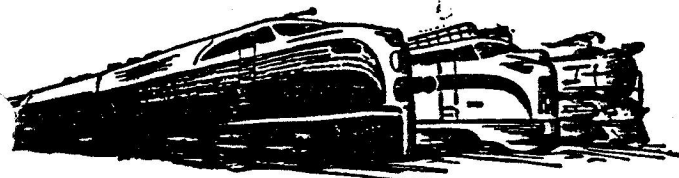


NATIONAL AGREEMENT OF 1967
(June 22, 1967)

(Contents)

- ARTICLE I:** General Increases in Basic Daily
Rates of Pay, Locomotive Engineers
- ARTICLE II:** Additional Increase for Locomotive
Engineers Operating Without Firemen
- ARTICLE III:** Further Application of Wage Increases
- ARTICLE IV:** Vacations
- ARTICLE V:** General Provisions



BROTHERHOOD OF LOCOMOTIVE ENGINEERS

B. OF L. E. BUILDING

CLEVELAND, OHIO 44114



990



EXECUTIVE DEPARTMENT
C. J. COUGHLIN

FIRST ASSISTANT GRAND CHIEF ENGINEER

"Serving Since 1863"

June 27, 1967

GENERAL CHAIRMEN
BROTHERHOOD OF LOCOMOTIVE ENGINEERS
IN THE UNITED STATES

RE: 1966 WAGE AGREEMENT
AGREEMENT OF JUNE 22, 1967

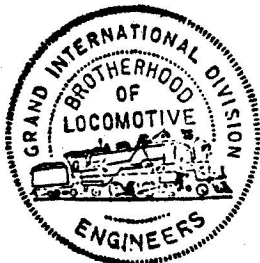
Dear Sirs and Brothers:

The principles agreed upon May 24, 1967, between the Brotherhood of Locomotive Engineers Wage Advisory Committee and representatives of the National Railway Labor Conference, have now been implemented, and I am enclosing an advance copy of the June 22, 1967 Agreement, which is in settlement of this dispute.

Articles I, II, III and V, of the Agreement and the letter agreement of June 22, 1967, dealing with mileage rates, are applicable to locomotive engineers and motormen of participating railroads whose wages and working conditions are governed by contracts held by the Brotherhood.

Article IV of the Agreement and the letter of agreement of June 22, 1967, dealing with our health and welfare program, are applicable to any and all employees of participating railroads whose wages and working conditions are governed by contracts held by the Brotherhood.

Planograph copies of the June 22, 1967 Agreement, including the lists of participating railroads and the agreement providing for a wage increase to locomotive firemen (helpers), hostlers and hostler helpers, will be furnished you at a later date.

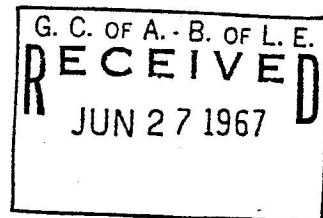


Fraternally yours,

C. J. Coughlin, First Assistant
Grand Chief Engineer

Encls

cc: Advisory Board
Special Representatives



This Agreement, made this 22nd day of June, 1967 by and between the participating carriers listed in Exhibits A, B and C, attached hereto and made a part hereof, and represented by the National Railway Labor Conference and the Eastern, Western and Southeastern Carriers' Conference Committees, and the employees of such carriers shown thereon and represented by the Brotherhood of Locomotive Engineers.

IT IS HEREBY AGREED:

ARTICLE I - GENERAL INCREASE IN BASIC DAILY RATES OF PAY -
LOCOMOTIVE ENGINEERS

- (a) Effective August 12, 1966, all standard basic daily rates of pay of locomotive engineers (motormen) in effect August 11, 1966, shall be increased by an amount equal to six per cent.
- (b) The application of the increase provided for in Paragraph (a) of this Article in all classes of road service shall be limited to daily rates and shall not apply to existing mileage rates paid for miles over 100.
- (c) Effective August 12, 1966, the increase in rates of pay provided for in Paragraph (a) of this Article will result in the following standard basic daily and mileage rates of pay for locomotive engineers (motormen):

Standard Basic Daily and Mileage Rates of Pay - As of August 12, 1966
LOCOMOTIVE ENGINEERS (MOTORMEN) - PASSENGER SERVICE

Standard Basic Daily and Mileage Rates
 All Territories (a)

WEIGHT ON DRIVERS (pounds)		Daily Rates	Mileage Rates (cents)
Less than	80,000	\$23.40	20.26¢
80,000 and less than	100,000	23.40	20.26
100,000 and less than	140,000	23.49	20.35
140,000 and less than	170,000	23.57	20.43
170,000 and less than	200,000	23.66	20.52
200,000 and less than	250,000	23.75	20.61
250,000 and less than	300,000	23.83	20.69
300,000 and less than	350,000	23.92	20.78
350,000 and less than	400,000	24.00	20.86
400,000 and less than	450,000	24.09	20.95
450,000 and less than	500,000	24.18	21.04
500,000 and less than	550,000	24.26	21.12
550,000 and less than	600,000	24.35	21.21
600,000 and less than	650,000	24.43	21.29
650,000 and less than	700,000	24.52	21.38
700,000 and less than	750,000	24.60	21.46
750,000 and less than	800,000	24.69	21.55
800,000 and less than	850,000	24.77	21.63
850,000 and less than	900,000	24.86	21.72
900,000 and less than	950,000	24.94	21.80
950,000 and less than	1,000,000	25.03	21.89
1,000,000 pounds and over.....		With 8¢ and 9¢ alternately added for each 50,000 lbs. or fraction thereof.	

MALLETS	East and Southeast (b)		West (c)	
	Daily Rates	Mileage Rates	Daily Rates	Mileage Rates
Less than	500,000	\$24.48	21.34¢	
500,000 and less than	550,000	24.56	21.42	
550,000 and less than	600,000	24.65	21.51	
600,000 and less than	650,000	24.73	21.59	
650,000 and less than	700,000	24.82	21.68	
700,000 and less than	750,000	24.90	21.76	\$24.41
750,000 and less than	800,000	24.99	21.85	21.27¢
800,000 and less than	850,000	25.07	21.93	
850,000 and less than	900,000	25.16	22.02	
900,000 and less than	950,000	25.24	22.10	
950,000 and less than	1,000,000	25.33	22.19	
1,000,000 pounds and over.....		With 8¢ and 9¢ alternately added for each additional 50,000 lbs. or fraction thereof.		

MOTOR OR ELECTRIC CARS			
In multiple or single unit	\$23.66	20.52¢	\$23.66 20.52¢
Daily Earnings Minimum	\$24.92	-	\$24.92 -

Note: Steam locomotives of the 4-8-4 and 2-10-4 type to be reclassified for pay purposes by being moved into the next higher wage bracket.

- (a) Carriers represented by Eastern, Western and Southeastern Carriers' Conference Committees.
- (b) Carriers represented by Eastern and Southeastern Carriers' Conference Committees.
- (c) Carriers represented by Western Carriers' Conference Committee.

Standard Basic Daily and Mileage Rates of Pay - As of August 12, 1966
LOCOMOTIVE ENGINEERS (MOTORMEN) - THROUGH FREIGHT SERVICE

Standard Basic Daily and Mileage Rates
 All Territories (a)

WEIGHT ON DRIVERS
 (pounds)

		Daily Rates	Mileage Rates (cents)
Less than	140,000	\$25.15	21.79¢
140,000 and less than	200,000	25.58	22.22
200,000 and less than	250,000	25.75	22.39
250,000 and less than	300,000	25.90	22.54
300,000 and less than	350,000	26.05	22.69
350,000 and less than	400,000	26.26	22.90
400,000 and less than	450,000	26.47	23.11
450,000 and less than	500,000	26.68	23.32
500,000 and less than	550,000	26.89	23.53
550,000 and less than	600,000	27.07	23.71
600,000 and less than	650,000	27.25	23.89
650,000 and less than	700,000	27.43	24.07
700,000 and less than	750,000	27.61	24.25
750,000 and less than	800,000	27.79	24.43
800,000 and less than	850,000	27.97	24.61
850,000 and less than	900,000	28.15	24.79
900,000 and less than	950,000	28.33	24.97
0,000 and less than	1,000,000	28.51	25.15
1,000,000 pounds and over		With 18¢ added for each add'l 50,000 lbs or fraction thereof.	

MALLETS

East and
 Southeast (b)

West (c)

		Daily Rates	Mileage Rates	Daily Rates	Mileage Rates
Less than	275,000	\$26.80	23.44¢	\$26.72	23.36¢
275,000 and less than	500,000	27.04	23.68)		
500,000 and less than	550,000	27.28	23.92)		
550,000 and less than	600,000	27.52	24.16)		
600,000 and less than	650,000	27.76	24.40)		
650,000 and less than	700,000	28.00	24.64)		
700,000 and less than	750,000	28.24	24.88)	26.95	23.59
750,000 and less than	800,000	28.48	25.12)		
800,000 and less than	850,000	28.72	25.36)		
850,000 and less than	900,000	28.96	25.60)		
900,000 and less than	950,000	29.20	25.84)		
950,000 and less than	1,000,000	29.44	26.08)		

1,000,000 pounds and over With 24¢ for each
 additional 50,000 lbs.
 or fraction thereof.

Note: Steam locomotives of the 4-8-4 and 2-10-4 type to be reclassified for pay purposes by being moved into the next higher wage bracket.

- (a) Carriers represented by Eastern, Western and Southeastern Carriers' Conference Committees.
- (b) Carriers represented by Eastern and Southeastern Carriers' Conference Committees.
- (c) Carriers represented by Western Carriers' Conference Committee.

Standard Basic Daily Rates of Pay - as of August 12, 1966
LOCOMOTIVE ENGINEERS (MOTORMEN) - YARD SERVICE

WEIGHT ON RIVERS (pounds)	Standard Basic Daily Rates All Territories (a)		
	Six or Seven Day Work Week		Five Day Work Week
	Less than 140,000	\$26.07	\$28.78
140,000 and less than 200,000	26.50	29.30	
200,000 and less than 250,000	26.67	29.50	
250,000 and less than 300,000	26.82	29.68	
300,000 and less than 350,000	26.97	29.86	
350,000 and less than 400,000	27.18	30.12	
400,000 and less than 450,000	27.39	30.37	
450,000 and less than 500,000	27.60	30.62	
500,000 and less than 550,000	27.81	30.87	
550,000 and less than 600,000	27.99	31.09	
600,000 and less than 650,000	28.17	31.30	
650,000 and less than 700,000	28.35	31.52	
700,000 and less than 750,000	28.53	31.74	
750,000 and less than 800,000	28.71	31.95	
800,000 and less than 850,000	28.89	32.17	
850,000 and less than 900,000	29.07	32.38	
900,000 and less than 950,000	29.25	32.60	
950,000 and less than 1,000,000	29.43	32.82	
1,000,000 pounds and over	With 18¢ added for each add'l 50,000 lbs. or fraction thereof.	With 21-1/2¢ added for each add'l 50,000 lbs. or fraction thereof.	

MALLETS	Standard Basic Daily Rates			
	Six or Seven Day Work Week		Five Day Work Week	
	East and Southeast(b)	West(c)	East and Southeast(b)	West(c)
Less than 275,000	\$27.72	\$27.64	\$30.76	\$30.67
275,000 and less than 500,000	27.96	27.87	31.05	30.94
500,000 and less than 550,000	28.20		31.34	
550,000 and less than 600,000	28.44		31.63	
600,000 and less than 650,000	28.68		31.92	
650,000 and less than 700,000	28.92		32.20	
700,000 and less than 750,000	29.16		32.49	
750,000 and less than 800,000	29.40		32.78	
800,000 and less than 850,000	29.64		33.07	
850,000 and less than 900,000	29.88		33.36	
900,000 and less than 950,000	30.12		33.64	
950,000 and less than 1,000,000	30.36		33.93	
1,000,000 pounds and over	With 24¢ added for each add'l 50,000 lbs. or fraction thereof.		With 29¢ added for each add'l 50,000 lbs. or fraction thereof.	

Note: Steam locomotives of the 4-8-4 and 2-10-4 type to be reclassified for pay purposes by being moved into the next higher wage bracket.

- (a) Carriers represented by Eastern, Western and Southeastern Carriers' Conference Committees.
- (b) Carriers represented by Eastern and Southeastern Carriers' Conference Committees.

(d) Effective August 12, 1966, the increase in rates of pay provided for in Paragraph (a) of this Article will result in the following standard basic daily and mileage rates of pay for locomotive engineers (motormen) in through freight and yard service when the engineer is working without a fireman, the fireman's position having been eliminated pursuant to the provisions of Award 282:

Standard Basic Daily and Mileage Rates of Pay - As of August 12, 1966
LOCOMOTIVE ENGINEERS (MOTORMEN) - THROUGH FREIGHT SERVICE

(Engineers Operating Without Firemen)

WEIGHT ON DRIVERS (pounds)		Standard Basic Daily and Mileage Rates All Territories	
		Daily Rates	Mileage Rates (cents)
Less than	140,000	\$26.74	23.29¢
140,000 and less than	200,000	27.17	23.72
200,000 and less than	250,000	27.34	23.89
250,000 and less than	300,000	27.49	24.04
300,000 and less than	350,000	27.64	24.19
350,000 and less than	400,000	27.85	24.40
400,000 and less than	450,000	28.06	24.61
450,000 and less than	500,000	28.27	24.82
500,000 and less than	550,000	28.48	25.03
550,000 and less than	600,000	28.66	25.21
600,000 and less than	650,000	28.84	25.39
650,000 and less than	700,000	29.02	25.57
700,000 and less than	750,000	29.20	25.75
750,000 and less than	800,000	29.38	25.93
800,000 and less than	850,000	29.56	26.11
850,000 and less than	900,000	29.74	26.29
900,000 and less than	950,000	29.92	26.47
950,000 and less than	1,000,000	30.10	26.65
1,000,000 pounds and over	With 18¢ added for each additional 50,000 lbs. or fraction thereof.	

Standard Basic Daily Rates of Pay - As of August 12, 1966
LOCOMOTIVE ENGINEERS (MOTORMEN) - YARD SERVICE
 (Engineers Operating Without Firemen)

WEIGHT ON DRIVERS (pounds)	Standard Daily Basic Rates All Territories	
	Six or Seven Day Work Week	Five Day Work Week
Less than 140,000	\$27.66	\$30.37
140,000 and less than 200,000	28.09	30.89
200,000 and less than 250,000	28.26	31.09
250,000 and less than 300,000	28.41	31.27
300,000 and less than 350,000	28.56	31.45
350,000 and less than 400,000	28.77	31.71
400,000 and less than 450,000	28.98	31.96
450,000 and less than 500,000	29.19	32.21
500,000 and less than 550,000	29.40	32.40
550,000 and less than 600,000	29.58	32.68
600,000 and less than 650,000	29.76	32.89
650,000 and less than 700,000	29.94	33.11
700,000 and less than 750,000	30.12	33.33
750,000 and less than 800,000	30.30	33.54
800,000 and less than 850,000	30.48	33.76
850,000 and less than 900,000	30.66	33.97
900,000 and less than 950,000	30.84	34.19
950,000 and less than 1,000,000	31.02	34.41
1,000,000 pounds and over.	With 18¢ added for each add'l 50,000 lbs. or fraction thereof.	With 21-1/2¢ added for each add'l 50,000 lbs. or fraction thereof.

ARTICLE II - ADDITIONAL INCREASE FOR ENGINEERS OPERATING
WITHOUT FIREMEN

(a) Effective January 1, 1967, the standard basic rates of pay of locomotive engineers (motor-men) in all classes of freight and yard service in effect December 31, 1966, will be increased by an amount equal to six percent when the engineer is working without a fireman, the fireman's position having been eliminated pursuant to the provisions of Award 282.

(b) The application of the increase provided for in Paragraph (a) of this Article in all classes of freight service shall not be limited to daily rates and shall apply to existing mileage rates paid for miles over 100.

(c) Effective January 1, 1967, the increase in rates of pay provided for in Paragraph (a) of this Article will result in the following standard basic daily and mileage rates of pay for locomotive engineers (motormen) operating without firemen:

rates
 re Day
 k Week
 32.25
 32.77
 32.97
 33.15
 33.33
 33.59
 33.84
 34.09
 34.34
 34.56
 34.77
 34.99
 35.21
 35.42
 35.64
 35.85
 36.07
 36.29
 -1/2¢ added
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Standard Basic Daily and Mileage Rates of Pay - As of January 1, 1967
LOCOMOTIVE ENGINEERS (MOTORMEN) THROUGH FREIGHT SERVICE
 (Engineers Operating Without Firemen)

WEIGHT ON DRIVERS (pounds)		Standard Basic Daily and Mileage Rates All Territories	
		Daily Rates	Mileage Rates (cents)
Less than	140,000	\$28.55	24.89¢
100 and less than	200,000	28.98	25.32
100 and less than	250,000	29.15	25.49
100 and less than	300,000	29.30	25.64
100 and less than	350,000	29.45	25.79
100 and less than	400,000	29.66	26.00
100 and less than	450,000	29.87	26.21
100 and less than	500,000	30.08	26.42
100 and less than	550,000	30.29	26.63
100 and less than	600,000	30.47	26.81
100 and less than	650,000	30.65	26.99
100 and less than	700,000	30.83	27.17
100 and less than	750,000	31.01	27.35
100 and less than	800,000	31.19	27.53
100 and less than	850,000	31.37	27.71
100 and less than	900,000	31.55	27.89
100 and less than	950,000	31.73	28.07
100 and less than	1,000,000	31.91	28.25
1000 and over		With 18¢ added for each additional 50,000 lbs. or fraction thereof	

- (c) Daily earnings minima shall be increased by the amount of the respective daily increases.
- (d) Existing money differentials above existing standard daily rates shall be maintained.
- (e) In local freight service the same differential in excess of through freight rates shall be maintained.
- (f) Under Articles I and II, existing basic daily rates of pay, other than standard, of locomotive engineers (motormen) shall be increased by six percent. Under Article II, where other than standard mileage rates are in effect for locomotive engineers (motormen) working without a fireman, the fireman's position having been eliminated pursuant to the provisions of Award 282, such mileage rates shall be increased by six percent.

ARTICLE IV - VACATIONS

Insofar as applicable to employees represented by the Brotherhood of Locomotive Engineers the vacation agreement dated April 29, 1949, as amended is further amended by substituting the following revised portions of paragraphs (c) and (g), effective January 1, 1967 for the corresponding paragraphs in amended Section 1 contained in the Agreement of November 17, 1964:

(c) - Effective January 1, 1967, each employee, subject to the scope of schedule agreements held by the organizations signatory to the April 29, 1949 Vacation Agreement, having ten or more years of continuous service with employing carrier will be qualified for an annual vacation of three weeks with pay, or pay in lieu thereof, if, during the preceding calendar year the employee renders service under schedule agreements held by the organizations signatory to the April 29, 1949 Vacation

Agreement amounting to one hundred sixty (160) basic days in miles or hours paid for as provided in individual schedules and during the said ten or more years of continuous service renders service of not less than sixteen hundred (1600) basic days in miles or hours paid for as provided in individual schedules.

(g) - Where an employee is discharged from service and thereafter restored to service during the same calendar year with seniority unimpaired, service performed prior to discharge and subsequent to reinstatement during that year shall be included in the determination of qualification for vacation during the following year.

Where an employee is discharged from service and thereafter restored to service with seniority unimpaired, service before and after such discharge and restoration shall be included in computing four hundred eighty (480) basic days under Section 1(b) and sixteen hundred (1600) basic days under Section 1(c), and thirty-two hundred (3200) basic days under Section 1(d).

ARTICLE V - GENERAL PROVISIONS

(1) APPROVAL

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

(2) EFFECT AND DURATION OF THIS AGREEMENT

(a) This agreement is in full and final settlement of the dispute growing out of notices served on the carriers listed in Exhibits A, B and C on or about May 18 and July 19, 1966, by the Brotherhood of Locomotive Engineers and the proposals served by the Carriers, parties hereto, for concurrent handling, except that the proposal to increase the rates of pay of firemen and hostlers represented by the Brotherhood of Locomotive Engineers shall be held in abeyance; and shall be construed as a separate agreement by and on behalf of each

of said carriers and its employees represented by the Brotherhood of Locomotive Engineers.

(b) This Agreement shall remain in effect until changed or modified in accordance with the Railway Labor Act, as amended, subject to the following:

(1) All pending Section 6 notices served by the Brotherhood of Locomotive Engineers to establish new arbitraries, special allowances, or constructive payments, or to restrict or prohibit the use of radios, will be withdrawn and no such notices will be initiated prior to January 1, 1968.

(11) The rates of pay established by Articles I and II will remain in effect to and including June 30, 1968, with the understanding that Section 6 notices may be served by either party on or after March 1, 1968, provided the change requested may not become effective prior to July 1, 1968.

SIGNED AT WASHINGTON, D. C. THIS 22ND DAY OF JUNE, 1967.

FOR THE PARTICIPATING CARRIERS LISTED IN EXHIBIT A:

J. H. Oran Chairman
L. B. Lee
Guy W. Knight
W. H. Mulloy
R. J. [unclear]

FOR THE EMPLOYEES REPRESENTED BY THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS:

C. J. Conway
H. R. [unclear]
T. H. [unclear]
Kenneth [unclear]

FOR THE PARTICIPATING CARRIERS LISTED IN EXHIBIT B:

J. C. McButts
L. H. [unclear]
E. [unclear]
M. E. [unclear]

FOR THE PARTICIPATING CARRIERS LISTED IN EXHIBIT C:

W. J. McCall Chairman
J. K. [unclear]
G. M. [unclear]
L. S. [unclear]

APPROVED:

[Signature]
 Chairman, National Railway Labor Conference

NATIONAL RAILWAY LABOR CONFERENCE

Room 474, Union Station
517 WEST ADAMS STREET
CHICAGO, ILLINOIS 60608
Telephone: 726-6900

J. E. WOLFE, *Chairman*
W. D. QUARLES, JR., *Vice Chairman*

W. S. MACGILL, *Chairman*,
Southeastern Carriers' Conference Committee
J. W. GRAM, *Chairman*,
Eastern Carriers' Conference Committee
F. J. ROBERTSON, *Chairman*,
Western Carriers' Conference Committee

C. I. HOPKINS, JR.
J. R. WOLFE,
General Attorneys

M. E. GREER,
Director of Research
J. P. GRIFFIN,
Administrative Secretary

At Washington, D.C.
June 22, 1967

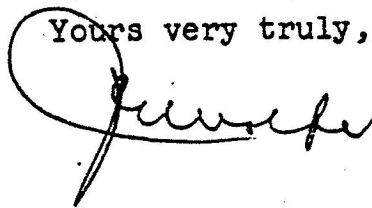
Mr. Perry S. Heath,
Grand Chief Engineer,
Brotherhood of Locomotive Engineers,
1118 B. of L. E. Building,
Cleveland, Ohio.

Dear Mr. Heath:

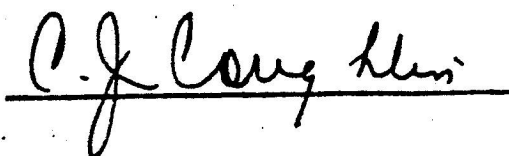
In connection with the agreement signed at Washington, D.C., today, it is understood that in the event Section 6 notices are served on or after January 1, 1968 by one or more of the unions representing road service operating employees to increase the mileage rates applicable to miles in excess of 100, the moratorium provision applicable to Articles I and II (Article V(2)(b)(ii)) will not act as a bar to the serving of such a notice by the Brotherhood of Locomotive Engineers.

Will you please indicate your understanding and acceptance of the foregoing by affixing your signature in the space provided therefor in the lower left hand corner of this communication.

Yours very truly,



ACCEPTED:



NATIONAL RAILWAY LABOR CONFERENCE

Room 474, Union Station
517 WEST ADAMS STREET
CHICAGO, ILLINOIS 60606
Telephone: 726-6900

J. E. WOLFE, *Chairman*
W. D. QUARLES, JR., *Vice Chairman*

W. S. MACGILL, *Chairman,*
Southeastern Carriers' Conference Committee
J. W. ORAM, *Chairman,*
Eastern Carriers' Conference Committee
F. J. ROBERTSON, *Chairman,*
Western Carriers' Conference Committee

C. I. HOPKINS, JR.
J. R. WOLFE,
General Attorneys

M. E. GREE, *Director of Research*
J. F. GRIFFIN,
Administrative Secretary

At Washington, D.C.
June 22, 1967

Mr. Perry S. Heath,
Grand Chief Engineer,
Brotherhood of Locomotive Engineers,
1118 B. of L. E. Building,
Cleveland, Ohio.

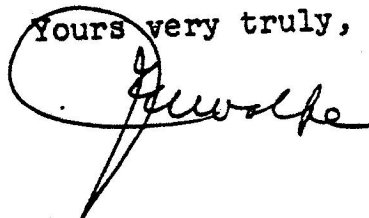
Dear Mr. Heath:

In connection with the agreement signed at Washington, D.C., today, it is understood that representatives of the carriers parties to Group Policy Contract 22000-G of the Metropolitan Life Insurance Company will meet with representatives of the Brotherhood of Locomotive Engineers as soon as practicable after July 1, 1967, and will take such action as may be required to insure the solvency of the hospital, surgical and medical plan to and including February 29, 1968.

The carriers will also provide the financing of \$2,000 life insurance for the period to and including February 29, 1968, for locomotive engineers who retire from active service subsequent to September 1, 1967.

Will you please indicate your acceptance of the foregoing by affixing your signature in the space provided therefor in the lower left hand corner of this communication.

Yours very truly,



ACCEPTED:

