

MAINTENANCE OF WAY DEPARTMENT
(Electrical Workers)

Agreement Between

SOUTHERN PACIFIC COMPANY
(Pacific Lines)

and

SYSTEM FEDERATION NO. 114
RAILWAY EMPLOYEES DEPARTMENT
AMERICAN FEDERATION OF LABOR
Mechanical Section Thereof

Effective February 16th, 1937
(Reprinted January 1, 1956, including revisions
effective as noted herein)

(Rates of Pay effective November 1, 1956)

This agreement governs rates of pay, rules and working conditions of electrician , their helpers and their helper apprentices who, perform work for the Southern Pacific Company (Pacific Lines), of a character described in this agreement, in the Maintenance of Way Department, except such work as is performed in the Signal Department (a Sub-department of the Maintenance of Way Department); also except, such work as is performed in the Motor Car Repair Department (a Sub-department of the Maintenance of Way Department), and/or work performed on the East Bay Electric Lines of the Western Division, under the jurisdiction of the Supervisor of Power Distribution Lines, and/or Power Superintendent of Power Houses of the Southern Pacific Company (Pacific Lines). This agreement shall apply to and govern only work as herein described, which is performed for the Southern Pacific Company (Pacific Lines), in the department as herein defined, by employes of said Company who, are represented by System Federation No. 114, Railway Employes Department, American Federation of Labor, Mechanical Section thereof.

Composed of:

1. International Association of Machinists.
2. International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America.
3. International Brotherhood of Blacksmiths, Drop Forgers and Helpers.
4. Sheet Metal Workers International Association.
5. International Brotherhood of Electrical Workers.
6. Brotherhood Railway Carmen of America.

PREAMBLE

All parties hereto recognize the Management's obligation to provide honest, efficient, adequate and courteous service to the public, and the Employees' obligation to the Management, and the public, to render such service.

A spirit of co-operation between the Employees and the Management is essential, to safe and efficient maintenance and operations, and both parties agree so to conduct themselves. The responsibility for success rests equally with the Employees and the Management.

ELECTRICAL WORKERS' SPECIAL RULES

RULE 1

QUALIFICATIONS

Any man who has served an apprenticeship, or had four (4) years' practical experience in electrical work, and is competent to execute same to a successful conclusion within a reasonable time, shall constitute an electrician.

An Electrician will not necessarily be an armature winder.

RULE 2

CLASSIFICATION OF ELECTRICIANS' WORK

Electricians' work shall consist of the following: Testing, inspecting, repairing, rebuilding, wiring, installing and maintaining generators, meters, switchboards, motors, rheostats, controllers, rotors, motor generators, electric headlights, electric welding machines, converters, rectifiers, frequency changers, transformers, control and starting equipment, reactances, fuse blocks, relays, regulators, condensers, remote control, automatic switching equipment, circuit breakers, switches, switch gear, buses, conduit work, service wiring, cable splicing, electric lighting fixtures and other electrical appurtenances. Winding armatures and coils, including fields, magnet coils and transformers. Brush painting electrical equipment. Installing, repairing and maintaining power transmission and power distribution lines and appurtenances, including pole lines and supports, cables and appurtenances thereto. Installing, repairing and maintaining Catenary, trolley, third rail and monorail, including conductors, feed wires overhead and underground, and all pipe lines or conduits used in connection with same. Testing, maintaining, repairing, assembling and rebuilding storage batteries. Operating battery charging equipment; and all other work generally recognized as electricians' work.

Note: "Operating battery charging equipment" as used in this rule, will not restrict operators of electrically propelled trucks and/or machines, from operating battery charging equipment for the purpose of charging batteries on trucks and/or machines, which are used in the service in which they are employed.

RULE 3

ELECTRICIANS HELPERS

Helpers work shall consist of helping electricians. Blowing out, cleaning and/or oiling and lubricating generators, motors, transformers, battery boxes, fans, compressors, speed controls, V-belt drives and other apparatus. Oiling and packing motor axle bearings on electric, and/or gas electric motor cars. Tearing down, cleaning and flushing batteries. Charging batteries when on cars. Spray painting electrical equipment. Other work generally recognized as electricians' helpers' work.

RULE 4

ELECTRICIAN HELPER APPRENTICES —QUALIFICATIONS

(a) Electricians' Helpers, who have worked as such not less than 580 days, on the Division where employed, and within a period of not to exceed three years immediately preceding may (at the option of the management), be indentured as Helper Apprentices, provided they are able to speak, read and write the English language, and understand the first four rules of arithmetic, and are not over 30 years of age; if accepted, shall serve six (6) periods of 130 service days each period, as helper apprentice.

(b) Selection of helper apprentices, shall be made from applications received, based on seniority, fitness and ability, fitness and ability being sufficient seniority shall prevail.

(c) If, after a fair trial, (not to exceed sixty-five (65) service days), a helper apprentice fails to demonstrate ability, to learn the electricians' trade, he will not be retained as a helper apprentice. During the fair trial period provided for in this rule, the helper apprentice, shall retain and accumulate seniority as a helper.

(d) The ratio of helper apprentices, shall not exceed one (1) helper apprentice for each five (5) electricians assigned to work, on each seniority district.

(e) If, a helper apprentice is retained in service as an electrician, after completing his apprenticeship, he shall be paid not less than the minimum rate established for electricians, and his seniority as an electrician, will be as of the date his pay starts in that class.

(f) Two helper apprentices shall not be worked together as partners, except when working under the direct supervision of an electrician.

(g) Helper apprentices shall be paid the minimum helpers' rate for the first period of 130 service days, with an increase for each succeeding period of 130 service days during their apprenticeship, as provided in the wage schedule.

(Revised effective September 1, 1949)

RULE 5

HELPER APPRENTICES INDENTURES

Helper apprentices will be indentured by the management, as of date begins work as helper apprentice, and shall be furnished duplicate of the indenture, and shall be afforded an opportunity to procure a complete knowledge of the electricians' trade, consistent with facilities and work available, in the seniority district where employed.

FORM OF INDENTURE

(Subject to requirements of National or State laws)

This will certify that _____
was employed as Helper Apprentice _____
by the _____
at _____ on _____ 19____
to serve six (6) periods of 130 service days each period.

(Title of Officer in Charge)

SERVICE PERFORMED DURING APPRENTICESHIP

This will certify that on _____ 19____
_____ completed the course of
apprenticeship specified above and is entitled, if employed
by the _____
as a _____
to the rates of pay and conditions of service of _____

(Title of Officer in Charge)
(Revised effective September 1, 1949)

RULE 6

ELECTRIC TRAVELING CRANE OPERATORS' QUALIFICATIONS

Any man, who has had practical experience in the operation of electric traveling cranes, and is competent to operate such cranes, in an efficient and safe manner, shall constitute an electric traveling crane operator.

Electric traveling cranes used by, and in the sub-department of the Maintenance of Way Department to which this agreement applies, shall be operated by employees coming within the scope of this agreement, if available at the point, and shall be paid not less than the rates prescribed in the wage schedule for such work, subject to the provisions of Rule 11.

Note: "Electric traveling cranes", as used in this rule, applies only to electrically operated cranes, which are hung to and/or from an overhead structure, or stationed on a structure and/or on their own tracks, the movement and operation of which, is circumscribed within the limits of the structure and/or track to which attached.

RULE 7

LEAD ELECTRICIANS

In small gangs, a working electrician may be assigned to work with, take the lead and direct the work of other members of the gang. For such service, will be allowed a differential of six (6) cents per hour, above the highest rate paid employees he directs, but not less than six (6) cents per hour above the minimum rate applicable to electricians.

Note: This rule is not intended to prohibit lead electricians from taking the lead, and directing the work of all employees in a gang, notwithstanding that some of the employees do not come within the scope of this agreement.

(Revised effective September 1, 1949)

RULE 8

APPLICANTS FOR EMPLOYMENT

Applicants for employment, may be required to take physical examination, at the expense of the Company,

to determine their fitness to perform the service required. They may also be required to make a statement showing address of relatives, necessary four years' experience, and name and address of last employer.

RULE 9

VALIDATING RECORDS

Applicants for employment who enter the service, shall be accepted and/or rejected, within sixty (60) days after the applicant begins work. If applicant is not notified to the contrary, within sixty (60) days from date he begins work, it will be understood that the application has been approved. However, this rule will not prevent the removal from service, if subsequent to the expiration of sixty (60) days, it is found that information given in the application is false. Rule 39 will not apply to applicants who are rejected within sixty (60) days as herein provided.

RULE 10

HOURS OF SERVICE—BASIS OF PAY

(a) Unless otherwise provided in these rules, eight (8) hours shall constitute a day's work.

(b) Employes shall be compensated, either on an hourly, or monthly basis.

(c) Effective September 1, 1949, monthly rated employes shall have their work week reduced one day per week and the hours comprehended in their rates reduced by eight (8) hours per week or $34\frac{2}{3}$ hours per month. Such employes shall be assigned one regular rest day per week, Sunday if possible, and if worked on their assigned rest day will be compensated under the provisions of Rule 17. For actual time required to travel on the employes' rest day employes will be compensated at the rate of time and one-half. Ordinary maintenance or construction work not heretofore required on Sunday will not be required on the sixth day of the work week or on holidays. However, in case of emergency, when necessary to perform emergency work on the sixth day of the work week and/or holidays herein designated, no additional compensation will be allowed.

The monthly rates payable to such employes effective September 1, 1949, shall be the rates in effect August 31, 1949, reduced by \$2.43 per month.

The straight time hourly rate for such employes shall be determined by dividing the monthly rate by the number of hours comprehended in such rate in effect on and after September 1, 1949.

Future wage adjustments, so long as such rates remain in effect on such basis, shall be made on the basis of the hours comprehended in the rate in effect on and after September 1, 1949, or 208-2/3 hours.

(d) Monthly rated employes and those working in place of such employes, who work only part of a month, shall be compensated at pro rata of the monthly rate.

(e) If, it is found that, this rule does not produce adequate compensation for certain of these monthly rated positions, by reason of the occupant thereof being required to work excessive hours, the compensation for such positions, may be taken up for adjustment.

(f) Regularly assigned monthly rated employes, and those working in the place of such employes, when at home point, may be used to perform shop and/or other work of their craft, as a part of their regular assigned duties.

(g) When employes are away from headquarters, if meals and/or lodging are not furnished by the Carrier, actual necessary expenses paid for meals and/or lodging will be allowed by the Company.

(Revised effective September 1, 1949)

RULE 10-A

ESTABLISHMENT OF A SHORT WORK WEEK

Note

The expressions "positions" and "work" refer to service, duties, or operations necessary to be performed the specified number of days per week, and not to the work week of individual employes.

(a) — General :

The carrier will establish, effective September 1, 1949, for all employes, subject to the provisions of this agreement, a work week of 40 hours, consisting of five days of eight hours each, with two consecutive days off in each seven; the work weeks may be staggered in accordance with the carrier's operational requirements; so far as practicable the days off shall be Saturday and Sunday.

