194207

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April 20, 1999

U.P.S. - NEXT DAY MAIL

Secretary
Surface Transportation Board
1925 K. Street, N.W.
Washington, D.C. 20423-0001

RE: **Finance Docket No. 32760 – Sub #33**
In the Matter of: Union Pacific Corporation, Union Pacific Railroad Company and Missouri Pacific Railroad Company, Pacific Railroad Company - Control and Merger - Southern Pacific Rail Corporation, Southern Pacific Transportation, St. Louis Southwestern Railroad Company, SPCFL Corp. and the Denver and Rio Grande Railroad Company

Dear Secretary:

I enclosed herewith for filing the original and 11 copies of Petitioner's Motion for Stay. I am also enclosing herewith three (3) copies of the Motion for Stay on 3.5 inch floppies in WordPerfect 5.1 format.

I would appreciate your filing this document and returning a file stamped copy to this office in the enclosed prepaid UPS envelope.

I thank you in advance for your cooperation. Should you have any questions please contact me at 515-274-1450 ext. 311.

Sincerely,

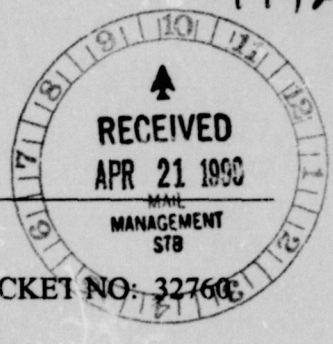
Tracy L. Meyers

Tracy L. Meyers
Legal Assistant to Bruce H. Stoltze

Enclosure

cc: Mr. John M. Raaz
Mr. M.B. Futhey, Jr.
Mr. R.E. Karstetter
Mr. P.C. Thompson
Mr. A. Martin, III
Mr. Don L. Hollis
Mr. James Spaulding
Mr. Lyn Swonger
Ms. Brenda Council
Mr. Joe Guerrieri

194207



SURFACE TRANSPORTATION BOARD

In the Matter of:	:	
	:	FINANCE DOCKET NO: 32760
UNION PACIFIC CORPORATION, UNION PACIFIC RAILROAD COMPANY AND MISSOURI PACIFIC RAILROAD COMPANY PACIFIC RAILROAD COMPANY-CONTROL AND MERGER - SOUTHERN PACIFIC RAIL CORPORATION, SOUTHERN PACIFIC TRANSPORTATION, ST. LOUIS SOUTH-WESTERN RAILROAD COMPANY, SPCFL CORP. AND THE DENVER AND RIO GRANDE RAILROAD COMPANY	:	SUB #33

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PETITIONER'S MOTION FOR STAY

COME NOW Lyn Swonger and James Spaulding, on behalf of themselves and all others similarly situated, and respectfully move the Surface Transportation Board to stay this action pending the outcome of the currently pending proceeding before the Surface Transportation Board. In support hereof, Petitioners respectfully state:

1. The Petition for Review of Arbitrator's Decision dated March 25, 1999 was filed with the Surface Transportation Board on April 14, 1999.

2. The Petitioners have requested that the Surface Transportation Board hear oral presentations of the parties in relation to these issues.

3. The issues raised in the Petition for Review are of substantial and continuing importance.

4. The Union Pacific Railroad Company has notified the Petitioners that it is intending to put the Arbitration award dated March 25, 1999 in effect on May 1, 1999.

5. There would be irreparable harm if this action were not stayed pending the resolution of the current proceeding before the Surface Transportation Board. A good number of people will have to relocate and/or will be required to travel a substantial distance to and from work. This would also cause a substantial transition of work forces.

6. It would be in the best interest of all parties if this action were stayed pending a decision by the Surface Transportation Board on the Petitioner's Petition to Review Arbitration Decision in Union Pacific Railroad Company and United Transportation Union regarding the Expanded Salina Hub.

WHEREFORE, the Petitioners respectfully request that the Surface Transportation Board enter an Order staying all proceedings in this case pending the outcome of the Petition for Review of Arbitration Decision proceeding.

By: Bruce M. Stoltze (BHS)

Bruce H. Stoltze
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Stoltze, Schuling & Levis, P.C.
550 39th Street
Des Moines, Iowa 50312
Telephone No. (515) 274-1450
Fax No.: (515) 274-1488

ATTORNEY FOR PETITIONERS

CERTIFICATE OF SERVICE

I , Bruce H. Stoltze, hereby certify that I have on the 20th day of April, 1999, served copies of this document upon all parties of record in this proceeding, by U.P.S. Next Day Service. The persons to whom a copy has been sent and the addresses are as follows:

Mr. John M. Raaz
Assistant Vice President
Union Pacific Railroad Company
1416 Dodge Street
Omaha, Nebraska 68179

Mr. M.B. Futhey, Jr.
Vice President, UTU
7610 Stout Road
Germantown, TN 38138

Mr. R.E. Karstetter
General Chairman, UTU
1721 Elfindale Drive #309
Springfield, MO 65807

Mr. P.C. Thompson
Vice President, UTU
10805 West 48th Street
Shawnee Mission, KS 66203

Mr. A. Martin, III
General Chairman, UTU
2933 SW Woodside Drive #F
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Mr. Don L. Hollis
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Mr. Lyn Swonger
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Ms. Brenda Council
Attorney at Law
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By: Lisa L. Meyer

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BRUCE H. STOLTZE
CLIFFORD S. SWARTZ

DAVID E. BRICK
STEPHANIE L. BRICK GREY
N. BRIAN GENTRY

OF COUNSEL
PATRICK W. BRICK***
MARK D. RAVREBY, M.D., J.D.

*LICENSED IN LOUISIANA
**LICENSED IN NEBRASKA
***LICENSED IN MISSOURI

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April 13, 1999

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U.P.S. - NEXT DAY MAIL

Secretary
Surface Transportation Board
1925 K. Street, N.W.
Washington, D.C. 20423-0001

RE: **Finance Docket No. 32760 - SUB 33**
In the Matter of: Union Pacific Corporation, Union Pacific Railroad Company and Missouri Pacific Railroad Company, Pacific Railroad Company - Control and Merger - Southern Pacific Rail Corporation, Southern Pacific Transportation, St. Louis Southwestern Railroad Company, SPCFL Corp. and the Denver and Rio Grande Railroad Company

Dear Secretary:

I enclosed herewith for filing the following:

1. Original and 11 copies of a Petition For Review of Arbitration Decision in Union Pacific Railroad Company and United Transportation Union Re: Expanded Salina Hub, Finance Docket No. 32760.

2. Original and 11 copies of Motion for Waiver of Page Limitation, with documents attached.

3. Filing Fee of $150.00.

4. Original and 11 copies of a Motion for Oral Argument.

5. 3 copies of the Petition for Review of Arbitration Decision on 3.5 inch floppies in WordPerfect 5.1 format.

I would appreciate your filing these documents. I would also appreciate your file stamping the enclosed extra copy of the pleadings and returning them to me in the enclosed prepaid UPS envelope.

I thank you in advance for your cooperation. Should you have any questions please contact me at 515-274-1450 ext. 744 or my assistant, Tracy L. Meyers, at 515-274-1450 ext. 311.

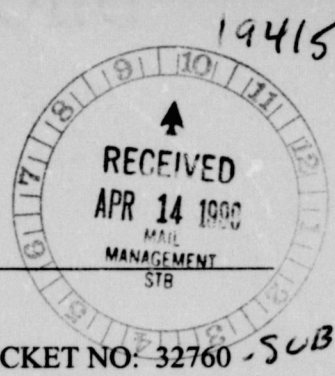
Sincerely,

Bruce Stoltze
Attorney At Law

Enclosure

cc: Mr. John M. Raaz
Mr. M.B. Futhey, Jr.
Mr. R.E. Karstetter
Mr. P.C. Thompson
Mr. A. Martin, III
Mr. Don L. Hollis
Mr. James Spaulding
Mr. Lyn Swonger
Ms. Brenda Council
Mr. Joe Guerrieri

194158



SURFACE TRANSPORTATION BOARD

In the Matter of:

UNION PACIFIC CORPORATION, UNION PACIFIC RAILROAD COMPANY AND MISSOURI PACIFIC RAILROAD COMPANY PACIFIC RAILROAD COMPANY - CONTROL AND MERGER - SOUTHERN PACIFIC RAIL CORPORATION, SOUTHERN PACIFIC TRANSPORTATION, ST. LOUIS SOUTH-WESTERN RAILROAD COMPANY, SPCFL CORP. AND THE DENVER AND RIO GRANDE RAILROAD COMPANY

FINANCE DOCKET NO: 32760 - SUB 33

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MOTION TO EXCEED PAGE LIMITATION

COME NOW Lyn Swonger and James Spaulding, on behalf of themselves and all others similarly situated, including former Rock Island and St. Louis Southwestern Railway Company trainmen, members of United Transportation Union, and respectfully request leave to file a Supplemental Appendix in excess of the page limitations of 49 CFR Section 1115.2(d). In support hereof the Petitioners state:

1. Simultaneously submitted herewith is a Petition for Review of William E. Fredenberger Jr's Arbitration Decision, dated March 25, 1999.

2. The issues raised in the Petition for Review of Arbitration Decision involve a consideration of numerous factors, including the evidence submitted at the time of the arbitration hearing in documentary form.

3. These appealing parties have attempted to meet the page limitation in connection with the Petition for Review. However, due to the page limitation a number of documents are not able to

be submitted that would provide a more complete and balanced picture and are necessary for a full understanding of the issues involved in this proceeding. This would include:

(a) The Arbitration Award along with the Implementing Agreement adopted by the Arbitrator; and

(b) The exhibits that were submitted by Petitioners to the Arbitrator for consideration. Some of the exhibits have been redacted to allow for submission of less pages than was submitted to the Arbitrator.

4. These exhibits are necessary in order to fully understand the arguments made by Petitioners to the Arbitrator and the arguments now made to this Board relating to error in the Arbitration Decision.

WHEREFORE, these Petitioners respectfully request that there be a waiver of the page limitation to allow a submission of the Supplemental Appendix attached hereto, which consists of the Arbitration Award and a portion of the Exhibits that were submitted to the Arbitrator for decision in this case.

Respectfully submitted,

By: _____

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Brick, Gentry, Bowers, Swartz, Stoltze,
Schuling & Levis, P.C.
550 39th Street
Des Moines, Iowa 50312
Telephone No: (515) 274-1450
Fax No.: (515) 274-1488

ATTORNEY FOR PETITIONER

CERTIFICATE OF SERVICE

I , Bruce H. Stoltze, hereby certify that I have on the 13th day of April, 1999, served copies of this document upon all parties of record in this proceeding, by U.P.S. Next Day Service. The persons to whom a copy has been sent and the address are as follows:

Mr. John M. Raaz
Assistant Vice President
Union Pacific Railroad Company
1416 Dodge Street
Omaha, Nebraska 68179

Mr. M.B. Futhey, Jr.
Vice President, UTU
7610 Stout Road
Germantown, TN 38138

Mr. R.E. Karstetter
General Chairman, UTU
1721 Elfindale Drive #309
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Mr. P.C. Thompson
Vice President, UTU
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Shawnee Mission, KS 66203

Mr. A. Martin, III
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Mr. Don L. Hollis
Assoc. General Chairman, UTU
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Pratt, Kansas 67124

Ms. Brenda Council
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1331 F. Street N.W. 4th floor
Washington, D.C. 20004

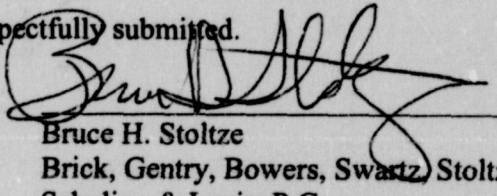
By: 4/13/99

SURFACE TRANSPORTATION BOARD

In the Matter of:	
UNION PACIFIC CORPORATION, UNION PACIFIC RAILROAD COMPANY AND MISSOURI PACIFIC RAILROAD COMPANY PACIFIC RAILROAD COMPANY - CONTROL AND MERGER - SOUTHERN PACIFIC RAIL CORPORATION, SOUTHERN PACIFIC TRANSPORTATION, ST. LOUIS SOUTH-WESTERN RAILROAD COMPANY, SPCFL CORP. AND THE DENVER AND RIO GRANDE RAILROAD COMPANY	FINANCE DOCKET NO: 32760

PETITIONER'S SUPPLEMENTAL APPENDIX

Respectfully submitted.

By: 

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ATTORNEY FOR PETITIONER

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TABLE OF CONTENTS

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5. UTU Board of Appeals Decision –Case No. 64 (Redacted)

6. Notice to all Train, Engine and Yard Service Employees on the Kansas City Division dated September 27, 1983

7. UTU Board of Appeals – Miscellaneous Case No. 1(90) (Redacted)

9. July 21, 1993 Final Judgment – Volkman v. UTU

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12. Seniority Roster – Wichita District Dated December 28, 1998

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17. Seniority Roster – KC HUB – Zone 3 – Brakeman dated December 18, 1998 (Redacted)

18. Implementing Agreement (Longview Hub) between Union Pacific Railroad Company (Southern Pacific Transportation Company) and the United Transportation Union (Redacted)

19. Merger Implementing Agreement (Salina Hub) between the Union Pacific/Missouri Pacific Railroad Company (Southern Pacific Transportation Company) and the United Transportation Union. (Redacted)

20. Article 90 – Mergers, Leases, Coordinations, Etc. – UTU Constitution

21. Letter dated August 27, 1998 to Clinton Miller, P.C. Thompson and M.B. Futhey from Norton Newborn

22. Letter dated January 27, 1999 to Don L. Hollis from Charles L. Little

23. Letter dated February 3, 1999 to Counsel from Judge Monti L. Belot

24. Letters to and from Lynn Swonger concerning Housing at Herington

25. SPCSL Implementing Agreement (Redacted)

William E. Fredenberger, Jr.
Arbitrator

110 Greenfield Road
Stafford, Virginia 22554
---
(540) 752-1126

March 25, 1999

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Des Moines, IA 50312

Mr. Don L. Hollis
Assoc. General Chairman UTU
P. O. Box 580
Lindale, TX 75771

RE: Arbitration Pursuant to Article I, Section 4 of the New York Dock Conditions - STB Finance Docket No. 32760, Decision No. 44 - Union Pacific Railroad Company and United Transportation Union

Gentlemen:

I am enclosing the Decision in the above-captioned matter.

I also am enclosing a Statement for my arbitration fees and expenses.

Sincerely,

William E. Fredenberger, Jr.
Neutral Referee

Enclosures

ARBITRATION PURSUANT TO ARTICLE I. SECTION 4
OF THE NEW YORK DOCK CONDITIONS

PARTIES	UNION PACIFIC RAILROAD COMPANY	)
		)
TO	and	) DECISION
		)
DISPUTE	UNITED TRANSPORTATION UNION	)

HISTORY OF DISPUTE:

In Decision No. 44 served August 12. 1996 in Finance Docket No. 32760 the Surface Transportation Board (STB) approved the merger of the Union Pacific Corporation and its subsidiaries (UP) with the Southern Pacific Rail Corporation and its subsidiaries (SP) and control of UP over SP. The authority granted was made subject to the labor protective conditions set forth in New York Dock Ry. — Control — Brooklyn Eastern District Terminal, 360 ICC 60 (1979) (New York Dock Conditions).

On June 4. 1998 UP gave notice under Article I. Section 4 of the New York Dock Conditions to the General Chairmen of three United Transportation Union (UTU) General Committees of Adjustment representing affected employees (Trainmen. i.e., Conductors. Foremen. Brakemen and Yardmen) of the Carrier's intent to implement that portion of the approved merger and control plan concerning creation of the Salina Hub in Salina. Kansas. Not particularized in the notice but clearly understood by the parties was that the Carrier would establish a new "spoke and hub" operation at Salina. as it had at a number of other locations. which would require modification or elimination of existing collective bargaining agreements (CBA's). including seniority provisions. The notice

proposed a date for negotiation of an agreement under Article I. Section 4 to implement the transaction.

Pursuant to Article I, Section 4, the parties conducted negotiations throughout the summer and early fall of 1998, eventually reaching what appeared to be a tentative agreement. However, while the proposal was being circulated for initialing by parties, the General Chairman of one General Committee raised objections to the handling of seniority under the proposal. Although the General Chairman's objections apparently were assuaged. he later raised additional objections which could not be resolved. The proposed implementing agreement never was circulated for ratification as had been anticipated.

On January 5, 1999 the Carrier invoked arbitration under Article I. Section 4. The parties selected the undersigned as Neutral Referee.

A hearing was held in this matter on February 23. 1999 in Dallas. Texas. Written submissions were filed. and the parties argued orally.

FINDINGS:

After a thorough review of the record in this case the undersigned concludes that the issues raised by the parties are properly before this Neutral Referee for determination.

At the outset. it should be noted that under Article I, Section 4 a Neutral Referee is charged with the responsibility of crafting a fair and equitable implementing arrangement which disposes of all outstanding issues between the parties whose negotiations for an

implementing agreement have been unsuccessful. In so doing the Neutral Referee serves as a functionary of the STB and thus is bound by the relevant pronouncements of that agency as well as its predecessor, the Interstate Commerce Commission (ICC). Also, a Neutral Referee may be guided by relevant decisions of other Neutral Referees rendered under Article I, Section 4. For a more detailed treatment of a Neutral Referee's authority and duties under Article I, Section 4 see Norfolk Southern Ry. Co., et al. and Bro. Maintenance of Way Employees, Jan. 14, 1999 (Fredenberger, Neutral Referee).

In the instant case the treatment of seniority under the proposed implementing agreement for certain groups of employees represented by the Organization has led to fundamental disagreements between those groups on the one hand and the Carrier and the Organization on the other. This also led to the ultimate failure of all parties to agree to the proposed implementing agreement.

In order to understand the seniority dispute in this case it is necessary to review briefly the relevant historical treatment of the seniority of the dissenting employee groups. In 1980 the St. Louis Southwestern Railway Co. (SSW), a subsidiary of SP, purchased from the Chicago, Rock Island & Pacific Railroad (Rock Island) a rail line known as the Tucumcari Line. The SSW took into its employment many former Rock Island employees who had worked on the Tucumcari Line. Their hire date by the SSW was March 24, 1980, and that became their seniority date. However, they also were given point seniority on the Tucumcari Line with prior rights at such points, one of which was Salina, Kansas. Thus, the former Rock Island employees came ahead of any SSW

employees. who had system seniority with their date of hire as their seniority date. for any work at the points on the Tucumcari Line where the former Rock Island employees had prior rights. With respect to such points SSW employees were given a seniority date later than March 24, 1980.

The proposed implementing agreement negotiated by the parties contains provisions for seniority consolidation not only of former SSW and Rock Island employees but also of other former SP and UP employees affected by the transaction. The proposal provides for creation of a master seniority roster, for the dovetailing of seniority of all affected employees to establish the roster, for the creation of three seniority zones within the roster, for the maintenance of existing prior rights in Zone 1, and for the creation of prior rights in Zones 2 and 3. The Zone 3 covers the former SSW territory including the Tucumcari Line.

The following provisions of the proposed implementing agreement appear to be the cause of the seniority dispute in this case:

ARTICLE II - SENIORITY CONSOLIDATIONS

* * *

D. Entitlement to assignment on prior rights Zones 2 and 3 and to the master roster shall be by seniority order canvass of the employees holding seniority in the territory, subject to roster sizing limits. Prior to the roster formulation process. the Organization and the Carrier shall reach agreement upon the total number of employees assigned to the expanded Salina Hub master seniority roster.

E. With the creation of the new seniority district described herein, all previous seniority outside the Salina Hub held by trainmen on the new roster shall be eliminated and all seniority inside the new hub held by trainmen outside the district shall be eliminated. All pre-existing prior rights, top and bottom, or any other such seniority arrangements in existence prior to formulation of the Salina Hub, if any, are of no further force or effect and the provisions of this Article shall prevail in lieu of thereof.

* * *

The former Rock Island employees, appearing through counsel in both a written submission and oral argument at the hearing on February 23, 1999, argue that their treatment under the seniority provisions of the proposed implementing agreement is not fair and equitable because it abrogates seniority rights they enjoyed under previous agreements. The former SSW employees complain that their former system seniority date is not being utilized thereby depriving them of important seniority rights. They too allege that the proposed implementing agreement is not fair and equitable to them.

The dissenting employees contest that there is a public transportation benefit in this case necessitating the alteration of seniority rights as contemplated by the proposed implementing agreement. However, after thoroughly reviewing the record in this case, the undersigned is convinced that the successful implementation of the "hub and spoke" operation at Salina is an obvious public transportation benefit and that considerations of efficiency of that operation warrant the modification and elimination of existing seniority rights as set forth in the proposed implementing agreement. Other hub and spoke

operations instituted by the Carrier at Salt Lake City, Utah and Denver, Colorado were the subject of arbitration pursuant to Article I, Section 4 involving the same parties. UTU and UPRR Co., Apr. 14, 1997 (Yost, Neutral Referee). Referee Yost found the seniority consolidations proposed by the Carrier necessary to accomplish the transaction and to yield enhanced efficiency of operations benefitting the general public and employees of the merged Carriers. While the factual situation before Referee Yost may not be identical to the one in this case, the similarity between the seniority rights and the changes in those rights involved in that case and the instant case persuades the undersigned that the same finding should obtain here. The undersigned notes that Referee Yost's Decision was reviewed and sustained by the STB in Finance Docket No. 32760 (Sub. No. 22), June 26, 1997.

It should be borne in mind that the proposed implementing agreement at issue here reflects the genuine efforts of the Carrier and various groups of affected employees to implement the STB authorized transaction in a manner serving the interests of all involved. The proposal reflects the give and take characteristics of the process of collective bargaining. That process more often than not results in the modification, and even the elimination, of rights protected by existing CBAs. Seniority is among such rights. Assuming demonstration of the requisite public transportation benefit, which this Neutral Referee has found to exist with respect to the Salina Hub transaction, seniority rights may be modified or even eliminated. Such is the situation in the instant case.

Accordingly, the undersigned cannot conclude that there is anything unfair to former SSW or Rock Island Trainmen in the seniority provisions of the proposed implementing agreement. Rather, the undersigned believes that the proposal represents a fair and equitable method of blending the rights of those employees with those of other Carrier affected employees.

The undersigned also is aware that certain former Rock Island employees at hub and spoke operations other than Salina have obtained rulings from the United States District Court for the District of Kansas establishing seniority rights for such employees seemingly inconsistent with the seniority provisions the proposed implementing agreement and that the former Rock Island employees involved in the Salina Hub transaction have taken the position that they are entitled to the same rights granted by the Court. However, the Court's Decisions and Orders specifically provide that the seniority rights granted the former Rock Island employees are subject to modification through future collective bargaining and that any disputes concerning those rights are to be handled through the grievance and arbitration procedures mandated by the Railway Labor Act and/or the Interstate Commerce Act. The Court's reference to the Interstate Commerce Act is construed by the undersigned to contemplate an Article I, Section 4 proceeding. Accordingly, to the extent the Court's Decisions and Orders may have application to the former Rock Island employees involved in this case the undersigned does not find that the Court's Decisions and Orders have insulated the existing seniority

rights of those employees against change through Article I. Section 4 of the New York Dock Conditions.

The former Rock Island employees also argue that the closure of the terminal in Platt, Kansas and its relocation to Harrington. Kansas contemplated by the Carrier as part of the transaction in this case is improper. The employees argue that no public transportation benefit can be shown to offset the damage that will be done when employees will be required to relocate to towns that have inadequate housing and public facilities.

The Carrier maintains that it has the authority under existing CBAs to move the terminal as planned. Nevertheless, urges the Carrier, movement of the terminal is an integral part of the implementation of the hub and spoke operation at Salina and thus will promote the efficiency of that operation which is a public transportation benefit.

Whatever the Carrier's rights under existing CBAs, the undersigned is convinced that relocation of the terminal is part and parcel of the hub and spoke operation to be implemented at Salina. Accordingly, the public transportation benefit is demonstrated. Additionally, it does not appear that the new points at which the employees would have to report for work are beyond a reasonable driving distance from their present locations. Accordingly, the undersigned does not find merit to the employees' argument.

In view of the foregoing, attached hereto and made a part hereof is the proposed implementing agreement negotiated by the parties which will constitute the arbitrated

implementing arrangement in this case the purpose of which is to resolve all outstanding issues and disputes raised by the parties in this proceeding.

William E. Fredenberger, Jr.
Neutral Referee

DATED: March 25, 1999

ATTACHMENT

MERGER
IMPLEMENTING AGREEMENT
(Expanded Salina Hub)

between the

UNION PACIFIC RAILROAD COMPANY
Southern Pacific Transportation Company

and the

UNITED TRANSPORTATION UNION

PREAMBLE

The U.S. Department of Transportation, Surface Transportation Board ("STB") approved the merger of the Union Pacific Corporation ("UPC"), Union Pacific Railroad Company/Missouri Pacific Railroad Company (collectively referred to as "UP") and Southern Pacific Rail Corporation, Southern Pacific Transportation Company ("SPT"), St. Louis Southwestern Railway Company ("SSW"), SPCSL Corp., and the Denver & Rio Grande Western Railroad Company ("DRGW") (collectively referred to as "SP") in Finance Docket 32760. In approving this transaction, the STB imposed New York Dock labor protective conditions. Copy of the New York Dock conditions is attached as Attachment "A" to this Agreement.

On June 4, 1998, the Carriers served notice of their intent to merge and consolidate operations generally in the following territories:

Union Pacific: Salina to Kansas City (not including Kansas City and Topeka)

Salina to Sharon Springs

Wichita to Salina via Lost Springs/Herington

Salina to Sid (end-of-track)

Wichita to El Dorado

Wichita to Winfield/Arkansas City

Whitewater to McPherson

Herington to Hope (End-of-Track)

Southern Pacific (SSW): Pratt to Kansas City via Herington (not including Pratt, Topeka or Kansas City)

Pursuant to Section 4 of the New York Dock protective conditions, in order to achieve the benefits of operational changes made possible by the transaction and to modify collective bargaining agreements to the extent necessary to obtain those benefits

IT IS AGREED:

ARTICLE I - WORK AND ROAD POOL CONSOLIDATIONS

The following work/road pool consolidations and/or modifications will be made to existing runs:

A. Zone 1 - Seniority District

1. Territory Covered: Salina to Sharon Springs

Salina to Kansas City (not including Topeka or Kansas City)

Salina to Sid (end-of-track)

The above includes all UP main lines, branch lines, industrial leads, yard tracks and stations between or located at the points indicated. Where the phrase "not including" is used above, it refers to other than through freight operations, but does not restrict through freight crews from operating into/out of such terminals/points or from performing work at such terminals/points pursuant to the designated collective bargaining agreement provisions.

2. The existing territories covered by the UP-UTU Salina Hub Agreement dated June 27, 1997 shall encompass Zone 1 of the expanded Salina Hub Agreement and no modifications will be made to such territories unless specifically referenced herein.

3. The terms of the UP-UTU Salina Hub Agreement of June 27, 1997 shall remain in full force and effect under this Agreement, as pertains to Zone 1, unless otherwise modified herein.

4. The terminal limits of Salina are as follows:

Salina: M.P. 187.26 - West

M.P. 184.26 - East
M.P. 2.8 - McPherson Branch
M.P. 0.58 - Plainville Branch

5. Trainmen protecting through freight service in the pools described above shall be provided lodging at the away-from-home terminals pursuant to existing agreements and the Carrier shall provide transportation to trainmen between the on/off duty location and the designated lodging facility. All trainmen may leave or receive their trains at any location within the terminal and may perform work within the terminal pursuant to the designated collective bargaining agreement provisions. The Carrier will designate the on/off duty points for all trainmen, with these on/off duty points having appropriate facilities as currently required in the collective bargaining agreement or by applicable governmental statute or regulations.

B. Zone 2 - Seniority District

1. Territory covered: Ellis to Sharon Springs

The above includes all UP main lines, branch lines, industrial leads, yard tracks and stations between or located at the points indicated. Where the phrase "not including" is used above, it refers to other than through freight operations, but does not restrict through freight crews from operating into/out of such terminals/points or from performing work at such terminals/points pursuant to the designated collective bargaining agreement provisions.

2. The terms of the UP-UTU Salina Hub Agreement of June 27, 1997 shall remain in full force and effect under this Agreement, as pertains to Zone 2, unless otherwise modified herein.

3. The terminal limits of Sharon Springs are as follows:

Sharon Springs: M.P. 432.0 - West
M.P. 426.0 - East

UP terminal limits at Sharon Springs are established by this Implementing Agreement.

4. Trainmen of the Denver Hub were granted rights in the Supplemental Agreement for that Hub to receive their through freight trains up to twenty-five (25) miles on the far side of Sharon Springs and run back through Sharon Springs to their destination without claim or complaint from any other trainmen.

5. Trainmen protecting service in the territory described above shall be provided lodging at the away-from-home terminal pursuant to existing agreements and the Carrier shall provide transportation to trainmen

between the on/off duty location and the designated lodging facility. All trainmen may leave or receive their trains at any location within the terminal and may perform work within the terminal pursuant to the designated collective bargaining agreement provisions. The Carrier will designate the on/off duty points for all trainmen, with these on/off duty points having appropriate facilities as currently required in the collective bargaining agreement or by applicable governmental statute or regulations.

6. The parties hereto recognize there are unique operational requirements pertaining to trainmen performing service in Zone 2. Therefore, without prejudice to the position of any party, it is agreed:

   a. Oakley will continue to be the location for the extra board protecting all extra service in Zone 2.

   b. Local or other road assignments in Zone 2 may work between Ellis (vicinity of M.P. 303) and Arapaho (vicinity of M.P. 430). This includes work, wreck, or assignments servicing customers located between or at the stations indicated.

   c. Local or road switcher assignments shall be headquartered at Oakley, if operationally possible, and so long as customer demands do not require otherwise. There shall be no prohibition against advertising/operating local assignments which are bulletined to work in both directions out of Oakley; in the alternative, the parties may agree (on a not-to-be-cited basis) to establish road switcher assignment(s) at Oakley with limits of Sharon Springs and Ellis.

Nothing in Article I.B.6 above shall be construed as precedent and shall not cited by either party in any future negotiations or proceedings.

C. <u>Zone 3 - Seniority District</u>

1. Territory Covered: Wichita to Salina via Lost Springs/Herington

   Wichita to El Dorado

   Wichita to Winfield/Arkansas City

   Whitewater to McPherson

   Herington to Hope (End-of-Track)

Pratt to Kansas City via Herington (not including Pratt, Topeka or Kansas City)

The above includes all UP and SSW main lines, branch lines, industrial leads, yard tracks and stations between or located at the points indicated. Where the phrase "not including" is used above, it refers to other than through freight operations, but does not restrict through freight crews from operating into/out of such terminals/points or from performing work at such terminals/points pursuant to the designated collective bargaining agreement provisions.

2. The existing former SSW Herington to Kansas City pool operation will be preserved under this Agreement with Herington as the home terminal. Kansas City will serve as the away-from-home terminal. Trainmen operating between Herington and Kansas City may utilize any combination of UP or SSW trackage between such points.

   a. In the event Carrier elects not to use a pool crew on a straight-away move, Hours of Service relief of trains operating Herington to Kansas City which have reached Topeka or beyond (beyond S.J. Jct.) shall be protected by the Kansas City Hub Zone 2 extra board. If none rested or available, such relief shall then be provided by a rested away-from-home terminal crew at Kansas City, and such crew will thereafter either be deadheaded home or placed first out for service or deadhead on their rest. If the train has not reached Topeka a home terminal pool crew at Herington will be used.

   b. In the event Carrier elects not to use a pool crew on a straight-away move, Hours of Service relief of trains operating Kansas City to Herington shall be protected by the extra board at Herington if the train has reached Topeka or beyond. If it has not reached Topeka, a rested away-from-home terminal crew at Kansas City will be used on a straight-away move. If none rested or available, the extra board at Herington may be used beyond Topeka.

3. The existing former SSW Pratt to Herington pool operation will be preserved under this Agreement, except the home terminal will be changed to Herington. Pratt will serve as the away-from-home terminal. Sufficient number of trainmen will be relocated to Herington to effect this change.

   a. In the event Carrier elects not to use a pool crew on a straight-away move, Hours of Service relief of trains operating Herington to Pratt shall be protected by the extra board at Pratt if the train has reached Inman or beyond; if exhausted, a rested away-from-home terminal crew at Pratt may be used

and such crew will thereafter be either deadheaded home or placed first out for service or deadhead on their rest. If the train has not reached Inman or beyond, a home terminal pool crew at Herington will be used.

b. In the event Carrier elects not to use a pool crew on a straight-away move, Hours of Service relief of trains operating Pratt to Herington shall be protected by the extra board at Herington if the train has reached Inman or beyond. If it has not reached Inman, a rested away-from-home terminal crew at Pratt will be used on a straight-away move. If none rested or available, the extra board at Herington may be used beyond Inman.

NOTE: Under Items 2 and 3 above, the establishment of Herington as a terminal for the corridor between Kansas City and Pratt does not constitute any restriction on operations through Herington by trains originating at Salina or Wichita.

4. The previously existing Agreement dated June 22, 1992, governing through freight service between Salina and Wichita shall become null and void upon implementation of this Agreement, except for the provisions of Article II.1 (b) thereof, which shall continue to apply to the pool operation described below. A new pool operation between Wichita and Salina will be established under this Agreement, and Wichita shall serve as the home terminal for all such service.

a. In the event Carrier elects not to use a pool crew on a straight-away move, Hours of Service relief of trains operating Wichita to Salina shall be protected by the extra board at Salina if the train has reached Lost Springs or beyond. If none rested or available, a rested away-from-home pool crew may be used and such crew will thereafter be deadheaded home or placed first out for service or deadhead on their rest. If the train has not reached Lost Springs, a home terminal pool crew at Wichita will be used.

b. In the event Carrier elects not to use a pool crew on a straight-away move, Hours of Service relief of trains operating Salina to Wichita shall be protected by the extra board at Wichita if the train has reached Lost Springs or beyond. If the train has not reached Lost Springs, a rested away-from-home terminal crew at Salina will be used. If none rested or available, the extra board at Wichita may be used beyond Lost Springs.

c. Trains which have expired under the Hours of Service at a location within 25 miles of Herington in either direction toward

Wichita or Salina may be relieved and operated into Herington by the extra board at Herington for later re-crewing.

5. Local, work, wreck, and other extra freight service may operate between Wichita and Salina with home terminal of either Wichita or Salina.

6. The Carrier may, at its option, establish service between Wichita and Hutchinson via Herington, without crew change. Wichita will serve as the home terminal. Hutchinson will serve as the away-from-home terminal. This service will be protected by the extra board at Wichita unless traffic levels justify establishment of pool operations.

7. At Herington, Pratt, Winfield and Wichita pool trainmen may receive their train up to twenty-five (25) miles on the far side of the terminal and run back through Herington, Pratt, Winfield and Wichita to their destination without claim or complaint from any other trainman. When so used, the trainman shall be paid an additional one-half (½) day at the basic pro rata through freight rate for this run in addition to the district miles of the run. If the time spent beyond the terminal under this provision is greater than four (4) hours, then he shall be paid on a minute basis at the basic pro rata through freight rate.

8. The terminal limits of Herington, Pratt, Winfield and Wichita are as follows:

Herington:	M.P. 459.2	-	UP Hoisington Subdivision
	M.P. 180.0	-	UP Herington Branch
	M.P. 169.2	-	SSW Topeka Subdivision
	M.P. 173.12	-	SSW Herington Subdivision

UP terminal limits at Herington are established by this Implementing Agreement.

Pratt:	M.P. 292.33	-	East
	M.P. 300.16	-	West
Winfield:	M.P. 248.7	-	East
	M.P. 250.8	-	West
Wichita:	M.P. 236.0	-	Herington
	M.P. 476.0	-	Wichita Branch
	M.P. 254.0	-	OKT Subdivision

9. Trainmen of the Kansas City Hub were granted rights in the Agreement for that Hub to receive their through freight train up to twenty-five (25) miles on the far side of Winfield and Wichita and run

back through Winfield and Wichita without claim or complaint from any other trainman.

10. Trainmen of an adjacent hub may have certain rights to be defined, if any, in the Merger Implementing Agreements for these hubs to receive their through freight trains up to twenty-five (25) miles on the far side of the terminal and run back through the terminal to their destination without claim or complaint from any other trainman.

11. Trainmen protecting through freight service in the pool described in Article I.D.2. above shall be provided lodging at the away-from-home terminal pursuant to existing agreements and the Carrier shall provide transportation to trainmen between the on/off duty location and the designated lodging facility. All trainmen may leave or receive their trains at any location within the terminal and may perform work within the terminal pursuant to the designated collective bargaining agreement provisions. The Carrier will designate the on/off duty points for all trainmen, with these on/off duty points having appropriate facilities as currently required in the collective bargaining agreement or by applicable governmental statute or regulation.

C. Herington Terminal

1. All UP and SSW operations within the new Herington Terminal limits shall be consolidated into a single operation. The terminal includes all UP and SSW main lines, branch lines, industrial leads, yard tracks and stations between or located at the points indicated. All UP and SSW road crews may receive or leave their trains at any location within the terminal and may perform work within the terminal pursuant to the applicable collective bargaining agreement, including national agreements. The Carrier will designate the on/off duty points for all yard crews, with these on/off duty points having appropriate facilities as currently required in the collective bargaining agreement or by applicable governmental statute or regulations. Interchange rules are not applicable for intra-carrier moves within the terminal.

2. All UP and SSW rail lines, yards and/or sidings within the Herington Terminal will be considered as common to all trainmen working in, into and out of Herington. The establishment of prior rights zones is not intended to restrict operations which traverse territory in both zones. All road switchers, yard and local assignments will be protected by trainmen from the seniority district where such assignments are home terminaled.

D. At all terminals the Carrier will designate the on/off duty points for all road crews, with these on/off duty points having appropriate facilities as currently required in the designated collective bargaining agreement or by applicable governmental statue or regulation.

E. In all of the zones, when local, work, wreck, HOS relief or other such unassigned road runs are called or assigned which operate exclusively within the territorial limits of one of the zones established in this Agreement, such service shall be protected by trainmen in such zone. If such run or assignment extends across territory encompassing more than one zone contemplated by this Agreement, it will be protected by trainmen in the zone in which such service is home terminaled. If new pool operations are implemented that run over two prior rights existing runs, then those holding prior rights to the existing runs shall hold rights to the new runs in the ratio of miles run. New pool operations not covered in this Implementing Agreement which establish a new home terminal, between this Hub and another Hub, or between this Hub and a non-merged area will be handled per Article IX of the October 31, 1985 National Agreement.

ARTICLE II - SENIORITY CONSOLIDATIONS

A. To achieve the work efficiencies and allocation of forces that are necessary to make the Salina Hub operate efficiently as a unified system, a new seniority district will be formed and a master Trainmen Seniority Roster - UP/UTU Salina Merged Roster #1 will be created for trainmen holding seniority in the territory comprehended by this Agreement on the date of implementation of this Agreement. (Where the word "trainmen" is used in this Agreement, it refers to conductors/foremen and brakemen/yardmen collectively.) The new roster will consist of three (3) zones. Prior rights Zone 1 is already intact and will remain unchanged by this Agreement. New prior rights Zones 2 and 3 will be created under this Agreement.

1. Switchmen/brakemen placed on these rosters will be dovetailed based upon the employee's current seniority date. If this process results in employees having identical dates, seniority will be determined by the age of the employees with the older employee placed first. If there are more than two (2) employees with the same seniority date, a random process jointly agreed upon by the Director of Labor Relations and the appropriate General Chairman (men) will be utilized to effect a resolution. It is understood this process may not result in any employee running around another employee on his former roster.

2. Conductors placed on this roster shall reflect the exact UP and SSW relative standings as exists on the dovetailed brakeman roster; however, within such relative standing both former UP and SSW conductors shall rank in the same order that they did on their former properties.

B. Employees assigned to the newly-created zone seniority rosters for Zones 2 and 3 shall be afforded prior rights on said zones. Placement on these

rosters and awarding of prior rights to said zones shall be based upon the following:

1. Zone 2 - This roster will consist of former UP trainmen with rights or Salina (Roster Nos. 360301 and 360401) and Oakley (Roster Nos. 072301 and 072401).

    a. The prior rights roster for Zone 2 will consist of a prior rights conductor and brakeman roster.

2. Zone 3 - This roster will consist of former UP trainmen with rights or Wichita (Roster Nos. 058311, 058411 and 058511) and Coffeyville (Roster Nos. 059312 and 059412) and former SSW trainmen with rights on SSW Pratt (Roster Nos. 304301, 304401 and 304501) Salina and SSW Herington (Roster Nos. 303301, 303401 and 303501).

    a. The prior rights roster for Zone 3 will consist of a prior rights conductor, brakeman and yardman (Wichita) roster.

C. Employees holding seniority on one (1) of the prior rights zones will be afforded common seniority on the other zones in the Salina Hub. New employees hired after the date of this Agreement shall hold common seniority on all zones in the Salina Hub.

D. Entitlement to assignment on prior rights Zones 2 and 3 and to the master roster shall be by seniority order canvass of the employees holding seniority in the territory, subject to roster sizing limits. Prior to the roster formulation process, the Organization and the Carrier shall reach agreement upon the total number of employees assigned to the expanded Salina Hub master seniority roster.

E. With the creation of the new seniority district described herein, all previous seniority outside the Salina Hub held by trainmen on the new roster shall be eliminated and all seniority inside the new hub held by trainmen outside the district shall be eliminated. All pre-existing prior rights, top and bottom, or any other such seniority arrangements in existence prior to formulation of the Salina Hub, if any, are of no further force or effect and the provisions of this Article shall prevail in lieu of thereof.

F. All trainmen vacancies within the Salina Hub must be filled prior to any trainmen being reduced from the working list or prior to trainmen being permitted to exercise to any reserve boards. This provision is not intended to modify or supersede existing agreement provisions, if any, which prohibit forcing prior rights trainmen to vacancies outside the territory comprehending their prior rights.

G. Trainmen who have been promoted to engine service and hold engine service seniority inside the Salina Hub shall be placed on the appropriate roster using their various trainmen seniority dates.

ARTICLE III - EXTRA BOARDS

A. The following extra boards shall be established to protect vacancies and other extra board work into or out of the Salina Hub or in the vicinity thereof. It is understood whether or not such boards are guaranteed boards is determined by the designated collective bargaining agreement. Further, nothing in this Agreement may be construed to require the continued maintenance of an extra board when there is insufficient work to justify its existence.

1. Wichita - One (1) Extra Board (combination conductor/brakeman/switchman) to protect all service at or in the vicinity of Wichita. This board will also protect the service between Wichita and Hutchinson via Herington.

2. Hutchinson - One extra board (combination conductor/brakeman/switchman) to protect all extra service at or in the vicinity of Hutchinson.

3. Herington - One (1) Extra Board (combination conductor/brakeman) to protect all extra service at or in the vicinity of Herington including Hours of Service relief in any direction, subject to the specific provisions in Article I. This board will supplement the extra board at Hutchinson and, if none in existence, will protect Hutchinson extra service.

3. Salina - No change from the June 27, 1997 Agreement.

4. Oakley - One (1) Extra Board (combination conductor/brakeman) to protect all extra service in Zone 2. In the event it is exhausted, this board will be supplemented by the extra board at Salina.

B. If additional extra boards are established or abolished after the date of implementation of this Agreement, it shall be done pursuant to the terms of the designated collective bargaining agreement. When established, the Carrier shall designate the geographic area the extra board will cover.

ARTICLE IV - APPLICABLE AGREEMENT

A. The Carrier has selected the Collective Bargaining Agreement currently in effect between the Union Pacific Railroad Company and the UTU Union Pacific Eastern District including all applicable national agreements and all

other side letters and addenda. Firemen shall likewise be governed by the current UP-UTU Eastern District Agreement. Except as specifically provided herein, the system and national collective bargaining agreements, awards and interpretations shall prevail.

B. The terms and conditions of the pool operations set forth in this agreement shall be the same for all pool freight runs whether run as combined pools or separate pools. The terms and conditions are those of the designated collective bargaining agreement as modified by subsequent national agreements, awards and implementing documents and those set forth below. For ready reference, sections of existing rules are attached in Attachment "B".

C. Trainmen will be treated for vacation, entry rates and payment of arbitraries as though all their time on their original railroad had been performed on the merged railroad. Trainmen assigned to the Hub on the effective date of this Implementing Agreement (including those engaged in trainmen training on such date) shall have entry rate provisions waived. Trainmen hired after the effective date of the Agreement shall be subject to National Agreement rate progression provisions.

D. Former SSW trainmen who are covered by this Implementing Agreement and who were formerly covered by an SSW Vacation Agreement shall be entitled to obtain the benefits of said SSW Vacation Agreement for the balance of the calendar year 1998, and for the calendar year 1999 otherwise earned in 1998. Thereafter, vacation benefits shall be set forth by the UP-UTU Eastern District Agreement on the merged territory.

E. A two-hour (2') call time for trainmen will apply in the entire territory comprehending the Salina Hub.

F. Trainmen under this Hub Agreement operating into Kansas City will be paid actual miles to the various yards within the Kansas City Terminal to which they operate their road trains. Any previously recognized arrival/departure point at Kansas City (e.g., M.P. 5.18 for former UP Eastern District trainmen) shall have no further force and effect, and the literal industry application of the national agreement rules shall apply throughout the Hub.

G. Except where specific terminal limits have been detailed in this Agreement it is not intended to change existing terminal limits under applicable agreements.

H. Actual miles will be paid for runs in the Salina Hub. Examples are illustrated in Attachment "C".

ARTICLE V - FAMILIARIZATION

A. Trainmen will not be required to lose time or "ride the road" on their own time in order to qualify for the new operations. Trainmen will be provided with a sufficient number of familiarization trips in order to become familiar with the new territory. Issues concerning individual qualifications shall be handled with local operating officers. The parties recognize that different terrain and train tonnage impact the number of trips necessary, and the operating officer assigned to the merger will work with the local managers and Local Chairmen in implementing this Section. Issues concerning individual qualifications shall be handled with the local Operating Officer and Local Chairman. If not resolved at the local level, then the matter shall be referred to the General Chairman and Labor Relations for further handling.

ARTICLE VI - IMPLEMENTATION

A. The Carrier will give at least thirty (30) days' written notice of its intent to implement this Agreement.

B. 1. Concurrent with the service of its notice, the Carrier will post a description of Zones 1 and 2 described in Article I herein.

2. Ten (10) days after posting of the information described in B.1. above, the appropriate Labor Relations Personnel, CMS Personnel, General Chairmen and Local Chairmen will convene a workshop to implement assembly of the merged seniority rosters. At this workshop, the representatives of the Organization will participate with the Carrier in constructing consolidated seniority rosters as set forth in Article II of this Implementing Agreement.

3. Dependent upon the Carrier's manpower needs, the Carrier may develop a pool of representatives of the Organization, with the concurrence of the General Chairmen, which, in addition to assisting in the preparation of the rosters, will assist in answering trainmen's questions, including explanations of the seniority consolidation and implementing agreement issues, discussing merger integration issues with local Carrier officers and coordinating with respect to CMS issues relating to the transfer of trainmen from one zone to another or the assignment of trainmen to positions.

C. The roster consolidation process shall be completed in five (5) days, after which the finalized agreed-to rosters will be posted for information and protest in accordance with the applicable agreements.

D. Once rosters have been posted, those positions which have been created or consolidated will be bulletined for a period of seven (7) calendar days. Trainmen may bid on these bulletined assignments in accordance with

applicable agreement rules. However, no later than ten (10) days aft closing of the bulletins, assignments will be made.

E. 1. After all assignments are made, trainmen assigned to positions whic require them to relocate will be given the opportunity to relocate with the next thirty (30) day period. During this period, the affecte trainmen may be allowed to continue to occupy their existin positions. If required to assume duties at the new locatio immediately upon implementation date and prior to having receive their thirty (30) days to relocate, such trainmen will be paid norm and necessary expenses at the new location until relocated. Payme of expenses will not exceed thirty (30) calendar days.

2. The Carrier may, at its option, elect to phase-in the actual po consolidations which are necessary in the implementation of th Agreement. Trainmen will be given ten (10) days' notice of when the specific relocation/reassignment is to occur.

ARTICLE VII - PROTECTIVE BENEFITS AND OBLIGATIONS

A. All trainmen and firemen who are listed on the Zones 2 and 3 prior right Salina Hub merged rosters shall be considered adversely affected by th transaction and consolidation and will be subject to the New York Doc protective conditions which were imposed by the STB. It is understood the shall not be any duplication or compounding of benefits under th Agreement and/or any other agreement or protective arrangement.

1. Carrier will calculate and furnish TPA's for such employees to th Organization as soon as possible after implementation of the term of this Agreement. The time frame used for calculating the TPA's accordance with New York Dock will be the twelve (12) month perio immediately preceding date of implementation.

2. In consideration of blanket certification of all employees covered t this Agreement for wage protection, the provisions of New York Doc protective conditions relating to "average monthly time paid for" a waived under this Implementing Agreement.

3. Test period averages for designated union officers will be adjusted reflect lost earnings while conducting business with the Carrier.

4. National Termination of Seniority provisions shall not be applicable trainmen hired prior to the effective date of this Agreement.

B. Trainmen required to relocate under this Agreement will be governed by th relocation provisions of New York Dock. In lieu of New York Do

provisions, an employee required to relocate may elect one of the followin options:

1. Non-homeowners may elect to receive an "in lieu of" allowance in the amount of $10,000 upon providing proof of actual relocation.

2. Homeowners may elect to receive an "in lieu of" allowance in the amount of $20,000 upon providing proof of actual relocation.

3. Homeowners in Item 2 above who provide proof of a bona fide sale of their home at fair value at the location from which relocated shall be eligible to receive an additional allowance of $10,000.

   a) This option shall expire within five (5) years from date of application for the allowance under Item 2 above.

   b) Proof of sale must be in the form of sale documents, deeds, and filings of these documents with the appropriate agency.

   NOTE: All requests for relocation allowances must be submitted on the prescribed form.

4. With the exception of Item 3 above, no claim for an "in lieu of" relocation allowance will be accepted after two (2) years from date of implementation of this Agreement.

5. Under no circumstances shall an employee be permitted to receive more than one (1) "in lieu of" relocation allowance under this Implementing Agreement.

6. Trainmen receiving an "in lieu of" relocation allowance pursuant to this Implementing Agreement will be required to remain at the new location, seniority permitting, for a period of two (2) years.

ARTICLE VIII - CREW CONSIST

A. Upon implementation of this Agreement all crew consist productivity credits that cover employees in the Salina Hub shall be frozen pending payment of the shares to the employees both inside the Hub and outside the Hub. A new productivity fund shall be created on implementation day that will cover those employees in the Salina Hub. The funds that cover employees outside the Hub shall continue for employees who remain outside the Hub.

B. Payments into the new productivity fund shall be made in compliance with the UPED Crew Consist Agreement. Those employees who would have participated in the shares of productivity funds prior to the merger had they been initially hired on the UPED shall be eligible to participate in the distribution of the new fund.

C. Employees who would have been covered under the UPED specia allowance provisions had they been hired originally on the UPED shall be entitled to a special allowance under those provisions.

D. Article V.F. of the June 27, 1997 Salina Hub Merger Implementing Agreement shall be extended to the additional employees establishing seniority in the expanded Salina Hub under this Agreement, i.e., any employee with a seniority date prior to April 21, 1997, shall be eligible to hold a reserve board position, seniority permitting, as outlined therein.

ARTICLE IX - FIREMEN

A. This Agreement covers firemen. Pre-October 31, 1985 firemen will only have the right to exercise their fireman's seniority if unable to work an engineer's assignment within the Salina Hub. If unable to hold such a position, a Pre October 31, 1985 fireman would be permitted to exercise their fireman's seniority in accordance with the provisions contained in the current UP Firemen Agreement.

B. Post October 31, 1985 firemen shall continue to be restricted to mandator fireman assignments and if unable to work an engineer's assignment withi the Salina Hub, they will be required to exercise their train service seniority

C. The seniority rosters for firemen will be a straight seniority dovetail roste maintaining existing prior rights.

D. It is the Carrier's intent to execute a standby agreement with th Organization which represents firemen on the former SSW. Upon executio of that Agreement, said firemen on the former SSW will be fully covered b this Implementing Agreement as though the Organization representing ther had been signatory hereto.

ARTICLE X - HEALTH AND WELFARE

Employees of the former UP who are working under the collective bargaining agreement designated in Article IV.A. of this Implementing Agreement belong to the Union Pacific Hospital Association. Former SSW employees are presently covered under United Health Care (former Travelers GA-23000) benefits. Said former SSW employees will have ninety (90) days from date of implementation to make an election as to keeping their old Health and Welfare coverage or coming under the health and welfare coverage provided by the designated CBA. Any employee who fails to exercise said option shall be considered as having elected to retain existing coverage. Employees hired after the date of implementation will be covered under the plan provided for in the surviving CBA. Copy of the form to be used to exercise the option described above is attached as Attachment "D" to this Agreement.

ARTICLE XI - SAVINGS CLAUSES

A. The provisions of the applicable Schedule Agreement will apply unless specifically modified herein.

B. Nothing in this Agreement will preclude the use of any trainmen to perform work permitted by other applicable agreements within the new seniority districts described herein, i.e., yardmen performing Hours of Service Law relief within the road/yard zone, ID trainmen performing service and deadheads between terminals, road switchers handling trains within their zones, etc.

C. The provisions of this Agreement shall be applied to all employees covered by said Agreement without regard to race, creed, color, age, sex, national origin, or physical handicap, except in those cases where a bona fide occupational qualification exists. The masculine terminology herein is for the purpose of convenience only and does not intend to convey sex preference.

ARTICLE XII - EFFECTIVE DATE

This Agreement implements the merger of the Union Pacific and Southern Pacific railroad operations in the area covered by Notice dated January 30, 1998.

Signed at _____ this _____day of_____, 1998.

FOR THE UNITED TRANSPORTATION UNION:

_____

R. D. Hogan, Jr.
General Chairman, UTU

FOR THE CARRIER:

_____

M. A. Hartman
General Director-Labor Relations
Union Pacific Railroad Co.

D. L. Hollis
General Chairman, UTU

J. M. Raaz
Asst. VP-Labor Relations
Union Pacific Railroad Co.

A. Martin III
General Chairman, UTU

APPROVED:

M. B. Futhey, Jr.
Vice President, UTU

P. C. Thompson
Vice President, UTU

Side Letter No. 1

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This refers to the Merger Implementing Agreement entered into this date between the Union Pacific Railroad Company, Southern Pacific Lines and the United Transportation Union.

During our negotiations we discussed Agreement provisions involving life insurance and disability insurance between Southern Pacific Lines and your Organization as follows:

UTU - C&T: Articles 4 and 6 of the Agreement dated May 1, 1996

UTU - S: Articles 2 and 8 of the Agreement dated May 21, 1996

It was your position that coverages provided by the former agreement should be preserved for the former SSW employees covered by this implementing Agreement.

This will confirm that Carrier agreed that these insurance premiums would be maintained at current levels and would be grand fathered to those former SSW employees who are covered by this Implementing Agreement and who are presently covered under

those plans. These insurance premiums will be maintained at current levels for such employees for a six (6) year period commencing January 1, 1998, unless extended or modified pursuant to the Railway Labor Act.

It is understood this Agreement is made without prejudice to the positions of either party regarding whether or not such benefits are subject to preservation under New York Dock and it will not be cited by any party in any other negotiations or proceedings.

If the foregoing adequately and accurately sets forth our agreement in this matter please so indicate by signing in the space provided for that purpose below.

Yours truly,

M. A. Hartman
General Director - Labor Relations

AGREED:

_____

R. D. Hogan, Jr.
General Chairman, UTU

_____

D. L. Hollis
General Chairman, UTU

_____

A. Martin III
General Chairman, UTU

cc: M. B. Futhey, Jr.
Vice President, UTU

P. C. Thompson
Vice President, UTU

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This refers to the Merger Implementing Agreement entered into this date between Union Pacific Railroad Company, Southern Pacific Lines and the United Transportation Union.

The parties hereto realize that the merger of the former properties into a unified system is a complex undertaking and with the changes in operations and seniority territories, employees covered by this Agreement will be required to perform service on unfamiliar territory.

Familiarization will be a large undertaking, and it is to the benefit of both parties that this process begin as soon as possible so that implementation can occur in a more orderly and rapid manner. Therefore, it is understood that Carrier may begin qualifying trainmen on unfamiliar territory, to the extent it is feasible based upon operational and manpower constraints, between time of execution of this Implementing Agreement and date of implementation thereof.

It is understood that familiarization will be accomplished in accordance with Article V - Familiarization of this Agreement. Employees making familiarization trips which involve greater mileages than their existing (pre-merger) runs will be paid actual mileage to the new objective terminal as contemplated in Article I of this Agreement. Local UTU officers will work with local Carrier officers to implement this Side Letter in the most effective manner.

If the foregoing adequately and accurately describes our agreement in this regard, please so indicate by signing in the space provided for that purposes below.

Yours truly,

M. A. Hartman
General Director-Labor Relations

. . . .

AGREED:

_____

R. D. Hogan, Jr.
General Chairman, UTU

_____

D. L. Hollis
General Chairman, UTU

_____

A. Martin III
General Chairman, UTU

cc: M. B. Futhey, Jr.
Vice President, UTU

P. C. Thompson
Vice President, UTU

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This has reference to the Merger Implementing Agreement entered into this date.

During our negotiations we discussed the issue of conductor promotion, and specifically the need to complete the conductor promotion classes on all the territories within the Salina Hub on an expedited basis so that the merged conductor rosters can be finalized.

In this regard it was agreed that the parties will mutually commit to an expedited process of scheduling/conducting conductor promotion classes throughout the Salina Hub so that all remaining trainmen have had the opportunity to participate in such program on or before July 1, 1999. Trainmen promoted to conductor during this window of opportunity shall be given a seniority date as conductor in accordance with the terms of the pre-existing agreement under which they were working prior to this Implementing Agreement.

If the foregoing adequately and accurately describes our agreement in this regard, please so indicate by signing in the space provided for that purpose below.

Yours truly,

M. A. Hartman
General Director - Labor Relations

. . . .

AGREED:

_____

R. D. Hogan, Jr.
General Chairman, UTU

_____

D. L. Hollis
General Chairman, UTU

_____

A. Martin III
General Chairman, UTU

cc: M. B. Futhey, Jr.
Vice President, UTU

P. C. Thompson
Vice President, UTU

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This has reference to the Merger Implementing Agreement entered into this date.

During our negotiations there was considerable discussion surrounding the operational changes resulting from a merger of UP and SSW operations. Specifically, it was your observation that the merged operation would require an increased amount of transporting of crews, and your Organization has concerns regarding the quality of the vehicles presently used for transporting crews, as well as the drivers of said vehicles.

It was Carrier's position that there are existing procedures available to resolve any complaints regarding deficiencies in crew transportation and, as such, this was not a proper topic for inclusion in a Merger Implementing Agreement.

Without prejudice to the positions of the respective parties as set forth above, the Carrier believes it is in the best interests of all parties that routine, unannounced safety audits of crew transportation contractors be conducted, and that a process be established for prompt investigation and, if necessary, resolution of complaints of specific instances of deficiencies in this area. In this regard, this will confirm my advice given you during our negotiations that Carrier agreed it would direct its designated manager to contact a Local Chairman to be designated by your Organization for the purpose of scheduling and conducting field safety audits of transportation contractors in the hub. These safety audits will include, but not be limited to, inspection of vehicles, unannounced rides, interviewing crews, and meeting drivers. These safety audits will be performed no less frequently than quarterly.

If issues are raised by the safety audits which cannot be resolved to the satisfaction of your Organization, they may be referred to the appropriate Labor Relations Officer by the General Chairman for discussion in conference at the earliest possible date to seek a resolution. The conference will include the appropriate General Manager or his designate.

Respectfully,

M. A. Hartman
General Director-Labor Relations

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This refers to the Merger Implementing Agreement for the Salina Hub entered into this date.

During our execution of this Agreement, it was understood that the parties may discover errors or omissions relating to mile post designations, crew district mileages, etc. It is not the intent of either party to hold the other party to such items simply because there was simply not time to verify them for accuracy.

If the foregoing adequately and accurately describes our agreement in this matter, please so indicate by signing in the space provided for that purpose below.

Yours truly,

M. A. Hartman
General Director-Labor Relations

AGREED:

_____

R. D. Hogan, Jr.
General Chairman, UTU

_____

D. L. Hollis
General Chairman, UTU

_____

A. Martin III
General Chairman, UTU

cc: M. B. Futhey, Jr.
Vice President, UTU

P. C. Thompson
Vice President, UTU

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This has reference to the Merger Implementing Agreement for the Salina Hub entered into this date.

During our discussions regarding vacations, the Carrier's attention was directed to the fact that certain former Rock Island trainmen on the SSW are entitled to use their former Rock Island seniority date for purposes of determining length of vacation. This letter will confirm Carrier's commitment to preserve and honor said arrangement.

Yours truly,

M. A. Hartman
General Director-Labor Relations

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This has reference to the Merger Implementing Agreement entered into this date. With regard to Article II.E. the following shall apply:

1. Trainmen presently working in the Salina Hub who elect not to stay and participate in the formulation of the new rosters for the Salina Hub will forfeit all existing seniority they may hold in any portion of the Salina Hub.

2. Trainmen presently working outside the Salina Hub who hold existing seniority in any portion of the Salina Hub who elect not to participate in the formulation for new rosters for the Salina Hub will forfeit all existing seniority in any portion of the Salina Hub.

3. Trainmen participating in the roster formulation process for the Salina Hub who presently hold trainmen's seniority outside the Salina Hub will be handled as follows:

   a. All trainman seniority outside the Salina Hub will be held in abeyance and may not be utilized for any purposes except as outlined below.

   b. When subsequent implementing agreements are concluded in other hubs which encompass the seniority described in a. above, which has been held in abeyance, such seniority may be exercised in the roster formulation process for such hub(s) subject to the following limitations:

      (1) The exercise of such option shall be considered a seniority move and shall be at the employee's own expense.

(2) A trainman utilizing this provision to select a different hub will forfeit all seniority in the Salina Hub.

(3) Trainmen making application for a relocation allowance in this hub will be considered as forfeiting the options set forth in this Side Letter.

4. The rights set forth in (b) above may only be exercised to the extent that there is an unfilled need for trainmen at such hub at the time rosters for such hub are formulated. Carrier reserves the right to limit the number of such requests made based upon manpower requirements and the number accepted will be in seniority order. In the event such move will create a shortage of trainmen within the Salina Hub the Carrier may hold such applicant for a reasonable amount of time to allow for a replacement.

5. If applications are declined under (4) above, they will be considered in the future on a seniority order basis prior to the Carrier posting a bulletin or advertisement for new trainmen trainees.

6. Trainmen accepting the option set forth in (5) above will be placed at the bottom of the common roster at the new hub with a new seniority date.

If the foregoing adequately and accurately describes our agreement in this regard, please so indicate by signing in the space provided for that purpose below.

Yours truly,

M. A. Hartman
General Director-Labor Relations

. . . .

AGREED:

_____

R. D. Hogan, Jr.
General Chairman, UTU

_____

D. L. Hollis
General Chairman, UTU

_____

A. Martin III
General Chairman, UTU

cc: M. B. Futhey, Jr.
Vice President, UTU

P. C. Thompson
Vice President, UTU

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This has reference to the Merger Implementing Agreement entered into this date.

The following was agreed to in the application of Article VII.A.3. regarding calculation of TPA's.

1. In the case of any full time Union Officer holding seniority in this hub who may return to active service, the TPA for such employee shall be determined by calculating the average of the TPA's of the two full time employees above and below the said Union Officer on the roster in the same class of service and using that average for purposes of applying protective benefits.

2. The General Chairman will furnish Carrier with a list of the monies paid to part time union officers by their Committee for the performance of union business, and such amounts will be added to TPA earnings for the test period for purposes of applying protective benefits.

3. Employees who held reserve board positions during the test period shall be treated in the same manner described in 1. above.

4. All compensation for services performed during the test period, even though some portion of it may have been directed to a 401-K account on a pre-tax basis or otherwise, shall be included in calculating said TPA.

If the foregoing adequately and accurately describes our agreement in this matter, please so indicate by signing in the space provided for that purpose below.

Yours truly,

M. A. Hartman
General Director-Labor Relations

AGREED:

_____

R. D. Hogan, Jr.
General Chairman, UTU

_____

D. L. Hollis
General Chairman, UTU

_____

A. Martin III
General Chairman, UTU

cc: M. B. Futhey, Jr.
Vice President, UTU

P. C. Thompson
Vice President, UTU

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This refers to the Merger Implementing Agreement entered into this date betweer the Union Pacific Railroad Company, Southern Pacific Lines, and the Unitec Transportation Union.

In our discussions regarding Article IV, this will confirm Carrier's commitment tc provide copies of the designated collective bargaining agreement referenced therein to al former UP and SSW trainmen comprehended by this Implementing Agreement at the earliest possible date, but no later than by date of implementation of this Agreement. It is understood the reference to UP trainmen applies only to those who were not previously covered by the designated collective bargaining agreement.

Yours truly,

M. A. Hartman
General Director-Labor Relations

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This has reference to the Merger Implementing Agreement for the Salina Hub entered into this date, and specifically Article VII.A.1. thereof.

During our discussions regarding the time frame for calculating TPA's, the representatives of the former SSW expressed the view that since all of the trainmen represented by them had already received TPA's in connection with "interim protection" related to TCS cutovers, they would prefer to simply adopt those existing TPA's for purposes of application of protection under this Merger Implementing Agreement. So long as said "interim" TPA's did not include extraordinary items or monies not includable in the TPA under a strict application of New York Dock Protective Conditions, Carrier is agreeable to this handling.

If the foregoing accurately describes our Agreement in this matter, please so indicate by signing in the space provided for that purpose below.

Yours truly,

M. A. Hartman
General Director-Labor Relations

. . . .

AGREED:

_____

R. D. Hogan, Jr.
General Chairman, UTU

_____

D. L. Hollis
General Chairman, UTU

_____

A. Martin III
General Chairman, UTU

cc: M. B. Futhey, Jr.
Vice President, UTU

P. C. Thompson
Vice President, UTU

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This refers to the Merger Implementing Agreement for the Salina Hub entered into this date.

In discussing the relocation benefits in Article VII.B. of the agreement, we discussed the situation where an employee may desire to sell his home prior to the actual implementation of the merger. Carrier committed to you that such employee would be entitled to treatment as a "homeowner" for relocation benefits purposes provided:

1. Upon actual implementation of the Merger Implementing Agreement the employee meets the requisite test of having been "required to relocate",

2. The sale of the residence occurred at the same location where the employee was working immediately prior to implementation, and

3. The sale of the residence occurred after the date of this Agreement.

It is understood that no employee may qualify for "homeowner" relocation benefits if they did not own their home (or were under a purchase agreement) on the date of service of the notice for the Salina Hub, i.e., June 4, 1998.

If the foregoing adequately and accurately sets forth our agreement in this matter, please so indicate by signing in the space provided for that purpose below.

Yours truly,

M. A. Hartman
General Director - Labor Relations

. . . .

AGREED:

_____

R. D. Hogan, Jr.
General Chairman, UTU

_____

D. L. Hollis
General Chairman, UTU

_____

A. Martin III
General Chairman, UTU

cc: M. B. Futhey, Jr.
Vice President, UTU

P. C. Thompson
Vice President, UTU

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This refers to the Merger Implementing Agreement for the Salina Hub entered into this date, and specifically Article IV.

Since the "fiscal year" for administration of personal leave days on the former UP-Eastern District is August 1 to August 1, an issue arose regarding employees from the former schedule MPUL Agreement coming under the CBA designated for this hub, wherein personal leave days are administered on a calendar year basis. This issue shall be settled by paying all trainmen/yardmen who convert to the UP-UTU Eastern District Collective Bargaining Agreement an amount equal to 100% of the unused personal leave days remaining from their previous agreement on August 1, 1999, including carry-over days (if any), at the rate of last service performed. Effective August 1, 1999, all such employees shall have converted to the personal leave provision of the UP-UTU Eastern District CBA Agreement.

If the foregoing adequately and accurately sets forth our agreement in this matter, please so indicate by signing in the space provided for that purpose below.

Yours truly,

M. A. Hartman
General Director - Labor Relations

. . . .

AGREED:

R. D. Hogan, Jr.
General Chairman, UTU

D. L. Hollis
General Chairman, UTU

A. Martin III
General Chairman, UTU

cc: M. B. Futhey, Jr.
Vice President, UTU

P. C. Thompson
Vice President, UTU

Side Letter No. 13

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This refers to the Merger Implementing Agreement for the Salina Hub entered into this date.

Because SSW system seniority extends through the Kansas City, Salina and Dalhart Hubs, the Carrier agreed to make certain commitments regarding operations in the Salina Hub in order that Pratt trainmen may make a more informed decision regarding roster slotting for the Kansas City and Salina Hubs. Specifically, Carrier committed as follows:

1. In the event employees at Pratt desire to relocate to Herington in proportion to the number or pool turns and extra board positions being moved to Herington, such requests will be given first consideration. Should this not be the case, to the extent possible, existing manpower at Herington will be used to staff the Herington-Pratt pool operations. If Pratt trainmen are needed to fulfill the need at Herington, the minimum necessary will be relocated to Herington, and those volunteering to relocate will be paid relocation under Article VII.B. of this Agreement. If insufficient trainmen volunteer, some trainmen may be forced to Herington in reverse seniority. Under these circumstances, Article VIII.B. benefits would still apply. The parties shall meet and reach agreement on the number and method of force assignments to Herington.

2. Upon implementation of this Agreement, Pratt trainmen will relinquish rights to Herington-Pratt pool service. After implementation of the Salina Hub Agreement, Pratt trainmen shall protect only freight service between Pratt and Dalhart, including the extra board and regular assignments now home terminaled at Pratt.

It is understood the above provisions are without prejudice to Carrier's position anc may not be cited by either party in any other proceeding.

If the foregoing adequately and accurately sets forth our agreements in this matter please so indicate by signing in the space provided for that purpose below.

Yours truly,

M. A. Hartman
General Director-Labor Relations

AGREED:

_____
R. D. Hogan, Jr.
General Chairman, UTU

_____
D. L. Hollis
General Chairman, UTU

_____
A. Martin III
General Chairman, UTU

cc: M. B. Futhey, Jr.
Vice President UTU

P. C. Thompson
Vice President UTU

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR #309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This has reference to our negotiations covering the Merger Implementing Agreement entered into this date between the Union Pacific Railroad Company, Southern Pacific Lines and the United Transportation Union. During these negotiations, the Organization expressed concern that crews who expire on the Hours of Service Law would not be transported in a timely manner to the destination terminal.

This will confirm the advice given to you, i.e., that when a crew ties up on the Hours of Service before reaching the objective terminal, the Carrier will make every reasonable effort to relieve subject crew and transport them to the tie up point, expeditiously. The Carrier recognized the interests of the railroad and its employees are best served when a train reaches the final terminal within the hours of service. In the event this does not occur, the Carrier is committed to relieving that crew and providing transportation as soon as practical. It is understood that this commitment contemplates transportation in the form of passenger vehicle, and crews shall not be transported to the tie-up point after Hours of Service tie-ups by means of train except in case of emergency or extraordinary circumstances which make providing a vehicle impossible.

In the event the Organization feels that this commitment is not being observed at a particular location, the General Chairman shall promptly contact the Director of Labor Relations in writing stating the reasons or circumstances thereof. Within ten (10) days after being contacted the Director of Labor Relations will schedule a conference between the parties to discuss the matter and seek a resolution. The conference will include the appropriate General Manager or his designate.

Yours truly,

M. A. Hartman
General Director-Labor Relations

cc: M. B. Futhey, Jr.
Vice President UTU

P. C. Thompson
Vice President UTU

MR R D HOGAN
GENERAL CHAIRMAN UTU
1721 ELFINDALE DR - STE 309
SPRINGFIELD MO 65807

MR A MARTIN III
GENERAL CHAIRMAN UTU
2933 SW WOODSIDE DR #F
TOPEKA KS 66614-4181

MR DON L HOLLIS
ASSOC. GEN CHAIRMAN UTU
P O BOX 580
LINDALE TX 75771

Gentlemen:

This refers to the Merger Implementing Agreement for the Salina Hub entered into this date.

It is understood that trainmen of the Denver Hub were awarded certain work at Oakley which this implementing brings under the scope of the Salina Hub and removes from the scope of the Denver Hub. In consideration of this, the following is agreed to.

The current application of the Denver Hub Agreement provides that a pre-July 1, 1997 trainman may not occupy a reserve board position if a post-July 1, 1997 trainman is working in the hub. To the extent that trainmen in the Salina Hub with a seniority date prior to June 27, 1997 (the date of the original Salina Hub Agreement) are occupying regular assignments, including extra board, headquartered in Zone 2 (Ellis to Sharon Springs), an equivalent number of reserve board positions in Zone 1 of the Denver Hub may be occupied by pre-July 1, 1997 Denver Hub trainmen irrespective of the presence of post-July 1, 1997 trainmen working in the Denver Hub.

Example: There are five (5) pre-June 27, 1997 Salina Hub trainmen working in Zone 2 of the Salina Hub. Up to five (5) Reserve Board positions in Zone 1 of the Denver Hub may be occupied by pre-July 1, 1997 Denver Hub trainmen even though there are post-July 1, 1997 trainmen working in the hub.

If the foregoing adequately and accurately sets forth our agreement in this matter please so indicate by signing in the space provided for that purpose below:

Yours truly,

M. A. Hartman
General Director-Labor Relations

AGREED:

R. D. Hogan, Jr.
General Chairman, UTU

D. L. Hollis
General Chairman, UTU

A. Martin III
General Chairman, UTU

cc: M. B. Futhey, Jr.
Vice President, UTU

P. C. Thompson
Vice President, UTU

QUESTIONS AND ANSWERS - SALINA HUB

ARTICLE I - WORK AND ROAD POOL CONSOLIDATION

Q.1. What is the impact of joint terminal operations, such as Herington, for example. being "consolidated into a single operation"?

A.1. In a consolidated terminal, all UP and SSW road crews can receive/leave their trains at any location within the boundaries of the new Herington Terminal and may perform work anywhere within those boundaries pursuant to the applicable collective bargaining agreement. The Carrier will designate the on/off duty points for road crews. All UP and SSW rail lines, yards, and/or sidings within the Kansas City Terminal are considered as common to all crews working in, into and out of Kansas City and all UP and SSW road crews may perform all permissible road/yard moves pursuant to the applicable collective bargaining agreements. It is not the intent of this agreement to modify or supersede the application of existing road/yard rules contained in the National Agreements.

Q.2. How is a crew, which received their train twenty-five (25) miles on the far side of the terminal as contemplated by Article I compensated?

A.2. When so used, the crew shall be paid an additional one-half (½) basic day for this service in addition to the district miles of the run. If the time spent beyond the terminal is greater than four (4) hours, they shall be paid on a minute basis at the basic pro rata through freight rate. Miles within the zone are not added to the district miles of the run. Time spent within the zone does not factor into the computation of overtime; however, if the time spent within the zone produces road overtime earnings in excess of the minimum four (4) hour payment the higher overtime earnings would apply.

Q.3. If a crew in the twenty-five (25) mile zone is delayed in bringing the train into the origin terminal so that it does not have time to go to the destination terminal, what will happen to the crew?

A.3. If the crew has operated back through the origin terminal, they will be transported to the destination terminal, unless emergency conditions prevent such, and be paid district miles and a minimum of four (4) hours at the pro rata rate.

Q.4. In regards to Question 3 above. What happens if a crew in the twenty-five (25) mile zone is delayed and does not depart the origin terminal a second time?

A.4. If the origin terminal is the home terminal, the crew will be released at the origin terminal, paid a basic day, and a minimum of four (4) hours at the pro rata rate. If the origin terminal is the away terminal, the crew will be paid under the twenty-five mile provisions for the work in the zone and deadheaded in combination deadhead/service to the destination terminal.

Q.5. In regards to Question 2 above, what happens if a crew in the twenty-five (25) mile zone is delayed and spends more than eight (8) hours in the zone before returning

to the origin terminal? Is the answer to Question 2 above intended to deny payment of overtime for time spent in excess of eight (8) hours in the twenty-five (25) mile zone?

A.5. No, if a crew spends more than eight (8) hours in the twenty-five (25) mile zone. overtime would apply for all such time in excess of eight (8) hours in the zone.

Q.6. Is it the intent of this agreement to use trainmen beyond the 25-mile zone?

A.6. No. . . . .

Q.7. May the twenty-five (25) mile zone be used for inbound road crews to operate up to 25 miles past their destination terminal?

A.7. No, The 25-mile zone provisions apply to outbound crews at their origin terminal only, and under no circumstances do such provisions apply to an arriving crew at their destination terminal.

Q.8. What is intended by the words "at the basic pro rata through freight rate" as used in Article I?

A.8. Payment would be at the high (unfrozen) through freight rate of pay which is applicable to the service portion to the trip.

Q.9. How will initial terminal delay be determined when performing service as outlined above?

A.9. Initial terminal delay for trainmen entitled to such payments will be governed by the applicable collective bargaining agreement and will not commence when a crew operates back through the on-duty point. Operation back through the on-duty point shall be considered as operating through an intermediate point.

Q.10. At locations common to other hubs, such as Wichita and Winfield, etc., is it understood that the right of a crew to reach out 25 miles beyond the terminal to provide Hours of Service relief under the 25-mile zone provisions of this Agreement are dependent upon reciprocal 25-mile zone agreements in those hubs?

A.10. Yes.

Q.11. When a crew is used for hours of service relief at the away-from-home terminal pursuant to this Agreement may they be used to provide relief for more than one train?

A.11. No, when the crew returns to the away-from-home terminal after performing hours of service relief (on only one train) they will stand first out upon arrival subject to rest and they shall next be either deadheaded or perform actual service to the home terminal.

ARTICLE II - SENIORITY CONSOLIDATIONS

Q.1. How shall the seniority of employees on an inactive roster pursuant to previous UP merger agreements be handled?

A.1. They will not be canvassed at time of roster formulation, and the inactive roster shall continue to be maintained. In the event they return to active service in the future, they shall at that time be afforded a seniority slot on the active roster to which they are attached. If their former roster was split between hubs or prior rights zones, they will at time of return be required to make an election of seniority rights placement.

Q.2. What "existing agreement provisions" govern in this hub with regard to forcing prior rights trainmen outside their prior rights territory?

A.2. The parties have agreed to use the date of June 27, 1997, the date of the previous Salina Hub Agreement, as the governing date. In other words, employees with a seniority date on or before June 27, 1997, may not be forced to protect service outside the territory comprehending their prior rights zone under this Agreement. This application shall have no effect upon or may not be cited concerning the application of the UPED collective bargaining agreement elsewhere on Carrier's system.

ARTICLE III - EXTRA BOARDS

Q.1. Will extra boards established under this section be confined to protecting extra work exclusively within the zone in which established?

A.1. Except where specifically provided, all extra boards will only protect extra work within one zone. After implementation, should the Carrier desire to establish extra boards which protect extra work in more than one zone, this will be done pursuant to the existing collective bargaining agreement, and the parties must reach agreement as to how trainmen from the zones involved will be allowed to exercise seniority to such extra board(s). Failure to reach such agreement, common seniority will be used.

Q.2. Are these guaranteed extra boards?

A.2. The provisions of the designated collective bargaining agreement shall apply.

ARTICLE IV - APPLICABLE AGREEMENTS

Q.1. When the Merger Implementing Agreement becomes effective what happens to existing claims previously submitted under the prior agreements?

A.1. The existing claims shall continue to be handled in accordance with the former agreements and the Railway Labor Act. No new claims shall be filed under those former agreements once the time limit for filing claims has expired.

Q.2. Will a trainman gain or lose vacation benefits as a result of the merger?

A.2. SSW trainmen will retain the number of weeks vacation earned from the 1998 and 1999 that they would have earned under their previous vacation agreement. The pay for such vacation shall be pursuant to the designated CBA. Beginning with the 2000 calendar year they will be treated as if they had always been a UP trainman and will earn identical vacation benefits as a UP trainman who had the same hire date and same work schedule.

Q.3. When the agreement is implemented, which vacation agreement will apply?
A.3. The vacation agreements used to schedule vacations for 1998 will be used for the remainder of 1998 and in 1999.

Q.4. Will personal leave be applicable to SSW trainmen in 1998?
A.4. Personal leave days for SSW trainmen will apply effective January 1, 1999. The number of personal leave days applicable to SSW trainmen in 1998 will be prorated based upon actual implementation date.

ARTICLE VII - PROTECTIVE BENEFITS AND OBLIGATIONS

Section A:

Q.1. How will test period earnings be calculated for employees returning to service following extended absence (a period of one year or more)?
A.1. Their test period earnings will be the average of the test period earnings of the two (2) employees next junior and two (2) employees next senior to such individual returning to service, in the same class of service.

Q.2. How does the Carrier calculate test period earnings if, during the last twelve (12) months, an employee has missed two (2) months compensated service?
A.2. The Carrier will go back fourteen (14) months (or however many months necessary) to calculate the test period earnings based on twelve (12) months compensated service.

Q.3. How will an employee be advised of his test period earnings?
A.3. Test periods will be furnished to each individual and their appropriate General Chairman.

Q.4. An employee is off one or more days of a month in the test period account of an on-duty personal injury. Will that month be used in computing test period averages?
A.4. Yes, if the employee performed other compensated service during the month.

Q.5. Is vacation pay received during the test period considered as compensation?
A.5. Yes.

Q.6. How is length of service calculated?
A.6. It is the length of continuous service an employee has in the service of the Carrier, as defined in the Washington Job Protection Agreement of 1936.

Q.7. If an employee has three years of engine service and three years of train service, how many years of protection will they have?
A.7. Six.

Q.8. How will employees know which jobs are higher rated?
A.8. The Carrier will periodically post job groupings identifying the highest to lowest paic jobs.

Q.9. Will specific jobs be identified in each grouping?
A.9. Pools, locals and extra boards, with different monetary guarantees, may be identifiec separately but yard jobs and road switchers will not be.

Q.10. What rights does an employee have if he is already covered under labor protectior provisions resulting from another transaction?
A.10. Section 3 of New York Dock permits employees to elect which labor protection they wish to be protected under. By agreement between the parties, if an employee has three years remaining due to the previous implementation of Interdivisional Servic the employee may elect to remain under that protection for three years and ther switch to the number of years remaining under New York Dock. If an employee elects New York Dock then he/she cannot later go back to the original protectior even if additional years remain. It is important to remember that an employee ma not receive duplicate benefits, extend their protection period or count protectic payments under another protection provision toward their test period average for thi transaction.

Q.11. Will the Carrier offer separation allowances?
A.11. The Carrier will review its manpower needs at each location and may offe separation allowances if the Carrier determines that they will assist in the merge implementations. Article I Section 7 of New York Dock permits an employee that i "dismissed" as defined by New York Dock to request a separation allowance withir seven days of his/her being placed in dismissed status in lieu of all other benefits

Q.12. Does an employee who elects to exercise his seniority outside the Salina Hub an not participate in the formulation of rosters for the new Salina Hub qualify for wag protection?
A.12. The certification agreed to under Article VII applies only to those employees who ar slotted on the newly formed Salina Hub rosters.

Section B:

Q.1. Who is required to relocate and is thus eligible for the allowance?
A.1. A trainman who can no longer hold a position at his location and must relocate t hold a position as a result of the merger. This excludes trainmen who are borro outs or forced to a location and released.

Q.2. Are there mileage components that govern the eligibility for an allowance?
A.2. Yes, the employee must have a reporting point farther than his old reporting poir and at least 30 miles between the current home and the new reporting point and a least 30 miles between reporting points.

Q.3. Can you give some examples?
A.3. The following examples would be applicable.

Example 1: Trainman A lives 80 miles east of Wichita and works a yard assignment at Hutchinson. As a result of the merger he is assigned to a yard job at Wichita. Because his new reporting point is closer to his place of residence no relocation allowance is given.

Example 2: Trainman B lives 35 miles east of Herington and goes on duty at the SP yard office in Herington. As a result of the merger he goes on duty at the UP yard office in Herington which is one mile away. No allowance is given.

Example 3: Trainman C lives in Pratt and is unable to hold an assignment at that location and must place on an assignment at Herington. The employee meets the requirement for an allowance and whether he is a homeowner, a homeowner who sells their home or a non-homeowner determines the amount of the allowance.

Example 4: Trainman D lives and works in yard service in Hutchinson, and can hold an assignment in Hutchinson, after merger implementation, but elects to place on a road switcher/zone local at Herington. Because the employee can hold in Hutchinson, no allowance is given.

Q.4. Why are there different dollar amounts for non-home owners and homeowners?

A.4. New York Dock has two provisions covering relocating. One is Article I Section 9 Moving expenses and the other is Section 12 Losses from home removal. The $10,000 is in lieu of New York Dock moving expenses and the additional $10,000 or $20,000 is in lieu of loss on sale of home.

Q.5. Why is there a set amount offered on loss on sale of home?

A.5. It is an in lieu of amount. Trainmen have an option of electing the in lieu of amount or claiming New York Dock benefits. Some people may not experience a loss on sale of home or may not want to go through the procedures to claim the loss under New York Dock.

Q.6. What is loss on sale of home for less than fair value?

A.6. This refers to the loss on the value of the home that results from the Carrier implementing this merger transaction. In many locations the impact of the merger may not affect the value of a home and in some locations the merger may affect the value of a home.

Q.7. Can you give an example?

A.7. Prior to the merger announcement a home was worth $60,000. Due to numerous employees transferring from a small city the value drops to $50,000. Upon approval of the sale by the Carrier employee is entitled to $10,000 under Section 12 and the expenses provided under Section 9, or the owner can claim the in lieu of amount of $30,000.

Q.8. If the parties cannot agree on the loss of fair value what happens?

A.8. New York Dock Article I Section 12 (d) provides for a panel of real estate appraisers to determine the value before the merger announcement and the value after the merger transaction.

Q.9. What happens if an employee sells a home valued at $50,000 for $20,000 to a family member?.

A.9. That is not a bona fide sale and the employee would not be entitled to either an in lieu of payment or a New York Dock payment for the difference below the fair value.

Q.10. What is the most difficult part of New York Dock in the sale transaction?

A. 10. Determining the value of the home before the merger transaction. While this can be done through the use of professional appraisers, many people think their home is valued at a different amount.

ARTICLE VIII - CREW CONSIST

Q.1. Under Article VII.A., will employee protection payments be offset by productivity fund payments under Crew Consist?

A.1. Yes. Those SPCSL and SSW employees whose seniority date makes them eligible to participate in the productivity fund under the UP (MPUL) Crew Consist Agreement shall have their TPA's reduced by an amount equivalent to the crew consist allowances which were being received by them on a daily basis under their pre-merger agreements. The parties will meet to establish a simplified method for calculating this offset.

ATTACHMENT "B"

Q.1. Why are certain mileages, and especially different mileages for runs to different yards in the consolidated terminal, not listed?

A.1. This Attachment is not all-inclusive and is only intended to give illustrations of the most common runs. It does not take into account or consider the appropriate "gap miles", if any, which may apply within the terminal under national agreement rules.

Attachment "A"

NEW YORK DOCK CONDITIONS

Finance Docket No. 32760

Labor protective conditions to be imposed in railroad transactions pur: to 49 U.S.C. 11343 et seq. (formerly Sections 5(2) and 5(3) of the Inter Commerce Act), except for trackage rights and lease proposals which are ! 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.

(b) "Displaced employee" means an employee of the railroad who, as a result of a transaction is placed in a worse position with respect to his compensation and rules governing his working conditions.

(c) "Dismissed employee" means an employee of the railroad who, as a result of a transaction is deprived of employment with the railroad because of the abolition of his position or the loss thereof as the result of the exercise of seniority rights by an employee whose position is abolished as a result of a transaction.

(d) "Protective period" means the period of time during which a displaced or dismissed employee is to be provided protection hereunder and extends from the date on which an employee is displaced or dismissed to the expiration of 6 years therefrom, provided, however, that the protective period for any particular employee shall not continue for a longer period following the date he was displaced or dismissed than the period during which such employee was in the employ of the railroad prior to the date of his displacement or his dismissal. For purposes of this appendix, an employee's length of service shall be determined in accordance with the provisions of Section 7(b) of the Washington Job Protection Agreement of May 1936.

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.

3. Nothing in this Appendix shall be construed as depriving any employee of any rights or benefits or eliminating any obligations which

such employee may have under any existing job security or other protective conditions or arrangements; provided, that if an employee otherwise is eligible for protection under both this Appendix and some other job security or other protective conditions or arrangements, he shall elect between the benefits under this Appendix and similar benefits under such other arrangement and, for so long as he continues to receive such benefits under the provisions which he so elects, he shall not be entitled to the same type of benefit under the provisions which he does not so elect; provided further, that the benefits under this Appendix or any other arrangement, shall be construed to include the condition responsibilities and obligations accompanying such benefits; and, provided further, that after expiration of the period for which such employee is entitled to protection under the arrangement which he so elects he may then be entitled to protection under the other arrangement for the remainder, if any, of this protective period under that arrangement.

4. Notice and Agreement or 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 equipme shall occur until after an agreement is reached or the decision of a re eree has been rendered.

5. Displacement allowances.-(a) So long after a displaced em ployee's displacement as he is unable, in the normal exercise of his s niority rights under existing agreements, rules and practices, to obta a position producing compensation equal to or exceeding the compens tion he received in the position from which he was displaced, he sha during his protective period, be paid a monthly displacement allowan equal to the difference between the monthly compensation received h him in the position in which he is retained and the average monthly co pensation received by him in the position from which he was displaced.

Each displaced employee's displacement allowance shall be dete mined by dividing separately by 12 the total compensation received b the employee and the total time for which he was paid during the last months in which he performed services immediately preceding the date o his displacement as a result of the transaction (thereby producing aver age monthly compensation and average monthly time paid for in the te period), and provided further, that such allowance shall also be ac justed to reflect subsequent general wage increases.

If a displaced employee's compensation in his retained position any month is less in any month in which he performs work than th aforesaid average compensation (adjusted to reflect subsequent gener wage increases) to which he would have been entitled, he shall be pai the difference, less compensation for time lost on account of his volun tary absences to the extent that he is not available for service equiva lent to his average monthly time during the test period, but if in hi retained position he works in any month in excess of the aforesaid aver age monthly time paid for during the test period he shall be additional ly compensated for such excess time at the rate of pay of the retaine position.

(b) If a displaced employee fails to exercise his seniority right to secure another position available to him which does not require change in his place of residence, to which he is entitled under the work ing agreement and which carries a rate of pay and compensation exceed ing those of the position which he elects to retain, he shall thereafte be treated for the purposes of this section as occupying the position h elects to decline.

(c) The displacement allowance shall cease prior to the exp of the protective period in the event of the displaced employee's nation, death, retirement, or dismissal for justifiable cause.

6. Dismissal allowances.-(a) A dismissed employee shall be a monthly dismissal allowance, from the date he is deprived of em ment and continuing during his protective period, equivalent to twelfth of the compensation received by him in the last 12 months employment in which he earned compensation prior to the date he is deprived of employment as a result of the transaction. Such allo shall also be adjusted to reflect subsequent general wage increases.

(b) The dismissal allowance of any dismissed employee who re to service with the railroad shall cease while he is so reemployed. ing the time of such reemployment, he shall be entitled to protecti accordance with the provisions of Section 5.

(c) The dismissal allowance of any dismissed employee who is o wise employed shall be reduced to the extent that his combined mo earnings in such other employment, any benefits received under any employment insurance law, and his dismissal allowance exceed the av upon which his dismissal allowance is based. Such employee, or his resentative, and the railroad shall agree upon a procedure by which railroad shall be currently informed of the earnings of such employ employment other than with the railroad, and the benefits received.

(d) The dismissal allowance shall cease prior to the expiratio the protective period in the event of the employee's resignation, de retirement, dismissal for justifiable cause under existing agreem failure to return to service after being notified in accordance with working agreement, failure without good cause to accept a compar position which does not require a change in his place of residence which he is qualified and eligible after appropriate notification his return does not infringe upon the employment rights of other emp ees under a working agreement.

7. Separation Allowance.- A dismissed employee entitled to tection under this appendix, may at his option within 7 days of his missal, resign and (in lieu of all other benefits and protections pro ed in this appendix) accept a lump-sum payment computed in accord with Section 9 of the Washington Job Protection Agreement of May 19

8. Fringe benefits.- No employee of the railroad who is aff ed by a transaction shall be deprived, during his protection period, benefits attached to his previous employment, such as free transpor tion, hospitalization, pensions, reliefs, et cetera, under the same c ditions and so long as such benefits continue to be accorded to ot employees of the railroad, in active or on furlough as the case may to the extent that such benefits can be so maintained under present thority of law or corporate action or through future authorization wh may be obtained.

9. Moving expenses.- Any employee retained in the service the railroad or who is later restored to service after being entitled receive a dismissal allowance, and who is required to change the pc of his employment as a result of the transaction, and who within his p: tective period is required to move his place of residence, shall be re: bursed for all expenses of moving his household and other personal fects for the traveling expenses of himself and members of his fami including living expenses for himself and his family and for his own tual wage loss, not to exceed 3 working days, the exact extent of t responsibility of the railroad during the time necessary for such trar fer and for reasonable time thereafter and the ways and means of trar portation to be agreed upon in advance by the railroad and the affect employee or his representatives; provided, however, that changes place of residence which are not a result of the transaction, shall be considered to be within the purview of this section; provided fu ther, that the railroad shall, to the same extent provided above, sume the expenses, et cetera, for any employee furloughed within thr (3) years after changing his point of employment back to his origi point of employment. No claim for reimbursement shall be paid unc the provision of this section unless such claim is presented to railro within 90 days after the date on which the expenses were incurred.

10. Should the railroad rearrange or adjust its forces in anticip tion of a transaction with the purpose or effect of depriving an emplo ee of benefits to which he otherwise would have become entitled und this appendix, this appendix will apply to such employee.

11. Arbitration of disputes.-(a) In the event the railroad an its employees or their authorized representatives cannot settle any di pute or controversy with respect to the interpretation, application enforcement of any provision of this appendix, except Sections 4 and of this Article I, within 20 days after the dispute arises, it may referred by either party to an arbitration committee. Upon notice writing served by one party on the other of intent by that party to r fer a dispute or controversy to an arbitration committee, each part shall, within 10 days, select one member of the committee and the mem bers thus chosen shall select a neutral member who shall serve as chair man. If any party fails to select its member of the arbitration commit tee within the prescribed time limit, the general chairman of the in volved labor organization or the highest officer designated by the rail roads, as the case may be, shall be deemed the selected member and th committee shall then function and its decision shall have the same forc and effect as though all parties had selected their members. Should th members be unable to agree upon the appointment of the neutral membe within 10 days, the parties shall then within an additional 10 days en deavor to agree to a method by which a neutral member shall be appoint ed, and, failing such agreement, either party may request the Nationa Mediation Board to designate within 10 days the neutral member whos designation will be binding, upon the parties.

(b) In the event a dispute involves more than one labor organization, each will be entitled to a representative on the arbitration committee, in which event the railroad will be entitled to appoint additional representatives so as to equal the number of labor organization representatives.

(c) The decision, by majority vote, of the arbitration committee shall be final, binding, and conclusive and shall be rendered within days after the hearing of the dispute or controversy has been concluded and the record closed.

(d) The salaries and expenses of the neutral member shall be borne equally by the parties to the proceeding and all other expenses shall be paid by the party incurring them.

(e) In the event of any dispute as to whether or not a particular employee was affected by a transaction, it shall be his obligation to identify the transaction and specify the pertinent facts of that transaction relied upon. It shall then be the railroad's burden to prove that factors other than a transaction affected the employee.

12. Losses from home removal.-(a) The following conditions shall apply to the extent they are applicable in each instance to any employee who is retained in the service of the railroad (or who is later restored to service after being entitled to receive a dismissal allowance) who is required to change the point of his employment within his protective period as a result of the transaction and is therefore required to move his place of residence:

(i) If the employee owns his own home in the locality from which he is required to move, he shall at his option be reimbursed by the railroad for any loss suffered in the sale of his home for less than its fair value. In each case the fair value of the home in question shall be determined as of a date sufficiently prior to the date of the transaction so as to be unaffected thereby. The railroad shall in each instance be afforded an opportunity to purchase the home at such fair value before it is sold by the employee to any other person.

(ii) If the employee is under a contract to purchase his home, the railroad shall protect him against loss to the extent of the fair value of equity he may have in the home and in addition shall relieve him from any further obligation under his contract.

(iii) If the employee holds an unexpired lease of a dwelling occupied by him as his home, the railroad shall protect him from all loss and cost in securing the cancellation of said lease.

(b) Changes in place of residence which are not the result of a transaction shall not be considered to be within the purview of this Section.

(c) No claim for loss shall be paid under the provisions of this Section unless such claim is presented to the railroad within 1 year after the date the employee is required to move.

(d) Should a controversy arise in respect to the value of the home, the loss sustained in its sale, the loss under a contract for purchase, loss and cost in securing termination of a lease, or any other question in connection with these matters, it shall be decided through joint conference between the employee, or their representatives and the railroad. In the event they are unable to agree, the dispute or controversy may be referred by either party to a board of competent real estate appraisers, selected in the following manner. One to be selected by the representatives of the employees and one by the railroad, and these two, if unable to agree within 30 days upon a valuation, shall endeavor by agreement within 10 days thereafter to select a third appraiser, or to agree to a method by which a third appraiser shall be selected, and failing such agreement, either party may request the National Mediation Board to designate within 10 days a third appraiser whose designation will be binding upon the parties. A decision of a majority of the appraisers shall be required and said decision shall be final and conclusive. The salary and expenses of the third or neutral appraiser, including the expenses of the appraisal board, shall be borne equally by the parties to the proceedings. All other expenses shall be paid by the party incurring them, including the compensation of the appraiser selected by such party.

ARTICLE II

1. Any employee who is terminated or furloughed as a result of a transaction shall, if he so requests, be granted priority of employment or reemployment to fill a position comparable to that which he held when his employment was terminated or he was furloughed, even though in a different craft or class, on the railroad which he is, or by training or training physically and mentally can become, qualified, not, however, in contravention of collective bargaining agreements relating thereto.

2. In the event such training or retraining is requested by such employee, the railroad shall provide for such training or retraining at no cost to the employee.

3. If such a terminated or furloughed employee who had made a request under Sections 1 or 2 of the Article II fails without good cause within 10 calendar days to accept an offer of a position comparable to that which he held when terminated or furloughed for which he is qualified, or for which he has satisfactorily completed such training, he shall, effective at the expiration of such 10-day period, forfeit all rights and benefits under this appendix.

ARTICLE III

Subject to this appendix, as if employees of railroad, shall be employees, if affected by a transaction, of separately incorporated terminal companies which are owned (in whole or in part) or used by railroad

and employees of any other enterprise within the definition of comm carrier by railroad in Section 1(3) of Part I of the Interstate Commer Act, as amended, in which railroad has an interest, to which railro provides facilities, or with which railroad contracts for use of facil ties, or the facilities of which railroad otherwise uses; except th the provisions of this appendix shall be suspended with respect to eac such employee until and unless he applies for employment with each own ing carrier and each using carrier; provided that said carriers sha establish one convenient central location for each terminal or other en terprise for receipt of one such application which will be effective a to all said carriers and railroad; shall notify such employees of thi requirement and of the location for receipt of the application. Suc employees shall not be entitled to any of the benefits of this appendi in the case of failure, without good cause, to accept comparable employ ment, which does not require a change in place of residence, under th same conditions as apply to other employees under this appendix, wit any carrier for which application for employment has been made in accor dance with this section.

ARTICLE IV

Employees of the railroad who are not represented by a labor organ- ization shall be afforded substantially the same levels of protection as are afforded to members of labor organizations under these terms and conditions.

In the event any dispute or controversy arises between the railroad and an employee not represented by a labor organization with respect to the interpretation, application or enforcement of any provision hereof which cannot be settled by the parties within 30 days after the dispute arises, either party may refer the dispute to arbitration.

ARTICLE V

1. It is the intent of this appendix to provide employee protec- tions which are not less than the benefits established under 49 USC 11347 before February 5, 1976, and under Section 565 of Title 45. In so doing, changes in wording and organization from arrangements earlier developed under those sections have been necessary to make such bene- fits applicable to transactions as defined in Article I of this appen- dix. In making such changes, it is not the intent of this appendix to diminish such benefits. Thus, the terms of this appendix are to be re- solved in favor of this intent to provide employee protections and bene- fits no less than those established under 49 USC 11347 before February 5, 1976 and under Section 565 of Title 45.

2. In the event any provision of this appendix is held to be in- valid or otherwise unenforceable under applicable law, the remaining pro- visions of this appendix shall not be affected.

ATTACHMENT "D"

HEALTH AND WELFARE BENEFITS ELECTION FORM

In order to insure appropriate health and welfare benefits are maintained for affected employees as a result of the UP/SP merger, one of the following options must be selected within ninety (90) days from the date this form is received by employees who transfer from one collective bargaining agreement to another:

_____ (A) Elect to maintain present coverage.

_____ (B) Elect to accept the health and welfare coverage applicable to the territory to which transferred.

An employee failing to make an election within the above time frame shall be considered as having retained present coverage under Option (A).

_____
(Employee Name)

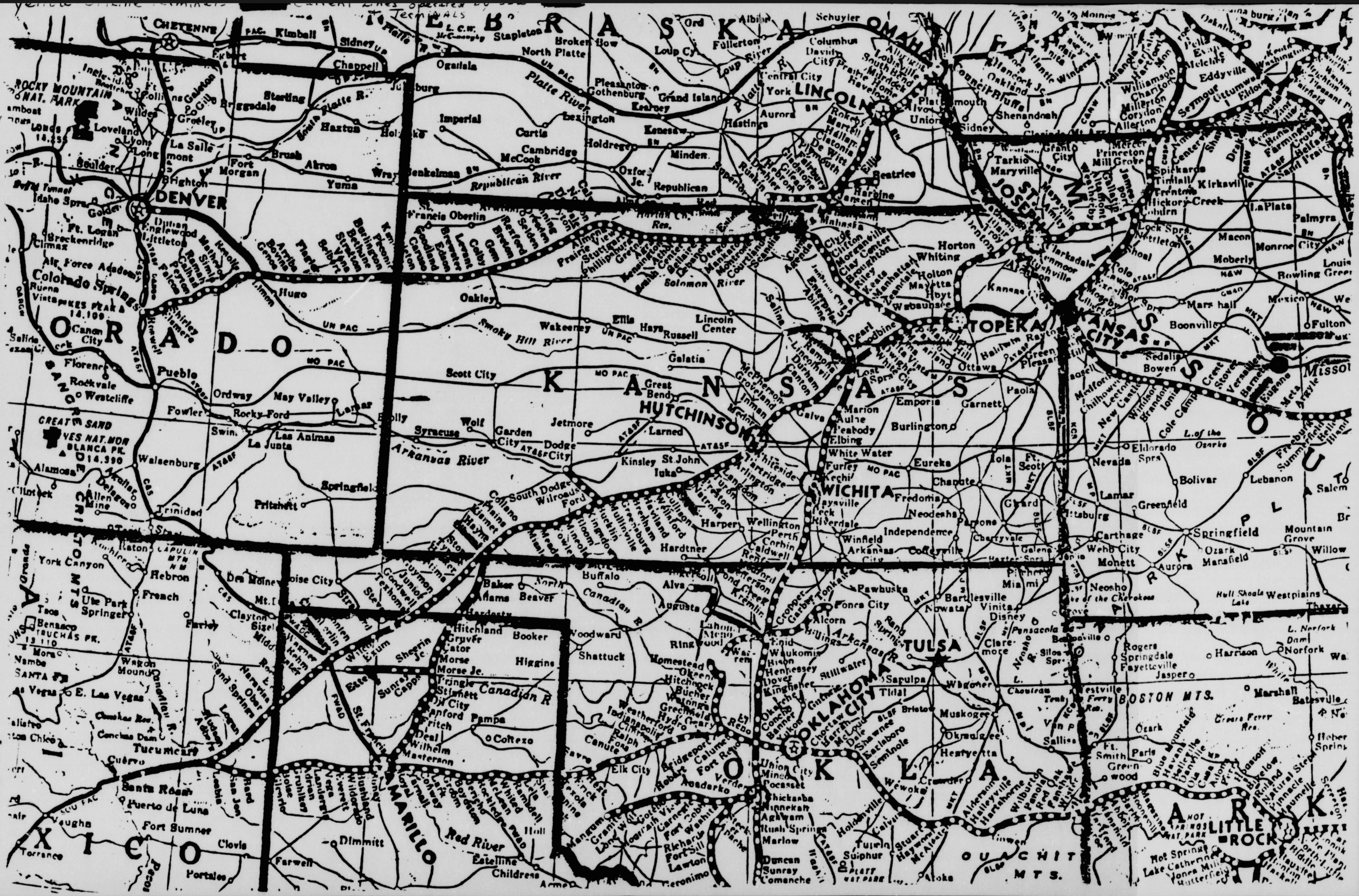
_____
(Social Security Number)

_____
(Craft)

_____
(Location)

MAIL TO:

Joe Cvetas
Union Pacific Railroad Company
1416 Dodge Street, Room 332
Omaha, NE 68179


NEBRASKA
COLORADO
KANSAS
OKLAHOMA
MISSOURI
NEW MEXICO
ARKANSAS
DENVER
OMAHA
LINCOLN
TOPEKA
KANSAS CITY
ST. JOSEPH
WICHITA
HUTCHINSON
TULSA
OKLAHOMA CITY
LITTLE ROCK
Colorado Springs
Pueblo
Cheyenne
Scott City
Oakley
Goodland
Hugo
Limon
Burlington
Garnett
Emporia
Paola
Ottawa
Eureka
Chanute
Independence
Coffeyville
Arkansas City
Ponca City
Bartlesville
Muskogee
Sallisaw
Fort Smith
Springfield
Joplin
Carthage
Pittsburg
Lamar
Greenfield
Bolivar
Lebanon
Nevada
Eldorado Spgs
Fort Scott
Iola
Yates Center
Neosho
Pawhuska
Tonkawa
Enid
Alva
Woodward
Guymon
Liberal
Dodge City
Garden City
Great Bend
Hays
Russell
Ellis
Wakeeney
Colby
Oberlin
Atwood
Norton
Phillipsburg
Smith Center
Beloit
Concordia
Clyde
Clifton
Clay Center
Manhattan
Junction City
Abilene
Salina
Lincoln
McPherson
Newton
Hutchinson
Kingman
Pratt
Medicine Lodge
Arkansas City
Winfield
Augusta
El Dorado
Wellington
Harper
Anthony
Caldwell
Kiowa
Medicine Lodge
Coldwater
Ashland
Protection
Meade
Dodge City
Garden City
Scott City
Leoti
Tribune
Syracuse
Lakin
Kearny
Hamilton
Thomas
Sherman
Wallace
Logan
Gove
Trego
Ellis
Rooks
Osborne
Mitchell
Cloud
Republic
Washington
Marshall
Nemaha
Brown
Doniphan
Atchison
Leavenworth
Wyandotte
Johnson
Miami
Linn
Bates
Cass
Jackson
Clay
Platte
Buchanan
Andrew
Holt
Atchison
Nodaway
Worth
Gentry
Harrison
Mercer
Putnam
Sullivan
Grundy
Livingston
Caldwell
Daviess
DeKalb
Clinton
Platte
Ray
Carroll
Chariton
Linn
Sullivan
Adair
Knox
Schuyler
Scotland
Clark
Lewis
Shelby
Monroe
Ralls
Pike
Audrain
Boone
Callaway
Montgomery
Warren
St. Charles
Lincoln
Pike
Ralls
Marion
Monroe
Shelby
Macon
Randolph
Howard
Cooper
Moniteau
Morgan
Camden
Miller
Maries
Phelps
Dent
Crawford
Gasconade
Osage
Franklin
Jefferson
St. Louis
St. Louis City
Platte River
Republican River
Arkansas River
Smoky Hill River
Canadian R.
Red River
Missouri River
Kansas River
Big Blue R.
Grand R.
Chariton R.
Osage R.
Gasconade R.
Meramec R.
Current R.
Black R.
St. Francis R.
White R.
Buffalo R.
Ozark Mts.
Boston Mts.
Ouachita Mts.
Rocky Mountain Nat. Park
Great Sand Dunes Nat. Mon.
Black Canyon of the Gunnison Nat. Mon.
Mesa Verde Nat. Park
Arches Nat. Mon.
Canyonlands Nat. Park
Capitol Reef Nat. Mon.
Bryce Canyon Nat. Park
Zion Nat. Park
Grand Canyon Nat. Park
Petrified Forest Nat. Park
Hot Springs Nat. Park
Pike's Peak 14,109
Long's Peak 14,255
Blanca Pk. 14,390
Wheeler Pk. 13,160
Truchas Pk. 13,160
Capulin Mtn. N.M.
Santa Fe
Las Vegas
Albuquerque
Tucumcari
Clovis
Portales
Roswell
Carlsbad
Hobbs
Artesia
Lovington
Tatum
Amarillo
Pampa
Borger
Dalhart
Perryton
Dumas
Hereford
Plainview
Lubbock
Levelland
Brownfield
Seminole
Andrews
Midland
Odessa
Big Spring
Sweetwater
Abilene
Wichita Falls
Vernon
Quanah
Childress
Paducah
Matador
Crowell
Seymour
Graham
Jacksboro
Decatur
Bowie
Gainesville
Denton
Fort Worth
Arlington
Cleburne
Waxahachie
Corsicana
Mexia
Groesbeck
Hillsboro
Waco
Temple
Belton
Killeen
Gatesville
Stephenville
Brownwood
Coleman
Ballinger
San Angelo
Eldorado
Sonora
Ozona
Fort Stockton
Pecos
Monahans
Kermit
Wink
Van Horn
El Paso
Alpine
Marfa
Presidio
Del Rio
Eagle Pass
Laredo
Corpus Christi
Kingsville
Alice
Beeville
Victoria
Port Lavaca
Bay City
Angleton
Galveston
Houston
Pasadena
Baytown
Texas City
Lake Jackson
Freeport
Brazoria
Alvin
Pearland
Sugar Land
Rosenberg
Richmond
Katy
Hempstead
Waller
Conroe
Huntsville
Livingston
Cleveland
Liberty
Beaumont
Port Arthur
Orange
Lake Charles
Sulphur
DeQuincy
Jennings
Crowley
Rayne
Abbeville
New Iberia
Morgan City
Houma
Thibodaux
Lafayette
Opelousas
Eunice
Ville Platte
Alexandria
Pineville
Natchitoches
Many
Leesville
Jasper
Kirbyville
Silsbee
Woodville
Lufkin
Nacogdoches
Center
Carthage
Henderson
Longview
Marshall
Jefferson
Texarkana
Hope
Prescott
Nashville
Arkadelphia
Malvern
Benton
Bryant
Sheridan
Pine Bluff
Stuttgart
Dumas
McGehee
Lake Village
Eudora
Crossett
Hamburg
Monticello
Warren
Fordyce
Camden
Magnolia
El Dorado
Smackover
Hampton
Junction City
Strong
Ashdown
Texarkana
Fulton
Blevins
Emmet
Prescott
Nashville
Murfreesboro
Glenwood
Mena
Hot Springs

ADDENDUM NO. 39

Memorandum of Agreement dated July 25, 1972

Relating to extending seniority of brakemen and yardmen on a topped and bottomed basis with existing brakemen having prior rights to road service and existing yardmen having prior rights to yard service.

IT IS AGREED:

Section 1. (a). Effective October 18, 1971, the St. Louis Southwestern Railway Company will comprise one seniority district for brakemen and yardmen, as set forth herein.

(b). A roster of the employees covered by this agreement is attached hereto and made a part hereof, the same as though quoted herein.

NOTE: Seniority Roster omitted.

Section 2. (a). Brakemen with seniority date as such prior to October 18, 1971, will retain prior rights to service on their former seniority district.

(b). Yardmen with seniority date as such prior to August 21, 1958, will retain prior rights in the yard where they held seniority as yardman as of August 20, 1958.

(c). Yardmen employed subsequent to August 20, 1958, and prior to April 1, 1959, will retain prior rights in the yard where they held seniority as of March 31, 1959, over all yardmen employed during this same period in other yards, but may be displaced in any yard by any yardman employed prior to August 21, 1958.

(d). Yardmen employed subsequent to March 31, 1959, and prior to October 18, 1971, will acquire prior rights in yard service over brakemen, but may be displaced in any yard by any senior yardmen.

(e). Employees entering service covered by this agreement subsequent to October 17, 1971, will acquire dual rights in both road and yard service but will have no prior rights and may be displaced by any senior employee.

Section 3. (a). All new positions, permanent vacancies and temporary vacancies of ten (10) calendar days or more of brakemen will be advertised for a period of seven (7) calendar days on the former road seniority district where new position or vacancy occurs. New positions and/or vacancies under this section will be advertised on the first Sunday following the date such new position or vacancy occurs. Bids will be received until 8:00 AM on the following Sunday, and assignments will be made at 12 o'clock noon the same day. New positions and/or vacancies will be filled in the following manner:

(1). Brakemen with prior rights on former road seniority district where new position or vacancy occurs.

(2). Brakemen

(3). Yardmen

(4). Dual rights employee

(5). Junior employee on brakemen's extra board.

(b). All new positions, permanent vacancies and temporary vacancies of ten (10) calendar days of yardmen will be advertised for a period of three (3) days in the yard where new position or vacancy occurs. Date of advertisement will be considered the first day. Bids will be received until 8:00 AM on the fourth day and assignments will be made at 12 o'clock noon the same day. New positions and/or vacancies will be filled in the following manner:

(1). Yardmen with prior rights in yard where vacancy or new position occurs.

(2). Yardmen

(3). Brakemen

(4). Dual rights employee

(5). Senior employee on yardmen's extra board to foreman vacancy.
Junior employee on yardmen's extra board to helper vacancy.

(c). Employees moving from one yard or former seniority district to another yard or former seniority district must take service within ten (10) days; failing to do so, such employee will be automatically placed on the extra board in the yard or former seniority district in the same class of service in which working at the time of being assigned.

Section 4. (a). A brakeman who is furloughed or who has displacement rights may exercise extended seniority rights and displace:

(1). A junior brakeman not having prior rights in the former road seniority district where working.

(2). A yardman working as brakeman.

(3). A junior brakeman working as yardman.

(4). A dual rights employee.

provided he does so within fifteen (15) days.

(b). A yardman who is furloughed or who has displacement rights may exercise extended seniority rights and displace:

(1). A junior yardman not having prior rights in the yard where working.

(2). A brakeman working as yardman.

Feb 23,

MEMORANDUM OF AGREEMENT

Between

ST. LOUIS SOUTHWESTERN RAILWAY COMPANY

and the

UNITED TRANSPORTATION UNION

Relating to the manner in which seniority will be allocated in filling assignments between St. Louis Southwestern Railway Company employees and former Chicago, Rock Island & Pacific Railroad Company employees hired by the St. Louis Southwestern Railway Company on the line acquired in Interstate Commerce Commission Finance Docket No. 28799 pursuant to the provisions of the Labor Protective Agreement signed at Washington, D.C., the 6th day of March, 1980.

IT IS AGREED THAT:

SECTION 1. (a) The entire SSW System shall comprise one seniority district for conductors, brakemen and yardmen with all employees, except as provided in Section 2, retaining prior rights on their former seniority districts and in their respective crafts. Former Rock Island yardmen with seniority dates of July 1, 19[illegible] or before shall retain prior right point seniority. All permanent ~~former Rock Island employees~~ in service on the effective date of this agreement will be given a March 24, 1980 seniority date with the St. Louis Southwestern Railway Company.

(b) The former District 2 Yardmen's roster shall be combined together with the former Dalhart, Pratt, Herington and Eldon Trainmen's rosters and those whose names currently appear on these rosters, and who are currently employed on a permanent basis, shall appear on the combined roster in the same relative order in which they appear on the former Rock Island rosters.

(c) After the former Rock Island rosters have been combined as provided in (b) above, the combined roster shall be added to the bottom of the current combined Pine Bluff Division roster.

(d) Former Rock Island yardmen will not be permitted to exercise seniority on road assignments prior to April 1, 1984.

SECTION 2. (a) Not more than forty-three (43) former Rock Island trainmen's positions shall be designated prior rights trainmen's positions at Dalhart,

(b) Not more than thirty-nine (39) former Rock Island trainmen's positions shall be designated prior rights trainmen's positions at Pratt.

(c) Not more than twenty-two (22) former Rock Island trainmen's positions shall be designated prior rights trainmen's positions at Herington.

(d) Not more than twenty-three (23) former Rock Island trainmen's positions shall be designated prior rights trainmen's positions at Eldon.

(e) Employees hired on other than their original former Rock Island seniority district shall be designated as prior rights employees when exercising seniority from the district on which hired to their original seniority district providing such designation will not increase the number of prior rights employees beyond the numbers enumerated in Section 2 (a), (b), (c) or (d) and such exercise of seniority occurs prior to April 1, 1984.

(f) Prior rights positions as enumerated in (a), (b), (c), and (d) above shall be maintained providing service requirements necessitate, until April 1, 1984, after which time no additional positions will be designated prior rights positions at Dalhart, Pratt, Herington or Eldon.

(g) All former prior rights yardmen hired pursuant to the March 4, 1980 Agreement shall retain prior rights to yard service on the Kansas City Division.

SECTION 3. (a) Upon being promoted, brakemen designated as having prior rights at Dalhart, Pratt, Herington or Eldon shall be designated prior rights conductors on their respective prior rights districts.

(b) Upon being promoted, brakemen holding prior rights on the Pine Bluff Division on the effective date of this agreement shall become prior rights conductors on Pine Bluff Division.

SECTION 4. (a) Future employees hired pursuant to the provisions of the Haren [illegible] agreement shall be given a seniority date of the day [illegible] will be added to the

[illegible] of the system roster, but may acquire prior rights under the provisions of Sections 2 or 3 above.

(b) Future employees, other than those hired pursuant to the March 4, 1980 Agreement, shall have system seniority with no prior rights.

SECTION 5. The following procedures will be followed when filling positions pursuant to the March 4, 1980 Agreement:

1. The former Rock Island General Chairmen will be notified of the need for additional employees

2. Not later than thirty (30) days after being notified, the former Rock Island General Chairmen will provide, in seniority order, the names and addresses of former employees eligible for employment pursuant to the March 4, 1980 Agreement.

SECTION 6. (a) The additional permanent positions which have been filled by employees other than those from their original seniority district at Dalhart and Pratt will be advertised for a period of thirty (30) days from the date of this agreement and assigned to the senior former Rock Island trainmen on the Kansas City Division from which bids are received.

(b) Any current employee who as a result of the assignments made pursuant to Section 6 (a) loses his position will not be subject to the protective provisions of the March 4, 1980 Agreement.

SECTION 7. When additional yard assignments are added to perform both former Rock Island work and SSW work after the effective date of this agreement, the preponderance of work to be performed by the assignment will determine whether the assignment will be protected by former Rock Island employees or SSW employees.

SECTION 8. This agreement will become effective six (6) months after the constitutionality of Section 701 of the Staggers Rail Act of 1980 is resolved, and during the interim period, the parties will be governed by the provisions of this agreement.

Signed at Tyler, Texas, this 23rd day of February, 1982.

FOR THE ST. LOUIS SOUTHWESTERN RAILWAY COMPANY

W. L. Cowan, Manager of Labor Relations

FOR THE UNITED TRANSPORTATION UNION

R. H. Arnett, General Chairman

jobs with complete disregard for seniority and craft autonomy, while other former Rock Island employees on the Tucumcari Line were not given the opportunity to fill these jobs. We thought this would be corrected in the Seniority Allocation Agreement, but it was not. I find that it is questionable as to how and why these men were given jobs in this manner.

I hope with the enclosed material, and the evidence and examples I have pointed out, you will find it appropriate to place this appeal before the Board of Appeals as I have requested, and as General Chairman Arnett himself has requested in his letter of July 26, 1982, in Paragraph 3 (Item II-H)."

General Chairman Arnett forwarded his reply to the appeal under date of November 29, 1982, to General Secretary and Treasurer Shepherd, reading as follows:

"This has reference to the attempted appeal of Brother Jerry W. Volkman, member of Local 923, Dalhart, Texas, dated March 24, 1982, and supplemented in letter August 11, 1982, and the attempted appeal of Brother J. T. Kelso, member of Local 506, Herington, Kansas, dated March 31, 1982, and will serve to respond to these attempted appeals.

Article II (9) of the Labor Protective Agreement between Railroads, Parties Hereto Involved in Midwest Rail Restructuring and Employees of such Railroads Represented by the Rail Labor Organizations operating through the Railway Labor Executives Association, signed in Washington, D.C., March 4, 1980, to which this carrier and organization were signatory and party thereto, stipulated that an implementing agreement would be negotiated with respect to establishment of seniority upon the purchasing carrier. (In this particular case the SSW.)

Negotiations were held with this carrier on various dates without an agreement being consummated. Without a successful agreement having been consummated, the organization representatives met in Cleveland, Ohio, on July 29-30, 1981, in an effort to reach an understanding so that negotiations with the carrier could move forward.

An understanding was reached and initialed in Cleveland by Vice Presidents R. M. Crago and J. A. Alford, and General Chairmen M. R. Alamprese and R. H. Arnett. Vice President Crago was representing Rock Island General Chairman R. P. Tambaro.

With the understanding reached in Cleveland and pursuant to Article II (9) of the March 4, 1980 Labor Protective Agreement, an implementing agreement was reached with the St. Louis Southwestern Railway Company on February 23, 1982. It is this agreement from which Brothers Volkman and Kelso are appealing.

In Brother Volkman's appeal dated March 24, 1982, he stated:

'We feel that General Chairman Arnett, having his seniori-

ty on the Pine Bluff Division, is biased in his decision, and unable to make or promote a fair and equitable settlement in these agreements.'

In the second paragraph of his letter August 11, 1982, he stated:

'.... I feel that S.S.W. General Chairman Arnett made this agreement without the former Rock Island employees being fairly represented, and also that the previous meetings and tentative agreements which had been made were ignored in many respects....'

Without dignifying these statements, I must state that they are categorically untrue.

With respect to Item VIII - General Chairman Tambaro's letter to President Hardin dated April 23, 1982. Item VIII should be disregarded in its entirety due to the fact Tambaro gave Vice President Crago his authority to represent him and, as stated herein, Crago initialed the Cleveland Agreement. General Chairman Tambaro cannot delegate his authority to someone else, then complain at a later date that the agreement or understanding reached did not conform with his ideas or wishes. General Chairman Tambaro had every opportunity to be present at the Cleveland meeting and could have complained at that time had the agreement not been to his satisfaction.

The understanding that was reached and initialed in Cleveland was followed explicitly by this chairman in his negotiations with the carrier and the Implementing Agreement was made exactly as was discussed and agreed to in Cleveland.

Now to the appeal of Brother Volkman and the four (4) points as outlined in his letters of March 24th and August 11, 1982.

REGARDING ITEM NO. 1:

It is true that the former Rock Island employees who were hired by the St. Louis Southwestern Railway Company on March 24, 1980, were given a seniority date of March 24, 1980. The St. Louis Southwestern Railway Company was not willing to give them any other date, especially the date of their former Rock Island seniority. We have been successful, however, in permitting their former Rock Island seniority date to appear on the seniority roster. (See Committee's Exhibit No. 2) This was done for clarity, as well as to protect their former seniority with the former Rock Island in case of a merger, acquisition, consolidation, etc.

It was agreed in Cleveland that there would be 127 prior right positions and road service employees on the Kansas City Division would be given prior rights to these positions, with their seniority extended with preferred right to prior right positions on all other former Rock Island road seniority districts on the Kansas City Division. (See Committee's Exhibit No. 3, Page 2) An example of this is as follows:

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'Prior to April 1, 1984, an employee at Herington attrites. This creates a prior right position that is open at Herington and will be open for bidding from the employees from Pratt, Dalhart, or Eldon to secure a prior right position at Herington.

If the prior right position at Herington is filled by an employee from Dalhart, Pratt, or Eldon, then the position left open will be filled by another former Rock Island man to be hired by the SSW. This is in accordance with the March 4, 1980 Labor Protective Agreement.

After April 1, 1984, no additional positions will be designated prior right positions at Dalhart, Pratt, Eldon or Herington.'

As previously stated, the Kansas City Division employees have their former Rock Island seniority date on the Combined Road-Yard Seniority Roster, which would be used in case of a merger with another railroad.

REGARDING ITEM NO. 2:

As can be seen in the Cleveland Agreement, it was readily agreed to by Vice President Crago, who was representing the former Rock Island employees and General Chairman Tambaro, that the agreed-to number of prior right employees would not be increased beyond 127. However, Section 4 of the Seniority Allocation Agreement of February 23, 1982, stipulates that other employees hired pursuant to the March 4, 1980 Agreement would be given a seniority date on the date hired by the SSW. (See Committee's Exhibit No. 4)

The SSW acquired trackage rights over the Missouri Pacific from St. Louis to Kansas City, given to it by the Interstate Commerce Commission as a result of Finance Docket 30,000, which is the UP-WP-MP Merger. Attached as Committee's Exhibit No. 5 is copy of a proposed agreement wherein we agreed to the establishment of a terminal at Jefferson City, Missouri, on an interim basis.

As previously stated, it was agreed at the Cleveland meeting that there would only be a certain number of prior right positions (127) to be filled by former Rock Island employees, and any new positions would be filled by Pine Bluff Division employees first and then by former Rock Island employees.

REGARDING ITEM NO. 3:

There is no question, the Kansas City Division is operated as a separate seniority district. I fail to understand Brother Volkman's protest as to the allocation of his seniority. Brother Volkman is a prior right employee at Dalhart with the opportunity prior to April 1, 1991, of becoming a prior right employee at either Pratt, Herington, or Eldon. See Section 2(2) of the Seniority Allocation Agreement attached hereto as Committee's Exhibit No. 4.

Brother Arnett also indicated that, from the beginning, it was his position to give the former Rock Island employees everything that belonged to them; however, when the diversion of traffic took place, the Pine Bluff Division employees were entitled to some of the work along the Tucumcari route. He additionally indicated that objective had been achieved.

In summary, General Chairman Arnett indicated the February 23, 1982 Agreement was well within the bounds of the July 29-30, 1981 "Cleveland Agreement" as well as the March 4, 1980 Labor Protective Agreement.

FINDINGS OF THE BOARD:

The Board finds the foregoing contentions to be the key points presented in the instant case; however, the omission of other contentions does not mean that we are not responsive or cognizant of those which were projected in written brief and/or oral testimony.

This Board finds the instant dispute was impelled as a result of General Chairman Tambaro permitting six former Rock Island employees to establish seniority at Dalhart, one of whom was from Pratt and five held seniority on the Amarillo, Texas seniority roster. Brother Kelso indicated the Amarillo trainmen's roster was not a part of the Southern Pacific's (SSW) purchase, also improper placement of a Pratt man, thus, that portion of the appeal.

The instant dispute was also impelled as a result of General Chairman Arnett consummating the February 23, 1982 Implementing Agreement which Brothers J. W. Volkman, L. L. Swonger and others felt was unfair to the Tucumcari Line employees of the former Rock Island.

This Board finds General Chairman Arnett's proclaimed intention, to give the former Rock Island employees everything that belonged to them, highly commendable.

We find just as equally commendable Brother Arnett's position that the Pine Bluff Division employees are entitled to some of the work on the Tucumcari route when traffic is diverted from the Pine Bluff Division to the Kansas City Division.

Relative to the two immediately preceding paragraphs, it is of paramount importance to make a determination as to what the former Rock Island employees are entitled and when the diversion of traffic began, from the Pine Bluff Division to the Kansas City Division, in order for the Pine Bluff Division employees to be given a portion of the work on the Kansas City Division.

This Board finds the former Rock Island employees, from that portion of the former Rock Island Railroad involved in the transaction identified as ICC Finance Docket No. 28799 are entitled to no less than the maximum protection and benefits provided in the March 4, 1980 Labor Protective Agreement and the so-called "Cleveland Agreement," as modified by this Board. We find that provisions for no less than the maximum protection and benefits, provided by those documents, should be incorporated in implementing agreements. Also, all employee representatives should participate in the negotiations.

The parties in this dispute have apprised the Board that traffic, as of this hearing, has already been diverted from the Pine Bluff Division to the Kansas City Division (former Rock Island). The diversion began January

1983. Although diversion of traffic is not an issue directly involved in the appeal, this Board is judicially aware such diversions of traffic are within the purview of Article 90 of our UTU Constitution.

We find the provisions of Article II, paragraph 3 (Preferential Hiring), of the March 4, 1980 Labor Protective Agreement, conveys the obligation on the carrier to utilize all employees on the "...existing seniority rosters applicable to the appropriate craft and seniority district for the lines and territories involved in fulfilling employment needs in connection therewith." No prior rights are contemplated.

Such utilization of all employees would, of course, be in conjunction with paragraph 4 (Notification of Hiring). We find prior rights further contemplated by the language in paragraph 4:

"The applicant's seniority in the appropriate craft and seniority district on the bankrupt carrier will prevail if the number of qualified applicants exceeds the Carrier's determined need for additional employees."

We find the provisions of Article II 5 (Duration of Preferential Hiring), limit only the period of time in which former Rock Island employees will be given preference in the filling of jobs on the former Rock Island.

The provisions of Article II 9(c) of the March 4, 1980 Labor Protective Agreement provided the carrier the option to (1) commingle work, or (2) operate the acquired property as a separate seniority district or districts. In the instant case, the commingling of work was not feasible on the Kansas City Division and we find the Kansas City Division should be established as a separate seniority district.

This Board is of the opinion, and we so find, the provisions of Article II 9(a) subordinate themselves to the other provisions of the agreement, to the extent that former Rock Island employees will be accorded the right to be hired on all jobs including additional jobs required to handle the traffic originating on the former Rock Island and traffic flowing to the former Rock Island. This, of course, does not include traffic which is diverted from the Pine Bluff Division to the former Rock Island Texarkana Line. The carrier could not effectively make the option to commingle work. This was not feasible, of course, due to the distance between the Pine Bluff Division and the Kansas City Division. If the carrier had been able to commingle the work, then, of course, under the provisions of Article II 9(a) of the March 4, 1980 Agreement, there would, of necessity, have been allocations of seniority between the Pine Bluff Division and Kansas City Division employees. In such event (of commingling work) had the carrier been able to operate with only their Pine Bluff Division employees doing the work on the Kansas City Division, without additional jobs, then, the allocation would have been such there would have been no former Rock Island employees, but all the work would have gone to the Pine Bluff Division employees; however, as previously indicated, commingling was not feasible.

This Board further finds the following provisions of the so-called "Cleveland Agreement" inconsistent with this Board's findings and are hereby overturned as follows:

Case No. 84
File 8-8-84

[redacted]

On Page 2:

First Paragraph - Eliminate the language "Fourty-three (43)"
Substitute therefor the language "All."

Second Paragraph - Eliminate the language "Thirty-nine (39)"
Substitute therefor the language "All."

Third Paragraph - Eliminate the language "Twenty-two (22)"
Sustitute therefor the language "All."

Fourth Paragraph - Eliminate the language "Twenty-three (23)"
Substitute therefor the language "All."

On Page 3:

First Paragraph - Eliminate the language "or moving to these."

This Board's decisions in this case are predicated on the principle of seniority and the recognition of seniority in cases of merger, acquisitions, etc. In this case of acquisition, prior rights are of paramount concern. To place a termination date on those prior rights would not only be a travesty of justice but also contravene the very concepts of seniority and prior rights.

We further find that in the event a former Rock Island employee (road or yard) is hired, pursuant to the March 4, 1980 Agreement, by the SSW, who is not from the Rock Island property involved in the Finance Docket No. 28799 transaction, then, said employee will establish seniority standing on the SSW Consolidated Seniority District Roster in accordance with that employe's earliest employment date in train or yard service on the Rock Island, regardless of when they performed their first service with the SSW.

This Board also finds the former employees should be given the seniority dates of their earliest employment date, [illegible] the seniority date carried on the Rock Island. Without extensive elaboration, we feel this would not be too hard to accomplish.

This Board agrees, and we so find, two separate rosters would not only be practical but also beneficial to the employees [illegible] a prior right roster and a consolidated seniority roster.

Insofar as the six men, working at Dalhart, who Brotherhood also contended were placed ahead of former Rock Island trainmen who held seniority at Herington, Kansas and Fulton, Missouri, relative to B. L. Koo; J. A. Hart; C. Shoemack; K. Goodwin; D. Fennon; and R. Livermore the six men working at Dalhart who J. T. Kelso indicated were placed ahead of former Rock Island trainmen who held seniority at Herington [illegible] and Elsey, Missouri), this Board finds that J. A. Hart was considered by the parties to this dispute as having a prior right Pratt, Kansas employee. [illegible] that is true, then, J. A. Hart should retain such prior rights and [illegible] [illegible] In the case of J. A. Hart [illegible] prior rights at Dalhart but did hold prior rights at Pratt, he, then, would have extended rights to Dalhart. Such extended rights are to be [illegible] consistent with the interpretation of extended rights for the other former employees of the Rock Island who are in the SSW acquisition. Relative to the four trainmen from the Fulton roster, [illegible]

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C. Sheepack; K. Goodwin; C. Kennon; and R. Livermore, the Board finds if they had prior rights at Dalhart, then, those prior rights should be retained. If they held no prior rights at Dalhart, then, they would be entitled to work at Dalhart only from a position on the SSW Consolidated roster. Their position on the Consolidated roster would be determined in the same manner as other former employees of the Rock Island, i.e., by their seniority dates on the former Rock Island. Relative to B. Keel, it has been indicated to this Board, Keel transferred from trainman to fireman. The Board finds if Keel held prior rights at Dalhart, then those prior rights should be retained. If Brother Keel had no prior rights at Dalhart, then, he would be entitled to work at Dalhart only from a position on the SSW Consolidated roster. His position would be determined in the same manner as other former employees of the Rock Island, i.e., by his trainman's seniority date on the former Rock Island.

Relative to that part of the dispute involving the Brinkley line men, this Board finds they should be placed on the SSW Consolidated roster consistent with the manner in which other former employees of the Rock Island are placed, i.e., their position on the SSW Consolidated roster would be determined by the seniority dates held on the former Rock Island. The only way a former Brinkley employee would be placed ahead of the former Tucumcari line employee would be in the case(s) of older seniority date(s).

Consistent with the Board's findings, relative thereto, the appeal of W. [illegible] is sustained.

Also, consistent with the Board's findings, relative thereto, the appeal of J. W. Volkman is sustained.

DECISION:

Appeals sustained.

000435

Case No. 64
File 8-8-54

Voting to deny the appeals.

Chairman

Secretary

Members

Voting to sustain the appeals.

S E Pillows
Chairman

W. L. Scott
Secretary

E. C. Smith

D. Rankin

R. J. Lavecchia
Members

Decision released at Cleveland, Ohio on MAR 11 1983

000436

NOTICE TO ALL TRAIN, ENGINE AND YARD SERVICE
EMPLOYES ON THE KANSAS CITY DIVISION

Rumors have been circulated on the Division to the effect that all former Rock Island employes will lose their prior rights as of April 1, 1984. These rumors have no basis in fact and are contrary to the current agreements between the BofLE, the UTU and the SSW. All employes with prior rights as of April 1, 1984 shall retain such rights until they retire, resign, die or are discharged for cause.

C. R. Huntington, Senior Manager
Labor Relations

R. H. Arnett, General Chairman, UTU

D. E. Thompson, Gen. Chairman, BLE

September 27, 1983

K. K. EKART
L/C UTU
120 E[illegible] WALNUT
HERINGTON, KAN. 67449

It was also agreed that the understandings outlined in this letter are without prejudice to either parties position as to other existing rules and agreements including the agreement of March 4, 1980.

We also recognize that these understandings may be automatically cancelled upon ten (10) days' written notice by either party. If you concur with the above understandings, please sign one copy of this letter."

In the development of a "Unified Position" by this United Transportation Union International, this Board avers:

The guidelines of the March 4, 1980 Agreement (Miami Accord) coupled with the decision in Board of Appeals Case No. 64 (March 11, 1983), concerning like issues is the criteria to be used in developing a unified position. The Board of Appeals in Case No. 64 File 8-8-54 submitted in pertinent part:

"This Board finds the former Rock Island employees, from that portion of the former Rock Island Railroad involved in the transaction identified as ICC Finance Docket No. 28799 are entitled to no less than the maximum protection and benefits provided in the March 4, 1980 Labor Protective Agreement and the so-called 'Cleveland Agreement,' as modified by this Board. We find that provisions for no less than the maximum protection and benefits, provided by those documents, should be incorporated in implementing agreements. Also, all employee representatives should participate in the negotiations."

"Although diversion of traffic is not an issue directly involved in the appeal, this Board is judicially aware such diversions of traffic are within the purview of Article 90 of our UTU Constitution.

We find the provisions of Article II, paragraph 3 (Preferential Hiring), of the March 4, 1980 Labor Protective Agreement, conveys the obligation on the carrier to utilize all employees on the '...existing seniority rosters applicable to the appropriate craft and seniority district for the lines and territories involved in fulfilling employment needs in connection therewith.' We find prior rights are contemplated.

Such utilization of all employees would, of course, be in conjunction with paragraph 4 (Notification of Hiring). We find prior rights further contemplated by the language in paragraph 4:

'The applicant's seniority in the appropriate craft and seniority district on the bankrupt carrier will prevail if the number of qualified applicants exceeds the Carrier's determined need for additional employees.'

We find the provisions of Article II 5 (Duration of Preferential Hiring), limit only the period of time in which former Rock Island employees will be given preference in the filling of jobs on the former Rock Island.

The provisions of Article II 8(c) of the March 4, 1980 Labor Protective Agreement provided the carrier the option to (1) commingle work, or (2) operate the acquired property as a separate seniority district ..."

"This Board is of the opinion, and we so find, the provisions of Article II 8(a) subordinate themselves to the other provisions of the agreement to the extent that employees of the former Rock Island be accorded the right to be trained on available jobs, including additional jobs required to handle the traffic originating on the former Rock Island and traffic flowing to the former Rock Island..."

"This Board's decision in this case are predicated on the principle of seniority and the recognition of seniority in cases of merger, acquisitions, etc. In this case of acquisition, prior rights are of paramount concern. To place a termination date on those prior rights would not only be a travesty of justice but also contravene the very concepts of seniority and prior rights.

We further find that in the event a former Rock Island employee (road or yard) is not [illegible] the [illegible] Pacific seniority standing on the consolidated roster in accordance with that employee's [illegible] train or yard service on the Rock Island, regardless of when they performed their first service with the SSW.

This [illegible] the seniority dates of the former Rock Island employees on the Rock Island without extensive elaboration, we feel this would not be too hard to accomplish.

This Board agrees, and we so find, two separate rosters would not only be practical but also beneficial to the employees; i.e., a prior right roster and a consolidated seniority roster."

It is the opinion of this Board concerning Miscellaneous Case #1(90), a Unified Position of the International UTU has already been established as a result of the Board of Appeals decision in the aforementioned Board of Appeals Case (#64). Therefore, the proposed Unified Position presented by former Rock Island employees represents a fair and equitable resolve of this matter which may be adopted by the International in compliance with the judicial mandate contained on page 3 of the Court Order dated January 19, 1990 reading in part:

"Before the matter is arbitrated, the International shall develop a unified position consistent with its constitution and internal decisions to assure adequate protection of the seniority interest of the former RI employees."

Further, as indicated in the judicial mandate, had the union representation of Former Rock Island members not been greatly diminished or eliminated through the closing of their locals by the International Union, this issue could possibly have been resolved by the internal appeals process provided for in the UTU Constitution, rather than maintaining an unresolved internal conflict.

It is this Board's opinion that jurisdiction of this Board is not, and was not, mandated by the Court Order issued by Judge Vietor. But instead, internal UTU decisions were made wherein an action by the Board of Directors referred this issue before this Board of Appeals. The court order said in pertinent part: "...the International shall develop a unified po[redacted]." not the International Board of Appeals.

In attempting to comply with the judicial mandate of Judge Vietor wherein he states "...the International shall develop a unified position consistent with its constitution..." this Board submits; in [redacted] Board of Appeals as [redacted] the Board of Directors, rather than the normal process provided for in the UTU Constitution and inasmuch as the parties (CRI & CNW representatives) are not identifiable as appellants and appellees, the Board of Appeals' members may not be in compliance with the UTU Constitution if we were to sign "for" or "against" in the development of a unified position. Article 27, lines 24, 25 and 26 of the UTU Constitution, read: "The original decision shall be signed by each member of the Board participating and following each signature, the word 'for' or 'against' shall be written indicating his/her vote on the matter."

Evidence referenced in this matter suggests that the court order considers that the International violated its own Constitution, i.e., closing of locals, failure to represent, etc., which could result in huge monetary claims to plaintiffs. This Board of Appeals has never participated in this issue involving the CRI members and the CNW members. Therefore, this Board of Appeals will not, as a result of participating in the development of a unified position, be considered as supporting any International decisions which may have violated the UTU Constitution wherein monetary claims or other adversities would result.

In closing, this Board of Appeals Notes: Judge Vietor, in his Order of January 19, 1990, used specific language to inform the International and the affected parties that compliance with his Order must be effected within the provisions of the UTU Constitution.

Consistent with these writings and as previously stated, the Board concludes: The "International Unified Position" is developed, wherein the proposed unified position presented by the CRI representatives more accurately represents the provisions contained in the March 4, 1980 Agreement (Miami Accord) and the Board of Appeals decision in Case No. 64 File 8-8-54.

This Board's conclusion concerning the development of a "Unified Position" in this matter, is submitted to the UTU Board of Directors and the Office of the International President for approval and adoption.

Respectfully submitted,

W. J. Shelton, Chairperson

W. A. Barnes, Secretary

J. E. Potter, Member

J. P. Brideau, Member

R. J. Kmieciak, Member

CERTIFICATE OF SERVICE

On September 28, 1990, a copy of the foregoing case, Miscellaneous Case #1(90), was either mailed or hand delivered to:

Mr. F. A. Hardin, President
Mr. G. T. DuBose, Ass't. President
Mr. B. Marcolini, President UTU, Canada
Mr. T. J. McGuire, General Secretary & Treasurer
Mr. D. W. Collins, Ass't. General Secretary and Treasurer
Mr. J. M. Brunkenhoefer, National Legislative Director
Mr. R. A. Bennett, Canadian Legislative Director
Mr. K. R. Moore, Vice President
Mr. L. J. Wotaszak, Vice President
Mr. C. Bryant, Vice President
Mr. E. F. Lyden, Vice President
Mr. J. L. Thornton, Vice President
Mr. J. A. Alford, Vice President
Mr. P. L. Patsouras, Vice President
Mr. J. R. James, Trustee at Large

FILED
U.S. DISTRICT COURT
DISTRICT OF KANSAS

JUL 21 8 50 AM '93

RALPH L. DELOACH
CLERK
AT WICHITA, KS.

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF KANSAS

JERRY W. VOLKMAN, et al,

Plaintiffs,

v.

UNITED TRANSPORTATION UNION, et al,

Defendants.

ENTERED ON THE DOCKET
DATE: 7-21-93

Case No. 83-6025-T

FINAL JUDGMENT

NOW, on this 9th day of July, 1993, this matter comes before the Court for the entry of judgment. Plaintiffs appear by and through one of their attorneys of record, Lee H. Woodard; defendants St. Louis Southwestern Railroad Company ("SSW"), Southern Pacific Transportation Company ("SPT") and Southern Pacific Company ("SPC") appear by and through one of its attorney of record, Robert S. Bogason; and defendant United Transportation Union ("UTU") appears by and through its attorneys of record, Pamela Walker and Norton Newborn.

After reviewing its Opinion and Order of September 14, 1989, its Memorandum and Order filed July 24, 1991, its Memorandum and Decision filed December 27, 1991, its Order

Accordingly, the Court finds that judgment shall be entered for injunctive relief and pursuant to such judgment, defendants SSW and UTU shall comply and act in accordance with, and continue to comply and act in accordance with, each of the following paragraphs:

1. Defendants SSW and UTU shall grant and confer prior rights upon the below named class members, previously referred to by the Court as 1983 Hires, at the SSW terminal of their first SSW employment as set forth below. Those 1983 Hires shall exercise brakemen's and conductor's seniority and be given priority in the same manner as the former Rock Island employees who were granted prior rights prior to 1983 at the SSW Pratt and Dalhart terminals. The prior rights of the named 1983 Hires shall follow the last pre-1983 Hire prior rights man at each location, and their relative standing among themselves shall be based upon their Rock Island seniority dates. Their relative standing among themselves and the order of their prior rights is as follows:

PRATT

Worker	Rock Island Seniority Date
L. B. Bettles	03/11/66
J. D. Spaulding	05/23/69
D. G. Woolley	08/15/69
B. A. Beeton	04/20/70
N. D. Bennardt	06/13/70
W. E. Donahue	03/10/73
G. D. Kickhaefer	04/03/79
R. D. Ludden	04/06/79
E. C. Nuss	04/21/79
D. B. Hill	05/10/79
R. D. Parker	05/12/79

DALHART

L. E. Scott	12/20/68
R. A. Corona	08/29/69
D. N. Mascareno	11/16/72
M. R. Lynn	02/04/78
U. Ruiz	05/22/78
G. R. Vernon	03/25/79
S. L. Gonzolas	04/18/79
J. A. Schlesener	04/24/79

2. Defendants SSW and UTU shall continue to recognize the existing prior rights of the former Rock Island employees who are pre-1983 Hires. These shall include but not be limited to prior rights at the SSW's Eldon terminal for the following former Rock Island employees:

C. D. Crane	06/15/63
R. D. Miller	07/03/63
D. W. Frank	04/27/65

3. The defendant SSW shall pay pool caboose allowances to the class members shown on Exhibits A and B in accordance with existing labor contracts.

4. The prior rights granted to the 1983 Hires shall be considered to have the same status as if provided for by an implementing agreement negotiated under the March 4 Agreement. Thus, those prior rights are subject to modification through future collective bargaining the same as are prior rights granted under existing labor contracts between the defendants SSW and UTU.

5. Any disputes regarding plaintiffs prior rights and seniority shall be handled by the SSW and UTU through the grievance and arbitration procedures mandated by the Railway Labor Act and/or the Interstate Commerce Act.

6. Defendant SSW and SPT are further enjoined from requiring, demanding, recommending or suggesting that any former Rock Island brakeman who has been awarded relief in this action, or who has claimed to be entitled to relief in this action, regardless of whether such relief has been awarded, must forfeit, release, discharge or waive his rights

FILED
FEB 07 1996
RALPH L. DeLOACH, CLERK
By _____ Deputy

IN THE UNITED STATES DISTRICT COURT

FOR THE DISTRICT OF KANSAS

JERRY W. VOLKMAN, et al,

Plaintiffs,

vs.

UNITED TRANSPORTATION UNION, et al,

Defendants.

Civil Action No. 83-6025-FGT
Wichita, Kansas
December 3, 1993
11:15 a.m.

TRANSCRIPT OF: SETTLEMENT HEARING

BEFORE THE HONORABLE FRANK G. THEIS

APPEARANCES:

FOR THE PLAINTIFF:
Mr. Lee H. Woodard
WOODARD, BLAYLOCK, HERNANDEZ, PILGREEN & ROTH
833 North Waco
Wichita, Kansas 67201

Mr. David Gray
HIEBSCH, GRAGERT, HIEBERT, GRAY & DAVIDSON
Suite 200
245 North Waco
Wichita, Kansas 67202

FOR DEFENDANT UNITED TRANSPORTATION UNION:
Mr. Norton Newborn
Suite 330
24100 Chagrin Boulevard
Cleveland, Ohio 44122

FOR DEFENDANT SOUTHERN PACIFIC TRANSPORTATION:
Mr. Mark L. Bennett, Jr.
BENNETT & DILLON
1605 Southwest 37th Street
Topeka, Kansas 66611

CERTIFIED COPY

think mine is valid and I think it is the fair one had these men had a right to relief under the legislation and under the labor agreements and so forth. Having said that, however, settlement agreements are matters that you look at the statistics on and you listen to the class members to see what's just and unjust and that's what I'm going to try to do here today.

I've heard from the lawyers and these are the ones that the parties have relied on through the litigation. Now I want to hear from the individuals, especially the dissidents, these that don't like this or want to object to the proposed settlement. Who among you wants to speak up? Would it be the leader of the group? I hope I don't have to listen to everybody out here, but if you could get us rolling, it would be helpful.

MR. SWONGER: Your Honor, I have very little objection to the settlement. I probably harassed Lee as much as anybody about protecting our seniority with this thing. That is all I was ever interested in. And the only problem I have with the writing of the merger or protecting our seniority in case of merger or prior rights is the letter of September 27, 1983. Mr. Huntington and Arnett and Thompson signed this letter, and this was the language I would like to have

entered because I got them to agree to this back at that time. "Notice to all Train, Engine and Yard Service Employees on the Kansas City Division. Rumors have been circulated on the division to the effect that all former Rock Island employees will lose their prior rights as of April 1, 1984. These rumors have no basis in fact and are contrary to current agreements between the BofLE, the UTU and the SSW. All employees with prior rights as of April 1, 1984, shall retain such rights until they retire, resign, die or are discharged for cause."

And that last sentence there is what I would like included in this because our prior rights aren't like everybody else in the UTU because we don't have a seniority date backing up our prior rights, yet they take it away from us in a merger or whatever, which they can do as a negotiable issue. I feel if we had these words in that last paragraph added to this agreement, I would have no objections to the settlement of this offer they've got here because I feel that would protect us in a merger or whatever came down the line as long as the railroads -- if the railroads gone, we don't have nothing anyway. But if they sell it or somebody takes it over, then we would have our prior rights until we would retire or die or whatever.

That was my comment.

THE COURT: That seems to be the verbiage matter as to -- has that been discussed or is this --

MR. SWONGER: Just with Lee.

MR. NEWBORN: Mr. Woodard and Mr. Bogason and I have spent some time coming up -- I haven't seen that particular document recently, if I ever did. I believe we tried and succeeded in including language that addresses the problems that Mr. Swonger is asserting in regard to what would happen.

THE COURT: You're the union's lawyer and, of course, you're interested in solid agreements from the unionmen's standpoint regardless of --

MR. NEWBORN: What we have tried to do, and I think the language does do it, Your Honor, is say you allocated prior rights to former Rock Island employees on the Cotton Belt. And what we have done is say in the merger and acquisition involving the Tucumcari Line, the prior rights they have been given would be the same as anybody else's prior rights in the event of a merger, and, in fact, all other respects.

THE COURT: Which would include the prior rights of the Cotton Belt or anybody else.

MR. BOGASON: I would know of nothing in the record to indicate that this agreement that Mr. Swonger

has produced has been modified or changed by these proceedings, and so that's if he's happy with that, that agreement has never been changed, and I feel that we should leave the language of the final judgment as we have all negotiated and as we have cleared it with our labor relations people and with Cleveland. My point is that this document has not been canceled or aggregated and it is still in effect.

THE COURT: As part of the background procedure as far as the railroad's concerned and the UTU is concerned?

MR. BOGASON: We've never canceled it.

MR. SWONGER: What I'm concerned about is if another railroad takes it over.

THE COURT: Well, that's where you're getting into another deal. They've got the language there, and one of the reasons that you were here is because it was congressional legislation on the Rock Island, too. I guess there's always a possibility of mergers or acquisitions or any of those. There could be a big revival in the railroad industry. They've got problems in the airline industry and they're talking about faster transit and lots of other things. There could be an expansion.

My problem with that, Mr. Swonger, and I

don't have -- they've hammered out these words, and there is always some disagreement among lawyers and even judges when they get to talking about it on what kind of language to use. In view of what Mr. Bogason and Mr. Newborn just said, that this is in effect, that seems to me that it's part of the base of this agreement, whether it's mentioned specifically or not.

MR. SWONGER: My concern, sir, was if this settlement is written this way and didn't have this language in it, would they honor this agreement over what this settlement is.

MR. WOODARD: I'm not following you.

MR. SWONGER: Say another railroad bought it and they negotiated another agreement without your prior rights in there. Would they honor the settlement here that we're reaching here, treat it the same? Would they give away prior rights or would they honor this agreement which was written before the Cotton Belt railroad?

MR. WOODARD: This agreement is a part of -- and by this agreement I'm speaking of the agreement between Mr. Huntington and Mr. Arnett. As I understand what Mr. Bogason and Mr. Newborn have just stated, this agreement is part of the settlement in effect because it is a part of the prior rights that have been granted

and agreed upon.

THE COURT: This is a generic agreement, as I understand it, that covers everybody, not only the members of the class but the whole people up and down the line, and they're in the group. They're part of the larger group, and that's the way I construe it, so I don't think there's any way you can get any superior rights to that, and that's part of the base evidence on which the agreement was made.

MR. SWONGER: If this here is included in this agreement, then I have no objection.

THE COURT: This protects the whole agreement between all of the union men and the railroad on prior rights, including the ones that have been granted in this case. Did I read it right?

MR. NEWBORN: Your Honor, I haven't seen this before, but there are many seniority agreements outstanding, and the settlement here certainly doesn't in any way disrupt those or change those existing agreements. If this is an existing agreement, the settlement agreement doesn't do anything to change it. And we've gone the extra step in the settlement to say that in the event of a merger or acquisition, the prior rights of the group, the class, shall be treated the same as anybody else's prior rights.

THE COURT: That seems to me to take care of it as good as everybody else, and the future is very, very tricky.

MR. SWONGER: Okay.

THE COURT: There isn't anything that I know of in the law or the universe that's immutable by some type of disaster or war or something. And that's what we tell juries. Nothing can be proved to an absolute certainty, not even religion.

Anyhow, I thank you, Mr. Swonger, and who else would like to be heard on this among the group? This is your day in court, and I intend to stay here until we finish.

All right, Mr. Smith.

MR. SMITH: Your Honor, we Elgin class members are against the proposed settlement in this case. We feel like we've been unfairly dealt with. We -- on the grounds that we were promised jobs, we were never offered jobs.

I'd like to refer to Page 14 of the memorandum of this case. Mr. William L. Reavis' testimony, and we feel like that something real important was missing from Mr. Reavis' testimony. We knew him for many years and we trusted him to steer us right. We were trying to decide what to do, and I can

FILED
U.S. DISTRICT COURT
DISTRICT OF KANSAS
DEC 4 PM '93

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF KANSAS

JERRY W. VOLKMAN, et al, Plaintiffs, v. UNITED TRANSPORTATION UNION, et al, Defendants.	Case No. 83-6025-FGT

ORDER APPROVING SETTLEMENT

On this 3rd day of December, 1993, the offer to settle the Final Judgment of July 21, 1993, made by the defendants Southwestern Railway Company, Southern Pacific Transportation Company, Southern Pacific Company (collectively referred to as the "SSW") and United Transportation Union ("UTU"), comes on for hearing. The plaintiff class appears by and through its attorneys, Lee H. Woodard of Woodard, Blaylock, Hernandez, Pilgreen & Roth and David Gray of Hiebsch, Gragert, Hiebert, Gray & Davisson; defendant SSW appears by and through its attorney, Robert S. Bogason; and defendant UTU appears by and through its attorney, Norton N. Newborn. In addition, numerous members of the plaintiff class appear in person.

Thereupon, the Court conducts a hearing during which counsel for the plaintiff class, the SSW and UTU make various statements in support of or concerning the settlement, and various class members make individual presentations for or against the settlement.

Thereafter, the Court finds that notice of the proposed settlement and the hearing has been given to the class members who worked on the Tucumcari Line, that such notice was by mail, and that it constituted reasonable notice to the plaintiff class.

The Court further finds that a large majority of those class members who exercised prior rights granted by the Court have stated or advised counsel that they are in favor of the settlement; that a large majority of the class members who obtained back wage damages have stated or advised counsel that they are in favor of the settlement; and that a sizeable majority of the pre-1983 Hires, who received pool caboose damages have stated or advised counsel that they are in favor of the settlement. The Court also finds that for the most part those class members who are opposing the settlement did not receive relief, or only received limited relief, under the Court's earlier findings, rulings, and Final Judgment.

The Court further finds that separate appeals have been taken from the Court's earlier Preliminary Injunction, and from the Court's Final Judgment of July 21, 1993, which are now in the United States Court of Appeals for the Tenth Circuit, and that it is possible that the Court's earlier rulings and/or Final Judgment could be modified or reversed on appeal.

Under all of the circumstances the Court finds that the settlement offered by the defendants, which has been accepted by a large majority of those class members who have received

relief under the Court's Final Judgment, is fair, just and equitable and should be and is approved. Therefore, the Court approves the following terms and conditions which together constitute the settlement:

1. Class members shall have and hold the prior rights of seniority granted to them by this Court in its Preliminary Injunction of March 4, 1992 and by its Final Judgment of July 21, 1993. Moreover, class members shall continue to have and hold prior rights seniority granted to them under the February 23, 1982 Implementing Agreement. In the event of an acquisition or merger involving the Tucumcari Line, the prior rights seniority granted to class members under the February 23, 1982 Implementing Agreement or by the Court will be deemed to have the same character and status of prior rights seniority of any other UTU represented employees, and they will be preserved to the extent possible consistent with the UTU constitution and applicable laws.

2. Defendants shall jointly pay the sum of Three Million ($3,000,000) Dollars to be distributed to the class members previously awarded monetary relief, i.e. the 1982 hires, the 1983 hires and the pre 1983 hires, and the former Rock Island brakemen who had prior rights at Eldon by virtue of the Implementing Agreement of February 23, 1982. Those class members who receive distributions from the settlement proceeds shall pay, from the funds they receive, a pro-rata share of costs,

and expenses, up to the amount of $178,000, and attorney fees to counsel for the plaintiff class in the amount of $700,000.

3. Defendants shall pay said sum of Three Million Dollars ($3,000,000), less the income tax and railroad retirement deductions provided for in paragraph 4, within fourteen (14) days after the expiration of the time to file a Notice of Appeal from the Court's approval of the settlement, if no appeal is taken; or if an appeal is taken, payment shall be made within fourteen (14) days after all appeals from the Court's approval of the settlement have been exhausted and a mandate affirming the Court's approval has been received and filed with the Clerk of the District Court. The manner and method of payment shall be pursuant to procedures to be agreed upon by counsel for defendants and the plaintiff class.

4. The amounts that individual class members receive from the Three Million Dollars ($3,000,000) paid by defendants shall be subject to deduction by the SSW for income taxes and railroad retirement taxes. In this regard, individual class members may elect to have a portion of their share of the settlement proceeds allocated to prior years with appropriate deductions for railroad retirement taxes. Deductions shall also be made from each payment made to each class member for the purpose of paying a pro-rata share of expenses and attorney's fees. Counsel for defendants and plaintiffs class shall make arrangements for these deductions so that payment of net amounts to the class members can be made without undue delay.

5. Upon the payment described in paragraphs 3 and 4 being made, counsel for the plaintiff class shall file a satisfaction of judgment with the Clerk. The satisfaction of judgment shall state that the orders and judgments of the Final Judgment of July 21, 1993, awarding monetary relief to the plaintiffs, and the costs of the action, have been satisfied, and that defendants St. Louis Southwestern Railway Company, Southern Pacific Transportation Company, Southern Pacific Company and United Transportation Union, are released and discharged from all liability and obligations arising from this action to pay class members monetary relief, except for the eight (8) off-line former Rock Island Brakemen at Pratt, Roger (Buckie) Moore, Richard L. Humble, Franklin A. Callaway, Phillip D. Brunow, Joseph F. Edwards, Lowell D. Molloy, L.D. Ward and Kenneth W. Brown, who are presently appealing from the Final Judgment of July 21, 1993 and the Court's earlier Orders.

Upon the satisfaction of the judgment the claims of all class members, regardless of whether they have received relief under the Court's Final Judgment of July 21, 1993, or the Court's earlier Orders, or whether they are recipients of relief under the settlement, will be discharged, satisfied and dismissed with prejudice, except for the claims of the aforenamed eight (8) off-line former Rock Island Brakemen at Pratt.

6. The present appeal taken to the United States Court of Appeals for the Tenth Circuit, from the Court's Preliminary

Injunction of March 4, 1992, will be dismissed at the time counsel for the plaintiff class satisfies the judgment as provided in paragraph 5.

7. The appeal taken from the Court's Final Judgment of July 21, 1993, by the plaintiff class, except for the appeal of the aforenamed eight (8) off-line former Rock Island brakemen at Pratt, will be dismissed. The defendants SSW and UTU will not prosecute their appeal from the Final Judgment of July 21, 1993, except as necessary to present all issues to the United States Court of Appeals for the Tenth Circuit if the aforenamed eight former Rock Island brakemen continue with their pending appeal.

IT IS SO ORDERED.

/s/ FRANK G. THEIS

JUDGE

** SENIORITY ROSTER 058411 ** DATE-12/08/98 16:

PRIMARY QUALIFICATION- BRK DISTRICT- WICHITA DIST 3B BRK MERGED ROS

1 MG CHAFFEE 11-01-60 11/01/89-020 WC Y
REG ASGN-H 186 AT63 VB60 CON B TEMP ASGN-

2 RW BUTTS 9-16-63 11/01/89-030 WC Y
REG ASGN-H 186 RT61 TP04 CON P TEMP ASGN- STATUS-

3 +RP BARNES 11/01/89-035 WC Y
REG ASGN-R 135 XE10 P TEMP ASGN- STATUS-

4 DC BOSWELL 3-16-71 11/01/89-055 WC Y
REG ASGN-H 186 RT61 TP03 CON P TEMP ASGN- STATUS-

5 GW LODER 8-24-72 11/01/89-065 WC Y
REG ASGN-H 186 YT61 WH55 SW1 P TEMP ASGN-

6 DD NIETFELD 8-26-72 11/01/89-070 WC Y
REG ASGN-R 135 XB10 P TEMP ASGN- STATUS-

7 SJ AST 9-10-72 11/01/89-085 WC Y
REG ASGN-H 186 AT68 VB55 BR1 P TEMP ASGN- STATUS-

8 JL WYLIE 11-30-72 11/01/89-090 WC Y
REG ASGN-H 186 YT61 WH51 F[illegible] B TEMP ASGN-

9 JL [illegible]INE 1-19-73 11/01/89-095 WC Y
REG ASGN-H 186 AT65 VB52 BR1 B TEMP ASGN- STATUS-

10 MW CLINE 6-1-73 11/01/89-100 WC Y
REG ASGN-H 186 AT63 VB60 BR1 B TEMP ASGN- STATUS-

11 +HA RIGG JR 11/01/89-105 WC Y
REG ASGN-H 186 XK61 A TEMP ASGN- STATUS-

12 LL SCOTT JR 11/01/89-110 WC Y
REG ASGN-H 186 HT61 F TEMP ASGN- STATUS-

13 +AD SEAMSTER 8-29-73 11/01/89-115 WC Y
REG ASGN-R 135 XB10 P TEMP ASGN-

14 GK WALTON 9-4-73 11/01/89-120 WC Y
REG ASGN-H 186 AT65 VB52 CON B TEMP ASGN- STATUS-

15 JD HAYES 9-6-77 11/01/89-135 WC Y
REG ASGN-H 186 YT61 WH61 SW1 B TEMP ASGN-

16 +WG CLARK 9-8-77 11/01/89-145 WC Y
REG ASGN-H 186 RT61 TP02 CON A TEMP ASGN- STATUS-

17 SE GORDON JR 9-8-77 11/01/89-150 WC Y
REG ASGN-H 186 YT61 TR01 SW1 P TEMP ASGN- STATUS-

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18  TE DAPPEN                          11/01/89-155 WC Y
    REG ASGN-H1436  BT21               P TEMP ASGN-

19 +JS ALLISON      11-17-77           11/01/89-160 WC Y
    REG ASGN-H 186  AT68 VB55 CON      B TEMP ASGN-

20 +DA BLOCHER                         11/01/89-165 WC Y
    REG ASGN-H 186  HT61               P TEMP ASGN-

21 +BP HOPPER       6-19-78            11/01/89-175 WC Y
    REG ASGN-H 186  YT61 TR01 FOR      B TEMP ASGN-

22 +JR STANG        9-8-79             11/01/89-190 WC Y
    REG ASGN-H 186  XK61               A TEMP ASGN-

23 +SL WEST         9-21-79            11/01/89-200 WC Y
    REG ASGN-H 186  YT61 WH52 FOR      B TEMP ASGN-

24  RL BLEVINS                         11/01/89-205    Y YCN
    REG ASGN-R 135  YT60 CV51 FBY      B TEMP ASGN-

25  CD KASTLER                         11/01/89-215    Y YCN
    REG ASGN-R 135  YT60 CV51 SW1      B TEMP ASGN-

26  JC BOND                            11/01/89-225    Y YCN
    REG ASGN-R 135  TR61               P TEMP ASGN-

27  GR STARMER                         11/01/89-240    Y YCN
    REG ASGN-R 135  YT60 CV52 FBY      B TEMP ASGN-

28  JA PACK                            11/01/89-245    Y
    REG ASGN-L 158  LT11 TL01 BR1      B TEMP ASGN-

29  GF YODER                           11/01/89-250    Y
    REG ASGN-H 186  YT61 WH55 FOR      P TEMP ASGN-

30  HE ROBBINS                         11/01/89-255    Y
    REG ASGN-L 158  LT11 TL01 CON      B TEMP ASGN-

31  SL ALTSTATT                        11/01/89-265    Y
    REG ASGN-L 158  AT10 VR03 BR1      P TEMP ASGN-

32  DR KELLY                           11/01/89-270    Y
    REG ASGN-L 158  RT15 TP16 CON      A TEMP ASGN-

33  EB DELCAMBRE                       11/01/89-275    Y
    REG ASGN-L 158  AT10 VR03 CON      P TEMP ASGN-

34  JF REED                            11/01/89-280    Y
    REG ASGN-L 158  BT10               P TEMP ASGN-

35  DR WENDT                           11/01/89-285    Y
    REG ASGN-H 186  YT61 WH51 SW1      B TEMP ASGN-

36  LE ROSS                            11/01/89-290    Y
    REG ASGN-L 158  RT15 TP19 CON      P TEMP ASGN-

37  DL CAMPBELL                        11/01/89-300    Y
    REG ASGN-L 158  RT15 TP12 CON      P TEMP ASGN-
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38 JB HORNER 11/01/89-315 Y YCN
REG ASGN-R 135 YT60 CV53 FBY B TEMP ASGN-

39 GL MCGINNIS JR 11/01/89-320 Y YCN
REG ASGN-R 135 XK60 P TEMP ASGN- STATUS-

40 DW BRYANT 11/01/89-335 Y YCN
REG ASGN-R 135 YT60 RL01 FBY P TEMP ASGN- STATUS-

41 RE WEIL 11/01/89-340 Y YCN
REG ASGN-R 135 XK60 A TEMP ASGN-

42 DL MANLEY 11/01/89-345 Y YCN
REG ASGN-R 135 XK60 P TEMP ASGN-

43 JD EVANS 11/01/89-350 Y
REG ASGN-L 158 AT10 VR04 CON P TEMP ASGN-L 158 AT10 VR03 BR1

44 AE ADAMS JR 11/01/89-360 Y
REG ASGN-L 158 HT10 P TEMP ASGN- STATUS-

45 MA WHITMAN 11/01/89-365 Y
REG ASGN-L 158 RT15 TP09 CON A TEMP ASGN- STATUS-

46 DC LARUE 11/01/89-370 Y
REG ASGN-L 158 RT15 TP17 CON P TEMP ASGN- STATUS-

47 MD WASSON 11/01/89-375 Y
REG ASGN-L 158 RT15 TP10 CON A TEMP ASGN- STATUS-

48 DW MORGAN 11/01/89-380 Y
REG ASGN-L 158 XB10 P TEMP ASGN-L 158 RT15 TP04 CON STATUS-

49 EE WHITTINGTON 11/01/89-385 Y
REG ASGN-L 158 RT15 TP01 CON P TEMP ASGN- STATUS-

50 DC GANN 11/01/89-390 Y
REG ASGN-L 158 RE10 EP05 ENG P TEMP ASGN- STATUS-

51 JK SIMMONS 11/01/89-395 Y
REG ASGN-L 158 RT15 TP05 CON P TEMP ASGN-

52 BJ GROVES 11/01/89-400 Y
REG ASGN-L 158 RT15 TP26 CON A TEMP ASGN-

53 +SL WHEELER 11/01/89-405 Y YCN
REG ASGN-R 135 RE11 EP03 ENG P TEMP ASGN-

54 JD WATSON 11/01/89-410 Y YCN
REG ASGN-R 135 HT60 P TEMP ASGN- STATUS-

55 JL FOSTER 11/01/89-415 Y
REG ASGN-L 158 HT10 P TEMP ASGN- STATUS-

56 RC HALL 11/01/89-420 Y
REG ASGN-L 158 XB10 P TEMP ASGN-

57 TL MCGINNIS 11/01/89-425 Y YCN
REG ASGN-R 135 YT60 CV52 SW1 B TEMP ASGN-

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58  BB LANSDELL                          11/01/89-430    Y
    REG ASGN-L 158  AT10 VR04 BR1        P TEMP ASGN-

59  JD HIGHTOWER                         11/01/89-435    Y
    REG ASGN-L 158  RT15 TP11 CON        P TEMP ASGN-                    STATUS-

60  LD SPEARS                            11/01/89-440    Y
    REG ASGN-L 158  HT10                 F TEMP ASGN-                    STATUS-

61  MF HELMER                            11/01/89-445    Y
    REG ASGN-L 158  XB10                 P TEMP ASGN-

62  HA MOSLEY JR                         11/01/89-450    Y
    REG ASGN-L 158  RT15 TP06 CON        P TEMP ASGN-

63 +JM UNDERWOOD                         11/01/89-455    Y YCN
    REG ASGN-R 135  RE11 EP15 ENG        P TEMP ASGN-                    STATUS-

64  SL LESSLEY                           11/01/89-460    Y
    REG ASGN-L 158  HT10                 P TEMP ASGN-                    STATUS-

65 +JH GATES                             11/01/89-470    Y
    REG ASGN-R 135  XE10                 P TEMP ASGN-                    STATUS-

66  FL MAYHEW                            11/01/89-475    Y
    REG ASGN-L 158  RT15 TP07 CON        A TEMP ASGN-                    STATUS-

67  OG CLUCK                             11/01/89-480    Y
    REG ASGN-L 158  XB10                 A TEMP ASGN-

68  AM STANDARD                          11/01/89-485    Y
    REG ASGN-L 158  HT10                 F TEMP ASGN-                    STATUS-

69  JA DENNIS                            11/01/89-495    Y
    REG ASGN-L 158  RT15 TP14 CON        A TEMP ASGN-

70  DW WILLMUTH                          11/01/89-500    Y
    REG ASGN-L 158  RT15 TP20 CON        A TEMP ASGN-                    STATUS-

71  JL KELLY                             11/01/89-510    Y
    REG ASGN-L 158  RT15 TP08 CON        A TEMP ASGN-                    STATUS-

72  DL KUEHN                             11/01/89-515    Y YCN
    REG ASGN-R 135  YT60 CV53 SW1        B TEMP ASGN-

73 +JP TONGIER                           11/01/89-520    Y YCN
    REG ASGN-L 158  RE10 EP12 ENG        P TEMP ASGN-

74  KD WILEY                             11/01/89-525    Y
    REG ASGN-R 135  BT10                 D TEMP ASGN-                    STATUS-

75  JL GUINN                             11/01/89-530    Y
    REG ASGN-MG003  AT12 VT74 BR1        B TEMP ASGN-

76 +JR VANN                              11/01/89-535    Y
    REG ASGN-L 158  RE10 EP39 ENG        P TEMP ASGN-

77  L  BELL JR                           11/01/89-540    Y
    REG ASGN-L 158  RT15 TP22 CON        A TEMP ASGN-                    STATUS-
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78 JD BRASUELL 11/01/89-545 Y
REG ASGN-L 158 XB10 P TEMP ASGN-

79 F GARCIA 11/01/89-550 Y
REG ASGN-L 158 RT15 TP04 CON A TEMP ASGN- STATUS-I

80 DE CHADWICK 11/01/89-555 Y
REG ASGN-L 158 RT15 TP21 CON A TEMP ASGN- STATUS-I

81 RL BANGS 11/01/89-560 Y
REG ASGN-L 158 RT15 TP23 CON A TEMP ASGN- STATUS-(

82 +CW SHIELDS 11/01/89-565 Y YCN
REG ASGN-R 135 RE11 EP28 ENG P TEMP ASGN-

83 KW BUETOW 11/01/89-570 Y YCN
REG ASGN-RM136 YT60 PS35 FBY P TEMP ASGN-

84 GD LANDERS 11/01/89-575 Y
REG ASGN-L 15[illegible] XB10 P TEMP ASGN-

85 BE ROSE 11/01/89-580 Y
REG ASGN-L 158 XB10 P TEMP ASGN-

86 ME POLK 11/01/89-590 Y
REG ASGN-L 158 RT15 TP35 CON A TEMP ASGN-

87 RD MAYHEW 11/01/89-595 Y
REG ASGN-L 158 XB10 P TEMP ASGN- STATUS-(

88 RB KERR 11/01/89-600 Y
REG ASGN-L 158 HT10 P TEMP ASGN- STATUS-L

89 WR PEEVY 11/01/89-605 Y
REG ASGN-L 158 XB10 A TEMP ASGN-

90 LG DILLARD 11/01/89-610 Y
REG ASGN-R 135 FT10 F TEMP ASGN- STATUS-L

91 RC EDMONDSON 11/01/89-615 Y
REG ASGN-R 135 XB10 P TEMP ASGN- STATUS-I

92 +RL BIRD 11/01/89-620 Y
REG ASGN-X 344 XE90 P TEMP ASGN- STATUS-L

93 JT TAYLOR 11/01/89-625 Y
REG ASGN-R 135 XB10 P TEMP ASGN-

94 DF KING 11/01/89-630 Y
REG ASGN-L 158 RE10 EP38 ENG P TEMP ASGN-

95 TD BROWN 11/01/89-640 Y
REG ASGN-L 158 XB10 A TEMP ASGN-

96 JS PEAVLER 11/01/89-645 VB Y
REG ASGN-R 135 FT10 F TEMP ASGN- STATUS-L

97 +EW CLUCK 11/01/89-670 Y
REG ASGN-L 158 RE10 EP45 ENG P TEMP ASGN- STATUS-(

98 RL KIMMONS 11/01/89-675 Y
REG ASGN-X 344 XT90 P TEMP ASGN-

99 JE LINTHICUM 11/01/89-685 Y
REG ASGN-L 158 XB10 A TEMP ASGN-

100 DW THOMAS 11/01/89-690 Y
REG ASGN-R 135 RT14 TP16 CON A TEMP ASGN- STATUS-

101 RC HARP 11/01/89-695 Y
REG ASGN-L 158 XB10 A TEMP ASGN-

102 CL ESAW 11/01/89-700 Y
REG ASGN-R 135 RT14 TP19 CON A TEMP ASGN- STATUS-

103 RK JABER 11/01/89-705 Y
REG ASGN-R 135 RT14 TP21 CON A TEMP ASGN- STATUS-

104 RD HOOSE 11/01/89-710 Y
REG ASGN-R 135 XB10 P TEMP ASGN- STATUS-

105 +WM WILEY JR 11/01/89-715 Y
REG ASGN-L 158 RE10 EP11 ENG P TEMP ASGN- STATUS-

106 +GD PONDER 11/01/89-720 Y
REG ASGN-L 158 RE10 EP37 ENG P TEMP ASGN-

107 +RK PALONE 11/01/89-725 Y YCN
REG ASGN-R 135 RE11 EP23 ENG P TEMP ASGN- STATUS-

108 +RL CARR 11/01/89-730 Y YCN
REG ASGN-R 135 RE11 EP19 ENG B TEMP ASGN-

109 JR PETTYCORD 11/01/89-735 Y
REG ASGN-MG003 HT10 P TEMP ASGN- STATUS-

110 +ME WATSON 11/01/89-740 Y
REG ASGN-L 158 RE10 EP14 ENG P TEMP ASGN-

111 +LW CLARK 11/01/89-755 Y
REG ASGN-L 158 RE10 EP03 ENG P TEMP ASGN- STATUS-

112 +GM BALDRIDGE 11/01/89-775 Y
REG ASGN-L 158 RE10 EP07 ENG B TEMP ASGN-

113 MP BUELOW 11/01/89-780 Y YCN
REG ASGN-L 158 RE10 EP40 ENG P TEMP ASGN- STATUS-

114 LE BASS 11/01/89-795 Y
REG ASGN-H 186 HT61 TEMP ASGN- STATUS-

115 OD HOPE 11/01/89-800 Y
REG ASGN-H 186 YT61 WH61 FOR B TEMP ASGN- STATUS-

116 JE WILSON 11/01/89-815 Y
REG ASGN-HM436 LT23 TL01 CON P TEMP ASGN- STATUS-

117 DE BEUGLER 11/01/89-825 Y
REG ASGN-L 158 RT15 TP15 CON P TEMP ASGN-

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118 RO WALTERS                          11/01/89-835    Y
    REG ASGN-MV152  AT12 VA50 CON       P TEMP ASGN-

119 GW NOWLIN                           11/01/89-840    Y
    REG ASGN-M0486  YT10 EN50 FBY       P TEMP ASGN-                                STATUS-

120 JD ROBERTSON                        11/01/89-845    Y
    REG ASGN-R 135  RT14 TP01 CON         TEMP ASGN-                                STATUS-

121 MW LEWIS                            11/01/89-855    Y
    REG ASGN-L 158  RT15 TP13 CON       P TEMP ASGN-                                STATUS-

122 KL BOONE                            11/01/89-860    Y
    REG ASGN-R 135  RT13 TP02 CON       P TEMP ASGN-

123 JD MACE                             11/01/89-865    Y
    REG ASGN-R 135  RT14 TP20 CON       P TEMP ASGN-

124 +GW BASS                            11/01/89-875    Y
    REG ASGN-L 158  RE10 EP47 ENG       B TEMP ASGN-

125 HG BLOCK                            11/01/89-880    Y
    REG ASGN-R 135  RT14 TP02 CON       P TEMP ASGN-                                STATUS-

126 EL GIBSON                           11/01/89-885    Y
    REG ASGN-HM436  HT21                F TEMP ASGN-                                STATUS-

127 AP BISHOP                           11/01/89-890    Y
    REG ASGN-L 158  RT15 TP03 CON       P TEMP ASGN-

128 AM LAHEY                            11/01/89-895 VB Y
    REG ASGN-R 135  XB10                P TEMP ASGN-

129 PD SHACKELFORD                      11/01/89-900    Y
    REG ASGN-MG003  XK10                P TEMP ASGN-                                STATUS-

130 WF PETERMAN                         11/01/89-910    Y
    REG ASGN-HM436  HT21                F TEMP ASGN-                                STATUS-

131 RL CORRELL                          11/01/89-915    Y
    REG ASGN-R 135  RT13 TP03 CON       P TEMP ASGN-                                STATUS-

132 VM MITCHUSSON                       11/01/89-925    Y
    REG ASGN-MG003  XK10                A TEMP ASGN-                                STATUS-

133 JE ALLEN                            11/01/89-930    Y
    REG ASGN-R 135  RT14 TP05 CON         TEMP ASGN-

134 BL BEELER                           11/01/89-935    Y
    REG ASGN-M0486  YT10 EN50 SW1       B TEMP ASGN-M0486  YT10 EN50 FBY           STATUS-

135 JD RISENHOOVER                      11/01/89-940    Y
    REG ASGN-MG003  XK10                A TEMP ASGN-                                STATUS-

136 PM FLYNN                            11/01/89-945    Y
    REG ASGN-R 135  RT14 TP17 CON       P TEMP ASGN-

137 AA BRODERSEN                        11/01/89-950    Y
    REG ASGN-HM436  LT23 TL01 BR1       P TEMP ASGN-                                STATUS-
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138	GW HALL			11/01/89-960	Y		
	REG ASGN-L 158	RT15	TP34 CON	A TEMP ASGN-			
139	SA MORGAN			11/01/89-965	Y		
	REG ASGN-MG003	XK10		P TEMP ASGN-			STATUS-
140	RA COIT			11/01/89-975	Y		
	REG ASGN-HM436	HTZ1		P TEMP ASGN-			STATUS-
141	LJ STEVENS			11/01/89-980	Y		
	REG ASGN-R 135	RT13	TP01 CON	P TEMP ASGN-			
142	E JOHNSON			11/01/89-985	Y		
	REG ASGN-R 135	HT10		P TEMP ASGN-			STATUS-
143	GW HOLLINGSWOR			11/01/89-995	Y		
	REG ASGN-R 135	XB10		P TEMP ASGN-			STATUS-
144	GE DRISKEL			11/02/89-001	Y		
	REG ASGN-R 135	XE10		P TEMP ASGN-			STATUS-
145	LR CRABTREE			11/02/89-005	Y		
	REG ASGN-MG003	YT11	MU55 SW1	B TEMP ASGN-			
146	RL MYERS			11/02/89-010	Y		
	REG ASGN-HM436	XK21		P TEMP ASGN-			STATUS-
147	FE PITMAN			11/02/89-025	Y		
	REG ASGN-R 135	RT14	TP15 CON	P TEMP ASGN-			STATUS-
148	RO MUSTAIN JR			11/02/89-030	Y		
	REG ASGN-R 135	XB10		P TEMP ASGN-			
149	DR ALLEN			11/02/89-035	Y		
	REG ASGN-MG003	YT11	RY01 FBY	P TEMP ASGN-			
150	RT WARD			11/02/89-040	Y		
	REG ASGN-R 135	RT14	TP08 CON	TEMP ASGN-			
151	WR ELLISON			11/02/89-045	Y		
	REG ASGN-HM436	HT21		F TEMP ASGN-			STATUS-
152	DC LOVE			11/02/89-050	Y		
	REG ASGN-L 158	RT15	TP02 CON	A TEMP ASGN-			STATUS-
153	JM NOLTENSMEYE			11/02/89-055	Y		
	REG ASGN-R 135	XB10		P TEMP ASGN-			STATUS-
154	DB GARD			11/02/89-060	Y		
	REG ASGN-R 135	RT14	TP13 CON	A TEMP ASGN-			STATUS-
155	+BM WADE			11/02/89-065	Y		
	REG ASGN-R 135	RE11	EP04 ENG	P TEMP ASGN-			STATUS-
156	HB COX			11/02/89-070	Y		
	REG ASGN-MG003	XK10		P TEMP ASGN-			STATUS-
157	SG FARRELL			11/02/89-075	Y		
	REG ASGN-R 135	XB10		P TEMP ASGN-			STATUS-

158 MW WORTHINGTON 11/02/89-080 Y
REG ASGN-HM436 HT21 F TEMP ASGN- STATUS-

159 GR WALKER 11/02/89-100 Y
REG ASGN-R 135 RT14 TP10 CON TEMP ASGN- STATUS-

160 CM SYKES 11/02/89-105 Y
REG ASGN-HM436 XK21 P TEMP ASGN-

161 +DM CRAIN 11/02/89-110 Y
REG ASGN-L 158 RE10 EP46 ENG B TEMP ASGN-

162 GD MATLOCK 11/02/89-118 Y
REG ASGN-MV152 YT11 TU51 SW1 B TEMP ASGN-

163 TD ANDREWS 11/02/89-130 Y
REG ASGN-MG003 YT11 MU55 FBY P TEMP ASGN-

164 RL MYERS 11/02/89-135 Y
REG ASGN-R 135 RT14 TP11 CON A TEMP ASGN- STATUS-

165 JL GIBSON 11/02/89-140 Y
REG ASGN-HM436 XK21 A TEMP ASGN-

166 SD GARVIN 11/02/89-145 VB Y
REG ASGN-L 158 XB10 A TEMP ASGN-

167 RD FULTZ 11/02/89-150 Y
REG ASGN-R 135 XB10 P TEMP ASGN-

168 KT TAYLOR 11/02/89-153 Y
REG ASGN-R 135 XB10 P TEMP ASGN-

169 RE COMBS 11/02/89-160 Y
REG ASGN-LM468 AT11 VT40 CON B TEMP ASGN- STATUS-

170 +SW ASHCRAFT 11/02/89-170 Y
REG ASGN-HM436 XE21 P TEMP ASGN-

171 DL JENNINGS 11/02/89-173 Y
REG ASGN-MG003 HT10 P TEMP ASGN- STATUS-

172 BL GROVE 11/02/89-180 Y
REG ASGN-MG003 YT11 MU65 SW1 P TEMP ASGN- STATUS-

173 CD SONKA 11/02/89-185 Y
REG ASGN-R 135 RT14 TP18 CON P TEMP ASGN- STATUS-

174 JS PETITT 11/02/89-205 Y
REG ASGN-HM436 RT23 TP01 CON P TEMP ASGN- STATUS-

175 RL POLLARD 11/02/89-210 Y
REG ASGN-R 135 RT14 TP12 CON P TEMP ASGN- STATUS-

176 DR CLIFTON 11/02/89-215 Y
REG ASGN-L 158 XB10 A TEMP ASGN-

177 BJ FORD JR 11/02/89-218 Y
REG ASGN-R 135 RT14 TP03 CON P TEMP ASGN-

178 ML SMITH — 11/02/89-225 — Y
REG ASGN-RM136 YT60 PS45 FBY — B TEMP ASGN- — STATUS-

179 MA HARPER — 11/02/89-235 — Y
REG ASGN-R 135 RT14 TP04 CON — P TEMP ASGN- — STATUS-

180 JA CATO — 11/02/89-238 — Y
REG ASGN-R 135 RT14 TP06 CON — P TEMP ASGN- — STATUS-

181 DL JONES — 11/02/89-240 — Y
REG ASGN-R 135 RT14 TP07 CON — A TEMP ASGN- — STATUS-

182 RL LOCKWOOD — 11/02/89-245 — Y
REG ASGN-MG003 AT12 VT74 CON — B TEMP ASGN-

183 JL SHEPARD — 11/02/89-250 — Y
REG ASGN-RM136 YT60 TR01 FBY — P TEMP ASGN- — STATUS-

184 AM CANNADY — 11/02/89-253 — Y
REG ASGN-R 135 RT14 TP09 CON — P TEMP ASGN-

185 +M BRAMLETT — 11/02/89-255 — Y
REG ASGN-HM436 HT21 — F TEMP ASGN- — STATUS-

186 CD SIMMONS — 11/02/89-268 — Y
REG ASGN-R 135 XB10 — A TEMP ASGN-

187 +RD SEAMAN — 11/02/89-270 — Y
REG ASGN-R 135 RE11 EP32 ENG — B TEMP ASGN- — STATUS-

188 SE SHIPLEY — 11/02/89-280 — Y
REG ASGN-R 135 RT14 TP24 CON — A TEMP ASGN- — STATUS-

189 ML REEVES — 11/02/89-290 — Y
REG ASGN-R 135 RT14 TP25 CON — A TEMP ASGN- — STATUS-

190 +DL SPRIGGS — 11/02/89-295 — Y
REG ASGN-L 158 RE10 EP21 ENG — P TEMP ASGN- — STATUS-

191 MW BURRIS — 11/02/89-300 — Y
REG ASGN-RM136 YT60 RL02 FBY — A TEMP ASGN-

192 +JF MYERS — 11/02/89-303 — Y
REG ASGN-R 135 RE11 EP31 ENG — B TEMP ASGN- — STATUS-

193 JE MENZ — 11/02/89-305 — Y
REG ASGN-HM403 AT22 V045 CON — B TEMP ASGN- — STATUS-

194 AA EDEN — 11/02/89-325 — Y
REG ASGN-HM436 FT21 — F TEMP ASGN- — STATUS-

195 FD LOWRANCE — 11/02/89-330 — Y
REG ASGN-MG003 YT11 MU51 FBY — P TEMP ASGN-

196 RG KISER — 11/02/89-335 — Y
REG ASGN-M0486 BT10 — D TEMP ASGN- — STATUS-

197 RE MCDONALD — 11/02/89-340 — Y
REG ASGN-MG003 YT11 MU65 FBY — P TEMP ASGN- — STATUS-

198 EL BURK 11/02/89-345 Y
REG ASGN-MV152 YT11 TU51 FBY B TEMP ASGN- STATUS-

199 TD KENWORTHY 11/02/89-353 Y
REG ASGN-R 135 HT60 P TEMP ASGN- STATUS-

200 JL KENDALL 11/02/89-355 Y
REG ASGN-R 135 TR61 A TEMP ASGN-

201 RB HALL 11/02/89-365 Y
REG ASGN-HM436 HT21 P TEMP ASGN- STATUS-

202 TJ BUSH 11/02/89-370 Y
REG ASGN-R 135 BT60 A TEMP ASGN- STATUS-

203 FW JONES 11/02/89-380 Y
REG ASGN-MG003 XK10 P TEMP ASGN- STATUS-

204 RE AUVIGNE JR 11/02/89-383 Y
REG ASGN-R 135 XK60 P TEMP ASGN- STATUS-

205 DR MENZ 11/02/89-390 Y
REG ASGN-HM436 XK21 A TEMP ASGN-

206 BD PALMER 11/02/89-395 Y
REG ASGN-RM136 YT60 PS55 FBY P TEMP ASGN-

207 CE WOLGAMOTT 11/02/89-400 Y
REG ASGN-R 135 XK60 P TEMP ASGN-

208 HL BEGLEY 11/02/89-415 Y
REG ASGN-MV152 YT11 TU55 FBY B TEMP ASGN-

209 CA HILLEY 11/02/89-425 Y
REG ASGN-HM403 AT22 VO45 BR1 B TEMP ASGN- STATUS-

210 RK BAKER 11/02/89-427 Y
REG ASGN-RM136 YT60 PS55 SW1 P TEMP ASGN-

211 DE SEVART 11/02/89-428 Y
REG ASGN-R 135 RT14 TP22 CON P TEMP ASGN- STATUS-

212 TG CHAMBLIN 11/02/89-430 Y
REG ASGN-R 135 HT10 P TEMP ASGN- STATUS-

213 RB SADLER 11/02/89-432 Y
REG ASGN-MV152 YT11 TU55 SW1 P TEMP ASGN-

214 WC BAKER 11/02/89-436 Y
REG ASGN-MG003 HT10 TEMP ASGN- STATUS-

215 MR BOLTON 11/02/89-440 Y
REG ASGN-MG003 HT10 P TEMP ASGN- STATUS-

216 PM CARRILLO 11/02/89-442 Y
REG ASGN-R 135 FT60 P TEMP ASGN- STATUS-

217 BA BEVINS 11/02/89-444 Y
REG ASGN-R 135 XK60 P TEMP ASGN-

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218  DJ HAMMER                          11/02/89-448     Y
     REG ASGN-MG003  XK10               A TEMP ASGN-                    STATUS-F

219  JR CRAIG                           11/02/89-454     Y
     REG ASGN-HM342  YT20 EN55 FBY      B TEMP ASGN-                    STATUS-U

220 +MP NIXON                           11/02/89-456     Y
     REG ASGN-R 135  RT14 TP14 CON      A TEMP ASGN-

221  K  SYNAR                           11/02/89-458     Y
     REG ASGN-MG003  YT11 MU51 SW1      P TEMP ASGN-

222  WN LEGRAND                         11/02/89-460     Y
     REG ASGN-HM342  YT20 EN55 SW1      B TEMP ASGN-                    STATUS-U

223  CC CHANDLER                        11/02/89-462     Y
     REG ASGN-R 135  XK60               A TEMP ASGN-

224  WC CALDWELL                        11/02/89-464     Y
     REG ASGN-RM136  YT60 PS45 SW1      P TEMP ASGN-                    STATUS-U

225  BK MOSIER                          11/02/89-468     Y
     REG ASGN-RM136  YT60 PS35 SW1      P TEMP ASGN-                    STATUS-U

226 +DH BLEAKLEY                        11/02/89-470     Y
     REG ASGN-HM342  YE20 EN55 ENG      B TEMP ASGN-                    STATUS-U

227  RC WEAVER                          11/02/89-472     Y
     REG ASGN-R 135  RT14 TP23 CON      A TEMP ASGN-                    STATUS-F

228  KD FOSTER                          11/02/89-474     Y
     REG ASGN-R 135  RT14 TP26 CON      A TEMP ASGN-                    STATUS-U

229  LD ARNOLD                          11/02/89-476     Y
     REG ASGN-HM436  RT26 TP03 CON      A TEMP ASGN-                    STATUS-U

230 +BD SHIFLETT                        11/02/89-478     Y
     REG ASGN-R 135  RE13 EP01 ENG      B TEMP ASGN-

231  NA LUNDAY                          11/02/89-484     Y
     REG ASGN-HM436  XK21               A TEMP ASGN-

232 +SA MORRIS                          11/02/89-488     Y
     REG ASGN-R 135  RE11 EP27 ENG      B TEMP ASGN-

233  JW HARTMAN                         11/02/89-492     Y
     REG ASGN-MG003  HT10               P TEMP ASGN-                    STATUS-F

234 +BW PRESLEY                         05/14/90-007 T   N
     REG ASGN-L 158  XE10               A TEMP ASGN-

235 +MD KASTLER                         07/03/91-005     N
     REG ASGN-H 186  XK61               P TEMP ASGN-H 186  RT61 TP03 CON

236 +GR BROADSTREET                     01/06/92-010     N
     REG ASGN-H 186  YE60 ER01 ENG      B TEMP ASGN-                    STATUS-U

237 +WS KELSO                           12/17/93-010     N
     REG ASGN-                          TEMP ASGN-                      STATUS-U
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238 RE SMITH
REG ASGN-HM436 HT21
12/17/93-020 N
P TEMP ASGN-

239 JD DOAN
REG ASGN-HM436 XK21
12/17/93-030 N
P TEMP ASGN-

240 +MN BARNES
REG ASGN-H 186 XK61
12/17/93-060 N
P TEMP ASGN-H 186 AT63 VB60 BR1

241 +JM REED
REG ASGN-L 158 RE10 EP06 ENG
03/16/94-010 N
P TEMP ASGN-

242 +GA AUSTIN
REG ASGN-RM136 YE10 PS45 ENG
03/24/94-020 N
P TEMP ASGN- STATUS-

243 +JS SULLIVAN
REG ASGN-MO486 AE11 VO42 ENG
03/24/94-030 N
P TEMP ASGN- STATUS-

244 GL RICKNER
REG ASGN-L 158 RE10 EP01 ENG
03/24/94-040 N
B TEMP ASGN- STATUS-

245 WA HANFT
REG ASGN-MX283 HS10
05/27/94-020 N
F TEMP ASGN- STATUS-

246 +DM BERRY
REG ASGN-MX283 RE30 ES37 ENG
05/27/94-030 N
B TEMP ASGN- STATUS-

247 +MA SYRING
REG ASGN-
05/27/94-040 N
TEMP ASGN- STATUS-

248 GL SHRUM
REG ASGN-MX283 XE22
05/27/94-050 N
P TEMP ASGN-MX283 RE23 UE03 ENG

249 TA PITTMAN
REG ASGN-MX283 XE22
05/27/94-060 N
P TEMP ASGN-

250 +JD RORICK
REG ASGN-MX283 XE31
05/27/94-070 N
A TEMP ASGN-MX283 RE30 ES73 ENG

251 +MD SOMERS
REG ASGN-MX283 XE22
05/27/94-080 N
P TEMP ASGN-

252 RA MCCOMBS
REG ASGN-MX283 XE22
05/27/94-090 N
A TEMP ASGN- STATUS-

253 +DW EVANS
REG ASGN-MX283 XE22
05/27/94-100 N
A TEMP ASGN-

254 +BK LEWIS
REG ASGN-MX283 XE22
05/27/94-110 N
P TEMP ASGN-

255 +BW MOORING
REG ASGN-WD640 XE01
07/07/94-001 N
A TEMP ASGN- STATUS-

256 +RC JONES
REG ASGN-MX283 XE22
07/23/94-010 N
A TEMP ASGN- STATUS-

257 +DE STANDRIDGE
REG ASGN-X 426 HE20
08/25/94-030 N
P TEMP ASGN- STATUS-

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258 +RW YOUNG                                  08/25/94-040    N
    REG ASGN-X 344   RE90 RE09 ENG            A TEMP ASGN-

259 +SL CARRIGAN                               08/25/94-060    N
    REG ASGN-X 344   XE20                      P TEMP ASGN-                                    STATUS-

260 +DM SMITH                                  08/25/94-080    N
    REG ASGN-X 344   XE20                      P TEMP ASGN-

261 +NJ VINT                                   08/25/94-090    N
    REG ASGN-X 344   RE90 RE22 ENG            A TEMP ASGN-                                    STATUS-

262 +FW GRIFFITH                               08/25/94-100    N
    REG ASGN-JH377   AE20 WA14 ENG            P TEMP ASGN-                                    STATUS-

263  KB RHODES                                 08/25/94-110    N
    REG ASGN-X 344   FT25                      F TEMP ASGN-                                    STATUS-

264  MW PATTERSON                              08/25/94-120    N
    REG ASGN-L 158   RE10 EP08 ENG            P TEMP ASGN-                                    STATUS-

265 +KD EICHELBERGE                            10/24/94-010    N
    REG ASGN-MX283   XE22                      A TEMP ASGN-

266 +PN WEST                                   10/24/94-030    N
    REG ASGN-MX283   XE22                      A TEMP ASGN-MX283  RE23 UE13 ENG

267 +DR MALBURG                                10/24/94-040    N
    REG ASGN-MX283   XE22                      A TEMP ASGN-                                    STATUS-

268 +JM OTTEN                                  10/24/94-050    N
    REG ASGN-MX283   YE01 KC26 ENG            P TEMP ASGN-MX283  YE01 KS69 ENG                 STATUS-

269 +RD HAMILTON                               10/24/94-060    N
    REG ASGN-MX283   XE31                      P TEMP ASGN-                                    STATUS-

270  EL CRUTHIRD                               10/24/94-070    N
    REG ASGN-                                  TEMP ASGN-                                      STATUS-

271 +RM YOUNG                                  10/24/94-080    N
    REG ASGN-MX283   XE22                      P TEMP ASGN-                                    STATUS-

272 +GW COBLE                                  10/24/94-090    N
    REG ASGN-MX283   XE22                      A TEMP ASGN-                                    STATUS-

273  CD GROOM                                  10/24/94-100    N
    REG ASGN-                                  TEMP ASGN-                                      STATUS-

274 +GA BERRY                                  10/24/94-110    N
    REG ASGN-MX283   XE22                      A TEMP ASGN-                                    STATUS-

275  BL GANT                                   11/13/94-010    N
    REG ASGN-KP187   XC01                      P TEMP ASGN-

276  RW HIGGINBOTHA                            11/13/94-020    N
    REG ASGN-KP187   XC01                      P TEMP ASGN-                                    STATUS-

277 +DL MARLOW                                 11/13/94-030    N
    REG ASGN-R 135   RE11 EP33 ENG            B TEMP ASGN-
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278 BJ BELLENDIR 11/13/94-040 N
REG ASGN-KP187 XC01 P TEMP ASGN-

279 TW HIGGINS 11/13/94-050 N
REG ASGN-KP187 XC01 P TEMP ASGN-

280 TM YOUNG 11/13/94-060 N
REG ASGN-KP187 XC01 P TEMP ASGN-

281 DA ANDRES 11/13/94-070 N
REG ASGN-KP187 XC01 A TEMP ASGN- STATUS-

282 +SP MCGUIRE 11/13/94-080 N
REG ASGN-WD640 YS22 DE53 SW1 A TEMP ASGN- STATUS-

283 JD WHISTLER 11/13/94-090 N
REG ASGN-KP187 XC01 P TEMP ASGN-

284 +CA MRAOVICH 11/13/94-100 N
REG ASGN-WD640 TF01 P TEMP ASGN-WD640 RE33 DE22 FIR STATUS-

285 +JI TENKATE 11/13/94-110 N
REG ASGN-WD640 TF01 P TEMP ASGN-WD640 RE33 DE07 FIR STATUS-

286 +M BARBIERE JR 11/13/94-120 N
REG ASGN-WD640 TF01 P TEMP ASGN-

287 +BW LAUGHLIN 11/13/94-130 N
REG ASGN-H 186 XK61 P TEMP ASGN-

288 +KN OLSEN 11/13/94-150 N
REG ASGN-MX125 XE22 P TEMP ASGN- STATUS-

289 SC ZERBE 11/13/94-160 N
REG ASGN-KP187 XC01 A TEMP ASGN- STATUS-

290 ME HAYES 11/13/94-170 N
REG ASGN-KP187 XC01 P TEMP ASGN- STATUS-

291 MD WEEKS 11/13/94-180 N
REG ASGN-KP187 XC01 P TEMP ASGN- STATUS-

292 +J EDWARDS 12/16/94-010 N
REG ASGN-B 372 AE41 HN05 ENG P TEMP ASGN-

293 PL MARTINEZ 02/10/95-010 N
REG ASGN- TEMP ASGN- STATUS-

294 +PR HARTSFIELD 02/10/95-020 N
REG ASGN-X 344 RE62 AE18 ENG P TEMP ASGN-

295 JP DAVIS 02/10/95-030 N
REG ASGN-KP187 XC01 P TEMP ASGN-

296 MG PETERS 02/10/95-040 N
REG ASGN-KP187 XC01 P TEMP ASGN-

297 AC DAME 02/10/95-070 N
REG ASGN-HM436 XK21 A TEMP ASGN-

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298 +RJ #BERTHELSON                    02/10/95-100    N
    REG ASGN-                          TEMP ASGN-

299 +JC TAULLIE                       02/10/95-110    N
    REG ASGN-WD640  TF01               P TEMP ASGN-WD640  RE33 DE19 FIR

300 +JE WERTH                         02/10/95-120    N
    REG ASGN-WD640  TF01               A TEMP ASGN-WD640  RE33 DE16 FIR

301 +CA CHRISTOPHER                   04/29/95-001    N
    REG ASGN-MX001  XE03               P TEMP ASGN-                      STATUS-

302 +JD CASSITY                       05/22/95-010    N
    REG ASGN-MX283  XE31               A TEMP ASGN-                      STATUS-

303 +BA #ARNOLD                       05/22/95-020    N
    REG ASGN-                          TEMP ASGN-

304  GE MORTON                        05/29/95-001    N
    REG ASGN-SW612  XC50               P TEMP ASGN-                      STATUS-

305 +AL CHACHERE                      06/12/95-020    N
    REG ASGN-MX125  RE22 JM25 ENG      P TEMP ASGN-

306  LE RODRIGUEZ                     06/12/95-030    N
    REG ASGN-MX283  HS10               F TEMP ASGN-                      STATUS-

307 +MA MAMIE                         06/12/95-050    N
    REG ASGN-MX283  XE22               A TEMP ASGN-

308 +AL BURCH                         06/12/95-060    N
    REG ASGN-MX283  XE22               P TEMP ASGN-                      STATUS-

309 +HC STEPHENS                      06/12/95-080    N
    REG ASGN-MX283  BE12               F TEMP ASGN-                      STATUS-

310 +ML DICKERSON                     07/08/95-020    N
    REG ASGN-X 344  XE20               P TEMP ASGN-

311 +JB STANDLEY                      07/08/95-030    N
    REG ASGN-X 344  XE60               P TEMP ASGN-

312 +RD HEATHSCOTT                    07/08/95-040    N
    REG ASGN-X 344  XE60               P TEMP ASGN-

313 +JF STREET                        07/08/95-050    N
    REG ASGN-K 043  XE21               P TEMP ASGN-                      STATUS-

314 +GL LOGAN                         07/08/95-080    N
    REG ASGN-X 344  XE20               A TEMP ASGN-

315  BC CHILDRESS                     07/08/95-090    N
    REG ASGN-X 344  HE25               P TEMP ASGN-                      STATUS-

316 +WF SUTTERFIELD                   07/08/95-100    N
    REG ASGN-X 344  HE25               P TEMP ASGN-

317 +JL PHARRIS                       07/08/95-110    N
    REG ASGN-C 525  RE61 NE03 ENG      F TEMP ASGN-C 625  RE51 LJ89 ENG  STATUS-
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318 +CN HARRIS 07/08/95-120 N
REG ASGN-X 344 TF20 P TEMP ASGN-X 344 RE22 AR69 FIR

319 +KM BROWN 07/24/95-010 N
REG ASGN-X 344 XE90 P TEMP ASGN- STATUS

320 +WP MATLOCK 07/24/95-020 N
REG ASGN-X 344 LE20 EL01 ENG P TEMP ASGN- STATUS

321 +WR MCINTOSH 07/24/95-040 N
REG ASGN-X 344 XE90 P TEMP ASGN-

322 +LG PITNER 07/28/95-010 N
REG ASGN-HM436 XE21 P TEMP ASGN-

323 +RM SCOTT 07/28/95-030 N
REG ASGN-MX283 XE22 P TEMP ASGN-MX283 RE23 UE08 ENG STATUS

324 +JC SOMMERFELD 07/28/95-050 N
REG ASGN-H 186 XK61 A TEMP ASGN-

325 +JP SEVART 07/28/95-060 N
REG ASGN-MX125 XE22 P TEMP ASGN-

326 +RL JOHNSON 07/28/95-070 N
REG ASGN-HM436 RE25 EP05 FIR P TEMP ASGN- STATUS

327 +DT CHICK 07/28/95-080 N
REG ASGN-R 135 XE10 P TEMP ASGN- STATUS-

328 JC WEBB 07/28/95-090 N
REG ASGN-HM436 XK21 P TEMP ASGN-

329 +JF MYERS JR 07/28/95-100 N
REG ASGN-R 135 XE10 P TEMP ASGN-

330 +JD FORD 07/28/95-120 N
REG ASGN-R 135 XE10 P TEMP ASGN-

331 +KL MATTHEWS 09/02/95-020 N
REG ASGN-X 344 XE20 A TEMP ASGN-

332 JD BAKER 09/02/95-030 N
REG ASGN- TEMP ASGN- STATUS-

333 +AB CARTER 09/02/95-040 N
REG ASGN-X 344 RE62 AE19 ENG P TEMP ASGN-

334 +PM JETER 09/02/95-050 N
REG ASGN-TP090 XE10 P TEMP ASGN- STATUS-

335 +TC MCCORMICK 09/22/95-070 N
REG ASGN-MX125 XE22 P TEMP ASGN- STATUS-

336 EF KRUPA 03/29/96-010 N
REG ASGN-MX283 XE22 P TEMP ASGN- STATUS-

337 C CHRISTWELL 03/29/96-020 N
REG ASGN-H 136 FT61 P TEMP ASGN- STATUS-

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338 +DE BIRCH                                  03/29/96-030     N
    REG ASGN-MX283  ET12                      P TEMP ASGN-MX283  RE23 CE11 FIR

339  TA LACOMBE                               03/29/96-050     N
    REG ASGN-KP187  XC01                      A TEMP ASGN-                    STATUS-

340 +DL RUMLEY                                03/29/96-060     N
    REG ASGN-MX283  RE30 ES17 FIR             P TEMF ASGN-

341 +MD GADDY                                 03/29/96-070     N
    REG ASGN-MX283  ET12                      P TEMP ASGN-MX283  RE23 UE15 FIR  STATUS-

342  CS ZAWACKI                               03/29/96-080     N
    REG ASGN-KP187  RC03 MT14 CON             F TEMP ASGN-                    STATUS-

343  F  MORENO                                03/29/96-090     N
    REG ASGN-MX125  BT21                      F TEMP ASGN-                    STATUS-

344  LP GALINDO                               03/29/96-120     N
    REG ASGN-MX283  BS10                      P TEMP ASGN-

345  KR COOK                                  03/29/96-130     N
    REG ASGN-KP187  XC01                      A TEMP ASGN-

346  M  MORENO                                03/29/96-140     N
    REG ASGN-                                   TEMP ASGN-                    STATUS-

347  RM BRAGDON                               03/29/96-150     N
    REG ASGN-H 186  FT61                      P TEMP ASGN-                    STATUS-

348 +CP HENDRICKSON                           03/29/96-160     N
    REG ASGN-MX283  ET12                      P TEMP ASGN-MX283  RE23 UE39 FIR

349 +MW FAIRCLOTH                             03/29/96-170     N
    REG ASGN-X 344  XE90                      P TEMP ASGN-                    STATUS-

350  RL LANGFORD                              03/29/96-180     N
    REG ASGN-MV152  AT12 VA50 BR1             B TEMP ASGN-

351  RW DAVIS                                 03/29/96-190     M
    REG ASGN-KP187  RC03 MT17 CON             F TEMP ASGN-                    STATUS-

352 +RW MULLEN                                03/29/96-200     N
    REG ASGN-MX283  TF23                      P TEMP ASGN-MX283  RE23 UE29 FIR

353  JA CURRO                                 03/29/96-210     N
    REG ASGN-WD640  XC30                      A TEMP ASGN-

354  DL JOLLIFF JR                            04/12/96-010     N
    REG ASGN-H 186  FT61                      P TEMP ASGN-                    STATUS-

355 +TE DEMAYO                                04/12/96-030     N
    REG ASGN-R 135  XB10                      P TEMP ASGN-

356 +MB YAUCH                                 04/12/96-050     N
    REG ASGN-H 186  YH61 0601 HOS             F TEMP ASGN-                    STATUS-

357  RT SULLIVAN                              04/12/96-060     N
    REG ASGN-                                   TEMP ASGN-                    STATUS-
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358 +CL DANIELS 05/24/96-010 N
REG ASGN-X 344 TF20 P TEMP ASGN-X 344 RE22 AR09 FIR STATUS-

359 JP DAIGLE 05/24/96-030 N
REG ASGN-K 043 XT21 P TEMP ASGN- STATUS-

360 +WL TYLER 05/24/96-040 N
REG ASGN-MX283 RE23 UE13 FIR P TEMP ASGN-MX283 RE23 UE02 FIR STATUS-

361 PW INGRAM 05/24/96-050 N
REG ASGN-SP317 XC01 P TEMP ASGN- STATUS-

362 GE BROWN 05/24/96-070 N
REG ASGN-X 344 HT20 P TEMP ASGN- STATUS-

363 S BROWN 05/24/96-090 N
REG ASGN-X 344 XT20 P TEMP ASGN-

364 +DR NORRISE 05/24/96-100 N
REG ASGN-X 344 RE31 AR09 ENG B TEMP ASGN- STATUS-

365 +CA HONEYCUTT 05/24/96-110 N
REG ASGN-X 344 XE20 A TEMP ASGN- STATUS-

366 +JP HENDERSON 05/24/96-120 N
REG ASGN-X 344 XE90 F TEMP ASGN-

367 RB SMITH 08/09/96-010 N
REG ASGN-K 043 XT21 P TEMP ASGN-

368 +AL BROWN SR 08/09/96-020 N
REG ASGN-K 043 TE21 P TEMP ASGN- STATUS-

369 DL THOMAS 08/09/96-030 N
REG ASGN-X 344 HT20 P TEMP ASGN- STATUS-

370 +AA TIMMER 08/09/96-040 N
REG ASGN-X 344 TF20 P TEMP ASGN- STATUS-

371 +CE KELLY 08/09/96-050 N
REG ASGN-X 344 TF20 P TEMP ASGN- STATUS-

372 +EL BLANN JR 08/09/96-060 N
REG ASGN-X 344 TF20 P TEMP ASGN-X 344 RE22 AE22 FIR STATUS-

373 +GJ BAJOREK 08/09/96-070 N
REG ASGN-X 344 XS20 P TEMP ASGN-

374 +PB GREENO 08/09/96-080 N
REG ASGN-X 344 BT20 P TEMP ASGN- STATUS-

375 LW THOMPSON 08/09/96-090 N
REG ASGN-X 344 XT20 P TEMP ASGN-

376 CL SMITH 08/09/96-100 N
REG ASGN-X 344 XT20 A TEMP ASGN-

377 TE BLAKEMAN 08/09/96-110 N
REG ASGN-K 043 HS30 P TEMP ASGN- STATUS-

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378  JC BRANSTNER                          09/27/96-030     N
     REG ASGN-X 344   XT90                 P TEMP ASGN-

379  DR CLOUD III                          09/27/96-040     N
     REG ASGN-X 344   XTZ0                 P TEMP ASGN-

380  JP FLATTE                             09/27/96-060     N
     REG ASGN-X 344   XTZ0                 P TEMP ASGN-

381 +JL PHILLIPPI J                        09/27/96-070     N
     REG ASGN-MX283   ET12                 P TEMP ASGN-MX283  RE23 CE03 FIR   STATUS-

382  KP DAVIS                              09/27/96-110     N
     REG ASGN-L 158   XB10                 P TEMP ASGN-

383  HB WILLIFORD                          02/27/98-052 B   N
     REG ASGN-H 186   YT61 WH60 SW1        P TEMP ASGN-

384 +RL RICHARDSON                         03/21/98-010     N
     REG ASGN-HM436   TE41                 P TEMP ASGN-HM436  RE22 EP02 FIR   STATUS-

385 +PD THOMAS                             03/21/98-020     N
     REG ASGN-HM436   RE25 EP04 FIR        P TEMP ASGN-

386 +TA WILLIAMS                           03/21/98-030     N
     REG ASGN-HM436   TE41                 P TEMP ASGN-HM436  RE25 EP03 FIR   STATUS-

387 +DB YOUNG                              03/21/98-050     N
     REG ASGN-HM436   RE25 EP01 FIR        P TEMP ASGN-                       STATUS-

388 +JE BAILEY                             03/21/98-060     N
     REG ASGN-MX001   TF05                 P TEMP ASGN-MX001  RE03 UE31 FIR

389 +S  CARTER                             03/21/98-070     N
     REG ASGN-MX001   TF05                 P TEMP ASGN-MX001  RE03 UE06 FIR   STATUS-

390  CR BENNETT                            03/21/98-080     N
     REG ASGN-HM436   XK21                 A TEMP ASGN-

391  MP PEACH                              03/21/98-090     N
     REG ASGN-HM436   XK21                 A TEMP ASGN-                       STATUS-

392  SP NIBLOCK                            03/21/98-100     N
     REG ASGN-HM436   XK21                 P TEMP ASGN-                       STATUS-

393  DK PRIDDY                             03/21/98-110     N
     REG ASGN-M0486   BT10                 P TEMP ASGN-                       STATUS-

394 +BD SHOCKLEY                           03/21/98-120     N
     REG ASGN-MX001   TF05                 P TEMP ASGN-MX001  RE03 UE11 FIR

395 +ML POPE                               03/21/98-130     N
     REG ASGN-MX001   XF11                 P TEMP ASGN-ZC252  RE11 UP08 FIR   STATUS-

396  DL POWELL                             03/21/98-150     N
     REG ASGN-HM436   XK21                 P TEMP ASGN-

397  TR MARTIN                             03/21/98-160     N
     REG ASGN-HM436   XK21                 P TEMP ASGN-                       STATUS-
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398 +MJ EDWARDS                          03/21/98-170    N
    REG ASGN-MX001  TF05                P TEMP ASGN-MX001  RE03 UE08 FIR   STATUS-

399  WD GRISHAM                         03/21/98-180    N
    REG ASGN-HM436  XK21                P TEMP ASGN-                       STATUS-

400 +GD PREST                           03/21/98-200    N
    REG ASGN-MX001  TF05                F TEMP ASGN-ZC252  RE11 UP15 FIR

401  RG HARRINGTON                      03/21/98-210    N
    REG ASGN-MO486  AT12 V042 CON       B TEMP ASGN-                       STATUS-

402  EF GOLIGHTLY                       03/21/98-220    N
    REG ASGN-HM436  FT21                F TEMP ASGN-                       STATUS-

403 +MH BRUNNER                         03/21/98-230    N
    REG ASGN-MX001  TF05                P TEMP ASGN-MX001  RE05 UP21 FIR

404 +KL JOHNS                           03/21/98-240    N
    REG ASGN-MX001  RE03 UE10 FIR       P TEMP ASGN-

405  MG DECKER                          03/21/98-250    N
    REG ASGN-MO486  AT12 V042 BR1       P TEMP ASGN-MO486  YT10 EN50 SW1   STATUS-

406 +TL MORRISSEY                       03/21/98-260    N
    REG ASGN-MX001  TF05                P TEMP ASGN-MX001  RE05 UP22 FIR

407 +DR BAILEY III                      03/21/98-270    N
    REG ASGN-MX001  TF05                P TEMP ASGN-XD024  RE14 SE02 FIR

408  JG GOODWIN                         06/27/98-100    N BIT
    REG ASGN-                             TEMP ASGN-                      STATUS-

409 +TW FENWICK                         06/27/98-150    N
    REG ASGN-MX001  TF05                P TEMP ASGN-MX001  RE05 UP05 FIR   STATUS-

410  AC MCBEE                           07/25/98-040 B  N
    REG ASGN-H 186  YT61 WH60 FOR       P TEMP ASGN-

411  GD ROBINSON                        07/25/98-115    N
    REG ASGN-H 186  YT61 WH62 FOR       P TEMP ASGN-H 186  YT61 WH52 FOR

412  DE HORD                            07/26/98-001    N
    REG ASGN-SW279  RT46 T366 CON       P TEMP ASGN-                       STATUS-

413  RH SHORE                           07/26/98-002 B  N
    REG ASGN-H 186  YT61 WH52 SW1       B TEMP ASGN-

414  TA LEWIS                           08/03/98-010    M
    REG ASGN-MX283  XT22                P TEMP ASGN-                       STATUS-

415 +JK HANKINS                         08/03/98-020    N
    REG ASGN-MX283  TF23                P TEMP ASGN-MX283  RE23 CE02 FIR   STATUS-

416  RL LISENBEE                        08/03/98-030    M
    REG ASGN-MX283  XT22                F TEMP ASGN-                       STATUS-

417 +WF MCCOMBS                         08/03/98-040    N
    REG ASGN-MX283  TF23                P TEMP ASGN-                       STATUS-
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418  JS PORTER                          08/03/98-050    N
     REG ASGN-MX283  XB31               A TEMP ASGN-

419  TT WHARTON                         08/03/98-060    N
     REG ASGN-MX283  XT22               P TEMP ASGN-

420 +KL DAVIS                           08/03/98-070    N
     REG ASGN-MX283  TF23               P TEMP ASGN-                        STATUS-

421  BL MELLINGER                       08/03/98-080    N
     REG ASGN-MX283  XT22               P TEMP ASGN-

422  TF MARSHALL                        08/03/98-090    N
     REG ASGN-MX283  XT22               P TEMP ASGN-

423  GD DUNCAN                          08/03/98-100    N
     REG ASGN-MX283  XT22               F TEMP ASGN-                        STATUS-I

424  GA MANN                            08/03/98-110    N
     REG ASGN-MX283  XT22               P TEMP ASGN-MX283  RC23 UT33 CON

425  K  ALLEN                           08/03/98-120    N
     REG ASGN-MX283  XT22               P TEMP ASGN-                        STATUS-I

426 +RE BALL                            08/03/98-130    M
     REG ASGN-MX283  TF23               P TEMP ASGN-                        STATUS-I

427 +TT BRIER                           08/03/98-140    N
     REG ASGN-MX283  TF23               P TEMP ASGN-                        STATUS-I

428  MA JOHNSON                         08/03/98-150    N
     REG ASGN-MX283  XS01               P TEMP ASGN-                        STATUS-I

429 +KF BEILMAN                         08/03/98-160    N
     REG ASGN-MX283  TF23               P TEMP ASGN-                        STATUS-I

430  RW ROGERS                          08/03/98-180    N
     REG ASGN-MX283  XS01               P TEMP ASGN-

431  CD SMITH                           08/03/98-190    N
     REG ASGN-MX283  XS01               P TEMP ASGN-

432  RL BOTTS                           08/03/98-210    N
     REG ASGN-MX283  YT02 FX61 SW1      P TEMP ASGN-                        STATUS-I

433  JA RENDELL JR                      08/03/98-220    N
     REG ASGN-MX283  YT02 MR13 SW1      P TEMP ASGN-

434  JL TURPEN                          08/03/98-230    N
     REG ASGN-MX283  YT02 MR04 SW1      P TEMP ASGN-

435  JT PARKER                          08/15/98-020    N
     REG ASGN-MX283  XT22               P TEMP ASGN-                        STATUS-F

436  GD MCGINNIS                        08/15/98-030    N BIT
     REG ASGN-                            TEMP ASGN-                        STATUS-L

437  BL ROSS                            08/15/98-040    M
     REG ASGN-MX283  XT22               P TEMP ASGN-
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438 MD [illegible]ARD 08/15/98-050 N
REG [illegible]SGN-MX283 XT22 P TEMP ASGN- STATUS-

439 RL JOHNSON 08/15/98-060 N
REG ASGN-MX283 XT22 P TEMP ASGN-

440 JD REEVES 08/15/98-070 N
REG ASGN-MX283 XT22 P TEMP ASGN-

441 KA MUELLER 08/15/98-080 N
REG ASGN-MX283 XT22 P TEMP ASGN-

442 AD MCKEIGHAN 08/24/98-020 N
REG ASGN-MX001 XT05 P TEMP ASGN-

443 RJ HAMNER 08/24/98-170 N
REG ASGN-MX001 XT05 P TEMP ASGN-

444 RL BRYSON 08/24/98-180 N
REG ASGN-MX001 XT05 P TEMP ASGN- STATUS-

445 FJ DOLEZAL JR 08/24/98-190 N
REG ASGN-MX001 XT05 P TEMP ASGN- STATUS-

446 TP BULLOCK 08/24/98-200 N
REG ASGN-MX001 XT05 P TEMP ASGN- STATUS-

447 JT HUTCHISON 08/24/98-210 N
REG ASGN-MX001 XT05 P TEMP ASGN-

448 DW DOWNS 08/24/98-220 N
REG ASGN-MX001 XT05 P TEMP ASGN- STATUS-

449 WM DAGNER 08/24/98-230 N
REG ASGN-MX001 XT05 P TEMP ASGN- STATUS-

450 DP DECKARD 08/24/98-240 N
REG ASGN-MX001 XT05 P TEMP ASGN-

451 DT HAYES 08/24/98-250 N
REG ASGN-MX001 XT05 P TEMP ASGN- STATUS-

452 SL DAGNER 08/24/98-260 N
REG ASGN-MX001 XT05 P TEMP ASGN-

453 SP KING 08/24/98-270 N BIT
REG ASGN- TEMP ASGN-

454 PJ BOUGHNER 08/24/98-280 N
REG ASGN-MX001 XT05 P TEMP ASGN-

455 KD GREENLEE 08/24/98-290 N
REG ASGN-MX001 XT05 P TEMP ASGN-

456 BG HOLMES 08/24/98-300 N
REG ASGN-MX001 XT05 P TEMP ASGN-

457 SR HOEME 09/10/98-010 B N
REG ASGN-SW279 XB40 P TEMP ASGN- STATUS-

458 BD ADAMS 09/12/98-010 N
REG ASGN-MX125 XT22 P TEMP ASGN- STATUS-

459 BK ECKERLE 09/12/98-030 N
REG ASGN-MX125 XT22 P TEMP ASGN-

460 KD RINEHART 09/12/98-040 N
REG ASGN-MX001 XT05 P TEMP ASGN- STATUS-

461 GW ACTON 09/12/98-050 N
REG ASGN-MX125 XT22 P TEMP ASGN- STATUS-

462 GW BOND 09/12/98-060 N
REG ASGN-MX125 XT22 P TEMP ASGN-

463 KA PHILLIPS 09/12/98-070 N
REG ASGN-MX125 XT22 P TEMP ASGN-

464 ME POINDEXTER 09/12/98-080 N
REG ASGN-MX125 XT22 P TEMP ASGN-

465 CG CARNELIAN 09/12/98-090 N
REG ASGN-MX125 XT22 P TEMP ASGN-

466 KC WOLTERS 09/12/98-110 N
REG ASGN-MX125 XT22 P TEMP ASGN-

467 KA CHERRY 09/12/98-120 N
REG ASGN-MX125 XT22 P TEMP ASGN- STATUS-

468 MS GIBBS 09/12/98-130 N BIT
REG ASGN-MX001 XT05 P TEMP ASGN-

469 CL GIBBS 09/12/98-140 N
REG ASGN-MX001 XT05 P TEMP ASGN- STATUS-

470 JM MOECKLI 09/12/98-150 N
REG ASGN-MX001 XT05 P TEMP ASGN-

471 RP BYRNS 09/12/98-160 N
REG ASGN-MX125 XT22 P TEMP ASGN-

472 JM HIATT 09/12/98-330 M
REG ASGN-MX283 XS01 P TEMP ASGN- STATUS-

473 HK JENKS 09/12/98-350 N
REG ASGN-MX283 XT22 P TEMP ASGN- STATUS-

474 ME LUNGSTRUM 09/12/98-370 M
REG ASGN-MX283 XT22 P TEMP ASGN- STATUS-

475 WE WILLIAMS 09/12/98-410 M BIT
REG ASGN-MX283 TT01 P TEMP ASGN-MX283 RC23 CT38 BR1

476 DM MCELROY 09/12/98-420 M
REG ASGN-MX283 XT22 P TEMP ASGN- STATUS-

477 SP REDHAGE 09/12/98-430 N
REG ASGN-MX283 XT22 P TEMP ASGN- STATUS-

478 CH ECCHER 09/12/98-440 M
REG ASGN- TEMP ASGN-

479 VW MOEHLE 09/12/98-450 M
REG ASGN-MX283 XT22 P TEMP ASGN- STATUS-

480 PL JOHNSON 09/12/98-460 N
REG ASGN-MX283 XT22 P TEMP ASGN- STATUS-

481 TB NEAL 09/12/98-490 N
REG ASGN-MX283 XT22 P TEMP ASGN-

482 JS ANDERSON 09/12/98-500 M BIT
REG ASGN-MG003 TC10 P TEMP ASGN-

483 CR CLUTTER 09/12/98-510 N
REG ASGN-MX283 XT22 P TEMP ASGN- STATUS-

484 +DL MARTIN 09/30/98-020 B M
REG ASGN-SW279 TF40 P TEMP ASGN- STATUS-

485 JW AUBERRY 10/08/98-010 B N
REG ASGN-B 372 TR21 P TEMP ASGN- STATUS-

486 BA BOREL 10/08/98-020 B N
REG ASGN-B 372 TR21 P TEMP ASGN-

487 DE WEBSTER 10/10/98-001 B N
REG ASGN-H 186 YH61 0601 HHP B TEMP ASGN- STATUS-

488 +KW PLOTTS 10/10/98-010 B N
REG ASGN-HM342 YT21 EN65 FBY B TEMP ASGN-

489 A GARCIA 10/10/98-030 N
REG ASGN-H 186 XK61 P TEMP ASGN- STATUS-

490 JL STONEHOCKER 10/10/98-040 N
REG ASGN-H 186 XK61 P TEMP ASGN- STATUS-

491 JD ARIAS 10/10/98-050 N
REG ASGN-H 186 XK61 P TEMP ASGN- STATUS-

492 SF MORRISON 10/10/98-060 N
REG ASGN-H 186 XK61 P TEMP ASGN-H 186 WT60 WHRH CON STATUS-

493 JS BRACKEN 10/10/98-070 N
REG ASGN-H 186 XK61 P TEMP ASGN-

494 JG MCCREARY 10/15/98-010 B N
REG ASGN-HM342 YT21 EN65 SW1 F TEMP ASGN-

495 CL CAMPBELL 10/22/98-010 B N
REG ASGN-HM436 RT26 TP01 CON A TEMP ASGN- STATUS-

496 JP CLEM 10/22/98-020 B N
REG ASGN-B 372 TR21 P TEMP ASGN-

497 GD HOLLARS 10/22/98-030 B N
REG ASGN-HM436 RT26 TP04 CON A TEMP ASGN-

```
498 KC GRAY JR                          10/22/98-040 B  N
    REG ASGN-HM436  RT26 TP05 CON       A TEMP ASGN-

499 TE MERRILL                          10/22/98-050 B  N
    REG ASGN-HM436  RT26 TP02 CON       A TEMP ASGN-                                STATUS-

500 MD SLADE                            10/22/98-060 B  N
    REG ASGN-HM436  RT26 TP06 CON       A TEMP ASGN-

501 GW MCMILLIAN                        10/27/98-010 B  N
    REG ASGN-SW523  RT40 DT05 CON       P TEMP ASGN-

502 NA ZUNDEL                           10/28/98-010 B  N
    REG ASGN-SW523  RT40 DT14 CON       B TEMP ASGN-

503 ET HERMOSILLO                       10/28/98-020 B  N
    REG ASGN-SW523  RT42 DT08 CON       P TEMP ASGN-                                STATUS-

504 RL GARCIA                           10/28/98-030 B  N
    REG ASGN-SW523  BT40                P TEMP ASGN-

505 JJ TETER                            10/31/98-010    N BIT
    REG ASGN-MX125  TT04                P TEMP ASGN-MX001  RT55 UP03 BR1    STATUS-

506 MW OTTEN                            10/31/98-030    N BIT
    REG ASGN-MX125  TT01                P TEMP ASGN-MX125  RT22 JC11 BR1

507 CS REYNOLDS                         10/31/98-033    N BIT
    REG ASGN-MX125  TT04                F TEMP ASGN-MX001  RT55 UP29 BR1

508 CA NOBLETT                          10/31/98-037    N BIT
    REG ASGN-MX125  TT04                P TEMP ASGN-MX001  RT55 UP02 BR1    STATUS-

509 WH THOMPSON                         10/31/98-040    N BIT
    REG ASGN-MX125  TT01                P TEMP ASGN-MX125  RT22 JC37 BR1    STATUS-

510 RW CAMPBELL                         10/31/98-050    N BIT
    REG ASGN-MX125  FT04                F TEMP ASGN-                        STATUS-

511 JR PEDRO                            10/31/98-060    N BIT
    REG ASGN-MX125  TT04                P TEMP ASGN-MX001  RT55 UP22 BR1

512 DW BOND                             10/31/98-070    N BIT
    REG ASGN-MX125  TT01                P TEMP ASGN-                        STATUS-

513 DJ FORCK                            10/31/98-080    N BIT
    REG ASGN-MX125  TT01                P TEMP ASGN-MX125  RT22 JC41 BR1    STATUS-

514 AM SCHEPERLIE                       10/31/98-090    N BIT
    REG ASGN-MX125  TT04                P TEMP ASGN-MX001  RT55 UP33 BR1

515 GA DISSER                           10/31/98-100    N BIT
    REG ASGN-MX125  TT04                P TEMP ASGN-MX001  RT55 UP18 BR1    STATUS-

516 JE GUMMO                            10/31/98-110    N BIT
    REG ASGN-MX125  TT04                P TEMP ASGN-MX001  RT55 UP25 BR1

517 JN CLARK                            10/31/98-120    N BIT
    REG ASGN-MX125  TT01                P TEMP ASGN-MX125  RT22 JC21 BR1    STATUS-
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518 RE SMITH 10/31/98-130 N BIT
REG ASGN-MX125 TT01 P TEMP ASGN-MX125 RT22 JC31 BR1 STATUS-

519 PD AVINA 11/01/98-010 B N
REG ASGN-H 186 YT61 WH62 SW1 F TEMP ASGN- STATUS-

520 OB STAATZ JR 11/02/98-010 B N
REG ASGN-SW148 XB40 P TEMP ASGN- STATUS-

521 RF GATTON 11/02/98-020 N
REG ASGN-SW148 XB40 P TEMP ASGN-

522 GL HAYES 11/03/98-010 B N
REG ASGN-SW148 RT40 HT33 CON P TEMP ASGN- STATUS-

523 BD FUNK 11/04/98-010 B N
REG ASGN-L 158 XB10 P TEMP ASGN- STATUS-

524 HF MULLINS 11/04/98-020 B N
REG ASGN-L 158 BT10 F TEMP ASGN-

525 SL KIDD 11/04/98-030 B N
REG ASGN-R 135 TC60 P TEMP ASGN-

526 TD ROWAN 11/14/98-010 N BIT
REG ASGN-H 186 TT01 F TEMP ASGN-

527 WR MILLER 11/14/98-030 N BIT
REG ASGN-H 186 TT01 F TEMP ASGN- STATUS-

528 TL STEWART 11/14/98-040 N BIT
REG ASGN-H 186 TT01 F TEMP ASGN-

529 JL BULOCK 11/21/98-010 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN- STATUS-

530 KW ISAAC 11/21/98-020 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

531 CB HOVENGA 11/21/98-030 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

532 KD SHEPPARD 11/21/98-040 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

533 CT HILL 11/21/98-050 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

534 JL OUSLEY 11/21/98-060 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

535 DM ETHERTON 11/21/98-070 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

536 AJ KEAL 11/21/98-080 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

537 GW SAVANT 11/21/98-090 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

538 JP ENDICOTT 11/21/98-100 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

539 KL BARKER 11/21/98-110 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

540 JL GALLION 11/21/98-120 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

541 RA NEAL 11/21/98-130 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

542 CL ISHMAEL 11/21/98-140 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

543 IC JOHNSON 11/21/98-150 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

544 RA RASKIN 11/21/98-160 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

545 SR ROSS 11/21/98-170 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

546 JM OWEN 11/21/98-180 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

547 GL BECKER JR 11/21/98-190 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

548 CL HILLYER 11/21/98-200 N BIT
REG ASGN-MX283 XS01 P TEMP ASGN-

549 FL HUDSON 12/19/98-001 N BIT
REG ASGN-MX283 TT01 F TEMP ASGN- STATUS-

550 KJ CLARK 12/19/98-003 N BIT
REG ASGN-MX125 TT01 F TEMP ASGN- STATUS-

551 GE KEMPINGER 12/19/98-010 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

552 NP SMITH 12/19/98-020 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

553 DR WARMAN 12/19/98-030 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

554 AJ HOUK 12/19/98-040 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

555 ML WEBB 12/19/98-050 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

556 JR PUCKETT 12/19/98-060 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

557 BC GRANDGENETT 12/19/98-070 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

558 JP PERRY 12/19/98-085 N BIT
REG ASGN-MX125 TT01 F TEMP ASGN- STATUS-

559 JS MAKOVEC 12/19/98-090 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

560 WS JAMES 12/19/98-100 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

561 BC DAVIDSON 12/19/98-110 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

562 K ZACHARY 12/19/98-120 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

563 KD MYERS 12/19/98-130 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

564 RB FISCHER 12/19/98-140 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

565 BU SAPP 12/19/98-150 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

566 LE BAPTIST 12/19/98-160 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

567 FF FRANCISES 12/19/98-170 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

568 BK FLYNN 12/19/98-180 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

569 RL CURTIS 12/19/98-190 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

570 SD LUNDY 12/19/98-200 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

571 SR JONES 12/19/98-210 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

572 TE GRAHAM 12/19/98-220 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

573 RE BRIDGES 12/19/98-230 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

574 SD ROSENTANGLE 12/19/98-240 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

575 R ALEX 12/19/98-250 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

576 MS MCCOLLUM 12/19/98-260 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

577 BR DURHAM 12/19/98-270 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

578 CR SMITH 12/19/98-280 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

579 SE YOUNG 12/19/98-290 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

580 AR MCDONALD 12/19/98-300 N BIT
REG ASGN-MX283 TT30 P TEMP ASGN-

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EOM

SSW TRAINMAN SENIORITY ROSTER - JANUARY 1, 1997

	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
1.	KING, B.		08-03-65	07-18-50	10-17-71	COMMERCE			
2.	ROGERS, H. G.	A		10-17-71	11-21-52	HODGE			
3.	REED, J. C.		10-18-63	10-24-55	10-17-71	PINE BLUFF			
4.	HOLMES, D. G.	Y		10-17-71	11-03-55	TYLER			
5.	PETERSON, K. D.			10-17-71	11-03-55	DALLAS			
6.	HALE, G. T.		08-03-65	11-25-55	10-17-71	TYLER			
7.	MANGUM, E. E.		02-01-78	10-17-71	11-28-55	TEXARKANA			
8.	COMMER, I. M.	Y		10-17-71	12-20-55	PINE BLUFF			
9.	BRAMMER, D. L.			10-17-71	01-20-56	HODGE			
10.	PHIPPS, R. L.	A		10-17-71	03-14-56	E. ST. LOUIS			
11.	COLEMAN, J. R.			10-17-71	03-28-56	PINE BLUFF			
12.	ROGERS, B.		02-01-78	10-17-71	04-07-56	JONESBORO			
13.	HAWKINS, D. R.	A		10-17-71	05-24-56	HODGE			
14.	ROGERS, B.		02-01-78	10-17-71	04-07-56	JONESBORO			
15.	HAWKINS, D. R.	A		10-17-71	05-24-56	HODGE			
16.	BEGGS, J. E.		07-14-66	06-04-56	10-17-71	ILLMO			
17.	BAIRD, D. R.	A	10-18-63	06-11-56	10-17-71	PINE BLUFF			
18.	AUSTIN, C. E.		02-01-78	10-17-71	07-02-56	PINE BLUFF			
19.	GEORGE, J. M.		10-18-63	07-03-56	10-17-71	PINE BLUFF			
20.	COCHRAN, E. W.	A		10-17-71	05-28-57	HODGE			
21.	TINKER, B. W.	F		10-17-71	01-31-58				
22.	TINKER, B. W.		02-01-78	10-17-71	08-21-58	DALLAS			
23.	JOHNSON, C. L.	Y-A		10-17-71	09-13-58	PINE BLUFF			
24.	WORTHEN, C. L.		02-01-78	10-17-71	11-03-58	PINE BLUFF			
25.	GUDINAS, T. P.	A	02-01-78	10-17-71	11-26-58	E. ST. LOUIS			
26.	CAMPBELL, W. B.	A		10-17-71	01-20-59	PINE BLUFF			
27.	WHITENER, S. M.		07-14-65	01-20-59	10-17-71	PINE BLUFF			
28.	ERBER, B. L.		07-14-66	01-30-59	10-17-71	PINE BLUFF			
29.	PARKER, JR., J. L.		07-14-66	02-01-59	10-17-71	PINE BLUFF			
30.	SMITH, [illegible] W.	Y-A		10-17-71	02-24-59	PINE BLUFF			
31.	POWELL, R. L.	Y	02-01-78	10-17-71	03-17-59	PINE BLUFF			
32.	WORLEY, R. L.		10-27-72	05-19-59	10-17-71	PINE BLUFF			
33.	MARKLAND, C. E.		04-30-89	10-17-71	06-19-59	YARD			
34.	BROCK, E. F.		07-14-66	06-23-59	10-17-71	ILLMO			

SSW TRAINMAN SENIORITY ROSTER - JANUARY 1, 1997

	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
35.	SCHOTT, A. J.	A	07-14-66	06-23-59	10-17-71	ILLMO			
36.	JARRETT, L. R.		03-03-65	08-10-59	10-17-71	TYLER			
37.	STEPHENSON, J. K.		09-12-67	08-11-59	10-17-71	TYLER			
38.	MATTHEWS, J. T.		07-14-66	02-02-60	10-17-71	PINE BLUFF			
39.	LENOX, D. C.		07-14-66	02-02-60	10-17-71	PINE BLUFF			
40.	DAVIDSON, JR., R. C.	F	07-14-66	03-11-60	10-17-71	ILLMO			
41.	BRADLEY, C.	I	07-14-66	04-11-60	10-17-71	PINE BLUFF			
42.	RAGER, W. D.		07-14-66	04-25-60	10-17-71	PINE BLUFF			
43.	SMITH, C. E.		07-14-66	05-09-60	10-17-71	PINE BLUFF			
44.	TILLER, S. W.		02-01-78	10-17-71	05-17-60	YARD			
45.	THORNHILL, F. L.			10-17-71	05-27-60	YARD			
46.	BLACKSTOCK, J. C		02-01-78	10-17-71	06-01-60	YARD			
47.	WRIGHT, B. C.		03-21-96	10-17-71	06-29-60	YARD			
48.	JOHNSON, J. R.		02-01-78	10-17-71	07-01-60	YARD			
49.	SULLIVAN, B. M.			10-17-71	08-02-60	YARD			
50.	BARROWS, J. D.		09-12-67	05-06-61	10-17-71	TYLER			
51.	BAKER, C. L.		02-01-78	10-17-71	06-08-61	YARD			
52.	GETTINGS, W. H.	F	07-14-66	06-12-61	10-17-71	ILLMO			
53.	FISHER, D. L.		07-14-66	06 13-61	10-17-71	ILLMO			
54.	MALONE, T. E.	A		10-17-71	06-14-61	YARD			
55.	VANLANDINGHAM, T. D.		07-14-66	07-03-61	10-17-71	PINE BLUFF			
56.	BRANTLEY, J. P.		06-14-66	07-05-61	10-17-71	ILLMO			
57.	MOORE, H. B.			07-10-61	10-17-71	ILLMO			
58.	BARROWS, B. R.		07-14-66	11-06-61	10-17-71	PINE BLUFF			
59.	SNYDER, J. V.		07-14-66	11-16-61	10-17-71	PINE BLUFF			
60.	HONEYCUTT, H. L.		10-01-70	03-08-62	10-17-71	TYLER			
61.	SONGER, T. E.		08-15-67	03-21-62	10-17-71	PINE BLUFF			
62.	HARRIS, J. C.		09-12-67	04-10-62	10-17-71	TYLER			
63.	BAIRD, J. L.		09-12-67	04-10-62	10-17-71	TYLER			
64.	LENNON, L. D.	F*	09-12-67	04-11-62	10-17-71	TYLER			
65.	SPENCER, SR., F. G.		09-12-67	05-07-62	10-17-71	TYLER			
66.	MCCASKILL, W. A.		08-15-67	05-14-62	10-17-71	PINE BLUFF			
67.	SENYARD, JR., F. E.		04-29-89	05-14-62	10-17-71	PINE BLUFF			
68.	BAKER, J. M.			10-17-71	05-18-62	YARD			
69.	PRICE, B. G.			10-17-71	05-24-62	YARD			

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	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
70.	JENNINGS, L. L.		06-15-67	05-28-62	10-17-71	PINE BLUFF			
71.	HALE, W. H.		09-12-67	05-29-62	10-17-71	TYLER			
72.	ENGLAND, J. L.		09-12-67	05-31-62	10-17-71	TYLER			
73.	DYESS, E. K.		09-12-67	05-31-62	10-17-71	TYLER			
74.	PATRICK, J. M.		08-15-67	06-01-62	10-17-71	PINE BLUFF			
75.	MASON, R. G.		08-15-67	06-05-62	10-17-71	ILLMO			
76.	GLOVER, C. F.		08-15-67	06-08-62	10-17-71	PINE BLUFF			
77.	PHILLIPS, D. M.			10-17-71	06-21-62	YARD			
78.	DOOMS, J. D		04-30-89	10-17-71	06-26-62	YARD			
79.	COOPER, D. L.			10-17-71	06-27-62	YARD			
80.	AUGUST, D. G.		02-01-78	10-17-71	10-20-62	YARD			
81.	MASSANELLI, D. M.	A		10-17-71	11-16-62	YARD			
82.	REED, J. C.			10-17-71	05-14-63	YARD			
83.	ARNETT, R. H.		02-01-78	10-17-71	06-02-63	YARD			
84.	BECK, W. E.			10-17-71	06-03-63	YARD			
85.	GILMER, JR., W. C.		08-15-67	10-05-63	10-17-71	ILLMO			
86.	COOK, B. G.		08-15-67	10-07-63	10-17-71	ILLMO			
87.	OAKS, J. N.		09-04-70	10-08-63	10-17-71	PINE BLUFF			
88.	BELVEDRESI, J. J.		08-15-67	10-09-63	10-17-71	PINE BLUFF			
89.	HARDMAN, J. E.		09-15-67	10-17-63	10-17-71	PINE BLUFF			
90.	FRAMES, C. W.		08-15-67	10-17-63	10-17-71	PINE BLUFF			
91.	TAYLOR, J. E.	A		10-17-71	11-07-63	YARD			
92.	KESLER, D. L.		09-12-67	11-12-63	10-17-71	COMMERCE			
93.	HANES, C. H.		09-12-67	12-02-63	10-17-71	COMMERCE			
94.	WALKER, L. J.			10-17-71	12-13-63	YARD			
95.	STOVER, W. P.		02-01-78	10-17-71	12-21-63	YARD			
96.	FREE, K. E.		09-12-67	01-04-64	10-17-71	TYLER			
97.	ALEXANDRR, G. F.		09-12-67	01-07-64	10-17-71	TYLER			
98.	HANKINS, T. L.	F		10-17-71	01-07-64	YARD			
99.	HUTCHISON, J. W.		02-01-78	10-17-71	02-07-64	YARD			
100.	GIBSON, C. E.		02-01-78	10-17-71	02-12-64	YARD			
101.	COBBLR, D. W.		02-01-78	10-17-71	03-03-64	YARD			
102.	SWANN, O. S.	Y		10-17-71	03-14-64	YARD			
103.	SANDERS, B. W.			10-17-71	03-14-64	YARD			
104.	PIERCE, JR., H. C.			10-17-71	03-30-64	YARD			

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105.	MARTIN, R. C.		08-15-67	04-01-64	10-17-71	PINE BLUFF			
106.	HOPKINS, T. E.		09-04-70	04-06-64	10-17-71	PINE BLUFF			
107.	McALLISTER, J. H.			10-17-71	04-09-64	YARD			
108.	LYBRAND, J. E.	A		10-17-71	04-10-64	YARD			
109.	ALLRED, D. R.		04-30-89	04-14-64	10-17-71	PINE BLUFF			
110.	WILSON, J. L.		08-15-67	04-14-64	10-17-71	PINE BLUFF			
111.	COUCH, J. R.			10-17-71	04-21-64	YARD			
112.	STURDIVANT, J. E.			10-17-71	04-22-64	YARD			
113.	WOOLLEY, W. P.			10-17-71	04-23-64	YARD			
114.	HICKS, W. L.			10-17-71	04-23-64	YARD			
115.	DEMPSEY, B. H.		02-01-78	10-17-71	04-29-64	YARD			
116.	CURRY, JR., J. T.		09-04-70	05-21-64	10-17-71	PINE BLUFF			
117.	WORKMAN, E. R.		08-15-67	05-26-64	10-17-71	ILLMO			
118.	STUBENRAUCH, G. F.		08-15-67	05-27-64	10-17-71	ILLMO			
119.	GOODMAN, J. K.		08-15-67	05-29-64	10-17-71	ILLMO			
120.	GARNER, L. J.			10-17-71	06-11-64	YARD			
121.	KINDER, J. L.		08-15-67	06-15-64	10-17-71	ILLMO			
122.	BUCKNER, H. G.		08-15-67	06-15-64	10-17-71	ILLMO			
123.	CROW, J. D.	I	08-15-67	06-18-64	10-17-71	PINE BLUFF			
124.	WHITE, J. S.			10-17-71	06-22-64	YARD			
125.	WYATT, R. H.		02-01-78	10-17-71	06-23-64	YARD			
126.	SMITH, J. P.		02-01-78	10-17-71	06-24-64	YARD			
127.	RAINS, C. L.	X		10-17-71	06-30-64	YARD			
128.	CARTER, R. E.			10-17-71	07-01-64	YARD			
129.	LOWRY, L. L.		02-01-78	10-17-71	07-01-64	YARD			
130.	TAYLOR, T. W.	F*		10-17-71	07-28-64	YARD			
131.	HESTAND, R. P.	A	08-15-67	11-09-64	10-17-71	PINE BLUFF			
132.	JEASHCRAFT		02-01-78	10-17-71	12-03-64				
133.	WATKINS, F. D.	X		10-17-71	02-23-65	YARD			
134.	WOOLLEY, J. O.		09-04-70	04-26-65	10-17-71	PINE BLUFF			
135.	KIMBRELL, B. R.		09-04-70	04-26-65	10-17-71	PINE BLUFF			
136.	MORGAN, W. F.		09-04-70	04-30-65	10-17-71	PINE BLUFF			
137.	HARRINGTON, R. E.		09-04-70	05-19-65	10-17-71	PINE BLUFF			
138.	STRONG, J. E.		09-04-70	05-19-65	10-17-71	ILLMO			
139.	RUNNELS, G. F.	F	09-04-70	05-19-65	10-17-71	ILLMO			

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140.	CHENEY, T. L.	F	09-04-70	05-21-65	10-17-71	PINE BLUFF			
141.	MOORE, B. G.		09-04-70	05-21-65	10-17-71	ILLMO			
142.	WARDEN, G. M.		09-04-70	05-21-65	10-17-71	ILLMO			
143.	PRESLEY, G. M.	F		10-17-71	05-31-65	YARD			
144.	SHOULTZ, G. V.	A		06-01-65	10-17-71	ILLMO			
145.	SMITH, J. R.	Y-F*	02-01-78	10-17-71	06-01-65	YARD			
146.	TODD, J. B.		09-04-70	06-02-65	10-17-71	ILLMO			
147.	HANKINS, R. G.		09-04-70	06-09-65	10-17-71	ILLMO			
148.	CLAYTON, J. E.		09-04-70	09-08-65	10-17-71	PINE BLUFF			
149.	SELMAN, G. E.		09-04-70	09-08-65	10-17-71	PINE BLUFF			
150.	DODD, D. J.	A		09-08-65	10-17-71	PINE BLUFF			
151.	OMALLEY, E. T.			10-17-71	10-18-65	YARD			
152.	SHORT, J. M.		10-01-70	10-19-65	10-17-71	TYLER			
153.	THOMPSON, W. R.	A		11-10-65	10-17-71	PINE BLUFF			
154.	ROGERS, C. K.		09-04-70	11-16-65	10-17-71	ILLMO			
155.	DAVIS, B. W.	F		10-17-71	11-17-65	YARD			
156.	SIMMONS, JR., J. M.		09-04-70	11-18-65	10-17-71	PINE BLUFF			
157.	KELSO, C. A.		09-04-70	11-22-65	10-17-71	ILLMO			
158.	JOB, C. A.		09-04-70	11-24-65	10-17-71	ILLMO			
159.	HEURING, JR., H. B.		09-04-70	11-29-65	10-17-71	ILLMO			
160.	SMITH, J. Z.		09-04-70	12-01-65	10-17-71	ILLMO			
161.	ROGERS, E. C.	F*		10-17-71	02-03-66	YARD			
162.	HUGHES, JR., G.		03-23-92	10-17-71	02-04-66	YARD			
163.	BEASON, W. C.	F	10-27-72	02-10-66	10-17-71	PINE BLUFF			
164.	HUNT, O. E.		04-29-89	02-10-66	10-17-71	TYLER			
165.	McENTIRE, J. L.		09-04-70	02-10-66	10-17-71	PINE BLUFF			
166.	CULP, R. A.		09-04-70	02-11-66	10-17-71	PINE BLUFF			
167.	QUATTLEBAUM, A. R.	A		02-11-66	10-17-71	PINE BLUFF			
168.	TRUE, J. D.		04-17-72	02-14-66	10-17-71	TYLER			
169.	BAUGH, J. R.		11-08-71	02-15-66	10-17-71	PINE BLUFF			
170.	CASTLEMAN, E. L.			10-17-71	02-15-66	YARD			
171.	BLACKSTOCK, R. W.		11-08-71	02-16-66	10-17-71	PINE BLUFF			
172.	STRIPLING, R. W.		10-01-70	02-17-66	10-17-71	TYLER			
173.	KILPATRICK, JR., V. E.		11-08-71	02-25-66	10-17-71	PINE BLUFF			
174.	MICHAEL, D. R. G.	A	11-08-71	02-25-66	10-17-71	PINE BLUFF			

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175.	SIMMONS, V. R.		11-08-71	03-14-66	10-17-71	PINE BLUFF			
176.	ROMINE, J. D.		11-08-71	04-05-66	10-17-71	PINE BLUFF			
177.	FOWLER, J. W.		11-08-71	04-05-66	10-17-71	PINE BLUFF			
178.	GILLEY, J. E.		04-29-89	04-19-66	10-17-71	TYLER			
179.	McMULLIN, N. R.		11-08-71	04-19-66	10-17-71	ILLMO			
180.	ABNER, H. W.		11-08-71	04-19-66	10-17-71	ILLMO			
181.	McLAUGHLIN, M. K.		11-08-71	04-25-66	10-17-71	ILLMO			
182.	HULSE, D. L.		10-27-72	04-28-66	10-17-71	PINE BLUFF			
183.	WIGINTON, J. F.		05-16-75	05-02-66	10-17-71	PINE BLUFF			
184.	ABERNATHY, N. J.		02-24-72	05-03-66	10-17-71	ILLMO			
185.	SKIDMORE, W. E.			05-03-66	10-17-71	PINE BLUFF			
186.	DIEBOLD, C. G.		02-24-72	05-04-66	10-17-71	ILLMO			
187.	HINSON, E. E.		10-27-72	05-04-66	10-17-71	PINE BLUFF			
188.	MAYNARD, C. E.	F*	10-27-72	05-04-66	10-17-71	PINE BLUFF			
189.	MILLER, J. L.	F	10-01-70	05-04-66	10-17-71	TYLER			
190.	LEDURE, E. L.		02-24-72	05-09-66	10-17-71	ILLMO			
191.	STANBERY, H. D.		02-01-78	10-17-71	05-10-66	YARD			
192.	LaFORCE, B. O.		10-01-70	05-11-66	10-17-71	TYLER			
193.	HENNEMAN, R. J.		02-24-72	05-18-66	10-17-71	ILLMO			
194.	CALDWELL, R. D.	F	02-01-78	10-17-71	06-03-66	YARD			
195.	LEWIS, C. B.		02-01-78	10-17-71	06-07-66	YARD			
196.	ELLISON, C. R.	F		10-17-71	06-07-66	YARD			
197.	VARNELL, J. W.	Y		10-17-71	06-15-66	YARD			
198.	BENNETT, C. L.			10-17-71	06-17-66	YARD			
199.	ROGERS, W. T.	A		10-17-71	06-17-66	YARD			
200.	JOLLEY, L. W.		10-27-72	06-20-66	10-17-71	PINE BLUFF			
201.	WEEKS, T. P.			10-17-71	06-21-66	YARD			
202.	COLLINS, R. L.			10-17-71	06-21-66	YARD			
203.	GOAD, D.	Y	04-30-89	10-17-71	07-01-66	YARD			
204.	BURTON, J. L.			10-17-71	07-05-66	YARD			
205.	WYATT, J. W.	Y	02-01-78	10-17-71	07-06-66	YARD			
206.	EDWARDS, T. E.			10-17-71	08-02-66	YARD			
207.	McDANIEL, J. T.			10-17-71	08-02-66	YARD			
208.	HARRISON, J. D.	YM		10-17-71	08-05-66	YARD			
209.	FITZHUGH, T. D.		11-08-72	11-11-66	10-17-71	PINE BLUFF			

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210.	APPLEBERRY, W. F.	F*	11-08-72	11-24-66	10-17-71	PINE BLUFF			
211.	KOONCE, B. J.		11-08-72	11-24-66	10-17-71	PINE BLUFF			
212.	ROBERTS, P. W.			10-17-71	12-02-66	YARD			
213.	CLARK, H. D.		04-17-72	01-03-67	10-17-71	TYLER			
214.	ZIEGLER, J. D.	F			01-03-67	YARD			
215.	NICHOLS, E. J.		04-17-72	01-06-67	10-17-71	TYLER			
216.	BUTCHER, JR., H. L.	A		03-06-67	10-17-71	PINE BLUFF			
217.	SHEFFIELD, P. M.		11-08-72	03-08-67	10-17-71	PINE BLUFF			
218.	McLAUGHLIN, G. N.		11-08-72	03-08-67	10-17-71	PINE BLUFF			
219.	COX, J. D.		06-15-73	03-08-67	10-17-71	PINE BLUFF			
220.	MITCHELL, J. D.			10-17-71	03-11-67	YARD			
221.	BROWN, J. W.		08-15-73	03-13-67	10-17-71	ILLMO			
222.	HELD, J. F.		08-15-73	03-13-67	10-17-71	ILLMO			
223.	VARNELL, B. L.			10-17-71	03-14-67	YARD			
224.	LAMBERT, D. M.	F	02-01-78	10-17-71	03-14-67	YARD			
225.	CASTLEBERRY, W. A.	Y		10-17-71	03-14-67	YARD			
226.	BROWN, D. [illegible]	X	02-01-78	10-17-71	03-14-67	YARD			
227.	MUNN, B. R.		02-01-78	10-17-71	03-16-67	YARD			
228.	GRAY, B. D.		08-15-73	03-20-67	10-17-71	ILLMO			
229.	BROWN, J. J.		08-15-73	03-20-67	10-17-71	ILLMO			
230.	STALLINGS, E. E.		08-15-73	03-20-67	10-17-71	ILLMO			
231.	ALLISON, J. T.		08-15-73	03-28-67	10-17-71	PINE BLUFF			
232.	GAVIN, V. J.			10-17-71	03-29-67	YARD			
233.	GRIFFIN, H. L.			10-17-71	03-31-67	YARD			
234.	MILLER, C. H.		04-17-72	04-04-67	10-17-71	TYLER			
235.	GOLDEN, W. R.		04-17-72	04-04-67	10-17-71	TYLER			
236.	ROBERTS, C.	A	08-15-73	04-04-67	10-17-71	PINE BLUFF			
237.	SCIFRES, D. R.		08-15-73	04-06-67	10-17-71	PINE BLUFF			
238.	COLEMAN, J. O.			04-06-67	10-17-71	PINE BLUFF			
239.	BERRY, A. D.		04-17-72	04-10-67	10-17-71	TYLER			
240.	TIPTON, J. F.	F*	08-15-73	04-11-67	10-17-71	PINE BLUFF			
241.	ATKINSON, G. L.		08-15-73	04-11-67	10-17-71	PINE BLUFF			
242.	HAHN, R. D.		08-15-73	04-17-67	10-17-71	ILLMO			
243.	OLLAR, C. W.		04-29-89	04-18-67	10-17-71	PINE BLUFF			

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244.	POBST, R. S.		08-15-73	04-18-67	10-17-71	ILLMO			
245.	CLAYTON, J. E.		08-15-73	04-19-67	10-17-71	ILLMO			
246.	STOGLIN, W. J.		02-01-78	10-17-71	04-20-67	YARD			
247.	OWENS, R. E.	F	08-15-73	04-21-67	10-17-71	ILLMO			
248.	RANDOL, L. K.		04-29-89	04-21-67	10-17-71	ILLMO			
249.	PITT, R. L		08-15-73	04-25-67	10-17-71	PINE BLUFF			
250.	EATON, III, D. F.		08-15-73	04-28-67	10-17-71	PINE BLUFF			
251.	GURLEY, W. A.		08-15-73	04-28-67	10-17-71	ILLMO			
252.	WILLIAMS, R. F.		08-15-73	04-28-67	10-17-71	ILLMO			
253.	JORDAN, A. L.		08-15-73	05-02-67	10-17-71	ILLMO			
254.	MOBLEY, D. F.		04-29-89	05-02-67	10-17-71	ILLMO			
255.	TYLER, J. A.		08-15-73	05-03-67	10-17-71	ILLMO			
256.	JUDD, C. H.	F	08-15-73	05-05-67	10-17-71	ILLMO			
257.	JENNINGS, J. L.	Y		10-17-71	05-29-67	YARD			
258.	CLYMER, T. E.		02-01-78	10-17-71	06-02-67	YARD			
259.	WARD, C. L.		08-15-73	06-02-67	10-17-71	PINE BLUFF			
260.	BUTCHER, L. D.	X	04-17-72	06-20-67	10-17-71	TYLER			
261.	ADAMS, S. H.	F	08-15-73	06-21-67	10-17-71	PINE BLUFF			
262.	HALE, J. F.		04-05-74	06-21-67	10-17-71	PINE BLUFF			
263.	CASTLEBERRY, D. E.	A	02-01-78	10-17-71	06-21-67	YARD			
264.	GRADICK, JR., J. E.		04-17-72	06-26-67	10-17-71	TYLER			
265.	McDADE, J. L.		04-05-74	06-28-67	10-17-71	PINE BLUFF			
266.	SNYDER, D. R.		04-05-74	06-28-67	10-17-71	PINE BLUFF			
267.	KRAMMES, C. T.		04-17-72	07-03-67	10-17-71	TYLER			
268.	DYKE, B. H.	F	04-05-74	08-04-67	10-17-71	PINE BLUFF			
269.	RUDDER, J. B.		04-05-74	08-04-67	10-17-71	PINE BLUFF			
270.	VATERLAUS, G. W.		04-30-89	10-17-71	09-21-67	YARD			
271.	SCHAEFER, G. H.	X	02-01-78	10-17-71	10-16-67	YARD			
272.	THERIAC, D. W.		02-01-78	10-17-71	11-13-67	YARD			
273.	RODERICK, O.		04-17-72	12-18-67	10-17-71	COMMERCE			
274.	BLACKMON, B. D.	A		10-17-71	01-23-68	YARD			
275.	GRIMMETT, J. W.	F*	02-01-78	10-17-71	04-02-68	YARD			
276.	LUKSZA, G.		01-01-78	10-17-71	04-25-68	YARD			
277.	DIAL, N. C.	F	04-29-89	04-30-68	10-17-71	PINE BLUFF			
278.	COOPER, J. D.		04-05-74	05-08-68	10-17-71	PINE BLUFF			

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	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
279.	COX, J. D.		04-30-89	10-17-71	05-08-68	YARD			
280.	RICHARD, E. B.			10-17-71	05-13-68	YARD			
281.	SAVAGE, R. C.	F		05-13-68	10-17-71	COMMERCE			
282.	COLE, R. J.	X	04-17-72	05-14-68	10-17-71	TYLER			
283.	HICKS, JR., O. H.			10-17-71	05-14-68	YARD			
284.	ALEXANDER, C. L.	I		10-17-71	05-14-68	YARD			
285.	PAYTON, D. G.			10-17-71	05-14-68	YARD			
286.	BUTRAM, J. L.		04-05-74	05-20-68	10-17-71	PINE BLUFF			
287.	MORGAN, S. J.		02-01-78	10-17-71	05-23-68	YARD			
288.	WRIGHT, B. K.	Y		10-17-71	05-23-68	YARD			
289.	GAVIN, V. S.	F		10-17-71	05-23-68	YARD			
290.	NORTH, J. S.		10-12-72	05-27-68	10-17-71	TYLER			
291.	ADAMS, C. L.		02-01-78	10-17-71	05-28-68	YARD			
292.	PETTY, JR., B. M.			10-17-71	05-28-68	YARD			
293.	REED, JR., A.	F	02-01-78	10-17-71	06-05-68	YARD			
294.	CONERY, JR., R. G.		02-01-78	10-17-71	06-05-68	YARD			
295.	COBB, T. S.	YM		10-17-71	06-11-68	YARD			
296.	CHANDLER, T. D.		02-01-78	10-17-71	06-11-68	YARD			
297.	LYBRAND, W. J.			10-17-71	06-11-68	YARD			
298.	SAVAGE, B. R.	A	04-05-74	06-11-68	10-17-71	PINE BLUFF			
299.	WILSON, C. D.		04-30-89	10-17-71	06-11-68	YARD			
300.	BROWN, R. F.		04-30-89	10-17-71	06-17-68	YARD			
301.	MENZ, M. J.		02-01-78	10-17-71	06-17-68	YARD			
302.	GOAD, W. R.	Y	04-29-89	10-17-71	06-21-68	YARD			
303.	MERCER, J. D.			10-17-71	06-21-68	YARD			
304.	DERRYBERRY, JR., R. L.		04-30-89	10-17-71	06-21-68	YARD			
305.	TAYLOR, G. E.		02-01-78	10-17-71	07-08-68	YARD			
306.	COLEMAN, J. M.	F*	04-05-74	07-25-68	10-17-71	PINE BLUFF			
307.	ENNOR, J. M.		02-01-78	10-17-71	08-22-68	YARD			
308.	INGRAM, L. E.	A		10-17-71	08-23-68	YARD			
309.	SPIES, M. R.	X	02-01-78	10-17-71	11-15-68	YARD			
310.	GORMAN, J. E.	A	02-01-78	10-17-71	11-15-68	YARD			
311.	ROBERTSON, D. M.		05-16-76	11-21-68	10-17-71	PINE BLUFF			
312.	TAYLOR, F. L.	F	02-01-78	10-17-71	11-22-68	YARD			
313.	RICHARDSON, J. W.	F*		10-17-71	12-09-68	YARD			

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314.	MOYERS, S. A.		02-01-78	10-17-71	12-19-68	YARD			
315.	SULLIVAN, G. R.			10-17-71	01-08-69	YARD			
316.	NEWTON, J. A.	A	05-16-75	02-25-69	10-17-71	PINE BLUFF			
317.	HOOPES, B. H.	X		10-17-71	03-01-69	YARD			
318.	WAITS, L. H.		05-16-75	03-10-69	10-17-71	PINE BLUFF			
319.	AGEE, J. D.	A	05-16-75	03-10-69	10-17-71	PINE BLUFF			
320.	WINSTON, B. E.	F*	01-01-78	03-10-69	10-17-71	PINE BLUFF			
321.	PARISH, C. E.	A		03-11-69	10-17-71	PINE BLUFF			
322.	GILMORE, J. O.	A	10-12-72	03-19-69	10-17-71	TYLER			
323.	EMERSON, R. G.		08-09-74	03-21-69	10-17-71	ILLMO			
324.	BLALOCK, L. W.		04-29-89	03-24-69	10-17-71	ILLMO			
325.	STALLINGS, H. N.		04-29-89	03-25-69	10-17-71	ILLMO			
326.	SCHAEFER, A. L.		08-09-74	03-25-69	10-17-71	ILLMO			
327.	HAM, J. P.		08-09-74	03-25-69	10-17-71	ILLMO			
328.	CHAMBERS, G. L.		05-16-75	03-25-69	10-17-71	PINE BLUFF			
329.	COOPER, L. G.		08-09-74	03-26-69	10-17-71	ILLMO			
330.	LINDSAY, K. R.		08-09-74	03-28-69	10-17-71	ILLMO			
331.	HEURING, L. C.		05-16-75	03-31-69	10-17-71	ILLMO			
332.	COLLINS, JR., J. W.		01-01-78	04-01-69	10-17-71	PINE BLUFF			
333.	GODDARD, R. A.		05-16-75	04-01-69	10-17-71	ILLMO			
334.	GIBBS, W. A.		05-16-75	04-01-69	10-17-71	ILLMO			
335.	JASPER, JR., L. M.	A	05-16-75	04-01-69	10-17-71	PINE BLUFF			
336.	RANEY, K. A.		05-16-75	04-02-69	10-17-71	ILLMO			
337.	DICKSON, D. L.		04-29-89	04-04-69	10-17-71	PINE BLUFF			
338.	JACKSON, H. L.		05-16-75	04-04-69	10-17-71	PINE BLUFF			
339.	WARNER, J. T.		04-29-89	04-05-69	10-17-71	PINE BLUFF			
340.	LUTER, G. D.		04-30-89	10-17-71	04-07-69	YARD			
341.	RAINES, J. D.	A		04-07-69	10-17-71	PINE BLUFF			
342.	BUTLER, B. R.	A	05-16-75	04-07-69	10-17-71	PINE BLUFF			
343.	GRIDER, B. J.	A	05-16-75	04-07-69	10-17-71	PINE BLUFF			
344.	BEASLEY, R. W.		05-16-75	04-15-69	10-17-71	PINE BLUFF			
345.	STUBBS, C. J.	A	05-16-75	04-16-69	10-17-71	PINE BLUFF			
346.	REED, B. W.		01-18-74	04-23-69	10-17-71	COMMERCE			
347.	WYATT, R. A.	X	02-01-78	10-17-71	05-01-69	YARD			
348.	HIETT, JR., A. D.		10-12-72	05-06-69	10-17-71	TYLER			

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349.	WOOD, J. E.		02-01-78	10-17-71	05-15-69	YARD			
350.	JOHNSON, R.		10-12-72	05-20-69	10-17-71	TYLER			
351.	CROSS, J. R.	A	02-01-78	10-17-71	05-21-69	YARD			
352.	McBETH, JR., J. R.		05-16-75	05-28-69	10-17-71	PINE BLUFF			
353.	JIMMERSON, R. T.		05-16-75	05-28-69	10-17-71	PINE BLUFF			
354.	FOGLE, H. E.		05-16-75	06-19-69	10-17-71	PINE BLUFF			
355.	THOMAS, J. A.	F*		10-06-69	10-17-71	PINE BLUFF			
356.	CULCLAGER, J. L.		04-29-89	10-06-69	10-17-71	PINE BLUFF			
357.	MATLOCK, J. W.	F	05-16-75	10-10-69	10-17-71	PINE BLUFF			
358.	CALLOWAY, T. C.	A	04-29-89	10-10-69	10-17-71	PINE BLUFF			
359.	REED, J. C.		05-16-75	10-13-69	10-17-71	PINE BLUFF			
360.	VARNELL, B. J.			10-17-71	10-13-69	YARD			
361.	WILLIAMS, [illegible] L.		02-01-78	10-17-71	10-21-69	YARD			
362.	LAMINACK, L. J.	YM		10-17-71	10-22-69	YARD			
363.	BOWEN, C. R.		05-16-75	10-23-69	10-17-71	PINE BLUFF			
364.	MAYBERRY, D. L.		04-30-89	10-17-71	10-28-69	YARD			
365.	YORK, J. E.		05-16-75	10-28-69	10-17-71	PINE BLUFF			
366.	PHILLIPS, H. E.		05-16-75	11-04-69	10-17-71	PINE BLUFF			
367.	MOORE, J. L.	A	05-16-75	11-04-69	10-17-71	PINE BLUFF			
368.	VANCE, J. C.	F*	04-29-89	11-10-69	10-17-71	PINE BLUFF			
369.	MORRISON, W. E.		05-16-75	11-11-69	10-17-71	PINE BLUFF			
370.	BIUS, H. A.	X		10-17-71	11-25-69	YARD			
371.	LANGSTON, G. B.		02-01-78	10-17-71	02-05-70	YARD			
372.	HORNSBY, R. C.	F	05-16-75	03-24-70	10-17-71	PINE BLUFF			
373.	WALL, F. L.		05-16-75	03-25-70	10-17-71	PINE BLUFF			
374.	COCKRELL, S. B.		04-30-89	03-27-70	10-17-71	PINE BLUFF			
375.	TOOKE, J. C.		05-16-75	03-30-70	10-17-71	PINE BLUFF			
376.	DAVIS, R. L.		05-16-75	03-30-70	10-17-71	PINE BLUFF			
377.	BORECKY, W. E.		05-16-75	03-30-70	10-17-71	PINE BLUFF			
378.	SPAKES, L. D.	F		03-31-70	10-17-71	PINE BLUFF			
379.	KELLEY, D. D.	F*	05-16-75	03-31-70	10-17-71	PINE BLUFF			
380.	COLEMAN, C. R.		05-16-75	03-31-70	10-17-71	PINE BLUFF			
381.	WILLIAMS, C. E.		10-12-72	04-09-70	10-17-71	TYLER			
382.	TERRY, D. W.		05-16-75	04-20-70	10-17-71	PINE BLUFF			
383.	RAWLS, J. R.		05-16-75	04-23-70	10-17-71	PINE BLUFF			

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384.	BIRDSONG, T. E.	X	02-01-78	10-17-71	05-08-70	YARD			
385.	GROSS, W. E.		05-16-75	05-08-70	10-17-71	ILLMO			
386.	ROGERS, D. W.		05-16-75	05-08-70	10-17-71	ILLMO			
387.	MOORE, G. R.		05-16-75	05-08-70	10-17-71	ILLMO			
388.	FISHER, M. L.		05-16-75	05-15-70	10-17-71	ILLMO			
389.	THIELEMIER, F. J.		05-16-75	05-15-70	10-17-71	ILLMO			
390.	SISSOM, J. W.		05-16-75	05-15-70	10-17-71	ILLMO			
391.	BRYANT, A. R.		04-29-89	05-29-70	10-17-71	ILLMO			
392.	CUMMINS, R. D.		06-06-75	05-29-70	10-17-71	ILLMO			
393.	HOLDEN, R. S.		06-06-75	05-29-70	10-17-71	PINE BLUFF			
394.	McVAY, D. E.	F	02-01-78	10-17-71	06-01-70	YARD			
395.	BUCHANAN, JR., N. H.	X	02-01-78	10-17-71	06-02-70	YARD			
396.	FERGUSSON, H. L.	X		10-17-71	06-02-70	YARD			
397.	EDWARDS, M. H.		01-01-78	06-03-70	10-17-71	PINE BLUFF			
398.	LAWHORN, G. M.	F*	02-01-78	10-17-71	06-03-70	YARD			
399.	ADAMS, J. L.		10-12-72	06-18-70	10-17-71	COMMERCE			
400.	HAMILTON, R. G.		10-12-72	06-18-70	10-17-71	COMMERCE			
401.	HUGHES, C. E.	Y	02-01-78	10-17-71	06-23-70	YARD			
402.	DeJARNETTE, R. G.	F		10-17-71	06-26-70	YARD			
403.	BRANCH, A. K.	YM		10-17-71	06-26-70	YARD			
404.	BATES, R. J.	YM		10-17-71	06-26-70	YARD			
405.	MATHIS, D. D.	F	10-12-72	07-09-70	10-17-71	TYLER			
406.	TATUM, D. V.			10-17-71	08-07-70	YARD			
407.	ROSS, E. W.	F		10-17-71	08-12-70	YARD			
408.	KIZZIRE, C. B.		02-01-78	10-17-71	12-21-70	YARD			
409.	DeVORE, R. W.	A	02-01-78	10-17-71	12-22-70	YARD			
410.	KENNEDY, C. D.			10-17-71	12-22-70	YARD			
411.	RITZEL, T. H.	YM		10-17-71	12-22-70	YARD			
412.	McGRIFF, B. C.	F		10-17-71	12-28-70	YARD			
413.	STONE, P. G.		02-01-78	10-17-71	12-28-70	YARD			
414.	FORTE, B.		10-12-72	01-05-71	10-17-71	COMMERCE			
415.	WHATLEY, JR., J. C.	F		01-13-71	10-17-71	COMMERCE			
416.	BURNS, J. L.	A	10-12-72	02-09-71	10-17-71	COMMERCE			
417.	DIXON, M. A.		06-06-75	02-23-71	10-17-71	PINE BLUFF			
418.	SINGLETON, J. L.		06-06-75	02-23-71	10-17-71	PINE BLUFF			

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419.	LAYNE, A. R.		01-01-78	02-23-71	10-17-71	PINE BLUFF			
420.	PENNINGTON, G. D.		06-06-75	02-24-71	10-17-71	ILLMO			
421.	GLASTETTER, L. G.		06-06-75	03-05-71	10-17-71	ILLMO			
422.	LINDLEY, JR., W. L.		06-06-75	03-15-71	10-17-71	ILLMO			
423.	LAMBERT, S. M.		06-06-75	03-15-71	10-17-71	ILLMO			
424.	COOPER, H. E.		06-06-75	03-16-71	10-17-71	PINE BLUFF			
425.	STUDENRAUCH, L. D.		06-06-75	03-16-71	10-17-71	ILLMO			
426.	RICHARDSON, L. D.		04-29-89	03-16-71	10-17-71	ILLMO			
427.	BRADLEY, S.		06-27-75	03-17-71	10-17-71	PINE BLUFF			
428.	DOVER, E. R.	F	06-27-75	03-17-71	10-17-71	ILLMO			
429.	MOBLEY, T. W.		06-17-75	03-17-71	10-17-71	ILLMO			
430.	LAGRONE, E.	F*	06-27-75	03-18-71	10-17-71	PINE BLUFF			
431.	SLINKARD, L. K.		06-27-75	03-18-71	10-17-71	ILLMO			
432.	GREEN, C. T.		01-01-78	03-22-71	10-17-71	PINE BLUFF			
433.	GALLOWAY, R. L.		06-27-75	03-26-71	10-17-71	PINE BLUFF			
434.	MAXWELL, F. W.		01-01-78	03-29-71	10-17-71	PINE BLUFF			
435.	HALL, G. M.		10-12-72	03-29-71	10-17-71	TYLER			
436.	BENSON, R. C.		10-12-72	03-29-71	10-17-71	TYLER			
437.	PRINGLE, F. H.		10-12-72	03-29-71	10-17-71	TYLER			
438.	WARD, A.			10-17-71	04-01-71	YARD			
439.	JOHNSON, J. W.	J	06-27-75	04-02-71	10-17-71	PINE BLUFF			
440.	PETITT, R. L.		06-27-75	04-06-71	10-17-71	ILLMO			
441.	COOK, G. F.		06-27-75	04-06-71	10-17-71	ILLMO			
442.	BROWN, D. E.	F	06-27-75	04-07-71	10-17-71	ILLMO			
443.	HUSELTON, S. W.		08-08-75	04-12-71	10-17-71	PINE BLUFF			
444.	WEST, T. M.		02-01-78	10-17-71	04-13-71	YARD			
445.	PARRISH, E. D.		01-01-78	04-15-71	10-17-71	TYLER			
446.	JOHNSON, JR., R.		01-01-78	04-15-71	10-17-71	TYLER			
447.	LYLES, J. M.		08-15-75	04-19-71	10-17-71	PINE BLUFF			
448.	HOBBS, B. E.		10-12-72	04-21-71	10-17-71	TYLER			
449.	NAYLOR, A. J.		08-15-75	04-27-71	10-17-71	PINE BLUFF			
450.	COUCH, D. E.	F*	08-15-75	04-27-71	10-17-71	PINE BLUFF			
451.	ONEAL, C. L.		08-15-75	04-28-71	10-17-71	PINE BLUFF			
452.	McDONALD, JR., F. M.	A	10-12-72	05-11-71	10-17-71	COMMERCE			
453.	WASHINGTON, H. L.	F*	04-30-89	10-17-71	05-20-71	YARD			

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454.	FOUST, JR., A. R.	Y-F	02-10-78	10-18-71	10-18-71				
455.	PHILLIPS, J. R.		02-10-78	10-18-71	10-18-71				
456.	ROYE, G. L.	X	02-10-78	10-18-71	10-18-71				
457.	RODGERS, M. R.		02-10-78	10-18-71	10-18-71				
458.	MAY, III, C. A.	X	02-10-78	10-19-71	10-19-71				
459.	NICK, B. W.	X	02-10-78	10-19-71	10-19-71				
460.	BATTLES, J. L.		02-10-78	10-20-71	10-20-71				
461.	WALTERS, O. L.	F	02-10-78	10-20-71	10-20-71				
462.	MAYS, E.	A	02-10-78	10-20-71	10-20-71				
463.	VENABLE, N. D.	X	02-10-78	10-21-71	10-21-71				
464.	WETHERBY, G. C.		02-10-78	10-29-71	10-29-71				
465.	HINSHAW, G. A.	X	02-10-78	11-11-71	11-11-71				
466.	HOLLIS, D. L.	G	02-10-78	11-15-71	11-15-71				
467.	LINDSEY, M. J.	F*	02-10-78	11-16-71	11-16-71				
468.	SANDERSON, N. C.		02-10-78	11-17-71	11-17-71				
469.	GILLESPIE, V.	F*	02-10-78	11-18-71	11-18-71				
470.	SULLENBERGER, S. A.	X	02-10-78	11-18-71	11-18-71				
471.	COOLEY, J. L.		02-10-78	11-22-71	11-22-71				
472.	DOHERTY, E. R.		02-10-78	12-03-71	12-03-71				
473.	SMITH, J. W.	F*	02-10-78	12-03-71	12-03-71				
474.	EVANS, G. H.		02-10-78	12-14-71	12-14-71				
475.	KIDD, C. E.	F	02-10-78	12-15-71	12-15-71				
476.	MOORE, L. R.		02-10-78	12-20-71	12-20-71				
477.	WHITLEY, JR., A. P.		02-20-78	01-27-72	01-27-72				
478.	EDWARDS, L. G.	F	02-20-78	02-15-72	02-15-72				
479.	MORGAN, G. E.	X	02-20-78	02-15-72	02-15-72				
480.	GORMAN, JR., W. J.		02-20-78	02-16-72	02-16-72				
481.	STEWART, M. G.		02-20-78	03-07-72	03-07-72				
482.	MORGAN, JR., H. R.		02-20-78	03-14-72	03-14-72				
483.	GILBERT, W. D.		02-20-78	03-15-72	03-15-72				
484.	SHEPHERD, W. G.		02-20-78	03-15-72	03-15-72				
485.	BRIMMER, JR., A		02-20-78	03-15-72	03-15-72				
486.	LINDSEY, R. H.	X	02-02-78	03-15-72	03-15-72				
487.	TUCKER, G. W.	F	02-20-78	03-15-72	03-15-72				
488.	BRAND, F. M.		02-20-78	03-16-72	03-16-72				

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489.	McDONALD, P. M.	F	02-20-78	03-16-72	03-16-72				
490.	HUDSON, H. W.	I	02-20-78	03-16-72	03-16-72				
491.	SNOWGRASS, M. L.	X	02-20-78	03-17-72	03-17-72				
492.	BARTON, R. W.		02-20-78	04-03-72	04-03-72				
493.	HUGHES, J. F.		02-20-78	04-14-72	04-14-72				
494.	HOLDER, D. J.		02-20-78	04-18-72	04-18-72				
495.	DAVIS, G. B.	F	02-20-78	04-28-72	04-28-72				
496.	JONES, R. L.		02-20-78	05-01-72	05-01-72				
497.	KATES, J. J.		02-20-78	05-02-72	05-02-72				
498.	BEAVERS, G. L.		02-20-78	05-02-72	05-02-72				
499.	WILLIAMS, II, C. C.		02-20-78	05-02-72	05-02-72				
500.	JACKSON, C.		02-20-78	05-03-72	05-03-72				
501.	LOLLAR, J. T.		02-20-78	05-19-72	05-19-72				
502.	DOME, P. D.	F	02-20-78	05-22-72	05-22-72				
503.	ADAMS, G. D.	X	02-20-78	05-26-72	05-26-72				
504.	LEWELLEN, J. W.		02-20-78	05-26-72	05-26-72				
505.	BRUCE, G. M.		02-20-78	06-05-72	06-05-72				
506.	LANGRELL, J. S.		02-20-78	06-09-72	06-09-72				
507.	COLEMAN, W.	1	02-20-78	06-09-72	06-09-72				
508.	LUSINGER, T. A.		02-20-78	06-12-72	06-12-72				
509.	PATE, R. N.		03-01-78	12-08-72	12-08-72				
510.	WALKER, H. L.	F*	03-01-78	12-14-72	12-14-72				
511.	HUGHES, L. J.		03-01-78	12-29-72	12-29-72				
512.	STILL, S. A.	X	03-10-78	01-04-73	01-04-73				
513.	MOREHEAD, H.		03-10-78	02-12-73	02-12-73				
514.	HICKS, C. J.	X	03-10-78	02-27-73	02-27-73				
515.	MEYER, D. C.	X	03-10-78	02-27-73	02-27-73				
516.	SPANE, R. K.		03-10-78	04-11-73	04-11-73				
517.	MILLER, W. E.	I	03-10-78	05-25-73	05-25-73				
518.	SCHEPER, R. D.	X	03-10-78	06-22-73	06-22-73				
519.	REED, R. J.	X-F*	03-10-78	06-22-73	06-22-73				
520.	COLLIER, H. D.	X	03-10-78	06-22-73	06-22-73				
521.	WEBB, JR., H.		03-10-78	06-25-73	06-25-73				
522.	HANSCHEN, R. J.		03-10-78	06-25-73	06-25-73				
523.	BRADEN, R. K.	X	03-10-78	06-26-73	06-26-73				

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524.	GRISHOM, S. C.	X	03-10-78	06-27-73	06-27-73				
525.	HAMIL, R. S.	X	03-10-78	06-27-73	06-27-73				
526.	CROWDER, JR., J. L.		03-20-78	06-11-74	06-11-74				
527.	LOWERY, A. R.		03-20-78	06-12-74	06-12-74				
528.	KIZER, R. D.		03-23-80	05-17-77	05-17-77				
529.	JEFFERS, G. L.	X	03-23-80	05-19-77	05-19-77				
530.	WILLIAMS, R. W.			05-19-77	05-19-77				
531.	TILLEY, R. E.	F		05-19-77	05-19-77				
532.	LADD, D. G.	X	03-23-80	03-17-78	03-17-78				
533.	FRAZIER, R. L.	X		04-18-78	04-18-78				
534.	LUMAN, D. M.	X		04-27-78	04-27-78				
535.	DREW, R. D.		03-23-80	04-27-78	04-27-78				
536.	GONZALEZ, J. J.	3		04-28-78	04-28-78				
537.	SCOTT, T. W.	F*		05-19-78	05-19-78				
538.	TRIPLETT, D. W.	Y-X		05-19-78	05-19-78				
539.	PHILLIPS, T. J.			05-22-78	05-22-78				
540.	MISHO, J. W.		03-23-80	05-23-78	05-23-78				
541.	APPLEBERRY, F. P.	X	03-23-80	05-23-78	05-23-78				
542.	ALLEN, JR., W.		03-23-80	05-24-78	05-24-78				
543.	BULLARD, D. L.		03-23-80	05-26-78	05-26-78				
544.	DUNAVANT, J. P.		03-23-80	06-23-78	06-23-78				
545.	HART, J. M.	X	03-23-80	06-23-78	06-23-78				
546.	BURTON, JR., J.	F		06-26-78	06-26-78				
547.	HOLT, J. T.	X	03-23-80	07-17-78	07-17-78				
548.	POWELL, E. L.		03-23-80	07-19-78	07-19-78				
549.	HILL, G. W.	F		11-02-78	11-02-78				
550.	McMILLAN, JR., G. N.			11-03-78	11-03-78				
551.	GUTHRIE, M. W.	F		11-06-78	11-06-78				
552.	COLEMAN, C. E.	F	01-23-80	01-22-79	01-22-79				
553.	FORD, J. R.	F	03-23-80	01-23-79	01-23-79				
554.	THOMPSON, R. L.			01-25-79	01-25-79				
555.	ROBERTSON, C. R.		03-23-80	01-30-79	01-30-79				
556.	CAMPBELL, G. R.	X		02-08-79	02-08-79				
557.	McQUEARY, P. T.		03-23-80	02-08-79	02-08-79				
558.	NEWELL, M. W.	X		02-08-79	02-08-79				

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559.	EIFERT, C. J.	X	03-23-80	02-19-79	02-19-79				
560.	SCHLOSSER, J. A.		03-23-80	02-19-79	02-19-79				
561.	CHAFFIN, B. W.	F	03-23-80	03-16-79	03-16-79				
562.	YARBROUGH, J. C.		03-23-80	05-09-79	05-09-79				
563.	THOMPSON, K. W.	F	03-23-80	05-09-79	05-09-79				
564.	CANNON, A. J.		03-23-80	05-11-79	05-11-79				
565.	GREEN, D. L.		03-23-80	05-11-79	05-11-79				
566.	COLEMAN, P. J.		03-23-80	05-11-79	05-11-79				
567.	HURST, L. W.		03-23-80	05-16-79	05-16-79				
568.	CURBOW, R. J.			06-21-79	06-21-79				
569.	WRIGHT, JR., D. E.	I	03-23-80	06-22-79	06-22-79				
570.	WALKER, M. T.	X	03-23-80	06-28-79	06-28-79				
571.	HOPKE, T. D.	X	03-23-80	07-25-79	07-25-79				
572.	BUTTREY, R. T.	X	03-23-80	07-27-79	07-27-79				
573.	BARNETT, A. R.	X	03-23-80	07-31-79	07-31-79				
574.	TANNER, M. E.	X	03-23-80	07-31-79	07-31-79				
575.	BRANT, T. L.		03-23-80	07-31-79	07-31-79				
576.	MOORE, R. B.	X	03-23-80	08-01-79	08-01-79				
577.	STADY, M. D.	X	03-23-80	08-02-79	08-02-79				
578.	HARGRAVE, C. D.		03-23-80	08-03-79	08-03-79				
579.	GENTRY, D. C.		03-23-80	08-03-79	08-03-79				
580.	YOWELL, M. J.		03-23-80	08-03-79	08-03-79				
581.	BYNUM, A. B.	X		08-08-79	08-08-79				
582.	RUCKER, B. E.	F		08-09-79	08-09-79				
583.	HUMPHRIES, K. D.	X		08-09-79	08-09-79				
584.	JONES, D. E.	X		08-09-79	08-09-79				
585.	SMITH, JR., N.		03-23-80	08-10-79	08-10-79				
586.	COLLINS, JR., J. F.		03-23-80	08-10-79	08-10-79				
587.	SAWYER, T. C		03-23-80	08-10-79	08-10-79				
588.	MITCHELL, J. M.		03-23-80	08-13-79	08-13-79				
589.	McCLAIN, J. C.			11-28-79	11-28-79				
590.	JAMES, K. R.		03-23-80	01-02-80	01-02-80				
591.	BURGESS, JR., P. E.	W-(1)		03-23-80	03-23-80				
592.	HEISKELL, T. R.	F		03-24-80	03-24-80	D			06-12-53

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593.	GLOSHEN, C. L.		07-04-83	03-24-80	03-24-80	KC			06-19-53
594.	WELLS, L. G.		03-24-80	03-24-80	03-24-80	P	05-19-60	06-28-53	
595.	PAULEY, C. F.		03-24-80	03-24-80	03-24-80	H	03-04-59	06-02-54	
596.	BAKER, C. J.			03-24-80	03-24-80	H			04-17-55
597.	INMAN, D. L.		07-04-83	03-24-80	03-24-80	KC			12-08-55
598.	HARMON, L. E.		03-24-80	03-24-80	03-24-80	H	10-10-60	02-02-56	
599.	LYNNES, R. A.		07-04-83	03-24-80	03-24-80	KC			05-24-56
600.	WHITAKER, J. R.		03-24-80	03-24-80	03-24-80	P	10-24-60	06-11-56	
601.	DEMING, J. D.		03-24-80	03-24-80	03-24-80	P	10-24-60	06-12-56	
602.	RICKMAN, D. M.		07-04-83	03-24-80	03-24-80	KC			06-30-56
603.	ROSE, W. L.		07-04-83	03-24-80	03-24-80	KC			08-27-56
604.	KNUDSEN, R. H.		07-04-83	03-24-80	03-24-80	KC			10-02-56
605.	DAVIS, C. D.		03-24-80	03-24-80	03-24-80	H	10-10-60	10-11-56	
606.	SCHIMMING, J. R.		03-24-80	03-24-80	03-24-80	H	10-13-60	10-12-56	
607.	SCHLESENER, V. D.		03-24-80	03-24-80	03-24-80	H	10-14-60	10-17-56	
608.	DIEPENBROCK, D. F.		03-24-80	03-24-80	03-24-80	H		10-17-56	
609.	CHALONER, M. K.		07-04 83	03-24-80	03-24-80	KC			12-24-56
610.	LEE, T. J.			03-24-80	03-24-80	H	10-17-60	01-31-57	
611.	EVERHART, C. R.		03-24-80	03-24-80	03-24-80	H	02-28-62	03-08-57	
612.	SCHMID, L. L.		07-04 83	03-24-80	03-24-80	H			04-06-57
613.	HOWSER, L. H.		07-04 83	03-24-80	03-24-80	KC			04-17-57
614.	FERRIS, G. H.	F	03-24-80	03-24-80	03-24-80	D	08-10-65	05-19-58	
615.	SHUFELBERGER, C. D.		03-24-80	03-24-80	03-24-80	D	08-10-65	06-13-58	
616.	PHILLIPS, JR., P. F.		07-04-83	03-24-80	03-24-80	KC			06-18-58
617.	HENDRIX, W. G.		03-24-80	03-24-80	03-24-80	D	08-10-65	06-19-58	
618.	WEBB, J. T.		07-04-83	03-24-80	03-24-80	H			09-11-58
619.	WILL, P. W.		07-04-83	03-24-80	03-24-80	H			11-05-58
620.	PIKE, C.		03-24-80	03-24-80	03-24-80	P	04-27-65	01-25-59	
621.	EPP, R. E.		03-24-80	03-24-80	03-24-80	P	04-27-65	02-02-59	
622.	SWONGER, L. L.		03-24-80	03-24-80	03-24-80	P	04-27-65	02-03-59	
623.	NORRIS, H. D.		03-24-80	03-24-80	03-24-80	P	04-27-65	03-05-59	
624.	RENFRO, JR., G. E.		03-24 80	03-24-80	03-24-80	P	04-27-65	03-18-59	
625.	DUNNEGAN, C. M.		03-24-80	03-24-80	03-24-80	P	06-14-66	04-07-59	
626.	SAUL, M. T.		03-24-80	03-24-80	03-24-80	D	08-10-65	04-20-59	
627.	DENNIS, W. B.		03-24-80	03-24-80	03-24-80	P	06-14-66	06-02-59	

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628.	BOYD, D. E.		03-24-80	03-24-80	03-24-80	P	06-14-66	06-02-59	
629.	[illegible]		03-24-80	03-24-80	03-24-80	P	06-14-66	06-02-59	
630.	PINGLETON, H. L.		07-04-83	03-24-80	03-24-80	KC			03-14-60
631.	[illegible]		03-24-80	03-24-80	03-24-80	P	06-14-66	03-17-60	
632.	[illegible]		03-24-80	03-24-80	03-24-80	P	06-14-66	03-26-60	
633.	BAKER, W. C.		03-24-80	03-24-80	03-24-80	D	06-14-66	04-02-60	
634.	DOZIER, W. H.		07-04-83	03-24-80	03-24-80	KC			04-19-60
635.	SWIANTEK, D. P.		03-24-80	03-24-80	03-24-80	P	04-21-71	06-03-60	
636.	HARRISON, SR., W. E.	2		03-24-80	03-24-80	STL			05-24-60
637.	NICHOLS, G. W.	F	07-04-83	03-24-80	03-24-80	KC			12-20-60
638.	RAY, J. E.	F		03-24-80	03-24-80	KC			12-30-62
639.	WILKERSON, L. E.		03-24-80	03-24-80	03-24-80	D	10-30-69	06-09-63	
640.	CLYMA, G. L.		07-04-83	03-24-80	03-24-80	KC			06-14-61
641.	CRANE, C. D.		03-24-80	03-24-80	03-24-80	E	09-28-67	06-15-63	
642.	MILLER, R. D.		03-24-80	03-24-80	03-24-80	E	09-18-67	07-03-63	
643.	HAMMETT, G. E.		03-24-80	03-24-80	03-24-80	D	10-30-69	04-18-65	
644.	FRANK, D. W.		03-24-80	03-24-80	03-24-80	E	09-29-67	04-27-65	
645.	RUSSELL, J. C.		07-04-83	03-24-80	03-24-80	KC			04-28-65
646.	KESSLER, R. L.		03-24-80	03-24-80	03-24-80	P	04-21-71	05-07-65	
647.	SCHNEIDER, L. L.		07-04-83	03-24-80	03-24-80	KC			07-04-65
648.	SADER, T. W.	I	07-04-83	03-24-80	03-24-80	KC			07-16-65
649.	MILLER, L. J.		07-04-83	03-24-80	03-24-80	KC			10-30-65
650.	HELSEL, W. R.		03-24-80	03-24-80	03-24-80	P	04-21-71	11-23-65	
651.	COXEN, G. G.	F		03-24-80	03-24-80	KC			01-26-66
652.	BOATMAN, S. L.		03-24-80	03-24-80	03-24-80	D	10-30-69	02-14-66	
653.	ALBRIGHT, D. L.		07-04-83	03-24-80	03-24-80	KC			02-15-66
654.	LEATHERMAN, T. E.		03-24-80	03-24-80	03-24-80	P	03-16-74	02-17-66	
655.	NAYLOR, L. E.			03-24-80	03-24-80	KC			03-20-66
656.	BROWN, R. T.		07-04-83	03-24-80	03-24-80	KC			04-02-66
657.	MONTGOMERY SR., R. L.		07-04-83	03-24-80	03-24-80	KC			06-02-66
658.	SIGMAN, R. G.		07-04-83	03-24-80	03-24-80	KC			04-13-67
659.	BRULL, J. J.	F		03-24-80	03-24-80	KC			05-10-67
660.	HARVEY, G. D.	A		03-24-80	03-24-80	KC			05-22-67
661.	CRANE, S. E.		07-04-83	03-24-80	03-24-80	KC			05-25-67
662.	ROSS, T. R.		07-04-83	03-24-80	03-24-80	KC			02-08-68

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663.	ETTER, W. F.	F		03-24-80	03-24-80	KC			02-23-66
664.	HADER, R. W.	F		03-24-80	03-24-80	KC			06-21-68
665.	FRY, R. D.		07-04-83	03-24-80	03-24-80	KC			09-22-68
666.	PETRY, R. J.		07-04-83	03-24-80	03-24-80	KC			10-07-69
667.	BELSHE, J. T.		07-04-83	03-24-80	03-24-80	KC			02-28-70
668.	RANDOLPH, C. G.		03-24-80	03-24-80	03-24-80	P		04-08-73	
669.	CLEMENTS, H. E.		03-24-80	03-24-80	03-24-80	D		05-12-73	
670.	HOLLAND, R. D.		03-24-80	03-24-80	03-24-80	P		03-10-74	
671.	KEEL, B. L.		03-24-80	03-24-80	03-24-80	D		03-24-80	
672.	GOODWIN, K. M.	F	03-24-80	03-24-80	03-24-80	D	03-24-80	03-24-80	
673.	KENNON, C. N.		03-24-80	03-24-80	03-24-80	D	03-24-80	03-24-80	
674.	HART, J. A.		03-24-80	03-24-80	03-24-80	D		03-24-80	
675.	LIVERMORE, K. R.		03-24-80	03-24-80	03-24-80	D		03-24-80	

THE FOLLOWING FORMER RI-HERINGTON AND ELDON MEN HIRED AND PRIOR RIGHTED AT DALHART AND PRATT ARE JUNIOR TO THE PRECEEDING PRIOR RIGHTS CONDUCTOR/BRAKEMAN AT THEIR RESPECTIVE PRIOR RIGHTS TERMINAL. AT OTHER THAN THEIR PRIOR RIGHTS TERMINALS, THEY RANK WITH OTHER FORMER RI CONDUCTORS AND BRAKEMEN RELATIVE TO THEIR DATES ON THE FORMER RI ROSTERS.

676.	GARDNER, L. D.	03-24-80	03-24-80	03-24-80	P	03-02-62	05-21-57	
677.	EWING, J.	03-24-80	03-24-80	03-24-80	P	10-07-63	09-01-57	
678.	SLY, J. M.	03-24-80	03-24-80	03-24-80	P	10-09-63	09-07-57	
679.	HUBBARD, E. W.	03-24-80	03-24-80	03-24-80	P	10-20-65	09-13-57	
680.	PLANK, A. V.	03-24-80	03-24-80	03-24-80	P	12-21-65	06-30-58	
681.	ROSE, J. H.	03-24-80	03-24-80	03-24-80	P	12-23-65	01-28-59	
682.	BECKER, D. D.	03-24-80	03-24-80	03-24-80	P	11-11-66	01-31-59	
683.	HAY, J. A.	03-24-80	03-24-80	03-24-80	P	11-12-66	01-31-59	
684.	RIGG, H. A.	03-24-80	03-24-80	03-24-80	D	11-13-66	04-01-59	
685.	UTECH, J. C.	03-24-80	03-24-80	03-24-80	P	11-14-66	04-14-59	
686.	LACEY, J. E.	03-24-80	03-24-80	03-24-80	P	11-16-66	06-22-59	
687.	OBERMEYER, JR., M. C.	03-24-80	03-24-80	03-24-80	P	11-16-66	06-27-59	
688.	WADE, L. W.	03-24-80	03-24-80	03-24-80	D	06-09-68	05-27-63	
689.	SCHLESENER, J. M.	03-24-80	03-24-80	03-24-80	D	06-09-68	05-29-63	
690.	CHALKER, H. D.	03-24-80	03-24-80	03-24-80	D	06-12-68	06-20-64	
691.	KELSO, J. T.	03-24-80	03-24-80	03-24-80	D	06-14-68	12-19-64	

SSW TRAINMAN SEN. RITY ROSTER - JANUARY 1, 1997

	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
692.	SOLOMON, G. E.		03-24-80	03-24-80	03-24-80	D	06-15-68	03-16-65	
693.	COHAN, P. D.		03-24-80	03-24-80	03-24-80	D	06-16-68	03-19-65	
694.	HADER, R. E.		03-24-80	03-24-80	03-24-80	D	09-30-67	05-08-65	
695.	VOLKMAN, J. W.		03-24-80	03-24-80	03-24-80	D	06-19-68	06-10-65	
696.	GARFIELD, R. L.		03-24-80	03-24-80	03-24-80	D	04-22-70	03-17-66	
697.	SCHNEIDER, G. A.		03-24-80	03-24-80	03-24-80	D	04-22-70	03-18-66	
698.	BETTLES, R. A.		03-24-80	03-24-80	03-24-80	D	04-22-70	03-18-66	
699.	BECKER, S. L.		03-24-80	03-24-80	03-24-80	D	04-22-70	04-15-66	
700.	KELSO, J. L.		03-24-80	03-24-80	03-24-80	D	04-22-70	05-26-66	
701.	COOPER, J. C.	F	03-24-80	03-24-80	03-24-80	D	07-07-69	06-21-66	
702.	MURRAY, P. H.		03-24-80	03-24-80	03-24-80	D	06-07-73	06-26-69	
703.	BETTLES, L. B.	V	11-05-82	11-05-82	11-05-82	P	04-22-70	03-11-66	
704.	SCOTT, L. E.	V	12-31-82	12-31-82	12-31-82	D	06-08-72	12-20-68	
705.	SPAULDING, J. B.	V	03-01-83	03-01-83	03-01-83	P	06-07-73	05-23-69	
706.	WOOLLEY, D. G.	V	03-01-83	03-01-83	03-01-83	P	06-05-72	08-15-69	
707.	CORONA, R. A.	V	07-03-83	03-01-83	03-01-83	D		08-29-69	
708.	BEETON, B. A.		03-15-83	03-15-83	03-15-83	P	04-20-74	04-20-74	
709.	BENHARDT, N. D.	X-V	03-16-83	03-16-83	03-16-83	P	06-13-74	06-13-70	
710.	MASCARENO, D. N.	V	07-03-83	07-03-83	07-03-83	D		11-16-72	
711.	DONAHUE, W. E.	X-V	07-03-83	07-03-83	07-03-83	P		03-10-73	
712.	LYNN, M. R.	V	07-03-83	07-03-83	07-03-83	D		02-04-78	
713.	RUIZ, JR., U.	V	07-03-83	07-03-83	07-03-83	D		05-22-78	
714.	VERNON, JR., G. R.	V	07-03-83	07-03-83	07-03-83	D	05-23-79	03-25-79	
715.	KICKHAEFER, G. D.	X-V	07-03-83	07-03-83	07-03-83	P		04-03-79	
716.	LUDDEN, R. D.	V	07-03-83	07-03-83	07-03-83	P		04-06-79	
717.	GONZOLAS, S. L.	V	07-03-83	07-03-83	07-03-83	D		04-06-79	
718.	NUSS, E. C.	V	07-03-83	07-03-83	07-03-83	P		04-18-79	
719.	SCHLESENER, J. A.	V	07-03-83	07-03-83	07-03-83	D		04-21-79	
720.	HILL, D. B.	V	07-03-83	07-03-83	07-03-83	P		04-24-79	
721.	PARKER, R. D.	V	07-03-83	07-03-83	07-03-83	P		05-12-79	

THE FOLLOWING FORMER RI BRAKEMEN AND YARDMEN WERE HIRED SUBSEQUEST TO THE SEPTEMBER 2, 1982, EFFECTIVE DATE OF THE FEBRUARY 23, 1982 IMPLEMENTING AGREEMENT. THE YARDMEN HAVE PRIOR RIGHTS TO KANSAS CITY DIVISION YARD ASSIGNMENTS. THE BRAKEMEN HAVE NO PRIOR RIGHTS BUT RANK AHEAD OF THE FORMER RI YARDMEN AS BRAKEMEN AND CONDUCTORS.

SSW TRAINMAN SE...ORITY ROSTER - JANUARY 1, 1997

	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
722.	CROOKHAM, D. L.		07-04-83	11-05-82	11-05-82	KC			08-28-68
723.	TURNER, R. A.		07-04-83	11-05-82	11-05-82	KC			10-04-68
724.	SELDERS, M. D.	X	07-04-83	12-31-82	12-31-82	KC			11-08-68
725.	WOOSLEY, R. W.	X		12-31-82	12-31-82	KC			11-22-68
726.	SIMMONS, G. L.		07-04-83	12-31-82	12-31-82				02-24-69
727.	OBRIEN, B. M.			12-31-82	12-31-82				03-01-69
728.	STAATZ, JR., O. B.		07-04-83	12-31-82	12-31-82				03-11-69
729.	HAMPTON, D. L.		07-04-83	12-31-82	12-31-82	KC			04-12-69
730.	WILLIAMS, J. L.		07-04-83	12-31-82	12-31-82	KC			04-18-69
731.	MARQUARDT, JR., C. H.		07-04-83	12-31-82	12-31-82	KC			05-01-69
732.	SEYMOUR, B. L.	F	07-04-83	03-01-83	03-01-83	KC			08-08-69
733.	MURRAY, S. R.	X		03-01-83	03-01-83	KC			08-25-69
734.	EWING, L. J.	X		03-01-83	03-01-83	KC			08-28-69
735.	EMERY, G. D.		07-04-83	03-01-83	03-01-83	KC			08-30-69
736.	BEETS, T. L.			03-15-83	03-15-83	KC			09-09-69
737.	MALLORY, S. D.		07-04-83	03-15-83	03-15-83	KC			12-06-69
738.	KYLE, F. H.			03-15-83	03-15-83	KC			04-23-70
739.	WILBER, II, J. O.			03-15-83	03-15-83	KC			04-24-70
740.	JONES, C.		07-04-83	03-15-83	03-15-83	KC			04-30-70
741.	NORMAN, JR., B.	I		03-15-83	03-15-83	KC			05-15-70
742.	GEHRT, P. M.	X		03-18-83	03-18-83	KC			03-23-71
743.	STORZ, W. G.	X		03-18-83	03-18-83	KC			04-05-71
744.	WALDEN, W.		07-04-83	03-18-83	03-18-83	KC			11-13-71
745.	ECKERT, R. J.		07-04-83	05-02-83	05-02-83	KC			04-14-72
746.	NANCE, W. M.		07-04-83	05-02-83	05-02-83	KC			07-03-72
	THE FOLLOWING EMPLOYEES ARE OFF LINE EMPLOYEES NOT HIRED PERSUANT TO THE 03-04-80 LABOR PROTECTIVE AGREEMENT								
747.	DAVIDSON, R. E.	A	07-04-83	07-04-83	07-04-83				
748.	BRIEGEL, L. D.	A	07-04-83	07-04-83	07-04-83				
749.	WARD, L. D.		07-04-83	07-04-83	07-04-83				
750.	EDWARDS, J. F.	A	07-04-83	07-04-83	07-04-83				
751.	HUMBLE, R. L.		07-04-83	07-04-83	07-04-83				
752.	BRUNOW, P. D.		07-04-83	07-04-83	07-04-83				
753.	CALLAWAY, F. A.		07-04-83	07-04-83	07-04-83				

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	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
754.	BROWN, K. W.	X	07-04-83	07-04-83	07-04-83				
755.	MOORE, R. L.	X	07-04-83	07-04-83	07-04-83				
756.	MOLLOY, L. D.	X		07-05-83	07-05-83				

THE FOLLOWING EMPLOYEES WERE PLACED ON THE TRAINMEN'S ROSTER UNDER THE PROVISIONS OF ARTICLE XIII, SECTIONS 2, 3 AND 4, OF THE OCTOBER 31, 1985 NATIONAL AGREEMENT. THESE EMPLOYEES ARE ALL WORKING IN ENGINE SERVICE AND CAN NEVER WORK IN TRAIN SERVICE AS LONG AS THEY HAVE SUFFICIENT SENIORITY TO WORK IN ENGINE SERVICE.

757.	PRICHETT, G. E.		06-30-87	06-30-87	06-30-87				
758.	NULL, B. R.		06-30-87	06-30-87	06-30-87				
759.	LOVELADY, L. L.		06-30-87	06-30-87	06-30-87				
760.	HAMIL, R. V.		06-30-87	06-30-87	06-30-87				
761.	DALE, G. E.		06-30-87	06-30-87	06-30-87				
762.	BARNES, T. J.		06-30-87	06-30-87	06-30-87				
763.	BAUCUM, B. K.		06-30-87	06-30-87	06-30-87				
764.	JOHNSON, D. R.		06-30-87	06-30-87	06-30-87				
765.	DETWILER, J. W.		06-30-87	06-30-87	06-30-87				
766.	ZUNDEL, E. J.		06-30-87	06-30-87	06-30-87				
767.	HENDRIX, E. F.		06-30-87	06-30-87	06-30-87				
768.	FIRESTONE, C. R.		06-30-87	06-30-87	06-30-87				
769.	THOMPSON, K.		06-30-87	06-30-87	06-30-87				
770.	PARKER, B. R.		06-30-87	06-30-87	06-30-87				
771.	HEIRD, T. R.	A	06-30-87	06-30-87	06-30-87				
772.	TOBIAS, L. J.		06-30-87	06-30-87	06-30-87				
773.	ROOK, R. C.		06-30-87	06-30-87	06-30-87				
774.	HAYLEY, JR., H. H.		06-30-87	06-30-87	06-30-87				
775.	McFATRIDGE, R. F.		06-30-87	06-30-87	06-30-87				
776.	McCHRISTY, J. C.		06-30-87	06-30-87	06-30-87				
777.	BAKER, W. W.		06-30-87	06-30-87	06-30-87				
778.	HUEY, L. W.		06-30-87	06-30-87	06-30-87				
779.	MORGAN, W. J.	I	06-30-87	06-30-87	06-30-87				
780.	HUGHES, J. [illegible]		06-30-87	06-30-87	06-30-87				
781.	BISHOP, C. B.		06-30-87	06-30-87	06-30-87				
782.	HAMMETT, R. D.		06-30-87	06-30-87	06-30-87				
783.	HARMAN, JR., F. L.		06-30-87	06-30-87	06-30-87				

SSW TRAINMAN SEN ORITY ROSTER - JANUARY 1, 1997

	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
784.	JOHNSON, B. R.		06-30-87	06-30-87	06-30-87				
785.	BURNETT, J. P.		06-30-87	06-30-87	06-30-87				
786.	GENTRY, C. E.		06-30-87	06-30-87	06-30-87				
787.	CURRY, O. J.		06-30-87	06-30-87	06-30-87				
788.	JOHNSTON, W. R.		06-30-87	06-30-87	06-30-87				
789.	LINDSEY, P. R.		06-30-87	06-30-87	06-30-87				
790.	ESTES, D. H.		06-30-87	06-30-87	06-30-87				
791.	WARDEN, J. L.		06-30-87	06-30-87	06-30-87				
792.	JAMISON, J. C.	A	06-30-87	06-30-87	06-30-87				
793.	LaFENTRES, F. L.		06-30-87	06-30-87	06-30-87				
794.	STEPHENS, M. R.		06-30-87	06-30-87	06-30-87				
795.	WADLINGTON, R. G.		06-30-87	06-30-87	06-30-87				
796.	SPENCER, R.		06-30-87	06-30-87	06-30-87				
797.	GLASS, G. F.		06-30-87	06-30-87	06-30-87				
798.	STEELE, JR., L. W.		06-30-87	06-30-87	06-30-87				
799.	CASTLEBERRY, J. C.	F	06-30-87	06-30-87	06-30-87				
800.	MONTGOMERY, H. P.		06-30-87	06-30-87	06-30-87				
801.	STRANGE, L. E.		06-30-87	06-30-87	06-30-87		01-08-69		
802.	HOLDT, R. E.		06-30-87	06-30-87	06-30-87				
803.	HARDIN, B. G.		06-30-87	06-30-87	06-30-87				
804.	FRENCH, J. W.		06-30-87	06-30-87	06-30-87				
805.	PENNINGTON, E. D.		06-30-87	06-30-87	06-30-87				
806.	STANTON, D. S.		06-30-87	06-30-87	06-30-87				
807.	SIMMONS, W. F.		06-30-87	06-30-87	06-30-87				
808.	WARE, W. G.		06-30-87	06-30-87	06-30-87				
809.	ROBERTS, A. L.		06-30-87	06-30-87	06-30-87				
810.	USRY, D. N.		06-30-87	06-30-87	06-30-87				
811.	MENZ, C. F.		06-30-87	06-30-87	06-30-87				
812.	HUCKSTEP, J. R.		06-30-87	06-30-87	06-30-87				
813.	CAMPBELL, G. M.		06-30-87	06-30-87	06-30-87				
814.	CLAGUE, D. L.		06-30-87	06-30-87	06-30-87				
815.	BENDER, T. M.		06-30-87	06-30-87	06-30-87				
816.	DENNIS, J. S.	I	06-30-87	06-30-87	06-30-87				
817.	ENGLE, R. K.	I	06-30-87	06-30-87	06-30-87				
818.	SMITH, R. W.		06-30-87	06-30-87	06-30-87				

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	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
819.	COMBS, T. D.		06-30-87	06-30-87	06-30-87				
820.	FOSTER, A.	A	06-30-87	06-30-87	06-30-87				
821.	OBERMAN, W. H.	F	06-30-87	06-30-87	06-30-87				
822.	DAVIS, G. W.		06-30-87	06-30-87	06-30-87				
823.	BATES, E. L.		06-30-87	06-30-87	06-30-87				
824.	JUNGERS, S. M.		06-30-87	06-30-87	06-30-87				
825.	KEITH, T. G.		06-30-87	06-30-87	06-30-87				
826.	BOND, W. M.		06-30-87	06-30-87	06-30-87				
827.	SHIPP, JR., O. L.		06-30-87	06-30-87	06-30-87				
828.	STOKER, J. E.		06-30-87	06-30-87	06-30-87				
829.	BLAYLOCK, M. A.		06-30-87	06-30-87	06-30-87				
830.	WARD, D. L.		06-30-87	06-30-87	06-30-87				
831.	VAUGHN, T. L.		06-30-87	06-30-87	06-30-87				
832.	BRUSH, J. A.		06-30-87	06-30-87	06-30-87				
833.	GILLEY, L. C.		06-30-87	06-30-87	06-30-87				
834.	DAVIS, E. E.		06-30-87	06-30-87	06-30-87				
835.	CADDY, J. W.		06-30-87	06-30-87	06-30-87				
836.	SHAW, R. D.	F	06-30-87	06-30-87	06-30-87				
837.	LEWIS, R. Q.		06-30-87	06-30-87	06-30-87				
838.	SMITH, D. L.		06-30-87	06-30-87	06-30-87				
839.	HARGRAVES, D. L.		06-30-87	06-30-87	06-30-87				
840.	PATRICK, D. L.		06-30-87	06-30-87	06-30-87				
841.	HOLM, G. S.	F	06-30-87	06-30-87	06-30-87				
842.	PATTERSON, M. S.		06-30-87	06-30-87	06-30-87				
843.	BROWN, T. C.		06-30-87	06-30-87	06-30-87				
844.	LUMAN, R. L.		06-30-87	06-30-87	06-30-87				
845.	TAYLOR, W. M.	I	06-30-87	06-30-87	06-30-87				
846.	TAYLOR, J. D.	I	06-30-87	06-30-87	06-30-87				
847.	PENA, R.		06-30-88	06-30-87	06-30-87				
848.	NULL, T. L.	1	06-30-87	06-30-87	06-30-87				
849.	SELVIDGE, D. L.		06-30-87	06-30-87	06-30-87				
850.	DILDY, G. R.		06-30-87	06-30-87	06-30-87				
851.	SENTER, B. G.		06-30-87	06-30-87	06-30-87				
852.	CALLAHAN, P. E.		06-30-87	06-30-87	06-30-87				
853.	McALISTER, Y.		06-30-87	06-30-87	06-30-87				

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	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
854.	MORRIS, D. G.		06-30-87	06 30 87	06-30-87				
855.	LESLIE, J. M.		06-30-87	06-30-87	06-30-87				
856.	TUCKER, W. F.		06-30-87	06-30-87	06-30-87				
857.	CARTER, C. L.		06-30-87	06-30-87	06-30-87				
858.	SMITH, V. C.		06-30-87	06-30-87	06-30-87				
859.	GENTRY, C. S.		06-30-87	06-30-87	06-30-87				
860.	PILGRIM, G. S.		06-30-87	06-30-87	06-30-87				
861.	SVETLICH, D. R.		06-30-87	06-30-87	06-30-87				
862.	KERN, D. O.		06-30-87	06-30-87	06-30-87				
863.	OCHOA, JR., E.		06-30-87	06-30-87	06-30-87				
864.	CLARK, R. J.	I	06-30-87	06-30-87	06-30-87				
865.	BLALOCK, S. C.		06-30-87	06-30-87	06-30-87				
866.	BROWN, T. W.		06-30-87	06-30-87	06-30-87				
867.	HOWARD, J. D.		06-30-87	06-30-87	06-30-87				
868.	BRIGGS, T. D.		06-30-87	06-30-87	06-30-87				
869.	BOGY, JR., P. E.	F	06-30-87	06-30-87	06-30-87				
870.	HILL, W. E.		06-30-87	06-30-87	06-30-87				

THESE EMPLOYEES HIRED OUT ON SSW AS TRAINMEN BUT DO NOT HAVE ENGINEMAN SENIORITY

871.	CHRISTIAN, J. A.	F		08-14-89	08-14-89				
872.	RAMSEY, W. L.	F	10-01-89	10-01-89	10-01-89				
873.	CASTILLO, A. T.	F	08-04-91	03-28-90	03-28-90				
874.	SLY, K. J.	F		03-28-90	03-28-90				
875.	LEGGIO, R. A.			04-06-90	04-06-90				
876.	BOATMAN, K. G.		08-04-91	09-19-90	09-19-90				
877.	THOMPSON, B. C.		08-04-91	09-21-90	09-21-90				
878.	HEISKELL, V. R.		08-04-91	10-23-90	10-23-90				
879.	RASBUSSEN, D. L.		08-04-91	10-24-90	10-24-90				
880.	GRISSOM, F. E.		03-23-92						
881.	LEE, M. L.		03-23-92						
882.	GRAMPP, C. H.		03-23-92						
883.	LEWIS, J. D.		03-23-92						
884.	HAGELE, B. J.		03-23-92						

SSW TRAINMAN SENI .ITY ROSTER - JANUARY 1, 1997

	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
885.	DORSON, E. D.		03-23-92						
886.	GRIZZLE, S. E.		03-23-92						
887.	HEATHAFORD, J. E.		03-23-92						
888.	MAYS, J. R.		03-23-92						
889.	SHIPLEY, J. L.		03-23-92						
890.	TURNER, B. C.		03-23-92						
891.	HINTHORN, D. V.		03-23-92						
892.	BROWN, J. P.		03-23-92						
893.	LANGE, N. W.		03-23-92						
894.	GRISSOM, E. W.		03-23-92						
895.	HAGLER, A. C.		03-23-92						
896.	BOOKOUT, J. M.		03-23-92						
897.	PRIDE, D. L.		03-23-92						
898.	DOWNEY, C. W.		03-23-92						
899.	PIPER, J. L.		03-23-92						
900.	KNOX, J. D.		03-23-92						
901.	HUNDLEY, J. R.		03-23-92						
902.	CAMP, S. R.		03-23-92						
903.	HARPER, E. A.		03-23-92						
904.	HINTHORN, R. A.		03-23-92						
905.	COLEMAN, K. L.		03-23-92						
906.	STEGMANN, R. L.		03-23-92						
907.	SPILLMAN, E. C.		03-23-92						
908.	STARKEY, R. L.		03-23-92						
909.	BRUMME, T. L.		03-23-92						
910.	ETTELBRICK, S. P.		03-23-92						
911.	LORTON, M. D.		03-23-92						
912.	WRIGHT, A. R.		03-23-92						
913.	SMITH, D. A.		03-23-92						
914.	WALDRON, J. D.		03-23-92						
915.	BURASKI, G. M.		03-23-92						
916.	TISCHKAU, B		03-23-92						
917.	KRAMP, G. S.		03-23-92						
918.	KLINE, D. A.		03-23-92						
919.	BECK, M. F.		03-23-92						

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	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
920.	IRELAND, G. W.		01 23 92						
921.	WEIDNER, L. J.		03-23-92						
922.	YORK, D. G.		03-23-92						
923.	BYRD, J. E.		03-23-92						
924.	FOEHR, D. E.		03-23-92						
925.	BAKER, S. P.		03-23-92						
926.	MCADAMS, W. J.		03-23-92						
927.	HEISEL, R. I.		03-23-92						
928.	MIKALIK, P. R.		03-23-92						
929.	KING, F. A.		03-23-92						
930.	TURNER, JR., C. D.		03-23-92						
931.	COKER, D. C.		03-23-92						
932.	FINLEY, G. D.		03-23-92						
933.	HAMILTON, G. D.		03-23-92						
934.	STEINER, R. L.		03-23-92						
935.	MAYO, D. R.		03-23-92						
936.	ANDREWS, J. L.		03-23-92						
937.	LUADZERS, D. E.		03-23-92						
938.	STEELE, A. C.		03-23-92						
939.	ALLEN, L. D. (INJ)		03-23 92						
940.	SAGE, L. R.		03-23-92						
941.	YOUNG, A. R.		03-23-92						
942.	JACOBSEN, T. A.		03-23-92						
943.	BROWN, R. T.		03-23-92						
944.	JOHNSON, S. K.		03-23-92						
945.	GAITHER, T. S.		03-23-92						
946.	WESTBROOK, D. H.		03-23-92						
947.	SHIELDS, W. R.		03-23-92						
948.	WALTERS, L. E. (INJ)		03-23-92						
949.	WREN, J. S.		03-23-92						
950.	DOORACK, A. L.		03-23-92						
951.	HATZIDAKIS, J. G.		03-23-92						
952.	BOOTH, M. J.		03-23-92						
953.	COLEMAN, J. E.		03-23-92						
954.	REBELSKY, J. L.		03-23-92						

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	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
955.	PARTAIN, JR., J. R.		03-23-92						
956.	HENSON, F. L.		03-23-92						
957.	CALLAHAN, M. O.		03-23-92						
958.	SELF, R. D.		03-23-92						
959.	REEVES, J. A.		03-23-92						
960.	KENNEDY, M. D.		03-23-92						
961.	ROHLFS, B. E.		03-23-92						
962.	VAUGHN, J. C.		03-23-92						
963.	MILLER, D. N.		03-23-92						
964.	KING III, G. G.		03-23-92						
965.	WILSON, C. E.		03-23-92						
966.	MORRIS, J. B.		03-23-92						
967.	ROBERTS, D. W.		03-23-92						
968.	BARNETT, K. P.		03-23-92						
969.	PALMER, T. J.		03-23-92						
970.	MCCLERRY, J. L.		03-23-92						
971.	NOLAN, D. K.		03-23-92						
972.	WESSON, E.		03-23-92						
973.	ST. JAMES, T. J.		03-23-92						
974.	LEIBER, S. W.		03-23-92						
975.	MCDONALD, W. H.		03-23-92						
976.	MARUSICH, R. P.		03-23-92						
977.	GREER, L. C.		03-23-92						
978.	WOO, G. W.		03-23-92						
979.	KOPASKEY, B. W.		03-23-92						
980.	TINNEY, A. L.		03-23-92						
981.	GILLESPIE, R. J.		03-23-92						
982.	WEBB, C. L.		06-23-92	06-23-92					
983.	SATUNAS, A. J.		06-23-92	06-23-92					
984.	PORT, A. R.		06-23-92	06-23-92					
985.	LAMBETH, R. D.	F	06-23-92	06-23-92					
986.	LAWRENCE, J. M.		06-23-92	06-23-92					
987.	NORTON, J. M.		06-23-92	06-23-92					
988.	KENNEDY, P. E.		06-23-92	06-23-92					
989.	ALRED, M. D.		06-23-92	06-23-92					

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	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
990	GOINGS, D. L.		06-21-92	06-21-92					
991.	DALTON, J. G.		06-23-92	06-23-92					
992.	SCOTHORNE, R. L.		06-24-92	06-24-92					
993.	SPAULDING, T. L.		06-24-92	06-24-92					
994.	SPYERS, D. R.		06-18-93	06-24-92					
995.	BECKER, R. J.		06-18-93	06-25-92					
996.	BRYAN, T. E.		06-18-93	06-25-92					
997.	CARRIGAN, P. E.		04-12-93	04-12-93					
998.	MERRITT, J. R.		04-12-93	04-12-93					
999.	THERIAC, D. W.		04-13-93	04-13-93					
1000.	ROSS, P. R.		04-13-93	04-13-93					
1001.	YANCEY, S. L.		04-14-93	04-14-93					
1002.	LITTLE, C. S.		04-14-93	04-14-93					
1003.	CONLEY, D. W.		04-14-93	04-14-93					
1004.	HULL, Z. A.		04-14-93	04-14-93					
1005.	BASS, III, L. J.		05-05-94	05-05-94					
1006.	HALL, K. A.		05-05-94	05-05-94					
1007.	DYESS, D. S.		05-06-94	05-06-94					
1008.	CICHA, G. J.		05-09-94	05-09-94					
1009.	HANBACK, L. D.		05-09-94	05-09-94					
1010.	CARPENTER, E.		05-10-94	05-10-94					
1011.	JONES, F. C.		05-10-94	05-10-94					
1012.	SOLOMON, S. L.		05-12-94	05-12-94					
1014.	CARSON, M.A.		05-31-94	05-31-94					
1015.	KILMER, J. C.		06-01-94	06-01-94					
1016.	ECKSTEIN, R. J.		06-01-94	06-01-94					
1017.	TRILLIN, C. A.			06-01-94					
1018.	MCCRUDDEN, J. L.		06-01-94	06-01-94					
1019.	HENDRICKSON, R. E.		06-01-94	06-01-94					
1020.	MONTGOMERY JR., R. L.		06-01-94	06-01-94					
1021.	LAW, B. P.		06-01-94	06-01-94					
1022.	LENTZ, P. C.		06-02-94	06-02-94					
1023.	BLAKELY, F. J.		06-03-94	06-03-94					
1024.	FREEMAN, S. A.		06-03-94	06-03-94					
1025.	RANKIN, W. E.		06-03-92	06-03-94					

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	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
1026.	FULLER, J. T.		06-17-94	06-17-94					
1027.	WALTERS, M. D.		07-08-94	07-08-94					
1028.	MATHYS, M. L.		07-08-94	07-08-94					
1029.	MCDONALD, M. A.		07-08-94	07-08-94					
1030.	MCCLAIN, C.		07-08-94	07-08-94					
1031.	MCCARTY, C. L.		07-11-94	07-11-94					
1032.	DARBY, M. K.		07-11-94	07-11-94					
1033.	BRADY, D. L.		07-11-94	07-11-94					
1034.	ADCOCK, H. D.		07-11-94	07-11-94					
1035.	MONTGOMERY, R. R.		07-11-94	07-11-94					
1036.	FERRIS, W. J., JR.		07-20-94	07-20-94					
1037.	KNOX, D. C.		07-20-94	07-20-94					
1038.	HUMBLES, C. J.		07-20-94	07-20-94					
1039.	BREWER, R. W.		07-20-94	07-20-94					
1040.	HARTSFIELD, D. W.		07-21-94	07-21-94					
1041.	STAPLETON, D. E.		07-21-94	07-21-94					
1042.	SKINNER, J. A.		07-21-94	07-21-94					
1043.	GUY, R. W.		07-21-94	07-21-94					
1044.	KING, E. B.		07-21-94	07-21-94					
1045.	STICE, M. A.		07-21-94	07-21-94					
1046.	BURKE, R. J.		07-22-94	07-22-94					
1047.	GRANDY, W. J.		07-22-94	07-22-94					
1048.	SCHENCK, T. J.		07-22-94	07-22-94					
1049.	SCHINDEL, B. P.		07-22-94	07-22-94					
1050.	ROW, O. A.		07-25-94	07-25-94					
1051.	MOYERS, S. M.		08-15-94	08-15-94					
1052.	JOHNSON, A. M.		09-23-94	09-23-94					
1053.	REYHER, A. C.		10-14-94	10-14-94					
1054.	NORRIS, G. E.		10-14-94	10-14-94					
1055.	SCHLESENER, T. M.		10-14-94	10-14-94					
1056.	EDWARDS, J. S.		10-24-94	10-24-94					
1057.	EDGIN, J. L.		12-29-94	12-29-94					
1058.	GRIFFIN, L. T.		12-30-94	12-30-94					
1059.	MOORE, R. L.		12-30-94	12-30-94					
1060.	WILLIAMS, J. J.		12-30-94	12-30-94					

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	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
1061.	REEG JR., K. G.		01-03-95	01-03-95					
1062.	STRAYHORN, L. W.		01-03-95	01-03-95					
1063.	CLAY, J. T.		01-03-95	01-03-95					
1064.	PEARSON, D. J.		01-03-95	01-03-95					
1065.	TROGLIN, R. D.		01-03-95	01-03-95					
1065.	JACKSON, E.		01-03-95	01-03-95					
1066.	MORLANG, W. J.		01-03-95	01-03-95					
1067.	GARDNER, J. M.		01-03-95	01-03-95					
1068.	SIMS, P. J.		01-04-95	01-04-95					
1069.	GUTIERREZ, J. R.		01-04-95	01-04-95					
1070.	VANN, D. C.		01-04-95	01-04-95					
1071.	SETON, J. M.		01-04-95	01-04-95					
1072.	WHITNEY, S. P.		01-04-95	01-04-95					
1073.	BARNETT, W. K.		01-04-95	01-04-95					
1074.	JONES, T. G.		01-05-95	01-05-95					
1075.	BRANUM, R. E.		01-05-95	01-05-95					
1076.	CASH, M. A.		01-09-95	01-09-95					
1077.	ADLER, H. R.		01-09-95	01-09-95					
1078.	BARTA, R. J.		01-09-95	01-09-95					
1079.	CAMPBELL, M. L.		01-09-95	01-09-95					
1080.	BARBER, J. R.		01-09-95	01-09-95					
1081.	ARMSTRONG, A. F.		01-11-95	01-11-95					
1082.	RING, D. O.		01-18-95	01-18-95					
1083.	SHUMWAY, T. L.		01-18-95	01-18-95					
1084.	BRACK, E. L.		01-18-95	01-18-95					
1085.	GRIMES, B. S.		01-18-95	01-18-95					
1086.	BAILEY, G. L.		01-18-95	01-18-95					
1087.	MARTIN, J. P.		01-18-95	01-18-95					
1088.	PROFFITT, S. M.		01-18-95	01-18-95					
1089.	BUTCHER, J.		01-18-95	01-18-95					
1090.	DODD, J. E.		01-18-95	01-18-95					
1091.	DUNAWAY, L. W.		01-18-95	01-18-95					
1092.	BOGART, L. A.		01-18-95	01-18-95					
1093.	TOOKE, T. D.		01-18-95	01-18-95					
1094.	SORRELS, T. C.		01-18-95	01-18-95					

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	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
1095.	HININGER, M. W.		01-18-95	01-18-95					
1096.	CONNELLEY, P. E.		01-18-95	01-18-95					
1097.	MUNDELL, G. L.		01-26-95	01-26-95					
1098.	SHEAHAN, S. A.		02-01-95	02-01-95					
1099.	KELSO, J. E.		02-01-95	02-01-95					
1100.	CLEMENTS, C. L.		03-10-95	03-10-95					
1101.	SCHULTZ JR., A. M.		03-10-95	03-10-95					
1102.	VARNELL, J. L.		03-10-95	03-10-95					
1103.	THEDFORD, L. T.		03-14-95	03-14-95					
1104.	LANGRELL, J. R.		03-14-95	03-14-95					
1105.	PIKE, C. D.		03-14-95	03-14-95					
1106.	BROWN, L. E.		03-14-95	03-14-95					
1107.	FIELDING, D. R.		03-15-95	03-15-95					
1108.	WADLINGTON, R. W.		03-15-95	03-15-95					
1109.	KINCAID, D. C.		03-15-95	03-15-95					
1110.	BATES, J. D.		03-16-95	03-16-95					
1111.	LAPHAM, B. A.		03-17-95	03-17-95					
1112	RICHARDSON, R. L.		03-20-95	03-20-95					
1113.	PARKER, P. B.		03-20-95	03-20-95					
1114.	COOK, C. E.		03-20-95	03-20-95					
1115.	HOGG, M. D.		03-20-95	03-20-95					
1116.	GAW, M. A.		03-20-95	03-20-95					
1117.	OLSEN, R. W.		03-20-95	03-20-95					
1118.	MAYHAN, T. L.		03-20-95	03-20-95					
1119.	NELSON, B. N.		03-21-95	03-21-95					
1120.	HINSON JR., E. E.		03-21-95	03-21-95					
1121.	WRIGHT, O. M.		03-21-95	03-21-95					
1122.	BUCHANAN, J. H.		03-22-95	03-22-95					
1123.	SCHULER, R. E.		03-23-95	03-23-95					
1124.	FLAHERTY, R. J.		03-23-95	03-23-95					
1125.	BROOKS, R. L.		03-24-95	03-24-95					
1126.	MCSWAIN, D. R.		03-24-95	03-24-95					
1127.	ECKHARDT, W.		04-03-95	04-03-95					
1128.	SLINKARD, W. T.		04-03-95	04-03-95					
1129.	PRINCE, M. L.		04-03-95	04-03-95					

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	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
1130	FORHR, R. A.		04-01-95	04-01-95					
1131.	KENNEDY, G. W.		04-03-95	04-03-95					
1132.	KENNEDY, P. D.		04-03-95	04-03-95					
1133.	MORROW, D. R.		04-03-95	04-03-95					
1134.	FREEMAN, J. L.		04-03-95	04-03-95					
1135.	FOSTER, S. P.		04-03-95	04-03-95					
1136.	GONZALEZ, A. F.		04-03-95	04-03-95					
1137.	SMITH, D. S.		04-03-95	04-03-95					
1138.	HORD, J. A.		04-03-95	04-03-95					
1139.	KRONER, T. A.		04-04-95	04-04-95					
1140.	HAGELE, B. J.		04-04-95	04-04-95					
1141.	SABO, R. D.		04-04-95	04-04-95					
1142.	SALVADOR, R. L.		04-04-95	04-04-95					
1143.	RHODES, G. S.		04-04-95	04-04-95					
1144.	HUGHES, T. D.		04-05-95	04-05-95					
1145.	WILLIAMS, K. R.		04-05-95	04-05-95					
1146.	BURTON, P. J.		04-05-95	04-05-95					
1147.	SPIECKER, W. D.		04-05-95	04-05-95					
1148.	LISTON, J. M.		04-05-95	04-05-95					
1149.	RISCHAR, A. D.		04-05-95	04-05-95					
1150.	TURNER, M. A.		04-12-95	04-12-95					
1151.	NICHOLS, H. N.		04-14-95	04-14-95					
1152	WILSON, D. R.		04-17-95	04-17-95					
1153.	SMITH, C. E.		04-18-95	04-18-95					
1154.	KRAUSE, J.		04-19-95	04-19-95					
1155.	VANMOL, P. D.		04-20-95	04-20-95					
1156.	HUCKSTEP, K. L.		04-20-95	04-20-95					
1157.	HAYES, G. L.		06-05-95	06-05-95					
1158.	MONTGOMERY, F.		06-05-95	06-05-95					
1159.	WATTS, J. J.		06-14-95	06-14-95					
1160.	LANDIS JR., R. S.		06-29-95	06-29-95					
1161.	TAYLOR, S. W.		06-29-95	06-29-95					
1162.	SMITH, P. D.		06-29-95	06-29-95					
1163.	ROGERS, P. M.		06-29-95	06-29-95					
1164.	HOWE, M. G.		06-29-95	06-29-95					

SSW TRAINMAN SENIORITY ROSTER - JANUARY 1, 1997

	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
1165.	WALKER, R. E.		06-30-95	06-30-95					
1166.	EKLUND, M. A.		06-30-95	06-30-95					
1167.	WALLACE, G. N.		06-30-95	06-30-95					
1168.	HAYS, D. S.		06-30-95	06-30-95					
1169.	FEIL, L. C.		06-30-95	06-30-95					
1170.	ADAMS, C. R.		07-06-95	07-06-95					
1171.	NELSON, M. D.		07-06-95	07-06-95					
1172.	BILEY, S. G.		07-06-95	07-06-95					
1173.	HALL, J. S.		07-07-95	07-07-95					
1174.	MORRISON, J. G.		07-07-95	07-07-95					
1175.	NEESE, R. D.		07-07-95	07-07-95					
1176.	GILPIN, M. E.		07-07-95	07-07-95					
1177.	RICKER, R. R.		07-18-95	07-18-95					
1178.	DARDENNE, R. C.		07-18-95	07-18-95					
1179.	SMITH, L. R.		07-18-95	07-18-95					
1180.	LAMINACK, M. C.		07-18-95	07-18-95					
1181.	RICHMOND, JR. B. J.		07-18-95	07-18-95					
1182.	MCVAY, JR. J. G.		07-18-95	07-18-95					
1183.	STANFIELD, L. G.		07-18-95	07-18-95					
1184.	MATTHEWS, M. T.		07-19-95	07-19-95					
1185.	SMITH, D. L.		07-19-95	07-19-95					
1186.	WARE, M. D.		07-19-95	07-19-95					
1187.	BURT, K. C.		07-19-95	07-19-95					
1188.	CROSSETT, A. A.		07-19-95	07-19-95					
1189.	NOON, J. E.		07-21-95	07-21-95					
1190.	HALL, D. J.		07-28-95	07-28-95					
1191.	WESTON, T. L.		07-31-95	07-31-95					
1192	SELLS, M. K.		07-31-95	07-31-95					
1193.	BAILEY, T. E.		07-31-95	07-31-95					
1194.	NIALS, J. L.		07-31-95	07-31-95					
1195.	JOHNSON, T. A.		07-31-95	07-31-95					
1196.	HOLMES, D. L.		08-01-95	08-01-95					
1197.	POLK, G. R.		08-01-95	08-01-95					
1198.	PARSONS, D. E.		08-02-95	08-02-95					
1199.	WILSON, T. A.		08-02-95	08-02-95					

SSW TRAINMAN SENIORITY ROSTER - JANUARY 1, 1997

	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
1200.	PAYNE, P. N.		08-02-95	08-02-95					
1201.	JIMMERSON, D. T.		08-09-95	08-09-95					
1202.	MILROY, B. E.		08-09-95	08-09-95					
1203.	SMITH, J. B.		08-10-95	08-10-95					
1204.	GRAVES, M. W.		08-10-95	08-10-95					
1205.	ADAMS, K. H.		08-10-95	08-10-95					
1206.	PARKER, B. E.		08-10-95	08-10-95					
1207.	WEAVER, G. W.		08-11-95	08-11-95					
1208.	ROBINSON, W. K.		08-11-95	08-11-95					
1209.	POORE, R. F.		08-11-95	08-11-95					
1210.	FRIEND, H. H.		09-05-95	09-05-95					
1211.	HEDSTROM, B. W.		09-05-95	09-05-95					
1212.	ALEXANDER, J. S.		09-05-95	09-05-95					
1213.	BOTT, E. C.		09-05-95	09-05-95					
1214.	KING, M. G.		09-05-95	09-05-95					
1215.	MELLINGER, J. C.		09-06-95	09-06-95					
1216.	O'SULLIVAN, T. J.		09-06-95	09-06-95					
1217.	GATTON, R. F.		09-06-95	09-06-95					
1218.	WHITE, J. E.		09-06-95	09-06-95					
1219.	LAMBERT, C. M.		09-06-95	09-06-95					
1220.	PAGE, JR., J. R.		10-10-95	10-10-95					
1221.	STEWART, C. L.		10-10-95	10-10-95					
1222.	HILL, G. D.		10-10-95	10-10-95					
1223.	BROWN, G. T.		10-10-95	10-10-95					
1224.	DODY, II, G. R.		10-11-95	10-11-95					
1225.	PRATT, K. W.		10-11-95	10-11-95					
1226.	RENSHAW, D. R.		10-11-95	10-11-95					
1227.	JINES, W. L.		10-11-95	10-11-95					
1228.	BAKER, R. C.		10-11-95	10-11-95					
1229.	ELLSWORTH, C. S.		10-11-95	10-11-95					
1230.	ZUNDEL, N. A.		10-11-95	10-11-95					
1231.	HERMOSILLO, E. T.		10-11-95	10-11-95					
1232.	DAY, K. P.		10-16-95	10-16-95					
1233.	BREWER, J. D.		10-17-95	10-17-95					
1234.	NORBURG, E. A.		10-17-95	10-17-95					

SSW TRAINMAN SEN. RITY ROSTER - JANUARY 1, 1997

	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
1235.	PAHL, E. G.		10-17-95	10-17-95					
1236	IRWIN, D. R.		10-17-95	10-17-95					
1237.	JOHNSON, R. C.		10-17-95	10-17-95					
1238.	TERHUNE, R. T.		10-17-95	10-17-95					
1239.	MASTROROCCO, J.		10-18-95	10-18-95					
1240.	MORTON, G. E.		10-26-95	10-26-95					
1241.	EPPERSON, M. A.		10-30-95	10-30-95					
1242.	KRAUSE, M. A.		10-30-95	10-30-95					
1243.	SONGER, M. E.		10-30-95	10-30-95					
1244.	DAVIS, R. H.		10-31-95	10-31-95					
1245.	IVERSON, J. R.		10-31-95	10-31-95					
1246.	FISCHER, J. E.		10-31-95	10-31-95					
1247.	FUNK, B. D.		11-01-95	11-01-95					
1248.	THOMPSON, R. B.		11-01-95	11-01-95					
1249.	WEY, L. J.			11-02-95					
1250.	MITCHELL, F. H.		11-02-95	11-02-95					
1251.	COLLIER, M. D.		11-03-95	11-03-95					
1252.	BURNS, R. S.		11-03-95	11-03-95					
1253.	MULLINS, H. F.		11-03-95	11-03-95					
1254.	KIDD, S. L.		11-07-95	11-07-95					
1255.	POTTS, D. L.		11-07-95	11-07-95					
1256.	WHITE, M. L.		11-07-95	11-07-95					
1257.	FRIEDLI, R. J.		11-07-95	11-07-95					
1258.	SCHAIVE, B. J.		11-13-95	11-13-95					
1259.	KNOX, J. J.		11-13-95	11-13-95					
1260.	FINGAL, D. W.		11-13-95	11-13-95					
1261.	MCLAUGHLIN, M. L.		11-13-95	11-13-95					
1262.	HERRIMAN, S. E.		11-14-95	11-14-95					
1263.	KATRICKA, M. A.		11-14-95	11-14-95					
1264.	HOLMAN, D. A.		11-14-95	11-14-95					
1265.	WEPPRECHT, M. A.		11-14-95	11-14-95					
1266.	STEALEY, R. A.		11-15-95	11-15-95					
1267.	WINGER, C. W.		11-15-95	11-15-95					
1268.	COOPER, T. F.		11-16-95	11-16-95					
1269.	STEWART, P. W.		11-16-95	11-16-95					

SSW TRAINMAN SEN..ORITY ROSTER - JANUARY 1, 1997

	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
1270.	FRITCHER, D. W.		11-16-95	11-16-95					
1271.	GLAZE, T. J. -		01-22-96	01-22-96					
1272.	MARTIN, D. L.		01-22-96	01-22-96					
1273.	BRYANT, D. C.		01-22-96	01-22-96					
1274.	HORD, D. E.		01-22-96	01-22-96					
1275.	FOUTCH, R. D.		04-28-96	04-28-96					
1276.	DONALDSON, R. L.		06-25-96	06-25-96					
1277.	THOMPSON, R. G.		06-26-96	06-26-96-01					
1278.	LICHTENWALTER, C. E.		06-26-96	06-26-96-02					
1279.	SCHENCK, E. C.		06-26-96	06-26-96-03					
1280.	HOLLIS, D. W.		06-26-96	06-26-96-04					
1281.	HOOKER, R. W.		06-26-96	06-26-96-05					
1282.	HOGAN, B. M.		06-27-96	06-27-96					
1283.	MOYNIHAN, J. H.		07-01-96	07-01-96-01					
1284.	BALDWIN, J. S.		07-01-96	07-01-96-02					
1285.	RENO, G. D.		07-01-96	07-01-96-03					
1286.	HENDRIX, G. B.		07-01-96	07-01-96-04					
1287.	THOMPSON, R. M.		07-01-96	07-01-96-05					
1288.	SEXTON, M. M.		07-02-96	07-02-96					
1289.	DIES D. L.		07-02-96	07-02-96					
1290.	STAMP, J. P.		07-03-96	07-03-96					
1291.	HILL, D. R.		07-05-96	07-05-96					
1292.	VERBENEC, B.		07-05-96	07-05-96					
1293.	ENQUIST, B. C.		07-08-96	07-08-96					
1294.	GRANZOW, C. A.		07-08-96	07-08-96					
1295.	BOARMAN, T. J.		07-09-96	07-09-96-01					
1296.	DAVIS. W. H.		07-09-96	07-09-96-02					
1297.	GARCIA, R. L.		07-09-96	07-09-96-03					
1298.	COONER, P. D.		07-09-96	07-09-96					
1299.	MATNEY, R. A.		07-09-96	07-09-96					
1300.	LACKIE, J. W.		07-09-96	07-09-96					
1301.	EICKHOFF, H. F. #		10-14-96	10-14-96					
1302.	HAYES, R. L. #		10-14-96	10-14-96					
1303.	SULLIVAN, J. D. #		10-14-96	10-14-96					
1304.	GARRISON, R. L. #		10-14-96	10-14-96					

SSW TRAINMAN SENIORITY ROSTER - JANUARY 1, 1997

	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
1305.	GREEN, P. B. #		10-14-96	10-14-96					
1306.	NIBARGER, T. L. #		10-14-96	10-14-96					
1307.	TIMMER, A. A. #		10-14-96	10-14-96					
1308.	SCOTT, R. M. #		10-14-96	10-14-96					
1309.	FOSKET, M. P. #		10-14-96	10-14-96					
1310.	MCMENAMY, W. A. #		10-16-96	10-16-96					
1311.	STERLING, J. O. #		10-17-96	10-17-96					
1312.	YORK, D. L. #		10-17-96	10-17-96					
1313.	TUNE, R. A. #		10-17-96	10-17-96					
1314.	BEAVERS, J. E. #		10-17-96	10-17-96					
1315.	ACKERMAN, R. E. #		10-17-96	10-17-96					
1316.	KENISON, S. T. #		10-17-96	10-17-96					
1317.	JACKSON, R. T. #		10-17-96	10-17-96					
1318.	CAMPBELL, D. L. #		10-17-96	10-17-96					
1319.	BOLINGER, T. L. #		10-17-96	10-17-96					
1320.	WISEMAN, J. M. #		10-21-96	10-21-96					
1321.	DAILEY, JR. C. #		10-21-96	10-21-96					
1322.	HEFFINGTON, D. G. #		10-21-96	10-21-96					
1323.	ORNELAS, F. #		10-21-96	10-21-96					
1324.	KENISON, S. T. #		10-21-96	10-21-96					
1325.	FOSTER, F. J. #		10-21-96	10-21-96					
1326.	BOLINGER, T. L. #		10-21-96	10-21-96					
1327.	PARKES, S. H. #		10-21-96	10-21-96					
1328.	ACKERMAN, R. E. #		10-21-96	10-21-96					
1329.	JACKSON, R. T. #		10-21-96	10-21-96					
1330.	YORK, D. L. #		10-21-96	10-21-96					
1331.	CONROY, R. D. #		10-21-96	10-21-96					
1332.	RAKOWITZ, J. C. #		10-21-96	10-21-96					
1333.	SELBY, T. B. #		10-21-96	10-21-96					
1334.	HODGSON, III A. G. #		10-21-96	10-21-96					
1335.	DOZIER, R. D. #		10-21-96	10-21-96					
1336.	POLLAN, M. E. #		10-21-96	10-21-96					
1337.	KINNERSLEY, D. W. #		10-21-96	10-21-96					
1338.	ZAHL, J. B. #		10-21-96	10-21-96					
1339.	DAILEY, C. L. #		10-21-96	10-21-96					

SSW TRAINMAN SEI. ORITY ROSTER - JANUARY 1, 1997

	NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN
1340.	SCOTT, G. K. #		10-23-96	10-23-96					
1341.	LEACH, L. D. #		10-23-96	10-23-96					
1342.	CUMMINGS, D. J. #		10-23-96	10-23-96					
1343.	HALLER, D. A. #		10-23-96	10-23-96					
1344.	PHINNEY, R. B. #		10-23-96	10-23-96					
1345.	HARTMAN, R. W. #		10-23-96	10-23-96					
1346.	WARD, S. F. #		10-23-96	10-23-96					
1347.	HARTMAN, R. E. #		10-23-96	10-26-96					
1348.	GIGOUT, M. S. #		10-28-96	10-28-96					
1349.	BLALOCK, B. A. #		10-28-96	10-28-96					
1350.	CARMICAL, G. P. #		10-28-96	10-28-96					
1351.	FISHER, E. E. #		10-28-96	10-28-96					
1352.	KETCHERSIDE, B. R. #		10-28-96	10-28-96					
1353.	STRONG, C. R. #		10-28-96	10-28-96					
1354.	KIHLTHAU, M. D. #		10-28-96	10-28-96					
1355.	ANDERSON, M. A. #		11-11-96	11-11-96					
1356.	THOMPSON, L. E. #		11-11-96	11-11-96					
1357.	HUFF, W. G. #		11-11-96	11-11-96					

SSW TRAINMAN SENIORITY ROSTER - JANUARY 1, 1997

NAME	CODE	CONDUCTOR SENIORITY DATE	BRAKEMEN SENIORITY DATE	YARDMEN SENIORITY DATE	PRIOR RIGHTS	FORMER RI SENIORITY DATES CONDUCTOR	BRAKEMEN	YARDMEN

PRIOR RIGHTS
KC - KANSAS CITY
D - DALHART
T - TOPEKA
H - HERINGTON
HU - HUTCHINSON
P - PRATT
STL - ST. LOUIS
E - ELDON

)J21 14:10 99/046 U3660 PA41000 .ON N9083 RY TCS FROM H891497 (PR

** SENIORITY ROSTER 373401 ** DATE-02/

PRIMARY QUALIFICATION- BRK DISTRICT- 0:SA23 SALINA HUB

1 MG CHAFFEE 11/01/60-001 P Y
REG ASGN-H 186 AT63 VB60 CON B TEMP ASGN-

2 RW BUTTS 09/16/63-003 P Y
REG ASGN-H 186 RT61 TP04 CON P TEMP ASGN-

3 DC BOSWELL 03/16/71-004 P Y
REG ASGN-H 186 RT61 TP03 CON P TEMP ASGN- ATUS-OD

4 GW LODER 08/24/72-006 P Y
REG ASGN-H 186 YT61 WH55 SW1 P TEMP ASGN- ATUS-OD

5 DD NIETFELD 08/26/72-007 P Y
REG ASGN-R 135 XB10 P TEMP ASGN-

6 SJ AST 09/10/72-009 P Y
REG ASGN-H 186 AT60 VB55 BR1 B TEMP ASGN-

7 JL WYLIE 11/30/72-010 P Y
REG ASGN-H 186 YT61 WH51 FOR B TEMP ASGN-

8 JL STINE 01/19/73-011 P Y
REG ASGN-H 186 AT65 VB52 BR1 B TEMP ASGN-

9 MW CLINE 06/01/73-012 P Y
REG ASGN-H 186 AT63 VB60 BR1 B TEMP ASGN-

10+AD SEAMSTER 08/27/73-014 P Y
REG ASGN-R 135 RT14 TP28 CON F TEMP ASGN- STATUS-LP

11 GK WALTON 09/04/73-015 P Y
REG ASGN-H 186 AT65 VB52 CON B TEMP ASGN-

12 JD HAYES 09/06/77-017 P Y
REG ASGN-H 186 YT61 WH61 SW1 B TEMP ASGN-

13+WG CLARK 09/08/77-018 P Y
REG ASGN-H 186 RT61 TP02 CON A TEMP ASGN-

14 SE GORDON JR 07/08/77-017 P Y
REG ASGN-H 186 YT61 TR01 SW1 P TEMP ASGN-

15+JS ALLISON 11/17/77-020 P Y
REG ASGN-H 186 AT60 VB55 CON B TEMP ASGN-

16+BP HOPPER 06/19/78-022 P Y
REG ASGN-H 186 YT61 TR01 FOR B TEMP ASGN- STATUS-LV

18+SL	WEST				09/21/79-024	P	Y
	REG ASGN-H 106	BT61			F TEMP ASGN-		
	JW SCHIMMING				03/24/80-025	P	Y 10-12-56
	REG ASGN-SW148	AT40	MF40	BR1	P TEMP ASGN-		
20 DF	DIEPENBROCK				03/24/80-026	P	Y 10-17-56
	REG ASGN-SW148	AT40	MF40	CON	P TEMP ASGN-		
21 LL	SWONGER				03/24/80-028	P	Y 02-03-59
	REG ASGN-SW279	RT41	PT34	CON	P TEMP ASGN-		
22 WE	DENNIS				03/24/80-029	P	Y 06-02-59
	REG ASGN-SW279	RT43	PT41	CON	P TEMP ASGN-		STATUS-AH
23 DE	BOYD				03/24/80-031	P	Y 0602-59
	REG ASGN-SW279	RT41	PT37	CON	P TEMP ASGN-		STATUS-LV
24 HT	WARREN				03/24/80-032	P	Y 06-02-59
	REG ASGN-SW221	AT40	0552	CON	P TEMP ASGN-		
25 DP	DODENHAMER				03/24/80-034	P	Y 03-26-60
	REG ASGN-SW279	RT41	PT40	CON	F TEMP ASGN-		
26 DP	SWIANTEK				03/24/80-035	P	Y 060360
	REG ASGN-SW279	RT41	PT43	CON	P TEMP ASGN-		
27 RL	KESSLER				03/24/80-037	P	Y 05-07-65
	REG ASGN-SW279	RT41	PT33	CON	P TEMP ASGN-		STATUS-OI
28 LD	GARDNER				03/24/80-038	P	Y 05-21-57
	REG ASGN-SW148	RT40	HT91	CON	P TEMP ASGN-		STATUS-OD
29 JN	SLY				03/24/80-039	P	Y 09-07-57
	REG ASGN-SW279	RT43	PT43	CON	P TEMP ASGN-		
30 AV	PLANK				03/24/80-040	P	Y 06-30-58
	REG ASGN-SW279	RT43	PT33	CON	P TEMP ASGN-		STATUS-PL
31 JH	ROSE				03/24/80-042	P	Y 01-28-59
	REG ASGN-SW148	RT40	HT90	CON	P TEMP ASGN-		STATUS-LP
32 DD	BECKER				03/24/80-043	P	Y 01-31-59
	REG ASGN-SW221	AT40	0552	BR1	P TEMP ASGN-		
33 JA	RAY				03/24/80-045	P	Y 01-31-59
	REG ASGN-SW279	BT40			F TEMP ASGN-		STATUS-LS
34 JC	UTECH				03/24/80-046	P	Y 04-14-59
	REG ASGN-SW279	RT43	PT40	CON	P TEMP ASGN-		STATUS-OD
35 JE	LACEY				03/24/80-048	P	Y 06-22-59
	REG ASGN-SW148	AT40	MF43	BR1	P TEMP ASGN-		
36 MC	OBERMEYER J				03/24/80-049	P	Y 06-27-59
	REG ASGN-SW279	RT43	PT38	CON	P TEMP ASGN-		STATUS-OD
37 LD	BETTLES				03/24/80-051	P	Y 03-11-66
	REG ASGN-SW279	RT41	PT28	CON	P TEMP ASGN-		STATUS-AH

38 JD SPAULDING 03/24/80-052 P Y 05-23-69
REG ASGN-SW221 XB40 P TEMP ASGN-

BA BEETON 03/24/80-053 P Y 06-13-70
REG ASGN-SW140 PC41 CC02 PLT P TEMP ASGN- STATUS-OD

40 RD LUDDEN 03/24/80-054 P Y 04-06-79
REG ASGN-SW221 XS40 P TEMP ASGN-

41 EC NUSS 03/24/80-056 P Y 04-18-79
REG ASGN-SW140 AT40 MF43 CON P TEMP ASGN-

42 RF BROWN 03/24/80-057 P Y 10-17-71
REG ASGN-SW148 RT40 HT63 CON B TEMP ASGN- STATUS-OD

43 CE KIZZIRE 03/24/80-059 P Y 10-17-71
REG ASGN-SW279 RT43 PT34 CON P TEMP ASGN- STATUS-OD

44 JL CROWDER JR 03/24/80-060 P Y 06-11-74
REG ASGN-SW279 RT43 PT47 CON P TEMP ASGN-

45 JA SCHLOSSER 03/24/80-062 P Y 02-19-79
REG ASGN-SW140 RT40 HT62 CON B TEMP ASGN- STATUS-AH

46 GE SOLOMON 03/24/80-063 P Y
REG ASGN-SW148 XB40 B TEMP ASGN-

47 RA BETTLES 03/24/80-065 P Y
REG ASGN-SW149 RT40 HT51 CON P TEMP ASGN- STATUS-OD

48 RA CORONA 03/24/80-066 P Y
REG ASGN-SW148 RT40 HT36 CON P TEMP ASGN- STATUS-OD

49 DN MASCARENO 03/24/80-067 P Y
REG ASGN-SW140 RT40 HT34 CON P TEMP ASGN- STATUS-OD

50 JA SCHLESNER 03/24/80-068 P Y
REG ASGN-SW148 XB40 B TEMP ASGN-

51 LL SCHMID 03/24/80-070 P Y
REG ASGN-SW221 YS40 HU67 FBY P TEMP ASGN-

52 JT WEBB 03/24/80-071 P Y
REG ASGN-SW148 RT40 HT58 CON P TEMP ASGN- STATUS-OD

53 LJ MILLER 03/24/80-073 P Y
REG ASGN-SW148 XB40 B TEMP ASGN-

54 OB STAATZ JR 12/31/82-075 P Y
REG ASGN-SW140 RT40 HT56 CON B TEMP ASGN-

55 HA RIGG JR 08/12/83-076 P Y
REG ASGN-H 186 XK61 A TEMP ASGN-

56 GF YONER 08/12/83-077 P Y
REG ASGN-H 186 YT61 WH55 FOR P TEMP ASGN- STATUS-OD

57 DR WENDT 11/01/83-078 P Y
REG ASGN-H 186 YT61 WH51 SW1 B TEMP ASGN-

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58 DD HOPE                                  01/25/85-079 P  N
  REG ASGN-H 186  YT61 WH61 FOR             B TEMP ASGN-

 +MD KASTLER                                07/03/91-080 P  N
  REG ASGN-H 186  RT61 TP01 CON             A TEMP ASGN-

60+MN BARNES                                12/17/93-082 P  M
  REG ASGN-H 186  RT61 TP05 CON             A TEMP ASGN-

61+BW LAUGHLIN                              11/13/94-083 P  M
  REG ASGN-H 186  XK61                      P TEMP ASGN-

62 WK BARNETT                               01/04/95-085 P  M
  REG ASGN-SW148  RT40 HT67 CON             B TEMP ASGN-

63 JR BARBER                                01/09/95-086 P  M
  REG ASGN-SW148  RT40 HT50 CON             B TEMP ASGN-

64 CL CLEMENTS                              03/10/95-088 P  M
  REG ASGN-SW148  XB40                      B TEMP ASGN-

65 DA LANHAM                                03/17/95-089 P  M
  REG ASGN-SW148  RT40 HT57 CON             B TEMP ASGN-

66 RL RICHARDSON                            03/20/95-091 P  M
  REG ASGN-SW148  XB40                      B TEMP ASGN-

67 GL HAYES                                 06/05/95-092 P  M
  REG ASGN-SW148  WT40 WTPT CON             B TEMP ASGN-

68 MA EKLUND                                06/30/95-093 P  M
  REG ASGN-SW148  RT40 HT61 CON             B TEMP ASGN-

69 GN WALLACE                               06/30/95-094 P  M
  REG ASGN-SW279  RT41 PT39 CON             B TEMP ASGN-                STATUS-LS

70+JC SOMMERFELD                            07/20/95-096 P  M
  REG ASGN-H 186  XK61                      A TEMP ASGN-

71 TA WILSON                                08/02/95-097 P  M
  REG ASGN-SW221  YS40 HU67 SW1             P TEMP ASGN-

72 BW HEDSTROM                              09/05/95-099 P  M
  REG ASGN-SW148  XB40                      B TEMP ASGN-

73 EC BOTT                                  09/05/95-101 P  M
  REG ASGN-SW148  XB40                      P TEMP ASGN-

74 MG KING                                  09/05/95-102 P  M
  REG ASGN-SW221  YS40 HU67 FBY             B TEMP ASGN-                STATUS-UU

75 RT GATTON                                09/06/95-103 P  M
  REG ASGN-SW148  XB40                      P TEMP ASGN-

76 JC MELLINGER                             09/06/95-104 P  M
  REG ASGN-SW221  XS40                      P TEMP ASGN-

77 TJ OSULLIVAN                             09/06/95-106 P  M
  REG ASGN-SW221  YS40 HU69 SW1             B TEMP ASGN-                STATUS-DD
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78 JE WHITE 09/06/95-107 P M
REG ASGN-SW221 XB40 P TEMP ASGN-

79 CM LAMBERT 09/06/95-108 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

80 MA KRAUSE 10/30/95-110 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

81 JR IVERSON 10/31/95-111 P M
REG ASGN-SW148 RT40 HT83 CON B TEMP ASGN-

82 BD FUNK 11/01/95-113 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

83 RB THOMPSON 11/01/95-115 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

84 HF MULLINS 11/03/95-117 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

85 SL KIDD 11/07/95-118 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

86 DL POTTS 11/07/95-119 P M
REG ASGN-SW148 XB40 B TEMP ASGN- STATUS-LV

87 RJ FRIEDLI 11/07/95-121 P M
REG ASGN-SW148 XB40 B TEMP ASGN-

88 TJ GLAZE 01/22/96-122 P M
REG ASGN-SW279 RT41 PT42 CON B TEMP ASGN- STATUS-OU

89+TF DEMAYO 04/12/96-123 P M
REG ASGN-R 135 XB10 P TEMP ASGN-

90+MD YAUCH 04/12/96-124 P M
REG ASGN-H 186 XK61 P TEMP ASGN- STATUS-PL

91 DL DIES 07/02/96-125 P M
REG ASGN-SW148 RT40 HT64 CON B TEMP ASGN- STATUS-LV

92 CA GRANZOW 07/08/96-127 P M
REG ASGN-SW148 XC40 B TEMP ASGN- STATUS-LV

93 MH CORBET 01/30/98-128 P M
REG ASGN-SW279 XB40 P TEMP ASGN-

94 TA BLAINE 02/10/98-130 P M
REG ASGN-SW279 XB40 P TEMP ASGN-

95 WL BRIGGEMAN 02/27/98-131 P M
REG ASGN-SW279 XB40 P TEMP ASGN-

96 GM TALBOTT 02/27/98-132 P M
REG ASGN-SW279 XB40 P TEMP ASGN-

97 JK MCDUFF 02/27/98-134 P M
REG ASGN-SW279 XB40 P TEMP ASGN-

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98 DW TOWNE                          02/27/98-135 P  M
   REG ASGN-SW279  XB40              P TEMP ASGN-

   JL MARDIS                         02/27/98-136 P  M
   EG ASGN-SW279  RT43 PT44 CON      B TEMP ASGN-                    STATUS-OD

00 PD AVINA                          02/27/98-137 P  M
   REG ASGN-SW279  XB40              P TEMP ASGN

01 HB WILLIFORD                      02/27/98-139 P  M
   REG ASGN-SW279  XB40              P TEMP ASGN-

02 K  ALDRICH                        02/27/98-140 P  M
   REG ASGN-SW279  XB40              P TEMP ASGN-

03 ML SHIRLEY                        02/27/98-142 P  M
   REG ASGN-SW279  XB40              A TEMP ASGN-

04 TC CHADD                          02/27/98-143 P  M
   REG ASGN-SW279  XB40              P TEMP ASGN

05 NP PASCHAL                        02/27/98-146 P  M
   REG ASGN-SW279  XB40              P TEMP ASGN-

06 KR SORELL                         02/27/98-148 P  M
   REG ASGN-SW279  RT46 T366 BR1     B TEMP ASGN-                    STATUS-OD

07 GR HOECK                          02/27/98-149 P  M
   EG ASGN-SW279  XB40               F TEMP ASGN-

08 RN JOHNSON                        02/27/98-150 P  M
   REG ASGN-SW279  XB40              F TEMP ASGN-

09 CS HAMMOND                        02/27/98-151 P  M
   REG ASGN-SW279  XB40              P TEMP ASGN-

10 JM TURLEY                         02/27/98-153 P  M
   REG ASGN-SW279  XB40              P TEMP ASGN-

11 BA SEWELL                         02/27/98-154 P  M
   REG ASGN-SW279  XB40              P TEMP ASGN-

12 JR NOVOTNY                        02/27/98-156 P  M
   REG ASGN-SW279  XB40              P TEMP ASGN-

13 MC GONZOLAS                       02/27/98-157 P  M
   REG ASGN-SW148  RT40 HT71 CON     B TEMP ASGN-

14 TJ JOHNSON                        06/12/98-158 P  M
   REG ASGN-SW148  XB40              B TEMP ASGN-

15 LD GREENEMEYER                    06/12/98-159 P  M
   REG ASGN-SW148  RT40 HT60 CON     B TEMP ASGN-                    STATUS-AH

   DA HERBEL                         06/12/98-161 P  M
   EG ASGN-SW148  XB40               B TEMP ASGN-                    STATUS-

17 MH PENNINGTON                     06/12/98-162 P  M
   REG ASGN-SW148  AT40 MF42 CON     P TEMP ASGN-                    ST
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118 WJ MCKINNEY 06/12/98-163 P M
REG ASGN-SW148 XC40 F TEMP ASGN-

MF MAKOVEC 06/12/98-164 P M
REG ASGN-SW148 RT40 F TEMP ASGN-SW148 RT40 HT57 BR1

120 RL DARWIN JR 06/12/98-166 P M
REG ASGN-SW148 RT40 HT70 CON B TEMP ASGN-

121 JL EDWARDS 06/12/98-167 P M
REG ASGN-SW148 RT40 HT69 CON B TEMP ASGN-

122 JD APPLEDAUGH 06/12/98-169 P M
REG ASGN-SW148 XB40 P TEMP ASGN- ATUS-OD

123 J FULLER 06/12/98-170 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

124 RB DAVIS 06/12/98-172 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

125 RA POTOCNIK 06/12/98-173 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

126 TL COLLINS 06/12/98-175 P M
REG ASGN-SW148 RT40 HT56 CON B TEMP ASGN- ATUS-OD

127 K RAY 06/12/98-176 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

128 RJ DICHLER 06/12/98-177 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

129 MD HAGEBERG 06/12/98-178 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

130 BK NEUGEBAUER 06/12/98-180 P M
REG ASGN-SW148 RT40 HT52 CON B TEMP ASGN- STATUS-AH

131 JJ SWISHER 06/12/98-181 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

132 DL BURNETT 06/12/98-183 P M
REG ASGN-SW148 RT40 HT68 CON P TEMP ASGN- STATUS-IP

133 MD FURMAN 06/12/98-184 P M
REG ASGN-SW148 WT40 WTPT BR1 B TEMP ASGN-

134 JD KENNEY 06/12/98-186 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

135 CE COWART 06/12/98-187 P M
REG ASGN-SW148 RT40 HT54 CON B TEMP ASGN- STATUS-OD

JR CLIFFTON 06/12/98-189 P M
REG ASGN-SW148 RT40 HT72 CON P TEMP ASGN- STATUS-OD

137 SA PRYOR 06/12/98-190 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

138 MR ALBRECHT 06/12/98-191 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

JT ALT 06/12/98-192 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

140 GA MILLER 06/12/98-194 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

141 DC JOHNSON 06/12/98-195 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

142 JP FLORES 06/12/98-197 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

143 SJ KLEIN 06/12/98-198 P M
REG ASGN-SW148 XC40 P TEMP ASGN-

144 GE HUNNICUTT 06/12/98-200 P M
REG ASGN-SW148 XC40 P TEMP ASGN-

145 BR BERNS 06/12/98-201 P M
REG ASGN-SW148 XC40 P TEMP ASGN-

146 TA HANKEN 06/12/98-203 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

LD SCHMIDT JR 06/12/98-204 P M
REG ASGN-SW148 XC40 P TEMP ASGN- STATUS-LP

148 CL HENTON 06/12/98-205 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

149 RL IDLEMAN 06/12/98-206 P M
REG ASGN-SW148 AT40 MF42 BR1 P TEMP ASGN- STATUS-OD

150 WJ FIELDER 06/12/98-208 P M
REG ASGN-SW148 XC40 P TEMP ASGN-

151 TA BROWN 06/12/98-209 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

152 TR KING 06/12/98-210 P M
REG ASGN-SW148 XB40 P TEMP ASGN-

153 AC MCBEE 07/25/98-212 P M
REG ASGN-H 186 YT61 UH60 FOR P TEMP ASGN-

154 GD ROBINSON 07/25/98-214 P M
REG ASGN-SW279 XB40 P TEMP ASGN- STATUS-AH

155 DH SHORE 07/26/98-216 P M
REG ASGN-H 186 YT61 UH62 FOR P TEMP ASGN-

156 SR HOEME 09/10/98-217 P M
REG ASGN-SW279 XB40 P TEMP ASGN-

157 DC WEBSTER 10/10/98-218 P M
REG ASGN-SW279 XB40 P TEMP ASGN-

158 A GARCIA 10/10/98-219 P M
REG ASGN-H 106 XK61 P TEMP ASGN-

JD ARIAS 10/10/98-222 P M
REG ASGN-H 186 XK61 P TEMP ASGN-

160 SF MORRISON 10/10/98-223 P M
REG ASGN-H 186 XK61 P TEMP ASGN-

161 JS BRACKEEN 10/10/98-225 P M
REG ASGN-H 186 XK61 P TEMP ASGN-

162 DL BIXENMAN 10/10/98-240 S M
REG ASGN-KP377 TT01 P TEMP ASGN- STATUS-DD

163 NG ALBERS 10/10/98-241 S M
REG ASGN-KP377 TT01 P TEMP ASGN-

164 R JOHNSON 10/10/98-243 S M
REG ASGN-KP377 TT01 P TEMP ASGN-

165 NF MANN 10/16/98-001 S Y
REG ASGN-KP187 AT01 DG86 BR1 B TEMP ASGN-

166 DL SUTTON 10/16/98-002 S Y
REG ASGN-KP187 RR01 A TEMP ASGN-

167 KG KELLER 10/16/98-003 S Y
REG ASGN-KP187 DP01 P TEMP ASGN-

168 SG SCHMIDT 10/16/98-005 S Y
REG ASGN-KP187 RC03 ST06 CON P TEMP ASGN-

169 JP LANGFORD 10/16/98-006 S Y
REG ASGN-KP187 RR01 A TEMP ASGN-

170 JN PHELAN 10/16/98-007 S Y
REG ASGN-MX432 HT92 P TEMP ASGN- STATUS-DL.

171 EA DICKERMAN 10/16/98-008 S Y
REG ASGN-KP187 HT99 P TEMP ASGN- STATUS-DL.

172 RD OSBORNE 10/16/98-010 S Y
REG ASGN-KP187 RR01 A TEMP ASGN-

173 EW MARKS 10/16/98-011 S Y
REG ASGN-KP187 RT63 ST01 CON P TEMP ASGN-

174 DL FOX 10/16/98-013 S Y
REG ASGN-KP187 RC04 DT02 CON P TEMP ASGN- STATUS-AH

175 JL RASH 10/16/98-014 S Y
REG ASGN-KP187 XK01 P TEMP ASGN-

176 JC HAYS JR 10/16/98-016 S Y
REG ASGN-KP187 RC04 DT03 CON P TEMP ASGN-

177 LW MANN 10/16/98-017 S Y
REG ASGN-KP187 AT01 DG89 BR1 P TEMP ASGN- STATUS-DD

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178 CE RUCKER                          10/16/98-019 S  Y
   REG ASGN-KP187  RC03 ST03 CON       P TEMP ASGN-

   PS NELSON                           10/16/98-020 S  Y
   REG ASGN-KP187  RC04 ST01 CON       P TEMP ASGN-

180 RE LAMBERT JR                      10/16/98-021 S  Y
   REG ASGN-KP187  AT01 DG86 CON       B TEMP ASGN-

181 BE CLEVELAND                       10/16/98-022 S  Y
   REG ASGN-KP187  AT01 DG89 CON       P TEMP ASGN-

182+RW OLSEN                           10/16/98-024 S  Y
   REG ASGN-KP187  RE03 CG09 ENG       P TEMP ASGN-

183 JE SEKAVEC                         10/16/98-025 S  Y
   REG ASGN-KP187  XC01                P TEMP ASGN-                    TUS-AH

184+FJ LANG                            10/16/98-027 S  Y
   REG ASGN-KP187  XE01                P TEMP ASGN-                    TUS-LV

185 LK DEINES                          10/16/98-028 S  Y
   REG ASGN-KP187  RC03 MT16 CON       P TEMP ASGN-                    TUS-EP

186 DD KNIGHT                          10/16/98-030 S  Y
   REG ASGN-KP187  RC03 KT01 CON       A TEMP ASGN-                    TUS-AH

187 RD HUMMEL                          10/16/98-031 S  Y
   REG ASGN-KP187  DP01                P TEMP ASGN-

188 ER PICKRELL                        10/16/98-033 S  Y
   REG ASGN-KP187  DP01                P TEMP ASGN-

189 AK ALDERSON                        10/16/98-034 S  Y
   REG ASGN-KP187  DP01                P TEMP ASGN-

190 FW JOHNSON                         10/16/98-035 S  Y
   REG ASGN-KP187  RC03 ST09 CON       P TEMP ASGN-

191 AA ORTON                           10/16/98-036 S  Y
   REG ASGN-MX432  HT92                P TEMP ASGN-                    STATUS-LH

192 WC GEIGER JR                       10/16/98-038 S  Y
   REG ASGN-KP187  RC03 KT02 CON       P TEMP ASGN-                    STATUS-AH

193 FA LEEDS                           10/16/98-039 S  Y
   REG ASGN-KP187  RC03 MT10 CON       A TEMP ASGN-

194 PC WILLIAMS                        10/16/98-041 S  Y
   REG ASGN-KP187  DP01                P TEMP ASGN-

195 PH DOHERTY                         10/16/98-042 S  Y
   REG ASGN-KP187  RC04 MT14 CON       P TEMP ASGN-                    STATUS-AH

196 CE MERLAU                          10/16/98-044 S  Y
   REG ASGN-KP187  RC04 MT10 CON       P TEMP ASGN-                    STATUS-OD

197 TR YAGER                           10/16/98-045 S  Y
   REG ASGN-KP187  RC03 KT04 CON       P TEMP ASGN-
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198 JC PRITCHARD				10/16/98-047	S	Y
REG ASGN-KP187	RC03	MT12	CON	A TEMP ASGN-		
LR MCATEE				10/16/98-048	S	Y
REG ASGN-KP187	XE01			P TEMP ASGN-		
200+LW HIGHT				10/16/98-049	S	Y
REG ASGN-KP187	RE03	CG11	ENG	A TEMP ASGN-		
201 SM BECKER				10/16/98-050	S	Y
REG ASGN-KP187	RC04	MT08	CON	P TEMP ASGN-		
202+DD SHANER				10/16/98-052	S	Y
REG ASGN-KP187	XE01			P TEMP ASGN-		
203 DT COLAHAN				10/16/98-053	S	Y
REG ASGN-KP187	XK01			P TEMP ASGN-		
204 CR SIMMS				10/16/98-055	S	Y
REG ASGN-KP187	RC04	ST03	CON	P TEMP ASGN-		
205 LA NESTLER				10/16/98-056	S	Y
REG ASGN-KP187	XK01			P TEMP ASGN-		
206 DR RYALS				10/16/98-058	S	Y
REG ASGN-KP187	HT99			P TEMP ASGN-		
207+CT SMITH				10/16/98-059	S	Y
REG ASGN-KP187	RE04	HE11	ENG	A TEMP ASGN-		
208 SA WILHELM				10/16/98-061	S	Y
REG ASGN-KP187	RC04	MT09	CON	P TEMP ASGN-		
209 BL JOHNSON				10/16/98-062	S	Y
REG ASGN-KP187	OP01			P TEMP ASGN-		
210 TM TUTTLE				10/16/98-063	S	Y
REG ASGN-KP187	XC01			F TEMP ASGN-		
211 LP COLAHAN				10/16/98-064	S	Y
REG ASGN-KP187	FT10			TEMP ASGN-		
212 DD MANN				10/16/98-066	S	Y
REG ASGN-KP187	OP01			P TEMP ASGN-		
213 SG NELSON				10/16/98-067	S	Y
REG ASGN-KP187	RC04	ST02	CON	P TEMP ASGN-		
214 KW CRAMER				10/16/98-069	S	Y
REG ASGN-KP187	RC03	KT05	CON	A TEMP ASGN-		
215 CS BOYER				10/16/98-070	S	Y
REG ASGN-KP187	XK01			F TEMP ASGN-		
MA ERNST				10/16/98-072	S	Y
REG ASGN-KP187	XC01			P TEMP ASGN-		
217 SW CLEVELAND				10/16/98-073	S	Y
REG ASGN-KP187	XC01			P TEMP ASGN-		

ATUS-AH

TUS-OD

ATUS-LV

ATUS-OD

STATUS-AH

STATUS-OD

ATUS-OL

STATUS-OD

STATUS-LP

STATUS-LV

STATUS-OD

STATUS-OD

218	KF	MARCOTTE		10/16/98-075	S	Y
	REG	ASGN-KP187	RC03 KT07 CON	P TEMP ASGN-		
	TR	ADAM		10/16/98-076	S	Y
	REG	ASGN-KP187	RC03 MT18 CON	A TEMP ASGN-		
220	JD	BAKER		10/16/98-077	S	Y
	REG	ASGN-MX432	HT92	P TEMP ASGN-		
221	PM	VANCE		10/16/98-078	S	Y
	REG	ASGN-KP187	HE99	P TEMP ASGN-		
222	RL	CHARLES		10/16/98-080	S	Y
	REG	ASGN-KP187	RC04 OT01 CON	P TEMP ASGN-		
223	DL	DEMEL		10/16/98-081	S	Y
	REG	ASGN-KP187	XC01	P TEMP ASGN-		
224	RD	ROWLEY		10/16/98-083	S	Y
	REG	ASGN-KP187	XC01	P TEMP ASGN-		STATUS-LS
225	DE	BOEKEN		10/16/98-084	S	Y
	REG	ASGN-KP187	RB01	P TEMP ASGN-		
226	JA	LEAF		10/16/98-086	S	Y
	REG	ASGN-KP187	RC04 ST04 CON	A TEMP ASGN-		
227	RS	ROSS		10/16/98-087	S	Y
	REG	ASGN-KP187	XE01	P TEMP ASGN-		STATUS-OD
228	WH	WHITE		10/16/98-089	S	Y
	REG	ASGN-KP187	RC03 MT13 CON	P TEMP ASGN-		
229	TL	FRENCH		10/16/98-090	S	Y
	REG	ASGN-KP187	RC04 MT12 CON	A TEMP ASGN-		
230	TL	SMITH		10/16/98-091	S	Y
	REG	ASGN-KP187	XC01	P TEMP ASGN-		
231	DE	WOOKE		10/16/98-092	S	Y
	REG	ASGN-KP187	XE01	A TEMP ASGN-		STATUS-OD
232	FJ	GOODMAN		10/16/98-094	S	Y
	REG	ASGN-KP187	XE01	P TEMP ASGN-		STATUS-OD
233	BL	CHASE		10/16/98-095	S	Y
	REG	ASGN-MX432	HT92	P TEMP ASGN-		STATUS-DL
234	RA	CONWELL		10/16/98-097	S	Y
	REG	ASGN-KP187	XE01	P TEMP ASGN-		
235	GL	TODD		10/16/98-098	S	Y
	REG	ASGN-KP187	XK01	P TEMP ASGN-		
	RA	BOYER		10/16/98-100	S	Y
	REG	ASGN-KP187	DP01	P TEMP ASGN-		STATUS-OD
237	JL	TIEDE		10/16/98-101	S	Y
	REG	ASGN-MX203	XE25	P TEMP ASGN-		

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238 TJ BREAULT                          10/16/98-103 S  Y
   REG ASGN-KP187  XK01                 P TEMP ASGN-

   RL STAATZ                            10/16/98-104 S  Y
   REG ASGN-KP187  XK01                 P TEMP ASGN-

240 TR JOHNSON                          10/16/98-105 S  Y
   REG ASGN-KP187  XK01                 P TEMP ASGN-

241 DG HEWITT                           10/16/98-106 S  Y
   REG ASGN-KP187  RC03 MT17 CON        P TEMP ASGN-                 STATUS-OD

242+ED BAIRD                            10/16/98-108 S  Y
   REG ASGN-KP187  ER01                 A TEMP ASGN-

243+JR PATTON                           10/16/98-109 S  Y
   REG ASGN-KP187  HE01                 P TEMP ASGN-                 STATUS-LA

244+BW HAYES                            10/16/98-111 S  Y
   REG ASGN-SU140  PE34 PE07 PLE        P TEMP ASGN-                 STATUS-OD

245+RA ROTHWEILER                       10/16/98-112 S  Y
   REG ASGN-KP187  RE03 CG12 ENG        A TEMP ASGN-

246 DL BREWER                           10/16/98-114 S  Y
   REG ASGN-KP187  RC04 MT11 CON        P TEMP ASGN-

247+KD SHANER                           10/16/98-115 S  Y
   REG ASGN-KP187  RE04 HE14 ENG        P TEMP ASGN-                 STATUS-OD

248+CW BURT                             10/16/98-117 S  Y
   REG ASGN-KP187  XE01                 P TEMP ASGN-                 STATUS-OD

249 JW ANSLOVER                         10/16/98-118 S  Y
   REG ASGN-KP187  XE01                 A TEMP ASGN-

250+LL WITT                             10/16/98-119 S  Y
   REG ASGN-KP187  XE01                 P TEMP ASGN-

251 RC HIGGINS                          10/16/98-120 S  Y
   REG ASGN-KP187  HT01                 P TEMP ASGN-                 STATUS-EL

252+BE WEEKS                            10/16/98-122 S  Y
   REG ASGN-KP187  XE01                 P TEMP ASGN-                 STATUS-OD

253 WJ BERCHEK JR                       10/16/98-123 S  Y
   REG ASGN-KP187  HT01                 P TEMP ASGN-                 STATUS-LK

254+RR SUMNER                           10/16/98-125 S  Y
   REG ASGN-KP187  XE01                 P TEMP ASGN-

255 JD HALLER                           10/16/98-126 S  Y
   REG ASGN-KP187  RC03 KT08 CON        P TEMP ASGN-

256 KF KIRKPATRICK                      10/16/98-128 S  Y
   REG ASGN-KP187  RB01                 P TEMP ASGN-                 STATUS-AH

257 MG STROSNIDER                       10/16/98-129 S  Y
   REG ASGN-KP187  RB01                 P TEMP ASGN-
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258+RD WHITIS                    10/16/98-131 S  Y
   REG ASGN-KP187  XE01          P TEMP ASGN-

?+DB DEINES                      10/16/98-132 S  Y
   REG ASGN-KP187  XE01          P TEMP ASGN-

260+RL FOSE                      10/16/98-133 S  Y
   REG ASGN-KP187  XE01          P TEMP ASGN-

261+MR STANGEL                   10/16/98-136 S  Y
   REG ASGN-KP187  YE01 SN54 ENG P TEMP ASGN-

262 JD YOUNG                     10/16/98-137 S  Y
   REG ASGN-HX432  HT92          P TEMP ASGN-

263 WD BLANTON                   10/16/98-139 S  Y
   REG ASGN-KP187  RB01          P TEMP ASGN-

264 MA ZAGER                     10/16/98-140 S  Y
   REG ASGN-KP187  XC01          P TEMP ASGN-

265 BE RICE                      10/16/98-142 S  Y
   REG ASGN-KP187  HT01          P TEMP ASGN-

266+JM LEAHY                     10/16/98-143 S  Y
   REG ASGN-KP187  ER01          A TEMP ASGN-

?67 GF MILLER                    10/16/98-145 S  Y
   REG ASGN-KP187  RB01          P TEMP ASGN-

268+WR BERRY                     10/16/98-146 S  Y
   REG ASGN-KP187  YE01 SN52 ENG A TEMP ASGN-

269+SJ BREILING                  10/16/98-147 S  Y
   REG ASGN-KP187  HE01          P TEMP ASGN-

270 V  MOFFETT JR                10/16/98-148 S  Y
   REG ASGN-KP187  XK01          F TEMP ASGN-

271 SS WALLACE                   10/16/98-150 S  Y
   REG ASGN-KP187  XK01          P TEMP ASGN-

272+PA DOLAN                     10/16/98-151 S  Y
   REG ASGN-KP187  XE01          P TEMP ASGN-

273+GL DUTTON                    10/16/98-153 S  Y
   REG ASGN-KP187  XE01          P TEMP ASGN-

274 LR HENDERSON                 10/16/98-154 S  Y
   REG ASGN-KP187  FT10          P TEMP ASGN-

275 RC SLOAN                     10/16/98-156 S  Y
   REG ASGN-KP187  RB01          P TEMP ASGN-

?76+GL RANKIN                    10/16/98-157 S  Y
   REG ASGN-KP187  XE01          P TEMP ASGN

277 JH BYERS                     10/16/98-159 S  Y
   REG ASGN-KP187  XC01          P TEMP ASGN-
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278 RD GRIMMETT 10/16/98-160 S Y
REG ASGN-KP187 BT01 P TEMP ASGN-

+LE LEMAY 10/16/98-161 S Y
REG ASGN-KP187 XE01 P TEMP ASGN-

280 PM BRANNON 10/16/98-162 S Y
REG ASGN-KP187 XC01 P TEMP ASGN-

281 BR EDWARDS 10/16/98-164 S Y
REG ASGN-MX432 HT02 P TEMP ASGN-

282 LJ KEAR 10/16/98-165 S Y
REG ASGN-KP187 RB01 A TEMP ASGN-

283 GD EWING 10/16/98-167 S Y
REG ASGN-KP187 HT01 P TEMP ASGN-

284+AJ BARTONEK 10/16/98-168 S Y
REG ASGN-KP187 OE01 SE02 ENG P TEMP ASGN-

285+BA KRAISINGLR 10/16/98-170 S Y
REG ASGN-KP187 ER01 P TEMP ASGN-

286 JD YOST 10/16/98-171 S Y
REG ASGN-KP187 XC01 P TEMP ASGN-

287 GW KENNEDY 10/16/98-173 S Y
REG ASGN-KP187 XC01 P TEMP ASGN-

288 GR GRANTHAM 10/16/98-174 S Y
REG ASGN-KP187 RC03 MT11 CON P TEMP ASGN-

289+KD HOLLANDER 10/16/98-175 S N
REG ASGN-KP187 XE01 P TEMP ASGN-

290 MC MADISON 10/16/98-176 S N
REG ASGN-KP377 XC22 A TEMP ASGN-

291 RK CRUSCH 10/16/98-178 S N
REG ASGN-KP377 XC22 P TEMP ASGN-

292+RJ BRADY 10/16/98-179 S M
REG ASGN-KP187 BE01 F TEMP ASGN-

293 JL COLLINS 10/16/98-181 S M
REG ASGN- TEMP ASGN-

294 BL GANT 10/16/98-182 S M
REG ASGN-KP187 XC01 P TEMP ASGN-

295 GW HIGGINBOTHA 10/16/98-184 S M
REG ASGN-KP187 XC01 P TEMP ASGN-

296 BJ DELLENDIK 10/16/98-185 S M
REG ASGN-KP187 XC01 P TEMP ASGN-

297 TW HIGGINS 10/16/98-187 S M
REG ASGN-KP187 XC01 P TEMP ASGN-

298 TM YOUNG 10/16/98-188 S M
REG ASGN-KP187 XC01 P TEMP ASGN-

DA ANDRES 10/16/98-189 S M
REG ASGN-KP187 XC01 A TEMP ASGN- TUS-LV

300 JD WHISTLER 10/16/98-190 S M
REG ASGN-KP187 XC01 P TEMP ASGN- TUS-AH

301 SC ZERBE 10/16/98-192 S M
REG ASGN-KP187 XC01 A TEMP ASGN-

302 ME HAYES 10/16/98-193 S M
REG ASGN-KP187 XC01 P TEMP ASGN-

303 MD WEEKS 10/16/98-195 S M
REG ASGN-KP187 XC01 P TEMP ASGN-

304 JP DAVIS 10/16/98-196 S M
REG ASGN-KP187 XC01 P TEMP ASGN- STATUS-EV

305 MG PETERS 10/16/98-198 S M
REG ASGN-KP187 XC01 P TEMP ASGN- TATUS-OD

306 AC DAME 10/16/98-199 S M
REG ASGN-HM436 XK21 P TEMP ASGN- TATUS-OD

307 RA YOUNG 10/16/98-201 S M
REG ASGN-KP187 DP01 A TEMP ASGN- STATUS-LS

308 CS BRADY 10/16/98-202 S M
REG ASGN-KP187 DP01 F TEMP ASGN- STATUS-OD

309 C CHRISTWELL 10/16/98-203 S M
REG ASGN-H 186 FT61 P TEMP ASGN- STATUS-LF

310+DE BIRCH 10/16/98-204 S M
REG ASGN-MX283 XE15 P TEMP ASGN-

311 TA LACOMBE 10/16/98-206 S M
REG ASGN-KP187 XC01 A TEMP ASGN-

312+DL RUMLEY 10/16/98-207 S M
REG ASGN-MX283 XE15 P TEMP ASGN- STATUS-OD

313+MD GADDY 10/16/98-209 S M
REG ASGN-MX283 XE15 P TEMP ASGN- STATUS-AH

314 CS ZAWACKI 10/16/98-210 S M
REG ASGN-KP187 BT01 F TEMP ASGN- STATUS-LV

315 KR COOK 10/16/98-212 S M
REG ASGN-KP187 XC01 A TEMP ASGN-

.. RW DAVIS 10/16/98-213 S M
REG ASGN-KP187 XC01 P TEMP ASGN-

317+RW MULLEN 10/16/98-215 S M
REG ASGN-MX283 XE15 P TEMP ASGN- STATUS-OD

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318 RB PHINNEY                          10/16/98-216 S  M
   REG ASGN-KP187  XC01                 F TEMP ASGN-

   /+RW HARTMAN                         10/16/98-217 C  M
   REG ASGN-KP187  RE04 SE02 ENG        F TEMP ASGN-

320 SF WARD                             10/16/98-218 S  M
   REG ASGN-KP187  RE04 SE03 ENG        P TEMP ASGN-

321 RE HARTMAN                          10/16/98-220 S  M
   REG ASGN-KP187  XC01                 P TEMP ASGN-

322 DG SCHLESINER                       10/16/98-221 S  M
   REG ASGN-KP187  XC01                 P TEMP ASGN-

323+GM MATTESON JR                      10/16/98-223 S  M
   REG ASGN-KP187  RE04 OE01 ENG        P TEMP ASGN-

324+J  HELGET                           10/16/98-224 S  M
   REG ASGN-KP377  XE10                 P TEMP ASGN-

325+TE MIXER                            10/16/98-226 S  M
   REG ASGN-KP377  XE10                 P TEMP ASGN-

326+LR MCCOY                            10/16/98-227 S  M
   REG ASGN-KP187  RE04 OE02 ENG        P TEMP ASGN-

327+LE DANIELSON                        10/16/98-229 S  M
   REG ASGN-KP187  XE01                 P TEMP ASGN-

328 CR FILES                            10/16/98-230 S  M
   REG ASGN-KP187  XE01                 P TEMP ASGN-

329+AL CARTER                           10/16/98-231 S  M
   REG ASGN-KP377  XE10                 P TEMP ASGN-

330 JA DINGES                           10/16/98-232 S  M
   REG ASGN-KP377  XB22                 P TEMP ASGN-

331+DR KREYKENBOHN                      10/16/98-234 S  M
   REG ASGN-KP377  XB22                 P TEMP ASGN-

332 TR BECKER                           10/16/98-235 C  M
   REG ASGN-WD640  YT22 OE23 FOR        P TEMP ASGN-

333 KA MILLWARD                         10/16/98-237 S  M
   REG ASGN-KP377  XB22                 P TEMP ASGN-

334 BA WALDEN                           10/16/98-238 S  M
   REG ASGN-WD640  XX01                 P TEMP ASGN-

335 JL STONEHOCKER                      10/30/98-220 P  M
   REG ASGN-H 186  XK61                 P TEMP ASGN-

336 TD ROWAN                            11/14/98-001 C  M
   REG ASGN-H 186  BT31                 F TEMP ASGN-

337 TL STEWART                          11/14/98-004 C  M
   REG ASGN-                            TEMP ASGN-
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January 18, 1999

Mr. C. L. Little, President
United Transportation Union
14600 Detroit Avenue
Cleveland, Ohio 44107-4250

Dear Sir and Brother:

This is in reference to the determination reached on December 2, 1998 in Cleveland regarding the seniority placement of former Rock Island, and SSW Trainmen on the Tucumcari Line.

It was decided at this meeting that the former Rock Island Trainmen would be allowed to use a 1980 date for purposes of consolidating seniority with the Union Pacific. Also the involved SSW Trainmen would be follow the former Rock Island Trainmen.

This decision is fundamentally flawed, inequitable and represents a departure from UTU's unified position.

In this correspondence I will attempt to explain the reasons for my conclusion.

DUTY OF FAIR REPRESENTATION

A union representing a majority bargaining coalition owes a strict supplementary duty of fair representation to the position of a minority group within the coalition with interest adverse to the majority. The United States Supreme Court has previously held:

"that the organization chosen to represent a craft is to represent all of its members, the majority as well as the minority and is to act for and not against those whom it represents."

The exclusive agent's statutory authority to represent all members of a designated unit includes a statutory obligation to serve the interest of all members without hostility or discrimination toward any, to exercise its discretion with complete good faith and honesty, and to avoid arbitrary conduct.

UNIFIED POSITION

In this case where a highly unionized rail carrier takes over the trackage of another highly unionized carrier unless assurances are made to the employees of both acquiring and acquired railroads, labor dislocation and strife are likely to be bitter and endemic. First, the employees of the acquired company face the personally devastating prospect of losing long standing valued seniority rights and more importantly, of losing jobs. The complication, however, does not end here. The incumbent employees of the acquiring company are likely to feel threaten by the hiring of new employees with advanced seniority rights and are likely to demand some sort of firm assurances, both in terms of their job status and vested seniority rights. To settle these conflicts a common and well established practice in acquisitions or mergers is to engage some sort of equitable dovetailing of seniority.

A unified position of the Organization is required to accomplished this responsibility.

It has been held by the United States Court of Appeals for The Eight Circuit that Article 90 of the United Transportation Union's Constitution requires that before the Organization enters into arbitration or court they must have a unified position, and must endeavor to obtain that position in the proceedings. The Court in reaching this determination stated:

"...Before the matter goes to arbitration, the International shall develop a unified position consistent with it's constitution and internal decisions to assure adequate protection of the seniority interest..."

In addition, Article 90 mandates that all intra-union disputes surrounding an acquisition or merger be resolved internally by the union. This insures that unified position can be established with respect to these disputed issues and preserves internal union authority over the interpretation of its constitution.

In two other previous internal proceedings concerning the former Rock Island Trainmen's Seniority. The UTU Board of Appeals decision in Case No. 64, File 8-8-54 (Volkman) has been recognized as the official United Transportation Union's unified position.

BOARD OF APPEALS DECISION - VOLKMAN

Two former Rock Island employees J. W. Volkman, and J. T. Kelso, brought an internal appeal within the UTU. They alleged that the February 23, 1982 Implementing Agreement on the SSW was in contrary to the March 4th Agreement. They argued that the agreement was improper because Arnett represented only employees of the acquiring company and not the Rock Island employees. The Board held for Volkman and Kelso finding that the former Rock Island employees were entitled to a seniority date as of the day they were hired by the Rock Island. Specifically, the Board stated:

"In this case of acquisition, prior rights are of paramount concern. To place a termination date on those prior rights would not only be a travesty of justice but also would contravene the very concepts of seniority and prior rights."

The Board continued:

"This Board also finds the former employees should be given the seniority dates of their earliest employment date ie. , the seniority date carried on the Rock Island . . . "

BEARDSLY VS UTU

In the CNW case commonly referred to as the "BEARDSLY Case" Judge Victor vacated the CNW arbitration because UTU did not have a unified position regarding the Rock Island employees seniority. Judge Victor issue a Order on January 19, 1990 instructing UTU to develop an official unified position on the matter. President Hardin by letter sent the issue to the Board of Appeals. The Board of Appeals heard the case and Chairman W. R. Shelton issue the following statement:

"...It is the opinion of this Board concerning Miscellaneous Case #1.(90), a Unified Position of the International UTU has already been established as a result of the Board of Appeals decision in the aforementioned Board of Appeals Case (#64). Therefore, the proposed Unified Position presented by the former Rock Island employees represents a fair and equitable resolve of this matter, which may be adopted by the International in compliance with the judicial mandate contained on page 3 of the Court Order dated January 19, 1990 reading in part:

"Before the matter is arbitrated, the International shall develop a unified position consistent with its constitution and internal decisions to assure adequate protection of the seniority interest of the former Rock Island employees."

Brother Shelton in closing further stated:

"In closing, this Board of Appeals Notes: Judge Vietor, in his Order of January 19, 1990, used specific language to inform the International and the affected parties that compliance with his Order must be effected within the provisions of the UTU Constitution.

Consistent with these writings and as previously stated, the Board concludes: The "International Unified Position" is developed, wherein the proposed unified position presented by the CRI representatives more accurately represents the provisions contained in the March 4, 1980 Agreement (Miami Accord) and the Board of Appeals decision in Case No. 64 File 8-8-54.

This Board's conclusion concerning the development of a "Unified Position" in this

matter, is submitted to UTU Board of Directors and the Office of the International President for approval and adoption."

The UTU Board of Directors meet October 22, 1990 and approved and adopted the Board of Appeals Decision.

The UTU "Unified Position" was amplified by the UTU in the subsequent CNW Arbitration case concerning the former Rock Island employees seniority.

VOLKMAN LAWSUIT SSW

In reaching settlement of this matter it was agreed by UTU:

""1. Class members shall have and hold the prior rights seniority granted to them by this Court on its Preliminary Injunction of March 4, 1992 and by it's Final Judgement of July 21, 1993. Moreover, class members shall continue to have and hold prior rights seniority granted to them under the February 23, 1982 Implementing Agreement. In the event of an acquisition or merger involving the Tucumcari Line, the prior rights seniority granted to class members under the February 23, 1982 Implementing Agreement or by the Court will be deemed to have the same character and status of prior rights seniority of any other UTU represented employees, and they will be preserved to the extent possible consistent with the UTU constitution and applicable laws."

SSW TRAINMEN'S SENIORITY TUCUMCARI LINE

Addendums' 38 and 39 of the Agreement between the UTU and SSW also acts to make the entire SSW system one seniority district with a maximum seniority date for brakemen\switchmen October 18, 1971, and May 1. 1976 for conductors. When the Kansas City Division was added to the existing SSW these dates were unchanged. SSW Trainmen will retain their prior right seniority while using the system seniority as provided in these agreements. By using 1980 dates for SSW employees on this division whereby, they would rank below the former Rock Island employees is not in keeping with their seniority agreements.

EQUAL TREATMENT

SSW prior right trainmen's seniority rosters have been dovetailed on other parts of the railroad. Their prior rights were removed and given their earliest date in the service for purposes of dovetailing seniority. SSW trainmen at Jefferson City which is a part of the Tucumcari Line have used their earliest system date consistent with Addendums 38 and 39 of the SSW Agreement for seniority consolidation.

CONCLUSION

The December 2, 1998 solution reached in Cleveland will act to vacant the following agreements and decisions.

1. Addendums' 38 and 39 of the SSW Agreement.
2. UTU's official unified position
3. The Volkman Lawsuit Settlement

You are requested to issue a decision sustaining this Committee's position as set forth in this letter.

With best wishes I remain,

Fraternally yours.

Don L. Hollis

Don L. Hollis
SSW Associate General Chairman
United Transportation Union

cc: B. A. Boyd, Jr., Assistant President
Clinton J. Miller III, General Counsel
P. C. Thompson, Vice President
M. B. Futhey Jr., Vice President
Involved General Chairmen St. Louis and Kansas City Hubs

** SENIORITY ROSTER 031401 ** DATE-12/24/98 17:53C

PRIMARY QUALIFICATION- BRK DISTRICT - E:SLH1 ST LOUIS ZONE 1 BRAKEMEN

1	AW SALTO REG ASGN-MI058	R109	TP01	CON	05/31/56-001 P TEMP ASGN-	P Y	STATUS-LS
2	RL VANETTI REG ASGN-ZC252	RT11	TP05	CON	07/07/56-003 P TEMP ASGN-	P Y	STATUS-LV
3	LD COLEMAN REG ASGN-XD024	RT03			07/07/56-005 P TEMP ASGN-	P Y	STATUS-LS
4	WR ALBERT REG ASGN-ZC252	RT11	TP02	CON	01/31/57-007 P TEMP ASGN-	I Y	
5	DL YORK REG ASGN-MX001	RT33	MT10	CON	05/12/59-008 P TEMP ASGN-	P Y	STATUS-LV
6	JT STAHLSCHMID REG ASGN-MX001	R133	MT11	CON	05/12/59-007 P TEMP ASGN-	P Y	
	DR DELL REG ASGN-MX001	RT33	MT12	CON	05/12/59-011 P TEMP ASGN-	P Y	STATUS-PL
X	EF BROCK REG ASGN-XD024	RT14	ST01	CON	06/23/59-012 P TEMP ASGN-	P Y X	
9	ED INGRAM REG ASGN-MX001	IR05			07/12/59-013 P TEMP ASGN-	P Y	STATUS-LV
10	WC PORTER REG ASGN-ZC252	R111	DP18	CON	02/08/60-015 P TEMP ASGN-	P Y	STATUS-LV
11	BJ BENNETT REG ASGN-XD024	R107	UP01	CON	02/23/60-016 P TEMP ASGN-	P Y	STATUS-LV
12	KR GUETHLE REG ASGN-MX001	IR01			03/22/60-018 P TEMP ASGN-	P Y	STATUS-SP
13	KD BRADSHAW REG ASGN-XD024	R107	UP06	CON	03/26/60-018 P TEMP ASGN-	P Y	STATUS-LV
14	EG SPROCK REG ASGN-ZC252	R111	TP29	CON	03/26/60-020 P TEMP ASGN-	P Y	STATUS-LF
15	KP MCNEAL REG ASGN-MX001	RT55	UP07	CON	03/24/60-022 P TEMP ASGN-	P Y	STATUS-LV
16	DH GROSS REG ASGN-MX001	RT33	MT04	CON	11/15/60-023 P TEMP ASGN-	P Y	
17	HB MOORE REG ASGN-XD024	RT14	ST01	BR1	07/10/61-025 P TEMP ASGN-	P X Y	

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18 AV INGRAM                                  08/23/61-026 P  Y
   REG ASGN-MX001  RT05                       P TEMP ASGN-                STATUS-PP

19 LR POLLARD                                 01/17/62-027 P  Y
   REG ASGN-ZC252  RT11 TP24 CON              P TEMP ASGN-                STATUS-LV

   CH VALLEROY                                01/23/62-028 P  Y
   REG ASGN-MX001  RT16 UT05 CON              A TEMP ASGN-                STATUS-LV

21 EM LOMONDS                                 05/14/62-030 P  Y
   REG ASGN-MX001  RT12 UT01 CON              B TEMP ASGN-                STATUS-LV

22 MA BURNETT                                 05/31/62-031 P  Y
   REG ASGN-ZC252  RT11 DP27 CON              P TEMP ASGN-                STATUS-AH

23 GC GRIFFITH                                06/04/62-033 P  Y
   REG ASGN-X 166  AT10 SV52 BR1              B TEMP ASGN-                STATUS-LV

24 RG MASON                                   06/05/62-034 P  X
   REG ASGN-XD024  RT07 UP11 CON              P TEMP ASGN-                STATUS-DD

25 DE WOOLARD                                 06/06/62-036 P  Y
   REG ASGN-X 166  AT10 SV50 BR1              B TEMP ASGN-                STATUS-LS

26 RA ROTH                                    06/06/62-038 P  Y
   REG ASGN-C 070  AT11 SH54 CON              P TEMP ASGN-

27 JC QUEATHEM                                06/16/62-040 P  Y
   REG ASGN-MX001  LT05 TL01 CON              P TEMP ASGN-                STATUS-LV

28 CH SMITH                                   05/17/63-041 P  Y
   REG ASGN-ZC252  RT11 DP21 CON              P TEMP ASGN-                STATUS-LS

29 WC GILMER JR                               10/05/63-042 P  Y X
   REG ASGN-XD024  RT07 UP02 CON              P TEMP ASGN-

30 BG COOK                                    10/07/63-043 P  Y X
   REG ASGN-XD024  BT03                       P TEMP ASGN-                STATUS-EV

31 ER WORKMAN                                 05/26/64-045 P  Y X
   REG ASGN-XD024  RT07 UP03 CON              P TEMP ASGN-                STATUS-LV

32 GF STUBENRAUCH                             05/27/64-046 P  Y X
   REG ASGN-XD024  RT07 UP07 CON              P TEMP ASGN-

33 HG BUCKNER                                 06/15/64-048 P  Y X
   REG ASGN-ZC252  RT11 DP12 CON              P TEMP ASGN-                STATUS-AH

34 DW LEINER                                  05/13/65-049 P  Y
   REG ASGN-ZC252  RT11 DP01 CON              P TEMP ASGN-                STATUS-AH

35 BG MOORE                                   05/21/65-051 P  Y X
   REG ASGN-ZC252  RT11 DP11 CON              P TEMP ASGN-                STATUS-AH

36 GM WARDEN                                  05/21/65-053 P  Y X
   REG ASGN-ZC252  RT11 DP10 CON              P TEMP ASGN-                STATUS-AH

   JB TODD                                    06/02/65-055 P  Y X
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38 JA SCHISLER 09/16/65-056 P T
REG ASGN-ZC252 RT11 DP25 CON P TEMP ASGN- STATUS-LV

39 JL OSBORN 09/20/65-057 P Y
REG ASGN-ZC252 RT11 DP17 CON P TEMP ASGN-

PW MIELAN 09/27/65-058 P Y
REG ASGN-ZC252 RT11 DP20 CON P TEMP ASGN- STATUS-AH

41 JZ SMITH 12/01/65-060 P Y X
REG ASGN-MX001 RT33 DT01 CON P TEMP ASGN- STATUS-LS

42 HN REED 04/18/66-061 P Y
REG ASGN-ZC252 RT11 DP16 CON P TEMP ASGN- STATUS-LS

43 MK MCLAUGHLIN 04/25/66-063 P Y X
REG ASGN-MX001 RT33 DT03 CON P TEMP ASGN- STATUS-LV

44 EL LEDURE 05/09/66-064 P Y X
REG ASGN-XD024 RT07 UP04 CON P TEMP ASGN-

45 DA HUMBLE 05/09/66-065 P Y
REG ASGN-X 166 AT11 SV03 CON B TEMP ASGN-

46 RJ HENNEMAN 05/18/66-066 P Y X
REG ASGN-ZC252 RT11 DP09 CON P TEMP ASGN- STATUS-AH

47 JD BUNTON 07/25/66-068 P Y
REG ASGN-MI058 RT09 TP02 CON P TEMP ASGN-

48 KE WOLK 08/01/66-069 P Y
REG ASGN-MB002 AT09 SH10 CON P TEMP ASGN-

49 JH VINSON 08/01/66-070 P Y
REG ASGN-MI058 RT07 TP01 BR1 P TEMP ASGN-

50 MC SHELTON 10/14/66-071 P Y
REG ASGN-MX001 RT55 UP14 CON P TEMP ASGN- STATUS-LV

51 JF HELD 03/13/67-073 P Y X
REG ASGN-XD024 BT03 P TEMP ASGN- STATUS-OS

52 BD GRAY 03/20/67-074 P Y X
REG ASGN-XD024 RT07 UP05 CON P TEMP ASGN-

53 JF CLAYTON 04/19/67-076 P Y X
REG ASGN TEMP ASGN-

54 LK RANDOL 04/21/67-077 P Y X
REG ASGN-XD024 AT10 UD50 BR1 P TEMP ASGN- STATUS-LV

55 HG RAINEY 04/26/67-079 P Y
REG ASGN-XD024 RT07 UP08 CON P TEMP ASGN- STATUS-LV

56 WA GURLEY 04/28/67-080 P Y
REG ASGN-MX001 RT33 DT10 CON P TEMP ASGN- STATUS-AH

RE WILLIAMS 04/28/67-081 P Y X
REG ASGN-MX001 HT01 P TEMP ASGN-

58 JA TYLER 05/03/67-087 P X
REG ASGN-ZC252 RT11 DP02 CON P TEMP ASGN- STATUS-LV

59 JH SCHOONOVER 12/23/67-083 I Y
REG ASGN-ZC276 AT10 SG54 BR1 P TEMP ASGN- STATUS-LV

RC CORRIGAN 01/17/68-084 P Y
REG ASGN-MX001 RT33 MT21 CON P TEMP ASGN-

61 RW HARTMAN 02/25/68-086 P Y
REG ASGN-MI050 RT09 TP02 BR1 P TEMP ASGN-

62 TW HARTMANN 02/25/68-088 P Y
REG ASGN-C 070 AT11 SH55 CON P TEMP ASGN-

63 DR KETCHERSIDE 04/27/68-090 P Y
REG ASGN-XD024 RT07 UP10 CON A TEMP ASGN-

64 JA NEHRT 05/08/68-091 P Y
REG ASGN-C 070 AT11 SH54 BR1 B TEMP ASGN-

65 KR GROSS 05/22/68-093 P Y
REG ASGN-C 070 AT11 SH55 BR1 P TEMP ASGN- STATUS-LV

66 JR WELCH 05/31/68-094 P Y
REG ASGN-X 166 AT10 SI55 BR1 P TEMP ASGN-

67 DW MENDENHALL 06/21/68-096 I Y
REG ASGN-ZC252 RT11 TP01 CON P TEMP ASGN-

68 RS HARDY 07/03/68-097 I Y
REG ASGN-ZC252 RT11 TP03 CON P TEMP ASGN- STATUS-LV

69 BR TROLLINGER 10/04/68-098 P Y
REG ASGN-X 075 AT10 SH06 CON P TEMP ASGN-

70 EL MOORE 11/19/68-099 I Y
REG ASGN-ZC252 RT11 TP04 CON P TEMP ASGN-

71 VE JOHNSON 01/03/69-101 P Y
REG ASGN-X 075 AT11 SE37 BR1 P TEMP ASGN

72 JD SULLIVAN 01/23/69-102 P Y
REG ASGN-MX001 RT12 UT02 CON B TEMP ASGN-

73 MJ WALSH 02/20/69-104 P Y
REG ASGN-MX001 RT16 UT01 CON P TEMP ASGN- STATUS-LP

74 LW BLALOCK 03/24/69-105 P Y X
REG ASGN-MX001 RT33 DT30 CON P TEMP ASGN- STATUS-LV

75 LG COOPER 03/26/69-107 P Y X
REG ASGN-XD021 RT07 UP09 CON P TEMP ASGN- STATUS-LS

76 KR LINDSAY 03/20/69-108 P Y
REG ASGN-MX001 RT33 DT14 CON P TEMP ASGN- STATUS-LS

TA VOGT 05/20/69-111 P Y
REG ASGN-MB002 AT07 SH08 BR1 P TEMP ASGN-

78 M MUSLR JR 09/15/69-112 P Y
REG ASGN-X 075 AT10 SH06 BR1 P TEMP ASGN-

79 TG WALSTER 10/16/69-113 P Y
REG ASGN-MX001 HT01 P TEMP ASGN- STATUS-OS

DE HICKEY 10/17/69-115 I Y
REG ASGN-ZC276 AT10 SG54 CON P TEMP ASGN- STATUS-LV

81 KR HONEYMAN 10/29/69-116 P Y
REG ASGN-MX001 XT05 P TEMP ASGN- STATUS-OD

82 GM SPEITH 03/15/70-118 P Y
REG ASGN-ZC252 RT11 TP07 CON P TEMP ASGN- STATUS-LV

83 GE YORK 04/14/70-119 P Y
REG ASGN-MX001 HT01 P TEMP ASGN- STATUS-OS

84 DW ROGERS 05/08/70-121 P Y X
REG ASGN-XD024 BT03 F TEMP ASGN- STATUS-LS

85 DJ RITTER 10/26/70-122 P Y
REG ASGN-C 070 LT09 TL01 BR1 P TEMP ASGN-

86 HK DYE 12/18/70-124 I Y
REG ASGN-ZC252 RT11 TP13 CON P TEMP ASGN-

87 NJ SHACKLETTE 12/20/70-125 P Y
REG ASGN-MX001 RT12 UT04 CON B TEMP ASGN- STATUS-LV

88 PR GRIMM 01/04/71-126 P Y
REG ASGN-MX001 RT53 UP10 CON P TEMP ASGN- STATUS-PL

89 DC PRICE 01/04/71-127 P Y
REG ASGN-MX001 HT05 F TEMP ASGN- STATUS-LS

90 JL BRIGGS 03/04/71-129 P Y
REG ASGN-ZC252 RT11 DP06 CON P TEMP ASGN- STATUS-AH

91 WL LINDLEY JR 03/15/71-130 P Y X
REG ASGN-MX125 XK04 P TEMP ASGN- STATUS-LV

92 LD STUBENRAUCH 03/16/71-132 P Y X
REG ASGN-XD024 AT10 UD50 CON P TEMP ASGN-

93 LK SLINKARD 03/18/71-133 P Y X
REG ASGN-ZC252 RT11 DP13 CON P TEMP ASGN- STATUS-AH

94 JR BITTLE 03/22/71-135 P Y
REG ASGN-C 070 BT09 F TEMP ASGN- STATUS-DL

95 TJ GARNER 03/24/71-136 P Y
REG ASGN-MX001 HT01 F TEMP ASGN- STATUS-EL

96 JC HAUSWORTH 04/20/71-138 P Y
REG ASGN-MX001 HT05 P TEMP ASGN- STATUS-OS

HE HOLBROOK 04/21/71-139 P Y
REG ASGN-ZC252 RT11 DP31 CON P TEMP ASGN- STATUS-AH

98 ME WOOLARD 05/06/71-140 P Y
REG ASGN-MX001 HT05 P TEMP ASGN- STATUS-LV

99 JA ALDRIDGE 06/11/71-141 P Y
REG ASGN-MX001 RT33 HT15 CON P TEMP ASGN- STATUS-PL

KM DANNEMAN 08/10/71-143 P Y
REG ASGN-MX001 RT55 UP17 CON P TEMP ASGN-MX001 LT05 TL01 CON

101 JA RIGGINS 08/20/71-144 P Y
REG ASGN-MX001 RT55 UP15 CON P TEMP ASGN-

102 LR PHELPS 09/06/71-146 P Y
REG ASGN-M8002 XT07 P TEMP ASGN-

103 SR HILL JR 09/23/71-147 P Y
REG ASGN-ZC252 RT11 DP28 CON A TEMP ASGN- STATUS-AH

104 WJ WARD 09/23/71-148 P Y
REG ASGN-MX001 RT55 UP03 CON P TEMP ASGN- STATUS-PL

105 TJ ROACH 09/29/71-149 P Y
REG ASGN-ZC252 RT11 DP22 CON P TEMP ASGN- STATUS-AH

106 DG AUGUST 10-22-71 10/17/71-153 P Y X
REG ASGN-ZC252 RT11 DP14 CON P TEMP ASGN- STATUS-AH

107 GW VATERLAUS 9-21-67 10/17/71-155 P Y X
REG ASGN-MX125 XK04 P TEMP ASGN-

108 SA MOYERS 10/18/71-157 P Y
REG ASGN-MX001 RT33 DT18 CON P TEMP ASGN- STATUS-OD

109 GD LANGSTON 10/18/71-159 P Y
REG ASGN- TEMP ASGN- STATUS-DL

110 MJ RAUSCHER 12/01/71-161 P Y
REG ASGN-X 166 AT10 SV50 CON B TEMP ASGN-

111 AL TRIGGS 12/04/71-162 P Y
REG ASGN-MX001 XT05 P TEMP ASGN-

112 LL DODD 12/06/71-164 P Y
REG ASGN-ZC252 RT11 TP06 CON P TEMP ASGN-

113 LW MOORE 01/07/72-165 P Y
REG ASGN-ZC252 RT11 TP08 CON P TEMP ASGN-

114 KD ALEXANDER 03/13/72-167 P Y
REG ASGN-X0024 RT14 ST03 BR1 A TEMP ASGN-X0024 RT07 UP01 CON STATUS-LV

115 JM HAGERTY 03/13/72-169 P Y
REG ASGN-X 075 AT11 SE57 CON B TEMP ASGN-

116 GL THURMAN 03/13/72-170 P Y
REG ASGN-ZC252 RT11 DP03 CON P TEMP ASGN- STATUS-PL

NL MILLS 03/13/72-171 P Y
REG ASGN-ZC252 RT11 DP23 CON A TEMP ASGN- STATUS-AH

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118 DK AUSTIN                          04/23/72-173 L  Y
    REG ASGN-ZC252  RT11 TP34 CON      A TEMP ASGN-

119 GL HEINICKE                        05/14/72-174 P  Y
    REG ASGN-MB002  XT09               P TEMP ASGN-                    STATUS-PL

    SB BRADLEY                         06/10/72-176 P  Y
    REG ASGN-MX001  LT05 TL01 BR1      P TEMP ASGN-

121 JC GRAVES                          07/27/72-177 P  Y
    REG ASGN-MX001  RT33 MT22 CON      P TEMP ASGN-                    STATUS-LV

122 MR GROSS                           08/29/72-179 P  Y
    REG ASGN-C 070  LT09 TL01 CON      B TEMP ASGN-

123 BG MCFATHER                        10/16/72-180 P  Y
    REG ASGN-MX001  RT53 UP24 CON      A TEMP ASGN-

124 RL MUSKOPF                         10/18/72-182 P  Y
    REG ASGN-MB002  AT07 SH11 BR1      P TEMP ASGN-

125 CL MOORE JR                        01/10/73-183 P  Y
    REG ASGN-MX001  RT53 UP07 CON      P TEMP ASGN-

126 UR FREESE                          01/27/73-184 P  Y
    REG ASGN-MX001  RT33 UP27 CON      P TEMP ASGN-                    STATUS-LS

127 HG SWINDLE                         02/03/73-185 P  Y
    REG ASGN-MX001  BT05               D TEMP ASGN-                    STATUS-LV

128 SE ADAMS                           03/06/73-187 P  Y
    REG ASGN-MX001  RT55 UP06 CON      P TEMP ASGN-

129 DJ COWELL                          03/09/73-188 P  Y
    REG ASGN-MX001  HT01               P TEMP ASGN-                    STATUS-OS

130 WT HUGHES JR                       03/28/73-190 P  Y
    REG ASGN-MX001  RT55 UP16 CON      P TEMP ASGN-                    STATUS-LS

131 J  FOSTER                          03/31/73-191 P  Y
    REG ASGN-MX001  RT55 UP37 CON      P TEMP ASGN-                    STATUS-LS

132 RK CRANE                           04/11/73-193 P  Y X
    REG ASGN-ZC252  RT11 DP30 CON      P TEMP ASGN-

133 BL BEUCKE                          04/18/73-194 P  Y
    REG ASGN-MX001  RT12 UT03 CON      A TEMP ASGN-

134 KC BARRINER                        05/05/73-196 P  Y
    REG ASGN-ZC252  RT11 DP32 CON      A TEMP ASGN-X0024  RT07 UP09 CON    STATUS-LV

135 RP HALVEY                          05/27/73-197 P  Y
    REG ASGN-MX001  XT03               P TEMP ASGN-MX001  RT55 UT07 CON

136 DJ LINK JR                         05/29/73-198 P  Y
    REG ASGN-C 070  XT09               P TEMP ASGN-                    STATUS-LS

    DR MITCHELL                        05/30/73-199 P  Y
    REG ASGN-MX001  RT33 DT20 CON      P TEMP ASGN-                    STATUS-AR
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138 KL GRIFFIN — 06/04/73-201 P T
REG ASGN-MX001 RT33 MT03 CON — P TEMP ASGN - — STATUS-LS

139 SC KUEKER — 06/07/73-202 P Y
REG ASGN-MX001 RT33 MT19 CON — P TEMP ASGN -

RC DOLLC — 06/11/73-204 P Y
REG ASGN-MX001 RT33 MT41 CON — P TEMP ASGN-

141 RC PARNELL — 06/12/73-205 P Y
REG ASGN-MX001 PT01 — P TEMP ASGN - — STATUS-LF

142 H WEBB JR — 06/25/73-207 P Y
REG ASGN-MX001 RT33 OT20 CON — P TEMP ASGN - — STATUS-LV

143 DL JOHNSON — 07/02/73-208 P Y
REG ASGN-MX001 RT16 UT02 CON — P TEMP ASGN - — STATUS-LS

144 DJ MARLEN — 07/13/73-210 P Y
REG ASGN-C 070 XT09 — P TEMP ASGN -

145 C DAILEY JR — 07/20/73-211 P Y
REG ASGN-MX001 HT05 — P TEMP ASGN- — STATUS-OS

146 RR DIERCKS — 07/20/73-212 P Y
REG ASGN-MX001 HT05 — P TEMP ASGN- — STATUS-PI

147 DJ OSIA — 07/23/73-213 P Y
REG ASGN-MX001 RT33 MT25 CON — A TEMP ASGN -

148 RP SCHULZ JR — 07/25/73-215 P Y
REG ASGN-MX001 XT05 — P TEMP ASGN-

149 JD DARDER — 08/09/73-216 P Y
REG ASGN-MX001 RT33 MT07 CON — P TEMP ASGN -

150 MK BRADLEY — 08/09/73-217 P Y
REG ASGN-MX001 XT03 — P TEMP ASGN-

151 TN TINDALL — 08/11/73-218 P Y
REG ASGN-C 070 XT09 — P TEMP ASGN-C 070 AT11 CH55 BR1

152 RS PIERCE — 08/22/73-220 P Y
REG ASGN-C 070 XT07 — P TEMP ASGN-

153 ML DAGNER — 08/23/73-221 P Y
REG ASGN-C 070 XT09 — A TEMP ASGN -

154 MJ JOHNSON — 08/25/73-223 P Y
REG ASGN-MX001 RT55 UP04 CON — P TEMP ASGN -

155 RL HIRST — 08/25/73-225 P Y
REG ASGN-MX125 XK04 — P TEMP ASGN - — STATUS-PL

156 DD DEAN — 09/17/73-226 P Y
REG ASGN-MX001 RT53 UP03 CON — P TEMP ASGN - — STATUS-PL

JS TINDALL — 09/12/73-227 P Y
REG ASGN-X0024 HT03 — P TEMP ASGN - — STATUS-LS

J21 16:03 98/352 U0419 P859000 .ON N0951 BY TCS FROM H859000 (PR) OTET441

** SENIORITY ROSTER 353401 ** DATE-12/18/98 15:56C

PRIMARY QUALIFICATION- BRK DISTRICT- W:KCH3 KC HUB ZONE 3 [illegible]KEMEN

1	JM WISEMAN				10/21/66-001	P	Y	
	REG ASGN-MX125	LT24	TL01	CON	B TEMP ASGN-			STATUS-LS
2	LR ALDRICH				11/21/66-003	P	Y	
	REG ASGN-MX259	AT20	AT70	BR1	P TEMP ASGN-			STATUS-LV
3	JL SULLIVAN JR				11/21/66-005	P	Y	
	REG ASGN-MX125	LT24	TL02	CON	P TEMP ASGN-			STATUS-OD
4	GD HAYMART				11/16/68-007	P	Y	
	REG ASGN-MX125	RT22	JC52	CON	A TEMP ASGN-			
5	HF EICKHOFF				02/24/69-008	P	Y	
	REG ASGN-MX125	RT22	JC17	CON	A TEMP ASGN-			
6	RL HAYES				09/03/69-010	P	Y	
	REG ASGN-MX125	RT22	JC13	CON	P TEMP ASGN-			
7	RR TREMBLY				11/06/69-011	P	Y	
	REG ASGN-MX125	XT22			P TEMP ASGN-			
8	[illegible]UTCH				11/21/69-012	P	Y	
	REG ASGN-MX125	HT31			P TEMP ASGN-			STATUS-LH
9	JM GREER				11/28/69-013	P		
	REG ASGN-MX125	RT22	JC44	CON	A TEMP ASGN-			STATUS-AH

11 JR HENLEY — 02/14/71-016 P Y
REG ASGN-MX125 RT22 JC45 CON P-TEMP ASGN-

12 GD LOBAUGH — 02/14/71-017 P Y
REG ASGN-MX259 AT20 MT70 CON P TEMP ASGN-

RK DYE — 02/25/71-018 P Y
REG ASGN-MX125 AT21 SJ21 CON P TEMP ASGN-

14 GL NOBLETT — 03/01/71-020 P Y
REG ASGN-MX125 HT21 P TEMP ASGN-

15 JL SMITH — 03/01/71-022 P Y
REG ASGN-MX125 RT22 JC39 CON A TEMP ASGN-

16 DJ SCHEPPERS S — 05/02/71-024 P Y
REG ASGN-MX125 RT22 JC41 CON A TEMP ASGN-

17 LJ BORGMEYER — 05/07/71-025 P Y
REG ASGN-MX125 RT22 JC11 CON P TEMP ASGN-

18 GM IMLER — 05/12/71-026 P Y
REG ASGN-MX125 RT22 JC42 CON A TEMP ASGN-

19 SJ GALLIHER — 07/29/71-027 P Y
REG ASGN-MX125 RT22 JC36 CON P TEMP ASGN-

20 ME ROSS — 07/29/71-028 P Y
REG ASGN-MX125 RT22 JC31 CON P TEMP ASGN-

21 JG GARRISON — 08/16/71-029 P Y
REG ASGN-MX125 RT22 JC10 CON A TEMP ASGN-

22 DR HEMMEL — 09/27/71-031 P Y
REG ASGN-MX125 XT22 P TEMP ASGN-

23 DA DOCKINS — 09/27/71-033 P Y
REG ASGN-MX125 RT22 JC26 CON P TEMP ASGN-

24 PS GERLING — 09/27/71-034 P Y
REG ASGN-MX125 XT22 P TEMP ASGN-MX125 RT22 JC20 CON

25 VR SIMMONS 3-1466 PE Bkmo — 10/17/71-035 P Y
REG ASGN-MX125 RT22 JC54 CON P TEMP ASGN-

26 WE MORRISON 11-11-69 PE 2kmo — 10/17/71-036 P Y
REG ASGN-MX125 RT22 JC24 CON A TEMP ASGN-

27 FL WALL 3-25-70 PE 3kmo — 10/17/71-038 P Y
REG ASGN-MX125 RT22 JC27 CON P TEMP ASGN-

28 CR COLEMAN 3-31-70 PE 3kmo — 10/17/71-039 P Y
REG ASGN-MX125 RT22 JC06 CON P TEMP ASGN-

LD RICHARDSON 3-16-71 Illmo 3kmo — 10/17/71-040 P Y
REG ASGN-MX125 XT22 P TEMP ASGN-MX125 RT22 JC21 CON

30 DF COOK 4-6-71 Illmo 3kmo — 10/17/71-041 P Y
REG ASGN-MX125 RT22 JC48 CON P TEMP ASGN-

31 LJ VAUGHN — 11/28/71-042 P Y

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   REG ASGN-MX125  RT22 JC09 CON  P TEMP ASGN-

33 LW STRATMAN                    11/20/72-045 P  Y
   REG ASGN-MX125  RT22 JC37 CON  P TEMP ASGN-

34 TD BAKER                       01/19/73-047 P  Y
   REG ASGN-MX125  RT22 JC27 CON  P TEMP ASGN-

35 SL ANDERSON                    01/19/73-049 P  Y
   REG ASGN-MX125  XT22           P TEMP ASGN-MX125  RT22 JC42 CON

36 FJ SHIVER                      02/10/73-051 P  Y
   REG ASGN-MX125  RT22 JC38 CON  P TEMP ASGN-

37 TK RENICK                      02/15/73-052 P  Y
   REG ASGN-MX125  RT22 JC16 CON  A TEMP ASGN-

38 RC STRATMAN                    02/28/73-053 P  Y
   REG ASGN-MX125  RT22 JC33 CON  A TEMP ASGN-

39 WM HIBDON                      03/28/73-054 P  Y
   REG ASGN-MX125  RT22 JC28 CON  P TEMP ASGN-

40 DR DICUS                       03/28/73-055 P  Y
   REG ASGN-MX125  RT22 JC32 CON  P TEMP ASGN-

41 GR SHULL                       05/27/73-056 P  Y
   REG ASGN-MX125  RT22 JC49 CON  P TEMP ASGN-

42 DW SCHULTZ                     05/27/73-057 P  Y
   REG ASGN-MX125  XT22           P TEMP ASGN-

43 GW GARD                        07/28/73-058 P  Y
   REG ASGN-MX125  RT22 JC46 CON  P TEMP ASGN-

44 KR MENGES                      09/06/73-060 P  Y
   REG ASGN-MX125  RT22 JC07 CON  A TEMP ASGN-

45 LW TODD                        09/06/73-062 P  Y
   REG ASGN-MX125  RT22 JC25 CON  A TEMP ASGN-

46 RE SCHANZMEYER                 12/19/73-064 P  Y
   REG ASGN-MX125  AT21 SJ21 BR1  P TEMP ASGN-

47 GJ ALLEY                       08/05/74-065 P  Y
   REG ASGN-MX283  YT02 MR13 FOR  P TEMP ASGN-

48 SW OGLETREE                    08/05/74-066 P  Y
   REG ASGN-MX125  XT22           P TEMP ASGN-

   SH CALLISON                    04/19/76-067 P  Y
   REG ASGN-MX125  RT22 JC14 CON  A TEMP ASGN-

50 AP MENGES                      05/30/76-069 P  Y
   REG ASGN-MX125  RT22 JC47 CON  P TEMP ASGN-

51 DR LIMBERG                     08/20/76-070 P  Y
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REG ASGN-MX125 [illegible] TEMP ASGN-

53 TF MINIHAN 08/08/77-073 P Y
REG ASGN-MX125 LT24 TL01 BR1 B TEMP ASGN-MX125 LT24 TL01 CON

54 JA TIERMAN 08/08/77-074 P Y
REG ASGN-MX125 LT24 TL02 BR1 B TEMP ASGN- STATUS-OD

55 CL KRAMER 10/14/77-075 P Y
REG ASGN-MX125 RT22 JC21 CON A TEMP ASGN-

56 DW DETWILER 04/14/78-077 P Y
REG ASGN-MX125 RT22 JC20 CON A TEMP ASGN- STATUS-IP

57 JE HARTLEY 05/14/78-078 P Y
REG ASGN-MX125 RT22 JC55 CON P TEMP ASGN- STATUS-AH

58 JA NEUNER 04/29/79-079 P Y
REG ASGN-MX125 RT22 JC19 CON A TEMP ASGN- STATUS-LP

59 GM HENDERSON 05/19/79-080 P Y
REG ASGN-MX283 RC23 UT24 CON P TEMP ASGN-

7-3-63
60 RO MILLER 03/24/80-082 P Y
REG ASGN-MX125 RT22 JC43 CON A TEMP ASGN-

4-27-65
61 DW FRANK 03/24/80-084 P Y
REG ASGN-MX125 RT22 JC18 CON A TEMP ASGN- STATUS-AH

8-15-69
62 DG WOOLLEY 03/24/80-085 P Y
REG ASGN-MX125 RT22 JC23 CON A TEMP ASGN- STATUS-OD

2-4-78
63 MR LYNN 03/24/80-087 P Y
REG ASGN-MX125 RT22 JC30 CON P TEMP ASGN-

3-25-79
64 GR VERNON JR 03/24/80-088 P Y
REG ASGN-MX125 RT22 JC15 CON A TEMP ASGN- STATUS-AH

4-24-79
65 GB HILL 03/24/80-090 P Y
REG ASGN-MX125 RT22 JC50 CON P TEMP ASGN-

66 JL WILSON 12/03/80-092 P Y
REG ASGN-MX283 XT22 F TEMP ASGN- STATUS-LF

67 JT BLOOM 01/06/92-093 P N
REG ASGN-MX125 XT22 P TEMP ASGN-MX125 RT22 JC40 CON STATUS-LH

68 DW BOLIN 01/06/92-094 P N
REG ASGN-MX125 XT22 P TEMP ASGN- STATUS-AH

69+MA HOOD 03/20/95-095 P N
REG ASGN-MX125 RE22 JC15 FIR P TEMP ASGN- STATUS-AC

70+MA GAW 03/20/95-096 P N
REG ASGN-MX125 RE22 JC27 FIR P TEMP ASGN- STATUS-OS

71 RE SCHULER 03/23/95-097 P N

Omaha, Nebraska

IMPLEMENTING AGREEMENT
(Longview Hub)

between the

UNION PACIFIC RAILROAD COMPANY

SOUTHERN PACIFIC TRANSPORTATION COMPANY

and the

UNITED TRANSPORTATION UNION

PREAMBLE

The U.S. Department of Transportation, Surface Transportation Board ("STB") approved the merger of the Union Pacific Corporation ("UPC"), Union Pacific Railroad Company/Missouri Pacific Railroad Company (collectively referred to as "UP") and Southern Pacific Rail Corporation, Southern Pacific Transportation Company ("SPT"), St. Louis Southwestern Railway Company ("SSW"), SPCSL Corp., and the Denver & Rio Grande Western Railroad Company ("DRGW") (collectively referred to as "SP") in Finance Docket 32760. In approving this transaction, the STB imposed New York Dock labor protective conditions. Copy of the New York Dock conditions is attached as Attachment "A" to this Agreement.

On May 14, 1997, the Carriers served notice of their intent to merge and consolidated operations generally in the following territories:

Union Pacific:	Longview to Ft. Worth (not including Mesquite or Ft. Worth or any stations between Mesquite and Ft. Worth.)
	Longview to Livonia (not including Alexandria or Livonia)
	Longview to Valley Junction (not including Valley Junction or Hearne)
	Texarkana Terminal Palestine, TX Troup, TX

V

UNION PACIFIC RAILROAD COMPANY

1416 DODGE STREET
OMAHA, NEBRASKA 68179

Side Letter No. 2

August 26, 1997

MR C L CRAWFORD
GENERAL CHAIRMAN UTU
3104 EDLOE ST STE 207
HOUSTON TX 77027

MR L W PARSONS SR
GENERAL CHAIRMAN UTU(C&T)
SUITE 130
515 N SAM HOUSTON PKWY E
HOUSTON TX 77060

MR R J ROSSI
GENERAL CHAIRMAN UTU
2040 N LOOP WEST STE 310
NORTH LOOP OFFICE PARK
HOUSTON TX 77018

MR S B RUDEL
GENERAL CHAIRMAN UTU
7817 CAMELOT RD
FT WORTH TX 76134

Gentlemen:

This refers to the Merger Implementing Agreement entered into this date, and specifically regarding the manning of road switcher/dodger assignments at Arlington (BOP) by Mineola seniority district trainmen.

It was agreed that former Mineola trainmen will participating in the roster slotting process and be assigned to the Longview Hub merged seniority district, and the road switcher/dodger assignments at Arlington (BOP) (including Great Southwest jobs) will attrite to employees of the DFW Hub; however, those former Mineola trainmen who are occupying such road switcher/dodger assignments at Arlington (BOP) on date of implementation will have prior rights to these assignments as long as such assignments remain in effect, and so long as they are able in the normal course of seniority to hold such assignments.

If and when such trainmen vacate these assignments either through a voluntary exercise of seniority or through attrition such prior rights will cease to exist. When such assignment is vacated, a trainman of the Ft. Worth seniority district will be utilized to fill subject vacancy. Effective upon implementation of this Implementing Agreement, vacancies on said Arlington (BOP) assignments will be protected by the Ft. Worth north end road extra board.

If the foregoing adequately and accurately describes our agreement in this regard, please do indicate by signing in the space provided for that purpose below.

Yours truly,

Matt

M. A. Hartman
General Director-Labor Relations

AGREED:

C. L. Crawford
General Chairman, UTU

L. W. Parsons, Sr.
General Chairman, UTU

R. J. Rossi
General Chairman, UTU

S. B. Rudel
General Chairman, UTU

cc: M. B. Futhey, Jr.
Vice President, UTU

P. C. Thompson
Vice President, UTU

UNION PACIFIC RAILROAD COMPANY

1416 DODGE STREET
OMAHA, NEBRASKA 68179

Side Letter No. 6

August 20, 1997

MR L W PARSONS SR
GENERAL CHAIRMAN UTU(C&T)
SUITE 130
515 N SAM HOUSTON PKWY E
HOUSTON TX 77060

MR C L CRAWFORD
GENERAL CHAIRMAN UTU
3104 EDLOE ST STE 207
HOUSTON TX 77027

MR S B RUDEL
GENERAL CHAIRMAN UTU
7817 CAMELOT RD
FT WORTH TX 76134

MR R J ROSSI
GENERAL CHAIRMAN UTU
2040 N LOOP WEST STE 310
NORTH LOOP OFFICE PARK
HOUSTON TX 77018

MR D L HOLLIS
GENERAL CHAIRMAN UTU
401 E FRONT ST STE 140
TYLER TX 75702

Gentlemen:

This has reference to the Merger Implementing Agreement entered into this date.

During our discussion regarding forfeiture of exterior seniority, your organization expressed concern regarding trainmen who may be forced from locations outside the Longview Hub to roster slots in the Longview Hub during the roster formulation process. In this specific regard, the Carrier agreed that such employees would be given rights to exercise seniority to other hubs where they previously held seniority in preference over new employees being hired for train service at such other hubs.

Trainmen exercising this option will be placed on the roster at the new hub in line with their original train service seniority date with all rights and privileges unimpaired.

The exercise of this option shall be considered a seniority move and shall be at the trainmen's own expense. A trainmen utilizing this provision to select a different hub will forfeit his seniority in the Longview Hub. The 2-year holddown set forth in Article VIII.B.6. shall not apply to such moves.

For purposes of application of this Side Letter, it was agreed that all trainmen assigned to the Longview Hub upon implementation shall be considered "forced" to the Longview Hub. Additionally, the rights set forth in this Side Letter shall terminate and have no further force or effect after five (5) calendar years following the date of implementation of this Agreement.

If the foregoing adequately and accurately describes our agreement in this regard, please so indicate by signing in the space provided for that purpose below.

Yours truly,

M. A. Hartman
General Director-Labor Relations

AGREED:

L. W. Parsons, Sr.
General Chairman, UTU

S. B. Rudel
General Chairman, UTU

D. L. Hollis
General Chairman, UTU

C. L. Crawford
General Chairman, UTU

R. J. Rossi
General Chairman, UTU

cc: M. B. Futhey, Jr.
Vice President, UTU

P. C. Thompson
Vice President, UTU

MERGER IMPLEMENTING AGREEMENT
(Salina Hub)

between the

UNION PACIFIC/MISSOURI PACIFIC RAILROAD COMPANY
SOUTHERN PACIFIC TRANSPORTATION COMPANY

and the

UNITED TRANSPORTATION UNION

In Finance Docket No. 32760, the U.S. Department of Transportation, Surface Transportation Board ("STB") approved the merger of the Union Pacific Corporation ("UPC"), Union Pacific Railroad Company/Missouri Pacific Railroad Company (collectively referred to as "UP") and Southern Pacific Rail Corporation, Southern Pacific Transportation Company ("SP"), St. Louis Southwestern Railway Company ("SSW"), SPCSL Corp., and The Denver & Rio Grande Western Railroad Company ("DRGW") (collectively referred to as "SP"). In approving this transaction, the STB imposed New York Dock labor protective conditions.

Subsequent to the filing of UP's application, but prior to the STB's decision, the Parties engaged in certain discussions which focused upon the Carrier's request that the United Transportation Union support the merger of UP and SP. These discussions resulted in the exchange of certain commitments between the Parties which were outlined in letters dated February 26, 1996 and March 28, 1996. Copies of these letters are attached collectively as Attachment "A" to this Agreement.

In order to achieve the benefits of operational changes made possible by the transaction, to consolidate the seniority of all employees working in the territory covered by this Agreement into one common seniority district covered under a single, common collective bargaining agreement,

IT IS AGREED:

I. <u>Covered Territory.</u>

As the result of merger and the abandonment of a portion of the Hoisington Subdivision, UP and MPUL operations between Hoisington and Horace, Council Grove and Hoisington, Salina to Sharon Springs, Salina to Hoisington, Salina to Kansas City and all stations, branch lines, industrial leads and main line between the points identified excluding the tracks from west of Junction City to Kansas City for non-through freight service, shall be consolidated into a unified operation. The parties recognize that some of the tracks that go into Kansas City are shared by other seniority districts and that tracks may continue to be shared.

This agreement does not cover operations south out of Sa... to Wichita, Marysville to Herington, or the Topeka yard. However, the parties recognize that a later notice may amend this agreement to cover operations between and or including these points.

II. Seniority and Work Consolidation.

To achieve the work efficiencies and allocation of forces that are necessary to make the merged Carrier operate efficiently as a unified system, an adequate supply of forces shall be relocated from locations where assignments are abolished to locations where new assignments are established.

The following seniority consolidations will be made:

A. A new seniority district will be formed and master Conductor, Brakeman, Switchman and Firemen Seniority Rosters, UP/UTU Salina Hub Zone 300 Merged Roster, will be created for the employees from the UPED Oakley pool relocated to Salina, (up to eight conductors from Kansas City) and all Salina employees and MPUL Hoisington and Council Grove Rosters assigned to the Salina Hub on April 21, 1997. The new rosters will be created as follows:

1. Switchmen/brakemen placed on these rosters will be dovetailed based upon the employee's current seniority date in each craft. Conductors placed on these rosters will be dovetailed based on the employee's actual date in the craft. If this process results in employees having identical seniority dates, seniority will be determined by the employee's current hire date with the Carrier.

2. All employees placed on the rosters may work all assignments protected by the roster in accordance with their seniority and the provisions set forth in this Agreement.

3. New employees hired and placed on the new rosters on or after the effective date of this Agreement, will have no prior rights but will have roster seniority rights in accordance with the provisions set forth in this Agreement. Employees who will be working in engine service who do not previously have a Zone 100 trainman date or MPUL trainman date will be placed on the bottom of the appropriate Zone 300 roster in the same order as they stand on the engine service roster covering this territory.

B. Employees will be treated for vacation and payment of arbitraries as though all their service on their original railroad had been performed on the merged railroad. Employees assigned to the Salina Hub seniority roster at implementation shall have entry rate provisions waived and employees hired/promoted after the effective date of this Agreement shall be subject to National Agreement rate progression provisions.

C. C, T & Y employees placed on the Salina Hub Zone Merged Roster shall relinquish all seniority outside the Hub upon implementation of this Agreement and all seniority inside the Hub held by employees outside the Hub shall be eliminated. All employees promoted to engine service after the effective date of this agreement shall only have seniority in that class of service on the appropriate UPED roster.

III. Operational Consolidations

A. Pools.

1. All Hoisington-Horace and Council Grove-Hoisington pools shall be phased out and combined into one or two single-headed pools operating Salina-Sharon Springs and Salina-Kansas City. Two Salina pools shall be maintained for at least six months and then may be combined upon ten (10) days written notice.

2. The double-headed pool, Salina-Kansas City, shall become a single-headed pool but shall be maintained as currently operated until sufficient manpower is available at Salina in accordance with Article V, IMPLEMENTATION, of this Agreement. The double-headed pool Salina-Oakley shall become a single-headed Salina-Sharon Springs pool, but shall be maintained as double-headed until sufficient manpower is available at Salina. Until it becomes single-headed, the Oakley conductors shall be paid a driving allowance of 31.5 cents per mile for driving Oakley to Sharon Springs (104 miles round trip) to their on duty point. Those who currently receive an Ellis to Oakley driving allowance will continue to receive this allowance for thirty (30) days. However, if conductors assigned to the pool live at Ellis, they can elect to drive to Salina instead of Sharon Springs and shall be entitled to a driving allowance for the round trip miles Ellis to Salina for a period of thirty (30) days.

3. The pools shall be slotted and Attachment "C" lists the slotting order for separate pools or one pool, if pools are combined. The six (6) slots for the 9th district employees shall be prior righted to all eight (8) employees who relocate from Kansas City.

B. Extra Boards.

1. Extra boards shall be maintained at Salina as long as traffic conditions warrant. The brakeman/yardman extra board shall be prior-righted and the Salina conductor extra board shall be filled off the common roster.

2. The Salina conductor extra board will not [illegible] board u[illegible] an additional position is added after [illegible]lementation. MPUL employees must hold the positions in the MPUL pool, extra boards or locals prior to moving to positions at Salina as set forth in Article V, IMPLEMENTATION.

C. Other Operations.

1. All pool, local, yard, work train and road switcher operations shall be combined into a unified operation. UPED Salina employees in the Hub shall have prior rights to all non-pool freight regular assignments including assigned work trains at Salina.

2. MPUL employees shall have prior rights to their existing work on the Pueblo line as long as it is operated. They shall also have prior rights to the Salina-Helsington local as provided in that agreement as long as it is operated. Conductor vacancies on this assignment shall be covered from the Salina common extra board after implementation and brakeman vacancies shall be covered by the brakeman/yardman extra board.

3. Since Salina-Kansas City pool freight service will be home terminated at Salina, the Kansas City extra board crews will not be used as make up crews in this service. The Kansas City extra board shall continue to perform Hours of Service relief for eastbound Salina-Kansas City trains that lay down east of Junction City. This does not restrict other crews such as combination deadhead and service pool crews from performing this service.

IV. PROTECTION

A. Due to the parties voluntarily entering into this agreement, the Carrier agrees to provide New York Dock wage protection for the period of time specified under NYD Conditions to all trainmen listed on the initial roster and working in covered service on the implementation date. The employees must comply with the requirements associated with New York Dock conditions or their protection will be reduced for such items as layoffs, bidding/displacing to lower paying assignments when they could hold higher paying assignments, etc. Employees on the roster and off medical, Union or suspended, etc., shall be covered under this agreement upon return to service.

B. This protection is wage only and hours will not be taken into account.

C. Employees required to relocate under this agreement will be governed by the relocation provisions as stated in Article IV. PROTECTION, Section D, of this agreement except as follows:

UNION PACIFIC RAILROAD COMPANY

February 26, 1996

Mr. Charles Little
President UTU
14600 Detroit Ave
Cleveland OH 44107

Dear Sir:

This refers to our earlier conversation concerning the issues of New York Dock protection and the certification of adversely affected UTU employees.

As you know, Union Pacific, in its SP Merger Application, stipulated to the imposition of the New York Dock conditions. The Labor Impact Study which UP filed with the Merger Application reported that 328 trainmen would transfer, that 1361 trainmen jobs (net) would be abolished, that 85 UTU represented yardmaster jobs and 17 hostler positions would be affected because of the implementation of the Operating Plan. The Labor Impact Study also indicates that a number of engineer positions will be affected but does not indicate how many, if any, of those are working on properties where engineers are represented by the UTU.

Within the New York Dock conditions, Section 11 addresses disputes and controversies regarding the interpretation, application or enforcement of the New York Dock conditions (except for Sections 4 and 12). Under Section 11, perhaps the two most serious areas for potential disputes involve whether an employee was adversely affected by a transaction and what will be such employee's protected rate of pay.

In an effort to eliminate as many of these disputes as possible, Union Pacific makes the following commitment regarding the issue of whether an employee was adversely affected by a transaction: UP will grant automatic certification as adversely affected by the merger to the 1409 train service employees, the 85 UTU-represented yardmasters and the 17 UTU represented hostlers projected to be adversely affected in the Labor Impact Study and to all other train service employees and UTU represented yardmasters and hostlers identified in any Merger Notice served after Board approval. UP will also grant automatic certification to any engineers adversely affected by the merger who are working on properties where engineers are represented by the UTU. UP will supply UTU with the names and TPA's of such employees as soon as possible upon implementation of approved merger.

Union P[illegible]c commits to the foregoing on the basis [illegible]TU's agreement, after merger approval, to voluntarily reach agreement for implementation of the Operating Plan accompanying the Merger Application. UP also commits that, in any Merger Notice served after Board approval, it will only seek those changes in existing collective bargaining agreements that are necessary to implement the approved transaction, meaning such changes that produce a public transportation benefit not based solely on savings achieved by agreement change(s).

Even with these commitments, differences of opinion are bound to occur. In order to ensure that any such differences are dealt with promptly and fairly, Union Pacific makes this final commitment: If at any time the International President of the UTU (or his designated representative) believes Union Pacific's application of the New York Dock conditions is inconsistent with our commitments, UTU and UP personnel will meet within five (5) days of notice from the UTU International President or his designated representative and agree to expedited arbitration with a written agreement within ten (10) days after the initial meeting if the matter is not resolved, which will contain, among other things, the full description for neutral selection, timing of hearing, and time for issuance of Award(s).

In view of Union Pacific's position regarding the issues of New York Dock protection and the certification of employees, I understand that the UTU will now support the UP/SP merger.

Sincerely,

cc: B. A. Boyd, Jr.
Asst. President UTU

QUESTIONS & ANSWERS - UTU SALINA HUB

Article I - SALINA HUB

Q1. Does the new seniority district change terminal or switching limits at the mile posts indicated?

A1. No. It is the intent of this agreement to identify the new seniority territory and not to change the existing terminal limits except as specifically provided elsewhere in this agreement. Non pool freight service east of Junction City shall continue to be handled by Topeka employees.

Q2. The Topeka-Junction City local runs west out of Topeka. Is it in the Salina Hub?

A2. No, because the assignment goes on duty at Topeka it is not part of the Hub.

Article II - SENIORITY AND WORK CONSOLIDATION

Q3. If the trackage between Herington and Horace is reopened and UP employees operate over that territory, do MPUL employees have prior rights to that work?

A3. Yes.

Q4. What does it mean when it refers to protecting all prior right employee vacancies within the Salina Hub?

A4. The granting of prior rights also creates the obligation to protect such assignments before filling the vacancy with employees without prior rights or with only common rights or before a prior right employee may place on a reserve board.

Q5. Will existing pool freight terms and conditions apply on all pool freight runs?

A5. No. The terms and conditions set forth in the controlling collective bargaining agreements and this document will govern.

Q6. When the agreement is implemented, which vacation agreement will apply?

A6. Vacation agreements used to schedule 1997 will be used for the remainder of 1997 thereafter the UPED agreement will govern.

Article III - OPERATIONS; Article V - IMPLEMENTATION

Q7. Why only a 5 day implementation notice?

A7. To insure employees' protection starts when train traffic shifts.

Q8. Will the pools be blue printed or run first in first out?

A8. The UPED agreement calls for a blue printing

Q9. Will the Salina-Sharon Springs and Salina-Kansas City pool ratios be maintained?

A9. No. With the movement of the terminal to Salina and the creation of single headed pools, there will be no ratios.

He/she shall have charge of the books and papers of the Committee pertaining to this office. The Secretary shall prepare and furnish the International President, General Secretary and Treasurer, each local Chairperson, and each local Secretary a copy of the proceedings of the Committee within twenty (20) days of the close of each session. He/she shall notify the International President the names and addresses of the General Committee immediately following their election.

The Secretary shall perform such other duties as might be required by the General Committee and this Constitution.

ARTICLE 90
MERGERS, LEASES, COORDINATIONS, ETC.

When, through lease, purchase, merger, consolidation or other cause, a line or lines of a carrier or a portion thereof is taken over by another carrier or where, because of establishment of a new line by an existing carrier or for other reasons, traffic is permanently diverted from one carrier to another or from one road and/or yard seniority district to another on the same carrier and such affects the seniority rights of employees on such carriers, General Committees of Adjustment shall arrange for a fair and equitable division of the work. Prior seniority rights of employees to service on their former seniority district or territory shall be preserved to the extent possible. Permanently, as used herein, is intended to mean some reasonable degree of regularity in excess of thirty (30) days.

General Committees shall give consideration to all factors involved, including but not limited to hours worked, cars and tonnage handled where applicable, and mileage of operations on each seniority district or territory involved prior to the change in operation, consolidation, or the diversion or re-routing of traffic.

In circumstances in which a new line is established by a carrier and no seniority rights exist, employees from the line from which traffic is diverted, will be transferred to the new line in equal percentage to the mileage of the traffic diverted from the old line. If the portion of line transferred is insufficient in extent to constitute a separate seniority district, the employees taken over therewith in the merger may be placed on the roster of the proper seniority district to which the merged line is attached with seniority on such roster in their respective classes from a date not later than the date of merger.

In applying this Article to bus lines the International and its Legislative Department will intervene with the ICC for a reservation of jurisdiction, for the imposition of conditions, for at least three (3) years for employees who may be adversely affected.

Disputes arising under this Article which cannot be resolved by the General Committee or General Committees shall be referred to the International President. The International President shall promptly assign an officer to assist the General Committee or General Committees involved in resolving the dispute. Failing to resolve the dispute the officer shall make a complete report and recommendation to the International President who, in turn, shall decide the dispute.

Any local or member of a local affected by action or decision of a Chairperson, Sub General Committee or General Committee, or by the decision of the International President with respect to this Article may appeal such action or decision to the Board of Appeals, provided such appeal is filed with the General Secretary and Treasurer within ninety (90) days from the date of the action or decision. The Chairperson, Sub General Committee, General Committee, or International President, as the case may be, shall be allowed thirty (30) days from the date the appeal is filed in which to reply to the appeal. The parties involved in an appeal shall exchange copies of the appeal and reply to the appeal.

ARTICLE 91
ASSOCIATION OF GENERAL CHAIRPERSONS

The Chairpersons of the General Committees in each district, as hereinafter set forth, shall form an Association of General Chairpersons, each to function independently of the other, for the purpose of formulating concerted movements relating to wages, rules, and working conditions of transportation service employees in their district.

District No. 1 shall include all rail lines in the United States.

District No. 2 shall include all rail lines in Canada.

District No. 3 shall include all bus lines in the United States and Canada.

All General Chairpersons on properties where the combined membership represented by the United Transportation Union is one hundred (100) or more, shall be members of the Association of

Norton N. Newborn Co., L.P.A.

Norton N. Newborn
Attorney at Law

24100 Chagrin Boulevard, Suite 330
Cleveland, Ohio 44122
(216) 464-1400

August 27, 1998

Clinton J. Miller, III
General Counsel
United Transportation Union
14600 Detroit Avenue
Lakewood, Ohio 44107-4250

P. C. Thompson, V. Pres.
United Transportation Union
10805 West 48th Street
Shawnee Mission, KS 66203

M. B. Futhey, Jr., V. Pres.
United Transportation Union
7610 Stout Road
Germantown, TN 38138

Re: Volkman, et al

Gentlemen:

In response to Clint Miller's letter of August 24, and review of the outstanding court orders in the above lawsuit relative to apparent issue concerning consolidation at Kansas City yard.

Clint, the "final order" (July 21, 1993 previously supplied) provides for seniority, including requiring as you noted in your letter change of seniority as to a group of "1983 hires". The court also provided, however, for pre-1983 hires of former Rock Island employees ("Final Order", p. 7, paragraph 2: "Defendants SSW and UTU shall continue to recognize the existing prior rights of the former Rock Island employees who are pre-1983 hires.") Thus even where the court did not change seniority that had been established on the basis of the February 1982 Implementing Agreement, it was provided that that Implementing Agreement seniority was protected under the Order. At the same time, however, paragraph 4 at page 8 of the Final Order allows for negotiation concerning the seniority of Rock Island employees:

> The prior rights granted to the 1983 hires shall be considered to have the same status as if provided for by an implementing agreement negotiated

under the March 4 Agreement. Thus, those prior rights are subject to modification through future collective bargaining the same as are prior rights granted under existing labor contracts between the defendants SSW and UTU.

Thus, seniority granted in the 1982 Implementing Agreement and approved by the court as well as that modified by the court was protected, but was subject to negotiation in the future.

Also, note that the Final Supplemental Judgment (transmitted to you by letter of June 23, 1998) as to the eight off line people similarly provided that "...seniority and prior rights granted to the Off-line Plaintiffs shall be considered to have the same status as if provided for by an Implement Agreement negotiated under the March 4 Agreement. Thus, those prior rights and other seniority are subject to modification through future collective bargaining the same as are prior rights or other seniority granted under existing labor contracts between the defendants Union Pacific and UTU." (P. 6, paragraph 4.)

It seems to me that while there is clearly a right to negotiation on these matters, whether a wipe out of the prior rights and subordination of the RI(SSW) group could be deemed to have been contemplated, gives me a good deal of pause without knowing more the facts of the situation. This would seem to be one of those cases where the spirit and letter of the matter are moving in different directions. I am aware of how many times and how vigorously we have argued in the past that prior rights is the industry and organization position and it is how Article 90 has generally been applied. Also, you apparently indicate that BLE has made an equity agreement.

In fact, the February 1982 Implementing Agreement on the Tucumcari line transaction went off the track as far as the judge was concerned not only because of the nature of the negotiations, but because it did not afford jobs on the basis of traffic handled by the former respective groups, i.e. departed from prior rights at some point and the judge essentially looked at volume of traffic and determined that volume of traffic, work brought with the group, etc. should control. I assume the current negotiation is under Surface Transportation Act, but that is about as general as Article 90 or the March 4 agreement as I recall and would seem to throw it all back to the specific facts of the consolidation at Kansas City.

I note also that inasmuch as Swonger seems to be talking about road assignments to Pratt, I don't know what that directly would have to do with KC yard, but the same considerations noted above would apply to road seniority.

Note that previous to this the yard jobs were not much of a dispute although they were included in the suit as filed. The judge noted that all yard jobs on the Tucumcari line had gone to Rock Island people in 1982-3 so that he made no change in seniority for yard assignments.

Norton N. Newborn Co., L.P.A.

If you need anything further, please advise.

Very truly yours,

Norton N. Newborn

CHARLES L. LITTLE
International President

BYRON A. BOYD, JR.
Assistant President

ROGER D. GRIFFETH
General Secretary and Treasurer

united transportation union

14600 DETROIT AVENUE
CLEVELAND, OHIO 44107-4250
PHONE: 216-228-9400
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January 27, 1999

VIA FAX AND UPS NEXDAY AIR

Mr. Don L. Hollis,
SSW Associate General Chairperson
United Transportation Union
P. O. Box 580
Lindale, Texas 75771

Dear Sir and Brother:

This is in response to your letter dated January 18, 1999, in which you reference the outcome of a meeting at the UTU International Headquarters on December 1 and 2, 1998.

I am puzzled by the contents of your letter, particularly your comment that the decision reached at the December 1 and 2, 1998 meeting is "fundamentally flawed, inequitable and represents a departure from UTU's unified position." My recollection of the issues referred to in your letter are as follows.

During and subsequent to the negotiations of the St. Louis and Kansas City Hubs, you raised an issue with this office and the two Vice Presidents assigned that the former Rock Island employees should receive their original Rock Island seniority date. This was based upon the apparent fact that you and the other involved General Chairpersons had previously agreed upon a dovetail arrangement in both Hubs, using the employee's date of hire seniority date. As a result of your concern, General Counsel Clint Miller mailed an inquiry on August 24, 1998 to Attorney Norton N. Newborn. Mr. Newborn had been involved in the handling of litigation involving former Rock Island employees. General Counsel Miller requested Mr. Newborn to review the outstanding court orders in the Volkman case relative to the apparent issue concerning consolidation at the Kansas City yard.

Mr. Newborn responded to General Counsel Miller's inquiry with a letter dated August 27, 1998. In order to review and discuss Mr. Newborn's letter and your concerns, I scheduled a meeting in Seattle, Washington. I requested the involved General Chairpersons, the two Vice Presidents assigned, General Counsel Clinton J. Miller, III, and Assistant President B. A. Boyd, Jr. to meet in Seattle, Washington during the Union Pacific General Chairpersons' Association Meeting.

During that meeting on September 23-24, 1999 in Seattle, all the issues you raised, including those mentioned in your January 18, 1999 letter, were discussed in great detail. It was also explained to you why the Organization could not grant former Rock Island employees

a different seniority date than that which they obtained when they were hired by the SSW. General Counsel Miller explained his understanding of the court decisions relating to the Volkman case.

At the conclusion of the Seattle meeting, a consensus was reached on all of these matters. You agreed that the former Rock Island employees would be required to use their current seniority date with the SSW on the dovetailed roster. You also explained to us that you did not feel it would be right for SSW employees to use their system seniority date to advance seniority over the former Rock Island employees since they had prior rights over the SSW employees on the Tucumcari Line. All present agreed with your position.

On October 3, 1998, you mailed a letter to Mr. J. J. Marchant, Vice President of Labor Relations on the Union Pacific Railroad, where it appeared you took a completely opposite position from what you had agreed to in Seattle. You furnished copies of this letter to various former Rock Island Local Chairpersons.

On November 3, 1998, Assistant President B. A. Boyd and Vice President Paul C. Thompson attended the Local UTU Officers' Association Meeting in Kansas City. At the conclusion of that meeting, Local Chairperson Gene Clyma requested a conference with Assistant President Boyd and Vice President Thompson. During this conference, Local Chairperson Clyma advised Brothers Boyd and Thompson that you had attended a previous meeting in Kansas City of the UTU Local Officers' Association, and afterward, you advised Brother Clyma that he should not worry because you were going to see to it that the former Rock Island employees were going to receive their original Rock Island seniority date.

Upon returning to Cleveland, Assistant President Boyd advised me of the information he had received from Local Chairperson Clyma. Vice President Thompson also confirmed this information. It was for this reason that I requested all concerned parties to attend a meeting on December 1, 1998 in Cleveland, Ohio. On December 2, 1998 I requested Union Pacific officers to be present in hopes of finely resolving this issue. During the December 2, 1998 meeting, General Counsel Clint Miller explained further the issues you had raised concerning the decisions rendered by the court in the Volkman case.

After further discussion, all those in attendance including yourself, admitted that dovetail of seniority was the manner in which the parties agreed to address seniority in the St. Louis and Kansas City Hubs. You were representing the SSW employees in these negotiations. With all of the involved General Chairpersons in agreement that a dovetail of seniority based upon the employees' date of hire seniority date on the respective properties, the unified UTU position was reiterated by the UTU representatives. You agreed on both December 1 and 2, 1998 that the former Rock Island employees seniority date would be the date in which they established seniority on the SSW in 1980. In fact, we went around the room and had each General Chairperson state their position.

When it came to your turn, not only did you agree that the former Rock Island employees would be required to use their existing SSW seniority date on the dovetailed roster, you also raised the issue of the placement of the SSW employees. You indicated that because of the prior rights status of the former Rock Island employees on the Tucumcari Line (Salina Hub), it would not be fair to the former Rock Island employees to allow SSW employees to use their system seniority date on the Tucumcari Line. In fact, you advised that the Carrier was already applying the SSW system seniority date, which caused the former Rock Island employees on the Tucumcari Line to be run around. You were advised that we all agreed with your position. You advised that on the Tucumcari Line, the SSW employees should be granted a 1980 seniority date directly behind all of the former Rock Island employees.

The following day, December 2, 1998, we approached the Union Pacific Officers with your concern. Bill Huffles informed us that SSW employees had not been allowed to run around former Rock Island employees on the Tucumcari Line (Salina Hub), and in fact, to keep this from happening, they had all been given a 1980 seniority date directly behind the former Rock Island employees.

The issue over SSW as opposed to former Rock Island seniority was not really an issue in the Kansas City Hub because in Kansas City there were no SSW employees working in the Kansas City Yard. You mention the SSW trainmen in Jefferson City being permitted to use their earliest system date. You are fully aware of the reasons SSW employees used their earliest date at Jefferson City. The same zone in the St. Louis Hub encompasses the same territory Jefferson City to St. Louis and Dexter to St. Louis. The Dexter to St. Louis Territory is the main line for the SSW. Under the UP/MKT merger the SP (SSW) was granted trackage rights between Kansas City and St. Louis. Unlike the Tucumcari line between Kansas City and Tucumcari, SSW employees had a different stake in the Jefferson City area of the St. Louis Hub. Naturally, they were entitled to use their earliest date of hire on the dovetailed roster in this area.

Former Rock Island employees hold prior rights ahead of SSW employees between Kansas City and Tucumcari. Therefore, it would not be fair to former Rock Island employees to have SSW employees establish seniority ahead of them by using their system seniority on a dovetail roster. The SSW did not acquire the Tucumcari line until 1980, so there would be no justification to allow SSW employees to use an earlier date than the date the line was actually acquired. Therefore, SSW employees have no rights to establish seniority ahead of former Rock Island employees on the Kansas City to Tucumcari line.

It is also my understanding that in the Salina Hub, you agreed to the proposed Agreement; however, when it came time to initial the proposed Agreement, you refused. The Carrier has now invoked arbitration in that Hub which will now put all of our UTU employees in that Hub in jeopardy of losing some of the benefits originally negotiated in that Hub.

Last week former Rock Island employees attempted to obtain a TRO against implementation of the Kansas City Hub. They failed.

The point is that you have twice agreed to seniority arrangements different from those stated in your January 18, 1999 letter. Those arrangements were upheld essentially by the Court last week. It is time for all concerned to abide by what has been agreed upon because it was done in good faith to be fair to all concerned. I will not sustain the position set forth in your January 18, 1999 letter because it is at odds with what has been fairly agreed upon.

Fraternally yours,

Charles L. Little

Charles L. Little
International President

cc: B. A. Boyd, Jr., Assistant President
C. J. Miller, III, General Counsel
P. C. Thompson, Vice President (fax and mail)
M. B. Futhey Jr., Vice President (fax and mail)
Involved General Chairpersons St. Louis and Kansas City Hubs (fax and mail)

United States District Court
District of Kansas

Monti L. Belot
Judge

111 U.S. Courthouse
401 North Market
Wichita, Kansas 67202
(316) 269-6519

February 3, 1999

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Brenda J. Council
Kutak Rock
1650 Farnam Street
Omaha, Nebraska 68102

Re: Volkman v. United Transportation Union, No. 83-6025-MLB

Dear Counsel:

When this matter came before me on plaintiffs' motion for a temporary restraining order, I overlooked plaintiffs' motions for a preliminary injunction and for findings of contempt. The motions did not come to my attention until I received defendants' joint motion for an extension of time to oppose plaintiffs' motion (Doc. 560). I requested my courtroom deputy to call Mr. Stoltze to determine whether he intended to pursue the motions, or either of them. She reached Mr. Stoltze on February 2. He stated that the matters which are the subject of the motion for preliminary injunction are scheduled for an arbitration to be held in the near future.

I see no reason for defendants to respond to either motion until such time, if ever, that plaintiffs announce an intention to pursue the motions. Presumably, that decision will not be made until after the arbitration has run its course. When that occurs, I want counsel to discuss the motions and then inform me by letter regarding whether either or both motions will be pursued. If that be the case, I will schedule a status conference to discuss further scheduling.

Very truly yours,

Monti L. Belot

Monti L. Belot

July 22, 1998

Chairman Richard Davidson
Union Pacific Railroad
1416 Dodge St.
Omaha, NE 68179

Dear Mr. Davidson,

I, Lyn L. Swonger, Conductor of Union Pacific at Pratt and several other Conductors have gotten together to put an operational plan together for your consideration. We feel this plan will give the company considerable savings and a lot more flexibility to operate the trains over this portion of the railroad.

The housing problem at Dalhart is very critical. The school board and city commissioners told us that their school system and sewage system could not handle more people moving into Dalhart. They have had a prison built in the last couple of years and several big hog operations have moved in the area. The people that are forced to move would have to live 30 to 40 miles from work to find suitable housing because of no housing being available in Dalhart.

The situation in Herington is as bad or worse than Dalhart. It being a small community there is just not enough housing that can be found. The employees will have to look 30 to 50 miles from Herington to find housing.

Please consider the following operational plans:

1. Operating from Pratt to Kansas City through Herington and from Pratt to Kansas City over the BNSF trackage rights, which could be used as directional traffic. This would allow the Company to have employees at Kansas City and Pratt to make hours off Service Reachers. This would keep from D-H Crews for Reacher Service 270 miles or keep extra crews at the away from home terminal for this service, which would create held away from home terminal.

The running time from Pratt to Kansas City over the UP is 4 hrs 55 min.

The running time from Pratt to Kansas City over the BNSF Via Hutchinson is 4 hrs 30 min.

The trains that are being blocked in Herington could be done in Kansas City at the SP yard or UP yards.

2. Operate from Pratt to Herington in local service.

3. Operate from Pratt to Dalhart; this would also give the Company a supply of men at the away from home terminal to keep from Dead Heading for hours of service which would help from keeping extra crews at away from terminal for this service.

4. Operate from Pratt to Liberal in local service.

5. Operate from Pratt to Wichita Via KSW line from Hutchinson to Wichita or Via BNSF Trackage rights from Hutchinson thru Newton to Wichita.

6. Operate from Kansas City to Wichita thru Herington.

7. Operate from Marysville to Wichita thru Herington.

8. Operate from Salina to Wichita.

We would appreciate hearing from you on this operational plan that has been presented. Thank you.

Sincerely,

Lyn L Swonger

Lyn L. Swonger
1204 Maple
Pratt, KS 67124

July 22, 1998

Linda J. Morgan, Chairperson
Surface Transportation Board
1925 K St. NW
Washington, DC 20423-0001

Dear Ms. Morgan,

I, Lyn L. Swonger, Conductor of Union Pacific at Pratt and several other Conductors have gotten together to put an operational plan together for your consideration. We feel this plan will give the company considerable savings and a lot more flexibility to operate the trains over this portion of the railroad.

The housing problem at Dalhart is very critical. The school board and city commissioners told us that their school system and sewage system could not handle more people moving into Dalhart. They have had a prison built in the last couple of years and several big hog operations have moved in the area. The people that are forced to move would have to live 30 to 40 miles from work to find suitable housing because of no housing being available in Dalhart.

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We would appreciate hearing from you on this operational plan that has been presented. Thank you.

Sincerely,

Lyn L Swonger

Lyn L. Swonger
1204 Maple
Pratt, KS 67124

UNION PACIFIC RAILROAD COMPANY

1416 DODGE STREET
OMAHA, NEBRASKA 68179

August 17, 1998

MR LYN L SWONGER
1204 MAPLE ST
PRATT KS 67124

Dear Sir:

Reference is made to your letter dated July 22, 1998, addressed to Mr. R. K. Davidson, where you request that Pratt, Kansas remains a home terminal for pool freight operations.

I have been asked to respond to your letter. Having read your letter, including the detailed operational suggestions, I must point out several concepts. At the outset, the operational plan advanced by you requires modifications to existing collective bargaining agreements as well as trackage rights arrangements with foreign line carriers.

In Finance Docket No. 32760, the Surface Transportation Board (STB) approved the merger of the Union Pacific and Southern Pacific rail systems. The STB approved the New York Dock labor protective conditions. This imposes a duty on the Carrier and the labor organization which represents you to meet and negotiate changes to the various collective bargaining agreements in order to achieve the transportation benefits of a unified rail network.

As of this date, no agreements have been achieved between the Carrier and your Organization regarding employees at Pratt, Kansas. Further, I cannot say with certainty the date at which any agreements could be reached nor the terms and working conditions contained therein. It is suggested you contact your local representative to discuss your concerns and request information on the status of negotiations pertaining to Pratt, Kansas.

I understood you concerns about the future of train operations through Pratt, Kansas. I trust I have been of assistance in responding to your letter.

Yours truly,

R. B. Weiss

R. B. WEISS
MANAGER-LABOR RELATIONS

G:\LABOR\OPS\WPCMERGR\D081798A.RBW(1)

Surface Transportation Board
Washington, D.C. 20423-0001

Office of the Chairman

August 19, 1998

Lyn L. Swonger
1204 Maple
Pratt, KS 67124

Dear Lyn Swonger:

Thank you for your letter regarding Pratt, Kansas, and plans by Union Pacific Railroad (UP) to move certain employees from Pratt to other UP crew terminal cities. You express concerns regarding the effect of these transfers on the Pratt community.

As Chairman of the Surface Transportation Board (Board), I have had someone from my staff contact UP regarding the situation in Pratt. According to the information we have received from UP, notice was served on employees on June 4, 1998, regarding the proposed transfer of employees. The issue is now being negotiated between the railroad and the affected employees.

As this is a matter between rail labor and management, it is appropriately being handled in the first instance through negotiation. If agreement is not reached, then the matter presumably will go to arbitration, and could come before the Board. I hope you find this information helpful, and I appreciate your interest in this matter.

Sincerely,

Linda J. Morgan

Linda J. Morgan

COPY

X 25

485-58-A

MEMORANDUM OF AGREEMENT

BETWEEN THE

CHICAGO, MISSOURI AND WESTERN RAILWAY AND SPCSL CORPORATION

AND EMPLOYEES OF SPCSL REPRESENTED BY THE

UNITED TRANSPORTATION UNION

* * * * * * * * * * * * * *

This implementing agreement is made pursuant to Article I, Section 4 of New York Dock Railway Control-Brooklyn Eastern District, 360 ICC 60 (1979), imposed by the ICC in FD 31522, and covers the manner in which seniority will be allocated among the employees hired by SPCSL.

IT IS AGREED THAT:

ARTICLE I - SENIORITY

The manner in which relative seniority standing of current employees hired by SPCSL and represented by the UTU will be handled as set forth in Attachment "A" hereto.

ARTICLE II - CONTINUITY OF SERVICE

Section 1: Former Chicago, Missouri and Western employees hired by SPCSL in accordance with Article I shall be given credit for prior CM&W service when calculating the following:

(1) Vacation
(2) Personal Leave Days
(3) Protection periods under New York Dock protective conditions imposed by the ICC in connection with ICC FD 31522.
(4) Health and Welfare Benefits
(5) Test period earnings under New York Dock protective conditions imposed by the ICC in FD 31522.
(6) Probationary Periods
(7) Entry Rates

Section 2: Employees hired by SPCSL will provide SPCSL with letters resigning seniority and all other rights on Gateway Western upon acceptance of SPCSL employment.

ARTICLE III - WORK RULES

Section 1: Employees hired by the SPCSL shall be covered by the former CMSW collective bargaining agreements in effect on the day the SPCSL took control of the line between Chicago and St. Louis, November 8, 1989, except as provided on Attachment "B" hereto.

ARTICLE IV

This agreement constitutes a complete and final disposition of any and all implementing agreement requirements pursuant to New York Dock protective conditions imposed by the ICC in FD 31522, and shall become effective October 1, 1990.

Signed at [redacted], this 16 day of [redacted] 1990.

FOR:

UNITED TRANSPORTATION UNION

C. W. Rainwater

C. W. Rainwater, General Chairman.

FOR:

SPCSL

A. R. [redacted]
Assistant Vice President-Labor Relations

C. R. Huntington
Director-Labor Relations

APPROVED:

H. D. Masters

H. D. Masters
Vice President
United Transportation Union

194157

BRICK, GENTRY, BOWERS, SWARTZ,
STOLTZE, SCHULING & LEVIS, P.C.
ATTORNEYS AND COUNSELORS AT LAW
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THOMAS J. LEVIS
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BRUCE H. STOLTZE
CLIFFORD S. SWARTZ

DAVID E. BRICK
STEPHANIE L. BRICK DREY
N. BRIAN GENTRY

OF COUNSEL
PATRICK W. BRICK***
MARK D. RAVREBY, M.D., J.D.

*LICENSED IN LOUISIANA
**LICENSED IN NEBRASKA
***LICENSED IN MISSOURI

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April 13, 1999

U.P.S. - NEXT DAY MAIL

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Surface Transportation Board
1925 K. Street, N.W.
Washington, D.C. 20423-0001

RE: **Finance Docket No. 32760 - SUB 33**
In the Matter of: Union Pacific Corporation, Union Pacific Railroad Company and Missouri Pacific Railroad Company, Pacific Railroad Company - Control and Merger - Southern Pacific Rail Corporation, Southern Pacific Transportation, St. Louis Southwestern Railroad Company, SPCFL Corp. and the Denver and Rio Grande Railroad Company

Dear Secretary:

I enclosed herewith for filing the following:

1. Original and 11 copies of a Petition For Review of Arbitration Decision in Union Pacific Railroad Company and United Transportation Union Re: Expanded Salina Hub, Finance Docket No. 32760.

2. Original and 11 copies of Motion for Waiver of Page Limitation, with documents attached.

3. Filing Fee of $150.00.

4. Original and 11 copies of a Motion for Oral Argument.

5. 3 copies of the Petition for Review of Arbitration Decision on 3.5 inch floppies in WordPerfect 5.1 format.

I would appreciate your filing these documents. I would also appreciate your file stamping the enclosed extra copy of the pleadings and returning them to me in the enclosed prepaid UPS envelope.

I thank you in advance for your cooperation. Should you have any questions please contact me at 515-274-1450 ext. 744 or my assistant, Tracy L. Meyers, at 515-274-1450 ext. 311.

Sincerely,

Bruce Stoltze
Attorney At Law

Enclosure

cc: Mr. John M. Raaz
Mr. M.B. Futhey, Jr.
Mr. R.E. Karstetter
Mr. P.C. Thompson
Mr. A. Martin, III
Mr. Don L. Hollis
Mr. James Spaulding
Mr. Lyn Swonger
Ms. Brenda Council
Mr. Joe Guerrieri

194157

SURFACE TRANSPORTATION BOARD

In the Matter of:	:	FINANCE DOCKET NO: 32760 - SUB 33
UNION PACIFIC CORPORATION, UNION PACIFIC RAILROAD COMPANY AND MISSOURI PACIFIC RAILROAD COMPANY PACIFIC RAILROAD COMPANY-CONTROL AND MERGER - SOUTHERN PACIFIC RAIL CORPORATION, SOUTHERN PACIFIC TRANSPORTATION, ST. LOUIS SOUTH-WESTERN RAILROAD COMPANY, SPCFL CORP. AND THE DENVER AND RIO GRANDE RAILROAD COMPANY	:	ENTERED Office of the Secretary APR 14 1999 Part of Public Record

PETITIONER'S REQUEST FOR ORAL ARGUMENT

COME NOW Lyn Swonger and James Spaulding, on behalf of themselves and all others similarly situated, and respectfully request Oral Argument on this matter as permitted by 49 C.F.R. Section 1116.1. In support hereof the Petitioners state:

1. The Petition for Review of Arbitrator's Decision dated March 25, 1999 has been simultaneously herewith filed with the Surface Transportation Board.

2. The issues raised in the Petition for Review are of substantial and continuing importance. The Petitioners believe that it would be beneficial for the Surface Transportation Board to hear oral presentations of the parties in relation to these issues.

WHEREFORE, the Petitioners respectfully request Oral Argument in connection with the Petition for Review submitted simultaneously herewith in this docket.

By: _____

Bruce H. Stoltze
Brick, Gentry, Bowers, Swartz,
Stoltze, Schuling & Levis, P.C.
550 39th Street
Des Moines, Iowa 50312
Telephone No. (515) 274-1450
Fax No.: (515) 274-1488

ATTORNEY FOR PETITIONERS

CERTIFICATE OF SERVICE

I , Bruce H. Stoltze, hereby certify that I have on the 13th day of April, 1999, served copies of this document upon all parties of record in this proceeding, by U.P.S. Next Day Service. The persons to whom a copy has been sent and the addresses are as follows:

Mr. John M. Raaz
Assistant Vice President
Union Pacific Railroad Company
1416 Dodge Street
Omaha, Nebraska 68179

Mr. M.B. Futhey, Jr.
Vice President, UTU
7610 Stout Road
Germantown, TN 38138

Mr. R.E. Karstetter
General Chairman, UTU
1721 Elfindale Drive #309
Springfield, MO 65807

Mr. P.C. Thompson
Vice President, UTU
10805 West 48th Street
Shawnee Mission, KS 66203

Mr. A. Martin, III
General Chairman, UTU
2933 SW Woodside Drive #F
Topeka, Kansas 66614-4181

Mr. Don L. Hollis
Assoc. General Chairman, UTU
P.O. Box 580
Lindale, TX 75771

Mr. James Spaulding
515 North Main Street
Pratt, Kansas 67124

Mr. Lyn Swonger
1204 East Maple
Pratt, Kansas 67124

Ms. Brenda Council
Attorney at Law
1650 Farnam
Omaha, NE 68102

Mr. Joe Guerrieri
Attorney At Law
1331 F. Street, N.W. 4th floor
Washington, D.C. 20004

By: _____ 4/13/99

STB FD 32760 (Sub 33) 4-14-99 I 194156

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STOLTZE, SCHULING & LEVIS, P.C.
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OF COUNSEL
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April 13, 1999

U.P.S. - NEXT DAY MAIL

Secretary
Surface Transportation Board
1925 K. Street, N.W.
Washington, D.C. 20423-0001

RE: **Finance Docket No. 32760 - SUB 33**
In the Matter of: Union Pacific Corporation, Union Pacific Railroad Company and Missouri Pacific Railroad Company, Pacific Railroad Company - Control and Merger - Southern Pacific Rail Corporation, Southern Pacific Transportation, St. Louis Southwestern Railroad Company, SPCFL Corp. and the Denver and Rio Grande Railroad Company

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Sincerely,

Bruce Stoltze
Attorney At Law

Enclosure

cc: Mr. John M. Raaz
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Mr. Lyn Swonger
Ms. Brenda Council
Mr. Joe Guerrieri

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In the Matter of:

UNION PACIFIC CORPORATION, UNION PACIFIC RAILROAD COMPANY AND MISSOURI PACIFIC RAILROAD COMPANY, PACIFIC RAILROAD COMPANY - CONTROL AND MERGER - SOUTHERN PACIFIC RAIL CORPORATION, SOUTHERN PACIFIC TRANSPORTATION, ST. LOUIS SOUTH-WESTERN RAILROAD COMPANY, SPCFL CORP. AND THE DENVER AND RIO GRANDE RAILROAD COMPANY

FINANCE DOCKET NO: 32760 - Sub 33

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PETITION TO REVIEW ARBITRATION DECISION IN UNION PACIFIC RAILROAD COMPANY AND UNITED TRANSPORATION UNION RE: EXPANDED SALINA HUB

COME NOW Lyn Swonger and James Spaulding, on behalf of themselves and all other similarly situated former Rock Island and St. Louis Southwestern Railway Company trainmen, members of the United Transportation Union, and hereby appeal and seek review of the Arbitration Decision of Arbitrator William E. Fredenberger, Jr., dated March 25, 1999, in the above referenced docket.

By: _____
Bruce H. Stoltze

Brick, Gentry, Bowers, Swartz, Stoltze,
Schuling & Levis, P.C.
550 39th Street, Suite 200
Des Moines, Iowa 50312
Telephone: (515) 274-1450
Facsimile: (515) 274-1488

ATTORNEY FOR PETITIONERS

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IV. Appendix A—Submission of Former Rock Island Trainmen to the Arbitrator on February 23, 1999

I. **HISTORY OF DISPUTE.** In Decision No. 44, served August 12, 1996, in Finance Docket No. 32760, the Surface Transportation Board (STB) approved the merger of the Union Pacific Corporation and its subsidiaries (UP) with the Southern Pacific Rail Corporation and its subsidiaries (SP) and control of UP over SP. The authority granted was made subject to the Labor Protection condition set forth in New York Dock Railway which is New York Dock Ry. – Control - Brooklyn Eastern District Terminal, 360 ICC 60 (1979)(New York Dock Conditions). (Exhibit 1, page 1)

On June 4, 1998, UP gave notice under Article I, Section 4 of the New York Dock Conditions to the General Chairman of three United Transportation Union (UTU) General Committees of Adjustment representing the affected employees (Trainmen, i.e., conductors, foreman, and yardmen) of the carriers intent to implement that portion of the approved merger and control plan concerning creation of the Salina Hub in Salina, Kansas. Pursuant to Article I, Section 4, the parties conducted negotiations throughout the summer and early fall of 1998. No agreement was reached in which all parties would sign. Accordingly, on January 5, 1999, the carrier invoked arbitration under Article I, Section 4. The UP and the UTU selected William Fredenberger Jr. as the Neutral Referee. A hearing was held in this matter on February 23, 1999 in Dallas, Texas. The Petitioning parties participated personally and by counsel and also made written submission of agreement. (Exhibit 1, pages 1-2)

On March 25, 1999, the Referee entered his arbitration decision. The specifics addressed in the arbitration decision will be examined through out this Petition for Review of the Arbitration Decision. Essentially, Arbitrator Fredenberger rejected all of the arguments and positions advocated and advanced by these trainmen parties and accepted, in total, all of the

positions advocated by the UP and UTU. Accordingly, these trainmen, parties to the dispute, request review and vacation of the Arbitration Decision as more particularly set forth below.

II. ISSUES PRESENTED FOR REVIEW. There are a number of issues raised in this Petition. Those issues and an explanation of the issues are hereinafter set forth. However, in order to avoid some duplication of the arguments made to the Arbitrator, these parties submit, as Attachment 'A' hereto, the submission made by these parties to the arbitrator.[1] These Petitioners also advise the STB that there are numerous previous trainmen who seek this relief. They have gone together and selected these Petitioners to represent them herein. A listing of these trainmen can be provide if the Board desire.

Specifically, the issues raised at this time in this Petition for Review are as follows:

Issue I: Did the Arbitrator err in the rulings relating to the closing of Pratt as a home terminal.

1. These parties raised at the hearing and in written submission the issue of the closing of Pratt, Kansas as a home terminal. As originally submitted to the STB and at the time approved by the STB, the terminal at Pratt, Kansas, was to be maintained as a home terminal. However, through the process, UP has made a decision to close Pratt, Kansas as a home terminal. Instead, the terminal will be placed at Herington, Kansas. Herington, Kansas is approximately 135 miles from Pratt, Kansas. (See Exhibit 2) These Petitioners objected to the closing of Pratt, Kansas as a home terminal and argued that a public transportation benefit is not obtained by that action. They specifically argued that Herington, Kansas has inadequate housing, and along with inadequate housing are a number of other inadequate facilities that go along with an increase in

[1] Due to the page limitation, the attachments which we submitted as Exhibits to the Arbitration Submission are not able to be attached. As these parties submit in their separately submitted Application to Exceed Page Limitation, the Exhibits to the submission are necessary for a full and complete understanding of the issues involved in this case. However, those Exhibits are attached to the Application to File in Excess of the Page Limitation.

population. So, evidence was submitted that when trainmen and engineers were transferred, hundreds of employees would be transferred into Herington, Kansas and Dalhart, Texas as well. The UP has made no arrangements to alleviate this shortage in housing. These parties argue that a public transportation benefit cannot be obtained when there is inadequate housing for the employees who will be transferred to that location.

Arbitrator Fredenberger ignored this extremely serious public issue. His decision simply states that since relocation of the terminal was part and parcel of a "hub and spoke" operation, a public transportation benefit is demonstrated. (Exhibit 1, page 8) He further states that the new point at which the employees would have to report to work are not beyond a reasonable driving distance from their present locations. (Exhibit 1, page 8)

In other words, Arbitrator Fredenberger has determined that because UP has set up a "hub and spoke" operation to be implemented at Salina, a public transportation benefit occurs even if it is acknowledged and understood that there is inadequate housing and facilities at the new terminal. Arbitrator Fredenberger further states that the driving distance of 135 miles to the new location in Herington is not an unreasonable driving distance. These parties submit that this decision by Arbitrator Fredenberger is an issue relating to a recurring or otherwise significant issue of general importance regarding interpretation of the STB Labor Protective Conditions. (Chicago and Northwestern Transportation: abandonment, 3 I.C.C. 2nd 729, 735;736 (1987) aff'd sub nom. International Brotherhood of Electrical Workers vs. ICC, 862 F.2d 330 (D.C. Cir. 1988) and relating to the statutory requirement of changes being necessary to achieve the benefits of the consolidation transaction. Furthermore, these Petitioners contend that as to this issue the award is irrational and fails to draw essence from the imposed labor conditions or exceeds the authority reposed in the arbitrator by those conditions. See Delaware and Hudson

Railway Company; Lease and Traffic Rights Exception; Springfield Terminal Railway, Finance Docket No. 30965 (Sub-1.) ICC served October 4, 1990) 16;17, remanded on other grounds in Railway Labor Executives Association vs. United States, 987 F.2d 806 (D.C. Cir. 1990).

Succinctly stated, the fact the UP is using a "hub and spoke" arrangement does not, *ipso facto* demonstrate a public transportation benefit. As originally conceived, this transaction did not close Pratt as a terminal. The UP, at the present time, is under an obligation to demonstrate the reason why Pratt is now being closed as a terminal and the terminal is being moved to a location where there is inadequate housing and facilities. It is irrational to say that just because the UP desires a hub and spoke arrangement a public transportation benefit is generated even if there is inadequate housing. Furthermore, the unexceptable imposition made upon the public is demonstrated by the Arbitrator's Decision that 135 miles is not an unreasonable amount for the employees to drive. That time is greater even than the amount of time required for an employee to respond after being called to work. The public, and these employees, are not benefited by requiring trainmen to drive 135 miles to go to work. The fatigue factor generated upon those trainmen employees from doing that one time, let alone repeatedly, argues substantially against the public transportation benefit found by Arbitrator Fredenberger. Accordingly, these parties submit this issue justifies a reversal of the decision of the Arbitrator and a overturning of this decision and award.

Issue II: ***Did the Arbitrator have the right under the law, protective conditions and facts of this case to modify the seniority of these trainmen in the manner set forth in the Arbitrators Decision?***

A brief discussion of the affect of the Arbitrator's Decision will be beneficial before discussing this issue. The Arbitrator accepted the position advocated by the UP and the UTU. In other words, the affect of the Arbitrator's decision is to allow UP employees to utilize a date

of hire, and at the same time the former Rock Island and SSW trainmen are denied the right to use their hire date, but rather are forced to use an artificial date of March 24, 1980. This result is further explained in Appendix A hereto, which was the submission made by the former Rock Island trainmen to the Arbitrator. (See pages 6-10 of Appendix A). The Arbitrator and the Railroad and Union submit, apparently, that an arbitrator has the right to make these kind of changes. [2] These Petitioners believe the law is otherwise.

In Norfolk and Western Railway company vs. American Train Dispatchers Association, 499 U.S. 117, 113 L. Ed 2d 95, 111 Supreme Court 1156 (1991), the U.S. Supreme Court held as follows:

> We hold that, as necessary to carry out a transaction approved by the Commission, the term "all other law" in Section 11341(a) includes any obstacle imposed by law. In this case, the term "all other law" in Section 11341 (a) applies to the substantive and remedial law respecting enforcement of collective bargaining agreements. Id. at 499 U.S. 133.

Based upon this analysis, the Arbitrator has concluded that the seniority arrangement in this case is allowably to be established in this Arbitration Decision. However, this reading of the Supreme Court's decision does not address the entire issue. The Supreme Court in the American Train Dispatchers Association case above, also held as follows:

> The immunity provision does not exempt carriers from all law, but rather from all law necessary to carry out an approved transaction. Neither the conditions of approval, nor the standard for necessity, is before us today. It may be, as the Commission held on remand from the Court of Appeals, that the scope of the immunity provision is limited by Section 11347, which conditions approval of a transaction on satisfaction of certain labor protective conditions. See n 2,supra. It might also be true that "[t]he breadth of the exemption [in Section 11341(a) is defined by the scope of the approved transaction... ICC vs. Locomotive Engineer Supra at 298, 96

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[2] Note that the Merger Agreement states it consolidates rosters, including #58411(See page 10 of Attachment to the Arbitration Decision, Exhibit 1). Yet the UP, UTU and Arbitrator give a different date than the 11/1/89 date on that roster. (See Exhibits 12 and 14). No such allowance of hire date was given to these Petitioners.

> lawyers edition 2d 222, 107 Supreme Court 2360 (Stevens, J. concurring in judgment). We express no view on these matters, as they are not before us here.

Accordingly, these trainmen contend that the immunity provision does not allow the arbitrator in this case to change the seniority rights of these trainmen in the manner specified in the decision. This is because the change specified is not "necessary" to carry out the approved transaction and the immunity provision is limited by the language of the labor protective conditions.

This reference in the majority opinion of the Train Dispatchers case is in response to the statements of the dissenting opinion in that case as to tension between the Court's interpretation of the exemption and the labor protection conditions. In particular the following was set forth in the dissenting opinion:

> There is tension between the Court's Interpretation of the exemption that is now codified in 49 USC 1134(a) [49 USCS 1134(a) and the labor-protection conditions set forth in 49 USC 11347 [49 USCS 11347]. The latter section requires an ICC order approving a railroad merger to impose conditions that are "no less protective" of the employees than those established pursuant to the Rail Passenger Service Act, 84 State 1337, as amended, 45 USC 565 [45 USCS 565]. One of the conditions established by the Secretary of Labor under the latter Act was essentially the same as 2 of the New York Dock conditions described by the Court, ante, at 120-121, 113 L Ed 2d, at 102. As the Court notes, that conditions provides that the benefits protected "under applicable laws and/or existing collective bargaining agreements... shall be preserved unless changed by future collective 113 L Ed 2d at 102 (citation omitted). This provision unambiguously indicates the Congress intended and expected that collective-bargaining agreements would survive any ICC approved merger.

Arbitrator Fredenberger automatically assumed in his decision in this case that he has the right to modify the seniority provisions as he has done in this case. Such a reading of the Supreme Court's decision is erroneous. The Supreme Court has merely stated that a portion of the statute allows for the change. The Supreme Court at no time has stated that the benefits of seniority can

be changed without a showing of necessity as to the change. No case, by a Court or by this Board allows for a loss of seniority without showing it is necessary. The explanation provided by the dissenting opinion demonstrates that the Labor Protective Conditions stand as a commitment. Those Labor Protective Conditions provide in paragraph 2 as follows:

> The rights 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 employees under laws and or existing collective-bargaining agreements or otherwise shall be preserved unless changed by future collective-bargaining agreements or applicable statutes.

This language of the New York Dock has been construed by various courts and by the STB in it's applicability herein in reference to the phrase "other rights, privileges and benefits" and as to whether or not that includes seniority rights. However, those decisions do not refer to seniority rights as not falling within the language of "rules, working conditions" also contained in paragraph 2. These trainmen submit their seniority in this case constitutes "rules, working conditions" as specified in those labor provisions. In particular these trainmen state:

A. As noted in the arbitrator's decision, these Rock Island trainmen have a contractual right to seniority as specified by a court ordered settlement and to benefit from their seniority. The District Court for Kansas in agreeing to settlement for a previous class action lawsuit found that the former Rock Island trainmen were to have their seniority and that seniority was to be "deemed to have the same character and status of prior rights seniority of any other UTU represented employees and they will be preserved to the extent possible consistent with the UTU Constitution and applicable law." (Exhibit 11, page 3)

B. These rights as specified by the District Court of Kansas are rules and working conditions and constitute their contractual rights to the seniority above and beyond the Railway Labor Act and a collective bargaining agreement. These are the rules and working conditions

under which they operate. Under Paragraph 2 of the New York Dock conditions, these rights, "shall be preserved unless changed by future collective bargaining agreements or applicable statutes." Likewise, the decision of the Court stated that they were to be "preserved to the extent possible consistent with the UTU constitution and applicable law." (Exhibit 11, page 3)

C. These trainmen recognize the concern the STB and courts have as to the ability to effectuate consolidations if collective bargaining must be utilized. However, the law as enacted by Congress and as referenced by the United State Supreme Court, is the issue to be considered. Here, it cannot be seriously disputed that seniority rights are not rules and working conditions. It can not be seriously disputed that the Court Order in this case held that the seniority rights were to be preserved to the extent possible consistent with the UTU constitution and applicable law.

D. The Arbitrator failed in this case to address the issue to whether or not the rights of these seniority trainmen could be "preserved" to the extent possible consistent with the UTU constitution and applicable law. All the arbitrator did was simply state that the position advocated by the UTU was acceptable. Because the Arbitrator failed to specify how it is fair and why it is fair, both these trainmen and this agency are deprived of the ability to analyze the basis for the decision. In other words, the Arbitrator was told: (1) That the effect of the proposed seniority provisions was to apply an artificial date of seniority to former Rock Island trainmen (and not the hire date) while not using the artificial date for former UP trainmen (rather using their hire date from a previous railroad company). The arbitrator fails to explain why this seniority scheme is "necessary" or preserves the prior right seniority to the extent possible. (2) That the effect of the UP and UTU proposed seniority was to take away these trainmen prior rights while the prior rights of other trainmen were being preserved (See Exhibits 18 and 19). Again no discussion was given as to the necessity or the attempt to preserve the seniority as

much as possible. (3) That the effect was to give the former SSW employee trainmen seniority dates less than the Rock Island trainmen, even though they had for many prior years worked for the SSW. No discussion was made by the Arbitrator that their was a necessity in having previous SSW trainmen lose more than 9 years of seniority of having worked for the SSW, while the former UP trainmen, who had not even worked for the UP on this trackage until 1989, got their hire dates with a prior railroad entity. Rather the arbitrator simply states that he thinks modification is necessary and this method is fair. Why? No explanation is given.

E. To be sure the Arbitrator did state the "under Article I, Section 4 Neutral Referee is charged with the responsibility of crafting a fair and equitable implementing agreement..." It is unclear where in the New York Dock Conditions this authority is stated. In dealing with this issue the arbitrator simply says:

> "The undersigned is convinced that the successful implementation of the "hub and spoke' at Salina is an obvious public transportation benefit and that considerations of efficiency of the operation warrant the modification and elimination of existing seniority rights as set forth in the proposed implementing agreement."

He then goes on to state that the proposed implementing agreement "reflects the give and take characteristics of the process of collective bargaining." However, the issue presented to him was not whether or not proposal reflected a give or take characteristic of the process of collective bargaining, but whether or not those rights could be preserved to the extent possible consistent with the UTU constitution and applicable law. The issue presented to the arbitrator was whether or not the specific changes were "necessary" in order for the transaction to be made possible. In RLEA v. US, 987 F.2d 806(D.C. Cir. 1993) the following was stated: ***"An arrangement cannot be considered fair if it modifies a CBA more than necessary to effectuate the transaction."*** Id. at 814-815. At no time did this Arbitrator attempt to discuss or address this issue. Rather this

arbitrator, with a broad brush, swept aside all arguments advanced by these Petitioners and adopted the UP's proposal. There is a failure by this arbitrator to follow the legal requirements of the statute, the labor protective conditions and the Court Ordered settlement. This constitutes a decision which fails to draw its essence from the labor protective conditions, exceeds the arbitrator's authority and is irrational and effected with egregious error.

F. It is not possible to realistically claim that taking away rights obtained through settlement of a class action with no consequent benefit given for those rights is "necessary" for this transaction to be successful. It should be noted again that the arbitrator's decision gives UP employees priority over former Rock Island and SSW trainmen. Even if the prior rights may not be able to remain as prior rights, they are to be "preserved to the extent possible." See Exhibit 11 and RLEA v. US, supra at 814-815. Granting dovetail rights based upon hire dates on the involved railroad properties, which those prior rights protected, would be preserving those prior rights to the extent possible consistent with UTU constitution and applicable laws and would avoid modifying the CBA more than necessary to effectuate the transaction. While this issue was submitted to the Arbitrator, no language in the decision was addressed to this. No explanation was given as to why the inequities were necessary.

G. Indeed, the Arbitrator ignored the phraseology in the court decision wherein the court stated that the rights of the Rock Island employees "will be deemed to have the same character and status of prior right seniority of any other UTU represented employees." The Arbitrator in his decision failed to state in any way in which he was acting to preserve the rights or to be fair in the application of the rights by preserving those seniority rights in a different form i.e. appropriate dovetail. The Arbitrator failed to explain why it was necessary for this

transaction to be successful, for these trainmen to not have prior rights when other individuals continue with their prior rights and have greater seniority.

H. There is an absence in the arbitrator's decision of any basis upon which conclude:

a. That the prior rights of the prior Rock Island trainmen are being preserved to the extent possible;

b. That the taking of seniority by relegating these Rock Island individuals and the SSW individuals to the status of new hires as of March 24, 1980, and not giving them their hire date as the UP employees are given, is in any way necessary for the successful implementation of consolidation approved by the STB;

c. Whether and how these prior rights which are 'rules, working conditions" can be modified in the fashion herein modified wherein they are taken away without any adequate or appropriate substitute or consideration.

As a result of the foregoing, the Arbitrator's decision in this case misconstrues and misapplies the applicable law, exceeds his jurisdiction, fails to appropriately apply the New York Dock Labor Protective Conditions, fails to properly follow rights created by court order, fails to be fair and allow equal treatment to the former Rock Island trainmen and the former SSW trainmen and is otherwise in error.

III. CONCLUSION

This Petition for Review raises a number of legal, mixed legal and factual and factual issues for resolution. As stated above, the Arbitrator in this case has failed to properly follow the law, has failed to apply the facts appropriately to the legal issue and has egregiously erred in connection with the factual issues. These parties would respectfully request the STB to overturn the Arbitrator Award of William Fredenberger, dated March 25, 1999, and remand the matter for

a new arbitration specifying the above issues to be appropriately addressed and ruled upon by the Arbitrator.

BY: _____

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CERTIFICATE OF SERVICE

I , Bruce H. Stoltze, hereby certify that I have on the 13th day of April, 1999, served copies of this document upon all parties of record in this proceeding, by U.P.S. Next Day Service. The persons to whom a copy has been sent and the address are as follows:

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By: _____ 9/13/99

A

FORMER ROCK ISLAND TRAINMEN POSITION STATEMENT

TO: WILLIAM FREDENBERGER, ARBITRATOR

DATE: FEBRUARY 23, 1999

SUBJECT: MERGER IMPLEMENTING AGREEMENT (EXPANDED SALINA HUB) BETWEEN THE UNION PACIFIC RAILROAD COMPANY (SOUTHERN PACIFIC TRANSPORTATION COMPANY) AND THE UNITED TRANSPORTATION UNION

This position statement is submitted to the arbitrator to set forth, in summary form, the position of the former Rock Island trainmen on the Tucumcari line as it relates to certain of the terms of the Expanded Salina Hub Implementing Agreement (Exhibit "1"). This position statement is supplemented by the exhibits attached hereto as well as the testimony and arguments made at the February 23, 1999 arbitration.

I. ISSUES TO BE DECIDED

1. Has the Union Pacific Railroad Company shown a public benefit sufficient to modify the collective bargaining agreements to close the Pratt, Kansas terminal and move it to Herington, Kansas?

2. What seniority rights should the former Rock Island trainmen receive?

3. Should the former Rock Island Trainmen be required to forfeit seniority in other Hubs?

II. BASIC FACTS AND BACKGROUND

Exhibit "2" submitted by these former Rock Island trainmen is a map of the Tucumcari line trackage that is of particular relevance to this case involving trackage from Dalhart, Texas running through Pratt, Kansas; then to Herington, Kansas; then through to Topeka, Kansas; then to Kansas City, Kansas and also shows as it runs further toward St. Louis, Missouri including the portion at Jefferson City, Missouri.

At present, the UP has a terminal at Pratt, Kansas. These trainmen operate trains east and west out of Pratt - either to Dalhart, Texas or to Herington, Kansas. The UP has proposed to close the Pratt, Kansas terminal and require the trainmen to work out of Herington or Dalhart, with Pratt remaining as an away-from-home terminal. As will be seen below, this will result in moving a workforce to a location, i.e. Herington and Dalhart, where the town is not able to handle the influx of people so that there will be a substantial shortage of acceptable housing and all of the necessary concomitants thereto.

The particular trainmen on whose behalf this position statement is submitted, currently have seniority rights on the Tucumcari trackage and it relates to the trackage and terminal

that runs through Pratt, Kansas. These consist of (1) Prior rights are as specified in the February 23, 1982 Implementing Agreement and the December 4, 1993 Settlement Order of the United States District Court in the case of Volkman v. UTU;[1] (2) Rock Island hire date seniority in the case of a merger, acquisition or consolidation as noted by Chairman Arnett in his letter to the UTU Board of Appeals and as noted on the consolidated seniority roster of the former SSW;[2] and (3) A March 4, 1980 date for purposes of seniority when not working a prior right job and when a merger, acquisition or consolidation is not involved.[3]

(1) The prior rights of the former Rock Island employees to the trackage involved in this Expanded Salina Hub proposal is as set forth on page 3 of the Settlement Order, Exhibit "11", which states as follows:

> *"Class members shall have and hold the prior rights of seniority granted to them by this Court in its Preliminary Injunction of March 4, 1992 and by its Final Judgment of July 21, 1993. Moreover, class members shall continue to have and hold prior rights seniority granted to them under the February 23, 1982 Implementing Agreement. In the event of an Acquisition or merger involving the Tucumcari Line, the prior rights seniority granted to class members under the February 23, 1982 Implementing Agreement or by the Court will be deemed to have the same character and status of prior rights seniority of any other UTU represented employees, and they will be preserved to the extent possible consistent with the UTU constitution and applicable laws."*

In connection with the settlement of the Volkman litigation, reference was made to an agreement that had been signed on September 27, 1983. That agreement is submitted as Exhibit "6". That agreement provided, among other things:

> *"All employees with prior rights as of April 1, 1984 shall retain such rights until they retire, resign, die or discharge for cause"*

The existence or survival of that agreement in connection with the settlement and in connection with application in the case of any merger, was addressed by the Court as part of the settlement. This was discussed at the settlement hearing held on December 3, 1993. A transcript of that settlement hearing is attached as Exhibit "10". In particular, the discussion concerning this issue begins on page 23 of the transcript and goes through page 29. The Court states at page 27 of the transcript:

> *"In view of what Mr. Bogason and Mr. Newborn just said, that this is in effect, that seems to me that it's part of the base of this agreement, whether it's mentioned specifically or not.*

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[1] The February 23, 1982 is attached as Exhibit "4" and the Settlement Order of the District Court is attached as Exhibit "11".

[2] See pages 8 and 9 of the UTU Board of Appeals decision, Case No. 64, Exhibit 5 hereto, and the SSW January 1, 1997, consolidated roster, Exhibit 13 hereto.

[3] See the SSW January 1, 1997 consolidated seniority roster, Exhibit 13 hereto.

Accordingly, those rights remain preserved in the settlement and were part and parcel of the resolution of the previous litigation.

(2) As to former Rock Island hire date in the case of a merger, acquisition or consolidation, General Chairman Arnett states as follows in his letter to the UTU Board of Appeals, Exhibit "5", cited at pages 8 and 9 of the decision:

> *"We have been successful, however, in permitting their former Rock Island seniority date to appear on the roster. (See Committee's Exhibit 2) This was done for clarity, as well as to protect in case of a merger, acquisition, consolidation etc."*
>
> ****
>
> *As previously stated, the Kansas City Division employees have their former Rock Island seniority date on the combined Road-Yard Seniority Roster, which would be used in case of a merger with another railroad.*[4]

This was reflected on the SSW Consolidated Seniority Roster by listing the former Rock Island seniority date with the other dates.

(3) The system seniority date is also shown on the SSW January 1, 1997 Consolidated Seniority Roster, listing March 24, 1980 as the roster date.

These then, are the seniority rights that are part of the subject of the dispute for protection in connection with the implementing agreement submitted in this Arbitration Hearing.

Finally there is the issue of the requirement of the forfeiting of all seniority outside the Expanded Salina Hub, even though there are rights that currently exist on trackage outside of the Expanded Salina Hub. This, it will be seen, causes these trainmen to forfeit rights which otherwise exist in Kansas City and Dalhart, with no public benefit from the change.

III. SUMMARY OF POSITION ON DISPUTES

1. The basic dispute as to closing the Pratt terminal relates to the fact that both Herington and Dalhart do not have the housing facilities to accommodate the influx of workers and their families. These trainmen contend that the UP cannot show a public benefit sufficient to justify the changes if it cannot show that the communities to which it proposes to transfer employees has the housing facilities(and all other necessities) to handle the employees who will be working there.

2. The basic dispute concerning seniority in this case relates to the fact that the proposed Implementing Agreement negotiated between the Union Pacific and the vice-presidents of the United Transportation Union (1) Does not provide these trainmen with

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[4] The Kansas City Division includes the portion of the trackage containing the Pratt terminal and these former Rock Island trainmen.

their Rock Island hire date even though General Chairman Arnett stated this was negotiated and placed on the consolidated roster to protect and be used in the case of a merger, acquisition or consolidation as is involved in this case; and (2) Does not provide these former Rock Island trainman with any benefits relating to their prior rights status that were agreed to with them, including, in connection with the settlement of their lawsuit against their previous employer and their union. Instead, they are now informed they will be treated as March 24,1980, new hires. This is also despite the fact that the United Transportation Union and the Union Pacific have granted others who have prior rights their previous hire seniority date and/or preserved their prior rights in connection with their work. It is the position of these former Rock Island trainman that that it is not fair, not appropriate, not proper and not justified under the current circumstances for these former Rock Island trainmen to lose virtually all benefit from their current seniority status. It is further their position that this is in violation of their rights under the Orders of the District Court and under the provisions of the United Transportation Union Constitution.

3. These trainmen currently have seniority over the entire SSW system. Yet this proposal takes away all seniority except that obtained within this one Hub. Why? What public benefit is gained with the shrinking of their seniority rights? These trainmen submit that no public benefit is gained. Indeed, these trainmen should be placed upon the seniority lists of the other hubs which contain their prior right trackage. Such a result would not diminish, in any way, the benefits the public is to obtain from the merger and would be consistent with the Court Order on settlement of the Volkman lawsuit.

IV. THE PORTIONS OF THE IMPLEMENTING AGREEMENT AT ISSUE

1. The provision to close Pratt as a home terminal.

On page 5 of the proposed agreement(Exhibit "1"), paragraph 3 states that the existing former SSW Pratt to Herington pool operation is preserved, but the home terminal is changed to Herington. Pratt remains as an away-from-home terminal.

2. The provisions as to seniority.

The specific portion of the Implementing Agreement that is at issue in connection with seniority is Exhibit 1, page 9 under Article II – Seniority Consolidation, (a)(1). It is there noted that it is stated that switchman/brakeman who are placed on the rosters will be dovetailed based upon the employee's current seniority date. This language, as it stands, would be acceptable to the extent that the phrase "employee's current seniority date" encompasses these employees previous Rock Island seniority date. That previous Rock Island seniority date is the date upon which these employees and their union and their employer have acted upon and has protected their position for the last eighteen years. In other words, these trainman have, pursuant to previous agreement and Court Order, operated on the Tucumcari line trackage with the existence of prior rights and with a Rock Island date noted for use if there was to be a merger, acquisition or consolidation. No employee anywhere on the SSW or UP can, at this time, displace them in connection

with that work. Under the proposition now advanced by the vice-presidents of the UTU, these trainman will be submitted to a seniority hire date of March 24, 1980 and, therefore, will be subject to displacement by numerous Union Pacific trainmen. No recognition of status is currently given in this Implementing Agreement to the existence and proper status of these prior seniority rights.

3. The provisions as to preservation of seniority rights outside of the Expanded Salina Hub.

On page 10 of the proposed Implementing Agreement (Exhibit 1) subparagraph E provides that all previous seniority outside the Salina Hub will be eliminated. No provision is made for these trainmen as to the seniority held on trackage down into Dalhart or over to Kansas City.

These three issues combined present a very dark picture for these former Rock Island trainmen. Their home terminal at Pratt is moved--so they will be working out of Herington or Dalhart(and will have to move) but they will still work the same trackage and Pratt will be their away-from-home terminal. They will need to move to a town that admittedly cannot house them or their families and the other necessities that they want to provide to their families. They will do so without the prior right seniority they now have and they don't get the benefit of their previous Rock Island hire date and instead are to be treated as if they were new hires as of March 4, 1980. They also have seen their area of seniority cut down to this one Hub. On top of this, they see that other trainmen have received their hire date as seniority and/or their prior right seniority has been protected. There is no justification for this situation to exist. For that reason, they challenge these provisions and ask for justice.

V. SPECIFIC ARGUMENTS AS TO THE PORTIONS AT ISSUE IN THIS PROPOSED IMPLEMENTING AGREEMENT

1. The provision to close Pratt as a home terminal.

The Union Pacific has proposed to close Pratt as a home terminal. While the UP has used the language of this producing a public benefit and being necessary to accomplish the goals of the merger, there has been no articulation of the basis for these assertions. Yet, it remains incumbent upon the UP to demonstrate the public benefit from the changes. Here, that benefit cannot be shown as:

A. Pratt remains as a terminal--simply being changed to an away-from-home terminal. The trainmen will still have to work into the terminal.

B. Yet, the personal toll will be great. Here, the trainmen will have to move to Dalhart or to Herington. Yet, those towns do not have the resources to house the new residents. With both trainmen and engineers, there will be 60-70 new workers in Herington with the rest going to Dalhart. Available adequate housing is simply not there-and there is no plan in place get it there.

C. If the towns do not have adequate available housing, then it would be a necessary corollary that other municipal facilities will likely be scarce, such as schools, sanitary sewer capacity, grocery and drug stores and such items?

D. It should be noted, of course, that it is possible for the employees to commute. Yet, a required 50-60 minute commute would not seem to be a reasonable requirement.

E. Finally, it should be noted that closing the Pratt terminal is different from the proposal as originally submitted to the Surface Transportation Board when approval of this merger was sought. Indeed, employment at Pratt was to increase. Now, with the about face, the UP still cannot present sound fact to support it's claim that a complete reversal providing for the closing of Pratt produces a public benefit such as to make it necessary to do so.

It is the position of these trainmen that it is difficult to conceive that a public benefit is achieved when a terminal does not get eliminated--but merely changed from a home terminal to an away from home terminal. This is especially true when the towns to which the employees are forced cannot accommodate the new residents. How is the public benefited? The burden is upon the UP to show it - particularly when the STB was originally told that this terminal was to stay and increase. Here, the UP cannot bear this burden. The implementing agreement should not be allowed to provide that Pratt is closed as a home terminal.

2. <u>The provisions as to seniority.</u>

The unfairness of the position advocated by the Vice-presidents of the UTU is demonstrated by the various exhibits submitted. For example:

A. The notation of the former Rock Island hire date on the SSW Consolidated Roster has relevance here. That was placed there to be used as the seniority date to be protected in case of a merger, acquisition or consolidation as has happened with this merger with the Union Pacific. Such a contention is directly in line with the position statement made by the former UTU General Chairman who negotiated these prior rights and the notation of the Rock Island hire date on the seniority roster. He states as follows in his letter to the UTU Board of Appeals, Exhibit "5", cited at pages 8 and 9 of the decision:

> *"We have been successful, however, in permitting their former Rock Island seniority date to appear on the roster. (See Committee's Exhibit 2) This was done for clarity, as well as to protect in case of a merger, acquisition, consolidation etc."*
>
> ****
>
> *As previously stated, the Kansas City Division employees have their former Rock Island seniority date on the combined Road-Yard Seniority Roster, which would be used in case of a merger with another railroad.*

In other words, it was the specific intent of the UTU and the SSW to list the prior hire date with the Rock Island to show that date was the foundation of the prior rights that was being protected and that the hire date with the former Rock Island was also being protected and provided for, just in case their would be a consolidation or merger in the future. The March 24, 1980 date was the hypothetical date, while the prior rights and the former hire date was the true seniority being protected and used. The UTU cannot now properly or fairly assert otherwise.

B. Exhibit "12" is a seniority roster out of the District of Wichita, December 8, 1998. Exhibit "14" is a printout of the seniority roster of February 15, 1999, as proposed under the current proposal of Implementing Agreement. It should be noted, that under Exhibit "12", the individuals known as Chaffee, Butts, etc. are shown as having dates of November 1, 1989. Next to it in handwriting is their actual hire date. It should be noted, on Exhibit "14", despite the fact that those individuals have a November 1, 1989 date on the seniority roster of Wichita, they are given their original hire date when placed on the roster for the Expanded Salina Hub – Zone 3.

By contrast, is the treatment given to the former Rock Island trainman. It should be noted that Exhibit "13" is the Consolidated SSW Trainman Seniority Roster of January 1, 1997. In that roster, trainman such as Swonger and Spaulding are listed with a brakeman/conductor seniority date of March 24,1980 but their prior rights are noted and their Rock Island dates are noted. However, rather than having their previous dates with the Rock Island used on the roster on Exhibit "14" they are listed as having a March 24, 1980 seniority date.

In other words, the way the UTU and UP appear to be construing the language that they have proposed in the Implementing Agreement does not lead to the Wichita date, but rather using some prior hire date apparently listed elsewhere. When the former SSW trainman, however, are placed on the roster, the roster date is used and the previous hire date is ignored.

C. For further explanation of the inconsistency of the actions to generate the rosters under the proposed hub agreement, the following comparison is noted: Compare Chaffee (from the Wichita District) and Swonger (a former Rock Island trainmen from the Tucumcari line). Chaffee has a hire date of 11/1/60 while Swonger has a hire date of 2/3/59. Presumably, Chaffee came from the Missouri Pacific(MOP) and Swonger came from the Rock Island. Chaffee would have come under UP control in 1982 when the UP obtained the MOP; Swonger came under SSW control in 1980 when SSW obtained the Tucumcari line. Chaffee carries a roster date at Wichita of 11/1/89; Swonger carries a consolidated date of March 4, 1980--with his Rock Island date noted on the roster and with prior rights to his trackage and his home terminal being Pratt. Chaffee has no current rights over the

Tucumcari trackage; Swonger currently has no seniority rights over the former MOP trackage.

Under the roster as prepared under the currently proposed Implementing Agreement, which roster is attached as Exhibit "14", Chaffee has a seniority date listed as 11/1/60 while Swonger has a seniority date listed as 3/1/80. Why and how? What difference justifies this unequal treatment? If we focus on the date of hire, Chaffee should have 11/1/60 and Swonger should have 2/3/59. If we focus on the date of beginning work on the property, Chaffee should have 11/1/60 and Swonger should have 3/2/59. If we focus on the date of hire for the railroad involved in this merger Chaffee should have a date in 1982 and Swonger should have a 3/24/80 date. Considering this example, how can the situations be justifiably treated differently?

C. It is illogical and unreasonable under these circumstances to treat these parties differently. It is illogical to use the November 1, 1989 date or even the 1982 date, just as it is illogical to use the March 24, 1980 date. Those are not true dates but are rather hypothetical dates used for purposes of the type of seniority arrangement that was then being held. In actuality, the Wichita district individuals were operating on the basis of their prior hire date and were holding seniority on that basis despite the fact that the roster was showing a November, 1989 date. Likewise, the previous Rock Island trainmen were holding seniority on the consolidated SSW roster with a March 24, 1980 date but were actually exercising their seniority based upon their prior hire date with the Rock Island because they had prior rights that protected those jobs in accordance with their hire date and prior work history with the former Rock Island railroad. Equal treatment would mean that equally these individuals should receive their prior hire date on a dovetailed basis.

D. Further examples are able to be noted. Attached as Exhibit "5" is the UTU decision of the Board of Appeals which lead to the result in the previous litigation for which settlement was made. Therein, the Board of Appeals specifically stated at page 18 as follows:

> *"This Board's decisions in this case are predicated on the principle of seniority and the recognition of seniority in causes of merger, acquisition, etc. In this case of acquisition, prior rights are of paramount concern. To place a termination date on those prior-rights would not only be a travesty of justice but also controvene the very concepts of seniority and prior rights"*

In other words, the UTU stated in 1983 that termination prior rights would be a travesty of justice and violate basic concepts. This was reiterated in a decision in Misc. Case No. 1(90), which is Exhibit "7" submitted by these trainman. Therein, the Board of Appeals again found that Case No. 64 already established the position that should be used and that is that either the trainman should receive

dovetail rights based on their Rock Island seniority date or they should receive prior rights.

It is only appropriate that at the present time the UTU conform with these decisions of the UTU Board of Appeals. In the settlement in the previous Court case, these individuals received prior rights. That is exactly what the Board of Appeals in the UTU says should occur. Accordingly, it is the prior rights that are protecting the dovetail seniority date of hire with the Rock Island. The Wichita district trainman have already received hire date seniority. The Rock Island trainmen contend that they should receive it under the language already proposed.

E. Additional examples can be given where this kind of treatment has already been accorded to others. Attached as Exhibit "16" is a seniority roster relating to the St. Louis – Zone 1 brakeman. It should be noted that Brock, seniority number 8, has received his hire date as a transfer into this district. The other names where this has happened are marked with an "x", just as Mr. Brock.

F. Additionally, examples of the protection of prior rights exist. For example, Exhibit "18", which is the Implementing Agreement for the Longview Hub, shows in Side Letters 2 and 6, that prior rights are being protected to jobs. In the present case submitted to this Arbitrator, these trainmen rights recognized by the UTU Board of Appeals in 1983 and 1990, granted judgment and injunction in 1991 and 1993 by a District Court in Kansas and the subject of another Order confirming those rights in a Settlement Order in 1993 have been summarily taken away by the UTU and UP in connection with the rosters submitted in this case. Yet, prior rights have been protected to the Longview trainman. This is not fair or appropriate and should not be allowed by this Arbitrator.

G. Additionally submitted as Exhibit "19" is the Merger Implementing Agreement at the Salina Hub. This is the original Salina Hub which is now being expanded. It should be noted that pages 2 and 4, provide that the prior rights of the individuals in this zone are being protected. Again, while these trainman who are submitting this argument to the Arbitrator in this proceeding have had their prior rights taken away without any compensating factor being accorded, recognize that others who have prior rights are still being protected even though theoretically the railroad and union are attempting to simplify a procedure to eliminate prior rights. It is not fair, appropriate or in accord with the appropriate rights of these parties.

H. In recognition of the fact that this is not fair, appropriate or in accord with the prior rights of these parties, we further submit the letter of January 18, 1999, Exhibit "15", submitted by Don Hollis, General Chairman to Mr. C.L. Little, President of the United Transportation Union. In that letter Mr. Hollis very systematically states that the provision as being applied in this case is inappropriate and should not be allowed. The response of the UTU, a letter dated January 27, 1999(Exhibit 22), fails to address the concerns of these trainmen who are not receiving benefit from existing prior right seniority, who are not having

their seniority treated like other UTU represented employees and who are not having their seniority preserved to the extent possible. Indeed, the distinction drawn by Mr. Little between these trainmen and those on the Jefferson City line makes it even clearer that the UTU has acted to protect trainmen who it perceives have need to be protected but refuse to even look at or respond to the direct arguments advanced by these former Rock Island trainmen. There is no "different stake" such as to justify the lack of proper treatment to the former Rock Island brakemen.[5]

I. Submitted also in support of this proposition is the letter of Norton Newborn dated August 27, 1998 to Mr. Miller, Mr. P.C. Thompson and Mr. Futhey of the UTU. This is Exhibit "21". Mr. Newborn is the attorney who represented the UTU in the litigation which produced the Court Ordered Injunctions and settlement in the Volkman v. UTU case involved herein. *It should be noted that while Mr. Newborn is of the opinion that the prior rights can be negotiated away, he is concerned whether "a wipe out of the prior rights and subordination of the RI (SSW) group could be deemed to have been contemplated, gives me a good deal of pause without knowing more the facts of the situation."* He goes on to state "this would seem to be one of those cases where the spirit and letter of the matter are moving in different directions. I am aware of how many times and how vigorously we have argued in the past that prior rights is the industry and organization practice and it is how Article 90 has generally been applied. Also, you apparently indicate the BLE has made an equity agreement."

Mr. Newborn goes on to state *"In fact, the February, 1982 Implementing Agreement on the Tucumcari line transaction went off the track as far as the Judge was concerned not only because of the nature of the negotiations, but because it did not afford jobs on the basis of traffic handled by the former respective groups, i.e. departed from prior rights at some point and the Judge essentially looked at volume of traffic and determined that volume of traffic work brought with the group, etc should control."*

This letter also gives recognition to the fact that in the previous court case the work was being protected to these employees. Prior rights were being used to protect that work. In the present case, dovetail is the suggested method for protecting that work. Accordingly, if the UP has chosen to eliminate prior rights, it is only appropriate and proper to dovetail with the seniority of the Rock Island date, which is the date the prior rights were protecting.

J. Finally, but not least, is Article 90 of the UTU Constitution. Article 90 which is Exhibit "20", provides that *"prior seniority rights of employees to service on their former seniority district or territory shall be preserved to the extent possible."* It also goes on to say that the general committees shall give consideration to all

[5] Reference to the District Court's ruling is also misplaced, as the only item acted upon was the application for Restraining Order, not the Request for Injunction or Contempt of Court, all of which is on hold pending the outcome of this Arbitration. See the February 3, 1999 letter of Judge Bell(Exhibit 23).

factors involved, including but not limited to hours worked, cars and tonnage handled where applicable and mileage of operation on each seniority district or territory involved prior to the change in operation, consolidation, or the diversion or rerouting of traffic.

While it is clear that this section, as even Mr. Newborn recognized, refers specifically to prior rights, it also refers to the general basic concept of protection of seniority. The Board of Appeals recognized that in their decisions in 1983 and again in 1990. These alternative concepts of prior rights versus dovetail rights. It is these former Rock Island trainmen's position that if the UP wants to, in connection with this transaction, institute dovetail rights that is acceptable and agreeable to these trainmen. But the dovetail that should be allowed should, and can, only be based upon existing prior right seniority, with the former Rock Island hire date used. This is also the only way to proceed based upon concepts of general fairness. Can it be said that fairness has resulted when the Wichita individuals don't get their seniority roster date but rather get hire date and when other groups such as the Longview group and the Salina group get prior rights protecting their hire dates as well as their dovetail dates but the Rock Island trainmen are subjected to a hire date of 1980 versus a hire date that is truly reflective of their condition, which would be their Rock Island hire date since that is the date that the prior rights are based upon? The 1980 date under a dovetail seniority basis with the UP is an artificial date; not a real date. These trainman ask this Arbitrator to give them their real date.

3. <u>The provisions as to preservation of seniority rights outside of the Expanded Salina Hub.</u>

As noted previously, on page 10 of the proposed Implementing Agreement (Exhibit 1) subparagraph E provides that all previous seniority outside the Salina Hub will be eliminated. No provision is made for these trainmen as to the seniority held on trackage down into Dalhart or over to Kansas City.

These trainmen have to this time, had seniority over the entire SSW line. Yet this proposal takes away all seniority except that obtained within this one Hub. Why? What public benefit is gained with the shrinking of these seniority rights? These trainmen submit that no public benefit is gained. These trainmen should be allowed to be placed upon the seniority lists of the other hubs which contain their prior right trackage. Such a result would not diminish, in any way, the benefits the public is to obtain from the merger and would be consistent with the settlement Ordered by the Court in the Volkman lawsuit. Indeed, this may even result in a better distribution of the workforce to the benefit of the UP and the public. These trainmen would request this arbitrator to so rule.

VI. CONCLUSION

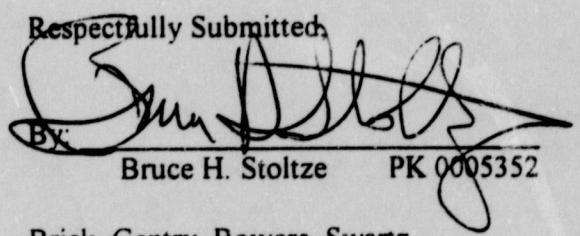
These trainmen assert that the Union Pacific has not and cannot bear it's burden to show a public benefit in the closing of Pratt as a home terminal, when the towns of Dalhart and Herington are not capable of supporting a transfer of the employees.

These trainman agree that dovetailing is an acceptable way of consolidating these rosters. However, such dovetailing should not and cannot be done upon the basis of the depriving of these parties of their contractually negotiated right for hire date seniority in the case of a merger, acquisition or consolidation; and the Court ordered prior rights, as well as their rights under the UTU Board of Appeals decisions and UTU Constitution and their basic and fair rights to seniority. Protection of these trainman should be accorded. By granting dovetail rights based upon the Rock Island hire dates of these employees and preserving the prior right seniority, substantial justice will be accorded.

Finally, no public benefit is achieved in terminating seniority as to trackage outside of the Salina Hub.

These trainman respectfully request this Arbitrator to so rule.

Respectfully Submitted,



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