

San Francisco, California
October 3, 1934.

PROPOSED PLAN FOR ACQUIRING JURISDICTION
OVER SLEEPING-CAR PORTERS BY THE ORDER OF
SLEEPING CAR CONDUCTORS.

The order of sleeping-car conductors is asking jurisdiction over porters to prevent what in effect will be dual representation. Porters are being required by the Pullman Company to qualify for the work of a conductor. Many of them are now working in conductor's places. They are classified as "Porters-in-charge" when doing the work of a conductor. This is an economic measure. They are paid from \$8.00 to \$12.00 a month in addition to their porter's wage.

The present porter's agreement is a company union contract. It contains rules to regulate Porter-in-charge services. These rules are in conflict with the conductor's agreement as they establish lower wage rates for the same services and ignore the seniority rules of conductors establishing their rights to regular and extra work.

This conflict in rules and classification of employees was made possible by the separation of the conductors organization from the porters. This separation occurred in 1918. The conductors started to organize the porters but were stopped by the hotel and restaurant association who claimed jurisdiction over porters. Failure of this association to organize the porters when it had freedom to do so under Federal control had the disastrous result of giving the employers time to establish a company union and put porters under this control. This occurred in 1920 immediately following the

return of the carriers to private management. The nine years of organizing work done by the Brotherhood of Sleeping-Car Porters has failed to break this domination.

The conductors have been adversely affected by that situation and they will continue to suffer until the conductors and porters are represented jointly. They have lost approximately 20% of their jobs on account of the conflict of jurisdiction setting up two agreements through separate organizations covering the same work. It should be understood in this connection that while the conductors lose a job every time a porter is put in charge, there is no increase in porter jobs. One porter simply does the work of two men.

This brief outline of our history shows that there are two organizations representing different classes of employees who are bargaining for the wages and working conditions of employees doing the same work. As we understand the rules of the American Federation of Labor such dual representation is not permitted. It would not change or improve the position of the conductors even if the Brotherhood of Sleeping-car Porters wrested control from the company union which still exists in a modified form to comply with the law. There would still be dual representation. Regardless of the good intentions of the Brotherhood representatives they would be unable to avoid conferences with the management to negotiate rules, regulating conductors work. The conductors claim that its International Charter with the American Federation of Labor insures to their organization the exclusive right of jurisdiction over all employees engaged in the same or similar work. We believe this to be a fundamental right without which the American Federation of Labor

could not exist.

If the conductors are given jurisdiction over porters there must be no loss of the ground already won. The conductors have agreements which must be protected. The danger of losing majority control by absorption of porters in the conductor's organization must be avoided. We are prepared to handle the matter in a way to protect all concerned. We will continue organizing local divisions in the Brotherhood of Sleeping-Car Porters, issuing charters from the grand division of the Order of Sleeping-car Conductors. These local divisions will be affiliated with the nearest local of the order of Sleeping-car Conductors. A general committee of porters will be established and will function under the direction of the president of the Order of Sleeping-car Conductors. Grievances will be handled locally by porters' committees. Appeals will be carried on by the President of the Order of Sleeping-car Conductors assisted by the Porter's general committee. Collective bargaining and representation will be under the direction and control of the grand division of the Order of Sleeping-car Conductors. This will open the way for conferences on wages and rules with the employers and will immediately give the porters recognition and representation with the American Federation of Labor and the Railway Labor Executives Association on a National basis. The porters will be assessed a per capita tax for these services and benefits.

The details of this tentative plan will be worked out in conference if and when agreed to in substance and approved by the American Federation of Labor.

(Signed) H. Warfield

President - Order of Sleeping-car
Conductors.