

## FORM OF AGREEMENT

AGREEMENT between the Seaboard Coast Line Railroad and its employees represented by the Brotherhood of Sleeping Car Porters:

### ARTICLE I

So far as concerns the rights and obligations of employees and railroads, created by the Agreement of January 11, 1968, the parties to the Agreement adopt such Agreement as an agreement between themselves, in the same manner as if they were signatory thereto.

### ARTICLE II

Subject to approval of the Joint Policyholder Committee referred to in Article I of the Agreement of January 11, 1968, the Seaboard Coast Line Railroad will be included as a party to Group Policy Contract GA-23000 as it is to be amended effective March 1, 1968, with respect to the Brotherhood of Sleeping Car Porters.

### ARTICLE III

1. This Agreement supersedes the provisions relating to health and welfare benefits and the financing thereof in existing agreements between the parties hereto.
2. This Agreement is in full and final settlement, as between the parties hereto, of the notice served by the organization party hereto December 1, 1967, so far as such notice relates to health and welfare matters, and of the notice served by the railroad party hereto November 7, 1967; and shall remain in effect until changed or modified in accordance with the provisions of the Railway Labor Act as amended. No

notices relating to these matters shall be served to become effective prior to  
March 1, 1970.

Signed this 31st day of January, 1968.

A handwritten signature in cursive script, appearing to read "A. M. ...".  
International President  
Brotherhood of Sleeping Car Porters

A handwritten signature in cursive script, appearing to read "J. M. Duffer".  
Director of Personnel  
Seaboard Coast Line Railroad Co.

MEMORANDUM AGREEMENT  
Between  
SEABOARD COAST LINE RAILROAD COMPANY  
and its  
Train Porters, Mail Porters and Chair Car Attendants  
Represented by  
THE BROTHERHOOD OF SLEEPING CAR PORTERS

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IT IS AGREED:

In full and complete settlement of notice served by the employees on the former Atlantic Coast Line Railroad on May 26, 1966, and that part of notice served by the employees on the former Atlantic Coast Line Railroad on May 25, 1964, relating to stabilization of employment, it is agreed that:

1. Effective January 1, 1967, Rule 20 of the agreement dated July 1, 1957, as amended and supplemented, is further amended to provide as follows:

(e) A vacation of eighteen (18) consecutive days with pay will be allowed in 1967 (and thereafter to employees similarly employed during similar calendar years) to each employee who has ten (10) or more years of continuous service as of the beginning of the year in which vacation is to be taken, and who otherwise qualifies for a vacation in accordance with other provisions of this rule. Qualification requirements will be applied for the eighteen (18) days' vacation in the same manner as employees now qualify for a twelve (12) days' vacation and the eighteen (18) days' vacation and payment therefor shall be granted in the same manner as now granted for a twelve (12) days' vacation.

Signed at Jacksonville, Florida, this 11th day of September, 1967.

FOR THE EMPLOYEES:

A. P. ...  
International President  
Brotherhood of Sleeping Car Porters

FOR THE COMPANY:

S. M. Duffer  
Director of Personnel  
Seaboard Coast Line Railroad Company

AGREEMENT  
Between  
SEABOARD COAST LINE RAILROAD COMPANY  
And its  
CHAIR CAR AND COACH ATTENDANTS

Represented By  
Joint Council Dining Car Employees' Hotel and Restaurant  
Employees International Alliance,  
Bartenders' International League of America,  
Local 495  
on Former Seaboard Air Line Railroad Company  
and by  
Brotherhood of Sleeping Car Porters  
on Former Atlantic Coast Line Railroad Company

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In advance of negotiations seeking to effectuate a new working agreement covering chair car attendants of the merged Company, and pending determination by the National Mediation Board of the representation of such employees, it is agreed that effective April 1, 1968, existing seniority rosters of the two former separate companies shall be merged on a dovetailed basis and thereafter employees shall be permitted to place themselves, under the provisions of the applicable agreements, on the basis of their seniority as shown on the merged roster. It is further agreed that employees having a former SAL identity shall continue to be governed by the existing SAL agreement covering coach attendants (represented by Local 495) and those having a former ACL identity shall continue to be governed by the existing ACL agreement covering chair car attendants (represented by BSCP) until such time as all employees of that craft or class are covered by an agreement yet to be negotiated with the merged Company.

Attached as Exhibit "A" is the merged roster which is recognized by the parties signatory hereto as correctly reflecting the dovetailing of existing seniority dates as currently shown on existing separate rosters. However, the right to protest such merged roster, as established by the applicable agreements, shall be extended July 1, 1968.

Signed at Jacksonville, Florida, this 28th day of March, 1968.

FOR THE EMPLOYEES REPRESENTED  
BY LOCAL NO. 495

J. C. Lindsey  
General Chairman

FOR THE COMPANY

J. M. Daffer  
Director of Personnel

FOR THE EMPLOYEES REPRESENTED  
BY BROTHERHOOD OF SLEEPING CAR  
PORTERS

Benjamin F. McLaughlin  
Eastern Zone Supervisor