

THE ATCHISON, TOPEKA AND SANTA FE RAILWAY COMPANY

June 19, 1972
100-384-A (Uniforms)

Mr. L. J. Shackelford, Jr., Intl. Vice President
Brotherhood of Sleeping Car Porters
431 South Dearborn Street
Chicago, Illinois 60605

Dear Sir:

This will confirm understanding reached at Chicago May 12, 1972 wherein it was agreed, as follows, in order to implement the policy and requirements prescribed by Amtrak covering uniforms to be worn by Chair Car Attendants while on duty on its passenger trains:

- (1) The prescribed uniform will consist of the following:
 - (a) Red uniform waistcoat
 - (b) Red uniform hat with insignia
 - (c) White, long sleeve turtleneck shells
 - (d) Navy/red/white uniform pants
 - (e) Black shoes and dark socks.
- (2) At the time of program implementation employes regularly assigned (including extra board) will receive the following uniform items, in the number specified, at Amtrak expense:

Four (4) turtleneck shells
Two (2) pair pants
One (1) uniform hat with insignia.
- (3) Uniform waistcoats will be issued and replaced by linen supply at Amtrak expense. Uniform hats will be replaced at Amtrak expense, not to exceed two (2) each twelve (12) months. Amtrak has the option of replacing only the cloth cover on the uniform hats.
- (4) Replacement cost of the uniform pants will be borne equally between Amtrak and the employe.
- (5) Replacement cost of the turtleneck shells will be borne by the employe. The employe will furnish, at his expense, black shoes and dark socks.

- (6) Employees who protect either extra and/or short vacancies will be allowed to continue wearing their Santa Fe uniform until it needs replacement, at which time the cost of the uniform pants and the hat will be borne equally between Amtrak and the employe.
- (7) The cost of initial uniforms (uniform pants and hat) for employes regularly assigned and/or entering service after the program has been implemented will be borne equally between Amtrak and the employe.
- (8) All uniform items, excluding shoes and socks, must be ordered from clothier designated by Amtrak.
- (9) In the event any of the specified uniform items furnished to or by the employe are lost, stolen or destroyed, the employe will pay the full cost of necessary replacement.

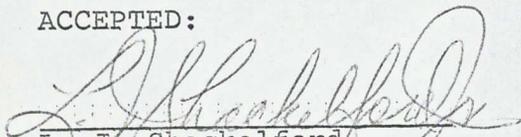
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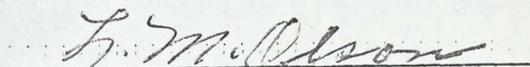
Except as specifically set forth herein, the existing Uniform Agreement remains in full force and effect.

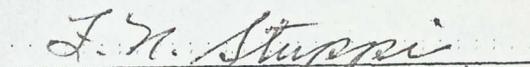
If the foregoing properly represents the understandings reached, please sign in the space provided below.

Yours truly,

ACCEPTED:


L. J. Shackelford
Intl. Vice President
Brotherhood of Sleeping
Car Porters


General Manager-Eastern Lines


General Manager-Western Lines


General Manager-Coast Lines

Chicago, Milwaukee, St. Paul and Pacific Railroad Company

400 UNION STATION BLDG. - CHICAGO, ILLINOIS 60606

L. W. HARRINGTON
VICE PRESIDENT—LABOR RELATIONS

May 15, 1972

NRPC (Amtrak) - Uniforms

Mr. L. J. Shackelford, Jr.
Intl. V. P. - BSCP
431 South Dearborn
Suite 1224
Chicago, Illinois 60605

Dear Sir:

With reference to previous correspondence and discussions in connection with adoption of Amtrak's uniform program.

The initial Amtrak uniform issue for Coach Porters will consist of a red double-breasted jacket, four white turtle neck shells (long sleeves) and two pair dark blue or black pants and will be furnished to coach porters regularly assigned to Amtrak trains as of May 15, 1972, at no cost to the employe. Black shoes and dark socks are to be furnished by the employe. Uniform waist coats will be issued by company linen supply and maintenance, repair and replacement cost shall be at linen supply expense. Replacement cost of uniform pants shall be shared on an equal basis (50/50) by both the employe and Amtrak. Replacement of turtle neck shells shall be at employe's expense.

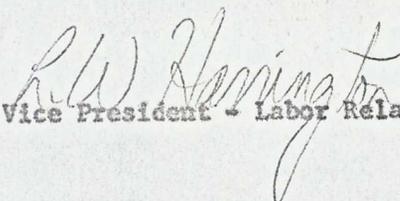
The initial Amtrak uniform issue for Parlor and Sleeping Car Porters will consist of a red double-breasted jacket, two pair of navy/red/white striped pants, four white turtle neck shells (long sleeves) and one red hat and will also be furnished to regularly assigned parlor and sleeping car porters as of May 15, 1972, at no cost of the employe. Black

shoes and dark socks are to be furnished by the employe. Uniform waist coat will be issued by company linen supply. Maintenance, repair and replacement costs will be at linen supply expense. Replacement cost of uniform pants shall be shared on an equal basis (50/50) by both the employe and Amtrak. Replacement of turtle neck shells shall be at the employe's expense. Uniform hats will be replaced at Amtrak expense, not to exceed two each twelve months. Amtrak has the option of replacing only the cloth cover on uniform hats.

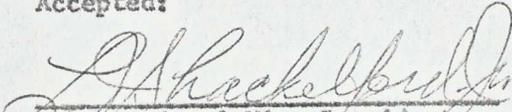
Name badge and insignia are to be furnished by Amtrak.

Would you please indicate your acceptance of the foregoing by signing in the space provided below. After receipt of your acceptance, I will notify Amtrak so that it may proceed to furnish Amtrak-approved uniforms to employes whom you represent.

Yours very truly,


Vice President - Labor Relations

Accepted:


International Vice President
Brotherhood of Sleeping Car Porters

Illinois Central Railroad

135 East Eleventh Place, Chicago, Illinois 60605, Area Code 312-922-4811



An IC Industries Company

PERSONNEL DEPARTMENT

May 15, 1972

150-900 Spl.

Mr. L. J. Shackelford, Jr., International
Vice President
Brotherhood of Sleeping Car Porters
431 South Dearborn Street, Suites 1224-25
Chicago, Illinois 60605

Dear Mr. Shackelford:

Amtrak desires to have sleeping car attendants on its trains wear a new uniform. Amtrak will purchase at their cost the initial issue of these uniforms. Replacement of uniform pants will be paid for on a 50/50 basis with the individual involved. Replacement of turtleneck shirts will be at employee expense and the employee is required to furnish black shoes and dark socks.

As this arrangement is consistent with the current uniform agreements, we advised Amtrak that they may proceed with the sleeping car employees on the Illinois Central.

I am attaching copies of the Amtrak uniform program along with information on the uniform that will be issued.

Yours truly,

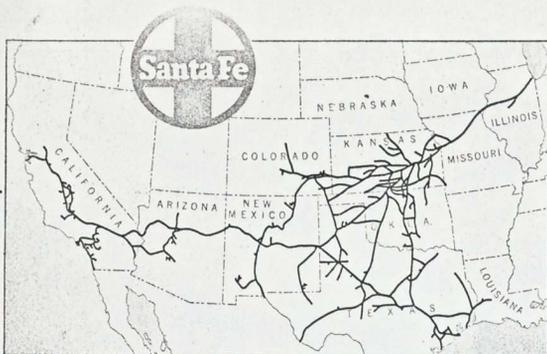
R. G. Richter
Manager of Labor Relations

RAK:gc

ATTENDANTS - PARLOR, SLEEPING CAR

Red Waistcoat
White turtleneck shell
Navy/Red/White stripe pants
Red hat with insignia
Black shoes
Dark socks

Uniform waistcoat will be issued by company linen supply. Maintenance, repair and replacement cost shall be at linen supply expense. Replacement cost of uniform pants shall be shared on an equal basis (50/50) by both the employee and the company. Replacement of turtleneck shells shall be at employee expense. Employee is required to furnish black shoes and dark socks. Uniform hats will be replaced at company expense, not to exceed two (2) each 12 months. Company has the option of replacing only the cloth cover on uniform hats.



The Atchison, Topeka and Santa Fe RAILWAY COMPANY

DINING & SLEEPING CAR DEPARTMENT

2014 South Wentworth, Chicago, Ill. 60616
800 N. Alameda St., Los Angeles, Calif. 90012
Chicago Phone (312) 427-4900
Los Angeles Phone (213) 628-0111

JOHN R. BAIRD, Manager, System

O. FLANDERS, Superintendent, Operations	M. J. GODOWSKI, Assistant Superintendent
J. D. PANFIL, Superintendent, Staff Services	B. R. GOLT, Supervisor of Personnel
H. S. DYKE, Buyer	V. HUTSON, Supervisor of Commissary
M. F. MANNING, Assistant Superintendent	E. L. COOPER, Assistant Superintendent—Los Angeles

June 14, 1972

Mr. L. J. Shackelford, Jr.
International Vice President
Brotherhood of Sleeping Car Porters
431 South Dearborn Street, Suite 1224
Chicago, Illinois 60605

Dear Sir:

This will confirm understanding reached at Chicago, May 12, 1972, wherein it was agreed, as follows, in order to implement the policy and requirements prescribed by Amtrak covering uniforms to be worn by Sleeping Car Porters while on duty on its passenger trains:

- (1) The prescribed uniform will consist of the following:
 - (a) Red uniform waistcoat
 - (b) Red uniform hat with insignia
 - (c) White, long sleeve turtleneck shells
 - (d) Navy/red/white uniform pants
 - (e) Black shoes and dark socks.
- (2) At the time of program implementation employees regularly assigned (including extra board) will receive the following uniform items, in the number specified, at Amtrak expense:

Four (4) turtleneck shells
Two (2) pair pants
One (1) uniform hat with insignia.
- (3) Uniform waistcoats will be issued and replaced by linen supply at Amtrak expense. Uniform hats will be replaced at Amtrak expense, not to exceed two (2) each twelve (12) months. Amtrak has the option of replacing only the cloth cover on the uniform hats.
- (4) Replacement cost of the uniform pants will be borne equally between Amtrak and the employe.

Mr. L. J. Shackelford, Jr.

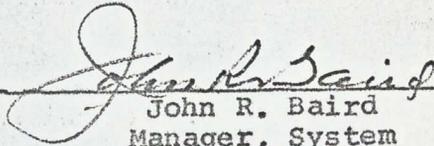
June 14, 1972
Page 2

- (5) Replacement cost of the turtleneck shells will be borne by the employe. The employe will furnish, at his expense, black shoes and dark socks.
- (6) Employes who protect either extra and/or short vacancies will be allowed to continue wearing their Santa Fe uniform until it needs replacement, at which time the cost of the uniform pants and hat will be borne equally between Amtrak and the employe.
- (7) The cost of initial uniforms (uniform pants and hat) for employes regularly assigned and/or entering service after the program has been implemented will be borne equally between Amtrak and the employe.
- (8) All uniform items, excluding shoes and socks, must be ordered from clothier designated by Amtrak.
- (9) In the event any of the specified uniform items furnished to or by the employe is lost, stolen or destroyed, the employe will pay the full cost of necessary replacement.

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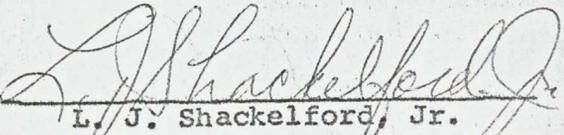
If the foregoing properly represents the understandings reached, please sign the original hereof and return to the undersigned.

Yours very truly,



John R. Baird
Manager, System
Dining and Sleeping Car Service

Accepted:

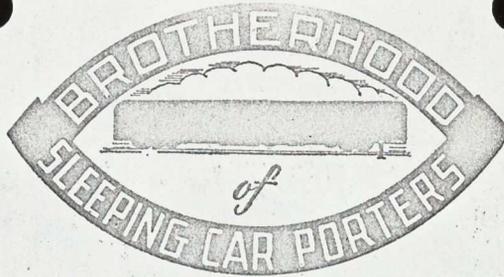


L. J. Shackelford, Jr.
International Vice President
Brotherhood of Sleeping Car Porters

A. PHILIP RANDOLPH
International President Emeritus

C. L. DELLUMS
International President
1716 Seventh Street
Oakland, California 94607

L. J. SHACKELFORD, JR.
International Vice-President
431 S. Dearborn St. - Suite 1224



Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION

Affiliated with the AFL-CIO/CLC

O. W. JACKSON, Secretary-Treasurer
431 S. DEARBORN ST. - SUITE 1224
CHICAGO, ILLINOIS 60605
312-427-5347



June 7, 1972

W. W. SEYMOUR, SR.
International Secretary-Treasurer
5253 Thrill Place
Denver, Colorado 80207

L. H. GREENE, JR.
Eastern Zone Supervisor
103 East 125th St. - Suite 710
New York, N. Y. 10035

A. R. BLANCHETTE
International Field Rep.
Dominion of Canada
517 Castle Building
1410 Stanley
Montreal 110, Quebec

Mr. E. W. Bickley
Manager - Labor Relations
Union Pacific Railroad Company
Transportation Division
1416 Dodge Street
Omaha, Nebraska 68102

Dear Sir:

This will acknowledge your letter dated June 2, 1972, wherein you suggest a conference for the purpose of discussing the matter of Amtrak's uniform program, in your office at 10:00 A.M., Tuesday, June 13, 1972.

I am sorry to advise that I will not be able to meet with you on that date because of another commitment.

I have met with at least three other Carriers in this connection and have agreed on the basic uniform program. By way of explanation, Amtrak agreed to furnish the initial issue of uniforms for sleeping car porters and chair car attendants, and the replacement cost would be on a 50/50 basis.

I am enclosing a copy of the program with which we are agreeable and if you agree with this arrangement, we will be happy to review your draft. If it follows the same format, we can sign it and there would be no need for a trip to Omaha.

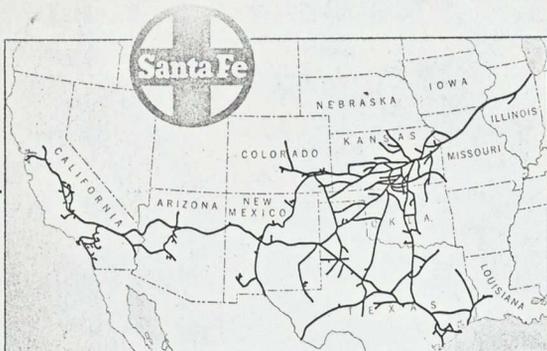
Please advise if this suggestion meets with your approval.

Very truly yours,

L. J. Shackelford, Jr.
L. J. Shackelford, Jr.

Enclosure

cc: Mr. C. L. Dellums



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June 14, 1972

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431 South Dearborn Street, Suite 1224
Chicago, Illinois 60605

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Mr. L. J. Shackelford, Jr.

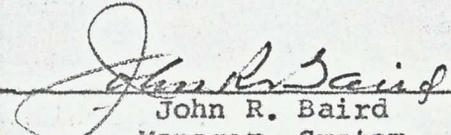
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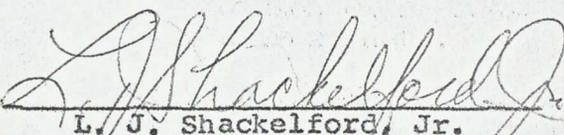
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Yours very truly,



John R. Baird
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Dining and Sleeping Car Service

Accepted:



L. J. Shackelford, Jr.
International Vice President
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