

THE MICHIGAN CENTRAL RAILROAD Co.

SCHEDULE OF WAGES

—AND—

WORKING CONDITIONS FOR CONDUCTORS
AND TRAINMEN IN BOTH
FREIGHT AND PASSENGER
SERVICE

—AND—

SWITCHMEN AND SWITCH TENDERS
EAST OF DETROIT RIVER

EFFECTIVE MARCH 1st, 1920,

EXCEPT AS PROVIDED BY GENERAL ORDER
NO. 27, SUPPLEMENT NO. 25 TO GENERAL ORDER
NO. 27 AND INTERPRETATIONS THERETO.

Superseding existing Schedules for Conductors
and Trainmen

It is understood that the classification of trainmen as used in this Schedule includes Conductors, Baggage-men, Brakemen and Flagmen.

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Index to Schedule of Wages for Conductors and Trainmen, and for Switchmen and Switch Tenders East of Detroit River

| SUBJECT | Article | Section | Page |
|--|---------|-------------|-------|
| Arbitrariness and Special Allowances..... | 10 | (a)-(b)-(c) | 17-18 |
| Arbitrariness when in Charge of Work or Construction Trains..... | 13 | (c) | 20 |
| Arbitrary—Shoveling Coal..... | 13 | (j) | 21 |
| Assignments—Yardmen East of Detroit River.. | 25 | | 34 |
| Arbitrary and Special Allowances—Yardmen... | 30 | (a)-(b) | 36-37 |
| Application Sixteen-Hour Law..... | 33 | (a) to (h) | 38-39 |
| Agreement—Duration of..... | 34 | | 40 |
| Basic Day—Passenger..... | 2 | | 1 |
| Basic Day—Freight..... | 6 | (a) | 14 |
| Basic Day—Yardmen..... | 23 | | 34 |
| Baggagemen and Brakemen Seniority Regulations..... | 4(A) | (c) | 10-11 |
| Beginning and Ending of Day—Freight Service. | 11 | (a) | 18 |
| Brakemen Trial Trips for Promotion..... | 13 | (k) | 21 |
| Bay City Division Regulations..... | 19 | (a) to (c) | 30 |
| Brakemen Performing Yard Work East of Detroit River..... | 31 | (f) | 37 |
| Caro Crew Rates of Pay..... | 19 | (d) | 30 |
| Conductors—Promotion Freight to Passenger.. | 4(A) | (c) | 9 |
| Combination Road Freight Service Same Day.. | 6 | (c) | 14 |
| Conductor and Brakemen in Charge of Work or Construction Trains..... | 13 | (c) | 20 |
| Called and Not Used—Freight Service..... | 13 | (f) | 20 |
| Crew or Part Crew Sent on Regular Way Freight or Passenger Run..... | 13 | (g) | 20 |
| Cabooses—Handling of, at Terminals..... | 13 | (q) | 22 |
| Canada Division Regulations..... | 21 | (a) to (n) | 32-33 |
| Calculating Assignments and Meal Periods..... | 27 | | 35 |
| Detroit—Chicago Main Line Passenger Pool—Conductors..... | 4(A) | (a) | 8 |
| Detroit—Chicago Main Line Passenger Pool—Trainmen..... | 4(A) | (b) | 8 |
| Differentials in Rates, Overtime, etc..... | 9 | (b) | 17 |
| Deadheading with Way Cars, First Out..... | 13 | (l) | 21 |
| Deadheading—General Rule..... | 14 | (c) | 23 |
| Dismissals, Investigations, Suspensions..... | 14 | (d) | 24 |
| Dismissed or Voluntarily Leaving Service and Re-hired..... | 14 | (g) | 25 |
| Detroit Division Regulations..... | 17 | (a) to (g) | 28 |
| Excursion Service..... | 4(A) | (j) | 12 |
| Freight—Rates of Pay..... | 5 | (a)-(b) | 13 |
| Freight—Basic Day..... | 6 | (a) | 14 |
| Freight—Overtime..... | 6 | (b) | 14 |
| Freight Road Service—More than One Class of.. | 6 | (c) | 14 |
| Freight Service—Beginning and Ending of Day. | 11 | (a) | 18 |
| Freight Short Turn Around Trips..... | 11 | (b) | 18 |
| Freight Short Trips Between Intermediate Stations..... | 13 | (b) | 20 |
| Freight Service—Called and Not Used..... | 13 | (f) | 20 |
| Freight Trainmen Sent to Some Point and Not Used..... | 13 | (n) | 22 |

Index—Continued

| SUBJECT | Article | Section | Page |
|---|---------|-------------|-------|
| First in, First out..... | 13 | (o) | 22 |
| Guarantees—Passenger..... | 4 | (a) to (d) | 6-7-8 |
| Guarantees—Way Freight, Wreck, Work, Construction..... | 7 | (a)-(b) | 14 |
| Held-Away-From-Home Terminal..... | 8 | | 14-15 |
| Horse Trains and Special Freight Trains..... | 13 | (h) | 21 |
| Hours of Service Law, Application of..... | 33 | (a) to (h) | 38-39 |
| Investigations—Suspensions, Dismissals..... | 14 | (d) | 24 |
| Inquests and Lawsuits..... | 14 | (h) | 26 |
| Layovers—Freight Crews Assigned to Regular Runs..... | 13 | (p) | 22 |
| Leaving Service Voluntarily or Dismissed and Re-hired..... | 13 | (g) | 25 |
| Lawsuits and Inquests..... | 14 | (h) | 26 |
| Lunch Time—Yardmen East of Detroit River..... | 29 | (a)-(b)-(c) | 30 |
| Mackinaw Logging Branches Rates of Pay..... | 20 | (i) | 31 |
| Monthly—Daily or Trip Basis..... | 9 | (a)-(b) | 17 |
| Monthly Mileage and Earnings..... | 13 | (i) | 21 |
| Middle Division Regulations..... | 16 | (a) to (f) | 27-28 |
| Mackinaw—Saginaw Division Regulations..... | 20 | (a) to (i) | 30-31 |
| Overtime—Passenger..... | 3 | (a)-(b)-(c) | 2-4-6 |
| Overtime—Freight..... | 6 | (b) | 14 |
| Overtime—Yard..... | 24 | | 34 |
| Passenger Rates of Pay..... | 1 | | 1 |
| Passenger—Basic Day..... | 2 | | 1 |
| Passenger—Overtime..... | 3 | (a)-(b)-(c) | 2-4-6 |
| Passenger—Guarantees..... | 4 | (a) to (d) | 6-7-8 |
| Passenger—Advertising Vacancies..... | 4(A) | (f) | 11 |
| Passenger Men—Ordered and Not Used..... | 4(A) | (g) | 11 |
| Passenger Trainmen—Lighting Coaches, Air and Steam Hose..... | 4(A) | (b) | 11 |
| Passenger Trainmen—Advance Reporting or Held on Duty..... | 4(A) | (i) | 11 |
| Passenger Vacancies—Filling of..... | 4(A) | (k) | 12 |
| Passenger Crews—Various Divisions..... | 4(A) | (l) | 12 |
| Passenger Runs—Changes in..... | 4(A) | (n) | 13 |
| Promotions—Rights to Runs—Transfers..... | 14 | (f) | 25 |
| Point for Beginning and Ending Day—Yardmen Rates of Pay—Passenger..... | 28 | | 36 |
| Rates of Pay—Freight..... | 1 | | 1 |
| Rates of Pay—Yardmen East of Detroit River..... | 5 | (a)-(b) | 13 |
| Rates of Pay—Ypsilanti-Ann Arbor Crew..... | 22 | | 34 |
| Rates of Pay—Toledo Division Freight Train- men..... | 17 | (g) | 28 |
| Rates of Pay—Caro Crew..... | 18 | (a) | 29 |
| Rates of Pay—Mackinaw Logging Branches..... | 19 | (d) | 30 |
| Reductions in Passenger Crews and Excess Overtime..... | 20 | (i) | 31 |
| Road Freight Service—More than One Class of..... | 4 | (e)-(d) | 7 |
| Rest—Amount of..... | 6 | (c) | 14 |
| Rights to Runs—Promotions—Transfers..... | 14 | (a) | 22 |
| Road Service Performed by Yardmen..... | 14 | (f) | 25 |
| Switchmen East of Detroit River—Rates of Pay..... | 30 | (b) | 37 |
| Switch Tenders East of Detroit River—Rates of Pay..... | 22 | | 34 |

Index—Continued

| SUBJECT | Article | Section | Page |
|---|---------|-------------|-------|
| Special Passenger Service..... | 4(A) | (j) | 12 |
| South Bend and South Haven—Switching at Terminals..... | 4(A) | (m) | 13 |
| Special and Arbitrary Allowances..... | 10 | (a)-(b)-(c) | 17 |
| Short Turnaround Freight Trips..... | 11 | (b) | 18 |
| Short Freight Trips Between Intermediate Stations..... | 13 | (b) | 20 |
| Snow Plow—Flanger Mileage..... | 13 | (e) | 20 |
| Special Freight and Horse Trains..... | 13 | (h) | 21 |
| Shoveling Coal, Allowance for..... | 13 | (j) | 21 |
| Suspensions, Dismissals, Investigations..... | 14 | (d) | 24 |
| Saginaw—Mackinaw Division Regulations..... | 20 | (a) to (i) | 30-31 |
| Starting Time—Yardmen East of Detroit River..... | 26 | (a) to (g) | 35 |
| Switch Tender Vacancies, Filling of..... | 31 | (c) | 37 |
| Seniority of Yardmen..... | 31 | (d) | 37 |
| Shop Yard Engines..... | 32 | (a)-(b) | 38 |
| Sixteen-Hour Law..... | 33 | (a) to (h) | 38-39 |
| Toledo Division Freight Trainmen—Rates of Pay..... | 18 | (a) | 29 |
| Through Freight Performing Local Service..... | 12 | (a) to (d) | 19-20 |
| Terminals, Returning to and Sent Through..... | 13 | (a) | 20 |
| Trial Trips, Brakeman for Promotion..... | 13 | (k) | 21 |
| Tying up Voluntarily Between Terminals..... | 13 | (m) | 21 |
| Time Sheets Not Allowed..... | 14 | (e) | 25 |
| Transfers—Promotions—Rights to Run..... | 14 | (f) | 25 |
| Toledo Division Regulations..... | 18 | (a) to (f) | 29 |
| Work Train Picking Up or Setting Out Revenue Cars..... | 13 | (d) | 20 |
| Way Car Earnings when on Regular Way Freight or Passenger Run..... | 13 | (g) | 20 |
| Way Cars—Furnishing of..... | 14 | (b) | 22 |
| West Division Regulations..... | 15 | (a) to (g) | 26-27 |
| Work and Construction Trains within Yard Limits..... | 31 | (e) | 37 |
| Yardmen East of Detroit River—Rates of Pay..... | 22 | | 34 |
| Ypsilanti-Ann Arbor Crew—Rates of Pay..... | 17 | (g) | 28 |
| Yardmen Basic Day..... | 23 | | 34 |
| Yardmen—Overtime..... | 24 | | 34 |
| Yardmen Performing Road Service..... | 30 | (b) | 37 |
| Yardmen Performing Duties other than those of Switchmen..... | 31 | (a) | 37 |
| Yardmasters and Assistant Yard Masters, Appointment of..... | 31 | (b) | 37 |
| Yardmen's Seniority..... | 31 | (d) | 37 |
| Yardmen—Leave of Absence..... | 31 | (h) | 37 |
| Yardmen—Called and Not Used..... | 31 | (i) | 38 |
| Yardmen—Chaining Cars—Handling Hose..... | 31 | (j) | 38 |
| Yardmen—Pay Shortage..... | 31 | (k) | 38 |
| Yard Engine Equipment..... | 31 | (j) | 38 |

The Michigan Central Railroad Co.

RULES AND RATES OF PAY IN PASSENGER SERVICE

ARTICLE I—RATES OF PAY

| | (A) Per Mile | (B) Per Day | (C) Per Month | (D) Pro Rata Hourly Rate |
|---------------------------------------|--------------------|-------------------|---------------------|--------------------------------------|
| Conductors..... | .0467c | \$7.00 | \$210.00 | .875c |
| Baggagemen handling Express* | .0367c | 5.50 | 165.00 | .6875c |
| Baggagemen..... | .0344c | 5.16 | 154.80 | .645c |
| Flagmen and Brakemen | .0333c | 5.00 | 150.00 | .625c |

*Rates specified for "baggagemen handling express" apply to baggagemen in the employ of the Railroad who shall be paid exclusively by the Railroad.

ARTICLE II—BASIC DAY

One hundred and fifty (150) miles or less (straight-away or turnaround) shall constitute a day's work. Miles in excess of 150 will be paid for at the mileage rates provided.

A passenger day begins at the time of reporting for duty for the initial trip. Daily rates obtain until the miles made at the mileage rates exceed the daily minimum.

Example—A conductor making 91 miles within a day is paid \$7.00.

A conductor making 221 miles within a day is paid $221 \times .0467c$ equalling \$10.32.

This example applies also to baggagemen, brakemen and flagmen at rates specified in Article I for the respective classes.

ARTICLE III—OVERTIME

(a) Trainmen on short turnaround passenger runs, no single trip of which exceeds 80 miles, including suburban and branch line service, shall be paid overtime for all time actually on duty, or held for duty, in excess of 8 hours (computed on each run from the time required to report for duty to the end of that run) within 10 consecutive hours; and also for all time in excess of 10 consecutive hours computed continuously from the time first required to report to the final release at the end of the last run. Time shall be counted as continuous service in all cases where the interval of release from duty at any point does not exceed 1 hour. This rule applies regardless of mileage made.

For calculating overtime under this rule the management may designate the initial trip.

Example 1—A passenger conductor in short turnaround service, making several turns from 7:00 a. m. to 5:00 p. m., is relieved 61 minutes at some period during the day. This 61 minutes is deducted from the 10 hours, and conductor is entitled to 59 minutes overtime.

Example 2—A passenger conductor in short turnaround service from 8:00 a. m. to 8:00 p. m. is relieved during this period several times for a few minutes (10, 15, 20, and one case 59 minutes), but due to the fact that he was not relieved over 1 hour in any one period, continuous time is allowed and he is entitled to 4 hours overtime.

Example 3—(a) A conductor is in short turnaround passenger service. The day begins at 6:00 a. m.; conductor is relieved at 9:00 a. m.; again goes on duty at 3:00 p. m.; and is finally released at 8:00 p.

m. Conductor is on duty or held for duty 4 hours in the first 10 consecutive hours between 6:00 a. m. and 4:00 p. m., therefore, no overtime accrues under the 8-hour provision; he is entitled to 4 hours overtime for the period from 4:00 p. m. to 8:00 p. m.

(b) For some reason on a given day this conductor is kept on duty on his regular assignment from 6:00 a. m. to 2:30 p. m., and again goes on duty at 3:31 p. m.; finally released at 8:05 p. m. This conductor has made 8 hours 59 minutes or 59 minutes overtime in the first 10 consecutive hours; in addition to this he has made 4 hours 5 minutes overtime after the expiration of the first 10 hours (4 o'clock) or a total of 59 minutes plus 4 hours 5 minutes equalling 5 hours 4 minutes overtime for the trip.

Example 4—A conductor is on duty from 7:00 a. m. to 3:30 p. m.; resumes duty at 6:00 p. m. and is relieved at 7:00 p. m. Conductor is on duty 8 hours and 30 minutes within the first 10-hour period, producing 30 minutes overtime on this period. This is in excess of 10 consecutive hours (5:00 p. m. to 7:00 p. m.) two hours, making a total of 2 hours and 30 minutes overtime.

Example 5—A conductor is on duty from 6:00 a. m. to 12:00 noon; resumes duty at 1:30 p. m. and is relieved at 7:00 p. m. Conductor is on duty 8 hours and 30 min-

utes within the first 10-hour period and is entitled to 30 minutes overtime on this period (having been relieved more than 1 hour between 12:00 noon and 1:30 p. m., this time is deducted). Time in excess of 10 hours is 3 hours, making a total of 3 hours and 30 minutes overtime.

(b) Trainmen on other passenger runs shall be paid overtime on a speed basis of 20 miles per hour computed continuously from the time required to report for duty until released at the end of last run. Overtime shall be computed on the basis of actual overtime worked or held for duty, except that when the minimum day is paid for the service performed overtime shall not accrue until the expiration of seven (7) hours and thirty (30) minutes from time of first reporting for duty.

Example 1—On a straightaway run a conductor runs a train from A to C; leaves A 9:00 a. m. as No. 1, arrives B, 60 miles from A, at 12:00 noon. The conductor remains there until 3:00 p. m., then runs train No. 3 in same direction or at an angle from the direction train No. 1 runs and arrives at C, 75 miles from B, at 6:00 p. m., a total distance of 135 miles and a spread of 9 hours; conductor is entitled to overtime at the pro rata hourly rate after 7 hours and 30 minutes, or one minimum day plus 1 hour and 30 minutes overtime.

Example 2—A conductor runs a train from A to B and return to A, a distance of 180 miles for the round trip, going on duty at A at 7:00 a. m., and is released at A at 3:50 p. m.; time of trip made is less than average speed of 20 miles per hour; no overtime accrues.

Example 3—A run from A to B and return to A, a distance of 143 miles in each direction, spread is from 7:00 a. m. to 12:00 midnight, on continuous time and mileage, which would amount to 286 miles for the conductor, at .0467c per mile or \$13.35. Overtime at 20 miles per hour begins after 14 hours and 18 minutes, entitling the conductor to 2 hours and 42 minutes overtime at .875c per hour, or \$2.36, making a total for the trip and continuous time and mileage of \$15.71. If changed to a straightaway run in each direction he would be paid two minimum days of \$7.00 each, or \$14.00.

Example 4—A conductor makes a round trip from C to D, and return to C, a distance of 165 miles; on duty at C at 7:00 a. m., relieved at C at 10:00 p. m., 15 hours on duty or held for duty on the trip, overtime accrues after 8 hours and 15 minutes on speed basis of 20 miles per hour; conductor is entitled to 165 miles at .0467c per mile, or \$7.70 plus 6 hours and 45 minutes overtime at .875c per hour, or \$5.91, or \$13.61 for the trip.

Example 5—A conductor goes on duty at 8:00 a. m., runs 50 miles to B, and goes off duty at 9:45 a. m., on duty again at B, at 11:00 a. m. and runs through A to C, a distance of 85 miles, and goes off duty at 1:30 p. m.; resumes duty at C, 4:10 p. m. and runs 35 miles to A and is finally relieved at 5:45

p. m. Total distance 170 miles; on a speed basis of 20 miles per hour overtime accrues after 8 hours and 30 minutes; conductor is entitled to 170 miles at .0467c per mile or \$7.94 plus 1 hour and 15 minutes overtime at .875c per hour or \$1.09 or \$9.03 for the trip.

(c) Overtime in all passenger service shall be paid for on the minute basis at a rate per hour of not less than one-eighth of the daily rate herein provided.

ARTICLE IV

GUARANTEES

(a) Regularly assigned passenger trainmen who are ready for service the entire month and who do not lay off of their own accord shall receive the monthly guarantee provided for in Article I, exclusive of overtime, except that former higher monthly guarantees shall be preserved.

Extra service may be required sufficient to make up these guarantees, and may be made between regular trips; may be made on lay-off days; or may be made before or after completion of the trip. If extra service is made between trips which go to make up a day's assignment, such extra service will be paid for on the basis of miles or hours, whichever is the greater, with a minimum of 1 hour. Extra service before or after the completion of a day's work will pay not less than the minimum day.

The bases of pay for extra service apply only in making up the guarantees. After guarantees are absorbed, schedule provisions for extra service apply.

(b) When a regularly assigned passenger man lays off of his own accord or is held out of service, the extra man will receive the same compensation the regular man would have received, and the amount paid the extra man, or men, will be deducted from the amount the regular man would have received had he remained in service, the sum of the payments to the man, or men, who may be used on the run equalling the monthly guarantee, except as otherwise provided in paragraph (g) of Article XIII.

Example—A conductor has a regular run as follows: one day 140 miles; he is paid a minimum day's pay of \$7.00; next day he makes 280 miles at .0467c per mile or \$13.08; he has a lay-over and is off the third day. There are ten cycles like this in a 30-day month. 10 round trips at \$20.08 for each trip equals \$200.80. He is paid under the guarantee \$210.00 for the month's work. If extra conductor fills his place on the short day, he should receive the minimum day's pay \$7.00; on the day 280 miles are made, he receives 280 miles at .0467c or \$13.08; if he makes both service days representing the work done in a cycle, he should receive 3/28 or 3/30 of the \$210.00 monthly guarantee according to the calendar days of the month, the regular man's pay to be reduced accordingly.

(c) Reduction in crews or increases in mileage in passenger service from assignments in effect January 1st, 1919, shall not be made for the purpose of off-setting these increases in wages, but nothing in this Order is understood to prevent adjustment of runs in short turnaround and suburban service that are paid under minimum rules for the purpose of avoiding payment of excess mileage or overtime that would accrue under these rules, without reducing the number of crews. Such runs may be rearranged, extended, or have mileage changed by addition of new train service, separate pools or assignments may be segregated or divided, provided that crews are not taken off or reduced in number. Added mileage up to mileage equalling the mileage rate divided into the guaranteed daily rate does not change, take from or add to the minimum day's pay, and this added mileage is not to be construed as "increase in mileage" within the meaning of this Article.

(d) For the purpose of avoiding payment of excess overtime on turnaround runs in passenger service when

any part or leg thereof is over 80 miles, the railroad will be privileged to rearrange runs, combine pools or sets of runs, and may establish interdivisional runs, excepting when this may be prohibited by provisions of existing agreements, such runs to be paid for in accordance with the mileage schedule, but in no case less than the combination of trip rates in effect December 1, 1919.

(e) Mackinaw Division trains 157 and 158 appealed.

ARTICLE IV (A)

GENERAL RULES FOR PASSENGER SERVICE

(a) Beginning May 1, 1919, the following arrangement of selecting conductors for Detroit-Chicago Main Line passenger pool will be in effect:

- First vacancy will be filled by . . . Middle Division
- The second vacancy will be filled by West Division
- The third vacancy will be filled by Middle Division
- The fourth vacancy will be filled by Detroit Division

After the fourth man is placed, each division shall take its turn beginning with the West, Middle and Detroit respectively.

It will be understood if a conductor is disqualified for further passenger service and is sent back to his respective

division, the vacancy shall be filled from the same division the disqualified conductor came from and not to be charged up to the quota of that division, and, furthermore, when a vacancy occurs or additional train service is added the General Superintendent will notify the Division Superintendents and General Chairman what division or divisions is or are entitled to the conductor. One conductor from the Saginaw and one from the Mackinaw divisions to be retained.

(b) Effective May 1, 1917, baggagemen and brakemen on West and Middle Divisions shall be given rights on all through passenger runs between Detroit and Chicago as baggagemen and brakemen respectively. It is to be understood that all men employed either as freight or passenger brakemen or baggagemen at Detroit will hold their seniority standing at the date this article becomes effective over the men from the Middle and West Divisions, but that following the placing of all Detroit men who now hold seniority rights to these runs, all new assignments to the positions of baggagemen and brakemen shall be filled by men from the Middle and West Divisions until all men in service holding rights on the date of its effectiveness on the Middle and West Divisions who desire to take these runs have been placed.

After all men having seniority rights on May 1, 1917, on the Middle and West Divisions, desiring to avail themselves of this arrangement, have been assigned, all vacancies or new assignments to positions as baggagemen and brakemen shall be filled from the Detroit, Middle and West Divisions on the following percentage basis:

| | |
|------------------------|-----|
| Detroit divisions..... | 26% |
| Middle divisions..... | 41% |
| West divisions..... | 33% |

This arrangement not to disturb the present schedule of agreement for promotion from brakemen to baggagemen, nor is it the purpose to take from any man in the service any seniority rights already established.

(c) Rights of conductors: When freight conductors are promoted to passenger service, the oldest freight conductor will be considered first; after promotion the first promoted shall stand first for a regular run. Should a

freight conductor not desire to bid for any undesirable passenger run, he waives all claim to such run until it again becomes vacant, but does not forfeit his passenger seniority. Present passenger seniority list not to be disturbed. Oldest competent man will have preference in allotment of runs.

(d) Division Superintendents will furnish at division points, where all may have access to same, a list of conductors, baggagemen and brakemen, showing their age and standing in service. The list will be revised January and July of each year.

BAGGAGEMEN AND BRAKEMEN SENIORITY REGULATIONS

(e) Effective July 1, 1914, for the benefit of the service and all concerned, the seniority of all brakemen employed on and after this date, will date from the time employed, whether in serving in passenger or freight service, and they must stand an examination for promotion in accordance with their seniority. They must serve at least 2 years in the aggregate in freight service within 4 years prior to time of promotion to conductor, and must serve continuously in freight service at least 6 months immediately preceding such promotion.

Effective July 1, 1914, all freight brakemen now in the service will continue to have rights as freight brakemen according to the present seniority list, and they will have rights as passenger brakemen or baggagemen from August 1, 1914, in the same order they now stand on the present seniority list; the oldest freight brakeman to be younger in passenger service than the youngest passenger brakeman or baggageman in service August 1, 1914.

Effective July 1, 1914, all passenger brakemen and baggagemen will continue to have rights as such, according to present seniority list. In addition they will have rights as freight brakemen from August 1, 1914, in the order in which they stand on their present seniority list; in other words, the oldest passenger brakeman or baggageman will be younger in freight service than the youngest freight brakeman on the above date. All men in service

as passenger brakemen prior to August 1, 1914, will rank ahead of freight brakemen in service on the above date for promotion to baggagemen. This will enable men desiring to transfer from one service to the other to wait until such time as a fairly satisfactory run is vacant. The only restriction being that any employe accepting passenger service and purchasing uniform will not be displaced for a period of 1 year. It will be noted that the above in no manner affects the present rights or standing of any man now in the service.

This will enable freight brakemen now in the service to enter passenger service, and passenger brakemen and baggagemen now in the service to enter freight service, if they so desire, without in any way affecting their present rights. They may wait to transfer until such time as they are entitled to a regular run, division rights to govern.

For the purpose of determining seniority of baggagemen, brakemen and flagmen in making allotment of runs, the relative standing of these men as candidates for the assignment to any vacancy shall be determined by the date of employment in passenger train service. A man who declines an assignment will not sacrifice his standing as a candidate for any later vacancy, effective May 1, 1917, west of Detroit River.

(f) Vacancies in passenger service of over 30 days will be advertised within 5 days.

(g) When regular or extra passenger crews are ordered and train is annulled, or for any other reason than their own acts they do not go out and are sent home, they will be paid 50 miles.

(h) Passenger trainmen on main line through trains will not be required to light coaches, couple or uncouple hose at points where car department men are located, nor will they be required to switch at points where switching crews are located.

(i) On all passenger trains where trainmen are obliged to report for duty before the time required by the timetable or held on duty for service after completing trip, or where a crew or any part of a crew are held off regular

run to go on a later run, such crew or part of a crew will be paid overtime from the actual leaving time of the train on which they were to go out up to the departure of the train held for at pro rata hourly rates of Article 1, column (d). Actual time will be paid for all time held on duty after arrival at terminal.

(j) Crews in special or excursion service will not be run outside of the jurisdiction of their Superintendent or territory covered by regular run. This does not apply to Main Line or Joint service.

(k) Regularly assigned passenger men shall not be used to fill vacancies when competent extra passenger men are available, except that the Bay City and Toledo Divisions' passenger men may be used to fill vacancies on Main Line through runs. The present practice of regular passenger men changing off with each other upon proper authority not to be changed.

(l) Grand Rapids Division—six crews consisting of conductor, baggageman and brakeman.

South Haven Division—including trains 11 and 12—three crews, consisting of conductor, baggageman and brakeman.

Air Line and South Bend—including train 21—three crews, consisting of conductor, baggageman and brakeman.

Goshen Branch—one crew consisting of conductor, baggageman and brakeman when branch operated by Michigan Central.

Kalamazoo—Chicago Main Line Run—three crews.

Detroit Division—trains 105, 109, 108, 110—two crews.

Toledo Division—four crews.

Bay City Division—six crews.

Caro Branch—one crew.

Bridge Division—one crew.

Saginaw Division—six crews.

Mackinaw Division—Trains 201, 202, 206, 207—five crews.

Benton Harbor Division, mixed run—one crew consisting of conductor, baggageman and brakeman.

(m) South Bend and South Haven trainmen shall be paid actual time used for Switching at terminals if called to do such work and same is performed outside of 30 minutes preparatory time.

(n) It is understood when a material change is made in any passenger train schedule, or passenger run, that such passenger runs are to be readvertised.

RULES AND RATES OF PAY IN FREIGHT SERVICE

Where rates are named under division
headings they take precedence
over the Standard rates.

ARTICLE V

RATES OF PAY

(a) In through freight, work, construction, wreck, snow-plow and circus train service the rates shall be:

| | A | (B) | (C) | (D) |
|--------------|-------------|------------|----------------------------|----------------------------|
| | Per mile | Per day | Pro rata hourly rate | Overtime hourly rate |
| Conductors.. | .0644c | \$6.44 | .805c | \$1.2075 |
| Brakemen.. | .0512c | 5.12 | .64c | .96c |

(b) In way-freight, local extra, pick-up or drop and mine service, rates of pay shall be:

| | (A) | (B) | (C) | (D) |
|--------------|-------------|------------|----------------------------|----------------------------|
| | Per mile | Per day | Pro rata hourly rate | Overtime hourly rate |
| Conductors.. | .0696c | \$6.96 | .87c | \$1.305 |
| Brakemen.. | .0552c | 5.52 | .69c | 1.035 |

ARTICLE VI

BASIC DAY AND OVERTIME

(a) In all road service, except passenger service, 100 miles or less, 8 hours or less (straightaway or turnaround), shall constitute a day's work. Miles in excess of 100 will be paid for at the mileage rates provided.

(b) On runs of 100 miles or less overtime will begin at the expiration of 8 hours; on runs of over 100 miles overtime will begin when the time on duty exceeds the miles run divided by $12\frac{1}{2}$. Overtime shall be paid for on the minute basis, at a rate per hour of three-sixteenths of the daily rate.

(c) Road conductors and trainmen performing more than one class of road service in a day or trip will be paid for the entire service at the highest rate applicable to any class of service performed. The overtime basis for the rate paid will apply for the entire trip.

ARTICLE VII

GUARANTEES

(a) Regularly assigned way-freight, wreck, work and construction trainmen who are ready for service the entire month and who do not lay off of their own accord will be guaranteed not less than 100 miles, or 8 hours, for each calendar working day, exclusive of overtime (this to include legal holidays). If, through act of Providence, it is impossible to perform regular service guarantee does not apply.

(b) Crews may also be used in any other service to complete guarantee when for any reason regular assignment is discontinued, but such service shall be paid for at schedule rates unless earnings from such rates would be less per day than would have been earned in regular assignment.

ARTICLE VIII

HELD-AWAY-FROM-HOME TERMINAL

Conductors and trainmen in pool freight and in unassigned service held at other than home terminal will

be paid continuous time for all time so held after the expiration of 16 hours from the time relieved from previous duty, at the regular rate per hour paid them for the last service performed. If held 16 hours after the expiration of the first 24-hour period, they will be paid continuous time for the next succeeding 8 hours, or until the end of the 24-hour period, and similarly for each 24-hour period thereafter. Should a conductor or trainman be called for duty after pay begins, time will be computed continuously, provided that if overtime accrues on the trip, that portion of the overtime due to starting pay at the expiration of the 16-hour period instead of at the time actually required to report for duty shall be paid at the pro rata rate, in order that time and one-half time for overtime will not be so applied as to increase the rates paid for time growing out of the held-away-from-home-terminal rule.

For the purpose of applying this rule the railroad will designate a home terminal for each crew in pool freight and in unassigned service.

Example 1—A crew goes on duty at a foreign terminal and after being held 23 hours they make a run of 100 miles in 5 hours. Crew is entitled to 100 miles and 4 hours at pro rata hourly rate.

Example 2—Crew is called for duty at a foreign terminal after being held 24 hours and then makes a run of 100 miles in 5 hours. Crew is entitled to pay for 100 miles account held full 8-hour period at away-from-home terminal, plus 100 miles for the road trip.

Example 3—Crew is deadheaded from a foreign terminal after being held 22 hours, to their home terminal, a distance of 90 miles. Crew is entitled to 6 hours pay at pro rata hourly rate on account of being held at away-from-home

terminal and for deadheading in accordance with provisions of schedule.

Example 4—Crew arrives at a foreign terminal in through freight service; is held there 21 hours and is then called for a way-freight train to their home terminal, a distance of 80 miles, and is on duty 9 hours on such way-freight. Crew is entitled to pay for a minimum day, 1 hour overtime at 3/16ths of the daily rate, and 5 hours at pro rata hourly rate.

Example 5—After being held 46 hours at a foreign terminal, crew goes on duty and makes a run to their home terminal, a distance of 100 miles in 5 hours. Crew is entitled to pay for 8 hours held away-from-home terminal at pro rata hourly rate per hour paid them for service performed into the terminal, on account of the first 24 hours detention, plus pay for minimum day and 3 hours at pro rata hourly rate for class of service performed outbound. In this case second pay period began after 40 hours' detention at away-from-home terminal.

Example 6—After being held at a foreign terminal 18 hours, a crew is ordered to deadhead to home terminal on a passenger train, a distance of 130 miles. Crew is entitled to 2 hours at pro rata hourly rate for detention under held-away-from-home-terminal rule, deadheading to be paid for in accordance with the provisions of schedule.

Example 7—Crew arrives at a foreign terminal at 1:00 a. m. and at 4:50 p. m. is ordered to deadhead home on a passenger train, a distance of 130 miles. The train service is such that there is nothing between 3:45 p. m. and 11:00 p. m. on which this crew may return. Crew is entitled to pay for 6 hours at pro rata hourly rate for being held at away-from-home terminal, and for deadheading in accordance with the provisions of existing schedule. Detention at away-from-home terminal continues until departure of train on which crew deadheads.

ARTICLE IX

MONTHLY, DAILY, OR TRIP BASIS

(a) All service which prior to December 1, 1919, was paid on a monthly, daily, or trip basis, shall be established upon the mileage basis and paid the rates according to class of service and operated under the rules herein provided.

(b) In branch line service, where differentials now exist in either rates, overtime bases or other conditions of service, the main line rates shall be applied for the class of service performed. Miles in excess of the mileage constituting a day will be paid pro rata. If existing rates are higher than the revised main line rates, they shall be preserved, but the excess in the rate over the main line rate may be applied against overtime. The passenger or freight overtime bases shall be applied according to the rate paid. Other existing conditions of service shall not be affected by the foregoing.

ARTICLE X

ARBITRARIES AND SPECIAL ALLOWANCES

(a) Excepting payments under rules applying to work performed at initial and final terminals, and to final

terminal delays, all arbitraries and special allowances applying to road service other than passenger under rules, regulations, or practices, which conflict with the payment of single time, in miles or hours, from the time required to report for duty until released from duty at the end of the trip shall be eliminated.

Where no rules are in effect covering work performed at terminals, the practices in regard to the character of the work permissible or duties required at terminals are not to be extended.

(b) Where the special payments under the rules, regulations, or practices which are retained under Section (a) have been allowed independently or separately from the trip, they will continue to be so allowed, but at the former rates.

(c) Special provisions of schedules for irregular conditions, such as crews called and not used, deadheading, attending court and investigations, and similar miscellaneous rules covering conditions which are not connected with the handling of a train, and which provide for payment on the basis of "overtime rates," shall be changed to provide for payments at the former rate, it being the intent that the time and one-half basis shall not apply in such cases. Where under such rules time in excess of the limits of the day is paid for as overtime, the overtime rates of this schedule apply.

ARTICLE XI

BEGINNING AND ENDING OF DAY

(a) In all classes of service other than passenger, trainmen's time will commence at the time they are required to report for duty and shall continue until the time they are relieved from duty, all advance-call time rules are superseded, and the Management may designate the time for reporting for duty.

(b) Trainmen in pool or irregular freight service may be called to make short trips and turn-arounds with the understanding that one or more turn-around trips may be started out of the same terminal and paid actual

miles, with a minimum of 100 miles for a day; provided (1) that the mileage of all of the trips does not exceed 100 miles, (2) that the distance run from the terminal to the turning point does not exceed 25 miles, and (3) that trainmen shall not be required to begin work on a succeeding trip out of the initial terminal after having been on duty 8 consecutive hours, except as a new day, subject to the first-in first-out rule or practice.

ARTICLE XII

THROUGH FREIGHT PERFORMING LOCAL SERVICE

(a) Trainmen in through freight service who set out or pick up cars at three or more stations shall be paid standard local rates, except that such rates will not apply when picking up or setting out full carloads of perishable freight (live-stock will not be considered perishable), setting out bad-order cars, nor shall such rates apply to work done at the following stations:

| | | |
|--------------|-----------------|------------------|
| Montrose | East Gary | River Rouge |
| Welland | Gibson | Wyandotte |
| | Kensington | Wagon Works |
| Ypsilanti | Argo | |
| Ann Arbor | U. S. Yards | North Yards |
| | Chicago Heights | Oxford |
| Battle Creek | | Denmark Junction |
| Kalamazoo | Lansing | |
| Niles | Owosso | |

(b) So far as this section applies to Oxford it refers only to cars which have been set out or picked up by the Hill Engine.

(c) It is to be understood that when a through freight does switching at any other than the stations excepted in this article, though they may neither pick up nor set out cars it will be counted as one of the stations at which they do work. They may be asked to make a switch or place a car on the siding, and in such case they neither set out nor pick up cars; it must be counted as one of the stations at which they do work under this article.

(d) If on a turnaround trip, work done at the turning point will count as one of the stations at which work is done, if the turning point is not an established terminal or one of the stations excepted.

ARTICLE XIII

MISCELLANEOUS FREIGHT PROVISIONS

(a) If a trainman is called upon to leave a terminal and go to some point to pick up a train, or perform other service, and upon returning is sent through, the short trip shall be considered a separate trip. Trainmen will not be sent through when other trainmen are available.

(b) Short trips made between intermediate stations shall be paid for as part of the entire trip, or continuous mileage for the entire distance covered, with a minimum of 100 miles or 8 hours for the trip for which originally called and the short trip combined.

(c) Conductors in charge of two or more work or construction trains, or used as foremen on work train work, or as foremen on log loaders, will be paid \$14.85 per month additional. Brakemen required to act as second foremen will be paid \$11.85 per month extra.

(d) A work train crew used to pick up or set out revenue cars at three or more stations as per Article XII shall be paid local rates.

(e) It is understood in flanging out side tracks it is necessary to cover the ground twice; side-track mileage will be added to the mileage of the trip, and the total mileage covered will be paid for, with a minimum of 100 miles or 8 hours for the combined trip. In all cases there will be a way-car attached, with conductor and two brakemen, except in emergency. This section (e) does not apply to yard service.

(f) Trainmen called and leaving home or car, and call cancelled, will be paid 50 miles and go first out.

(g) When a crew or part of a crew is sent out on a regular way-freight or passenger run, they will be paid at the same

rates as parties relieved; provided, however, if the amount is less than they would have earned had they not been used for such service, then they shall receive the amount their way-car or following car earned, including overtime, but if they run continuously 12 days they will receive pay at the same rate as the parties relieved. If only part of a crew is used for any purpose and balance of crew held, the part so held shall be paid $12\frac{1}{2}$ miles per hour for all the time so held after the time they would have gotten out had the crew not been disturbed.

When called to run a special, fair, or excursion train they will be paid the rates specified in Article I, basic day Article II, and overtime conditions of Article III (a) or (b), with a minimum of way-car earnings as per preceding paragraph.

(h) Horse trains and freight trains run as specials will be paid on through freight basis, crews not to be run beyond division point unless necessary.

(i) Trainmen in pool freight service will be so regulated that they may make sufficient mileage at the mileage rate to net conductor \$200.00 and trainmen \$155.00 per month, and will be allowed to make as much excess mileage as they can consistent with safety. This regulation is not to be considered as a guarantee.

(j) Brakemen will receive 29c per ton for shovelling coal, same to be determined by engineer's coal ticket. It is understood that when men make overtime on the trip they shall receive pay for all overtime made in addition to extra pay for shovelling coal.

(k) Brakemen sent out upon trial trips for promotion to conductor will receive one-half conductor's rate while upon trial trip.

(l) When it becomes necessary to deadhead crews with their way-cars the last crew shall run the train. The deadhead crew or crews will stand first out in their regular order.

(m) When a crew voluntarily ties up between terminals, the time during which they are tied up will be considered dead time.

Trains will not be tied up on the road account of crowded terminals.

(n) Trainmen sent to any point to perform any service and not used will receive pay at pro rata hourly rates for all time so held, time to commence from actual time of arrival at such point until departure therefrom. This does not apply to lay-overs of regularly assigned trainmen.

(o) Crews not assigned to regular runs will run first-in first-out. Conductors and brakemen standing for regular runs will be assigned to such at the earliest opportunity.

(p) Crews assigned to regular runs and having lay-over days at either end of division shall not be considered on duty those days and are privileged to absent themselves from the district, excepting in cases where they receive regular notice on arrival that they will be required to perform some service on a lay-over day; but at opposite terminals, unless they have permission from the trainmaster they will notify the yardmaster that they will be absent, provided they are on hand to go out on regular run.

(q) At terminals yardmen must not handle cabooses in switching except to place them on and take them from a track kept for the purpose of storing way-cars.

ARTICLE XIV

GENERAL RULES FOR FREIGHT AND PASSENGER SERVICE

(a) In freight service trainmen will be allowed to book what rest they feel they need at home terminals up to 15 hours, which will be allowed when practicable.

(b) When crews are sent to any point with light engine or train to run special or extra passenger train, or are returned to some point with light engine or train after running extra or special passenger train, a suitable car for the crew to ride in to and from will be provided when it can be done.

Deadheading

(c) Trainmen deadheading under orders will receive full pay; class of trains they are deadheading for shall determine the pay they are to receive for such deadheading. Trainmen running light with engine or engine and caboose shall be paid through freight rates.

A crew deadheading Victoria to Montrose or vice versa via Niagara division shall take their turn out and be paid 60 miles for the deadhead, and in case they do not get out within 11 hours after completing deadhead movement and arriving at Montrose or Victoria, they shall be paid 100 miles for the deadhead movement.

In making all other deadhead movements, either away-from-home terminal to perform some service or to home terminal after completing some service, actual mileage will be allowed with continuous time when the trip is continuous, but if the crew is relieved at some point away from home terminal, they shall be allowed a minimum day for the deadhead movement.

In deadheading constructive mileage shall be allowed when made over full length of division having constructive mileage. In making all other deadhead movements, if less than 100 miles is made to point to which movement is being made and less than 10 hours is consumed from the start to the time return movement or other service is commenced, the actual mileage will be allowed and continuous time for round trip or service. If over 100 miles or over 10 hours has been consumed, 100 miles will be allowed in each direction, or actual mileage if in excess of 100 miles.

The rate applying to way-freight or any other class of service is paid for the deadhead trip when deadheading to run way-freight or any other special service, and the same rate is paid when deadheading home after having run such service. Also an extra passenger crew deadheading to run an extra special passenger train or returning after so doing will be paid the regular passenger rate for dead-heading.

Investigations, Suspensions, Etc.

(d) When it becomes necessary to take trainmen from duty to investigate an accident or for any other purpose, the investigation shall take place within 15 days, and in case they are found to be blameless, they shall be allowed the lost time on account of such investigation at regular daily pay. If any trainman thinks he has been unjustly dealt with, he may file his objections in writing and he will be given a fair and impartial hearing. If proven blameless he shall be reinstated to his former position and paid for all time lost. Any trainman brought to trial for any purpose shall have the right to select some friend from his department to assist him in his defense, and he shall be allowed to be present at such investigation and to question all persons giving evidence in the case. He is privileged to examine the statements of others to know they are correct. In case of suspension or dismissal he will be notified by the Division Superintendent within 10 days of date of investigation as to his dismissal or length of suspension.

Under the record system of discipline the following will illustrate its application:

Example—A trainman commits some offense for which ordinarily he would be suspended 5 days. He is to be called to the proper officer and his offense fully explained to him, and he is to be told that it has been decided he is deserving of a 5 days' suspension, and while the suspension will be charged to his service record it will not be made effective, pending further offense. If no further offense is committed necessitating suspension for a period of 12 months, he starts all over again as above outlined; if, however, within 12 months a second offense is committed for which a suspension of 5 or 10 days is deemed proper, he will be called upon to serve the

penalty on the second offense, administered on the first offense, and the penalty of the second offense will stand against him pending his performance during the next 12 months.

(e) When time or detention sheets are not allowed, trainmen will be notified in writing within 10 days, stating the cause and returning copy of time sheet.

(f) In freight service the rights to all runs and promotion as affecting conductors and brakemen will be governed by merit, ability and seniority, everything being equal, the men longest in continuous train service will have the preference. When men transfer voluntarily from one division to another the seniority on the division to which they transfer shall be reckoned from the date of transfer. If a transfer is made by order of the Company, men so transferred shall carry with them their seniority. When a freight or passenger run, other than one of the through runs, extends over more than one Superintendent's division, each division shall furnish a percentage of the crews. Percentage shall be determined by the number of miles on each division.

(g) Any trainman who voluntarily leaves the service of the Company and is afterwards rehired within 1 year, he shall be reinstated, but if not rehired within 1 year he shall be considered as a new man.

Any trainman who is dismissed and afterwards rehired within 2 years shall be reinstated; if not rehired within 2 years he shall lose from his record the actual time he is out of service of the Company.

Example—Thus he was promoted January 1, 1888, discharged and out of service 4 years. He will be considered as being promoted January 1, 1892, and be ahead of all men promoted on that day.

Inquests and Lawsuits

(h) When, by request of this Company, trainmen are used as witnesses at inquests, or at suits brought or defended by this Company, or on other company business, except investigations held by officers of the Company, they will be furnished transportation, and will be allowed actual trip rates for trips lost, and day rates for the time consumed when trips are not lost, plus legitimate expenses when away from home. In such cases nothing will be allowed for deadheading.

ARTICLE XV WEST DIVISION

(a) On all freight runs from Niles to Joliet, Kensington, Chicago or Argo, and vice versa, actual mileage with a minimum of 100 miles will be allowed.

(b) For all freight work performed in Union Stock Yards district, trainmen will be paid on an hourly basis at $\frac{1}{8}$ daily rate for through freight, with a minimum of 2 hours.

(c) On trips starting from Kensington, Chicago or Argo, district time will be computed from time marked or called for until arrival at Argo or Kensington. On trips starting from Niles, district time will be computed from time leaving Kensington or Argo until released from duty at Kensington, Argo or Chicago.

Example 1—Train leaves Niles 8:00 a. m.; arrives Argo 2:30 p. m., leaves Argo 3:00 p. m. going to U. S. Yards and return to Argo arriving 5:00 p. m.—allowed 2 hours district time.

Example 2—Train marked at Chicago for 4:00 p. m.; performs work in U. S. Yards district and arrives Argo 8:00 p. m.—allowed 4 hours district time.

Example 3—Train leaves Niles at 8:00 a. m., arrives Kensington 2:30 p. m. Leaves Kensington 3:30 p. m., going to U. S. Yards and thence to Chicago, arriving at latter point at 8:00 p. m.—allowed 4 hours and 30 minutes district time.

(d) Trainmen sent to U. S. Yards to unload stock will be returned to Argo, Chicago or Kensington

(e) Crews shall not be run around each other at Joliet. It is agreed, however, that in case it becomes necessary, for the purpose of moving a train, to run one crew around another at Joliet, the time of the crew run around should start at the same time at Joliet as that of the crew which ran around them.

(f) Local extras will be operated as follows:

- 1 Joliet to Niles daily,
- 1 Niles to Joliet daily,
- 1 Chicago to Niles 6 days a week.

Starting time to be agreed upon from time to time.

(g) All runs to be advertised June 1. Runs shall be held for 1 year, except when it becomes necessary to reduce the men to or below the number in service at the time run was advertised, or a more desirable run is advertised; the men thus affected by reduction of crews may displace any man who is junior.

ARTICLE XVI

MIDDLE DIVISION AND BRANCHES

- (a) Way-freights—Article V (b) applies.
- (b) Local Extras—Article V (b) applies.
- (c) Jackson-Botsford run—Article V (b) applies.
- (d) All freight trains on South Haven Branch—Article V (b) applies.
- (e) Main, Air Line, and Grand Rapids Division way-freight, three brakemen each.

(f) All runs to be advertised June 1st. Runs shall be held for 1 year, except, when it becomes necessary to reduce the men to or below the number in service at the time the run was advertised, or a more desirable run is advertised; the men thus affected by reduction of crews may displace any man who is junior.

ARTICLE XVII

DETROIT DIVISION

(a) Through freight runs between Detroit and Jackson will be turn-around runs with Detroit as home terminal.

(b) A crew released at Jackson will be paid a minimum of 100 miles in each direction.

(c) Crews shall not be run around each other except in case it becomes necessary for the purpose of moving a train.

(d) Crews shall be notified at Jackson if they are to be turned when conductor inquires of the Yardmaster.

(e) All work done east of Central Avenue or north of Tower at River Rouge shall be paid for on an hourly basis at $\frac{1}{8}$ daily rate with a minimum of 1 hour.

(f) Way-freight and local extras—Article V (b) applies.

(g) Ypsilanti—Ann Arbor crews shall be paid:

| | Per Day | Pro Rata Hourly Rate | Overtime Hourly Rate |
|----------------|------------|----------------------------|----------------------------|
| Conductor..... | \$6.96 | .87c | \$1.305 |
| Brakemen | 6.48 | .81c | 1.215 |

Eight hours or less shall constitute a day's work.

All time in excess of 8 hours continuous service in a 24-hour period shall be paid as overtime, on the minute basis, at one and one-half times the hourly rate. Crews will be allowed 20 minutes for lunch between 4½ and 6 hours after starting work without deduction in pay, and will not be required to work longer than 6 hours without being allowed 20 minutes for lunch with no deduction in pay or time therefor.

ARTICLE XVIII TOLEDO DIVISION

(a) Through and irregular freight, work, construction, snow-plow, circus or wreck train service will be paid as follows:

| | Per Mile | Per Day | Pro Rata Hourly Rate | Overtime Hourly Rate |
|------------------------------|-------------|------------|-------------------------------|----------------------------|
| Conductor..... | .0644c | \$6.44 | .805c | \$1.2075 |
| Brakemen and Flagmen..... | .0516c | 5.16 | .645c | .9675c |

(b) Through freight runs between River Rouge and North Toledo yards or C. S. Junction shall be turnaround runs with River Rouge as home terminal and when required to go to Junction Yards via Junction Yards branch or east of Junction Avenue shall be paid on an hourly basis of $\frac{1}{8}$ daily rate, with minimum of 1 hour.

(c) A crew released at North Toledo Yards or C. S. Junction shall be paid a minimum of 100 miles in each direction.

(d) Crews shall not be run around each other except in case it becomes necessary for the purpose of moving a train. The time of a crew or crews which have been run around shall start at the same time as that of the crew which ran around them.

(e) Crews shall be notified on or before arrival at North Toledo yards or C. S. Junction if they are to be turned.

NOTE—C. S. Junction and North Toledo Yard are both terminal and the first-in first-out rule applies to each terminal separately. When a crew is wanted to take a train from Wagon Works Junction the crew shall be used for this run which stands first-out at either C. S. Junction or North Toledo Yard; that is to say, if the crew standing first-out at North Toledo Yard arrived ahead of the first crew out at C. S. Junction, the crew from North Toledo Yard shall be used.

(f) Way-freight—Article V (b) applies.

ARTICLE XIX BAY CITY DIVISION

(a) Road mileage shall begin and end at North Yards, and crews required to take cars to or from points south of that point shall be paid on an hourly basis at $\frac{1}{8}$ daily rate with a minimum of 1 hour.

(b) 103 miles between North Yards and Bay City or Wenona Yards via Reese, and 115 miles between North Yards and Bay City or Wenona Yards via Saginaw will be allowed.

(c) Way-freight—Article V (b) applies.

(d) Caro switch crews shall be paid:

| | Pro Rata Hourly Rate | Overtime Hourly Rate |
|----------------|-------------------------------|----------------------------|
| Conductor..... | \$6.96 | .87c |
| Brakemen..... | 6.48 | .81c |
| | | 1.215 |

(e) Detroit, Toledo and Bay City Divisions: A run which allows the men to live at home terminals shall be held for 1 year, except when it becomes necessary to reduce the crews or a more desirable run is advertised; the man given the run may be replaced by a senior man when reduced below the position he held when the run was advertised, unless his seniority entitles him to hold the run. A run which requires a man to live away from home terminal may be held for 1 year from date assigned by the oldest man bidding for it regardless of seniority. All runs to be advertised June 1st, each year.

ARTICLE XX MACKINAW AND SAGINAW DIVISIONS

(a) Twin Lake Branch trains 93 and 94—Article V (b) and Article VI (a) and (b) apply, covering all service performed.

(b) Bagley Branch trains 92 and 95—Article V (b) and Article VI (a) and (b) apply covering all service performed.

(c) North Midland Branch trains 151 and 212, including one round freight trip—Article V (b) and Article VI (a) and (b) apply, covering all service performed.

(d) Trains 211, 214 and 213 between Bay City, Midland and Vassar—Article I applies.

(e) S. B. & N. W. Division trains 87, 88, 89 and 90—Article I applies.

(f) Swan Creek Coal Run—Conductor and two brakemen—Article V (b) applies.

(g) Jackson—Lansing turnaround—Article V (b) applies.

(h) Way-freight and local extra—Article V (b) applies.

(i) Train service, except work and construction trains, on the following specified branches and loading logs on main track of Mackinaw Division and Vanderbilt Hill Run, shall pay:

| | Pro Rata Hourly Rate | Overtime Hourly Rate |
|----------------|-------------------------------|----------------------------|
| Conductor..... | \$6.76 | .845c |
| Brakemen..... | 5.68 | .71c |
| | | 1.065c |

NOTE—Excess in above rates over main line rates to be applied against overtime made.

Working conditions as per Article VI (a), (b) and (c) and Article XI (a) appealed.

Branches and Terminals

Wolverine—Haakwood branch.
Wolverine—Pigeon River and tributary branches.
Wolverine—Buell-Spiegel and tributary branches.
Gaylord—Bagley and tributary branches.
Grayling—Davidson and tributary branches.
Roscommon—Gravel Pit branch.
West Branch—Edward Lake branch.
Wolverine—Vanderbilt Hill Run.

(j) All runs to be advertised June 1st. Runs shall be held for one year, except, when it becomes necessary to reduce the men to or below the number in service at the time the run was advertised, or a more desirable run is advertised; the men thus affected by reduction of crews may displace any man his junior.

ARTICLE XXI

CANADA DIVISION

(a) In computing mileage the following scale will be used:

St. Thomas to Windsor.....111 miles
St. Thomas to Victoria.....117 miles
St. Thomas to Montrose.....111 miles and vice versa

(b) Trainmen sent from Victoria to Buffalo or from Montrose to Suspension Bridge, or Niagara Falls, N. Y., or from Windsor to Detroit, to run passenger or special train will be paid on an hourly basis at $\frac{1}{8}$ daily rate for through freight, with a minimum of 2 hours.

If sent from Montrose to Buffalo, or vice versa, either via New York Central or Niagara Division, they shall receive 56 miles in each direction.

If sent via Welland they shall be paid the same as on freight.

(c) When a crew is sent to Detroit, Buffalo, Suspension Bridge or Niagara Falls for special train, the time in passenger service shall begin 30 minutes before train is called to leave. If held for a train more than 5 hours beyond the hour they are called for, they will be allowed the actual number of hours so held at hourly rate.

(d) When crews arrive at a point between terminals after running special train and are held to take a freight train, they will be paid as per Article V (a) from that point.

(e) Uniform freight or extra passenger crews will be given preference as far as possible in passenger service only.

(f) Employes transferred from yard or transfer service to train service will not receive rights for time they are employed in yard or transfer service.

(g) Way-freight—Article V (b) applies.

St. Clair Branch way-freight—Article V (b) applies.

Amherstburg, Petrolia and Leamington Branch runs—Article V (b) applies.

(h) On Amherstburg, Petrolia, Leamington and Michigan Midland runs brakemen will be paid \$7.64 per month additional for cleaning coaches.

(i) Amherstburg Division—one crew with conductor, baggageman and brakeman.

Petrolia Division—one crew with conductor, baggageman and brakeman when conditions warrant.

Leamington Division—one crew.

(j) Employes on Amherstburg, Petrolia and Leamington Branch runs may be taken either from freight or passenger service at the discretion of the Superintendent without loss in standing.

(k) Switching at Courtright will be paid at pro rata hourly rate when run terminates at Courtright and time consumed in switching will be deducted from total overtime made.

(l) Conductors and trainmen who have been on duty 16 consecutive hours shall be entitled to 8 hours rest before again going out except in cases of washouts, wreck, or other similar emergencies. 8 hours' rest means 8 hours rest at home or car.

(m) On St. Clair Division, trains now known as Nos. 100 and 101 will remain in the passenger pool and future vacancies will be filled from the passenger pool of Canada Division.

(n) All runs both in passenger and freight service with home terminals at either St. Thomas or Detroit will be advertised June 1. All other runs will be advertised triennially, beginning June 1, 1918. All runs out of St. Thomas and Detroit shall be held for 1 year. All runs away from St. Thomas and Detroit shall be held for 3 years except when men are reduced to or below the positions they held when runs were advertised, or a more desirable run is advertised, in which event the senior man will displace any man his junior on any run.

ARTICLE XXII

YARDMEN EAST OF DETROIT RIVER

Rates of Pay for Switchmen and Switchtenders

| | Per Day | Pro Rata Hourly Rate | Overtime Hourly Rate |
|-------------------|------------|-------------------------------|----------------------------|
| Foremen..... | \$6.96 | .87c | \$1.305 |
| Helpers..... | 6.48 | .81 | 1.215 |
| Switch Tenders... | 5.04 | .63c | .945c |

ARTICLE XXIII

BASIC DAY

Eight hours or less shall constitute a day's work.

ARTICLE XXIV

OVERTIME

Except when changing off where it is the practice to work alternately days and nights for certain periods, working through two shifts to change off; or where exercising seniority rights from one assignment to another; or when extra men are required by schedule rules to be used, all time worked in excess of eight hours continuous service in a 24-hour period shall be paid for as overtime, on the minute basis, at one and one-half times the hourly rate. This rule applies only to service paid on an hourly or daily basis and not to service paid on mileage or road basis.

ARTICLE XXV

ASSIGNMENTS

Yardmen shall be assigned for a fixed period of time which shall be for the same hours daily for all regular members of a crew. So far as it is practicable assignments shall be restricted to eight hours' work.

ARTICLE XXVI

STARTING TIME

(a) Regularly assigned yard crews shall each have a fixed starting time, and the starting time of a crew will not be changed without at least 48 hours' advance notice. The practices on this road as to handling of transfer crews are not affected by this section.

(b) Where three 8-hour shifts are worked in continuous service, the time for the first shift to begin work will be between 6:30 a. m. and 8:00 a. m.; the second, 2:30 p. m. and 4:00 p. m.; and the third, 10:30 p. m. and 12:00 midnight.

(c) Where two shifts are worked in continuous service, the first shift may be started during any one of the periods named in section (b).

(d) Where two shifts are worked not in continuous service, the time for the first shift to begin work will be between the hours of 6:30 a. m. and 10:00 a. m., and the second not later than 10:30 p. m.

(e) Where an independent assignment is worked regularly the starting time will be during one of the periods provided in Section (b) or (d).

(f) At points where only one yard crew is regularly employed, they can be started at any time, subject to Section (a).

(g) Where mutually agreeable, on account of conditions produced by having two standards of time, starting time may be changed one hour from periods above provided.

ARTICLE XXVII

CALCULATING ASSIGNMENTS AND MEAL PERIODS

The time for fixing the beginning of assignments or meal periods is to be calculated from the time fixed for the crew to begin work as a unit without regard to preparatory or individual duties.

ARTICLE XXVIII

POINT FOR BEGINNING AND ENDING DAY

(a) The time of regular switchmen shall begin at the time for which ordered and end when relieved at the starting point.

(b) The point for going on and off duty will be governed by local conditions. In certain localities instructions will provide that yardmen will report at the hump, others report at yard office, others at engine houses or ready tracks. It is not considered that the place to report will be confined to any definite number of feet, but the designation will indicate a definite and recognized location.

ARTICLE XXIX

LUNCH TIME

(a) Yard crews will be allowed 20 minutes for lunch between 4½ and 6 hours after starting work without deduction in pay.

(b) Yard crews will not be required to work longer than 6 hours without being allowed 20 minutes for lunch, with no deduction in pay or time therefor.

(c) Sections (a) and (b) will apply to switch tenders, but switch tenders will be held responsible for their regular duties during lunch period.

ARTICLE XXX

ARBITRARIES AND SPECIAL ALLOWANCES

(a) Where it has been the practice or rule to pay a yard crew, or any member thereof, arbitraries or special allowances, or to allow another minimum day for extra or additional service performed during the course of or continuous after end of the regularly assigned hours, such practice or rule is hereby eliminated, except where such allowances are for individual service not properly within the scope of yard service, or as provided in Section (b).

(b) Where regularly assigned to perform service within switching limits, yardmen shall not be used in road service when road crews are available, except in case of emergency. When yard crews are used in road service under conditions just referred to, they shall be paid miles or hours, whichever is the greater, with a minimum of one hour, for the class of service performed, in addition to regular yard pay and without any deduction therefrom for the time consumed in said service.

ARTICLE XXXI

(a) When foremen or helpers are required or called upon to perform any duties that will pay them less than their regular rate of pay, they shall receive their regular pay or if the prevailing rate of pay for the work they are called upon to perform is more than their regular rate of pay, they will be paid the higher rate. This does not apply to men waiting for employment.

(b) In the appointment of yard masters and assistant yard masters, the switchman longest in service qualified for the position shall be considered, and when selected will accept the position.

(c) In filling vacancies in positions of switch tenders, preference shall be given to switchmen long in the service desiring such positions, at switch tenders rate.

(d) The rights of all foremen and helpers shall commence at the time they enter the service of the Company as yardmen.

(e) All work and construction trains shall be assigned to yard crews within yard limits, and when yardmen are available. This does not apply to construction trains unless the work is exclusively within yard limits.

(f) Brakemen called to work in the yard will be paid yard wages.

(g) Article XIV (d), (e) and (h) will apply to foremen and helpers.

(h) Leave of absence to be given in writing, with copy to the Local Chairman.

(i) If yardmen are called and not used, one day's pay will be allowed.

(j) Switchmen will not be required to chain up cars or couple or uncouple hose in yard or on repair tracks where car repairers are available and on duty.

NOTE—Under this rule yardmen will, if necessary, to avoid delay, couple air hose between engine and car.

(k) Yardmen who are short eight hours or more in their pay will, upon request, be given a time ticket draft for the amount.

(l) Engines assigned to switching or transfer service will be equipped with head lights, which shall be properly lighted when necessary; foot-boards and proper grab-irons on both ends.

Engines that blow steam so as to obstruct the observation of signals shall not be used in yard service.

ARTICLE XXXII

SHOP YARD ENGINES

(a) Employees (excluding locomotive crane operators and wrecking derrick engineers) who are assigned to and operate shop yard engines will be paid the rates of wages and operated under yard service rules as are specified herein.

(b) This article is without prejudice to the seniority rights of employees who are now assigned to shop yard engines. Only as vacancies occur or new positions are created they will be filled from the seniority roster of yardmen.

ARTICLE XXXIII

APPLICATION OF SIXTEEN HOUR LAW

(a) Under the laws limiting the hours on duty, crews in road service shall not be tied up unless it is apparent that the trip can not be completed within the lawful time; and not then, until after the expiration of 14 hours on duty under the Federal law, or within two hours of the time limit provided by the State law, if State laws govern.

(b) If road crews are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their services shall be paid for under the pay schedule of the road.

(c) When road crews are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to the crew; provided the longest period of rest required by any member of the crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

(d) A continuous trip shall cover movement, straight-away or turnaround, from initial point to the destination train is making when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip shall commence when the crew resumes duty.

(e) Road crews tied up under the law shall be paid the time or mileage of their schedule from initial point to tie-up point. When such crews resume duty on a continuous trip, they shall be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point, or to the terminal. This does not permit crews to be run through terminals unless such practice is permitted under the pay schedule.

(f) Road crews tied up for rest under the law, and then deadheading into terminal, with or without caboose, shall be paid therefor, as per paragraph (e), the same as if they had run the train to such terminal.

(g) Train employees tied up in obedience to the law shall not be required to watch or care for engines or perform other duties while so tied up.

(h) Yard employees who are released for rest in compliance with the law shall be permitted to resume work when the lawful rest period is up and to work 8 hours or be paid for 8 hours

(Article XXXIII does not apply in Canada)

Table showing time after which overtime accrues on Freight runs 100 miles to 199 miles in length, on speed basis of 12½ miles per hour.

ARTICLE XXXIV

AGREEMENT

The rates of pay named herein are effective as of May 1, 1920, and are to be paid according to the time served to all who were then in the service and remained therein to July 20, 1920, or who have come into the service since May 1, 1920, and remained therein to and including July 20, 1920.

The rules and regulations herein contained are effective as of March 1, 1920.

The rates, rules and regulations herein contained shall remain in effect until 30 days' notice in writing has been given by either party desiring a revision and new agreement reached.

For Michigan Central Railroad Co.

HENRY SHEARER

General Manager

For the Conductors,

L. L. EMERY

General Chairman O. R. C.

For the Trainmen,

A. G. W. COAN

General Chairman B. of R. T.

| Distance Miles | Overtime Accrues After Hours | Distance Miles | Overtime Accrues After Hours | Distance Miles | Overtime Accrues After Hours |
|-------------------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
| | | | | | |
| 100 | 8.00 | 134 | 10.43 | 167 | 13.22 |
| 101 | 8.05 | 135 | 10.48 | 168 | 13.26 |
| 102 | 8.10 | 136 | 10.53 | 169 | 13.31 |
| 103 | 8.14 | 137 | 10.58 | 170 | 13.36 |
| 104 | 8.19 | 138 | 11.02 | 171 | 13.41 |
| 105 | 8.24 | 139 | 11.07 | 172 | 13.46 |
| 106 | 8.29 | 140 | 11.12 | 173 | 13.50 |
| 107 | 8.34 | 141 | 11.17 | 174 | 13.55 |
| 108 | 8.38 | 142 | 11.22 | 175 | 14.00 |
| 109 | 8.43 | 143 | 11.26 | 176 | 14.05 |
| 110 | 8.48 | 144 | 11.31 | 177 | 14.10 |
| 111 | 8.53 | 145 | 11.36 | 178 | 14.14 |
| 112 | 8.58 | 146 | 11.41 | 179 | 14.19 |
| 113 | 9.02 | 147 | 11.46 | 180 | 14.24 |
| 114 | 9.07 | 148 | 11.50 | 181 | 14.29 |
| 115 | 9.12 | 149 | 11.55 | 182 | 14.34 |
| 116 | 9.17 | 150 | 12.00 | 183 | 14.38 |
| 117 | 9.22 | 151 | 12.05 | 184 | 14.43 |
| 118 | 9.26 | 152 | 12.10 | 185 | 14.48 |
| 119 | 9.31 | 153 | 12.14 | 186 | 14.53 |
| 120 | 9.36 | 154 | 12.19 | 187 | 14.58 |
| 121 | 9.41 | 155 | 12.24 | 188 | 15.02 |
| 122 | 9.46 | 156 | 12.29 | 189 | 15.07 |
| 123 | 9.50 | 157 | 12.34 | 190 | 15.12 |
| 124 | 9.55 | 158 | 12.38 | 191 | 15.17 |
| 125 | 10.00 | 159 | 12.43 | 192 | 15.22 |
| 126 | 10.05 | 160 | 12.48 | 193 | 15.26 |
| 127 | 10.10 | 161 | 12.53 | 194 | 15.31 |
| 128 | 10.14 | 162 | 12.58 | 195 | 15.36 |
| 129 | 10.19 | 163 | 13.02 | 196 | 15.41 |
| 130 | 10.24 | 164 | 13.07 | 197 | 15.46 |
| 131 | 10.29 | 165 | 13.12 | 198 | 15.50 |
| 132 | 10.34 | 166 | 13.17 | 199 | 15.55 |
| 133 | 10.38 | | | | |

Table showing time after which overtime accrues on passenger runs 81 miles to 300 miles in length, on speed basis of 20 miles per hour

| Distance Miles | Overtime Accrues After Hours | Distance Miles | Overtime Accrues After Hours | Distance Miles | Overtime Accrues After Hours | Distance Miles | Overtime Accrues After Hours | Distance Miles | Overtime Accrues After Hours | Distance Miles | Overtime Accrues After Hours | Distance Miles | Overtime Accrues After Hours |
|-------------------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|-------------------|---------------------------------------|
| 81 | 4.03 | 113 | 5.39 | 145 | 7.15 | 177 | 8.51 | 209 | 10.27 | 241 | 12.03 | 273 | 13.39 |
| 82 | 4.06 | 114 | 5.42 | 146 | 7.18 | 178 | 8.54 | 210 | 10.30 | 242 | 12.06 | 274 | 13.42 |
| 83 | 4.09 | 115 | 5.45 | 147 | 7.21 | 179 | 8.57 | 211 | 10.33 | 243 | 12.09 | 275 | 13.45 |
| 84 | 4.12 | 116 | 5.48 | 148 | 7.24 | 180 | 9.00 | 212 | 10.36 | 244 | 12.12 | 276 | 13.48 |
| 85 | 4.15 | 117 | 5.51 | 149 | 7.27 | 181 | 9.03 | 213 | 10.39 | 245 | 12.15 | 277 | 13.51 |
| 86 | 4.18 | 118 | 5.54 | 150 | 7.30 | 182 | 9.06 | 214 | 10.42 | 246 | 12.18 | 278 | 13.54 |
| 87 | 4.21 | 119 | 5.57 | 151 | 7.33 | 183 | 9.09 | 215 | 10.45 | 247 | 12.21 | 279 | 13.57 |
| 88 | 4.24 | 120 | 6.00 | 152 | 7.36 | 184 | 9.12 | 216 | 10.48 | 248 | 12.24 | 280 | 14.00 |
| 89 | 4.27 | 121 | 6.03 | 153 | 7.39 | 185 | 9.15 | 217 | 10.51 | 249 | 12.27 | 281 | 14.03 |
| 90 | 4.30 | 122 | 6.06 | 154 | 7.42 | 186 | 9.18 | 218 | 10.54 | 250 | 12.30 | 282 | 14.06 |
| 91 | 4.33 | 123 | 6.09 | 155 | 7.45 | 187 | 9.21 | 219 | 10.57 | 251 | 12.33 | 283 | 14.09 |
| 92 | 4.36 | 124 | 6.12 | 156 | 7.48 | 188 | 9.24 | 220 | 11.00 | 252 | 12.36 | 284 | 14.12 |
| 93 | 4.39 | 125 | 6.15 | 157 | 7.51 | 189 | 9.27 | 221 | 11.03 | 253 | 12.39 | 285 | 14.15 |
| 94 | 4.42 | 126 | 6.18 | 158 | 7.54 | 190 | 9.30 | 222 | 11.06 | 254 | 12.42 | 286 | 14.18 |
| 95 | 4.45 | 127 | 6.21 | 159 | 7.57 | 191 | 9.33 | 223 | 11.09 | 255 | 12.45 | 287 | 14.21 |
| 96 | 4.48 | 128 | 6.24 | 160 | 8.00 | 192 | 9.36 | 224 | 11.12 | 256 | 12.48 | 288 | 14.24 |
| 97 | 4.51 | 129 | 6.27 | 161 | 8.03 | 193 | 9.39 | 225 | 11.15 | 257 | 12.51 | 289 | 14.27 |
| 98 | 4.54 | 130 | 6.30 | 162 | 8.06 | 194 | 9.42 | 226 | 11.18 | 258 | 12.54 | 290 | 14.30 |
| 99 | 4.57 | 131 | 6.33 | 163 | 8.09 | 195 | 9.45 | 227 | 11.21 | 259 | 12.57 | 291 | 14.33 |
| 100 | 5.00 | 132 | 6.36 | 164 | 8.12 | 196 | 9.48 | 228 | 11.24 | 260 | 13.00 | 292 | 14.36 |
| 101 | 5.03 | 133 | 6.39 | 165 | 8.15 | 197 | 9.51 | 229 | 11.27 | 261 | 13.03 | 293 | 14.39 |
| 102 | 5.06 | 134 | 6.42 | 166 | 8.18 | 198 | 9.54 | 230 | 11.30 | 262 | 13.06 | 294 | 14.42 |
| 103 | 5.09 | 135 | 6.45 | 167 | 8.21 | 199 | 9.57 | 231 | 11.33 | 263 | 13.09 | 295 | 14.45 |
| 104 | 5.12 | 136 | 6.48 | 168 | 8.24 | 200 | 10.00 | 232 | 11.36 | 264 | 13.12 | 296 | 14.48 |
| 105 | 5.15 | 137 | 6.51 | 169 | 8.27 | 201 | 10.03 | 233 | 11.39 | 265 | 13.15 | 297 | 14.51 |
| 106 | 5.18 | 138 | 6.54 | 170 | 8.30 | 202 | 10.06 | 234 | 11.42 | 266 | 13.18 | 298 | 14.54 |
| 107 | 5.21 | 139 | 6.57 | 171 | 8.33 | 203 | 10.09 | 235 | 11.45 | 267 | 13.21 | 299 | 14.57 |
| 108 | 5.24 | 140 | 7.00 | 172 | 8.36 | 204 | 10.12 | 236 | 11.48 | 268 | 13.24 | 300 | 15.00 |
| 109 | 5.27 | 141 | 7.03 | 173 | 8.39 | 205 | 10.15 | 237 | 11.51 | 269 | 13.27 | | |
| 110 | 5.30 | 142 | 7.06 | 174 | 8.42 | 206 | 10.18 | 238 | 11.54 | 270 | 13.30 | | |
| 111 | 5.33 | 143 | 7.09 | 175 | 8.45 | 207 | 10.21 | 239 | 11.57 | 271 | 13.33 | | |
| 112 | 5.36 | 144 | 7.12 | 176 | 8.48 | 208 | 10.24 | 240 | 12.00 | 272 | 13.36 | | |