

SOUTHERN PACIFIC COMPANY


(PACIFIC SYSTEM)

SCHEDULE OF
PAY AND REGULATIONS

FOR

YARDMEN

JUNE 1, 1924


Brant Press, S. F.

SOUTHERN PACIFIC COMPANY

(Pacific System)

The following rates of pay and rules for yardmen and switchtenders on the Pacific System, Southern Pacific Company, are in effect June 1, 1924, and shall remain in effect until December 31, 1925, and thereafter subject to the provisions of Article No. 36 of this Agreement.

ARTICLE I.

Rates of Pay.

Section (a)

Class	Per Day	Time and one-half Overtime
Foremen	\$6.64	\$1.245
Helpers	6.16	1.155
Switchtenders	4.72	.885

Section (b)

Assistant Yardmasters.....\$220.00 per month

NOTE:—As long as Assistant Yardmasters continue to receive days off and vacations, overtime will not apply to men filling these positions.

ARTICLE II.

Basic Day.

Eight hours or less shall constitute a day's work.

ARTICLE III.

Overtime.

Except when changing off where it is the practice to work alternately days and nights for certain periods, working through two shifts to change off; or where exercising seniority rights from one assignment to another; or when extra men are required by schedule rules to be used, all time worked

in excess of eight hours continuous service in a 24-hour period shall be paid for as overtime, on the minute basis, at one and one-half times the hourly rate. This rule applies only to service paid on an hourly or daily basis and not to service paid on mileage or road basis.

QUESTION 119, Int. No. 1, Supplement No. 16:—What compensation should be allowed for additional service where a crew is regularly assigned to work 12 midnight to 8 A. M. and (service performed not affected by exceptions outlined in this section)—

(a) Is required to cover the third shift on the same day—4 P. M. to 12 midnight?

(b) Is required in an emergency to work 8:30 A. M. until 11:30 A. M.?

(c) Is required in an emergency to work 8 P. M. to 12 midnight (four hours) on the same day?

(d) Is given 48 hours' notice and assignment is moved up an hour, starting at 11 P. M. and being relieved at 7 A. M., and consequently in the 24-hour period works nine hours, but not more than eight hours on a shift?

DECISION:

(a) Eight hours at time and one-half.

(b) Eight hours at time and one-half.

(c) Eight hours at time and one-half.

(d) On account of complying with the 48-hour provision, which makes it permissible to change beginning time, crews only entitled to a minimum day.

QUESTION 120, Int. No. 1, Supplement No. 16:—An extra man is worked on two eight-hour shifts within the same 24-hour period, or on one eight-hour shift and is started on another shift in the same 24-hour period that spreads into the next 24-hour period. How shall he be paid for such service?

DECISION:—It should be understood that under that portion of Article II, Section (b), applying to extra men when required to remain on duty in excess of eight hours in continuous service, they will receive overtime at time and one-half on the minute basis. When they start a second trick within a 24-hour period, they will not be paid under the overtime rule, but will start a new day regardless of present rules, and will receive for eight hours or less straight time rates. The intent of this is not to deprive

extra men of extra work, which would result if time and one-half had to be paid for the second shift.

QUESTION 121, Int. No. 1, Supplement No. 16:—What compensation should be allowed an extra man who is called and at 4 a. m. relieves a regular man who is covering an assignment 12 midnight to 8 A. M., and the assignment works until 9 A. M.—regular yardman working four hours, extra yardman working five hours, remainder of crew working nine hours?

DECISION:—Extra man will receive a minimum day only.

ARTICLE IV.

Assignments.

Yardmen shall be assigned for a fixed period of time which shall be for the same hours daily for all regular members of a crew. So far as it is practicable assignments shall be restricted to eight hours work.

QUESTION:—Is it permissible to have regular crew on an assignment for a given number of hours, and have one or more members thereof on an assignment of a less number of hours?

ANSWER:—No regular member of the crew shall be assigned for a lesser number of hours than the number of hours for the crew as a unit.

ARTICLE V.

Lunch Time.

Sec. (a) Yard crews will be allowed 20 minutes for lunch between 4½ and 6 hours after starting work without deduction in pay.

Sec. (b) Yards crews will not be required to work longer than 6 hours without being allowed 20 minutes for lunch, with no deduction in pay or time therefor.

QUESTION:—If a yard crew, through some unforeseen circumstances, be on duty say fourteen hours, would the crew be entitled to a second period of twenty minutes in which to eat, and if so, when would it begin?

ANSWER:—Paragraph (b) applies to both the first and second lunch periods. Crew would be entitled to the second lunch period six hours after completing the first lunch period. In either case, yardmen will not be worked longer than six hours without being given an opportunity to eat.

QUESTION:—Under paragraphs (a) and (b), provisions for lunch periods, must they be given within the prescribed time?

ANSWER:—Yes. The lunch period must be given and completed within four and one-half and six hours.

ARTICLE VI.

Starting Time.

Sec. (a) Regularly assigned yard crews shall each have a fixed starting time and the starting time of a crew will not be changed without at least 48 hours' advance notice. Practices on individual roads as to handling of transfer crews are not affected by this Section.

Sec. (b) Where three eight-hour shifts are worked in continuous service, the time for the first shift to begin work will be between 6:30 A. M., and 8 A. M.; the second 2:30 P. M. and 4 P. M.; and the third 10:30 P. M. and 12 midnight.

Sec. (c) Where two shifts are worked in continuous service, the first shift may be started during any one of the periods named in Section (b).

Sec. (d) Where two shifts are worked not in continuous service, the time for the first shift to begin work will be between the hours of 6:30 A. M. and 10 A. M. and the second not later than 10:30 P. M.

Sec. (e) Where an independent assignment is worked regularly, the starting time will be during one of the periods provided in Sections (b) or (d).

Sec. (f) At points where only one yard crew is regularly employed, they can be started at any time, subject to Section (a).

Sec. (g) Should a condition arise whereby it is considered necessary to start an engine at a time other than that prescribed by the provisions of this article, the General Chairman and Local Chairman representing the yard involved will meet with proper representative of the Company for the purpose of considering and adjusting same.

QUESTION 126, Int. No. 1, Supplement No. 16:
—Should it be understood that Sections (e) and (f) apply only to regular assignments, with no change in present practice for starting extra yard crews.

DECISION:—Yes.

QUESTION:—Are paragraphs (a), (b), (c) and (d) of this Article optional or mandatory on the part of the Company?

ANSWER:—Said paragraphs are mandatory.

ARTICLE VII.

Calculating Assignments and Meal Periods.

The time for fixing the beginning of assignment or meal period is to be calculated from the time fixed for the crew to begin work as a unit without regard to preparatory or individual duties.

ARTICLE VIII.

Point for Beginning and Ending Day.

Sec. (a) Yard crews shall have a designated point for going on duty and a designated point for going off duty.

Sec. (b) The point for going on and off duty will be governed by local conditions. In certain localities instructions will provide that yardmen will report at the hump, others report at yard office, others at engine houses or ready tracks. It is not considered that the place to report will be confined to any definite number of feet, but the designation will indicate a definite and recognized location.

ARTICLE IX.

Yardmen Filling Positions of Others.

Sec. (a) All yardmen filling the position of others who are absent from duty or crews will receive the same rates of pay as the yardmen so relieved, provided, however, men so employed will receive not less than they would have received had they remained in their regular positions.

Sec. (b) Yardmen called for any trick shall be paid one day's pay whether work is furnished the entire time or not, except in cases of insubordination or sickness, when they will be paid for actual time worked. Time of yardmen called to relieve those retired on account of sickness or insubordination shall commence at time for which called, and compensation will be allowed for actual number of hours worked at regular rate for service performed.

Sec. (c) The position of herders will be filled by switchmen receiving helper's rate of pay.

ARTICLE X.

Cannon Ball Service.

Crews performing cannon ball service West Oakland, South San Francisco and San Francisco Hill job will be paid 25 cents per day in addition to regular time and overtime earned. This Article will apply to crew or crews serving Cement Plant Colton on dates service is performed and will also apply to crews in other yards when required by proper authority to perform similar work at outlying points. Where days off are now allowed they will be discontinued.

ARTICLE XI.

Transfer of Yardmen or Switchtenders.

When yardmen or switchtenders are transferred from one point to another for convenience of the service, their families and household effects will be transported free.

ARTICLE XII.

Seniority Yardmen.

Sec. (a) Yardmen will be promoted in their respective yards, helper to foreman, foreman to assistant yardmaster, seniority and ability to govern.

Sec. (b) Men detailed to assist yardmasters to supervise work in various parts of a yard and who are not directly in charge of an engine, will be considered assistant yardmasters.

Sec. (c) The senior yardman in point of service will have the choice of engines.

Sec. (d) If a helper declines promotion, he will forfeit his rights as a foreman for a period of six months, but not as a helper.

Sec. (e) Superintendents will prepare a seniority list of all yardmen within their jurisdiction and have it open for inspection. This list to be revised semi-annually, and the Local Chairman, B. R. T., will be supplied with a copy.

ARTICLE XIII.

Switchtenders.

Sec. (a) Switchtenders will hold no rights in yard service and yardmen will hold no rights as switchtenders; except positions now filled from the ranks of yardmen and paid yard helper rates, will be filled in the same manner and paid on same basis in future.

Sec. (b) Switchtenders will be allowed 20 minutes for lunch between four and one-half and six hours after starting work without deduction in pay, but will be held responsible for their regular duties during lunch period.

Sec. (c) In filling vacancies in position of switchtenders, preference shall be given to yardmen disabled in the service of the Company, whenever such injuries are such as not to unfit them for such duties; when no injured yardmen are available, disabled roadmen whose injuries are such as not to unfit them for the duties of switchtenders will be next considered.

Sec. (d) In filling temporary vacancies of switchtenders, when no extra switchtenders are available, the senior available extra yardmen will be given preference, switchtenders' rates to apply.

Sec. (e) Superintendents will prepare a seniority list of all switchtenders within their jurisdiction and have it open for inspection. This list to be revised semi-annually, and the Local Chairman, B. R. T., will be supplied with a copy.

ARTICLE XIV.

Seniority Exchanges.

Sec. (a) Exchanges of seniority rights between yardmen from one division or yard to another; or between switchtenders from one division or yard to another, each assuming the seniority rights of the other, will be permitted, subject to the approval of the Superintendent, General Chairman, B. of R. T. and Lodges of the B. of R. T. whose members are affected thereby.

Sec. (b) Yardmen who by reason of injuries received in the service, or on account of sickness, are physically incapacitated for yard service, will be permitted to exchange seniority rights with able-bodied switchtenders in the same yard or from another yard; or with able-bodied trainmen on the same division, or from another division, each assuming the seniority of the other, subject to the approval of the Superintendent, General Chairman, B. of R. T., and Lodges of B. of R. T. whose members are affected thereby; except that an exchange of seniority rights between a yardman and a trainman who has been promoted to conductor, is prohibited.

Sec. (c) A yardman who acquires the seniority of a trainman under Section (b), who is nearing promotion will not be promoted until he has had at least two years experience as freight brakeman on railroad, or railroads, operated under American Association Rules, and at least six (6) months of such service must be on division on which he is to be promoted.

ARTICLE XV.

Yardmen in Road Service.

Where regularly assigned to perform service within switching limits, yardmen shall not be used in road service when road crews are available, except in case of emergency. When yard crews are used in road service under conditions just referred to, they shall be paid miles or hours, which ever is the greater, with a minimum of one hour, for the class of service performed, in addition to the regular yard pay and without any deduction therefrom for the time consumed in said service.

QUESTION 25, Int. No. 2, Supplement No. 25:
—Does the term "minimum of 1 hour" mean that time of two short trips in road service is cumulative, or does it mean that minimum payment for each time used in road service is 1 hour?

DECISION:—Minimum of 1 hour for each time used in road service.

QUESTION 26, Int. No. 2, Supplement No. 25:
—How does Article XX (b) apply in following examples:

(a) Work 5 hours in yard, then used in road service 4 hours, making 20 miles; total spread, 9 hours?

(b) Work 3 hours in yard, then used in road service 2 hours, making 10 miles; returning to yard for 4 hours; total spread, 9 hours?

(c) Work 7 hours in yard, then used in road service 3 hours, making 18 miles; total spread, 10 hours?

(d) Work 2 hours in yard; used in road service 30 minutes, making 5 miles; returns to yard and works 2 hours; again used in road service for 1 hour, making 10 miles; then returns to yard and works 2 hours and 30 minutes; total spread, 8 hours?

(e) Work 1 hour in yard; used in road service for 1 hour, making 20 miles; returns to yard and works 5 hours; again used in road service for 2 hours, making 15 miles; total spread, 9 hours?

(f) Assigned from 7 A. M. to 3 P. M.; works 2 hours in yard; used in road service 1 hour, making 10 miles; returns to yard and works 4 hours; again used in road service for 5 hours, making 25 miles; relieved at 7 P. M.; total spread 12 hours?

(g) Assigned from 7 A. M. to 3 P. M.; work 1 hour in yard; used in road service 9 hours, making 30 miles; relieved at 5 P. M.; total spread, 10 hours?

DECISION:—Under Article XX (b) yard crews regularly assigned to perform service within switching limits would be paid:

(a) Eight hours at straight yard rates, 1 hour at yard overtime rates (time and one-half), and 4 hours at pro rata road rates.

(b) Eight hours at straight yard rates, 1 hour at yard overtime rates (time and one-half), and 2 hours at pro rata road rates.

(c) Eight hours at straight yard rates, 2 hours at yard overtime rates (time and one-half), and 3 hours at pro rata road rates.

(d) Eight hours at straight yard rates, 1 hour at pro rata road rates for first road service, and 1 hour at pro rata road rates for second road service.

(e) Eight hours at straight yard rates, 1 hour at yard overtime rates (time and one-half), 20 miles at pro rata road rates for first road service, and 2 hours at pro rata road rates for second road service.

(f) Eight hours at straight yard rates, 4 hours at yard overtime rates (time and one-half), and 6 hours at pro rata road rates.

(g) Eight hours at straight yard rates, 2 hours at yard overtime rates (time and one-half), and 9 hours at pro rata road rates.

QUESTION 27, Int. No. 2, Supplement No. 25:
—If yard crews who are regularly assigned to perform service within switching limits are used in road service when road crews are available, how shall they be paid?

DECISION:—Except in cases of emergency, yard crews should not be used in road service when road crews are available, but whenever used in road service, yard crews should be paid for the service under provisions of Article XX (b).

QUESTION 28, Int. No. 2, Supplement No. 25:
—What is the intent of the words "road service" as used in this section?

DECISION:—Any service for which road rates are paid.

QUESTION 29, Int. No. 2, Supplement No. 25:
—A yardman works 8 hours in yard and then makes a trip as pilot in road service. Does Article XX (b) apply in such cases?

DECISION:—No.

QUESTION 30, Int. No. 2, Supplement No. 25:
—Does article XX (b) eliminate a schedule rule providing when yardmen are used regular or extra on road assignments they will receive not less than yard rates?

DECISION:—No.

ARTICLE XVI.

Locations Describing Positions.

The locations used in describing positions referred to in the different yards will not limit the territory within yard limits where men may be required to work.

ARTICLE XVII.

Coupling Air and Steam Hose.

In yards where car repairers or car inspectors are on duty for the purpose of inspecting trains, yardmen will not be required to couple or uncouple air, steam or signal hose, bleed cars, couple or uncouple safety chains, or unfasten vestibule curtains; nor will they be required to handle cars on repair tracks that have no draw-bars, unless chained up by the car repairing department.

ARTICLE XVIII.

Disallowed Time.

Yardmen and switchtenders will be notified and reasons given when time is not allowed.

ARTICLE XIX.

Presentation of Grievances.

Sec. (a) Any yardman or switchtender having a grievance shall present the same in writing, personally or through his Local Committee, to his Superintendent, within sixty (60) days after the occurrence, and should he not be satisfied with the decision of the Superintendent and desires to appeal, he may, within thirty (30) days thereafter, notify the Superintendent in writing, personally or through his Local Committee, that he desires to appeal the case. The Superintendent will thereupon submit all papers in the case, together with any statement the man desires to make, to the Assistant General Manager or other proper officer; General Chairman, B. R. T., will be furnished copy of decision rendered.

Sec. (b) No grievance will be considered unless presented in accordance with the above.

Sec. (c) Yardmen or switchtenders who are dismissed may be re-employed at any time; but will not be reinstated unless case is pending in accordance with provisions of Section (a) of this Article.

Sec. (d) Yardmen or switchtenders voluntarily leaving the service of the Company lose all rights and if they again enter the service must take their place as new men.

ARTICLE XX.

Clearance Cards.

Clearance cards will be given all yardmen and switchtenders leaving the service of the Company, who have been in the employ ninety (90) days. Such cards will state the reasons for leaving the service.

ARTICLE XXI.

Trains Made Up by Yardmen.

All trains will be made up by yardmen where yard engines are on duty, and when yardmasters have trains made up and ready to depart, they will notify conductor and will not make any subsequent change without advising the conductor.

ARTICLE XXII.

Salaried Yardmasters.

In yards where there is a salaried yardmaster he will have complete control of the yardmen and they will not be subject to the orders of agents. This does not apply to points where agent acts also as trainmaster.

ARTICLE XXIII.

Rights in Train Service.

Yard employees will have no rights in train service, and vice versa, but if temporarily employed, they will not lose their rights within sixty (60) days.

ARTICLE XXIV.

Attending Court.

Yardmen held as witnesses for the Company will be paid for actual time lost, also necessary expenses when away from home stations, said time to be certified to by the Company's attorney.

ARTICLE XXV.

Leave of Absence.

Sec. (a) Committeemen will be granted leave of absence and transportation without unnecessary delay.

Sec. (b) Yardmen or switchtenders promoted to official position in the Company's service or in the service of the Brotherhood of Railroad Trainmen, when such service is confined to Southern Pacific, Pacific System, will not lose their seniority rights and will be granted leave of absence.

Sec. (c) Other leave of absence will not be granted to exceed thirty (30) days, with an extension of thirty (30) days, in the discretion of the Superintendent, except in case of sickness or disability; except further, that a yardman or switchtender who has been five (5) years in the Company's service, may be granted leave of absence for one (1) year and retain his seniority rights, provided he does not accept position on another railroad.

ARTICLE XXVI.

Switching with Cabooses.

Yardmen will not do switching with cabooses. When road crews are relieved at terminal stations, cabooses will be immediately placed on caboose track.

ARTICLE XXVII.

Consist of Crews.

Sec. (a) Yard crews will consist of not less than one (1) foreman and two (2) helpers, and will not work shorthanded except in cases of extreme emergency.

Sec. (b) At places where there is no yardmaster, foreman will receive \$7.08 per day. The same rules for the basic day and overtime shall apply to such employees as applies to other yardmen; days off and vacations will not apply under this section.

ARTICLE XXVIII.

Letters of Recommendation.

Letters of Recommendation will be filed in duplicate with the personal records of yardmen, and original will be returned within thirty (30) days after entering service.

ARTICLE XXIX.

Foot-boards.

Switch engines will be equipped with foot-boards, front and rear, as far as practicable.

ARTICLE XXX.

Discipline.

Sec. (a) When a yardman or switchtender is suspended for an alleged fault, no punishment will be fixed without a thorough investigation at which the accused, with an employee of his choice to assist

him, may be present. Ordinarily such investigation will be held within three (3) days from the date of suspension; if found innocent, he will be reinstated and paid for time lost.

Sec. (b) If Chairman of Local Committee requests a transcript of the testimony in any investigation that has been made, it will be furnished.

ARTICLE XXXI.

Work Trains Within Yard Limits.

Sec. (a) Yardmen shall have the right to man all work train service operating exclusively within the recognized confines of yard limits.

Sec. (b) Roadmen shall have the right to man work trains that are operated partly within switching or yard limits and partly on the road adjacent to such yard or switching limits, excepting that where two or more crews are employed in work train service, operating partly on the road and partly in the yard, if it is practical the work shall be divided as to leave a yard crew or crews within yard limits performing a proper proportion of the work.

ARTICLE XXXII.

Shop Yard Engines.

Sec. (a) Employees (excluding locomotive crane operators and wrecking derrick engineers) who are assigned to and operate shop-yard engines will be paid the yard rates of wages and operated under Articles 2, 3, 4, 5, 6, 7 and 8.

Sec. (b) This Article is without prejudice to the seniority rights of employees who are now assigned to shop-yard engines. Only as vacancies occur and new positions are created they will be filled from the seniority rosters of yardmen.

Sec. (c) Rates of wages that are higher or rules for overtime that are more favorable to the employees than those hereby established shall be preserved.

ARTICLE XXXIII.

Shortages.

For all established shortages of \$2.50 or more, vouchers will be issued. Sums of less than \$2.50 will be carried on next pay roll. It is understood in this connection, however, that where the fault of such shortage lies with the yardmen or switch-tenders, that the time will be carried on next pay roll, regardless of the amount.

ARTICLE XXXIV.

Approval of Application.

The application of yardmen or switchtenders entering the service will be approved or rejected within ninety (90) days. When applicant is not notified to the contrary within the time stated, it will be understood that the application is approved, but this Article shall not operate to prevent the removal from service of such applicant if, subsequent to the expiration of ninety (90) days, it is found that information given by him in his application was false.

ARTICLE XXXV.

Interpretation of Agreement.

Sec. (a) If any question should arise as to the proper interpretation of any Article of this Agreement, the matter will be referred to the general officials for decision. Before rendering such, the general officials will arrange a meeting with the officers of the general grievance committee, representing the organization a party to this Agreement, after which decision will be final, unless changed by an action of the full general grievance committee in conference with the general officials.

Sec. (b) Rulings now in effect between officials and representatives of the Brotherhood of Railroad Trainmen remain in force and effect except where such rulings are superseded by Articles of this Agreement.

ARTICLE XXXVI.

Change in Agreement.

No change will be made in the provisions of this Agreement without thirty (30) days' notice in writing being given by either party to the other.

FOR THE SOUTHERN PACIFIC COMPANY
(PACIFIC SYSTEM):

R. McINTYRE,
Assistant to General Manager.

FOR THE BROTHERHOOD OF RAILROAD
TRAINMEN:

J. A. FARQUHARSON,
Vice-President.

F. L. McDOWELL,
General Chairman.

J. T. CLOW,
General Secretary.

San Francisco, October 9, 1924.

Understanding reached with General Committee, B. R. T., accompanied by Mr. Farquharson, Vice-President, with respect to application Article 10, Yard Agreement:

It is understood that Memorandum prepared dated today (October 9, 1924), will be placed in effect and given a trial for a period of one year from November 1, 1924, and if at expiration of this time reasonable objections by proper authority are presented by either side question will be open for further discussion and adjustment.

FOR THE SOUTHERN PACIFIC COMPANY
(PACIFIC SYSTEM):

R. McINTYRE,
Assistant to General Manager.

FOR THE BROTHERHOOD OF RAILROAD
TRAINMEN:

J. A. FARQUHARSON,
Vice-President.

F. L. McDOWELL,
General Chairman.

J. T. CLOW,
General Secretary.

Memorandum

San Francisco, October 9, 1924.

Interpretation of Article 10, Yard Agreement, agreed upon as outlined in communication dated today, (October 9, 1924):

Example 1—When required to couple or uncouple hose in setting out or picking up cars between yard and final set out point, rate shown in Article 10 applies.

Example 2—Crew leaves Front Street, Sacramento, with cut of cars for Brighton is required to couple air on cut picked up or en route and returns to Front Street, rate shown in Article 10 applies.

Example 3—Yard crew couples onto train tied up in terminal outside the train yard. To accomplish this it is necessary to use freight cars to make connection between yard engine and road engine, necessitating coupling air. Rate shown in Article 10 applies.

Example 4—Crew leaves Front Street, Sacramento, and takes cut of cars to Brighton. Air is coupled by car men, and at Brighton crew picks up a cut of cars on which the air is coupled, returns to Front Street, will receive straight yard rates.

Example 5—Yard crew arrives Brighton, couples engine onto cut of cars, cuts off a portion, yardman cuts hose and turns angle cock where cut is made. Compensation—yard rates.

Example 6—Yard crew couples onto train tied up in terminal outside train yard and takes train to destination in terminal. Receives straight yard rates.

Example 7—Yard crew moves a cut of cars Oakland Yard to Stock Yards, returns with light engine or returns with cut of cars on which the air is coupled at Stock Yards. Compensation—straight yard rates.

Example 8—Yard crew handles cut of cars West Oakland to Emeryville and required to cut in order to store cars at Emeryville.

Angeles. Straight yard rates. If required to couple additional hose, rates shown in Article 10 apply.

Example 10—Yard crew performs industrial service and not necessary to couple or uncouple hose, compensation straight yard rates.

NOTE: These examples are illustrative and will apply in similar movements.

It is further understood this does not change any of the present practices of yardmen cutting road crossings, cross-overs and re-coupling in case of break-in-twos.

San Francisco, October 10, 1924.

It is understood that the Interpretation of Article 10, Yard Agreement, dated October 9th, 1924, is not to be construed to extend the provisions of Article 17, Yard Agreement.

FOR THE SOUTHERN PACIFIC COMPANY
(PACIFIC SYSTEM):

R. McINTYRE,
Assistant to General Manager.

FOR THE BROTHERHOOD OF RAILROAD
TRAINMEN:

J. A. FARQUHARSON,
Vice-President.

F. L. McDOWELL,
General Chairman.

J. T. CLOW,
General Secretary.