								
07	W SY TRK DR NS	001	7.00						127.50
07	W SY TRK DR NS	014	1.00		W SY TRK DR NS			020 1.00	
					TRAVEL 0528				
08	W SY TRK DR NS	001	7.00						42.50
08	W SY TRK DR NS	014	1.00		W SY TRK DR NS			020 1.00	
09	W SY TRK DR NS	001	7.00						42.50
09	W SY TRK DR NS	012	4.00		W SY TRK DR NS			014 1.00	
09	W SY TRK DR NS	020	1.00						
10	W SY TRK DR NS	001	7.00						42.50
10	W SY TRK DR NS	012	1.30		W SY TRK DR NS			014 1.00	
10	W SY TRK DR NS	020	1.00						
11	W SY TRK DR NS	001	7.00						42.50
11	W SY TRK DR NS	014	1.00		W SY TRK DR NS			020 1.00	
12	R								
13	R								
14	W SY TRK DR NS	001	7.30						127.50
14	W SY TRK DR NS	014	1.00		W SY TRK DR NS			020 .30	
					TRAVEL 0556				
15	W SY TRK DR NS	001	7.30						42.50
15	W SY TRK DR NS	012	.30		W SY TRK DR NS			014 1.00	
15	W SY TRK DR NS	020	.30						

GMS SUPERVISOR APPROVAL STATUS REPORT

031

SUPERVISOR=> SGMFO49 GANG NBR=> 9013

AS OF 970903

SSA NBR=> 519745954

NAME=> MORRISON

M T

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SYS BUS DRIVER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W SYS BUS DRIVER	001	7.00						42.50
01		W SYS BUS DRIVER	014	1.00		W SYS BUS DRIVER			020 1.00	
02		W SYS BUS DRIVER	001	7.00						42.50
02		W SYS BUS DRIVER	014	1.00		W SYS BUS DRIVER			020 1.00	
03		W SYS BUS DRIVER	001	7.00						42.50
03		W SYS BUS DRIVER	014	1.00		W SYS BUS DRIVER			020 1.00	
04		A SYS BUS DRIVER	009	8.00						42.50
05		R								
06		R								
07		W SY TRK DR NS	001	7.00						127.50
07		W SY TRK DR NS	014	1.00		W SY TRK DR NS			020 1.00	
						TRAVEL 0300				
08		W SYS BUS DRIVER	001	7.00						42.50
08		W SYS BUS DRIVER	014	1.00		W SYS BUS DRIVER			020 1.00	
09		W SY TRK DR NS	001	7.00						42.50
09		W SY TRK DR NS	014	1.00		W SY TRK DR NS			020 1.00	
10		W SYS BUS DRIVER	001	7.00						42.50
10		W SYS BUS DRIVER	012	1.30		W SYS BUS DRIVER			014 1.00	
10		W SYS BUS DRIVER	020	1.00						
		W SYS BUS DRIVER	001	7.00						42.50
11		W SYS BUS DRIVER	014	1.00		W SYS BUS DRIVER			020 1.00	
12		R								
13		R								
14		W SYS BUS DRIVER	002	8.00						
15		W SYS BUS DRIVER	002	8.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

001

SUPERVISOR=> SGMFO49 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 540726041 NAME=> KNAPP C W APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> REO-CL II MACH

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W REO-CL II MACH	001	7.30						42.50
16		W REO-CL II MACH	014	1.00		W REO-CL II MACH			020	.30
17		W REO-CL II MACH	001	7.30						42.50
17		W REO-CL II MACH	012	.30		W REO-CL II MACH			014	1.00
17		W REO-CL II MACH	020	.30						
18		W REO-CL II MACH	001	7.30						42.50
18		W REO-CL II MACH	014	1.00		W REO-CL II MACH			020	.30
19		R								
20		R								
21		W REO-CL II MACH	001	7.30						127.50
21		W REO-CL II MACH	014	1.00		W REO-CL II MACH			020	.30
					TRAVEL 0500					
22		W REO-CL II MACH	001	7.30						42.50
22		W REO-CL II MACH	014	1.00		W REO-CL II MACH			020	.30
23		W REO-CL II MACH	001	7.30						42.50
23		W REO-CL II MACH	014	1.00		W REO-CL II MACH			020	.30
24		W REO-CL II MACH	001	7.30						42.50
24		W REO-CL II MACH	014	1.00		W REO-CL II MACH			020	.30
25		W REO-CL II MACH	001	7.30						42.50
25		W REO-CL II MACH	014	1.00		W REO-CL II MACH			020	.30
26		R								
27		R								
28		W REO-CL II MACH	001	7.30						127.50
28		W REO-CL II MACH	014	1.00		W REO-CL II MACH			020	.30
					TRAVEL 0542					
29		W REO-CL II MACH	001	7.30						42.50
29		W REO-CL II MACH	014	1.00		W REO-CL II MACH			020	.30
30		W REO-CL II MACH	001	7.30						42.50
30		W REO-CL II MACH	014	1.00		W REO-CL II MACH			020	.30
31		W REO-CL II MACH	001	8.00						42.50
31		W REO-CL II MACH	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

002

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 543840692 NAME=> UTTENREUTHER K F APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SY CRV GNG FRMN

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SY CRV GNG FRMN	001	7.30						42.50
16	W	SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN			020	.30
17	W	SY CRV GNG FRMN	001	7.30						42.50
17	W	SY CRV GNG FRMN	012	.30		W SY CRV GNG FRMN			014	1.00
17	W	SY CRV GNG FRMN	020	.30						
18	W	SY CRV GNG FRMN	001	7.30						42.50
18	W	SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN			020	.30
19	R									
20	R									
21	W	SY CRV GNG FRMN	001	7.30						127.50
21	W	SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN			020	.30
						TRAVEL 0180				
22	W	SY CRV GNG FRMN	001	7.30						42.50
22	W	SY CRV GNG FRMN	012	1.00		W SY CRV GNG FRMN			014	1.00
22	W	SY CRV GNG FRMN	020	.30						
23	W	SY CRV GNG FRMN	001	7.30						42.50
23	W	SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN			020	.30
24	W	SY CRV GNG FRMN	001	7.30						42.50
24	W	SY CRV GNG FRMN	012	1.00		W SY CRV GNG FRMN			014	1.00
24	W	SY CRV GNG FRMN	020	.30						
5	W	SY CRV GNG FRMN	001	7.30						42.50
25	W	SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN			020	.30
26	R									
27	R									
28	W	SY CRV GNG FRMN	001	7.30						127.50
28	W	SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN			020	.30
						TRAVEL 0220				
29	W	SY CRV GNG FRMN	902	8.00	PB					
30	W	SY CRV GNG FRMN	001	7.30						42.50
30	W	SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN			020	.30
31	W	SY CRV GNG FRMN	001	8.00						42.50
31	W	SY CRV GNG FRMN	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

003

SUPERVISOR=> SGMFO49 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 585781578 NAME=> GALLEGOS M A APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> A XTRA GNG FRMN

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W A XTRA GNG FRMN	001	7.30						42.50
16		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN			020	.30
17		W A XTRA GNG FRMN	001	7.30						42.50
17		W A XTRA GNG FRMN	012	.30		W A XTRA GNG FRMN			014	1.00
17		W A XTRA GNG FRMN	020	.30						
18		W A XTRA GNG FRMN	001	7.30						42.50
18		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN			020	.30
19		R								
20		R								
21		W A XTRA GNG FRMN	001	7.30						127.50
21		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN			020	.30
					TRAVEL 2195					
22		W A XTRA GNG FRMN	001	7.30						42.50
22		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN			020	.30
23		W A XTRA GNG FRMN	001	7.30						42.50
23		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN			020	.30
24		W A XTRA GNG FRMN	001	7.30						42.50
24		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN			020	.30
25		W A XTRA GNG FRMN	001	7.30						42.50
25		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN			020	.30
26		R								
27		R								
28		W A XTRA GNG FRMN	001	7.30						127.50
28		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN			020	.30
					TRAVEL 2220					
29		W A XTRA GNG FRMN	001	7.30						42.50
29		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN			020	.30
30		W A XTRA GNG FRMN	001	7.30						42.50
30		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN			020	.30
31		W A XTRA GNG FRMN	001	8.00						42.50
31		W A XTRA GNG FRMN	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

004

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 535640858 NAME=> ENGLEHARDT J L APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> TRK MACH OPR

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W TRK MACH OPR	001	7.30						42.50
16		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020	.30
17		W TRK MACH OPR	001	7.30						42.50
17		W TRK MACH OPR	012	.30		W TRK MACH OPR			014	1.00
17		W TRK MACH OPR	020	.30						
18		W TRK MACH OPR	001	7.30						42.50
18		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020	.30
19		R								
20		R								
21		W TRK MACH OPR	001	7.30						127.50
21		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020	.30
					TRAVEL 0494					
22		W TRK MACH OPR	001	7.30						42.50
22		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020	.30
23		W TRK MACH OPR	001	7.30						42.50
23		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020	.30
24		W TRK MACH OPR	001	7.30						42.50
24		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020	.30
25		W TRK MACH OPR	001	7.30						42.50
25		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020	.30
		R								
27		R								
28		W TRK MACH OPR	001	7.30						127.50
28		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020	.30
					TRAVEL 0480					
29		W TRK MACH OPR	001	7.30						42.50
29		W TRK MACH OPR	014	1.00		W TRK MACH OPR			020	.30
30		W TRK MACH OPR	001	7.30						42.50
30		W TRK MACH OPR	012	1.30		W TRK MACH OPR			014	1.00
30		W TRK MACH OPR	020	.30						
31		W TRK MACH OPR	001	8.00						42.50
31		W TRK MACH OPR	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

005

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 526596169 NAME=> MORRISON E APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SF RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SP RDW PWR TL MO	001	7.30						42.50
16		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
17		W SP RDW PWR TL MO	001	7.30						42.50
17		W SP RDW PWR TL MO	012	.30		W SP RDW PWR TL MO			014	1.00
17		W SP RDW PWR TL MO	020	.30						
18		W SP RDW PWR TL MO	001	7.30						42.50
18		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
19		R								
20		R								
21		W SP RDW PWR TL MO	001	7.30						127.50
21		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
						TRAVEL 2195				
22		W SP RDW PWR TL MO	001	7.30						42.50
22		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
23		W SP RDW PWR TL MO	001	7.30						42.50
23		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
24		W SP RDW PWR TL MO	001	7.30						42.50
24		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
25		W SP RDW PWR TL MO	001	7.30						42.50
25		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
26		R								
27		R								
28		W SP RDW PWR TL MO	001	7.30						127.50
28		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
						TRAVEL 2200				
29		W SP RDW PWR TL MO	001	7.30						42.50
29		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
30		W SP RDW PWR TL MO	001	7.30						42.50
30		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
31		W SP RDW PWR TL MO	001	8.00						42.50
31		W SP RDW PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

006

SUPERVISOR=> SGMF049 GANG NER=> 9013 APPROVED AS OF 970903
 SSA NBR=> 527620496 NAME=> CHAVEZ B R APPROVED 970805
 'AY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SP RDW PWR TL MO	001	7.30						42.50
16		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
17		W SP RDW PWR TL MO	001	7.30						42.50
17		W SP RDW PWR TL MO	012	.30		W SP RDW PWR TL MO		014		1.00
17		W SP RDW PWR TL MO	020	.30						
18		W SP RDW PWR TL MO	001	7.30						42.50
18		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
19		R								
20		R								
21		W SP RDW PWR TL MO	001	7.30						127.50
21		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
						TRAVEL 2064				
22		W SP RDW PWR TL MO	001	7.30						42.50
22		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
23		W SP RDW PWR TL MO	001	7.30						42.50
23		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
24		W SP RDW PWR TL MO	001	7.30						42.50
24		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
25		W SP RDW PWR TL MO	001	7.30						42.50
25		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
		R								
27		R								
28		W SP RDW PWR TL MO	001	7.30						127.50
28		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
						TRAVEL 2100				
29		W SP RDW PWR TL MO	001	7.30						42.50
29		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
30		W SP RDW PWR TL MO	001	7.30						42.50
30		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
31		W SP RDW PWR TL MO	001	8.00						42.50
31		W SP RDW PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

007

SUPERVISOR=> SGMFO49 GANG NBR=> 9013 APPROVED AS OF 970903
 JSA NBR=> 528043947 NAME=> BIA E B APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SP RDW PWR TL MO	001	7.30						42.50
16		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
17		W SP RDW PWR TL MO	001	7.30						42.50
17		W SP RDW PWR TL MO	012	.30		W SP RDW PWR TL MO			014	1.00
17		W SP RDW PWR TL MO	020	.30						
18		W SP RDW PWR TL MO	001	7.30						42.50
18		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
19		R								
20		R								
21		W SP RDW PWR TL MO	001	7.30						127.50
21		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
					TRAVEL	1060				
22		W SP RDW PWR TL MO	001	7.30						42.50
22		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
23		W SP RDW PWR TL MO	001	7.30						42.50
23		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
24		W SP RDW PWR TL MO	001	7.30						42.50
24		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
25		W SP RDW PWR TL MO	001	7.30						42.50
25		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
26		R								
27		R								
28		W SP RDW PWR TL MO	001	7.30						127.50
28		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
					TRAVEL	2160				
29		W SP RDW PWR TL MO	001	7.30						42.50
29		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
30		W SP RDW PWR TL MO	001	7.30						42.50
30		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
31		W SP RDW PWR TL MO	001	8.00						42.50
31		W SP RDW PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

008

SUPERVISOR=> SGMFO49 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 533687056 NAME=> ANDERSON C L APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SP RDW PWR TL MO	001	7.30						42.50
16		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
17		W SP RDW PWR TL MO	001	7.30						42.50
17		W SP RDW PWR TL MO	012	.30		W SP RDW PWR TL MO		014		1.00
17		W SP RDW PWR TL MO	020	.30						
18		W SP RDW PWR TL MO	001	7.30						42.50
18		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
19		R								
20		R								
21		W SP RDW PWR TL MO	001	7.30						127.50
21		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
					TRAVEL 0470					
22		W SP RDW PWR TL MO	001	7.30						42.50
22		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
23		W SP RDW PWR TL MO	001	7.30						42.50
23		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
24		W SP RDW PWR TL MO	001	7.30						42.50
24		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
25		W SP RDW PWR TL MO	001	7.30						42.50
25		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
5		R								
27		R								
28		W SP RDW PWR TL MO	001	7.30						127.50
28		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
					TRAVEL 0460					
29		W SP RDW PWR TL MO	001	7.30						42.50
29		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
30		W SP RDW PWR TL MO	001	7.30						42.50
30		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
31		W SP RDW PWR TL MO	001	8.00						42.50
31		W SP RDW PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

009

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 534402549

NAME=> BLAND

L A

APPROVED

970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SP RDW PWR TL MO	001	7.30						42.50
16		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
17		W SP RDW PWR TL MO	001	7.30						42.50
17		W SP RDW PWR TL MO	012	.30		W SP RDW PWR TL MO			014	1.00
17		W SP RDW PWR TL MO	020	.30						
18		W SP RDW PWR TL MO	001	7.30						42.50
18		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
19		R								
20		R								
21		W SP RDW PWR TL MO	001	7.30						127.50
21		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
					TRAVEL 0700					
22		W SP RDW PWR TL MO	001	7.30						42.50
22		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
23		W SP RDW PWR TL MO	001	7.30						42.50
23		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
24		W SP RDW PWR TL MO	001	7.30						42.50
24		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
25		W SP RDW PWR TL MO	001	7.30						42.50
25		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
26		R								
27		R								
28		W SP RDW PWR TL MO	011	8.00	PB					127.50
					TRAVEL 0700					
29		W SP RDW PWR TL MO	001	7.30						42.50
29		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
30		W SP RDW PWR TL MO	001	7.30						42.50
30		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
31		W SP RDW PWR TL MO	001	8.00						42.50
31		W SP RDW PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

010

SUPERVISOR=> SGMP049 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 540803597 NAME=> DUNCAN L A APPROVED 970805
 'AY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SY TRK DR NS	001	7.30	TD					42.50
16		W SY TRK DR NS	014	1.00		W SY TRK DR NS			020	.30
17		W SP RDW PWR TL MO	001	7.30						42.50
17		W SP RDW PWR TL MO	012	.30		W SP RDW PWR TL MO			014	1.00
17		W SP RDW PWR TL MO	020	.30						
18		W SP RDW PWR TL MO	001	7.30						42.50
18		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
19		R								
20		R								
21		W SP RDW PWR TL MO	001	7.30						127.50
21		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
					TRAVEL	0168				
22		W SP RDW PWR TL MO	001	7.30						42.50
22		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
23		W SP RDW PWR TL MO	001	7.30						42.50
23		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
24		W SP RDW PWR TL MO	001	7.30						42.50
24		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
25		W SP RDW PWR TL MO	001	7.30						42.50
25		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
		R								
27		R								
28		W SP RDW PWR TL MO	001	7.30						127.50
28		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
					TRAVEL	0204				
29		W SP RDW PWR TL MO	001	7.30						42.50
29		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
30		W SP RDW PWR TL MO	001	7.30						42.50
30		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
31		W SP RDW PWR TL MO	002	8.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

011

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 541421479 NAME=> WITTEN I J APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SP RDW PWR TL MO	001	7.30						42.50
16		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
17		W SP RDW PWR TL MO	001	7.30						42.50
17		W SP RDW PWR TL MO	012	.30		W SP RDW PWR TL MO		014	1.00	
17		W SP RDW PWR TL MO	020	.30						
18		W SP RDW PWR TL MO	001	7.30						42.50
18		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
19		R								
20		R								
21		W SP RDW PWR TL MO	001	7.30						127.50
21		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
22		W SP RDW PWR TL MO	001	7.30						42.50
22		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
23		W SP RDW PWR TL MO	001	7.30						42.50
23		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
24		W SP RDW PWR TL MO	001	7.30						42.50
24		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
25		W SP RDW PWR TL MO	001	7.30						42.50
25		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
26		R								
27		R								
28		W SP RDW PWR TL MO	001	7.30						127.50
28		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
29		W SP RDW PWR TL MO	001	7.30						42.50
29		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
30		W SP RDW PWR TL MO	001	7.30						42.50
30		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
31		W SP RDW PWR TL MO	001	8.00						42.50
31		W SP RDW PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

012

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 542022359 NAME=> BLAYLOCK B M APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SP RDW PWR TL MO	001	7.30						42.50
16		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
17		W SP RDW PWR TL MO	001	7.30						42.50
17		W SP RDW PWR TL MO	012	.30		W SP RDW PWR TL MO		014	1.00	
17		W SP RDW PWR TL MO	020	.30						
18		W SP RDW PWR TL MO	001	7.30						42.50
18		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
19		R								
20		R								
21		W SP RDW PWR TL MO	001	7.30						127.50
21		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
					TRAVEL 0170					
22		W SP RDW PWR TL MO	001	7.30						42.50
22		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
23		W SP RDW PWR TL MO	001	7.30						42.50
23		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
24		W SP RDW PWR TL MO	001	7.30						42.50
24		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
25		W SP RDW PWR TL MO	001	7.30						42.50
25		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
26		R								
27		R								
28		W SP RDW PWR TL MO	001	7.30						127.50
28		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
					TRAVEL 0170					
29		W SP RDW PWR TL MO	001	7.30						42.50
29		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
30		W SP RDW PWR TL MO	001	7.30						42.50
30		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
31		W SP RDW PWR TL MO	001	8.00						42.50
31		W SP RDW PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

013

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 551235796 NAME=> MARTINEZ A APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W	SP RDW PWR TL MO	902	8.00	LA					
17	W	SP RDW PWR TL MO	911	8.00	LA					
18	W	SP RDW PWR TL MO	904	8.00	LA					
19	R									
20	R									
21	W	SP RDW PWR TL MO	904	8.00	LA					
22	W	SP RDW PWR TL MO	904	8.00	LA					
23	W	SP RDW PWR TL MO	904	8.00	LA					
24	W	SP RDW PWR TL MO	904	8.00	LA					
25	W	SP RDW PWR TL MO	904	8.00	LA					
26	R									
27	R									
28	W	SP RDW PWR TL MO	904	8.00	LA					
29	W	SP RDW PWR TL MO	904	8.00	LA					
30	W	SP RDW PWR TL MO	001	7.30						42.50
30	W	SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020	.30	
31	W	SP RDW PWR TL MO	001	8.00						42.50
31	W	SP RDW PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

014

SUPERVISOR=> SGMFO49 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 585627172 NAME=> BEGAY N A APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SP RDW PWR TL MO	001	7.30						42.50
16		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
17		W SP RDW PWR TL MO	001	7.30						42.50
17		W SP RDW PWR TL MO	012	.30		W SP RDW PWR TL MO		014	1.00	
17		W SP RDW PWR TL MO	020	.30						
18		W SP RDW PWR TL MO	001	7.30						42.50
18		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
19		R								
20		R								
21		W SP RDW PWR TL MO	001	7.30						127.50
21		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
22		W SP RDW PWR TL MO	001	7.30						42.50
22		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
23		W SP RDW PWR TL MO	001	7.30						42.50
23		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
24		W SP RDW PWR TL MO	001	7.30						42.50
24		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
25		W SP RDW PWR TL MO	001	7.30						42.50
25		W SP RDW PWR TL MO	012	7.00		W SP RDW PWR TL MO		014	1.00	
25		W SP RDW PWR TL MO	020	.30						
25		R SP RDW PWR TL MO	015	8.30						42.50
27		R								
28		W SP RDW PWR TL MO	001	7.30						127.50
28		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
29		W SP RDW PWR TL MO	001	7.30						42.50
29		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
30		W SP RDW PWR TL MO	001	7.30						42.50
30		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
31		W SP RDW PWR TL MO	001	8.00						42.50
31		W SP RDW PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

015

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 585743113 NAME=> TOLEDO L APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SP RDW PWR TL MO	001	7.30						42.50
16		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
17		W SP RDW PWR TL MO	001	7.30						42.50
17		W SP RDW PWR TL MO	012	.30		W SP RDW PWR TL MO		014	1.00	
17		W SP RDW PWR TL MO	020	.30						
18		W SP RDW PWR TL MO	001	7.30						42.50
18		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
19		R								
20		R								
21		W SP RDW PWR TL MO	001	7.30						127.50
21		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
22		W SP RDW PWR TL MO	001	7.30						42.50
22		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
23		W SP RDW PWR TL MO	001	7.30						42.50
23		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
24		W SP RDW PWR TL MO	001	7.30						42.50
24		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
25		W SP RDW PWR TL MO	001	7.30						42.50
25		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
26		R								
27		R								
28		W SP RDW PWR TL MO	001	7.30						127.50
28		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
29		W SP RDW PWR TL MO	001	7.30						42.50
29		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
30		W SP RDW PWR TL MO	001	7.30						42.50
30		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO		020		.30
31		W SP RDW PWR TL MO	001	8.00						42.50
31		W SP RDW PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

016

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 585822684 NAME=> MORRISON A APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SP RDW PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SP RDW PWR TL MO	001	7.30						42.50
16		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
17		W SP RDW PWR TL MO	001	7.30						42.50
17		W SP RDW PWR TL MO	012	.30		W SP RDW PWR TL MO			014	1.00
17		W SP RDW PWR TL MO	020	.30						
18		W SP RDW PWR TL MO	001	7.30						42.50
18		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
19		R								
20		R								
21		W SP RDW PWR TL MO	001	7.30						127.50
21		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
						TRAVEL 3270				
22		W SP RDW PWR TL MO	001	7.30						42.50
22		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
23		W SP RDW PWR TL MO	001	7.30						42.50
23		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
24		W SP RDW PWR TL MO	001	7.30						42.50
24		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
25		W SP RDW PWR TL MO	001	7.30						42.50
25		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
		R								
27		R								
28		W SP RDW PWR TL MO	001	7.30						127.50
28		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
						TRAVEL 2220				
29		W SP RDW PWR TL MO	001	7.30						42.50
29		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
30		W SP RDW PWR TL MO	001	7.30						42.50
30		W SP RDW PWR TL MO	014	1.00		W SP RDW PWR TL MO			020	.30
31		W SP RDW PWR TL MO	001	8.00						42.50
31		W SP RDW PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

017

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 532625109 NAME=> CORONADO D APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> RDWY PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W									
17	W									
18	W									
19	R									
20	R									
21	W									
22	W									
23	W									
24	W									
25	W									
26	R									
27	R									
28	W									
29	W									
30	W									
31	W	RDWY PWR TL MO	001	8.00						42.50
31	W	RDWY PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

018

SUPERVISOR=> SGMFO49 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 540192610 NAME=> SPRAY S M APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> RDWY PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W TRK WLDR-HLPR	001	7.30	TD					42.50
16		W TRK WLDR-HLPR	014	1.00		W TRK WLDR-HLPR		020	.30	
17		W TRK WLDR-HLPR	001	7.30	TD					42.50
17		W TRK WLDR-HLPR	014	1.00		W TRK WLDR-HLPR		020	.30	
18		W TRK WLDR-HLPR	001	7.30	TD					42.50
18		W TRK WLDR-HLPR	014	1.00		W TRK WLDR-HLPR		020	.30	
19		R								
20		R								
21		W TRK WLDR-HLPR	001	7.30	TD					127.50
21		W TRK WLDR-HLPR	014	1.00		W TRK WLDR-HLPR		020	.30	
22		W TRK WLDR-HLPR	001	7.30	TD					42.50
22		W TRK WLDR-HLPR	014	1.00		W TRK WLDR-HLPR		020	.30	
23		W TRK WLDR-HLPR	001	7.30	TD					42.50
23		W TRK WLDR-HLPR	014	1.00		W TRK WLDR-HLPR		020	.30	
24		W RDWY PWR TL MO	001	7.30						42.50
24		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO		020	.30	
25		W RDWY PWR TL MO	001	7.30						42.50
25		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO		020	.30	
26		R								
		R								
28		W TRK WLDR-HLPR	001	7.30	TD					127.50
28		W TRK WLDR-HLPR	014	1.00		W TRK WLDR-HLPR		020	.30	
						TRAVEL 0130				
29		W TRK WLDR-HLPR	001	7.30	TD					42.50
29		W TRK WLDR-HLPR	014	1.00		W TRK WLDR-HLPR		020	.30	
30		W TRK WLDR-HLPR	001	7.30	TD					42.50
30		W TRK WLDR-HLPR	014	1.00		W TRK WLDR-HLPR		020	.30	
31		W TRK WLDR-HLPR	001	8.00	TD					42.50
31		W TRK WLDR-HLPR	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

019

SUPERVISOR=> SGMFO49 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 540344463 NAME=> AMOS C L APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> RDWY PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W								
17		W								
18		W								
19		R								
20		R								
21		W								
22		W								
23		W								
24		W								
25		W								
26		R								
27		R								
28		W								
29		W								
30		W								
31		W RDWY PWR TL MO	001	8.00						42.50
31		W RDWY PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

020

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 541628873 NAME=> ALLEN W R APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> RDWY PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W RDWY PWR TL MO	001	7.30						42.50
16		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
17		W RDWY PWR TL MO	001	7.30						42.50
17		W RDWY PWR TL MO	012	.30		W RDWY PWR TL MO			014	1.00
17		W RDWY PWR TL MO	020	.30						
18		W RDWY PWR TL MO	001	7.30						42.50
18		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
19		R								
20		R								
21		W RDWY PWR TL MO	001	7.30						127.50
21		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
					TRAVEL 0130					
22		W RDWY PWR TL MO	001	7.30						42.50
22		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
23		W RDWY PWR TL MO	001	7.30						42.50
23		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
24		W RDWY PWR TL MO	001	7.30						42.50
24		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
25		W RDWY PWR TL MO	001	7.30						42.50
25		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
		R								
27		R								
28		W RDWY PWR TL MO	001	7.30						127.50
28		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
					TRAVEL 0170					
29		W RDWY PWR TL MO	001	7.30						42.50
29		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
30		W RDWY PWR TL MO	001	7.30						42.50
30		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
31		W RDWY PWR TL MO	001	8.00						42.50
31		W RDWY PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

021

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 601100167 NAME=> YAZZIE JR W APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> RDWY PWR TL MO

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W RDWY PWR TL MO	001	7.30						42.50
16		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
17		W RDWY PWR TL MO	001	7.30						42.50
17		W RDWY PWR TL MO	012	.30		W RDWY PWR TL MO			014	1.00
17		W RDWY PWR TL MO	020	.30						
18		W RDWY PWR TL MO	001	7.30						42.50
18		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
19		R								
20		R								
21		W RDWY PWR TL MO	001	7.30						127.50
21		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
					TRAVEL 2105					
22		W RDWY PWR TL MO	001	7.30						42.50
22		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
23		W RDWY PWR TL MO	001	7.30						42.50
23		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
24		W RDWY PWR TL MO	001	7.30						42.50
24		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
25		W RDWY PWR TL MO	001	7.30						42.50
25		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
26		R								
27		R								
28		W RDWY PWR TL MO	001	7.30						127.50
28		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
					TRAVEL 2140					
29		W RDWY PWR TL MO	001	7.30						42.50
29		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
30		W RDWY PWR TL MO	001	7.30						42.50
30		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
31		W RDWY PWR TL MO	001	8.00						42.50
31		W RDWY PWR TL MO	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

022

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 533424058 NAME=> PORTER W D APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> RDWY PWR TOOL OP

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W RDWY PWR TOOL OP	002	8.00						
17		W RDWY PWR TOOL OP	002	8.00						
18		W RDWY PWR TOOL OP	002	8.00						
19		R								
20		R								
21		W RDWY PWR TOOL OP	001	7.30						127.50
21		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP		020		.30
					TRAVEL 0448					
22		W RDWY PWR TOOL OP	001	7.30						42.50
22		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP		020		.30
23		W RDWY PWR TOOL OP	001	7.30						42.50
23		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP		020		.30
24		W RDWY PWR TOOL OP	001	7.30						42.50
24		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP		020		.30
25		W RDWY PWR TOOL OP	001	7.30						42.50
25		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP		020		.30
26		R								
27		R								
28		W RDWY PWR TOOL OP	001	7.30						127.50
28		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP		020		.30
					TRAVEL 0470					
29		W RDWY PWR TOOL OP	001	7.30						42.50
29		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP		020		.30
30		W RDWY PWR TOOL OP	001	7.30						42.50
30		W RDWY PWR TOOL OP	014	1.00		W RDWY PWR TOOL OP		020		.30
31		W RDWY PWR TOOL OP	001	8.00						42.50
31		W RDWY PWR TOOL OP	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

023

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 585174273 NAME=> YAZZIE L M APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> TONGMAN

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W									
17	W									
18	W									
19	R									
20	R									
21	W									
22	W									
23	W									
24	W									
25	W									
26	R									
27	R									
28	W									
29	W									
30	W									
31	W	TONGMAN	001	8.00						42.50
31	W	TONGMAN	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

024

SUPERVISOR=> SGMFC49 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 343424168 NAME=> ZBYLUT T L APPROVED 970805
 AY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W A XTRA GNG FRMN	001	7.30	TD					42.50
16		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN		020		.30
17		W A XTRA GNG FRMN	001	7.30	TD					42.50
17		W A XTRA GNG FRMN	012	.30		W A XTRA GNG FRMN		014		1.00
17		W A XTRA GNG FRMN	020	.30						
18		W A XTRA GNG FRMN	001	7.30	TD					42.50
18		W A XTRA GNG FRMN	014	1.00		W A XTRA GNG FRMN		020		.30
19		R								
20		R								
21		W A XTRA GNG FRMN	002	8.00	TD					
22		W A XTRA GNG FRMN	002	8.00	TD					
23		W A XTRA GNG FRMN	002	8.00	TD					
24		W A XTRA GNG FRMN	002	8.00	TD					
25		W A XTRA GNG FRMN	002	8.00	TD					
26		R								
27		R								
28		W SY CRV GNG FRMN	001	7.30	TD					127.50
28		W SY CRV GNG FRMN	012	1.00		W SY CRV GNG FRMN		014		1.00
28		W SY CRV GNG FRMN	020	.30						
29		W SY CRV GNG FRMN	001	7.30	TD					42.50
29		W SY CRV GNG FRMN	014	1.00		W SY CRV GNG FRMN		020		.30
30		W SY CRV GNG FRMN	001	7.30	TD					42.50
30		W SY CRV GNG FRMN	012	1.00		W SY CRV GNG FRMN		014		1.00
30		W SY CRV GNG FRMN	020	.30						
31		W SY CRV GNG FRMN	001	8.00	TD					42.50
31		W SY CRV GNG FRMN	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

025

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903
 SSA NBR=> 519239173 NAME=> RODRIGUEZ J C APPROVED 970805
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W EX GNG LABORER	001	7.30						42.50
16		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
17		W EX GNG LABORER	001	7.30						42.50
17		W EX GNG LABORER	012	.30		W EX GNG LABORER			014	1.00
17		W EX GNG LABORER	020	.30						
18		W EX GNG LABORER	001	7.30						42.50
18		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
19		R								
20		R								
21		W EX GNG LABORER	001	7.30						127.50
21		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
					TRAVEL 0352					
22		W EX GNG LABORER	001	7.30						42.50
22		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
23		W EX GNG LABORER	001	7.30						42.50
23		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
24		W EX GNG LABORER	001	7.30						42.50
24		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
25		W EX GNG LABORER	001	7.30						42.50
25		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
26		R								
27		R								
28		W EX GNG LABORER	001	7.30						127.50
28		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
					TRAVEL 0392					
29		W EX GNG LABORER	001	7.30						42.50
29		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
30		W EX GNG LABORER	001	7.30						42.50
30		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
31		W EX GNG LABORER	001	8.00						42.50
31		W EX GNG LABORER	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

026

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 527288643 NAME=> TSO K APPROVE 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W EX GNG LABORER	001	7.30						42.50
16		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
17		W EX GNG LABORER	001	7.30						42.50
17		W EX GNG LABORER	012	.30		W EX GNG LABORER			014	1.00
17		W EX GNG LABORER	020	.30						
18		W EX GNG LABORER	001	7.30						42.50
18		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
19		R								
20		R								
21		W EX GNG LABORER	001	7.30						127.50
21		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
22		W EX GNG LABORER	001	7.30						42.50
22		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
23		W EX GNG LABORER	001	7.30						42.50
23		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
24		W EX GNG LABORER	001	7.30						42.50
24		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
25		W EX GNG LABORER	001	7.30						42.50
25		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
26		R								
27		R								
28		W EX GNG LABORER	001	7.30						127.50
28		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
					TRAVEL	2156				
29		W EX GNG LABORER	001	7.30						42.50
29		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
30		W EX GNG LABORER	001	7.30						42.50
30		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
31		W EX GNG LABORER	001	8.00						42.50
31		W EX GNG LABORER	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

027

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 532625109 NAME=> CORONADO D APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W EX GNG LABORER	001	7.30						42.50
16		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
17		W EX GNG LABORER	001	7.30						42.50
17		W EX GNG LABORER	012	.30		W EX GNG LABORER			014	1.00
17		W EX GNG LABORER	020	.30						
18		W RDWY PWR TL MO	001	7.30						42.50
18		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
19		R								
20		R								
21		W RDWY PWR TL MO	001	7.30	TD					127.50
21		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
22		W RDWY PWR TL MO	001	7.30	TD					42.50
22		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
23		W RDWY PWR TL MO	001	7.30	TD					42.50
23		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
24		W RDWY PWR TL MO	001	7.30	TD					42.50
24		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
25		W RDWY PWR TL MO	001	7.30	TD					42.50
25		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
26		R								
27		R								
28		W RDWY PWR TL MO	001	7.30	TD					127.50
28		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
29		W RDWY PWR TL MO	001	7.30	TD					42.50
29		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
30		W RDWY PWR TL MO	001	7.30	TD					42.50
30		W RDWY PWR TL MO	014	1.00		W RDWY PWR TL MO			020	.30
31		W								

GMS SUPERVISOR APPROVAL STATUS REPORT

029

SUPERVISOR=> SGMFO49 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 543883888 NAME=> EOFF H T APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W EX GNG LABORER	001	7.30						42.50
16		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
17		W EX GNG LABORER	001	7.30						42.50
17		W EX GNG LABORER	012	.30		W EX GNG LABORER			014	1.00
17		W EX GNG LABORER	020	.30						
18		W EX GNG LABORER	001	7.30						42.50
18		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
19		R								
20		R								
21		W EX GNG LABORER	001	7.30						127.50
21		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
22		W EX GNG LABORER	001	7.30						42.50
22		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
23		W EX GNG LABORER	001	7.30						42.50
23		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
24		W EX GNG LABORER	001	7.30						42.50
24		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
25		W EX GNG LABORER	001	7.30						42.50
25		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
26		R								
27		R								
28		W EX GNG LABORER	001	7.30						127.50
28		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
29		W EX GNG LABORER	001	7.30						42.50
29		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
30		W EX GNG LABORER	001	7.30						42.50
30		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020	.30
31		W EX GNG LABORER	001	8.00						42.50
31		W EX GNG LABORER	012	2.00						

030

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903
SSA NBR=> 585174273 NAME=> YAZZIE L M APPROVED 970805
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

[illegible]

GMS SUPERVISOR APPROVAL STATUS REPORT

031

SUPERVISOR=> SGMF049 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 604102940 NAME=> GARCIA J G APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W EX GNG LABORER	001	7.30						42.50
16		W EX GNG LABORER	012	2.00		W EX GNG LABORER			014 1.00	
16		W EX GNG LABORER	020	.30						
17		W EX GNG LABORER	001	7.30						42.50
17		W EX GNG LABORER	012	.30		W EX GNG LABORER			014 1.00	
17		W EX GNG LABORER	020	.30						
18		W EX GNG LABORER	001	7.30						42.50
18		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 .30	
19		R								
20		R								
21		W EX GNG LABORER	001	7.30						127.50
21		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 .30	
					TRAVEL 0352					
22		W EX GNG LABORER	001	7.30						42.50
22		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 .30	
23		W EX GNG LABORER	001	7.30						42.50
23		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 .30	
24		W EX GNG LABORER	001	7.30						42.50
24		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 .30	
25		W EX GNG LABORER	001	7.30						42.50
25		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 .30	
26		R								
27		R								
28		W EX GNG LABORER	001	7.30						127.50
28		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 .30	
					TRAVEL 0392					
29		W EX GNG LABORER	001	7.30						42.50
29		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 .30	
30		W EX GNG LABORER	001	7.30						42.50
30		W EX GNG LABORER	014	1.00		W EX GNG LABORER			020 .30	
31		W EX GNG LABORER	001	8.00						42.50
31		W EX GNG LABORER	012	2.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

032

SUPERVISOR=> SGMFO49 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 541721104 NAME=> ROBERTS T W APPROVED 970805

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SY TRK DR NS

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SY TRK DR NS	001	7.30						42.50
16		W SY TRK DR NS	012	4.00		W SY TRK DR NS			014 1.00	
16		W SY TRK DR NS	020	.30						
17		W SY TRK DR NS	001	7.30						42.50
17		W SY TRK DR NS	012	.30		W SY TRK DR NS			014 1.00	
17		W SY TRK DR NS	020	.30						
18		W SY TRK DR NS	001	7.30						42.50
18		W SY TRK DR NS	014	1.00		W SY TRK DR NS			020 .30	
19		R								
20		R								
21		W SY TRK DR NS	001	7.30						127.50
21		W SY TRK DR NS	012	5.30		W SY TRK DR NS			014 1.00	
21		W SY TRK DR NS	020	.30	TRAVEL 0504					
22		W SY TRK DR NS	001	7.30						42.50
22		W SY TRK DR NS	012	3.30		W SY TRK DR NS			014 1.00	
22		W SY TRK DR NS	020	.30						
23		W SY TRK DR NS	001	7.30						42.50
23		W SY TRK DR NS	014	1.00		W SY TRK DR NS			020 .30	
24		W SY TRK DR NS	001	7.30						42.50
24		W SY TRK DR NS	012	7.00		W SY TRK DR NS			014 1.00	
24		W SY TRK DR NS	020	.30						
25		W SY TRK DR NS	001	7.30						42.50
25		W SY TRK DR NS	014	1.00		W SY TRK DR NS			020 .30	
26		R								
27		R								
28		W SY TRK DR NS	001	7.30						127.50
28		W SY TRK DR NS	014	1.00		W SY TRK DR NS			020 .30	
28					TRAVEL 0527					
29		W SY TRK DR NS	001	7.30						42.50
29		W SY TRK DR NS	012	5.00		W SY TRK DR NS			014 1.00	
29		W SY TRK DR NS	020	.30						
30		W SY TRK DR NS	001	7.30						
30		W SY TRK DR NS	012	7.00		W SY TRK DR NS			014 1.00	
30		W SY TRK DR NS	020	.30						
31		W SY TRK DR NS	001	8.00						42.50
31		W SY TRK DR NS	012	2.00						

033

SSA NBR=> 519745954 NAME=> MORRISON M T APPROVED 970805
PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SYS BUS DRIVER

[illegible]

GMS SUPERVISOR APPROVAL STATUS REPORT

034

SUPERVISOR=> SGMFO49 GANG NBR=> 9013 APPROVED AS OF 970903

SSA NBR=> 542545523 NAME=> WILHELM H E APPROVED 970805

AY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SYS BUS DRIVER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16	W									
17	W									
18	W									
19	R									
20	R									
21	W									
22	W									
23	W									
24	W									
25	W	SYS BUS DRIVER	909		NS					
26	R									
	R									
28	W	SYS BUS DRIVER	909		NS					
29	W	SYS BUS DRIVER	909		NS					
30	W	SYS BUS DRIVER	909		NS					
31	W	SYS BUS DRIVER	909		NS					

GMS SUPERVISOR APPROVAL STATUS REPORT

001

SUPERVISOR=> SGS0056 GANG NBR=> 9023

AS OF 970903

SSA NBR=> 543684491

NAME=> PFEL

S W

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> REO-CL II MACH

CAL DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01	W REO-CL II MACH	001	8.00						42.50
01	W REO-CL II MACH	014	1.00						
02	W REO-CL II MACH	001	8.00						42.50
02	W REO-CL II MACH	014	1.00						
03	W REO-CL II MACH	001	8.00						42.50
03	W REO-CL II MACH	014	1.00						
04	A REO-CL II MACH	009	8.00						42.50
05	R								
06	R								
07	W REO-CL II MACH	001	8.00						127.50
07	W REO-CL II MACH	014	1.00						
08	W REO-CL II MACH	001	8.00						42.50
08	W REO-CL II MACH	014	1.00						
09	W REO-CL II MACH	001	8.00						42.50
09	W REO-CL II MACH	014	1.00						
10	W REO-CL II MACH	001	8.00						42.50
10	W REO-CL II MACH	014	1.00						
11	W REO-CL II MACH	001	8.00						42.50
12	R								
13	R								
14	W REO-CL II MACH	001	8.00						127.50
14	W REO-CL II MACH	014	1.00						
15	W REO-CL II MACH	001	8.00						42.50
15	W REO-CL II MACH	014	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

002

SUPERVISOR=> SGS0056 GANG NBR=> 9023

AS OF 970903

SSA NBR=> 543889492

NAME=> ROBINS

K S

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> REO-CL II MACH

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W REO-CL II MACH	001	8.00						42.50
01		W REO-CL II MACH	014	1.00						
02		W REO-CL II MACH	001	8.00						42.50
02		W REO-CL II MACH	014	1.00						
03		W REO-CL II MACH	001	8.00						42.50
03		W REO-CL II MACH	014	1.00						
04		A REO-CL II MACH	009	8.00						42.50
05		R								
06		R								
07		W REO-CL II MACH	001	8.00						127.50
07		W REO-CL II MACH	014	1.00						
08		W REO-CL II MACH	001	8.00						42.50
08		W REO-CL II MACH	014	1.00						
09		W REO-CL II MACH	001	8.00						42.50
09		W REO-CL II MACH	014	1.00						
10		W REO-CL II MACH	001	8.00						42.50
10		W REO-CL II MACH	014	1.00						
11		W REO-CL II MACH	001	8.00						42.50
12		R								
13		R								
14		W REO-CL II MACH	001	8.00						127.50
14		W REO-CL II MACH	014	1.00						
15		W REO-CL II MACH	001	8.00						42.50
15		W REO-CL II MACH	014	1.00						

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GMS SUPERVISOR APPROVAL STATUS REPORT

003

SUPERVISOR=> SGS0056 GANG NBR=> 9023

AS OF 970903

SSA NBR=> 547900788

NAME=> PIGGOTT

P M

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> SY DIST GNG FRMN

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01	W	SY DIST GNG FRMN	001	8.00						42.50
01	W	SY DIST GNG FRMN	014	1.00						
02	W	SY DIST GNG FRMN	001	8.00						42.50
02	W	SY DIST GNG FRMN	014	1.00						
03	W	SY DIST GNG FRMN	087	8.00						42.50
04	A	SY DIST GNG FRMN	009	8.00						42.50
05	R									
06	R									
07	W	SY DIST GNG FRMN	001	8.00						127.50
07	W	SY DIST GNG FRMN	014	1.00						
08	W	SY DIST GNG FRMN	001	8.00						42.50
08	W	SY DIST GNG FRMN	014	1.00						
09	W	SY DIST GNG FRMN	001	8.00						42.50
09	W	SY DIST GNG FRMN	014	1.00						
10	W	SY DIST GNG FRMN	001	8.00						42.50
10	W	SY DIST GNG FRMN	012	9.00		W SY DIST GNG FRMN			014 1.00	
11	W	SY DIST GNG FRMN	001	8.00						42.50
12	R									
13	R									
14	W	SY DIST GNG FRMN	001	8.00						127.50
14	W	SY DIST GNG FRMN	014	1.00						
15	W	SY DIST GNG FRMN	001	8.00						42.50
15	W	SY DIST GNG FRMN	014	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

004

SUPERVISOR=> SGS0056 GANG NBR=> 9023

AS OF 970903

SSA NBR=> 541744662

NAME=> PITTSE

G D

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABOREK

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01		W EX GNG LABORER	001	8.00						42.50
01		W EX GNG LABORER	014	1.00						
02		W EX GNG LABORER	001	8.00						42.50
02		W EX GNG LABORER	014	1.00						
03		W EX GNG LABORER	001	8.00						42.50
03		W EX GNG LABORER	014	1.00						
04		A EX GNG LABORER	009	8.00						42.50
05		R								
06		R								
07		W EX GNG LABORER	001	8.00						127.50
07		W EX GNG LABORER	014	1.00						
08		W EX GNG LABORER	001	8.00						42.50
08		W EX GNG LABORER	014	1.00						
09		W EX GNG LABORER	001	8.00						42.50
09		W EX GNG LABORER	014	1.00						
10		W EX GNG LABORER	001	8.00						42.50
10		W EX GNG LABORER	014	1.00						
11		W EX GNG LABORER	001	8.00						42.50
2		R								
13		R								
14		W EX GNG LABORER	011	8.00						127.50
15		W EX GNG LABORER	001	8.00						42.50
15		W EX GNG LABORER	014	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

005

SUPERVISOR=> SGS0056 GANG NBR=> 9023

AS OF 970903

SSA NBR=> 543624536

NAME=> GILLIS

L R

970903

PAY MONTH=> 07 97 PAY PERIOD=> 1 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
01	W	EX GNG LABORER	002	8.00						
02	W	EX GNG LABORER	002	8.00						
03	W	EX GNG LABORER	002	8.00						
04	A	EX GNG LABORER	009	8.00						42.50
05	R									
06	R									
07	W	EX GNG LABORER	002	8.00						
08	W	EX GNG LABORER	001	8.00						42.50
08	W	EX GNG LABORER	014	1.00						
09	W	EX GNG LABORER	001	8.00						42.50
09	W	EX GNG LABORER	014	1.00						
10	W	EX GNG LABORER	001	8.00						42.50
10	W	EX GNG LABORER	014	1.00						
11	W	EX GNG LABORER	001	8.00						42.50
12	R									
13	R									
14	W	EX GNG LABORER	001	8.00						127.50
14	W	EX GNG LABORER	014	1.00						
15	W	EX GNG LABORER	001	8.00						42.50
15	W	EX GNG LABORER	014	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

001

SUPERVISOR=> SGS0056 GANG NBR=> 9023 APPROVED AS OF 970903

SSA NBR=> 543684491 NAME=> PFEL

S W APPROVED 970804

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> REO-CL II MACH

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W REO-CL II MACH	001	8.00						42.50
16		W REO-CL II MACH	012	1.00		W REO-CL II MACH			014 1.00	
17		W REO-CL II MACH	001	8.00						42.50
17		W REO-CL II MACH	014	1.00						
18		W REO-CL II MACH	001	8.00						42.50
18		W REO-CL II MACH	014	1.00						
19		R								
20		R								
21		W REO-CL II MACH	001	8.00						127.50
21		W REO-CL II MACH	012	2.00		W REO-CL II MACH			014 1.00	
22		W REO-CL II MACH	001	8.00						42.50
22		W REO-CL II MACH	012	2.30		W REO-CL II MACH			014 1.00	
23		W REO-CL II MACH	001	8.00						42.50
23		W REO-CL II MACH	012	2.00		W REO-CL II MACH			014 1.00	
24		W REO-CL II MACH	001	8.00						42.50
24		W REO-CL II MACH	012	1.30		W REO-CL II MACH			014 1.00	
25		W REO-CL II MACH	001	8.00						42.50
25		W REO-CL II MACH	014	1.00						
26		R REO-CL II MACH	012	4.00						42.50
26		R REO-CL II MACH	015	12.30		R REO-CL II MACH			052 2.00	
		R								
28		W REO-CL II MACH	001	7.00						85.50
28		W REO-CL II MACH	012	4.00		W REO-CL II MACH			014 1.00	
28		W REO-CL II MACH	020	1.00						
29		W REO-CL II MACH	001	8.00						42.50
29		W REO-CL II MACH	014	1.00						
30		W REO-CL II MACH	011	8.00						42.50
31		W REO-CL II MACH	011	8.00						42.50

GMS SUPERVISOR APPROVAL STATUS REPORT

002

SUPERVISOR=> SGS0056 GANG NBR=> 9023 APPROVED AS OF 970903
 SSA NBR=> 543889492 NAME=> ROBINS K S APPROVED 970804
 PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> REO-CL II MACH

CAL	DY	POSITION	COT	ERS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W REO-CL II MACH	001	8.00						42.50
16		W REO-CL II MACH	012	1.00		W REO-CL II MACH			014 1.00	
17		W REO-CL II MACH	001	8.00						42.50
17		W REO-CL II MACH	014	1.00						
18		W REO-CL II MACH	001	8.00						42.50
18		W REO-CL II MACH	014	1.00						
19		R								
20		R								
21		W REO-CL II MACH	001	8.00						127.50
21		W REO-CL II MACH	012	2.00		W REO-CL II MACH			014 1.00	
22		W REO-CL II MACH	001	8.00						42.50
22		W REO-CL II MACH	012	2.30		W REO-CL II MACH			014 1.00	
23		W REO-CL II MACH	001	8.00						42.50
23		W REO-CL II MACH	012	1.30		W REO-CL II MACH			014 1.00	
24		W REO-CL II MACH	001	8.00						42.50
24		W REO-CL II MACH	012	1.30		W REO-CL II MACH			014 1.00	
25		W REO-CL II MACH	001	8.00						42.50
25		W REO-CL II MACH	014	1.00						
26		R REO-CL II MACH	012	4.00						42.50
26		R REO-CL II MACH	015	9.30		R REO-CL II MACH			052 2.00	
27		R								
28		W REO-CL II MACH	001	7.00						85.50
28		W REO-CL II MACH	012	4.00		W REO-CL II MACH			014 1.00	
28		W REO-CL II MACH	020	1.00						
29		W REO-CL II MACH	001	8.00						42.50
29		W REO-CL II MACH	014	1.00						
30		W REO-CL II MACH	001	8.00						42.50
30		W REO-CL II MACH	014	1.00						
31		W REO-CL II MACH	001	8.00						42.50
31		W REO-CL II MACH	014	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

003

SUPERVISOR=> SGS0056 GANG NBR=> 9023 APPROVED AS OF 970903

SSA NBR=> 547900788 NAME=> PIGGOTT P M APPROVED 970804

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> SY DIST GNG FRMN

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W SY DIST GNG FRMN	001	8.00						42.50
16		W SY DIST GNG FRMN	012	1.00		W SY DIST GNG FRMN			014 1.00	
17		W SY DIST GNG FRMN	001	8.00						42.50
17		W SY DIST GNG FRMN	014	1.00						
18		W SY DIST GNG FRMN	001	8.00						42.50
18		W SY DIST GNG FRMN	014	1.00						
19		R								
20		R								
21		W SY DIST GNG FRMN	001	8.00						127.50
21		W SY DIST GNG FRMN	012	3.00		W SY DIST GNG FRMN			014 1.00	
22		W SY DIST GNG FRMN	001	8.00						42.50
22		W SY DIST GNG FRMN	012	2.30		W SY DIST GNG FRMN			014 1.00	
23		W SY DIST GNG FRMN	001	8.00						42.50
23		W SY DIST GNG FRMN	012	1.30		W SY DIST GNG FRMN			014 1.00	
24		W SY DIST GNG FRMN	001	8.00						42.50
24		W SY DIST GNG FRMN	012	1.30		W SY DIST GNG FRMN			014 1.00	
25		W SY DIST GNG FRMN	001	8.00						42.50
25		W SY DIST GNG FRMN	014	1.00						
26		R SY DIST GNG FRMN	012	4.00						42.50
26		R SY DIST GNG FRMN	015	6.30		R SY DIST GNG FRMN			052 2.00	
7		R								
28		W SY DIST GNG FRMN	002	8.00						
29		W SY DIST GNG FRMN	002	8.00						
30		W SY DIST GNG FRMN	002	8.00						
31		W SY DIST GNG FRMN	002	8.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

004

SUPERVISOR=> SGS0056 GANG NBR=> 9023 APPROVED AS OF 970903

SSA NBR=> 541744662 NAME=> PITTSER G D APPROVED 970804

PAY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	CGT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W EX GNG LABORER	001	8.00						42.50
16		W EX GNG LABORER	012	1.00		W EX GNG LABORER		014	1.00	
17		W EX GNG LABORER	001	8.00						42.50
17		W EX GNG LABORER	014	1.00						
18		W EX GNG LABORER	001	8.00						42.50
18		W EX GNG LABORER	014	1.00						
19		R								
20		R								
21		W EX GNG LABORER	001	8.00						127.50
21		W EX GNG LABORER	012	2.00		W EX GNG LABORER		014	1.00	
22		W EX GNG LABORER	001	8.00						42.50
22		W EX GNG LABORER	012	2.30		W EX GNG LABORER		014	1.00	
23		W EX GNG LABORER	001	8.00						42.50
23		W EX GNG LABORER	012	1.30		W EX GNG LABORER		014	1.00	
24		W EX GNG LABORER	001	8.00						42.50
24		W EX GNG LABORER	012	1.30		W EX GNG LABORER		014	1.00	
25		W EX GNG LABORER	001	8.00						42.50
25		W EX GNG LABORER	014	1.00						
26		R EX GNG LABORER	012	4.00						42.50
26		R EX GNG LABORER	015	9.30		R EX GNG LABORER		052	2.00	
27		R								
28		W EX GNG LABORER	001	7.00						85.50
28		W EX GNG LABORER	012	4.00		W EX GNG LABORER		014	1.00	
28		W EX GNG LABORER	020	1.00						
29		W EX GNG LABORER	001	8.00						42.50
29		W EX GNG LABORER	014	1.00						
30		W EX GNG LABORER	001	8.00						42.50
30		W EX GNG LABORER	014	1.00						
31		W EX GNG LABORER	001	8.00						42.50
31		W EX GNG LABORER	014	1.00						

GMS SUPERVISOR APPROVAL STATUS REPORT

005

SUPERVISOR=> SGS0056 GANG NBR=> 9023 APPROVED AS OF 970903

SSA NBR=> 543624536

NAME=> GILLIS

L R

APPROVED

970804

'AY MONTH=> 07 97 PAY PERIOD=> 2 ASGN POSITION=> EX GNG LABORER

CAL	DY	POSITION	COT	HRS	CMNT	SKILL	MEAL	ROOM	LIN/TRN	ALLOW
16		W EX GNG LABORER	001	8.00						42.50
16		W EX GNG LABORER	012	1.00		W EX GNG LABORER			014 1.00	
17		W EX GNG LABORER	001	8.00						42.50
17		W EX GNG LABORER	014	1.00						
18		W EX GNG LABORER	001	8.00						42.50
18		W EX GNG LABORER	014	1.00						
19		R								
20		R								
21		W EX GNG LABORER	001	8.00						127.50
21		W EX GNG LABORER	012	2.00		W EX GNG LABORER			014 1.00	
22		W EX GNG LABORER	001	8.00						42.50
22		W EX GNG LABORER	012	2.30		W EX GNG LABORER			014 1.00	
23		W EX GNG LABORER	001	8.00						42.50
23		W EX GNG LABORER	012	1.30		W EX GNG LABORER			014 1.00	
24		W EX GNG LABORER	001	8.00						42.50
24		W EX GNG LABORER	012	1.30		W EX GNG LABORER			014 1.00	
25		W EX GNG LABORER	001	8.00						42.50
25		W EX GNG LABORER	014	1.00						
26		R EX GNG LABORER	012	4.00						42.50
26		R EX GNG LABORER	015	9.30		R EX GNG LABORER			052 2.00	
		R								
28		W EX GNG LABORER	001	7.00						127.50
28		W EX GNG LABORER	012	4.00		W EX GNG LABORER			014 1.00	
28		W EX GNG LABORER	020	1.00						
29		W EX GNG LABORER	001	8.00						42.50
29		W EX GNG LABORER	014	1.00						
30		W EX GNG LABORER	001	8.00						
30		W EX GNG LABORER	014	1.00						
31		W EX GNG LABORER	001	8.00						42.50
31		W EX GNG LABORER	014	1.00						

EXHIBIT 21

ENGINEERING SERVICES
Total Labor Cost by Gang Number
August, 1995 - July, 1996

GANG 9011 - RAIL			GANG 9061 - TIE		
COT	DESCRIPTION	AMOUNT	COT	DESCRIPTION	AMOUNT
001	Straight Time	\$823,493	001	Straight Time	\$993,095
002	Vacation	48,964	002	Vacation	43,257
009	Holiday	35,804	009	Holiday	44,021
011	Personal Leave	2,082	011	Personal Leave	3,728
012	Overtime	76,945	012	Overtime	212,483
014	Overtime paid at ST Rate	6,929	014	Overtime paid at ST Rate	124,194
021	Bereavement Leave	337	016	Company Schools	4,567
036	Per Diem Allow - Non Tax	433,964	020	Safety Meeting	70,322
039	Other Time Paid Not Worked	1,588	021	Bereavement Leave	713
040	Claim Payments - LR	4,920	026	Travel Time-Wages	5,209
087	Safety Day	14,537	036	Per Diem Allow - Non Tax	550,927
098	Back Pay	49,121	039	Other Time Pd Not Worked	583
202	Per Diem Trans - Non Tax	20,115	040	Claim Payments - LR	500
206	M of W Travel Allow - Non Tax	108,525	087	Safety Day	18,525
342	Signing Bonus 96	12,668	098	Back Pay	73,659
343	96 Lump Sum	29,780	202	Per Diem Trans - Non Tax	5,755
			206	M of W Travel Allow - Non Tax	204,075
			342	Signing Bonus 96	8,684
			343	96 Lump Sum	22,327
Total		<u>\$1,669,771</u>			<u>\$2,386,623</u>
Number of Employees Assigned to Gang		<u>31</u>			<u>40</u>
Average Labor Cost per Employee		<u>\$53,864</u>			<u>\$59,666</u>
Grand Total Cost All Gangs		\$4,056,394			
Grand Total Employees Assigned To Gangs		<u>71</u>			
Grand Total Average Cost per Employee		<u>\$57,132</u>			
With Fringe Benefits		\$5,231,598			
With Fringe Benefits		<u>71</u>			
With Fringe Benefits		<u>\$73,684</u>			

GMS593

REPORT OF ALL EMPLOYEES ASSIGNED TO A GANG
FOR GANG NBR: 9011
AS OF 09/03/97

GANG NO : 9011 GANG TYPE: 11 DEPT : 42
COMPANY : 01 COST CNTR: E9011 SUPRV: SGS0018
REGION : SY DIVISION : NAME : LUDWIG D L
CALENDAR: A STRT DATE: 122492 END DATE: 123199

ROSTER	POS	POS NAME	SSA NBR	EMPLOYEE NAME	ST	START	PRVD	PC	WK
9026	067	SP RDW TWR T	515702684	ANDERSON	J D W	061897	3299	1	X
9026	064	TRK MACH OPR	508605661	BRANDT	G R W	010195	3299	1	Y
9026	067	SP RDW PWR T	513623475	BURTON	J D W	051696	3299	7	X
9026	061	A XTRA GNG F	507781773	COAN	M J W	061397	3299	7	Y
9026	096	EX GNG LABOR	515667938	DEWEY	M A W	080197	3299	5	H
9026	067	SP RDW PWR T	493640189	FRASER	T L W	041096	3299	7	X
9026	096	EX GNG LABOR	507237906	FRERICHS	J D W	032897	0800	3	Y
9026	096	EX GNG LABOR	506844328	GALVAN	M W	032197	3299	4	Y
9026	096	EX GNG LABOR	505184724	HELLBUSCH	R R W	082297	3299	7	Y
9026	079	RAIL HEAT TR	505783191	HIGEL	K M W	082297	3299	7	X
9026	096	EX GNG LABOR	509743397	HOGAN	S A W	060997	0800	1	H
9026	067	SP RDW PWR T	219648560	HUBBARD	R G W	100296	3299	1	X
9026	096	EX GNG LABOR	511780790	JOSEPH	E P W	081597	3299	1	Y
9026	096	EX GNG LABOR	505526965	JOSEPH	P L W	070197	3299	7	Y
9026	415	SY TRK DR NS	511780815	JOSEPH	D D W	030797	3299	5	Y
9026	067	SP RDW PWR T	515787771	KENWORTHY	G D W	033197	3299	5	X
9026	049	SY CRV GNG F	489587319	LALLY	T K W	060295	3299	1	Y
9026	068	RDWY PWR TL	515766226	LAND	M R W	033197	3299	5	X
9026	419	SYS BUS DRIV	509645800	MOELLER	R A W	072597	3299	5	Y
9026	096	EX GNG LABOR	512768547	OSBORNE	D E W	061697	3299	5	Y
9026	068	RDWY PWR TL	509621807	PACHA	L V W	041096	3299	7	X
9026	374	SYS MATERIAL	510909998	PATTERSON II	R S W	041897	0800	5	Y
9026	067	SP RDW PWR T	514626720	PEACOCK	K K W	061695	3299	1	X
9026	067	SP RDW PWR T	515545206	REUST	S P W	021897	3299	7	X
9026	096	EX GNG LABOR	506922652	RIES	J A W	032897	0350	4	Y
9026	068	RDWY PWR TL	511840231	SCHROLLER	D D W	082096	3299	1	X
9026	064	TRK MACH OPR	508621315	SWEET	M J W	010195	3299	7	Y
9026	067	SP RDW PWR T	513628172	WETTER	J L W	071896	3299	7	X
9026	096	EX GNG LABOR	511709738	WORTHINGTON	B J W	052397	3299	5	Y
9026	096	EX GNG LABOR	481929231	YOPP	K R W	033197	3299	4	Y
9026	068	RDWY PWR TL	526156233	YORK	K G W	031797	3299	5	X

*** END OF EMPLOYEE BY GANG REPORT ***

GMS593

REPORT OF ALL EMPLOYEES ASSIGNED TO A GANG

FOR GANG NBR: 9061

AS OF 09/03/97

GANG NO : 9061 GANG TYPE: 10 DEPT : 42
 COMPANY : 01 COST CNTR: E9061 SUPRV: SGMF017
 REGION : SY DIVISION : NAME : WENGLER D L
 CALENDAR: J STRT DATE: 122193 END DATE: 123199

ROSTER	POS	POS NAME	SSA NBR	EMPLOYEE NAME	ST	START	PRVD	PC	WK
9026	068	RDWY PWR TL	525069385	BALDWIN	J	W 031397	3299	7	X
9026	064	TRK MACH OPR	585224869	BETSELIE	E L	W 022897	3299	7	Y
9026	067	SP RDW PWR T	528256351	CALVILLO	R	W 031397	3261	7	X
9026	068	RDWY PWR TL	525217825	CASTILLO	D	W 042397	3261	5	X
9026	067	SP RDW PWR T	585484756	CAYADITTO	E	W 031397	3299	1	X
9026	067	SP RDW PWR T	585082700	CHARLEY	D L	W 041797	3261	7	X
9026	067	SP RDW PWR T	525920069	CHOSA	C J	W 042397	3299	1	X
9026	096	EX GNG LABOR	513605144	CLAY	T A	W 081597	3299	5	Y
9026	096	EX GNG LABOR	510808812	CLAYCAMP	D L	W 072897	3261	3	Y
9026	096	EX GNG LABOR	508230581	ERDEI	D R	W 082997	3299	5	Y
9026	067	SP RDW PWR T	585041945	GORDO	B	W 042397	3299	1	X
9026	415	SY TRK DR NS	515740355	GRIFFEE	M W	W 040497	3299	5	Y
9026	064	TRK MACH OPR	585401740	HERRERA	B	W 032897	3299	7	Y
9026	096	EX GNG LABOR	585134336	JIM JR	H S	W 072197	3261	4	Y
9026	096	EX GNG LABOR	508883647	KYLE	R E *	082997	0350	4	Y
9026	064	TRK MACH OPR	585600913	LOPEZ	B P	W 040497	3299	5	Y
9026	067	SP RDW PWR T	481748559	MADSEN	H E	W 090197	3299	7	X
9026	096	EX GNG LABOR	523319631	MARTINEZ	S	W 071597	3261	3	Y
9026	067	SP RDW PWR T	505989313	MAZUR	E J	W 042997	3299	7	X
9026	068	RDWY PWR TL	512866908	MERRILL	B L	W 061797	3261	3	X
9026	068	RDWY PWR TL	509880863	MILLER	B L	W 080797	3299	3	X
9026	419	SYS BUS PRIV	519863343	MITMA	C D	W 101396	3261	5	Y
9020	098	REO-CL II MA	585748102	MONTOYA JR	J	W 012497	3261	7	Y
9026	067	SP RDW PWR T	514828517	MURK	D E	W 051697	3261	3	X
9026	096	EX GNG LABOR	585762206	NELSON	R	W 051697	3261	4	Y
9026	067	SP RDW PWR T	507628587	PRINE	L D	W 040897	3299	5	X
9026	096	EX GNG LABOR	508962135	REINERS	A J	W 072897	3261	3	Y
9026	047	SY TIE GNG F	511725649	REMMERS	J R	W 032897	3299	7	Y
9026	061	A XTRA GNG F	511863861	RUSSELL	J C	W 120296	3299	5	Y
9026	067	SP RDW PWR T	525116999	SANDOVAL	S	W 042397	3299	5	X
9026	067	SP RDW PWR T	585196239	SMITH JR	A	W 041797	3299	7	X
9026	067	SP RDW PWR T	526194094	TOLEDO JR	A L	W 031397	3299	1	X
9026	067	SP RDW PWR T	525794525	VILLA	G	W 041797	3261	1	X
9026	061	A XTRA GNG F	585743561	WOODY	H	W 040497	3299	5	Y
9026	064	TRK MACH OPR	585093061	WOODY	H R	W 022897	3299	7	Y
9026	067	SP RDW PWR T	585486493	WOODY	J R	W 061197	0800	7	X
9026	067	SP RDW PWR T	585360093	WOODY	L R	W 031397	3299	7	X
9026	068	RDWY PWR TL	585704376	YAZZIE	S	W 040897	3261	1	X
9026	047	SY TIE GNG F	585082866	YAZZIE	E	W 051997	3261	5	Y
9026	067	SP RDW PWR T	508603387	ZABOKRTSKY	D G	W 040897	3299	5	X

*** END OF EMPLOYEE BY GANG REPORT ***

40

EXHIBIT 22

Labor Cost														
	St Time	OT	Vac	Holiday	Health &	Retirement								
	Labor	Labor	Allowance	Allowance	Welfare	Accrual								
Jan	14,049	1,124	421	562	3,365	5,331								
Feb	12,217	977	367	489	3,036	4,810								
Mar	12,828	1,026	513	0	3,081	4,882								
Apr	13,439	1,075	538	538	3,278	5,193								
May	13,439	1,075	538	538	3,278	5,193								
Jun	12,828	1,026	641	0	3,103	4,916								
Jul	14,660	1,173	880	586	3,549	5,622								
Aug	12,828	1,026	641	0	3,103	4,916								
Sep	13,439	1,075	672	538	3,301	5,229								
Oct	14,049	1,124	562	0	3,294	5,219								
Nov	12,217	977	611	977	3,159	5,005								
Dec	14,049	1,124	1,124	1,545	3,649	5,779								
Total	160,042	12,803	7,508	5,773	39,196	62,095	287,417							
Annual Salary & Overhead Per Mechanic					71,854									
Vehicle Cost														
Based on Production Fleet cost for one month - 135 Units														
Repairs			60,366											
Additional Equipment			4,652											
Preventive Maintenance			10,944											
Accidents			3,811											
Other			5,776											
Tires			17,074											
Fuel			67,648											
Rental			22,570											
Depreciation			82,796											
Rental Tax			3,942											
License Fees			10,166											

[illegible]

EXHIBIT 23

Tie Gang		Unit Cost	Units Required	Total Cost
Spike Puller		44,588	3	133,764
Tie Cranes		81,844	5	409,220
Tie Remover/Insertor		187,434	4	749,736
Anchor Adjuster		79,925	2	159,850
Anchor Spreader		101,162	1	101,162
Spiker/Gauger		182,301	4	729,204
Production Rail Lifter		50,291	2	100,582
Ballast Regulator		116,251	4	465,004
Production/Switch Tamper		322,670	2	645,340
OTM Retriever		189,659	1	189,659
Spot Tamper		80,000	1	80,000
Production Switch Tamper		322,380	2	644,760
Double Broom		85,200	1	85,200
Scarifier		76,300	1	76,300
				4,569,781

Rail Gang		Unit Cost	Units Required	Total Cost
Speedswing		149,532	2	299,064
Multi-Crane		376,001	1	376,001
Spiker/Gauger		182,301	4	729,204
Spike Puller		44,588	3	133,764
Anchor Machine		84,113	2	168,226
Rail Heater		153,824	1	153,824
Plate Plucker		39,384	1	39,384
Brush Cribber		26,325	2	52,650
Tie Adzer		68,287	3	204,861
OTM Retriever		189,659	1	189,659
Prod Rail Saw		34,600	1	34,600
				2,381,237

EXHIBIT 24

COMBINED STATS FOR UNION PACIFIC AND SOUTHERN PACIFIC TRAINS

UNITED STATES DEPARTMENT OF AGRICULTURE												
NATIONAL ANIMAL INDUSTRY SURVEY												
CATTLE												
NUMBER												
TRAIN		OF	TRAIN	TRAIN	GROSS	HORSEPOWER	HORSEPOWER	AVE.	AVE.	GROSS	AVG.	HP-MILE/
TYPE	MONTH	TRAINS	MILES	HOURS	TON MILES	MILES	HOURS	I/TRN	TRN	ER TRN	(MPH)	TON-MILE
INTRM	Jan-96	2,813	3,622,374	133,007	13,521,977,116	41,009,558,110	1,499,766,259	1,288	41.1	3,733	27.34	3.03
INTRM	Feb-96	2,798	3,600,436	134,148	14,008,630,511	40,466,236,605	1,493,040,379	1,287	42.9	3,891	27.10	2.89
INTRM	Mar-96	2,962	3,878,356	140,254	14,916,532,148	42,998,018,035	1,547,388,606	1,309	43.2	3,846	27.79	2.88
INTRM	Apr-96	2,959	3,813,522	134,884	14,590,359,734	42,716,920,780	1,504,644,026	1,289	42.4	3,826	28.39	2.93
INTRM	May-96	3,029	3,813,595	138,174	14,642,388,121	43,174,184,375	1,558,688,585	1,259	42.4	3,840	27.70	2.95
INTRM	Jun-96	2,907	3,732,265	136,894	14,803,153,868	41,865,707,045	1,527,779,458	1,284	44.5	3,966	27.40	2.83
INTRM	Jul-96	2,923	3,748,894	136,539	14,574,939,391	42,298,184,265	1,534,504,098	1,283	43.4	3,888	27.56	2.90
INTRM	Aug-96	3,110	4,048,248	148,011	16,058,162,424	45,764,266,635	1,656,077,624	1,302	44.5	3,967	27.63	2.85
INTRM	Sep-96	2,920	3,836,280	135,552	15,399,213,386	44,210,257,700	1,546,757,828	1,314	44.4	4,014	28.58	2.87
INTRM	Oct-96	3,047	4,004,275	142,372	16,346,632,858	46,557,487,730	1,648,540,218	1,314	45.2	4,082	28.29	2.85
INTRM	Nov-96	2,812	3,691,064	132,357	14,868,427,674	43,573,122,045	1,550,981,158	1,313	44.1	4,028	28.09	2.93
INTRM	Dec-96	2,730	3,520,398	129,905	13,880,309,769	42,644,302,820	1,566,647,545	1,290	43.4	3,943	27.22	3.07
INTRM	Jan-97	2,717	3,455,343	134,112	13,445,507,277	40,240,584,825	1,552,117,199	1,272	43.2	3,891	25.93	2.99
INTRM	Feb-97	2,769	3,532,108	129,575	13,553,643,220	40,905,129,995	1,490,062,882	1,276	42.3	3,837	27.45	3.02
INTRM	Mar-97	2,999	3,831,489	136,725	14,322,394,754	44,663,831,540	1,575,011,202	1,278	42.0	3,738	28.36	3.12
INTRM	Apr-97	2,942	3,877,910	139,404	14,712,097,700	45,442,014,735	1,612,733,738	1,318	41.7	3,794	28.18	3.09
INTRM	May-97	3,016	4,014,683	141,242	15,058,175,959	46,550,017,845	1,648,534,522	1,331	41.1	3,751	28.65	3.10
INTRM	Jun-97	2,969	3,883,824	143,362	14,624,616,636	44,757,773,870	1,632,820,783	1,308	40.7	3,766	27.42	3.06
INTRM	Jul-97	3,113	4,023,758	151,590	14,384,030,910	44,674,982,065	1,666,031,109	1,293	40.1	3,575	26.82	3.11
INTRM	Aug-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
INTRM	Sep-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
INTRM	Oct-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
INTRM	Nov-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
INTRM	Dec-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
INTRM	YTD-96	35,010	45,309,707	1,642,096	177,610,727,000	517,278,246,145	18,631,815,784	1,294	43.5	3,920	27.76	2.91
INTRM	YTD-97	20,525	26,619,115	976,009	100,100,466,456	307,352,334,875	11,157,311,435	1,297	41.6	3,760	27.55	3.07
MANIF	Jan-96	8,434	4,150,159	253,420	24,122,936,594	41,292,422,810	2,519,894,788	492	77.1	5,813	16.39	1.71
MANIF	Feb-96	8,026	3,961,213	240,019	23,307,803,069	39,260,831,200	2,358,843,756	494	77.5	5,884	16.64	1.68
MANIF	Mar-96	8,559	4,338,646	259,748	25,596,239,235	42,633,697,815	2,542,517,847	507	77.8	5,900	16.77	1.67
MANIF	Apr-96	8,379	4,312,800	248,180	25,387,472,515	43,412,003,955	2,486,277,139	515	78.1	5,837	17.46	1.71
MANIF	May-96	8,697	4,436,773	257,912	26,376,290,397	45,271,732,460	2,613,467,085	510	79.0	5,945	17.32	1.72
MANIF	Jun-96	8,521	4,333,638	252,291	26,003,626,115	43,957,912,935	2,547,949,239	509	79.0	6,000	17.25	1.69
MANIF	Jul-96	8,477	4,320,416	251,463	25,834,350,169	45,316,538,085	2,613,203,962	510	79.1	5,980	17.34	1.75
MANIF	Aug-96	8,973	4,492,869	260,559	26,959,982,397	46,422,309,165	2,669,850,930	501	79.3	6,001	17.39	1.72
MANIF	Sep-96	8,414	4,324,386	244,508	25,903,249,024	45,569,597,580	2,551,845,340	514	79.0	5,990	17.86	1.76
MANIF	Oct-96	8,982	4,534,883	260,479	27,129,692,848	47,728,370,483	2,728,476,913	505	79.2	5,982	17.49	1.76
MANIF	Nov-96	8,290	4,229,392	253,608	25,068,051,162	44,070,808,585	2,634,430,796	510	78.0	5,927	16.73	1.76
MANIF	Dec-96	8,354	4,254,419	267,881	24,986,377,409	44,222,276,805	2,790,230,880	509	77.3	5,873	15.85	1.77
MANIF	Jan-97	8,496	4,071,074	253,337	23,665,509,271	41,774,454,455	2,586,677,615	479	76.3	5,813	16.15	1.77
MANIF	Feb-97	8,155	4,141,808	245,183	24,438,742,793	42,953,017,970	2,516,572,932	508	77.4	5,901	17.07	1.76
MANIF	Mar-97	9,022	4,571,717	268,410	26,933,495,962	47,564,492,150	2,766,239,213	507	77.5	5,891	17.19	1.77
MANIF	Apr-97	8,992	4,430,936	267,040	26,369,604,251	47,249,385,690	2,827,160,281	493	78.2	5,951	16.71	1.79
MANIF	May-97	9,401	4,428,511	270,083	26,573,424,274	46,566,037,145	2,816,512,609	471	78.7	6,001	16.53	1.75
MANIF	Jun-97	9,156	4,246,555	279,117	25,504,044,539	44,205,909,981	2,902,549,960	464	78.4	6,006	15.23	1.73
MANIF	Jul-97	9,227	4,154,989	303,565	24,896,493,651	43,013,695,355	3,115,353,846	450	78.1	5,992	13.81	1.73
MANIF	Aug-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
MANIF	Sep-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
MANIF	Oct-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
MANIF	Nov-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
MANIF	Dec-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
MANIF	YTD-96	102,106	51,689,594	3,050,070	306,676,070,934	529,158,501,878	31,056,985,675	506	78.4	5,933	17.04	1.71
MANIF	YTD-97	62,449	30,045,590	1,886,733	175,381,314,671	313,326,992,746	19,531,066,459	481	77.8	5,937	16.04	1.70

COMBINED STATS FOR UNION PACIFIC AND SOUTHERN PACIFIC TRAINS

		NUMBER							AVE.	AVE.	GROSS	AVG.	HP-MILE
TRAIN		OF	TRAIN	TRAIN	GROSS	HORSEPOWER	HORSEPOWER	AVE.	CARS/	TONS	SPEED	TON-MILE	
TYPE	MONTH	TRAINS	MILES	HOURS	TON MILES	MILES	HOURS	I/TRN	TRN	ER TRN	(MPH)	RATIO	
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COAL	Jan-96	2,813	2,308,644	171,176	19,824,754,381	25,198,798,060	1,863,164,409	821	107.8	8,587	13.52	1.27	
COAL	Feb-96	2,512	2,043,515	138,372	17,677,511,107	22,210,459,465	1,496,361,844	814	109.0	8,651	14.84	1.26	
COAL	Mar-96	2,714	2,262,956	146,800	19,613,703,265	24,195,934,020	1,565,763,537	834	109.2	8,667	15.45	1.23	
COAL	Apr-96	2,803	2,428,236	150,733	21,008,609,823	27,002,114,460	1,673,854,415	866	110.0	8,652	16.13	1.29	
COAL	May-96	2,883	2,563,512	163,639	22,131,972,386	28,431,485,250	1,825,472,797	889	110.3	8,633	15.57	1.28	
COAL	Jun-96	2,583	2,721,901	154,170	19,151,313,626	24,969,610,895	1,746,568,936	860	109.9	8,619	14.30	1.30	
COAL	Jul-96	3,032	2,586,580	166,410	22,565,844,461	28,954,785,250	1,862,308,781	853	110.0	8,724	15.55	1.28	
COAL	Aug-96	3,007	2,533,032	164,398	22,289,273,624	28,441,596,875	1,840,245,319	842	110.2	8,799	15.46	1.28	
COAL	Sep-96	2,959	2,435,186	150,110	21,451,934,175	27,867,358,055	1,720,239,611	823	110.2	8,809	16.20	1.30	
COAL	Oct-96	2,985	2,469,399	152,535	21,889,940,851	27,956,857,475	1,735,526,346	827	110.6	8,864	16.11	1.28	
COAL	Nov-96	2,820	2,293,705	140,898	20,237,585,974	26,098,416,920	1,610,447,707	813	110.4	8,823	16.21	1.29	
COAL	Dec-96	2,760	2,223,954	147,180	19,581,606,297	24,991,572,225	1,667,274,931	806	111.0	8,805	14.99	1.28	
COAL	Jan-97	2,973	2,372,370	146,208	21,002,850,624	27,076,562,055	1,682,030,892	798	109.6	8,853	16.10	1.29	
COAL	Feb-97	2,848	2,265,167	138,098	20,051,048,270	25,648,789,285	1,559,000,063	795	110.1	8,852	16.45	1.28	
COAL	Mar-97	3,082	2,454,930	144,420	22,010,909,612	27,720,816,580	1,642,101,757	797	110.6	8,966	16.88	1.26	
COAL	Apr-97	2,854	2,225,840	141,297	20,289,468,078	25,116,424,380	1,607,133,831	780	112.2	9,115	15.63	1.24	
COAL	May-97	3,131	2,447,910	149,112	21,980,413,532	28,727,156,105	1,769,718,380	782	112.6	8,979	16.23	1.31	
COAL	Jun-97	2,733	2,125,160	151,232	18,999,412,530	25,099,169,150	1,806,980,334	778	111.9	8,940	13.89	1.32	
COAL	Jul-97	3,026	2,399,369	165,797	21,542,728,847	28,465,795,695	1,993,615,803	793	112.5	8,978	14.28	1.32	
COAL	Aug-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
COAL	Sep-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
COAL	Oct-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
COAL	Nov-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
COAL	Dec-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
COAL	YTD-96	33,871	28,370,620	1,846,422	247,424,49,970	316,318,988,950	20,607,228,633	838	109.9	8,721	15.35	1.28	
COAL	YTD-97	20,647	16,290,746	1,036,164	145,876,831,493	187,854,713,250	12,060,581,060	789	111.4	8,955	15.58	1.29	
GRAIN	Jan-96	846	715,775	47,651	4,731,666,139	7,087,691,865	477,550,517	846	83.3	6,611	14.84	1.50	
GRAIN	Feb-96	793	672,237	44,890	4,664,011,054	6,656,994,425	451,691,082	848	81.5	6,938	14.74	1.43	
GRAIN	Mar-96	1,011	859,756	55,578	5,857,459,781	8,514,586,100	561,493,492	850	84.6	6,813	15.16	1.45	
GRAIN	Apr-96	924	709,734	45,914	4,903,803,814	7,623,784,895	501,133,160	768	84.7	6,909	15.21	1.55	
GRAIN	May-96	738	495,320	30,721	3,424,338,484	5,304,482,185	327,877,597	671	83.6	6,913	16.18	1.55	
GRAIN	Jun-96	591	397,948	25,287	2,803,379,638	4,154,921,380	270,722,451	673	84.4	7,045	15.35	1.48	
GRAIN	Jul-96	631	420,396	28,159	2,982,379,743	4,539,977,800	306,804,269	666	84.3	7,094	14.90	1.52	
GRAIN	Aug-96	530	347,585	22,267	2,504,263,718	3,707,920,575	243,166,288	656	86.3	7,205	15.25	1.48	
GRAIN	Sep-96	304	203,214	12,634	1,511,443,168	2,316,440,950	148,099,509	668	87.7	7,438	15.64	1.53	
GRAIN	Oct-96	567	457,790	30,085	3,619,928,573	5,530,684,465	371,116,429	807	84.6	7,907	14.90	1.53	
GRAIN	Nov-96	851	688,227	44,936	4,971,892,702	8,094,298,775	535,113,283	809	86.8	7,224	15.13	1.63	
GRAIN	Dec-96	721	548,124	38,630	3,842,101,712	6,510,826,990	481,845,010	760	86.1	7,010	13.51	1.69	
GRAIN	Jan-97	719	582,594	39,091	4,277,204,910	7,022,809,270	483,909,548	810	88.7	7,342	14.51	1.64	
GRAIN	Feb-97	749	683,502	42,705	5,081,980,937	8,493,125,865	547,702,600	913	88.1	7,435	15.51	1.67	
GRAIN	Mar-97	835	712,572	44,540	5,338,370,556	9,044,439,540	585,692,509	853	89.2	7,492	15.44	1.69	
GRAIN	Apr-97	712	540,929	31,520	3,864,187,861	6,662,390,255	399,745,350	760	7.2	7,144	16.67	1.72	
GRAIN	May-97	575	409,546	22,563	3,048,402,199	5,038,320,165	281,666,517	712	85.0	7,443	17.89	1.65	
GRAIN	Jun-97	561	376,634	23,525	2,666,374,845	4,311,262,050	272,458,787	671	84.1	7,079	15.82	1.62	
GRAIN	Jul-97	615	432,372	31,377	3,170,638,817	5,136,451,760	375,766,187	703	87.4	7,333	13.67	1.62	
GRAIN	Aug-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
GRAIN	Sep-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
GRAIN	Oct-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
GRAIN	Nov-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
GRAIN	Dec-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
GRAIN	YTD-96	8,507	6,516,106	426,753	45,816,668,526	70,042,610,405	4,676,613,087	766	84.6	7,031	14.98	1.53	

COMBINED STATS FOR UNION PACIFIC AND SOUTHERN PACIFIC TRAINS

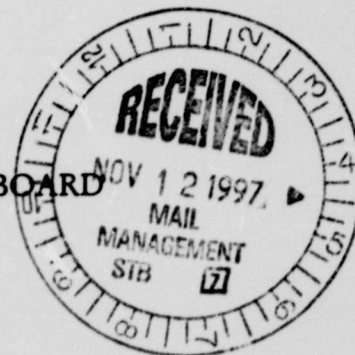
COMBINED STATS FOR UNION PACIFIC AND SOUTHERN PACIFIC TRAINS

		NUMBER											
TRAIN		OF	TRAIN	TRAIN	GROSS	HORSEPOWER	HORSEPOWER	AVE.	AVE.	GROSS	AVG.	HP-MILE	
TYPE	MONTH	TRAINS	MILES	HOURS	TON MILES	MILES	HOURS	I/TRN	CARS/	TONS	SPEED	TON-MILE	
									TRN	ER TRN	(MPH)	RATIO	
LOCAL	YTD-96	131,892	11,167,333	1,072,717	30,279,420,871	74,162,342,145	6,325,831,259	85	37.5	2,711	11.72	2.4	
LOCAL	YTD-97	72,190	5,889,602	593,761	15,162,844,845	38,863,527,745	3,595,561,267	82	35.3	2,575	10.81	2.56	
OTHER	Jan-96	487	110,906	7,765	277,771,895	619,420,660	41,831,208	228	32.1	2,505	14.81	2.2	
OTHER	Feb-96	493	122,529	8,921	279,557,310	720,517,885	52,129,756	249	30.3	2,282	13.82	2.5	
OTHER	Mar-96	551	153,060	10,243	361,269,063	983,328,860	62,759,983	278	31.3	2,360	15.67	2.72	
OTHER	Apr-96	587	148,199	10,065	340,712,135	957,541,645	60,815,010	252	30.1	2,299	15.75	2.81	
OTHER	May-96	681	161,712	10,941	351,768,910	927,930,510	63,073,341	237	28.3	2,175	14.71	2.6	
OTHER	Jun-96	631	146,382	10,763	302,242,416	882,835,600	62,471,422	232	27.7	2,065	14.13	2.9	
OTHER	Jul-96	701	168,661	11,477	353,405,629	1,010,244,670	66,696,617	241	28.6	2,095	15.15	2.86	
OTHER	Aug-96	708	182,453	12,118	395,912,124	1,149,330,654	72,945,299	258	28.5	2,170	15.76	2.90	
OTHER	Sep-96	669	167,299	10,875	381,115,948	1,125,212,589	70,187,381	250	30.7	2,278	16.03	2.9	
OTHER	Oct-96	676	142,948	10,334	287,489,295	799,452,896	58,476,205	211	29.5	2,011	13.67	2.78	
OTHER	Nov-96	520	125,542	9,019	265,677,578	801,587,599	56,530,839	241	26.5	2,116	14.18	3.02	
OTHER	Dec-96	463	118,301	8,228	272,129,972	924,128,635	54,739,284	256	32.7	2,300	16.88	3.40	
OTHER	Jan-97	623	162,274	10,619	388,711,198	1,222,128,110	70,532,429	260	31.0	2,395	17.33	3.14	
OTHER	Feb-97	592	155,662	10,481	316,988,621	1,083,439,795	68,799,010	263	27.8	2,036	15.75	3.42	
OTHER	Mar-97	732	221,216	13,103	485,313,147	1,577,762,665	88,921,937	302	28.0	2,194	17.74	3.25	
OTHER	Apr-97	708	186,257	11,694	456,416,998	1,232,117,710	71,991,375	263	39.1	2,450	17.11	2.70	
OTHER	May-97	645	160,559	10,487	435,206,181	1,083,327,165	66,553,277	249	36.3	2,711	16.28	2.48	
OTHER	Jun-97	561	150,707	9,617	409,466,925	1,028,479,378	60,738,362	269	36.1	2,717	16.93	2.51	
OTHER	Jul-97	457	110,529	9,002	292,205,663	716,835,172	57,139,254	242	35.7	2,644	12.55	2.45	
OTHER	Aug-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
OTHER	Sep-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
OTHER	Oct-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
OTHER	Nov-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
OTHER	Dec-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
OTHER	YTD-96	7,167	1,747,992	120,798	3,869,052,275	10,901,532,203	722,656,345	244	29.6	2,213	15.09	2.82	
OTHER	YTD-97	4,318	1,147,204	75,003	2,784,308,733	7,944,089,995	484,675,644	266	33.2	2,427	16.39	2.85	
AUTO	Jan-96	949	754,640	31,848	2,909,724,087	6,627,979,920	275,001,564	795	54.1	3,856	24.10	2.28	
AUTO	Feb-96	951	736,131	32,361	3,074,339,623	6,438,075,205	280,995,894	774	57.7	4,176	22.91	2.09	
AUTO	Mar-96	876	713,627	29,405	2,787,402,981	6,237,683,360	253,254,582	815	55.0	3,506	24.63	2.24	
AUTO	Apr-96	951	798,090	31,750	3,141,013,255	7,112,871,355	279,897,874	839	54.0	3,936	25.41	2.26	
AUTO	May-96	1,018	876,465	35,295	3,490,058,699	7,988,358,050	317,852,336	861	54.8	3,982	25.13	2.29	
AUTO	Jun-96	1,032	858,219	35,358	3,493,658,095	8,014,471,545	323,426,857	832	56.2	4,071	24.78	2.29	
AUTO	Jul-96	776	569,298	22,976	2,278,053,306	6,026,713,105	236,606,427	734	55.6	4,001	25.47	2.65	
AUTO	Aug-96	937	717,914	28,345	2,858,475,318	7,223,997,005	281,263,139	766	54.8	3,991	25.68	2.53	
AUTO	Sep-96	962	818,800	33,194	3,427,689,800	8,391,467,715	334,816,644	851	57.1	4,111	25.06	2.45	
AUTO	Oct-96	1,076	931,415	38,126	3,814,128,428	9,081,917,525	368,713,215	866	55.6	4,035	24.63	2.38	
AUTO	Nov-96	976	876,809	37,022	3,647,031,352	8,539,316,295	356,875,520	898	56.5	4,159	23.93	2.34	
AUTO	Dec-96	959	853,105	38,115	3,582,480,813	8,421,052,040	379,907,389	890	56.9	4,199	22.17	2.35	
AUTO	Jan-97	930	732,763	34,289	2,994,972,136	7,058,250,605	330,210,122	788	55.3	4,087	21.38	2.36	
AUTO	Feb-97	1,018	849,903	37,070	3,575,183,878	8,122,913,350	350,895,015	835	57.5	4,207	23.15	2.27	
AUTO	Mar-97	1,101	959,053	41,047	3,941,765,559	9,307,284,825	394,188,004	871	56.7	4,110	23.61	2.36	
AUTO	Apr-97	1,061	931,508	39,563	3,818,415,000	9,172,895,385	387,834,279	878	56.5	4,099	23.65	2.40	
AUTO	May-97	1,344	1,066,718	46,026	4,318,687,607	10,694,123,605	460,685,500	794	55.7	4,049	23.21	2.48	
AUTO	Jun-97	1,375	1,091,721	49,489	4,390,034,518	10,618,757,955	480,593,277	794	55.8	4,021	22.10	2.42	
AUTO	Jul-97	1,165	842,913	40,864	3,335,775,018	8,042,411,865	387,533,135	724	53.7	3,957	20.75	2.41	
AUTO	Aug-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
AUTO	Sep-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
AUTO	Oct-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	
AUTO	Nov-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00	

COMBINED STATS FOR UNION PACIFIC AND SOUTHERN PACIFIC TRAINS

UNITED STATES DEPARTMENT OF TRANSPORTATION												
BUREAU OF TRANSPORTATION STATISTICS												
MONTHLY SUMMARY OF TRUCK AND TRAILER TONNAGE AND MILES												
FOR THE MONTH OF												
NUMBER												
TRAIN	OF	TRAIN	TRAIN	GROSS	HORSEPOWER	HORSEPOWER	AVE.	AVE.	GROSS	AVG.	HP-MILE/	
TYPE	MONTH	TRAINS	MILES	HOURS	TON MILES	MILES	HOURS	I/TRN	TRN	ER TRN	(MPH)	TON-MILE
AUTO	Dec-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
AUTO	YTD-96	11,463	9,504,513	394,244	38,504,055,757	90,103,903,120	3,688,611,441	829	55.7	4,051	24.43	2.34
AUTO	YTD-97	7,994	6,474,579	288,347	26,374,833,716	63,016,637,560	2,791,939,332	810	55.9	4,074	22.57	2.39
TOTAL	Jan-96	28,912	12,954,687	760,606	69,726,885,127	131,214,707,980	7,426,924,779	448	67.9	5,382	17.67	1.88
TOTAL	Feb-96	27,532	12,359,213	708,832	67,265,024,057	124,508,305,245	6,846,838,866	449	67.9	5,443	18.18	1.85
TOTAL	Mar-96	29,549	13,573,519	761,900	74,077,871,880	135,570,064,135	7,322,569,430	459	68.7	5,458	18.51	1.83
TOTAL	Apr-96	29,536	13,551,079	740,809	74,374,105,593	138,887,758,355	7,316,619,921	459	69.0	5,486	18.98	1.87
TOTAL	May-96	29,951	13,641,133	753,679	75,009,393,694	140,657,023,775	7,483,904,263	456	69.4	5,497	18.79	1.88
TOTAL	Jun-96	28,133	12,927,179	724,762	70,968,149,891	133,190,053,365	7,234,919,490	460	69.1	5,460	18.41	1.88
TOTAL	Jul-96	28,640	13,043,035	729,576	73,117,729,686	137,785,681,930	7,428,086,112	455	70.3	5,606	18.55	1.88
TOTAL	Aug-96	29,647	13,586,577	752,463	75,752,322,279	142,394,692,429	7,568,093,773	458	69.7	5,576	18.82	1.88
TOTAL	Sep-96	27,551	12,949,959	692,098	72,433,692,208	138,564,856,469	7,101,798,569	470	69.7	5,593	19.51	1.91
TOTAL	Oct-96	29,758	13,804,193	750,453	77,632,074,217	147,339,015,959	7,720,667,706	464	69.9	5,624	19.08	1.90
TOTAL	Nov-96	27,030	12,991,517	718,397	72,940,329,939	139,522,398,099	7,445,187,941	481	69.8	5,614	18.74	1.91
TOTAL	Dec-96	26,321	12,544,294	729,321	69,801,959,546	135,572,826,545	7,643,549,636	477	69.7	5,564	17.74	1.94
TOTAL	Jan-97	27,616	12,450,687	713,944	69,395,443,630	132,367,788,250	7,292,937,285	451	69.3	5,574	17.90	1.91
TOTAL	Feb-97	26,718	12,719,280	700,936	70,854,374,520	135,545,280,270	7,216,098,452	476	69.3	5,571	18.78	1.91
TOTAL	Mar-97	29,232	13,911,329	752,346	77,204,671,746	148,723,765,040	7,769,694,173	476	69.2	5,550	19.14	1.93
TOTAL	Apr-97	28,933	13,367,106	739,136	73,769,557,629	143,838,427,370	7,668,580,755	462	68.6	5,519	18.76	1.95
TOTAL	May-97	29,969	13,754,062	751,692	76,061,424,896	148,804,280,145	7,843,454,732	459	68.8	5,530	18.97	1.96
TOTAL	Jun-97	28,750	13,052,162	768,221	71,036,519,700	139,421,986,779	7,956,460,350	454	67.6	5,443	17.52	1.96
TOTAL	Jul-97	28,673	13,135,360	821,728	72,238,987,210	139,707,501,342	8,483,274,799	458	68.6	5,500	16.47	1.93
TOTAL	Aug-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
TOTAL	Sep-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
TOTAL	Oct-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
TOTAL	Nov-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
TOTAL	Dec-97	0	0	0	0	0	0	0	0.0	0	0.00	0.00
TOTAL	YTD-96	342,560	157,930,385	8,822,895	873,099,538,097	1,645,207,384,286	88,539,140,486	461	69.3	5,528	18.58	1.88
TOTAL	YTD-97	199,891	92,389,985	5,253,002	510,560,979,331	988,409,029,196	54,330,500,546	462	68.8	5,526	18.19	1.94

BEFORE THE SURFACE TRANSPORTATION BOARD

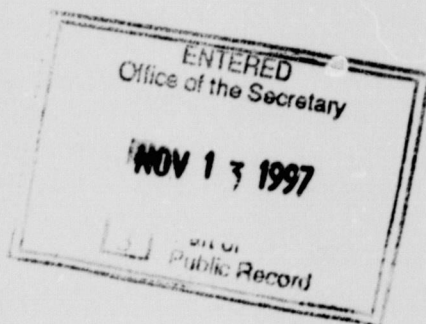


UNION PACIFIC CORP., et al., -MERGER-
SOUTHERN PACIFIC TRANS. CO., et al.

) Finance Docket No. 32760
) (Sub-No. 25)

APPENDIX TO PETITION FOR REVIEW OF ARBITRAL AWARD

(Volume One)



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Dated: November 12, 1997

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BEFORE A NEUTRAL REFEREE APPOINTED
PURSUANT TO ARTICLE I, SECTION 4 OF
THE NEW YORK DOCK CONDITIONS

In re:

BROTHERHOOD OF MAINTENANCE OF WAY
EMPLOYES

and

UNION PACIFIC RAILROAD COMPANY

STB Finance Docket
No. 32760

BRIEF OF BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES

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Date: September 1997

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EXHIBIT 1

On February 4, 1997, the Union Pacific Railroad Company ("UP") served notice upon the BMW General Chairmen of its intention to use the implementing arrangement processes of Article I, Section 4 in New York Dock^{1'} to create a new system gang agreement covering the former UP (proper), Southern Pacific Transportation Company (Pacific Lines) ("SP") and Denver and Rio Grande Western Railroad ("DRGW"). (UP's Notice is located at Tab 1 of the Appendix of Exhibits (hereafter "Tab ____")). What UP intends through this notice is to obtain the full panoply of "PEB 219" style production gang rules that it voluntarily waived three times, once in 1991, again in the national agreement with BMW on September 26, 1996 and, finally, in its agreements covering the DRGW and the SP, effective July 5, 1997. UP's notice raises the following issues for resolution by this Neutral.

ISSUES PRESENTED

1. Does the UP's notice of February 4, 1997 concern a "transaction" under Section 1(a) of New York Dock?
2. If the UP's notice does concern a transaction, is it necessary to abrogate Article XVI of the September 26, 1996 BMW-NCCC agreement that applies to UP, SP and DRGW; abrogate the relevant SP and DRGW system production gang agreements; and modify the UP system production gang agreements in order to carry out the transaction?

^{1'}The employee protective conditions set forth in New York Dock Ry.--Control--Brooklyn Eastern Dist. Term., 360 I.C.C. 60, aff'd sub nom., New York Dock Ry. v. U.S., 609 F.2d 83 (2d Cir. 1979).

3. If it is necessary to abrogate all of the above agreements, which arrangement is more fair and equitable to the interests of the affected employees: BMW's or UP's?

STATEMENT OF FACTS

In order to fully understand the import of UP's notice, it is necessary to review the collective bargaining history of system operations on each under each of these carriers and juxtapose that history to the national "evolution" of regional and system gang rules from Presidential Emergency Board No. 211 ("PEB 211") onward. Following the history, we will present a synopsis of the parties' negotiations leading up to this arbitration.

- I. THE APPLICABLE RULES REGARDING THE OPERATION OF REGIONAL AND SYSTEM PRODUCTION GANGS IN THE MAINTENANCE OF WAY DEPARTMENT

- A. Union Pacific^{2/}

System gangs have been operated on the UP for at least 60 years. (Testimony of Gary Lilly before Presidential Emergency Board No. 229 ("PEB 229") at 1150. (Tab 2). The present system gang rules on UP grow from the parties' agreement dated February 9, 1981. That agreement and subsequent changes to it, provide for the following:

^{2/}The term "Union Pacific" as used in this brief means that portion of the rail carrier operating from Omaha, Nebraska in the east to Seattle, Washington and Portland, Oregon via Ogden, Utah in the northwest and Los Angeles, California via Ogden in the southwest, i.e., the UP as it existed prior to its merger with the former Western Pacific Railroad and Missouri Pacific Railroad in the early 1980's.

- Seniority group 26 containing five seniority classes, System Gang Foreman, System Assistant Extra Gang Foreman, System Gang Track Machine Operator, System Gang Truck Operator/Bus and System Extra Gang Laborer. Seniority group 20 contains Roadway Equipment Operators and Helpers. On August 1, 1991, BMW and UP agreed to create Seniority Group 27 to include certain classes of employees and rates of pay applicable to those employees assigned to work with the carrier's Plasser Rail Welding superjack machines.
- Systemwide operation of the following: System Steel Gangs, System Switch Gangs, System Welding and Glueing Gangs, System Curve Relay Gangs, System Pick-UP and Distribution Gangs, System Sledding Gangs, System Tie and Ballast Gangs and System Surfacing and Lining Gangs.
- System Gang Foremen and Assistant Foremen assigned to "rail laying, tie ballast, switch gang, rail and tie distribution, and rail pick-up will be selected from available qualified employees in the Track Subdepartment." (Rule 19(f) of the BMW-UP collective bargaining agreement ("CBA").
- Recall from furlough of "the senior system gang foreman with maximum experience and specialization in the type of work involved" even though senior employees in the class in Group 26 remain furloughed. (Rule 20(l)).
- Rule 23(a) mandates that an employee refusing recall to a Group 26 or 27 position from furlough will forfeit seniority in all classes within the

maintenance of way department. Finally, Rule 20(e) permits the forced assignment of employees to positions in the carrier's system gangs.

- UP presently headquarters its system gangs "on line", that is, the designated work site for the day's work. (Rule 30(a)). Employees in gangs headquartered on line are paid a per diem of \$42.50 for each calendar day of the week. Employees receiving the per diem are not entitled to other compensation except for that provided in Rule 36, Section 6, which provides a "transportation allowance" to employees when the reporting site is changed. Travel expenses incurred by employees traveling to and from the gangs on their rest days are reimbursed according to the formula in Article XIV of the September 26, 1996 agreement between BMWE and National Carriers' Conference Committee ("NCCC"), UP's representative in the recent round of bargaining under the Railway Labor Act, 45 U.S.C. §151, et seq. ("RLA"). (Tab 4.)
- UP's system gangs operate over those seniority districts set forth in the parties agreement of August 23, 1972. Following the UP's acquisition of the WP, the BMWE and UP made numerous agreements that provided for UP system gang operations on the former WP territory both before and after the merger authorized in this docket. (Tab 4). Indeed the movement of UP system gangs to the former WP territory became so commonplace that the parties created the "standard conditions" to cover such moves.

B. Southern Pacific^{3/}

SP operates a "System Steel Gang" (in place since 1961), "Regional Mechanized Production Gangs" (in place since 1978) and "All Division" surfacing gangs (in place since 1988). (Tab 5). Under the agreements creating these gangs, assignment to positions in each gang are based upon a comparison of the bidding employees' respective home division seniority rights. (In the All Division surfacing gangs, the successful applicants for the machine operator positions agree to stay on the positions for at least six months, unless replaced by a senior employee's displacement through the normal exercise of seniority. Employees assigned to these gangs receive meal, lodging and travel expenses pursuant to the terms of Articles XIII and XIV of the BMW-NECC agreement of September 26, 1996.

C. Denver & Rio Grande Western

The DRGW operates a system rail and a system tie gang pursuant to the terms of two agreements signed on June 9, 1995. (Tab 7). Assignment of employees to either gang is based upon a comparison of their respective home division seniority. If either gang is moved from one Section Laborer's Seniority district to another, or from one Extra Gang Seniority District to another, an employee recalled to service with the

^{3/}The term "Southern Pacific" as used in this brief means that portion of the rail carrier operating from Portland, Oregon in the north to Ogden, Utah in the east and El Paso, Texas in the southeast. Also, during negotiations regarding UP's notice seeking to create regional and system production gangs, UP and the BMW General Chairman representing SP and the former Western Pacific Railroad ("WP") tentatively agreed upon an implementing arrangement that would place the WP territory under the terms of the SP-BMW CBA.

gang may exercise seniority back to the "home" division rather than moving with the gang. Employees also have the right to freely bid and bump onto and off the gangs subject to the standard rules governing exercises of seniority.

Employees assigned to the gangs are paid a travel allowance as provided in Article XIV of the BMW-NCCC agreement of September 26, 1996. Employees assigned to a system gang may make an election at each assigned work location for meal and lodging reimbursement schemes from among three options:

- (1) accept per diem meal and lodging allowances;
- (2) accept direct billing of lodging (based upon double occupancy) for 5 days per week, meal allowance for 7 days per week and \$42.50 per weekend return home allowance; or
- (3) accept direct billing of lodging (based upon double occupancy) and meal allowance for seven days.

D. The Evolution of System and Regional Gangs as a "National" Rule" from PEB 211 Onwards

While UP, SP and DRGW operate under unique regional and system gang rules today, all three of these carriers have been involved in "national" rounds of bargaining regarding the development of these gangs. In order to understand where these three carriers stand in relationship to other rail carriers today as well as understand the

significance of UP's New York Dock notice, it is essential to review the "national handling" of the system and regional production gang issue.^{4/}

1. PEB 211

PEB 211 was appointed on July 15, 1986, to investigate the dispute between the BMW and the NRLC arising out of BMW's and the carriers' Section 6 notices of April 1984. (Tab 8). The carriers sought a recommendation from the Board in favor of the establishment of regional and system gangs in both the maintenance of way and signal departments. PEB 211 Report at 23. However, the Board agreed with BMW that the "present rules should remain in effect until changed at the local level." Id. at 24. The Board also recommended that the parties attempt to resolve their dispute through an advisory factfinding mechanism. Id.

2. PEB 219 and the Contract Interpretation Committee

The factfinding mechanism proposed by PEB 211 did not work. Subsequently in April 1988, BMW and the carriers served Section 6 notices seeking to amend their various CBAs. Negotiations were unsuccessful; therefore, on May 7, 1990, the President appointed Emergency Board No. 219 ("PEB 219) to investigate the dispute. (Tab 9). The carriers reiterated their earlier request to PEB 211 regarding the right to establish regional and system gangs. PEB 219 Report at 56-57. This time the Board agreed with the carriers and recommended a process, ending in binding arbitration, for

^{4/}The term "national handling" is used here to mean collective bargaining conducted between representatives of the BMW and either the National Railway Labor Conference ("NRLC") or NCCC as designated representative for all or most of the nation's Class I rail carriers.

the creation of regional and system gangs. Id. at 100-101. Also, PEB 219 recommended the creation of a "Contract Interpretation Committee" ("CIC") to oversee the implementation of its contractual recommendations. Id. at 101-102.

PEB 219 issued its report on January 15, 1991. The report did not provide a basis for voluntary agreement between BMW and the carriers represented by the National Carriers' Conference Committee ("NCCC"). On April 17, 1991, several unions, including BMW, initiated a strike against the NCCC-represented carriers. Congress stopped the strike by legislation the next day. The legislative fix provided by Congress in Public Law No. 102-29 was the creation of a Special Board charged with responding to: (1) requests for interpretation or clarification of the PEB 219 report and (2) requests for modification of the report. Pub. L. 102-29 at §3. In order for a party to obtain a modification of a PEB 219 recommendation, the party had to show that the original recommendation was "demonstrably inequitable or was based on a material error or material misunderstanding." Id. Congress further provided that 10 days after the final report of the Special Board, the recommendations of PEB 219 as interpreted and/or modified, would be binding on the parties to the same extent as if they had been agreed to under the Railway Labor Act. Id.

BMW asked the Special Board to clarify the PEB 219 recommendations regarding regional and system gangs. The Special Board referred all of BMW's questions to the CIC.

On August 22, 1991, BMW and the NRLC selected Richard Kasher to serve as the neutral member of the CIC. Prior to the end of 1991, Mr. Kasher issued two

decisions: one concerned the scope of arbitration under regional and system production gang recommendations of PEB 219 (Article XI); the other answer concerned whether or not there were "savings clauses" in the arrangement imposed by Public Law No. 102-

29. (Tab 10). On November 6, 1991, Mr. Kasher held

that all subject matters contained in a carrier's proposal to establish regional or system-wide gangs, including the issue of how seniority rights of affected employees will be established, are subject to the expedited arbitration procedures contained in Section 11. BMW counterproposals, that are subject matter related to a carrier's proposals regarding the establishment of regional or system-wide gangs, would also, logically, fall within a Section 11 arbitrator's jurisdiction.

In other words, the arbitration used to establish the rates of pay, rules and working conditions applicable to regional or system production gangs created under Section 11 would amount to compulsory interest arbitration. On December 4, 1991, Mr. Kasher held that the arrangement imposed in Public Law No. 102-29 contained savings clauses that "give the Carriers an option to (1) retain existing rules and conditions applicable to regional and system-wide gangs or to (2) elect, in their stead and in the establishment of new regional and system-wide gangs, to notice their intention to establish such gangs under the rules and conditions which were recommended by PEB No. 291 [sic]." On December 12, 1991 the UP informed BMW that it was saving its existing system gang rules. (Tab 11). DRGW followed on January 31, 1992. (Tab 12) The Carriers that selected the PEB 219 regional and system production gang procedures were the Burlington Northern, Atchison, Topeka and Santa Fe and the

former Norfolk and Western portion of Norfolk Southern.^{5/} Pursuant to Public Law No. 102-29, BMWWE and the carriers created the "Imposed Agreement" of February 6, 1992. (Tab 13).

The SP followed a somewhat different route since it obtained wage relief from the Special Board. The parties agreement of October 1, 1991 provided that SP would "snap-back" to the terms of the Imposed Agreement effective January 1, 1996. On January 3, 1996, SP wrote to BMWWE and elected not to "snap-back" to the PEB 219 procedures for creating system gangs. (Tab 14).

3. PEB 229 and the September 26, 1996 Agreement

BMWWE served Section 6 notices on those carriers that had participated in the PEB 219 round on November 1, 1994. BMWWE sought to bargain its issues on a carrier by carrier basis, in contrast, the carriers sued BMWWE to compel "national handling" of BMWWE's Section 6 notices. The litigation dragged on and the parties were unable to reach a voluntary settlement of any issues. Finally, on May 16, 1996, the President appointed Emergency Board No. 229 ("PEB 229") to investigate the dispute and make recommendations. The Board convened on May 28, 1996, the day that the U.S. District Court held that bargaining between BMWWE and the carriers must proceed on a "national" basis. PEB 229 Report at 3. (Tab 15).

^{5/}On December 4, 1991, Mr. Kasher also held "that individual carriers, even those under common control, who serve and receive separate Section 6 notices are entitled to "save" existing regional or system gang rules or to opt for the procedures recommended in Section 11 of PEB 219's Report."

The carriers sought to reverse the CIC's decision regarding the exercise of savings clauses on regional and system production gangs by obtaining a recommendation that would permit them to use the PEB 219 rules and keep the existing rules as well. (Tab 16). Conversely, BMW sought substantial limitations on the carriers' operation of regional and system production gangs. On June 23, 1996, PEB 229 made recommendations regarding regional and system gangs created pursuant to the PEB 219 processes; however the Board expressly stated "[t]his recommendation is intended to continue the use of regional and system gangs on Carriers which timely opted to create such gangs after the implementation of the recommendations of PEB No. 219, but not to extend their use to Carriers which opted to operate under other local provisions." PEB 229 Report at 37 (emphasis added).

Subsequently, the parties reached an agreement based upon the PEB 229 recommendations. That agreement, dated September 26, 1996, to which UP was a party through its agent the NCCC, adopted verbatim in Article XVI, Section 6, the PEB 229 recommendation that did not extend the new regional or system gang rules to carriers which opted to retain their old agreements in 1991.⁶ On July 5, 1997 UP settled Section 6 notices served upon SP and DRGW after the September 26, 1996 agreement by adopting that agreement's terms as if SP and DRGW were original signatories thereto. (Tab 17).

⁶The agreement was signed 2 weeks after the Surface Transportation Board ("STB") served its written decision approving the UP-SP merger.

The foregoing shows that UP, SP and DRGW all operate regional and system production gangs today. All three carriers participated in PEB 219, yet they chose to retain their existing rules. UP attempted to convince PEB 229 that it should have both its old rules and the PEB 219 rules, was rebuffed by the Board and agreed to retain its old rules exclusively. The SP and DRGW portions of the UP also agreed voluntarily to keep their old rules.

II. THE PARTIES' BARGAINING HISTORY OVER UP'S FEBRUARY 4, 1997 NEW YORK DOCK NOTICE

UP filed an application with the Interstate Commerce Commission ("ICC") on November 30, 1995 seeking Commission approval of UP's merger with SP and the other carriers within its corporate family (DRGW, St. Louis Southwestern and SPCSL). UP's application contained an "Operating Plan" that proposed, among other things, the operation of system gang operations over UP, SP, and DRGW under the terms of the UP-BMWE system gang rules. (Tab 18.) On August 12, 1996, the Surface Transportation Board ("STB"), the successor to the ICC, approved the merger. Finance Docket No. 32760, Union Pacific Corp.--Control and Merger--Southern Pacific Rail Corp. ("UP/SP Merger Decision") (Tab 19). The Board made no express findings regarding the maintenance of way portions of the Operating Plan.

UP served a notice, dated February 4, 1997, upon the BMWE General Chairman invoking the notice and negotiation provisions of Article I, Section 4 of New York Dock. UP stated in its notice that "the STB authorized the establishment of system gangs to work over territories covered by your respective collective bargaining

agreements." UP proposed to conduct such system operations under the terms of the UP-BMWE CBA applicable to regional and system production gangs. The General Chairmen responded to UP and agreed to meet; each General Chairman reserved the right "to challenge the legitimacy of UP's notice in the proper forum if necessary." (Tab 20). UP responded on February 18, 1997 by stating that it "understood that [the General Chairmen's] attendance at meetings held pursuant to my notice of February 4, 1997, is not construed as waiving any rights granted to you by New York Dock." (Tab 21).

The parties conducted negotiations regarding UP's notice on March 19 and 20, April 17 and 18, May 28 and 29 and June 19, 1997. UP presented various draft implementing agreements during these meetings; the last of which was presented on June 17, 1997. (Tab 22). UP's proposal contained the following relevant sections.

Section 2 proposed dovetailed system rosters based upon UP Groups 20, 26 and 27. Employees of the SP, DRGW and WP would obtain a roster date based upon their oldest division date in class, while UP employees would use their existing Group 20, 26 and 27 dates in the dovetail. Section 6(A) provided that "[w]hile it is recognized that employees identified in Section 3 of this agreement may accept or remain on a Group 20, 26 or 27 position that has an assembly point outside their former respective system territories, such employees will not be required to do so under this or any other agreement." Section 6(B) permitted an employee "whose assembly point is changed to a location outside his former territory" to vacate his position and return to his home territory with an exercise of seniority under Rule 21 of the UP-BMWE CBA.

The parties could not reach agreement; therefore, on July 7, 1997, UP invoked arbitration under Article I, Section 4 of New York Dock. Subsequently, the parties agreed to the selection of the Neutral to decide this dispute.

III. THE STATUTORY FRAMEWORK APPLICABLE TO THE UP-SP MERGER

The UP/SP merger proceeding was decided under the law as it existed prior to January 1, 1996. UP/SP Merger Decision at 1, n.2. The relevant statutory provisions are 49 U.S.C. §§11341(a), 11343(a)(1), 11344 and 11347 of Subchapter II of Subtitle IV of Title 49 of the U.S. Code. Section 11341(a) reads in relevant part as follows:

The authority of the Interstate Commerce Commission under this subchapter is exclusive. A carrier or corporation participating in or resulting from a transaction approved by or exempted by the Commission under this subchapter may carry out the transaction, own and operate property, and exercise control or franchises acquired through the transaction without the approval of a State authority. A carrier, corporation, or person participating in that approved or exempted transaction is exempt from the antitrust laws and from all other law, including State and municipal law, as necessary to let that person carry out the transaction, hold, maintain and operate property, and exercise control or franchises acquired through the transaction.

Section 11343(a)(1) states:

The following transactions involving carriers providing transportation subject to the jurisdiction of the Interstate Commerce Commission under subchapter I (except a pipeline carrier, II, or III of chapter 105 of this title may be carried out only with the approval and authorization of the Commission:

(1) consolidation or merger of the properties or franchises of at least 2 carriers into one corporation for the ownership, management, and operation of the previously separately owned properties.

Section 11344 sets forth in general terms the criteria the ICC must apply in determining whether a transaction subject to its jurisdiction under Section 11343 should be approved as being in the public interest.

Finally, Section 11347 provides:

When a rail carrier is involved in a transaction for which approval is sought under sections 11344 and 11345 or section 11346 of this title, the Interstate Commerce Commission shall require the carrier to provide a fair arrangement at least as protective of the interests of employees who are affected by the transaction as the terms established under section 405 of the Rail Passenger Service Act (45 U.S.C. 565). Notwithstanding this subtitle, the arrangement may be made by the rail carrier and the authorized representative of its employees. The arrangement and the order approving the transaction must require that the employees of the affected carrier will not be in a worse position related to their employment as a result of the transaction during the 4 years following the effective date of the final action of the Commission (or if an employee was employed for a lesser period of time by the carrier before the action became effective, for that lesser period).

The arrangement that provides the statutorily minimum protective arrangements required by Section 11347 is New York Dock. New York Dock v. U.S., 609 F.2d at 92.

This proceeding concerns the interplay between Sections 1, 2 and 4 of Article I of New York Dock. They read as follows:

APPENDIX III

Labor protective conditions to be imposed in railroad transactions pursuant to 49 U.S.C. 11343 et seq. [formerly sections 5(2) and 5(3) of the Interstate Commerce Act], except for trackage rights and lease proposals which are being considered elsewhere, are as follows:

1. Definitions. -- (a) "Transaction" means any action taken pursuant to authorizations of this Commission on which these provisions have been imposed.

* * * * *

2. The rates of pay, rules, working conditions and all collective bargaining and other rights, privileges and benefits (including continuation of pension rights and benefits) of the railroad's employees under applicable laws and/or existing collective bargaining agreements or otherwise shall be preserved unless changed by future collective bargaining agreements or applicable statutes.

* * * * *

4. Notice and agreement of decision. -- (a) Each railroad contemplating a transaction which is subject to these conditions and may cause the dismissal or displacement of any employees, or rearrangement of forces, shall give at least ninety (90) days written notice of such intended transaction by posting a notice on bulletin boards convenient to the interested employees of the railroad and by sending registered mail notice to the representatives of such interested employees. Such notice shall contain a full and adequate statement of the proposed changes to be affected by such transaction, including an estimate of the number of employees of each class affected by the intended changes. Prior to consummation the parties shall negotiate in the following manner.

Within five (5) days from the date of receipt of notice, at the request of either the railroad or representatives of such interested employees, a place shall be selected to hold negotiations for the purpose of reaching agreement with respect to application of the terms and conditions of this appendix, and these negotiations shall commence immediately thereafter and continue for at least thirty (30) days. Each transaction which may result in a dismissal or displacement of employees or rearrangement of forces, shall provide for the selection of forces from all employees involved on a basis accepted as appropriate for application in the particular case and any assignment of employees made necessary by the transaction shall be made on the basis of an agreement or decision under this section 4. If at the end of thirty (30) days there is a failure to agree, either party to the dispute may submit it for adjustment in accordance with the following procedures:

(1) Within five (5) days from the request for arbitration the parties shall select a neutral referee and in the event they are unable to agree within said five (5) days upon the selection of said referee then the National Mediation Board shall immediately appoint a referee.

(2) No later than twenty (20) days after a referee has been designated a hearing on the dispute shall commence.

(3) The decision of the referee shall be final, binding and conclusive and shall be rendered within thirty (30) days from the commencement of the hearing of the dispute.

(4) The salary and expenses of the referee shall be borne equally by the parties to the proceeding; all other expenses shall be paid by the party incurring them.

(b) No change in operations, services, facilities, or equipment shall occur until after an agreement is reached or the decision of a referee has been rendered.

We submit that UP's notice does not pertain to a "transaction" as that term is defined in Article I, Section 1 of New York Dock; therefore, this Neutral does not have jurisdiction to make a merits determination here. Alternatively, if UP's notice does concern a transaction to which New York Dock applies, BMWWE contends that the abrogation of existing, voluntarily negotiated regional and system production gang rules is not "necessary" to carrying out the UP-SP merger. Finally, if this Neutral decides it is "necessary" to abrogate the existing agreements, we submit our proposed implementing agreement better comports with the statutory directive contained in former 49 U.S.C. §11347 that any implementing arrangement be fair and equitable to the employees' interests.

SUMMARY OF ARGUMENT

- UP's notice of February 4, 1997 does not concern a "transaction" as that term is defined in Section 1 of Article I of New York Dock. The term transaction under New York Dock is synonymous with the term "coordination" used under the Washington Job Protection Agreement. A review of arbitrations under that agreement shows that the type of

seniority reorganization proposed in UP's notice is not a "coordination"; therefore it cannot be a transaction under New York Dock. This conclusion is reinforced by the fact that for at least 11 years, UP and the other carriers sought, through Railway Labor Act bargaining, to obtain the type of rules UP seeks in this notice. UP's course of dealings with BMW, which include 3 agreements wherein UP pledged not to try to operate system production gangs in the manner proposed in its notice act as an estoppel against UP now. Simply put, UP's actions in bargaining with BMW under the Railway Labor Act over the very rules it now seeks in New York Dock is an admission that its notice is invalid.

- Even if UP's notice concerns a transaction under New York Dock, UP cannot show that an override of the SP and DRGW system production gang agreements and Article XVI of the September 26, 1996 agreement is necessary to carry out the UP-SP merger. UP's actions in 1991 and again in 1996 and 1997 where it chose under the Railway Labor Act not to seek the type of system gang rules it now seeks here shows that the rules are not necessary to the operation of a merged carrier. A finding by the Neutral that such rules are necessary would contradict the determination of PEB 229, a tribunal that both BMW and UP extensively briefed on the issue of system production gang rules. Additionally, UP's last proposed implementing agreement here permitted the UP, SP and DRGW carriers to refuse to work on the territories of the other railroads. That

arrangement would perpetuate the status quo of pre-merger system gang operations and only extend the new seniority rules to as yet to be hired employees. That type of prospective acquisition of contractual rights is properly suited for Railway Labor Act bargaining.

- Finally, if this Neutral feels compelled to fashion an implementing arrangement, then he must select BWME's. The BMW proposal is fair and equitable to the interests of employees. BMW's proposal provides, essentially, that if UP is to obtain PEB 219 work rules through New York Dock, then it must be required to assume all of those rules and not be allowed to "cherry pick" the portions that it wants. A full imposition of PEB 219 rules, as amended by the September 26, 1996 agreement would be fair to the employees and would not give UP an advantage over its competitor, BNSF, which operates under the full panoply of PEB 219 style production gang rules.

ARGUMENT

I. UP'S NOTICE OF FEBRUARY 7, 1997 DOES NOT CONCERN A TRANSACTION AS THAT TERM IS DEFINED IN SECTION 1(A) OF ARTICLE I OF NEW YORK DOCK

A. The ICC/STB Definition of the Term "Transaction"

The ICC held that the term "transaction" in Section 1(a) of Article I of New York Dock "should be redefined to set the notice, negotiation, and arbitration provisions in motion [under New York Dock] as does the term 'coordination' under the Washington Job Protection Agreement of 1936 ("WJPA"). New York Dock, 1979 ICC LEXIS 91 at

*22-23.⁷¹ A coordination under the WJPA is "any joint action of two or more carriers whereby they unify, consolidate, merge, pool, substitute, or abandon, in whole or in part, any of their services, facilities, or corporate organizations." WJPA, §2. Therefore, the threshold issue before this Neutral is whether or not UP's notice of February 7, 1997 covers a "transaction" under New York Dock. This issue is jurisdictional, for if UP's notice does not concern a transaction, the Neutral is without authority to proceed further. In re: Seaboard System R.R. and BMW, at 23-24. (Zumas, Arb.).

The starting point in this analysis is a review of the financial transaction reviewed and approved by the STB in UP-SP Merger. The transaction presented for STB approval involved the common control and consolidation of operations between all the rail carriers controlled by Union Pacific Corporation and Southern Pacific Rail Corporation. UP-SP Merger at 7-8, 231. As it applies to the maintenance of way department, it is undisputed that this authorization permits UP to utilize maintenance of way equipment throughout the merged system. Additionally, the STB's authorization permits budgeting for both capital and routine maintenance on a systemwide basis and further allows the planning of maintenance of way projects systemwide. None of these actions require BMW concurrence under the existing CBAs. UP's notice of February 4th, does not concern any of this, instead, UP proposes what it previously characterized as a change in the status of the employees of the former UP, SP and DRGW. See, FD 30000 (Sub-No. 48), Union Pacific Corp.--Control--Missouri Pacific Corp., served July

⁷¹A copy of the ICC's New York Dock decision and other relevant court, ICC/STB and arbitral decisions are included in a separate Appendix of Decisions.

31, 1996 (not published) 1996 STB LEXIS 213 at *14 ("Eischen Award Review"). The issue for decision here is whether that change is a transaction under New York Dock. A review of the history of " coordinations" under the WJPA as well as the parties course of dealing over the past 11 years shows that UP's proposal is not a transaction to which Section 4 of Article I of New York Dock applies.

B. WJPA Arbitral Decisions Defining the Term "Coordination"

The reported decisions under the WJPA generally show that coordinations involved the transfer of work from one carrier to another or the closing of facilities and the consolidation of work from those facilities at a new central location. Significantly, there are no report WJPA Section 13 arbitrations concerning a "coordination" of maintenance of way forces similar to that proposed by UP here.

Illustrative of the former is WJPA Docket No. 59. In that case, the Chicago & Eastern Illinois Railroad ("CEI") and the Chicago & Western Indiana Railroad ("CWI") operated separate information and reservation work in Chicago. Under that arrangement, the CEI bureau remained open until 10:00 PM at which time it transferred diagrams to the CWI bureau. Beginning on May 1, 1958, the CEI bureau closed at 5:00 PM, transferred its diagrams at that time and from 5:00 until 10:00 PM, CWI employees at its bureau performed the functions formerly performed by CEI employees at its bureau.

An example of the latter form of coordination is WJPA Docket No. 48. In that case, the Norfolk & Western Railway and the Chesapeake & Ohio Railway abandoned their separate interlocking tower operations in Lynchburg, Virginia and moved the work

of the two towers to a single, joint facility. The arbitrator found this arrangement to be a "classic" coordination contemplated by the WJPA.

The UP's proposed dramatic expansion of the seniority territories of the UP, SP and DRGW employees does fit within the paradigm of either Docket No. 48 or Docket No. 59. No facilities are being joined and no work is being transferred from one carrier to the other. Instead, UP seeks to expand the territory over which UP, SP and DRGW employees must exercise seniority in order to maintain their seniority rights to regional or system production gang work. UP's proposal here most resembles the proposed carrier action in WJPA Docket No. 88, a transaction the arbitrator held was not a coordination under the WJPA.

In Docket No. 88, the Missouri Pacific Railroad ("MP") and the Texas Pacific Railroad ("TP") proposed a pooling of train crews at Longview and Palestine, Texas. Trains would operate between the two points over a mixture of MP and TP trackage. MP employees would remain under their applicable CBAs as would the TP employees. The arbitrator determined that the arrangement was not a WJPA coordination thus:

The establishment of inter-railroad runs by the pooling of crews or other arrangements for a division of work is and always has been a proper subject for agreement by and between participating carriers and representatives of employees affected, but more is required in a "coordination" than the establishment of operating rights over lines of connecting carriers for crews in road service of separate carriers.

There must be joint action by two or more carriers whereby they unify, consolidate, merge or pool in whole or in part their separate railroad facilities or any of the operations or services previously performed by them through such separate facilities.

Carriers' plan for "coordinating" service amounts, at most, to a proposed change in crew assignments, as I view this record, and does not constitute a "coordination" as defined in Section 2(a) of the [WJPA].

Here, UP's proposal amounts only to a "proposed change in crew assignments."

The SP will continue to operate separately under different work rules from the UP.^{8/}

Essentially, UP wants UP employees to follow maintenance of way equipment onto SP territories and vice versa. However, that proposal is not a consolidation of operations, such as coordinating work within a terminal, nor is it at all similar to a transfer of work from one facility to another. Instead, UP simply wants to make a larger seniority district for system operations. While such a proposal is a legitimate one for collective bargaining under the Railway Labor Act, it is not a transaction under New York Dock as the parties' past dealings show.

C. Past Dealings Between BMWF, UP and Other Carriers Regarding the Creation of System Production Gang Operations

New York Dock has been in place since 1979 and its predecessor, New Orleans,^{9/} since 1952. Virtually all of the nation's rail carriers, UP, CSX, Norfolk Southern, Burlington Northern Santa Fe, are products of ICC/STB approved mergers to which either New York Dock or New Orleans applied. If the creation of regional or system production gang operations over carriers coming under common control was

^{8/}UP has served notice under New York Dock to place the DRGW within two seniority districts on the UP and abrogate the BMWF-DRGW CBA in its entirety. That proposal remains under discussion by the parties.

^{9/}New Orleans Union Passenger Terminal Case, 282 I.C.C. 271, 280-81 (1952), which adopted the implementing agreement provisions of the WJPA.

either a WJPA coordination or New York Dock transaction as UP now claims, there is no rational explanation for the protracted struggle under the Railway Labor Act between BMW and the carriers over this issue beginning with PEB 211. Indeed, only last year, UP argued to PEB 229 that it needed a second contractual "bite" at the system gang "apple" following its choice in 1991 to keep its pre-PEB 219 regional and system production gang rules. UP opted to keep its pre-PEB 219 rules in 1991 and voluntarily agreed to abide by that election in 1996. The UP's prior actions should act as an estoppel against its claim that system maintenance of way operations can be fashioned from a New York Dock notice.

UP will argue that it did try, once, to obtain a more limited system gang operation under New York Dock. In 1994, UP served notice on BMW to consolidate rail and tie gang operations and related seniority between the MP, Oklahoma-Kansas-Texas Railroad ("OKT") and Missouri-Kansas-Texas Railroad ("MKT") pursuant to the New York Dock conditions imposed in the ICC's approval of UP-MKT merger in 1988. FD 30800 (Sub-No. 30), Union Pacific Corp.--Control--Missouri-Kansas-Texas R.R., served July 31, 1996 (not published), 1996 STB LEXIS 214 at *4 ("Moore Award Review"). Arbitrator Preston Moore held that UP's notice did not concern a transaction under New York Dock. Arbitrator Moore based his holding on a contemporaneous award by Arbitrator Dana Eischen wherein he held UP's plan to consolidate a UP and MP signal maintainer seniority district was not a transaction under New York Dock. Eischen Award Review at *6. The STB reversed both Eischen and Moore and remanded the proceedings on the grounds that Eischen did not adequately explain his decision and

Moore merely followed Eischen. Eischen Award Review at *21; Moore Award Review at *9. Subsequently, the Brotherhood of Railroad Signalmen voluntarily settled their dispute with UP and the Moore Award proceeding remains on remand.

BMWE submits that the STB's decisions certainly do not hold that either notice amounted to a transaction under New York Dock. When UP argued to PEB 229 that it needed Railway Labor Act bargaining relief to operate regional or system production gangs it did not suggest to the Board that New York Dock might provide the same relief. At some point an issue must reach repose. The regional and system production gang battle has been fought, fully and fairly, between the BMWE and the UP under the Railway Labor Act for over 11 years. Apparently frustrated in its attempts to get its way under the Railway Labor Act, UP now advances the novel theory that all that occurred under the Railway Labor Act is of no effect because the operation of regional or system production gangs over carriers coming under common control is a transaction under New York Dock and can be done through compulsory, expedited arbitration. BMWE respectfully urges this Neutral to reject this novel, frivolous and destabilizing theory. It has no basis in the history of the WJPA or New York Dock and would permit the UP to end run over 11 years of hard bargaining under the Railway Labor Act. This Neutral should hold that he lacks jurisdiction to go forward on the merits because UP's notice is not a transaction under New York Dock.

Also, UP contends, in its February 4th notice that the STB "authorized" the use of regional or system production gangs. There is no support in the record for such a bald assertion. It is true that UP's Operating Plan submitted in support of its control and

merger application proposed the use of regional or system production gangs over the UP, SP and DRGW. However, the Operating Plan is merely an exercise utilized by any applicant to meet its prima facie case under the ICC/STB rail consolidation procedures. The ICC best summarized this point in Finance Docket No. 32133, Union Pacific Corp.-- Control--Chicago & Northwestern Railway, 9 I.C.C. 2d 939 (1993); 1993 ICC LEXIS 183 at *21, thus:

The statute is subject to a general limitation made explicit in the Commission's regulations, that an application must contain enough evidence to enable the Commission to exercise its statutory responsibilities, i.e., the application must present a prima facie case. n15 As we stated in Finance Docket No. 31505, Rio Grande Industries, Inc., et al. -- Purchase and Related Trackage Rights -- Soo Line Railroad Company Line Between Kansas City, MO and Chicago, IL (not printed), served April 6, 1990 (emphasis supplied):

* * * the Congressional intent, set out in the statute, * * * [empowers] us to authorize, but not compel, transactions such as this. Since we do not require the parties to exercise the authority we might confer, we need not examine whether they have done all they need to do in order to consummate. We need merely to see whether we have enough evidence in the record to enable us to apply the statutory standards.

* * * * *

n15 49 C.F.R. §1180.4(c)(8) provides that the application must present a prima facie case, and explains:

Applicants can fail to meet their burden of proof and thus not present a prima facie case either by (i) disclosing facts that, even if construed in their most favorable light, are insufficient to support a finding that the proposal is consistent with the public interest, or by (ii) disclosing facts that affirmatively demonstrate that the proposal is not in the public interest.

Indeed, the UP's stated in answers to interrogatories in the merger proceeding that it did not feel bound to adhere to its Operating Plan if circumstances warranted. UP Answer to Allied Rail Unions' Interrogatory No. 39 (Tab 23).

Finally, there is no express finding by the STB in UP-SP Merger that the UP's system gang proposal is authorized. The ICC/STB jurisdiction in Section 11323 of the ICCTA ^{10/} (former Section 11343) is limited to approval of the merger or consolidation of separate carriers into one corporation so that they may operate as one carrier. That approval of the corporate restructuring does not extend to jurisdiction of, and thereby authorization of, intra-carrier changes once the corporate merger is consummated. If the ICC/STB's "authorization" of post-merger changes is as extensive as UP would argue, then UP would be "authorized" to pay its suppliers less than it paid before because in its Operating Plan it stated that the merger would lead to cost savings in purchasing through economies of scale. That proposition is nonsense, as is UP's claim that the STB "authorized" the creation of larger system gang territories. BMWWE submits that a system gang proposal which the STB states is not binding upon the UP; a proposal which the UP said it was not bound to carry out; cannot be binding upon BMWWE, a non-party to the UP/SP merger application. The STB did not expressly "authorize" the UP's proposal, thereby making it a transaction under New York Dock.

However, in the event that this Neutral determines that UP's notice concerns a New York Dock transaction, BMWWE submits that UP's proposal to abrogate Article XVI

^{10/}The ICC Termination Act of 1995, Pub. L. 104-88, 109 Stat. 803, et seq., (December 29, 1995).

of the September 26, 1996 BMW-NCCC agreement and the existing SP and DRGW system gang agreements should be rejected. This is so, because the abrogation of those agreements is not necessary for the systemwide use of maintenance of way equipment and the systemwide planning of maintenance of way work which flow from the STB's merger approval.

II. EVEN IF THE UP'S NOTICE OF FEBRUARY 4th IS A TRANSACTION UNDER NEW YORK DOCK, UP CANNOT PROVE THAT IT IS NECESSARY TO ABROGATE THE SP AND DRGW SYSTEM GANG AGREEMENTS AND ARTICLE XVI OF THE SEPTEMBER 26, 1996 BMW-NCCC AGREEMENT

A. The Statutory and Decisional Standards

Until 1983, the ICC studiously avoided injecting itself into railroad labor relations matters related to the carrying out of rail mergers. In that year, without any explanation for its deviation from a 43 year course of practice, the ICC held that Section 11341(a) authorized a carrier's override of existing CBAs which "conflict with a transaction ... we have approved." William G. Mahoney, The Interstate Commerce Commission/Surface Transportation Board as Regulator of Labor's Rights and Deregulator of Railroads' Obligations: The Contrived Collision of the Interstate Commerce Act with the Railway Labor Act, 24 Trans. L. J. 241, 275 (1997), quoting, FD 30000 (Sub-No. 18), Denver & R.G.W.R.R.--Trackage Rights--Missouri Pacific R.R., at 6, served October 18, 1983 (not published).^{11/} The following 14 years are full of continuous litigation on this issue that

^{11/}A copy of Mr. Mahoney's article is included in the Appendix of Decisions at Tab I. BMW encourages the Neutral's attention to the article which sets forth in far greater detail than this brief the origins of the ICC's protective conditions and the recent attempts by the ICC/STB and the rail carriers to use those protective conditions to make wholesale changes in collective bargained agreements.

generally pit the rail unions against the carriers and their erstwhile allies on the ICC/STB. The outlines of the developing "law" in this area can be summarized thus.

In Norfolk & W. Ry. v. American Train Dispatchers' Ass'n, 499 U.S. 117, 128 (1991) the Supreme Court held that the exemption from "all other law" contained in Section 11341(a) "includes obligations imposed by the terms of a collective bargaining agreement." That case concerned the appeal of two New York Dock implementing agreements where the arbitrators overrode certain elements of the employees' CBAs in order to carry out the transaction proposed by the carriers. While the Court held that Section 11341(a) could provide such an override, it noted that for the purposes of its decision it assumed, without deciding, that the ICC's "decision to override the carriers' obligations is consistent with the labor protective requirements of §11347, and that the override was necessary to the implementation of the transaction within the meaning of §11341(a)." Id. at 127. The Court remanded the decisions for further handling, commenting "[i]t may be, as the Commission held on remand from the Court of Appeals, that the scope of the immunity provision is limited by §11347, which conditions approval of a transaction on satisfaction of certain labor-protective conditions." Id. at 134. The Train Dispatchers decision led to a continuing struggle over the meaning of Section 11347 and the protective conditions created by the ICC pursuant to that authority.

The ICC decision referred to in Train Dispatchers, was the ICC's attempt to harmonize Sections 2 and 4 of Article I of New York Dock in CSX Corp.--Control--Chessie System, Inc., 6 I.C.C.2d 715 (1990) ("Carmen Remand"). There, the ICC held

that "we interpret §11341(a) to exempt from resort to RLA procedures all matters for which resort to RLA procedures was previously deemed to be unnecessary by virtue of WJPA or our WJPA-based labor conditions." Id. at 756. In other words, the exemptive authority under Section 11341(a) was a "mirror image" of that under Section 11347." Id. at 754.

The ICC determined that the exemptive authority in Section 11347 was based upon a harmonizing of the language of Section 2 of Article I of New York Dock which preserved CBAs and "rights, privileges and benefits" with that of Section 4 of Article I which provided a mechanism for arbitrated arrangements for the selection of forces and assignment of employees in New York Dock transactions. The ICC held that Section 2 preserved CBAs and other rights so "that only those changes in CBAs necessary to permit an approved transaction will be appropriate. We will expect arbitrators to hold both parties to the contracts that they have voluntarily signed."^{12/} 6 I.C.C.2d at 749. Specifically, the ICC rejected "both labor's view that CBAs cannot be modified in any respect without resort to RLA procedures and management's view (albeit based upon an interpretation of our own pronouncements) that CBAs are overridden if inconvenient to implementation of a merger." Id. at 752. However, other than these general statements, the ICC left the fashioning of exemptive authority in a particular case to New York Dock arbitrators.

^{12/}The "transaction" spoken of here, and in subsequent decisions refers to the corporate transaction approved by the ICC/STB, not the New York Dock transaction which provides jurisdiction for the arbitrator to fashion an implementing arrangement.

Following the Carmen Remand decision, the struggle shifted to attempts to define precisely both what Section 2 preserved absolutely and what was the "necessity" standard for an override of CBAs. In Ry. Labor Executives' Ass'n v. I.C.C., 142 L.R.R.M. (BNA) 2715 (D.C. Cir. 1993) ("Executives"), the court made a first step at answering both questions. There, the court held that those provisions in a CBA which were "rights, privileges and benefits," must be preserved absolutely; while other parts of CBAs could be overridden if necessary to carry out an approved transaction. Id. at 2722. As regards the definition of "necessity", the Court offered the following (id.):

What, then, does it mean to say that it is necessary to modify a CBA in order to effectuate a proposed transaction? In this case the Commission reasonably interpreted this standard to mean 'necessary to effectuate the purpose of the transaction.' If the purpose of the lease transaction were merely to abrogate the terms of a CBA, however, then 'necessity' would be no limitation at all upon the Commission's authority to set a CBA aside. We look therefore to the purpose for which the ICC has been given this authority. That purpose is presumably to secure to the public some transportation benefit that would not be available if the CBA were left in place, not merely to transfer wealth from employees to their employer. viewed in that light, we do not see how the agency can be said to have show the 'necessity for modifying a CBA unless it shows that the modification is necessary in order to secure to the public some transportation benefit flowing from the underlying transaction (here a lease).

The term "rights, privileges and benefits" was defined, for the time being, in FD 28905 (Sub-No. 27), CSX Corp.--Control--Chessie System, Inc., served December 7, 1995 (not printed) ("O'Brien Award Review"), aff'd sub nom., United Trans. Union v. S.T.B., 108 F.3d. 1425 (D.C. Cir. 1997). There, the ICC held that the term "rights, privileges and benefits" in Section 2 referred to "the incidents of employment, ancillary emoluments or fringe benefits--as opposed to the more central aspects of the work

itself--pay, rules and working conditions." Slip op. at 14. In other words, the heart of all bargaining relationships was open to override upon a showing of "necessity", a position that is inconsistent with the ICC's earlier decision in Carmen Remand which was not discussed in the O'Brien Award Review decision. In FD 32760 (Sub-No. 22), Union Pacific Corp.--Control and Merger--Southern Pacific Trans. Co., served June 26, 1997 (not published), 1997 STB LEXIS 140 at *20 ("Yost Award Review"), the STB held that health insurance benefits are protected as a right, privilege and benefit under Section 2.

In O'Brien Award Review, the ICC also addressed the definition of necessity as it applies to overriding CBAs. In that case, CSX proposed consolidating parts of its former Baltimore & Ohio, Chesapeake & Ohio, Western Maryland and Richmond, Fredericksburg & Potomac operations into an "Eastern B&O Consolidated District' . . . by transferring work, abolishing and creating positions, and merging seniority rosters." Slip op. at 3. All employees would be placed under the applicable B&O CBAs. The ICC affirmed the arbitrator by holding that the proposed changes were necessary to carry out the 1963 merger of the B&O and C&O among other transactions. This was so because the arbitrator found the consolidated roster "would lead to lower operating, hence resulting in transportation benefits." Id. at 13. The ICC also noted however that the savings to the employer would result from a more efficient use of employees and not a reduction in wages and benefits paid to employees. Id. The only specific instance of relocation was that the new terminal reporting points for engineers formerly working out of Cumberland, Maryland would be 100 miles away. Id. The court of appeals affirmed these findings of necessity. 108 F.3d at 1431.

This brief recitation of the relevant agency and court decisions should not be construed as acceptance by BMW of those results. BMW continues to believe that the STB's expansive view of its override authority is in error. Specifically, BMW contends that the Section 4 process is designed to cover physical transfers of work and the coordination of operations in terminal areas following a merger or consolidation. The "override" that occurs in those cases is limited to those contractual provisions that would otherwise prohibit the transfer or bar the coordination of terminal operations. The rest of the adjustments must be made in collective bargaining under the Railway Labor Act. That is the "preservation" mandated in Section 2 and properly accommodates the interests and purposes of the Railway Labor Act and Interstate Commerce Commission Termination Act. See, Pittsburgh & L.E.R.R. v. Ry. Labor Executives' Ass'n., 131 L.R.R.M.(BNA) 2611, 2618-19 (1989). Accordingly, the existing voluntary agreements made by UP after the effective date of this merger that it would not seek PEB 219 regional or system production gang rules bar the notice served on February 4th. However, should the Neutral disagree, or feel bound as an STB delegate, that STB promulgated "law" applies an override greater in scope than that contended by BMW, we also contend that UP cannot show the override of the agreements required to carry out this transaction is "necessary".

B. UP Cannot Show That It Is Necessary to Override the SP and DRGW System Gang Agreements and Article XVI of the BMW-NCCC Agreement In Order To Carry Out the UP-SP Merger

We acknowledged earlier that the merger of UP and SP gives the merged carrier the right to utilize maintenance of way equipment throughout the merged system. A

STB FD 32760 (Sub 25) 11-12-97 D 183839 12/15

system which includes portions not touched by this notice such as the MP, the former SP Eastern Lines ("SPEL") and the Chicago & North Western Railway ("CNW"). The merger also permits the merged company to plan maintenance of way capital projects system wide and permits the creation of a system wide maintenance of way budget. None of the CBAs at issue here prevent such actions by the carrier, nor do they prevent the public from obtaining any reasonable transportation benefits from the merger.

However, the CBAs do limit the distance from home that maintenance of way employees may be required to work because they set territorial limits on the scope of system production gang operations. So, to the extent that any CBA puts a territorial limitation on the territory in which an individual works, it limits any carrier's flexibility in the assignment of employees.^{13/} Therefore, the existence of a contractual term that inhibits a carrier's operational flexibility cannot be considered a term that must be overridden per se. UP has admitted this by its own actions here under New York Dock, by proposing to have one system maintenance of way operation involving the UP, SP and DRGW, another involving the MP and SPEL and a third involving the CNW. Moreover, UP, through New York Dock implementing agreements kept the UP and SP separate for all maintenance of way purposes save the system gang operations. The narrow question presented here, then, is whether the creation of a UP-SP-DRGW

^{13/}Of course the inexorable logic of that argument leads to the conclusion that the existence of any work rules limits a carrier's flexibility and alleged ability to obtain putative public transportation benefits from a merger; however no decision has suggested that STB/ICC approval of a transaction would act to relieve a carrier of all contractual obligations to its employees regarding rates of pay, rules and working conditions.

system production gang territory and the concomitant abrogation of the SP and DRGW system gang agreements and Article XVI of the September 26, 1996 agreement is "necessary" to carry out the UP-SP merger. The answer is no.

First, the UP's actions on three previous occasions is an admission that its proposal is not necessary to carry out this merger. In 1991, UP was given the right to operate regional or system production gangs over the UP, MP and WP. The UP elected not to exercise that right and maintain separate operations over those three railroads that were under its common control. In September 1996, after the UP-SP merger, UP's bargaining agent signed an agreement that perpetuated the 1991 election against system production gangs. Finally, in July of this year, after it served its New York Dock notice here, UP agreed to perpetuate the 1996 elections as regards the SP and DRGW. If UP truly believed that system production operations over all carriers coming under its common control was "necessary" to the carrying out of this and earlier mergers, it would have elected in 1991 to take the rights granted it by PEB 219. What is ironic is that if UP had made such an election in 1991, it would have been able to propose these system operations under Railway Labor Act procedures. What this means is that UP is trying to use New York Dock to end run a Railway Labor Act process in which it made decisions that had long term consequences. UP's "predicament" here has nothing to do with the Railway Labor Act barring merger efficiencies and has everything to do with UP making what in hindsight it believes were wrong choices. See, Testimony of Gary Lilly before PEB 229 at 1151.

Second, BMW submits that another expert public tribunal, PEB 229, made findings that implicitly reject the argument that the operation of system production gangs are necessary to the carrying out of railroad mergers. In 1996, PEB 229 heard 8 days of testimony, received over 100 written exhibits, much of which was devoted to the issue of regional and system production gangs. The PEB recommended that the elections made by carriers in 1991 either to accept or to reject the PEB 219 regional and system production gang rules should be frozen. This finding should be given great weight here.

An emergency board is created by the President under the authority of Section 10 of the Railway Labor Act, 45 U.S.C. §160. The Board's duty is to "investigate and report" regarding the dispute by presenting an informed public opinion regarding the respective merits of the contentions of the parties. In other words, its job is to recommend what it believes to be a fair and equitable resolution of the dispute that is in the public interest. In the PEB 229 proceedings, the carriers argued to the Board that they needed the ability to renounce their 1991 elections on system gangs for efficiency reasons. The Board was unconvinced by those arguments.

This Neutral, as a delegate of the STB, should give great weight and deference to the PEB 229 findings and recommendations. Such an action would help harmonize and accommodate the sometimes overlapping interests of the Railway Labor Act and the ICCTA. P&LE, 131 L.R.R.M. (BNA) at 2618-19. Indeed, in the employee protective area, the ICC acknowledged that the New York Dock arbitrators must take into consideration the purposes and procedures of the Railway Labor Act. Carmen

Remand, 6 I.C.C.2d at 753-54. Here, UP and BMW utilized the procedures of the Railway Labor Act fully and reached an accommodation of their interests through free collective bargaining. The STB, through this Neutral, should not use forced arbitration to undo that voluntary arrangement only so recently created.

Finally, UP's notice and the bargaining history over the notice show that its proposal is not necessary for the carrying out of the merger. Section 4 of Article I of New York Dock requires that a carrier's "notice shall contain a full and adequate statement of the proposed changes to be affected by such transaction, including an estimate of the number of employees of each class affected by the intended changes." The UP's notice of February 4th states that "[i]t is not anticipated that any employees will be affected (displaced or dismissed) as a result of this transaction." Therefore, UP admits that when its proposal is implemented it not use any fewer employees for any less length of time that the separate UP, SP and DRGW operations presently do. Accordingly, the notice is an admission that the system gang operation will not provide any cost-saving efficiencies in the use of employees.

Additionally, UP's final proposal to BMW would permit UP, SP and DRGW employees to leave system gangs whenever they reached a former carrier boundary line. UP Proposal of June 17, 1997 at Section 6(a). Therefore, while UP's maintenance equipment would operate system wide under this agreement, the existing work force would retain its status quo right not to move off the pre-merger territories. In other words, nothing would change under UP's proposal except that it would gain a prospective right to use newly hired employees on a system wide basis. The

acquisition of prospective rights on the part of either labor or management is a matter for collective bargaining under the Railway Labor Act. UP's proposal is an admission that its proposal will not lead to any immediate putative public transportation benefit.

UP undoubtedly will rely on a recent arbitration In re: Bhd. of R.R. Signalmen and Union Pacific R.R., dated August 20, 1997 (Benn, Arb.) ("Benn Award") as support for its contention that it does not carry a heavy burden in showing a public transportation benefit. That award is flawed and should not be given any persuasive weight.

First, the arbitrator's conclusion that the carrier does not have to carry a heavy burden to show a public transportation benefit that permits an override of a CBA is unsupported by any ICC/STB or court decision. Indeed such a conclusion is inconsistent with the ICC's decision in Carmen Remand that it expected arbitrators "to hold both parties to the contracts that they have voluntarily signed." 6 I.C.C.2d at 749. Second, the Benn Award makes no mention of Executives or other decisions regarding the standard for necessity or the preservation of rights, benefits or privileges. Finally, the award references the parties' implementing agreement but it is not attached so it is impossible to determine if the arbitrator was resolving a case of first impression or essentially applying the terms of the implementing agreement to a set of specific incidents. Accordingly, BMW submits that this Neutral should disregard the Benn Award because it provides no reasoned basis for its decision.

BMW submits that UP cannot show that it is necessary to abrogate the CBAs in order to carry out the merger. This Neutral should follow the admonition of the ICC in

Carmen Remand and hold the carrier to the agreements it made, not once, but on 3 different occasions.

However, should the Neutral find that a system operation of the type proposed by UP is necessary to carry out the UP-SP merger, BMWWE requests that its proposed arrangement be adopted because it better protects the interests of the affected employees.

III. THE BMWWE'S PROPOSED SYSTEM GANG ARRANGEMENT IS THE BETTER ARRANGEMENT TO PROTECT THE INTERESTS OF THE AFFECTED EMPLOYEES

Section 11347 mandates that any arrangement devised under New York Dock be "fair" to the interests of the affected employees. Here it is unclear what proposal UP will actually place before the Neutral so BMWWE will reserve comment on UP's proposal until it is presented at the hearing on September 16, 1997. The remainder of this section will be devoted to a brief discussion on the merits of BMWWE's proposal.

In the UP/SP Merger Decision (p. 174), the STB stated that the exact terms contained in any New York Dock implementing arrangement were for the Neutral to decide. BMWWE's proposal is both fair on its face and consistent with the processes contained in PEB 219 for the creation of system production gangs. This last point is important. Here, in essence, UP proposes to "cherry pick" that part of the PEB 219 rules that works in its favor, i.e., the operation of maintenance of way production gangs over carriers coming under common control. However, UP does not want the other obligations that come with that choice, i.e., a limitation in the type of gangs that may operate systemwide, interest arbitration regarding the terms and conditions applicable

to those gangs, and the requirement that UP program its system work and engage in annual negotiations or arbitrations with BMWWE over the terms and conditions applicable to the production gangs. BMWWE wants to make itself clear here, if this Neutral feels obligated to fashion an arrangement under UP's notice, that arrangement must contain all of the PEB 219 style elements which include Articles XIII and XVI of the February 6, 1992 imposed agreement and Article XVI of the September 26, 1996 agreement as well as the Work Force Stabilization payments set by the Select Committee following PEB 219. In other words, all preexisting system gang rules are eliminated and UP must comply with the PEB 219 rules, as amended by the September 26, 1996 agreement regarding the creation of such gangs. This is only fair, both to the employees as well as to the other competitors such as BNSF that adopted PEB 219 rules en toto. UP should not be able to use this proceeding to gain an unfair advantage on its employees and other rail carriers.

BMWWE's proposal contains 15 sections and an appendix. (Tab 24). Sections 1, 2, 3, 4, 5, 7, 8, 13, 14 and 15 and Appendix B were agreed to in principle during negotiations so that no discussion of them will be made here. Instead, BMWWE will devote the remainder of this brief to a discussion of the merits of Sections 6, 9, 10, 11 and 12.

A. Section 6

This Section would cap at 1000 miles the outer limits that an employee would be required to work from home, either on his home territory or other territory on the merged carrier. BMWWE and UP tentatively have agreed upon a change to Rule 22(b) of the UP-

BMWE that would provide no UP employee will be required to apply for, be force assigned to or recalled from furlough to a position more than 1000 "normal roadway traveled mile from their respective home stations by the most direct route." (Tab 25). Under this tentative agreement, a "home station means the employee's residence except in instances where the residence is located off-line or off the applicable seniority district in which case the home station will be an on-line station identified in the Carrier's system timetable that is within the applicable seniority district and nearest the employee's point of residence." Our Section 6 would apply this tentatively agreed upon rule to all employees in system operations.

B. Section 9

This proposal mandates that positions in system operations will be paid at the highest rate extant for that position on SP, DRGW or UP. Under PEB 219, such a counterproposal is legitimate. The purpose behind the proposal is simple, if UP considers these system operations essential, it should pay for them at the highest rates prevailing on the merged system.

C. Section 10

The purpose of this proposal is to ameliorate the economic hardship to employees returning to service after furlough. Under the rules applicable generally to BMWE represented employees, an employee receives per diem meal and lodging allowances and travel allowances after the actual expenses have been incurred. An employee on furlough usually depletes his or her savings during the furlough period so that he or she has no cash surplus upon which to draw when first recalled to work.

BMW's proposal uses unused vacation as collateral for a cash advance from the carrier to cover the initial costs of returning to work. While the carrier may characterize this cash advance as a no-interest short term loan, that is what the employee does now when he returns to work and incurs travel, meal and lodging expenses prior to reimbursement. BMW's proposal provides that the carrier, rather than the employee, will subsidize the carrier's start up costs in system gangs.

D. Section 11

This rule applies to PEB 219 production gangs under Article XVI of the September 26, 1996 agreement. Since UP seeks to obtain PEB 219 style system gang rules in this proceeding, it is fair that it accept PEB 219 system gang financial obligations as well. UP's competitor, BNSF operates under this rule today in order to operate its system gangs.

E. Section 12

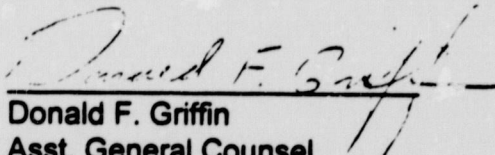
This proposal adopts the DRGW election of allowances. BMW submits that that election is a right, privilege or benefit that cannot be taken away from DRGW employees. This election of allowances is a right, privilege or benefit because these allowances cannot be considered part of an employee's rate of pay. Instead they are a negotiated benefit that partially reimburses the employee for the cost of living away from home. Because this benefit must be preserved for DRGW employees, BMW proposes, for ease of administration, that the election be available to all employees in the system operations.

BMWWE expressly reserves the right to provide additional evidence or comment on these and other sections of its proposal after it has had the opportunity to review UP's proposed implementing arrangement.

CONCLUSION

BMWWE submits the foregoing shows that this Neutral lacks jurisdiction to issue a ruling on the merits because UP's notice does not concern a "transaction" as that term is defined in New York Dock. Alternatively, if the Neutral determines he has jurisdiction to proceed to a merits determination, BMWWE submits that UP cannot show that the abrogation of the SP and DRGW system gang agreements and Article XVI of the September 26, 1996 agreement is necessary to carry out the UP-SP merger. Finally, is an override of agreements is necessary, BMWWE submits that its proposed implementing arrangement is fair and equitable to the interests of affected employees.

Respectfully submitted,



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(202) 638-2135

Dated: September 1997

EXHIBIT 2

In the matter of arbitration between	}
Brotherhood of Maintenance of Way Employees	}
- and -	}
	}
Union Pacific Railroad Company	}

CARRIER'S SUBMISSION

CARRIER'S STATEMENT OF ISSUE:

"Does the Carrier's Proposed Arbitration Award constitute a fair and equitable basis for the selection and assignment of forces under a New York Dock proceeding so that the economies and efficiencies - the public transportation benefit - which the STB envisioned when it approved the underlying rail consolidation of the SP into the Union Pacific will be achieved?"

CARRIER'S STATEMENT OF FACTS:

On November 30, 1995, application was filed with the Interstate Commerce Commission by Union Pacific Corporation (UPC) seeking to obtain common control and to merge the rail carriers controlled by UPC (Union Pacific Railroad Company and Missouri Pacific Railroad Company) with the rail carriers controlled by Southern Pacific Rail Corporation (Southern Pacific Transportation Company-Eastern and Western Lines, St. Louis Southwestern Railway Company, SPCSL Corporation, and The Denver & Rio Grande Western Railroad Company). In this application, the Carriers sought to establish that significant economies and efficiencies could be achieved by the merger of these

railroads and thereby provide a transportation benefit to the public.

As part of these economies and efficiencies, the Carriers defined at page 93 of Volume 3 "Railroad Merger Application" four (4) main areas where Engineering activities would contribute to these economies and efficiencies. One of these four main areas was "(2) system gangs or project teams, which work throughout the system as needed;". Following on page 94, the Carriers summarized the functions of a system gang and mentioned some of the benefits to be achieved with system gangs performing maintenance of way work on the infrastructure and on the facilities. In discussing system gang operations and its impact upon its employees the Carriers, on page 95 of the application, referred the Commission to Appendix A of the Operating plan.

Appendix A of the Carrier's Operating Plan (pages 259 to 265) discussed the proposed changes to its system engineering operations and the need for those changes as follows¹:

"In order to maintain rail lines in an efficient manner, UP/SP must transform this balkanized and inefficient pattern of maintenance responsibilities into a rational and logically unified maintenance capability." (page 259)

To achieve this the Carriers submitted the following:

"2. System Track Gangs. UP uses large, efficient mechanized track gangs that work over the entire UP system. UP/SP will create two large territories, one of which will comprise roughly the Eastern half of the combined system and the other the western half. Each of these territories will include track in southern parts of the country where work can continue

¹ Excerpts from Appendix A of Carrier's Operating Plan is attached as Carrier Exhibit "1."

during winter months, which helps avoid furloughing employees part of the year.

The eastern territory, which will operate under the MPRR Brotherhood of Maintenance of Way Employees ("BMWE") collective bargaining agreement, will consist of SP Eastern Lines, UP(MP), UP(MKT), UP(OKT), UP(CNW), and SSW territories. **The western territory will consist of UP, SP Western Lines (SPWL), UP(WP), and DRGW territories, operating under the UP BMWE collective bargaining agreement.** (Emphasis added).

Following extensive hearings and testimony, the Surface Transportation Board (STB), which is the successor to the Interstate Commerce Commission, approved this application. While imposing certain qualifications upon its approval, the above portions of the operating plan were approved without qualification. A copy of Finance Docket 32760 is attached as Carrier Exhibit "2." In approving this merger, the STB imposed the New York Dock employee protective conditions (NYD), which are attached as Carrier Exhibit "3."

Pursuant to the requirements of NYD the Carrier served notice by letter dated February 4, 1997, of its intent to establish the following:

"....establish system operations operating under the collective bargaining agreement between UPRR and BMWE. Copies of this notice will be posted at locations accessible to interested employees as information and in compliance with the notice provisions of New York Dock."²

The Brotherhood of Maintenance of Way Employees (BMWE) acknowledged receipt of the above notice and agreed to meet with the express understanding that they were doing so while reserving their "right to challenge the legitimacy of UP's notice in the proper forum if necessary."³

² This notice is included as Carrier Exhibit "4."

³ These letters are attached as Carrier Exhibit "5."

Notwithstanding BMW's reservations, the parties met over several months in an attempt to reach an implementing agreement with respect to the above notice. The parties, however, were unable to reach agreement, and the arbitration provisions of NYD were invoked. The issue now comes before this arbitration panel. The parties also were unable to reach agreement with respect to specific questions to be posed to this panel. The Carrier has therefore framed the issue as set forth above in its statement of the issue.

INTRODUCTION

This arbitration is an arbitration proceeding governed by the New York Dock labor protective conditions, which were imposed by the Surface Transportation Board (STB) in Finance Docket No. 32760.

The Interstate Commerce Commission (ICC), the predecessor agency of the STB, in Finance Docket No. 32133, (a copy of which is attached as Carrier Exhibit "6") and the specific language of the New York Dock conditions make clear what is to be accomplished in this proceeding in order for the transactions necessary to achieve the underlying rail consolidation to take place. The Commission said:

"The basic framework for mitigating the labor impacts of rail consolidations was created in the Washington Job Protection Agreement of 1936, was enacted into law (what is now 49 U. S. C. 11347) by the Transportation Act of 1940, and was carried into its present form in 1979 when we issued the New York Dock decision which embraces the employee protective conditions commonly imposed in common control and merger cases. That frame work provides both substantive benefits for affected employees (dismissal allowances, displacement allowances, and the like) and a procedural

mechanism (negotiation, if possible; arbitration, if necessary) for resolving disputes regarding implementation of particular transactions made possible by the underlying rail consolidation." (page 95 of Carrier Exhibit "6").

This charge is spelled out much more simply in the Conditions -

"Each transaction which may result in a dismissal or displacement of employees or rearrangement of forces, shall provide for the selection of forces from all employees involved on a basis accepted as appropriate for application in the particular case and any assignment of employees made necessary by the transaction shall be made on the basis of an agreement or decision under this Section 4." (Carrier Exhibit "3")

Quite simply, this is what the Carrier is asking for in this arbitration proceeding - that the decision of this Arbitration Panel will provide for an appropriate rearrangement of forces so that the economies and efficiencies of the underlying rail consolidation of the Southern Pacific Rail Corporation (SP) into the Union Pacific Railroad Company (UP) may be accomplished. There can be no doubt that this is a proper and worthwhile goal. The STB, on pages 225-226 of Carrier Exhibit "2", said:

"In Finance Docket No. 32760, we find: (a) that the acquisition by UPC, UPRR, and MPRR of control of SPR, SPT, SSW, SPCSL, and DRGW through the proposed transaction, as conditioned herein, is within the scope of 49 U.S.C. 11343 and is consistent with the public interest...."

Because this Panel sits as an extension of the STB and is bound to follow STB and ICC precedent and policy, the Carrier believes it is appropriate to review (1) the history of labor protective conditions in the railroad industry, (2) the history of the Section 11341 (a) immunity provision of the Interstate Commerce Act (ICA) and (3) a review/synopsis of the results of other New York Dock proceedings in the industry generally and between this

Carrier and other labor organizations as part of the UP/SP consolidation specifically. These reviews will provide this Arbitration Panel with the background information needed to recognize that the Carrier's Proposed Arbitration Award fully satisfies the requirements of New York Dock - it provides for the efficient and economic rearrangement of forces to achieve the public transportation benefits that are the basis for the underlying rail consolidation.

However, before beginning these reviews, there is one item that must be addressed first. That item is the jurisdiction and authority of this Panel.

1. Jurisdiction and Authority of this Panel

It is the Carrier's position there can be no question UP's Proposed Arbitration Award is a "transaction" within the meaning of the New York Dock conditions. Article I, Section 1(a) of New York Dock defines a "transaction" as "any action taken pursuant to authorizations of this Commission upon which these provisions have been imposed." The ICC explained the relevant inquiry as follows:

"In our view, 'approved' transactions include those specifically authorized by the Commission, such as the various proposals we have approved which led to the formation of CSXT . . . and those that are directly related to and grow out of, or flow from, such a specifically authorized transaction. The instant transaction, the transfer of the dispatching functions, falls into the latter category. The existence of this second category of transactions is implicit in the definition of the term 'transaction' in the standard labor protective provisions: '....any action taken pursuant to authorizations of this Commission on which these provisions have been imposed.' New York Dock Ry. -- Control -- Brooklyn Eastern Dist., 360 I.C.C. 60, 84 (1979)"

This quote is from a case involving CSX Corporation and the Dispatchers Union

which the ICC reviewed in 8 I.C.C.2d 715. The case had its beginning in an arbitration case decided by Referee Robert J. Ables. These cases are discussed at length later in this submission and may be found at Carrier Exhibit "7", (the ICC decision), and at Carrier Exhibit "8", (Referee Ables' decision).

UP's proposed combinations of operations, facilities and work forces of the SP into UP to form a single carrier operation clearly are "directly related to and grow out of, or flow from" the STB's decision in Finance Docket No. 32760 authorizing UP to control SP. Indeed, the STB order expressly contemplated UP would take such actions to realize merger efficiencies.

Since this is clearly a New York Dock transaction, this Referee has jurisdiction under Article I, Section 4 to impose the implementing agreement proposed by UP. As will be explained more fully later in this Submission, the STB has recognized both the Board and New York Dock arbitrators have authority under Sections 11341(a) and 11347 of the Interstate Commerce Act to override RLA procedures and collective bargaining agreements as necessary to allow a carrier to combine work forces and achieve the efficiencies which flow from a merger. Thus, as the ICC said in the CSX/Dispatchers case:

"In light of the Supreme Court's decision in Train Dispatchers, there is no longer any dispute that under section 11341(a) the Commission may exempt approved transactions from certain laws, such as the RLA and collective bargaining agreements subject to the RLA, that would prevent the transactions from being carried out. This authority extends to arbitrators as well, when they are working under the delegated authority of the Commission."

Because the Organization's probable objections to the Carrier's Proposed Arbitration

Award will be contrary to well-established ICC and STB precedents, it is important to note that neutrals in Article I, Section 4 proceedings are acting as an agent of the STB and are bound by controlling authorizations and decisions. In Indiana R.R. -- Lease and Operation Exemption -- Norfolk & W. Ry., Finance Docket 31464 (July 13, 1990), the ICC reiterated that an arbitrator is bound to follow the ICC's determinations concerning those issues on which it has ruled: " (I)n initially permitting arbitrators to decide, we assume that they will act within the limits of their jurisdiction and consistent with applicable precedent."

Neutrals in New York Dock proceedings have consistently and correctly recognized they must follow ICC/STB precedent when considering issues raised in an Article I, Section 4 proceeding. The following are examples of this principle:

Consolidated Rail Corp. and Monongahela Ry. Co. and UTU(E), Referee LaRocco - "(s)ince the Arbitrator derives his authority from the ICC, the Arbitrator must strictly follow the ICC's pronouncements."

United Transp. Union v. Illinois Cent. R.R., Referee Fredenberger - "In determining this threshold question as well as any other rising under Article I, Section 4 of the Conditions a Neutral Referee is bound and must be guided by the relevant pronouncements of the ICC as to the meaning and scope of the Conditions...."

Norfolk & W. Ry. and Brotherhood of R.R. Signalmen, Referee LaRocco - "This Committee is a quasi-judicial extension of the ICC and thus we are bound to apply the ICC's interpretation of the Interstate Commerce Act and the New York Dock Conditions."

Union Pacific R.R. and American Train Dispatchers' Ass'n., Referee Fredenberger "As the author of the ...Conditions, the Commission's interpretations of those conditions, if directly on point, are binding upon a Referee in an Article I, Section 4 proceeding."

Based on the foregoing, this Panel has both the authority and the duty, delegated from the STB pursuant to Article I, Section 4 of the New York Dock conditions and sections 11341(a) and 11347 of the Interstate Commerce Act, to adopt the Carrier's Implementing Agreement. That proposal is authorized by and is fully consistent with the STB's decision authorizing the merger of SP into UP, the New York Dock labor protective conditions imposed by the STB in that approval decision and the ICC/STB decisions applying those conditions.

2. History of Labor Protective Conditions in the Railroad Industry

The concept of labor protection for railroad employees began during the Great Depression and, as might be expected, had its genesis as part of a consolidation effort. The Emergency Railroad Transportation Act of 1933 was designed to encourage consolidations of facilities between carriers. However, the Act also provided that there would be a "job freeze" so that any consolidation would not result in more unemployment. The Act was unsuccessful because carriers were unwilling to achieve consolidations at the risk of a job freeze. In addition, the Act was temporary and scheduled to expire in June of 1936.

The June 1936 expiration date is significant. Rail labor was concerned that with the expiration of the Emergency Railroad Transportation Act carriers would actively pursue consolidations without job freeze protection. During 1935 and 1936, labor worked for legislation which would provide even greater protection than the Emergency Railroad Transportation Act had provided. The most pro-labor of the many legislative solutions was

the Wheeler-Crosser bill, which provided for lifetime protection for employees who were deprived of employment as a result of a consolidation. The realities of the Wheeler-Crosser bill (management was afraid of the lifetime protection feature and labor feared for the constitutionality of the bill) led the parties to negotiate a labor protection agreement. That agreement is the Washington Job Protection Agreement of May 1936.

While the Washington Job Agreement constitutes the genesis of labor protection in the railroad industry, it is important to note that it is an "agreement." In subsequent years, management and labor entered into numerous agreements where management achieved flexibility, economy and efficiency in exchange for labor protection. However, over the years another form of protection evolved - protective conditions which were mandated (imposed) by the ICC as a condition of its approval of carrier-requested transactions. That is the form of protection involved in this dispute.

The ICC got into the protection business in a case involving the trustees of the Chicago, Rock Island & Gulf Company and the Chicago, Rock Island & Pacific Railway Company. In that case, the ICC ruled that in order for the Commission to approve the Companies' request for the lease arrangement they desired, it would impose the following "just and reasonable" employee protective conditions: "that for a period not exceeding five years each retained employee should be compensated for any reduction in salary so long as he is unable, in the exercise of his seniority rights under existing rules and practices to obtain a position with compensation equal to his compensation at the date of the lease"

The ICC's decision was upheld in United States v. Lowden (308 US 225). In that

decision, the Court said:

"Nor do we perceive any basis for saying that there is a denial of due process by a regulation otherwise permissible, which extends to the carrier a privilege relieving it of the costs of performance of its carrier duties, on condition that the savings be applied in part to compensate the loss to employees occasioned by the privilege."

Congress followed the ICC's lead and, in the Transportation Act of 1940, mandated employee protection. Specifically, the Act covered mergers and consolidations subject to Commission approval and granted employees who were adversely affected by such a transaction four years of protection.

Over the last fifty-five years, Congress, the ICC and now the STB have addressed the terms and conditions of employee protection and the New York Dock labor protective conditions are the result of that evolutionary process. However, there is an even older evolutionary process involving the ICC's and STB's role in mergers and consolidations; one that is equally as important as the evolutionary process involving labor protective conditions. That process involves the Board's immunity power

3. The History of the Section 11341(a) Immunity Provision

There can be no doubt as to the importance of the Board's immunity power. This power gives the STB and New York Dock arbitrators acting for the STB the authority to modify collective bargaining agreements as necessary to carry out an STB-approved transaction. Without this authority, one of the key public transportation benefits of this or any merger - the creation of a single, coordinated work force - would be rendered

impossible. Given this undeniable importance of the immunity power, this history is likewise of considerable importance.

A good discussion of the role of the immunity clause is found in the ICC's report (Finance Docket No. 30,000) concerning the Union Pacific/Missouri Pacific/Western Pacific merger. The Commission's comments are both informative and instructional and are worth repeating. The relevant comments are as follows:

"The Transportation Act of 1920 first established our jurisdiction over railroad consolidations now found in 49 U.S.C. 11341-11350. The effect of the 1920 Act was to give the Commission exclusive jurisdiction over all phases of consolidations by regulated carriers . .

"The Commission's Immunity Power. The plenary and exclusive nature of Commission jurisdiction over consolidations is confirmed by the immunity provisions which were added by the Transportation Act of 1920. These provisions are now contained in 49 U.S.C. 11341(a) which provides:

'A carrier, corporation, or person participating in (the approved transaction) is exempt from the antitrust laws and from all other law, including State and Municipal law, as necessary to let that person carry out the transaction, hold, maintain, and operate property, and exercise control of franchises acquired through the transaction.' (emphasis added by the Commission).

"The immunity clause is unambiguous on its face: it applies to *all laws*, both State and Federal, as necessary to allow implementation of an approved consolidation. We are bound to give effect to its terms, and it is unnecessary to engage in the methods of statutory construction advanced by the SP.

"The express immunity provisions of the statute are a necessary complement to the Commission's authority to approve or disapprove consolidations, mergers, or acquisitions of control. Without the immunity provisions of section 11341(a), approved transactions would be subject to attack under various Federal and State laws,

undercutting our authority to supervise the national transportation network.

"The courts have recognized the broad reach of our immunity power. Suits based on statutes other than the Interstate Commerce Act, challenging Commission-approved transactions, have been regularly dismissed on the basis of the immunity provisions of section 11341(a)" (366 I.C.C. 462, at 556-557)

It is important to note that one of the cases cited by the Commission where challenges based on other statutes were dismissed involved a challenge based on the Railway Labor Act. In that case, *Brotherhood of Locomotive Engineers v. Chicago & N. W. Ry.*, 314 F.2d 424 (8th Cir. 1963), the Court described its charge as follows:

"We thus direct our attention now to the basic issue of whether the statutory authority conferred upon the ICC by the Interstate Commerce Act to approve and facilitate mergers of carriers includes the power to authorize changes in working conditions necessary to effectuate such mergers."

The Court had to deal with the basic issue of what happens when two Federal statutes are in conflict. In that case, the two statutes were the Interstate Commerce Act and the Railway Labor Act. The Court found that the Interstate Commerce Act took precedence. Specifically, the Court said:

"While the three Supreme Court cases just discussed do not deal directly with the specific problem now confronting us (namely, whether the provisions relating to merger and providing for compensation for affected employees take precedence over the provisions of the Railway Labor Act) in the situation here presented we believe that the cases afford very substantial support for the view that Congress intended the ICC to have jurisdiction to prescribe the method for determining the solution of labor problems arising directly out of approved mergers. Thus, like the trial court, we come to the conclusion that to hold otherwise would be to disregard the plain language of section 5(11) conferring exclusive and plenary jurisdiction upon the ICC to approve mergers and relieving the carrier from all other restraints of federal law." (p. 431-432)

A copy of *Brotherhood of Locomotive Engineers v. Chicago & N. W. Ry.* is attached as Carrier Exhibit "9".

The ICC continued to hold to its position that it had exclusive jurisdiction over mergers and was authorized by Congress to set the terms and conditions for the transactions involved in mergers. In Sub-No. 25 to Finance Docket No. 30,000 (the UP/MP/WP merger docket), the ICC's jurisdiction to exempt a transaction from the requirements of the Railway Labor Act was challenged by the UTU. The Commission rejected the challenge, saying:

"The Commission's jurisdiction over railroad consolidations and trackage rights transactions, within the scope of 49 U.S.C. 11343, is exclusive. Our approval exempts such a transaction from the requirements of all laws as necessary to permit the transaction to be carried out, and includes an exemption from the requirements of the RLA."

A copy of Sub-No. 25 is attached as Carrier Exhibit "10."

The ICC continued to address the section 11341(a) immunity question. In a decision involving the Norfolk & Western and Southern Railway Companies and the Dispatchers Organization, the ICC made the following comments:

"However, Article Section 4 of New York Dock provides for compulsory, binding arbitration of disputes. It has long been the Commission's view that private collective bargaining agreements and RLA provisions must give way to the Commission-mandated procedures of section 4 when parties are unable to agree on changes in working conditions required to implement a transaction authorized by the Commission. Absent such a resolution, the intent of Congress that Commission-authorized transactions be consummated and fully implemented might never be realized. Moreover, 49 U.S.C. 11341(a) exempts from other law a carrier participating in a section 11343 transaction as necessary to carry out the transaction."

A copy of ICC decision 4 I.C.C.2d 1080 is attached as Carrier Exhibit "11."

The Commission continued to develop its position regarding its immunity power. In a CSX Corporation control case involving the Chessie System and the Seaboard Coast Line, the Commission reviewed its own history regarding section 11341(a):

"As noted earlier in this decision, the court of appeals remanded to the Commission the question of whether section 11341(a) may operate to override the provisions of the RLA. In our decision . . . we said that we would address and explain our views on this issue. We do so here.

"Despite some labor suggestions to the contrary, we do not believe the Commission is prevented by the *Carmen* decision from finding that section 11341(a) may displace Railway Labor Act procedures (that decision found no exemption for 'contracts' because that term, unlike 'law' does not appear in section 11341(a) to exempt mergers and consolidations from the RLA at least to the extent of our authority under section 11347. Thus we consider our section 11341(a) authority in the context of mergers and consolidations a 'mirror image' of our 11347 power. To the limited extent (as described in this decision or established by arbitrators) that we are able to act under section 11347, we are also able to foreclose resort to RLA procedures.

"We base our assertion of this authority principally on several grounds: (1) the language of the statute, which exempts transactions approved by us under Subchapter III of Chapter 113 of the Interstate Commerce Act 'from the antitrust laws and from all other law;' (2) the legislative history of the 1978 codification of the Interstate Commerce Act which shows that the exemption found in section 11341(a) 'from the antitrust laws and from all other law, including State and municipal law' clearly embraces exemption from *all other Federal law* as the new language was substituted for former section 5(12)'s 'of all of the restraint, limitations, and prohibitions of law, Federal, State, or municipal' to *eliminate redundancy* . . . ; and (3) several Court of Appeals decisions, including a concurring Supreme Court opinion...indicating that the Commission had the power to displace the RLA in the circumstances present in

those cases."

A copy of 6 I.C.C.2d 715 is attached as Carrier Exhibit "12."

The Supreme Court of the United States finally directly dealt with the immunity issue in two cases that were decided by the Court in 1991 - *Norfolk and Western Railway Company v. American Train Dispatchers Association* and *CSX Transportation, Inc v. Brotherhood of Railway Carmen (Train Dispatchers)*. The Court, in agreeing with the ICC's long-standing view regarding the section 11341(a) immunity issue, ruled:

"Our determination that section 11341(a) supersedes collective-bargaining obligations via the RLA as necessary to carry out an ICC-approved transaction makes sense of the consolidation provisions of the Act, which were designed to promote 'economy and efficiency in interstate transportation by the removal of the burdens of excessive expenditure The Act requires the Commission to approve consolidations in the public interest Recognizing that consolidations in the public interest will 'result in wholesale dismissals and extensive transfers, involving expense to transferred employees' as well as 'the loss of seniority rights', the Act imposes a number of labor-protecting requirements to ensure that the Commission accommodates the interests of affected parties to the greatest extent possible Section 11341(a) guarantees that once these interests are accounted for and once the consolidation is approved, obligations imposed by laws such as the RLA will not prevent the efficiencies of consolidation from being achieved. If section 11341(a) did not apply to bargaining agreements enforceable under the RLA, rail carrier consolidations would be difficult, if not impossible, to achieve. The resolution process for major disputes under the RLA would so delay the proposed transfer of operations that any efficiencies the carriers sought would be defeated . . . (resolution procedures for major disputes 'virtually endless') . . . (dispute resolution under RLA involves 'an almost interminable process') . . . (RLA procedures are 'purposely long and drawn out'). The immunity provision of section 11341(a) is designed to avoid this result." (499 US 117, at p. 133)

A copy of *Train Dispatchers* is attached as Carrier Exhibit "13."

There can be no doubt as to how the ICC/STB and the Supreme Court believe the section 11341(a) immunity provision is to be applied. Its application by the ICC/STB has resulted in the fundamental structure of the New York Dock labor protective conditions. That fundamental structure is the trade-off between employee protection and a dispute resolution process outside of and quicker than the Railway Labor Act. Without this fundamental structure of the New York Dock conditions, the public good would be in the same shape it was in with the Emergency Railroad Transportation Act of 1933 - even though consolidations are in the public good, no railroad would pursue them because of the fear of excessive employee protection without some guarantee that the "virtually endless" resolution procedures under the Railway Labor Act would be set aside. The ICC again reiterated the importance of this trade-off in its decision in Finance Docket 32133 when it said (and the Carrier quotes again):

"That framework provides *both* substantive benefits for affected employees . . . and a procedural mechanism . . . for resolving disputes regarding implementation of particular transactions made possible by the underlying rail consolidation." (Carrier Exhibit "6" at p. 95)

Additional guidance that the STB has given regarding the application of the Section 11341(a) immunity provision is found in the very transaction at issue here - (Carrier Exhibit "2").

The STB specifically addressed several aspects of the immunity provision with the following comments:

"The Immunity Provision. An Arbitrator acting under Article I, Section

4 of the New York Dock conditions imposed in the lead docket...will have the authority to override CBAs and RLA rights, as necessary to effect...the merger in the lead docket....This authority derives ultimately from 49 U.S.C. 11341 (a), the 'immunity' provision."

"The immunizing power of section 11341(a) is not limited to the financial and corporate aspects of an approved transaction but reaches, in addition to the financial and corporate aspects, all changes that logically flow from the transaction. Parties seeking approval of a transaction, whether by application or by exemption, have never been required to identify all anticipated changes that might affect CBAs or RLA rights. Such a requirement could negate many benefits from changes whose necessity only becomes apparent after consummation. Moreover, there is no legal requirement for identification because 49 U.S.C. 11341(a) is 'self-executing,' that is, its immunizing power is effective when necessary to permit the carrying out of a project. *American Train Dispatchers Ass'n v. ICC*, 26 F.3d 1157 (D.C. Cir. 1994); *UP/CNW*, slip op. at 101; *BN/SE*, slip op. at 82. Thus, it would be inappropriate and inconsistent with the statutory scheme to limit the use of 49 U.S.C. 11341(a) immunity provision by declaring that it is available only in circumstances identified prior to approval." (Carrier Exhibit "2" at page 173)

There can be no doubt, based on the above cited decisions, that the section 11341(a) immunity provision gives the STB (and arbitrators acting for the STB in Section 4 New York Dock arbitrations), the authority "to override the RLA or CBAs negotiated thereunder" in order to carry out an approved STB transaction. The following section is a review of how arbitrators, the ICC and the STB, courts and implementing agreement negotiators have responded to this challenge.

4. The History of the Results of Other New York Dock Proceedings

Since the October 19, 1983 decision in the UP/MP/WP merger (Carrier Exhibit

"10"), the ICC/STB has consistently ruled it has, and by extension New York Dock arbitrators have, the jurisdictional authority to transfer work and employees from one collective bargaining agreement to another, notwithstanding contrary requirements of the Railway Labor Act or collective bargaining agreements.

The October 19, 1983, decision gave Union Pacific the legal foundation needed for its strategy in the implementing agreement negotiations concerning the merger of the MP and WP into UP. That strategy was, and is, one based on the carrier's right to select the surviving collective bargaining agreement - employees of the involved railroads at each common location would be placed on a single seniority roster and would then work under a single collective bargaining agreement selected by the carrier. In addition, this negotiating strategy was based on the position that the New York Dock conditions allowed for an override of the RLA and CBAs. This strategy also applied to all resulting arbitration for the UP/MP/WP merger.

As required by controlling ICC decisions regarding its authority in merger transactions, the referees involved in those arbitrations accepted Union Pacific's position regarding the section 11341(a) immunity provision and the controlling carrier concept. Decisions by William E. Fredenberger, Jr., Dr. Jacob Seidenberg and Judge David H. Brown, correctly applying ICC rulings, all commented favorably on Union Pacific's approach. Referee Fredenberger ruled on a case involving the UP and WP merger and the Dispatchers Organization; Referee Seidenberg dealt with two cases - one involving the UP/MP merger and the BLE and the other involving the UP/MP merger and the Yardmasters Organization; and, Referee Brown dealt with a case involving the UP/MP

merger and the UTU.

In his case, Referee Fredenberger made the following comments concerning the transfer of work from the Western Pacific Dispatchers Agreement to Union Pacific dispatchers:

"In another proceeding involving Finance Docket 30,000 decided October 19, 1983, the ICC also determined that the Railway Labor Act and existing collective bargaining agreements must give way to the extent that the transaction authorized by the Commission may be effectuated. Given the Commission's ruling noted above with respect to the specific transfer of work in this case this referee concludes that neither the Railway Labor Act or existing protective and schedule agreements, even when considered in the context of Sections 2 and 3 of the New York Dock conditions, impair the Referee's jurisdiction under Article I, Section 4 of the New York Dock conditions to resolve the impasse concerning transfer of the work in this case."

A copy of Referee Fredenberger's decision is attached as Carrier Exhibit "14".

Referee Seidenberg, in a case involving the transfer of work from the former Missouri Pacific BLE agreement to coverage by the Union Pacific BLE agreement, made the following comments concerning the importance of the ICC's October 19, 1983 decision:

"We find that, despite the weight of arbitral authority that was formerly in effect prior to the ICC October 19, 1983 Clarification Decision, those arbitration awards must now yield to the findings of the Clarification Decision, i.e., that in effecting railroad consolidations the Commission's jurisdiction is plenary and that an arbitrator functioning under Article I, Section 4 of the labor protective conditions, is not limited or restricted by the provisions of any laws, including the Railway Labor Act, and that the arbitration provisions of the New York Dock Conditions are the exclusive procedures for resolving disputes arising under the Consolidation. We find that the interpretation and application of the Commission as to the scope of its prescribed labor conditions in the instant case, has to be given greater weight than an arbitration award also pertaining to the scope of these labor protective conditions."

In addition, Referee Seidenberg had this to say about the specific transfer of work

involved in that case:

"In summary we are aware that any consolidation of rail properties disturbs the status quo and is unsettling to the affected Organization and employees. However, the Interstate Commerce Commission held that the Consolidation here in issue, with the prescribed labor conditions, is consistent with the public interest (366 ICC 619), and it must be accepted disturbing as it may be, even to the extent of doing away with the MP August 10, 1946 Local Agreement. We find that the Carriers have sought to select and assign the forces, in a fair and reasonable manner, and still achieve the efficiencies and benefits which were the prime motivations for seeking the Consolidation. We find that conducting all three common point operations under the UP operating rules and schedule rules are not inconsistent with these objectives, since the UP has common control of the consolidation."

A copy of Referee Seidenberg's BLE decision is attached as Carrier Exhibit "15."

Referee Seidenberg also discussed these issues in a separate case involving the Yardmasters' Organization. Specifically, he said:

"We find that the ICC has declared in Finance Docket 30,000 that the controlling carrier concept shall be applicable, when it held that Omaha/Council Bluffs yards were to be operated by Union Pacific as a Union Pacific single controlled terminal, as a consolidated common point. This concept is not now open to question or contest by the Organization. We find further that, consonant with this concept, is this single terminal can be operated under Union Pacific wage rates and schedule rules. Also consonant with this concept is that Missouri Pacific Yardmasters may be transferred to the Union Pacific RR and function under the Union Pacific Schedule Agreement and wage rates."

A copy of Referee Seidenberg's Yardmaster decision is attached as Carrier Exhibit "16."

Referee Brown went into great detail in discussing the jurisdictional issue since the UTU was challenging the referee's authority to move employees from coverage under the MP collective bargaining agreement to coverage under the UP agreement. Even though Referee Brown declined to issue a ruling in this case (he did so for reasons unrelated to

the jurisdictional issue), his comments on the jurisdictional issue are worth reciting here:

"The jurisdiction of this arbitral committee is derived from the Interstate Commerce Commission, which derives its authority from Congress as set forth in Revised Interstate Commerce Act, 49 U.S.C.A. Secs. 11341(a) and 11347. This committee is a creature of ICC and is chartered to exercise a measure of the authority of ICC in order that final and effective resolution may be had in relation to multi-party disputes which will assuredly rise when employees compete for job assignments and union committees contest for troops and territory.

"The authority of this panel is circumscribed not by the Railway Labor Act, but by the mandate of the Interstate Commerce Commission, and, subject to the will of the ICC, we are commissioned to exercise its full authority to achieve a fair and equitable resolution of the dispute before us. The ICC's authority in such cases as that before us is plenary and exclusive

"And indeed, without such authority vested in some board or agency it is not reasonable to expect that matters such as those before us could ever be resolved, since it is clearly in the interest of one or more partisans to maintain the status quo in one or more details"

"We therefore conclude and find that this committee has jurisdiction to transfer work from the MP to the UP as such is deemed appropriate in giving effect to the ICC decisions in the several dockets herein involved. We further find that should circumstances reflect that placing the transferred work under the UP collective bargaining agreements would be the most appropriate means for giving effect to such decisions, this committee has jurisdiction to do so."

A copy of Referee Brown's decision is attached as Carrier Exhibit "17."

Even though these decisions were rendered several years before *Train Dispatchers*, and even though there were many twists and turns in the road as the ICC, the courts, arbitrators, railroads and unions dealt with the section 11341(a) immunity provision issue, what Referees Fredenberger, Seidenberg and Brown said in these four decisions accurately reflects the current state of the law.

Prior to *Train Dispatchers*, other referees struggled in other cases involving ICC-approved transactions with the issue of overriding the RLA and C3As, and they did so without the guidance provided by the Supreme Court. Yet, those referees were able to make correct decisions even in cases where both work and employees were transferred from one agreement to another or even when one agreement was eliminated.

On September 25, 1985, Referee Robert Ables, in an arbitration involving the Norfolk and Western Railway Company, Interstate Railroad Company, Southern Railway Company and the United Transportation Union, confronted the following issue: "Does this arbitration panel have jurisdiction to consider the content of an implementing agreement where an existing contract would be changed and, if so, what shall be the contents of that implementing agreement?" Actually, the issue was even more dramatic than a "change" in an existing contract; the implementation of the carriers' proposal would lead to the elimination of the Interstate collective bargaining agreement. Referee Ables placed the Interstate trainmen under the N&W agreement with the following comments:

"No responsible court would ultimately refuse to order an implementing agreement under the disputes settling of Section 4. Only the 27 trainmen off the Interstate Railroad who did not ratify the tentative agreement of April 27, 1985, are holding out on working under the N&W contract. All other unions in this case have accepted the same or similar agreement, including organizations representing firemen, engineers, clerks and maintenance of way employees.

"Labor protective conditions are in place.

"There is no legal, public policy, or common sense reason not to decide at this level of proceedings what will eventually be decided, i.e., an implementing agreement to accomplish the purposes of an authorized consolidation."

A copy of Referee Able's Interstate decision is attached as Carrier Exhibit "18."

On May 19, 1987, Referee Robert O. Harris dealt with a case involving the transfer of union- represented dispatchers to a location where the work in question was performed by non-represented employees. Challenges to the arbitration panel's jurisdiction by the Dispatchers' Union, as well as challenges as to whether such a transfer constituted an appropriate rearrangement of forces, were the questions before Referee Harris. He dealt with the jurisdictional issue first:

"The panel hearing the instant dispute has exactly the same authority as that noted by Arbitrator Brown, quoted above. Whatever may have been the view prior to the ICC decision in the Maine Central case, it is clear that the ICC believes that its order supersedes the Railway Labor Act protection. While it did not state specifically that the inconsistencies between Sections 2 and 4 of New York Dock conditions are to be resolved in favor of Section 4, that conclusion is inescapable. Furthermore, as a creature of the ICC, this panel is bound to the ICC view."

Next, Referee Harris dealt with the rearrangement of forces issue:

"It is clear that if the employees who are moved to Atlanta are consolidated with the present Atlanta employees, the present collective bargaining agreement between N&W and ATDA may not be carried along; however this does not change the rights of individual employees What is lost by the transfer is the incumbency status of the ATDA The protections afforded by New York Dock are to individual employees, not to their collective bargaining representatives."

A copy of Referee Harris' decision is attached as Carrier Exhibit "19."

Referees Fredenberger, Seidenberg, Brown, Ables and Harris correctly interpreted and applied the ICC's view of the 11341(a) immunity provision and clearly understood that the purpose of an ICC-approved merger was to achieve economies and efficiencies in the

operations of the merged carriers that would be in the public interest; and they were able to reach these conclusions without the guidance provided by *Train Dispatchers*. With that guidance, arbitrators in post-*Train Dispatchers* cases have, without hesitation, acknowledged the carrier may select the applicable collective bargaining agreement. One such example of a post-*Train Dispatchers* arbitration award is Referee John LaRocco's decision in a case involving the United Transportation Union, Conrail and the Monongahela Railroad. In that decision, which contains a brief history of the 11341(a) issue, Referee LaRocco dealt with the issue of whether a New York Dock referee had the authority to determine which of two collective bargaining agreements (Conrail's or Monongahela's) would apply to the new consolidated operation. Referee LaRocco said:

"Conrail is the controlling Carrier in the merger and thus, it is most appropriate to place MGA Engineers under the Agreement applicable to Locomotive Engineers on Conrail Complete integration of train operations makes it unwieldy for MGA Engineers to carry any portion of the MGA agreement with them to Conrail. Imposing multiple agreements on the former MGA territory would render the coordination not just awkward but would thwart the transaction."

"To reiterate, this Arbitrator has the authority, under Section 4 of the New York Dock Conditions, to determine which schedule agreement will apply to MGA Engineers following the coordination and, the Arbitrator rules that, the MGA Engineers must be placed under the collective bargaining agreements applicable to Locomotive Engineers and Reserve Engine Service Employees on Conrail."

A copy of Referee LaRocco's decision is attached as "Carrier Exhibit "20.""

The ICC also took guidance from the Supreme Court's decision in *Train Dispatchers*. In Finance Docket No. 28905 (Sub-No. 23), a case involving CSX and the

ATDA, the Commission said:

"We see nothing in the Supreme Court's decision in *Train Dispatchers* that would alter our earlier findings on this point. In fact, if anything, the Court's decision, which upheld this Commission's views regarding the immunity provisions of section 11341(a), strengthens this reasoning. The Court discussed the ICA's goal of promoting economy and efficiency in interstate transportation. It is also noted Congress's recognition that consolidations in the public interest will result in 'extensive transfers, involving expense to transferred employees.'"

"In view of this language, we believe that our approval of future transactions that may logically arise out of a consolidation transaction, even though they are not mentioned at the time of the original transaction's approval, is consistent with the ICA's goals, as expressed by the Court Obviously, then, as far back as 1980, we contemplated that the applicants could undertake operational changes to improve efficiency which we had not considered in the decision and that specific approval of these coordinations was not necessary. To the extent these changes adversely affect employees, they are entitled to the full panoply of protective benefits available to rail employees adversely affected by a transaction approved by us."

This is the case mentioned earlier and it is attached as Carrier Exhibit "7".

Federal courts also took guidance from *Train Dispatchers*. The Railway Labor Executives Association (RLEA), in 987 F.2d 806, and the ATDA, in 26 F.3d 1157, both went to court to challenge ICC decisions involving ICC review of arbitration awards. In the RLEA case, the United States Court of Appeals for the District of Columbia Circuit, addressed the issue of what it takes to override CBAs to effectuate an ICC-approved consolidation:

"What, then, does it mean to say that it is necessary to modify a CBA in order to effectuate a proposed transaction? In this case the Commission reasonably interpreted this standard to mean 'necessary to effectuate the purpose of the transaction.' If the purpose of the lease transaction were merely to abrogate the terms of a CBA, however, then 'necessity' would be no limitation at all upon the

Commission's authority to set a CBA aside. We look therefore to the purpose for which the ICC has been given this authority. That purpose is presumably to secure to the public some transportation benefit that would not be available if the CBA were left in place, not merely to transfer wealth from employees to their employer. Viewed in that light, we do not see how the agency can be said to have shown the 'necessity' for modifying a CBA unless it shows that the modification is necessary in order to secure to the public some transportation benefit flowing from the underlying transaction (here a lease).

"Transportation benefits include the promotion of 'safe, adequate, economical, and efficient transportation,' and the encouragement of 'sound economic conditions . . . among carriers.'" (p.815)

A copy of this decision (known as *Executives*) is attached as Carrier Exhibit "21."

The case involving the ICC and the ATDA also was heard by the Court of Appeals for the District of Columbia. In that case, the Court made a variety of comments concerning the proper application of the New York Dock conditions:

"Section 4 does not provide a formula for apportioning the 'selection of forces.' Instead, it frees the hand of the arbitrator to fashion a solution that is 'appropriate for application in the particular case.'" (p. 1163)

"The Union next attacks the ICC's finding on the merits, arguing that the four Corbin employees were capable of performing the work in Jacksonville and that there was thus no need to give it to non-union employees. The argument misapprehends the standard of necessity. In *Executives*, we held that to satisfy the 'necessity' predicate for overriding a CBA, the ICC must find that the underlying transaction yields a transportation benefit to the public; 'not merely (a) transfer (of) wealth from employees to their employer.' In other words, the benefit cannot arise from the CBA modification itself; considered independently of the CBA, the transaction must yield enhanced efficiency, greater safety, or some other gain."

"We find reasonable the ICC's view that the section 11341(a) exemption for 'approved...transaction(s)' extends to subsidiary transactions that fulfill the purposes of the main control

transaction....The New York Dock conditions define 'transactions' as 'any action taken pursuant to authorizations of this Commission on which these provisions have been imposed'...The ICC adopted this definition at the urging of labor unions, who insisted that labor protections must extend not only to workers displaced by the main control transaction but also to those displaced by later, related restructurings The ICC's elastic construction of 'approved transaction' in this case mirrors this settled understanding.

A copy of the ATDA case is attached as Carrier Exhibit "22."

The ICC had the opportunity to apply the Court of Appeals decisions when it reviewed several arbitration awards that had been appealed to the Commission. All of the cases involved the acquisition by Fox Valley and Western Railroad Company of the Fox River Valley Railroad Corporation and the Green Bay and Western Railroad Company. A common issue in some of these cases involved the issue of the ICC's authority to override collective bargaining agreements. The following are the ICC's comments on this issue:

"It is now well established that these CBA terms (rates of pay, rules, and working conditions) can be modified by us or by an arbitrator as necessary to carry out an approved transaction." (Finance Docket No. 32035 (Sub-No. 2))

"We uphold the arbitrator's rejection of UTU's request for preservation of pre-transaction rates of pay, rules, and working conditions. On pages 7-8 of his decision, the arbitrator determined that this would undermine efficient operation of the merged entity." (Finance Docket No.32035 (Sub-No. 3))

"The Sub-No. 4 appeal concerns the FRVR signalmen represented by UTU. The parties failed to reach an implementing agreement, and the issues were submitted to arbitration. On August 13, 1993, arbitrator Herbert L. Marx, Jr., rendered a decision establishing an implementing agreement. He rejected UTU's request for preservation of rates of pay, rules and working conditions, and determined that preservation would thwart the transaction by blocking the creation of a 'single, coordinated work force.'

"We will uphold Marx's award in Sub-No. 4 in its entirety. Marx's determinations as to preservation of rates of pay, rules, and working conditions in Sub-No. 4 were appropriate under our Lacey Curtain standard of review. Marx found (arbitration decision, p. 8) that FVW "convincingly argues that FV&W will have a single integrated work force covering the entire system and determination of which assignments are GBW or FRVR positions would not be feasible or efficient." Finance Docket 32035 (Sub-No. 4))

A copy of the ICC's decision in the Fox Valley and Western case is attached as Carrier Exhibit "23."

All of these decisions have combined to establish that the STB and STB Article I, Section 4 arbitrators have the authority to modify collective bargaining agreements as necessary to realize merger efficiencies identified by the carrier. One of the ICC's last labor protection decisions reviewed a New York Dock arbitration decision which had approved changes of the same kind as those proposed by UP in this case. That award is a decision by Referee Robert M. O'Brien in a case involving the United Transportation Union and the Brotherhood of Locomotive Engineers and CSX Transportation, Inc. Because of the thoroughness of the award, the Carrier will discuss Referee O'Brien's decision at considerable length. A copy of Referee O'Brien's CSXT and UTU/BLE decision is attached as Carrier Exhibit "24".

The case was the result of the following notice which CSXT served on both the UTU and the BLE:

"The January 10, 1994, notice advised the affected UTU and BLE General Committees of Adjustment that CSXT intended to fully transfer, consolidate and merge the train operations and associated work on the former WM, RF&P and a portion of the former C&O in the area between Philadelphia, PA., Richmond, VA., Charlottesville, VA., Lurgan, PA., Connellsville, PA., Huntington, W. VA. and Bergoo, W.

VA. This proposed consolidation would include all terminals, mainlines, intersecting branches and subdivisions located in this territory between southern Pennsylvania and southern Virginia. This territory would be known as the Eastern B&O Consolidated District. It would encompass seven (7) existing seniority districts for train service employees and five (5) existing seniority districts for engine service employees."

"The January 10, 1994, notice also advised the UTU and BLE General Committees of Adjustment that the aforementioned operations on the C&O, WM and RF&P would be merged into operations on the former Baltimore and Ohio Railroad and the affected train and engine service employees would be governed by the existing collective bargaining agreements on the former B&O applicable to train and engine service employees. Additionally, CSXT proposed that the working lists of the separate districts protecting service in this territory would be merged, including establishment of common extra boards to protect service out of the respective supply points that would be maintained."

As this Panel will discover when it reviews the Carrier's Proposed Arbitration Award, the approach of the CSXT and the Carrier in this case are highly similar, if not identical. As expected, both the UTU and the BLE challenged the CSXT's approach. It is anticipated the BMW will mount a similar challenge to Union Pacific's approach in this case. Referee O'Brien's responses to the Organizations' challenges are most instructive and provide this Panel with guidance.

Initially, Referee O'Brien made the following comments concerning his authority and obligation:

"It is a universally accepted principle that Arbitrators appointed pursuant to Article I, Section 4, of the New York Dock Conditions serve as an extension of the ICC. Since these Arbitrators derive their authority from the ICC, they are duty bound to follow decisions and rulings promulgated by the ICC. The ICC has suggested that New York Dock Arbitrators should initially decide all issues submitted to them, including issues that might not otherwise be arbitrable, subject,

of course, to ICC review. Consistent with that mission, the undersigned Arbitrator hereinafter addresses the issues advanced by the UTU and BLE."

The first challenge by the Organizations and Referee O'Brien's answer are as follows:

"Has CSXT presented a 'transaction' as defined in Article I, Section 1(a) of the New York Dock Conditions?"

"In this Arbitrator's opinion, the operational changes proposed by the Carrier in its January 10, 1994 notice directly related to and flowed from the aforementioned transactions that were authorized by the ICC. Were it not for the ICC permission in those Finance Dockets, CSXT would have no authority to merge the B&O, C&O, WM and RF&P territories into a single, discrete rail freight operation. To this Arbitrator, there is a direct causal relation between the mergers and coordinations sanctioned by the ICC in the Finance Dockets cited in the Carrier's January 10, 1994, notice and the operational changes it sought to implement on the former B&O, C&O, WM and RF&P properties. Accordingly, that proposal constituted a 'transaction' as defined in Article I, Section 1(a), of the New York Dock Conditions."

It is the Carrier's position that a review of its Proposed Arbitration Award will establish there is a direct causal relation between the UP/SP coordination approved by the STB in Finance Docket No. 32760 and the operational changes the Carrier seeks in order to implement that coordination.

The Organizations continued their challenge to the correct interpretation of Section 11341(a) and Referee O'Brien correctly applied the law in the next challenge and answer:

"Does Section 11341(a) of the Interstate Commerce Act apply to proceedings exempted from prior review and approval by the ICC?"

"As noted at the outset of this proceeding, Arbitrators acting under the authority of the ICC must adhere to ICC rulings and decisions. In the aforementioned Carmen II decision, the ICC expressly stated that Arbitrators appointed under the New York Dock conditions have the

authority to modify collective bargaining agreements when necessary to permit mergers. Thus, this Arbitrator has the authority under both Section 11341(a) and 11347 to modify collective bargaining agreements if this is necessary to carry out the coordination proposed by CSXT in its January 10, 1994, notice."

It is the Carrier's position the Neutral Member of this Panel has the authority to make the modifications to collective bargaining agreements proposed by the Carrier in its Proposed Arbitration Award because those modifications are necessary to effectuate the efficiencies and economies of the UP/SP consolidation.

In the CSXT case, the carrier referenced seven (7) Finance Dockets. The Organizations also challenged this approach. The specific challenge and Referee O'Brien's answer are as follows:

"Are the provisions of Section 11341(a) inapplicable to combinations of multiple approved or exempted transactions?"

"For all the foregoing reasons, this Arbitrator finds that it was not improper for CSXT to reference a combination of seven (7) Finance Dockets in its January 10, 1994, notices to the UTU and BLE."

In the UP/SP case, the Carrier is referencing only one (1) Finance Docket.

The Organizations' next challenge went directly to the heart of an Article I, Section 4 arbitration:

"Is the Section 11341(a) exemption necessary to carry out the Carrier's proposed transaction?"

Obviously, this is the critical question. It is Carrier's belief this Panel will find that the modifications inherent in the Carrier's Proposed Arbitration Award, which are made possible by the Section 11341(a) exemption, are necessary. Later in this Submission, the Carrier will clearly demonstrate exactly why its Proposed Arbitration Award best achieves

the efficiencies and economies which the STB had in mind when it approved the UP/SP consolidation.

The next challenge by the Organizations dealt with the fact that on some of the properties involved in the CSXT's proposal the Organizations and CSXT had previously entered into implementing agreements which were "to remain in full force and effect until revised or modified in accordance with the Railway Labor Act." The Organizations contended such implementing agreements could now only be changed in accordance with the Railway Labor Act and not in accordance with Article I, Section 4 arbitration. Referee O'Brien dismissed this challenge saying:

"For all the foregoing reasons, this Arbitrator finds that it was permissible for CSXT to propose a subsequent coordination of property that had been coordinated previously which was subject to an implementing agreement which could only be modified or revised pursuant to the Railway Labor Act."

Should the Organization in this case make a similar contention to this Panel, the contention should be rejected because the Court of Appeals for the District of Columbia, in another case involving CSXT and this same issue, recently upheld the STB's decision that the coordination was to be carried out under New York Dock rather than under the Railway Labor Act. Specifically, the Court said:

"...While it remains unresolved whether the 1993 Proposed Coordination complies with the labor protective conditions of the ICA - at least until the parties sit down to negotiate pursuant to New York Dock - nevertheless, given the emphasis the *Dispatchers* decision places on expeditious consolidation, we think that the STB acted within its discretion in concluding that contracting parties wanting to replace New York Dock procedures with the more complex RLA procedures must make their intent plain."

A copy of *United Transportation Union v. Surface Transportation Board* (decided June 13, 1997) is attached as Carrier Exhibit "25."

The Organizations' last challenge was another "go to the heart of the issue" challenge:

"Is there a public transportation benefit flowing from the Carrier's proposal?"

Referee O'Brien simply and correctly found that the promotion of more economical and efficient transportation constituted a public transportation benefit. Specifically, he said:

"The Carrier anticipates that its proposed changes will promote more economical and efficient transportation in the territory now served by the B&O, C&O, WM and RF&P which it wished to coordinate. According to the D.C. Court of Appeals, there would thus be some transportation benefit flowing to the public from the underlying transaction proposed by CSXT in its January 10, 1994, notices to the UTU and BLE."

It is the Carrier's firm belief this Panel -upon review of this submission, review of the Carrier's presentation at the arbitration hearing and review of the Carrier's Proposed Arbitration Award - will find there is a transportation benefit flowing to the public from the underlying transaction proposed by the Carrier in its Proposed Arbitration Award.

In each of the challenges which were raised by the UTU and BLE in the CSXT case and which were discussed above, Referee O'Brien correctly applied the rulings and decisions of the ICC and found for the CSXT. There was an additional challenge raised by the Organizations in that case and it will be discussed later in this submission as a procedural question in Carrier's Position Regarding Potential Procedural Issues Involving an Interpretation of the New York Dock Labor Protective Conditions. In any event, the

Organizations appealed Referee O'Brien's decisions regarding the challenges discussed above to the ICC. The ICC affirmed each of Referee O'Brien's decisions which were challenged by the Organizations.

Specifically, the ICC said:

"This agency (and an arbitrator acting under New York Dock) is authorized to override provisions of collective bargaining agreements that prevent realization of the public benefit of a transaction."

"In other words, the court's standard is whether the change is (a) necessary to effect a public benefit of the transaction or (b) merely a transfer of wealth from employees to their employer.

"This standard has been met here. The Arbitrator did not commit error (much less egregious error) in finding that the changes sought by CSXT would improve efficiency, a factual finding entitled to deference under our Lacey Curtain standard. CSXT has supported its claims that merging the separate seniority rosters into one will produce real efficiency benefits.... Improvements in efficiency reduce a carrier's costs of service. This is a public transportation benefit because it results in reduced rates for shippers and ultimately consumers. The savings realized by CSXT can be expected to be passed on to the public because of the presence of competition. Where the transportation market for particular commodities is not competitive, regulation is available to ensure that cost decreases are reflected in rate decreases. Moreover, increased efficiency and lower costs would enable CSXT to increase traffic and revenue by enabling that carrier to lower its rates for the service it provides or to provide better service for the same rates. While the railroad thereby benefits from these lower costs, so does the public.

"The changes sought by CSXT do not appear to be a device merely to transfer wealth from employees to the railroad. Indeed, there does not appear to be a significant diminution of the wealth of the employees. The extent of unionization will not change. The reduction in labor costs will occur through more efficient use of employees and equipment, not by any reduction in current hourly wages and benefits. In order to use

employees more efficiently, CSXT will require some employees to work different territories and report to different staging areas. Some employees may have to move. Moving expenses are a benefit under our New York Dock compensation formula.

"Certain WM employees may experience minor changes in compensation due to minor differences between the B&O and WM collective bargaining agreements. But the differences apply only to small numbers of employees in atypical situations. Any changes in compensation would be compensable under New York Dock.

"The one adverse effect on employees from the proposed consolidation of seniority districts apparent from the record is that some employees may have to travel to protect their seniority rights. A specific instance cited was that terminal reporting points for engineers working out of Cumberland, MD, would be 100 miles away. No reduction in wages or change in working conditions would exist, except the minor changes noted. Employees subject to these changes would be compensated under New York Dock. For that reason, the criteria of RLEA have been met.

"In considering whether the actions taken by CSXT comport with RLEA, we need to consider the court's decision in ATDA, which adopted the RLEA standard, adding (26 F.3d at 1164, emphasis supplied):

'In other words, the benefit cannot arise from the CBA modification itself; considered independently of the CBA, the transaction must yield enhanced efficiency, greater safety, or some other gain.'

"The Arbitrator found that the consolidation of the seniority districts would lead to lower costs, hence resulting in transportation benefits."

A copy of the ICC's decision is attached as Carrier Exhibit "26."

The UTU and BLE appealed the ICC's decision to the Court of Appeals for the District of Columbia. The Organizations again challenged the plan allowing for abrogation

of parts of collective bargaining agreements as necessary to effectuate the merger and again the Organizations lost. Specifically, the Court made the following comments concerning the issue of necessity:

"We next turn to the question whether CSXT's proposed changes to the seniority rosters were *necessary* to effectuate an ICC-approved transaction. The unions contend that the Commission erred in finding a nexus. We disagree. (Emphasis by the Court)

**1. Nexus Between Changes Sought and ICC-
Approved Transaction**

"The record clearly supports the Commission's affirmance of the arbitrator's factual finding that the proposed changes are linked to an approved transaction."

2. Transportation Benefit

"CSXT argued, and the ICC accepted, that a consolidation of seniority rosters was necessary to effectuate the merger of the rail lines. This is both obvious on its face and was demonstrated by CSXT. First, there is little point in consolidating railroads on paper if a consolidation of operations cannot be achieved. It is obvious that separate and distinct parts, operating separately and distinctly, will not generate the value of consolidation. Second, CSXT demonstrated that changing crews at previous territorial boundaries of the former railroads, as would be required with separate seniority rosters, would increase costs and slow down transit times. Improvements in efficiency generated by a consolidated seniority roster will reduce CSXT's cost of service, resulting in reduced rates to shippers and ultimately to consumers...."

A copy of *UTU and BLE v. Surface Transportation Board* is attached as Carrier Exhibit

"27". It is the Carrier's position that Referee O'Brien's decision and the ICC's review of that decision and the Court of Appeals' review of both those decisions constitute definitive statements regarding Article I, Section 4 arbitration. It is also the Carrier's position that when this Panel applies the principles of that decision and those reviews it can reach no other conclusion than that the Carrier's Proposed Arbitration Award is appropriate, provides a public transportation benefit and should be imposed as the Arbitrated Implementing Agreement for this dispute.

5. UP/SP Arbitration Results Involving the Carrier and Other Labor Organizations

Finally, there is one more area of New York Dock activity that must be reviewed in light of this precedent. All these ICC/STB rulings, court decisions and arbitration results eventually have to be applied to the UP/SP merger. There have been two important arbitration cases - one involving the UTU and one involving the Brotherhood of Railroad Signalmen (BRS) - that have resulted from the UP/SP merger.

In the UTU case, Referee James E. Yost dealt with the consolidation of UP and SP operations in Salt Lake City and Denver. Specifically, he had comments concerning necessity and seniority. Those comments are as follows:

"One of the key areas of dispute deals with what is 'necessary' to accomplish the merger. In reviewing previous mergers and the need to coordinate employees at common points and over parallel operations, it is proper to unify the employees and operations under a single collective bargaining agreement and single seniority system in each of the two Hubs. This does not mean the Carrier has authority to write a new agreement, but the Carrier's selection of one of the existing collective bargaining agreements to apply to all those involved in a Hub

as proposed in this case is appropriate."

"This arbitrator is convinced from the facts of record that the changes contained in the Carrier's proposals as modified by the exceptions noted herein are necessary to effectuate the STB's approved consolidation and yield enhanced efficiency in operations benefitting the general public and the employees of the merged operations."

"Seniority is always the most difficult part of a merger. There are several different methods of putting seniority together but each one is a double edged sword. In a merger such as this one that also involves line abandon ments and alternate routing possibilities on a regular basis, the tendency is to present a more complicated seniority structure as the Organization did. What is called for is not a complicated structure but a more simplified one that relies on New York Dock protection for those adversely affected and not perpetuating seniority disputes long into the future...."

A copy of Referee Yost's decision is attached as Carrier Exhibit "28".

The Carrier believes Referee Yost has correctly addressed the issue of seniority. It should be combined in a manner that is simplified rather than in some unworkable, administratively burdensome arrangement. There will be more on the ability of New York Dock arbitrators to change seniority in order to achieve the economies and efficiencies of the merger later in this submission. (See the discussion concerning the one unanswered issue from the O'Brien arbitration award, Carrier Exhibit "24".)

In addition, the Carrier believes Referee Yost was correct on the issue of the selection of the collective bargaining agreement for the consolidated operation. There is no doubt "it is proper to unify the employees and operations under a single collective

bargaining agreement." However, the courts and the vast majority of arbitration decisions have held that collective bargaining agreements may be set aside - in whole or in part - if the agreement or agreement provision stands in the way of successful implementation of the approved transaction. Referee Yost's comments that a carrier does not have the authority to write a new agreement must be viewed in the context of the current state of the law of New York Dock. A carrier may write a new agreement if a new agreement is necessary to achieve the economies and efficiencies of the merger.

The UTU did not accept Referee Yost's decision and appealed the award to the STB. The Board specifically responded to the UTU's challenges regarding Referee Yost's decisions concerning seniority and uniform collective bargaining agreement. The Board's comments regarding seniority are as follows:

"UTU objects to the general provisions of the implementing arrangements approved by the arbitrator that allow the carrier to alter seniority districts and to force employees within the new hubs to move to different seniority districts..."

"As noted, the arbitrator found that the consolidation was 'necessary to effect the STB's approved consolidation and yield enhanced efficiency in operations benefitting the general public and the employees of the merged operations.'

This was a factual finding to which we must accord deference to the arbitrator under our *Lace Curtain* standards of review....

On the issue of uniform collective bargaining agreement, the STB had the following significant comments:

"...As noted in our discussion of the changes in seniority districts, it is now firmly established that the Board (or arbitrators acting under New York Dock) may override provisions of collective bargaining agreements when an

override is necessary for realization of the public benefits of approved transactions.

Here, the arbitrator found that application of a uniform collective bargaining agreement was also among the changes that were necessary to effect the STB's approved consolidation and yield enhanced efficiency in operations benefitting the general public and the employees of the merged operations."

"...Here, the necessity for the merger of bargaining agreements is supported by the number of collective bargaining agreements alone that were in effect before the merger - before the merger the Salt Lake Hub consisted of six collective bargaining agreements, and the Denver Hub consisted of three collective bargaining agreements. The arbitrator could easily find that UP cannot effectively manage employees in a merged and consolidated operation if the operation must be burdened with six collective bargaining agreements, each with its own set of work rules. Our predecessor agency has previously upheld the consolidation of collective bargaining agreements. Under these circumstances, UTU bears a heavy burden in attempting to show that the consolidation of collective bargaining agreements in the Hubs was egregious error...." (See the following discussion of Referee Bend's award in the BRS case for the burden the carrier bears.)

"UTU also seems to argue that the arbitrator erred by failing to apply the predominant collective bargaining agreement in the respective Hubs. We disagree. UTU has submitted no authority from the Board, the ICC, or a court that establishes a duty to adopt the predominant collective bargaining agreement that has in effect in an area where operations are being coordinated when consolidation of collective bargaining agreements is necessary in such an area to effect the benefits of a merger...."

A copy of *STB Finance Docket No. 32760 (Sub-No. 22)* is attached as *Carrier Exhibit No.*

"29".

It is the Carrier's position the STB has made clear once again that collective

bargaining agreements may be set aside if necessary to achieve the economies and efficiencies of an approved transaction. In addition, it is the Carrier's position that the STB has made clear that changes in seniority districts are appropriate when necessary to achieve the economies and efficiencies of the merger.

As mentioned, Referee Edwin Benn, in a case involving the UP and BRS, addressed the issue of the burden borne by the carrier to prove the changes requested are "necessary" to effectuate the merger. His comments are well worth noting and are as follows:

"In this case, the Carrier therefore must show that its actions will result in a transportation benefit in furtherance of the STB's order. As just discussed, that benefit to the public could be efficiency of operations.

"The Carrier's burden is not a heavy one. This Board's role and the Carrier's burden in these cases were discussed in Finance Docket No. 32035 (1995) at 3:

"...Arbitrators should discuss the necessity of modifications to pre-transaction labor arrangements, taking care to reconcile the operational needs of the transaction with the need to preserve pre-transaction arrangements. Arbitrators should not require the carrier to bear a heavy burden (for example, through detailed operational studies) to justify operational and related work assignment and employment level changes that are clearly necessary to make the merged entity operate efficiently as a unified system rather than as two separate entities, if these changes are identified with reasonable particularity...."

"In sum then, the Carrier has shown that by combining the forces as planned, the result will be the ability to use these individuals on a system wide basis without having the boundary restrictions that might exist by keeping the former SP

and UP employees in these categories separate. The bottom line is therefore more efficient operations. The Carrier has sufficiently shown a transportation benefit. The treatment of these employees as contemplated by the Carrier will thus be in furtherance of the STB's order concerning this merger." (emphasis added)

A copy of Referee Benn's award is attached as "Carrier Exhibit "30"".

This is as clear a statement of the carrier's burden as could be found - the burden is not a heavy one and simply establishing that the implementing agreement proposal will result in more efficient operations will satisfy the burden. More efficient operations equal a transportation benefit.

Based on all the foregoing, it is abundantly clear the ICC, the STB and the Federal courts have established "the law" or "the rules" for any New York Dock arbitration. The law/ rules may be summarized as follows:

(1) The section 11341(a) immunity provision and the section 11347 labor protection conditioning authority allows for the override of the RLA and CBAs so long as the STB provides for the interests of affected employees.

(2) The New York Dock conditions provide for the interests of affected employees and for a procedural mechanism for resolving disputes. This is the great genius of the New York Dock conditions - employees receive substantial labor protection outside of the RLA process and carriers receive a procedural mechanism to effectuate the economies and efficiencies of an STB-approved consolidation in a timely manner outside of the RLA and CBA processes.

(3) Arbitrators and the courts have determined the following actions qualify as necessary to achieve the goals and purposes of an STB-approved consolidation:

a. Work and employees may be transferred from coverage

under one collective bargaining agreement to coverage under another, or even transferred from union to non-union status.

b. This process may " result in wholesale dismissals and extensive transfers, involving expense to transferred employees" as well as "the loss of seniority rights."

c. Carrier selection is a satisfactory method to determine which rules and which agreement will prevail in any particular transaction within a consolidation.

d. Agreement provisions which would prevent the full, complete achievement of the economies and efficiencies available to both the public and the carrier may be set aside in whole or in part.

(4) Carriers are not required "to identify all anticipated changes" before the STB. Subsidiary transactions which support the effectuation of economies and efficiencies are also covered by the section 11341(a) immunity provision.

(5) The carrier has the burden of establishing that the proposed changes in a collective bargaining agreement are "necessary" to effectuate the economies and efficiencies of the merger.

(6) This burden is not a heavy one and may be met by establishing that the changes will result in more efficient operations. More efficient carrier operations constitute a transportation benefit.

(7) Arbitrators, deriving their jurisdiction from the STB and acting for the STB, are bound to strictly follow the rulings and findings of the STB.

Given all the foregoing, it is Carrier's position these seven "laws" or "rules" of New York Dock arbitration govern this proceeding. It is also the Carrier's position these seven "laws" or "rules", when applied to the facts of this case, support a finding that the Carrier's Proposed Arbitration Award is both appropriate and necessary if the STB-approved

consolidation of the SP into the UP is to achieve the economies and efficiencies envisioned by the STB when it found this consolidation to be in the public interest.

6. Carrier's Position Regarding Potential Procedural Issues Involving an Interpretation of the New York Dock Labor Protective Conditions

Historically, in cases of this type, there has been a procedural question raised by labor concerning the referee's jurisdiction. For example, Referee Seidenberg (Carrier Exhibit "15"), Referee Brown (Carrier Exhibit "17") and even Referee LaRocco (Carrier Exhibit "20") all found it necessary to address this procedural issue:

"Does Arbitrator have jurisdiction under Section 4, Article I of the ICC imposed New York Dock Conditions to permit Carriers to transfer work from Missouri Pacific RR to Union Pacific and transferred work performed under the operating rules and collective bargaining agreement between the Union Pacific RR and the BLE?" (Referee Seidenberg)

"Does this committee, in applying the New York Dock Conditions to the UP/MP merger, have jurisdiction to transfer work from the MP to the UP and place the transferred work under the operating rules and collective bargaining agreements of the UP?" (Referee Brown)

"Does the Referee have the authority under New York Dock to determine whether the Conrail or the MGA Schedule Agreement will apply on the consolidated operation?" (Referee LaRocco)

In each of these decisions, the Referee correctly found he had the necessary jurisdiction/authority. After *Train Dispatchers*, there can be no realistic nor responsible argument to the contrary. The Supreme Court and the ICC/STB have ruled New York

Dock arbitrators, as delegates of the ICC, have the authority to modify or set aside the RLA and CBAs in order to effectuate the transactions identified by the Carrier that are needed to achieve the economies and efficiencies inherent in the underlying rail consolidation. Should the Organization take a position challenging this Panel's jurisdiction to implement the Carrier's Proposed Arbitration Award, such a challenge should and must be rejected.

In addition to this basic challenge to a New York Dock arbitrator's authority, labor has made another challenge to the arbitrator's authority - a challenge based on Article I, Section 2 of the New York Dock conditions, which in turn flows from the requirements of Section 11347 of the Interstate Commerce Act. This is the remaining challenge to CSXT's proposal that Referee O'Brien had to address.

The question which the UTU and BLE put before Referee O'Brien was as follows:

"Does the Arbitrator lack authority to grant CSXT's request for modification or relief from existing collective bargaining agreements because Article I, Section 2, of the New York Dock conditions mandates the preservation of rates of pay, rules, working conditions and rights, privileges and benefits under existing agreements?"

The relationship between Section 2 and Section 4 has long been a procedural issue for New York Dock arbitrators. Referee Robert O. Harris, in Carrier Exhibit "19", gave the following review of that relationship:

"The central issue in this case is the reconciliation of the conflict between Sections 2 and 4 of Appendix I to New York Dock. As noted earlier, Section 2 deals with the right of the employees to continue to enjoy the protection of the Railway Labor Act and any agreements which may have been bargained by the collective bargaining representatives of the affected employees. Section 4, on the other hand, indicates

the method by which a carrier may give notice of a change in its operations and the method of resolving disputes which may arise thereafter. This proceeding results from the application of Section 4, and its authority derives from that section.

"Prior to 1981, the question of whether a carrier could, through a consolidation of forces, effect changes in rates of pay, rules, or working conditions had never been raised before an arbitrator in a Section 4 proceeding. Between 1981 and 1983 at least five arbitrators ruled that the ICC did not desire that changes of rates of pay, rules, or working conditions, or of representation under the Railway Labor Act occur through arbitration under Section 4 of the New York Dock conditions...." (Referee Harris then cited those five arbitration awards. Should the Organization cited any of those awards, they should be disregarded by this panel. For reasons set forth below, those awards must now be considered as invalid and an improper application of the rulings and decisions of the ICC/STB.)

"Prior to, at the time of, and subsequent to this ICC decision, various arbitrators ruled that Section 4 effectively superseded the Section 2 protection contained in New York Dock and that new conditions could be imposed pursuant to such a Section 4 arbitration award. It should be noted that in at least two cases arbitrators who had made earlier decisions regarding the interrelationship between sections 3 and 4 have changed their position"

". . . it is clear that the ICC believes that its order supersedes the Railway Labor Act protection. While it did not state specifically that the inconsistencies between Sections 2 and 4 of New York Dock conditions are to be resolved in favor of Section 4, that conclusion is inescapable. Furthermore, as a creature of the ICC, this panel is bound to the ICC view. If that view is incorrect, it is to the courts, not this panel, that the Organization must turn for relief from this newly evolved reconciliation of the conflict between the two sections."

The dispute concerning the relationship between Section 2 and Section 4 continued.

In *Executives* (Carrier Exhibit "21"), the Court of Appeals remanded a case to the ICC to

define "rights, privileges and benefits." While the remanded case was before the ICC, Referee O'Brien had to deal with the Organizations' Section 2/Section 11347 challenge. He made the following ruling:

"Although the ICC has suggested that New York Dock arbitrators address all issues submitted to them, subject to its review, clearly it would be inappropriate for the Arbitrator to determine what was intended by the statutory language 'rights, privileges and benefits' in Section 405 of the Rail Passenger Service Act. In *Executives*, the Court of Appeals for the D. C. Circuit specifically remanded this determination to the ICC. Therefore, it would be totally inappropriate for this Arbitrator to offer an opinion on the scope of this statutory language and I expressly decline to do so."

CSXT appealed this one part of Referee O'Brien's decision to the ICC. In the same decision when it affirmed Referee O'Brien's decisions that were challenged by the Organizations, the ICC both ruled an arbitrator had jurisdiction to address the Section 2 (Section 11347) versus Section 4 issue and gave Section 4 arbitrators guidance concerning the proper outcome for that dispute. The ICC held Section 2 was limited to fringe benefits such as vacation benefits and did not protect collective bargaining rates of pay, rules and working conditions. Specifically, the Commission said the following about the "Section 2/rights, privileges, and benefits" issue:

"The history of the phrase 'rights, privileges, and benefits' indicates that it has traditionally meant what it implies - the incidents of employment, ancillary emoluments or fringe benefits - as opposed to the more central aspects of the work itself - pay, rules and working conditions...."

"We believe that this is compelling evidence that the term 'rights, privileges, and benefits' means the 'so-called incidents

of employment, or fringe benefits,' Southern Ry. Co.--Control--Central of Georgia Ry. Co., 317 I.C.C. 557, 566 (1962), and does not include scope or seniority provisions.

"In any event, the particular provisions at issue here do not come within 'rights, privileges, and benefits' because they have consistently been modified in the past in connection with consolidations. This may well be due to the fact that almost all consolidations require scope and seniority changes in order to effectuate the purpose of the transaction. Railway Labor Act bargaining over these aspects of a consolidation would frustrate the transactions. The ATDA court looked to past conduct in consolidations when it ruled that scope rules were not among those provisions protected as 'rights, privileges, and benefits.'...."

"Seniority provisions have also been historically modified with regularity by arbitrators in connection with consolidations. See *Carmen II* at 721, 736-737, 742 and 746 n.22. (*Carmen II* is attached as Carrier Exhibit "12") Thus, both scope rules and seniority provisions have historically been changed without RLA bargaining and, accordingly, are not eligible for protection as 'rights, privileges, and benefits.'"

A copy of this ICC decision reviewing Referee O'Brien's award is attached as Carrier Exhibit "26".

As mentioned earlier, the UTU and BLE appealed the ICC decision to the Court of Appeals. The court's decision, which is attached as Carrier Exhibit "27", specifically addressed the "rights, privileges and benefits" issue with the following comments:

"The unions argue that the Commission erred in finding that CSXT's proposed merger of the seniority rosters in the consolidated district would not undermine protected rights. We disagree."

"In this case, the Commission offers a definition: 'rights, privileges, and benefits' refers to 'the incidents of employment,

ancillary emoluments or fringe benefits - as opposed to the more central aspects of the work itself - pay, rules and working conditions.'...And 'the incidents of employment, ancillary emoluments or fringe benefits' refers to employees' vested and accrued benefits, such as life insurance, hospitalization and medical care, sick leave, and similar benefits...."

"The Commission's interpretation is reasonable. See *American Train Dispatchers Ass'n v. ICC*, 54 F.3d 842, 847-48 (D.C.Cir. 1995) (holding that the ICC's interpretation of *New York Dock* rules is entitled to substantial deference by a reviewing court. Under the Commission's interpretation, 'rights, privileges, and benefits' are protected absolutely, while other employee interests that are not inviolate are protected by a test of "necessity," pursuant to which there must be a showing of a nexus between the changes sought and the effectuation of an ICC-approved transaction. Under this scheme, the public interest in effectuating approved consolidations is ensured without any undue sacrifice of employee interests. In our view, this is exactly what was intended by Congress."

Thus, regardless of whether the Organization frames its opposition to the Carrier's Proposed Arbitration Award as a Railway Labor Act, collective bargaining agreement or Article I, Section 2 issue, such opposition is without merit. As the ICC said in Finance Docket 32035 (Sub-No. 2-6) (Carrier Exhibit "23"):

"It is now well established that these CBA terms can be modified by us or by an arbitrator as necessary to carry out an approved transaction." (Sub-No. 2)

There are two more related procedural issues which may be raised by the Organization and both are totally without merit. The first issue would involve a contention the Carrier is restricted to including in its proposed arbitration award only to the items which were included in its application to the STB. The STB addressed this issue in its

decision in Finance Docket No. 32760 (Carrier Exhibit "2") when it said:

"...Parties seeking approval of a transaction, whether by application or exemption, have never been required to identify all anticipated changes that might affect CBAs or RLA rights. Such a requirement could negate many benefits from changes whose necessity only becomes apparent after consummation. Moreover, there is no legal requirement for identification because 49 U.S.C. 11341 (a) is 'self-executing,' that is, its immunizing power is effective when necessary to permit the carrying out of a project. American Train Dispatchers Ass'n v. ICC, 26 F.3d 1157 (D.C. Cir. 1994); UP/CNW, slip op. at 101; BN/SF, slip op. at 82. Thus, it would be inappropriate and inconsistent with the statutory scheme to limit the use of the 49 U.S.C. 11341 (a) immunity provision by declaring that it is available only in circumstances identified prior to approval."

The second issue may involve a contention the arbitrator should consider and, in fact, be governed by the proposals presented by the parties during negotiations. Such a position is totally contrary to public policy. Were negotiators to be held accountable for their efforts to make agreements, such actions would have a chilling effect on the give and take which characterizes negotiations. The parties would resist offering serious proposals and they certainly wouldn't make those efforts in the future. Proposals where there is no final agreement between the parties are just that - proposals. Any contention by the Organization that the Referee should impose one of the Carrier's negotiating proposals as the Arbitration Award is totally without merit and must be rejected. As Referee Herbert Marx said in a case involving the Chesapeake and Ohio Railway, the Seaboard System and the Carmen:

"A final note: Again during negotiations, certain additional side agreements were offered by the Carriers to cover, on a reassurance basis, certain specific issues. Since these did not

lead to a negotiated settlement, the Carriers are correct in stating they should not be held to such additional provisions..."

A copy of Referee Marx' decision in that case is attached as "Carrier Exhibit "31".

Now that these three traditional procedural arguments have been set aside, it is necessary to look at the one issue in this case. That issue may be stated as follows:

"Does the Carrier's Proposed Arbitration Award constitute a fair and equitable basis for the selection and assignment of forces under a New York Dock proceeding so that the economies and efficiencies - the public transportation benefit - which the STB envisioned when it approved the underlying rail consolidation of the SP into the Union Pacific will be achieved?"

It is the Carrier's position there is only one possible answer to this question and that answer is "YES." The Carrier believes a review of its Proposed Arbitration Award will clearly demonstrate the Award best achieves the public transportation benefits the STB had in mind when it approved the UP/SP merger. However, before that review, there is one corollary issue which must be addressed. That issue has to do with the standard to be used to determine whether the Carrier's Proposed Implementing Agreement is appropriate.

There can be no doubt the standard for the appropriateness of the Carrier's proposed implementing agreement is whether the consolidations proposed by the Carrier will yield a public transportation benefit. It is the Carrier's position it will establish throughout the next section that the economies and efficiencies inherent in the Carrier's Proposal will provide a public transportation benefit. Moreover, the Carrier's presentation certainly meets and exceeds the standard of proof established by the STB and applied by

New York Dock arbitrators.

Referee Ables, in a case involving CSX and the ATDA, dealt with how far a carrier could go to achieve the approved economies and efficiencies. Specifically, he said:

"The Commission could not reasonably anticipate all the changes - either in kind or degree - that would logically flow from its authorization to merge carriers. Absent the parties themselves agreeing how to accommodate the changes, neutrals are hard-put to consider substituting their judgment for that of carriers why the change either will not effect the economies and efficiencies projected or that some artificial bar, like the limits of New York Dock conditions or the public interest connection between authorized mergers and changes, prevent the proposed operational changes." (emphasis added)

A copy of Referee Ables' decision in this CSX/ATDA case is attached as Carrier Exhibit "8".

Likewise, Referee O'Brien (Carrier Exhibit "24") accepted the carrier's judgment as to what would meet the standard of proof:

"The Carrier anticipates that its proposed changes will promote more economical and efficient transportation in the territory now served by the B&O, C&O, WM and RF&P which it wished to coordinate. According to the D.C. Court of Appeals, there would thus be some transportation benefit flowing to the public from the underlying transaction proposed by the CSXT in its January 10, 1994, notices to the UTU and BLE."

Again, it is instructive to turn to the ICC's decision in Finance Docket No. 32035 (Sub-Nos. 2-6) (Carrier Exhibit "23"). In that decision, the Commission dealt directly with the standard required of carriers:

"Arbitrators should also be aware that in Springfield Terminal the court admonished us to identify which changes in pre-transaction labor agreements are necessary to secure the public benefits of the transaction and which are not. We have generally delegated to arbitrators the task of determining the particular changes that are and are not necessary to carry out the purposes of the transaction, subject

only to review under our Lacey standards. Arbitrators should discuss the necessity of modifications to pre-transaction labor arrangements, taking care to reconcile the operational needs of the transaction with the need to preserve pre-transaction arrangements. Arbitrators should not require the carrier to bear a heavy burden (for example, through detailed operational studies) in justifying operational and related work assignment and employment level changes that are clearly necessary to make the merged entity operate efficiently as a unified system rather than as two separate entities, if these changes are identified with reasonable particularity. But arbitrators should not assume that all pre-transaction labor arrangements, no matter how remotely they are connected with operational efficiency or other public benefits of the transaction, must be modified to carry out the purpose of the transaction."

This is the full text of the quote used by Referee Bend in Carrier Exhibit "30".

It is the Carrier's position its proposed implementing agreement is completely consistent with this ruling. The Carrier's proposal addresses only those operational and related work assignment changes which are "clearly necessary to make the merged entity operate efficiently as a unified system." The Carrier's proposal seeks to create a unified operation that will meet both the needs of our customers and the challenges raised by our rail, barge and truck competitors. In other words, the proposal seeks to provide the public transportation benefit envisioned by the ICC when it approved this merger.

A LOOK AT EXISTING OPERATIONS

Currently, with the merger of the Southern Pacific and Union Pacific Lines, the Carrier has ten system tie gangs and twelve system rail gangs working across the Western territory of its property. Three of the tie gangs are on Southern Pacific Western Lines (SPWL) and are separated by four different seniority regions. One of the tie gangs is on