

ORDER OF RAILWAY CONDUCTORS AND BRAKEMEN
Great Northern Railway
602 Bremer Arcade
St. Paul 1, Minn.

June 22, 1959

All Roadmen
Order of Railway Conductors and
Brakemen
Great Northern Railway

Dear Sirs and Brothers:

It must be noted that B. R. T. representatives are making statements on the property relative comparative strengths of the B. R. T. and the O. R. C. & B. They have stated that the membership of the B. R. T. is in excess of 200,000. We are now in receipt of the M-300 Report published by the I. C. C. and furnished by them, which is a form report for wage statistics and total employment in the railroad industry. This report states that there was, in January, 1959, the following number of employees in the entire United States.

Train Service	Total	66,450
Yard Service	"	<u>65,575</u>
Grand Total of Train Service		<u>132,025</u>

The B. R. T. reports the membership of the O. R. C. & B. as being some thirty-five (35) thousand. The S. U. N. A. has a membership of some ten (10) thousand. The total of these two memberships would be some forty-five (45) thousand. Subtracting this grand total of forty-five (45) thousand from the grand total quoted above would leave a total of eighty-seven (87) thousand, twenty-five (87,025). On the basis that the B. R. T. has one hundred percent membership of this remaining group it could not exceed 87,025 as far as train and yard service employees are concerned. While we are not in the position to challenge the figure of 200,000 members that the B. R. T. is purported to have; if such is true, 112,975 of the 200,000 members must belong to other than train and yard service employees. In other words, you find that the B. R. T. is composed preponderately of other than train and yard service employees and, therefore, these employees actually form a minority group within the framework of their own Organization.

Going further, there are 65,575 yard service employees as compiled by the M-300 reports as of January, 1959. On the basis of 10,000 members belonging to the S.U.N.A., we would find the B. R. T. Yard membership approximately 55,575, on the basis that they had a total of all employees not holding membership in the S.U.N.A. On the basis that the O. R. C. & B. has 35,000 members as stated by the B.R.T. (and it is a known fact that the O. R. C. & B. membership is almost 100 per-cent road conductor and road brakemen) and that in accordance with the M-300 reports, there are a total of 66,450 employees in all classes of road train service, we find that the B. R. T. can only have, as membership in the road service groups, a total of 31,000 members.

If the figures submitted by the B. R. T. are correct, then it would indicate that:

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First - that the B. R. T. as an Organization, is made up predominantly of membership in crafts other than train or yard service and, therefore, the total of the membership employed in train and yard service constitute a minority within the union as a whole, and,

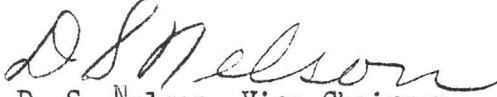
Second - this minority is made up of some 66% yard service members and 34% road service members which clearly indicates that the road service employees are at the bottom of the ladder so far as representation is concerned.

The membership figures above, are taken from the statements made by the B. R. T. Actual employment records are taken from the M-300 report issued by the I. C. C.

Evidence of record will indicate that the B. of R. T. has, because of that majority group, consistently made settlements in favor of yardmen.

These figures are important because they substantiate the position that the roadmen are in the minority as compared to the other operating crafts and it is mandatory they pool their common interest in one organization representing ONLY ROADMEN if they are to be adequately represented.

Fraternally yours,


D. S. Nelson, Vice Chairman

DSN:tw

ORDER OF RAILWAY CONDUCTORS AND BRAKEMEN
Great Northern Railway
602 Bremer Arcade
St. Paul 1, Minn.

All Roadmen
Order of Railway Conductors and
Brakemen
Great Northern Railway

June 24, 1959

Dear Sirs and Brothers:

With the representation election as their goal, representatives of the B. R. T. have been covering the Great Northern Property contacting trainmen at all points. Their story is that the B. R. T., with their General Chairman Michels, could best represent the men in the future. Let us look at some of their representation.

Some years ago, we achieved a graduated rate of pay. After achieving the higher rate for cars handled the Carrier, on a national basis, refused to pay the higher rate for deadheading and held away from home terminal allowances. Both the B. R. T. and the O. R. C. & B. took the cases to a disputes board. The B. R. T. representatives presented their case to the Board and lost both cases. The O.R.C.&B. were successful in winning the graduated rate and pool caboose pay for held away from home terminal allowances. Back pay on the Great Northern has now been paid in excess of \$25,000.00, with a full settlement not completed. Brakemen on roads represented by the B. R. T. received nothing. Now, if you go to your distant terminal with a train of 81 cars and draw 100 miles held away from home terminal allowances, you will receive pay at the rate of \$18.90 per hundred. Brakemen on road represented by the B. R. T. received \$17.35 per hundred. Is this the representation they talk about?

Now, let us look at some more of their representation. Brakemen on this property did not work on self-propelled machines under B. R. T. representation. The O.R.C.&B. negotiated a rule which provided for a brakeman on self-propelled machines handle cars. The O. R. C. & B. negotiated a conversion rule providing train crews make three or more set-outs or pick-ups enroute. The O. R. C. & B. negotiated a rule for unassigned passenger service that provides for trainmen going automatically on duty at the expiration of sixteen hours at the distant terminal and paid continuously at the rate of the last service performed until called, separate and independent of their earnings on a service trip. Brakemen's Rule 75(b), which provided that when a short trip from an intermediate point to a terminal and return for a relief engine, at no extra pay, was changed to be paid under the side and lap-back rule with compensation accruing to all members of the train crew.

Do not forget the B. R. T. representatives were unable to progress any of the above mentioned rules to a conclusion. Their representatives state that their organization is primarily composed of road brakemen. However, last summer, while attempting to secure the contract for switchmen on the Great Northern they were just as insistent their organization was composed primarily of yardmen. There is no such conflict of facts as to membership of the O. R. C. & B.

Now in answer to the statements of B. of R. T. quoting assets of that organization. Records will no doubt disclose that by far the major portion is in insurance reserves that can only lawfully be used for insurance purposes. The remaining money (whatever it might be) would be for the purpose of representing the membership as a whole, not exclusively (as they imply) the roadmen, who are a

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minority group of the organization; Bus Drivers, Yardmasters, Dining Car Stewards, porters, yardmen, switchtenders, retarder operators and other miscellaneous crafts who pay dues into the B. of R. T. demand satisfaction of their needs. If the B. of R. T. has so much money, why was there not enough available to hold their convention in 1958 as provided by their constitution. According to their President W. P. Kennedy, they just couldn't afford to. Their membership was given a mandate containing the stipulation that if holding the convention was authorized, it would be necessary to assess each member \$15.00. Their representatives circulating this property say their President Kennedy has stated they can have their convention if they wish. They fail to explain why he is using Union funds in court to resist courtaction which would force him to call the convention. All of this would not indicate the B. R. T. has plentiful funds on hand to represent their membership - especially roadmen. In spite of propaganda being circulated by the B. R. T. that the O. R. C. & B. is in dire financial straights, it is pointed out this organization held their convention as provided by their constitution in Miami, Florida, with over 600 delegates in attendance for necessary revisions of law and election of officers.

It is noted that in 1958 when the regular Convention was due to be called that many of the officers of the B. R. T. were ineligible to run for a new term of office due to their age. In addition to not being eligible by reason of advanced age, other officers were apprehensive as to their success in being re-elected. There is a rising tide of protest and resentment among the membership of the B. R. T. due to the convention not being held and the majority of the members are taking the position that the failure to hold the convention is contrary to law. This position is substantiated by the fact that several states have not re-issued their license to operate an insurance business and because of this fact, many members are apprehensive over the security of their insurance policies and this is borne out by the fact that a case has been brought to the court in Cleveland, Ohio which concerns a brakeman's request that the B. R. T. show cause why they should not hold the regular convention which would fulfill the requirements of the State of Ohio's Insurance Department and restore the right to operate insurance-wise under the Law of Ohio; the reason for this brakeman's request being that he has two \$5,000.00 policies in the B. R. T. and he is worried about their validity if anything happened to him while in the State of Ohio who does not recognize the B. R. T. as an insurance agent under the Law of Ohio.

If the record is studied, it becomes increasingly clear that roadmen can best protect their equity by staying with the roadmen's organization. It is an organization dedicated to his interests. In contrast, the B. of R. T. has spent more money on representational elections since 1950, than it has spent progressing wage and rules demands for men in train service. Is this the representation they talk about?

Conversely, the O. R. C. & B. has spent little money on representation elections compared to their expenditures in progressing national wage and rules movement because we believe this is where money should be spent! Don't be misled by the distorted facts being presented to you by the B. R. T. representatives, stay with the organization using its finances to represent you in a democratic manner, the O. R. C. & B. !!!

Fraternally yours,


D. S. Nelson, Vice Chairman

ORDER OF RAILWAY CONDUCTORS & BRAKEMEN
Great Northern Railway
710 New York Building
St. Paul, Minnesota

July 3, 1959

Officers and Members,
Order of Railway Conductors and Brakemen
Great Northern Railway

Dear Sirs and Brothers:

In going over the files of the representation election conducted on the Great Northern Railway in 1955 several items of interest appeared. One was a letter addressed to Brother Stevick of Division 483 by your past General Chairman which I feel of sufficient merit to pass on to you. The letter states the methods of of the BRT (in 1955) were to buy as many votes as possible by employing brakemen and conductors at attractive salaries on the various seniority districts to contact the younger brakemen and convince them that the BRT should represent them. Quoting further the letter states:

"I need not go into detail with you or any of our other officers as to the type of representation that will be received from such an organization as the BRT who have compromised and deserted the roadmen's cause in settlements reached on a national basis.

In February of 1951, Mr. Kennedy of the BRT agreed with the carrier to extend switching limits to negotiate inter-divisional inter-seniority district freight runs and other concessions sought by the carrier so that he could save contracts controlling yard service employees at that time. Again this organization made request under the Railway Labor Act for a basic wage increase across the board of \$3.00 in 1954, and, when they made settlement, they accepted 5¢. This move was made at a time when your representatives were busily engaged in mediation on the graduated rate of pay issue and hampered negotiations considerably. Again, on May 11, 1955, this organization accepted the carrier's pattern on a car gradation settlement wherein conductors and trainmen in freight service on trains of less than 80 cars were denied any benefits and conductors and trainmen in passenger service were excluded and denied benefits. This Carrier pattern was accepted by the Trainmen in the face of Emergency Board 109's report that specified an inequity existed for conductors and trainmen as to the method of compensation in relation to the method of compensation to engine service employees. This history of pattern settlement by the Trainmen's organization certainly proves their lack of militance and concern for men in road train service.

This organization also, on properties where they hold contracts for road brakemen and yard service employees have negotiated tail-end prior rights agreements combining the seniority of the yard service employee with the road service employee and permitting the carrier to use yard service employees in road service and vice versa in derogation to craft rights. This move is being made by the Trainmen's organization to thwart attempts of other organizations in holding representation elections on contracts they hold when the employees involved request same.

July 3, 1959

One of the devices now used by this organization in approaching brakemen is that they claim credit for the settlement recently reached by your representatives on the car gradation basis of pay. Nothing could be farther from the truth. As a matter of record, the car gradation basis of payment to freight conductors was first brought into negotiations by the carrier representatives on February 7, 1950, at which time the ORC and BRT were joined in their request for the graduated basis of pay. The carrier's proposal at that time read as follows:

"Thru Freight

0 to 80 standard rate
 81 to 100 cars - - add 12 cents
 101 to 125 cars - - add 12 cents
 126 to 150 cars - - add 12 cents
 Over 150 cars - - add 12 cents"

This was the first evidence of any car gradation proposal and was the inception of the car gradation basis of pay. This, in conjunction with the recommendation of Emergency Board 109, was the reason for the settlement reached May 26 by your representatives wherein all conductors and trainmen received benefits as outlined in the settlement, copies of which you now have.

The history of the Trainmen's organization and the handling of their affairs on the Great Northern railroad has been one of continued compromise and disregard for our contract rule, which has left the trainmen on this property with certain rules that are impossible to live with, and we are now experiencing the carrier's attempt to completely revolutionize way freight, mixed train, work train and through freight service by the application of the "more than one class of service" awards (Cheney Award for brakemen and Arbitration Award 168 for conductors). Despite the fact that the services outlined herein are still existent, no one need explain the BRT's acceptance of arbitration in the Cheney Award, which established the pattern and preceded the arbitration award of conductors, engineers and firemen known as Award 168.

These facts and many others too numerous to enumerate are evidence to the conductors and brakemen working on any Class 1 railroad that the Trainmen's organization does not have their interest foremost in their negotiations. We on the Great Northern have recently been successful in making a settlement on a docket of cases which required a strike vote, and it is very possible that a similar action will be necessary in the near future to protect the equity of conductors and trainmen on the Great Northern.

It is now apparent that each division of the ORC&B must make it their business to revive and organize committees whose duties will be to contact every brakeman who can be considered eligible to vote in a representation election and convince him that his security in the railroad industry is dependent on the ORC&B.

I suggest that all divisions, including Division 483, organize these committees immediately and that all brakemen on all crews be contacted and told what is being accomplished for them on the Great Northern by the ORC&B. It is significant that the Trainmen's organization has not attempted to invoke on the conductors'

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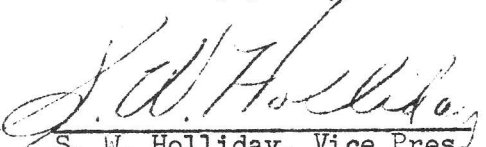
July 3, 1959

contract on this property, especially having made boasts that they would invoke on both contracts at the expiration of the two-year period and win both elections. This exclusion of the conductor does not relieve that conductor of his responsibility in contacting the brakeman on these district and convincing him that the ORC&B is the only agency of survival, especially when it is known that the total number of brakemen assignments on the Great Northern railroad has steadily decreased since we won the contract in 1953. Eligible assignments for brakemen number just under 1300. In 1953 there were 1625 brakemen assignments.

I suggest that this letter be given a thorough review by all officers and key men of the order on the Great Northern railroad and immediate steps taken to contact all brakemen who can be considered eligible to vote in an election should the investigations of the Mediator show that the Trainmen's organization has the necessary 51% authorization. There is some question that they have this record."

There is no need to elaborate on this letter. It was true, concise and to the point in 1955 and it remains so today. An addition has been secured by the by the ORC&B to the graduated rate by successfully gaining the applicable rate for held-away-from-home-terminal time. This has amounted to payments of over \$25,000.00 on the G. N. already. Under BRT representation you would have received nothing. Give it a long look men, and stay in the Organization whose interest is the Roadmen.

Fraternally yours,



S. W. Holliday, Vice Pres.

SH:mw

ORDER OF RAILWAY CONDUCTORS & BRAKEMEN
Great Northern Railway
710 New York Building
St. Paul, Minnesota

July 3, 1959

Officers and Members
Order of Railway Conductors & Brakemen
Great Northern Railway

Dear Sirs and Brothers:

As you are aware, under the growing changes in the Railroad industry, new concepts of labor-management functions, the interpretations of the various courts including the Supreme Court on the Railway Labor Act and the resultant restrictions on labor unions and their means of combating MANAGEMENT tactics it has become more and more important to have a strong Roadman's Organization. The right to strike has been circumvented by restrictions on the conditions under which we may legally do so. Our right to use economic pressure has been seriously reduced through application of law.

It should be kept in mind that men belong to the Order of Railway Conductors and Brakemen primarily because it is dedicated to preserving the rights and interests of the Man on the Road from encroachments not only by the Carriers but by other groups whose interest is primarily in the hourly paid employees and for whom the other groups inevitably legislate to the detriment of the man on the road.

On practically every property where the BRT holds contracts for yardmen and brakemen consolidation of seniority rosters is being attempted. This to a great degree nullifies certain rules SUCH AS the extension of switching limits RULE leads to the absorption of road territory by yard crews and eliminates road assignments. It also eliminates the seniority barrier between yard and road men and can only lead to the weakening of the line of demarcation which for so many years has prevented the combination of yard and road service.

Since the majority of the membership of the BRT consists of hourly paid employes, consolidation of seniority or even dual representation leads to the domination of Committees by the hourly paid employes with the resultant ill effects on road conditions and road representation by trading them for hourly improvements. A check of results to yardmen versus roadmen in BRT settlements since 1949 show conclusive proof of this facet. Where a combination of yard and road seniority or representation exists, the end result is the reduction of the roadman to a comparable status of the yard service employes without necessary adjustments for expenses, etc.

As I've stated before, I have every confidence you BROTHERS can handle the representation situation on your own respective divisions. I will assist in any way I can and will appreciate hearing from any of you and your outlining any suggestions or ideas that will help us to preserve our representation rights on the Great Northern. If there was ever a time an Organization for the Man on the Road was needed, now is the time. If we are to be successful in maintaining road standards and road conditions for Conductors and Brakemen we're going to have to set aside many and varied personal and individual differences and support the one Organization that represents the Man on the Road, the ORC&B.

SH:mw

Fraternally,
Arthur J. Smith

ORDER OF RAILWAY CONDUCTORS & BRAKEMEN
Great Northern Railway
St. Paul, Minnesota
710 New York Bldg.

July 3, 1959

Officers and Members
All Divisions - ORC&B
Great Northern Railway

Dear Sirs and Brothers:

Considerable comment is being made by the BRT as to the ability or desire of the ORC&B to represent brakemen. This has been presented in various forms and manners including items labeled "telephone memorandums". I feel it can be safely said that a telephone memorandum is a rather nebulous means of establishing fact. One party's comments as to what was said in conversation over a telephone when reduced to writing, can convey an entirely different concept from what was actually meant.

Going back no further than the last four National Movements will prove conclusively that the ORC&B has not only equalled but exceeded the BRT settlements for Brakemen. Going no further than the recent ORC&B settlement on held-away-from-home-terminal time at the graduated rate before Board #209 will show that on properties where the ORC&B represents brakemen, those men are receiving the additional benefits whereas on properties where the BRT represents brakemen, they are not. On this one issue over \$25,000.00 has already been paid to brakemen on the Great Northern Railway.

In reply to purported statements that the ORC&B was not protecting the brakemen on a National Basis, keep in mind that the issue was the 2.88% additional notice served on the Great Northern and only on the Great Northern. The Moratorium features of the June 12, 1957 National Agreement states that notices for a General Wage Increase or decrease could be served on a National or Regional basis prior to November 1, 1959. The 2.88% increase was served only on the Great Northern and was obviously in violation of the Moratorium feature and could have, if progressed, destroyed the entire wage movement and also the concerted movement, between the ORC&B, BLE and SUNA.

In this respect it was pointed out to ORC&B officers on the Great Northern that the language used in conjunction with the 2.88% request stating that similar notices were being served on other Carriers was in error and that the ORC&B was not asking for this differential on a National Basis. It was pointed out, however, that additional notices could be served for increases over and above those agreed to, be progressed in the concerted movement by the Great Northern or any other individual property any time after November 1, 1959.

The best answer the ORC&B can give to charges that we do not, or are not able to represent Brakemen, is the record itself. For your further information the President of the ORC&B in April of this year states as follows:

"I don't know of anyone in this Organization or in the country that has had more to do with the shaping policy of the ORC&B as the Road Organization. I have sat in on negotiations and because of our interest in Roadmen, as such, we were able to stand firm and correct many things that were

Officers & Members:

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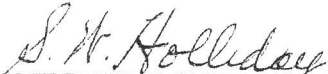
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"adversely affecting trainmen. After May 11, 1955 (when the BRT sold out the brakemen) we were in session night after night. We stood there and we defended the brakeman all the way through and because we were in a position of economic force at that time, we were able to prevail. We have come along in other things. We have protected the brakeman and have done a good job of it."

"The Association of General Chairmen, under our law, adopted a policy that was incorporated into our notices of March 2nd. Certainly I would have no objection or no one else would have an objection if on November 1st you (Great Northern) served an additional notice covering brakemen. But as it so happens the very nature of your (Great Northern), additional notice stated we tried to make it Nationally, which wiped out the entire action of the Association of General Chairmen, and had the effect of destroying any cooperative effort with any other organization. We must have a National Organization if we are going to exist. If we don't have a strong Organization nationally, certainly we would not be in a position to protect the Conductors Nationally nor could we protect the Brakemen Nationally. We are going into an era when I think, more than any other time, there is a need for a strong Roadman's Organization which has a sympathy of interests and I say this in all sincerity. I do want to make it clear that the Order of Railway Conductors and Brakemen has the policy and interest of the brakeman at heart and we will do everything we can and have done in the past, to protect them."

This policy is supported whole-heartedly by every director head of this Organization, including the Trustees and the Board of Directors, of which we are a part.

Fraternally yours,


S. W. Holliday, Vice Pres.

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**GNRHS ARCHIVE MAIN OFFICE:
MTM - JACKSON ST ROUNDHOUSE
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**PACIFIC NORTHWEST RAILROAD ARCHIVE:
425 SW 153RD STREET
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