

A. PHILIP RANDOLPH
International President

BENNIE SMITH
1st International Vice-President
1308 Broadway, Room 305
Detroit, Michigan 48226

C. L. DELLUMS
2nd International Vice-President
1716 Seventh Street
Oakland, California 94607



Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION

Affiliated with the AFL-CIO/CLC

U. C. CROWDER, Secretary-Treasurer
3947-59 DREXEL BOULEVARD
CHICAGO, ILLINOIS 60653
KEnwood 8-3100



June 19, 1967

WILLIAM H. BOWE
International Secretary-Treasurer

T. D. McNEAL
3rd International Vice-President
3947-59 Drexel Boulevard
Chicago, Illinois 60653

L. J. SHACKELFORD, JR.
International Field Representative

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, New York 10027

Dear Chief:

Enclosed herewith is copy of the Memorandum of Agreement between the Chicago and Eastern Illinois Railroad Company and the Organization, which disposes of our Section 6 Notice on that property dated May 26, 1966, regarding vacations.

This agreement is patterned after the Memorandum of Agreement that we signed on the Milwaukee Road on April 10 of this year.

Fraternally yours,

L. J. Shackelford, Jr.
International Field Representative

LJS:gs
Enclosure

RECEIVED
JUN 21 1967
OFFICE OF THE PRESIDENT

MEMORANDUM OF AGREEMENT
Between
CHICAGO & EASTERN ILLINOIS RAILROAD COMPANY
and
BROTHERHOOD OF SLEEPING CAR PORTERS

This Agreement is in full and complete settlement of formal notice served by the Brotherhood of Sleeping Car Porters on May 26, 1966.

IT IS HEREBY AGREED AS FOLLOWS:

ARTICLE I - VACATIONS

Section 1, paragraph (a)(3) of the current agreement, February 15, 1961, is hereby canceled and the following substituted therefor:

"(3) Effective January 1, 1967, an annual vacation of 18 consecutive work days with pay or pay in lieu thereof, will be granted to each employee covered by this Agreement who has rendered compensated service on not less than 120 days during the preceding calendar year and who has 10 or more years of continuous service and who during such period of continuous service renders compensated service on not less than 120 days (160 days in years prior to 1960) in each of 10 such years, not necessarily consecutive."

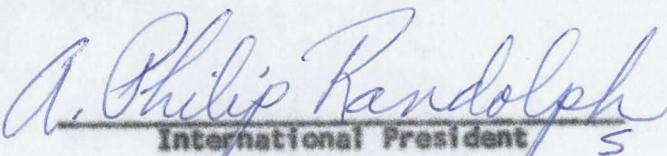
This Agreement shall be effective January 1, 1967, and shall be in full force and effect for a period of one (1) year from January 1, 1967, and continue in effect thereafter, subject to not less than seven (7) months' notice, in writing (which notice may be served in 1967 or in any subsequent year), by either party hereto of desire to change the Agreement as of the end of the year in which the notice is served. Such notice shall specify the changes desired and the recipient of such notice shall then have thirty (30) days from the date of receipt of such notice within which to serve notice specifying changes which it or they desire to make. Thereupon such proposals of the respective parties shall thereafter be negotiated and progressed concurrently to a conclusion.

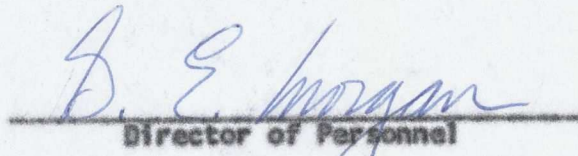
When such notice is served the proceedings shall be under the provisions of the Railway Labor Act, as amended.

Dated at Chicago Heights, Illinois, June 14, 1967.

FOR THE ORGANIZATION:

FOR THE CARRIER:


A. Philip Randolph
International President


D. E. Morgan
Director of Personnel

CHICAGO & EASTERN ILLINOIS RAILROAD COMPANY

RATES OF PAY

FOR

TRAIN PORTERS

	<u>Per Month</u>	<u>Per Hour</u> <u>Pro Rata</u>	<u>Punitive</u>
Effective April 1, 1966	\$456.39	\$2.6229	\$3.9344
Effective April 1, 1967	472.05	2.7129	4.0694
Effective April 1, 1968	487.71	2.8028	4.2042

The foregoing rates are for information only and shall not be construed as an agreement.

Office of Director of Personnel & Public Relations
Chicago Heights, Illinois - May 25, 1966

MEMORANDUM OF AGREEMENT

Between

CHICAGO & EASTERN ILLINOIS RAILROAD COMPANY

and

BROTHERHOOD OF SLEEPING CAR PORTERS

Chicago Heights, Illinois
February 5, 1965

It is hereby agreed that the current agreement is amended as set forth hereinbelow:

ARTICLE I - AMENDMENTS TO RULES COVERING REDUCTION IN BASIC WORK MONTH
AND RATES OF PAY, INCLUDING HOLIDAY PAY

Rule 2 - RATES OF PAY

Effective April 1, 1965, Rule 2 is amended as follows:

(a) The rate of pay for regularly assigned train porters compensated on the basis of one hundred eighty (180) hours for a basic month shall be as follows:

\$440.73 per month
2.4485 per hour

The monthly salary set forth above includes the equivalent of eight (8) days' holiday pay.

The holiday adjustment is calculated by dividing the annual compensation (the monthly rate multiplied by 12, i.e. $\$435.28 \times 12 = \$5,175.36$) by 365 to determine the appropriate daily rate, i.e. $\$5,175.36 \div 365 = \14.179 . The daily rate is multiplied by eight (8 holidays) producing a total of $\$113.44$ annual adjustment. The annual adjustment is divided by twelve (12) to produce the monthly adjustment, i.e. $\$113.44 \div 12 = \9.45 . The $\$9.45$ monthly adjustment is added to the monthly

salary of \$431.28 thereby producing an adjusted monthly rate of \$440.73.

(b) The daily rate of employees shall be determined by dividing the monthly rate by the number of days in the current month; the hourly rate by dividing the monthly rate by one hundred eighty (180).

(c) Extra employees used in extra or special service will be compensated for actual service performed at the rate of \$2.4485 per hour, with a minimum of seven and two-hundredths (7.02) hours for the day or trip, straight away or turn around. Extra employees filling vacancies in regular assigned service will be compensated on the basis of service hours credited to the regular assignment.

Effective July 1, 1965, Rule 2 is further amended as follows:

(a) The rate of pay for regularly assigned train porters, compensated on the basis of one hundred seventy-four (174) hours for a basic month, shall be as follows:

\$440.73 per month
2.5329 per hour

(b) The daily rate of employees shall be determined by dividing the monthly rate by the number of days in the current month; the hourly rate by dividing the monthly rate by one hundred seventy-four (174).

(c) Extra employees used in extra or special service will be compensated for actual service performed at the rate of \$2.5329 per hour, with a minimum of six and seventy-nine hundredths (6.79) hours for the day or trip, straight away or turn around. Extra employees filling vacancies in regular assigned service will be compensated on the basis of service hours credited to the regular assignment.

Rule 3 - BASIC MONTH

Effective April 1, 1965, paragraph (a) of Rule 3 is amended as follows:

(a) One hundred eighty (180) hours' work credited to a calendar month shall constitute a basic month's service. Where

a regular assignment is less than one hundred eighty (180) hours' work per month, deduction shall not be made from the regular established monthly wage in consequence thereof.

Effective July 1, 1965, paragraph (a) of Rule 3 is further amended as follows:

(a) One hundred seventy-four (174) hours' work credited to a calendar month shall constitute a basic month's service. Where a regular assignment is less than one hundred seventy-four (174) hours' work per month, deduction shall not be made from the regular established monthly wage in consequence thereof.

Rule 4 - OVERTIME

Effective April 1, 1965, Rule 4 is amended as follows:

Train porters will be paid overtime at the pro rata hourly rate for all time worked in excess of one hundred eighty (180) hours up to one hundred ninety (190) hours, with overtime at one and one-half times the basic hourly rate for hours worked in excess of one hundred ninety (190).

Effective July 1, 1965, Rule 4 is further amended as follows:

Train porters will be paid at the pro rata hourly rate for all time worked in excess of one hundred seventy-four (174) hours up to one hundred eighty-four (184) hours, with overtime at one and one-half times the basic hourly rate for hours worked in excess of one hundred eighty-four (184).

Rule 8 - OPERATION OF EXTRA EMPLOYEES

Effective April 1, 1965, Rule 8 is amended as follows:

Extra employees when available, except as otherwise provided herein, shall be used first-in, first-out; provided, however, when an extra employee has, in a calendar month, accumulated the number of hours comprehended in the basic month, he will retain his position on the extra board but will not be assigned therefrom during the balance of the calendar month if qualified extra employees who have not accrued such hours are available.

Rule 10 - DEADHEAD SERVICE

Effective April 1, 1965, Rule 10 is amended as follows:

Employees deadheading either on passes or cars on company business (except in connection with witness service) shall receive credit for ten and fifty-three hundredths (10.53) hours for each twenty-four (24) hour period on the hourly basis and actual time up to ten and fifty-three hundredths (10.53) hours for less than a twenty-four (24) hour period, time to be computed from the time required to go on duty until arrival at destination.

Deadheading in the exercise of seniority or resulting from the exercise of seniority shall not be paid for.

Effective July 1, 1965, Rule 10 is further amended as follows:

Employees deadheading either on passes or cars on company business (except in connection with witness service) shall receive credit for ten and nineteen hundredths (10.19) hours for each twenty-four (24) hour period on the hourly basis and actual time up to ten and nineteen hundredths (10.19) hours for less than a twenty-four (24) hour period, time to be computed from the time required to go on duty until arrival at destination.

Deadheading in the exercise of seniority or resulting from the exercise of seniority shall not be paid for.

Rule 12 - ATTENDING COURT

Effective April 1, 1965, Rule 12 is amended as follows:

Train porters attending court by request of the railroad shall receive credit for seven and two hundredths (7.02) hours for each twenty-four (24) hour period and actual time up to seven and two hundredths (7.02) hours for less than a twenty-four (24) hour period while in such service. Reasonable necessary expenses will be allowed. The railroad company will be entitled to all mileage and witness fees.

Effective July 1, 1965, Rule 12 is further amended as follows:

Train porters attending court by request of the railroad shall receive credit for six and seventy-nine hundredths (6.79)

hours for each twenty-four (24) hour period and actual time up to six and seventy-nine hundredths (6.79) hours for less than a twenty-four (24) hour period while in such service. Reasonable necessary expenses will be allowed. The railroad company will be entitled to all mileage and witness fees.

No proposal for change in rates of pay shall be initiated by either party of this agreement prior to July 1, 1965.

Neither party to this agreement shall serve any notice or proposal or progress any notice or proposal for the purpose of modifying the holiday provisions of this agreement to become effective prior to January 1, 1967.

ARTICLE II - VACATIONS

The vacation agreement dated February 15, 1961 is amended as follows:

1. Effective with the calendar year 1965, an annual vacation of twenty-four (24) consecutive work days with pay, or pay in lieu thereof, will be granted to each employee covered by this agreement who renders compensated service under this agreement on not less than one hundred (100) days during the preceding calendar year and who has twenty (20) or more years of continuous service, and who, during such period of continuous service, renders compensated service on not less than one hundred (100) days (160 days in years prior to 1960) in each of twenty (20) of such years not necessarily consecutive.

2. Effective April 1, 1965, Section 1(a)(4) of the vacation agreement is amended as follows:

In determining the days of qualifying service, each seven and two hundredths (7.02) hours of work performed shall be considered as one day.

Effective July 1, 1965, Section 1(a)(4) of the vacation agreement is further amended as follows:

In determining the days of qualifying service, each six and seventy-nine hundredths (6.79) hours of work performed shall be considered as one day.

3. Effective April 1, 1965, Section 1(a)(7)(c) of the vacation agreement is amended as follows:

An employe relieving vacationing employe will be paid the rate applicable in this agreement. On assignments where monthly guarantee applies and where the vacationing employe is allowed the monthly guarantee, the employe relieving the vacationing employe shall not participate in the hours allowed to make up the monthly guarantee. Vacation days taken shall be credited against monthly guarantee on the basis of seven and two hundredths (7.02) hours each. Employes filling vacation vacancies will not acquire seniority because of such temporary assignment.

Effective July 1, 1965, Section 1(a)(7)(c) of the vacation agreement is further amended as follows:

An employe relieving vacationing employe will be paid the rate applicable in this agreement. On assignments where monthly guarantee applies and where the vacationing employe is allowed the monthly guarantee, the employe relieving the vacationing employe shall not participate in the hours allowed to make up the monthly guarantee. Vacation days taken shall be credited against monthly guarantee on the basis of seven and seventy-nine hundredths (7.79) hours each. Employes filling vacation vacancies will not acquire seniority because of such temporary assignment.

4. Effective April 1, 1965, Section 1(a)(7)(h) of the vacation agreement is amended as follows:

Vacation allowance, or allowance in lieu thereof, for an employe entitled to six (6) days' vacation shall be an amount equal to the pay for forty-two and twelve hundredths (42.12) hours at the straight time hourly basic rate of last service performed. For an employe entitled to twelve (12) days' vacation, the allowance shall be an amount equal to the pay for eighty-four and twenty-four hundredths (84.24) hours at the straight time hourly basic rate of last service performed. For an employe entitled to eighteen (18) days' vacation, the allowance shall be an amount equal to the pay for one hundred twenty-six and thirty-six hundredths (126.36) hours at the straight time hourly basic rate of last service performed. For an employe entitled to twenty-four (24) days' vacation, the allowance shall be an amount equal to the pay for one hundred sixty-eight and forty-eight hundredths (168.48) hours at the straight time hourly basic rate of last service performed.

Effective July 1, 1965, Section 1(a)(7)(h) of the vacation agreement is further amended as follows:

Vacation allowance, or allowance in lieu thereof, for an employee entitled to six (6) days' vacation shall be an amount equal to the pay for forty and seventy-four hundredths (40.74) hours at the straight time hourly basic rate of last service performed. For an employee entitled to twelve (12) days' vacation, the allowance shall be an amount equal to the pay for eighty-one and forty-eight hundredths (81.48) hours at the straight time hourly basic rate of last service performed. For an employee entitled to eighteen (18) days' vacation, the allowance shall be an amount equal to the pay for one hundred twenty-two and twenty-two hundredths (122.22) hours at the straight time hourly basic rate of last service performed. For an employee entitled to twenty-four (24) days' vacation, the allowance shall be an amount equal to the pay for one hundred sixty-two and ninety-six hundredths (162.96) hours at the straight time hourly basic rate of last service performed.

This Article II shall be effective as of January 1, 1965 and shall be in full force and effect for a period of two (2) years from January 1, 1965 and continue in effect thereafter, subject to not less than seven (7) months' notice in writing (which notice may be served in 1966 or in any subsequent year) by either party hereto, of desire to change the agreement as of the end of the year in which the notice is served. Such notice shall specify the changes desired and the recipient of such notice shall then have a period of thirty (30) days from the date of the receipt of such notice within which to serve notice specifying changes which it or they desire to make. Thereupon such proposals of the respective parties shall thereafter be negotiated and progressed concurrently to a conclusion.

When such notice is served, the proceedings shall be under the provisions of the Railway Labor Act, as amended.

ARTICLE III - HOSPITAL, SURGICAL AND MEDICAL BENEFITS AND GROUP LIFE
INSURANCE

1. In addition to the payments presently made the Carrier will pay to Travelers Insurance Company, for each month of the calendar years 1966, 1967 and through February of 1968, \$3.40 (less 1 per cent for Carrier costs) per month per "Qualifying Employee" as presently defined. The Carrier will also absorb, along with other carriers, the cost of providing group life insurance in the amount of \$2,000.00 for retired "Qualifying

Employees" retiring on or after March 1, 1964 and for four (4) years thereafter.

2. It is understood the carriers and the organizations party to Group Policy Contract No. GA-23000 will arrange by agreement with The Travelers Insurance Company for the necessary modification of Group Policy Contract No. GA-23000 and the Agreement of January 18, 1955, as amended, to make effective the foregoing section of this Article, and to provide that vacation pay shall be considered compensated service in determining who is a "Qualifying Employee," payments to the insurer, and eligibility for benefits.

3. Neither party to this agreement shall serve any notice or proposal or progress any pending notice or proposal for the purpose of changing the provisions of Group Policy Contract No. GA-23000 or the provisions of the agreement of January 18, 1955, as amended pursuant to the foregoing sections of this Article, to become effective prior to March 1, 1968.

Article I of this agreement is in full and final settlement of the organization's notice of January 21, 1964 and that portion of the organization's notice dated May 25, 1964 pertaining to holidays.

Article II of this agreement is in full and final settlement of that portion of the organization's notice dated May 25, 1964 pertaining to vacations.

Article III of this agreement is in full and final settlement of that portion of the organization's notice dated May 25, 1964 pertaining to hospital, surgical and medical benefits and group life insurance.

FOR THE BROTHERHOOD OF SLEEPING
CAR PORTERS:

FOR THE CHICAGO & EASTERN ILLINOIS
RAILROAD COMPANY:

/s/ M. P. Webster
1st International Vice-President

/s/ G. E. Morgan
Director of Personnel

CHICAGO & EASTERN ILLINOIS RAILROAD COMPANY

RATES OF PAY

FOR

TRAIN PORTERS

EFFECTIVE MAY 1, 1962

<u>Per Month</u>	<u>Pro Rata</u>	<u>Per Hour</u>	<u>Punitive</u>
\$442.33	\$2.1577		\$3.2366

The foregoing rates are for information only and shall not be construed as an agreement.

Rates effective May 1, 1962 include increase of four (4) cents per hour effective February 1, 1962 plus increase of six and twenty-eight one hundredths (6.28) cents per hour effective May 1, 1962--total ten and twenty-eight one hundredths (10.28) cents per hour.

Office of Director of Personnel & Public Relations
Chicago Heights, Illinois - May 1, 1962

MEMORANDUM AGREEMENT

Between

CHICAGO & EASTERN ILLINOIS RAILROAD COMPANY

And

BROTHERHOOD OF SLEEPING CAR PORTERS,
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

Applying to

VACATIONS FOR TRAIN PORTERS

Chicago, February 15, 1961

Section 1

(a) (1) Effective with the calendar year 1961, an annual vacation of six consecutive work days with pay, or pay in lieu thereof, will be granted to each employee covered by this agreement who renders compensated service under this agreement on not less than 144 days during the preceding calendar year.

(2) Effective with the calendar year 1961, an annual vacation of 12 consecutive work days with pay, or pay in lieu thereof, will be granted to each employee covered by this agreement who renders compensated service on not less than 132 days during the preceding calendar year and who has three or more years of continuous service, and who, during such period of continuous service, renders compensated service on not less than 132 days (160 days in each of such years prior to 1960) in each of 3 such years, not necessarily consecutive.

(3) Effective with the calendar year 1961, an annual vacation of 18 consecutive work days with pay or pay in lieu thereof will be granted to each employee covered by this agreement who has rendered compensated service on not less than 120 days during the preceding calendar year and who has 15 or more years of continuous service and who during such period of continuous service renders compensated service on not less than 120 days (160 days in each of such years prior to 1960) in each of 15 such years, not necessarily consecutive.

NOTE: In the application of sub-paragraphs (a)(2) and (a)(3), above, qualifying years accumulated, also qualifying requirements for years accumulated, prior to the year 1960 for extended vacations, shall not be changed.

(4) In determining the days of qualifying service, each eight hours of work performed shall be considered as one day.

(5) Effective with the calendar year 1961, calendar days in each current qualifying year, commencing with the year 1960, on which

an employee renders no service because of his own sickness or because of his own injury shall be included in computing days of compensated service and years of continuous service for vacation qualifying purposes on the basis of a maximum of ten (10) such days for an employee with less than three (3) years of service; a maximum of twenty (20) such days for an employee with three (3) but less than fifteen (15) years of service; and a maximum of thirty (30) such days for an employee with fifteen (15) or more years of service with the Carrier.

(6) Effective with the calendar year 1961, in instances where employees have performed seven (7) months' service with the Carrier, or have performed, in a calendar year, service sufficient to qualify them for a vacation in the following calendar year, and subsequently become members of the Armed forces of the United States, the time spent by such employees in the Armed Forces will be credited as qualifying service in determining the length of vacations for which they may qualify upon their return to the service of the Carrier.

(7) Layover days after the first work day in the vacation period shall be counted as vacation days.

(b) If the number of hours, provided in Rule 3 as constituting the basic month, is reduced by or because of law or governmental order pursuant to law, or by a proceeding subsequent hereto under the provisions of the Railway Labor Act, then the number of consecutive days constituting a vacation and pay therefor under sub-paragraphs (a) (1), (2), and (3), and paragraph (h) of this rule will be correspondingly reduced.

(c) An employee relieving vacationing employee will be paid the rate applicable in this agreement. On assignments where monthly guarantee applies and where the vacationing employee is allowed the monthly guarantee, the employee relieving the vacationing employee shall not participate in the hours allowed to make up the monthly guarantee. Vacation days taken shall be credited against monthly guarantee on the basis of eight hours each. Employees filling vacation vacancies will not acquire seniority because of such temporary assignment.

(d) The absence of an employee on vacation with pay, as provided in this rule, will not be considered as a vacancy, temporary, or otherwise, in applying bulletin rules.

(e) (1) Vacations may be taken from January 1 to December 31 and due regard, consistent with requirements of the service, shall be given to the desires and preferences of the employees in seniority order when fixing the dates for their vacations. Representatives of the Carrier and of the employees will cooperate in assigning vacation dates.

(2) Each employee who is entitled to vacation shall take same at time assigned; and while it is intended that the vacation date designated will be adhered to so far as practicable, the Management shall have the right to change same provided the employee so affected is given as much advance notice as practicable.

(3) If the Carrier finds that it cannot release an employee for a vacation during the calendar year because of the requirements of the service, then such employee shall be paid in lieu of the vacation the allowance hereinafter provided.

(f) Vacations shall not be accumulated or carried over from one vacation year to another. However, to avoid loss of time by the employee at end of his vacation period, the number of vacation days may be reduced in one year at the request of the employee and adjusted in the next year and vacation pay allowed accordingly.

(g) Deadheading resulting from the application of this rule will not be paid for.

(h) Vacation allowance, or allowance in lieu thereof, for an employee entitled to six days' vacation shall be an amount equal to the pay for forty-eight hours at the straight time hourly basic rate of last service performed. For an employee entitled to twelve days' vacation, the allowance shall be an amount equal to the pay for ninety-six hours at the straight time hourly basic rate of last service performed. For an employee entitled to 18 days vacation, the allowance shall be an amount equal to the pay for 144 hours at the straight time hourly basic rate of last service performed. The straight time hourly basic rate shall be determined by dividing the applicable monthly rate by 205.

(i) When an employee covered by this agreement leaves the service but subsequently re-enters the service, time worked prior to the date he left the service will not be taken into consideration in computing the total number of hours worked during the preceding calendar year.

(j) Effective September 1, 1960, vacations provided for under this rule shall be considered to have been earned when the employee has qualified therefor under the rules. If an employee's employment status is terminated for any reason whatsoever, including but not limited to retirement, resignation, discharge, non-compliance with the Union Shop Agreement or failure to return after furlough, he shall, at the time of such termination, be granted full vacation pay earned up to the time he leaves the service including pay for vacation earned in the preceding year or years and not yet granted, and the vacation for the succeeding year if the employee has qualified therefor under this rule. If an employee thus entitled to vacation or vacation pay shall die, the vacation pay earned and not received shall be paid to such beneficiary as may have been designated, or in the absence of such designation, the surviving spouse or children or his estate, in that order of preference.

(k) Time lost by employees as the result of the application of this rule will not be paid for.

(l) Vacations, or allowances therefore, under two or more agreements held by different organizations shall not be combined to create a vacation of more than the maximum number of days provided for in any of such agreements.

Section 2

This Section 2 is an exception to the general provisions of revised vacation agreement, set out in Section 1, above, and only has application to vacations due in the year 1960. An employee who as of January 1, 1960, had three or more years of continuous service and who during such period of continuous service rendered sufficient compensated service in each of three of such years, not necessarily consecutive, to qualify for a vacation during the following calendar year will be granted a vacation of twelve (12) consecutive work days with pay in the year 1960, provided, however, that if any such employee is actually allowed a vacation of only six (6) consecutive work days in the year 1960, the Carrier will compensate such employee in lieu of the additional six (6) days of vacation at the pro rata rate of pay.

Section 3

This agreement shall become effective on the dates specified above and shall be in full force and effect for a period of one year from January 1, 1961, and continue in effect thereafter subject to not less than seven months notice in writing (which notice may be served in 1961 or in any subsequent year) by either party hereto, of desire to change this agreement as of the end of the year in which the notice is served. Such notice shall specify the changes desired, and the recipient of such notice shall then have a period of thirty (30) days from the date of the receipt of such notice within which to serve notice specifying changes which it desires to make. Thereupon such proposals of the respective parties shall thereafter be negotiated and progressed concurrently to a conclusion. When such notice is served the proceedings shall be under the procedure of the Railway Labor Act.

Signed at Chicago, Illinois, this 15th day of February, 1961.

For the Brotherhood of
Sleeping Car Porters

M. P. Orabster

First Int'l. Vice President

For the Chicago & Eastern
Illinois Railroad Company

G. E. Morgan

Director of Personnel
& Public Relations

AGREEMENT

Between

THE CHICAGO & EASTERN ILLINOIS RAILROAD COMPANY

And

THE BROTHERHOOD OF SLEEPING CAR PORTERS

Chicago, Illinois, February 28, 1956

In disposition of notices served on the Chicago & Eastern Illinois Railroad Company by the Brotherhood of Sleeping Car Porters, under date of August 1, 1955, for certain increases in rates of pay for train porters and for the negotiation of an agreement for a Health and Welfare Program covering train porters and their families, IT IS AGREED:

ARTICLE I - Effective December 1, 1955, the basic monthly rates of pay for employees represented by the Brotherhood of Sleeping Car Porters shall be increased twenty-seven dollars and sixty-eight cents (\$27.68).

ARTICLE II - It is further agreed that should a Health and Welfare Plan of Insurance be agreed to at some future date, the basic rates of pay established pursuant to Article I of this agreement will be reduced by an amount equivalent to the payment required to be made by the carrier on behalf of the employees covered by this agreement.

ARTICLE III - This agreement is in full and final settlement of the requests served on the carrier on August 1, 1955 and shall remain in effect subject to notice served in accordance with the Railway Labor Act, as amended.

FOR THE BROTHERHOOD OF
SLEEPING CAR PORTERS:

A. Philip Randolph
International President

FOR THE CHICAGO & EASTERN
ILLINOIS RAILROAD COMPANY:

G. E. Morgan
Chief Personnel Officer

MEMORANDUM AGREEMENT

BETWEEN

THE CHICAGO & EASTERN ILLINOIS RAILROAD COMPANY

AND

THE BROTHERHOOD OF SLEEPING CAR PORTERS

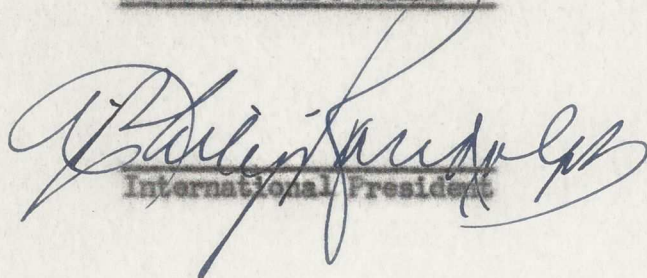
Chicago, April 29, 1953

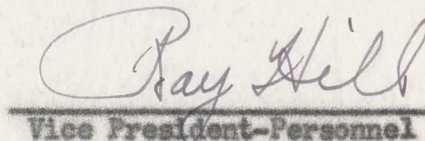
It is agreed between the parties hereto that the increase of four (4) cents per hour effective December 1, 1952, provided for under the Memorandum and Award of Referee Paul N. Guthrie dated March 18, 1953, will be applied to train porters represented by the Brotherhood of Sleeping Car Porters.

The above increase shall be applied in the same manner as the increase of twelve and one-half (12½) cents per hour effective February 1, 1951, provided for in Article I of Agreement between the parties dated June 15, 1951.

FOR: THE BROTHERHOOD OF
SLEEPING CAR PORTERS

FOR: THE CHICAGO & EASTERN
ILLINOIS RAILROAD COMPANY


International President


Vice President-Personnel