

Pacific Electrical Railway Company  
Rules and Regulations and rates of pay  
for agents, Assistant Agents, Tickets agents,  
Assistant Ticket aents and Towermen  
Effective September 16, 1934

COPY

September 7, 1954

Mr. E. C. Lewis  
Vice-President  
Order of Railroad Telegraphers.

Dear Sir:

In reply to your letter of July 26, 1954, beg  
to state that we accept your suggestion reading as follows:

"In the event that it is necessary for the  
Pacific Electric Railway Company to suspend a  
regularly assigned employee in order to comply with  
the Code we will waive the provisions of Article 9,  
paragraph (c)."

You will note that we have eliminated your  
provision with reference to Article 25 inasmuch as Article  
25, now Article 26 in the agreement, does not now contain  
the matter referred to in your provision. It is understood  
that when the agreement is in effect it will be considered  
as amended in this respect. If this is satisfactory to you  
please acknowledge receipt, as indicating.

This will also acknowledge receipt of your  
letter of July 27th relative to the wage situation. The  
suggestion made in that letter is acceptable to us and  
you may consider this letter as an agreement on our part  
to that suggestion which reads as follows:

"(a) The rates of pay established by the carrier  
effective July 1st, 1954 and to become effective on  
January 1st, 1955, for positions included in the wage  
scale are accepted, with the exception of rates of pay  
for the Agents at Artesia, Gardena, Garden Grove,  
Watts and West Los Angeles.

"(b) Our request for an adjustment in wages, now  
pending, to remain status quo until January 1st, 1955,  
with the privilege of at that time reopening negotiations,  
looking to the restoration on April 1st, 1955 of the  
wage rates in effect on December 31st, 1951."

Yours truly,

Signed: A. C. Bradley



PACIFIC ELECTRIC RAILWAY COMP. NY

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A G R E E M E N T

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The following rules and rates of pay will govern employees herein named on Pacific Electric Railway, effective September 16, 1934.

I N D E X

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ARTICLE 1

SCOPE

This schedule will govern the employment and compensation of the following; Agents, assistant agents, ticket agents and towermen, hereinafter referred to as "Employees".

ARTICLE 2

CLASSIFICATION

(a) Where payroll classification does not conform to Article 1, employees performing service in the classes specified in Article 1 shall be classified accordingly.

(b) When new positions are created, compensation will be fixed in conformity with the same class and character of positions as are specified in the wage scale, and the rules will apply to the employees filling such positions.

(c) Positions covered by this agreement will be filled by employees taken from the official seniority lists as provided in Article 12.

ARTICLE 3

HOURS OF SERVICE

(a) Except as provided in Article 5, eight (8) consecutive hours, exclusive of the meal period, shall constitute a day's work, provided that where two (2) or more shifts are worked, eight (8) hours with no allowance for meals, shall constitute a day's work.

(b) The time worked in excess of eight (8) hours shall be considered overtime and paid for at the rate of time and one-half time. Even hours shall be paid for at the end of each pay period; fractions thereof will be carried forward.

(c) Employees notified or called to perform work not continuous with the regular work period will be allowed a minimum of three (3) hours for two (2) hours' work or less, and if held on duty in excess of two (2) hours, time and one-half will be allowed on the minute basis. Each call to duty after being released to be a separate call.

(d) Employees required to report for duty prior to regular starting time and continue to work through their regular shifts shall be paid three (3) hours for two (2) hours work or less, and time and one-half thereafter on the minute basis for the time required to work in advance of their regular starting time.

(e) Employes will not be required to suspend work during regular hours or to absorb overtime.

(f) Employes will advise their immediate superior of their inability to report for duty a sufficient amount of time in advance to provide proper relief.

(g) Employes temporarily off duty will advise their immediate superior not less than twenty-four (24) hours in advance of their desire to return, that proper arrangements may be made.

(h) If claim for compensation is, for any reason not allowed, employe will be promptly notified and reason given.

Note: It is agreed that in the application of section (a) of this Article an agent, and assistant agent employed at the same station, both positions listed in the wage scale, shall be considered as one shift.

#### ARTICLE 4

##### STARTING TIME

(a) Regular assignments shall have a fixed starting time, which starting time shall not be changed without at least thirty-six (36) hours' notice to the employes affected.

(b) Where three (3) consecutive shifts are worked covering the twenty-four (24) hour period no shift will have a starting time after twelve (12) o'clock midnight or before six (6) A.M.

(c) At stations where but one (1) employe, covered by this agreement, is located, the hours of service shall begin between six (6) A.M. and nine (9) A.M. or six (6) P.M. and nine (9) P.M. At stations where two (2) employes are located, the hours of service for agent or first trick employe shall begin between six (6) A.M. and nine (9) A.M.

(d) At stations where three (3) or more employes, covered by this agreement, are located covering the twenty-four (24) hour period, the hours of service for the agent or first trick employe will commence between six (6) A.M. and eight (8) A.M.

(e) At stations where agent is not required to telegraph, his hours shall begin between six (6) A.M. and nine (9) A.M.

Note: It is understood that at stations where but one (1) employe covered by this agreement, is located, if the necessities of the service require starting the employe outside of the specified periods, the starting time will

be mutually agreed upon between the representatives of the carrier and the employes, but in no case will such assignment begin earlier than five (5) A.M.

#### ARTICLE 5

##### INTERMITTENT RULE

(a) At agency stations designated with an asterisk (\*) eight (8) consecutive hours exclusive of the meal period shall constitute a day's work, except when necessary to meet the requirements of the service the time may be extended sufficiently to cover such service; but not to exceed eight (8) hours actual time on duty within a spread of twelve (12) consecutive hours.

(b) If held on duty over eight (8) hours within a spread of twelve (12) consecutive hours, overtime will be allowed.

(c) In assigning working hours, not more than two (2) splits of not less than one (1) hours' duration each, will be made.

(d) In the event the employes feel that they have been discriminated against in the application of this article, they shall have the right to appeal the case.

(e) This article shall not be construed as authorizing the working of split tricks where continuous service is required.

#### ARTICLE 6

##### EXEMPTIONS-OVERTIME AND CALL

Agency positions designated by the following symbol: (#) are exempt from overtime and call rules, only, but agents at such stations will not be required to perform service in excess of an average of eight (8) hours per day in any one (1) month, which, however, does not restrict such agents from attending meetings, in connection with their official duties, outside of working hours.

#### ARTICLE 7

##### AGENCIES NOT UNDER AGREEMENT

The following agencies do not come within the provisions of this agreement, however, incumbents will retain, continue to accumulate and be permitted to exercise their seniority rights while holding such positions. In the event one or more of these agencies are closed,



the agent will have the right to exercise seniority under the provisions of Article 18, Paragraph (c).

Vacancies in these agency positions will be advertised and filled by employees taken from the official seniority list.

~~Alhambra~~                      ~~Durbank~~                      ~~Rubio~~  
~~Artesia~~                      ~~Cardena~~                      Wilmington Blvd.  
Van Nuys - Ciudad 5-1-45  
Memo - aff 7-1-42

ARTICLE 8

SUPERVISORY AGENCIES

The following agency positions are not included within the provisions of this agreement. However, employees filling these positions will be permitted to retain and exercise their official seniority while so engaged.

In the event there is a vacancy in any of these positions it will be advertised and employees covered by this agreement will be given preference, if qualified.

- Terminal Freight Agency, Los Angeles.
- Assistant Terminal Freight Agency, Los Angeles.
- Ticket Agency, Sixth and Main, Los Angeles.
- Assistant Ticket Agency, Hill Street Station, Los Angeles.

ARTICLE 9

GUARANTEE

(a) Employees serving on seven (7) day per week positions, shall be assigned one (1) regular day off duty in each period of seven (7) consecutive days.

(b) Positions necessary to provide regular relief will be advertised and filled in the same manner as regular positions.

(c) Regularly assigned employees will receive one (1) day's pay within each twenty-four (24) hours, according to location occupied or to which entitled, if ready for service and not used, or if required on duty less than the required minimum number of hours as per location, except not to exceed one (1) relief day in any period of seven (7) consecutive days.

(d) A regularly assigned employee is one who is assigned to a position by assignment notice.

ARTICLE 10

RELIEF DAYS, CALLS

(a) When employees are required to work on regular assigned relief days they will, where practicable, be so advised before termination of their tour of duty on the preceding day.

(b) Time worked on assigned relief days shall be paid for at the overtime rate, when the entire number of hours constituting the regular assignment are worked.

(c) When notified or called to work on assigned relief day a less number of hours than constitute a day's work within the limits of the regular assignment, employees shall be paid a minimum allowance of two (2) hours at overtime rate for two (2) hours or less, and at the overtime rate after the second hour of each tour of duty. Time worked before or after the limits of the regular assignments shall be paid for in accordance with Paragraphs "b" "c" and "d" of Article 3 of this agreement.

ARTICLE 11

MEAL PERIOD

(a) Where but one (1) shift is worked, employees will be allowed sixty (60) consecutive minutes between the ending of the third (3rd) hour and the beginning of the seventh (7th) hour after starting work, unless otherwise agreed upon between the representatives of the carrier and the employees.

If the meal period is not afforded within the allowed or agreed time limit and is worked, the meal period shall be paid for at the pro rata rate and thirty (30) minutes with pay, in which to eat shall be afforded at the first opportunity.

(b) Except in emergency employees will not be required to work more than two (2) hours overtime, after completing eight (8) hours service, without being permitted to eat. Time of one (1) hour or less taken for such meal will not break the continuity of service. If employe is not accorded such meal period he will be allowed twenty (20) minutes additional compensation at pro rata rate.

ARTICLE 12

SENIORITY

(a) The Local Chairman shall be furnished in January of each year, a seniority list of employes. The Carrier will, between the first and tenth of each month,

advertise all vacancies occurring and new positions created during the previous month. Applications for such positions must be filed in duplicate within ten (10) days from date advertised, one copy thereof to be promptly returned to applicant.

(b) Assignments shall be made within twenty (20) days from date advertised; a list of such assignments shall be promptly published, and, except in emergency, successful applicants placed within thirty-five (35) days thereafter. Those not so placed within the prescribed time, through no fault of their own, shall be paid not less than the rate of the position to which assigned.

(c) An employe who applies for and is awarded a position, and due to incompetency or voluntary action relinquishes the same, shall be placed and remain on the extra list until a vacancy or new position develops to which his seniority may entitle him, except that he shall not be eligible to return to his immediately preceding position until it has been advertised a second time.

### ARTICLE 13

#### PROMOTION AND SENIORITY DATES

(a) Employes shall be regarded as in line of promotion and where ability and qualifications are sufficient, seniority will prevail.

Employes dismissed from the service of the carrier and reinstated within one (1) year shall not lose their seniority. Those who leave the service voluntarily and are re-employed will be regarded as new men.

(b) Seniority begins at the time the employes' pay starts on the seniority roster and in the class to which assigned.

Where two or more employes enter upon their duties at the same hour on the same day, employing officer shall at that time designate respective rank of such employes.

(c) Towermen will hold no rights as agents, assistant agents or ticket agents. Agents, assistant agents and ticket agents will hold no rights as towermen.

### ARTICLE 14

#### DEADHEADING

Extra employes traveling on orders of the Carrier, will be paid for time consumed in deadheading to and from headquarters and in relief service except as hereinafter provided. Compensation to be based on the rate in effect at the station to which ordered to deadhead for service,

or on the rate in effect at the station from which leaving if the extra employe is returning to headquarters. This will not apply to extra employes while deadheading to, or as result of exercising seniority over other extra employes. Los Angeles will be headquarters for extra employes.

Note: Time consumed in deadheading between two points within the fifteen (15) line miles from Los Angeles, Sixth and Main, or Subway Terminal, will not be paid for; this not to apply, however, when employe deadheads from a point within this zone to a point outside of the fifteen (15) mile limit or in case where employe deadheads on orders of the Carrier from one point to another point outside of the fifteen (15) mile zone.

**EXAMPLES:**

(a) An extra employe ordered to deadhead from Sixth and Main to El Monte, a station within the fifteen (15) mile zone, will receive no deadhead pay.

(b) An extra employe ordered to deadhead from Subway Terminal to Hollywood will receive no pay for time consumed in deadheading.

(c) An extra employe ordered to deadhead from Sixth and Main to Covina will be paid for all time consumed in traveling between these two points.

(d) An extra employe ordered to deadhead from Covina to San Dimas will be paid for all time consumed in making the trip.

**ARTICLE 15**

**RELIEF WORK**

(a) Except as specified in Paragraph "b" of this Article regularly assigned employes will not be required to perform relief work, except in cases of emergency and when required to perform relief work, and in consequent thereof suffer a reduction in the regular compensation shall be paid an amount sufficient to reimburse them for such loss, and in all cases they will be allowed actual necessary expenses while away from their regularly assigned stations.

(b) Regularly assigned employes who have secured advertised relief positions will be considered regularly assigned employes while occupying such relief positions. In case the relief position is advertised for a period of six (6) months or less, the employe occupying such position will be permitted, at the expiration of the period, to return to his immediately preceding position or one secured by bid.

displace the junior regularly assigned assistant agent, or go on the extra list.

(e) A ticket agent or assistant ticket agent carried on Passenger Traffic Department roll who loses his position as a result of reduction in force may, within ten (10) days displace a junior regularly assigned ticket agent or assistant ticket agent respectively who is carried on the same department payroll, or go on extra list.

(f) When necessary to reduce the number of employes they will be laid off according to the seniority list, taken in inverse order, commencing with the junior employe.

(g) Employes who have been laid off not to exceed one year will be given preference when necessary to increase the force.

## ARTICLE 19

### EXTRA EMPLOYES

(a) Extra employes shall receive the same compensation as the men they relieve.

(b) Senior extra employes, when available and qualified, will be used in preference to junior extra employes. Senior qualified extra employes, not working, will be allowed to displace the junior extra employe who has held position six (6) consecutive days or more.

## ARTICLE 20

### LEAVE OF ABSENCE

(a) Employes who have been in service of the Carrier for two (2) years or more, may be given leave of absence for six (6) months if relief men are available, and at the end of that period, or before if desired, upon making application to proper official, may resume service without loss of seniority; provided that employes on such leave shall have no right to positions becoming vacant during absence, and no more than one (1) such leave of absence shall be given any individual in any consecutive period of two (2) years.

(b) Other leave of absence may be granted up to thirty (30) days and an extension not to exceed sixty (60) days at the discretion of the Carrier, except in case of sickness or disability, when employe will be granted indefinite leave of absence. Employes on leave of absence under the provisions of this section will be privileged to bid on new positions or vacancies that may develop.

(c) An employe promoted to an official position with the Order of Railroad Telegraphers when duties are confined to Pacific Electric Railway Company will, on request, be granted indefinite leave of absence. Such employes will retain rights to the position so vacated, retain and continue to accumulate seniority.

## ARTICLE 21

### INCIDENTAL DUTIES

(a) At stations or towers, where janitor service is otherwise provided, employes covered by this agreement will not be required to scrub floors or clean windows of their offices or stations, but they will be expected to see that the premises are kept in a neat and orderly condition.

(b) In event an employe considers his duties excessive and complains thereof in writing, it will be investigated and if well founded, relief granted.

(c) Where employes are required to handle highway or street crossing gates, they will be paid \$5.00 per month per set of gates, in addition to their regular compensation.

(d) Employes required to handle sub-stations shall be paid not less than at the rate of the monthly compensation allowed regular sub-station operators in that class of sub-stations.

## ARTICLE 22

### COURT ATTENDANCE

Employes who are instructed by the Management to attend court, or an inquest, or a Board of Inquiry, in which they are not directly involved, will be furnished transportation and will be paid for each hour while in attendance or held for attendance (Sundays and holidays excluded) compensation at the rate of the position to which assigned; if not assigned, then at the pro rata rate for extra men, with a maximum allowance of eight (8) hours per day; if such allowance does not equal what would have been the employe's earnings in the service of the Carrier, had he not attended, the difference will be paid. Necessary actual expense will be allowed while away from the home station. Any fee or mileage accruing will be assigned to the Carrier.

ARTICLE 23

EXPRESS COMMISSIONS

*Award  
2555  
3rd Div*

(a) When express or Western Union commissions are discontinued or created, thereby reducing or increasing the average monthly compensation paid to any position, prompt adjustment of same will be made conforming to rates paid for similar positions.

(b) Complaints originating because of alleged unsatisfactory treatment of employes by express or commercial telegraph companies, will receive due consideration by the Carrier.

ARTICLE 24

FORCE REDUCTIONS

When the installation of any automatic, semi-automatic or mechanical device of any nature, operates to reduce the force, the Carrier will endeavor to provide other lines of work for such displaced employes.

ARTICLE 25

DISCIPLINE

(a) An employe disciplined, or who considers himself unjustly treated, shall have a fair and impartial hearing, provided a written request is made within ten (10) days after discipline is assessed or the occurrence of the alleged unjust treatment.

(b) A decision will be rendered within ten (10) days after completion of hearing. If appeal is taken, it must be filed with the next higher official within ten (10) days and a copy furnished the official whose decision is appealed.

(c) At a hearing, or on the appeal, the employe may be assisted by a committee of employes, or by one or more duly accredited representatives.

(d) The right of appeal by employes or their representatives, in regular order of succession and in the manner prescribed, up to and inclusive of the highest official designated by the Carrier to whom appeals may be made, is hereby established.

(e) An employe will, upon request, be given a letter, stating cause of discipline. If a transcript of the evidence is taken at the investigation or on appeal, a copy will, upon request, be furnished to the employe or his representative.

(f) If final decision decrees that charges against the employe were not sustained, the record shall be cleared of the charge, and if the employe has been suspended or dismissed, he will be returned to his former position and paid for net wage loss, if any.

ARTICLE 26

INTERPRETATION OF AGREEMENT

(a) Whenever a ruling is made by the General Manager or his authorized representative, affecting the interpretation of any article or part of an article in this agreement, the General Chairman shall be furnished a copy of such ruling.

ARTICLE 27

EFFECTIVE DATE, CANCELLATION  
AND CHANGES

This agreement becomes effective September 16, 1934 and shall continue in effect (subject to subsequent Municipal, State or Federal legislation) for one year, and thereafter until either party desiring to cancel or change it shall have given the other party thirty (30) days' notice in writing of intention to cancel it, or of the changes desired.

FOR THE PACIFIC ELECTRIC RAILWAY COMPANY

By (signed) A.C. Bradley  
Assistant to General Manager.

FOR THE ORDER OF RAILROAD TELEGRAPHERS

By (signed) B.C. Lewis  
Vice President

(signed) N.D. Pritchett  
General Chairman

(signed) Lawrence McKeane  
Local Chairman



TRANSPORTATION DEPARTMENT AGENCIES

Class	Location	Position	Monthly Rate Present	Monthly Rate January 1, 1935
* Alta Loma		A	\$125.05	\$128.25
	Arlington	A	148.20	152.00 ✓
* Azusa		A	115.78	118.75
* Bellflower		A	111.15	114.00
* Beverly Hills		A	92.62	95.00
* Brea		A	106.52	109.25
	Claremont	A	111.15	114.00
	Compton	A	92.62	95.00
* Corcna		A	134.30	137.75
* Covina		A	111.15	114.00
* Culver City		A	115.78	118.75
# E. Long Beach ✓		A	148.20	152.00
	El Monte	A	111.15	114.00
# El Segundo ✓		A	157.48	161.50
	El Segundo	AA	125.05	128.25
* Etiwanda		A	120.42	123.50
* Fontana		A	106.52	109.25
	Fullerton	A	134.30	137.75
* Garden Grove		A	92.50	95.00
	Glendale	A	115.78	118.75
* Glendora		A	106.52	109.25
* Highland		A	120.42	123.50
# Hollywood ✓		A	162.10	166.25
	Hollywood	AA	139.42	143.00

Class	Location	Position	Monthly Rate Present	Monthly Rate January 1-1935
	Huntington Beach	A	\$ 106.52	\$109.25
*	Inglewood	A	92.62	95.00
*	La Habra	A	111.15	114.00
	Monrovia	A	101.90	104.50
	Newport Beach	A	102.63	105.26
*	Orange	A	134.30	137.75
#	<del>Pomona</del>	A	153.95	157.90
#	<del>Redondo Beach</del>	A	138.55	142.10
#	<del>Riverside</del>	A	148.20	152.00
*	Rialto	A	125.05	128.25
#	San Bernardino(frt)	A	162.10	166.25
	San Bernardino(frt)	AA	115.78	118.75
*	San Dimas	A	125.05	128.25
#	Santa Ana	A	148.20	152.00
	Santa Monica	A	139.42	143.00
*	Sierra Madre	A	97.25	99.75
	Terrance	A	92.62	95.00
	Terrance	AA	125.05	128.25
#	Upland	A	143.58	147.25
	Upland	AA	125.05	128.25
*	Van Nuys	A	106.52	109.25
	Watson	A	129.68	133.00
*	Watts	A	92.62	95.00
	W. Hollywood	A	92.50	95.00
	W. Los Angeles	A	92.62	95.00
	Whittier	A	101.90	104.50
	Whittier	AA	134.30	137.75

Class	Location	Position	Monthly Rate Present	Monthly Rate January 1, 1935
#	Wingfoot	A	\$148.20	\$152.00
	Wingfoot	AA	125.05	128.25
*	Yorba Linda	A	120.42	123.50
#	Los Angeles Baggage	A	134.30	137.75
	Los Angeles Baggage	AA	120.42	123.50

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PASSENGER TRAFFIC DEPARTMENT AGENCIES

<del>#</del>	<del>San Bernardino (Psg)</del>	<del>A</del>	<del>152.82</del>	<del>156.75</del>
#	Long Beach ✓	A	148.20	152.00
#	San Pedro ✓	A	162.10	166.25
#	Ocean Park ✓	A	138.95	142.50
#	Pasadena ✓	A	148.20	152.00

\* Intermittent Service (Article 5 )

# Exempt overtime and calls (Article 6 )

A-Agent

AA Assistant Agent

TOWER	SHIFT	RATE OF PAY PER DAY PRESENT	1-1-1935
Amoco	1st	\$ 4.80	\$ 4.93
	2nd	4.80	4.93
	3rd	4.80	4.93
Claremont	1st	4.80	4.93
	2nd	4.80	4.93
	3rd	4.80	4.93
Dominguez	1st	4.80	4.93
	2nd	4.80	4.93
	3rd	4.80	4.93
El Monte	1st	4.80	4.93
	2nd	4.80	4.93
	3rd	4.80	4.93
Lamanda Park	1st	4.80	4.93
	2nd	4.80	4.93
	3rd	4.80	4.93
Oneonta Park	1st	4.80	4.93
	2nd	4.80	4.93
	3rd	4.80	4.93
Santa Fe Springs	1st	4.80	4.93
	2nd	4.80	4.93
	3rd	4.80	4.93
Slauson Junction	1st	4.80	4.93
	2nd	4.80	4.93
	3rd	4.80	4.93
Subway Terminal	1st	5.16	5.29
	2nd	5.16	5.29
	3rd	4.80	4.93
6th & Main Rear Terminal	1st	5.26	5.39
	2nd	5.26	5.39
	3rd	4.80	4.93
6th & Main Front Tower	1st	4.80	4.93
	2nd	4.80	4.93
	3rd	4.80	4.93
Watts	1st	4.80	4.93
	2nd	4.80	4.93
	3rd	4.80	4.93
Assigned Relief Positions (6)		4.80	4.93

*6 Jan 1935*

MEMORANDUM OF UNDERSTANDING

It is mutually agreed between the Pacific Electric Railway Company, hereinafter referred to as "Carrier", the Order of Railroad Telegraphers hereinafter referred to as "Telegraphers" and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes hereinafter referred to as "Clerks" that in the application of seniority rights, employes represented by the Order of Railroad Telegraphers and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employes the following shall govern:

- (a) ~~X~~ Seniority of employes *See Case T-15, T-16 C-23* who have been or may hereafter be promoted from classes covered by the "Clerks" agreement will date from the day and hour on ~~X~~ which the first actual work was performed in any class of service covered by the "Telegraphers" agreement.
- (b) Agents, Assistant Agents and Ticket Agents, both regular and extra, who entered the service or may hereafter enter the service in positions included in the scope rule of the "Clerks" agreement and are subsequently promoted to positions included in the scope rule of the "Telegraphers" agreement will retain and continue to accumulate seniority in departments covered by the "Clerks" agreement from which promoted.
- (c) Agents, Assistant Agents and Ticket Agents who entered the service in positions listed in the scope rule of the "Telegraphers" agreement shall be accorded the same seniority date on the "Clerks" seniority roster.
- (d) Positions covered by the "Telegraphers" agreement will be filled from employes taken from the "Telegraphers" official seniority list. When that list is exhausted, vacancies under the "Telegraphers" agreement excluding tower positions, will be advertised and filled from employes represented by the "Clerks".
- (e) In the event that there are no available qualified employes on the seniority list of the "Clerks" and it is necessary to employ an Agent, Assistant Agent or Ticket Agent, his seniority will be confined to the "Telegraphers" official seniority list until a date is established under the provisions of the "Clerks" agreement.
- (f) In the event there are no regularly assigned junior employes occupying a position covered by the "Telegraphers" agreement, an Agent, Assistant Agent or Ticket Agent who loses his assigned position on account of a reduction in force will be permitted to displace the junior assigned "Clerk" within ten (10) days from the date he loses his assigned position. Failing to make displacement as provided in this paragraph, the

employee shall assume the status of an extra unassigned "Clerk".

(g) Employees represented by the "Clerks" who are used for temporary service, not exceeding six (6) months, in positions covered by the "Telegraphers" agreement, may, at the conclusion of such temporary service, return to their former status, or may within ten (10) days displace a junior employee, who has bid in a position during such temporary service.

(h) An employee being carried on the "Clerks" seniority roster who has acquired a date as a "Telegrapher" and thereafter returns to a class of service represented by the "Clerks" who subsequently fails to avail himself of the opportunity to bid in a vacancy in class of service covered by the "Telegraphers" agreement, shall forfeit existing seniority as a "Telegrapher".

(i) Employees listed on the "Clerks" seniority roster, holding regular assigned positions shall forfeit same when they secure regular assigned positions covered by the "Telegraphers" agreement.

FOR THE ORDER OF RAILROAD TELEGRAPHERS

(signed) B.C.Lewis  
Vice President

FOR THE B. OF R. & S.C., F.H., E. & S. EMPLOYEES:

(Signed) E.A.McMillan  
General Chairman

FOR THE PACIFIC ELECTRIC RAILWAY COMPANY

(signed) A.C.Bradley  
Assistant to General Manager.