

# NORTHERN PACIFIC RAILROAD

COMPANY.

THOMAS F. OAKES, HENRY C. PAYNE, HENRY C. ROUSE,  
Receivers.

## SCHEDULE FOR TRAINMEN.

JANUARY 1st, 1894.

1. This schedule will take effect January 1st, 1894, and will govern till otherwise ordered; nothing contained herein shall be held to contradict or nullify the Transportation Rules of the Road.

Coll 5149 Box 161  
Room 415- 38-6-2-B

2 RATES OF PAY FOR CONDUCTORS AND BRAKEMEN.

Except as otherwise provided for assigned runs, passenger conductors will be paid \$112.50 per month, and train conductors \$3.25 per day, and brakemen \$2.15 per day; overtime at the rate of \$0.30 and \$0.20 per hour respectively for conductors and brakemen in freight and work train service.

CLASS.	MILEAGE.	Card Allowed.	Cond'rs. Brakem'n.	PAY PER MILE.	
				DAY OR MONTH.	OVERTIME.
W. Frt.	131.0		\$90.00	\$60.00	After 13 hours.
W. Frt.	103.6		90.00	60.00	After 11 hours.
Pass ngr.	98.2		90.00	60.00	None.
Pass ngr.	70.1		112.50	60.00	None.
Pass ngr.	4.3		95.00	60.00	None.
W. Frt.	26.0		95.00	60.00	After 10 hours.
W. Frt.	74.4	100	85.00	55.00	After 10 hours.
Pass ngr.	257.0		85.00	55.00	None.
W. Frt.	94.4		95.00	65.00	After 10 hours.
W. Frt.	120.0		95.00	65.00	None.
Mixed.	111.0		95.00	65.00	None.
Pass ngr.	145.0		95.00	65.00	After 12 hours.
W. Frt.	92.8		95.00	65.00	After 12 hours.
W. Frt.	106.7		100.00	65.00	After 12 hours.
Mixed.	68.9		100.00	65.00	Includes switching at Oakes; overtime after 7 hours each way.
Pass ngr.	109.9		112.50	60.00	None.
Freight.	109.9	110	95.00	60.00	One hour per day for switching at Edgely.
Mixed.	121.7	122	95.00	60.00	After 12 hours.
Mixed.	36.5	36	60.00	75.00	After 12 hours; mileage for extra trips.
Mixed.	69.9	60	110.00	75.00	After 12 hours.
Freight.	69.9	60	110.00	75.00	After 14 hours.
R. Frt.	119.0	143	95.00	75.00	After 14 hours.
Pass ngr.	94.0		110.00	60.00	None.
Mixed.	124.0		110.00	60.00	After 12 hours.
Freight.	16.0	56 R.T.	95.00	60.00	Stand first out after return.
Mixed.	52.0	52 R.T.	95.00	60.00	Run by way freight crew.
Mixed.	43.0	43.0	90.00	65.00	After 10 hours.
Mixed.	76.0	76 R.T.	90.00	65.00	After 10 hours.
Mixed.	135.0	135.0	100.00	65.00	After 15 hours.
Mixed.	50.0		100.00	65.00	None.
Mixed.	62.0		100.00	65.00	None.
Mixed.	173.0	183	190.00	70.00	salary includes switching at terminals.
Th. Frt.	125.0		190.00	70.00	After 18 hours.
W. Frt.	29.0		4.00d	2.75d	After 14 hours.
W. Frt.	29.0		4.00d	2.75d	After 14 hours on duty.
W. Frt.	27.0		4.00d	2.75d	After 12 hours on duty.
W. Frt.	126.3		4.00d	2.50d	After 12 hours.
Pass ngr.	15.2		90.00	65.00	None.
Freight.	15.2		90.00	65.00	None.
Freight.	124.0		95.00	65.00	After 12 hours.
Pass ngr.	124.0		95.00	65.00	After 12 hours.
W. Frt.	124.0		95.00	65.00	After 14 hours.
W. Frt.	127.0		100.00	70.00	After 14 hours.
Th. Frt.	67.0	74	100.00	70.00	After 7 hours single trip.
Pass ngr.	112.0		100.00	60.00	None.
Mixed.	122.4 R.T.		90.00	65.00	None.
W. Frt.	84.0		95.00	70.00	None.
W. Frt.	103.0		95.00	70.00	None.
W. Frt.	153.0		100.00	70.00	None.
W. Frt.	145.0		100.00	70.00	After 13 hours.
W. Frt.	58.0		100.00	70.00	After 14 hours.
W. Frt.	64.0		95.00	70.00	After 10 hours.
Coal	67.0		95.00	70.00	After 10 hours.
Log	67.0		95.00	70.00	After 10 hours.

### 3 RATES OF PAY FOR SWITCHMEN.

Location.	RATE PER DAY.	
	Day	Night
Foreman.	\$2.45	\$2.85
Helpers.	2.45	2.65
Other points.....	2.65	2.45

4. Conductors will report the time of their Brake-men with their own, and will be promptly notified when time is not allowed as per slip.

5. Where callers are employed, Trainmen will be called, as nearly as practicable, one hour before leaving time of train; each man when called will sign call book, which will show time called and leaving time of train; distance limits for calling to be arranged with Superintendent.

6. Trainmen will be allowed one hundred miles or one day for runs of less than one hundred miles, or for time less than one day, when no other service is required that day; but short runs doubled in one day, or several short runs in one day, will be counted as a continuous run, and idle time in the middle of such run will not be computed as over-time.

7. Trips or service commenced on one calendar day and not completed until the following day will be considered as made on day on which commenced.

8. Mileage allowances will be computed on time card distances, except as otherwise provided in Rule 2, actual mileage being allowed for doubling hills. Time allowances will commence at leaving time of trains as specified in call and will end at time designated on Conductor's register or lay-up report as arriving time.

9. Trainmen will receive one day or one hundred miles for each calendar day when dead-heading on Company business. Freight crews dead-heading with their cabooses over Districts or Divisions will be allowed half mileage, and of the two crews on same train will stand first out. In emergency, the Superintendent may vary from rule as to first out. No allowance will be made for dead-heading when done for the purpose of relieving trainmen to attend to their own business.

10. Trainmen or Yardmen attending court at request of an officer of the road will be paid for one day or one hundred miles for each calendar day, and if away from home station, legitimate expenses will be paid; time and expense account to be certified to by Company's Attorney.

11. Except in emergencies, trainmen who have been in continuous service for sixteen hours or more will not be required or permitted to leave terminals until they have had opportunity for at least six hours' rest. No trains will be laid up between terminals except by permission of Superintendent.

12. Trainmen on runs of less than one hundred miles will be required to do terminal switching to make up a day's work.

13. Time or mileage made in two or more classes of service on the same calendar day will be computed as together making a day's work or more, and men will not be allowed a full day in each class unless full day's service is rendered in each.

14. No more trainmen will be employed on any Division than are necessary to handle the business with safety and dispatch, Superintendent to decide.

15. Trainmen will not be obliged to pay fines for loss of or damage to equipment.

16. Trainmen acting as pilots will be paid regular freight rates in their respective classes.

17. Services rendered by regularly assigned men in excess of their regular run will be paid for at regular rates for class of service rendered. Freight trainmen will be paid freight rates for handling empty passenger equipment.

18. Trainmen or Yardmen leaving the service will be paid at the earliest practicable time in full, less the authorized deductions which may be found against their pay. When leaving the service in good standing they will be given a letter stating time of service and capacity, such letter to be given within a reasonable time from receipt of application and to be signed and stamped by Division Superintendent.

### OVER-TIME.

19. Over-time of trainmen will begin when time of service exceeds ten hours for run of one hundred miles or less, except as otherwise provided, longer runs in same proportion.

Time in service to be computed as per Rule 8, and actual hours and minutes will be counted.

20. When a train for which Trainmen have been called to leave at a specified time is annulled, the men will be paid at over-time rates for the time held until relieved from duty, but not less than one-quarter of one day, provided they report at office.

21. Trainmen on runs of one hundred miles or more, when required to do switching at terminals, will be allowed for actual time so employed, except as otherwise provided in Rule 2.

### WORK TRAINS.

22. Trainmen on Work Trains will be paid on a basis of twelve hours or less for each day's work; all over twelve hours to be paid on basis of over-time, as per

schedule. Time will not be allowed for Sundays if no work is done. Superintendents will select men for this service.

23. Crews assigned to Work Train service will be notified of such assignment when called.

#### SNOW-PLOW SERVICE.

24. Conductors and Brakemen assigned to Snow-Plow Service will be allowed one day's pay at regular freight rates for each twenty-four hours held for such service. When run over District or Division, they will be paid on mileage basis at regular freight rates. When engaged in actual snow bucking, in case of blockades, Conductors will be paid \$3.25 and Brakemen \$2.15 per day of ten hours; over ten hours, at the same relative rate per hour. Superintendents will select men for this service.

#### MOUNTAIN SERVICE.

25. All crews assigned to regular Mountain Service between:

Livingsfor and Bozaman,  
Helena and Elliston,  
Missoula and Arlee,  
Easton and Lester,  
Whitehall and Brito,  
Saltsee and Wallace,

will be paid—Conductors, Four Dollars (\$4.00) per day, and Brakemen, Three Dollars (\$3.00) per day of twelve hours or less, or per one hundred miles or less; over one hundred miles in twelve hours, Four Cents (4c) and Three Cents (3c) per mile, respectively; over twelve hours, Forty Cents (40c) and Thirty Cents (30c) per hour respectively.

#### RANK AND PROMOTION OF MEN.

26. Trainmen will take rank from the date of their appointment or promotion. Conductors will have choice of runs on their respective Divisions to which their age as Conductors entitles them, dependent upon good conduct and ability. Temporary assignment as Conductor in emergency does not constitute a promotion, but promotion will date from assignment of a regular crew. Present standing of men will not be changed by this rule.

27. Yard Employees and passenger Brakemen will have no rights in freight service, or vice versa; but regular freight Brakemen temporarily assigned to passenger service shall not lose their rights thereby. In case of emergency, freight men will work in yard service not to exceed ten days at any one time.

28. Trainmen will be promoted on their respective Divisions, with reference to the following, the Superintendent to decide:

- 1st. Fitness for position.
- 2nd. Previous record for faithful service.
- 3rd. Length of service.

Trainmen assigned to other duties may be reinstated in their position as Trainmen at the discretion of the Superintendent.

29. Switchmen will stand in line of promotion on same basis as Brakemen and subject to the same conditions as to character, habits and ability. Superintendent will be the judge as to fitness for increased responsibility.

30. Before a man can rank as Conductor, he will be sent out as clerk in charge of a train, accompanied by a first-class and reliable Conductor. It will be the duty of the candidate to take full charge of the train, doing all work and making all reports that the Conductor would make, and it will be the duty of the Conductor to watch such work and see that no mistakes are made and allowed to pass without correction. Three round trips will be made by the candidate in this way, under Brakeman's pay, with three different Conductors, and the Conductor will in each case be required to report in writing upon the manner in which work is done and the ability of the candidate to perform the duties required. If favorable reports are received from the three Conductors, the candidate will be examined on the Rules, and, passing such examination, will be available to take charge of a train in regular turn when needed. If one of the three Conductors makes an unfavorable report on the candidate, he shall have the privilege of making a fourth trip with a fourth Conductor, who will also report upon his ability. The fourth trip, however, to be made without pay.

31. Trainmen who are discharged or suspended, or who leave the service voluntarily with consent of Superintendent, and are returned to duty or re-employed within a period of three months, shall be restored to their former rank; if re-employed after three months they will rank as new men.

32. In the event of reduction of force, Trainmen will be suspended or set back, commencing with the youngest man in the service. A man's rank as Conductor has no effect upon his rank as Brakeman, and should it become necessary to reduce the force to such an extent that there are Brakemen older in the service than Conductors acting as Brakemen, all things being equal, the Brakeman on account of his age shall have preference as to employment; but when the number of Conductors is again increased, the Conductor so suspended on account of the seniority of the Brakeman, will resume his old rank as Conductor. The same rule applies in case of passenger Conductors reduced to freight service.

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

34. Trainmen not assigned to regular runs will, as far as practicable, run first in, first out, on District or Division to which they are assigned.

35. If any established Division is divided and any portion is added to another Division, or if a new Division is formed therefrom in such way that runs are changed, Trainmen will have choice of Divisions upon which they will remain, in accordance with their seniority; and if no change of runs is caused by change of Divisions, the men may register with the Division upon which they wish to establish their rights and make change when vacancies occur.

#### ADJUSTMENTS.

36. No Trainman will be suspended or discharged without proper cause. All cases (except dishonesty, insubordination or drunkenness) will have full investigation by Division Superintendent, who will render prompt decision. All parties interested will be notified to be present. If party is not satisfied with such decision, he may appeal to next higher authority, confining such appeal, if desired, to the General Superintendent, whose decision, when approved by the General Manager, shall be final.

If it is decided that the man is blameless, he shall be immediately reinstated and shall be paid for the time lost on account of such suspension or discharge at the rate of one day or one hundred miles for each calendar day.

37. If a meeting or a consultation with the General Officers is desired, a written notice stating the nature of each claim or matter to be considered, will be forwarded to the General Superintendent ten days before the date at which conference is desired, and reply will be made as early as practicable, fixing a date and time at which the matter in controversy shall be considered.

38. The foregoing will be observed according to its terms, and in case of disagreement as to meaning of any rule, a decision will be rendered by the Division Superintendent, subject to the approval of the General Superintendent and General Manager.

G. W. DICKINSON,

Asst. Gen'l Supt.

J. W. KENDRICK,

Gen'l Manager.

M. C. KIMBERLY,

Gen'l Supt.